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*Transdyne Corporation
CMMI Implementations in
Small & Medium
Organizations
SEI ID No. 0100145-01*

Benefits of SCAMPI Class C in Small . Medium Organizations

Dr. Mary Anne Herndon

858-271-1615

mah@transdynecorp.com

<http://transdynecorp.com>



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Benefits of SCAMPI Class C in Small to Medium Organizations

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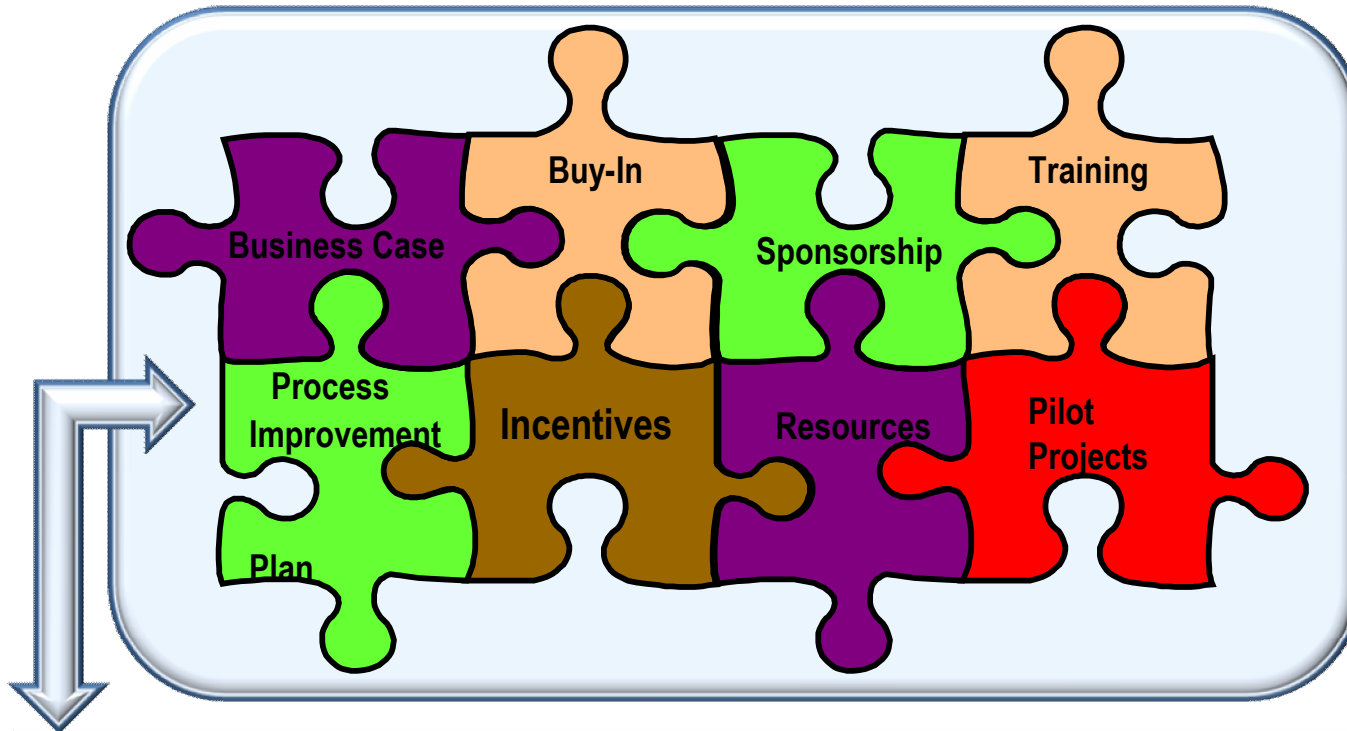


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Improvement Success Factors in Small Organizations



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Success Factors in Small – Medium Organizations	
Simpler organization structure	Efficient communication skills
Flexible processes	Depth of understanding of business goals
Staff involvement and receptiveness to new ideas	Awareness of existing processes
Process variance simpler to control	Less diversity in products & services

