

Coveros Agile Transformation Program

A Pragmatic Approach for Increasing Software Agility



Forward-thinking organizations are examining ways to improve productivity and reduce costs while still achieving software quality and security goals. Agile methods are a way of achieving these objectives, but the key is implementing the methods successfully.

A TAILORED AGILE STRATEGY

Contrary to what many consultants say, there's no "silver-bullet" agile methodology that will solve all of your software problems. While there are best practices, the agile approach that works best for you depends heavily on your market, staff capabilities, appetite for change, and corporate culture.

Furthermore, there's no quick and dirty way to transform your software process overnight. Many agile consultants perform high-level, checklist-based process assessments that result in cookie-cutter recommendations you could read about in a book. At the end of assessments, organizations are often left wanting more specific recommendations that apply directly to them and solve their particular difficult problems.

At Coveros, we take a different approach. For over a decade we have focused solely on helping businesses improve their software agility. Our transformation process produces recommendations that not only address your concerns, but also assure that your staff gets the training they need to succeed.

THE COVEROS APPROACH TO AGILE TRANSFORMATION

Effective agile improvement is all about balance:

- Balancing the introduction of new agile methods with the ability of the organization to internalize and adopt those methods
- Balancing the need to change with the need to further reinforce things that are working
- Balancing the time spent documenting new processes with pilot projects to try them out

Coveros understands that the development of an efficient and repeatable process requires balancing the rigor of proven methods with the creative freedom necessary for your teams to tune and adjust the approach to fit their specific needs. Our consultants are experts at striking this balance as they tailor agile best practices to meet your needs.

Our approach to agile transformation has three phases:

- 1. Assess:** Evaluate the current situation and recommend ways to improve your software agility
- 2. Build:** Develop and pilot key improvements to demonstrate ROI and begin cultural change
- 3. Scale:** Roll out improvements across the enterprise and incrementally scale agile to meet strategic needs

1. Assess

The first phase in our agile transformation program is to assess the agility of your existing software process and recommend short- and medium-term steps for improvement.

The steps in this assessment include:

1. *Listen and learn:* Gather information and data regarding your software process, associated

tools, organizational structure, and improvement objectives

2. *Identify gaps:* Analyze your current software process methods against agile best practices, standards, and your business objective in order to identify key agility gaps that must be filled
3. *Make recommendations:* Define improvement recommendations and develop an action plan for incremental improvement of your software agility

Deliverables for a agility assessment include:

- A software maturity diagram that benchmarks your agility against others in the industry (figure 1). Coveros has collected agility information from a wide range of companies and can help you understand where you are relative to your competitors.
- A recommendations presentation that highlights short-term and medium-term agility improvements.

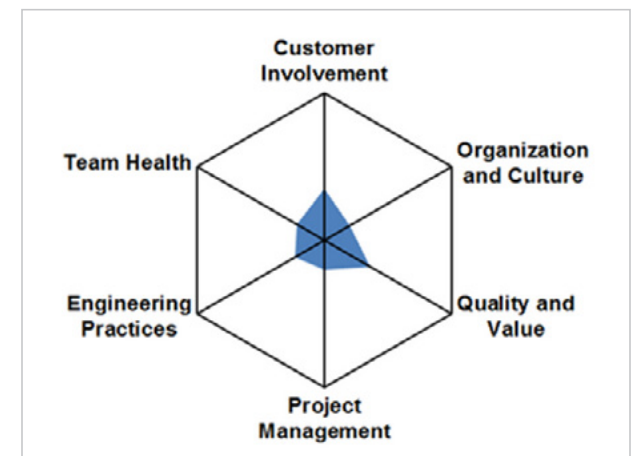


Figure 1: Software Agility Benchmark

These recommendations include improvements across agile process, supporting tools, and staff training.

- An action plan that provides a roadmap for how to incrementally build and pilot agile change within your organization.

2. Build

The second phase of the agile transformation is to work with you to build or enhance your software processes in order to increase their agility. Recommended software tools and automation are implemented and deployed as part of this effort. ROI metrics and measures are created so the value of your software improvements can be quantified and used to justify further agile investment.

After key software processes and tools have been deployed, Coveros will assist in defining a pilot project to test these processes within your organization. The purpose of this pilot is to give your staff hands-on experience with agile practices and tools under the guidance and support of our expert agile consultants.

3. Scale

After successful completion of a pilot project, process improvements are rolled out to your enterprise through a change management program that combines training, coaching, and mentoring activities:

- Training for all software personnel on key software methods and tools is incorporated into your software development process
- Improvement coaches are assigned to each development team to assure successful implementation of process change
- Coveros coaches and mentors agile evangelists and project teams to assure success
- Agile practices are scaled incrementally by leveraging an appropriate scaled agile framework

Coveros has partnered with the International Consortium for Agile (ICAgile) to provide certifications to agile professionals. Through our training program, your organizational staff can receive certifications in:

- Fundamentals of Agile (ICP certification)
- Agile Engineering (ICP-PRG certification)
- Agile Testing (ICP-TST certification)
- DevOps (ICP-FDO certification)

Agile rollouts are led by certified agile professionals from Coveros to assure your teams effectively implement and learn the agile processes and techniques we recommend.

SUMMARY

The Coveros Agile Transformation Program provides a rigorous, proven, end-to-end approach for identifying agile improvement opportunities and successfully

integrating them into your enterprise. Our approach is unique in our belief that every organization is different and demands a tailored agile process that best fits their culture, market, organizational structure, people, and business environment.

ABOUT COVEROS

For over a decade, Coveros has helped organizations accelerate their software delivery utilizing the latest DevOps and Agile methods. Our full complement of cutting-edge services help organizations assess and improve their software development, testing, DevOps, and application security practices.

Our clients include such leading organizations as UnitedHealth Group, Delta Dental, Department of Homeland Security, Symantec, US Air Force, Fannie Mae, RSA, WorldBank, and Advent.

Coveros is headquartered in Northern Virginia.

To learn more about Coveros and our Agile & DevOps Services, visit www.coveros.com.