

ING's agile journey

Henk Kolk



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ING's agile journey

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Henk Kolk

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Starting position

IT is a commodity

Everyone can do IT

Internal customers

IT is a cost center

Quality through process adherence

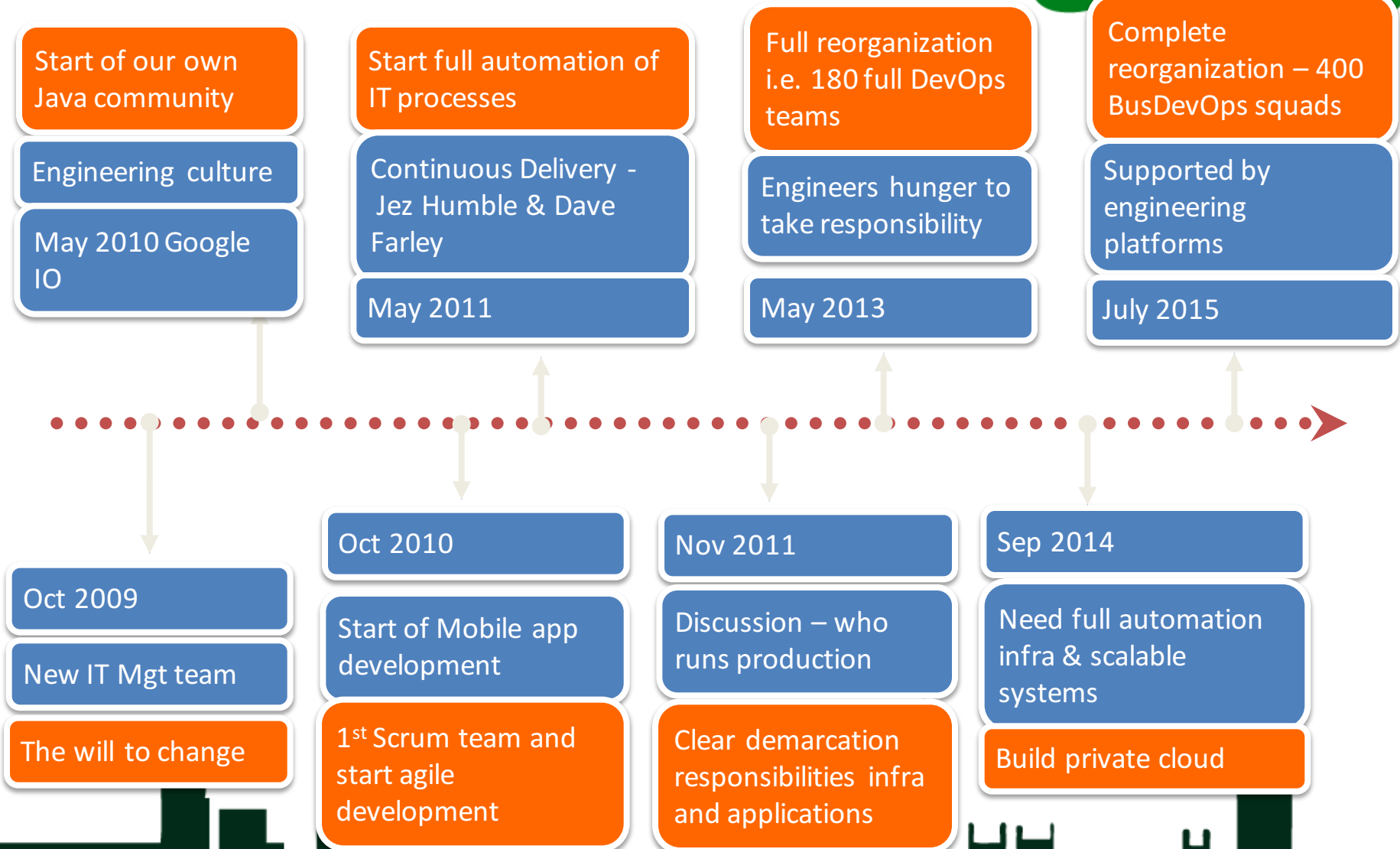
Lots of manual work & handovers

Multiple sourcing partners

Scattered IT landscape

Non-functionals provided by infra

Journey to agility at scale



Journey based on 4 ideas



**Continuous
Delivery in all
our teams**



**Partners are
welcome,
outsourcing not
preferred**



**Nothing beats
engineering
talent**



**We distinguish by
building great
software**

Change legacy beliefs



From

- “IT enables the commercial strategy”
- “IT is a cost center”
- “Outsourcing for the lowest price”
- “Buy before build”
- “Projects to drive change”

