



Segment: MHR

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Get
inspired
by **C**atalysts



Agile Company



Company Profile

We want to give our customers a competitive edge in order to grow their business.

Our Segments:

- Mid-Sized Projects
- Strategic Partnerships
- Emerging Technologies
- Space
- Mobility
- Finance
- Public Accounts
- OpenShift Consulting
- Penetration Tests

Catalysts

🚩 Founded

2005

👥 Employees

400 in > 17 locations

📅 Applicants/year

> 2,500

⚙️ Main Focus

Digitalization and
Large Agile Software
Projects

⚙️ Development Method

Agile, SCRUM, Lean, Kanban

🏆 Awards

4 times winner
of Kununu
"Bester Arbeitgeber"

📍 Locations

14
Austria: Linz, Vienna, Innsbruck, Perg, Salzburg
Ried, Amstetten, Radstadt, Hagenberg
Germany: Frankfurt, Köln, Munich, Kassel
France: Lille The Netherlands: Amsterdam
Romania: Cluj, Oradea

📍 Active in

EU, Silicon Valley / USA,
Japan, China

€ Revenue

2017: 15 M€
2018: 24 M€

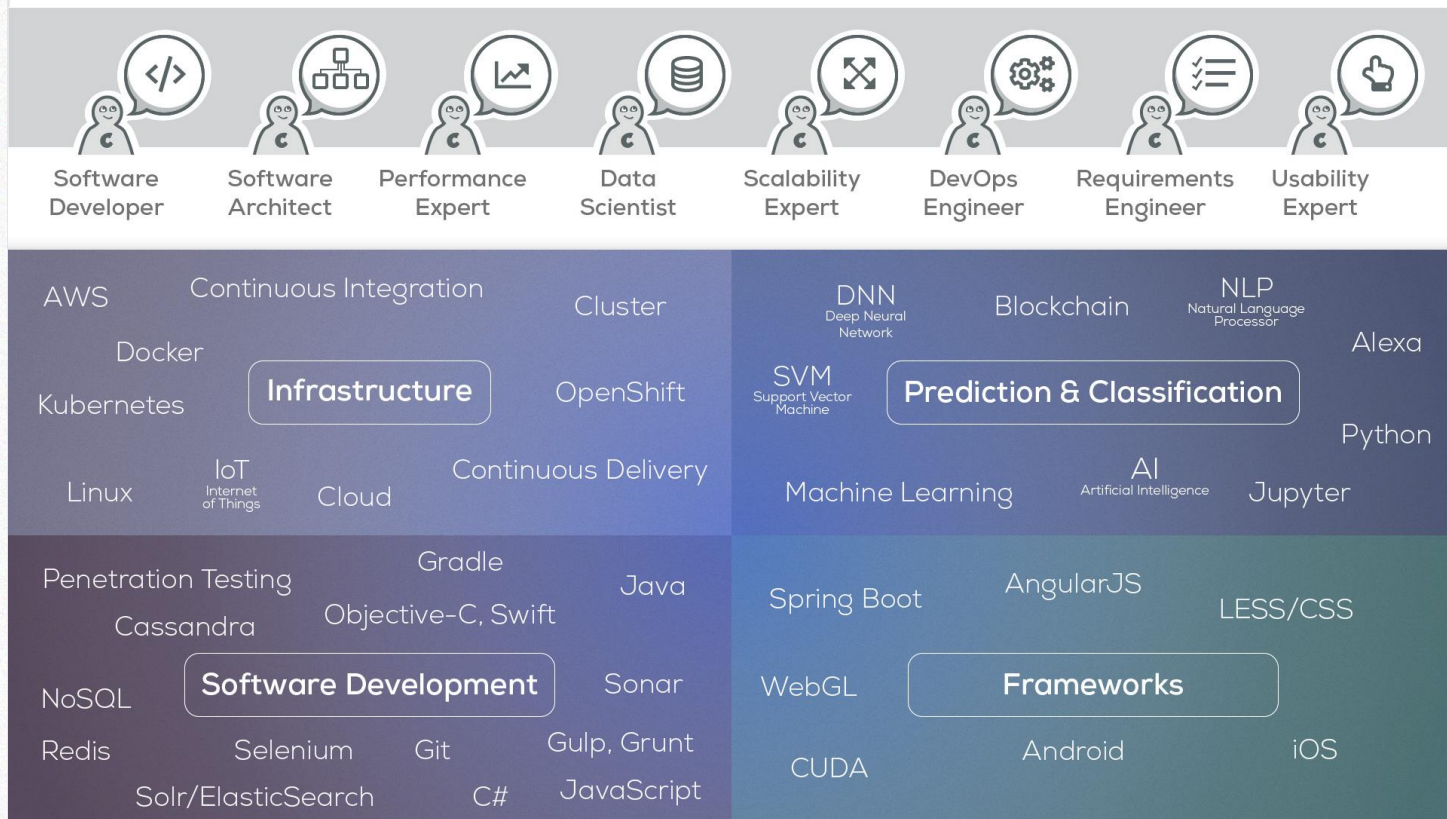


challenge

Finding the right employees

To be able to keep growing as a company one of the main constraints is finding the right people.

We want to have the best heads at Catalysts!





Our solution

Coding contests

6000 participants per year
65 locations

+ 2500 applications
every year



[Teaser](#)

[Video Linz](#)



