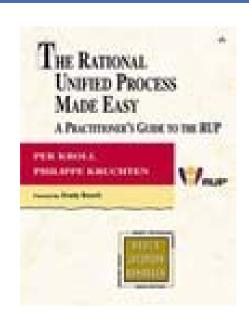


IBM Software Group

Rational Unified Process Made Easy - A Practitioner's Guide to RUP

by Per Kroll and Philippe Kruchten

Rational. software





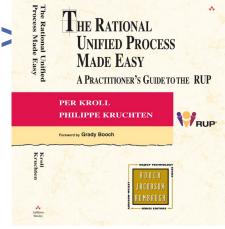


@business on demand software



<< Instructor Notes: About This Course>>

These slides are based on the book The Rational Unified Process Made Easy – A Practitioner's Guide to RUP, Kroll and Kruchten, Addison-Wesley, 2003



- These slides can be used for non-commercial use only, such as
 - Universities using them as a base for courses on Software Engineering
 - RUP customers using subsets of these slides for internal meetings where teams are introduced to various aspects of RUP
- These slides can be presented as a full-day course, or as a series of roughly 8 lectures.
- Certain aspects of the book are not covered in these slides, especially Part IV: A Role-Based Guide to RUP
- Section "The Soft Side of Managing Iterative Development" in this slide deck is based on an article, and is not discussed in the book. The article is listed in the end of that section.
- Updates to these slides will occur occasionally. Suggestions for improvements can be sent to perkroll@hotmail.com.







<< Instructor Notes: Suggested lecture structure>>

- Part I: Introducing the Rational Unified Process
- Introducing RUP
 - The Spirit of RUP
- Choosing the right level of ceremony

 Part II: The Lifecycle of a Rational Unified Process Project
 - Inception
- Elaboration
 - Construction
- Transition
- Common Mistakes... and How to Avoid Them
 - Part III: Adopting the Rational Unified Process
- Configuring, Instantiating and Customizing RUP
 - Adopting RUP
 - Planning an Iterative Project
- The Soft Side of Managing Iterative Development







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- Q&A







What is RUP

- A software development approach that is iterative, architecturecentric and use-case driven
- A well-defined and structured software engineering process
- A process product providing a customizable process framework







Iterative Development Phases

Major Milestones

Inception Elaboration Construction Transition

Time

Inception: Understand what to build

- Vision, high-level requirements, business case
- Not detailed requirements

Elaboration: Understand how to build it

- Baseline architecture, most requirements detailed
- Not detailed design

Construction: Build the product

Working product, system test complete

Transition: Validate solution

Stakeholder acceptance

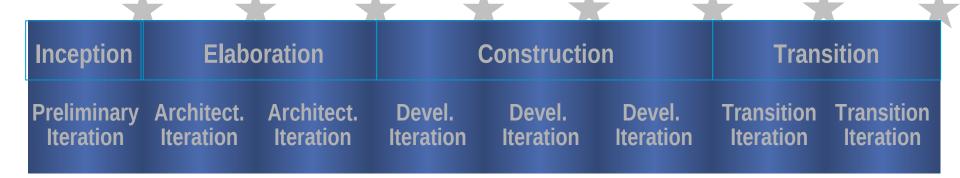






Iterations and Phases

Executable Releases



An iteration is a distinct sequence of activities with an established plan and evaluation criteria, resulting in an executable release.





Iterative Lifecycle Graph

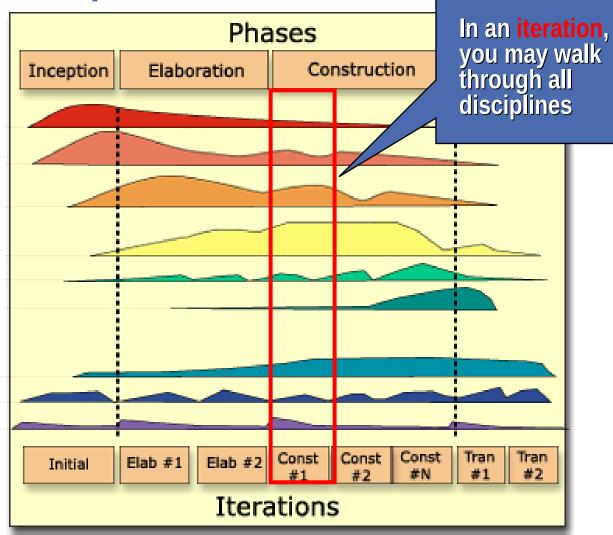
Disciplines

Business Modeling Requirements

Analysis & Design

Implementation Test Deployment

Configuration & Change Mgmt Project Management Environment













Inception: Know What to Build

- Prepare vision document and initial business case
 - Include risk assessment and resource estimate
- Develop high-level project requirements
 - Initial use-case and domain models (10-20% complete)
- Manage project scope
 - Reduce risk by identifying all key requirements
 - Acknowledge that requirements will change
 - Manage change, use iterative process

Inception Elaboration Construction Transition







Elaboration: Know How to Build It

- Detail requirements as necessary (~80% complete)
 - Less essential requirements may not be fleshed out
- Produce an executable and stable architecture
 - Define, implement and test interfaces of major components
 - Identify dependencies on external components and systems. Integrate shells/proxies of them.
 - Some key components will be partially implemented
 - Roughly 10% of code is implemented.
- Drive architecture with key use cases
 - 20% of use cases drive 80% of the architecture
 - Design, implement and test key scenarios for use cases

Inception Elaboration Construction **Transition**







Elaboration: Know How to Build It

- Verify architectural qualities
 - Reliability: Stress test
 - Scalability and Performance: Load test
- Continuously assess business case, risk profile and development plan

Inception Elaboration Construction Transition







Construction: Build The Product

- Complete requirements and design model
- Design, implement and test each component
 - Prototype system and involve end users
 - Incrementally evolve executable architecture to complete system
- Build daily or weekly with automated build process
- Test each build.
 - Automate regression testing
 - Load and stress test to ensure architectural integrity
- Deliver fully functional software (beta release)
 - Includes training material, user and deployment documentation
- Produce release descriptions

Inception Elaboration Construction Transition







Transition: Deploy to End Users

- Produce incremental 'bug-fix' releases
- Update user manuals and deployment documentation
- Update release descriptions
- Execute cut-over
- Conduct "post-mortem" project analysis

Transition Inception **Elaboration** Construction







Key Best Practices and Principles

Best Practices

Process Made Practical

Develop Iteratively

Manage Requirements

Use Component Architectures

Model Visually (UML)

Continuously Verify Quality

Manage Change



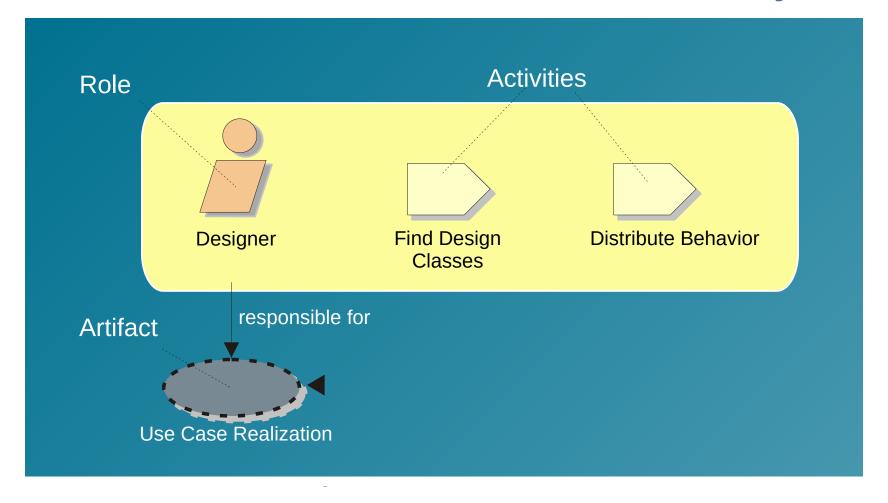
- Develop only what is necessary
 - Lean process, agility
- Minimize paperwork
- Be flexible
 - Requirements, plan, usage of people, etc...
- Learn from earlier mistakes
 - Feedback loops
 - Process improvement
- Revisit risks regularly
- Establish objective, measurable criteria for progress
- Automate
 - Support process with software development tools







A Structured Process: Role, Artifact, Activity

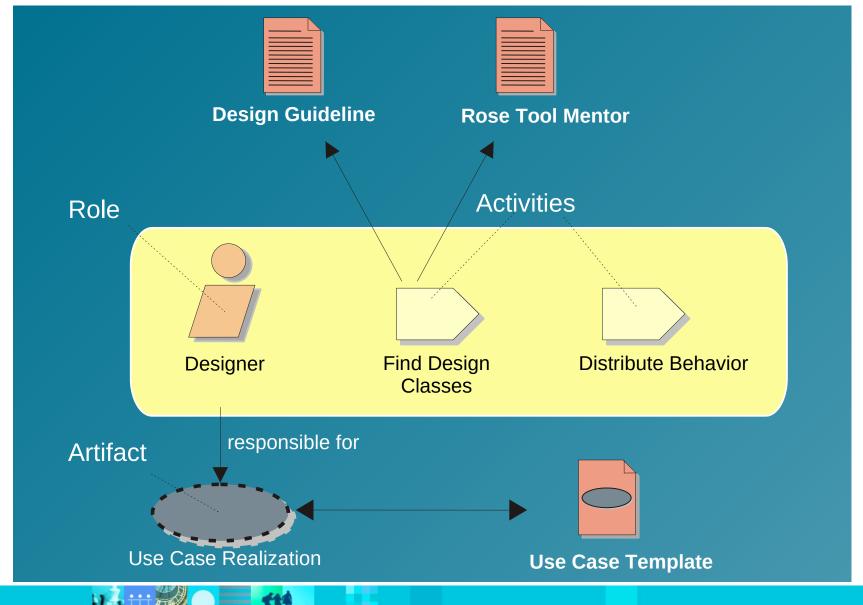






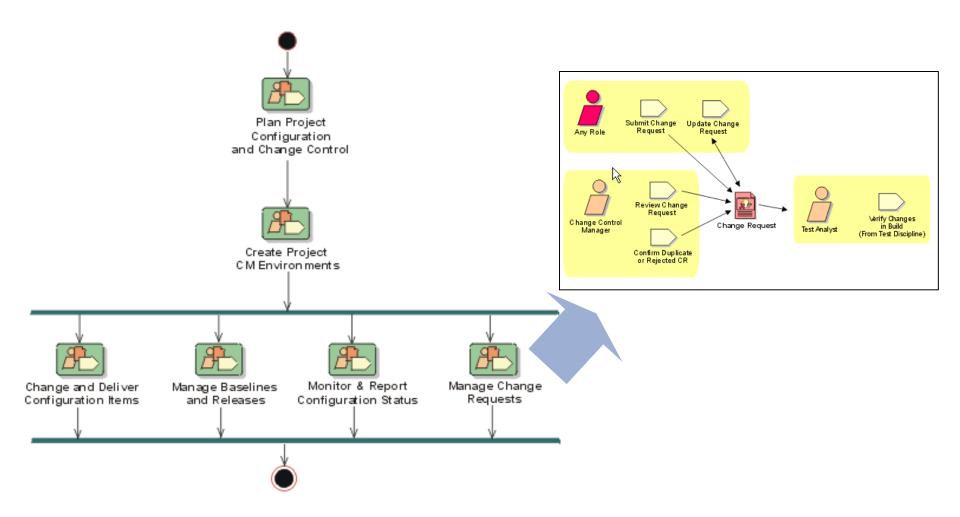


Guidelines, Templates, Tool Mentors, ...





Expressed as Workflows and Workflow Details

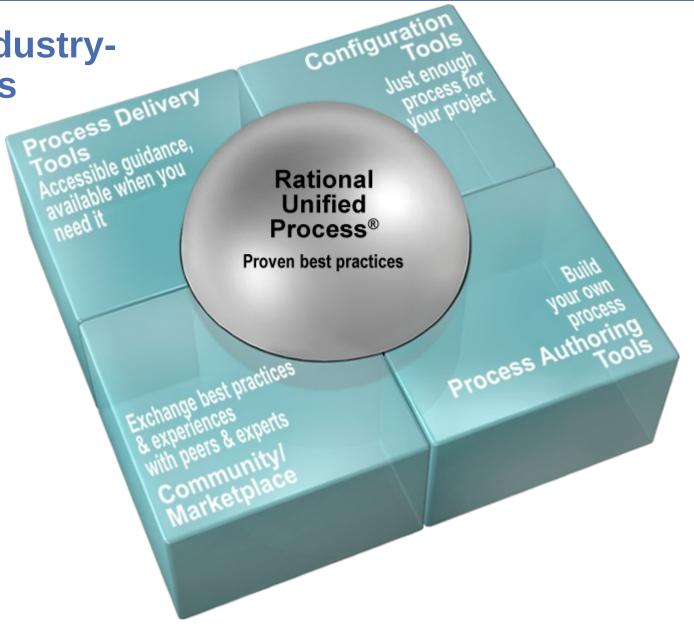






RUP is an Industry-Wide Process

Platform



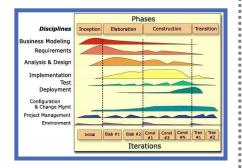




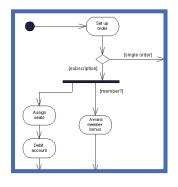


Delivering a More Configurable Process to a Broader Audience

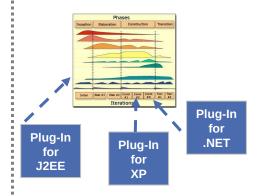
Core RUP



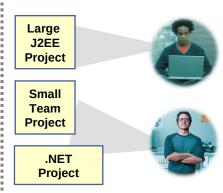
Customize



Configure



Personalize



Development organization

Process engineers, program/project offices

Project managers & team leads

Practitioners

Common methodology

 Shared understanding of terminology, deliverables, and responsibilities

Process authoring

 Leverage internal knowledge and process assets

Process configuration

 Configure and deploy process for specific tools, technologies, domains

Process delivery

 Filter project content and customize tree browser







Evolution of Content

Business & data modeling, Test-First Design, Systems v2003**MyRUP** Engineering, Creative Web Design, Asset-Based Development, ... Test overhaul, XP, BEA, J2EE, MS .NET, v2002 RUP Builder Small RUP, e-Business Agile best practices, Metrics, J2EE, IBM WebSphere, v2001**MS WinDNA RPW Project management, Realtime ROOM** v2000Business Engineering, UI Design, Performance testing v5.5 - 1999 **Config. & Change Mgmt, Data Engineering** v5.0 - 1998

