



We're constantly developing innovative radars to help you measure and optimize the health of your organization. Here are some tips on when and how to use them!

AgilityHealth® Radars	Radar Purpose	Radar Audience	Radar Dimensions	Benefits of Utilizing Radar	Suggested Introduction Time for Each Radar	Ongoing Cadence for Using Radar	Radar Facilitation Needs	Necessary Sessions for Each Radar
Team Health Radars								
TeamHealth 4.0 Radar	Benchmark for measuring the health of Agile teams, including qualitative and quantitative data. Shorter and lighter assessment than TeamHealth 3.0, with more focus on IT teams.	Typically completed by all team members: Product Owners, Scrum Masters, Technical Leads, & Team Members. Need a Scrum Master and/or Product Owner role for each team to receive quantitative questions, with the exception of Business Operations team members who will all receive quantitative questions.	Clarity Performance Leadership Culture Foundation	-Consistent definitions and measurement of team health and performance across Agile teams -Rollup data across multiple teams to identify trends and where to focus improvement efforts -Develop actionable growth plans at every level of the organization -Measure maturity over time -Leverage the growth portal for recommended growth items and for learning	-Rollout to teams according to Rollout Plan -Need to have about 1 certified Agility Health Facilitator available per 4-5 teams	Every quarter or release; at PI boundary for organizations using Scaled Agile	-Certified AgilityHealth® Facilitator to facilitate the retrospective and pre and post-retrospective activities, including Manager Debrief -1 Facilitator per 4-5 Agile teams -Trained facilitator (Program-level Coach) for the Continuous Improvement Strategy Session -Trained presenter for the Overview for Teams and Overview for Leaders sessions	-Team Retrospective -Manager debrief -Overview for Teams (as new teams are introduced) -Overview for Leaders (when rolling out to a new area) -Continuous Improvement Readout and Planning Session for Leaders
TeamHealth 3.0 Radar	Benchmark for measuring the health of teams, including qualitative and quantitative data. Can be used by both IT and Business teams.	Typically completed by all team members: Product Owners, Scrum Masters, Technical Leads, & Team Members. Need a Scrum Master and/or Product Owner role for each Software Delivery or Service and Support team to receive quantitative questions. Business Operations teams - all roles answer quantitative questions.	Clarity Performance Leadership Culture Foundation	-Consistent definitions and measurement of team health and performance across all teams -Rollup data across multiple teams to identify trends and where to focus improvement efforts -Develop actionable growth plans at every level of the organization -Measure maturity over time -Leverage the growth portal for recommended growth items and for learning	-Rollout to teams according to Rollout Plan -Need to have about 1 certified Agility Health Facilitator available per 4-5 teams	Every quarter or release; at PI boundary for organizations using Scaled Agile	-Certified AgilityHealth® Facilitator to facilitate the retrospective and pre and post-retrospective activities, including Manager Debrief -1 Facilitator per 4-5 Agile teams -Trained facilitator (Program-level Coach) for the Continuous Improvement Strategy Session -Trained presenter for the Overview for Teams and Overview for Leaders sessions	-Team Retrospective -Manager debrief -Overview for Teams (as new teams are introduced) -Overview for Leaders (when rolling out to a new area) -Continuous Improvement Readout and Planning Session for Leaders
Team Agility Radar (formerly Team Culture 2.1)	Team Agility is a refreshed and latest version of the Team Culture 2.0 radar, with rename for a couple of sub-dimensions and a new competency for Operational Excellence. This radar focuses on modern ways of working along with the mindsets and behaviors of high-performing teams, based on recent industry research and studies. Inspiration for the cultural competencies comes from the research done by MIT Sloan on the Big Nine Cultural Values, addressing the question of which values matter most, as cited by diverse top companies.	Typically taken by all team members from any team, Business or Technology-focused	Ways of Working Mindset & Behaviors	-Consistent definitions and measurement of team culture across all teams -Roll-up data across multiple teams to identify trends and where to focus improvement efforts -Develop actionable growth plans at every level of the organization -Measure improvements over time	-Anytime	Baseline, then every 6 months to check-in on the progress	-One certified AgilityHealth® Facilitator available per 4-5 teams	-Team Retrospective -Manager debrief -Overview for teams (as new teams are introduced) -Overview for Leaders (when rolling out to a new area) -Continuous Improvement Readout and Planning Session for Leaders

