



Borland on Borland Journey to Agile

ボーランドR&Dの
アジャイルへの取り組み

April 2009

ボーランド株式会社

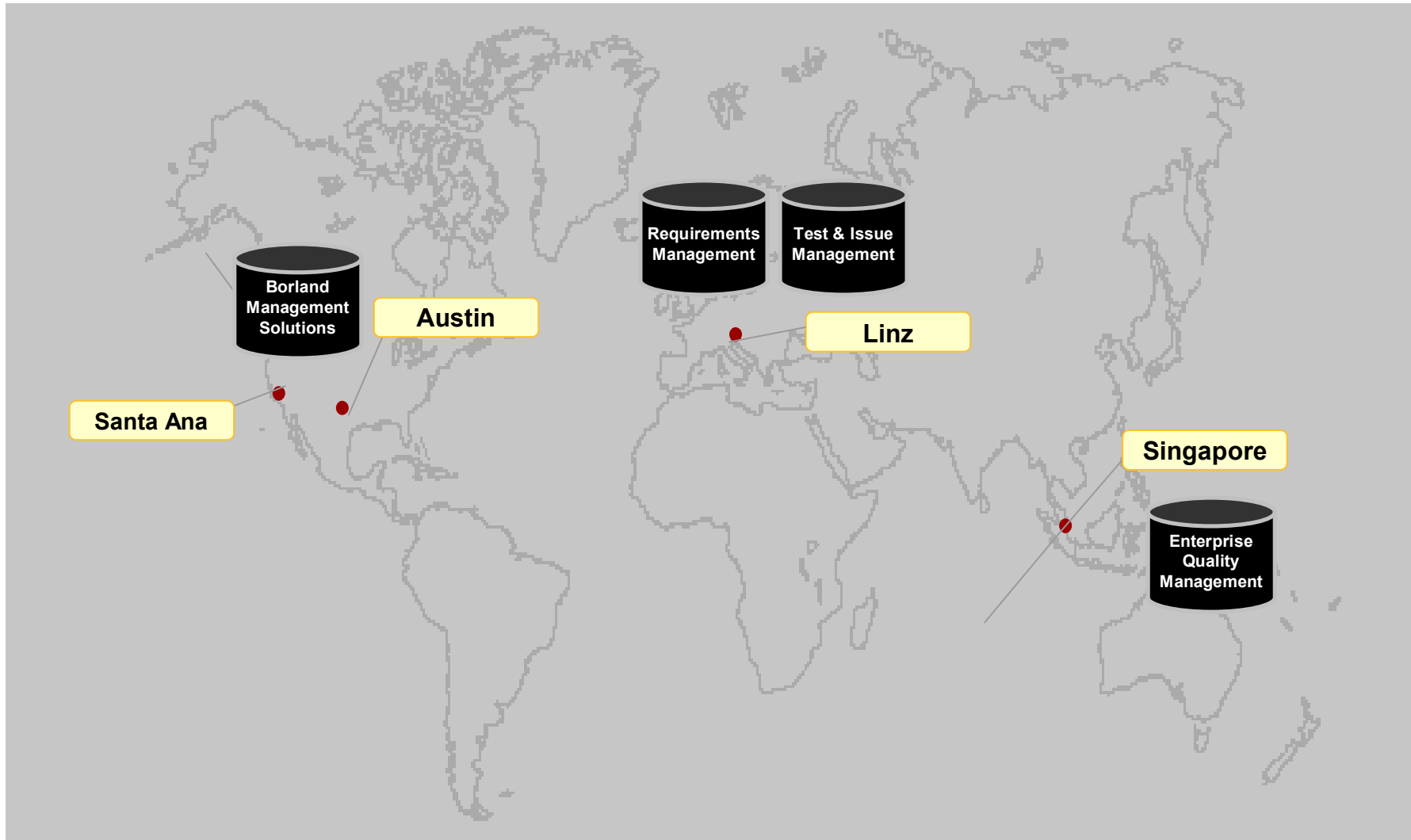
Borland[®]
THE OPEN ALM COMPANY

ボーランドはAgileを実践しています!

