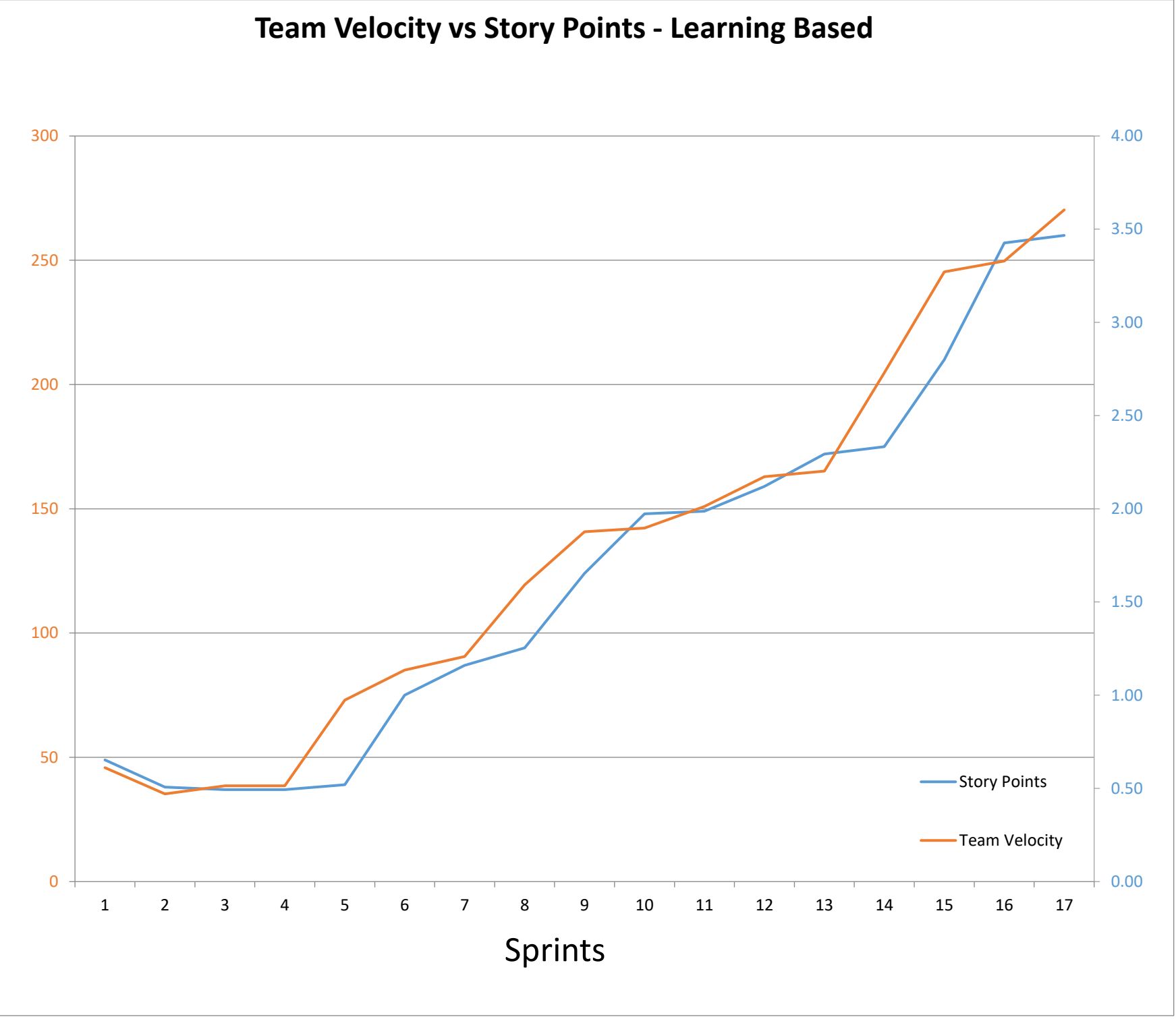
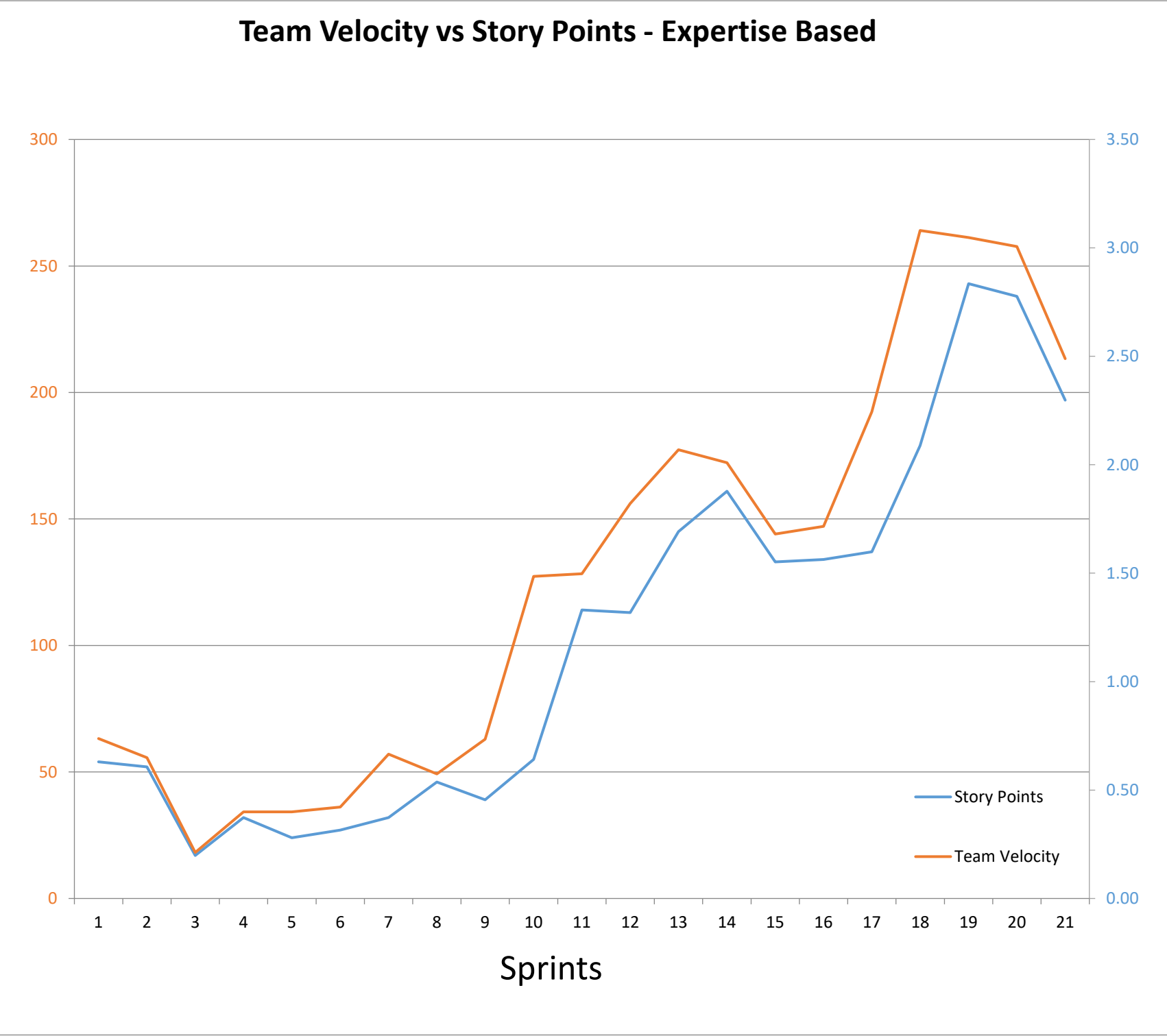
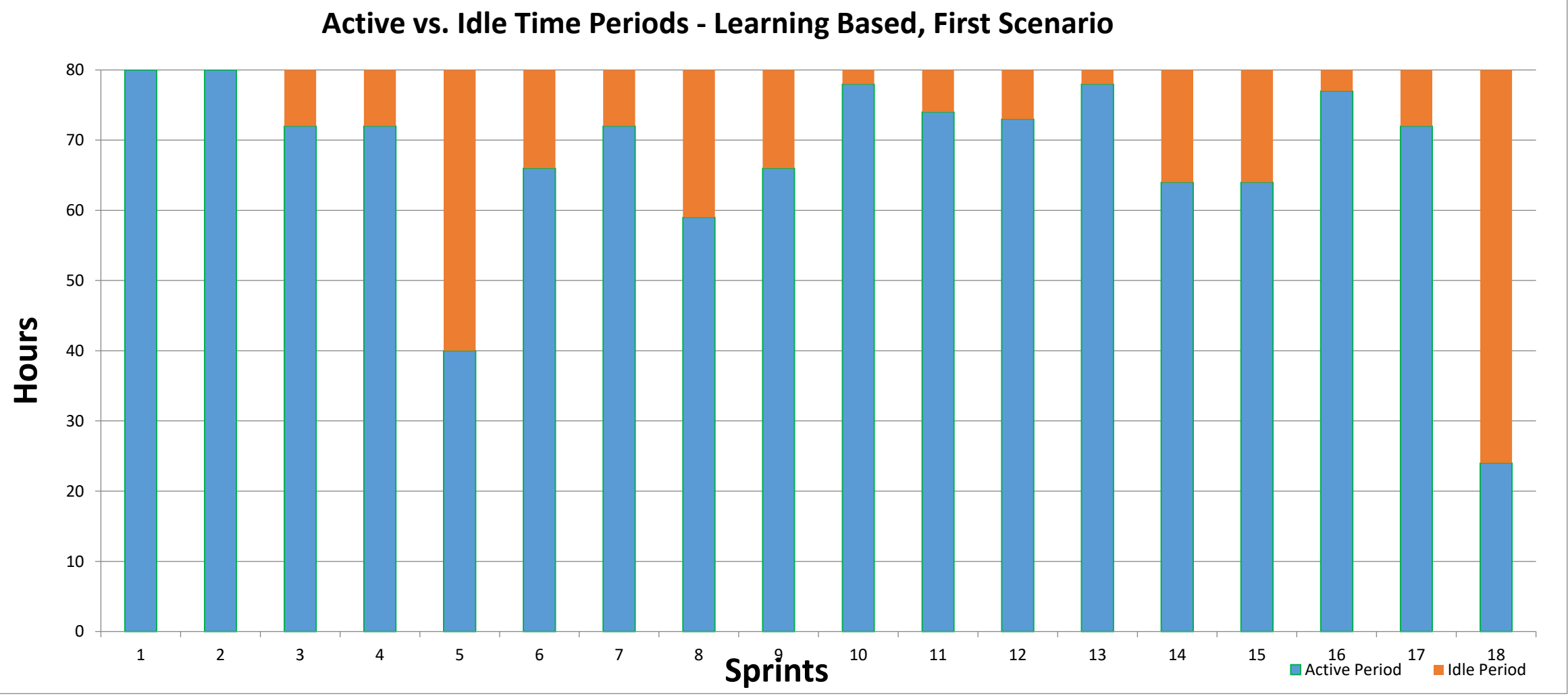
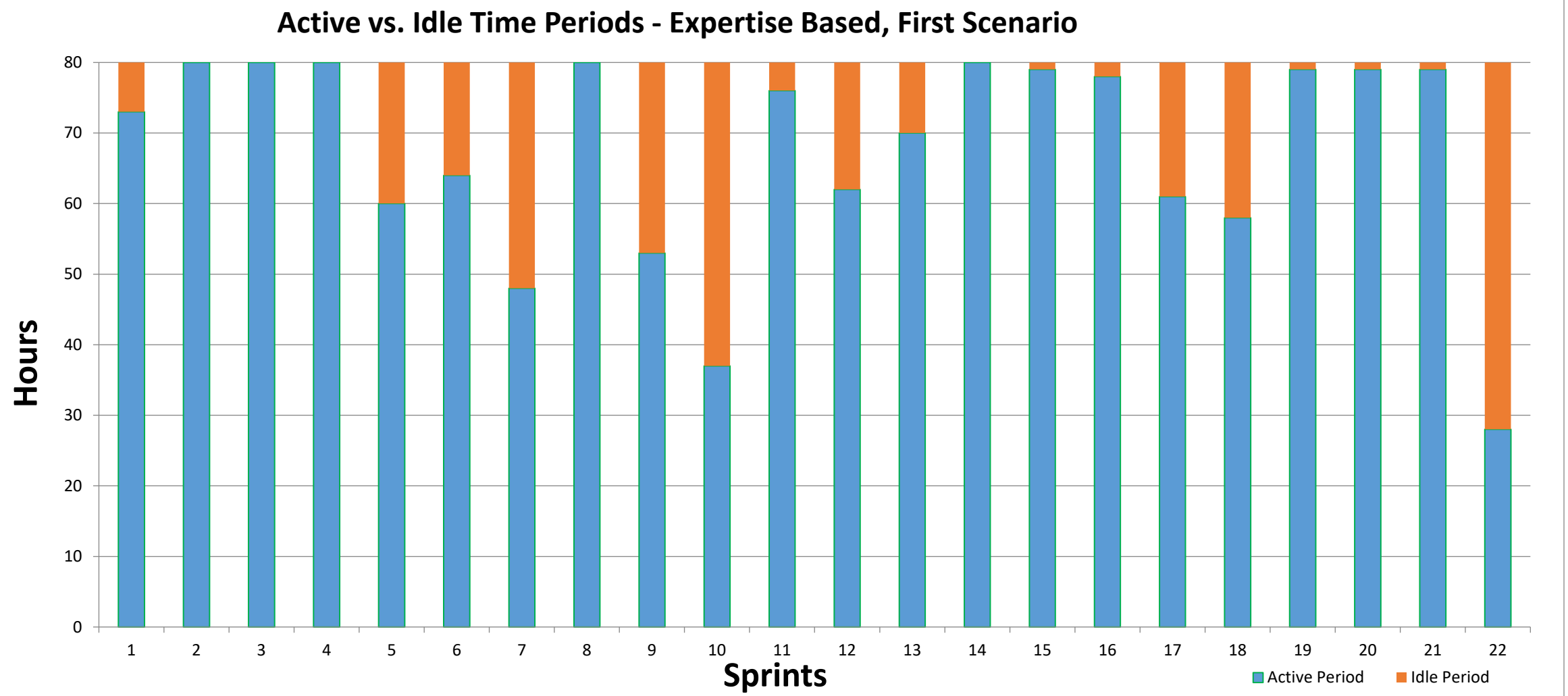
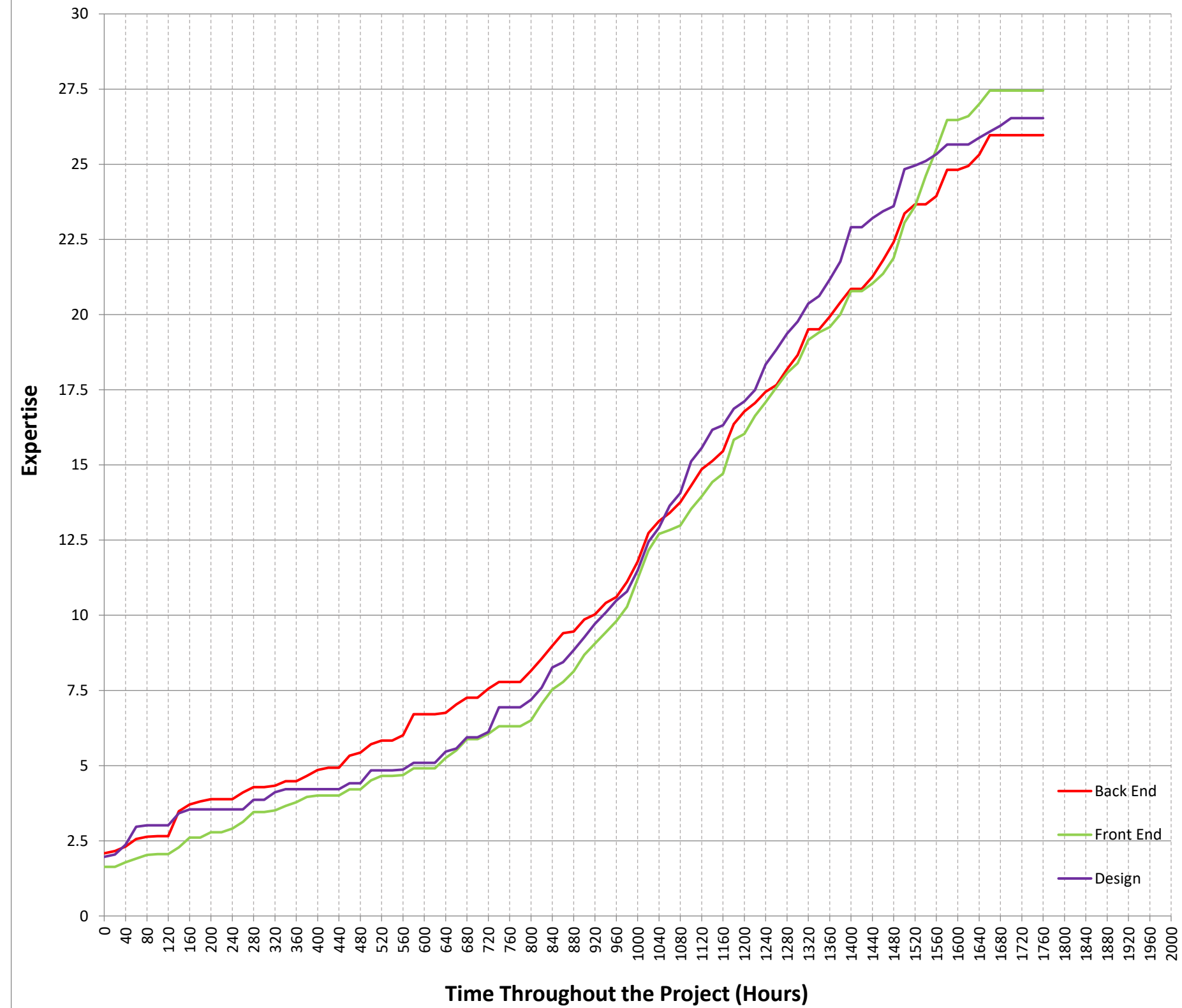


First Scenario – Everyone starts with low expertise in every skill area

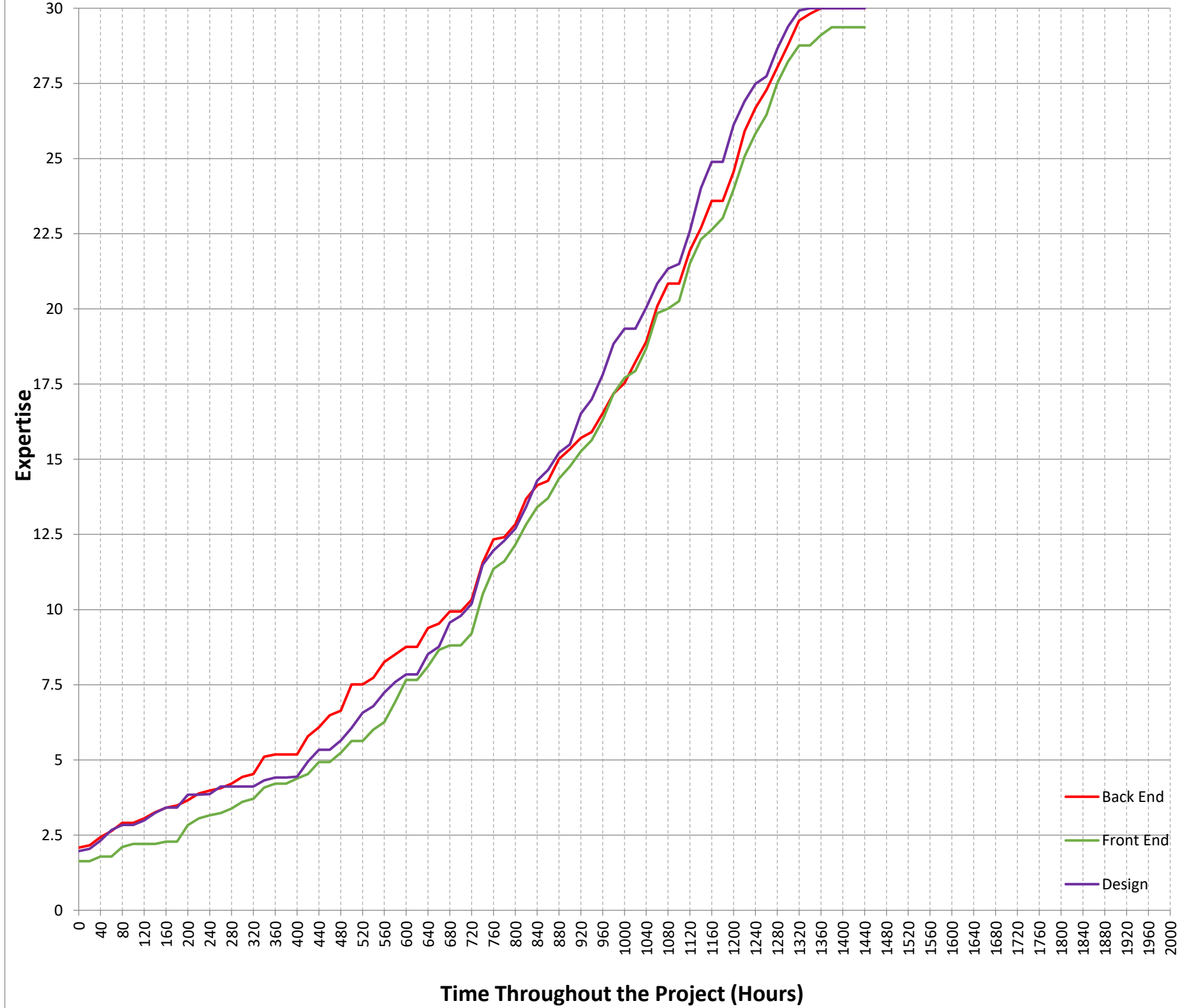




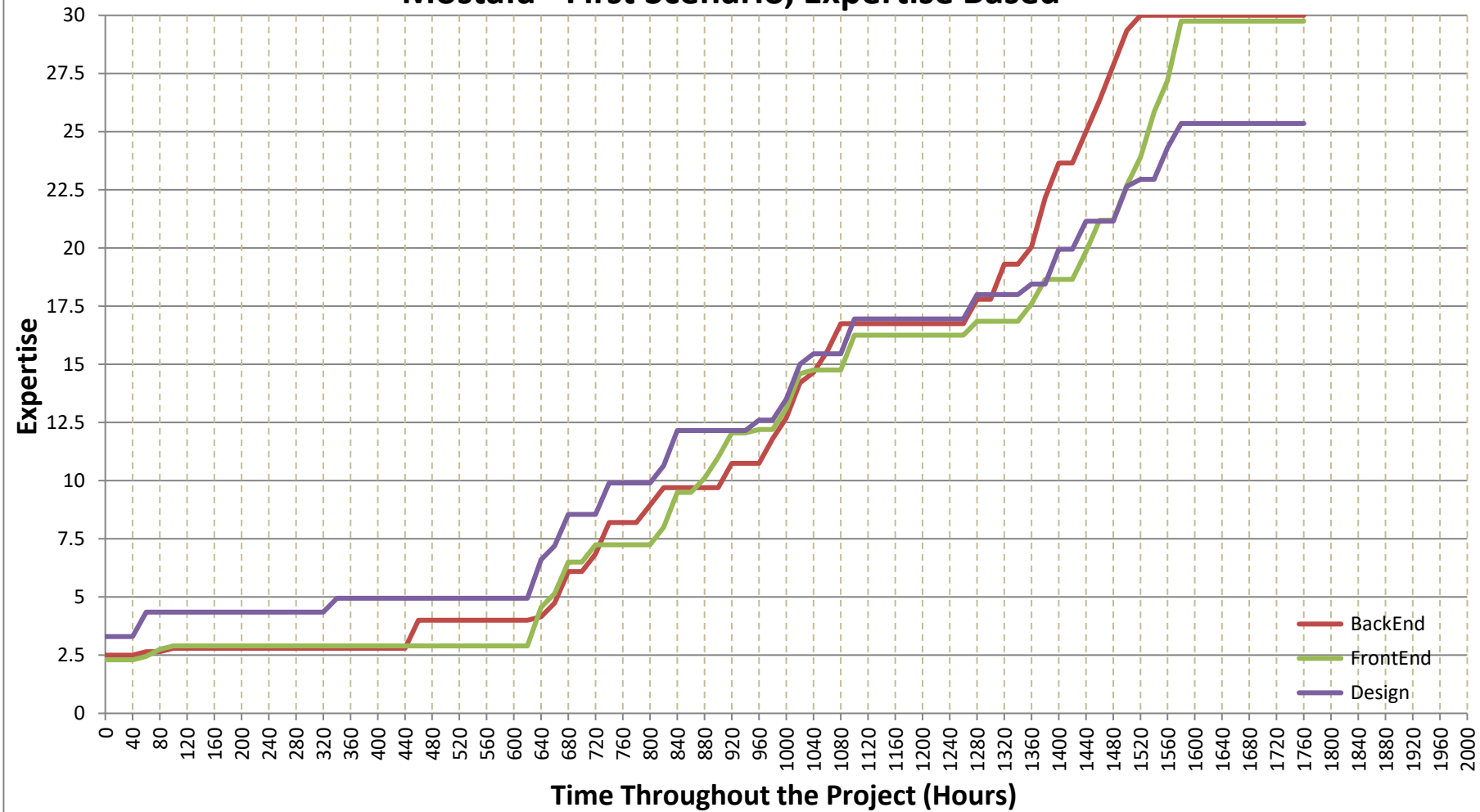
Team Average - First Scenario, Expertise Based



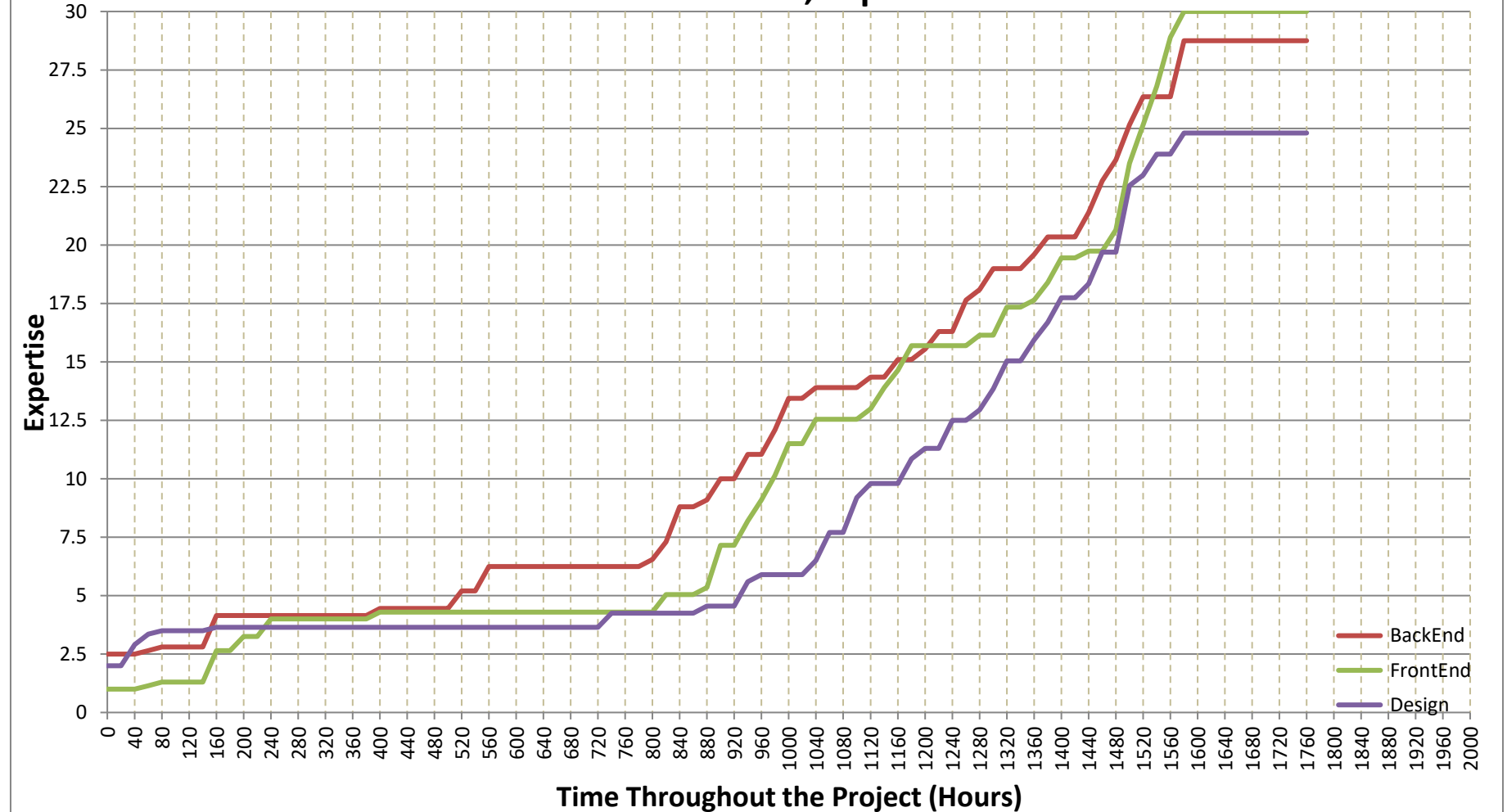
Team Average - First Scenario, Learning Based



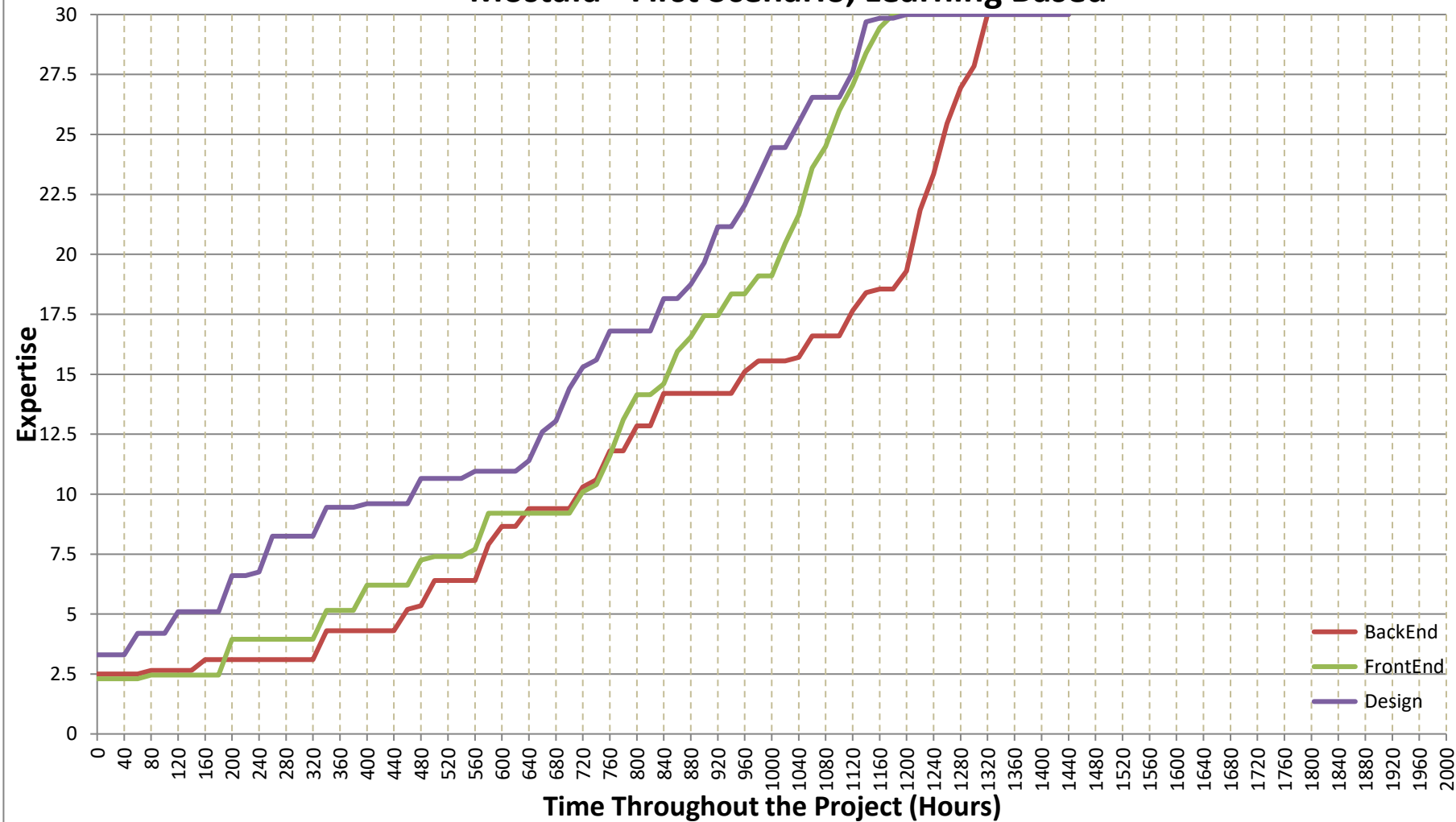
Mostafa - First Scenario, Expertise Based



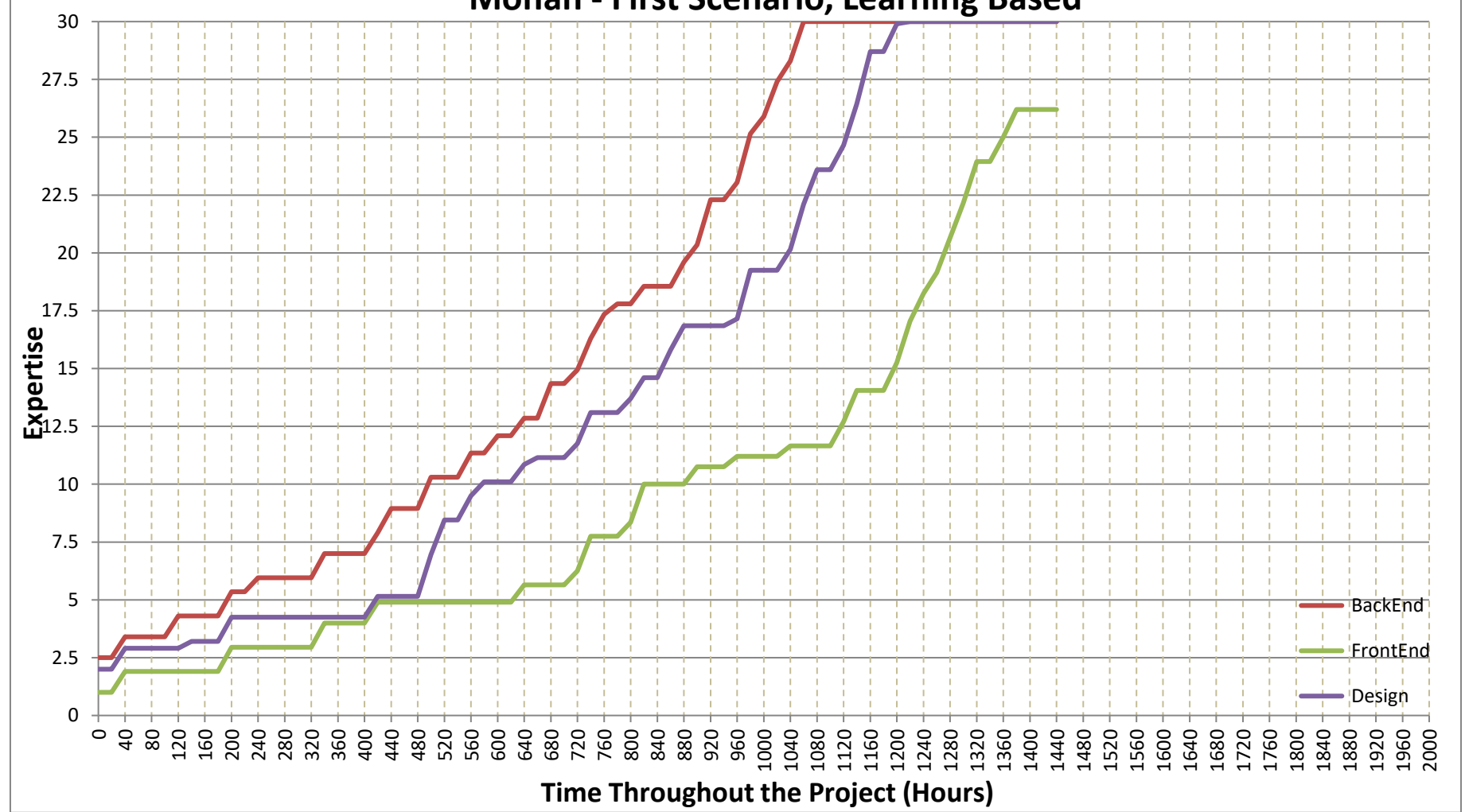
Mohan - First Scenario, Expertise Based



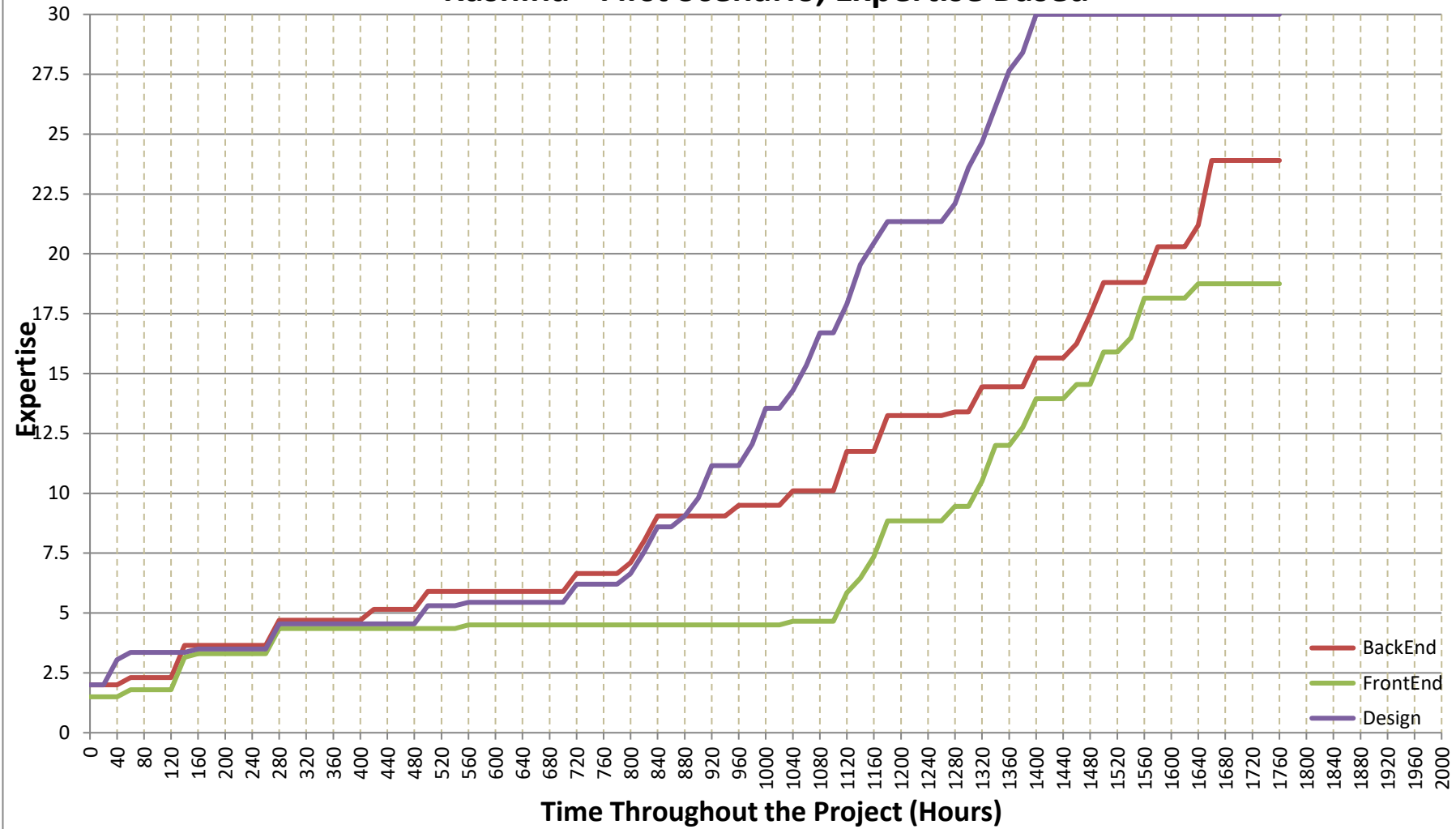
Mostafa - First Scenario, Learning Based



