End-end Ownership

Sample Report

End to End Ownership - Benefits

Definition

End to end ownership refers to owning of different stages of product lifecycle from Requirements elaboration to post production support of a given application, product or product suite

* Product Vision and Feature definition continue to be owned by Cision

B E N E F I T S

Single owner for end to end management of project lifecycle and accountability to the outcomes across connected platforms

End to end ownership of process, people, platforms will help reduce overall cost
- Higher adaptability and adoption of process standardization
- Reduction of duplication / repetition of work (if any)
- Leveraging of Accion COEs for larger support system

Allows Cision to focus and redirect FTEs on strategic, high value initiatives while regular operations are taken care by the end-to-end owner

- Enhanced benefits of SLA driven execution, process standardization and accountability.
- Enhanced sense of predictability and control of processes- due to single owner

End to End Ownership - Approach

- Accion reviewed various applications/products where Accion is :
    - largely engaged in
    - having strong capabilities in,
    - deep dived into the ownership spread of various lifecycle activities

- Performed analysis to identify the gaps in activities and roles across product lifecycle for Accion to take up end to end ownership of execution and support of these applications/products

- Listed out the applications in terms of ownership and readiness

End to End Ownership - Stages

1   2   3   4   5
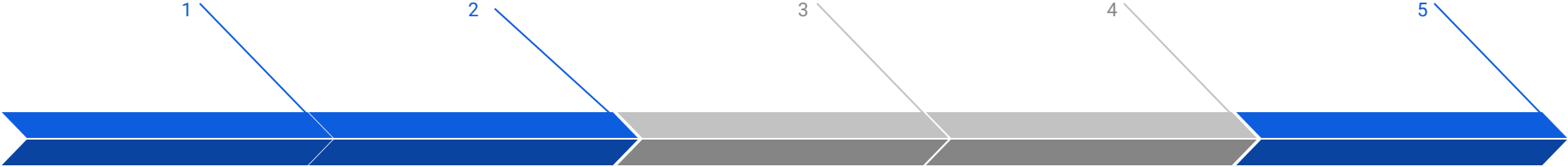
Self appraisal Phase

Identify activities and Roles that Accion is not directly or indirectly owning in each application

Due Diligence Phase

Develop detailed view of roles and responsibilities of each role / person

Develop Transition plan for each role with a timeline

Ramp up the team aligned to the plans

~~Sign-off the SOW/ Contract~~

Ownership Plan definition and Preparation Phase

Identify the members to take transition and align them with the expectations .

Ownership Plan Implementation Phase

Ownership Plan of activities to be initiated and completed as per plan.

Monitor and govern the effectiveness of the transition phase (KPIs, report, playback sessions)

* Can vary in duration based on factors (geo location, type of role, etc) influencing the transition activities

Ownership Phase

Phase1 :Run with joint ownership

Phase 2 :Run with independent ownership

End to End Ownership – Product Knowledge/ Skills

- Describe Tenets of End 2 End Ownership
  - Showcase the projects with these tenets in place
  <<< Can be manifested by a heatmap for the set of projects represented in rows (refer gap analysis) >>>

- Show the scale of capabilities
  - Depth of subject matter knowledge
  - Breadth and depth of tech skills
  - Knowledge documentation
  <<< Can be manifested by a heatmap at each application level with each row representing the modules of the application and the columns showing the tenets/ functions the team performs. These slides can be put into appendix slide >>>

- There are Cision roles in the activities like DEV, QA, PROD Deployment and Application Support on which Accion has no dependencies and those roles can be taken up by Accion (22-Mar-2023)

- Look at the applications that are really good candidates for end 2 end
  - Standard set of technical skill
  - Should be run of the mill kind and not those that are high visibility / strategic importance for Cision

- Show successes where we have achieved end 2 end / are close to them <<<Detailed Scorecard Slides to be created for below>>>
  - Gorkana
  - Multivu
  - OMC
  - Media Rooms
  - Cision France (PO / Product Managers are non-Cision)

- Show HeatMap of ownership of functions for the above projects and say this would be the model to extend this to other projects
  - Identify the functions which we don't have in our fold and could pick up
  - Show a plan phase wise for the ones that we want to take up

