

Changing culture by changing the way we work

Hartmut Hübner | Agile Working System | SFS CC | Sep 2018 |



Starting point – Organizations as a living organism



Start with WHY – Communicating to drive business



What

How

Why

We explain the value of financing for our customers

We drive the digital Mindset of Siemens

We focus on results

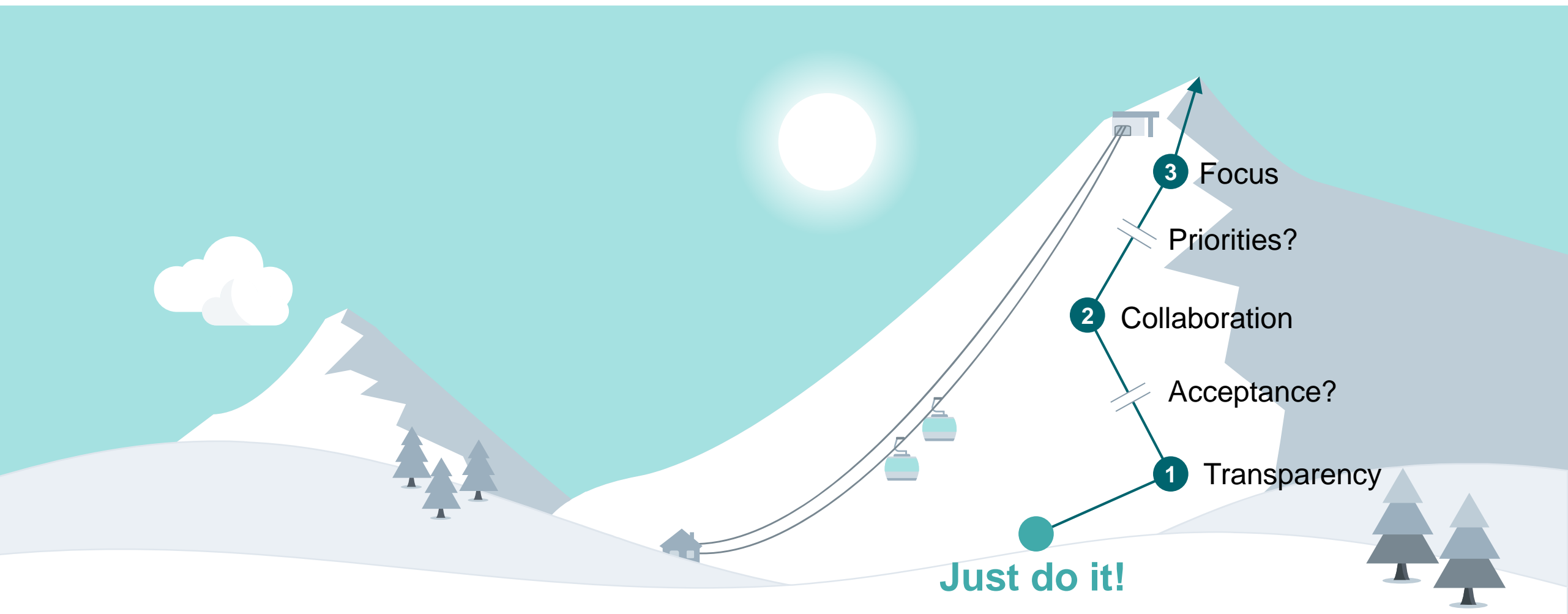
We work with and for people

We communicate at eye-level

We create value and passion



Our trail to agility

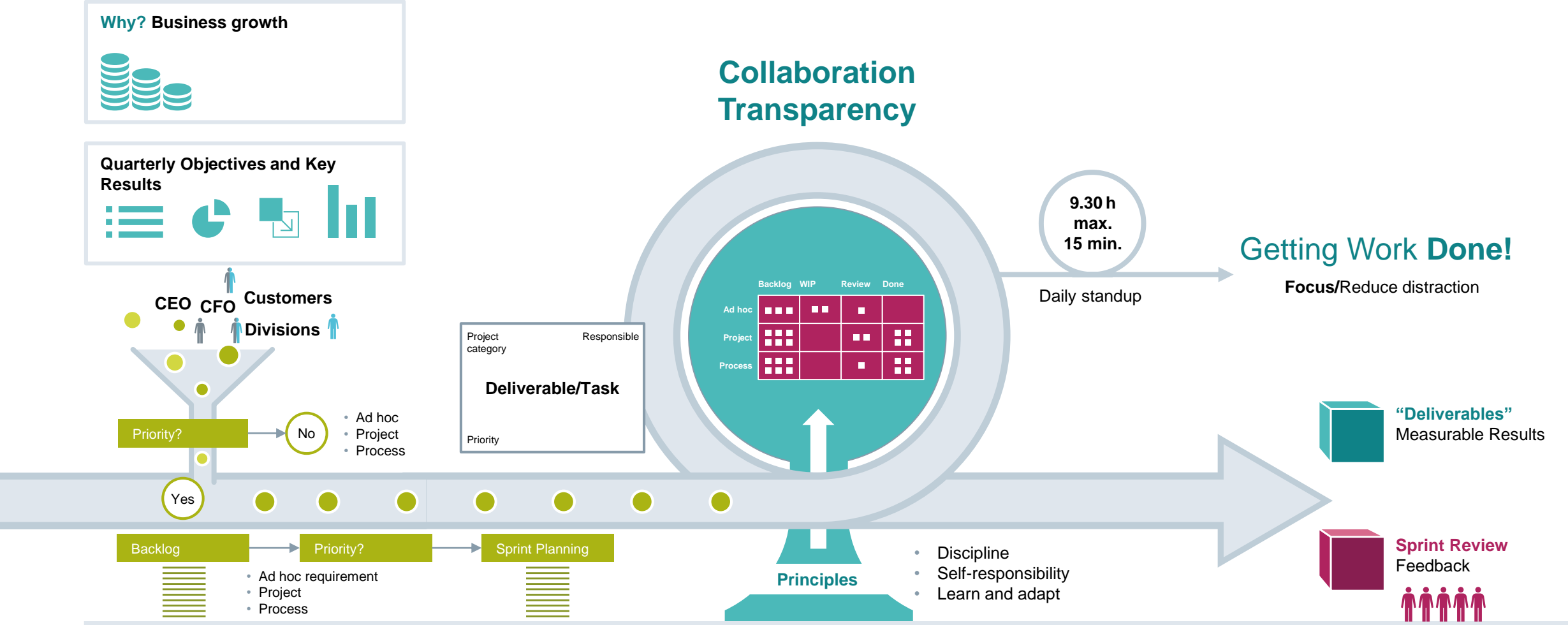


The agile journey begins

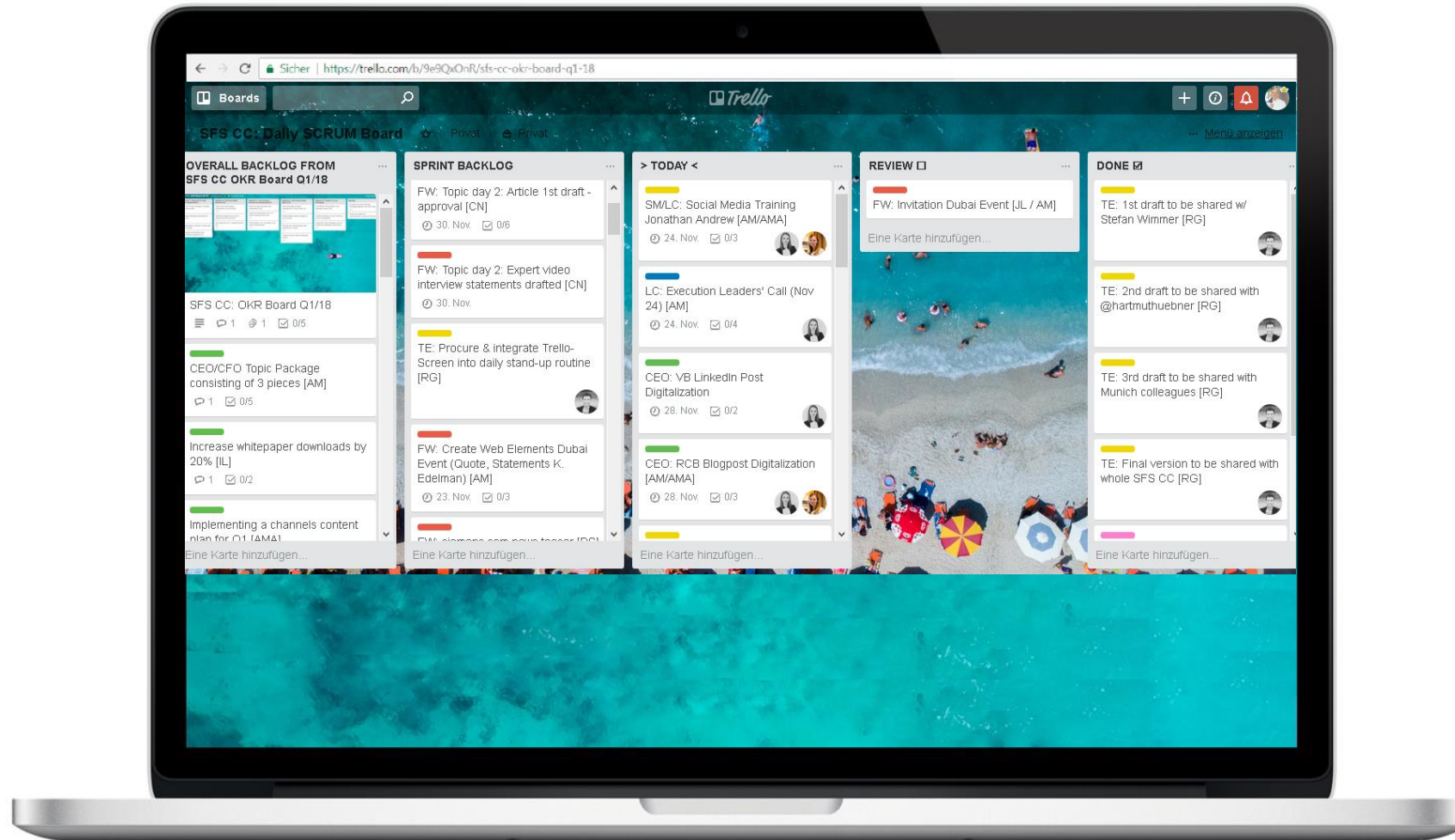


- Projects
- Processes (HR, Order, etc.)
- Ad hoc enquiries

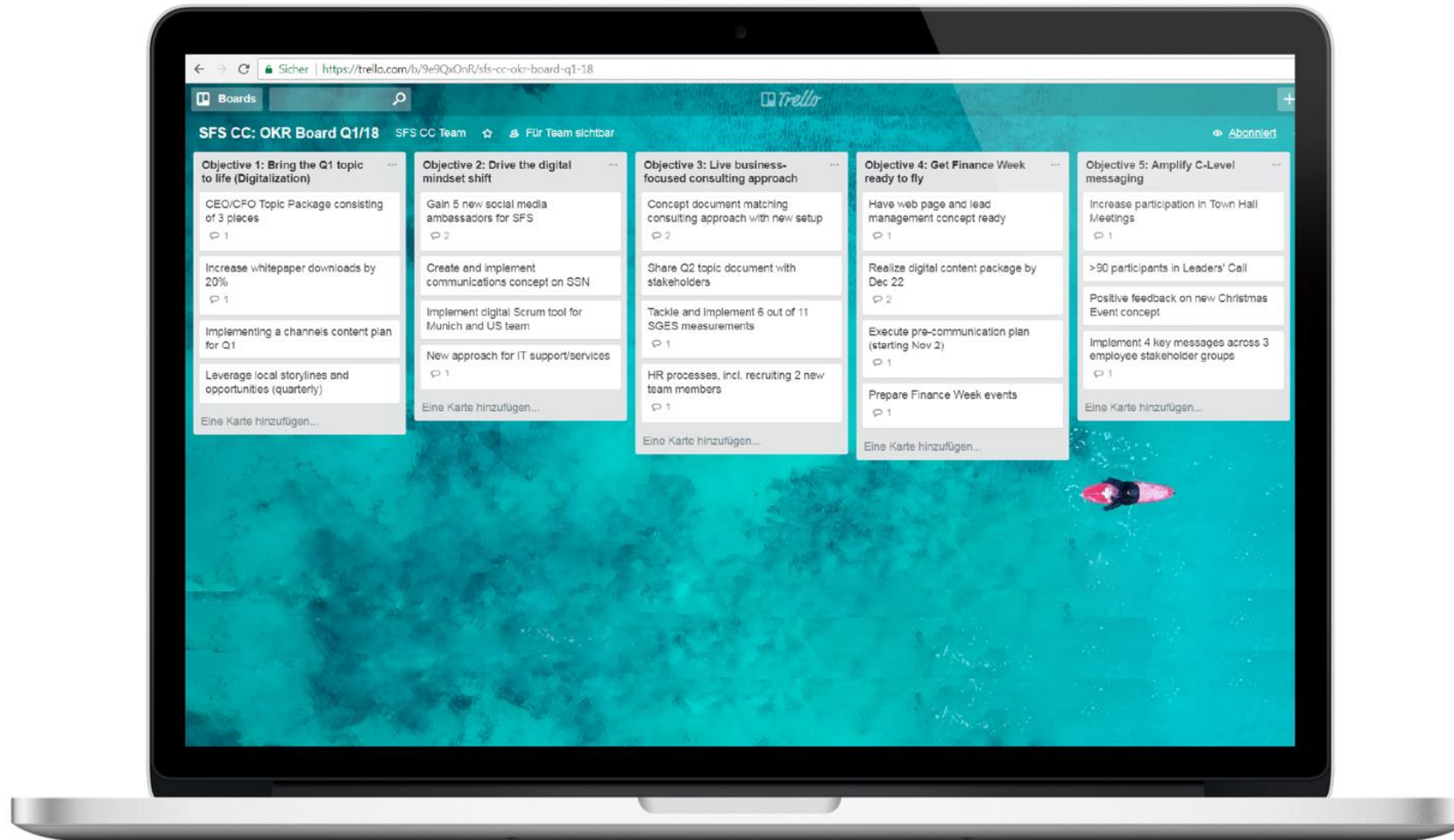
Our Agile Working System



