

# Concept Modelling for Business Analysts – *Making Data Modelling a Vital Technique*

A half-day workshop presented by  
Adept Events and Clariteq Systems Consulting  
for University Medical Center Groningen

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## Instructor / course developer background...



**Alec Sharp**, Clariteq Systems Consulting – [asharp@clariteq.com](mailto:asharp@clariteq.com)

- 40+ years experience as an independent consultant:
  - Business Process Change – discover, model, analyse, and design/redesign processes
  - Application Requirements Specification
  - **Data Modelling and Management** *My roots!*
- +
- Facilitation & Organisational Change
- Project Recovery

Process Business Process Modelling

Application

Use Case Modelling

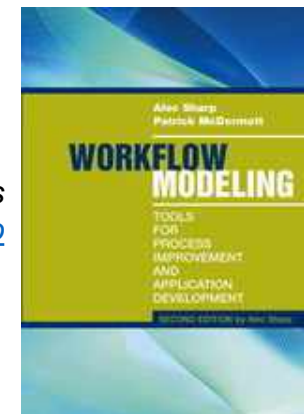
Service Specification

Data

Concept Modelling

- Consulting, teaching, speaking globally (pre-pandemic)
- Awarded DAMA's global Professional Achievement Award for contributions to "human-friendly" data modelling
- Author of "Workflow Modeling"
  - best-selling book on process modelling & improvement
  - second edition – a complete re-write

Check out the nice reviews  
on Amazon - <http://amzn.to/dHun1o>



# What we'll cover...



## Topics

- Concept Modelling within a Business Analysis framework
- Case study – using a Concept Model to discover Use Cases, User Stories, Business Services, and other requirements
- The essential elements of Concept Modelling
- Data model components – “ERA” Critical distinctions among Conceptual, Logical, and Physical Models
- Consistency in drawing the model
- The finer points

Introductions, if time/numbers permits:

- Name (how should I address you?)
- Role / job title, organisation, and location
- Is there a topic you are especially interested in?
- *Please try to keep your introduction to one minute or less*

# A spectrum of business analysis techniques

Simplistic methods at one extreme:  
can do as much harm as good

The goal lies in the  
middle ground:

Overly complex methods at the other extreme:  
difficult for businesspeople to verify

List-form requirements, typically a  
Business Requirements Document –  
*context-free requirements*

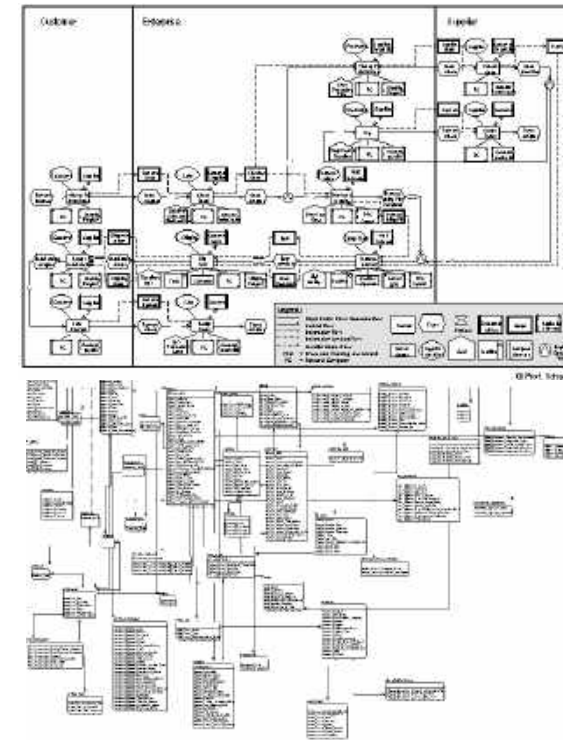
ID#	Business Feature	Requirement Type	Business Unit(s) Affected	Potential Application(s) Impacted						
BRQ025	files that are available for the selected day.		Readiness							
O MSP1- BRQ026	System shall include all outage status in the Transmission Outage report.	Core	Operation Readiness	WebOMS						
O MSP1- BRQ027	System shall display consistency in the format of output data in the Transmission Outage report when using pipe-delimited feature as follows: For the same row of output data, all data elements in the same position in any field must correspond to each other.  Example of existing Transmission Outage report where there are two inconsistencies in the output data format: 1. Report shows one Outage ID, three Substations, and four Equipment Names. 2. First listed Substation does not correspond to the first listed Equipment Name.  <table border="1" data-bbox="309 1061 584 1214"> <thead> <tr> <th>Outage ID</th> <th>Substation</th> <th>Equipment Name</th> </tr> </thead> <tbody> <tr> <td>3042750</td> <td>HUNTERS POINT PP P / MISSION X   LARKIN Y / POTRERO PP A (PGAE) MISSION X</td> <td>A-Y Z  BNK-2  P-X 1  P-X 2</td> </tr> </tbody> </table>	Outage ID	Substation	Equipment Name	3042750	HUNTERS POINT PP P / MISSION X   LARKIN Y / POTRERO PP A (PGAE) MISSION X	A-Y Z  BNK-2  P-X 1  P-X 2	Core	Operation Readiness	WebOMS
Outage ID	Substation	Equipment Name								
3042750	HUNTERS POINT PP P / MISSION X   LARKIN Y / POTRERO PP A (PGAE) MISSION X	A-Y Z  BNK-2  P-X 1  P-X 2								
O MSP1- BRQ028	System shall allow the format of the Transmission Outage report published periodically automatically to support the following formats: 1. PDF 2. HTML 3. MS Word	Core	Operation Readiness	WebOMS						
O MSP1-	System shall allow admin user to configure the number of days in the Transmission	Core	Operation	WebOMS						

