

Being Agile in the transformation process when implementing changes

When organization have decided to transform to a responsive enterprise based on the Agile Mind-set and with an Agile Framework that fit to their need, they usually opt for an agile approach of the transformation. This however often fails or comes with many challenges.

As transformational Agile Coach I often suggest to start the transformation process using the traditional change management methodology for the last time. The challenge of the transformation often relates to senior management, and the fact that they are not ready to show Agile Leadership and have no clear enough vision on the True North. Both personally and for the organization. I will share with you my recent experiences on the role of agile leadership, mind-set and behaviour in the context of Agile transformations.



Dr. Manfred van Veghel

Manfred van Veghel studied biology and completed his Ph.D. thesis on Curacao studying corals reefs. Still today he is using the reef as inspiration to help organizations optimize their ecosystem, but now in the role of Agile Transformational Coach. He recently completed a major Agile HR transformation for the best bank in the world (nomination 2017). Since 2001 he is involved in Agile practices, at that time implementing DSDM at CMMI level 3 for an international financial institution. And ever since he helped many organizations, teams and individuals from IT to the automotive industry to become agile practitioners and believers.

Manfred is one of the managing partners of Oppidum. A change management organization located in The Netherlands that is both an Authorized Training Organization (ATO) and Authorized Consultancy Organization (ACO).

He is approved trainer in several Best Practices: PRINCE2®, MoP®, MoV®, Agile Project Management™, Agile Programme Management™, PRINCE2 Agile, Stakeholder Engagement, P3M3®, Lean Six Sigma, Lean IT and Lean IT Leadership. Beside that he connects change management to other fields like: CMMI, Sustainability, Neuro-linguistic Programming (NLP), Transactional Analyses (TA) and Systemic Work.

In The Netherlands he is the founder of the Special Interest Group Sustainability and Project Management of IPMA. And he is an active member of the Agile Consortium, especially in the working group related to Agile Leadership and Agile HR. Internationally he is one of the co-authors of the [Agile HR Manifesto](#).

Currently he is stationed on Curacao to expand the work and experience of Oppidum into the Caribbean and Latin American region.