



SUMMIT
ONLINE

T R A 0 9

How to create an environment that accelerates transformation and unlocks innovation

Brian Kozan

AWS Skills Guild Delivery Lead, APAC
Amazon Web Services

Transformation

Cross-functional teams

Culture

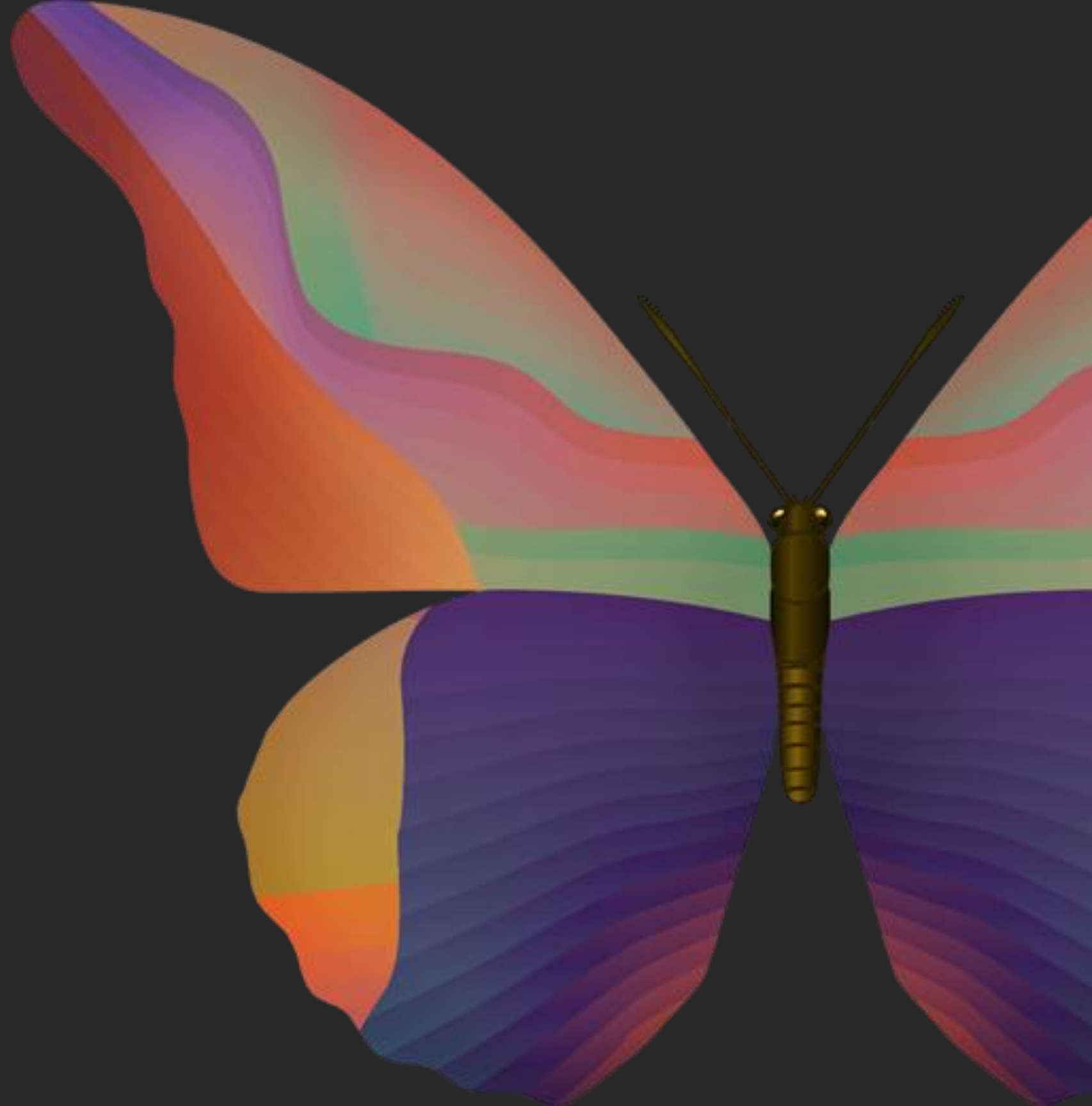
Data driven

Experimental

Digital

Embrace failure

Upskilling



Transformation

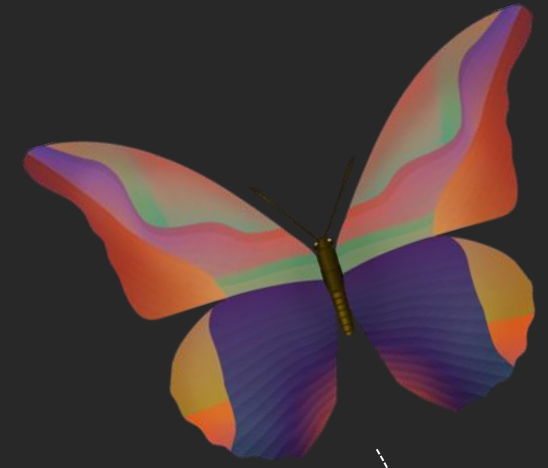


Innovation

Experimentation



Release velocity



Transformation



AWS Skills Guild: The formula



Build
excitement

+



Technical and business
enablement

+



Champions

Five steps to accelerate transformation



Communicate Mission

Clarity of purpose



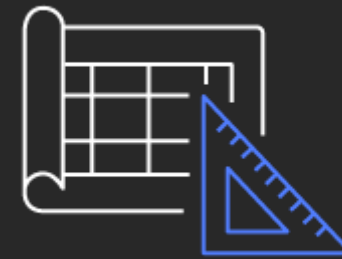
Develop New Skills

Competence



Give Permission

Experiment in a safe environment



Architect a Community

Share and collaborate



Incentivise, Recognise, and Reward

Enforce our new idea of exceptional

The big question

How do I find people who
are innovative?





A survey from 451 research shows that...

90%

...of IT decision makers report cloud skills shortages.

451 Research, *Demystifying Cloud Transformation: Where Enterprises Should Start* September 2019, <https://www.virtustream.com/lp/451-research-cloud-transformation>

The big question

How do I teach
my people to be
experimental?