**AgileとBMSでボーランドは製品全般
での100%の向上と、50%の品質向上
を実現しました。**

***Using BMS and Agile, Borland is
experiencing a 100 percent increase
in products delivered, with a 50
percent quality improvement.***

Borland on Borland – 自社ツールで実践



メトリクスを明確化して状況を把握

BMS, Borland Management Suite



BI in for Agile

(Business Intelligence)

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Agile Journeyを支えるための基盤

- キーパーソンの取り込み (エクゼキュティブ、技術者)
- 新しい役割, scrum masters & product owners
- 自己学習のための予算および、必要な経費の準備
- ファシリティの充実

Before



After



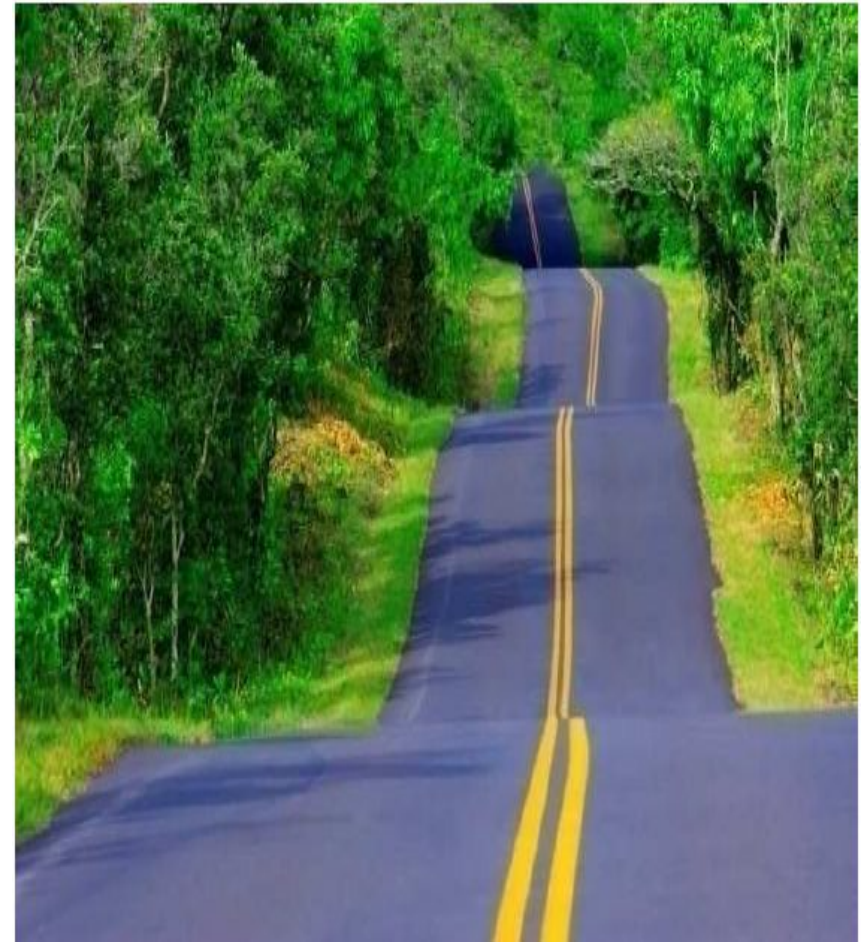
開発者の将来像を明確にしよう!

Technical Ladder for Agile Teams	A1	A2	A3	A4	A5	A6
	Apprentice (E1)	Beginner (E2)	Advancer (E3)	Senior (E4)	Principle (E5)	Master (E6)
Technical Expertise						
Education	4year technical degree or better	4year technical degree or better	4year technical degree or better	4year technical degree or better	master degree or better	master degree or better
Industry experience	0-2 years	1-5 years	3-8 years	6-12 years	8-16 years	more than 12 years
Architecture/Design skills			at product component level	at product level	at cross product level	at Borland ALM level
Technical Championship				Special area of expertise needed, eg DBMS expert, technology leader, OS API expert, usability expert		
Agile Maturity						
Adoption/readiness level	unable and unwilling/insecure	unable but willing/confident	unable but willing/confident	able but unwilling/insecure	able and willing/confident	transcendent, tailors and adjusts rules



