The Magic of Hybrid Teams

Capability uplift is crucial to achieving world-class practice. Our engagement approach is expressly designed to help your teams transform their abilities and sustain excellence into the future.
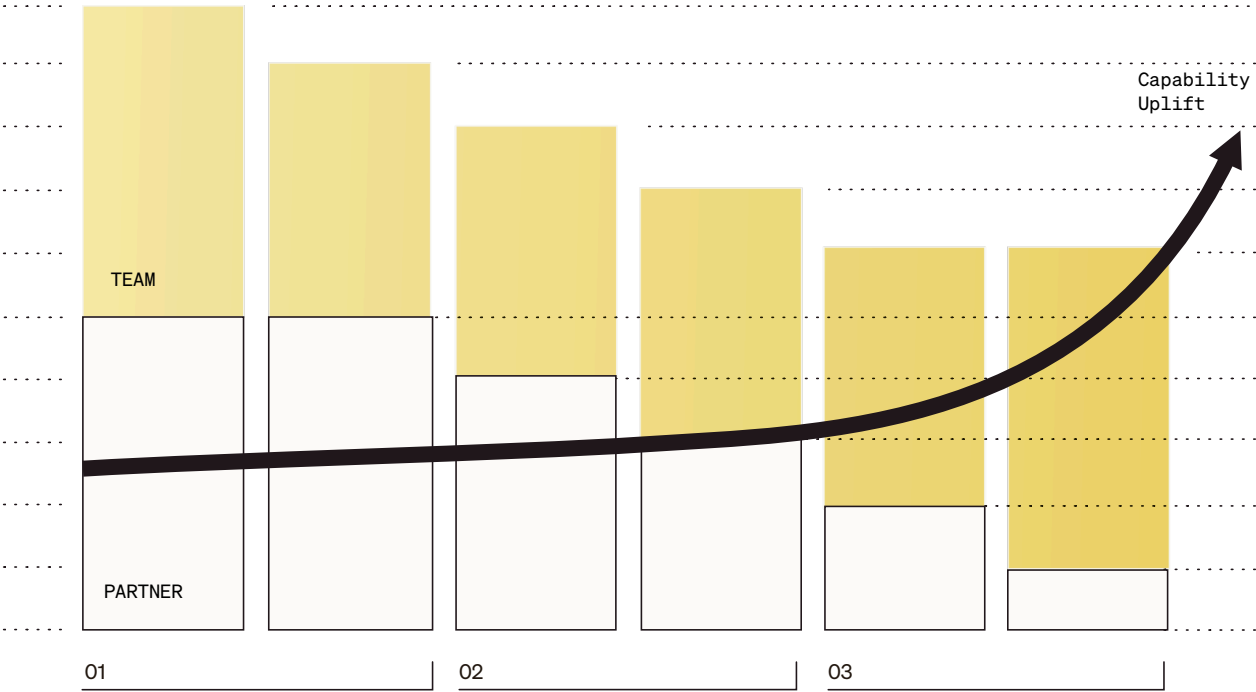
HYPR

Our Hybrid Team Model

When we're engaged to implement reference technology ecosystems for clients, we want to leave you with a world-class team capable of sustaining engineering excellence. It's why we use a Hybrid Team Model where our exceptional people work alongside yours...

We might begin an engagement with two or three HYPR experts in each of your teams. Over time, we may reduce this to one person in each team until delivery is finished.

