

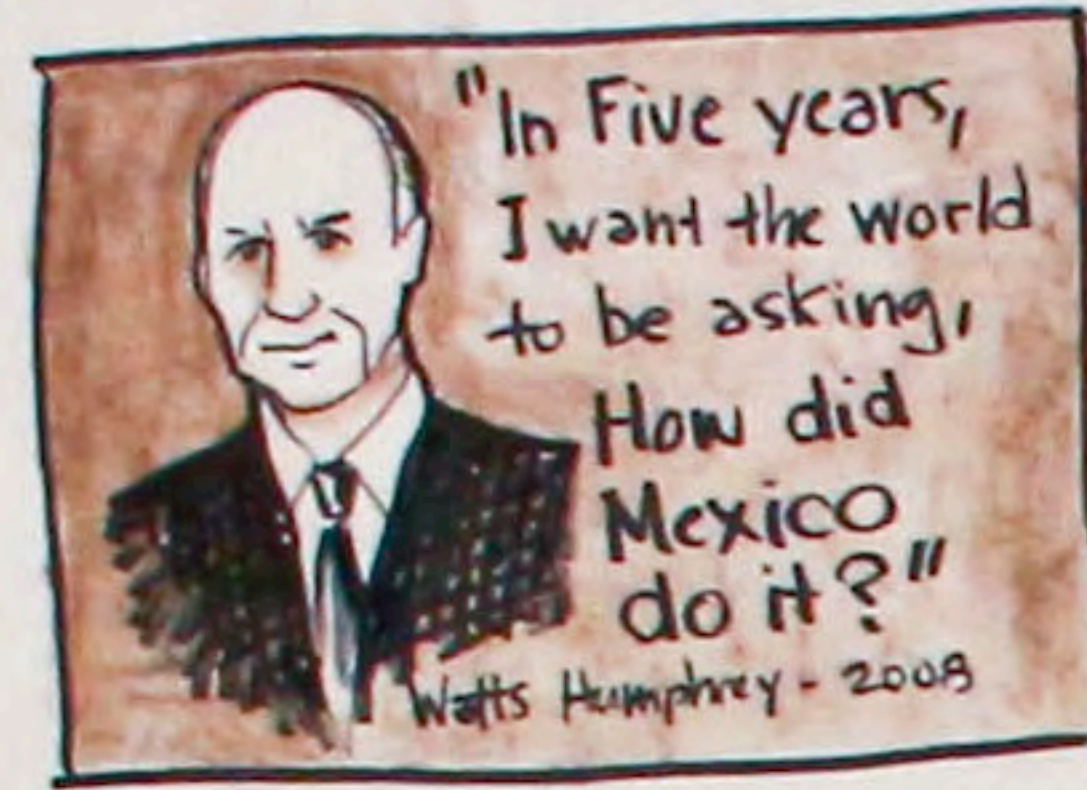
TSP Symposium 2012

Day Three

How did Mexico do it?

