liatrio

IGNITE

PLAYBOOK 1.1

A strategic guide for AI-powered enterprise modernization and transformation.

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ABOUT THE IGNITE PLAYBOOK

This updated edition of the Ignite Playbook builds on the original framework and expands it to address one of the most urgent shifts facing large, complex enterprises today: how to integrate AI as a core capability rather than a side project. Drawn from Liatrio's work with Fortune 500 leaders in industries such as healthcare, financial services, aviation, and transportation, this version blends proven modernization strategies with practical guidance for implementing AI in a way that is safe, scalable, and results-driven.

For your reading and scanning pleasure, this is an abridged view of each Ignite Quadrant, Winning Strategies, and the "Plays" that bring them to life. It is designed to show the breadth of challenges, along with the pathways to solutions, that can transform how your organization delivers value.

Implementing meaningful change in a large enterprise begins with finding the right starting point. You may know exactly where the pain is: a slow release cycle, costly bottlenecks, or critical legacy systems that strain to keep pace. Or you may be facing less visible problems, like teams burned out from doing more with less, or mounting pressure to "use AI" without a clear strategy. The truth is that AI will not rescue a broken process. It will accelerate what already works and expose what does not.

This edition of the Ignite Playbook is your survey of "the what" and "the how" for both modernization and AI enablement. It will help you identify where AI can deliver measurable acceleration, where cultural and process changes must come first, and how to integrate both into a single, sustainable approach. Liatrio brings a hands-on model to this work, embedding with your teams, modernizing delivery pipelines, and building AI-native workflows that empower people, not replace them.

As dedicated community builders in technology and consulting, and active contributors to open-source software communities, we are sharing this playbook openly with the industry. While the playbook itself is not open-sourced, you are encouraged to use and share it in presentations, planning sessions, and social posts with credit to Liatrio, for example: "Source: liatrio.com" or "Source: Liatrio's Ignite Playbook."

If this edition resonates with you, we would like to help you turn ideas into momentum. Whether your next step is removing a critical delivery bottleneck, building a secure AI governance model, or enabling teams to ship faster with confidence, we can help you make it real. Use the QR codes at the end of this book to connect with us and begin the next chapter of your transformation.

FOREWORD

AI-NATIVE IS THE NEW STANDARD

This past year has been nothing short of a wake-up call. The pace of change is no longer incremental, it's exponential.

When we first wrote this playbook last year, I championed that 'we must all be technologists'. That mindset shift was essential: no one can sit on the sidelines. Every leader and every team member must understand deeply how technology drives outcomes. That felt like a major shift in the ecosystem, but as I write this now, it's obvious we are facing an exponentially larger, seemingly unending change—AI. By the time we can print and distribute this, AI will likely have made significant advances that already impact parts of this Playbook.

AI demands a fundamental shift in company culture and a complete realignment of organizations and their digital goals.

That is why I founded Liatrio: to partner with enterprises through transformation that is as much about people as it is about platforms. We challenge the status quo, help organizations unlock real results, and spark a passion for owning their digital future.

Enterprises with long histories of success are currently incapable of even acknowledging the amount of change required to meet their next set of goals. Transformation is difficult because of entrenched bureaucracy and decades-old ways of working weigh heavily on progress. When mindsets do not shift, processes stay siloed, teams struggle to align, and automation falls short of its promise. The Ignite Playbook is designed to help enterprises work through these challenges. It offers strategies that break down silos, connect teams to shared outcomes, and provide practical steps for operating like an AI-native enterprise.

That is where the concept of the digital factory floor comes in. Just as a physical factory transforms raw materials into finished products through well-orchestrated processes, the digital factory floor is where ideas are born, developed, and brought to life. It is powered by people, processes, and tools working together in a dynamic, efficient, and collaborative way.

We have walked this road with some of the largest, most complex organizations in the world. The ones that succeed take a holistic approach, integrating technology with people, processes, and business objectives. That is why we built the Ignite Playbook originally, and we have now updated it to incorporate all we have learned in the last year. It is a framework designed to connect all the moving parts of modern transformation, including how to put AI to work responsibly and at scale.

Transformation has no defined finish line, especially now as we face the rapid evolution of AI tooling. It is an ongoing journey of adaptation, creativity, and growth. The future requires significant change, and the leaders who thrive will not only embrace it but also embody it. Being open, energized, and willing to evolve will be the new career unlock. It takes hard work to establish new capabilities, discipline to sustain them, and courage to experiment along the way.

Our role is to walk beside you, bringing experience, perspective, and practical know-how so your digital factory floor becomes the engine of your success. You are the hero, we are the guide.

Explore the Ignite Playbook. Use it to start building a digital factory floor that is agile, aligned, and always ready for what is next. The journey is challenging, but with the right mindset, tools, and partnership, you will not just be prepared for the future, you will be leading it.

Chris Blackburn

CHRIS BLACKBURN
CEO & FOUNDER
LIATRIO

THE PACE OF CHANGE HAS SHIFTED, PERMANENTLY

THE NEW AI WORLD

The pace of change has shifted, and it's not going back. In the last year, AI has gone from a questionable concept to an absolute necessity for businesses. What started as small pilot projects, personal productivity tweaks, and isolated experiments is now a defining factor in how the most competitive organizations will operate moving forward. We're seeing real-world applications proving AI's value and changing how we work every single day.

Early adopters are already far ahead: rethinking workflows, reorganizing teams, and aligning leadership incentives to get real business value from AI. They've realized that, perhaps for the first time ever, significant changes to nearly every role and job function might be necessary. Experiments haven't stopped, but they've become much more focused and measurable.

The past year has also been a wake-up call. For every success story, there are stalled initiatives where AI was just bolted-on to old processes or misaligned cultures. These efforts fail because they confuse tools with enabling transformation. The winners understand that people, processes, and technology all need to evolve together. Leaders are now seeing that AI is not just another SaaS tool to buy. While changing technology is absolutely important to this transformation, it isn't as important as the vision and organizational support that the cultural shift requires.

By this time next year, AI won't just be augmenting existing work; it will be deeply embedded in decision-making, operations, and product delivery. Entire categories of repetitive work will be automated. Teams will move from managing individual tasks to managing outcomes that scale far beyond solo efforts. AI systems can already proactively suggest strategic moves, not just answer simple questions. Governance and risk frameworks will mature, allowing enterprises to confidently deploy AI at scale. The organizations that truly thrive will be the ones that combine this technical capability with adaptability and a strong bias for action.

This update to the Ignite Playbook reflects this new reality. AI capabilities aren't something for a future roadmap. We need to equip leaders and teams with the clarity, structure, and momentum to harness AI in a way that drives measurable results. The next year belongs to those who move with purpose before the gap between AI leaders and laggards becomes impossible to bridge.

INTRODUCTION

LIATRIO'S FIRST PRINCIPLES

At Liatrio, our First Principles are the heartbeat of how we work. Shaped by years of hands-on experience, these principles form the foundation of our success with clients and within our own teams.

Small Batch & Fast Feedback
This is the catalyst for changing ingrained behaviors inside complex organizations. Working in small, quick iterations builds alignment, accelerates learning, and ensures we deliver the right thing faster. By seeking immediate feedback, we improve quality, reduce risk, and keep momentum high.

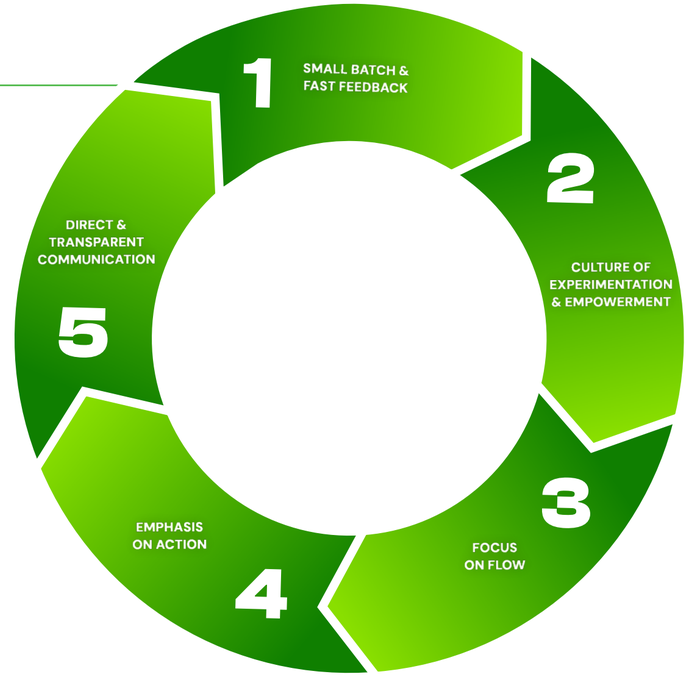
Culture of Experimentation & Empowerment
We build environments where innovation scales. Teams are empowered to take calculated risks, trust their insights, and test ideas rapidly. This is not just about trying new things. It's about validating value quickly, discarding what doesn't work, and creating a safe space to learn at speed.

Focus on Flow
Optimizing flow unlocks rapid, sustainable value delivery. By exposing and removing bottlenecks, we keep work moving steadily, reduce delays, and boost productivity. This also improves Developer Experience by enabling deeper focus and fewer interruptions, so teams can do their best work more often.

Emphasis on Action
We avoid analysis paralysis. Our bias toward action means ideas move quickly into execution. Speed does not mean recklessness. Fast feedback loops allow us to adapt and refine along the way. This proactive approach keeps teams engaged and fuels continuous improvement.

Direct & Transparent Communication
We cut through the noise. Open, honest communication builds trust, enables conflict resolution, and strengthens collaboration. When everyone is informed and accountable, decision-making is faster, problem-solving is sharper, and results are stronger.

These First Principles guide every decision and action at Liatrio. They keep us agile, innovative, and true to our core values, serving as our North Star through the challenges of modern technology while delivering exceptional value to our customers.



INTRODUCTION

HOW TO USE THE IGNITE PLAYBOOK

Digital transformation is complex. Using the Ignite Playbook is simple.

On the graphic to the right, you'll see four color-coded Ignite Quadrants; Product Mindset, Empowered & Aligned Culture, Technology Excellence, and Modern Engineering & Practices. Each Ignite Quadrant is a chapter in the Ignite Playbook.

Grouped into the Ignite Quadrants are fifty-two Winning Strategies that are represented by color-coded hexagons.

