



UNIVERSITY OF GOTHENBURG
SCHOOL OF BUSINESS, ECONOMICS AND LAW

PhD-research Project:

Managing the Agile Organisation

– an International Perspective on Enterprise Agility





Who is Alexander?

- 13 years Project Management experience
(PwC, ///E, Business Sweden, Mercuri Urval, Jones Lang LaSalle)
- Helped Western firms to enter and expand in China 6 for years
- Organizational Development / HR in China & Sweden
- Currently PhD-Candidate at Center for International Business Studies



Software development is impacted by its context,
such as the organisation and International Business

CIBS (Centre for International Business Studies)

- A multidisciplinary research group part of the Department of Business Administration.
- We study multinational corporations globally, where we consistently aim to bridge knowledge and expertise that belong to the complementary spheres of academia and corporations.



Successful agile operations requires Enterprise Agility

- Two perspectives on the concept of agile:
 - Agile practices – development methods e.g. SCRUM, XP etc.
 - Agile as an organizational capability – Enterprise Agility
- To achieve the benefits of agile practices, Enterprise Agility is required
- MNEs (Multinational Enterprises), especially with distributed large-scale development, struggle with their agile transformation due to lack of Enterprise Agility.
- Indications show that implementation of agile practices depends on contextual factors, e.g. culture.
- Research Area: Managing the Agile Organization



The overall research question focuses on the context of the agile operation

How can MNEs more efficiently implement agile practices, in different international contexts, through improved Enterprise Agility?



All research areas include an International perspective

- Transitioning from Command and control to Servant leadership – organizational enablers
- Business control systems for improving Enterprise Agility
- How can the MNE improve its EA by Leveraging Globally Available Capabilities?

The International perspective exemplified – how to achieve autonomous self-organising teams through servant leadership in a hierarchical culture such as in China?



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Would your company be interested in to improve your organisation's agile ways of working, through increased Enterprise Agility?

Contact me to discuss potential participation in the study, and....

LET'S DO THIS TOGETHER!

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