

Bi-Weekly Conference Call

Call Time:

11AM Pacific, Noon Mountain, 1PM Central,
2PM Eastern Time

Agenda:

[Conference Calls \(Wiki\)](#)

NEW: Zoom for Audio/Video

Meeting ID: 928 4053 9502

Passcode: Itana2020

Itana is co-supported by EDUCAUSE and Internet2

We follow the Internet2 Intellectual Property Framework: <http://www.internet2.edu/membership/ip.html>

<http://itana.org>

Agenda

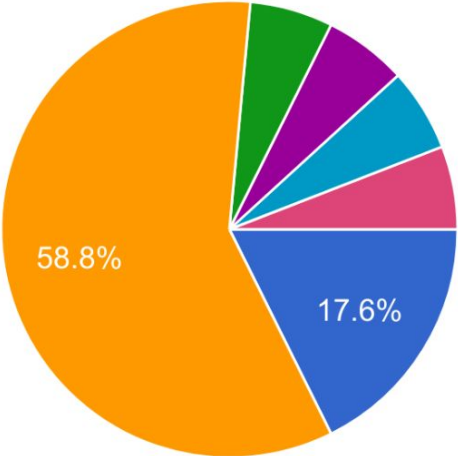
1. **Roll Call** (by time zone - East to West)
 - a. Scribe Shout-out - It's easy to scribe: [How To Scribe Itana Notes](#)
2. **Main Topic - Growth Mindset and the Architect**
3. Itana Business
 - a. Connect Platform Working Group
 - b. Working Group Check-Ins
 - c. Other?



Poll Results

Do you use a skills framework for your architecture job descriptions? (Solutions Architect, Technical Architect, Business Architect, Enterprise Architect, etc.)

17 responses

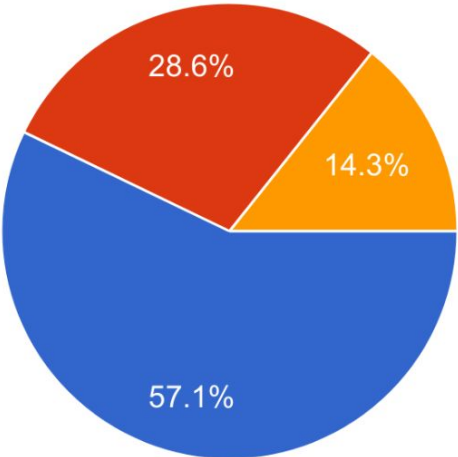


- We use SFIA for our job descriptions
- We use a multiple or a different skills framework for our job descriptions
- We don't use a skills framework
- I try to base the job descriptions on SFIA, but our org doesn't use a frame...
- I'm not aware of how our architecture job descriptions were developed. It's poss...
- As far as I know, I'm the only "architec...
- we do not currently have any architect...

Most don't use a skills framework for Job Descriptions

Do you use a skills framework for your own personal planning and career journey?

7 responses

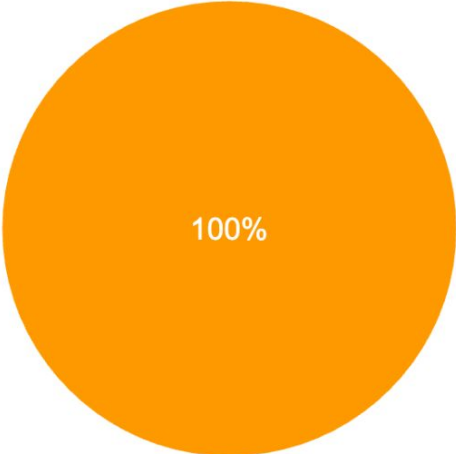


- I use SFIA to plan my personal journey and/or to describe my skills
- I use multiple or a different skills framework to plan my personal journey and/or to describe my skills
- I don't use a skills framework

And yet many do use them personally. Clifton Strengthsfinder being the other one.

Does your institution have defined career ladders / paths for architects?

2 responses



- Yes for a all types of architects
- Yes for select types of architects
- No

No career ladders for architects.



