

High Maturity Experience and Training Requirements for Appraisal Teams and Mini-Teams

The complexity and rigor of a High Maturity (HM) Appraisal requires a knowledgeable and adept appraisal team. Accordingly, the CMMI Method Definition Document (MDD) outlines the necessary training and experience requirements for team members who participate in HM appraisals. Since the inception of the newest version of the CMMI model, these requirements have led to various misunderstandings and misapplications in the Lead Appraiser (LA) community. This Quality Tip addresses those common areas of confusion, including mini-team and full team experience requirements as well as required training courses for HM Appraisal Team Members (ATMs).

Required Training

The MDD stipulates that for an HM appraisal, "All team members must have High Maturity-related training as specified by CMMI Institute." Per the [Appraisal Team Member Eligibility Policy \(PA001\)](#), to participate in an HM appraisal as an ATM, one must successfully complete the High Maturity Concepts (HMC) course in addition to the training required for ATMs on non-HM appraisals. Other courses such as Achieving High Maturity cannot be used in lieu of the HMC completion requirement. As a supplement to the requisite training by CMMI Institute, per *Table 19: Required ATM Training Topics* of the MDD, LAs must also include training on the interpretation of HM practices in the context of the Organizational Unit (OU) during ATM team training if HM practices are in scope. The ATM training slides must be furnished to CMMI Institute upon request for review.

High Maturity Experience Requirements for Mini-Teams and Full Teams Reviewing Maturity Level 4 or 5 Practices

While training is an integral factor in assuring the successful performance of a High Maturity ATM, it does not supersede the need for practical experience with statistical and HM concept applications. Per MDD *Table 16: Benchmark, Sustainment, and Evaluation Appraisal ATM Experience Requirements*, ATMs participating in HM mini-teams (mini-teams that examine maturity level 4 or 5 practices) must have at least one year of direct experience applying statistical analysis and HM concepts and techniques for CMMI process and performance improvements.

While the MDD specifically denotes this requirement is for mini-teams, if mini-teams are not used then the full team must meet the experience requirements as they will be acting as one unified team whose responsibilities include practice group level 4 or 5 practice evaluation. Accordingly, each member of the entire team must meet the one-year HM experience requirement regardless of the Appraisal Team Leader's (ATL) participation and review of the HM practices. ATL experience may not supplant or satisfy the HM experience requirement of the full team or mini-team (if used).

Questions regarding this Quality Tip can be sent to quality@cmmiinstitute.com.