

“We knew we needed to improve how we operated and thought agile was the key but, how could we make such a dramatic shift in our culture?”

Group Atlantic gave us both the principles and the practice to help us evolve in how we operated — which in turn has enabled us to spread it across other areas of the organization and sustain it.”

**Trisha Dorr, IT Delivery Manager
Panduit Corporation**



The Path to More Effective Project Execution is Often Paved with Scrum

Speed. Efficiency. Expertise. These are three Panduit bywords – keys to delivering solutions that enable customer networks to send data faster and more reliably while reducing operating expenses. So, it came as no surprise that both IT and the business would welcome the opportunity to deliver increased levels of incremental value in shorter, more frequent intervals on every project.

COMPANY PROFILE

Founded in 1955, Panduit Corporation is a global manufacturer of physical infrastructure equipment that supports power, communications, computing, control and security systems. In addition to delivering innovative network infrastructure offerings, the privately-held Panduit also helps clients maximize their physical space and networking investment while providing the connectivity and bandwidth required to operate in today's digital environment. The company operates in 112 countries and employs 5,000+ associates worldwide. With headquarters in Tinley Park, Illinois, Panduit invests in advanced research, solutions-focused product development, world-class manufacturing and collaboration with customers at the forefront of technology.

THE PANDUIT ENVIRONMENT

Group Atlantic analyzed the current state, and learned quickly that the way IT and the business worked together, cultivated over many years, was creating inadvertent roadblocks. These roadblocks negatively impacted the speed of delivery, cost containment, quality and sharing of expertise on projects.

One overarching issue: The business tended to present all of their needs to IT (with pre-established budgets) at once – priority and non-priority. Because many project requests took up to 12 months for IT to develop, and communication back to the business product managers was inconsistent, and it often appeared as if IT was neglecting the business.

“Group Atlantic’s guiding principle is to provide our customers exceptional quality and lasting value on every engagement.”

J. Scott Stribrny
President & Founder

It’s not just what you do, but also how you do it that is often the difference between success and failure.

“Communication was key. We established common ways of working and communicating that allowed us to collaborate in a manner I did not believe was possible. With Scrum, you can quickly identify required actions and the people you need to accomplish objectives. I was able to pull the right resources in to sprints from across the enterprise. We are a fine-tuned machine now, thanks to Group Atlantic.”

Caroline Gillis, Senior Manager, CPQ, Panduit

Group Atlantic helped IT determine that IT did not truly understand the business requirements. The business did not understand IT’s development process or its ability to add value to product and service solution requests.

This resulted in a relationship between IT and the business that was largely non-collaborative and lacked a spirit of mutual trust and ownership.

SOLUTION

As a first step, Group Atlantic partnered with Panduit to put agile (Scrum) principles into practice on a limited-scope IT project that would introduce the value of the methodology to the organization. Scrum is an iterative and incremental agile framework for completing complex projects. Originally, it was formalized for software development, but it works well for any complex scope of work or innovation effort. Scrum supports teams to self-organize, self-optimize and work as a unit to achieve a common goal.

The initial effort realized desired quality production outcomes, along with reduced time-to-completion and cost reduction objectives. It was lauded by happy and excited team members, who worked together and owned projects in ways they had not experienced in the past. Leadership took notice and Group Atlantic was engaged to assist with more initiatives to: drive faster turnaround times, define a state of done-ness and enable a true collaboration culture of information/knowledge sharing.

“Group Atlantic brought a discipline to agile that changed how we at Panduit view project management. I experienced firsthand the ability to do twice the work in half the time with half the number of team members.”

Paul Drago, Manager, Digital Customer Experience, Panduit

ACTION LEARNING

Group Atlantic training employs action learning principles which combine education in principles, techniques and tools with on-site mentoring during live projects, guiding participants in the actual application of the lessons learned.

Essential Principles of Project Management, a one-day Group Atlantic program tailored to Panduit, gave participants a solid foundation of knowledge, principles, process, techniques and tools in a hands-on workshop. Topics covered include: the project life cycle, stakeholder relationship management, project plan development, project progress management, requirements gathering and acceptance, project transition management and performance evaluation and improvement planning.

Group Atlantic also facilitated project simulations to give team members the opportunity to experience and participate effectively in a Scrum project, execute one or more of the roles defined by Scrum (e.g., Scrum Master, product owner and team members), and apply agile concepts and practices to projects.

