

A close-up photograph of a person's face, focusing on the eye and cheek. The eye is heavily made up with bright, multi-colored eyeshadow in shades of orange, yellow, green, and blue. The eyelashes are long and dark, with several thin, colorful lines (yellow, orange, red, green) extending from them. The cheek is also covered in vibrant, multi-colored makeup. On the left side of the frame, there is a large, colorful, spiral-shaped object, possibly a lollipop or a piece of candy, with concentric rings of yellow, green, red, and blue. The background is a solid green color.

Agile transformation in traditional IT organization

The world is changing

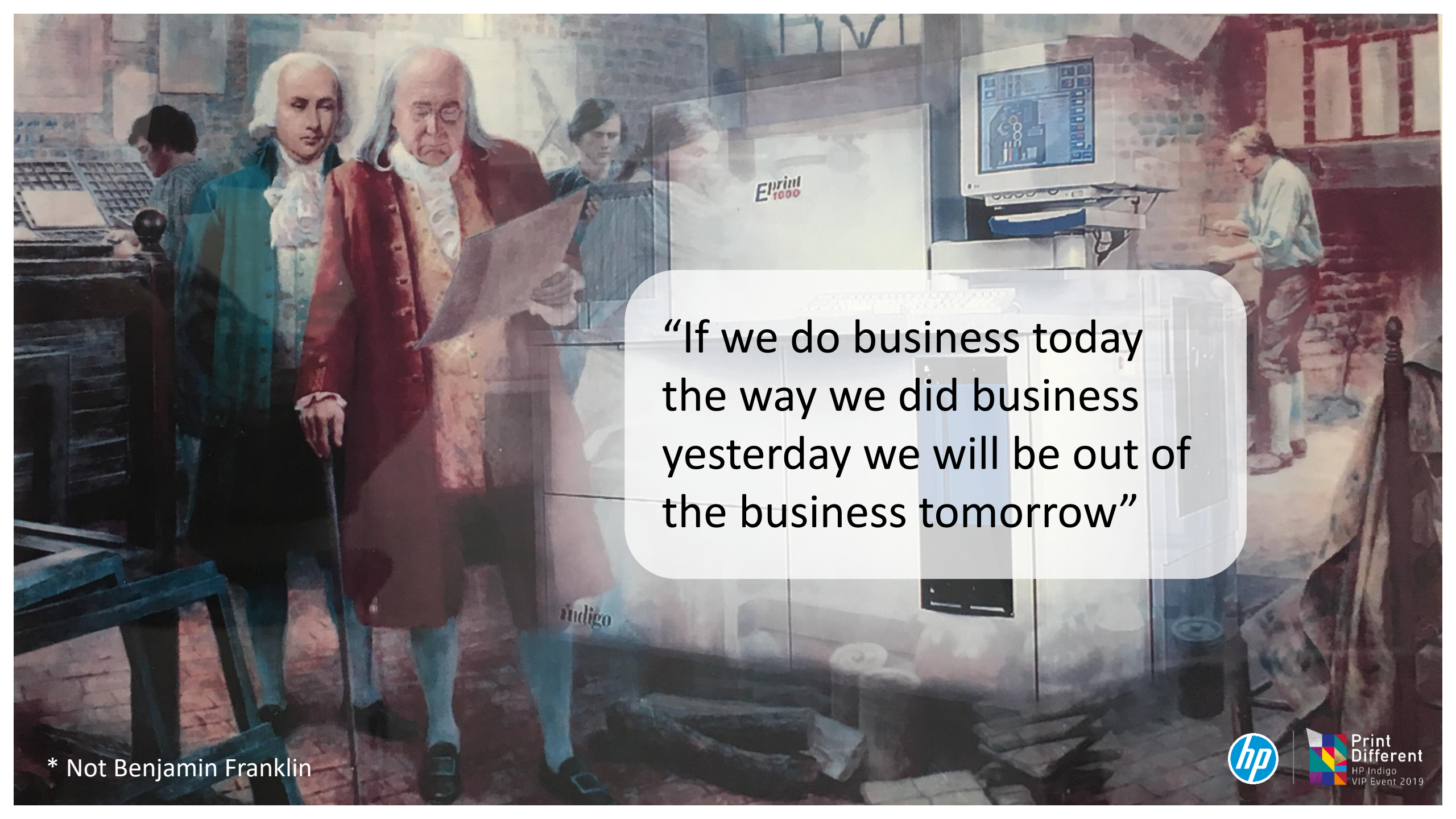


Print is no exception





HERE LIES PRINT?



“If we do business today
the way we did business
yesterday we will be out of
the business tomorrow”

* Not Benjamin Franklin



**Print
Different**
HP Indigo
VIP Event 2019

So.... what is it Digital Printing???

Traditional printing (offset)



Waterfall Printing

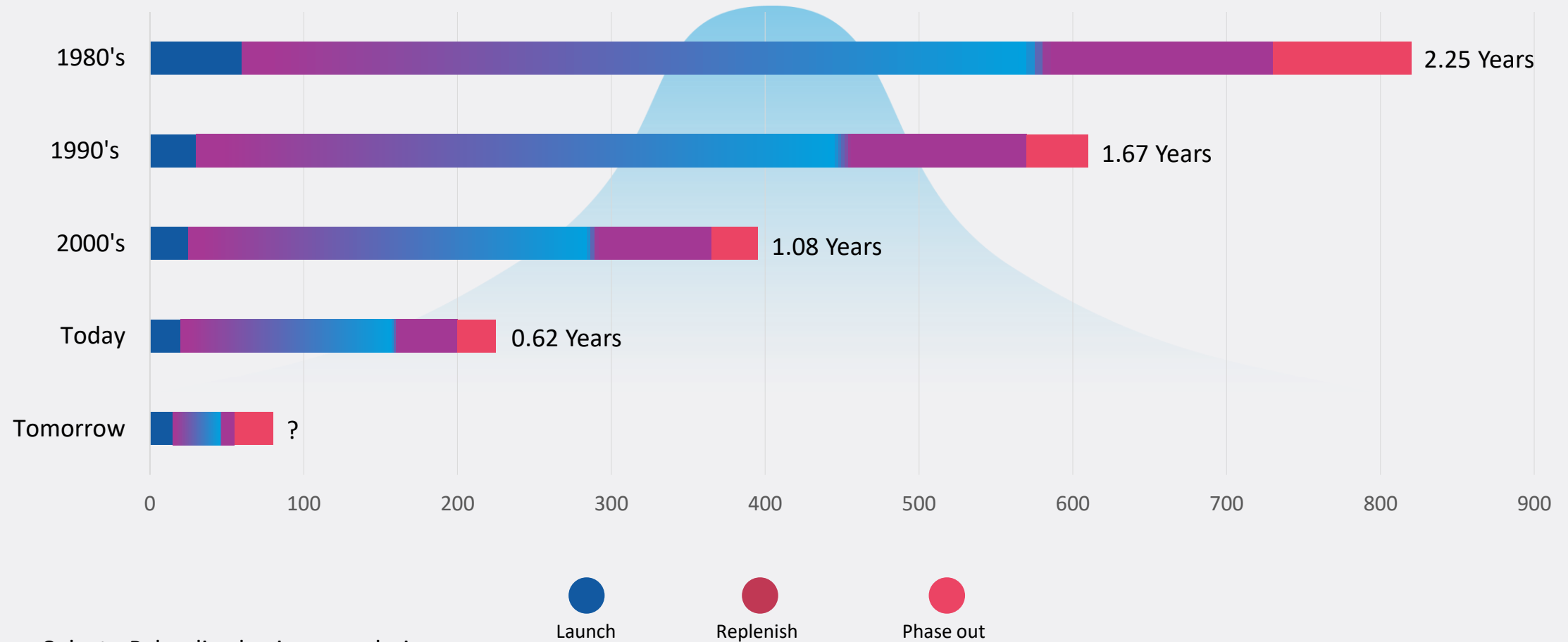
Digital Printing



Agile Printing



Product lifecycles are getting shorter



Source: Colgate-Palmolive business analysis

Campaigns
and limited
editions are
brand's new
marketing
strategy

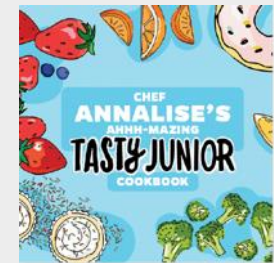
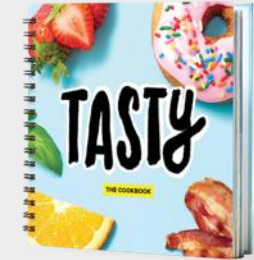
Coca-Cola



