TSP CoP Overview

Dec 2016

Presented to:
PRT Workshop

Team Process at NAVAIR

Presented by:
NAVAIR Process Resource Team

SEI-Core TSP Team Background

SEI Based Core TSP Team

- Started early 1990's
- Peaked mid to late 2000's
- Source of inspiration & knowledge
- Training material evolution

Annual Gatherings

- Partner meetings
- TSP User Groups/Symposiums
  - Last TSP Symposium was Nov 2014

TSP Summit (April 2015 in Pittsburgh)

- TSP partner community shared needs and possible futures

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TSP Community of Practice

Team Process Workshop (August 2015 in San Jose)

- Purpose to establish a distributed Team Process Community of Practice (CoP)

Outcome

- Commitment

- Areas of interest
  - ❑ Product Suite
  - ❑ Business Issues
  - ❑ Communications
  - ❑ Tools

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Team Process CoP Structure Current & Possible Future

Distributed Body

- ❑ Purpose: Identify items of interest (artifact products and services)
- ❑ Establish Working Groups (WG) to develop artifacts
- ❑ Track each WG to closure
- ❑ When: Meets 4th Thursday (started Sep 2015)
- ❑ Location: Phone Conference/WebEx

Working Group(s)

- – Purpose: Create solutions to TSP CoP areas of interest
- – When: Frequency determined by each time (> monthly)
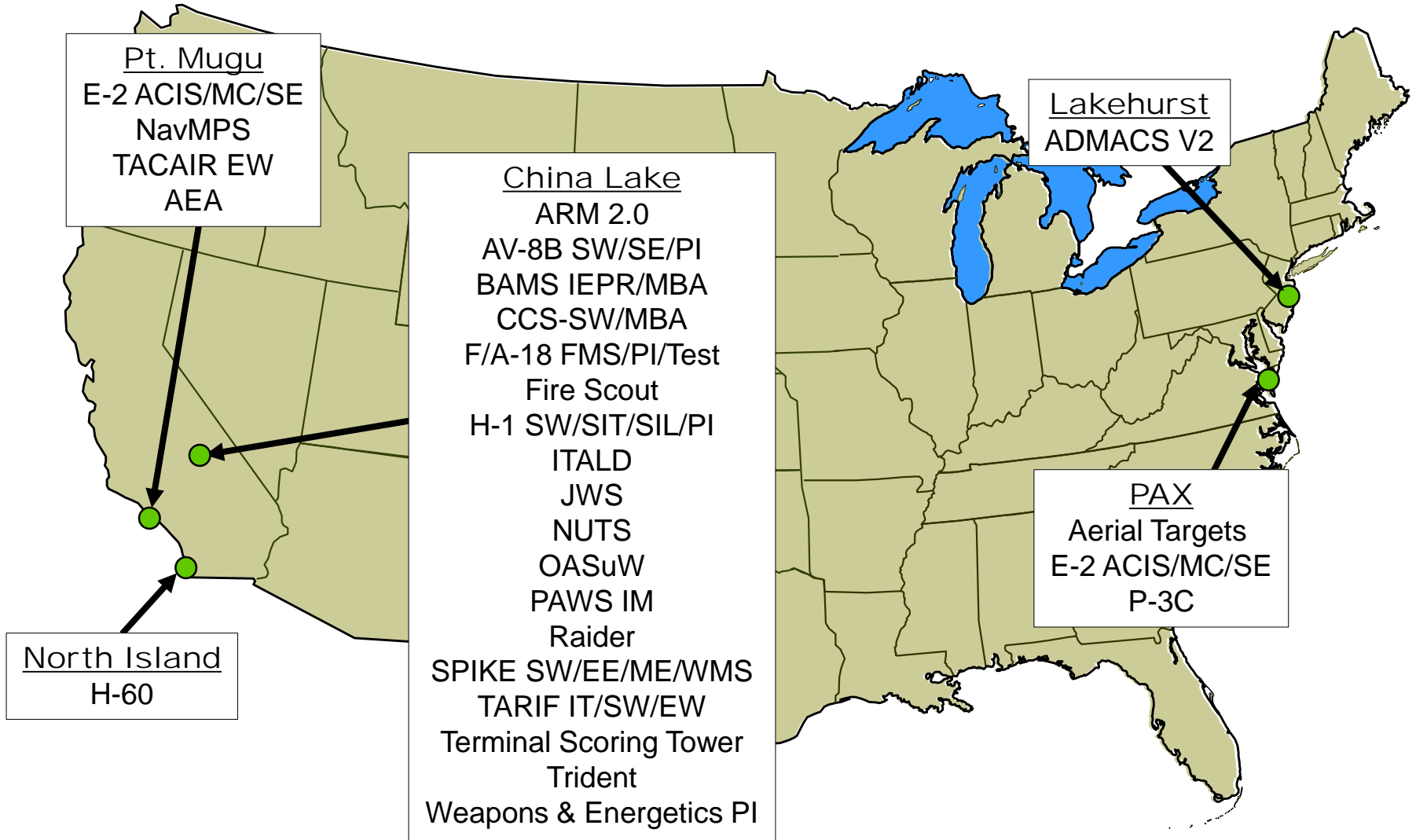- – Location: Phone Conference/WebEx

