



LEAN & AGILE ORGANIZATIONS

LEAFS

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IMAGINE THIS SITUATION ...



YOUR FACILITATORS



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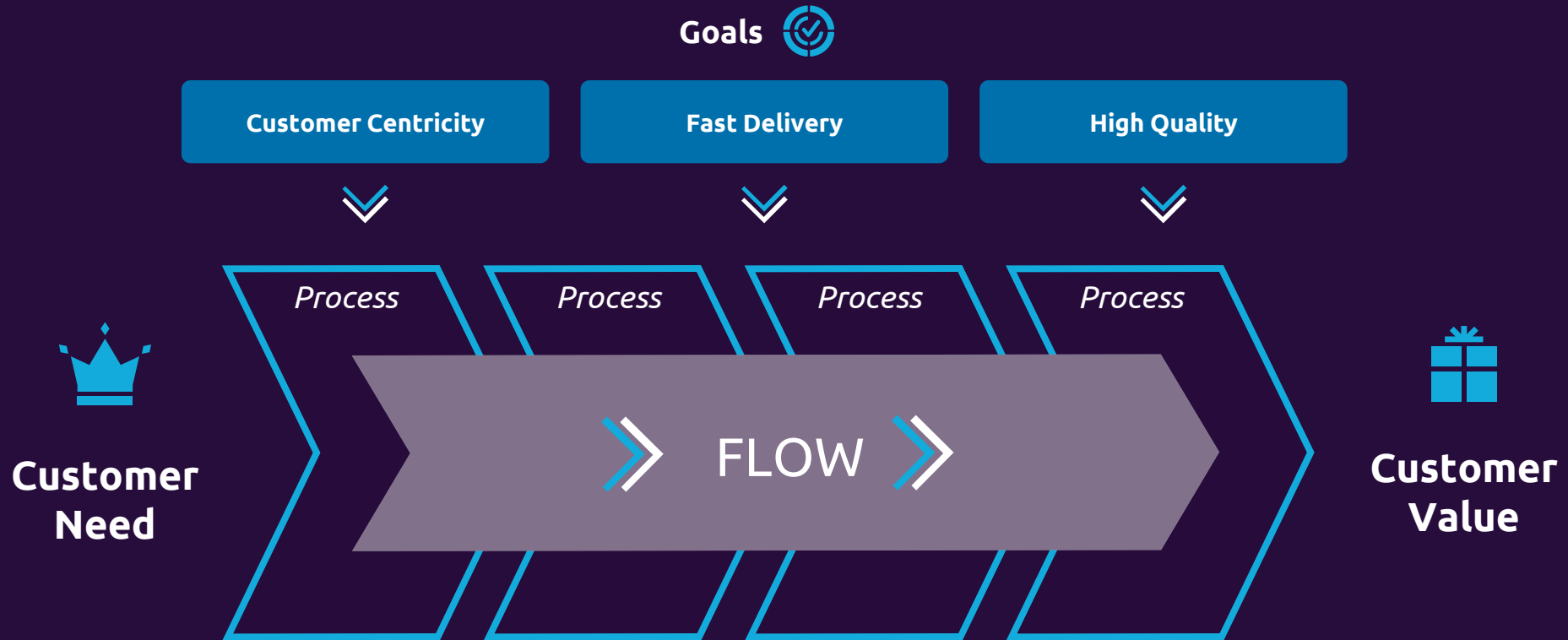
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How to become a flow-based organization in the context of future of work?



