



Learning & Development
Specialist Group

Enabling the
information society



SFIA as a tool to support good HR decisions

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A bit about me



30 years in IBM

- Global Leader in Workforce Transformation
- Head of the IT Architect Profession in IBM for 5 years
- Chair of the IET (Was IEE) Professional Development Strategy Board
- Competency Executive for IBM Consulting Business Europe Middle East and Africa



2 years as Alan Hewitt Consulting Ltd

- Media Company looking at Performance Management
- Charity looking at restructuring the organisation
- Medical organisation improving Help Desk

The problem



Has people

An organisation



And work to do

The questions



How much work do I have now?

How long will the work take?

How much work will I have tomorrow?



What capabilities do I need to do the work?

Is the amount of work growing or shrinking?

The questions



How many people
have I got?

How many people
do I need?

What do I need
them to do?

Where do I need them?

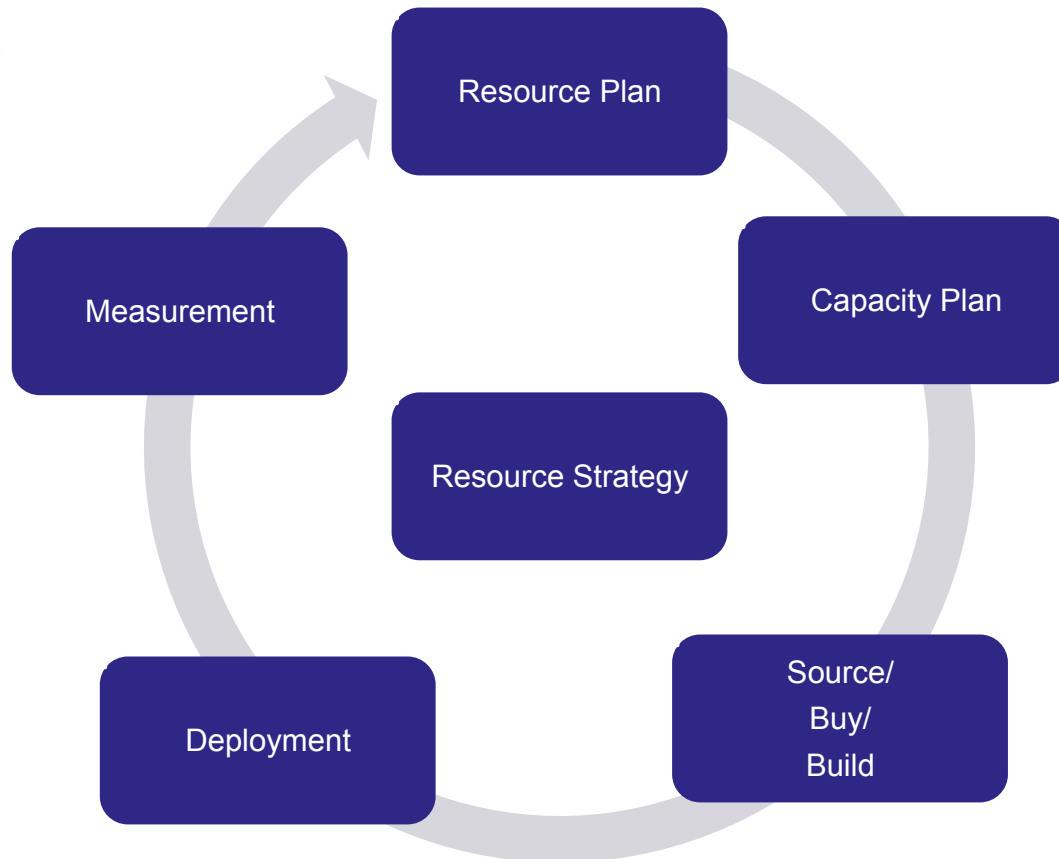


When do I need them?

