How Technical Leads Were Transformed into Effective Project Managers in 9 Months

by: Rita Hadden

Tuesday September 20, 2011

The IT group grew from 30 to over 300 in 3 years. Software development and maintenance projects multiplied tenfold in that timeframe. A major change was necessary to turn technical leads into effective project managers. How did this organization make this happen? This presentation describes how explosive growth provided the impetus for positive change, increased consistency and predictability. It discusses the resistance to change, and the business benefits that resulted from this change.

This presentation addresses WHY this major change took months instead of years and was sustainable.

Rita Hadden has led a dozen IT transformations in the private sector. For over 30 years, Rita has worked with organizations and software professionals at all levels to achieve their business objectives through improved process capability and performance.

Rita has been a software development director and executive, program/project manager, SEI lead assessor, change agent, SEPG leader, and software practitioner. She has provided leadership, coaching, and management for more than 150 complex projects in the private & public sectors. Rita will share her experience with ASQ attendees.
Tuesday September 20, 2011

6:30 PM – Networking and Pizza(*)
7:00 - 8:00 PM – Program
(*) There is no cost to attend at McLean and Silver Spring.

Locations:
The presentation will originate at the McLean facility, with video tele-conferencing (VTC) between:

MITRE-2, room 1N100  
7515 Colshire Drive  
McLean, VA 22102  
_host: Scott Ankrum  
cell: 240-731-7581

FDA, Bld 66, room G512  
10903 New Hampshire Ave  
Silver Spring, MD 20993  
_host: James Simpson  
cell: 301-996-4976

MITRE, room 2503  
260 Industrial Way West  
_Eatontown, NJ 07724  
_host: Richard Eng  
cell: 703-201-9112

MITRE, room 1M306  
202 Burlington Rd (Rt. 62)  
_Bedford, MA 01730  
_host: Tim Rice  
cell: 978-758-2704

If you can host another location via VTC, please contact Scott Ankrum (below)

TO ATTEND THE MeetingPlace Collaboration CONFERENCE:
1. Go to: http://audioconference.mitre.org/  
2. Click on Attend Meeting. If MeetingPlace Collaboration Window does not automatically open, press connect.  
3. Dial your telephone to connect to the audio of the meeting.
   - Dial 703-983-6338 (x36338) from the Washington DC region.
   - Dial 781-271-6338 (x16338) from the Bedford, MA region.

Meeting ID: 509509, when prompted.  
Meeting Password: 05090509, when prompted.

Visit http://audioconference.mitre.org to test your web browser for compatibility with the web conference. Follow this link to the browser test link on the page.

Registration:
Registration Website: http://www.asq509.org/ht/d/DoSurvey/i/26913

You must register by noon on Monday, September 19.  If you cannot attend at any location, select telephone dial-in when you register.  To RSVP for FDA (Silver Spring), please indicate citizenship.  If not a US citizen, please provide your title, employer, and address.  Allow two business days for registration before the meeting.

For registration problems or further information contact Scott Ankrum at: ankrums@mitre.org or 703-983-6127

Software SIG Chairman: T. Scott Ankrum (ASQ & IEEE)
Software SIG Committee: Richard Eng (ASQ); Chris Jones (ASQ & SSQ); Alfred Kromholz (SSQ); Tim Rice; James M. Simpson (ASQ); Tom Starai (IEEE), Tom Neff (IEEE), Lance Kelson (SSQ & IEEE), Aaron Dagen (IEEE)

Sponsored Jointly By: The American Society for Quality (ASQ), Washington DC & Maryland Metro Section (509), Software Special Interest Group (SSIG); IEEE Computer Society, Washington, DC & Northern Virginia Chapters; and Society for Software Quality (SSQ), Washington, DC Area Chapter. Members of the ASQ SSIG include software quality professionals, software engineers, and others interested in applying quality principles to the field of software development. See our web page: http://www.asq509.org/ht/d/sp/i/2499/pid/2499.  We meet every month, usually at the MITRE facility in Tyson’s Corner, Virginia, with VTC to other locations.