End to End Ownership - Capability Heatmap (Current State)

Capabilities	Distribution Core	MediaRooms	MultiVu	CMS-AEM	Gorkana	C3	CEDROM	Luqi DataPresse	Liris/ASAP	GPS Mediation	Data Flow	Creator Data	UCI
Define Product Vision	Red	Red	Red	Red	Red	Green	Green	Green	Green	Green	Green	Green	Red
Domain and Product Knowledge	Red	Red	Red	Red	Green	Green	Green	Red	Green	Green	Green	Green	Red
Understand and Define Business Objectives	Red	Red	Red	Red	Green	Green	Green	Green	Green	Red	Red	Red	Red
Define and Prioritize Product Roadmap	Green	Green	Green	Green	Green	Green	Green	Green	Green	Red	Red	Red	Red
Elicit Business Requirements	Green	Green	Green	Green	Green	Green	Green	Green	Green	Red	Red	Red	Red
Manage External Stakeholders (Cision's Clients)	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red
Manage Internal Stakeholders	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green
Drive Application Architecture	Green	Green	Green	Green	Green	Red	Green	Green	Green	Green	Green	Green	Green
Drive Application Infrastructure Requirements	Green	Green	Green	Green	Green	Red	Red	Green	Green	Green	Green	Green	Green
Drive Test Strategy and Execution (QA Activities)	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Red	Green
Drive Technical Designs and Decisions	Green	Green	Green	Green	Green	Red	Green	Green	Green	Green	Green	Green	Green
Code Version Management	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green
Build and Deploy Management	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green
Application Knowledge Management	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green
Knowledge of Agile and SAFe	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green
Business Continuity Management	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green
Risk Management	Green	Green	Green	Green	Green	Red	Green	Green	Green	Green	Green	Green	Green
Project Planning and Execution	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green
Project Monitoring and Control (Operations)	Green	Green	Green	Green	Green	Red	Green	Green	Green	Green	Green	Green	Green
Production Support	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green
Project Tools and Technologies	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green
Staffing and Resource Management	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green
Communication Skills	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green
Capability Score (0 to 100)	72	72	72	72	86	67	81	79	79	58	58	67	58

End to End Ownership - Distribution Summary

Stages of lifecycle	Cision Count	Accion Count	Roles # to Accion
Product Owner	8	0	1
Product Manager (like BA)	7	0.5	7
UI / UX Designer	2	3	2
Architects	0	4	0
Development and Application Support	4	52	4
QA	0	27	0
UAT Tester	3	0	1
Dev Ops Engineer	0	1.5	0
L0 Support (DFS)	1	12	0
Engineering Manager (Delivery Manager)	6	1	0
Scrum Master	0.5	2.5	0.5
	31.5	**103.5**	**15.5**

Service Category	Project Name	Role	Total
Distribution	Asia Portal	Dev	2
	Distribution Core - All	Dev	1
		Product Manager	5
		QA	1
		UI/UX Designers	1
	EMEA	Dev	1
		Product Manager	1
Distribution Total			12
Distribution Syndicate	AEM CMS Newswire / AEM CMS Marketing	Scrum	1
	Media Rooms	Product Manager	1
	MultiVu	Manager	1
Distribution Syndicate Total			3
Grand Total			**15**

End to End Ownership – Content & Data Summary

Stages of lifecycle / Activity	Cision Count	Accion Count	Roles # to Accion
Product Owner	8	1	1
Product Manager (like BA)	3	0	1
UI / UX Designer	0	0	0
Architects	0	0	0
Development and Application Support	26	35	20
QA	5	6	4
UAT Tester	0	0	0
Dev Ops Engineer	0	0	0
L0 Support (DFS)	0	0	0
Engineering Manager (Delivery Manager)	7	0	3
Scrum Master	1	0	1
	50	**42**	**30**

Service Category	Project Name	Role	Total
Content and Data	Creator Data	Dev	6
		Manager	1
	DATAFLOW	Developer	1
		Intern	1
	LIRIS	BA	1
		Product Owner	1
		QA	1
	Unified Content Ingestion	Dev	10
		Manager	1
		QA	4
		Team Lead	3
Content and Data Total			30
Grand Total			**30**

