

Talent descriptions

The following describes twelve classes of talents classified at Lebanese companies.

Talent 1: ExReqKH: Excellent in required software and software engineering skills and other required know how skills.

Talent 2: GdReqKH: Good in required software and software engineering skills and other required know how skills.

Talent 3: AvReqKH: Average in required software and software engineering skills and other required know how skills.

Talent 4: ExAdvKH: ExReqKH + Excellent in advanced software development skills.

Talent 5: GdAdvKH: GdxReqKH + Good in advanced software development skills.

Talent 6: AvAdvKH: AvxReqKH + Average in advanced software development skills.

Talent 7: ExReq: Excellent in required programming and software development skills.

Talent 8: GdReq: Good in required programming and software development skills.

Talent 9: AvReq: Average in required programming and software development skills.

Talent 10: ExAdv: ExReq + Excellent in advanced software development skills and related know how skills.

Talent 11: GdAdv: GdReq + Good in advanced software development skills and related know how skills.

Talent 12: AvAdv: AvReq + Average in advanced software development skills and related know how skills.

Project descriptions:

The following is a short description of sample projects from the Lebanese industry. The projects are referred to with relative sizing that varies on a plus or minus 10% scale of the original project.

1: Billing system for an Internet service provider

Project 2: Intranet providing applications for call centers, HR, and marketing

Project 3: Financial Software for trading (directed towards brokers)

Project 4: Electronic Document Management and Workflow applications and backlog recovery services in addition to customized software development projects.

Project 5: Backup/restore application

Project 6: Management information system for a school

Project 7: A software that makes use of a 3G dongle to connect to the internet. It provides additional value added services.

Project 8: network management of the guarantees for the transit operation in europe and offers a web app to speed up the process

Project 9: Hospital Management Information System (business solution specific for health care).

Project 10: Banking application using digital signage displays to display content and provide the user the ability to run loan simulation.

Project 11: Instrument used for the characterization of the semiconductor components focusing on the wireline communication market

Project 12: Very large multi phase portal system with instrumentation, digital signal processing, and mobile applications associated with it.

Project 13: Small web design with a textual database.

Company 1:

Staff:

3 people Good in required software and software engineering skills and other required know how skills (Talent 2)

2 people excellent in advanced and required software and software engineering skills and other required know how skills (Talent

4 people good in advanced and required software and software engineering skills and other required know how skills

1 person Excellent in required programming and advanced software development skills.

Questions

Our profit maximization technique suggested that current technical resources at DCSoft have a good opportunity at executing the following projects together successfully within three years.

Project 1: Billing system for an Internet service provider

Project 13: Small web design with a textual database.

Please comment on each project suggestion with the following.

Skills feasibility

- A. strongly agree, can do it
- B. agree we can do it
- C. neutral
- D. disagree we can do it
- E. strongly disagree

Schedule feasibility

- A. can do almost all suggested by PMAX during suggested period
- B. can do a majority of what is suggested by PMAX
- C. can do a good number of what is suggested by PMAX
- D. can not do a majority of what is suggested by PMAX
- E. can not do almost all projects suggested by PMAX

Supportive and synergetic factors

Rank factors (non-skills and non-technical based) that are in synergy with the results of PMAX

- A. cost and investment feasibility
- B. availability of projects
- C. logistics to run several projects at once
- D. others (please list)

Discrepancy between work and academy skills

What are **technical** skills that one might acquire at work and that are not subsumed or represented as strengthening of academy level skills? (Please list what comes to mind)

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What are **know-how** skills that one might acquire at work and that are not subsumed or represented as strengthening of academy level skills?

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Company 2:

Staff:

10 people Good in required software and software engineering skills and other required know how skills (Talent 2)

3 people excellent in advanced and required software and software engineering skills and other required know how skills (Talent

10 people good in advanced and required software and software engineering skills and other required know how skills

3 people average in required programming and software development skills.

2 people Excellent in advanced programming and advanced software development skills and software related know how.

Questions

Our profit maximization technique suggested that current technical resources at DCSoft have a good opportunity at executing the following projects together successfully within three years.

Three times Project 1: Billing system for an Internet service provider

Two times Project 12: Instrument used for the characterization of the semiconductor components focusing on the wireline communication market

Project 13: Small web design with a textual database.

Please comment on each project suggestion with the following.

Skills feasibility

- F. strongly agree, can do it
- G. agree we can do it
- H. neutral
- I. disagree we can do it
- J. strongly disagree

Schedule feasibility

- F. can do almost all suggested by PMAX during suggested period

- G. can do a majority of what is suggested by PMAX
- H. can do a good number of what is suggested by PMAX
- I. can not do a majority of what is suggested by PMAX
- J. can not do almost all projects suggested by PMAX

Supportive and synergetic factors

Rank factors (non-skills and non-technical based) that are in synergy with the results of PMAX

- E. cost and investment feasibility
- F. availability of projects
- G. logistics to run several projects at once
- H. others (please list)

Discrepancy between work and academy skills

What are **technical** skills that one might acquire at work and that are not subsumed or represented as strengthening of academy level skills? (Please list what comes to mind)

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What are **know-how** skills that one might acquire at work and that are not subsumed or represented as strengthening of academy level skills?

