TSP CoP Overview

Presented to:
PRT Workshop

Team Process at NAVAIR

Presented by:
NAVAIR Process Resource Team

Dec 2016
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
  o Last TSP Symposium was Nov 2014

TSP Summit (April 2015 in Pittsburgh)

• TSP partner community shared needs and possible futures
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
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
The NAVAIR Story

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Who Does PRT Support?

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

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

Lakehurst
- ADMACS V2

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

North Island
- H-60
NAVAIR’s Story of Process Improvement Evolution

Year

2015
Grand & Glorious Cultural Shift

2013
Process Modeling

2009
TPI Launches

2007
TPI Research

2005
CMMI

2003
TSP Launches

2001
PSP classes

1999

1997

1995

1993
CMM

Project Success Metrics

Team Product Process

Team Process Based Systems

Model Based Systems

Team Process Based Software

Personal Process Based Software

Model Based Software
Symptoms of Project Failure

1. Lack of **clarity** of the objective
2. Lack of **commitment** to the goal
3. Lack of **accountability**

- People weren’t sure what the goal was
- Weren’t committed to it
- Didn’t know what to do about it specifically
- Not being held accountable

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
Backup
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

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

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.

Awareness
Overview
Work Shops
Training
Re-Organization and Expansion

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

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

Support
- Data Analyst
- Tool Technician
- Training Developer

Coaches
- Planning Techniques
- Tools
- Soft Skills
- Software Engineering
  - PSP software training
  - PSP Certified Software Engineer Exam
  - Software Coach Certification
  - PSP instructor authorization
- Planning Techniques
- Tools
- Soft Skills
- Software Engineering
- Systems Engineering
- Acquisition
- etc.