Rational Approach

Objectory 3.8

v4.1 - 1997

v4.0 - 1996



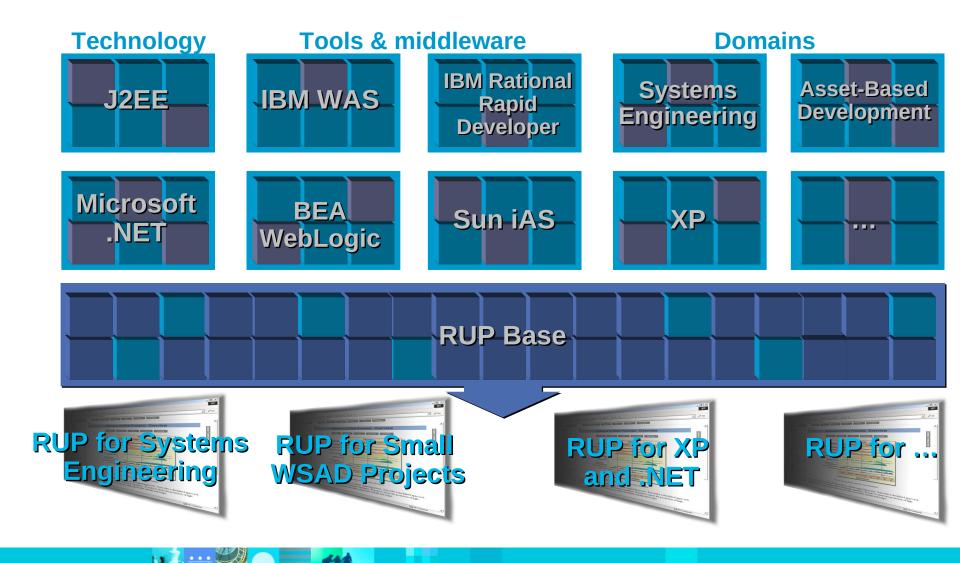
UML 1.0, OMT, Booch

Requirements College, Test process





RUP: Highly Configurable





Configuration Tools: *RUP Builder*



Project Manager: "I need to adapt RUP to my project needs"

- Right-size your process through fine-granular process selection
 - +100 selectable units
- Small, medium, and large project configurations available as starting point
- Produce role-based views
- Easy access to latest content through RUP plug-in exchange

Assemble the right process









Practitioner: *MyRUP*



Practitioner:
"I want to easily find the info I need"

- Personalized views
 - Role-based and personalized views into your project's process
 - Add links to external and internal resources
- Project Web and Extended help integrated with RUP browser
- Closer integration with RDN
 - Hotlinks to RDN, etc. from MyRUP
 - Seamless search across RUP and RDN
- Assets available through MyRUP

Easy access through clean workspace

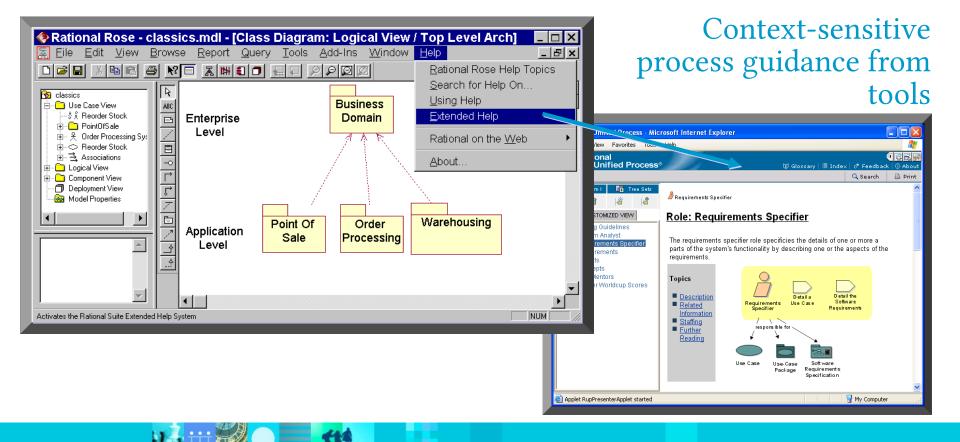






RUP: Integrated with Tools

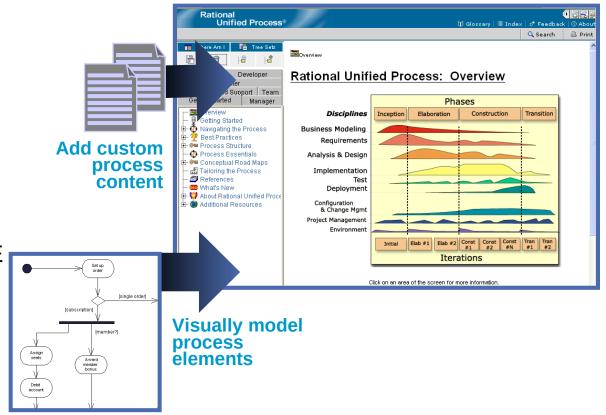
- Tool mentors: Web-based assistance for tool use
- Extended Help: Process guidance from within any tool





Process Authoring: Rational Process Workbench (RPW)

- RUP Organizer feature simplifies management of custom guidance, descriptions, examples and templates
- RUP Modeler feature leverages IBM Rational XDE for visual process authoring









RUP Versatility

- Used in project of varying size and "ceremony" levels
 - Majority of RUP projects have <15 people</p>
 - Also used in programs with thousands of people
 - Facilitates Extreme Programming to formal process standards
- Used in a broad set of industries such as:
 - Financial institutes and insurance
 - Automotive, system integrators, government, ...
 - Telecommunication, defense industry, ...
- Provides explicit guidance for:
 - Custom application development
 - Systems engineering
 - Legacy evolution
- Extended by customers to guide in:
 - Package implementation







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The Spirit of The Rational Unified Process

- Attack major risks early and continuously...
 or they attack you
- 2. Ensure that you deliver value to your customer
- 3. Have a maniacal focus on working software
- 4. Accommodate change early in the project
- 5. Baseline an executable architecture early on
- 6. Build your system with components
- 7. Work closely together as one team
- 8. Make quality a way of life, not an afterthought



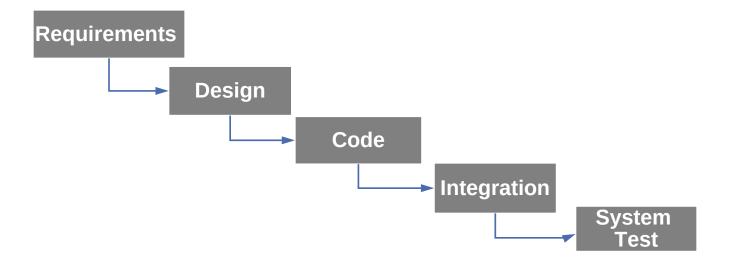




Waterfall Development Lifecycle

Winston Royce, 1971

- Late discovery of issues
- Subjective and error-prone measure of progress
- Late integration and testing
- Precludes early deployment
- Frequently results in major unplanned iterations

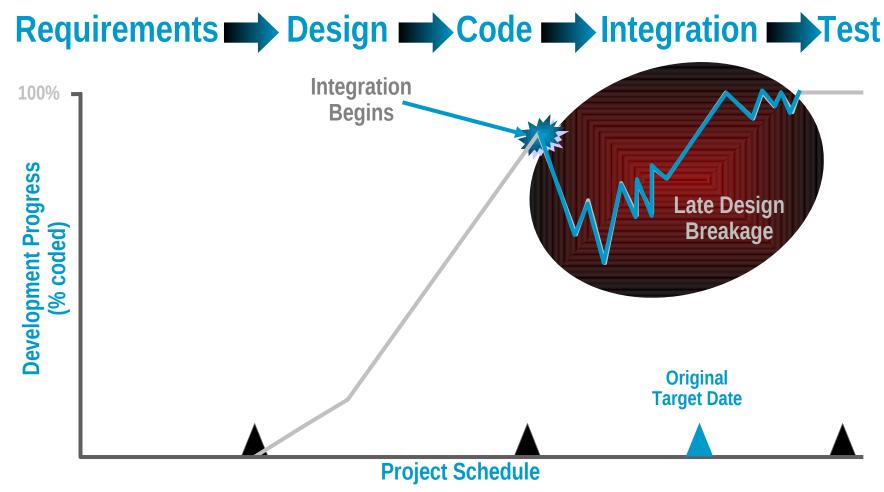






What Happens in Practice

Sequential activities:









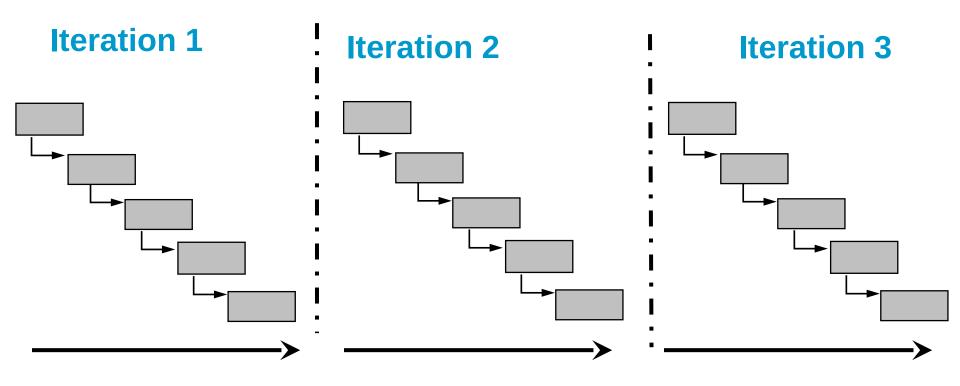
Waterfall: Hard to Scale up

- A waterfall approach can not properly handle the growing complexity associated with
 - Increased duration
 - Increased application size
 - Larger and/or distributed team
 - Increased technical complexity
 - Novelty of technology
- The root cause of the problem with the waterfall lifecycle is that it does not allow to identify and mitigate risks early enough





Iterative Development



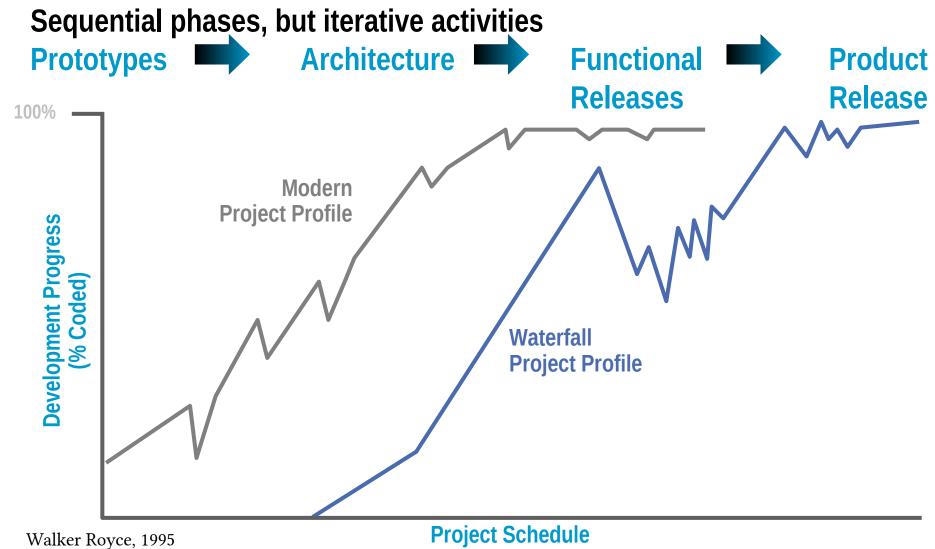
- Earliest iterations address greatest risks
- Each iteration produces an executable release
- Each iteration includes integration and test







Better Progress Profile





Iterative Development Phases

Major Milestones

Inception Elaboration Construction Transition

Time

Inception: Agreement on overall scope

- Vision, high-level requirements, business case
- Not detailed requirements

Elaboration: Agreement on design approach

- Baseline architecture, most requirements detailed
- Not detailed design

Construction: Apply approach

Working product, system test complete

Transition: Validate solution

Stakeholder acceptance

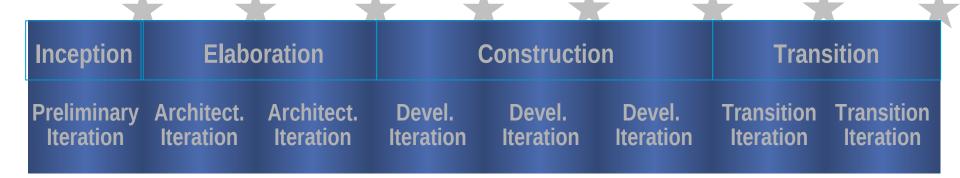






Iterations and Phases

Executable Releases



An iteration is a distinct sequence of activities with an established plan and evaluation criteria, resulting in an executable release.





Iterative Lifecycle Graph

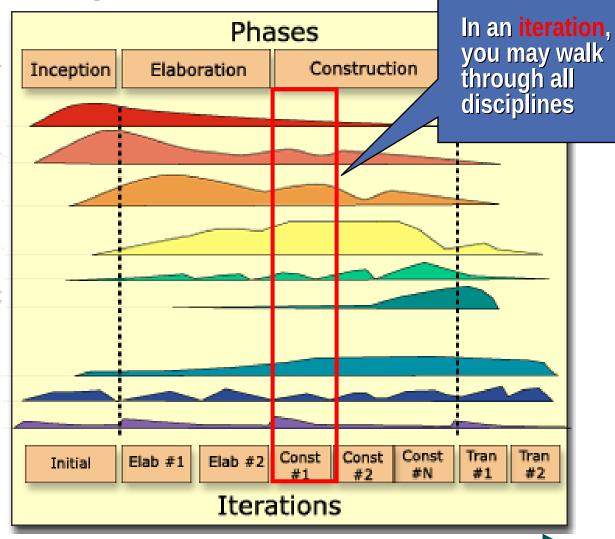
Disciplines

Business Modeling Requirements

Analysis & Design

Implementation Test Deployment

Configuration & Change Mgmt Project Management Environment













Risk Mitigation: Hitting Hard Problems Earlier

- When the initial risks are mitigated, new ones emerge
- Do not do just the easy stuff, to look good
- Keep re-planning based on all new information
- In iterative development, you cannot lie to yourself very long







2. Ensure That You Deliver Value to Your Customer

- Focus on key requirements
 - Capture, document
 - Organize, prioritize
- Requirements will change
 - Evaluate impact of change and decide what changes to implement
 - Propagate changes to all team members
- Make requirements accessible

Requirements management leverages your ability to deliver products that meet user needs

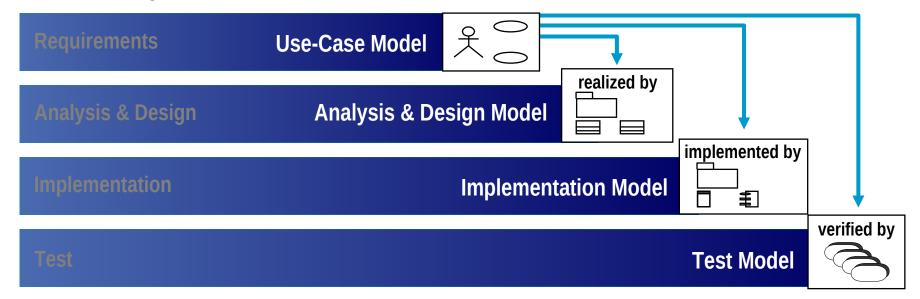






Use-Case Driven Development

- A use case describes complete and meaningful services that your system offers to users and other systems
- Use cases drive the work through each iteration
 - Planning of iterations
 - Creation and validation of the architecture
 - Definition of test cases and procedures
 - Design of user interfaces and creation of user documentation