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The NAVAIR Story

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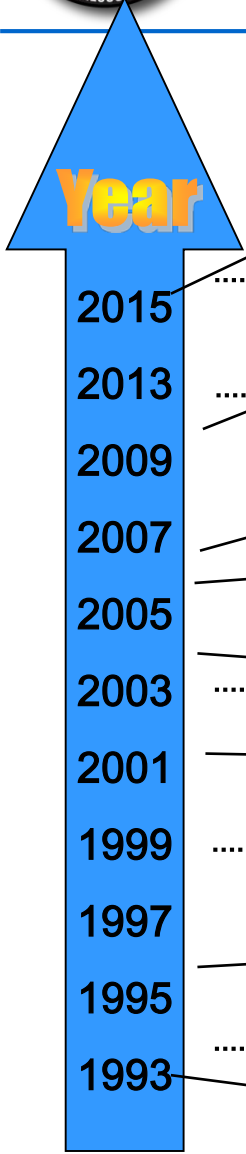*Presented by:*
NAVAIR Process Resource Team

Who Does PRT Support?

Pt. Mugu
E-2 ACIS/MC/SE
NavMPS
TACAIR EW
AEA

Lakehurst
ADMACS V2

China Lake
ARM 2.0
AV-8B SW/SE/PI
BAMS IEPR/MBA
CCS-SW/MBA
F/A-18 FMS/PI/Test
Fire Scout
H-1 SW/SIT/SIL/PI
ITALD
JWS
NUTS
OASuW
PAWS IM
Raider
SPIKE SW/EE/ME/WMS
TARIF IT/SW/EW
Terminal Scoring Tower
Trident
Weapons & Energetics PI

PAX
Aerial Targets
E-2 ACIS/MC/SE
P-3C

North Island
H-60

NAVAIR's Story of
Process Improvement Evolution

Year

	Grand & Glorious Cultural Shift	**Project Success Metrics**
2015		
2013	Process Modeling	**Team Product Process**
2009	TPI Launches	**Team Process**
2007		**Based Systems**
2005	TPI Research	
2003	CMMI	**Model Based Systems**
2001		**Team Process**
1999	TSP Launches	**Based Software**
1997		**Personal Process**
1995	PSP classes	**Based Software**
1993		**Model Based Software**
	CMM	

