Akaditi

OUR VISION

Making the world a better place by empowering people to do great things together

TODAY'S BUSINESS CHALLENGES

Businesses are under increasing pressure to remain competitive whilst responding to;

• customers' changing needs
• disruption of established markets by new technology
• legislation and regulatory compliance

Meeting these challenges requires companies to;

• embrace change frequently
• enable and empower people in their organisations to respond as quickly as possible
• achieve alignment, engagement and transparency to move faster towards a goal ...all without short-changing your customers or stakeholders.

In short, you must learn to "change a flat tyre whilst the car is moving at 120 miles/hour".

WHAT KEEPS CxO's AWAKE AT NIGHT?

• Are we delighting our customers?
• Are we keeping up with the competition?
• Are we spending too much on maintenance?
• Are we able to take advantage of situations that present themselves?
• Are we effectively using our resources?
• How much are we investing in our transformation?
• Do we have clear measurements that enable us gauge where we are against our vision and mission?
• How do we know we are on track? What's the ROI?

Agility mind-set (values, principles and practices) will allow you to sleep better. We help you build Ubuntu (Shared Humanity) into your Strategy and Plans.

WE ARE AN UBUNTU ORGANISATION

We help you build Ubuntu (Shared Humanity) into your Strategy, Plans and Culture. Ensuring that your Organisation places a premium on People.

THE FUTURE IS H2H

The traditional Business model is facing many challenges. The focus is shifting from B2B, B2E, B2C or B2G, the future is H2H, Human2Human.

AGILITY MAKES YOU MORE COMPETITIVE

- Does the competition move market share with innovative products and services?

- Do you respond quickly to the moves of competitors that they can't consolidate gains from their innovations?

- Are you first-to-market with innovations which move market share?

- Are you able to take advantage of changes in markets, customer preferences, technology to improve your market position?

- Are you able to adapt ideas and products from other markets to the benefit of your customers and your profitability?

IS AGILITY AN OPPORTUNITY FOR YOUR ORGANISATION?

WHO IS ADOPTING AGILE, AND WHY?

MTN (Ghana)
Nielsen Media

First American

Real
John Deere

Lexis Nexis
Sabre

Salesforce.com
US Government
FBI

CIA
Rwanda Government

Barclays Bank
Snapchat

Microsoft

Yahoo

Google
Electronic Arts

Lockheed Martin

Philips
Siemens
Nokia
Bank of England
Malaysia Central Bank

Ghana Police Service
IBM
BBC

UK Government

British Police
Facebook
Vodafone

Instagram
Time Warner

Turner

Broadcasting
HSBC

Capital One Bank
Glaxo Smith Kline

Sky Television
Monitise

British Gas

Estate

BMC Software
Ipswitch

Visa

WHAT IS AGILITY, AGILE, SCRUM, KANBAN AND RED TEAM THINKING?

WHAT IS AGILITY?

An enterprise's ability to take advantage of opportunities, respond to challenges, and to do so while controlling risk. To be quick and nimble.

RED TEAMING

Red Teaming is both a mindset and a set of tools. The tools of Red Teaming are drawn from the tradecraft of intelligence analysts and the research of cognitive psychologists.

They are designed to analyse, extrapolate, and challenge existing assumptions and established ways of thinking. They are an arsenal of weapons aimed squarely at the heart of two of the biggest banes of business: groupthink and complacency.

By applying these techniques, you can help banish both from your organisation. Adopting a Red Teaming mindset means taking nothing for granted. *It means thinking the unthinkable, questioning the unquestionable and challenging everything*. It means examining problems from the point of view of your competitors, not just your organisation.

WHAT IS AGILE?

Agile is a set of values and behaviours with a focus on continuous improvement and innovation (Kaizen) which have resulted in a collection of lightweight technical and management practices.

WHAT IS SCRUM?

