

Software Process Improvement

Lessons Learned



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Overview

- 1. SPI activities launched April 2002**
- 2. Undergone 2 cycles of PI - a year each**
- 3. TDC SPI Team structure:**
 - **MSG**
 - **SPI dedicated team**
 - **SEPG part time team**
 - **CMM Tools team**
 - **TWGs**

Hints & Tips

Planning Phase

1. **Senior management direct involvement**
2. **Budget assigned as a long term investment**
3. **Best people are put on SPI & SEPG teams**
4. **SPI activities are an organizational project**
5. **Dedicated & motivated people on the job**
6. **An SPI model is used (PCM)**
7. **SPI activities are advertised**

Hints & Tips

Implementation Phase

1. **Respect the organizational culture**
2. **Use current Processes as a starting point**
3. **Pilot fast and in parallel**
4. **Involve the implementers in the process**
5. **Use automation for control & acceleration**
6. **Award star implementers**
7. **Measure as early as you can**

Pitfalls

- 1. Forcing change.**
- 2. Working against middle management**
- 3. Going big on automation from the start**
- 4. Working in an island**
- 5. Using outside processes**
- 6. Interrupting the process for other priorities**
- 7. Creating hostility with implementers**

Finally



Good Luck !!



mona@eg.ibm.com