To

- “IT drives the commercial strategy”
- “IT is a value driver”
- “Hiring the best talent”
- “Building as the way to understanding”
- “Line drives the change”



Software is Eating the World

Marc Andreessen



Speed is Market Share

Adrian Cockcroft



Quality of an IT Organization == is == Quality of its Engineers

Ron van Kemenade

A tale of two bubbles



**Financial Services
Industry**

**Software
Engineering
Industry**



Re-birth of the Master Builder

Henk Kolk

ING's People strategy



Expert

Proficient

Competent

Advanced Beginner

Novice



Origins of “Architect”

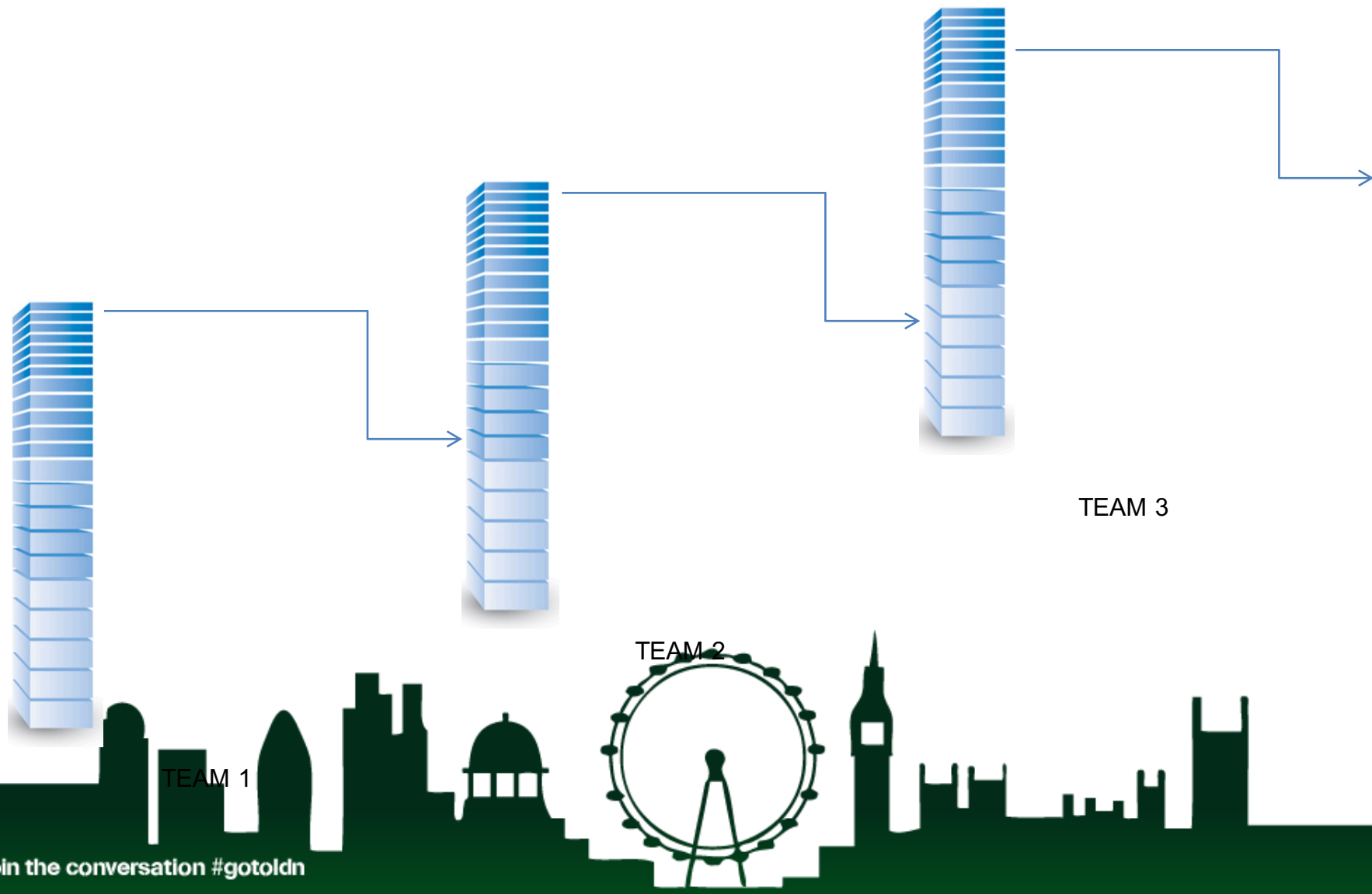


(Wiki) Etymologically, *architect* derives from the Latin *architectus*, which derives from the Greek (arkhi-, *chief* + tekton, *builder*), i.e., **chief builder**. (...)

