

# Protel & Protein Case Study

---

## From Mechanical to True Scrum

# General Information about the Company

1

## FIELD OF BUSINESS

Hotels & Restaurants  
Management Automations

4

## ESTABLISHMENT DATE

1998

2

## GROUP COMPANIES

**Protel:** Service Company  
including sales, contract &  
support activities.  
**Protein:** Software  
Development

5

## MARKET POSITION

Sector Leader

3

## COMPANY SIZE

~ 380 Employees

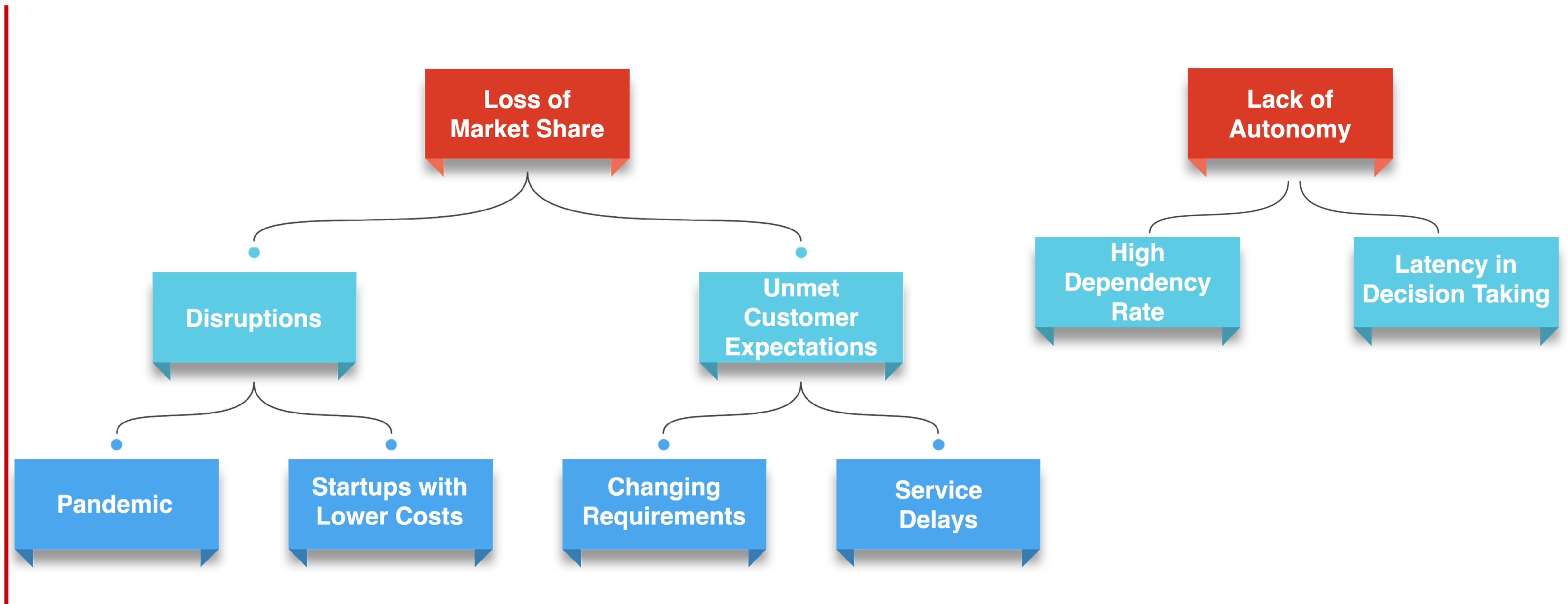
6

## COMPANY REVENUE

35M USD Per Year



# Challenges & Reasons of Agile Transformation



# Vision of Agile Transformation



## Teams

Teams that can produce solutions, make decisions, organize themselves, Monitor the contribution of their success to our customers.



