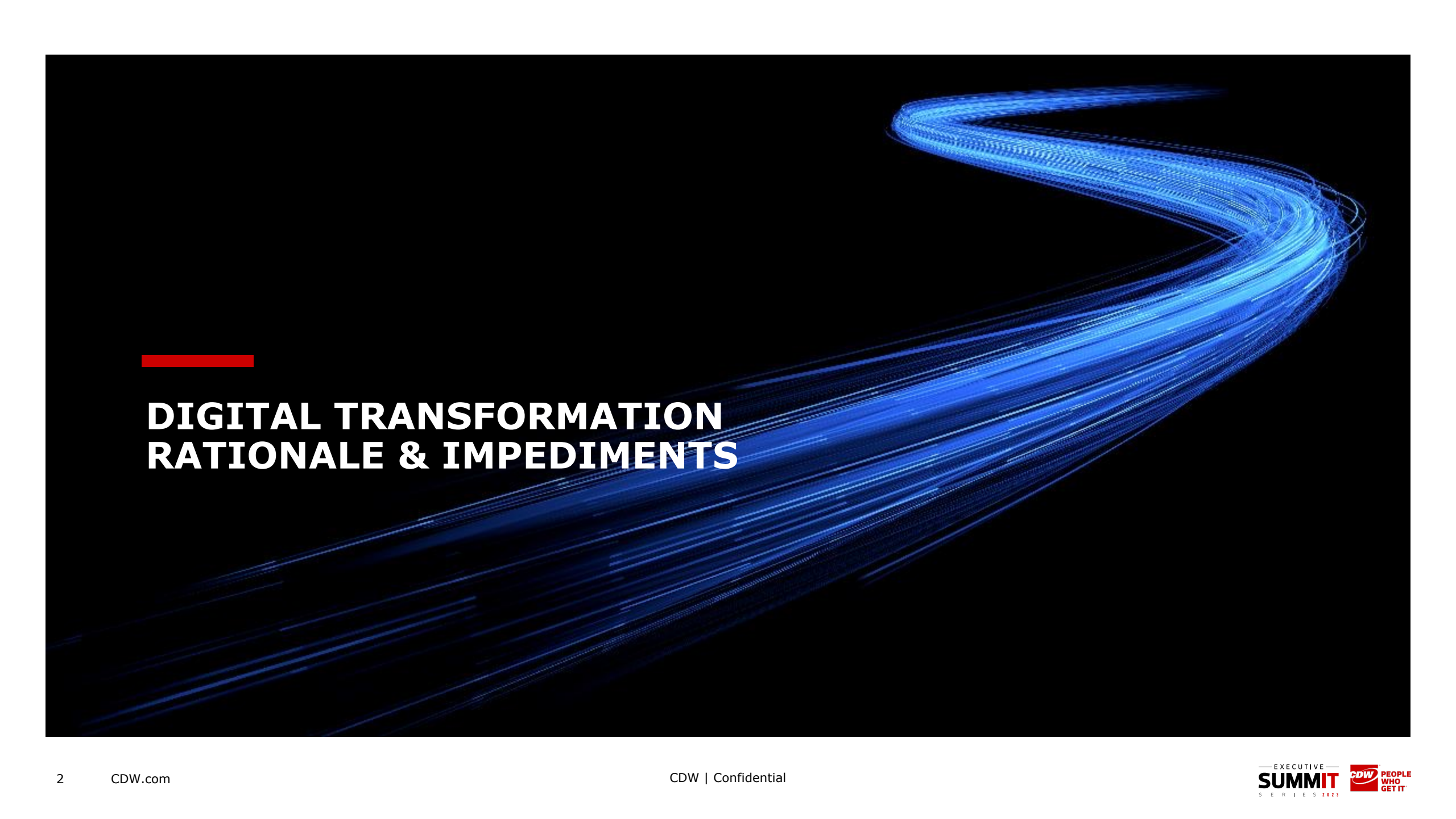




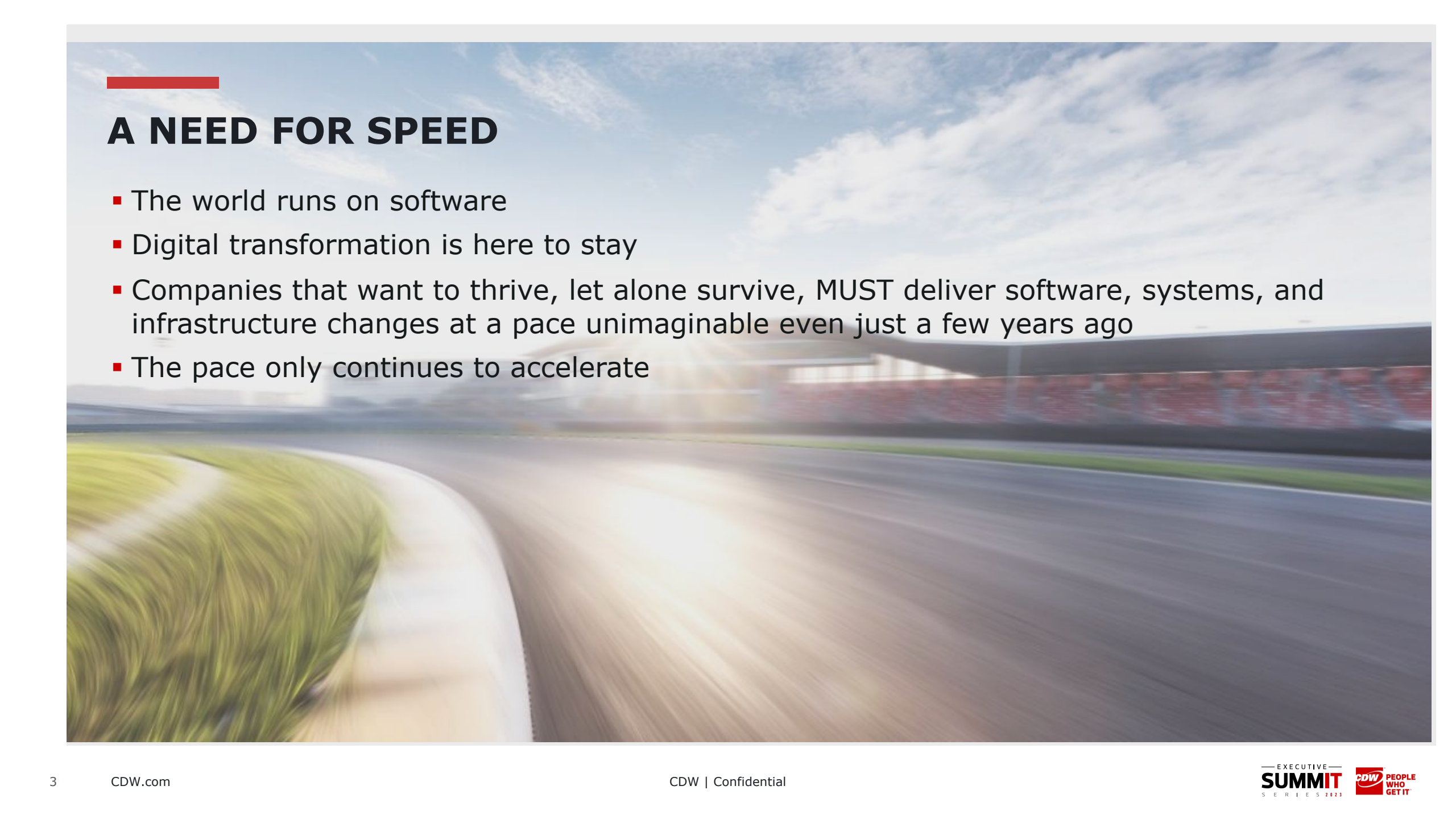
— EXECUTIVE —
SUMMIT
S E R I E S 2023

COMPUTERS FOLLOW INSTRUCTIONS, PEOPLE MAY NOT

How to Address the People Aspects Critical to Digital Transformation

The background of the slide features a series of vibrant blue light trails that sweep across the frame from the bottom left towards the top right, creating a sense of dynamic movement and digital energy. A solid red horizontal bar is positioned above the title text on the left side.

