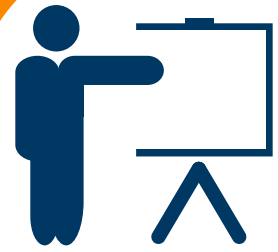


# Agile Transformation



## CLIENT

Leading Global  
Financial Services Firm

## INDUSTRY

Financial Services

## SKILLS PROVIDED

Agile - Scrum Master,  
Product Owner,  
Leadership Training &  
Coaching

One of the world's largest diversified financial services companies was looking to train and educate their employees as part of an organization-wide Agile transformation.

## THE CHALLENGE

Recognizing the value of Agile development, the client brought in Judge to evaluate their process and develop solutions around transitioning from a waterfall method to a true Agile shop.

Making a conscious effort to become more efficient, the client began transitioning their entire organization from a traditional waterfall approach, to an Agile methodology. This approach allows the company to focus on individuals, interactions, and collaborations rather than set-in-stone tools and processes.

With an increased focus on improving productivity and organizational behavior, Judge worked with the client step-by-step to build and develop a custom solution for training and coaching employees through their Agile transformation. In order to ensure success and adoption, training was necessary at all levels of the organization, from the executive team down to the individual contributor. Due to project volume and intensity, the client needed long-term support and training, from start to finish.



## THE SOLUTION

After careful assessment of the client's existing environment, Judge leveraged its Agile and learning expertise to create a customized training and coaching solution.

To begin the process of fully understanding and developing the necessary training, Judge Learning Solutions met with client stakeholders over the course of eight months. During these sessions, Judge ran organizational assessments, led team discussions, and had face-to-face conversations with team members and executives, identifying current business processes, challenges, and transformational roadblocks.

After 8 months of partnership, Judge recommended a series of solutions involving education at the executive and leadership levels, training to build a strong skills foundation for team members, and sustainable Agile coaching to prevent backpedaling, while simultaneously training future coaches within the organization.



## THE RESULT

**Ongoing:** The program, designed and built by Judge Learning, incorporated a multi-year approach to Agile transformation.

Customized for the client, Judge produced a schedule of classes involving teaching, mentoring, problem solving, planning, leadership, and team-building skills, in addition to providing a mastery of Agile knowledge.

Executive workshops began with teaching the origins of Agile transformation, highlighting major practices and outlining educational strategies with clear objectives and measurements for success. Diving deeper into the transformation, Judge helped develop activities and lessons to drive conclusions about strengths, weaknesses, and areas of opportunity within their respective departments. Judge partnered with the client to refine the frameworks over time, as the transformation to Agile was adopted, and the process continued to evolve.

Judge helped develop and design role-based bootcamps, featuring expert knowledge and guidance for the implementation of various Agile frameworks, such as Scrum, Kanban, DSDM, SAFe, and LeSS, among others. Bootcamps focused on providing participants with certifications and a clear roadmap for a successful transformation. These bootcamps were then delivered by Judge to individuals identified as future Scrum Masters and Product Owners.

## BENEFITS

**100+**

Agile Coaches Provided  
**Process, Technical, and Executive Coaches**

**55+**

Scrum Master Classes  
**1650+ Scrum Masters Trained**

**45+**

Product Owner Classes  
**1350+ Product Owners Trained**

**30+**

Agile Executives Classes  
**600+ Executives & Managers Trained**

**Want to learn more about the learning solutions Judge offers?**

Call Judge at (800)650-0035  
or visit [Judge.com](http://Judge.com)