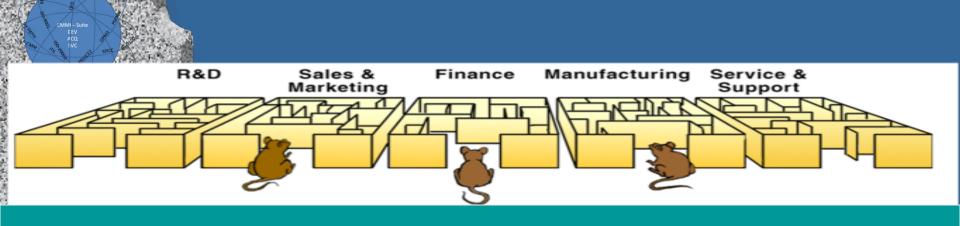
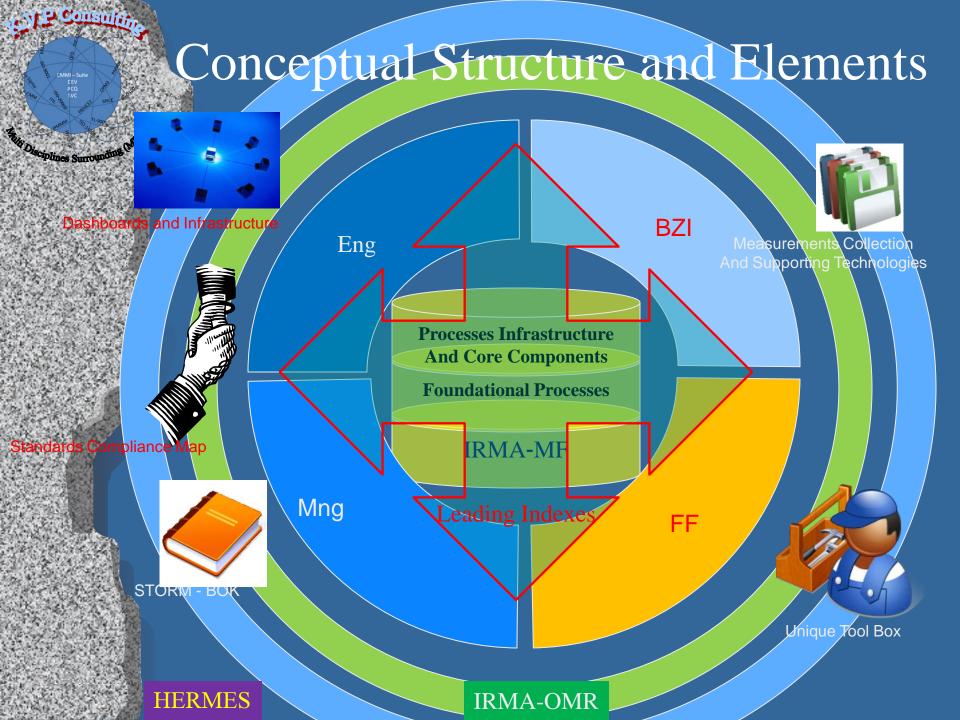


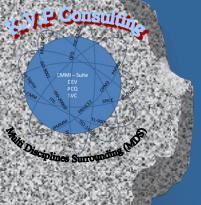
Lesson Learned from **Cross Constellations** and **Multi Models Process Improvement Initiatives**

Kobi Vider – Picker
K.V.P Consulting

Kobi.Vider@hotmail.com
+972522946676







Solution Architecture

Preface

Part One - About the Model

- 1. Introduction
- 2. Model Components
- 3. Working with the Model
- 4. Relationships Among Areas
- **5. Implementation Guidelines**
- 6. Interpretation Guidelines

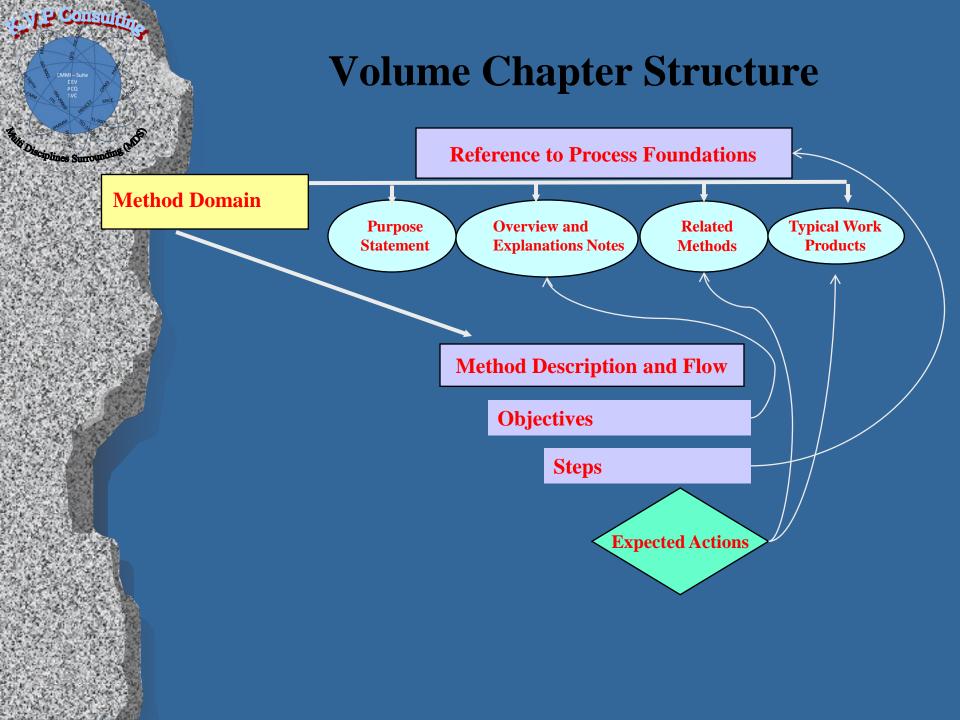
Part Two - Model Body

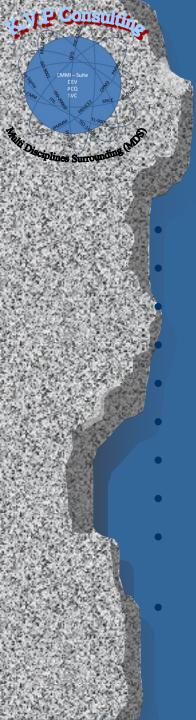
- 1. Volume #1 Process Foundations
- 2. Volume #2 Foundation Processes
- 3. Volume #3 Delivery Processes
- 4. Volume #4 Support Processes
- 5. Volume #5 Skills Building Processes
- 6. Volume #6– Process Improvement and Optimization Capabilities

Part Three – The Appendices and Glossary References

Acronyms

Glossary





Operational Processes KPI's

Known Capability and Stable

Defined Ingredients

Known Critical Elements

Meeting Objectives

Controlled Interfaces

Responsive / Modifiable

Resilience / "Agile"

Relevant 'What If's Scenarios

Accepted Tolerance /

Freedom Boundaries

Predictable Outcomes

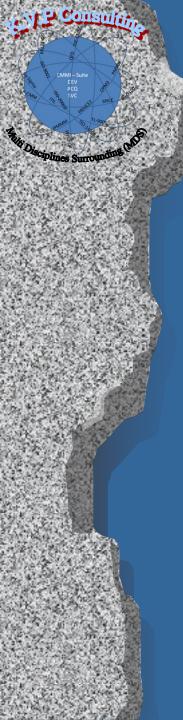
Influence of Critical Elements on process output

