

Enterprise Transformation through Agile Enablement G-Cloud 15





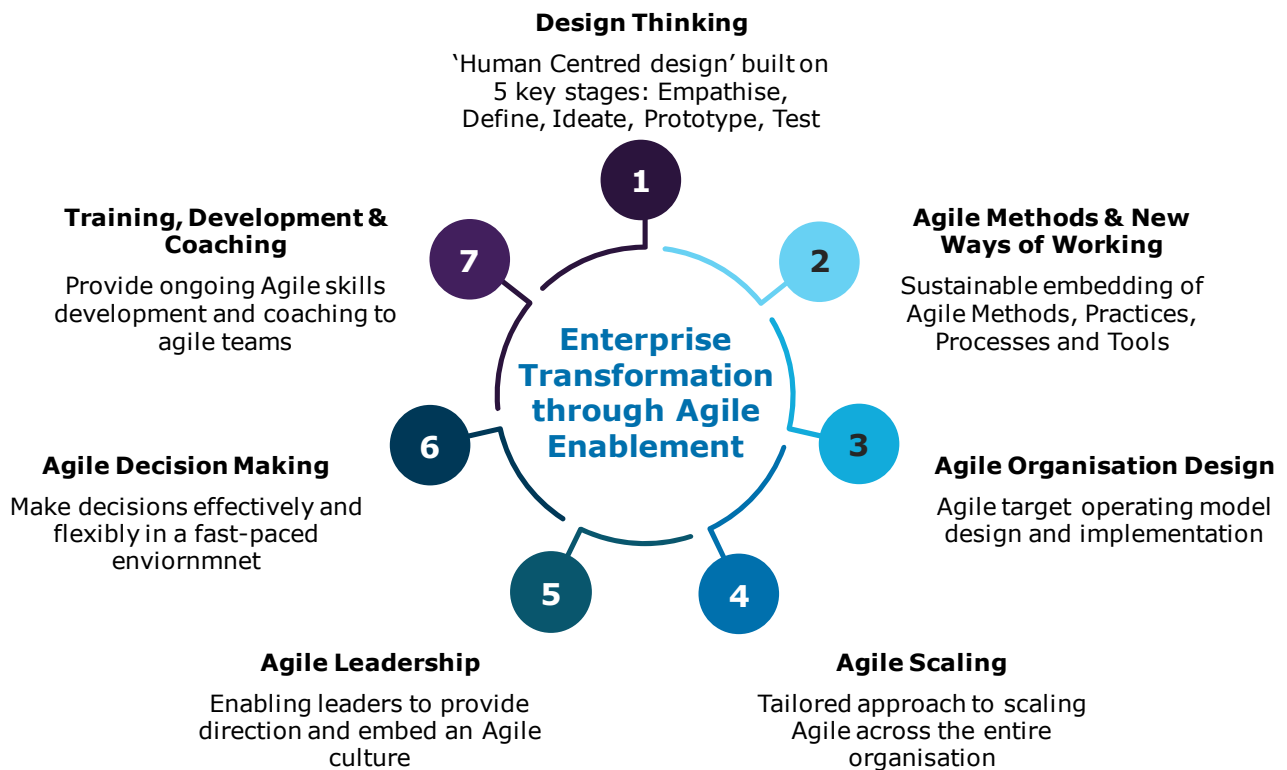
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1 Service Overview

Capgemini's Enterprise Transformation through Agile Enablement service has been developed to transform organisations to deliver services in an agile way. It enables organisations to actively embrace change, dynamically renew themselves, nurture a culture of lifelong learning and adapt as well as satisfy the requirements of a turbulent environment.

Our seven method components represent the key elements in enabling your organisation to deliver services to the public and partners in an agile manner:



This diagram is for illustration only and does not represent any obligation or responsibility of Capgemini.

Although these components are typically delivered together, they can be configured to meet your specific requirements.

