



AGILESPHERE

Building Digital Skills in Criminal Justice

Jeremy Renwick

Founder & Managing Partner Agilesphere

@jeremyrenwick

jeremy.renwick@agilesphere.co.uk

Agile Consultant & Coach

GDS, Governance for service delivery, Agile maturity

Universal Credit, Defra

MoJ Common Platform

Agile Programme Manager

HSBC, Daiwa

MoJ Common Platform



Criminal Justice System Common Platform Programme (CJSCPP)



CJSCPP

Digital by default transformation of Criminal Justice

“Justice’s Uber Moment”

From charge to sentence / acquittal

300+ people, ~£140m, 4 years, retire 5 legacy systems

CJSCPP

Crown Prosecution Service
HM Courts and Tribunals Service

Judiciary

Police

Defence

Probation

Citizens – defendants, jurors, witnesses and victims



ALPHA This is a new service – your [feedback](#) will help us to improve it.

[Home](#) > [Cases for pre-charge review](#)

550P0028116 E. COWAN, E. MICHAELS and W. PICKUP

[Case options](#) [Notifications](#)

[Case at a glance](#) **[Case material](#)** [Analysis and decisions](#) [Action plan](#) [Check and send decision](#)

[< Back to contents](#)

Suspects and charges

3 suspects

Eamonn COWAN

Edward Patrick John
MICHAELS

Wendy PICKUP

Suspect

Eamonn COWAN

30 years old
Born 8 June 1985
Male
British
Self-defined as White British
14 Tottenham Court Road, London, W1T 1JY

Proposed charges

1 OF61017
Cause grievous bodily harm with intent to do grievous bodily harm s18

On 13 April 2016

Duis mollis, est non commodo luctus, nisi erat porttitor ligula, eget lacinia odio sem nec elit. Donec ullamcorper nulla non metus auctor fringilla.

2 OF61131
Wound/inflicting grievous bodily harm. s20

On 13 April 2016

Duis mollis, est non commodo luctus, nisi erat porttitor ligula, eget lacinia odio sem nec elit. Integer posuere erat a ante venenatis dapibus posuere velit aliquet.

[Next section >](#)

The Engagement

Agile/DbD maturity assessment/assurance

Train and coach over 100 civil servants in Agile and Digital by Default (DbD)

Plug gaps in capability as necessary



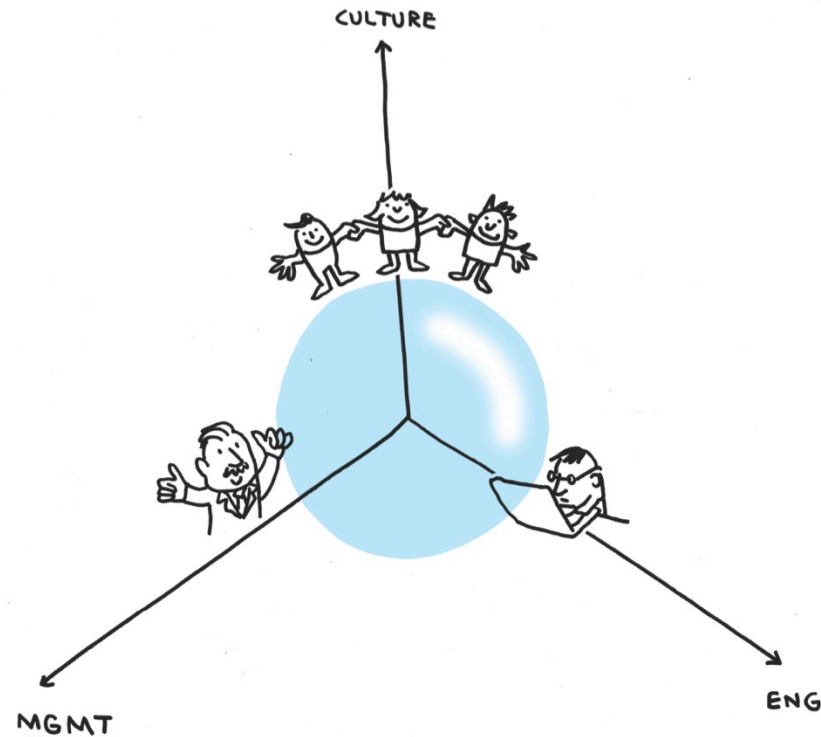
Scrum is not enough....

