



# 2019

Annual **INCOSE**  
international workshop

**Torrance, CA, USA**

January 26 - 29, 2019

# Competency

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[www.incose.org/iw2019](http://www.incose.org/iw2019)

# Competency



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## CHAIR

Cliff Whitcomb (cawhitco@nps.edu)

## MEMBERS

95

## CO-CHAIR

Mimi Heisey (mimi.heisey@lmco.com)

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# Charter Summary



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## WG PURPOSE/MISSION

The Competency Working Group was established to improve the practice of Systems Engineering through the development and adoption of competency definitions and associated assessments that address competency management resources that practitioners need.

## WG GOAL(S)

- Develop a globally accepted role based competency framework that is tailorable to the needs of our customer organizations:
- Ensure that the competency framework is consistent with the INCOSE Certification Process and the SE Handbook as well as industry and government standards.
- Address SE Competencies as it relates to Soft Skills (Professional Competencies).
- Maintain and update the Competency Framework as additional competency areas are evaluated for inclusion in the framework.
- Develop an Assessment Guide that provides the competency framework user with a way to evaluate knowledge, skills and abilities of candidate SEs to perform a specific role.
- Collaborate with the Professional Development Initiative to ensure products support training needs analysis.
- Discuss, collaborate, and share in person and online with Working Group members that represent a wide diversity of interests and needs.
- Create products, present panels and or papers, develop and review international standards.
- Share information across Working Groups.
- Evaluate current products against new advancements in SE scope and methodologies such as Model Based SE to ensure that they maintain relevancy.

## WG SCOPE

Our scope is focused on the development and continual improvement of the SE Role Based Competency Framework and

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Assessment Guide through collaboration with users, academia, industry and Working Groups as it relates to changes in SE processes and methods employed throughout a product or system lifecycle.

- Maintain a broad membership to enhance knowledge base.
- Evaluate competency alignment with other organizations/functions such as Program Management.
- Ensure consistency of product with INCOSE SE Handbook and Certification.
- Produce papers for publication.
- Provide training related to framework content and assessment capabilities.
- Collaborate with the INCOSE Professional Development Initiative with training needs assessments.

# IW Outcomes



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## IW Outcomes

Succession Planning: Cliff Whitcomb is the new chair for the Competency Working Group  
Competency Framework Assessment Guide Development:

- Determined format
- Established rules for the assessment guide development
- Trained participants in generating the expected content for the assessment guide
- Established writing assignments and team leads for generating the first draft of the assessment guide (version 0.5) to be available for review by July, 2019
- Ian Presland is the PoC for the Assessment Guide Development
- Developed milestones for the Assessment Guide to be submitted with the Product Plan

Collected comments from the published Framework and adjudicated and status comments for future updates to the Framework.  
Lori Zipes is the PoC for Configuration Management of the Product

# Planned Work past IW



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## PLANNED ACTIVITIES

Collaboration with the Professional Development Portal team to ensure the Assessment Guide meets the needs of the Portal

## PLANNED WORK PRODUCTS

Develop and submit a Product Plan for the Assessment Guide

Generate a first draft of the Assessment Guide by July 2019 for review by members of INCOSE