THE TECHNOLOGY STRATEGY COMPANYSM

PROCESS DISCIPLINE IN THE INFORMATION AGE

Rethink the "Quality" Abstraction

TECHNOLOGY

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PURPOSE OF PRESENTATION

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▲ To shed light on...

- Today's software market & how it's different from the software market when QA (process discipline) was first applied.
- Why traditional QA fails in today's software development environment.
- How QA needs to be structured to work in today's software development environment.
- What "agile" software development is and isn't.
- How agile software development can be disciplined.

Agenda

THE TECHNOLOGY STRATEGY COMPANYSM



▲ Introduction

Understanding Agile
 Role and Goal of "QA"
 Historical Role of QA
 QA in Business
 A Word About
 Development
 Processes

- QA in the Context of
 Development
 Processes
- Rethinking the Quality Abstraction
- An Implementation Example with Scrum
- ▲ Conclusion

WHO IS THIS GUY?

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Processes

INTRODUCTION



- ▲ Why "Re-Think" the Quality Abstraction?
- ▲ QA's Legacy Mindset
- Software Today and Yesterday
- ▲ Movement in the Software Industry



- ▲ Why/Where Lightweight and Heavyweight Collide
- ▲ Disciplined vs. Undisciplined
- ▲ QA as a Valuable Asset

WHY "RE-THINK" THE **QUALITY ABSTRACTION?**

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▲ Align process and product technologies

▲ Align development environment

▲ Align with market forces

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QA'S LEGACY MINDSET

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▲ Large Products

▲ Software a component of the product

Technology trade-off

▲ Software is now the <u>entire</u> product

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SOFTWARE TODAY AND YESTERDAY

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▲ How are they similar?

 \blacktriangle They are more different than they are similar.

QA hasn't changed with the technologies and methodologies

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MOVEMENT IN THE SOFTWARE INDUSTRY

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▲ Companies attempting process QA initiatives found everywhere on the side of the road

▲ Agile/Lightweight seen as a "way out"

▲ Cannot ignore the trend

Lightweight in response to "Heavyweight"

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WHY/WHERE LIGHT & HEAVY COLLIDE

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▲ Attitude

▲ Strengths

▲ Weaknesses

Typical approach to QA propagates legacy methods & mindset

There's no such thing as robust QA in lightweight development ?!

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DISCIPLINED VS. UNDISCIPLINED

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- ▲ Could it be QA's fault?
- ▲ Can lightweight/agile development also be robust?
- ▲ Can QA become appropriately agile?
- ▲ Can a mindset "re-set" about QA be applied?
- Could an abstraction be created for QA that works in any environment?
- Could it be used to improve QA in non-lightweight software environments?

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QA AS A VALUABLE ASSET

\blacktriangle QA activities are expected to be:

- value-added
- a component of a comprehensive product development process.
- ▲ Look at QA in terms of:
 - 🔻 its basic goals.
 - how to adapt what QA professionals do to meet those goals.
- ▲ Developed a QA approach that:
 - v works in any environment
 - Is still in complete compliance with standards, and policies.
- ▲ A change in abstraction will cause:
 - how QA "shows up" on a project,
 - not what QA is expected to accomplish.

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UNDERSTANDING "LIGHTWEIGHT"/ "AGILE" THE TECHNOLOGY STRATEGY COMPANYSM



▲ Lightweight Reputation

True Purpose of Lightweight/Agile Development

▲ Development in the Absence of Process?

Working Definition of Lightweight/Agile Development





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LIGHTWEIGHT REPUTATION

▲ Lightweight development varies widely from organization to organization.
 ▲ Lightweight/Agile the reputation as undisciplined.
 ▲ Narrow implementations of the concepts, rarely following any formal development guidelines.
 ▼ ∴ the reputation is unfair.
 ▲ Coding without rules, process discipline, or

management tools is undisciplined.

This is not what agile development is.

 Any more than the original intent of effective QA was to be heavy-handed.

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TRUE PURPOSE OF ÁGILE DEVELOPMENT

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- ▲ The enemy of productivity is heavy-handed process controls.
- True, some developers pursue lightweight development thinking they can shed controls, checks, and balances necessary to make good products.
- ▲ This is far from what lightweight is about.

DEVELOPMENT IN THE ABSENCE OF PROCESS?

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- "produce quality software in the absence of any process".
 - \succ This would be absurd.
 - > Lightweight supporters do not agree with this.

