

People that lead teams and organizations that are on a DevOps journey sponsor development of generative culture, support their teams, and inspire actions to continuously transform their teams to higher levels of organization performance.

› **BENEFITS**

DevOps leaders understand and employ people, process and technology practices to achieve more frequent, secure, quality code deployments, faster lead time from commit to deploy, faster Mean Time To Recovery (MTTR), lower change failure rates, and team satisfaction.



Transformational leadership

Understand and be able to articulate the current state of DevOps and its benefits, project a vision, provide intellectual stimulation, inspire collaborative communication, support specific behaviours and pro-actively recognize personal behaviours.



Becoming a DevOps organization

Engage early adopters in small cross-functional teams with shared goals to improve flow of their value streams using small batch sizes, tools, and incremental processes.



Measure to learn

Employ value-stream mapping to visualize flow, determine metrics and current state of value-added tasks and waste to guide improvements.



Measure to improve

Use metrics and future state value stream mapping to identify improvement opportunities in people, process and tools, including AI, DevSecOps, platform engineering, observability, and value-stream management platforms.



Unlearning behaviours

Fearlessly let go outdated information, work without bias to enthusiastically take in new information that improves effective decision-making and improve work flow.



Models and organization designs

Design the organization aligned with the vision, and improve communication between cross-functional teams using concepts from Target Operating Models, Conway's law, SAFe, and Spotify.



Articulate and socialize vision

Passionately champion a vision with support from top management. Relentlessly promote changes across the organization incrementally to effect changes.



Energy and momentum

Evangelize measurable business outcomes gained with the improved value stream while honestly contrasting prior performance.