Next Month: ‘QPI’ by Girish Seshagiri, on Tuesday, October 25, 2011
Directions to the MITRE-2 Facility in McLean, Virginia:
Take the Beltway, I-495 to Virginia. Take Exit 46B (McLean, Route 123). Take Route 123 North, (also called Dolley Madison Blvd.) and go to the second traffic light at Colshire Drive. Turn right on Colshire Drive and continue through circle on Colshire. **Park in front of or to the right of the buildings, before passing the gate. (The gates are closed at 7:00).** Additional directions can be found at: [http://www.mitre.org/about/locations/va_mclean_mitre2.html](http://www.mitre.org/about/locations/va_mclean_mitre2.html)
Directions to the FDA facility in Silver Spring, MD:

**From the Capital Beltway, I-495**, take New Hampshire Ave, Rt 650 north to Michelson Rd.

**From Columbia Pike, Rt 29**, take New Hampshire Ave, Rt 650 south to Michelson Rd

![Map of FDA facility in Silver Spring, MD]

*White Oak Building 66* (circled), room G512. This is a large conference room just beyond the Security desk on the right side of the grand atrium.

After 6 PM, visitors may use the surface parking closest to the building 66 entrance which are reserved for commuters with car pools. The north east parking garage is also an option.
Directions to the MITRE Facility in Eatontown, New Jersey:

**From the New Jersey Turnpike** If traveling from the SOUTH, get off the Turnpike at Exit 7A (195 toward Shore Points). Take 195 East towards the ocean and shortly after 195 turns into Route 138 (approximately 35 miles) watch for Route 18 North (Eatontown). Take Route 18 North to Exit 13A (Wayside West/Wyckoff Road). At end of ramp, bear left. At first traffic light (Hope Road) make a left turn. Make second left turn onto Industrial Way. The MITRE Corporation is next to the First Atlantic Credit Union on the left hand side of Industrial Way. There is a MITRE sign out front. There are two buildings on the left side of Industrial Way. The first building is MITRE, the second building is TYCO. Take a left turn into the parking lot of the first building, which is MITRE.

If traveling from the NORTH, get off the Turnpike at Exit 11 (Garden State parkway exit). Follow the Garden State Parkway until Exit 105 (Eatontown). Follow the directions from the Garden State Parkway below.

**From the Garden State Parkway:** Follow the Garden State Parkway from the North or from the South to Exit 105 (the exit numbers increase going from south to north). After paying the toll at Exit 105, make first right turn onto Hope Road. Follow Hope Road to Industrial Way (second left turn after crossing Wyckoff/Shafto Road). Make second left turn onto Industrial Way. The MITRE Corporation is next to the First Atlantic Credit Union on the left hand side of Industrial Way. There is a MITRE sign out front. There are two white buildings on the left side of Industrial Way. The first building is MITRE, the second building is TYCO. Take a left turn into the parking lot of the first building, which is MITRE.

When you are facing the front of the MITRE building, the entrance to the ASQ meeting will be from the left parking lot opposite First Atlantic bank. Follow the signs to the conference room.
Directions to the MITRE complex in Bedford, Massachusetts:

From New Hampshire to MITRE Complex:
Take Route 3 South to Exit 26 (Route 62)
Turn Left on Route 62. It is a short distance to the MITRE entrance on left--watch for building directories on MITRE grounds

From Manchester Airport (NH) to MITRE Complex:
Start out going West on Airport Rd. toward parking
Turn slight right onto Brown Ave/NH-3A
Merge onto NH-101 West via the ramp on the left toward Bedford/Nashua
Take the Everett Turnpike South exit toward Merrimack/Nashua
Merge onto Everett Turnpike (toll road)
Everett Turnpike becomes US-3 South
Take exit 26 (Route 62) toward Bedford/Burlington
Turn Left onto (Route 62) Burlington Road
At second set of traffic lights, turn left at MITRE Bedford Campus entrance--watch for building directories on MITRE grounds.

Logan Airport to MITRE Complex:
Exit airport towards Route 1A South/Sumner Tunnel (I-93) Boston.
Proceed through tunnel towards Storrow Drive (I-93 North).
Take I-93 North eleven miles to Exit 37B (Route 128 (I-95) South).
Take Route 128 (I-95) South six miles to Exit 32A.
Take Exit 32A, and proceed on Route 3 North.
Take Route 3 North for two miles to Exit 26 (Route 62).
Bear right on Route 62.
Take Route 62 a short distance to the MITRE Bedford Campus entrance on left--watch for building directories on MITRE grounds.