IT Service Management PV203
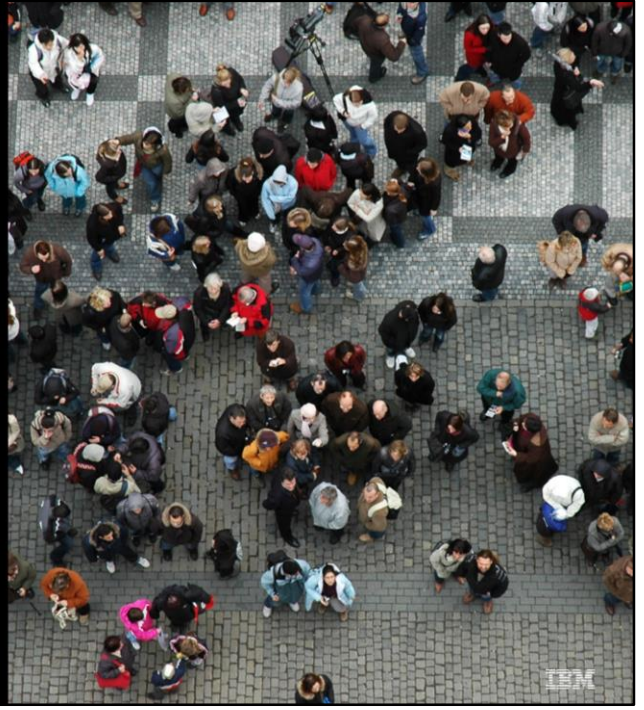
Vladimír Vágner

May 15th , 2018

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**ITSM in practice
-
tools, roles, process**

Agenda

- Change management example
- ITSM tools
- RACI
- SLA

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Scenario

(from real example)

Medium sized bank decided to manage its infrastructure operations and application development by implementing IT Service Management.

They focused on three ITIL processes – incident management, request fulfillment and change management.

First phase – ITIL framework adoption, employees training, RACI documentation including processes matrix and agreed KPIs.

Second phase – ITSM tool selection and implementation.

After first three months :

- Number of incidents has dropped down
- Service requests were handled well
- However the change management did not achieve expected success

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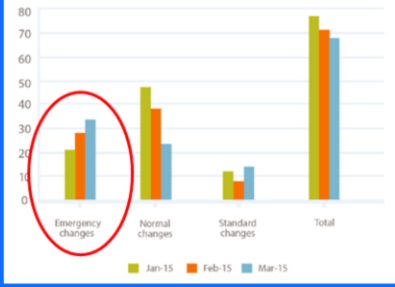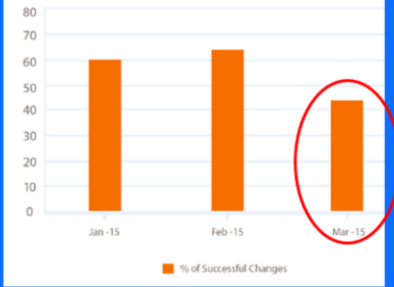Fig A: Changes between January 2015 and March 2015

Fig B: Percentage of successful changes between January 2015 and March 2015
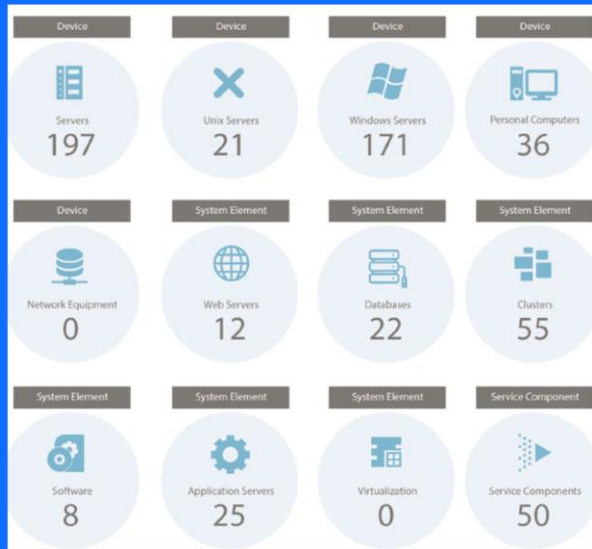
Cause

- No visibility of the upstream and downstream relationship of components that were undergoing changes
- Team had to rely on subject matter experts only
- Changes were not analyzed
- No change impact prediction

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- List of critical business services
- The service tree structure build with embedded attributes for various devices
- Complete topology identification
- Import of technology tree with all devices attributes into the ITSM tool

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As there was no visibility of the planned, scheduled and deployed changes, the team had to build a proper mechanism to publish the fwd schedule of changes and track the planned ones and their release dates.

- Change management Norms and Standards definition
- Different types of change definition
  - Standard and normal changes
  - Expedite or fast track changes
  - Emergency change vs expedited change
- Change calendar for better visibility
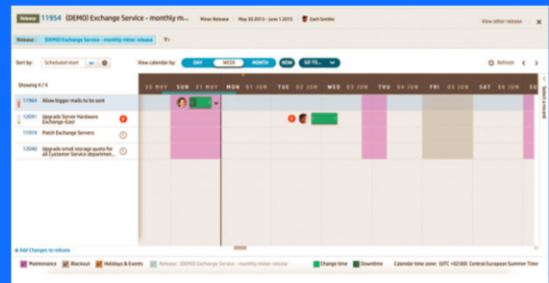
Standard changes are low-risk, pre-approved changes that happen frequently and have a quick
turnaround time. Standard changes can be implemented quickly and help manage risks.

