CA Technologies In Prague, R&D
## What We Are and What We Do

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Principal Program Portfolio Manager, R&D

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CA Technologies is one of the largest independent system software companies in the world. We create software that fuels transformation for companies and enables them to seize the opportunities of the application economy.

- The CA Technologies Prague site was founded in 1998.

- The R&D Center was opened in 2005.
  - CA's biggest R&D site in Europe
  - 400 developers working on all aspects of CA's portfolio
  - 50 different nationalities - one of our most diverse in EMEA

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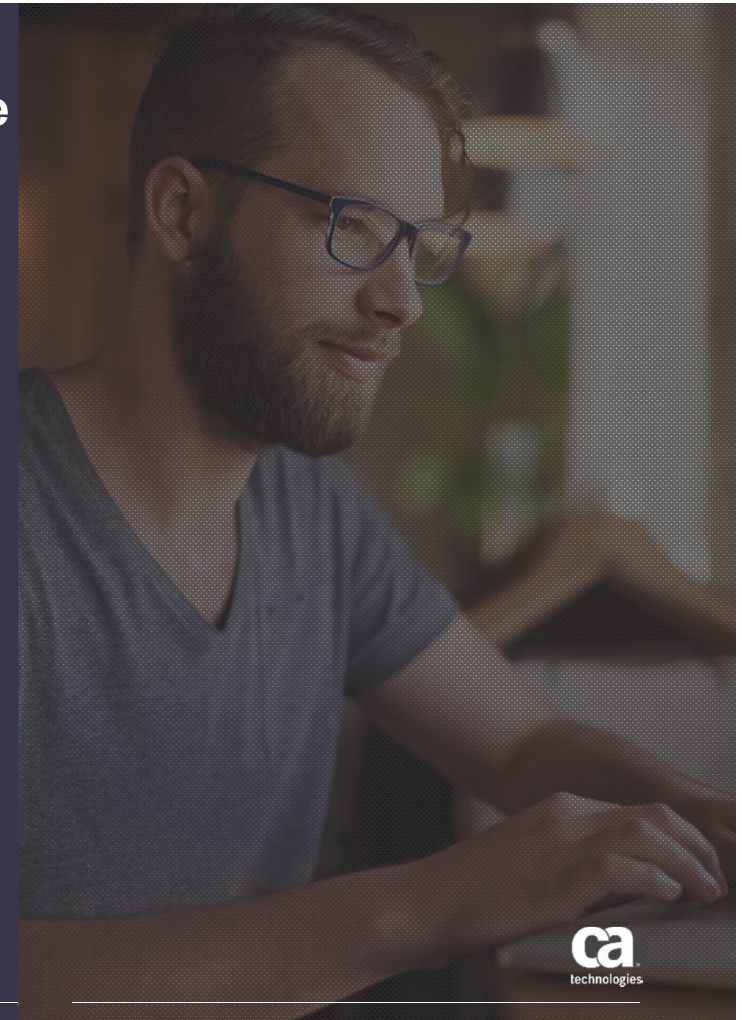
Product Development

- What we do everyday is "converting uncertainty to knowledge".

  Dantar Oosterwal, *The Lean Mashine*

- We do this through hypothesis-driven, Iterative and incremental development.

- So we can validate or invalidate our assumptions as soon as possible through fast feedback loops.

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The Levels

PORTFOLIO

A Collection of Interrelated Engineering Initiatives – ROI Analysis, Funding, Long-Term Strategic Planning

PROGRAM

A Team of Teams - Several Interrelated Projects

TEAM

Single Team – Single Project

PORTFOLIO

A Collection of Interrelated Engineering Initiatives – ROI Analysis, Funding, Long-Term Strategic Planning

