

# STPA for program management: Burden or boon?

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boon

1. A gift; a grant; a benefaction; a present; a favor granted.





# Today's agenda

- **The Logistics**
- **The Program**
- **The Findings**
- **The Future**

# The Logistics

# Our STPA Logistics

- 2 facilitators, 1 program owner
- Limited bandwidth
- ~1 hour per week for ~4 months (~50 total hours).
- Highly organized

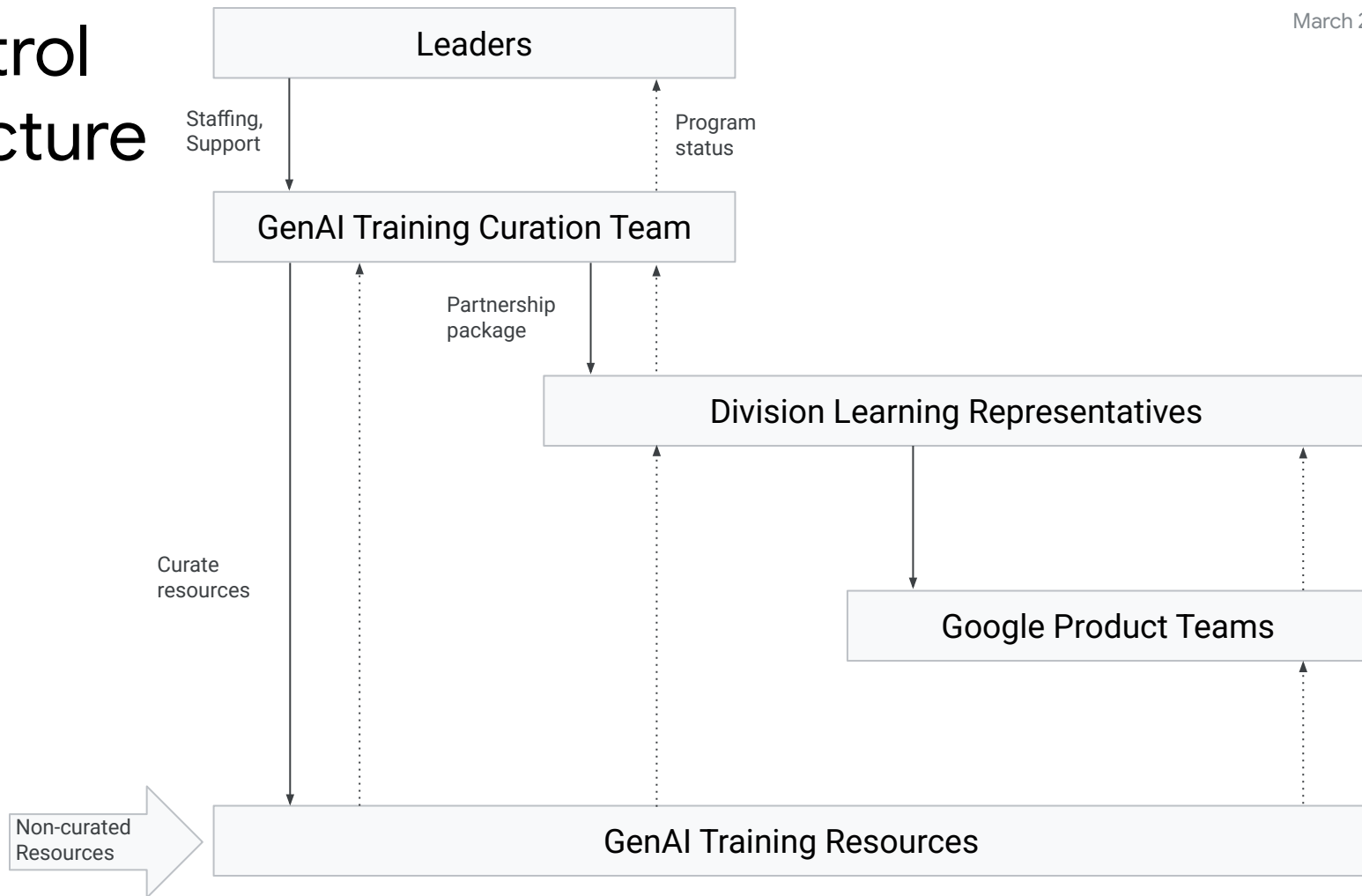
# The Program

# Curating GenAI Resources

- Deliver site & curriculum
- Review internal & external resources
- Tune content & curriculum for divisions