Examples of a standard change:
- Desktop or standalone equipment movement.
- A standard patch that is applied to the servers once a month during the agreed maintenance
window.

What is a standard change?
When a normal change is successfully implemented a few times, the associated processes like
planning, scheduling, and implementation are established and become predictable and controlled.
That is, the change becomes a routine task and therefore standard.
A few examples of normal changes:
• Upgrading the exchange server or any other hardware
• Setting up high availability or cluster for vital business functions (VBF)

• Roll out of a new release to address the reported issues

Expedite changes are raised due to a pressing need such as a legal or a business requirement.
These changes are not related to restoring a service.

The change advisory board (CAB) defined clear rules and regulations to qualify emergency and
expedited changes and communicated these rules across the organization.

Key Performance Indicators definition as next and very important step to assimilate the efficiency and effectiveness of the ChM

- **Number and percentage of failed changes for standard, normal and emergency changes**
- **Number of incidents and service downtime caused by normal and emergency changes**
- **Number or percentage of unplanned or emergency changes**
- **Average time to implement changes**
- **Number and percentage of changes rejected by the CAB**
- **Number and percentage of unauthorized changes**

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What next?

- Change Advisory Board establishment
- RACI development
- Handling unauthorized changes procedure
- Communication Roll Out and Training

During its discussion with stakeholders, the core team observed that about 20% of the changes
were completed without authorization, mainly because the infrastructure team was under pressure
to get the changes done quickly. As a result, many changes were done without a request for
change or going through the review and approval processes.
To deal with this situation, stage gatekeepers were appointed for infrastructure, application, and
database teams to ensure that the steps were not skipped when a change is made. The stage keepers
had a go-ready list that comprised the test results, approvals, signatures from all the concerned
teams, and a back-out plan. In case of violation, the stage gatekeepers owned responsibility that
affected their appraisal and performance measures.
Another reason for the unauthorized changes was because the application teams updated the
CMDB or CMS after the roll out of the release.
The core team ensured that audits were performed every week to compare the

current state of
CMS with the associated RFC and any deviation was highlighted to the CI owner and service owner
for immediate action. In turn, the service owner closed the loop and took firm action. This process
went on for four to six weeks, and the team made it a habit to follow the rule without exceptions.

Result after another 3 months

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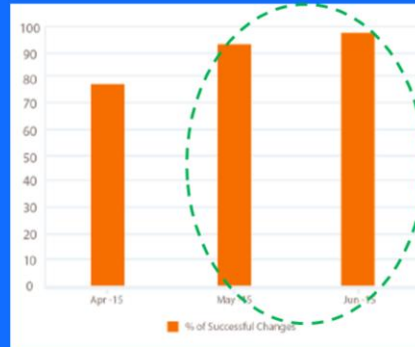
Lessons learned have to be prepared and recorded - CSI

- People trust and confidence to IT dpt services
- Policy enforcement buy-in
- KPI helps to manage and become effective and efficient
- CSI improvement
- Post-implementation review

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• The bank's IT team understood that building a robust configuration management system with
up-to-date information of all IT components is essential for a successful change and release
management process.

• Forward schedule of changes, planned maintenance window, and release plans are critical to
manage the volume and duration of changes and to ensure smooth deployment.

• Enforcing a policy requires practicality, diligence, and buy-in. The new policies were fewer in
number but were important for the success of the change management process (for example:
CAB, unauthorized changes, and PIR).

• Relevant and practical KPIs help teams become efficient and effective.

• Process and tools have to work in tandem and absence of one or the other will severely impact
continual service improvement (CSI).

• Post-implementation review of key changes and implications provided valuable insight on
potential areas to improve and control changes.

Information Technology Infrastructure Library Tooling

The best ITSM software will include the following features, at minimum:

IT service model ready: Use existing models of best practices to guide your processes with built in IT service models.