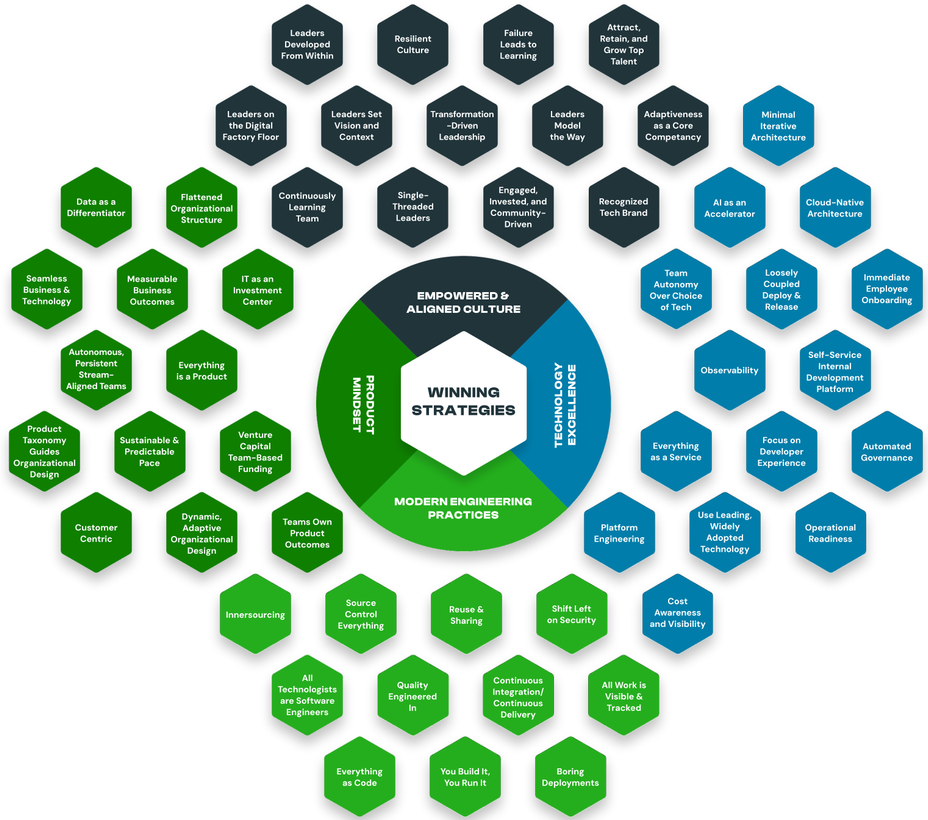
Each Winning Strategy is a possible starting point for digital transformation that can ignite other Winning Strategies when implemented. A little choose-your-own-adventure in a playbook about enterprise technology? Yes, please.

Lastly, each Winning Strategy is about transformational change and therefore consists of Plays, Metrics, Benefits, and Risks to consider when choosing to implement them. We don't have room in this version of the playbook to show you all the details for each Winning Strategy, so we include one scenario for each Ignite Quadrant to give you a sense of what is inside.

As you flip through the Ignite Playbook, we recommend you find a Winning Strategy that resonates with you and the challenges you are facing in your organization. See what else it can ignite when implemented.

And, of course, reach out to us at Liatrio to talk about your specific needs so we can help you Ignite your digital transformation.

We are experts at assessing organizational challenges and Value Stream Mapping to help you pinpoint where you can get the maximum benefit for igniting change. The QR codes and links to contact us are at the back of the book.



CUSTOMER STORY

FROM LEGACY BOTTLENECKS TO AI-POWERED SCALE.

A Legacy of Communication Facing Modern Pressure

A Fortune 1000 communications provider, long established in delivering billions of personalized print and digital communications for highly regulated industries like healthcare, financial services, and insurance, relied on a heavily customized, single-tenant software platform to serve clients. While functional, the platform required manual, bespoke deployments and extensive engineering effort for each customer, leading to onboarding timelines of over sixteen months.

Without a unified approach to software releases or cross-team alignment—and constrained by on-premise infrastructure—the system had become a major bottleneck, limiting the company's ability to scale and innovate.

The Turning Point: Partnership with Liatrio

The organization partnered with Liatrio on a strategic modernization initiative that went beyond consulting into true collaboration. Through discovery workshops, value stream mapping, hands-on sessions with business and software leaders, and a full "game-day" simulation of customer onboarding and software delivery, Liatrio uncovered real friction points and built trust across all levels of leadership.

Working closely with the CEO, Chief Digital Officer, Chief Revenue Officer, and technology teams, Liatrio shaped a modernization roadmap with an ambitious vision: transforming the legacy platform into a fully multi-tenant, cloud-native SaaS product designed for greater efficiency, scalability, and security.

Building a Modern Foundation in the Cloud

The first step was to modernize the platform itself. The organization adopted AWS as the foundation, with Kubernetes (EKS), Aurora RDS, and modular .NET microservices at the core. Infrastructure was standardized through a set of reusable Terraform modules that automated provisioning and enabled modern CI/CD pipelines. These changes introduced speed and consistency across teams. What once required repetitive setup was replaced with a toolkit that allowed new services to be started in less than a day, creating a stronger and more agile engineering baseline.

Engineering Transformed Through AI

With the cloud foundation in place, the focus shifted to how work actually gets done. AI was embedded directly into the development process through GitHub Copilot and other AI-native workflows. Teams began generating production-ready code, comprehensive test suites, and documentation in a fraction of the time. Entire proofs of concept that used to take weeks were delivered in under 48 hours. Engineers of all experience levels quickly gained confidence with new tools and languages, and the organization saw its culture shift as AI became a reliable driver of both speed and quality.

A Product Mindset & Organizational Momentum

The collaboration with this organization went beyond just technology, as it also transformed their delivery process. By implementing a centralized engineering backlog, they aligned work across different teams with business objectives. They also helped engineering leaders redefine roles and responsibilities to eliminate bottlenecks in the software development lifecycle. Crucially, the partnership changed how the organization viewed AI, transitioning it from a high-risk experiment to a trusted tool that improved velocity, quality, and overall developer satisfaction through coaching and enablement.

A Visible Shift in Momentum & Results

These efforts will significantly impact business, reducing new client onboarding from over a year to just weeks and boosting development speed with AI-generated templates. This modernization, which was once considered impossible, is now achievable. A software engineering manager praised Liatrio's "refreshing and contagious" approach.

INDUSTRIES

Financial Services

Healthcare

Printing

Customer Communication Management

HEADQUARTERS

Los Angeles, CA

FOUNDED

1970s

TECHNOLOGIES

AWS

Kubernetes

GitLab

C#/.NET

Python

Event-Driven Microservice Architecture

WHAT'S AHEAD

A Product Designed for the Future

Originally slated as a years-long effort, the organization is on track to welcome its first new client to the multi-tenant platform within mere months. They are modernizing legacy systems using a "strangler" pattern and plan to expand their use of AI to improve configurability, customer self-service, and delivery speed. This journey demonstrates how a combination of strategy, engineering, and enablement can transform an organization, positioning them to lead, not just keep up with, the pace of change.

IGNITE QUADRANT:

PRODUCT MINDSET

IGNITE QUADRANT:

PRODUCT MINDSET P

The Product Mindset is an Ignite Quadrant that enables enterprise transformation by shifting from rigid project-based methodologies to a dynamic model designed for constant adaptation. In this approach, every initiative, service, or tool is treated as a product with its own lifecycle, delivering continuous value to customers and users. This shift is critical because enterprise modernization now requires more than technical upgrades. It demands ongoing innovation, adaptability, and a sustained focus on experience and outcomes.

By treating both internal and external deliverables as products, enterprises create a system where user needs are met continuously, iteration is accelerated, and competitive positioning is strengthened. The Product Mindset directly supports digital and AI transformation by emphasizing small batch iterations and fast feedback loops. Instead of long development cycles that delay learning until the end, teams deliver in smaller increments that can be tested, validated, and refined in near real time. This pattern is especially important in AI-enabled workflows, where models and tools require constant tuning based on real-world usage and feedback.

A Product Mindset also sparks a culture of experimentation and empowerment. Teams are encouraged to try new ideas, explore emerging technologies, and take calculated risks that can unlock new sources of value. When AI is part of the product toolkit, experiments can be run faster and insights gathered more quickly, which further reduces the cost of innovation. This culture drives ownership, accountability, and morale by giving teams permission to shape outcomes directly.

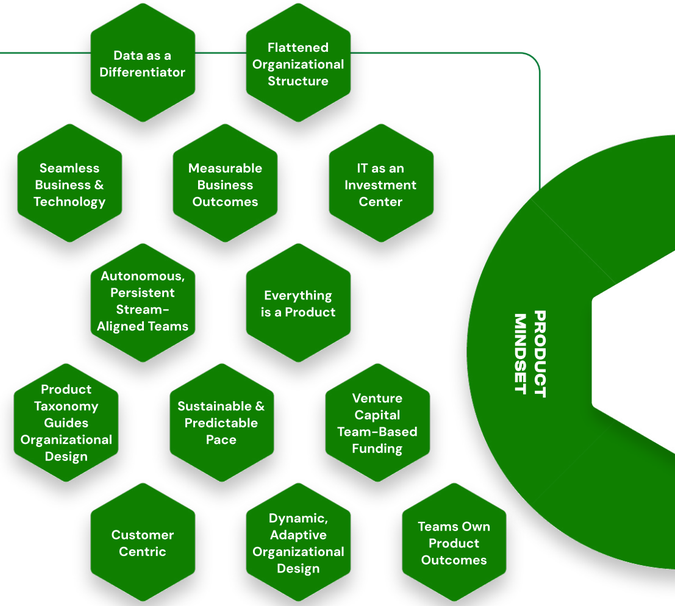
Transparent communication reinforces this approach. Clear channels ensure that leaders, teams, and stakeholders share the same understanding of goals, progress, and challenges. This alignment reduces the risk of silos and increases collaboration, both of which are essential when introducing AI into existing systems and workflows.

Finally, the Product Mindset places priority on flow. Work is designed to move smoothly from idea to value with minimal friction. By removing bottlenecks, limiting unnecessary handoffs, and leveraging automation where possible, enterprises can accelerate delivery and shorten the path to impact. In an AI-native environment, flow becomes even more essential, as continuous integration of new models and tools requires high operational efficiency.

A Product Mindset fosters a culture of experimentation and empowerment. Teams are encouraged to try new ideas, explore emerging technologies, and take calculated risks that uncover new sources of value. With AI in the product toolkit, experiments can run faster, patterns emerge more quickly, and the overall cost of learning is reduced. This culture strengthens ownership and accountability while raising morale by giving teams the authority to shape outcomes directly.

Transparent communication reinforces this foundation. Clear channels ensure leaders, teams, and stakeholders share the same understanding of goals, progress, and challenges. Alignment reduces silos, encourages collaboration, and is essential when AI is integrated into existing systems and workflows.

Finally, the Product Mindset prioritizes flow. Work should move seamlessly from idea to value with minimal friction. By eliminating bottlenecks, reducing handoffs, and applying automation where appropriate, enterprises accelerate delivery and shorten the path to impact. In AI-native environments, flow becomes even more critical. Continuous integration of new models, feedback loops, and tools requires operational efficiency that is both intentional and resilient.



P T M C

IGNITE QUADRANT: PRODUCT MINDSET | SCENARIO

DATA AS A DIFFERENTIATOR

SUMMARY

Signifies the deliberate capture, stewardship, and exploitation of operational and product telemetry to create compounding competitive advantage. Data evolves from a passive by-product to an active design artifact, fundamentally redefining how modern software engineering delivers value.