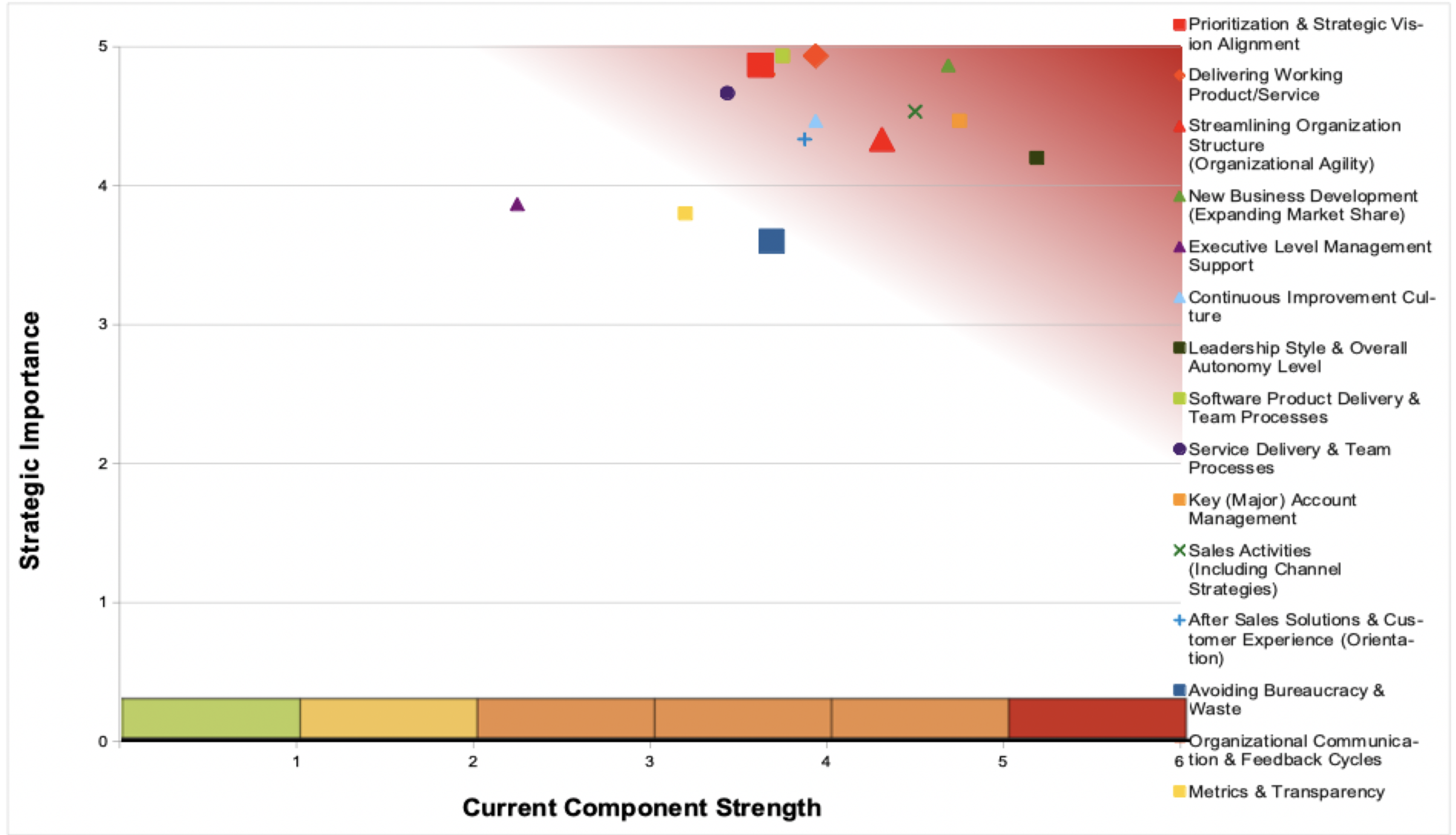
## Organization

Understanding the customers deeply  
Being an organization in which the ability to rapidly adapt to change is constantly strengthened