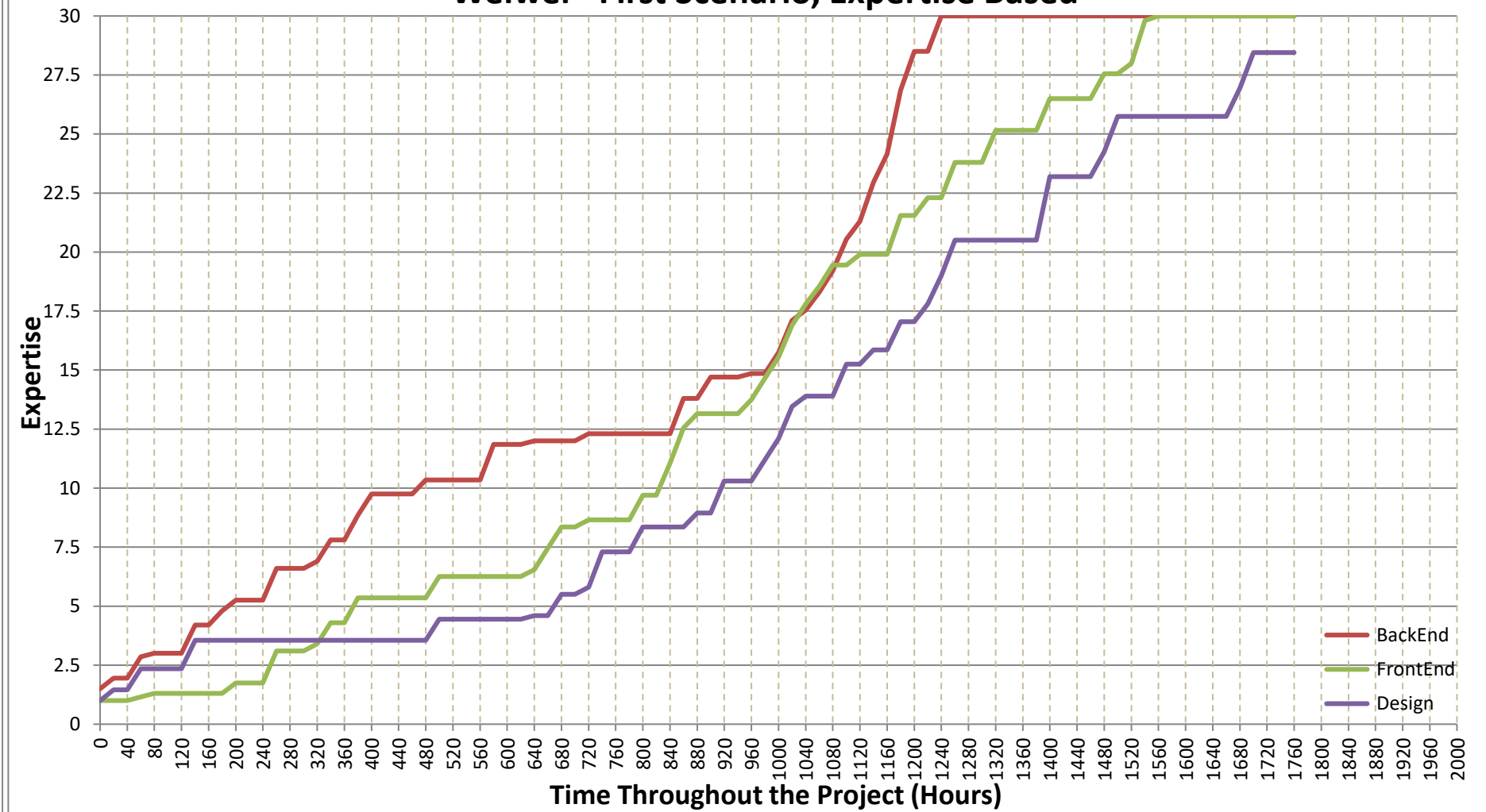
Mohan - First Scenario, Learning Based



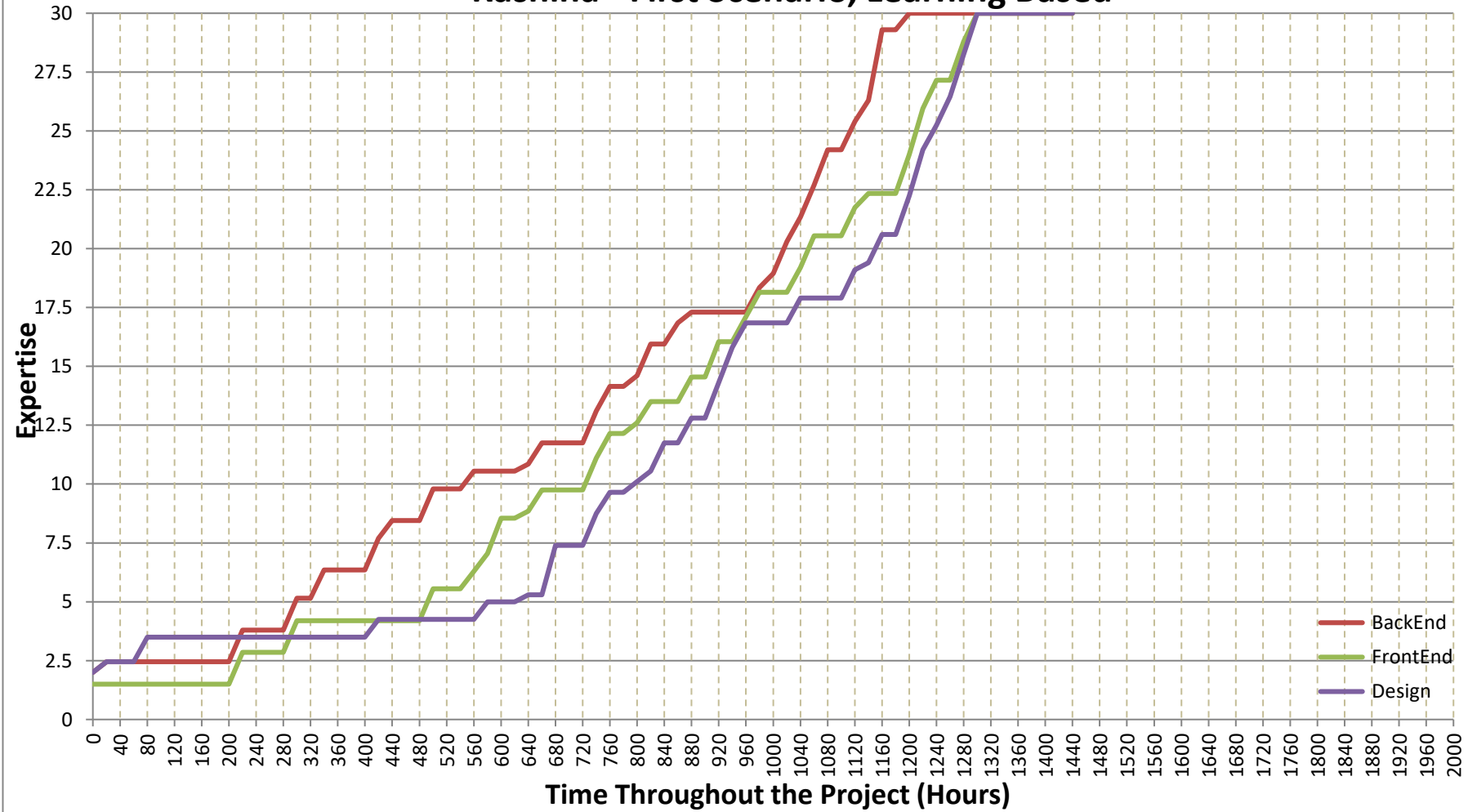
**Rashina - First Scenario, Expertise Based**



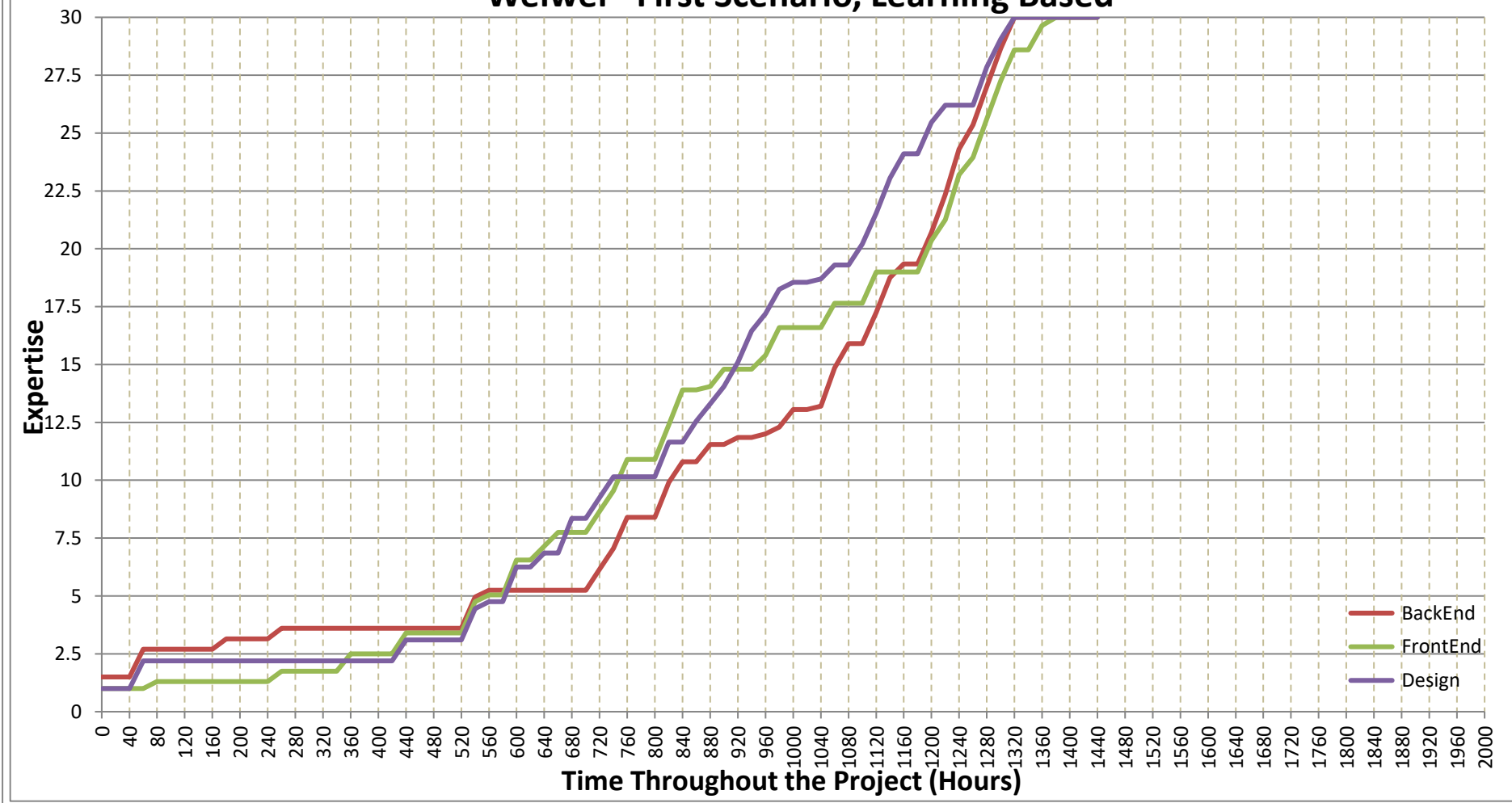
**Weiwei - First Scenario, Expertise Based**



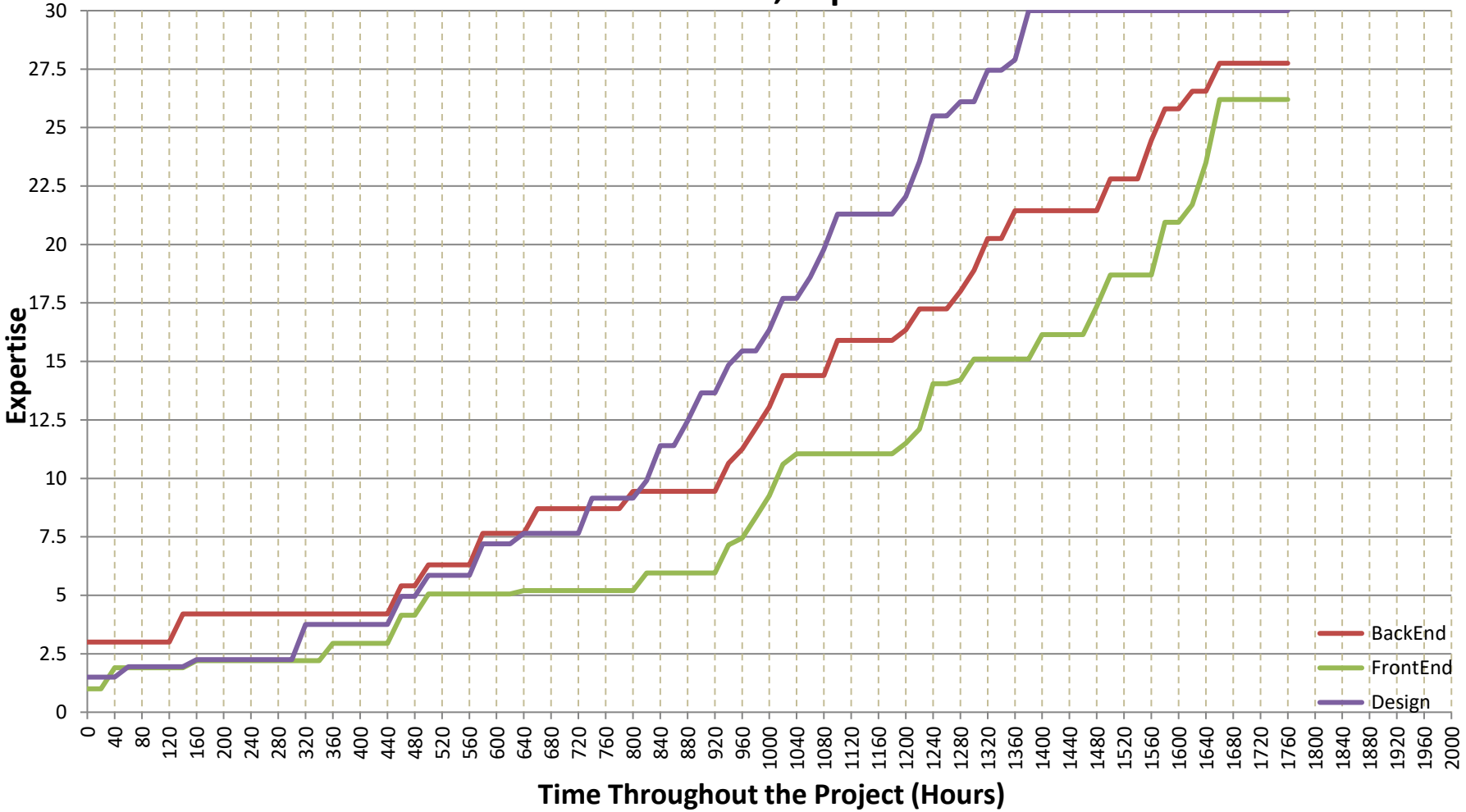
**Rashina - First Scenario, Learning Based**



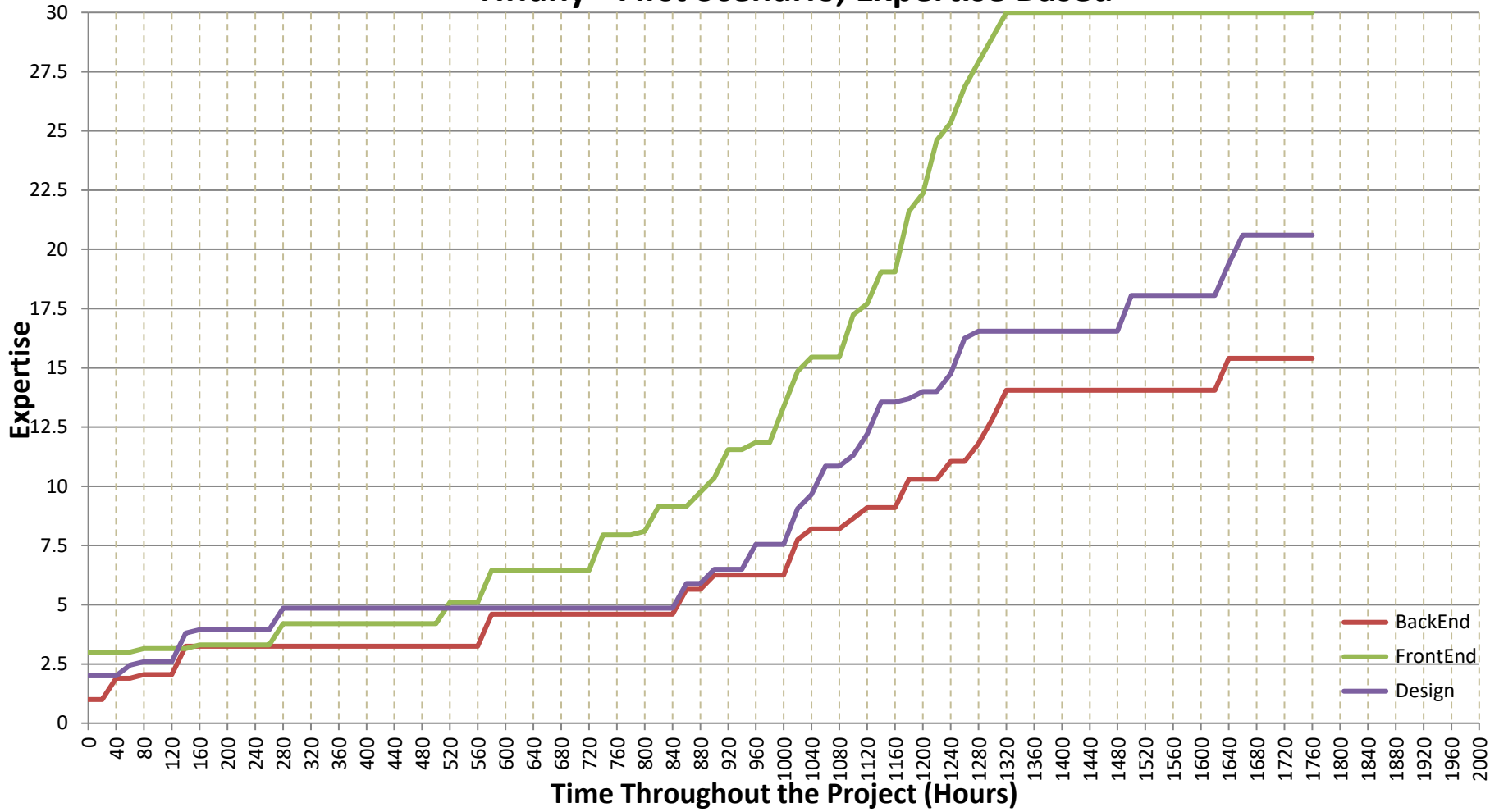
**Weiwei - First Scenario, Learning Based**



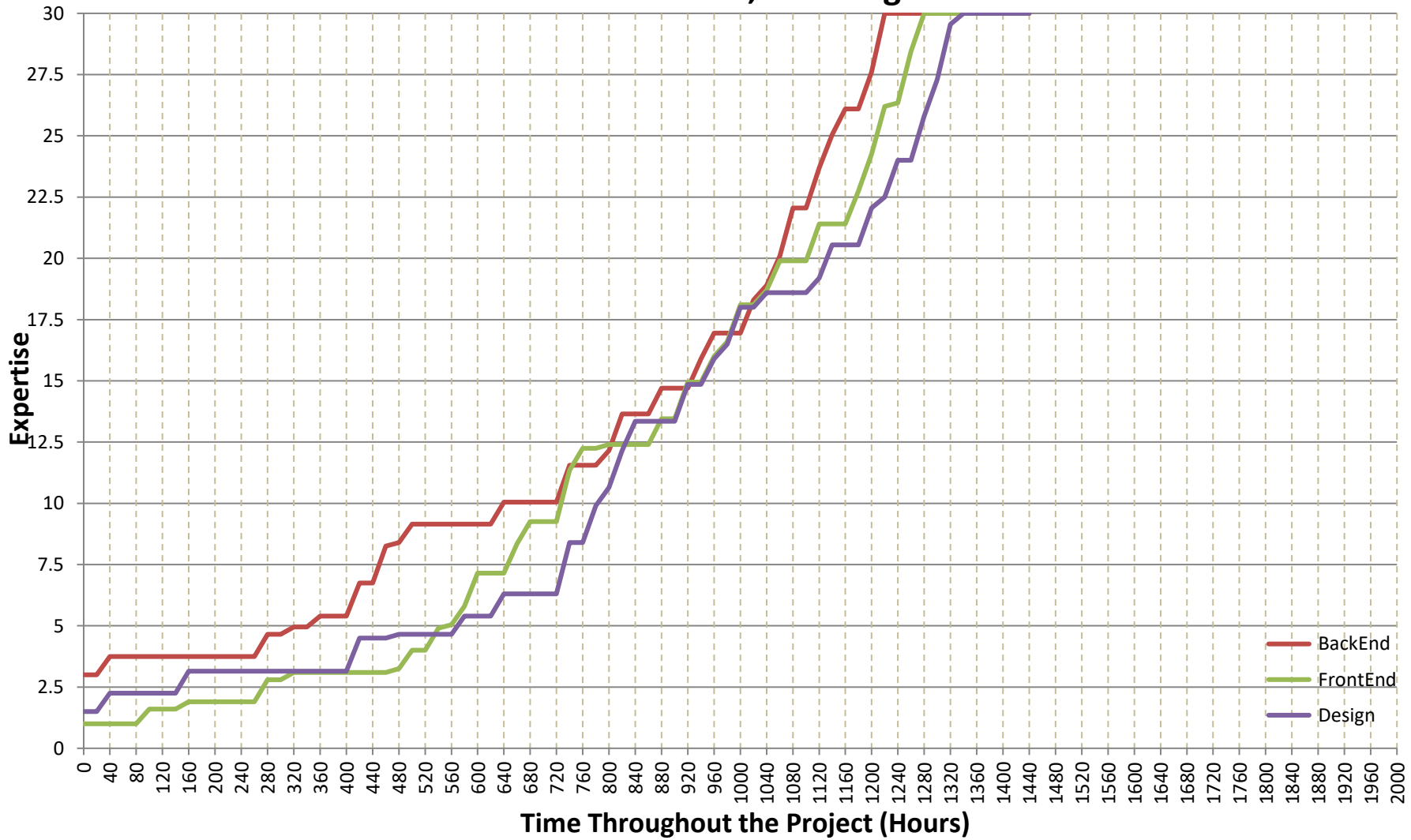
Lisa - First Scenario, Expertise Based



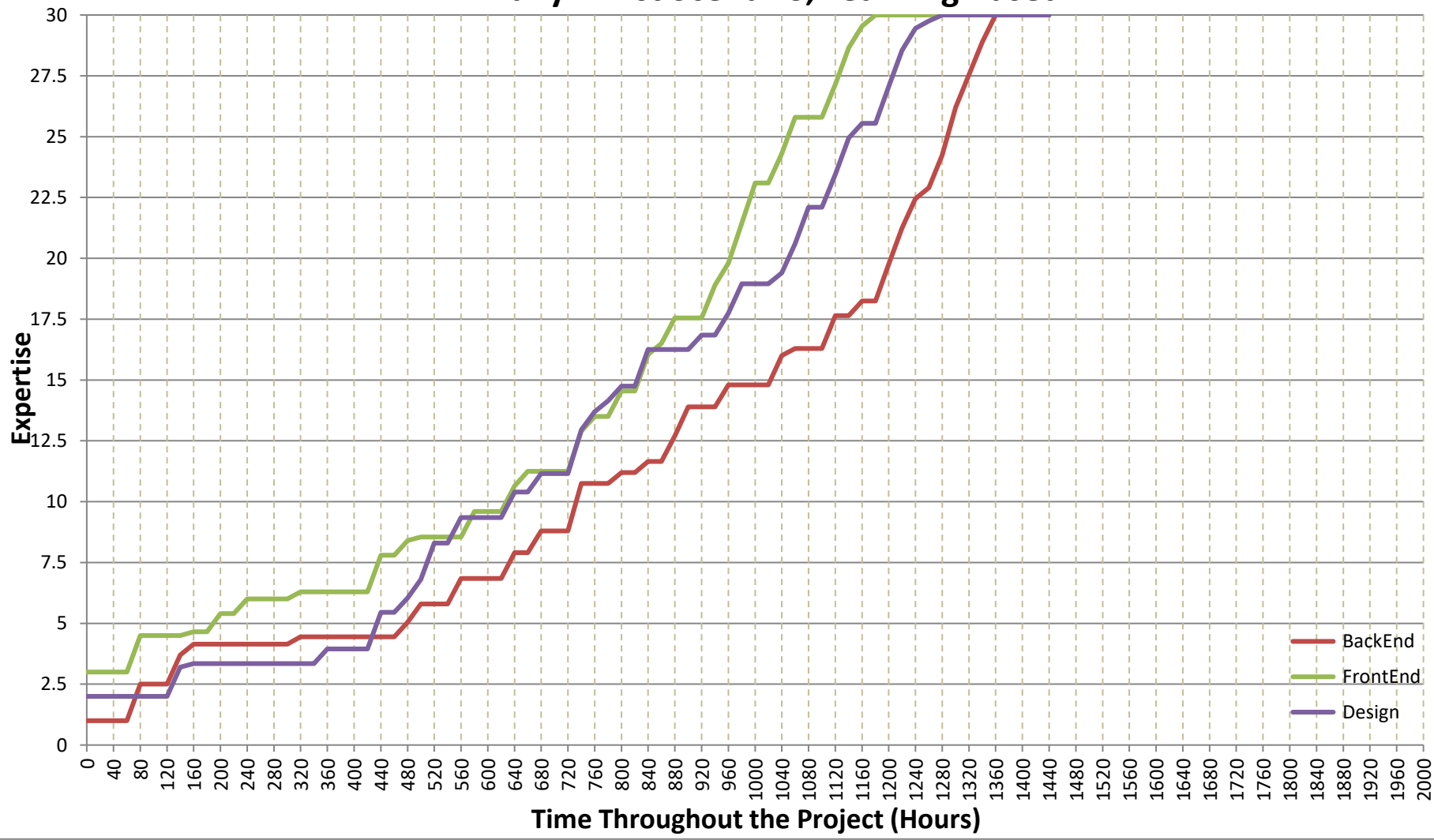
Tiffany - First Scenario, Expertise Based



Lisa - First Scenario, Learning Based



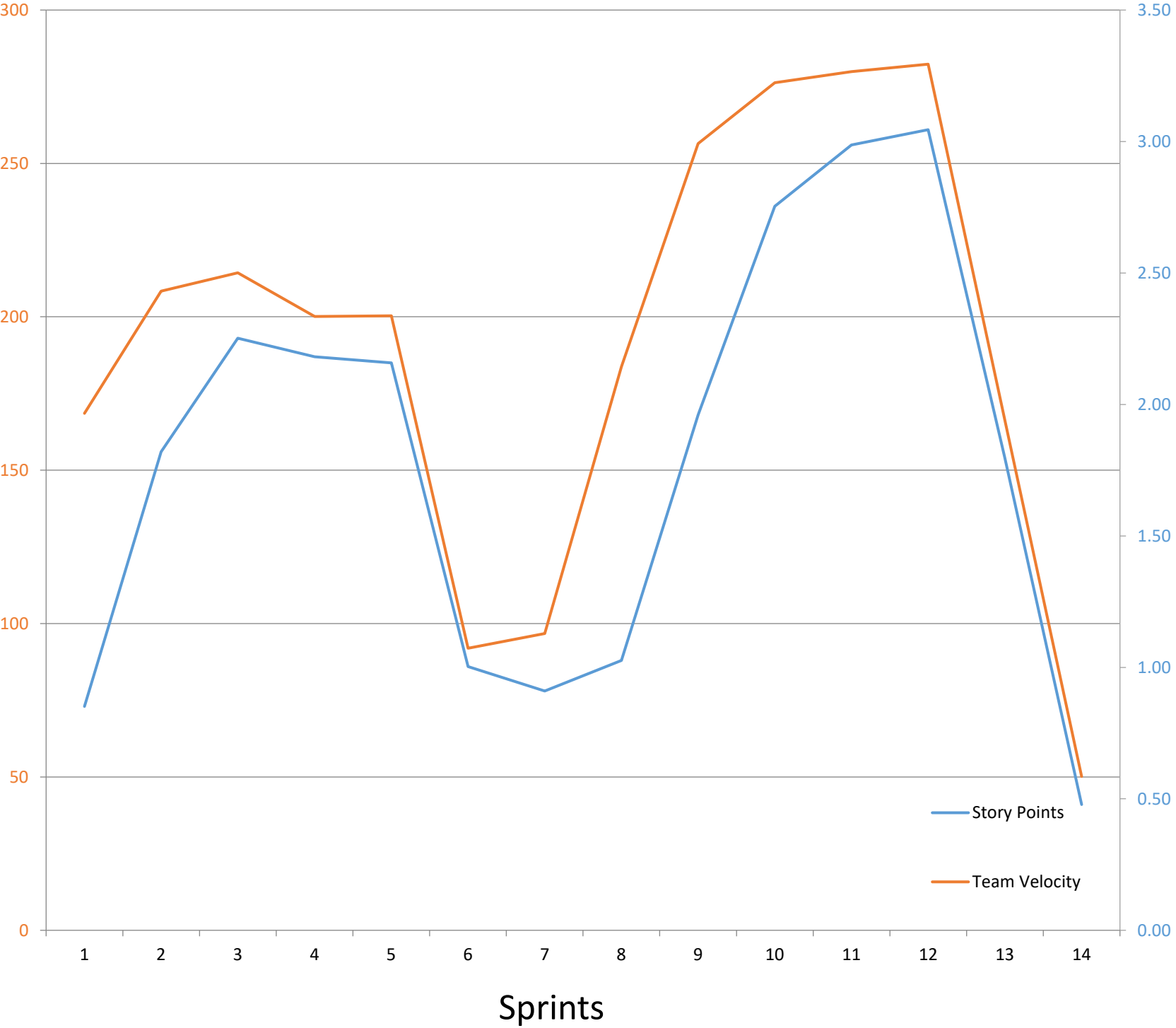
Tiffany - First Scenario, Learning Based



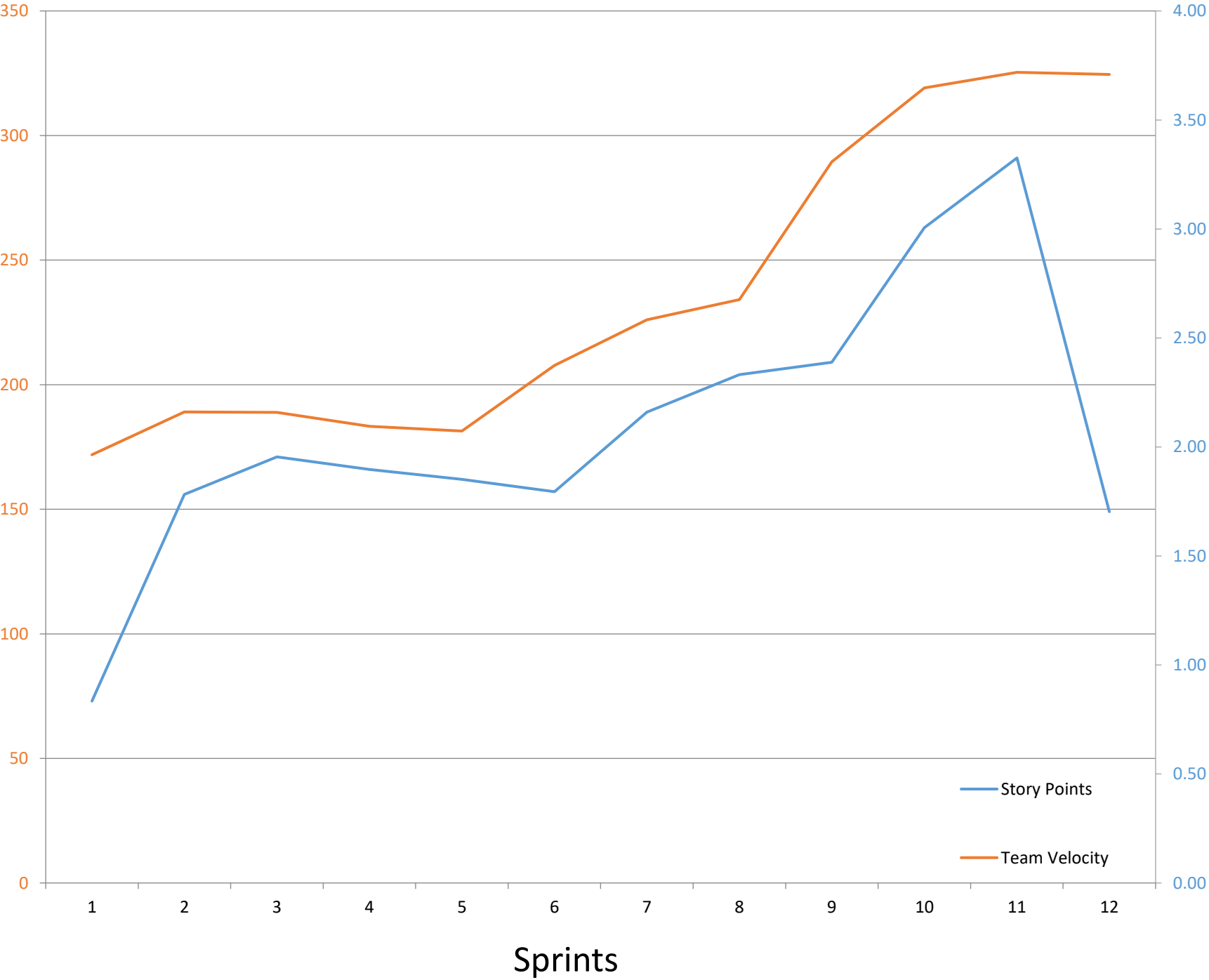


**Second Scenario – Two skills have three employees high and three employees low, other skill has all employees at medium level**

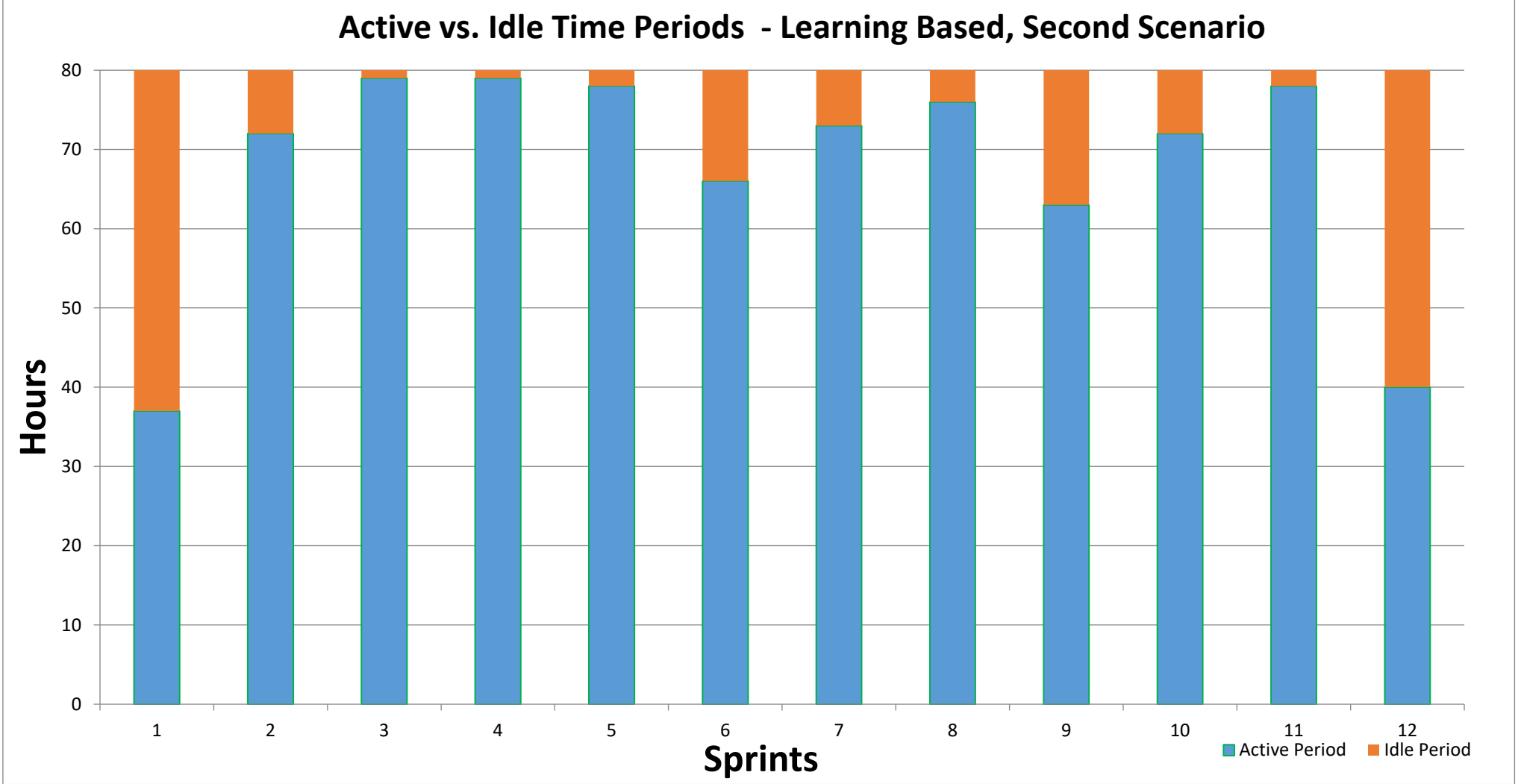
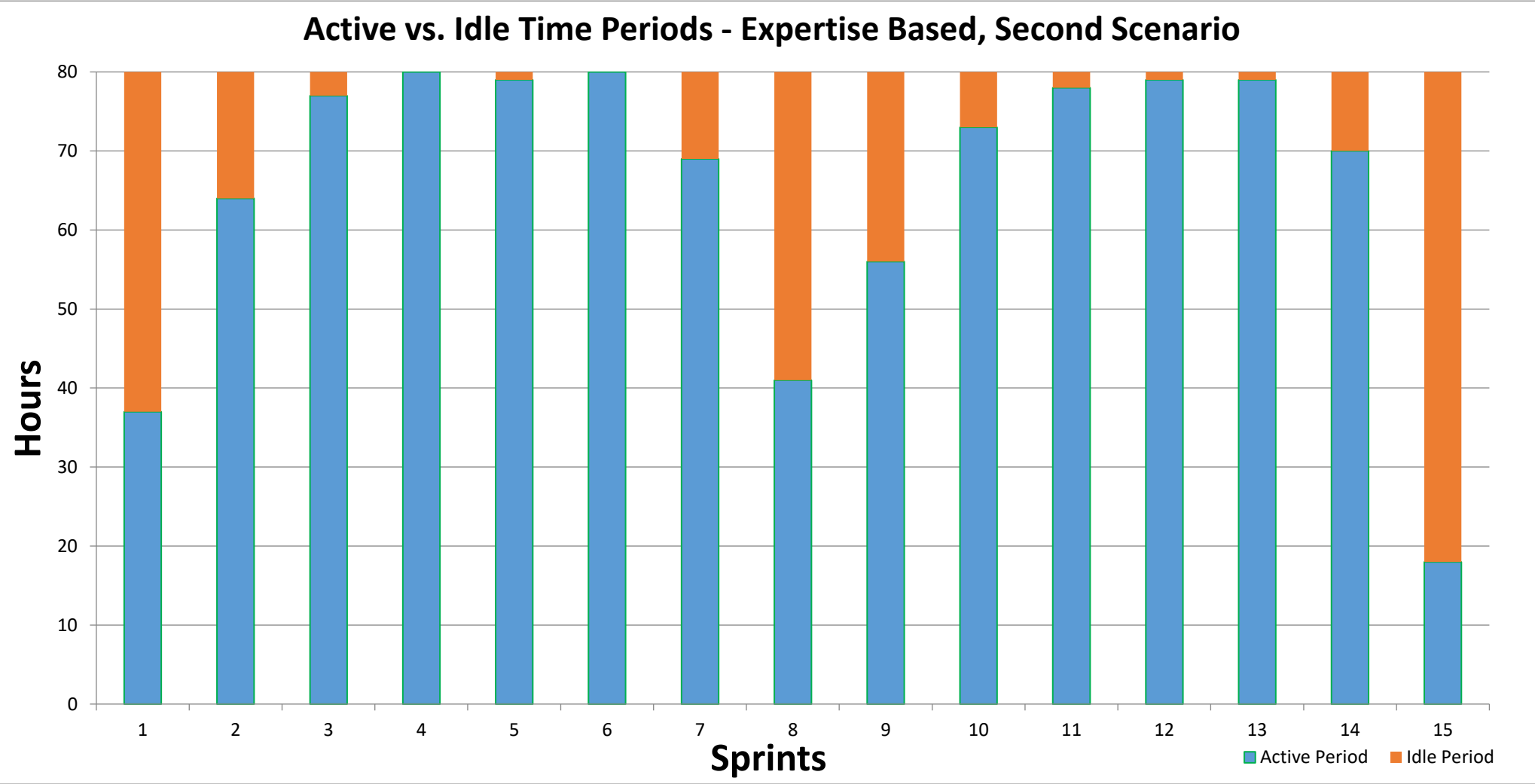
**Team Velocity vs Story Points - Expertise Based**



