



# ePerspectives vs TOGAF with ePerspectives

## Digital Enterprise Method & Framework

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### Career Roles

- Founder | EAtransform.com
- Global Head of Digital and Consulting | Esplendor Group- UK/Europe
- Head of Consulting Partners, EA & Digital | Wipro- UK/Europe
- Director CIO Advisory, Executive Architect | IBM UK/Europe
- Managing Director | ODC Netherlands
- Head of Enterprise Architecture Europe | DXC Europe
- Senior Consultant | Accenture Sweden
- Practice Leader Object Technology Practice | IBM North America



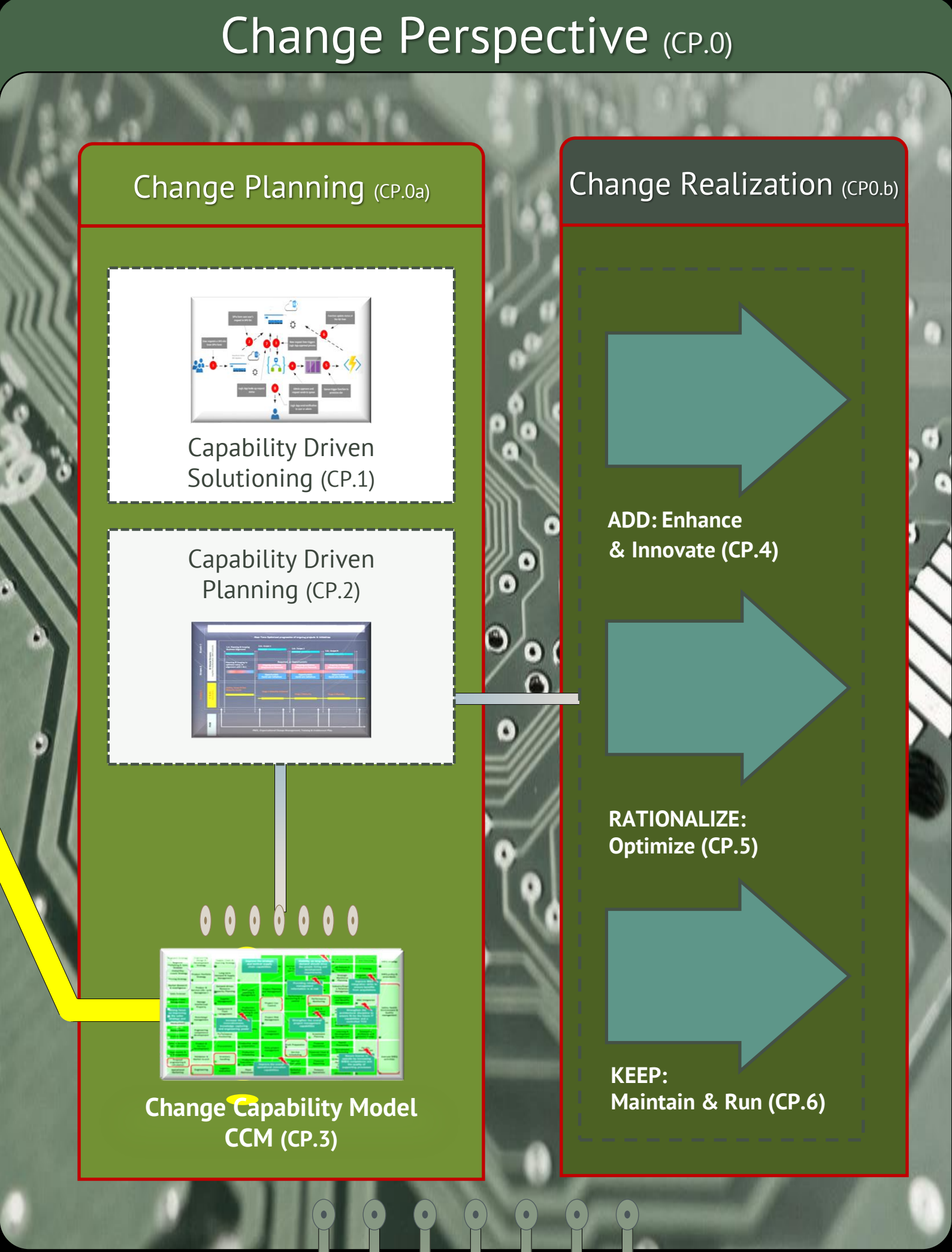
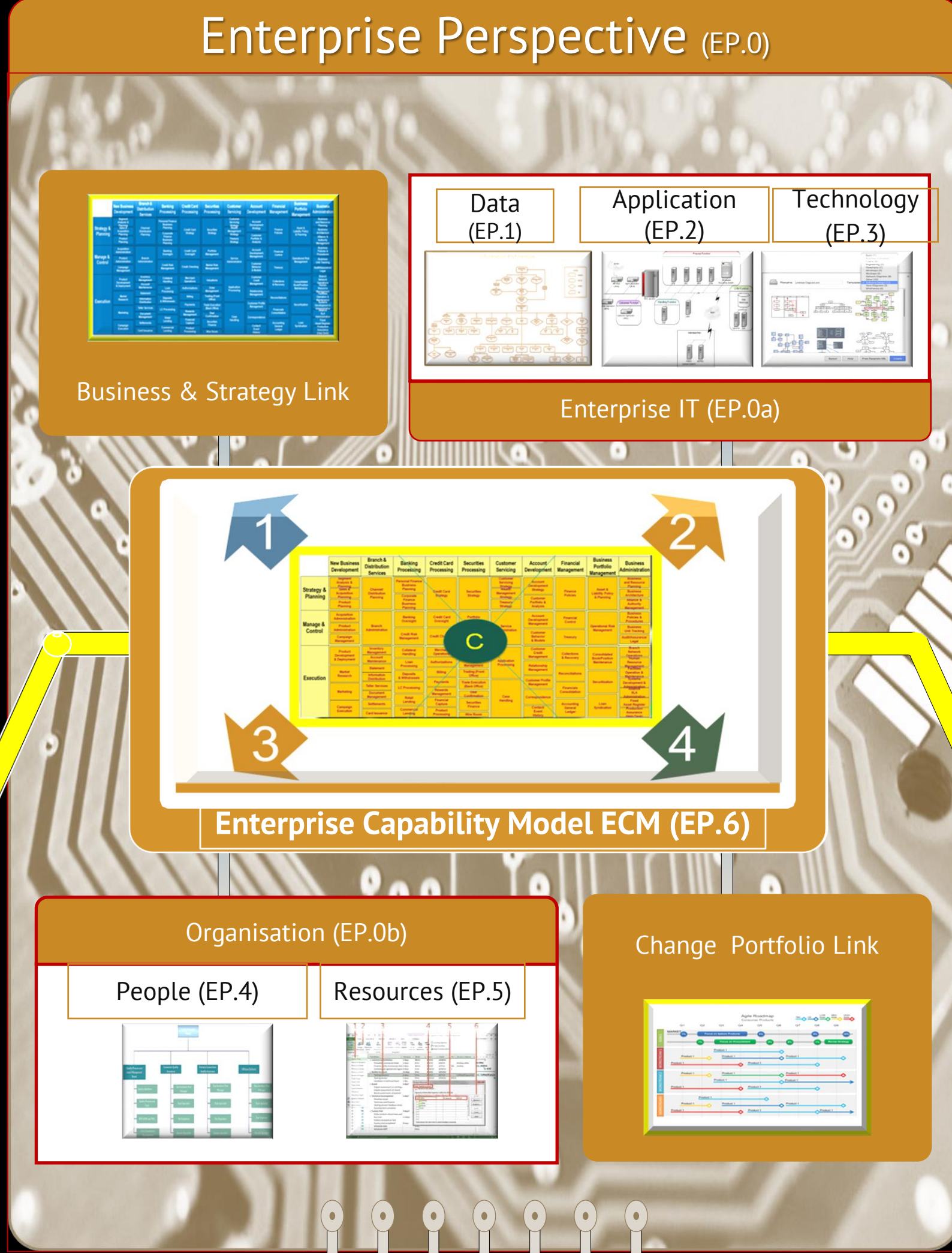
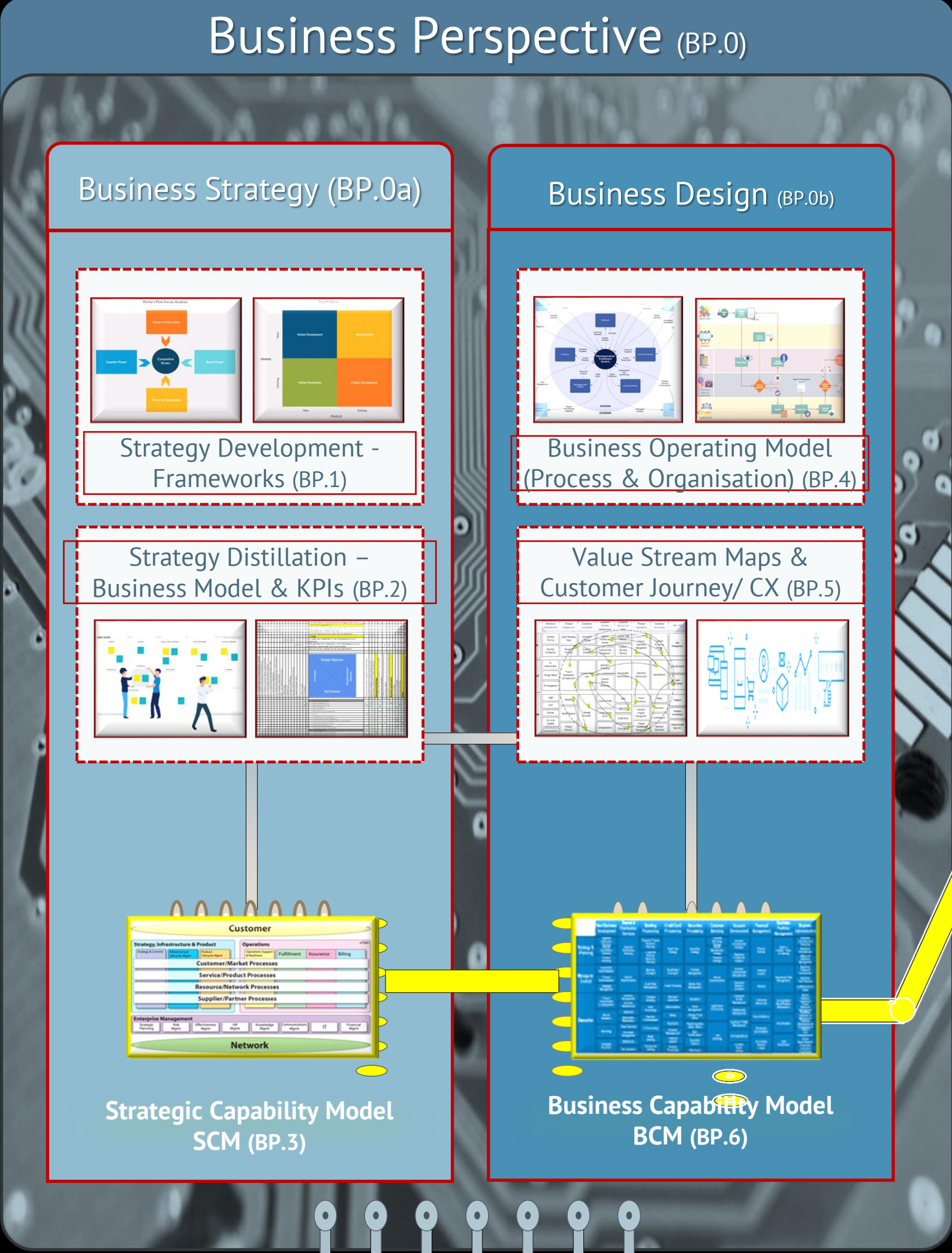
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# EPERSPECTIVES DIGITAL ENTERPRISE FRAMEWORK









