



Red River College Course Learning Outcome Alignment with BABOK Version 2

This alignment chart was designed specifically for the use of Red River College.

These alignments have not been verified or endorsed by the IIBA.

Appendix A Course Learning Outcome Alignment with BABOK Version 2

Business Analysis Learning Outcomes

BUSA-1044 Business Analyst: Introduction

Description

Gain the skills needed to be a successful Business Analyst in today's workplace. Improve your abilities in oral and written communication, research techniques, business process improvement, problem-solving, supervision and team-building, and understanding of organizational structures.

	Course Learning Outcomes	Alignment with competencies in BABOK V.2
1	Describe the Business Analyst's role as a problem solver, supervisor and team builder	Elicitation
2	Select the Business Analyst tools and methods necessary to make appropriate recommendations to the project stakeholders	Requirements Analysis
3	Discuss the standard technical business requirements that an organization needs in order to succeed	Business Analysis Planning and Monitoring
4	Describe standard technical business requirements to stakeholders using language appropriate to the audience.	Business Analysis Planning and Monitoring
5	Demonstrate written communication skills through effective documentation of stakeholder requirements	Requirements Analysis
6	Prepare an "existing situation" document to capture the existing circumstances for project stakeholders	Requirements Analysis
7	Identify stakeholders who may be impacted by a proposed initiative	Business Analysis Planning and Monitoring
8	Identify stakeholders who may share a common business need	Business Analysis Planning and Monitoring
9	Determine appropriate stakeholders for a project or project phase	Business Analysis Planning and Monitoring
10	Analyze stakeholder influence, authority, and project attitude	Requirements Analysis
11	Develop estimates for BA work (time, skill level, complexity of tasks, etc)	Business Analysis Planning and Monitoring

BUSA-1017 Business Analyst Facilitation

Description

Refine your elicitation, negotiation, documentation and presentation skills as a Business Analyst. Develop the essential elicitation skills needed to effectively capture accurate stakeholder requirements. Sharpen your skills as a Business Analyst by managing, planning and facilitating stakeholder requirements meetings. Develop and refine business case documents, user documentation, reports and formal requests, and learn the techniques needed to present them persuasively.

	Learning Outcomes	Alignment with competencies in BABOK V.2
1	Create business case documents and reports that confirm your research, support your recommendations, and demonstrate ethical decision making	Requirements Management and Communication
2	Interact with team members to ensure that all requirements are correctly understood and implemented	Requirements Management and Communication
3	Produce requirement documentation to verify that accurate, detailed and specific needs are clearly recognized and recorded	Elicitation
4	Design and deliver powerful presentations to help influence stakeholder decisions	Requirements Management and Communication
5	Communicate business techniques effectively to ensure that all stakeholders have a clear understanding of your recommendations using language appropriate to the audience.	Requirements Management and Communication
6	Assess existing documentation to verify that stakeholder’s intentions have been correctly captured	Elicitation
7	Work effectively individually and as a member of team, demonstrating time management, organizational, and interpersonal skills	Requirements Management and Communication
8	Facilitate stakeholder negotiations as an unbiased participant	Requirements Management and Communication
9	Demonstrate effective use of written, verbal, and non-verbal communication in a business setting.	Requirements Management and Communication
10	Work as a professional, maintaining high standards of practice, make ethical judgments and decisions and follow legal requirements	Requirements Management and Communication

COMP-1066 Business Systems Design

Description

This course presents a methodology based on structured analysis and design. The Systems Development Life Cycle adopted for purposes of this course is defined as: Systems Planning, Systems Analysis, Systems Design, Systems Implementation, Systems Operation and Support. The student will learn about project management concepts and work through case studies that will introduce all phases of systems development. The Student will learn how to translate business requirements into information systems.

