

6000 A GERMAN BANK'S JOURNEY TO THE DIGITAL AGE

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In **50** countries the bank at your side

 **5** Continents

~150 Years of company history

 **60.000** Corporate clients

 **12** Million private customers in Germany

1.000 Branches in Germany 

 **~49.000** Employees

COMMERZ BUSINESS CONSULTING 
Commerzbank Gruppe

COMMERZ REAL  **mainincubator**
Commerzbank Gruppe Nr. 1 für Visionäre im Banking

COMMERZ VENTURES 
Commerzbank Group

comdirect

mBank



WE SEED DIGITAL CULTURE AND AGILE KNOW-HOW

SEEDCOM

CULTURE

NETWORK

**KNOW-
HOW**

**Our formats and
initiatives are
like seeds.**

LOW INTEREST RATES

HIGH MARKET COMPETITION

REGULATORY COMPLIANCE

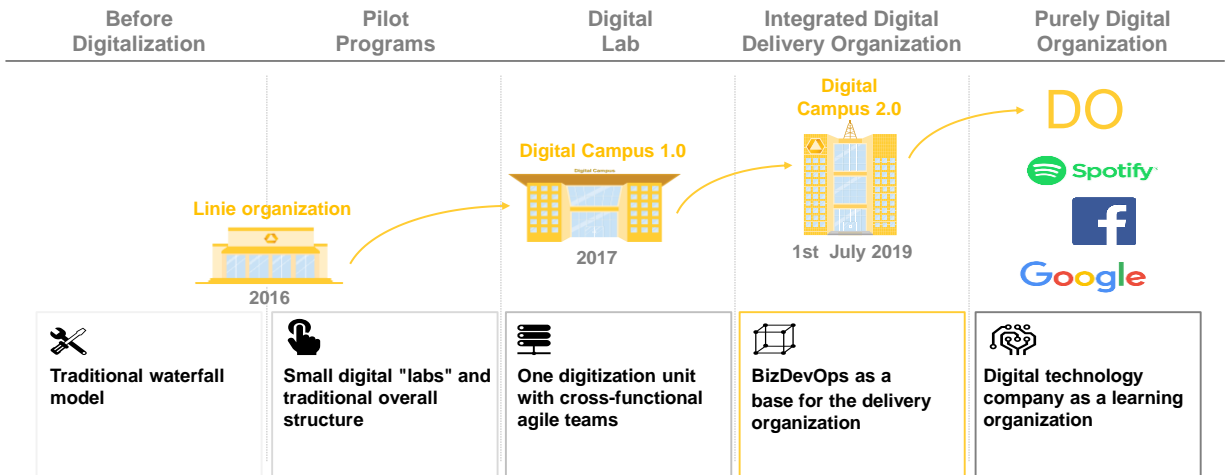
DIGITAL TRANSFORMATION

**OUR
CHALLENGES**

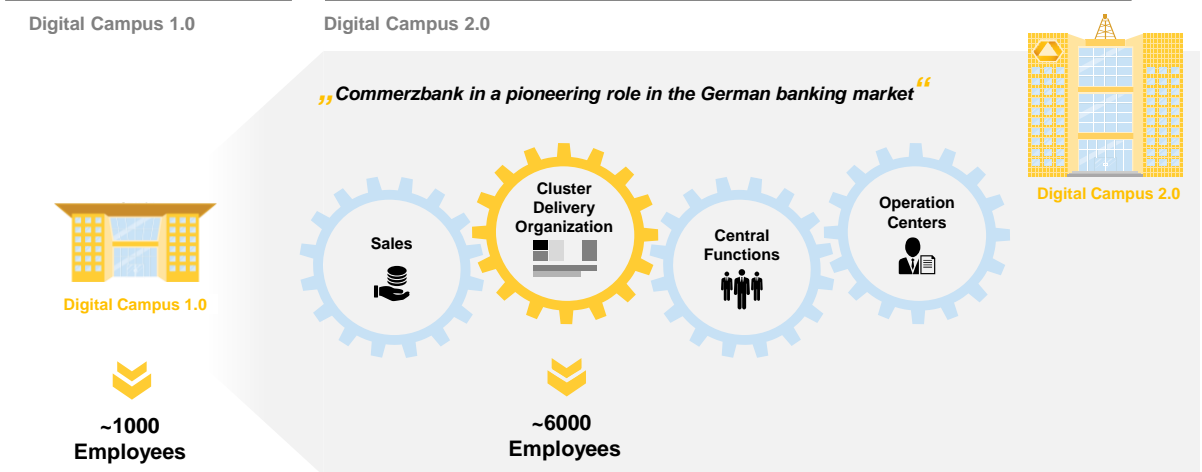




OUR JOURNEY OF THE LAST 30 MONTHS



DIGITAL CAMPUS 2.0 IS THE NEW CLUSTER DELIVERY ORGANIZATION



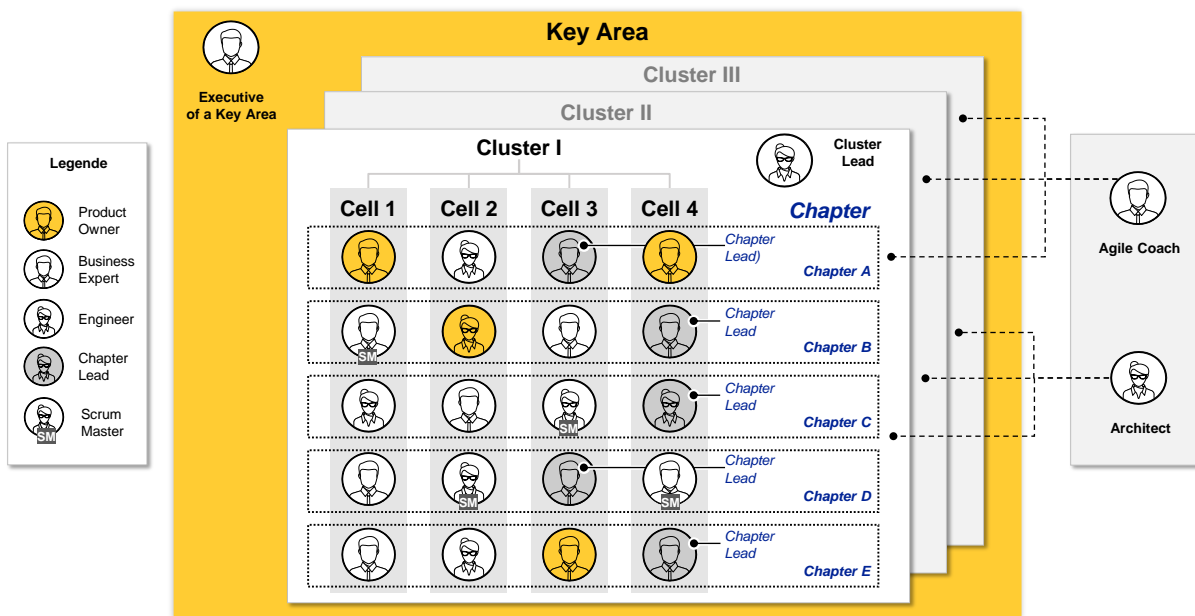


THE NEW DELIVERY ORGANIZATION¹ IS SPLIT INTO 18 KEY AREAS AND 53 CLUSTERS



¹ Picture was modified for online distribution

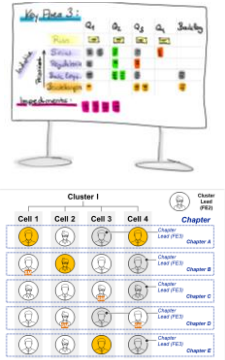
KEY AREA AND CLUSTER STRUCTURE WITHIN THE DELIVERY ORG