OREO



TASTY







HP Indigo IT - Agile Transformation

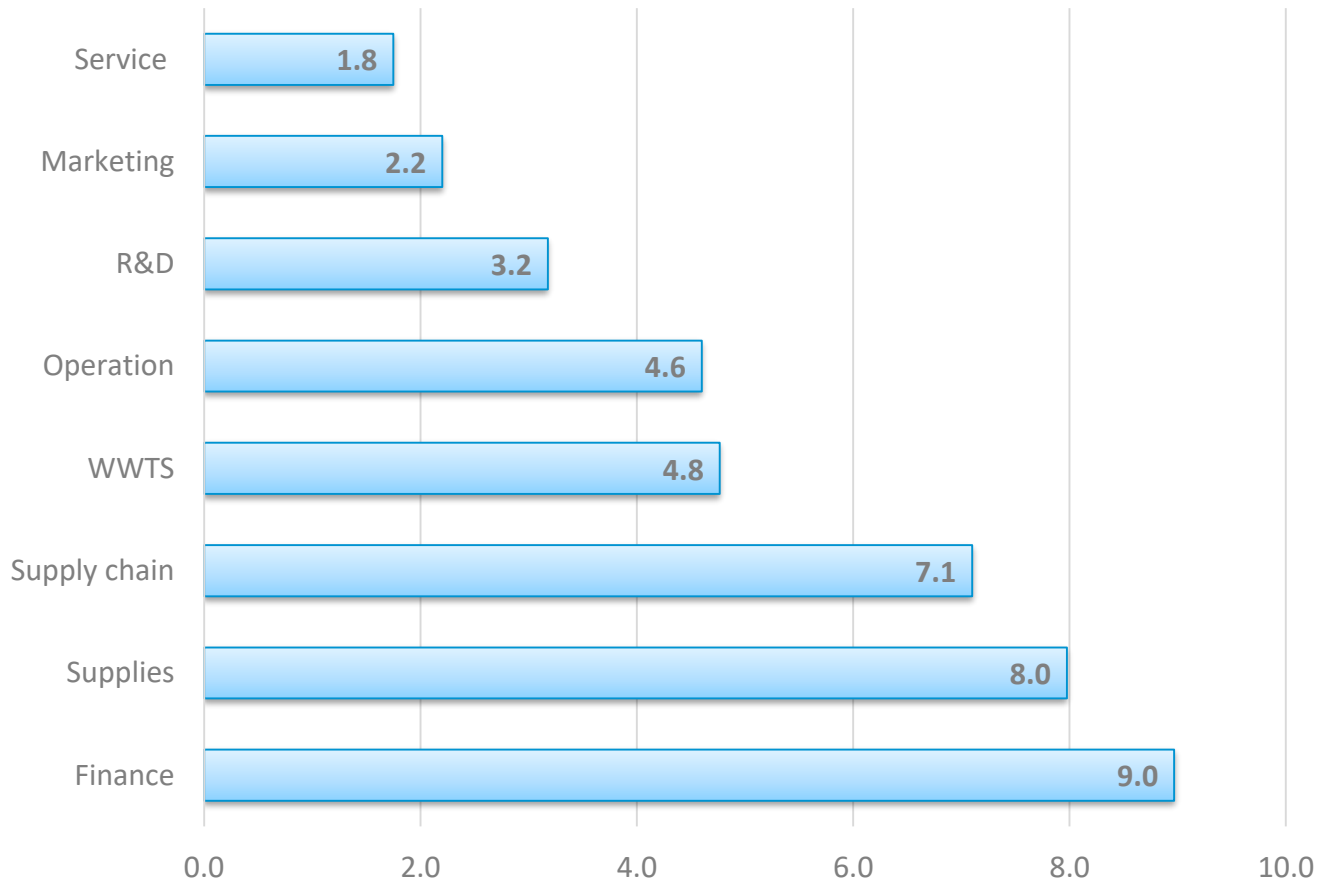


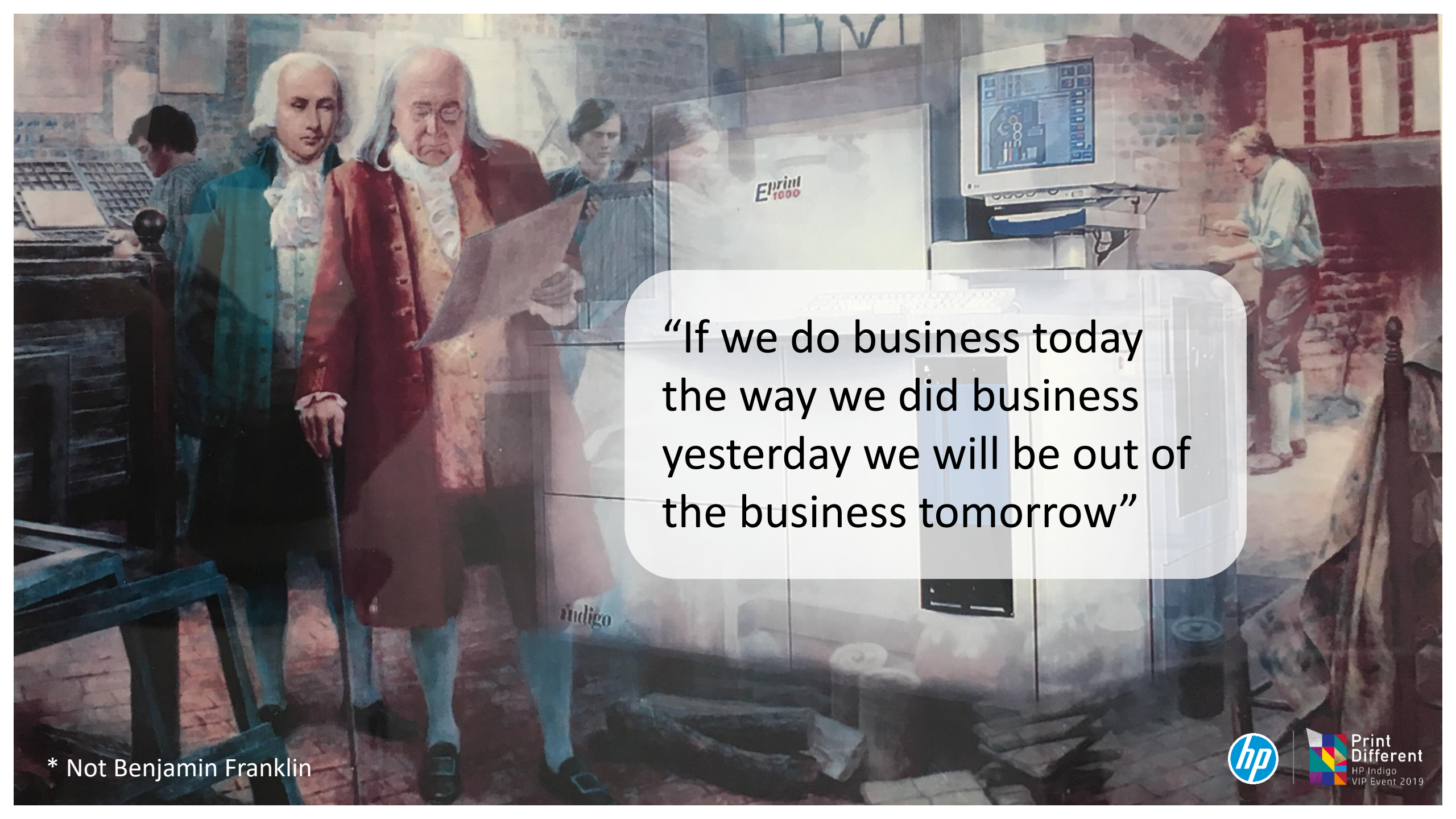
WINTER IS ~~COMING~~
Here

Lesson 1 – Why we need to change?

IT Business Partner Survey -

Avg Score 4.2 (out of 10)



