

Transformation Timeline Planner

Customizing Your Roadmap

A companion resource from Agile Meets AI, Appendix D

Step 1: Assess Your Timeline Factors

Your transformation timeline depends on these key factors. Rate each honestly to calibrate expectations.

Factor	Faster Timeline	Slower Timeline
Organization Size	<input type="checkbox"/> < 100 people	<input type="checkbox"/> 1,000+ people
Starting Maturity	<input type="checkbox"/> Some agile experience	<input type="checkbox"/> Traditional/waterfall
Change Capacity	<input type="checkbox"/> Stable business, room to learn	<input type="checkbox"/> High delivery pressure
Leadership Commitment	<input type="checkbox"/> Full, active, visible	<input type="checkbox"/> Partial or skeptical
Cultural Resistance	<input type="checkbox"/> Open to change	<input type="checkbox"/> Strong existing culture

Step 2: Estimate Your Timeline

Phase	Small/Nimble Org	Mid-Size Org	Large Enterprise
1: Cultural Foundation	1-2 months	2-4 months	4-8 months
2: Team Empowerment	1-2 months	2-4 months	4-6 months
3: Operational Excellence	2-3 months	4-6 months	6-12 months
4: Continuous Evolution	Ongoing — <i>this is your new normal</i>		
Total (Phases 1-3)	4-7 months	8-14 months	14-26 months

Step 3: Plan Your Timeline

Phase	Target Start	Target Completion
Phase 1: Cultural Foundation	_____	_____
Phase 2: Team Empowerment	_____	_____
Phase 3: Operational Excellence	_____	_____
First Review Checkpoint	_____	

Do not rush. Cultural change forced too quickly triggers negative responses and undermines the effort. Your roadmap should evolve based on learning — that's not failure, that's agility.

From *Agile Meets AI: A Pragmatic Guide for Modern Teams* by Sheila Eckert
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