

Nomination: 7279

## The Architech Model for Agile

### 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

Architech

### Additional Contacts

I would also like to have others receive emails about the disposition of our entries.

### Page: Entry Information

### Entry Title

The Architech Model for Agile

### Category

B01 - B59 Achievement > B43 - Best Team Development Program

### Achievement Submission Format

Written Answers

#### a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required

Our company had about 200 employees, and most of them were technical people - developers and designers. We were focused on developing great banking solutions and we believe we are one of the best in banking technologies business. However there was a compelling issue that, we had difficult times finding talented workers. Even though we could hire talented people, keeping them in our company was a challenging issue and we would lose them most of the time. There were big gaps between good and the moderate developers. People were feeling exhausted from only dealing with work. The planned annual education was not satisfying their desire of self improvement. Even though we sincerely see our employees as part of the family, we had a hard time conveying this feeling to them. We were applying scrum to control the workload on our colleagues, but they were still suffering from heavy workload. also here were times when our customers were also unhappy about the deadlines. Efficiency was low, turnover was high, happiness was not at the point we desired. We had to carry out intensive and effective activities to correct the picture.

#### b. Outline the team's or organization's achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). Required

We are aware of the influence of talents in shaping the world and have adapted our agile process accordingly. Over the last 2 years we have focused on Talent and Team management strategies to discover, recruit, develop and retain talented people. Our unwavering goal is to have happy, progressive, and connected team members as a valuable outcome of our agile process. We acknowledged that this goal cannot be achieved without the support of Human Resources activities. The Architech Model for Agility is an HR-enabled process tailored to focus on people as much as product.

Our talent hunting activities have made recruiting talented individuals easier compared to the past but hiring alone is not enough, we should also develop and retain them. We have created a very human Talent and Team Management strategy to achieve this goal.

First of all we encourage our colleagues to develop themselves as much as possible. We support them financially on their development journey. Our belief and investment in their growth results in loyalty and increased productivity. Furthermore, Our activities that strengthen interpersonal relationships, which we have shaped to include families also, have enabled us to achieve an organization that is more like a family than a team.

Lastly, a fair and comprehensive performance review process prevents our colleagues from becoming demotivated. We believe that we enable people to see the performance review process as a mirror and an opportunity to develop the skills that need improvement.

**c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words). Required**

Thanks to various talent hunting programs, we can reach talents from the top 10 universities of Turkey. Even within these 10 universities, we have an internal ranking system based on the candidate's faculty and university, and currently our internal ranking of the recruitment is 8.5 out of 10.

By the end of year 2021 our turnover rate was %23.17. With The Architech Model, which focused on people as much as Product, we decreased this rate to %14.80 at the end of 2022 and now by 14th June of 2023 the turnover rate is happily only %0.86.

GPTW scores also clearly indicates our success. We were certified as GPTW in 2021 with a rate of 78%, which we raised to the flattering point of 89% by year 2022.

Throughout 2022 and so far in 2023, with only 103 people:

- We set-up 2 digital and 3 investment banks from scratch.
- We set-up our Powerfactor product in an insurance company and in a bank.
- We achieved to complete EthixNG project, a 40 million USD budget global banking platform. We've already set-up this platform 2 banks in Africa, during last 6 months.

This great output couldn't be achieved if the teams weren't cross-functional. By the policies of the Architech Model like Mentorship, Help culture development , handover sessions, encouragement to request different tasks, we matured our teams to be cross-functional.

People have gained common knowledge on various banking modules like ,CRM, Credits, Deposit, Treasure, ERP, CallCenter, Mobile&Internet Banking, PaymentSystems

**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 Architech Model for agile focuses on people as much as Product. So we give high importance to talent Management, people development and team building activities.

