McDermott Will & Emery

The Changing Role of the Trainer

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The Changing Recognition of the Role of the Trainer

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We Have Always Done Lots Of *Things*

Then it was. . .

- Train the new people in that other office

- Put together some handouts for after class

- Record what you teach so we can watch it later

- Figure out how we pilot, roll out and train the new version of. . .

Now it's called being a. . .

- Distance Learning Expert

- Documentation Specialist

- E-learning Developer

- Project Manager

So What?

- Recognizing parts of our role as individual *things*

  - Adds to our reputation as professionals

  - Creates us a common framework for discussion

    - Among our firms

    - Across industries

  - Lets us compare apples to apples

    - Resumes

    - Job postings

    - Salary surveys

The Latest *Thing**

Then it was. . .

- We need a new [whatever] program, so go:

  - figure out why what we have isn't working

  - find out what we need

  - go see what's out there

  - let us know what our best choice is

Now it's called being a. . .

- Business Analyst

* Or maybe just the latest of which I'm aware

What Is Business Analysis?

- The step before something becomes a Project

- Eliciting requirements from stakeholders and recommending a solution to the organization

- Can apply to work processes or to computer systems

- Something we've always done informally

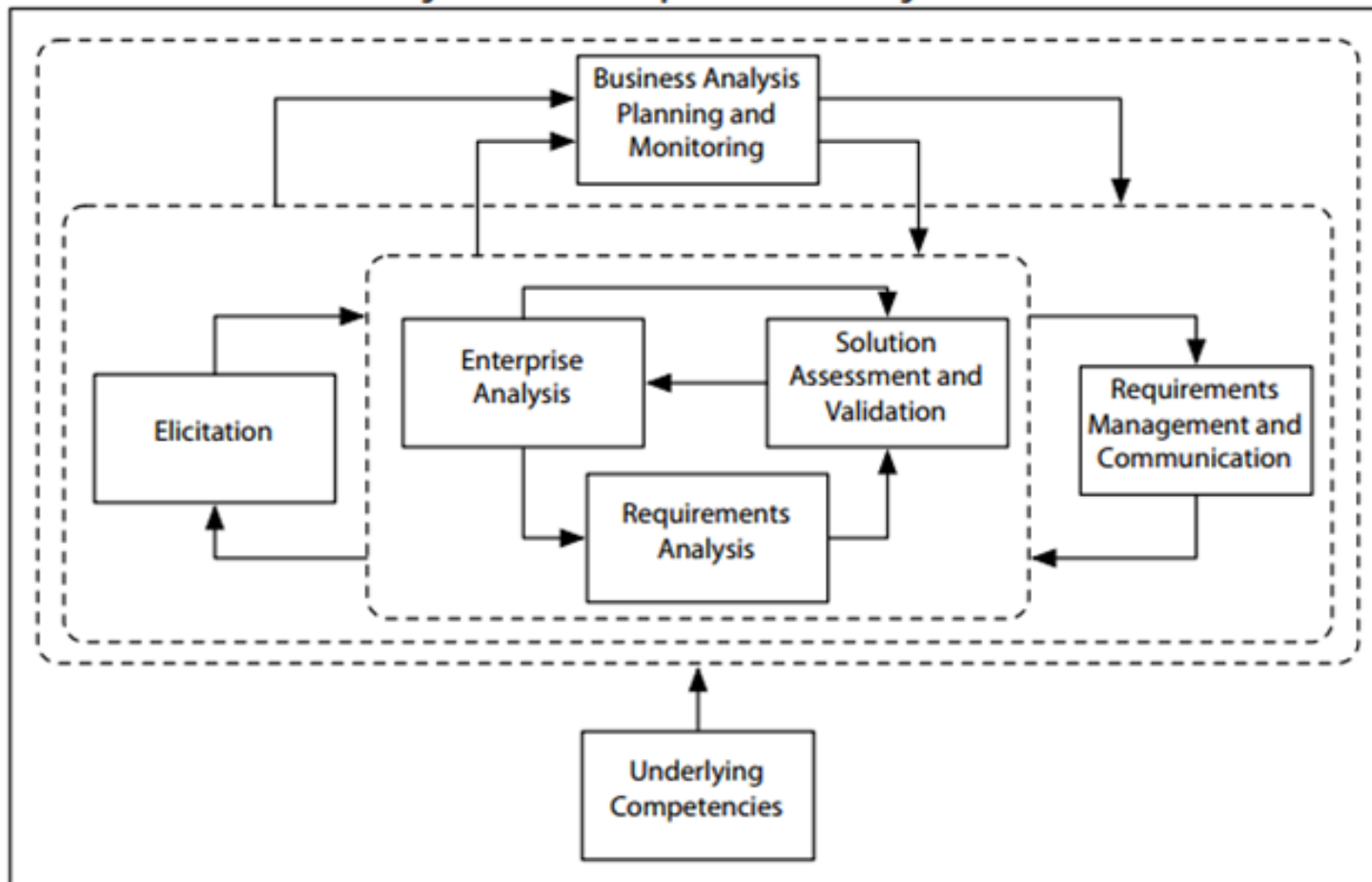- Something we can learn to do more professionally

Why Should We Care?

- Smoother projects

- Better results

- Repeatable success

- Best Practices for your firm

- The same reasons we like the other ways our role has been professionalized

Is This Really a *Thing*?

- Business Analysis can be done formally or informally

- Usually done less formally in law firms

- The concepts and processes are flexible

It's Actually 6 *Things*

Figure 1–1: Relationships Between Knowledge Areas

BABOK Guide, Version 2.0

How to Start?

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- Find out who else does this at your firm

- Talk with colleagues here

- Keep track of what works for you

- Pay attention to

  - What am I being asked to do?

  - Who should I talk to?

  - What do I need to know from them?

  - Why recommend <u>this</u> solution for <u>this</u> firm at <u>this</u> time?

Learn More About It

- International Institute of Business Analysis
  www.iiba.org

- The <u>Business Analysis Body of Knowledge</u> (the "BABOK"), version 2.0

What's Next?

- What else do you do that can be recognized as a separate profession?

- Which of the separately recognized areas do you want to become recognized in?

QUESTIONS?