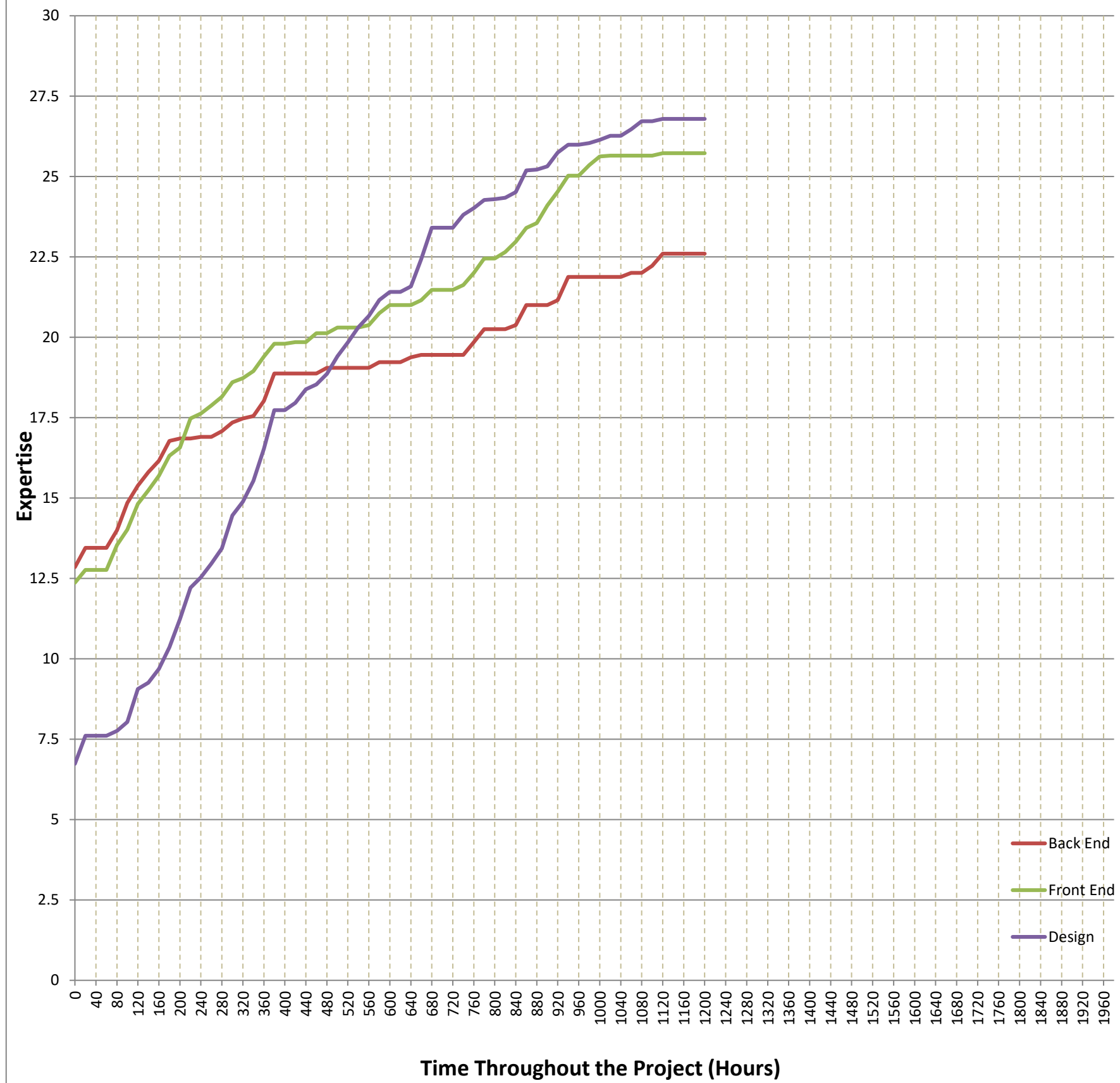
**Team Velocity vs Story Points - Learning Based**



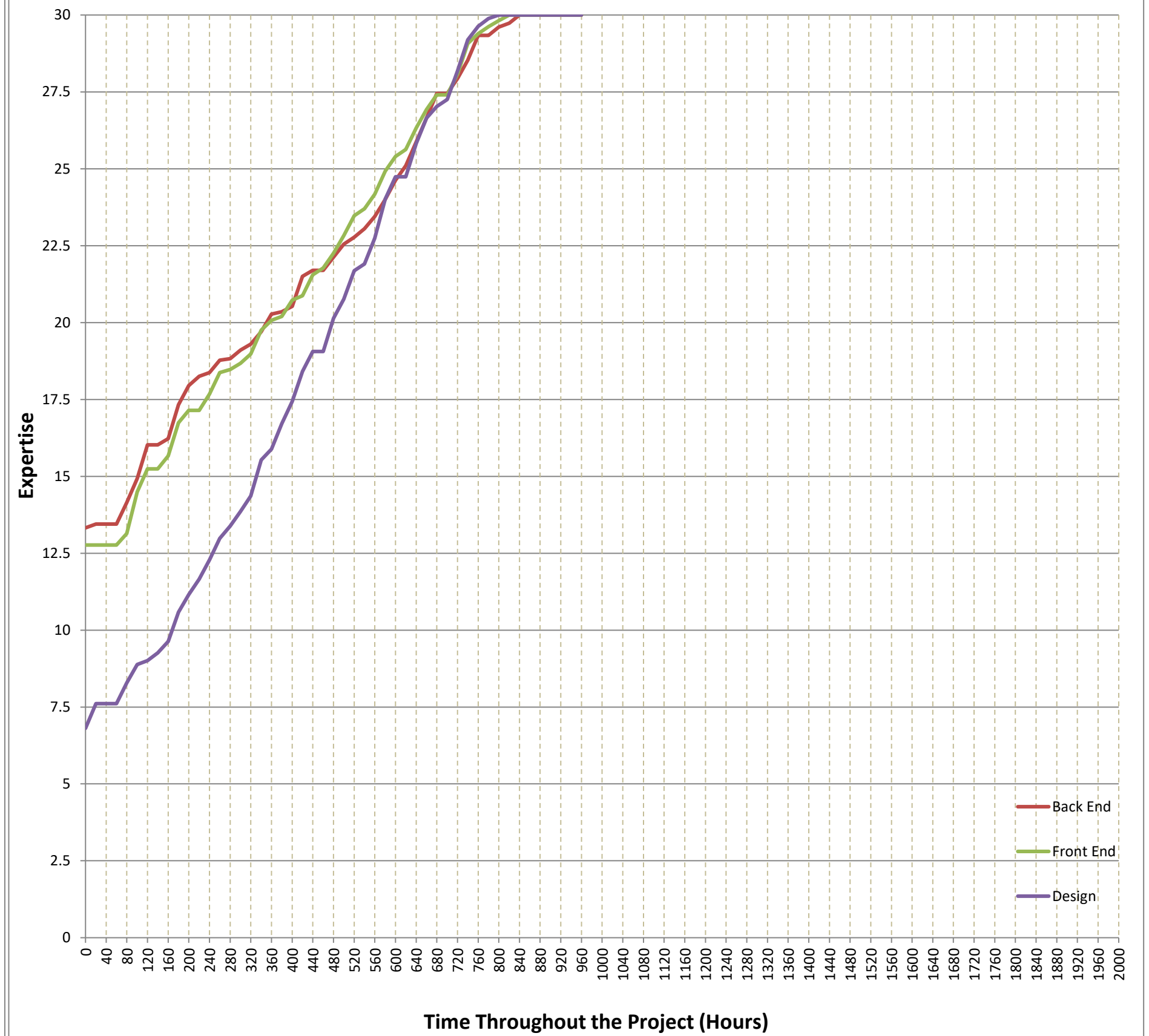


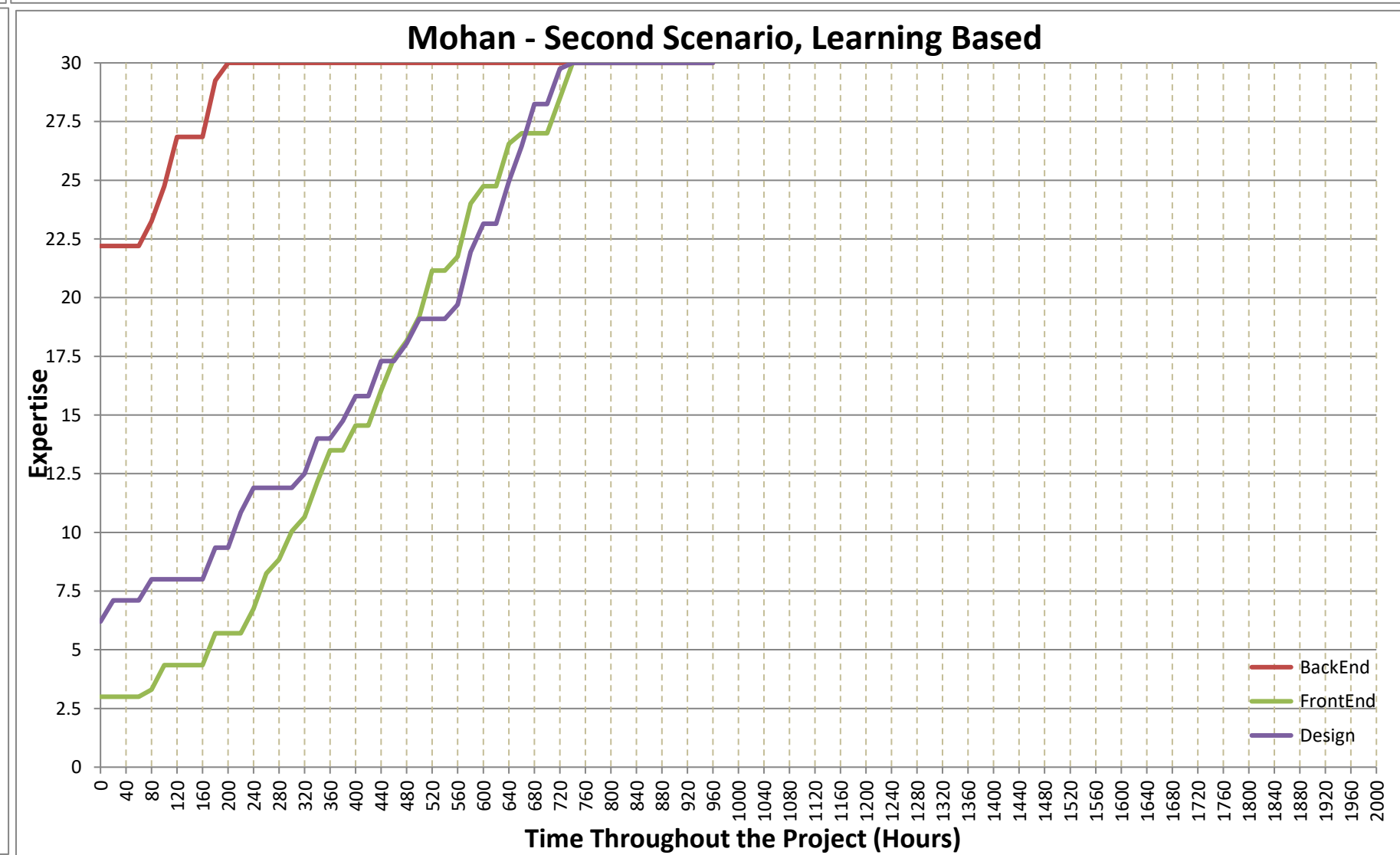
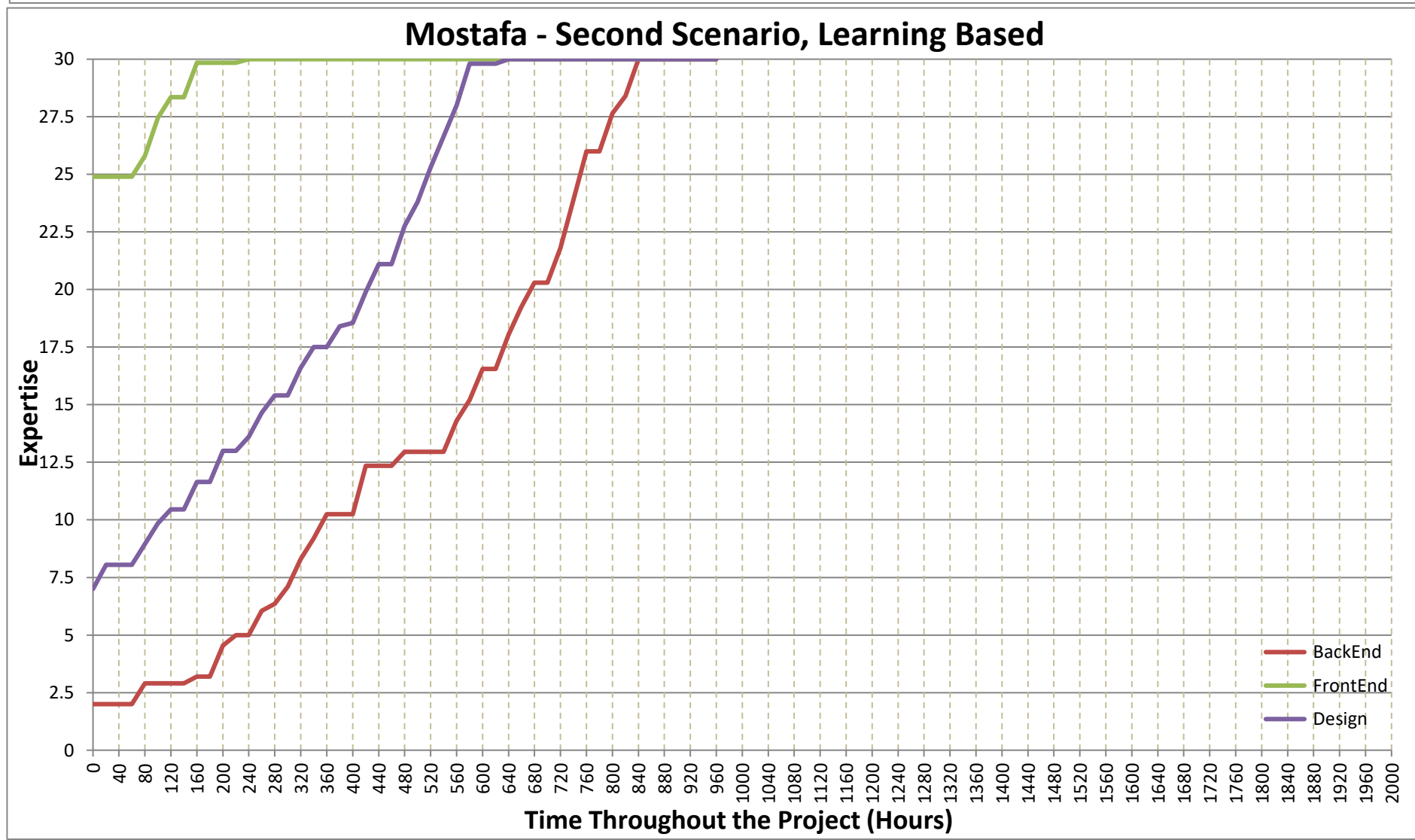
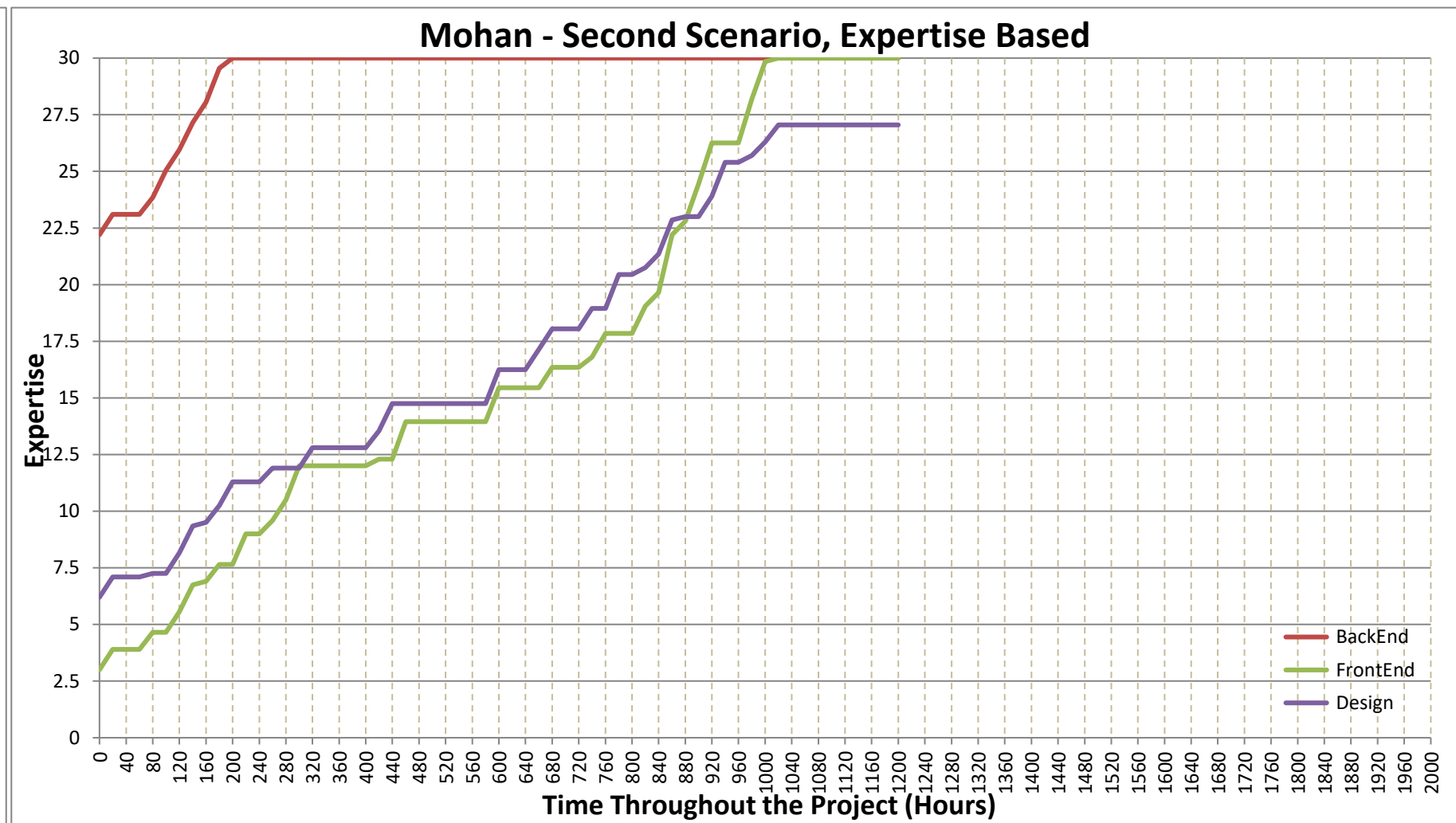
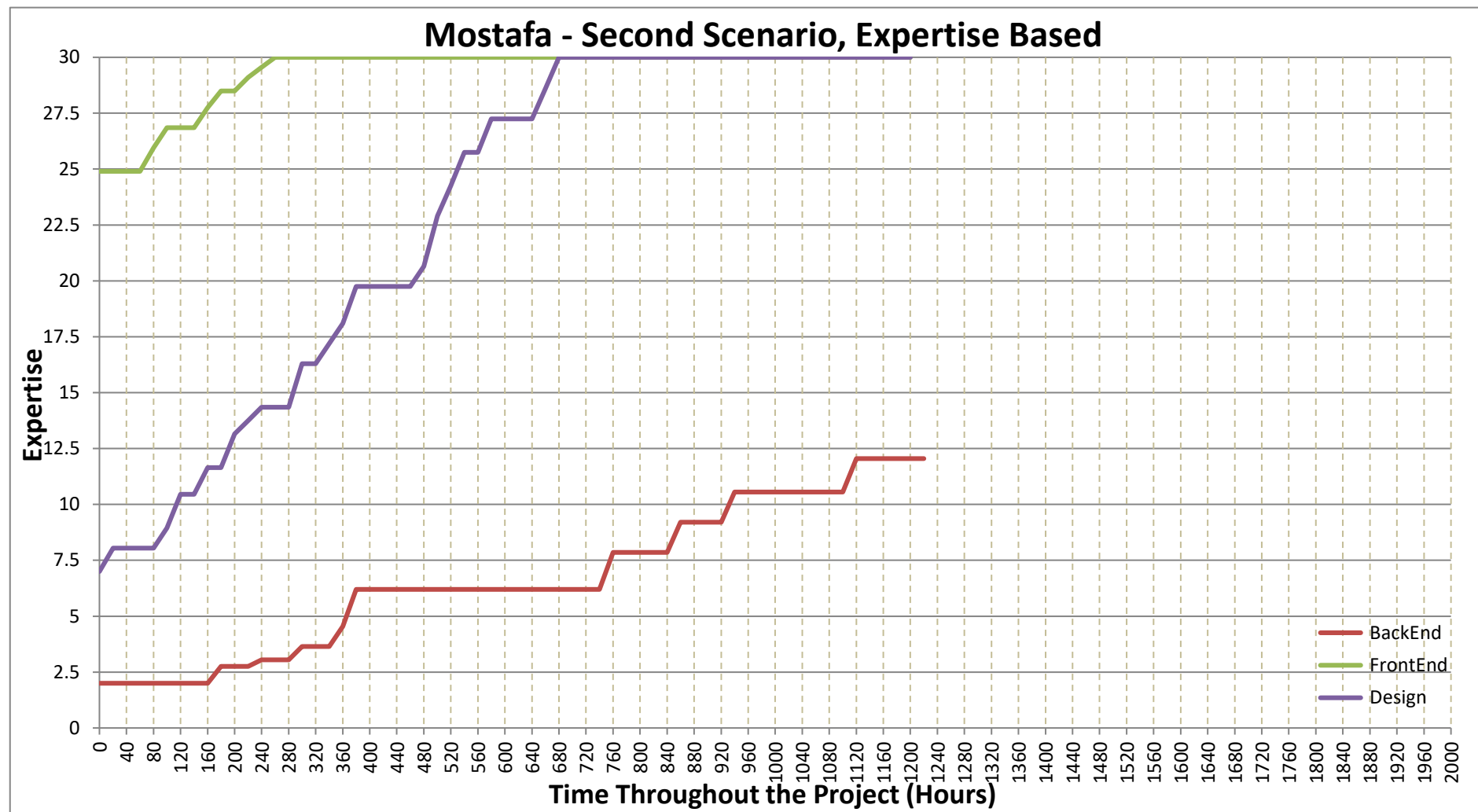


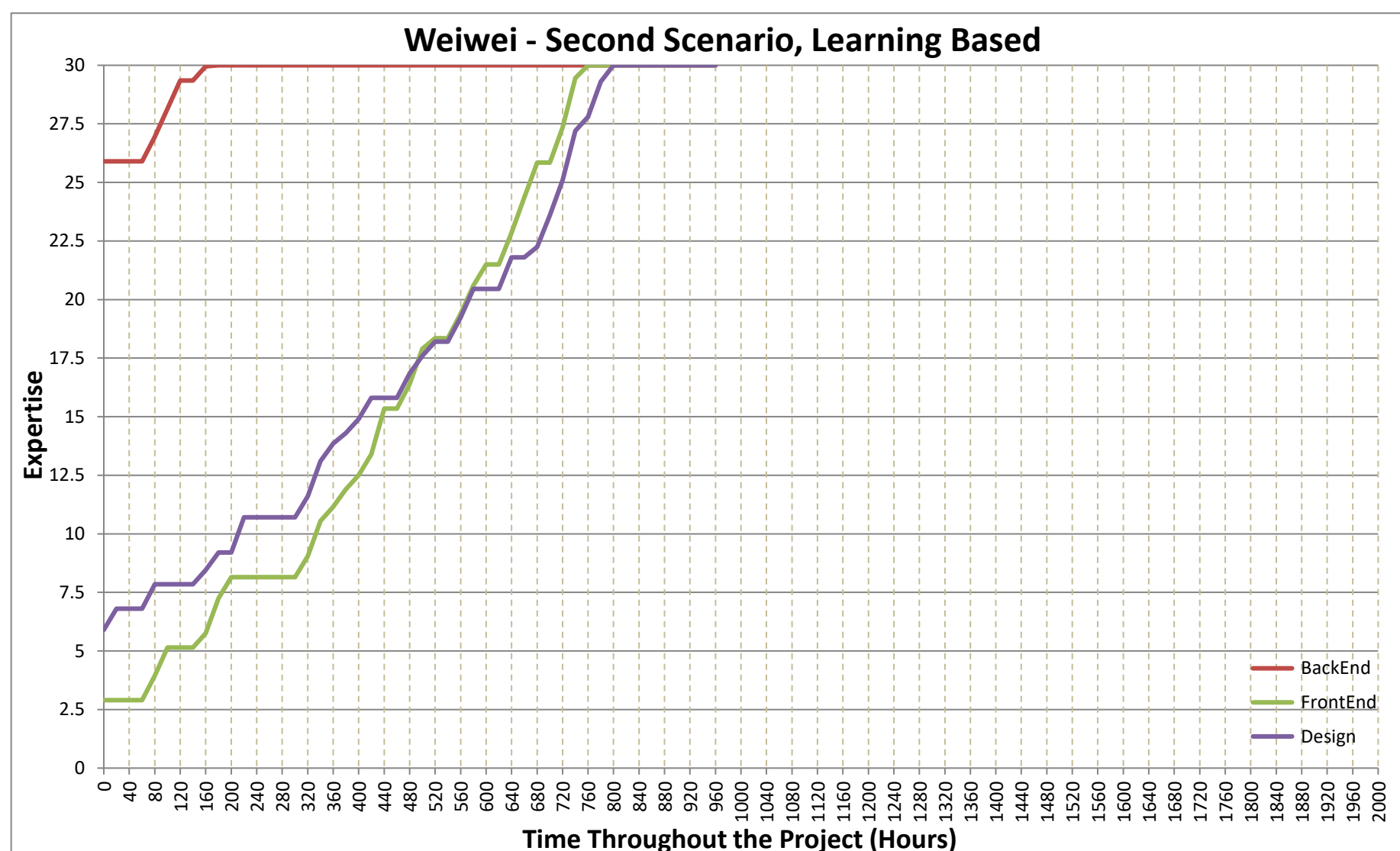
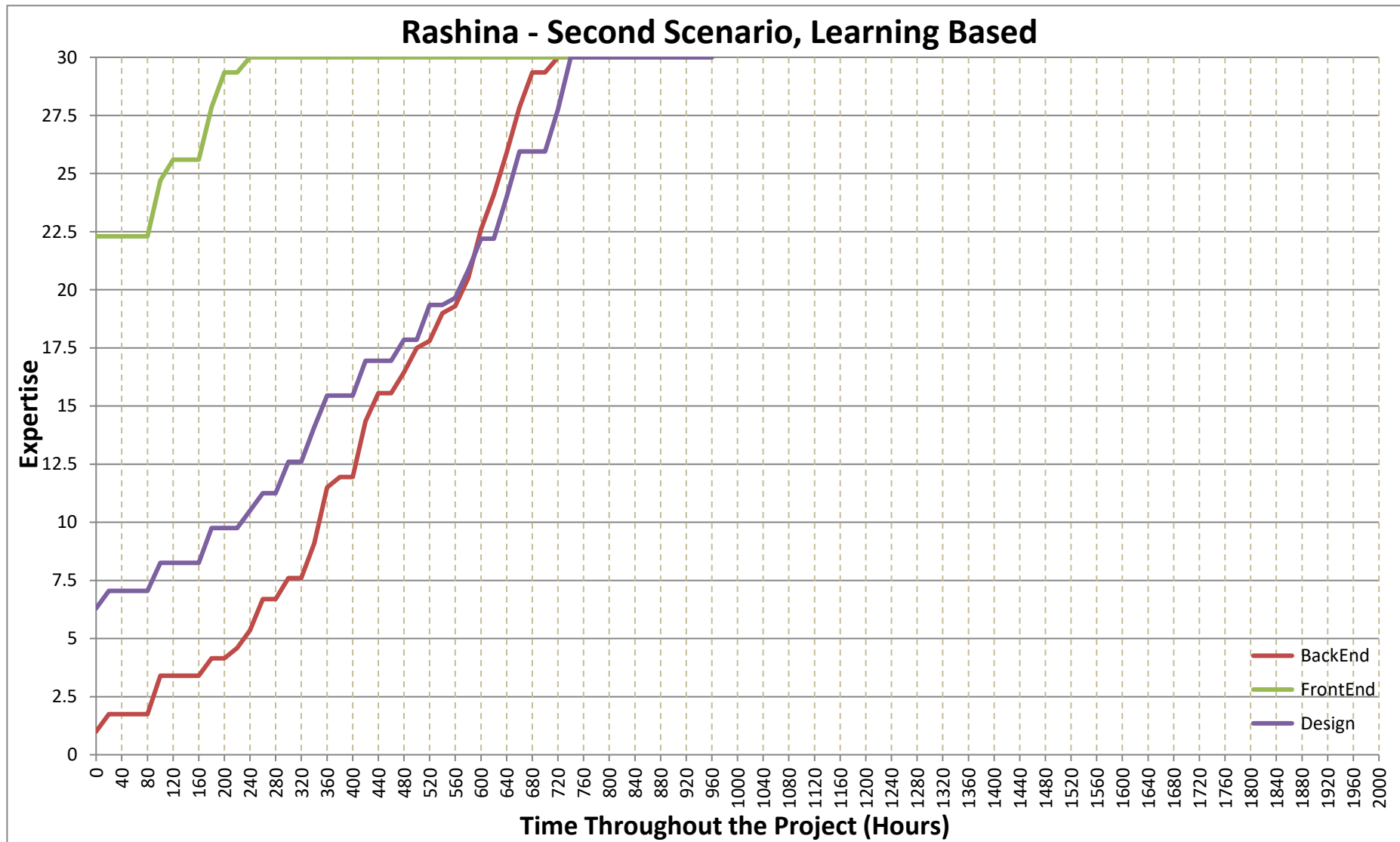
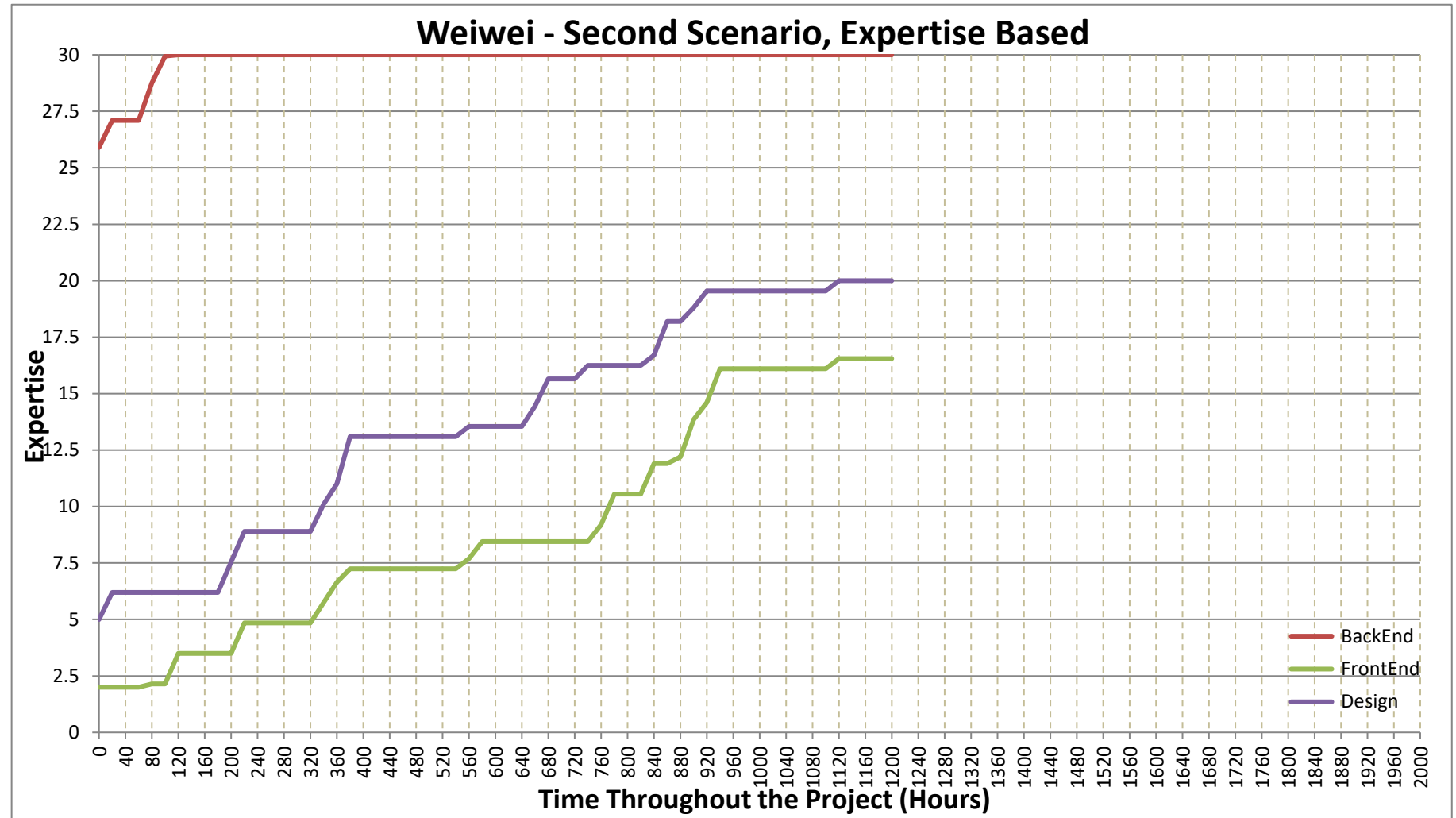
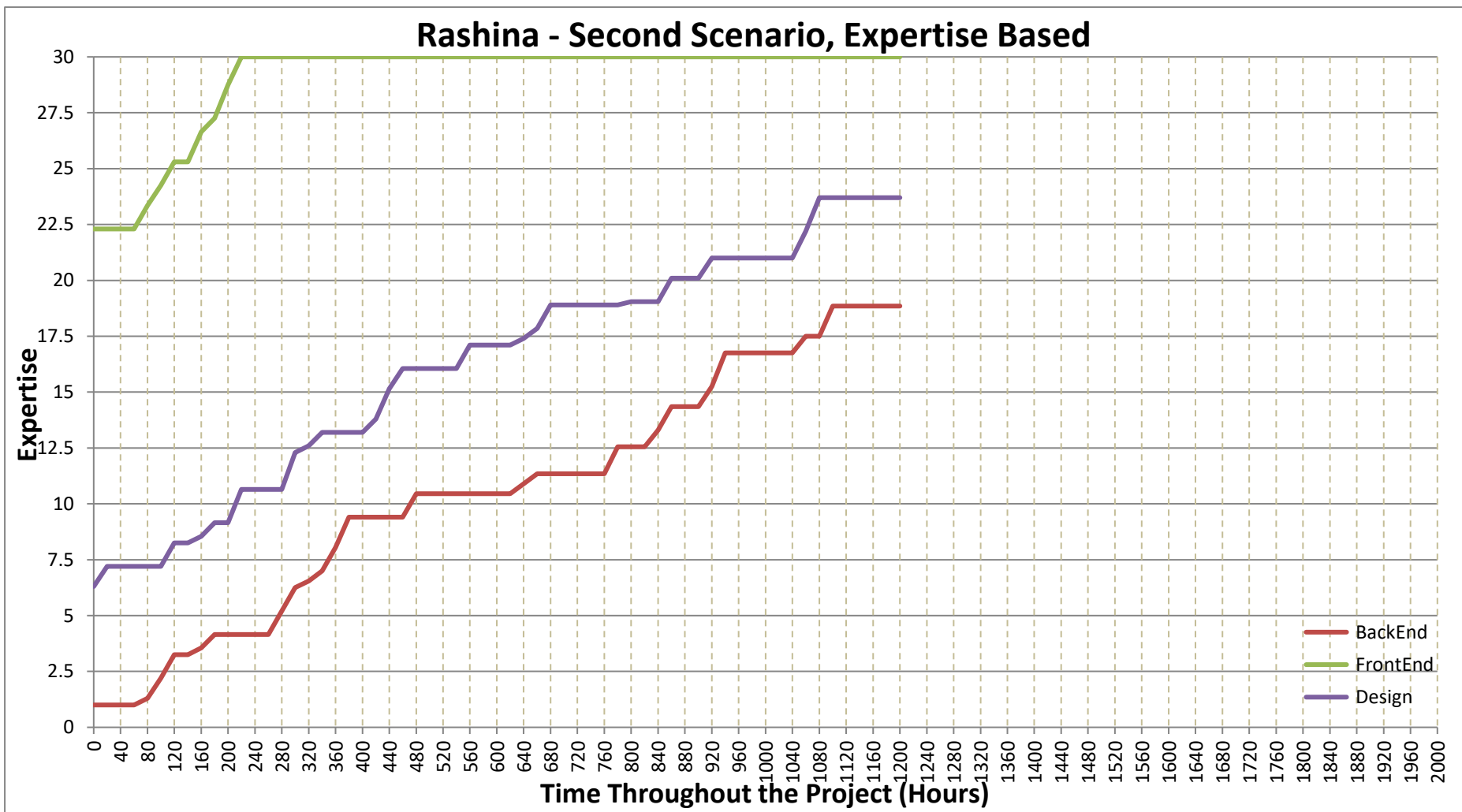
Team Average - Second Scenario, Expertise Based

