Supporting the Momentum: Pitfalls to Avoid

The SAFe Implementation Roadmap is a proven process but you still have to watch out for some common challenges to full organizational transformation[1].

✔ **Failing to establish a sense of urgency**
A leading person is needed for "tooting the horn" and driving the change

✔ **Not creating a guiding coalition**
SAFE Program Consultants (SPCs) and executive SAFe Agilists (SAs) need to buy in to the transformation

✔ **Underestimating the power of vision and strategy**
Organizational change is not something that can be done without a solid plan in place

✔ **Under-communicating the vision**
Alignment is crutial

✔ **Permitting obstacles to block the vision**
Don't let roadblocks defeat the effort or stop the forward momentum that's already been created

✔ **Failure to create short term wins**
Keep moving forward, follow the Implementation Roadmap, and launch Agile Release Trains (ARTs)!

✔ **Declaring victory too soon**
Don't get too excited after the first ART is launched. Changing habits takes a lot of time and practice

✔ **Neglecting to anchor changes firmly in the culture**
Don't lose track of the most important aspect of a SAFe transformation: changing the culture within the enterprise

[1] Kotter, Dr. John. Leading Change. Harvard Business Review Press, 2012.

Ready to Make Your Critical Moves?

We all know that organizational change is hard. It requires adopting new behaviors, leadership styles, practices, and culture. The Implementation Roadmap helps accelerate Lean-Agile transformation. It guides enterprises every step of the way. And, don't forget, the SAFe journey is supported by a worldwide network of Scaled Agile Partners and SAFe Program Consultants (SPCs).

For More Information

✔ Get in-depth details about the 12 steps of the SAFe Implementation Roadmap at **scaledagileframework.com/ implementation-roadmap**

✔ Download the SAFe Implementation Roadmap graphic at **scaledagileframework.com/ implementation-roadmap-PDF**

scaledagile.com

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⫸SAFe®

GETTING STARTED

Implementing SAFe
The SAFe Implementation Roadmap paves the path to success

The SAFe Implementation Roadmap

The why of implementing Lean-Agile development at scale is well established. It provides faster time-to-market, higher productivity, better quality, and happier, more motivated employees. And the Scaled Agile Framework® (SAFe®) is the leading framework for achieving these results, with 70% of Fortune 100 enterprises employing SAFe-trained professionals.

But the how of implementing SAFe can be challenging. This Getting Started executive brief provides a high-level overview of a proven series of steps for successfully implementing SAFe. It's called the SAFe Implementation Roadmap.

Twelve steps in four broad stages

There are 12 defined steps on the SAFe Implementation Roadmap. They support the critical moves you'll need to make along your implementation journey. It might be useful to group the 12 steps into four broad stages:

1 Building a guiding coalition

2 Designing the implementation

3 Implementing ARTs, Solution Trains, and a Lean Portfolio

4 Sustaining and improving

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1 Building a guiding coalition

Implementing SAFe may be one of the most difficult, yet rewarding, change initiatives that you will ever do in your career. But changing people's way of working—the habits and culture of a large organization—is hard. It requires training, alignment, and, most of all, a compelling reason to change.

2 Designing the implementation

The overarching intent of the Scaled Agile Framework (SAFe) is to deliver value quickly, cost-effectively, and on target. And we have a well-defined process to help you identify the most important values and proven ways to help you set priorities for designing the implementation.