Example – Scrum Board – SFS CC, October 2018



Example – Objectives and Key Results – SFS CC, Q1 2018



A high-action photograph of a surfer riding inside the barrel of a massive, curling wave. The water is a vibrant turquoise color, and white foam is spraying everywhere. The surfer is wearing a light-colored t-shirt and dark shorts, and is crouched low on their surfboard, which is partially visible at the bottom. The overall mood is one of intense focus and mastery over nature.

Get into the flow!

Agile Routines – The way to make it happen

**Start before
you are ready!**

Prioritize

Be fully transparent



Collaborate

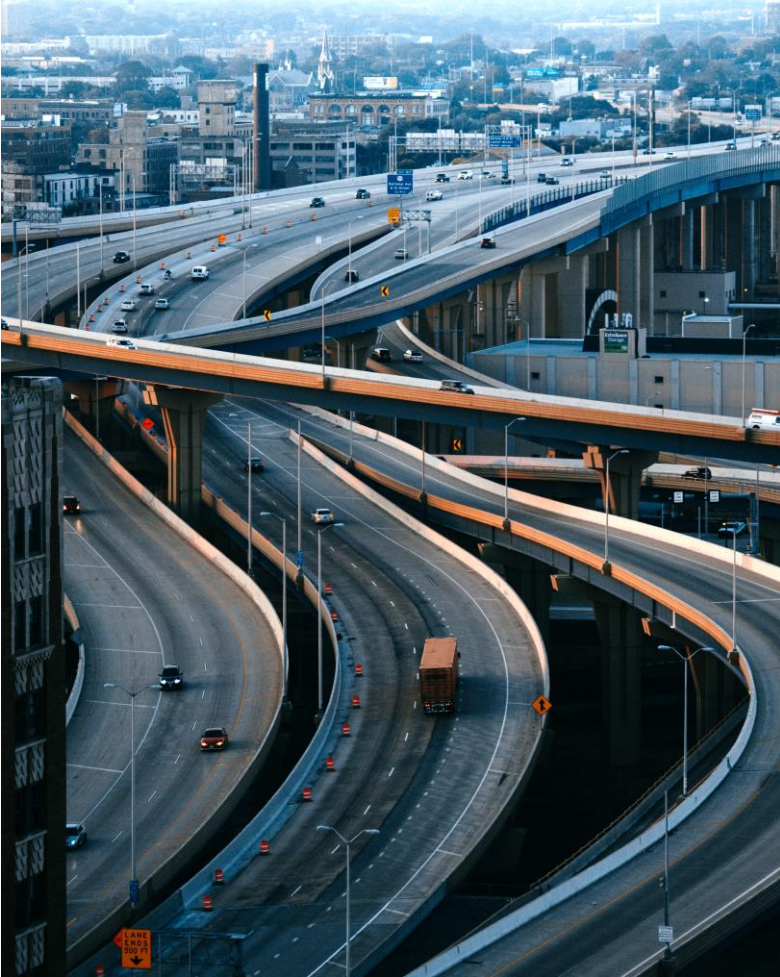
From plan-driven ...
... to value-driven

