



AWS Center of Excellence

nearshore
technology

Why AWS CoE?

A Center of Excellence (CoE) is typically formed to address a skills/knowledge deficit within an organization. The members of a CoE are typically coaches and people that want to learn and get the skills needed. CoE coaches and participants will be involved with many of the activities of CoE Continuous Improvement:



Continuous Improvement Activities

1. Identifying techniques. Coaches will work with one another, and with the people that they are coaching, to identify potential techniques (practices, strategies, principles) that they can help people to adopt to improve the way that they work.



Continuous Improvement Activities

2. Sharing techniques. Coaches will help practitioners to share techniques that they find effective with one another. Helping to build a learning organization is the primary way for CoE coaches to scale their efforts and better yet work their way out of job.



Continuous Improvement Activities

3. Capturing techniques. CoE coaches will work with practitioners to capture viable techniques so as to build organizational memory around their processes and strategies.



Continuous Improvement Activities

4. **Supporting teams.** The primary mission for CoE coaches is to support individual and team learning. There is a wide range of strategies available for this.



Continuous Improvement Activities

5. **Organizing CoPs.** Very often a CoE will initiate, or at least support the initiation of, one or more [communities of practice \(CoP\)](#) to aid their educational efforts. For example, an AWS CoE may help to organize an AWS Development CoP, an AWS Testing CoP, a Lean Architecture CoP, and many others.



Continuous Improvement Activities

6. Governing improvement. A CoE will often collect and track a collection of metrics to help them both govern and to justify your organization's investment in the CoE.



CoE Organization



- A CoE will be formed by identifying people who have the skills/knowledge, the ability to coach and likely train people, and who have the drive to continue learning on their own.
- CoEs will self organize, and within larger CoEs a Team Lead, often called a CoE Lead, will emerge to guide the team.

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