....neither are XP, Lean, AgilePM, SAFe etc

A blend is needed



AGILESPHERE





Digital Maturity

Purpose: This sheet lists criteria to review the digital capability in the exemplar and also assess the understanding of what business change and transformation is needed for it to be delivered

Assessment Levels:
 0 : Not started and/or actively being blocked
 1 : Just starting out, working towards Level 2
 2 : On right path
 3 : Now functioning well enough to not require significant coaching assistance
 4 : Exemplary



LEVEL 0 **LEVEL 1** **LEVEL 2** **LEVEL 3** **LEVEL 4**

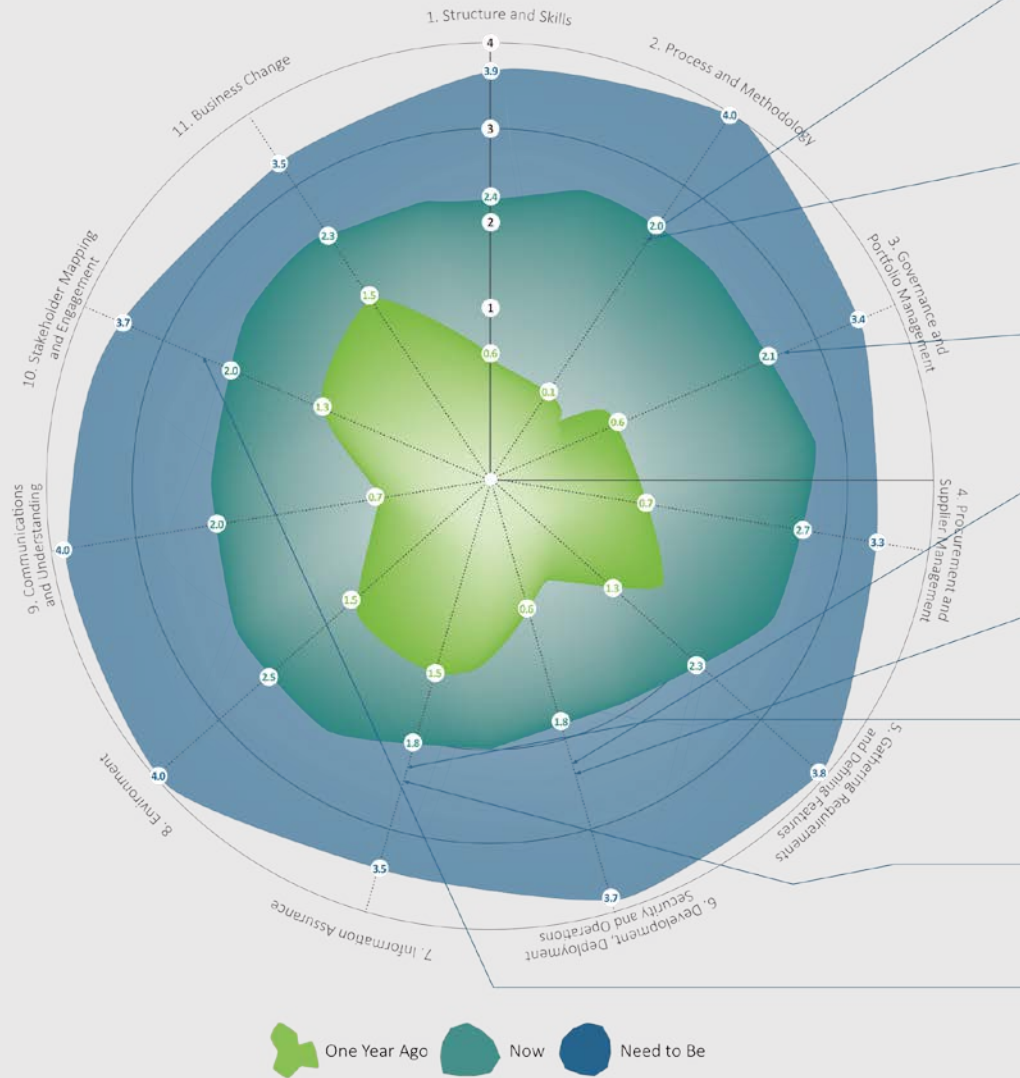
1 Structure and skills

1.1	How your project structure supports an agile way of working	Not started and/or actively being blocked	Just starting out, working towards Level 2	Teams are co-located and made up of appropriate roles, including technical and business		
1.2	You understand service management and have an active Service Manager			Service Manager/s have been appointed at the right level of seniority and with the right level of authority.	Service Manager accepts responsibility for entire service including its ongoing improvement. Has attended GDS Service Management training. Is actively managing at least 1 service.	Service Manager has taken on responsibility for all services including thier ongoing improvement.