▲ It's not the absence of process that makes a development method lightweight.

▲ It's the absence of unnecessary or obstructive processes that makes a method lightweight.

WORKING DEFINITION OF AGILE DEVELOPMENT

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▲ The minimum, most unobtrusive approach to developing software that produces a quality product when the customer expects to get it, at the price they expect to pay.

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AGILE ALLIANCE

▲ Principles:

- Satisfy the Customer
 thru valuable software
- Changes happen, harness them for the customer's benefit
- Deliver working product
 frequently
- The business must work
 with the developers
- Hire motivated people, support them, let them work
- Face-to-face beats paper

Working software is the best measure of progress

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- If it's not sustainable, it's not agile
- Agility depends on continuous attention to technical excellence & good design
- Simplicity is key to maximizing work not done
- Self-organizing teams produce the best technical results
- Regularly reflect on becoming more effective and tune & adjust.

AGILE ALLIANCE, 2

▲ Manifesto:

"We value:

Individuals and interactions **over** processes and tools Working software **over** comprehensive documentation Customer collaboration **over** contract negotiation Responding to change **over** following a plan

That is, while there is value in the items on the right, we value the items on the left more."

▲ Is this anti-process?

Can anyone prefer the process to actually delivering the product?

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- QA in the Context of Development Processes
- ▲ Rethinking the Quality Abstraction
- ▲ An Implementation Example with Scrum

▲ Conclusion

ROLE AND GOAL OF "QUALITY ASSURANCE"

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▲ Proactive or Reactive?

▲ How to Entice Developers to Follow a Process

▲ Working Definition of QA

▲ Working Policy Statement of QA



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PROACTIVE OR REACTIVE?

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 Realistically, in the typical QA approach not all activities performed to "satisfy QA requirements"
 productive,

▼ pro-active,

value-added contributions to producing the product.

▲ Otherwise, developers would use typical QA processes.

How to Entice Developers to Follow a Process

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Time away from development isn't productive
 (documentation of work already performed)

Reconciling heavyweight and lightweight practices will be found by bridging this gap.

▲ Create processes that parallel development.

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WORKING DEFINITION OF QA (PROCESS DISCIPLINE)

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A process/effort that ensures that processes are followed, that ▲ the processes have us doing <u>the right things,</u> ▼ the right way, and when they fail to be used or fail to perform as expected we have a way to V correct,

🔻 adjust, or

escalate the matter until it is resolved to everyone's satisfaction.

WORKING POLICY STATEMENT OF QA

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- actively supports development's productive activities
- avoids creating additional effort for development functions outside of the project's stated development function processes
- designs processes in collaboration with the project's development community
- allows the process owners to achieve their process and product oriented objectives
- reaches consensus on a balance between process and productivity.

▲ The goal:

- fully integrate the necessary process steps into activities that add value to the development effort while
- resulting in insight, predictability, measurements and traceability of process effectiveness.

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HISTORICAL ROLE OF QA (PROCESS DISCIPLINE)

▲ QA Has Come a Long Way

▲ QA Has Far to Go

▲ QA's Value to Business

▲ What Fuels Processes?

▲ Original QA Processes

▲ Applied to Software?



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▲ One Transformation Matrix After Another

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QA (PROCESS DISCIPLINE) HAS COME A LONG WAY

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▲ QA undergoes continuous improvement in terms of its application as well as acceptance.

QA is an official component of many project plans and a valued resource in many projects and organizations.

▲ QA can hold up a project with process problems, and "dress down" a project manager for skipping steps.

QA (PROCESS DISCIPLINE) HAS FAR TO GO

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▲ Unfortunately, QA is still sidelined too often when business needs take priority.

▲ Too often, QA still has the reputation of "policing" rather than a contributing to the effort.

Frequently, business owners will bypass managers and go directly to developers when such layers are seen as getting in the way.

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QA'S VALUE TO BUSINESS

▲ Showing the business value of QA through analyses, 6-sigma SPC, and other techniques are still more *re*active than *pro*-active.

What developers (and executives) want are processes that implement QA so that they don't

- ▼ slow progress,
- ▼ break momentum, or
- install the sense that people are being policed.

\blacktriangle Such processes are demoralizing.

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WHAT FUELS PROCESSES?

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▲ Processes are fueled by people

▲ People hate heavy-handed processes.

