

오렌지라이프의 Agile Transformation

- Journey & Leadership -

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OrangeLife I/S Tribe GHLee

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1. 오렌지라이프는...



2. Mega trend

Economics

고성장 시대

- New normal
- Digitalization

Social

유사성

다양성 / 초개인화
[혼족]

Speed

Viscous / Fluid

Superfluid
[SNS]

3. Issue

//

업의 특성 & Business sustainability

//

과거의 경험/지식이 중요하지
않음



Paradigm shift



Leader中心에서 집단지성으로 Transformation 필요
(Big hit) (Continuous small hit)

3. Issue

Leader
中心

- Fast (Decision)
- Follow up

VS

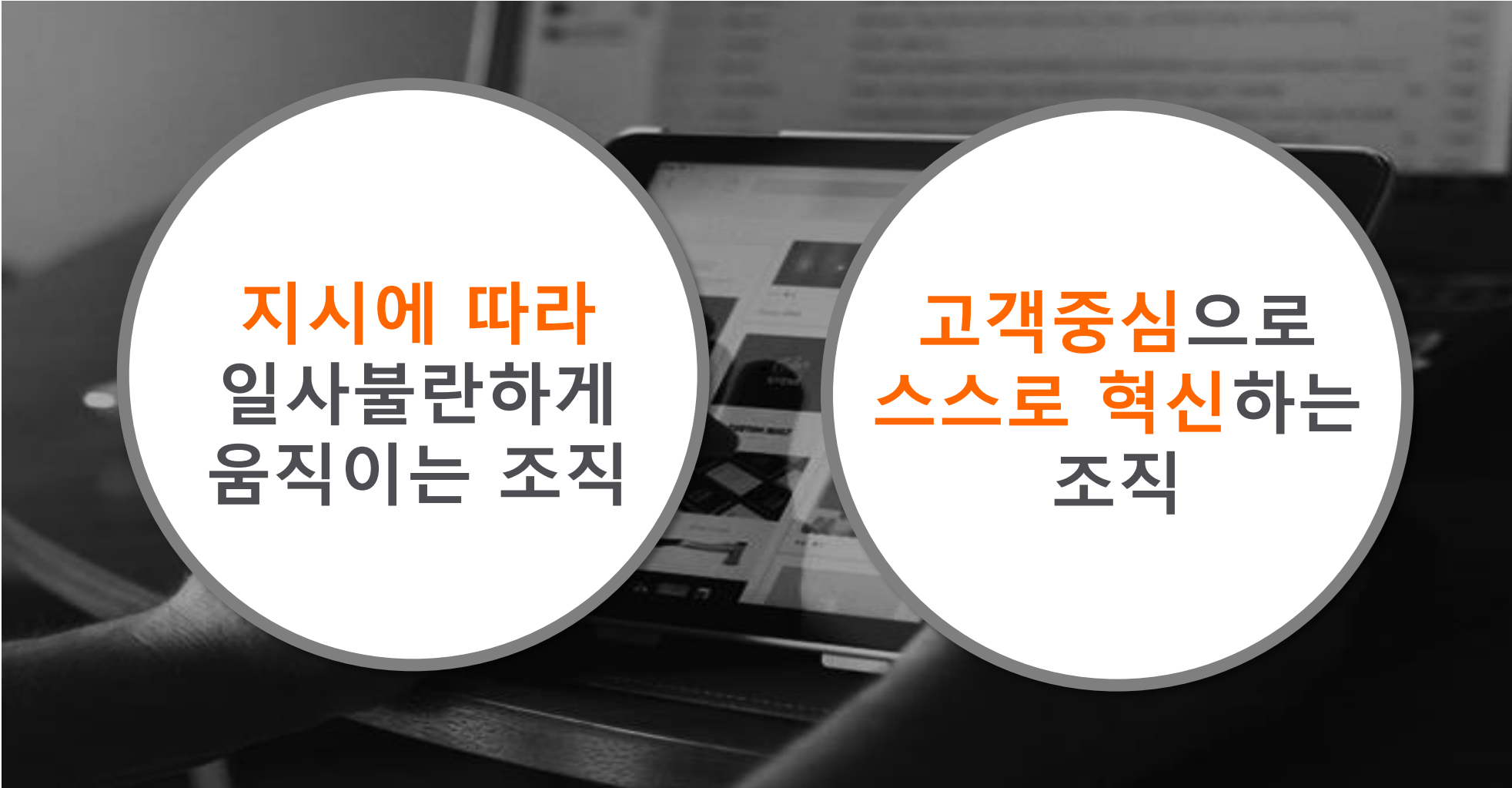
집단지
성
中心

- Slow(토론 中心)
- 합의(Consensus)

