

Employer Project Kick-off



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About us

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Thoughtworks

About us

Thoughtworks is a global technology consultancy that helps organisations across the globe solve their biggest challenges.



Thoughtworks

About us

We started as a small team in Chicago in 1993 and have since grown to more than 11,000 Thoughtworkers in 17 countries.

Australia / Brazil / Canada / Chile
China / Ecuador / Finland / Germany
India / Italy / Netherlands / Romania
Singapore / Spain / Thailand
United States / United Kingdom



Thoughtworks

About us

As a global technology consultancy, we integrate strategy, design and software engineering to enable our clients to thrive as modern digital businesses.



Spreading thought leadership

Books written and digital publications

Rooted in a culture of learning and sharing, we believe that knowledge should be accessible for all. We are committed to improving the tech industry and are passionate about sharing our expertise across technology, business, and culture.



100+
books written

Perspectives

A publication for digital leaders

[Learn more](#)

Technology Radar

An opinionated guide to technology frontiers

[Learn more](#)

Digital Fluency Model

Discover your digital fluency

[Learn more](#)

Decoder

The A-Z guide to tech for business executives

[Learn more](#)

Looking Glass

The trends your business should focus on today and in the future

[Learn more](#)

Think big. Deliver value. Move fast.

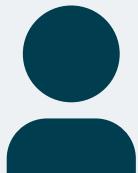
Over the past 28+ years, Thoughtworks has a reputation of being on the forefront, defining the principles used by the most advanced organizations.

1993	1996	2000	2001	2004	2005	2006	2008	2009
Thoughtworks Incorporated	ThoughtMobile hits the streets	1st office outside U.S. for distributed agile	Chief Scientist, Martin Fowler co-authors Agile Manifesto Created the first Open Source Server	Created Selenium: now the industry standard for cross platform cross browser web-app functional testing	Thoughtworks University Established Ran 60+ terms since	Thoughtworks Studios releases its first software products to market	25th book by Thoughtworkers, The Thoughtworks Anthology	Social Impact Program launched
2010	2015	2016-18 & 2020	2017	2018	2019	2020	2021	
Technology Radar 1st edition Continuous Delivery book, changes how software is delivered to production	Building Microservices Book released, revolutionizes distributed computing	AnitaB.org names Thoughtworks Top Company for Women Technologists	Apax Partners acquires Thoughtworks	Top 10 contributor to open source Thoughtworks University expands to China	Named Employer of the Year – Women in IT Awards Edge book: The Agile Operating Model that Will Help You Successfully Execute Your Digital Transformation	7500+ Thoughtworkers Thoughtworks is Certified as Great Place to Work	10000+ Thoughtworkers Thoughtworks Celebrates 10 Years of Tech Radar	Jan - Thoughtworks acquires Gemini Solutions and FourKind. Sept 2021 - IPO Nasdaq: TWKS

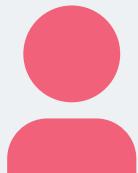
Thoughtworks

About us

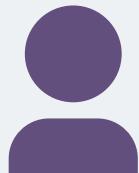
We work collaboratively with our clients in cross-functional teams to bring well-rounded expertise to every partnership.



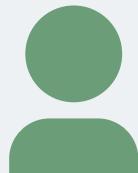
Developer



Data
engineer



Designer



Quality
analyst



Data
scientist



Product



Business
analyst



Data
analyst



Project
Manager

Thoughtworks

About us

We provide services in customer experience, product and design, data and AI, digital transformation and operations and enterprise modernisation, platforms and cloud.

Customer Experience, Product and Design

Drive value through extraordinary customer experiences powered by integrated technology and design.

Data and AI

Maximize the business value and enable better decision making with pragmatic data strategies, governance and unrivalled skill sets in predictive AI and ML programming.

Digital Transformation and Operations

Evolve your organization with focused operational models and pragmatic strategies for organizational change that increase your agility, resilience and ability to compete.

Enterprise Modernization, Platforms and Cloud

Modernize your operations, platforms, development and delivery practices to deliver business value faster.