**Client –**  
*understandable, and  
therefore verifiable.*

**Analyst –**  
*doable, within their  
natural lifetime.*

**Developer –**  
*unambiguous,  
complete, actionable*

Thinly-disguised, implementation-level  
design methods – *not* useful for  
discovering stakeholder needs



## Discussion – the problems with list-based requirements

### Simplistic methods at one extreme:

An actual example, one in a list of 451 individual requirements for the "Provide Scientific Evidence" process at a national forensic science laboratory:

#49 -

*The system shall provide a visual mechanism through which to view or amend the sequencing of items for a previously selected case or allocations thereof.*

WHAAAT????!!!

List-based approaches to business analysis quickly break down – no way to ensure *completeness, accuracy, consistency, ...*

So... what's wrong with this as a requirement?  
What does it NOT tell us?

### What are they really trying to say?

Who? Senior Scientist  
What? Schedule a Test (an Allocation) on a Sample from an Item  
When? At Item Submission  
How? By viewing upcoming workload  
Why? To provide a completion date to the Customer (the Police)

Essentially, a Use Case or *User Story*:

*As a Senior Scientist, I need the ability to view upcoming workload and schedule a Test on an Item, so I can provide a completion date to the Customer.*

We will also use

- *Business Process Models* to show where this fits in the end-to-end process
- *Concept Models* to show the required information

# A superior approach – a model-based framework for Business Analysis

## Framework Layer

## Technique sample

## What it covers

This is not a fixed sequence!

Goals

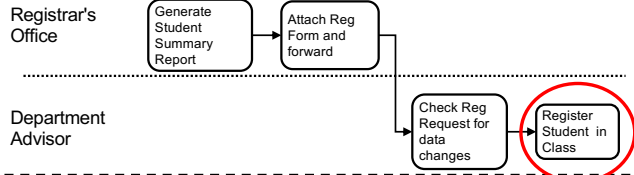
**Business Objectives**

The university is initiating the “Strategic Enrollment” program to raise Student graduation rates in part by ensuring Classes are available for Student registration when needed.

✓ **Project Charter:** documents the rationale, objectives, scope, and success measures for the project

Process

**Business Process**

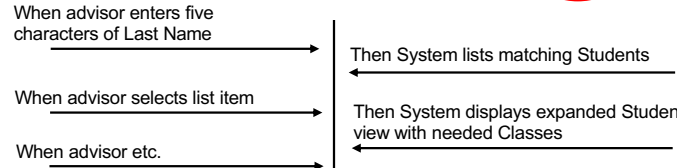


✓ **Process Model:** shows “what” in a Scope Model, then “who & how” in a Workflow Model – the steps done by the actors in the process

**Business Process – gives great context for Business Analysis**

Application

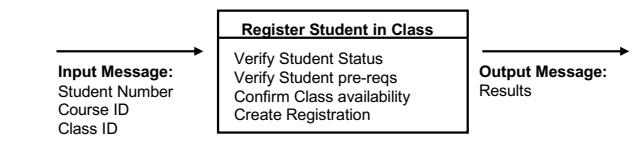
**Presentation Services (user interface)**



✓ **Use Case:** describes how an actor would like to interact with a system to obtain a service, typically to complete a step or task within a process

**Use Cases and Services – where we capture Functional Requirements**

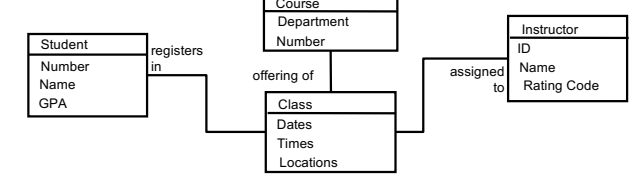
**Business Services (rules & logic)**



✓ **Service Specification:** describes a service – a package of rules and logic – that is triggered to complete or respond to a business event

