

October 2006

To whom it may concern

Re: Dr Vincent Considine

Dr Vincent Considine of Vee Solutions was approached by QinetiQ at a time when the Command and Information Systems Division was part way through its execution phase of introducing a cultural change in Project Management. This change included the introduction of CMMI as a metric for measuring progress towards the end goal of achieving a "World Class" capability in project management. The responsible manager had become aware that the project could be in danger of losing momentum and wanted an informed, independent view of someone who had both management seniority and experience at implementing and driving the cultural changes required.

The brief was to support the Business Group Manager who had been assigned responsibility for delivering the CMMI project, particularly in providing an independent appraisal of the project and in transferring experience from other CMMI implementations.

Dr Considine, worked very closely with the business group managers and helped to articulate and refine the key mission statement for the CMMI project within the context of the overall business change programme. He worked very collaboratively with the C&IS CMMI project team members and challenged and shaped their thinking enabling them to identify key influencers within the project.

Vincent brought a pragmatic blend of business management experience of other major projects and expertise in high technology engineering environments. He made a visible contribution to facilitating a two-day process definition workshop for the process owners and coaches that was instrumental in finalising the process definitions. Overall his contribution has had a significant impact particularly during the formulation and early stages of the programme.



Martin Pocock
Project Group Manager, C&IS Division