



**ETC**  
ENTERPRISE  
TRANSITION  
COMMITTEE



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# Executive Action Team (EAT)

## CASE STUDY

# EFS faces new demands that requires them to go faster with higher transparency.

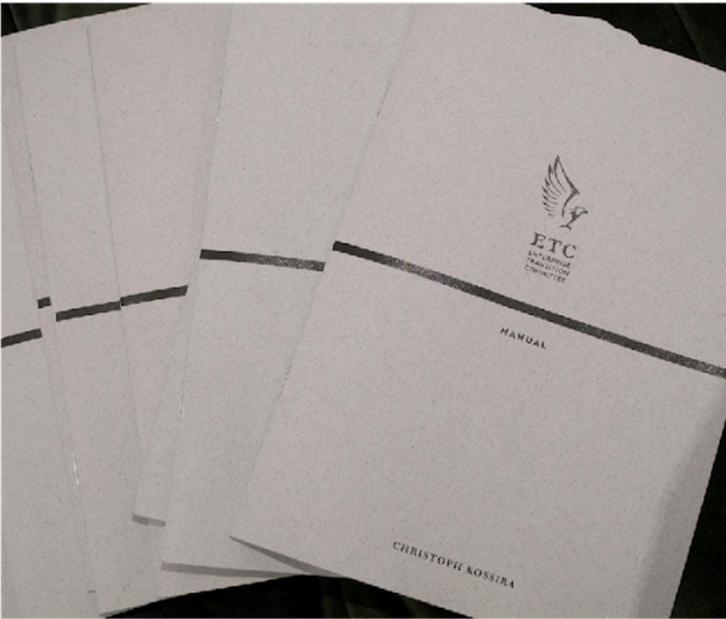
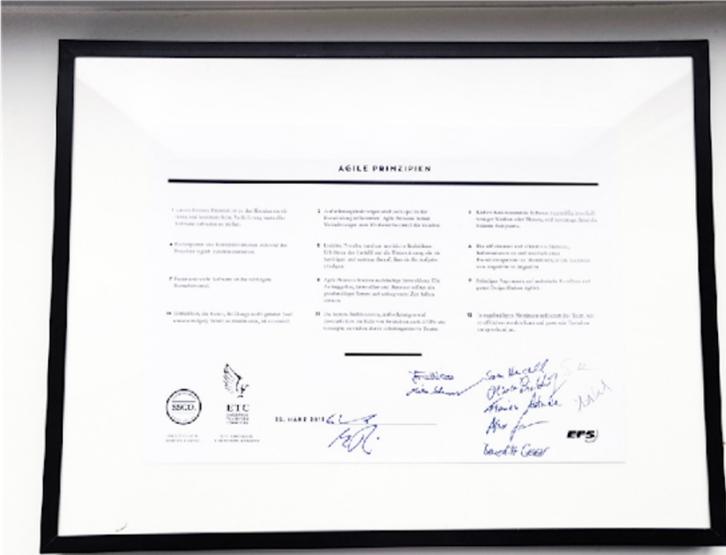


SUPPLIER OF



- 1 New clients
- 2 New vehicle platforms
- 3 Changing requirements and priorities
- 4 New to Scrum and skeptical
- 5 Developers feared that Scrum crushes processes

# 10 Executives became a Scrum Team with 1 common goal delivered in a 4 Sprint Program.



Case Study by Martin Berendt, SSCO.

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# The EAT paved the way for 3 Scrum Teams to be up and running after the fourth Sprint.



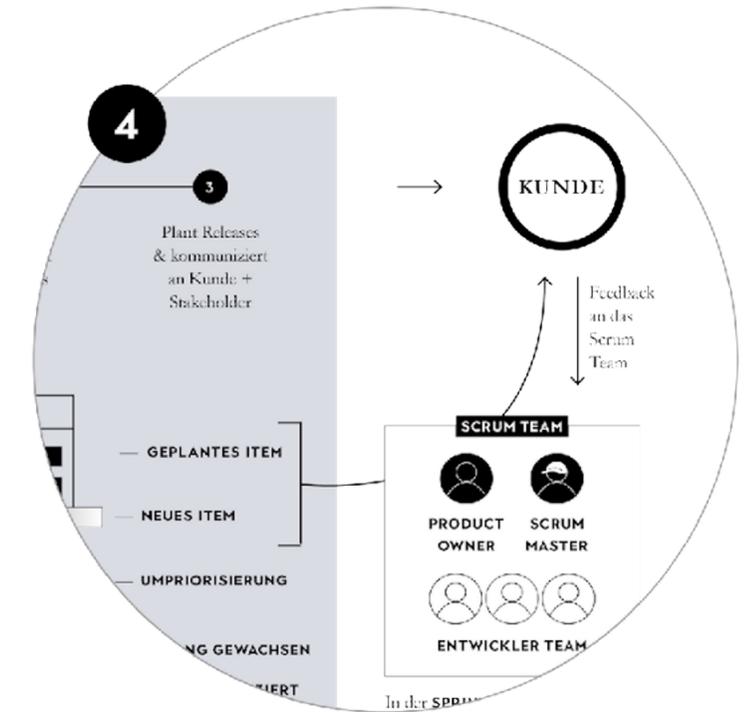
Trained and certified managers and employees.