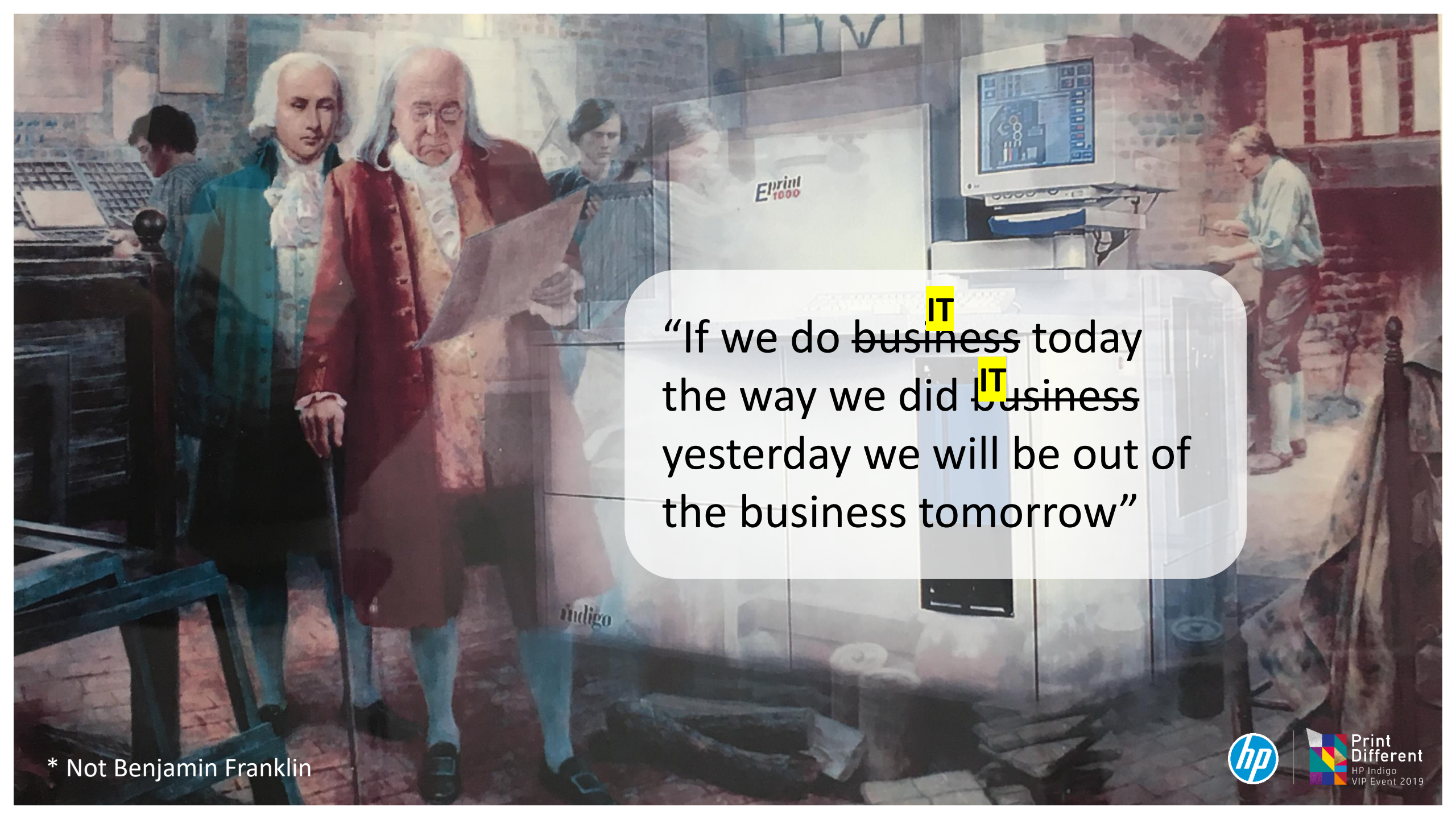


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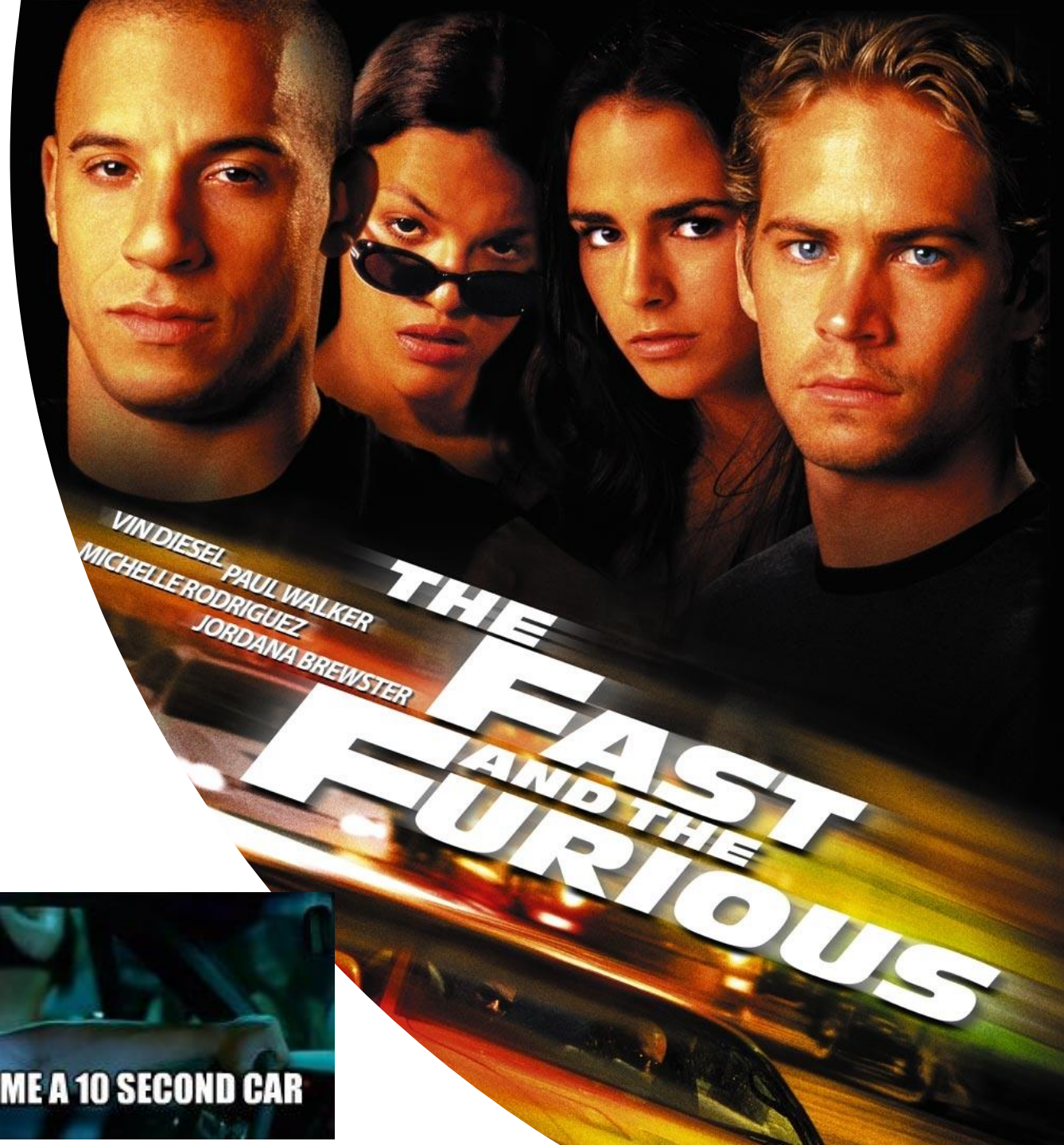
Print
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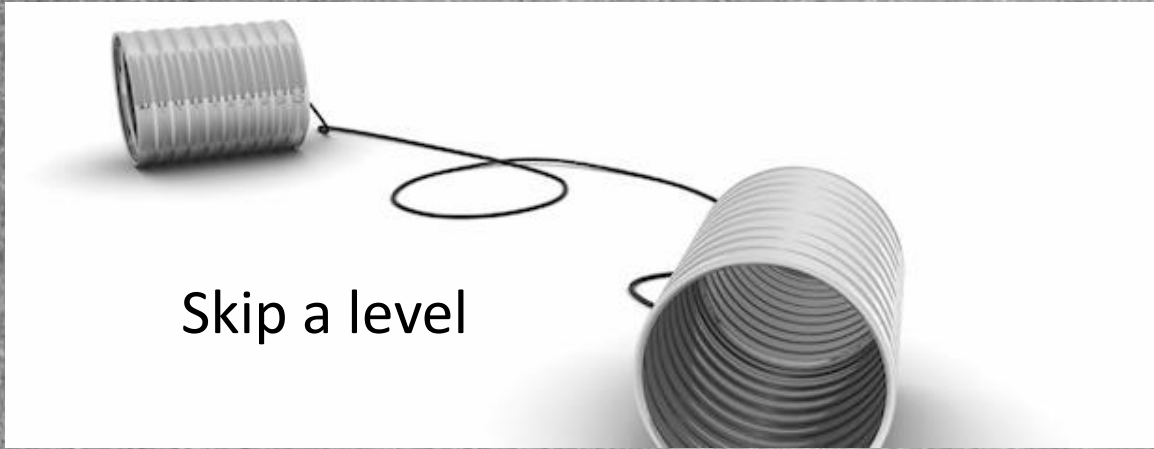


Lesson 2 - Agile Mindset

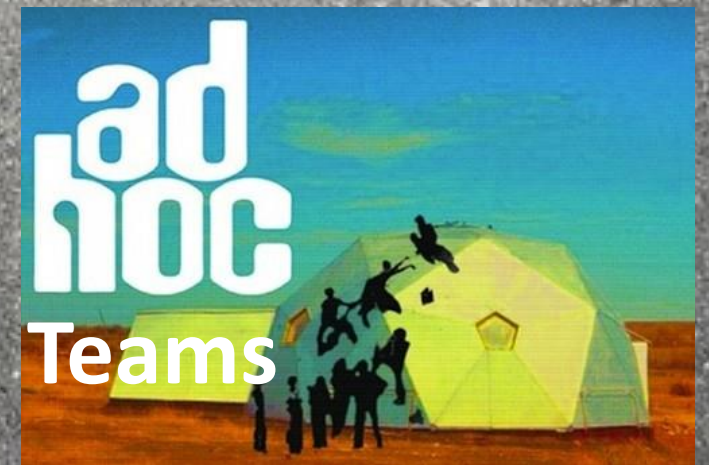
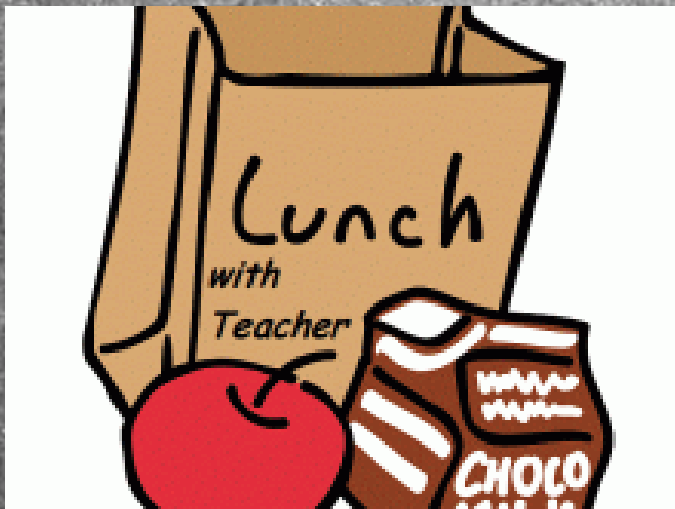
IT is all about Flow

- Empower the managers to take decisions!
- Allow and encourage to take calculated risks
- Remove "IT" bureaucracy
- **Dare!**





Reduce boundaries



IT team empowering

Scrum master week



“Atlassian day”



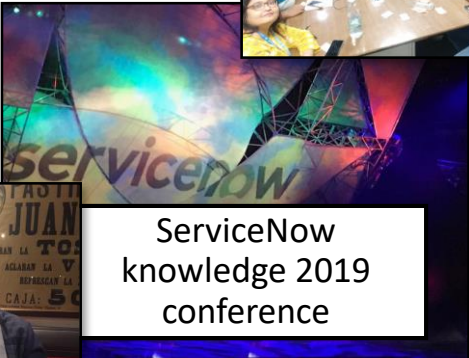
GSS summit in Barcelona



Beyond Workshop in Bangalore



Star of the Month Bangalore



ServiceNow knowledge 2019 conference



Ajimeh Agile forums



Microsoft smart manufacturing workshop



Manufacturing team “spring break”