DELIVERING CUSTOMER VALUE QUICKLY AND IN HIGH QUALITY IS CRUCIAL FOR EVERY ORGANIZATION'S SUCCESS





MASTERING FLOW IS THE SECRET TO ORGANIZATIONAL SUCCESS AND COMPETITIVE ADVANTAGE

Benefits



Faster delivery of value



Increased efficiency & reduction of bottlenecks



Enhanced responsiveness & adaptability



Improved quality & collaboration



Higher employee engagement & productivity



Improved transparency & predictability



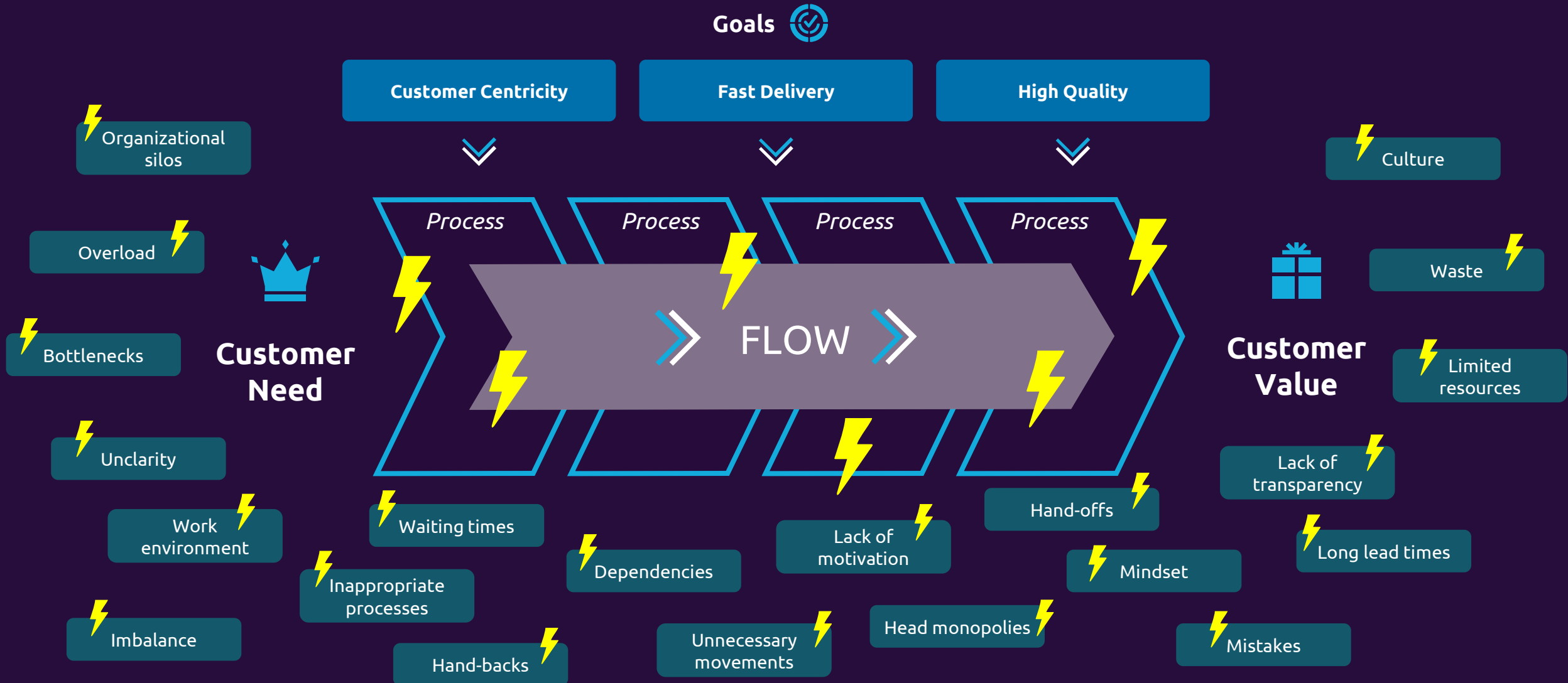
Flow ...

... refers to the smooth, uninterrupted progression of work throughout the entire value stream, from ideation to customer delivery.





