

**Keane**  
enabling transformation

**Building R&D group for Test Automation**

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## Agenda

- 1 Business Needs for Creating R&D Group
- 2 Challenges and Solutions in Creating R&D Group
- 3 Harnessing R&D Solutions in Keane

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## Business Needs for Creating R&D Groups



- Stay ahead of the competition
- Innovate solutions - break new ground
- Extend existing solutions to meet new challenges
- Create Products - Increase revenue
- Improve Productivity, Reduce Cost

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## Challenges and Solutions in Creating R&D Group



**Key Challenges**

- Think Investment, not Cost
- Strong vendor relationship for POC requirement

**Planning for the Unknown**

- Multiple stakeholders with conflicting needs
- High number of 'emergency needs'

- Senior Management sets goals, objectives
- ROI Based Business Case
- Progressive planning, Close monitoring

**High COST**

- Setting up R&D lab
  - Hardware
  - Tool licenses

**People**

- Lateral Thinking
- Never give up attitude.
- Sound technical skills

- Handpick Core Team
- Set higher standards for eligibility
- Include new resources

**Global Roll Out**

- Different culture, timezones
- Derail current engagements

**Borderless R & D**

- Coordinating with Globally distributed R&D group

- Portals, Discussion Groups
- Regular Interactions - audio & video conferencing
- Publish success stories in Newsletter

**Diverse Technology, Domain**

- Windows, Wireless, Web, Mainframe
- Complex New Architecture
- ERP. Industry domains

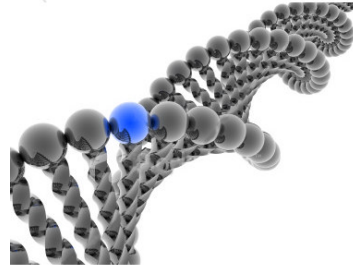
- Create time boxed project team from different groups
- Recruit/ Build skills within Testing Team


- Global members part of R&D
- Include global evangelists early
- Pilot, Succeed, Publish, Institutionalize

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## Harnessing R&D Solutions in Keane

- **40 member R&D group (Core + Flex)**
- **Senior management sets goals for R&D**
- **Dedicated servers, Performance Test Lab**
- **Global Testing Practice Portal to incubate, nurture, propagate ideas/ solution**
- **Monthly Testing Practice Newsletter highlights R&D**
- **Developed a common keyword driven automation framework across industry leading tools – Mercury, Rational, Segue**
- **60% reduction in test script development effort using frameworks. Very less learning curve for resources.**
- **Harness Open Source Tools – integrated TestLink, Mantis**
- **Orientation, Deep Dive sessions to institutionalize solutions**



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## Questions / Feedback

**Thank You!**


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