



IT Needs Analysis For
Your Company
Executive Summary - Sample

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Sample inputs and outputs were selected from a recent IT Needs Analysis engagement. Only a portion of the analysis is show here.

Transforming Technology Into A Strategic Differentiator For Your Company

■ Sample Questions for Directors and Stakeholders

- What technologies does your team support?
- What projects need immediate attention?
- What are the intermediate and long-term goals?
- What skill sets do you see your team(s) hiring (internal or external) vs developing in-house talent?
- What's your preference for delivery (Instructor led, eLearning/Remote, Blended etc.)?
- If you could magically fix one or two things, what would they be?
- Do you, or have you, used Agile methodologies in developing applications and/or systems? If so, how was the experience?
- What else should we know to develop the best possible roadmap?

■ Domains

- eCommerce
- Financial
- Marketing
- Supply Chain
- Retail
- Copy/Print
- Integration
- OMS
- GT Op's
- Security
- Big Data
- QA/Dev Op's

■ List of Technologies in Use

- .NET (C#)
- Akami
- Ancible
- Android
- AngularJS
- Anzo
- ASP.NET
- Big Data
- Bit 9
- Big Data
- Hadoop
- Pig
- Hive
- Hbase
- Talend
- Chef
- Agile
- Scrum (Scrum Master, Product Owner, Scrum Coaching)
- Best practices (Scrum, Kanban, XP)
- Kanban
- SAFe (Scaled Agile Framework)
- Maven
- Java
- Core Language
- Web Development (JSP, Servlets etc.)
- Java for Secure Systems
- JEE Overview
- RESTful Web Services
- Web Services (SOAP)
- Design Patterns
- Junit / Test Driven Development
- Clarity
- Closure
- Cognos
- Confluence
- Couchbase
- CSS
- DB 2
- Docker
- EJB (1-2)
- Fire Ant
- Gamification
- GIT
- HTML
- Infoshare
- iOS
- iSeries Mainframe
- ITIL
- Javascript
- JBOSS
- Jenkins
- Jenkins
- JIRA
- Linux - Redhat
- Magnus 2.0
- MongoDB
- MS SQL Node.js
- Open Cloud (IBM)
- OpenStack
- Oracle
- Oracle Endeca
- Puppet
- Python
- Quashqai (?)
- Redis
- Responsive Design - mobile
- RPG
- Ruby / Rails
- Salesforce.com
- SKIBO
- SOA (Service Oriented Architecture)
- Solr
- Spark
- Spring
- Spring Core (DI, MVC, AOP)
- Spring Boot
- Spring Batch
- Spring Integration
- Tomcat
- UNIX - AIX
- VB 6
- Version One
- WAS (Websphere Application Server)
- webMethods (ESB)
- Websphere Commerce Package
- Windows OS
- Zephyr

Pain Points

- Not seeing “the whole”
- A lot of starting/not enough finishing
- No clear vision of “deliverable unit/feature”
- Legacy technology and code debt
- Lack of a cohesive solution
- Need more SME’s that can assist/evangelize cross team

Training Needs

- 90+ technologies
- Agile and Java are two of the largest
 - Would like to prove performance with these two first

■ **Themes**

- Need a standardized process
 - *“Where there is no standard there can be no Kaizen.”* – Taiichi Ohno
- Transition to modern, reusable technology
 - “Craftsmen” with deep understanding of current technology and how to leverage IT for competitive advantage
- A single place for **Your Company’s** associates to “see the forest”
 - Overview of the software enterprise
- Need “domain specific” training

■ **ALL OF THIS NEEDS TO BE DONE IN A CONTEXT OF ACCOUNTABILTY AT EVERY LEVEL**

- Individual, Team, Project, Portfolio

■ **Option One – Larger upfront investment**

- Roll out SAFe - Portfolio level on down
- Begin transition to primarily “scenario based” learning
 - Use Java and Agile as proof of concept
- Manage other training needs with nTier handling vendor management
- You will see improvement on quality and results but not as dramatic as in the Java and Agile space

