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for Agile design of IT organizations in large enterprises. He goes well beyond describing how an IT organization can adopt Agile development methodologies to explain how any successful digital transformation within a large enterprise must encompass strategy alignment, project portfolios, IT staffing, budgeting, and more.

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To understand the benefit of Agile for organization design, it helps to first understand the product(s) an organization design produces. As we discuss in Chapter One of our book, *Mastering the Cube: Overcoming Stumbling Blocks and Building an Organization that Works*, organization design is not just about creating an org chart. An effective organization is a manifestation of the collective logic of the organization's leaders about how the organization is set-up to deliver results.

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How Do You Use Agile Principles in Organization Design

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Visit our Organization Design page Looking forward, the results suggest that companies have higher aspirations for agility. Three-quarters of respondents say organizational agility is a top or top-three priority on their units' agendas, and more transformations appear to be on the way.

How to create an agile organization | McKinsey

Author Sriram Narayan, an IT management consultant and ThoughtWorks veteran, shows how structural, political, operational, and cultural facets of organization design influence overall IT agility—and how you can promote better collaboration across diverse functions, from sales and marketing to product development, and engineering to IT operations.

Agile IT Organization Design Book | ThoughtWorks

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Outdated organizational strategies. The move to agile requires a different kind of organization, with cross-functional teams and an emphasis on end-to-end development. This is difficult in public-sector organizations, where IT is often siloed away from the business teams that deliver or design services for citizens.

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In contrast, an agile organization (designed for both stability and

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dynamism) is a network of teams within a people-centered culture that operates in rapid learning and fast decision cycles which are enabled by technology, and that is guided by a powerful common purpose to co-create value for all stakeholders.

The five trademarks of agile organizations | McKinsey

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Organizational agility. Podcast on Agile Org Design. InfoQ interview. Three Principles of Agile Org Design (on InformIT.com) Org-chart debt: A nasty off-balance-sheet liability. Digital Brings IT Home (a strategic rollback of outsourcing) Can GICs (Global In-House Centers) Transform For Real?

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Sriram Narayan, author of Agile IT Organization Design: For Digital Transformation and Continuous Delivery, describes a holistic approach to improving organizational agility through deliberate organization design based on three overarching principles.

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