



Robbyn Wilkinson – Paracon
Braam van Niekerk – Quanto Strategies

**RIGHT people in the RIGHT roles performing
the RIGHT processes**

AGENDA

- **Roles**
- **Profiles**
- **Competence**
- **Capability**
- **What difference does it make?**
- **Questions**

ROLES



BUSINESS ANALYST

BUILD THE RIGHT SYSTEM

Elicit & scope req'ms

Translate needs into spec.

Design & model solutions

TEST ANALYST

BUILD THE SYSTEM RIGHT

Review & Extract Req'ms

Design test cases

Defects Management

PROFILES

PIECES OF A PUZZLE



PROFILES



Insight into Capability & Competence



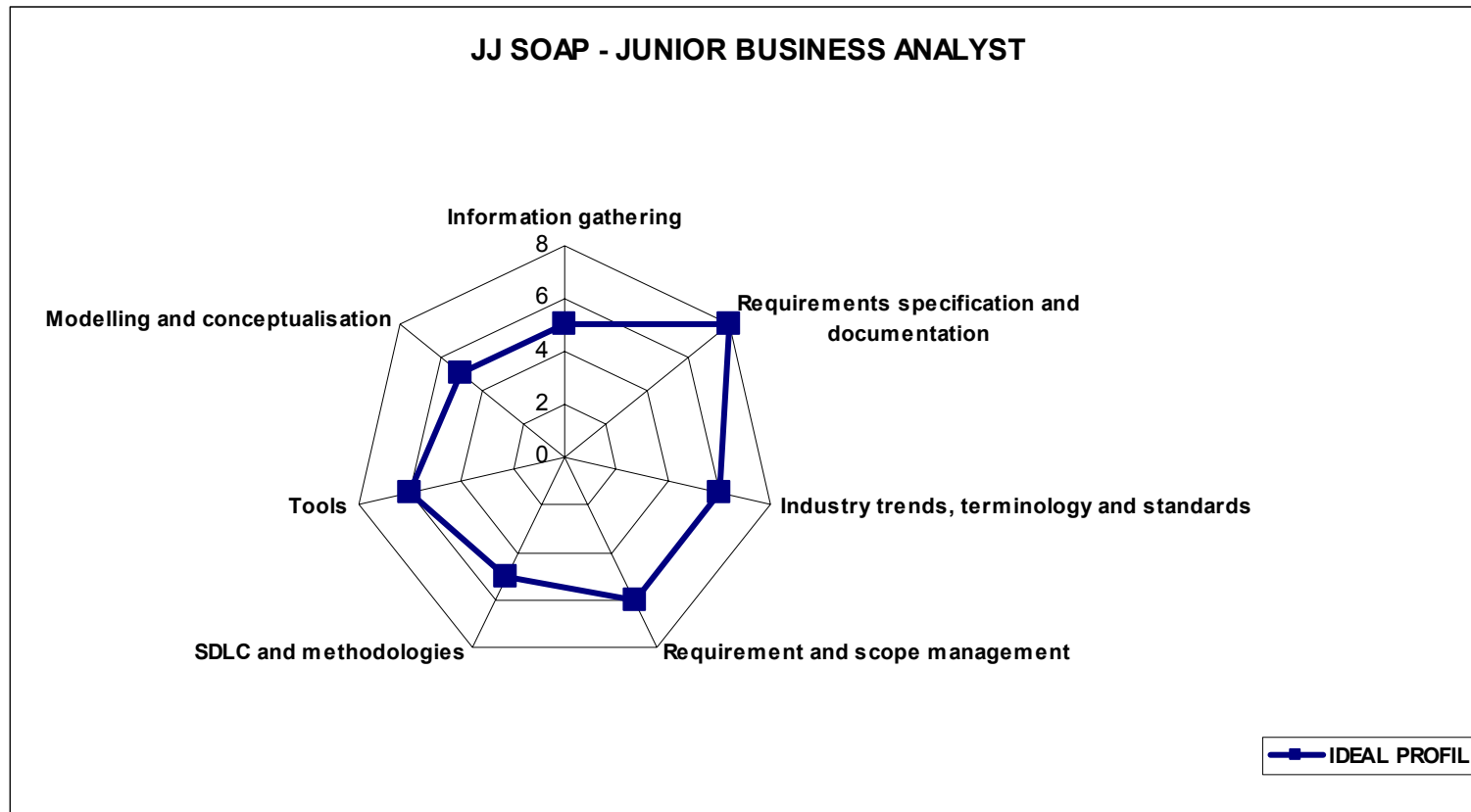
- **CAPABILITY**

- Capability refers to those aspects of a person that are inherently part of him/her and which cannot be changed easily.
- Eg. – attention to detail ability

