

# GLOBAL CO-ENGINEERING CENTRE LAUNCH PLAN & BEST PRACTICES

36 MONTHS

18 MONTHS

12 MONTHS

2 MONTHS

## KEY FAILURE POINTS

- Incomplete take over of process ● ● ●
- Higher attrition ● ●
- Disruption in asset and IP transition ● ● ●



SCALE

## OUR BEST PRACTICES

- Change management and communication program involving core team
- Retention bonus plans for core team and star performers

## AND OUR QUALITY GATES

- Process KRA and Metrics successfully met.
- Accurate GMDB Dashboards. Knowledge repository setup and used.
- PDBP successfully rolled out and transitioned.

- Missing releases ● ●
- Increased leakage ● ● ●
- PLA violations ● ● ●
- Different performance and productivity monitoring ● ●
- High attrition ● ●
- Run vs optimize ● ● ● ●



OPERATE

- Process KRA and metric baseline
- Joint staff meeting in regular frequency according to agile principles
- GMDB & common dashboard
- PDBP implementation
- NPLB reviews
- Quarterly leadership communication
- Key talent recognition

- Customer CXO visit.
- Joint selection panel identified.
- Architecture governance board and structure defined.
- Process handbook delivered.

- Lack of cultural alignment from people ● ●
- Teams follow their familiar engineering process not aligned to the products ● ● ●
- Focus moves from technology quality to task completion ● ● ●



BUILD

- Customer CXO led branding & culture alignment from start
- Joint selection process of teams
- Process gap assessment and tailoring for Harman
- Architecture governance council

- Core team onboarded.
- Vision and roadmap drafted.
- Screening, recruiting and training curriculum defined.

- Failure to align the core team across domain, technology, program and operations management ● ● ●
- Lack of shared vision and future customer experience ● ●
- Poor inception process to identify the technology and architecture landscape of products ● ● ●



PRE-LAUNCH

- Core team of architects, program managers and devops managers onboarded with customer
- Vision and roadmap workshop
- Definition of recruiting, screening and training process

## KEY SUCCESS FACTORS



Talent



Technology



Engineering Best Practices



Process Governance



Knowledge Management