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Symptoms of Project Failure

1. Lack of <u>clarity</u> of the objective
2. Lack of <u>commitment</u> to the goal
3. Lack of <u>accountability</u>

- People weren't sure what the goal was
- Weren't committed to it
- Didn't know what to do about it specifically
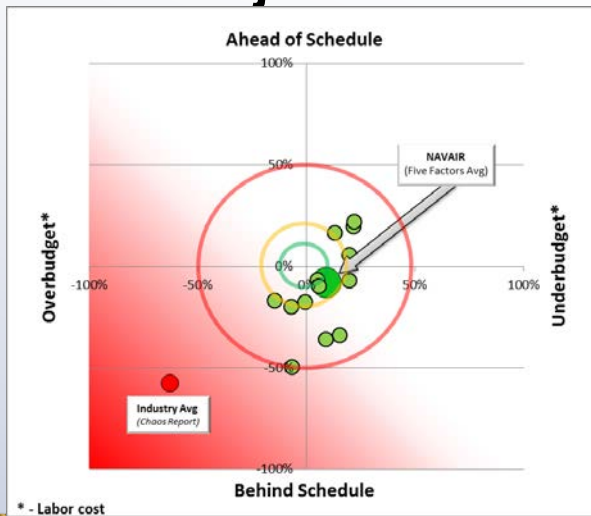- <u>Not</u> being held <u>accountable</u>

Indicators of Project Success

Ability to report* the **Five Factors**:

1. Percent of project complete (EV)
2. Percent of budget spent
3. Forecast completion date
4. Risk Management
5. Deviations / Changes from the plan

* On a regular basis, backed by data, comparing planned vs. actual values

Five Factors Projects vs. the Norm

Transform the Culture

- Set clear expectations
  - Five Factors reports
- Hold accountable
  - Performance plans
  - Periodic reporting

Your Story
How Does it Connect with the CoP
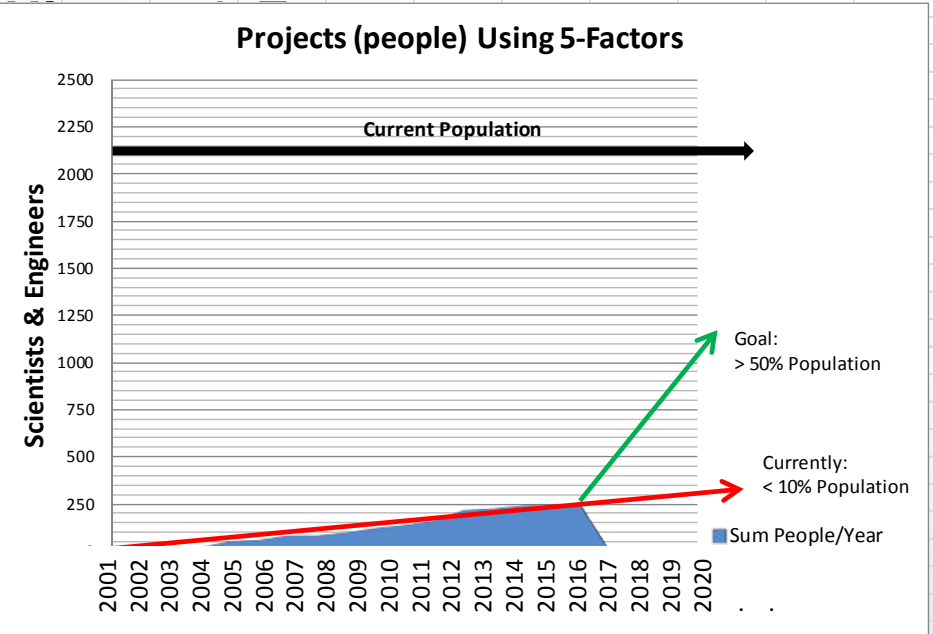
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Backup

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NAWCWD Support for Cultural Shift

- **Top Down**
  - **Awareness – COD, DEB, etc**
- **Bottom Up**
  - **Take it to**
    - **CAOs,**
    - **IPTs,**
    - **TPOs,**
    - **& Ultimately the Projects**

Measurements of Success

Ability to report the Five Factors:

1. **How many projects currently exist**
2. **Additional new projects**
3. **Rolled up performance of all projects**
4. **Reported Quarterly to Leadership**

