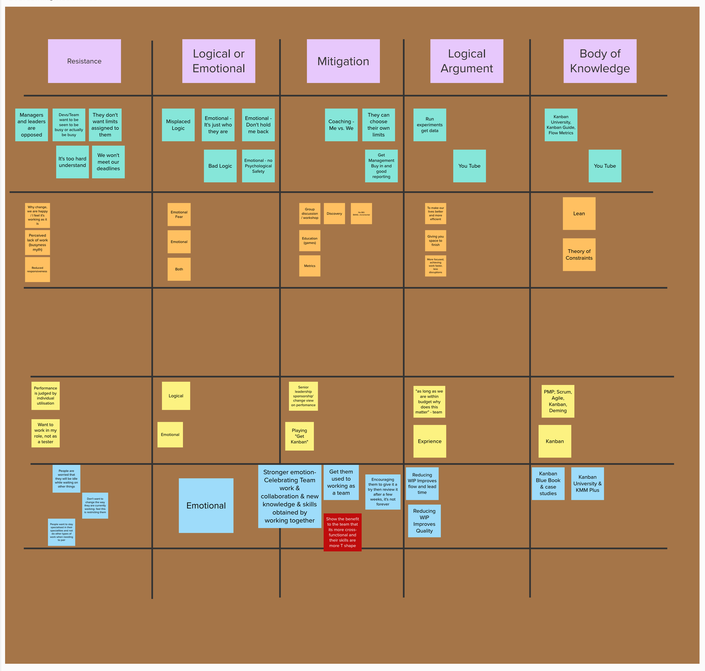
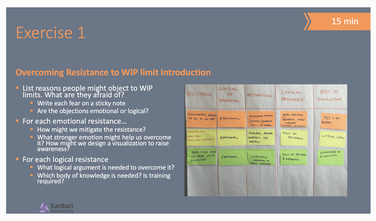
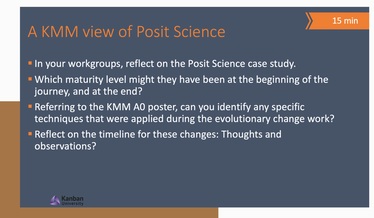
Overcoming Resistance



List reasons people might object to WIP limits. What are they afraid of?
- Write each fear on a sticky note
- Are the objections emotional or logical?
For each emotional resistance...
- How might we mitigate the resistance?
- What stronger emotion might help us overcome it? How might we design a visualization to raise awareness?
For each logical resistance
- What logical argument is needed to overcome it?
- Which body of knowledge is needed? Is training required?