AgilityHealth® Radars	Radar Purpose	Radar Audience	Radar Dimensions	Benefits of Utilizing Radar	Suggested Introduction Time for Each Radar	Ongoing Cadence for Using Radar	Radar Facilitation Needs	Necessary Sessions for Each Radar
Team Culture 2.0 Radar	In the spirit of helping organizations develop strategies to continuously improve team culture, we designed the Team Culture Health Radar. This radar focuses on modern ways of working along with the mindsets and behaviors of high-performing teams, based on recent industry research and studies. Inspiration for the cultural competencies comes from the research done by MIT Sloan on the Big Nine Cultural Values, addressing the question of which values matter most, as cited by diverse top companies.	Typically taken by all team members from any team, Business or Technology-focused	Ways of Working Mindset & Behaviors	-Consistent definitions and measurement of team culture across all teams -Roll-up data across multiple teams to identify trends and where to focus improvement efforts -Develop actionable growth plans at every level of the organization -Measure improvements over time	-Anytime	Baseline, then every 6 months to check-in on the progress	-One certified AgilityHealth® Facilitator available per 4-5 teams	-Team Retrospective -Manager debrief -Overview for teams (as new teams are introduced) -Overview for Leaders (when rolling out to a new area) -Continuous Improvement Readout and Planning Session for Leaders
Technical Health Radar	Assess the technical health of Agile Teams through the lens of understanding the technical skills of the team to support the implementation and maintenance of the systems and abilities (availability, compatibility, maintainability, reliability, scalability, usability, security, portability, certification, and compliance) in the organization.	Typically completed by Technical Leads, Developers, and Technical Team Members (can be completed by any team members completing technical activities and testing).	Continuous Delivery Architecture Technical Excellence Metrics	-Asses the technical health of Agile Teams -Roll up data across multiple teams to identify trends and where to focus improvement efforts -Develop actionable growth plans at every level of the organization -Measure maturity over time	Anytime	Once a quarter or at the end of a release/Pl.	-Certified AgilityHealth® Facilitator to facilitate the retrospective, as well as pre- and post-retrospective activities	-Team Retrospective -Continuous Improvement Readout and Planning Session for Leaders
Program/Team of Teams Health Radars								
DevOps Health Radar	To facilitate a DevOps Health assessment for Technology Delivery team(s) to gain visibility into their current DevOps maturity, identify key areas for growth, and develop a concrete growth plan of action for the next quarter at the team and leadership/program levels.	This assessment could be completed at a program level and could include technology managers and members of architecture, ops, security, testing, release mgmt. areas. Additionally, the assessment could be completed a team level and would include all members of a technology delivery team. You can then view how the leadership/program team responded vs. the teams.	Building the Right Product Faster Value Delivery Higher Quality Culture of Improvement	-Target health and performance across all aspects of DevOps -Compare program and team-level results -Develop actionable growth plan	-Establish Team Health Radar baseline assessment first -Anytime after Team Health Assessment	2 to 3 times per year to check-in on DevOps Health	-Certified AgilityHealth® Facilitator to facilitate the retrospective and pre and post-retrospective activities -Facilitator needs to be an experienced program-level coach	-Team Retrospective -Continuous Improvement Readout and Planning Session for Leaders
Program Health Radar	The Program Health Radar provides organizations a way to assess the effectiveness of planning & execution, as well as the leadership, of their Programs.	Program Managers, Product Managers, Product Owners, and Team Members as necessary.	Planning Program Leadership Delivery Culture	-Establish common understanding of maturity for Program planning, execution and delivery -Develop actionable growth plan	-TeamHealth® Radar baseline assessment has been completed -Program has executed at least one planning and execution period	After each planning and execution period or twice a year	-Certified AgilityHealth® Facilitator to facilitate the retrospective, as well as pre- and post-retrospective activities -Facilitator needs to be an experienced program-level coach	-Team Retrospective -Continuous Improvement Readout and Planning Session for Leaders
Lean Product Health Radar	Inspired by Marty Cagan and Jeff Patton's Developing Strong Product Teams approach, this radar is geared specifically to product teams (discovery and delivery members)	Typically completed by the Product Leadership team including discovery and delivery members such as: Product Owners, Product Managers, UX Designers, Technical Leads, Discovery Coaches and team members if needed.	Product Maturity Delivery Health Technical Health Culture	-In-depth and targeted assessment of the health and maturity of product and discovery teams -Develop actionable growth plan	-Previous participation with Team Health Radar suggested -Scheduled and Executed in coordination with applicable Agile Coaches and facilitators.	2 to 3 times per year to check-in on Lean Product Health	-Certified AgilityHealth® Facilitator to facilitate the retrospective and pre and post-retrospective activities -Facilitator needs to be an experienced program-level coach	-Team Retrospective -Continuous Improvement Readout and Planning Session for Leaders



