I understand how critical it is to ensure these tasks are handled efficiently, and I’m always keen on collaborating where it adds value for the broader organization.

after evaluating our current capacity, I have to be transparent—our team is fully committed to existing initiatives that are equally important to the business. Taking on these additional responsibilities at this time would stretch our resources beyond what I believe would be sustainable.I’m conscious of maintaining the high standards we both value, and overloading the team could jeopardize that

I’m more than happy to explore alternative solutions together. Perhaps we can revisit how we streamline the process or even seek out additional support that could handle this specific workload effectively. My priority, as always, is to ensure that we find the best outcome without compromising the performance of either team.

I fully recognize the importance of managing our data effectively, particularly with the introduction of a new system.

Simplifying this mess. There is a pain.

after careful assessment, what is our assessment..?.

significant concerns regarding the feasibility of taking on this new Business-As-Usual (BAU) work under the current circumstances?

1. \*\*Resource Constraints\*\*: Our current resourcing levels are already stretched with existing priorities. Adding the management of the new data system without additional support risks overwhelming our teams, which could compromise the quality of both ongoing initiatives and the new responsibilities.

2. \*\*Skills Gap\*\*: Implementing and managing this new system requires a specific skill set that, at present, is either underdeveloped or lacking within our team.

0Without the proper training or the right expertise, there is a real risk that we may face operational inefficiencies or even system-related issues that could negatively impact our data management capabilities.

Certainly! Here’s a pitch that emphasizes the importance of having leverage, good resources, and the right skills before taking on new responsibilities:

success hinges on our ability to strategically manage our resources and responsibilities.

While the ask to expand our scope and take on new challenges is commendable, it is crucial to assess whether we have the necessary leverage, resources, and skills to ensure these responsibilities are handled effectively.

Our current responsibilities leverage our existing strengths and capabilities.

Adding new tasks without considering how they align with these strengths can dilute our effectiveness.

To maintain our competitive edge, we must prioritize initiatives that offer the most significant return on investment and align with our strategic goals.

Effective execution requires adequate resources – time, budget, technology, and manpower. Taking on new responsibilities without securing these resources can lead to burnout, decreased quality, and missed deadlines.

Properly allocating resources ensures that each task is given the attention it deserves.

Stretching our resources too thin can undermine our current projects and hinder the successful implementation of new ones.

It is not just about taking on more work; it is about taking on the right work with the right tools and team to support it.

create a sustainable path forward that allows us to embrace new responsibilities without compromising our existing commitments or the quality of our work.

\*\*Right Skills for the Right Task\*\*: Each responsibility requires specific skills and expertise. Without the right skill set, even the best-intentioned efforts can fall short of desired outcomes.

Without these key elements, we risk overextending ourselves, diminishing the quality of our work, and potentially failing to meet expectations.

Adequate Resources Are Non-Negotiable\*\*: Time, budget, manpower, and tools are the backbone of successful execution. If we lack sufficient resources, even the most well-intentioned plans can fail. Accepting new responsibilities without these in place will only stretch us thin and degrade the quality of both new and existing work

It’s important to recognize where skills gaps exist

While it may be tempting to say “yes” to every opportunity that comes our way, it is simply not feasible to accept new responsibilities without having the leverage, resources, and skills to do the job well. Doing so jeopardizes not only our success but also the quality of our current commitments.

\*\*1. Leverage: The Power of Strategic Advantage\*\*

- \*\*Maximize Existing Strengths\*\*:

- \*\*Strategic Prioritization\*\*:

\*\*2. Resources: The Backbone of Successful Execution\*\*

- \*\*Adequate Resourcing\*\*:

- \*\*Resource Allocation\*\*:

\*\*3. Skills: The Foundation of Competence\*\*

- \*\*Right Skills for the Right Task\*\*: Each responsibility requires specific skills and expertise. Without the right skill set, even the best-intentioned efforts can fall short of desired outcomes.

#############################

**Data Support Model**

**Why do we need the Data Support Model:**

Ensure that there is clear and consistent ownership of data issues within the FO quant team

Provide better support for the quant and tech teams to deliver features in Vasara by addressing data needs

**what would be the responsibility of the data Strats:**

1. address any data input needs required for delivery of features in scrums

2. driver strategic data sourcing requirements in alignment with vasara architects

3. drive tactical resolutions of data issues or blockers

**how do we approach this**

1. assig single point of contact from data stat to each scrum lead

2 they will be responsible for owning and resolving any data issues the scrum lead has

3. ask of the scrum lead is to leverage data team as needed and ensure strong partnership to resolve issues

In today's complex Vasara environment, having a solid and reliable data foundation is critical to our success.

That's why we need a Data Support Model: to ensure clear ownership and efficient resolution of data-related issues within the front office quant (FO quant) team

This proposal is a great start in that it emphasizes accountability, clear roles, and a structured approach to solving data issues, which are common bottlenecks

**Key Responsibilities of Data Strats:**

1. **Scrum Support:** Each Data Strat will address data input needs required for delivering features within scrums. This means they will proactively identify and solve data gaps, ensuring smooth progression.
2. **Strategic Alignment:** Data Strats will collaborate closely with Vasara architects to drive strategic data sourcing that aligns with the long-term vision of our trading and pricing systems.
3. **Tactical Problem Solving:** When issues arise, Data Strats will tackle them head-on, whether it's resolving blockers or finding tactical solutions that keep projects moving forward.

**Implementation:**

1. **Dedicated Points of Contact:** Each scrum lead will have a dedicated Data Strat as their single point of contact for data issues. This will reduce confusion and ensure accountability in solving data problems.
2. **Ownership and Accountability:** The Data Strats will take full ownership of resolving any data-related issues raised by the scrum leads. This will create a culture of accountability and faster issue resolution.
3. **Partnership:** The ask from scrum leads is to actively engage with their Data Strat partners. This strong collaboration will be essential to resolving issues efficiently and ensuring that all data needs are met.

In the context of data management, the term 'Business-As-Usual' (BAU) often carries a different meaning depending on the seat you're in. From a high-level perspective, BAU can appear as routine or operational tasks, but from where I sit, BAU includes highly specialized roles that are essential for maintaining data integrity, accessibility, and usability for our trading and risk management functions.

It's crucial to recognize that BAU work isn't just about keeping the lights on—it often involves deep expertise. We have partial BAU resources who handle day-to-day tasks, but we also rely on our data Gurus and Subject Matter Experts (SMEs) who possess an intricate understanding of our data’s nuances. These experts play a pivotal role in ensuring that our data serves as a solid foundation for strategic decision-making, risk assessments, and operational efficiency. Without their insights, even routine operations could fall short of delivering the quality we expect."