3 Implementing ARTs, Solution Trains, and a Lean Portfolio

An Agile Release Train (ART) is a virtual organization (50 –125 people) that plans, commits, and executes together. ARTs are organized around the enterprise's significant Value Streams and exist solely to realize the promise of that value by building Solutions that deliver benefit to the end user.
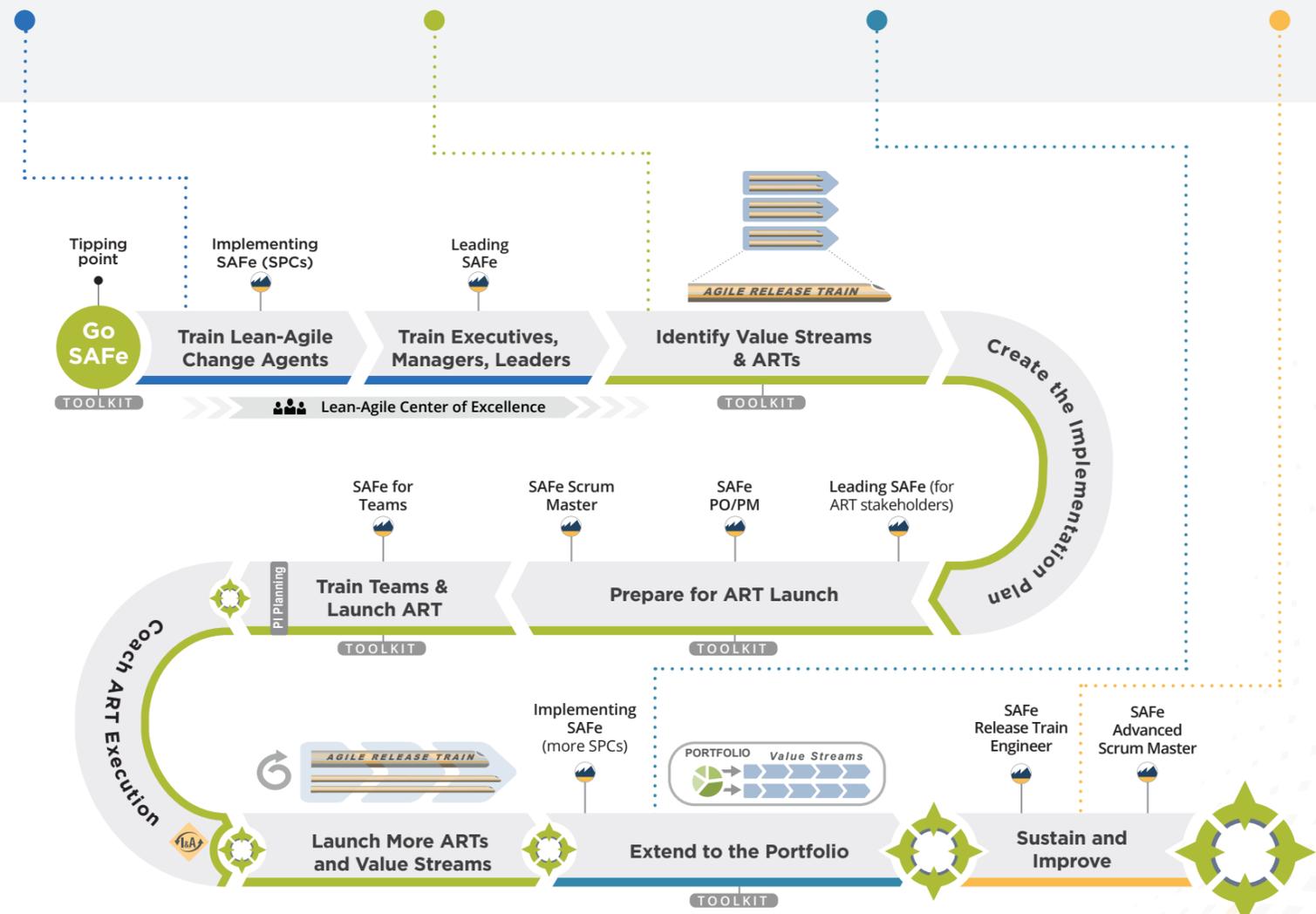
4 Sustaining and improving

Even after the enterprise starts producing positive results, this initial state of Lean-Agile adoption is not the end of the journey. It is the beginning of another journey, one of relentless improvement. Sustaining and improving on the benefits gained requires dedication to basic and advanced practices, self-reflection, and retrospection.

Tipping point

Implementing SAFe (SPCs)

Leading SAFe

AGILE RELEASE TRAIN

Go SAFe

Train Lean-Agile Change Agents — TOOLKIT

Train Executives, Managers, Leaders

Identify Value Streams & ARTs — TOOLKIT

Lean-Agile Center of Excellence

Create the Implementation Plan

SAFe for Teams

SAFe Scrum Master

SAFe PO/PM

Leading SAFe (for ART stakeholders)

PI Planning

Train Teams & Launch ART — TOOLKIT

Prepare for ART Launch — TOOLKIT

Coach ART Execution

AGILE RELEASE TRAIN

Implementing SAFe (more SPCs)

PORTFOLIO   Value Streams

SAFe Release Train Engineer

SAFe Advanced Scrum Master

Launch More ARTs and Value Streams

Extend to the Portfolio — TOOLKIT

Sustain and Improve

🔗 **scaledagileframework.com/implementation-roadmap**