Process resources utilization

'What If's Scenarios

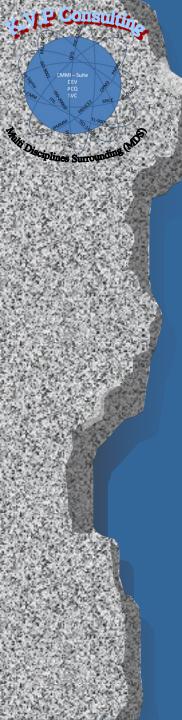
Process elements capability

Quantitative definition of process ingredients



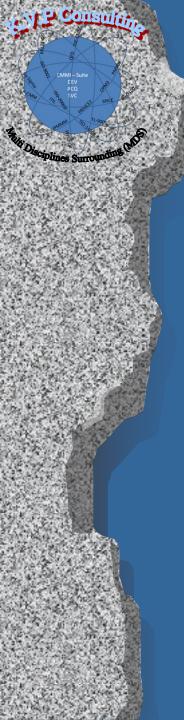
Agenda

- Process flow
- Background
- First Level Filtering (PA Level)
- Second Level Filtering (Goal Level)
- How We Approach the Combination and Integration of the Common PAs
- Suggestions and Open Questions



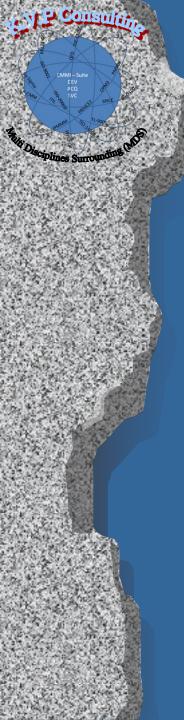
Process flow

- Organizational Structure Review and Mapping
- Organizational Scope Planning
- Process Improvement Effort Objectives
- Supporting Quality Standards Scope
- Correlating the Organizational Mission and Responsibilities to the CMMIs Content and context
- Supporting Quality Standards Mapping
- CMMI Harmonization Process
- Conducting Detailed Gap Analysis
- Gap Analysis Result Segmentation



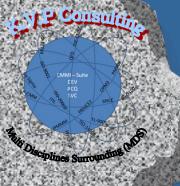
Organizational Structure Review and Mapping

- Government Agency
- Structure and Size
 - 6 Senior Managers
 - ~250 Project / Program Managers
 - ~900 In-house Development, Service and Maintenance Personal
 - ~2000 External Contractors
 - Internal R&D Team
 - Internal Reliability and Performance Team



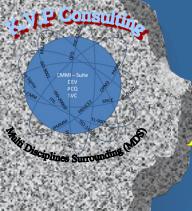
Process Improvement Effort Objectives

- Group Target is Process Improvement:
 - Increase Processes Efficiency
 - Increase Budget utilization
 - Reduce Cost of Poor Quality
 - Increase Uniformity in Processes
- Leading Standards to Compliance with
 - Internal Quality Standard
 - EFQM
 - CMMI Suite



Supporting Quality Standards Scope

- All Groups
 - Smart Grid
 - ACQ PMs / PMO
 - PMBOK
 - DoD 5000.01 & 5000.02
- Maintenance and Service
 - ISO 14000
 - OHAS 18000