"Scrum is an Agile Management Process that allows us to focus on delivering the highest business value in the shortest time" - Mike Cohn

"Scrum is an iterative, incremental framework for project management and agile software development" -Wikipedia

"Scrum is easy to understand but difficult to master" - Ken Schwaber, cofounder Scrum

SCRUM IS A SOLID AND PROVEN FOUNDATION FOR BUSINESS AGILITY

WHAT IS KANBAN?

Kanban is a strategy for optimizing the flow of value through a process that uses a visual, pull-based system.

There may be various ways to define value, including consideration of the needs of the customer, the end-user, the organization, and the environment, for example.

Kanban comprises the following three practices working in tandem:

• Defining and visualizing a workflow
• Actively managing items in a workflow
• Improving a workflow

⌂ WHO WE ARE

A kaditi is an Agility (Agile) Services, Technology and Events Company Based in London (UK) and Accra (Ghana) Visit www. akaditi.com. We work closely with Scrum.org, ProKanban, Agile in Education, Effective Direction (ACT) and many more global strategic partners.

- Our operations in the UK and Ghana are supported by a highly talented team of Business Development, Management, Strategy, Technology, Marketing, Branding and Administration Experts.

- We organise and promote the No. 1 Agile Event in Africa and the UK www.agileinafrica.com and www.scrumdaylondon.com in partnership with globally recognised Scrum certification organisation Scrum.org

⌂ WHAT WE DO

We bring out the best in people and

Organisations and we do it incredibly well using various Business Agility Techniques, Tools and Agile Practices such as Applied Critical Thinking (Red Teaming), Scrum, Kanban and XP. From the Board room to the Shop floor, we provide consulting, coaching, training and support on tooling, to help build your knowledge, capabilities, practices and your technology.

1. Agility (Agile) Services - We provide Consulting, Coaching, Training and Tooling.

2. Technology - We develop Software and technology Products for us, our Partners and Customers.

3. Events - We organise Agility, Tech and Agile Events in the UK & Africa to promote New Ways of Thinking, Leading and Working.

SERVICES

We provide solutions that guide your journey towards improving your agility and managing change:

We focus on what we call the Twin Towers of Change. Business and Technology Change.

1. Agile Transformation (Consulting)
a. Agility Snapshot b. Capabilities Spotlight and c. Guided Improvement . We start with a quick review of what you currently have in place (Health check).

2. Kick off a new Team . Coach a single pilot team in fundamental Agile skills. We can help also help you scale up to many teams (SPS - Nexus+)

3. Project Delivery
We turn around a failing project or kick-start a new one. Assurance / Delivery.

4. Red Team Thinking, Scrum and Kanban for Executives & Managers Enabling executives, directors and managers to understand their role in Organisational Agility.

TECHNOLOGY

We take your idea and turn it into a POV (Proof of value) or POC (Proof of Concept) in our Soko Lab because we don't believe in using Power Points, word, PDFs or any other documents to engage you.

• POV / POC: We bring your idea to life using a POV. We help create your fully working Minimum Viable Product (MVP) that's ready to drop into your customers smart phones or tablets. We are excited about Cloud, AWS, APIs, MicroServices, creating new platforms, IaaS, PaaS, AaaS, SaaS, Open Source and other new and emerging technologies.

• Speed to value / market: We help take your ideas to market really quickly so you can get valuable feedback from your workers and customers. You decide if you want to develop the idea further or bin it.

• We own WorldSoko - A market facing Mobile Payment, Mobile Money and Mobile Commerce Company. We are creating a 21st Century Operating System for the African Market Place.

• Akaditi.com, WorldSoko and Soko Lab live on the Akaditi.net platform.

EVENTS

We organize and promote Scrum and Agile events in Africa and the UK,

1. The No 1 Agile Conference in Africa www.agileinafrica.com. This event includes XP Day & Scrum Day Africa....A Scrum in the Sun Event. We also Promote Red Team Thinking, Lean and Kanban.

2. Scrum Day London. www.scrumdaylondon.com in partnership with Scrum.org and Kanban.Org

3. We are promoting World Scrum Day - a global event to promote and connect people doing or interested in Scrum.

• We are promoting Agile PRINCIPLES / Scrum VALUES as a way of accelerating the UK economic recovery and increasing the African GDP.