BENEFITS

- Improved Decision Accuracy
- Accelerated Innovation Cycles
- Enhanced Customer Experience
- Operational Efficiency Gains
- Competitive Advantage and Market Differentiation
- Revenue and Monetization Opportunities
- Scalable Enterprise Knowledge

Data as a Differentiator

METRICS

- Data Quality & Governance gauges the trustworthiness of data feeding differentiation efforts
- Analytics & Insight Velocity tracks speed from raw data to actionable insight
- Operational Efficiency reflects improvements in engineering and data operations
- Product & Revenue Impact

RISKS

- Data Hoarding and Siloing
- Technology-First vs Use-Case-First
- Over-Indexing on Collection Volume
- Shadow AI and Unvetted Models
- Governance Paralysis
- Lack of Data Literacy
- Privacy and Regulatory Exposure

PLAYS

1. Launch an Executive Data Vision Workshop to align leadership on strategic data outcomes and funding, a prioritized backlog, and a C-Suite charter for the organization to drive towards.
2. Organize a Data Literacy Program to upskill workforce to interpret, question, and act on data effectively.
3. Create a Data Product Catalog, treating high-value datasets as products with SLAs and owners.
4. Execute a Modern Data Platform Build-out to establish cloud-native infrastructure for scalable analytics.

WHAT NOW?

Now that you have incorporated “Data as a Differentiator” as a winning strategy at your organization, it’s time to move forward. This approach ignites the path for other successful strategies, making their implementation smoother and more impactful for your organization.

P Customer Centric, pg. 22

C Adaptiveness as a Core Competency, pg. 62

AUTONOMOUS, PERSISTENT, STREAM-ALIGNED TEAMS

Autonomous, persistent, stream-aligned teams are empowered to operate independently, maintain longevity, and focus on the continuous delivery of value directly to the customer. These teams are organized around a specific business stream or set of functionalities, enabling them to develop, test, deploy, and support their services or products with minimal cross-team dependencies. This structure promotes a deep understanding of customer needs and a rapid, adaptive response to changing requirements, as the team holds end-to-end accountability from conception to delivery. By enabling a culture of autonomy and alignment with business goals, organizations can achieve more efficient workflows, higher quality outputs, and improved agility in their software development lifecycle.

AI Impact: The effect of AI on autonomous teams is most pronounced when considering ideal team size. One might posit that a team of two people is now the minimum team size, an Engineer and Product Owner. We think it's not more than five members total as AI agents and pairing improve throughput and supplement skills.

IGNITES:

P Product Taxonomy Guides Organizational Design, pg. 26

C Failure Leads to Learning, pg. 64

C Single-Threaded Leaders, pg. 67

CUSTOMER CENTRIC

Customer centricity in digital delivery and modern software engineering places the customer at the core of every decision-making process. This approach leverages user feedback and data analytics to understand needs and preferences, ensuring that products and services are closely aligned with what customers truly value.

By adopting practices such as agile methodology and Continuous Integration/Continuous Delivery (CI/CD), businesses can rapidly iterate on offerings in response to feedback, enhancing user satisfaction and loyalty. Customer centricity also benefits from cross-functional collaboration—bringing together product management, design, and engineering to create user experiences that are not only functional but also delightful. This alignment ultimately drives stronger customer relationships and greater business success in the digital landscape.

AI Impact: AI deepens customer centricity by continuously analyzing user behavior, predicting emerging needs, and enabling personalized experiences at scale.

IGNITES:

P Venture Capital Team Based Funding, pg. 28

DATA AS A DIFFERENTIATOR

Recognizing data as a differentiator underscores its strategic value in creating competitive advantage. By harnessing and analyzing vast amounts of information, companies can uncover insights that inform product innovation, enhance customer experiences, and optimize operations. This approach leverages advanced data analytics, machine learning, and artificial intelligence to not only react to market trends but also predict future demands and behaviors, enabling proactive strategy adjustments. Organizations that effectively utilize their data assets can outpace competitors by offering more personalized and efficient services, ultimately securing a stronger position in the market.

AI Impact: AI maximizes the value of data by allowing every member of your value stream, not just engineers and data experts, to query and obtain actionable insights using Model Context Protocol servers to connect data from sources across the enterprise, leading to smarter decisions through faster access and context to data.

IGNITES:

P Customer Centric, pg. 22

C Adaptiveness as a Core Competency, pg. 62

DYNAMIC, ADAPTIVE ORGANIZATIONAL DESIGN

Dynamic, adaptive organizational design refers to the fluid structuring of teams, processes, and roles to better align with the shifting demands of digital delivery and modern engineering practices. This approach emphasizes flexibility and the ability to rapidly reconfigure teams in response to new information or market pressures. It draws on principles such as Agile and DevOps, which advocate for cross-functional collaboration and continuous improvement, enabling organizations to adapt quickly to technological change and evolving customer needs. By fostering a culture of learning and experimentation, organizations with dynamic, adaptive designs are better positioned to drive innovation.

AI Impact: AI empowers adaptive organizations by identifying emerging patterns, enabling more complete ownership of domains by teams, and enabling continuous redesign of workflows at scale.

IGNITES:

P Product Taxonomy Guides Organizational Design, pg. 26

EVERYTHING IS A PRODUCT

In digital delivery and modern software practices, treating everything as a product represents a shift in how organizations manage development and operations. This approach encourages teams to view each component—from individual features to complete platforms—as products that deliver value to users and require thoughtful planning, development, marketing, and maintenance. It promotes a customer-focused mindset, emphasizing continual improvement, responsiveness to feedback, and a commitment to quality and user satisfaction. By adopting this philosophy, organizations can increase innovation, enhance user experience, and strengthen competitive differentiation.

AI Impact: AI supports a product mindset by providing rapid experimentation, automating improvements, and ensuring products can evolve as rapidly as the business and customers need.

IGNITES:

- P Customer Centric, pg. 22
- T Everything as a Service, pg. 36

FLATTENED ORGANIZATIONAL STRUCTURE

A flattened organization structure reduces hierarchical levels to encourage open communication, faster decision-making, and collaboration. This approach aligns with agile and DevOps practices, where cross-functional teams operate with autonomy and accountability, removing barriers to innovation. By minimizing management layers, companies can enhance responsiveness and adaptability to market changes and technology shifts. A flattened structure promotes shared responsibility and collective ownership of outcomes, enabling more direct involvement in product development and customer feedback loops.

AI Impact: AI reduces organizational friction by streamlining information flows, enabling faster decisions, and empowering teams to act on insights without unnecessary escalation.

IGNITES:

- P Dynamic, Adaptive Organizational Design, pg. 23

IT AS AN INVESTMENT CENTER

Viewing enterprise IT as an investment center shifts how organizations perceive and manage technology. Once seen only as a cost center, IT is now recognized as a driver of innovation, competitive advantage, and growth. By aligning IT strategy with business objectives, investments in engineering and platforms are understood as critical instruments for unlocking new markets, enhancing customer experiences, and improving operational efficiency. Success depends on sustained investment in modern technologies, agile practices, and skilled talent to ensure IT becomes a catalyst for achieving long-term goals.

AI Impact: AI amplifies IT's role as an investment center by converting technology spend into measurable value creation, innovation pipelines, and accelerated business outcomes. Shifting budget from maintaining legacy systems to investing in and migrating to AI-Native is the new goal.

IGNITES:

- P Venture Capital Team Based Funding, pg. 28

MEASURABLE BUSINESS OUTCOMES

Measurable business outcomes are quantifiable results that demonstrate the tangible impact of digital delivery on performance. They provide evidence of progress toward business objectives such as revenue growth, customer satisfaction, or operational efficiency. By employing data-driven metrics, organizations can align technology initiatives with strategic goals, ensuring that investments in innovation yield clear, beneficial results. The focus on measurable outcomes fosters a culture of continuous improvement, where decisions are informed by data and adjustments can be made to optimize value delivery in dynamic markets.

AI Impact: AI sharpens outcome measurement by delivering real-time analytics, interrogative forecasts, and automated reporting that directly tie technology initiatives to business value.

IGNITES:

- C Leaders Set Vision and Context, pg. 66
- T Observability, pg. 40

PRODUCT TAXONOMY GUIDES ORGANIZATIONAL DESIGN

The principle that product taxonomy guides organizational design emphasizes how the categorization and structure of products should shape the organization itself. Inspired by Conway's Law, this approach recognizes that system designs mirror communication structures. By aligning product taxonomy with organizational design, companies create cohesive teams that reflect product architecture, leading to improved collaboration, faster delivery, and more scalable systems. Teams organized around product lines or services have clearer focus, stronger ownership, and a deeper understanding of customer needs and business objectives.

AI Impact: AI enhances product taxonomy alignment by revealing dependencies, surfacing optimization opportunities, and guiding organizational adjustments with data-driven clarity.

IGNITES:

- P Customer Centric, pg. 22
- T Everything as a Service, pg. 36

SEAMLESS BUSINESS AND TECHNOLOGY

Seamless business and technology represents the integration of strategy and execution, ensuring that technology is a core driver of business value. This approach emphasizes that technology should not operate as a support function but as a central enabler of innovation and responsiveness. By leveraging modern engineering practices such as DevOps, Continuous Integration/Continuous Delivery, and agile methods, businesses can achieve smoother execution of objectives. This alignment allows technology teams and business leaders to work in lockstep, ensuring products and services meet evolving customer needs. The synergy of business goals and technological capabilities sustains competitive advantage in fast-moving markets.

AI Impact: AI accelerates business–technology alignment by bridging strategy and execution for all technologists, created shared context through conversational interactions, and enabling continuous innovation across both domains.

IGNITES:

- P Product Taxonomy Guides Organizational Design, pg. 26
- P Everything is a Product, pg. 24
- P Autonomous, Persistent, Stream-Aligned Teams, pg. 22

SUSTAINABLE AND PREDICTABLE PACE

Sustainable and predictable pace ensures teams can deliver consistently without sacrificing quality or burning out. It emphasizes balanced workloads, reliable cadences, and practices that support long-term health instead of short-term surges. This predictability allows organizations to plan more effectively, reduce risk, and maintain steady innovation.

By establishing sustainable rhythms, teams improve morale, reduce turnover, and ensure that delivery of value remains continuous. Predictable pace creates trust between leadership and teams, aligning commitments with actual capacity and preventing disruption.

AI Impact: Be ready for change when implementing AI-Native workflows. Your team can do more after being enabled, which will cause the normal estimations of work size and shape to be less accurate for a time. The goal remains to ensure developers both create and receive focused, consistently sized tasks, which improves throughput and delivery reliability. At the same time, AI automation reduces repetitive overhead, allowing teams to direct more energy toward innovation and customer value.

IGNITES:

- M All Work is Visible and Tracked, pg. 50

TEAMS OWN PRODUCT OUTCOMES

Teams owning product outcomes shifts accountability from individuals to the group as a whole. Every member, regardless of role, is responsible for the success and quality of the product. This collective model encourages stronger collaboration, deeper engagement, and broader innovation.

When teams share ownership, they adapt more quickly, address challenges together, and deliver higher-quality results. Diverse expertise is integrated throughout the lifecycle, reducing silos and accelerating delivery speed.

AI Impact: Teams empowered to own their product outcomes will want to own their ways of working, including expanding their use of AI to enable faster and better delivery. AI empowers outcome ownership by giving teams real-time insights into performance, customer usage, and value delivery, enabling smarter shared decision-making.