I Importance: The Usefulness of Models

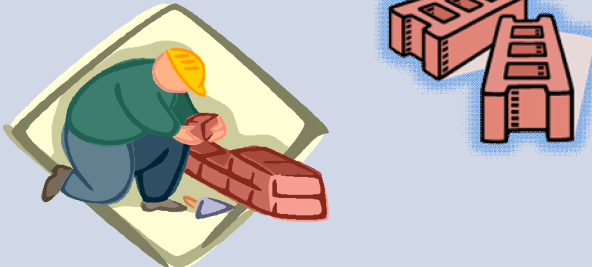
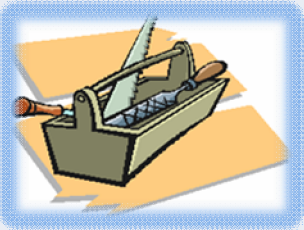
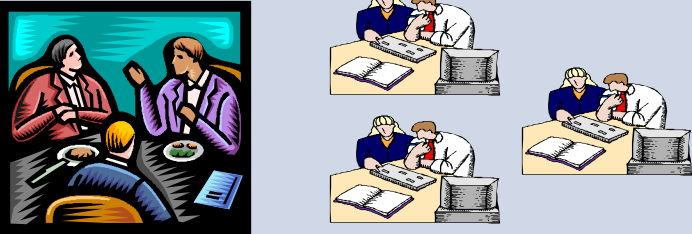
**“All models are wrong,
but some are useful.”**

**George Box
(Quality and Statistics Engineer)**



- “ A CMMI model is not a process.
- “ A CMMI model describes the characteristics of effective processes.

Small Organization Perspective: CMMI v1.2 Process Areas (PAs)

Process Area	Benefits
<p>1. Function</p> 	<p>The Process Areas are used as building blocks to construct a foundation for improving process performance.</p>
<p>2. Purpose</p> 	<p>The practices in the PAs provide organizations a set of proven management tools that are non-prescriptive (never a set of implementation practices).</p>
<p>3. Implementation</p> 	<p>Each organization should determine how to implement these practices within their organizations always from a pragmatic, “what makes sense” perspective.</p>

SCAMPI Class C Benefits for Small and Medium Organizations

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These benefits of formal process improvement activities and SCAMPI Class C appraisals are more applicable to small and medium organizations than larger corporations.



The small to medium organizations often function as suppliers of specialized technical services or products.

