TEKsystems Own change | Global Services

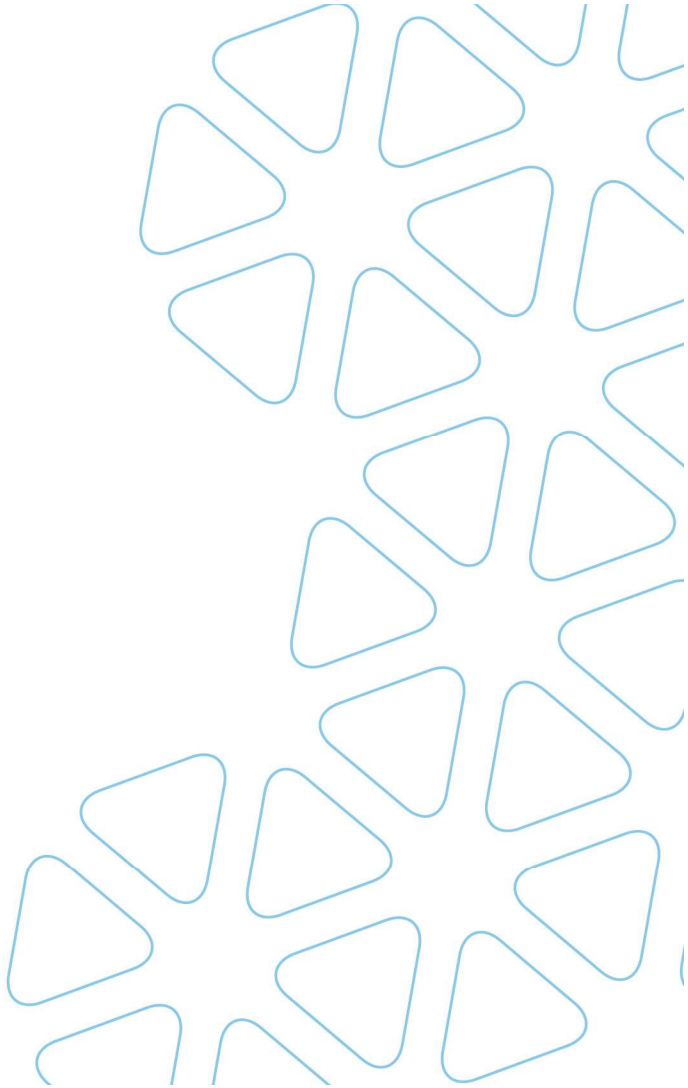
DRIVING TRANSFORMATION & INNOVATION

Our Services
Agile Core Training
Agile Certifications

Your Analysis Report:

- Executive Summary
- Domain GAP Analysis
- ROI Case Study

TEKsystems
January 2020



TEKsystems

At a glance

We're partners in transformation

As an industry leader in Full-Stack Technology Services, Talent Services and real-world application, we work with progressive leaders to drive change.