Leveraging SFIA

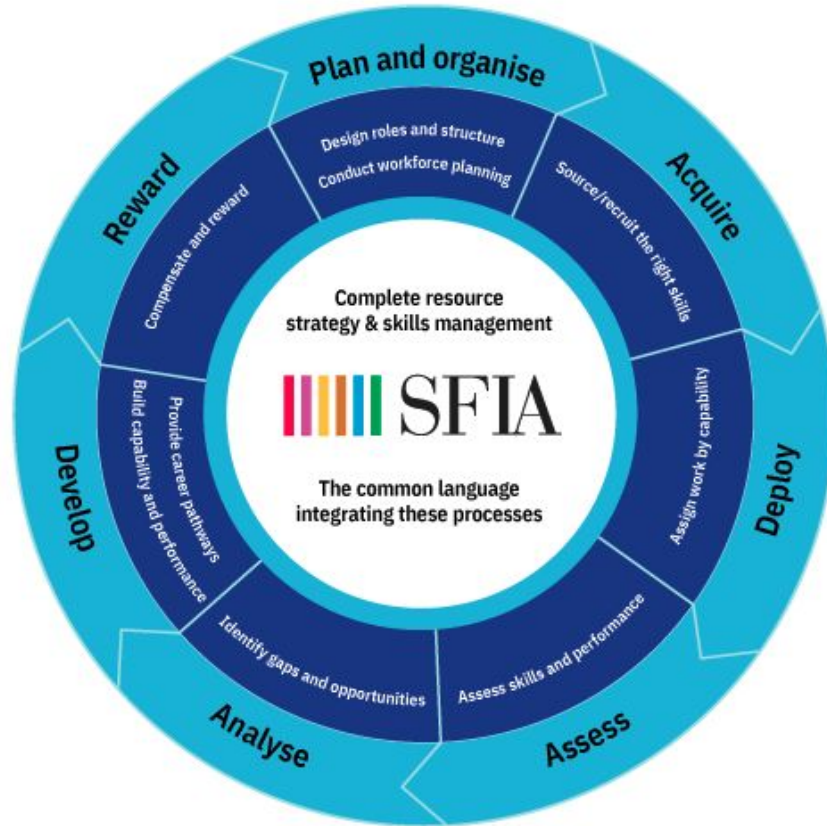
Subtitle

What is SFIA

- > Skills Framework for the Information Age
 - <https://sfia-online.org/en>
 - <https://sfia-online.org/en/tools-and-resources/standard-industry-skills-profiles/sfia-8-skills-for-role-families-job-titles>
 - Comprehensive list of skills and competencies needed to effectively perform roles in technology and digital organizations
 - Provides a common language and understanding of the skills required for different roles
 - Seems like may be more widely adopted outside of US.
- > Interesting explanation of SFIA
 - <https://youtu.be/XHO7zIBi0j4>

SFIA Levels

1. Level 1: Follow - At this level, an individual is able to perform simple, routine tasks with guidance or supervision. They are able to follow predefined processes and procedures, but may not have a deep understanding of the underlying concepts.
2. Level 2: Assist - At this level, an individual is able to perform more complex tasks with guidance or supervision. They are able to contribute to the development of new processes and procedures, and may have some understanding of the underlying concepts.
3. Level 3: Apply - At this level, an individual is able to perform tasks independently and can apply their knowledge to new situations. They have a deeper understanding of the underlying concepts and are able to make some decisions independently.
4. Level 4: Enable - At this level, an individual is able to take on a leadership role and can enable others to perform tasks effectively. They are able to develop and implement new processes and procedures, and may provide guidance to others.
5. Level 5: Ensure and advise - At this level, an individual is able to ensure that tasks are performed effectively and provide advice to others. They may have a strategic perspective and are able to identify opportunities for improvement.
6. Level 6: Initiate and influence - At this level, an individual is able to take a strategic role and can initiate change within an organization. They are able to influence others and provide strategic guidance to the organization.
7. Level 7: Set strategy, inspire and mobilize - At this level, an individual is able to set the strategic direction for an organization and inspire others to follow. They are able to mobilize resources and drive change within the organization.



