



Informing Data Driven Decisions

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Office of the Deputy Assistant Secretary of Defense
for Systems Engineering**

**17th PSM Measurement Users' Group
Arlington, VA | Feb 25, 2016**



Making Decisions

Leadership and Culture



Knowledge/
Information

Indicators

Risks

**Systems Engineering *leadership*,
and the *expertise* of our people make the difference.**



Measuring Progress to Plan



In God we trust....all others, bring data...

W. Edwards Deming

**Sign outside office of The Honorable Frank Kendall,
Under Secretary of Defense for Acquisition, Technology and Logistics**



Agenda



- **Why do we measure?**
- **When and What do we Measure**
- **Approach**
- **Analysis and Insight**
- **How are we doing?**
- **Challenges**
- **Path Forward**



Why do We Measure?

Program Insights, Knowledge & Inflection Points

Assessments

Performance

Cost

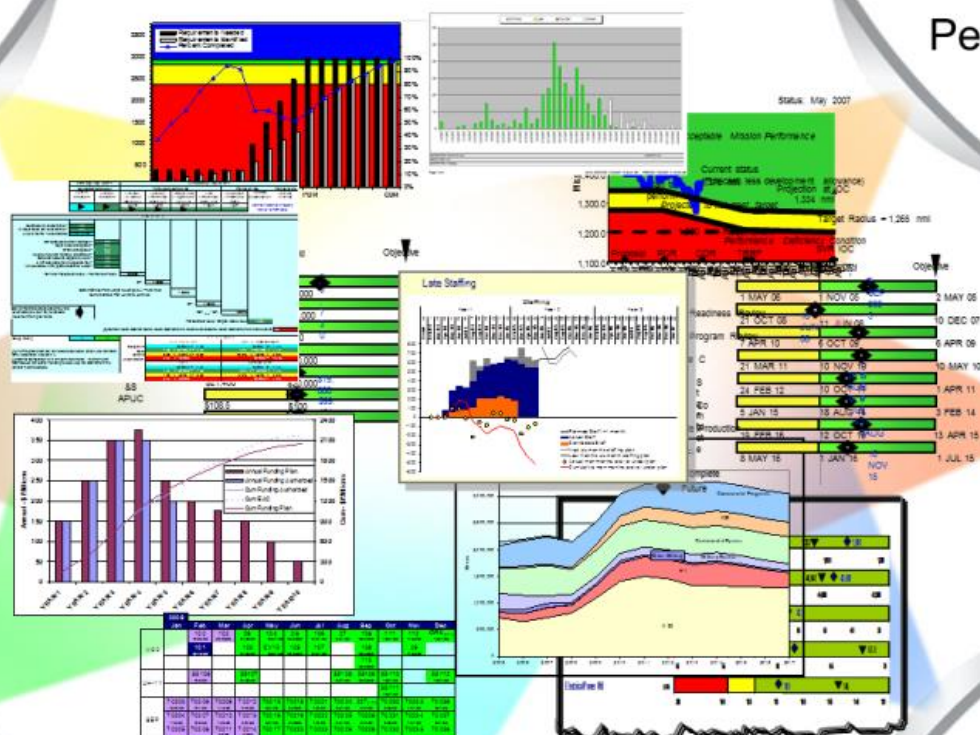
Schedule

Management

Technical

Special Interest Areas

- Tailored by phase -





Why Do We Measure Law, Policy, and Guidance



Public Law 111-23, May 22, 2009: Weapon Systems Acquisition Reform Act

- S.454-10; d.(1): The development and tracking of detailed measurable performance criteria as part of the systems engineering master plans....
- S.454-10; d.(3): A system for storing and tracking information relating to the achievement of the performance criteria and objectives specified...
- S.454-12; SEC. 103.b.(4): Evaluating the utility of performance metrics used to measure the cost, schedule, and performance of [MDAPS], and making such recommendations ...to improve such metrics.

DoDI 5000.02 (January 2015) Enclosure 3 (Systems Engineering)

- Para 6, Encl 3: 6. TECHNICAL PERFORMANCE MEASURES AND METRICS. The Program Manager will use technical performance measures and metrics to assess program progress. Analysis of technical performance measures and metrics, in terms of progress against established plans, will provide insight into the technical progress and risk of a program

Systems Engineering Plan Outline, 20 April 2011

- Directs programs to present their strategy for identifying, prioritizing, and selecting metrics for monitoring and tracking program SE activities and performance
- **Section 3.6 – “Technical Performance Measures and Metrics”**
 - Provides an overview of measurement planning and metrics selection process
 - Include approach to monitor execution-to-plan and identification of roles, responsibilities, and authorities
 - Minimum set of TPMs and intermediate goals and plan to achieve them with dates
 - Examples include TPMs in areas of software, reliability, manufacturing, integration, & test

Performance measures are foundational to PM and DASD(SE) missions.

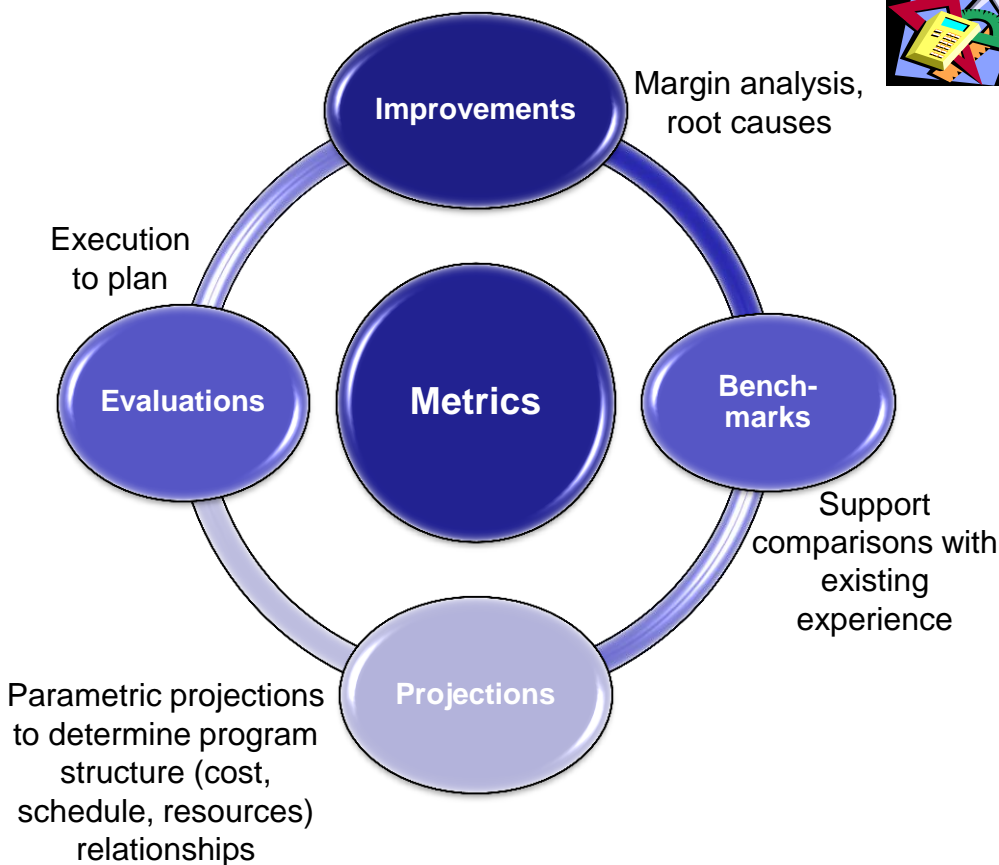


SE Metrics Goals

“What we are trying to achieve”



- Emphasize quantitative understanding consistent with Industry practice of systems engineering
- Make visible relationships between system/equipment design objectives and performance
- Provide foundation for planning, monitor execution
- Inform leaders of technical risks, opportunities, and their impacts at major decisions
- Harness and use existing information for timely and better decisions at the appropriate levels
- Enable data-driven decisions

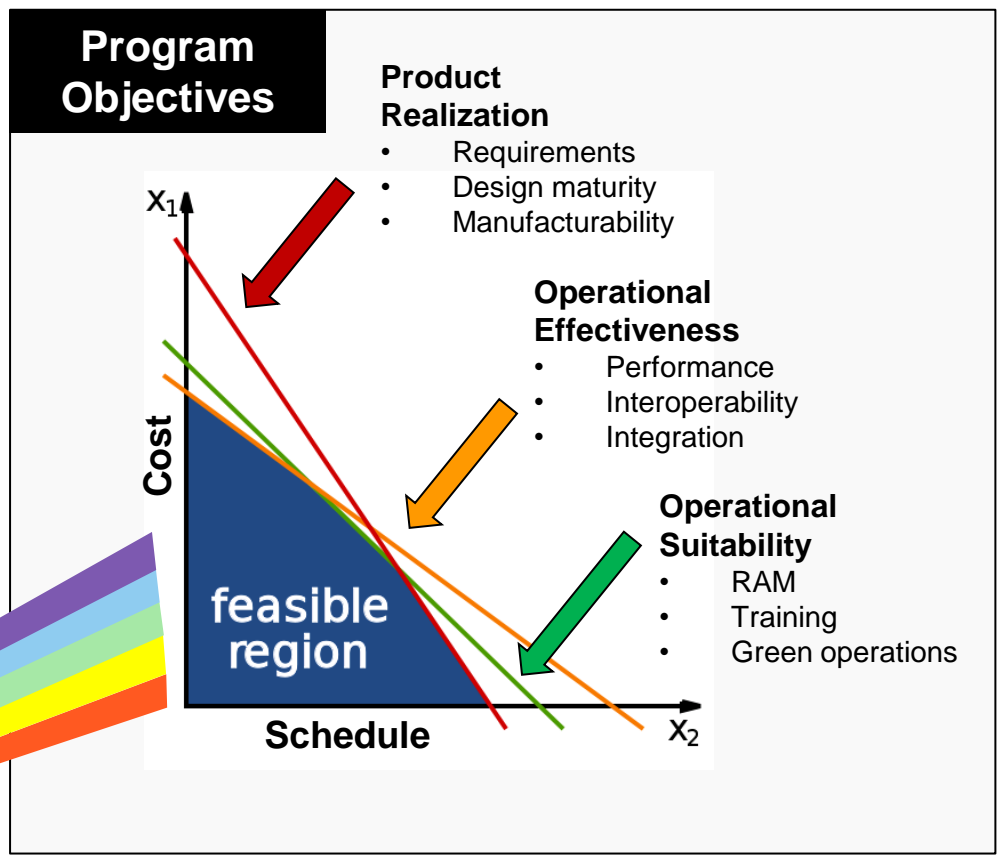
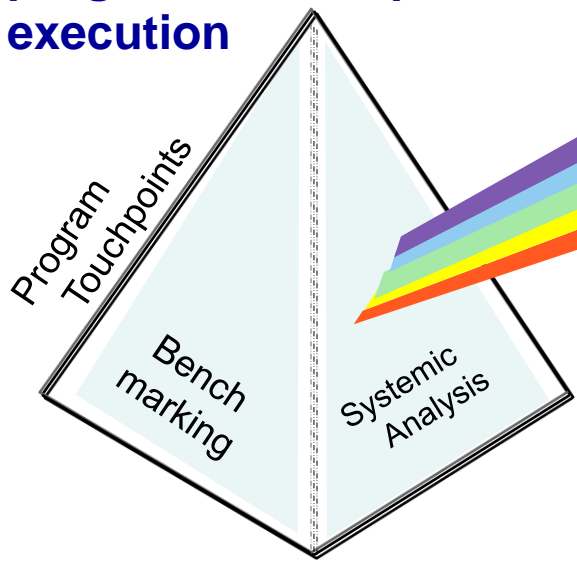




