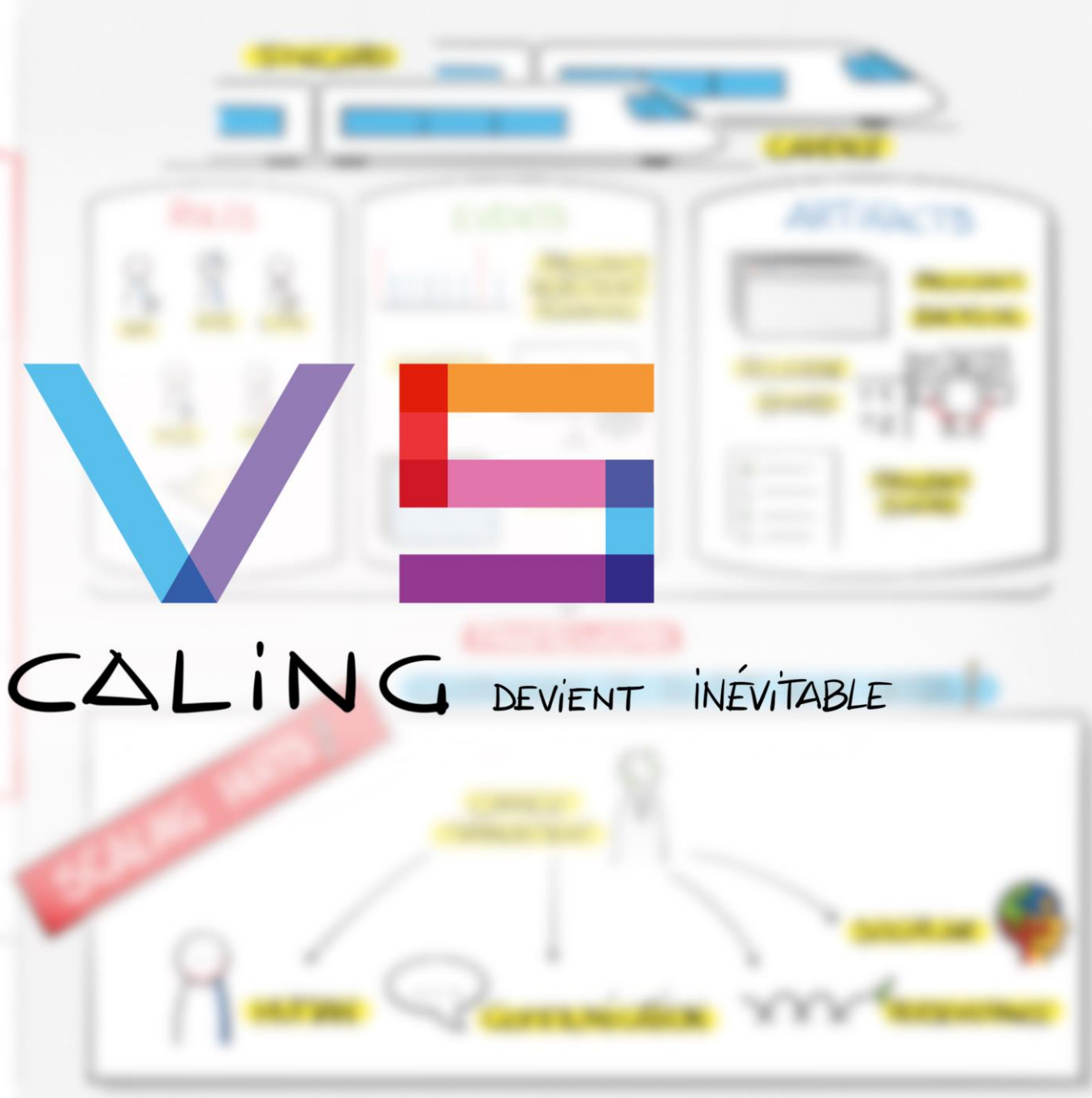




QUAND LE SCALING DEVIENT INÉVITABLE





QUAND LE SCALING DEVIENT INÉVITABLE



PIERRE MATELART  
HEAD OF HUMAN RESOURCES



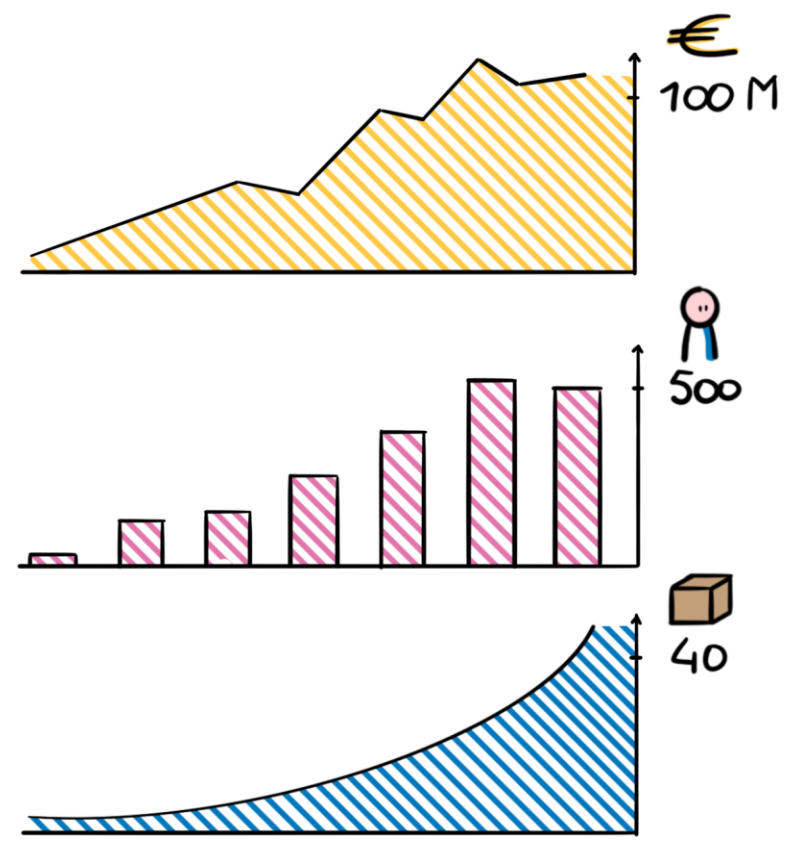
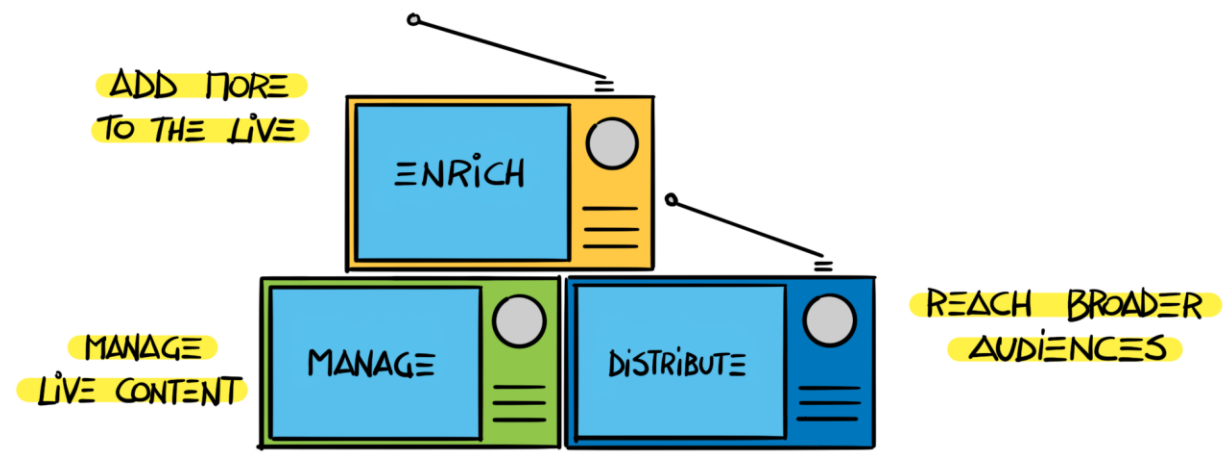
CHRISTOPHE PIRNAY  
AGILE COACH

# JOURNEE AGILE  
2019



# EXCELLENCE # TEAMWORK # PASSION  
 # CUSTOMER SUCCESS # ACCOUNTABLE  
 # INNOVATION # AGILE

CREATE RETURN  
 ON EMOTION



LIVE IS OUR PRIORITY!

# EVE SCALING

2018

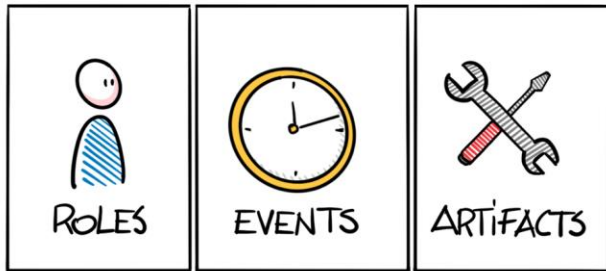


2018

# AGILE TRANSITION



CHANGE  
MANAGEMENT



2018

AGILE

# EVE SCALING

2018



# EVE SCALING

2019



We need Scaling?!



2018



2019

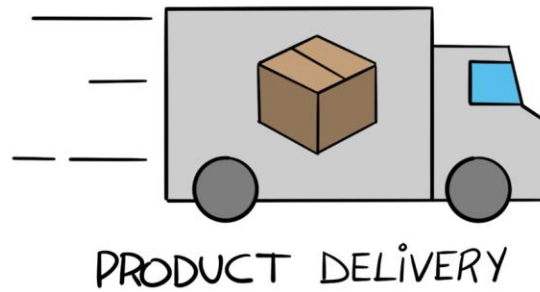
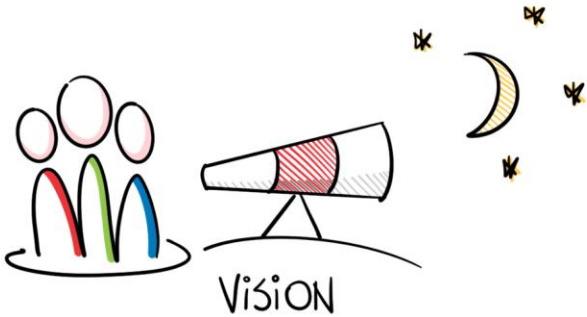
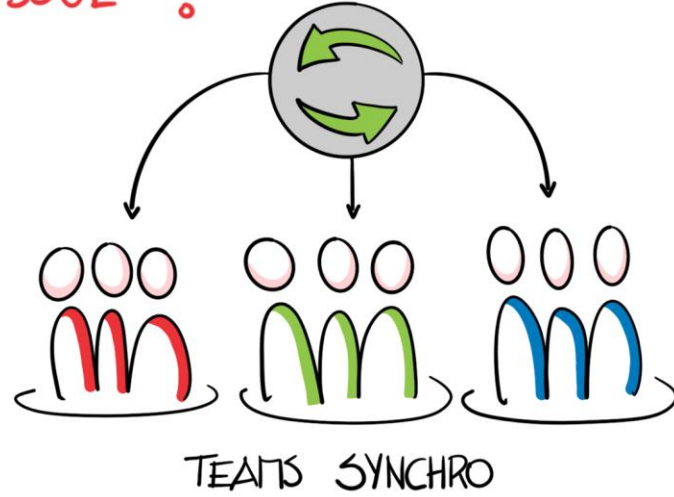
WHAT'S THE ISSUE ?



