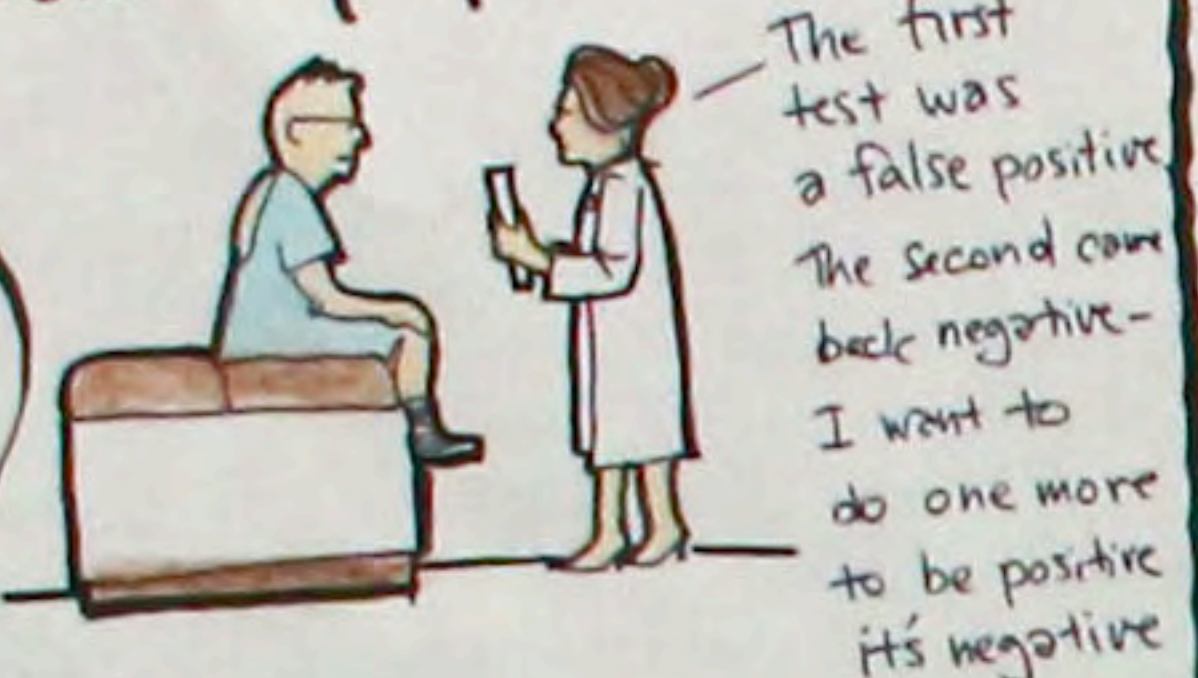


Using TSP at the end of the Development Cycle

Scott Van Eps & Rick Marshall - Beckman Coulter

Beckman Coulter makes medical equipment

Test results must be extremely trustworthy



How they solved the problem:

- Cycle 0**
- Management: More people & time, better process
 - Formed Workshop Coordination team
 - Introduced PSP/TSP Principles as applicable
 - Trained Development & Verification Teams
 - Created "Good Ideas List"
 - Goal was to stabilize and increase quality of product
 - Introduced Static Analysis Tools to address legacy code