3. How to solve?



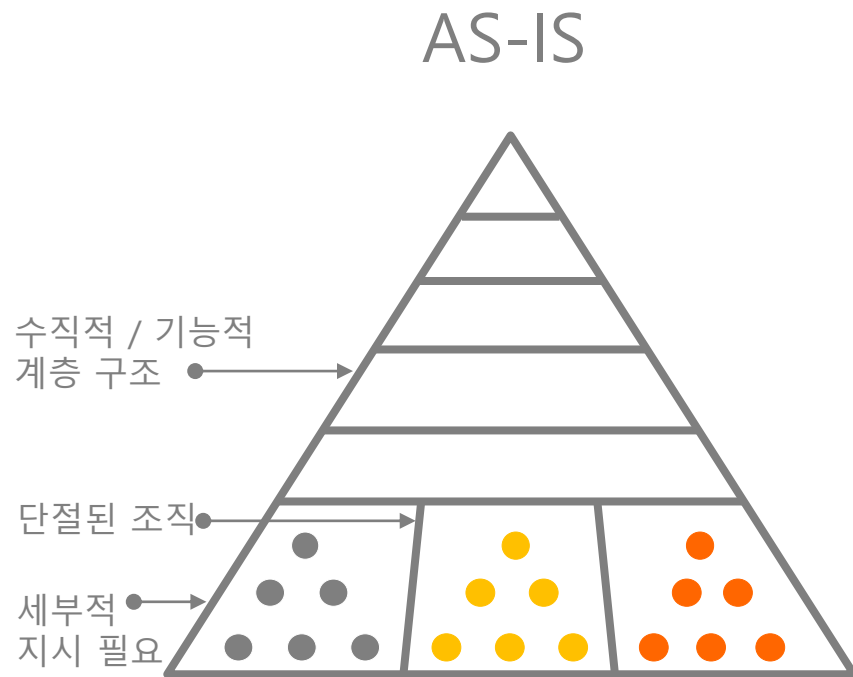
4. Agile Transformation 개념도



지시에 따라
일사불란하게
움직이는 조직

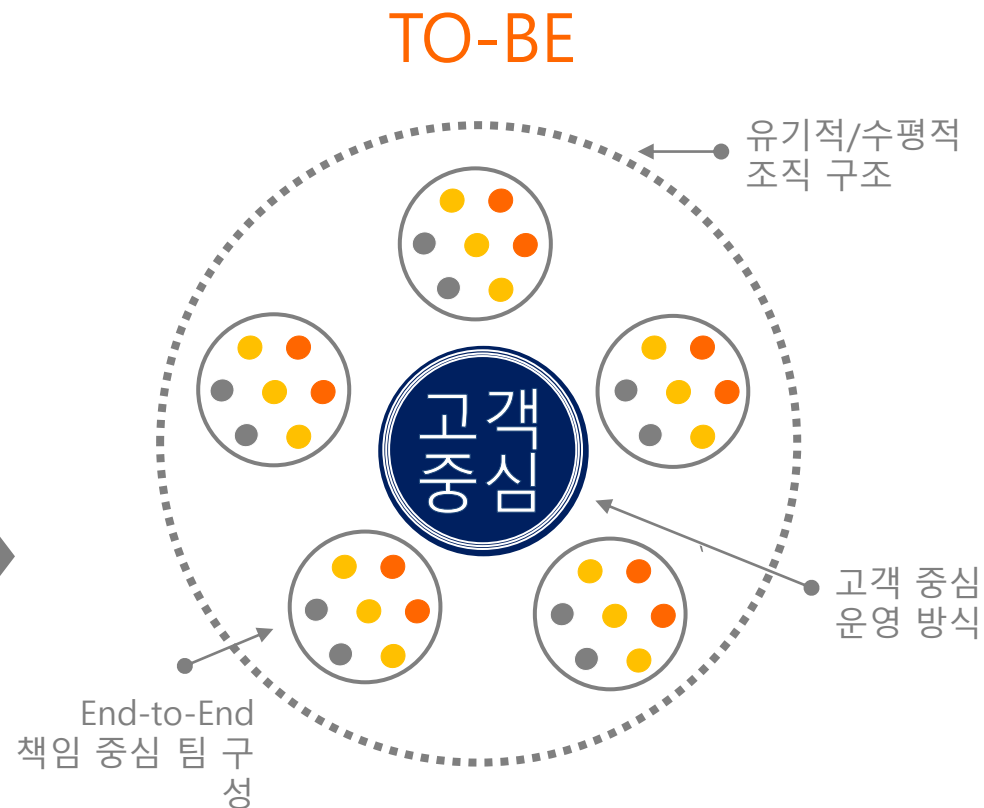
고객중심으로
스스로 혁신하는
조직

4. Agile Transformation 개념도



