



Assessors between assessments: utilize your experience for project coaching

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Your Presenters

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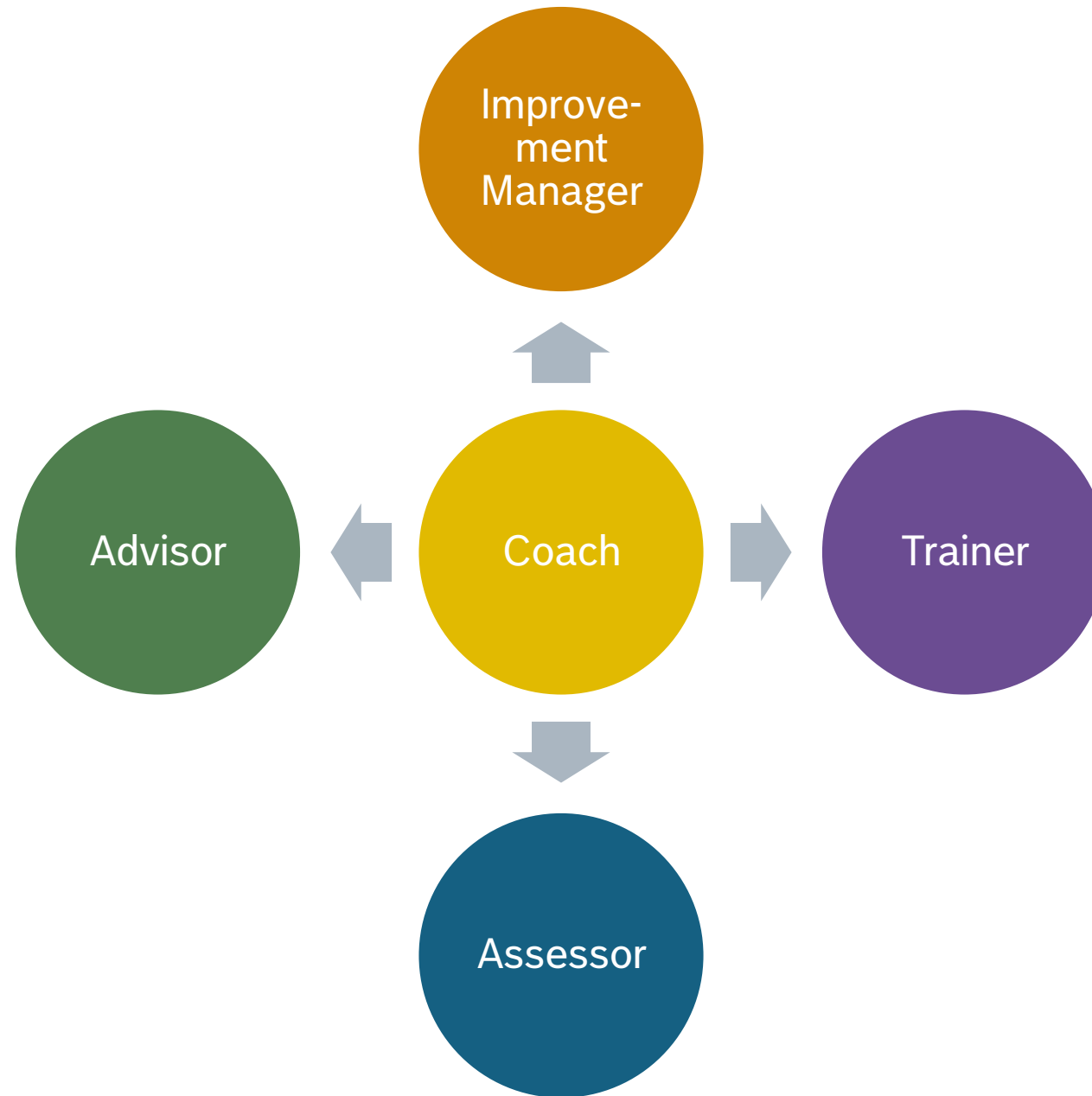
- Studies: Electrical Engineer Msc.
- Work Experience:
 - 9 years as SW developer/tester
 - 11 years in Quality Assurance
- ASPICE Experience:
 - Provisional Assessor (since 2016)
 - VDA Guideline Course
 - ASPICE for Cybersecurity Training (2023)
 - Candidate Competent Assessor (waiting for observation)
 - ASPICE PAM v4.0 upgrade
 - Company internal ASPICE gap analysis & coaching