Focus on Program Objectives

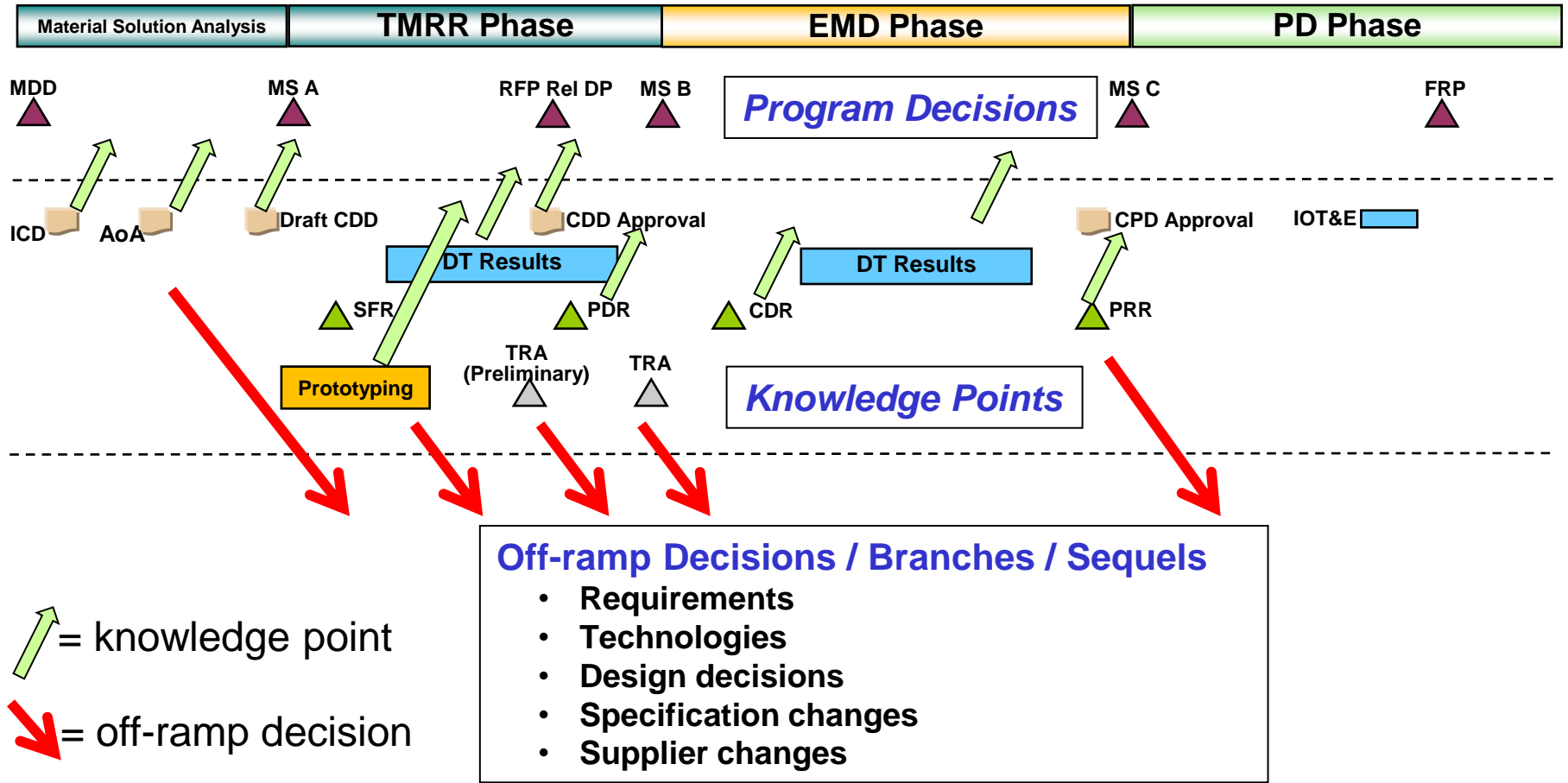
Metrics / Measures

- Tailored for program objectives
- Combined with relevant context
- Transformed into useful decision aids to enhance program and Acquisition execution





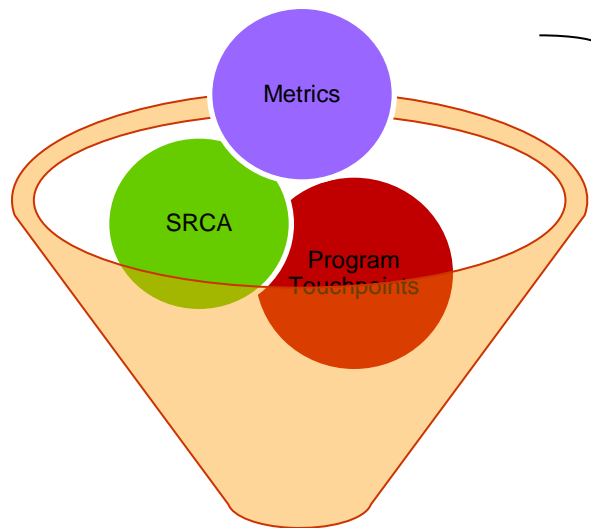
Decisions Knowledge Points and Off-Ramps



Planning for knowledge and information with which to make off-ramp or branch/sequel decisions based on that knowledge



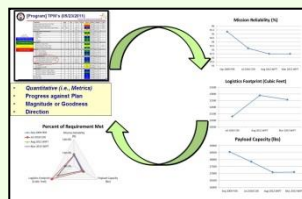
SE Metrics Approach



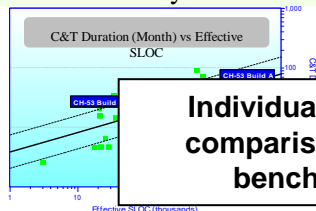
Information to Inform Decision Making



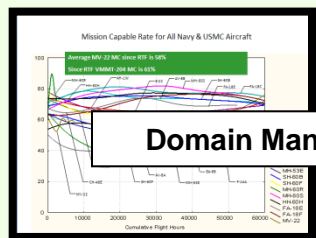
Performance to Plan



AT&L History



Individual program comparison versus benchmarks



Domain Management

Systemic Root Cause Analysis

Rank	Systemic Finding	% Reviews
	Staffing - 50%, 4 (NoC reviews, # of Systemic Findings)	31
1	Majority program office staffing	31
12	Program Office has clear lack of acquisition or specialized expertise	17
	Management - 77%, 17	
2	Progress is impeded by lack of good communications between Govt and contractors	24
3	Risk management tools and methodology are not sufficient	18
	Systems Engineering - 34%, 3	
3	Program has incomplete or	
10	Verification -	
4	Test evaluation	
11	Testing is not	
	Budget - 20%	
5	Current source Requirements	
6	Requirements	
7	Requirements are vague, poorly stated, or not defined	20
8	Requirements creep	18
9	Schedule - 44%, 4	
13	Program does not have an IMS or does not have a current IMS	17
	Reliability - 36%, 4	
18	Reliability is not progressing as planned or has failed to achieve requirements	14
20	Reliability test program is needed; Reliability growth program not in place	14
35	Reliability currently based on analytical predictions and won't be demonstrated until late in program	10

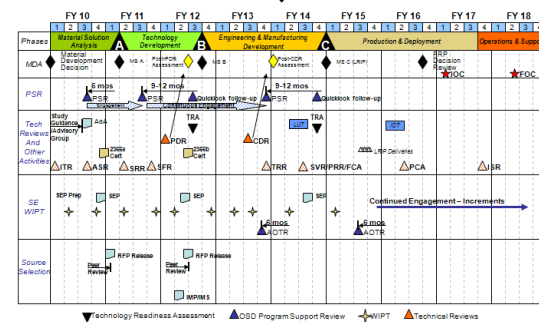
Performance Across Programs

Information to Inform...



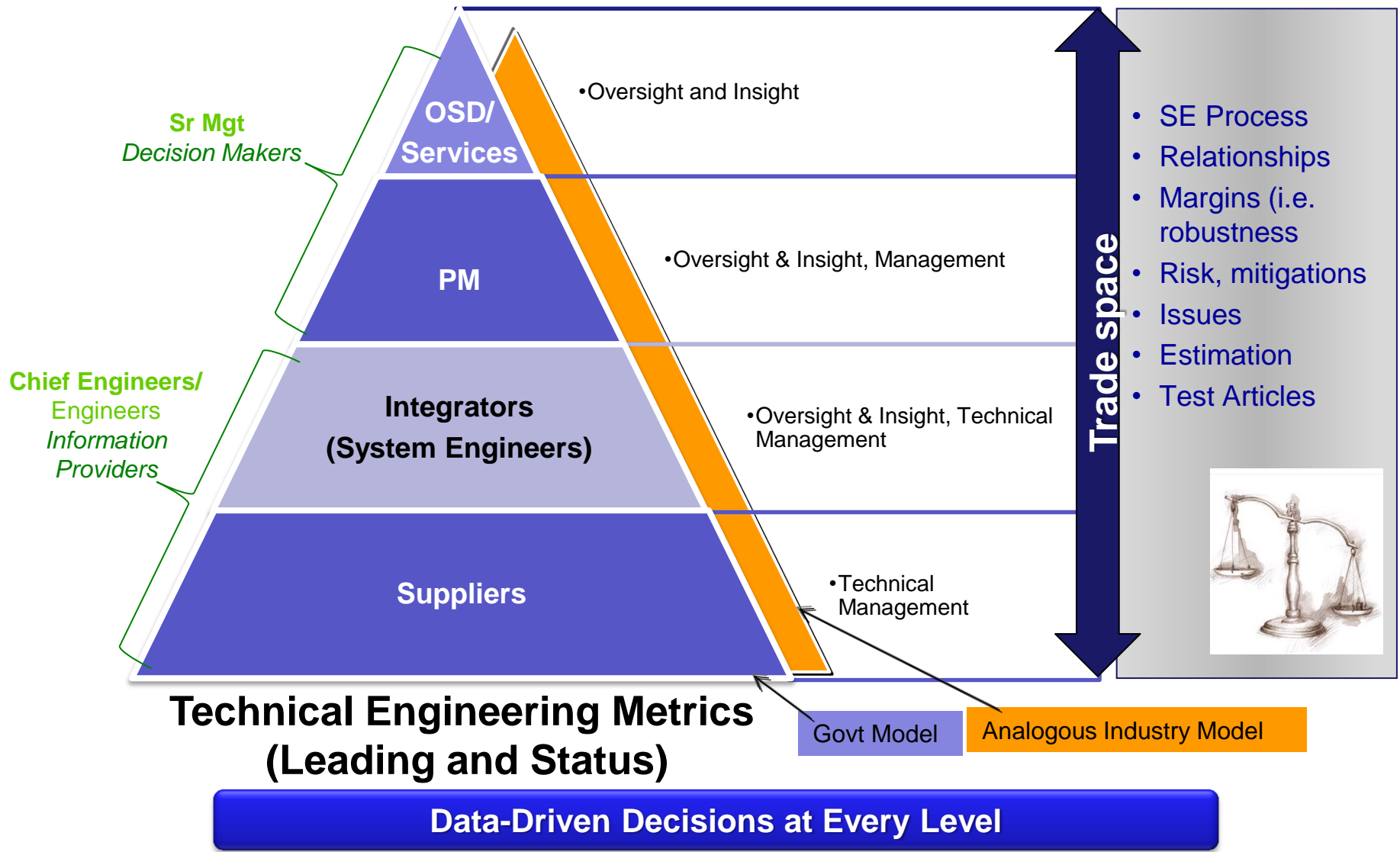
- Policy/Guidance
- Education/Training
- Recommendations
- Metrics/Benchmarking
- Best Practices