THE DELIVERY ORGANIZATION IS DRIVEN BY TRACEABLE AGILE ARTIFACTS AND THE QUARTERLY BUSINESS REVIEW (QBR)



Responsible	Artifact	Process/ Meeting	Planning horizon
Group	Strategic Theme	Strategy Planning weeks	2 - 4 Years
QBR Focus Delivery organization	Strategic Initiative	Bank wide	6 - 18 Months
	Key Area	Quarterly Business Review (QBR)	3 Months
Cluster	Epic	Individually through clusters and cells	1 - 3 Months
Cell (Team)	Story	Sprint Planning	2 - 4 Weeks



SEEDCOM
 Enablement formats:
 Mindset is the new skill!

>1.000 conducted events

>6.500 reached participants

8,9 NPS over all

DELIVERY ORGANISATION			
180 SCRUM INTROS	900 Participants at 11 CAMPUS INSIGHTS	Start Campus 2.0 13.000 Employees at Webcast	
2500 EMPLOYEES	1.200 Subsc. Seedcom Newsletter	7 KLARTEXT:AGIL 620 Participants	
439 Participants at Product Owner Program	10 KAL & CL Bootcamps	11 Agile Coaches	246 Scrum Master
WHOLE BANK			
5X MESSE 4.0 1100 Attendees	#MYFAIL >600 PPL Further Scaling	#DLC 2019: 5. Sessions with 40 Participants	
>2500 Subscriptions for sixty seconds		Coding 101: 3 Sessions with ~100 Participants	



START
JULY 1ST 2019



THE DIGITAL
CAMPUS 2.0
FEELS LIKE
BETA
VERSION



AN INCH OF CHANGE
AT THE TOP,
IS A MILE OF
DIFFERENCE
IN THE ORGANISATION



NO ONE SAID
IT WOULD BE



EASY

BUT WORTH IT