100+
locations worldwide

$4+ billion
annual revenue

$650 million
annual revenue
Professional Services

Serving 6K+ Clients,
80% of the Fortune 500

98% client **retention**

94% **NPS score**
for services delivered

30% **higher client satisfaction**
vs. the competition

Full-Stack Expertise and Services

Global Delivery
seamlessly on shore,
off shore, near shore

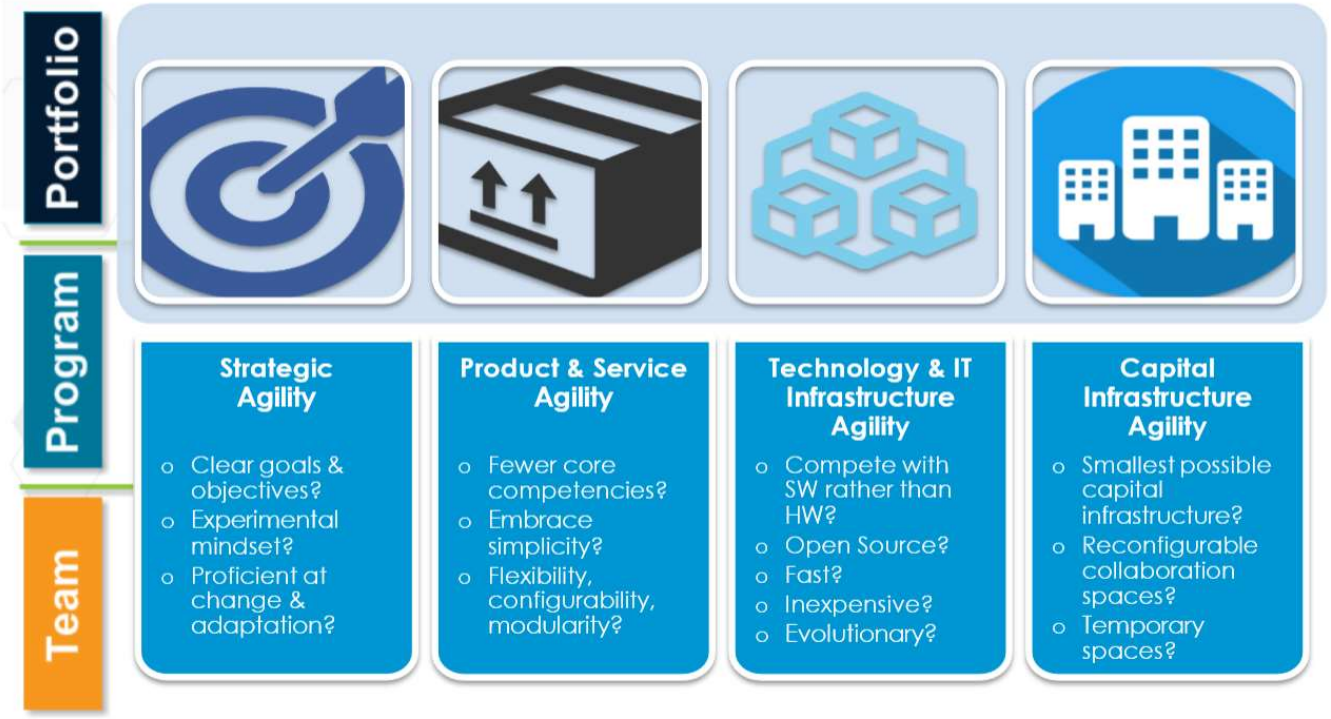
Industry-specific
expertise

© TEKsystems, Inc. 2018 ALL RIGHTS RESERVED

TEKsystems

Analysis Report

Thinking Beyond the Code



© TEKsystems, Inc. ALL RIGHTS RESERVED.

TEKsystems

Organizational Culture Assessment

Summary

Teal
- Self-management
- "Living-organism"
- Wholeness
- Evolutionary purpose

Green
- Focus on culture and empowerment
- "Family"
- Egalitarian management

Orange
- Management by objectives
- Command and control over what, freedom over how
- Meritocracy

Amber
- Highly formal roles
- Hierarchical
- Top-down, command and control
- Stable, replicable processes

Red
- Chief enforces order
- Highly reactive
- Unstable, doesn't scale well

Agile Alignment

Adaptive Agile
Full Alignment!
- Whole systems thinking.
- Adaptive thinking.
- Dropping/blurring of roles.

People-Driven Agile
Agile Aspirations start to come online here, in a really big way.
- Focus on people and values.
- Team empowerment.
- Consensus driven.
- Client partnerships.

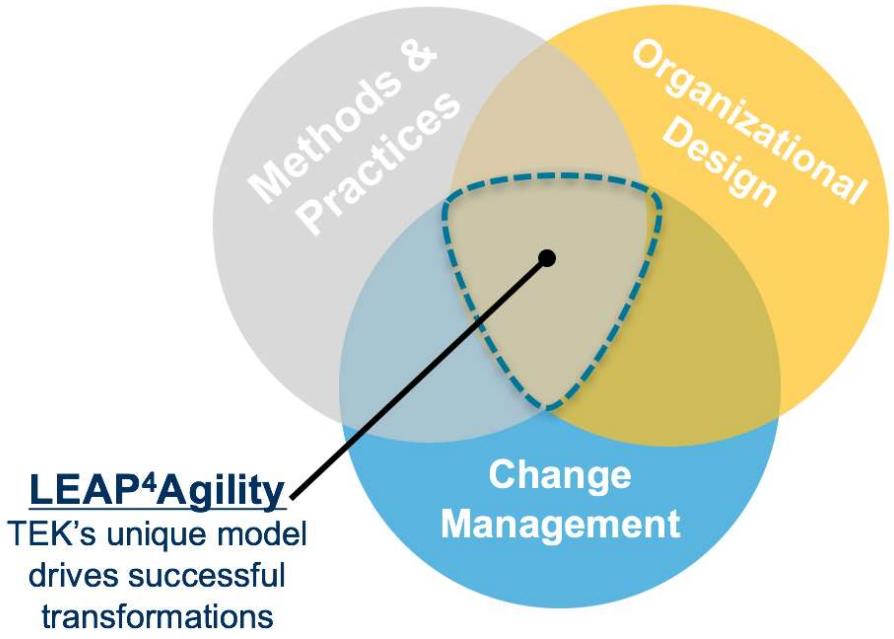
Results-Driven Agile
Anything in Agile that gets things done faster and more cheaply.
- Driven only by results.
- Saving money.
- Do more with less.
- Excellence in technical practices.