Feedback thru continuous program engagement





Metrics Framework

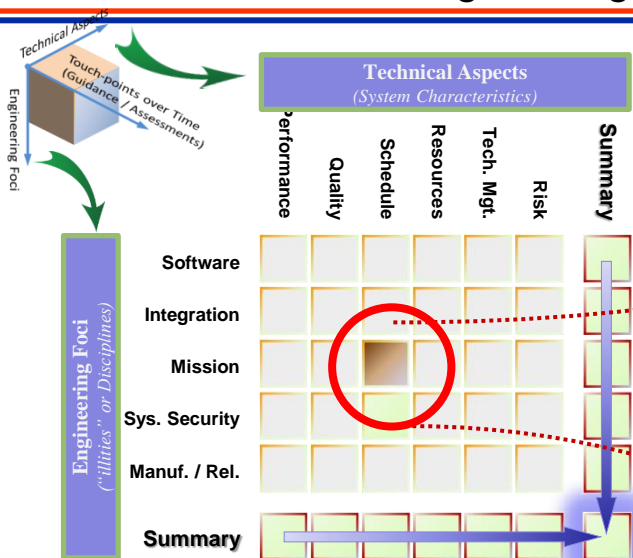




Framework for a Single Systems' Engineering Engagement



Matrix of Engineering Specialties and Technical Aspects



Typical Content in each Cell Varies depending on aspect and focus

Mentoring Guidance and Assessment Content

- Overarching Statute/ Policy
- Plans / Goals / Req.
- Measures and Metrics
- Benchmarks
- Trends
- Dashboards
- PMO Interaction
- Gathered Evidence of Status
- Assessment Narrative
- Recommendations

Review Assessment Governing Language

Public Law 114-22 (2015) - Section 201 amended 2008 of Title 10 USC - require the use of a formal peer-review design and analysis (PDR) and Critical Design Review (CDR) for systems and products that are critical to national security. The assessment for the program is a high-level assessment of the system's performance.

Statutory

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Regulatory

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Guidance

Public Law 114-22 (2015) - Section 201 amended 2008 of Title 10 USC - require the use of a formal peer-review design and analysis (PDR) and Critical Design Review (CDR) for systems and products that are critical to national security. The assessment for the program is a high-level assessment of the system's performance.

Program X FY14 SE Metrics Dashboard

Key Performance Indicators (KPIs) for System Engineering (SE) metrics. The dashboard shows various charts and graphs representing performance over time and across different categories.

Program X FY14 Annual SE Risk Assessment

A risk matrix showing the assessment of various risks. The matrix is color-coded (red, yellow, green) to indicate the severity of the risks.

Program X FY14 Annual Systems Engineering Summary

A summary slide providing an overview of the systems engineering activities and results for the year. It includes key findings and recommendations.

1.4 Defects Found versus Independent Forecast: Severity 1 to 3

A line graph comparing the number of defects found against an independent forecast. The graph shows a significant deviation, indicating a higher number of defects than expected.

Normalized Benchmarks

A scatter plot showing normalized benchmarks for various metrics. The plot includes a regression line and data points representing different programs or systems.

Program X FY14 Annual SE Risk Assessment (Detailed)

A detailed risk assessment slide, similar to the one above, but with more extensive text and data points for each risk category.

Program X FY14 Annual Systems Engineering Summary (Detailed)

A detailed summary slide, similar to the one above, but with more extensive text and data points for each activity.

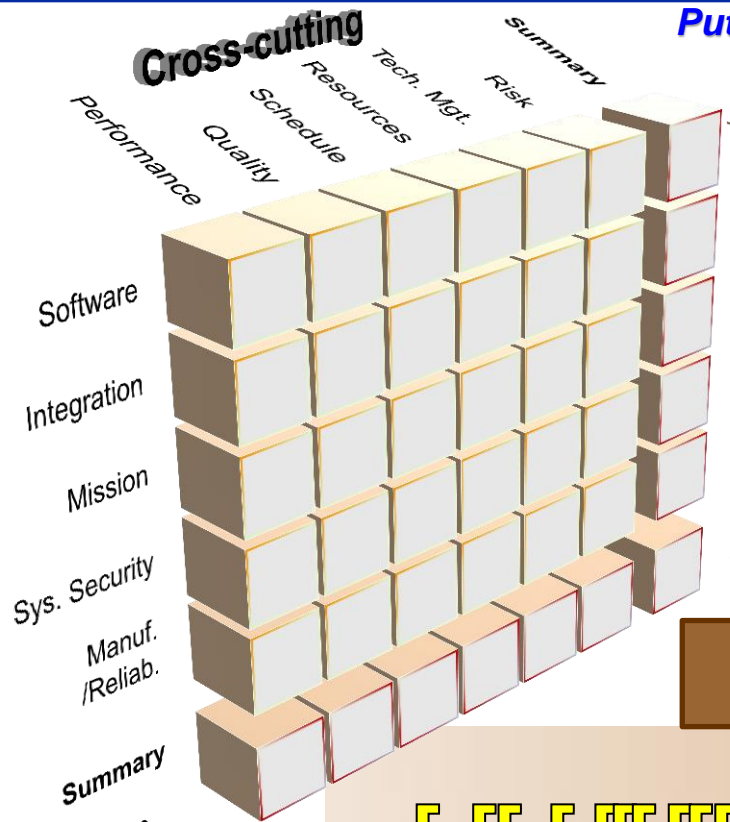
Programs Across the Lifecycle

A lifecycle diagram showing the progression of programs from development to operations. It includes a table with columns for various stages and rows for different programs, with color-coded cells indicating status.

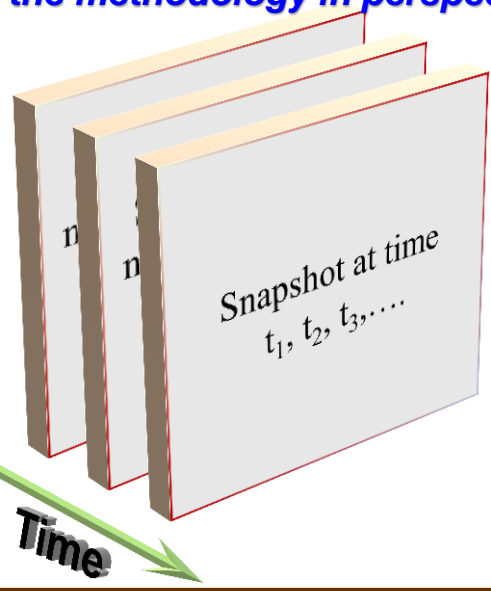


Systems' Engineering Touch-points over Time

Engineering Focus Areas

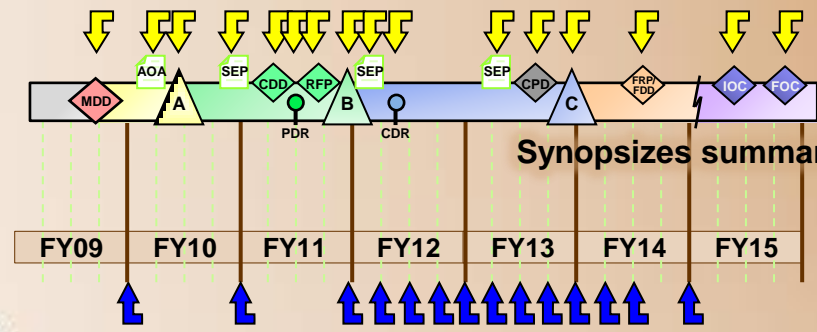


Putting the methodology in perspective over time



These touch-points (snapshots) over time have two forms

Lifecycle / milestone driven engagements



- Maturing Documents
- Design Reviews
- MS DABs

Synopses summarizing a period of time

- Fiscal Year Reporting
- Quarterly assessments

Tech Refresh / DMS
Mission Intelligence
Program Protection
MOSA
SOS/FOS
Etc.



Flow and Trace of Measures



AoA	CDD/CPD	SEP (Developers)		TEMP (Testers)	
MoEs MoPs	KPPs, KSAs, (Thresh/Obj)	TPMs	Threshold/ Objective	MOEs / MOPs	CTPs (Threshold criteria)
CCIR time SOA net-ready TST time TST Dissemination	Net-Ready KPP Ref: CDD 6.4	Implemented community of interest Services exposed to external customers	70%/100%	1-9: CCIR Time 2-5: PED Visibility 3-10: IERs& KIPS *3-12: SOA Net Ready	<ul style="list-style-type: none"> • Normal Operations <15 minutes transmitted to units/assets • Visibility of 95% PED nodes status • IERs: 100% critical IERs; KIPS: address all GIG Architecture KIPS • Identified standard: Risk is low with no additional protection controls needed • <3 minutes re-plan initiation to planning completion; order changes transmitted <1 min after plan completion; replanning 25 concurrent missions <ol style="list-style-type: none"> 1. DISR mandated GIG IT standards & profiles identified in the TV-1 2. DISR mandated GIG KIPS identified in the KIP declaration table 3. NCOV RM Enterprise Services 4. Information assurance requirements including availability, integrity, authentication, confidentiality, non repudiation, and issuance of an order ty the designating authority 5. Operationally effective information exchanges: mission critical performance, information assurance attributes, data correctness, data availability and correctness.
		Services exposed internally through vertical integration	Ability to expose services in support of vertical integration of mission application sub-systems	3-21: IA Protection Risk 2-2: TST time	
		Services consumed through horizontal mission threads	Ability to consume services in support of horizontal integration of mission applications in a net-centric way	2-4: TST Dissemination 2-10: SITREP>FrOB 2-15: Order urgent 2-16: Order normal	
		Services Exposure Verification and tracking sheet	Number of services exposed to external systems to comply with net-centric service strategy	3-21: IA protection risk 3-22: IA response risk 3-23: IA detection risk	