≠



PRODUCT



2019

2018



# EVE SCALING

2019



We need Scaling?!



2018



GOOD  
TO  
GREAT  
TO  
AGILE





2019



We need Scaling?!



2018



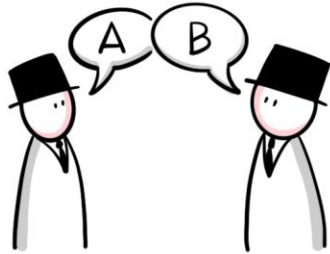
# EVE SCALING



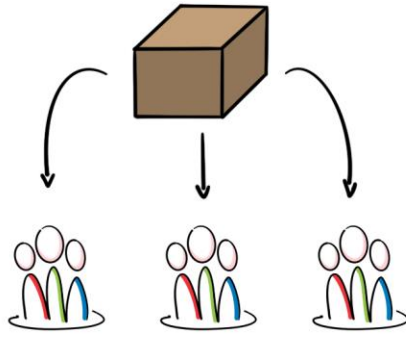
## PROJECT WHAT?



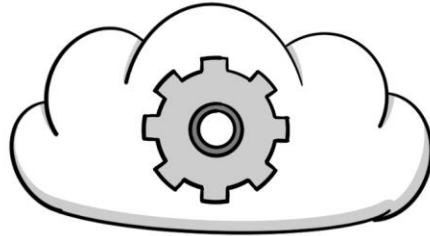
SCALING



## PURPOSE WHY?



DELIVER CROSS-TEAM  
PRODUCTS



SUPPORT  
MICROSERVICES / PLATFORM  
STRATEGY

## PARTICULARS WHAT'S CHANGING?

- ROLES COVERING  
PRODUCT LEVEL
- VISION
- SYNCHRONIZATION
- DEMO
- PRODUCT  
INTEGRATION  
TEAM

## PEOPLE WHO?

- PRODUCT OWNER
- ARCHITECT
- R&D MANAGER
- PRODUCT MANAGER
- SCRUM MASTER
- NEW ROLES

PROJECT WHAT?  
PURPOSE WHY?  
PARTICULARS  
WHAT'S CHANGING?

2019

2018

# EVE SCALING



2019



We need Scaling?!



2018



# EVE SCALING

BUY-IN  
IMPORTANT PROJECT  
ALIGNMENT  
RESOURCES



PROJECT WHAT?  
PURPOSE WHY?  
PARTICULARS WHAT'S CHANGING?  
PEOPLE WHO?

# 4P

CHANGE  
MANAGEMENT



2019



We need Scaling?!



2018



# EVE SCALING



TRAINING



PROJECT TEAM

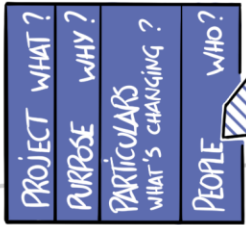


SAFE LESS



VULGARIZATION

BUY-IN  
IMPORTANT PROJECT  
ALIGNMENT  
RESOURCES



# 4P



CHANGE MANAGEMENT

2019



We need Scaling?!



2018





TRAINING



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BUY-IN  
IMPORTANT P  
ALIGNMENT  
RESOURCES

PROJECT WHAT?  
PURPOSE WHY?  
PARTICULARS  
WHAT'S CHANGING?

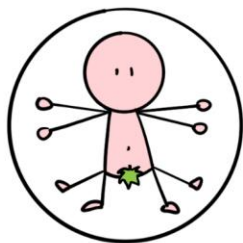
2019

2018

◦ START WITH: WHAT'S THE ISSUE ?

◦ GO OUT IN THE FIELD 

◦ LOTS OF QUESTIONS 



80% - 20%





# EVE SCALING



TRAINING



PROJECT TEAM

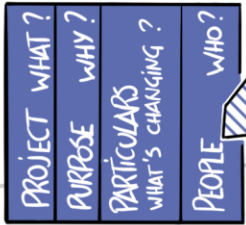


SAFE LESS



VULGARIZATION

BUY-IN  
IMPORTANT PROJECT  
ALIGNMENT  
RESOURCES



# 4P



CHANGE MANAGEMENT

2019



We need Scaling?!



2018



# EVE SCALING



TRAINING



PROJECT TEAM



SAFE LESS



VULGARIZATION

BUY-IN  
IMPORTANT PROJECT  
ALIGNMENT  
RESOURCES



PROJECT WHAT?  
PURPOSE WHY?  
PARTICULARS WHAT'S CHANGING?  
PEOPLE WHO?

# 4P



CHANGE MANAGEMENT

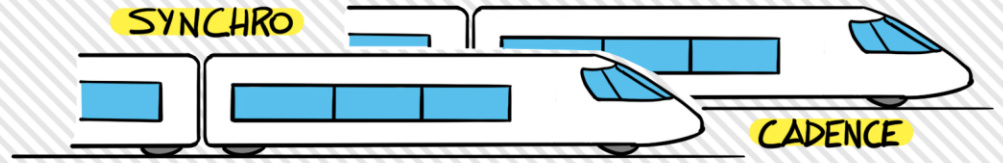
2019



We need Scaling?!



2018





TRAINING



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IMPORTANT PA  
ALIGNMENT  
RESOURCES

PROJECT WHAT?  
PURPOSE WHY?  
PARTICULARS  
WHAT'S CHANGING?

2019

2018

EV5

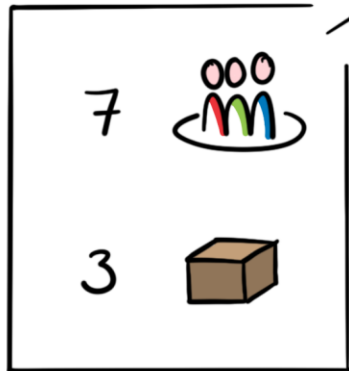
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LIÈGE HQ

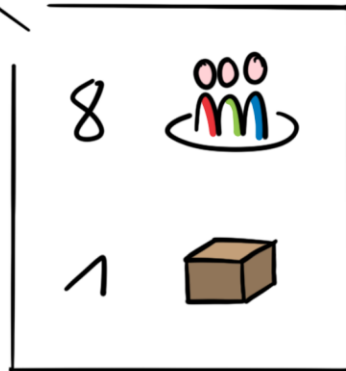
350 

R & D

250 



BLUE



GREEN



# EVE SCALING



TRAINING



PROJECT TEAM



SAFE LESS



VULGARIZATION

BUY-IN  
IMPORTANT PROJECT  
ALIGNMENT  
RESOURCES



PROJECT WHAT?  
PURPOSE WHY?  
PARTICULARS WHAT'S CHANGING?  
PEOPLE WHO?

# 4P



CHANGE MANAGEMENT

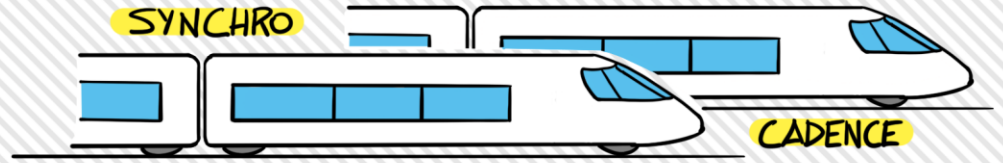
2019



We need Scaling?!



2018



# EVE SCALING



TRAINING



PROJECT TEAM



SAFE LESS



VULGARIZATION

BUY-IN  
IMPORTANT PROJECT  
ALIGNMENT  
RESOURCES



PROJECT WHAT?  
PURPOSE WHY?  
PARTICULARS WHAT'S CHANGING?  
PEOPLE WHO?

# 4P



CHANGE MANAGEMENT

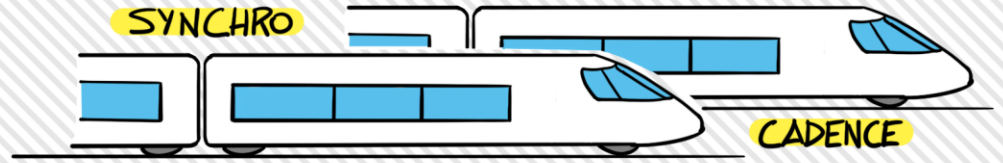
2019



We need Scaling?!



2018



## ROLES



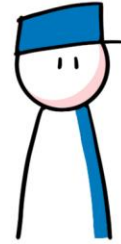
PQT

# PROGRAM GOVERNANCE TEAM



CHIEF  
PRODUCT  
OWNER

- PRODUCT(S) RESPONSIBLE
- PRIORITY & SCOPE
- MANAGE STAKEHOLDERS



RELEASE  
TRAIN  
ENGINEER

- PROCESS & METHODOLOGY
- ENCOURAGE COLLABORATION
- FACILITATE DECISION MAKING



SYSTEM  
ARCHITECT

- ARCHITECTURAL VISION
- TECHNICAL ALIGNMENT
- HANDLE TECHNICAL DEPENDENCIES



PROGRAM  
QUALITY  
COORDINATOR

- PRODUCT(S) QUALITY RESPONSIBLE
- TEST PRACTICES ALIGNMENT
- TEST PLAN COORDINATION



TRAINING



PRO  
TEAM

BUY-IN  
IMPORTANT  
ALIGNMENT  
RESOURCES

PROJECT WHAT?  
PURPOSE WHY?  
PARTICULARS  
WHAT'S CHANGING?

2019

2018

# EVE SCALING



TRAINING



PROJECT TEAM



SAFE LESS



VULGARIZATION

BUY-IN  
IMPORTANT PROJECT  
ALIGNMENT  
RESOURCES



PROJECT WHAT?  
PURPOSE WHY?  
PARTICULARS WHAT'S CHANGING?  
PEOPLE WHO?

# 4P



CHANGE MANAGEMENT

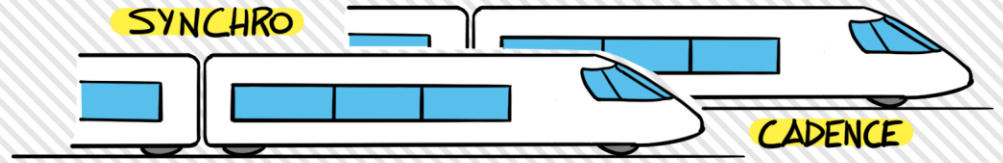
2019



We need Scaling?!