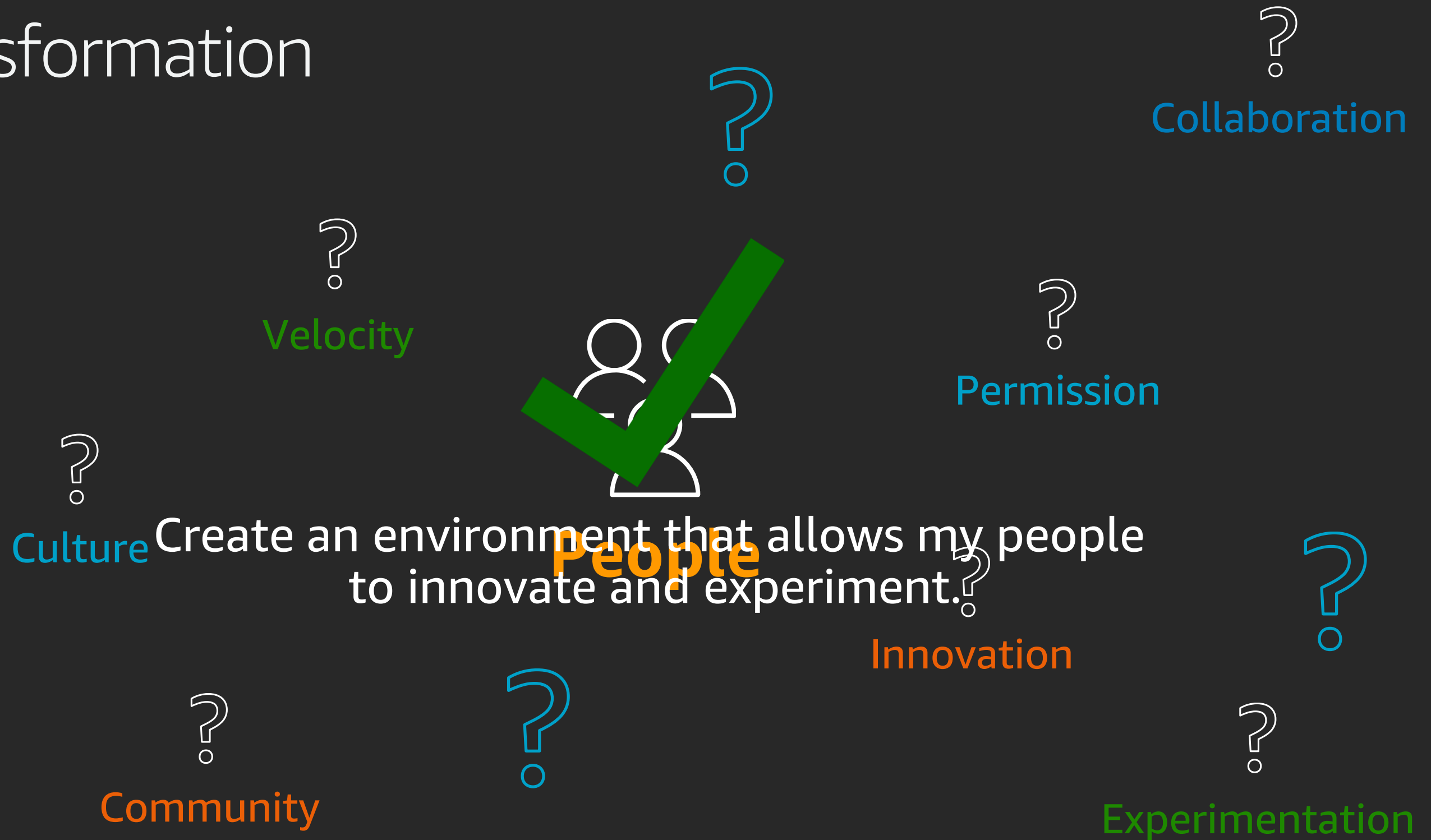
Training is a crucial
component of
transformation

“Culture eats strategy
for breakfast”