• We know that a lot more people and businesses around the World should know about the benefits of Agile and Scrum and what the change in mind-set and approach can do for Individuals, Teams, Projects and Organisations.

AKADITI OFFERS COMPREHENSIVE SERVICES

- Organisational Support (some call it Consulting) that makes you stronger, faster and leaner
- Hands-on Coaching that improves your practices
- Courses and Training that address your specific needs
- Products and Tools that improve teamwork and increase productivity
- A more motivated workforce and a lift in employee satisfaction
- Advice on new technology, implementation and roll-out.

HOW WE WORK

a. We invest the time upfront to understand the problem and vision. We don't rush into contracts or try to body shop and throw consultants or contractors at what we think the problem is or what we think you are trying to achieve.

b. We show you how we work and how we add value through the Evidence Based Management (EBMgt)

approach. We also give you a demo of Agility Path - our tool for measuring your agility with a few examples of some of the metrics we use to measure what we do with you.

c. We agree a scope, set a start date and shake hands as Partners. From Day 1 we start to measure, show the evidence of change and improve continuously.

We focus on what we call the Twin Towers of Change. Business and Technology Change. We work from the Board Room all the way the Shop floor and across all Departments. It all depends on the scope of the assignment.

WE MEASURE, DIAGNOSE THE RESULTS AND RECOMMEND IMPROVEMENTS

OUR APPROACH

PLAN YOUR AGILE TRANSFORMATION AND TRACK YOUR INVESTMENT USING THE EVIDENCE BASED MANAGEMENT APPROACH (EBMgt)

Plan your transformation and become Agile with Akaditi's experts. Akaditi offers transformation consulting to guide Organisational change, Agile and Lean skills training, and coaching to apply those practices in your projects and context. We help Executives and Senior Managers to understand their role in making Agility work in their Organisations.

OUR PHILOSOPHY

Proving and improving the value of software in your organization.

OUR APPROACH AND FRAMEWORK

Following the four ingredients of the Evidence-Based Management approach, Akaditi's Experts offer solutions that can help guide your journey towards proving and improving the value of software and agility for your organization.

In a *first step*, we will enable you to track every investment in improvements such as training or coaching, and compare it to the value the organization derives.

Second, we can help evaluate the capabilities across your entire organization, resulting in a customized ordered backlog of improvements.

Lastly, you can draw on our experience to guide your company in setting up mechanisms for continuous improvement necessary to increase its current and future value.

1. AGILITY INDEX SNAPSHOT

How can you as an IT leader make the biggest impact on your organisation? You manage investments based on ROI and value. You know that frequent inspection of results will limit the risk of disruption.

You influence the organisation to create a culture that allows it to take advantage of opportunities before your competitors do. How do you get started?

You can start by doing an Agility Index Snapshot looking at four (4) core metrics underpinned by eleven (11) supporting

Start measuring your investment in Agile from Day 1 and the return on investment from every change or piece of software that you collectively commit to as an organisation.

