

## The Guild of Business Analysts Certification by Peer Review – Proposition

1. Provisioned and operated by {SponsorGroup.com}
2. The basic idea is
  - a. A BA gets Guild accreditation by having their work assessed by their peers (the work can be made up or must be anonymised – it must not be possible to identify the client the work was done for). See points 3-7.
  - b. Everyone (and especially new BAs) has a *free* route to becoming an accredited BA primarily for CV purposes and professional development.
  - c. Credibility for the accreditation is gained from peer review.
  - d. {SponsorGroup.com} members are incentivised to gain accreditation and to assist in enabling others to gain accreditation (see points 4-7).
  - e. As the accreditation and Guild is controlled by {SponsorGroup.com} members it can evolve (see point 8 – Constitution).
  - f. The accreditation is positioned as complimentary to (not replacement for) all other accreditation.
  - g. Published and reviewed work becomes a {SponsorGroup.com} resource to other BAs.
  - h. {SponsorGroup.com} revenue is gained from adverts on the Guild pages and the extra interest from training companies and CASE tool vendors that such an initiative generates.
3. Peer review based accreditation of Business Analysts **BY** Business Analysts
  - a. Anyone at all can join the accreditation scheme and become an “Apprentice Business Analyst”
  - b. Anyone or organisation can train Business Analysts (as accreditation is by assessment of work done and not courses attended)
  - c. Anyone can become a mentor – the BA and mentor just have to agree and register it on {SponsorGroup.com}. A BA can only have one mentor at any one time. A mentor can mentor any number of BAs. It is expected that BAs will seek out credible mentors using {SponsorGroup.com} to find them
  - d. Anyone can assess any submitted work – assessment is a formal process of detailed, defined feedback as well as marking
  - e. There is “report abuse” type functionality to notify suspect work. If sufficient members report a piece of work (10?) then it is deleted from the website and points (and certificates) retracted.
  - f. Reviews can also be reported as potential abuse.
  - g. The review process includes q & a of the analyst for them to demonstrate understanding of their work and clear up queries.
4. The more work a submitter has assessed the more points they earn
  - a. Any Guild Member can award up to 5 points
  - b. Once the average score is 3 points or more for 20 votes the work is ‘passed’ and only at that stage are the points added to submitter’s total score (and assessors and mentor if appropriate)
  - c. Reviews can also be reported as potential abuse.
  - d. The review process includes q & a of the analyst for them to demonstrate understanding of their work and clear up queries.
5. The more work a Guild Member is a mentor for the more points they earn (50% of the original work score up to a max of 50 points)
  - a. Anyone can become a mentor – the BA and mentor just have to agree and register it on {SponsorGroup.com}. A BA can only have one mentor at any one time. A mentor can mentor any number of BAs. It is

