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Career Highlights : 20 Years at Lockheed Martin, 13 Years of Agile

Roles: *Software Engineer, Systems Engineer, Test Engineer, Capture Management, Engineering Program Manager (EPM), Subcontracts Program Manager (SPM), Program Manager (PM)*

Certifications: *Certified Scrum Master (CSM), Certified Scrum Practitioner (CSP), Professional Scrum Master (PSM), Scaled Agile Program Consultant (SPC), Certified Systems Engineer (CSEP), Program Management Professional (PMP), Program Management Agile Professional (PMI-ACP), ITIL Foundations v3*

Education:

Syracuse University B.S. Management Information Systems
Rensselaer Polytechnic Institute M.S. Software Engineering

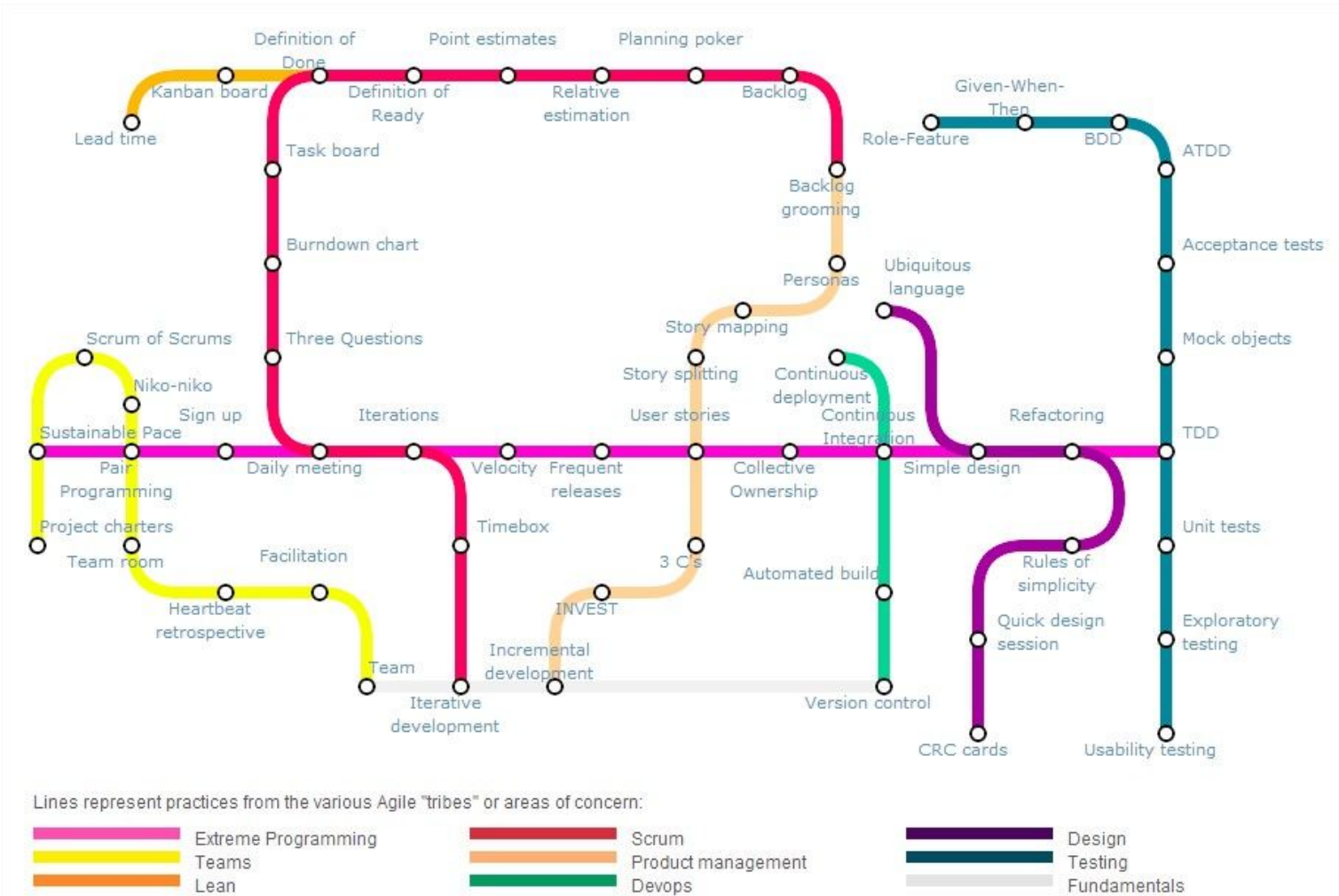


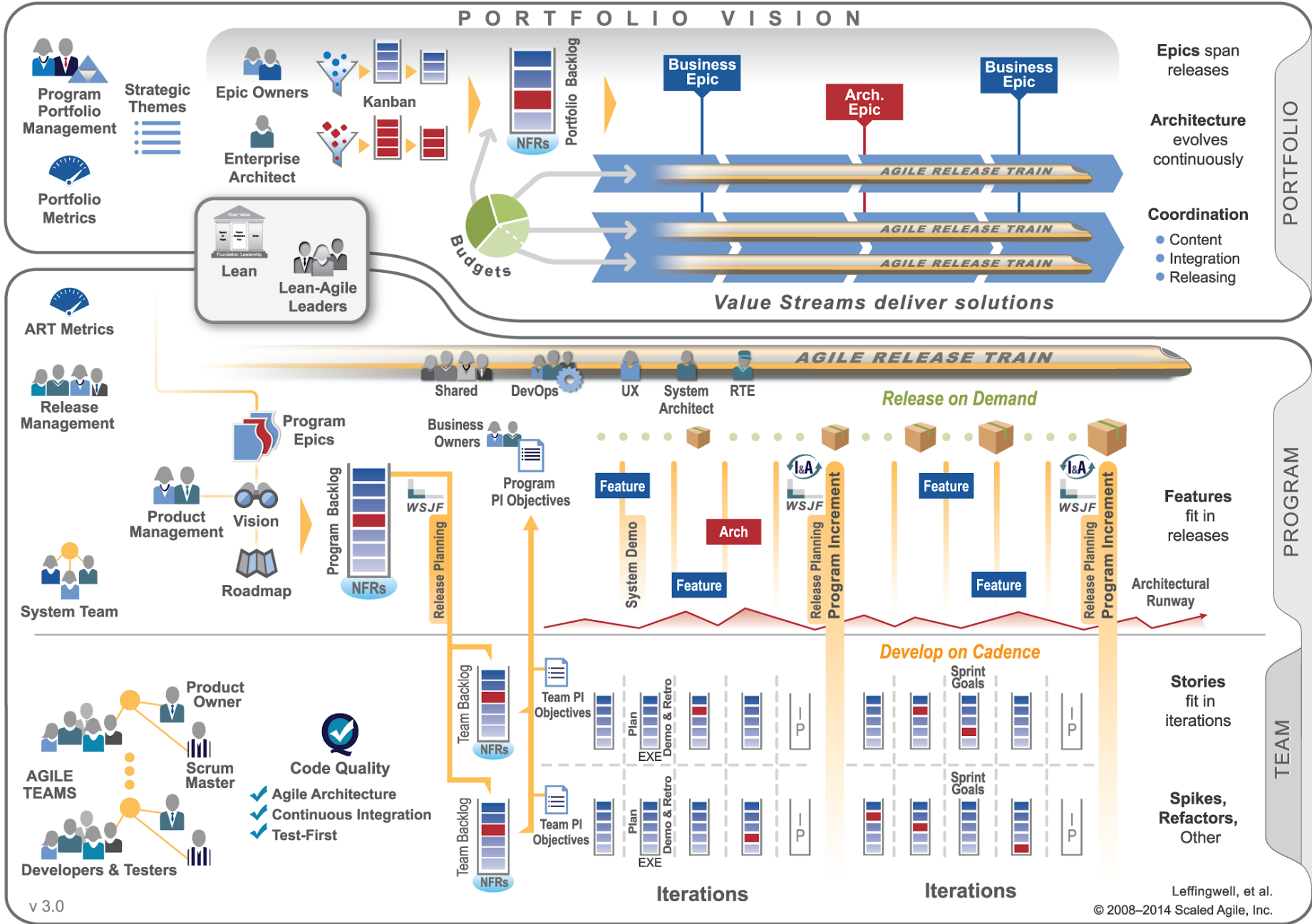
Agile is an umbrella term describing a group of methods and practices in which requirements and solutions evolve through collaboration between self-organizing, cross-functional teams. It promotes adaptive planning, evolutionary development, early delivery, continuous improvement, and encourages rapid and flexible response to change





Agile practices





Agile Manifesto

We are uncovering better ways of developing software by doing it and helping others do it. Through this work we have come to value:

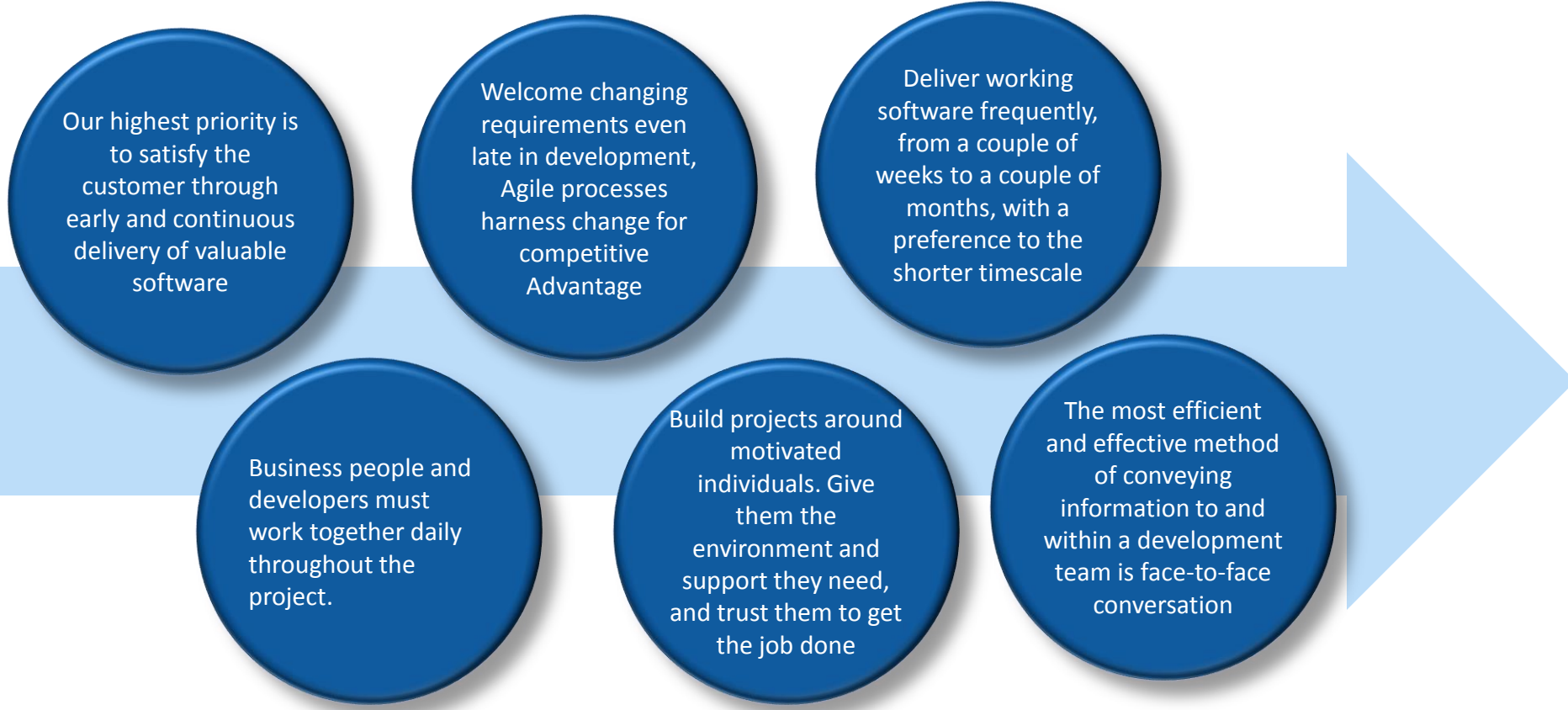
Individuals and interactions	over	processes and tools
Working software	over	comprehensive documentation
Customer collaboration	over	contract negotiation
Responding to change	over	following a plan

While there is value in the items on the right, we value the items on the left more.





12 Agile Principles





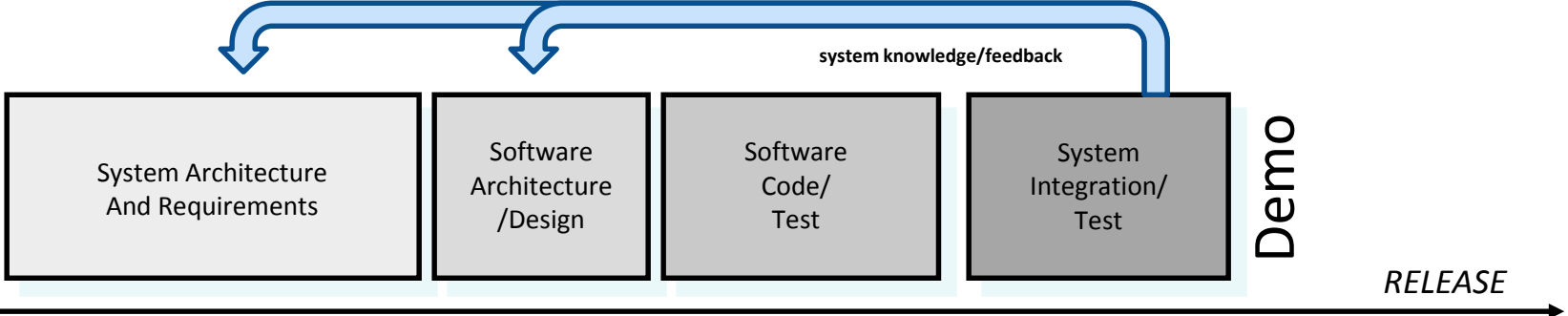
12 Agile Principles (continued)