The National TSP Initiative

Fernando Jaime Pastrana - Tecnológico de Monterrey Fellow



Context

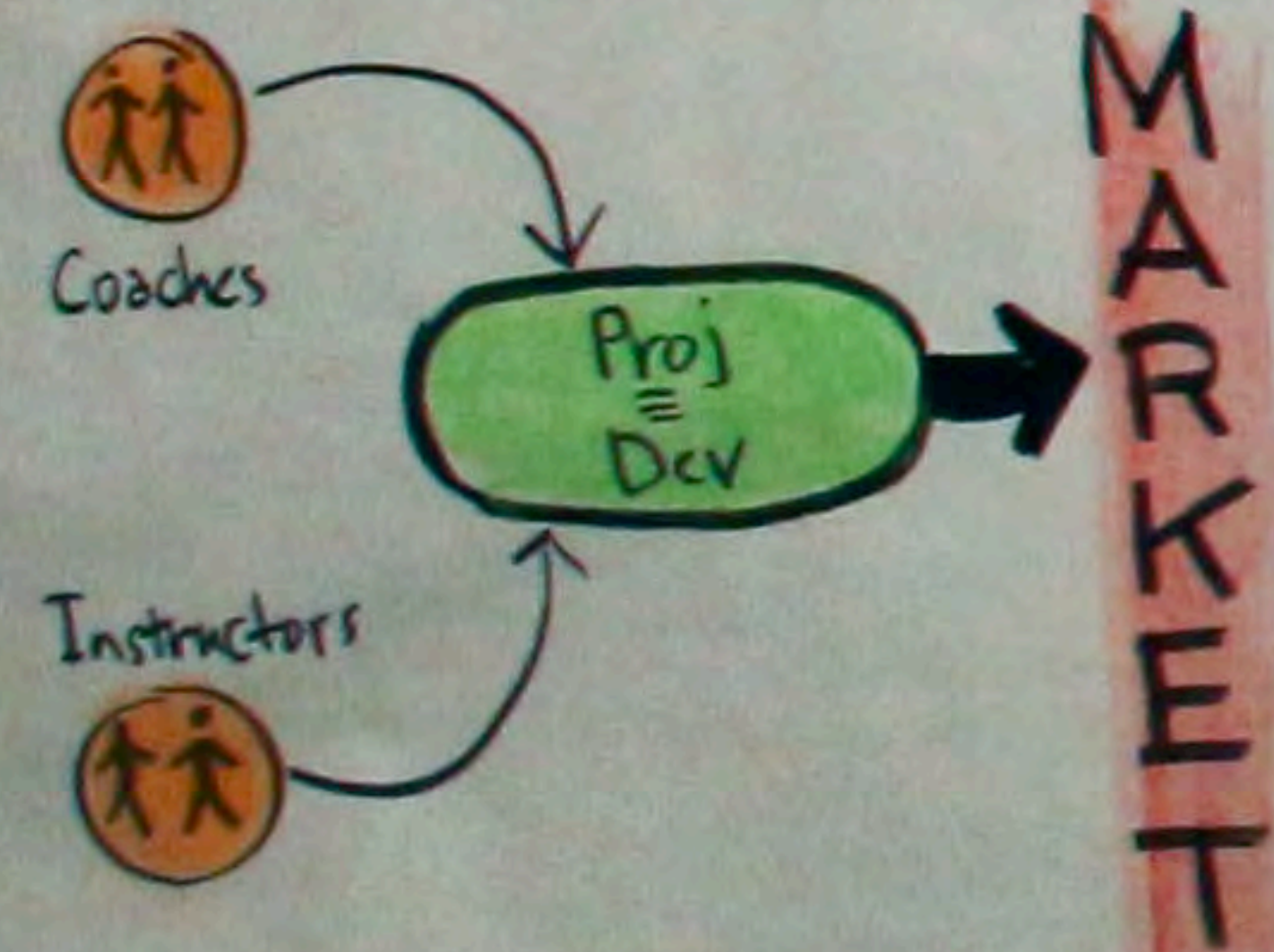
- Opportunity of high growth in software & maintenance
- Imperative to improve the quality of software development
- Increase the Mexican share of the global sourcing market

Barriers

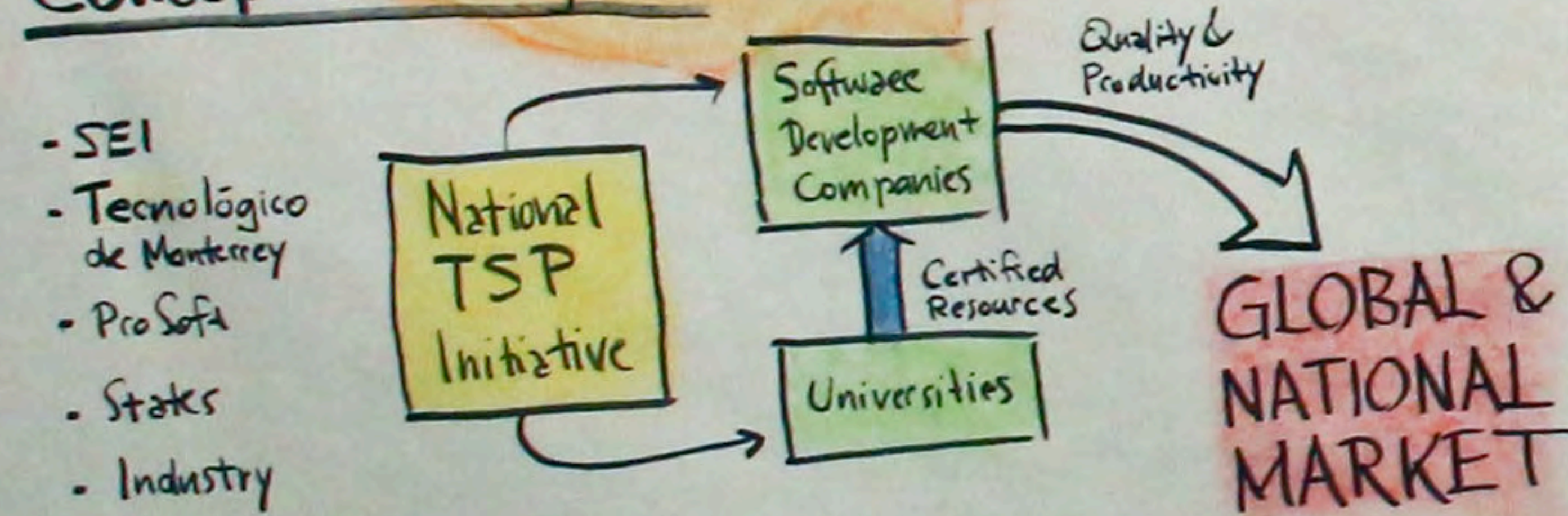
- Understanding of TSP & PSP Methodologies
- Culture
- High Costs
- Availability of certified developers, instructors, coaches, & mentor coaches
- Language