	Learning Outcomes	Alignment with competencies in BABOK V.2
1	Analyze the current state of technology (infrastructure and applications)	Enterprise Analysis
2	Analyze the current state of the business to identify and recommend relevant improvements	Requirements Analysis
3	Communicate business techniques effectively to ensure that all stakeholders have a clear understanding of your recommendations using language appropriate to the audience.	Requirements Management and Communication
4	Analyze the stated requirements to ensure that they are have been correctly captured	Requirements Analysis
5	Facilitate systems planning, and design to ensure business requirements translate into information systems requirements	Enterprise Analysis
6	Facilitate systems implementation to ensure accurate allocation of hardware and software requirements	Solutions Assessment and Validation
7	Describe the seven steps of a systems development Life Cycle	Requirements Analysis
8	Compare trade-offs between different implementation approaches	Solutions Assessment and Validation
9	Facilitate initial systems operation and support to verify requirements were translated accurately	Enterprise Analysis
10	Evaluate trade-offs between different implementation approaches	Solutions Assessment and Validation
11	Define corrective actions to resolve hardware or software problems	Solutions Assessment and Validation

BUSA-1050 Business Requirements Gathering

Description

Gain the skills needed to be develop and document effective business requirements in a business workplace. Improve your abilities in interviewing clients, business process improvement, problem-solving, teamwork and leading effective meetings.

	Learning Outcomes	Alignment with competencies in BABOK V.2
1	Evaluate the internal and external business environment to compile business requirements	Enterprise Analysis
2	Record information provided by stakeholders for use in analysis	Elicitation
3	Work effectively individually and as a member of team, demonstrating time management, organizational, and interpersonal skills	Requirements Management and Communication
4	Facilitate requirement review sessions to validate that the stakeholder’s intentions have been correctly captured and understood	Requirements Management and Communication
5	Facilitate sign off sessions to validate that the requirements are correctly and completely defined	Requirements Management and Communication
6	Examine business problem/opportunity to determines the scope of work for the business analysis activities	Requirements Analysis
7	Outline current/future business architecture to construct a requirements package	Elicitation
8	Determine tasks for the business analysis activities in each of the knowledge areas	Business Analysis Planning and Monitoring
9	Determine which metrics will be used to measure the work performed by the business analysts	Business Analysis Planning and Monitoring
10	Perform impact analysis when changes are requested to document the requirements for the change control process	Solution Assessment and Validation
11	Examine resources to ensure they are organized and scheduled for conducting the elicitation activities	Elicitation

BUSA-1302 Business Reengineering	
Description	
<p>The course is designed to provide the student with a solid understanding of the theory behind process redesign and give them a framework methodology that will enable them to undertake redesign projects to dramatically improve the performance of business processes. The course covers the entire process of reengineering from conception of a project, to documentation of the "as is" process, through redesign and implementation. Change management and how to overcome resistance to new business processes is also covered.</p>	

	Learning Outcomes	Alignment with competencies in BABOK V.2
1	Identify the organizational impacts of process redesign needed to prepare stakeholders for change	Solution Assessment and Validation
2	Define stakeholder acceptance criteria, to determine an acceptable level of requirements conformance	Solution Assessment and Validation
3	Analyze stakeholder assumptions to determine what impact process redesign will have on the organization	Requirements Analysis
4	Explain business process reengineering and its role in the process of business analysis	Solution Assessment and Validation
5	Identify resistance to change to help predict and minimize stakeholder impact at each stage of implementation	Solutions Assessment and Validation
6	Explain the challenges of communicating change to stakeholders	Requirements Management and Communication
7	Explain the requirements for business redesign and the stages of Implementation, in language appropriate to each stakeholder	Requirements Management and Communication
8	Propose methods for optimizing deployment to minimize time and cost	Solution Assessment and Validation
9	Develop documentation templates appropriate to a particular business process	Elicitation
10	Explain basic business process reengineering, process modeling and process design methodologies	Requirements Management and Communication
11	Explain what a business case is, and identify the key elements required to implement a new process	Enterprise Analysis
12	Explain release-based implementation to help stakeholders understand the process	Solutions Assessment and Validation

COMP-1054 Business Systems Testing

Description

This course presents Systems Testing with a particular focus on knowledge required by the Business Analyst relating to the management of Information Systems. Included in this course is an overview of what the responsibilities of a Business Analyst are associated with Testing. The course will focus on the importance of researching and preparing test plans, test cases & scripts. It will also discuss the pitfalls and problem logs associated with testing.