Hierarchy 조직

- 권한 부족
- 느린 실행
- 주어진 답
- Silo

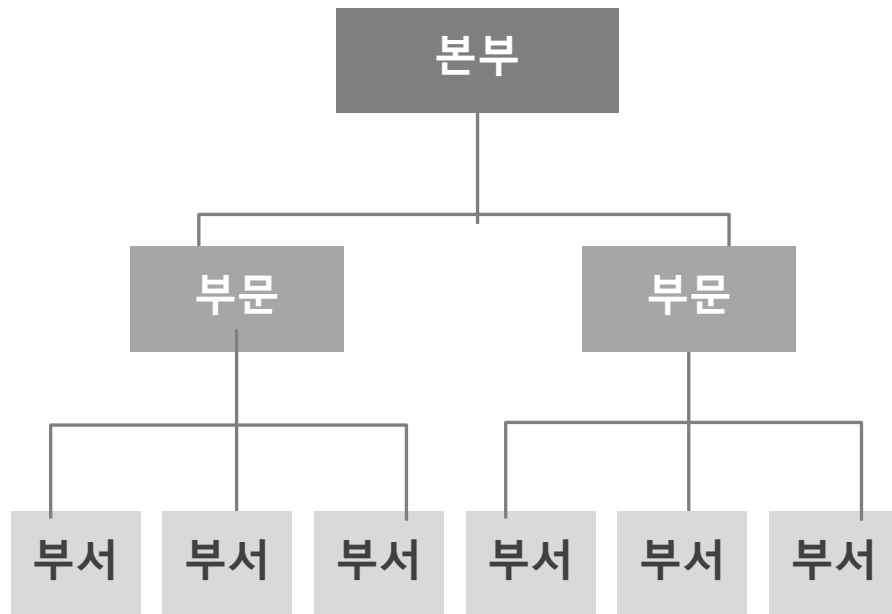


Agile 조직

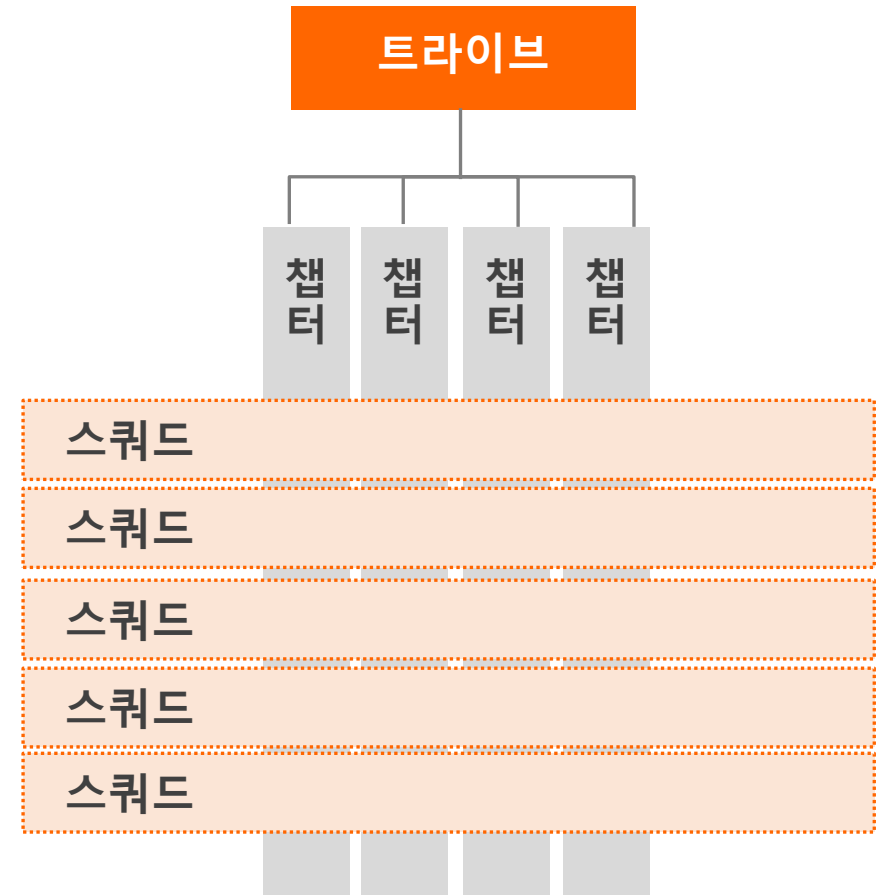
- 권한위임
- 빠른 실패 빠른 배움
- 창의적 해결
- Cross-functional