András Kapus



- Studies: Electrical Engineer Msc.
- Work Experience:
 - 4 years as production engineer
 - 7 years as project manager (in product development)
 - 8 years as process developer (in product development)
- ASPICE Experience:
 - Provisional Assessor (since E2017)
 - VDA Guideline Course
 - ASPICE for Cybersecurity Training (2023)
 - Competent Assessor PAM v4.0 (since E2024)
 - Company internal ASPICE gap analysis & coaching

The Coach Role



Improvement Manager / Coordinator

- ASPICE drives improvements to **benefit** from weaknesses
- Performing better requires commitment and resources → a systematic approach is required
- Agree in the project specific coaching goals, e.g.
 - Internally motivated process improvement, gap analysis, internal or customer assessment
 - Requirements/Requests for customer involvement
 - Processes to be assessed
 - Target capability level(s)

01

Define Goals

(ASPICE driven) improvements shall be planned along with the engineering activities

Trainer

- Project **specific** ASPICE trainings:

- based on available competencies in the project
- basic introduction training for the whole team
- extended training for selected roles *
- model comparison training for experienced roles

- Interview preparation:

- Short interview how-to
- Use SA/GA as simulated interviews for active coaching

* Good practice for "selected roles" includes: Requirements Manager, Engineers (System, SW), Developer (SW), Test Coordinator, PMs, Change Manager, Problem Manager



05 Prepare the team

for the interview

02 Train the team

01 Define Goals

Proper trainings shall be planned to enable
successful coaching



Assessor

- Perform **Self Assessments** („mini interviews”):
 - Recommended for inexperienced project teams or for critical project situations
 - During self assessments dedicated processes are evaluated (typically 2-3 hours)
 - Focus is on compliance to ASPICE PAM
- Perform internal **Gap Analysis** to simulate the real assessment:
 - Understand the complete project maturity and identify gaps (typically 5 days for CL2 previous VDA scope)
 - Simulate the real assessment (get the team practiced)

Coaching activities are planned based on the understood project needs



Advisor

- **Enables** the continuous improvement:

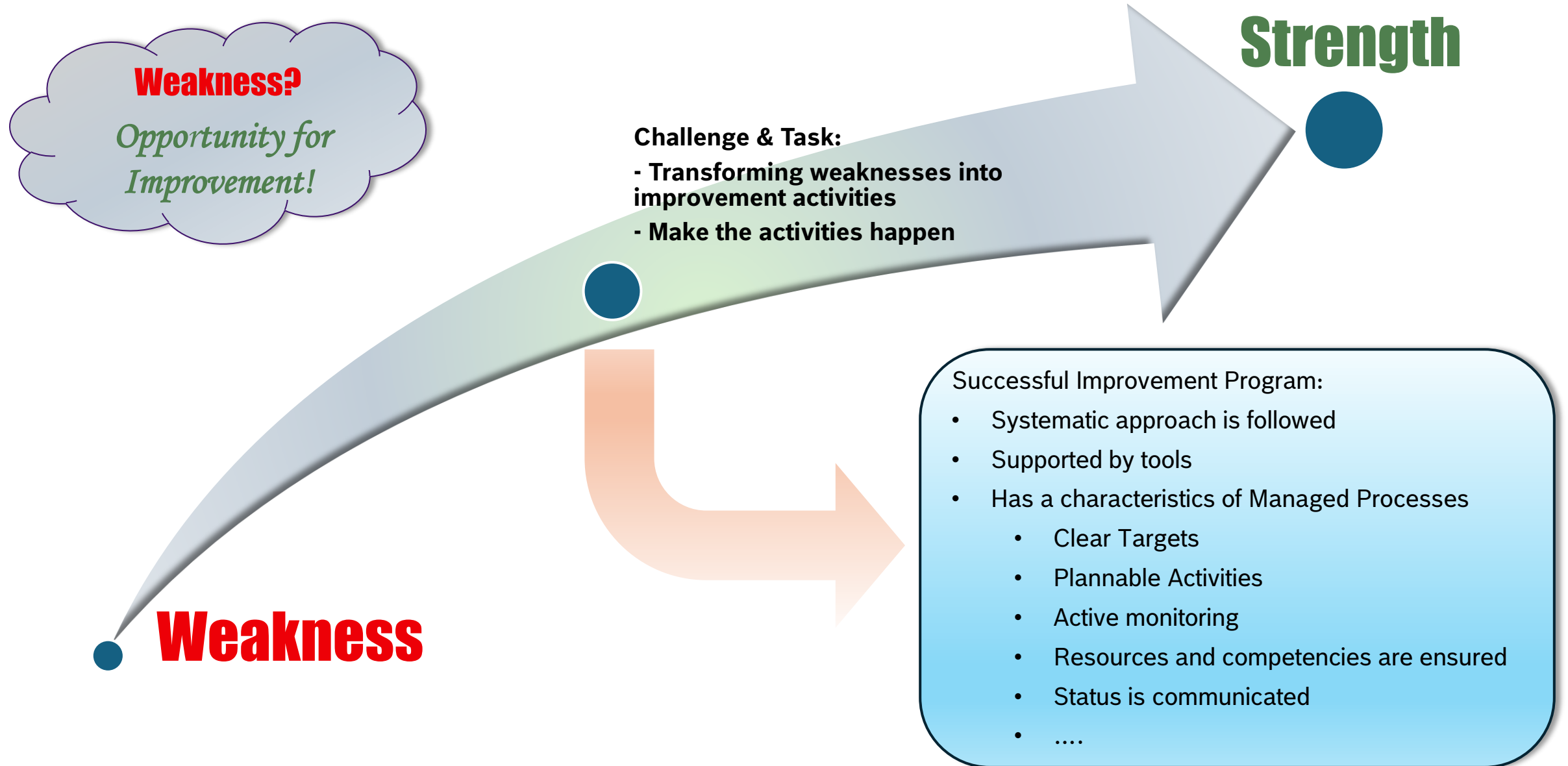
- The coach understands the findings with the project team
- The project documents the measures from Self Assessments / Gap Analysis as problems in a tracking tool
- The coach may review the defined measures / implementation
- Regular status reviews are performed between the Coach, Project Quality, Project Managers and Project Steering Committee