IGNITES:

- P Autonomous, Persistent, Stream-Aligned Teams, pg. 22
- P Measurable Business Outcomes, pg. 25
- P Customer Centric, pg. 22
- M All Work is Visible and Tracked, pg. 50

VENTURE CAPITAL TEAM BASED FUNDING

Venture capital (VC) team-based funding within an organization is an internal financial strategy designed to accelerate innovation and modern software delivery. This approach allocates funds directly to project teams, allowing them to operate with the autonomy of small startups while still benefiting from the resources and stability of a larger enterprise.

By empowering teams with their own budgets, organizations foster a more entrepreneurial mindset in product development, where teams can pivot quickly, adapt to new opportunities, and innovate in response to market and technology shifts. Team-based funding streamlines decision-making, reduces reliance on centralized approvals, and enhances the ability to deliver higher-value products, ultimately driving both organizational growth and competitive advantage.

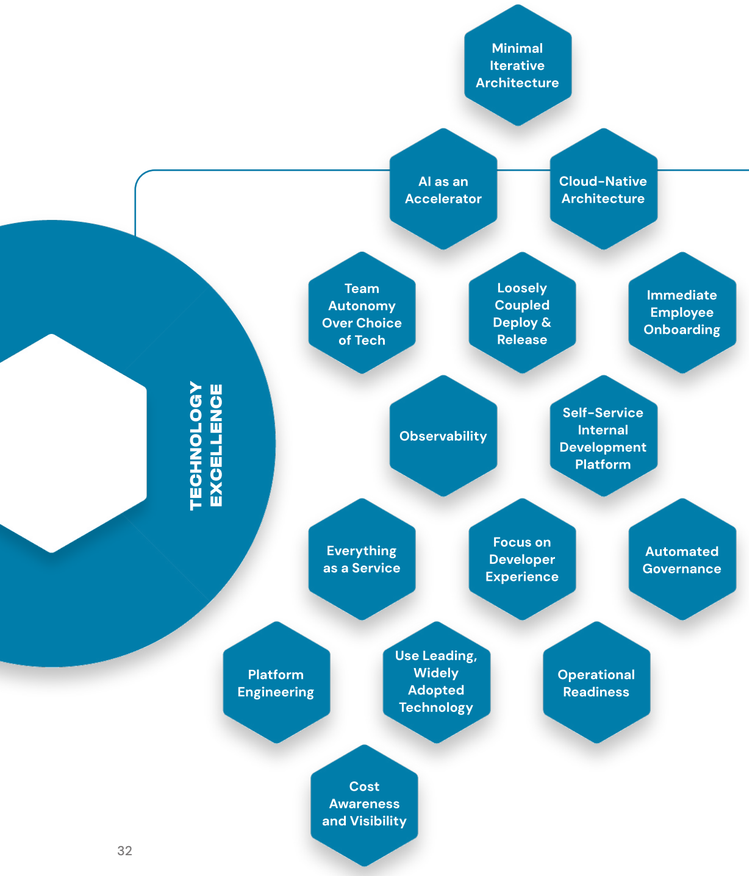
AI Impact: AI enhances team-based funding models by providing data-driven forecasting, risk analysis, and performance insights that help teams allocate resources more effectively and innovate with greater confidence.

IGNITES:

P Product Taxonomy Guides Organizational Design, pg. 26

IGNITE QUADRANT:

TECHNOLOGY EXCELLENCE



IGNITE QUADRANT:

TECHNOLOGY EXCELLENCE T

Technology Excellence is a pivotal Transformation Area that propels enterprise digital transformation by strategically adopting and implementing cutting-edge technologies. This area is all about building a technological foundation that's not just robust and scalable, but also agile enough to support and drive an organization's strategic ambitions.

At its heart, Technology Excellence embraces the principle of **small batch and fast feedback.** By adopting widely-used and well-supported technologies, we're able to implement changes quickly and gather feedback rapidly. This approach minimizes risk and allows for swift course corrections, ensuring our tech stack remains aligned with business needs and market demands.

The **culture of experimentation and empowerment** thrives in this environment. Cloud-native services, a cornerstone of our approach, give teams the freedom to experiment with new ideas without fear of breaking the entire system. This empowerment leads to innovative solutions and a workforce that's constantly pushing the boundaries of what's possible.

Transparent communication is baked into our technology strategy. We prioritize tools and platforms with strong community backing, which naturally fosters open dialogue and knowledge sharing. This transparency extends to our security practices too—we're upfront about our approach, integrating security early in the development process to create a culture of shared responsibility for data protection.

Our focus on automation directly supports the principle of **focusing on flow**. By automating repetitive tasks, we streamline our processes from development to operations. This not only boosts efficiency but also frees up our team to concentrate on more strategic, value-adding activities. It's about working smarter, not harder.

Our commitment to continuous learning and improvement embodies the **emphasis on action**. We don't just talk about staying up-to-date with emerging technologies - we actively seek them out, test them, and implement them where they add value. This proactive approach keeps us at the forefront of technological innovation.

Technology Excellence isn't just about having the latest tools—it's about leveraging technology strategically to drive innovation, efficiency, and competitive advantage. By aligning with these core principles, we create a technological ecosystem that's not just keeping pace with change, but actively shaping the future of our organization.

On the next page is an example scenario of how enterprises use the "AI as an Accelerator" Winning Strategy within the Technology Excellence Transformational Area.

IGNITE QUADRANT: TECHNOLOGY EXCELLENCE | SCENARIO

AI AS AN ACCELERATOR

SUMMARY

AI shifts the competitive baseline by converting software engineering from a labor-constrained process into an adaptive, insight-rich capability that compounds over each release. Unleashing AI workflows isn't as simple as buying licenses for teams and saying, "Go". Here's how to frame the change for your organization.

BENEFITS

- Productivity Uplift
- Accelerated Time to Market
- Higher Software Quality
- Operational Efficiency
- Data-Driven Decision Making
- Innovation Velocity
- Talent Attraction and Retention
- Scalable Governance and Compliance

AI as an Accelerator

METRICS

- Productivity & velocity quantify AI acceleration
- Quality & reliability validate that speed gains do not degrade software integrity
- Cost efficiency measures the financial benefits of AI-enabled automation
- Developer Experience ensures AI tools improve workflows
- Innovation & Experimentation metrics assess AI's role in fostering new ideas

RISKS

- Vendor Lock-In
- Model Opacity / Explainability Gap
- Incomplete Cost Modeling
- Resistance to Change
- Shadow AI Projects
- MLOps Tooling Fragmentation
- Overreliance on Pretrained Foundation Models
- Ethical & Compliance Blind Spots

PLAYS

1. Host an AI Opportunity Discovery Workshop to rapidly identify and prioritize AI acceleration candidates across portfolios.
2. Conduct an AI Skills Uplift Program which accelerates workforce capability through targeted training and labs.
3. Build Intelligent Test Automation by applying AI to generate, optimize, and maintain test suites. AI-Native workflows thrive on Test-Driven Development.
4. Create an MLOps Platform Foundation by establishing standardized workflows for building and shipping internal AI models.

WHAT NOW?

Now that you have incorporated "AI as an Accelerator" as a winning strategy at your organization, it's time to move forward. This approach ignites the path for other successful strategies, making their implementation smoother and more natural for your organization.

P Seamless Business & Technology, pg. 26

C Attract, Retain, and Grow Top Talent, pg. 62

AI AS AN ACCELERATOR

Enabling Artificial Intelligence (AI) as an accelerator within modern enterprise engineering practices is transforming how software is designed, developed, and deployed. By leveraging AI tools, teams can automate and speed up routine tasks such as code generation, testing, and defect detection. AI-enhanced platforms can also analyze large volumes of code and operational data to predict potential issues before they occur, leading to more stable and reliable software systems.

Using AI as an accelerator not only improves engineering efficiency but also encourages organizations to adopt data-driven decision-making practices, liberating teams from toil, ensuring they can focus on higher-value innovation and delivery.

AI Impact: This strategy represents the impact of AI itself, serving as the foundation for acceleration across all other Winning Strategies by reducing cycle times, encouraging experimentation, increasing quality, and enabling innovation at scale.

IGNITES:

- P Seamless Business & Technology, pg. 26

EVERYTHING AS A SERVICE

The “everything as a service” model, in the context of digital delivery and modern software engineering, emphasizes accessibility, scalability, and on-demand availability for both external customers and internal teams. This approach transforms traditional IT assets, whether software applications, platforms, or infrastructure components, into consumable services that are cataloged, standardized, and offered through self-service portals or APIs, effectively treating internal capabilities as products.

By adopting this model, IT organizations significantly improve efficiency, agility, and responsiveness to changing business needs while fostering a culture of continuous improvement and innovation. The approach also supports better resource utilization, cost management, and cross-functional collaboration, aligning closely with modern DevOps and cloud-native development practices.

AI Impact: AI is accelerating the Everything as a Service model by enabling intelligent service discovery, dynamic resource optimization, and predictive scaling. With AI-driven analytics and automation, IT teams can deliver personalized, on-demand services faster, reduce manual overhead, and improve offerings based on usage patterns and performance insights.

IGNITES:

- M Innersourcing, pg. 52

AUTOMATED GOVERNANCE

Automated governance ensures that governance, risk, and compliance (GRC) practices are built directly into the flow of software delivery. Rather than slowing teams down with manual checks, it provides automated collection, attestation, policy evaluation, and enforcement throughout the development lifecycle. This creates reliable, repeatable safeguards that accelerate delivery instead of blocking it.

By embedding governance into CI/CD pipelines, organizations maintain compliance with regulatory standards, security protocols, and quality benchmarks while preserving speed. Teams receive fast, in-context feedback that confirms they are operating within the right guardrails. This consistency reduces risk, eliminates costly rework, and allows leaders to scale secure delivery across the enterprise.

AI Impact: AI enhances automated governance by continuously monitoring patterns, detecting risks earlier, and learning from compliance data to improve enforcement. Large language models (LLMs) accelerate the translation of regulatory text into executable policies, while explainable AI artifacts improve auditability and stakeholder trust.

IGNITES:

- M Shift Left on Security, pg. 54
- M Continuous Integration/Continuous Delivery, pg. 51
- T Platform Engineering, pg. 41

CLOUD-NATIVE ARCHITECTURE

Cloud-native architecture applies modern principles to design and operate scalable, resilient applications in dynamic environments. It emphasizes modular service design facilitated by container workloads, serverless computing, and orchestration through tools such as Kubernetes, creating systems that are flexible and highly available.

This approach supports decoupled system design through microservice architecture, allowing the best practices in DevOps culture, CI/CD, and observability to support rapid and reliable delivery. Cloud-native architecture reduces lead time, optimizes costs, and strengthens system reliability by aligning infrastructure usage to real demand.

AI Impact: AI reshapes our approach to cloud-native strategies, turning software delivery into a powerful, self-managing, and data-driven system. By incorporating AI into infrastructure, security, reliability, and cost management, organizations can achieve significant boosts in speed, adaptability, and profitability.