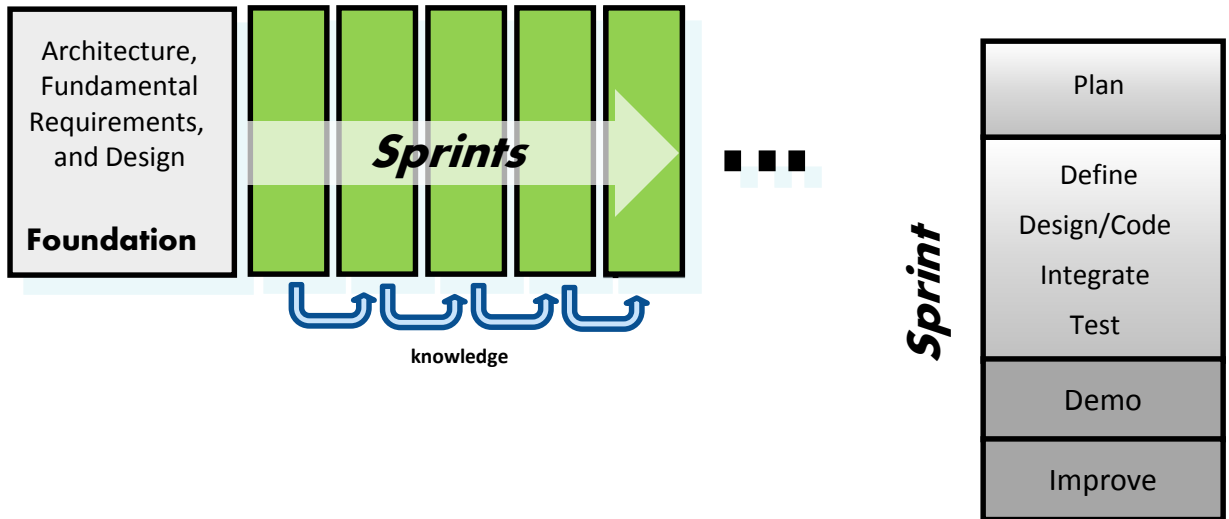


Agile vs. Waterfall – Development Cycle

Waterfall



Agile

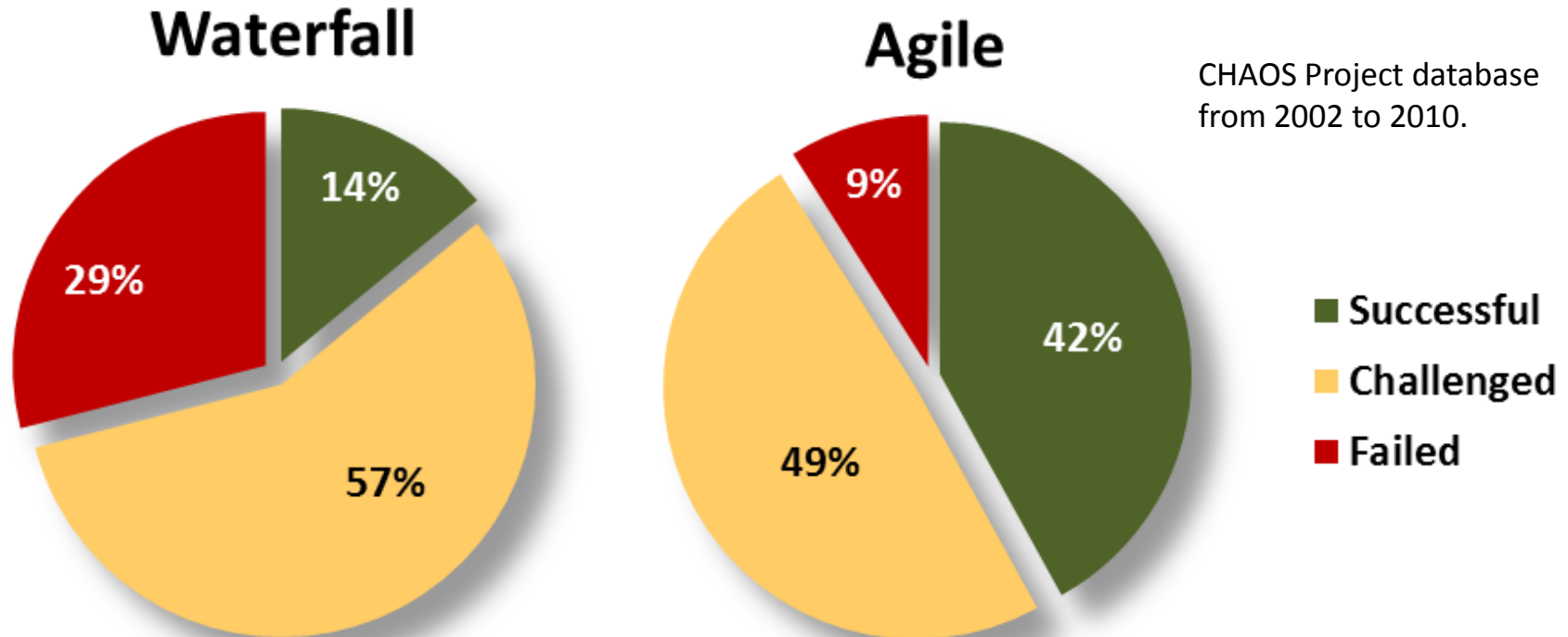


Agile Features Early Cycles of Development with Feedback

Agile Program Results



Agile projects are 3X more successful than Waterfall



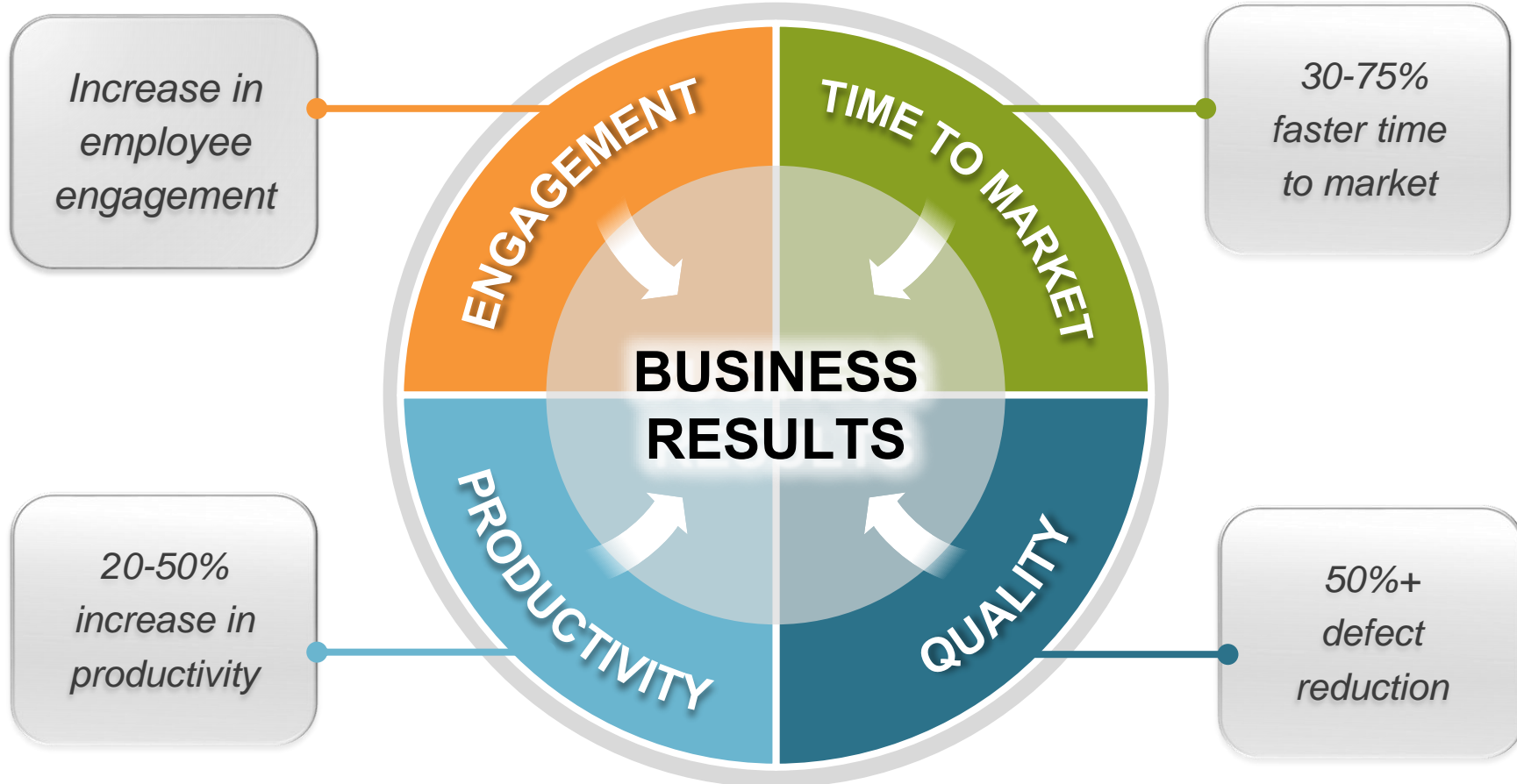
Successful = delivered on time, on budget, with all required features and functions

Challenged = Late, over budget, and/or with less than required features and functions

Failed = Cancelled prior to completion or delivered and never used



Why SAFe



 **SCALED AGILE**™ Leffingwell et al. © 2014 Scaled Agile, Inc.

Results seen at Lockheed Martin

- ❑ *Increased quality*
- ❑ *Ability to respond to change*
- ❑ *Reduced cost by up to 50%*
- ❑ *Reduced schedules by up to 50%*
- ❑ *Reduced defect profiles by 40%*
- ❑ *Higher morale*

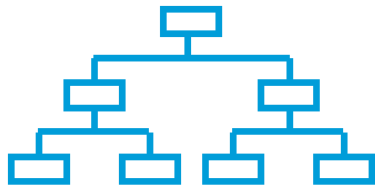
Agile Measurement Baseline (PMB)



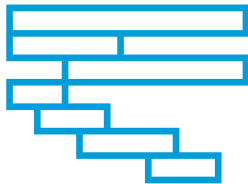
Performance Measurement Baseline

Measuring project performance against a time phased budget plan for accomplishing all work. Performance is measured against scope, schedule, and cost plans.

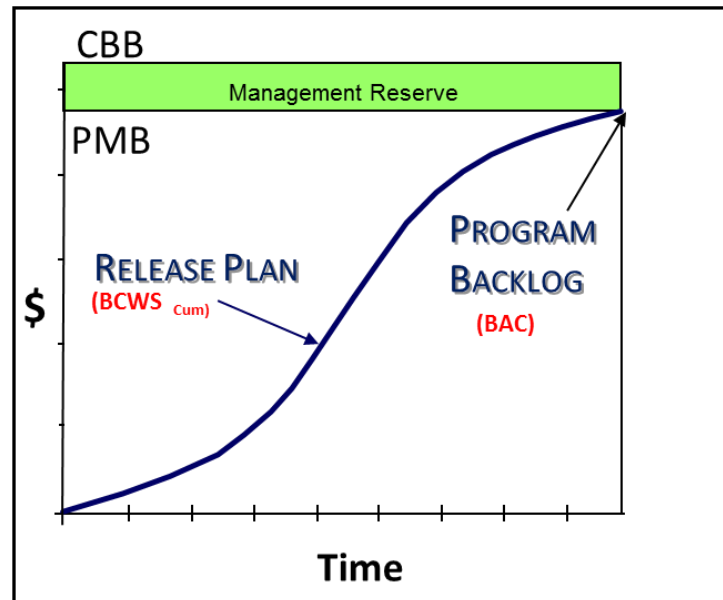
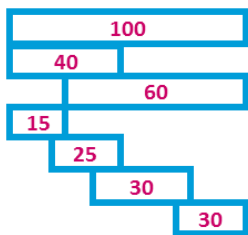
1. Define and plan the work



