Telerik Case Study

1. Corporate culture
   1. What are the most important components of culture that must be maintained as Telerik grows?

With increasing sales, Telerik changes from being a family type to a large organization. Organization focuses on employees by giving them a various mentorship programs and training. It is an open culture organization where each employee can meet the employer. On the top of it, company provides other privileges like additional days-off, a bonus system based on employee assessment three times a year. Four owners strongly believe that employees should love their job in order to boost their productivity and improve their work quality which will make company grow. (Mechkova, 2013)

1. Agile development process
   1. Is agile development a software design, an organizational design tool, or both? Support your answer.

It is both, software design and organizational design tool as well. It has software development approach but also focuses on people. It builds trust as they allows their employees to create their own path and reach the desired goal rather than following any specified rules so that they can ship apps more efficiently. (Stackify, 2017)

* 1. What skills must employees and managers have to be able to work well in an agile development environment?

A good agile managers needs to have strong leadership skills but he should act more as a facilitator and work with the team rather than commanding the team. Both the employees and manager needs to have a ability to take responsibility and have discipline. They all should take an ownership of the project to make it successful.

* 1. Is agile development sustainable with growth?

In an agile environment, agile manager and a team is responsible for delivering the project more efficiently and on time by adapting the changes that occurs in a competitive market. This will help to deliver sustainable business growth. (Leybourn, 2013)

1. Communication
   1. What are the strengths and vulnerabilities of Telerik’s communication strategy and practices? Explain your answers.

The telerik communication strategy has many strengths. (123 helpme)

* The atmosphere is flexible and open and team works in an open space which allows a quick communication
* Employees have their ownership on the project which enhances their work
* Close interaction between customer and developer to give customer what they want.
* They also uses pc pair programming where two persons work on same pc

Vulnerabilities

* They first lack the daily customer interaction
* Lack of managerial overlook on the project is also a vulnerability.
  1. What recommendations would you make to improve Telerik’s communication system?

I would recommend Telerik to improve the interactions with the customers. The reward system initiated by the Telerik is a good initiative and I hope they will inculcate some more programs like that.

1. Human resource (human capital) practices
   1. How does Telerik attract high-quality talent in a competitive market?

The owners opened Telerik Academy which is free institution for training aspiring software engineers. It train children from first to last year of school and thus are able to meet not only their requirement but also market’s requirement. Not only this, Telerik has a partnership with Google which makes Telerik a incubator if new software talents. (telerik blogs, 2016)

* 1. What is Telerik’s overall strategy for the development of talent?

Telerik’s overall strategy for talent development is to develop solution for renowned companies and getting into partnership with tech giants. Their collaboration with Google and being the only number 1 in the market gets them to get contacted by employers seeking software engineers.

* 1. How does the Telerik reward system reflect the culture of Telerik?

The reward system of Telerik indicates the culture of Telerik is highly competitive, collaborative, innovative and self-improving. They started this reward system and asked for feedback from the users about how they liked the product. Telerik wants to make sure they are serving the best product that meets/exceeds the requirements of the clients.

* 1. What human resource challenges will Telerik face in the future?

Although the future of Telerik looks bright, the ultimate HR challenges that Telerik may face is understanding the landscape of the future. As technologies evolve, new competitors enter the market it will be the human resource issues that Telerik will need to consider.

1. Growth challenges
   1. What challenges will Telerik face with continued growth?

Telerik will face some of the challenges faced in agile process that is how to handle incomplete work when each iteration ends, time spent on fixing bug, handling uncertainty and making time for meetings.

* 1. What changes will be necessary for Telerik to successfully manage the future growth of the company?

Telerik will need to continue to be innovative, satisfy customer needs and handle the challenges faced in agile development process like stand up meetings etc. They will all need to be aware of the competitors eventually entering the market.

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