



AGILE IT ORGANIZATION DESIGN

FOR DIGITAL TRANSFORMATION
AND CONTINUOUS DELIVERY



SRIRAM NARAYAN

Agile It Organization Design For Digital Transformation

Arif Harbott, Cuan Mulligan



Agile It Organization Design For Digital Transformation:

Agile IT Organization Design Sriram Narayan, 2015-06-11 Design IT Organizations for Agility at Scale Aspiring digital businesses need overall IT agility not just development team agility In Agile IT Organization Design IT management consultant and ThoughtWorks veteran Sriram Narayan shows how to infuse agility throughout your organization Drawing on more than fifteen years experience working with enterprise clients in IT intensive industries he introduces an agile approach to Business IT Effectiveness that is as practical as it is valuable The author shows how structural political operational and cultural facets of organization design influence overall IT agility and how you can promote better collaboration across diverse functions from sales and marketing to product development and engineering to IT operations Through real examples he helps you evaluate and improve organization designs that enhance autonomy mastery and purpose the key ingredients for a highly motivated workforce You ll find close range coverage of team design accountability alignment project finance tooling metrics organizational norms communication and culture For each you ll gain a deeper understanding of where your organization stands and clear direction for making improvements Ready to optimize the performance of your IT organization or digital business Here are practical solutions for the long term and for right now Govern for value over predictability Organize for responsiveness not lowest cost Clarify accountability for outcomes and for decisions along the way Strengthen the alignment of autonomous teams Move beyond project teams to capability teams Break down tool induced silos Choose financial practices that are free of harmful side effects Create and retain great teams despite today s talent crunch Reform metrics to promote not prevent agility Evolve culture through improvements to structure practices and leadership and careful deliberate interventions

Smart Cities and Digital Transformation Miltiadis D. Lytras, Abdulrahman A. Housawi, Basim S. Alsaywid, 2023-06-14 Smart Cities and Digital Transformation offers a three tiered approach to tomorrow s cities in terms of limitless innovation sustainable development and empowering communities

Design, User Experience, and Usability: Design Thinking and Methods Aaron Marcus, 2016-07-04 The three volume set LNCS 9746 9747 and 9748 constitutes the proceedings of the 5th International Conference on Design User Experience and Usability DUXU 2016 held as part of the 18th International Conference on Human Computer Interaction HCII 2016 in Toronto Canada in July 2016 jointly with 13 other thematically similar conferences The total of 1287 papers presented at the HCII 2016 conferences were carefully reviewed and selected from 4354 submissions These papers address the latest research and development efforts and highlight the human aspects of design and use of computing systems The papers accepted for presentation thoroughly cover the entire field of Human Computer Interaction addressing major advances in knowledge and effective use of computers in a variety of application areas The total of 157 contributions included in the DUXU proceedings were carefully reviewed and selected for inclusion in this three volume set The 49 papers included in this volume are organized in topical sections on design thinking user experience design methods and tools usability and user experience evaluation methods and tools

Digital Technologies and Transformation in Business, Industry and Organizations Ruben Pereira,Isaias

Bianchi,Álvaro Rocha,2023-10-30 Given the nature of this book proposal linked with some Masters and the faster pace of digital technologies evolution the new version will have an entire new content with new cases and insights regarding the development and implementation of the most interesting digital technologies Digital transformation marks a rethinking of how an organization uses technology people and processes in pursuit of new business models and new revenue streams driven by changes in customer expectations around products and services For many enterprises that build traditional goods this means building digital products such as a mobile applications or an ecommerce platform To do so they must use and integrate digital technologies The pace of change is increasing Organizations need to adapt or risk disappearing under innovators entrance in the market With new digital technologies growing in an exponential rate in the last few decades organizations are facing even more complex contexts Managers are now pressed to take efficient decisions This book provides a reference manual to assist professionals and academics on further insights regarding the impact of digital technologies in business how to implement digital technologies solutions for specific digital technologies barriers and much more This book covers research methods such as Systematic Literature Review SLR or Multifocal Literature Review MLR case studies experiments survey Design Science Research using quantitative and qualitative approaches *Technology Acceptance in the Context of Digital Transformation* David Marz,2021-02-03 The widespread diffusion of digital connected objects such as smartphones or tablets as well as the increasing integration of computing and connectivity capabilities into everyday artifacts like TVs and cars have significantly changed individual behavior in recent decades it has become the norm to interact with technology and to be connected with online resources regardless of time and place Social interactions have increasingly become intertwined with technology making it almost impossible to fully participate in everyday life activities without IT As a final example with the integration of network connectivity digital technologies products and services are not used in isolation anymore but working together as assemblages thereby expanding the range of what they and their users can do Overall we have witnessed that IT has become deeply socially embedded in everyday life and routines Understanding individual behavior has a long tradition in information systems research However given the fundamental changes in recent years related to technology use it is questionable whether traditional models and theories are still applicable in the digital age The goal of this dissertation is to address respective shortcomings As a first step a comprehensive review of the literature on digital transformation is performed for a better understanding of this phenomenon surrounding the changes we have witnessed regarding individual behavior Afterwards new concepts to explain and measure individual behavior and expectations related to connected objects are developed and examined Furthermore as the topic of connected objects is closely connected to the concept of personalization a design study is performed that 1 provides an artifact to handle the efficiency personalization trade off in the provision of firm offerings and 2 illustrates how personalization influences the user