3. Have a Maniacal Focus on Working Software

- Measure progress primarily by reviewing executable code, and test results
 - Plans, requirements, designs and other by-products often provide a false perception of progress and status
- Focus on the final, delivered product, and only the artifacts that matter to get at this goal consistently
 - Streamline the process
 - Do not use all of the RUP!
 Only use what makes sense to your project







4. Accommodate Change Early in the Project

Today's systems are too complex to get the requirements, architecture, design, implementation and scope right the first time

Provides freedom to change:

Business Solution	Architecture		Design & Implementation			Scope (I	Reduction)
Inception	Elaboration		Construction			Transition	
Preliminary Iteration	Architect. Iteration	Architect. Iteration	Devel. Iteration	Devel. Iteration	Devel. Iteration	Transition Iteration	Transition Iteration







5. Baseline an Executable Architecture Early

- Architecture provides a skeleton structure of your system
 - Subsystems, key components, interfaces, architectural mechanisms (solutions for common problems, such as persistency, inter-process communication, ...)
- Implementing and testing the architecture mitigates most technical risks

Produce Executable Architecture

Inception	Elaboration		Construction			Transition	
Preliminary	Architect.	Architect.	Devel.	Devel.	Devel.	Transition	Transition
Iteration	Iteration	Iteration	Iteration	Iteration	Iteration	Iteration	Iteration







The Spirit of The Rational Unified Process

- 1. Attack major risks early and continuously... or they attack you
- 2. Ensure that you deliver value to your customer
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- 6. Build your system with components
- 7. Work closely together as one team

8. Make quality a way of life, not an afterthought

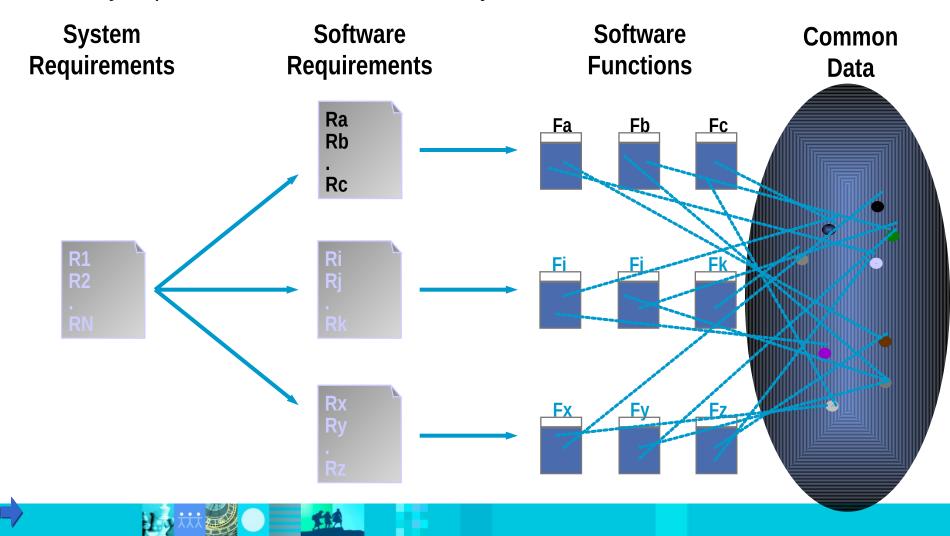






Traditional Functional Decomposition

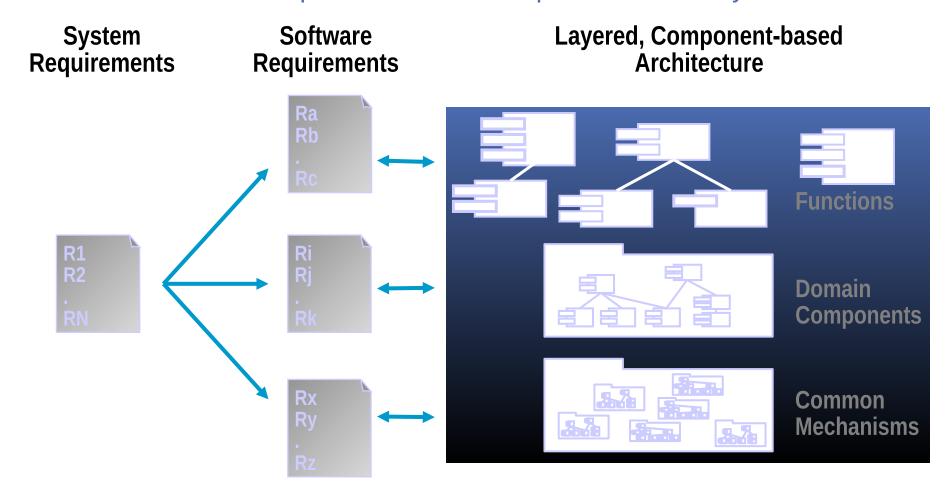
- Requirements driven
- Many dependencies creates inflexible systems





6. Build Your System with Components

Component architecture provides flexibility









7. Work Closely Together As One Team

- Empowered and self-managed
 - Clear vision
- Accountable for team results
 - Clear expectations
 - All for one, one for all avoid "My design was good, your code didn't work"
- Optimized communication
 - Face-to-face rather than e-mail
 - Effective process (right-sized for your project)
 - Organize around architecture, not around functions
 - Get the right tool support
 - Easy access to current requirement
 - Private workspaces
 - Easy access to defects....
 - ...



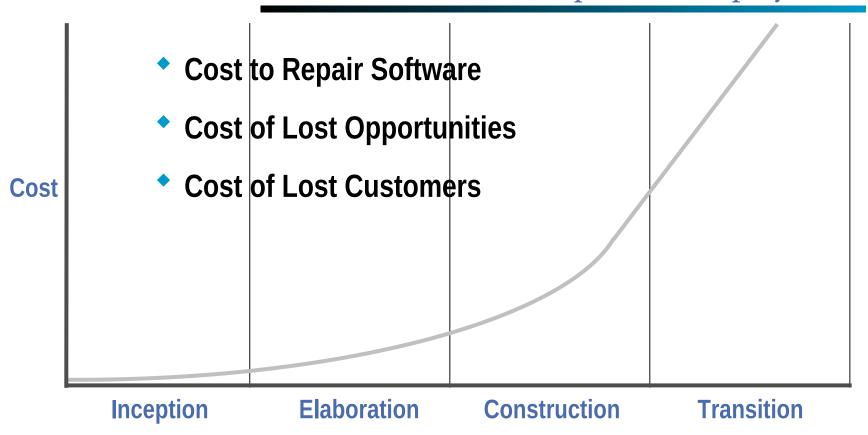






8. Make Quality a Way of Life, Not an Afterthought

Software problems are 100 to 1000 times more costly to find and repair after deployment



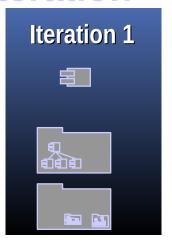


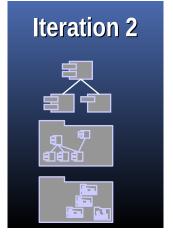




Test Each Iteration

UML Model and Implementation









Tests









It is often <u>cheaper</u> to find a problem through early implement-ation and testing, than through detailed design review.







Summary: Spirit of RUP

- RUP embodies the principles of Spirit of RUP
- When adopting RUP, focus on the principles that will add the most value to your organization
- Continuously improve your ability to follow these principles
- Continuously revisit the Spirit of RUP









To Learn More

- Books
 - Per Kroll and Philippe Kruchten, *The Rational Unified Process Made Easy—A Practitioner's Guide*, Addison-Wesley (2003)
 - Chapter 2 and 4
- Articles in Rational Edge, www.therationaledge.com
 - Per Kroll, Spirit of RUP, December 2001.
 - Philippe Kruchten, A Process for a Team of One, January 2001



Agenda

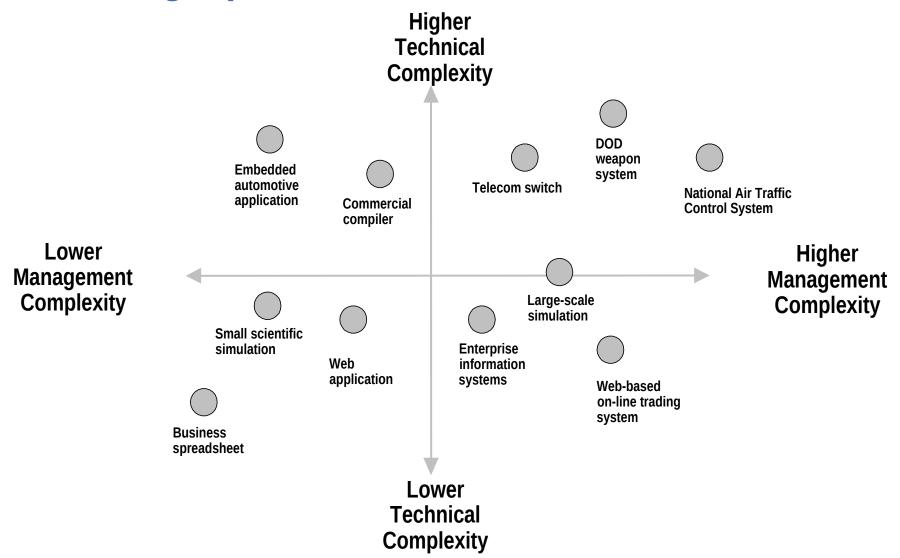
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Can a single process fit all these?



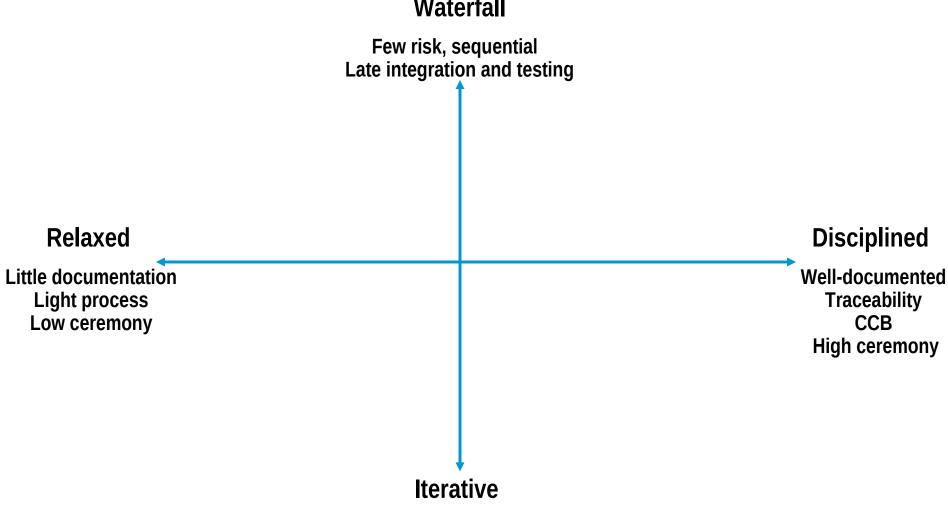






Two dimensions, four (or more) process styles

Waterfall



Risk driven **Continuous integration and testing**

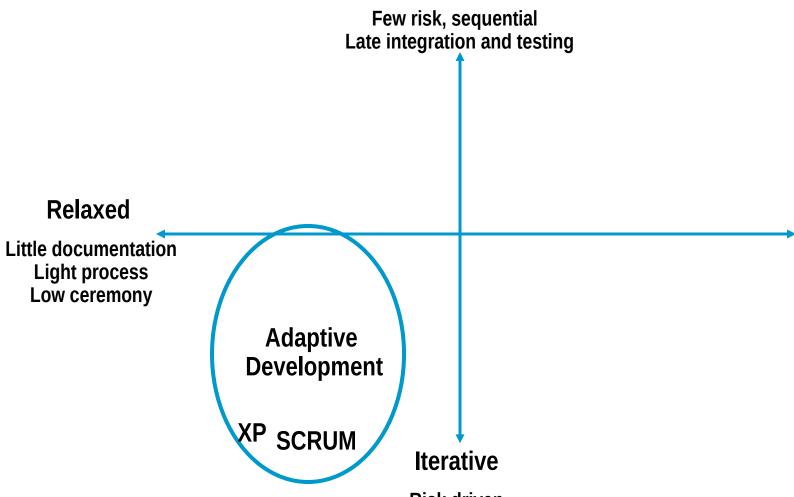












Disciplined

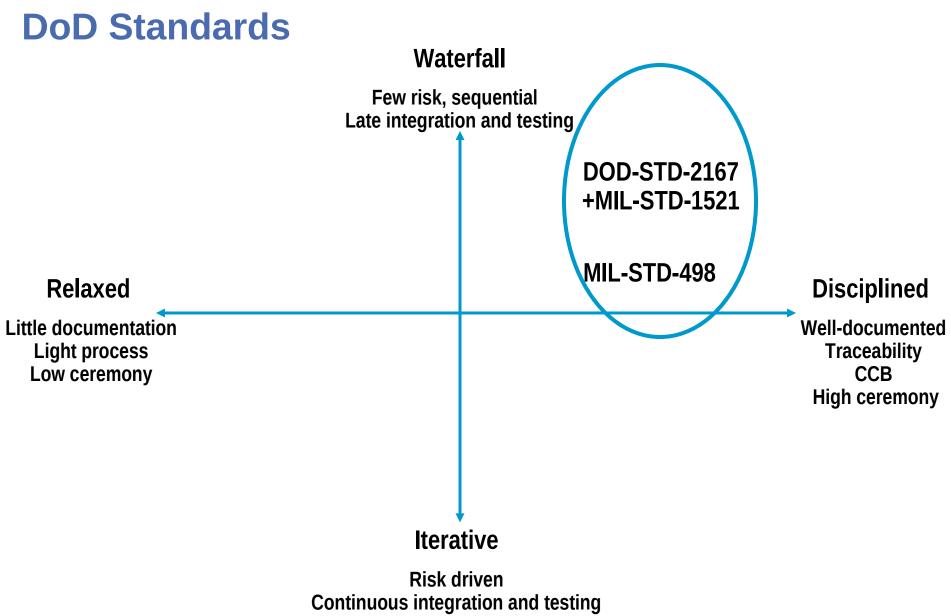
Well-documented
Traceability
CCB
High ceremony