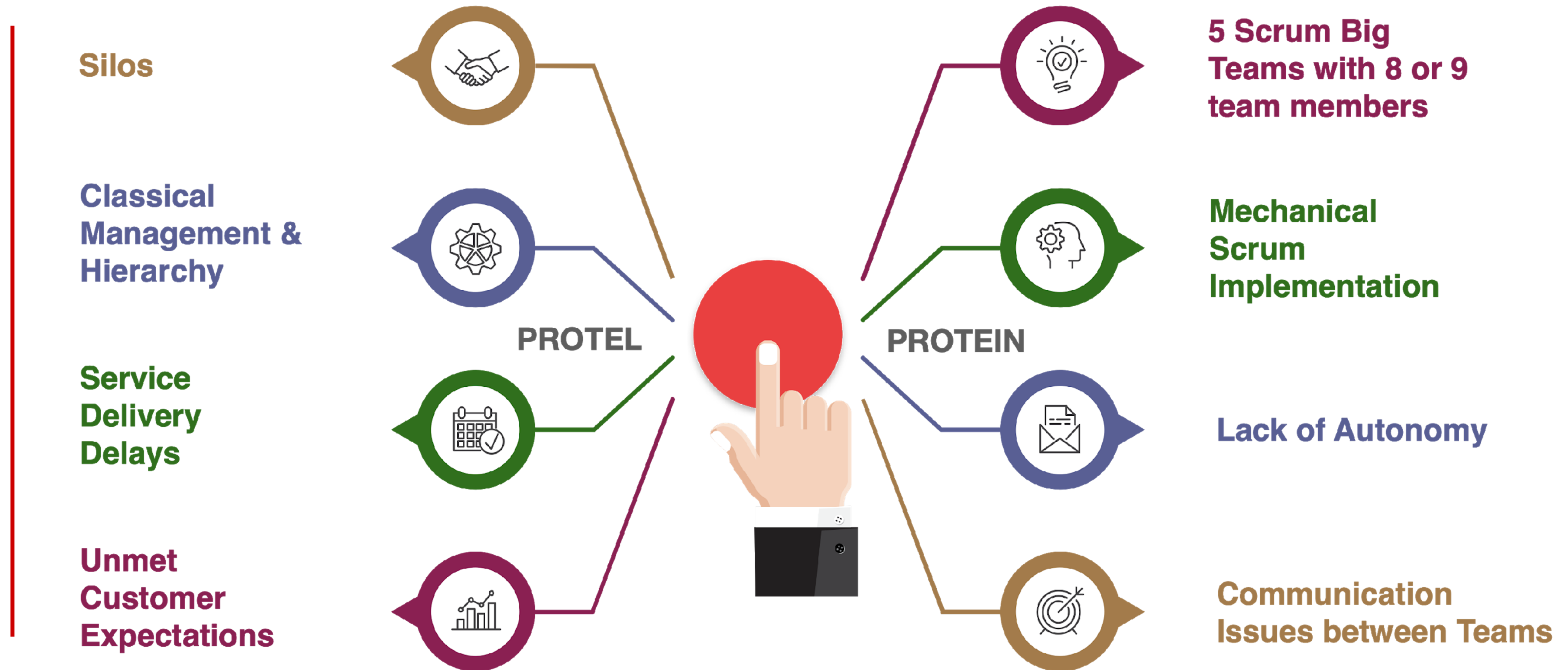


# Heat Map of the Assessment





# Assessment Findings Before Transformation



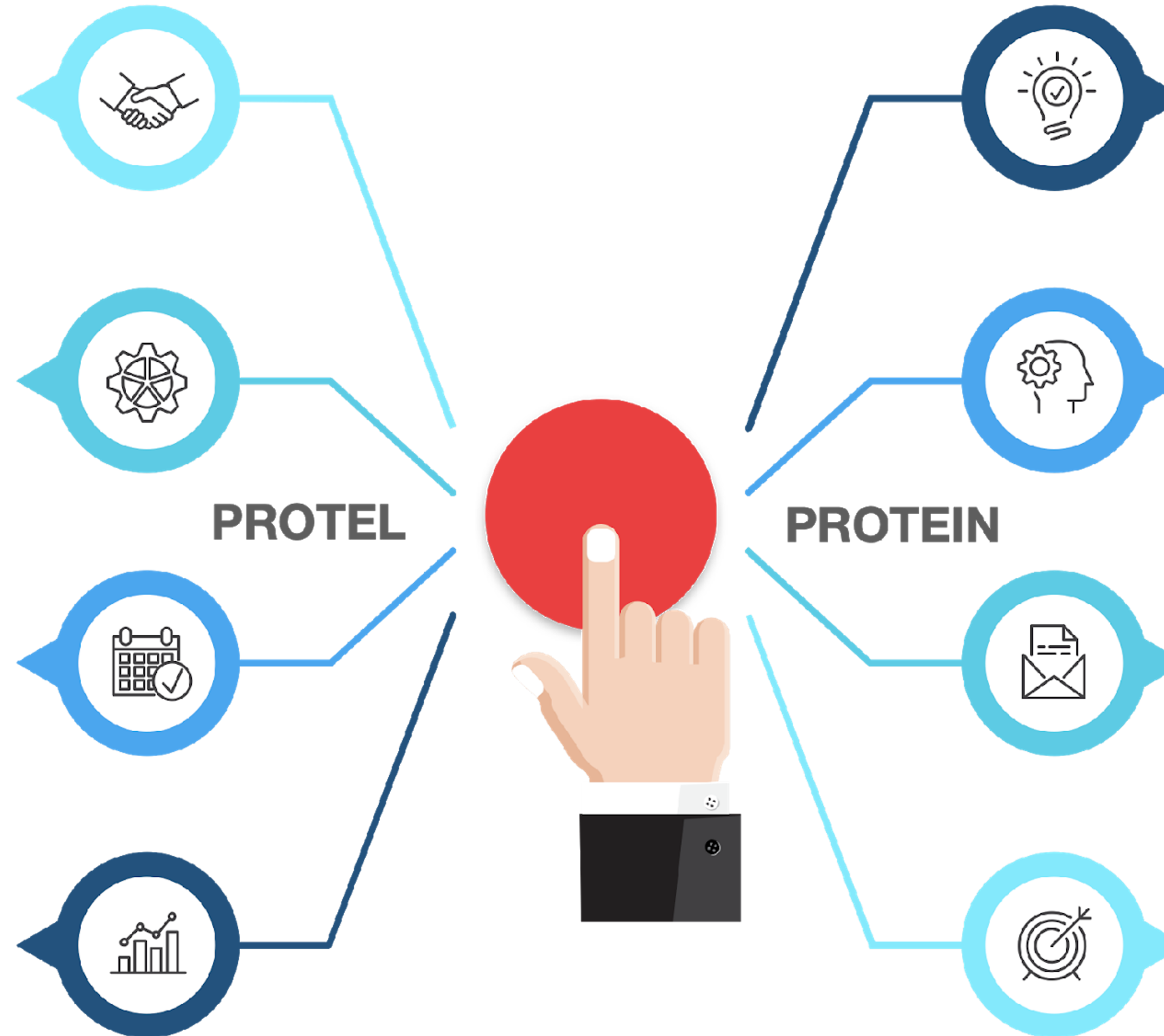