1.3	You run your project using agile product management techniques			Product management is understood and staff are appointed but require training	Product Managers work under Service Managers, are able to prioritise task backlogs and work within the agile delivery team	Senior managers understand the importance of product management and are happy to be advised on prioritisation of the features for the product within the end to end delivery of the service
1.4	You manage your project using agile skills			The project is managed by an agile delivery manager	Delivery managers use agile methods by default and training	Agile project management skills are embedded into the

Digital Maturity Assessment



AGILESPHERE



AgilePM certified training



Read-across to DbD from AgilePM

- Core agile: e.g. stories, sprints, stand-ups
- Lifecycle
- Roles

Recognised by Civil Service Learning

Digital by Default extensions



AGILESPHERE

Understanding and meeting the DbD standard

User research

Service management

Writing and testing software

Continuous delivery



Challenges

Getting the right people

Cultural change

DevOps

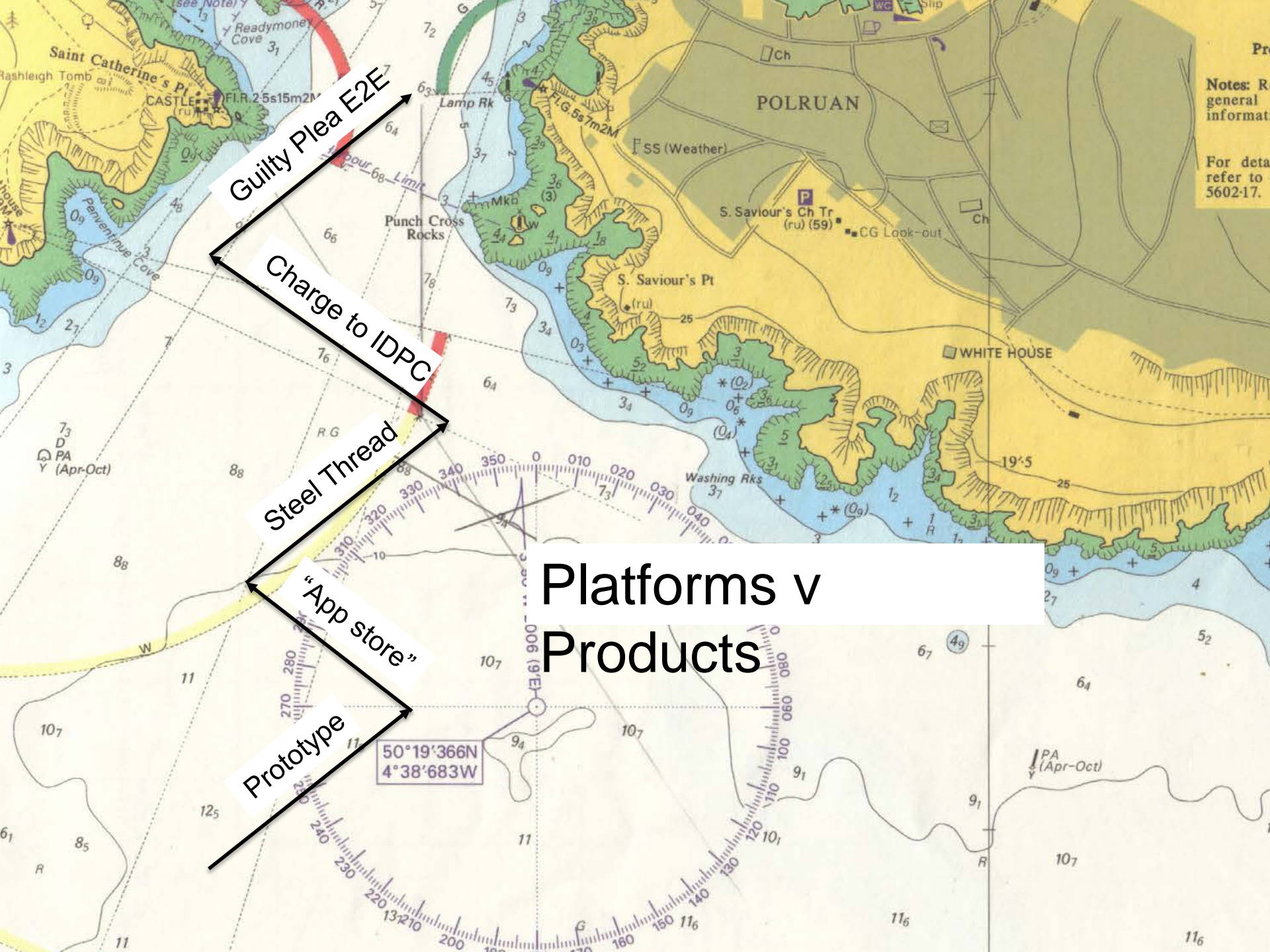
The pressure to deliver benefits quickly