4. Agile Transformation 개념도

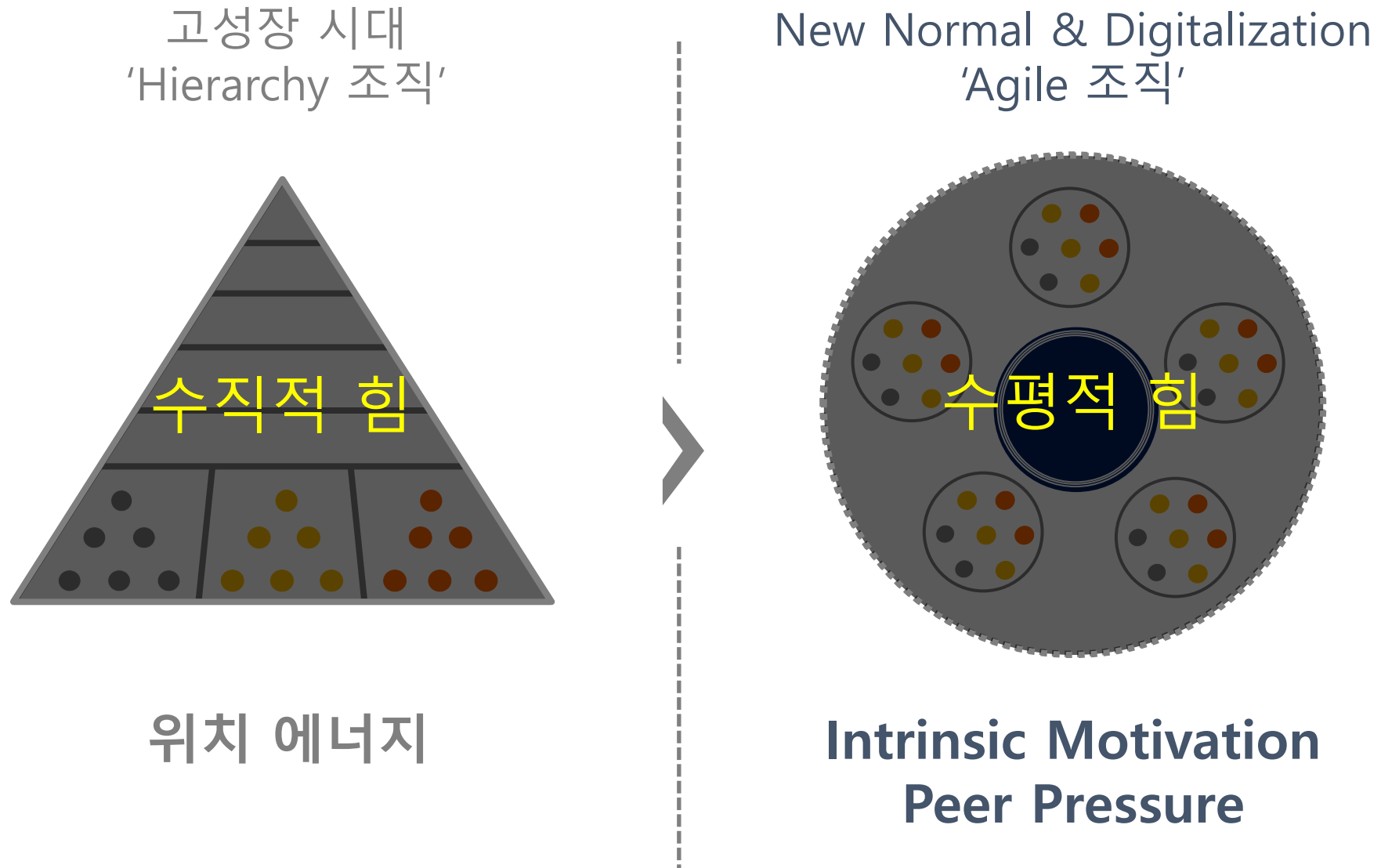
AS-IS



