

Deliver AMazing with Agile Meridian



Agile Meridian was founded in 2019 by Kumar Dattatreyan and Jolly Rajan. By that time, they had been part of many Lean/Agile transformations and aimed to bring together the best elements of what helped their clients go through meaningful, measurable, and sustainable change. When Mike Jebber and Chris Daily joined later, we dug deeper to identify what drives us - the WHY behind Agile Meridian.

We are all inspired by companies or individuals. For many in the Agile community, that company is Toyota. The Toyota Production System has helped them compete with, and in many cases beat, American and European manufacturers. They have been refining that system for 60+ years. All across the world, Toyota manufacturing plants have been making 1000s of big and small improvements in a year. They do not achieve that because their Managers tell their employees what to do. They do that because everyone in the organization, from senior leaders to new employees, demonstrate leadership. This is not a surprise because Toyota heavily leverages Lean and Kanban to continually optimize their Production System. And “Encouraging acts of Leadership at all levels” is a fundamental principle of Kanban.

We believe everyone in your organization can be that leader. We also believe that those leaders can Deliver AMazing. And that’s what Agile Meridian can help you do.

What's standing in your way

V	U	C	A
Volatility	Uncertainty	Complexity	Ambiguity
The nature and magnitude change has become unpredictable, and its pace continues to accelerate as disruptive technologies reduce the barrier to entry for new competition	There is no handbook for the new situations and decisions being put upon organizations creating less predictability and greater chances for unknowns to affect planned and expected outcomes	Ever-increasing interconnectivity around the globe between people, industries, events, and outcomes is driving increased complexity into our everyday environments	The fuzziness of reality, greater potential for misreads, and the mixed meanings of situations increases the level of ambiguity we all content with on a daily basis

VUCA is always increasing. Leaders (yes, we mean everyone who shows leadership) have to confront this challenge head-on. Then, they can build an Adaptive organization with Vision, Understanding, Clarity and Agility.

How is an Adaptive Organization different

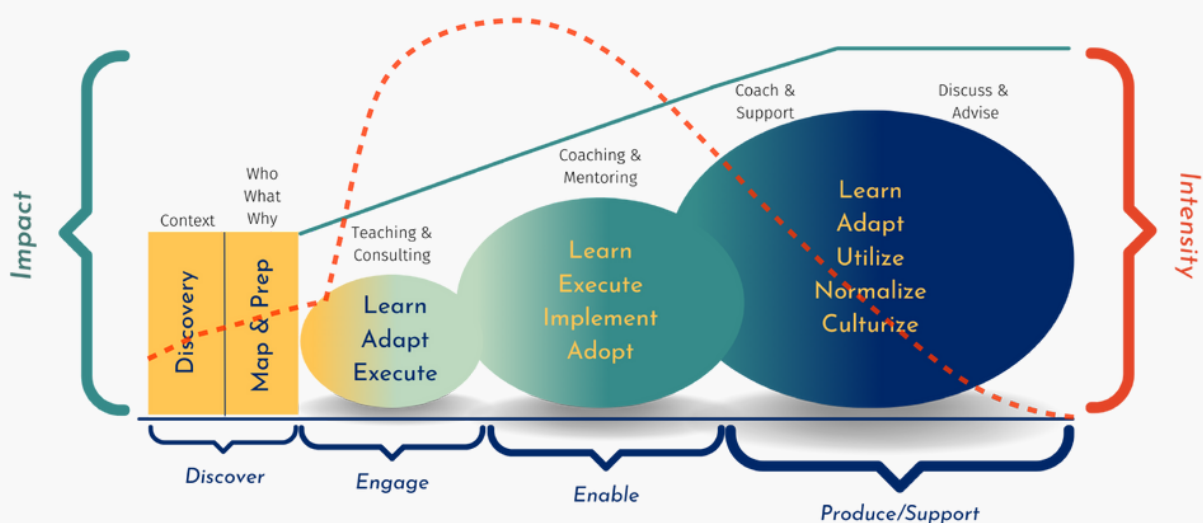
Adaptive Organizations are key to beating the VUCA challenge. Even into the first decade of the 21st century, most companies were focused on mastering a set of basic business skills. Standardization and enforcement of best practices were pretty common across the enterprise. Focus used to be on getting the plan accurate and managing scope, schedule, and quality to meet the plan. This approach made organizations more rigid than flexible. The need for adaptability forced organizations to learn new skills. The adaptive organizations broke down boundaries and found new ways to collaborate. They focused on developing talent with continuous learning relevant to their work context rather than churning through specific skill sets. These organizations are flexible in applying change to drive and accelerate performance.

