Management Team with a Synergy Effect]. Upravlinnya proektamy ta rozvytok vyrobnytstva, no. 1(37), pp. 26 – 37.

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VALUE-ORIENTED STRATEGIC MANAGEMENT IN AGILE TRANSFORMATION

The aim of paper is examination of the content and processes of the strategic trust as a direction of Agile transformation of Education Establishment projects and programs.

To achieve this aim, it is necessary to perform the following objectives:

1. To determine the interrelation of "organization development strategy" and "strategic trust of Agile transformation of Education Establishment projects and programs" concepts.

2. To substantiate the approaches to the trust assessment of the ability of the Agile transformation of Education Establishment project management system to respond to factors of uncertainty, changes in the external environment and the degree of adequacy of the organizational and economic elements of the management system ensuring the achievement of strategic goals.

This strategy:

- integrates Agile transformation of Education Establishment program management teams with an organizational mission and vision of the customer and other key stakeholders;

- ensures the ongoing activities of the Agile transformation of Education Establishment project or program to form an approach to management;

- identifies, evaluates and analyzes critical success factors for Agile transformation of Education Establishment projects and programs;

- identifies, evaluates and analyzes key performance indicators for the implementation of Agile transformation of Education Establishment programs.

Building a strategy for Agile transformation of Education Establishment projects and programs that meets these requirements in the face of uncertainty and critical environmental impacts is a complex scientific problem of great practical importance.

Thus, the uncertainty of conditions and the critical effects of the environment of Agile transformation of Education Establishment projects and programs are characterized by shortcomings that are inherent in this object of research in the existing conditions of operation.

One of the most problematic places is the construction of models and methods for conducting a strategic trust of Agile transformation of Education Establishment projects and programs that are implemented under conditions of uncertainty of success criteria, a system of created values, technical and technological solutions, goals and management processes.

Strategic trust is the verification and assessment of the quality of the work of departments of an organization, project, or program in which strategic management is conducted. Such a trust can be comprehensive, that is, affect the stages of the strategic management process, or directional – affect only part of the process.

Strategic trust is an examination of the achievement of the objectives of Agile transformation of Education Establishment projects and programs. When conducting a strategic trust, the trustor assesses the results of the strategic analysis conducted by the organization, made a strategic choice and implementation of the strategy, as well as monitoring its implementation. At the same time, the qualitative

indicators of goal setting and goal achievement become dominant, especially at the levels of performance trust and strategic trust. This requires the development of appropriate methods and approaches during the trust [1, 3]. Lets proposed same key hypothesis for development strategic trust and success of Agile transformation project and programs.

H1: Strategic trust has a positive effect on innovative behaviour at Education establishment.

H2: Strategic trust has a positive effect on professor' knowledge-sharing behaviour.

H3: Strategic trust has a positive effect on teachers' innovative behaviour through knowledge-sharing behaviour.

H4: Strategic trust has a positive effect on students' innovative behaviour through person–organization fit.

H5: Strategic trust has a positive effect on teachers' knowledge-sharing behaviour through person–organization fit.

H6: Strategic trust has a positive effect on teachers' innovative work behaviour through person–organization fit and knowledge-sharing behaviour at Education establishment.

A strategic trust of Agile transformation of Education Establishment projects and programs reveals the degree to which the policy is related to the specifics of the project and the external conditions for its implementation. Each part of a strategic trust is based on a respective area of strategic accounting and strategic analysis. All of these merges together in the accounting and analytical support for making strategic decisions, in conjunction with the strategy for the development of the Agile transformation of Education Establishment project is subject to a strategic trust.
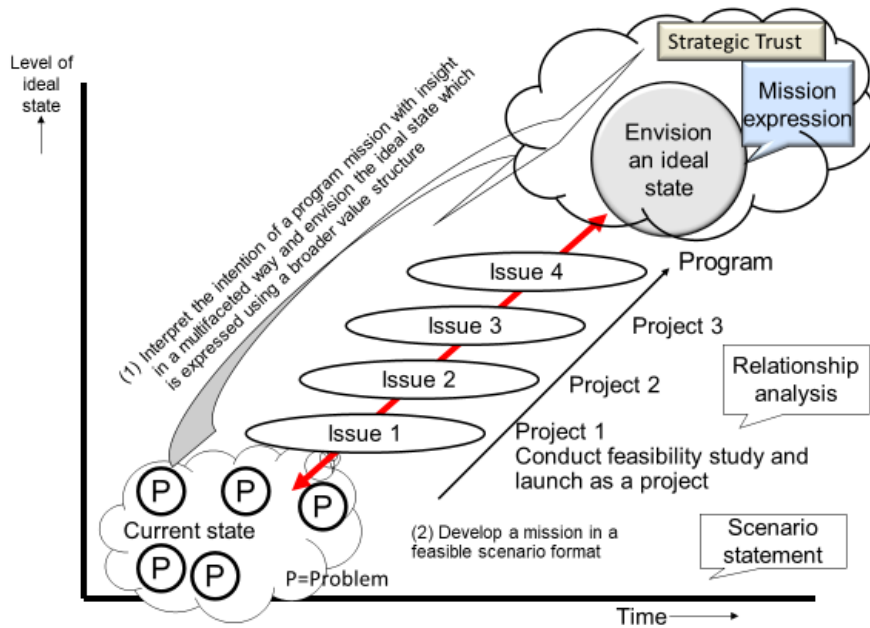
Fig. 1. Conceptual model for implementation development strategy based on strategic trust
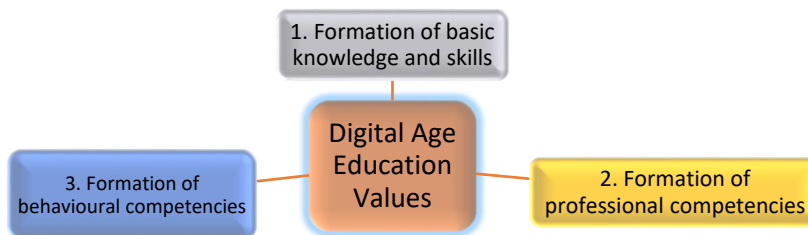

Fig. 2. Example of value system for IT University

Value type and development programs	Purpose of value realization	Drivers of innovative development	Select Value	Contribution Vague
Product value design in a manufacturing environment	Product Value	New Technologies	X	0,2
Creative		New materials	X	0,3

		Innovative design		
Creating value in a manufacturing management environment *Operational*	Process Value	New Design Techniques	X	0,1
		New Design Products	X	0,2
		New business processes		
Formation of business value within a project-driven environment *Creative*	Business value	New markets		
		New business models	X	0,1
Business value development *Transformational*	Development value	Reform strategy	X	0,1
		Solution of problems		

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