# Control Structure

March 25, 2025



# The Findings

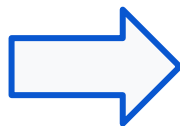
## (General)

# Low-cost STPA possible

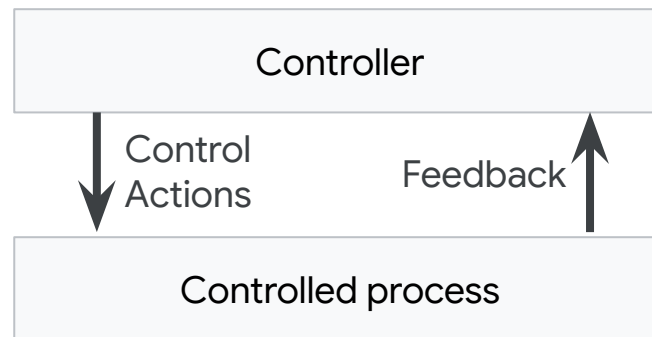
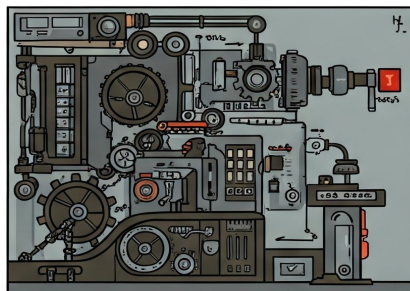
- **Not** exhaustive
- Accurate
- Limited time



Complex system

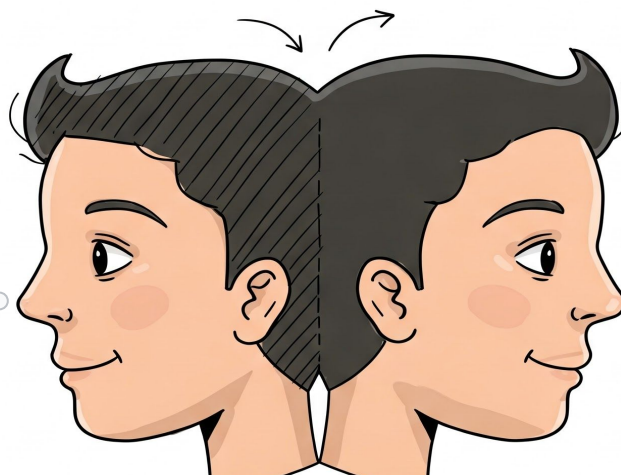


Understandable control structure



Risks

Opportunities



# Boon: Clarifying program goals

- Reveal goal misalignment
- Enable program-level optimization
- Influence teams



# Boon: Defining responsibilities

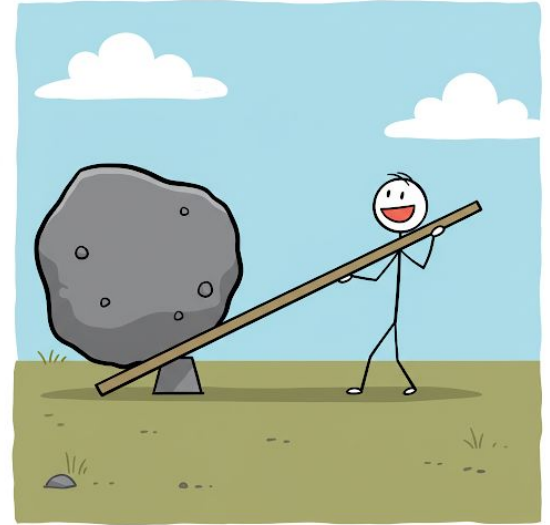
- Verify RACI
- Clarify responsibilities
- Match control actions to goals
- Establish common language



# Boon: Opportunities to improve system "levers"

- Identify missing levers
- Clarify misunderstood levers
- Improve application of misused levers

Discover new  
levers!