Objective

- Gain recognition as a high-quality industry
- Establish TSP capabilities



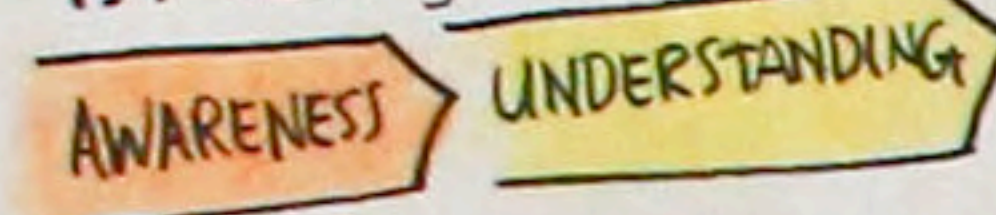
Conceptual Diagram



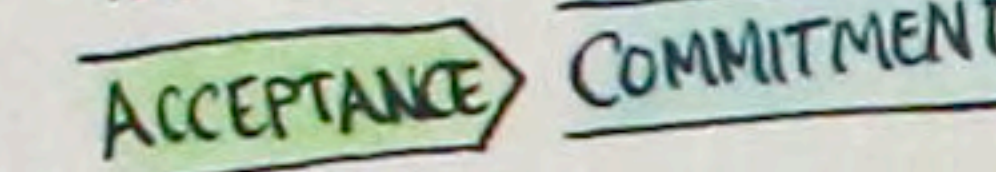
- SEI
- Tecnológico de Monterrey
- ProSoft
- States
- Industry

Change Process

TSP Steering Committee



TSP Consultants

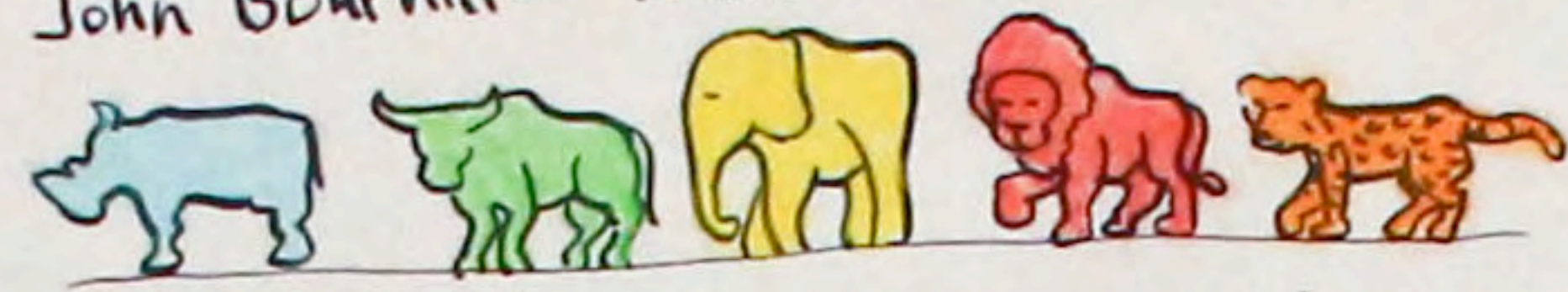


The Challenges

1. rational vs fuzzy decision
2. adversarial vs collaborative
3. professional vs. organizational
4. learning vs. training
5. knowledge vs. competencies