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Company 3:

Staff:

7 people Good in required software and software engineering skills and other required know how skills

3 people excellent in advanced and required software and software engineering skills and other required know how skills

3 people good in advanced and required software and software engineering skills and other required know how skills

10 people excellent in required software and software engineering skills.

22 people excellent in required software and software engineering skills.

11 people average in required software and software engineering skills.

3 people Excellent in advanced programming and advanced software development skills and software related know how.

2 people Excellent in advanced programming and advanced software development skills and software related know how.

Questions

Our profit maximization technique suggested that current technical resources at DCSoft have a good opportunity at executing the following projects together successfully within three years.

Project 1: Billing system for an Internet service provider

Project 9: Hospital Management Information System (business solution specific for health care).

Project 12: Instrument used for the characterization of the semiconductor components focusing on the wireline communication market

Project 13: Small web design with a textual database.

Please comment on each project suggestion with the following.

Skills feasibility

K. strongly agree, can do it

L. agree we can do it

M. neutral

N. disagree we can do it

O. strongly disagree

Schedule feasibility

K. can do almost all suggested by PMAX during suggested period

L. can do a majority of what is suggested by PMAX

M. can do a good number of what is suggested by PMAX

N. can not do a majority of what is suggested by PMAX

O. can not do almost all projects suggested by PMAX

Supportive and synergetic factors

Rank factors (non-skills and non-technical based) that are in synergy with the results of PMAX

I. cost and investment feasibility

J. availability of projects

K. logistics to run several projects at once

L. others (please list)

Discrepancy between work and academy skills

What are **technical** skills that one might acquire at work and that are not subsumed or represented as strengthening of academy level skills? (Please list what comes to mind)

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What are **know-how** skills that one might acquire at work and that are not subsumed or represented as strengthening of academy level skills?

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Company 4:

Staff:

1 people Excellent in required software and software engineering skills and other required know how skills

9 people Excellent in advanced and required software and software engineering skills and other required know how skills

3 people Good in advanced and required software and software engineering skills and other required know how skills

3 people Average in advanced and required software and software engineering skills and other required know how skills

6 people excellent in advanced programming and advanced software development skills and software related know how.

3 people good in advanced programming and advanced software development skills and software related know how.

Questions

Our profit maximization technique suggested that current technical resources at DCSoft have a good opportunity at executing the following projects together successfully within three years.

Project 11: Instrument used for the characterization of the semiconductor components focusing on the wireline communication market

Project 13: Small web design with a textual database.

Please comment on each project suggestion with the following.

Skills feasibility

P. strongly agree, can do it

Q. agree we can do it

R. neutral

S. disagree we can do it

T. strongly disagree

Schedule feasibility

P. can do almost all suggested by PMAX during suggested period

Q. can do a majority of what is suggested by PMAX

R. can do a good number of what is suggested by PMAX

S. can not do a majority of what is suggested by PMAX

T. can not do almost all projects suggested by PMAX

Supportive and synergetic factors

Rank factors (non-skills and non-technical based) that are in synergy with the results of PMAX

M. cost and investment feasibility

N. availability of projects

O. logistics to run several projects at once

P. others (please list)

Discrepancy between work and academy skills

What are **technical** skills that one might acquire at work and that are not subsumed or represented as strengthening of academy level skills? (Please list what comes to mind)

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What are **know-how** skills that one might acquire at work and that are not subsumed or represented as strengthening of academy level skills?

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Company 5:

Staff:

2 people Excellent in required software and software engineering skills and other required know how skills

11 people Good in required software and software engineering skills and other required know how skills

1 people excellent in advanced and required software and software engineering skills and other required know how skills

4 people excellent in advanced and required software and software engineering skills and other required know how skills

2 people excellent in advanced programming and advanced software development skills and software related know how.

5 people good in advanced programming and advanced software development skills and software related know how.

Questions

Our profit maximization technique suggested that current technical resources at DCSoft have a good opportunity at executing the following projects together successfully within three years.

Project 11: Instrument used for the characterization of the semiconductor components focusing on the wireline communication market

Project 13: Small web design with a textual database.

Please comment on each project suggestion with the following.

Skills feasibility

U. strongly agree, can do it

V. agree we can do it

W. neutral

X. disagree we can do it

Y. strongly disagree

Schedule feasibility

U. can do almost all suggested by PMAX during suggested period

V. can do a majority of what is suggested by PMAX

W. can do a good number of what is suggested by PMAX

X. can not do a majority of what is suggested by PMAX

Y. can not do almost all projects suggested by PMAX

Supportive and synergetic factors

Rank factors (non-skills and non-technical based) that are in synergy with the results of PMAX

Q. cost and investment feasibility

R. availability of projects

S. logistics to run several projects at once

T. others (please list)

Discrepancy between work and academy skills

What are **technical** skills that one might acquire at work and that are not subsumed or represented as strengthening of academy level skills? (Please list what comes to mind)

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What are **know-how** skills that one might acquire at work and that are not subsumed or represented as strengthening of academy level skills?