In addition, we are well versed with the industry standard Agile methods and tools and can bring this experience to bear in your organisation. Examples include:

Agile Methods	Agile Tools
- Scrum - Kanban - Extreme Programming (XP) - Lean - Scaled Agile Framework (SAFe) - Large Scale Scrum (LeSS)	- Jira - Confluence - QlikView - CA Clarity PPM - Microsoft SharePoint - Tableau

2 Business Need

The world in which we live is rapidly changing through disruptive technology and events, which is shifting customer expectations of the service they receive. Organisations need to be able to readily adapt to these changes by innovating, in order to continue to provide exceptional customer service.

In our research only 7% of organisations felt that they can test new ideas and deploy them quickly¹ and that 83% of organisations are challenged in breaking up existing organisational silos².

The Enterprise Agile Transformation and Enablement approach is designed to enable organisations to meet the following needs:

- To satisfy increasing demand on public services
- To get services to market faster to meet public expectations
- To react to a changing regulatory and political environment
- To keep up with the momentum of technological advancements
- To continuously improve efficiency and do more with less
- To be adaptable to emergency situations and react quickly

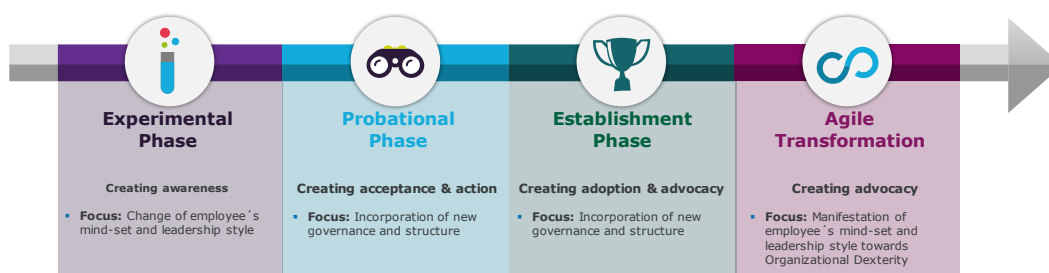
Implementation of an organisation-wide Agile approach can help to address these business needs by empowering teams to take responsibility for their work, enables the gathering of frequent feedback to learn lessons quickly and create highest value early, whilst maintaining enough control to provide delivery certainty.

3 Our Approach

Capgemini's approach is underpinned by our belief that enterprise Agile transformations require three fundamental "shifts":

1. **Organisational scaling:** Establishes the organisational prerequisites (roles, short, iterative processes, self-organised teams, tools) to build the foundation of the agile transformation;
2. **Cultural transformation:** Ensures leadership and employee commitment to the change and implements an agile-minded corporate culture; and
3. **Employee enablement and leadership development:** Enables leadership and people with new skills and capabilities to amplify the understanding of new roles, to drive agility and to empower agile teams.

We help organisations introduce and scale agility through an iterative process that covers the following key phases:



