

How tech due diligence uncovers your people issues.

We do the tech due diligence, so you can invest with confidence.



Microsoft
Partner







TO BE **PEOPLE FIRST** IS TO BE HONEST,
QUICK AND EFFECTIVE.

TIE.



WE HELP YOU PRESENT A **SHARPER VIEW** OF THE BUSINESS AND ENHANCED MOTIVATION TO ACHIEVE ITS **FULL POTENTIAL**. TYPICALLY WE FIND:



Psychological Assessment of the Technology Team (snapshot)

Little diversity in thought

New hires are mostly “clones” – people who are analytical that avoid risk. The team requires people who think differently to be able to speed-up and innovate.

Head of IT is “Start-Up” not “Scale-Up”

Head of IT has a psychological profile of a *natural entrepreneur*. This explains why he has built everything technical from scratch. But his profile does not meet the tech maturity and scale-up requirements.

Potential Costs

Best	Med	Worst	Status
??	??	??	Amber
Change is essential. This team represents a significant impact to innovation which will impact the business plan. Which will result in lost revenue, but impossible to predict a number.			

Hiring Clones – Recruitment Process needs to change

Current team need leaders and strategizers to ensure the best performance and output. This document already recommends a new Head of IT and Project Manager Minimal additions. But the hiring process must change to prevent “clones” from being added to the team and reducing the innovation potential of the team.

Position	Status	Strengths	Self Expectations	Manager Expectation	Psychological Profile	Impact to Business	Recommendation
Head of IT	Red	6-3-7-3	7-8-3-3	6-5-3-*	Entrepreneur	Strategy and closure of projects.	New head due.
CRM Development	Green	8-7-3-3	7-7-3-4	8 6 2 3	Strategic Planner	N/A	Utilise this resource in next-gen CRM project.
Data and Reporting	Amber	7-8-3-4	7-6-4-3	6-6-3-*	System Analyst	Head of IT isn’t clear on what this person should be doing.	New head due.
IT Support	Red	8-6-3-4	4-8-2-7	5-7-2-8	Strategizer	Capable “data” resource doing basic support.	Move to data team.
IT Support	Amber	7-5-3-6	4-6-4-*	5-7-2-8	Verifier	Person is not clear on own role.	Nothing – minimal flight risk.
Pricing/Pipeline Development	Red	8-4-3-4	7-3-5-6	7-7-3-4	Strategizer	Role expects employee to take on more risk and hands-on	Reduce working from home.

The new Head of IT needs to oversee three roles.

IT Infrastructure Responsibility

Designing, implementing and managing critical business systems including the CRM and the Mitel telephone system and dialler. Without either, the team cannot work. The Head of IT will need to implement Microsoft Azure for IT Infrastructure hence we have placed a circa £50k value for this function as it is newer technology.

Software Responsibility (Data Centre as Code)

Designing, implementing and managing the software development for the back-end corporate IT function. Some of the software is using *micro services architecture* within Microsoft Azure - a leading edge technology. We have stated a conservative £50k for this function.

Project Management Responsibility

Whilst not a formal project manager, the Head of IT must be able to operate projects to deliver the CTO's "5 pillars of growth".