# EA - Assets and Locations

## Assets and Locations Element

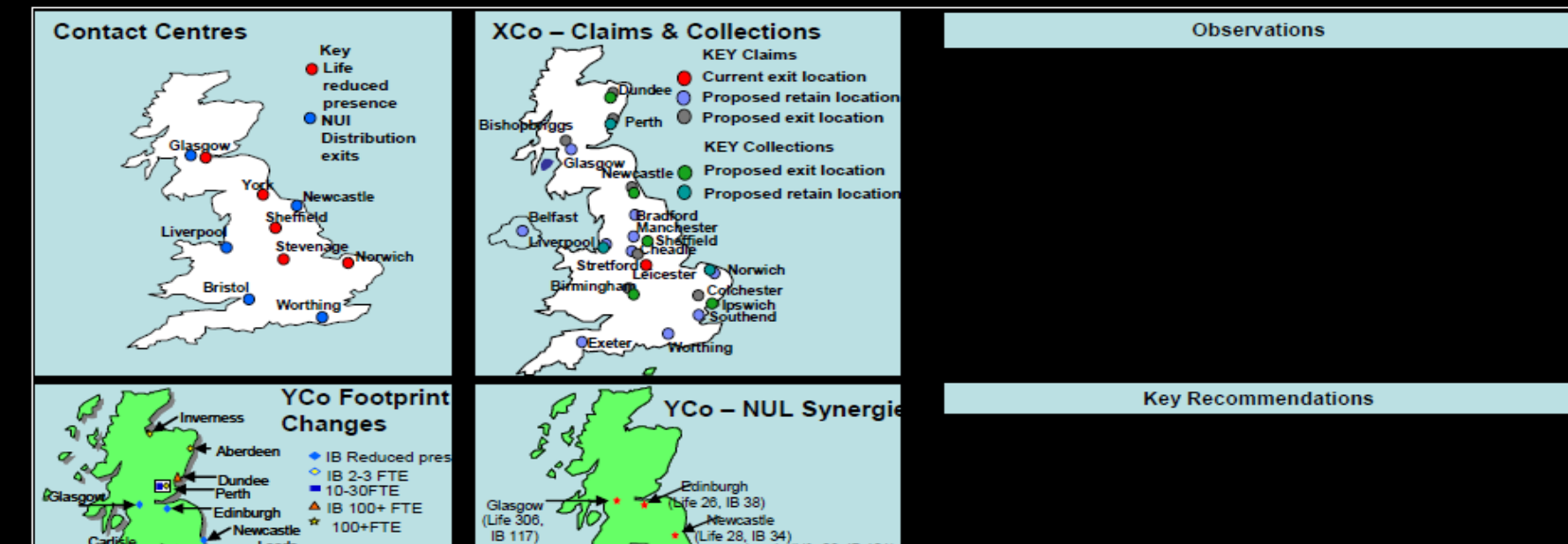
- Defines which activities are executed where, the scope of the perpetual long-term Enterprise resourcing & Planning versus Change & Transformation focused resourcing & Planning

## Questions

- Is Solutioning (Solution Architecture) aligned with the EA and thereby with business strategy and customer value proposition?
- What is the scope for further optimising the EA function as well as the change & transformation planning?
- What is the scope for creating a more globally unified EA and integrated enterprise change planning?
- How to ensure tasks and responsibilities are assigned to best resources, locations, organizations, ...
- What are the opportunities for rationalising staffing, resourcing, hence change planning?

PROVIDE RESEARCH, ANALYTICAL, AND ADVISORY SERVICES TO SUPPORT DECISION MAKING AROUND RELOCATING, ACQUIRING, EXPANDING OR CONSOLIDATING AND CLOSING BUSINESS OPERATIONS TO OPTIMISE CHANGE AND TRANSFORMATION PLANNING