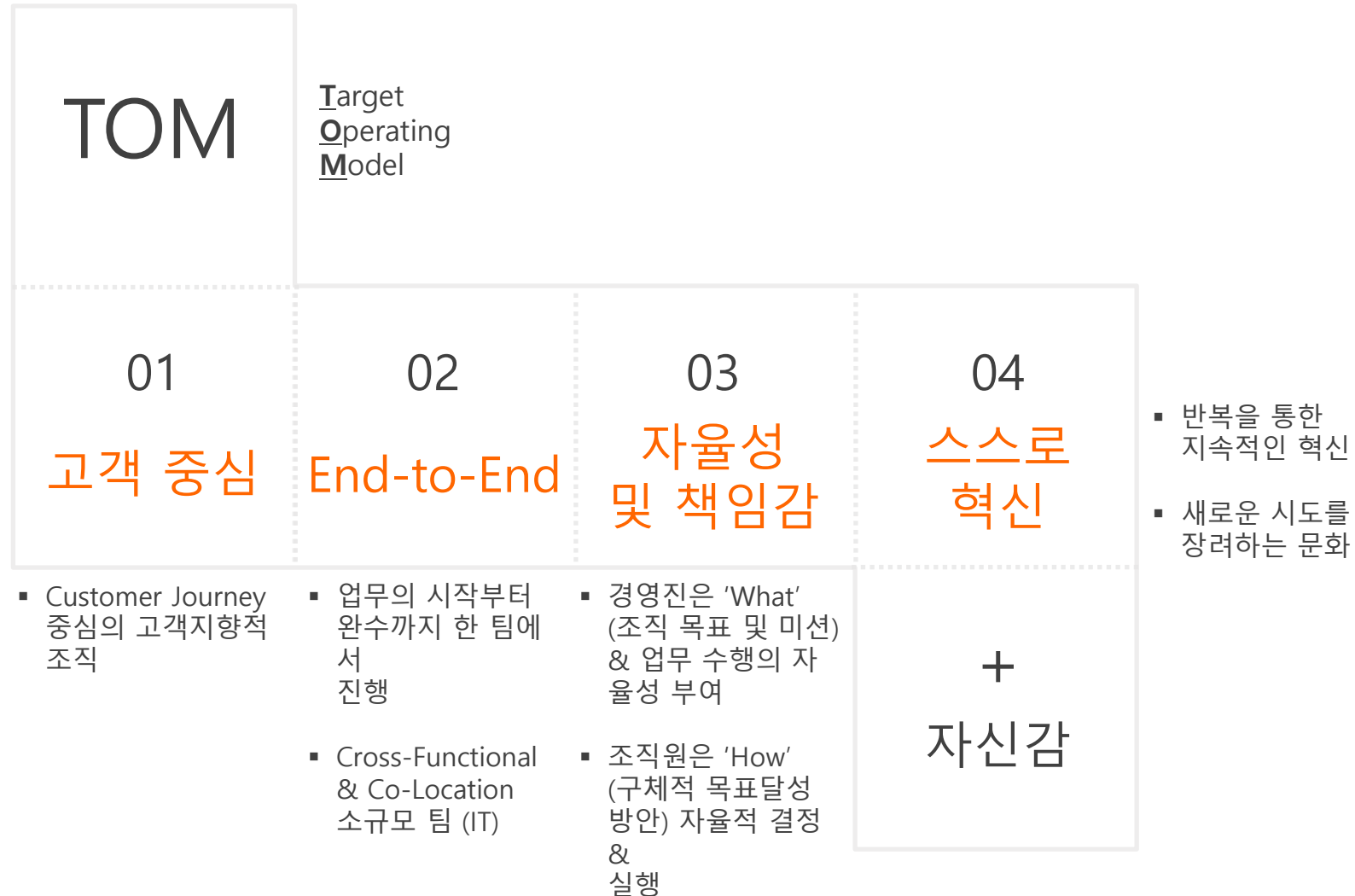
TO-BE



4. Agile Transformation 개념도



4. Agile Transformation 개념도