IGNITES:

- M Continuous Integration/Continuous Delivery, pg. 51
- T Platform Engineering, pg. 41

COST AWARENESS AND VISIBILITY

Cost awareness and visibility in digital delivery and modern software engineering is about maintaining a clear and ongoing understanding of the operational costs tied to the development, deployment, and maintenance of software solutions.

By accurately tracking and analyzing costs at every stage of the software lifecycle, organizations can make informed decisions to optimize spending without compromising performance or scalability. Modern practices such as DevOps and Continuous Integration/Continuous Delivery (CI/CD) integrate cost monitoring tools and strategies to ensure cost-effectiveness is sustained throughout the development process.

Through this disciplined approach to cost management, businesses can maximize efficiency, eliminate unnecessary expenditures, and ensure technology investments consistently drive measurable value.

AI Impact: AI enhances cost awareness by providing predictive insights, automating cost optimization, and uncovering hidden inefficiencies that help organizations scale responsibly while preserving value.

IGNITES:

M Reuse and Sharing, pg. 53

IMMEDIATE EMPLOYEE ONBOARDING

Delightful and fast employee onboarding focuses on reducing the time it takes for new hires to reach full productivity by providing immediate access to essential resources, documentation, and development environments through automated processes.

This approach helps new team members quickly adapt to the company's methodologies, culture, and tooling. It also fosters a supportive environment by ensuring easy access to mentors, collaboration channels, and peer networks, helping employees feel welcomed, valued, and integrated from day one. Effective onboarding boosts morale and strengthens team cohesion, creating a positive employee experience that increases loyalty and retention.

AI Impact: AI accelerates onboarding by personalizing learning paths based on evolving organizational and team context, explaining and enabling conversational responses to questions about the organizational and team work repositories, and proactively guiding employees with intelligent assistants that shorten ramp-up time.

IGNITES:

T Focus on Developer Experience, pg. 39

FOCUS ON DEVELOPER EXPERIENCE

Developer experience focuses on creating an environment where engineers can be productive, innovative, and satisfied in their work. It reduces friction in workflows, automates repetitive tasks, and ensures developers have the right tools to concentrate on building value.

Organizations that prioritize developer experience accelerate delivery, improve code quality, and foster a culture of collaboration and continuous improvement. Effective onboarding, responsive support systems, and seamless tool integration all contribute to stronger developer outcomes.

AI Impact: AI transforms developer experience with intelligent coding assistants, automated documentation, and predictive insights that proactively remove blockers and speed up troubleshooting. Developers will need enablement and onboarding into new AI-Native workflows to achieve improved baseline results across the organization.

IGNITES:

T AI as an Accelerator, pg. 36

T Team Autonomy Over Choice of Tools, pg. 42

T Self-Service Internal Development Platform, pg. 42

LOOSELY COUPLED DEPLOY AND RELEASE

Loosely coupling deployment and release separates code deployment into production from the business decision to expose features to users. This decoupling creates safer, more flexible delivery processes and reduces risk.

Feature flags and toggles allow controlled rollouts, giving teams the ability to test features in production with limited audiences before broad release. This leads to faster feedback, simpler rollback options, and more confident delivery.

AI Impact: Machine learning models score user cohorts, operational risk, and business impact to advise when and to whom a feature flag should be activated, keeping deployment decoupled from release while maximizing value.

IGNITES:

M Boring Deployments, pg. 51

M Continuous Integration/Continuous Delivery, pg. 51

MINIMAL ITERATIVE ARCHITECTURE

Minimal Iterative Architecture is an approach in modern software engineering where system design and deployment begin with the simplest possible solution that delivers value, then expand and evolve iteratively based on feedback and real-world usage.

This philosophy prioritizes agility and responsiveness over attempting to fully architect complex systems upfront without clarity on emerging needs and challenges. By adopting a Minimal Iterative Architecture approach, organizations reduce time to market, minimize initial costs, and avoid the risks of over-engineering, creating a more adaptive and flexible response to changing requirements and new opportunities.

It aligns closely with lean development, continuous delivery, and DevOps practices, emphasizing the importance of learning by doing and adjusting architecture in small, manageable increments.

AI Impact: AI strengthens Minimal Iterative Architecture by rapidly generating prototypes, simulating architectural decisions, and providing predictive insights that guide incremental evolution with reduced risk.

IGNITES:

- C — Continuously Learning Teams, pg. 63
- T — Cloud-Native Architecture, pg. 37

OBSERVABILITY

Observability is a fundamental tenet of modern software engineering, enabling teams to understand the internal state of a system by examining its outputs. It is essential in digital delivery for ensuring performance, reliability, and resilience; particularly in distributed and cloud-native environments where systems are highly dynamic and complex.

Unlike traditional monitoring, observability focuses on collecting and analyzing rich, structured data such as logs, metrics, and traces. These insights allow teams to proactively discover and diagnose issues, rather than simply reacting to incidents. By embedding observability practices, engineering teams gain greater visibility into system behavior, improve their ability to debug and optimize, deliver more stable and performant experiences, and gain insights into how users interact with their products.

AI Impact: AI amplifies observability by detecting anomalies in real time, correlating signals across complex systems, and predicting failures before they impact users. AI also assists with instrumenting code earlier in the development process, ensuring more products are observable from the start.

IGNITES:

- T — Operational Readiness, pg. 41
- M — Quality Engineered In, pg. 53

OPERATIONAL READINESS

Operational readiness ensures systems are fully prepared for production through structured testing, configuration, and performance validation. It verifies that applications can meet business and user demands reliably and securely.

By aligning teams, processes, and technology before launch, organizations minimize downtime, reduce risk, and improve confidence in delivery. Operational readiness strengthens trust with customers and ensures resilience in dynamic environments.

AI Impact: AI accelerates readiness by simulating production conditions through the generation of production-like synthetic data, supporting observability-driven design by inserting telemetry into new and existing applications, and identifying risks before deployment.

IGNITES:

- T — Cost Awareness and Visibility, pg. 38
- M — Boring Deployments, pg. 51

PLATFORM ENGINEERING

Platform engineering builds the internal platforms that enable efficient development and delivery. Abstracting infrastructure and automating operations gives developers consistent, secure environments to focus on creating value.

This discipline incorporates DevOps, cloud-native technologies, and automation to drive scalability, reliability, and speed. A strong platform foundation supports continuous delivery and creates a consistent developer experience.

AI Impact: AI enhances platform engineering by enabling self-optimizing environments, automating governance, and improving developer feedback loops. For example, context-aware copilots assist SREs and developers in authoring pipelines, debugging deployments, and refactoring IaC, embedding platform best practices directly into daily workflows.

IGNITES:

- T — Everything as a Service, pg. 36
- P — Autonomous, Persistent, Stream-Aligned Teams, pg. 22

SELF-SERVICE INTERNAL DEVELOPER PLATFORM

A self-service internal developer platform (IDP) streamlines software delivery by empowering developers to independently deploy, manage, and scale applications using pre-approved tools and frameworks. This self-service platform integrates seamlessly with modern development practices, preserving team autonomy and ownership while simplifying adoption and ensuring compliance and governance standards are met.

By abstracting away the complexities of infrastructure and automating routine tasks, IDPs foster a culture of innovation and efficiency among engineering teams. They also support DevOps and cloud-native principles by enhancing collaboration, improving application portability across environments, and optimizing resource utilization.

AI Impact: One of the key benefits of an IDP is discoverability through service catalogs and custom guardrails and templates. Using Model Context Protocol (MCP), AI access to an IDP enables faster discovery, less overhead, and dynamic creation of services within enterprise specification.

IGNITES:

- T Everything as a Service, pg. 36
- T Platform Engineering, pg. 41
- T Immediate Employee Onboarding, pg. 38

TEAM AUTONOMY OVER CHOICE OF TOOLS

Team autonomy over the choice of tools reflects the principle that those closest to the work are best positioned to decide which technologies and platforms will enable them to be most effective. By granting this autonomy, organizations empower teams to select tools that match their workflows, improve efficiency, and reduce friction.

This approach creates a more agile, innovative, and responsive development environment, which is critical for competing in the fast-paced world of digital delivery. It also fosters a culture of trust and accountability, where team members feel valued and invested in outcomes. This in turn drives higher morale, stronger engagement, and greater retention.

AI Impact: AI enhances tool autonomy by providing intelligent recommendations, integrating diverse toolchains, and ensuring teams can make faster and more informed choices while still maintaining organizational alignment.

IGNITES:

- T Use Leading, Widely Adopted Technology, pg. 43

USE LEADING, WIDELY-ADOPTED TECHNOLOGY

Using leading, widely adopted technology ensures organizations build on reliable, proven, and well-supported solutions. This reduces risk, accelerates adoption, and benefits from global communities that continuously improve the technology.

Selecting widely used tools also strengthens recruiting and retention, since more engineers are experienced with these technologies. It enables teams to innovate faster while staying aligned with industry standards.

AI Impact: AI assists in evaluating technology adoption trends, predicting ecosystem maturity, and guiding decisions to select tools that will provide long-term value. Additionally, selecting AI models, patterns, and workflows for the organization must also be done using leading, widely adopted technology. Bespoke models and proprietary AI tools will require additional investment and fall behind the leading benchmarks quickly.

IGNITES:

- C Attract, Retain, and Grow Top Talent, pg. 62

IGNITE QUADRANT:

MODERN ENGINEERING PRACTICES

IGNITE QUADRANT:

MODERN ENGINEERING PRACTICES M

Modern Engineering Practices is an Ignite Quadrant that revolutionizes how enterprises approach software development and delivery. This area is all about embracing cutting-edge methodologies and technologies to supercharge efficiency, reliability, and scalability in engineering processes.

The principle of small batch and fast feedback is at the core of this transformation. Continuous Integration/ Continuous Delivery (CI/CD) practices embody this principle perfectly. By enabling frequent, automated deployments, we're able to integrate code changes and deliver value continuously. This rapid iteration cycle allows us to respond swiftly to feedback, reducing lead times and boosting code quality.

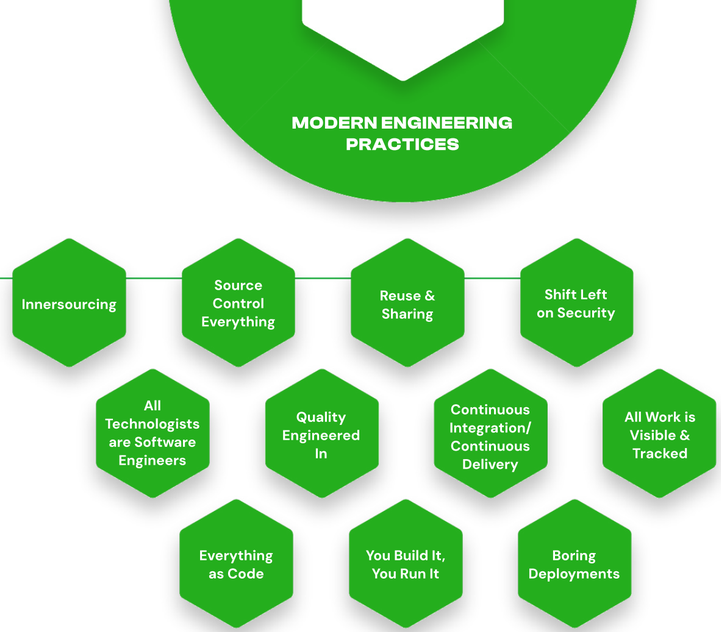
Automation plays a starring role in enabling a culture of experimentation and empowerment. By taking repetitive tasks off our plates, automation frees up our team to focus on more creative, high-value work. This shift empowers our engineers to experiment with new ideas and solutions, driving innovation and job satisfaction.