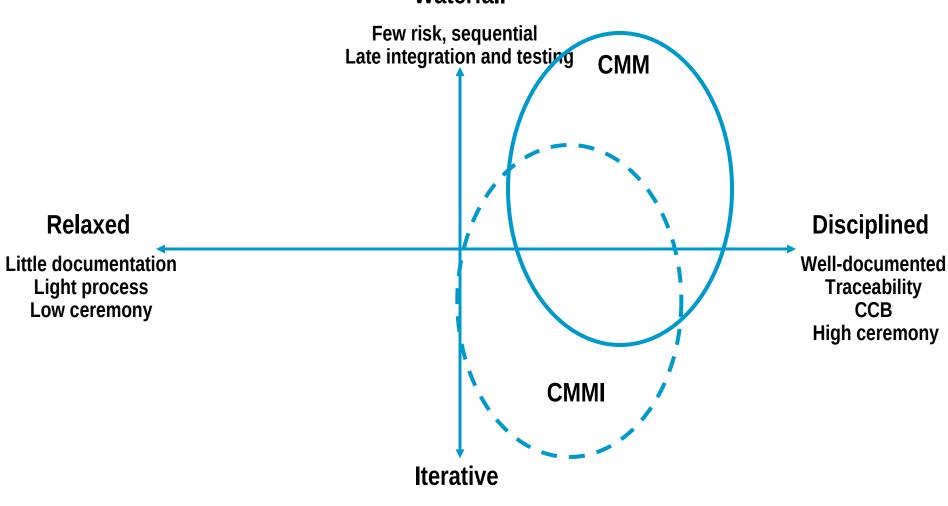






SEI CMM and SEI CMMi





Risk driven
Continuous integration and testing

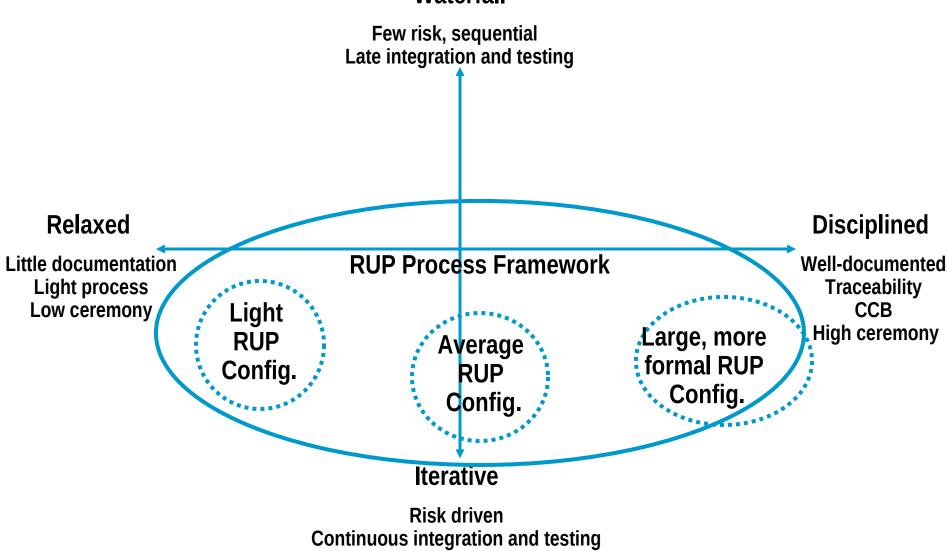




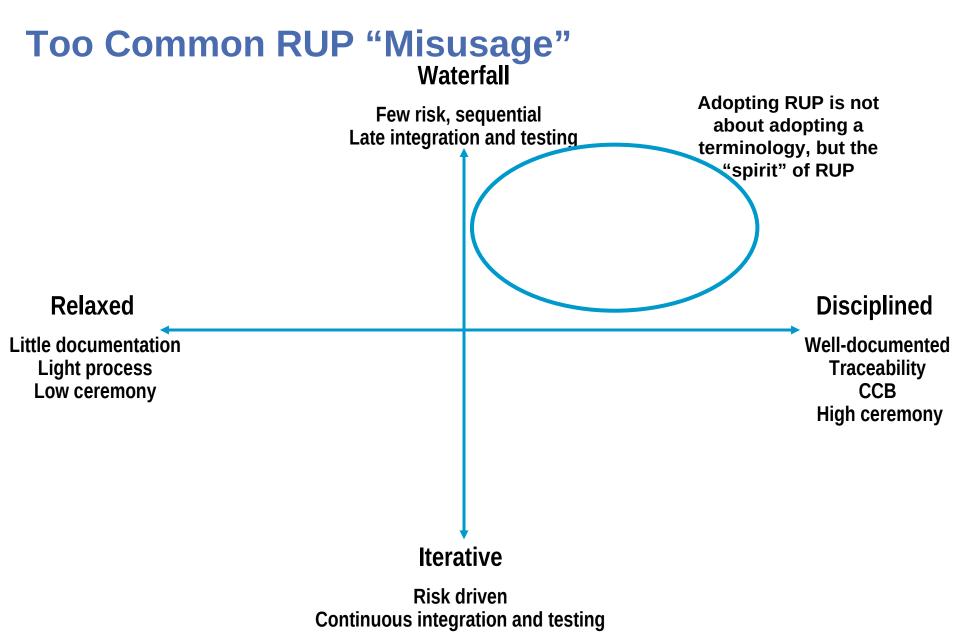


Rational Unified Process Framework

Waterfall







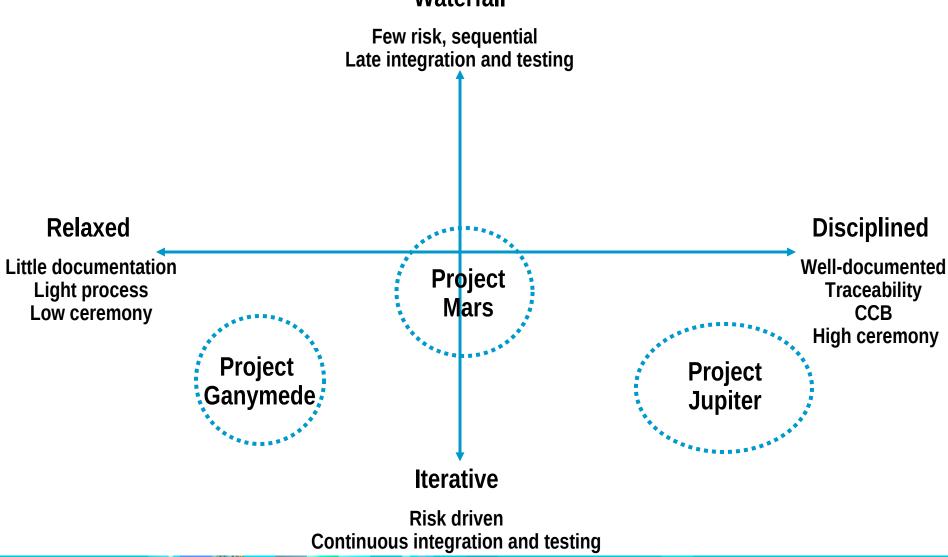














Tailoring is key

- RUP Configuration
- RUP Development case
- Drivers:
 - Management complexity
 - Technical complexity
 - Risks, novelty
 - Size, duration, size of team, distribution
 - Business context







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Objectives with Inception

- Understand what to build
 - Vision, including who wants the system and it's value
 - The scope of the system
 - Preliminary use-case model
- 2. Identify key requirements
 - Critical use cases and non-functional requirements
- 3. Determine at least one potential solution
 - Identify candidate architecture
- 4. Understand costs, schedule and risk
 - Business case, Software Development Plan, and Risk List
- 5. Understand what process to follow and tools to use
 - RUP configuration, development case, and customized tools







Objective 1: Understand What to Build

- Agree on a high-level vision
- Provide a "mile-wide, inch-deep" description
- Detail key actors and use cases
- Detail key non-functional requirements







Mile-Wide, Inch-Deep

- 1. Identify as many actors as you can
- 2. Associate each actors with use cases
- 3. Find additional actors for each use case
- 4. Briefly describe each actor (1-2 sentences) and use case (1-2 paragraphs)
- 5. Create a Glossary
- 6. Do a lifecycle analysis of key glossary items
- 7. Identify the most essential and critical use cases (<20% of use cases)
- 8. Detail key actors and use cases







Detail Key Actors and Use Cases

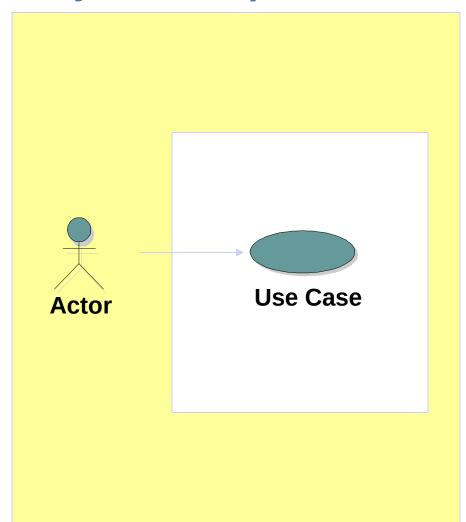
- Done for 10-20% most critical use cases
- Outline main flow of events
- Identify alternative flow of events
- Complement textual descriptions with use-case prototypes
- Time-box the writing, you never get "done"
- Use less detail
 - Small projects
 - Analyst and developer







Major Concepts in the Use-Case Model



An **actor** represents a person or another system that interacts with the system.

A **use case** defines a sequence of actions a system performs that yields a result of observable value to an actor.

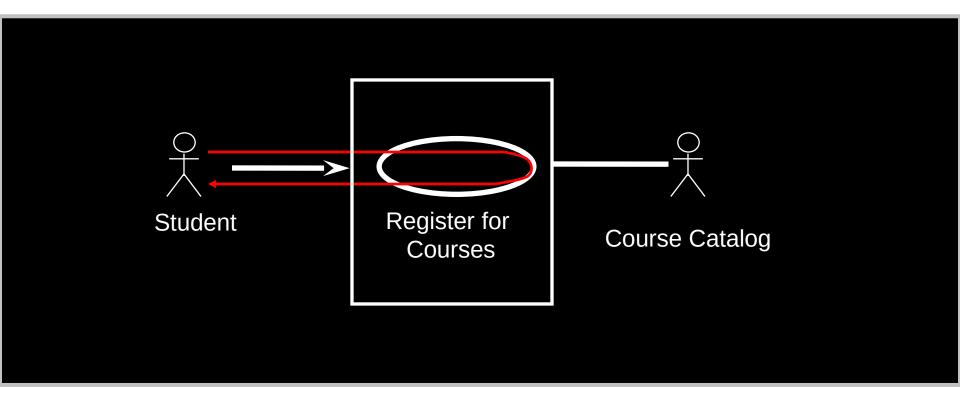






A Scenario - One Path Through a Use Case

- A use case can have many instances.
- A scenario is a described use-case instance: a specific sequence of actions that illustrates behaviors of the system.



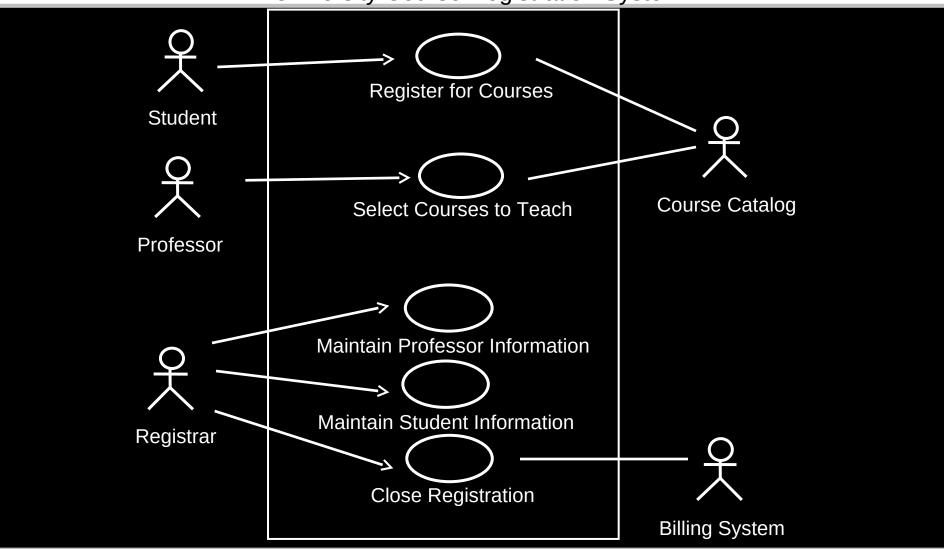






A Sample UML Diagram: Use Cases

A University Course Registration System









Objective 2: Identify Key System Functionality

- Functionality is core the application
 - Exercises key interfaces
 - Deals with risks related to performance, redundancy, data security, ...
 - Example: "Check Out" for e-commerce application
- Functionality must be delivered
 - Captures the essence of the system
 - Example: "Book conference room" for conference room booking system
- Functionality covers an otherwise untouched area of the system
 - May conceal unexpected technical difficulties







Objective 3: Determine at Least One Potential Solution

- Should answer questions providing major impact on
 - Can you build the application with a sensible amount of risk at a reasonable cost.
 - Have you built similar systems? With what architecture at what cost?
 - Will current architecture work, or will rework be required?
 - Staffing profile Will you be able to acquire personnel with the right competency to succeed?
 - Required target environment If it will have major impact on the cost profile of the overall project
 - Required software components? Can they be purchased? At a reasonable cost?







Objective 4: Understand Cost, Schedule and Risk

- Business case
 - Ultimately answers the question: Should we fund the project?
 - Cost
 - Return of Investment
- Software Development Plan
 - Coarse project plan
 - Resource needs







Objective 5: Decide on Process and Tools

- Decide on RUP configuration
 - Select plug-ins and process components
 - Produce process views
- Decide on development case
 - What artifacts should be produced with what formality
- Tool deployment plan
 - Required customizations
 - Reusable assets







Project Review: Lifecycle Objective Milestone

- Do you have agreement on
 - Scope definition
 - Key requirements have been captured
 - Cost and schedule estimates
 - Priorities understood
 - Development process and tools defined
 - Initial risks identified and risk mitigation strategy exist







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Objectives with Elaboration

- 1. Get a more detailed understanding of requirements
 - Move from 20% to 80% of requirements captured
- 2. Design, implement, validate and baseline the architecture
 - Make critical design decisions; buy vs. build, patterns, ...
 - Baseline a skeleton structure of your system
 - Perform initial load and performance test
- 3. Mitigate essential risks, and produce more accurate schedule and cost estimates
 - You now know what to build, and have reduced risk => More accurate schedule
- 4. Fine-tune and deploy development environment
 - Harvest experiences from Inception
 - Rollout development environment







Sample Elaboration Profile: Multiple Iterations

- Iteration 1
- Design, implement and test a small number of critical scenarios to outline architecture and required patterns
- Identify, implement and test a small set of architectural patterns
- Do a preliminary logical database design
- Detail flow of events of ~half of target UCs, with most important UCs first
- Do sufficient testing to ensure key risks have been mitigated

- Iteration 2
- Fix whatever did not work in previous iteration
- Design, implement and test remaining architecturally significant scenarios (for the <20% of key UCs)
- Address key risks by outlining and implementing concurrency, processes, threads, and physical distribution
- Focus on performance and load testing, and interface testing
- Identify, implement and test architectural patterns
- Design, implement and test preliminary version of database
- Detail the remaining 50% of target Ucs
- Refine and test your architecture so you can baseline it







Objective 1: Get a More Detailed Understanding of Requirements

- By end of elaboration
 - Detail ~80% of use cases
 - Produce prototypes of graphically oriented use cases (at least mock-up screens)
 - Walk through use cases with stakeholders
 - For use case with partial implementations—demo
 - Detail non-functional requirements (all that have an impact on the architecture)
 - Time box!!! You will never be done, and you can fix issues in later iterations
- What is not done
 - Use cases with no or very limited associated risk (If you have done one "print" use case, do you need to do more?)
 - Use cases that are expected to be volatile, and have little impact on end solution or stakeholder satisfaction







Objective 2: Design, Implement, Validate and Baseline the Architecture

What is included in "architecture"?