	Learning Outcomes	Alignment with competencies in BABOK V.2
1	Explain the testing life cycle and develop test cases and scripts to test the all planned activities	Solutions Assessment and Validation
2	Categorize problem threat levels to determine methods for prioritizing resources	Business Analysis Planning and Monitoring
3	Structure and organize a set of requirements into logical sets that can be assigned in packages with related functions	Requirements Analysis
4	Create validation criteria to determine whether the deployed solution meets the business need	Solutions Assessment and Validation
5	Define and validate corrective actions to resolve software or hardware issues	Solutions Assessment and Validation
6	Determine the most appropriate methods to identify gaps and shortcomings in solutions	Solutions Assessment and Validation
7	Prepare testing documentation to assess the performance and effectiveness of projects	Solutions Assessment and Validation
8	Assess proposed solutions to determine which solution best fits the business need	Solutions Assessment and Validation
9	Determine contingencies necessary to produced workarounds or changes to the solution	Solutions Assessment and Validation
10	Assess deployed solutions to evaluate how well they satisfy the original requirement	Solutions Assessment and Validation

BUSA-1052 Business Case Analysis

Description

Utilize the skills and techniques to analyze business case problems and develop effective recommendations and solutions. Discover how to identify business needs, define business requirements and conduct business case analysis.

	Learning Outcomes	Alignment with competencies in BABOK V.2
1	Create a needs assessment to define business needs	Business Analysis Planning and Monitoring
2	Recommend viable business solution to decision makers	Enterprise Analysis
3	Recommend release and delivery strategy to stakeholders	Solutions Assessment and Validation
4	Facilitate the allocation of technical and non-technical requirements to the solution	Requirements Management and Communication
5	Select which implemented requirements will be maintained after solution implementation	Requirements Management and Communication
6	Conduct a GAP Analysis to determine current and future business requirements	Solutions Assessment and Validation
7	Explain Scope to stakeholders and identify business development constraints using language appropriate to the audience.	Requirements Management and Communication
8	Describe the phases of business case development using language appropriate to the audience.	Elicitation
9	Identify key documentation information for each phase of development to ensure requirements are met	Elicitation

PROJ-1030:Project Management Fundamentals

Description

This course will develop a basic introductory understanding of the generally accepted knowledge areas and best practices of project management, including: Basic terminology, processes, tools and techniques. Basic project planning, execution and control in a team environment. This course will include both theoretical knowledge and practical skills. This course will include project management from the perspective of the project manager, project sponsor, and project customer. This course will focus on project management’s core knowledge areas.

Learning Outcomes	Alignment with competencies in BABOK V.2
1. Describe the project management framework	
2. Describe management processes and interactions	Requirements Management and Communication
3. Identify and document stakeholder needs and expectations	Enterprise Analysis
4. Identify and document project deliverables and work breakdown	Requirements Analysis
5. Identify and estimate resources and costs, and develop budgets	Business Analysis Planning and Monitoring
6. Identify and estimate effort and time, and develop a schedule	Requirements Management and Communication
7. Identify, analyze and respond to project risks	Enterprise Analysis
8. Develop, integrate, and present project plans, to achieve measurable objectives	Solutions Assessment and Validation
9. Organize people resources	Requirements Management and Communication

BUSA-1059 Business Research Techniques

Description

This course looks at quantitative research methods, and provides hands on training and experience developing, conducting and concluding a quantitative research project. Students will construct valid and reliable measures for questionnaire surveys and sampling strategies, by incorporating relevant statistical methods and data.

	Learning Outcomes	Alignment with competencies in BABOK V.2
1	Create qualitative and quantitative methods to elicit requirements from stakeholders	Requirements Analysis
2	Interpret the data to develop conclusions about the initial research questions or hypotheses	
3	Determine the business priority of requirements (including voting, ranking, and benefit analysis)	
4	Describe logical dependencies between requirements and requirements packages	
5	Explain validation and the levels of measurement using language appropriate to the audience	Solutions Assessment and Validation
6	Develop surveys to quickly elicit appropriate information from stakeholders	Elicitation
7	Design and construct a questionnaire to elicit detailed, and comprehensive information from stakeholders	Elicitation
8	Assess the value of sampling concepts such as probability and non-probability sampling for each project	Elicitation
9	Describe the role that research statistics have on a project	
10	Identify the key concepts for presenting findings to stakeholders	Business Analysis Planning and Monitoring

MGMT-1161 Principles of Management: 1

Description

Acquire the knowledge necessary to identify management functions and set out major principles, problems and objectives. Know the meaning of decision-making and learn how to stress the use of creative thinking in management. Discuss the fundamentals of organization and departmentalization, and learn the value of motivating people in management positions through communications, leadership and supervision. Study the methods used to control budgets, costs, quality, production and sales.