Thoughtworks

About us

An average Fortune 500 company makes **400 million decisions per day.**

These decisions are made in a rapidly changing and complex global environment, yet most of them are **based on rules, heuristics and gut feel.**

Advancements in technology, especially in Data & AI, enable a range of unforeseen opportunities to amplify, automate and **optimize these decisions.**



Thoughtworks helps organizations make better and fast decisions with Data & AI.

Thoughtworks

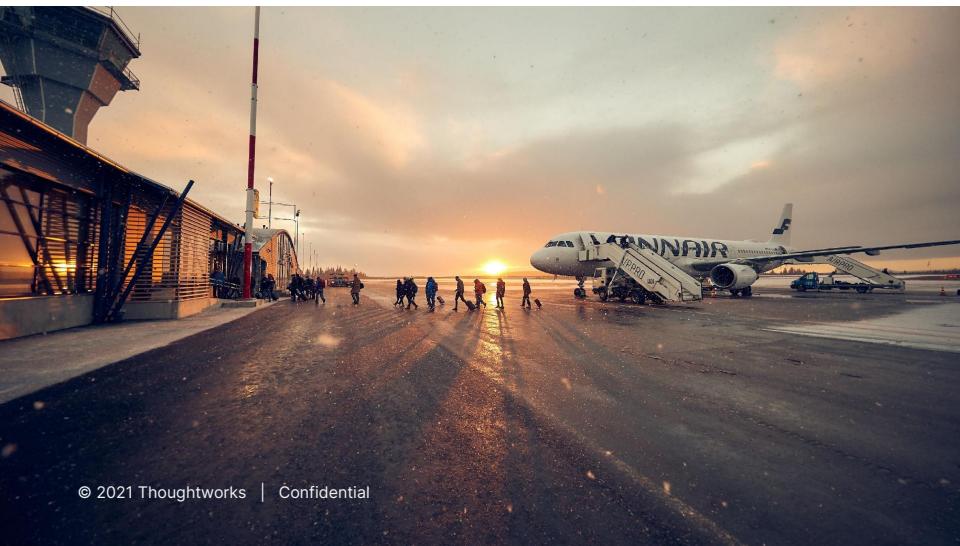
About us

There are many different types of work that we offer in the world of Data and AI.



The optimal airport

thoughtworks.com/en-gb/clients/finavia



Creating an airplane parking plan from 3 hours to 30 seconds



The number of flights increased by 12%



The share of airport-related flight delays decreased by 61%



Duration of average airport-related flight delay decreased by 66%



The decrease in delays resulted in an estimated 500,000€ cost savings



The airport's NPS score increased by 20 points



Transformation with Data Mesh at ITV

<https://www.thoughtworks.com/insights/podcasts/pragmatism-in-practice/unlocking-business-value-with-the-itv-data-mesh-playbook>



Created a value-driven Data Strategy and roadmap, from ~20 value cases across the business



Business outcome achieved with first MVP in production in 8 months



Reducing time to create addressable audiences from 3 months to 3 minutes



Target operating model to enable federated ownership and use of data across the organisation



Cloud-native Data Mesh platform that enables easy onboarding of data products and domain teams



Onboarding more domains

MACKMYRA

The World's First AI Created Whisky

thoughtworks.com/en-gb/clients/mackmyra

Intelligens has received one award after another, ranging from American Distilling Institute's Gold Label and Best International Malt Whisky trophies to the world-renowned ADC Silver Cube in Product Design.

It also holds a higher consumer rating than Mackmyra's average.



Our ways of working

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Our ways of working

Agile

When helping clients with their missions, we do so via our unique ways of working.

Our Chief Scientist, Martin Fowler, co-authored the Manifesto for Agile Software Development.

And we have led the technology industry in adopting an agile development approach.

We are uncovering better ways of developing software by doing it and helping others do it.