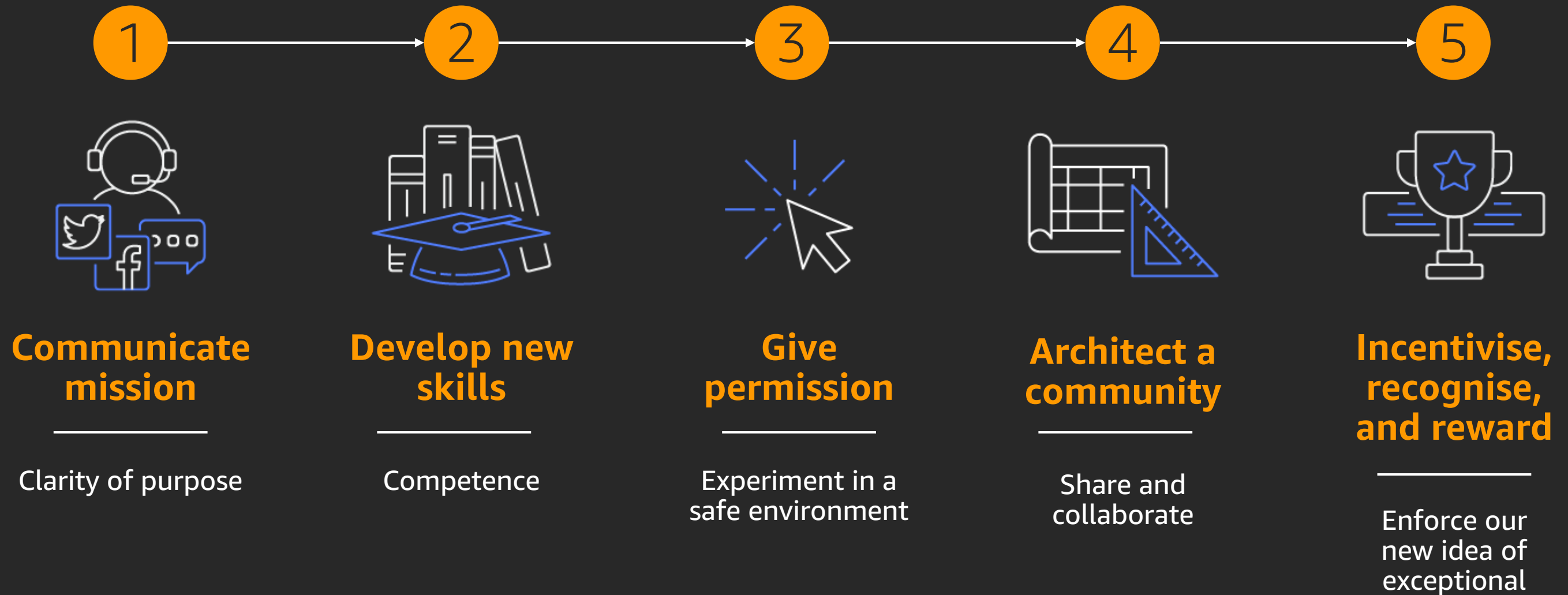
– Peter Drucker



Transformation



Five steps to accelerate transformation



Control

If you give your people free rein to innovate and experiment, how do you maintain control?







Clarity



“We are stubborn on vision. But we are flexible on the details.”

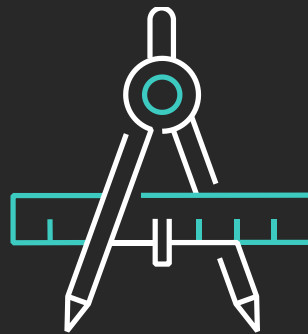
Jeff Bezos



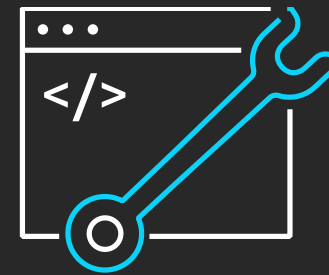
Competence



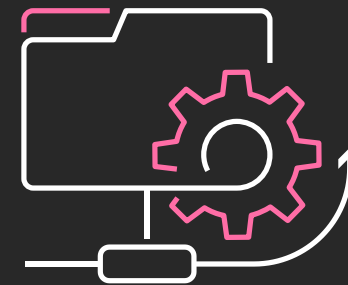
Cloud practitioner



Architect



Developer



Operations

Control

Leadership is the best place to define strategy.