2. Schedule the work

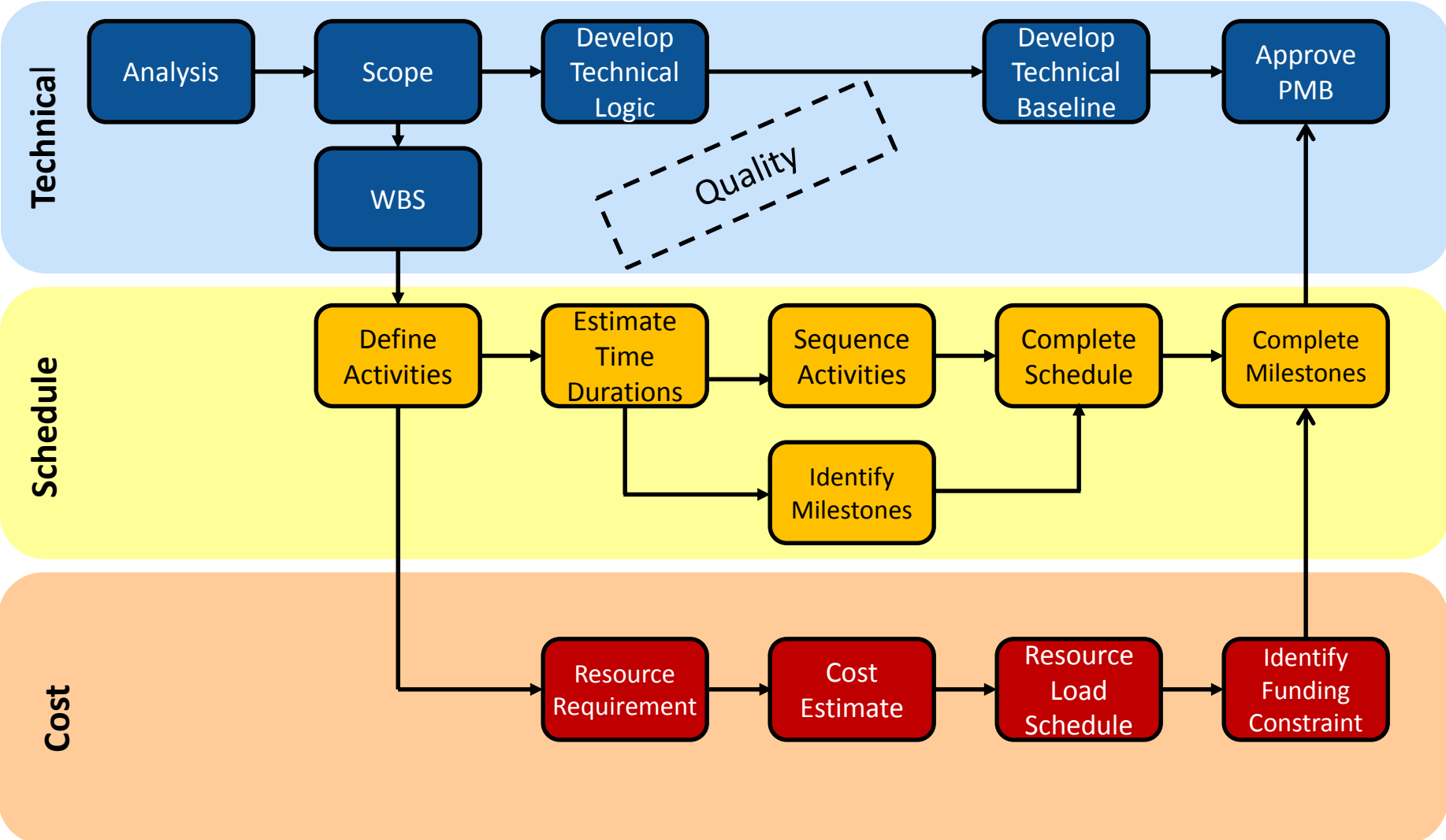


3. Allocate budgets





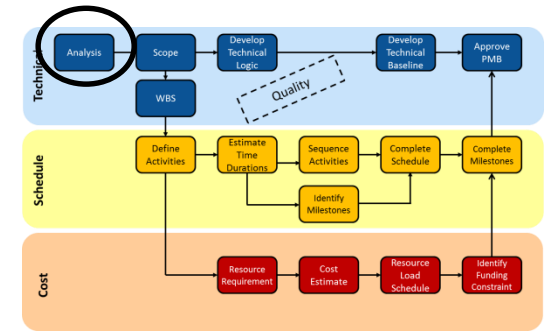
The PMB is actually 3 baselines



Analysis



Identify the Requirements



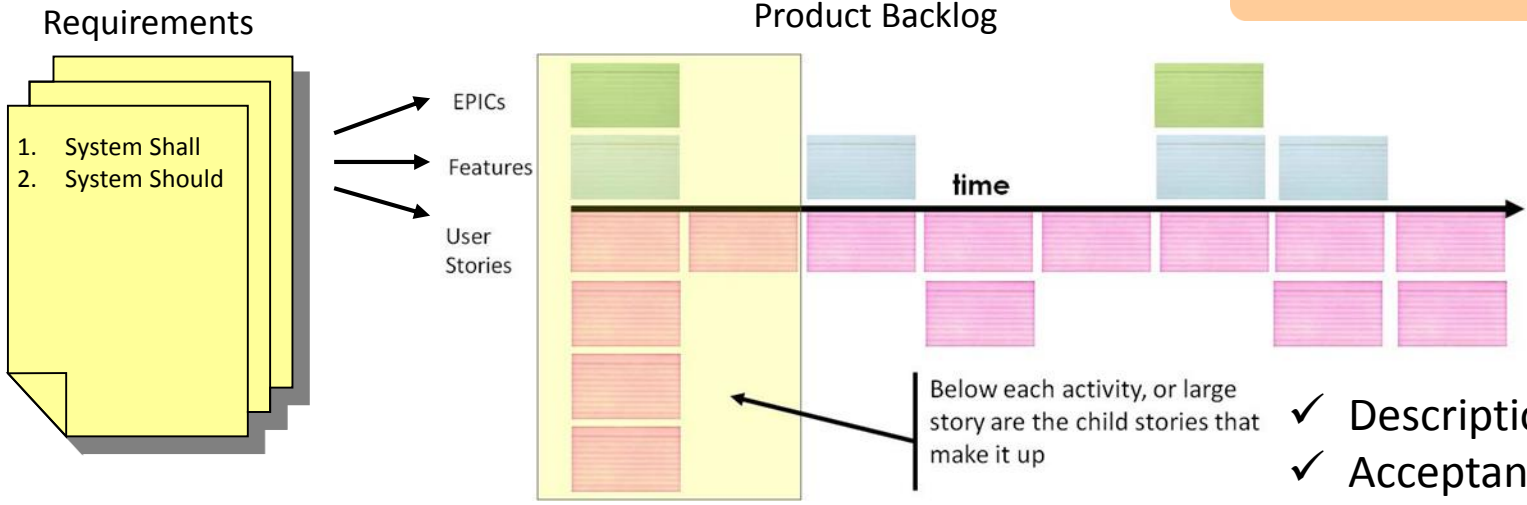
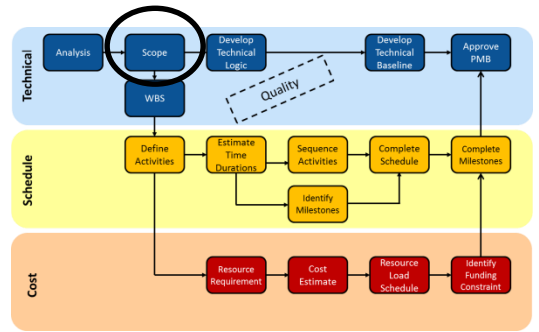
Waterfall	Agile
System Design – A Spec	Epic
Component Design B-Spec	Sub Epic
Software/ Interface Requirements	Features
Detail Requirements	User Stories

Although we use different terminology we are still gathering and analyzing requirements



Scope

Based on the analysis of the requirements define the scope of the work. For Agile we place requirements in the form of user stories in a Product backlog.



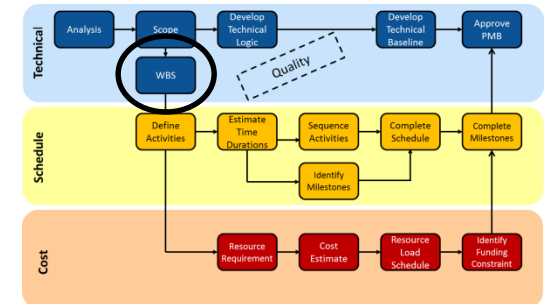
- ✓ Description
- ✓ Acceptance Criteria
- ✓ Deliverables
- ✓ Constraints

Link your requirements to the product backlog which is where the scope of work is defined.

Work Breakdown Structure (WBS)



Agile programs utilize a release or capability centric work break down structure that focus on business outcomes as opposed to functional based work break down structures, that place the emphasis on inputs such as software, systems, test, etc..

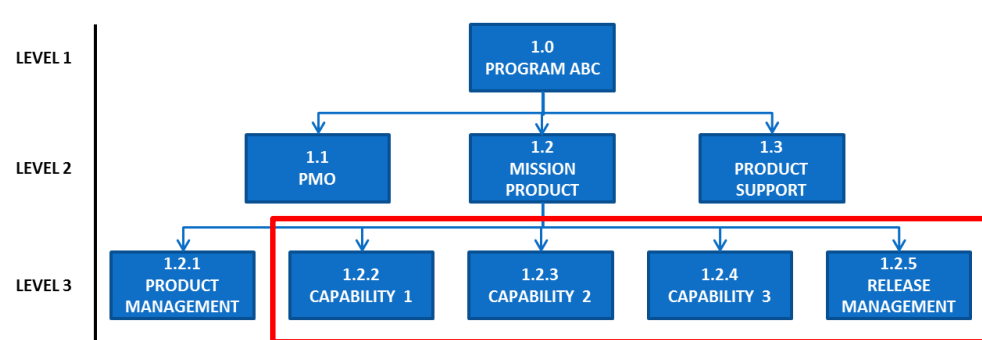
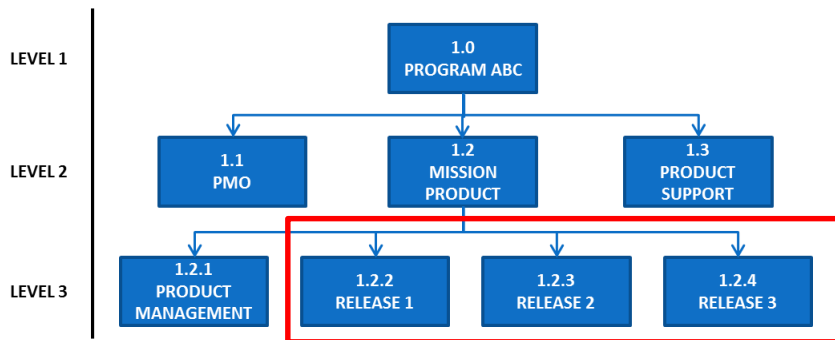


RELEASE CENTRIC

The customer views the product in terms of release. An example of this might be a large satellite ground system where the releases are based around major system events such as launch support, initial calibration, initial operations, and full system operations.

CAPABILITY CENTRIC

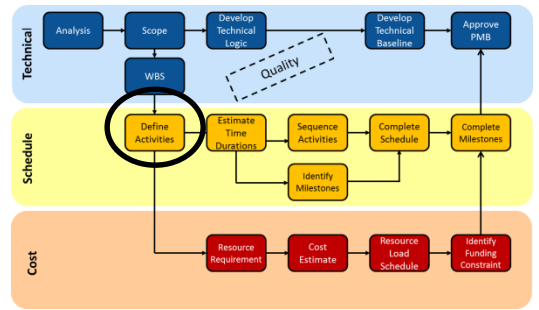
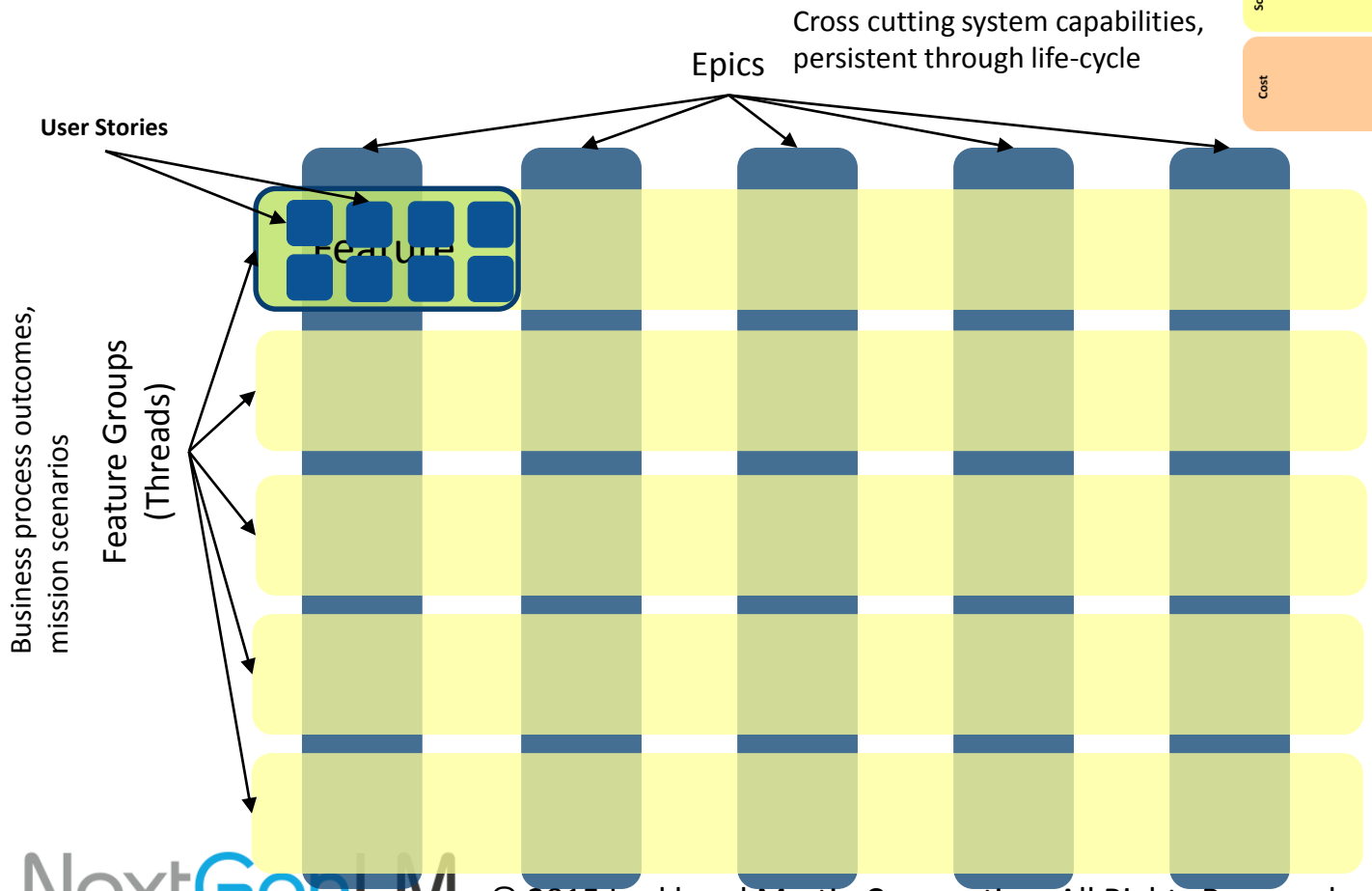
The customer views the product in terms of a set of discrete capabilities, where the releases are primarily viewed as time boxes for the ongoing and sustained delivery of Features. The release content may change greatly over time based upon changing priorities



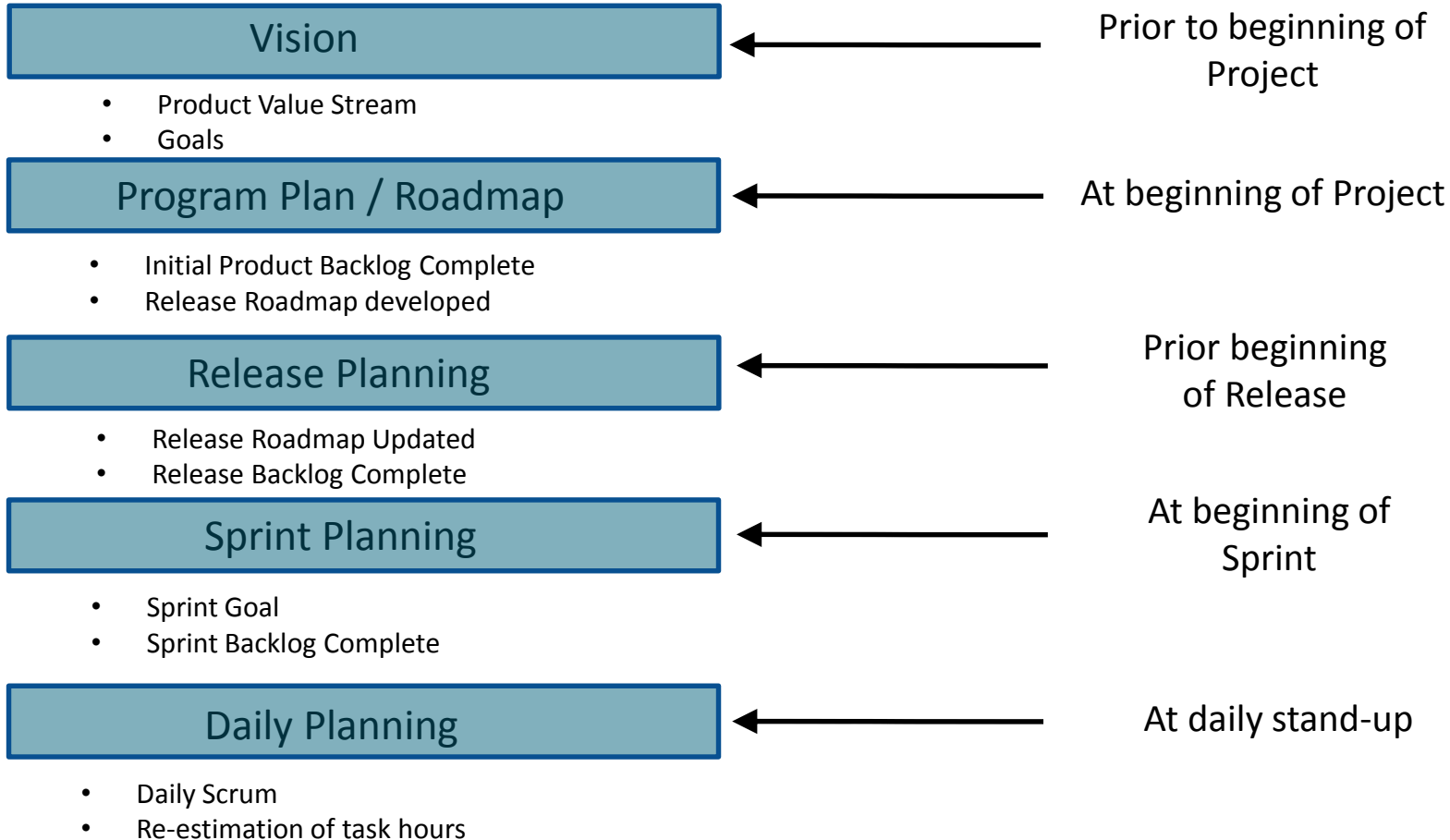
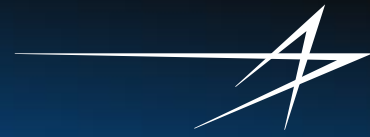


Define Activities

Define Activities for backlog, start with Epics and Feature groups and iteratively decompose into features and user stories



Five Levels of Planning





The screenshot displays the VersionOne Enterprise web application interface. The main content area is titled "Planning Overview" and features a central process flow diagram with five stages:

- 1. Product Planning:** Capture Stories → Estimate Stories → Prioritize Stories
- 2. Release Planning (OPTIONAL STEP):** Define Release Projects → Schedule Stories → Assign Stories To Teams
- 3. Iteration Planning:** Set Up Iterations → Select Stories → Define Tests → Identify Tasks
- 4. Iteration Tracking:** Complete Tasks → Pass Tests → Accept Stories → Fix Defects
- 5. Review:** Close Stories → Close Iteration → Conduct Retrospective

Large curved arrows on the left side of the diagram indicate a feedback loop from the Review stage back to the Product Planning stage.