LARGE SOLUTION

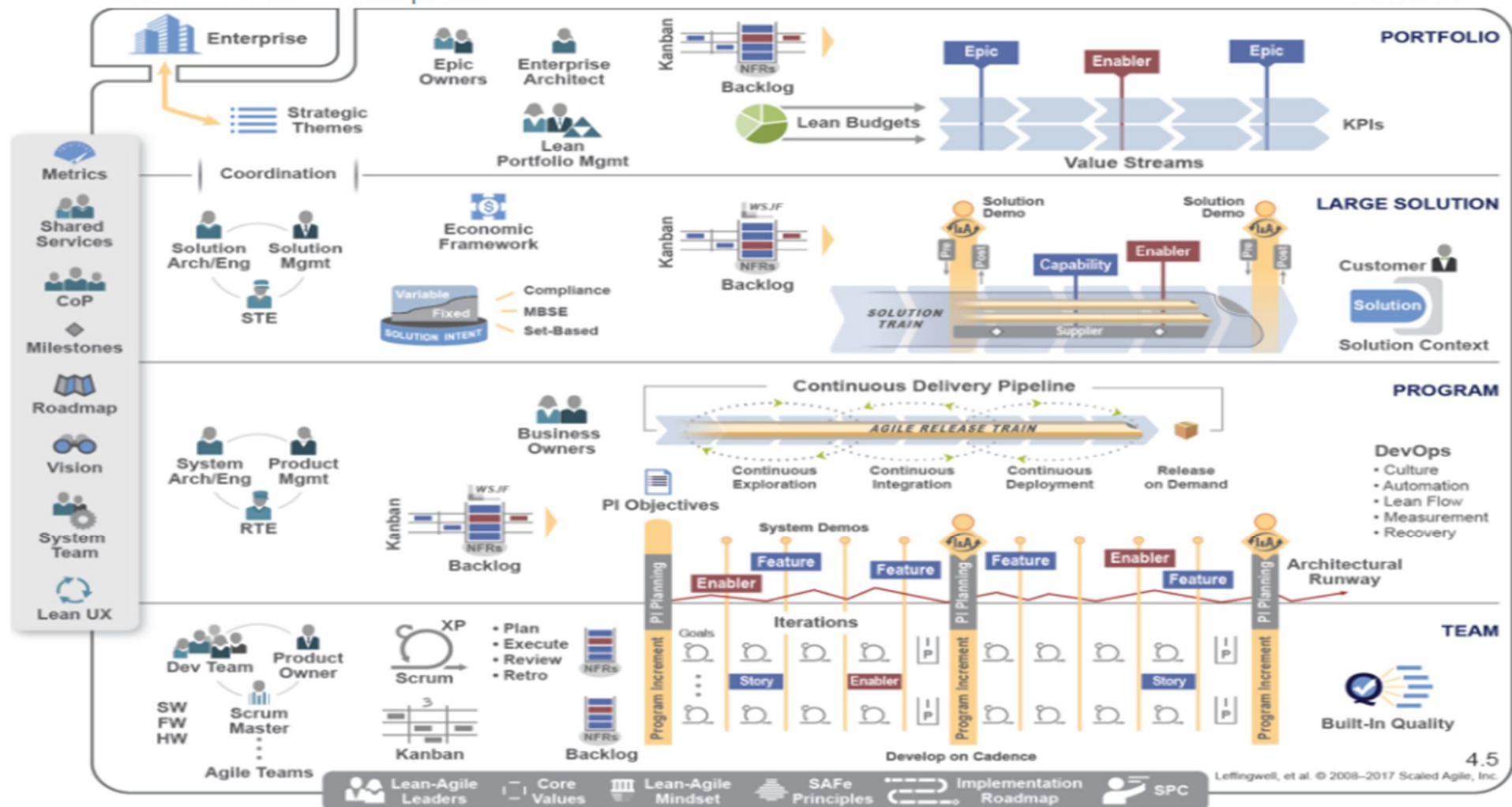Several Interrelated Programs

PROGRAM

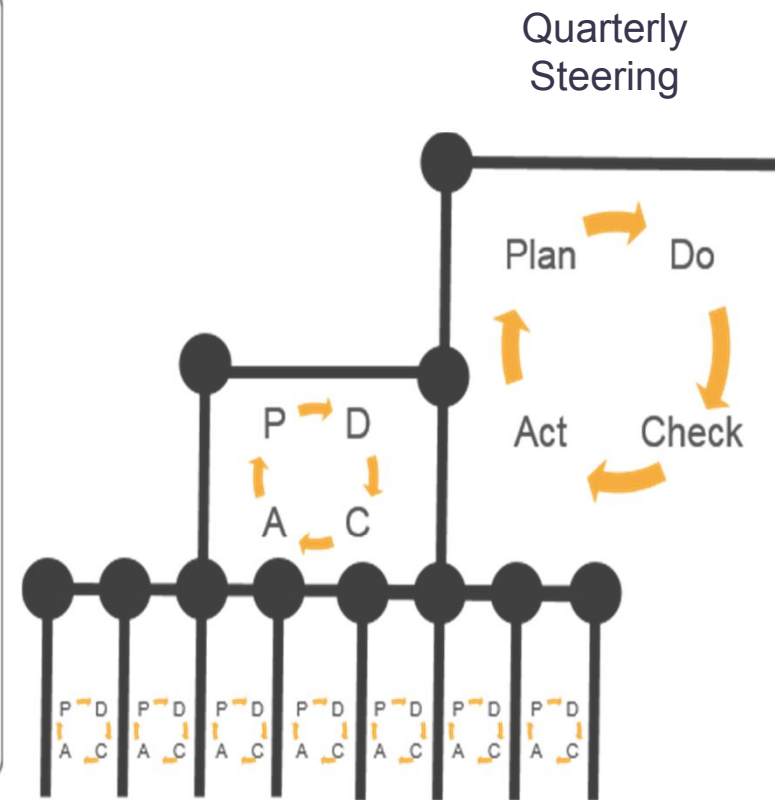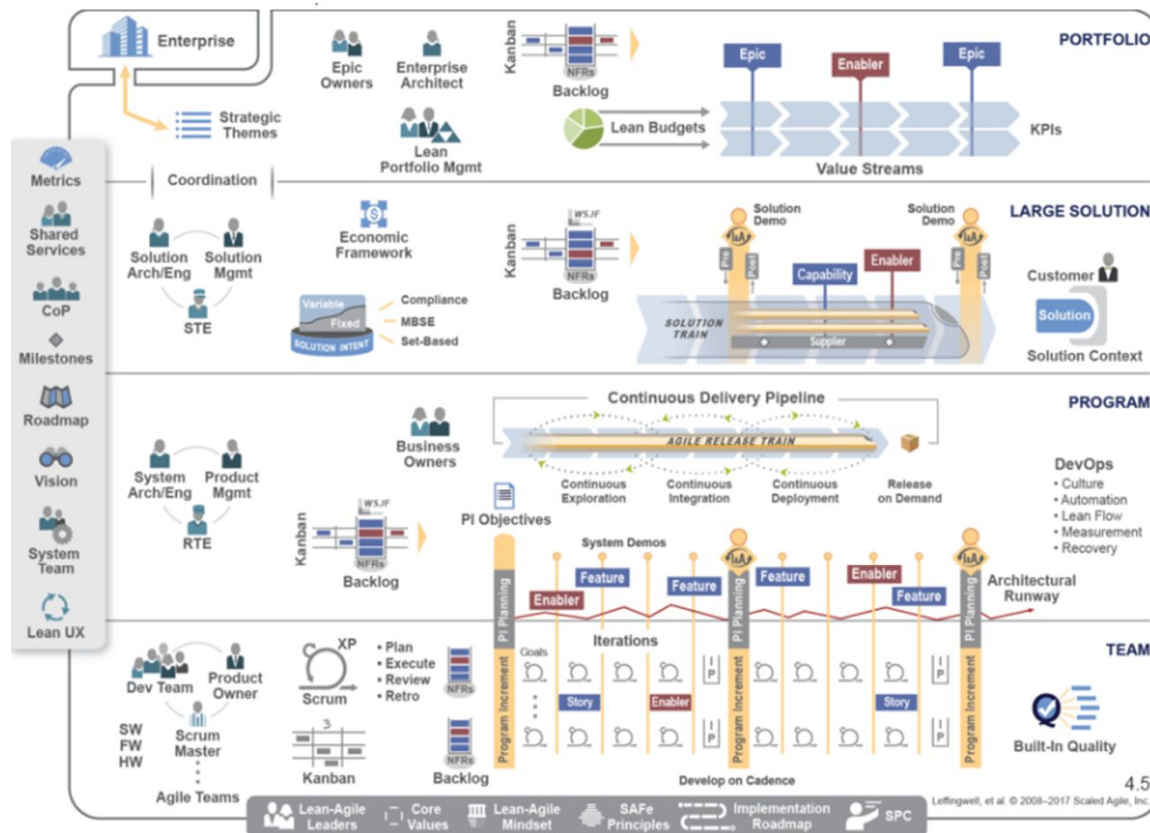A Team of Teams - Several Interrelated Projects

TEAM

Single Team – Single Project

SAFe® for Lean Enterprises

Full SAFe

The Scaled Agile Framework (SAFe) "Big Picture" diagram showing four levels:

PORTFOLIO — Enterprise, Strategic Themes, Epic Owners, Enterprise Architect, Lean Portfolio Mgmt, Kanban, Backlog, NFRs, Lean Budgets, Epic, Enabler, Epic, Value Streams, KPIs.

LARGE SOLUTION — Solution Arch/Eng, Solution Mgmt, STE, Economic Framework, Variable/Fixed Solution Intent, Compliance, MBSE, Set-Based, Kanban, Backlog, NFRs, WSJF, Solution Demo, Solution Train, Capability, Enabler, Supplier, Customer, Solution, Solution Context.

PROGRAM — System Arch/Eng, Product Mgmt, RTE, Business Owners, Continuous Delivery Pipeline, Agile Release Train, Continuous Exploration, Continuous Integration, Continuous Deployment, Release on Demand, Kanban, Backlog, NFRs, WSJF, PI Objectives, System Demos, PI Planning, Program Increment, Feature, Enabler, Architectural Runway, DevOps (Culture, Automation, Lean Flow, Measurement, Recovery).

