



## **SUMMARY OF SERVICES**

Pascal provides the following process-based services:

- Facilitation and assistance with strategic and organisational planning,
- SCAMPI<sup>SM</sup> Lead Appraiser, CMMI<sup>®</sup> Instructor, and process improvement consultant,
- People CMM<sup>®</sup> based workforce capability training and consulting,
- +Safe based safety process appraisals, training and process improvement,
- PSM based measurement training, workshop facilitation and implementation, and
- Workshop facilitation.



## **EXPERIENCE**

Pascal brings extensive, internationally recognised experience and achievements in consulting for process improvement. These include:

- Conducting CMMI<sup>®</sup> based appraisals and improvement programs for a diverse client base, which includes Government, Defence and commercial organisations;
- Being among the key members of the team that were responsible for developing and using the +Safe safety process extension to the CMMI<sup>®</sup>;
- Implementing Practical Software and Systems Measurement (PSM) based measurement services, including training, workshop facilitation, and implementation guidance;
- Consultation to numerous national and international industry and government organisations in the field of model-based process improvement;
- Managing and implementing best practice initiatives, including CMMI<sup>®</sup>, measurement, estimation, safety, risk management, acquisition management, software engineering, and systems engineering;
- Developing CMMI<sup>®</sup>, measurement, acquisition management, contracting, software engineering, and systems engineering process assets; and
- Delivering training, executive overviews, workshops, and presentations on best practice techniques and applications at courses, in university masters degrees, and at leading conferences.

Pascal is a SEI authorised SCAMPI<sup>SM</sup> Lead Appraiser and has been actively working with the CMMI<sup>®</sup> since its inception in early 2000. As a SCAMPI<sup>SM</sup> Lead Appraiser, he regularly consults to organisations in improvement, including consulting in systems and software engineering, acquisition management, human capital management and performance management.

Pascal is a SEI authorised Introduction to CMMI<sup>®</sup> Instructor. He is also an authorised PSM Measurement Instructor, a PSM Measurement Course Train-the-Trainer, and a PSM Measurement Course observer for candidate instructors. He has extensive experience in providing training, and regularly conducts information and executive sessions. He is regularly invited to present at university Masters courses. Pascal has extensive experience in a wide range of instructional techniques including lecture theatre, class room, group discussions, and one-on-one mentoring and training.

Pascal played a crucial and prominent role in the piloting of the CMMI<sup>®</sup> and SCAMPI<sup>SM</sup> on behalf of the Australian Department of Defence, the US Office of the Under Secretary of Defense (Acquisition Technology and Logistics), and the SEI. These pilots were conducted as early as 2000 and were a significant contributing factor to the World-wide adoption of the CMMI<sup>®</sup> and SCAMPI<sup>SM</sup>. Pascal was instrumental in rolling out the CMMI<sup>®</sup> in Australia and establishing policy and guidance on the use of the CMMI<sup>®</sup> for the Australian Government.

His contribution to process improvement resulted in Pascal being presented with a Recognition Award by the Australian Department of Defence for contributing to the Department's software acquisition reform initiatives in 2002. In that year, he was also instrumental in the Australian Department of Defence being awarded PSM Transition Organisation of the year. More recently, Pascal's effort in best practice measurement resulted in S-3 being awarded the Outstanding PSM Transition Organisation for 2007.

His competencies in the CMMI<sup>®</sup>, People CMM<sup>®</sup>, SCAMPI<sup>SM</sup> and PSM has resulted in Pascal being regarded and respected as a market leader in process improvement consulting, appraisals and training.

### **QUALIFICATIONS**

Pascal has a Systems Engineering degree (with Honours) and a Bachelor of Commerce degree. He undertook his studies at the Australian National University in Canberra, Australia.

### **CONTACT DETAILS**

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