- **After the ASPICE assessment:**

- Participate in the closing presentation to get familiar with the achievements
- Support the project team to understand the Assessment Report and to define improvement actions according to the revised scope and priority (e.g. quick wins, critical/realistic topics, sustainable improvement program)

Enabling the team to define the right measures is the key task of a coach

Foster improvements based on weaknesses



Systematic and managed approach can transform weaknesses to improvements

Foster improvements based on weaknesses



Weakness

Assessors' feedback on:

„WHAT ”

„HOW”

„DOING”

Measure

Weakness understood
Defined steps of improvements
High level planning item with
Responsible and Target Date

Task(s)

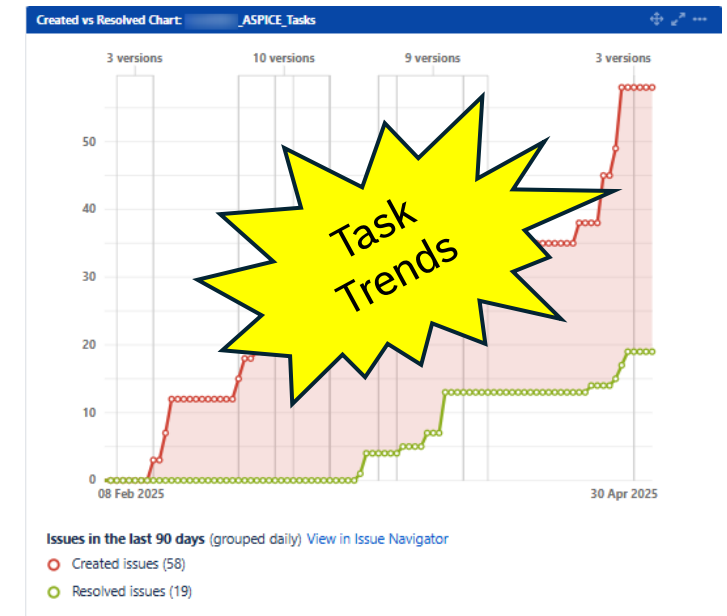
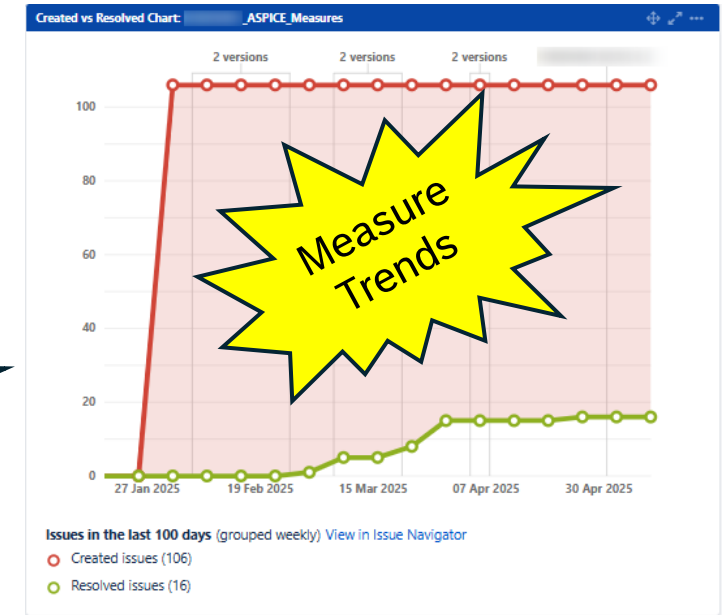
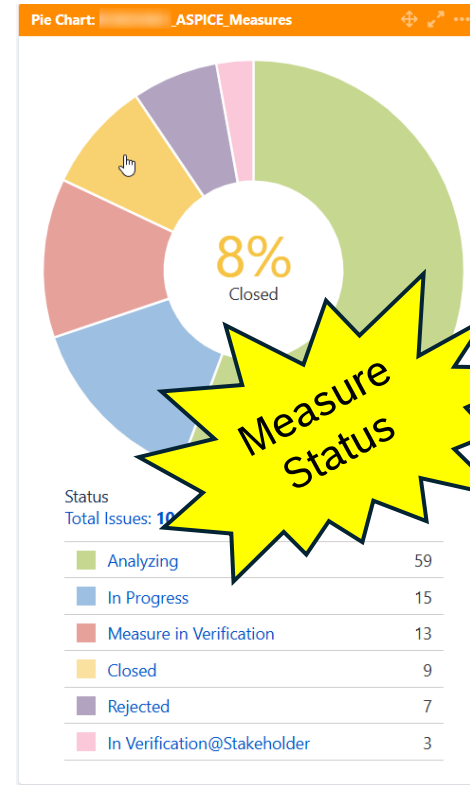
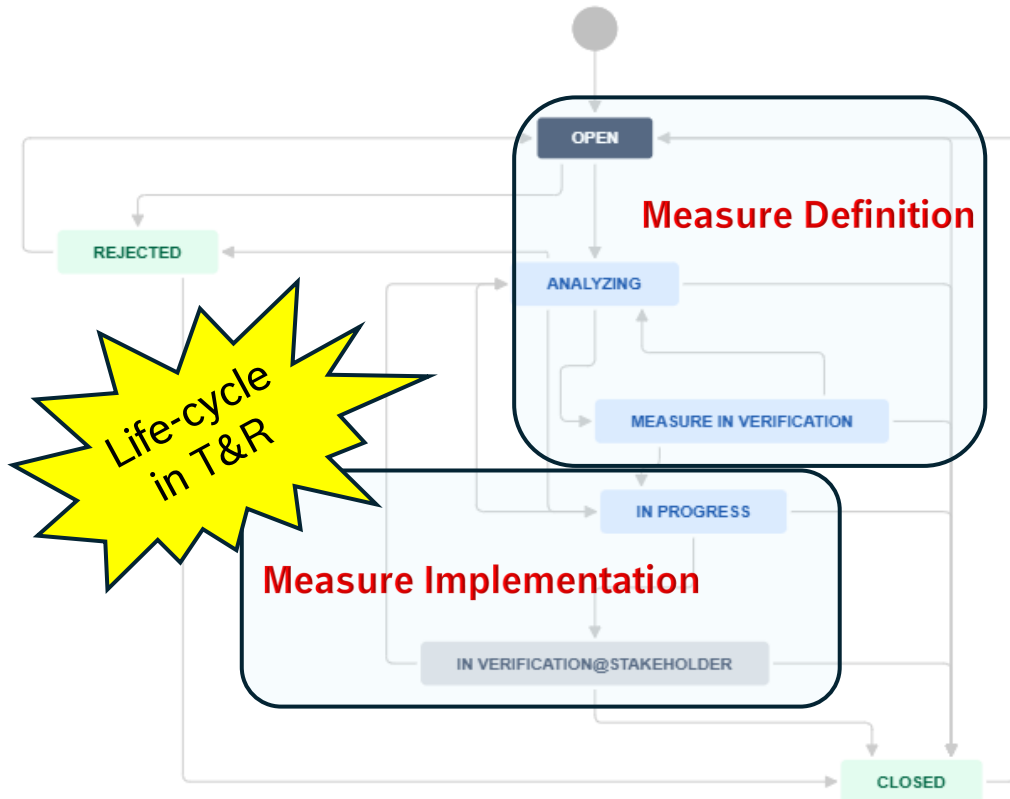
Planned activities of the Measure
implementation
Task size fits to monitoring cycle
Low level planning Item with
Responsible and Target Date

Strength

Delivers the outcomes
Compliant with ASPICE
Mitigates risks
Increases efficiency

Systematic and managed approach can transform weaknesses to improvements.

