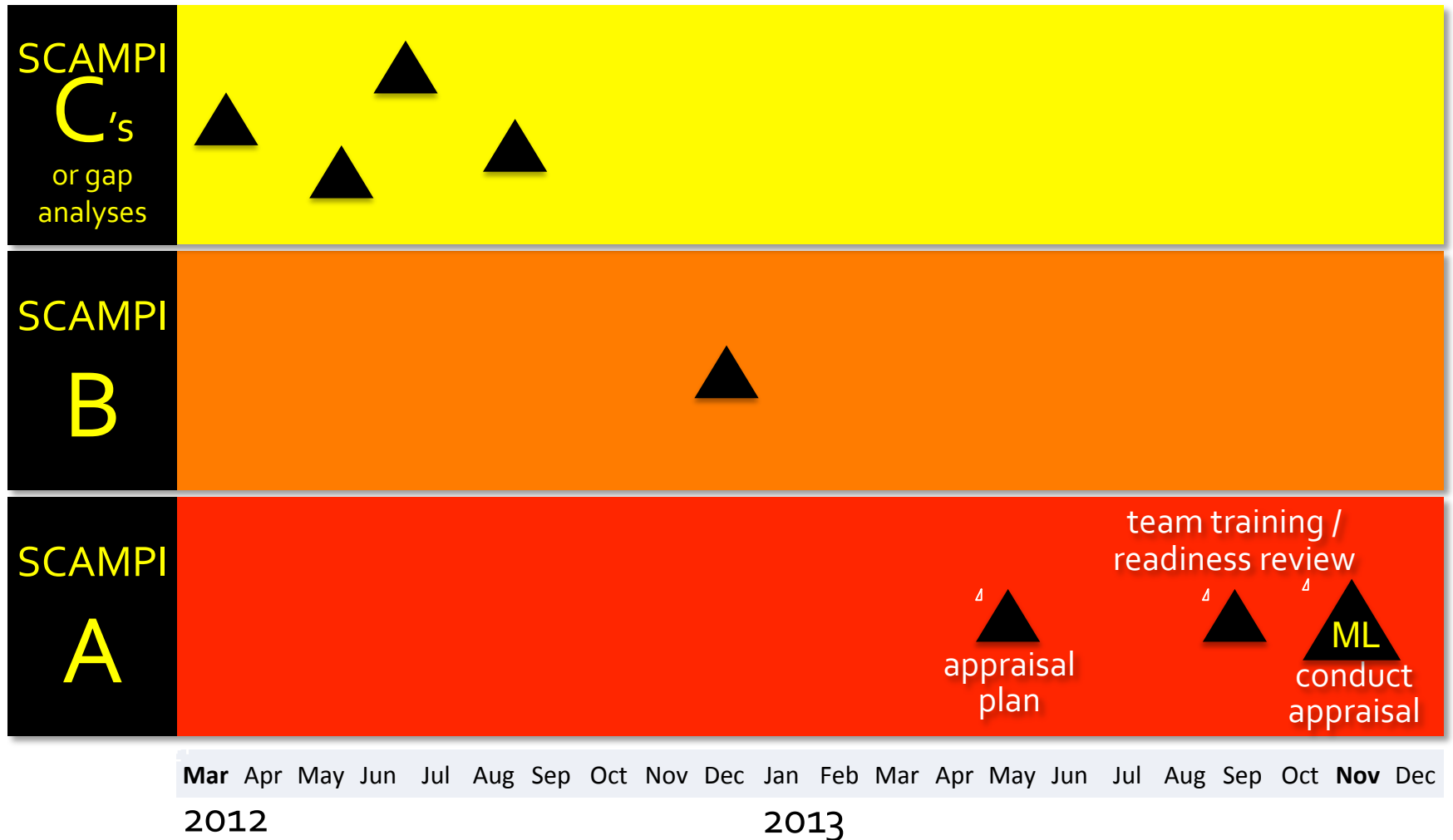


Example Appraisal Lifecycle



Lesson Learned # 7

If People
Aren't
Following
Your
Process,
**Ask
"Why?"**



Notes

- Don't assume your processes are being ignored because people are lazy, untrained, etc.
- People may simply be trying to do a good job, by avoiding your bad processes!
- Use elements of CAR, even at low maturity

See also: "To identify actions that address a defect or problem, you need to understand its root causes," CMMI-DEV v1.3 (CAR)



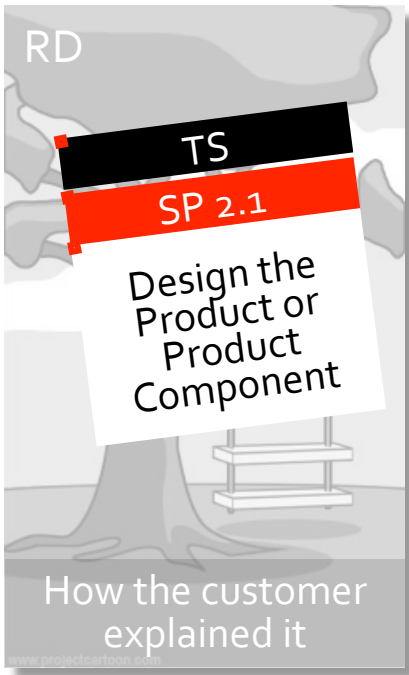
“Complying for compliance’s sake **ravages** the operation and firmly entrenches **self-defeating** cycles of continued **mediocrity.**”

