● Organizational Excellence & Transformation
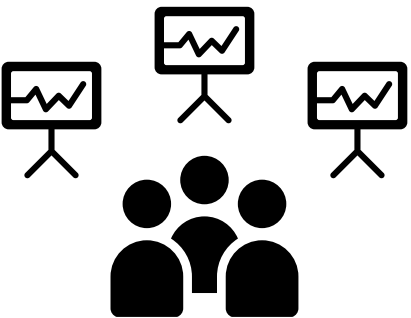
Obeya in 2 minutes

Why Obeya?

Purpose
- Transparancy and insight into the health of the organization from management to team level
- Accelerate decision making
- To see, learn and act together
- Manage agile/devops organizations to high performance
- To build leadership

Definition

Obeya is Japanese for 'big room' or 'war room'

大部屋

Benefits
- Enhance customer focus
- Performance improvement
- Shorten communication lines
- Save time
- Sets examples in leadership
- Focus on real organizational improvement

Way of Working

Walk the Wall

What are the key (technological) developments and what do we need to do to ensure they progress according to plan?

What is our vision and targets?

Strategy and targets
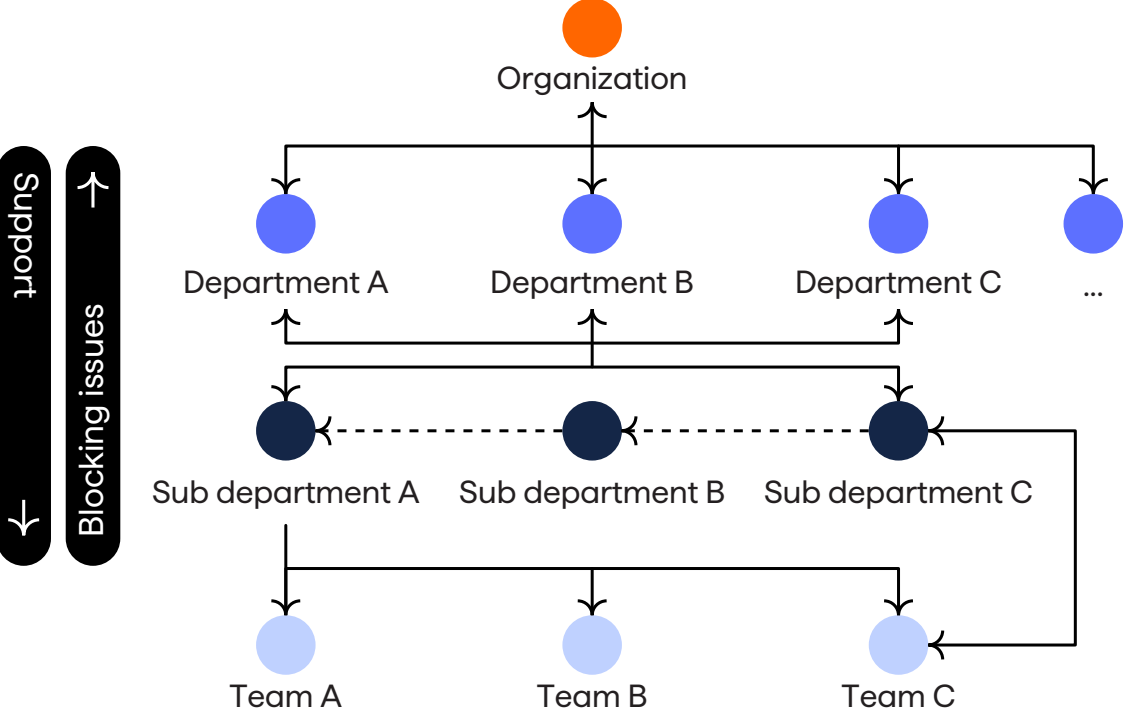
Custome demand | (Project) Portfolio | Impediments

Operational performances

How do we perform?

Risks and Finance

Organizational development/improvement | Personal- and cultural development/improvement

What do we do to improve our organization?

Cascade

Support ↑ Blocking issues ↓

Organization

Department A | Department B | Department C | ...

Sub department A | Sub department B | Sub department C

Team A | Team B | Team C

70%
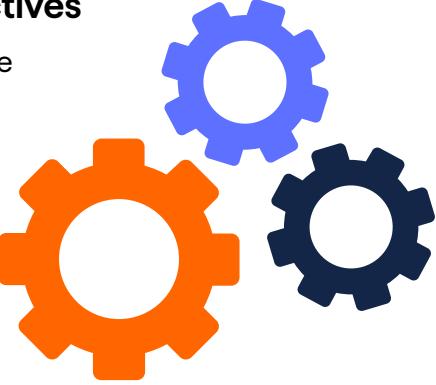of problems are swamped in the hierarchy of organization

Performance Dialogue

1. Specify objectives
Set, review, prioritize and/or validate objectives.
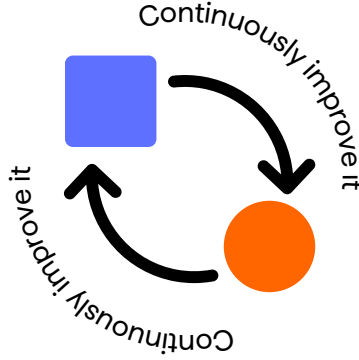
2. Offer support
Provide support and coaching to achieve agreed objectives.

3. Give feedback
Provide feedback on both the result and the observed behavior. Share suggestions for improvement.

Leadership

There is no 'best or final obeya'

Continuously improve it
Continuously improve it

Behaviour
- Keep information up-to-date
- Work together as a team to achieve the purpose
- Communicate respectfully
- Focus on results and facts
- Act to remove (systemic) obstacles

Success

Trust
There is mutual trust in the team where feedback is given, help is requested and everything can be discussed.

Facts
Facts are available about the performance that are acknowledged and recognized and reliable.

Focus
The relationship between goals and results is clear and the amount is manageable.

Flow
Communication/ information is quickly exchanged between team members and teams.

Visual
At 1 glance it is clear whether results/ goals are achieved and where there are deviations.

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