Abstract

The module Human Resource Management addresses the HRM aspects of systems architects, such as the profile of an architect, selection, education, appraisal and motivation.
Function Profiles; The Sheep with Seven Legs

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Abstract

The profile of a system architect is quantified for a large list of system architect related characteristics. For comparison the function profiles of related functions are given as well. This profile is based on personal observations and experience.
Test Engineer

Function Profiles; The Sheep with Seven Legs

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September 9, 2018
FPtestEngineer
## The numbers behind the bars

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<th>communication</th>
<th>teamwork</th>
<th>documentation</th>
<th>multitasking</th>
<th>flexible, open</th>
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<th>generalist</th>
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<th>pragmatic</th>
<th>constructive critical</th>
<th>fast absorption of knowledge</th>
<th>creativity</th>
<th>manual skills</th>
<th>process insight</th>
<th>political insight</th>
<th>improvement</th>
<th>completeness</th>
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<th>decision making</th>
<th>customer value</th>
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<th>coaching</th>
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How to appraise or assess an architect?

by Gerrit Muller  University of South-Eastern Norway-NISE

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Abstract

The appraisal of system architect is handicapped by the vague and abstract responsibilities of the system architect. The success criterions for architecting are discussed. An approach to ”measure” or assess the architect is described.
Problem statement

- difficult to define yardstick
- difficult to measure
- difficult to compare
- difficult to certify
- difficult to translate in (financial) consequences

abstract (vague) responsibilities
lot of overlap of responsibilities

How to assess an architect?
Tangible deliverables based upon many invisible activities

Deliverables
- paperworks only

Responsibilities
- abstract and qualitative

Activities
- many very detailed
- necessary but invisible

thinking, talking, discussing, scheduling, presenting, measuring, writing, reviewing, visiting customers
analyzing, listening, brainstorming, supporting, teaching, testing, reading, visiting trade-shows
simulating, communicating, troubleshooting, selling, integrating, browsing, consolidating, visiting suppliers

How to appraise or assess an architect?

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Yardsticks for architect assessment

**formalized expectations**

*function* appraisal system,
  f.i. from Hay Management Consultants

**impact**

scope of control
freedom of thinking

**job description**

deliverables
timing

**career development plan**

skills
know how

**actual architect performance**

*architecture* fitness

sales turnover
business success
market continuity

**internal stakeholder satisfaction**

contribution
deliverables	 timing
skills
know how

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How to appraise or assess an architect?

How to appraise or assess an architect?

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360 degree assessment

How to appraise or assess an architect?

architect

product manager

project leader

group leader

colleague architect

operational manager

manufacturing, logistics, service

engineer
Ranking as trigger for discussions

1 ask for ranking
2 ask for justification (why ...?)
3 clarify criterions
4 iterate ranking and justification

very high

D. Blackhat (product architect)

Jim Green (family architect)

Yo Nerd (SW engineer)

Ju Nior (product architect)

John Brown (product architect)

Joe Go (project leader)

Se Nior (chief designer)

The Boss (business manager)

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