

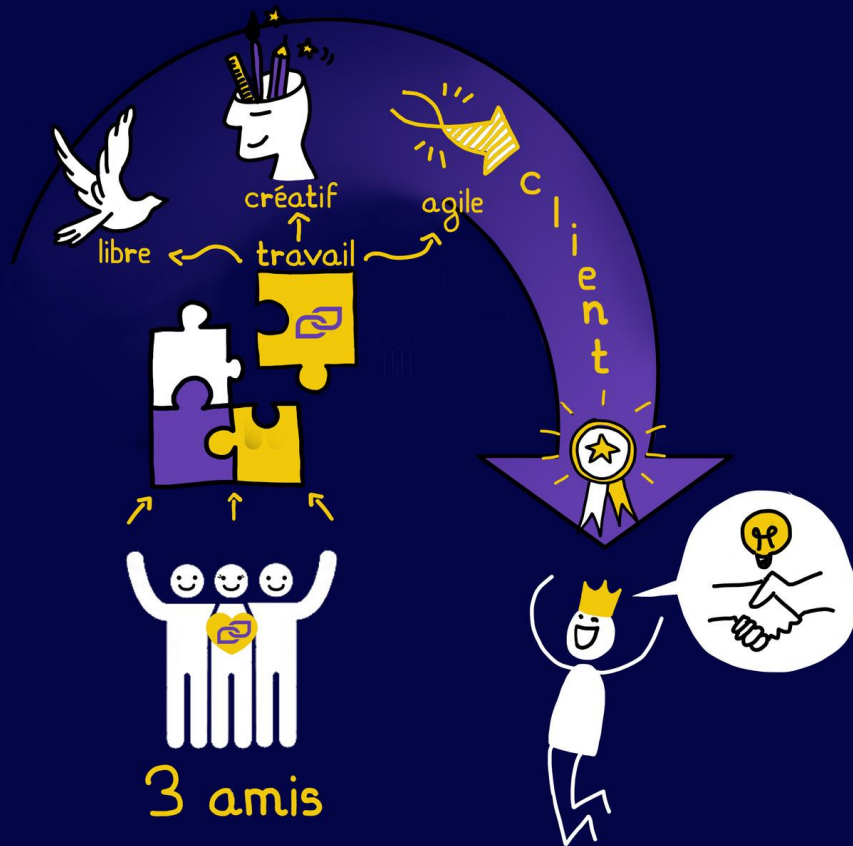
# alenia

*WE ARE GOOD  
BECAUSE WE CARE*

2023

# Who are we?

# A propos d'Alenia



## Our history

The story of Alenia is one of **friendship** and the **dream of building something different**.

At the beginning, there was Marjane, Aimery and Marc-Antoine, friends for more than ten years. After a successful career in large organizations, they were ready to move on.

They felt a **need for freedom**, a desire to be back in the field with clients, and a desire to offer clients and consultants a **more agile, creative way of working based on collective intelligence**.

Through Alenia, they wanted to offer consultants a **better sharing of added value**, real career paths, but also a **friendly environment** where people enjoy doing their work.

Joining Alenia means offering the client **excellent service**, while **having fun** and **exploring new ways of doing things**.

Every day at Alenia, we are happy to **help our clients find the fun in their organizations** and **reveal their potential**.

# Alenia story

As a **people-based company**, a very techy name or one that refers only to technology, even though it is our core expertise, seemed reductive.

**Alenia was a woman** who lived in the Berber Atlas Mountains.

She is not a celebrity nor a famous person... She is a **hero of everyday life**, a **dedicated, humble woman** who was not looking for fame or the spotlight.

One day, Alenia found herself having to **take care of a young orphan**. She **sacrificed everything** for him: she felt it was **her duty**. She was someone who did her job and did it well, in all modesty.

Thanks to her, **a beautiful generation has been able to grow** and go far beyond what it could have imagined.

Alenia represents **all the values that are important to us**: commitment, modesty, humility, leadership... And we are honored that she lends us her name.



# Alenia Corporate & Social Responsibility

Our objectives for 2022 are to sensitize our clients to the new Alenia Green IT Offer so that together we can turn technology into a positive lever for the environment, and to continue to develop our unique organisational model that distributes operational functions across all our collaborators, so that each one can liberate his/her energy and contribute to the success of Alenia!