DIGITAL TRANSFORMATION RATIONALE & IMPEDIMENTS

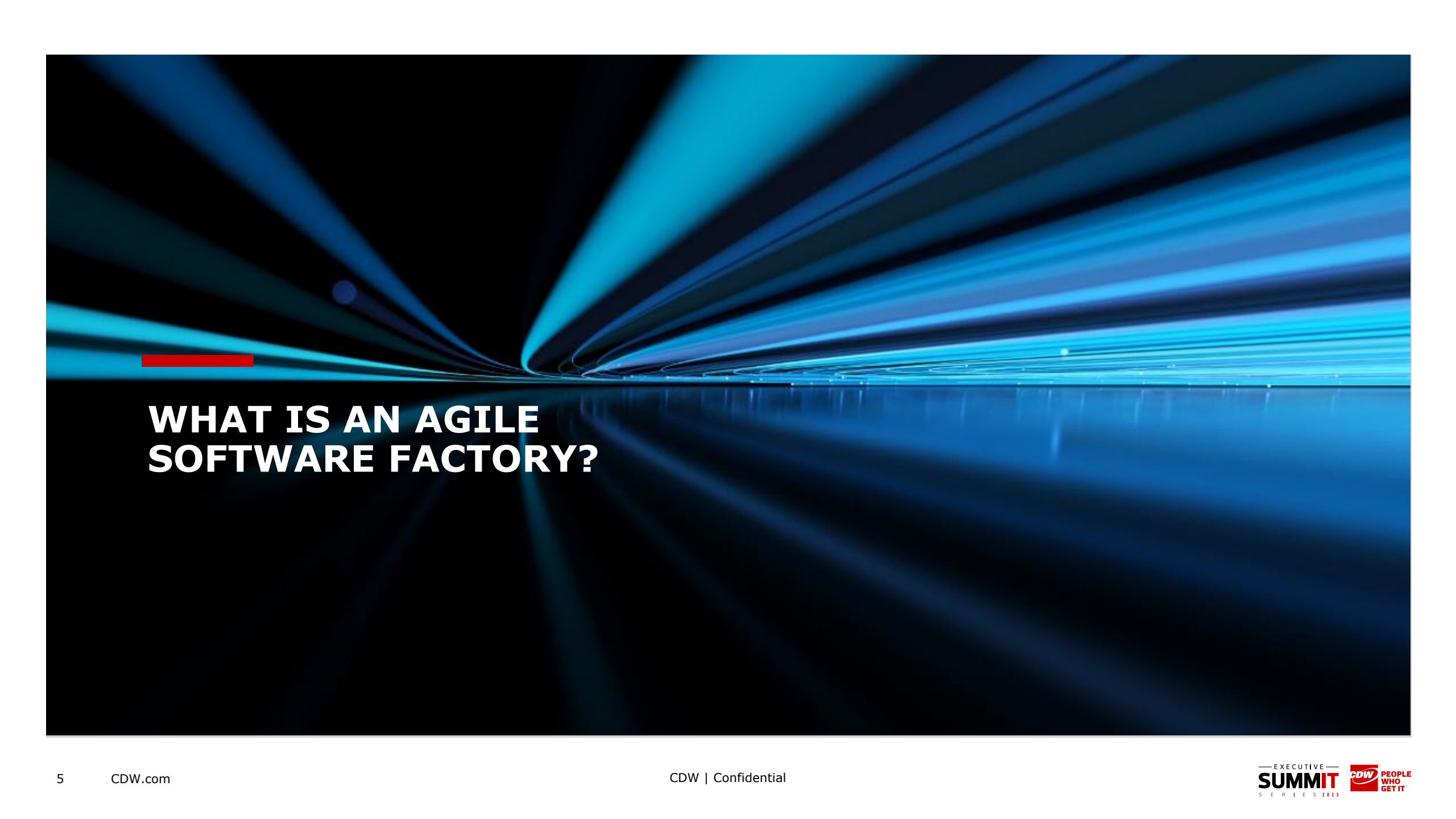
A blurred image of a race track with a green grassy area on the left and a red and white striped wall on the right, suggesting high speed.

A NEED FOR SPEED

- The world runs on software
- Digital transformation is here to stay
- Companies that want to thrive, let alone survive, MUST deliver software, systems, and infrastructure changes at a pace unimaginable even just a few years ago
- The pace only continues to accelerate

IMPEDIMENTS

- Many companies are not built for Digital Transformation, relying instead on:
 - Monolithic systems
 - Legacy waterfall processes
 - And a reliance on far too much manual work such as builds, deployment, & testing
- Therefore, risks to Digital Transformation include:
 - Diminished business value, via features & functionality delivered at a much slower & delayed pace
 - Higher defects and security vulnerabilities
 - Lower customer and employee satisfaction
- Companies also don't know where they are, where they want to go, and how to get going
- And, most since companies don't know how to manage change, and end up playing whack-a-mole, experiencing false-starts, or otherwise realizing less-than-desirable results
- Finally, much of this is about **changing how people work**



WHAT IS AN AGILE SOFTWARE FACTORY?