End to End Ownership - Comms Suite Summary

Stages of lifecycle	Cision Count	Accion Count	Roles # to Accion
Product Owner	3	3	1
Product Manager (like BA)	0	0	0
UI / UX Designer	1	0	0
Architects	0	0	0
Development and Application Support	12	21	6
QA	0	7	0
UAT Tester	0	0	0
Dev Ops Engineer	0	0	0
L0 Support (DFS)	2	1	2
Engineering Manager (Delivery Manager)	3	0	1
Scrum Master	1	1	0
	22	**33**	**10**

Service Category	Project Name	Role	Total
Comms Suite	C3	Dev	4
	CEDROM	Director	1
		Manager	2
	Gorkana	Product Manager	1
	LUQI	Dev	1
		UI/UX Designers	1
Comms Suite Total			10
Grand Total			**10**

End to End Ownership - Current vs Future

Project / Product	Current State		Future state		Qualitatives
	Cision	Accion	Cision	Accion	
Product Owner	83.33%	16.67%	50.00%	50.00%	
Product Manager (like BA)	95.65%	4.35%	26.09%	73.91%	
UI / UX Designer	50.00%	50.00%	16.67%	83.33%	
Architects	0.00%	100.00%	0.00%	100.00%	
Development and Application Support	29.01%	70.99%	7.41%	92.59%	
QA	14.29%	85.71%	6.12%	93.88%	
UAT Tester	100.00%	0.00%	66.67%	33.33%	
Dev Ops Engineer	0.00%	100.00%	0.00%	100.00%	
L0 Support (DFS)	18.75%	81.25%	6.25%	93.75%	
Engineering Manager (Delivery Manager)	94.59%	5.41%	54.05%	45.95%	
Scrum Master	49.06%	50.94%	41.51%	58.49%	

End to End Ownership – Heatmap (Current State)
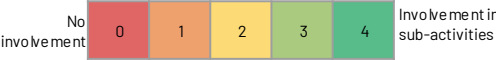
	End to End Benchmark	MultiVu	CMS-AEM	MediaRooms	Distribution Core	Gorkana	C3	CEDROM	Luqi DataPresse	Liris/ASAP	GPS Mediation DDA	Data Flow	Creator Data (Traditionals)	Unified Content Ingestion
Involvement Score	100.00%	82.05%	76.92%	76.92%	64.10%	71.79%	97.44%	33.33%	56.41%	74.36%	82.05%	56.41%	53.85%	61.54%
Product Ownership	0	0	0	0	0	0	0	0	0	3	3	0	0	0
PI & Sprint Planning	3	2	2	2	2	0	3	1	3	2	3	3	3	3
Functional Requirement Elicitation (BA activities)	4	3	0	2	1	0	3	1	2	3	3	2	2	2
UI / UX Design	3	2	0	0	0		4	1	1	0	0	0	0	0
Requirements Refinement	4	4	4	4	4	4	4	1	3	3	3	2	2	2
Architecture & Tech Decision Making	3	1	3	1	1	1	3	0	1	1	3	2	2	3
Technical Design	4	4	4	4	4	4	4	1	4	2	3	2	2	3
Development	4	4	4	4	4	4	4	4	4	4	4	4	3	2
QA	4	4	4	4	4	4	4	3	3	4	3	0	0	2
UAT	1	0	1	1	0	3	0	0	2	1	1	1	1	0
Production Deployment	3	3	2	3	2	2	4	0	0	1	1	1	1	2
Dev Ops	2	2	2	2	2	2	2	0	0	1	1	1	1	2
L0 Support	4	3	4	3	1	4	3	1	0	4	4	4	4	3

End to End Ownership – Savings

- We have a model in place which we can use to jointly update based on finalized roles and current cost to be able to derive overall savings

- Anticipated savings:

    - Around ~40-60% savings on a monthly/annualized basis after completion of the exercise

PI note: this will vary depending on the number of roles and timing of taking up ownership