Remaining Cycles

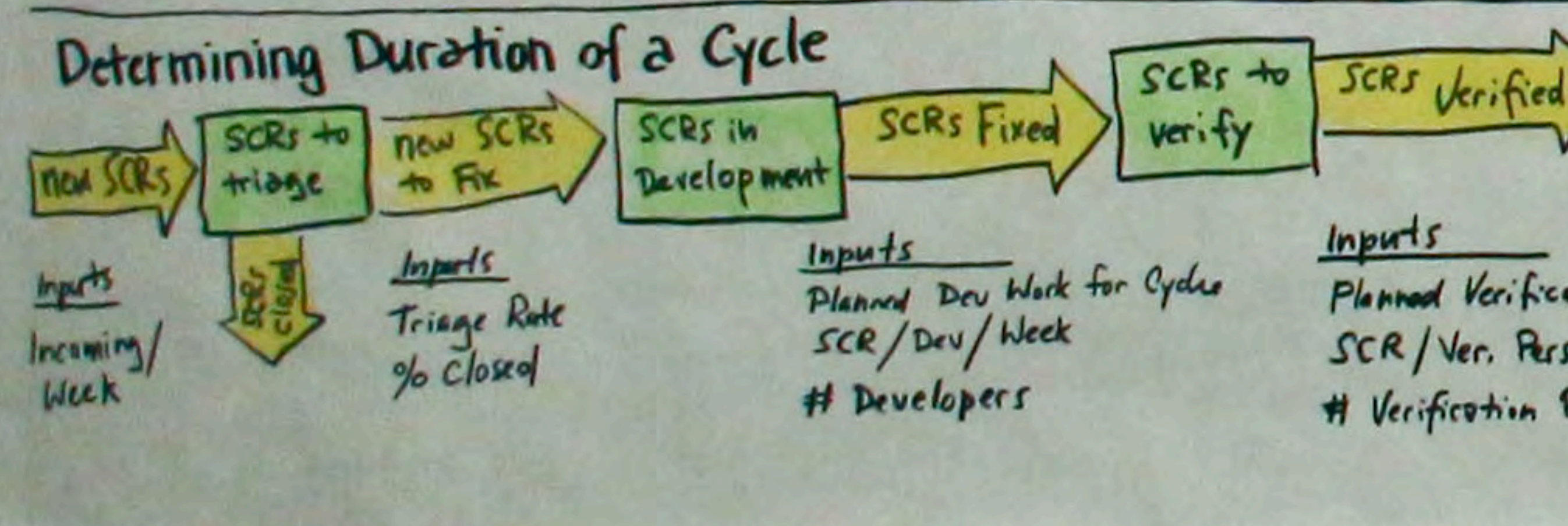
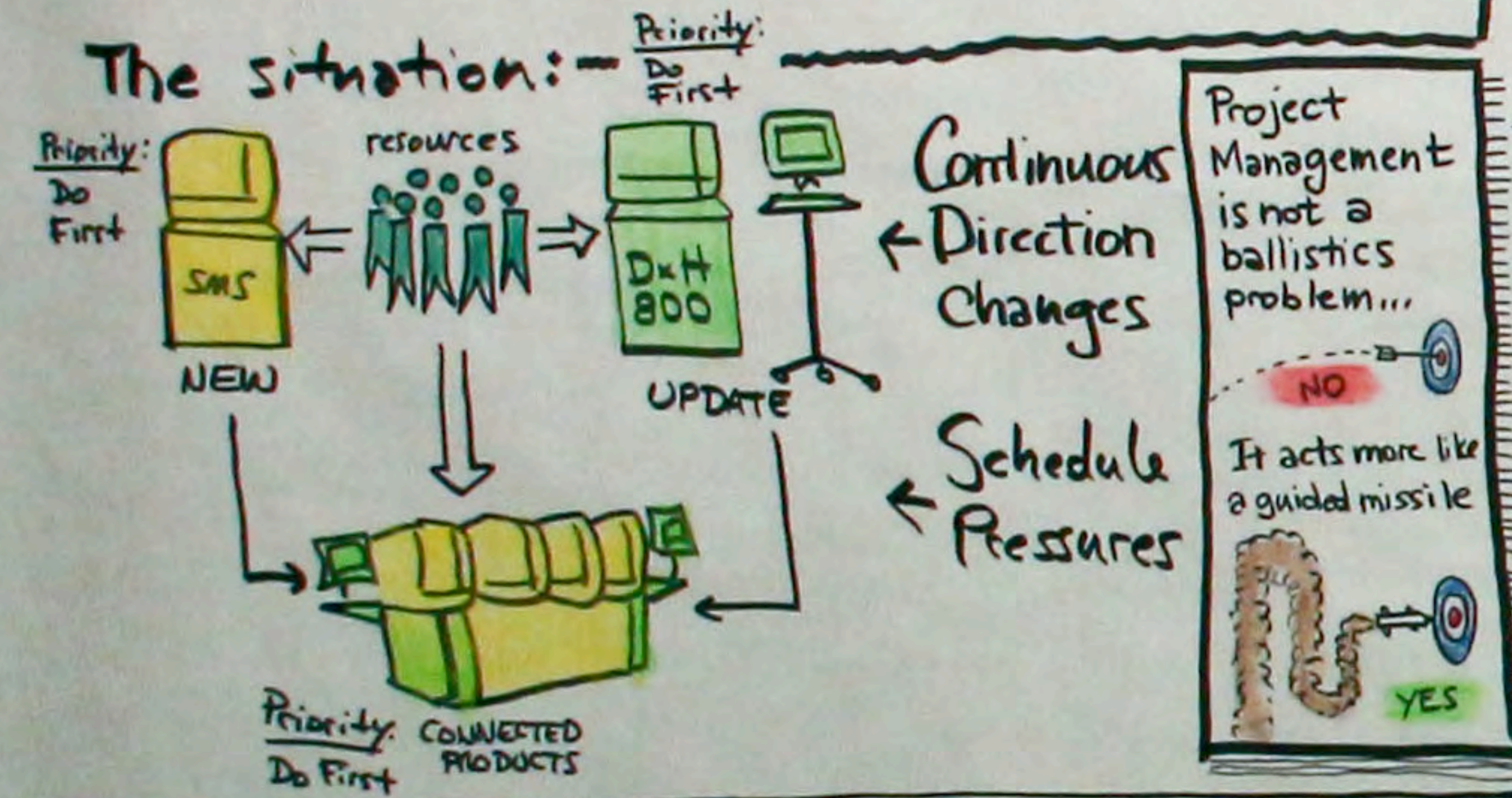
- Introduced topics as needed each cycle
- Introduced Monte Carlo modeling to estimate completion date