Traceability between AoA, Requirements, SEP, and TEMP



Individual TPMs Evaluated using SMART Criteria



Assessment Rubric

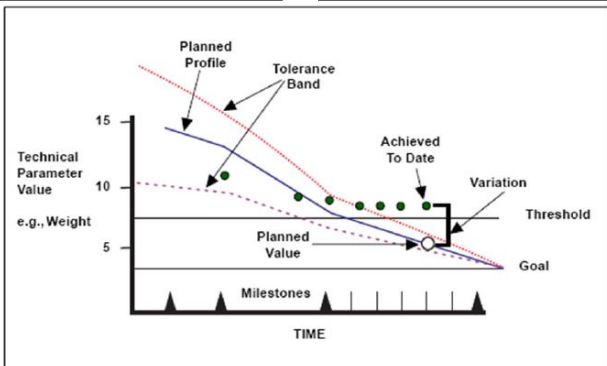
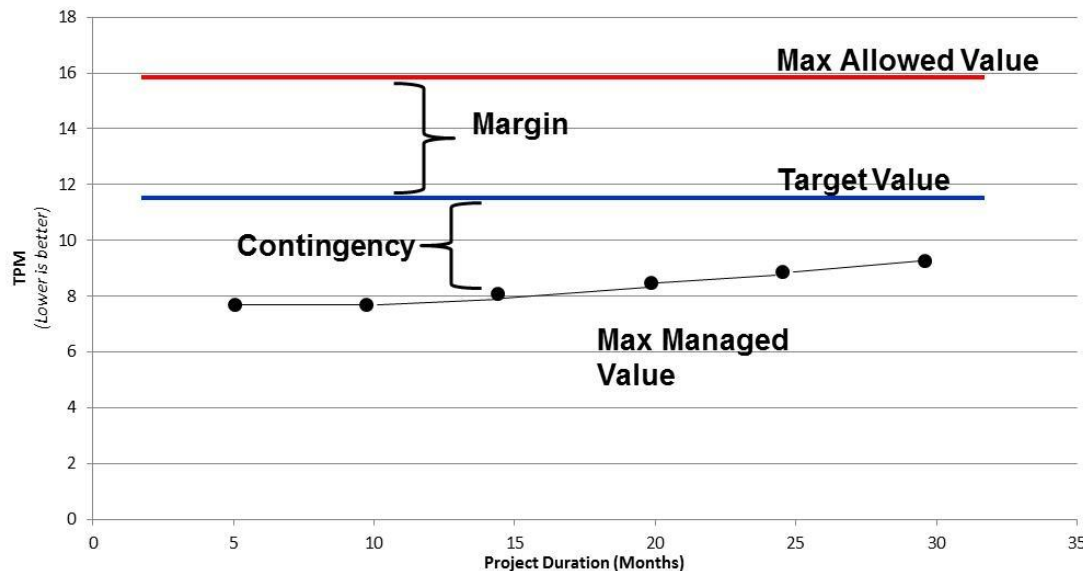
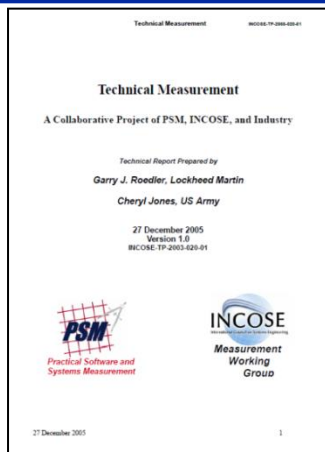
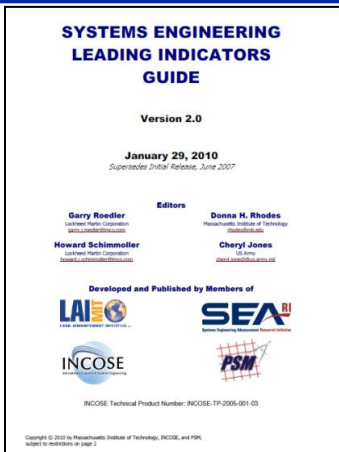
	Specific	Measurable	Achievable	Relevant	Timely
Definition	Metric or Measure can be interpreted only one way	Metric or Measure can be represented by a number obtained from counting, analysis or instrumentation	Metrics or Measures have defined goals at key acquisition events	Metrics or Measures tied to program requirement, KPP/KSA, risk, or key PM process.	Metrics or Measures are collected frequently enough and in time to act on the data. Measure provides early indicator of shortfalls.
Strongly Disagree	<ul style="list-style-type: none"> Ambiguous Term No definition provided 	<ul style="list-style-type: none"> Unmeasurable concept 	<ul style="list-style-type: none"> No desired values identified Multiple interpretations of reported values 	<ul style="list-style-type: none"> Measure has no tie to program requirements 	<ul style="list-style-type: none"> Measured only at end of project
Disagree	<ul style="list-style-type: none"> Overloaded term without definition / equation 	<ul style="list-style-type: none"> Non-deterministic value, and/or subjective 	<ul style="list-style-type: none"> No desired values identified 	<ul style="list-style-type: none"> Measure is tangentially related to program requirements 	<ul style="list-style-type: none"> Measured too late to act on the information
Neutral	<ul style="list-style-type: none"> Unknown 	<ul style="list-style-type: none"> Unknown 	<ul style="list-style-type: none"> Desired value defined only at program completion 	<ul style="list-style-type: none"> Unknown 	<ul style="list-style-type: none"> Marginally acceptable frequency and latency Measure/Metric is a lagging indicator
Agree	<ul style="list-style-type: none"> Measure clearly understood, without disagreement within PMO Equation not provided 	<ul style="list-style-type: none"> Result is subjective and/or non-deterministic, but based on a published ruleset (e.g. this assessment rubric) 	<ul style="list-style-type: none"> Desired value for measure defined for each acquisition milestone 	<ul style="list-style-type: none"> Beneficial measure, but not related to Requirement, KPP/KSA or PM key process 	<ul style="list-style-type: none"> Measured only at acquisition milestones and System Engineering Technical Reviews Provides prompt warning of shortfalls
Strongly Agree	<ul style="list-style-type: none"> Measure clearly understood outside PMO Equation provided 	<ul style="list-style-type: none"> Result is deterministic and objective (e.g. given a common set of inputs, the result will be repeated) 	<ul style="list-style-type: none"> Threshold and objective values defined for each acquisition milestone 	<ul style="list-style-type: none"> Measure tied to KPP, requirement or risk Measure is a project management key process 	<ul style="list-style-type: none"> Measured frequently enough and in time to act on data (e.g. monthly CDRL) Provides early warning of shortfalls

SMART* Criteria used to Evaluate TPMs

*Commonly attributed to Peter Drucker; first-known use of the term occurs in November 1981 issue of *Management Review* by George T. Doran



Technical Measures and Attributes



Attributes

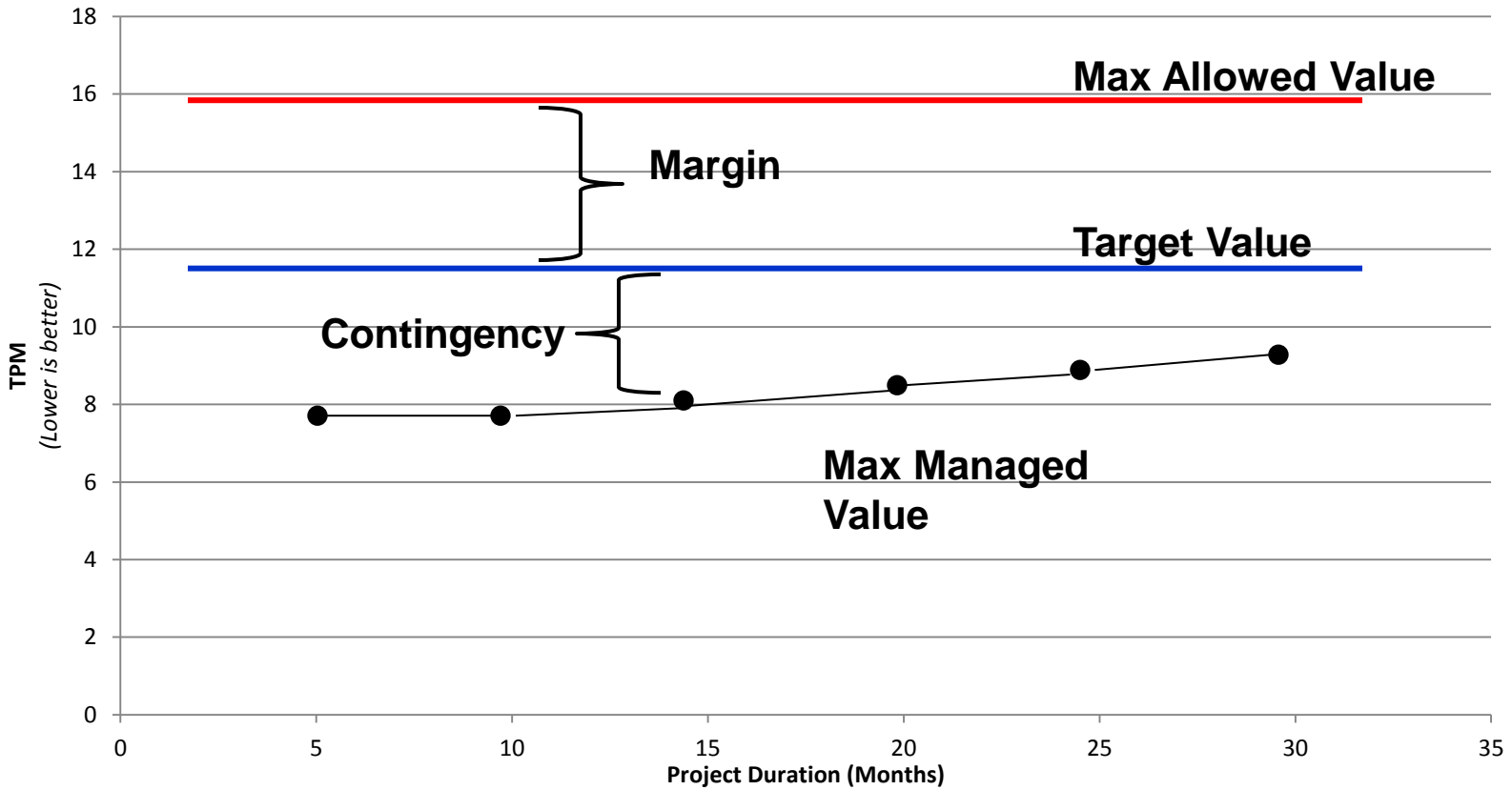
- a. Achieved-to-date
- b. Current Estimate
- c. Milestone
- d. Planned Value
- e. Planned Profile
- f. Tolerance Band
- g. Threshold
- h. Variance(s)

Margin – difference between the maximum allowed value and the target value

Contingency – difference between the maximum managed value and the target value, dependent on uncertainty, maturity, variability, and risk.



Measure Contingency and Margin



Margin – difference between the maximum allowed value and the target value
Contingency – difference between the maximum managed value and the target value, dependent on uncertainty, maturity, variability, and risk.



What do we measure?

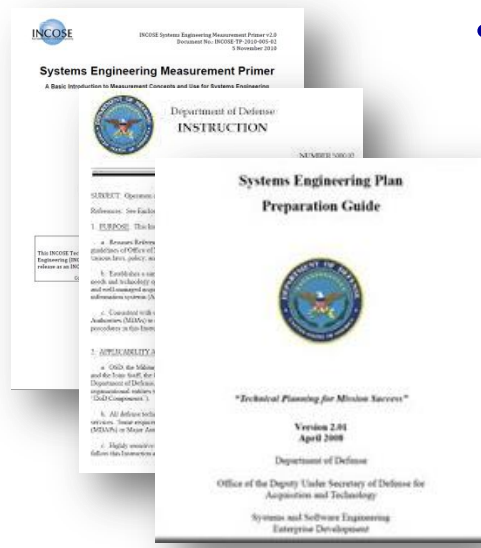
- **Two Types of Measurements***

- Process: Quantitative Process Management (QPM)
- Product: Technical Performance Measures (TPM)

- **Measurements are used to:**

1. Provide early detection of performance risk & issues
2. Track technical maturity - forecast values to achieve
3. Control system design - visibility into actual vs. planned

*Source: *INCOSE Systems Engineering Primer*



Quantitative Process Management
 How far have you progressed in developing the product?
 (e.g., schedule, requirements)

Technical Performance Measures
 How well does your product do what it is supposed to do?
 (e.g., throughput, CPU/memory use)



Tailor Domain- & Lifecycle-Appropriate Performance Measures



Quantitative Process Measures

Software	Production
Demographics Effort Productivity, Agile Velocity Schedule Staff Test	Build-to-Package Completions Traveled Work Supplier/Sub Quality Tests Scrap, Rework and Repair Hours Touch Labor Hours Yield
Staffing *	Technology Maturity
Quantity Effort Hours Experience Turnover Rate	Manufacturing
Schedule *	Design/ Development
Requirements Management	Architecture
Cost	% DoDAF drawings complete Quality Attributes Flexibility, Stability
Affordability Resources Dollars/Funding CPI	Integration
Risk Management	COTS/GOTS/NDI Components Interface Definition Interface Verification Interface Stability
Exposure Burndown	System Assurance
	Infrastructure

Product TPMs

Software	Mission Performance
Defects Quality Size	Mission Threat & End-to-End Performance e.g. Probability of Detection
System Performance	Net Ready KPP
Accuracy Lethality Bandwidth System Latency System Throughput System Response Time Utilization—Data bus, CPU, Memory SWAP-C Range	Network Management Time to enter network Time to exchange data
System Quality *	User Acceptance
Reliability	User questionnaire scores User acceptance scores
# unscheduled reboots Time between reboots (MTBCF) Time to reboot (MTRCF) MTBF, MTTF	Supportability/ Maintainability
	Maintainability Characteristics Mean time to repair

