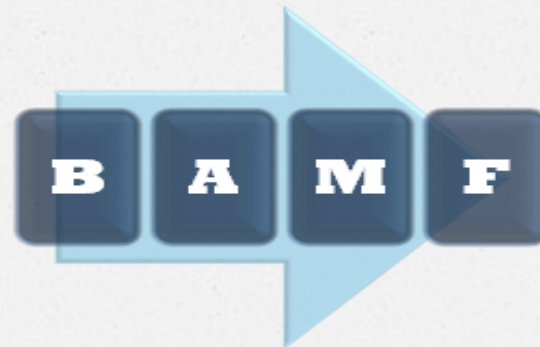


BA Manager Forum

May 4th 2012



Sponsored by

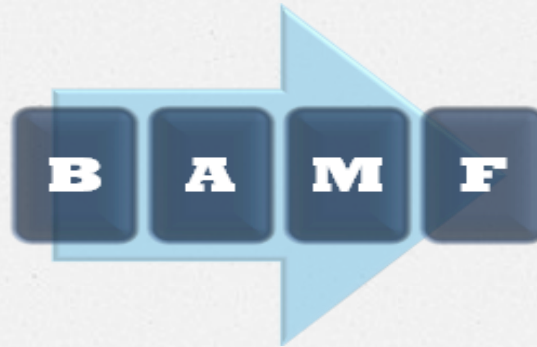


Agenda & Timings

- 9.30** - Welcome from Schroders
- 9.40** - Session 1 Better Recognising the Expert BA
- 10.30** - Q&A
- 10.40** - Coffee
- 11.00** - Session 2 – Improving Business Acumen
- 11.40** - Session 3 – Devising a business analysis capability framework
- 12.20** - Q&A
- 12.30** - Networking Lunch and event survey
- 14.00** - Close

Session 1:

Better Recognising the Expert BA



“What next?” For the Higher Level BA?

Growing requests for higher level recognition (since 2003).



Initiative to establish a scheme to recognise advanced capability
– “Expert BA”



White paper - input and refinement.

Objectives

- To distinguish the most senior BAs from their less experienced peers.
- To increase the status of business analysts and the credibility of senior BAs.
- To provide recognition for the most senior BAs through certification
- To support the career development of senior BAs wishing to continue to specialise in the business analysis discipline
- To promote the recognition of business analysis as a profession and business analysis practitioners as professionals.

Recognising the Expert BA – The Challenges

Providing a
Career Development
Path

Recruitment

Credibility

Recognising
Experience &
Capability

Professional
Recognition



The Expert BA Profile

- *Strong Leadership ability*
- *Stakeholder relationship management to Director level*
- *Commercial Awareness*
- *Technical Awareness*
- *Shaping/Influencing at strategic level*
- *Contributes to the development of the profession*
- *Flexible*
- *Creative problem solver*



