





Capability Maturity Model Source: Adapted from Humphrey, 1989, chapter 1				
Level	Characteristic	Key Challenges		
5. Optimizing	Improvement fed back into process	Identify process indicators "Empower" individuals		
4. Managed	(Quantitative) measured process	Automatic collection of process data Use process data to analyze and modify the process		
3. Defined	(Qualitative) process defined and institutionalized	Process measurement Process analysis Quantitative Quality Plans		
2. Repeatable	(Intuitive) process dependent on individuals	Establish a process group Identify a process architecture Introduce SE methods and tools		
1. Initial	Ad hoc / Chaotic No cost estimation, planning, management.	Project Management Project Planning Configuration Mgmnt, Change Control Software Quality Assurance		



University of Toronto	Example Problem	Depar NS	tment of Cor	nputer Scier
→ Data from 12	Organisational req	uirem	eecham & Austen Rai	ems
companies		Fre	quency	Percentage
✤ Range of maturity	Developer communication		56	24
levels	Inappropriate skills	47		20
🗞 Small, medium and	Inadequate resources		33	14
large companies	Staff retention		29	13
	User communication		28	12
 Data collection 	Lack of training		19	8
🏷 45 focus groups	Company culture		18	8
🏷 200 staff	Total organisational problems		230	100
 Sept '99 to Mar '00 → 3 types of group: 	Process-based req	uirem	ents probl	ems
♦ Senior managers			Frequency	Percentage
B Project managers			33	25
technical staff	Undefined requirements process		32	24
,	Requirements growth		31	23
	Complexity of application		27	20
	Poor user understanding		5	4
	Inadequate requirements traceability		4	3
	Total process problems		132	100

Barriers to cultural change				
Obstacles	Examples	But experience shows.		
"It is not worth discovering needs directly from users"	"We've been developing such products for a long time and know users' needs"	Studies show developers are often surprised by user behaviour and expectations		
	"We also use our own products and can act as users ourselves"	Developers tend to be biased by their technical expertise		
	"It's a new product - therefore users cannot have any needs for it"	Still need to understand the current context and existing tasks		
"It is difficult to discover needs directly from users"	"Users are unable to say what they need and want"	Combination of observation and other elicitation techniques works		
	"There are so many users we cannot interview them all"	It is possible and useful to identify representative potential users		
"It is risky to discover needs directly from users"	"Customers might think we don't know the basics of their business"	A well planned site visit improves the developer's image among customers		
	"May spoil relations with the customer by asking stupid questions"			
"It is not worth documenting user	"Customers want to see the technical specs, not user reqts"	investigating needs often reveals that c technical solution won't work		
requirements systematically"	"Documenting the requirements takes too much time"	Documented requirements save time later		





