




High Performance Testing Teams

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Disclaimer

The views presented are my personal views based on my experience and publicly available studies, news and market research. These views do not necessarily represent the views of my employer

Agenda

- The story of a test team
- Journey towards high performance
- Conclusion

The story of a test team

- Building the team was fun!
- How did they position themselves?
- How were they organized?
- What were their skills, competencies?
- How was their relationship with other stakeholders?
- How was their performance measured?

The team's journey

EDD = Expected Defect Density
 KLoC = Kilo Lines of Code
 IT = Integration Test
 ST = System Test

Package	Release1			Release2		
	KLoC	EDD end IT	EDD end ST	KLoC	EDD end IT	EDD end ST
AAA	426	4	1.6	483	2.1	1.6
BBB	306	4.7	2.4	348	2.5	2.0
CCC	414	3.2	1.6	438	1.7	1.3

Transition to a new organization

Development Unit
Development Unit
Development Unit

DM/ATM
DM/ATM
DM/ATM

Test Team1
Test Team2
Test Team3

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Development Unit
Development Unit
Development Unit

DM/ATM
DM/ATM
DM/ATM

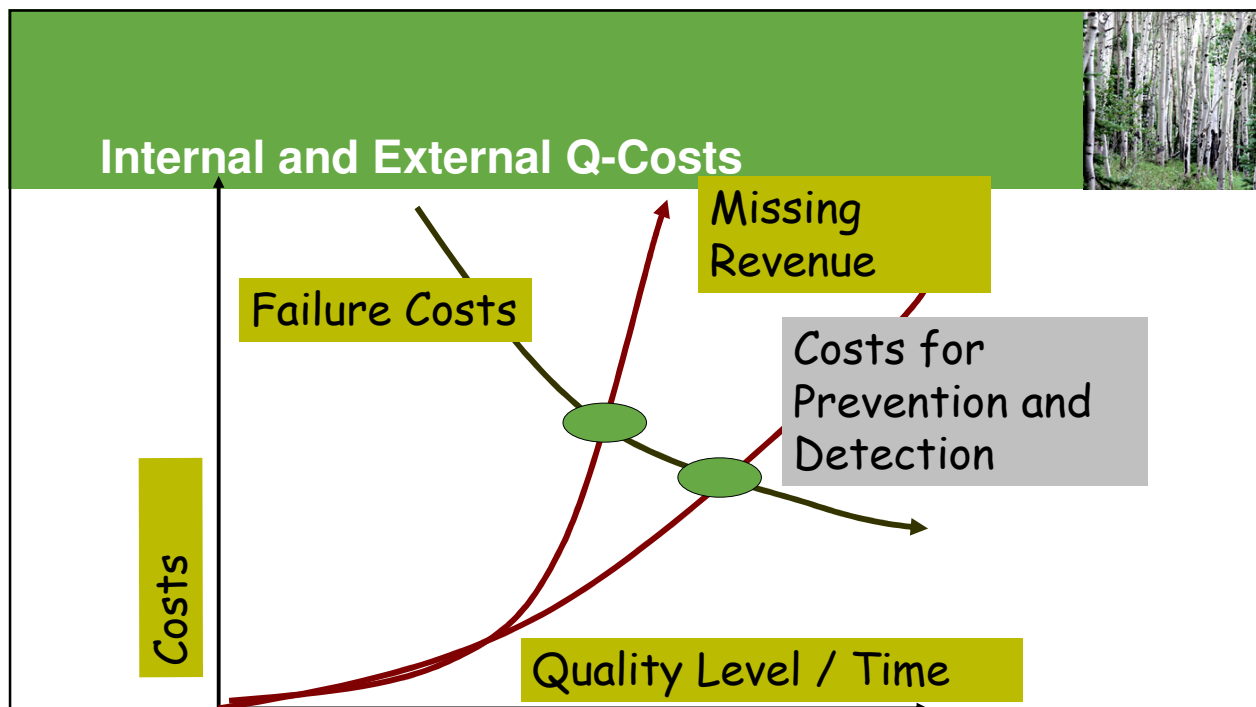
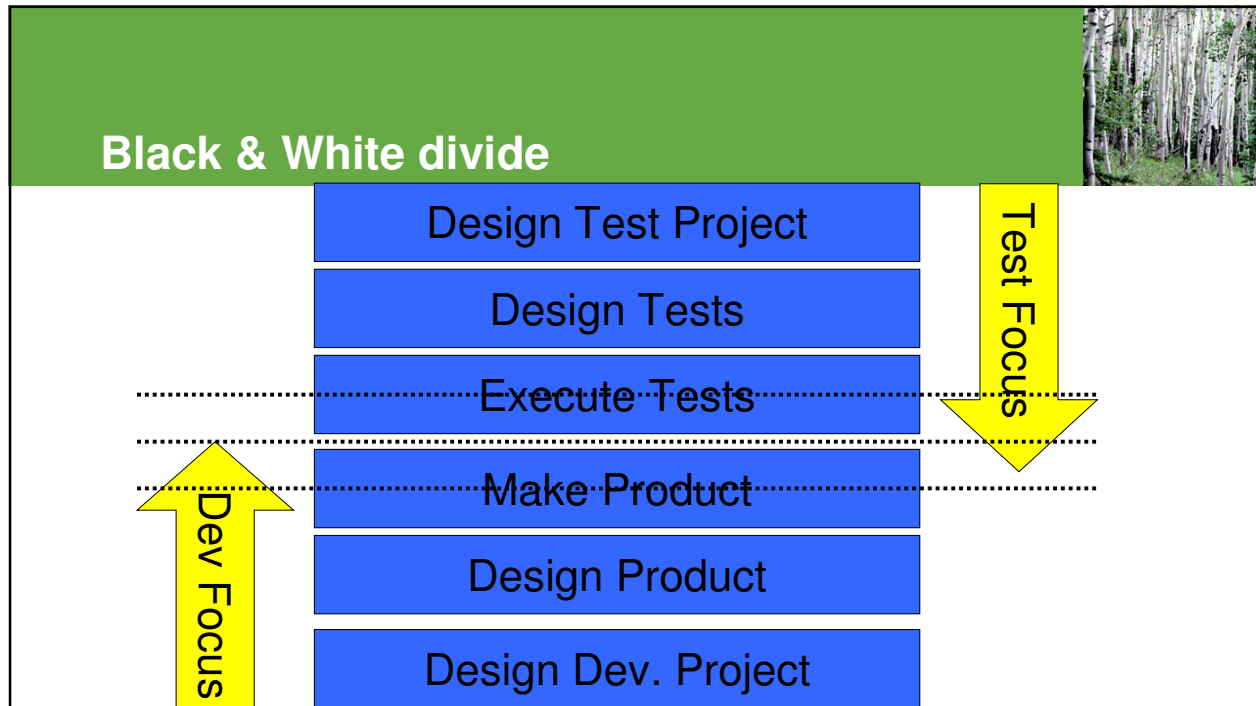
Test Team1
Test Team2
Test Team3