TEAM — Dev Team, Product Owner, Scrum Master, SW FW HW, Agile Teams, XP, Scrum (Plan, Execute, Review, Retro), Kanban, NFRs, Backlog, Goals, Iterations, Story, Enabler, Develop on Cadence, Built-In Quality.

Left sidebar: Metrics, Shared Services, CoP, Milestones, Roadmap, Vision, System Team, Lean UX, Coordination.

Bottom legend: Lean-Agile Leaders, Core Values, Lean-Agile Mindset, SAFe Principles, Implementation Roadmap, SPC.
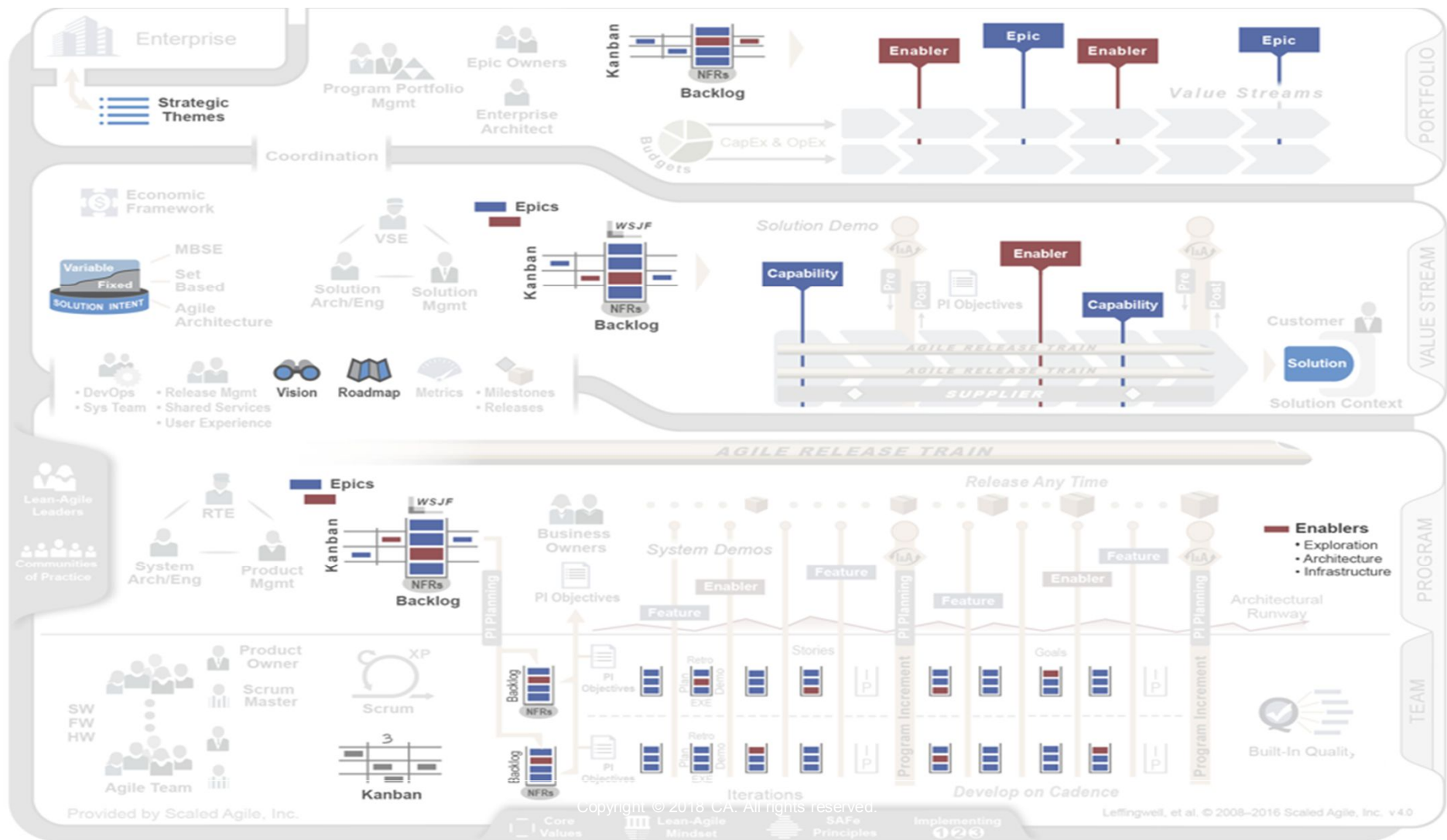
4.5

Synchronized Cadence and Feedback Loops
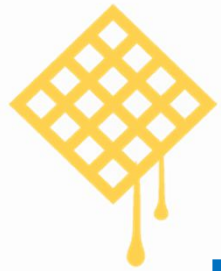
CA Accelerator

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The Digital Transformation Academy

👁 **1,040** Step views

by CA Technologies

Change or be changed in the Digital world... Your Transformation starts here! The ability to help our customers thrive in the application economy starts with our own transformation.
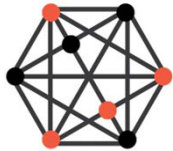
waffle.io

NoThings.io

Instant Agenda

QubeShip

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J.A.R.V.I.S

codepilot.ai

forty2.io

Who?