challenge

Continuous growth

From 1 - 400 employees
doubling every 2,5 years

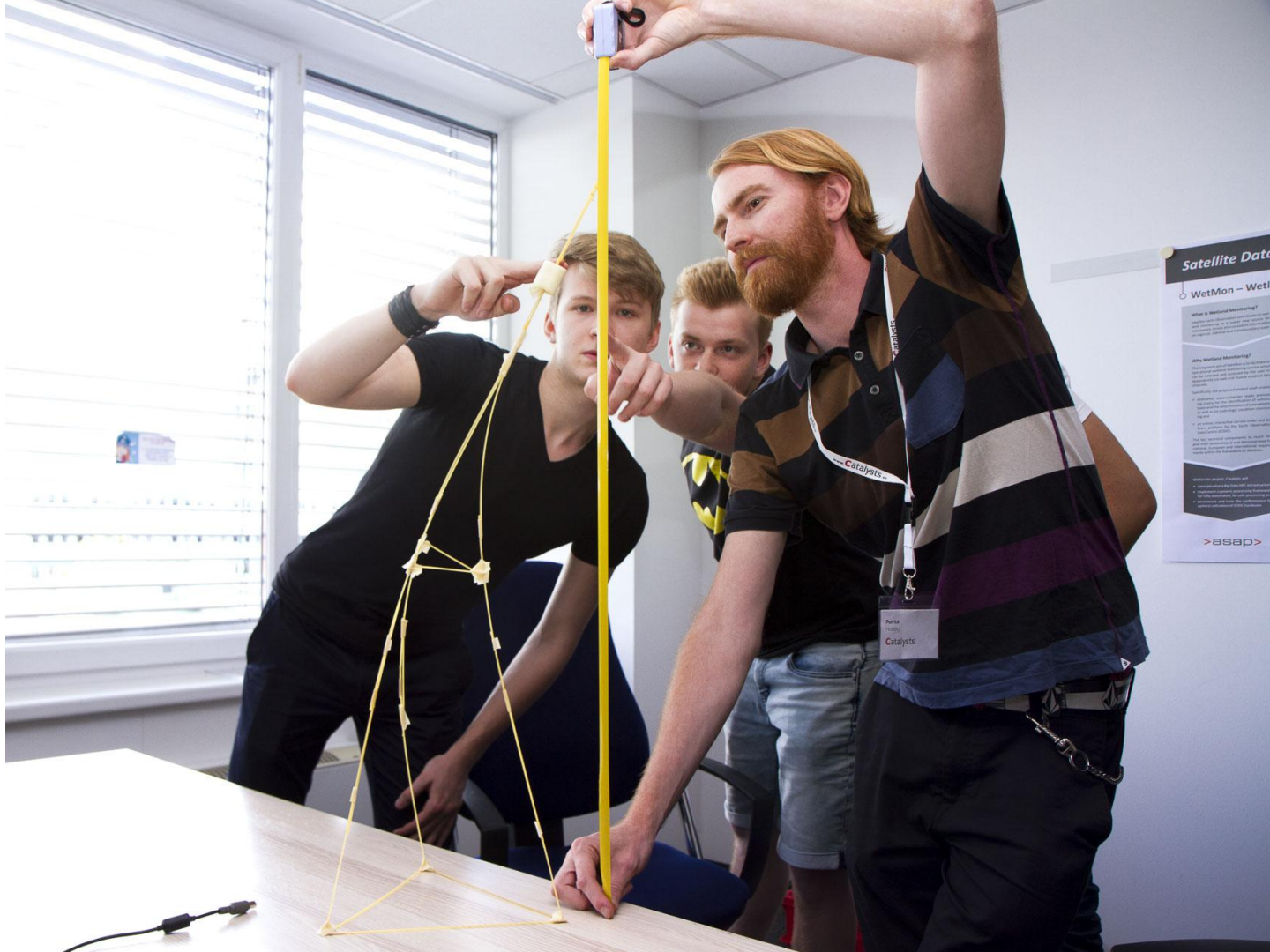




Our solution

Personal coaching

Every new team member at Catalysts starts his or her first month at work next to a dedicated coach. Coaches have had courses and already spent some time with us. In the next weeks the coach is responsible