

ADAPTIVE ZONES MODEL (AZM)

OVERVIEW OF KEY ASPECTS

ENHANCING BUSINESS ADAPTABILITY AND CUSTOMER VALUE

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The challenge for modern organizations today

The Adaptive Zones Model (AZM)

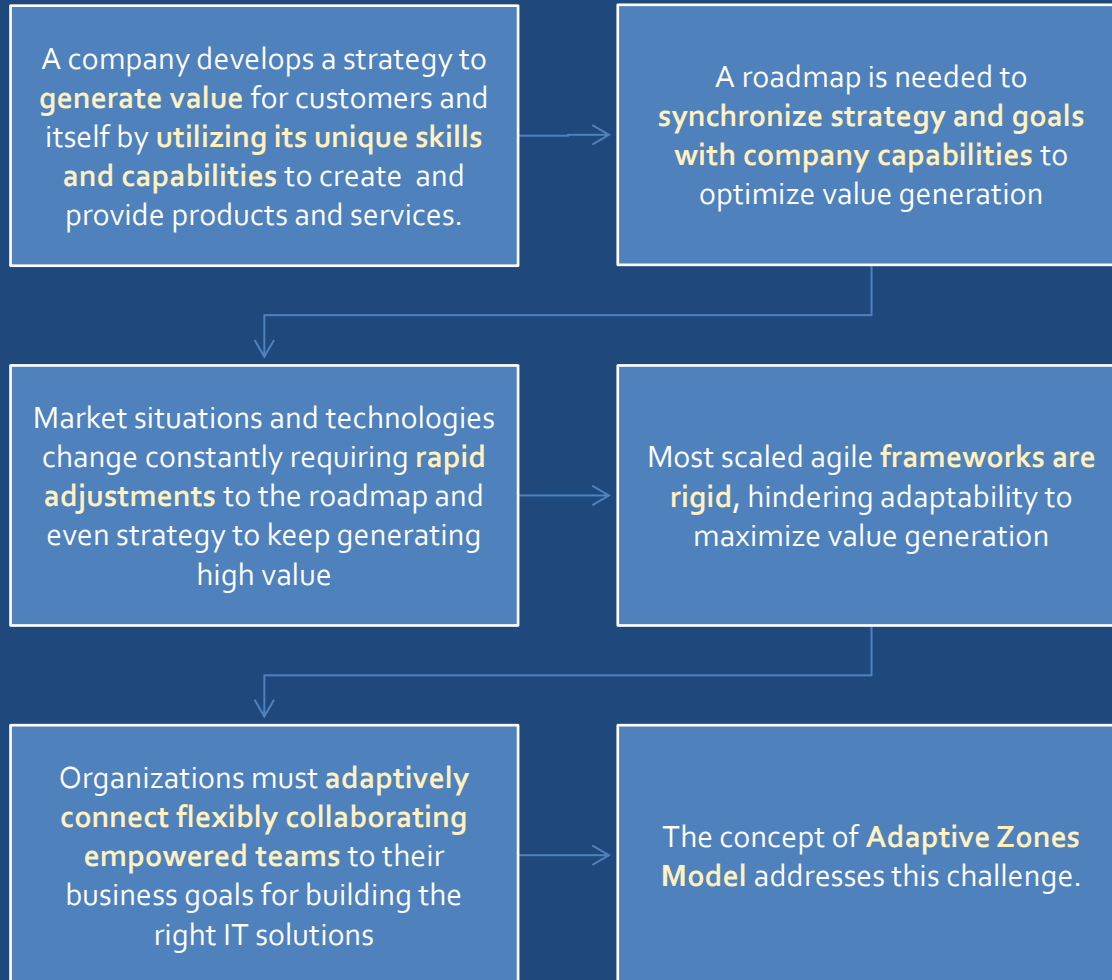
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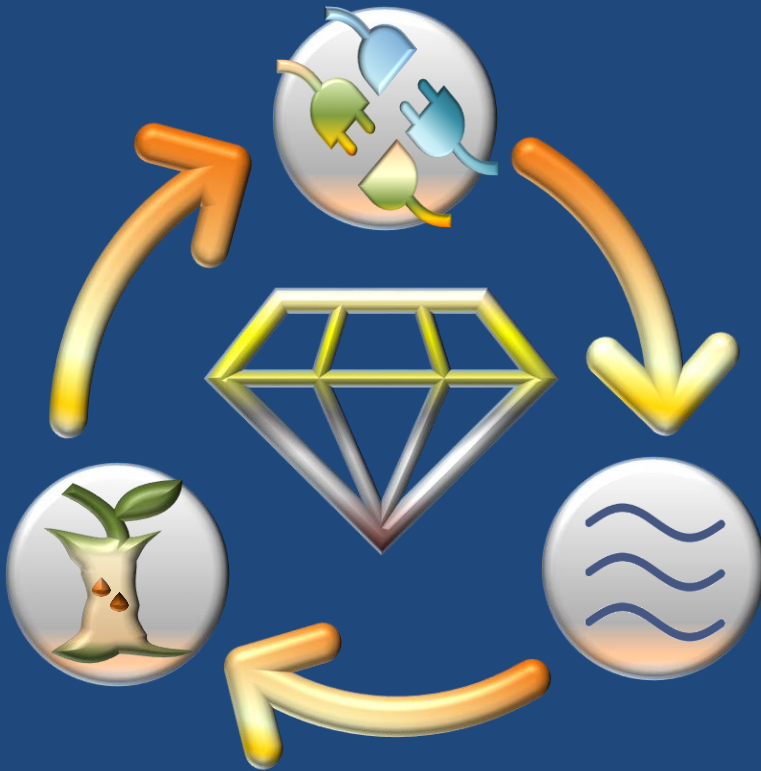
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THE CHALLENGE FOR MODERN ORGANIZATIONS TODAY



