Att leda värdeskapande team - viktiga principer

25 maj 2018

Leila Rosenstråle, Product Manager EMEA, Projectplace

PLANVIEW®

Cloud Offerings Spanning Work and Resources

STRATEGY

Planview® Enterprise One

Enterprise-wide Strategic Execution

Accelerate strategic execution enterprise-wide spanning PMO, EA, and Product Development

Planview® PPM Pro

Mid-tier Project Portfolio Management

Start your PPM journey and grow your maturity in portfolio and resource management

Planview® LeanKit

Enterprise Kanban for Engineers

Visualize process-driven work and scale delivery leveraging Lean-Agile

Planview Projectplace®

Collaborative Work Management for Teams

Collaborative workspaces for projects, roadmaps, and teams to get work done

DELIVERY

Planview WRM scales from team to enterprise, novice to black belt maturity

PLANVIEW®

Lean & Agile – some background

Nonlinear Management (NLM)

Management techniques and strategies started to appear more than 60 years ago.

Important values and principles within Lean and Agile
- Efficiency = to increase or maintain perceived customer value with less work
- Self-organized teams: The ones who execute the work should be the ones planning it
- Workflows should be visible for everyone
- Control through transparency
- Continuous improvement

PLANVIEW®

Role of the agile manager

Linear, "Traditional", management
- Set delivery goals and deadlines
- Define and standardize work processes
- Define activities and assign work to resources
- Define and apply incentive systems
- Control production outcome

Non-linear, "Agile", management
- Motivating and developing agile teams
- Aligning the teams efforts with the purpose and goals of the company
- Creating an agile structure
- Managing workload and capacity in an agile way
- Building an agile corporate culture and driving change

PLANVIEW®

What is value?

- Short time-to-market
- Focus on customer needs
- Adapt along the way

➢ *Nothing is more inefficient than developing very efficiently a product that nobody wants*

PLANVIEW®
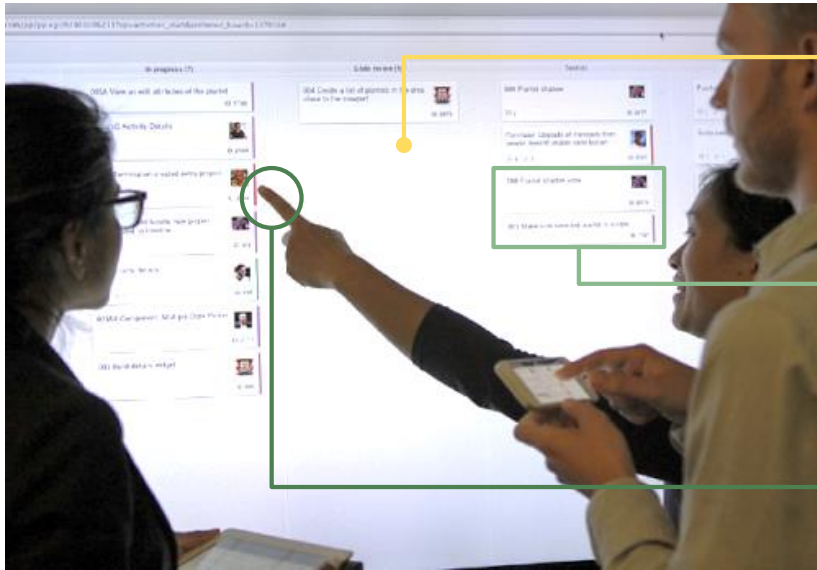
Motivation factors for knowledge workers

3 FACTORS LEAD to BETTER PERFORMANCE & PERSONAL SATISFACTION...

AUTONOMY
MASTERY
PURPOSE

About self-organization

Self-organization ≠ Self-management

PLANVIEW®

Ability to self-organize
is the key to high-performance teams

People are highly skilled and are able to interchange their roles, leadership is not vested in a single individual

High-performance teams have methods of resolving conflict efficiently and display high level of trust towards each other

High-performance teams has shared norms and values and feels a strong sense of accountability for achieving their goals

Reporting

- Report requests can be seen as an attempt to control and supervise the team
- Reports kill motivation as they reduce the perceived autonomy of individuals
- Reports are waste: they don't add value to the product or service you are delivering