for his coachee and will accompany during the onboarding process.



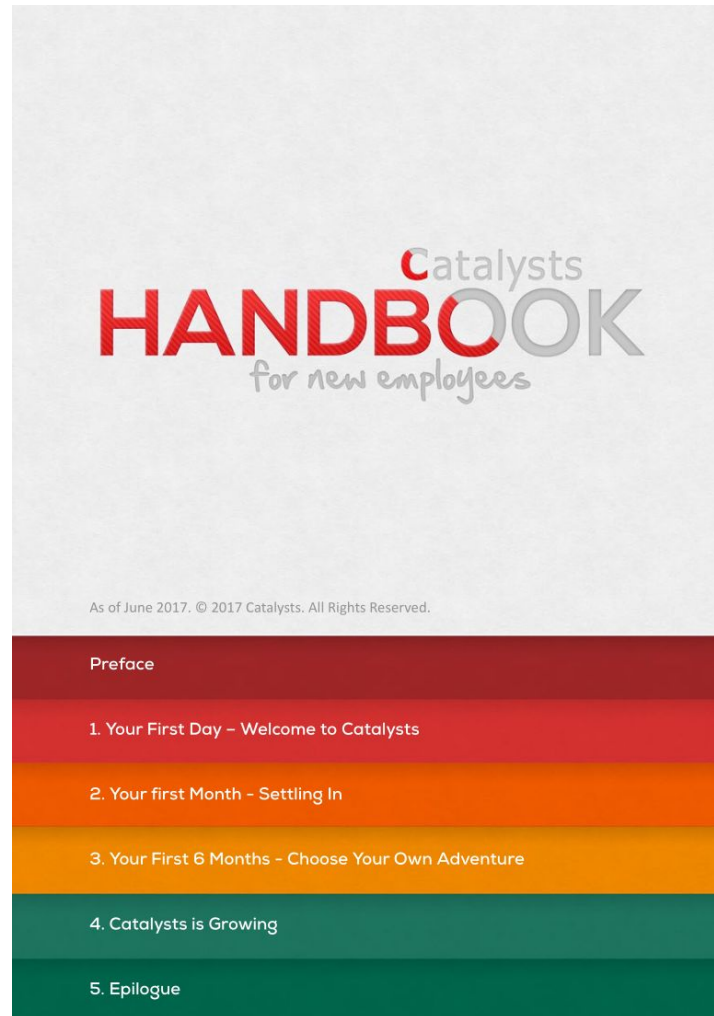


Our solution

Handbook for new employees

Before a new colleague starts working at Catalysts we send them our handbook for new employees. It explains our daily life at Catalysts and describes all the values and practices that are important to us.