Data

**Data Mgmt. Services (databases)**

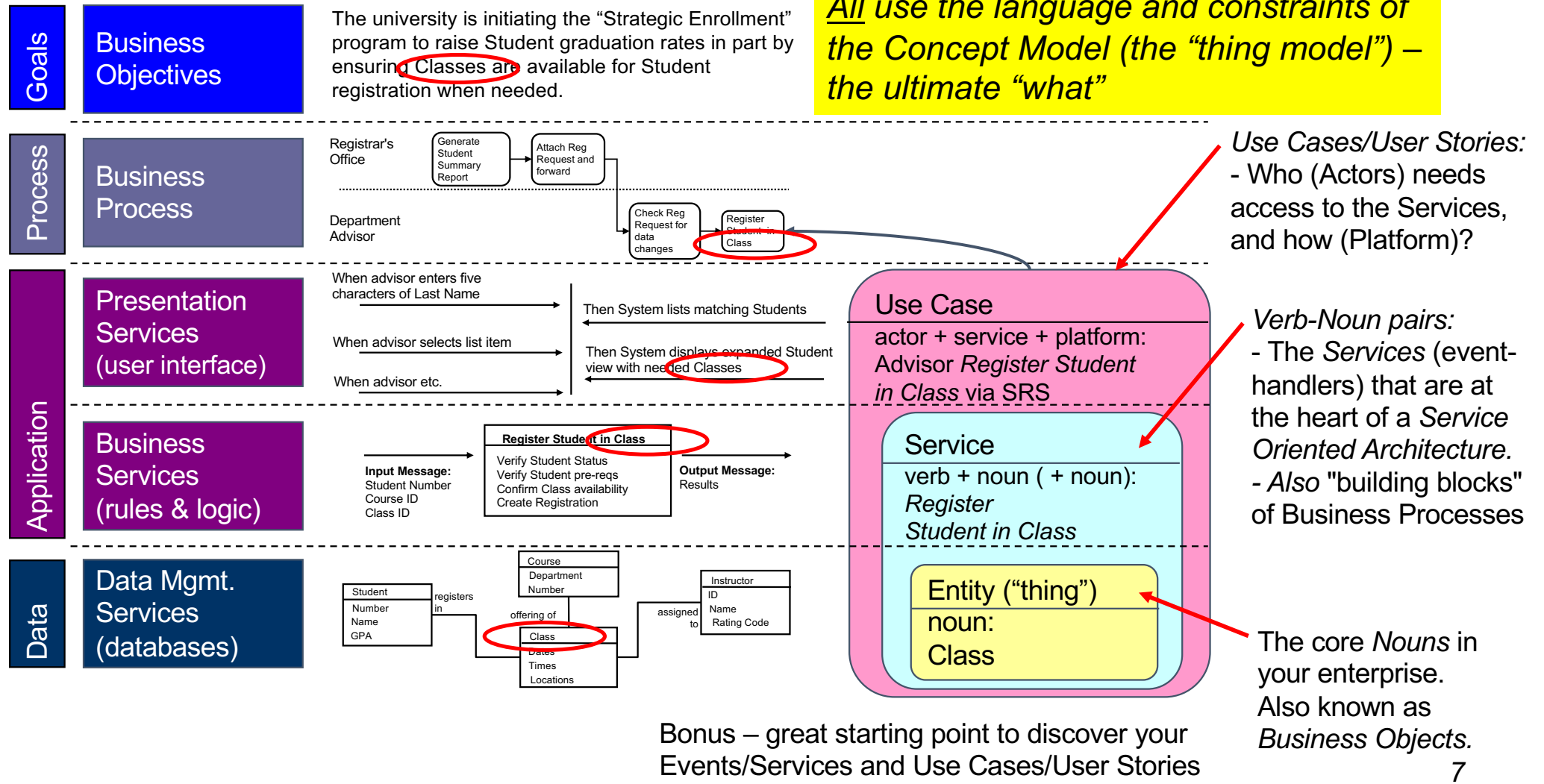


✓ **Concept Model:** depicts the things and the facts about things the organisation needs to record; the things (the Entities) are what processes and solutions act on.

**Concept Model – a great platform for Business Analysis**

Only four types of models vs. 14 in the UML! (Unified Modelling Language)

# Key point! Everything relies on the Concept Model



*Use Cases/User Stories:*  
- Who (Actors) needs access to the Services, and how (Platform)?

*Verb-Noun pairs:*  
- The Services (event-handlers) that are at the heart of a Service Oriented Architecture.  
- Also "building blocks" of Business Processes

The core Nouns in your enterprise. Also known as *Business Objects*.

Bonus – great starting point to discover your Events/Services and Use Cases/User Stories

## Case study – concept model, services, use cases

### Client –

- Regulatory agency ensuring the safe design, installation, and use of technical equipment
- Natural gas systems, electrical systems, boilers and pressure vessels, elevating devices, & many more



### Goal –

- Shift from an inspection-based model (~800 inspectors!) to client-managed safety programs
- Clients will apply for a *Client Safety Management Program Authorisation (CSMP Authorisation)* - must show effective processes and accurate record-keeping
- Clients will pay a fee for managing *their own safety programs!* Still beneficial!





## Case study – concept model, services, use cases

- *Business Development chooses Pilot Program – boilers and pressure vessels in Oil & Gas fields*



- Current systems won't support CSMP, time-consuming and expensive to change them – IT and Finance suggest 18 – 24 months of work
- BD is unimpressed by IT and Finance objections (“You're being mindlessly obstructionist!”) and proposes work-around procedure. *Guess which tool they intend to use?*
- I'm hired to identify end-to-end implications – “Design a process and determine IT requirements that will allow this procedure to work.”
- *Concept Modelling was a critical tool in understanding the underlying policies, and developing the process & requirements*

## Always start with terminology (the “things”)

From one-on-one interviews with 8-10 key stakeholders we gathered ~200 terms related to CSMP (Client Safety Management Program) – “anything that went by a name.” Here are 24 that met the criteria to be a “thing”– the candidate *Business Objects*.