HP Factory Singapore



Explore 2019 – QAD conference



“Purim” celebration

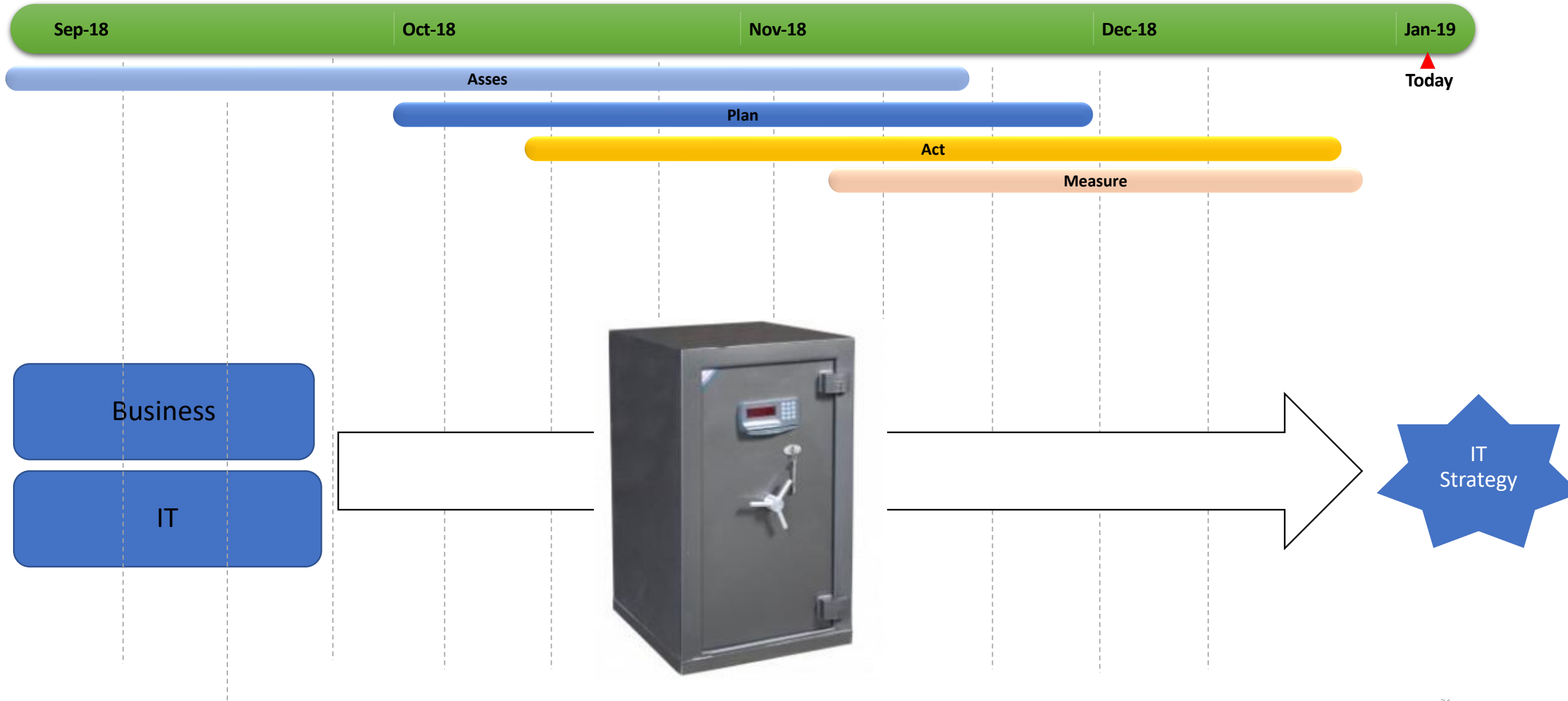




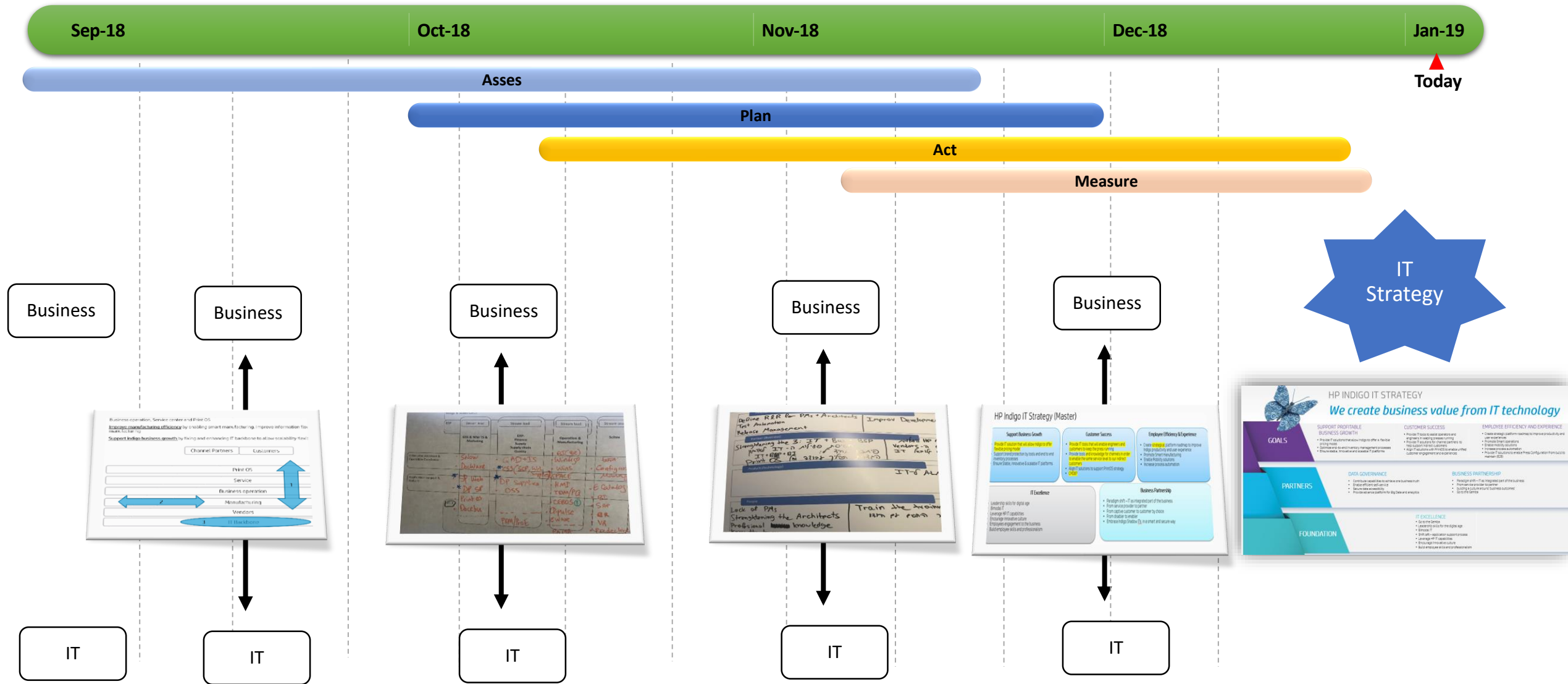
SHOW ME, DON'T TELL ME

Lesson 3 - walk the walk before you talk the talk

IT Strategy – one way to build it...