Projects (people) Using 5-Factors

- Current Population
- Goal: > 50% Population
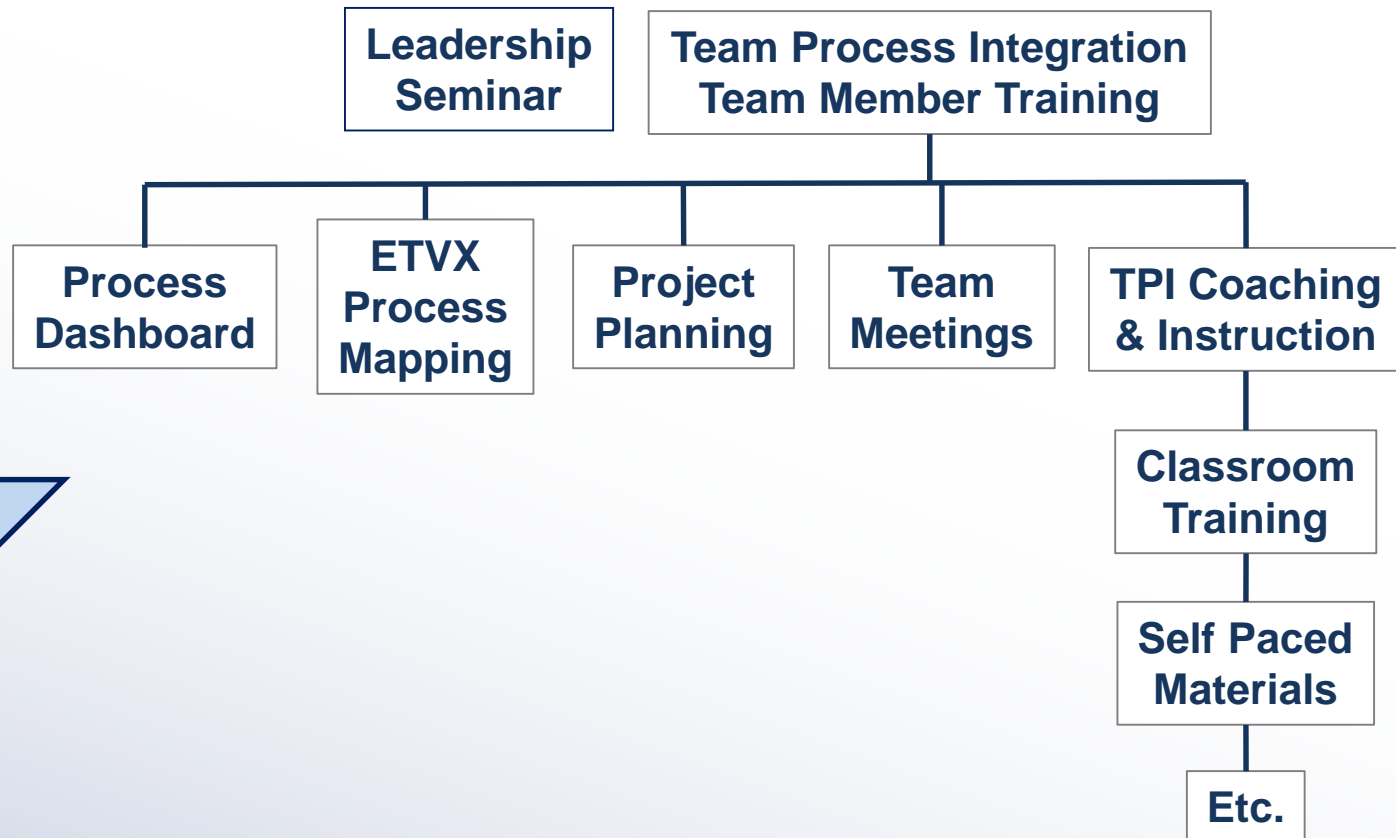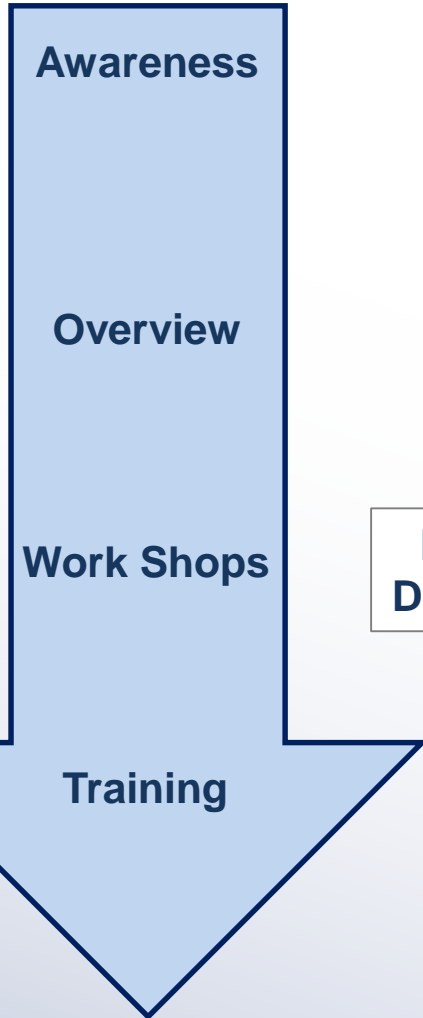- Currently: < 10% Population
- Sum People/Year

