

Agile Assessment Canvas

Organization

Prepared by

Pains & Aspirations

Pains & wants, change programs, supports & obstacles

Deliver

Frequency, Feedback, Product Issues

Reflect

Measures, Frequency, Effect

Culture

Story, who sets the tone, staff happiness

Collaborate

Org Work Structure, Management attention, Safety

Improve

Source, Experiments vs Opinions, Time for learning

Agile Assessment Canvas: *Guide*

Intent

The Agile Assessment Canvas is a tool to capture key information about an organisation which establishes a sense of the status quo and a basis to understand ways in which the organisation might progress. We've found this to be a useful tool when first engaging a client or team for coaching purposes.

As a half-day exercise	To do it in an hour
<ul style="list-style-type: none"> • Pains and Aspirations is the opening, engagement section • Scaling: Ask the interviewee(s) to rate their organisation separately on Delivery / Collaboration / Reflection / Improvement on a scale from 0 to 10 and their order or priority to the organisation (1 to 4). <ul style="list-style-type: none"> ○ Why did they assign those ratings? ○ What positive things got them up to the current rating? ○ How important do they assess each area for organisational success? Why? 	<ul style="list-style-type: none"> • Discuss the Pains and Aspirations questions • Have the interviewee to briefly review the 4 remaining themes (Delivery / Collaboration / Reflection / Improvement) • Prioritise what they believe is the highest priority for their organisation

Pains & Aspirations <ol style="list-style-type: none"> 1. What are your organizational pains? 2. What are your personal pains? 3. What do you want to be different? 4. Tell me about current & previous change programs? 5. Who will support & who will oppose this initiative? 	Deliver <ol style="list-style-type: none"> 1. How long does it take to deliver a new product or service, from concept to cash? Frequency? 2. How do customers respond to product launches/updates? 3. How common are production issues, who is responsible, & how quickly are they resolved? 	Reflect <ol style="list-style-type: none"> 1. What do you measure & how are they used? 2. How regularly do you reflect on your processes? E.g. daily, fortnightly, post project. 3. In what ways does the act of reflection lead to change?
Culture <ol style="list-style-type: none"> 1. What story sums up your organisation? 2. Who sets the tone? 3. What do you like about the way things work? 4. How do you & your colleagues typically have fun? 5. What do you know about staff engagement & happiness? 	Collaborate <ol style="list-style-type: none"> 1. How does org structure relate to the structure of the work? 2. What main groups exist in your organisation, & how do they get along? 3. What kind of attention does software / product development get from senior management? 4. How safe do staff feel when voicing dissenting views? 	Improve <ol style="list-style-type: none"> 1. What sparks change & innovation in your organisation? 2. Cultural preference for Kaizen (ongoing, continuous improvement) or Kaikaku (big-bang change)? Examples? 3. Do you use an experimental or opinion-based approach to undertaking change? 4. What time is set aside for learning & improvement?

Notes & Attributions

- The third question in Pains and Aspirations is a low-key form of the [Solutions Focus](#) "miracle question", in which participants are asked to imagine a perfect future (and then work backwards to figure out how they got there).
- The last four categories are taken from Alistair Cockburn's [Heart of Agile](#) concept.
- You can download a copy of this canvas from <https://skillfire.co/our-tools>.
- We would love to hear any feedback you might have and ideas for improvement. Please let us know via contact@skillfire.co.
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