We're constantly developing innovative radars to help you measure and optimize the health of your organization. Here are some tips on when and how to use them!

AgilityHealth® Radars	Radar Purpose	Radar Audience	Radar Dimensions	Benefits of Utilizing Radar	Suggested Introduction Time for Each Radar	Ongoing Cadence for Using Radar	Radar Facilitation Needs	Necessary Sessions for Each Radar
Machine Learning & AI Radar	Measure the maturity of your organization's Machine Learning, Data Science, Artificial Intelligence (AI) practices, execution and culture, to gain visibility into their current maturity, identify key areas for growth and develop a concrete growth plan of action for the next quarter at the program and team levels.	This assessment could be completed at a program level and would include technology managers and members of architecture, operations, security, testing and release management areas.	ML Product Engineering Metrics Stakeholders Leadership	<ul style="list-style-type: none"> - Strategic focus for guidance on what to prioritize for the most benefit. - Understanding strengths and areas that need work, shaping decisions on training, hiring, and tech choices. - Managing risks to identify and address potential risks while integrating ML & AI. - Business alignment to ensure that ML & AI projects align with overall business goals. - Tech future-proofing for a clear view of present tech trends and outlines the steps to stay ahead in ML & AI. 	At the start of a transformation to baseline or at any point in time to baseline; Rollout to teams based on rollout plan	2 to 3 times per year	-Certified AgilityHealth® Facilitator to facilitate the retrospective and pre and post-retrospective activities, including Manager Debrief	<ul style="list-style-type: none"> -Team Retrospective -Manager debrief -Overview for Teams (as new Teams are introduced) -Overview for Leaders (when rolling out to a new area) -Continuous Improvement Readout and Planning Session for Leaders
Release Train Health Radar	Assesses the effectiveness of planning & execution for a Release Train	Program Managers, Product Managers, Product Owners, Architects, Release Train Engineer & other Team Members as necessary.	Planning Readiness PI Planning Event PI Execution Delivery Results	<ul style="list-style-type: none"> -Establish common understanding of maturity for ART planning, execution and delivery -Develop actionable growth plan 	<ul style="list-style-type: none"> -Establish Team Health Radar baseline assessment first -ART has executed at least one PI 	PI Boundary	-Certified AgilityHealth® Facilitator to facilitate the retrospective and pre and post-retrospective activities -Facilitator needs to be an experienced program-level coach	<ul style="list-style-type: none"> -Team Retrospective -Continuous Improvement Readout and Planning Session for Leaders
Enterprise Business Agility Radar	To help the transformation leadership team assess their current state, develop a quarterly roadmap & plan for the next quarter.	Typically taken by senior leaders from IT, Business, HR and other stakeholder groups who wish to create an overall strategy for an active Enterprise Business Agility Transformation across several pillars.	Lean Portfolio Management Stable Teams Agile Framework and Mindset Leadership & Culture Make It Stick Technology Transformation Customer Seat at Table	<ul style="list-style-type: none"> -Assesses the overall health and maturity of an Enterprise Agile transformation. -Indicates areas and practices where the transformation effort has opportunities for improvement. -Develop a roadmap for the transformation. 	Initial introduction timing depends on a few critical indicators: <ul style="list-style-type: none"> -High alignment and urgency regarding transformation effort from organization. -Significant engagement with Agile Journey at lower levels of the organization -Available capacity coupled with high prioritization from key business stakeholders 	Baseline, then every 6 months to check-in on the Enterprise Business Agility progress	-Certified AgilityHealth® Facilitator to facilitate the retrospective and pre and post-retrospective activities -Facilitator needs to be an experienced enterprise-level coach -EBA Strategist to provide the Executive Overview and to facilitate the strategy and planning sessions	<ul style="list-style-type: none"> -Team Retrospective -EBA Executive Seminar -EBA Transformation Strategy Session -EBA Planning/ Roadmap Sessions
Digital Transformation Radar	This radar enables organizations to assess the 6 keys areas of a successful digital transformation.	Typically taken by the team or group leading the Digital Transformation. This may include business leaders, technology leaders, operations leaders and HR leaders.	Customer & Product Strategy Digital Business Model Core Technologies Enterprise Data & Analytics Trust & Compliance Digital Metrics.	<ul style="list-style-type: none"> -Assesses the overall health and maturity of a Digital Transformation -Indicates areas and practices where the transformation effort has opportunities for improvement -Develops a road map for the transformation 	Initial introduction timing depends on a few critical indicators: <ul style="list-style-type: none"> -High alignment and urgency regarding transformation effort from organization -Significant engagement with the transformation journey at lower levels of the organization -Available capacity coupled with high prioritization from key business stakeholders 	Baseline, then every 6 months to check-in on the Digital Transformation progress	-Certified Facilitator to facilitate the retrospective and pre and post-retrospective activities -Facilitator needs to be an experienced program-level coach	<ul style="list-style-type: none"> -Team Retrospective -Continuous Improvement Readout and Planning Session for Leaders