End to End Ownership – Next Steps

- Review and Validate detailed application level gap analysis with Cision leaders
- Prioritize applications for taking up end to end ownership
- KRAs / KPIs for measure of success
- Develop plan for shifting from current state to end to end ownership state (Activities, Schedule, Resources,SMEs)
- Execution of the plan
- Cutover to Accion end to end ownership

- Single Point of Contact from Cision for each portfolio of applications

End to End Ownership – Confidence Indicators

- Why Accion would be suitable for end-to-end ownership
  - Case Studies (examples of how we have reduced cost of ownership/ delivery-Ops)
  - EDC++ model
  - COEs for larger support
  - *Resource Pool availability*

- What we need from Cision as support for making the initiative a success

Applications with high Accion End to End Ownership

Applications with high End to End Ownership : Multivu

	End to End Benchmark	Current	Gaps	How we will reach the benchmark stage?
Product Ownership	0	0		
PI & Sprint Planning	3	2	Not involved in identifying the PI scope	Accion BA could work with the PO on defining PI scope
Functional Requirement Elicitation (BA activities)	4	3	Not involved in identifying the PI scope	Accion BA could work with the PO on defining PI scope
UI / UX Design	3	2	Not involved in understanding user behavior	Get access to end users and analysis of user experience
Requirements Refinement	4	4		
Architecture & Tech Decision Making	3	1?	Skill gap in the team	Adding an architect to work on all Distribution Syndicate projects will help in effective product portfolio rationalization
Architecture & Technical Design	4	4		
Development	4	4		
QA	4	4		
UAT	1	0	Not involved in executing UAT	Get involved in identifying UAT test cases and help in executing the test cases for UAT team
Production Deployment	3	3		
DevOps	2	2	-	
L0 Support	4	3	Currently owned by customer success team	Can explore empowering DFS team

	Cision	Accion
Product Owner	1	
Product Manager (BA)		0.5
UX / UI Designer		1
Architect		
Developers		5
QA		1
UAT Testers		
Engineering Manager / Delivery Leader	0.5	
Scrum Master		0.5
L0 Support	1	

82%
Ownership Involvement Score

Applications with high End to End Ownership : Media Rooms

	End to End Benchmark	Current	Gaps	How we will reach the benchmark stage?
Product Ownership	0	0		
PI & Sprint Planning	3	2	Team has limited knowledge on business intent	Accion BA could work with the PO on defining PI scope
Functional Requirement Elicitation (BA activities)	4	2	Not involved in Functional elaboration of tickets but for inputs on Tech Debt	Accion BA could work with the PO on defining PI scope
UI / UX Design	3	0	Not involved	Accion UX/UI member could be added if need arises
Requirements Refinement	4	4		
Architecture & Tech Decision Making	3	1	Skill gap in the team	Adding an architect to work on all Distribution Syndicate projects will help in effective product portfolio rationalization
Technical Design	4	4		
Development	4	4		
QA	4	4		
UAT	1	1		
Production Deployment	3	3		
DevOps	2	2		
L0 Support	4	3	Currently owned by customer success	Exploring areas to be managed by DFS

	Cision	Accion
Product Owner	1	
Product Manager (BA)	1	
UX / UI Designer		
Architect		
Developers		3
QA		1
UAT Testers		
Engineering Manager / Delivery Leader	0.5	
Scrum Master		
L0 Support	1	

77%
Ownership Involvement Score

Applications with high End to End Ownership : WebOps

	End to End Benchmark	Current	Gaps	How we will reach the benchmark stage?
Product Ownership	0	0		
PI & Sprint Planning	3	2	Not involved in identifying the PI scope	Accion BA could work with the PO on defining PI scope
Functional Requirement Elicitation (BA activities)	4	0	Current BA is not from Accion or Cision	Accion BA can be added to work with the PO on defining PI scope
UI / UX Design	3	0	Design team not involved	Adding design team from Accion can generate better visibility and ownership
Requirements Refinement	4	4		
Architecture & Tech Decision Making	3	3		
Architecture & Technical Design	4	4		
Development	4	4		
QA	4	4		
UAT	1	1		
Production Deployment	3	2	Currently deployment is done with support of Linux team	Can train the AEM Admin from Accion team to take this responsibility
DevOps	2	2	-	
L0 Support	4	4	No	