Learning Outcomes	Alignment with competencies in BABOK V.2
1. Identify and describe the four basic functions of management: planning, organizing, leading and controlling.	Business Analysis Planning and Monitoring
2. Assess the statement: There is a “definite right answer.”	
3. Describe the qualities of an effective, efficient, “good” manager.	Requirements Management and Communication
4. Recognize and encourage effective management.	Requirements Management and Communication
5. Recognize poor management, and support improvement strategies.	

HUMR – 1063 Training and Development

Description

Develop your ability to design and implement a training program. The emphasis is on practical problems of training in industry.

Learning Outcomes	Alignment with competencies in BABOK V.2
1. Explain how training and development benefits organizations:	
2. Design effective training programs for organizations.	
3. Identify key issues that have affected, and will affect, the Training and Development field.	Requirements Management and Communication
4. Develop critical thinking and problem-solving skills:	Requirements Management and Communication
5. Develop skills in group interaction processes:	
6. Develop effective communication skills:	Requirements Management and Communication

Appendix B BABOK Version 2 Alignment with Course Learning Outcomes

Business Analysis alignment with BABOK V.2

BABOK Knowledge Area : Business Analysis Planning and Monitoring	
Description	Purpose
Business Analysis Planning and Monitoring describes how to determine which activities are necessary to perform in order to complete a business analysis effort. It covers identification of stakeholders, selection of business analysis techniques, the process we will use to manage our requirements, and how we assess the progress of the work in order to make necessary changes in work effort. Business analysis planning is a key input to the project plan, and project management responsibilities include organizing and coordinating business analysis activities with the needs of the rest of the project team.	Plan the execution of business analysis tasks

Competency	Purpose	Competency Covered in :
Conduct Stakeholder Analysis	Identify stakeholders who may be impacted by a proposed initiative or who share a common business need. This task includes determining appropriate stakeholders for the project or project phase, and analyzing stakeholder influence, authority (approve, sign off, veto), and project attitude.	BUSA-1044 Business Analyst : Intro

Plan Business Analysis Activities	Determines which activities are required to define the solution to a business problem, how those activities will be carried out, the work effort involved, and an estimate of how long the activities will take.	BUSA-1052 Business Analyst Systems Test
	Identifies business analysis deliverables	BUSA-1050 Business Req. Gathering
	Determines the scope of work for the business analysis activities	BUSA-1050 Business Req. Gathering
	Determine tasks for the business analysis activities in the Knowledge Areas: Enterprise Analysis, Elicitation, Requirements Analysis, Solution Assessment and Validation. Detail will vary from KA to KA.	BUSA-1050 Business Req. Gathering
	Identifies task dependencies, and interfaces between tasks	BUSA-1050 Business Req. Gathering
	Develop estimates for BA work (time, skill level, complexity of tasks, etc.)	BUSA-1044 Business Analyst : Intro
Plan Business Analysis Communication	Determine what information the various stakeholders need to be provided about the results of business analysis and the forms it should take (verbal, written, etc). It includes considerations for, as well as constraints, impacts, durability and trade-offs of different communications media.	COMM-1017-Business Analyst Facilitation
Plan Requirements Management Process	Describes how to determine the appropriate requirements process for a particular initiative. It describes how we determine what is currently in place, and how to create the process if it doesn't exist. It includes determining whether and how requirements are changed, which stakeholders need to approve (instead of the actual approval of requirements), as well as who will be consulted on, or informed of changes, etc. It also includes the approach to requirements traceability and determining which requirements attributes we will	BUSA-1050 Business Req. Gathering

	capture.	
<p>Plan, monitor and Report on Business Analysis Performance</p>	<p>Determine which metrics will be used to measure the work performed by the business analysts. It includes how we track, assess, and report on the quality of the work performed by business analysts and take steps to correct any problems that may crop up. If problems are identified, determine appropriate corrective action (which may feed into the development of future plans on this or other projects).</p>	<p>BUSA-1050 Business Req. Gathering</p>

BABOK Knowledge Area : Enterprise Analysis

Description	Purpose
Enterprise Analysis describes how we take a business need, refine and clarify the definition of that need, and define a solution scope that can feasibly be implemented by the business. It covers problem definition and analysis, business case development, feasibility studies, and the definition of a solution scope.	Identify and propose projects that meet strategic needs and goals.