<https://www.catalysts.cc/en/handbook/>





Our solution

Learning for scaling
with summer interns

Every summer we have
around **80 interns** in our
locations.

This helps us to get a feeling
for the increased amount of
people → every intern is
integrated in an active project
as a full team member.



@ the gliding airfield



Wakeboarding!



playing lasertag



@ Rosia Montana

internship at **Catalysts**



challenge

Company-wide learning

We want to be able to use
the same vocabulary.

We want knowledge to be
transferred across teams.





Our solution

Learning lessons & “Wissensspritzen”

Every team member at Catalysts undergoes a series of “learning lessons” .

Wissensspritzen are typically held 1-2 per week by any team member who wants to present a topic.



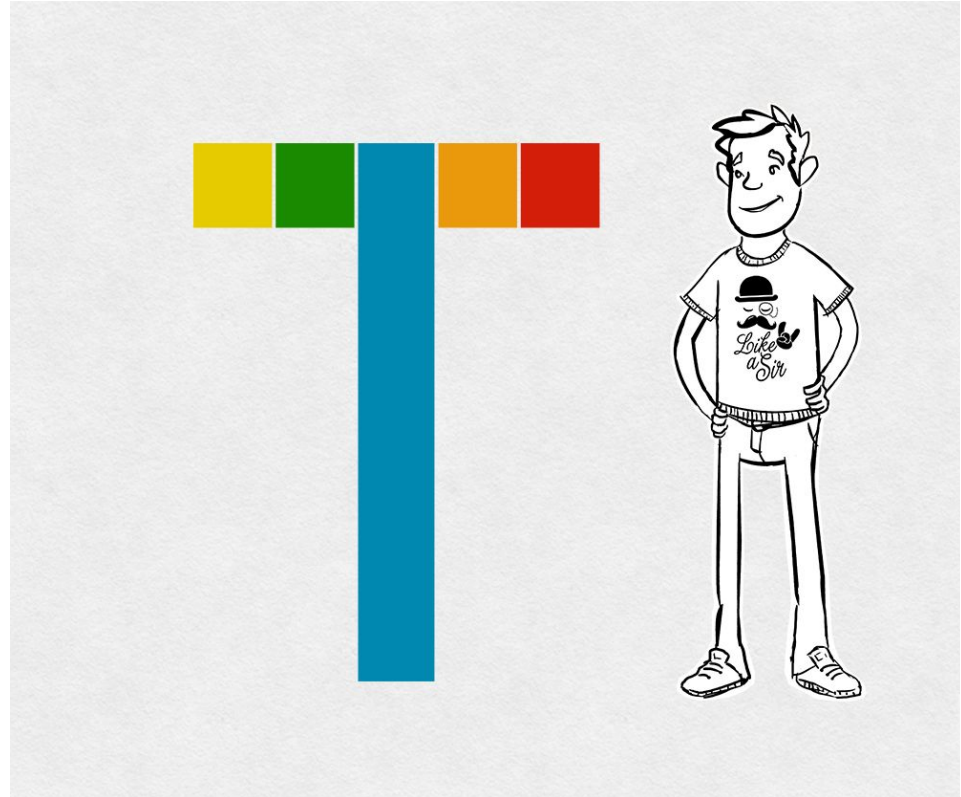


challenge

Personal development

We want to provide an environment that makes it easy for our employees to grow naturally.

T-Shape: Grow both horizontally and vertically





Our solution

“No internal
borders”

Roles instead of positions.

Segments instead of departments.

Every employee should be working
in the role and field that he or she
is most valuable to unfold all his or
her full potential.