Yipee.io
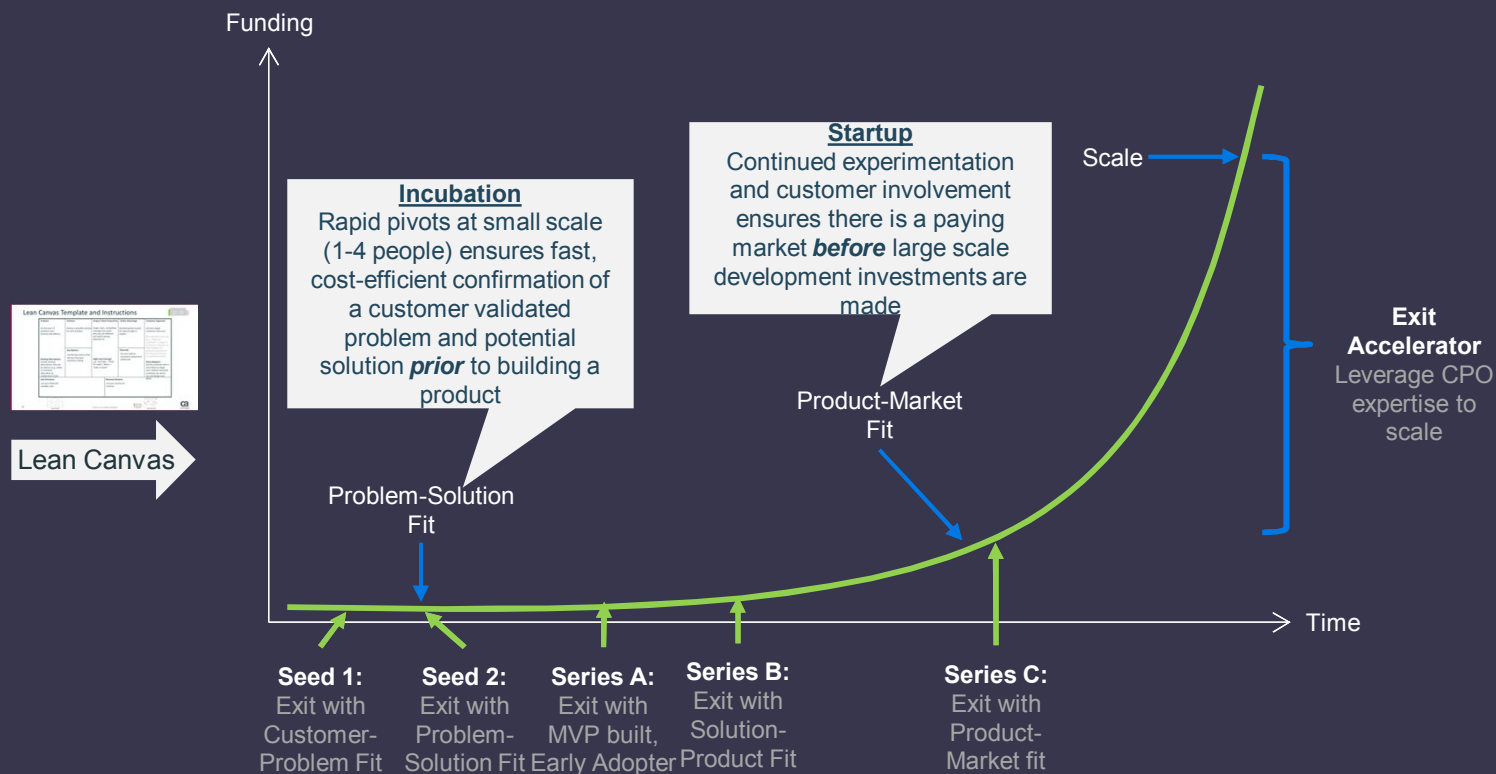
CA Accelerator

governance
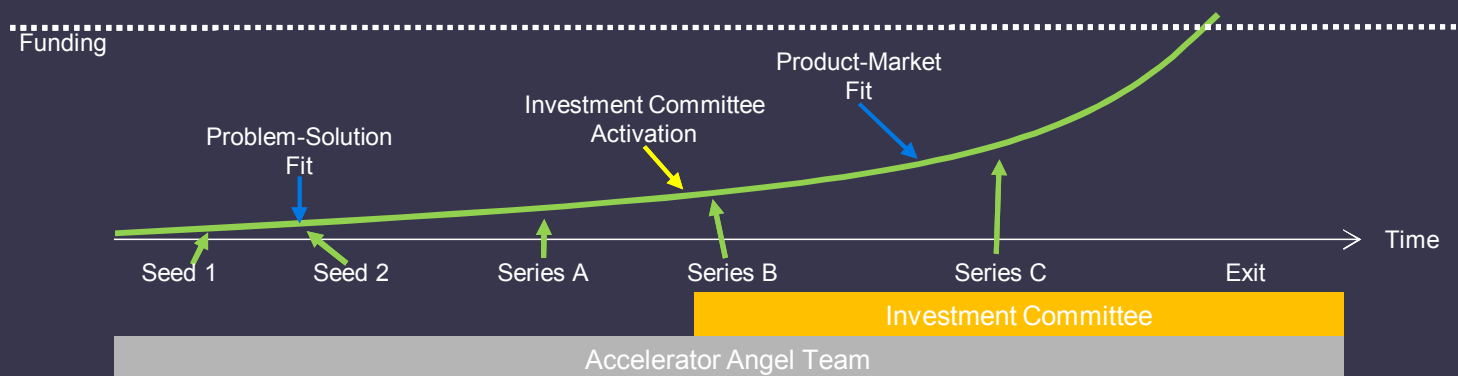
- <u>Angel Team</u> provides end-to-end management
  - Selects ideas from pitches by any CA employee
  - Reviews and approves start-up contracts created for successful pitches
  - Conducts monthly 3P (pivot, pause, or persist) reviews
  - Approves budget, objectives , and timelines set before work begins at each stage