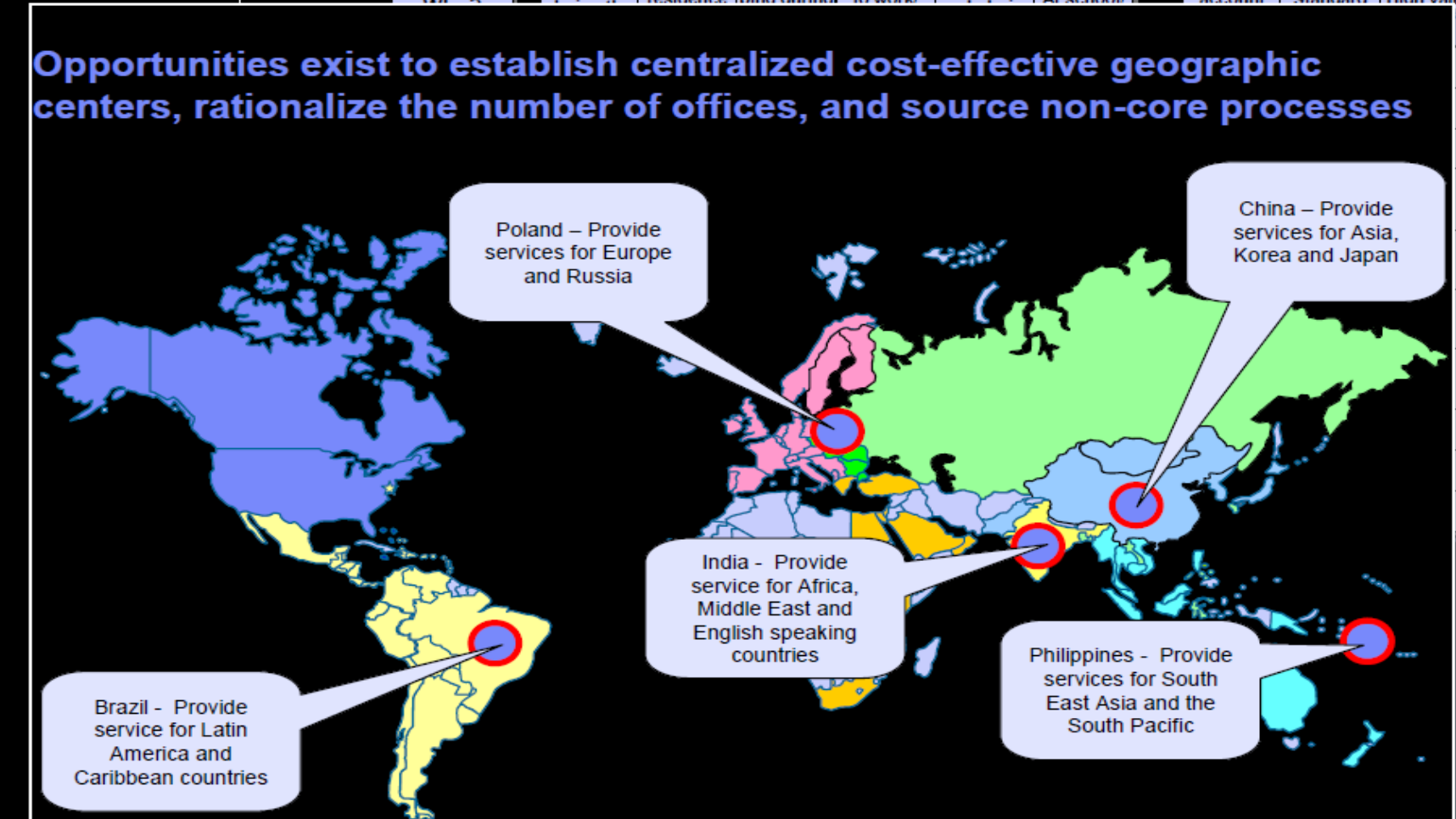
- COMPETITIVE POSITION ANALYSIS
- COST QUALITY MAP
- COUNTRY MONITORS



Illustrative - Client Example

Core questions: where and when does what customer make what kind of transaction?  
What type of branch is required for these transactions?

When and where?	What?			How?									
	At place of residence	At place of residence (not during business hours)	On the way to work	At place of work	At school	Current account	Standard	High value	Teller	ATM	Self-service terminal	Standard account manager	High value account manager
									X	X	X		
												X	
									X	X	X		
												X	
									X			X	
												X	X





# EA- Skills & Planning

A framework that covers the key elements around human resources should be used to analyze the IT profession maturation level, and its ongoing improvement within Client

IT practitioners are expected to have business-focused qualifications to supplement their technological skills