Foster improvements based on weaknesses

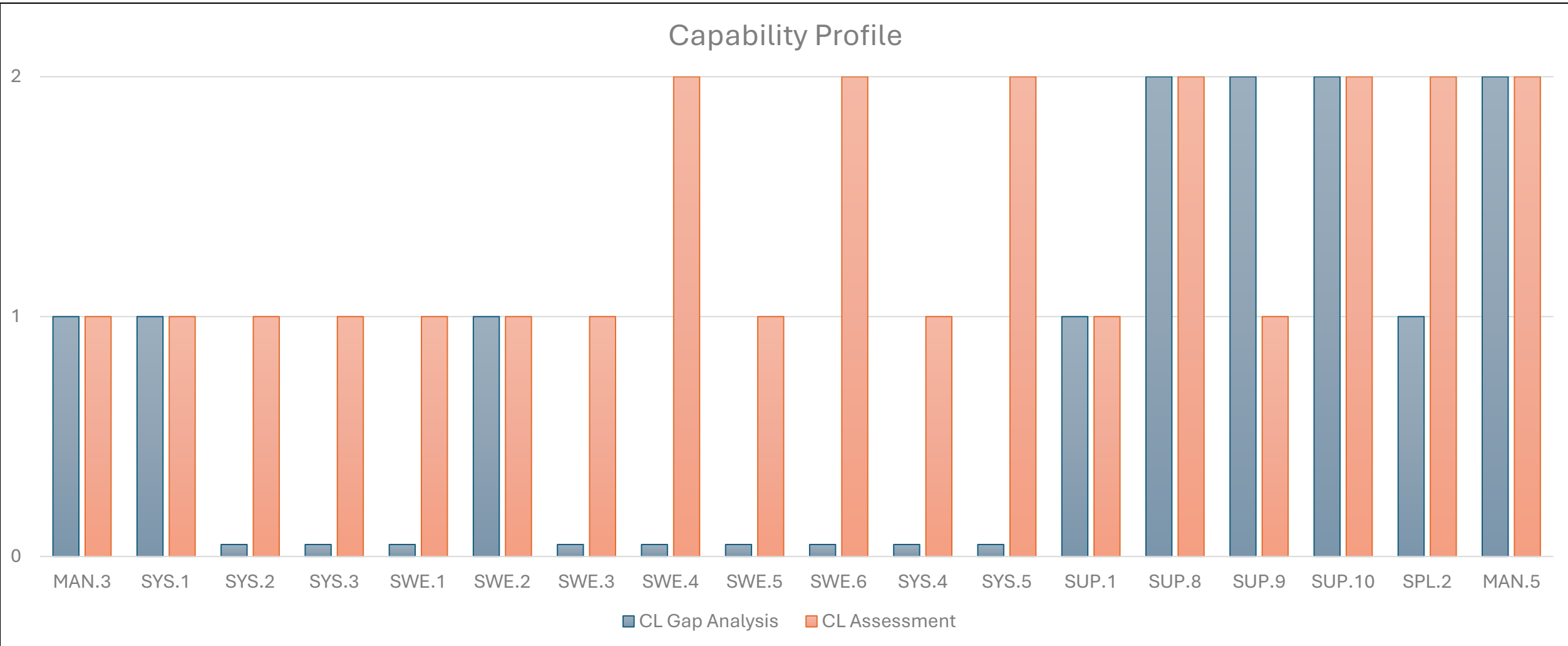


Additional monitoring ideas:

- Tracking Measure/Task status on assignee level
- Tracking Measures on PA level (e.g., PA 1.1, PA 2.1, PA 2.2....)
- Defining Measure Definition and Implementation Due dates and...
- ...track the progress against them
- Creating reports with ease (e.g., reporting only OEM assessment related improvement status)
- Estimation on the level of tasks -> balanced and feasible sprints
- Logging efforts on task level -> monitoring of resources and cost tracking
- ...

Proven In Use

Capability Profile



A decorative header consisting of a series of overlapping, semi-transparent geometric shapes in a color gradient from red on the left to green on the right. The shapes are primarily triangles and trapezoids, creating a dynamic, abstract pattern.

Your Questions?

Timeline