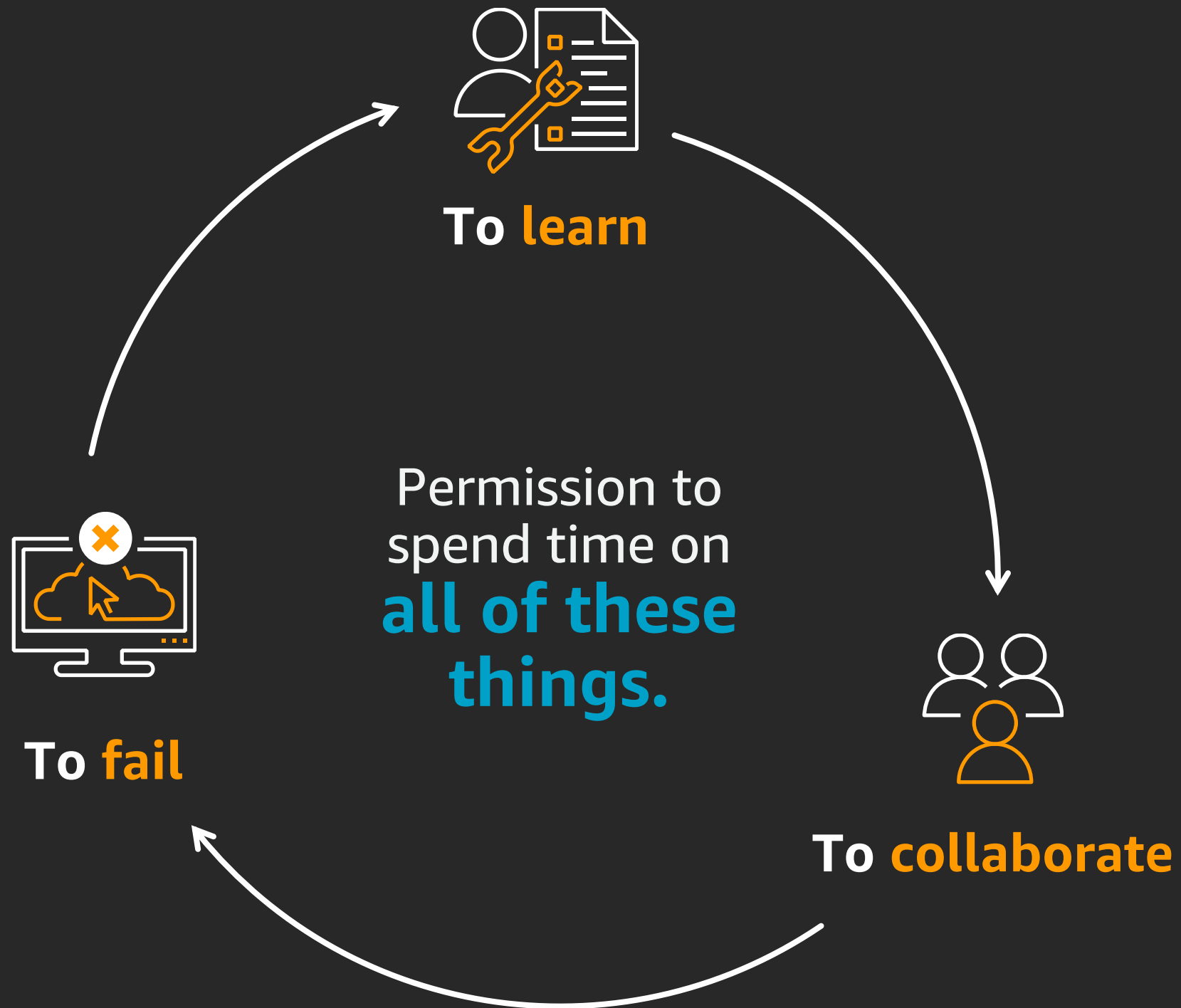
Staff have the data and customer insight on how to serve them better right now.