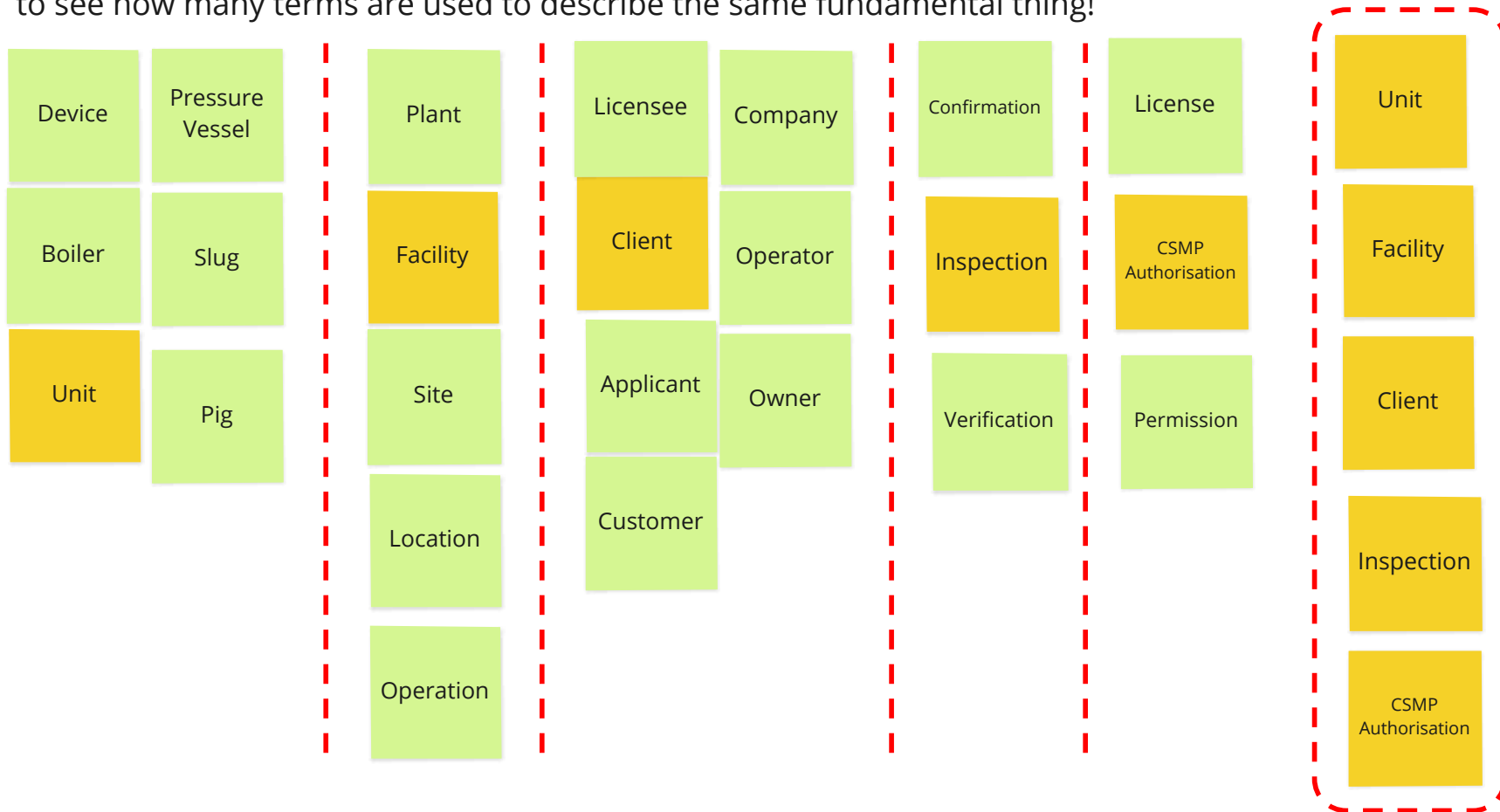
Device	Client	Unit	Location	Company	Site
Applicant	Pressure Vessel	Operator	Owner	Boiler	Licensee
Slug	Operation	Verification	Customer	Plant	Inspection
Pig	Facility	Permission	Authorisation	License	Confirmation

Identify synonyms and select one term.  
How do these relate to one another?  
What do you need to know about each?

# Review of a Miro example – Terminology Analysis

Terminology analysis (continued):

Let's arrange these terms into columns of synonyms. It's always a surprise for the business to see how many terms are used to describe the same fundamental thing!



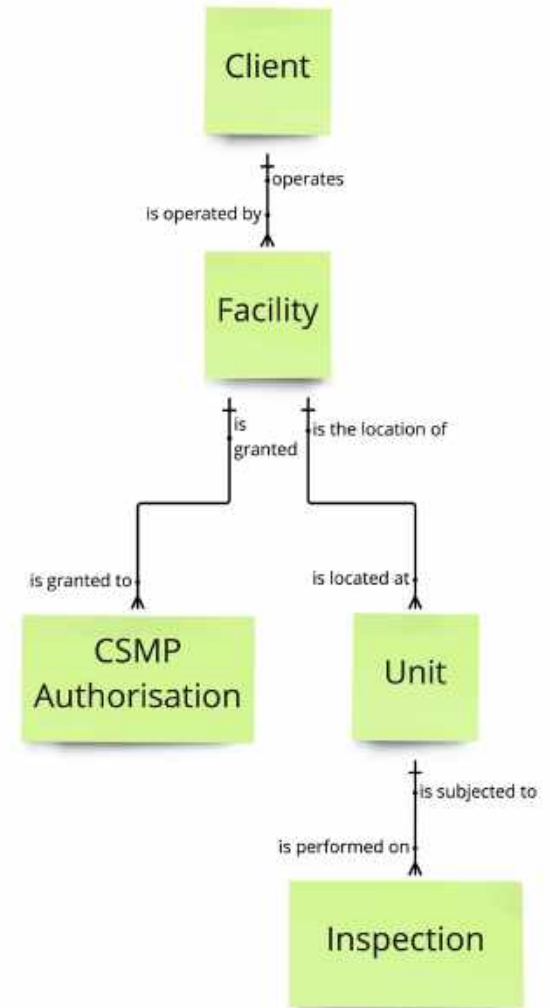
## Concept Model Version 1; not perfect, but a good start