The adoption of a microservices architecture aligns with the principle of transparent communication. By breaking down applications into smaller, independently deployable services, we create clear boundaries and interfaces between components.

This transparency makes it easier for teams to understand, develop, and maintain different parts of the system, fostering better collaboration and knowledge sharing. Our focus on flow is evident in how we leverage cloud-native services.

These technologies allow us to dynamically scale resources, optimizing costs and performance. This flexibility ensures a smooth, uninterrupted flow of work, enabling us to deploy and manage applications with unprecedented efficiency and security. Lastly, our commitment to continuous learning and improvement embodies the emphasis on action. We don't just talk about staying current with emerging technologies—we actively seek them out, experiment with them, and integrate them into our processes.

This proactive approach keeps our engineering practices cutting-edge and effective. Modern Engineering Practices isn't just about adopting new tools or methodologies. It's about fundamentally transforming how we approach software development and delivery. By aligning with these core principles, we're creating an engineering environment that's not just keeping up with the pace of change, but actively driving innovation and excellence in the digital age.



On the next page is an example scenario of how enterprises use the "All Technologists are Software Engineers" Winning Strategy within the Modern Engineering & Practices Ignite Quadrant.

IGNITE QUADRANT: MODERN ENGINEERING & PRACTICES | SCENARIO

ALL TECHNOLOGISTS ARE SOFTWARE ENGINEERS

SUMMARY

Adopting a software engineering mindset empowers technologists to contribute to the end-to-end lifecycle of their organization's digital products. Understanding how AI-native workflows accelerate and reinforce the ability of all technologists to contribute to the software development lifecycle is now an organizational advantage.

BENEFITS

- Democratizing Advanced Engineering Skills
- Increased Automation and Efficiency
- Flexibility and Adaptability
- Improved Quality and Reliability
- Cultural Shift towards Innovation
- Heightened Security Posture
- Career Development and Skills Enhancement

All Technologists are Software Engineers

METRICS

- Everyone Commits Code Daily measures how often team members contribute to source control
- Deployment Frequency measures how often code is deployed to production
- Lead Time for Changes measures the time it takes for a commit to get into production
- Change Failure Rate shows percentage of deployments causing a failure in production

RISKS

- Overemphasis on Coding Skills
- One Size Fits All Approach
- Training and Development Challenges
- Cultural Resistance
- Workflow Disruption
- Inadequate Assessment and Metrics
- Innovation Stifling

PLAYS

1. Enable a continuous learning culture by providing access to online courses, conferences, certifications, and internal tech talks, emphasizing the importance of staying current with technology and practices.
2. Promote a culture where everyone works with source code, to foster collaboration, enhance problem-solving skills, encourage automation, facilitate skill development, and enable continuous improvement.
3. AI-Powered Pair Programming Assistants integrate LLMs into IDEs to generate, refactor, and document code, enabling engineers to produce production-ready software with guidance comparable to an expert peer.
4. Organize cross-functional training that focuses on software engineering principles, coding standards, version control, CI/CD, and other relevant topics to ensure basic understanding of software development.

WHAT NOW?

Now that you have incorporated "All Technologists are Software Engineers" as a winning strategy at your organization, it's time to move forward. This approach ignites the path for other successful strategies, making their implementation smoother and more impactful for your organization.

C Continuously Learning Teams, pg. 63

C Engaged, Invested, and Community-Driven, pg. 63

ALL TECHNOLOGISTS ARE SOFTWARE ENGINEERS

We believe all technologists must also be software engineers. Regardless of job title or area of expertise, the foundational skills and principles of software engineering are essential for every technologist. This includes understanding coding practices, version control, automation, and the use of software tools that support Continuous Integration/Continuous Delivery (CI/CD). These capabilities are critical for enabling the flow of value, reliability, and speed in digital delivery.

Adopting a software engineering mindset empowers technologists in every role to innovate, collaborate more effectively, and contribute meaningfully to the end-to-end lifecycle of digital products.

AI Impact: AI elevates this principle by making software engineering skills more accessible, enabling all technologists to build, test, and deliver solutions with greater speed and precision. AI democratizes software development. Trends like "Vibe Coding" have opened the door to technologists who would have never attempted building software before AI.

IGNITES:

- C — Continuously Learning Teams, pg. 63
- C — Engaged, Invested, and Community-Driven, pg. 63

ALL WORK IS VISIBLE AND TRACKED

Ensuring that all work is visible and tracked enables a transparent and accountable approach to managing the flow of value across the organization. This principle depends on digital tools and platforms that support real-time tracking of tasks, progress monitoring, and work allocation. Every piece of work, from the smallest task to major milestones, is documented and accessible to all team members.

This visibility allows teams to identify bottlenecks, manage workloads more effectively, and prioritize tasks in ways that improve collaboration and efficiency. It also promotes a culture of continuous improvement, as teams can reflect on completed work, learn from outcomes, and make data-driven decisions to optimize future processes and product delivery.

AI Impact: AI enhances work visibility by analyzing patterns across tasks, predicting bottlenecks before they occur, and offering intelligent recommendations to improve flow and efficiency.

IGNITES:

- M — Everything as Code, pg. 52

BORING DEPLOYMENTS

Boring deployments emphasize making releases predictable and uneventful. With strong automation, rigorous testing, and reliable CI/CD pipelines, deployments become low risk and routine.

This reduces stress for teams, increases confidence in releases, and improves the ability to deliver value frequently. Predictable, repeatable deployment processes build stability and trust across the organization.

AI Impact: AI strengthens boring deployments by detecting anomalies, automating rollback decisions, and continuously optimizing deployment flows.

IGNITES:

- T — Observability, pg. 40
- T — Automated Governance, pg. 37

CONTINUOUS INTEGRATION/ CONTINUOUS DELIVERY

CI/CD enables frequent, automated integration, testing, and delivery of code into production. It reduces errors, accelerates validation, and improves quality by embedding testing and deployment into the workflow.

This practice is a cornerstone of modern delivery, ensuring that organizations can release at speed while maintaining stability. CI/CD shortens feedback loops and allows business ideas to move quickly from concept to customer value.

AI Impact: AI-native workflows elevate CI/CD by embedding organizational best practices directly into system prompts. This ensures every code change aligns with principles like Test-Driven Development, Security by Design, and Domain-Driven Design, driving faster delivery, stronger security, and higher quality software.

IGNITES:

- M — Quality Engineered In, pg. 53
- M — Source Control Everything, pg. 54

EVERYTHING AS CODE

Treating everything as code is a foundational principle in modern software engineering and digital delivery. It emphasizes managing and provisioning all elements of the technology environment through code. This includes infrastructure (Infrastructure as Code), security policies (Security as Code), configuration (Configuration as Code), governance, risk, and compliance (GRC as Code), and even documentation. All of these elements can then be version-controlled, automated, tested, and deployed in a consistent and repeatable way.

By adopting this approach, organizations improve efficiency, repeatability, auditability, and reliability across the software development lifecycle. Leveraging the same tools and processes used for application code allows teams to manage the entire technology stack with greater consistency.

Everything as code also enhances collaboration across development, operations, and security teams, creating a transparent workflow that accelerates both speed and quality in digital delivery.

AI Impact: AI expedites the "everything as code" practice by helping teams quickly translate their disciplines into code. Assisting in generating code, automating processes, and creating documentation, thereby enabling teams to codify their work faster and more reliably.

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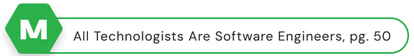

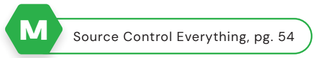

INNERSOURCING

Innersourcing is a collaborative approach to software development that adapts the open-source model for use within an organization. It encourages the sharing of code, tools, and best practices across teams, fostering transparency and collective ownership of the development process.

By leveraging innersourcing, companies can break down silos, accelerate innovation, reduce duplication of effort, speed up onboarding, and improve code quality through peer reviews and cross-team contributions. This approach also enables greater reuse of existing solutions and helps build a more connected and engaged engineering community.

AI Impact: AI enhances innersourcing by streamlining code discovery, recommending reusable components, and aids in applying organizational best practices, increasing collaboration and innovation across teams.

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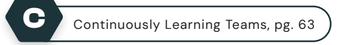

QUALITY ENGINEERED IN

Quality engineered in makes quality assurance an integral part of development rather than a late-stage step. By embedding quality checks from the start, organizations reduce defects, improve reliability, and shorten delivery cycles.

Practices such as test-driven development, automated testing, and CI/CD ensure every team member contributes to maintaining quality. This results in more maintainable systems and greater confidence in releases.

AI Impact: AI advances this approach by automatically generating tests, identifying hidden weaknesses, and predicting potential failure points in greenfield and brownfield codebases.

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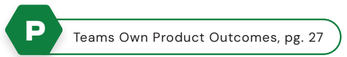


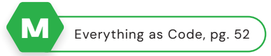
REUSE & SHARING

Reuse and sharing highlight the importance of leveraging existing assets such as libraries, frameworks, and services to accelerate delivery. This reduces redundancy, saves time, and encourages collaboration across teams.

By reusing proven solutions, organizations increase efficiency and consistency while freeing developers to focus on innovation. Shared assets also strengthen community culture and promote standards.

AI Impact: AI improves reuse by automatically surfacing relevant assets, recommending shared components, and detecting duplication across systems. Creating technical documentation is an easy win in AI-Native workflows, as is querying and interrogating large sets of documentation for context, instructions, and discoverability.

IGNITES:



SHIFT LEFT ON SECURITY

Shift left on security emphasizes integrating security measures early in the software development lifecycle rather than treating them as an afterthought. By embedding security considerations from the planning phase through development and testing, organizations can identify and address vulnerabilities sooner, reducing both risk and impact.

This approach fosters a culture where security is a shared responsibility across developers, operations, and quality assurance teams. It promotes close collaboration on security-related matters and ensures that protections are built into workflows rather than bolted on later.

Adopting a shift left mindset leads to more efficient and secure software delivery, improving overall quality while reducing the time and resources required to mitigate flaws.

AI Impact: AI accelerates shift left practices by automating threat detection, analyzing code for vulnerabilities in real time, and providing proactive guidance to developers before risks reach production.

IGNITES:

- T — Operational Readiness, pg. 41
- T — Platform Engineering, pg. 41

SOURCE CONTROL EVERYTHING

"Source control everything" emphasizes the importance of versioning and tracking changes across all aspects of a software project, not just the application code. This approach extends to infrastructure configurations, database schemas, deployment scripts, and even documentation, all of which are managed within a source control system.

By applying source control to these components, teams improve collaboration, streamline development, and reduce the risk of conflicts or inconsistencies. This creates a more reliable and efficient pipeline for software delivery.