❑ **Unrealised Value**
❑ **Current Value**
❑ **Time to Market**
❑ **Ability to Innovate**
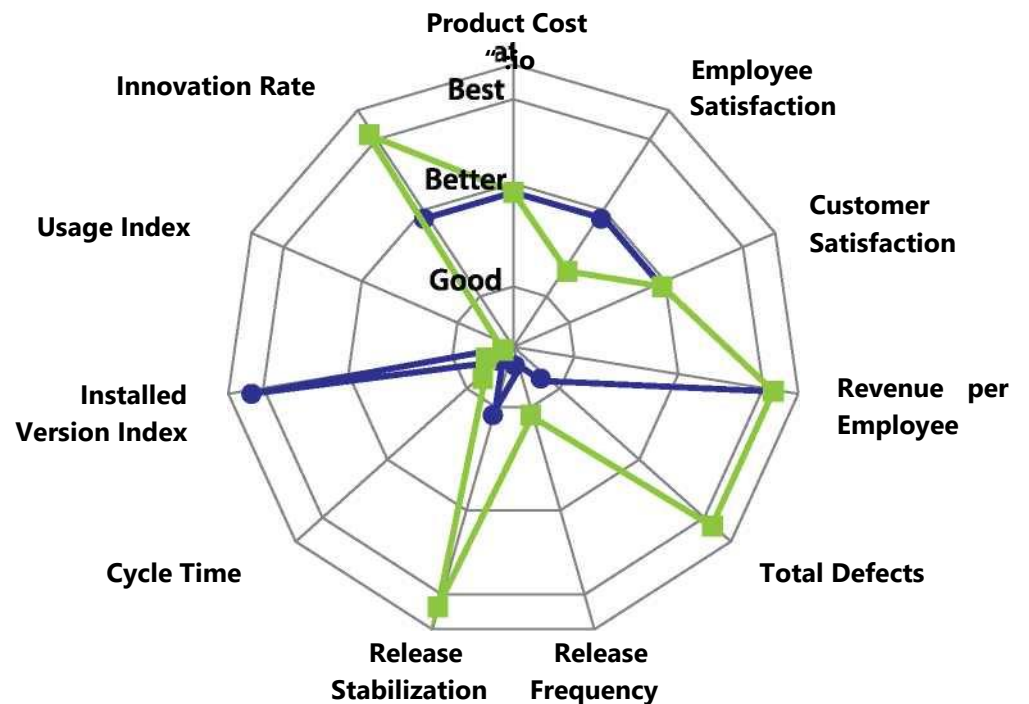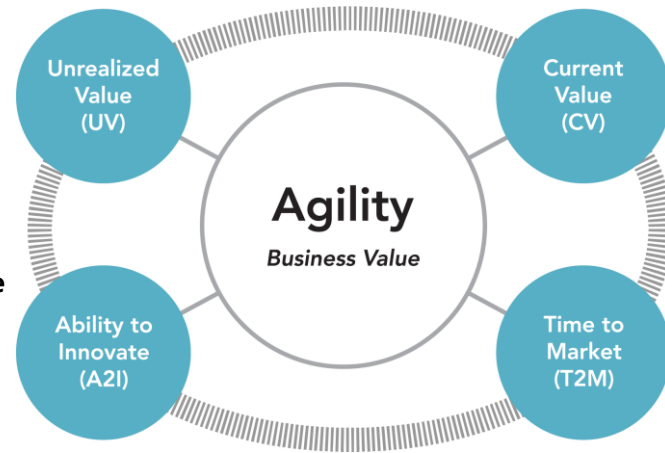
2. CAPABILITY SPOTLIGHT

Shining a light on your organisation's capabilities and development practices enable informed decisions moving forward, identifying areas of improvement, and to incrementally build on its strengths to increase competitive advantage.

A Capability Spotlight creates a profile of your product development organization's performance and operational capabilities. In addition to an Agility Index Snapshot, a Capabilities Spotlight examines your development organization's current practices and rates them against usage of agile practices that enhance value, productivity, and quality.

Doing so enables you to build on your existing strengths and prioritize areas for improvement into a transformation backlog. A series of Snapshots reveals trends that help you manage your investments and optimize future capabilities.