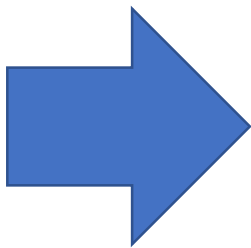
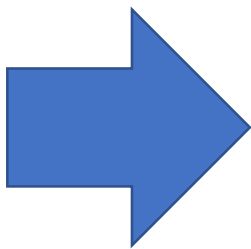


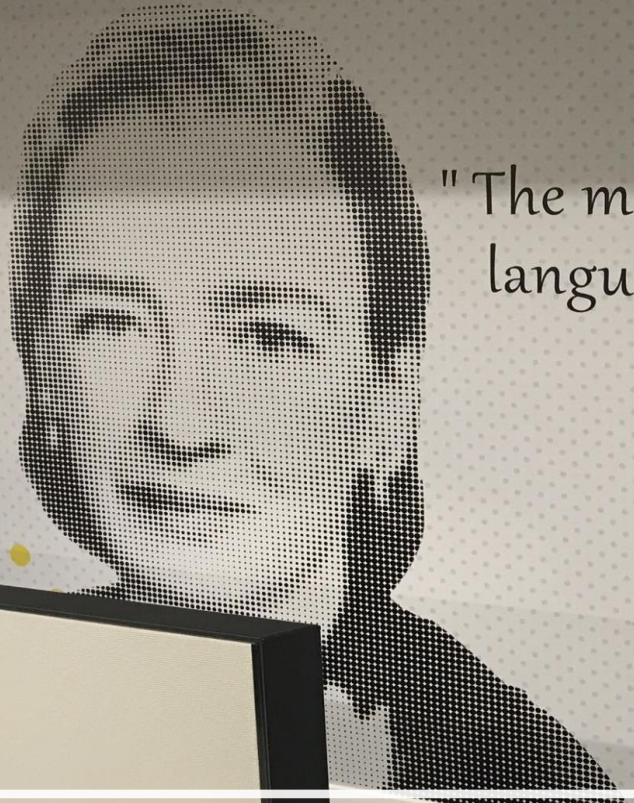
IT Strategy – the way we build it





Lesson 4 - build it and they will come - agile workspace design





"The most dangerous phrase in the language is 'We've always done it this way'."

Grace Hopper

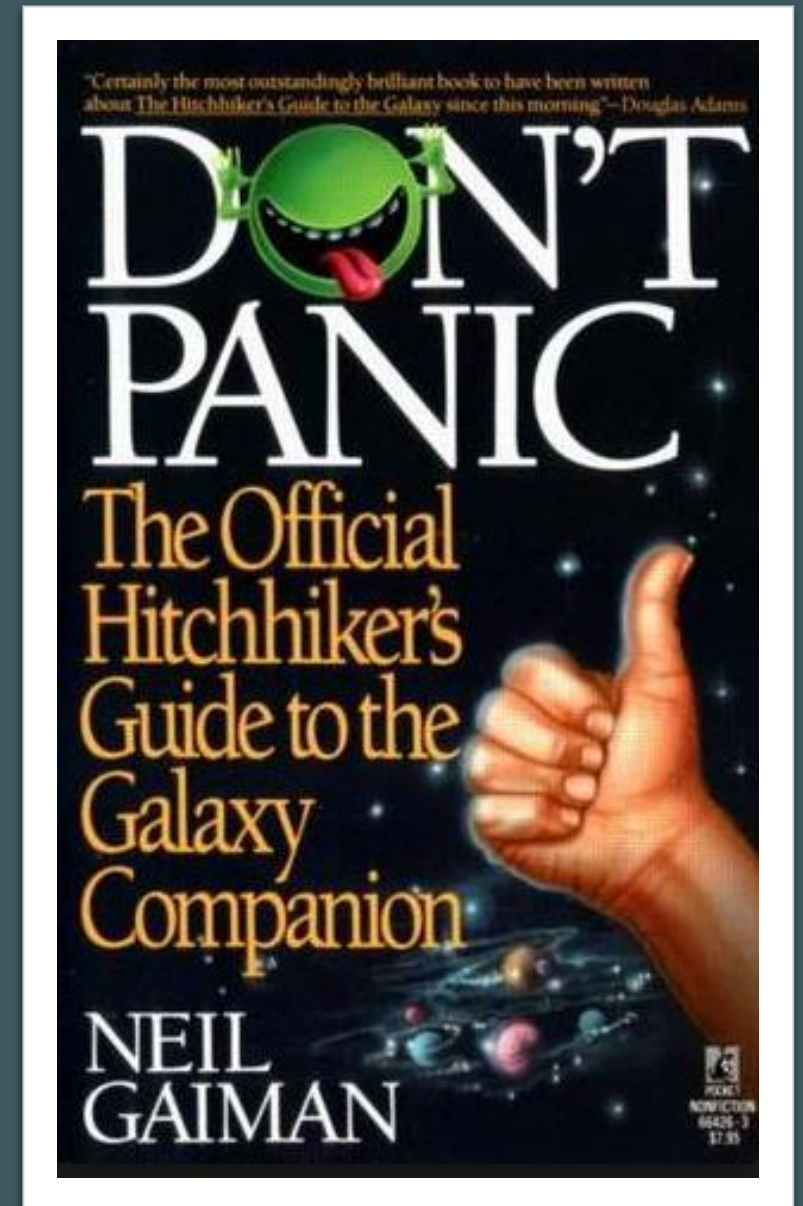
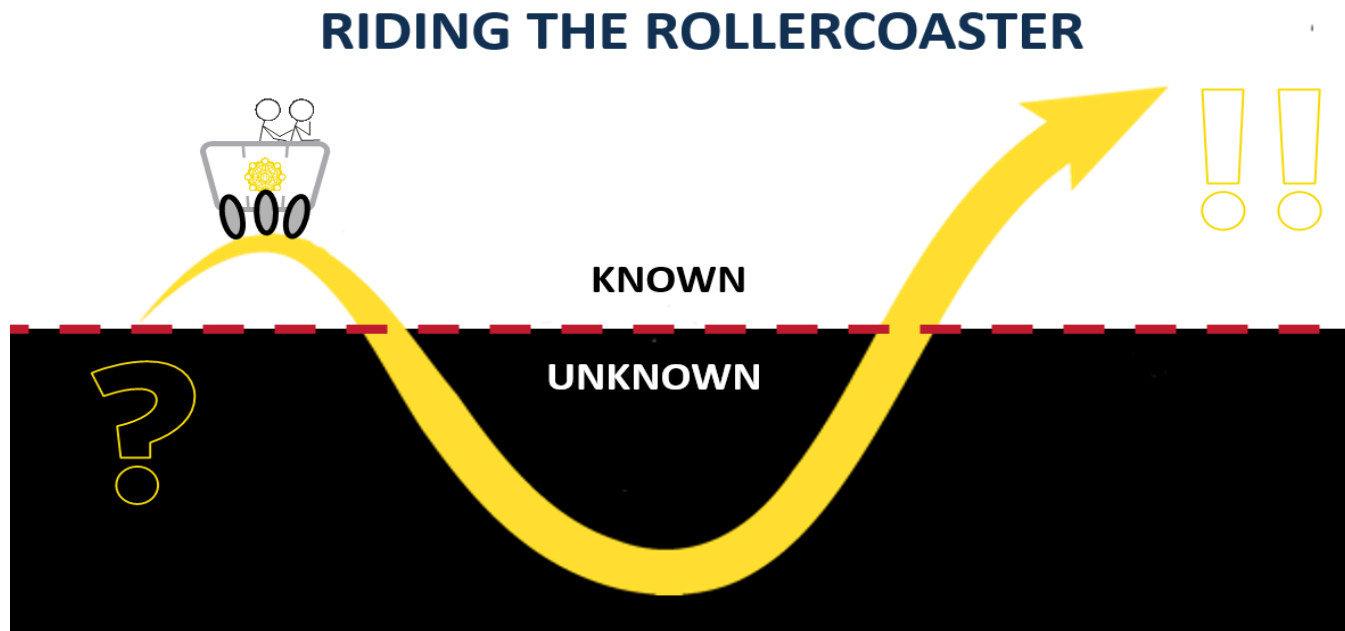
Lesson 5 - Expect resistance

“We are ok to do ‘scrum’ as long as we do waterfall development”

- Our programmer can't talk with the business
- It is not for IT
- We want but it can't work on ERP
- We want but we really can't break the project to stories
- So.. No need in quality anymore??!