Learn and Adapt

THANK YOU



Interested in building your own Agile Working System?



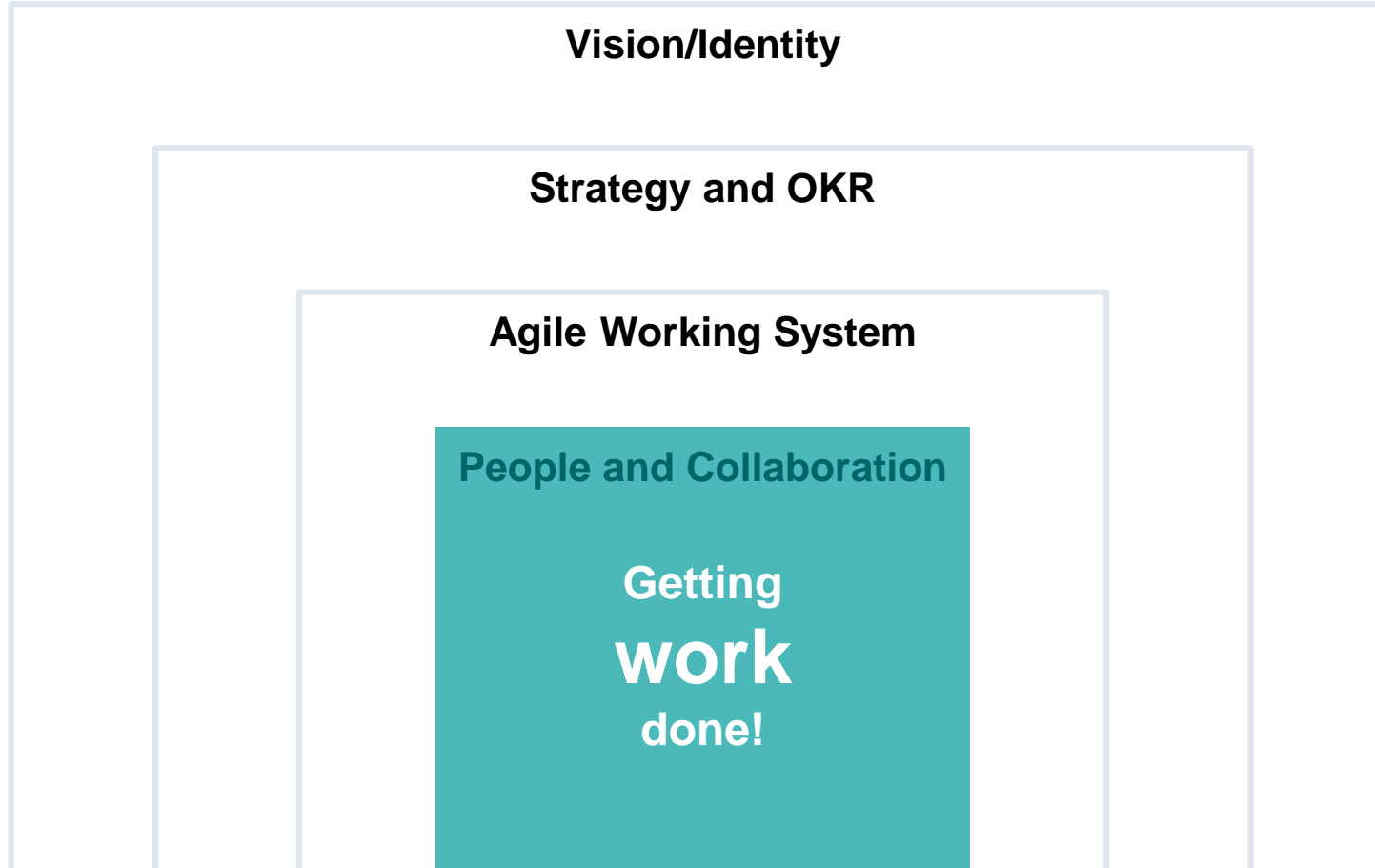
Let's talk!