	Cision	Accion
Product Owner	1	
Product Manager (BA)	1	
UX / UI Designer		
Architect		
Developers		5
QA		3
UAT Testers		
Engineering Manager / Delivery Leader	0.5	
Scrum Master		
L0 Support	1	

77%

Ownership Involvement Score

Applications with high End to End Ownership : Gorkana

	End to End Benchmark	Current	Gaps	How we will reach the benchmark stage?
Product Ownership	0	0	Access to market demand, business plans and roadmap	Customer Insights, Part of strategic discussions
PI & Sprint Planning	3	3	PO responsibility	Add POs to the team
Functional Requirement Elicitation (BA activities)	4	3		
UI / UX Design	3	4		
Requirements Refinement	4	4		
Architecture & Tech Decision Making	3	3		
Technical Design	4	4		
Development	4	4		
QA	4	4		
UAT	1	0	UAT team does not exist	UAT process to be established
Production Deployment	3	4		
Application Support	2	2		

	Cision	Accion
Product Owner	1	1
Product Manager (BA)		
UX / UI Designer		
Architect		
Developers	2	7
QA		2
UAT Testers		
Engineering Manager / Delivery Leader	1	
Scrum Master		1
L0 Support		

97%
Ownership Involvement Score

End to End Ownership – Current State: UCI

	End to End Benchmark	Current	Gaps	How we will reach the benchmark stage?
Product Ownership	0	0	Access to market demand, business plans and roadmap	Customer Insights, Part of strategic discussions
PI & Sprint Planning	3	3	PO responsibility	Add POs to the team
Functional Requirement Elicitation (BA activities)	4	3		
UI / UX Design	3	0		
Requirements Refinement	4	3		
Architecture & Tech Decision Making	3	3		
Technical Design	4	3		
Development	4	4		
QA	4	4		
UAT	1	2		
Production Deployment	3	4		
Application Support	2	2		

	Cision	Accion
Product Owner	5	
Product Manager (BA)		
UX / UI Designer		
Architect		
Developers	18	12
QA	4	4
UAT Testers		
Engineering Manager / Delivery Leader	4	
Scrum Master		
L0 Support		

80%
Ownership Involvement Score

End to End Ownership - Current State: Luqi

	End to End Benchmark	Current	Gaps	How we will reach the benchmark stage?
Product Ownership	0	3		
PI & Sprint Planning	3	2	Only product owners are involved in the PI planning	Involve more Accion members in the PI planning. Accion members already attend sprint planning
Functional Requirement Elicitation (BA activities)	4	3	Smina is taking a part from this scope	Suggest a BA profile for Luqi team
UI / UX Design	3	0	Only one apprentice in Cision doing this job - Accion is not involved	Suggest Accion junior profile to get involved in the UX/UI design
Requirements Refinement	4	3	A part of this scope is taken by Smina (Internal Cision)	Work on adding BA for Luqi team
Architecture & Tech Decision Making	3	1	The internal senior members are leading this part	Work on the skills of the new Accion members to grow on this area
Technical Design	4	2	The internal senior members are leading this part	Work on the skills of the new Accion members to grow on this area
Development	4	4		
QA	4	4		
UAT	1	1		
Production Deployment	3	1	Cision integration team is responsible of this work	Work on adding Accion Devops members to Cision Integration team
Application Support	2	1	Reflex of contacting the Eng. Manager for this matter	Give more visibility for our team

	Cision	Accion
Product Owner	1	2
Product Manager (BA)		
UX / UI Designer	1	
Architect		
Developers	4	9
QA		2
UAT Testers		
Engineering Manager / Delivery Leader	1	
Scrum Master		
L0 Support		

