

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



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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



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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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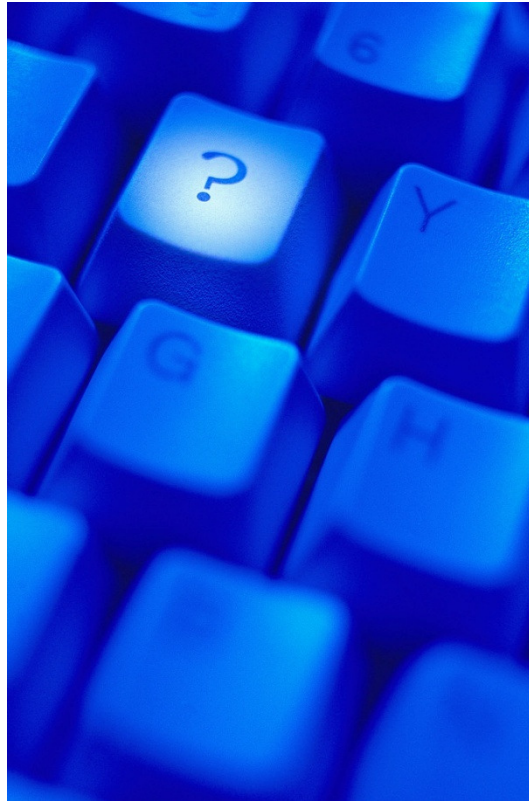
Summary

Three learning points to take with you

- 1. Respect the skills and knowledge of your team**
- 2. Collaborate rather than dictate**
- 3. Be human**



Questions



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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



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