

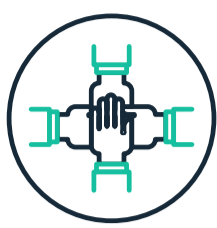
10 step action plan for talent transformation



You're thinking about migrating to the cloud but wonder if your existing teams can make it happen. The answer is simple: yes, they can—with the right training. In fact, it's less expensive to reskill and scale up current staff than it is to hire new teams. Not only that, organizations that are comprehensively trained adopt cloud 80% faster on average.¹

1 Prep your team

Before starting a cloud migration, prepare your team for the journey ahead. Anticipate frustrations and share strategies to help boost morale. Create alignment,



overcommunicate, spark motivation, develop capacity and share knowledge. Clear, empathic communication is key to managing excitement and uncertainty among staff.

2 Learn the fundamentals

Take a **1-day AWS technical essentials course**, designed for anyone who wants to get started using AWS. The updated course now addresses **18 AWS services**,

with in-depth coverage of **10 core services**. It provides broad exposure to the terminology and concepts related to the AWS platform, including core services, management and security.

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3 Play in a sandbox

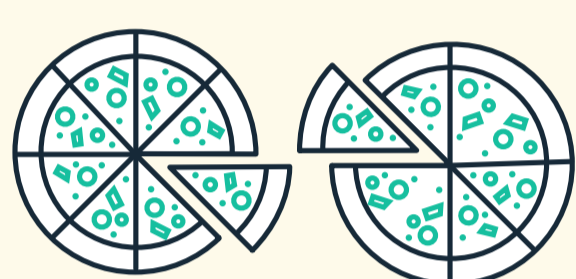
Give your team a safe space to experiment with the technology — for instance, start using the services and their APIs. Create a standalone sandbox AWS account that will never host production. Practice, practice, practice.



“There is no compression algorithm for experience.”

— Andy Jassy, CEO, AWS

4 Assemble your two-pizza team



“If you can't feed a team with two pizzas, the team is too large.”

— Jeff Bezos, CEO, Amazon

In other words, it's best to keep your cloud team relatively small, ideally 8–10 people. A team this size creates speed and agility, while retaining reporting structures. Your team should include these roles:

- Product manager
- Lead architect
- Infrastructure engineer
- Security engineer
- Operations engineer
- Application engineer

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5 Bring in cloud experts as needed

For initial guidance, work with a partner from the [AWS Partner Network](#), a global program that can help organizations like yours build successful AWS-based businesses or solutions by providing business,

technical, marketing and go-to-market support. Leverage partners to do things you can't (or don't want to) do, while aiming for self-sufficiency.

6 Make it real

Get started by developing something on cloud that matters to your business but allows you to develop your new cloud abilities in a safe way. Use your 2-pizza team to build and ship it in

less than 12 weeks

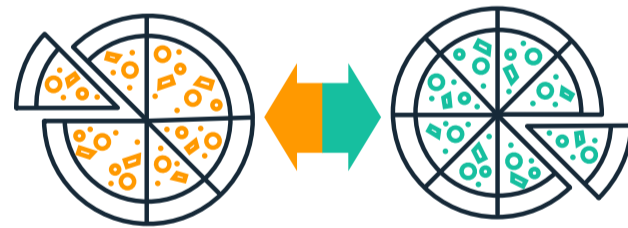
to gain much-needed experience. Complete a retrospective to solidify learnings for bigger projects going forward.

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7 Scale the learning

As your use of the cloud expands, don't make the initial team bigger; instead, break it apart into additional teams that combine experts and novices to scale the learning.

The two-pizza team should evolve into two functional area teams:



Cloud Business Office
(business-facing)

Cloud Engineering
(technical product delivery/dev)

8 Reap all the benefits of certifications

Keep completing certifications until you reach a critical mass of at least

10% certified staff.



Researchers have found that when just 10% of a population holds an unshakable belief, the belief will be adopted by the majority.² This will be a tipping point for your organization.

8

9 Recognize and reward expertise

Your team worked hard to get here. Leadership should recognize the incredible achievements of developers, engineers and managers. Feel free to gamify this process — you could make a leaderboard to show who's passed the most exams and offer small

prizes. It's also good inspiration and encouragement for those who haven't been certified. A Gallup study shows that an employee's manager is the



#1 most memorable source of recognition.³

10 Build a new job-family portfolio

With new skills and responsibilities, employees often need their job titles revisited. Your original team, that may have consisted of Database Administrators (DBAs), Server Administrators, Hardware Support Technicians or Infrastructure Managers, has evolved.

New titles may include:

- Technical Program Manager (TPM)
- AWS Infrastructure Engineer (IE)
- Software Quality Engineer (SQE)
- Software Development Engineer (SDE)
- Security Engineer
- Engineering Manager

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Cloud fluent teams can extract maximum value from AWS faster, and with less risk

Learn more about how to reskill and scale your technical teams

[Watch the video](#)

See how cloud leaders enable innovation and transformation

[Explore AWS Executive Insights](#)