# The Findings

(Program-specific)

# STPA-driven program improvements

- Problem: Inconsistent division engagement
- Opportunity: Improve engagement
- Solution: Strengthen leadership support

# STPA-driven program improvements (cont)

March 25, 2025

**Solution:  
Improved  
Support**

**Solution:  
Better Status  
Updates**

Leaders

Staffing,  
Support

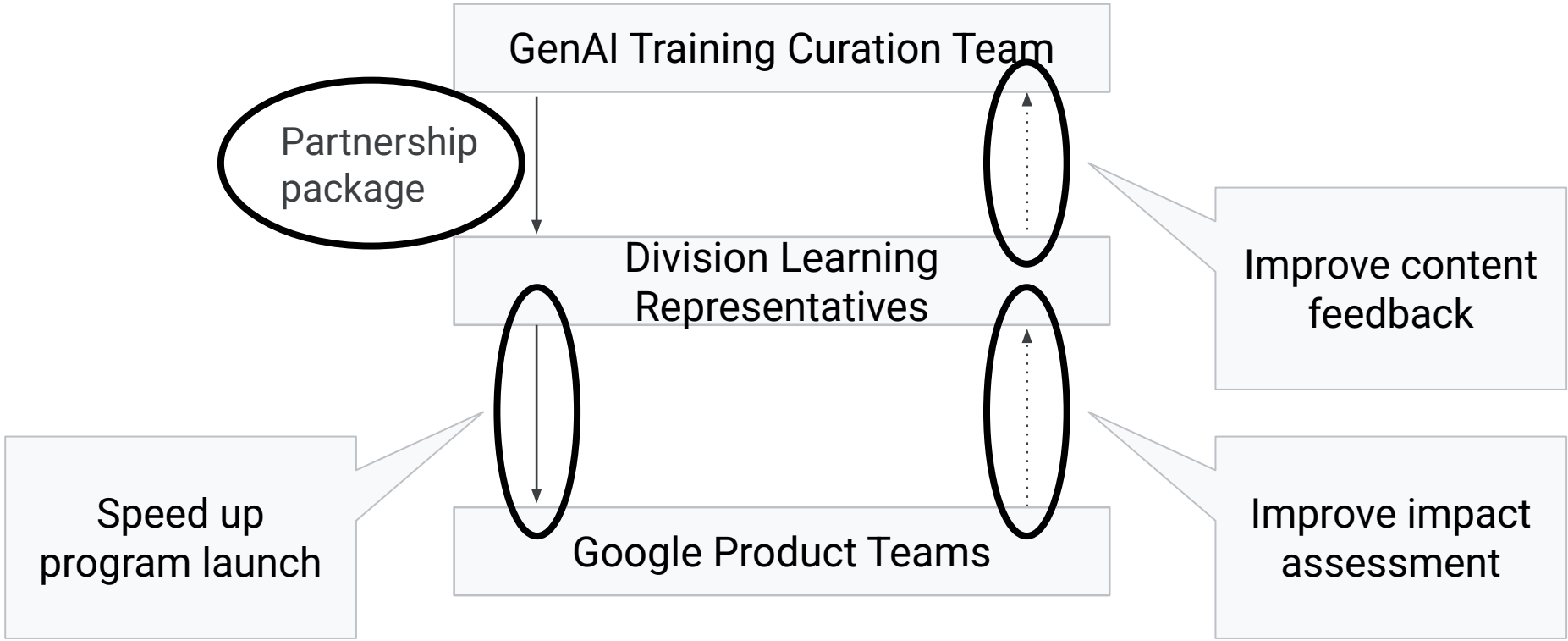
Program  
status

GenAI Training Curation Team

# STPA-driven program improvements (cont.)

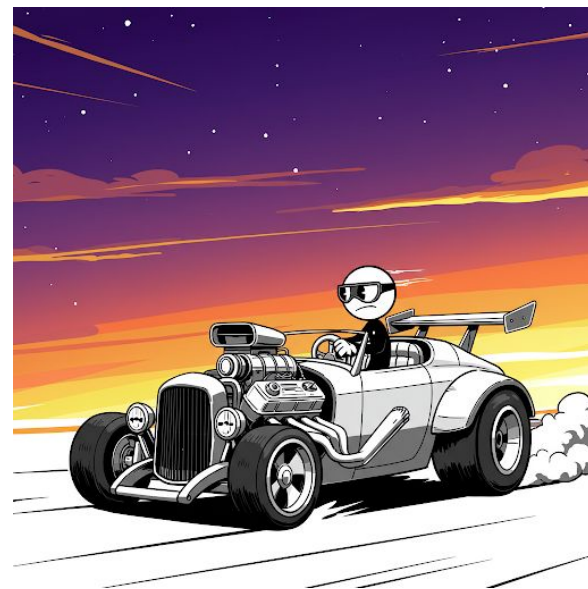
- Problem: Division Reps inadequate support
- Opportunity: Improve Division Reps contribution
  - Tons of content
  - Reprioritization/reassignment
  - Unknown training impact

# STPA-driven program improvements (cont.)



# Supercharge Your Program with STPA

- Results:
  - Lightning-fast onboarding
