



Motivating the Team to Continuously Improve after the CMMI Rating

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November 16, 2006



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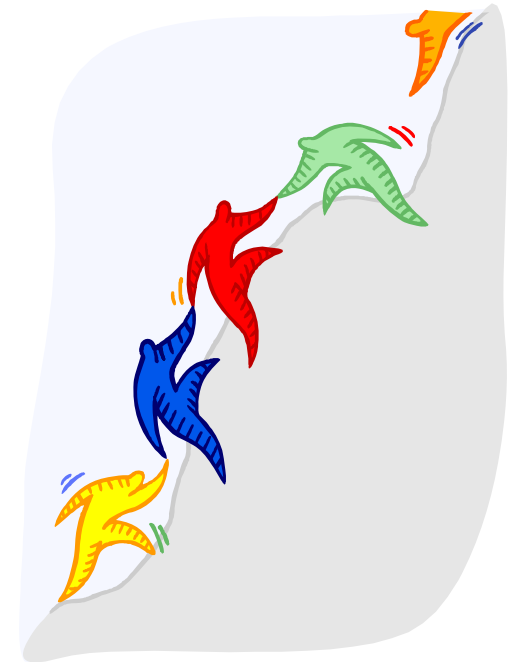
How Do You Start Motivating??



It is Critical that You Create a Supportive Environment

How do you Create an Atmosphere that Supports Improvement?

- Focused vision and goal
- People aligned to common goal
- Voice to the “Top Decision Makers”
- Co-Location
- Open communication
- Open environment where critical issues can be discussed
- No fear
- Okay to fail
- Okay to be a unique individual
- Have fun!!



Environment, Communication, and Focus are Key

Our Success Story

- Our team worked hard to achieve CMMI® goal
- Strong leadership commitment
- Lots of communication
- Daily meetings
- Supportive environment
- We had a lot of fun



When You are Working as a Team Anything is Possible!

Our Moment of Courage: We lost our way

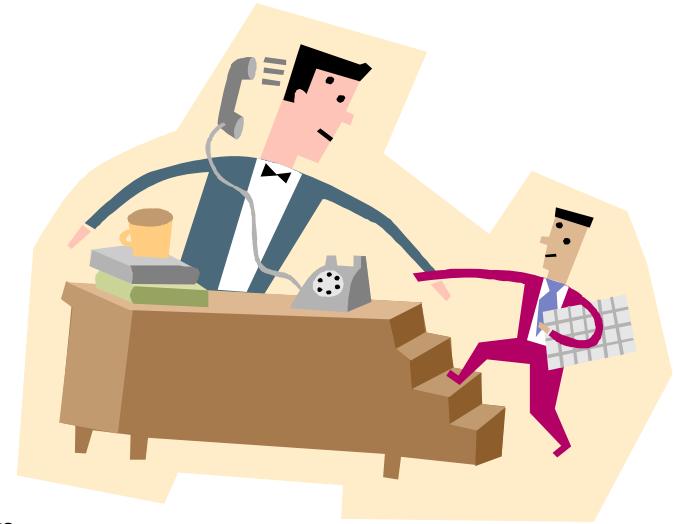
- Leadership changes happened at the top level
- Management moved on to new positions
- Many team members went on to new programs
- There was a new process of the day but our organization was not in charge of it.
- No goal in site
- No focus
- Little direction or vision



How Do You Find Your Way Once You Lose It?

How do you get it back?

- Used 6 Hats by Edward De Bono
- Had Fun
- Leveraged our past improvement towards new initiatives
- New Communication Plan
- Leadership was invigorated
- Common Agenda was to improve our product and processes
- New focus
- Communications



Creating New Process for Every New Initiative Costs Too Much

Our Success Stories

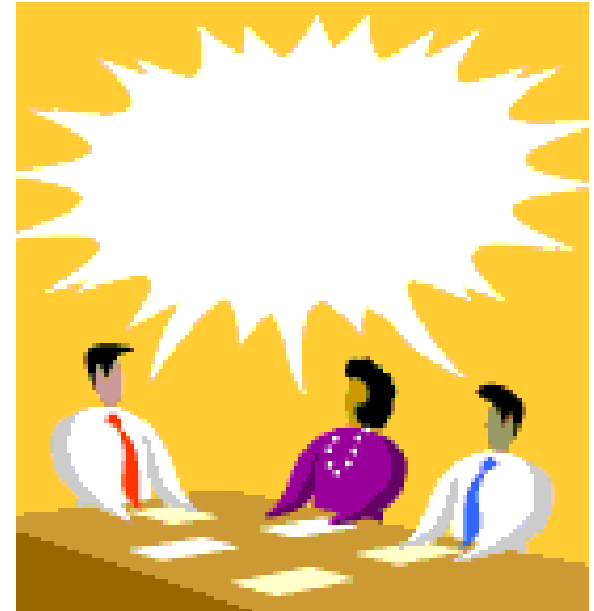
- Program was a frontrunner for our process improvement activities.
- Once the goal was achieved program manager continued strong communication.
- Common focus on producing best product.
- Accountability was factor.
- Leveraged existing process as new initiatives/requirements were given.
- Customer like the approach and awarded more work (new Contract).



When We Leverage Off What Already Exists We Do It Better

Tips for Maintaining or Regaining Momentum

- Communication
- Enterprise wide vision and voice
- Leveraging of existing process and infrastructure
- Strong communication plan and execution
- Accountability at all levels to ensure successful deployment



It is Easier to Maintain or Salvage than to Start from Scratch

Questions ?

Thank you for your participation

