

Software Testers Coaching Program

Topic 01
Lecture

Introduction to STCP

0.05

21.09.2010

STCP

STCP = Software Testers Coaching Program

STCP is developed to provide hi-qualified Junior Software Testers for our company's commercial projects

This lecture provides detailed information about coaching program, scope of program, overall schedule, assessment criteria and deadlines.

Teaching, Training, Coaching...

- **Teaching** is to give instruction, especially as an employment.
- **Training** is to acquire knowledge, skills, and competencies as a result of the teaching.
- **Coaching** is a trainee-centered process, solution focused and result-oriented, facilitating the enhancement of a trainee's capacity to make their own choices and create their own style of work to achieve personal fulfillment.

Benefits of coaching and our program

- Know where you stand
- Know what is expected of you
- Know you are valued and recognized
- Know you are supported
- Know where you are going
- You are given objective feedback on your progress



Key benefits of coaching for individuals (improving):

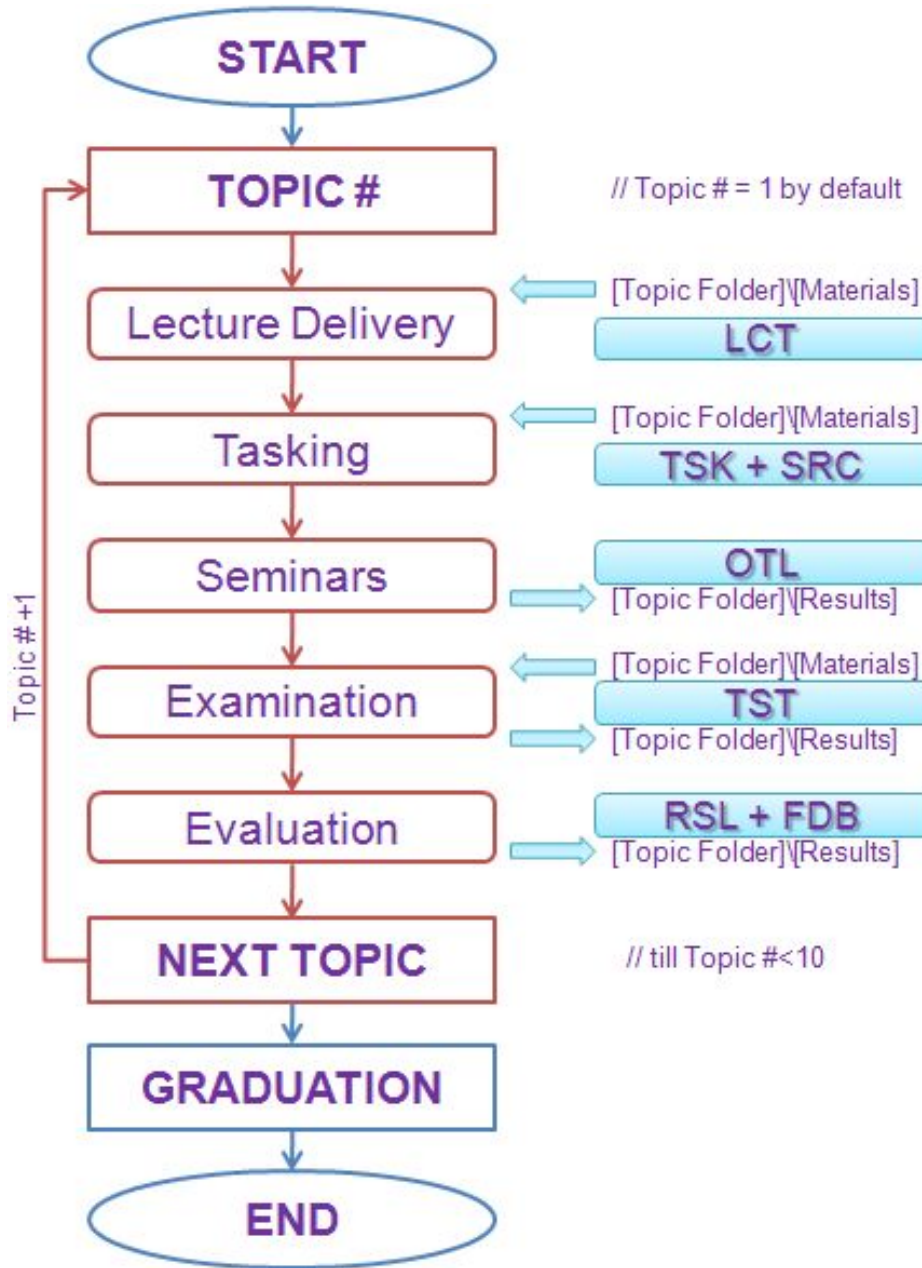


Scope of STCP

- 01 INT Introduction to STCP
- 02 SDC Commercial Software Development Concepts
- 03 STF Software Testing Fundamentals
- 04 ITS Defect Processing and Issue Tracking Systems
- 05 CRA Customer Requirements Analysis
- 06 TMT Test Methods and Techniques
- 07 STM Software Testing Metrics
- 08 TQD Test/QA Documentation
- 09 TPE Test Planning and Estimations
- 10 PPM Project and Process Management



Schedule



At the Training Center trainee signs in the contract and gets personal working place equipped

Mentor or area expert delivers an initial lecture material with high-level overview of main aspects and provide questions-answers session

Trainee gets detailed tasks for topic processing with basic materials of knowledge base for outline document creation

