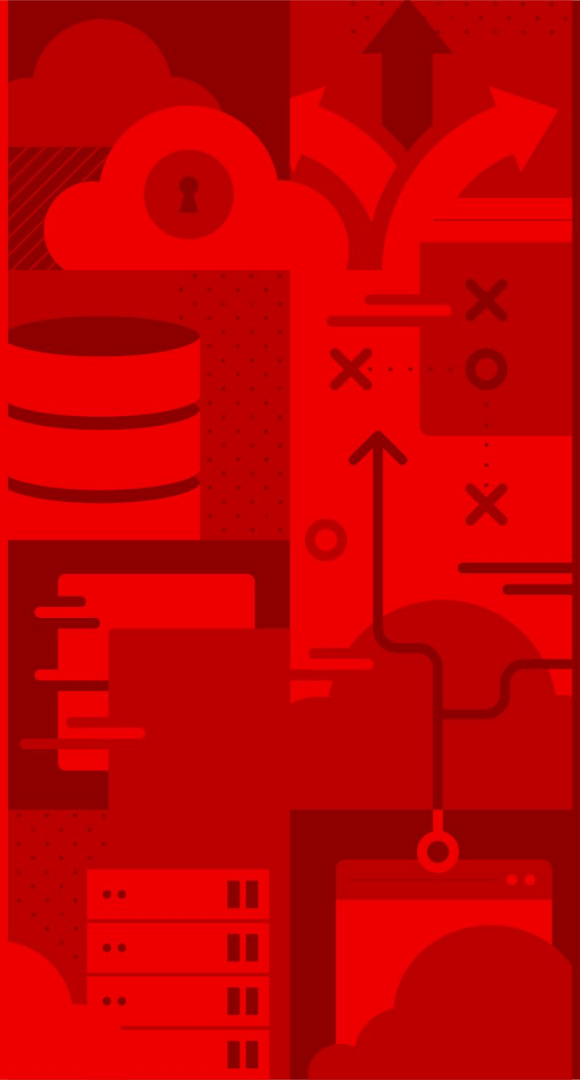


Increasing the Odds on Transformation

Simon Wright
Director, Open Transformation Team UK

Red Hat

WHAT IS TRANSFORMATION ANYWAY

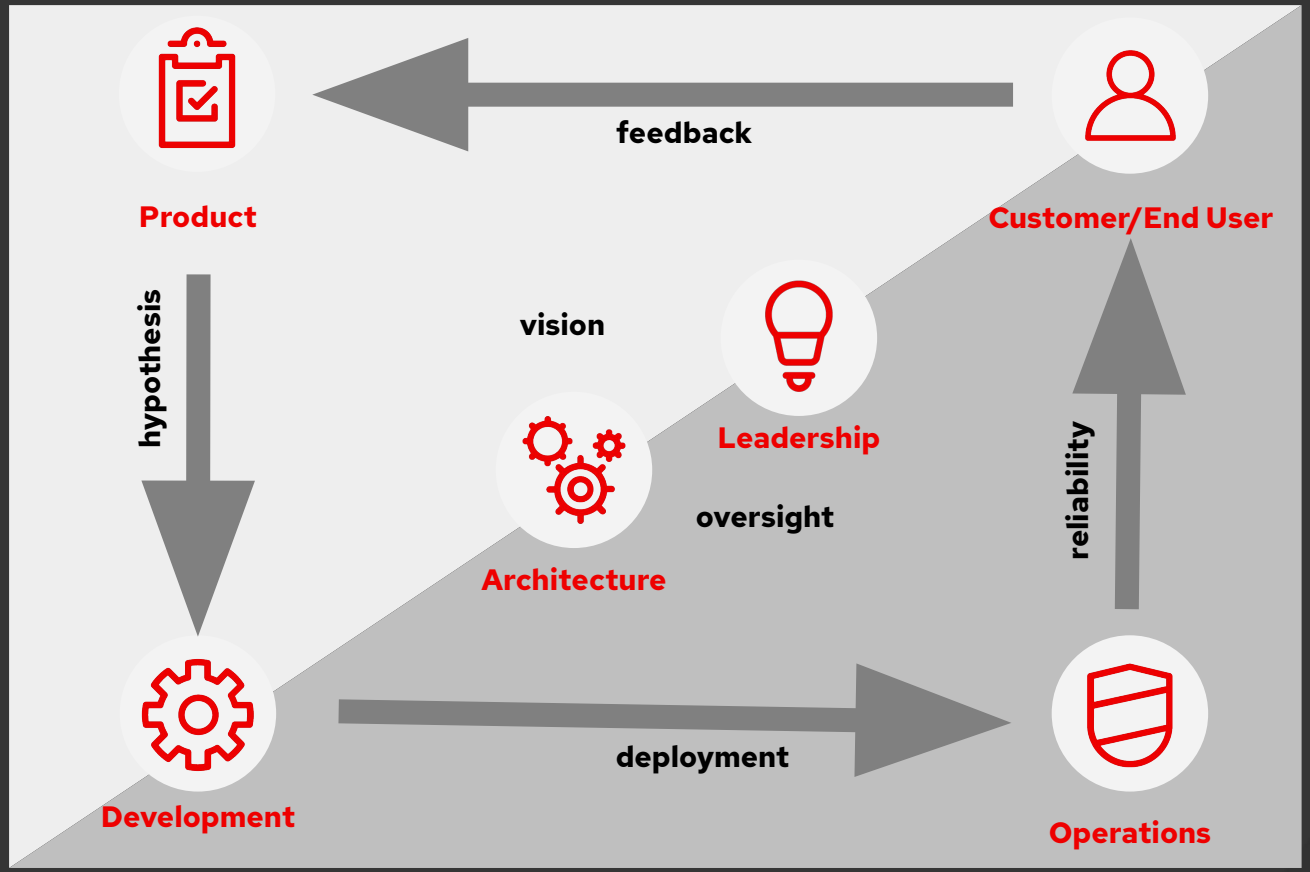
"Unlocking ***new*** lines of ***business*** through ***technology***"