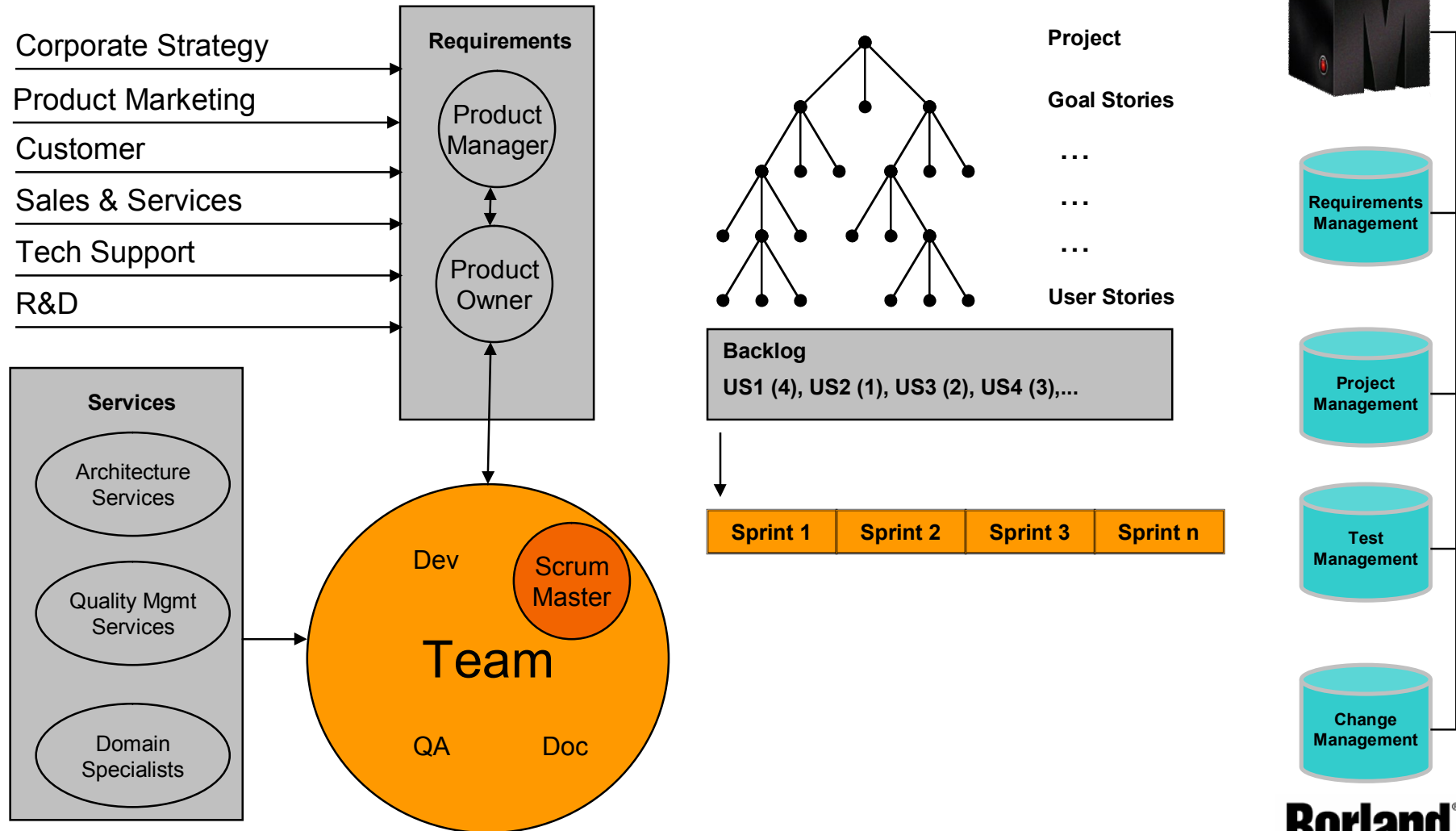
ボーランドのAgile Journey(旅)は続きます

- **上層部のコミットメントが重要**
 - Management provides strategy and vision
 - Scheduling quarterly roadmapping session for incorporating the change in market requirements
- **Agileはカオスではない 規律が重要**
 - Provide baseline development processes
 - To succeed, teams need to ask for what they need
 - Trust teams with tactical decisions
- **全体が見渡せるツールが重要**
 - Transparency and visibility lead to trust and empowerment
 - With control comes responsibility; news is just news
- **チームに「やる気」ではなく「やれる気」をもたらす**
 - Agile encourages trust and improves morale
 - アジャイルは信頼を築きとモラルを向上する
- **まだまだ勉強中**
 - 100% improvement in on-time delivery of products by Agile teams
 - Understanding the implications of Agile outside of R&D



Agileに対応するための開発プロセス

Processes and workflows, communication PM/PO/Engineering, defining product visions,...





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