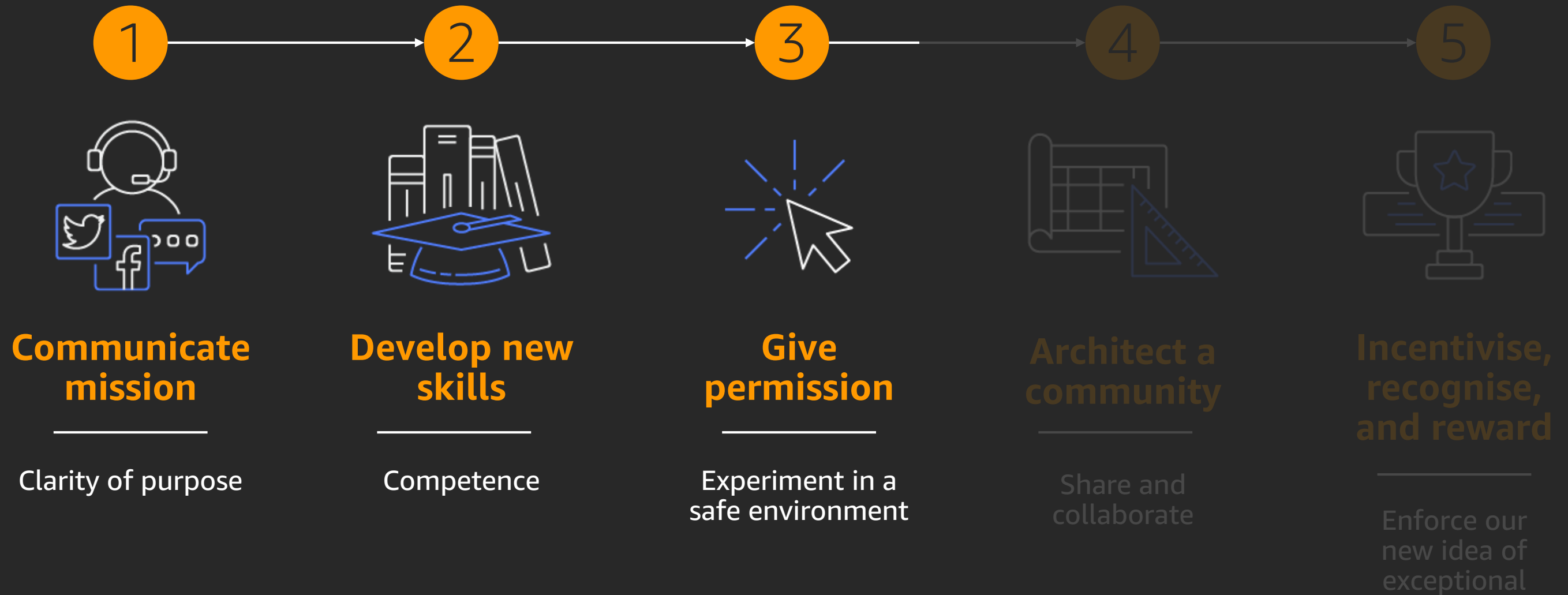
Five steps to accelerate transformation



Permission



Five steps to accelerate transformation



Community



How does transformation happen in your organisation?