Conclusion

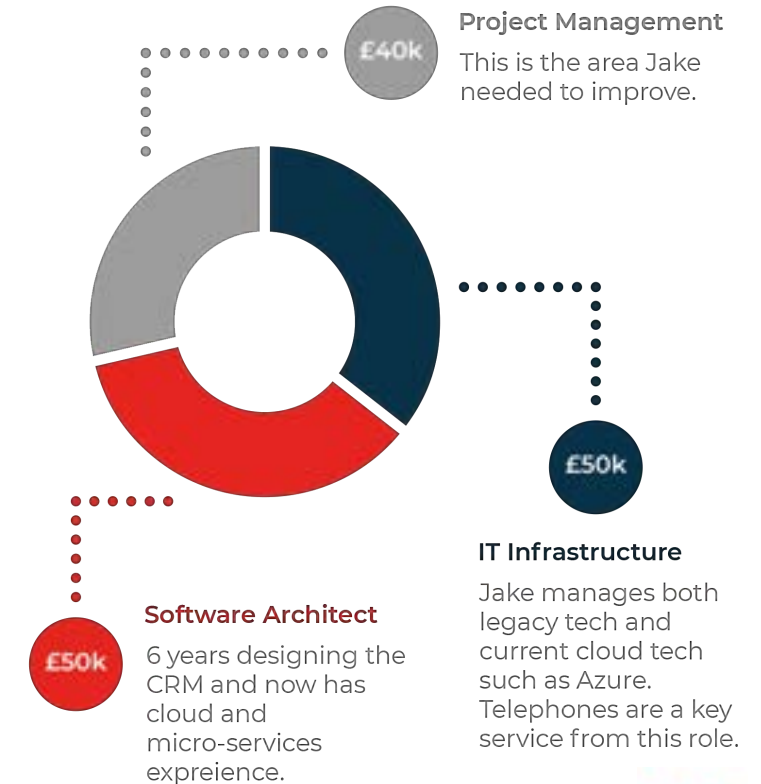
Equivalent FTE costs to fully man this is currently £140k+. This is a good investment to deliver strategic services and close the open projects. Investing more on either a new Head of IT or Infrastructure CTO is recommended to ease the business plan.

Potential Costs

Best	Med	Worst	Status
£140k	£250k	£320k	Green
Hire local cheap resource.	Hire CTO and spend more on other roles.	Hire 2-3 contractors.	

Head of IT

The current Head of IT is covering two major tech roles & partial project management. Realistic non-city replacement costs indicated.





Cognitive (Thinking)

IQ, skills, reasoning,
knowledge, experience,
education

Affective (Feeling)

Desires, motivation,
attitudes, preferences,
emotions, values

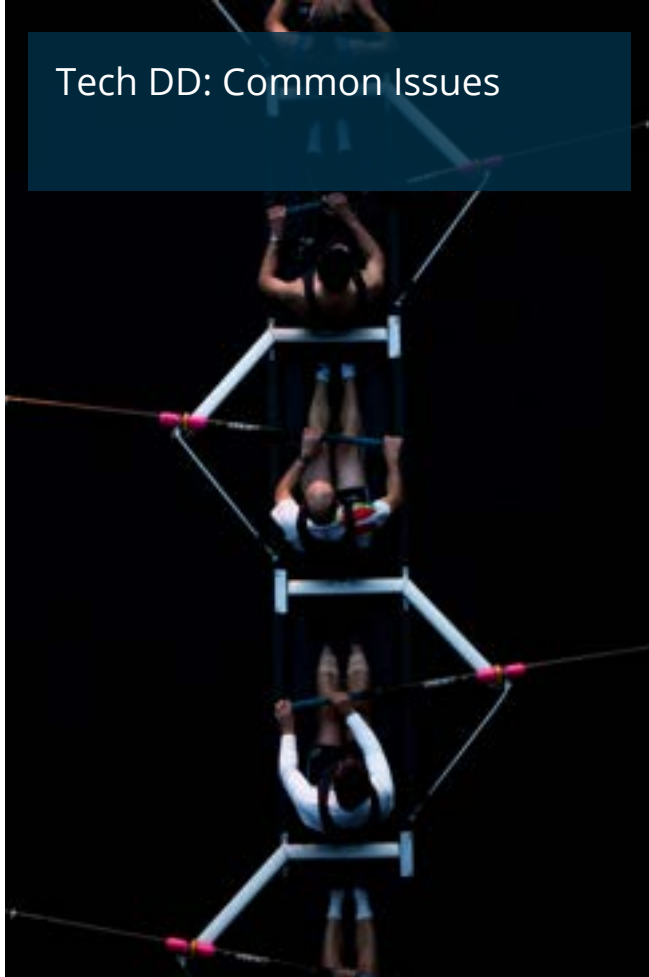


Conative (Doing)

Drive, necessity, instinct, mental
energy, talents, innate force

HOW TECH DUE DILIGENCE **UNCOVERS** YOUR **PEOPLE** CHALLENGES.

