SCAMPI Lessons Learned from Experiences in the Field

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Lorraine Adams, SEI
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Today’s Talk

Introduction

Characteristics a good team leader should possess

How to get the best out of your team

Leadership tactics to ensure a successful appraisal

Summary
Introduction

Presenter qualifications

Three learning points
Presenter Qualifications

SCAMPI B-C Team Lead

Participant on about two dozen SCAMPIs over the past three years

- team lead
- team member
- contract monitoring, source selection

Lessons learned
Three Learning Points

1. Respect the skills and knowledge of your team
2. Collaborate rather than dictate
3. Be human
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Characteristics a *Good* Team Leader Should Possess

- Communicator
- Collaborator
- Manager
- Negotiator
- Organizer
- Be Human
Team Leader: Communicator and Collaborator

Communicate, communicate, communicate

- Know when to talk
- Know when to listen
- Public speaking skills
- Keep appropriate information flowing at all times
- Use the appraisal plan as your communication path

Collaborate

- Know how to work jointly with others
- Cooperate rather than dictate
- Work in partnership
Team Leader: Manager and Negotiator

Manage

- Big picture
- Dependencies
- Relationships
- Expectations

Negotiate

- Must be able to negotiate any and all matters pertaining to the appraisal with individuals and entities internal and external to your home organization
Team Leader: Organizer, and ... Be Human

Organize
- Plan
- Prepare
- Expect changes - The best-laid plans of mice and men often go awry. [Adapted from a line in “To a Mouse,” - Robert Burns]

Be Human
- People skills
- Humor
- Be caring
- Be confident
- Don’t be afraid to say “I don’t know”
- Know that your leadership style is a work in progress, and there is always room for improvement through additional training, reading, feedback from others, etc.
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How to Get the Best Out of Your Team

No one person on the team knows everything—you need your team, and your team needs you!

Respect the skills and knowledge of your team
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Leadership Tactics to Ensure a Successful Appraisal

Monitor

Mentor

Observe

Develop your set of tools

- Checklists
- Templates
- Team kit
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Summary

Three learning points to take with you

1. Respect the skills and knowledge of your team
2. Collaborate rather than dictate
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Questions
For More Information, Contact:

Lorraine Adams
Member of the Technical Staff
Software Engineering Institute
4500 5th Avenue
Pittsburgh, PA 15213-3890
412-268-7777
ladams@sei.cmu.edu