AWS DevOps Transformation Charter

To evolve traditional enterprises into high-velocity, software-fueled organizations that continuously deliver value to their customers and business by adopting DevOps culture, architecture, engineering, and operations practices at scale.

1. Implement a Product-Based Operating Model

- Establish a product-oriented operating model as go-forward strategy
- Create a product taxonomy to classify aggregate business services from their component products and outcomes
- Assess and refactor current operating model and IT value streams
- Create “as-is” and “to-be” systems architecture to map business outcomes to applications and technologies

2. Align Funding and Prioritization with Business

- Enable business and IT executives to effectively prioritize initiatives based on business priorities and technology vision
- Define an ongoing, iterative prioritization and funding process to support the product operating model

3. Align Organizational Structure and Talent

- Leverage product taxonomy and architecture to identify an appropriate product-based organizational structure
- Define labor-model and balanced team-structure for product org
- Map existing talent into product-based, balanced teams where possible
- Partner with HR to help manage OCM, fill talent gaps, and enhance hiring

4. Scale Modern Engineering Practices

- Establish core engineering practices to support product model: Agile/XP, CI/CD, Microservices & APIs, Infrastructure as Code, Performance and Metrics, & Cloud
- Build an immersive learning center where teams can be coached on above practices through long-duration “real-work” development

5. Foster a Modern Engineering Culture

- Develop forums and tooling to promote a high-trust, collaborative culture than encourages continuous learning and experimentation:
  - Internal conferences & competitions, demos, blameless post-mortems, social coding, internal open-source and code re-use, ChatOps, and many others
- Remove sources of internal friction between dev, ops, and security through self-service automation: proxies, firewalls, permissions, etc..

6. Develop & Enable Cloud Platform Excellence

- Develop standard and reusable technology stacks, patterns, and automation to deliver cloud native platforms and applications.
- Develop a cloud platform product team (COE) to implement integrations between the cloud and corporate data centers, cloud platform standards, and to coach others through cloud adoption

7. Measure and Drive Results

- Incorporate key success metrics and goals into career performance reviews
- Assess, baseline, improve, and report on DevOps capability maturity through DORA assessment
- Instrument, assess, baseline, improve, and report on key DevOps engineering practices and platforms via CapitalOne Hygieia.
- Identify key stakeholders and establish review cadence to assess progress
- Establish org-wide communication plan for sharing updates and progress

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