2018



## ROLES



SA



RTE



CPO



PQC

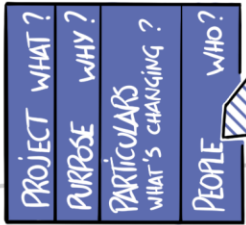


PQT

# EVE SCALING



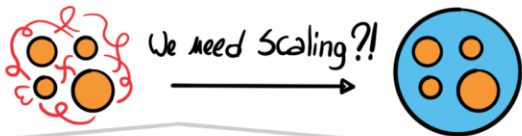
BUY-IN  
IMPORTANT PROJECT  
ALIGNMENT  
RESOURCES



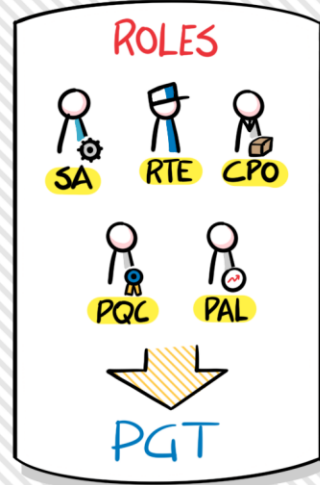
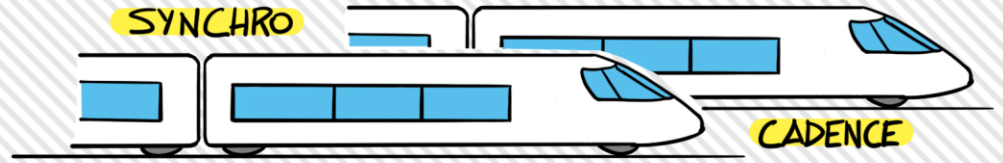
# 4P



2019



2018







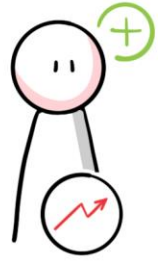
TRAINING

BUY-IN  
IMPORTANT  
ALIGNMENT  
RESOURCES

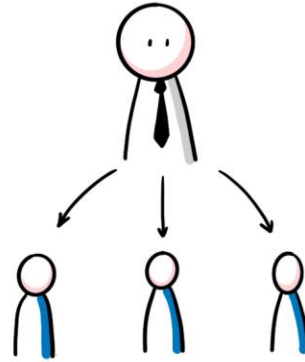
PROJECT WHAT?  
PURPOSE WHY?  
PARTICULARS  
WHAT'S CHANGING?

2019

2018

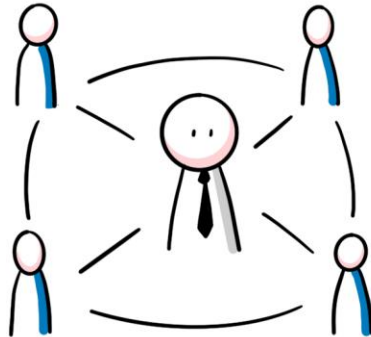
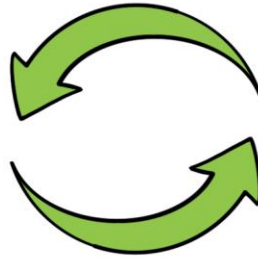


PROGRAM  
AGILE  
LEADER



**EXPERT / DIRECTIVE**

- WHAT & How To Do it ?
- TECHNICAL & CONTENT
- GROUP OF INDIVIDUALS



**MANAGER / PARTICIPATIVE**

- WHAT & How to GET IT DONE ?
- PROCESS
- TEAM



**LEADER / DELEGATIVE**



- WHY & GET IT DONE
- SELF ORGANIZED TEAM
- STRATEGY & PURPOSE
- COLLECTIVE INTELLIGENCE

AGILE

# EVE SCALING



TRAINING



PROJECT TEAM



SAFE LESS



VULGARIZATION

BUY-IN  
IMPORTANT PROJECT  
ALIGNMENT  
RESOURCES



PROJECT WHAT?  
PURPOSE WHY?  
PARTICULARS WHAT'S CHANGING?  
PEOPLE WHO?

# 4P



CHANGE MANAGEMENT

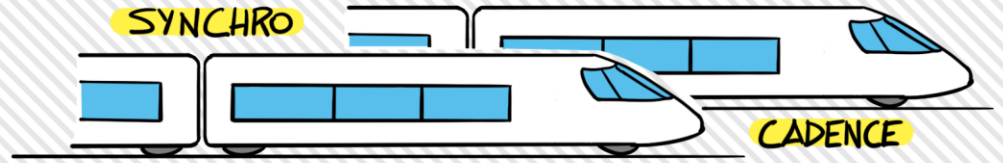
2019



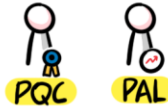
We need Scaling?!



2018

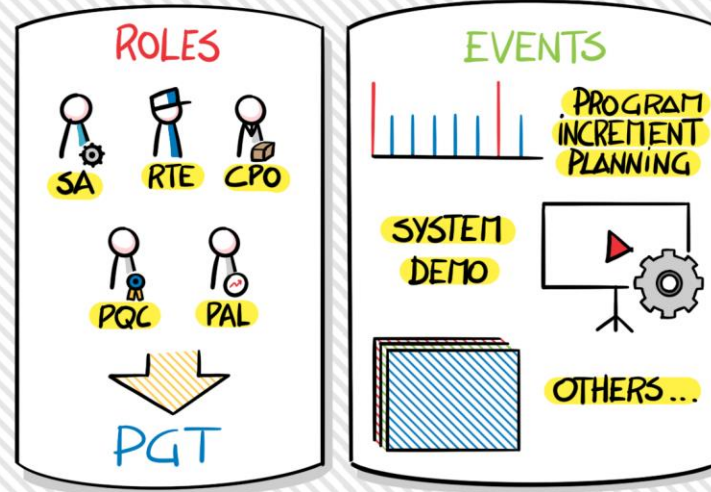
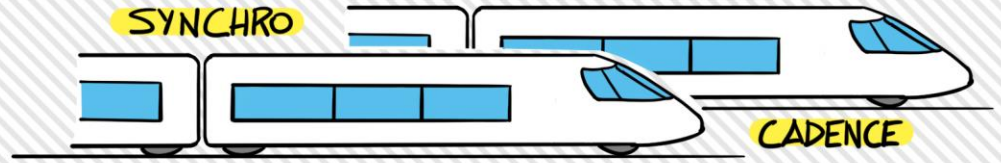
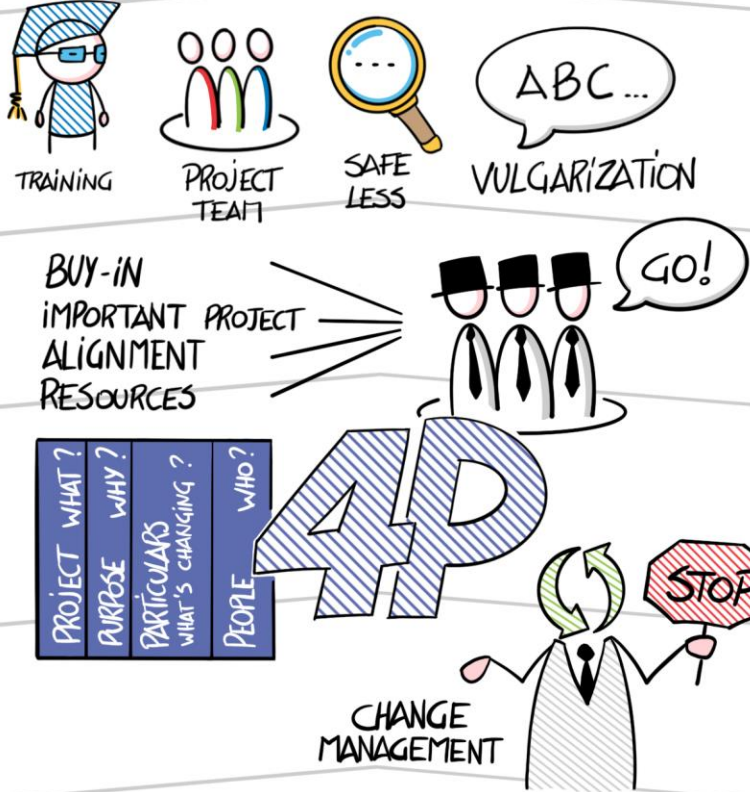


## ROLES



PQT

# EVE SCALING



# Pi PLANNING



TRAINING



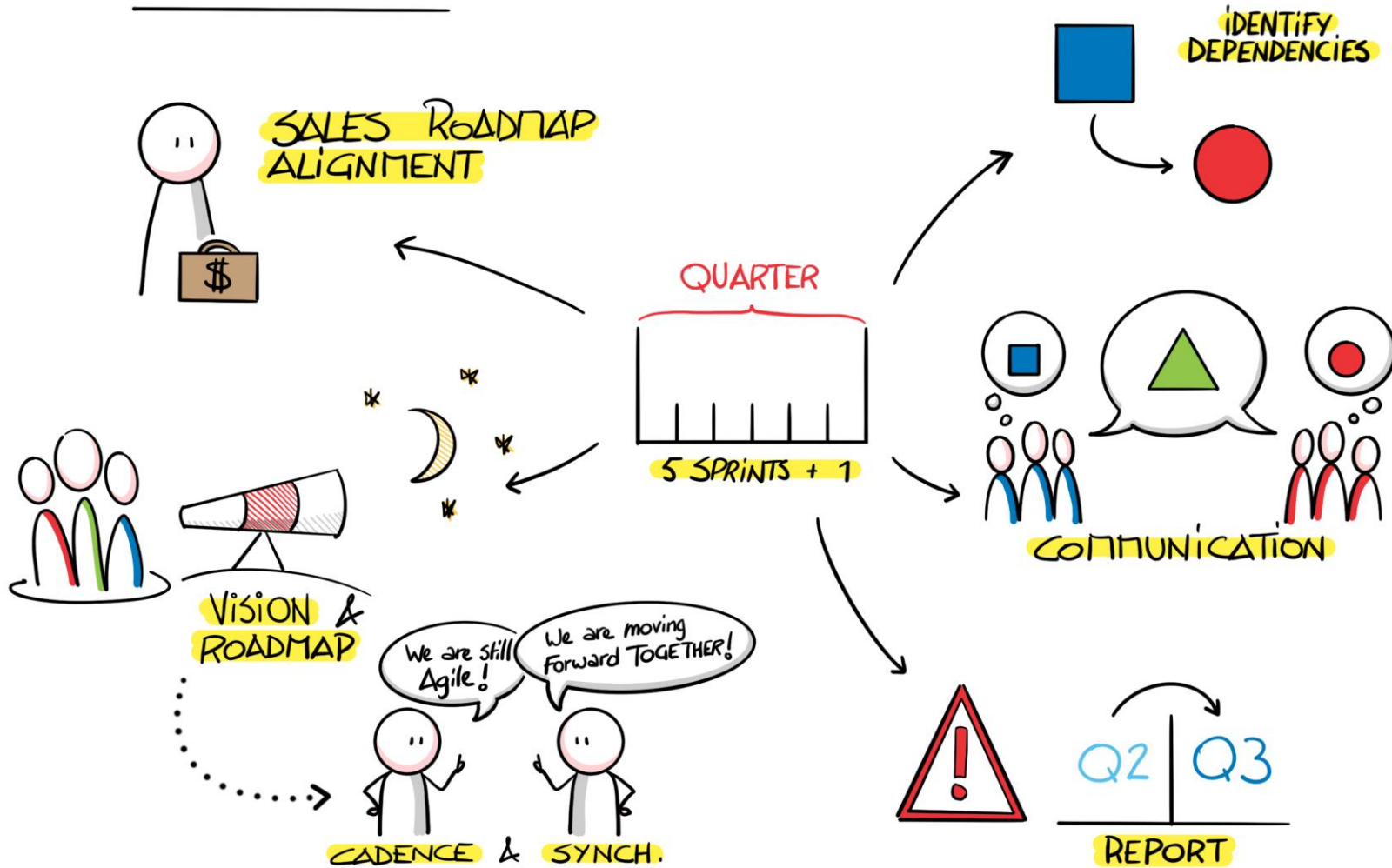
PRO  
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BUY-IN  
IMPORTANT  
ALIGNMENT  
RESOURCES