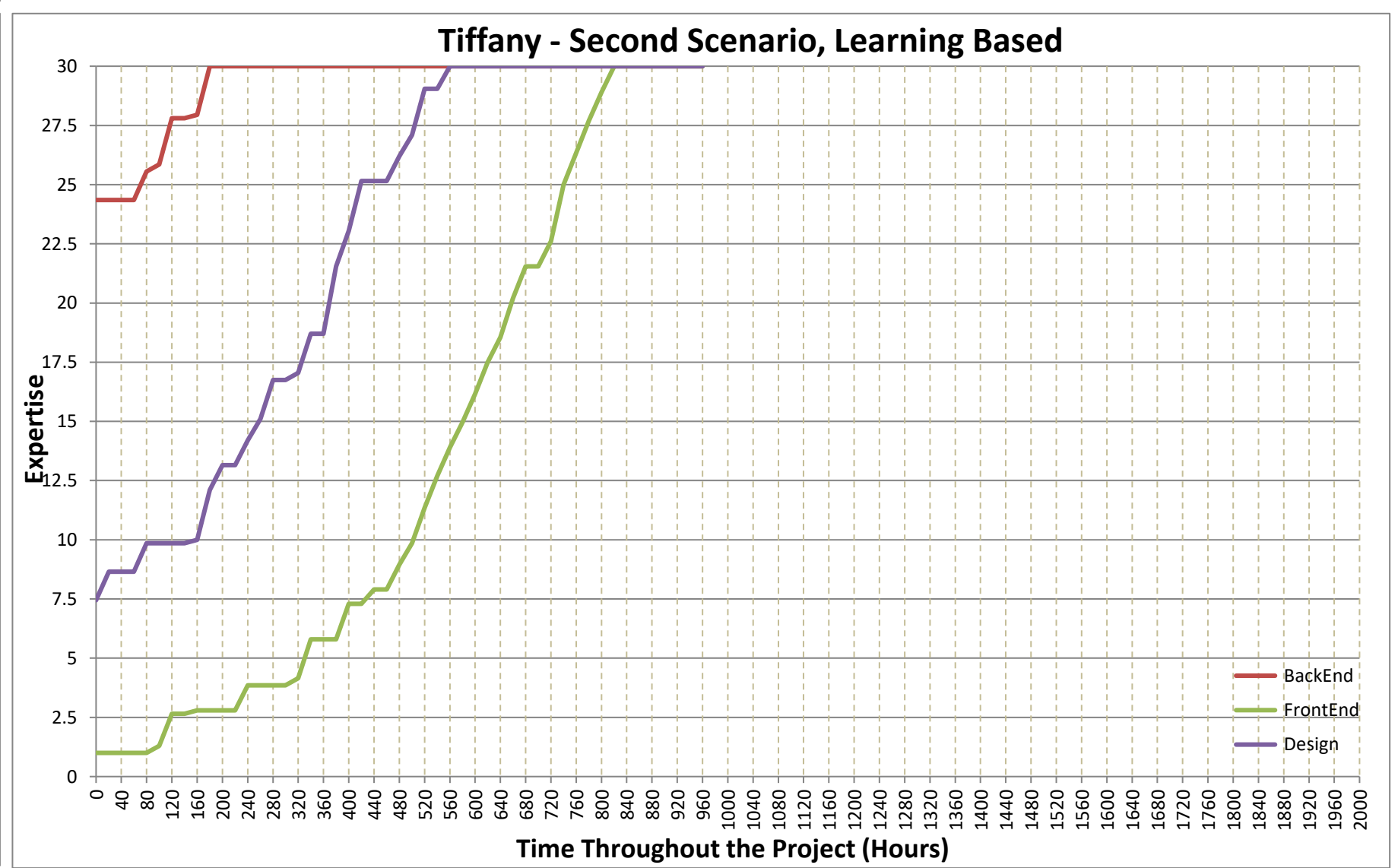
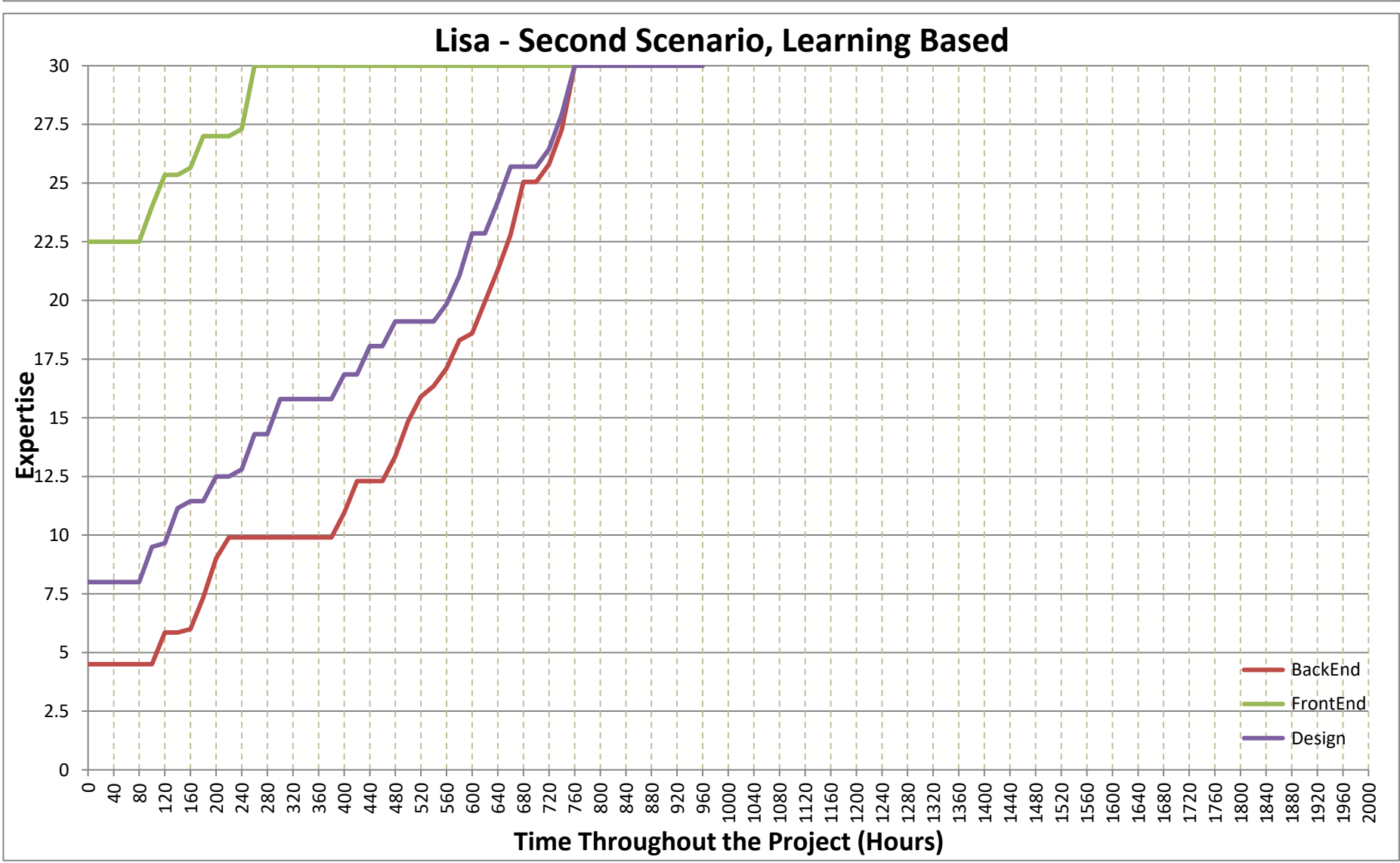
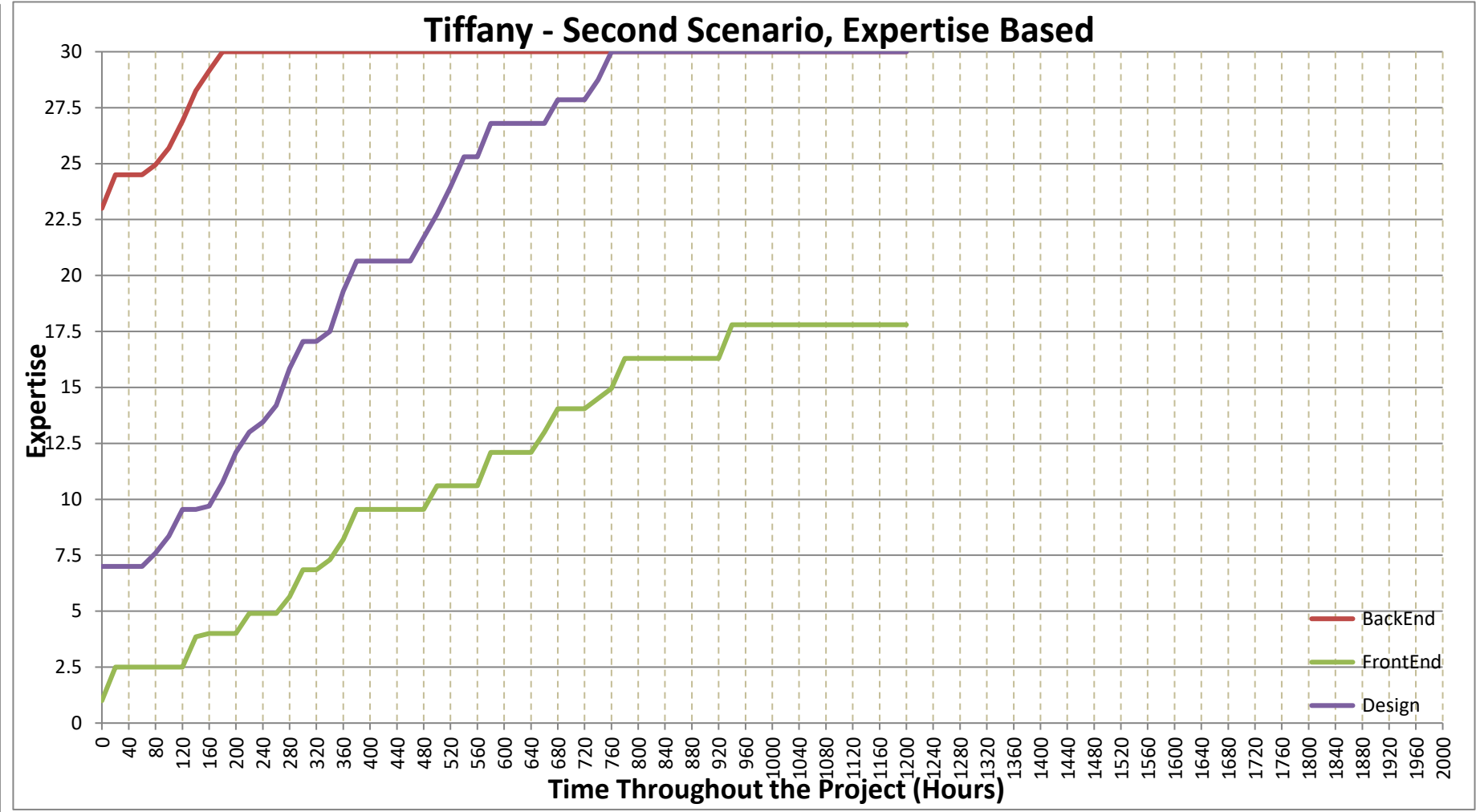
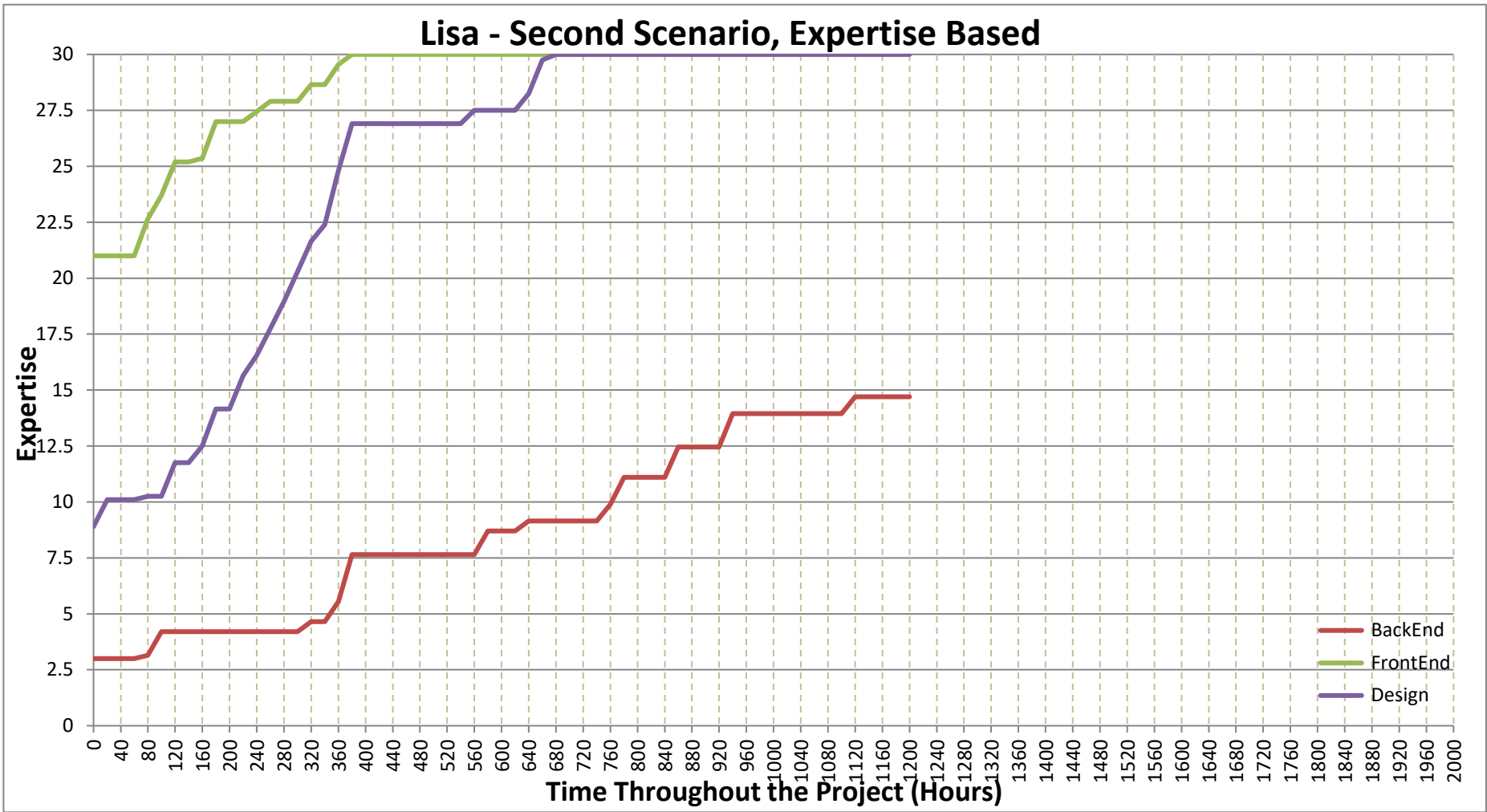


Team Average - Second Scenario, Learning Based



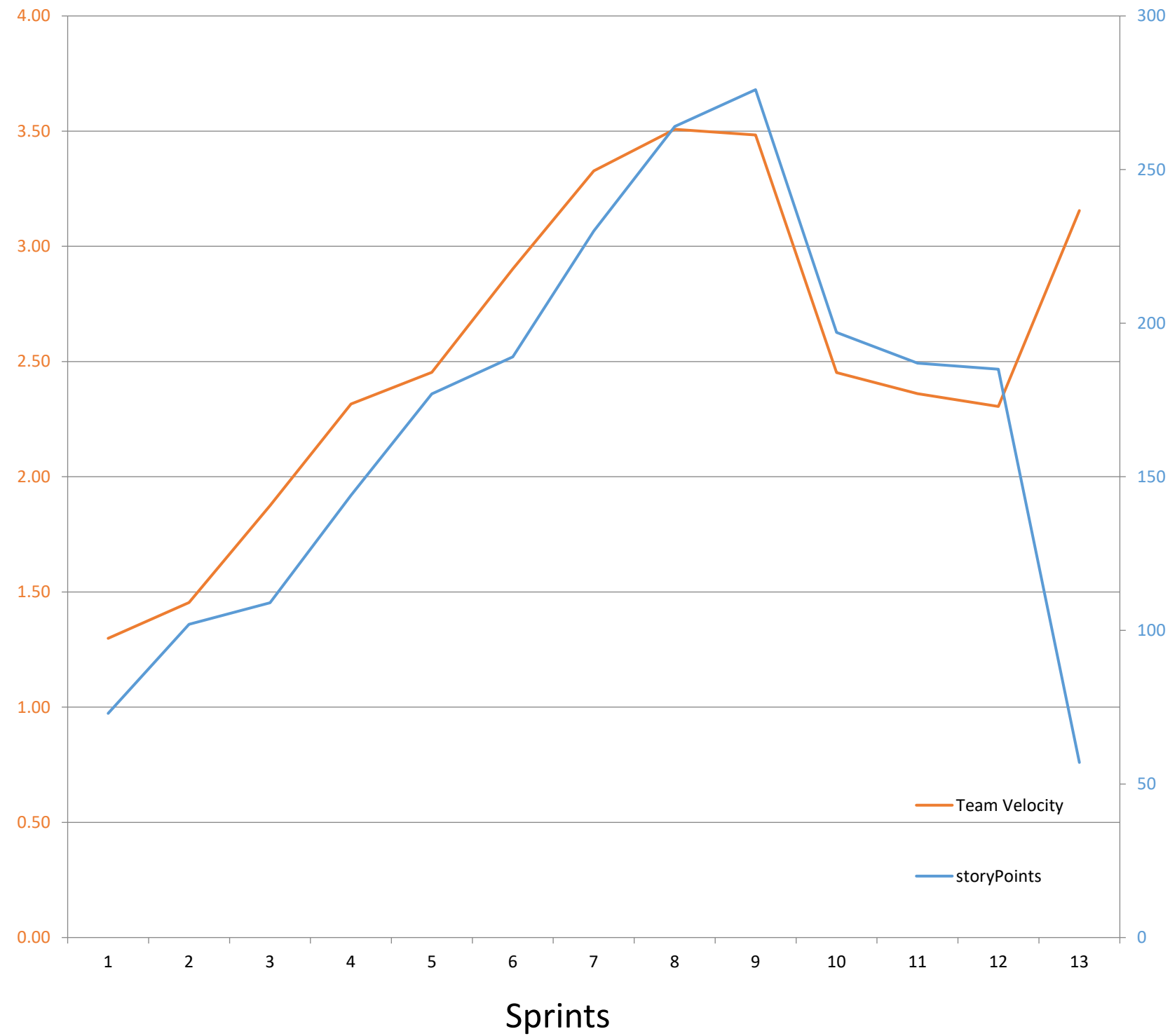




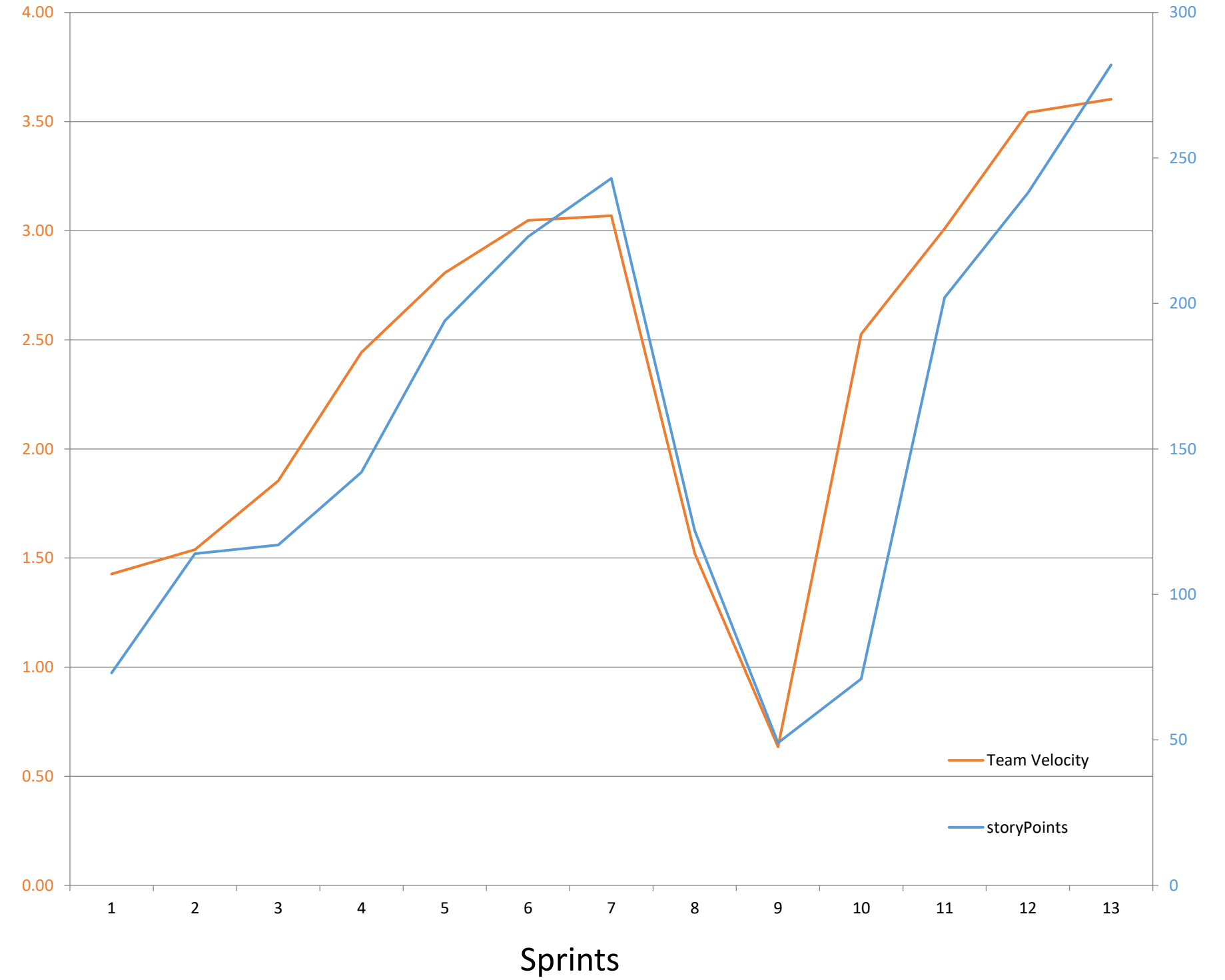


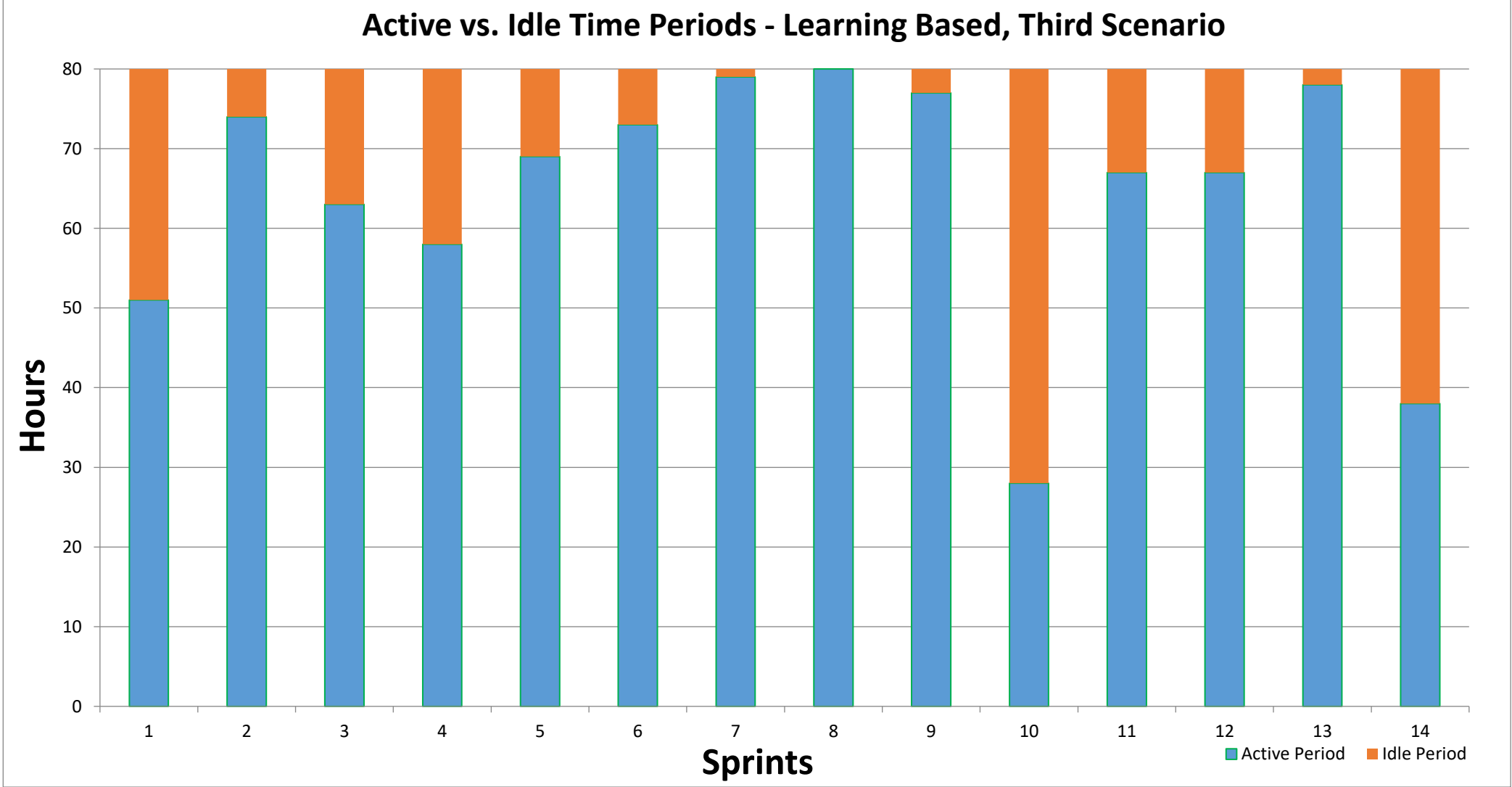
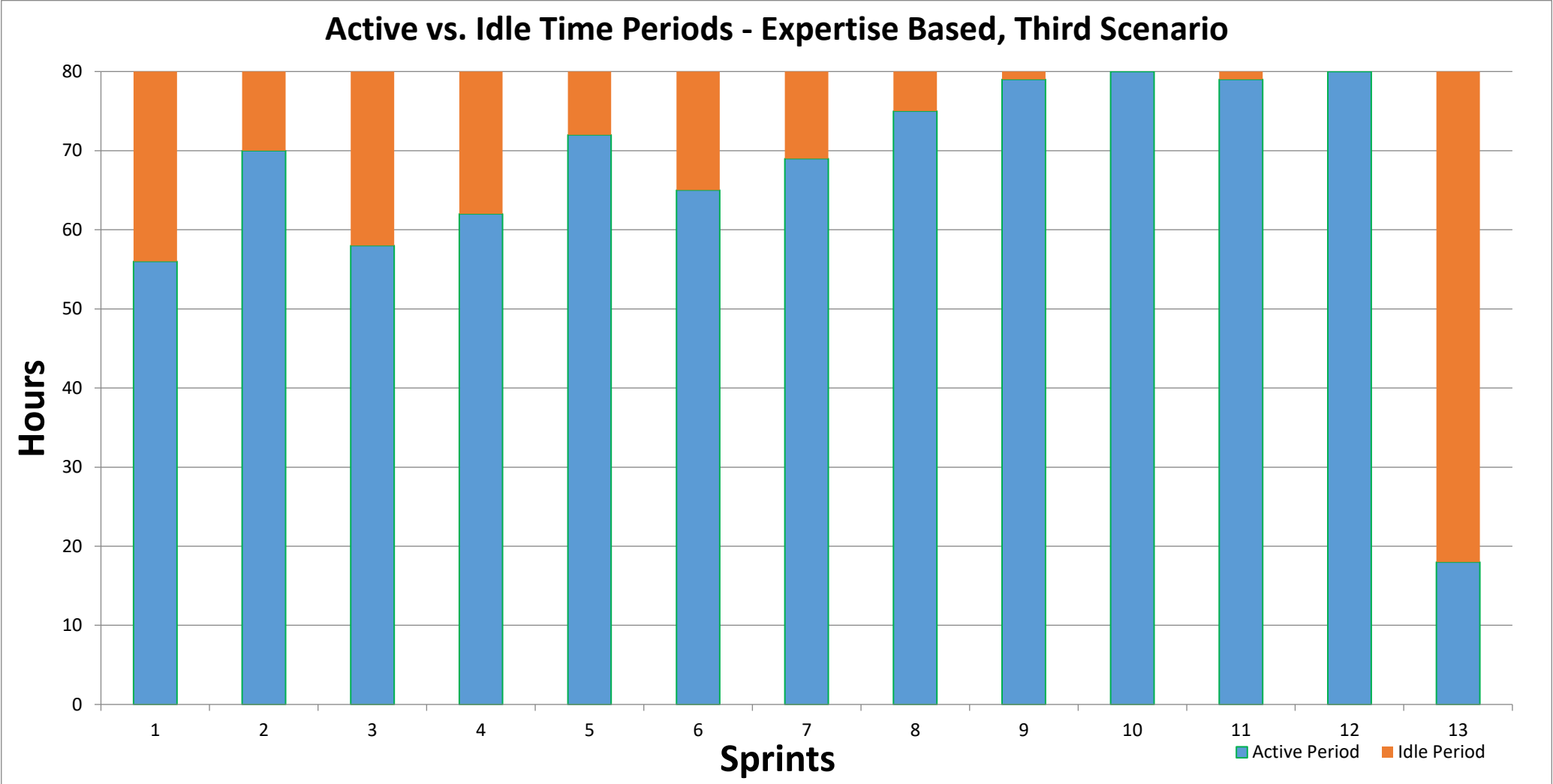
**Third Scenario – Two Skills have three employees at medium, and three employees at low expertise, and one skill has all employees with high expertise**

**Team Velocity vs Story Points - Expertise Based**



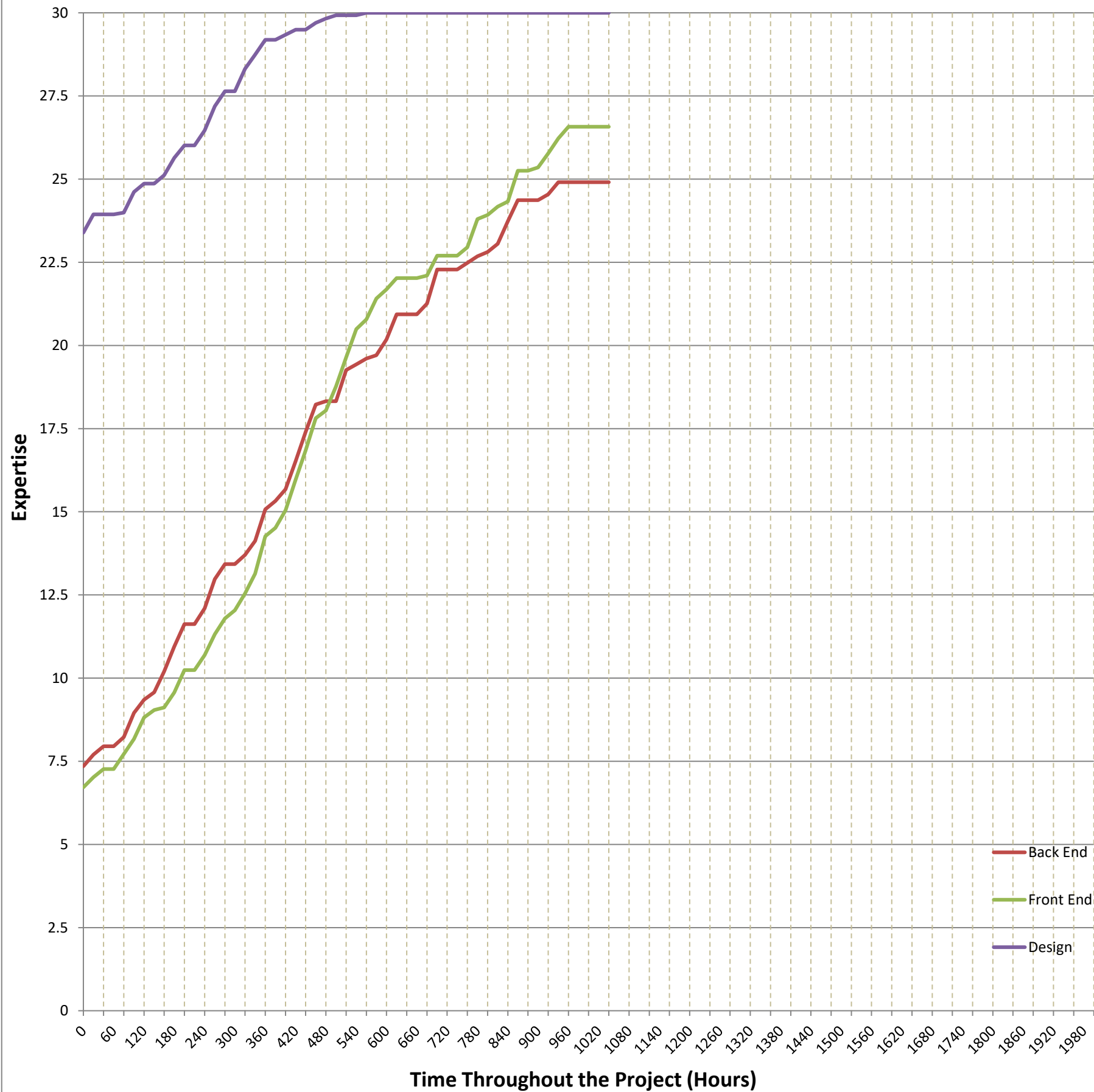
**Team Velocity vs Story Points - Learning Based**



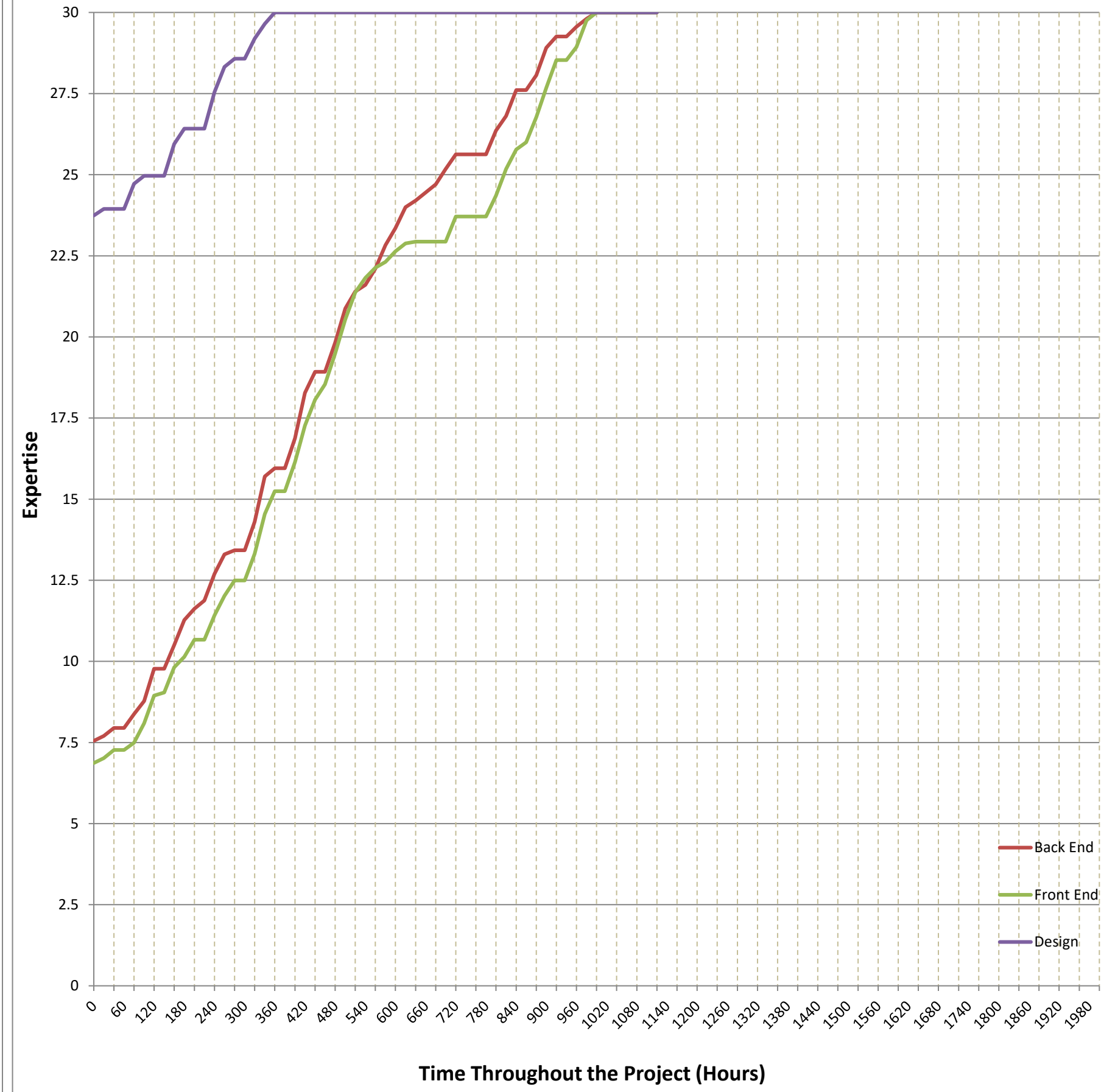




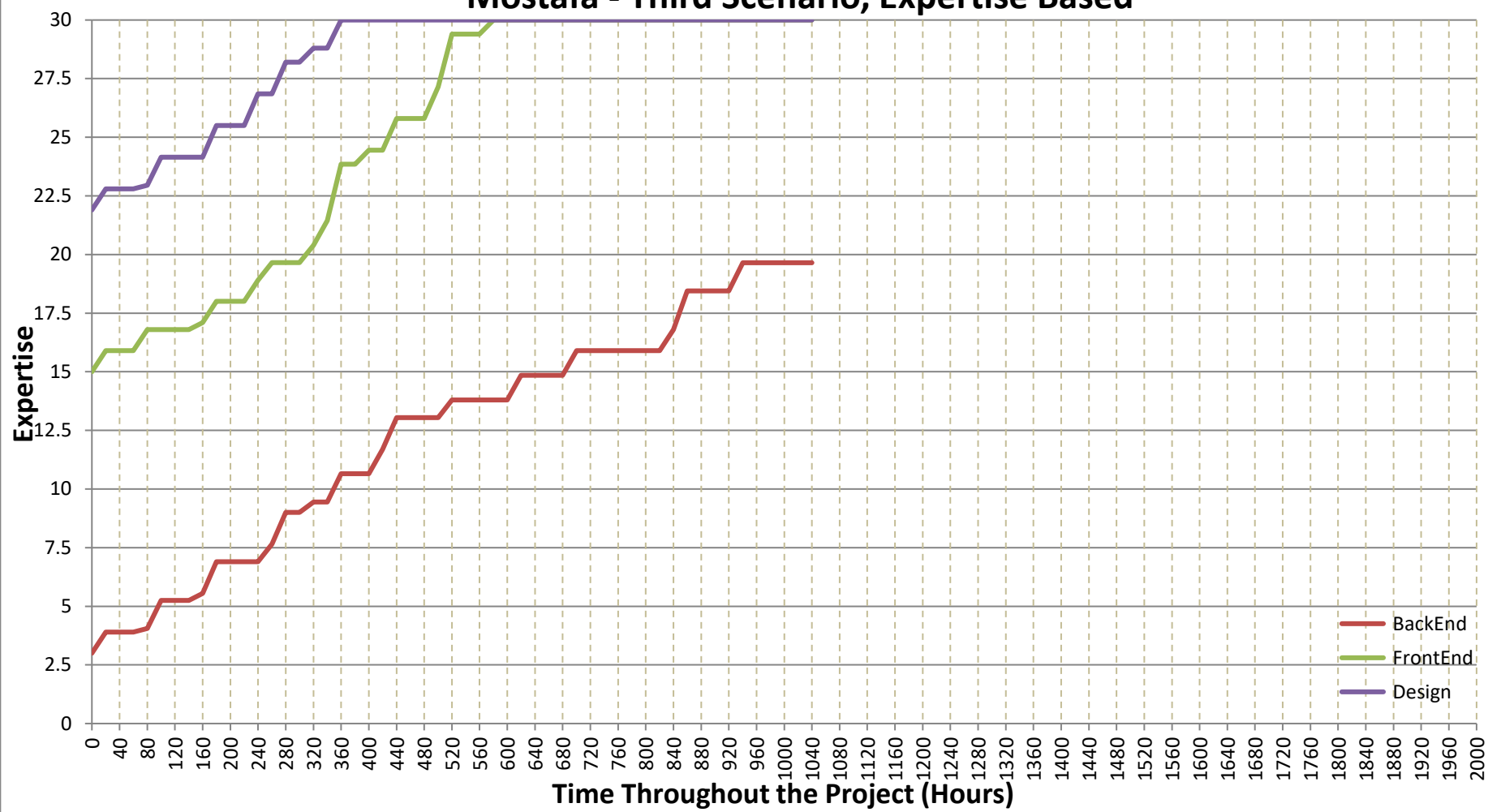
Team Average - Third Scenario, Expertise Based



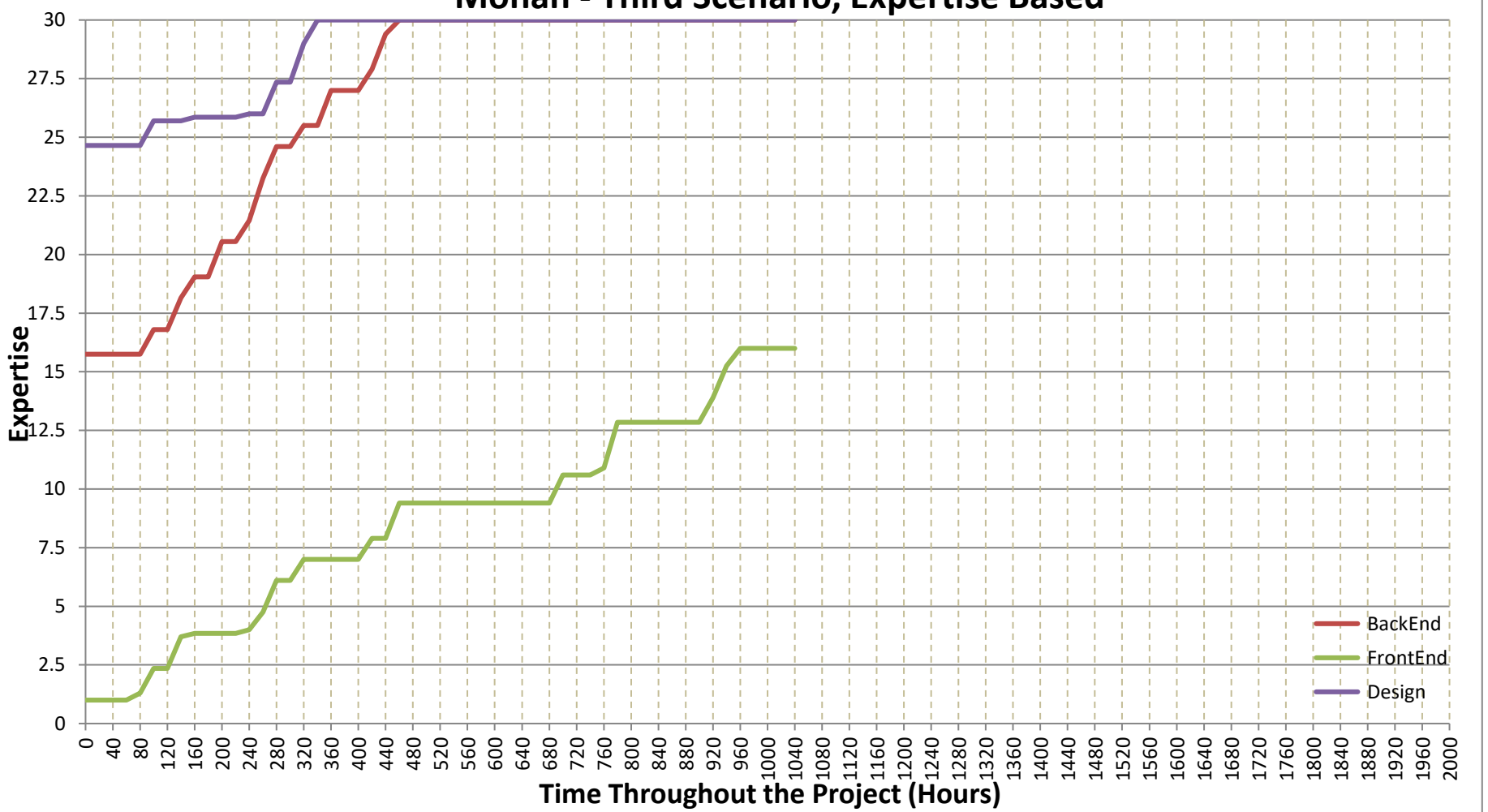
Team Average - Third Scenario, Learning Based



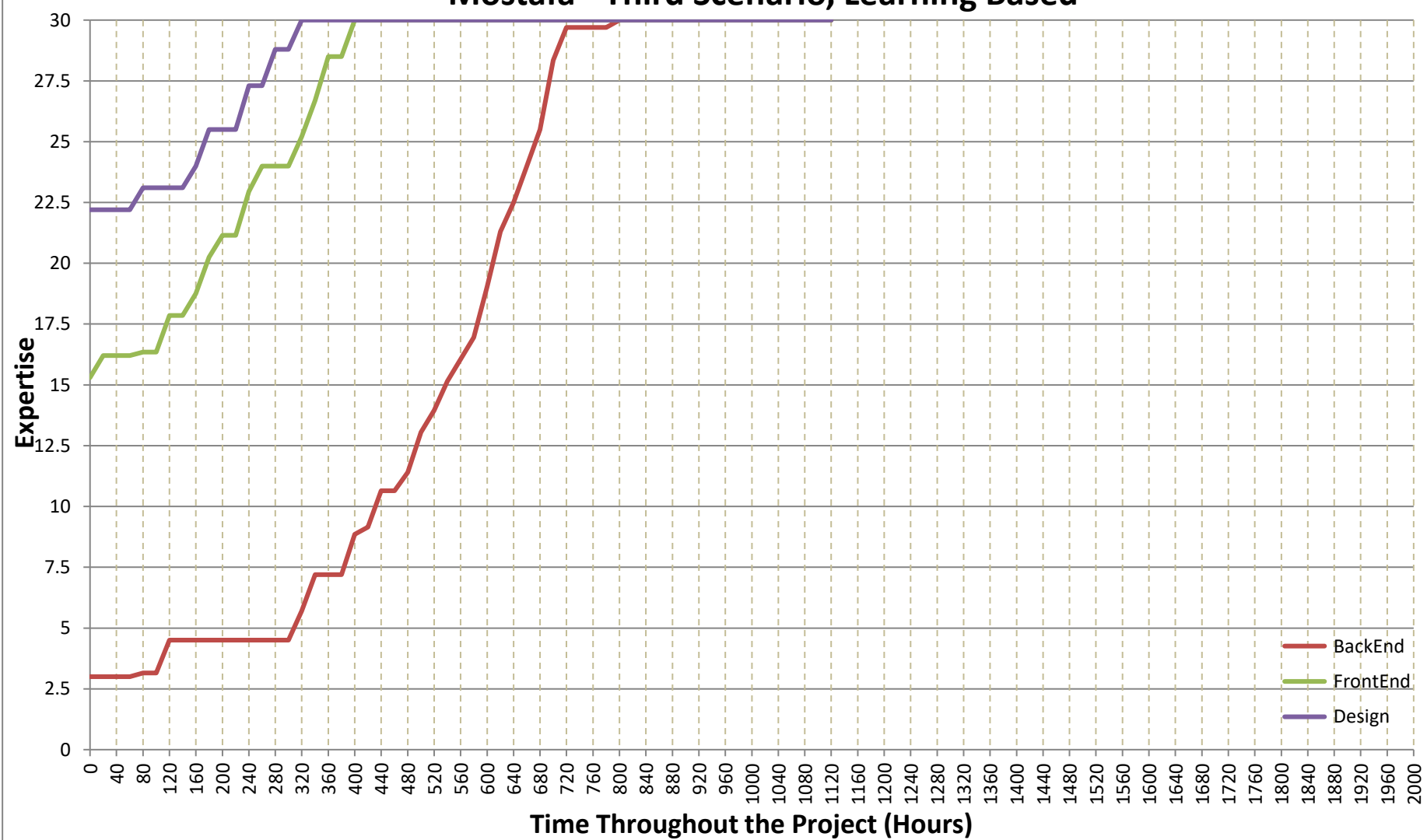
Mostafa - Third Scenario, Expertise Based