DELIVERING CUSTOMER VALUE QUICKLY AND IN HIGH QUALITY IS OFTEN HINDERED BY NUMEROUS OBSTACLES





BOOST YOUR ORGANIZATION'S PERFORMANCE BY UNLEASHING THE POWER OF THE FLOW ACCELERATORS

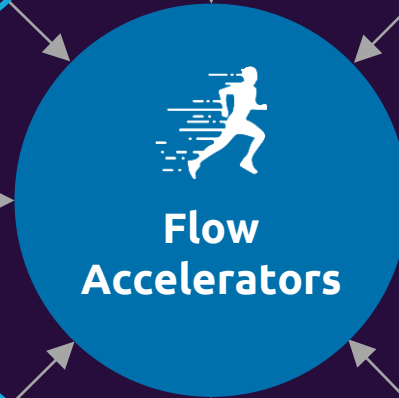
Focus on customer value
Customer centricity prioritizes the customer in all business decisions by organizing around value

Streamline operations
Simplify processes by utilizing smaller team batches & reducing queue lengths to minimize work waiting in queues or backlogs



Visualize & limit WIP
Make current "work in progress" visible and match demand to capacity by introducing WIP limits

Enable cross-functional collaboration incl. central functions
Encouraging collaboration & communication, breaks down silos & foster cross-functional teamwork towards shared goals



Manage & optimize flow
Pull work based on capacity (and not pushed by predetermined schedules) & address bottlenecks

Focus on radical employee centricity
Creating a supportive work environment where employees are encouraged to reach their full potential



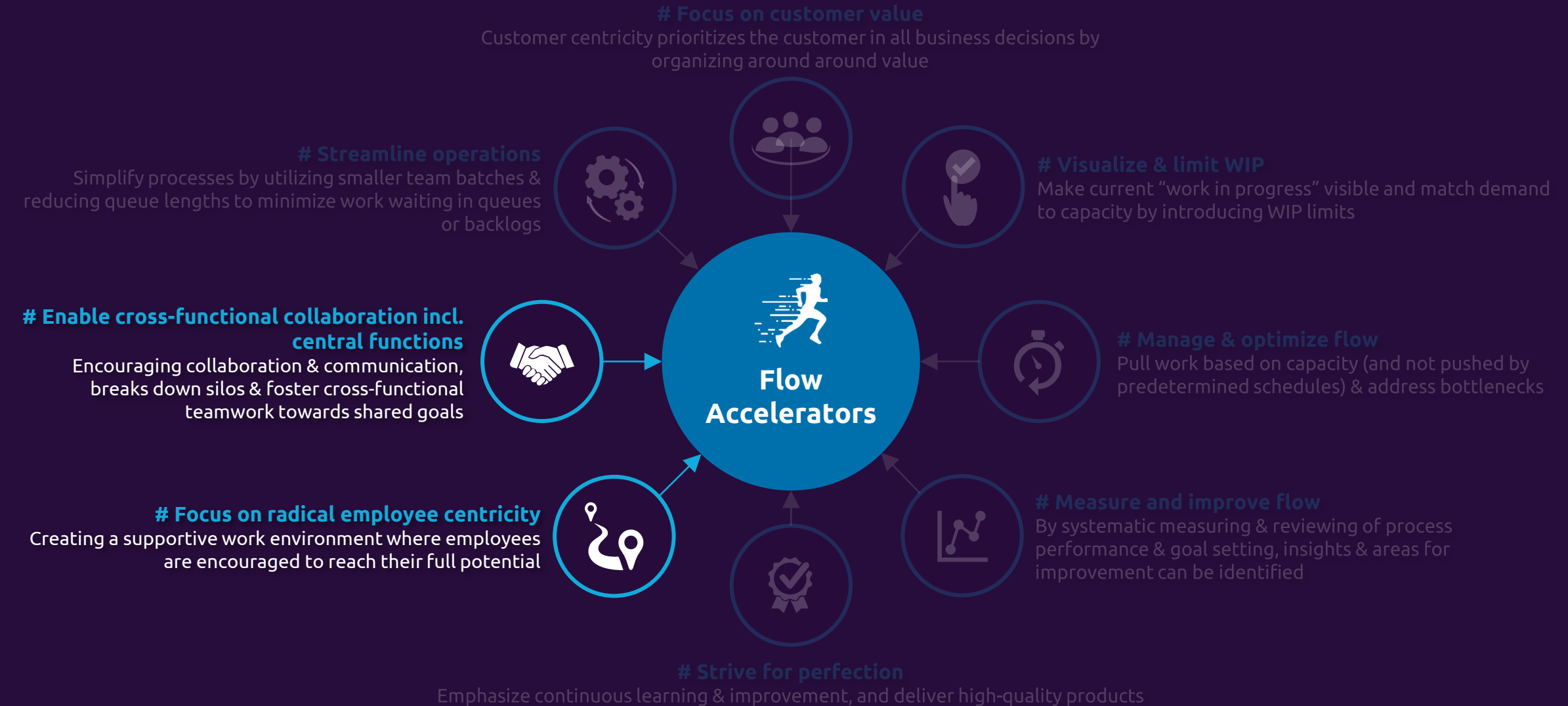
Measure and improve flow
By systematic measuring & reviewing of process performance & goal setting, insights & areas for improvement can be identified



