Scaling up agile work is not easy. Collaborating teams often do this from different perspectives with correspondingly limited results.

But it can be done. Gamification helps people to get actively involved and achieve results quickly. The workshop stimulates the conversation, the simulation facilitates a more objective conversation. After the simulation participants are more willing to listen to each other and adapt their own way of working.

The set of Flowlab simulations cover the entire organization. From the humble but impactful Teamflow to the End-to-end flow. From optimizing teams, to aligning expectations and workload in entire chains. The simulations provide a flow-boost throughout the entire organization.

Each simulation consists of two rounds which together, form a learning cycle. Each round consists of a number of 'days' in which perform people. In the first round participants experience the bad weather scenario. Without exception, participants recognize the scenario from their own work context.
In the second round participants experiment with improvements. The experiments are based on the participant's own evaluation and agile principles.
Below two images of a typical result in round one (left) and round two (right).
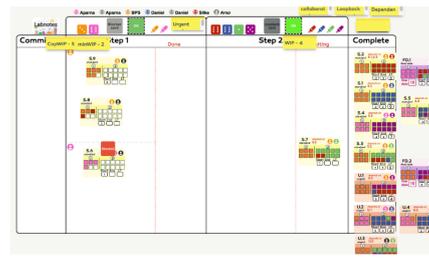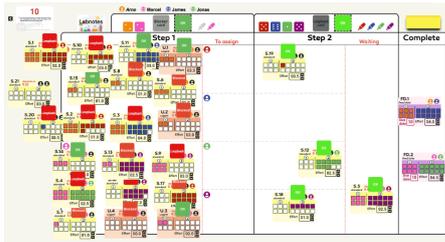
The innovative strength of the Okaloa Flowlabs simulations is that they can simulate specific challenges. In a simple but powerful way, participants experience their own process limitations and the power of agile principles in defining improvements. 30% improvements in lead times and delivery-sizes are no exception.

The following simulations are available.

Teamflow   Teams that want to get more out of Agile.
Result   shorter turnaround times
higher throughput
teams understand Agile principles
understand why, where, which agile practices work
score better in flow, collaboration and learning
higher employee satisfaction

Workflow   Flow and coordination between cooperating teams in a chain.
Result   better cooperating teams
more and better performance, fewer bottlenecks (bottlenecks)
less rework
less frustration between teams
more flexibility in commitments

frequent integration
improved cooperation.

Competence Flow
Result

Staff liquidity and knowledge building.
greater flexibility employability of people (staff liquidity)
reduced dependencies on key people
less knowledge bottlenecks
shorter turnaround times
higher throughput
less re-work
less frustration between teams
better performing teams
institutionalized knowledge building.

Multi-team Flow
Result

Flow and coordination between teams working in parallel.
aligned teams that deliver combined products or services in a
regular cadence
balanced workload in the chain
more flexibility in commitments
frequent integration
improved cooperation.

End-to-end flow
Result

Align upstream and downstream
balanced workload between upstream and downstream teams
continuous delivery of products and services
business agility
more flexibility in commitments
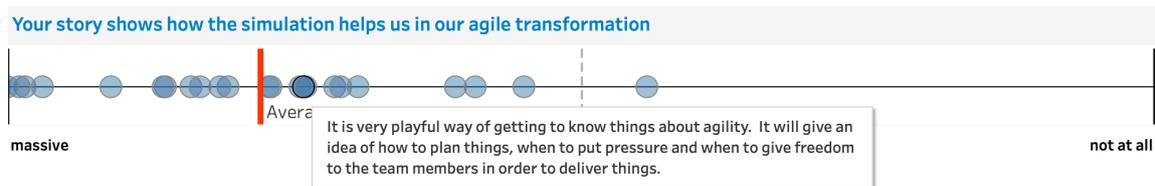frequent integration
improved cooperation.

Agile simulations allow your teams, programs and portfolios to experiment, in order to better understand agility in their own environment. They translate this understanding into new ways of (agile) working.

Agile-Sensing is a specific application aimed at agile working. It connects all departments and competences. It creates a continuous feedback loop based on agile value. You create an agile environment optimized for your own environment.

Sensing-Change is a multi-perspective feedback loop. The feedback-loop underpins the classic cold hard facts with underlying narratives. It is an easy way to identify weak signals. The narratives give words to the cold facts and to (underbelly) sentiment, it makes them 'outspoken'.
The feedback below is retrieved with a Sensing application.

Participants feedback:

Your story shows how the simulation helps us in our agile transformation

Average

It is very playful way of getting to know things about agility. It will give an idea of how to plan things, when to put pressure and when to give freedom to the team members in order to deliver things.

massive   not at all

- I already know agile from different perspectives. Through the workshop I revalue agile again. Arno is a true agile expert and with his enthusiasm he brings his in-depth experience to the participants.

- Initially, I had resistance to agile. My resistance disappeared during the simulation. It gave me insight into what agile really means. I now also understand where my resistance came from. My teams were already more independent than the newly imposed agile way of working.
  With this workshop my teams and departments can get started on the next efficiency improvement.

- After an agile simulation with Arno, my team started delivering 30% more and had more fun.

- Quite a good method to demonstrate the potential of working in real agile mode

- I was looking for an Agile overview/Refresher session for my team which consists of a few members who are relatively new to Agile way of working. I have attended several Agile sessions before; but this session was quite unique. An interesting way of introducing the agile concepts and value to teams contemplating transition from waterfall to agile ways of working through simulation!

- This is really good and we used this in our daily stand up in my previous organization using post it notes and a room. I believe in our organization we can certainly use this in a scrum team as currently we use only Jira stories in the stand up and rely verbally on what tasks are being done per story.

- It is excellent at simulating the issues with blockers and how we can manage fix time objectives and urgent items more effectively through collaboration.

- I really enjoyed the game and the way it is presented to visually as to how you can increase the flow

- It was realistic for the experienced person, i.e. in project delivery

- It was fun learning and opened up various concepts or different way of getting things done. Various real-life scenarios can be simulated and help us navigating through them.

- This will also enable the team members to clearly think about the tasks that are needed in order to deliver a certain business story so will help with design.

- This is wonderful to understand the Agile Concept and it was helping to understand the concept.

I invite you to call me for a virtual cup of coffee and a talk on simulations and opportunities.

Agile greetings,

Arno Korpershoek
e arno@co-chi.nl
t 06 50 828 718
w www.co-chi.nl