# Decisions

Cross Functional Scrum Teams

Leadership Enhancement

Cross Functionality to Reduce Delays between silos

Understand the Customers' Expectation



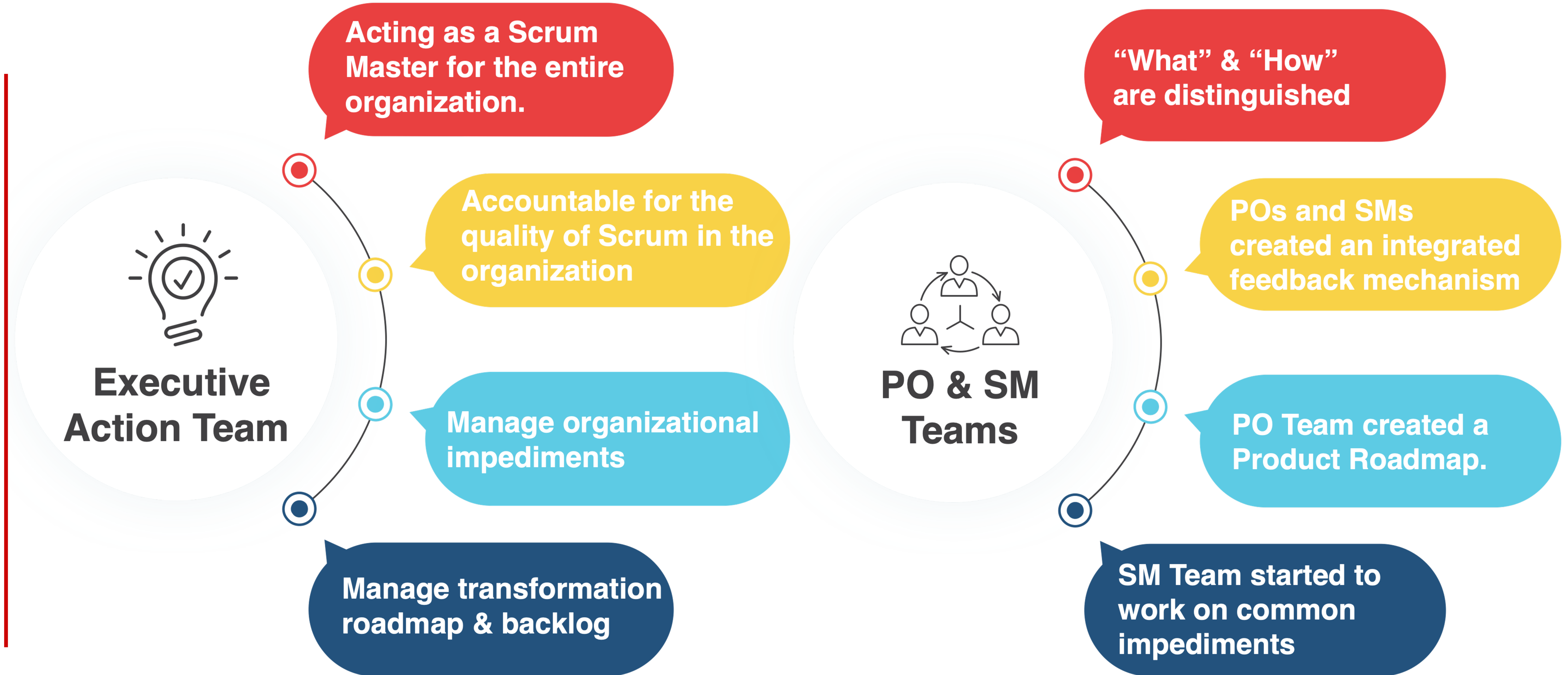