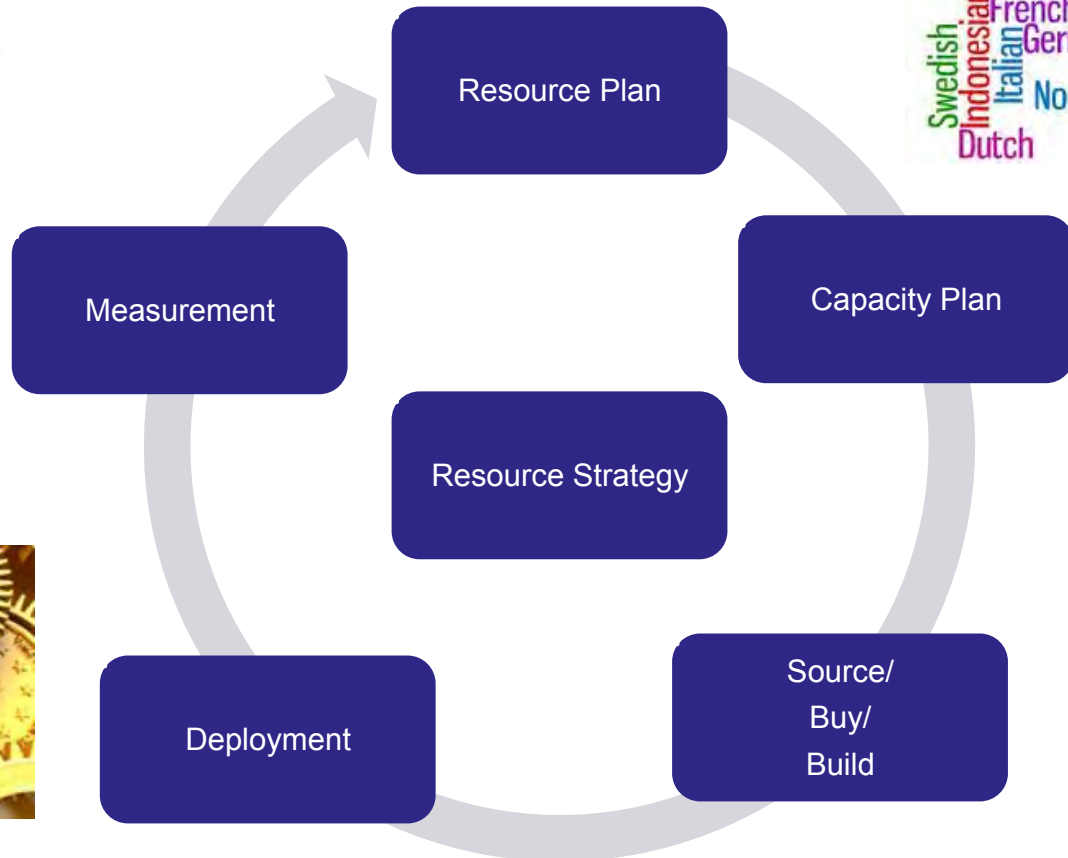
What skills have
they got today?

What skills do they
need to have?

What do we do about people?



