

# Hands on training: Scaling AI augmented software developer

A Stedin case study

## Scaling AI-Augmented software development

How Stedin partnered with DevOn to design and deliver a hands-on training program that built safe, effective AI skills across hundreds of practitioners, without waiting for a slow, top-down governance rollout.

## Client snapshot

- Client: Stedin
- Sector: Energy infrastructure (Netherlands)
- Scope: Improve AI-augmented software development capability. Training 400 employees: developers, non-developers, testers, scrum masters and managers

## Background

Stedin builds and maintains the electricity grid across parts of the Netherlands, a critical role as the energy transition accelerates. An internal IT Consultancy team tackles broad, ambiguous challenges and turns them into actionable programs, and few topics today are as broad and ambiguous as AI! Stedin sought to understand the potential of AI-augmented software development and bring practical tools to its teams safely and efficiently.

## Challenges

- Large enterprise inertia: getting a big organization moving on AI requires internal champions and early wins.
- Limited internal capacity to train at scale; needed external expertise and co-creation.
- Wide variation in starting points — from first-time LLM users to advanced practitioners.

## How DevOn helped

DevOn partnered with Stedin and made a practical proposal; emphasizing custom design over standard packages, clear communication, and shared ownership. Stedin valued the trust, freedom, and lack of micromanagement that enabled rapid iteration.

## Plan



### Assess & Align

Co-create survey; engage scrum masters and leaders; clarify needs



### Train Hands-On

Role-specific, practical sessions; license gating where applicable



### Embed & Evolve

Support team-level change; start an internal AI practice group

## Action

Stedin and DevOn scheduled a bold, organization-wide rollout: **~20 training** sessions over **~3–4 months**, spanning leaders, Scrum Masters, developers, and non-developers. Early sessions were well attended, creating positive feedback loops and organic demand. License gating (where applicable) helped kick-start participation, then momentum became self-sustaining.

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*“In every training there’s at least one or two people who go from zero to wow.... that’s the win. We’re bringing safe, useful AI tools to the people.” Rob Roos, IT Consultant at Stedin.*

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## Results & impact (Key takeaways)



### Momentum achieved

Early sessions well attended; word-of-mouth drove sign-ups



### Broad adoption

From first-time LLM users to advanced developers



### Governance aligned

Dedicated governance track for invited stakeholders



### Scaled quickly

Large program organized and delivered in months, not years

Over 300 participants completed training. Feedback indicates sessions were helpful to extremely helpful. Momentum now comes from knowledge and enthusiasm rather than license incentives.

## Adoption & Governance

To Maintain speed the training program ran as a separate-but-not-secret track. Governance stakeholders were invited into sessions to observe and provide input. Compliance examples (e.g., EU AI Act awareness) were made practical within training constraints.

## What we helped avoid

Waiting on top-down governance before enabling people; relying on generic vendor packages; small-scale pilots that fail to cross the chasm; micromanaged delivery that slows iteration.

## What's next

Stedin plans to initiate an internal AI practice group to own and sustain capability, with DevOn as a sparring partner. The next challenge: quantify efficiency gains and ways-of-working improvements enabled by the training, complementing existing satisfaction and usage indicators.

## Interested?

Ready to improve the performance of the developers?  
Co-design a tailored, hands-on rollout with DevOn at  
[www.ai.devon.nl](http://www.ai.devon.nl)