  - Stage-specific checklists ensure focus on outcomes vs. output
- <u>Investment Committee</u> guides larger investments
  - Series B, C, and Exit
- <u>Advisory Team</u> provides direction and assistance from Entry to Exit

CA Accelerator End-to-End

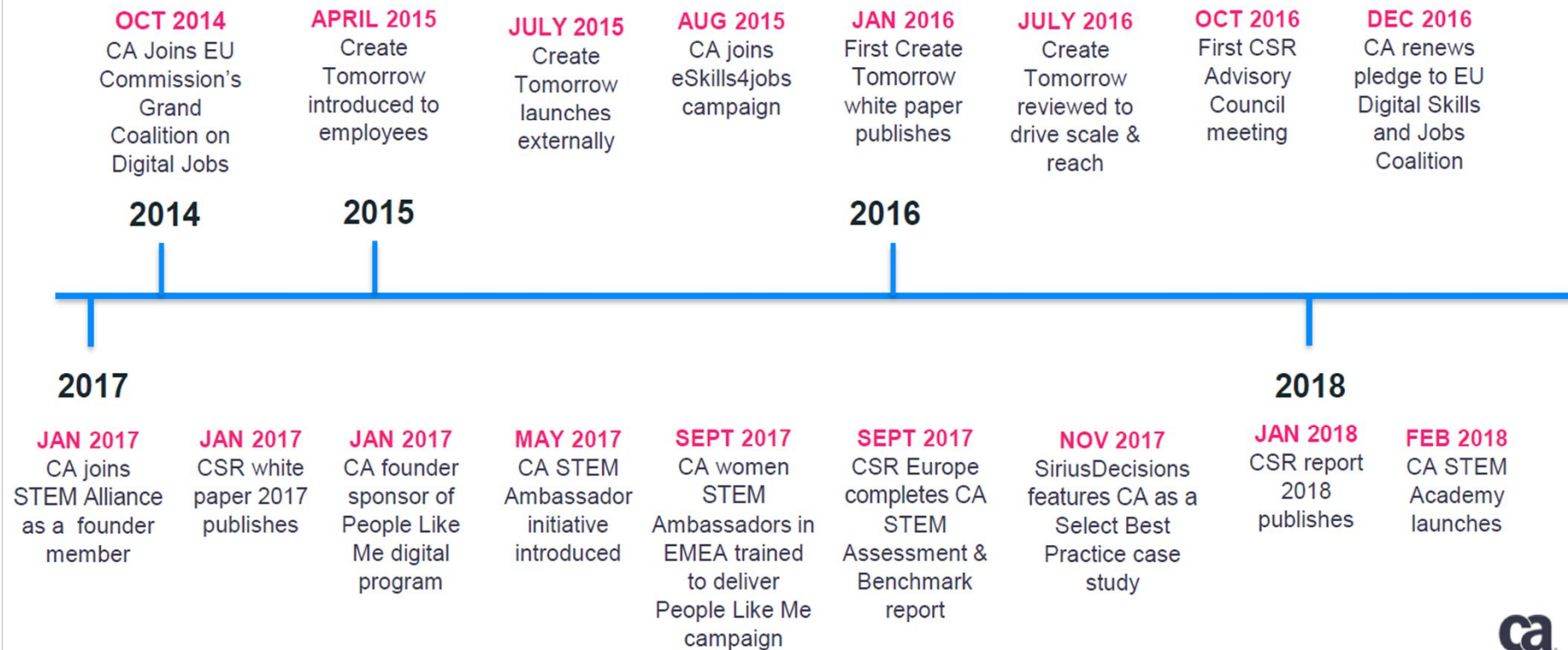## CA Accelerator leverages a VC-like model and lean startup best practices