LESSONS LEARNED

- It's possible to introduce TSP to a project late in development and still see significant improvements
- Just-in-time Learning worked in this context
- Coaching is essential to being effective

It's not chaotic anymore, not thrashing

We feel under control now.



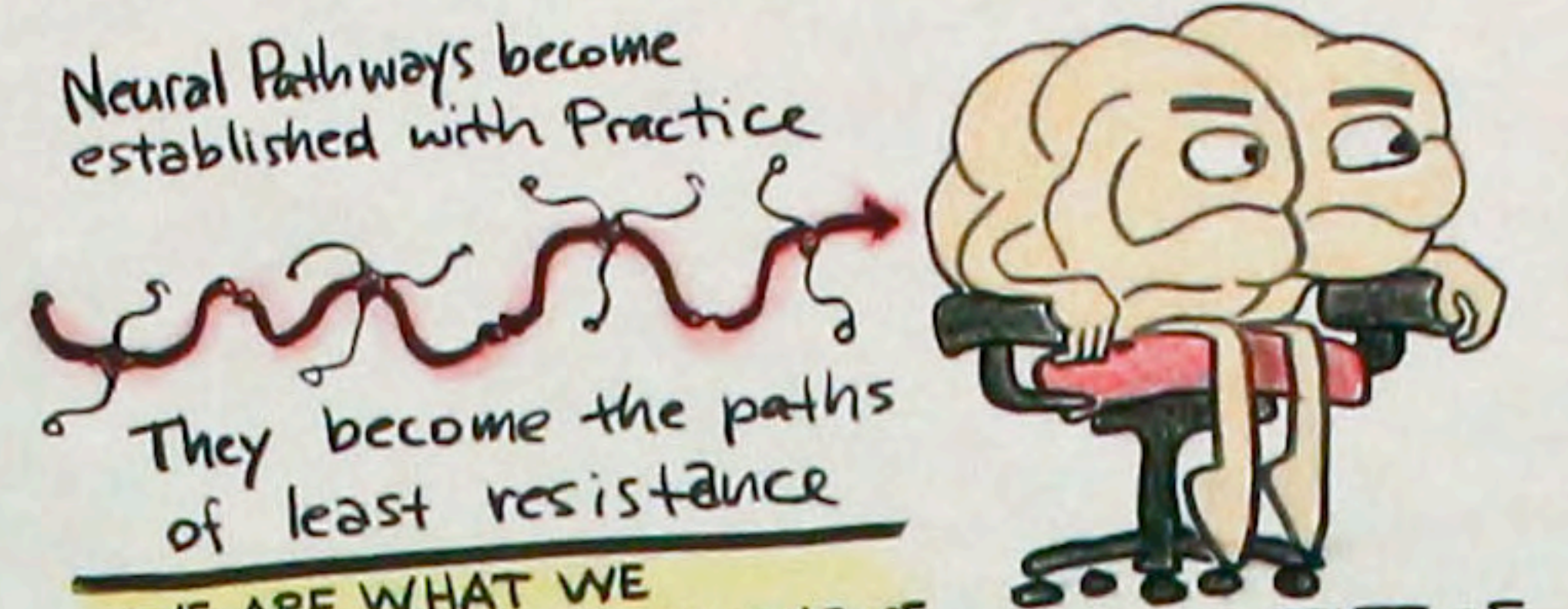
TSP and deliberate Practice as Tools for Improved Capability in the Workforce

Marsha Pomeroy Huff - SEI

Practice: doing it over & over until you get it right.