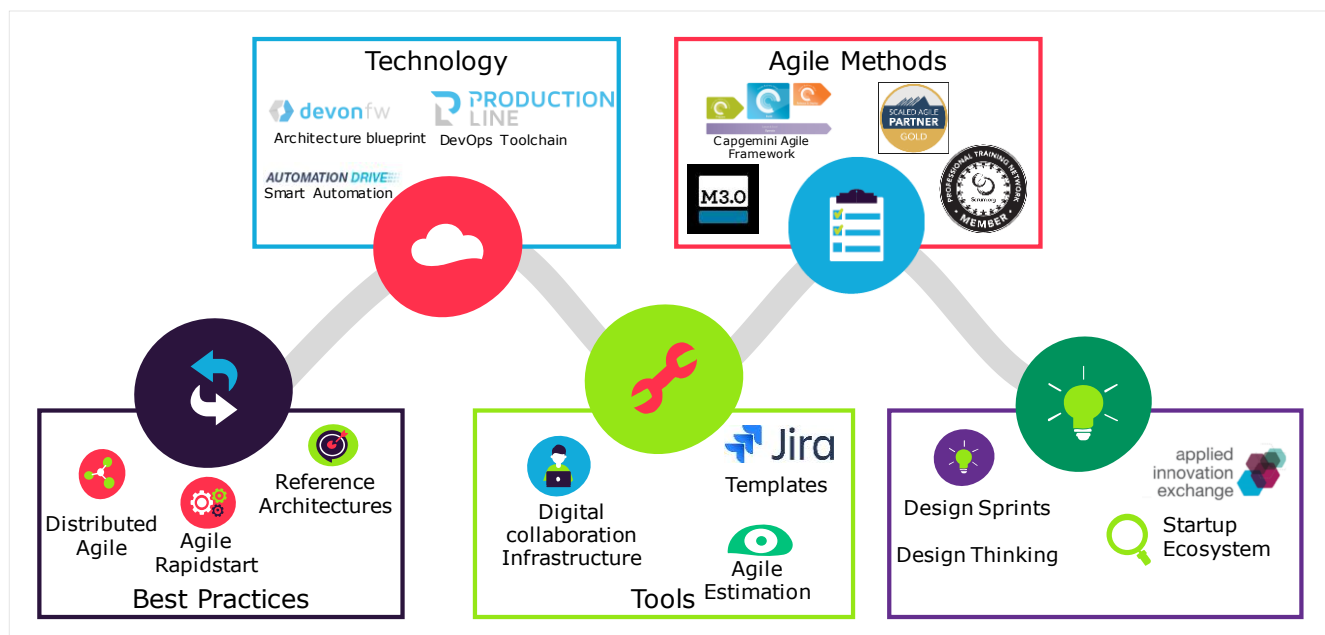
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¹ Capgemini Research Institute study (2017)

² Capgemini Agile Organisation Survey; 2017, N=119 participants across all sectors and industries.

- **Experimental phase** – We support single departments in trying Agile methods and tools. We help these departments adapt their leadership styles, and new roles are defined. The vision of the need to and benefits of implementing Agile are spread whilst waterfall-oriented teams still co-exist.
- **Probational phase** – A hybrid steering committee overlooks the integration of both worlds. Whilst Product specification is defined by a waterfall-oriented project management approach, Project realisation is segregated into traditional Product release and Agile working teams. The products of the different project streams are then integrated iteratively.
- **Establishment phase** – We support the organisation in developing an integrated Governance model to anchor the Agile Transformation company-wide. Additionally, the Agile operating model is scaled company-wide to guide the interfaces between the different agile teams.
- **Agile Transformation** – We continually refine and iterate the cycle of optimisation. By constantly reflecting the current operating model, the organisation is ready for change and finally shows organisational dexterity.

Capgemini can also provide an ecosystem of assets to quickly mobilise and transform Agile teams.



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The scope of work is adaptable to cover the full transformation lifecycle or specific components depending on client requirements, but can include Design Thinking, the implementation of Agile methods and ways of working, Agile organisation design, Agile scaling, Agile leadership, Agile decision making, and training, development and coaching. In addition, it is well suited to the support of Cloud-based transformation, and Capgemini can support the implementation of Cloud based agile management solutions.

4 Buyer Responsibilities

Please refer to the Supplier Terms listed with this service on the Platform. These may contain additional Buyer obligations/costs the Buyer is subject to that are not identified anywhere else in the Supplier's Application or on the Platform.

5 Service Management

This service can be delivered as a defined project or on a day rate basis.



6 Protection of Data

This service is based on a security classification of 'Official', however should you have a requirement for a different security classification that you would like us to consider, please contact us to discuss.

7 On-boarding and Off-boarding

Prior to the execution of the Order, the Supplier and the Buyer will agree the scope of the exit plan for the Services and a timescale for delivering an exit plan to ensure continuity of service.

Capgemini shall undertake on-boarding and off-boarding activities agreed within the Order Form (including as a minimum an exit plan in line with the Call-Off Contract terms) which will be charged for in accordance with the Pricing section for this service.