Developers seek "lightweight" methods in hopes of finding refuge from heavy-handed processes.

▲ Many throw out the mantle of all processes.

▲ The origins of QA standards explains much......

ORIGINAL QA PROCESSES

▲ Early software projects were

- 🔻 big,
- ▼ slow, and
- geographically dispersed

Early projects were characterized by

- Iayers of bureaucracy
- designed around project management methods that also built tanks, planes, and ships.

▲ Based on manufacturing work-flow and controls.

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APPLIED TO SOFTWARE?

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- ▲ These QA methods fail to achieve their intended goals.
- ▲ Software development paradigm shares very little with the manufacturing paradigm.
- ▲ Methods of performing QA have not made the shift across the industry.
- ▲ Defense and similar large-scale old-style projects shaped much of what is known today about QA.
- Compared to today's technologies and the speed to market, these legacy projects provide a very limiting pool of experience.

ONE TRANSFORMATION MATRIX AFTER ANOTHER

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- Examples from Everyday Activities
- ▲ Conclusion

QA IN BUSINESS

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▲ Absorption of QA in Larger Projects

Needs of Development: QA at the Pace of the Project

Needs of Company: <u>Working</u> Product

▲ QA the "Easy" Way vs. the Way QA Works Best



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ABSORPTION OF QA IN LARGER PROJECTS

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▲ In many large, complex projects, the additional effort and time needed to follow the processes are easily absorbed by the project.

▲ The pace of these projects are such that the deliberate (if not judicious) addition of time and work can be handled.

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DEVELOPMENT'S NEEDS: QA AT PROJECT'S PACE

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stay productive,

- ▼ control costs, and
- keep people motivated.
- ▲ The effort to follow the process should not overshadow the pace of the project.
- ▲ Agile development recognizes the need for processes that allow a project to get done at the pace of the project.
- ▲ Many processes, QA included, have fallen short because they do not account for the pace and complexity of the project.

NEEDS OF COMPANY: WORKING PRODUCT

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- ▲ Modern software needs QA processes:
 - more closely fitted to each project,
 - v dynamically adapting to the project and making development cheaper, better, and faster on every subsequent project.
- \blacktriangle Truly add business value to the QA process.
- ▲ On time working product is a must.
- Processes must reflect the demands of the customer. First and foremost.
- Processes must be adaptive and scalable to handle exceptions.

QA THE "EASY" WAY VS. THE WAY QA WORKS BEST

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- ▲ Historically, legacy QA processes not designed with attention to business goals.
- ▲ Latest models promote processes that add value.
- ▲ Few implementations ever achieve that.
- ▲ Instead, companies supplement existing processes with a disruptive, paper-intensive meta-layer.
- \blacktriangle Produce evidence that a process is being followed.
- ▲ Do not contribute to productivity.
- \blacktriangle This has not changed in decades.

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A WORD ABOUT DEVELOPMENT PROCESSES

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Relationship Between Management Methods and Development Methods

▲ De-Coupled Methods

▲ Software Methods



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RELATIONSHIP BETWEEN MANAGEMENT AND DEVELOPMENT METHODS

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▲ These are "management methodologies".

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DE-COUPLED METHODS

▲ The development and management methodologies, therefore, are distinct.

- ▲ Not completely de-coupled, however one does not dictate the other.
- ▲ They must:
 - complement and support one another.
 - work together to achieve business goals.
- ▲ Desirable to be optimized to work in the same business and operations strategy models.
- Fundamentally, whether blueprints are drawn by hand or by CAD is not dictated by how the flow of material is controlled through the plant.

SOFTWARE METHODS

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▲ In the software world, for example, CMMI[®] doesn't care what development methodology is used.

CMMI® doesn't dictate use of the "Waterfall" or Spiral models, or imply that XP is better than Scrum, "Crystal Light", and so on.

▲ Distinguishing the software *development* methodology from the software *management* methodology <u>eliminates</u> one of the barriers to managing QA in lightweight development environments.

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QA IN THE CONTEXT OF DEVELOPMENT PROCESSES

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▲ Role of QA in the Development Process

▲ Responsibility of QA in the Development Process

▲ QA in Support of Development

▲ QA Distilled



▲ Processes within Lightweight Environments

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ROLE OF QA IN THE DEVELOPMENT PROCESS

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▲ Standards, methods and processes need to be followed and need to work well for the project.