➢ Use visual management tools to replace traditional reports
➢ Kanban board is updated in a simple 10-minute collaborative stand-up meeting that the team values and appreciates
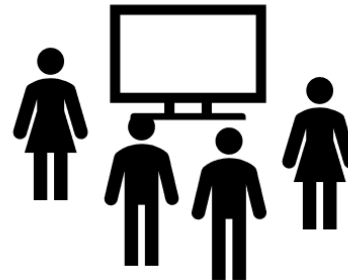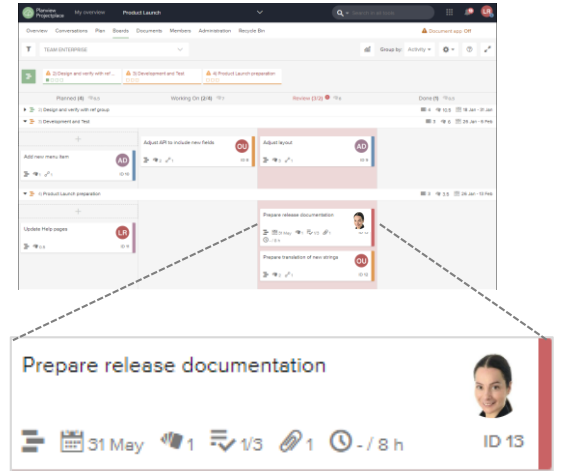
PLANVIEW®

What is a Kanban board ?

- Visualisation of work and teams progress
- Flow – stop starting, start finishing!
- Enable customer value through continuous delivery
- Culture of continuous improvement

PLANVIEW®
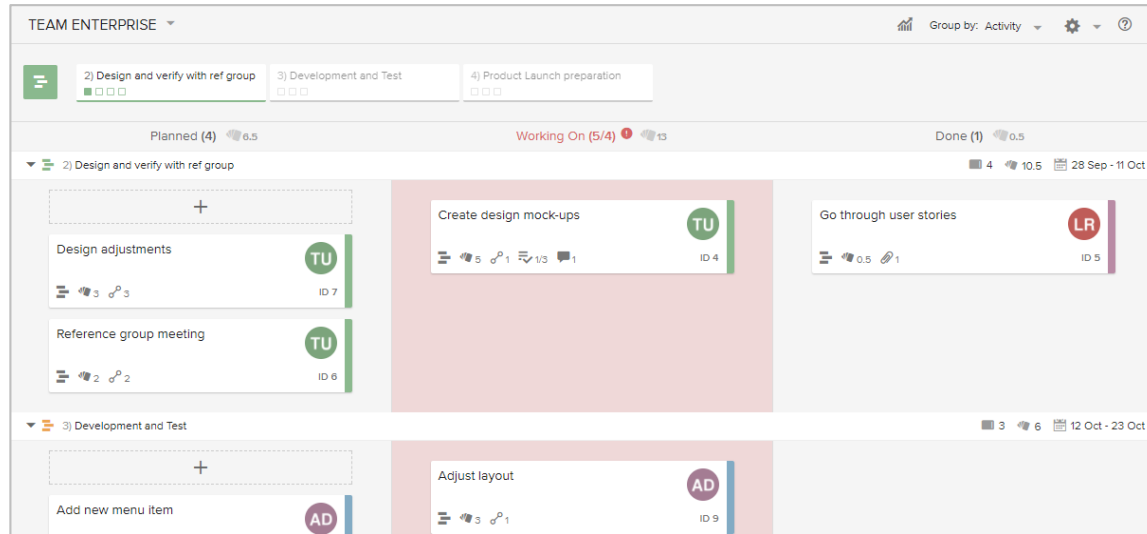
How can we get started?

- Define the length of your iterations

- Get started with the Kanban board:
  1. Map and visualize your workflow
  2. Put work on the board
  3. Gather round the board – focus on flow
  4. Limit your work in progress (WIP)
  5. Measure and learn

Thank You!

For more information:

Email contact.sales@planview.com or visit www.projectplace.com

Leila Rosenstråle | Product Manager EMEA, Projectplace

PLANVIEW®