Tradition-Driven Agile
Reverse of the Agile Manifesto.
- Loves detailed processes.
- Small, local process improvements.
- Dislikes self-organization.

© TEKsystems, Inc. ALL RIGHTS RESERVED.

TEKsystems | Global Services

LEAP⁴Agility



KEY TO SUCCESS

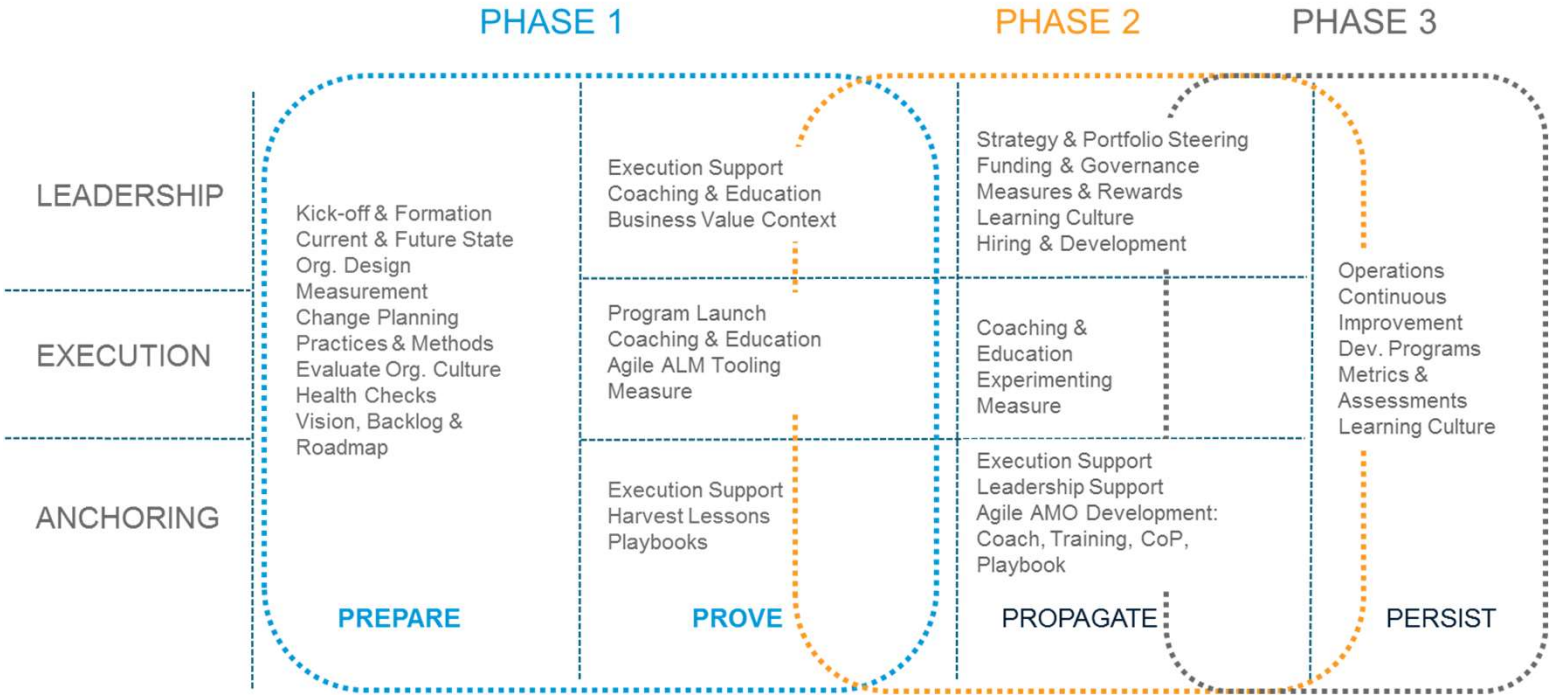
A collaborative effort of enhancing the design of the organization to align structures, processes, people, and metrics with your strategy

- Systems thinking.
- Focused on delivering value.
- Meet-in-the-middle.
- Self-sufficiency
- Scaling

TEKsystems Global Services, LLC © ALL RIGHTS RESERVED.