1. We arranged the entities / business objects by dependency
2. Then we drew relationship lines
3. Then we added a relationship name in each direction
4. Only then did we state (in words) the cardinality (1:1, 1:M, M:M) and then update the diagram with hash marks ( † ) and crow's feet ( ⌋ )

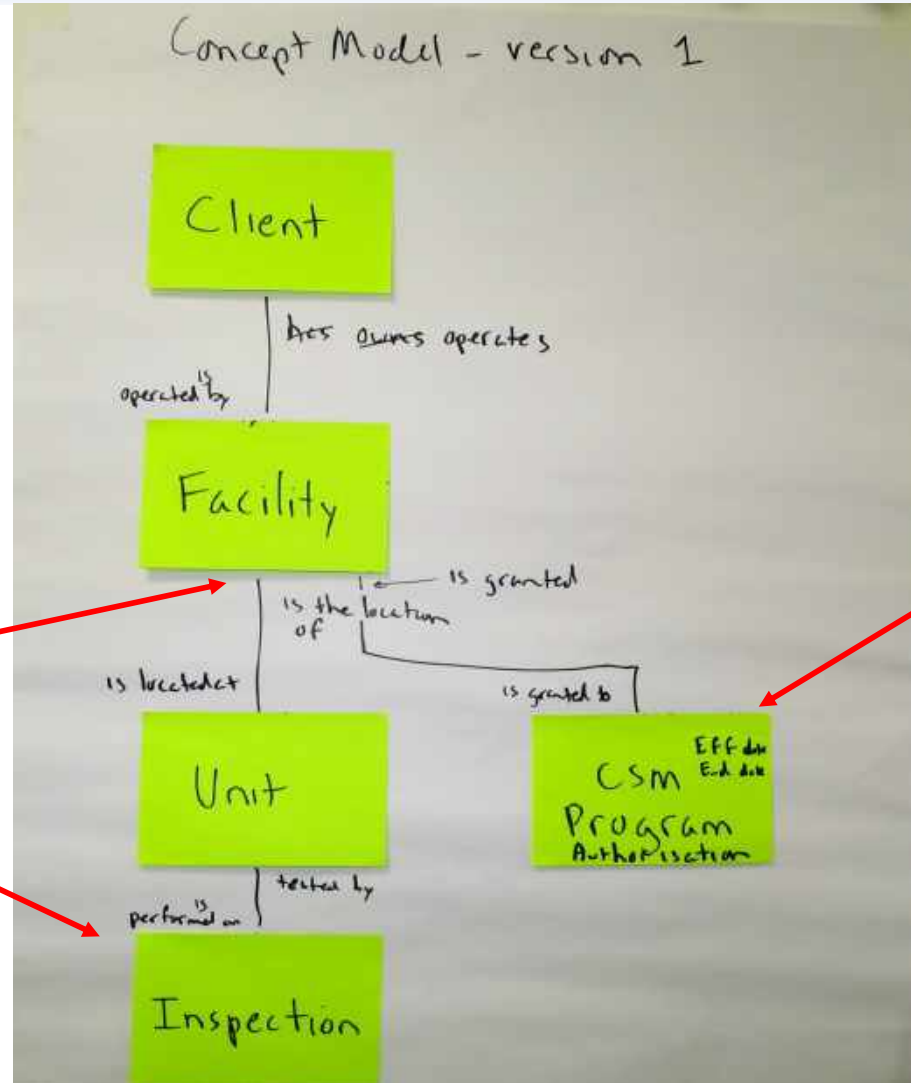
### Definition -

A CSMP Authorisation is a permission (or license) to operate a self-managed safety program (a Client Safety Management Program) at a specific Facility, for a specified time period, usually 1, 2, or 5 years.

The CSMP Authorisation is "all or nothing" - it covers ALL the Units at a Facility.



