



FLIGHT LEVELS

FOR AGILE COACHES



YOUR NEW SECRET WEAPON FOR AGILE TRANSFORMATIONS



The Flight Levels Thinking Model

This whitepaper will help you understand **what Flight Levels is, how it works,** and **how it can help you win more proposals while executing contracts more effectively.**

What is Flight Levels?

Flight Levels is a groundbreaking thinking model that delivers a holistic approach to reenergize stalled transformations.

Flight Levels is an outcome-producing thinking model that offers the clarity and conciseness needed to address transformations grappling with persistent challenges or straying from their envisioned path. As a dynamic and versatile thinking model, Flight Levels equips you with the tools to swiftly steer transformation, leveraging existing investments and sparing the workforce from yet another complete overhaul.

The Story of Flight Levels

Flight Levels was designed by Dr. Klaus Leopold to solve a recurring problem in many of the organizations he worked with. In 2011 Klaus noticed that companies were making enormous investments into Agile transformations with the result that teams were now working in agile silos instead of functional silos, a lack of collaboration across agile teams, and a transformation that failed or fell asleep.

When Klaus began sharing his thoughts during several international conferences, regardless of country, the audience returned with the same feedback “that’s the exact story of my company”.

With this problem in mind, Klaus wrote the book “Rethinking Agile: Why Agile Teams Have Nothing To Do With Business Agility,” which has become the basis for Flight Levels. Today, the Flight Levels model is taking off with enormous market demand and is quickly becoming an indispensable and complementary tool for all organizational transformations.

**“We should build Flight Level systems with people, not for people”
- Dr. Klaus Leopold**

WHY FLIGHT LEVELS?

Flight Levels empowers you as an Agile Coach to deliver greater value to your clients, helping them achieve their transformation goals more effectively and efficiently.



Troubleshoot Stalled Transformations

When progress stalls in organizational transformations, the Flight Levels model provides a framework to identify and address bottlenecks, enhancing the flow of work across various levels.



Identify Programs Effectively

Flight Levels acts as a pathfinder, enabling Agile Coaches to pinpoint the most impactful initiatives by providing a clear overview of processes and interdependencies.



Scale Agile Throughout the Organization

The Flight Levels model helps extend Agile principles beyond individual teams to encompass entire departments and organizations by fostering transparency and promoting a shared understanding of objectives.

THE FLIGHT LEVELS ADVANTAGE

Adding Flight Levels to your service offerings will put you ahead of the curve while giving you a new secret weapon for writing proposals and executing contracts.

How Flight Levels Compares to Other Agile Frameworks

- Unlike many Agile frameworks, Flight levels can be used by the entire company, not just IT
- Flight Levels happily co-exists with Scrum and/or Kanban, as well as LeSS or Nexus
- Flight Levels do not require specialized tools (physical whiteboards, digital whiteboards, or Agile lifecycle management tools work well)
- Flight Levels can be used as an effective way to introduce the Scaled Agile Framework (SAFe)

Your Competitive Advantage For Winning Government Contracts

- Demonstrating Expertise and Capability**
Flight Levels offers a clear and structured approach to managing complex projects, making it an excellent framework to highlight in your proposals.
- Addressing Specific Government Needs**
Flight Levels' approach to scaling agile practices throughout an organization aligns well with the requirements for large-scale government projects.
- Enhancing Proposal Quality and Compliance**
Flight Levels' structured methodology can help you craft proposals that are not only compliant with government standards but also demonstrate a strategic approach to project management.

Organizations That Have Found Success With Flight Levels



HOW DOES FLIGHT LEVELS WORK?

The fundamental idea of Flight Levels is to **design change while maintaining mission or business agility**. Flight Levels is a **flexible** thinking model that is **infinitely adaptable** to the unique needs of any organization. It fits into any environment and improves that environment step by step. The Flight Levels framework achieves this by applying five activities across three levels.

The Three Levels

FL 1 - The Operation Level

That's where teams are doing their operational work. The teams should apply these five activities and incorporate them into their daily work. Usually, an organization has more than one team, so you would see multiple Flight Level 1 systems.

FL 2 - The Coordination Level

Flight Level 2 is the world of your products and services. On Flight Level 2, you ensure that the right team is working on the right stuff at the right time. With this level, you make your work "flow" across multiple groups, products, and services by continually applying the five activities.

FL 3 - The Strategic Level

At Flight Level 3, you connect the corporate strategy with the operational work of the people, and you provide contextual information so that it is clear to everyone why certain things are done and how the five activities are executed.

The Five Activities

1. Visualize Your Situation

See what's really going on in your organization. The first step to improving is to thoroughly understand your current situation.

2. Create Focus

Shift your perspective from starting work to finishing work. Starting work costs money while finishing work brings money, so stop starting and start finishing.

3. Establish Agile Interactions

Have the right conversations at the right time. People drive improvements, so the right people must be connected at the right time to make change happen.

4. Measure Progress

Establish feedback loops that tell you whether you are progressing toward your goals and desired outcomes.

5. Improve

Continue to constantly improve and challenge how you work. This means you are iterating over these five activities again and again and again. Improvement is an ongoing activity, and you are never done with it.

FLIGHT LEVELS TRAINING

The complete Flight Levels training program is designed to help your clients **navigate and lead change** in their organization. It doesn't matter if they are working in Kanban, Scrum, SAFe or any other setup. Flight Levels will empower you to bring **business agility** into their environment.

Who Should Take Flight Levels Workshops?

- Leadership
- Middle and Senior Managers
- Transformation Leaders
- Enterprise Agile Coaches
- Organizational Designers
- Agile Team-Level Coaches & Trainers

Flight Levels Workshops



Introduction to Flight Levels

Gain a fundamental understanding of the Flight Levels Model and its foundations.



Flight Level 2 Design

Establish collaboration and manage resources better across teams, departments, products, or services.



Flight Level 3 Design

Design systems for strategy execution & align long-term company goals with daily operations.



Flight Level Systems Architecture

Achieve business agility at scale with a systematic approach to organizational improvement.



Flight Level Change Leadership

Enhance your approach to organizational change by executing Flight Levels initiatives at all levels.

WHY ARIEL PARTNERS?

Ariel Partners is a **certified Flight Levels Academy Company Partner**. We provide comprehensive Flight Levels training and support organizations in introducing and leveraging the Flight Levels model for **enterprise agility**.

Your Flight Levels Guide



Craig Strong
CTO of Ariel Partners

Craig Strong has over 25 years of experience in information technology, ranging from his undergraduate studies at MIT to successful implementations of Agile and DevOps practices on enterprise-level commercial and government software projects. Due to his outstanding track record in Agile coaching, teaching, and facilitation, Mr. Strong is one of the first individuals in the United States authorized by the Flight Levels Academy to teach certified classes.

Contact Us

Learn more about how Flight Levels can provide a competitive advantage in your next mission or business endeavor.

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