74%

Ownership Involvement Score

End to End Ownership - Current State: LIRIS

	End to End Benchmark	Current	Gaps	How we will reach the benchmark stage?
Product Ownership	0	3		
PI & Sprint Planning	3	3		
Functional Requirement Elicitation (BA activities)	4	3	Replacement of Accion PO by internal team member	Work on reinforcing the scope of Dhafer to have more scope
UI / UX Design	3	0	Product owners are doing this work	Suggest UX.UI designers to take off this scope from PO scope
Requirements Refinement	4	3	Replacement of an Accion PO by a Cision PO yield to less requirement refinement	Work on having having more scope for Accion PO or suggest a BA profile
Architecture & Tech Decision Making	3	3		
Technical Design	4	4		
Development	4	4		
QA	4	3	Replacement of an Accion QA by a Cision QA	Suggest senior QA automation member
UAT	1	1		
Production Deployment	3	1	Cision integration team is responsible of this work	Work on adding Accion Devops members to Cision Integration team
Application Support	2	1	Reflex of contacting the Eng. Manager for this matter	Give more visibility for our team

	Cision	Accion
Product Owner	1	1
Product Manager (BA)	1	
UX / UI Designer		
Architect		
Developers		9
QA	1	2
UAT Testers		
Engineering Manager / Delivery Leader	1	
Scrum Master		
L0 Support		

82%
Ownership Involvement Score

Applications that can be taken up for end-to-end ownership

Applications with high End to End Ownership : Distribution Core

	End to End Benchmark	Current	Gaps	How we will reach the benchmark stage?
Product Ownership	0	0		
PI & Sprint Planning	3	2	Not involved in identifying the PI scope	Accion BA could work with the PO on defining PI scope
Functional Requirement Elicitation (BA activities)	4	1	Not involved in functional requirements. Team is involved in writing stories for backend work.	Accion BA could work on requirement elicitation activities
UI / UX Design	3	0	Not involved	Accion UI designers to help Cision UX/UI team
Requirements Refinement	4	4		
Architecture & Tech Decision Making	1	1		
Architecture & Technical Design	4	4		
Development & Application Support	4	4		
QA	4	4		
UAT	1	0	Not involved in executing UAT	Get involved in identifying UAT test cases and help in executing the test cases for UAT team
Production Deployment	3	2	Currently involved in support role at time of deployment	Get involved in coordination with Infra team
DevOps	2	2		
L0 Support	4	1	Currently involved in some of the	Involvement in monitoring and L0 support for

	Cision	Accion
Product Owner	3	
Product Manager (BA)	5	
UX / UI Designer	2	
Architect		2?
Developers	2	33?
QA		18
UAT Testers	3	
Engineering Manager / Delivery Leader	3	1
Scrum Master		2
L0 Support		12

64%
Ownership Involvement Score

End to End Ownership - Current State: CEDROM

	End to End Benchmark	Current	Gaps	How we will reach the benchmark stage?
Product Ownership	0	0	Access to market demand, business plans and roadmap	Customer Insights, Part of strategic discussions
PI & Sprint Planning	3	3	PO responsibility	Add POs to the team
Functional Requirement Elicitation (BA activities)	4	2		
UI / UX Design	3	1		
Requirements Refinement	4	3		
Architecture & Tech Decision Making	3	0		
Technical Design	4	4		
Development	4	4		
QA	4	3		
UAT	1	2		
Production Deployment	3	0		
Application Support	2	0		

	Cision	Accion
Product Owner		
Product Manager (BA)		
UX / UI Designer		
Architect		
Developers		3
QA		1
UAT Testers		
Engineering Manager / Delivery Leader	1	
Scrum Master		
L0 Support	2	

56%
Ownership Involvement Score

End to End Ownership - Current State: C3

	End to End Benchmark	Current	Gaps	How we will reach the benchmark stage?
Product Ownership	0	0	Access to market demand, business plans and roadmap	Customer Insights, Part of strategic discussions
PI & Sprint Planning	3	1	PO responsibility	Add POs to the team
Functional Requirement Elicitation (BA activities)	4	1		
UI / UX Design	3	1	No UI/UX changes expected	
Requirements Refinement	4	1		
Architecture & Tech Decision Making	3	0	No Architecture changes expected	
Technical Design	4	1		
Development	4	4		
QA	4	3		
UAT	1	0		
Production Deployment	3	0		
Application Support	2	0		