- Leadership, Leadership, Leadership
- Communicate, communicate, and then communicate
- Talk with everyone, Show empathy
- Avoid the trap of “black or white”, the world is more complex than that.



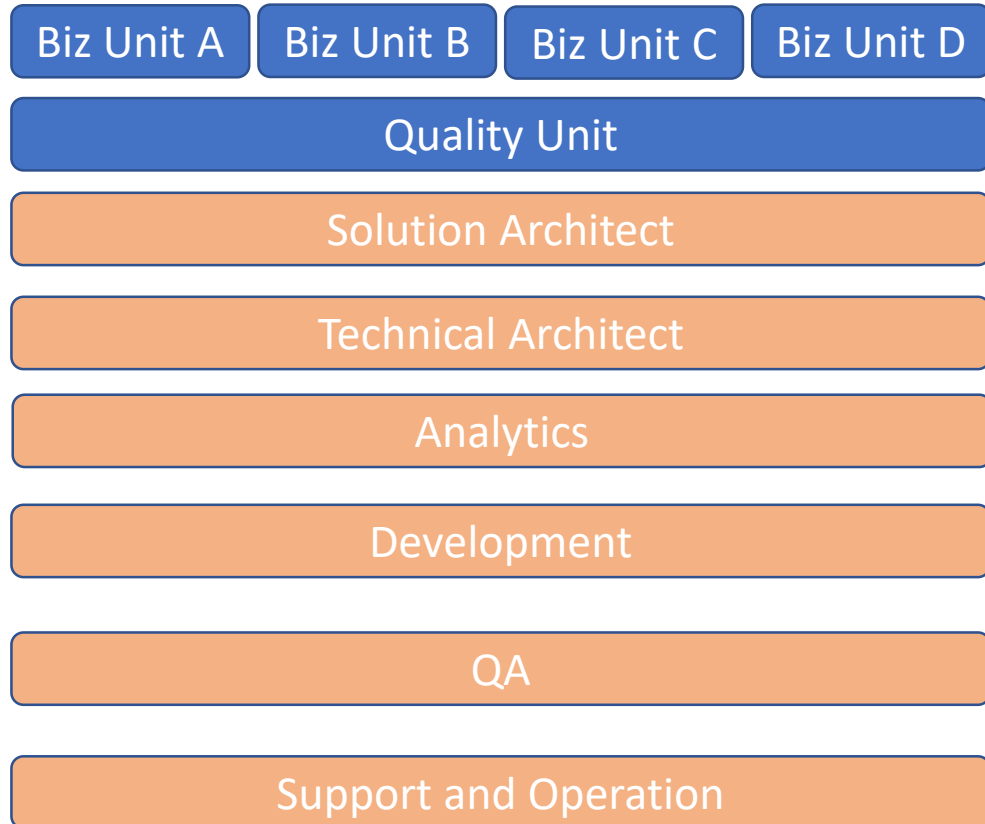
Lesson 6 - Go To Gemba



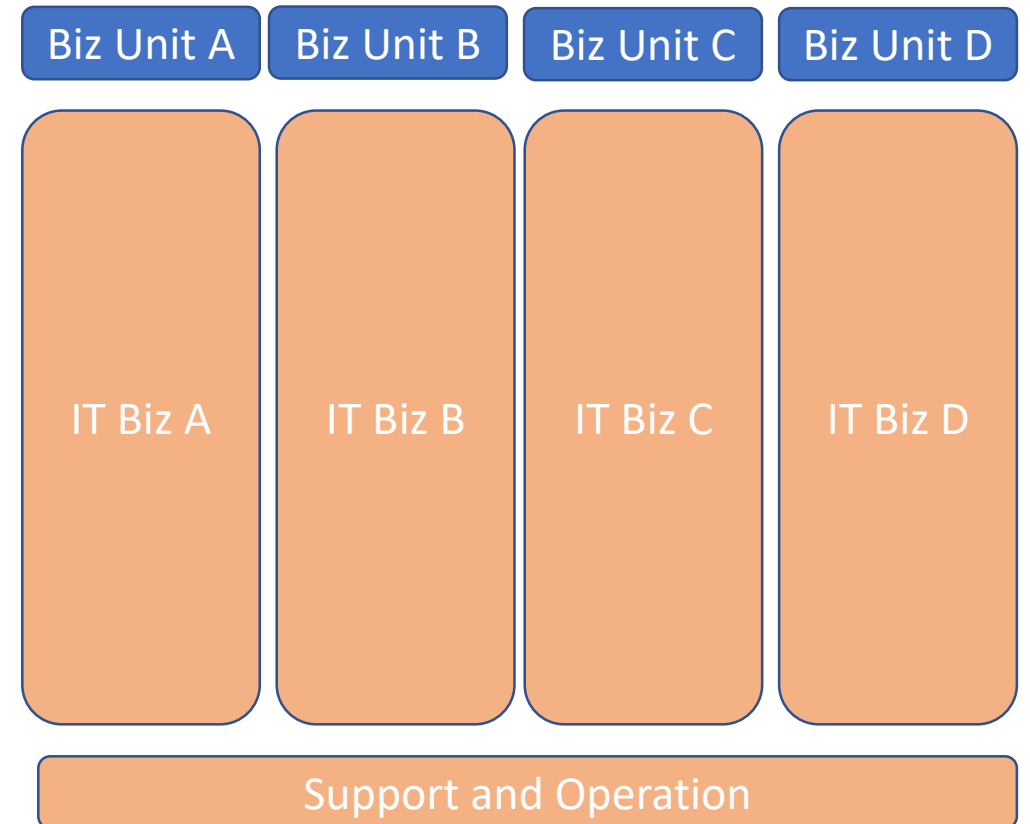


Meet our customers

From Development factory



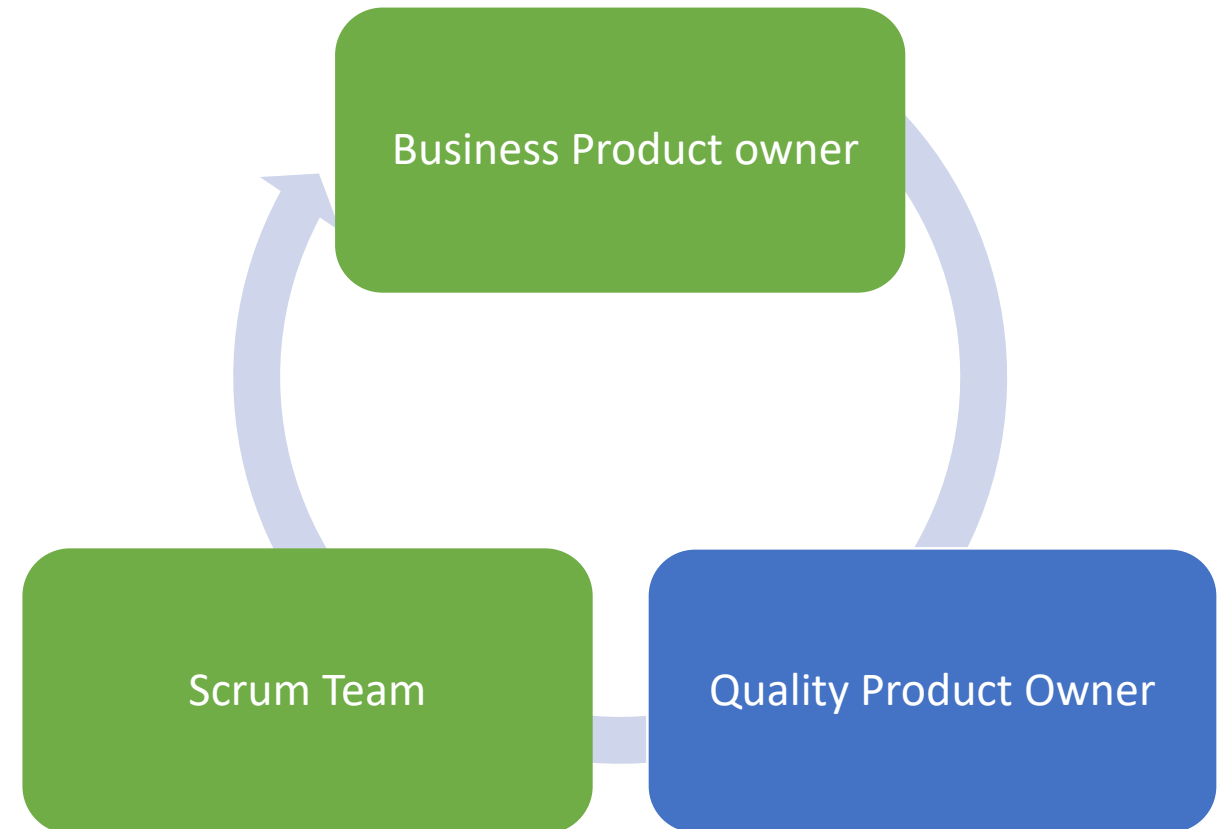
To Integrated part of the business



From 8-12 months cycle “The Gates!!!”



To 2 weeks cycle





Lesson 6 - One Size Doesn't Fit All



Different paths for different teams

- Accept the fact that different teams adopt Agile in different pace (Technology, Cultural and age)
- Allow this flexibility as long that they are moving in the right direction

Lesson 7 - Celebrate success!



Purim party – half the team dress as “Scrum”





I see a GREAT improvement in all IT deliveries aspects

Moving to Agile was an excellent decision!! The change in mindset is very clear. It's great to work as 1 team.

I really love to work with Indigo IT

In the last year there is a huge improvement in corporation , visibility and alignment.

We are increasing our level of engagement and working together



Meeting with Indigo COO

”There is no more **‘We’** and **‘You’** (Business Vs IT)
there is **‘Us’**

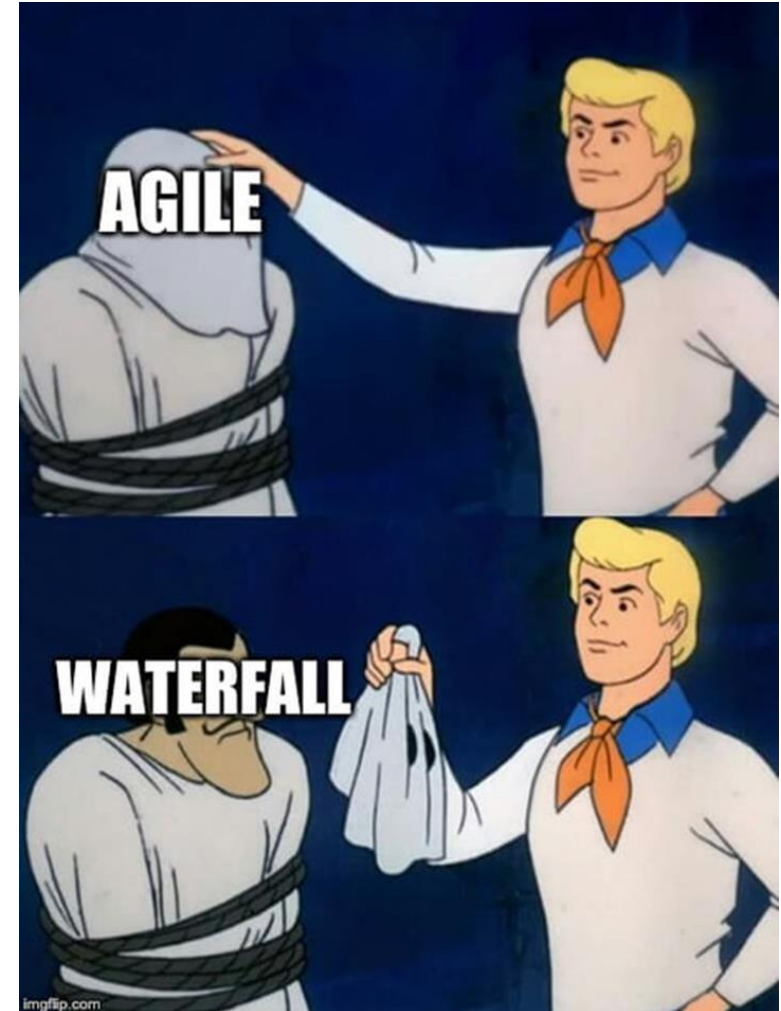
Lesson 8 - The resilience of the Scrumefall



Scrum Ceremonies is not agile

- In part of the teams the mindset is still a “waterfall” one