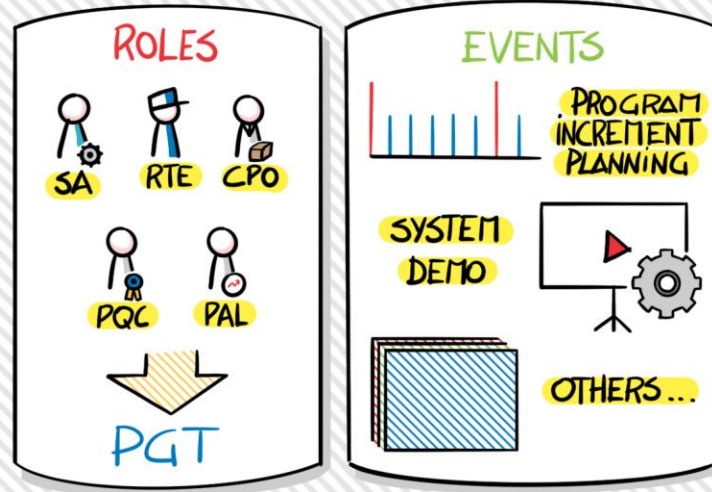
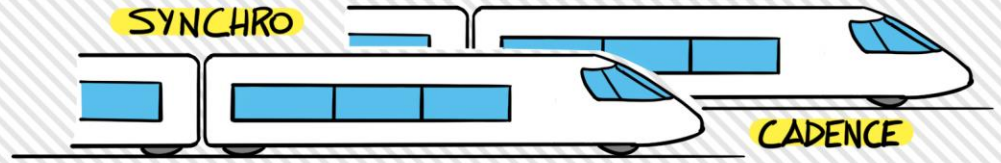
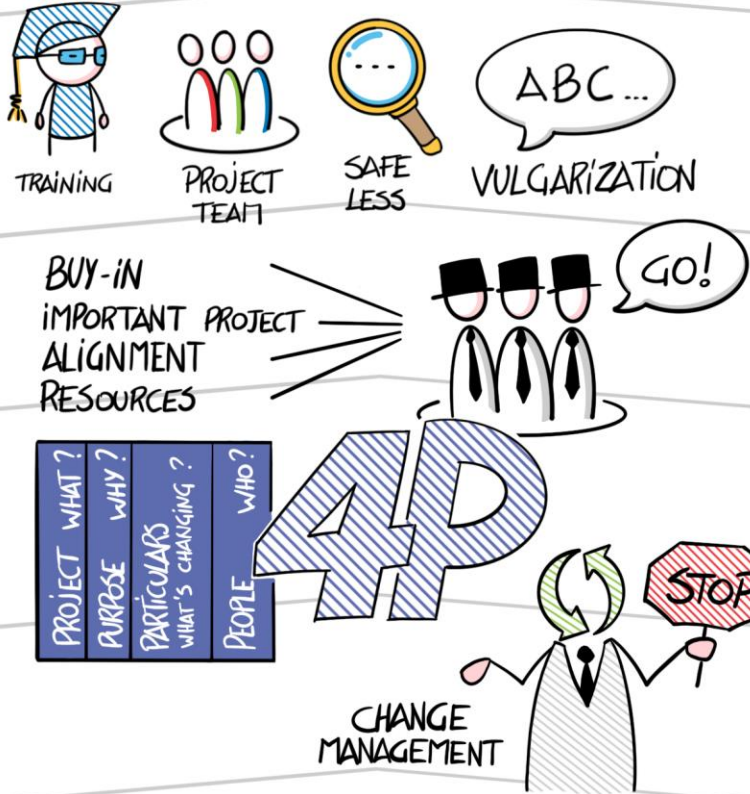
PROJECT WHAT?  
PURPOSE WHY?  
PARTICULARS  
WHAT'S CHANGING?

2019

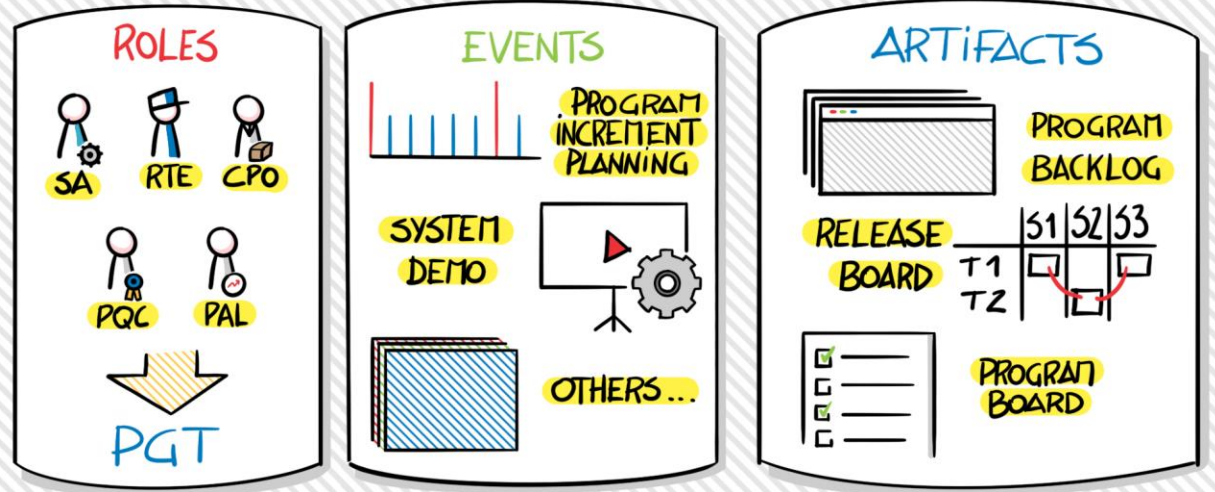
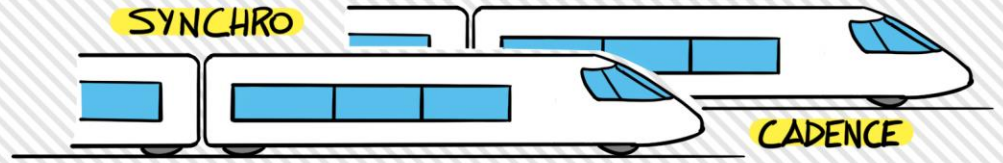
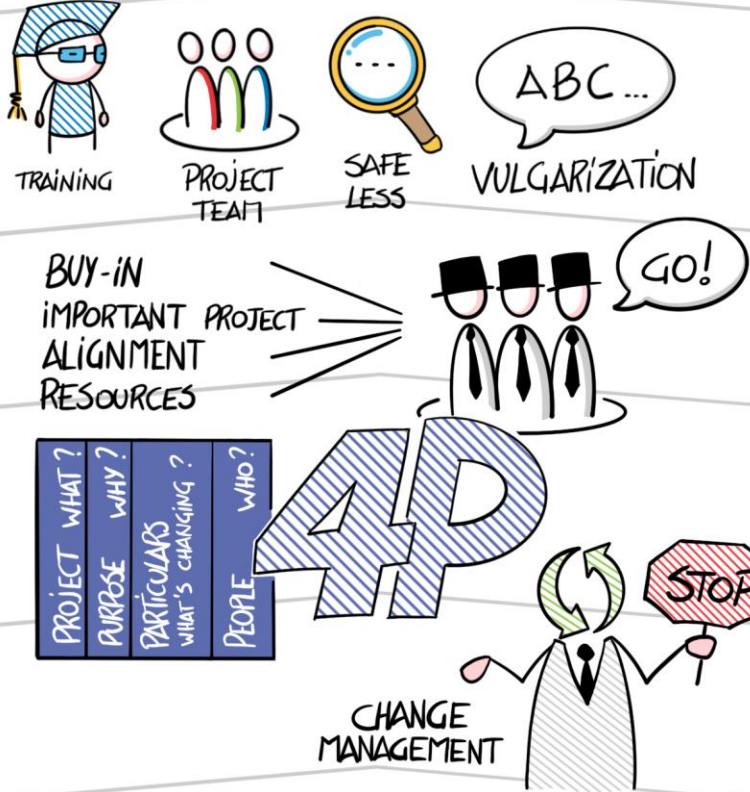
2018



# EVE SCALING



# EVE SCALING



# RELEASE BOARD



TRAINING



PRO  
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BUY-IN  
IMPORTANT P  
ALIGNMENT  
RESOURCES

PROJECT WHAT?  
PURPOSE WHY?  
PARTICULARS  
WHAT'S CHANGING?

2019

2018

SPRINT  
1

SPRINT  
2

SPRINT  
3

SPRINT  
4

SPRINT  
5

SPRINT  
6

TEAM 1



TEAM 2



TEAM 3



SYSTEM  
TEAM



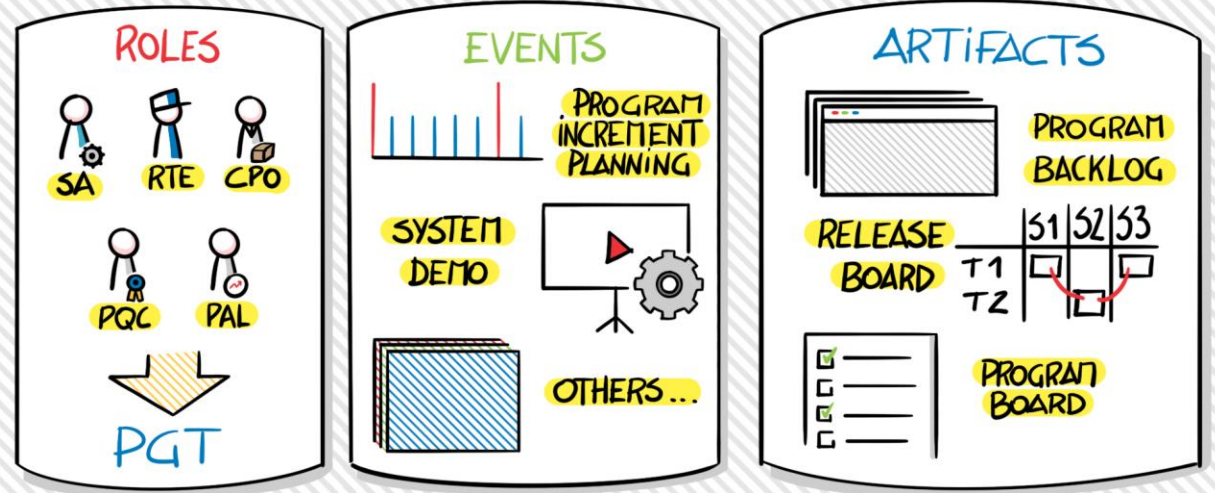
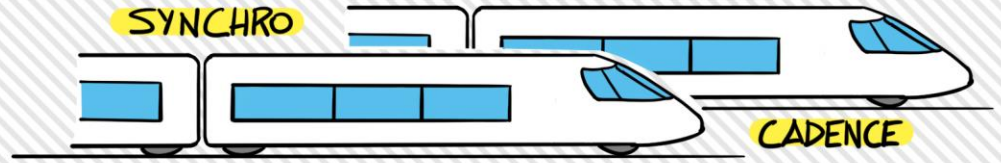
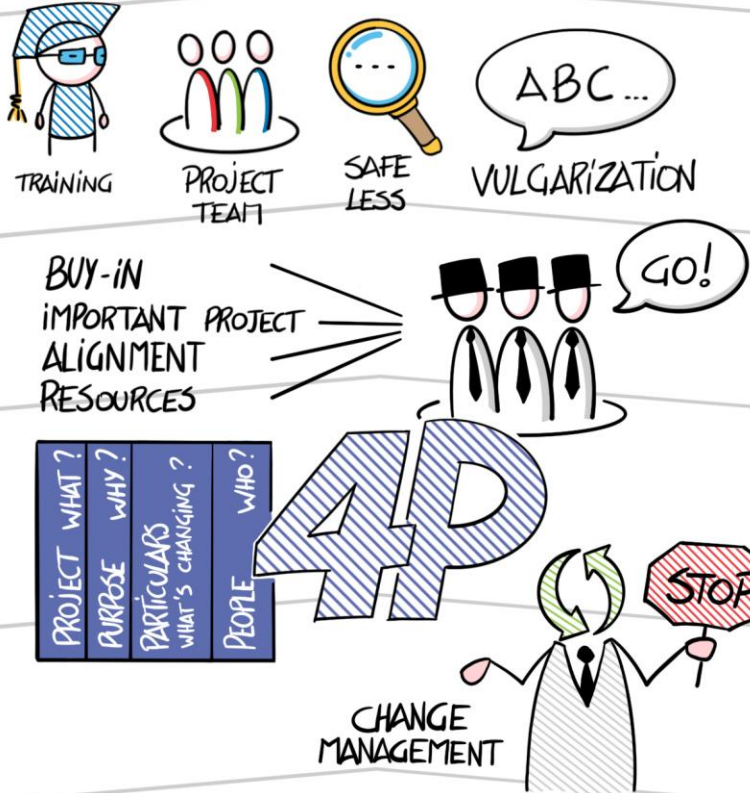
T3

