CHAIRMAN'S NOTE

Dear Friends,

We are just over a month from the end of 2025 and

We are pleased to announce that ActioNet has just been appraised at CMMI V3.0 Level 4 in the four domains of Development, Services, Data and Security, the first company in the world to achieve this milestone! In this issue of ActioNews, we share our CMMI Journey and focus on Continual improvement and Service Delivery as well as our Journey from Agile to Scaled Agile!

With limited budgets and resources, streamlining processes and making frequent incremental improvements is a must. Scaled Agile provides structured guidance for aligning teams, managing dependencies, and achieving business agility to enhance collaboration, improve efficiency, and deliver business value more effectively.

Best Wishes for a Happy, Healthy and Prosperous Holiday Season and New Year!

Ashley W. Chen
Founder & CEO

IN THIS ISSUE

Turning **VISION** into **ACTION®**

CMMI V 3.0 – Evolution Toward a Streamlined Integrated Enterprise Management Model

By Jeffrey D. Abish, President & CAO

In October 2025, ActioNet was appraised at CMMI-DEV, SVC, DATA and SEC V3.0 Maturity Level (ML) 4, the first company in the world to be appraised at CMMI V3.0 Maturity Level 4 in the four domains of Development, Services, Data and Security.

Evolution of the CMMI Model

Version 2.0 of the CMMI Model shifted the focus to Business Outcomes and Values Streams based on Information Technology Infrastructure Library (ITIL) Version 4. Processes evolved into Practices and the Academic

Foundation was transformed into Operational Excellence. Version 2.0 of the CMMI model rearchitected the model, strengthened the alignment of measurements and improvements with Business Goals and Mission Objectives in all maturity levels, improved the adoption and transition tools and enhanced the appraisal process.

Version 3.0 of the CMMI Model has expanded the focus to include best practices for measuring capability and improving performance in the areas of Data Management, Security, People Management and Virtual Work. Going beyond the original Development and Services domains, the focus has shifted to a Streamlined Integrated Enterprise Management Model. This enables the ability to manage and track all business functions and resources, leveraging the various CMMI domains effectively to assess, improve and sustain process capability in different organizational context by combining people, process, partnerships and technology. Version 3.0 of the CMMI model is a tool for improving performance and deriving Business Value.

The Way Forward

There are many quality frameworks and standards including ISO 9001, ISO 20000, ISO 27001, CMMI-DEV, CMMI-SVC, CMMI-DATA, CMMI-SEC, Agile and Lean Six Sigma. To be effective and successful in Enterprise Management, all of these frameworks and standards must be combined into an Integrated Model to avoid duplication of effort and maximize the ability to measure what we do and improve the way we support our customers and each other.

Continually Deliver Value, Set The Bar High and Focus on Positive Outcomes. Optimism is Contagious in a Good Way!

ActioNews

"Scaled Agile, providing structured guidance or aligning teams, managing dependencies, and achieving business agility."

Our Journey from Agile to Scaled Agile
By Danilo Stapula, Director, National Security

Agile Provides Rapid Feedback & Results

Agile is a set of values, principles, and practices for iterative development which guides developers on the best way to create valuable software products. Agile does not prescribe a particular methodology but its values serve as a reminder for us to emphasize individuals and interaction, daily collaboration with customers, frequent incremental delivery of working software, and responsiveness to change, even late in the development process. Agile's focus on frequent incremental delivery of working software and responsiveness to change directly address the challenges encountered by rigid "waterfall-style" projects where valuable customer feedback is often received quarters or even years after a project is initiated.

