

16 APRIL 2019



# ENTERPRISE CIRCLE #1

Understand the role of Tribe and  
Chapter Leads and start acting

## AGENDA

**The circle** — Why you are here?

**Introduction** — Who are you?

**BU vision** — Where are you going?

**Roles exercise** — What are you doing?

**Next steps** — How?

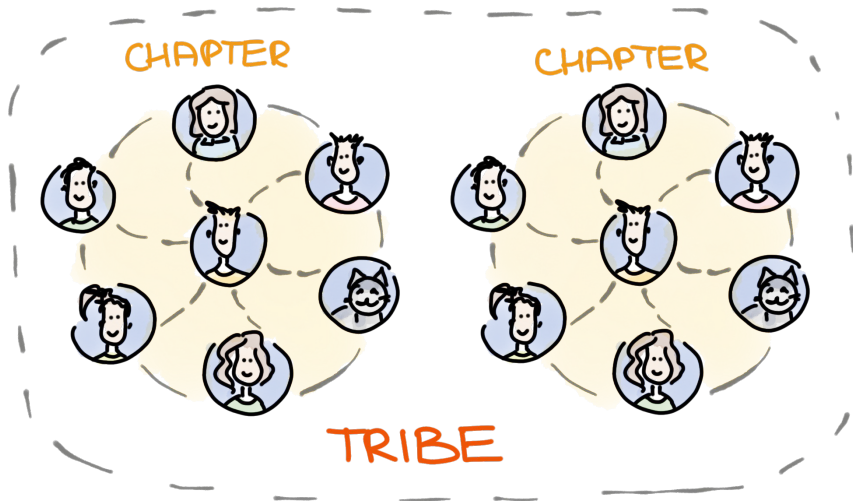


**1h 30 min**

# ENTERPRISE VISION



# TRIBES and CHAPTERS

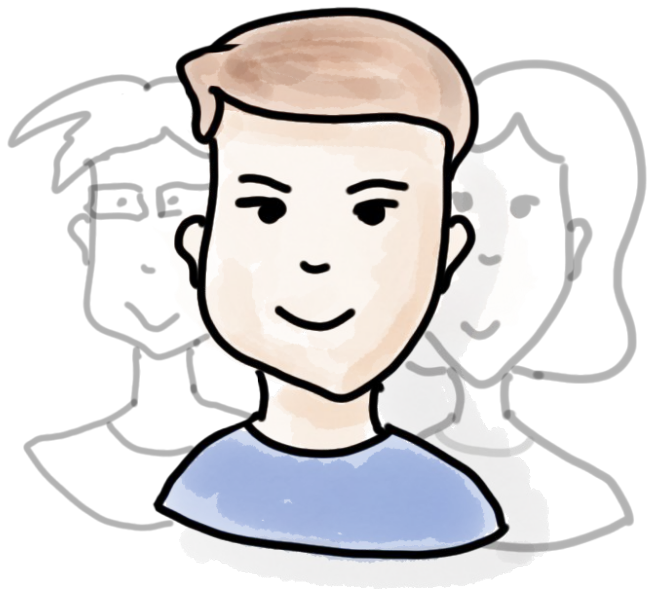


Enterprise and Digital BU organization is evolving to be customer centric in a sustainable and scalable way, therefore in continuous evolution and following clear governance rules.

The key concepts behind Tribes are **dynamic** and **self consistent**.

## CHAPTER LEAD

A lead point of reference for people in his chapter.



## THE MISSION

- Support development of the expertise in a chapter through mentoring, knowledge sharing, training planning and common events
- Raise technical excellence of people in a chapter
- Raise the level of the pre-sale demo for a new prospect