- The most important building blocks of the systems
 - Build, buy, or reuse?
- Interaction between these building blocks to provide key scenarios
 - Required to verify the architecture
- Run-time architecture
 - Processes, threads, nodes, ...
- Architectural patterns
 - Dealing with persistency, interprocess communication, recovery, authentication, garbage collection, ...
- Equipment and customer specific code Application Processes and other application code Major abstractions. Application classes, etc. Framework Mechanisms. services Infrastructure (eg. ORB, MQS,...) H/W specific code, O/S specific code, general purpose

- Test framework allowing testing of key capabilities
 - Performance, scalability, reliability, load, protocols, and other key nonfunctional requirements







How Do You Design, Implement, Validate and Baseline the Architecture

- Use architecturally significant use cases / scenarios
 - Provides a focus for implementation, aiming at driving out key technical risks
- Identify required components to implement the use cases / scenarios
 - Build, buy, or reuse?
- Design and implement "just enough" to support key scenarios
 - A lot of stubs
 - Only 10-20% of overall code is implemented
- Integrate and verify that key scenarios works as expected
 - Typically only one or two scenarios for key use cases supported
 - No or few "alternative flow of events" supported
- Test the quality attributes of the architecture
 - Performance, scalability, reliability, load, ...







Architecture Description

- Software Architecture Document
 - Represents comprehensive overview of the architecture of the software system
 - Includes
 - Architectural Views
 - Goals and constraints
 - Requirements that architecture must support
 - Technical constraints
 - Change cases
 - Size and performance characteristics
 - Quality, extensibility, and portability targets

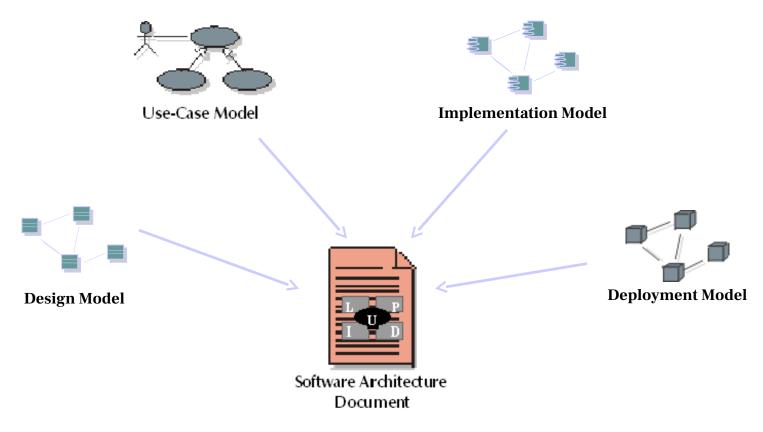






Architecture Description (cont.)

Views are pulled from other artifacts









Objective 3: Mitigate Essential Risks, and Produce More Accurate Schedule and Cost Estimates

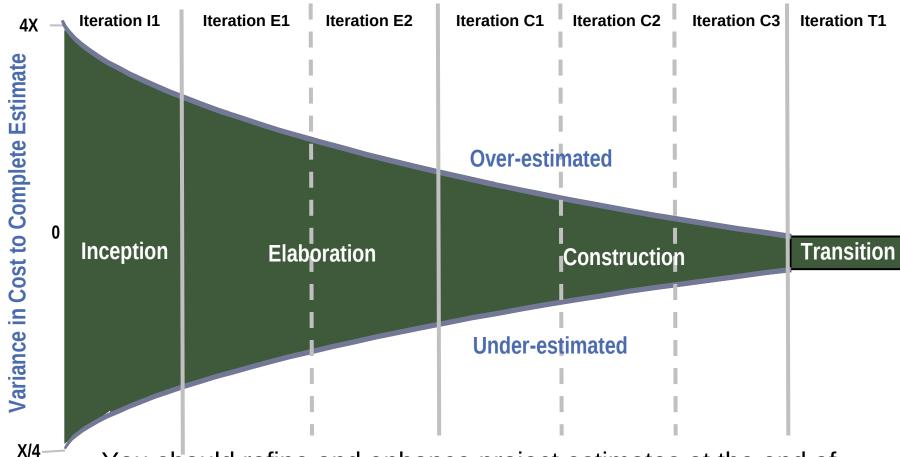
- Most key risks addressed
 - Technical risks by implementing and testing the architecture
 - Business risks by implementing and testing key functionality
 - Team- and tool-oriented risks by having the team going through the full software lifecycle implementing real code, using the tools at hands
- Schedule and cost estimates can be radically improved since we
 - Have mitigated key risks
 - Understand a vast majority of the requirements
 - Understand which building blocks needs to be implemented and tested
 - Understand which building blocks can be acquired, and to what cost
 - Understand how effective our team is







Cost Estimate Fidelity



You should refine and enhance project estimates at the end of each phase, when more knowledge, and actual work effort experience is available.







Objective 4: Fine-tune and Deploy Development Environment

- Fine-tune your development case based on the experiences so far
- Do customizations and improvements of the tool environment as required
- Make it easy for all team members to find and use reusable assets, including the architectural patterns you developed in Elaboration
- Do training of your team and deploy tools







Project Review: Lifecycle Architecture Milestone

- Are the product Vision and requirements stable?
- Is the architecture stable?
- Are the key approaches to be used in testing and evaluation proven?
- Have testing and evaluation of executable prototypes demonstrated that the major risk elements have been addressed and resolved?
- Are the iteration plans for Construction of sufficient detail and fidelity to allow the work to proceed?
- Are the iteration plans for the Construction phase supported by
- credible estimates?
- Do all stakeholders agree that the current Vision, as defined in the Vision Document, can be met if the current plan is executed to develop the complete system in the context of the current architecture?
- Are actual resource expenditures versus planned expenditures acceptable?







What Did You Achieve In Elaboration

- You moved from a high-level understanding of key requirements to a detailed understanding of roughly 80 percent of the requirements
- You moved from a conceptual architecture to a baselined, executable architecture
- You mitigated key risks and produced more accurate schedule/cost estimates for the remaining lifecycle phases
- You decided whether to move ahead with the project, cancel it, or radically change it
- You refined the development case and put the development environment in place
- You laid the groundwork for scaling up the project with a minimum of financial, business, and technical risks



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But What is Left to Do?

- Most use cases have not been implemented at all
 - The ones that have been implemented, have only been partially implemented
- Subsystems are primarily shells, with only interfaces and the most critical code implemented
 - Roughly only 10-15% of overall code has been implemented
- Even though a majority of technical risks have been mitigated, new risks will keep popping up...

The average project spends roughly 50% of duration, and 65% of overall effort, in the Construction phase.







Objectives with Construction

- 1. Minimize development costs and achieve some degree of parallelism in the work of the development teams
 - Optimize resources and avoid unnecessary scrap and rework
- 2. Iteratively develop a complete product that is ready to transition to its user community
 - Develop the first operational version of the system (beta release)
 - Determine whether the software, the sites, and the users are all ready for the application to be deployed.







Sample Construction Profile: Multiple Iterations

	Elaboration (End)	Construction 1	Construction 2	Construction 3
Require -ments	15 UCs identified8 detailed4 some depth3 briefly	12 UCs detailed3 some depth	14 UCs detailed1 removed (scope reduction)	• 14 UCs detailed
Comp- onents	 18 main components 4 -> 50% done 10 -> interfaces Lower arch. layers almost done All code unit tested 	 19 main components 3 almost done 8 -> 50% 6 -> interfaces Lower arch. layers almost done All code unit tested 	 18 main components 10 almost done 8 -> 50% All code unit tested 	 18 main components All almost done, minor tuning left Beta release, all functionality implemented
Tests	 Initial load & performance test of arch. 4 UCs functionally tested 	 Continued load & perf. testing Functional UC testing as completed 	 Continued load & perf. testing Functional UC testing as completed 	 Continued load & perf. testing Functional UC testing as completed



Objective 1: Minimize Development Costs and Achieve Some Degree of Parallelism

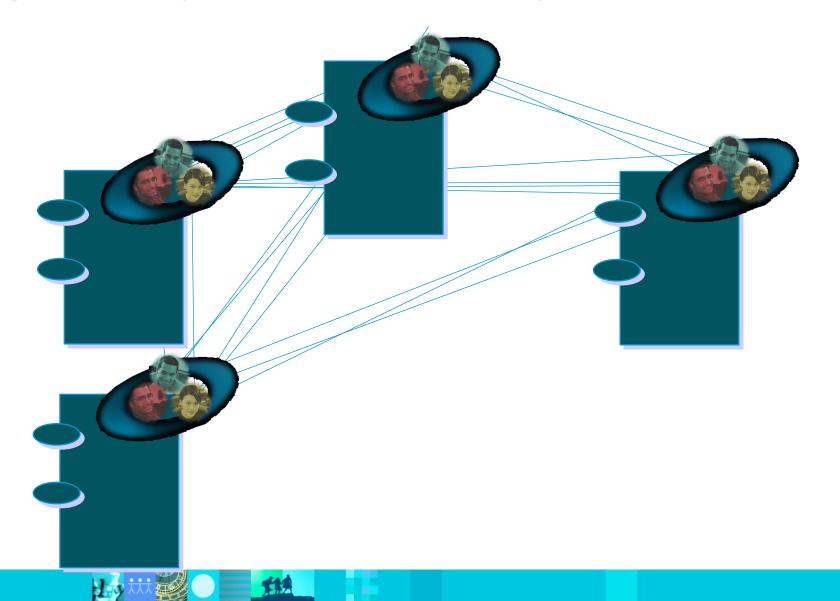
- Organize your team around software architecture
- Implement effective configuration management
- Enforce the architecture
- Ensure continual progress



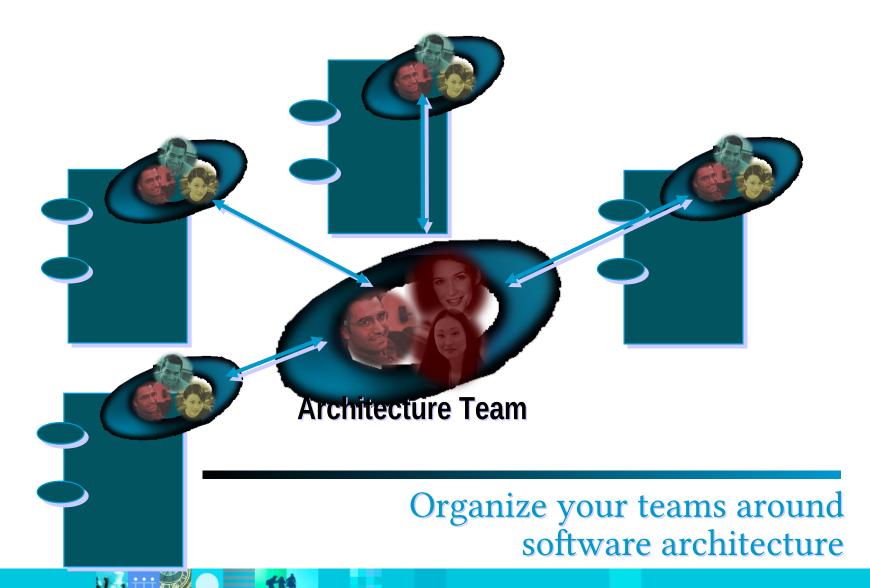




Improve Project Efficiencies: Organization



Improve Project Efficiencies: Organization





Implement Configuration Management

Iterative development characteristics:

- Frequent builds => Track multiple versions of files
- Parallel work on multiple streams => merge success solutions into main stream
- Difficult to understand when and where defects are introduction =>
 Enable back tracking to functioning version and to understand when defect was introduced

For larger teams:

- Isolate the work of one team member from the rest of team when desired
- Control who is allowed to do what changes

High end configuration management systems can automate all of the above







Enforce the Architecture

- Leverage patterns developed during Elaboration
 - Train your team and produce guidelines on what is available and how to use it
 - Do you need to produce a reuse / pattern library for easy access?
 - Arrange with reviews to ensure architectural integrity
- Manage changes to interfaces
 - Configuration management support
 - How will you communicate changes to concerned parties?

Enforcement of the architecture needs to be formalized for large or distributed teams







Ensure Continual Progress

- Leverage iterations to create short term goals and a sense of urgency
 - Avoid hockey stick
- Create cross-functional teams with a joint mission
 - Quick daily meeting (SCRUM)
- Set clear achievable goals for developers
 - Break down iteration objective of an iteration to a set of 1-week goals, if possible
- Continually demonstrate and test code
 - Measure progress through demonstration and testing, not through "status reports"
- Force continuous integration
 - Daily builds if possible







Objective 2: Iteratively Develop a Complete Product

- Describe the remaining use cases and other requirements
- Fill in the design
- Design the database
- Implement and unit-test code
- Do integration and system testing
- Early deployment and feedback loops
- Prepare for beta deployment
- Prepare for final deployment







Considerations for Beta Deployment

- How many beta customers do you need?
- What type of feedback do you need?
- How long beta program do you need to get required feedback?
- What do you need to do to ensure beta program is valuable to participants?
 - What's in it for them?
- What do you need to do to ensure required feedback?
 - Training?
 - Face-to-face time with beta users?
 - Balance between independent use (to ensure realistic usage) and handholding (to ensure correct usage, or usage at all)
- Is data conversion required?
- Do you need to run current systems in parallel?

A well-thought plan needs to be in place, including identified participants, at the day of the beta release







Considerations for Final Deployment

- Training material
- User documentation
- Prepare deployment site(s)
 - Hardware
 - Software
 - Training
 - Facilities, ...
- Database conversations
- Budget and resource coordination
 - Acquisitions and hiring
 - Transition costs, such as training or running parallel systems...

Even though final deployment happens at end of Transition, you often need to prepare in Construction







Conclusions: Construction

- You develop software cost-effectively by taking advantage of the architectural baseline from Elaboration
- You are able to scale up the project to include more team members
- You build and assess several internal releases
- You move from an executable system to the first operational version of your system







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Objectives with Transition

- 1. Beta test to validate that user expectations are met.
 - bug fixing and making enhancements for performance and usability.
- 2. Train users and maintainers to achieve user self-reliability.
 - Are adopting organization(s) qualified to use the system
- 3. Prepare deployment site and convert operational databases.
 - Purchase new hardware, add space for new hardware, and data migration.
- 4. Prepare for launch-packaging, production, and marketing rollout; release to distribution and sales forces; field personnel training.
 - Especially relevant for commercial products.
- 5. Achieve stakeholder concurrence that deployment baselines are complete and consistent with the evaluation criteria of the vision.
- 6. Improve future project performance through lessons learned.
 - Document lessons learned and improve process and tool environment.