AGILE SOFTWARE FACTORY

A culture & mindset, driven by Lean/Agile principles, enabled by state-of-the-art architecture, technology, & automation

In short: A System for Changing Systems



1



Lean/agile culture, organizational design & funding, and flow of work

2



Loosely coupled containerized and/or cloud native architecture & infrastructure

3

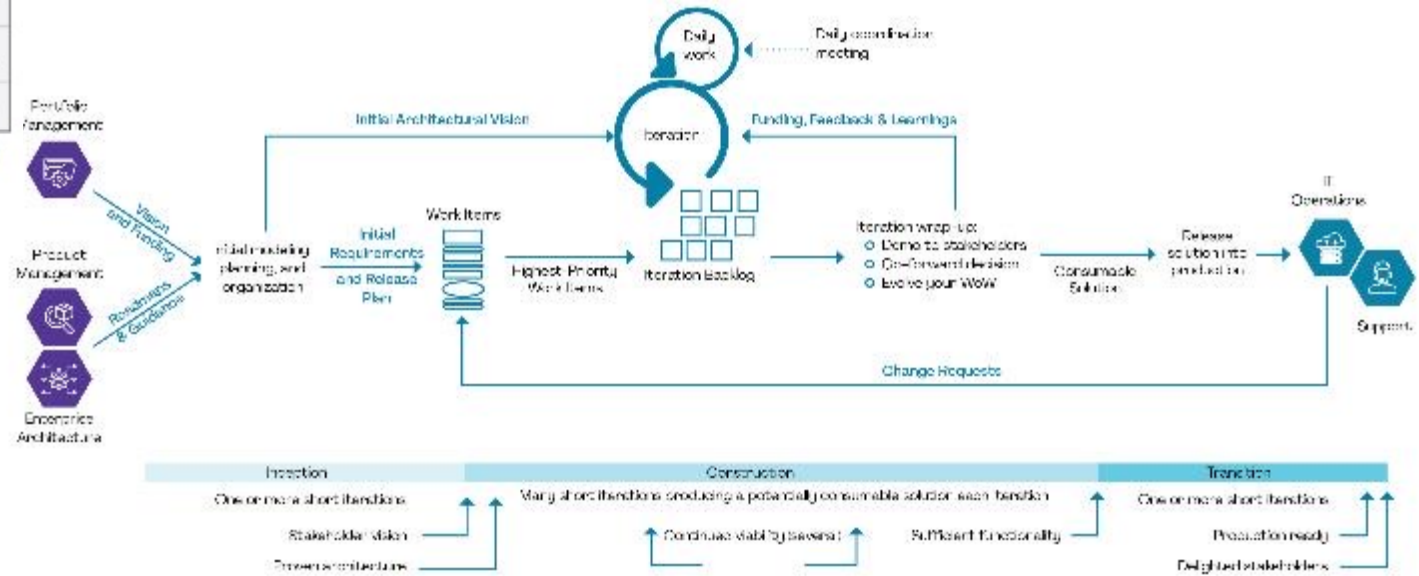
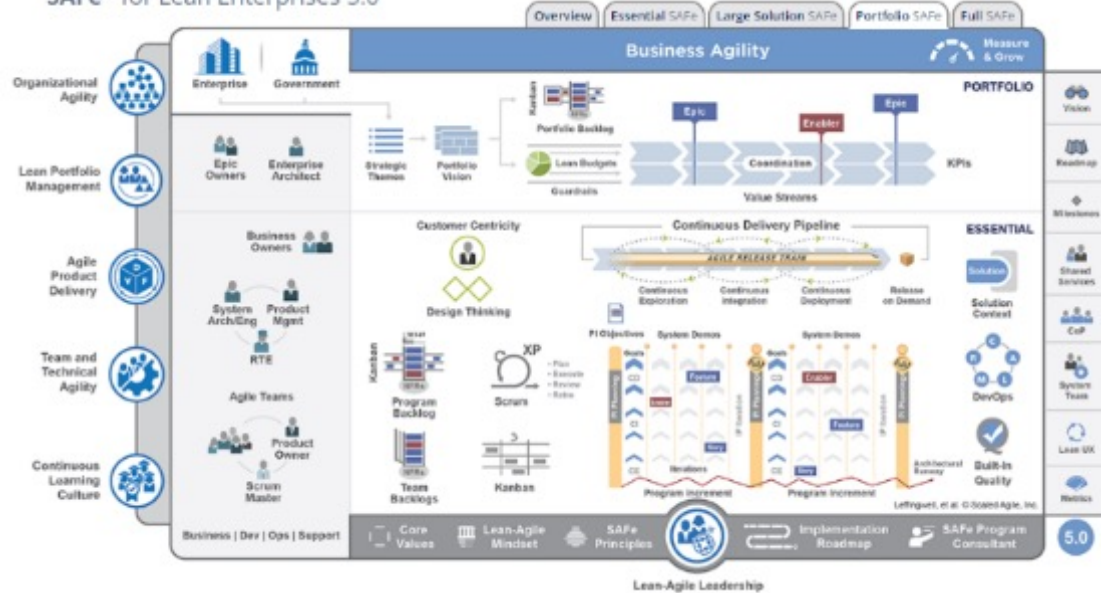


Extensive CI/CD, quality, security, and operations automation

1 LEAN-AGILE CULTURE & FLOW

- Leverage the Scaled Agile Framework (SAFe) or Disciplined Agile/FLEX to align and simplify your organization to improve flow

SAFe® for Lean Enterprises 5.0



2 INDUSTRY LEADING CONTAINER & CLOUD ORCHESTRATION PLATFORMS

We offer full ecosystem, end-to-end modernization platforms using industry leading technology configured to facilitate rapid deployment of containerized or cloud native applications without the work required to build your own “from scratch.”