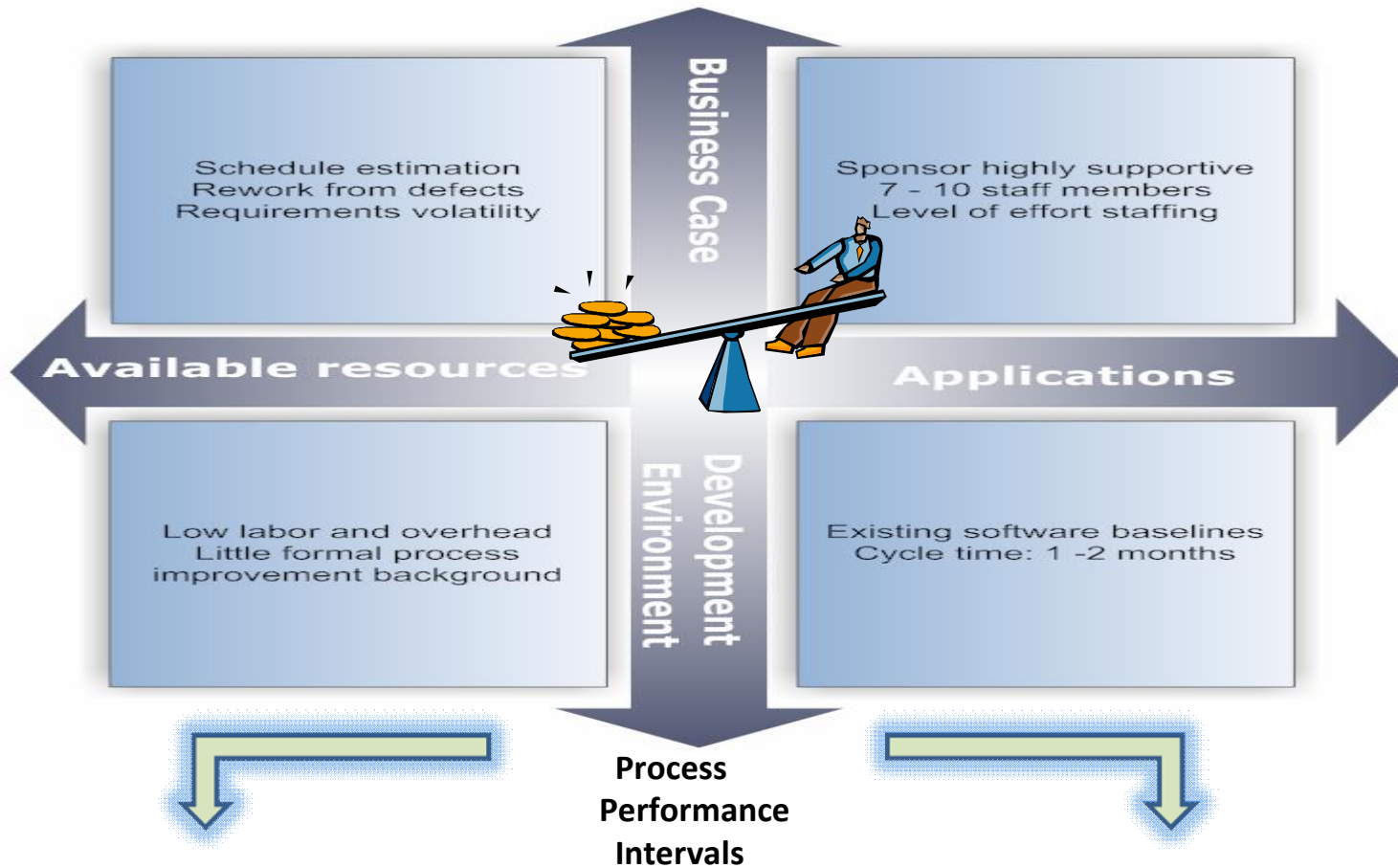


These benefits of SCAMPI C appraisals are from a sample of small to medium organizations that continued their process improvement journeys by conducting a SCAMPI B and planning a Class A .



