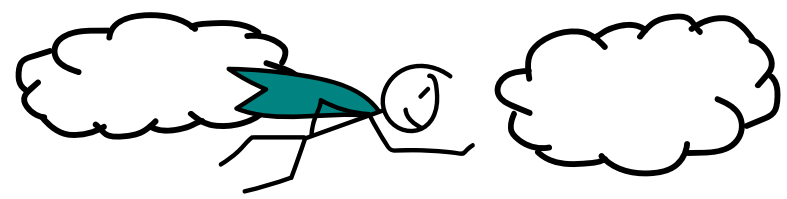


IT Security Solutions leader Glasswall hits major milestone through the power of teamwork



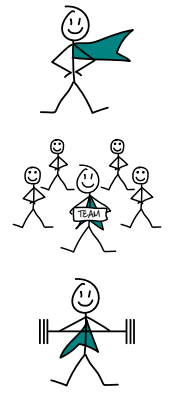
Making you a Hero



Overview

Glasswall Solutions provides organizations and government agencies with unique protection against evasive, sophisticated cyber threats. With operations in the UK and across the United States, Glasswall offer ground-breaking security to their customers through their d-FIRST™ technology.

Summary



- Delivered the new SAAS platform within a very tight timeframe
- Built a high trust culture
- The team has become agile -executing much faster in a coordinated way
- Built the confidence from the business in the team to be able to deliver under pressure
- Broken down the silos that had developed across the business

GLASSWALL

“As Glasswall came under increasing pressure to deliver we needed to make sure there was the trust needed for communication and accountability to be upheld.

Thanks to the Amplified Group, we have built a high trust culture which enables the team to be agile. Both the SAAS team and the leadership team now have the confidence Glasswall has the ability to stay ahead of the pace of change.

Nothing you will spend your money on this year will be more productive. If you are going to spend your budget this year this is how you spend it”

Paul Burke, SVP, Glasswall

Challenge

IT Security is a fast-paced, highly competitive market, in order for Glasswall to thrive, they need to stay ahead of the pace of change. Balancing the expectations of sales with the realities of engineering execution, required the engineering team to execute faster in a very coordinated way with no time wasted on misalignment.

Glasswall's SAAS development team needed to accelerate their productivity to deliver a new SAAS platform within a very tight timeframe. Losing time to challenging team dynamics was not an option. Glasswall recognised that they needed an external perspective and expertise to maximise the potential of the talent that they had in their SAAS engineering team.

The Solution

Initially, we worked with the team lead to define measurable results related to the business impact. We carried out the required due diligence through observation, interviews and a quantifiable assessment. Following this we created and delivered a customised experience utilising the proven methodology of Five Behaviors of a Cohesive team™. Applying it to the team's day to day activities to ensure it was both relatable and relevant.

Through highly interactive workshops the team's challenges were overcome over a three-month period. This fast-paced programme was implemented with the objective of making this intrinsic to the team. Followed up with a robust process to measure progress and ensure sustainability.

Results

Built on the foundation of trust it is just a different place. There is such honesty, fostering collaboration and breaking down silos that existed across the other disciplines of the business. This has given us the ability to reason out priorities, be completely aligned on expectations and we have delivered the new SAAS platform within a very tight timeframe

We have built a high trust culture which enables the SAAS team to be agile. Both the SAAS team and the leadership team now have the confidence they have the ability to stay ahead of the pace of change.

We are now on top of our game and by continuing to work on our Organisational Fitness with the Amplified Group as we grow we intend to stay there.

The team have much more clarity on the goals they need to commit to. Therefore allowing us to deliver more workloads against competing deadlines and keep our release delivery plans on track.

Industry: Technology - **Funding stage:** Series B - **Location:** United Kingdom

The Amplified Group

Founded by two high tech business leaders, the Amplified Group believes to thrive in today's fast-paced world, organizations need a high trust culture, their advisers work to unite teams, break down silos and align organisations for change. Working across industry sectors with a primary focus on the High-Tech Industry, Amplified Group has consistently demonstrated significant productivity increases by focusing their clients on the value of their employees working together as an aligned organization towards a common goal.

Transforming Talented Individuals into EXTRAORDINARY TEAMS



WWW.AMPLIFIEDGROUP.EU
info@amplifiedgroup.eu