The pressure to scale



Why is Digital/Agile at scale so hard?

Some of what I've learnt so far



Guilty Plea E2E7

Charge to IDPC

Steel Thread

"App store"

Prototype

50°19'366N
4°38'683W

Platforms v
Products

Notes: R
general
informat

For deta
refer to
5602-17.

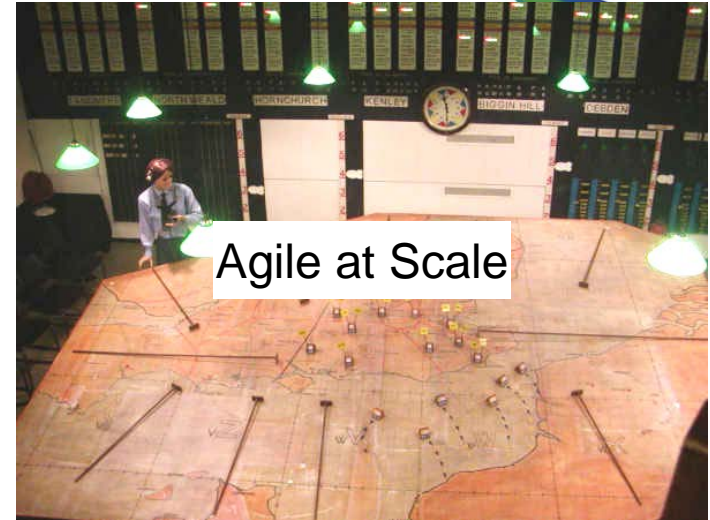


Structural Complexity

High



Programmes



Agile at Scale

Low



Projects



Agile

Low

Emergent Complexity

High





Dilemmas

Breadth

Future state

Quality

Enough design up front

Learning by doing

Depth

Business as usual

Velocity

Emergent architecture

Learning lessons from others



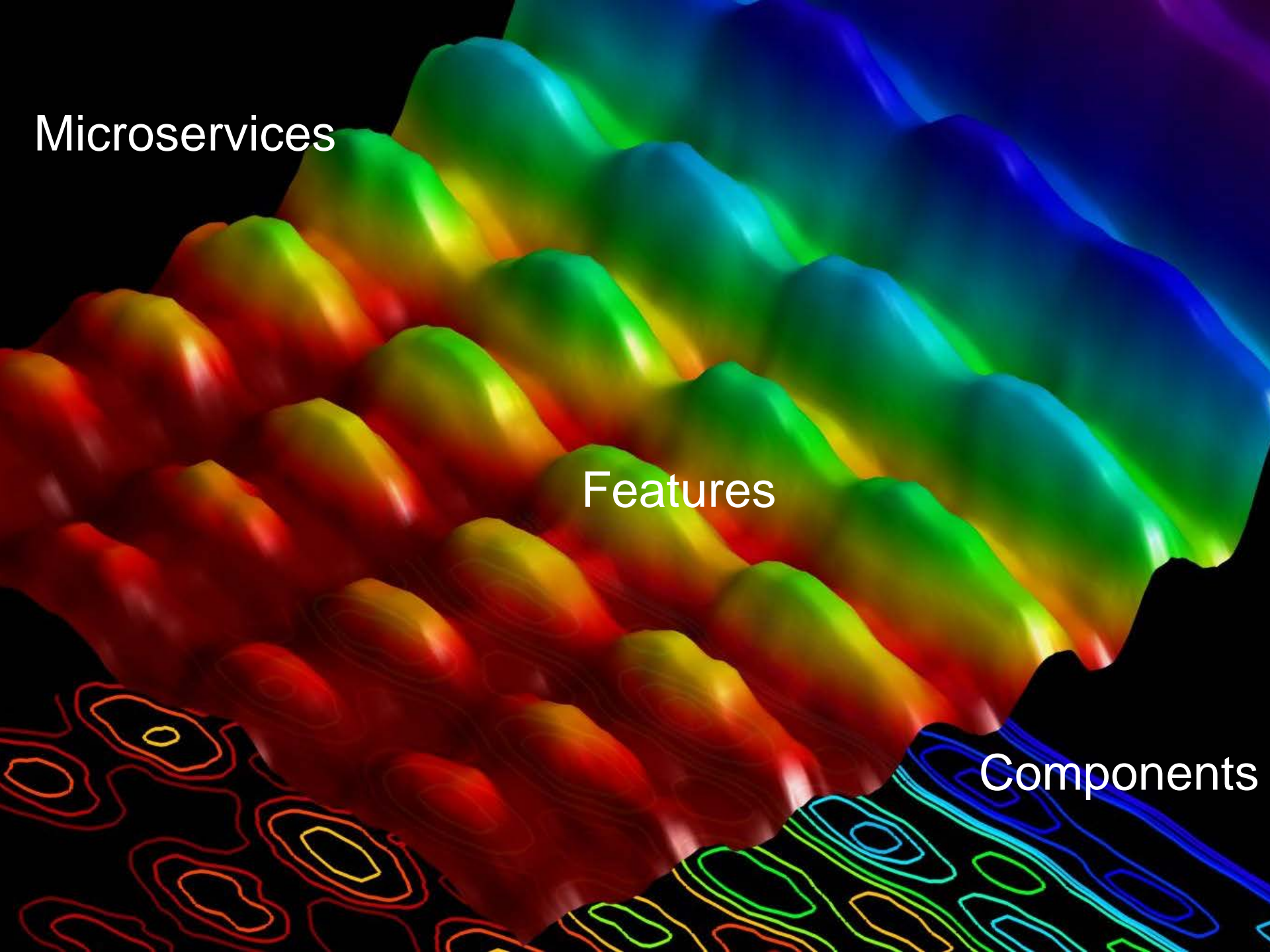
A close-up shot of a man with a distressed, almost tearful expression. He is looking slightly to the right. The background is blurred, showing what appears to be a large, light-colored object, possibly a dog's head. The text "Doublethink?" is overlaid in white, sans-serif font across the upper part of his face.

Doublethink?

Microservices

Features

Components



Resolving dilemmas

Collaboration rather than consensus

Champions for both sides

Facilitate continuous dialogue



AGILESPHERE

Hard collaboration

FREDA



AGILESPHERE

Fear

Risk

Evidence

Decision

Action



Summary

Only scale if the service domain warrants it

“The strategy is delivery”

Recognise your dilemmas

Continuously integrate viewpoints

FREDA



AGILESPHERE

Thank you

Any questions ?