

CMMI Level 5 SCAMPI A 发起人反馈

非常感谢 Nandyal 先生担任我公司 CMMI Level5 的主任评估师。Nandyal 先生非常细心、专业。在评估过程中，通过简单易懂的例子清晰地解释专业的问题，让员工受益匪浅，不仅对公司非常有效，对公司员工今后的职业发展也很有帮助。

在评估的几天时间里 Nandyal 先生以及 ATM 成员对访谈中提出的问题和建议，如实反应公司目前的不足，我们一定会虚心接受各位评估师的建议，在今后的工作进行改进，提高公司的管理能力。尤其是，Nandyal 先生给出的专业性建议，例如代码注释规范、量化管理的新设计，能够帮助公司有效地开展工作。今后，我们也会从以下几个方面开展工作：

1. 将 CMMI 过程规范落实到我们的具体工作中，定期开展 CMMI 系统培训，将 CMMI 过程规范从上而下地深入到公司员工的意识中、工作中，并严格执行。
2. 根据此次改进建议，制定改进计划，尤其是在量化管理、需求设计、代码注释、测试、度量分析等方面，稳固 2 级、3 级、4 级工作，提高各个过程的管理能力。
3. 加强对员工的技能培训，严格规范工作流程，制定工作流程范例，供相关人员参考，提高员工的专业性。

正如 Nandyal 先生提到的“简单而非简化”，我们要根据公司的特色和发展需要，建立简单易懂又有效的管理体系。

最后，再次感谢 Nandyal 先生的报告建议！我们会不断改进公司的管理体系，成为一个具有完备管理体系的公司。



CMMI Level 5 SCAMPI A Sponsor Feedback

Dear Mr. Raghav S. Nandyal:

Thank you very much, for serving our company as our SCAMPI appraiser on the high maturity CMMI Level 5 appraisal! You have been very caring, attentive and professional throughout your appraisal!

During your interactions with us, even though we were Level 4, you illustrated with several simple examples high-maturity concepts that we were not aware of. You have motivated us to think differently now! You clearly explained the characteristics of what real high-maturity work cultures look like and how to display professionalism in all aspects of our work. Your suggestions are not only very useful for the company to differentiate, but they are also very helpful for the professional development of our employees. We thank you for motivating us to learn good high maturity behaviors!

During the appraisal period from April 3-10, 2017, you and your appraisal team raised several thought-provoking ideas to the issues that we currently face and offered highly effective recommendations during interviews. We humbly accept your recommendations, and we will work them into our organizational process infrastructure in our future work. We will definitely improve all aspects of our current Level 4 quality system, imbibe and grow the specific Level 5 recommendations you provided us.

In particular, your professional advice, such as: good code documentation styles, testing strategies and meaningful documentation of test outcomes using wire-frames, improving the design specification by improving requirements quality, new design for our quantitative management system to improve process performance models and baselines, with easy to understand examples, will help us work effectively in a very short time.

We will implement the following improvement recommendations you offered:

1. Quoting Albert Einstein, you said: "Keep process specifications simple, but not simpler!"
2. Regularly conduct process training until professionalism becomes ingrained, improve process specification using a top-down approach starting from the senior management down to the consciousness of all employees.
3. Develop an action plan for improving the foundation practices, particularly requirements, design, code, test, measurement analysis, and so on, by strengthening Level 2 and Level 3 practices, and building quantitative management at Level 4 to the Optimizing maturity level by making each maturity level dependent on the other for achieving true high-maturity.
4. Strengthen skills training for our employees, strictly regulate work processes, develop workflow examples as reference and improve overall professionalism of our staff.
5. We will establish simple and effective management systems as recommended by you.

Finally, thanks again Mr. Nandyal for your recommendations!



CMMI Level 5 SCAMPI A Sponsor Feedback

“Thank you Mr. Nandyal, for being our CMMI Level 5 lead appraiser!”

Mr. Nandyal is very careful, strict and professional. During the process of the appraisal, he interpreted professional issues using simple examples. The staff and the company benefited a lot from his discussions which are very helpful for the career development of our staff as well.

As for the issues and improvement suggestions that Mr. Nandyal and the Appraisal Team raised over the past 8-days, they objectively reflect the existing issues we have and the current state of our organization. We gladly accept the suggestions raised by the appraisal team and we would improve ourselves and the management capabilities of the company in our future work. Especially, for the professional suggestions given to us by Mr. Nandyal such as: code commenting standards, and new design of our quantitative management systems. They are very helpful for deploying our work more effectively. From now on, we will deploy the following aspects into our work culture.

1. We will implement the Level 5 CMMI-DEV process standards into our routine work and conduct regular process training and infuse process discipline into the employee consciousness.
2. We will make action plans based on the improvement suggestions raised by Mr. Nandyal and the appraisal team, especially around quantitative management design, requirements design, code commenting, testing strategies, and simple measurement and analysis techniques for lead and lag indicators, and consolidate our current Level 4 maturity level by strengthening the foundation practices of Levels 2 and 3.
3. Reinforce skills training for the staff. Strictly standardize work procedures. Establish example work procedures for stakeholder reference. Improve professionalism of the staff by demanding zero error goals from all stakeholders, in all of their work.
4. As Mr. Nandyal paraphrased quoting Albert Einstein, “Keep process specifications simple, but not simpler!” We will establish simple and easy to understand effective management systems based on the characteristics of our R&D work and development requirements of our Company.

Finally, thanks again Mr. Nandyal for your recommendations! We will continuously improve the management system and become the best-in-class software solution provider. We hope to live up to the expectations and demands of true high process maturity work cultures, as enunciated by you.

Sponsor: Wang Xiao Ke

2017-4-10