Discussions of trainee's outline documents reviewed by mentor. Only 3 attempts allowed for each topic.

Having the outline document approved by mentor trainee undertakes by the test

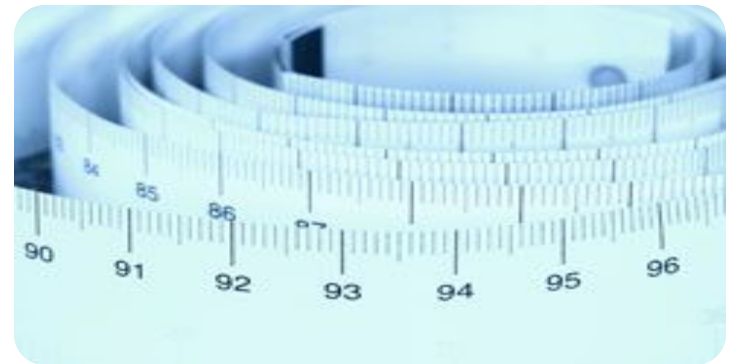
Trainee gets topic assessment and provides fill in feedback form to mentor

Next topic starts in the same flow

Having all topics approved by mentor trainee undertakes by the final test and gets overall coaching program assessment

Assessment levels

- **Excellent** – high level of the scope of topic outlining, additional knowledge shown in area
- **Good** – core level of topic's scope is learned and well outlined
- **Satisfactory** – basic level of topic's scope is learned, difficulties with outlining accepted
- **Not Satisfactory** – weak understanding of the material delivered



Check list

Bands provided by mentor by the end of each stage completed:

Excellent	Good	Satisfactory	Not Satisfactory
5	4	3	2

Table below represents the trainee's progress during

Coachee	Init	01_INT						02_SDC					
		OTL1	OTL2	OTL3	TST1	TST2	Total	OTL1	OTL2	OTL3	TST1	TST2	Total
Coachee1	CE	3	4	5	3	3	3.6	3	4	5	3	3	3.6
Coachee2	CE	2	3	4	5	2	3.2	2	3	4	5	2	3.2
Coachee3	CE	4	4	4	4	4	4.0	4	4	4	4	4	4.0
Coachee4	CE	2	5	2	2	5	3.2	2	5	2	2	5	3.2
Coachee5	CE	5	5	5	5	5	5.0	5	5	5	5	5	5.0
Coachee6	CE	2	2	3	4	5	3.2	2	2	3	4	5	3.2
Coachee7	CE	5	4	3	2	2	3.2	5	4	3	2	2	3.2
Coachee8	CE	2	2	2	2	2	2.0	2	2	2	2	2	2.0
Coachee9	CE	3	3	3	3	3	3.0	3	3	3	3	3	3.0
Coachee10	CE	5	4	4	4	4	4.2	5	4	4	4	4	4.2
Coachee11	CE	4	3	5	4	2	3.6	4	3	5	4	2	3.6
Coachee12	CE	2	2	5	2	5	3.2	2	2	5	2	5	3.2
Average		3.3	3.4	3.8	3.3	3.5	3.5	3.3	3.4	3.8	3.3	3.5	3.5

High-level assessment

- Definitions completeness in accordance with international standards
- Document creation process completeness
- Business writing
- Time management
- Task management



Questions