Lean Canvas

Innovator Selection | **Entry** | **Incubation** — Seed 1 | Seed 2 | **Transition** | **Startup** — Series A | Series B | Series C | **Exit** | **Acquisition**

3 – 12 months

12- 36 months
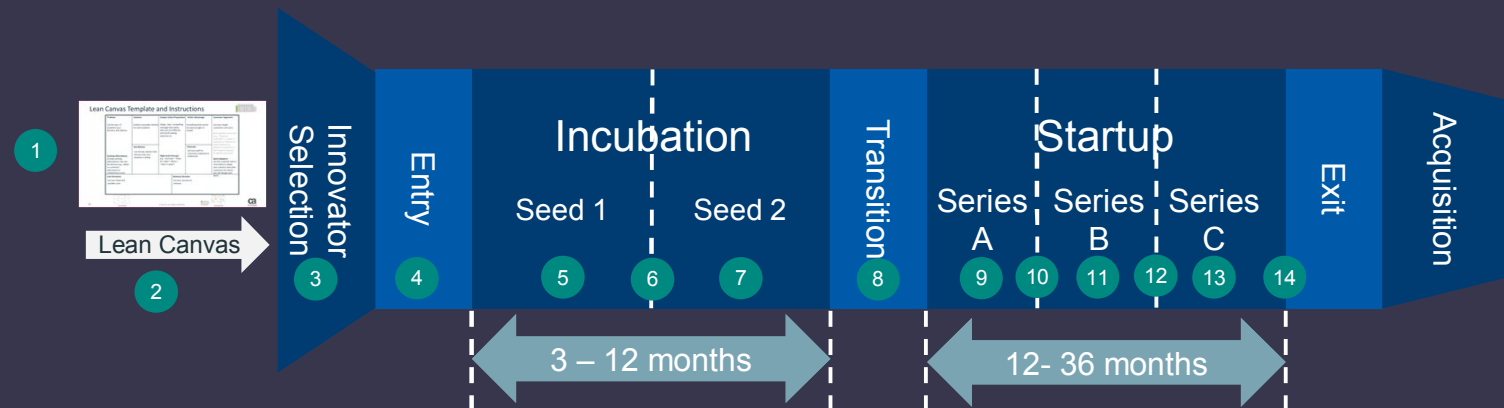
1. Any employee posts a lean canvas to accelerator.ca.com
2. Accelerator team provides feedback on the canvas
3. Ten minute pitch to the Angel team; ten minute Q&A
4. Successful pitch teams introduced to lean startup; intrapreneurs set contract for Seed 1 (objectives, time…)
5. Teams confirm customers have the problem they intend to solve, and that it is painful enough that they would solve it
6. Intrapreneurs request transition to Seed 2 with Seed 1 evidence and Seed 2 contract proposal
7. Teams confirm customers would buy their proposed solution

8. Transition request: Seed 2 evidence, Series A contract
9. Teams build MVP, obtain customer feedback, find early adopters, get early sales and/or commitments to buy
10. Transition request: Series A evidence, Series B contract
11. Teams confirm they can attract early adopters (sales), begin integration preparation
12. Transition request: Series B evidence, acquisition interest, Series C contract
13. Product-market confirmation, integration engineering
14. Product acquired by CPO

Giving Back to the Community

Create Tomorrow: Timeline

OCT 2014
CA Joins EU Commission's Grand Coalition on Digital Jobs

APRIL 2015
Create Tomorrow introduced to employees

JULY 2015
Create Tomorrow launches externally

AUG 2015
CA joins eSkills4jobs campaign

JAN 2016
First Create Tomorrow white paper publishes

JULY 2016
Create Tomorrow reviewed to drive scale & reach

OCT 2016
First CSR Advisory Council meeting

DEC 2016
CA renews pledge to EU Digital Skills and Jobs Coalition

2014   **2015**   **2016**

2017   **2018**

JAN 2017
CA joins STEM Alliance as a founder member

JAN 2017
CSR white paper 2017 publishes

JAN 2017
CA founder sponsor of People Like Me digital program

MAY 2017
CA STEM Ambassador initiative introduced

SEPT 2017
CA women STEM Ambassadors in EMEA trained to deliver People Like Me campaign