Legend

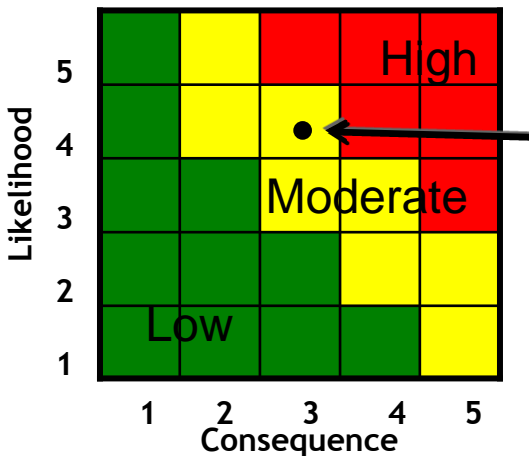
Category	MDAP-centric
Sub-category 1	
Sub-category 2	
...	
Sub-category N	Included on SRDR

* Staffing, Quality & Schedule are also included in the Software Category



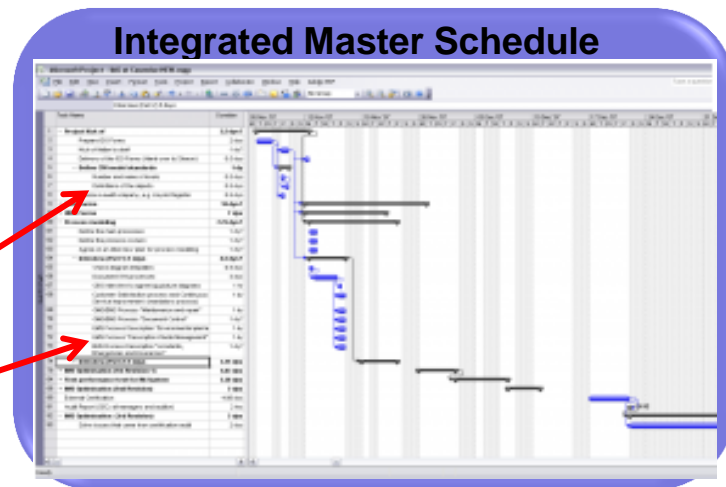
Risk Analysis, Tracking, and Mitigation

Risk Reporting Matrix



- Risk ID Number: 99
- Risk Driver:
- Cost Impacts:
 - RDT&E: \$ or %
 - Production: \$ or %
 - O&M: \$ or %
- Schedule Impacts:
 - Months:
- Performance Impacts:
 - Only Y% KSA performance
- Risk Mitigation Actions:
 - Activity 1:
 - Activity 2:
 - Cost: \$
- Closure Date:

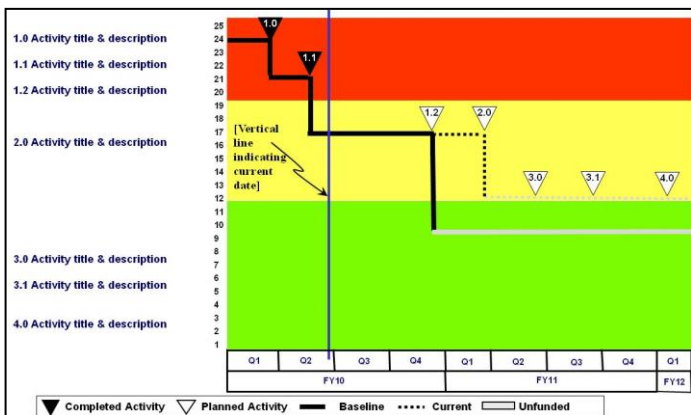
Capture Mitigation Activities in IMS



Track Risks in a Risk Register

Class	Tier	Current Rating	Owner Org	Owner	Backlog	Current Rating	Event ID	Title	Type	Submitter	Priority	Owner Org	Revised Date	Final EID of Plan	Expected Final Rating	Plan Status
Risk	Tier 1	Open	SE	Lynch, Jeff	Unrecovered	3.0/3	536.07.R0040	Mission RFP Performance	Technical	4/11/2007	CR	7/25/2013	4/11/2013	4/30/2014	3.0/3	On Track
Risk	Tier 1	Open	TBE	Adrian, Boris, David	3.0/4	536.09.R0032	Flight Test Schedule	Schedule	5/31/2009	GTF	7/25/2013	4/11/2013	4/30/2014	3.0/4	On Track	
Risk	Tier 1	Open	SE	Chen, Jeffrey	Securities	3.0/4	536.12.R0002	OT&A Schedule Contingency	Schedule	1/30/2013	OT&A	7/26/2013	4/11/2013	4/11/2014	3.0/4	On Track
Risk	Tier 2	Open	SE	Hess, Hagan, Bob	3.0/3	536.07.R0029	Survivability RFP	Technical	4/18/2007	MS-C	7/26/2013	4/11/2013	12/31/2014	3.0/3	On Track	
Risk	Tier 2	Open	SE	Hess, Hagan, Bob	3.0/3	536.09.R0041	Voice Protection RFP	Technical	4/11/2009	MS-C	7/26/2013	4/11/2013	12/31/2013	3.0/3	On Track	
Risk	Tier 2	Open	SE	Chen, Jeffrey	3.0/4	536.11.R0006	Executive Notice	Technical	5/3/2011	Flight Test	7/26/2013	4/11/2013	4/30/2017	3.0/4	On Track	
Risk	Tier 2	Open	SE	McAndrew, Greg	Demarcia, Joe	3.0/3	536.12.R0019	DAAGP Certification	Schedule	6/14/2012	OT&A	7/26/2013	4/11/2013	4/30/2013	3.0/3	On Track
Risk	Tier 2	Open	TBE	Adrian, Boris	Amador, John	3.0/3	536.12.R0033	South Warrantly at	Schedule	7/18/2012	GTF L3	7/26/2013	4/11/2013	12/31/2014	3.0/3	On Track
Risk	Tier 2	Open	SE	Hulk, Mike	Frain, Pauline	3.0/3	536.13.R0005	Incomplete System	Schedule	4/11/2013	GTF	7/26/2013	7/26/2013	4/30/2013	3.0/3	On Track
Risk	Tier 2	Open	SE	Hulk, Mike	3.0/3	536.11.R0008	Software Safety	Schedule	3/12/2010	GTF	7/26/2013	7/26/2013	7/26/2013	3.0/3	On Track	
Risk	Tier 2	Open	SE	Wright, Joseph	Michael, Larry	3.0/4	536.13.R0023	Activation of Miss	Technical	3/22/2013	ST	6/13/2013	7/26/2013	1/31/2014	3.0/4	On Track
Risk	Tier 2a	Open	All	Warren, Steve	Megathren, Paul	3.0/4	536.12.R0002	Low Probability	Schedule	4/23/2012	OT&A	6/26/2013	7/26/2013	4/30/2017	3.0/4	On Track
Risk	Tier 3	Open	SE	Sing, Bob, Keith	3.0/4	536.05.R0023	ACHIEVING 33K Weight	Technical	4/21/2010	EMMA 1 & 2	7/25/2013	4/11/2013	4/4/2013	3.0/4	On Track	
Risk	Tier 3	Open	TBE	Waters, Adrian, Stephen	3.0/4	536.07.R0008	SAC starting of the IT	Schedule	11/15/2007	OT&A	7/25/2013	4/11/2013	4/15/2013	3.0/4	On Track	
Risk	Tier 3	Open	All	McLeland, David	Farmus, Charles	3.0/3	536.09.R0028	OT&A Performance	Schedule	4/13/2009	CR	6/26/2013	7/26/2013	12/31/2013	3.0/3	On Track

Monitor/Measure Risk Burndown





Sample Metrics Collected, Normalized, and Modeled



Program Data as Reported

- **Metrics are captured as reported by the Program (as Program Artifacts)**
 - Identify internal inconsistencies within Program metrics
 - Identify data gaps, and omissions
 - Data validation is necessary to conduct analysis

Normalized & Modeled Data

- **Metrics are normalized to enable parametric modeling and benchmark analyses**
 - Normalization provides ability use parametric models to assess feasibility
 - Software development effort assessed based on probability of success

Historical Software Performance Data

- **Data compiled into historical repository to support benchmark analyses**
 - Normalized data allows for benchmarking
 - Unified data set provides ability to assess software performance across portfolios of programs



Example A/Pre-MS B: "Trade Space"

Scenario Comparison (80% Assurance)

Program Office received trade space analysis

Enabled the program office to select initial planning options in the feasible trade space

Scenario Assumptions	ESLOC	Cost	Schedule	PI	Remarks
Program Plan	--	\$25M	60 mo	--	Program allocated \$25M for software; 60 months schedule is not software driven.
1. Optimized Solution	538K	\$76M	86 mo	12.1	Historical industry average; assumes no ESLOC growth; cost overrun 300% ; schedule adds 2.1 yrs
2. Fixed Cost	538K	\$25M	114 mo	12.1	Constrained to \$25.2M budget; schedule runs 4.5 yrs late
3. Fixed Schedule	538K	\$370M	60 mo	12.1	Constrained to 5-yr schedule; cost is 14.7 times greater than total budgeted
4. Typical Program Size Growth	700K	\$105M	97 mo	12.3	Size growth (80% industry projects typically grow 30% from PDR to delivery); slightly improved productivity index assumed; cost over 420% of budget ; schedule takes 3 yrs longer
5. Reduced Functionality	216K	\$25M	58 mo	12.1	Limited functionality/size with budget and schedule constrained
6. Increased	538K	\$25.2M	60 mo	16.0	Increased PI (2 standard deviations higher than
7. Increased Productivity/Size	700K	\$39M	62 mo	16.0	Increased PI (only 2.2% of industry has achieved that PI)

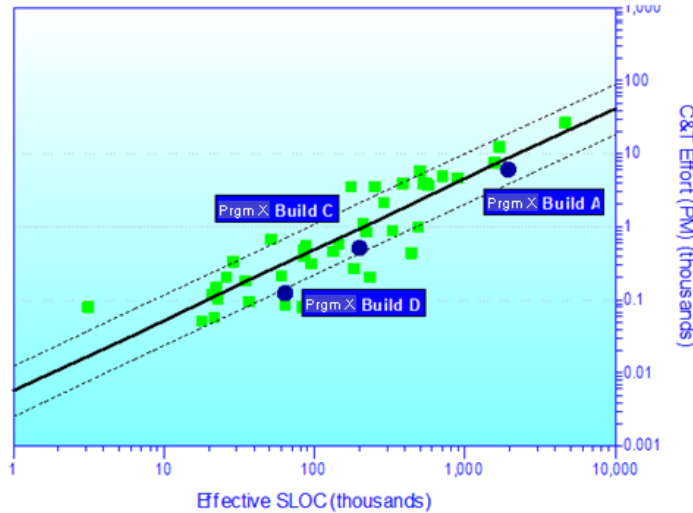
XXX = Value constrained (held constant) in scenario run
 PI = Productivity Index, to include environmental factors for efficiency
 ESLOC = Effective Logical Source Lines of Code

Interrelationships among size, effort, staffing, duration, and productivity allow decision-makers to see the impact of existing program constraints



Example MS B: Plan Feasibility

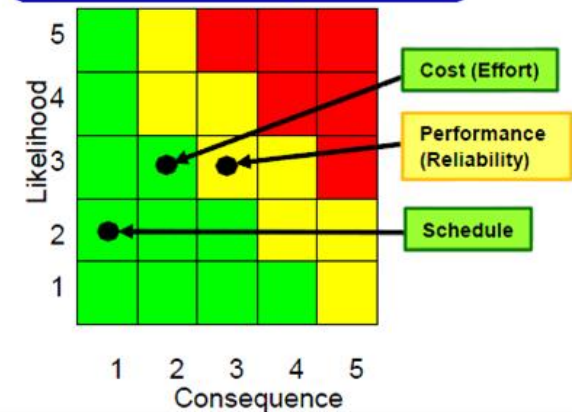
- Similar AT&L projects shown in green
- Program X Builds in blue
- Plot provides solid center line of AT&L project and 1 standard deviation dotted line
- View all four views concurrently to gain insight:
 - Size vs Effort
 - Size vs Staffing
 - Size vs Productivity parameter
 - Size vs Schedule



Scatter plot shows feasibility of planned builds compared to other similar AT&L programs

Risk areas identified based on statistical distance from historical program performance

Program Z Software Program Risks



Although consistent with AT&L projects, potential risk due to large size and increased defects, impacting reliability and, to lesser degree, schedule (fixing instead of coding).