Improvement Scenarios in Medium Settings

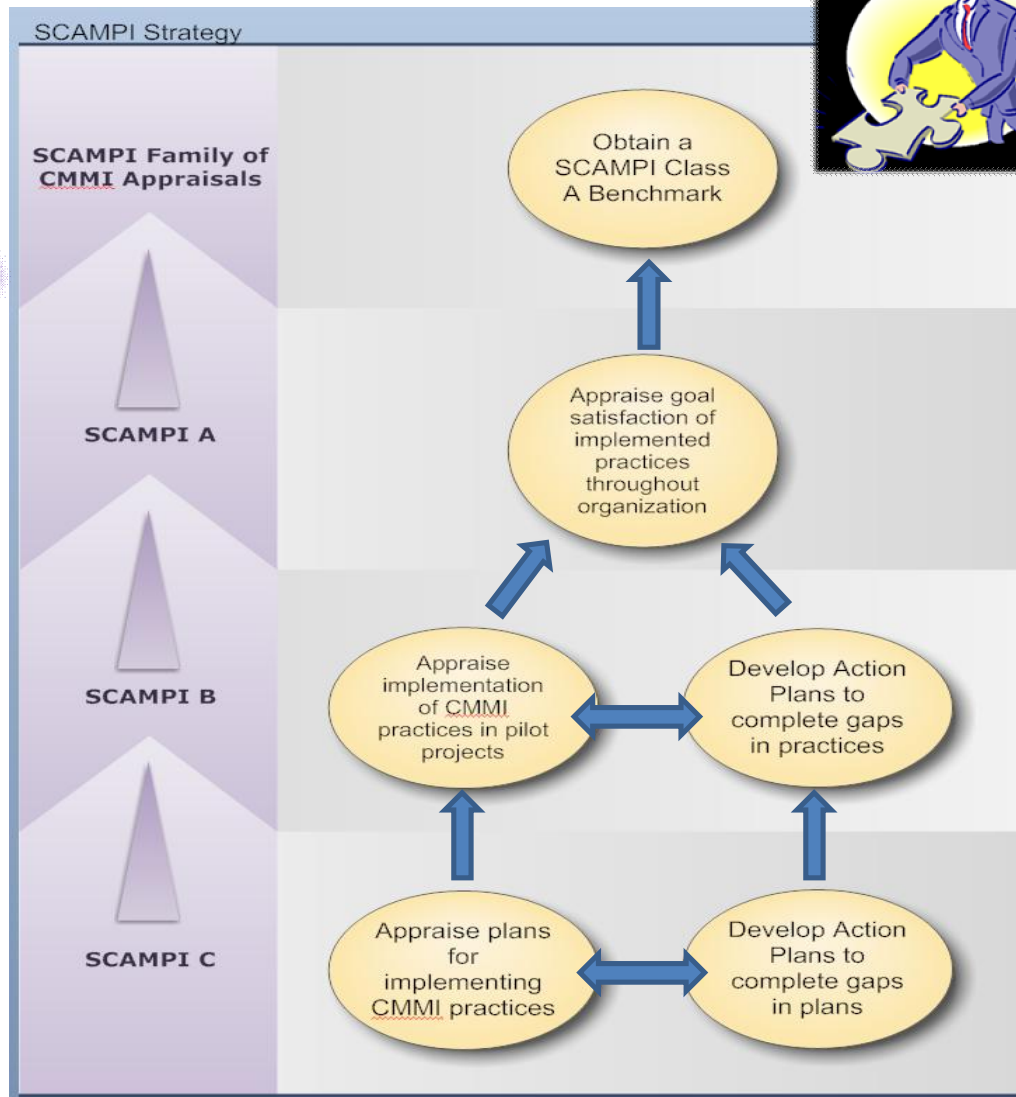
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Overview of CMMI v1.2 for Small & Medium Organizations



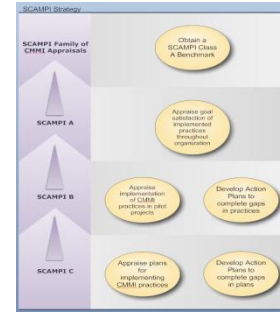
Family of Appraisals Strategy Map



A key activity in obtaining a SCAMPI benchmark is applying the risk management functions of SCAMPI Class C and B appraisals **before** scheduling a Class A benchmark.



Benefits for Small Organizations



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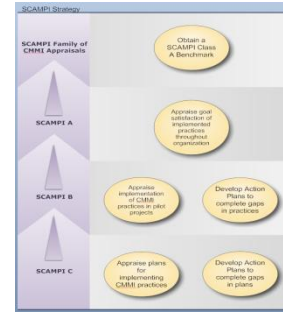
CMMI Implementation Success Factors	small settings	large organizations
	flatter organization	✓
efficient communication skills	✓	
flexible processes	✓	
depth of understanding of the business goals	✓	
staff involvement	✓	
staff receptiveness to new ideas	✓	
awareness of existing processes	✓	
simpler process performance models	✓	
process variance simpler to control	✓	
less diversity in products and services	✓	



Success Factor	Benefits of SCAMPI C
Flatter organization	<ul style="list-style-type: none"> Less management levels in planning Increased visibility Increased staff interactions More efficient buy-in
Efficient communication skills	<ul style="list-style-type: none"> Increased sponsor commitment