TEKsystems | Global Services

LEAP⁴Agility Phased Approach

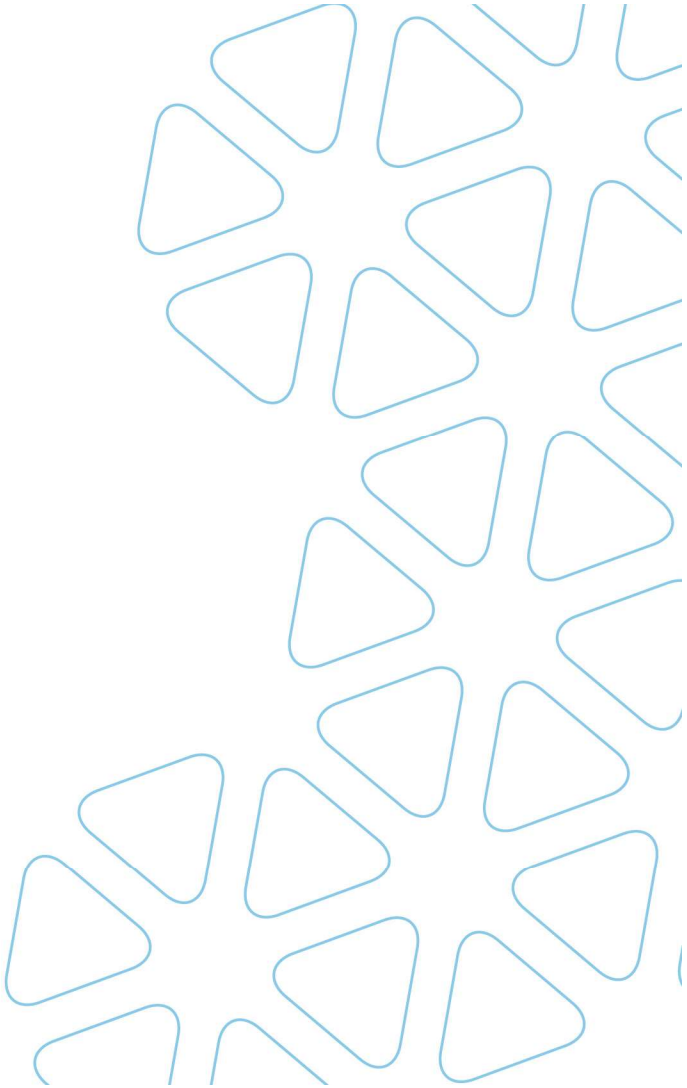


TEKsystems Global Services, LLC © ALL RIGHTS RESERVED.

TEKsystems Own change | Global Services

ATS OFFERINGS & ACCELERATORS

Playbooks, Guides, Training



TEKsystems | Global Services

Agile Transformation Services

Advisory and Transformation

Health Check & Advisory:
- Implementation Roadmaps
- Organization Design
- Maturity Assessments
- Portfolio Management

Execution:
- Agile Management Office
- Agile Center of Excellence
- Process Definition & Governance
- Organizational change management
- Knowledge transfer

Team / Role Coaching

Execution
- Agile Team Governance
- Agile / DevOps Tooling
- Coaching / Training
- Metrics
- Agile Communities of Practice

Training

- Intro & Team Fundamentals
- Role Specific trainings
- Leadership focused trainings
- Training Simulations/Curriculum

Accelerators*

- Templated Agile Team Practice Playbook
- Distributed Teams Guide
- Planning Toolkit
- Quick Tune-up
- Guidelines and Advice for Distributed Teams
- People over Process

*Additional charges may apply

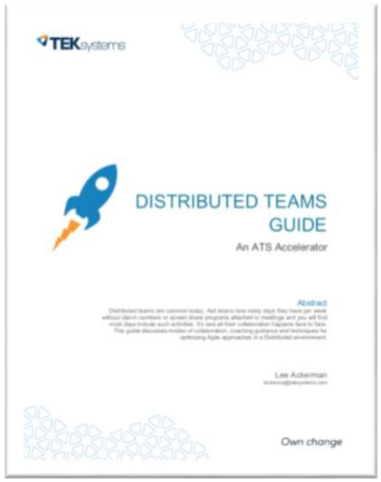
TEKsystems Global Services, LLC © ALL RIGHTS RESERVED.