Hartmut Hübner
Siemens Financial Services

Phone: +49 (173) 963 9874

E-mail: hartmut.huebner@siemens.com

[siemens.com/finance](https://www.siemens.com/finance)

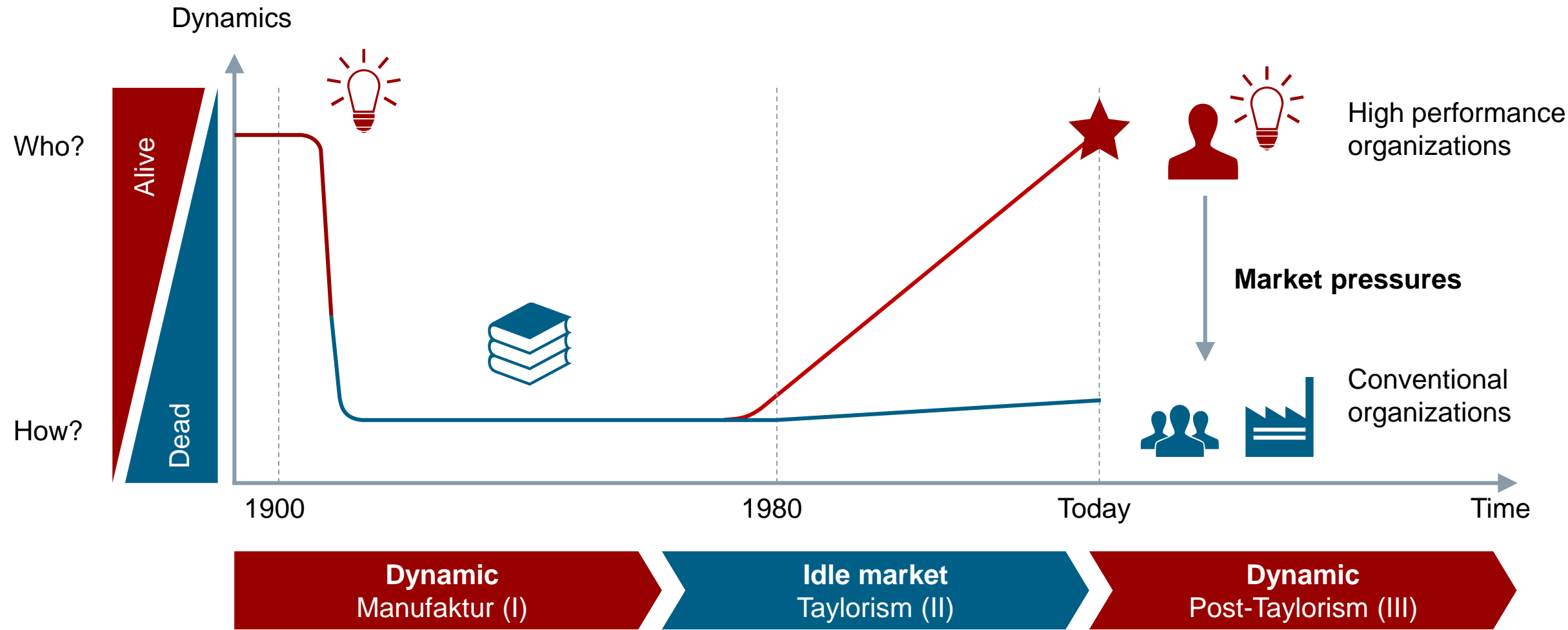


Our focus

Bringing value to the organization by getting WORK done – professionally and efficiently

- Therefore, good collaboration and teamwork is key
- To achieve this, we need a both stable and flexible working system. Our Agile Working System
- We break down our overall strategy (strategy wheel) by quarterly OKR's
- Our “big picture” is our vision and identity. That's our source of motivation and passion – driving growth by fully applying the opportunities of communications!