Ticketing: Track solutions and assign work based on specialties or tech experience and observe trends in scope of work.
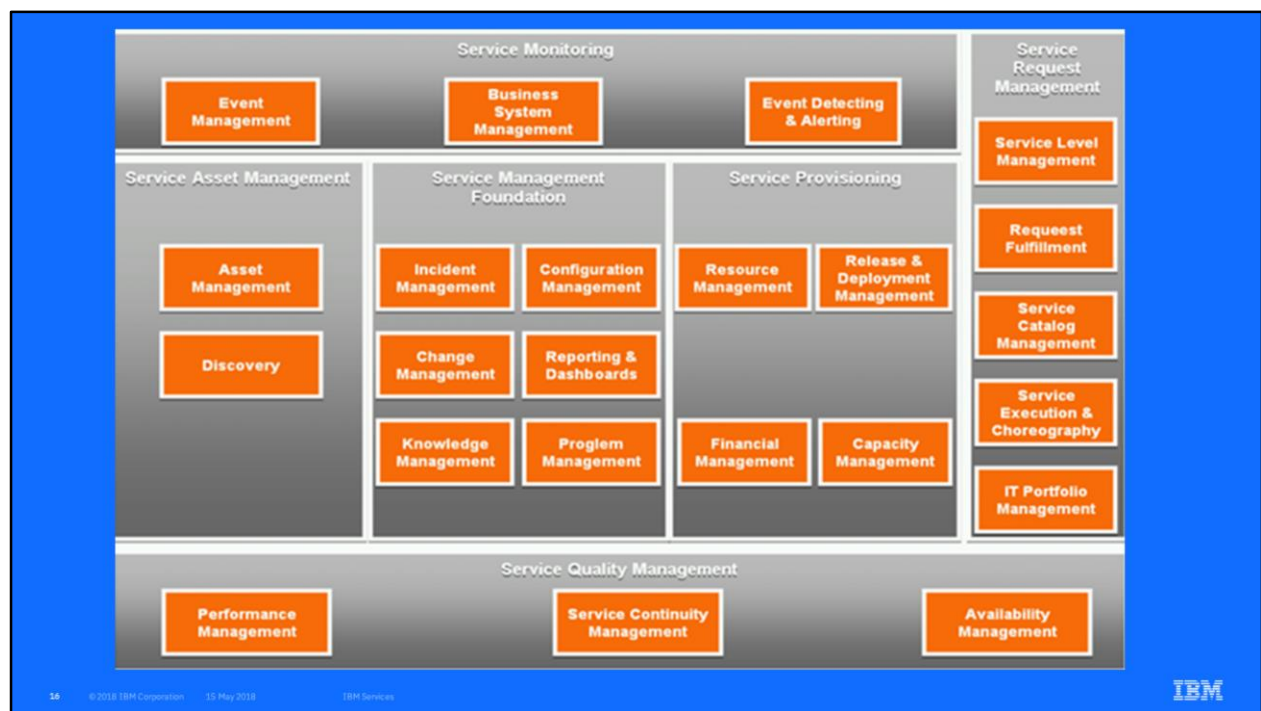
Problem and incident management: Find solutions to decrease downt and prevent incidents before they happen.

Asset management: Track and manage physical devices and add-ons throughout their lifecycle.

License management: View license requirements and manage updates and be informed on upcoming changes or renewals.

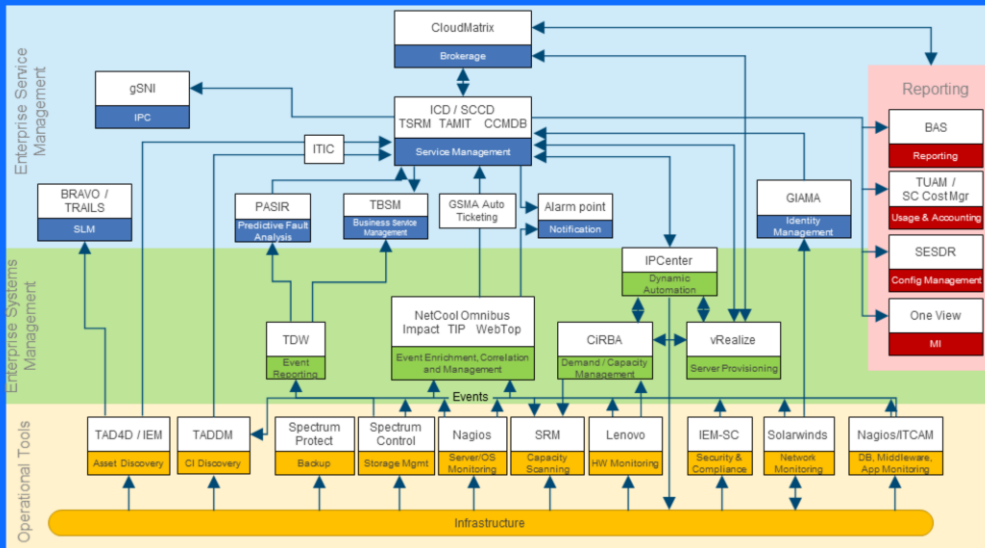Gartner's Magic Quadrant for ITSM tools

ITSM tool is not implemented as the standalone solution and it is in most of the cases integrated with other IT Operations Management tools. Also 2 or more ITSM tools are often integrated together on different levels.