Hybrid Teams can work together in any area of delivery – architecture, coding, DevOps, product ownership and so on.
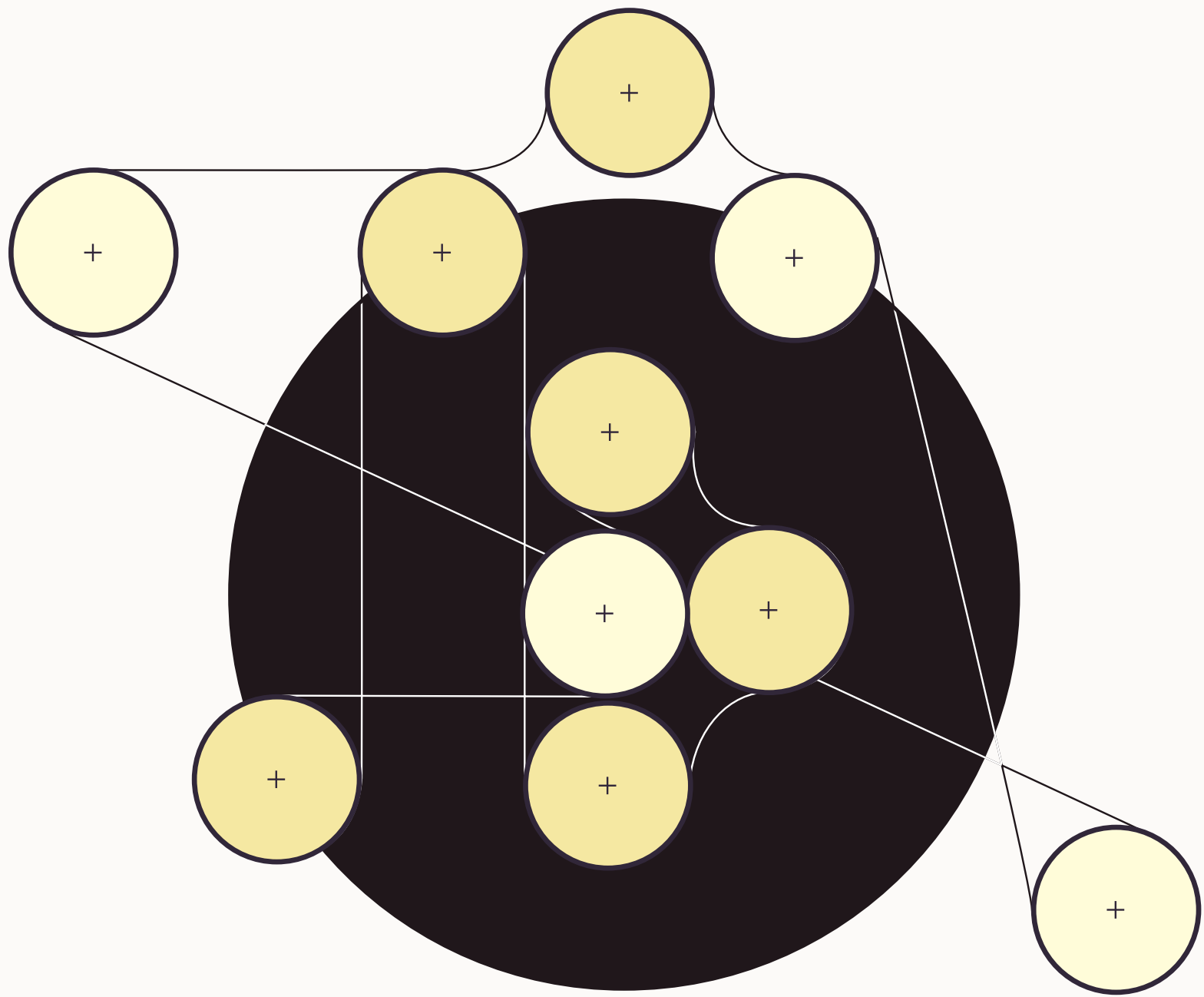
Our experts help deliver the work in the right way, while providing side-by-side teaching, coaching and mentoring to your team members. The aim is to transfer skills through the work and at *a pace that meets the needs of your team*.

Capability
Uplift

TEAM

PARTNER

01

02

03

Partner with external experts in your team/s on existing or new work

Experts work alongside your people to maximise delivery and learning

With capability uplift, your team/s is/are able to sustain and evolve the work

Key benefits,
priceless shifts

Business-oriented delivery and learning

- The work is relevant to your business alone. People work on your domains and services, growing their value to the business

- Delivering work and learning happen together, continuously

- You can deploy upskilled individuals to other teams creating a truly virtuous circle. For everyone...