perceptions of respective products and services Based on the findings a framework for the study of connected objects is synthesized and presented Overall the findings of this dissertation have relevant implications for research and practice in the fields of technology acceptance digital life and digital transformation *Elements of Digital Transformation* Shailesh Kumar Shivakumar,2023-12-06 *Elements of Digital Transformation* is a practitioner s guide to the digital transformation process It is also a guide for managers in today s organizations that are accelerating digital transformation to modernize core technology capabilities and processes The book discusses such key components of digital transformation as processes principles and proven methods It also covers such novel concepts in digital transformation as the first time right framework incident management transformation digital factory cloud migration API first approach and legacy modernization Other highlights of the book include A cloud migration framework along with a cloud migration methodology rollout strategy and migration principles Principles and approaches for legacy modernization and process modernization Smart ticket management smart problem management proactive maintenance and ticket avoidance architecture The novel digital factory approach to automate the software process Detailed case studies a sample digital transformation exercise and a consulting exercise for digital transformation provide readers with real world digital transformation scenarios and best practices The book also discusses DevOps automation and agile delivery models that help in digital transformation **The Agile Organization**

Linda Holbeche,2018-06-03 In today s volatile and ambiguous world organizations need to have the capacity and flexibility to respond rapidly to changes in their environment both internally and externally The key to retaining this competitive advantage is agility a set of capabilities that help organizations adapt with the full co operation of their employees Packed with helpful checklists tips and advice *The Agile Organization* is a practical blueprint to building both agility and resilience at individual team and organizational levels This revised second edition contains a new chapter on the latest approaches to agile organization design in light of digitization and customer centricity as well as new and updated case studies from the University of California Berkeley the UK National Health Service NHS SNC Lavalin s Atkins business and General Electric GE It remains the go to guide for HR and OD specialists senior leaders and managers who want to help bring about organizational transformation and build a sustainably agile business while enhancing employee engagement and resilience

Digital Transformation Nirjhar Chakravorti,2022-06-23 With the advent of digital technologies society is reshaping itself radically In the last decade digital technologies have brought fundamental changes in the industry and business environment The holistic socioeconomic and industrial changes are a result of general purpose technology aspects of digital transformation which are rare and have inherent capabilities of self transformation to bring long term benefits across the entire global business environment After the steam engine electric generator and printing press the recent development of digital transformation has created an opportunity with extensive sustainable and incremental influence for disruption and renovation However the most important difference between digital transformation and the previous general purpose

technologies such as steam engines and electric generators is the pace of technology's penetration across the globe. To cope with the accelerated speed of global digitization, the digital transformation process should be accepted, adopted, and adapted across society and business utilizing a multi-dimensional strategy. This book illustrates a strategic structure that covers Digital Challenges for Industries, Applicability for Digital Transformation, Digital Transformation Framework, People and Organization Structure, Capability Delivery, Activities, and Life Cycle Benefits. How will businesses embrace digital transformation? How will organizations formulate a digital transformation strategy? How will they invest in digital technologies? To answer these questions, a strategic structure is created which can provide guidelines to businesses to create a framework for digital transformation that includes strategy, process, governance, and funding. The exponential growth in data capacity, storage, process, and communication due to rapid digitalization has created infinite opportunities and different dimensions to businesses. Digital platforms have enabled alternative business models by deconstructing the traditional value chains. Agile concepts driven by design thinking have brought innovative perspectives with an environment of boundless disruption. To run a company with sustainability and manage disruptions more consciously, the adoption of a digital platform with an appropriate strategy is the only viable option. Digital transformation (DX) goals and strategies should be in line with a company's business objectives. The strategic structure explained in the book is a global framework that can be adopted by any profit or nonprofit organization. Like any other transformational process, digital transformation has created structural tension between old and new. In this tension, employees play a large role, and their clarity of thought regarding the transformation process is of paramount interest. To overcome this tension, companies need to orient as learning organizations which will provide opportunities for growth in an ambidextrous environment embraced with a digital ecosystem. The book explains how the structural tension between old and new can be mitigated by effectively involving all stakeholders in the transformation process.