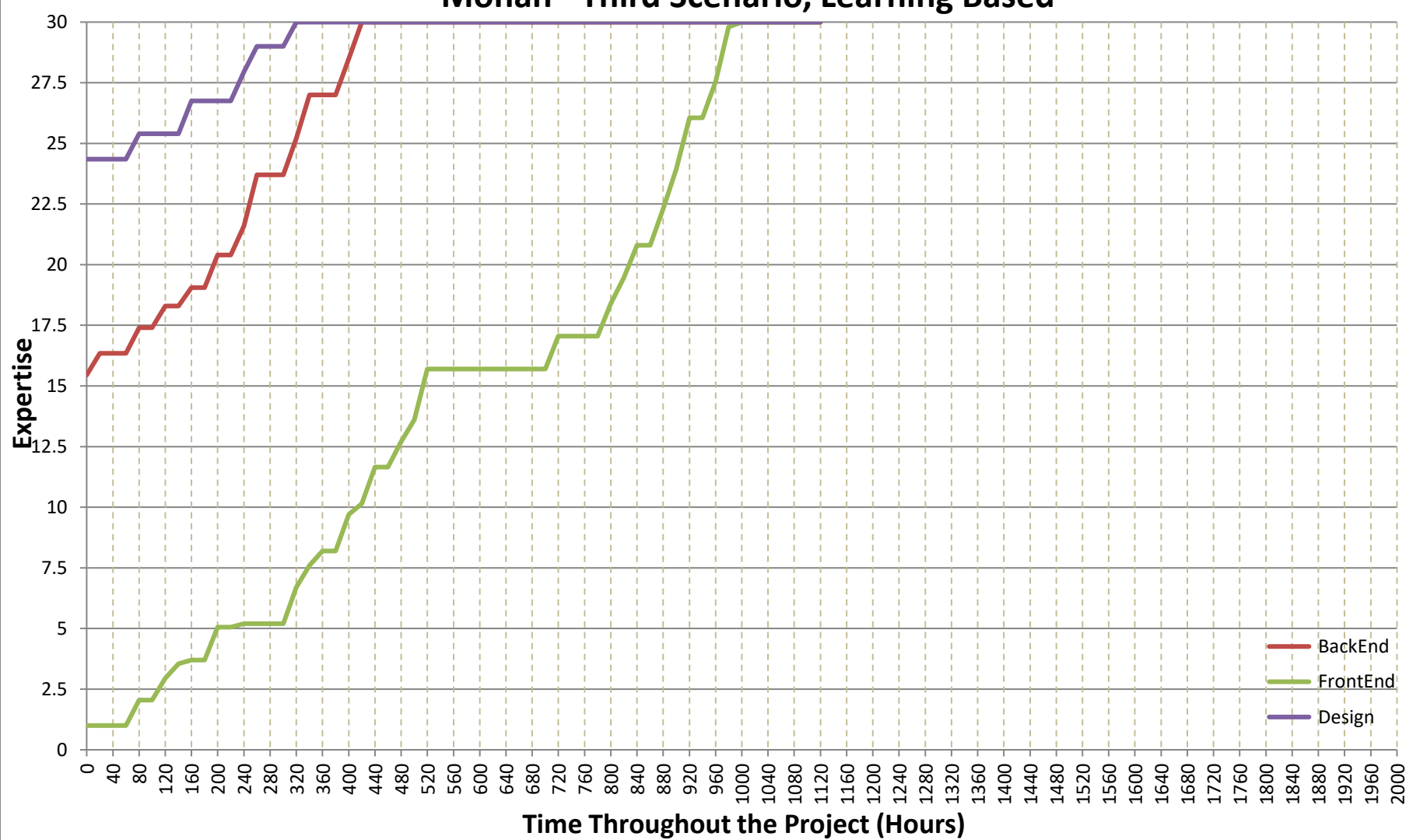
Mohan - Third Scenario, Expertise Based

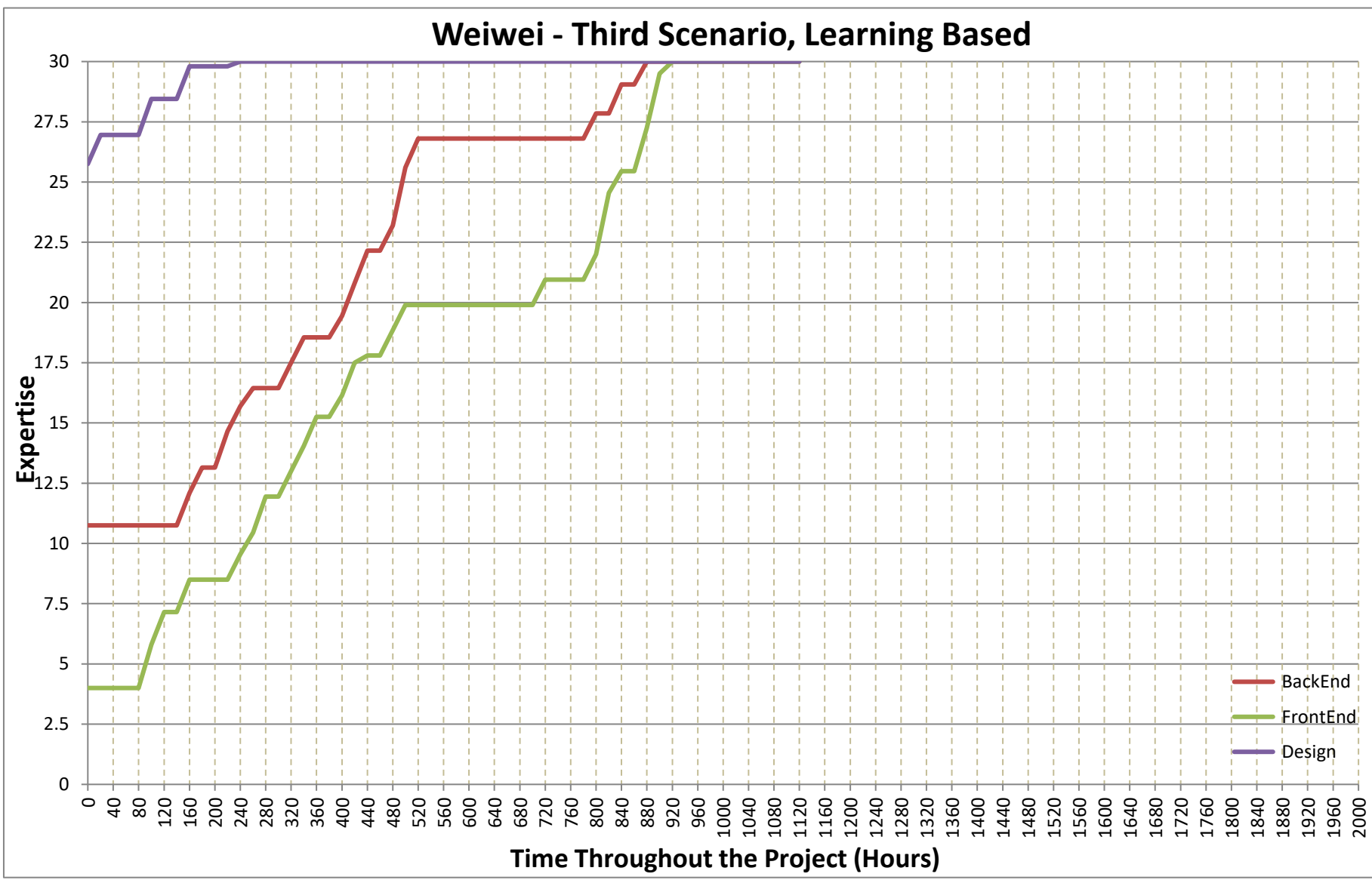
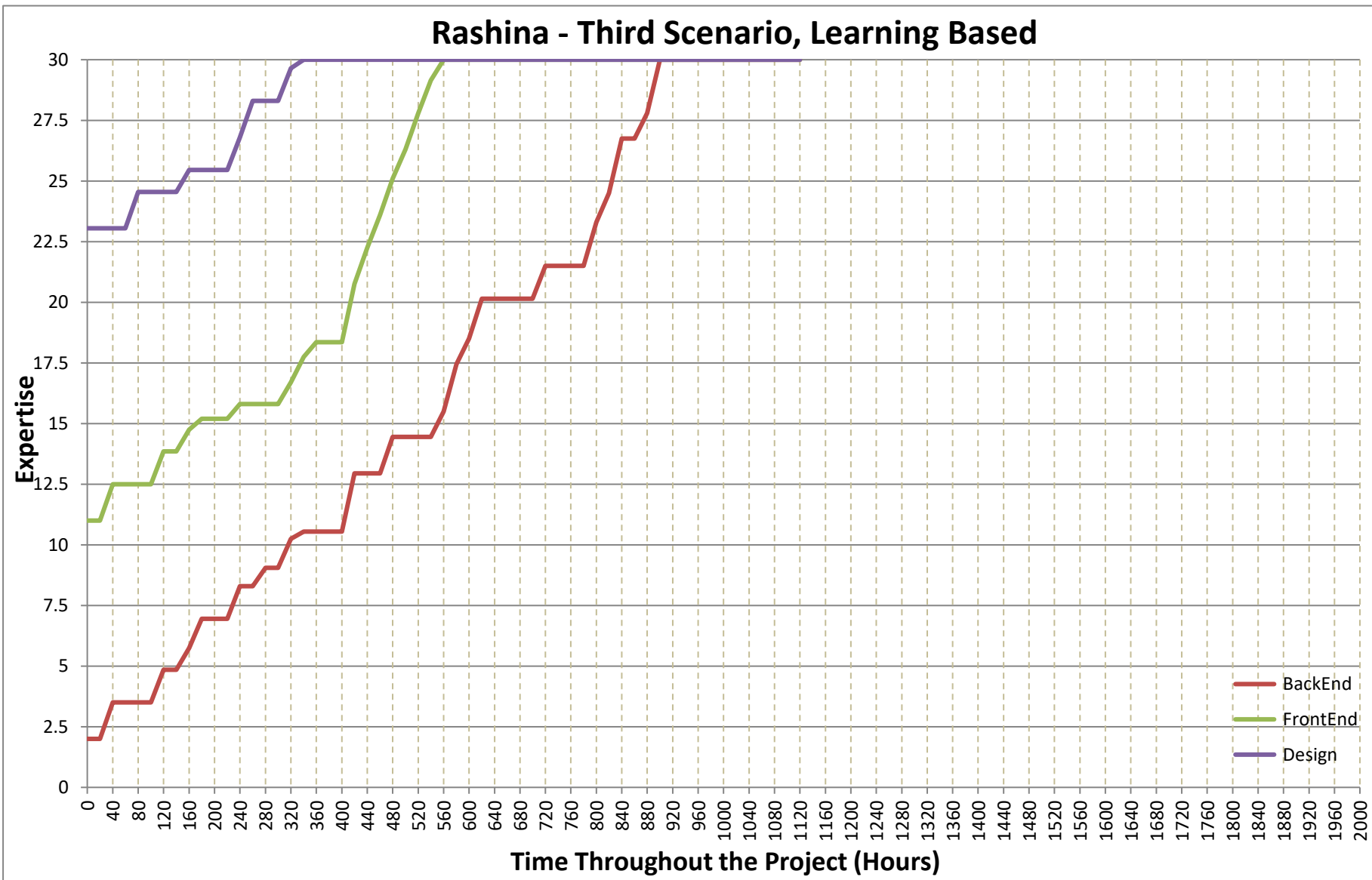
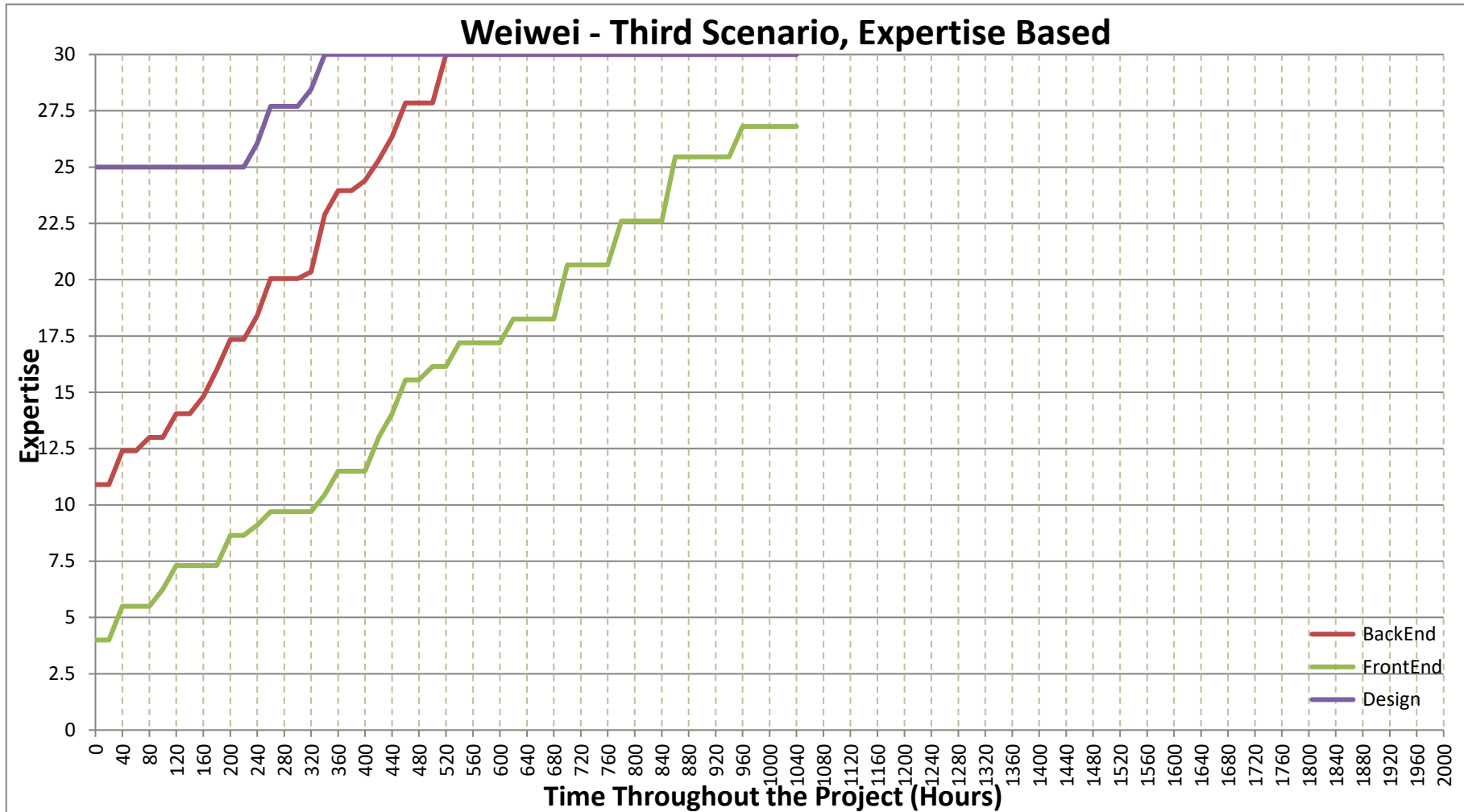
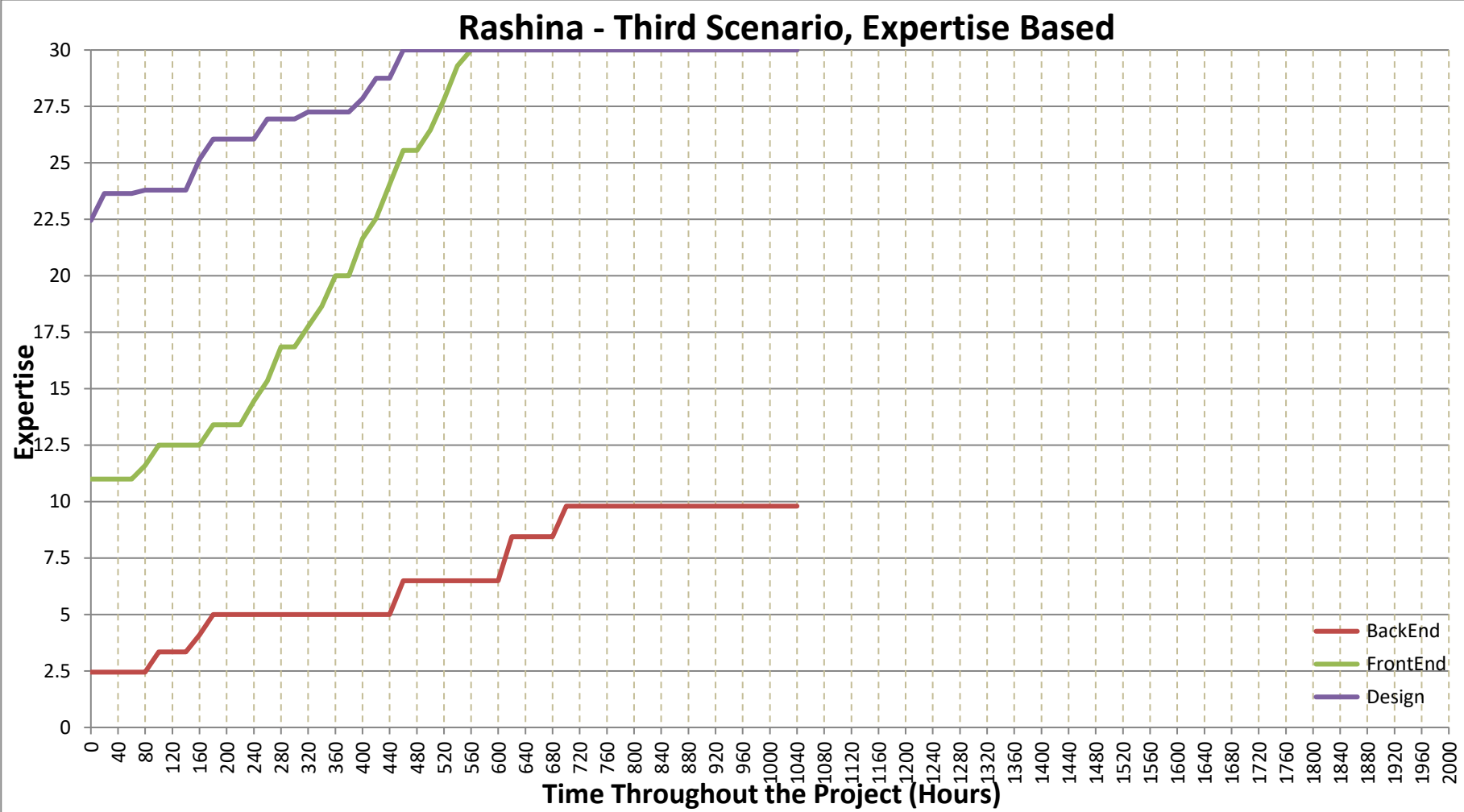


Mostafa - Third Scenario, Learning Based

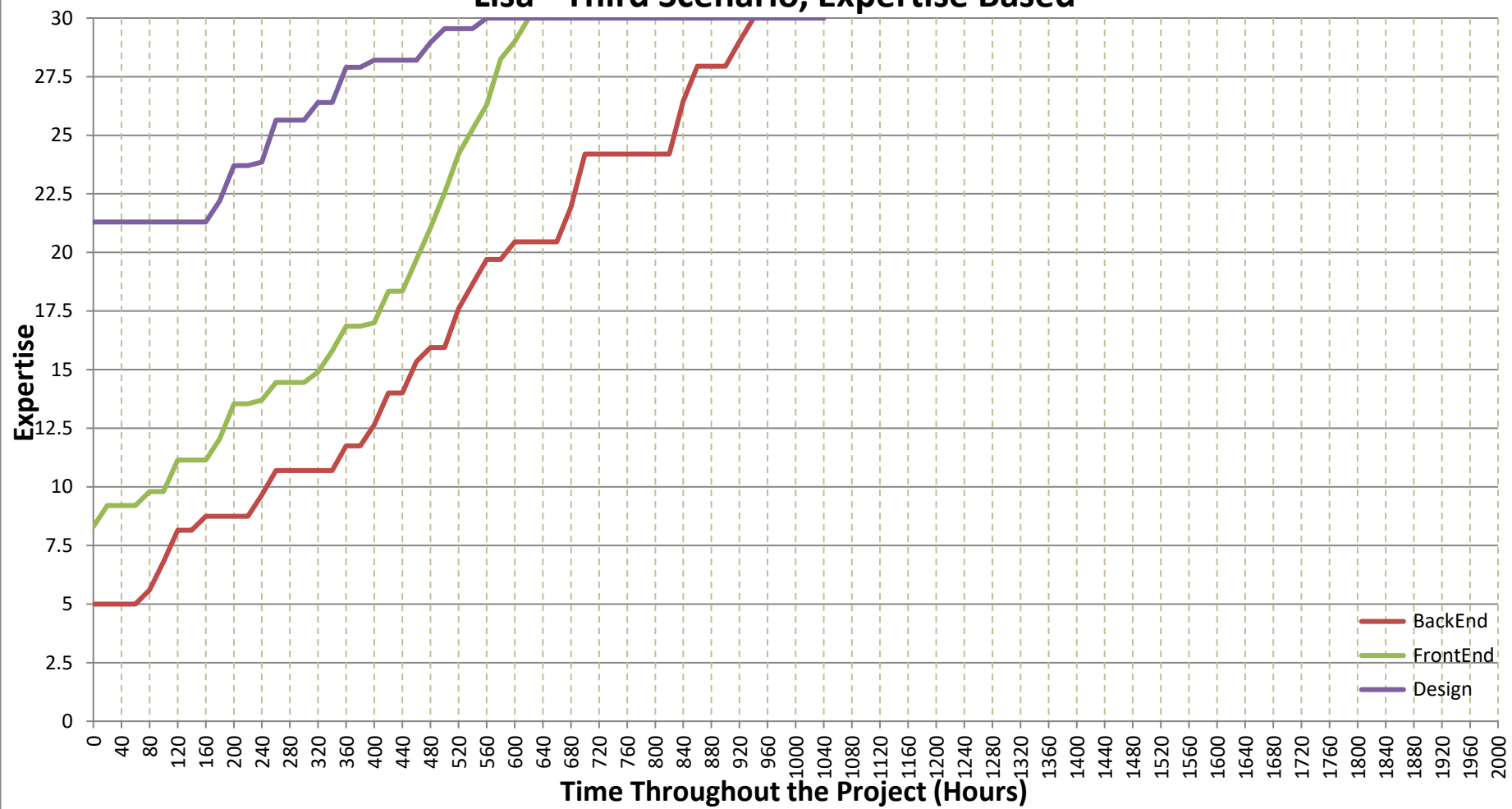


Mohan - Third Scenario, Learning Based

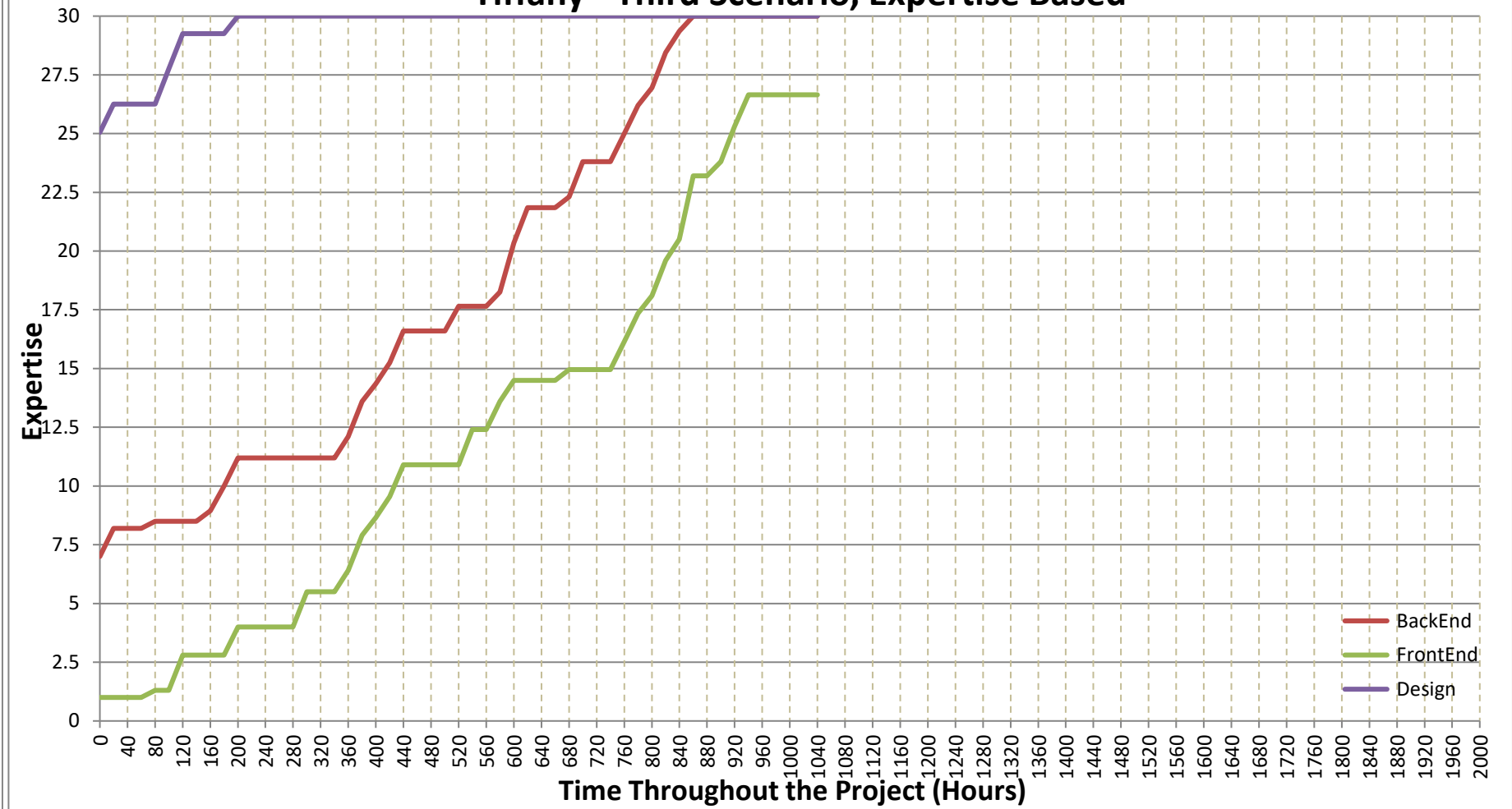




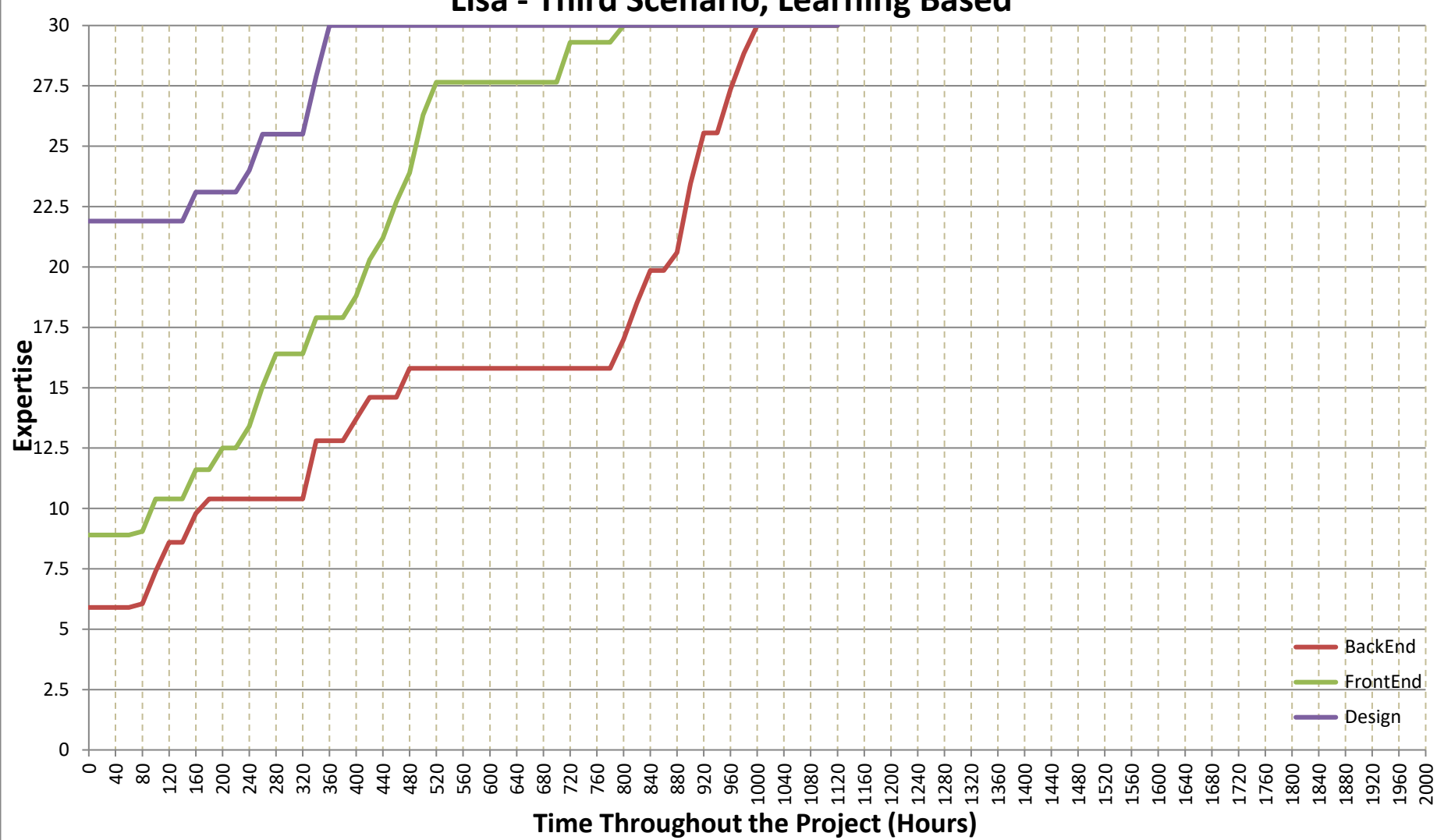
**Lisa - Third Scenario, Expertise Based**



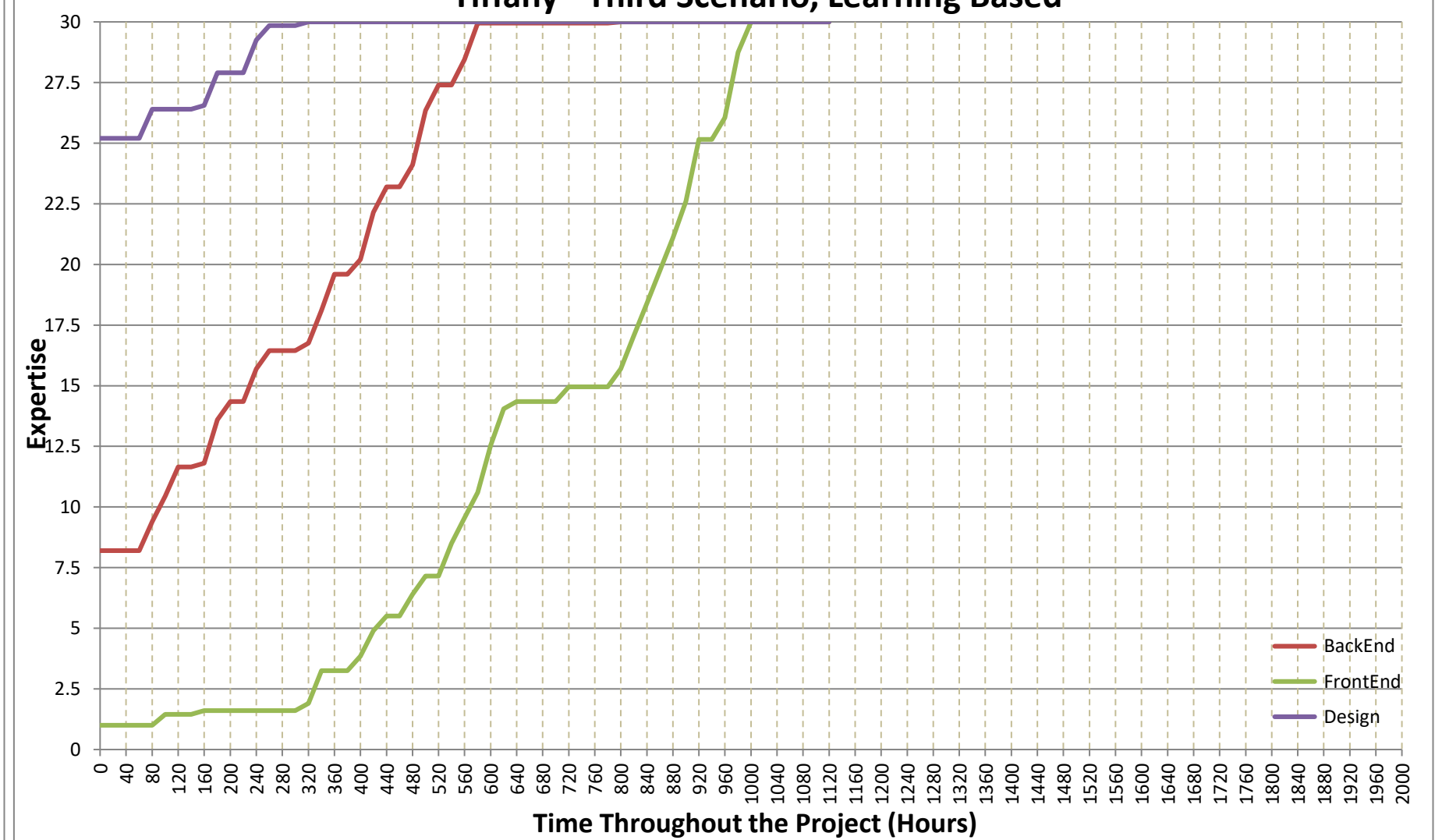
**Tiffany - Third Scenario, Expertise Based**



