Towards a #FullStackFuture

Top 5 imperatives for enterprises on digital skilling in the current business environment.

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Embrace a
Full Stack future

Covid-19 has almost overnight made work from home a new norm. Distributed IT teams are looking for full-stack developers – as they are more productive with higher utilization.

Embracing full-stack thinking helps enterprises enable small teams with self-sufficient skills to take digital transformation engagements. Globally, product teams and digital engineering teams are increasingly demanding only full-stack resources.

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Focus on Deep Skilling to Differentiate

In the game of digital talent, it is a war of skills out there. It is not just reskilling or upskilling, but full-stack deep-skilling, which is the differentiating factor in combating this war.

Hiring job-ready full stack engineers is a tough ask and is a costly solution.

Given the current times, talent transformation teams need to:

1) Deep-skill internal talent on full-stack

2) Hire external talent with strong base skills (2 or 3 years of lesser experience) and deep-skill on full-stack before deploying

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Bring in Full-Stack Thinking
Across the IT Team Pyramid

Customers are expecting technology teams to collaborate to solve problems in shorter timelines. IT teams are having to position small agile teams of problem-solvers rather than large teams. The key roles being reimagined with full-stack thinking are:

Developer → **FSD** (Full Stack Developer)- From pockets of expertise to end-to-end full-stack skills

QA/BA → **QE (SDET)** - Functional testers or business analysts to full-stack quality engineers with the ability to read, trace code to build test automation

Support Engineer → **SRE** - Technical Operations to Site Reliability Engineer (SRE) to drive a higher level of automation in application deployment

Program / Delivery Manager → **Engineering Manager** - who can gather unarticulated needs, create ROI, envision solutions, understand modern architecture and manage the engineering team to deliver with small agile teams

Architect → **Digital Architect** – who can architect, design and own the end-to-end architecture from user experience to Cloud-Native implementation

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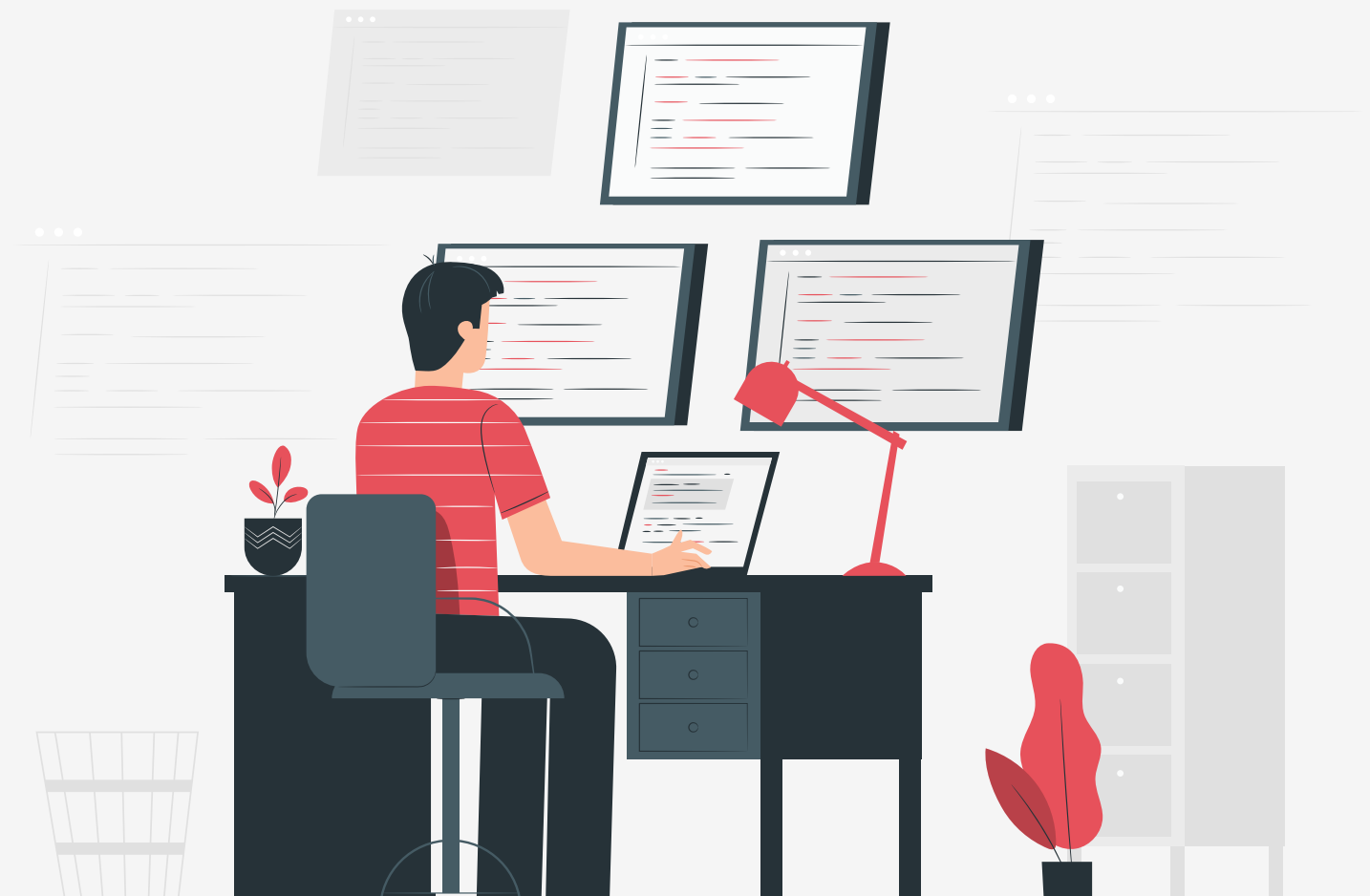
Build a
Culture of Trust

4.

The current situation of teams working from home in a distributed environment is becoming the new norm. In this mostly unsupervised functioning, what is the role of traditional manager, or is there one?

Building and nurturing a higher level of "Trust" among the full-stack team members will help in setting a high productive distributed workforce.

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Ensure Skilling Drives Business Outcomes

5.

Leadership and businesses are looking for innovative ways to:

- Reduce time-to-deployment for new hires
- Ensure new resources are day one job-ready
- Improve overall utilization and productivity
- Reduce bench time
- Reduce time-to-redeployment
- Find internal talent and transform them to take up more digital engineering engagements

Good feedback on the training program is not enough; the skilling intervention must actually deliver business outcomes.

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Act Now!

Build a #FullStackFuture

Top 5 imperatives for enterprises on digital skilling in the current business environment:

1. Embrace a full-stack future
2. Focus on deep-skilling to differentiate
3. Bring in full-stack thinking across the IT team pyramid
4. Build a culture of trust
5. Ensure skilling drives business outcomes

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