

SITARA CEP : 4

Process Frameworks and Importance of People Issues Version 2.007

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This Book Belongs To ...

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Tutorial Objectives:

1. Participants will get a good understanding of the structure and design of the Capability Maturity Model for Software, CMMI and People CMM
2. A broad range of methods and ideas from the Software and People CMM coupled with insights into the best practices in the industry will give a good orientation to facilitate change management initiatives back in your respective organizations

Tutorial Abstract:

This tutorial provides ample scope to gain a good understanding of the essential requirements of three CMM based process frameworks. These frameworks have proven themselves effective, to keep an organization vibrant and alive.

The structure and design of the Capability Maturity Model (CMM)sm for Software, the CMMI and People CMM will be described in detail. At the end of the session, participants will realize that CMM and its derivatives are not just Quality Frameworks but a well thought out management paradigm for developing and managing successful software initiatives in an evolving learning environment that is capable of demonstrating economy of means. Knowledge and application of the 18 Key Process Areas of Software CMM, the 22 Process Areas of the CMMI and the 22 Process Areas of the People CMM to a change initiative will be described.

This tutorial is a good introductory course to provide an overview of the SW-CMM framework – the core model that led to the creation of the People CMM and the CMMI. The SW-CMM framework is relevant even today since it helps an organization to build a robust change management initiative of its software development process. The SW-CMM orients itself toward building a strong foundation to support and sustain ongoing continuous process improvement by continuously exploring better ways of doing things. The framework is a staged approach to managing changes to the software development process by making "incremental changes" through a transition management approach.

Some of the key areas addressed both by the SW-CMM, and the CMMI frameworks include project management, requirements management, change management, quality management, product engineering, inter-group coordination and defect prevention . When viewed as a staged model, at Level 2 the Repeatable Level, a sense of responsibility and effective management of processes is inculcated by building a foundation of process discipline to create a **CULTURE OF COMMITMENT**. At Level 3 the Defined Level, software engineering and management processes for development and maintenance are integrated into a coherent whole by establishing a process definition standard - called the Organizational Standard Software Process to create a **CULTURE OF BEST PRACTICES**. At Level 4 the Managed Level, product quality, service quality and performance measures are understood in statistical terms to support fact-based decision-making by institutionalizing quantitative management of engineering processes to create a **CULTURE OF MANAGED PRACTICES**. At Level 5 the Optimizing Level, change management is applied to a continuous process improvement program to establish a **CULTURE OF CONTINUOUS IMPROVEMENT & EMPOWERMENT**.