Agile @ OPM: the USAJOBS Product Owner Perspective

By Alesia Booth & Richard Cheng

Agenda
• Background
• Why Agile
• Outcome
• Obstacles &
Lessons Learned

Richard Cheng

- Principal and Agile practice lead at Excella Consulting
- CST, CSM, CSPO, CSP, PMP, PMI-ACP
- Founder and executive committee member for the Agile Defense Adoption Proponents Team (ADAPT)
- Performed Agile training, assessment, and coaching at USAJOBS

Alesia Booth

- 20+ years of Federal HR experience
- 10+ years of Federal hiring policy and systems experience
- Certified Scrum Product Owner
- Acted as Product Owner for development of USAJOBS 3.0
- Continuing to work on recruitment data standards and talent management systems at Treasury

USAJOBS

- More than half a million visitors each day
- More than 100k unique logins per day
- More than 10k average daily job postings
- Nearly 3M average daily searches
- More than 9.6M average daily page views

USAJOBS®
"WORKING FOR AMERICA"

monster®

Why Agile?

Agile Values

Individuals and interactions over processes and tools

Working software over comprehensive documentation

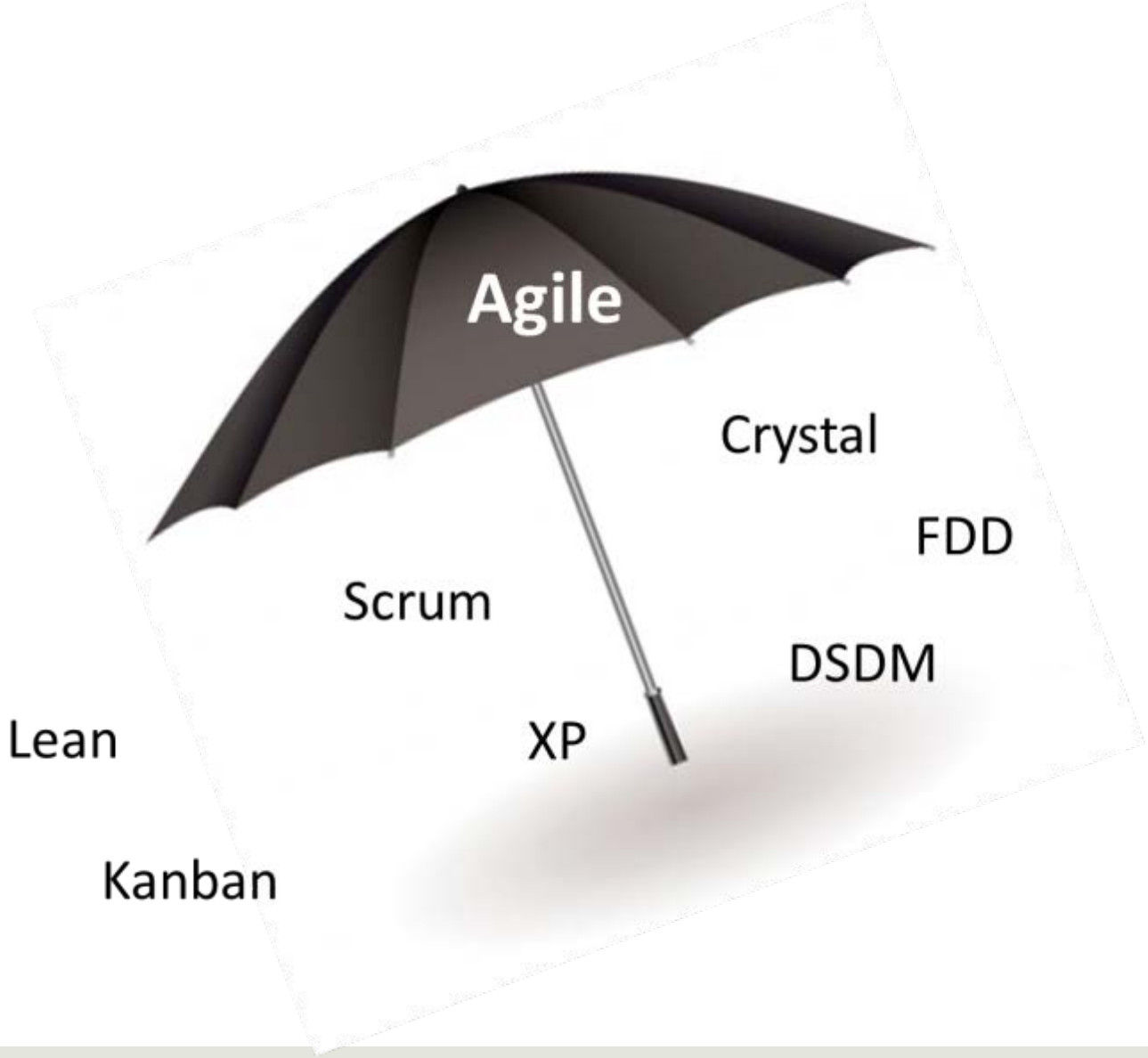
Customer collaboration over contract negotiation

