

AGILE MATURITY LEVELS GUIDE

Maturity Level

Pre-Crawl



Or Backwards

Crawl



Repeatable

Walk



Consistency

Run



Manage by Measured Value

Fly



Optimized based on Value + Innovation

IT Project/Initiative-Specific

- Little or no use of automated tools to test, deliver, and maintain software code
- Data migrations are manual and undocumented
- Infrequent releases
- No real tracking of defects
- Business and IT are "at odds"
- Massive and formal requirements documents

- Agile frameworks are learned and one or more are implemented
- Requirements documented
- Some automation of testing/development/integration
- Data migrations are manual and undocumented
- Some management of solution requirements
- Infrequent releases
- Tracking of defects in place
- Unacceptable level of defects

- Agile principles are applied
- Agile frameworks are being adjusted to the organization
- Consistent automated build and testing
- Good management of dependencies and risks
- Reusability of scripts, tests, and tools

- Value-based metrics are built, measured, and acted upon
- Release and rollback processes tested
- Deployment managed
- Application monitored and proactively managed
- Non-functional requirements defined and measured
- Databases are monitored and optimized

- Frequent collaboration between teams to discuss integrations and automation effectiveness
- Fast feedback loops (defects found and fixed quickly)
- Experimentation and innovation encouraged
- Full automation and virtualization used where applicable
- DevOps environment
- Risks managed effectively
- Production roadblocks are rare
- Loose coupling of design and architecture

Business Agility

- Siloed operations
- Command and control management
- No business architecture
- No/few documented processes
- Success based on individual performance
- No measurements
- Initiatives are poorly planned and/or ad-hoc
- Mistakes are punished
- Keeping everyone busy is important

- Work has a quantifiable value
- Value is used to justify, prioritize, and fund work
- Work is transparent and there is a shared understanding of it
- Some metrics are tracked

- Agile principles and values are embraced at the business level
- Strategic goals have incremental checkpoints to ensure that all work aligns with the organizational goals
- Management is moving to servant-leadership

- All business outcomes have relative targets and regular measures (including non-financial measures)
- Work, projects, and/or products are started up, pivoted, or stopped easily

- Adaptive funding models are used to allocate funds against value streams
- Governance is aligned to value delivery
- A systems thinking approach to the business is embraced
- Work, systems, and value streams are visualized and managed