TEKsystems | Global Services

Accelerators

Execution Framework:

- Critical Roles & Responsibilities, Ceremonies, **Coordinated Cadence**, Process and Approvals.

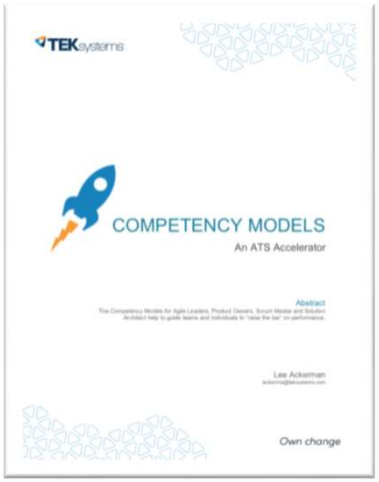


Guidelines & Advice:

- Improving performance of distributed teams.

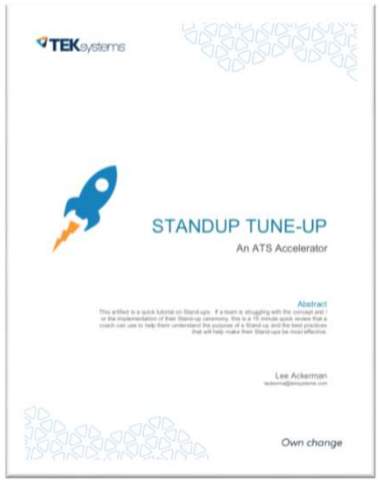
Planning Toolkit:

- Planning, Checklists, Patterns, Anti-patterns, Reviews, Timelines.



People over Process:

- Guides team and individuals to "**raise the bar**" on performance (Leader, PO, SM and Solution Architects).



Quick Tune-up:

- **Best practices** that will help make their Stand-ups more effective.

TEKsystems Global Services, LLC © ALL RIGHTS RESERVED.

TEKsystems | Global Services

Agile Core Training

Intro & Team Fundamentals	Agile Overview Half Day, AG22	Agile Essentials 2 Days, AG11	Agile Team Training Camp 3 Days, AG10	Scrum Fundamentals 1 Day, AG77
Expanding	Introduction to Kanban 1 Day, AG86	Introduction to User Stories & Agile Requirements 2 Days, AG27	Advanced Agile Estimation: Techniques & Patterns 2 Days, AG58	Agile Testing Practices 1 Day, AG21
Role Specific	Agile for Scrum Masters 2 Days, AG35	Agile Coaching Professional 3 Days, AG115 5 Weeks, TEK-AG115	Agile Project Management 3 Days, MQ926	
	Agile for Product Owners 2 Days, AG36	Role of the BA in the Agile Project Environment 2 Days, MQ879	Yes, Agile Projects Do Need Project Management! 2 Days, MQ927	
Leadership	Leading the Agile Enterprise 1 Day, AG12	DevOps Simulation (G2G3) 1 Day, AG82	Simulations	GAMINGWORKS/ SIMULATION GAME: The Phoenix Project DevOps Simulation 1 Day, AG76
	Leadership Circle Profile with Executive Coaching	Introduction to DevOps with Chocolate, Lego and Scrum Game 3 Hours, AG110		The Phoenix Project DevOps Simulation Plus Leadership Culture Survey 1 Day, AG117

TEKsystems Global Services, LLC © ALL RIGHTS RESERVED.

Agile Certification courses and E-learning and reinforcement videos are also available.

