



Australian Government

**Department of Industry,
Innovation and Science**

Case Study:

Department of Industry, Innovation and Science

PowerData Group provided broad Agile and Lean coaching and transformation experience to the Digital Strategy and Operations Division.

Client

Department of Industry, Innovation and Science, Canberra.

Challenge

The primary client within the department was the branch which delivers the newest ICT products to internal and external departmental customers. This branch was generally seen to be operating in an Agile fashion within teams, but not necessarily around the teams or throughout their hierarchy. Therefore, over the engagement, coaching would need to be provided to the teams to maintain and improve their levels of Agility and Lean practices, while transformation effort would simultaneously be needed to synchronise the branch with larger scale changes being made across the division and with their primary customers in AusIndustry.

PowerData Group provided Agile-Lean Coach with experience in organisational transformation as well as team level change, to help develop a way forward as well as built support for the change as it was implemented.

Our Work

While working closely with the leadership of the branch, PowerData Group's experts were able to reach a common understanding of the functions required to support the branch in Lean and Agile: Agile and Lean coaching to individuals and to teams

- Culture training and healthy team building
- Frameworks and practices, such as Kanban, Scrum and Nexus
- Tools and techniques for information sharing and facilitation
- Ad hoc advice sessions
- Workshop facilitation
- Team formation or reset sessions
- Large scale planning, review or retrospective events

- Training sessions on various Agile/Lean/Systems topics.
- Working directly within teams as a senior Scrum Master or Workflow Master to bring teams "back on track".

During this engagement the division began a large-scale transformation, and PowerData Group's expert identified that the disparate silos of Agile, Lean and Change coaching happening at the branch levels should unite to provide enhanced and standardised advice across the division and influence the divisional implementation of New Ways of Working. PowerData pushed for the creation of a Lean Agile Centre of Excellence (LACE), and this new body of experts are now able to synchronise on important topics before enacting change on each branch or at the divisional level.

The Outcome

Established a Lean Agile Centre of Excellence - to coordinate coaching and training across the division and to prevent the silo-ing of initiatives.

- Supported the teams and initiatives within a branch on their Agile and Lean growth journeys
- Facilitated the kick-off of a program of work and helped to establish sustainable ongoing interactions between all groups involved
- Helped a divisional portfolio management initiative kick-off:
 - Helped the division de-scale where possible to prevent Agile-bloat from this change.
 - Established a sustainable cadence of operations.
 - Coached teams on how to be part of the portfolio of work.

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