Business Challenge

A Fortune 500 bank $250B health solutions provider strictly adhered to the Extreme Programming (XP) methodology for the software development process but struggled to hire & retain skilled professionals & sought solutions to address this challenge.

Objectives

- Comprehend the structure of Extreme Programming (XP) framework adopted by client
- Develop & launch an XP bootcamp & mentorship program
- Drive talent retention and engagement
- Cultivate a culture of continual learning & strive for exemplary code quality
- Accelerate Project Delivery

Solution

- Evaluated the XP paired programming framework implemented by diverse product teams at the client site, identifying key components that contributed to code quality
- Developed and implemented a two-phased XP paired programming training methodology
- **Phase 1:** Conducted a focused bootcamp training for new hires, covering the client's XP framework before their involvement in client projects
- **Phase 2:** Established on-site 1:1 mentorship led by senior developers from Creospan, providing weekly quantified feedback to the delivery lead
- Evaluation of post-training scores allowed our delivery lead & senior developers to identify & retain high-performing developers for our client thereby optimizing talent pool & accelerating project delivery

Impact

- Launched an intricate training program & established a team of 30 skilled devs. in 8 wks.
- 26% reduction in no. of bugs / code-related issues reported per month
- 25% Improvement in talent retention rates for mid-level developers over 8 months

- $2M saved each year through project velocity acceleration & talent retention

Client: CVS

Date Interviewed: July 1st week, 2023

POC: Glenn

Note: Stats are guestimates

Statistics:

- **40% improvement in project velocity**
- **26% reduction in code-related issues reported per month**
- **25% improvement in talent retention rates over 8 months**
- **Cost Saved**
    - **Cost Saved per year due to 40% improvement in Project Velocity**
        - Project velocity improved by 40% over 6 months
        - Assuming at least 15 developers work on each project
        - Assuming prior to this program, it would take about 15 developers working average 60hrs each week, 12 months to complete a complete a project
        - Original Cost = 15*60hrs*$53/hr*52 weeks (eqv 12months)
        - Original Cost = $2.5M
        - New Cost = 0.60*$2.5M = $1.5M
        - Cost Saved per project = $1M
        - We are assuming about 60 total developers participated in this program and no more than 15 contributing to 1 project
        - So cost saved for 3 projects completed over 1 year by 3 teams = 4*$1M = $4M
        - $4M saved each year due to Project Velocity Enhancement
    - **Cost Saved per year due to 25% improvement in talent retention rates**
        - 45 developers underwent training through this program
        - Avg. Salary of each developer = $110k
        - Each developer retained is about
        - 10 hrs saved for HR & TA Combined per developer
            - Screening, Scheduling, Onboarding
        - 8 hrs saved in total for Tech Screening Team per role
            - Member of 2, each screening atleast 4 candidates for 1hr each to finalize 1 for the role
        - Assuming avg. Salary of tech member to be around $150k and avg. salary of non-tech members to be around $110k

        - ((10*100)+(8*150))* 45 Developers
        - $99k
- Cost Saved due to reduction in bugs
    - Assuming it takes 6 hours on an average to fix a bug or a code-related major issue for a mid-level developer and it takes2 developers to fix one issue
    - Assuming each month the team reported about 15 bugs a week, that is about 60 bugs a month
    - Yearly Bugs Count = 12*60 = 720 bugs
    - Cost Saved due to bug reduction = 720*2*6*$53/hr= ~500k saved per year
- Total Cost Saved = $4M+$99k = ~$4.1M (Ignoring bug count costs since those are factored in project velocity improvement)