Requirements Engineer



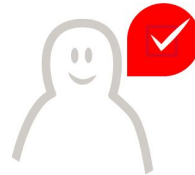
Scrum Master



Software Developer



Usability Expert



Tester



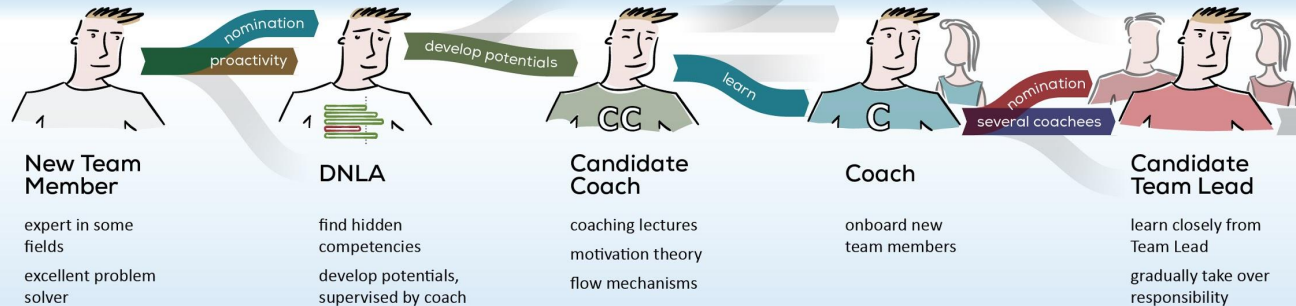
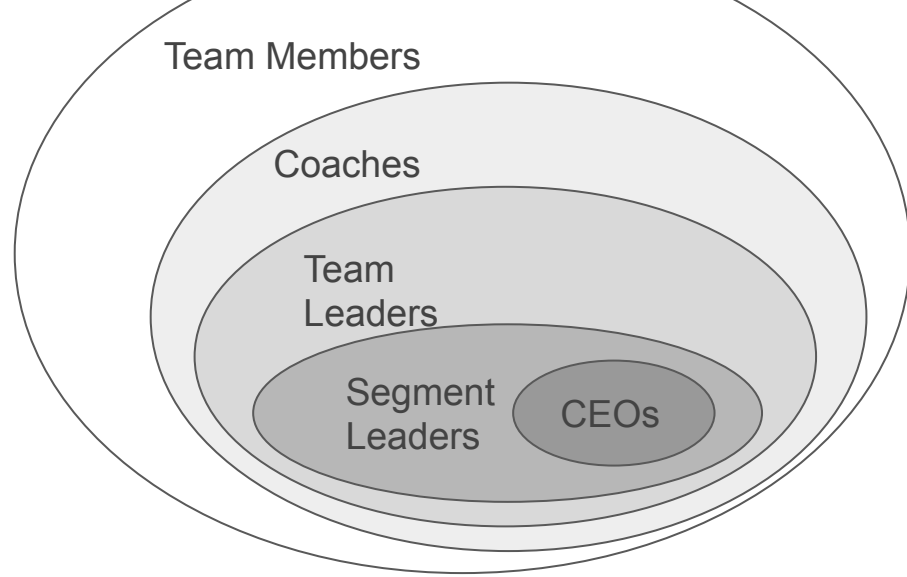
Graphic/Motion Designer



Our solution

Leadership program

We run a very flat hierarchy. Those titles on the right do not mean that we have top down management. We collaborate and we invite people to speak up. We don't hire to tell people how they should work.





challenge

Work environment

We want to provide a positive environment - e.g.

- Transparency
- Openness
- Feedback culture

We want to keep improving!