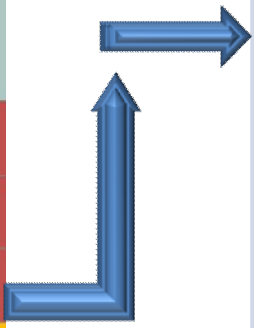


Benefits for Small . Medium (continued)



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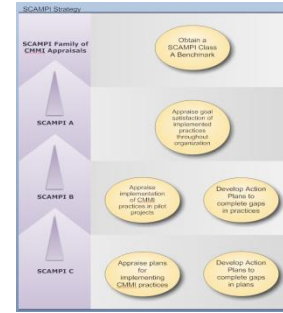
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process variance simpler to control	✓	
less diversity in products and services	✓	



Success Factor	Benefits of SCAMPI C
Flexible processes	<p>Early identification of improvements are less challenging to implement in existing processes.</p> <p>Institutionalization cycles are usually shortened.</p>
Depth of understanding of business goals	<p>Documentation of process improvement goals increases staff awareness of business goals and impact on profitability</p>
Staff involvement	<p>Few staff members are often %owners+of key processes.</p> <p>Staff members may wear %many different hats+in SCAMPI Class C.</p>

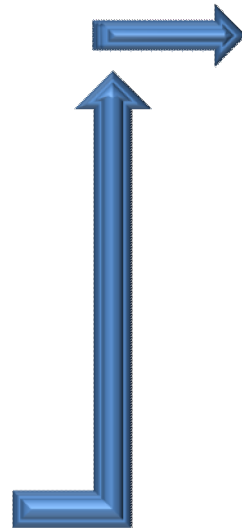


Benefits for Medium Organizations



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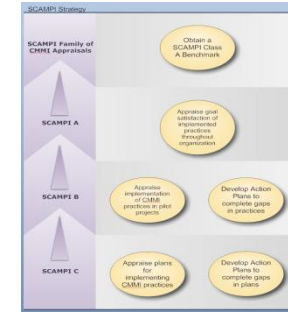
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process variance simpler to control	✓	
less diversity in products and services	✓	



Success Factor	Benefits of SCAMPI C
Staff receptiveness to new ideas	Early identification of improvements are less challenging to implement.
Awareness of existing processes	Single staff members are the process owners and understand the process.
Simpler process performance models	Existing processes usually have a measurement baseline established and rely on some type of forecasting to improve survivability.

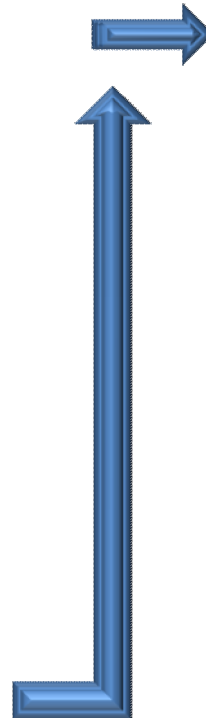


Benefits for Small Organizations (continued)



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Factor	Benefits of SCAMPI C
Process variance simpler to control	User templates are less complex to develop and implement.
Less diversity in products and services	The organizational scope of a SCAMPI Class C is easier to focus on the part of the organization that is expanding.



Comparison of CMMI Implementation and Organization Size

CMMI Implementation Success Factors	small settings		large organizations
flatter organization	✓		
efficient communication skills	✓		
flexible processes	✓		
depth of understanding of the business goals	✓		
staff involvement	✓		
staff receptiveness to new ideas	✓		
awareness of existing processes	✓		
simpler process performance models	✓		
process variance simpler to control	✓		
less diversity in products and services	✓		

Small & medium organizations are not “miniatures” of large corporations!



Smaller organizations provide a conducive environment to implement CMMI practices due to:

1. simplicity of organizational structure
2. efficient communications
3. staff receptiveness of new ideas
4. depth of awareness of the processes
5. easier to minimize variance in performing key processes

The End

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You have just seen
Benefits of SCAMPI Class
C for small – medium
organizations from the
“30,000 feet” level.



Questions or Comments ?