Practice Trends Per Domiain

Enterprise Value

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Productivity Quality Process
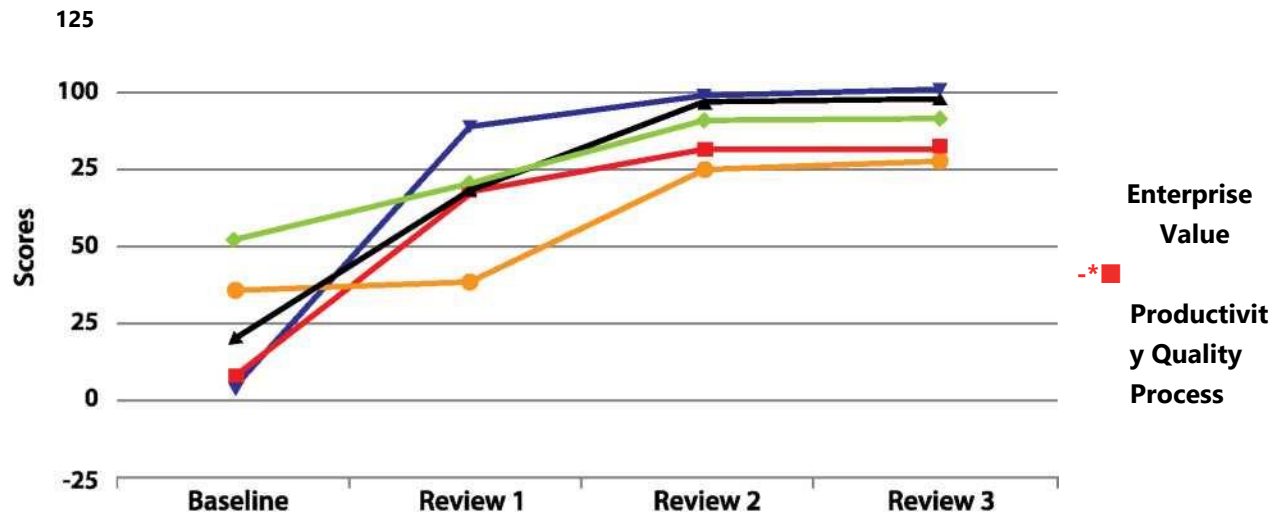
3. GUIDED IMPROVEMENT

Continuously improve- one step

at a time, Increasing the value of software delivery to the organization is a journey; a journey of continuous improvement. Increasing enterprise value requires that top-down change management is connected to the bottom-up enthusiasm of Scrum.

By applying the Agile principles and values that have helped thousands of organizations innovate within software development, the Agility Guide provides a road-map for how organizations may increase your value throughout. Iterative improvements are focused on areas identified by the review of evidence in prior steps.

Evidence-Based Change is a highly customizable framework that approaches organizational learning and change towards agility in incremental steps. Guided Improvement leverages the framework to help you gather and analyse the key business and process data needed to assess the current state of your company in each of its critical function areas. A licensed EBMgt Expert works in tandem with a crossfunctional management team within

your organization to identify where improvements are most needed to have an immediate and positive impact on your company's performance. Creating a culture of continuous improvement will put you on the path to competitive advantage or
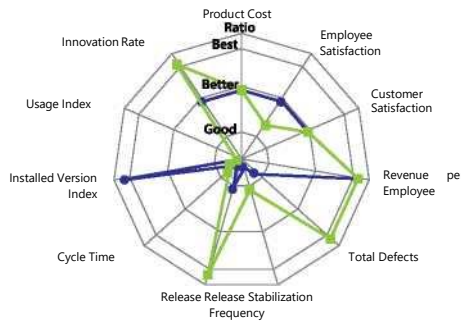
Start slow. We can begin by coaching a single pilot team in basic Agile skills.

🏠 OUR PARTNERS

We work with **Scrum.Org** to help you by using the Evidence Based Management

Professional Scrum (the Nexus Guide) and Scaled Professional Kanban from **ProKanban.org** to help organisations scale up from one-to-many teams and finally we help you build your foundational capabilities by introducing your teams on the Shop floor to Scrum and a wide range of

Certifications for Developers, Scrum Masters and Product Owners.