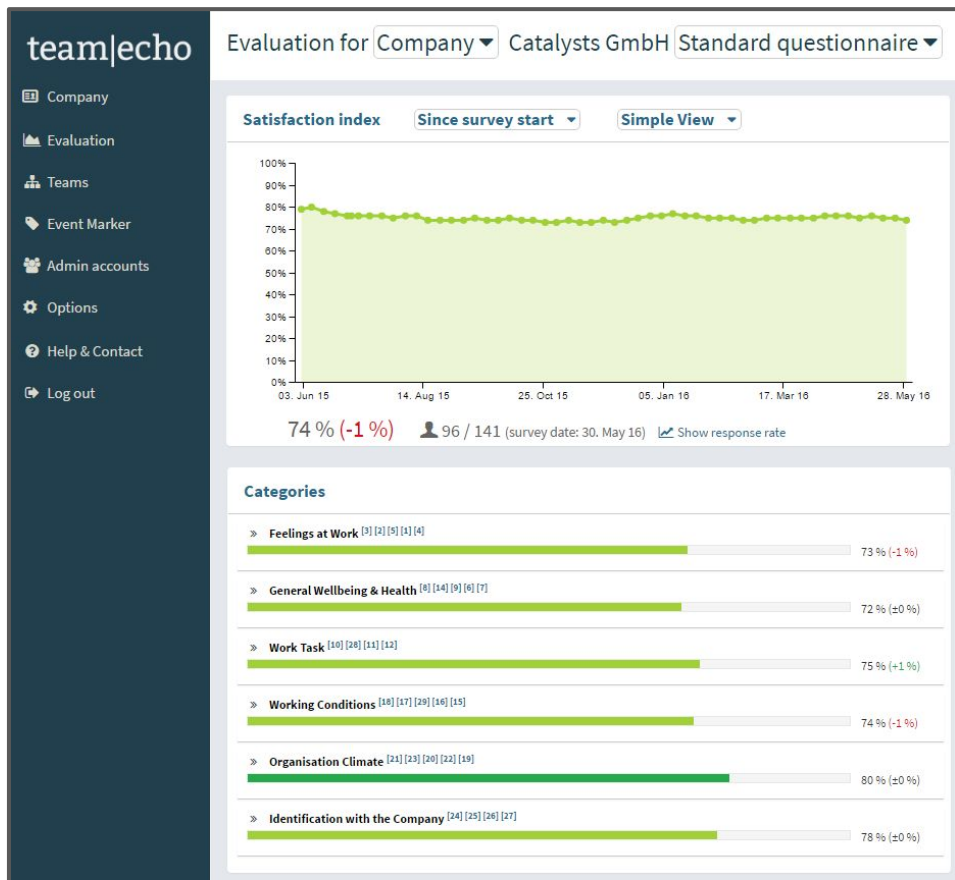


Our solution

Regular mood evaluation

We use the tool “TeamEcho” to track our overall team mood and to discover potential problems.

Can also be used for anonymous feedback (although we prefer direct feedback).





Our solution

The Responsibility Process

How do I react to a problem?

How would I like to react?

How can we work against it together as a team?





