Global Securities Bank
Agile Transformation

CLIENT CHALLENGE:

Over the last 3 years we have been supporting a global securities bank in their Agile Transformation journey through coaching and consultancy as a strategic partner. Through our discussions we understood the key business objectives to be as follows:
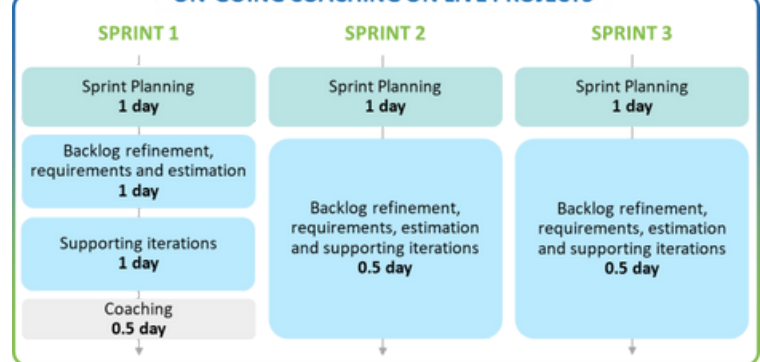
- Increase speed to Market for CTS and GMIT
- Reduce risks within the business when going to market
- Embed Agile working practices and behaviours to enable the business to do more with less
- Deliver more quality to the business
- Create more cost efficiencies through Agile working
- Increase employee engagement, satisfaction and retention – 'making it a great place to work'

OUR SOLUTION:

Agile Teams Upskilling and Embedding As a group, the cohort was offered a two-day immersive workshop to cover the practice of agile methods in collaborative teams. This focused not only on the mechanics, but also on the principles and behaviours that lead to effective delivery as a team.

Product Owner Coaching Two day immersive practical coaching scenario walkthroughs on product ownership. As individual product owners associated with their respective teams, this included 0.5 days nominal one-on-one advice and coaching each. On Going Coaching Each team is then supported through actual live projects.

ON-GOING COACHING ON LIVE PROJECTS

SPRINT 1	SPRINT 2	SPRINT 3
Sprint Planning 1 day	Sprint Planning 1 day	Sprint Planning 1 day
Backlog refinement, requirements and estimation 1 day	Backlog refinement, requirements, estimation and supporting iterations 0.5 day	Backlog refinement, requirements, estimation and supporting iterations 0.5 day
Supporting iterations 1 day		
Coaching 0.5 day		

As of June 2023 Learning Tree has supported 11 groups through the journey consisting of approximately 120 staff globally, with teams in Japan, Singapore, India, Europe and the US.

FEEDBACK:

To date the feedback has been outstanding, with the OKR model being used to showcase the results within the organisation.
"The interspersing of training and coaching throughout the 3 month engagement stood out as the big positive."
"The ability/flexibility for the teams to structure coaching sessions within the allotted dates to fit regional schedules was excellent."
"The four-sprint structure helped move the team's baseline forward to operating in an Agile way."