Smaller Teams with 4-5 Team Members

Understand the Logic Behind the Scrum & Apply Scrum Patterns

Self-Managed Teams

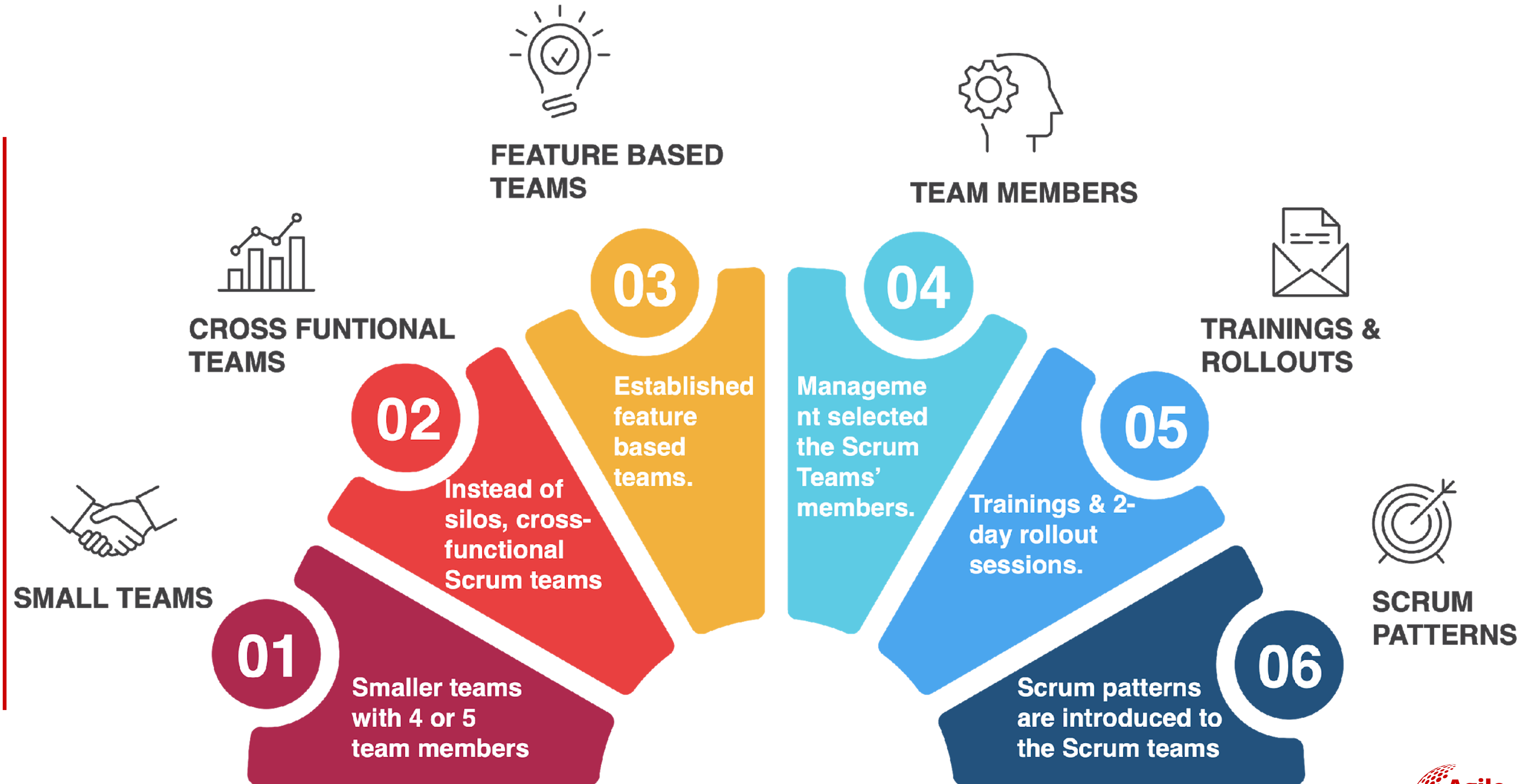