5. 주요 변화들



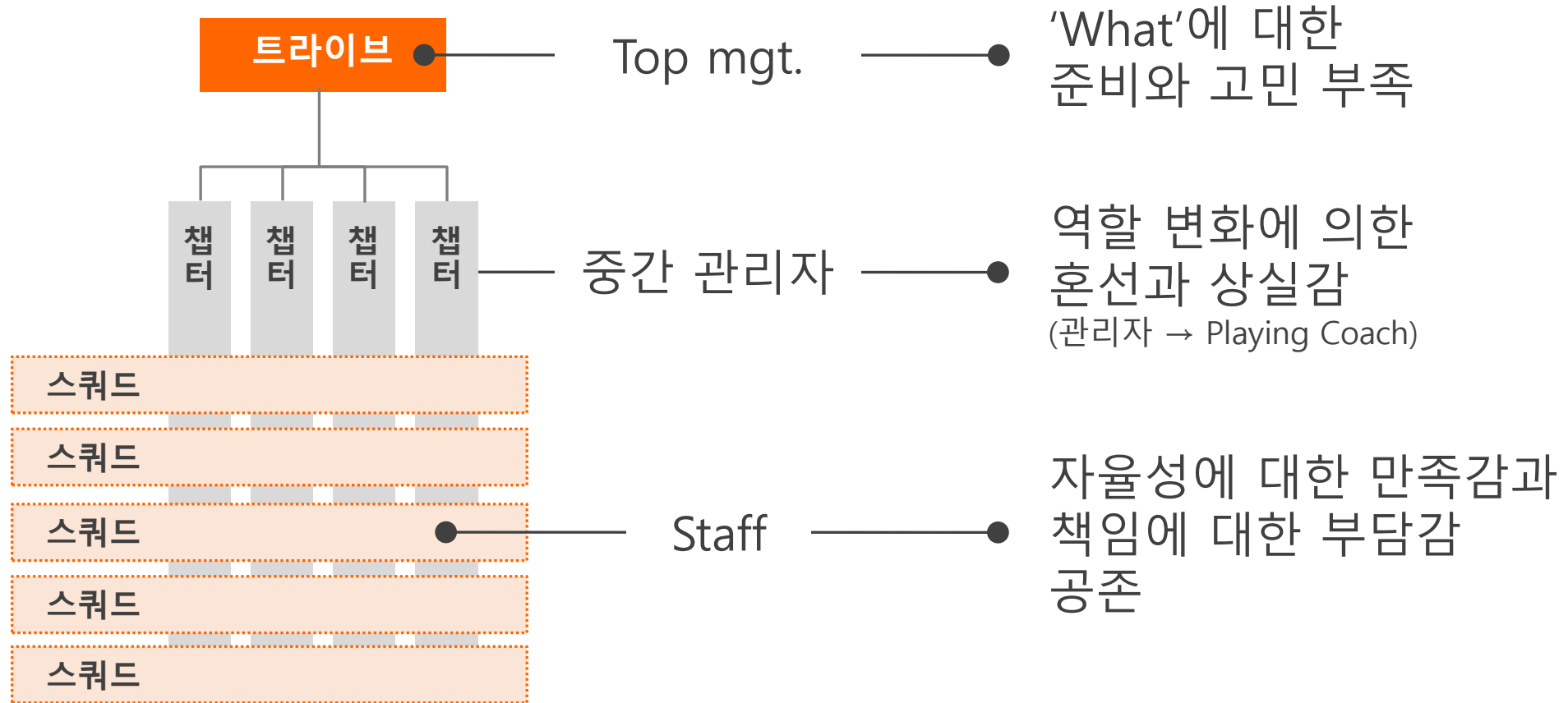
5. 주요 변화들



