‘Efficiencies’

the state or quality of being efficient, or able to accomplish something with the least waste of time & effort; competency in performance. accomplishment of or ability to accomplish a job with a minimum expenditure of time & effort

Theissling Pty Ltd

Organisational Modules - Service Offering

Kristy Theissling
kristy@theissling.com
+61410 851 254
http://www.linkedin.com/in/kristytheissling/
www.theissling.com

100% Remote / Global Citizen / Sydney, Australia based

People to Process

Summary

Theissling Pty Ltd is a small company & consultancy passionate about change at scale.
A deep, values-based commitment to purpose, efficient & effective processes & people delivers results for organisations.
Theissling Pty Ltd seeks values-aligned engagements with objectives that serve the greater good.

kristy@theissling.com Theissling Pty Ltd 100% Remote / Global Citizen / Sydney, Australia based www.theissling.com +61410 851 254 http://www.linkedin.com/in/kristytheissling/

Bespoke Efficiency Maturity Assessment

Discover & Identify inefficiencies

- Completion of **Efficiency Maturity Assessment,** based on Agile practices (Programs or Organisations Up to 300pp) Agility Assessment with quantitative & qualitative data
- Gather understanding of **Governance requirements** & **unique organisation requirements**
- **Playback** & **recommendations**

See Examples Section Below

Example: Maturity Assessment Example - Q1-Q2 Trends (Program & Team Level)

Program Level Survey Results (1).xlsx

Agile Maturity - Team Scores

Team 1	PI 1	PI 2
Backlog	40%	80%
Ceremonies	57.10%	71%
Planning and Management	100%	100%
Risks and Impediments	75%	100%

Team 2	PI 1	PI 2
Backlog	100%	60%
Ceremonies	42.80%	43%
Planning and Management	67%	50%
Risks and Impediments	25%	75%

Team 3	PI 1	PI 2
Backlog	60%	
Ceremonies	71.00%	
Planning and Management	66%	
Risks and Impediments	75%	

Team 4	PI 1	PI 2
Backlog	80%	60%
Ceremonies	71.42%	100%
Planning and Management	83%	50%
Risks and Impediments	75%	100%

Team 5	PI 1	PI 2
Backlog	80%	100%
Ceremonies	57.00%	86%
Planning and Management	50%	100%
Risks and Impediments	25%	75%

Example of Workplan Actions PI3 | Questinnaire Example | Team Scores

Program Level Survey Results (1).xlsx

Workplan for PI3

Team 1
Product Owner role / Single backlog authority
Team Review event
Stakeholder involvement at Sprint Review

Team 2
Product Owner role / Single backlog authority
Program Sprint Objectives aligned with Team
Standups not occuring
Attendance at Standups poor
Attendance at Retros poor or not occuring
Capture improvement actions at Retro
User Story Training
Reporting
Capture Risks

Team 4
Not completing sizing at Sprint Planning
Alignment to Program Objectives
Story Training

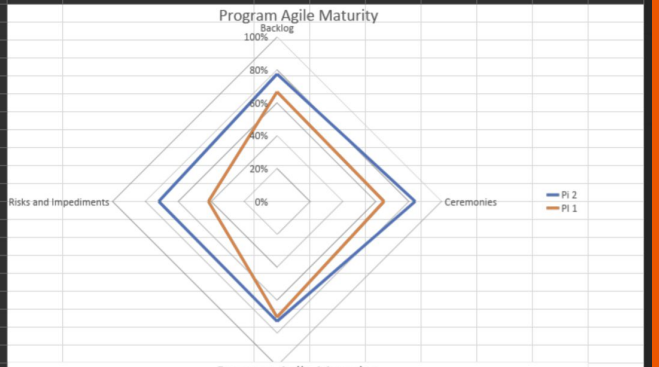
Team 5
Retrospective Actions
Report on Risks and Impediments.

