



象辑知源 (武汉) 科技有限公司

MLOGCN (Wuhan) Technology Co.LTD

CMMI-DEV 发起人反馈

SPONSOR FEEDBACK

尊敬的 Raghav 老师:

您好! 很荣幸能够邀请到您作为主任评估师, 为我司进行高级成熟度评估。

首先, 我谨代表象辑公司的管理层以发起人的身份以及全体员工向您表示衷心的感谢和美好的祝福! 在 2020 年 8 月 22 日-2020 年 8 月 29 日的评估期间, 您带领全体评估成员组成员克服了 Covid-19 疫情的不利影响, 对我公司的 CMMI ML5 的规范实施和改进成果, 进行了专业、严格、细致的审查。您的指导使我们受益匪浅, 您专业的知识和严谨的工作风格让我们深深折服, 印象深刻。

我司一直以来为客户提供高品质的产品和服务, 持续不断的满足客户需求, 为客户创造价值, 这是象辑公司长期的追求和目标。这个愿景同样符合 CMMI 的理念, 也正是 CMMI 的魅力和价值所在。CMMI 的体系建设协助象辑公司对公司的既有流程进行了规范化和标准化, 有利于公司的成本控制, 提升公司的项目质量, 并且提高客户的满意度。

其次, 在此次评估中, 我对高成熟度对公司管理过程中起到的作用印象深刻。从过程管理的角度, 组织需要形成组织性能绩效基线(PPB), 通过控制线能实现及时问题预警, 并及时采取行动计划。高级成熟度的企业就是从主观管理向量化客观管理演进, 减少人为犯错。从管理上建立组织性能绩效模型(PPM), 我司赋予项目团队预测未来过程性能的能力。我司将在本次评估结束以后持续增加模型的选择, 提高能力, 提前应对突发事件, 降低公司运营风险。从全局角度来看, 这些高成熟度的管理手段对公司日后的管理和运营都有极大的好处。从项目的角度, 高成熟度的过程提升了项目管理水平, 降低了项目管理的难度, 使得项目的风险得到预测, 更加及时发现和处理风险和问题。

联系电话(Tel): 010-56198818

办公地址: 北京市海淀区上园村3号交大科技大厦1204室

Address: 1204, Jiaotong University Science And Technology Building,
No.3, Haidian District Beijing



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我认为我作为公司的负责人，我的职责就是服务团体，让我更加深入参与到公司的 CMMI 的管理体系中。我需要协调提供足够的资源，支持公司的 EPG 团队保证 CMMI 体系的不断提升，使得 EPG 成员和项目经理的工作更顺畅，使得项目经理、技术经理、开发人员和测试人员的职责更清晰，相互协作更加紧密。

后续，我会要求 EPG 团队按照主任评估师提出的建议，逐项落实评审老师的建议。我深知特别是主任评估师和 ATM 成员提出建议：明确《产品集成计划》职责分工、增加回归模型考虑因素、在项目计划中增加销售人员、提升配置管理中 QA 权限、收录更多优秀实践进入到项目库。这五项建议将得到优先落实整改，以进一步提升我司的管理水平。

最后，我代表象辑公司的全体员工再次对您，以及您带领的评审工作组的辛勤工作和提出的中肯的改进建议表示由衷的感谢！

祝您工作顺利、万事如意！





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Dear Mr. Raghav.

It is a great honor to have you as the lead appraiser to conduct the HM appraisal for our company.

First of all, on behalf of the management of MLOGCN (Wuhan) Technology Co. LTD, as the sponsor, and the entire staff, I would like to express my heartfelt thanks and best wishes to you. During the assessment period from August 22, 2020 to August 29, 2020, you led the entire assessment member team to overcome the adverse effects of the Covid-19 outbreak and conducted a professional, rigorous and detailed review of the results of the implementation and improvement of our CMMI ML5 practices. We are deeply impressed by your professional knowledge and rigorous working style, and we have benefited a lot from your guidance.

It has been our long-term goal to provide our customers with high-quality products and services, to continuously meet their needs, and to create value for them. This vision is also in line with the philosophy of CMMI, which is the vey charm and value of the institute, and helps us to standardize our existing processes, which is beneficial to our cost control, project quality, and customer satisfaction.

Secondly, during the assessment, I was impressed by the role that high maturity has played in the company's management process. From a process management perspective, organizations need to form a Performance Performance Baseline (PPB), a control line that enables timely problem alerts and timely action plans. High maturity is the evolution from subjective management to quantitative objective management to reduce human error. By building a Performance Model of Organizational Performance (PPM) from the management perspective, we give the project team the ability to predict future process performance. We will continue to increase the selection of models after this evaluation to improve our ability to respond to emergencies and reduce the risk of our operations in advance. The high maturity management tools suggested will be of great benefit to the company's

联系电话(Tel): 010-56198818

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Adress:1204, Jiaotong University Science And Technology Building ,
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future management and operations. From a project management perspective, the high maturity process raises the level of project management, facilitates project management, makes it possible to anticipate project risks and identify and deal with risks and issues in a more timely manner.

I believe that my role as the head of the company is to serve the everyone and to become more deeply involved in the management system of the company's CMMI helps them with my positive role. I will do as always and coordinate the provision of sufficient resources to support the company's EPG to ensure the continuous improvement, making the work of EPG members and project managers smoother, making the responsibilities of project managers, technical managers, developers and testers clearer and more closely collaborate with each other.

As a follow-up, I will ask the EPG team to follow the recommendations made by the assessors and implement the recommendations one by one. I am well aware of the recommendations made by the LA and ATM members in particular: clarify the division of responsibilities in the Product Integration Plan, add regression modeling considerations, add sales staff to the project plan, increase QA authority in configuration management, and include more good practices in the project library. These five recommendations will be implemented as a priority in order to further improve our management level.

Finally, on behalf of all of us at MLOG, I would like to thank you once again for your hard work and suggestions for improvement, as well as the appraisal team you led.

I wish you well and all the best in your work!

CEO of MLOGCN (Wuhan) Technology Co. LTD

August 27, 2020



联系电话(Tel): 010-56198818

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Adress:1204, Jiaotong University Science And Technology Building ,
No.3, Haidian District Beijing