

ALIGILE

Agility with Wisdom, Justice, and Integrity

Practical Implementation Guide

From Manifesto to Method: A Step-by-Step Rollout for Teams and Organizations

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Inspired by the wisdom of Imam Ali (a.s.)

Why This Guide Exists

The Aligile Manifesto states what we believe: that agility without wisdom, justice, and integrity is just process theatre. This guide is the second half of that promise — it turns each belief into something a team can do on Monday morning, and something a leader can measure by Friday.

Nothing here replaces the Manifesto. It translates it into four practical layers:

- The Foundation — the 6 Pillars, kept intact as the 'why.'
- Practice Cards — each of the 12 Principles turned into a concrete ceremony, a coaching checkpoint, and a red flag.
- The Maturity Model — a 4-level scale so a team or org can honestly see where it stands.
- The Rollout Playbook — a phased, dated path from first diagnostic to full adoption.

This structure is designed to work two ways: as an internal coaching playbook for teams already practicing Agile, and as a document you can hand directly to an employer or organization considering Aligile coaching or transformation work.

1. The Foundation — Six Pillars at a Glance

Every practice in this guide traces back to one of these six commitments. When in doubt about what to do, return here.

Pillar	What it means in one line
Wisdom before Prescription	Understand purpose before running a process.
Conviction as Collective Purpose	Belief in the mission, not just the task list.
Truth over Assumptions	Evidence over comforting reports.
Public Promise as Accountability	Commitments are visible, not private intentions.
Integrity in Completion	“Done” means fully honored, not shortcut.
Meaningful Action	Every increment must create real value, never just output.

2. The 12 Principles as Practice Cards

Each principle below is written as something observable — not a value to admire, but a behavior to check for. Use these in sprint planning, coaching 1:1s, and retrospectives.

01 Wisdom Before Prescription

In Practice	Before adopting any ceremony, the team writes a one-line 'why' for it in the Team Charter.
Coach checks for	Can any team member explain why we do this ceremony, not just how?
Red flag	Ceremonies run on autopilot; nobody can say what problem they solve.

02 Consultation as Guidance

In Practice	Architecture and scope decisions above a set impact threshold require a documented cross-functional review before commitment.
Coach checks for	Is there a decision log showing who was consulted?
Red flag	One person decrees a major technical direction with no review trail.

03 Justice as the Foundation

In Practice	Sprint capacity is set using real velocity data and explicit slack, not hope.
Coach checks for	Does planned load stay within the team's evidenced capacity?
Red flag	Sprints are consistently overloaded 'to hit the date.'

04 Truth Over Assumption

In Practice	Every integration or environment dependency is verified against a live check before it's committed to a sprint.
Coach checks for	Are dependency risks logged with evidence, not assumed 'should be fine'?
Red flag	Work is committed on the assumption an external system 'probably works.'

05 Patience in Challenges

In Practice	Blockers get a documented escalation path with a response-time SLA, instead of ad-hoc panic.
Coach checks for	Is there a blocker log with owner and age?
Red flag	The team reacts to every architectural blocker with scope-cutting panic.

06 Shared Purpose Conviction

In Practice	Sprint Goal is written as a single sentence the whole team agrees to, displayed publicly all sprint.
Coach checks for	Can every team member restate the Sprint Goal in their own words?
Red flag	Team members can list their tickets but not the sprint's purpose.

07 Public Covenant Trust

In Practice	Backlog, burndown, and blockers live on a dashboard visible to the whole org, updated daily.
Coach checks for	Is the board current, or is it 'updated before the demo'?
Red flag	Status is only shared verbally, selectively, or right before leadership visits.

08 Integrity in Sprints

In Practice	A single, non-negotiable Definition of Done checklist (security, tests, docs) gates every item — no partial credit.
Coach checks for	Does 'Done' ever quietly mean 'code complete, testing later'?
Red flag	Items are marked done with known gaps 'to be fixed next sprint.'

09 Outcomes Over Outputs

In Practice	Sprint Review measures one business/user outcome metric, not just count of tickets closed.
Coach checks for	Does the review open with a value metric, or a burndown chart?
Red flag	Success is reported purely as velocity or ticket count.

10 Sustainable Endurance

In Practice	A rolling average capacity (not peak capacity) sets sprint commitments; overtime is a flagged exception, not a plan.
Coach checks for	Is overtime tracked and reviewed as a risk signal?
Red flag	Crunch is the default way the team hits its dates.