Objective 1: Beta Test to Validate That User Expectations Are Met

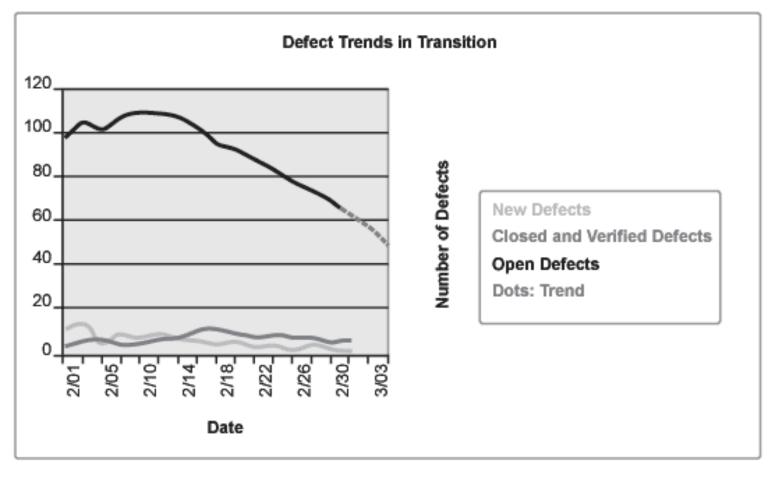
- Capturing, Analyzing, and Implementing Change Requests
- Transition Testing
 - Continued test design and implementation to support ongoing development.
 - Regression testing, which will require variable effort and resources, depending on the chosen approach; for example, retest everything or retest to an operational profile.
 - Acceptance testing, which may not require the development of new tests.
- Patch Releases and Additional Beta Releases
- Metrics for Understanding When Transition Will Be Complete
 - Defect metrics
 - Test metrics





Example: Defect Metrics

 Trend analysis often provides reasonably accurate assessment of when you can complete the project









Objective 4: Prepare for Launch: Packaging, Production, and Marketing Rollout

- Packaging, Bill of Materials, and Production
- Marketing Rollout
 - Core Message Platform (CMP).
 - A one- to two-page description of the product, its positioning, and key features and benefits.
 - Used as a baseline for all internal and external communication related to the product.
 - Customer-consumable collateral.
 - Data sheets, whitepapers, technical papers, Web site, prerecorded demos, demo scripts, ...
 - Sales support material.
 - Sales presentations, technical presentations, field training material, fact sheets, positioning papers, competitive write-ups, references, success stories, and so on.
 - Launch material.
 - Press releases, press kits, analyst briefings, and internal newsletters.







Conclusions: Transition

- You performed one or more beta tests of the new system with a small set of actual users and fine-tuned it as necessary.
- You trained users and maintainers to make them self-reliant.
- You prepared the site for deployment, converted operational databases, and took other measures required to operate the new system successfully.
- You launched the system with attention to packaging and production; rollout to marketing, distribution, and sales forces; and field personnel training. This is specifically a focus for commercial products.
- You achieved stakeholder concurrence that deployment baselines are complete and consistent with the evaluation criteria of the vision.
- You analyzed and used lessons learned to improve future project performance.







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Common Pitfalls in Inception

- Too much formality / too many artifacts
 - Only produce the artifacts that add value, minimize formality if possible
 - When in doubt of value, don't do it
- Analysis Paralysis
 - You can improve upon things later on move on
 - Focus on objectives with Inception
 - Do NOT describe all requirements in detail
- Too long initial iteration
 - Cut scope rapidly
 - You fail with first iteration, project likely to fail









Common Pitfalls in Elaboration

- Functional, Specialized Organization
 - Teams of generalists and multitasking experts
 - No place for "I only do <X>" mentality
- Save the tricky part for later
 - Attack risks early, or they attack you
 - Hard on you now, but makes life easier later
- No implementation and validation of architecture
 - You cannot get the architecture right or address major risks without implementing and testing the architecture
- No willingness to change things
 - Change enables improvement









Common Pitfalls in Construction

- Basing work on unstable architecture
 - Major rework and integration issues
 - High price to pay for insufficient work in Elaboration
- Reinventing solutions to common problems

Were architectural mechanisms (patterns) developed in Elaboration and communicated to everybody?

- Continuous integration not happening
 - Daily or weekly build minimizes rework
- Testing not initiated until end of construction
 - You are unlikely to meet deadlines
 - Beta may be of too low quality to offer value







Common Pitfalls in Transition

- Not enough beta users
 - Did you have beta customers lined up and prepared at end of Construction?
- Not all functionality beta tested
 - Did you include the functionality in the beta release?
 - Was it usable? (Ease of use, performance, documented, ...)
- Customer not happy with delivered functionality
 - Was acceptance criteria approved by customer?
 - Did you involve customer throughout the project?









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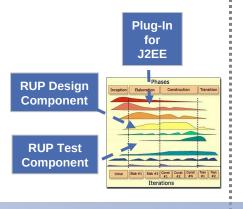


Tools for Tailoring RUP - A Roadmap

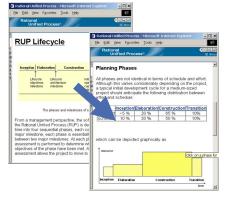
MyRUP Facility



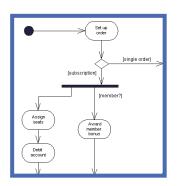
RUP Builder



RUP Organizer



RUP Modeler



Practitioner

Personalize your view of the RUP Web site on your desktop

Project Manager

Publish a new RUP version (plug-in) based on existing process components and plug-ins

Content Developer

Add/Modify/Remove content pages associated to process elements

Process Engineer

Add/Modify/Remove process elements

Rational Process Workbench









Practitioner: *MyRUP*



Practitioner:
"I want to easily find the info I need"

- Personalized views
 - Role-based and personalized views into your project's process
 - Add links to external and internal resources
- Project Web and Extended help integrated with RUP browser
- Closer integration with RDN
 - Hotlinks to RDN, etc. from MyRUP
 - Seamless search across RUP and RDN
- Assets available through MyRUP

Easy access through clean workspace

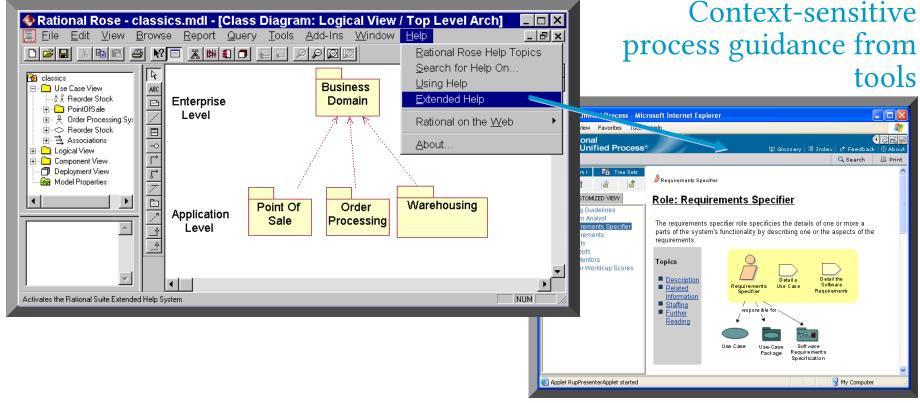






RUP: Integrated with Tools

- Tool mentors: Web-based assistance for tool use
- Extended Help: Process guidance from within any tool

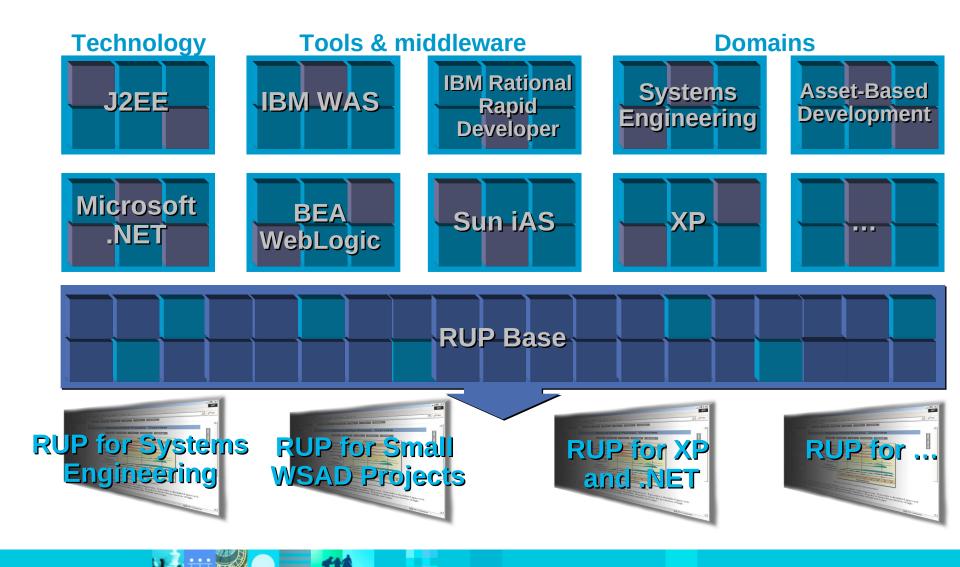








RUP: Highly Configurable





Configuration Tools: *RUP Builder*



Project Manager:
"I need to adapt RUP to my project needs"

- Right-size your process through fine-granular process selection
 - +100 selectable units
- Small, medium, and large project configurations available as starting point
- Produce role-based views
- Easy access to latest content through RUP plug-in exchange

Assemble the right process







Configuration Tools: Extended RUP Plug-In Library Now more than 21 Plug-Ins to choose from

New Plug-Ins	Updated Plug-Ins
RUP Plug-In for System Engineering	RUP Plug-In for Extreme Programming (XP)
RUP Plug-In for Creative Web Design	Java™ 2 Enterprise Edition (J2EE)Plug-In
RUP Plug-In for Asset-Based Development	Microsoft .NET Plug-In
RUP Plug-In for IBM Rational Rapid Developer	Plug-In for IBM WebSphere Application Server
RUP Plug-In for Sun iAS	BEA WebLogic™ Server
	RUP Plug-In for User-Experience Modeling







Demo Steps



Anna Project Manager

- Anna defines a configuration for her project using RUP Builder
 - Select what plug-ins to use
 - Do fine-granular selection of process
 - Produce role-based views



Per Practitioner

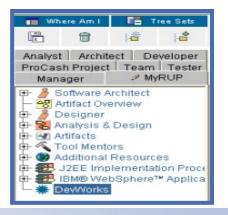
- Per finds guidance on how to work using MyRUP
 - Personalize my tree browser
 - Find relevant information
 - Find elaborate tool guidance



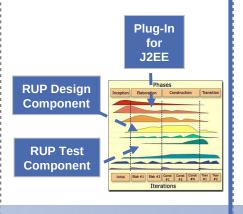


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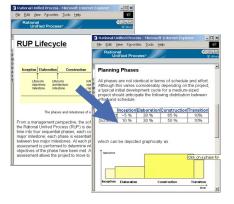
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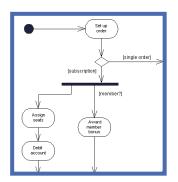
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Add/Modify/Remove process elements

Rational Process Workbench









Tools for Tailoring RUP - RUP Organizer

- Process Authoring Tool used to Tailor the Process Content
 - Used to add/modify/remove content pages associated to process elements
 - Drag & drop new or changed files onto existing model elements
 - Commonly used to package reusable company/project assets
 - Guidelines, Concepts, White Papers, Templates, Examples, etc.
 - Many customizations can be done using only RUP Organizer (e.g. internationalization).



RUP Content Developer: "I need to modify or add content"

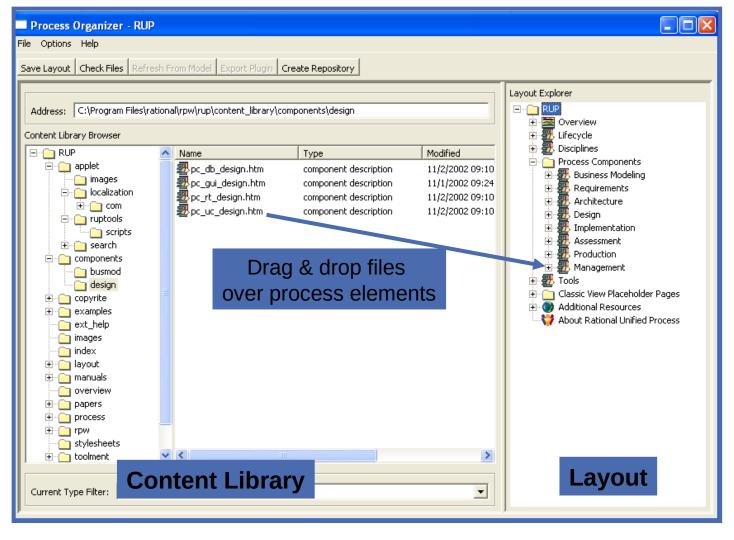
Simplify content changes







Tools for Tailoring RUP - RUP Organizer









Tools for Tailoring RUP - RUP Modeler

- Process Authoring Tool used to Tailor the Process Structure
 - Use to make extensive customizations to the process
 - Allows adding, removing, or modifying core process elements
 - Discipline, workflow, activity, artifact, role, etc.
 - Leverages Rational XDE Modeler for visual process authoring
 - Open & extensible: Based on OMG's SPEM (Software Process Engineering Meta Model)





Process Engineer: "I need to modify or add process elements"

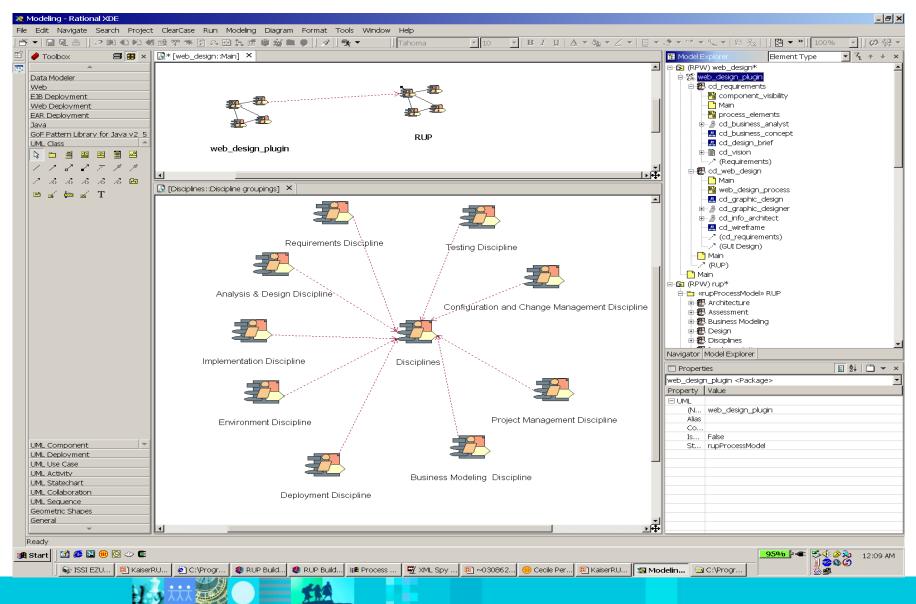
Accelerate advanced process modeling







Tools for Tailoring RUP - RUP Modeler



Demo Steps – Rational Process Workbench



Jim,
Content Developer

- Creating a Thin Plug-in with RUP Organizer
 - Create the plug-in.
 - Create a guideline page.
 - Drag and drop to attach to the RUP
 - Export as a plug-in for RUP Builder



Tom, Process Engineer

- Creating a Structural Plug-in with RUP Modeler
 - Model a new artifact, role, and an activity
 - Attach description pages in RUP organizer
 - Walkthrough the J2EE plug-in for more advanced modeling examples (extension, composition).