Strive for perfection
Emphasize continuous learning & improvement, and deliver high-quality products



BOOST YOUR ORGANIZATION'S PERFORMANCE BY UNLEASHING THE POWER OF THE FLOW ACCELERATORS



THE ROLE OF ORGANIZATIONAL CULTURE IN AGILE TRANSFORMATION



62% of companies interviewed by Capgemini* say that their own corporate culture is the biggest hurdle on the way to digital transformation.



We need an engaging and attractive culture to enable positive employee experience!

Talent Director, multinational cosmetics company





CORPORATE CULTURE MANIFESTS IN 7 DIMENSIONS WHICH TOGETHER COMPOSE CORE VALUES OF AN ORGANIZATION





GROUP DISCUSSION

LEADERSHIP STYLE



CONTINUOUS LEARNING



COLLABORATIVE PRACTICES



SUSTAINABILITY & PURPOSE



DIGITAL MATURITY



WORKING ECOSYSTEM



ORGANIZATIONAL ADAPTABILITY



1

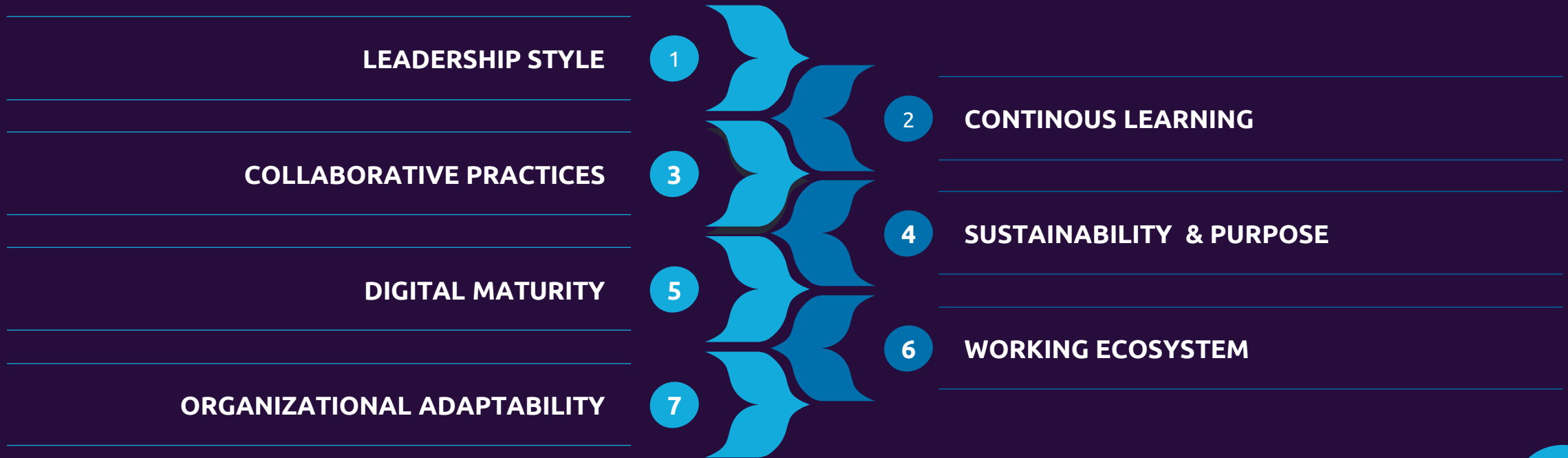
Which challenges do you see in your organization regarding the motivation of employees / generation z?