A Virtual Safari of Nedbank's TSP Centre-of-Excellence

John Bourhill - Nedbank Barry Dwoletsky - JCSE



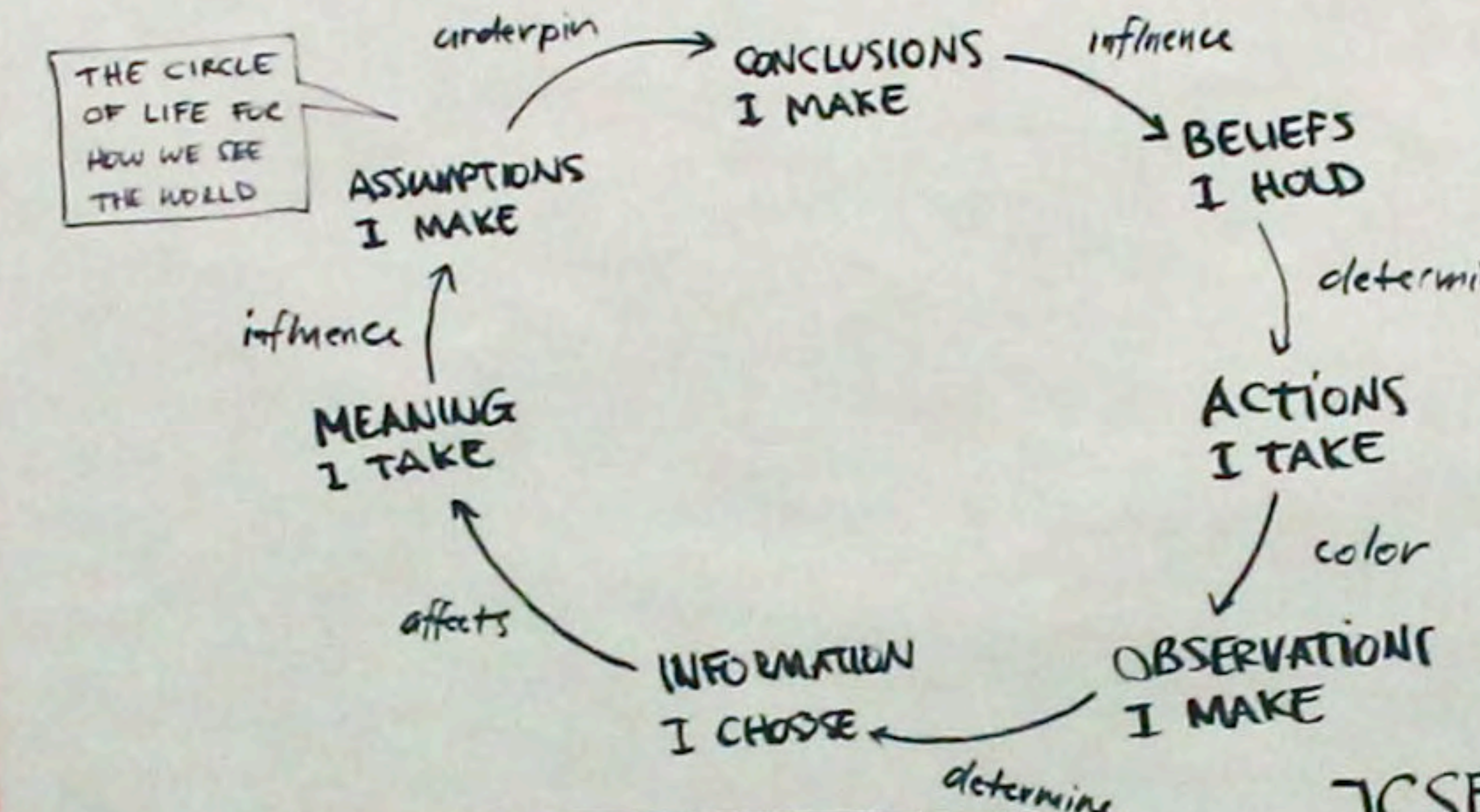
So THAT'S where my time goes... PSP

A COACH IS A MERCHANT OF POSSIBILITIES

21st Century Illiteracy is not about reading, but about being able to LEARN, UNLEARN, & RELEARN.

Nedbank -

Building & supporting high-performance software teams



What you believe, You become. Belief makes or destroys possibilities

JCSE

Working with South Africa Govt. to create "A Thousand Jobs Strategy" using, in part, TSP

Experience Report: Applying and Introducing TSP to Electronic Design Automation

Elias Fallon - Cadence Design Systems

The EDA Industry - Enforcers of Moore's Law

Number of creating the electronic designs has remained roughly static.

A Problem with Software Quality

"ICG15 was a good release, but not as high quality as desired."
— more & advanced features, but more crashes as well.

