Future Organization Report

A comprehensive survey of agile organizations.

>20 interviews with top decision-makers

>500 survey participants

The Future Organization Report describes the **characteristics of agile companys**, identifies **challenges** and shows whats important for **agile transformation**.





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Executive Summary

The results at a glance.

Success factors

1. Company-wide awareness of change
   - Companies use agile work methods but are not themselves agile
   - Transparency promotes motivation
2. Organizational engagement
   - Agility requires life-long learning and collaboration
   - Reducing hierarchies is not enough
3. Empowering conduct by managers
   - Change starts with the managers
   - More managers than employees believe that their company is agile

Risks

1. Inconsistent implementation
   - Lack of clear roadmap
2. No change in the corporate culture
   - Errors are not tolerated
3. Loss of employees
   - Promoting the integration of employees

Conclusion

1. Company performance and agility are positively correlated.
2. On average, companys with five or more years of experience with agility estimate their company‘s performance higher.

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