■ **Option Two – Easier to get started, results not as dramatic**

- Expand “grassroots” Agile, moving from the team level up the organization
- Use existing “boot camp” style courses in Java/.NET for proof of concept
- Manage other training needs with nTier handling vendor management

■ **Option Three**

- Mix and match parts of options one and two

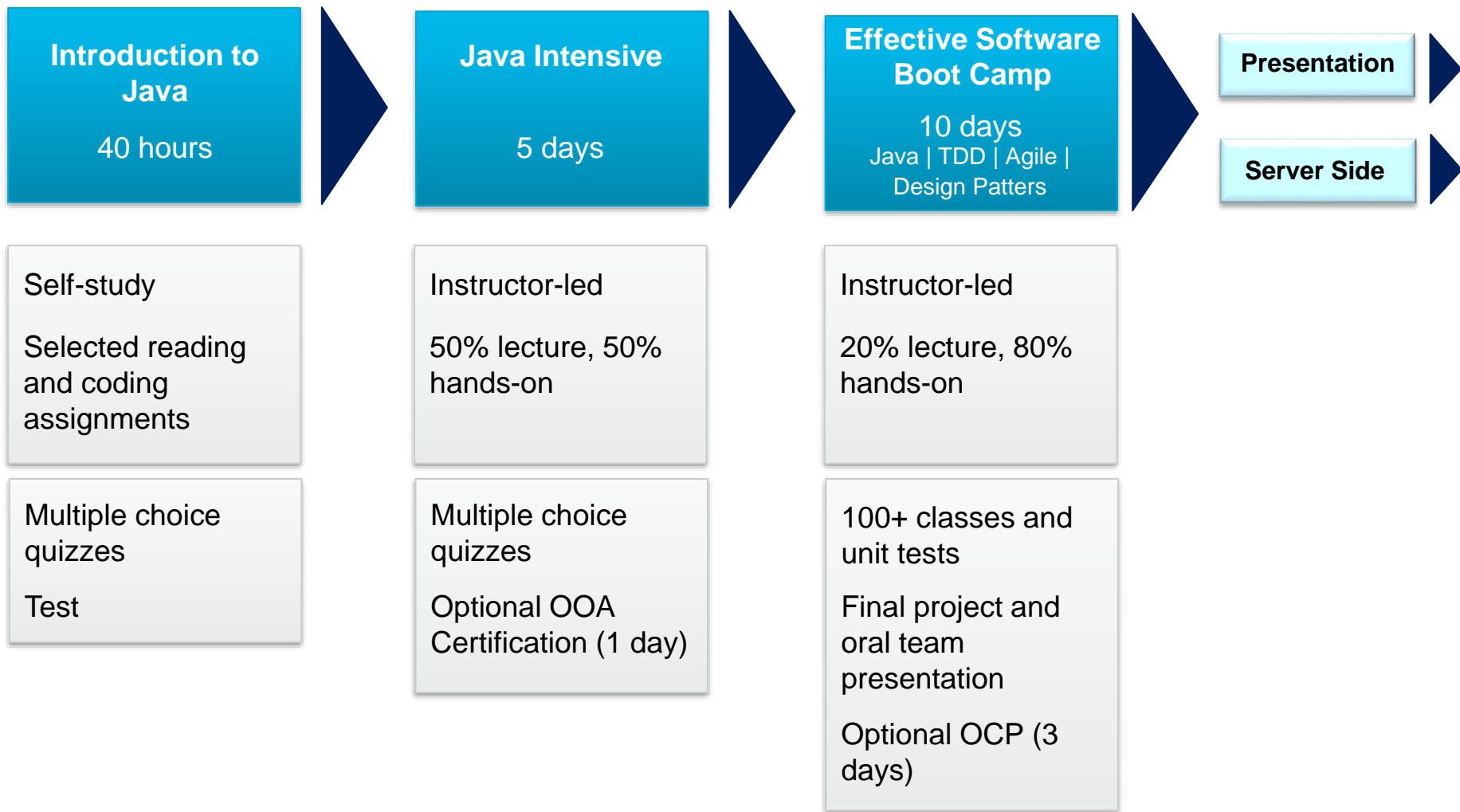
Agile Transformation Road Map

Transformation Road Map

	Executives, VPs, Directors	Managers	Project Managers, Team Leads, Scrum Masters	Business, Product Managers, Owners	Business and Systems Analysts	Dev Team Systems Teams, Tests, Integration, Dev Ops
Transformational Jump Start (Individual and Team Training)	Agile for the Executive Leader		Agile Foundations			
		Agile for Managers		Product Owner/Business Analyst		
				Requirements Gathering, Story Mapping, User Stories		
				New Team Coaching		
		Agile Facilitation				
Scaling Agile (Program and Release Train)		Leading SAFe				Agile Testing and Test Automation
		SAFe Product Manager / Product Owner				Agile Engineering Best Practices
		Adaptive Management				
		Value Stream / Release Train Coaching Launching the Train				
	Strategic Leadership Transformation		Release Train Engineer	Agile Planning and Estimation		
Enterprise Cultural Transformation	Transformation Strategy Planning				Advanced Agile for Teams	
	SAFe Program Portfolio Workshop					
	Transformation Mentoring		Advanced Scrum Master and Coaching			
				Agile Team Maturity Coaching		
	Agile Community of Knowledge					

Java Learning Path

Note: Though this path is quite detailed, it is still dynamic, and we will work with your team leadership and SME's to continually adjust.



Presentation

Sever Side

Web Basics
5 Days
HTML | CSS | JS

Intermediate JavaScript
5 days

Java Web Programming
10 days
JSP | Servlet | MUC

Core Spring
5 days

Self-study
Selected reading and coding assignments

Instructor-led
50% lecture, 50% hands-on

Instructor-led
50% lecture, 50% hands-on

Instructor-led

Multiple choice test

Multiple choice test

Multiple choice test

Multiple choice test

Optional - Backbone.js