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Company 6:

Staff:

2 people Excellent in advanced and required software and software engineering skills and other required know how skills

1 people good in advanced programming and advanced software development skills and software related know how.

2 people average in advanced programming and advanced software development skills and software related know how.

Questions

Our profit maximization technique suggested that current technical resources at DCSoft have a good opportunity at executing the following projects together successfully within three years.

Project 3: Financial Software for trading (directed towards brokers)

Project 13: Small web design with a textual database.

Please comment on each project suggestion with the following.

Skills feasibility

- Z. strongly agree, can do it
- AA. agree we can do it
- BB. neutral
- CC. disagree we can do it
- DD. strongly disagree

Schedule feasibility

- Z. can do almost all suggested by PMAX during suggested period
- AA. can do a majority of what is suggested by PMAX
- BB. can do a good number of what is suggested by PMAX
- CC. can not do a majority of what is suggested by PMAX
- DD. can not do almost all projects suggested by PMAX

Supportive and synergetic factors

Rank factors (non-skills and non-technical based) that are in synergy with the results of PMAX

- U. cost and investment feasibility
- V. availability of projects
- W. logistics to run several projects at once
- X. others (please list)

Discrepancy between work and academy skills

What are **technical** skills that one might acquire at work and that are not subsumed or represented as strengthening of academy level skills? (Please list what comes to mind)

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What are **know-how** skills that one might acquire at work and that are not subsumed or represented as strengthening of academy level skills?

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Company 8:

Staff:

11 people Excellent in required software and software engineering skills and other required know how skills

5 people Excellent in advanced programming and advanced software development skills and software related know how.

12 people Excellent in advanced programming and advanced software development skills and software related know how.

Questions

Our profit maximization technique suggested that current technical resources at DCSoft have a good opportunity at executing the following projects together successfully within three years.

Project 1: Billing system for an Internet service provider

Project 3: Financial Software for trading (directed towards brokers)

Project 7: A software that makes use of a 3G dongle to connect to the internet. It provides additional value added services.

Project 10: Banking application using digital signage displays to display content and provide the user the ability to run loan simulation.

Two of Project 11: Instrument used for the characterization of the semiconductor components focusing on the wireline communication market

Project 13: Small web design with a textual database.

Skills feasibility

EE. strongly agree, can do it

FF. agree we can do it

GG. neutral

HH. disagree we can do it

II. strongly disagree

Schedule feasibility

EE. can do almost all suggested by PMAX during suggested period

FF. can do a majority of what is suggested by PMAX

GG. can do a good number of what is suggested by PMAX

HH. can not do a majority of what is suggested by PMAX

II. can not do almost all projects suggested by PMAX

Supportive and synergetic factors

Rank factors (non-skills and non-technical based) that are in synergy with the results of PMAX

Y. cost and investment feasibility

Z. availability of projects

AA. logistics to run several projects at once

BB. others (please list)

Discrepancy between work and academy skills

What are **technical** skills that one might acquire at work and that are not subsumed or represented as strengthening of academy level skills? (Please list what comes to mind)

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What are **know-how** skills that one might acquire at work and that are not subsumed or represented as strengthening of academy level skills?

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Company 10:

Staff:

2 people Excellent in advanced programming and advanced software development skills and software related know how.

1 people Excellent in advanced programming and advanced software development skills and software related know how.

2 people Excellent in advanced programming and advanced software development skills and software related know how.

2 people Excellent in required programming and software development skills.

4 people Good in required programming and software development skills.

8 people Average in required programming and software development skills.

1 people Excellent in advanced software development skills and related know how skills.

2 people Good in advanced software development skills and related know how skills.

3 people Average in advanced software development skills and related know how skills.

Questions

Our profit maximization technique suggested that current technical resources at DCSoft have a good opportunity at executing the following projects together successfully within three years.

Two of Project 1: Billing system for an Internet service provider

Project 3: Financial Software for trading (directed towards brokers)

Two of Project 10: Banking application using digital signage displays to display content and

Project 13: Small web design with a textual database.

Skills feasibility

JJ. strongly agree, can do it

KK.agree we can do it

LL. neutral

MM. disagree we can do it

NN. strongly disagree

Schedule feasibility

JJ. can do almost all suggested by PMAX during suggested period

KK. can do a majority of what is suggested by PMAX

LL. can do a good number of what is suggested by PMAX

MM. can not do a majority of what is suggested by PMAX

NN. can not do almost all projects suggested by PMAX

Supportive and synergetic factors

Rank factors (non-skills and non-technical based) that are in synergy with the results of PMAX

CC. cost and investment feasibility

DD. availability of projects

EE. logistics to run several projects at once

FF. others (please list)

Discrepancy between work and academy skills

What are **technical** skills that one might acquire at work and that are not subsumed or represented as strengthening of academy level skills? (Please list what comes to mind)

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What are **know-how** skills that one might acquire at work and that are not subsumed or represented as strengthening of academy level skills?

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