Better Recognising the Expert BA

The Individual view and needs

Identity



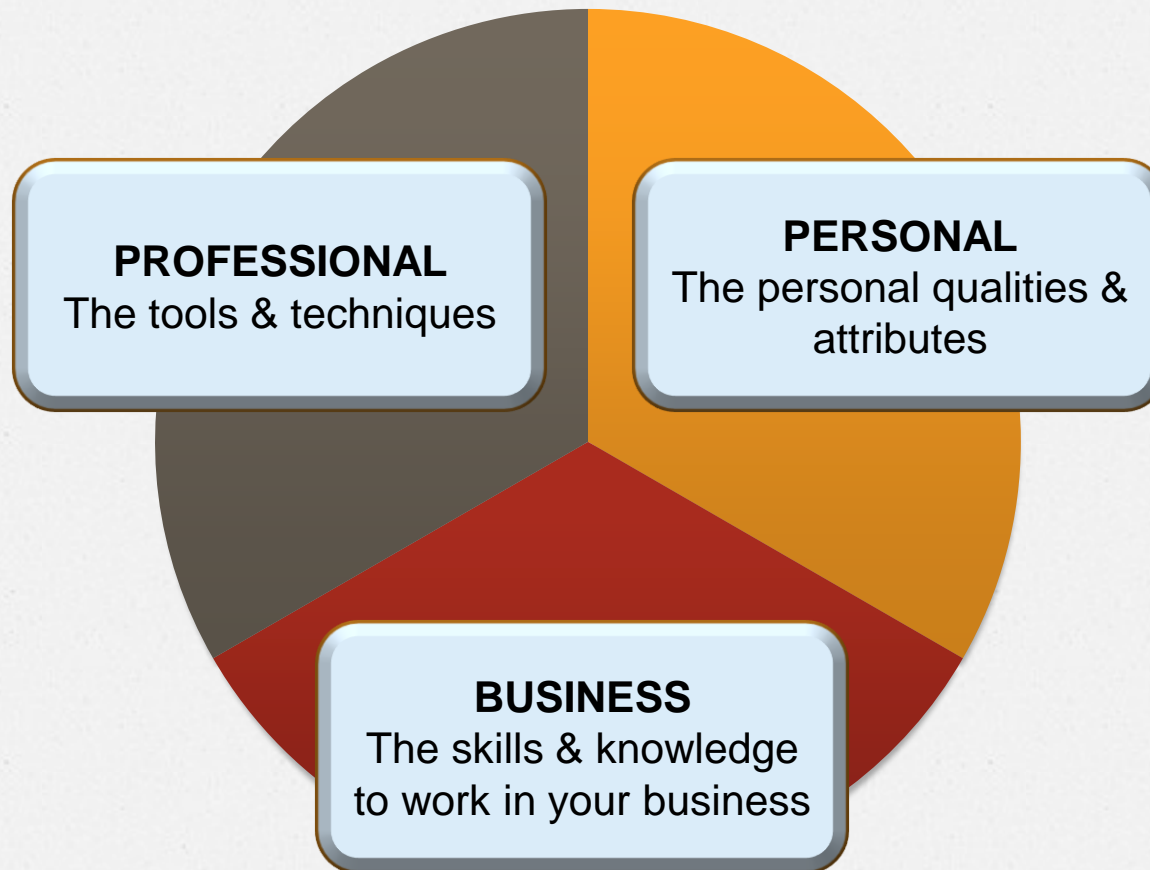
Career



Recognition



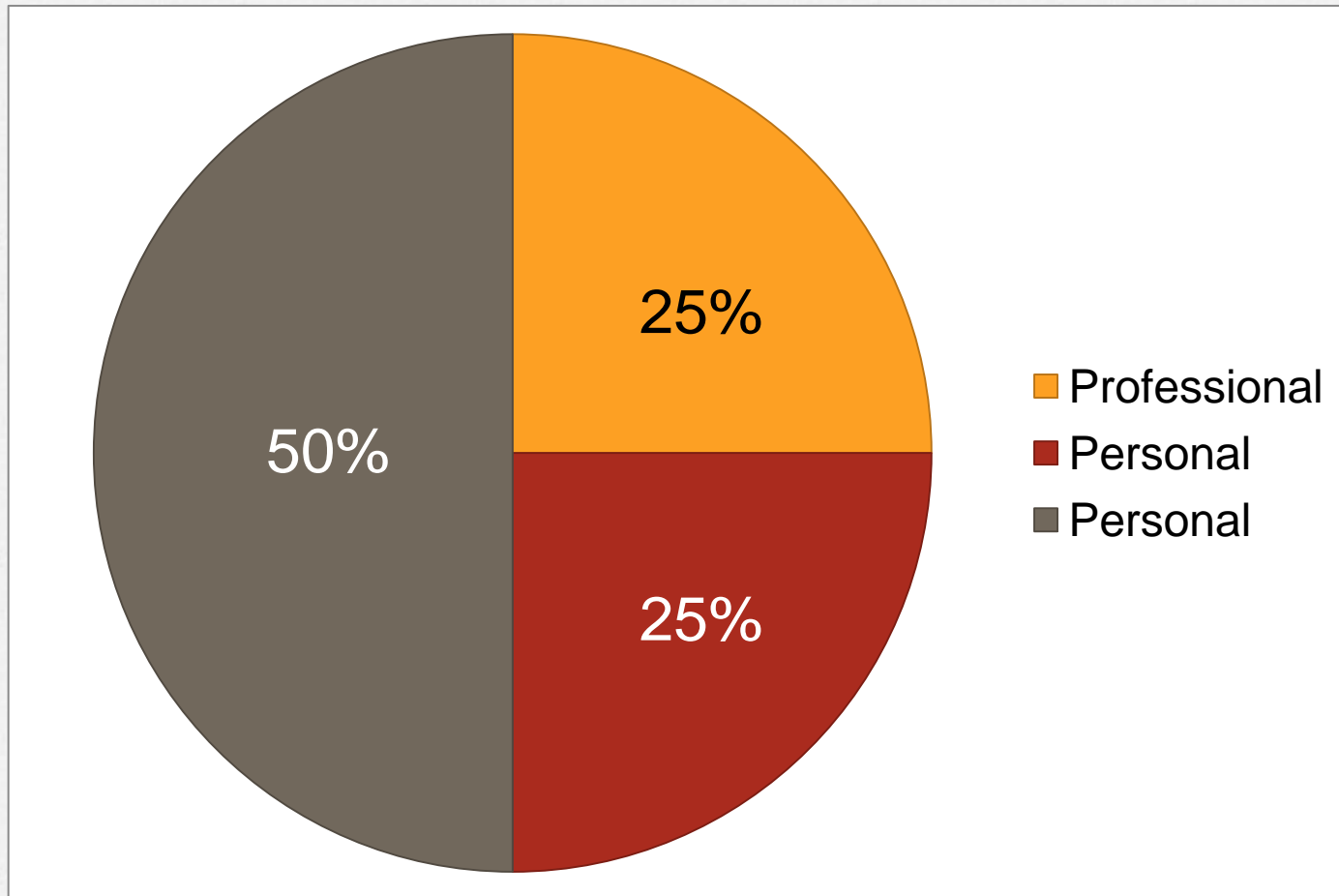
Skills coverage model



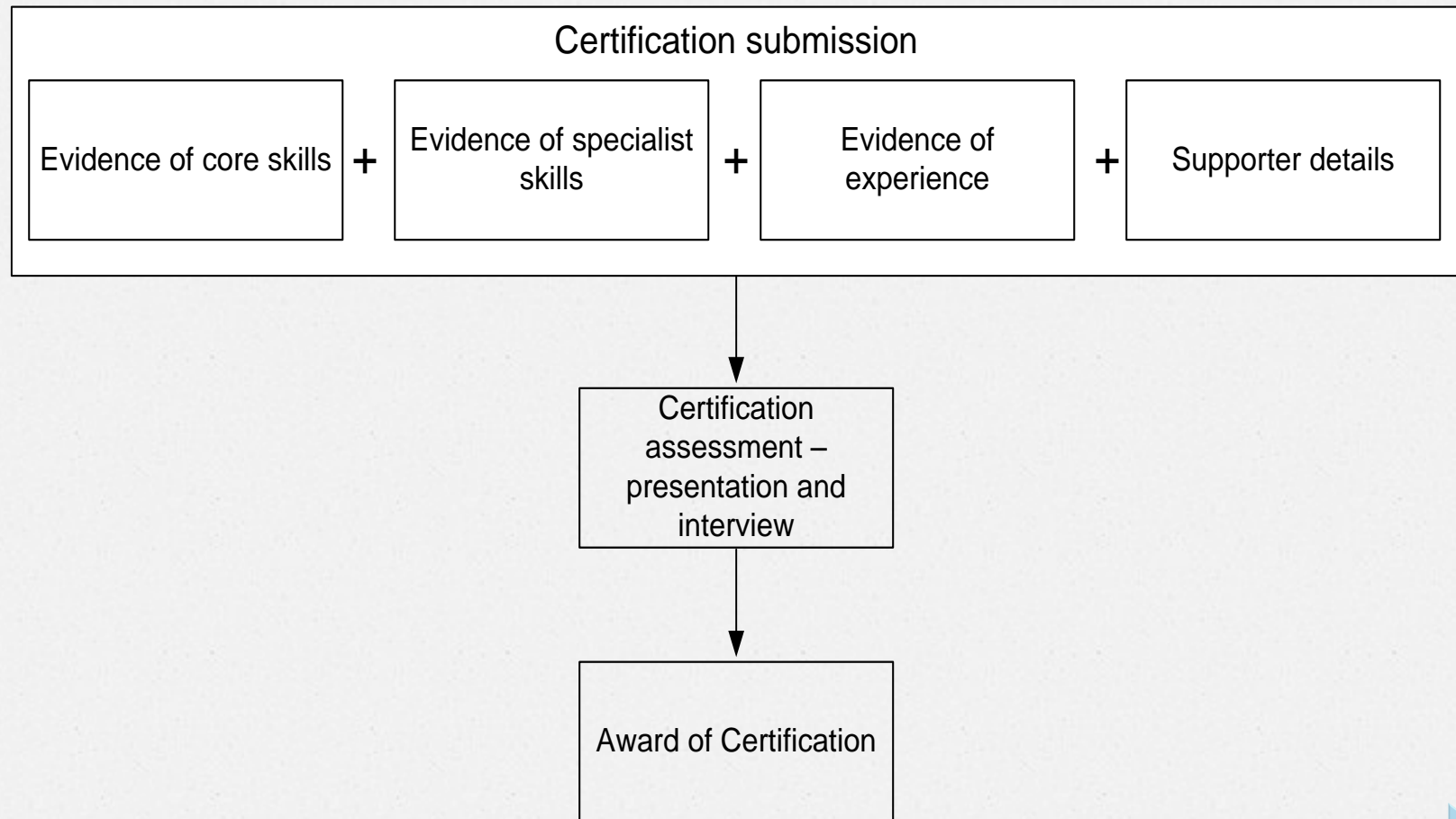
Expert BA – required skills

Personal Skills	Professional Skills	Business Skills
Stakeholder relationship management	Strategic analysis	Business Domain
Negotiation and conflict management	Strategic execution	Market awareness
Leadership and influencing	Portfolio management	Organisational architecture
Mentoring and Coaching	Business Process improvement	Organisational structure and behaviour (including culture)
Presentational skills	Business modelling	Business Finance
Creative problem analysis and resolution	Business System investigation and analysis	Commercial awareness
	Requirements definition and management	
	Business case development	
	Business architecture	
	Benefits management	
	Risk management	

Expert BA – weighting the skills



Expert BA – assessment framework



Business Analysis

- BCS is committed to providing a career path for Business Analysts - currently offer Foundation to Practitioner to Diploma.
- Excited to be working with the **BA Forum** and **Chartered Management Institute** to develop an 'Expert' level to enhance the Business Analyst's career path.
