**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)