Practice does not make perfect, but it does make permanent.

Actually, do it right over and over



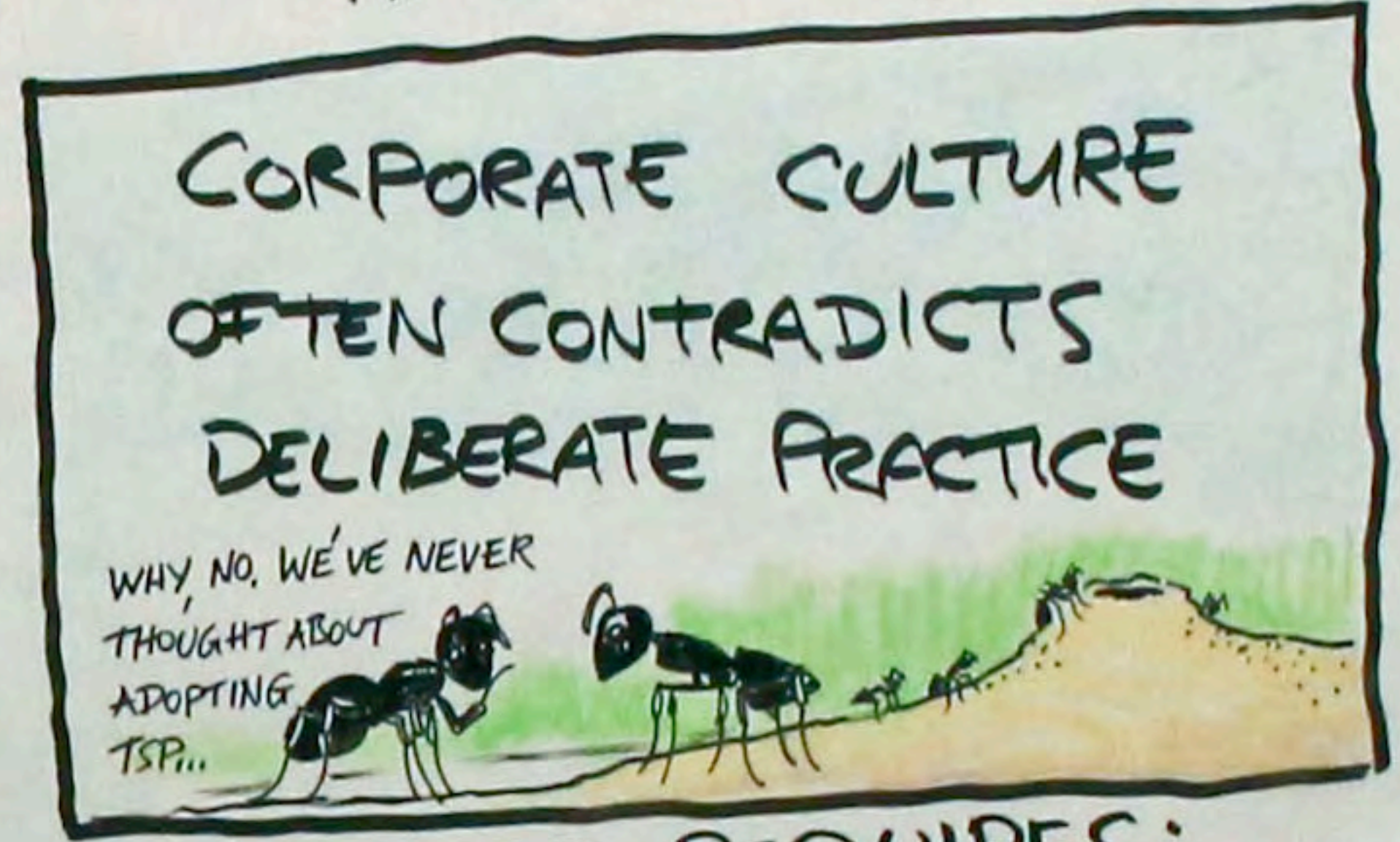
WE ARE WHAT WE REPEATEDLY DO. EXCELLENCE, THEN, IS NOT AN ACT, BUT A HABIT. - Aristotle

Brain learns best in stretch conditions

- neither too anxious nor too comfortable
- too much anxiety impedes short-term memory
- too little anxiety increases inattentiveness

What is Deliberate Practice?