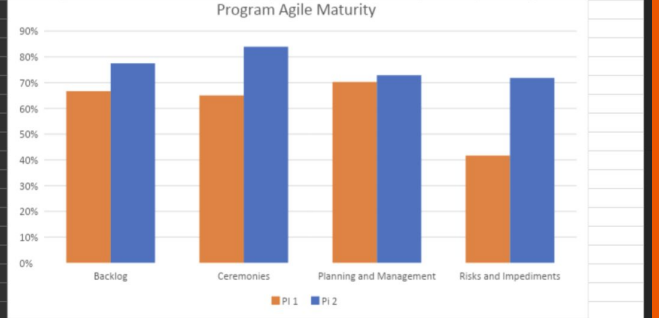
Team 6
Balancing Team member allocation, eg some team members only have 10% all
Sprint Review
Reporting and discussing risks and impediments at a Program level.

Team 7
Aligned Program Sprint Objectives
Sprint Review Team level
Team size
Team consistancy
Handovers
Story Training

Example of Workplan Actions PI3 | Questinnaire Example | Team Sc

Program Level Survey Results (1).xlsx

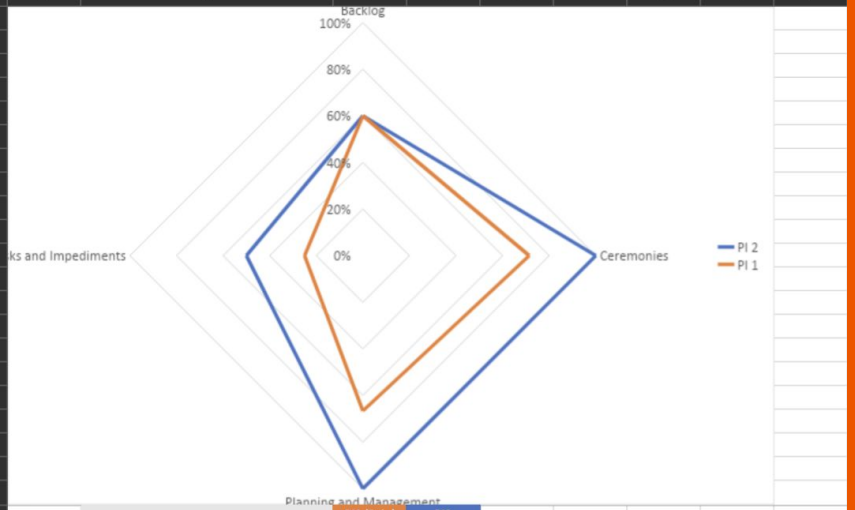




Program	PI 1	PI 2
Backlog	67%	78%

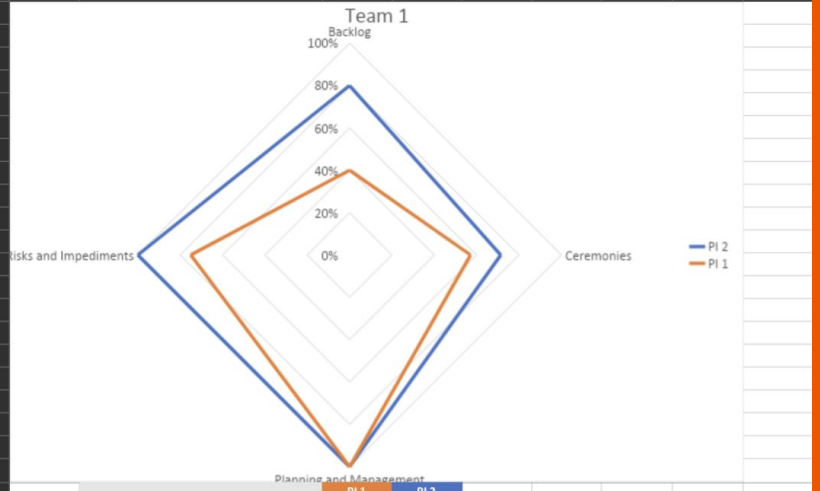
Example of Workplan Actions PI3 | Questinnaire Example | Team Scores | Program | Team 1 | Team 2 | Team 3 | Team 4

Program Level Survey Results (1).xlsx



Team 8	PI1 (Spin)	PI2
Backlog	60%	60%
Ceremonies	71.42%	100%
Planning and Management	67%	100%
Risks and Impediments	25%	50%

Program Level Survey Results (1).xlsx



Team 1	PI 1	PI 2
Backlog	40%	80%
Ceremonies	57.10%	71%
Planning and Management	100%	100%
Risks and Impediments	75%	100%

kristy@theissling.com Theissling Pty Ltd 100% Remote / Global Citizen / Sydney, Australia based www.theissling.com +61410 851 254 http://www.linkedin.com/in/kristytheissling/