We're constantly developing innovative radars to help you measure and optimize the health of your organization. Here are some tips on when and how to use them!

AgilityHealth® Radars	Radar Purpose	Radar Audience	Radar Dimensions	Benefits of Utilizing Radar	Suggested Introduction Time for Each Radar	Ongoing Cadence for Using Radar	Radar Facilitation Needs	Necessary Sessions for Each Radar
Lean Portfolio Health Radar	Designed to give a deeper assessment of your portfolio health & maturity. This radar explores how well you're managing your demand, aligning it with capacity, providing lean governance, and additionally explores the dimensions of culture, delivery health, and technical health across the portfolio.	Members of Portfolio Teams, including Portfolio Managers, Sponsors/Executives & Architects.	Strategy Execution Foundation Culture	-Establish common understanding of maturity at the Portfolio level -Develop actionable growth plan	-Establish Team Health Radar baseline assessment first -Identified as a Portfolio. -Executed at least 1 PI.	Once a quarter or 3 times per year to check in on the health of the portfolio.	-Certified AgilityHealth® Facilitator to facilitate the retrospective and pre and post-retrospective activities -Facilitator needs to be an experienced program-level coach	-Team Retrospective -Continuous Improvement Readout and Planning Session for Leaders
Business Agility Radars								
Agile Talent & HR Radar	Visualize the full picture of the journey to an Agile HR team with this radar. Measure the health of your HR strategy and tactics to both Agile methodology and the new ways of working.	Members of the Human Resources team.	Organization Design Talent Acquisition Learning & Development Agile HR Mindset Effective Performance	-Understand the health an Agile HR team's strategy and alignment to Agile methodology and new ways of working - Develop an actionable growth plan	-After establishing a TeamHealth® Radar baseline -Team has executed at least one PI	Once a quarter or 3 times per year to check-in on the health of the HR team's strategy and tactics.	-Certified AgilityHealth® Facilitator to facilitate the retrospective, as well as pre- and post-retrospective activities -Facilitator needs to be an experienced Agile coach	-Team Retrospective -Continuous Improvement Readout and Planning Session for Leaders
Agile Marketing Radar	Designed for teams and organizations to assess the strength of their marketing foundation, marketing leadership, their marketing performance and their marketing agility.	Typically completed by all team members and members of marketing leadership. May be completed by stakeholders of the marketing function (sales, business units, clients of an agency)	Marketing Foundation Leadership Performance Marketing Agility	-Consistent definition of the health and agility of the marketing organization -Rollup of data across teams to identify trends and where to focus efforts -Develop actionable growth plans -Measure maturity over time	At the start of a transformation to baseline or at any point in time to baseline; Rollout to teams based on rollout plan	Every quarter	-Certified AgilityHealth® Facilitator to facilitate the retrospective and pre and post-retrospective activities, including Manager Debrief	-Team Retrospective -Manager debrief -Overview for Teams (as new teams are introduced) -Overview for Leaders (when rolling out to a new area) -Continuous Improvement Readout and Planning Session for Leaders
Individual Role/Talent Radars								
Scrum Master Radar	The Scrum Master is one of the critical roles that enables high-performing teams. The Scrum Master Radar is a role-based assessment that helps Scrum Masters gain insight to their job/skill performance by recognizing strengths as well as development areas regarding the team's behavior as an outcome of a good Scrum Master.	Individuals in a Scrum Master role.	Planning Execution Leadership Coaching Foundation	-Effective and standardized evaluation for self improvement, aligned to Lean/Agile principles -Can be customized to align with the organization's expectations for each role -Helps each team member gain insight to their job/skill performance, by recognizing strengths as well as development areas	-After 60 days in the role, for a new Scrum Master -Any time, for existing Scrum Masters	Twice a year	-Certified AgilityHealth® Facilitator to facilitate the retrospective and pre and post-retrospective activities -Experienced Agile Coach for debrief session and to help develop the growth plan	-1 Hr Overview of Individual Radars Workshop -Individual debrief and growth plan session



We're constantly developing innovative radars to help you measure and optimize the health of your organization. Here are some tips on when and how to use them!