3

CI-CD, QUALITY, SECURITY, AND OPERATIONS AUTOMATION



Continuous Integration and Deployment is a practice of delivering software to end customers in an automated and repeatable fashion with high quality checks and controls



CI/CD is a MUST HAVE today for distributed Application Development



Operations automation is utilized to drive further productivity gains by eliminating previous work done manually



Code quality, security, performance, and functional testing are mandatory for high quality



Quality issues identified during the pipeline execution immediately “stops the line” so that defects are not released into production



AIOps combines Big Data and AI/ML to enhance and even partially replace IT Ops troubleshooting functions



A robust CI/CD pipeline with robust quality checks significantly improves quality which then drives increased productivity



Extendable: once in place, a CI/CD pipeline can easily accommodate other tooling

VALUE OF AN AGILE SOFTWARE FACTORY: HIGH VS. LOW PERFORMERS



200x more frequent
deployments



24x faster
recovery from failures



less time on
unplanned work and rework



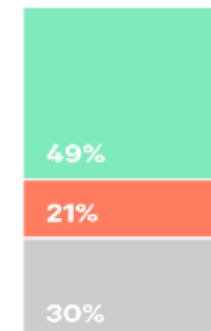
3x lower
change failure rate



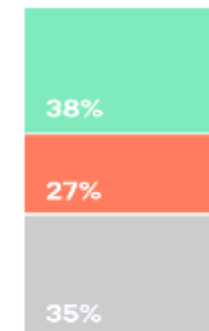
2,555x shorter lead
times



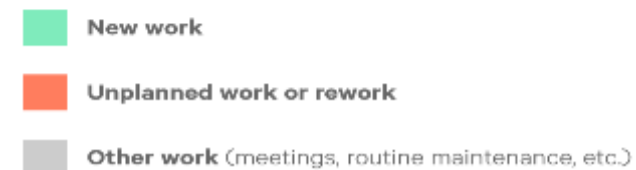
less time remediating
security issues



High performers

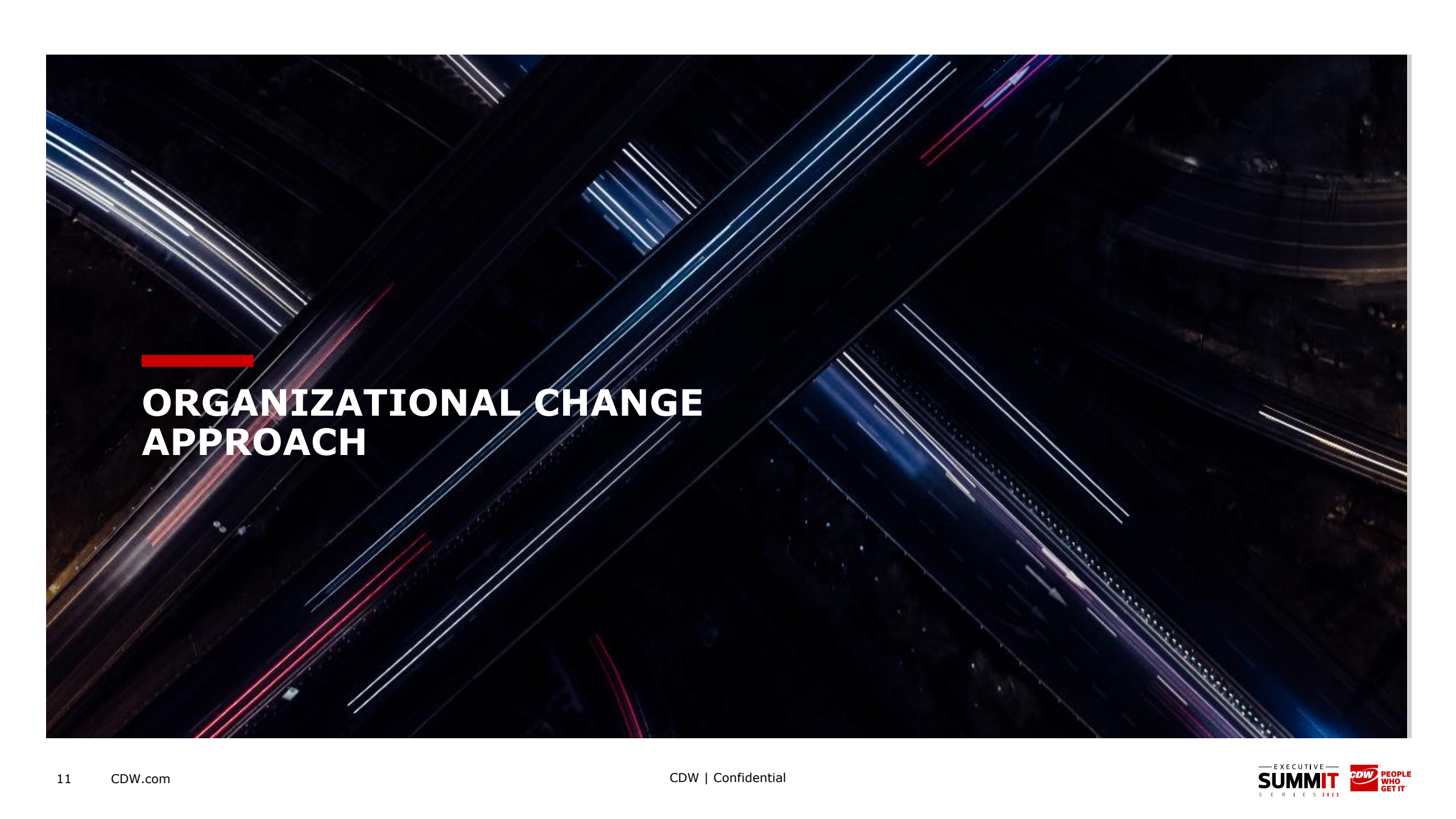


Low performers



2.2x

Employees in high-performing teams were
2.2 times more likely to recommend their
organization as a great place to work.



ORGANIZATIONAL CHANGE APPROACH

SUCCESSFUL BUSINESSES...