**Lisa - Third Scenario, Learning Based**

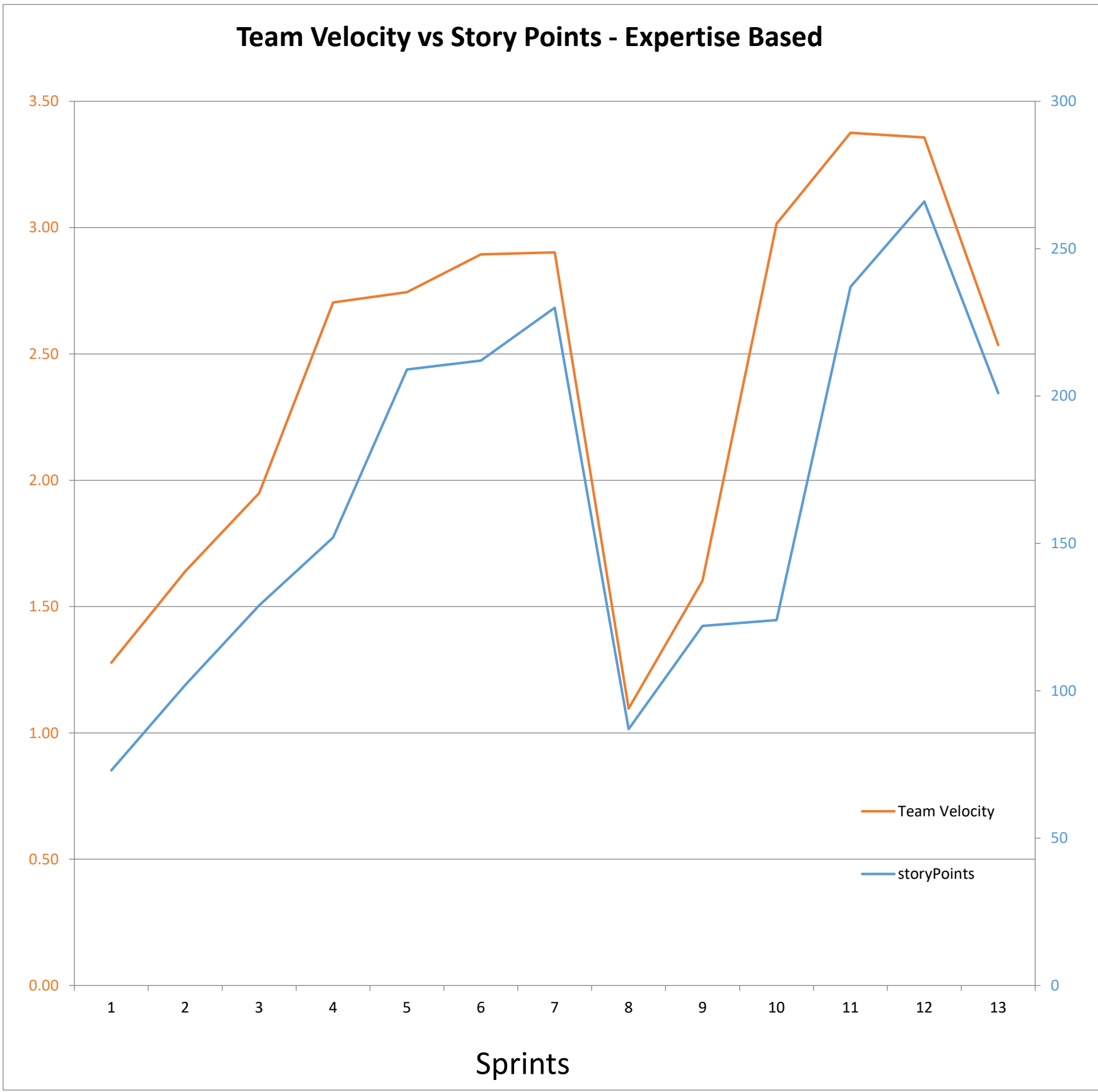


**Tiffany - Third Scenario, Learning Based**

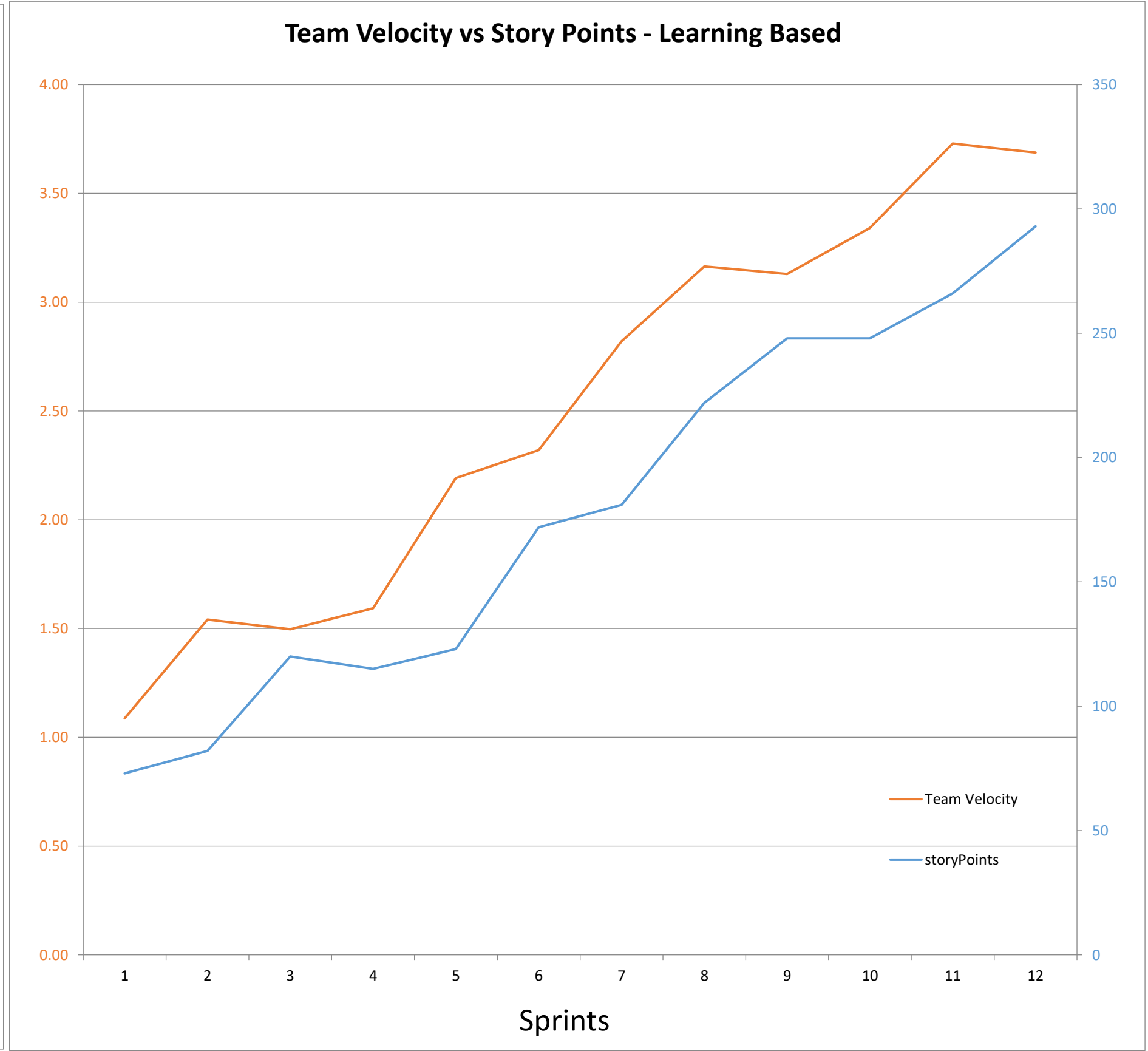


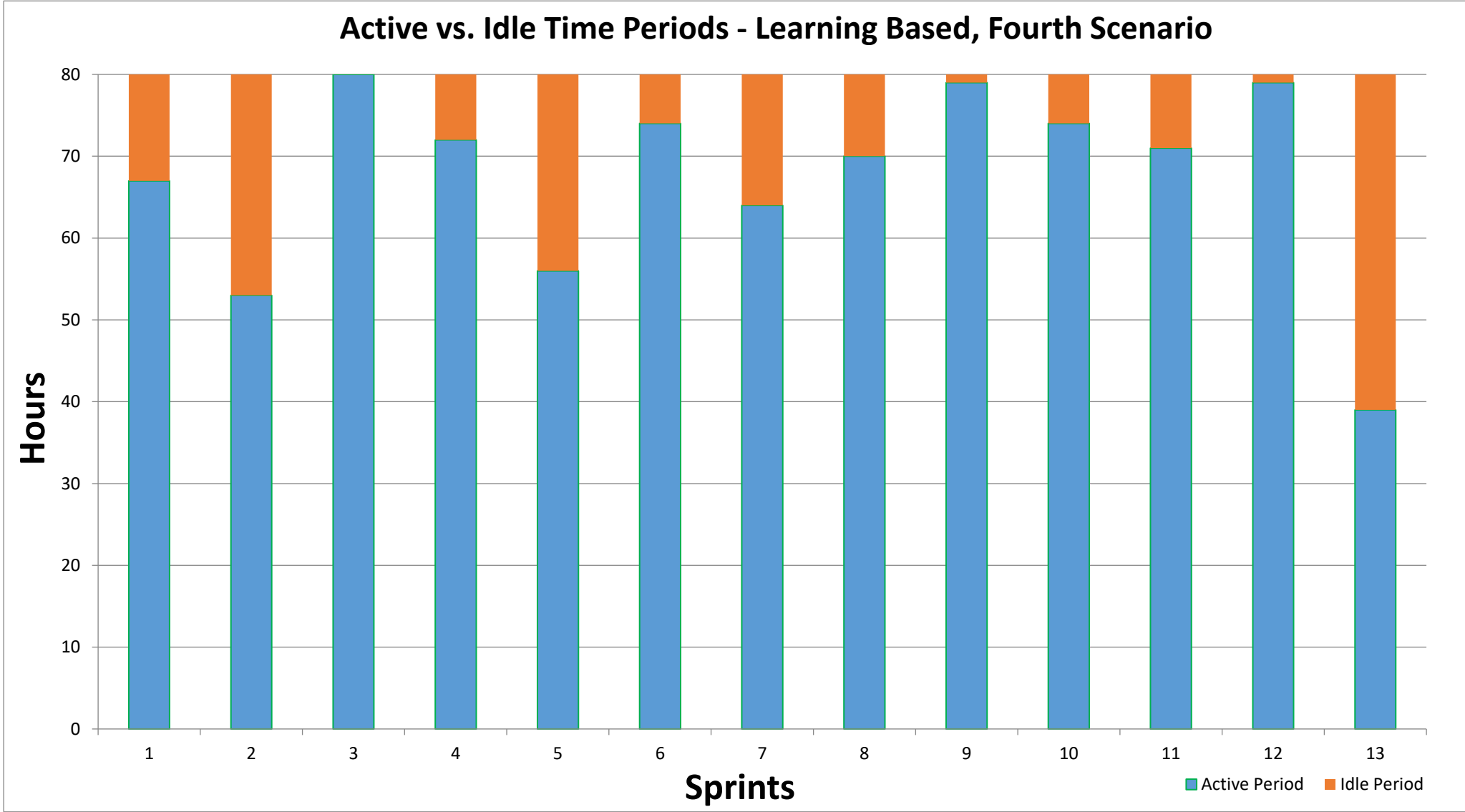
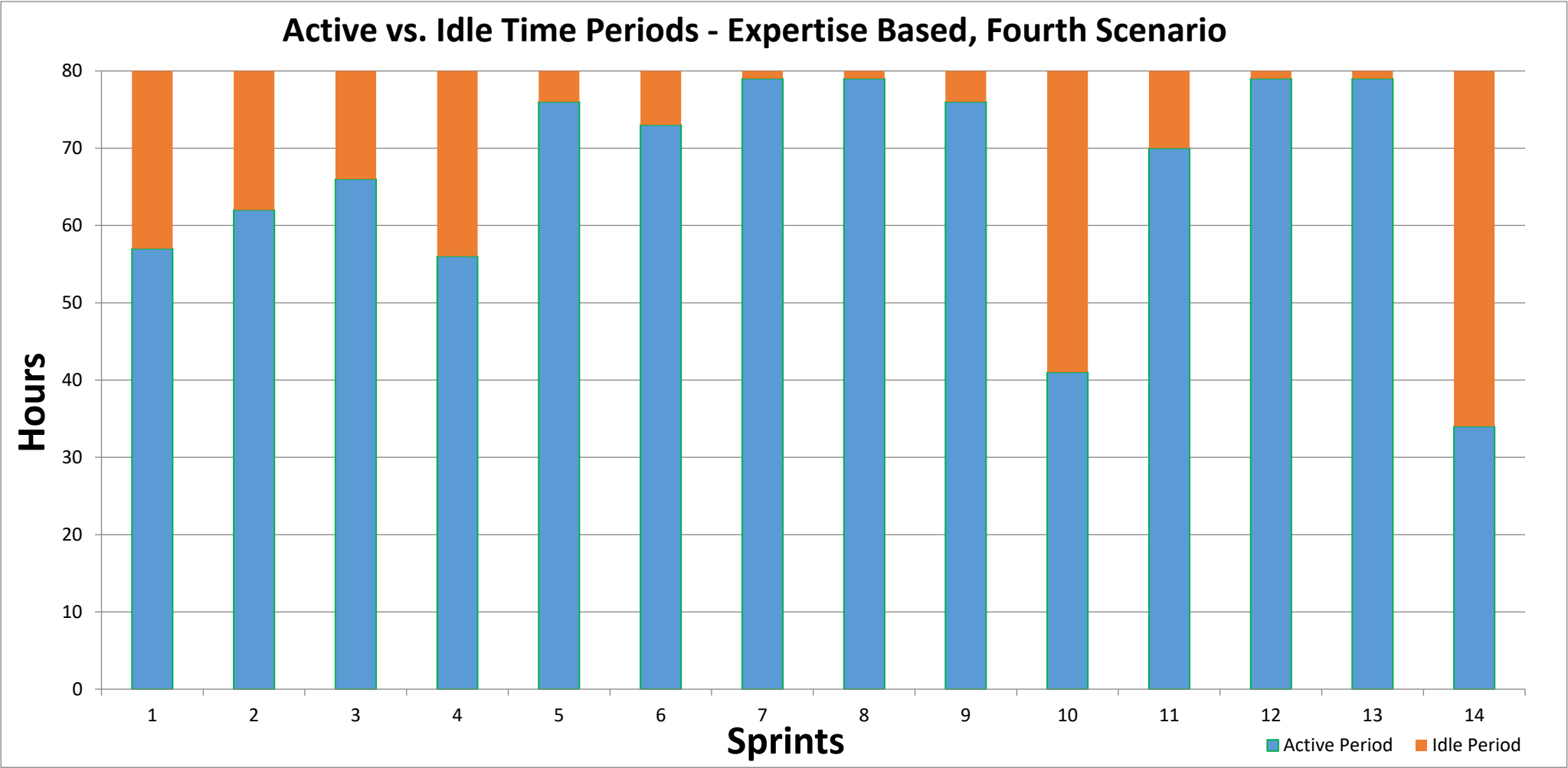
**Fourth Scenario – Two skill areas have two employees at high expertise and two employees at medium expertise, the other skill area all employees are low expertise**

**Team Velocity vs Story Points - Expertise Based**



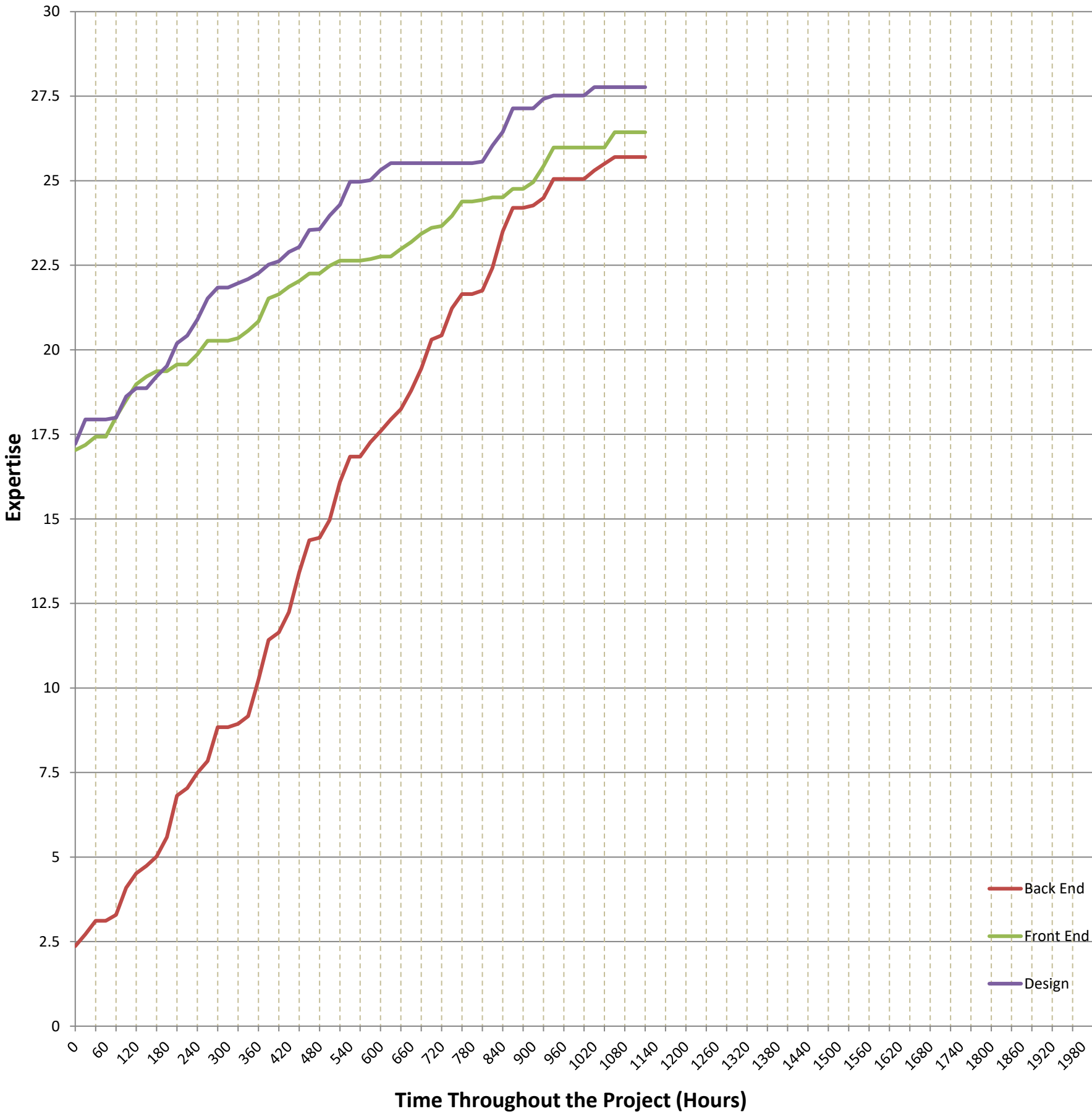
**Team Velocity vs Story Points - Learning Based**



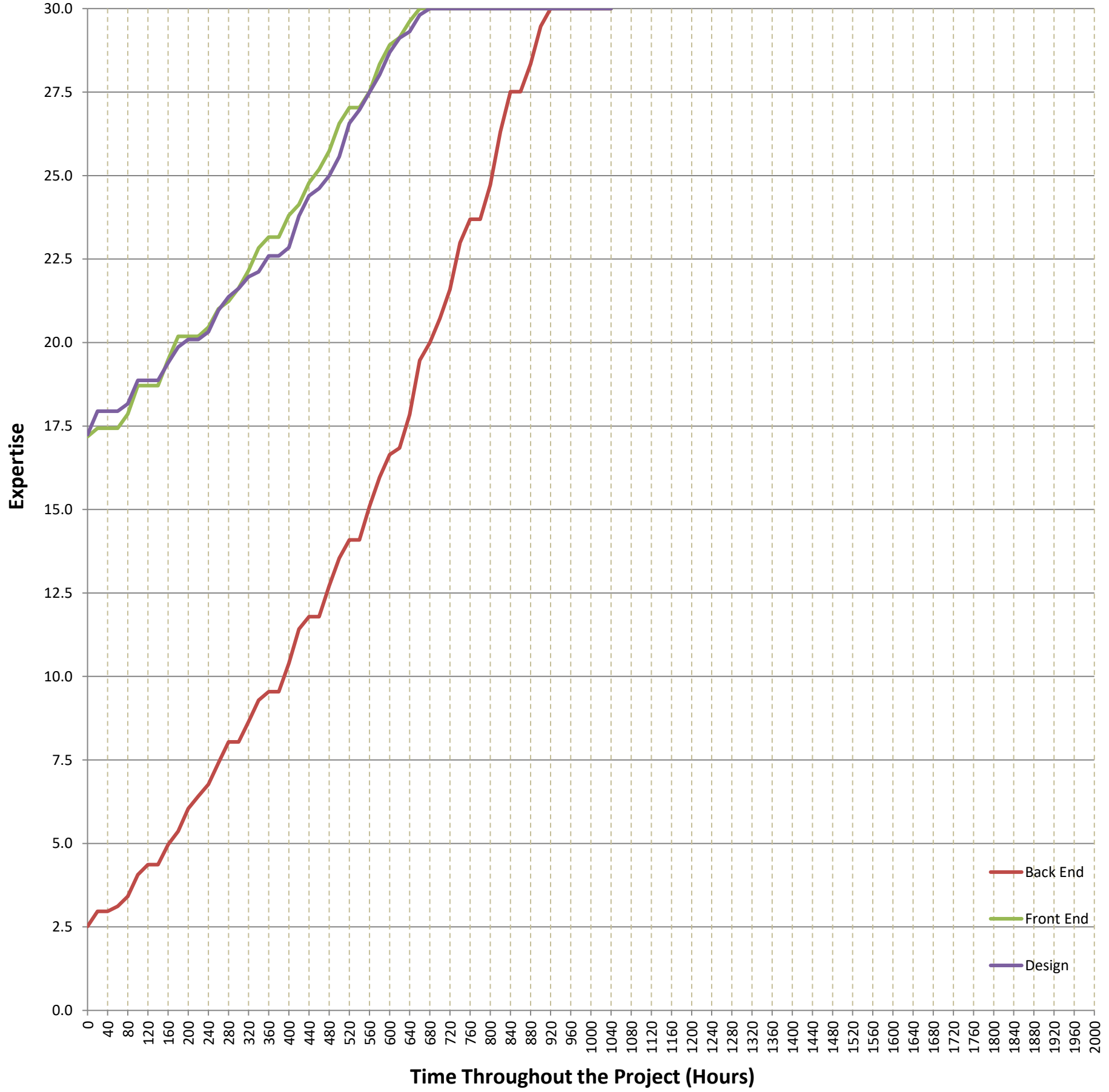




Team Average - Fourth Scenario, Expertise Based

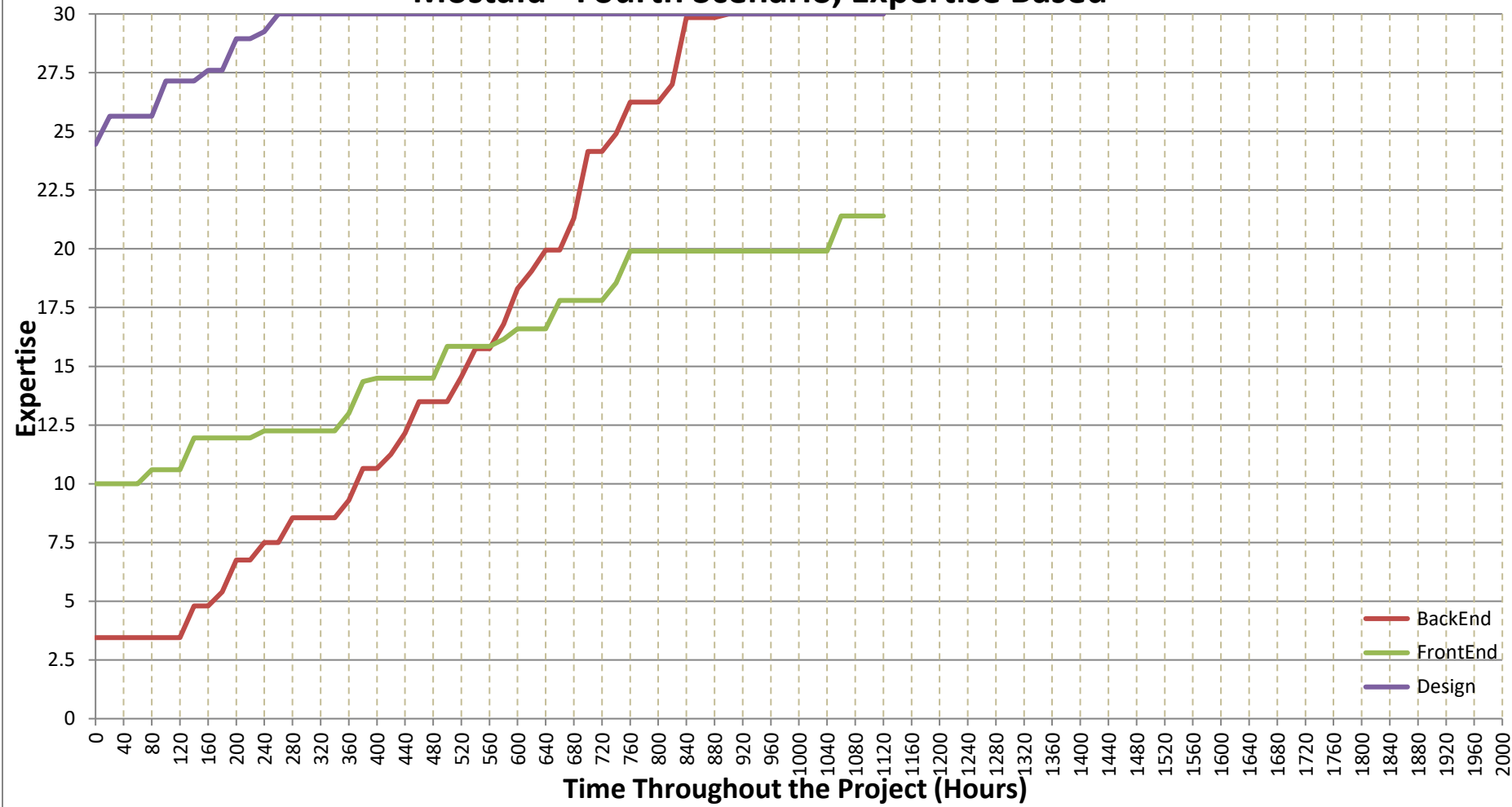


Team Average - Fourth Scenario, Learning Based

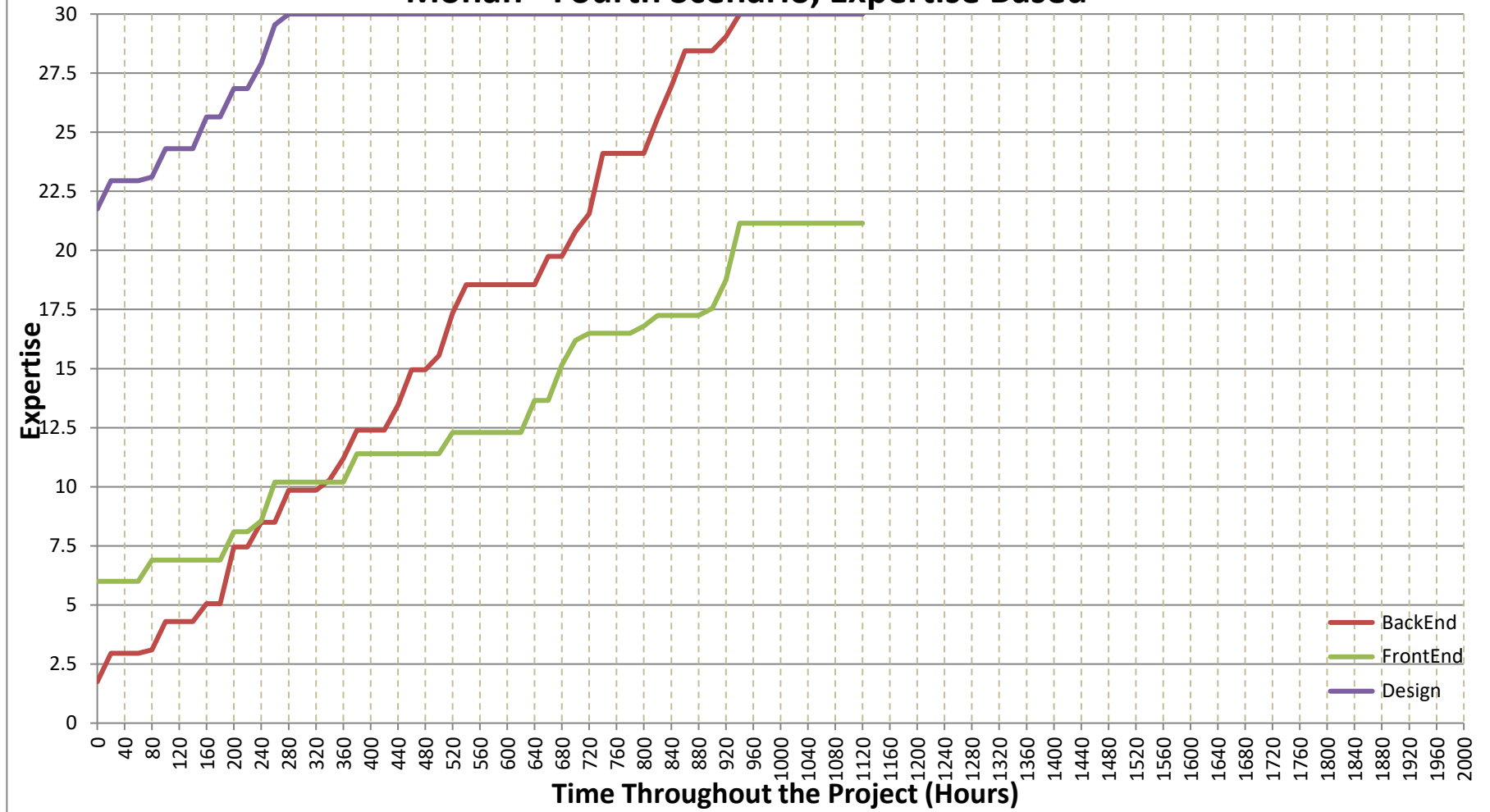




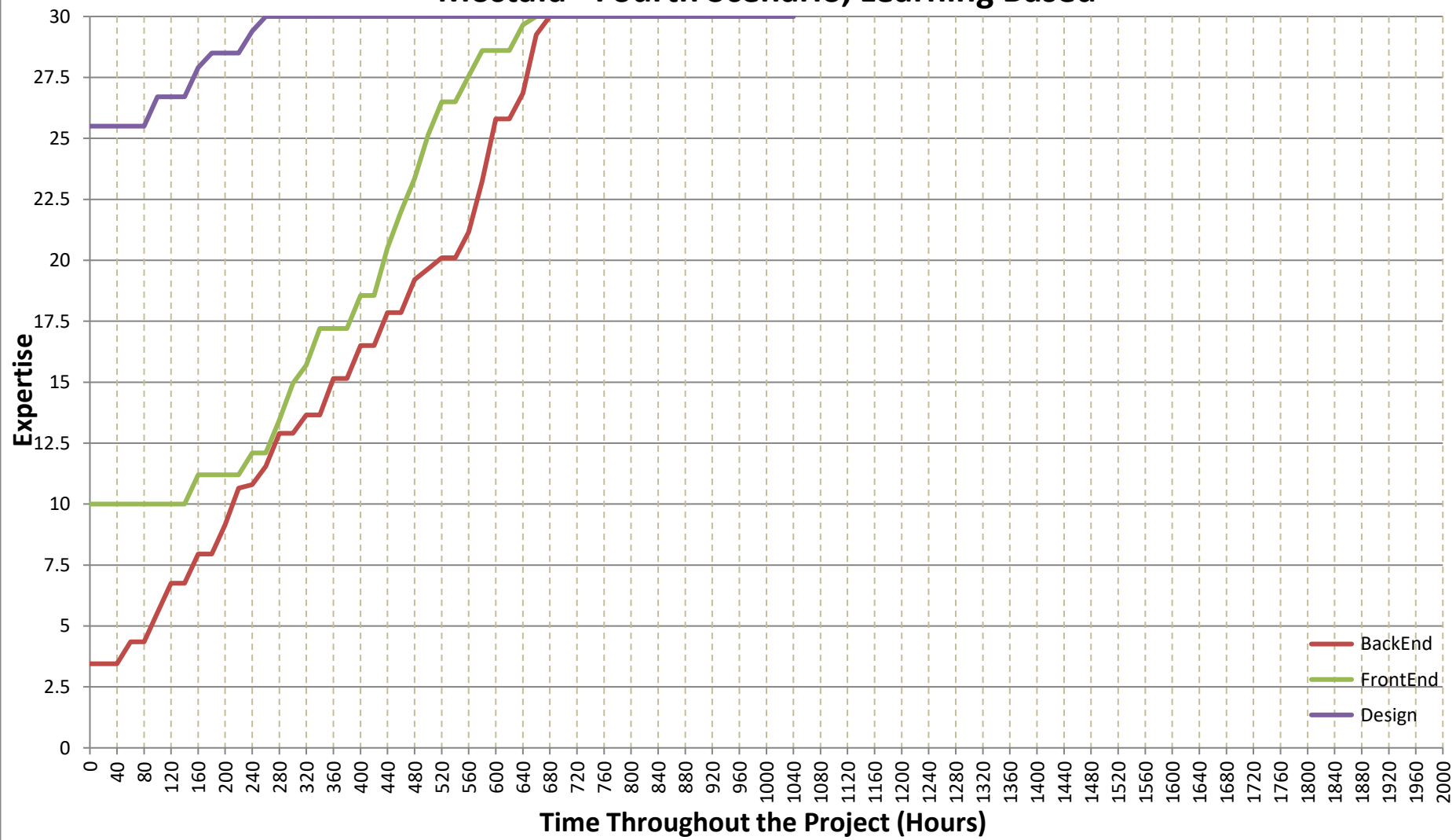
Mostafa - Fourth Scenario, Expertise Based



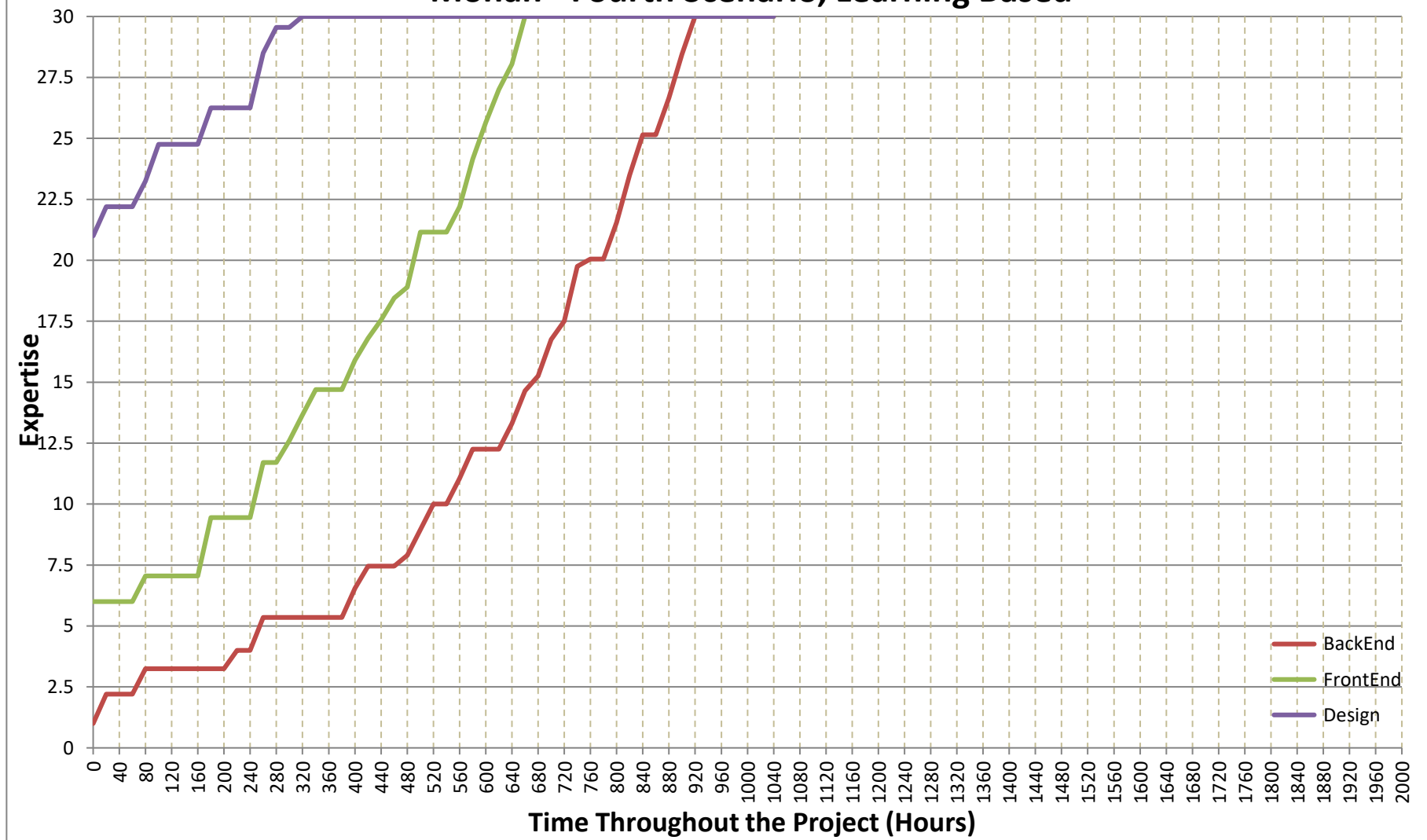
Mohan - Fourth Scenario, Expertise Based



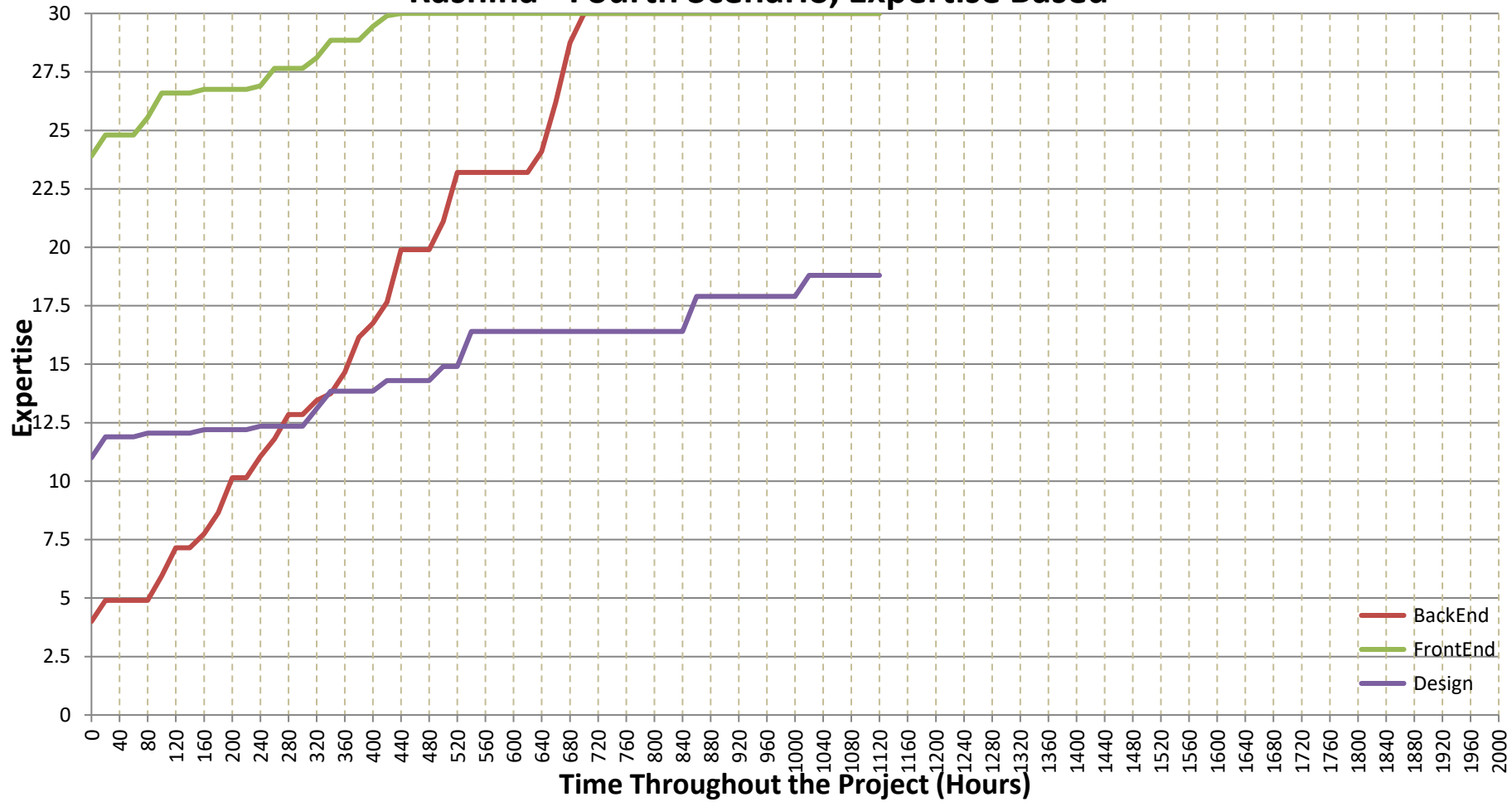
Mostafa - Fourth Scenario, Learning Based



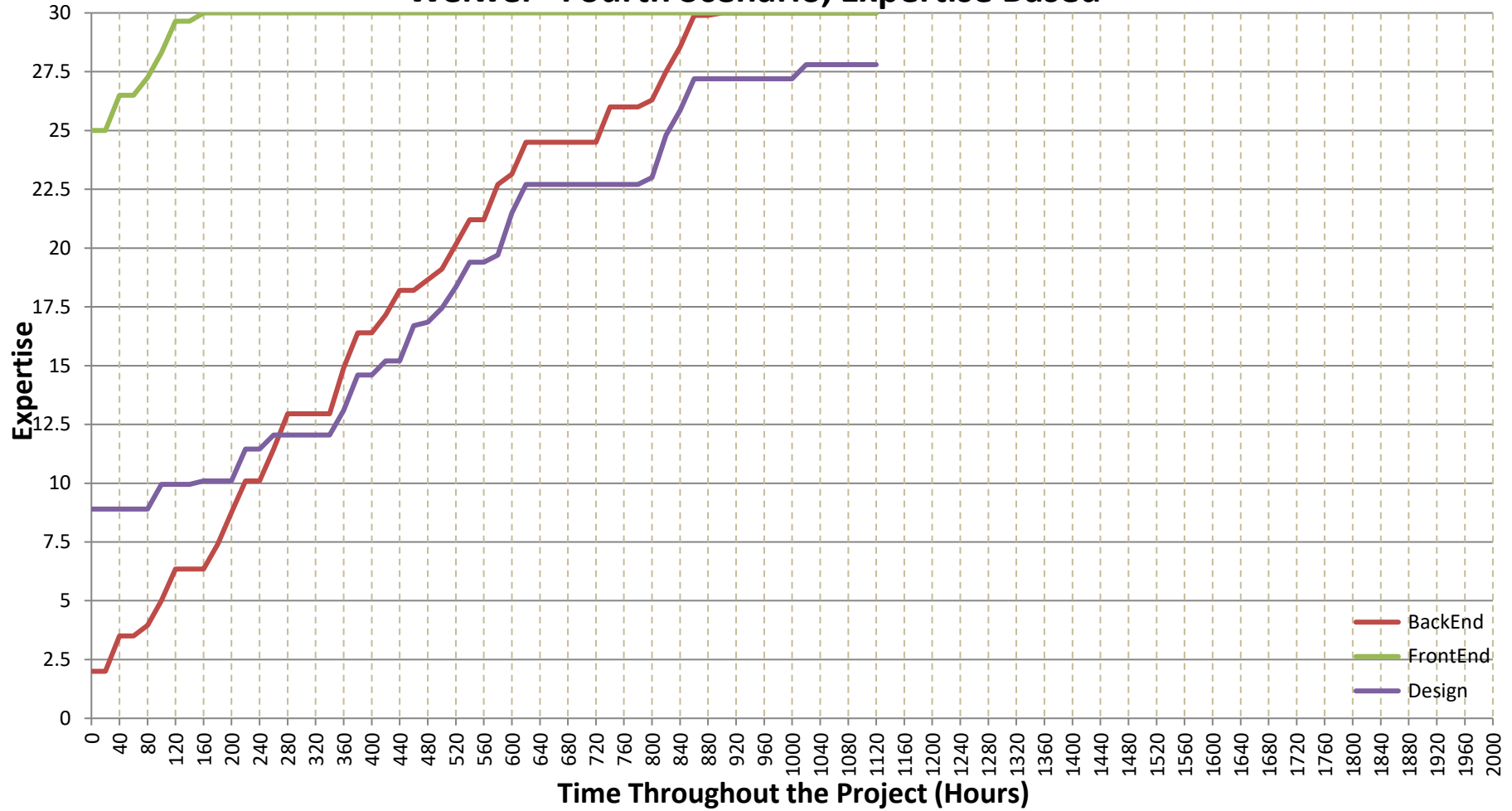
Mohan - Fourth Scenario, Learning Based



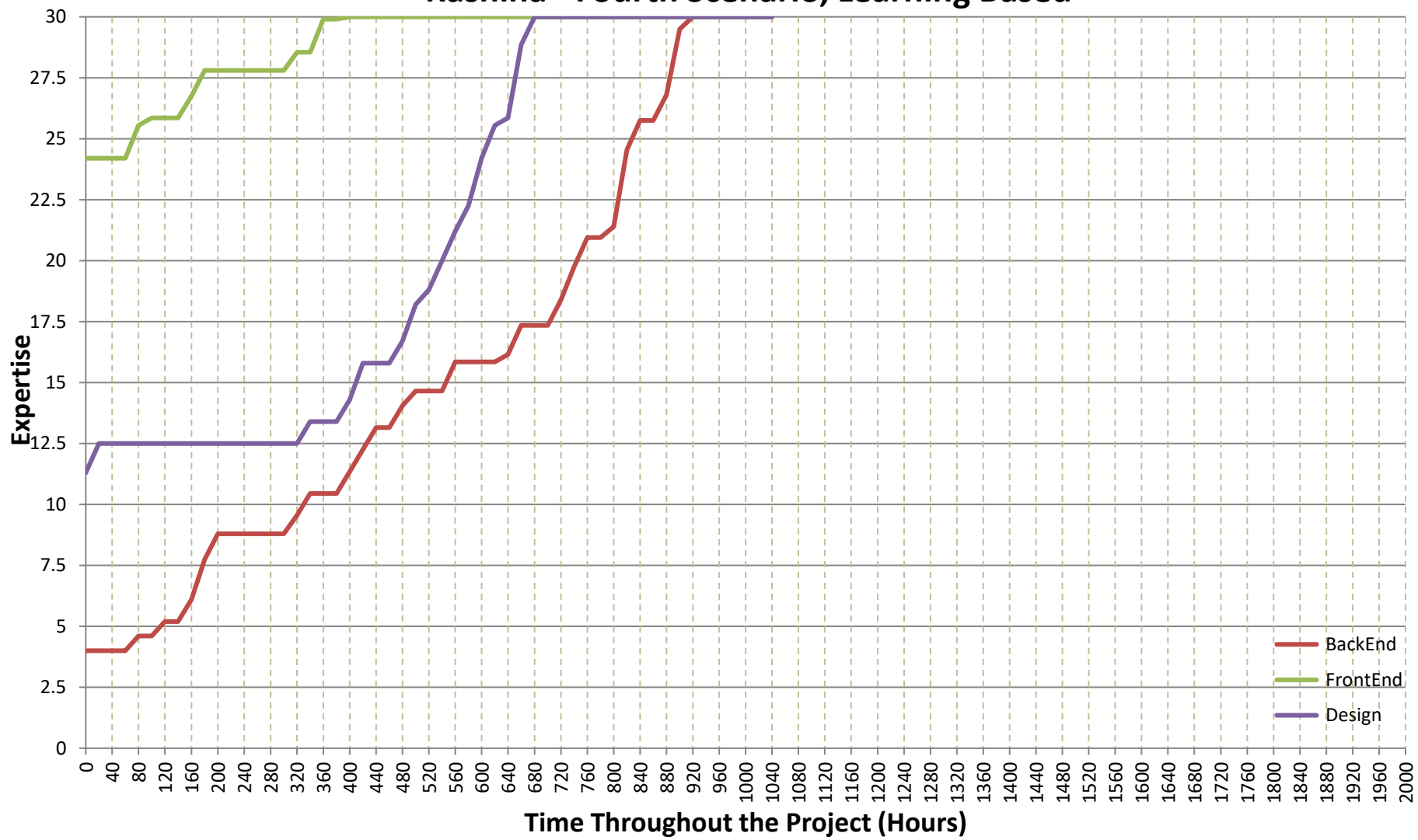
Rashina - Fourth Scenario, Expertise Based



