

Topics

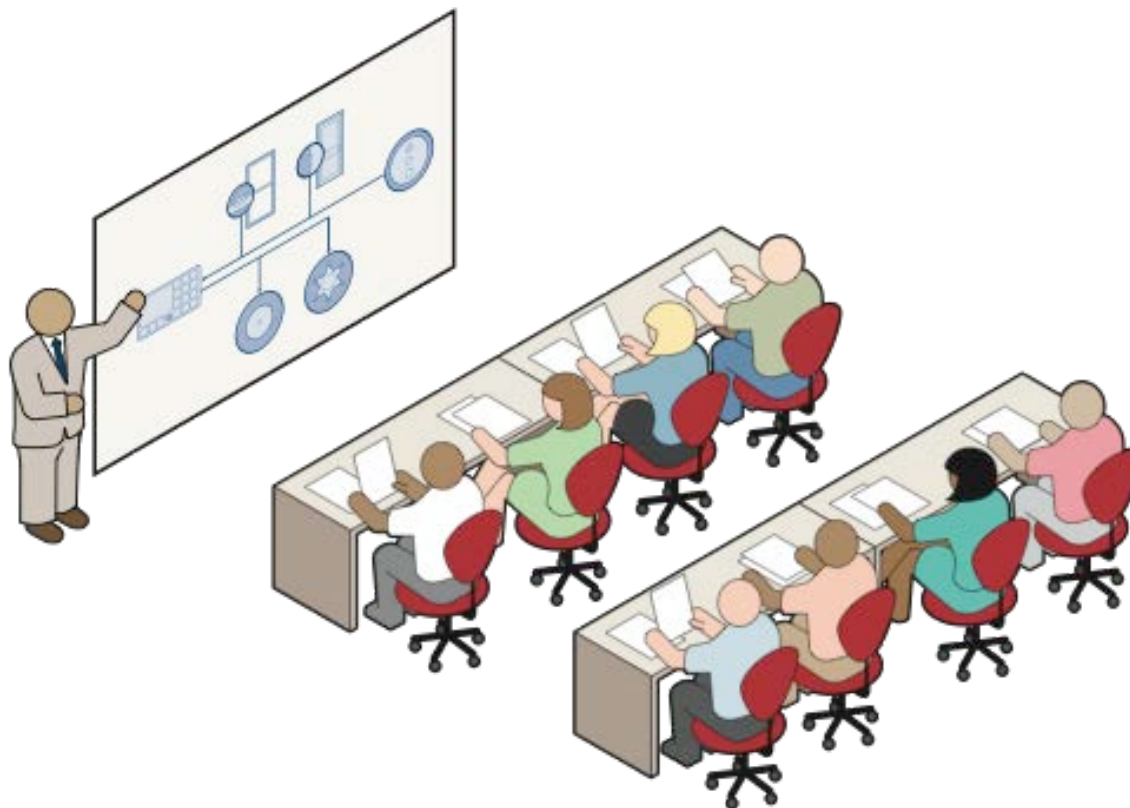
- Improvement Infrastructure Process Areas
- Organizational Process Focus (OPF)
- Organizational Process Definition (OPD)
- Exercise 5: Process Asset Library “Match Game”
- Integrated Project Management (IPM)
- Organizational Training (OT)
- Improvement Infrastructure Summary
- Exercise 6: Scenario Evaluation

Organizational Training (OT)

A Process Management Process Area at Maturity Level 3

Purpose

Develop skills and knowledge of people so they can perform their roles effectively and efficiently.



When Organizational Training Is Not Done Well...

Staff members attend training courses they do not need.

Staff members avoid training that is provided.

Staff members are not released to attend training they need.

Staff members are not appropriately skilled for tasks required to maintain a competitive edge.

Organizational Training Goals

SG 1

Establish an Organizational Training Capability

A training capability, which supports the roles in the organization, is established and maintained.

SG 2

Provide Training

Training for individuals to perform their roles effectively is provided.

The process area also has generic goals to support institutionalization.