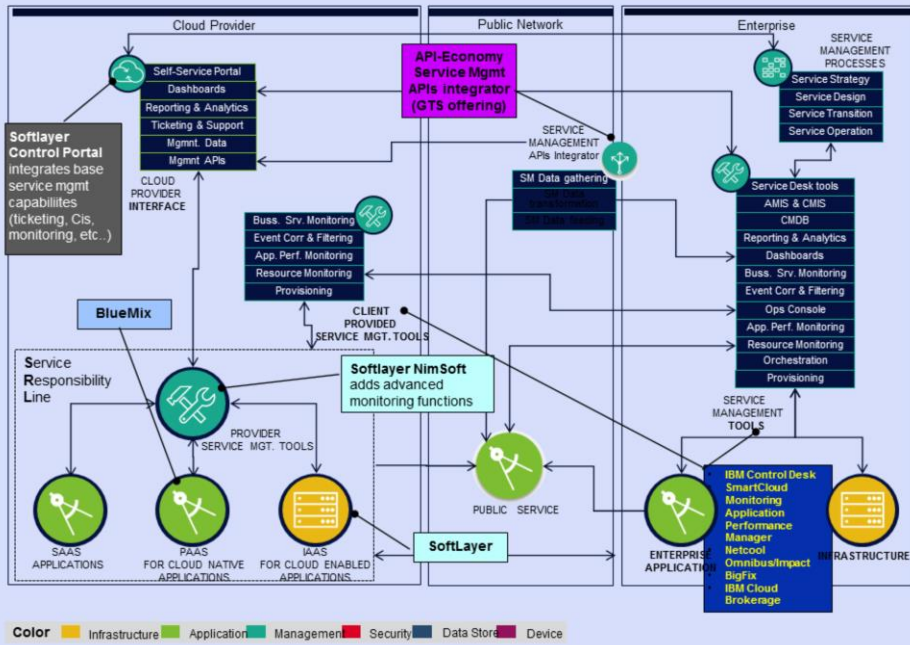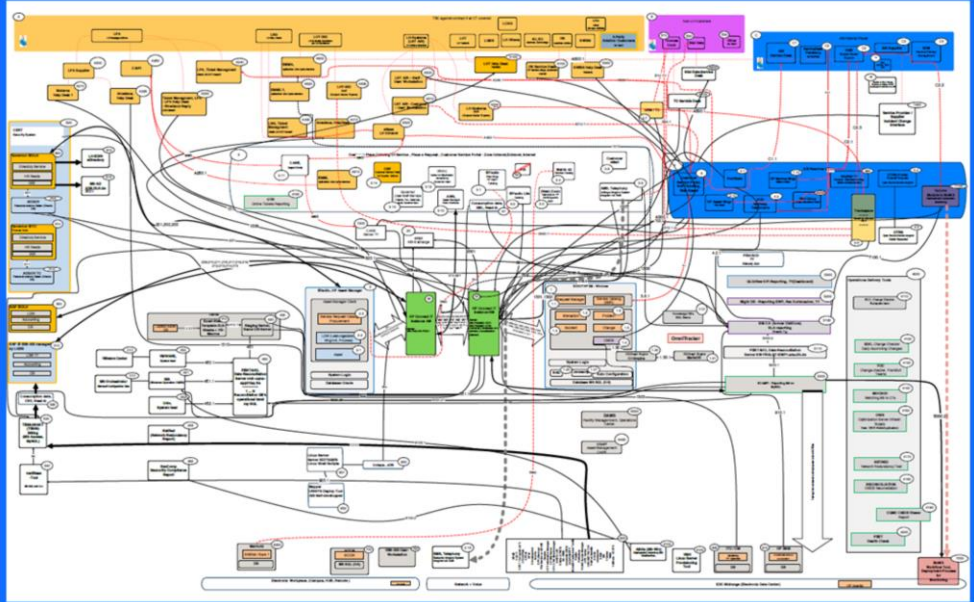Latest trends integrates the ITSM tool with the business management flows and tools.

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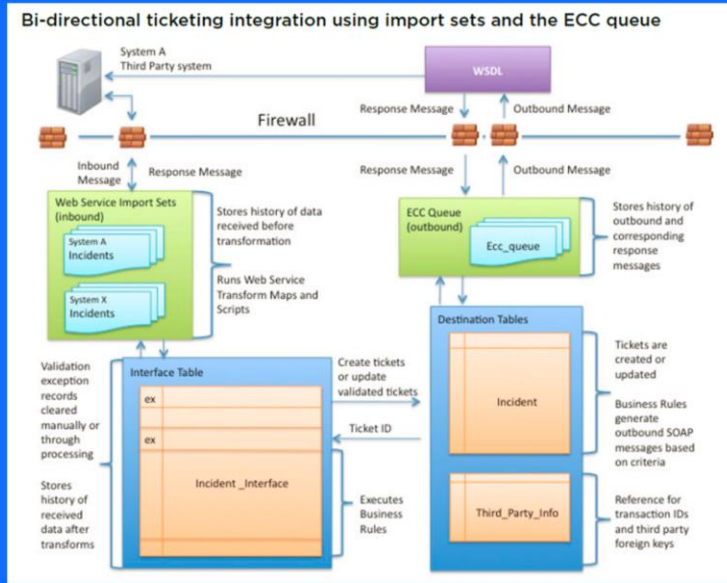IBM