Competency	Purpose	Competency Covered in :
Identify Business Need	Evaluate the internal and external environment	BUSA-1050 Business Req. Gathering
	Internal:	
	Define/refine current/future business architecture	BUSA-1050 Business Req. Gathering
	Assess the current state of technology (infrastructure and applications)	COMP-1066 Business Systems Design
	External:	
	Benchmark analysis	BUS-1052 Business Analyst Systems Test
	Competitive studies	BUS-1052 Business Analyst Systems Test
	Fully define business problem/opportunity	BUSA-1050 Business Req. Gathering
Determine Solution Approach	Identify potential solutions	BUSA-1059 Business Research Technique
	Analyze feasibility of options	BUSA-1017 Business Analyst Facilitation
	Recommend viable business solution	BUSA-1017 Business Analyst Facilitation
	Validate with decision makers	BUSA-1052 Business Case Analysis
Define Solution Scope	Context diagram	PROJ-1030 Project Mgmt Fundamentals
	Product Breakdown Structure	BUSA-1044 Business Analyst - Intro

Develop the Business Case	Define project objectives and expected business benefits	PROJ-1030:Project Management Fundamentals
	Develop project scope	PROJ-1030:Project Management Fundamentals
	Estimate time, cost, resources	PROJ-1030:Project Management Fundamentals
	Analyze cost vs. benefit	BUSA-1044 Business Analyst : Intro
	Evaluate risk	PROJ-1030 Project Mgmt Fundamentals

BABOK Knowledge Area : Elicitation

Description	Purpose
Elicitation describes how we work with stakeholders to find out what their needs are and ensure that we have correctly and completely understood their needs.	Explore, identify and document stakeholder needs.

Competency	Purpose	Competency Covered in :
Prepare for Elicitation	Prepare for elicitation by ensuring all needed resources are organized and scheduled for conducting the elicitation activities.	BUSA-1050 Business Req. Gathering
Conduct Elicitation	Meet with stakeholder(s) to elicit information regarding their needs	BUSA-1017 Business Analyst Facilitation
Document Elicitation Results	Record the information provided by stakeholders for use in analysis.	BUSA-1050 Business Req. Gathering
Confirm Elicitation Results	Validate that the stakeholder's intentions have been correctly captured and understood.	BUSA-1050 Business Req. Gathering

BABOK Knowledge Area : Requirements Analysis

Description	Purpose
Requirements Analysis describes how we progressively elaborate the solution definition in order to enable the project team to design and build a solution that will meet the needs of the business and stakeholders. In order to do that, we have to analyze the stated requirements of our stakeholders to ensure that they are correct, assess the current state of the business to identify and recommend improvements, and ultimately verify and validate the results.	Progressively elaborate stated requirements to sufficiently level of detail that accurately defines the business need within specified scope

Competency	Purpose	Competency Covered in :
Organize Requirements	Structure and organize a set of requirements into logical sets. The organization may be based on defining multiple “levels” of requirements, packaging related functions together, and so forth.	COMP-1054 Business Systems Testing
Prioritize Requirements	Determine the business priority of requirements (including voting, ranking, benefit analysis and so forth). Identify logical dependencies between requirements and requirements packages.	BUSA-1059 Business Research Technique
Specify and Model Requirements	Describes standard practices for writing textual requirements and creating models or diagrams. Specific models are addressed as techniques. Includes capturing the requirements attributes.	BUSA-1017 Business Analyst Facilitation
		BUSA-1044 Business Analyst : Intro

Determine Assumptions and Constraints	As we analyze stakeholder requests we will find that some of their desires are not properly requirements but are rather based on assumptions regarding what the solution team is capable of delivering. These should be captured and assessed but are not properly requirements.	BUSA-1302 Business Re-engineering
Verify Requirements	Determine that the requirements are correctly and completely defined.	BUSA-1050 Business Req. Gathering
Validate Requirements	Validate that a requirement will satisfy a business need.	BUSA-1050 Business Req. Gathering

BABOK Knowledge Area : Solution Assessment and Validation

Description	Purpose
Solution Assessment and Validation describes how to assess proposed solutions to determine which solution best fits the business need, identify gaps and shortcomings in solutions, and determine necessary workarounds or changes to the solution. It also describes how we assess deployed solutions to see how well they met the original need in order to enable businesses to assess the performance and effectiveness of projects.	Access solutions to ensure that strategic goals are met and requirements are satisfied.