## Just boxes and lines, but raises important questions



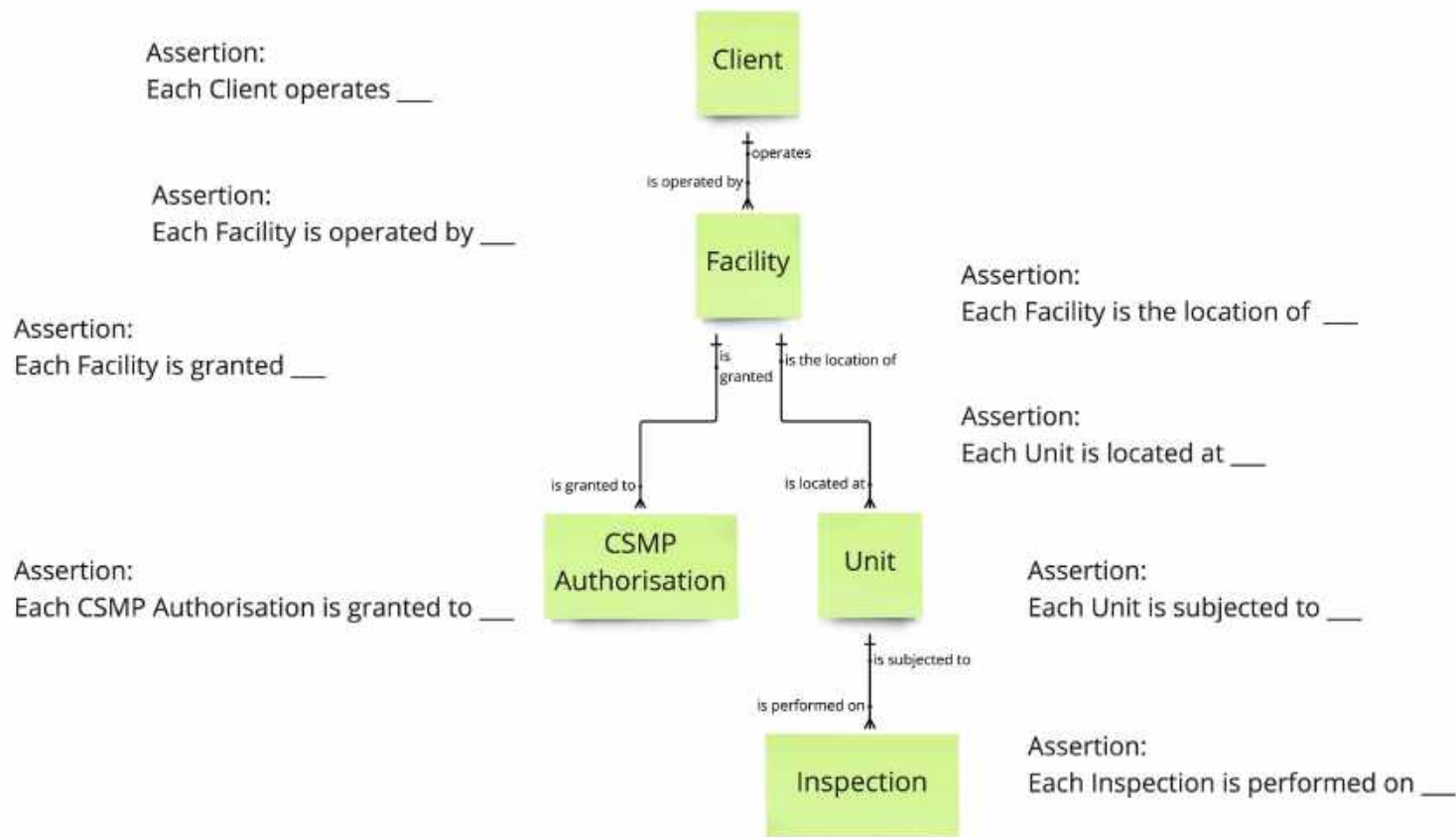
Are Units permanently part of one Facility?

What do we inspect?

What do we issue the Authorisation to?

# Concept Model Version 1; state Assertions and challenge them

Now, state the relationships **emphatically** as Assertions. **Each** Client operates **one or more** Facilities! Then, **challenge** them!  
Again, don't worry yet about **optionality** – whether the relationship **must be** or **may be** be present.  
We only care now about the **maximum** – each ObjectA is related to a **maximum** of **one** or **one or more (or many)** ObjectB.



# Concept Model Version 1; revised Assertions from challenges

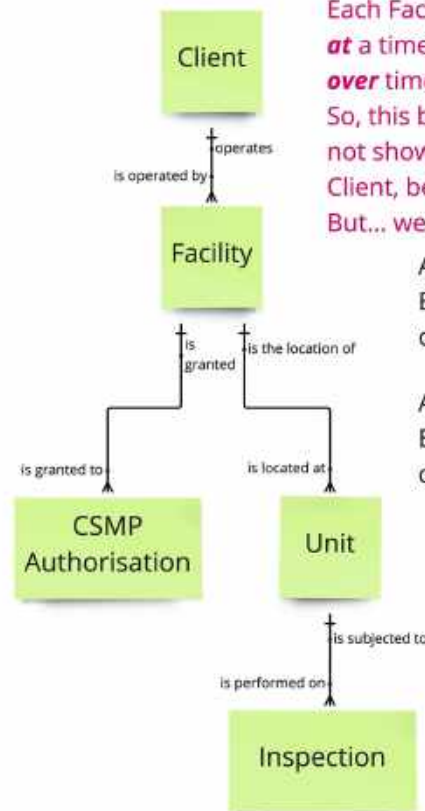
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We only care now about the **maximum** – each ObjectA is related to a **maximum** of **one** or **one or more (or many)** ObjectB.

Assertion:  
Each Client operates  
one or more Facilities

Assertion:  
Each Facility is operated by  
one Client

Assertion:  
Each Facility is granted  
one or more CSMP Authorisations  
**One CSMP Authorisation at a time,**  
but one or more **over** time

Assertion:  
Each CSMP Authorisation is granted to  
one Facility



Each Facility is operated by one or more Clients  
**at** a time (Joint Ventures) and  
**over** time (changes in Ownership or Lease.)  
So, this becomes a M:M relationship, and we should  
not show a Facility as being dependent on a single  
Client, because a Facility is an independent thing.  
But... we don't always get our way!