Additional Standards Elements

ISO 9001-2008 = 216

OHSAS 18001 = 132

ISO 27001 = 126

ISO 27002 = 134

ISO 14001 = 139

PMBOK $3^{rd} = 804$

OPM3 = 1402

DoD-AF V1.5 = 40

ISO 20000 = 196

ITIL V2.0 = 741

Six Sigma = 148

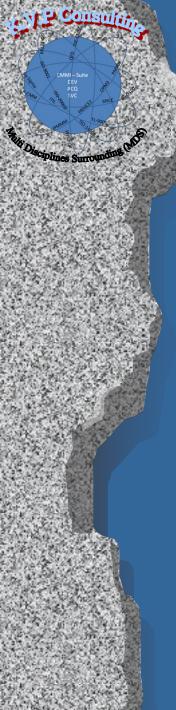
Baldrige = 127

EFQM = 804

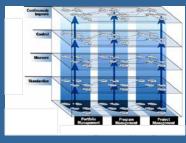


Not Counted

- Domain Specific Regulations
- LEAN
- DoD-AF V2
- SOA-MM



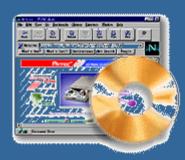
Supporting Quality Standards Mapping



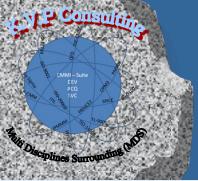
SGMM



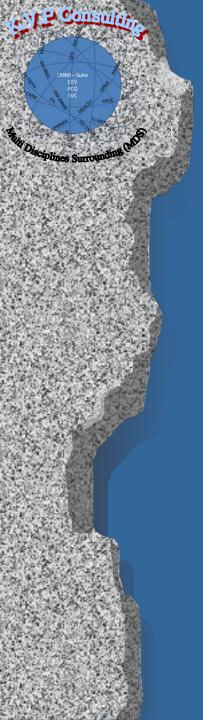
Tool



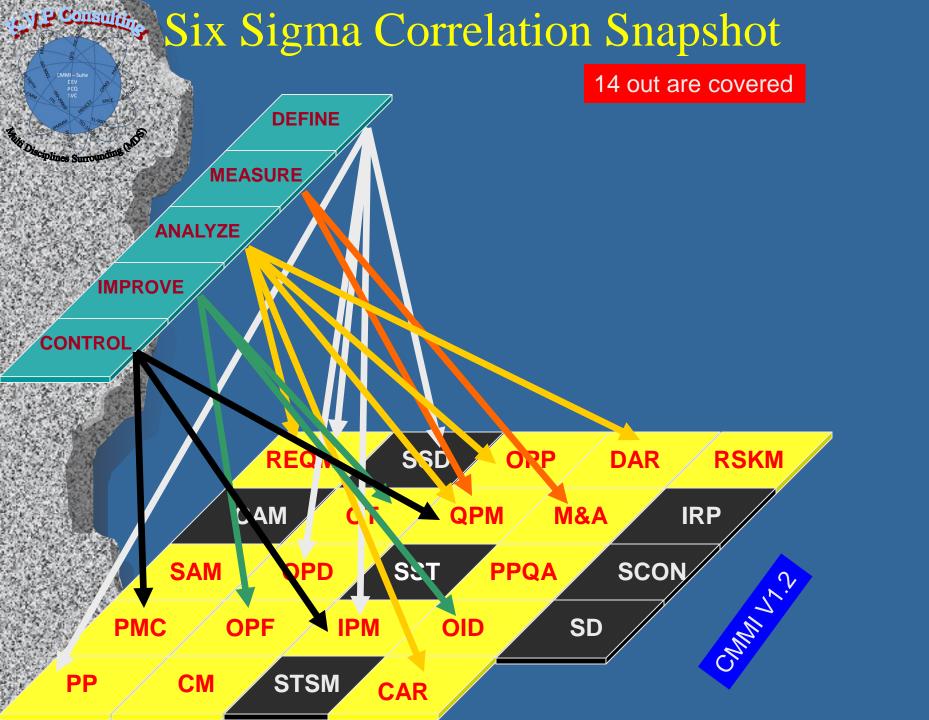
Slides

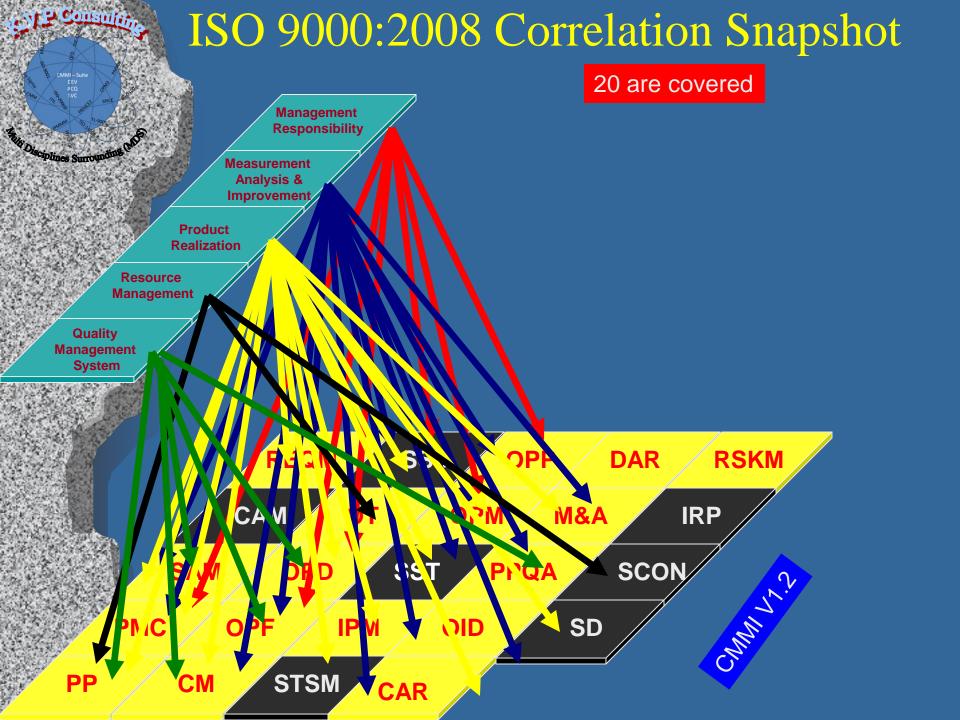


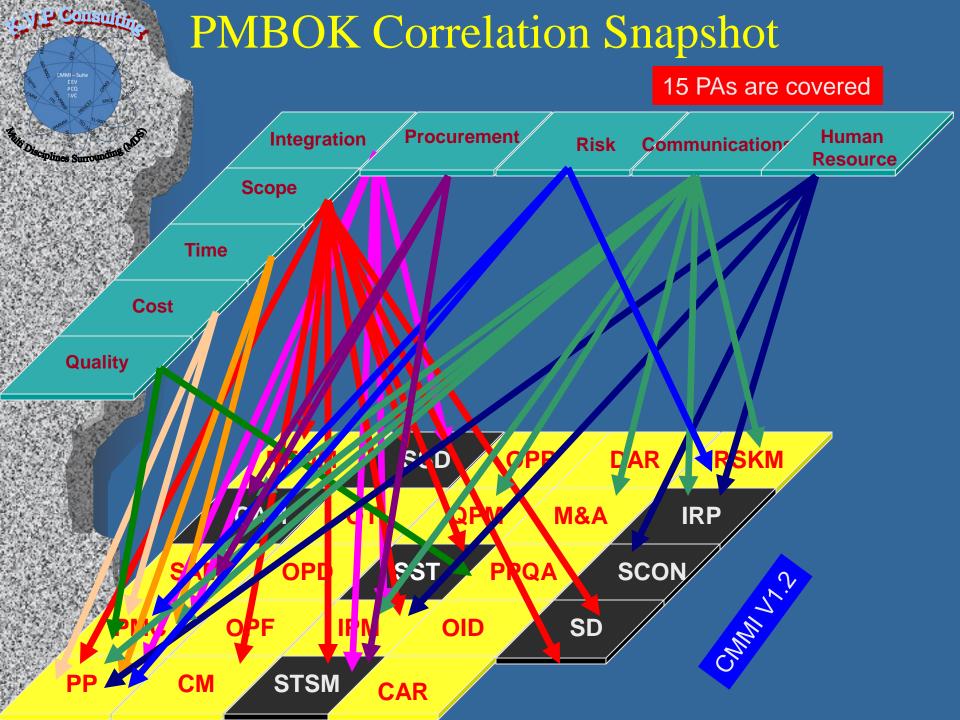
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			PP	PMC	M&A	PPQA	REQM	SAM	SD	AM	ARD	SSAD	DAR	OPD	OPF	IPM	
SGMM Levels																	
Exploring & Initiating	Developing first Smart Grid vision																
	Support for experimentation																
	Informal discussion with regulators																
	Funding likely out of existing budget																
Functional Investing	Integrated vision and acknowledgement																
	Initial strategy and business plan approved																
	Initial alignment of investments to vision																
	Distinct Smart Grid Funding and budget created in collaboration with regulators and stakeholders																
	Commitment to proof of concepts																
	Identify Initial Smart Grid leader																
Integrating Cross Funct	Completed Smart Grid strategy and business case incorporated into Corporate strategy																
	Smart Grid governance model deployed																
	Smart Grid leader(s) (with authority) ensure cross-LOB application																
	Mandate/consensus with regulators to make and fund Smart Grid investments																
	Corporate strategy expanded																
	Form to delice and the second																
Optimizing Enterprise v	Smart Grid is a core competency that drives strategy and influences Corporate direction																
	External stakeholders share in strategy																
	Willing to invest and divest, or engage in JV and IP sharing to execute strategy		1			/ 1											_
	, Management / Organization, Structure / Technology / Societal & Envir	nnment	a (Grid Oper	atione	— Work	k & Asset	Manag	ement -	Cuct	omer Ma	nagama		III			