TSP as Solution to Quality

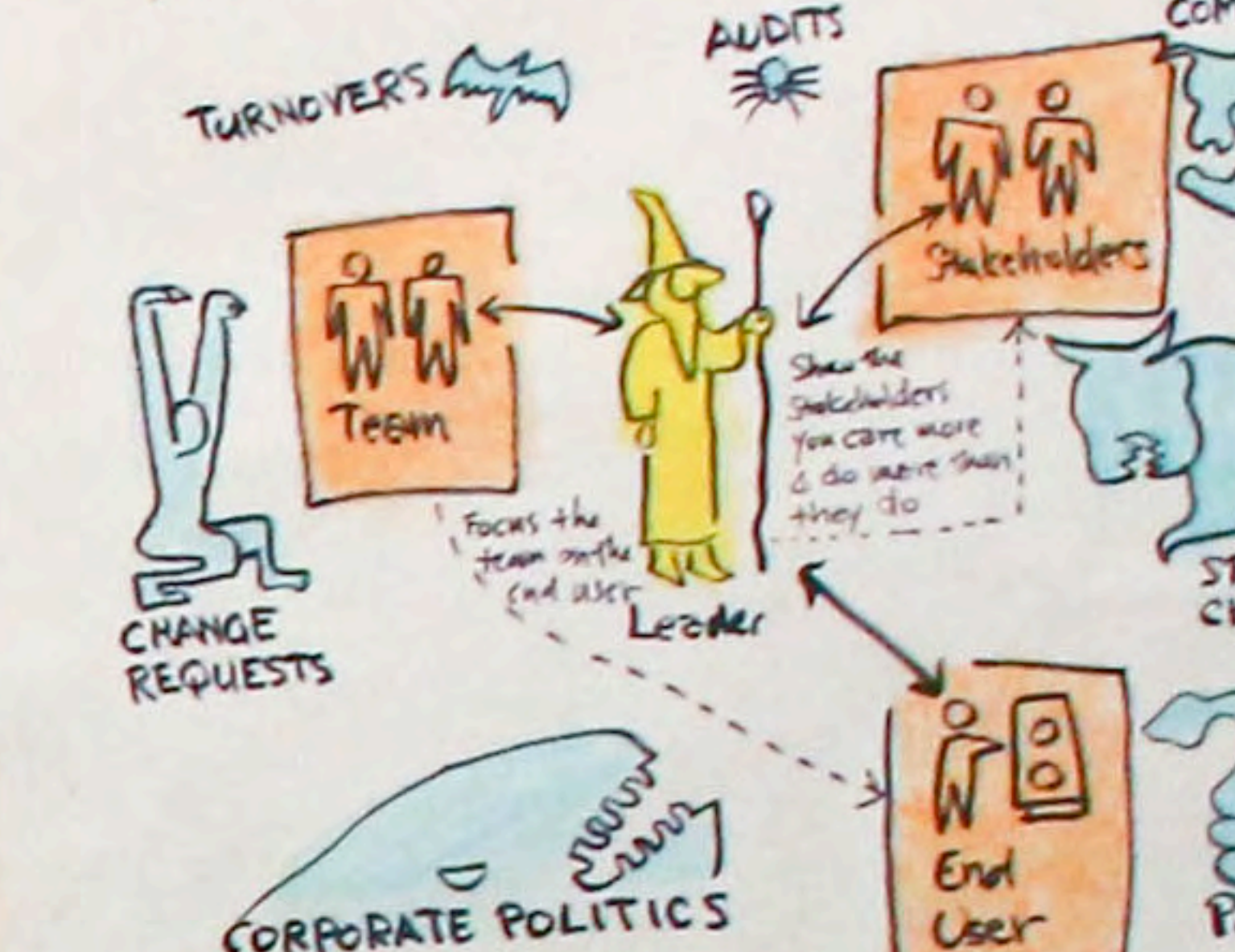
- Cadence began a 4-year rollout ~ 40 teams, ~ 450 engineers
- Beginning pilot programs coordination
- Biggest challenge: finding enough experienced engineers willing & able to be TSP coaches

Some good signs

- expected rates of defect removal
- cost of quality is declining
- adding reviews is improving productivity & quality
- more bugs found & removed in code review
- Engineers now using data to improve software development performance.

Leading Great Teams: Key Findings at the intersection of Leadership, Teamwork, and the Personal Process

Alan Willett - Oxseeker, Inc.