2

What works well to foster Radical Employee Centricity?



GROUP DISCUSSION

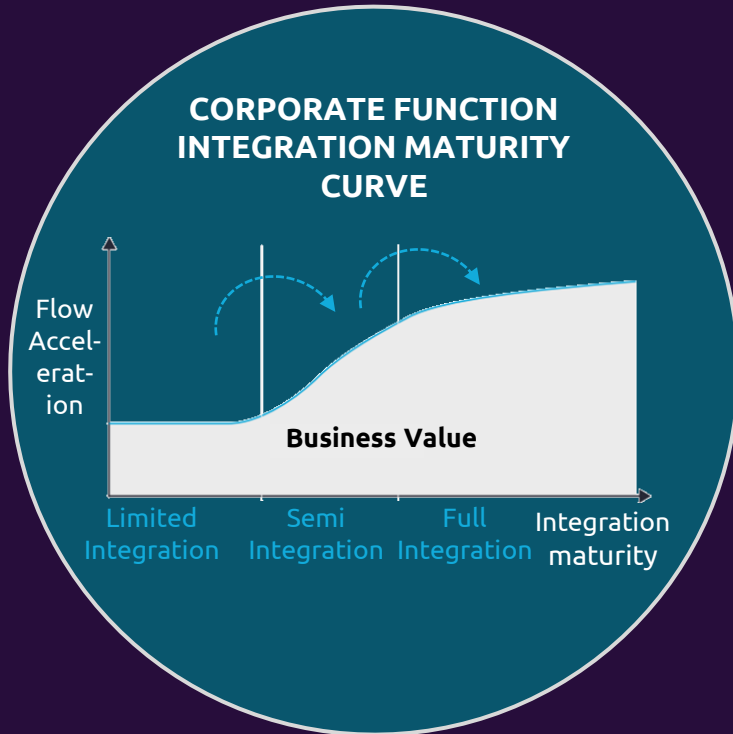


Which challenges do you see in your organization regarding the motivation of employees / generation z?

What works well to foster Radical Employee Centricity?



WITH OUR CORPORATE FUNCTION INTEGRATION MATURITY CURVE, WE ILLUSTRATE THE JOURNEY TOWARDS BRIDGING BUS & IT



Limited Integration

- › **Divide** between **business and technology**
- › Inconsistent corporate Function Involvement
- › **Big-batch requirements** instead of real business ownership
- › Limited corporate function participation, mainly in part-time teams-of-teams

Semi- Integration

- › **Break down Silos & streamline Value**
- › **Increase Business representation** in product development
- › Integrate **Corporate Functions**
- › **Customer-Centric Solutions**
- › **Lean-agile values and principles** in business functions

Full Integration

- › **Aligning Value-Stream & Product Development**
- › Breaking **organizational barriers**
- › **Integrated Agile Solutions and Real-time Adaption**



How to start and lead Transformation?



WE APPLY AN ITERATIVE & INCREMENTAL APPROACH FOR THE TRANSFORMATION TOWARDS AND ADAPTIVE OPERATING MODEL

With our Minimum Viable Organisation (MVO) Approach ...

Definition

The Minimum Viable Organisation (MVO) works as a prototype of the future operating and organisation model.

