

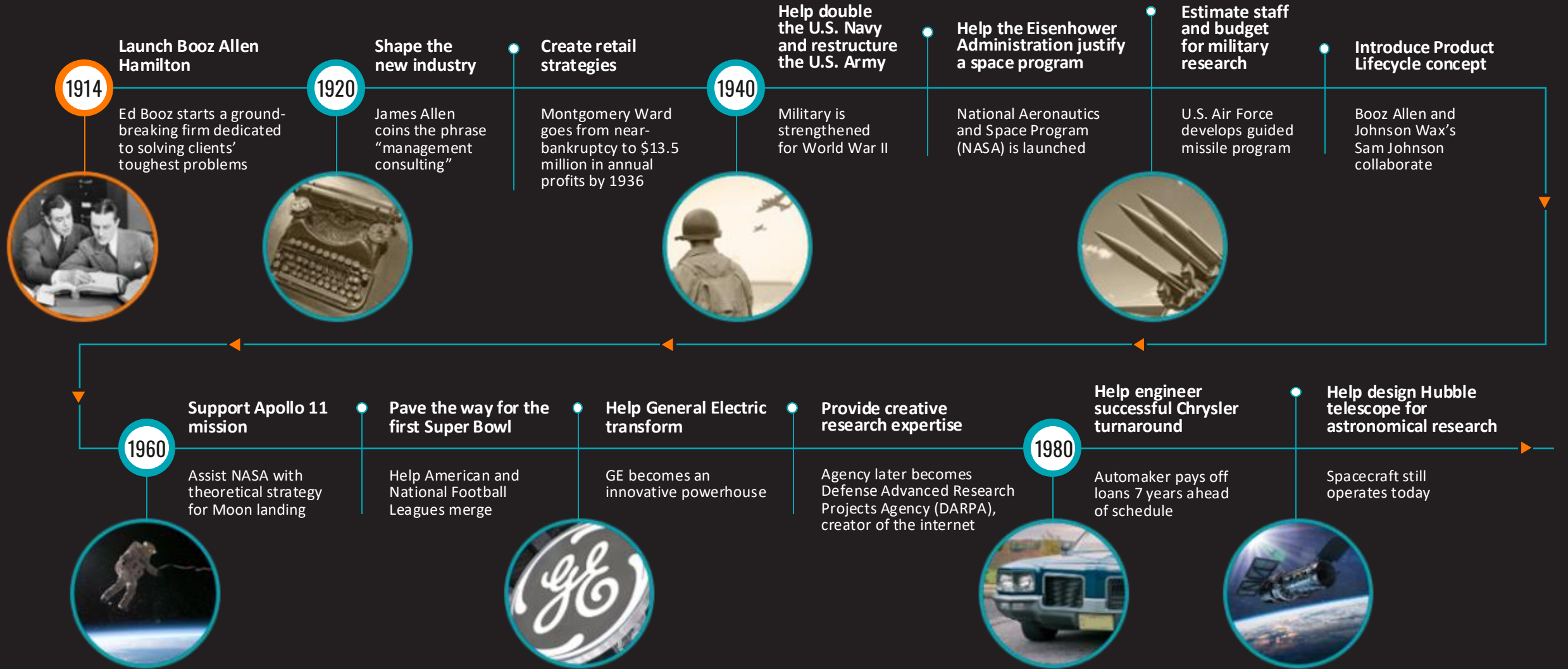
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110
Years Young