- Part of the POs refuse to really change the approach

My two cents –
choose your battles wisely



Lesson 9 - The resilience of “Roles”



חסיקה ראשית... דין דומה חל בישראל. למה?
ירושלים, כ"ד בטבת תשי"א
2.1.51

לרמטכל
למנהל משרד הבטחון

על יסוד סעיף 12 בחוק שרות הבטחון שחורתי בחורי
הישיבה מחובת השירות הסדיר. שחרור זה חל אך ורק על בחורי הישיבה
העוסקים בפועל בלימוד תורה בישיבות, וכל עוד הם עוסקים בלימוד
תורה בישיבות.

השחרור אינו חל על "בחורי ישיבה" שעוזב הישיבה לזמן
מה (אם לא מסיבת מחלה) ועוסק בעניין אחר, אפילו בעניין שמוסל עליו
מטעם הישיבה, כגון הוראה במחנות וכדומה.

הודעתי על כך לשר י.מ. לוין על מנת שיודיע זאת
לראשי הישיבות, והוא קיבל על עצמו להודיע להם.

במקרה שימצאו "בחורי-ישיבה" מחוץ למקום לימודם
בישיבה, ולו גם בשליחות איזו שהיא, על המשטרה הצבאית לאסור בחורים
אלה אם לא יוכיחו ששרתו בצבא כחוק. ולהביאם לסלס צבאי.

בכבוד רב

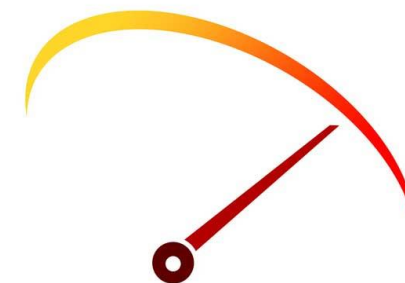
ד. בן-גוריון

Lesson 10 – Measure IT!

“The Nostalgia Effect”



From **Firefighting** to **Grow The Business**



Key strategy factors	KPIs	2018	2019	Year to year comparison
Business Partnership	Biz satisfaction survey (1-10)	4.2	7.4	76% improvement
Support Business Growth	% of Project delivered	46%	94%	100% improvement
Employee Experience	Change Requests backlog	300	50	80% reduction
	Bugs Backlog	130	87	70% reduction
IT Excellence	IT employee engagement (VIA)	62%	77%	25% improvement

PRINT DIFFERENT

HP INDIGO GLOBAL EVENT 2019



HP Indigo





Thank you!