Process Overview

In VersionOne, there are five stages to planning and executing projects: Product Planning, Release Planning, Iteration Planning, Iteration Tracking, and Review. For smaller projects it is possible to skip the Release Planning stage completely.

In Product Planning the team composes, estimates, and prioritizes Stories. Once a product backlog exists, the Customer has the option of organizing these Stories into one or more Releases. Within a Release, Stories are further organized into Iterations. During Iteration Planning's detailed planning session, the team defines the acceptance tests and identifies all tasks for each Story in the Iteration.

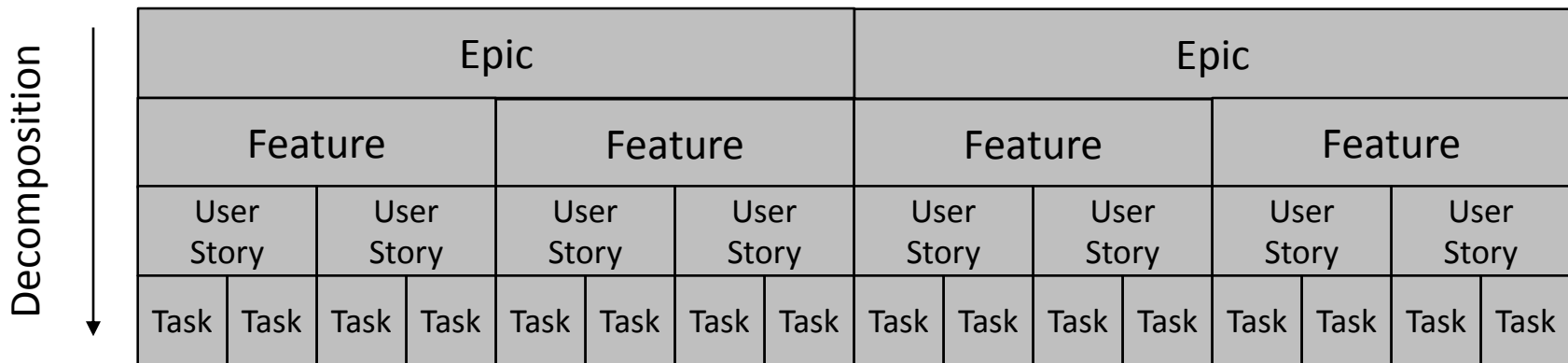
Once the team completes all tasks for a Story and all tests pass, the Customer accepts the Story. Some teams choose to close the Story at this point as well. At the end of the Iteration, the team closes the Iteration and conducts a Retrospective. The process repeats for the next Iteration.

The interface also includes a sidebar with "My Projects" (Call Center), "My Actions" (Add New, Quick Search), "Recent Changes" (Improve Performance by 5%, New Goal, Call Time Reporting, Design Layout, Build UI), and "Support Center" (Getting Started, Administration Overview, Planning Overview, Help, Support, About).



Hierarchy

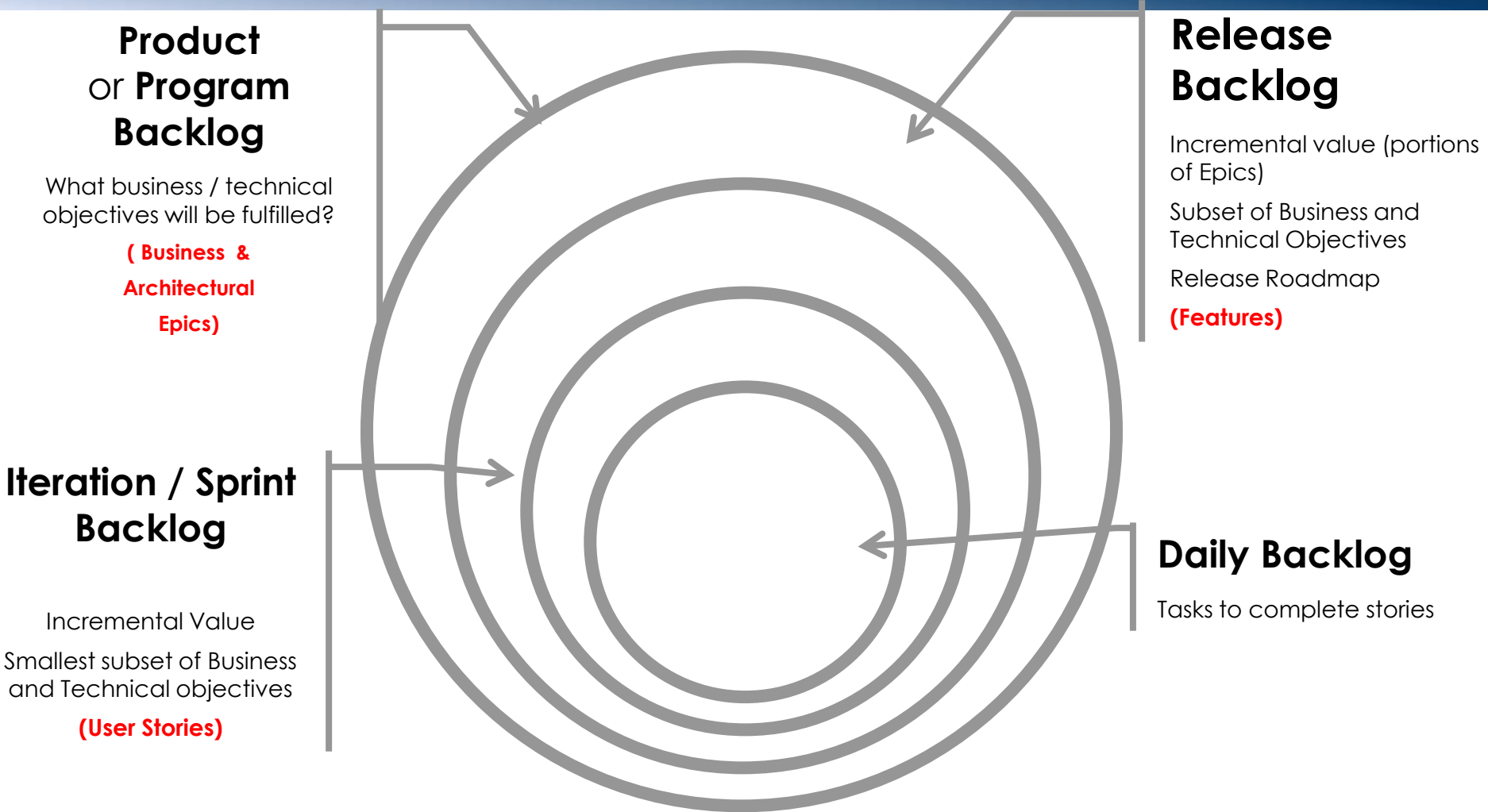
- Epic – May span multiple releases, large capability
- Feature – Completed within Release, business process based
- User Story – Completed within Sprint
- Tasks – 2 to 8 hours



Agile breaks work down into inch stones, above is the hierarchy



The product owner plans the product in layers

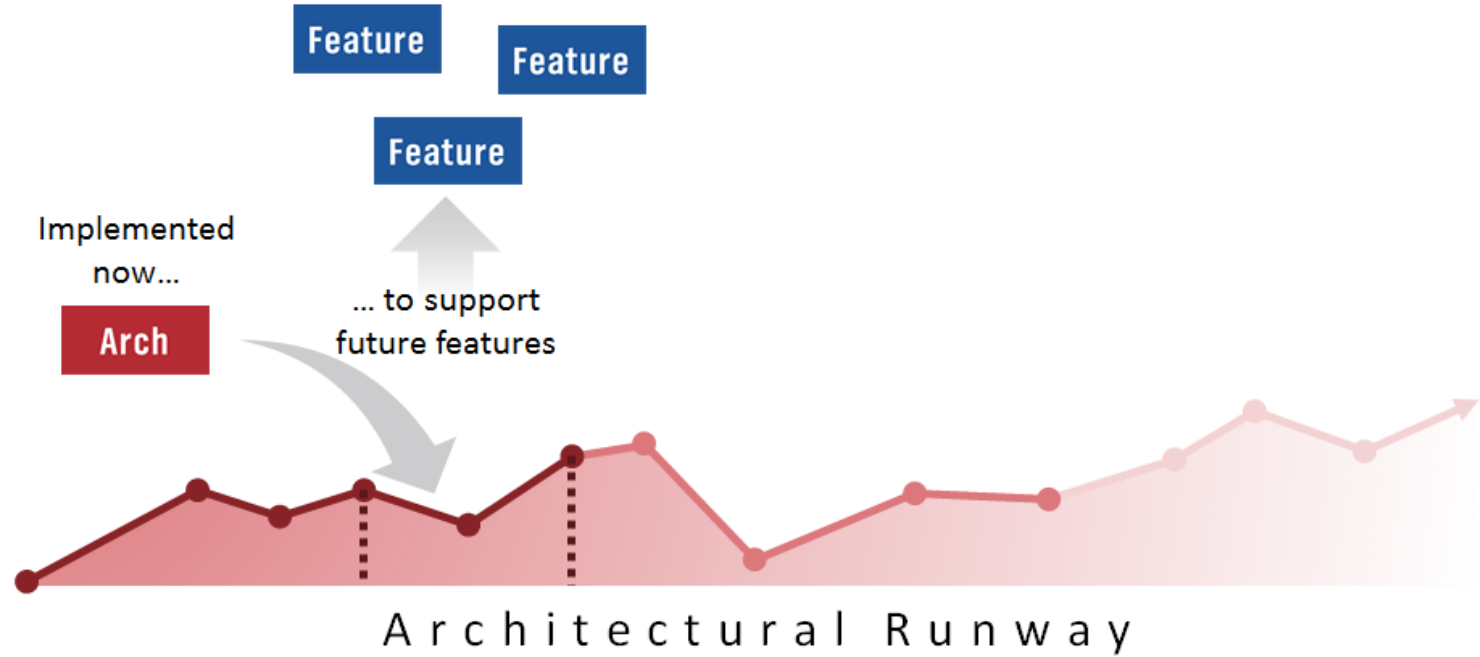
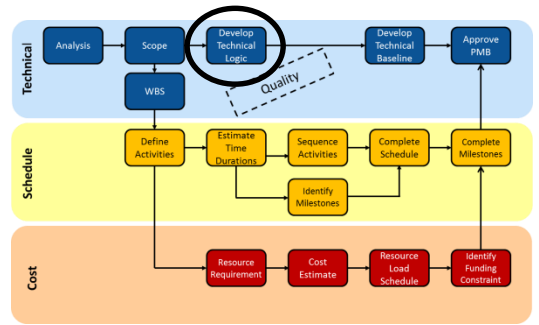




Define technical logic

- ✓ How much architectural runway
- ✓ Incremental pattern utilized
- ✓ Artifacts required
- ✓ Identify systems we interface
- ✓ Non-functional requirements
- ✓ Accreditation requirements

In Agile we keep this at a high level

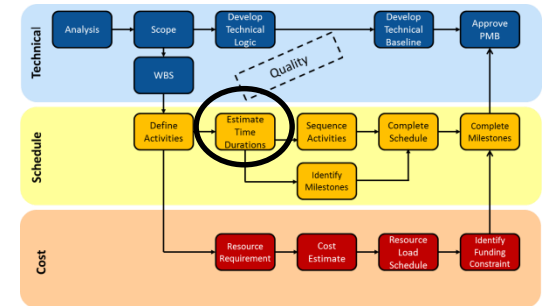


Estimate time durations



Size and duration estimates can be developed using any combination of the 4 methods below. In Agile we will estimate capabilities (Epic/Features) vs Functions (Software / Test)

*Story point estimation combines expert judgment
With analogous estimating*



Method	Description	Pro	Con
Expert Judgment	Judgment guided by subject matter experts based on historical experience	Rapid estimates based on a position of knowledge	Could miss variables and be too heavily weighted on single opinion
Analogous Estimating	Estimate parameters of project based on duration, budget, size, weight complexity. Adjusting for differences	Estimates proven on another project of similar size and complexity	Dependent on having projects of similar size and complexity
Parametric Modeling	Estimates performed based on variables such as function points or SLOC using SEER-SEM or Cocomo.	Provides an objective metric based on historical analysis of similar projects	With the 3 rd and 4 th generation languages, SLOC becomes less meaningful
3 point Estimates	Estimates based on a weighted average of most likely, optimistic, and pessimistic estimates	Looks at multiple points of view, and considers uncertainty and risk	Difficult to estimate large projects with.

