



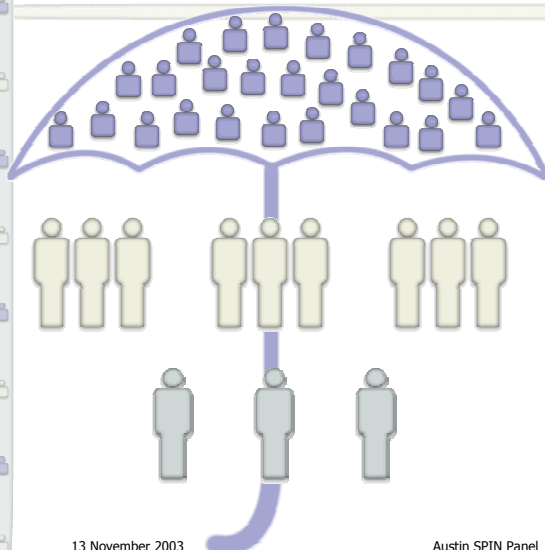
# The Implications of Globalization

**Steven Teleki**

Vice President, Software Engineering, Y&L Consulting, Inc.  
Chairman, IEEE Computer Society, Austin Chapter

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## A Comprehensive Approach to Process Improvement



**Capability Maturity Model (CMM):** Focuses on the organization's capability; management actions.

**Team Software Process (TSP):** Focuses on team performance; product development.

**Personal Software Process (PSP):** Focuses on individual skills and discipline; entirely personal.

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## **DISTINCT ... OR EXTINCT!**

***“If there is nothing very special about your work, no matter how hard you apply yourself, you won’t get noticed and that increasingly means you won’t get paid much, either.”***

**Michael Goldhaber, *Wired***

## **LOW PRODUCTIVITY KILLS!**

***“However low its wages, a business [...] is unlikely to survive, let alone prosper, unless it measures up to the standards set by the leaders in its field, anyplace in the world.”***

**Peter F. Drucker**

# Personal Software Process

- **Personal**
  - ***Your process. You own it. You have the responsibility to change it!***
- Software
  - A personal process applied to software development.
- Process
  - *“A series of actions, changes, or functions bringing about a result.”*

Excerpted from *The American Heritage® Dictionary of the English Language*

Humphrey, Watts S. *A Discipline for Software Engineering*. Addison-Wesley. Reading, MA. 1994.

# Work To Your Talents

- What are your talents?
  - *“A talent is a recurring pattern of thought, feeling, or behavior that can be productively applied.”*
- Every role performed at excellence requires talent.
  - *“Michelangelos of housekeeping.”*

Buckingham, Marcus, Curt Coffman. *First, Break All The Rules*. Simon & Schuster. NY, NY. 1999.  
Peters, Thomas J. *The Circle of Innovation*. Random House. New York, NY. 1997.

## Make Non-Talents Irrelevant



*“People don’t change that much. Don’t waste time trying to put in what was left out. Try to draw out what was left in. That is hard enough.”* – wisdom from great managers

- Team up people with complimentary talents.

Buckingham, Marcus, Curt Coffman. *First, Break All The Rules*. Simon & Schuster. NY, NY. 1999.

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## A Disaster off the Scilly Isles



- What do we know to be *important* but are *unable* to measure?
  - October of 1707, Admiral Clowdisley Shovell
  - 4 warships and 2,000 lives were lost
  - Longitude: How far east or west you are?
  - Guessing average speed, or dropping a log over the side of the boat and measuring time of travel from bow to stern.

Buckingham, Marcus, Curt Coffman. *First, Break All The Rules*. Simon & Schuster. NY, NY. 1999.

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# What Is Your Software Development Performance?

- The complexity of all activities that an individual does in order to create software.
- Have you been thinking about it before?
  - Do you know your “*batting average?*”
- The **understanding** your performance is the basis of making good estimates.

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# The Stockdale Paradox

Retain faith that you will prevail in the end, regardless of the difficulties.

**AND at the same time**

Confront the most brutal facts of your current reality, whatever they might be.

Collins, Jim. *Good to Great*. Harper Business. NY, NY. 2001.

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## PSP is not about Process

- At it's essence, what the PSP class delivers is **not about process**.
- The PSP class delivers an **understanding** of *your* capabilities.

## Y&L Consulting, Inc.

7550 IH-10 West, Suite 940  
San Antonio, TX. 78229  
Telephone : (210) 340-0098  
Fax : (210) 340-2191  
Web: <http://www.ylconsulting.com/>  
E-mail :  
Steven.Teleki@YLconsulting.com