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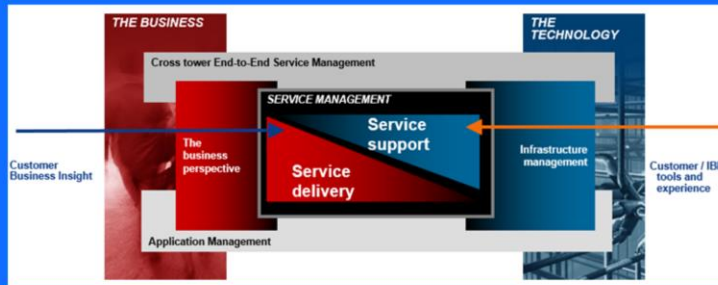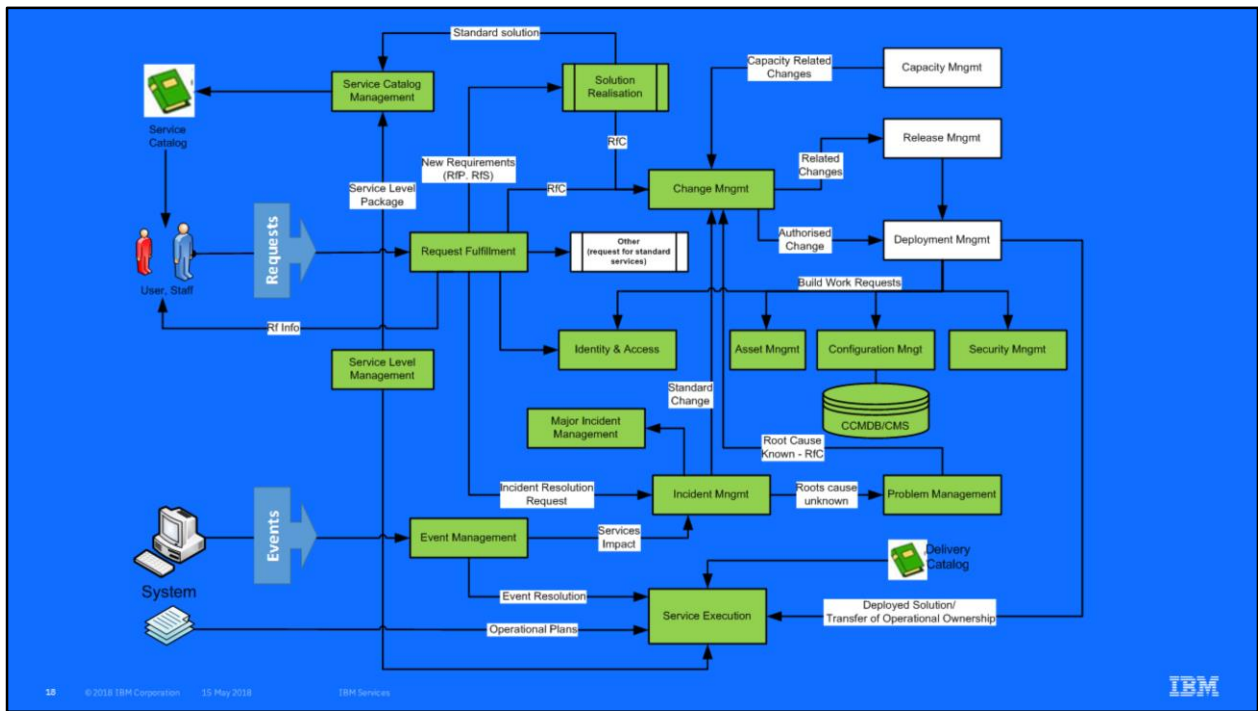
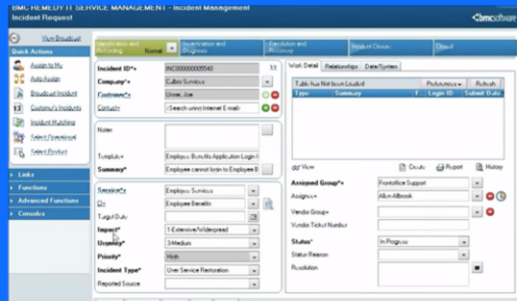# Integrated Service management Tooling - example

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Architecture overview - Example i.

Architecture overview - Example ii.

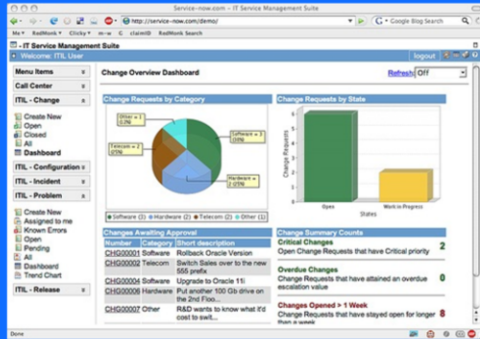© 2018 IBM Corporation   15 May 2018   IBM Services

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Bi-directional ticketing integration using import sets and the ECC queue

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ITSM Tools example – BMC Remedy

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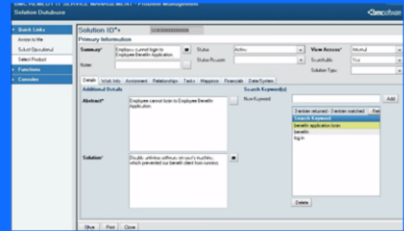
ITSM Tools example – Service Now
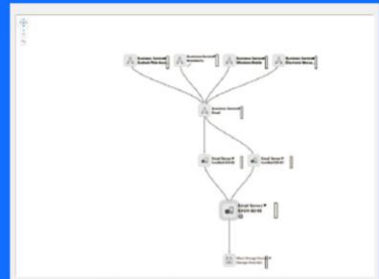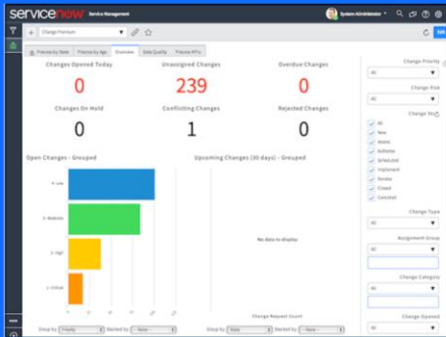
Business Service Management Map shows how proposed change impacts related CIs

Proposing a standard change with approved procedures and information pre-fille

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RACI models

Map roles and responsibilities to processes and activities

	Service Design manager	Service Level Manager	Problem Manager	Security Manager	Procurement Manager
Activity 1	A,R	C	I	I	C
Activity 2	A	R	C	C	C
Activity 3	I	A,I	R,C,I	I	C
Activity 4	I	A	R	I	R,C,I
Activity 5	I	I	A	C	I

- **R**esponsible
  - ✓ *Execution*
- **A**ccountable
  - ✓ *Results*

- **C**onsulted
  - ✓ *Expertise and perspective*
- **I**nformed
  - ✓ *Communication*

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What is a role?

