Engineer

Estimated 4,000 hours saved, team from 2 to 18

Estimated 4,000 hours saved while mentoring a team that grew from 2 to 18 members, improving workflows and cross-departmental coordination.

2022 – 2024

4,000

hours saved, and a team grown from 2 to 18

Situation. A team of two couldn't keep up anymore. The product was pulling in more work than a pair could deliver, and the way the work happened — knowledge in people's heads, no real conventions — wasn't going to survive being scaled up. Adding bodies to a team that loose usually just makes the chaos bigger.

Task. The task was to grow the team and, at the same time, build the structure that would let a bigger group move faster instead of slower. Mentoring the new people was half of it. Fixing the workflows so nobody stalled waiting on someone else was the other half.

Action. The team grew from 2 to 18 over time, with the hiring and the mentoring treated as the same job: everyone who joined needed to be able to work unsupervised. Shared standards meant code and process looked the same regardless of who wrote them, and real effort went into the handovers between specialities, because that is where teams quietly lose their days. When something kept tripping people up, the fix went to the process rather than the symptom.

Result. The bigger, better-mentored team, running on workflows that had actually been designed, saved on the order of 4,000 hours. But the number isn't really the point. What got built was durable engineering capability — a group that could carry the work with or without any one person in the room.

Bring this experience to your project

Use “Estimated 4,000 hours saved, team from 2 to 18” as a starting point for a similar challenge in your organisation. The services behind this work are available for your project. Somebody on your side of the table when a supplier, a budget or an architecture decision needs a second informed opinion.

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Look behind the result

Read the situation, decisions and result in this example. We can discuss which parts transfer to your constraints and which need another approach. Estimated 4,000 hours saved, team from 2 to 18 — 4,000 hours saved, and a team grown from 2 to 18

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Growing an engineering team?

Talk through your project with the engineer responsible for delivery. We agree the scope, price basis and handover in writing before work begins.

Role context: GIS Software Development Team Lead. It draws on Team Leadership, Technical Leadership, Mentoring & Coaching, Project Management and Agile & Scrum. And while you are here, we are rather good at Technical Leadership & Consulting, Team Building & Mentoring and Project Management (Agile).

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One piece of **a longer record** — and it is all on this site.

Every entry is written the same way: the situation, the task, what we did and what changed.

See the whole record

Define the improvement you need

Bring the decision, the people affected and the options already considered. We can make the tradeoffs explicit and leave a documented recommendation.

See what it costs Get in touch →

Growing an engineering team?

Ask about the decisions behind “Estimated 4,000 hours saved, team from 2 to 18”. You will speak with the people who can explain the work and assess your own project.

Explore our services

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Take this page with you

Contact card

Carefully Crafted With Love by D.

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