Using TSP at the end of the Development Cycle

How they solved the problem:
- Cycle C:
  - Management: Minimize people change, better process.
  - General Work:
    - Defined, Worked Capabilities
    - Introduction of PS/P/IP Principles as approach.
  - Team Development: Unboxed Teams
    - Created "Quick Boxes" Kit
    - Use a metrics and metrics quality of tools.
  - Introduction of State analysis Tools to address legacy code.

Remaining Cycles:
- Immediate steps to needed cycle
- Attention: Many teams working together with clear expectations.

Learning learned:
- It’s not always a good thing to be effective.
- Constant feedback is important.
- Performance made with feedback.

The situation:
- Continuous Direction Changes
- Schedule Presence

Determine Duration of a Cycle
- Through the Tree of Cycles: Cycle 3
- Managers: How to Cycle 3
- PS/P/IP: Cycle Changed
- PS/P/IP: Cycle Changed
- Change under control

TSP and deliberate practice as tools for improved capability in the workforce

Mashraka issued TSP - SEI
- Practice doing it over and over and over.

What is Deliberate Practice?
- Practice on a simple element.
- Designed to stretch ability.
- Several hours a day.
- Coached.
- Specific and immediate feedback.
- Performed mindfully in the moment.

Corporate Culture often contradicts deliberate practice
- Change requires:
  - Desire to change
  - Deliberate plan to build new competencies
  - Replace the "bad" cars with new, "good" ones.

The TSP Initiative in Colombia

TSP Initiative Strategy
- Initial: Top down, Advanced training, certification, pitch projects, deployment to local capabilities.
- Other: Core team members.