What we need is a common language/ currency



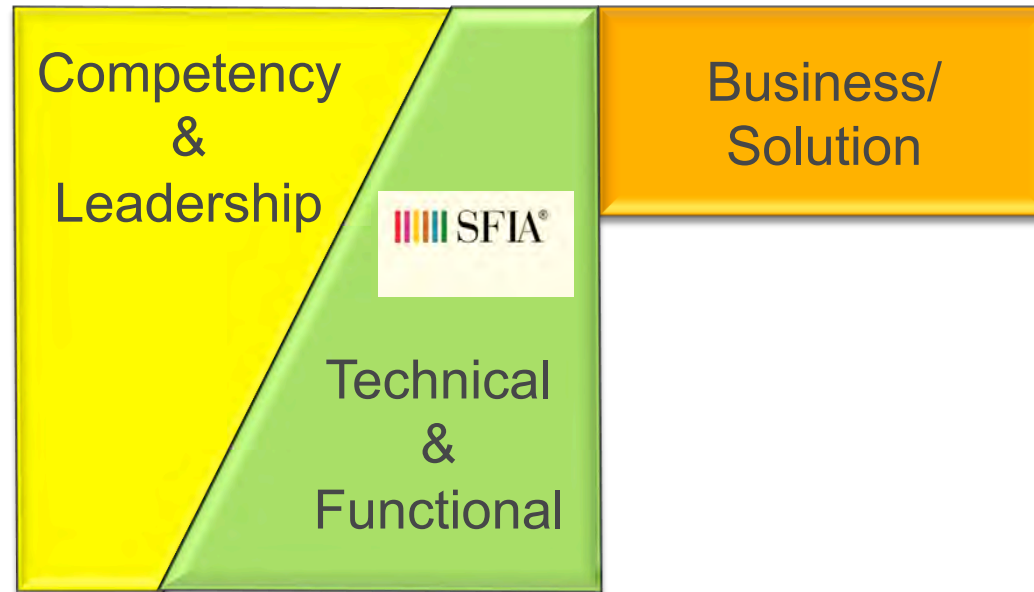
Building a Common Language/Currency



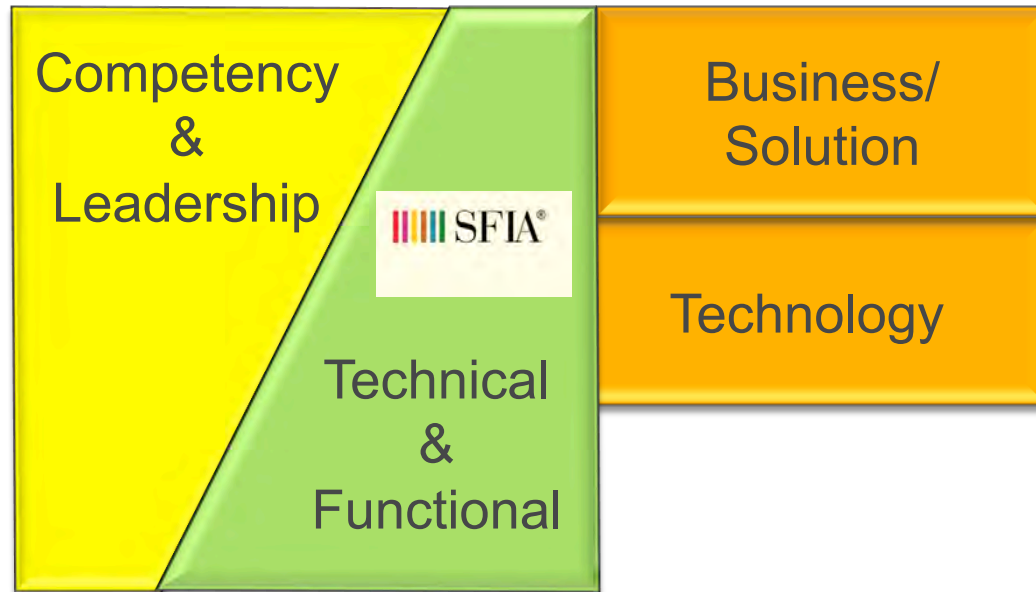
Building a Common Language/Currency



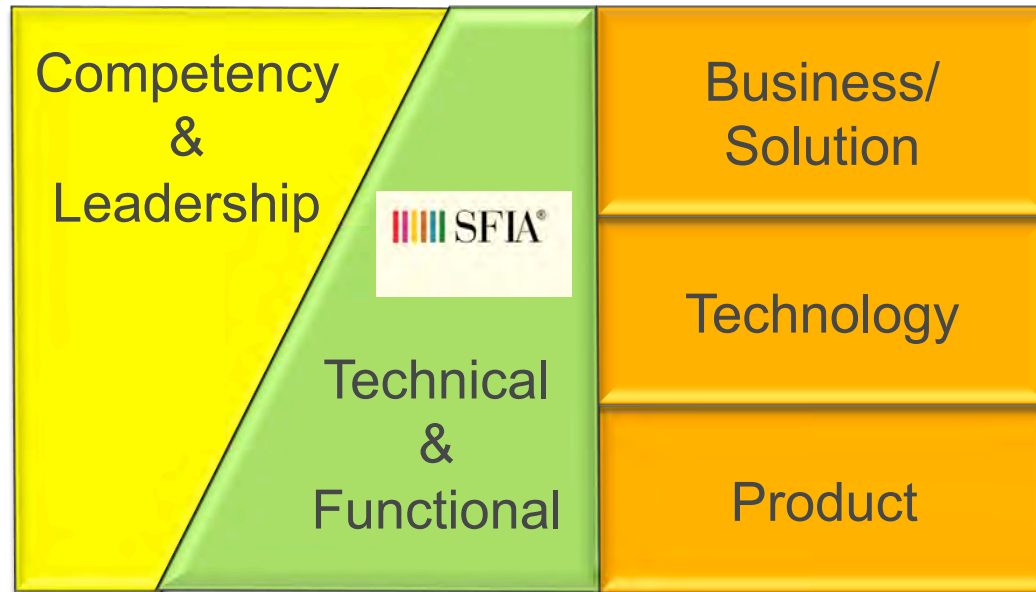
Building a Common Language/Currency



Building a Common Language/Currency



Building a Common Language/Currency



Now we have the structure how do we break this down further?



An example

Profession

Short description

Project & programme management

Programme & Project Management skills are associated with organising and managing resources to ensure a defined outcome or outcomes are achieved within parameters of scope, cost, time and quality.

Governance & quality

Governance and Quality skills cover a range of abilities needed to ensure that control and discipline are exercised, risks are effectively managed and that appropriate standards are set and complied with in the organisation

Business analysis & Consulting

Business Analysis Skills involve generating user requirements to meet a validated business need

Architecture & design

Architecture & Design skills involve the definition and design of structures to bring an IT solution to a business problem, while aligning to the organisation's strategic architecture and design principles

IT development & analysis

IT Development & Analysis skills cover a range of skills and disciplines relevant to planning and executing systems development in a well-documented, configured, error-free and repeatable way

Test & integration

Test and Integration Skills involve the planning, definition and application of test and integration solutions throughout the product/development lifecycle

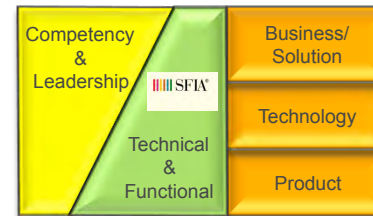
IT service delivery

IT Delivery skills include the provision of application, infrastructure and other technology services to meet the differentiated commercial needs of the organisation