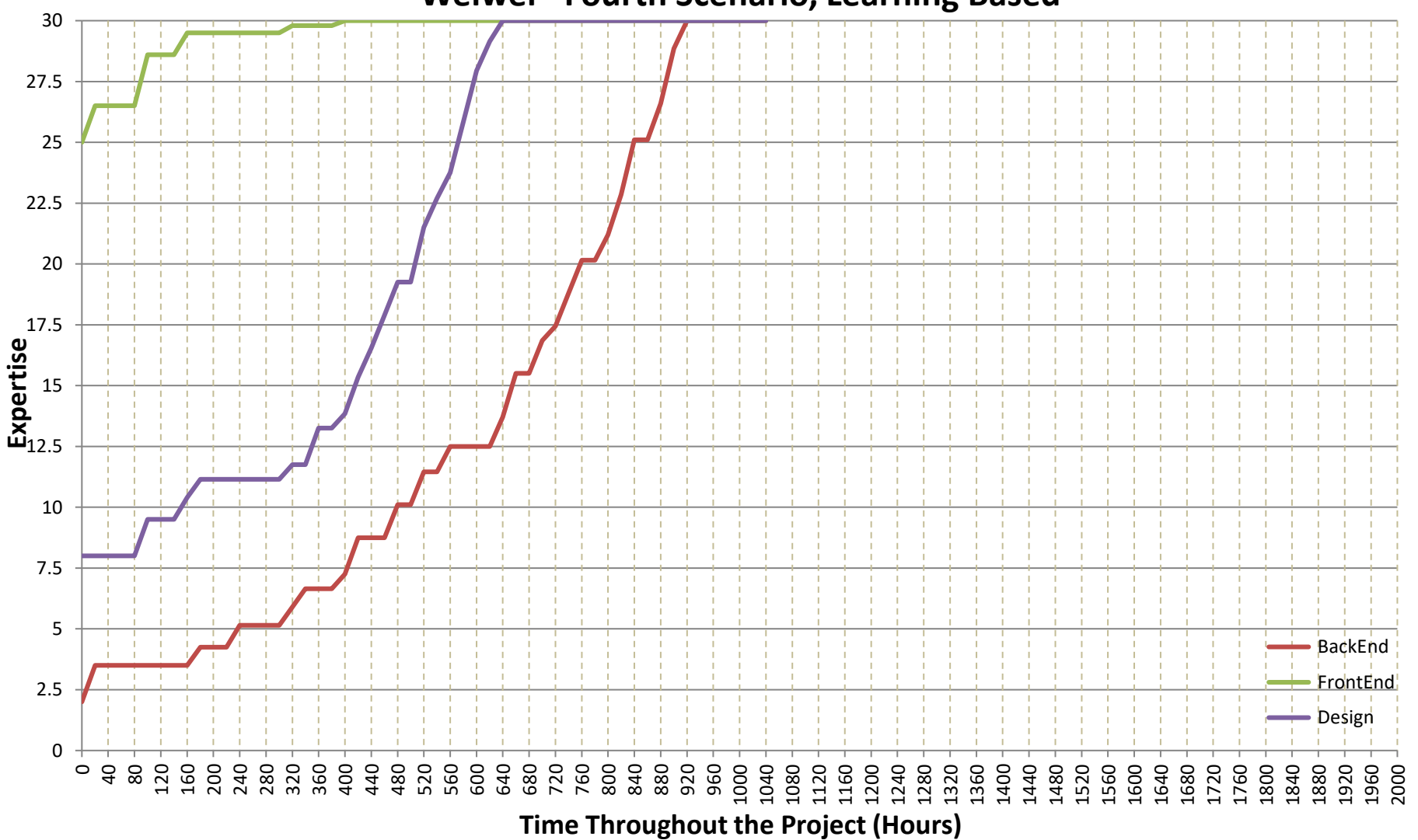
Weiwei - Fourth Scenario, Expertise Based



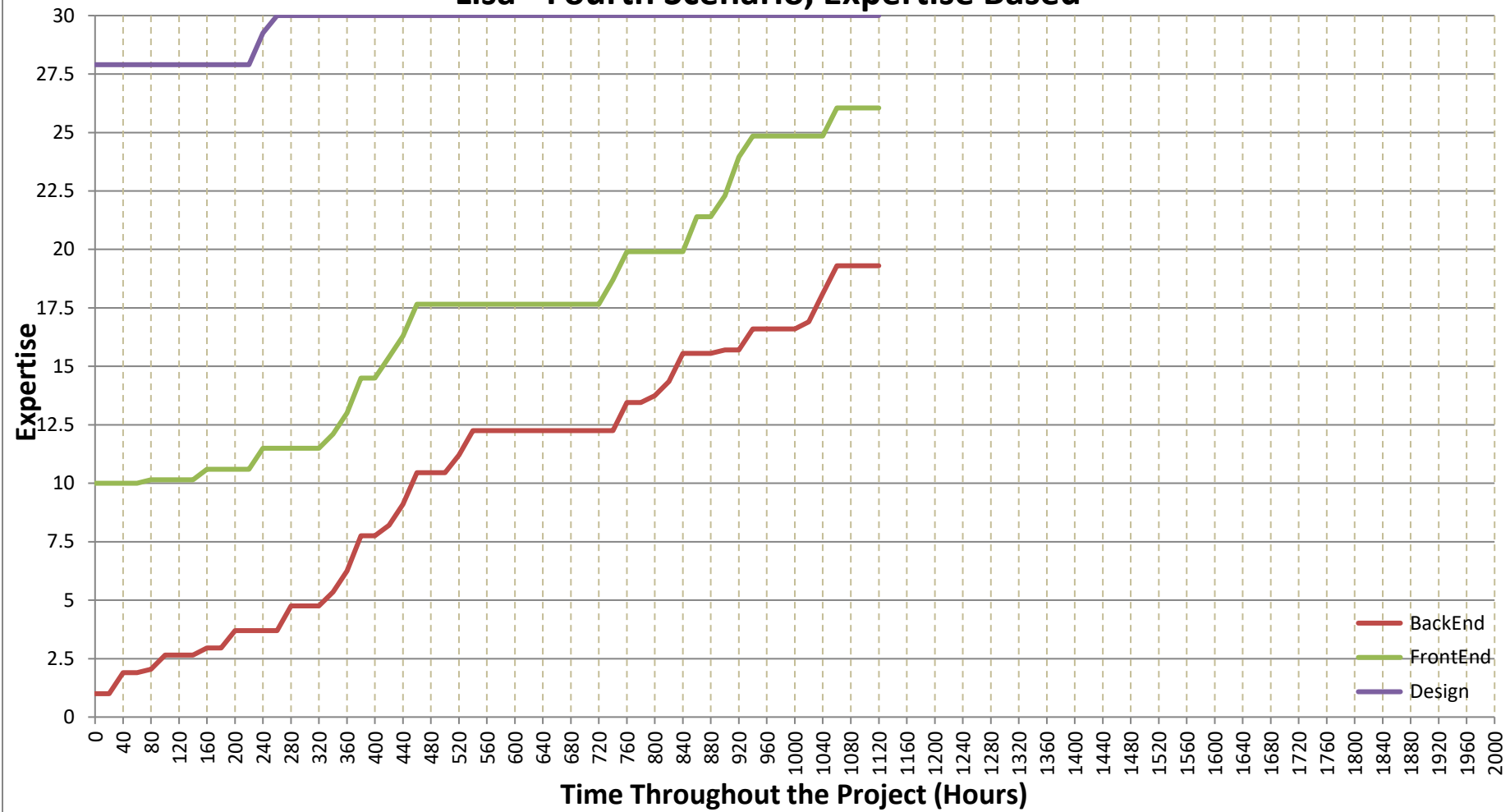
Rashina - Fourth Scenario, Learning Based



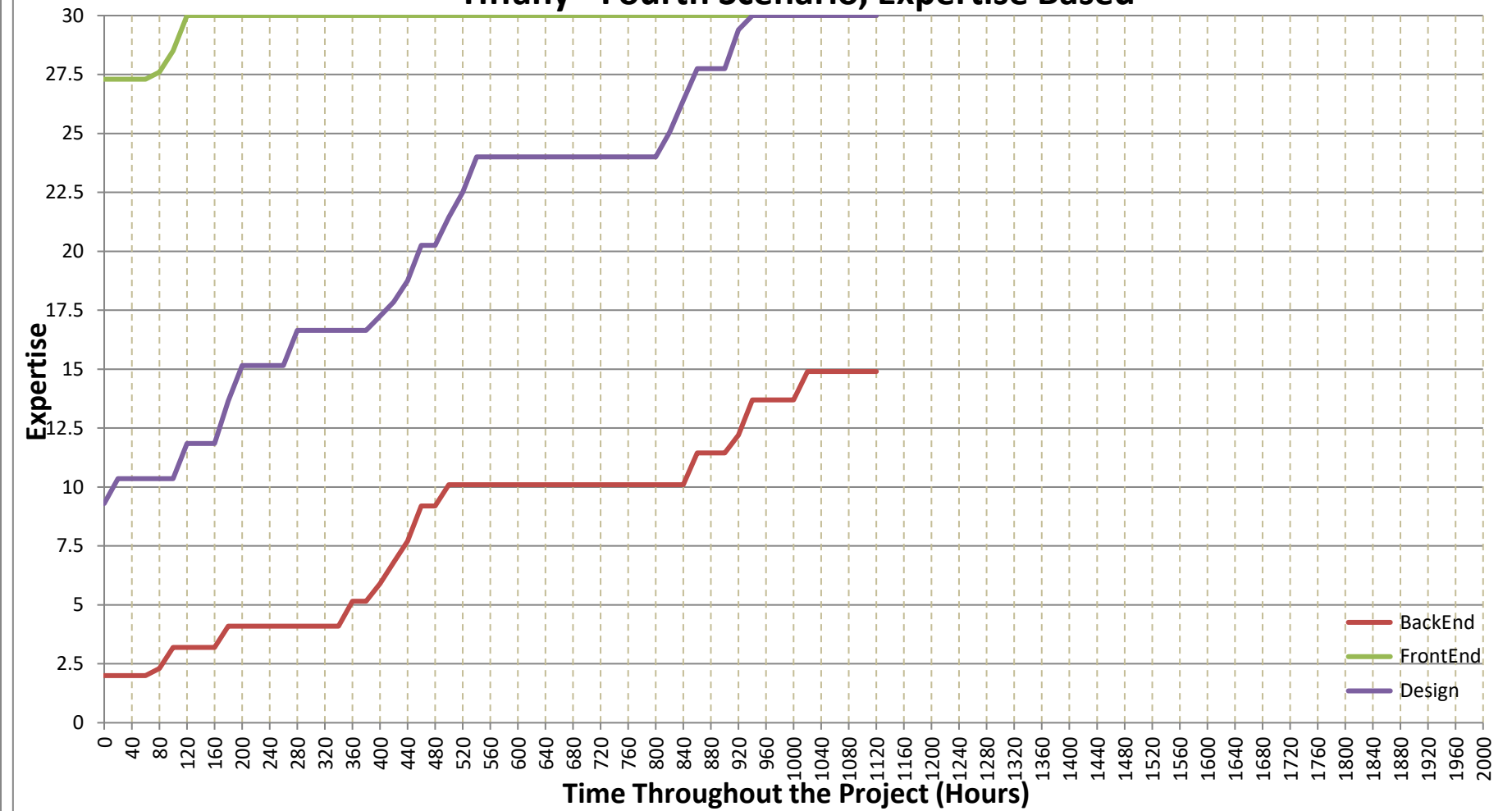
Weiwei - Fourth Scenario, Learning Based



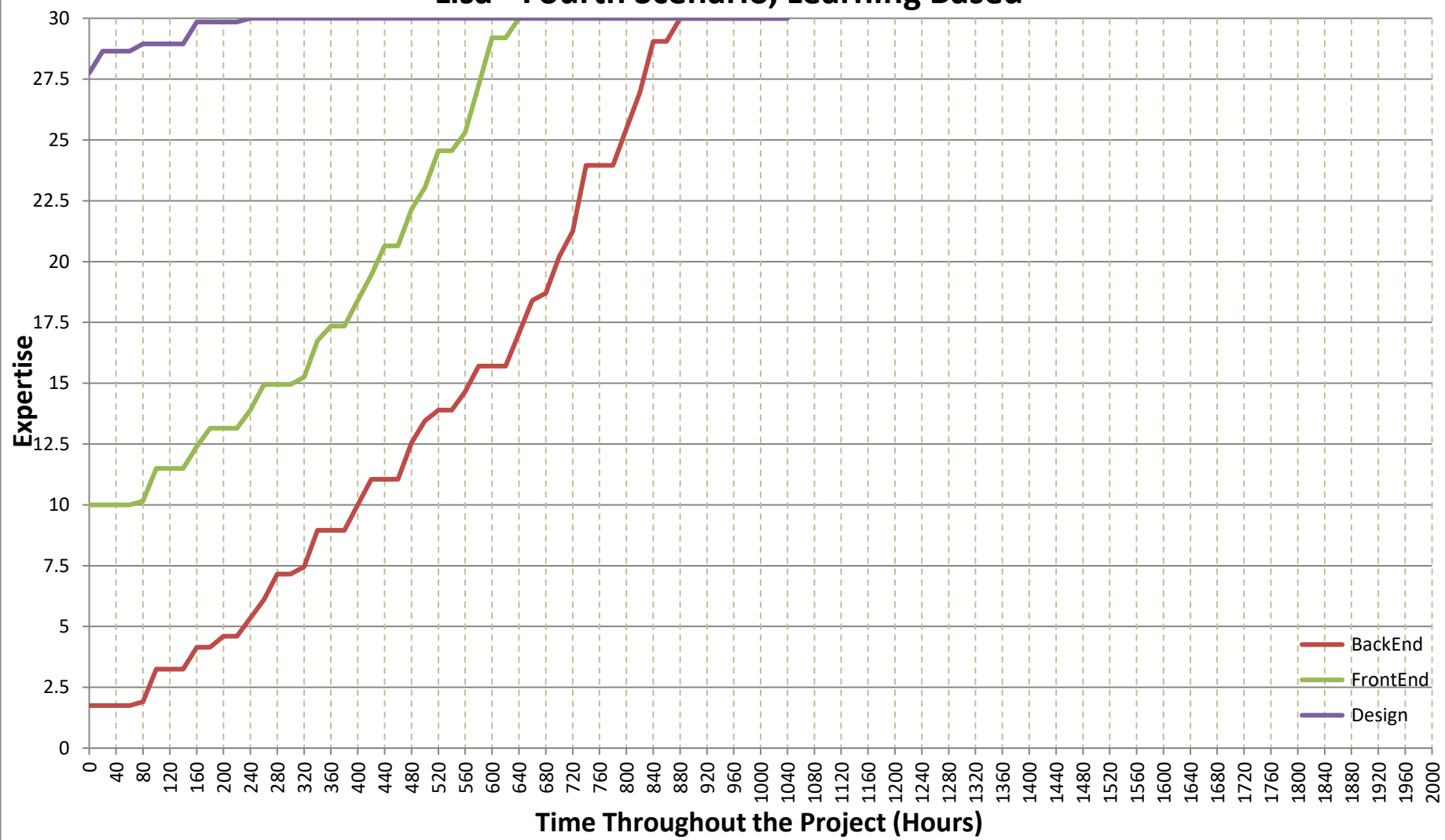
**Lisa - Fourth Scenario, Expertise Based**



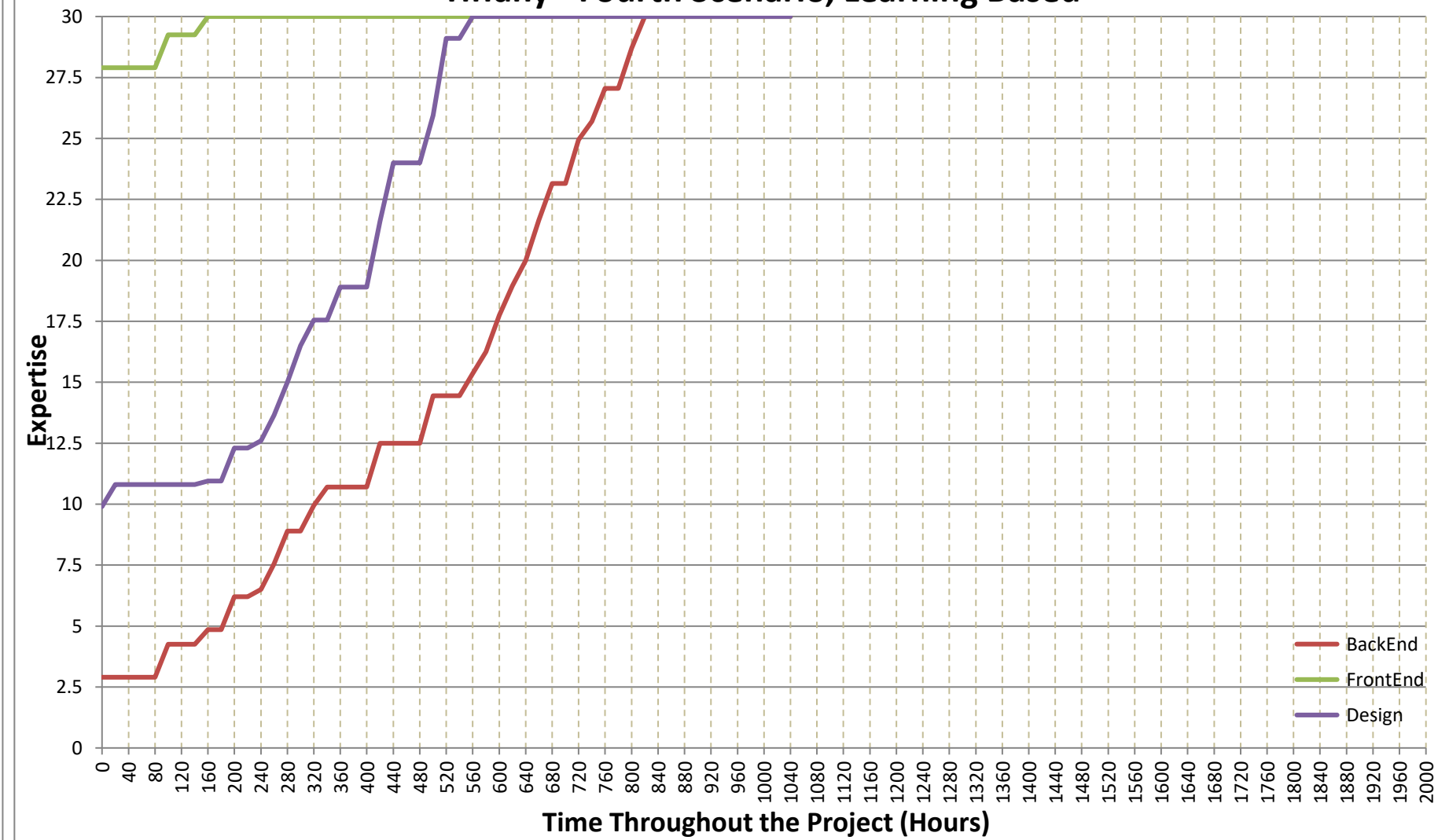
**Tiffany - Fourth Scenario, Expertise Based**



**Lisa - Fourth Scenario, Learning Based**

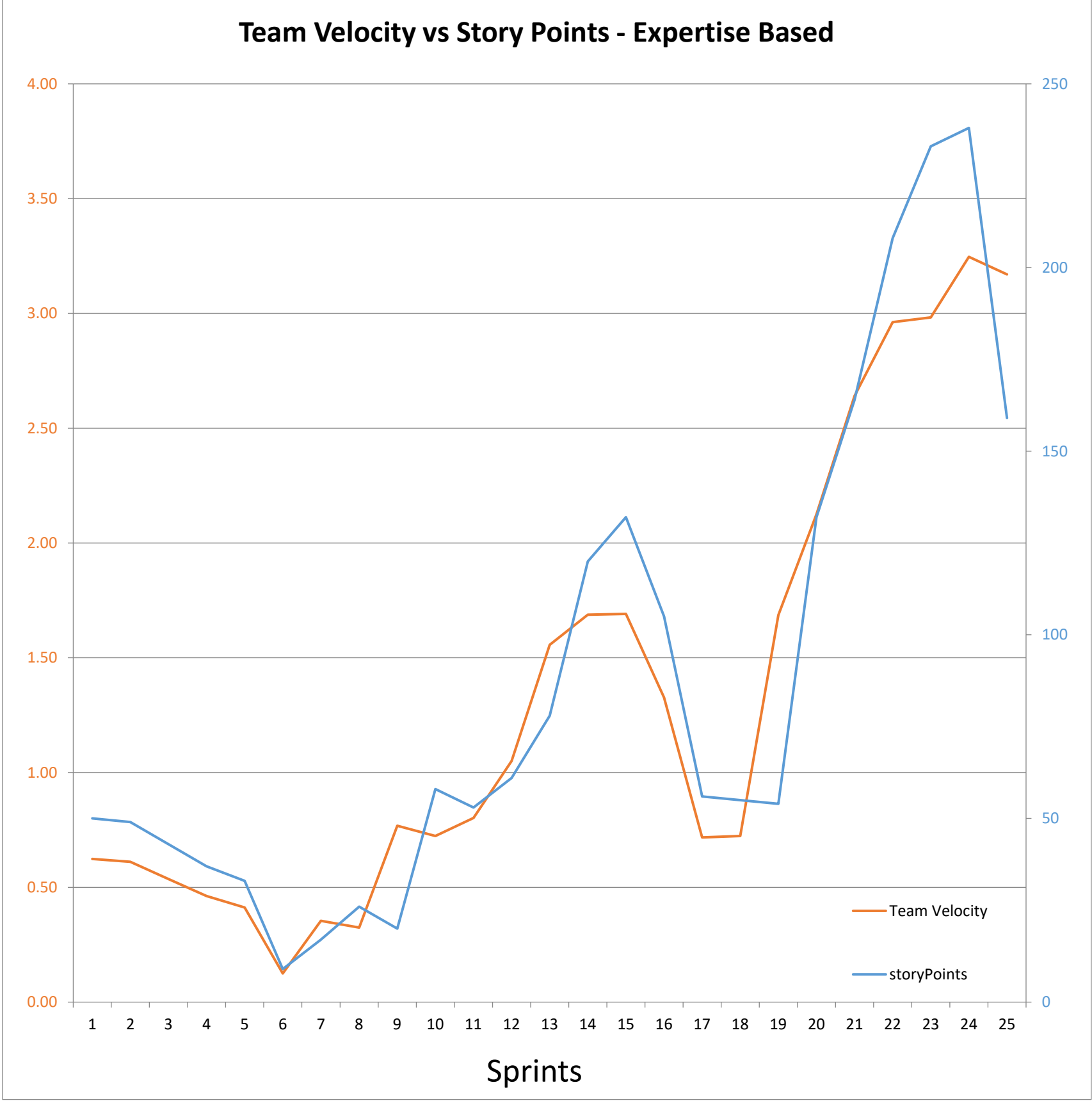


**Tiffany - Fourth Scenario, Learning Based**

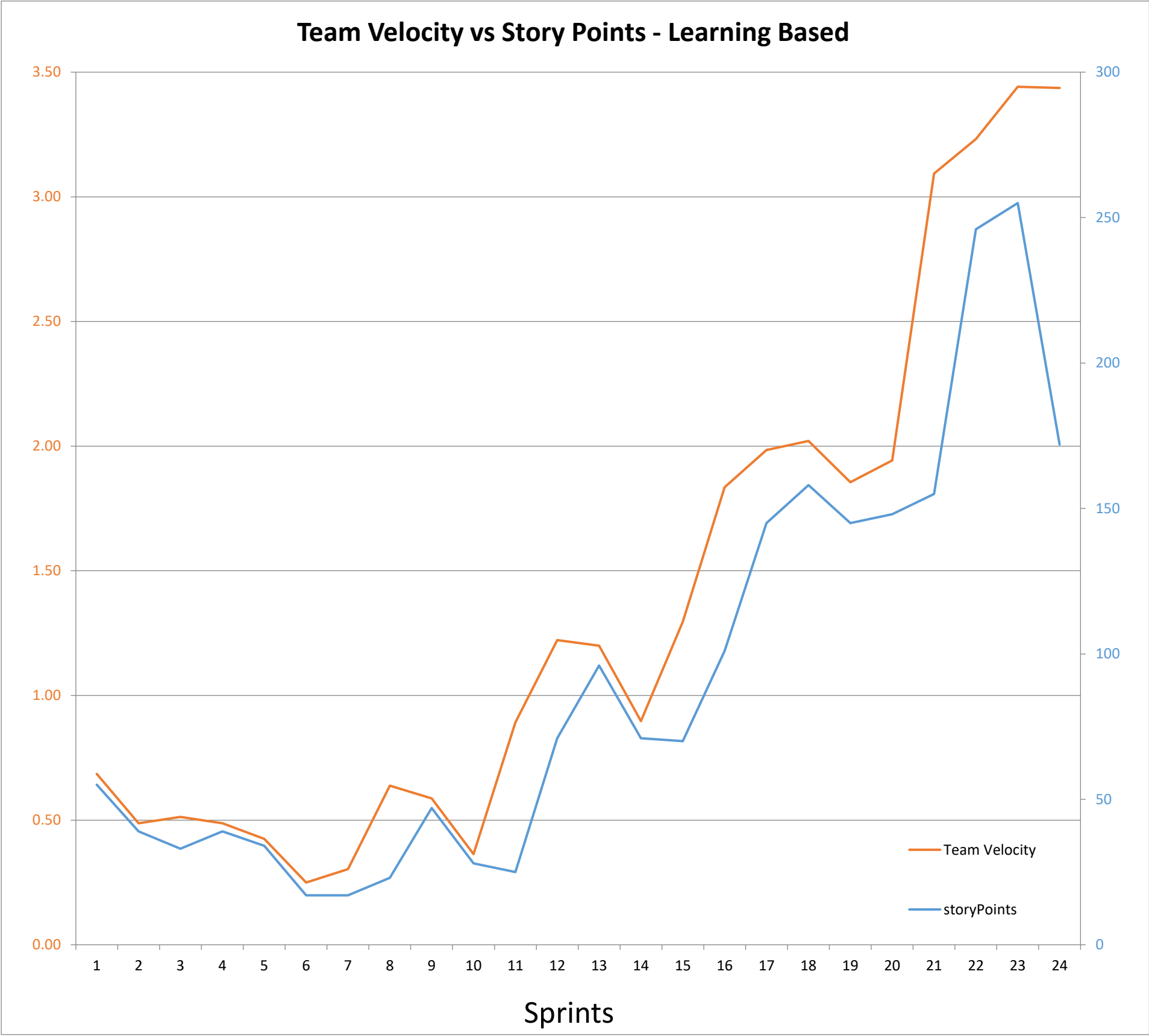


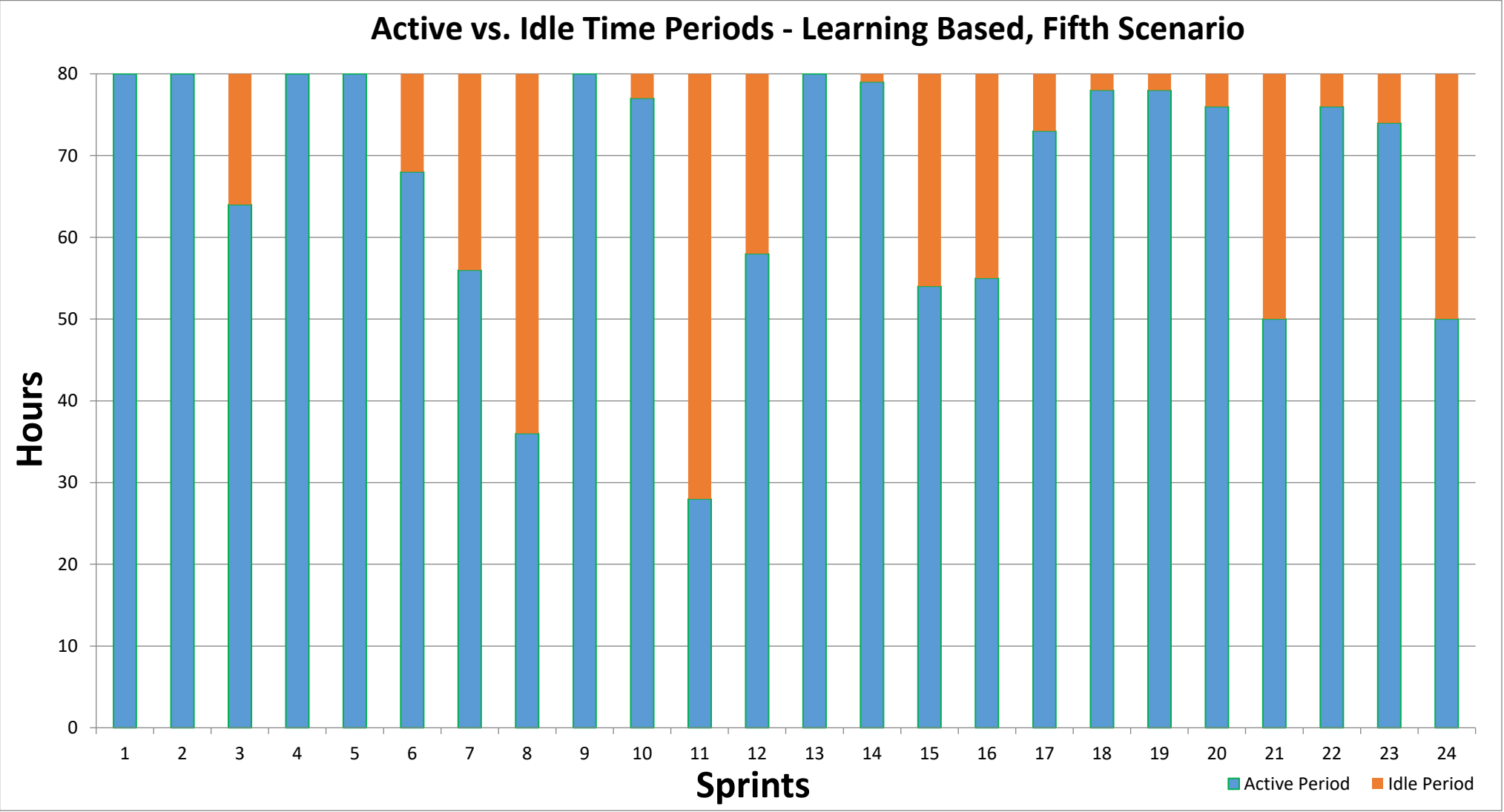
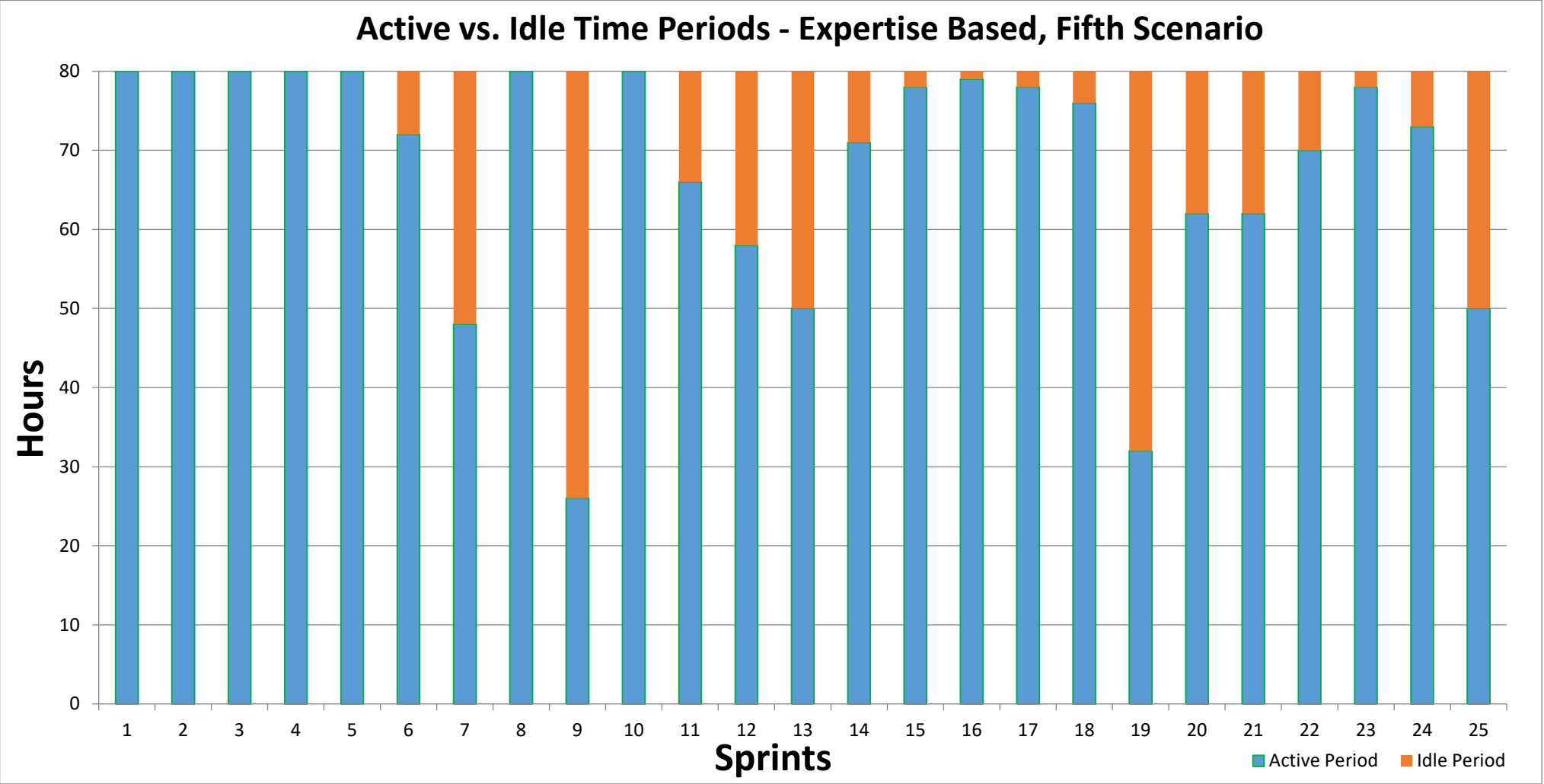
Fifth Scenario – Every employee starts with nearly zero expertise in all skill areas

