

Radically

Transform to Agile

Managing Aeroqual's growth in Agile

// Challenge

aeroqual

Aeroqual is an innovative Kiwi company at the cutting edge of air monitoring equipment. The demand, both internally and globally has meant rapid growth which has presented some challenges to various teams and parts of the business.

How might a rapidly growing organisation communicate better at a strategic level, then improve delivery practices to provide acceleration in a consistent and repeatable manner?

// What we did

Radically assisted Aeroqual transform to agile, creating the clear link between the strategic direction of the organisation and the day-to-day work. Firstly, Aeroqual underwent a refresh on the ways of working, revisiting the 'why' and reinforcing benefits with the support of advanced coaching. The second phase saw the creation of product-based value streams, with clear alignment between people, teams and those streams.

An overhaul of the existing initiatives prioritisation mechanic led to a simpler and quicker-to-deliver model. Finally, a clear roadmap of work designed to remove those impediments created the right working environment and mindset to manage Aeroqual's growing pains for now and the future.

KEY OUTCOMES

- ✓ **Refreshed Ways of Working** – redefined the WHY of Agile and practices
- ✓ **Focusing on outcomes** – shifting team and leadership focus to outcomes
- ✓ **Transform to Agile** – including strategy, mindset, planning and execution.
- ✓ **Sustainable Growth** – with a growth rate of 30-40% year on year, Radically's Agile approach has allowed the teams to manage what was previously an out of control workload

“The biggest benefit Radically brought to Aeroqual is being able to connect our high level company strategy with our agile teams.”

- Geoff Henshaw, Founder & CTO

// Find out more



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