An example



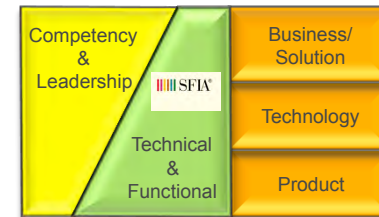
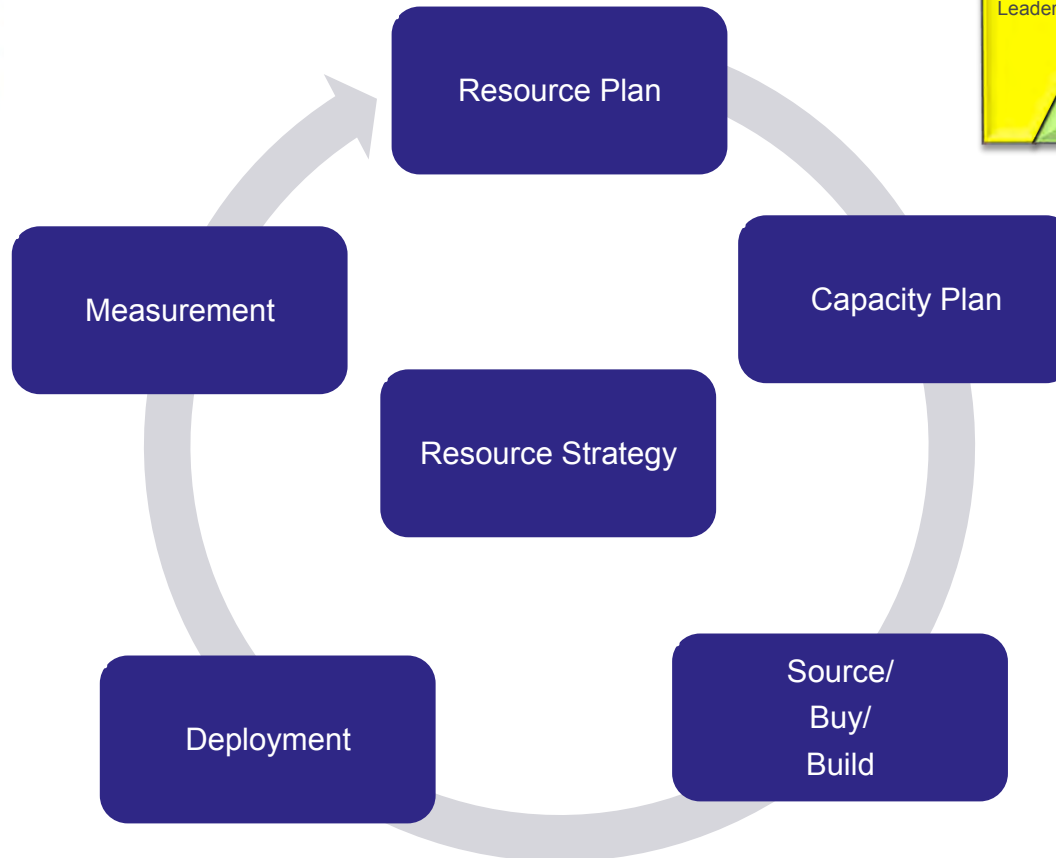
Defining a unit of currency



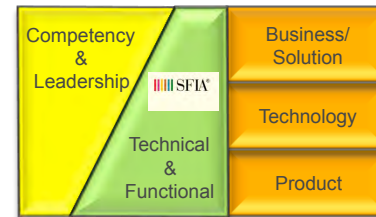
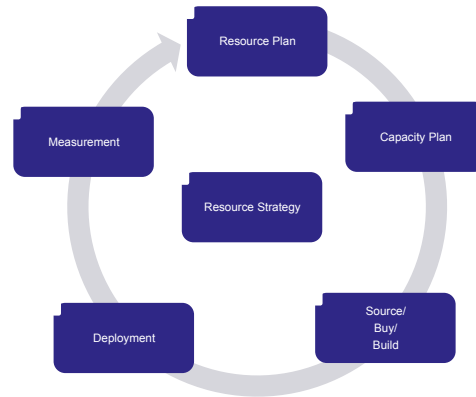
- Senior IT Architect
- Retail
- POS
- NCR

- Junior Application Developer
- Retail Banking
- Object Orientated
- C++

Joining the dots and acting as one business



Joining the dots and acting as one business



- **It's all about the people**
- Have one set of overall people processes that are joined up and complimentary
- Establish and use one **Language/Currency** across those processes that is understood and used by
 - Finance,
 - Operations,
 - IT
 - HR
 - And the staff
- For IT base that Language/Currency on **SFIA**
- I believe that this will enable long term consistency and sustainability of People Recruitment, Development and Deployment decisions

SFIA at the heart of good people decisions



Thank you!

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