

New Business Analyst Capability Assessment

Are you ready for a different kind of competency assessment now available online to the BA community?

You have the opportunity to participate in a multi-dimensional BA Capability Assessment that, until now, has only been offered to organizations.

See where you compare against BAs at your level in other organizations who are working on similar project assignments, and receive a customized professional development plan to guide your BA performance improvement and career development efforts.

The assessment aligns with the competencies defined by IIBA and the ground-breaking BA Competency Model developed by renowned BA Expert and Award-Winning Author, Kathleen Hass, and Assessment Expert, Lori Lindbergh, Ph.D., which has been featured in Kathleen’s whitepaper, “Planting the Seeds to Grow a Mature Business Analysis Practice.”

This is NOT your typical multiple-choice, knowledge assessment or competency self-evaluation using a 5-point rating scale. The BA Competency Model provides an interpretive frame of reference for the assessment and the proprietary algorithm used to analyze your responses exhibits strong reliability and validity when participants respond candidly to each question. The following chart compares the new BA Capability Assessment to traditional competency assessments.



Assessment Regular Price \$175.00. The introductory price is valid through 8/30/10.

Assessment Comparison Chart

What You Receive:	BA Capability Assessment	Multiple-Choice BA Competency Assessment
Competency Rating for BA Knowledge Areas and Supporting Competencies	X	X
Summary Competency Snapshot	X	X
Canned List of Recommendations		X
Integrated Competency Report	X	
Comprehensive Professional Development Plan	X	
Comparison Against a Validated BA Competency Model	X	
Comparison Against a BA Benchmark Group	X	
Evaluation of Your Competency Level Against Your Current Work Assignments/Workload	X	
Analysis of BA Performance Outcomes and Project Outcomes	X	
Free Consultation to Help You Understand Your Results	X	

Sample Results Integrated Competency Report

Name: Sally B. Analyst

1.0 BUSINESS ANALYSIS (BA) KNOWLEDGE AREAS

BA knowledge areas group a related set of task and techniques business analysts must understand and apply in order to work effectively within any analysis process or overall solutions development methodology.

Your project workload information indicates you work at this BA Level: **Senior Business Analyst**

Your assessment results will be compared to this BA Level and to the Group of BAs at this Level.

1.1 BA PLANNING AND MONITORING

Business Analysis Planning and Monitoring involves activities and techniques to identify stakeholders, develop estimates, define deliverables, and establish business analysis procedures to produce expected project outcomes.

Business Analysts at all levels need to develop effective BA Planning and Monitoring skills.

Rating	Business Analyst	Senior BA	Enterprise BA	B/T Analyst
Your Rating	100%			
Senior BA Model Level	56%			
Senior BA Benchmark Group	57%			

Professional Development Plan

Name: Sally B. Analyst

Professional Development Plan

SECTION 2: IMPROVING BA SKILLS APPLICATION

These recommendations are designed to help you fill the gaps in skills application that you rated as below the model for your BA level.

BA KNOWLEDGE AREAS

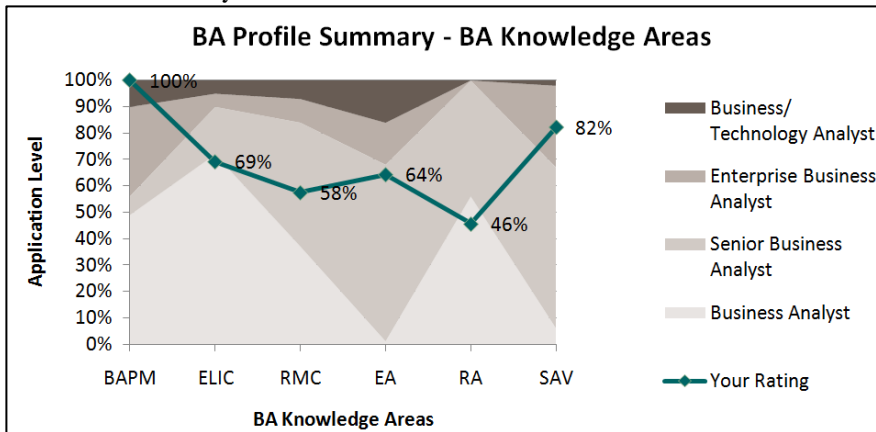
Skill Areas	Recommendations
<ul style="list-style-type: none"> Elicitation Requirements Management and Communication Enterprise Analysis Requirements Analysis 	<p>Courses:</p> <ul style="list-style-type: none"> Enlist in a formal course for the knowledge areas listed focusing on the task areas that were below the model for your BA Level. <p>Self Study:</p> <ul style="list-style-type: none"> Download the latest version of the IIBA® BA Body of Knowledge (BABOK®) and study these sections See below for suggested readings <p>Conferences:</p> <ul style="list-style-type: none"> Attend conferences on Business Analysis, (e.g., BA World, World Congress of Business Analysis), focusing on presentations and workshops for the knowledge areas listed <p>Local IIBA Chapter:</p> <ul style="list-style-type: none"> Attend your local IIBA chapter meetings to network and learn best practices for these competencies Suggest your local IIBA chapter conduct professional development events on these knowledge areas <p>Mentoring:</p> <ul style="list-style-type: none"> Seek a mentor in your group who performs well in the BA competency areas

BA TECHNIQUES

A Senior BA should apply various techniques to produce quality BA deliverables and achieve project outcomes. Consider applying these techniques on your projects to improve your skill application in the areas included in the previous table as being below the model for a Senior BA and to enhance your deliverables for those areas meeting or exceeding the model.

BA Skill Areas	Recommended Techniques
BA Planning and Monitoring	<ul style="list-style-type: none"> Delphi Expert Judgment Process Modeling Requirements Attribute Assignment Requirements for Vendor Selection Requirements Traceability/Coverage Matrix Requirements Decomposition Requirements Workshops Responsibility Matrix (RACI) Risk Analysis Root Cause Analysis Scenarios and Use Cases Scope Modeling Solution Modeling Structured Walkthroughs Survey/Questionnaire Value Analysis Variance Analysis
Elicitation	<ul style="list-style-type: none"> Delphi Expert Judgment Focus Groups Force Field Analysis MoSCoW Analysis Prototyping Requirements Workshops Survey/Questionnaire

BA Profile Summary



All reports are customized to your specific work situation and provide you with relevant, prioritized recommendations to help you focus your professional development efforts.

Your customized reports arrive via email in PDF format. You may request a 15-minute telephone consultation or email consultation if you have any questions about your results and professional development recommendations.

Visit this Website to Participate

<http://www.loriusllc.com/assessments/bacapability.html>

The BA Capability Assessment Offered by:

Kathleen Hass, Principal at Kathleen Hass & Associates, the leading expert in:

- Managing Complex Projects
- Using Strategic Enterprise Analysis to Execute Strategy
- Assessing PM and BA Practice Maturity
- Evaluating Individual and PM and BA Workforce Competencies
- Developing Business Cases and Managing Project Portfolios
- Establishing PMOs and BA Centers of Excellence

Lori Lindbergh, Ph.D., Principal Researcher at LORIUS, the leading expert in:

- Applying Research Best Practices to Measure Individual and PM and BA Workforce Competencies
- Validating BA and PM Practice Maturity Assessments
- Conducting Outcomes-Based Research
- Benchmarking Companies Against Industry Data
- Conducting Organizational Research for Effective Decision-Making
- Translating Complex Data into Actionable Results



If you are interested in conducting an onsite BA Workforce Assessment of your BA group, contact Kathleen Hass at 303.663.8655.