**Operating Strategy & Model**

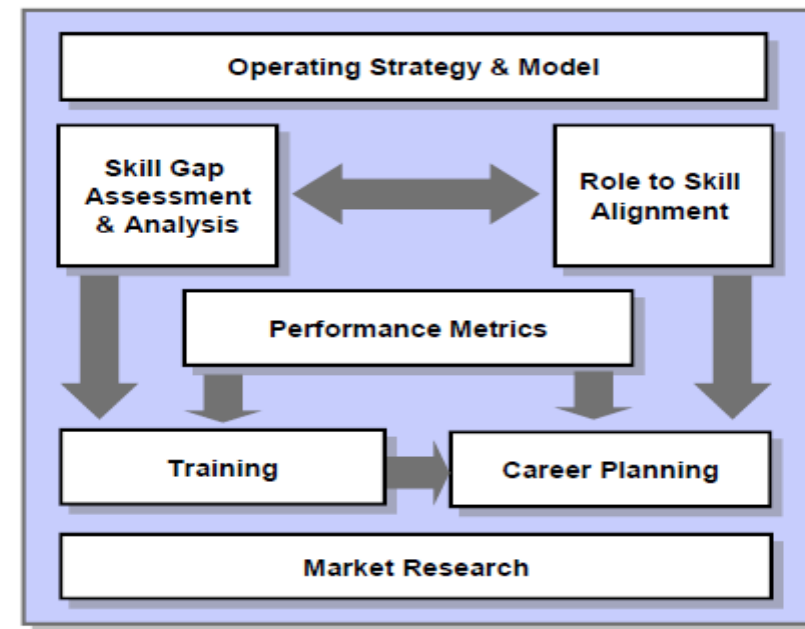
A strategy to implement the vision identified in a company's business strategy. The Operating Model identifies the key enablers: Process, Metrics, Tools, Technology, Skills and Organization that are required to realize a company's vision

**Skill Gap Assessment & Analysis**

Develop and administer skill assessment survey, identify current skills within organization and assess gaps in skills needed for particular roles

**Role to Skill Alignment**

Analyze skill assessment results and re-align employees to appropriate role (or hire from outside) as appropriate



**Performance Metrics**

Establish and communicate appropriate performance metrics

**Training**

Identify areas for training based upon Gap Analysis and skill assessments

**Career Planning**

Establish appropriate performance metrics based on the baseline assessment to identify career progression plan

**Market Research**

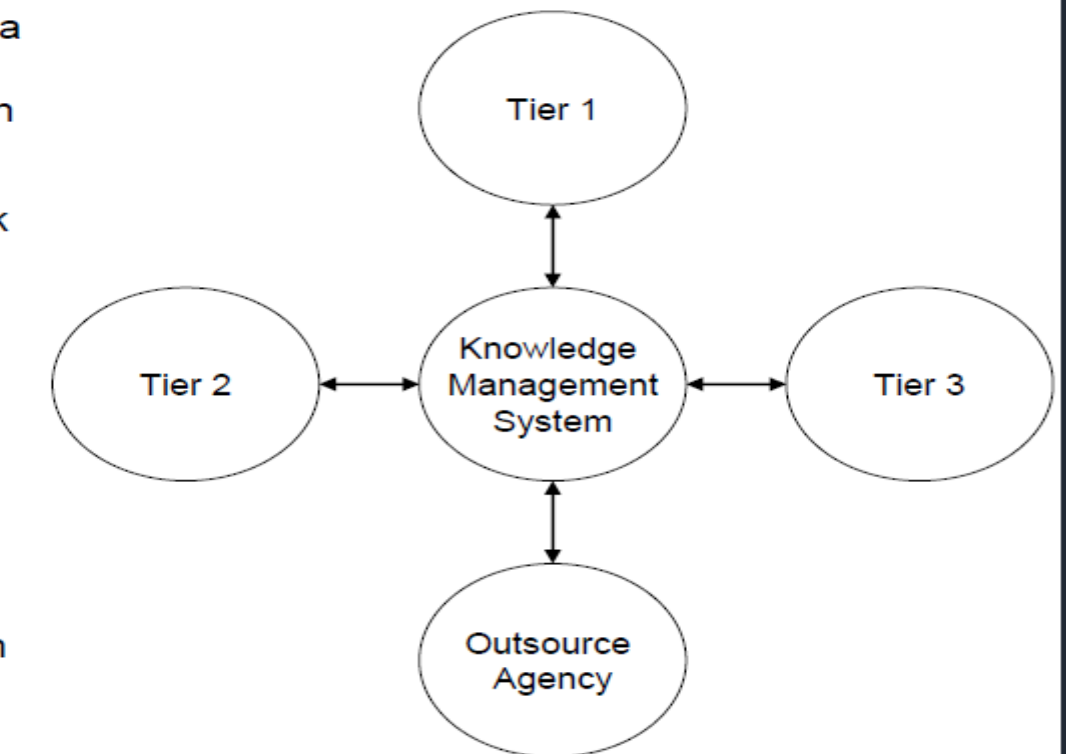
Identify and monitor competitive skills and salary in the marketplace in an ongoing basis to ensure West pay and benefits are comparable to market