8 Skills and Knowledge Transfer

Capgemini recognises that skills and knowledge transfer is a critical element in the provision of G Cloud services to public sector clients. Where possible and applicable, this forms part of the delivery plan for the service agreed at the start of the engagement. Our consultants and engineers are experienced in providing skills and knowledge transfer for major private and public sector clients.

Where appropriate, we may use a standard approach, tailored to topic, skills-gap and individual, to ensure consistency and effectiveness. The approach, Capgemini's Assess-Plan-Implement framework, has been used repeatedly by our teams to structure the work involved in transferring skills and creating new teams capable of driving and sustaining change long after the end of the formal programme. The framework can be applied throughout a project to understand knowledge transfer objectives, plan training delivery methods and materials, and deliver and evaluate success.

9 Vendor Accreditations/Awards



For the 13th year in a row, Capgemini has been recognised as one of the World's Most Ethical Companies® by the Ethisphere® Institute. This is an acknowledgement of our ethical culture that makes us an employer of choice and responsible player in the eyes of our clients, shareholders, and the wider community.



ISO 9001 Quality Management for Management Consultancy and IT Implementation and services to the Public Sector



ISO 27001:2013 - Provision (Delivery) of IT services including business applications development, maintenance and Data, Digital and Cloud technologies.



NelsonHall has identified Capgemini as a Leader in its 2022 NEAT Vendor Evaluation for Learning Services due to its ability to meet future client requirements as well as its capability to deliver immediate learning benefits to them.



Capgemini is the first amongst consultancy and technology firms to be recognized six times in a row for its thought leadership reports.



2023 Ecovadis Platinum Rating: We maintained a platinum rating, recognising us as a responsible and sustainable business in the top 1% of companies assessed.



Better Society Awards: Our collaboration with Code Your Future to offer digital skills training won a Better Society Award in 2022. The awards celebrate efforts by commercial organisations to create a better society.



Inclusive Top 50 UK Employers List: We achieved second place in the Inclusive Top 50 UK Employers List 2022/23 – a list that assesses companies for best practice on diversity, equality and inclusion



UK Best Workplaces for Women: We were listed as a Best Workplace for Women by Great Place to Work®. This listing is based on responses from our team to an anonymous survey about their employee experience.



UK Best Workplaces for Wellbeing : We are listed by Great Place to Work® as a Best Workplace for Wellbeing



Great Place to Work: We were certified as a Great Place to Work® in 2023, reflecting our employees' experience of working at Capgemini in the UK.

10 Sub-contractors

Capgemini UK may use the following subcontractors to deliver this service:

- Capgemini Technology Services India Limited.

11 Business Continuity and Disaster Recovery

No disaster recovery plan is provided as part of these Services.

12 Pricing

This service is priced in accordance with the SFIA Rate Card attached. Capgemini can also provide offshore resources at reduced rates where appropriate. Projects can be priced either on a Time & Materials or Fixed Price basis.

13 Ordering and Invoicing

Please refer to the Supplier Terms for this service.

We would be pleased to arrange a call or meeting to discuss your requirements of our service in more detail.



14 Termination Terms

Please refer to the Supplier Terms for this service.

15 Further Information

For more information about this or any of our G-Cloud services, please contact our Public Sector Team.

Phone: 0370 904 4858

Email: publicsector.opps.uk@capgemini.com including the following information:

1. The name of this service.
2. The name of your organisation.
3. Your name and contact details.
4. A brief description of your business situation.
5. Your preferred timescales for starting the work.

About Capgemini

Capgemini is a global business and technology transformation partner, helping organizations to accelerate their dual transition to a digital and sustainable world, while creating tangible impact for enterprises and society. It is a responsible and diverse group of 340,000 team members in more than 50 countries. With its strong over 55-year heritage, Capgemini is trusted by its clients to unlock the value of technology to address the entire breadth of their business needs. It delivers end-to-end services and solutions leveraging strengths from strategy and design to engineering, all fueled by its market leading capabilities in AI, generative AI, cloud and data, combined with its deep industry expertise and partner ecosystem. The Group reported 2024 global revenues of €22.1 billion.

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