Through this work we have come to value:

Individuals and interactions over processes and tools

Working software over comprehensive documentation

Customer collaboration over contract negotiation

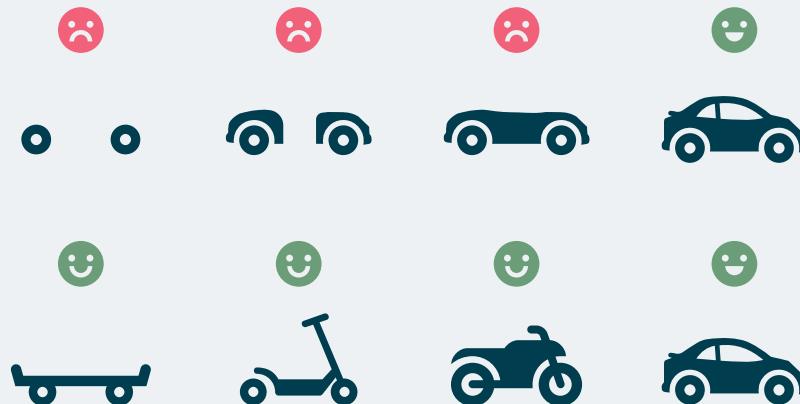
Responding to change over following a plan

That is, while there is value in the items on the right, we value the items on the left more.

Our ways of working

Agile

One of the key ideas of agile approaches is iterative development meaning that you **deliver value quickly** and then keep improving on it.

