

THE ABILITY AND AGILITY TO ADAPT THE CHALLENGES AND OPPORTUNITIES TO HAVE CREATIVE AND INNOVATIVE IDEAS WHILE POST PANDEMIC

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ABSTRACT

The world was facing the situation of COVID-19 pandemic which has affected both the workspace and human life to and fro. During the post pandemic there was drastic change at the workspace of be it industry or organisation or a company. The people have given the flexibility during the lockdown which has made industry to smoother their work process easier. The employees have imbibed themselves in being agile, improve their ability and adapt the changes.

They were been quick response and had opted to understand the given role. During the post pandemic, the analytic had an effect on external cum internal changes within the project developments and innovative ideas have change the though process of management and organization too. It was change as per the situations need or requirement. The techniques and strategies were vital to be implemented as per the needs of human being or as per goals. Here bringing the people together back to the process by connectivity them with technology within in the given time and place together to be find the most appropriate base to carry out the given task or the project.

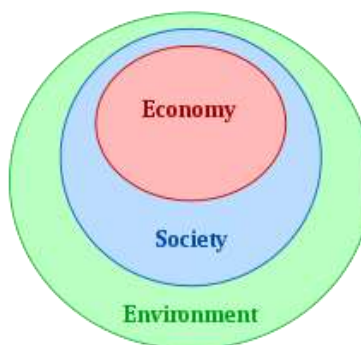
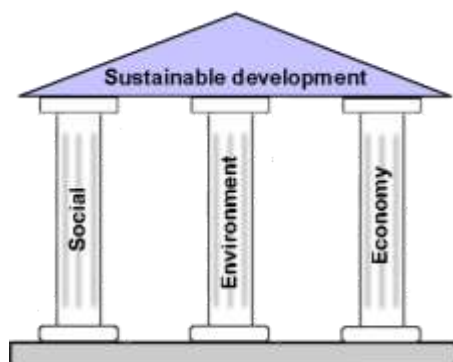
As human ability is uncountable, it's a power of mind to inspire to performance like motivating, involving within the task, work, performing a task with the talent or skill to achieve the given task. And human has the flexibility to get the work done. By “doing Agile and be agile”

Keywords: *Agile workspace, development, strategies*

INTRODUCTION

When the world was facing the situation of COVID-19 pandemic it has affected both the workspace and human life to and fro. During the post pandemic there was drastic change at the workspace of be it industry or organisation or a company. The people have given the flexibility during the lockdown which has made industry to smoother their work process easier. The employees have imbibed themselves in being agile, improve their ability and adapt the changes.

To sustain in this current changed environment. We need to understand the concept of sustainability which is more about the balancing the environment, social, and economy of needs. Where sustain is to support and ability is to acquire of an individual's future needs and these needs are obtained by natural resources. It's has a relatively new idea where the roots are from social justice, conservationism, internationalism and other past movements with rich history.



Viewpoints for sustainability

Here sustainability has three pillars of development in society, economics and environment; these are the basic principles which have effects within each other having its own replications on sustainability.

Environmental sustainability: where the environment system keeps the balance within the natural resources, which has been consumed by the humans and to replenish themselves.

Economic sustainability: Here human communities have to maintain their Independence and access the resources as per the requirement and also to keep intact with the secure sources of livelihood.

Social sustainability: here the universal human right and basic needs are attained by the people accessing the resources in order to keep their families and communities healthy and secure. These healthy communities have their own leader who ensures personal, labour and cultural right to respect them and protect them from discrimination.



Having a the sustainable development we need to meet the current needs without compromising the ability of future generation and the ongoing productivity without exploiting natural resources that cause a conserving the natural species.

Education for Sustainability

As sustainability is a lifelong learning process that leads from information to inform the citizens how to create problem solving skills, scientific and social literacy, having commitment to engage in the responsible individual and cooperative actions and these actions and sure and environmentally sound and economical precious future. The new vision is a dynamic concept that encompasses the natural resources which are embedded and they can be either the social or economical.

As digital transformation has taken over the traditional development by changing the world in to digital world were the challenges are vast, diverse and rapidly developing. Where new technologies are intervening and enabling large scale transformation by helping in implementing ambitious plans. With the help latest technologies and strategies the industries and the well-know organization have made their own strong and flexible policies. The concept of Agile Essentials, agile is a popular trend among young start-ups and entrepreneurs in the IT industry. There are hundreds of articles, books, and presentations explaining what Agile actually means and how to apply it to projects. So that the spreading of radical digitalization to induce economic inclusiveness and social transformation through initiative like **Digital India, Make In India and Skill India** which is been gearing up as an era of digitisation.

We have to consider few things to achieve:

- Respect the values and preserve the achievements
- Appreciate the wonders and people it in the society

- Live in the world where are all the people having sufficient resources for a healthy and productive life
- Access to care and restore the environment social and economical needs
- to create and enjoy a better safer environment
- Be caring citizen who exercise their right and responsibility locally nationally and globally.

Agile is a software development method used by self-organized and cross-functional teams aimed at more frequent delivery, continuous improvement, and quick response to change.

- ✓ Flexibility
- ✓ Ability to listen, act, deliver as often as possible
- ✓ Ability to make changes as needed, learn from mistakes, show progress, and act again

In other words, if we would go deeper into the word “agile,” we could easily say that it is synonymous with the word “flexible”. It means being able to listen, act, deliver as often as you can, make changes as needed, try again, learn from your mistakes, show progress, and then act again to sustain globally.

