Updates from the Product Development Process team

ABI-ReORGANIZE

CGIAR-NARES Breeding pipelines use a revised organizational framework providing teams with operational clarity and effectiveness for pursuing breeding outputs.

Sarah Hearne, Arlo Thompson, Gaby Mbanjo, Karin Håkansson and the broader cross-centre and crop ReOrg team
The Process of Processes
The Process of Processes

ESSENTIALS
• Establish essentials – standardized/harmonized processes supporting consistent and repeatable delivery of products/services: consistency.

EFFECTIVENESS
• Make sure we are doing the RIGHT THING - effectively delivering the required products/services to customers within agreed resourcing.

EFFICIENCY
• Improve delivery of required products/services to customers - faster, cheaper, with lower transaction cost to use etc.

EXCELLENCE
• Essentials + effectiveness + efficiency + continuous improvement on delivering the right thing in the right way.

QUALITY MANAGEMENT SYSTEMS
• What gets measured gets done
• What gets measured and fed back gets done well
• What gets rewarded gets repeated.
Unifying high level plan

Approved Stage plan

- Align with MI, SE
- Common lexicon

Implementation
Translating from SIPOC

Product Development Process SIPOC

- Mapping (WIP)

Process mapping, SOPs – what, how, where

Skills mapping, who – RACI, decision making

KPIs
KPIs

Develop a set of high level KPIs to be measured across breeding programs.

Metrics - things we measure

KPIs strategic metrics aligned with goals

Every KPI is a metric, but not every metric is a KPI.
PPMF working group

Process performance management framework

• Definition and stakeholder endorsement of KPI design principles and processes

• Definition and stakeholder endorsement of KPI MEL framework
KPIs

Working group:
Arlo Thompson, Brigitte Uwimana, Xiaofei Zhang, Kevin Pixley.

Built from existing KPIs (rice, maize), input from the team, review and input from the core team – iterative process

From >60 potential indicators to 26 KPIs relevant to breeding performance and modernization goals

Grass-root buy-in, much improved cohesion

Product Development

<table>
<thead>
<tr>
<th>Evidence to capture</th>
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<tbody>
<tr>
<td>1 Attain genetic gain targets</td>
<td>14 Site management achieves &gt;85% high data quality</td>
</tr>
<tr>
<td>2 Breeding Portal is single source for MS/TPP</td>
<td>15 Digitised data capture &amp; focused on advancements</td>
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<tr>
<td>3 Clear, concise TPPs drive mid/long term focus</td>
<td>16 Use of databases: LGS, Breedbase, EMS</td>
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<td>4 MS/TPPs guide resource prioritization (Tiers)</td>
<td>17 Checks that are elite for TPE</td>
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<tr>
<td>5 Active current TDD projects maintained and updated quarterly</td>
<td>18 Advancement decisions are jointly conducted</td>
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<tr>
<td>6 All crops follow harmonised practices to assess trait values and ROI of TDD</td>
<td>19 Aggressive early testing, representing TPP &amp; TPE</td>
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<tr>
<td>7 Minimize recycle time with process/technologies</td>
<td>20 Products advanced to OPV provide added value</td>
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<tr>
<td>8 Recycling of pre-elite/elite parents (&gt;90%)</td>
<td>21 OFVT represent TPE @ 30+ locations</td>
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<tr>
<td>9 Use of selection indices</td>
<td>22 Gender disaggregated data from OFVT</td>
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<tr>
<td>10 QC genotype parents and advanced trial entries</td>
<td>23 Develop external networks with partners</td>
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<tr>
<td>11 Monitor genetic diversity long term</td>
<td>24 Training is continuous improvement, all levels</td>
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<tr>
<td>12 Employ Breeding Scheme Map to define schemes: Breeding &amp; T&amp;D</td>
<td>25 Continuous process improvement in all planning</td>
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<tr>
<td>13 Minimum level of acceptable trial &amp; data quality</td>
<td>26 Team evaluation: breeding success</td>
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KPIs

• Review of and endorsement of high-level harmonized KPIs by Breeding leadership

• Crop/program/pipeline specific targets

• Harmonized, effective and efficient measurement approaches- analytics pipeline

• Reporting support- make it easy-breeding portal, breeding scheme manager, PMC
Thank you to the process teams esp the ReOrg team