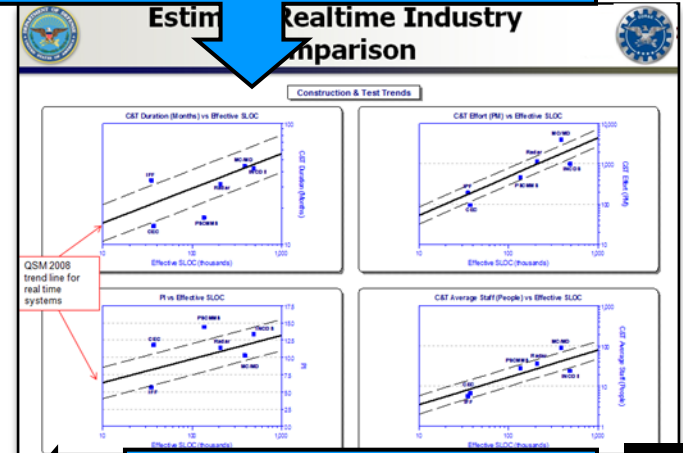
Example MS C: Software Maturity Modeling

1 Reconstruct current/adjusted plan using actual reported metrics

SLIM-Estimate Reconstruction

Component Name	ESLOC	Rqts. Start Date	FQT Completion Date	Peak Staffing	PI
Subsystem 1	135,000	11/2005	08/2007	37.0	14.4
Subsystem 2	486,690	04/2004	12/2008	32.3	13.4
Subsystem 3	207,600	04/2004	08/2007	49.0	11.4

2 Compare and quantify performance to date with similar programs

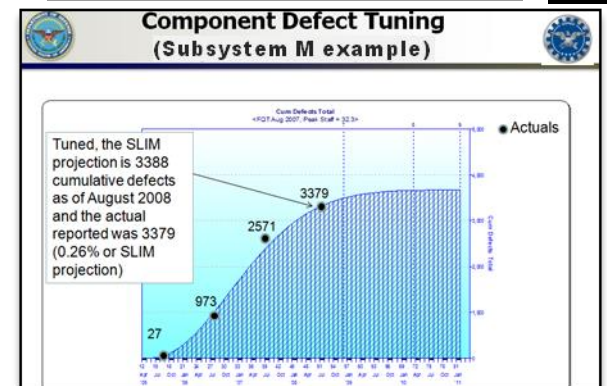
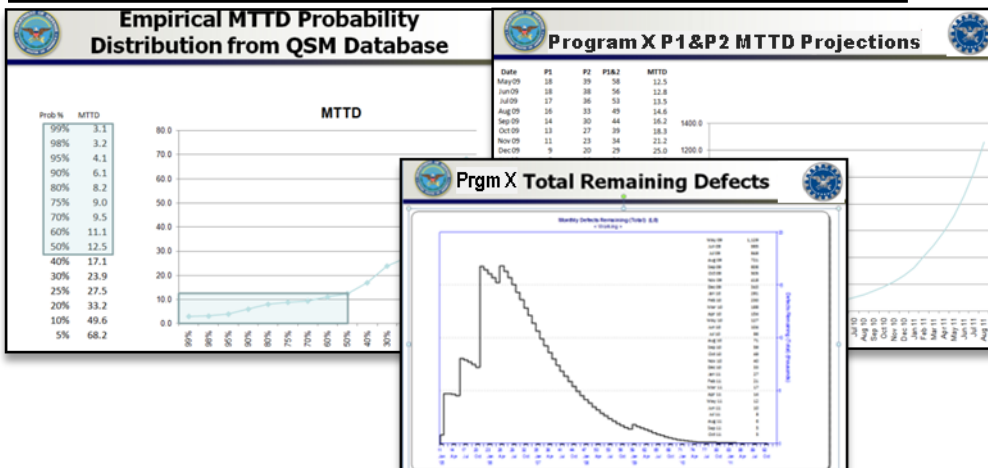


Forecast if acceptable software maturity will be achieved by release date compared to similar programs

4

Using reported defects, calibrate model

3





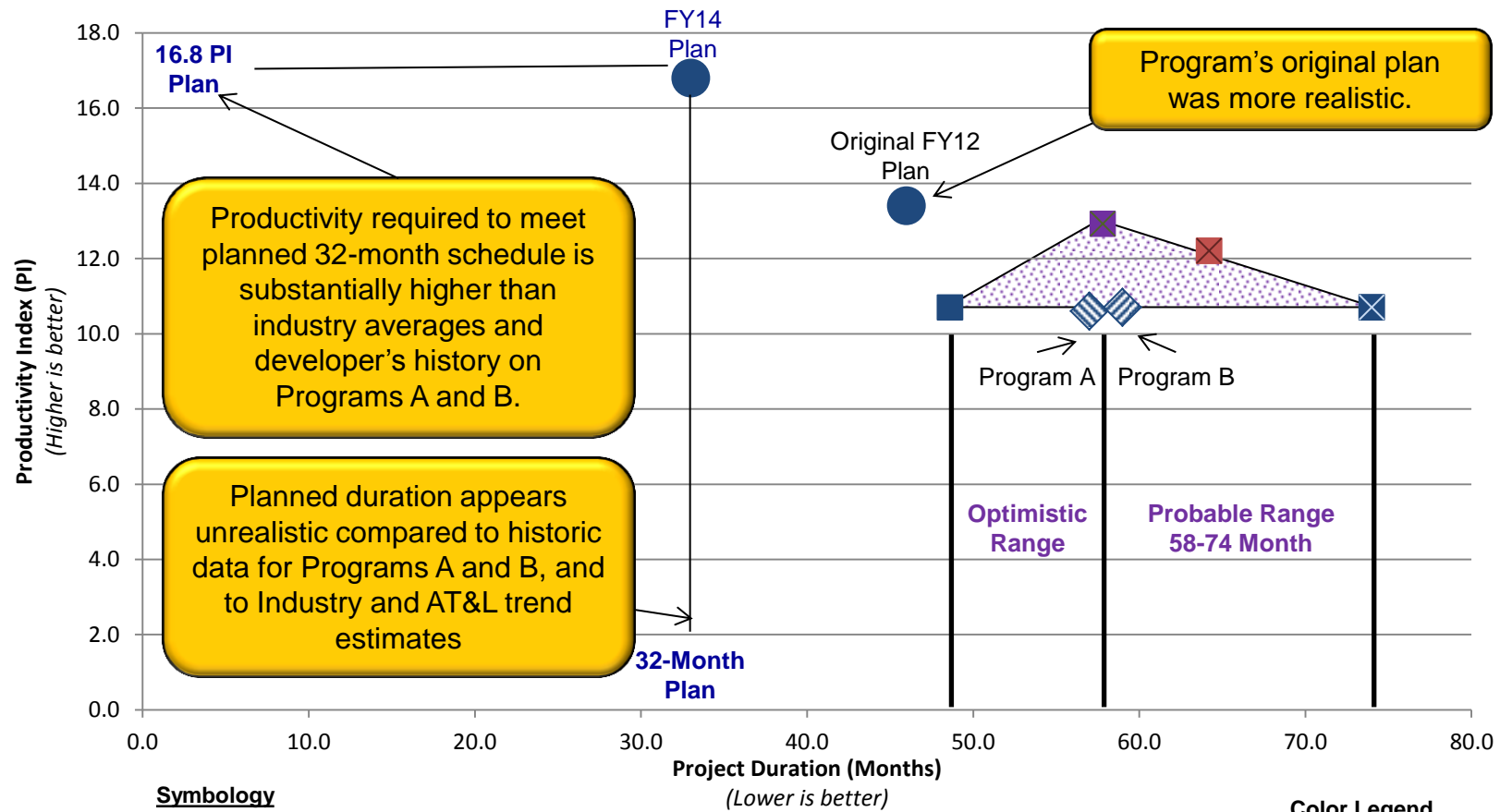
How We are Doing Performance Measurement Shortfalls



- **Systemic issues identified in 2015 report to Congress**
 - Lack of sufficient **predictive metrics** and **quantitative management**
- **Lack of end-to-end performance measurement, developer/tester disconnect and insufficient integration testing**
- **Sample of other observations**
 - Not enough TPMs;
 - No threshold / objective values;
 - Measuring too late; Limited ability to influence program;
 - Too expensive to collect
 - No mission performance metrics;
 - Exclusively focused on “Product” measures;
 - NR KPP unmeasurable
 - Transparency/Warehousing
 - Heisenberg Effect



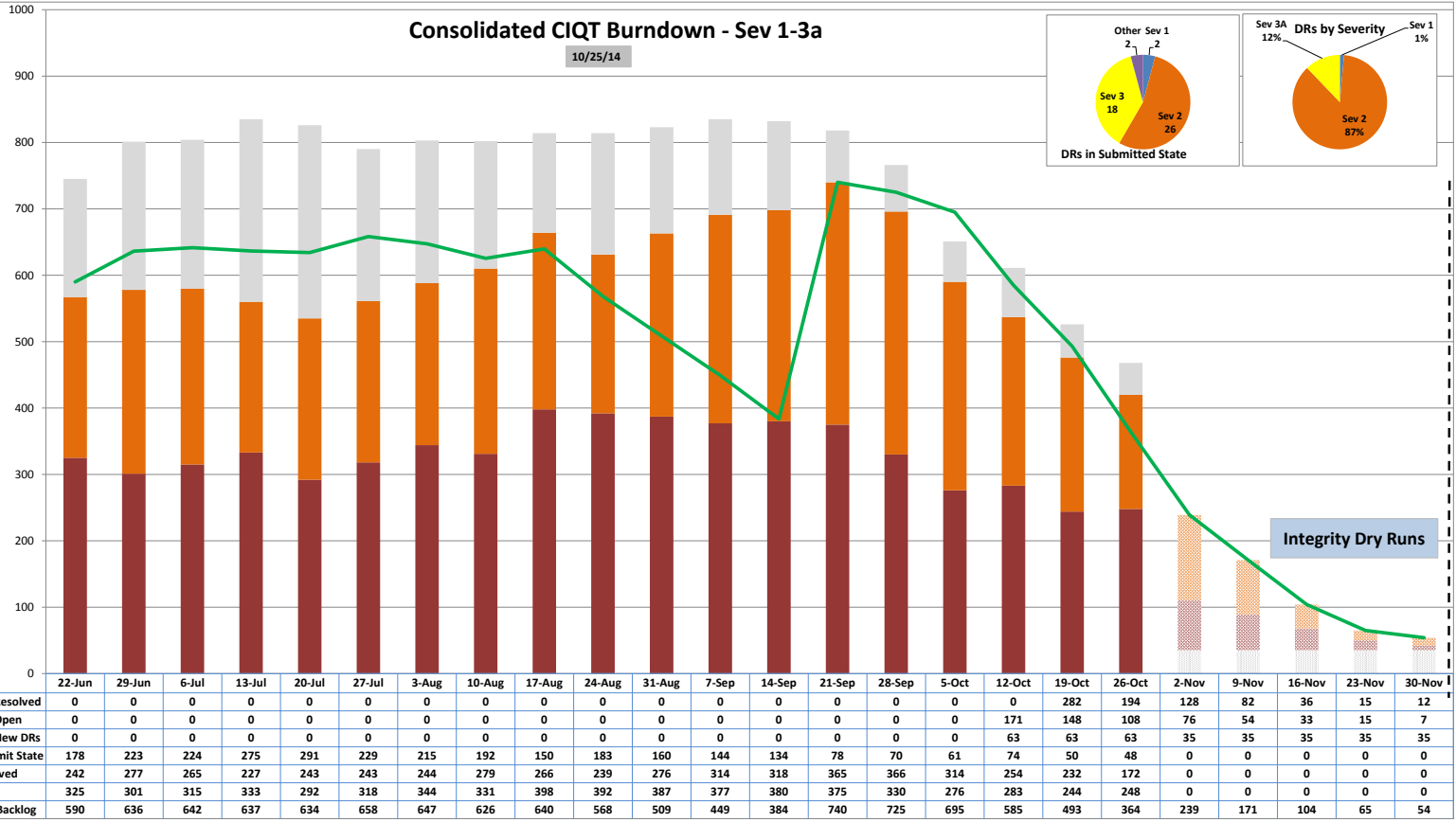
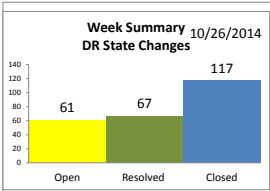
Estimated Schedule Durations for a Software Development Effort



DASD(SE) uses software benchmarks for industry and from our historical engagements to help inform decisions makers.