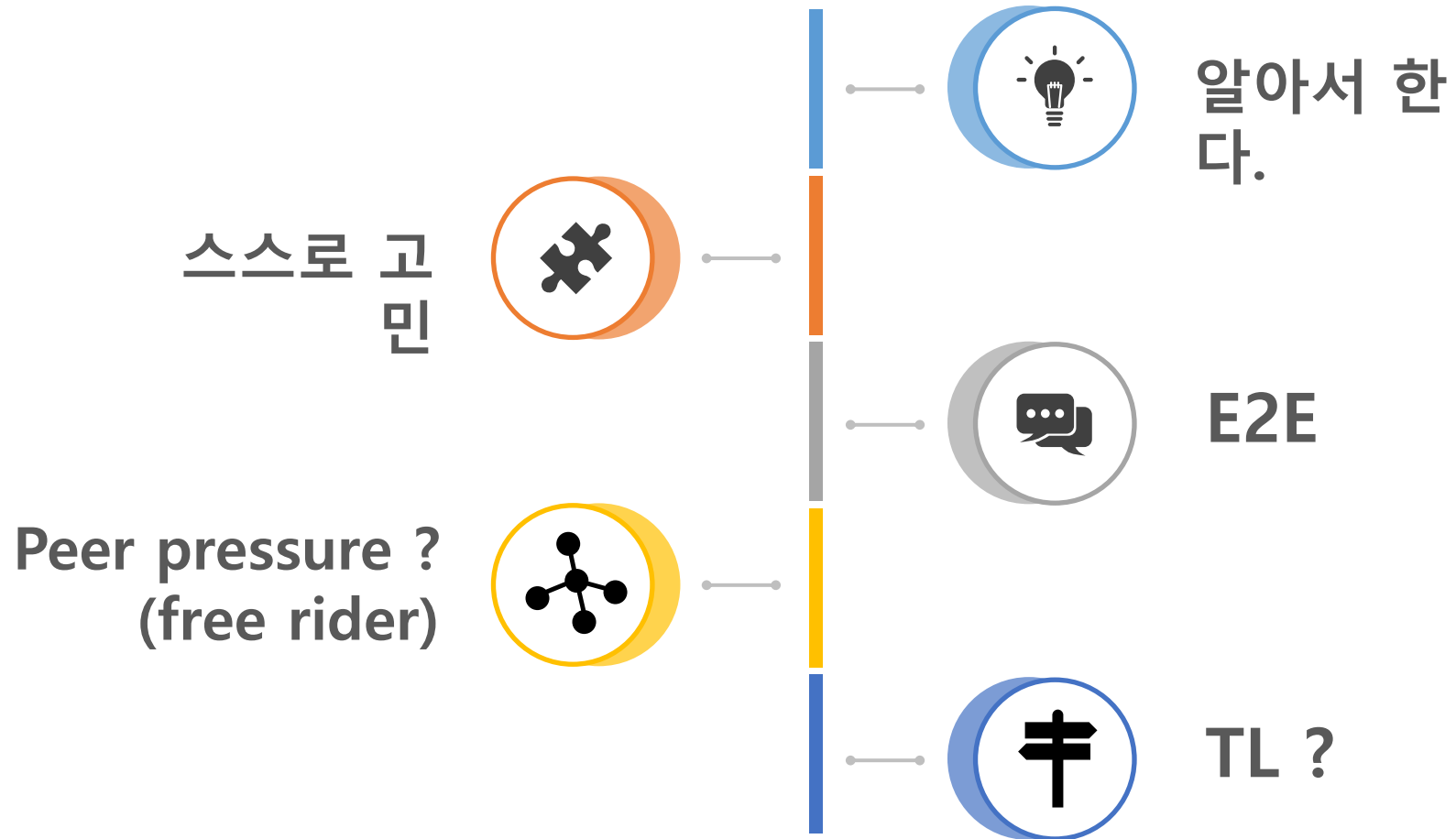
5. 주요 변화들



6. 변화과정의 lesson learned



6. 변화과정의 lesson learned



감사합니다