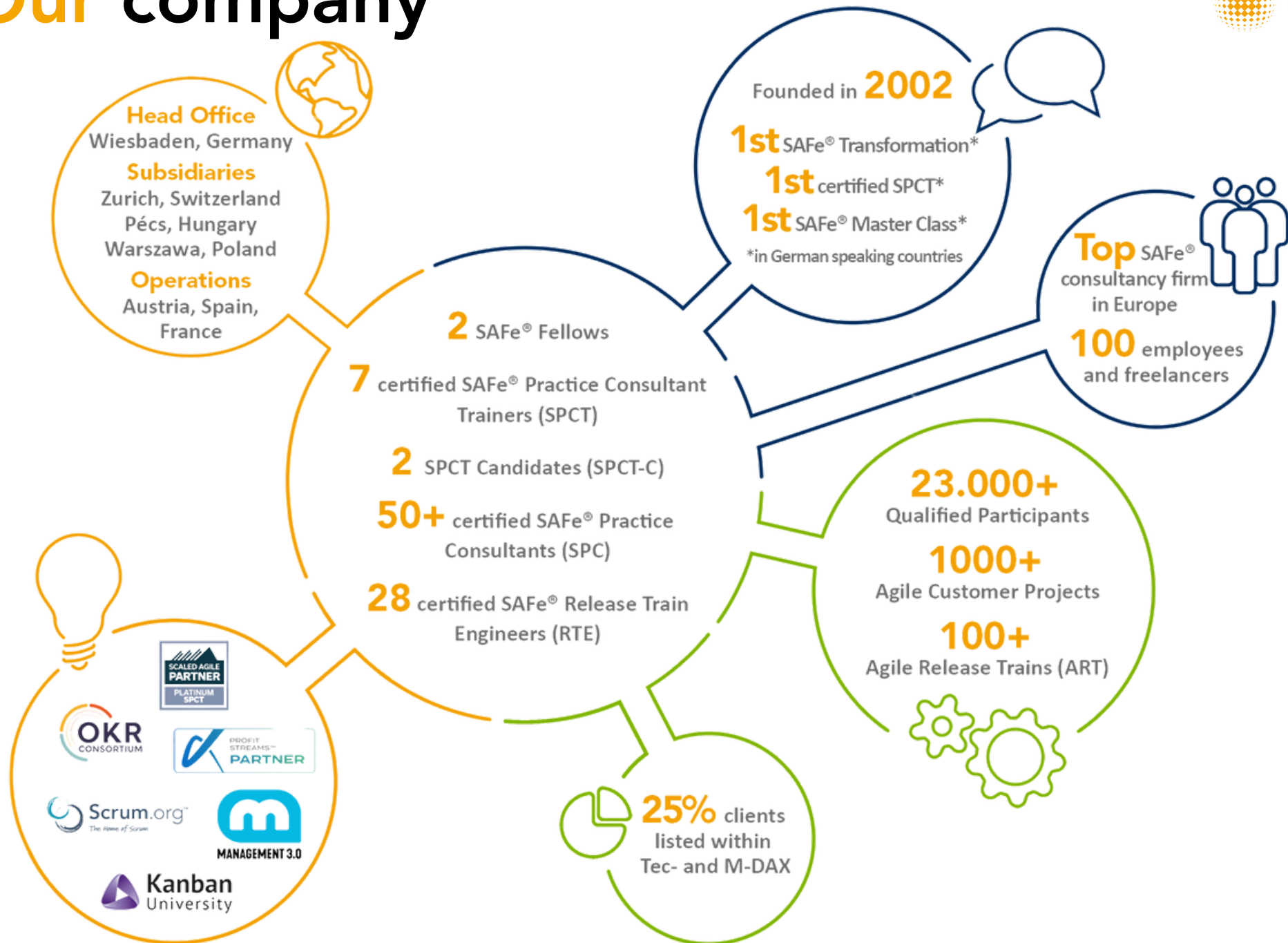


Better Work. Better Results.