1. TheArchitechModel-TalentHunting.pptx : Hiring talented people, can start your agile journey with a big advantage. This presentation briefly demonstrates some of our talent hunting activities.
2. TheArchitechModel-TalentDevelopmentGarage.pptx: Retaining talents is even more challenging than hiring. Investing in their development is crucial for their progress and satisfaction. Our passion for their development makes them feel valued and that we need them for the future. We've several programs to develop our colleagues, briefly described in this presentation.
3. TheArchitechModel-EducationPromotion.pptx: Some of several incentives related to training& development are presented in this presentation.
4. TheArchitechModel-TeamManagement.pptx. Making people a great team is a challenging goal, we believe we've done better and have made our company a big and strong family. This presentation presents some of the activities to help people feel as family members.
5. TheArchitechModel-ChapterLeadActivities.pptx. We've tailored Chapter structure to extremely & intensively focus on people. We've intensive feedback, review and mentoring activities to develop people. The presentation briefly outlines our chapter activities.
6. TheArchitechModel-PerformanceMeasurementandPOCLAC.pptx: A fair performance review process will prevent people from being demotivated and see review outputs as potential development points for themselves. This presentation includes information about our performance review process.
7. TheArchitechModel-Achievements.pptx: A presentation to summarize our achievements thanks to the Architech Model agile processes.
8. An illustration for our Chapter Lead Activities.
9. GPTW certificate for January 2022- January 2023

**Webpage Link**

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

**Supporting Document**

Download File (<https://stevies-sage.secure-platform.com/file/17829/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxNzgyOSwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm91E?1.%20TheArchitechModel-ChapterLeadActivities.pptx>)

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

Yes

**Supporting Document 2**

Download File (<https://stevies-sage.secure-platform.com/file/17830/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxNzgyMCwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm91E?2.%20TheArchitechModel-TalentHunting.pptx>)

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

Yes

**Supporting Document 3**

Download File (<https://stevies-sage.secure-platform.com/file/17831/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxNzgzMSwiYWxsY3dOb3RTaWduZWRVcmwiOiJGYWxzZSIImInbm9yFKaAs?3.%20TheArchitechModel-TalentDevelopmentGarage.pptx>)

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

Yes

**Supporting Document 4**

Download File (<https://stevies-sage.secure-platform.com/file/17832/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxNzgzMiwiYWxsY3dOb3RTaWduZWRVcmwiOiJGYWxzZSIImInbm9y4.%20TheArchitechModel-Training%26Development.pptx>)

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

Yes

**Supporting Document 5**

Download File (<https://stevies-sage.secure-platform.com/file/17833/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxNzgzMywiYWxsY3dOb3RTaWduZWRVcmwiOiJGYWxzZSIImInbm9y27s7pmUcoSL4puVhCOs5iNBteu-Ba3JGWA?5.%20TheArchitechModel-TeamManagement.pptx>)

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

Yes

**Supporting Document 6**

Download File ([https://stevies-sage.secure-platform.com/file/17834/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxNzgzNCwiYWxsY3dOb3RTaWduZWRVcmwiOiJGYWxzZSIImInbm9yFBPJIOP934mFlsDXM-kpuIZpreyrOVnlOrMj\\_g?6.%20TheArchitechModel-PerformanceMeasurementandPOCLAC%20-%20Copy.pptx](https://stevies-sage.secure-platform.com/file/17834/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxNzgzNCwiYWxsY3dOb3RTaWduZWRVcmwiOiJGYWxzZSIImInbm9yFBPJIOP934mFlsDXM-kpuIZpreyrOVnlOrMj_g?6.%20TheArchitechModel-PerformanceMeasurementandPOCLAC%20-%20Copy.pptx))

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

Yes

**Supporting Document 7**

Download File (<https://stevies-sage.secure-platform.com/file/17835/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxNzgzNSwiYWxsY3dOb3RTaWduZWRVcmwiOiJGYWxzZSIImInbm9ym00xpuPO2bo8ATGmNdB6GQ4GSVc8ISLn4C1ByM?7.%20TheArchitechModel-Achievements.pptx>)

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

Yes

**Supporting Document 8**

Download File ([https://stevies-sage.secure-platform.com/file/17836/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxNzgzNiwiYWxsY3dOb3RTaWduZWRVcmwiOiJGYWxzZSIImInbm9yAgilePoster\\_v3.pdf](https://stevies-sage.secure-platform.com/file/17836/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxNzgzNiwiYWxsY3dOb3RTaWduZWRVcmwiOiJGYWxzZSIImInbm9yAgilePoster_v3.pdf))

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

Yes

**Supporting Document 9**

Download File (<https://stevies-sage.secure-platform.com/file/17837/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxNzgzNywiYWxsY3dOb3RTaWduZWRVcmwiOiJGYWxzZSIImInbm9yGPTW%20Certification-%20ARCHITECHT%20B%20C4%B0L%20C4%B0%20C5%20E%20C4%B0M%20ENG.pdf>)

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

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