PROGRAM  
BACKLOG

1 | 52 | 53

RAJ  
RD

# EVE SCALING







TRAINING



PRO  
TE

BUY-IN  
IMPORTANT P  
ALIGNMENT  
RESOURCES

PROJECT	WHAT?
PURPOSE	WHY?
PARTICULARS	WHAT'S CHANGING?

2019

2018

# PROGRAM BOARD

	TEAM 1	TEAM 2	TEAM 3	TEAM 4
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.....				
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SCOPE

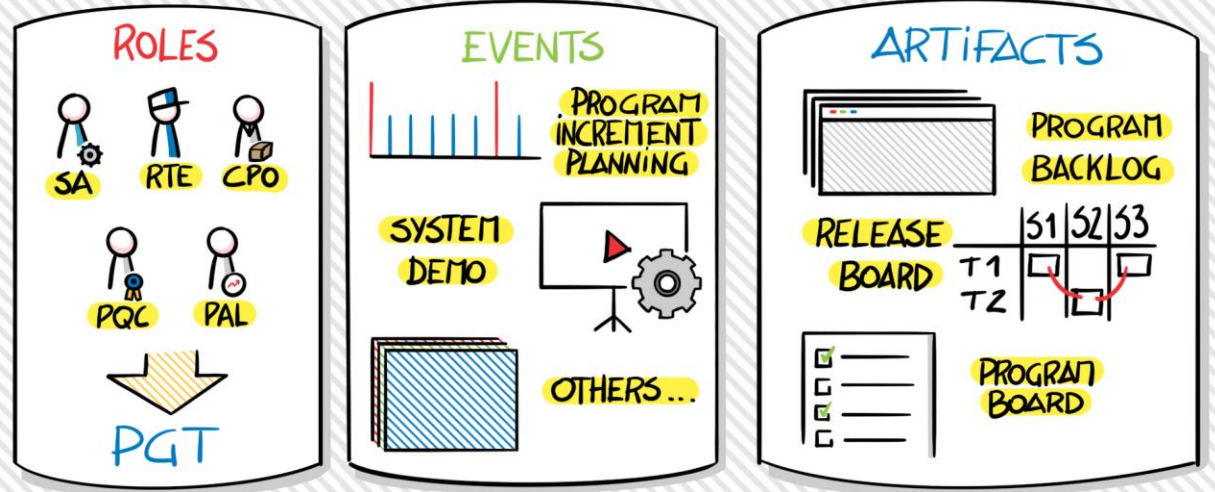
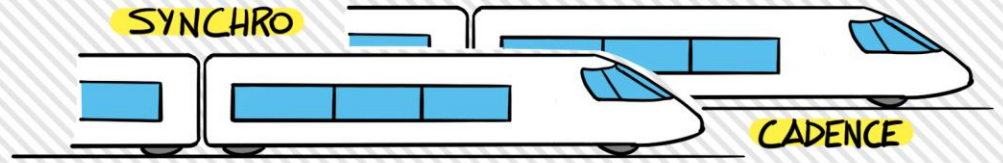
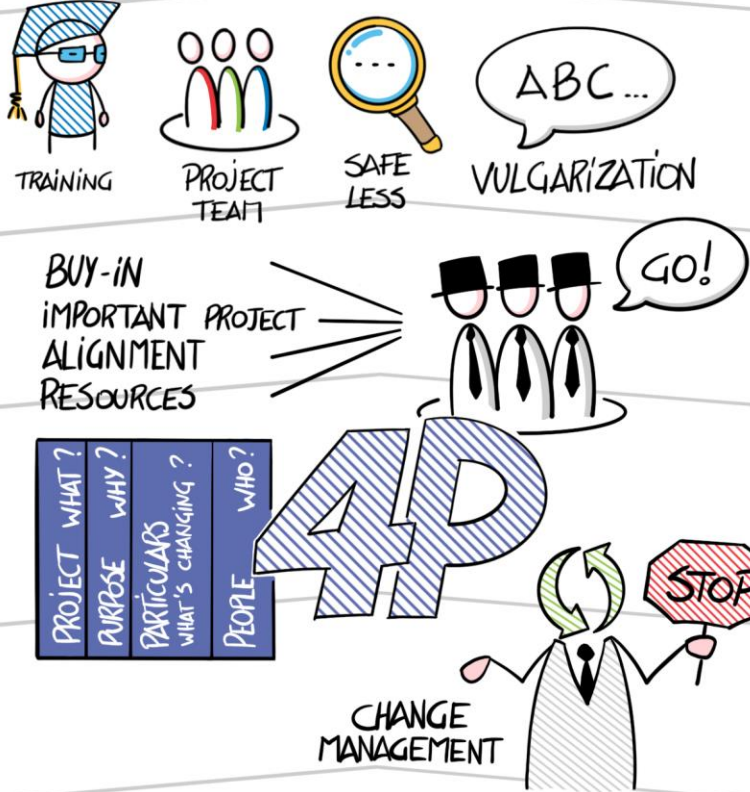
T3

PROGRAM  
BACKLOG

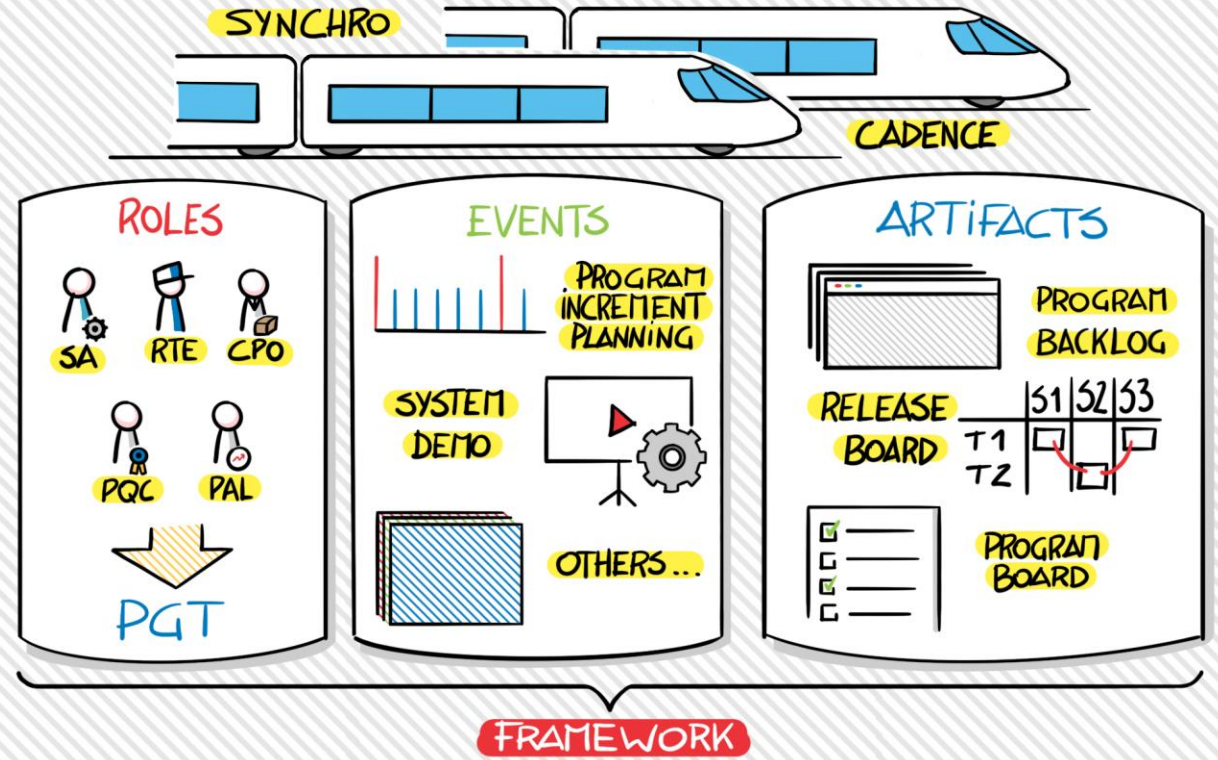
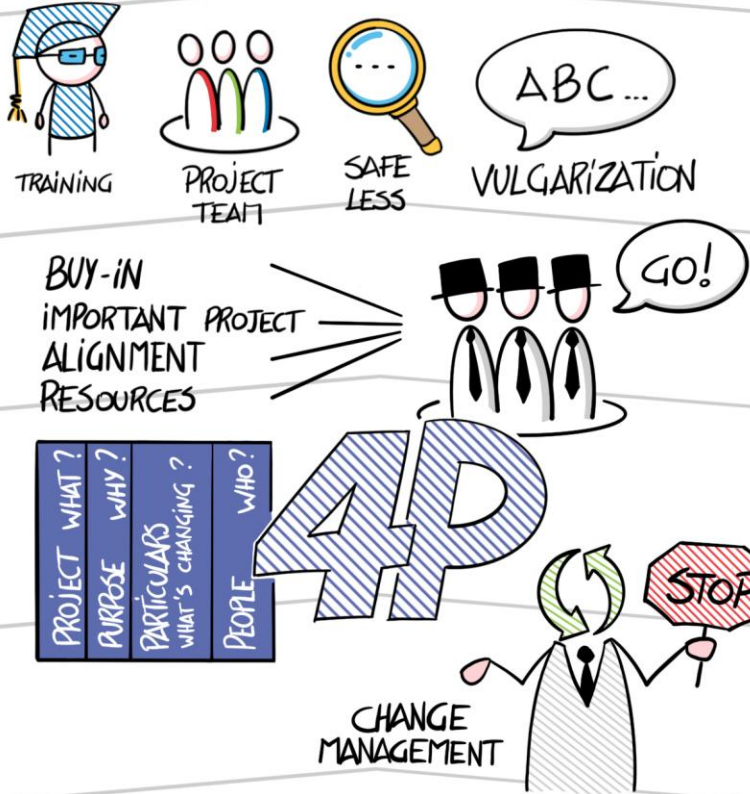
1 | 52 | 53

