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Title of the Tutorial

Managing a Technical Workforce: Building Process Capability Requires Developing Capable People

Speaker(s)

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Abstract

Implementing capable processes requires capable people. In a knowledge-based economy, the role of an organization's workforce - the "knowledge worker"- becomes a critical component in organization success and a source of competitive advantage. In order to build workforce capability, organizations must develop managers that take responsibility and authority for managing, developing, and motivating individuals who are under their direction. This Workshop will address the roles and responsibilities of the manager, how managers can implement practices to bring change, and introduces the concept of a manager's toolkit.

Through the ECQA it is possible to attend courses for a specific profession in one country and perform a Europe-wide agreed test at the end of the course. The certificate will then be recognized by European training organisations and institutions in 18 member countries.

CV

Gian Wemyss is a Senior Member of the Technical Staff and Team Lead for the People CMM Project, with the Software Engineering Process Management (SEPM) Program at the Software Engineering Institute (SEI)/Carnegie Mellon University. SEPM helps organizations and individuals to improve their software and systems engineering management practices.

Gian assists organizations in successfully addressing their critical human capital issues through the use of the SEI's People Capability Maturity Model® (People CMM®). Gian's work at the SEI also includes the identification, development, and application of practices that result in rapid, affordable, and sustained transition of innovative software and systems engineering management technologies developed at the SEI. This includes work on the development of interpretive guidance for users of Capability Maturity Model® Integration (CMMI®), and the development of a disciplined transition planning method for technology transition and change management practices.

Gian has over 15 years experience in organizing, designing and facilitating courses and workshops to help organizations develop transition plans for new and innovative technologies. Gian is an authorized Lead Appraiser for the People CMM and an instructor for the Introduction to the People CMM course, CMMI Transition Planning Workshop, Consulting Skills Workshop, Managing Technological Change Workshop, Improvement Planning Workshop and Team Start-up Workshop.