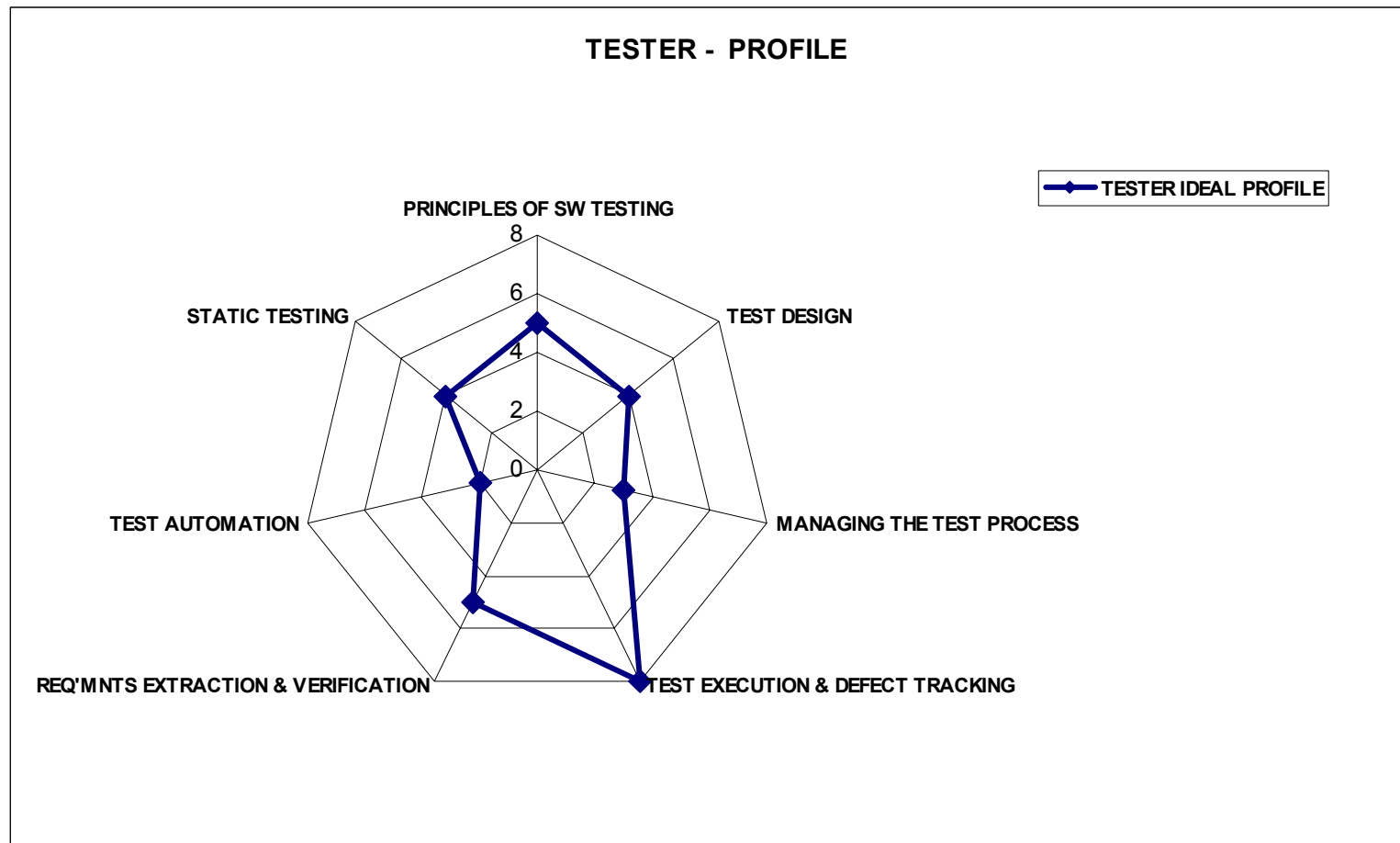
- **COMPETENCY**

- Competence refers to aspects of the position that can be taught
- Eg. - a programming language

COMPETENCE - BA



COMPETENCE - TA



CAPABILITY - ATTRIBUTES



PROBLEM SOLVING



BUSINESS ANALYST

CONCEPTUAL



VS

TEST ANALYST

PRAGMATIC



CAPABILITY - ATTRIBUTES



INFORMATION PROCESSING



BUSINESS ANALYST

PERCEPTIVE



VS

TEST ANALYST

FACTS



CAPABILITY - ATTRIBUTES



INTERPERSONAL



BUSINESS ANALYST

**INFLUENTIAL
RELATIONSHIPS**



VS

TEST ANALYST

**ONE-ON-ONE
RELATIONSHIPS**



CAPABILITY - ATTRIBUTES



OUTLOOK



BUSINESS ANALYST

BIG PICTURE



VS

TEST ANALYST

STRUCTURE

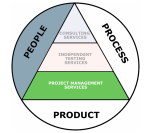


What difference does it make?



- **BA & TA roles are separate & distinct**
- **Different interactions with stakeholders**
- **Different interests (RIGHT system or system RIGHT)**
- **Job performed better :**
 - focus
 - division of labour
 - specialisation relevant to processes
- **Don't confuse role with individual – (different hats)**

GREATER PRODUCTIVITY & BETTER JOB DONE



QUESTIONS