

**ELIASSEN GROUP SERVICES:
CHANGING THE CULTURE**

**INDUSTRY:
FINANCIAL SERVICES FIRM**

BACKGROUND

The senior vice president of IT needed to prepare the development group at his 150 year old financial services firm to accept and support an Agile transformation, in order to speed up time to market and to achieve better predictability in delivery schedule and budget.

ELIASSEN GROUP AGILE PRACTICE APPROACH

Eliassen consultants recommended demonstrating the benefits of Agile to the development organization as a whole through a pilot program. Eliassen supplied an Enterprise Agile Coach, three Agile Team Coaches, and one Agile Technical Coach to help the firm spin up 10 teams. The Eliassen coaches helped plan and implement pilot projects for each team. They provided training and planning exercises for the ten teams, and helped roll out bi-weekly iterations. They helped develop new workflows and data warehousing capabilities so the firm could demonstrate regulatory compliance to auditors and reduce the likelihood of penalties caused by manual process errors.

VALUE REALIZED TO DATE

The financial services firm's culture has changed to accept the principles and techniques of Agile. The firm's ability to demonstrate regulatory compliance has improved significantly. Because of the success of the initial pilot projects, the firm is rolling out Agile to more than 50 additional teams.