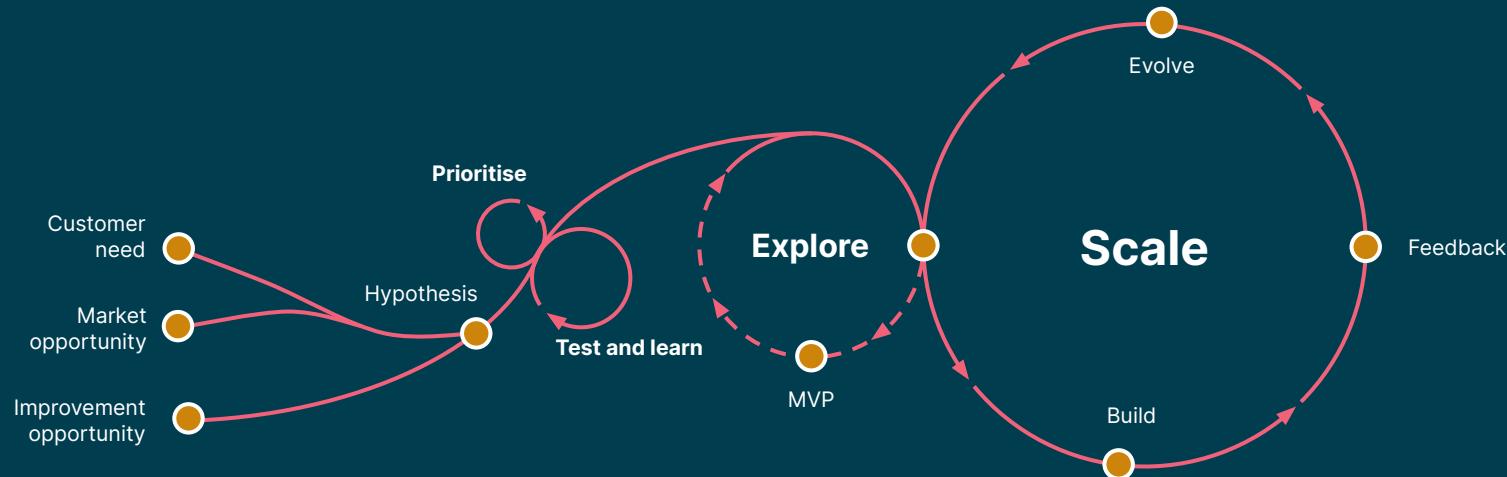


Source: Henrik Kniberg at Crisp

Our ways of working

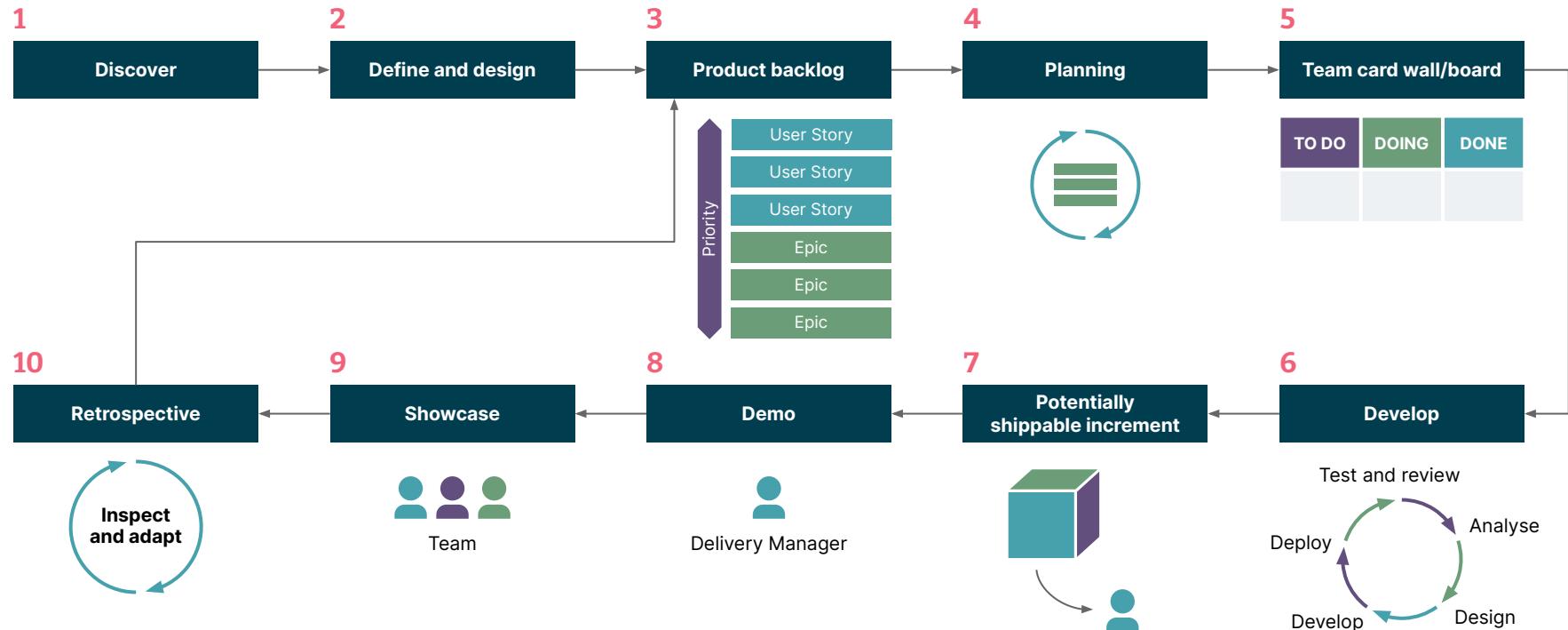
Agile

Another key idea is being **flexible to change** by working on the highest priority element first and then **adapting as you learn** from the initial implementation.



Our ways of working

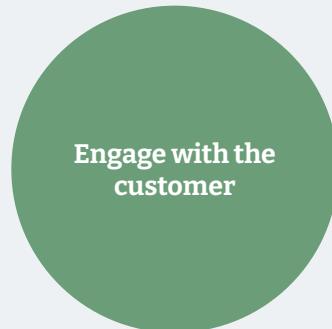
Agile



Our ways of working

Agile

Whilst the concept of agile was originally conceived and applied to the development of software, we continue to **apply the same principles to our work with data.**



Our ways of working

Agile

Agile analytics starts with a high value business goal and then chunks up the data science into tiny incremental goals that can be presented to stakeholders every few days.

Each tiny analytical discovery can be reviewed and used by business decision makers and is a step toward achieving the bigger original goal.