- A set of connected behaviors or actions performed by a person, team or group in a specific context
- One person or team may have multiple roles
- A process defines the scope and responsibilities of a role
- May or may not be titled

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Joint management model – customer/vendor - example
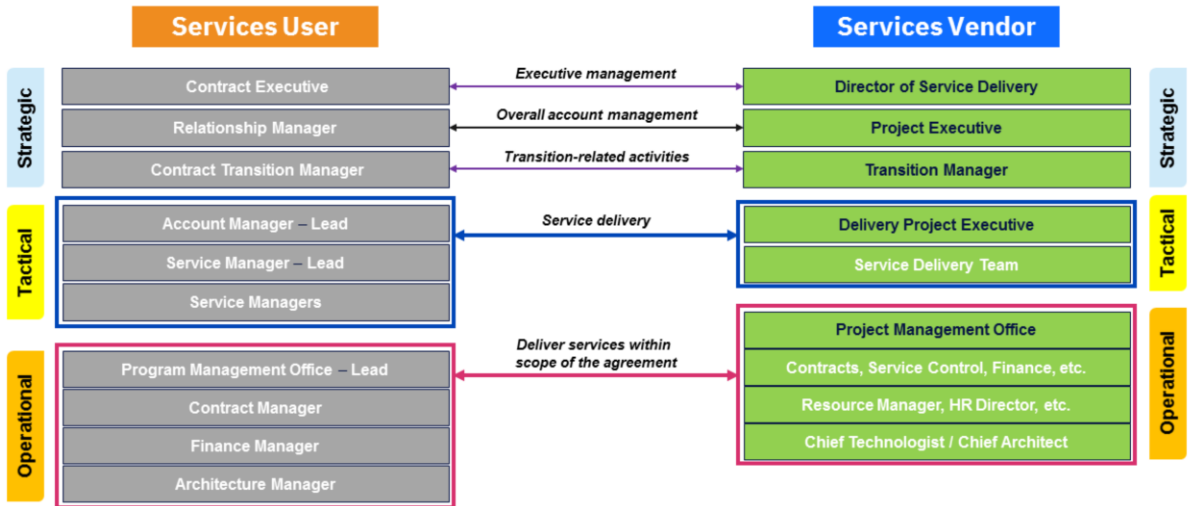
Accountable roles

- Process Owners

- Service Owners

- Line Management

- IT Steering Group

- Change Advisory Board

These must-have roles are accountable for quality, results, conformance and continual improvement. They may or may not be operational. There is only ONE accountable role for each activity.

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Other RACI roles

Responsible roles

Persons or groups that execute one or more activities (actually do the work)

Consulted Roles

Provide specific expertise or perspective

Informed roles

Receive communication about the activity

Based on the circumstances, individuals or groups will likely play multiple "roles" for the same activity – sometimes simultaneously.

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What is the Service Level Agreement (SLA)

An SLA is a negotiated agreement between two or more parties designed to create a common understanding about the service.

It is :

- ❖ A communication tool

- ❖ A conflict resolution tool

- ❖ A living document

- ❖ A method for gauging service efectivness

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What Are Key Components of an SLA?
The SLA should include components in two areas: services and management.
Service elements include specifics of services provided (and what's excluded,
if there's room for doubt), conditions of service availability, standards such as
time window for each level of service (prime time and non-prime time may
have different service levels, for example), responsibilities of each party,
escalation procedures, and cost/service tradeoffs.
Management elements should include definitions of measurement standards
and methods, reporting process, contents and frequency, a dispute resolution
process, an indemnification clause protecting the customer from third-party
litigation resulting from service level breaches (this should already be covered
in the contract, however), and a mechanism for updating the agreement as
required.
This last item is critical; service requirements and vendor capabilities change,
so there must be a way to make sure the SLA is kept up-to-date.

Service Elements

Service Elements communicates :

✓ What services will be provided

✓ What are the conditions of service availability

✓ What are the service standards

✓ What are the responsibilities of both parties

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Management Elements

Management Elements communicates:

- ✓ How service effectiveness will be tracked

- ✓ How information about service effectiveness will be reported and addressed

- ✓ How service-related disagreements will be resolved

- ✓ How the parties will review and revise the agreement

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Seven Key Steps to Establishing a Service Level Agreement

Gather Background Information	Document Expectations	Plan SLA	Develop SLA	Generate Buy-in	Complete Pre-Implementation Tasks	Implement and Manage SLA
• Review and clarify service / customer needs and priorities • Baseline current performance • Identify performance limitations • Communicate expectations to staff	• Identify affected customers • Agree on expectations • Discuss customer concerns • Hold open discussions	• Establish ground rules • Discuss division of responsibilities • Discuss scheduling issues and constraints • Discuss communication styles and preferences • Identify potential roadblocks	• Create SLA structure • Discuss and negotiate structure • Create SLA content • Solicit input / feedback on content • Finalize draft agreement	• Have all stakeholders review draft • Address stakeholders questions • Implement changes • Gain approval from all stakeholders • Finalize buy-in	• Develop performance tracking mechanisms • Establish reporting processes • Reinforce roles / responsibilities for cross-functional services • Provide necessary training	Establish POCs to: • Resolve problems related to the SLA • Maintain ongoing contact with the other party • Conduct service reviews • Coordinate and implement modifications to SLA

What should I consider when selecting metrics for my SLA?