Assertion:  
Each Facility is the location of  
one or more Units

Assertion:  
Each Unit is located at  
one Facility

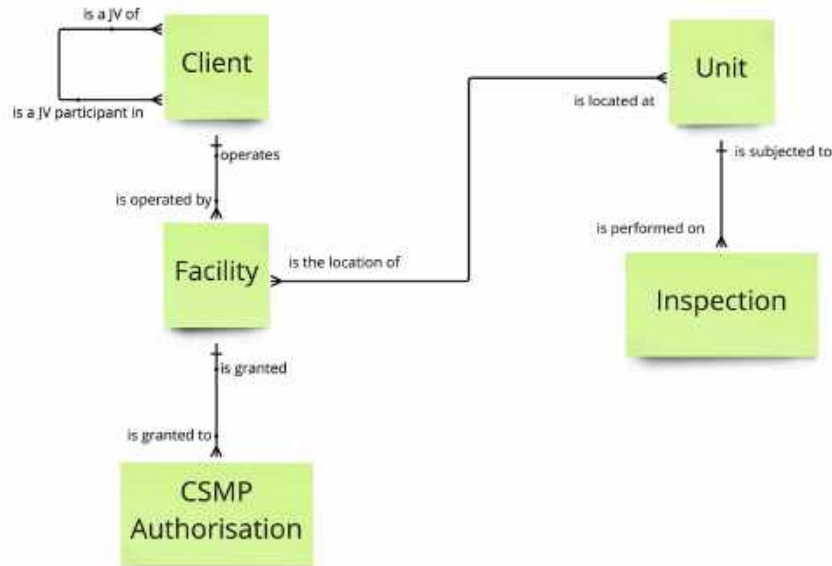
YES, but one or more Facilities **over** time, because  
Units can move between Facilities. So, this  
becomes a M:M relationship, and we cannot show  
a Unit as being dependent on a single Facility,  
because a Unit is an independent thing

Assertion:  
Each Unit is subjected to  
one or more Inspections

Assertion:  
Each Inspection is performed on  
one Unit

# Concept Model Version 2; revised from challenging Assertions

Now we will re-draw the initial Concept Model based on changes that came from challenging the Assertions in Ver. 1.



Note:

You don't always get what you *want* or what you think is the *right* thing in Concept Modelling. In this case the client (the Regulator) said they always wanted a Facility to be operated by ONE AND ONLY ONE Client.

If a Facility was operated by multiple Clients, they would require the Clients to form a new Joint Venture Client. This was to ensure that if there were legal difficulties, there was only ONE Client to go after.

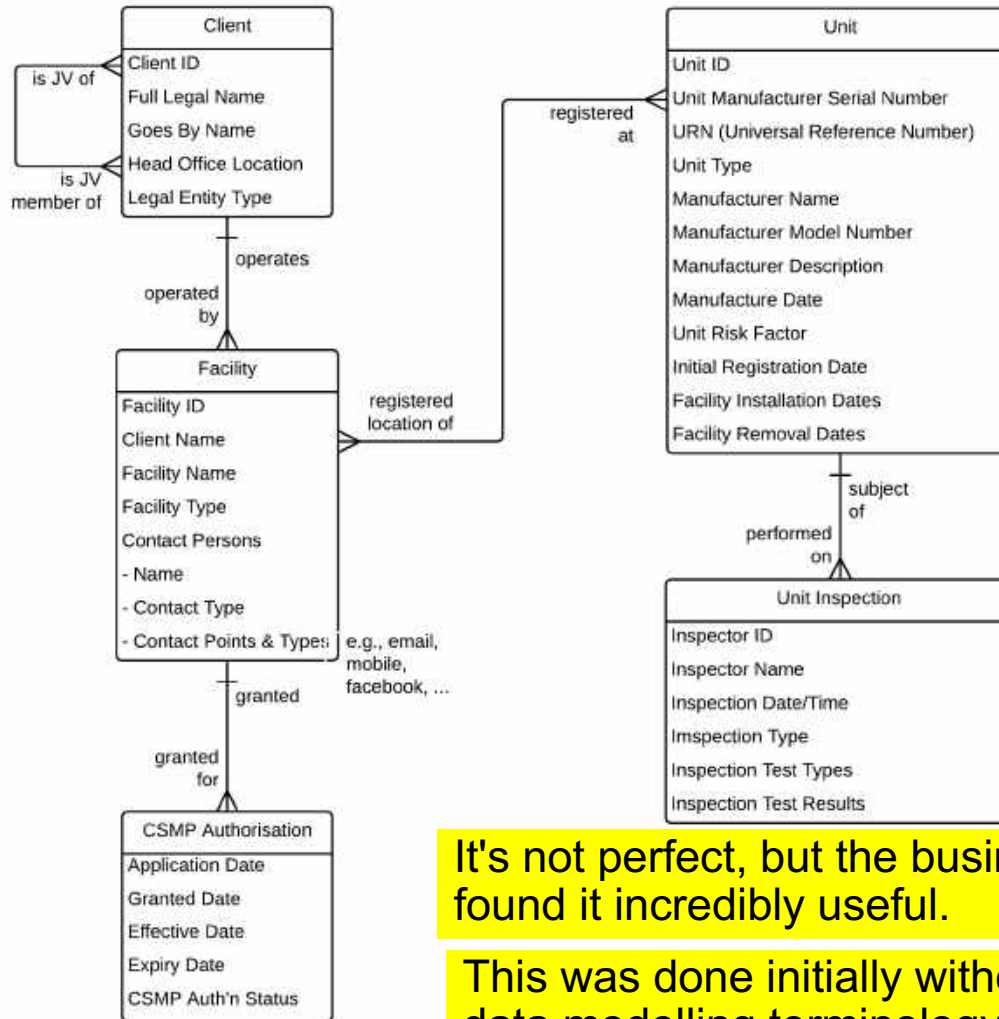
Or, as they put it, "one throat to choke."

