


Tech Health Framework

Heureka Tech Health Framework

pages

- [Strategic Whitepaper](#)
- [Teams' Self Assessment](#)
- [Evaluation](#)
- [Impact](#)
- [Speed vs Stability compass](#)

Management Summary (One Pager)

 *Engineering you can plan with.*

Why This Exists

Heureka faces the classic paradox of modern engineering:

Business demands faster delivery and more features,
while **technology demands stability and incident prevention.**

There's **no unified language or metrics** connecting the two.

Each platform measures, reports, and prioritizes differently —
making it impossible to balance **speed, stability, and strategy** consistently.

Purpose

The **Tech Health Framework** introduces a **simple, consistent, and gradually automatable system** that:

- Measures the real health of systems and teams.
 - Turns engineering health data into clear business trade-offs — showing when to invest in speed, stability, or strategy.
 - Enables capacity management and debt reduction *without losing agility*.
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Core Principles






- **Start low-tech:** Manual, in Google Sheets or Forms.
- **Iterate to data:** Gradually automate (Haystack, SonarQube, Grafana, Backstage).

- **No benchmarking:** It's about *trends*, not comparing teams.
 - **Transparency & ownership:** Each team owns its Tech Health and DORA metrics — and defines its own improvement roadmap based on data and trend
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Framework Structure

1. **Self-Assessment Framework** – every team evaluates five areas:
 - Tech Debt
 - Testing & Automation
 - Observability & Stability
 - Delivery (DORA metrics)
 - Governance & Knowledge
 2. **DORA + Pulse Surveys** – combine objective and subjective indicators.
 3. **Tech Health Review (Quarterly)** – leadership review of team data and improvement trends.
 4. **Dual Backlog** – product vs. engineering work tracked separately but equally.
 5. **25% Strategic Allocation** – formal commitment of time for technical excellence and platform stability.
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12-Month Outcomes

-  100% of teams actively measuring and reporting tech health.
 -  **MTTR (Mean Time to Recovery)** reduced by 25%.
 -  **CFR (Change Failure Rate)** below 10%.
 -  Transparent, data-backed trade-offs between speed and stability.
 -  “Engineering as a Product” culture — where technical investments are strategic, not reactive.
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