The concept of “Agile” is introduced through Agile Manifesto in 2001 were

- ✓ Individuals and interactions over processes and tools
- ✓ Working software over comprehensive documentation
- ✓ Customer collaboration over contract negotiation
- ✓ Responding to change over following a plan

Along with 04 values of agile they have **12 principles of Agile Manifesto:**

1. Satisfy Customers Through Early & Continuous Delivery
2. Welcome Changing Requirements Even Late in the Project
3. Deliver Value Frequently
4. Break the Silos of Your Project
5. Build Projects Around Motivated Individuals
6. The Most Effective Way of Communication is Face-to-face
7. Working Software is the Primary Measure of Progress
8. Maintain a Sustainable Working Pace
9. Continuous Excellence Enhances Agility
10. Simplicity is Essential
11. Self-organizing Teams Generate Most Value
12. Regularly Reflect and Adjust Your Way of Work to Boost Effectiveness

By Implementing the 12 principles of Agile will help your organization:

- Be more flexible so you can adapt to emerging changes in the process
- Reduce the waste in your system so you can make your workflow and final solution more cost-efficient
- Focus on early value delivery in order to get quick feedback from the market but also realize a faster ROI of your product/service
- Create a healthy working environment where everybody feels appreciated and thus better contributes to meeting customer’s requirements.

As a result, the use of Agile approach by policymakers they have chosen to calibrate fiscal stimulus based on continuous the customer satisfaction by introducing to the product/ service at its final stage. Were the product/ service is an ongoing process through strict steps including

1. Requirements:

Its a most fundamental process which is being compiled and analysed by the experts. The stakeholder's pen down their requirements and creates a documentation which is share within the team of developers. The main aim of requirement is to ensure the quality, assurance, technical feasibility and identify the potential risk in order to have a successful product or service.

2. Design:

During this phase the creators, developers and technical architects create an high level design plan where the requirements of end user are been used as a part of new transaction that is defined, secured by hardware and software requirements

3. Implementation

Here the involvement of creators and the information or data provided by the customer needs to develop into a user interface which has certain guidelines that is to be introduced within the product or the services provided.

4. Verification

As a tester, he/she ensures that the needs of the customers are satisfied and having an outline starting from the planning are the requirement till its functionality biased with services and a complete product.

5. Maintenance.

In real the organization or the management system has to maintain a bond no matter the number of customers or having a spontaneous interaction within them. As it's the nature of management in managing information, integrating and securing the data or the information in the new real world.

Here the access of knowledge is to be reliable to support through sources and resources which are essential. As it is a routine to maintain to stay up to date and upgrade as per the need of the society and environment for economical group growth.

Sustainable Pace:

This concept is approximately correlated with the teamwork which produces a flow of business value and it extends to a certain period of time without getting burnout. It is an independent workspace as a reusable and considered for long hours, overtime or shifts. This brings benefits to the organization and the business sector for delivering, maintaining and improving the quality of product at lower cost.

Benefits of sustainable pace:

- Mindspace to come up with creative, better solutions.
- Cross-training to improve your bus factor.
- Time to maintain and improve quality and this means:
- Fewer escaped defects lower costs.
- Easier changes and more time for them so you'll be delivering more value sooner.
- Fewer nasty surprises.
- Exposing the problems because you no longer treat the symptoms with overtime. For example, problems in scheduling or management, with tools, or simply inefficiencies and activities that bring no value. Fix them and you'll do more without working longer.

1. There are a few essential components required for the team to succeed using agile approach within the organization.
2. Educate the team on the Agile approach and hire Agile coaches who would help the team improve its effectiveness and get the benefits of applying Agile principles to the actual work.
3. Have a self-organized team that has the ownership of the product.
4. “Happy customer,” who is not only happy about being able to communicate more often with the partner company but is also following up with its “child” growing up.
5. Even if something changes in the process, such as requirements or customer approach, your work will not suffer but will actually become even more established.

The interconnections between Agile Project Management and Social Sustainability is needed and to understanding how Agile principles impacts on organisational dynamics keeping in view of Social Sustainability. It has been found that implementation of Agile Project Management, within the company’s environment, has impacted the organisation’s social dynamics in several ways. These impacts can influence in a direct or indirect way of an individual within the company or the customer.

Implementing changes in an effective and efficient way leads many organizations to look into a critical factor for business agility and continuous success. By adding Agile project Management to the complexity of the problem and its solution is the fast-changing and highly uncertain environment, for example, market turbulence and changes in customer requirements and project goals. It is necessary therefore to accept that our assumptions and predictions about future goals or plans.

Most important due to its dynamic nature, moving from traditional to agile development implies dealing with VUCA i.e., volatile, uncertain, complex and ambiguous output or workspace we need agility is particularly useful in organizations operating in VUCA. Agile Management can reduce complexity and unpredictability by relying on people and their creativity rather than on standard processes and thus moving from command and control to shared decision-making and self-management in teams. An agile team needs autonomy on both the team and the individual levels

- The team has authority to define work strategies and processes, project goals, and resource allocation
- All team members jointly share decision authority (what group tasks to perform and how to carry them out)
- A team member must have some freedom in carrying out the assigned task

Here the feedback represents an opportunities for learning, and relearning by implementing new strategies to have ready products which can lead to empowerments of employee, changes in product and personal skills, as well as changes in the development process of product or service to sustain in the digitally transformed world.

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