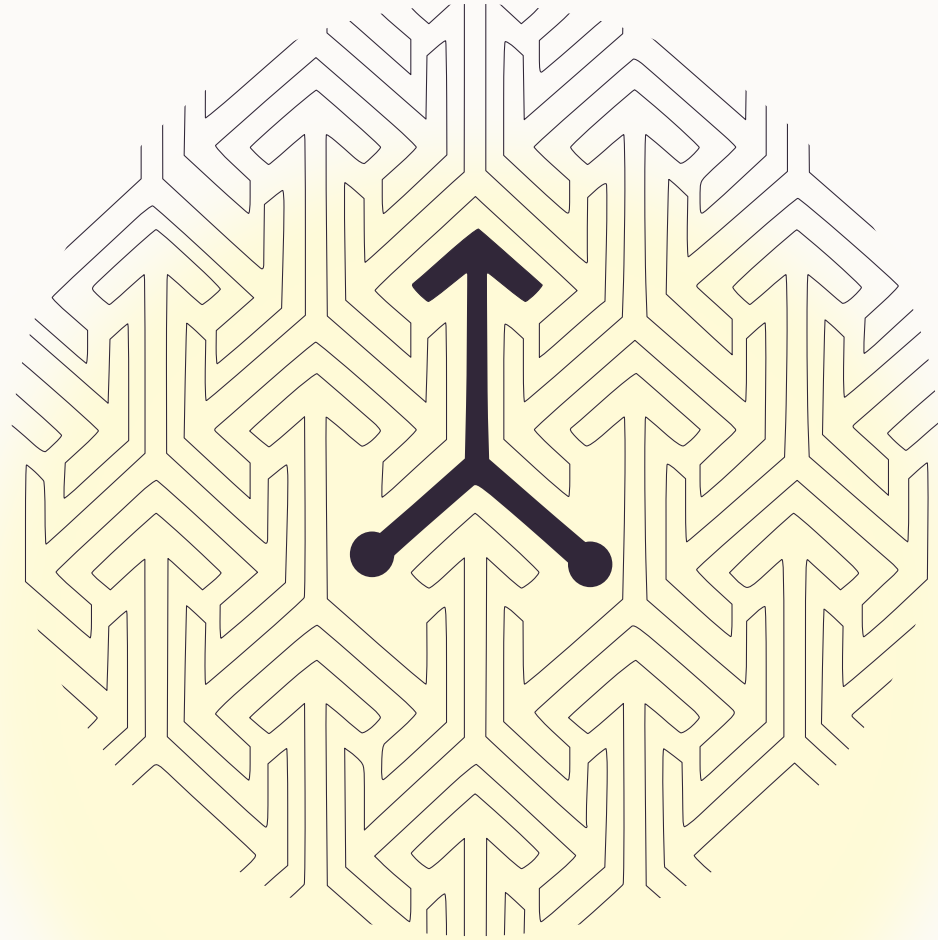## Moments of progress for your people

- The joy of learning new skills and being able to put them into practice immediately on something *that's of value to others*

- Eureka moments of progress that are incredibly motivating. People immediately feel that they are more relevant in their role and more confident about the contribution they can make

- A new willingness to share their learning and experience with others

- Motivation to learn more new skills and practices

Value delivery improved for your customers

- The constraints created by yesterday's practices and a lack of skills begin to be removed and the flow of customer value accelerates

- The quality of what you deliver to customers improves, often dramatically

- You become more responsive to customer needs

Heightened reputation of your employment brand

- Happier, more engaged people who have experienced learning in Hybrid Teams will likely tell others outside your organisation

- The best new talent is always attracted to professional development support. So Hybrid Teams can help you build your employment brand to attract the best people

Working out what's best for you

Understanding your ambition

Understanding the scale of your ambition frames how we build the Hybrid Team Model into the engagement. We listen to what you want and might expect to achieve – and what's worked for you in the past.

Discovering capability uplift requirements

Our Situational Analysis – which starts every engagement – highlight any deficiencies in your practices and team skills. We use our Improvement Model to measure your capabilities compared to average and best benchmarks across eight key areas of delivery.

Team topologies

Knowing the work and knowing the capability uplift requirements, we then look at the make-up of your teams (topology) and assess capability and role gaps in each. This allows us to recommend which key skills and potentially roles are 'blind spots' or can be strengthened using Hybrid Teams.

Working out how we'll work to lift your skills

Once we've agreed the team topologies, we'll propose the HYPR people with the best fit for the engagement.

As well as being expert practitioners, they will deliver high-level coaching and teaching skills. This may be through techniques such as pairing and flexible learning through structured modular approaches. They may augment learning through workshops and other focused sessions.

Delivering the work is usually done in short sprints. This allows for experimentation, quicker learning and a better understanding of the value delivered.

Measuring improvements

Lifting the abilities and practices of your people effectively lessens or removes constraints to flow. We can help you set measures and quarterly OKRs and Flow or DORA Metrics for those teams to show improvements in quality, speed, productivity and value.

Achieving world class

Hybrid Teams are not usually short journeys, but tend to create long-lasting, sustainable improvements in practices, skills and, of course, flow of customer value. Just as important are the seminal moments of relevance and progress that happen for people who have experienced real-world implementation of better ways of being, thinking and working. It inspires your teams to stay curious, continuously improve and be ever more adaptable to change.

Why HYPR?

We'd love to help you on your journey to build a world-class product engineering practice. We're obsessed about delivering the outcomes you need and confident that we will deliver. Here are the things that make HYPR different...

Systems thinking – We take a systems-thinking approach to avoid local optimisations that contribute little to the whole. Implementation of a reference technology ecosystem requires this approach (and it's why Progressive Delivery alone won't be enough).

Transition not transformation – Your enterprise operates in a VUCA (Volatile, Uncertain, Complex, Ambiguous) world. It needs to keep flying while making changes. We know from experience that transition is the only way you can do both.

Focus on your people – Technology and people are one system and two sides of the same coin. We focus as much on the team topologies, social constructs and human networks as we do on the tech.

Focus on flow – Progressive enterprises focus on finding and removing delays from their system through the practice of Value Stream Management (VSM). It's the lens we use to look at your business.

Our people – We're a diverse team with shared purpose and values. We have extensive skills across our consulting lines, from the very best software engineers to strategic experts able to engage at board level. They have lived at the coalface of change.

Contact us now –
we're ready to help

HYPR

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Thanks to all the clients and 'Friends of HYPR' who provided
feedback and the pioneers of ideas and models that help us
see things in new and different ways.

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