69/100  
95th percentile ⓘ



## Minimise our environmental footprint

- Investing 60K € in Green initiatives
- Developing and launched the Alenia Green IT Offer to support our clients with digital transformations that protect our planet
- Capturing 140 tonnes of CO2 through the Alenia Forest
- Eliminating plastic waste from the Alenia Offices



## Unleash our human potential

- Having 38% female employees, well above the national average in our industry
- Signing the Diversity Chart
- Receiving the Speak & Act « Best Workplace Experience » Label
- Working with our Managers to develop a new set of core values and managerial framework



alenia

## Foster a culture of integrity

- Investing in our very own Onboarding programme including effective compliance training for all our new recruits
- Conducting weekly retrospectives to improve our processes and detect opportunities for improvement
- Setting high standards of behaviours for our employees and suppliers through dedicated Codes of Conduct

# ALENIA AT A GLANCE

“Grow together and transform the ways of working for a better tomorrow”



As an **Advisory and IT services** company, we help you in growing client **expertise**, maximizing their **performance** and their **vision**.

## OUR VISION

we will build together

pride



happiness



sustainability



in our organisations

## OUR MISSION

we create tailored solutions



and strive to be  
THE consulting company  
you want to work for  
or to work with

## OUR PURPOSE



grow together

and



transform the ways of working



for a better tomorrow

# Why are we different?

**Distributed** commercial and recruitment forces

Hiring based **+90% on cooptation**

Less than **5% of turnover**

**Experts** delivering advisory

**Egoless** approach, come as you are

Focus on **emotional intelligence**



**41% female ratio**



**15 worldwide clients**



**9,2 years avg seniority**



## Banking Project

Business Analyst and project management specialists who bring value more quickly to the businesses in order to be able to meet their ever more pressing needs for innovation, regulatory and transformation



## Application Production

Step up the way IT system is operated by adapting the operating model, upskill people and set up processes and methodologies.



## Agile Organisation

Pivot into a fit for purpose organizational model (operating model, delivery model) to increase alignment and focus on the delivery impacting several IT teams.



## Data

Support financial institutions in improving data driven decision making, creating actionable and relevant insights to generate business value.



## Devops

Set of practices aiming at accelerating the time-to-market and accompany the business growth while ensuring the IT maintainability and robustness.



## Transform & Operate

We combine mutual benefits from long-term contractor missions and shorter-term advisory missions

# Our Production Expertise

# IT Production is our DNA

## Challenges & issues faced by organizations:

High level of production incidents

Unstable interactions and lack of  
trust between Business and IT

Lack of communication between IT  
stakeholders and within IT entities

Non-professionalized production services and  
processes

Poor monitoring capabilities

Production complex to drive

## Our convictions:

- Drive your Production **operating model** according to your IT strategy and Business vision
- Embed your **Business** in your IT journey
- Redefine and value **Production expertise** and jobs and promote their **career path** evolution
- **Professionalize** your production services and sustain their practices with a strong Gatekeeper structure

## We know how to:

- Transform very **complex organizations**
- Coordinate several **systemic transformations**
- Reconciliate with **local** and **global** constraints

## Our offers & capabilities:

- Detailed production **maturity assessment** of an organization
- Tailored production target operating model
- Implementing and **optimizing** production **processes**
- **Coaching** and **mentoring** of production key resources

## Your added value:

- A better **driven production**
- A **satisfied business**
- Deep **sleeping nights** and **peaceful vacations**

## Some of our references:



## Our success **keys** when starting a new mission



### OUR CONSULTANTS

With proven operational experience in similar environment than yours, understand your constraints and share your ambitions



### OUR UNIQUE EXPERTISE

On Production, Green IT, Agile@Scale done the right way - but also Data, Architecture and Portfolio Management



### OUR ADVISORY **AGILE BASED** METHODOLOGY

Delivering frequent value, transparency and frequently prioritized backlog



### OUR UNDERSTANDING OF ALL YOUR **OPERATIONAL LAYERS**

Thanks to the onboarding of sponsor, operational managers and experts in our advisory governance



### OUR **MIXED APPROACH**

Based on tactical actions in addition to the strategic ones, allow you to get quick wins results while achieving the mid and long-term success



### OUR **MARKET KNOWLEDGE**

Providing you with understanding and access to other strategic CIOs and ability to learn and share on your issues, success and ambitions

# Thank you!



Av. da Liberdade 9 7º, 1250-139  
Lisboa, Portugal

---



contact@alenia.io

---



+33 7 62 04 58 48

---



alenia.io

# Thank you