AgilityHealth® Radars	Radar Purpose	Radar Audience	Radar Dimensions	Benefits of Utilizing Radar	Suggested Introduction Time for Each Radar	Ongoing Cadence for Using Radar	Radar Facilitation Needs	Necessary Sessions for Each Radar
Agile Team Coach Radar	Individual role-based 360 assessment. Team Coaches reflect on their own approach, skills and impact, while receiving feedback from others.	Individuals in a coaching role – their peers, customers, stakeholders & team members.	Enabement Leadership & Style Coaching Levels Capabilities Team Health	-Effective and standardized 360 evaluation for self improvement, aligned to Lean/Agile principles	-After 60 days in the role for a new coach -Anytime for existing coaches	Twice a year	-Certified AgilityHealth® Facilitator to facilitate the retrospective and pre and post-retrospective activities -Experienced coach for debrief session and to help develop the growth plan	-Assessment launch -Individual debrief and growth plan session
Leadership Agility Radar	Individual role-based 360 assessment. The Leadership Agility Radar covers a wider range of competencies for leading teams and impacting the organization as a leader.	Executives/Senior leaders, middle managers, team leaders	Vision & Strategy Leading Execution Leadership Behaviors Value Delivered	-Effective and standardized 360 evaluation for self improvement, aligned to Lean/Agile principles	-Anytime, but recommend completing as part of a training program/after learning about agile leadership	Twice a year	-Certified AgilityHealth® Facilitator to facilitate the retrospective and pre and post-retrospective activities -Experienced program/enterprise coach for debrief session and to help develop the growth plan	-Assessment launch -Individual debrief and growth plan session
Product Owner (Manager) Radar	The Product Owner (Manager) is one of the critical roles that enables high-performing teams. The Product Owner (Manager) Radar is an individual role-based 360 assessment for Agile Team members. The goal is to dig deeper and establish a baseline of how this role is doing against the expectations you have of them, and to develop a clear path for growth.	Individuals in a Product Owner (Manager) role - their peers, customers, stakeholders & team members.	Leadership & Culture Product Leadership Discovery Delivery Metrics	-Effective and standardized 360 evaluation for self improvement, aligned to Lean/Agile principles -Can be customized to align with the organization's expectations for each role -Helps each team member gain insight to their job/skill performance, by recognizing strengths as well as development areas	-After 60 days in the role, for a new Product Owner/Manager -Any time, for existing Product Owners/Managers	Twice a year	-Certified AgilityHealth® Facilitator to facilitate the retrospective and pre and post-retrospective activities -Experienced Agile Coach for debrief session and to help develop the growth plan	-1 Hr Overview of Individual Radars Workshop -Individual debrief and growth plan session