TRENDS

AT LEAST 20% OF THEIR TIME WORKS WITH CM

DEFINE THE TECH/FUNCT SOLUTION & ESTIMATION FOR A PROPOSAL

MENTOR (1-on-1) HIS PEOPLE BY QUARTER

MENTORING COACHING

HELPS HIS PEOPLE EVALUATION & GROWTH

PREFERENCES  
RATING

STRATEGY

PEOPLE

CHAPTER LEAD

CREATE THE SKILLS MATRIX OF HIS PEOPLE & UPDATE IT

OBJECTIVES

GROW HIS PEOPLE JUNIOR → SENIOR

TOP PRIORITY

PROJECTS

TECHNICAL ADVISOR ON PROJECTS IN HIS CHAPTER

WORKS WITH CM, DN/SM

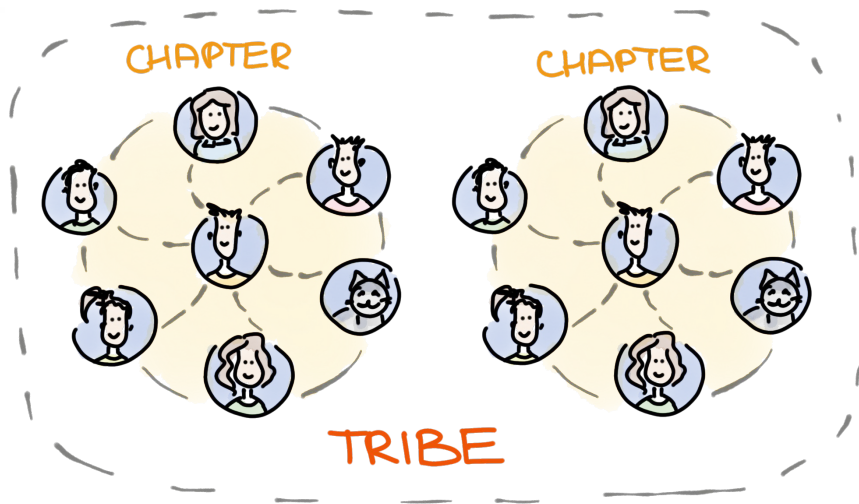
CHAPTER =

FUNCTION OR LOCATION

Mentoring / Coaching  
Technical Excellence

# CHAPTER LEAD

|                     |  |
|---------------------|--|
| <b>The mission</b>  | <ul style="list-style-type: none"><li>• Support development of the expertise in a chapter through mentoring, knowledge sharing, training planning and common events</li><li>• Raise technical excellence of people in a chapter</li><li>• Raise the level of the presale demo for a new prospect</li></ul>                               |
| <b>Daily Duties</b> | <ul style="list-style-type: none"><li>• Define the tech/funcnt solution &amp; estimation for a proposal</li><li>• Advise on projects for people in his chapter</li><li>• Run 1-on-1 with people in his chapter (mentoring) by quarter and help his people to grow</li><li>• Create a skills matrix of his people and update it</li></ul> |
| <b>Skills</b>       | <ul style="list-style-type: none"><li>• Listening</li><li>• Coaching and mentoring of people</li><li>• Contanstanly learning, be aware about the latest innovations</li><li>• Ability to create the selling tech/funcnt solution for a proposal</li></ul>  |
| <b>Key Metrics</b>  | <ul style="list-style-type: none"><li>• Number of the senior people per chapter</li><li>• Employee engagement</li><li>• Speed for an RFP creation</li><li>• Quality of the tech/func solution for an RFP</li></ul>   |



## TRIBE

A competency or a business/technical solution such as Software Solution, Functional Analysis or Project Management.

## THE MISSION

Develop its competency and grow its expertise. Each tribe defines its way of the evolution to support the company strategy.



## TRIBE LEAD

Each tribe has a Tribe Lead who is responsible for planning and staffing of his tribe members.