Tailor RUP to Fit Your Needs

- Use MyRUP to personalize RUP
 - Hide unnecessary information
 - Add hyperlinks
- Use RUP Builder to publish a RUP configuration for your project
 - Add relevant content through plug-ins
 - Remove/add content you do not need through process components
 - Produce role-based process views
- Use RUP Organizer (RPW) to modify the process content
 - Add your company-specific guidelines, templates, examples, etc.
 - At the end of a project, spend a few hours on packaging your assets for reuse in other projects
- Use RUP Modeler (RPW) to modify the process structure
 - Modify activities, artifacts, roles, etc...
 - Only recommended for people that have used RUP in several projects







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Common Mistakes: Adopting RUP

- Not coupling process improvement with business results
- Adopting too much of what is in RUP
- Customizing too much of RUP too early







Not Coupling Process Improvement With Business Results

- The only reason to adopt RUP is to improve business results
 - Identify weaknesses in current tools and processes Customer pain
- Macro rollout process to follow
 - Treat the rollout as a project by itself
 - Identify which business results your project / organization are trying to achieve
 - Identify which best practices and tools can help you achieve those business results
 - Identify how to measure whether you have achieved expected business results
 - Communicate all of the above to all team members
 - Roll out process and tools
 - Evaluate against expected business results
 - Calibrate rollout plan and reset expectations based on findings







Adopting Too Much Of What Is In RUP

- Just because it is in RUP, you should not necessarily use it
- Understand first the needs of your project
 - Project size
 - Technology (J2EE, .NET, Real-time, ...)
 - Tools (Rational RequisitePro, WebSphere, Rational XDE, ...)
 - Level of ceremony (formal / informal)
 - **)**
- Only use what adds value
 - Configure / streamline your process using RUP Builder
 - Too many artifacts slow you down, too few artifacts and you solve the same problems over and over
 - When in doubt, start without it, and add when you see the need







Customizing Too Much of RUP Too Early

- Adopt an incremental and iterative approach to customizing RUP
 - Do a little customization, try it out, customize more, try it out, and then do maybe a lot if needed....
- Almost all projects / organizations should configure RUP, using RUP Builder, on their first project
- Most projects / organizations should <u>not</u> customize RUP using RUP Modeler on their first project(s)
 - RUP Organizer is normally OK
 - Maybe what is in RUP is not exactly what you would like to see, but is it good enough?
 - Exception: Process-mature organizations with good RUP knowledge
- When you know what problem you want to fix, customize as needed







Approaches for Adopting RUP

- Alternative 1: Use it as a knowledgebase
 - Non-intrusive with minimal effort and risk
 - No different than training, books, and magazines
- Alternative 2: Focused implementation aiming at fast results
 - Focused and incremental adoption with training and mentoring aiming at changing behavior - takes time and effort
 - Focus on critical areas first, it is not an all or nothing
 - Use mentors / consultants to accelerate results
- Adopting RUP is a continuum between alternative 1 and 2







Choosing the Right Pilot

- Purpose
 - Mitigate key risks with adopting RUP
 - To succeed with the RUP adoption
- Team size
 - Normally 6-8 people
- Duration
 - 3-9 months
 - You do not have to complete the pilot to achieve your objectives
- Staffing
 - People interested in learning
 - People with the ability to mentor others
- Importance and complexity
 - Most cases => Important, but not critical
 - When nothing to loose => Most critical project you have. Gives you the best people,and sufficient funds







What Results Can You Expect From RUP Adoption

- On first project => Improved quality and more satisfied end users
 - Early capabilities up and running early
 - Early testing
 - Manage and control change
 - User involvement and acceptance
- On later projects => Improved productivity, lead times and precision
 - "Smooth development"
 - Increased reuse
 - Improved predictability







Core Development Problems and Tool Automation

Problems Encountered	Business Impact	Possible Solutions	
Product builds have missing files or old versions of files. • Development is based on old files.	Quality is reduced.Time is spent on rediscovering old defects.	 Introduce a Configuration and Change Management (CCM) system. Example: Rational ClearCase and ClearQuest. 	
• Developers in each other's way, preventing parallel development.	• Longer lead-time, resulting in longer time-to-market.	 Introduce a CCM system providing private workspaces and diff & merge capabilities. Example: Rational ClearCase and ClearQuest. 	
• Iterative development introduces increased testing burden on regression testing.	• Test costs increase or defects are found late, making them more costly to fix.	Automate testing.Example: Rational Suite TestStudio.	
• Unclear which requirements are current, and when they were changed.	• Investments in development are done toward obsolete requirements, increasing development costs and decreasing customer satisfaction.	 Manage requirements using a requirements management tool. Example: Rational RequisitePro. 	
 Unclear which change requests should be implemented. Changes that should be implemented are not implemented. 	Reduced quality and increased development costs.	Introduce a change and defect tracking system.Example: Rational ClearQuest.	



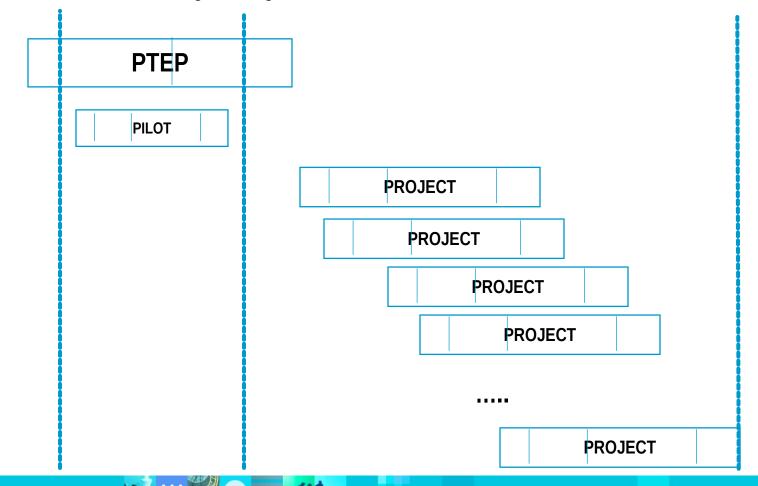




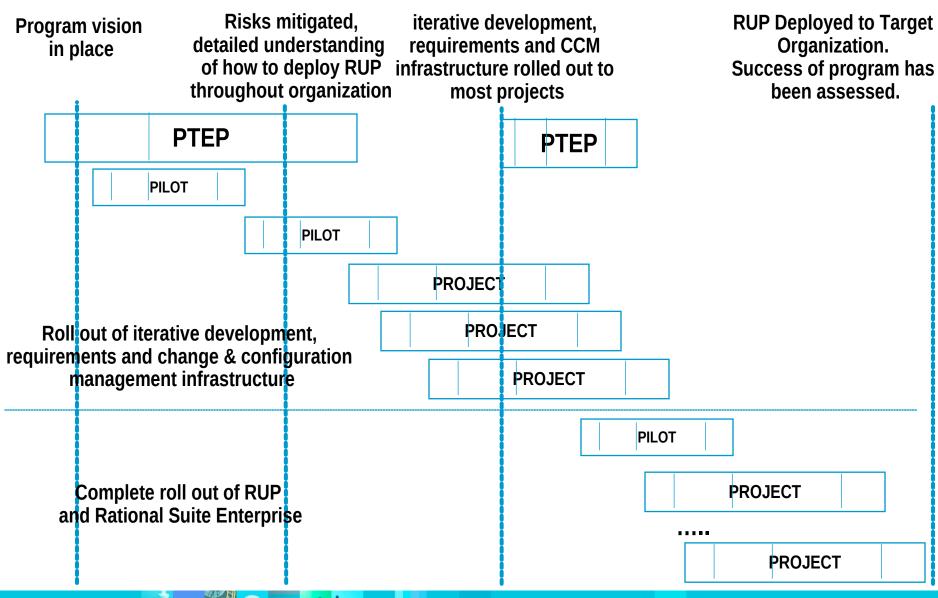
Normal - 10 Project Teams, Minor Customization

Program vision in place

Risks mitigated, detailed understanding of how to deploy RUP throughout organization RUP Deployed to Target Organization.
Success of program has been assessed.

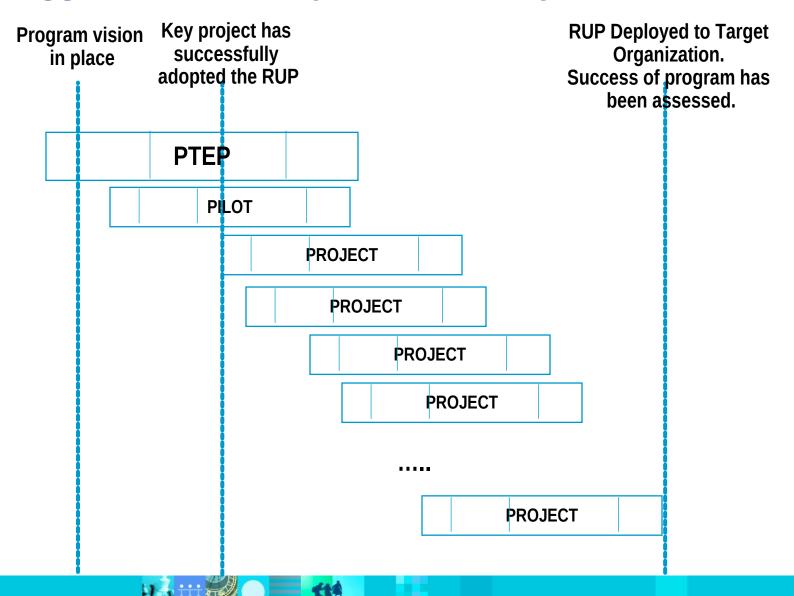


Normal - 10 Project Teams, Major Customization





Aggressive - 10 Project Teams, Major Customization





Summary: Adopting RUP

- Couple process improvements to business results
- Adopt RUP incrementally
- Don't adopt too much of RUP
- Pilot projects are crucial, choose them wisely
- Have realistic expectations of what you can achieve
 - Quality and end customer satisfaction comes early
 - Productivity and precision comes first after a few projects
- Customizing and configuring RUP
 - "Everybody" should use RUP Builder
 - Most organizations should use RUP Organizer
 - Process mature organizations, or organizations with very specific needs should use RUP Modeler







To Learn More

- Books
 - Per Kroll and Philippe Kruchten, *The Rational Unified Process Made Easy—A Practitioner's Guide*, Addison-Wesley (2003)
 - Chapter 11
- Articles in Rational Edge, www.therationaledge.com
 - Philippe Kruchten, From Waterfall to Iterative Development: a Tough Transition, December 2000
 - Pan-Wei Ng, *The True Story About a New RUP Manager*, January 2003
 - Russell Norlund, Prince2 and RUP: Loose Coupling Works Best, April 2003
 - D J DeVilliers, *Introducing the RUP into an Organization*, March 2003







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RUP Projects are ITERATIVE

- Work is undertaken within an iteration.
- The iteration plan defines the artifacts to be delivered, roles and activities.
- An iteration is clearly measurable.
- An iteration is TIME BOXED
- Iterations are RISK DRIVEN







Project progress is made against MILESTONES

- Each phase is defined by a milestone.
- Progress is made by passing the milestones.
- The emphasis of Phases THEY ARE NOT TIMEBOXED.
- Milestones measure success

Major Milestones

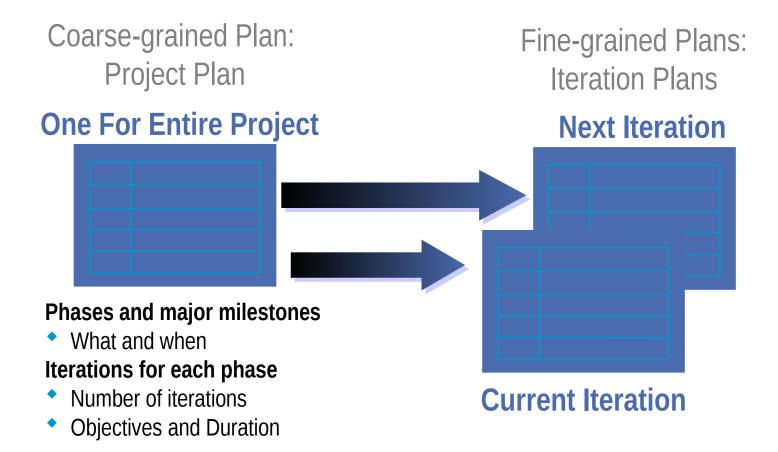
Inception	Elaboration	Construction	Transition







Plan With Evolving Levels of Detail



- Iterative does not mean less work and shorter schedule
- It is about greater predictability







The Project Plan Defines....

- Phase plan with major milestones
- Iterations and their objectives
- Releases, what and for whom
- High-level schedule (with the information above)
- Resources and staffing

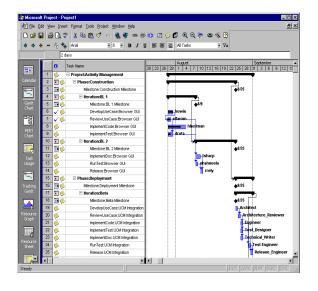








The Iteration Plan Defines....



The deliverables for that iteration.







The to do list for the team members









Phase definition

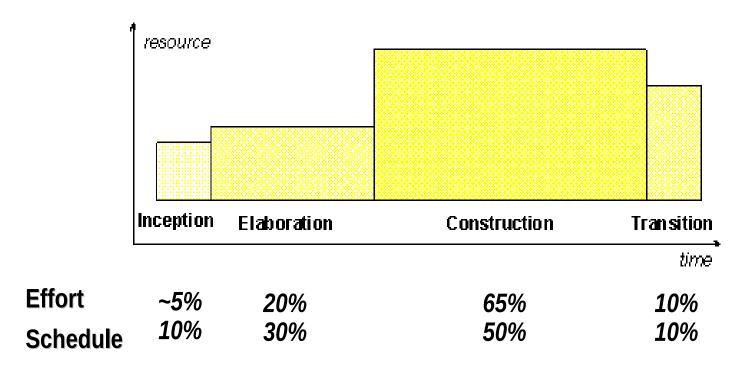
- Phases map to types of risks for an iteration.
 - Inception Risks associated with Scope
 - ▶ Elaboration Risks associated with Architecture
 - Construction Risks associated with Production
 - Transition Risks associated with the Roll out
- Use this knowledge to identify the right milestones





Phases

Use 'average' project for basis



Source: Walker Royce 1995







Phases

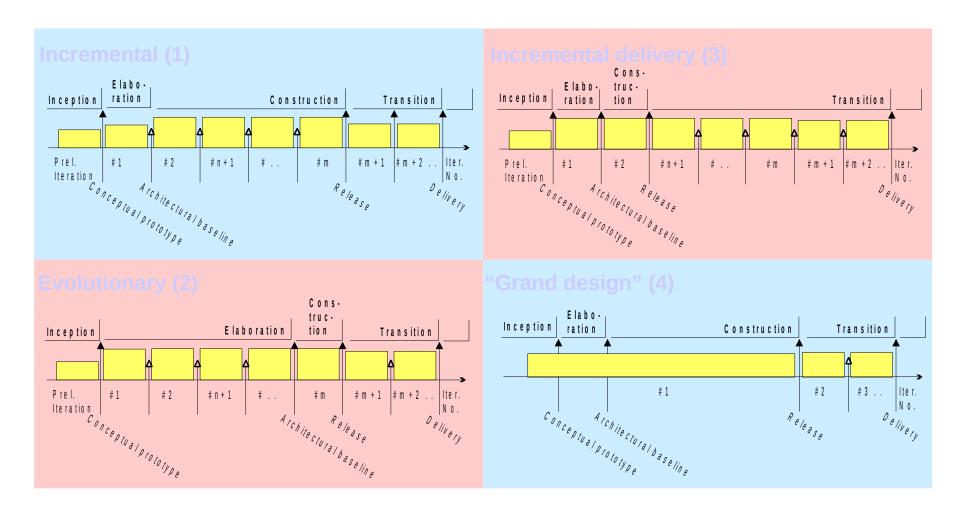
- Review the project domain and determine how your risk profile relates to most projects.
- Adjust relative duration of the phase by mapping risks to each phase. For example
 - Finding scope is a real problem Increase relative length of inception by 5%
 - Architecture is unknown Increase relative length of elaboration by 5%
 - Using pre-defined architecture decrease relative length of elaboration....