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RESPONSIBILITY OF QA IN THE DEVELOPMENT PROCESS

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▲ QA is responsible for ensuring:

- project's methodologies are taught to new developers on the project;
- methods are followed by everyone, and
- ▼ QA activities for projects are planned and not spontaneous.

▲ QA must:

- measure the effectiveness of the methods,
- provide visibility to management via appropriate metrics from prior project QA experience, and
- know when the methods need to be adjusted.

▲ A person independent of the political and organizational chainof-command are recommended to avoid conflicts-of-interest to achieve appropriate objectiveness from the product and its stakeholders.

QA IN SUPPORT OF DEVELOPMENT

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▲ If the project's processes and activities do not promote or support its standards, policies, or methods, it's QA's job to bring this disconnect to the attention of the people who can make appropriate changes.

QA DISTILLED

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- \blacktriangle Everything else is technique.
- "Keeping things simple" is critical to a well-formed abstraction.

When QA is distilled to the above statements, possibilities are created regarding how to look at the organization's QA processes so that they can operate in any environment.

PROCESSES WITHIN LIGHTWEIGHT ENVIRONMENTS

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- requirements management,
- **v** QC,
- ▼ QA,
- ▼ CM,
- 🔻 project planning,
- 🔻 project tracking, or
- reviewing of designs and work.

Development without those things would be called stupid programming, not agile programming.

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RETHINKING THE QUALITY ABSTRACTION

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- ▲ Challenges of Current (typical) QA Approaches
- ▲ Necessary Value and Effectiveness of QA
- ▲ Real or Perceived "Pro-Active" Effort
- QA Processes Needed by the Market and Development
- ▲ Technology for Real-Time Analysis
- ▲ Transforming the Abstraction
- ▲ Desired "Target" Abstraction
- ▲ Section Summary



CHALLENGES OF CURRENT (TYPICAL) QA APPROACHES

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Many QA processes rely on generating

- 🔻 artifacts.
- vevidence, and
- v other labor-intensive "bread crumbs"
- tangential to the work being done on the product itself.

▲ These tangential efforts rely on the same people as development and therefore cannot occur on top of production, therefore increasing the amount of time it takes to carry out a project.

▲ Stove-Piped

NECESSARY VALUE AND EFFECTIVENESS OF QA

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▲ This approach to the QA process:

- relegates QA to the role of policing and gate-keeping,
- drastically minimizes the positive impact of the overall effectiveness of the QA program.

▲ One can seriously (and not without merit) question:

- 🔻 timeliness,
- contribution, and
- ▼ overall value
- ▼ of QA

Image: when the activities defined by or for QA purposes do not benefit the project.

REAL OR PERCEIVED "**PRO-ACTIVE**" **EFFORT**

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Proactive often means a level of effort before a project starts, followed by periodic or event-driven reactive activities that are only conducted as events unfold.

 \blacktriangle It's this entire approach that needs "re-thinking".

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QA PROCESSES NEEDED BY THE MARKET AND DEVELOPMENT

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▲ NEED: Process that:

- ensure processes are matched to project objectives before the project gets under way
- get into the detail of the standards and methods so that when the standards are followed they automatically generate the necessary "proof" of process compliance.

▲ DON'T NEED: Processes that

- simply create automated markers and flags, or
- reinvent the "wheel"

▲ INSTEAD:

 approaches that enmesh metrics and data generation into the development process so that the successful output of the process is only possible if the process was properly followed.

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TECHNOLOGY FOR REAL-TIME ANALYSIS

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▲ Instead of policing the processes through postmortem artifacts, QA could be free to analyze the effectiveness of processes in real time and make adjustments.

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TRANSFORMING THE ABSTRACTION

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- ▲ Instead of focusing the quality process on the effort of proving a formal process is followed, ensure that the processes are:
 - ▼ effective,
 - v productive, and
 - valuable to the goals of the business, and

Create production methods that produce the evidence as a by-product of the effort rather than a separate activity.

DESIRED "TARGET" ABSTRACTION

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▲ Transforming FROM:

A reactive, investigative, and stove-piped approach

▲ TO:

 a productive, business-driven, value-focused umbrella of activities that improve the development effort

Will achieve the "rethinking" of the QA abstraction that is necessary for lightweight development methods.

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SECTION SUMMARY

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GO FROM THIS:

Ordinary implementation of QA in development environments.