PO & SM Teams

# Organizational Level Actions



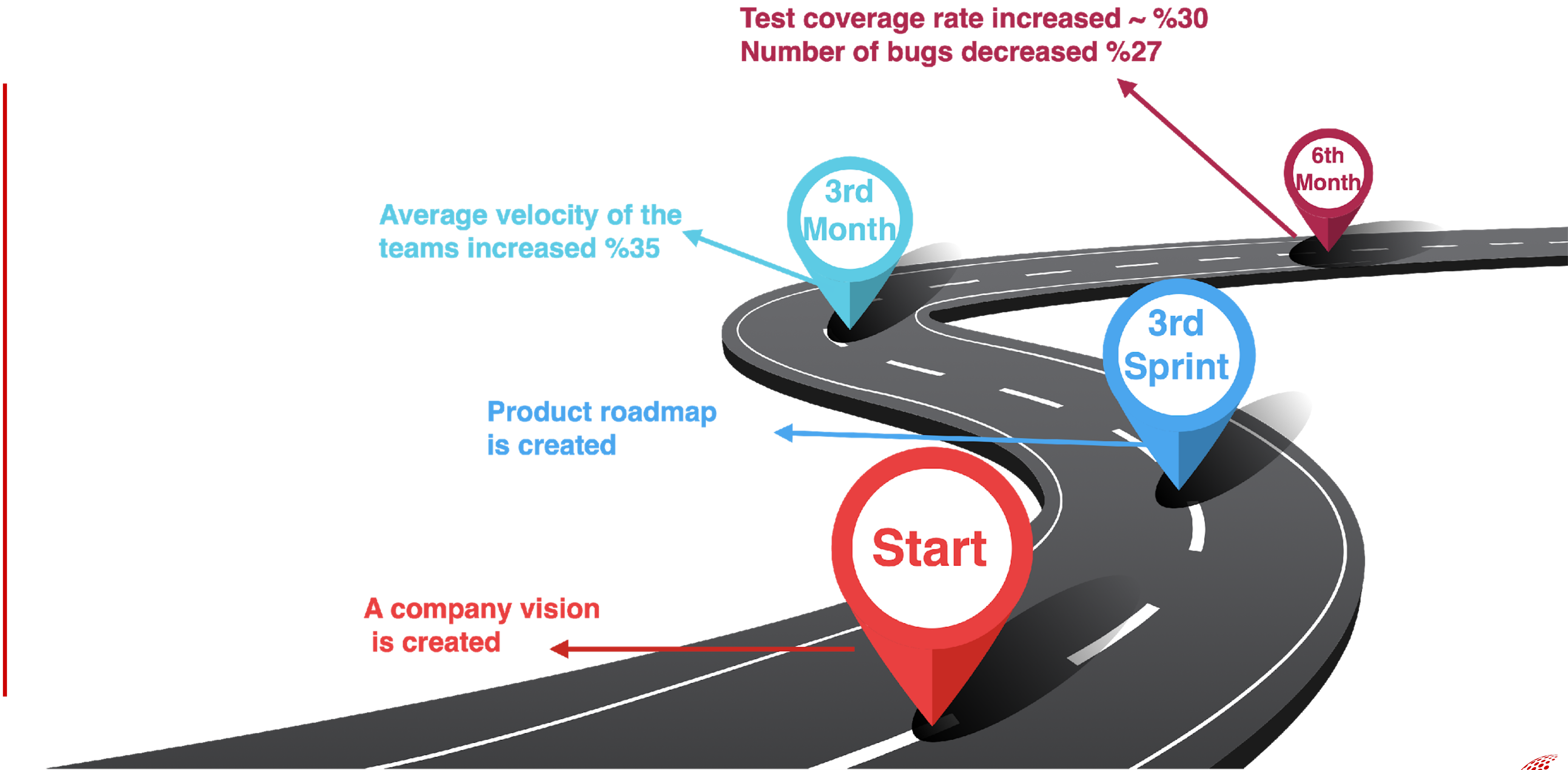


# Team Level Actions





# Results - Protein



# Results - Protel



# Thank You