WHAT IS THE ADAPTIVE ZONE MODEL (AZM)?



The model consists of 3 key elements:

- 1. Adaptively connecting business goals with the right IT teams**
identifying where which teams can generate the most value for the organization by working on the right initiatives on the roadmap.
- 2. Enabling adaptive Implementation Zones**
These are flexible groupings of teams that adapt to development requirements with teams joining and leaving as needed, thus maximizing flow. They have 2 key characteristics:
 1. Establish an effective connection between business goals and IT solutions and
 2. continuously adapt team collaborations to address business goals.
- 3. Establishing Centers of Operation and Resource Excellence (COREs)**
These are stable competence centers with operational responsibility empowering teams to embrace collaborative change and drive system evolution.

HOW THE AZM ENHANCES YOUR BUSINESS ADAPTABILITY

Adaptively connect business goals with the right IT teams.



Ensures that the right teams are working on the right initiatives, best aligned with the company's business goals. As the business needs change, the teams' assignments change.

Establish an effective connection between business goals and IT solutions.



The organization is built around the business needs, creating clear lines of communication and responsibility between business and development, ensuring focus and high adaptability. In the event of short-term changes in requirements, there are focused responses not mired in multiple dependencies.

As the business needs change, so too does the development organization, avoiding silos.

Continuously adapt team collaborations to address business goals.



Teams cyclically review and adapt their collaboration mechanisms to fit the development needs. As requirements change, teams can move from one area to another ensuring focus on where they can provide the highest value to the organization.

Empower teams to embrace collaborative change and drive system evolution.



Through clear home-bases, teams have the cognitive capacity and emotional security to adaptively reorganize to maximize value creation.

Through centers of excellence, systems are evolved, and system retirements can be effectively managed ensuring a fit-for-purpose IT-Landscape.

THE ADAPTIVE ZONES MODEL (AZM) LEARNING JOURNEY

DEVELOPING THE COMPETENCIES TO MOVE TO AN ADAPTIVE ZONES MODEL

Adaptively connect business goals
with the right IT teams.



Establish an effective connection
between business goals and IT
solutions.



Continuously adapt team
collaborations to address
business goals.



Empower teams to embrace
collaborative change and drive
system evolution.



Enterprise LPM

Adaptive and complete roadmaps

Adaptive implementation zones

Organizing and reorganizing around value

Dynamic Team mapping mechanisms

*Teams work where they provide maximize
value*

COREs

Stable and meaningful "home-bases"

Alignment of Requirements with Business Capabilities

Using a standard business language

Dynamic Collaboration Events

Constantly collaborating in the best way

Aligned Team Capability Development Planning

Strategically developing competence

Team Capability Mapping

Knowing which teams do what

Dynamic Team mapping mechanisms

*Teams work where they provide maximize
value*

Each of these competence areas provides individual tangible benefits for an organization which when combined have multiplicative effects.

WHY AZM MATTERS FOR YOUR BUSINESS



- ✓ Improved ability to react to market changes.
- ✓ Better alignment of teams with strategic goals.
- ✓ Early recognition and resolution of capacity conflicts through a clear roadmap.
- ✓ Incremental transformation towards an adaptive development organization.
- ✓ Clear alignment of business initiatives to development responsibility.
- ✓ Improved employee satisfaction and loyalty through stable yet dynamic structures.
- ✓ Avoidance of silos and high willingness of teams to cooperate
- ✓ Optimized use of resources through transparent need-capability mapping

KICK-START YOUR AZM JOURNEY



- Visit our website at www.rimagin.de/azm to find out how to kick-start your AIZ journey and for the latest news about adaptive zones
- You can get information about services and interventions and find out how our AIR intervention approach ensures that your learning journey is appropriate, low-risk and effective.
- If you want the real nitty-gritty, we recommend that you grab a strong coffee and check out our [white paper](#).
- Haven't found what you're looking for? Feel free to [contact](#) us for any queries!

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