Throughout ancient and medieval history, most architectural design and construction was carried out by artisans – such as stone masons and carpenters, **rising to the role of master builder**



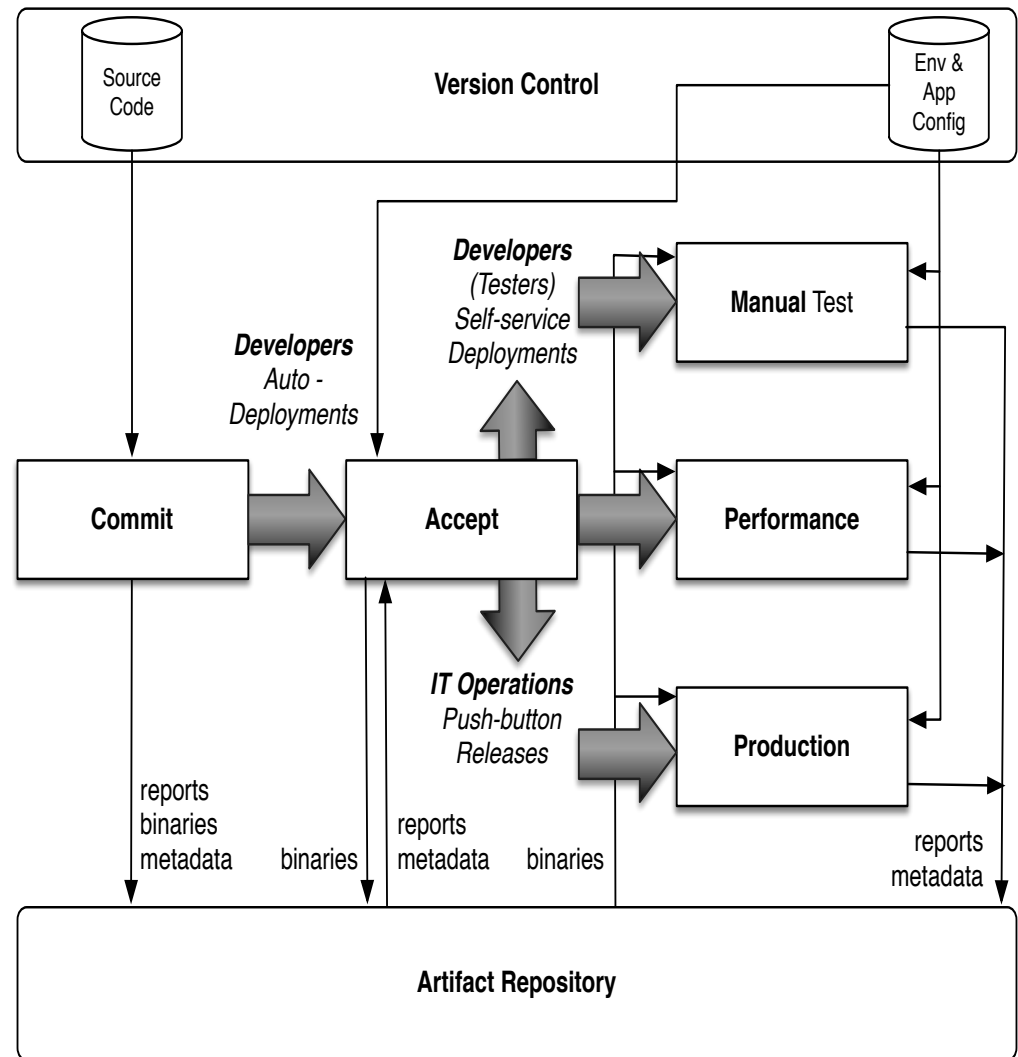
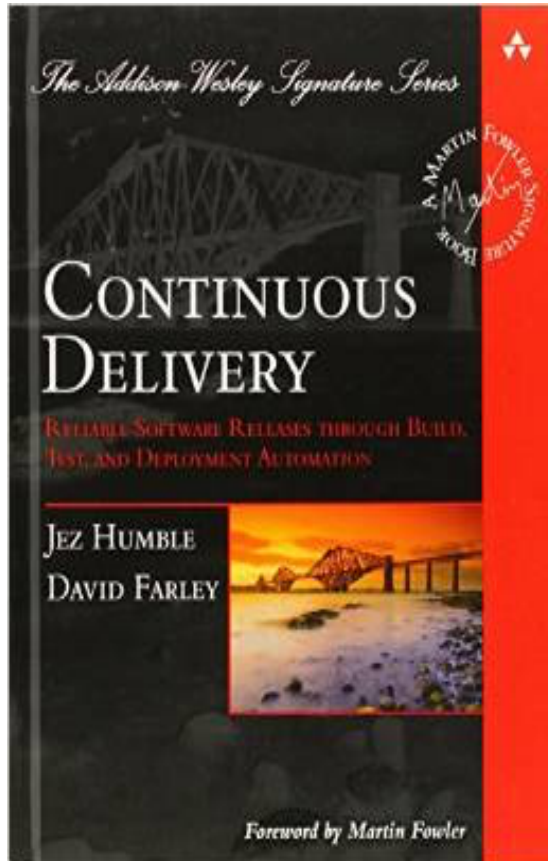
But there is a problem ...