Community



**Community
of practice
presentations**

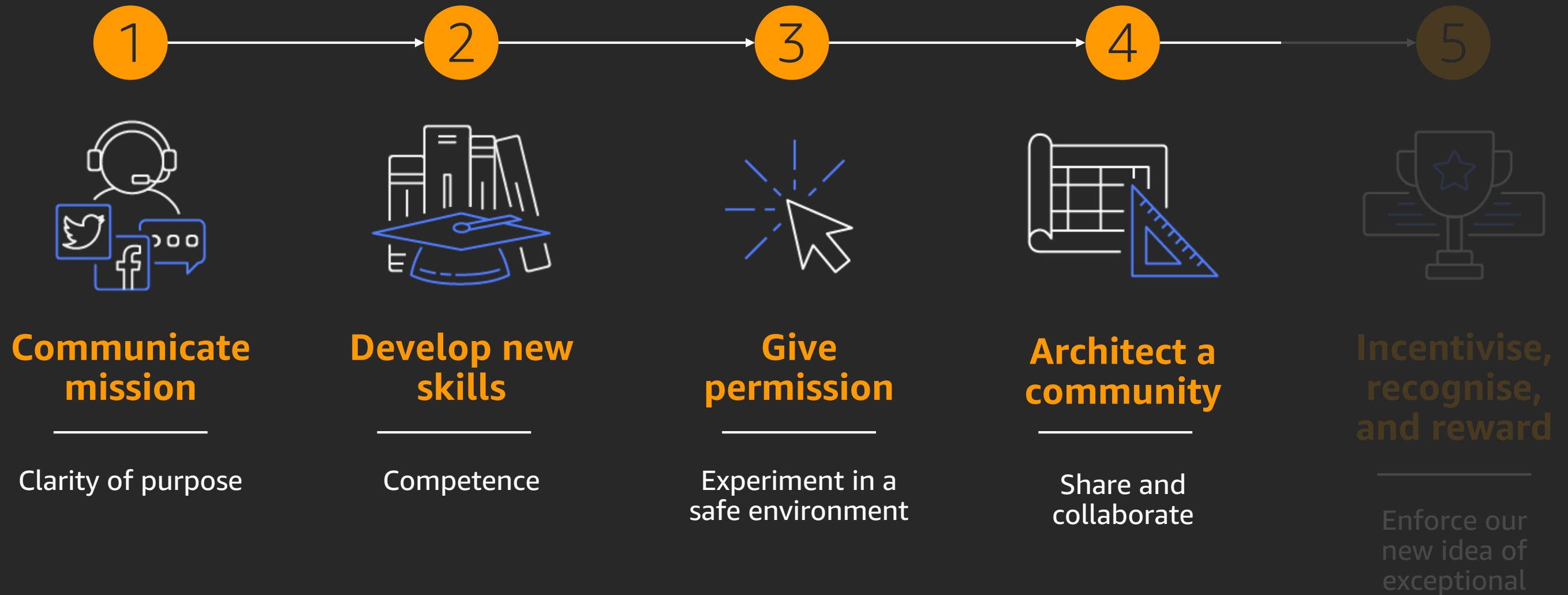


**Lunch and
learn sessions**



**Formal and
informal events**

Five steps to accelerate transformation



Participation

