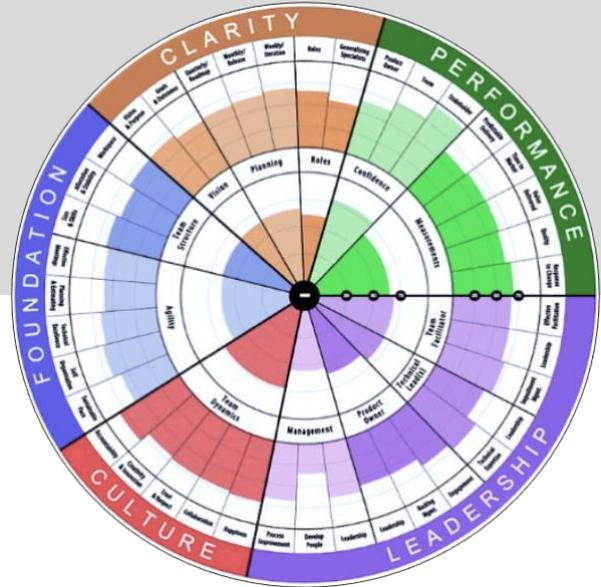


# CASE STUDY:

## Obviux' first Agility Health Check



We recently concluded the first Agility Health Check at **Obviux A/S**. This to understand the potential of our agile teams and to shed a light on areas where we can improve. We also needed a formalized assessment of our general agile maturity across teams, as a starting point for strengthening the cross-team collaboration, but also to be able to report to senior management.

**Effix.biz** supported us with the initial planning and setup of the survey, facilitation of workshops and planning of how to use the results going forward. Onwards we are comfortable with undertaking the surveys and subsequent actions at Obviux.

The Agility Health Check indicated that Obviux is generally in stage “walk” on the agility scale, meaning that “the team has just started practicing Agile, but [is] still learning and needs support”. We found that the Team-Health radar gave a useful overview of the improvement areas. Best of all, it enabled a constructive discussion where everyone had a common starting point.

### Why we work agile

The term *Agile* was popularized by the Manifesto for Agile Software Development in February 2001. The values and principles promoted in the manifesto were derived from and underpin a broad range of software development frameworks, including Scrum and Kanban.

Agile is an umbrella term. At Obviux we define Agile development as an approach under which requirements and solutions evolve through the collaborative effort of self-organizing and cross-functional teams and the end user(s).

We work agile because we believe in adaptive planning, evolutionary development, early delivery, and continuous improvement. The way we work encourages rapid and flexible response to change, which is a prerequisite in our fast-paced environment with ever-changing priorities and demands from the business.

### How we facilitated the Agility Health Check

Upon deciding to undertake an Agility Health Check, the first thing we did was to appoint a dedicated facilitator who planned the process of the Agility Health Check in collaboration with the teams’ scrum masters and in close alignment with management. A questionnaire was distributed to team members across teams in Obviux, including business resources as Product Owners, Subject Matter Owners and testers. The questionnaire consists of a series of statements to be assessed by the respondents, differing from role to role, and structured around the 5 agility dimensions of the health radar: clarity, performance, leadership, culture and foundation.

Respondents	
Management	1
Product Owners and SMO's	5
Scrum Masters	3
IT Architects	2
Testers	2
Developers	10



To follow up and take action on the results of the questionnaire, we conducted a highly interactive, cross-team workshop approximately one month after completion. Through breakout sessions and plenum debate, all team members took part in a dialogue about our strengths and weaknesses, and co-created ideas for improvement. The focus of the workshop was to involve all team members in an engaging conversation about how to make Obviux a workplace you want to be a part of – and the tool provided us with a frame for this, guiding the conversation to cover relevant aspects of working agile.

## Outcome of our first Agility Health Check

When the participants completed the questionnaire, a TeamHealth radar diagram was generated, visualizing the aggregated agile maturity level of the team. This is not only useful for reporting to senior management, but also a reference point for future agility health checks.

Another outcome was an action plan with specific actions aimed at improving our agile maturity. The last 30 minutes of the follow-up workshop we spent transforming the team's ideas for improvements into concrete actions, and the team members distributed the ownership like in a regular retrospective session.

The TeamHealth radar in itself, however, was not the most important outcome of our Agility Health Check, and neither was the action plan for improvement. The dialogue and cross-team interaction were. Gathering the different development teams, Obviux management, and the business together in the same room to reflect upon the results in the health radar proved highly effective in terms of boosting team spirit and understanding each other's challenges and assets.

## What's next?

As such, to us the biggest force of the Agility Health Check is the framework it provides for a valuable dialogue across teams, functions, and organizational levels. We found that the TeamHealth radar gave a useful overview of improvement areas, and combined with the action plan we co-created, the process has paved the way for strengthening our team.

Next time we do the AgilityHealth, we will expand the participant list to include even more respondents from the business. We hope that our actions for improvement are reflected in the TeamHealth radar, but the goal is not to be perfect. You can't be great at everything – that's simply impossible and just not exciting as it leaves no room for improvement...

### About Obviux

Obviux is a small software development company located on Frederiksberg, Denmark. We develop and operate Ørsted B2C's customer handling system and focus on delivering high quality solutions and code at an extreme pace while having fun at work.



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