Professional Speaker & Facilitator

Change Agent

Example Video short:
https://www.youtube.com/watch?v=rxZvyI-op-o

- 2023 **SXSW Austin, Texa**s, a Conference of over 100,000 people (economics & global citizenship);
a **Keynote in Cologne, Germany** in June 2023. Earlier includes **LAST Conference Brisbane (Lean Agile Systems Thinking)** 2019, Announced speaker at AusAgile, **Scaled Agile SAFe Global** Meetups & international conference in Kamogawa Japan.
- Facilitation experience includes All H&s;
- Small Events Series designs like Meetups; Lunch & Learns; **Design Thinking Sprints**, Double Diamond Facilitation & multi-day Strategic Planning for organisations & groups
- Subject matter including efficiency, data, economics, professional well-being, performance, Agile mindset, Agile frameworks.

See Examples Section Below

Example:
Professional Speaker: SXSW Austin Conference 2023 Video Short

Video by Cliff Sundstrom

Speaking on Participatory Budgeting (PB) & governments; Philanthropy at Work & in the Home; & what it means to be Human.

https://www.youtube.com/watch?v=rxZvyI-op-o

Multi-disciplinary, cross functional Teams

Multi-disc Capability Establishment

- Establish the **Chapter cadence** & accountability Tools;
- Lead the Establishment of the Community of Practices;
- Gather, refine the **best practice artefacts** & practices of capability & CoPs into centralised place;
- Collaborate with leaders & SME's to develop PDP for Chapter members;
- Collaborate with Leaders to Establish **Future state Skills Matrix** for Chapters
- Chapter success Playback presentation
- **Role Descriptions** for Recruitment practices

Program-wide PDP Review

Capability Uplift

- Review & identification of **PDP goals** for **alignment** with strategic vision or organisations goals;
- Establishment of **Skills Matrix by Capability**;
- 1-1 sessions with individuals, PDP Reviews of Performance Plan Reviews & Completion of skills matrix;
- Coaching & session planning with people leaders in the **completion** of their Professional Development Plan with their DRs;
- **Measuring what matters**

Example: Scaled Agile Ways of Working at Porsche, Stuttgart, Germany - (Viral) Article

Full article: https://www.linkedin.com/pulse/porsche-safe-agile-ways-working-kristy-theissling-oovte/

A miniature Porsche 911 Carrera 3.2, from the Porsche Museum shop in Stuttgart, Germany.

Porsche, Stuttgart, SAFe and Agile Ways of Working

Kristy Theissling
| Agile Coach 🌐 Scrum Master | SPC 6.0 | SXSW Austin Texas USA '23 Speaker 🎤 Editor of The Good Global

11 articles

January 6, 2024

Open Immersive Reader

Late in 2021 I met with Dr Oliver Seifert, Vice President of R&D Electric/Electronics for Porsche AG in Stuttgart, Germany who for the last 25 years has been working for Porsche.

I met Oliver off the back of the SAFe Summit, where he and co-workers spoke about their SAFe implementation and use of Agile Ways of Working. When I listened to their presentations, I could hear Oliver's dedication to legacy, and commitment for the future of cars.

I thought Porsche could offer readers a tangible and new lens to Agile thinking, so I got curious. Here's what I learnt:

I noticed Oliver speak to "the slow and the fast" - the tooling and the mechanical build being the slow part, up to 4 years in fact, and the fast part being the improvements in the digital functionality and meeting the needs of the customer.

What struck me first was, the dedication to his craft, the Tooling.

The Slow and the Fast

Can you tell me, what do you love about the slow part?

"It's the history, because it's more than 100 years old. There have been so many improvements over all these decades but still you can make it better and better and better again, even in these traditional classics.

I cannot believe that it's possible to still improve, after 3 or 4 generations, this is what is really impressive to me. I really appreciate the business of it."

Throughout our conversation I could hear Oliver's respect for the discipline and mastery of the mechanics of the car, and the passion for the evolution and future legacy of Porsche, and an endless advocation for those experiencing that art - their customer, the Driver.