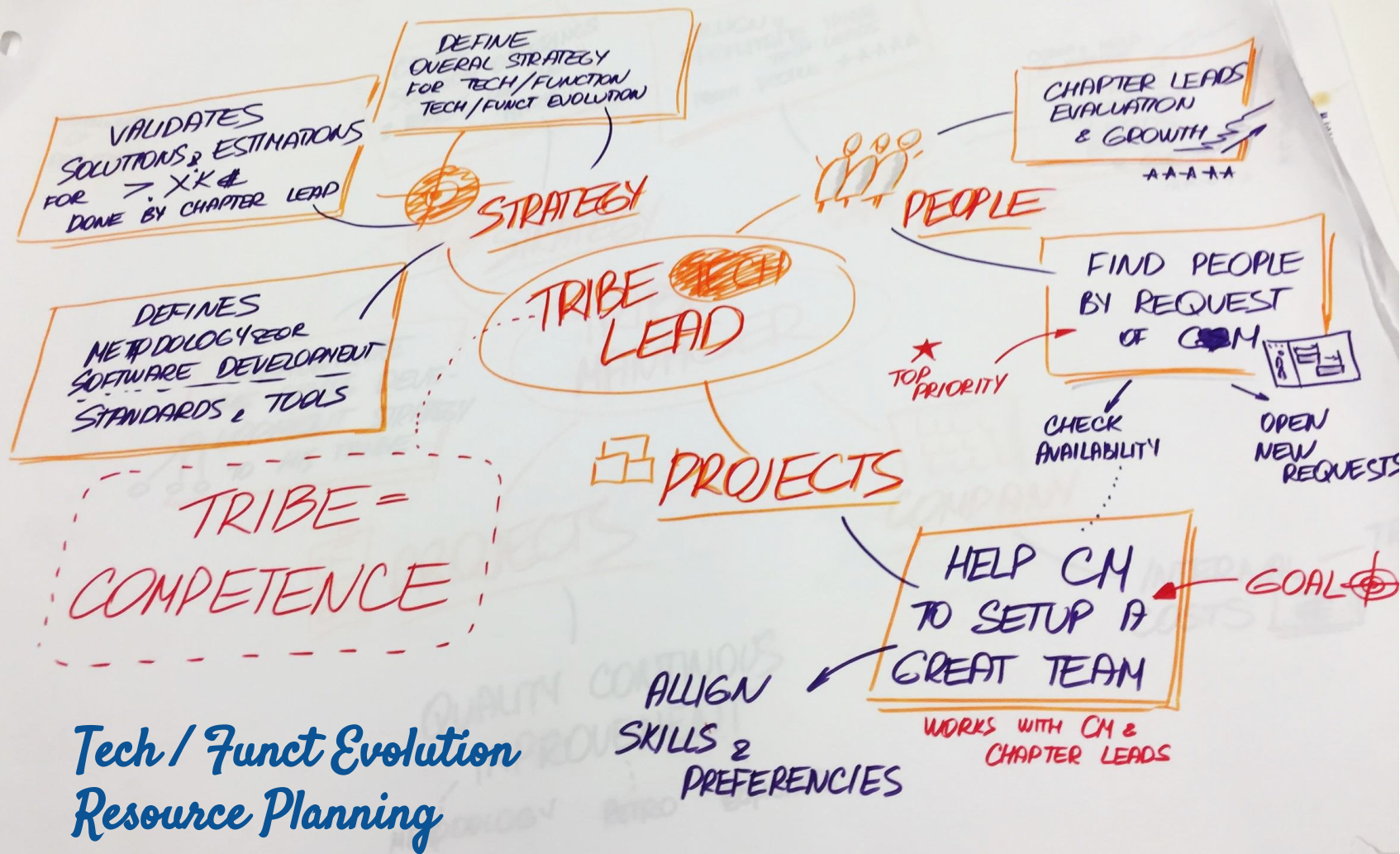


### THE MISSION

- Help to grow the business through the evolution of tech/func solutions in a tribe
- Improve the setup of projects teams having right people at the right places
- Speed up the scaling of a project when there is a client request

# TRIBE LEAD

|                     |   |
|---------------------|---|
| <b>The mission</b>  | <ul style="list-style-type: none"><li>• Help to grow the business through the evolution of tech/func solutions in a tribe</li><li>• Improve the setup of projects teams having right people at the right places</li><li>• Speed up the scaling of a project when there is a client request</li></ul>  |
| <b>Daily Duties</b> | <ul style="list-style-type: none"><li>• Define the overall strategy for tech/func evolution of a tribe</li><li>• Define methodologies, standards and tools for software development</li><li>• Check availability and plan people in his tribe for a project team</li><li>• Open people requests</li><li>• Align skills and preferences of people when setup a project team</li><li>• Run 1-on-1 with chapter leads (mentoring) by quarter and helps them to grow</li><li>• Validate the proposal done by chapter leads if the budget is &gt; 150K</li></ul> |
| <b>Skills</b>       | <ul style="list-style-type: none"><li>• Active listening</li><li>• Coaching and mentoring of people</li></ul>   |
| <b>Key Metrics</b>  | <ul style="list-style-type: none"><li>• Satisfaction of people by the projects they are working in</li><li>• Number of the business solutions per tribe</li><li>• Speed of response to a people requests</li></ul>  |



Open the file of Roles and Responsibilities and in each group discuss:

What are the differences between roles?

What are the similarities?

What is the first step for each role?



**15 min**

**Which one thing are you  
taking away from today?**

the shared file

the tribe cares

start moving together

structured work

less confused

team feeling

# What main question do you have?

How can I implement my responsibilities inside the tribe? Do I have all the tools?

What are the respective targets (working areas) of the chapters in the BU - basically what do they do specifically?

How is possible to know everyone under my "chapt" and handle the evolution of everyone, even if they doesn't work with me everyday?

How i can have visibilty about the pipe line and resource request in short medium time in order to plan the research and training of people?