Release Train Engineer Radar	The Release Train Engineer Radar is a critical role that enables high-performing teams. The RTE is a servant leader and coach for the Agile Release Train (ART). This assessment helps RTE's gain insight to their performance to effectively facilitate and continuously align large development programs.	Individuals in the Release Train Engineers role - their peers, customers, stakeholders & team members.	Facilitation Value Delivery Leadership Agility Relationship Management Leading Execution	-Allows RTEs to gain insight into their performance to effectively facilitate and continuously align large development programs -Effective and standardized 360 evaluation for self improvement	-After 60 days in the role, for a new RTE -Any time, for existing RTEs	Twice a year	-Certified AgilityHealth® Facilitator to facilitate the retrospective and pre and post-retrospective activities -Experienced Agile Coach familiar with release trains for debrief session and to help develop the growth plan	-1 Hr Overview of Individual Radars Workshop -Individual debrief and growth plan session
Tech Skills Assessment Radar	The Tech Skills Assessment is an individual skill-based radar with 360 assessments for team members. The goal is to dig deeper and understand how this team member is doing against the expectations identified for them, and to develop a clear path for growth.	Typically completed by technical team members.	Front-End Security & Release Data & Analytics Quality Backend Skills Capabilities Culture	-Learn how each team member contributes their technical skills as part of their role in enabling a high-performing team.	-After 60 days in the role, for a new team member -Any time, for existing team members	Twice a year	-Certified AgilityHealth® Facilitator to facilitate the retrospective and pre and post-retrospective activities -Experienced Agile Coach for debrief session and to help develop the growth plan	-Assessment launch -Individual debrief and growth plan session



We're constantly developing innovative radars to help you measure and optimize the health of your organization. Here are some tips on when and how to use them!

AgilityHealth® Radars	Radar Purpose	Radar Audience	Radar Dimensions	Benefits of Utilizing Radar	Suggested Introduction Time for Each Radar	Ongoing Cadence for Using Radar	Radar Facilitation Needs	Necessary Sessions for Each Radar
9 SAFe Radars available: Team and Technical Agility, Business Agility, Lean Portfolio Management, Agile Product Delivery, DevOps, Organizational Agility, Continuous Learning Culture, Enterprise Solution Delivery, Lean-Agile Leadership	Build a culture of continuous improvement with actionable data gathered from your teams and trains. SAFe® Assessments allow you to gain insights into all levels of your organization and provide targeted recommendations for improvement.	Individuals/Leaders, Teams, Trains, Enterprise	Various	<ul style="list-style-type: none"> - Across various view levels, there is the ability to visualize trends and identify areas to invest resources for improvement. - Benchmark your data against internal teams or other companies in your industry. 	Various	Various	Various	Various