Agile Analytics

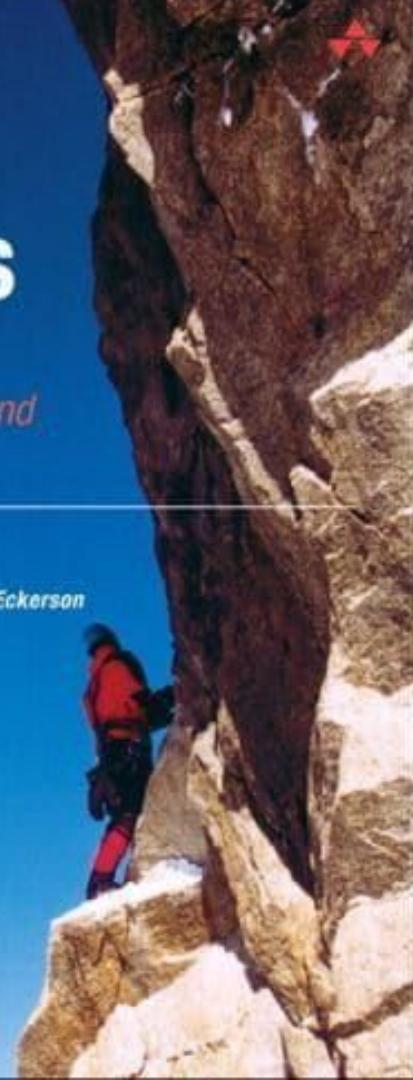
*A Value-Driven Approach
to Business Intelligence and
Data Warehousing*

Ken Collier

Forewords by Jim Highsmith and Wayne Eckerson

Agile Software Development Series

Allister Cockburn and Jim Highsmith,
Series Editors



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What is Thoughtworks University?

Thoughtworks University is a one year program that introduces our newly hired graduates and career changers to the principles, practices and skills required to design and build working software.

Began in
2005
Bangalore

Previous office locations
Pune, Xi'an & Porto Alegre

Now running
Remotely
With 3 regional zones
APAC, EUROPE, NA/LA

6
Global terms annually

55%
W&UGM* attendees
in 2021

3,650+
attendees to date



TWU Learning Objectives

TWU is a key element within graduate hires' First Year Onboarding, focused on developing:

Customer Service Mindset & Skills

Technical and Consulting Skills

Culture / Way of Life at thoughtworks

Diversity and Inclusion



Programme Outline

Pre-course: TW101

Virtual learning modules covering general learning as well as role-based learning objectives, made up of reading material (books, articles), videos, e-learning modules and assignments (which are reviewed by the coaches).

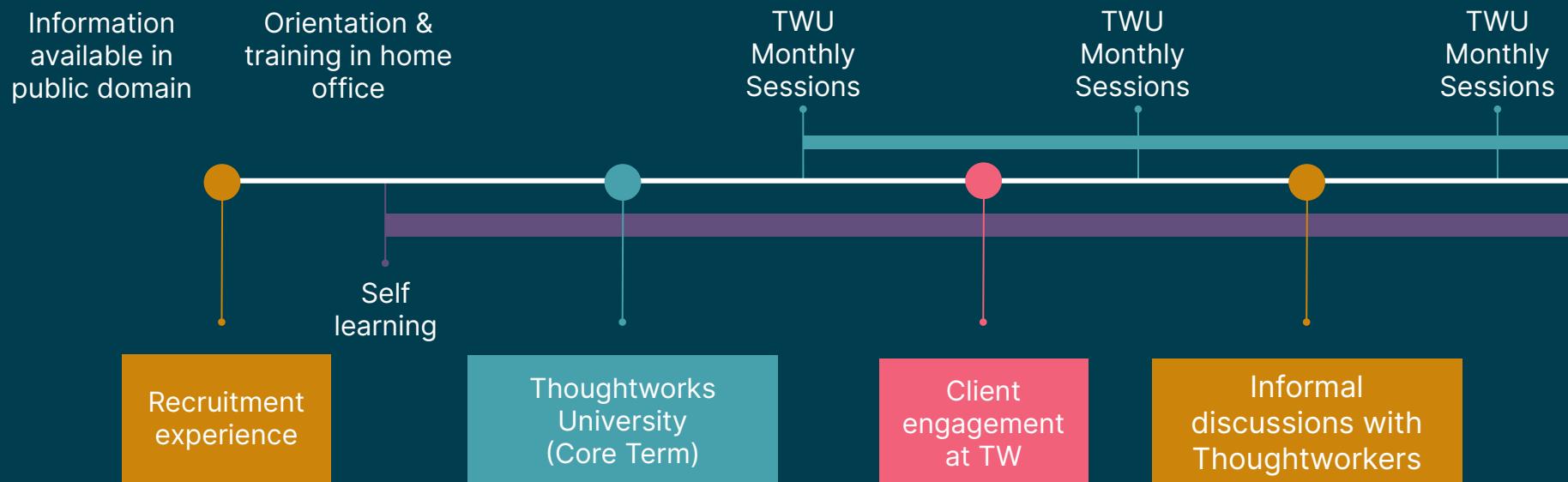
3 weeks thoughtworks university term + monthly sessions