Competency	Purpose	Competency Covered in :
Assess Requirements Coverage	Determine how well possible options for solution designs will meet the requirements. The assessment may include a recommendation of a particular solution, rejection of all solutions, or an assessment of possible trade-offs.	COMP-1066 Business Systems Design
Allocate Requirements	Allocate requirements among releases and/or solutions components. This task ensures that the possible release options are designed in a way to maximize the possible business value given the options and alternatives generated by the design team.	COMP-1066 Business Systems Design
	Allocate requirements to hardware, software, manual procedures, etc.	COMP-1066 Business Systems Design
	Recommend the release/delivery strategy	BUSA-1052 Business Case Analysis
	Understand trade-offs between different implementation approaches	COMP-1066 Business Systems Design
Determine Organizational Readiness	Determine organizational readiness to effectively operate the new solution	BUSA-1050 Business Req. Gathering

	Conduct organizational readiness assessment	BUSA-1050 Business Req. Gathering
	Recommend ways to optimize the organizational deployment	BUSA-1302 Business Re-engineering
Validate Solution	Validate the verified and deployed solution meets the business need.	COMP-1054 Business Systems Testing
	Define acceptance criteria (including what level of conformance to requirements is acceptable)	BUSA-1302 Business Re-engineering
	Identify defects/shortcomings (this should be distinguished from functional testing)	BUSA-1050 Business Req. Gathering
	Analyze impact	BUSA-1302 Business Re-engineering
	Define corrective actions	COMP-1066 Business Systems Design
	Validate corrective actions	COMP-1054 Business Systems Testing
	When a problem is identified with the deployed solution (i.e., a failure to meet a requirement whether or not the requirement was correctly specified) determine what is the most appropriate response.	COMP-1054 Business Systems Testing
Evaluate Solution	Assess the value of the solution as deployed to the business (to determine if the original goals are met). Compare actual vs. expected costs and benefits.	BUSA-1052 Business Case Analysis

BABOK Knowledge Area : Requirements Management and Communication

Description	Purpose
Requirements Management and Communication describes how we manage conflicts, issues and changes and ensure that stakeholders and the project team remain in agreement on the solution scope. Depending on the complexity and methodology of the project, this may require that we manage formal approvals, baseline and track different versions of requirements documents, and trace requirements from origination to implementation.	Recognize that communication takes places throughout all knowledge areas and is important for managing requirements

Competency	Purpose	Competency Covered in :
Manage Solution and Requirements Scope	Baseline and manage changes to business case, solution and requirements	MGMT-1161 Management Principles 1
	Approve requirements (according to the approval authority stated in the Requirements Management Plan)	BUSA-1044 Business Analyst : Intro
	Baseline requirements	BUSA-1017 Business Analyst Facilitation
	Manage formal and informal change control on requirements	
	Control multiple versions of requirements work products	PROJ-1030 Project Management Fundamentals
Manage requirements conflicts and issues	MGMT-1161 Management Principles 1	

Manage Requirements Traceability	Trace requirements (update and maintaining relationships between requirements components)	BUSA-1050 Business Req. Gathering
	Perform impact analysis when changes are requested and supply this information to the change control process (in previous task)	BUSA-1050 Business Req. Gathering

	Support the allocation of requirements to the solution in Solution Assessment and Validation.	BUSA-1052 Business Case Analysis
Maintain Requirements for re-use	Select which implemented requirements will be maintained after solution implementation	BUSA-1052 Business Case Analysis
	Name the responsible party who will maintain the requirements (i.e. custodian, librarian)	BUSA-1017 Business Analyst Facilitation
	Facilitate ongoing use of requirements for impact analysis and solution maintenance	BUSA-1017 Business Analyst Facilitation
	Facilitate re-use of requirements on related projects to encourage enterprise consistency of business models	BUSA-1017 Business Analyst Facilitation
Prepare Requirements Package	Determine appropriate format for requirements (v1.6 task)	BUSA-1050 Business Req. Gathering
	Create a requirements package (V1.6 task)	BUSA-1050 Business Req. Gathering
Communicate requirements	Interaction with all stakeholders before, during and after projects.	BUSA-1017 Business Analyst Facilitation
	Interaction with solution team to assure that requirements are correctly understood and implemented	BUSA-1017 Business Analyst Facilitation