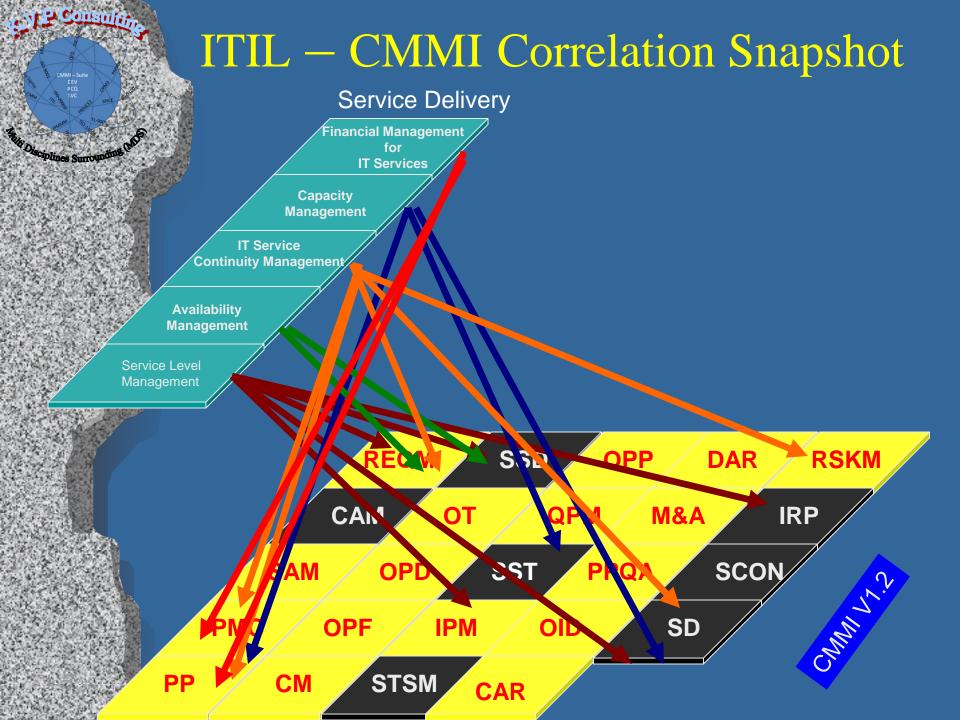


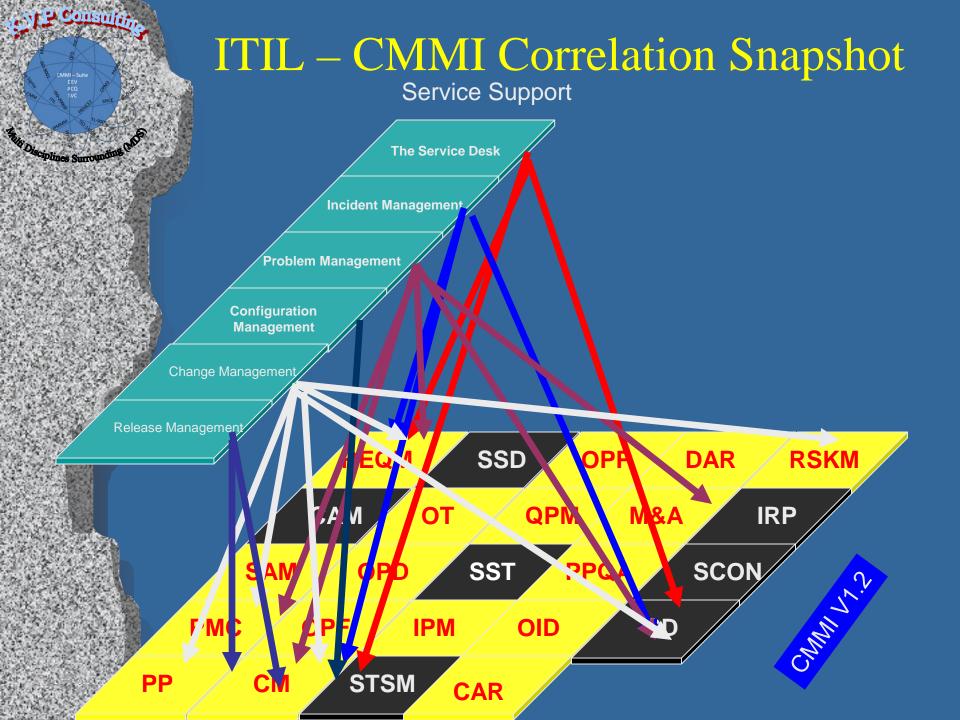
Some Mapping Examples

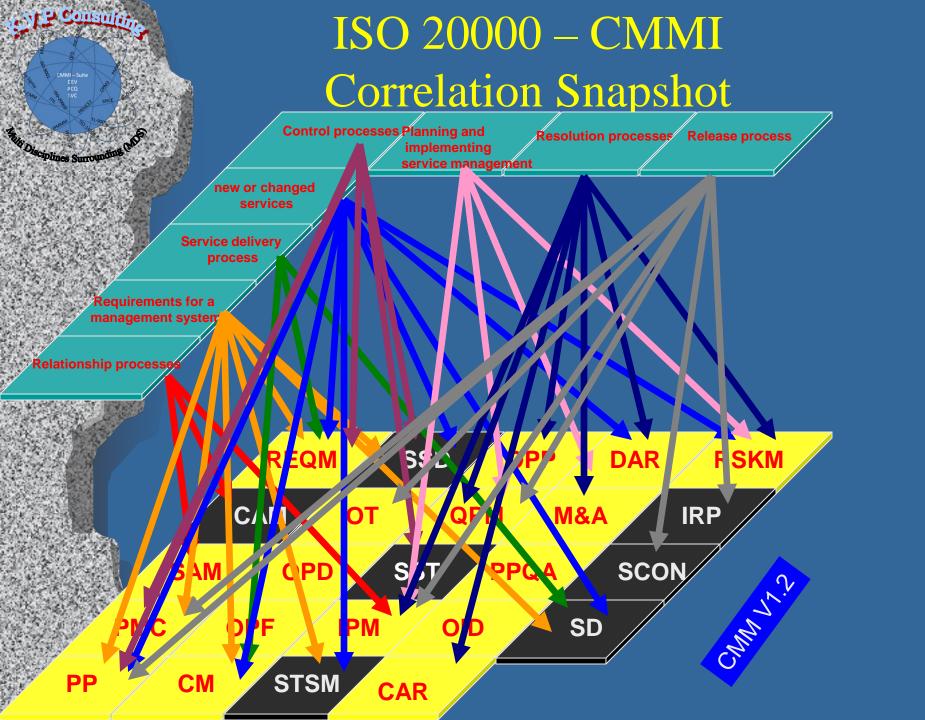


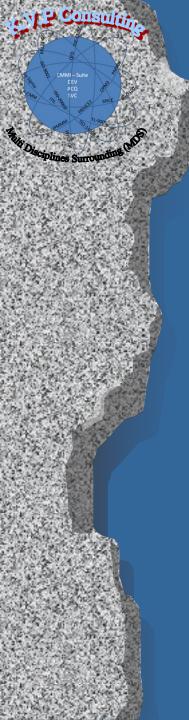








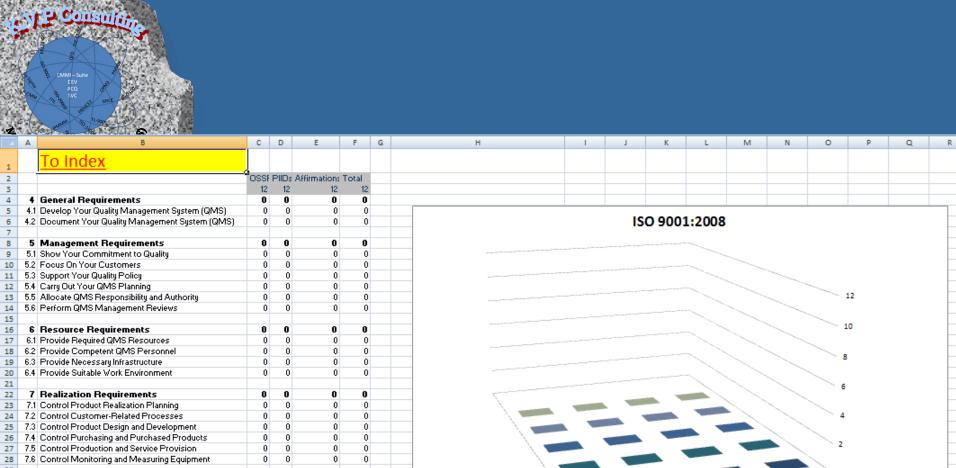


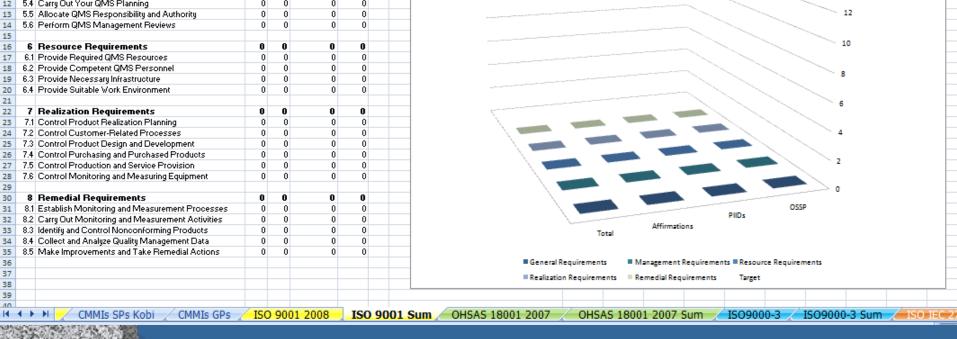


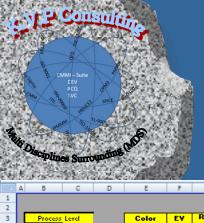
ISO 9001 2008
OHSAS 18001 2007
ISO9000-3
ISO IEC 27001 2005
ISO IEC 27002 (17799)
ISO 14001 2004
ISO 12207
ISO 13485
AS 9100
PMBOK 3rd
OPM3
PRINCE
PMMM
5-S
LEAN
LEAN for Development
Six Sigme 12 Steps
DMAIC Tool Kit
Six Sigma
DFSS
LEAN Six Sigma