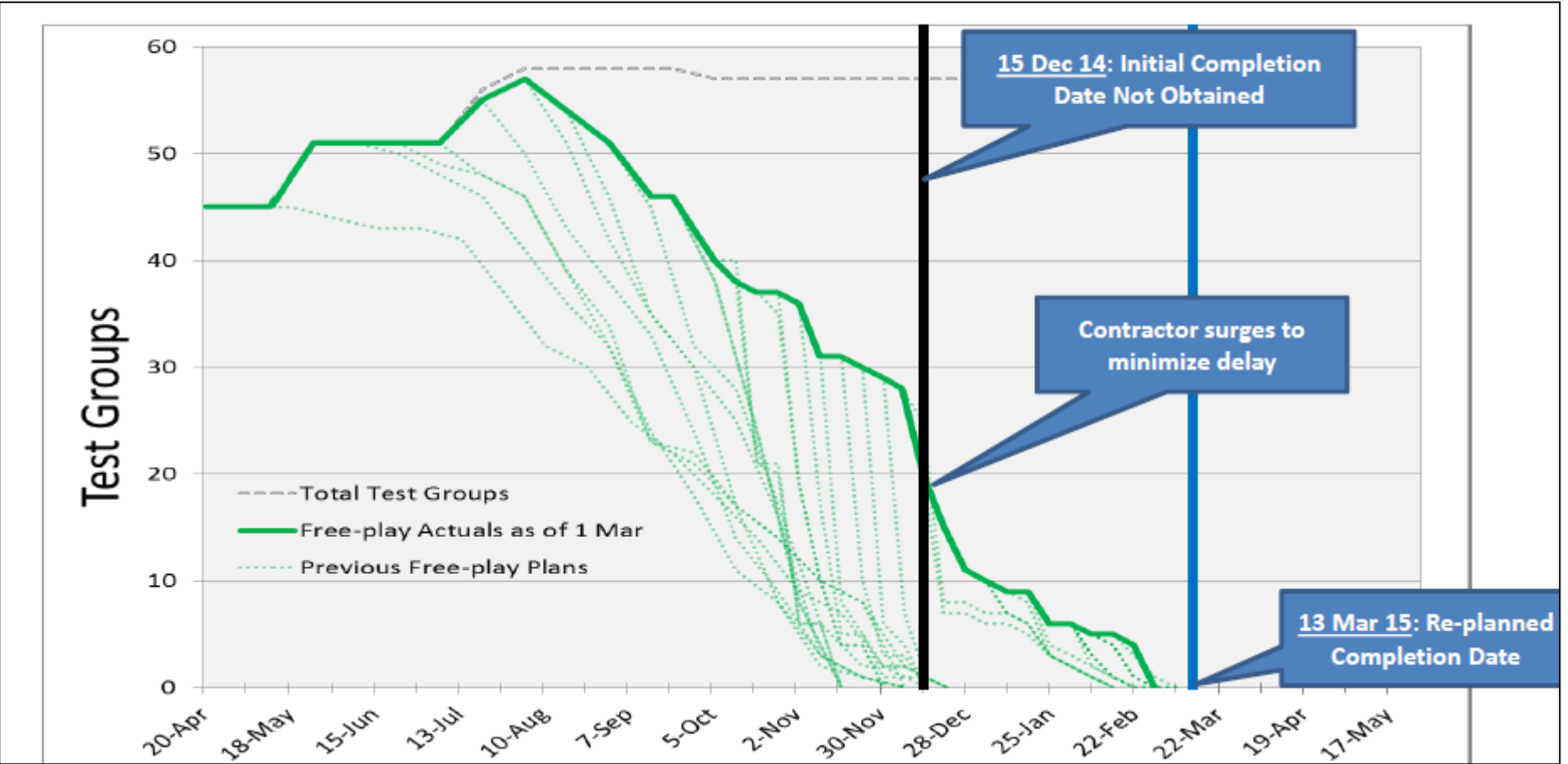


Sample Software Deficiency Burndown Optimism





Sample Metrics Testing Optimism





Sampling of Future Challenges



- **Agile**
- **Software Maintenance**
- **Leading Indicators**
- **Schedule**
- **Integration Across Multiple Systems**

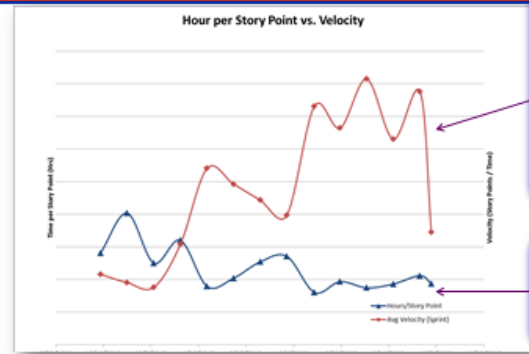


Agile Metrics and Quantitative SW Engineering Vital for Predictable Delivery



- **Meaning of SP (Done) must be understood**
 - Are system integration, DT & maturity factors baked in per Agile expectation
- ★ **Predictability — how well do we estimate?**
 - Sustainable development; can we sustain delivery pace?
 - Ignoring “Yesterday’s Weather” to plan; ignoring team-level metrics
- **Scaled metrics continued area of study — Normalization & Aggregation:**
 - Can safely monitor predictability, acceleration (& percentages) in aggregate
 - Can we meaningfully aggregate if the reference story is the same?
 - Aggregate velocity can hide Team velocity critical path risk
- **Daily, Sprint and Release cadence insights**
 - Sprint metrics optimized for team delivery;
 - At scale, measure effectiveness of synchronization and ability to deliver E2E thread
- **Lack of E2E Value Delivery — [does it] “Do Something” — Metric**

★ Unstable, Aggregate Agile Velocity



After 12 sprints, there is no predictable average velocity in aggregate.

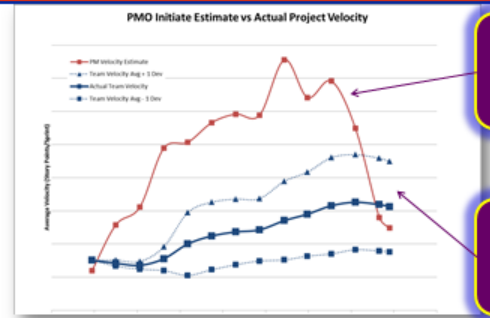
Impairs ability to predict capability shipments.

The average hours per story point by sprint indicates a possible trend

Without stability in metrics, these measures are difficult to use for future estimation.

16-0000001-0004 October 2015, 2015 Page47 Distribution Statement: A - Approved for public release by DOPSR on 10DD0015, SR Case# 16-S-1289 applies. Distribution is unlimited.

★ Challenges to Agile Estimation Aggregation & Normalization



PMO estimate differed substantially from reality

Standard Deviation is 30% of average velocity

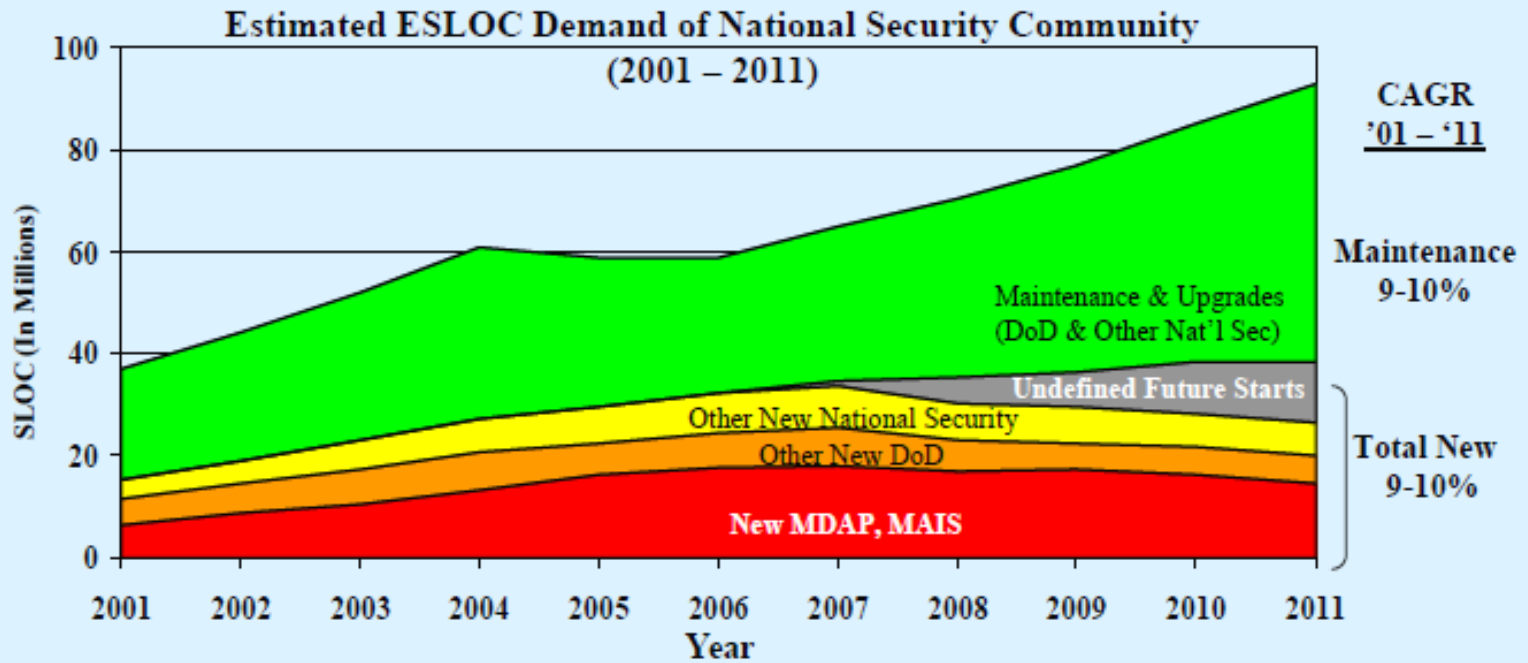
“There is a difference in how estimations can be done at the iteration, release, and enterprise levels. At the iteration level, the team should always be involved. However, as the project gets bigger, the need for release- and eventually enterprise-level estimates may look more like those seen in Waterfall.” (CMU/SEI-2010-TN-002)

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Demand for Software Maintenance

Estimated Demand for New and Maintenance Software: Maintenance Effort Growing as Fast as New Development




Note: No central or easily comparable sources of software maintenance and upgrade data found – even within Services. Need common software data collection process and repository to manage effectively.