It reflects a core principle of DevOps and Infrastructure as Code (IaC), ensuring every change is traceable, reversible, and subject to review. This practice maintains high quality standards while enabling Continuous Integration/Continuous Delivery (CI/CD).

AI Impact: AI enhances source control practices by automating code reviews, detecting risky changes, and providing intelligent suggestions that improve consistency, security, and delivery speed.

IGNITES:

- M — Boring Deployments, pg. 51
- T — Focus on Developer Experience, pg. 39

YOU BUILD IT, YOU RUN IT

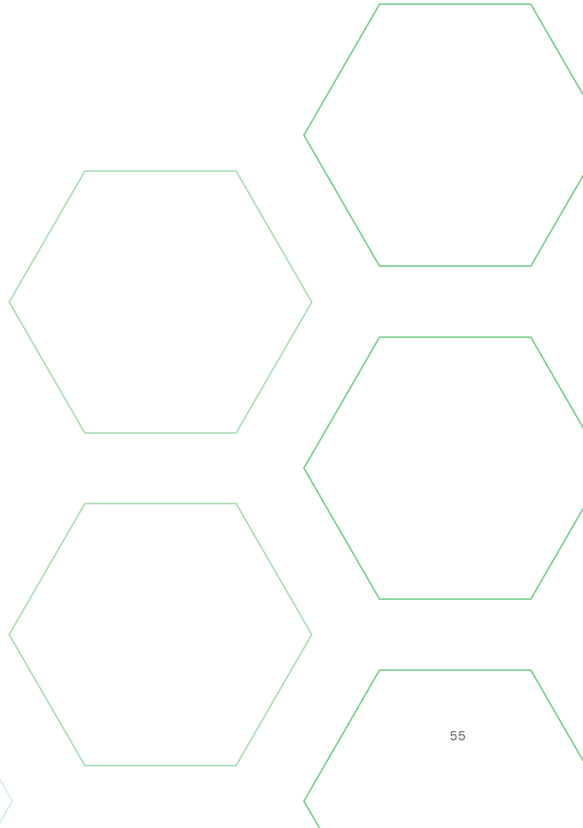
You Build It, You Run It assigns responsibility for applications to the teams that develop them. This model creates accountability, strengthens quality, and improves operational feedback.

By owning the lifecycle from build through production, developers design more reliable systems and break down silos between development and operations. The result is more resilient and responsive delivery.

AI Impact: Generative and predictive models automatically surface insights, recommend optimizations, and execute low-level tasks, allowing product teams to take full ownership of reliability, security, and cost while accelerating delivery velocity.

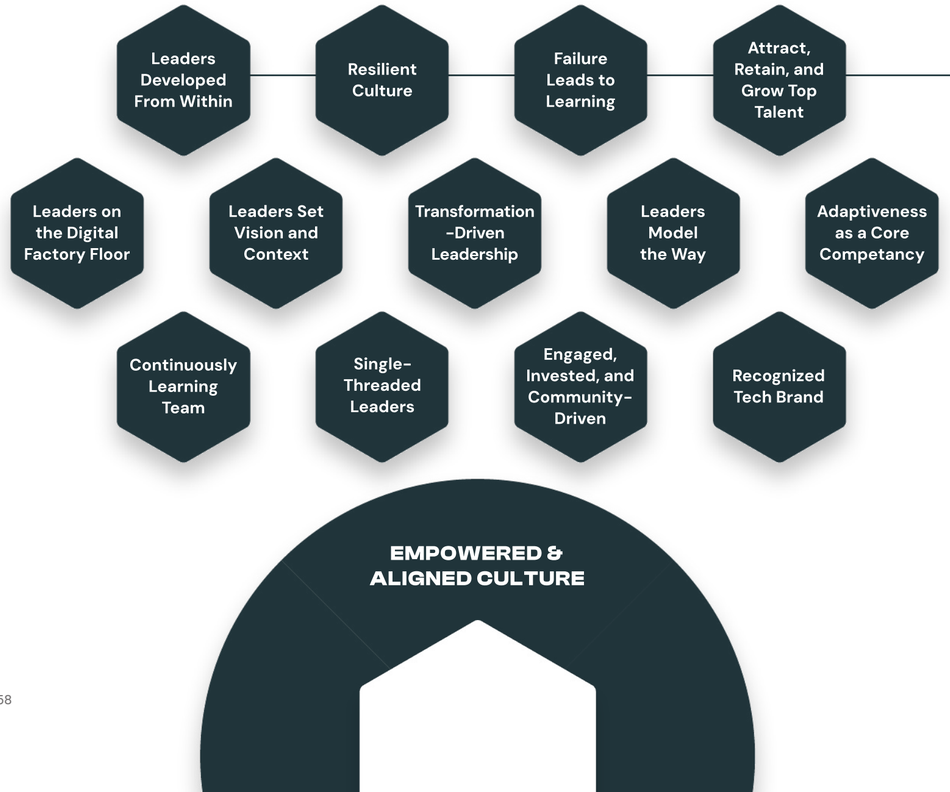
IGNITES:

- P — Autonomous, Persistent, Stream-Aligned Teams, pg. 22
- T — Operational Readiness, pg. 41



IGNITE QUADRANT:

EMPOWERED AND ALIGNED CULTURE



IGNITE QUADRANT:

EMPOWERED AND ALIGNED CULTURE C

Empowered and Aligned Culture is a transformative area that breathes life into an organization's digital transformation journey. It's about creating an environment where teams aren't just working—they're thriving, innovating, and driving the organization forward with passion and purpose.

The principle of **small batch and fast feedback** is woven into the fabric of this culture. We encourage teams to break down big ideas into smaller, manageable experiments. This approach allows for rapid testing and learning, fostering a nimble organization that can quickly adapt to changing market conditions and customer needs.

Creating a **culture of experimentation** is at the heart of this transformation. We empower our teams to take calculated risks and try new approaches without fear of failure. This empowerment isn't just lip service—it's backed by the resources and support needed to turn ideas into reality. The result? A dynamic, responsive organization where innovation isn't just encouraged, it's expected.

Transparent communication isn't just a buzzword here—it's a way of life. We've torn down the information silos, ensuring that knowledge flows freely across all levels of the organization. This openness builds trust, fosters collaboration, and ensures that everyone, from the C-suite to the front lines, is aligned on our goals and progress.

Our **focus on flow** is evident in how we align individual efforts with organizational objectives. We've created clear pathways that show how each team's work contributes to the bigger picture. This alignment eliminates bottlenecks and ensures a smooth flow of value creation throughout the organization.

Our commitment to continuous improvement embodies the **emphasis on action**. We don't just talk about getting better—we actively seek out opportunities for growth and development. This proactive approach keeps our skills sharp and our processes efficient, ensuring we're always ready to meet the next challenge.

Empowered and Aligned Culture isn't just a nice-to-have - it's the engine that drives successful digital transformation. By fostering an environment where teams are motivated, aligned, and empowered, we're not just changing how we work—we're revolutionizing what we can achieve together.

On the next page is an example scenario of how enterprises use the "Attact, Retain, and Grow Top Talent" Winning Strategy within the Empowered and Aligned Culture Transformational Area.

P T M C

IGNITE QUADRANT: EMPOWERED & ALIGNED CULTURE | SCENARIO

ATTRACT, RETAIN, AND GROW TOP TALENT

SUMMARY

Attract, retain, and grow top talent by offering a mission that matters, a high-velocity engineering environment, and a culture of psychological safety with clear paths for impact and advancement, measured continuously by engagement and delivery metrics to keep the flywheel compounding.

BENEFITS

- Enhanced Innovation Velocity
- Improved Delivery Performance
- Higher Employee Engagement & Satisfaction
- Lower Recruiting & Onboarding Costs
- Stronger Employer Brand
- Increased Customer Satisfaction & Revenue Growth
- Agile and Continuous Improvement Excellence

Attract, Retain, and Grow Top Talent

METRICS

- Talent Acquisition Effectiveness measured by the speed, quality, and efficiency of hiring
- Employee Retention & Stability, the ability to keep critical talent
- Engagement & Satisfaction: sentiment and discretionary effort indicators
- Employer Brand & External Perception
- Leadership & Manager Effectiveness

RISKS

- Overreliance on Monetary Incentives
- Talent Magnet, Engagement Lag
- Opaque Career Paths
- One-Size-Fits-All Development Programs
- Neglecting Manager Enablement
- Micromanagement Culture
- Sluggish Hiring Process
- Non-Compete and IP Overreach

PLAYS

1. Launch an Employer Brand Revamp to refresh external perception and position the organization as a premier technology destination.
2. Build specific Technologist and Engineering Career Ladders and publish transparent role expectations and growth paths.
3. Activate a Feedback-Driven Retention Cadence by implementing continuous sentiment capture and action loops. Your employee NPS comes before your customer NPS.
4. Enact Leadership Development Tracks to grow next-generation engineering leaders internally.

WHAT NOW?

Now that you have incorporated "Attract, Retain, and Grow Top Talent" as a winning strategy at your organization, it's time to move forward. This approach ignites the path for other successful strategies, making their implementation smoother and more impactful for your organization.

C Engaged, Invested, and Community-Driven, pg. 63

C Recognized Tech Brand, pg. 66

ADAPTIVENESS AS A CORE COMPETENCY

Adaptiveness as a core competency is a cornerstone of digital delivery and modern software engineering. It requires cultivating a culture of continuous learning, where teams actively embrace emerging technologies, practices, and tools.

This competency enables organizations to respond swiftly and effectively to shifting market demands, technological advancements, and evolving customer expectations. By embedding adaptiveness into their ways of working, companies create the conditions for innovation, reduce waste, and sustain long-term growth.

AI Impact: AI accelerates adaptiveness by surfacing emerging trends, enabling rapid experimentation, and providing real-time insights that help organizations pivot with confidence.

IGNITES:

- C — Transformationally Driven Leadership, pg. 68

ATTRACT, RETAIN, AND GROW TOP TALENT

Attracting, retaining, and growing top talent requires building an organizational culture that values innovation, continuous learning, and technical excellence. Companies that prioritize cutting-edge technologies, foster collaborative team environments, and invest in comprehensive training and career development programs are more likely to appeal to ambitious engineers seeking opportunities to grow and contribute to meaningful projects.

Retention is strengthened through meaningful work, recognition, competitive compensation, and clear opportunities for professional advancement. This enables teams to maintain high levels of productivity, creativity, and innovation.

A strong commitment to developing talent internally, supported by access to modern tools, technologies, and methodologies, ensures the workforce evolves alongside the industry and positions the organization as a leader in digital delivery and modern software engineering.

AI Impact: AI supports talent attraction and retention by empowering employees, accelerating their ability to learn, innovate and iterate. Ensuring teams have access to intelligent tools that keep them at the forefront of innovation.

IGNITES:

- C — Engaged, Invested, and Community-Driven, pg. 63
- C — Recognized Tech Brand, pg. 66

CONTINUOUSLY LEARNING TEAMS

Continuously learning teams prioritize ongoing skill development, experimentation, and curiosity. By embedding learning into daily work, teams adapt faster to new technologies and industry changes.

This mindset fosters resilience, encourages innovation, and builds long-term organizational agility. Teams that continually learn remain competitive in evolving markets.