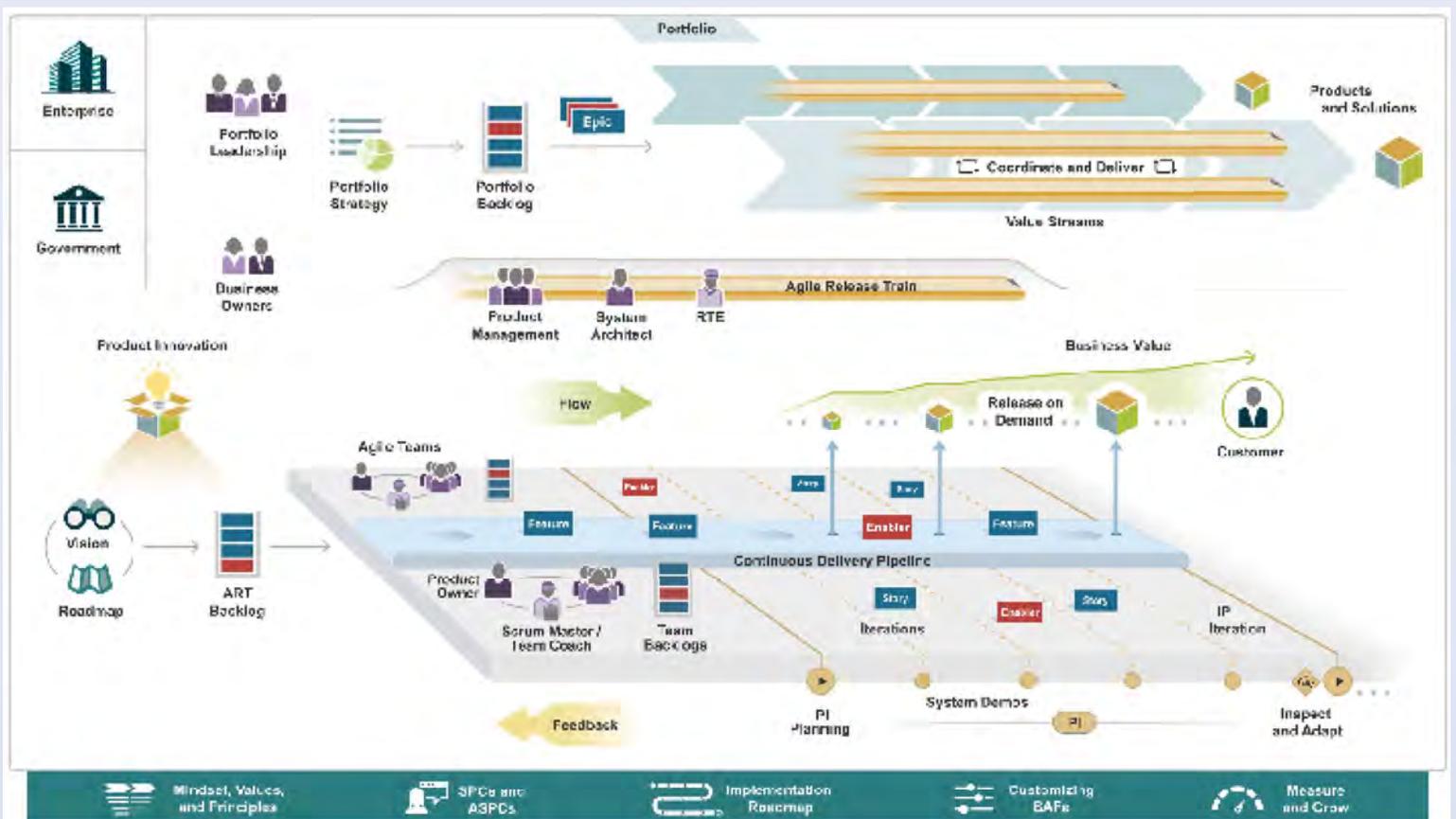## Scrum and Kanban Frameworks used to "Go Agile"

Two lightweight frameworks that have been used by many teams to work in an Agile manner are the Scrum and Kanban frameworks. Scrum maximizes the delivery and flow of valuable business features by organizing work into customer-oriented stories to be built and demonstrated in time-boxed iterations (sprints). This provides frequent opportunities for the business to provide feedback and ensures a steady, predictable pace of product development. A key flow metric for Scrum is Velocity which is a measure of the amount of work completed within a sprint which indicates both team productivity and helps reliably forecast future delivery.