Run operations as if they were a franchise

- Business processes are standardized
- Processes are automated, scaled, and leveraged across the organization
- Employees can easily be successful by using the system

For software organizations, “franchising” processes & tools result in a 50% or more increase in productivity, leading directly to more innovation

To achieve results, a system is absolutely essential – it becomes the tool the organization uses to increase productivity and innovation





"Good-to-great companies built a consistent system with clear constraints, but they also gave people the freedom and responsibility within the framework of that system. They hired self-disciplined people who didn't need to be managed, and then managed the system, not the people." – Jim Collins

TECHNOLOGY TRANSFORMATION VS. PEOPLE/ORGANIZATIONAL TRANSFORMATION

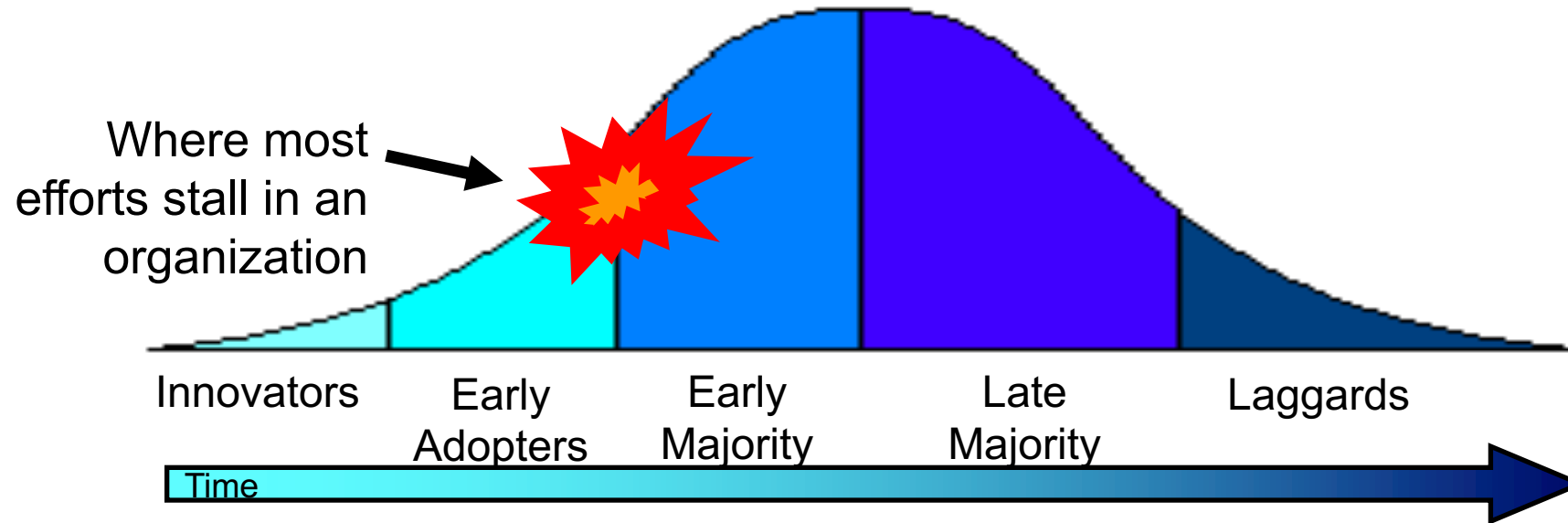
- As our clients undertake digital transformation, it not only affects a company's legacy systems, but also their employees in traditional roles who are faced with new tasks and a need to adapt
- While computers typically do what we tell them to do, people are much more unpredictable and represent a significant risk to Digital Transformation success
- And, as most of us are technologists, we don't focus on the people aspects of digital transformation
- Legacy, entrenched cultures with a history of resisting change are particularly challenging
- Having the best technology for our clients will take them far but prioritizing people and proactively managing organizational change will take them even further