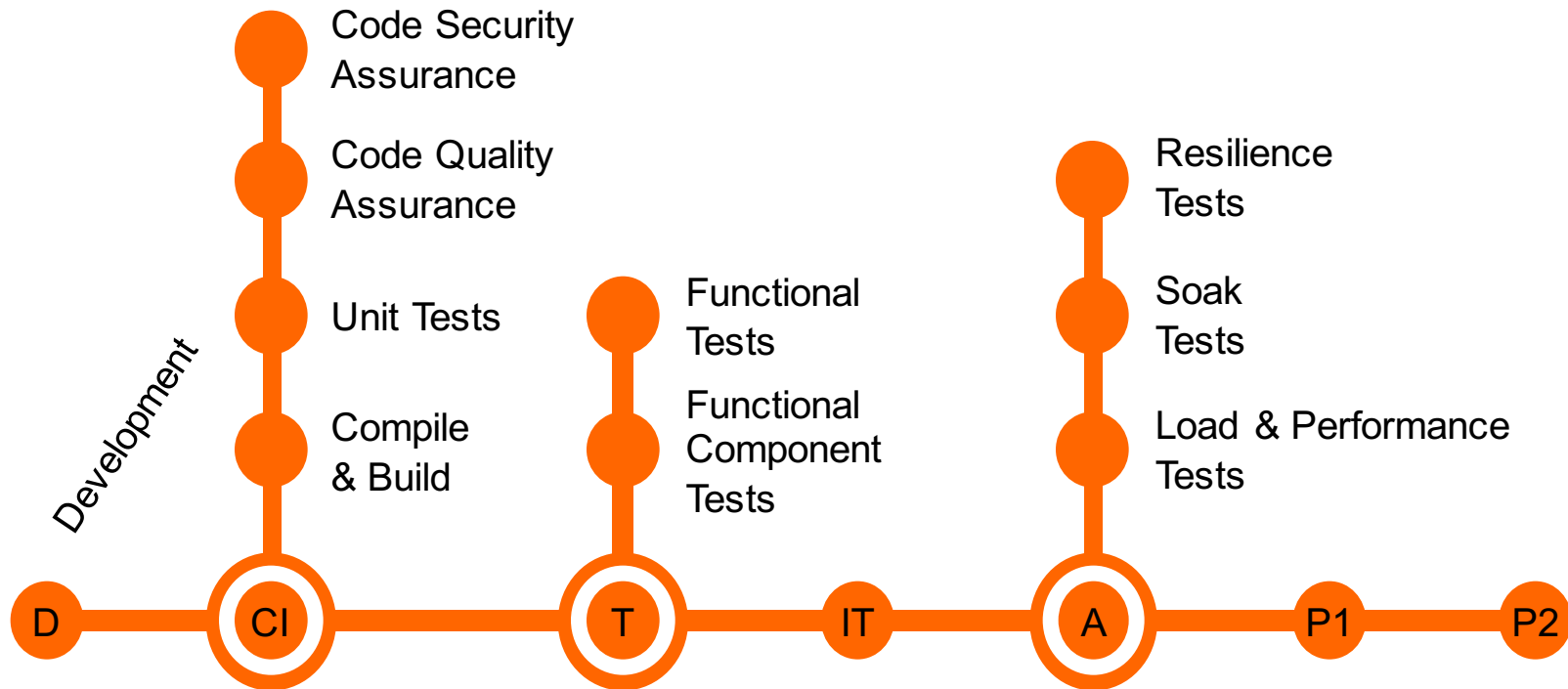
Shared engineering platforms



“Continuous Delivery” improves the reliability of software through automation



Continuous Delivery



Data platform



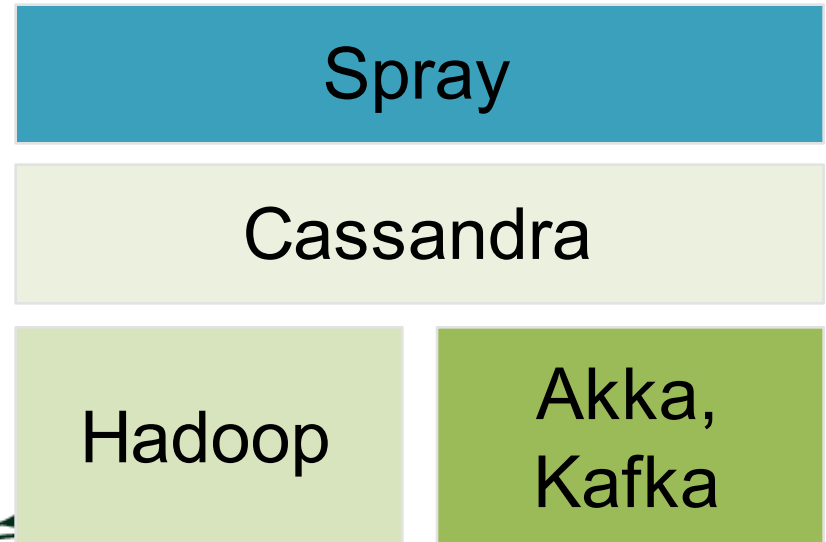
Big

- Hadoop
- DWH - RDBMS

- Distributed computing and storage
- Open Source based
- Near Realtime + Big Data

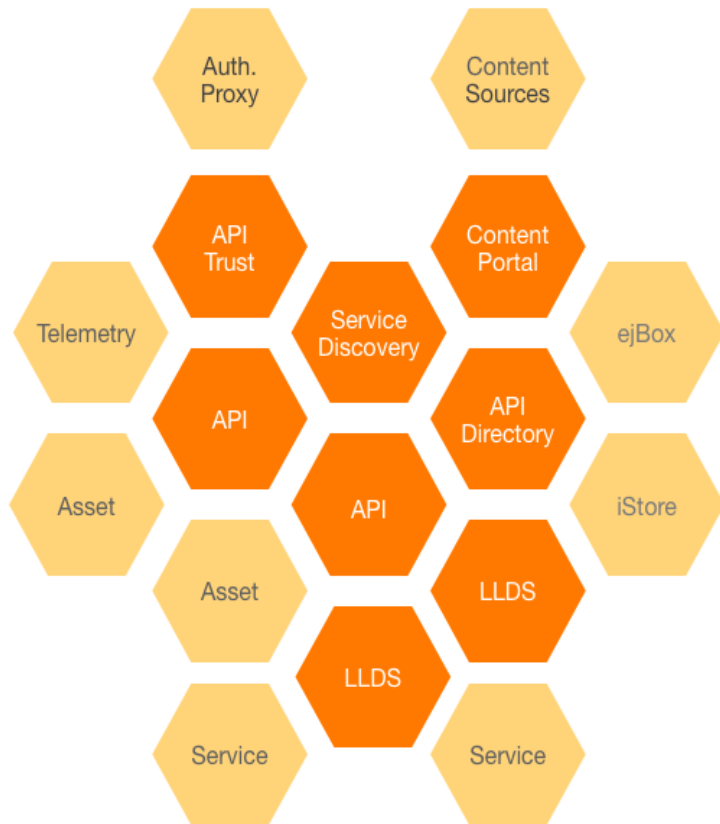
Fast

- Akka
- Scala
- Spray
- Spark
- Cassandra



Millions of customers Billions of messages

API Platform



Technologies being used

- Java, Scala (JVM based languages)
- JAX-RS
- RX
- Hystrix
- Apache Cassandra
- Nginx
- Apache ZooKeeper
- Apache Curator
- Ribbon
- Docker
- Mesos
- ...



Everybody is a Designer

Ron Kersic



Design, like you give a damn!

Flavia Sequeira



Platform squads

“We are here to make other squads **Awesome!**”



Be **AWESOME**





Please

**Remember to
rate this session**

Thank you!



Thanks !

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