Agile Meridian sees Lean and Agile methods as key tools for building an Adaptive mindset. Lean techniques allow you to visualize work and eliminate the waste in your process. When applied correctly, these techniques will improve the flow of work through the system and improve the interaction between humans and the work. Agile methods, on the other hand, are more human-centric. Agile values and principles focus primarily on communication and collaboration with an emphasis on quality, alignment, and consensus, improving the flow of communication across the organization. Agile methods help humans collaborate better with other humans.

What can Agile Meridian do to help you Deliver AMazing?

To help organizations gain the adaptive mindset and capabilities, Agile Meridian developed the DEEP Engagement Model. DEEP leverages our experience with more than 480 teams and 7000 people to bring about contextual changes that will scale and Deliver AMazing along the way.

DEEP ENGAGEMENT MODEL™



DISCOVERY

The Discovery phase is intended to give Agile Meridian sufficient learnings to craft appropriate next steps that are contextually value-add while being considerate in incorporating the strengths and individual cultures of the groups engaged. Agile Meridian starts the engagement with a series of discovery sessions where they establish an understanding of the current state of the organization and the current mindset of the individuals being engaged. We use existing information about the current state and will add additional details where information gaps exist. Discovery can include conversation, group discovery sessions, document and systems reviews, Value Stream mapping workshops, etc.

The Map and Prep phase is intended to craft appropriate next steps which are contextually value-add while being considerate in incorporating the strengths and individual cultures of the groups engaged. This step also works to minimize risk to current commitments and deliverables. Agile Meridian crafts a tactical approach during map and prep, enabling and producing the values, principles, mindsets, techniques, processes/frameworks, and other desired outcomes/OKRs/KPIs clients seek. The approach considers the current state of the organization's fluencies by area, constraints, and more to build a map (plan) for success that is contextually and situationally right-sized. Map and Prep will also present any significant impediment to success discovered during the Discovery and Map and Prep phases for discussion with the engagement sponsors.

ENGAGE

The Engage phase is where teaching and consulting begin following the agreed-upon road map generated during Discovery and Map and Prep. Agile Meridian will map and schedule the workshops, trainings and coaching activities employing a "learn as you do" approach guided by the coaching plan co-created with the organization's leadership. The goal is to balance the system to the organization's capacity to learn and apply new concepts, frameworks, or working models to the ways you work. The Engage period is for deep learning within the organization, using methods and techniques that may or may not be familiar, experimenting with new working patterns, and embedding the knowledge in how teams work in a modern, iterative work environment. This phase may include training, more targeted workshops, and coaching time. Please see the appendix for a selection of our premium training offerings.

ENABLE

The Enable phase is where teaching and consulting transition into mentoring and coaching. As we transition to this phase, the organization becomes more self-sufficient, applying what they have learned, forming new working models, and generally operating at a higher level of trust and productivity. Agile Meridian's role here is primarily as coaches and mentors, coaching, guiding, and reinforcing new behaviors and ways of working. Engagement intensity decreases as the organization takes ownership of its unique capabilities. This period is also when some groups are ready to be exposed to more advanced techniques and concepts. Most organizations plan and set up the next group of teams/talent during this phase to start their DEEP© journey.

PRODUCE / SUPPORT

The Produce phase is where mentoring and coaching transition to coach, support, mentor, and advice. As the organization reaches a new stage of maturity and is more evidently manifesting new behaviors, patterns, and ways of working, Agile Meridian's level of engagement evolves with advisors and supporters. Engagement intensity continued to decrease as the organization now owns its new capabilities. Emphasis is placed on time with the leaders and change agents in the organization to help guide, advise and coach them to continued success. It is common to continue to set up monthly or quarterly lightweight check-ins or scheduled Q&As sessions to allow teams/talent to ideate around further maturing their approach to meet the new needs of the day.

Deliver **AM**azing always aims for the triple win!



Improving your outcomes

The proof is in the pudding, and the pudding for us is outcome-flavored. See your people and your organization measurably achieve more early, and continue to check boxes off your list of organizational goals and objectives.



Improving your Environment

Seeing achievements is great. Seeing them happen continuously is the goal. Learn what it takes to succeed with adaptive practices and strategies capable of bypassing disruption and unknowns that come at you every year.



Improving Yourself

Your talent is your most significant untapped advantage. Unleash your talent's true capabilities by adding to your core skills and showing you modern ways to achieve sustained success in any dynamic situation.