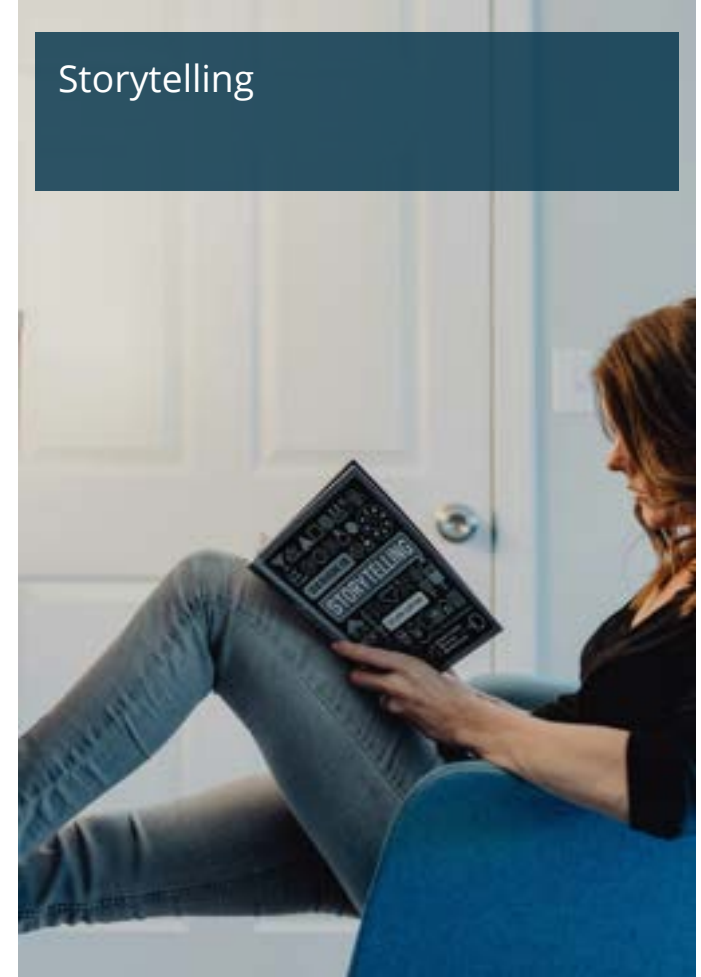
Tech DD: Common Issues



Diversity of Thought



Storytelling





**WE FREQUENTLY SEE ISSUES WITH
PLAN, ROI AND CYBER SECURITY.**

**UNDERPINNING THESE ARE:
ORGANISATION, FOCUS AND CARE.**



MY WORK HAS FOUND WE ARE
HIRING **CLONES**. WITH TECH TEAMS
WE'RE HIRING **90%** OF PEOPLE WHO
FACT FIND / CREATE SYSTEMS.