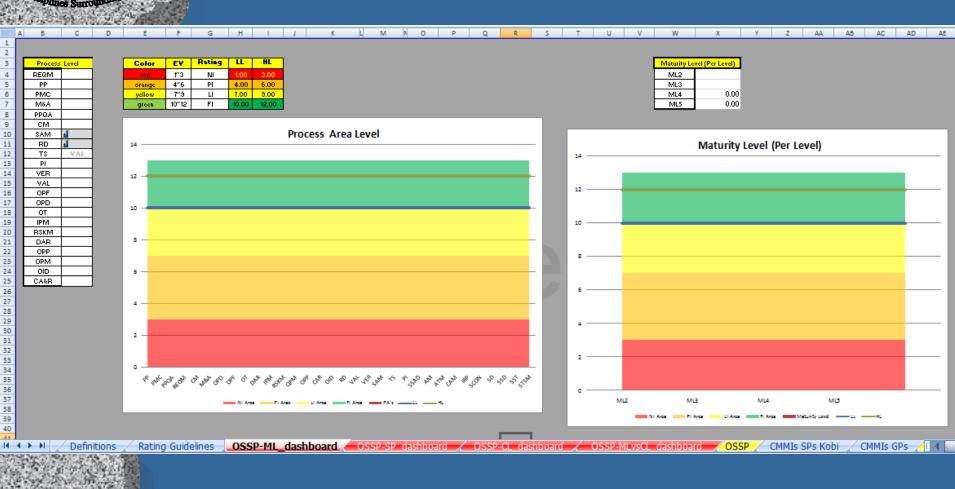
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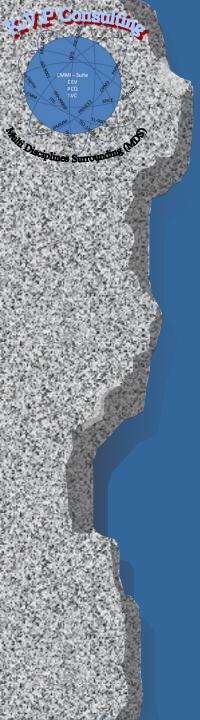
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3	General Requirements						0	0	0	0
)is 4		4.1	Develop Your Quality Management System (QMS)				0	0	0	0
5				4.1.1		Establish your organization's QMS.	0.00	0.00	0.00	0.00
6				4.1.2		Document your organization's QMS.	0.00	0.00	0.00	0.00
2 7 2 8				4.1.3		Implement your organization's QMS.	0.00	0.00	0.00	0.00
8				4.1.4		Alaintain your organization's QMS.	0.00	0.00	0.00	0.00
9				4.1.5		Improve your organization's QMS.	0.00	0.00	0.00	0.00
10		4.2	Document Your Quality Management System (QMS)				0	0) 0	0
11				4.2.1		Manage Quality Management System Documents	a	o	а	0
12					4.2.1.1	Develop documents for your organization's QMS.	0.00	0.00	0.00	0.00
13					4.2.1.2	Make sure that your organization's QMS documents respect and reflect what you do and how you do it.	0.00	0.00	0.00	0.00
14				4.2.2		Prepare Quality Management System Manual	a	a	a	o
15					4.2.2.1	Establish a quality manual for your organization.	0.00	0.00	0.00	0.00
15					4.2.2.2	Maintain your organization's quality manual.	0.00	0.00	0.00	0.00
17				4.2.3		Control Quality Management System Documents	a	a	a	a
18					4.2.3.1	Control your organization's QMS documents.	0.00	0.00	0.00	0.00
19					4.2.3.2	Control documents that are used as QMS records.	0.00	0.00	0.00	0.00
20				4.2.4		Establish Quality Management System Records	a	a	a	0
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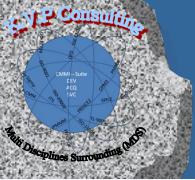




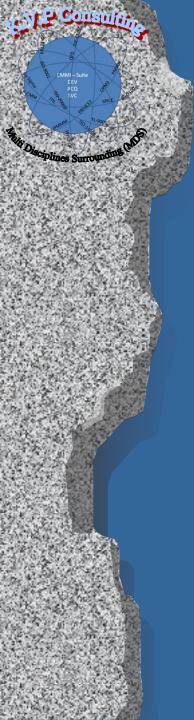




CMMI Harmonization Process



C D E !	G H I	J K L M N O P Q		5 T U V W 2	X Y Z AA AB AC AD
	CMMI-SVC V 1.2		CMMI-ACQ V 1.2		CMMI-DEV V 1.2
Mai Process Process Proc	▼ 35 N ▼ 3F N ▼ Tide	Con Mail Proc Proc 50 N SP N	um fide	Con M	at Pro Pro Pro 33 (37 Nur fide
		_			
	The purpose of Causal Analysis and Resolution (CAR) is to identify causes of defects and p		The purpose of Causal Analysis and Resolution (CAR) is to identify causes of defects and		The purpose of Causal Analysis and Resolution (CAR)
5 Process Man Causal Anal CAR	Purpose and take action to prevent them from occurring in the future	ACC 5 Supp Caus CAX	other problems and take action to prevent them from occurring in the future	DEV	3 Sup Cau CAR problems and take action to prevent them from occur
	Octomine Causes of Defects and Problems		Octomine Causes of Defects		Root causes of defects and other problems are systems
5 Process Man Causal Anal CAR		ACC 5 Supp Caus CAR 1	1 Most causes of defects and other problems are systematically determined	DEV	5 Sup Cau CAM 1 1 A root cause is a source of a defect such that, if it is re
5 Process Man Causal Anal CAR	Select Defects and Problems 1 1.1 Select defects and problems for analysis	ACC 5 Supr Caus CAN 1	Select Defect Data for Analysis 1.1 Select defects and other problems for analysis	25/	Select Defect Data for Analysis 5 Sup Cau CAR 1 1.1 Select the defects and other problems for analysis
5 Process Man Causal Anal CAR			1.1 1. Cather relevant defect or problem data		5 Sup Cau CAR 1 1.1 Cathor relevant defect or problem data
5 Process Man Causal Anal CAR	2. Determine the defects and problems to be analyzed further	ACC 5 Sup Cau CAR 1	1.1 2. Determine the defects and other problems to be analyzed further	DEV	5 Sup Cau CAR 1 1.1 Determine which defects and other problems will be a
	Analysis Causes		Analyse Causes Perform causal analysis of selected defects and other problems and propose actions to		Analyse Causes
5 Process Man Causal Anal CAR		Stem ACC 5 Supp Caus CAR 1	Perform causal analysis of selected defects and other problems and propose actions to 1.2 address them	DEV	Analyse Causes 5 Sup Cau CAF 1 1.2 Perform causal analysis of selected defects and other p
5 Process Man Causal Anal CAR	1 1.2 1. Conduct causal analysis with those responsible for performing the task	ACC 5 Sup Cau: CAR 1	1.2 1. Conduct causal analysis with those responsible for performing the task.	DEV	5 Sup Cau CAF 1 1.2 Conduct causal analysis with the people who are resp
5 Process Man Causal Anal CAR			1.2 2. Analyse selected defects and other problems to determine their root causes		5 Sup Cau CAR 1 1.2 Analyse selected defects and other problems to determ
5 Process Man Causal Anal CAR	 1.2 5. Group selected defects and problems based on their root causes 4. Propose and document actions to be taken to prevent the future occurrence of similar d 		1.2 3. Group selected defects and other problems based on their root causes 4. Propose and document actions to be taken to prevent the future occurrence of similar		5 Sup Cau CAR 1 1.2 Group the selected defects and other problems based Propose and document actions that need to be taken
5 Process Man Causal Anal CAR			Propose and document actions to be taken to prevent the luttire occurrence of similar defects or other problems		5 Sup Cau CAR 1 1.2 defects or other problems
			Address Causes of Octobs		Address Causes of Ocfocts
	Address Causes of Defects and Problems		Most causes of defects and other problems are systematically addressed to prevent their		Root causes of defects and other problems are system.
5 Process Man Causal Anal CAR	2 Root causes of defects and problems are systematically addressed to prevent their future or implement Action Proposals	ACCI S Supi Cau: CAR 2	2 future occumence Implement Action Proposals	DEV	5 Sup Cau CAR 2 2 occurrence Implement the Action Proposals
5 Process Man Causal Anal CAR	2 2.1 Implement adected action proposals developed in causal analysis	ACC 5 Supp Caus CAR 2	2.1 Implement selected action proposals developed in causal analysis	DEV	5 Sup Cau CAF 2 2.1 Implement the selected action proposals that were do:
5 Process Man Causal Anal CAR			2.1 1. Analyse action proposals and determine their priorities		5 Sup Cau CAR 2 2.1 1. Analyze the action proposals and determine their pr
5 Process Man Causal Anal CAR 5 Process Man Causal Anal CAR	2 2.1 2. Select action proposals to be implemented 2 2.1 5. Create action items for implementing the action proposals		2.1 2. Select action proposals to be implemented 2.1 3. Create action items for implementing the action proposals		5 Sup Cau CAR 2 2.1 2. Select the action proposals that will be implemente 5 Sup Cau CAR 2 2.1 5. Create action items for implementing the action pro
5 Process Man Causal Anal CAR	2.1 3. Create action items for implementing the action proposals 4. Identify and remove similar defects and problems that may exist in other processes and		2.1 5. Create action (tems for implementing the action proposals 4. Identify and remove similar defects that may exist in other processes and work	DEV	a purplementing the action pro
5 Process Man Causal Anal CAR			2.1 products	DEV	5 Sup Cau CAR 2 2.1 4. Identify and remove similar defects that may exist in
			5. Identify and document improvement proposals for the organization's set of standard		
5 Process Man Causal Anal CAR	2 2.1 5. Identify and document improvement proposals for the organization's set of standard pr	ACC 5 Sup Cau CAR 2	2.1 processes	Dev	5 Sup Cau CAN 2 2.1 S. Identify and document improvement proposals for
5 Process Man Causal Anal CAR	Evaluate the Effect of Changes 2 2.2 Evaluate the effect of changes on process performance	ACC 5 Supr Cau: CAX 2	Evaluate the Effect of Changes 2.2 Evaluate the effect of changes on process performance	DEV	Evaluate the Effect of Changes 5 Sup Cau CAI 2 2.2 Evaluate the offect of changes on process performance
	Measure the change in performance of the project's defined process or of subprocesses		Measure the change in performance of the project's defined process or of	-	and the state of the garden protects performance
5 Process Man Causal Anal CAR			2.2 subprocesses, as appropriate	DEV	5 Sup Cau CAR 2 2.2 1. Measure the change in the performance of the proje
			2. Measure the capability of the project's defined process or of subprocesses, as		
5 Process Man Causal Anal CAR	2 2.2 2. Measure the capability of the project's defined process or of subprocesses as appropriate	ACC 5 Sup Cau CAR 2	2.2 appropriate	DEV	5 Sup Cau CAM 2 2.2 2. Measure the capability of the project's defined pro-
	Record Data		Rocord Data		Rocord Data
5 Process Mar Causal Anal CAR	2 2.5 Record causal analysis and resolution data for use across the project and organization	ACC 5 Sup; Cau: CAR 2	2.5 Record causal analysis and resolution data for use across the project and organisation	DEV	5 Sup Cau CAF 2 2.5 Record causal analysis and resolution data for use acr
	The purpose of Configuration Management (CM) is to establish and maintain the integrity	et une	The purpose of Configuration Management (CM) is to establish and maintain the		The purpose of Configuration Management (CM) is to
	products using configuration relations, configuration control, configuration status acc		integrity of work products using configuration identification, configuration control,		products using configuration identification, configuration
2 Support Configurati CM	Purpose and configuration audits	ACC 2 Supp Con CM	configuration status accounting, and configuration audits	DEV	2 Sup Con CM and configuration audits
I O Harmonizat	ion Like (16 Comm) L1 Harmonization (Part Coom)	L2 Harmonization Other	PA (Map) / CMMIs GPs / CMMI-SVC V1.2 /	CMMI-ACO V	1,2 CMMI-DEV V1,2
LU HarillUllizat	IOII LIKE (10 COIIIII)	LZ Haimonization Other	PA (Map) / CMMIS OFS / CMMISSOC VI.2 /	CHIMI-ACQ V	1.2 CHMI-DEV VI.2