PROGRAM  
BOARD

# EVE SCALING



# EVE SCALING





TRAINING



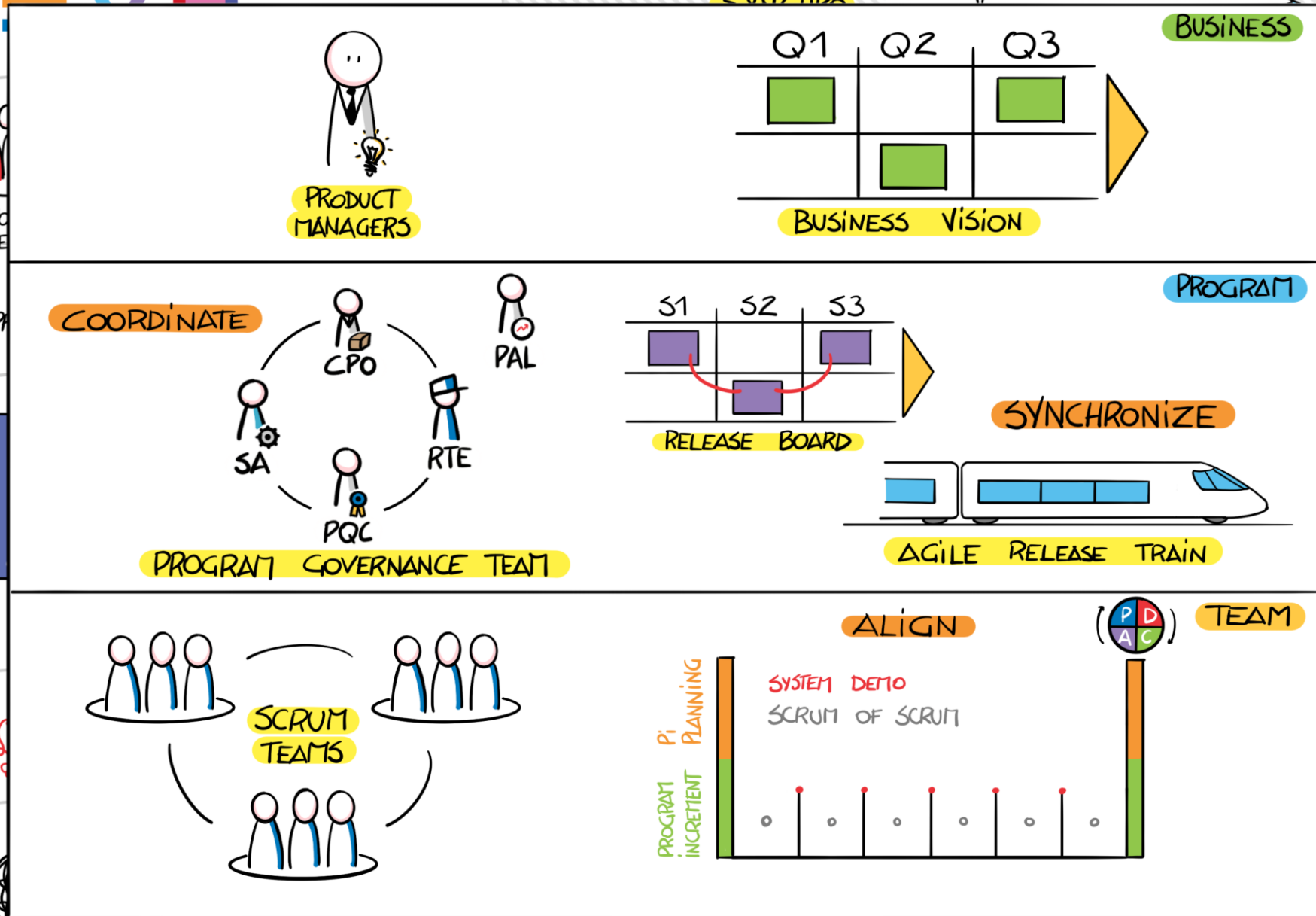
PROJECT TEAM

BUY-IN  
IMPORTANT  
ALIGNMENT  
RESOURCES

PROJECT WHAT?  
PURPOSE WHY?  
PARTICULARS  
WHAT'S CHANGING?

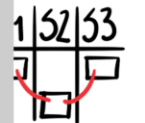
2019

2018



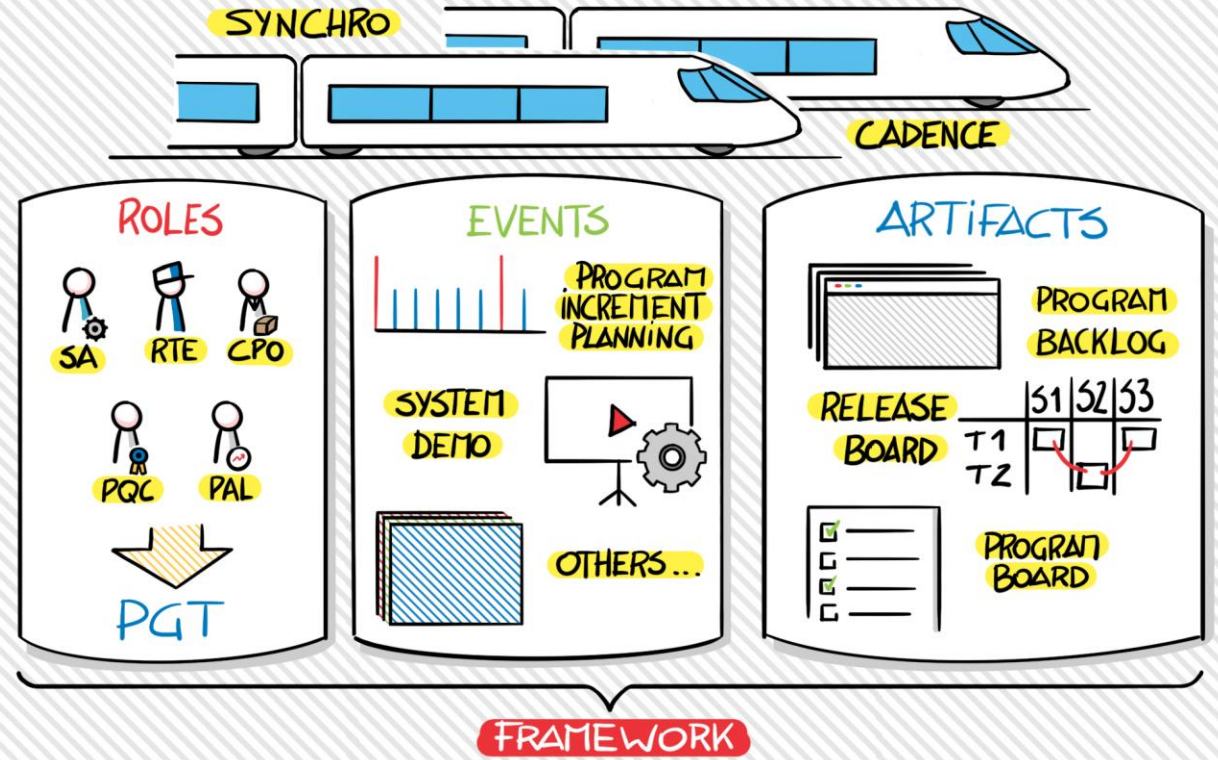
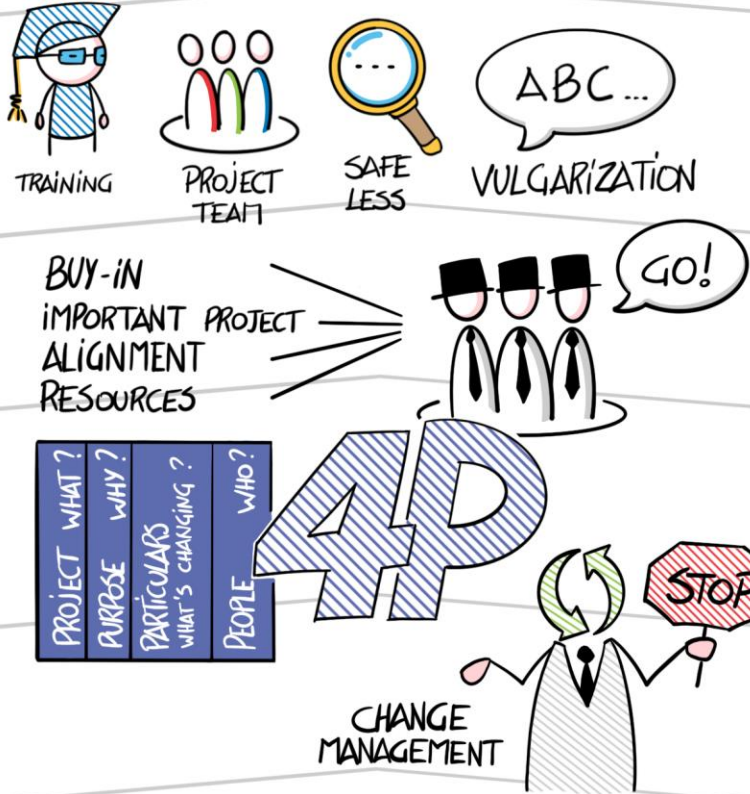
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PROGRAM BACKLOG