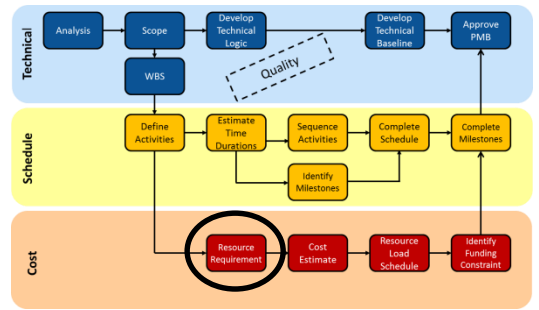


Determine resource requirements

Determine the staffing profile of your project, based on skills sets required. The difference with Agile is that we are going to estimate the team requirements as opposed to individual

Projected	Skill	Level
Tom A	Scrum Master/ Software	5
Robin D	Software Developer	4
Ian B	Software Developer	3
Scott Y	Software Developer	2
Jeff T	Requirements Analyst	3
Helen W	Test Engineer	4
Paul R	Test Engineer	3
James B	Database Engineer	4
		3.5

Right size teams, higher levels don't always mean higher productivity



Develop and average labor cost across team

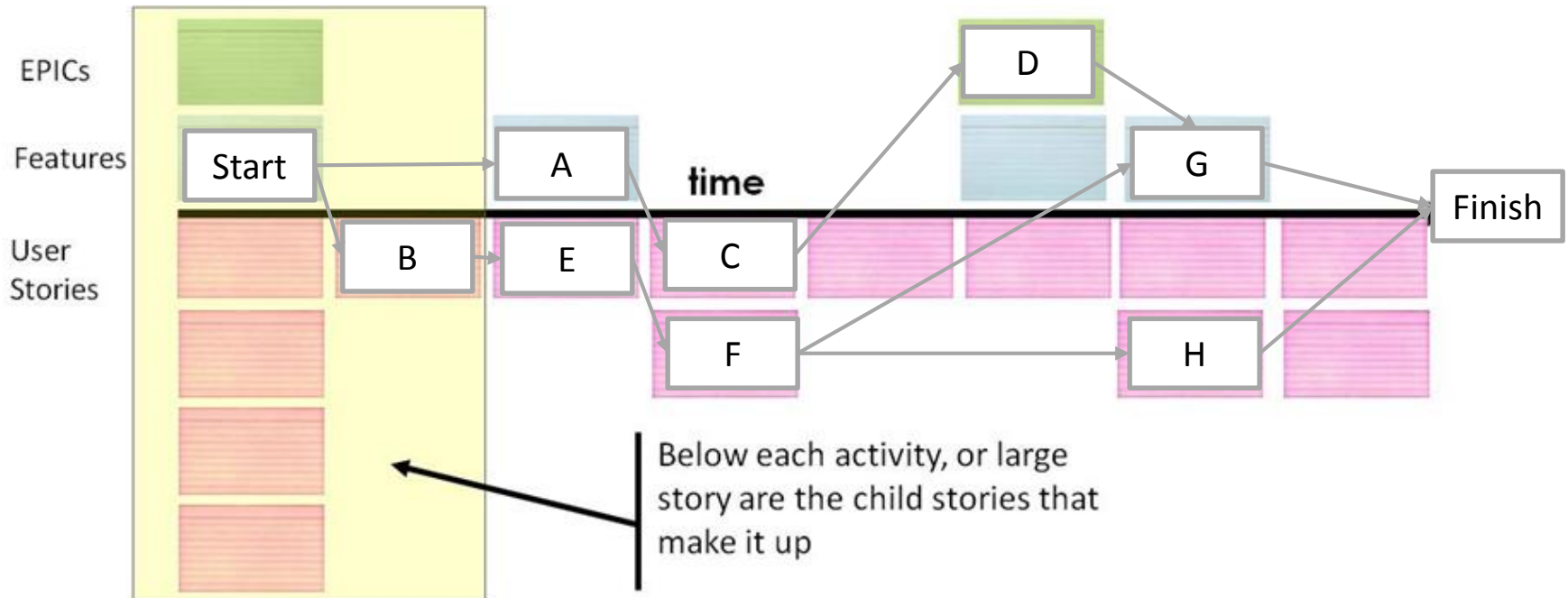
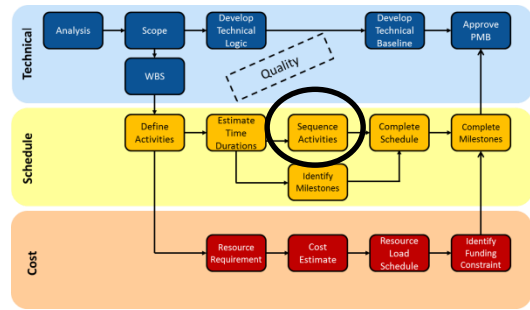
Hint:
Who you need is not necessarily who you have today

Hint:
The best team results in a 3 to 3.5 when levels averaged across resources



Sequence activities

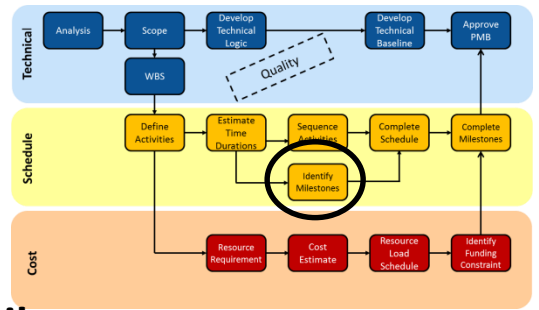
Program will sequence their activities. In Agile programs we refer to this as story mapping. On traditional projects sequencing activities is known as the Precedence Diagramming Method (PDM).





Identify milestones

Identify and list their key milestones. However in Agile programs we focus on outcomes as opposed to document and design reviews to take credit.



Traditional

Agile

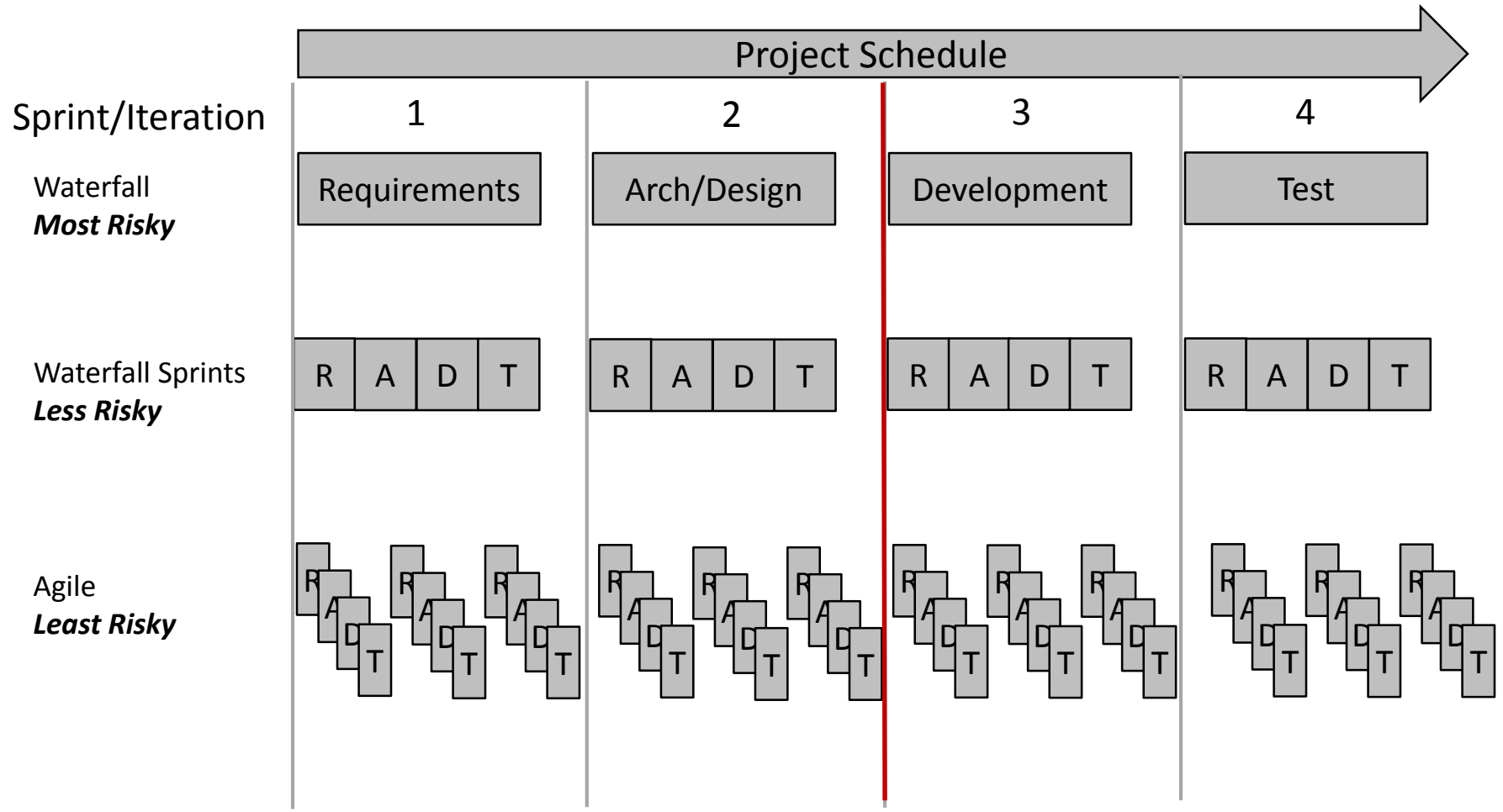
Milestone	Date
Initial Baseline Review (IBR)	3/4/2014
System Requirements Review (SRR)	5/27/2014
Preliminary Design Review (PDR)	8/19/2014
Critical Design Review (CDR)	11/11/2014
Test Readiness Review (TRR)	2/3/2015
Operational Readiness Review (ORR)	4/28/2015
Project Closeout Review (PCR)	7/21/2015

Milestone	Date
Product Vision Complete	3/4/2014
Product Plan / Roadmap Complete	3/18/2014
Initial Baseline Review (IBR)	4/15/2014
Release Roadmap complete	5/27/2014
Release 1 Demo (Feature 1-4 complete)	8/19/2014
Release 2 Demo (Feature 5-9 Complete)	11/11/2014
Release 3 Demo (Feature 10-13 Complete)	2/3/2015
Release N Demo (Feature 14-17 Complete)	4/28/2015
Project Closeout Review (PCR)	7/21/2015

What do I have on 02/03/2015 on my project?



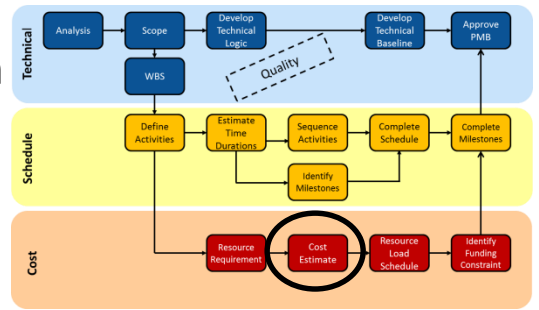
Agile uses time boxing to localize risk





Cost estimate

There is very little difference in how teams estimate costs between Agile and traditional projects. We often see many efficiencies and risk reductions which enable Agile projects to be lower cost, when run properly.

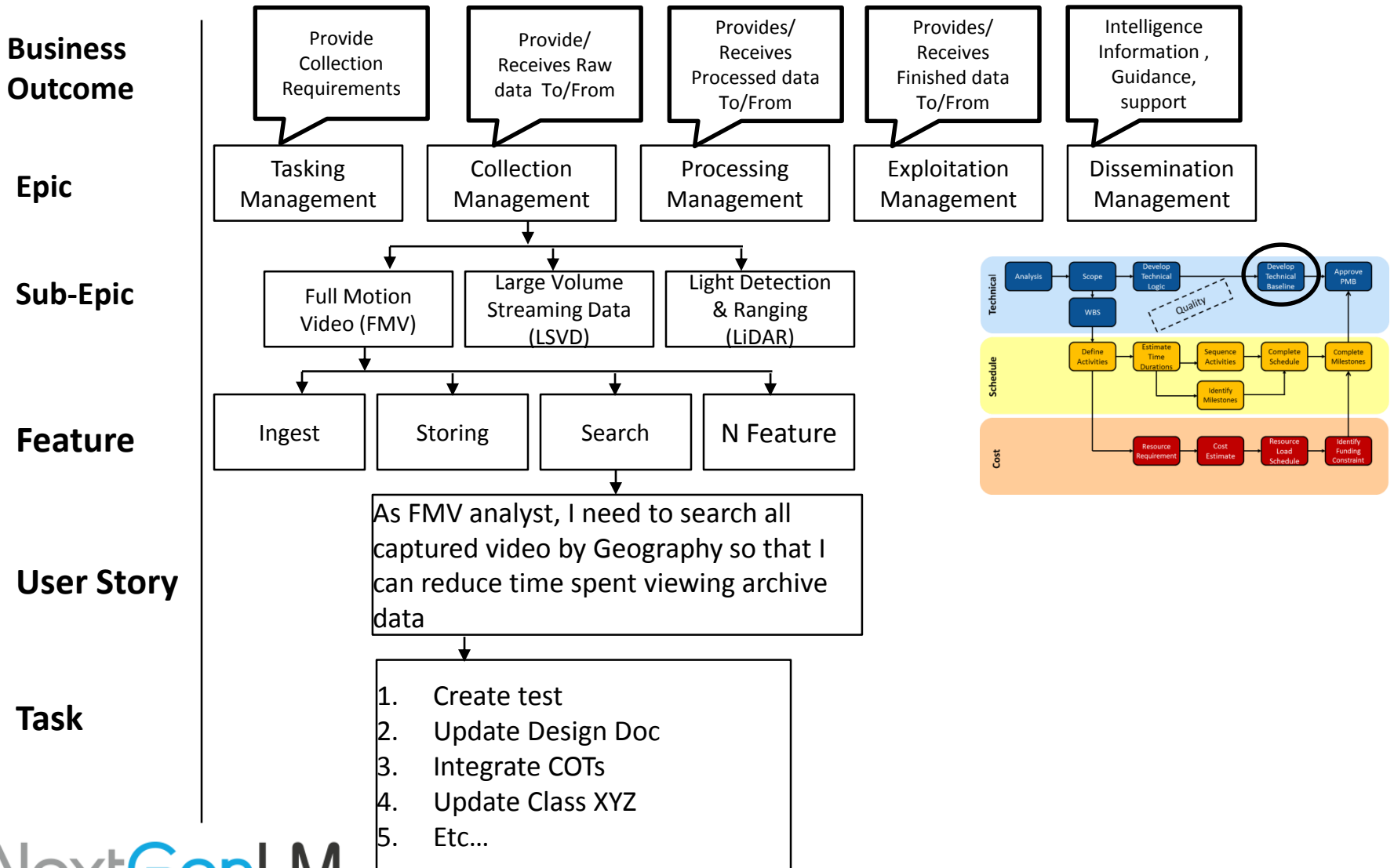


- Scope (Epic/ Feature)
- Schedule
- Resource Plan
- Risks



Project estimates are a range that will continually need to be reviewed and refined

