

The Problem

Agile implementations have flattened hierarchies, removed traditional roles and encouraged individuals to broaden their capabilities across several of the old functional boundaries. In many cases, organizations are “force fitting” the new Agile roles into the existing role-capability (grade-pay) matrix, thus presenting a number of problems for both employees and employers.

The Solution

The Agile Competency Development (ACD) framework is designed to help ensure that employees are qualified for their roles and that they have the necessary tools and information available to them in order to progress. It also helps organizations better understand their gaps in capabilities in order to move forward.

How it Works

The Agile Competency Development (ACD) framework is a role-capability matrix designed for Agile. It is based on broad Agile roles and SFIA-based level descriptions and is supported by online training programs. It allows organizations to develop role-specific competency assessments to:

- Ensure that people are ready for a new role.
- To establish grades and pay rates.

ACD Role-Capability Matrix Example

		Role					
SFIA Level		Product Management	Workflow Facilitation	Development	Design	Test	Development Support
7	Set Strategy, Inspire, Mobilize		CIO				
6	Initiate, Influence				CTO		
5	Ensure, Advise	Servant Leader	Enterprise Facilitator		Enterprise Architect		
4	Enable	Product Owner	Scrum Master	Developer	System Architect	Senior Tester	Agile Coach
3	Apply	Product Analyst	Product/Program Facilitator	Senior Developer	Business Analyst	Test Architect	Technical Writer
2	Assist				DBA	Tester	DevOps Engineer
1	Follow				UIX		DevOps Lead

Implementation

There are a number of ways to implement the ACD framework, allowing for customization to integrate with existing systems and software:

- Individual Self-Assessment
- Organizational Assessment
- Professional Development Planning
- Professional Development Delivery
- Job Description Creator

Benefits

- The ability to build a customized, targeted framework unique to your organization.
- The ability to have sensible, transparent conversations with employees about salaries and necessary areas of improvement.
- The ability to appropriately budget for training based on obvious gaps in employee competencies.
- The option to develop clearly written job descriptions and competency profiles for new recruits.

Contact

DCG Software Value is headquartered in North America, outside of Philadelphia. We maintain an additional U.S.-based office in Colorado. Our Europe-based office is located in the United Kingdom.

More information is available at <http://go.softwarevalue.com/acd>.