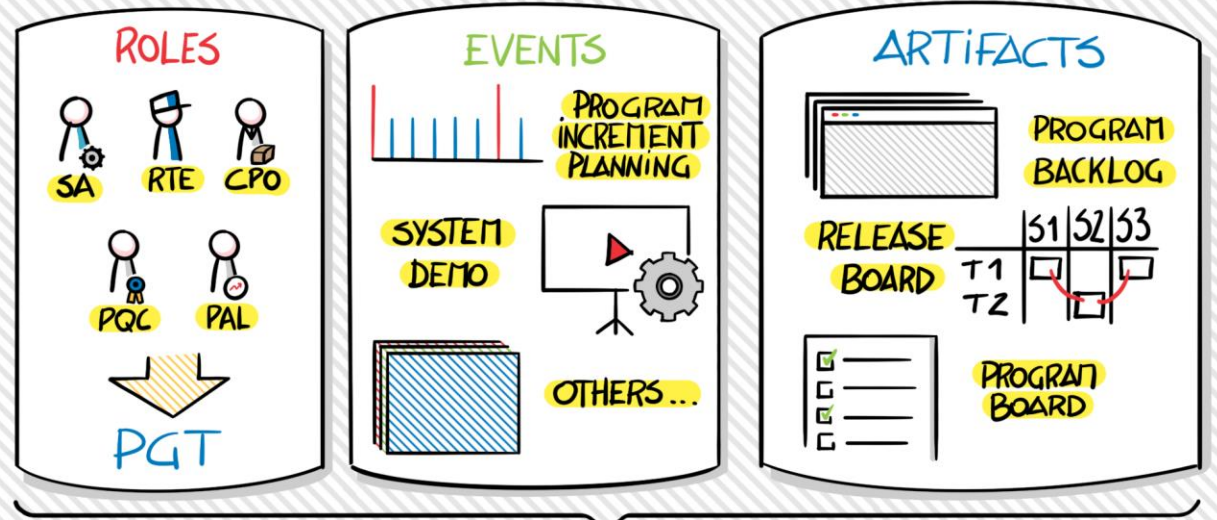
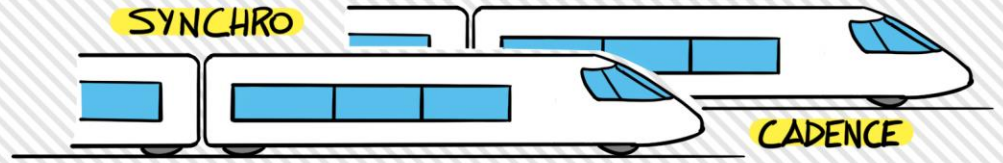
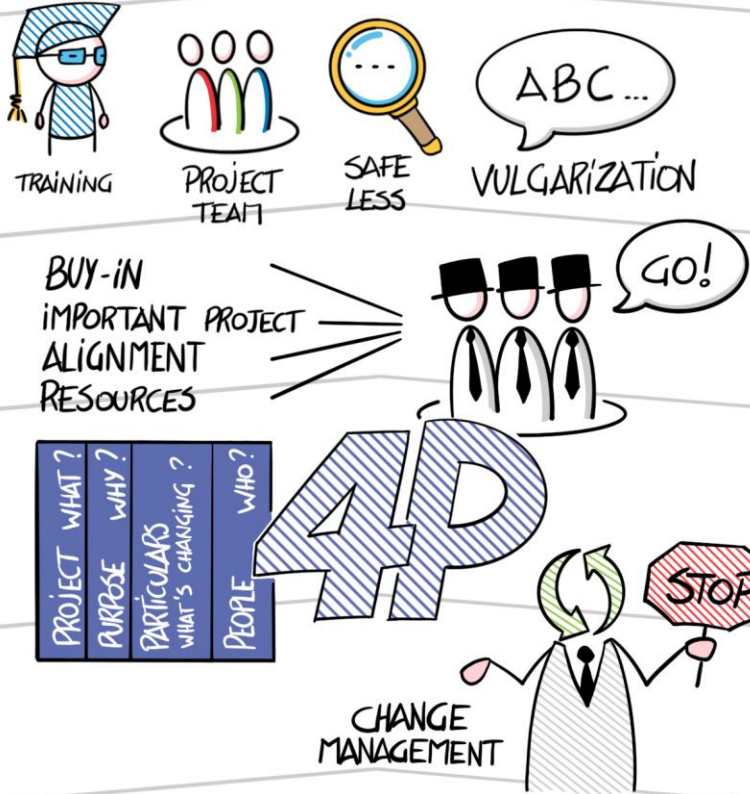


TRAIN BOARD

# EVE SCALING

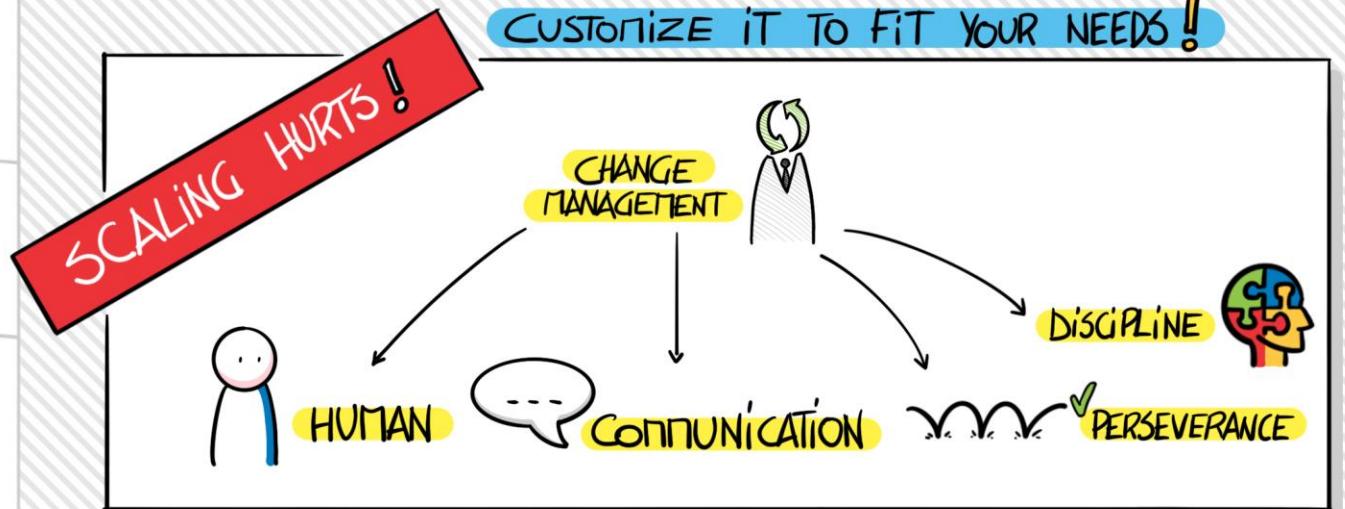


# EVE SCALING



## FRAMEWORK

CUSTOMIZE IT TO FIT YOUR NEEDS!





TRAINING



PRO  
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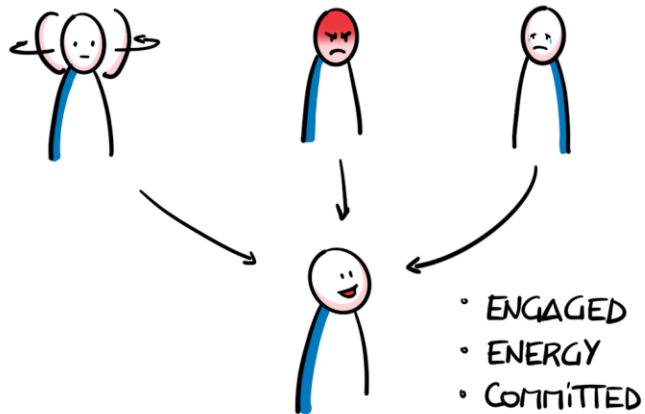
BUY-IN  
IMPORTANT PA  
ALIGNMENT  
RESOURCES

PROJECT WHAT?  
PURPOSE WHY?  
PARTICULARS  
WHAT'S CHANGING?

2019

2018

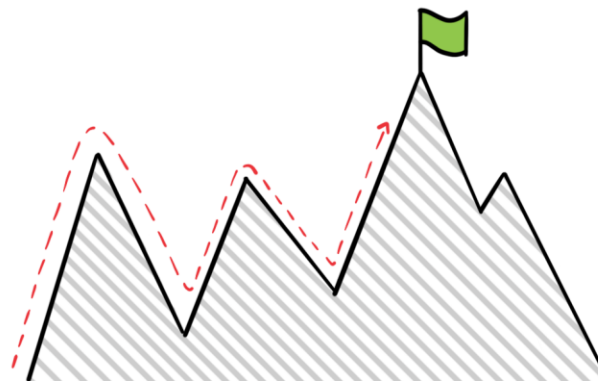
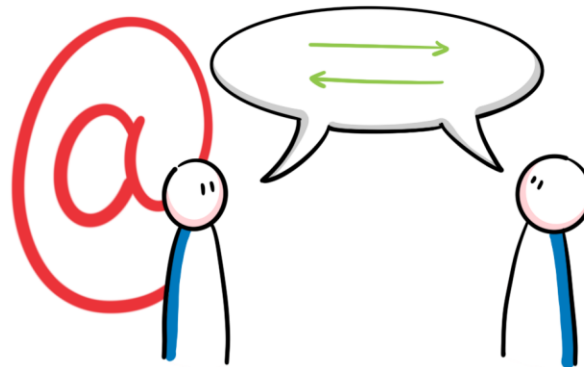
## HUMAN



- DISCIPLINED PEOPLE
- DISCIPLINED THOUGHT
- DISCIPLINED ACTION

CULTURE OF DISCIPLINE

## COMMUNICATION

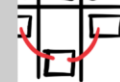


PERSEVERANCE

T3

PROGRAM  
BACKLOG

1/52/53



RAN  
RD

XS!

LINE



PERSEVERANCE

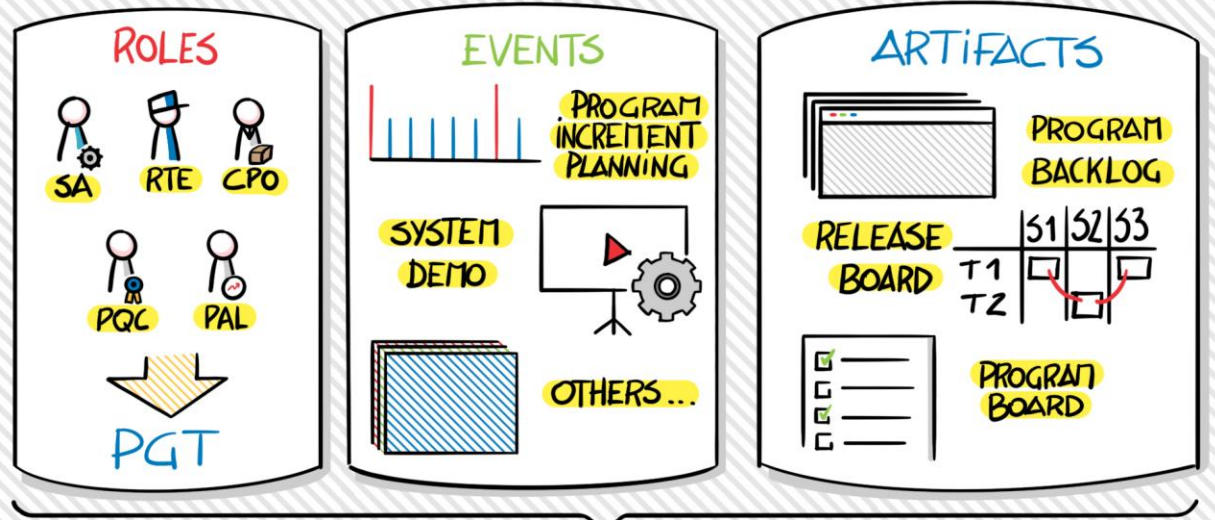
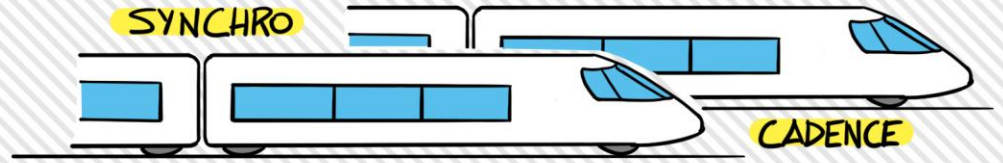
# EVE SCALING



