

<b>Resources Management: "People" Resources</b>	
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<p>Purpose: Managing "People" resources is crucial to the success of every major program through each of its phases and at its completion. To ensure that all the "People" resources required to make the program successful is defined and monitored throughout the program, the following items must be created and tracked by both the program management team and the program stakeholders.</p> <p>Best Practices include having a separate, independent Resources Management team that reports to a C-level leader and not part of the major program management leaders and team. By so doing, there is focus, objectivity and rigor on the difficult task of effectively and efficiently managing the planning, allocation, calibration and movement/transfers, and de-allocation of people resources as required in a major program as it progresses from phase to phase.</p>	
Information to Manage "People" Resources	<b>There is evidence that the information required exists and is being utilized (Y - Yes/N - No)</b>
The four items below must be completed for each category of persons involved in a major program. This includes:	
a. The Leaders and Members of the Program Team	
b. The Internal Stakeholders (By Functional Area or Department) Involved (Directly or Indirectly)	
c. Third Party(ies) Teams	
d. End-Customers/External Clients or Their Representatives	

Information Required on "People Resources"	
1. Major Program Team Organization Chart (with names, functional title)	
2. List (Spreadsheet) of Program Team Members (with Names, role, Skills (User, Implementer, Developer, Tester, etc.), # of years of experience, # years experience in major programs, and # of years in the industry domain)	
3. List (Spreadsheet) of Program Team Members (with Training Requirements for each in the BaNCS Platform, major programs implementation, industry domain)	
4. Training Plans to Address Gaps in Knowledge, Skills and Competencies for each Person	
Note: All the of the items above must be kept current and reviewed/assessed at the beginning of a major program, and at the end of each phase of the program and before a new phase is started.	
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