We need to seek and find those people that are trying and failing.



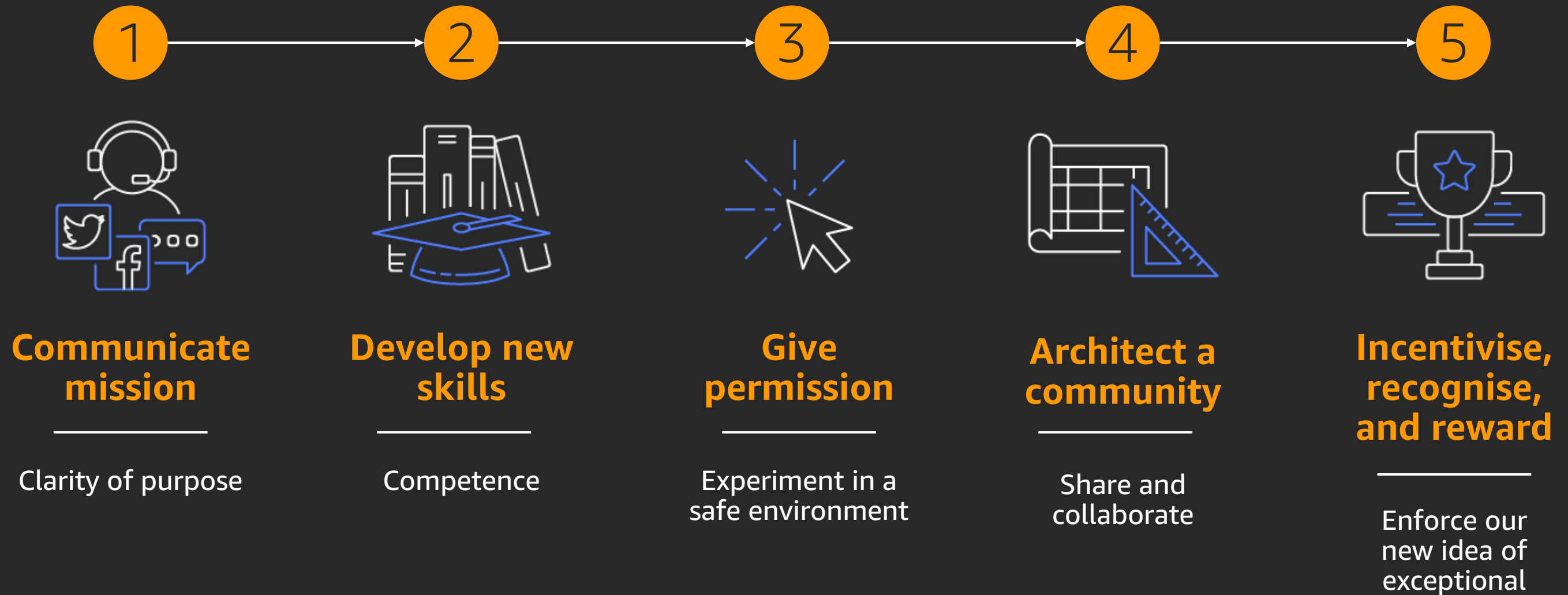
KPIs and measurements

- Traditional metrics
- Commitment based

Andrew Wetherell
CEO, Alto Education



Five steps to accelerate transformation



Thank you!