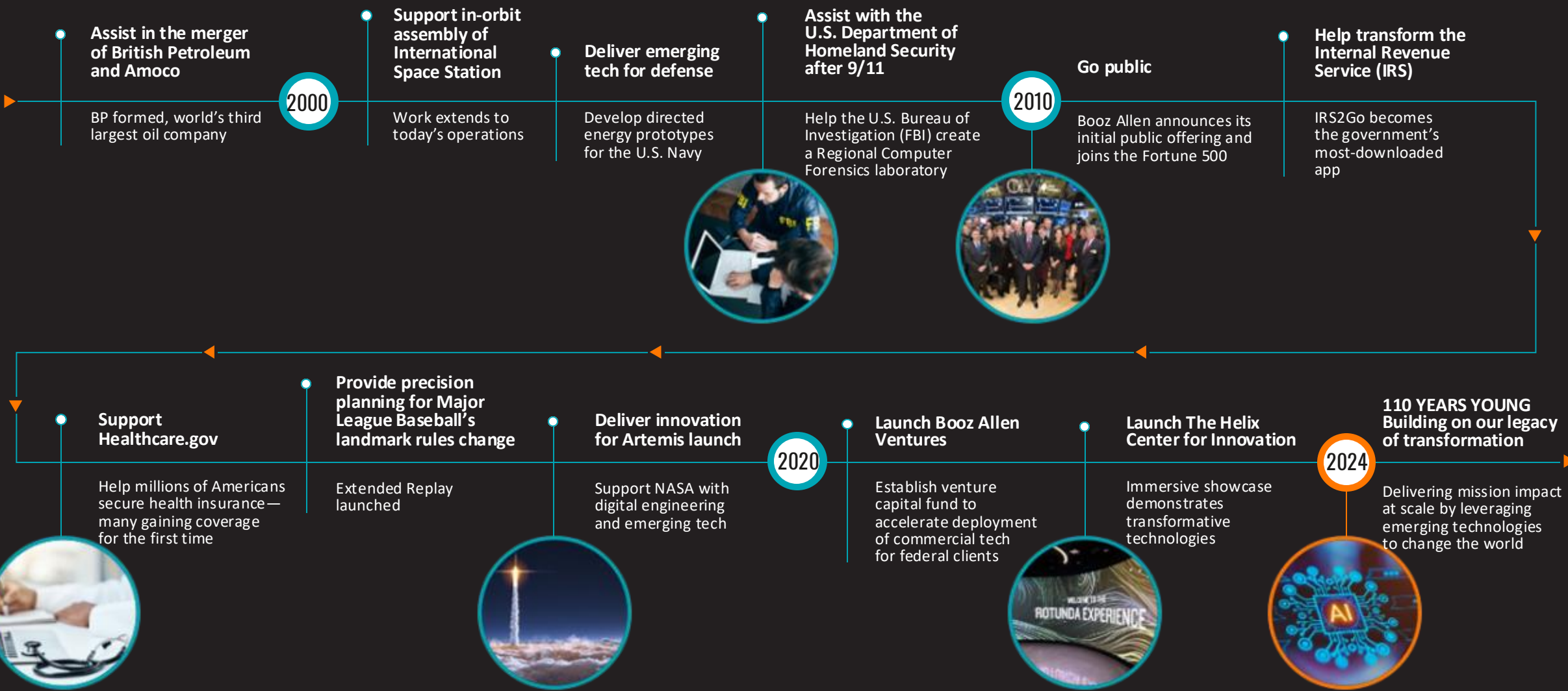
Countercultural: Backstage for Consultants

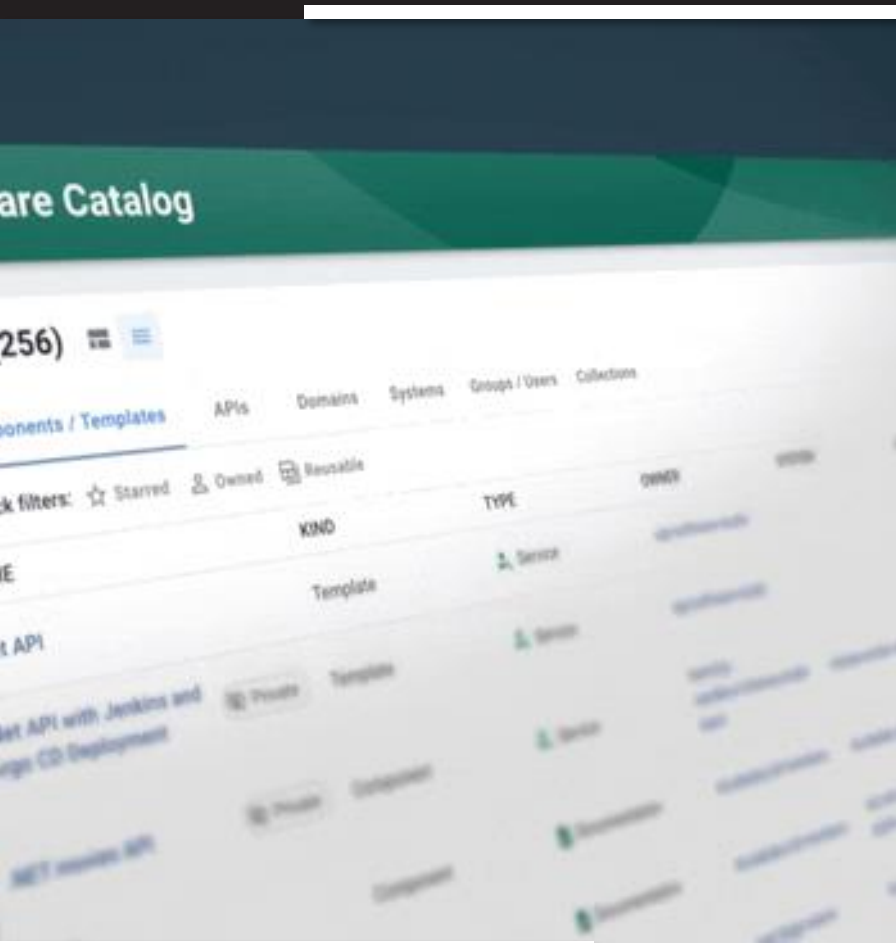
Lizzie Salita | Chief Engineer, Chief Technology Office
NOV 2024