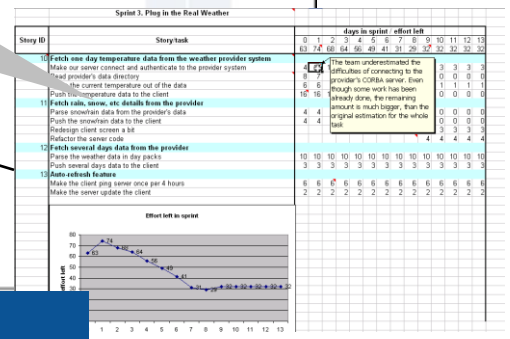
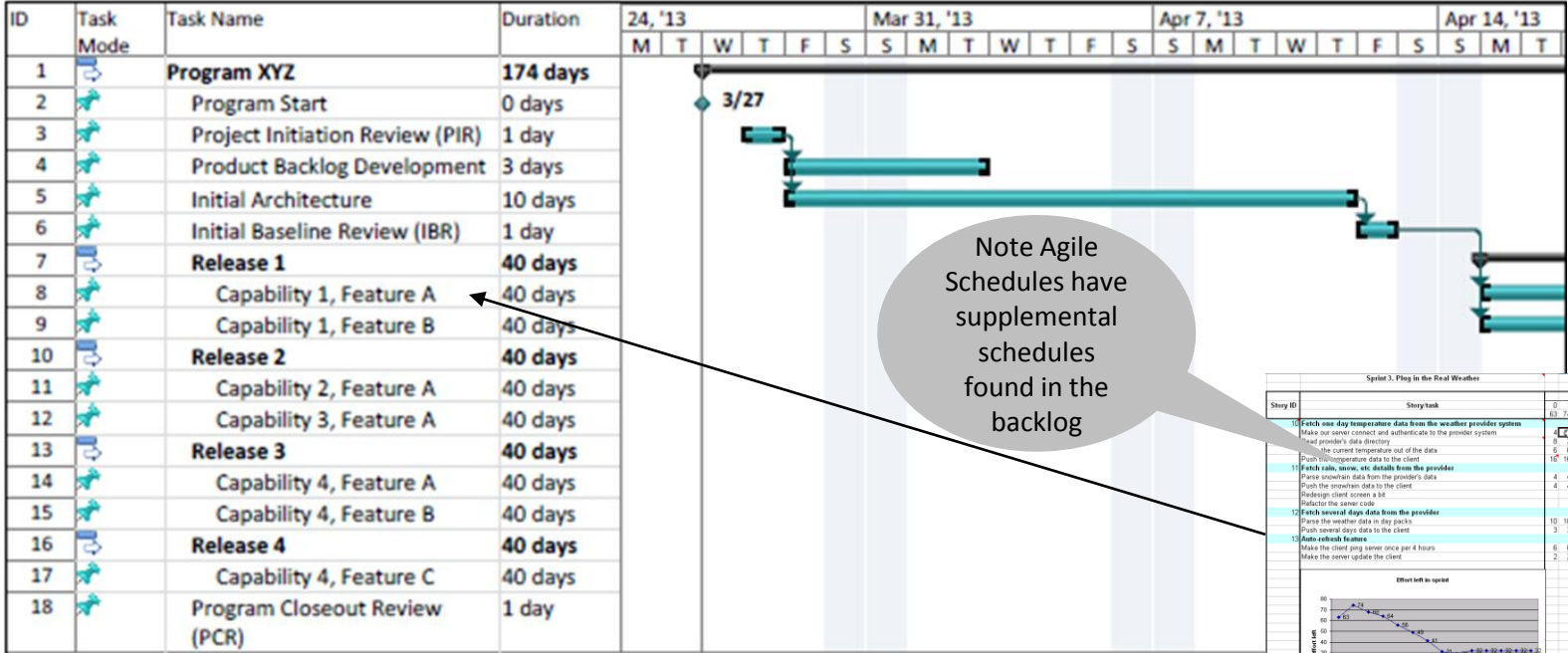
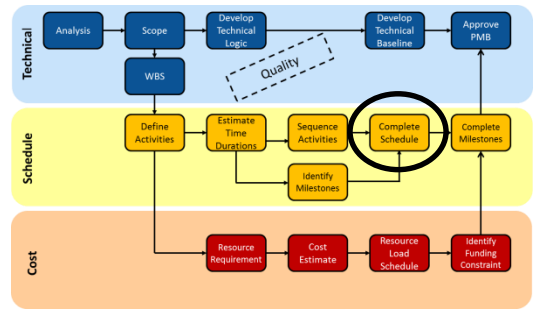
Develop technical baseline





Baseline current schedule

After we have created a high level schedule, we will baseline the schedule. With Agile programs schedules will continuously be revisited and monitored to ensure they are still accurate



Keep IMS at high level 3rd to 4th level of WBS



Agile programs plan

Fictional Program Plan

07/01/2013 – 9/30/2013

- Create Shelter Project
- Track Cost for ATO
- Track Revenue for AML
- Create Asset Rec for ATO
- Expand data to support inventory mgt
- Data Migration
- Interface w/ Delphi and WMS

Milestones

- abc

Risks

- Clear Business Process

Dependencies

- Data

10/01/2013 – 12/31/2013

- Optimization from customer feedback
- Maint.Repair/Overhaul
- Enable service Order Mgt (UTBS)
- Support F&E Material Management
- Support orders for expendable and reparable parts

Milestones

- abc

Risks

- Abc

Dependencies

- Abc

01/01/2014 – 03/31/2014

- Optimization from customer feedback
- Order fulfillment through external gov't agencies
- Implement Call Center extensions
- Interface w/ Prism to support inventory mgt
- Interface w/ Prism
- UAT

Milestones

- abc

Risks

- Abc

Dependencies

- Abc

04/01/2014 – 06/30/2014

- Optimization from customer feedback

Milestones

- abc

Risks

- Abc

Dependencies

- Abc

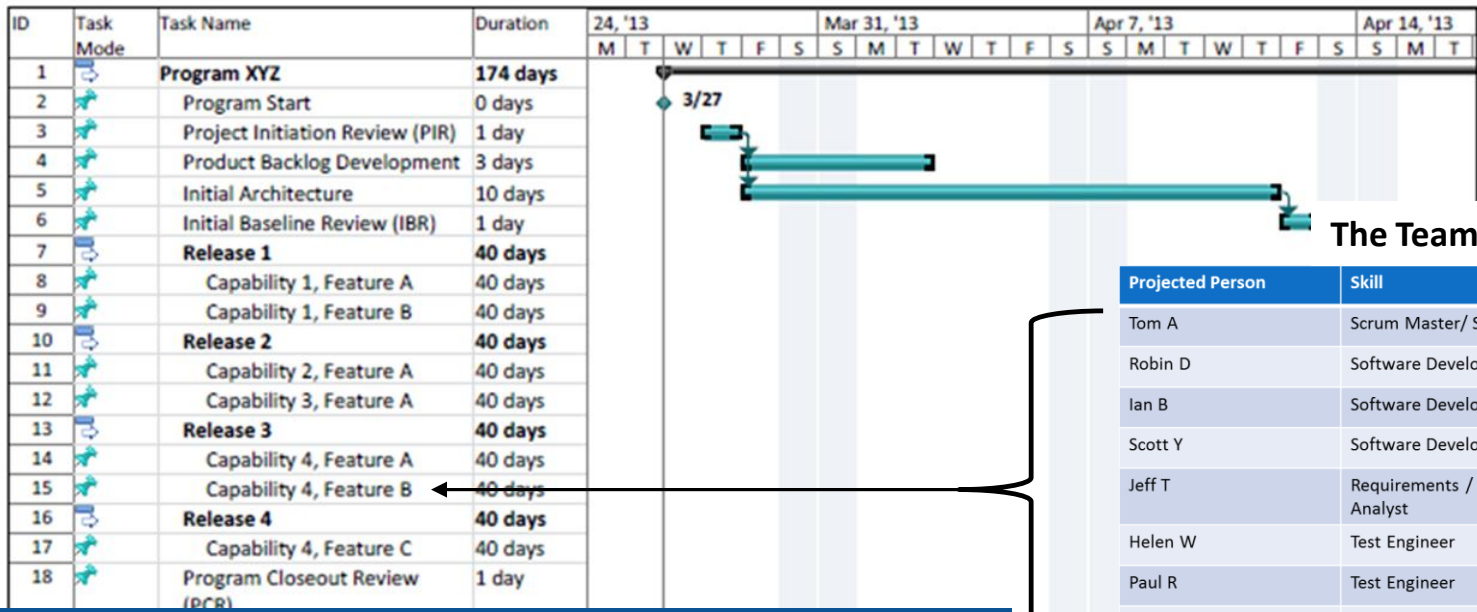
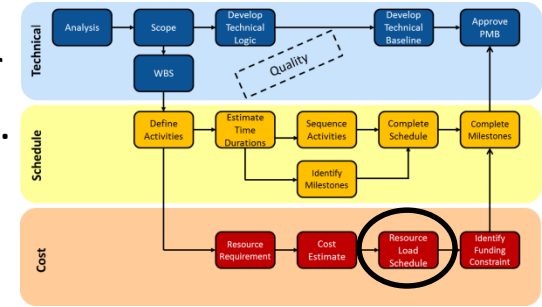


We need to have a program plan at high level

Resource load



All programs need to understand their resource allocation in order to understand whether they can successfully complete the project. Agile programs load *teams* against the schedule as opposed to *individuals*. The team is responsible for completing all work needed to complete the project.



Projected Person	Skill	Level
Tom A	Scrum Master/ Software	5
Robin D	Software Developer	4
Ian B	Software Developer	3
Scott Y	Software Developer	3
Jeff T	Requirements / Business Analyst	2
Helen W	Test Engineer	4
Paul R	Test Engineer	3
James B	Database Engineer	4
		3.5

Agile teams swarm on work, resource loading needs to be aggregated

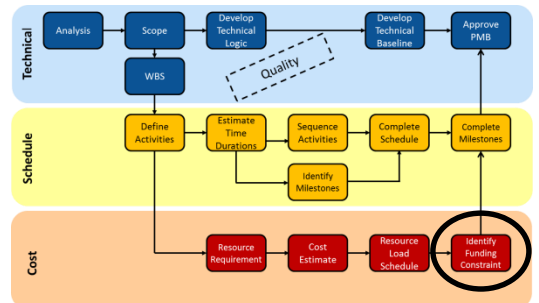
Fictional Average = \$100 hour



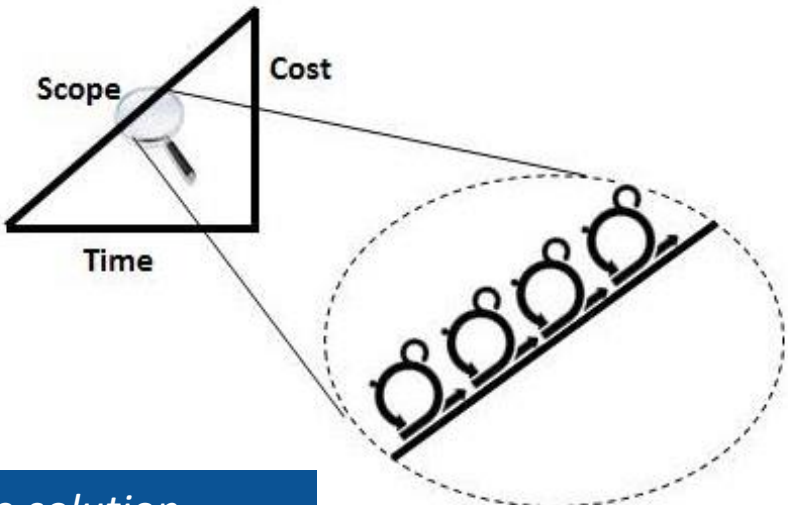
Identify any funding constraints

Before teams can complete their performance measurement baseline, they need identify and analyze any potential funding Constraints they may have.

- ✓ Contract terms and conditions
- ✓ Appropriation of funds
- ✓ Budget profiles



The benefit of Agile, is that programs can get started even if a customers funding profile does not cover the entire scope of work. Customers can purchase incremental features, with regular feedback cycles to prioritize.



Meet with contracts regarding our Agile solution



Incrementally complete milestones

Once the baseline is instantiated, teams can begin to complete milestones incrementally, allowing us to be responsive to stakeholders changing needs.

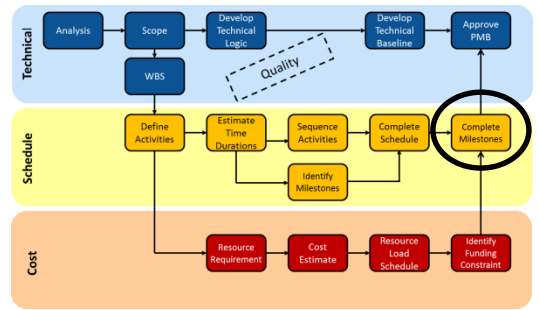
Ensure we begin with the end in Mind, Clear acceptance criteria

What

- Measurable success Criteria
- New Biometrics System
 - Automates 85% of workflows
 - 80% of external systems integrated
 - 80% of users satisfied with interface
 - Single Sign on
 - 100% secure



Focus on the What, this aligns to business value



How

ID	Feature
1	Implement Log-in
2	Automated Export to excel
3	Integrate with system x
4	Integrate with system y
....
180	User Preferences
181	Security Feature

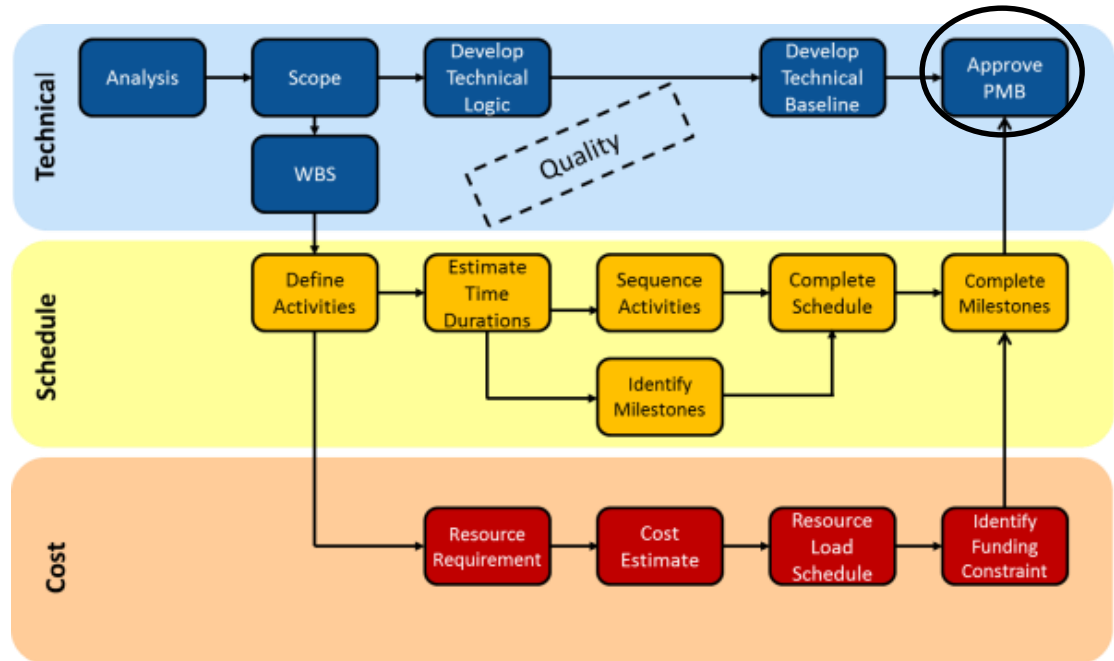


Approve current baseline

All Programs have a baseline to work from and roadmap to reference.

