



## WELLS FARGO AND CAPGEMINI COMBINE TO FORM AGILE TRANSFORMATION HUBS



Changing the way developers work can be a challenge. The existing tools, processes and codebase can make change seem difficult and expensive. But, when Wells Fargo decided it needed to transform how it developed and maintained consumer lending applications, it had to do just that.

Wells Fargo selected Capgemini to accelerate this transformation which required designing new developer workspaces, training programs, development toolchains and automations.

The first step was designing the developer workspaces, which resulted in Transformation Hubs (t-Hubs). These workspaces were designed specifically for pair programming in an Agile environment and became integral to the transition from the legacy development workflow into a fully Agile development approach.

The next step was developing and running a two-week training program. This was designed and facilitated by Capgemini and used the full set of Wells Fargo developer automations. During training the developers worked from their own devices and deployed code directly to Wells Fargo's Pivotal Cloud Foundry (PCF) environment. For maximum agility, development was done around a microservices model to allow teams to work more independently and prevent blockers. The

training used paired programming and required working as a full stack team, freed from legacy functional silos.

A Domain Driven Design (DDD) session was conducted and each of the programming pairs then had to create MVP roadmaps for their microservices. The pairs then worked through additional training to focus on ensuring that each service would be secure and hardened for reliability.

Once training was complete Wells Fargo's t-Hub teams went to work applying what they had learned. They focused on collaboration – rotating regularly to ensure knowledge and best practice sharing so teams develop good code-reuse patterns that give teams additional leverage and further increase development throughout. Important to their transformation was reassigning them from their old teams to new teams made up of others that had completed this same training.

The program credits its success to the Wells Fargo leadership team's commitment to making the necessary changes and Capgemini for providing mentoring, training and support where needed to guide and accelerate the Agile journey and complete transformation effort.

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