AI Impact: AI systems aggregate data across repositories, chat threads, telemetry, and project artifacts to surface relevant insights at the right moment, ensuring that every sprint, incident, and experiment feeds back into organizational learning loops with minimal manual effort.

IGNITES:

- C — Adaptiveness as a Core Competency, pg. 62
- C — Failure Leads to Learning, pg. 64
- M — Reuse and Sharing, pg. 53

ENGAGED, INVESTED, AND COMMUNITY-DRIVEN

An engaged, invested, and community-driven culture emphasizes collective responsibility and shared improvement. Individuals actively participate, care deeply about outcomes, and support each other in problem-solving.

This culture accelerates progress, promotes innovation, and strengthens commitment to organizational goals. It also increases job satisfaction and retention.

AI Impact: AI can enable more engaged teams by creating opportunities for all stakeholders to contribute to product outcomes, quality, and impact.

IGNITES:

- C — Continuously Learning Teams, pg. 63
- C — Resilient Culture, pg. 67
- P — Autonomous, Persistent, Stream-Aligned Teams, pg. 22
- P — Sustainable and Predictable Pace, pg. 27
- T — Everything as a Service, pg. 36

FAILURE LEADS TO LEARNING

In digital delivery and modern software engineering, the principle that failure leads to learning is a cornerstone of innovation and continuous improvement. This mindset encourages teams to experiment, take calculated risks, and embrace failure as an opportunity to gather valuable insights.

Organizations that adopt practices such as Continuous Integration/Continuous Delivery (CI/CD), agile methodologies, and DevOps are better equipped to identify failures quickly, learn from them, and apply those lessons to strengthen product quality and resilience.

This approach not only accelerates the development lifecycle but also fosters a culture of transparency, adaptability, and growth, ultimately resulting in the delivery of superior products and services.

AI Impact: AI accelerates learning from failure by speeding up our ability to experiment, enabling teams to try new ideas more quickly, detecting issues earlier, identifying patterns across incidents, and generating recommendations that help teams continuously improve at greater speed and scale.

IGNITES:

- T — Observability, pg. 40
- M — Continuous Integration/Continuous Delivery, pg. 51

LEADERS DEVELOPED FROM WITHIN

Leaders developed from within emphasizes cultivating leadership skills among existing team members rather than relying primarily on external recruitment. This approach recognizes the value of internal candidates who already possess deep domain knowledge, technical expertise, and an understanding of the organization's culture.

By investing in the professional growth and leadership development of employees, organizations foster a culture of continuous improvement, innovation, and agility that is essential for digital delivery. Developing leaders from within also strengthens loyalty, increases morale, and ensures a steady pipeline of capable individuals ready to take on greater responsibilities.

AI Impact: Leaders in a modern, more flattened organization, where stream-aligned teams own more services end-to-end, need more context and information to support and enable their teams than ever before. The leadership challenge is growing, not shrinking, and using smart AI tooling to access enterprise trends, employee sentiment, and customer needs empowers Leaders to push down more autonomy to their teams while still encouraging growth and change.

IGNITES:

- C — Leaders on the Digital Factory Floor, pg. 65

LEADERS MODEL THE WAY

Leaders model the way by demonstrating best practices and embodying the principles they expect others to follow. They actively practice and encourage behaviors found across high-functioning teams, such as transparent communication, a culture of experimentation and empowerment, and continuous improvement. They set high standards for their teams and provide the framework needed for psychologically safe, rapid iterations.

By engaging directly with technology and learning themselves, leaders inspire others to embrace modern practices. This creates a culture of curiosity, accountability, and shared ownership where teams feel both empowered and supported to take risks, learn quickly, and deliver lasting impact.

AI Impact: AI adoption at the leader level sets a company tone that invites rapid learning, quick iterations, and empowers teams to break bottlenecks and automate repetitive tasks.

IGNITES:

- C — Leaders on the Digital Factory Floor, pg. 65

LEADERS ON THE DIGITAL FACTORY FLOOR

Leaders on the digital factory floor are deeply embedded in the environments where software is built, deployed, and managed. They do not operate from a distance but work alongside teams, engaging directly with the tools, platforms, and processes that drive enterprise technology. Their presence shifts leadership from a hierarchical model to one that is collaborative, empowering, and rooted in real-time engagement.

By working shoulder to shoulder with engineers, leaders create the conditions for fast feedback, small-batch delivery, and the flow of ideas that fuel agile, DevOps, and cloud-native practices. They remove blockers, make sharper decisions, and mentor teams in ways that accelerate both learning and delivery. This proximity builds trust, drives higher standards, and fosters a culture where innovation thrives.

AI Impact: On the digital factory floor, leaders play a critical role in embedding AI into workflows and platforms. By modeling how and why to pair human judgment with machine acceleration, they help teams adopt AI responsibly and effectively.

IGNITES:

- M — All Technologists are Software Engineers, pg. 50
- P — Flattened Organizational Structure, pg. 24

LEADERS SET VISION AND CONTEXT

Leaders in software engineering and digital delivery play a critical role in setting a clear vision and providing context for their teams. This involves outlining overarching goals and strategic direction so that technical projects align with business priorities and meaningfully contribute to organizational objectives.

By providing context, leaders help team members understand not only what they are working on but also why it matters. This fosters deeper engagement, a stronger sense of purpose, and more informed decision-making. Clear vision and context also encourage innovation and create the conditions for teams to respond effectively to the fast-evolving demands of digital delivery.

AI Impact: AI Leadership is about setting a bold vision while funding experimentation and enabling teams to adopt AI responsibly. By articulating clear goals and creating space for pilots, leaders empower teams to explore AI capabilities, iterate safely, and build innovations that align with business objectives.

IGNITES:

C Leaders on the Digital Factory Floor, pg. 65

RECOGNIZED TECH BRAND

A recognized tech brand is one that has established credibility and trust through the consistent delivery of high-quality digital products and solutions. These organizations are often at the forefront of adopting and innovating in areas such as DevOps, cloud computing, Continuous Integration/Continuous Delivery (CI/CD), and agile methodologies, setting industry standards and best practices.

Their reputation is strengthened by the ability to solve complex problems, enhance user experiences, and accelerate digital transformation for clients and customers. Recognized tech brands not only attract top talent but also influence the broader technology ecosystem through thought leadership, contributions to open-source communities, and the shaping of future trends.

AI Impact: There won't be many high-quality tech brands who handcuff their teams into not using AI-Native workflows. Attracting and retaining top talent also requires buy-in from those developing the solutions. A thriving AI Community of Practice is a good first step, and setting a strong, but collaborative, vision of the tech future for your organization is an urgent priority.

IGNITES:

C Engaged, Invested, and Community-Driven, pg. 63

RESILIENT CULTURE

Resilient culture emphasizes adaptability, experimentation, and rapid recovery from setbacks. Teams are encouraged to take risks, learn from outcomes, and embed resilience into both systems and culture. With resilience, organizations can withstand disruption and continue delivering value under pressure. This mindset supports agility and long-term success.

Psychological safety is the foundation that makes this resilient culture possible. When people feel safe to voice ideas, admit mistakes, and challenge assumptions without fear of blame, they are far more likely to experiment and innovate. Leaders who create and protect this environment enable teams to learn faster, recover quickly, and evolve stronger from setbacks.

AI Impact: AI enables resilience in the face of product and system challenges by providing best practices, interrogable guidance, and automated recovery steps for even complex applications and systems. Creating clear context and next steps in the face of pressure during an outage is a key benefit.

IGNITES:

C Adaptiveness as a Core Competency, pg. 62

SINGLE-THREADED LEADERS

Single-threaded leaders dedicate full attention to one product or initiative. By focusing exclusively, they develop a deep understanding, accelerate decision-making, and drive greater ownership.

This leadership style improves alignment and innovation, since leaders are not distracted by competing priorities. It creates a more agile and focused organization.

AI Impact: By equipping single-threaded leaders to analyze market signals, conduct rapid research, and align tasks more effectively with existing codebases, AI strengthens their ability to stay focused on what matters most. This allows them to guide teams with right-sized work while positioning their product to adapt quickly to changing market or client needs.

IGNITES:

P Everything is a Product, pg. 24

P Teams Own Product Outcomes, pg. 27

TRANSFORMATIONALLY DRIVEN LEADERSHIP

Transformationally driven leadership focuses on inspiring and motivating teams to innovate, embrace change, and continuously improve. It relies on a leader's ability to clearly articulate how digital technologies can transform an organization's operations, products, and services for the better.

Such leaders cultivate a culture of collaboration, learning, and agility, enabling teams to experiment, learn from failure quickly, and adapt to new challenges. By championing a transformational mindset, leaders empower their organizations to navigate the complexities of digital transformation while leveraging modern engineering practices and methodologies to achieve business success.

AI Impact: Embracing AI technologies, transformational leaders set a tone. Enabling their organizations to experiment and accelerate learning with speed and confidence. Without leaders driving change, AI will be limited to pilots and experiments that don't sustain transformation.

IGNITES:

WHAT'S NEXT?

Now that you have explored the Ignite Playbook and the Winning Strategies it outlines, the real work begins. Reading about transformation is one thing, but putting it into practice is what separates incremental progress from true enterprise change. The playbook is meant to inspire action, spark conversations, and provide a framework for leaders and teams who are ready to do more than talk about modernization. They are ready to live it.

At Liatrio, we believe the most valuable step you can take now is to move from concepts into execution. That means bringing these strategies into the rhythm of your organization, testing them in real-world contexts, and adapting them to your unique challenges. Every company has its own culture, constraints, and ambitions. That is why we do not offer cookie-cutter solutions. Instead, we partner with you to co-create a path forward, one that accelerates progress while building the internal capabilities your teams will rely on long after our work together begins.

Our team of experts is ready to guide you through the full journey. That includes initial assessments that expose hidden friction, pilot programs that generate quick wins, and scaled implementations that transform how your organization thinks, builds, and delivers. Along the way, we work side by side with your people, ensuring the knowledge, tools, and confidence stay with them. This approach creates momentum that lasts while avoiding the trap of transformation theater that stalls out once the consultants leave.

So, what comes next? Do not stop at understanding the playbook. Challenge your teams to experiment with these strategies in small, focused ways. Share the insights across departments. Ask the hard questions about where bureaucracy or outdated processes are holding you back. Then, when you are ready to accelerate, connect with us. Whether you want a conversation to explore your options or a partner to stand shoulder to shoulder with your leaders, Liatrio is here to help.

Transformation is never finished. It is a continuous journey. The Ignite Playbook is your starting point. The next step is making it real. Visit our website to explore how we can support your modernization goals, or reach out directly to start building your organization's future today.

ABOUT LIATRIO

Liatrio ignites true enterprise transformation through IT modernization. Our consultants spark innovation by driving change that fuels core engineering practices, processes, and culture required to accelerate the delivery of digital value in technology organizations.

Our dedication to delivery is matched only by our passion for bringing enthusiasm and innovation to our clients. We're more than consultants; we're partners in your journey towards modernization.

OUR CONSULTING SERVICES INCLUDE:

- Workforce Enablement
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- Security & Compliance
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