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Turning a vision into actions, with agile.

Context.

A VISION ON PAPER

Redvespa CEO, Sarah Gibson, and her team developed new strategic vision and pillars. Created with her staff, everyone was on board. The challenge however was how could Sarah help her staff realise this vision, beyond being a poster on the wall?

Sarah wanted to turn these lofty goals into actions her employees could actually do. So how was she going to figure these out? How would she get her busy employees involved? And how would she know she was succeeding?

Approach.

AGILE APPROACH

Agile principles are often used for client projects, but not many use it for their own internal strategy. Trish Macintosh, Internal Business Analyst to Redvespa, decided it was time to 'eat our own dog food'.

As a consulting company, consultants occasionally have downtime between assignments. So, using agile, Trish helped Redvespa break down their vision into pieces that their employees (between jobs) can work on for a few days, achieving something that's connected to the strategy.

EPICS

By having conversations with Sarah, Trish gained an understanding of the rationales behind each strategic pillar. This helped her work with the leadership team to create Epics; defining the objectives that would achieve each pillars.

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USER STORIES

Once Epics and owners were created, Trish helped Redvespa define smaller actionable pieces of work, known as User Stories. Each User Story has clearly defined acceptance criteria and tasks to be worked on by employees.

KANBAN AND JIRA

Physical Kanban boards were created in each office, showing 'to do', 'doing' and 'done', so everyone can see what's being worked on, and how it aligns to the larger strategy. An agile software platform called Jira was also implemented, making quarterly and yearly planning flexible and accessible to all.

Results.

DYNAMISM

Redvespa have created a space of dynamism, where they can change priorities quickly by having actionable pieces of work linked to their strategy. It has also allowed objectives to be continuously refined; where a goal defines an action, an action can equally redefine a goal.

A VISION IN ACTION

Now the entire company can see the value of what they're working on. Kanban boards and Jira software have given the leadership team a sophisticated way of tracking and planning strategy, whilst consultants can enjoy a flexible and practical place for completing their subtasks.

Agile has allowed for collaboration, openness, having fun, and trying new things. It's allowed for transparent conversations and communication. Redvespa now feel they are utilising employee downtime, harnessing skills, and empowering consultants to be part of the vision.

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