(Glazer 2012)

CMMI Quiz Show! (Round 1)

<p>Change Agents</p>  <p>400</p>	<p>Framework Freaks</p>  <p>600</p>
<p>Method Masterminds</p>  <p>550</p>	<p>Performance Pooches</p>  <p>100</p>
<p>Compliance Commandos</p>  <p>100</p>	<p>Model Monsters</p>  <p>200</p>
<p>Capability Crusaders</p>  <p>1000</p>	

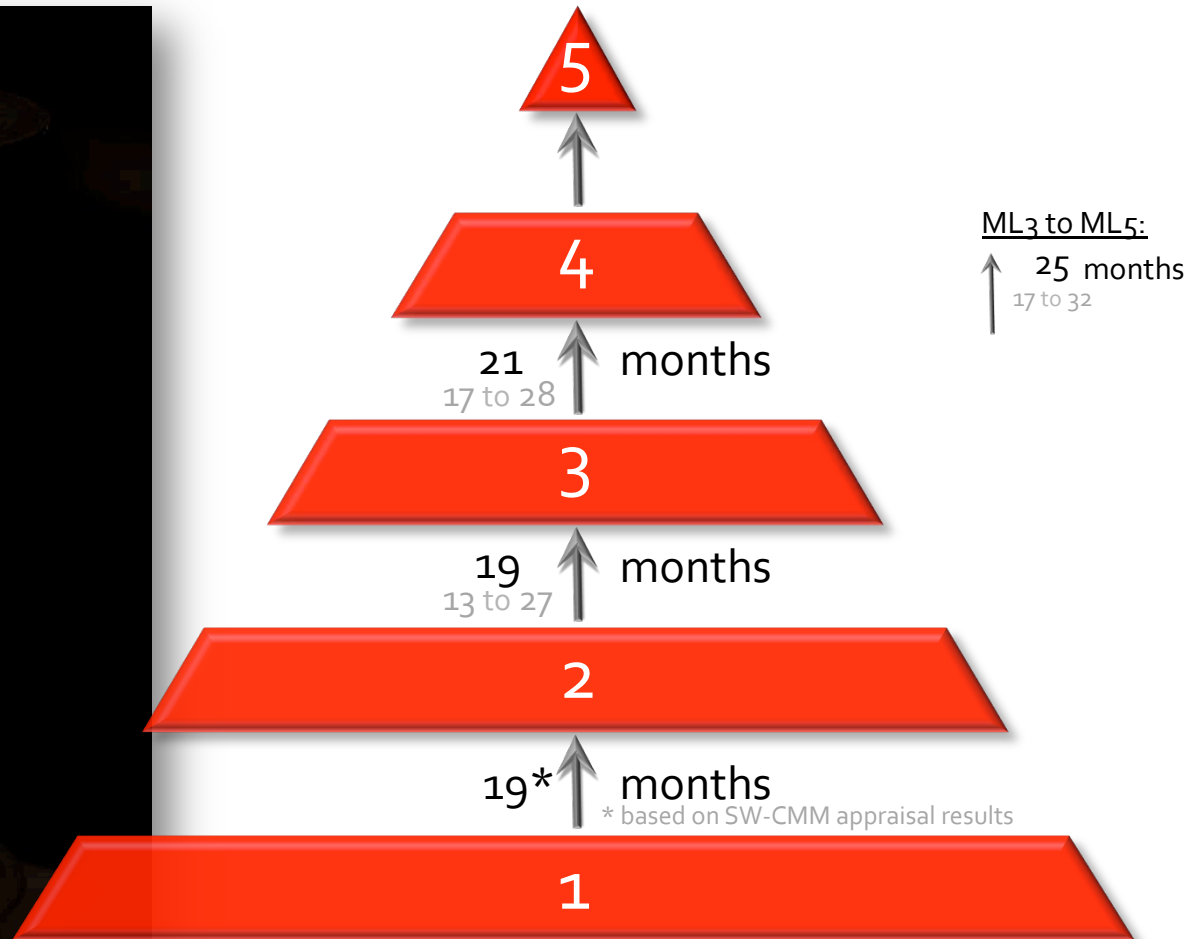
Get It Right the First Time	When You Fail to Plan...	Control Freak!	Risky Business	Sam I Am
✓	✓	100	✓	100
200	✓	200	200	200
300	✓	300	300	300
400	400	400	400	400
500	500	500	500	500



Average Time to Move Up in Maturity Level



(SEI 2011)

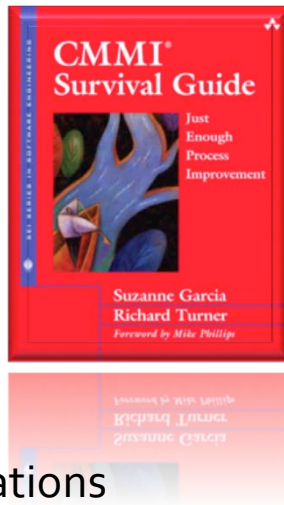


50th percentiles
25th to 75th

How to Do This

Examples

DLI – Decision-based Lifecycle for Improvement



small organizations

“try before you buy”

highly iterative

SEI's IDEALSM Model



large organizations

assumes sponsorship (\$)

broad, sweeping

Sushi SCAMPI

an appraisal whose results seem **fishy**