Responding to change over following a plan

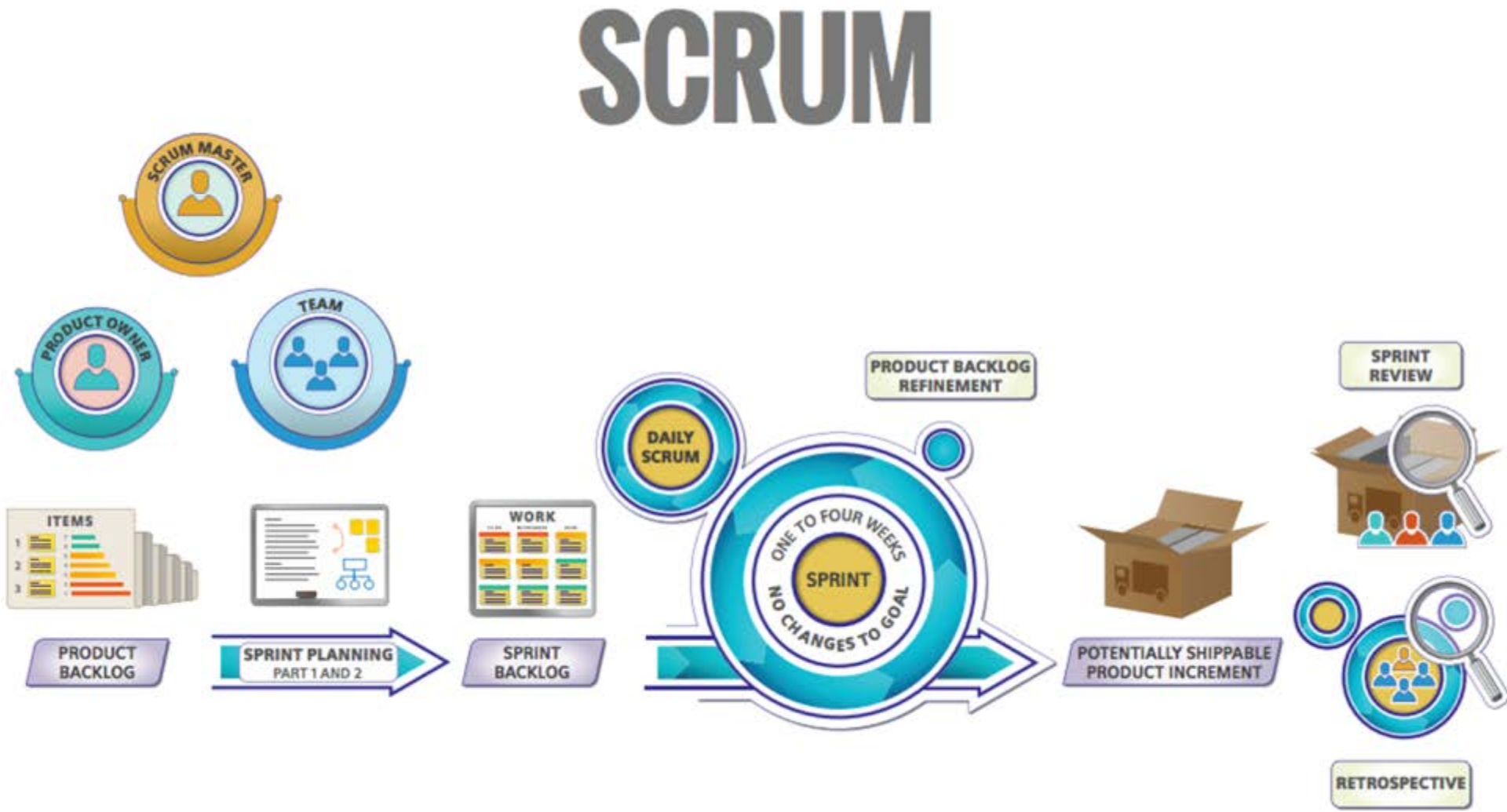
Agile Principles

1. **Satisfy** the customer **through** early and continuous **delivery**
2. **Welcome changing** requirements
3. **Deliver frequently**, preferring a shorter timescale
4. Business & technical **work together daily**
5. Pick the right **team and trust** them
6. **Face-to-face** Communication
7. **Working software** is the **primary measure** of progress
8. **Sustainable** pace
9. Technical **excellence** and good design **enhances agility**
10. **Simplicity**, maximizing the amount of work not done
11. Best **results** emerge **from self-organizing** teams
12. The team **regularly reflects** to become more effective