Reaction from G&G Rollout

- ➤ **Projects say "Yes"**
  - ➤ **Start rolling up data**
- ➤ **Projects say "Help"**
  - ➤ **Train, Teach, and Coach**
- ➤ **Projects say "No"**
  - ➤ **Leadership Backing Needed**

Dispersion and Facilitation

Awareness

Overview

Work Shops

Training

Contact & Awareness

Weapons 101
Planning Essentials

NAVAIR University

Leadership Seminar

Team Process Integration Team Member Training

Process Dashboard

ETVX Process Mapping

Project Planning

Team Meetings

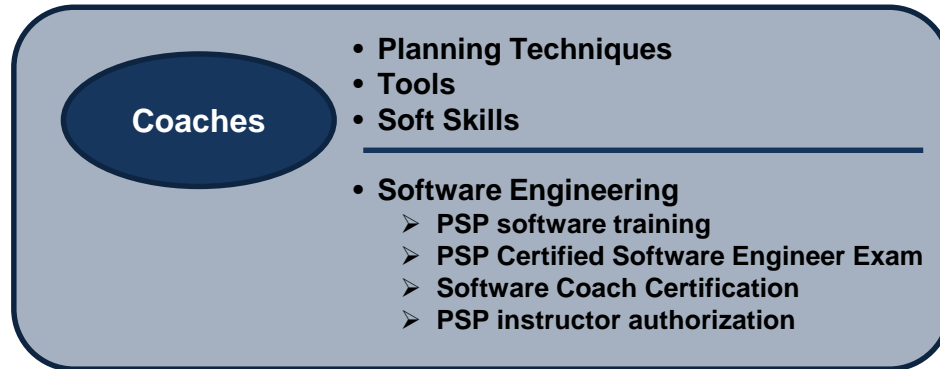**TPI Coaching & Instruction**

Classroom Training

Self Paced Materials

Etc.

Re-Organization and Expansion

Current:
- Coached Teams
- PRT Training
- Process Conformity
- Complex Funding

Coaches
- Planning Techniques
- Tools
- Soft Skills

- Software Engineering
  - PSP software training
  - PSP Certified Software Engineer Exam
  - Software Coach Certification
  - PSP instructor authorization

Future:
- Self-coaching Teams
- PRT Training & Mentoring
- Five Factors Reporting
- DPA

Coaches
- Planning Techniques
- Tools
- Soft Skills

- Software Engineering

- Systems Engineering

- Acquisition

- etc.

Support

Data Analyst

Tool Technician

Training Developer