Centralized System Test Team

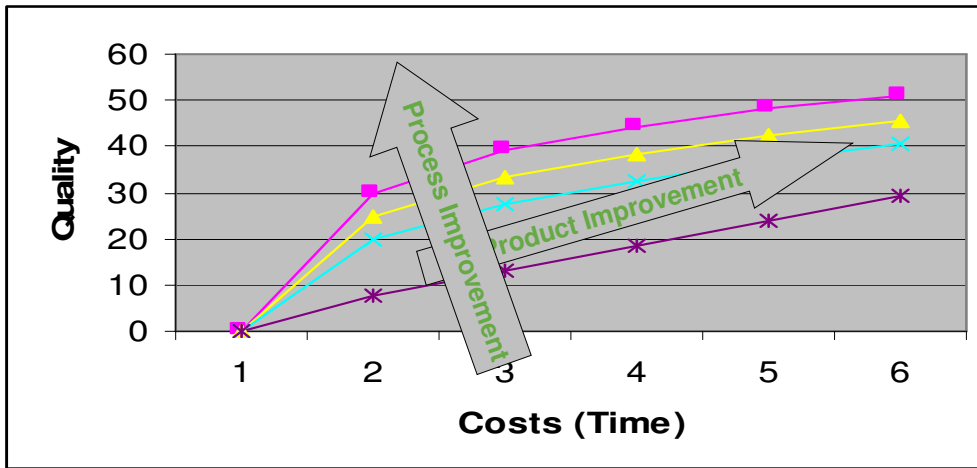
Test Tool Expert Center

Test Process Consultancy Services

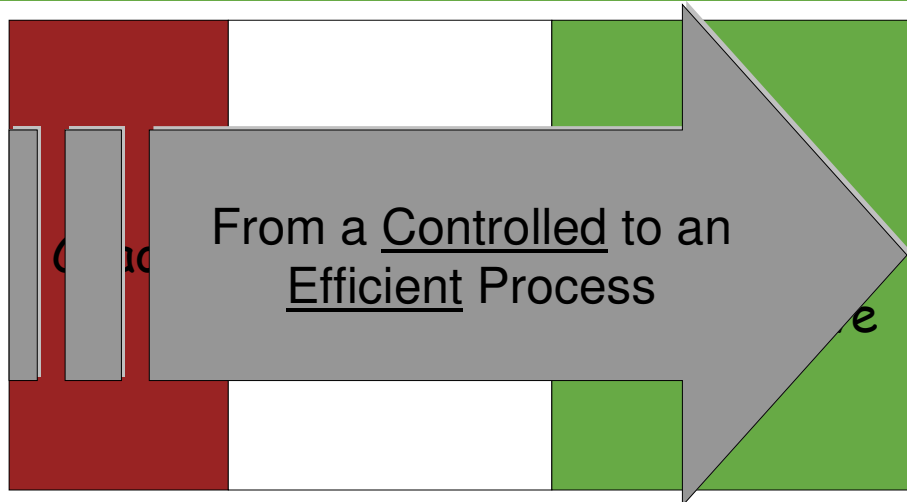
Functional Consultants/BAs



Process and Product Optimization



Journey to High Performance – Key Messages

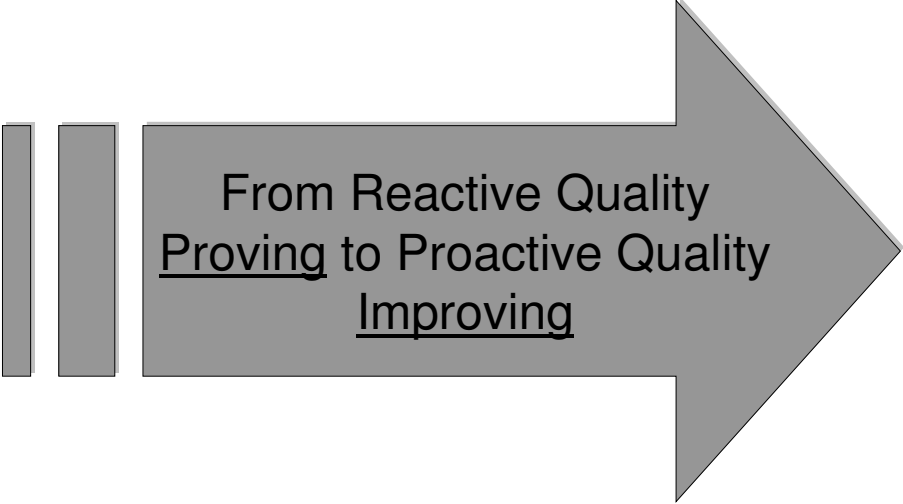


Journey to High Performance – Key Messages



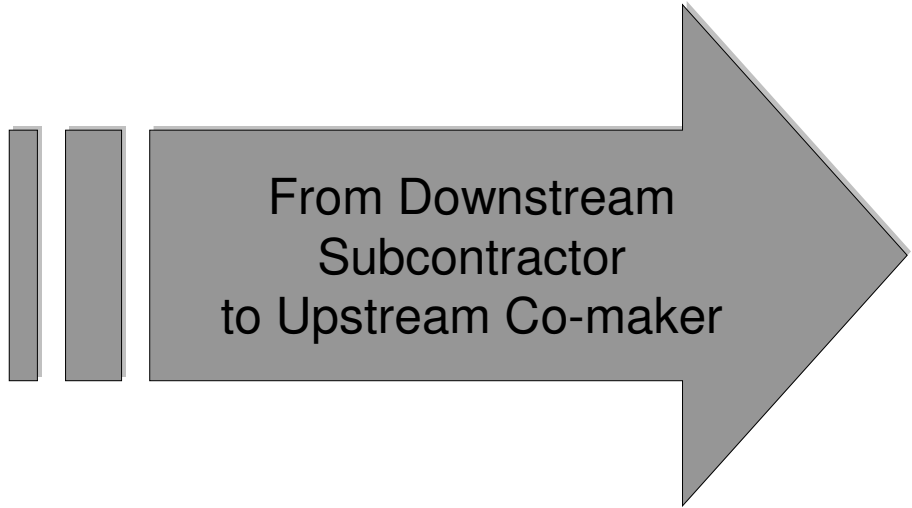
From Quality Measurement
to Quality Management

Journey to High Performance – Key Messages




From Reactive Quality
Proving to Proactive Quality
Improving

Journey to High Performance – Key Messages



From Downstream Subcontractor to Upstream Co-maker

Journey to High Performance – Key Messages



From Development Driven to Customer Focussed

What does it mean for Test Engineers?

Reviewing Req., DS and FD
Unit Definition/WBS
Integration Definitions
Bus. Process Definitions
Designing Testing Aspects of Projects
Test Preparation and Execution
Defect Root-Cause Analysis
Product Quality Assessments
Managing Test Projects
Etc, etc

Development Vs Testing



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Conclusion

	Release #1 Team	Release #2 Team
Primary Goal	Create an enthusiastic Team	Understand the needs of external stakeholders
Secondary Goal	Inform the stakeholders of what the team has decided	Create team cohesion and organization
Team Building	Come together as a team by learning about each other and sharing knowledge	Come together as a team while learning about the stakeholders
Type of interaction with the environment	One way: Inform	Two way: Diagnose/Feedback/Invent
Overall focus	Build a team	Help the organization achieve higher end quality