Key Insight

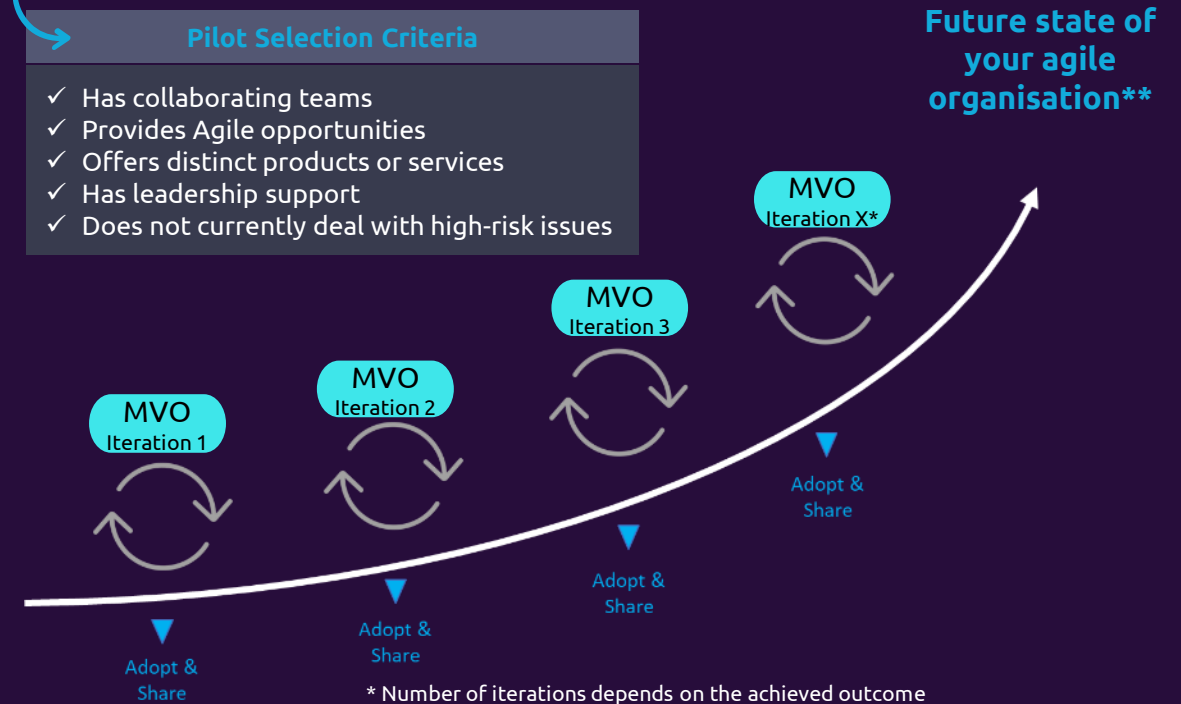
Rather than creating one final organisation structure from the start, we create, pilot, assess and finetune multiple MVO iterations during our iterative approach to derive the right fit for the organisation structure.

Benefits

- Fast implementation and testing of new structures
- Early employee involvement with new operating model
- Generates insights into future steering and governance
- Addresses key pain points of Swarco

... we incrementally develop the future state of your organisation

For the first MVO at, we **select pilot areas** to iterate new agile **structures and ways of working first**. This leads to tangible quick wins, while learning more, before scaling to further units.



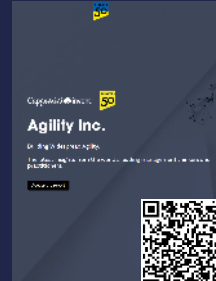


YOU CAN FIND FURTHER INFORMATION TO MAKE YOUR ORGANIZATIONAL TRANSFORMATION A SUCCESS

Our Agile Thought-Leadership (A selection of studies and PoVs)



Flow-Based Organization (2023)



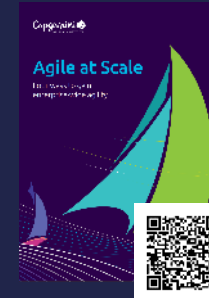
Agility Inc. (2022)



Business Agility in Automotive (2021)



Business Agility (2021)



Agile at Scale (2019)



Change Management (2019)



Christoph Holper



Stephan Yang

... feel free to get in contact with us



About Capgemini

Capgemini is a global leader in partnering with companies to transform and manage their business by harnessing the power of technology. The Group is guided everyday by its purpose of unleashing human energy through technology for an inclusive and sustainable future. It is a responsible and diverse organization of over 360,000 team members more than 50 countries. With its strong 55-year heritage and deep industry expertise, Capgemini is trusted by its clients to address the entire breadth of their business needs, from strategy and design to operations, fueled by the fast evolving and innovative world of cloud, data, AI, connectivity, software, digital engineering and platforms. The Group reported in 2022 global revenues of €22 billion.

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