

Nomination: 5635

## Engineering with Excellence Program (EwE)

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**Page: General Information**

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

**Name of Organization/Company**

IBM

**Additional Contacts**

I do not wish to list additional contacts

**Page: Entry Information**

**Entry Title**

Engineering with Excellence Program (EwE)

**Category**

F01 - F70 Solutions, Implementations, and Training Programs or Media > F01 - F48 Solutions & Implementations > F44 - Talent Management Solution - Implementation

**Solutions & Implementations Submission Format**

Written Answers

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**a. If you are nominating a brand-new product, state the date on which it was released. If you are nominating a new version of an existing product, state the date on which the update was released. If you are nominating an implementation, state the date on which the implementation was completed. Required**

Kicking off Engineering with Excellence (EwE) Program

- Wave 1, 5 projects: April 29, 2021
- Wave 2, 4 projects: September 20, 2021

Timing, milestones:

- Design of the framework 2021 Q1
- Propagation and kick off in 2 waves
- Monthly review meetings to reach the Minimal Viable Product (MVP) for all projects and complete those
- MVP announcements, rewards project by project throughout the year
- Planned closing 2022 Q1 (w1), Q2 (w2)

**b. Describe the features, functions, and benefits of the nominated product, service, or implementation (up to 350 words). Required**

The program launched in 2 waves in 2021 within the IBM CIO Hungary organization to connect and engage technical talents through cross functional project works.

This new initiative evolved the talent management process of CIO Hungary to the next level by targeting self-organized IT teams to deliver business value through stretch assignments.

The framework was designed to support the bottom-up organization of project teams by encouraging and supporting them through various tools and motivational resources.

We encouraged the entire CIO Hungary population (350 employees) to participate in the program by submitting their ideas. The program leaders facilitated the ideation process with guidance on how to define meaningful while realistic ideas, how to form the team, how to define management system around it, including sponsor and agile coach assignments. Cascading reward system motivated the project teams along their journey.

Project sponsors were selected by the teams from the sponsor pool which was built up from experienced leaders of CIO Hungary.

The first wave of the program was kicked-off with 5 projects while 4 new initiatives launched in the second wave.

The 9 EwE project teams (average 5-6 people) developed software products to solve real business problems with signature client experience by discovering, learning and applying new technologies, like Watson Language Translator, automation, development frameworks, APIs, various visualization and dashboard tools.

Results: The teams improved the efficiency of business operation support by developing solution to translate the business requests automatically into codes, automate test executions, and modernize mainframe job management. The products enhanced the way of working of our agile teams by launching leadership organization dashboard and improved the business productivity through process automations. They contributed to assist the hybrid way of working by developing car parking application. Furthermore, they connected isolated teams through trendy collaboration solutions ... and many more great products which were the outcome of the program.

Participants were recognized by cascading reward system in 3 cycles.

See details in enclosed evidences.

All in all, the program overachieved all expectations, so the CIO Hungary management team committed to continue it in the coming year even through more inclusive format.

**c. For the nomination of a product or service, outline the market performance, critical reception, and customer satisfaction with the product or service to date. State monetary or unit sales figures to date, if possible, and how they compare to expectations or past performance. Provide links to laudatory product or service reviews. Include some customer testimonials, if applicable. For the nomination of an implementation, outline the need or problem that was identified, why the solution was chosen, how the solution was implemented, and the results of your implementation to date (up to 350 words). Required**

The program was designed by the CIO Hungary management team.

Since CIO has various functions represented in Budapest, it is essential to connect the 52 different squads with a local technical program to maximize the value of our skills to CIO's mission to deliver the best client products by the Hungarian talents. As IT trends and CIO priorities are the same for everyone we envisioned the elimination of redundant discoveries to save effort, time and bring bigger opportunity to all CIO team to understand and experience with the value of emerging technologies.

This program helped to practice the learned technology in real business cases by collaborating with cross functional team members which could bring new views into the development practices and client products, moreover expanded the usage of solutions across CIO.

Based on the feedback from our people we intended to use this program to fill the gap of missing skills for the squads and through these stretch assignments enable teams to work on something which didn't get priority from the product owners.

Our local management team defined system for managing the local CIO objectives and the EwE program perfectly fit to it to increase the visibility of our local efforts and excellence. We could show this program through executive presentations, articles in CIO Newsletter and via many propagation materials, videos, and podcasts.

Additionally, we could use this program to deliver value to all the Hungarian IBM entities as well (e.g. Car Parking Tool has been launched to all Hungarian IBMers).

This program also brought a lot of indirect value to the employees such as trying out new professions (e.g. business analysts tried application development or developers played the role as project manager or seller), moreover through the projects our experts could collect evidence for their technical certifications. Participants used this program as a safe environment to expand their capabilities beyond their daily duties.

We received great feedback from global CIO and most importantly from the 49 participants. We already work on evolving the program to the next level and extending it to other organizations within IBM in 2022.

**d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional**

The following attachments supporting this nomination are included below:

- Program Framework: <https://ibm.box.com/s/mx877u2p9n9ilrag17pieaummcrcnz1ox>
- Idea submission form: <https://ibm.box.com/s/3h9gc1slw3paddcyaor85q1b7jwz8u4l>
- Ideas and Idea Board: <https://ibm.box.com/s/3lp2ithcxk4cvdgxy5y6m2jmoasuxlvb>
- Project kick-off materials and reward system: <https://ibm.box.com/s/iyom5skyx8pzrgukh4zbcq29zkfmrul8>
- Sample of feedback report: <https://ibm.box.com/s/yYPD1zj28vzbiznmlDng5ibs75ddd95t>
- Sample of propagation video: <https://ibm.box.com/s/z07i1392x5t7ku4ayk20wsozxls1ukt2>
- Survey results (received by March, 2022): <https://ibm.box.com/s/mggxvfhwonjq0b24re8k05p8trr5p59i>

**Webpage Link**

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(<https://ibm.box.com/s/mx877u2p9n9ilrag17pieaummcrcnz1ox>)

**Would you like to add an additional webpage link?**

Yes

**Webpage Link 2**

<https://ibm.box.com/s/3h9gc1slw3paddcyaor85q1b7jwz8u4l>  
(<https://ibm.box.com/s/3h9gc1slw3paddcyaor85q1b7jwz8u4l>)

**Would you like to add an additional webpage link?**

Yes

**Webpage Link 3**

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(<https://ibm.box.com/s/3lp2ithcxk4cvdgxy5y6m2jmoasuxlvb>)

**Would you like to add an additional webpage link?**

Yes

**Web Page Link 4**

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(<https://ibm.box.com/s/iyom5skyx8pzrgukh4zbcq29zkfmrul8>)

**Would you like to add an additional webpage link?**

Yes

**Web Page Link 5**

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(<https://ibm.box.com/s/yrrpd1zj28vzbiznmlrng5ibs75ddd95t>)

**Would you like to add an additional webpage link?**

Yes

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(<https://ibm.box.com/s/z07i1392x5t7ku4ayk20wsozxls1ukt2>)

**Would you like to add an additional webpage link?**

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(<https://ibm.box.com/s/mggxvfhwonjq0b24re8k05p8trr5p59i>)

**Would you like to add an additional webpage link?****Supporting Document**

No File Uploaded

**Would you like to add an additional supporting document?**

No

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