Design Thinking Research Christoph Meinel, Larry Leifer, 2022-09-07. Extensive research conducted by the Hasso Plattner Design Thinking Research Program at Stanford University in Palo Alto, California, USA, and the Hasso Plattner Institute in Potsdam, Germany, has yielded valuable insights on why and how design thinking works. The participating researchers have identified metrics, developed models, and conducted studies which are featured in this book and in the previous volumes of this series. This volume provides readers with tools to bridge the gap between research and practice in design thinking with varied real-world examples. Several different approaches to design thinking are presented in this volume. Acquired frameworks are leveraged to understand design thinking team dynamics. The contributing authors lead the reader through new approaches and application fields and show that design thinking can tap the potential of digital technologies in a human-centered way. It also presents new ideas in neurodesign from Stanford University and the Hasso Plattner Institute in Potsdam, inviting the reader to consider newly developed methods and how these insights can be applied to different domains. Design thinking can be learned. It has a methodology that can be observed across multiple settings and accordingly, the

reader can adopt new frameworks to modify and update existing practice The research outcomes compiled in this book are intended to inform and provide inspiration for all those seeking to drive innovation be they experienced design thinkers or newcomers

Portfolio Management Carl Marnewick, John Wyzalek, 2023-06-21 Portfolio management is becoming the must have for organizations to prosper and survive in this decade and beyond No longer can the organizational focus be one of following best and repeatable practices as resource limitations mean only those programs projects and operational work that add business value can and should be pursued Executives are focusing on strategic ability and managing complexity which can only be done through a disciplined portfolio process in ensuring the best mix of programs projects and operational work is under way In turn the portfolio is constantly in flux as difficult decisions are made if a project for example is no longer contributing to business value and providing benefits and should be terminated to reallocate resources to one of higher priority Commitment to this difficult approach is necessary at all levels and communication is required so everyone knows how their work contributes to the organization s strategic goals and objectives Portfolio Management Delivering on Strategy Second Edition focuses on the benefits of portfolio management to the organization Its goal is to provide senior executives a view on how portfolio management can deliver organizational strategy The emphasis is on the specific aspects within the portfolio management discipline and how each aspect should be managed from a business perspective and not necessarily from a portfolio management perspective Highlights of the book include Agile portfolio management Delivering organizational value Portfolio management and uncertainty Portfolio governance Marketing a portfolio Portfolio management success Starting with a review of the project portfolio concept and its development this book is a reference for executives and practitioners in the field as well as a students and researchers studying portfolio management

The HERO Transformation Playbook Arif Harbott, Cuan Mulligan, 2020-09-22 Most transformations and large scale change programs fail but in a rapidly changing world change is becoming more and more critical for survival The HERO Transformation Playbook is your step by step playbook of EXACTLY how to deliver successful transformations and large scale change programs with the best chance of success using the HERO Transformation Framework a clear method to help you design transformation for maximum enterprise value creation and then deliver the outcome in a repeatable fashion We built our framework through trial and error learning from our mistakes and successes and solving common issues we came across and pitfalls that we have seen time and again We then spent many years honing the framework removing the fluff distilling the concepts until it contained everything you need to succeed in the challenging world of change In this book we teach you everything we ve learned including all of the roles processes meetings governance and templates for you to follow and apply to your transformation today so that you can crack the code of change and lead successful transformations on your own The more successful transformations that are delivered the better the world will be for everyone

Digital Transformation Demystified Frank Granito, 2022-11-22 The buzz and hype created over the last few years around Digital Transformation has resulted in

