

# Organising around value: Three principles for landing your first tribe

Once you have decided to break down functional silos and to organise your organisation as an end-to-end value stream, follow these principles to set up your first tribe, squad or value stream:

- ▲ Leaders must embrace a learning and continuous improvement-mindset, and create psychological safety for teams;
- ▲ The design of your value stream will evolve and continuously improve over time. The most important thing is to get started, and learn by doing;
- ▲ Start small with an end-to-end slice, give it full leadership backing, break through bureaucracy and non-value adding processes.

## Baringa's tried and tested process for launching a tribe, squad or value stream

### Pre-implementation

### Post-implementation



Tribe leadership team & chapter leads appointed



Tribe agile leaders training & change story created



Launch communication event for the tribe



Align on tribe structure in light of in-flight work (adjust if required)



Team product owners & scrum masters confirmed in role



Tribe first quarterly planning event held & OKRs committed



Tribe controls & guardrails are operational



Confirm who will be in each feature team



Tribe cadence and governance rhythm agreed



Space, seating plan & scrum of scrums space ready



Objectives & key results for Q1 drafted (OKRs)



Full tribe quarterly planning simulation to simulate new ways of working



Baselined metrics and maturity



Dedicated coaching for teams and week-by-week learning programme



Team works with product owner to set up Q1 backlog and understand in-flight work



Set up team tooling & diarise events



Team name & charters developed



Team by team agile training (2 days)



Training for SMEs and business teams interacting with tribe (1-2 days)



Role-specific training



Evolve and continuously improve