110 YEARS OF MOVING MISSIONS FORWARD



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OUR BACKSTAGE INSTANCE

- 2 years in production
- Comprised of community, custom, and Spotify commercial plugins
- Leveraging catalog, templates, and tech docs
- Initial focus on **Discovery**
- Pilot for provisioning microservices via Backstage
- Proving ground for how developer portals can help our clients
- 2k+ unique users

CULTURAL TENSIONS

Corporate & Government Consulting	Tech & Open Source Culture
"Need to Know" mindset	Transparency
Time charging policy	Volunteering time
Hierarchy	Meritocracy
Passionate Service to clients, program silos	Community-driven, Collective Ingenuity
Layers of policy & legislation	Agile & lean startups

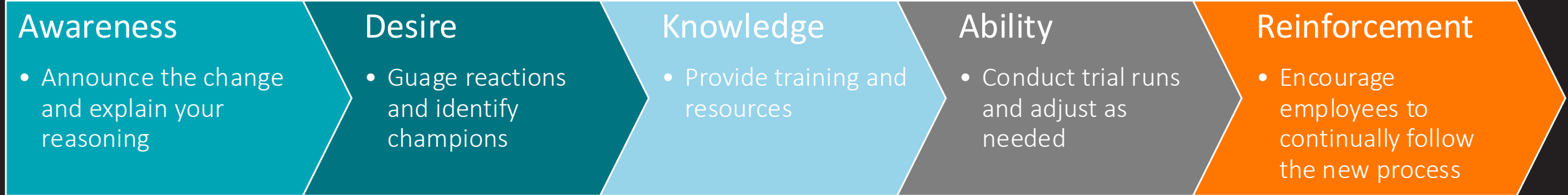


What cultural tensions exist within your organization?

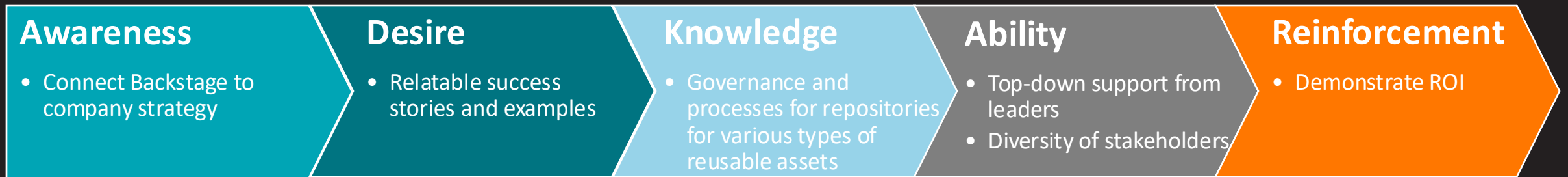
ADKAR CHANGE MANAGEMENT MODEL

Change we are trying to create:

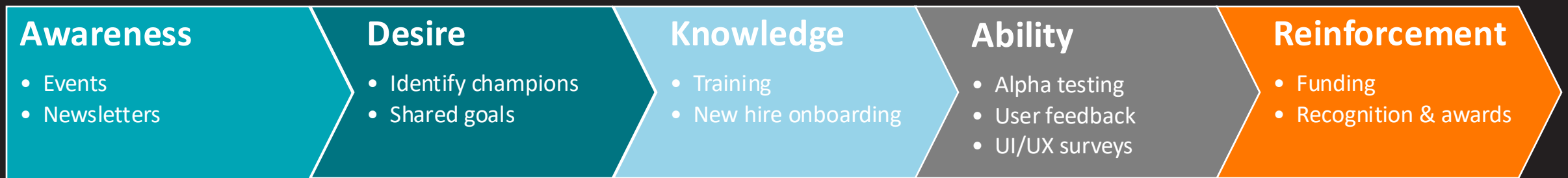
- Register sharable code in the catalog
- Leverage reusable code to save time and improve quality
- Reduce friction through the single pane of glass view



Booz Allen's Reuse Strategy empowers our talent to leverage reusable assets for accelerated speed to mission and reduced risk, so they can spend more time on mission critical elements of delivery.



Technical Experience Groups (TXGs) are firm-sponsored, member-led technical communities that facilitate networking and professional development, connect members with new career paths and opportunities, and help them stay abreast of technological advances.



IN SUMMARY

Listen to developers to understand cultural tensions
+
Find your allies. They might be in unexpected places!

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Thank you!