



Adopting and Sustaining the Scaled Agile Framework (SAFe)

Sinan Si Alhir, Brad Barton, Mark Ferraro

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While the benefits of Agile/Agility have proven to be very real, adopting, scaling, and sustaining continues to be a challenge for far too many organizations. As is so often the case, those facing these challenges have long sought the silver bullet that will solve this puzzle!

Hoping to offer one solution, in 2010 Scaled Agile, Inc. advanced the Scaled Agile Framework (SAFe) as a "proven knowledge base for implementing Agile practices at enterprise scale." The SAFe identifies roles, teams, activities, and artifacts for scaling agile practices from the team, to teams-of-teams, to the enterprise level. However, the SAFe readily acknowledges that "SAFe does not implement itself and indeed makes no attempt to describe the significant organizational change management, cultural impacts, implementation strategies, and training and services provisioning that are typically required for successful implementation" and only offers brief "recommendations for implementation".

For those seeking a proven method for undertaking change of this magnitude or already struggling with the large task of introducing SAFe, Conscious Agility --- with roots in decades of practice across many industry domains --- provides a design-thinking approach for fostering "fundamental change" among individuals, collectives or groups of individuals, and organizations or enterprises. When leveraged to implement best practices, be it the SAFe, some other popular framework, or a combination, Conscious Agility provides a means to attend to contextual nuances and approach the change effort in a manner that keeps the "human element" paramount throughout the change journey, greatly increasing the likelihood of a successful outcome.

This book briefly explores the SAFe and Conscious Agility, and provides a guide for embracing SAFe through Conscious Agility --- you do not have to have any background with SAFe or Conscious Agility to benefit from the information in this book.

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