WHAT IS TRANSFORMATION ANYWAY

"Digital transformation is the integration of digital technology into all areas of a business, ***fundamentally changing how you operate and deliver value to customers****.*

It's also a ***cultural change*** *that requires organizations to continually challenge the status quo, experiment, and get comfortable with failure."* [1]

[1] Source: The Enterprisers Project, ***What is digital transformation?*** **Accessed June 2018.**
https://enterprisersproject.com/what-is-digital-transformation


feedback
Product
Customer/End User
hypothesis
vision
Leadership
Architecture
oversight
reliability
Development
deployment
Operations

‘More than 70% of digital transformations fail’

– Peter Bendor-Samuel Everest Group

Organizations are making technology investments and getting limited results because they aren’t prepared to **change their behaviors.**

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CONFIDENTIAL

Five failures

Leadership

Prevents change

Product

Builds things that don’t matter

Development

Builds wrong things

Architecture

Builds things wrong

Operations

Incidents and outages

Five opportunities

Expanding the transformation conversation beyond development

Leadership

Executive sponsorship

Product

Strategic requirements

Development

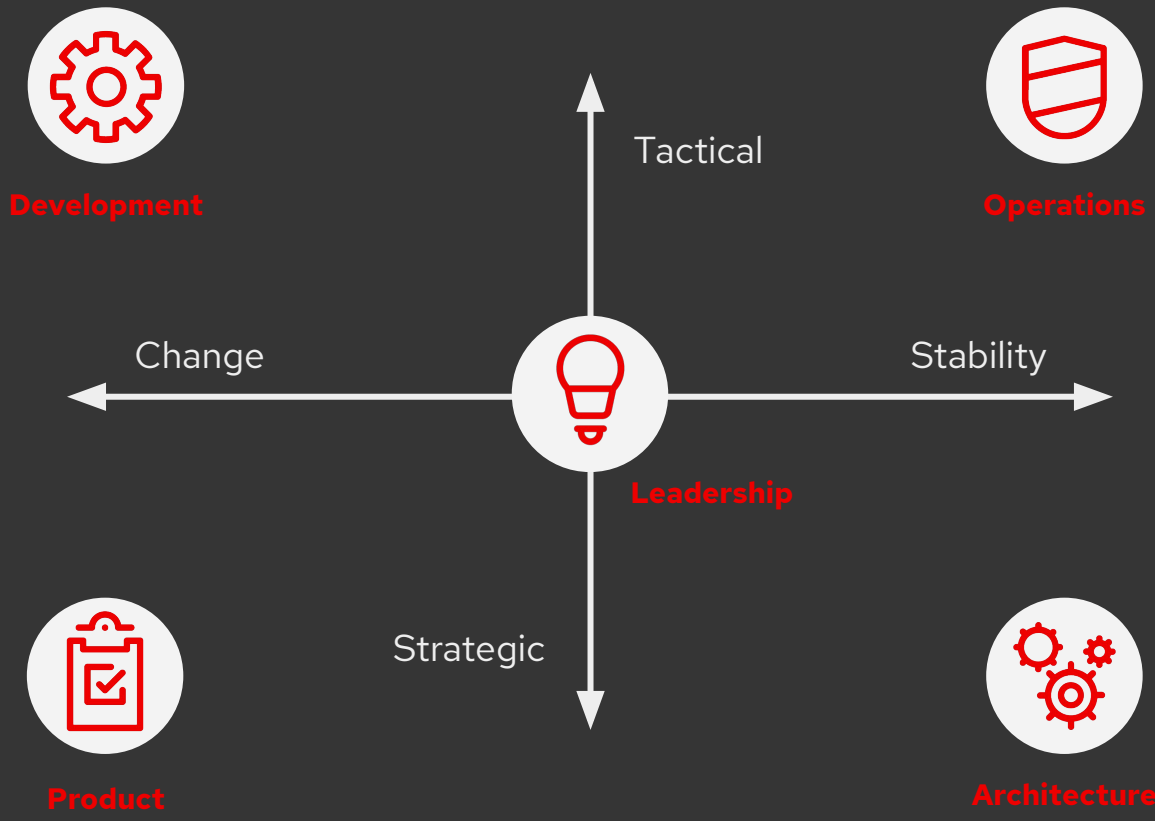
Deliver the features

Architecture

Make the right thing easy

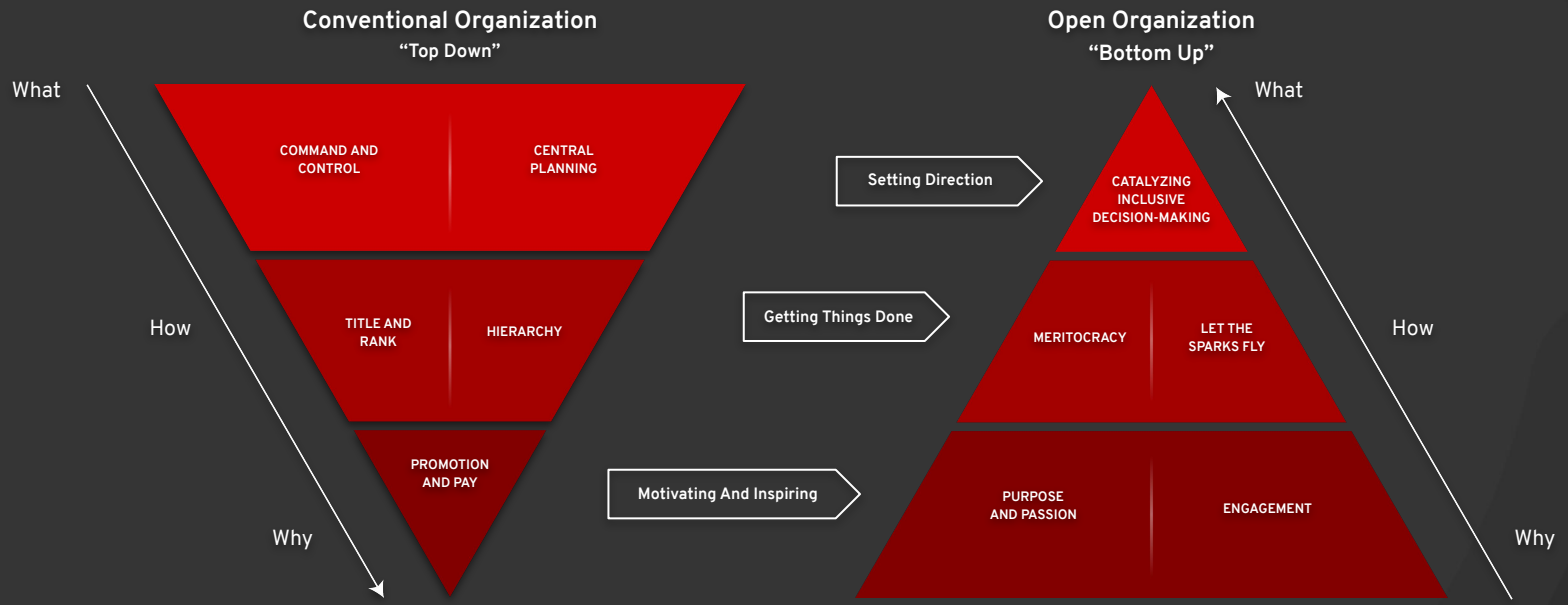
Operations

Keep systems running


Development
Tactical
Operations
Change
Stability
Leadership
Strategic
Product
Architecture

