

Stephan Dekker - Letter of Recommendation

August 24, 2020

To whom this may concern,

It is my pleasure to recommend Stephan Dekker as an executive technology leader. He worked for IntelligenceBank on the leadership team reporting into the CTO and worked closely with myself (CEO) on several strategic projects.

With mixed feelings we received the notification that Stephan had decided to leave IntelligenceBank and migrate with his family back to The Netherlands. First and foremost I wish Stephan and his family all the best and are happy for him and if he were to remain in Australia, Stephan's career path would definitely be attuned to the commercial side of technology.

Prior to Stephan joining IntelligenceBank (IB), given our rapid growth, we found that a lack of development processes was limiting our quality and scalability. To increase speed of feature delivery. Stephan joined IntelligenceBank to resolve those issues. He started with a group of 9 developers and 2 testers, no automated testing and a large tech debt. Reporting into the CTO, Stephan was accountable for the delivery of features, improving development processes, and managing the people.

After a short observation period, Stephan restructured his people into two cross-functional teams. Together with the Product Owner, Stephan reduced the WIP limit to only one "Project" per team at a time. Just-right estimation processes were put into place and clear accountability for the teams to own "their" estimates. Stephan hired a Test Lead to uplift the Automated Testing capability and detailed reporting was implemented through real-time burn-up charts to provide progress tracking of in-flight projects and released features.

These initial actions and improvements allowed IntelligenceBank to increase Engineering staff, setting up a third team and delegating line management responsibilities to team leads. Stephan trained the teamleads to be successful in their newly created roles.

As a result of Stephans' actions, the department headcount has been doubled, and due to improved processes the feature delivery has increased even more than double, project estimation variance dramatically reduced, production issues decreased overtime, and importantly staff engagement and enablement has gone up significantly.

The company acquired a significant business deal with the Department of Justice NSW, which Stephan led and delivered while mentoring his successor in the lead time before his departure.

I thank Stephan for his contributions and especially with his work turning the development teams into a thriving area within the IntelligenceBank business, ready for us to continue to scale it up and meet more exciting business demands. I'm available to have a conversation with Stephan's future employer if required.

Sincerely,



Tessa Court,
CEO IntelligenceBank Pty Ltd
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