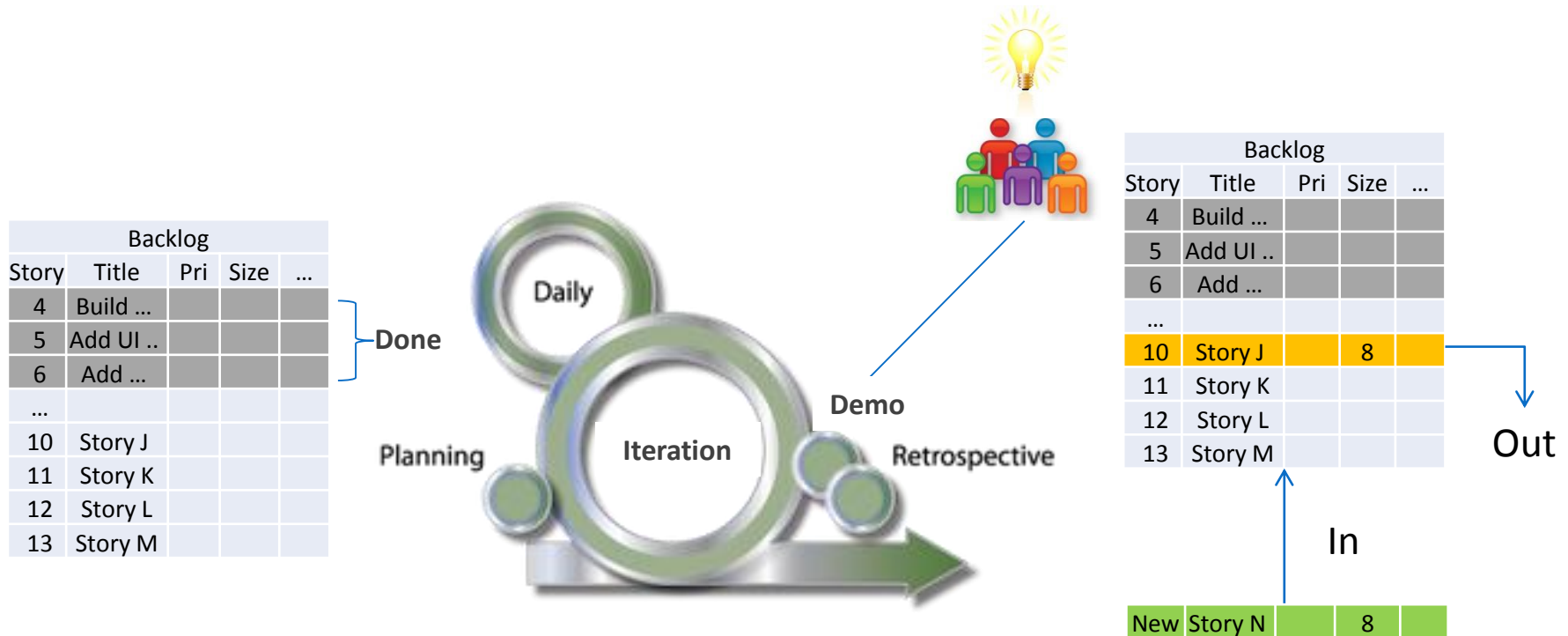
With Agile programs we include the team in developing, maintaining, and tracking the PMB.

We start with the knowledge that life changes and include regular feedback loops to update the baseline.



Don't forget a robust change management strategy to keep baseline current and accurate.

Accommodating Change



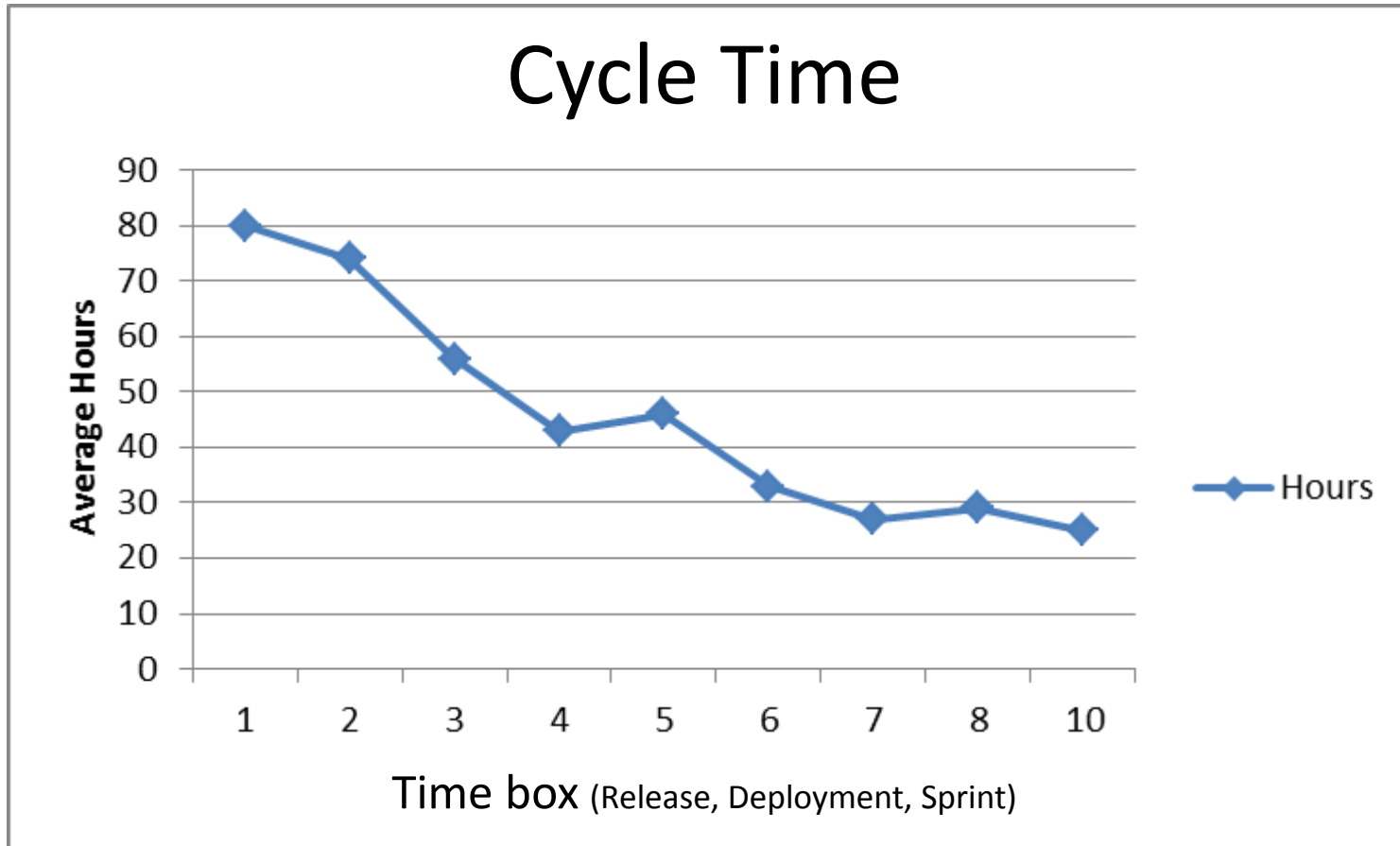
Knowledge gained from early iterations changes the content of the backlog without changing overall commitment.

Planned vs Actual



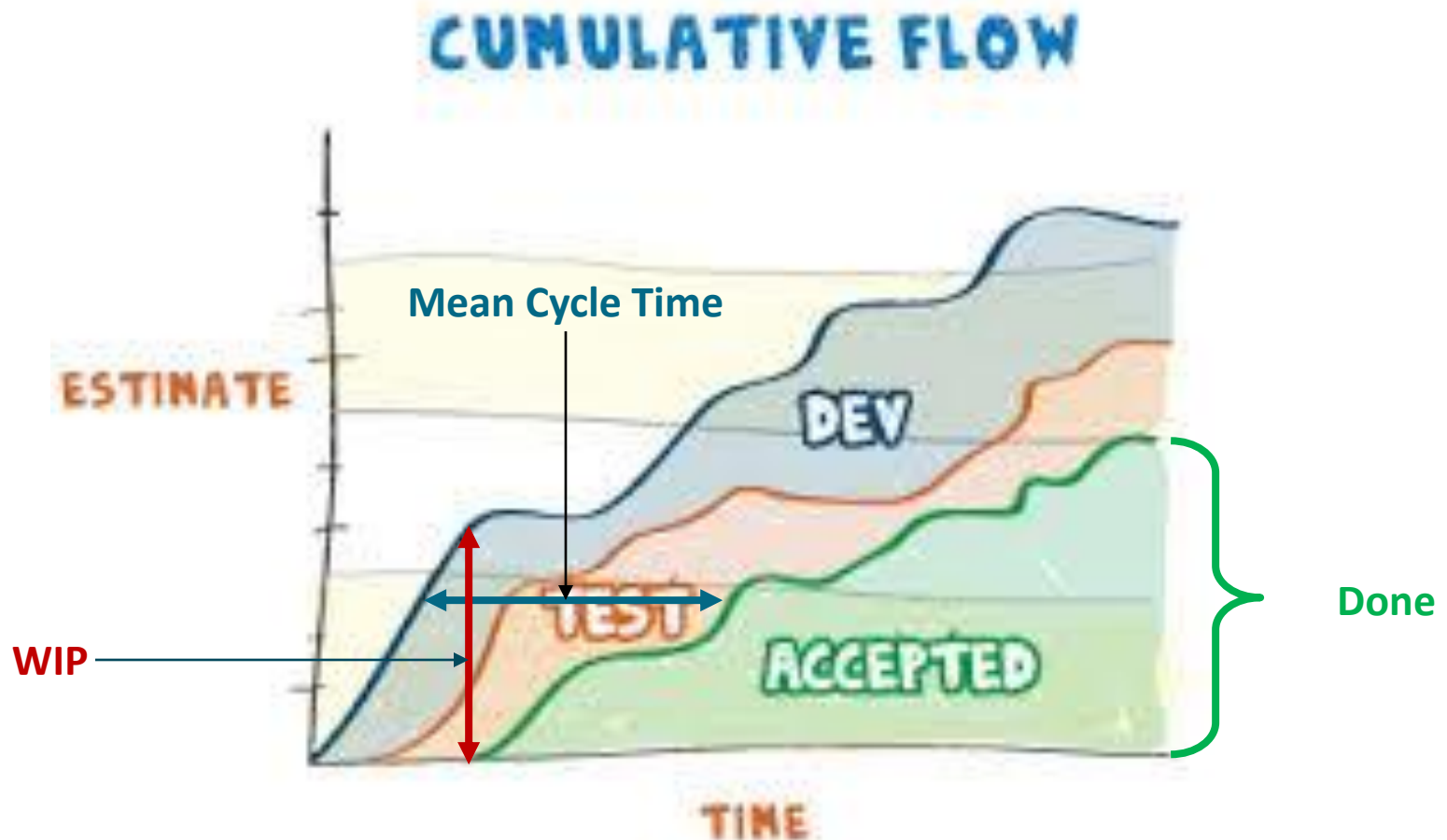
Planned	Actual
Stories	Stories Accepted
Hour	Hours
Features	Features Accepted
Release Content	Release Content
Velocity	Velocity

Planning is key in Agile, understanding how we are performing against plan is critical data.