Choose measurements that motivate the right behavior. The first goal of any metric is to motivate the appropriate behavior on behalf of the client and the service provider. Each side of the relationship will attempt to optimize its actions to meet the performance objectives defined by the metrics. First, focus on the behavior that you want to motivate. Then, test your metrics by putting yourself in the place of the other side. How would you optimize your performance? Does that optimization support the originally desired results?

Ensure that metrics reflect factors within the service provider's control. To motivate the right behavior, SLA metrics have to reflect factors within the outsourcer's control. A typical mistake is to penalize the service provider for delays caused by the client's lack of performance. For example, if the client provides change specifications for application code several weeks late, it is unfair and demotivating to hold the service provider to a prespecified delivery date. Making the SLA two-sided by measuring the client's performance on mutually dependent actions is a good way to focus on the intended results.

Choose measurements that are easily collected. Balance the power of a desired metric against its ease of collection. Ideally, the SLA metrics will be captured automatically, in the background, with minimal overhead, but this objective may not be possible for all desired metrics. When in doubt, compromise in favor of easy

collection; no one is going to invest the effort to collect metrics manually.

Less is more. Despite the temptation to control as many factors as possible, avoid choosing an excessive number of metrics or metrics that produce a voluminous amount of data that no one will have time to analyze.

Set a proper baseline. Defining the right metrics is only half of the battle. To be useful, the metrics must be set to reasonable, attainable performance levels. Unless strong historical measurement data is available, be prepared to revisit and readjust the settings at a future date through a predefined process specified in the SLA.

Factors that Affects The Timeline of SLA Implementation

- The service environment

- The proximity of the parties

- The span of impact of the SLA

- The relationship between the parties

- The availability of a model

- Prior SLA experience

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- Service provider liability and obligations (e.g. security)
- Impact and priority guidelines
- Escalation and notification process
- Complaints procedure
- Service targets
- Workload limits (upper and lower), e.g. the ability of the service to support the agreed number of users/volume of work, system throughput
- High level financial management details, e.g. charge codes etc.
- Actions to be taken in the event of service interruption
- Housekeeping procedures
- Glossary of terms
- Supporting and related services
- Any exceptions to the terms given in the SLA

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SLA Objectives example

Service Level	Objective	Common Metric
Web Availability	Measures the availability of the Web-hosted application. This provides the organization with the percentage of time that the applications were available for use in a specific month.	99.96% availability.
Disaster Recovery (DR) Systems	In the event of severing of business services due to a man-made or natural disaster event, the time to restoration of normal business activity.	4 hours.
Storage Area Network (SAN) Availability	The percentage of time the SAN will be available for normal business operations. The goal is often 99.99% uptime.	99.90%
Call Time to Answer	90% of calls will be answered less than 30 seconds by a person after call is front-end-directed by automatic call distribution (ACD).	85% of calls are answered within 30 seconds.
Customer Satisfaction	80% "very satisfied" or "satisfied" for ticket surveys and total user group surveys (customer satisfaction process will not start until six months after contract initiation and project/activity initiation).	80% (4.0 on a scale of 5.0).
Messaging Availability	The percentage of time that messaging infrastructure is available for normal business operations.	99.00% availability.
Application Availability	The percentage of time that the application is available for normal business operations.	99.50% availability.
Variance to Application Budget	Total cost to complete program requirements will come in at the budgeted cost.	Total cost or workload estimates will +/-10% of budget for projects.
Data Network Availability	The percentage of time that the data network is available for normal business operations.	99.5% availability.
Internet Availability	The availability of the Internet to the customer. The percentage of time that the Internet is available for normal business operations.	99.80% availability.
Response Time — Network	Time required for a packet to go between an end-user demarcation point and the host site front-end processor (FEP) or similar device.	0.5 seconds.
WAN Availability	The percentage of time that the WAN is available for normal business operations.	99.90% availability.
LAN Availability	The percentage of time that the LAN is available for normal business operations.	99.90% availability.

Source: Adapted, in part, from Gartner's "Negotiating Effective SLAs for IT Infrastructure, Applications, IaaS and Business" Feb, 2014.

What Kind of Metrics Should be Monitored?
Many items can be monitored as part of an SLA, but the scheme should be kept as simple as possible to avoid confusion and excessive cost on either side. In choosing metrics, examine your operation and decide what is most important. The more complex the monitoring (and associated remedy) scheme, the less likely it is to be effective, since no-one will have time to properly analyze the data. When in doubt, opt for ease of collection of metric data; automated systems are best, since it is unlikely that costly manual collection of metrics will be reliable.
Depending on the service, the types of metric to monitor may include:
Service availability: the amount of time the service is available for use. This may be measured by time slot, with, for example, 99.5 percent availability required between the hours of 8 am and 6 pm, and more or less availability specified during other times. E-commerce operations typically have extremely aggressive SLAs at all times; 99.999 percent uptime is a not uncommon requirement for a site that generates millions of dollars an hour.
Defect rates: Counts or percentages of errors in major deliverables. Production failures such as incomplete backups and restores, coding errors/rework, and missed deadlines may be included in this category.
Technical quality: in outsourced application development, measurement of

technical quality by commercial analysis tools that examine factors such as program size and coding defects.