confusion and ubiquity that has rendered the term nearly meaningless Transformation extends far beyond the technology stack and must include the organization's culture its operating processes and virtually every facet of how it functions This fact means that leaders must break through the hype and demystify this term once and for all They must get past the breathless hyperbole and understand what it really means to lead their organization through a continuous digital transformation process The demystification of digital transformation and understanding what it really means is critical for all leaders And that's what this book is about Related Links [Driving Digital Transformation through Data and AI](#) Alexander Borek,Nadine Prill,2020-11-03 Leading tech companies such as Netflix Amazon and Uber use data science and machine learning at scale in their core business processes whereas most traditional companies struggle to expand their machine learning projects beyond a small pilot scope This book enables organizations to truly embrace the benefits of digital transformation by anchoring data and AI products at the core of their business It provides executives with the essential tools and concepts to establish a data and AI portfolio strategy as well as the organizational setup and agile processes that are required to deliver machine learning products at scale Key consideration is given to advancing the data architecture and governance balancing stakeholder needs and breaking organizational silos through new ways of working Each chapter includes templates common pitfalls and global case studies covering industries such as insurance fashion consumer goods finance manufacturing and automotive Covering a holistic perspective on strategy technology product and company culture [Driving Digital Transformation through Data and AI](#) guides the organizational transformation required to get ahead in the age of AI [Research in Organizational Change and Development](#) Abraham B. (Rami) Shani,Debra A. Noumair,Danielle P. Zandee,David Coghlan,2025-06-17 Volume 31 of Research in Organizational Change and Development addresses emerging issues challenges and opportunities while advancing new insights to practice and theoretical development *Organization Design* Donald L. Anderson,2018-07-04 To thrive in today's rapidly changing global dynamic business environment characterized by constant change and disruption organizations must be able to adapt and innovate to maintain their competitive edge *Organization Design Creating Strategic Agile Organizations* prepares students to make smart strategic decisions when designing and redesigning organizations Structured around Galbraith's Star Model™ the text explores five facets of organization design strategy structure processes people and rewards Author Donald L Anderson distills contemporary and classic research into practical applications and best practices Cases exercises and a simulation activity provide multiple opportunities for students to practice making design decisions Includes an innovative organization design simulation activity that puts students in the role of a design practitioner **Digitalization and Management Innovation** Antonio J. Tallón-Ballesteros,Paola Santana-Morales,2023-02-15 The digital era has brought about important changes that continue to affect all our lives Efficient management and storage of digital information has become crucial as has the ability to access that information quickly and efficiently and priorities are to allow for the saving of digital data in many different

ways and to avoid the loss of information in the event of a malfunction This book presents the 65 papers presented at DMI2022 the first in the new annual conference series Digitalization and Management Innovation DMI held as a hybrid event in Beijing China on 26 November 2022 A total of 190 submissions were received for the conference and the papers presented here were selected after careful and conscientious review bearing in mind the breadth and depth of the research topics falling within the scope of digital and management innovation and resulting in an acceptance rate of 34% Topics covered include digital transformation supply chains business models and block chain enterprises banking and sustainability as well as policy in artificial intelligence the gig economy the post epidemic era green supply citizenship behavior human resource management human relationships agriculture and environmental matters Presenting original ideas and results of general significance and supported by clear reasoning and compelling evidence and methods the book will be of interest to all those whose work involves the management of digital data *Business-Driven Digital Transformation* Vivek Kale,2025-09-22

Business Driven Digital Transformation goes beyond technology it s about creating organizations that are fundamentally Built to Change This book breaks down digital transformation into three key development goals designing Efficient Scalable and Innovative transformation models that serve as strategic blueprints for success Focusing on business processes architectures and models the author explores how organizations can drive meaningful change by integrating cutting edge technologies such as Artificial Intelligence AI Machine Learning ML the Internet of Things IoT Software Defined Networks SDN Web 3 0 5G 6G communications edge computing and the metaverse Rather than merely reacting to market shifts and competition businesses that embrace this transformation become inherently adaptable resilient and future ready positioning themselves at the forefront of innovation **Excelling in Digital Transformation: Or Exit as an Old Gramophone Record** Max

Mouwten, Do you want to excel in digital innovation and avoid becoming obsolete like an old gramophone record If so this book is for you In this book Max Mouwen an expert in digital transformation and innovation explains why organizations that do not keep up with the digital developments and do not innovate risk becoming irrelevant and disappearing just like an old gramophone record that nobody uses anymore **Handbook of Research on Strategic Fit and Design in Business**

Ecosystems Hacıoglu, Umit,2019-08-30 With advancing information technology businesses must adapt to more efficient structures that utilize the latest in robotics and machine learning capabilities in order to create optimal human robot cooperation However there are vital rising concerns regarding the possible consequences of deploying artificial intelligence sophisticated robotic technologies automated vehicles self managing supply modes and blockchain economies on business performance and culture including how to sustain a supportive business culture and to what extent a strategic fit between human robot collaboration in a business ecosystem can be created The Handbook of Research on Strategic Fit and Design in Business Ecosystems is a collection of innovative research that builds a futuristic view of evolving business ecosystems and a deeper understanding of business transformation processes in the new digital business era Featuring research on topics such

as cultural hybridization Industry 4.0 and cybersecurity this book is ideally designed for entrepreneurs executives managers corporate strategists economists IT specialists IT consultants engineers students researchers and academicians seeking to improve their understanding of future competitive business practices with the adoption of robotic and information technologies

10th European Conference on Information Systems Management Paulo Silva, António Guerreiro, Rui Quaresma, 2016

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