Tracking cycle time allows us to visualize work and continuously improve

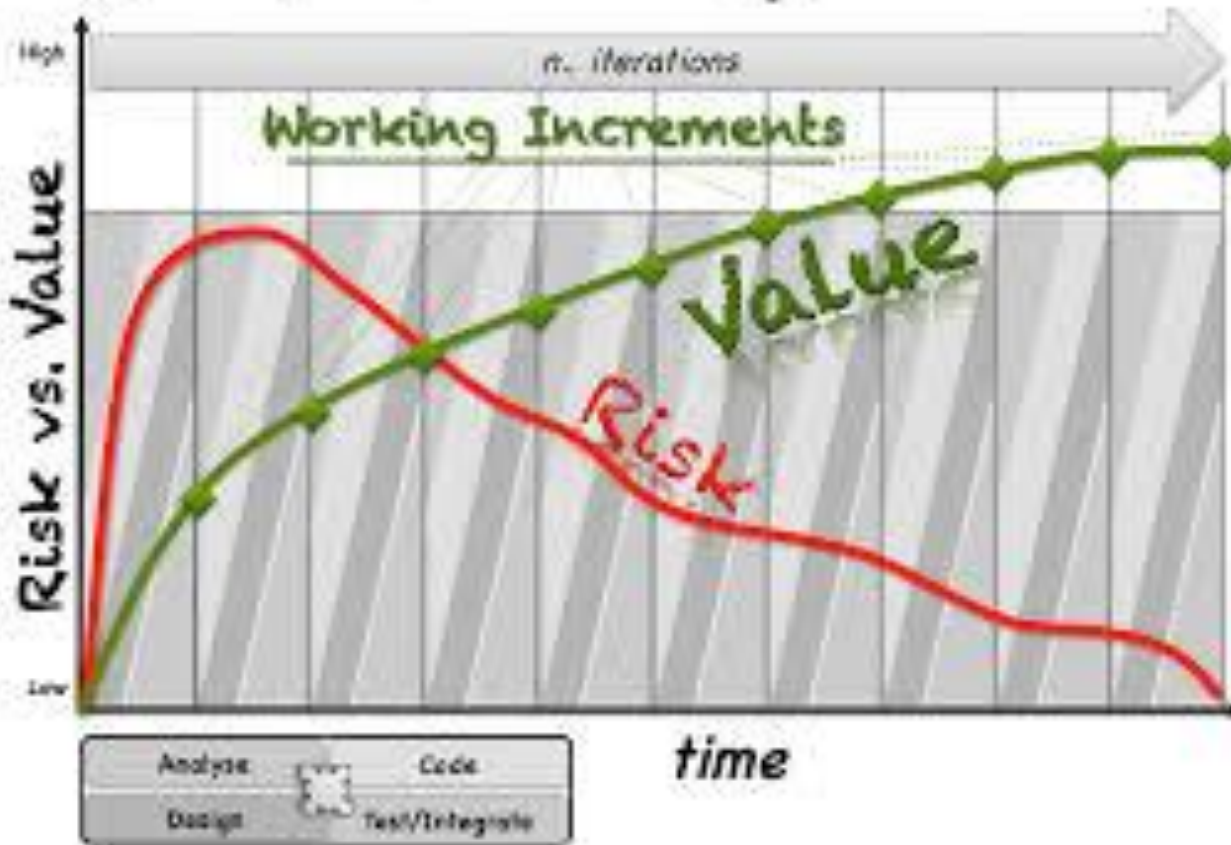
Cumulative Flow



Tracking Continuous Flow Provides a lot of data in a single diagram

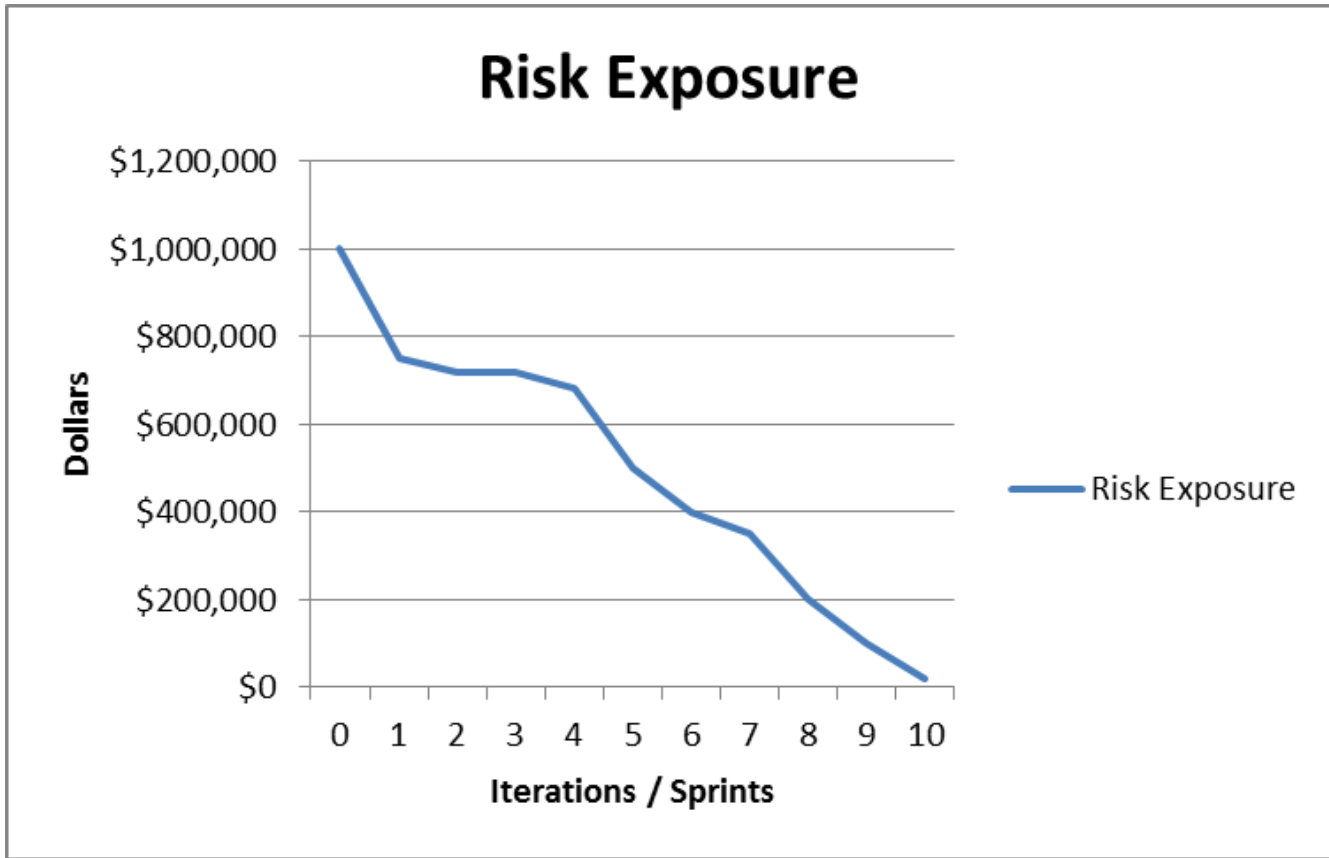


Agile Value Delivery



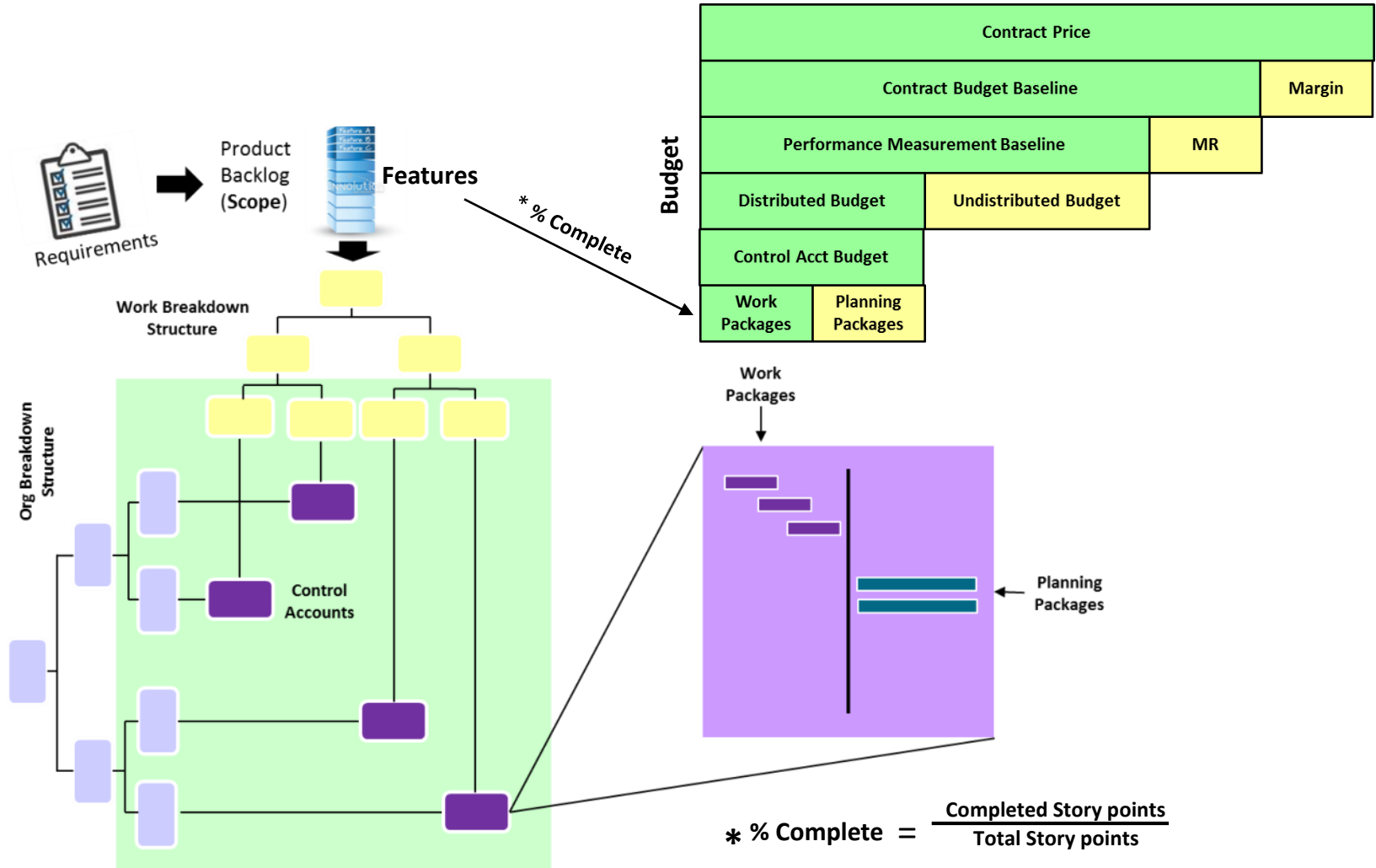
Units of Value Delivered

Risk Exposure in Dollars

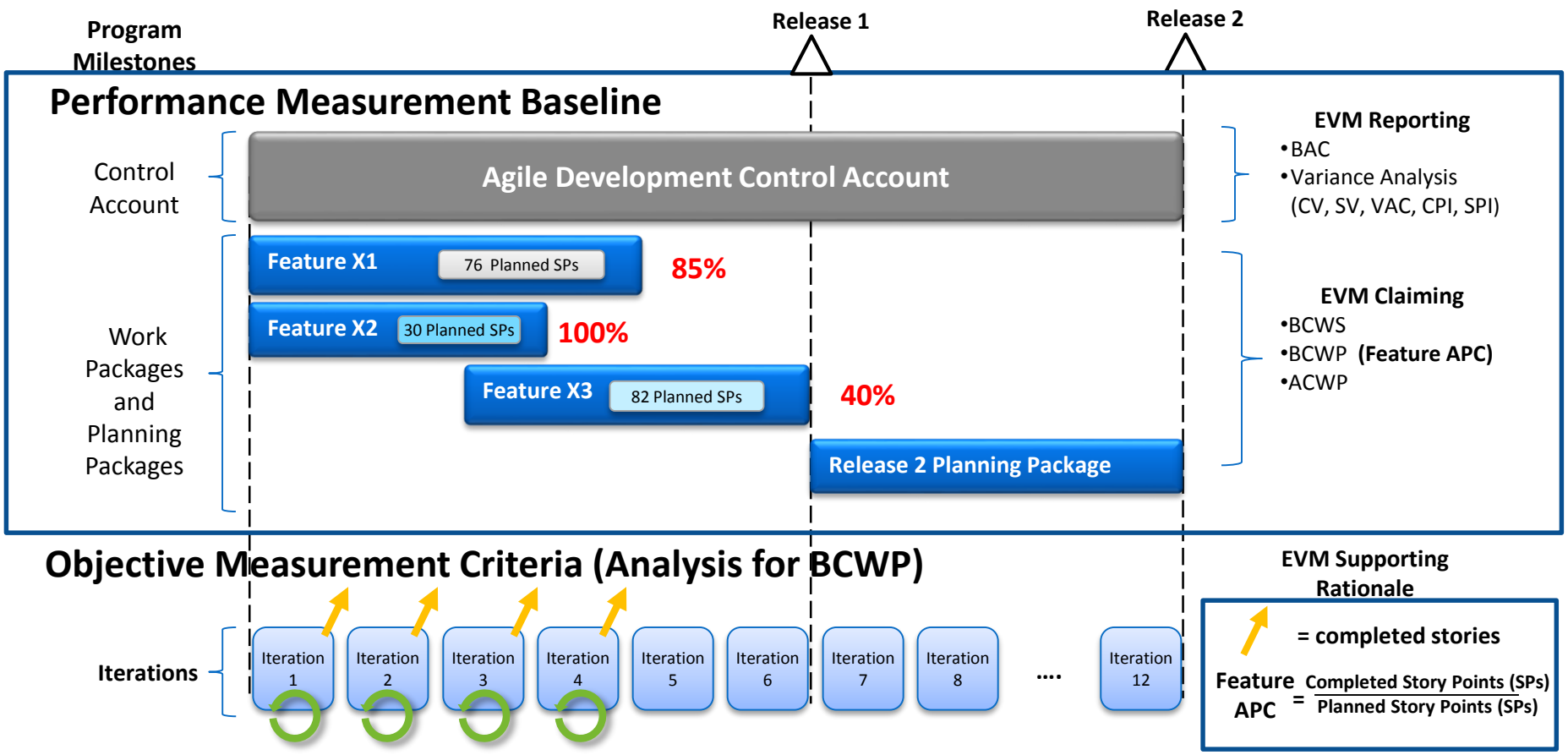


Burn down of risks and calculated exposure

EV Structure



Claiming performance



Take EVM at the Feature Level



Technical Debt Metrics

Dashboard

- Hotspots
- Reviews
- Time Machine
- LM Technical Debt**
- LM Technical Debt w/Excel
- LM Technical Debt Time Machine

TOOLS

- Components
- Violations Drilldown
- CSV Export
- Design
- LM Technical Debt Overview
- Libraries
- Clouds
- Compare

sonar

Version 1.0 - 03 Apr 2013 11:21 Time changes...

LM Technical Debt Summary

Hours	Dollars	Debt per K\$LOC
345	\$34,530	\$17,086

Item	Data Debt (hrs)	Percent	Status
Duplication	0	0.0%	✓
Rules Compliance	14	67.5%	⚠
Comments API	21	2.5%	⚠
Comments General	17	11.6%	⚠
Package Tangle	12	26.1%	⚠
Method Complexity	2	8.1%	⚠
File/Class Complexity	0	4.8%	✓
Test Coverage	279	0.0%	⚠

Lines of code
2,021
2,976 lines
1,082 statements
21 files

Classes
22
6 packages
99 methods
89 accessors

Duplication Top Offenders (lines)
No results

Rules Compliance Top Offenders (weighted)

ConferenceControlServer	227
CallSignServer	86
VoiceServerParam	75
ConferenceStatusServer	67

Most violated resources

ConferenceControlServer	0	0	66	29	0
CallSignServer	0	0	20	2	0
VoiceServerParam	0	0	14	33	0
ConferenceStatusServer	0	0	20	7	0

Uncommented APIs Top Offenders

ConferenceControlServer	30
ExternalConfRequest	12
ConferenceStatus	9
CallSignServer	5

Uncommented Top Offenders

ExternalConfRequest	0.0%
UserStatus	0.0%
SoftphoneAuthenticator	0.0%
CmConv	8.0%

Comments
11.6%
264 lines
2.5% docu. API
116 undocu. API

Duplications
0.0%
0 lines
0 blocks
0 files

Violations
265
Rules compliance 67.5%

Blocker	0
Critical	7
Major	182
Minor	76
Info	0

Package tangle index
26.1%
> 5 cycles

Dependencies to cut
3 between packages
3 between files

Complexity
3.6 /method
16.2 /class
17.0 /file
Total: 357

Methods Files

Unit tests coverage
0.0%
0.0% line coverage
0.0% branch coverage

Unit test success
0 tests

Test

Rules

Crmnts

Tangle

Complex

Percentage of duplicated code

Check for error patterns

Cyclomatic Complexity

Test Coverage



Technical Debt Metrics

Version 1.0 - 03 Apr 2013 11:21 Time changes...

LM Technical Debt

Summary

Hours	Dollars	Debt per KSLOC
345	\$34,530	\$17,086

Item	Data Debt (hrs)	Percent	Status
Duplication	0	0.0%	✓
Rules Compliance	14	67.5%	⚠
Comments API	21	2.5%	⚠
Comments General	17	11.6%	⚠
Package Tangle	12	26.1%	⚠
Method Complexity	2	8.1%	⚠
File/Class Complexity	0	4.8%	✓
Test Coverage	279	0.0%	⚠

Complexity: 3.6 /method, 16.2 /class, 17.0 /file. Total: 357. Methods selected.

Unit tests coverage: 0.0%. Unit test success: 0 tests.

Provides a comprehensive view of internal code quality and maintainability.

Monitoring of trends for individual measures and overall debt can be more important than the absolute values.



Questions



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