<https://sfia-online.org/en/assets/images/sfia-process-wheel-04.png>

SFIA as a coaching tool

- > Organization inconsistent use of Architect title
 - Technical people that want a new title
 - People doing “actual” architect work
 - Confusion is a natural outcome
- > Left half of the wheel
 - Assess, Analyze, Develop, Reward

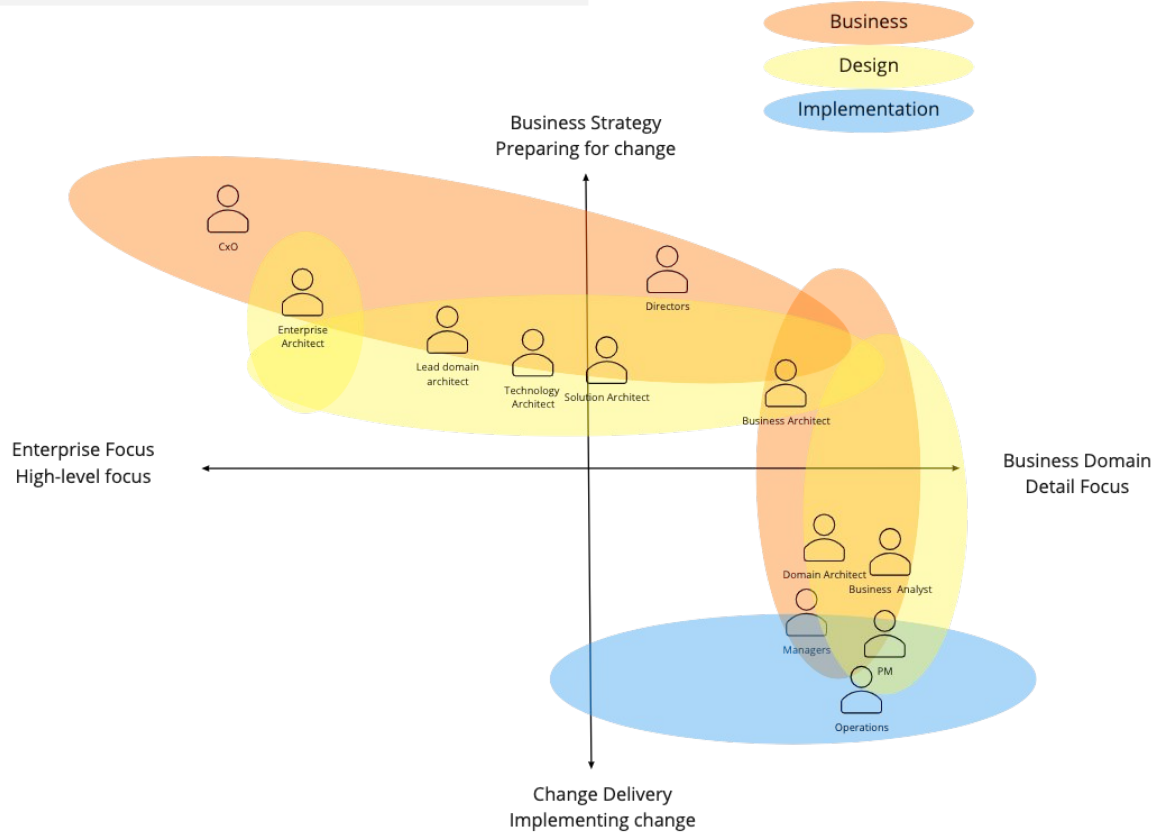


What does the person mean?

- > I want to be an architect
 - What does the person mean?
 - What do they want to accomplish?
 - What do they like to do?
 - Are they ready to stretch?



Path



Skills - What matters for where you want to go

- > Understanding the levels
 - <https://sfia-online.org/en/sfia-8/responsibilities/level-1>
- > Self assessment
 - <https://sfia-online.org/en/tools-and-resources/using-sfia/sfia-assessment/self-assessment-guidelines>
 - https://sfia-online.org/en/legacy-sfia/sfia-7/documentation/a3chart_sfia_7-en-3.pdf
- > SFIA allows you to pull out the skills and levels
 - Let people self rate
 - Reality check
 - Identify areas of growth
 - Find opportunities for them to grow.
- > Compare with mappings
 - EU:
<https://sfia-online.org/en/tools-and-resources/standard-industry-skills-profiles/european-union/sfia-and-eu-ict-role-profiles>



Pushing the comfort zone

- > What ones are the tech leads uncomfortable with?
 - Soft skills
 - Consultancy
 - Stakeholder relationship management
 - Business modeling / making the business case
 - Strategy / Strategic Thinking
 - Innovation
 - Demand Management / Capacity Management
 - Data Visualization
 - Data Modeling and Design



Open Discussion