CMMI Harmonization Process Tool



DEV	ACQ	SVC
Project Planning	Project Planning	Project Planning
Project Monitoring and Control	Project Monitoring and Control	Project Monitoring and Control
Process and Product Quality Assurance	Process and Product Quality Assurance	Process and Product Quality Assurance
Requirements Management	Requirements Management	Requirements Management
Configuration Management	Configuration Management	Configuration Management
Measurement and Analysis	Measurement and Analysis	Measurement and Analysis
Sciplines Surrounding		
Organizational Process Definition +IPPD	Organizational Process Definition	Organizational Process Definition
Organizational Process Focus	Organizational Process Focus	Organizational Process Focus
Organizational Training	Organizational Training	Organizational Training
Decision Analysis and Resolution	Decision Analysis and Resolution	Decision Analysis and Resolution
Integrated Project Management +IPPD	Integrated Project Management	Integrated Project Management
Risk Management	Risk Management	Risk Management
Quantitative Project Management	Quantitative Project Management	Quantitative Project Management
Organizational Process Performance	Organizational Process Performance	Organizational Process Performance
Causal Analysis and Resolution	Causal Analysis and Resolution	Causal Analysis and Resolution
Organizational Innovation and Deployment	Organizational Innovation and Deployment	Organizational Innovation and Deployment
Supplier Agreement Management		Supplier Agreement Management
Requirements Development	Acquisition Requirements Development	
Validation	Acquisition Validation	
Verification	Acquisition Verification	
Technical Solution	Solicitation and Supplier Agreement Development	Capacity and Availability Management
Product Integration	Agreement Management	Incident Resolution and Prevention
	Acquisition Technical Management	Service Continuity
		Service Delivery
		Service System Development
		Service System Transition
		Strategic Service Management



First Level Filtering (PA Level)

DEV	ACQ	SVC
Project Planning	Project Planning	Project Planning
Project Monitoring and Control	Project Monitoring and Control	Project Monitoring and Control
Process and Product Quality Assurance	Process and Product Quality Assurance	Process and Product Quality Assurance
Requirements Management	Requirements Management	Requirements Management
Configuration Management	Configuration Management	Configuration Management
Measurement and Analysis	Measurement and Analysis	Measurement and Analysis
Organizational Process Definition +IPPD	Organizational Process Definition	Organizational Process Definition
Organizational Process Focus	Organizational Process Focus	Organizational Process Focus
Organizational Training	Organizational Training	Organizational Training
Decision Analysis and Resolution	Decision Analysis and Resolution	Decision Analysis and Resolution
Integrated Project Management +IPPD	Integrated Project Management	Integrated Project Management
Risk Management	Risk Management	Risk Management
<u> </u>		
Quantitative Project Management	Quantitative Project Management	Quantitative Project Management
Organizational Process Performance	Organizational Process Performance	Organizational Process Performance
Causal Analysis and Resolution	Causal Analysis and Resolution	Causal Analysis and Resolution
	Organizational Innovation and Deployment	Organizational Innovation and Deployment
Supplier Agreement Management		Supplier Agreement Management
Requirements Development	Acquisition Requirements Development	
Validation	Acquisition Validation	
Verification	Acquisition Verification	
Technical Solution	Solicitation and Supplier Agreement Development	Capacity and Availability Management
Product Integration	Agreement Management	Incident Resolution and Prevention
	Acquisition Technical Management	Service Continuity
		Service Delivery
		Service System Development
		Service System Transition
		Strategic Service Management



Second Level Filtering (Goal Level)

Service System Development (SSD),

SG 1 – Develop and Analyze Stakeholder Requi

SG 1 – Develop and Analyze Stakeholder Requirements can be found in Requirements Development

Acquisition Technical Management (ATM),

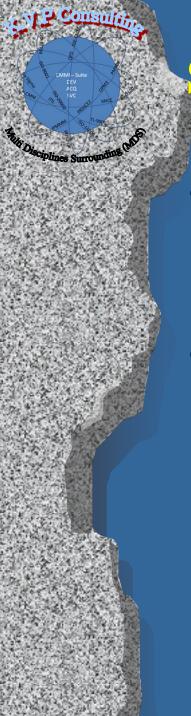
SG 1 – Evaluate Technical Solutions

can be found in Technical Solution

Acquisition Technical Management (ATM),

SG 2 – Perform Interface Management

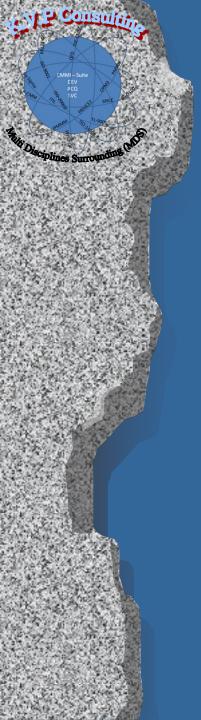
can be found in Technical Solution and Product Integration