- focused on a single element
- designed to stretch ability
- several hours a day
- coached
- specific & immediate feedback
- performed mindfully & in the moment
- mentally demanding
- not intrinsically enjoyable due to focus on problem areas

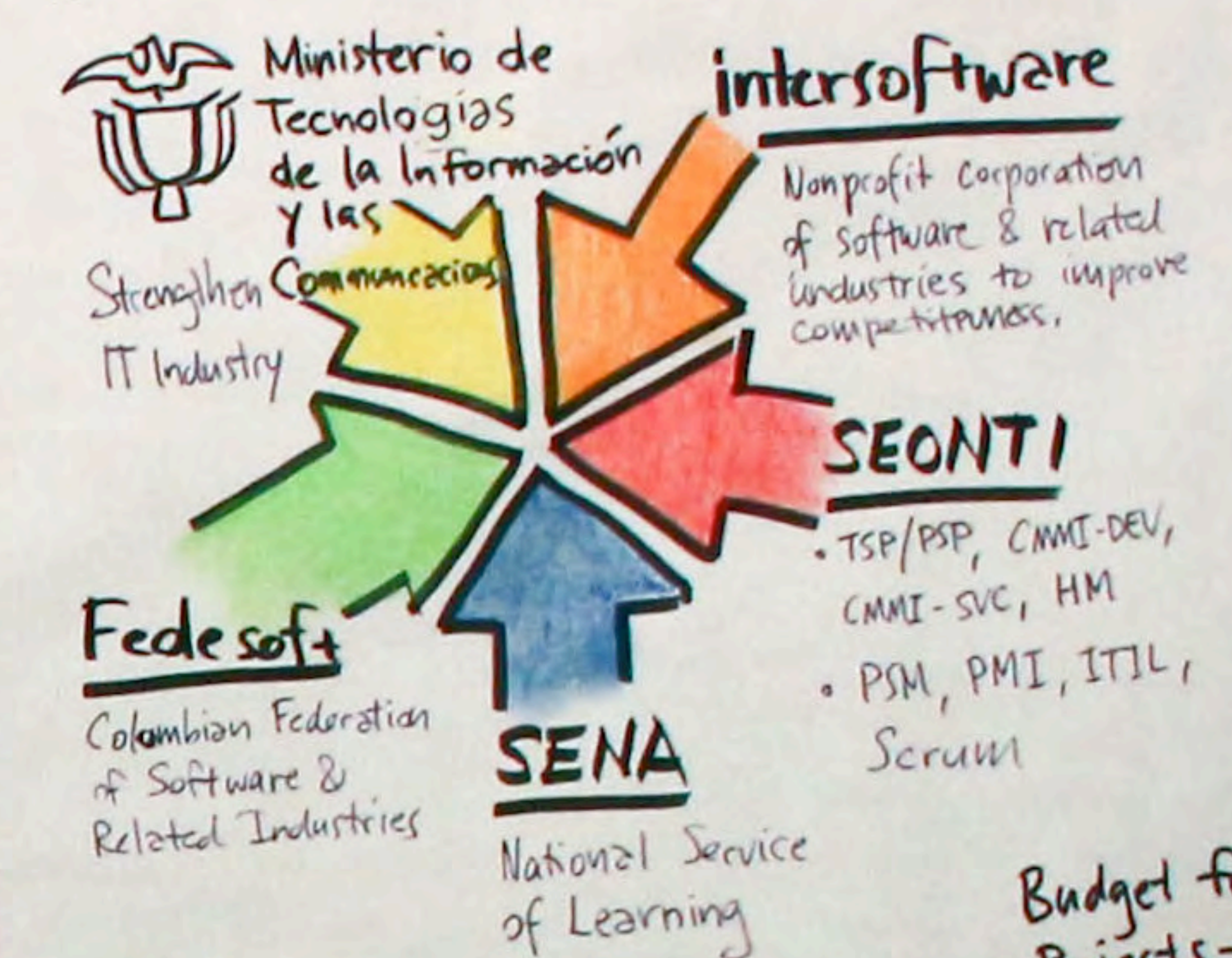


CHANGE REQUIRES:

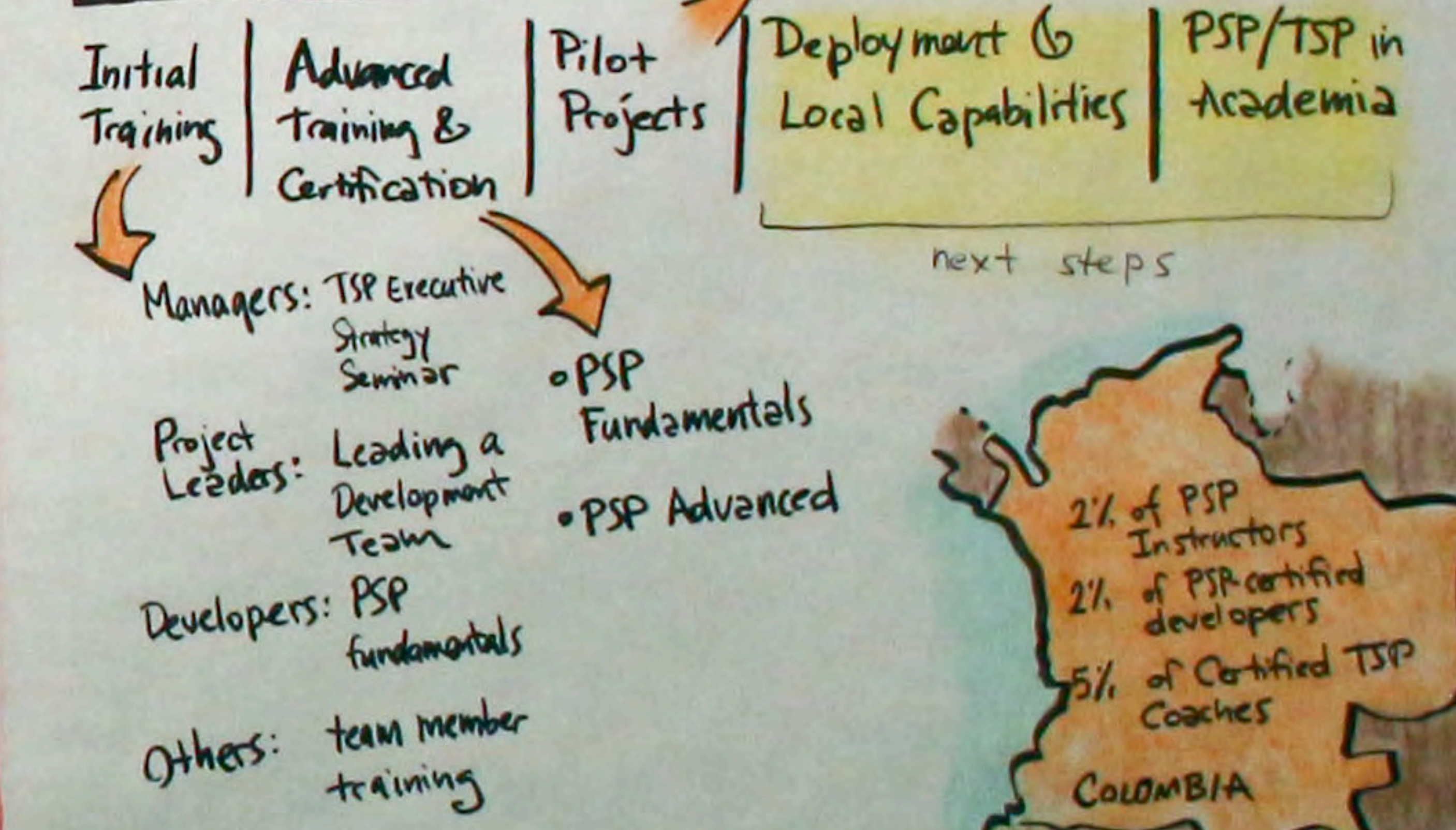
- Desire to change
- Deliberate Plan to build new pathways
- Replace the "bad" cues with new, "good" ones

The TSP Initiative in Colombia

Yuri Ontibon - SEONTI



TSP Initiative Strategy



Budget for 16 Projects - 8 current projects