- We've delivered over 50,000 Business Analysis certificates and certified over 5000 BAs to Diploma level - now is a great time to deliver the next level and recognise BAs operating at a strategic level within their organisations.



SFIPlus

The IT skills, training & development standard

Category	Skill	Code	Level	1	2	3	4	5	6	7
Strategy and architecture										
Information strategy	IT governance	IGPN								
	Information management	IMG								
	Information system coordination	ISC								
	Information security	SCT								
	Information assurance	IAS								
Advice and guidance	Information analysis	IAN								
	Information system publishing	ISP								
Business strategy and planning	Consulting	CSG								
	Technical operations	TCH								
	Research	RSC								
	Innovation	INX								
	Business process improvement	BPI								
Technical strategy and planning	Enterprise and business architecture development	ETD								
	Business risk management	BUR								
	Sustainability strategy	SUS								
	Emerging technology monitoring	EMG								
	Continuity management	CON								
Business change	Software development process improvement	SDI								
	Sustainability management for IT	SUM								
	Network planning	NTP								
	Solution architecture	SAC								
	Data management	DAM								
Business change implementation	Methods and tools	MET								
	Portfolio management	POM								
	Programme management	PMG								
	Project management	PRM								
	Portfolio, programme and project support	PPS								
Business change management	Business analysis	BAN								
	Requirements definition and management	RDM								
	Business process testing	BPT								
	Change implementation planning and management	CIP								
	Organisation design and implementation	ODI								
Relationship management	Benefit management	BNM								
	Business modelling	BGM								
	Sustainability assessment	SAS								
	Stakeholder relationship management	SRM								
	Skills management	SKM								
Skills management	Learning and development management	LDM								
	Learning and development assessment	LDA								
	Learning design and development	LDD								
	Learning delivery	LDT								
	Teaching and subject formation	TAC								
Resourcing	RES									

Strategic Management and Consultancy

- Stakeholder relationship management
- Leadership
- Influencing
- Mentoring and Coaching
- Strategic execution



Summary & Next Steps

Why ?

A clearly defined need ✓

What ?

Defined set of skills ✓

Who?

CMI and BCS engagement ✓

How ?

Draft model to refine – completion 2012

What Now?

Pilot Autumn 2012

Launch by 2013

What's In a Name?

“The Expert BA”