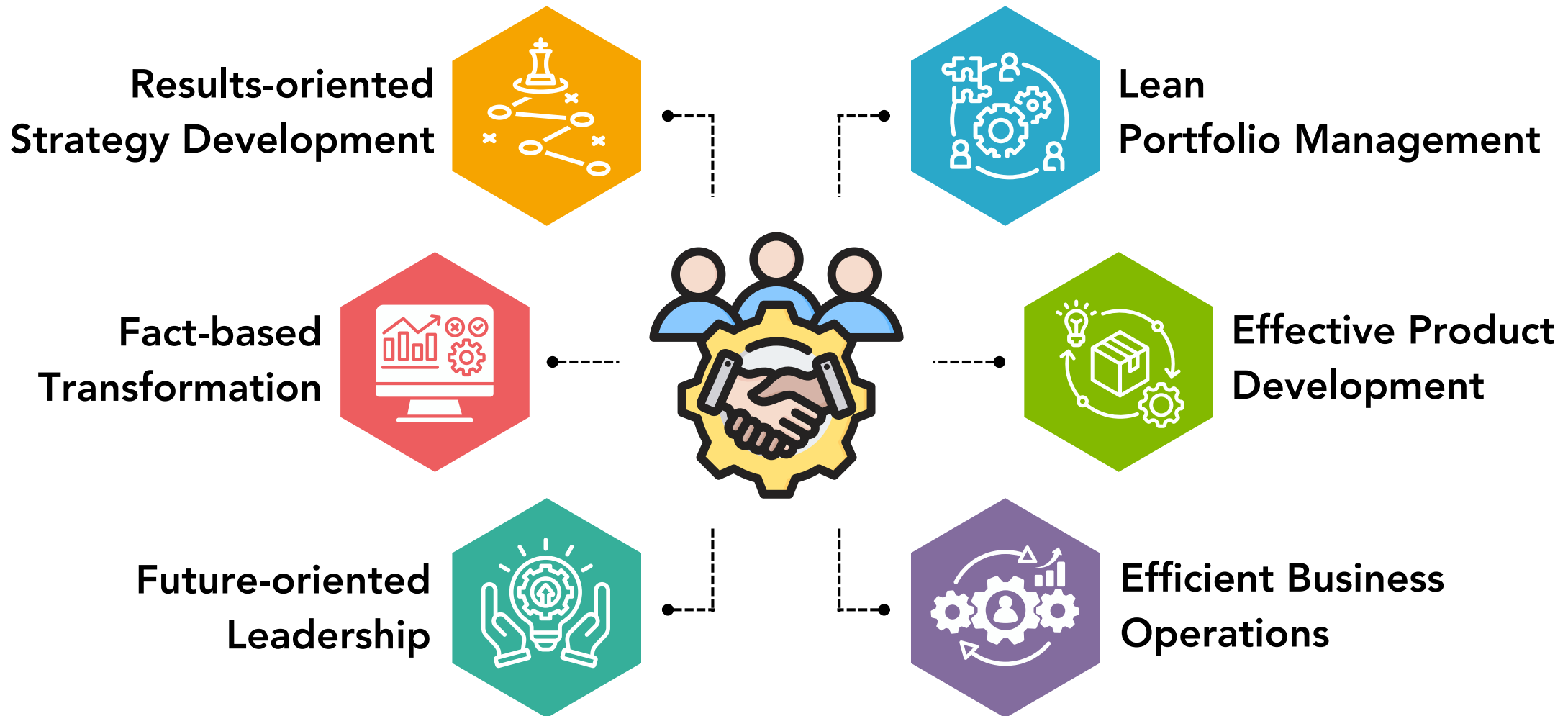
Our company



Our customers



Our approach



Our solution

At KEGON, we don't see agile transformation as a one-size-fits-all solution – but as a tailored process that focuses on the levers that truly matter. Together with our clients, we conduct a holistic analysis of their organization and optimize six key areas that are critical to transformation success:

Results-oriented strategy development



Results-oriented strategy development delivers measurable short-term and long-term goals. Our incremental approach uses integrated feedback loops for better alignment and responsiveness to changes in our complex world. As a result, **all employees are focused on the strategic goals** and their achievement.

Fact-based Transformation



Fact-based transformation drives organizational development based on data. Our approach identifies the key levers and makes improvements measurable. This leads to **profitable transformation efforts**.

Future-oriented Leadership



Future-oriented leadership relies on clear goals, motivation, and people's empowerment. Our approach implements lean governance structures to promote cross-departmental collaboration, transparency, decentralization, and continuous learning, which contributes to **better business results**.

Lean Portfolio Management



Lean portfolio management maximizes the flow of value through strategic alignment, transparency, and prioritization of investments. Our approach focuses on implementing the strategy and aligning the organization, **leading to profitable investment** decisions.

Effective Product Development



Effective product development leads to satisfied external and internal customers. Our approach delivers products and solutions incrementally, reduces waste, and takes customer feedback into account, resulting in **more market-driven solutions**.

Efficient Business Operations



Efficient business processes are the basis for market-oriented services. Our approach utilizes technological advancements and optimizes processes across departments. This results in **faster services at lower costs**.

OKR-Implementation at ETAS



Initial situation

The introduction of OKR was initiated by internal coaches as part of the SAFe transformation and rolled out across large parts of the 3,000-strong organization. Working with OKR was to be optimized and taken to the next level in the further roll-out through professional external coaching of all those involved. The focus here was on training internal RTEs as OKR coaches (OKR Masterclass) and continuing to support the OKR Community of Practice. The aim was to anchor the OKR methodology across all levels, integrate OKR into PI planning and provide practical support and advice to internal coaches on their challenges and issues relating to OKR and related topics.