Source: CARD data, Federal Procurement Database System, QSM, CSIS Analysis

Reference: Center for Strategic and International Studies, Defense-Industrial Initiatives Group, study in support of USD (AT&L)/AS, Oct 2006




Leading Indicators



Information Need	Specific Leading Indicator	Related Source Material
Requirements	Requirements Stability	SELI 3.1 Requirements Trends – Volatility
Requirements	Stakeholder Needs Met	SELI 3.4 Validation Trends, SELI 3.5 Verification Trends
Requirements Affordability	Requirements Tradeoff Impact	SELI 3.16 System Affordability Trends
Interfaces	Interface Trends	SELI 3.3 Interface Trends
Architecture	Critical Success Factor and/or Quality Attribute Requirements Satisfied by the Architecture	SELI 3.17 Architecture Trends
Staffing and Skills	Staffing and Skills Trends	SELI 3.11 Staffing and Skills Trends
Risk Management	Risk Trends	SELI 3.9 Risk Exposure Trends SELI 3.10 Risk Treatment Trends
Technical Performance Technical Maturity	TPM Summary (all TPMs)	SELI 3.13 Technical Measurement Trends
Technical Performance Technical Maturity	TPM Trend (specific TPM)	SELI 3.13 Technical Measurement Trends
Technical Maturity	Technology Readiness Level for each Critical Technology Element	SELI 3.8 Technology Maturity Trends


PSM Users Group Conference July 14, 2011

SELI: Systems Engineering Leading Indicators Guide 12



Information Needs Identified	
<p><i>Considered Most Important Based on Prioritization Determined by Workshop Participants</i></p> <ul style="list-style-type: none"> Requirements Interfaces Staffing and Skills Technical Performance Technology Maturity Architecture Affordability Risk Management Manufacturability 	<p><i>Ranked Lower in Prioritization by Workshop Participants; not considered by breakout teams</i></p> <ul style="list-style-type: none"> Testability Requirements Verification and Validation Defects and Errors System Assurance Process Compliance Work Product Progress Facility and Equipment Change Backlog Review Action Item Closure

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Measureable Concept	Is the SE effort driving towards stability in the system definition and size?
Leading Insight Provided	<ul style="list-style-type: none"> Indicates whether the system definition is maturing as expected. Indicates risks of change to and quality of architecture, design, implementation, verification, and validation. Indicates schedule and cost risks. May indicate future need for different level or type of resources/skills. Indicates potential lack of understanding of stakeholder requirements that may lead to operational or supportability deficiencies.
Base Measures	Total Requirements at the end of the previous reporting period Requirements Changed during the current reporting period (Added, Modified, Deleted) Major Milestone Schedule Time Profile for Expected Requirements Stability
Derived Measures	Percent Requirements Changed = 100 * total requirement changes/Total Requirements Requirements Stability = 100 – Percent Requirements Changed
Decision Criteria	Investigate need for corrective action if the Stability is 10 percent below the expected level and/or the Stability trend for the last three reporting periods is moving toward the threshold.

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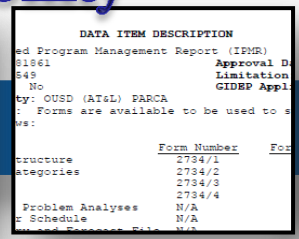
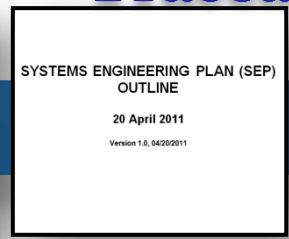
<http://www.ndia.org/Divisions/Divisions/SystemsEngineering/Documents/Studies/NDIA%20System%20Development%20Performance%20Measurement%20Report.pdf>



Schedule Risk Analysis FY15

Traceability

Early Program Planning and Development



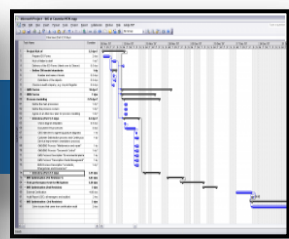
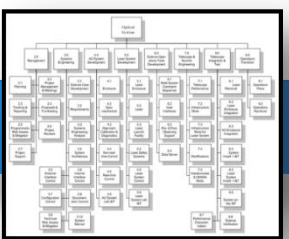
24%
Increase in traceability between RFPs, SEPs & DIDs

Influencing positive program outcomes through early program engagement and development planning

Building Bridges

Execution

Continuous Program Engagements



28%
More programs influenced by MPS assessments in FY15

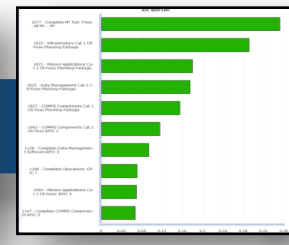
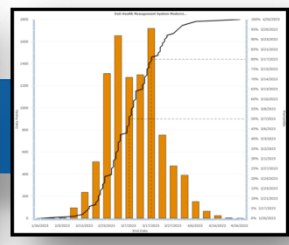
Improved program execution through 96 findings and recommendations!

Benchmarking

Realism

Recurring Schedule Analysis

#	Metric	Goal	%
1	Logic	0%	100%
2	Logic	0 tasks	100%
3	Logic	0%	100%
4	Relationship Types	0% non F.S (warn: max F.S)	100%
5	Hard Constraints	0%	100%
6	High Float	0%	100%
7	Negative Float	0 tasks	100%
8	High Duration	0%	100%
9	Invalid Forecast and Actual Dates	0%	100%
10	Resources	0 improper assignments	100%
11	Missed Tasks	0%	100%
12	Critical Path Test	0 days	100%
13	Critical Path Length Index	>= 1.0	100%
14	Baseline Execution Index	>= 0%	100%



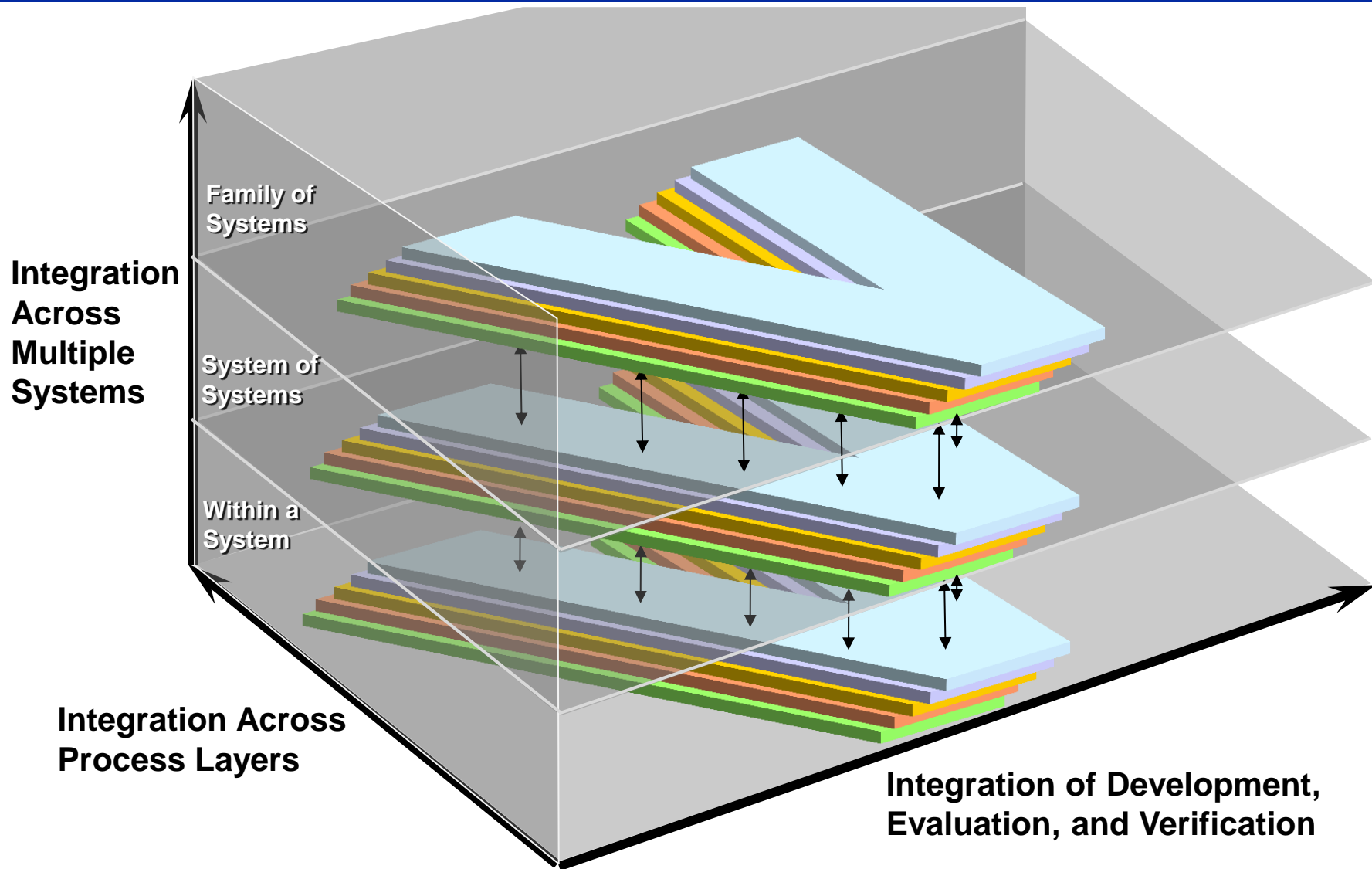
38%
More deficiencies isolated in PSAs, PDRs, and CDRs

Improved program schedule realism and influenced decision-making!

Lowering risk across all MDAP programs through a rigorous schedule risk assessment process



Integration Across Multiple Systems

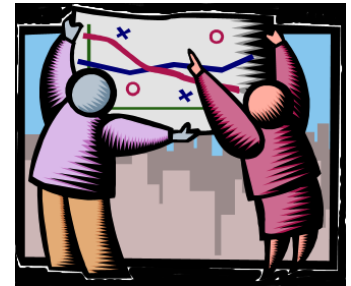




Challenges for the Future: Making Metrics “Work”



- Providing a common technical language, e.g., between customers and suppliers
- Selecting useful readily available metrics at all acquisition decision levels
- Using metrics to determine risk; role of benchmarking
- Characterize status; Establishing tolerance bands around the selected metric
- Prevent from becoming a numbers game
- Communicate findings and recommendations using simple relevant engineering terms back by supporting engineering detail



Metrics = Focus on Intended Outcomes



Summary



- **Actively plan and track performance to plan using TPMs to manage risks throughout the lifecycle**
 - Start early, think through the next phase in depth
 - Think through technical challenges and TPMs/metrics to help manage technical risks
 - Use the data to make informed cost and affordability decisions
 - Implement the plan – it isn't important if it isn't checked
- **DASD(SE) is committed to using a quantitative SE approach to:**
 - Mentor major PMOs and system developers; shape program plans; monitor execution
 - Inform DoD leadership of technical risks, opportunities, and impacts to schedule & performance at major decisions
 - Track time and cost for System and Software acquisition

***Effective use of Measurement Provides Knowledge
to inform Decisions***



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Questions?





Systems Engineering: Critical to Defense Acquisition



Innovation, Speed, Agility
<http://www.acq.osd.mil/se>