TEKsystems | Global Services

Agile Certifications

Scrum Alliance (CSx)	Certified Scrum Master (CSM) 2 Days, AG04	Certified Scrum Product Owner (CSPO) 2 Days, AG05	Certified Scrum Developer 5 Days, AG90	Certified Scrum Developer Technical Track 3 Days, AG91	
	Advanced Certified ScrumMaster (A-CSM) 2 Days, AG109	Advanced Certified Scrum Product Owner (A-CSPO) 2 Days, AG113	Scrum@Scale 2 Days, AG116		
Scrum.org (PSx)	Professional Scrum Foundations (PSF) 2 Days, AG28	Professional Scrum Master (PSM) 2 Days, AG29	Professional Scrum Product Owner (PSPO) 2 Days, AG30	Professional Scrum Master II (PSM II) 2 Days	Professional Agile Leadership - Essentials (PAL-e) 2 Days
SAFe	Leading SAFe® 4.6 2 Days, AG101	SAFe® 4.6 PMPO 2 Days, AG103	SAFe 4.6 for Teams 2 Days, AG112	SAFe® 4.6 Release Train Engineer 3 Days, AG102	Lean Portfolio Management*
	SAFe® 4.6 Advanced Scrum Master 2 Days, AG105	SAFe® 4.6 Scrum Master 2 Days, AG104	SAFe® 4.6 DevOps 2 Days, AG107	SAFe® 4.6 for Government 2 Days, AG106*	Agile Product & Solution Management*
PMI	Agile Project Management (PMI-ACP) Exam Prep 3 Days, MQ881	Certified Associate in Project Management (PMI-CAPM) Exam Prep 4 Days, MQ903			

Agile Core courses, E-learning and reinforcement videos are also available.

**available soon*

TEKsystems Global Services, LLC © ALL RIGHTS RESERVED.

TEKsystems | Global Services

Return on Investment(ROI) Case Study

#	Recommendations	Pain Area(s)	% Comp.
1	Train the team on Agile process and methodology components periodically, follow Agile processes without fail (Story Point Sizing, Velocity, Burndowns). Divide the team into smaller scrum teams.	Process Deficiency - Agile	0%
2	Overall Project Test Plan should be created including all test details without fail. Test Plan to be updated when changes occur and get approved. Team should use a template which is line with IEEE 829 standards.	Process Deficiency – Operational	90%
3	QA should generate a Requirements Traceability Matrix (RTM) in order to trace requirements to test cases and ensure adequate coverage. RTM should be updated when requirements change.	Process Deficiency – Operational Process Deficiency – QA Artifacts	100 to 0%
4	QA should create functional (Sanity, System, Regression) test cases using a template for each requirement to ensure adequate coverage. Review and approval process should be followed.	Process Deficiency – QA Artifacts	10%
5	QA team and Lead should create a regression test suite that provides adequate test coverage to ensure legacy code is still working as required. Automation team to use regression test cases for scripting.	Process Deficiency – Operational Process Deficiency – QA Artifacts	10%
6	Dedicated automation team of 2 members should be formed with expert-level skills to automate using robust framework.	Process Deficiency – Operational Process Deficiency – Technical Toolset	10%
7	QA to provide daily project status, using Daily Status Reports (DSR), with highlights of the day.	Process Deficiency – QA Artifacts	100% to 0%
8	QA should use industry-accepted estimation model [e.g., Test Case Point Analysis (TCP) or story pointing)] for sizing. Planned estimations should compared to actual effort for metrics purpose.	Process Deficiency – Operational Process Deficiency – Technical	75%
9	a. Increase QA team size proportionate to Dev team (QA team having 40% of Dev team size). b. Introduce QA Lead/Mgr role with strong Agile skillset to manage QA testing. Role should be hands on. c. Recruit team members who are better trained in QA and well experienced with Agile process methodologies.	Insufficient staff	75% 100% 100%
10	QA team should be provided with better Test Management tools. At least 50% of the team should be trained on automation tools.	Process Deficiency – Operational Process Deficiency – Technical Toolset	100%

#	Outcome
1	Reduced cost and frequency associated with reoccurring issues (e.g., production defects), improved product quality
2	Service properly aligned and maximized to business goals
3	Structured process methodology employed to maximize team performance
4	Leadership provided with an objective means (i.e., metrics) to measure performance
5	Team provided with proper tools to improve breadth of QA capabilities and promote effective job performance
6	Staffing improvements addressed (e.g., position gaps filled, Lead POC identified, innovation and training encouraged)

TEKsystems Global Services, LLC © ALL RIGHTS RESERVED.