Organizational Training Specific Practices

SG 1

Establish an Organizational Training Capability

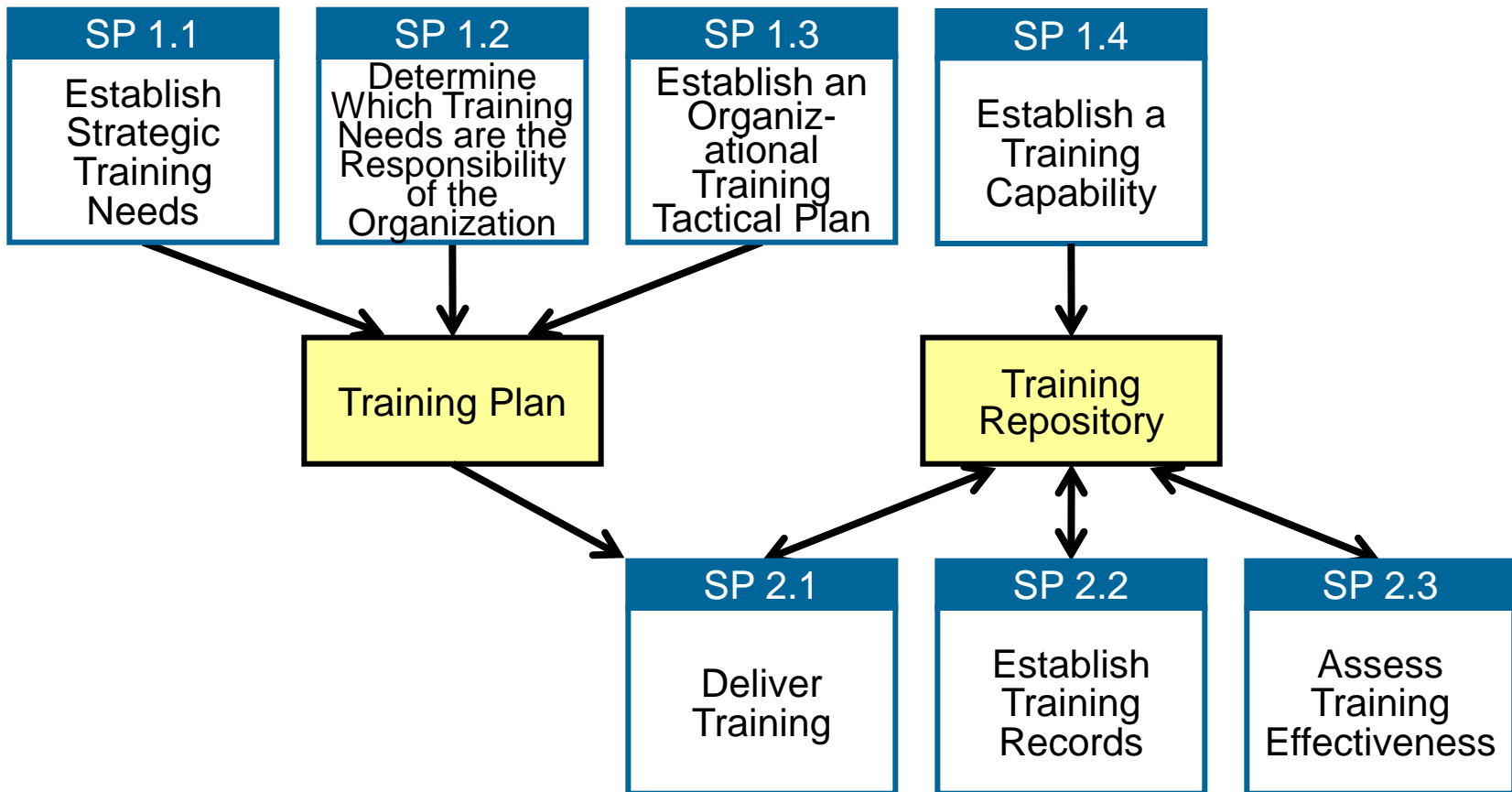
- SP 1.1 Establish Strategic Training Needs
- SP 1.2 Determine Which Training Needs Are the Responsibility of the Organization
- SP 1.3 Establish an Organizational Training Tactical Plan
- SP 1.4 Establish a Training Capability

SG 2

Provide Training

- SP 2.1 Deliver Training
- SP 2.2 Establish Training Records
- SP 2.3 Assess Training Effectiveness

Organizational Training Sampling of Work Products



Organizational Training

Sampling of PA and GP Relationships