11 Servant Leadership Humility

In Practice	Scrum Master/lead's tracked activity is impediment removal, not task assignment.
Coach checks for	Does the lead's time log show facilitation over direction?

Red flag	The lead assigns individual tasks in daily stand-up.
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12 Systems Above Ego

In Practice	Retrospective actions target the process or system, never name-and-blame an individual.
Coach checks for	Do retro action items point at a process fix?
Red flag	Retros turn into individual performance critique.

3. The Aligile Maturity Model

Score each pillar honestly during the diagnostic phase (Section 4) and again every quarter. Most teams start at L1-L2. The goal of a 6–12 month engagement is L3 across all six pillars — L4 is a long-term cultural aspiration, not a launch target.

Pillar	L1 Compliant	L2 Convicted	L3 Committed	L4 Cultural
Wisdom	Follows ceremonies	Understands purpose	Adapts ceremonies with reason	Teaches wisdom to others
Justice	Sprints often overloaded	Capacity tracked	Capacity respected consistently	Fair-load is self-policed
Truth	Assumes it will work	Verifies major risks	Verifies all dependencies	Truth-seeking is instinctive
Promise	Status shared on request	Board exists, updated late	Board is live and trusted	Public promise is cultural norm
Integrity	Done = code complete	DoD exists, sometimes skipped	DoD enforced every item	Integrity is unquestioned
Action	Tracks ticket count	Tracks some outcomes	Outcomes lead every review	Value is the only success metric

4. The Rollout Playbook

This is the step-by-step path for implementing Aligile in a team or organization. It is written to be run by a coach, Scrum Master, or delivery lead — and it is written to be shown to an employer as a proposal.

Phase 1 — Diagnostic *(Weeks 1-2)*

- Interview the team and stakeholders against the 6-Pillar scorecard (Section 3).
- Audit current ceremonies: which exist, which are ritual-only, which are missing.
- Score the team on the Maturity Model, pillar by pillar.
- Present findings as a baseline report — no judgment, just evidence.

Deliverable: Baseline Maturity Report + Gap List

Phase 2 — Pilot *(Weeks 3-8 (one team, one product line))*

- Select one team and one product/backlog as the pilot.
- Introduce the Practice Cards one pillar at a time — do not roll out all 12 at once.
- Stand up the public dashboard (Principle 07) in week one; this is the fastest trust-builder.
- Run 3-4 sprints with weekly coaching touchpoints.
- Re-score the pilot team against the Maturity Model at the end.

Deliverable: Pilot Results Report with before/after maturity scores

Phase 3 — Scale *(Months 3-6)*

- Bring 2-3 additional teams on, using the pilot team as internal champions.
- Standardize the Definition of Done (Principle 08) organization-wide.
- Train Scrum Masters/leads on the Servant Leadership checkpoint (Principle 11).
- Establish the org-level scorecard (Section 5) as a recurring leadership report.

Deliverable: Org-wide Scorecard Dashboard + trained internal coaches

Phase 4 — Sustain & Certify *(Month 6 onward)*

- Quarterly re-scoring against the Maturity Model — treat regression as data, not failure.
- Rotate retrospective facilitation to build internal ownership of Principle 12.
- Offer an internal 'Aligile Practitioner' recognition track for teams reaching L3 across all pillars.

Deliverable: Sustained L3 maturity + internal Aligile champions network

5. The Scorecard — What Leadership Sees

A single dashboard leadership can check without sitting in ceremonies. Each metric ties directly back to a pillar, so 'is Aligile working?' has a real, evidenced answer.

Metric	Pillar it proves	Target cadence
% Sprint items meeting full Definition of Done	Integrity in Completion	Every sprint
Outcome/value metric trend (not ticket count)	Outcomes Over Outputs	Every review
Dependency-verification rate before commitment	Truth Over Assumption	Every planning
Dashboard freshness (hours since last update)	Public Covenant Trust	Daily
Overtime hours logged as exception	Sustainable Endurance	Every sprint
% retro actions targeting process, not people	Systems Above Ego	Every retro

About Aligile

Aligile was formulated and founded by Syed Imon Rizvi, drawing on 14+ years of Agile coaching and delivery leadership across SAP, Temenos banking platforms, and cloud-native environments, and grounded in the ethical wisdom of Imam Ali (a.s.).

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