Our solution

The Catalysts Society

Organized by employees for
employees

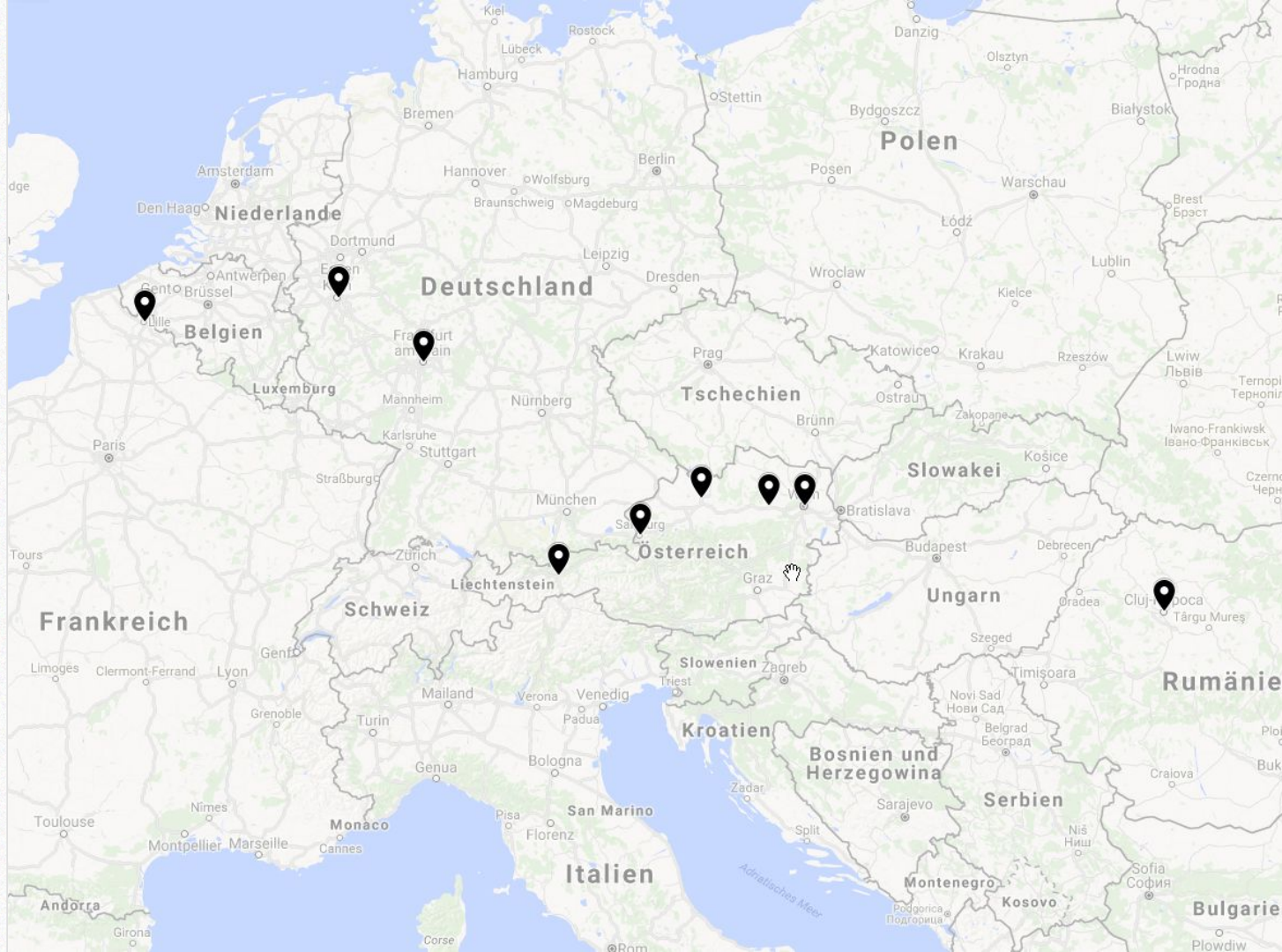


challenge

Distributed teams

We want to build up the best team that fits a project, independent of the location.

How can we make sure that communication and coordination stays efficient?





Our solution

Get together in person

- Visit other locations
- Invite team members from further away (e.g. Romania) to work in Austria over the summer
- Get to know the people at other sites

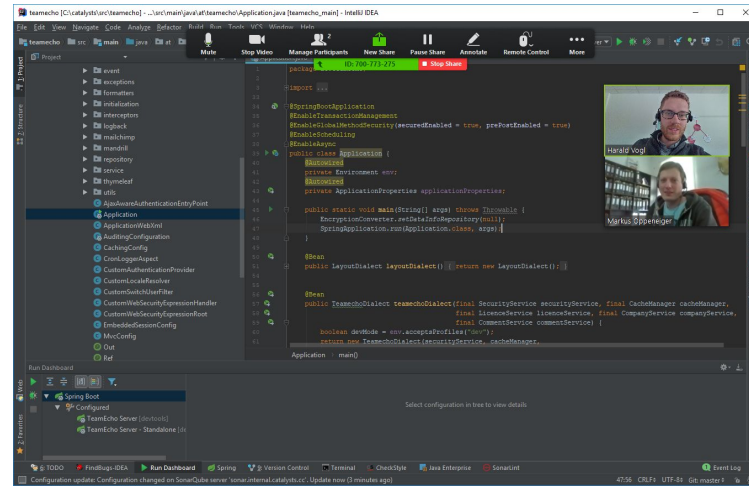




Our solution

Direct communication

- Video chat and remote pair programming instead of long written conversations
- Sync with (remote) team members daily
- Daily standup within the team!
- Encourage questions!





Our solution

Sprint meetings with
the whole team

Remote participation for all
team members in sprint
meetings, customer demos,
backlog groomings, user story
estimation,...



Catalysts

from
challenges
to
solutions

Discussion