Examples of projects.....









Iteration Length

- An iteration should typically be 2-8 weeks long
- Drivers for longer iterations
 - Complex stakeholder relations, regulatory constraints
 - Immature tools (Change management, IDEs, test environments, ...)
 - Many project members, inexperienced project members
 - Complex technology, large code base, brittle architectures
 - Long project duration
- Sample projects
 - ▶ 5 people, 1-2 week
 - 20 people, 3-4 weeks
 - ▶ 80 people, 8 weeks

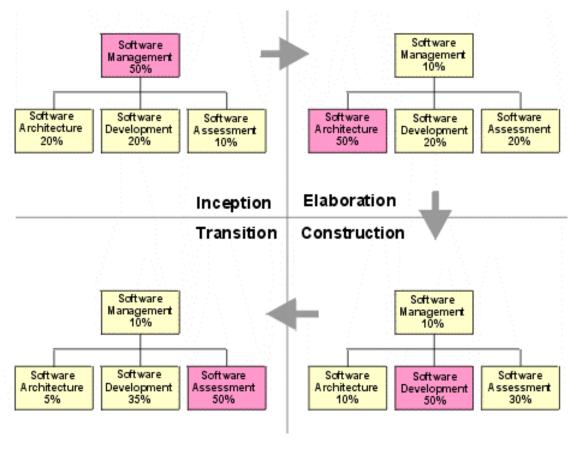






Staffing levels

Staffing profile is dependent on phase.



Software project team evolution over the life-cycle







The iteration plan describes....

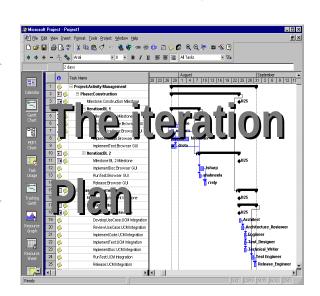
the work to be done

the artifacts to be delivered

the iteration length

the risks to be mitigated

whose doing what



how you measure the iteration

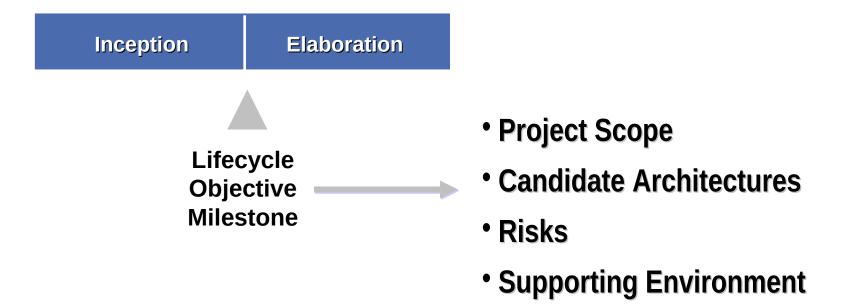






Consider Your Current Phase of Development

 Determine the objective of this iteration by reviewing the milestones for the phase.







Decide on the Deliverables







- * Risk
- * Business Case
- * Architectural synthesis







Iteration Assessment

- At the end of each iteration.
 - Assess how you did compared to iteration plan and success criteria as specified in project plan
 - Success criteria should primarily be defined by measurable deliverables
 - And those should have been defined before the iteration started!
 - Focus on demonstrable progress (executable code, actual deliverables, ...), not what activities have been completed
- Update project plan based on iteration assessment
 - Provides a very objective assessment whether you are on track or not







Summary: Planning Iterative Development

- Iterative development requires more planning
 - Plans evolve as understanding improves
 - Well-defined and objective milestones provides improved picture of true project status
 - Allows for killing bad projects early rather than late
- Two plans in a RUP project
 - Coarse-grain project plan
 - Iteration plan for each iteration
- Iteration plan drives development
 - Describes the things that will be delivered
 - Details the activities to be undertaken.
 - Has a fixed time box
 - Defines assessment criteria the for the end of the iteration
- Project plan defines milestones and assessment criteria
 - Big picture" plan







To Learn More

- Books
 - Per Kroll and Philippe Kruchten, *The Rational Unified Process Made Easy—A Practitioner's Guide*, Addison-Wesley (2003)
 - Chapter 13 and 14
 - Walker Royce, Software project management—A Unified Framework, Addison-Wesley (1998)
 - Philippe Kruchten, The Rational Unified Process—An Introduction, 2nd ed., Addison-Wesley (2000)
- Articles in Rational Edge, www.therationaledge.com
 - Philippe Kruchten, Planning Iterative Development, October 2002.
 - Kurt Bittner, Managing Iterative Development with Use Cases, March 2003
 - Ellen Gottesdiener, Team Retrospectives for Effective RUP Assessments, April 2003

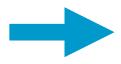






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Iterative Development

- In iterative development, you constantly move between requirements, architecture, design, implementation, and test
- Requires different team dynamics and values
- Puts special requirements on people, process and tools

Iterative development requires a mind shift.







Team Dynamics

OLD THINKING

- Functional teams of either all analysts, all developers, or ...
- OK with low-bandwidth communication
- Communicate primarily through documents (requirements, design, ...)
- Narrow specialists
- "That's not my job"

- Cross-functional teams consisting of analysts, developers, testers, ...
- Must have high-bandwidth communication
- Communicate through evolving models, tools and face-to-face
- Generalists and specialists with bird-eye perspective
- "We are all responsible for the application"







Analyst

OLD THINKING

- Requirements need to be finalized early
- I specify requirements, developers implement them
- The more detailed requirements, the better

- Requirements should evolve so they address customer needs
- I am responsible for requirements, but seek input from users, developers, testers, technical writers, ...
- Requirements should be detailed enough to address stakeholder needs, but not more since it increases cost







Developer

OLD THINKING

- Build high-quality code addressing the requirements
- I take pride in developing my own unique solution
- Testers test my code
- Testers are responsible for the quality

- Build high-quality code addressing user needs
- I take pride in delivering a workable solution (reuse is good)
- I test my own code
- I am responsible for the quality of my code, but testers verify that I did a good job







Tester

OLD THINKING

- Testing is an afterthought
- A quality police
- Test according to well-defined and detailed test specification

- Testing is an integral part of the development effort
- A knowledge resource that assists the team in reaching high-quality code
- Test according to well-defined test criteria







Manager

OLD THINKING

- Hide risks so people do not know how bad things are
- Understand status by asking for status reports
- More documentation is better
- Requirements and test are the high value activities
- Team members probably do a bad job – we need to check everything
- Distrust

- Expose risks so everybody knows what to focus at
- Understand status by observing what works (e.g cross-functional team demos latest capabilities)
- The right amount of documentation is good
- The right balance between requirements, design, code and test provides the value
- The different perspectives of an integrated team motivates us to excel
- Trust







Customer

OLD THINKING

- They build the product
- I specify what I want, later on they deliver

- We build the product
- I specify what I want as well as I can, and then assist in getting it to what I really want







People Guidelines

- Staff the project with people with complementary skills
- Staff the project with different levels of experience and expertise
 - Expert, Journeyman, Apprentice
 - Complementary skills
- Make sure everyone understands the vision (goal) of the project
- Provide a learning environment
 - Everyone on the team should learn something
 - Can be technical or other
 - Make learning a goal and provide the time to learn







People Guidelines

- Build a high-trust environment
 - Trust can be lost but don't force it to be earned from the beginning
 - If you have an issue with somebody, confront them. Do not just complain...
- Allow disagreements
 - Disagreement can be a sign of synergy
 - Have a resolution strategy and make sure the team understands it
 - Have open discussions
- Provide time for interactions among all team members
 - Be creative at meetings
 - Have lunch together







People Guidelines

- Recognize achievement sincerely and often
 - A sincere "thank you" works wonders
- Allow peer recognition
 - When did you last time send an impromptu e-mail acknowledging the performance of a peer?
 - But watch out for the "you scratch my back, I'll scratch yours" syndrome...

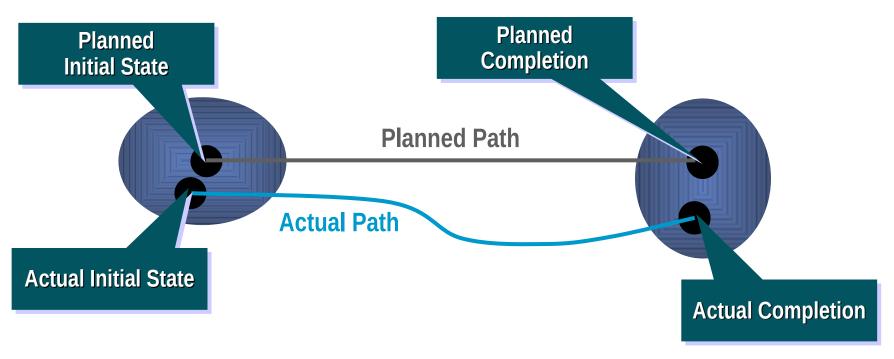






Leadership Principle: Participate, Not Oversee

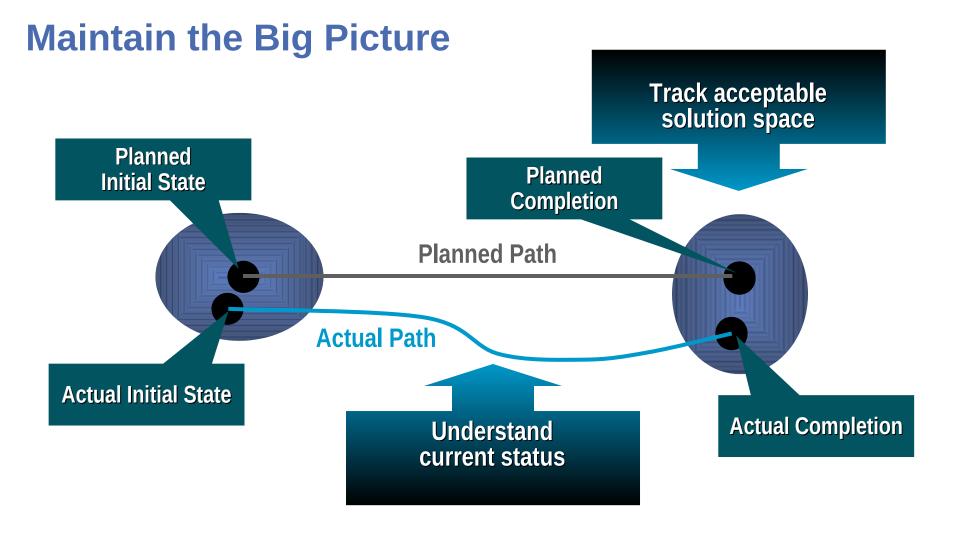
- Maintain the big picture
- Steer, not just track
- Share the risk
- Manage success









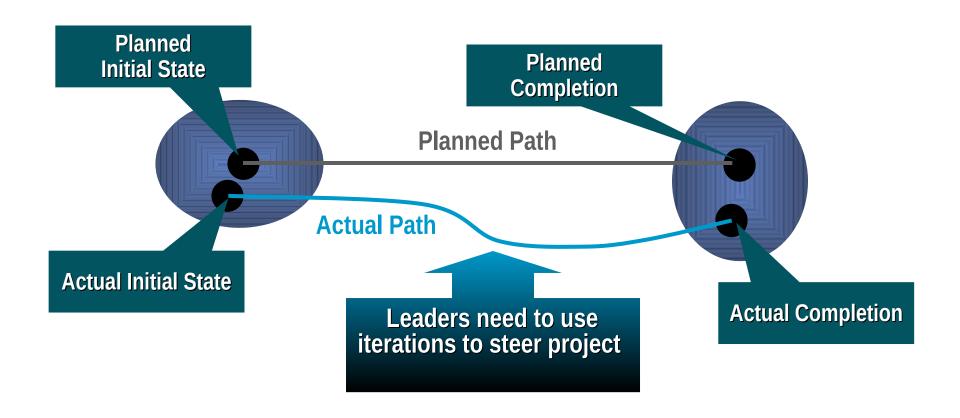








Steer, Not Just Track









Monitoring Progress

- Tracking project:
 - Stability changes in planned requirements, design, sizing
 - Progress actual demonstrable progress against plans
 - Content in the iterations
 - Quality test status, reports of iterations
 - **Schedule stability** iteration content
 - Budget cost, schedule variance based on iteration content
- If not on track,
 - Ask for reasons
 - Adjust the resources
 - Find ways to help







Share and Manage the Risk

- Show appreciation of the uncertainty curve
- Don't ask for commitments that are impossible to make
- Share in estimations and planning
- Use iterations to manage uncertainty

Uncertainty

Time







Manage Success

- In software development, success breeds success
 - Team members motivated by being on successful projects
 - Better motivator than fear or berating
- Managers can
 - Create opportunities for success using iteration plans
 - Show appreciation of the success of early iterations
 - Head off failure by uncovering problems early









Summary: The Soft Side of Managing Iterative Development

- Iterative development requires a mind shift
 - The way people collaborate needs to change
 - Large projects organize around architecture, not functional roles
- As a manager you need to
 - Understand the nature of iterative software development
 - Provide the big picture
 - Steer and participate, not oversee
 - Staff projects with different skill
 - Praise people
 - Create a winning team







To Learn More

- Books
 - Murray Cantor, Software Leadership, Addison Wesley (2001)
 - Dale Carnegie courses / books, www.dale-carnegie.com
 - John Whiteside, *The Phoenix Agenda*, 1993
 - James A. Highsmith III, *Adaptive Software Development*, 2000
 - Gerald Weinberg, Becoming a Technical Leader, 1986
 - Pete McBreen, Software Craftsmanship, 2001
- Articles
 - Iterative Development Requires a Different Mindset, Per Kroll, ?, 2003. < link>

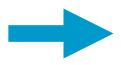






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Questions???