Build Strong Confidence

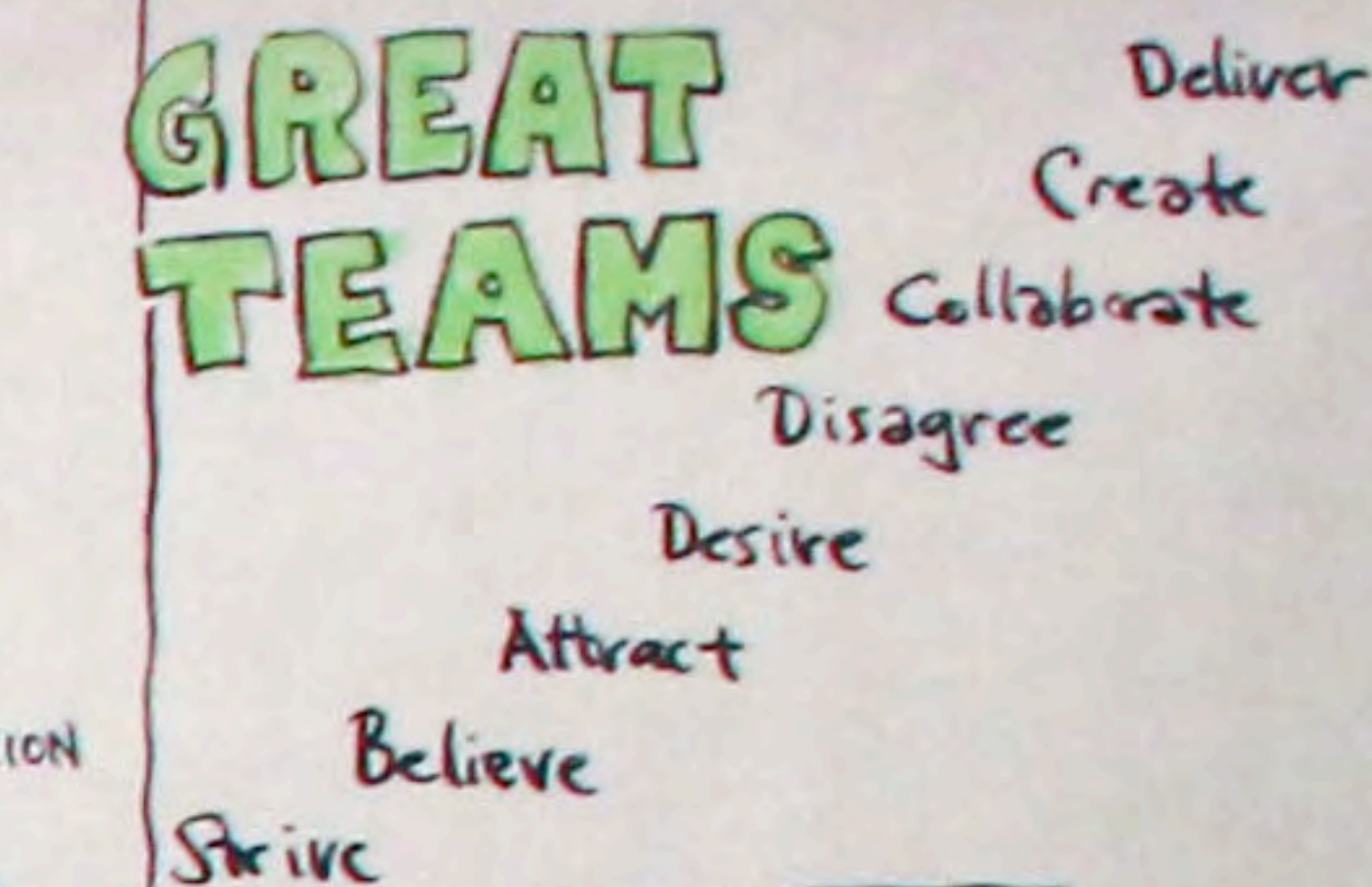
- Know yourself
- Build on strengths
- Throw away distractors

* SET A HIGH BAR

- Keep them focused
- make them solve their own problems
- expect personal responsibility

Build Trust

- Communicate
- be consistent
- help others
- keep confidence
- keep promises



- ### Broaden Leadership Wisdom
- Study Leadership
 - Discuss & Debate
 - Know your Model
 - Understand your Domain
 - Understand best practices
 - Search for underlying principles

HAVE A PERSONAL PLAN

- BIG PICTURE PLANS
- SHORT-TERM DETAILED PLANS