(2 days)

Optional - Node.js
(2 days)

Optional - AngularJS
(2 days)

Optional - Spring Enterprise Integration (2 days)

Optional - Spring MVC, Security, Web Services (3 days)

Optional - Spring Boot Camp (2 days)

Optional - Spring Batch (2 days)

Your Company **Enterprise Overview**

- Need to create courses based on:
 - High-level Architecture
 - Data Stores
 - Primary Systems
 - Include how systems interface and key dependencies
- Format: Two Levels
 - Business Level Course (1-2 days) – Technical Level Course (3-5 days)
- Delivery Method:
 - Option 1: **Internal** Instructor-Led (by your company for your company)
 - Option 2: Possible for Your Company SME to help create Scenario Based Learning Solution
 - Recommend you do NOT turn this into a “CBT.” It’s imperative that this course be continually updated one to two times per year
 - Suggest a straight forward quiz that can be administered online to help associates determine when they need to retake

Key Performance Indicators

Key Performance Indicators (KPIs)

- Agile Metrics
 - Daily, by iteration, by team etc.
 - See appendix for more details

- Technical Training
 - Primarily by student evaluations
 - We work with learning coordinator to set standards
 - e.g., 4.0 or above on scale of 1.0 to 5.0
 - Scored on instructor, materials, job relevancy, etc.
 - Any course below minimum immediately triggers a review by learning coordinator and nTier representative
 - Commitment to modify materials within 30 days or less; other changes made immediately
 - Goal 98 percent or greater against standards

Scenario-Based Training

- Domain Specific – Courses written in context of **Your Company**
- Reusable (maintenance required)
- Partner Universities
 - We have received board approval for content and delivered multi-week programs in less than 6 months (for accredited institutions!)
 - College credit and tuition reimbursement options
- “Homework” option
- Brightest minds in the industry
 - <http://www.humancapitalab.org>



Start the conversation today.
Invest in your team.
Invest in *Your Company.*

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