Mapped all projects to products and Scrum Teams.

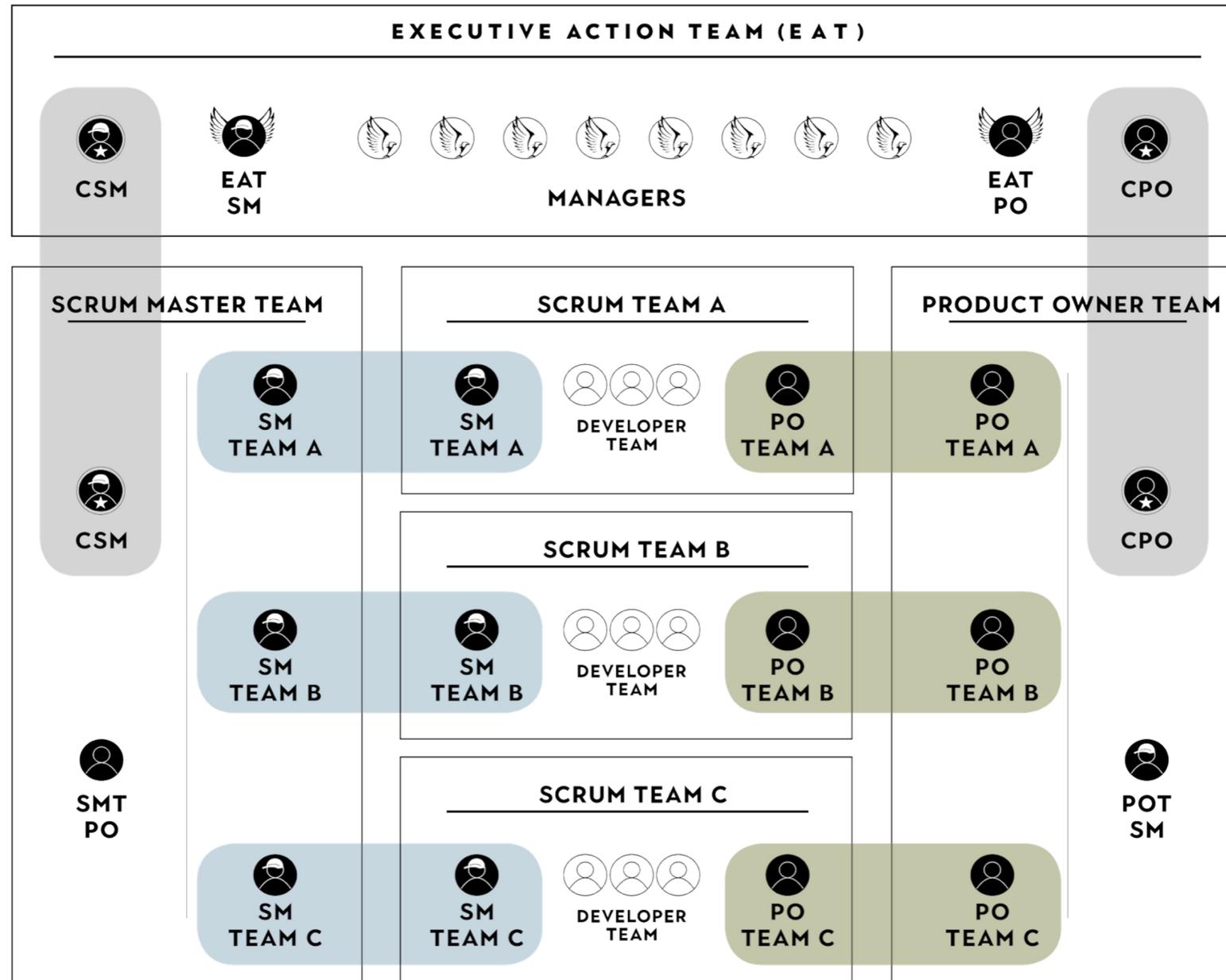


Got employees to self-organize into Scrum Teams.



Aligned with all clients.

# New organizational setup with strong representation across teams.



- 1 Executive Action Team
- 3 Scrum Teams
- 1 Scrum Master Team (SoS)
- 1 Product Owner Team

**“Without the EAT we would have never changed so much of our organization and culture in such a short time.”**

*— Christoph Kossira, VP Virtual Development, EFS GmbH*

# EFS 100 Days of Scrum – Review.



- Employees self-organized into new areas of expertise
- Transparency about team velocity
- Clients want to track and pay per story point
- Less weight on VP's shoulders
- Executives continue working as the EAT
- Increased focus

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