Framework (supported by the Agility Guide) to transform organisations. We use Scaled

Practice Trends Per Domiain
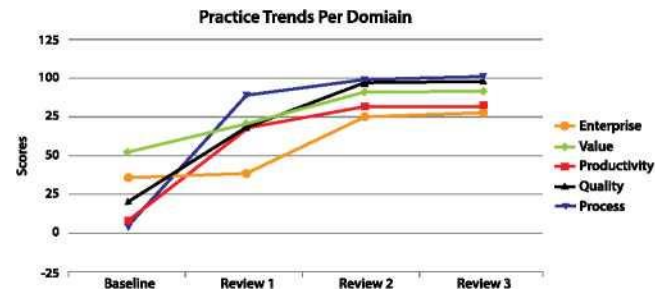
MEET OUR AGILE COACHES

Experience that matters, Akaditi's coaches are among the best in the world. Widely regarded as thought leaders in Agile and Lean practices, our coaches have the experience and know-how your Organisation needs to turn Agile theory into successful Agile practices, tailored to your business and goals.

OUR EXPERIENCE INCLUDES

- Coaching for 500+ teams, plus facilitating enterprise-wide Agile adoption
- Regularly contributing to software publications
- Speaking at industry and Agile conferences

Akaditi's coaches have extensive experience guiding Organisations like yours through the successful adoption of Business Agility (Agile) principles and best practices. We also partner with leading Agile coaches and trainers globally.

OUR CLIENTS (PAST AND PRESENT)

OUR CURRENT STRATEGIC PARTNERS

We are reaching out to more Partners

This list will keep growing….

We do not promote just one organisation, we make available what is offered globally and we strive to provide special discounts when you come through PACA.

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AKADITI GROUP
OUR PRODUCTS

SCRUM DAY LONDON

Agile in Africa

PACA — PROFESSIONAL AGILE CERTIFICATION AFRICA

Akaditi
AKADITI COURSES

SOKOPAY

Akaditi
AKADITI CONSULTING
(Training, Coaching & Tooling)

SOKOINDEX

Akaditi
Business Agility Snapshots (BASs)

SOKODELIVERY.

SOKOSHOPPER.

SOKOACCOUNT

SikaBank

Your Transformation, Digital, Agile & Business Agility Partner

LEARN MORE

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Akaditi
Infographic

26+ Million People in our Global Ecosystem

19+ Business Partners

11+ Products in the Akaditi Group

200+ Coaches and Trainers

9+ Years of doing Scrum Day London and Agile in Africa. Since 2015.

8+ In-House Tools

Welcome to

Akaditi®

The First to take Agile across Sub Sahara Africa 15 years ago

130+ Speakers on SDL, AIA & Agile Meet Up Platforms

Akaditi is the No. 1 Brand for Agile and Business Agility in Africa

500+ Private and Public Sector Organisations across Ghana, Africa, UK, Europe and Globally in our Client and Customer Network

10+ Training Partners

Your Transformation, Digital, Agile, Business Agility Partner.

Agile in Africa | SCRUM DAY LONDON | SOKOACCOUNT | SOKOSHOPPER. | SOKOINDEX | SOKOPAY. | SOKODELIVERY. | SikaBank

IT'S ALL ABOUT PEOPLE AND PARTNERSHIP: UNBUNTU. **EVERYTHING WE DO IS ABOUT EMPOWERING PEOPLE TO DO GREAT THINGS TOGETHER**

🔶 H2H: HUMAN2HUMAN

ENABLING AGILITY THROUGH EXPONENTIAL THINKING

PERSONAL AGILITY

Balance - the ability to maintain equilibrium when stationary or moving (i.e. not to fall over)

BUSINESS AGILITY

Refers to distinct qualities that allow organisations to respond rapidly to changes in the internal and external environment without losing momentum or vision

REIFICATION

Generally, refers to making something real, bringing something into being, or making something concrete.

SINGULARITY

The Singularity is an era in which our intelligence will become increasingly nonbiological and trillions of times more powerful than it is today—the dawning of a new civilization that will enable us to transcend our biological limitations and amplify our creativity.

$$x_t = x_0(1+r)^t$$

YOUR *AGILE*, DIGITAL & ORGANISATIONAL TRANSFORMATION PARTNER

Consulting, leadership, management and organisational development. strategy, design thinking, technology adoption and product development. Red Team Thinking, Agile training, Team coaching and Agile certifications for both technical and management people.

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