	Cision	Accion
Product Owner	1	
Product Manager (BA)		
UX / UI Designer		
Architect		
Developers	6	2
QA		2
UAT Testers		
Engineering Manager / Delivery Leader		
Scrum Master	1	
L0 Support		1

33%
Ownership Involvement Score

Applications not targeted for end-to-end ownership

End to End Ownership - Current State: Creator Data (Traditionals)

	End to End Benchmark	Current	Gaps	How we will reach the benchmark stage?
Product Ownership	0	0	Access to market demand, business plans and roadmap	Customer Insights, Part of strategic discussions
PI & Sprint Planning	3	3	PO responsibility	Add POs to the team
Functional Requirement Elicitation (BA activities)	4	2		
UI / UX Design	3	0		
Requirements Refinement	4	2		
Architecture & Tech Decision Making	3	3		
Technical Design	4	3		
Development	4	2		
QA	4	2		
UAT	1	0		
Production Deployment	3	2		
Application Support	2	2		

	Cision	Accion
Product Owner	2	
Product Manager (BA)		
UX / UI Designer		
Architect		
Developers	6	7
QA		
UAT Testers		
Engineering Manager / Delivery Leader	1	
Scrum Master		
L0 Support		

7
Current Accion Team Size

62%
Ownership Involvement Score

67%
Knowledge and Capability Index

End to End Ownership - Current State: GPS Mediation

	End to End Benchmark	Current	Gaps	How we will reach the benchmark stage?
Product Ownership	0	0		
PI & Sprint Planning	3	3		
Functional Requirement Elicitation (BA activities)	4	2	No functional profiles in the team	Suggest a BA or PO profile who can help Nicolas Gondard
UI / UX Design	3	0	No Design - technical product	N/A
Requirements Refinement	4	2	No functional profiles in the team	Suggest a BA or PO profile who can help Nicolas Gondard
Architecture & Tech Decision Making	3	2	No Accion tech leaders in the team	Suggest tech leaders who can help Jerome Courtois
Technical Design	4	2	No Accion tech leaders in the team	Suggest tech leaders who can help Jerome Courtois
Development	4	4		
QA	4	0	No QA in the team	Suggest manual and automation QA which are necessary for this team
UAT	1	1		
Production Deployment	3	1	Cision integration team is responsible of this work	Work on adding Accion Devops members to Cision Integration team
Application Support	2	1	Reflex of contacting the Eng. Manager for this matter	Give more visibility for our team

	Cision	Accion
Product Owner		
Product Manager (BA)	1	
UX / UI Designer		
Architect		
Developers	1	3
QA		
UAT Testers		
Engineering Manager / Delivery Leader		
Scrum Master		
L0 Support		

3
Current Accion Team Size

56%
Ownership Involvement Score

58%
Knowledge and Capability Index

End to End Ownership – Current State: Data Flow

	End to End Benchmark	Current	Gaps	How we will reach the benchmark stage?
Product Ownership	0	0		
PI & Sprint Planning	3	3		
Functional Requirement Elicitation (BA activities)	4	2	No functional Accion profiles in the team	Work on adding PO or BA profiles
UI / UX Design	3	0	No Design - technical product	N/A
Requirements Refinement	4	2	No functional Accion profiles in the team	Work on adding PO or BA profiles
Architecture & Tech Decision Making	3	3		
Technical Design	4	3	Internal team has a part of this scope	Work on the skills Accion team
Development	4	3	Internal team member in the team	Work on adding developers in the team
QA	4	0	No QA in the team	Suggest manual and automation QA which are necessary for this team
UAT	1	1		
Production Deployment	3	1	Cision integration team is responsible of this work	Work on adding Accion Devops members to Cision Integration team
Application Support	2	1	Reflex of contacting the Eng. Manager for this matter	Give more visibility for our team

	Cision	Accion
Product Owner		
Product Manager (BA)	1	
UX / UI Designer		
Architect		
Developers	1	4
QA		
UAT Testers		
Engineering Manager / Delivery Leader	1	
Scrum Master	1	
L0 Support		

4
Current Accion Team Size

54%
Ownership Involvement Score

58%
Knowledge and Capability Index