Development Processes

Typical QA Processes

Stopping Points

QA processes are in super-imposed onto development processes.

 \blacktriangle Add a layer of effort not in-line with productivity.

SECTION SUMMARY

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TINE?

To THIS:

Preferred implementation of QA in development environments.





Development Processes Agile QA Processes Ø Stopping Points

QA processes are integrated into and aligned with development, increasing development productivity.
 Contributes to capacity and value of company.

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AN IMPLEMENTATION EXAMPLE

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- ▲ Find the actual work being done at a given location.
- ▲ Insert the practices into where the work is done.
- ▲ ID/Define life cycles in which actual work happens.

▲ Centralize redundant policies, processes, procedures and templates.



IF A PICTURE IS WORTH...

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...HOW MUCH ARE SEVERAL?





WHAT'S IN THE QUALITY MANUAL?

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Explains how on each project, all company Processes:

- are planned-out and tailored from a single set of company processes
- are assigned as someone's responsibility
- are provided resources to be done
- are assured of having people trained in them
- have their work products configuration controlled
- involve relevant stakeholders
- are monitored & controlled
- are objectively evaluated against applicable standards,
- have performance reviewed with higher management, and
- incorporate lessons learned for improvement



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WORK-PRODUCT GENERATION

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WORK-PRODUCT INTERACTIONS

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COMPANY'S PROJECT LIFE CYCLE

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PHASE 1 CONCEPTS

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Phase 1: **Initial Analysis** & Response

Phase 2: **Planning/Kick-Off**

Phase 3: Follow-Through



- ▲ Get from RFP to Award and/or from Award to Start
- ▲ Provides a business basis for going forward
- Provides requirements against which to manage the initial activities
- ▲ Scopes the project before details are known
- ▲ Breaks out of the Catch-22 of "when does the project start?"
- Allows for minimal mock-ups or prototyping/engineering analysis to obtain project requirements agreement.

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PHASE 2 CONCEPTS

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Phase 1: Initial Analysis & Response

Phase 3: Follow-Through

Planning/Kick-Off

Phase 4: Close-Out ▲ Identifies the project's:

🔻 Туре

- Management or Technical Life Cycle
- Major Product and Document Deliverables
- ▼ Major Tasks
- Assignments, Roles and Stakeholders
- Resources, Tools and Assets
- Plans
- Project Monitoring Events
- ▼ Milestones
- Required Training
- Measures & Analyses

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PHASE 3 CONCEPTS

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Phase 1: **Initial Analysis** & Response

Phase 2: **Planning/Kick-Off**



Phase 4: Close-Out

- ▲ All detailed engineering and provisioning of the solutions and products
- ▲ Execution of the entire Management or Technical Life Cycle
- ▲ From Design through Delivery and Installation
- ▲ Can be iterative with Phase 2
- ▲ All phases of the daily process through Closure

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PHASE 4 CONCEPTS

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Phase 1: Initial Analysis & Response

Phase 2: Planning/Kick-Off

Phase 3: Follow-Through

Phase 4:

Close-Out

- Opportunity for Lessons Learned
- ▲ Final Administrative Checks
- ▲ Customer Feedback
- Final PPQA Checks & Audits
- ▲ Final CM Audits

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PPQA CONCEPTS IN COMPANY LIFE CYCLE

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PPQA CONCEPTS IN WORK PRODUCTS

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 Standards Verification performs process checks against company's own standards

- Engineering Reviews perform integrity checks on designs, analyses, and solutions
- Peer Reviews & Testing perform product checks on code and code-based work



ALL OTHER PROCESSES

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▲ All other practices within process areas have been distributed into and made seamless with company planning and engineering activities.

▲ Some practices are performed once and passed through with each project review.

▲ Some practices are addressed by merely including an item on a meeting agenda.

AGILE CMMI

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QA'S JOB IN THE NEW ABSTRACTION

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- ▲ There may be no need for QA to get mired in the specifics of development.
- By collaborating with developers on producing what QA needs,
 - the every-day hour to hour activities of development can become part of development activities and
 - QA can be left to monitor the overall effectiveness of the project's processes and feed back process improvements.

SCALABLE QÀ IN A SCALABLE PROJECT

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▲ In a well integrated project:

 generating the data QA needs would merely be a report that runs every so often querying certain tables and build repositories.