  - Maximized executive support
  - Improvement in managing up



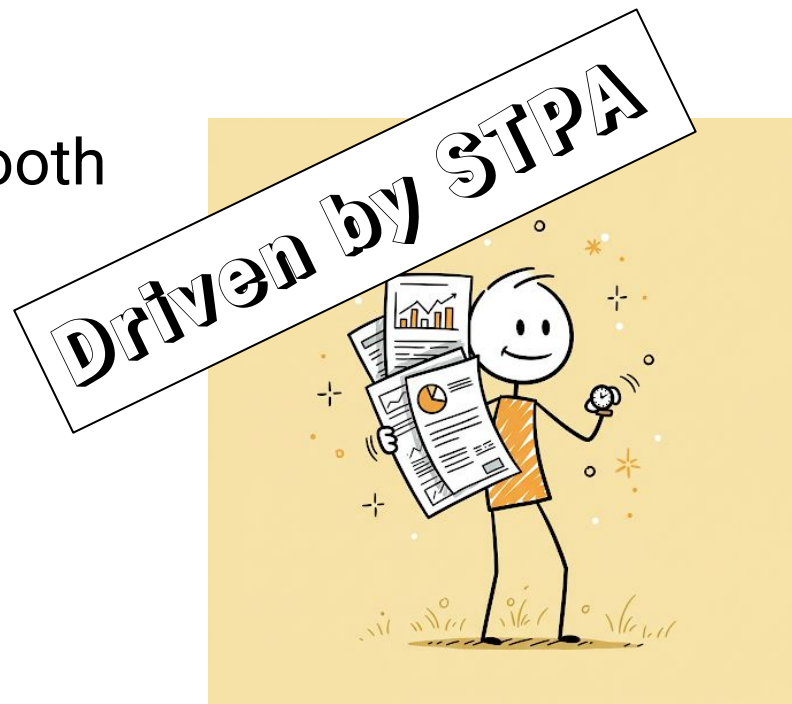
# The Future

# Future of the training curation program

- Control structure -> Future modeling
  - Example: adding volunteers
- Improved scaling
  - Empower division reps
  - Attend strategic meetings

# Tuning our STPA process

- Streamline coverage for impact
- Templates and shortcuts to smooth execution
- Focused time commitment
- Standard report on impacts



# STPA next steps

- Roll out STPA for program management
- Promote STPA flexibility

# Call to action:

## Introduce STPA to your program management org!



- Start small
- Show value proposition
- Review complex/critical programs
- Find an STPA expert

# Conclusion

Thank you!  
Questions?

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