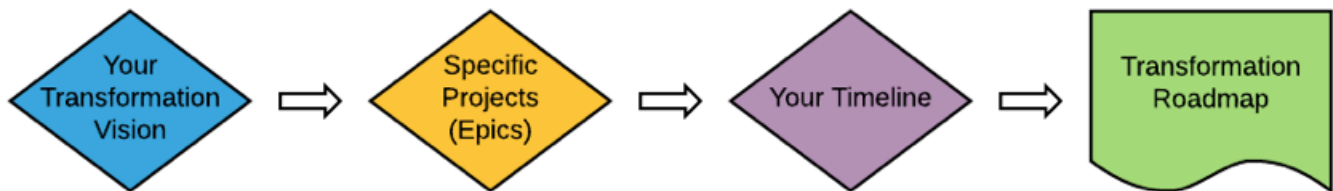# TRANSFORMATION TEAM ENGAGEMENT FRAMEWORK

PHASE 1: DISCOVERY

During this phase, we explore the following questions with you:

- What is your Transformation Vision?
- What are the specific projects you need or want to accomplish?
- What skillsets do you have internally?
- What is your timeline for accomplishing these projects?

The goal is to provide you with a proposed transformation roadmap, as follows:

Your Transformation Vision ⇨ Specific Projects (Epics) ⇨ Your Timeline ⇨ Transformation Roadmap
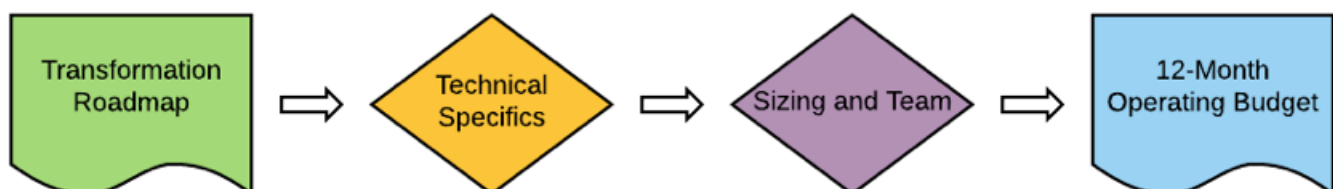
PHASE 2: PLANNING, SIZING AND TEAM ALLOCATION

During this phase, we:

- Explore in more technical detail the specific projects (Epics)
- Size the projects based on complexity and effort to accomplish
- Update the Roadmap to reflect any changes based on the estimates, to reflect change in scope or your priorities
- Allocate the team needed to accomplish the roadmap based on your needs

The goal is to provide you with a monthly operating budget for your embedded transformation team. Key benefits include:
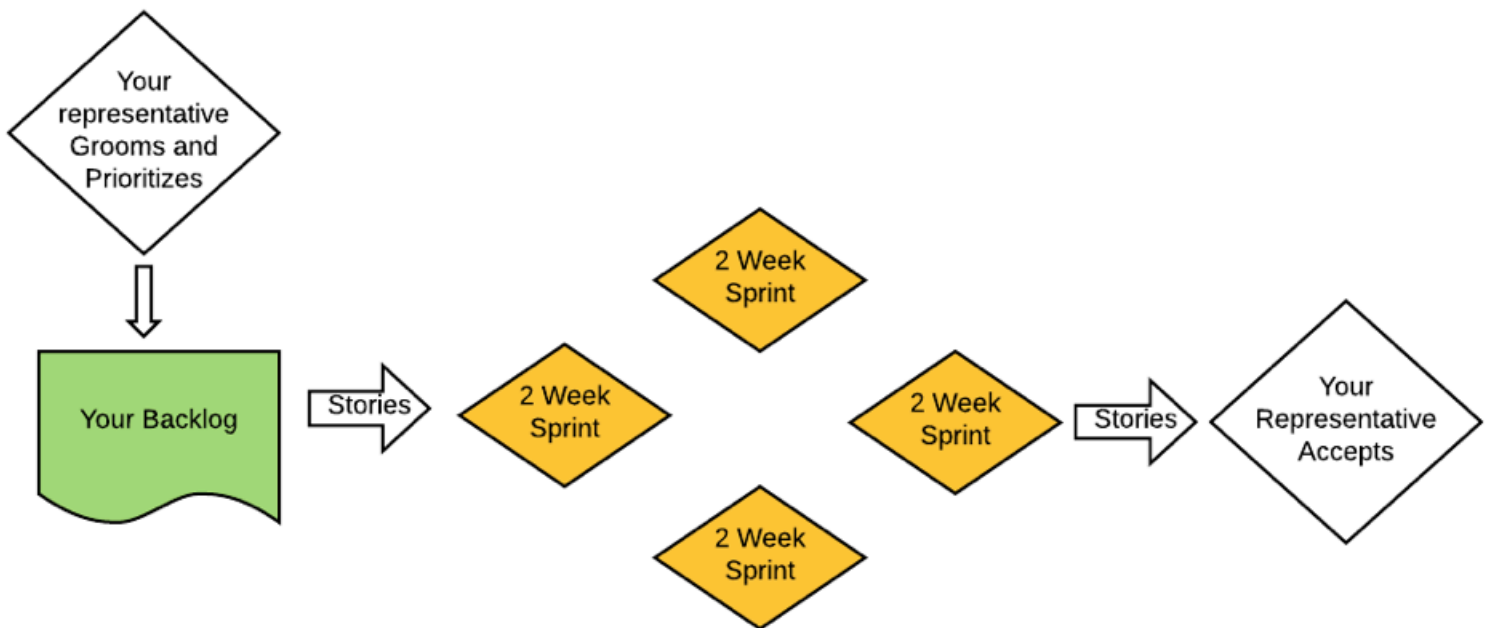
- No upfront capital expenditure
- Pay only for the increments of the team that you need for your Roadmap
- Proven, vetted highly-skilled resources that you direct with no employment risk
- Costs 20 to 30 percent less than a traditional SOW
- Work can be accomplished on your timeline while you pay in equal 12 month installments

Transformation Roadmap ⇨ Technical Specifics ⇨ Sizing and Team ⇨ 12-Month Operating Budget

PHASE 3: IMPLEMENTATION

During this phase:

- We work with you to clearly define roles between your existing team and the Transformation Team
- Projects/Epics are broken down into work units (Stories)
- Work units (Stories) are listed on a backlog
- Your team engages in development Sprints -- two-week development iterations that begin with the Transformation Team committing to complete a defined set of stories from your backlog.
- You provide a company representative who will:
  - Groom the stories with clearly worded acceptance criteria that serve as the "definition of done"
  - Prioritize the stories in the order you would like them to be accomplished
  - Accept the completed stories as they are demonstrated at the end of each iteration (Sprint)
- Sprints continue until all stories on all of your projects (Epics) have been completed

PHASE 4: COMPLETION OR RENEWAL

- Once Roadmap items are complete, the engagement is complete
- You may choose to renew the transformation team and have access to the same team with at least the same capacity as originally purchased
- Additional capacity of the team may be purchased if available

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