Professional qualifications in IT need to focus more on how IT can serve the business and less on simply the technical and architectural considerations

Source: IBM Analysis

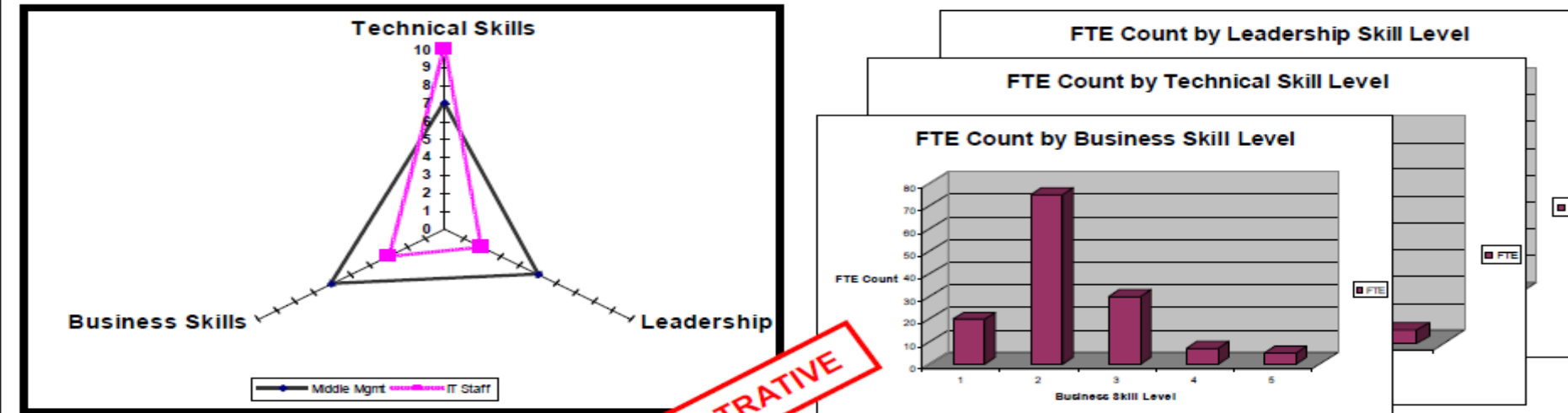
A simple Knowledge Management tool will provide a repository for all units of the support organization – this will help in promoting consistency and knowledge sharing across the organization

- Since Tier 1 will be outsourced, maintaining a central repository will be essential for basic helpdesk procedures and user administration functions
- KM system will be utilized by Tier 1 helpdesk to perform basic troubleshooting procedures and appropriately decide where to route a ticket in case trouble cannot be resolved
- Platform administration and Application Administration support functions will need to leverage Tier 2 and Tier 3 organizations' resident application knowledge that they would need for conducting support tasks
- Tier 2 will gain more expertise for application troubleshooting over time, reducing the number of tickets routed to the Tier 3 personnel



A skills assessment will provide the needed visibility into training requirements and career advancement

Major emphasis is needed on providing advanced technical training and the realignment of management res that do not exhibit the needed level of business and leadership skills



ILLUSTRATIVE

Name	Overall Past Performance	Overall Job Competencies	Overall Core Competencies	Business Skills	Leadership Skills	Total Weighted Average
Smith, John	0.80	0.90	0.75	.20	.10	2.45
Max, Sally	1.20	0.40	0.79	.20	NA	2.39
Johnson, Jim	0.40	0.40	0.41	.30	NA	1.21



# Thank You!

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