A QA program at this level of abstraction is:
 infinitely scalable to any project
 as long as there's the will to cooperate
 for the purposes of benefiting the business.

CMMI WITH SCRUM

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Product Backlog and Planning

▲ Sprint Backlog and Planning

▲ Resource Allocation

▲ WBS

Daily Team Meetings

▲ Peer Reviews and Inspection



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PRODUCT BACKLOG AND PLANNING

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The product backlog is defined by the product owner and managed by the Scrum master.

 Defines High Level Requirements and sets priorities.

▲ Defines high level work break down structure.

▲ May define high level release schedule.

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▲ REQM PP ▲ PMC ▲ GP 2.2, 2.3, 2.4, 2.7 ▲ (RD, TS, PI, IPM, RISK, DAR]

SPRINT BACKLOG AND PLANNING

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- ▲ Tasks are broken down into hour-based estimates, anything over 16 hours was broken down into smaller pieces.
- ▲ The team creates tasks, estimates and determines who is going to do what, everyone commits to the feasibility of the plan.
 - What can be done in 30 days with the resources we have at our disposal?

▲ REQM A PP ▲ PMC ▲ CM ▲ GP 2.2, 2.3, 2.4, 2.6, 2.7 ▲ (RD, TS, PI, VAL, VER, IPM, RISK, DAR]

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RESOURCE ALLOCATION

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- Members can play many roles at the same time:
 - Developer, Architect and DBA
 - Developer, Tester and Requirements Analyst
- Member are committed to the project and external noise is minimized.
- The Scrum Master helps alleviate resource contention and noise.

▲ REQM A PP ▲ PMC ▲ MA ▲ CM ▲ GP 2.2, 2.3, 2.4, 2.7 ▲ (RD, TS, PI, IPM, RISK, DAR)

WORK BREAKDOWN STRUCTURE

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DAILY TEAM MEETINGS

- ▲ Quick 15-30 Minute Stand up Meetings.
- ▲ Answer 3 Questions:
 - What have you done since the last meeting ?
 - What are you going to do before our next meeting ?
 - What issues are you having that are impeding progress ?
- ▲ Daily Inspection and Visibility into team progress.
- ▲ Daily Issues Management and Resolution.
- Daily Project Command and Control within the self managing team.



PEER REVIEW AND INSPECTION

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- Peer reviews keeps the team members honest.
- ▲ Peer reviews are about **mentoring, not policing**.
- ▲ Complete checkpoints and tollgates along the project road map that can be done iteratively and kept noninvasive.



SPRINT REVIEW

- ▲ The Sprint review is a form of validity check-it is determined that the right product is being built.
- Covers whether the product was built right because a working version of the product is giving a viewing to the product owner.
- Product Owner (s) decides if functionally and quality are sufficient to be released

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RISK, DAR)



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SCRUM SUMMARY

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Agenda



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- Understanding Agile
 Role and Goal of "QA"
 Historical Role of QA
 QA in Business
- ▲ A Word About Development Processes

- QA in the Context of Development Processes
- Rethinking the Quality Abstraction
- ▲ An Implementation Example with Scrum
- ▲ Conclusion

CONCLUSION

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▲ Reversing Common Misconceptions About Agile

▲ Re-Cap

▲ References

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REVERSING COMMON MISCONCEPTIONS ABOUT AGILE

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- ▲ Lightweight/Agile *is* about sufficient processes to achieve the project's objectives, but only those processes that are necessary.
- ▲ QA and other development processes have not kept up with the changes in development methods or technologies.
- ▲ Agile processes have everything the agile project needs to get accomplished.



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RE-CAP



- ▲ History of QA Abstractions
- ▲ Context of the Role of QA
- Mutual Distaste Between Lightweight Developers and Process Discipline Practitioners
- ▲ Create processes that Promote Productivity
- Middle Ground Where Diligently Followed Lightweight Methods Find Mutually Beneficial Ground with Process Discipline
- ▲ Result: Excellent Software of Very Good Value.

RE-CAP



- \blacktriangle Today's s/w market is not that of 15 + years ago.
- ▲ Traditional QA fails on s/w because the manufacturing model for development is a failure.
- QA must be integrally aligned with development processes and business goals to survive in today's market.
- ▲ Agile development processes will survive because they're more consistent w/SW realities.
- \blacktriangle Agile can be disciplined if discipline can be agile.

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Q & **A**

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