KMM view of Posit Science



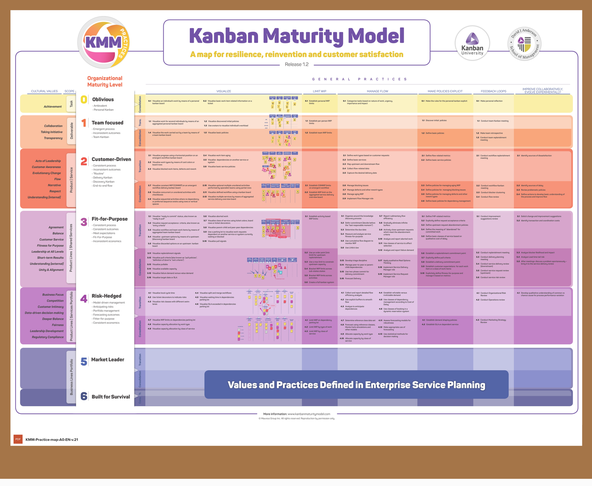
Post Science Case Study KMM Evaluation

Before

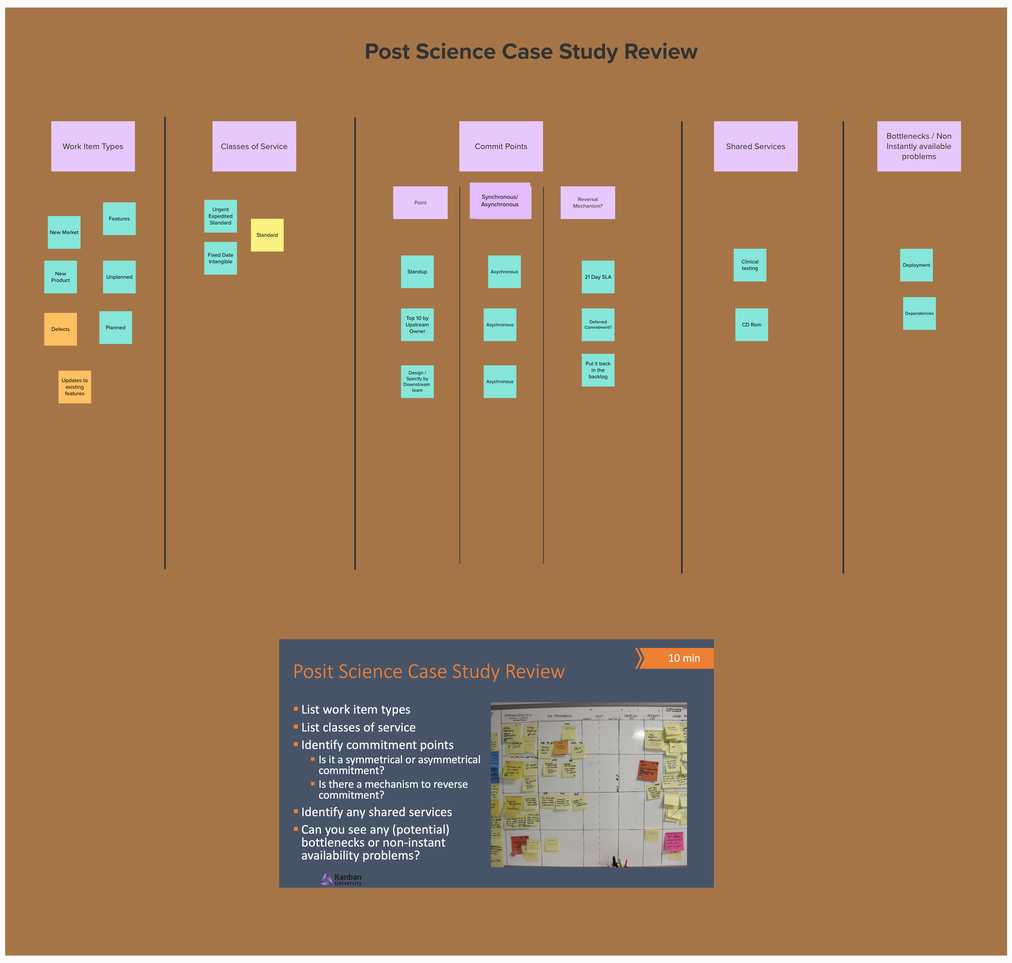
1

After

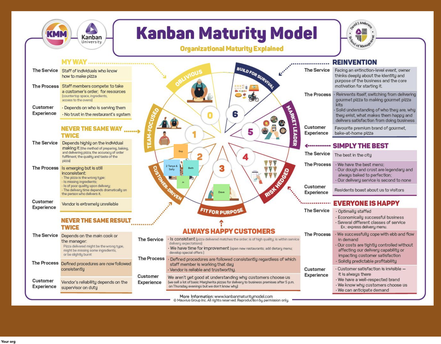
3



Posit Science Case Study Review



Reflection: Your organisation



Reflect on your organization and your current Kanban implementation. What are the characteristics?
Are you still at maturity level 0 or 1? These early maturity level organizations represent the majority of the market, perhaps 80%+. Why do you think that is?
Why do you think "full" Kanban pull systems to be found at higher maturity levels are so challenging to adopt?

Reflection: Your org

Treasure Hunt: Maturity Levels

Would be good to see what type of funding model is used at each stage: Project/Value Stream/Portfolio, etc:

Some organisations represent different levels throughout the org. Different divisions at different levels.

Treasure Hunt Maturity Levels