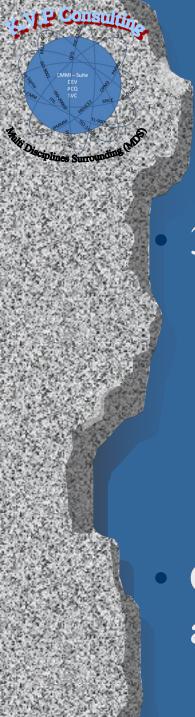
Second Level Filtering (Goal Level)

• Service Continuity (SCON), SG 3 - Verify and Validate the Service Continuity Plan can be found in Verification and Validation

Service System Development (SSD),
 SG 3 - Verify and Validate Service Systems
 can be found in Verification and Validation

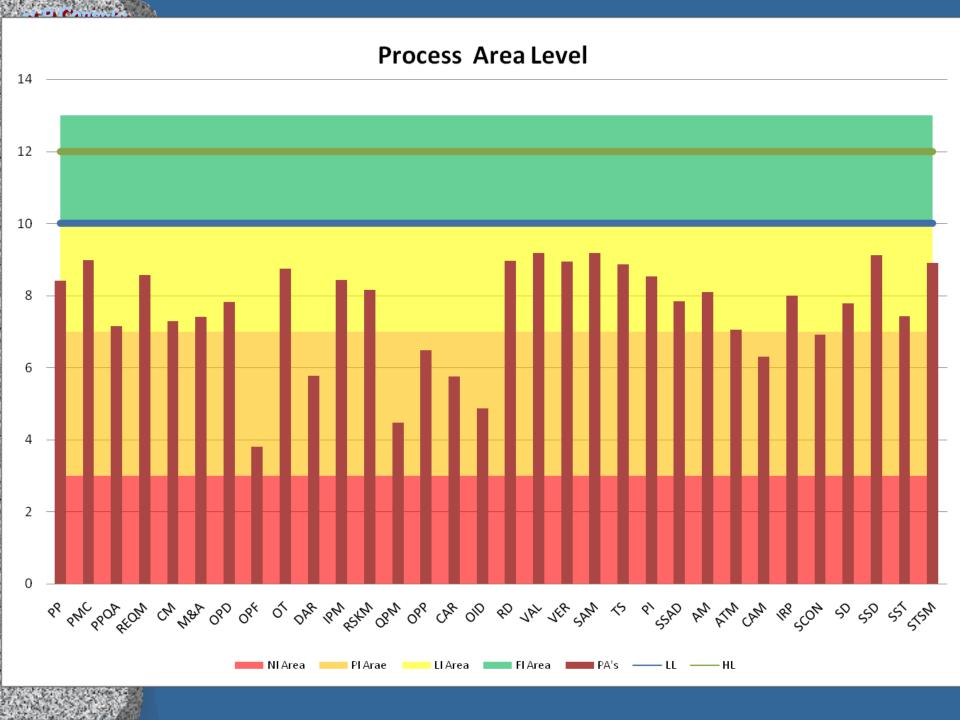


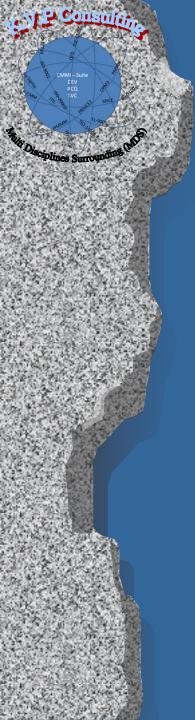
Conducting Detailed Gap Analysis



Gap Analysis Model Scope

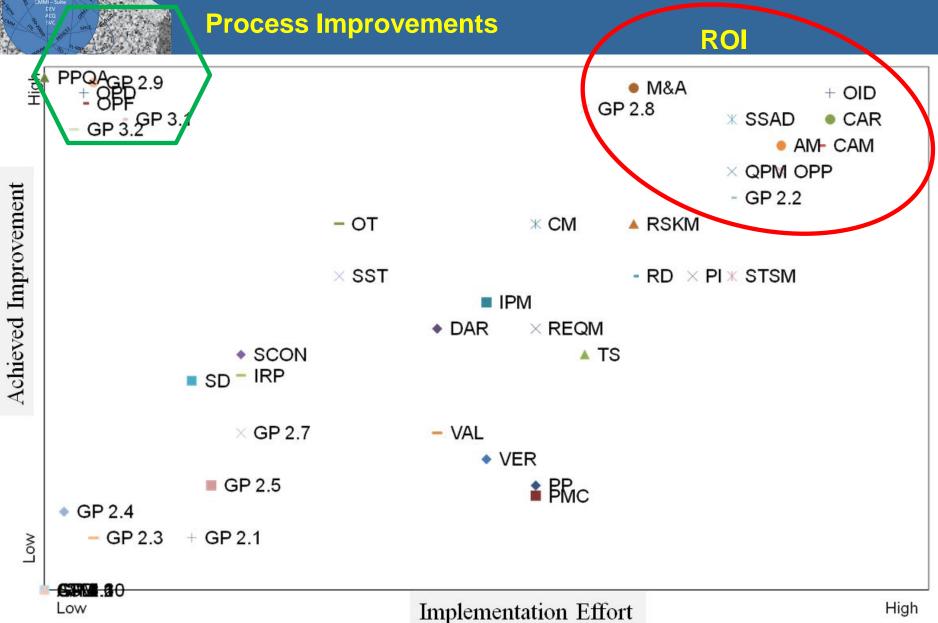
- 32 CMMI Process Areas
 - 75 CMMI Specific Goals
 - 249 CMMI Specific Practices
 - 1169 CMMI Specific Subpractices
 - 5 'Classic' CMMI Generic Goals (Extended)
 - 17 'Classic' CMMI Generic Practices (Extended)
 - 34 'Classic' CMMI Generic Subpractices (Extended)
- Cross-referenced with the following additional standards elements