Agile Methodologies

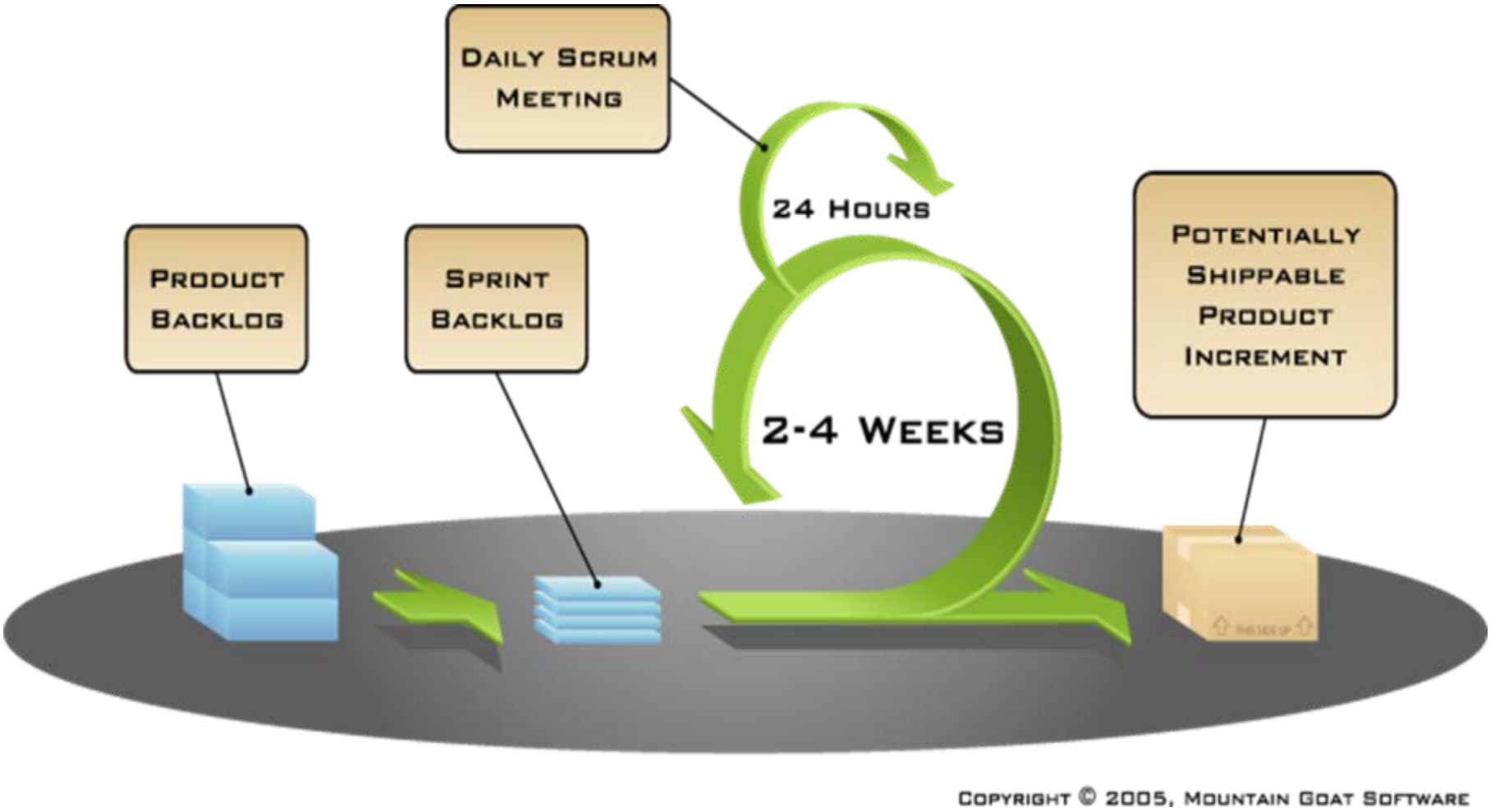


Scrum Framework



**from ScrumPrimer.com*

Scrum


Daily Scrum Meeting
24 Hours
Product Backlog
Sprint Backlog
2-4 Weeks
Potentially Shippable Product Increment
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Need Iterative & Incremental Approach

Outcome

Passed OIG SDLC Audit

Stakeholder Benefits

Obstacles & Lessons Learned

Mindset

mindset
positive
optimism
attitude
thinking
researchers
psychological
success
skills
perfectionism
simply
largely
intelligence
control
human
time
optimists
possible
stable
purposes
good
ability
fellow
failure
resolution
problems
assessment
technique
disease

Know the Terminology

Requirements

Distance

Security/508 Compliance

Scope Creep

Good ScrumMaster

Final Words

Agile Principle #12:

At regular intervals, the team reflects on how to become more effective, then tunes and adjusts its behavior accordingly.