"It must be remembered that there is nothing more difficult to plan, more uncertain of success, nor more dangerous to manage than the creation of a new order of things. For the initiator has the enmity of all who would profit by the preservation of the old institutions, and merely lukewarm defenders in those who would gain by the new order" – Machiavelli

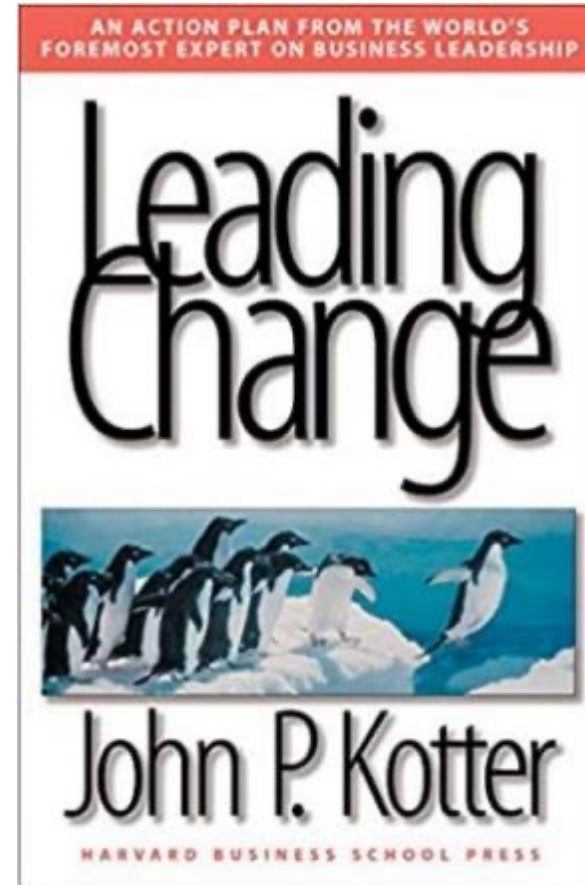


ORGANIZATIONAL CHANGE ADOPTION CURVE



CRITICAL FOR SUCCESS: JOHN KOTTER'S TRANSFORMATION PROCESS

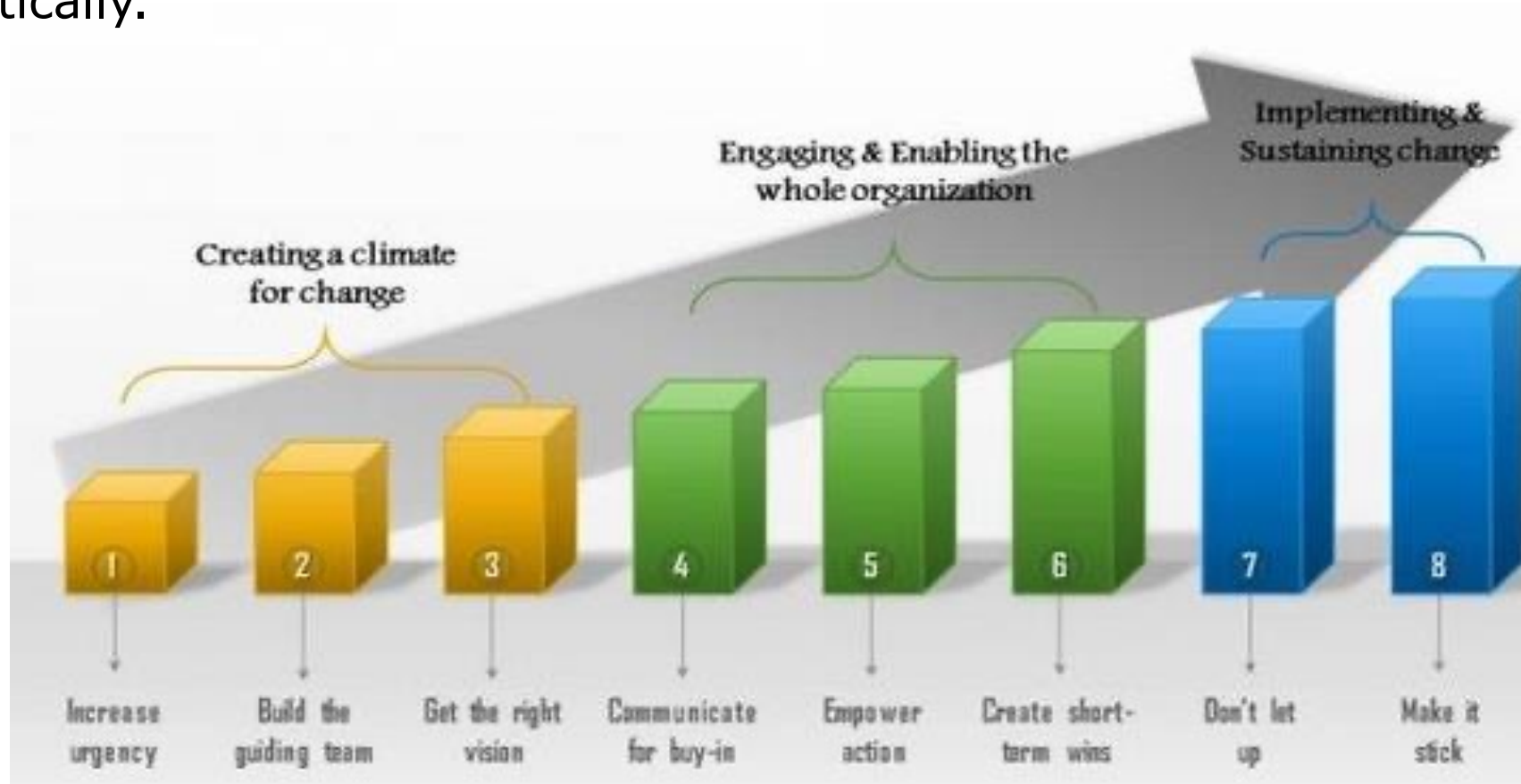
1. Establish a sense of urgency
2. Create the guiding coalition
3. Develop a vision and strategy
4. Communicate the change vision
5. Empower employees for broad-based action
6. Generate short-term wins
7. Consolidate gains and produce more change
8. Anchor new approaches in the culture



ORGANIZATIONAL CHANGE CONSIDERATIONS

Deployment of new processes, technologies, and ways of doing things in an organization is very difficult. At the core is changing culture. Sirius leverages John Kotter's 8-step process to identify and operationalize these extremely critical success factors.

If these factors are absent or ignored, probabilities of success decrease dramatically.



CANNOT SKIP STEPS!

Experience shows that while some steps can be performed in parallel, skipping steps or not giving them the attention they warrant, results in less than desirable outcomes, or worse, failure

Companies usually go straight to Step 5