The KEGON solution

- Analysis and assessment of the existing OKR setup across all levels
- Derivation of adapted training courses based on the existing setup
- Implementation of OKR masterclass with approx. 25 internal coaches
- Support for monthly coaching sessions with the CoP of the OKR coaches to clarify current issues and advise on further implementation steps
- Strategic consulting and coaching CoP lead for further OKR implementation

Outcomes

Anchoring the OKR methodology at ART and team level and in different forms, adapted to the needs of the ART/team. Most teams use OKR as a methodology to align their work towards common goals and to gain an overall understanding of their own value contribution. The training of the internal OKR coaches as multipliers for the further introduction of OKR was very fruitful and an ever better understanding of the methodology was conveyed through the support of the CoP. The CoP reached a good level for the further introduction of OKR and was able to develop concrete recommendations for action for upcoming problems through various coaching sessions.

Business Agility Transformation at BD Rowa



The customer

Becton Dickinson Rowa Germany GmbH (BD Rowa) is on its way from being a “hidden champion” to becoming a well-known global market leader for innovative logistics solutions, particularly in the pharmaceutical sector. From its tradition of developing and producing automated storage robots for pharmacies, the company has established itself as a global player for automated logistics solutions in the pharmaceutical value chain.

Initial situation

The digitalization of the entire logistics chain is changing BD Rowa's product portfolio. In addition to the technical brilliance of the robots, the dynamically changing software world plays an increasingly important role in the portfolio - both in robot control and in linking these robots to new sales and delivery processes right through to the consumer. Lean-agile principles should not only enable the development of this portfolio with the necessary quality and speed, but also lead service and production to the customer orientation and effectiveness that are necessary for the future in this exciting market.

The KEGON solution

The Scaled Agile Framework not only provides a suitable framework for organizing development, but also for managing the company in the agile strategy and portfolio process. In addition to the framework, lean-agile principles were implemented in the organization of sales, service and production in order to make the entire company fit for the future.



Agile Transformation at Baloise Germany

The customer

As part of its current corporate strategy "Simply Save - Season 2", the medium-sized insurer Baloise in Germany is taking a clear path towards sustainable transformation.

Baloise views agile transformation as a comprehensive change that involves specialist departments, IT and staff units in equal measure. In the context of the joint design and implementation of the Scaled Agile Framework, SAFe® for short, Baloise has chosen KEGON as its partner.

The KEGON solution

Setting up and supporting the transformation team

- Setting up and coaching the transformation team based on SAFe
- Designing and implementing transformation content relating to SAFe
- Providing strategic advice and coaching to the Management Board and top management
- Participating in Management Board and Works Council meetings relating to SAFe

Establishing the value stream organization using Agile Release Trains (ARTs)

- Conducting all SAFe trainings along the SAFe Implementation Roadmap for the introduction of Agile Release Trains
- Designing and conducting the Value Stream and ART Identification Workshop
- Setting up and coaching the Agile Release Trains with a focus on the ART lead
- Co-designing and accompanying the ART events in the first PI cycles

Establishing Lean Portfolio Management (LPM)

- Supporting and coaching the LPM working group
- Designing and introducing the LPM approach
- Conducting LPM for Executive workshops and LPM training
- Coaching the LPM Board

Agile Transformation at toom



The customer

IT at toom embarked on its agile journey at the end of 2019 and embarked on its first sprint in April 2020, effectively launching the first PI right from the start. Almost 2 years later, during which the organization has grown rapidly, we, the IT transformation team, have realized that the implemented agile frameworks such as Scrum & Kanban no longer fit sufficiently for the 150-member team: the dependencies became less and less transparent, the coordination deadlines more and more and the teams more and more dissatisfied. So we looked for support and came across KEGON and Kurt and Florian through a workshop with SeibertMedia.

What the customer says

"Together with KEGON, we forged a plan in several sessions on how the SAFe building blocks implemented in toom IT (e.g. PI Planning) can be optimized and other elements can be completely redesigned (e.g. identification of value streams) - an "Agile & SAFe Renovation".

In order to be able to actively support toom IT in this renovation, three of us attended an Implementing SAFe training course at KEGON in May 2022. As subsequently certified SAFe Program Consultants (SPC), we were able to organize a Leading SAFe training course together with KEGON on site in Cologne in the summer of 2022 with around 20 managers from IT and other departments. With this knowledge in hand, we identified the key value streams for toom together with many other toom colleagues in the fall of 2022. Since the beginning of the year, we have been validating the results and cutting the corresponding agile release trains.

There is still no end in sight for our journey, but we would like to thank the entire KEGON team for their support up to this point! The decades of experience, the fresh impulses and the right questions have helped us a lot!"

Our courses



Training courses for all relevant frameworks and individual in-house developments can be found here:



www.kegonacademy.com

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