

Project Note

# UML-based Business Modeling for Reorganisation Projects

New approaches to the management of human resources is the key to reorganisation projects. The UML-based business modeling provides more effectiveness and efficiency of the new processes.

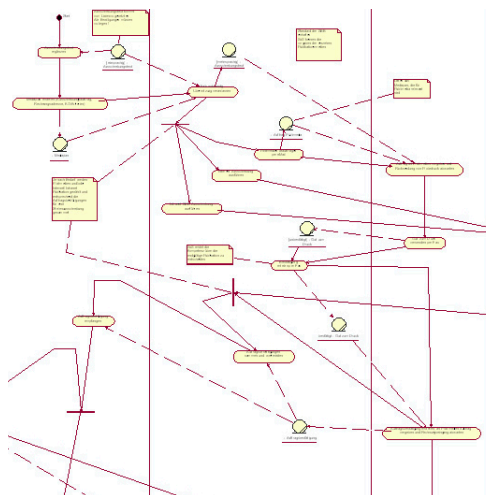
**Task**

The effectiveness and efficiency of a number of services in the non-centrally structured Human Resource Management at the Swiss Federal Railways were to be improved through process standardisation and work-flow support. Our task was to devise a business model to implement the already formulated vision in actual structures and processes. This business model was then to serve as a solid foundation for creating a detailed plan for carrying out the project.

**Implementation**

In two two-day workshops with HRM staff from the Swiss Federal Railways, participants were first given a short introduction to business modeling and then divided into various work groups to model actual designs for standardised processes using UML. The models were then consolidated and recorded as a CASE Tool with Rational Rose. As a result, at the end of the workshops and after post-processing, HRM had available to it a business model that included details of many important aspects.

The iterative approach taken throughout the two workshops was crucial for moving from an initial overview model to the detailed design of the future business processes.



**Customer benefits**

- Thanks to Zühlke's moderation of the workshops, all participants were able to contribute efficiently to the success of the modeling.
- UML helped to separate the outer view of the business system clearly from the inner view. This allowed a careful modeling of the effectiveness and efficiency of the new processes.
- Using UML, all models first devised on paper were able to be consistently crafted and further developed with a CASE Tool.

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