BUY-IN  
IMPORTANT PROJECT  
ALIGNMENT  
RESOURCES

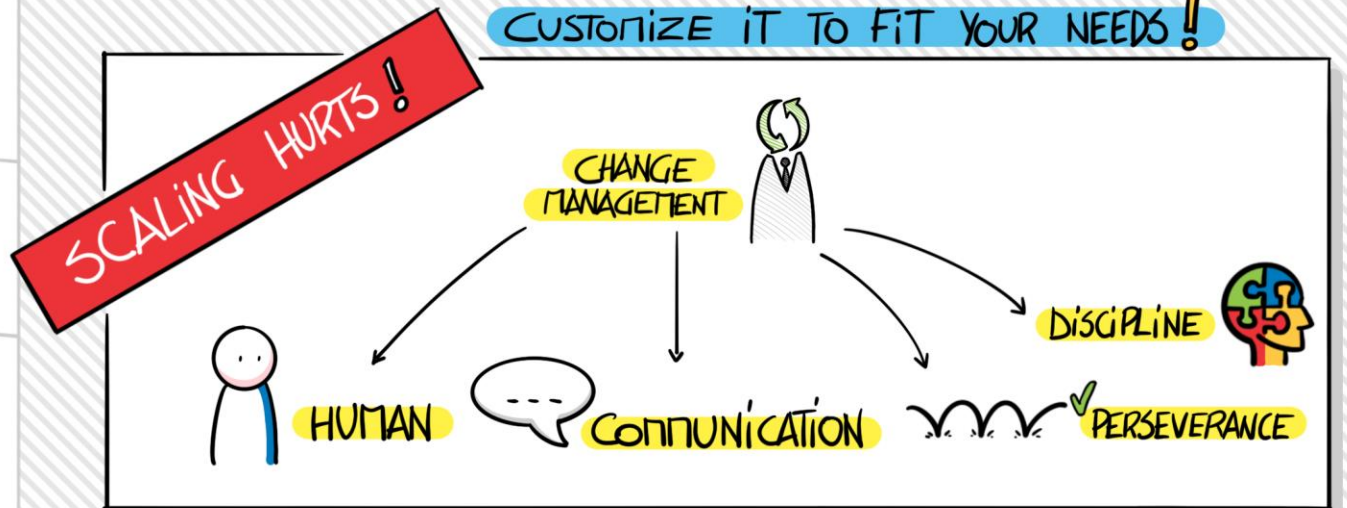


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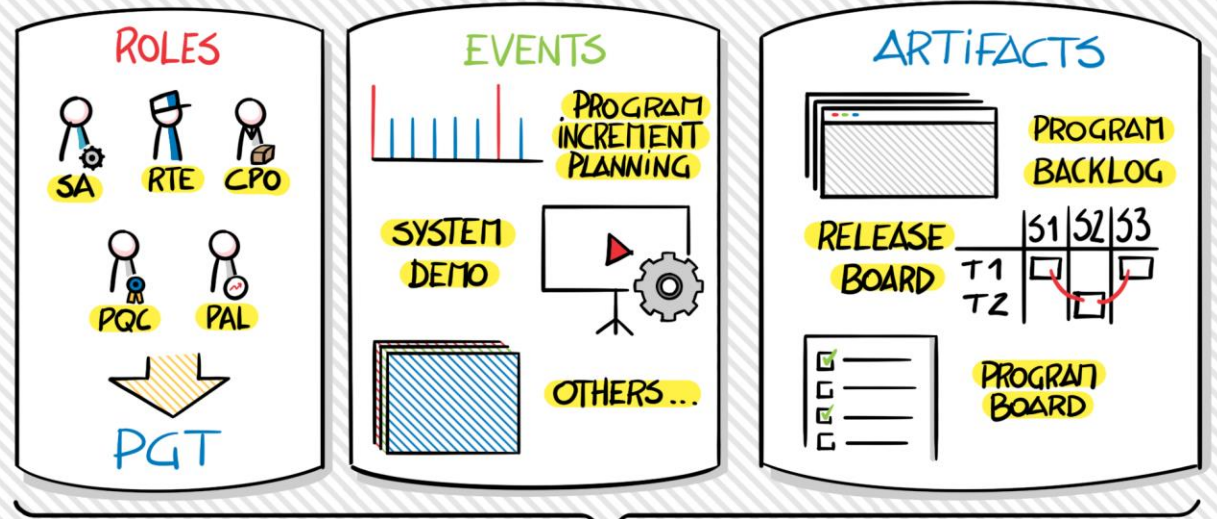
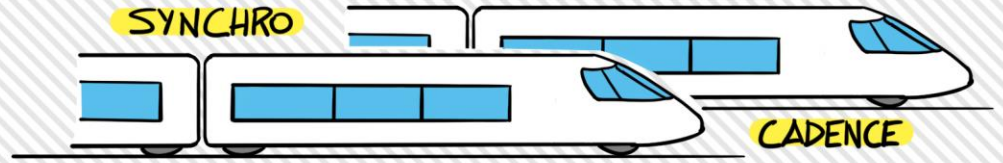
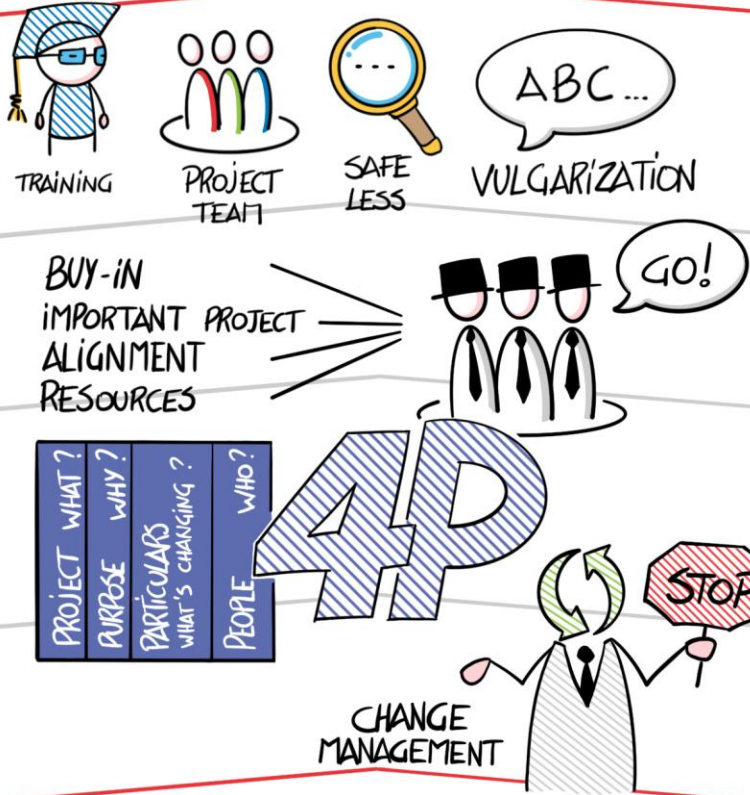
## FRAMEWORK

CUSTOMIZE IT TO FIT YOUR NEEDS!



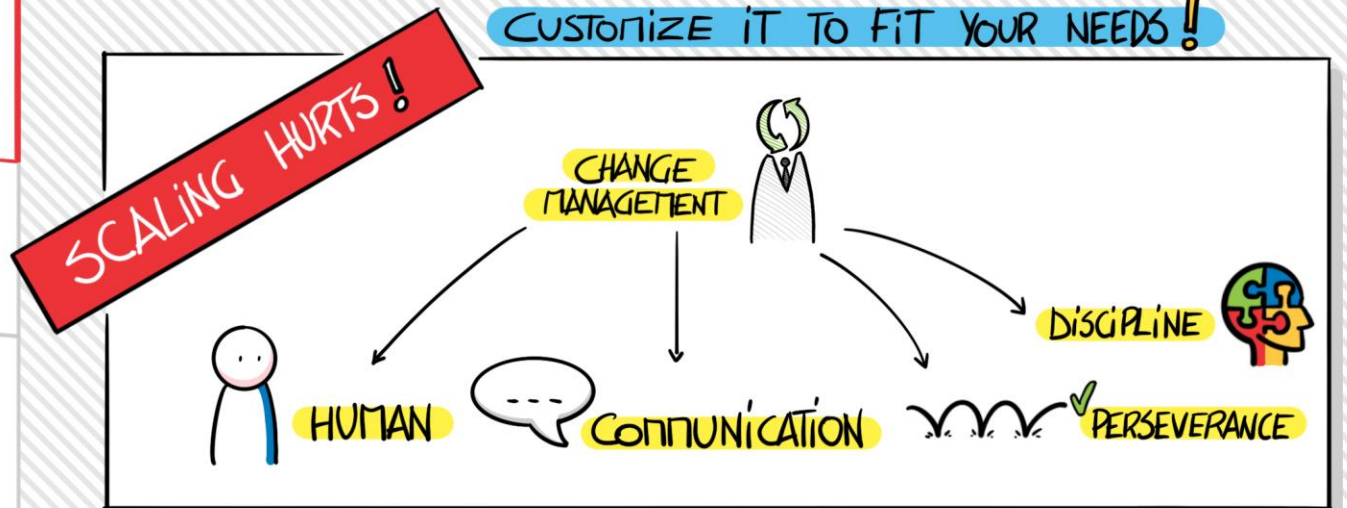


# EVE SCALING



## FRAMEWORK

CUSTOMIZE IT TO FIT YOUR NEEDS!





BUY-IN  
IMPORTANT P  
ALIGNMENT  
RESOURCES

PROJECT WHAT?  
PURPOSE WHY?  
PARTICULARS  
WHAT'S CHANGING?

2019

2018

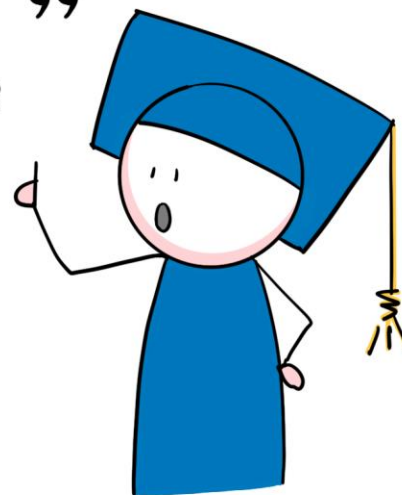
“

ALL TRUTH PASSES THROUGH THREE STAGES.

- FIRST, IT IS RIDICULED.
- SECOND, IT IS VIOLENTLY OPPOSED.
- THIRD, IT IS ACCEPTED AS BEING SELF-EVIDENT.

”

A. SCHOPENHAUER



T3

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BACKLOG

1/52/53

PLAN  
RD

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LINE



SEVERANCE



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BUY-IN  
IMPORTANT P  
ALIGNMENT  
RESOURCES

PROJECT WHAT?  
PURPOSE WHY?  
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## “ THE SCALING

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1/52/53

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5!

LINE



SEVERANCE



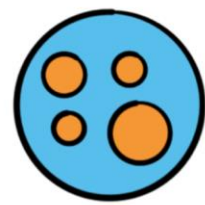
BUY-IN  
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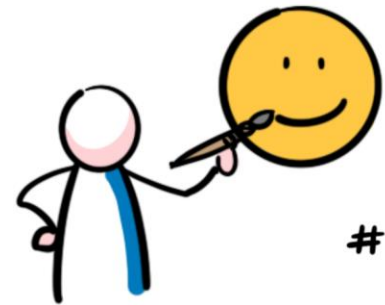
2019

2018

2020



#AGILE CULTURE



# GREAT PLACE TO WORK

#AGILE COMPANY



We need Scaling?!



2019 ✓



GOOD TO GREAT TO AGILE



2018 ✓



WHAT'S NEXT ?

TS

PROGRAM BACKLOG

1/52/53

PLAN RD

OS!

LINE



PERSEVERANCE



QUAND LE SCALING DEVIENT INÉVITABLE



PIERRE MATELART  
HEAD OF HUMAN RESOURCES



CHRISTOPHE PIRNAY  
AGILE COACH



LIVE



QUAND LE SCALING DEVIENT INÉVITABLE