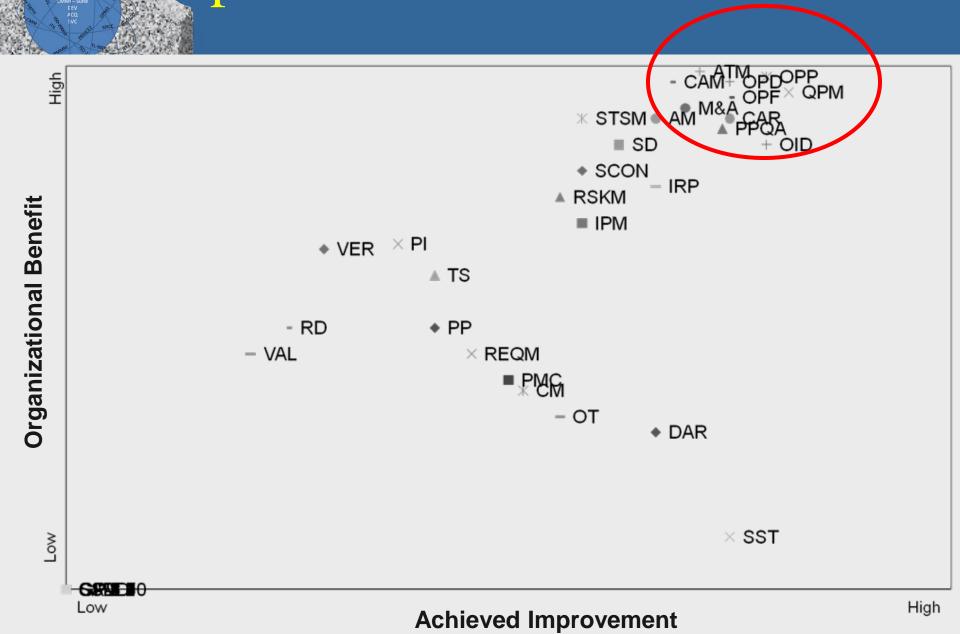


Processing the Results

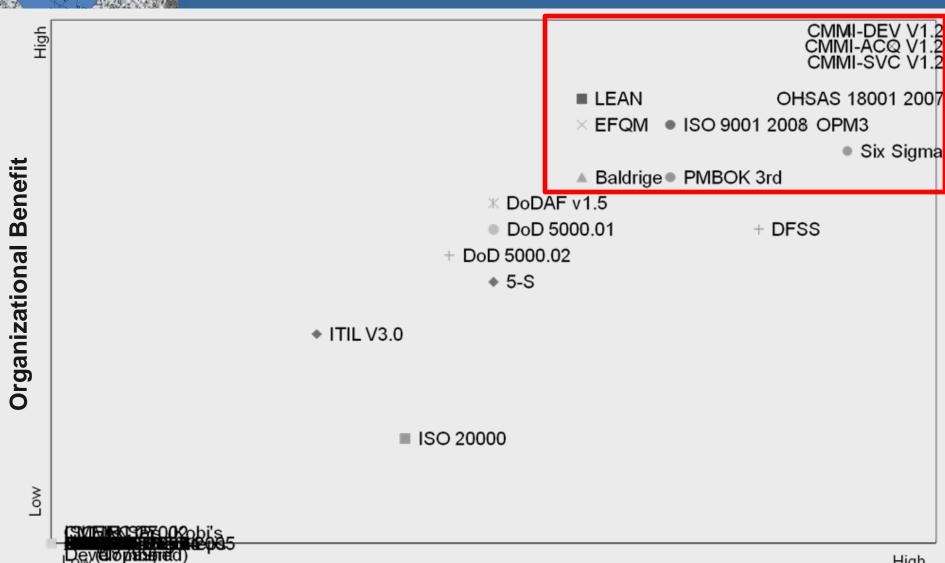
Improvement vs. Implementation



Improvement vs. Benefit Add Value

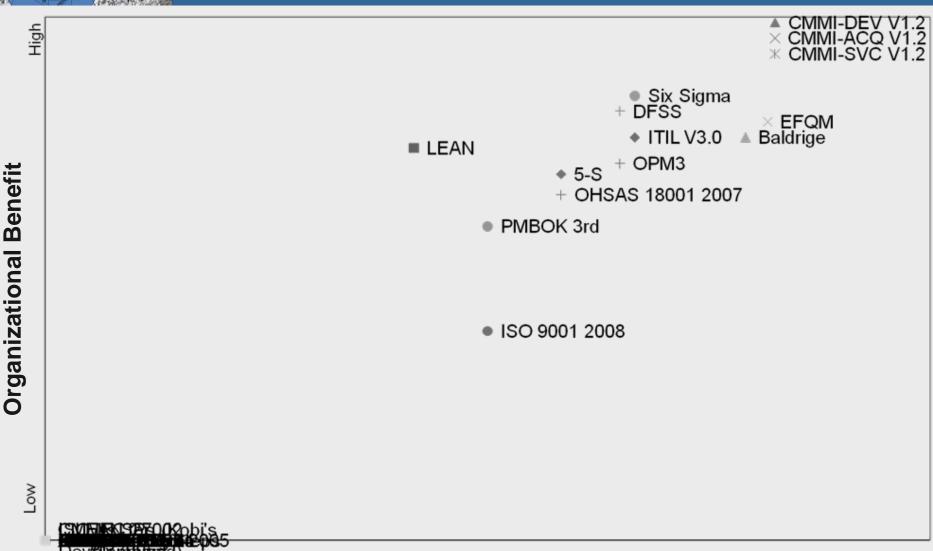


Standards Compliance to ORG Mission

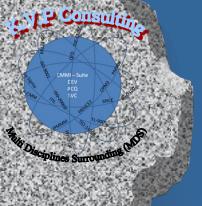


High

dditional Standards Contribution

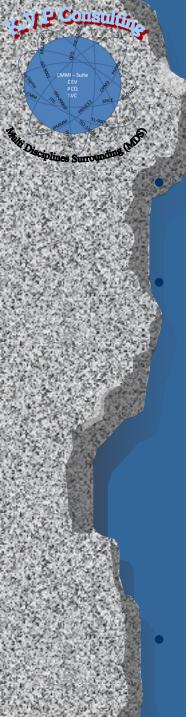


High



Some of Our Suggestions

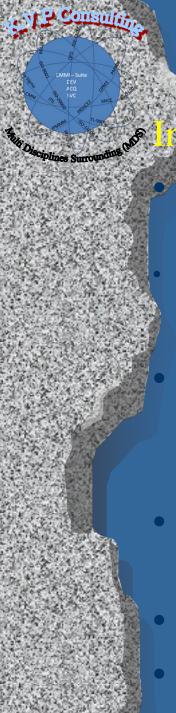
Don't try this at Home without adult helping you



Survival Quick guidelines

A method to support multi appraisals in line with CMMI must be compatible with the Reference Model and discipline

- Requirements for Compatibility are expressed in terms of:
 - Purpose
 - Of combined models
 - Of going there
 - Scope
 - Of selected models
 - Of organization
 - Model elements and indicators
 - Mapping
 - Knowledge on....
 - Translation
- These requirements span various levels and model features



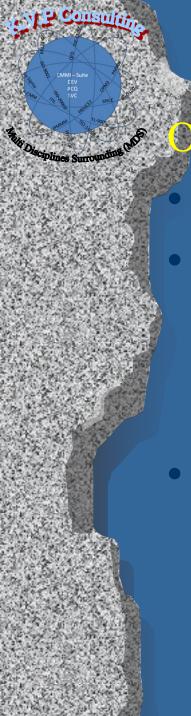
Some of Our Suggestions

tegration approach

Capacity and Availability Management (CAM) place as unique PA?

In CMU/SEI-93-TR-025 (SW-CMM V1.1) SPP KPA Activity 11: Estimates for the project's critical computer resources are derived according to a documented procedure

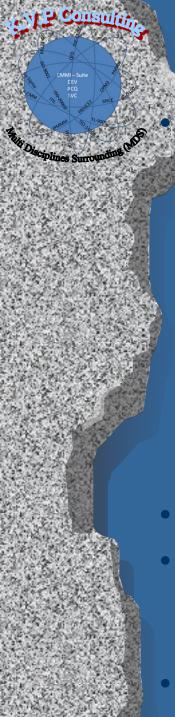
- Integrate SG 3 of Service Continuity (SCON), and Service System Development (SSD) to be part of Verification and Validation
- Integrate Acquisition Technical Management
 (ATM) to Technical Solution
- Integrate VER and AVER; VAL and AVAL
- Consider Security



Some of Our Suggestions

our Suggestions to the integration approach

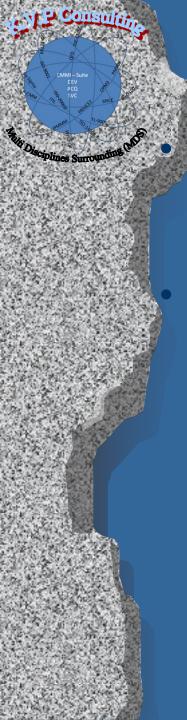
- Add more elaborations
- Create more objective wording in PAs, e.g.
 - Project Planning to Delivery / Assignment / <u>Product</u> Planning
 - Technical Solution to Solution Development
- Add more examples



Some of Our Future Discussions

Additional Generic Practice for Security as defined process

- Our suggestion: GP 3.3 Information Management and Security Control
 - Place designated information entities and work products of the process and product under appropriate levels of classification and control
 - Including five subpractices
 - *Identify*
 - Analysis
 - Evaluate
 - Prepare plan
 - Execute and recover
- Approach to P-CMM
- Approach to Resiliency Engineering Framework (REF) and Operationally Critical Threat, Asset, and Vulnerability Evaluation (OCTAVE)
- Approach Smart Grid at three levels



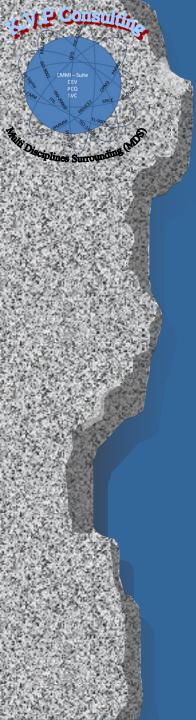
Some of Our Future Discussions

Cross constellation support team

- Prerequisite knowledge
- Team qualification / certifications

Cross constellations Appraisal team

- Team training
- Team qualification / certifications
- PIIDs
- Structure of mini teams
- Consensus process



Questions