- Client Engagement simulation
- Role specific dojos
- Coaching and feedback
- Remote networking events

These are the Primary Capabilities focused on in the curriculum:

- Agile Delivery Processes
- Architecture
- Build Quality In
- Build Security In
- Consulting
- Continuous Delivery
- Impact
- Software Development
- Cultivation
- Thoughtworks Culture & Way of Life
- Thoughtworks Values & Lenses

TWU is a crucial step in Graduates' journey



Making a modern & adaptable Learning Programme



Agile ways of running curriculum to empower TWU to adapt to evolving needs of the business and technology landscape



Competencies identified for all roles, driven by **business need, regional insight, and on-the-ground feedback**



Four tracks to set up all Graduate level roles (BA, Dev, XD, QA) up for success on their first engagement



Electives to provide **additional learning opportunities on specific topics** as needed by the business or regions in order to meet market demand



Trainer strategy to include both full-time and rotating trainers, and provide recognition with **leadership development for Trainers**



Learn more at thoughtworks.com/careers

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Our client

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Our client

Transport for London*

Transport for London (TfL) is a local government body responsible for most of the transport network in London.

TfL has responsibility for various rail networks including the London Underground and Docklands Light Railway, as well as buses, taxis, principal road routes, cycling, trams and river services.



* Whilst this is a real organisation, they are not a real client of Thoughtworks'. We have developed this scenario based on our extensive experience of working with clients to make the project realistic and to provide an authentic learning experience.

Our client

Transport for London

TfL was created in 2000 as part of the Greater London Authority (GLA) and is managed by a board chaired by the Mayor of London.



Our client

Transport for London

TfL are responsible for the day-to-day operation of the public transport network and main roads across London.

- **Manage a bus fleet of around 9,300 vehicles operating across 675 routes**
- **Handle up to five million passenger journeys a day on the London Underground**
- **Responsible for all of 6,300 traffic lights across London**
- **Manage eight piers along the Thames**

Our client

Transport for London

They are also guided by the [Mayor's Transport Strategy](#), which aims to transform the city's streets, improve public transport and create opportunities for new homes and jobs.

The strategy looks ahead two decades and cuts across all forms of transport in London.



Mayor's Transport Strategy

MARCH 2018

Our client

Transport for London

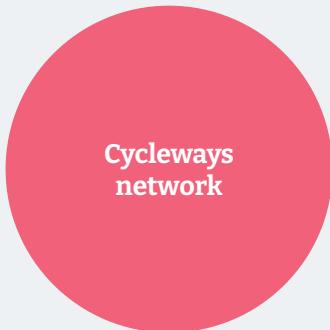
The central aim of the strategy is for **80% of all trips** in London to be made **on foot, by cycle or using public transport** by 2041.



Our client

Transport for London

Cycling in London has more than doubled since 2000, compared with no major change in cycling levels nationally over the last 15 years.



Our client

Transport for London

TfL use technology and data to make journeys easier, with oyster and contactless payment cards helping people move around London.

They now want to use a data-driven approach to close the gap on their cycling vision too.



Problem statement

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Problem statement

Growing cycling in London

How much progress has been made towards achieving our goal of 80% of all trips in London being made on foot, by cycle or using public transport - and what actions should be taken to increase cycle transit in particular?

How might we also use data to support our efforts towards reaching this goal?

The client has a hypothesis that there is a correlation between the availability of cycling infrastructure and the prevalence of cycling.



Problem statement

Growing cycling in London

What is your feedback on this **initial hypothesis**?

What **other hypotheses** are you able to form? What are the **results** when testing them?

Have you discovered **any issues** with the data? Can you advise how the client might be able to make better use of it?

Have you been able to discover any **additional datasets** in the public domain that the client could employ in their analysis?

Do you have any **models, dashboards or artefacts** that you can hand over?

How can you ensure that these are **clear and maintainable** by new maintainers?