It reminded me of art and the artist, the Maker, the Apprentice comes into learn the brushes and techniques, and hundreds of thousands of hours and decades of practice and mastery, and the Driver too becomes a part of that experience, in the art.

Oliver agrees. "Yes .. how to use the canvas, how to use the pencil, the artist needs to learn ... and also needs to learn from the former artists .. then he can learn how to bring out his ideas ... the history, the techniques... how to build, how to engineer, how to develop the car, and then if you know your craft and you know how to use the tools— the car. For us, the car is a kind of car, for the customer, it's a way to express themselves and experience their life.

The last car will be a Porsche, because we are building cars for Drivers, it's a Driving experience. The driver is still the centre of the car."

What struck me secondly, was Oliver's appreciation and balance of view in both the traditional disciplines, and the embrace of the new.

"You need the traditional discipline, the tradition, and the new things. But you should never look at them separately.

You can sort a lot of things out with the traditional ... but we also have to grow into the new world, because the customer is demanding it. The customer also wants to have the connected car, and so on. This is really important and what makes this industry so interesting.

Often as Agile practitioners, we work inside organisations that have moving parts, and some of those parts are slow movers. I was eager to learn how Agile practices had brought life and adaptability to the work.

Example: Scaled Agile Ways of Working at Porsche, Stuttgart, Germany - (Viral) Article

Full article: https://www.linkedin.com/pulse/porsche-safe-agile-ways-working-kristy-theissling-oovte/

Agile has given us a new view on the Customer and gave us insights into how to look at the customers perspective, and also to very often ask ourselves, are we doing the right thing?

"We've seen that the needs, demands and wishes of our customers are changing faster than the former times, and Agile helps us respond to this.

Agile helps us move milestones closer to the start of production. In a historical and traditional way, when building a car, we have a specification sheet, and a milestone plan for 3.5 years. We can't change timing because of tooling time, all 1.5 years before you go into serious production.

We needed a transformation. We needed to know how to fulfill the customers demands, even in a program which has such long tooling times.

And so we had to shift ... the mechanical parts that cannot move that fast, we started to learn how to transform some of the mechanical parts into the software parts, and also to have the possibility to change it later .

If you do something very late, you still want to have a high quality. And with the longer processes and methods, it doesn't fit to do late changes to maintain the high quality.

Agile taught us how to handle these issues, if you use the right Agile methods, you can handle late changes.

Then came SAFe. The car is a very complex product. 3000 different functions, and most of them are now based on software, not on mechanics. How do we synchronise this? When you want to do fast, late changes, but in one car, so we learnt about implementing SAFe methods.

We needed to know how to fulfil the customers demands."

Do you use any Agile methods in the mechanical parts, or is it just the digital and software?

"We are able to utilise it in the physical and artificial simulation tests, these were once really long, and then we were thinking, how can we be faster at it? Then we tried to have a look at how we could implement it on hardware. And also for new tooling, we started to use the methods of Agile."

If I test-drive a 718 Cayman Porsche - when I sit down in the drivers seat and look around, what parts will be build using Agile methods?

"In the 718 Cayman, not that many... the implementation of Agile methods started about two years ago, and these cars are not yet on the street. Where we have it implemented, the Agile methods - the next generation of Porsche's like the Taycan and so on.

The tie between tools and mastery of the tools, the Driver, and the Maker, are so intertwined."

It's incredible that the Agile tools are now a part of Porsche and the future of driving. It inspires me to keep practicing, learning, polishing my tools, and expanding my Agile toolkit, and keep learning.

Are you still learning?

"Yes - every day. You cannot read a book about Agile, and then know how to do it. You have to understand, what was the reason for this method. If you are a true driver, and only if you understand, can you use it in the right way. I cannot use this screwdriver in this way. And now I know how to use this tool to fit to my challenge

screwdriver in this way. And now I know how to use this tool to fit to my challenge
and my product. This is what we learn every day.

Then we have to adopt it, try to learn these methods, hour after hour after hour and, every day, we have another "ahhh" moment, and understand, this is why they introduced this method. Then sometimes we have to start again."