Like stories, Kanban breaks the work of software development onto "cards" which also describe desired software functionality. Kanban then adds the idea of visualizing how these cards flow through the phases of a process (often ready, in process, and done) until they are complete and deliver value from a customer perspective. The concepts of establishing "work in process" (WIP) limits, pulling rather than pushing work through system phases, reducing waste, eliminating bottlenecks, and optimizing continuous flow towards customer value are key in Kanban.

In truth, Scrum and Kanban are largely complementary as Scrum itself often uses a Board to visualize work within a sprint and the fixed 2 week sprint iteration serves as a natural "WIP" limit. Kanban is often used by teams to deliver services in just in time environments where both the acquisition of work items and release cadence is unpredictable and continuous.

SAFe- An Agile Framework Built to Scale

Scaled Agile refers to the application of Agile values and principles at a larger scale, typically across multiple teams or departments within an organization. It aims to enhance collaboration, improve efficiency, and deliver business value more effectively and uniformly in complex environments. The Scaled Agile Framework (SAFe) is one of the most widely used frameworks for implementing Scaled Agile, providing structured guidance for aligning teams, managing dependencies, and achieving business agility. The framework provides a comprehensive tool set complete with the structured roles, processes, competencies, concepts, and templates needed to deliver complex products built by anywhere from 3-100+ teams. For a large organization it ensures a common taxonomy and body of knowledge is available to all avoiding

different groups adopting different standards and reinventing the wheel.   SAFe provides a proven and robust framework at up to four distinct levels of scale: (1) Agile Team, (2) Agile Release Train [ART], (3) Solution Train, and (4) Portfolio For comprehensive descriptions of the full SAFe framework visit the https://scaledagile.com/what-is-safe/.

ActioNet provides Certified & Experienced SAFe Consulting and Training

ActioNet provides comprehensive training for all the roles and processes needed to fully implement SAFe from the individual agile team level to the strategic enterprise-level that potentially supports hundreds of teams.

SAFe Practice Consultant (SPC) ActioNet SAFe implementations are typically guided by a SAFe Practice Consultant (SPC) who has led multiple SAFe transformations in large complex organizations. SPCs have received comprehensive training and exams certifying them as having mastered the body of knowledge needed to provide the skilled consulting and training needed to ensure a successful SAFe journey for your organization.

The **SAFe Agilist (SA)** professional certification provides leaders, product managers and team members comprehensive knowledge of the wide array of SAFe principles, techniques, and templates needed to leverage the SAFe framework within your organization. The knowledge is validated through a comprehensive 2 day course and exam ensuring that participants are familiar with how to leverage the broad array of processes, roles and tools proven on thousands of SAFe implementations.

Over 15 proven role-specific certifications for Business Owners, Product Owners, Scrum Masters/Coaches, Release Train Engineers, Architects and Systems Professionals are available and can be taught or arranged by the SPC assigned to your SAFe implementation and familiar with your organization.

For more information on how ActioNet can support your organization, please contact dstapula@actionet.com.

ActioNet Holiday Lunch & Cupcake Decorating Tutorial

On December 3, 2025, ActioNeters came together for our Holiday Lunch & Cupcake Decorating Demonstration. In addition to celebrating the Holiday Season, we learned How to Decorate Beautiful & Tasty one-of-a-kind Cupcakes.

Everyone highly enjoyed the cupcake decorating event and are eager to go home and practice!

Here is a picture of all our cupcakes (minus the ones that were eaten LOL...)

ActioNet's 2025 Pink Party & Pumpkin Contest

On October 8, 2025, ActioNeters came together for our annual Pink Party and Pumpkin Contest to celebrate Breast Cancer Awareness Month. The room was full of pink, creativity, and good vibes as everyone showed off their one-of-a-kind pumpkins—each one made with care, heart, and a whole lot of sparkle.

Beyond the fun and festivities, this event reminds us of an important cause—1 in 8 women will experience breast cancer in their lifetime. Early detection and awareness save lives, and we're proud to support the fight together.

Take Action. Wear Pink. Support the Fight.