



# Upskill and Deliver

## SUMMARY

Our client, a large agricultural manufacturing company, wanted to build an application to streamline their internal job bidding process which was heavily manual and outdated. The project became increasingly complex and critical when it was opened up to multiple physical locations. Given the client's development team's limited experience in front-end development, greenfield projects, and architectural decision-making, Source Allies coaching team was enlisted to facilitate skill development. Our aim was to transition the team towards Agile methodologies and integrate best practices into their workflows to ensure better results.

## SOLUTION

Source Allies coaches worked with the client's existing developers and management to identify and affect positive change. We implemented the "know-do-teach" approach, to help upskill the client's existing employees, and build them into a self-sustaining team. First, our coaches put together training material, recorded instructional videos, and worked directly with the team to ensure they had knowledge of each of the identified required skills. Next, we needed to ensure the team could effectively implement that knowledge. Our coaches set up opportunities to utilize each of the skills that were taught to reinforce the learning and identify any areas needing further development. Finally we want to prevent the knowledge from being lost over time. Our coaches taught the team how to implement the skills but also how to effectively disseminate them to their peers using the same format as was used to teach them. This ensures continuity and guards against skill loss due to turnover, which is critical for long-term success. This process is iterative, with teams cycling through these stages multiple times to deepen their expertise and proficiency.

## RESULTS

**35%**

Team skill sets increased 35% by pairing with coaches

**30%**

Agile maturity score went from 74 to 96

**75%**

Backlogged defects closed in 90 days