Team Velocity vs Story Points - Expertise Based

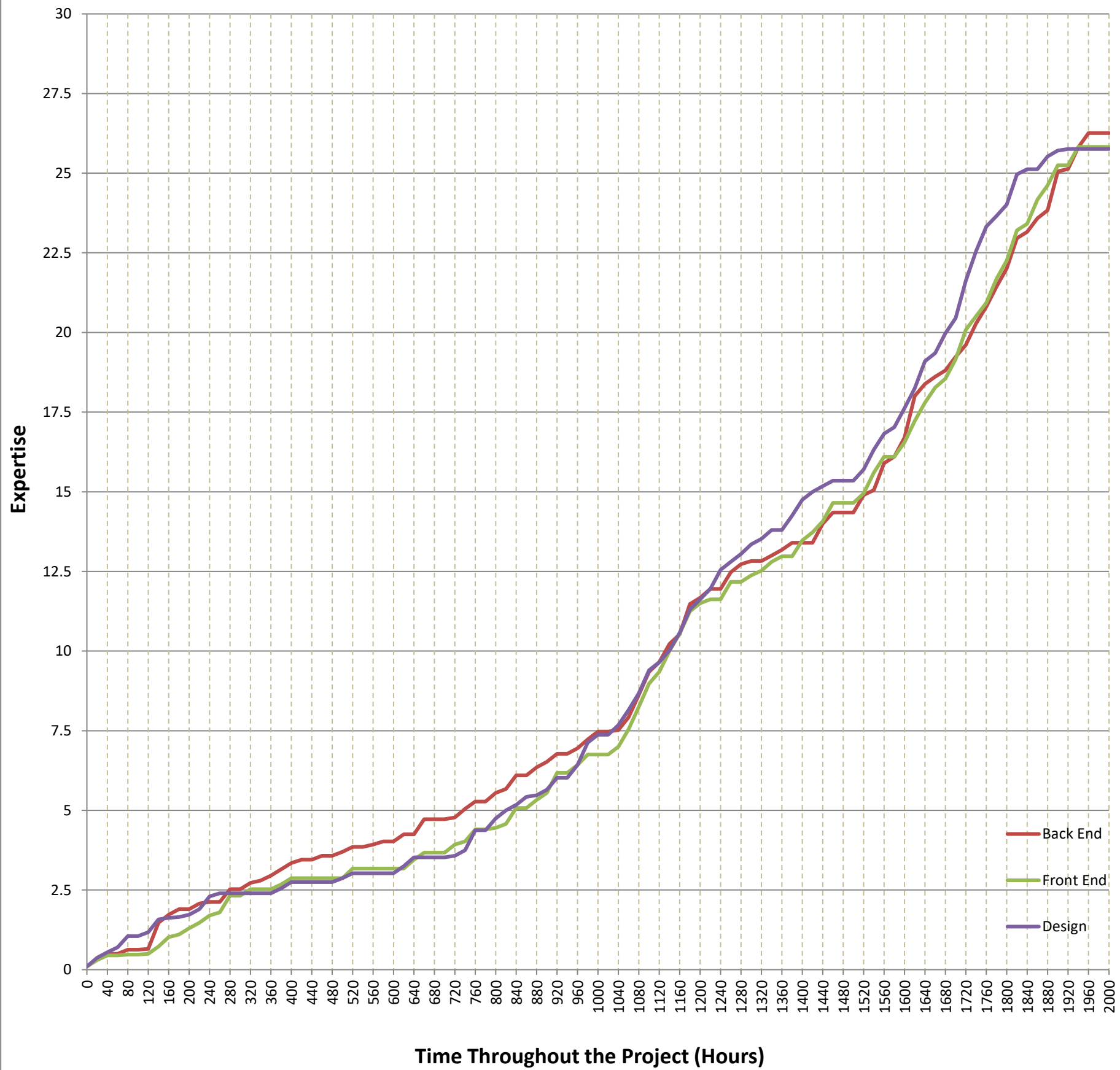


Team Velocity vs Story Points - Learning Based

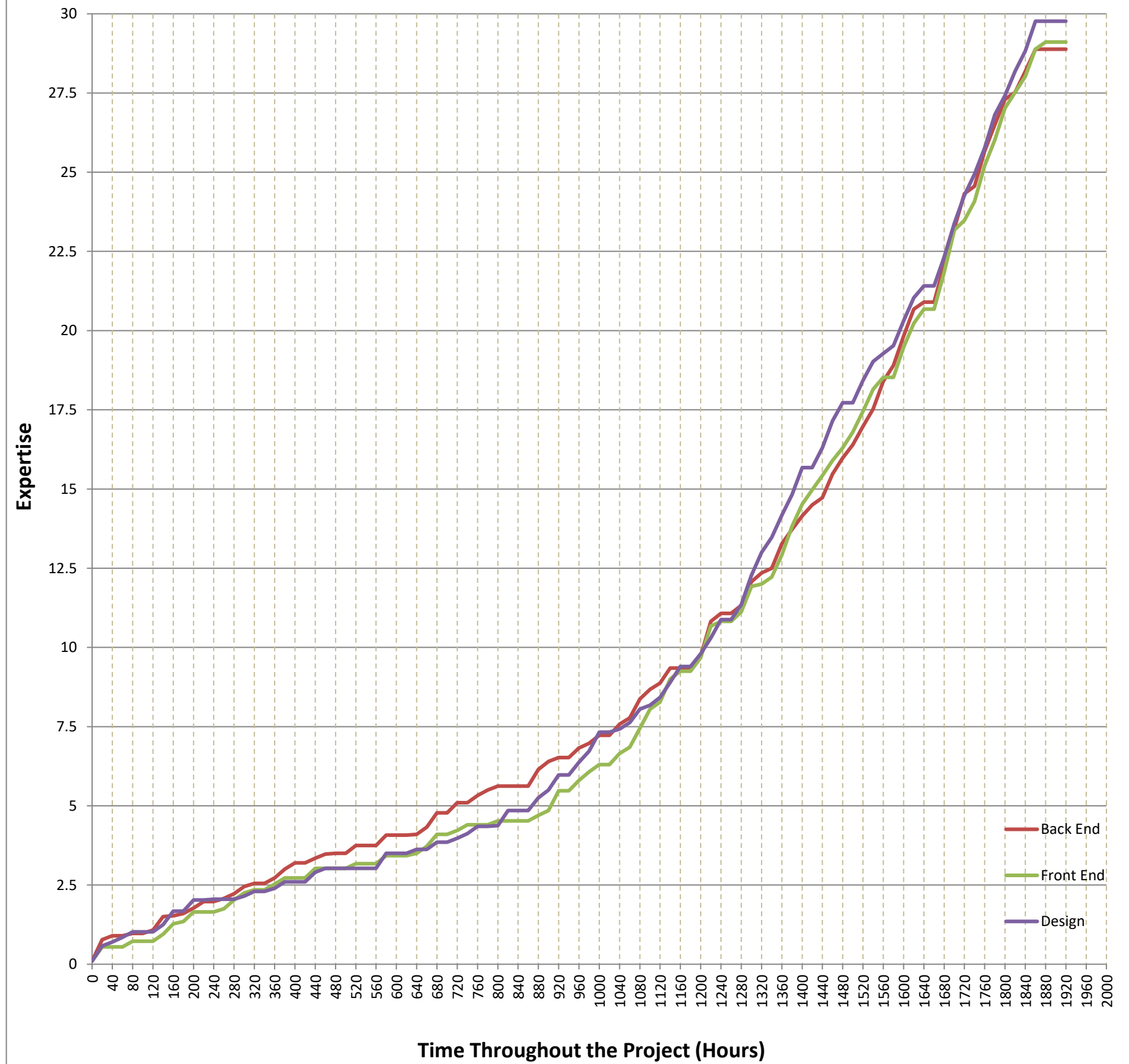




Team Average - Fifth Scenario, Expertise Based

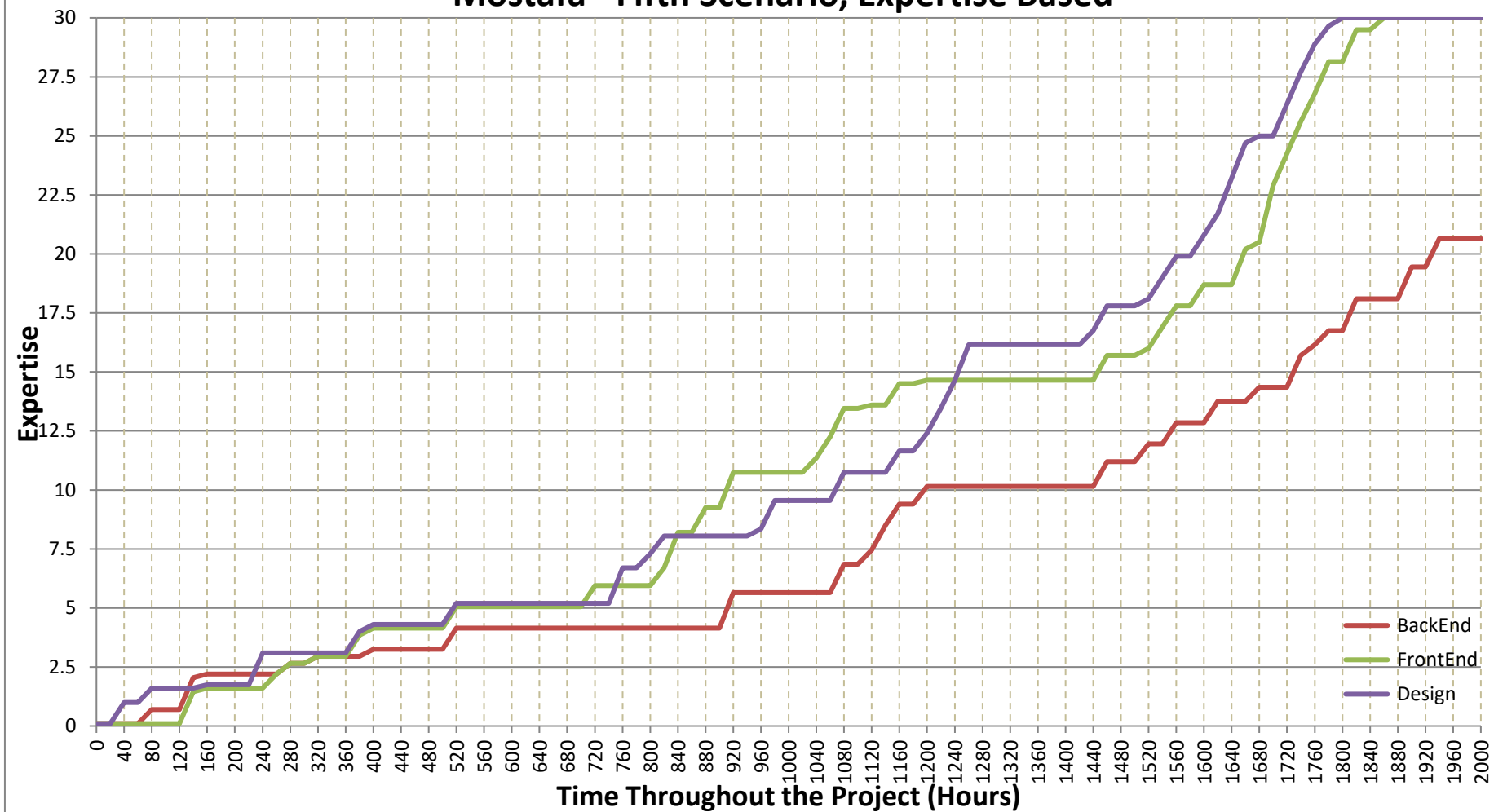


Team Average - Fifth Scenario, Learning Based

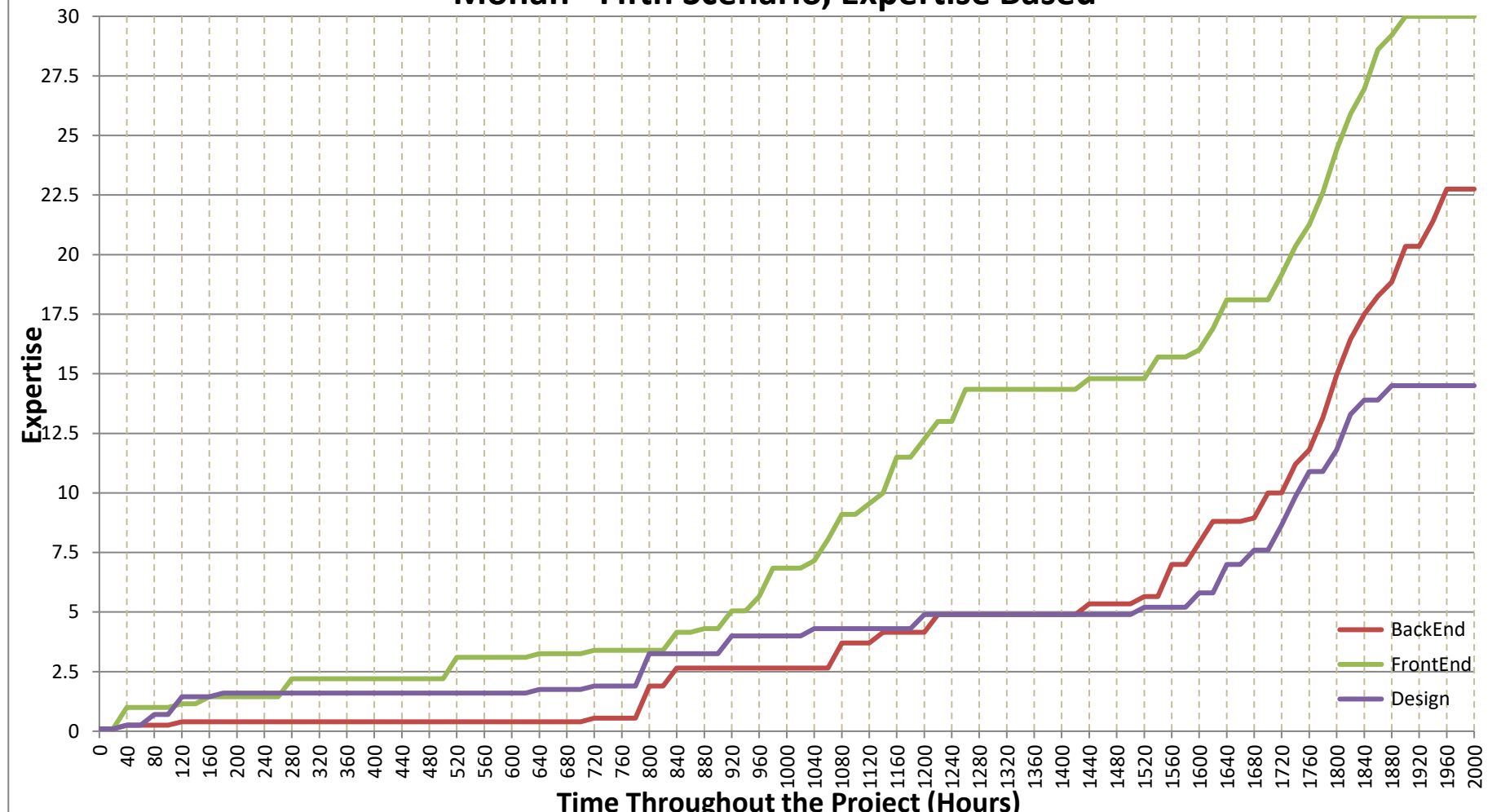




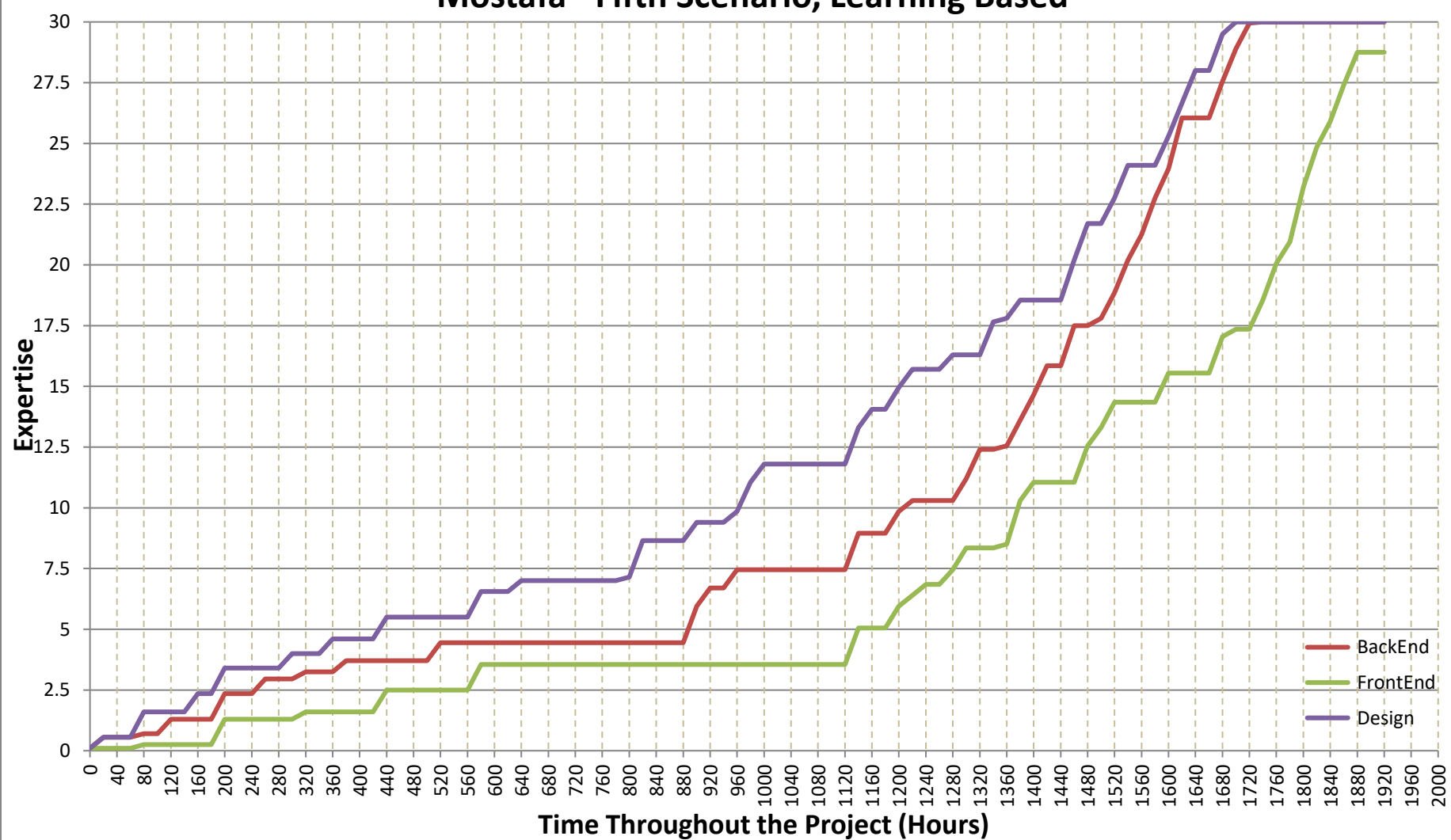
Mostafa - Fifth Scenario, Expertise Based



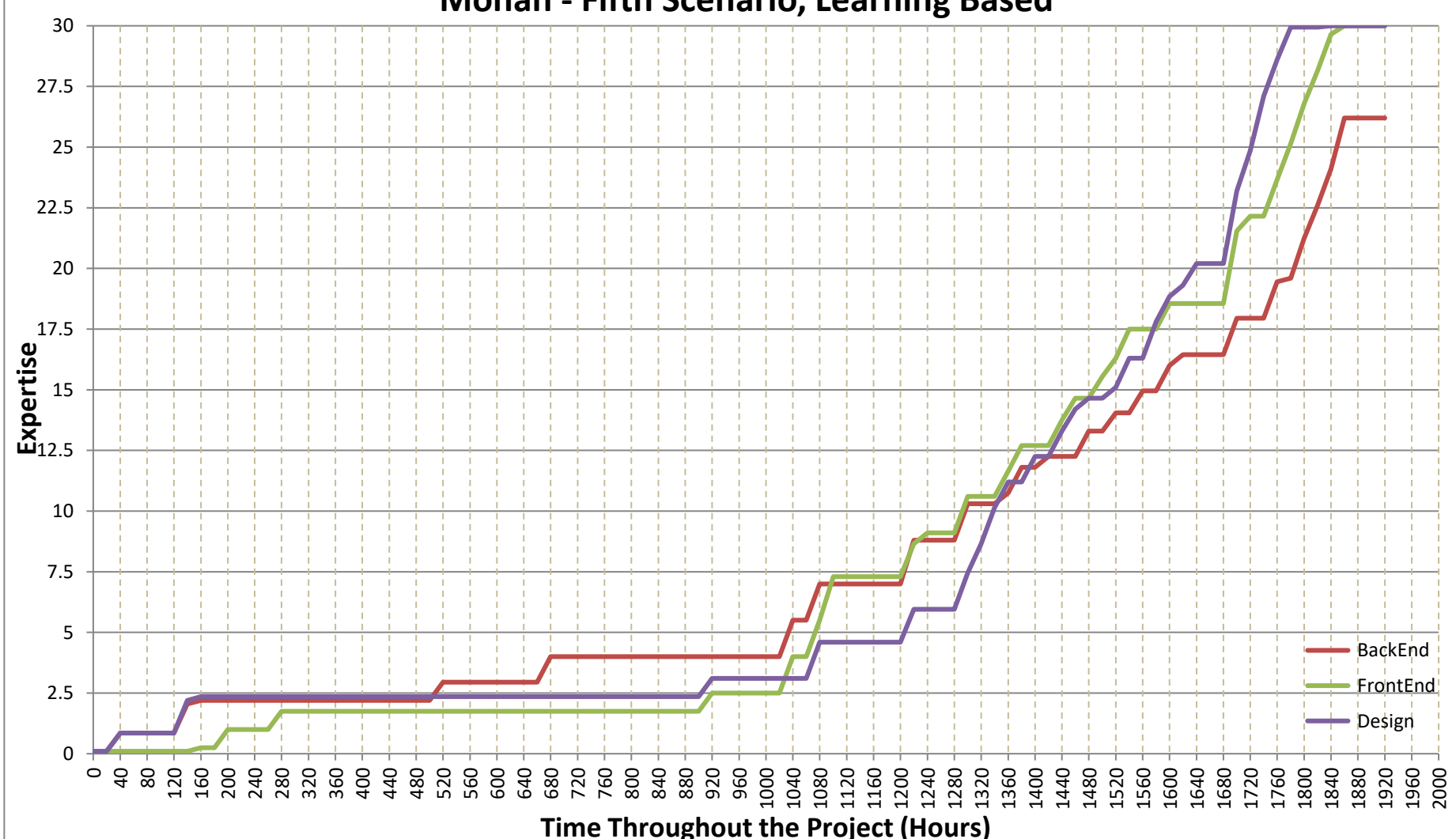
Mohan - Fifth Scenario, Expertise Based



Mostafa - Fifth Scenario, Learning Based

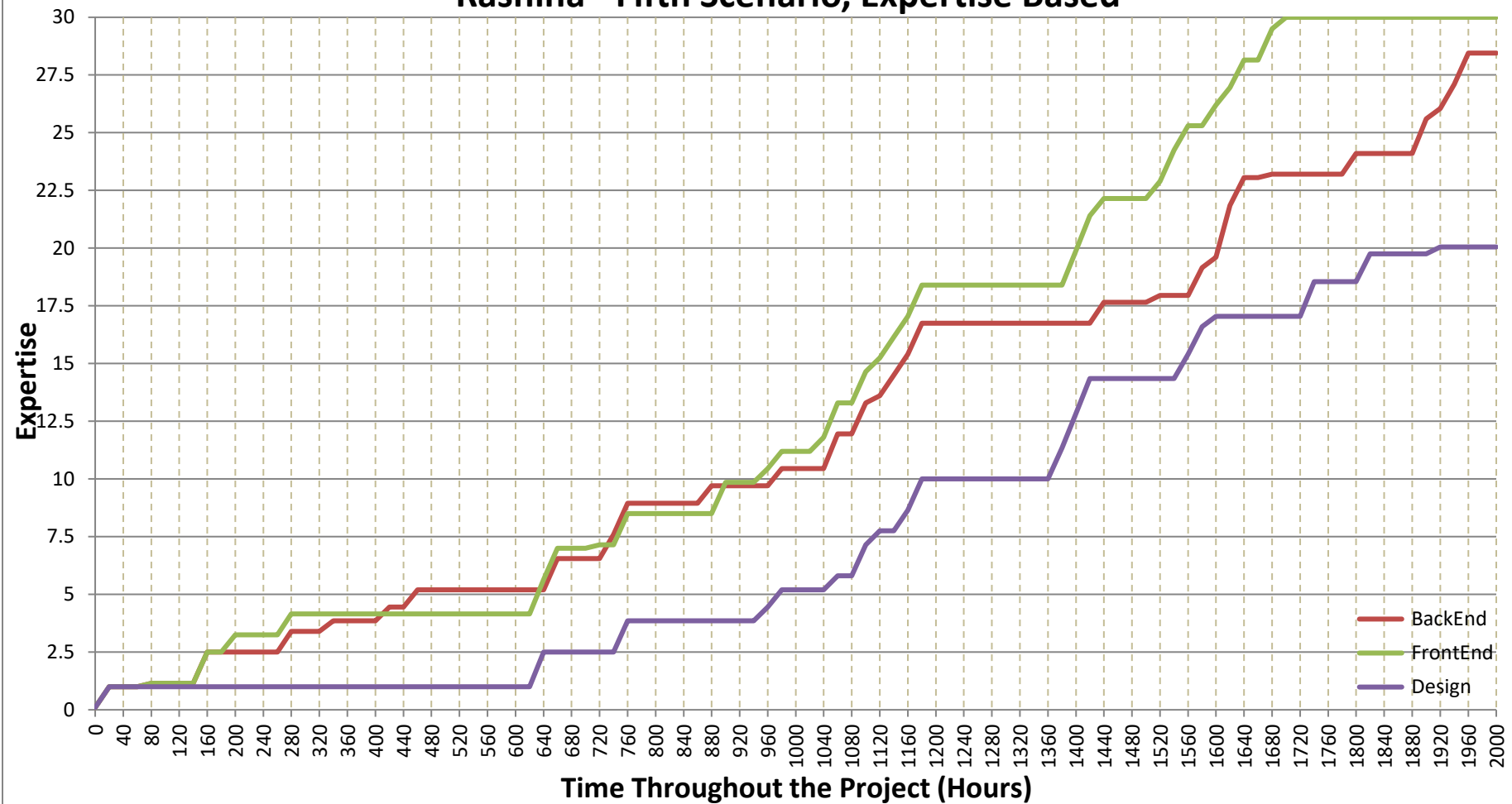


Mohan - Fifth Scenario, Learning Based

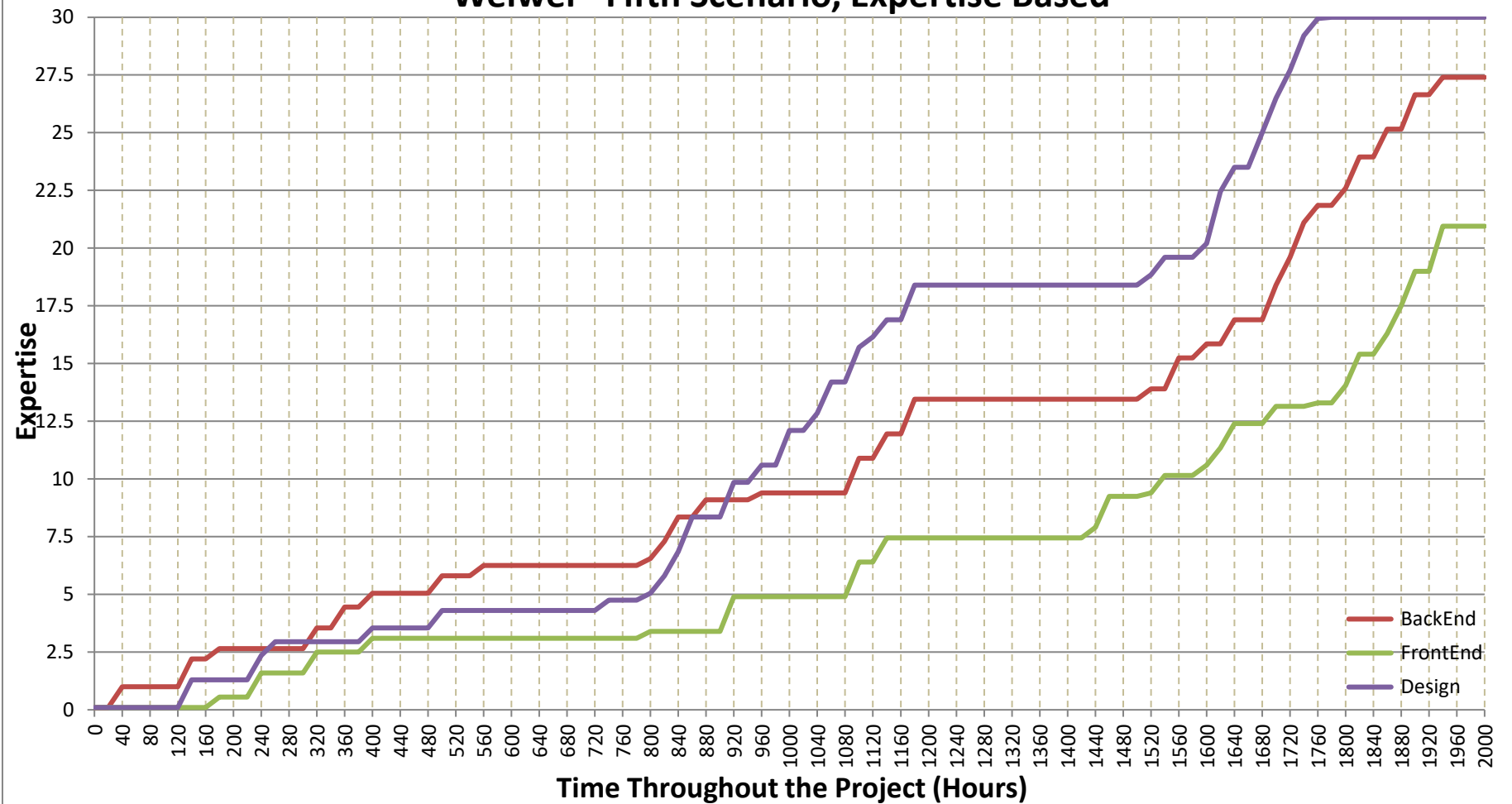




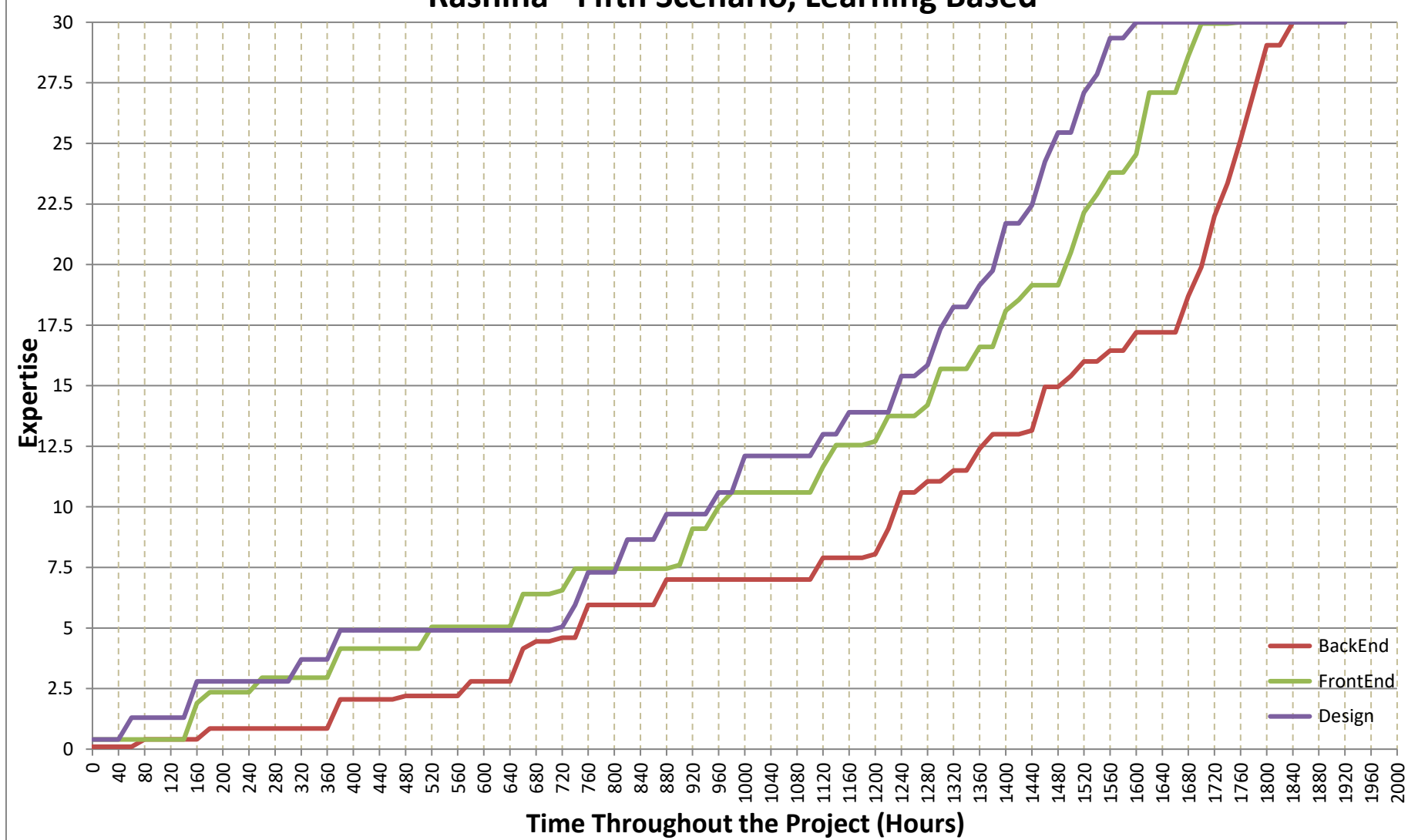
**Rashina - Fifth Scenario, Expertise Based**



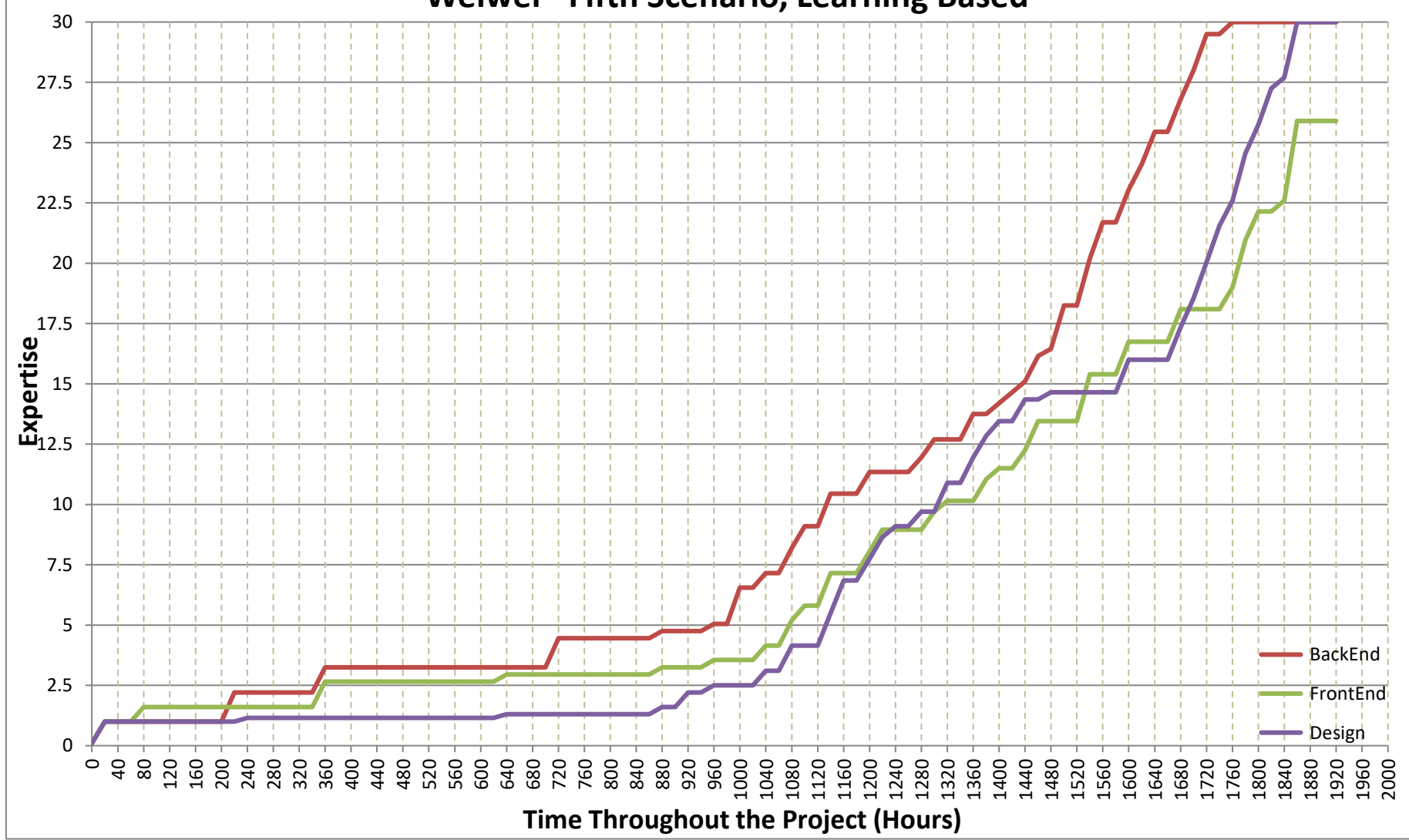
**Weiwei - Fifth Scenario, Expertise Based**



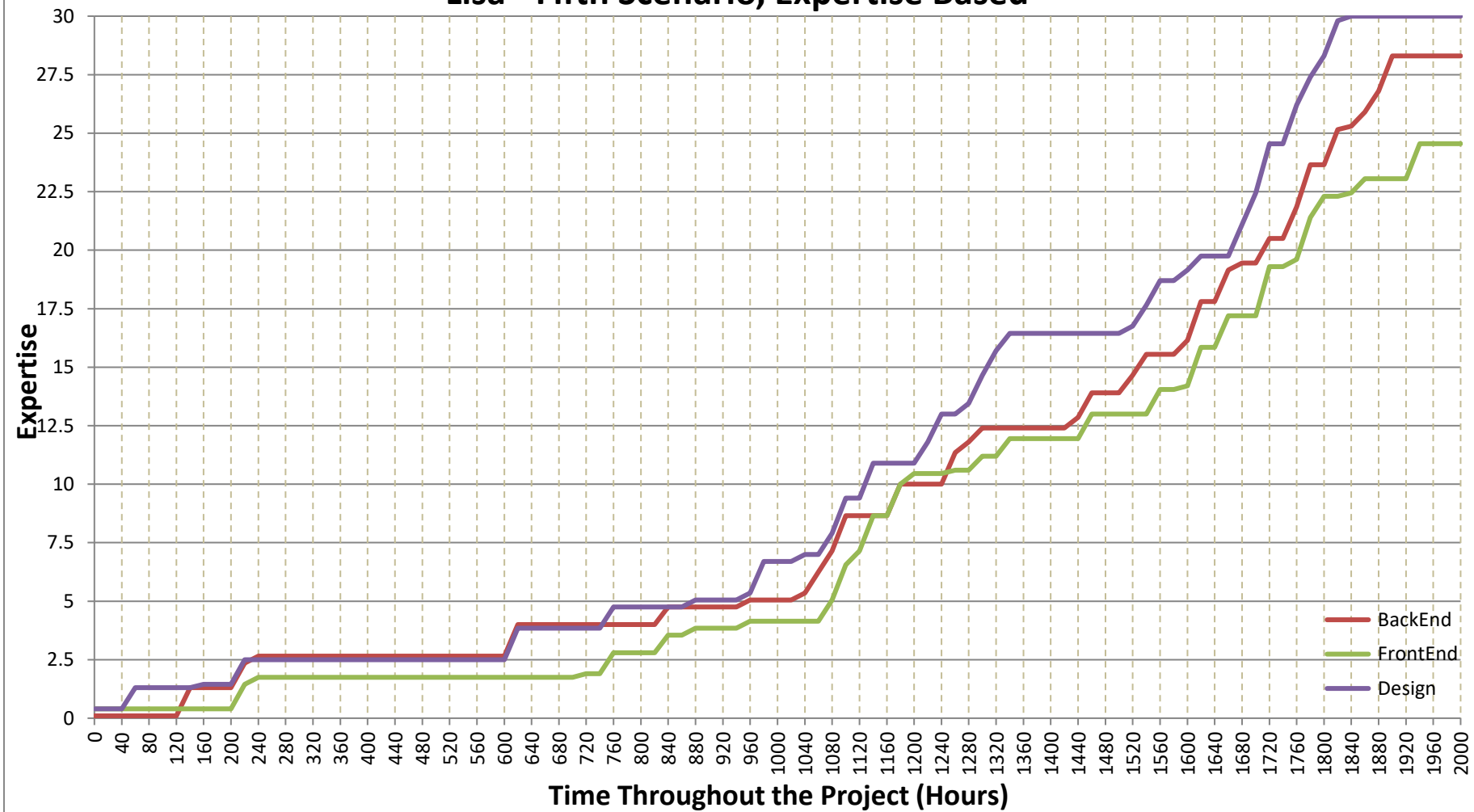
**Rashina - Fifth Scenario, Learning Based**



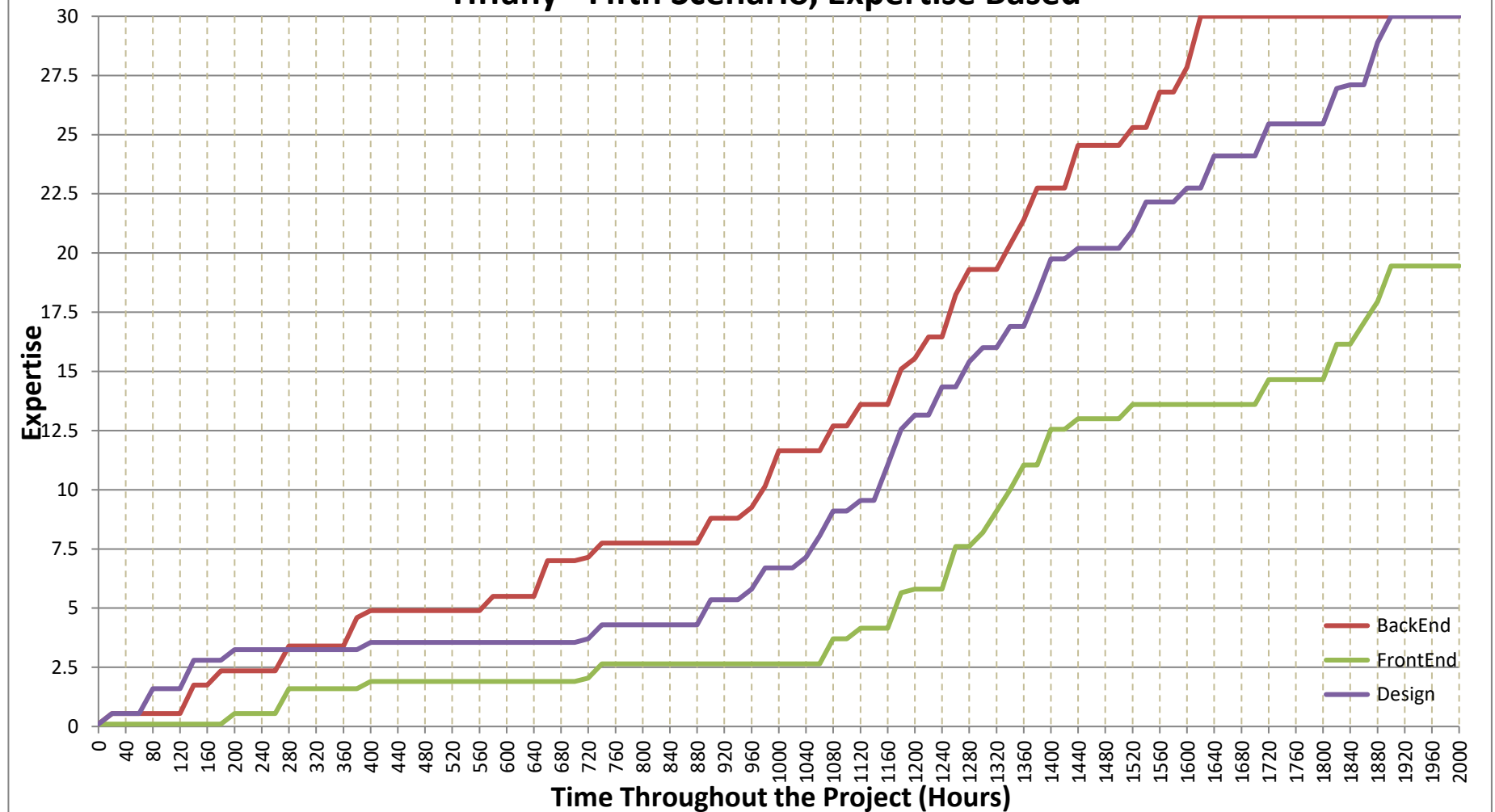
**Weiwei - Fifth Scenario, Learning Based**



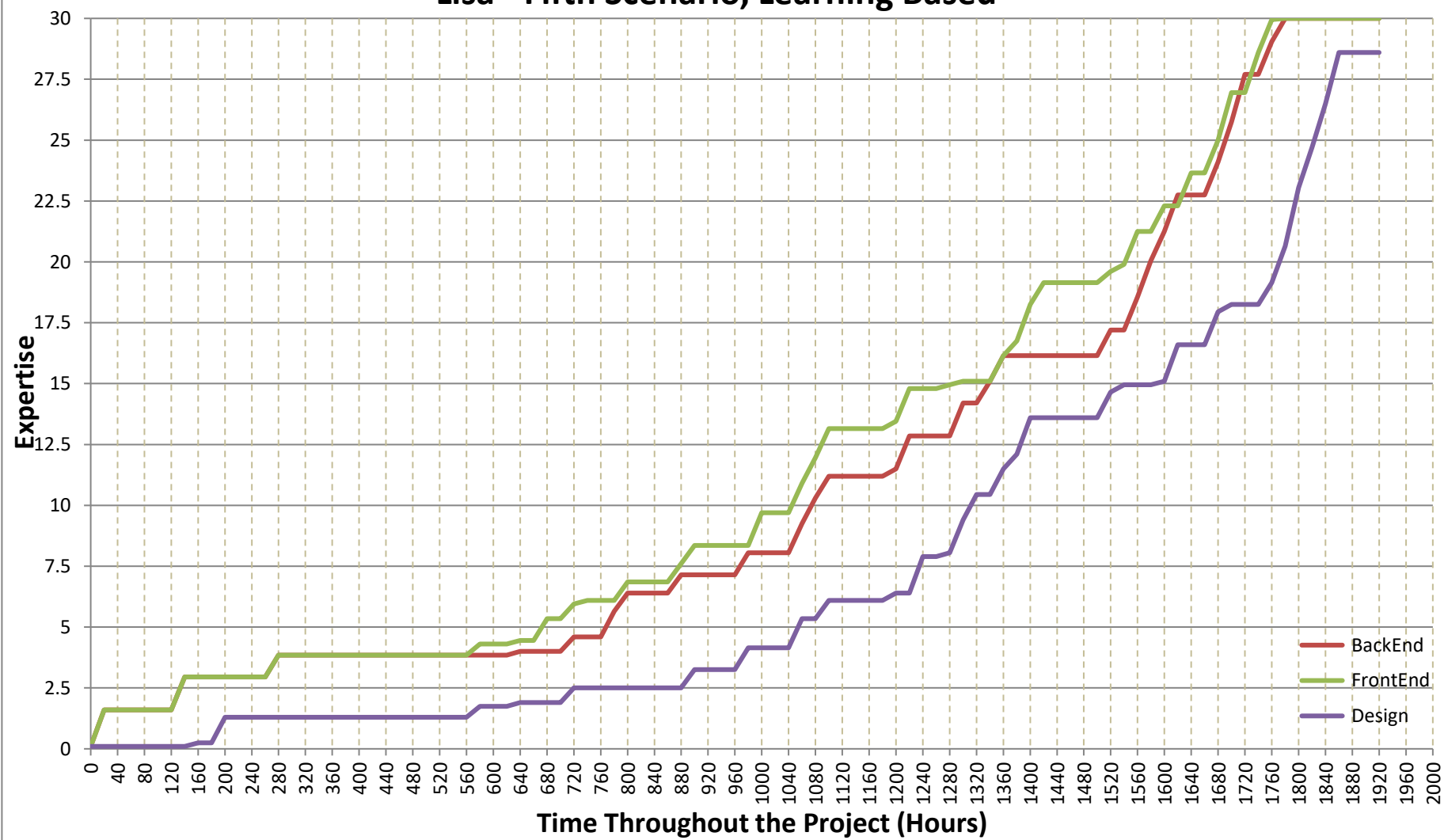
**Lisa - Fifth Scenario, Expertise Based**



**Tiffany - Fifth Scenario, Expertise Based**



**Lisa - Fifth Scenario, Learning Based**



**Tiffany - Fifth Scenario, Learning Based**