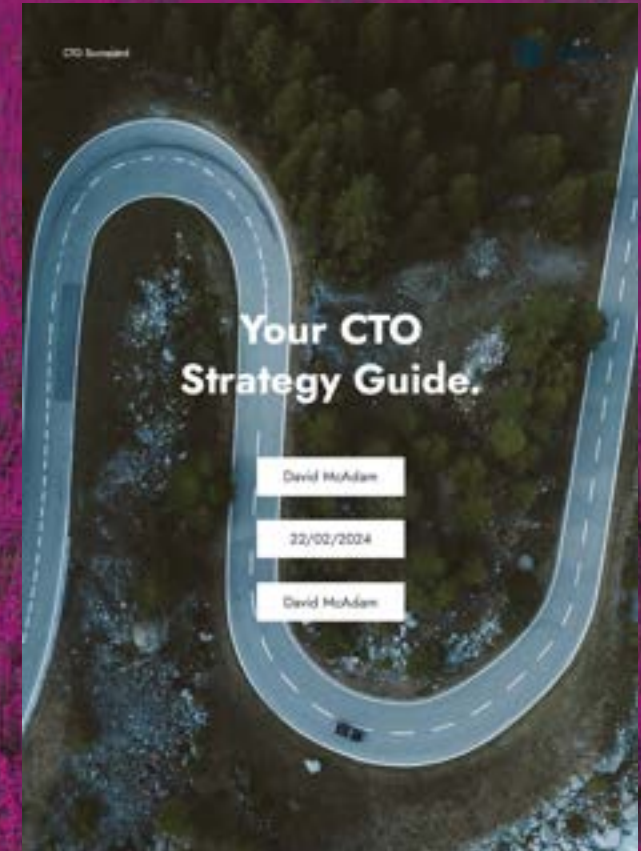
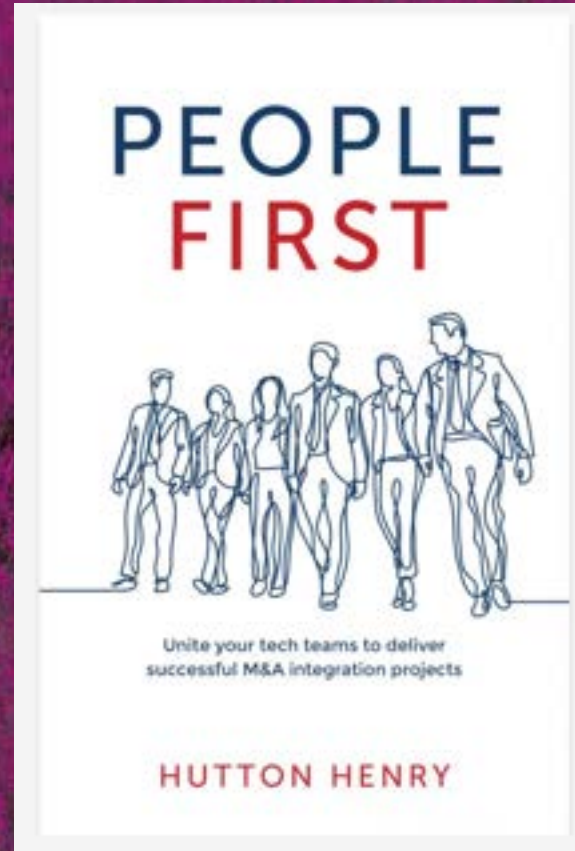
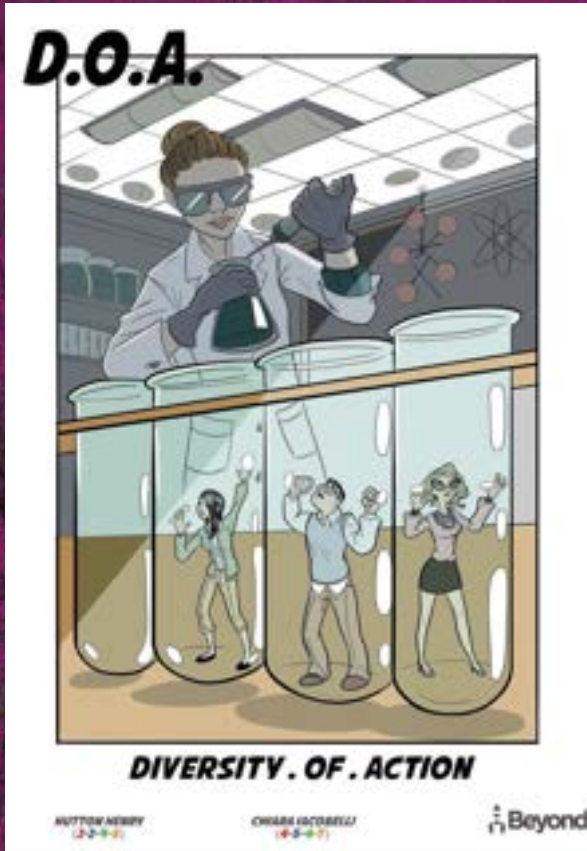


**FOUNDERS AND INVESTORS SPEAK
DIFFERENT LANGUAGES.**

**FOUNDERS AND CTOS NEED
TO CONTINUALLY PITCH THE
FUTURE.**



HOW DO YOU **LOCATE** AND
ADDRESS THESE CHALLENGES?





Duration:
15 Minutes

Presenters:
Hutton Henry

Common
Diligence
Observations

Diversity of
Thought

Storytelling

Self Awaren

People
Challenges



<https://linktr.ee/huttonhenry>

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