Our experience is that not enough attention is being placed on the "Creating a Climate for Change" phase.

Or, in communicating the Vision & Strategy





*"First, They Ignore You
Then They Laugh at You
Then They Fight You
Then You Win"
- Mahatma Gandhi*

Agile Software Factory

A System For
Changing Systems



Today, the
world runs
on software.

The Problem

If your company is hampered by:

- ❌ Monolithic systems
- 💬 Rigid waterfall processes
- ❌ Culture of manual work

The Solution

A strategic and transformative system designed specifically for your business, made up of three core components:

1



Agile & DevOps Transformation

Create agility in your organization and increase your speed to market.

2



Application Modernization & Containerization

Modernize, containerize, and deploy your company's applications and platforms.

3



Automation, Automation, Automation

Start with a manageable and secure CI/CD pipeline and add code quality, security, and operations automation to remove time-consuming and error-prone manual work.

An aerial, long-exposure photograph of a complex highway interchange at night. The image is filled with vibrant, multi-colored light trails from cars, creating a sense of motion and energy. The trails are primarily blue and white, with some red and orange accents. The interchange features multiple levels of overpasses and ramps, with white dashed lines marking the road lanes. In the background, some city buildings are visible under a dark sky. The overall composition is dynamic and visually striking.

THANK YOU