

Project Note

# Agile Enablement for Fund Managers

Through carefully tailored training, coaching and mentoring Zühlke significantly enhanced the delivery capability of a major fund manager. The development cycle was shortened, quality improved and project management enhanced.

## Task

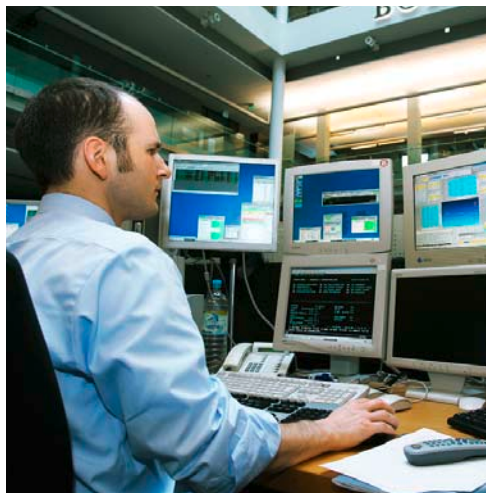
The client recognised a need to enhance their capability to deliver in-sourced software development and integration projects. They had a specific need to replace end-of-life technology in several business critical systems.

The project chosen for Agile development with Zühlke was the replacement of an end-of-life messaging technology in their core payment system. Zühlke's task was to enable the in-house development team to execute this project successfully and to discover the benefits and cost savings of adopting Agile correctly.

## Implementation

Implementation was addressed in two parallel streams.

**Development:** An initial period of training, delivered on-site, comprised a number of half-day sessions covering the following disciplines: Requirements capture using story cards and automated tests, effort estimation, project planning with backlogs, project reporting using burn-down charts, effective Stand-up meetings, test-driven development and pair programming. A second phase involved Zühlke consultants working closely with the development team, for example, facilitating planning sessions or taking part in pair-programming sessions to transfer the skills needed to apply the knowledge learned in the training sessions. After several months of intensive, close working with the team, the Zühlke consultancy changed to a reflective mode. Zühlke consultants facilitated (and continue to facilitate) retrospective sessions during which the development team reflects on its past performance and plans process improvement steps to enhance its performance.



**Management:** A series of education sessions were delivered to various groups throughout the business, including project support officers, project managers, department heads and board members. This ensured that a single, coherent and accurate understanding of Agile development was shared across the organisation. Zühlke supported the client in executing a series of workshops to assess the long-term suitability and best execution plan for adopting Agile development as a permanent addition to their portfolio of choices for project management.

## Customer benefits

- The client team gained knowledge, skill and experience but retained ownership of their process.
- Defect rates were reduced and time-to-value improved. More accurate status reporting enabled earlier, better management intervention when required.
- All involved employees appreciated Agile development and were prepared to manage the changes required in their business.
- Genuinely collaborative, cross-functional teams were formed for the first time



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