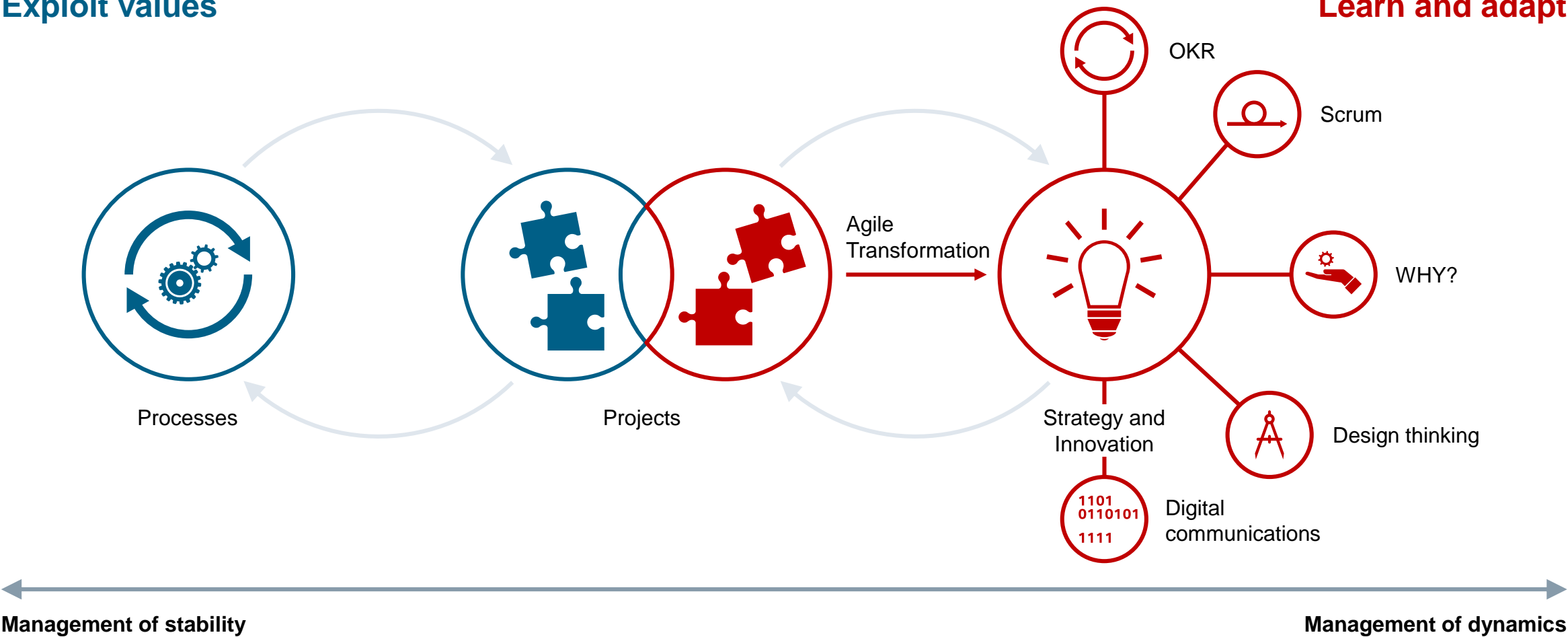
Ready for complexity?



Organize for complexity

Exploit values

Learn and adapt



Checklist for Scrum Masters

Checklist Scrum Master SFS CC

- ✓ Make sure daily stand-up starts (9.30 a.m.) and ends in time every day (~ 1 minute speaking time / colleague)
- ✓ Make sure all colleagues update their post-its and change the status accordingly
- ✓ Make sure right colors for post-its (project, process, ad hoc) are used
- ✓ Make sure always enough post-its and pens are available
- ✓ Organize sprint review and next sprint planning meeting (min. 1 hour) for the whole team and lead through the meeting
- ✓ Make sure to know who is on vacation regarding participation rate
- ✓ Dial-in colleagues working from home / participating via Circuit
- ✓ Close the door to the Marketing team before starting the stand-up
- ✓ Take care of the nomination of the next Scrum Masters
- ✓ Make a check-out sign at the board (Scrum Masters) to guarantee fair change of roles
- ✓ Take a photo of the Scrum board right before the sprint review and store it on Syncplicity for documentation reasons

AARON SACHS AND ANUPAM KUNDU THOUGHTWORKS

MINDSET SHIFTS FOR Organization Transformation