SEPT 2017
CSR Europe completes CA STEM Assessment & Benchmark report

NOV 2017
SiriusDecisions features CA as a Select Best Practice case study

JAN 2018
CSR report 2018 publishes

FEB 2018
CA STEM Academy launches

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FY18 in Review: Prague

1,344 Students reached

665 Female students reached

51 Employee volunteers

"Opening minds to STEM careers"
MOOC for teachers

Create Tomorrow: Prague Goals

FY19 GOALS

30% Europe workforce to volunteer in STEM initiatives
60% females to be reached in total STEM initiatives
2,500 students to be reached in FY19

STEM Ambassador Academy

People Like Me

CA STEM Ambassadors

Create Tomorrow: STEM Activities in Prague
Funded by Communications

QTR & DATE	ACTIVITY	APPROX. STUDENT REACH	APPROX VOLUNTEERS NEEDED
All Year	**Partnership with Faculty of Nuclear Science and Physical Engineering**		
Q1 May	**STEM Day at CA office (1)** with Gymnasium Benesov students	+30 Students	14
Q1 May	**STEM Day at CA office (2)** with Gymnasium Benesov students	+30 Students	14
Q1 May	**People Like Me** First workshop with CA employees and their daughters.	Max. 20 girls With 1 parent = 20 adults	5
Q1	**STEM Careers Massive Online Open Course** (MOOC) – By STEM Alliance	600 STEM teachers average / 15,000 students	4
Q2 Sept	**PYLADIES** Python external course delivered in 13 sessions. Content provided by PYladies organization, delivered by CA volunteers at CA premises.	10-12 girls	4
Q2 Sept	**STEM Ambassador Academy** Teacher placement in collaboration with Ministry of Education	16 STEM teachers	8

Create Tomorrow: STEM Activities in Prague
Funded by Communications

QTR & DATE	ACTIVITY	APPROX. STUDENT REACH	APPROX. VOLUNTEERS NEEDED
Q3 Oct	**Code Week (1)** with Jana Keplera Gymnasium	Max 10 students	5
Q3 Nov	**Code Week (2)** with Benesov Gymnasium	Max 10 students	5
Q3 tbd	**People Like Me (2)**	20 girls	5
Q3 tbd	**Robotic Week**	Max 12 students	4
Q4 Jan	**Web Design Week**	Max 10 students	5
Q4 Feb	**STEM and English Seminars** at Gymnasium Benesov	Up to 80 students	13
TOTAL	**12 ACTIVITIES**	**15,554 STUDENTS**	**82**

STEM Activities in Prague
Not funded by Communications

QTR & DATE	ACTIVITY	APPROX. STUDENT REACH	APPROX. VOLUNTEERS NEEDED
Tbc	People Like Me (3)	20 girls	5
Tbc	PYLADIES (2)	10-12 girls	4
Tbc	Robotic Week (2)	Max 12 students	4
Tbc	STEM Day at CA office (3) with Gymnasium Jana Keplera students	30 students	14
Tbc	STEM Day at CA office (4) with Gymnasium TBD students	30 students	14
Tbc	STEM Day at CA office (5) with Gymnasium TBD students	30 students	14
Tbc	STEM and [LANGUAGE] Seminars at Gymnasium TBD	X students	x

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The Garage: Equipment

- Tools

- Arduinos, raspberries, microbits + development platforms

- Power supply, batteries

- Multimeters and an Oscilloscope

- Cables, breadboards, LEDs [blikatka]

- Plastic boxes to keep everything in "order"

- Logic/programmers games

- Kits – Lego Mindstrom, Voltik, LittleBits, Cubetto

- Robots – mBot, Edison

- 3D printer
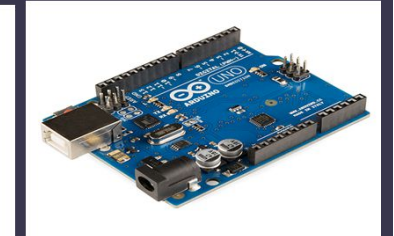
Corporate Social Responsibility Program

Employees have 5 volunteer days/year
- During last 5 years organized more than 70 events
- Tracked more than 5000 volunteer hours

Organizations:
Charity: Children´s home in Pyšely, School for hearing impaired children, Institut for people with mental disabilities in Brandýs nad Labem, Dog shelters

Enviromental: Center for environmental education Toulcuv Dvur, Czech society for environmental protection, Rescue station for wildlife

Thank you!

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Slideshare.net/CAinc

in linkedin.com/in/vanyaatanasova