

Table: Transforming to Agile Organization Enterprise: Criteria for Participants and Facilitators

Feedback:	" 1"Bad	"2" Acceptable	"3" OK	"4" Good	" 5" Great
1. Changing from adherence to pre-defined scope and process to focus of individuals and goals in self-organizing teams with spontaneous interactions	Suggest open discussion - full transparency- what is going right and what is lagging; you are behind to target	Review what makes an AGILE organization; adherence to a new culture through this transition	Progress is on track: look for opportunities to be creative and exceed targets	Looks like you are achieving "flow" and propelling beyond targets	Great this will mean much for company and members of team
2.Demonstrating achievements on path to goal by practicing AGILE strategies	Don't cling to the idea that the previously plan should not be altered	You should mention the need of mobility in the process of development	You seem to understand the importance of changing plans	Seeking for opportunities to become adaptive could make greater progress	Actively thinking ahead for possible AGILE changes will benefit your company
3. Changing from rigid contracts and documents to embracing goals using collaborations with customers and resources.	Respond to the notion of changing the documentary system is preferred	Give credit to back and forth conversations in order to be more informed	Use a mixture of traditional fixed documentation and customer centered documentation	Becoming customer focused is an advancement in understanding development	Engaging in dynamic problem solving is a good way to be AGILE
4. Adapting from functional rigidity where items not in original work scope are differed, to adapting through responding to opportunities revealed in a changing environment.	Having no fluidity in the development circle will adversely impact the ability to handle upcoming changes	You have a basic idea of embracing the fluidity in the process of development. Accompany that with more integration	You have a working understanding of how to change company strategy with the environment	You presented adequate amount of adjusting with respect to changing circumstances	Being flexible and swift to new opportunities is great for a fast changing environment
5. Change from concerns for reporting activities, delays, and inhibiting factors, to confidently flexing resources to achieve goals; creatively flex resources to meet intermediate milestones and complete deliverables on time and on budget.	Inactivity and not reporting existing problems will not propel the company to go forward	Looking to try to solve problems is always important, you should pay attention to those efficiently-limiting factors	You are trying to find limiting factors in development in an adequate amount	You did well in eliminating adverse activities for development. The flexing of resources is well coordinated	Dutifully spot and report problems and bottlenecks improve speed and efficiency
6. From celebrating individual achievements to recognition for high performing teams.	Individual achievement should not be the focus point	Realize team effort is important and should further distinguish it from personal success	Adequate attention is given to recognize the team effort	Good importance on the team effort rather than praising an individual	Communal success is the ultimate goal of any company. You did well
7. What is the confidence of the team for achieving the ROS goal?	Not much progress so far.	Some progress getting grasp on opportunities to add features.	Good so far. Working well together.	Will exceed goal, have ideas to increase output	On path to exceed goal.