Security: In these hyper-regulated times, application and network security breaches can be costly. Measuring controllable security measures such as anti-virus updates and patching is key in proving all reasonable preventive measures were taken, in the event of an incident.

Example : IT Help Desk SLA

Your Company, Inc. IT Help Desk

Service Level Agreement

Provider of Service
XXX IT Help Desk staff

Type of Service
IT Help Desk primary first level support

Service Period
January 1, 20.. through December 31, 20..

Performance

In order to provide optimal first level support service to all departments, all problem and repair calls must be received by the Help Desk.

The company XXX IT HELP DESK will provide (Customer Name/Department Name) with the following support:

First level problem determination where

1. All problems will be recorded.
2. Problems will be resolved or assigned to the appropriate specialist.
3. Problems will be monitored.
4. Users will be notified of commitment times and any problems that occur in meeting the established commitment.
5. Problem resolution will be documented and available in report status.
6. Monthly reports will be provided.

A single point of contact with the XXX department for

1. Orders for new equipment.
2. Equipment moves, adds, and changes (Equipment includes personal computers, printers, and telephones).
3. Services such as data entry, building access authorizations, new computer user IDs and passwords, voice mail, Centrex lines, mainframe connections, file server connections, reports, and application program problems and requests.
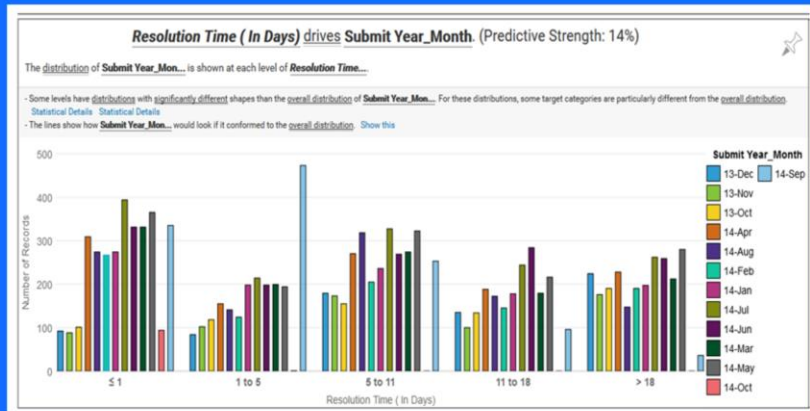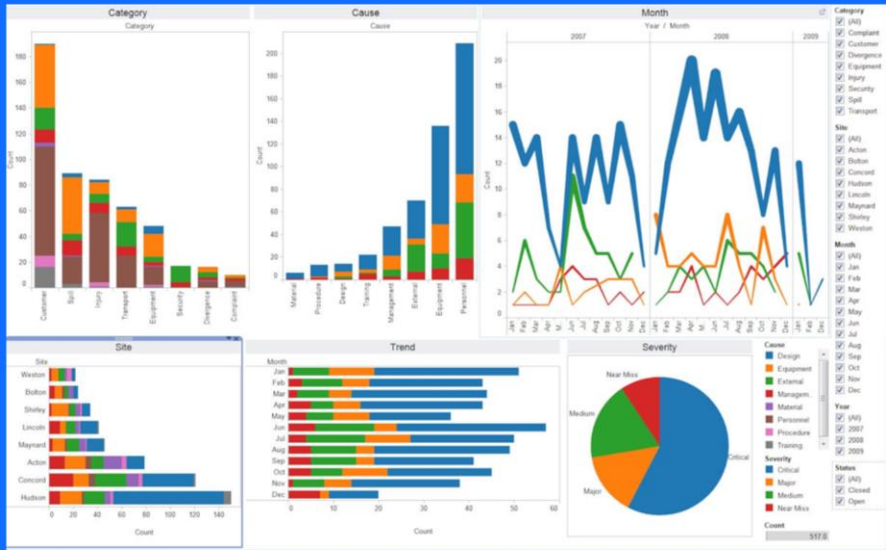
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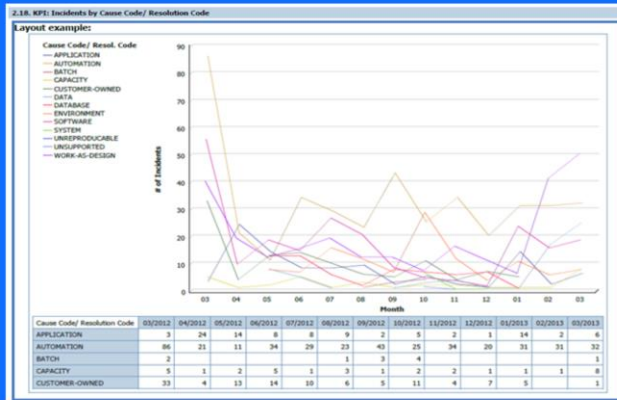
To complex analysis even with predictions:

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KPI and SLA results visualization and "dashboarding" specific SW

Example – Tableau SW

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What shall we talk about next?

ITSM future directions