"This is what I love about Agile, it's getting to look at things in another way, because it gives you possibilities. "

Interview and article by consultant, Kristy Theissling, SPC 6.0

Note to readers: Since this interview, I have visited Stuttgart a number of times. Porsche will forever be a part of my life, however, it's funny, my connection to Porsche has changed ... when I see one now in Australia, I don't think,* I love that car, *I think,* I miss Stuttgart and my friends there, *with an ache. The Badberg ... The library ... the local pool .. the walks... the city. The food. A few months ago, in 2023 I had the privilege of presenting at Stuttgart high school to the local Economics class, a group of about 15 students, on How to use economics for Good Global Citizenship. It has been my greatest pleasure, to become a part of life in Stuttgart. Thank you Stuttgart and Porsche for your trust and having me as a part of your community.

Published by

Kristy Theissling
| Agile Coach Scrum Master | SPC 6.0 | SXSW Austin Texas USA '23 S...
Published • 1mo

11 articles

Porsche, Stuttgart, SAFe and Agile Ways of Working. An interview throwback from 2021. Enjoy

Testimonials

www.theissling.com

"Kristy [has] an extraordinary curiosity & almost musical understanding of people & systems. Her immediate grasp of the implications for people & her empathetic understanding of the role of the individual [&] Her thoroughness & honesty combined with a professional comprehension of social goals impressed me." Alex Ahrendtsen, Member of Danish Parliament, 2024.

"Amongst a very wide suite of skills, Kristy is an incredible leadership coach -- the best I've come across. Everyone rising to a position of leadership finds that they are unprepared. This is because effective leadership is a mix of techniques, mindfulness of others, & understanding yourself, & these things are hard to teach. By definition, some of this stuff can only be done in the context of personal exploration of your unique context, & it is in this forum that Kristy is an excellent guide." Nick Payne, Organisational Change consultant

"Kristy joined our program in the public sector & quickly made an impact bring together our program team, breaking down silos & helping teams & individuals work together. Kristy has an energy & presence that brings a sense of calm while simultaneously creating action. I would work with Kristy again in a heart beat." Sal, Program Director, State Government

"Kristy & I worked closely together on the NSW Courts & Tribunals Digital Reform Program. In her role as program coach & mentor to senior leaders, Kristy brought out the very best in our people. Her special powers are in digital transformation, establishing AGILE ways of working, & inspiring executives & teams to reach their full potential. Kristy has a deep understanding of what is required to ensure a successful digital transformation in a complex environment." Alice, Department of Communities & Justice, 2020

More Written Recommendations at:
https://www.linkedin.com/in/kristytheissling/

The Good Global

Change at Scale

Theissling Pty Ltd Official publication, exploring global change for good.

Download Issue #1 of The Good Global, here

Download at :
https://theissling.com/the-good-global/

kristy@theissling.com Theissling Pty Ltd 100% Remote / Global Citizen / Sydney, Australia based www.theissling.com +61410 851 254 http://www.linkedin.com/in/kristytheissling/

About Kristy

Kristy is an Management Consultant in corporate, finance & government sectors. Kristy leads programs of work in agile ways of working. She supports the development of functional groups & supports the roll-out of the "chapter model" . She is an experienced Facilitator to senior executives in Agile priorisitation events.

Agile certifications include:
SPC 6.1(Scaled Agile Framework (SAFe) Program Practitioner;
Actively Certifying POPM (SAFe Product Owner Product Manager) 5.1
SA 5.0 (Safe Agilist 5.0);
Certified Scrum Master (CSM)
Agile Product Ownership (ICP-APO)

Conference Speaker:
- SXSW Conference in Austin, Texas in March 2023 (Economics).
- LAST Brisbane (Lean Agile Systems Thinking Conference) 2019;
- Agile Coaching Retreat APAC 2019 Best Practice Coach
- SAFe Around the World in 2021 (SAFe International Meetups community.)

For detailed references & professional history, please see:
https://www.linkedin.com/in/kristytheissling/
See website here: www.theissling.com

Key differentiators

- A deep, **purpose-driven** values-based **alignment** to change at scale;

- A “musical **understand&ing of people & systems**”;

- A thriving i**nternational network** & **knowledge** of government, organisations, stakeholders & ;

- A strength in **communications, public speaking** & a unique background in journalism & professional writing;

- A **truth-telling, diplomatic, loyal** & **calm** approach.

- An **intuitive** ability to speak or produce the **words necessary** to provoke **change** in **individuals**, **organisations** & **systems**.