The Open Organization

JIM WHITEHURST, IBM President



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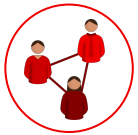
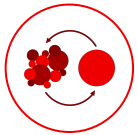
Basic Conditions for Openness

Transparency

Inclusivity



Collaboration



Community

Adaptability

The open organization in action

Traditional organization

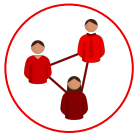
Don’t share until the project is completed and published	Let corporate leadership be the driving force	Use a leader-mandated approach	Work from the top down	Don’t adapt, as the leaders know best

Transparency

Share what we are doing and why, and invite participation

Inclusivity

Everyone has a voice; take extra steps to get inclusive input and feedback



Collaboration

Co-create with passionate employees globally in all functions and all levels

Community

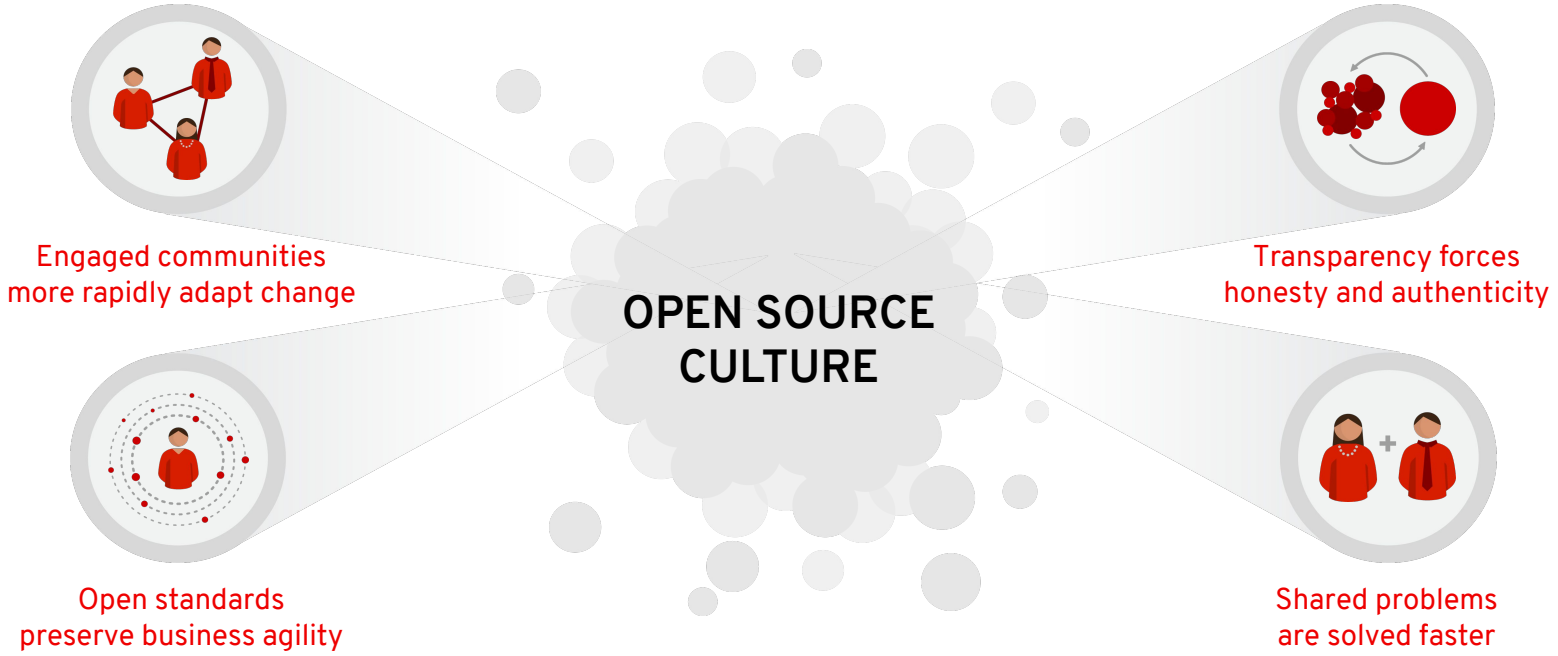
Foster an evolved community that welcomes all and engages people to participate

Adaptability

Adapt continuously throughout the process

Open organization

Open Source Is More Than Code. It's Culture.



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Questions?

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