Later in the project, they realised they needed a history of the Clients that had operated a Facility, so the Client-Facility relationship became Many-to-Many, and Facility was modelled (correctly) as an independent Entity, as shown here:





# "What do you need to know about the things in the Concept Model?"



Sketching this out was *fast*, and raised many questions that had not occurred to the client...

- Is there one CSMP per Client, per Facility, or some other basis?
- Do Units frequently relocate, or even turn up at another Client?
- What is inspected – the Facility or the Unit?
- Does the CSMP cover all or some Units at a Facility?
- ...and MANY more...

It's not perfect, but the businesspeople found it incredibly useful.

This was done initially without any data modelling terminology or symbols!

Model took  
~90 minutes

## Summary – what an analyst can do with a Concept Model

First, clarify language. (A platform)

Second, establish policies and rules.

And then, identify events or services, e.g.,

**A Unit is...**

- Registered (requiring the service “Register Unit”)
- Loaded (requiring the service “Load Unit”)
- Idled (requiring the service “Idle Unit”)
- Reactivated (requiring...)
- Repaired
- Inspected
- Relocated
- Retired
- ...

These are the  
essential capabilities

Something I always do when  
evaluating/selecting COTS S/W

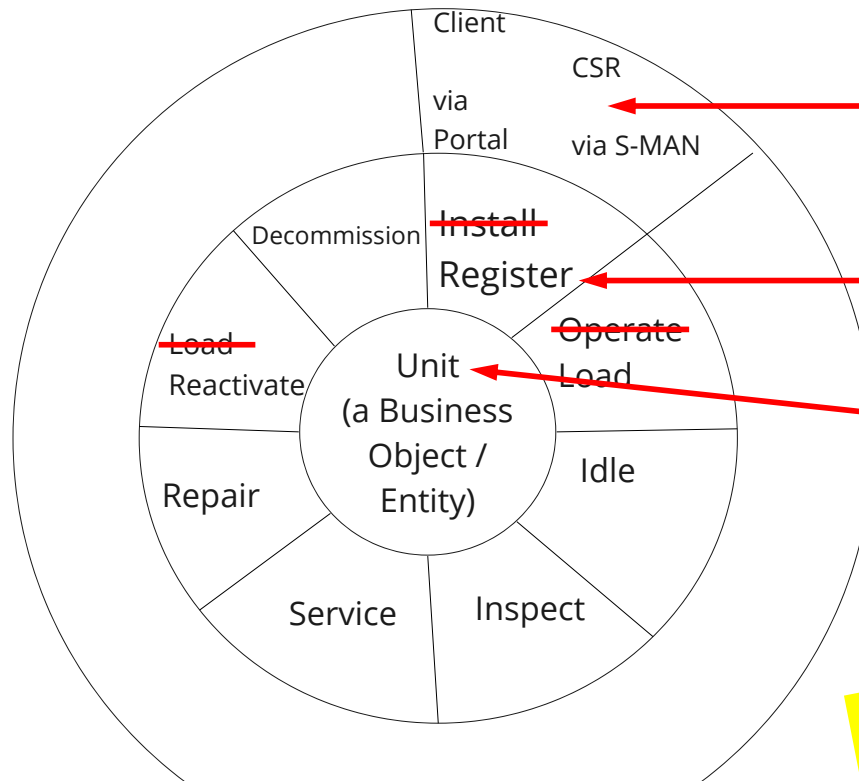
We did the same for Client, Facility, CSM Program, ...

# Identify Services (Events) then Use Cases / User Stories

Finally, we'll identify the Services (verb - noun pairs) we need, and the Use Cases / User Stories by which the Services will be accessed

What events happen to a Unit - what are the needed services? (Verb - Noun)

- ...
- ...
- ...
- ...



Who needs access to each Service, and How?

Use Case

*Use Case or User Story*  
- add Who and How

Service Specification (Events)

*Service (or Event)*  
- add a Verb to the Noun

Concept Model

*Entity or simply a "thing"*  
- a core Noun

**A Concept Model is a great starting point for discovering your Services and Use Cases (User Stories)**

**Supports Service-Oriented Business Analysis**

## Note – "User Story" and "Use Case" are not so different

Different format and detail, but the same basic concept.  
Initially, at the Scope level, they're much the same:

User Story (who – what – *why*):

"As a Client, I need the ability to Register Unit(s,  
so I can maintain compliance with my CSMP Authorisation"

Use Case: (who – what – *how*):

"Client Register Unit via Portal"

When we add detail at the Concept level, they become identical:

- User Story / Use Case abstract
- Main success sequence – dialogue in "when-then" format
- Alternate sequences – variations, exceptions, errors

## *Develop high-level services then high level use cases*

### *Service: Register Unit*

- Check for presence of properly formatted UR Number
- Determine if Unit UR Number is previously known
- If known, has it (a) moved (b) changed ownership (c) ...?

### *Use Case: CSR Registers Unit via S-MAN*

- CSR will select “spreadsheet” of all Units covered by CSMP app
- S-MAN will highlight all that can proceed immediately
- For each category of Units requiring intervention...

### Note:

Services and Use Cases at the “upper conceptual” level to provide vendor with key elements of requirements and avoid the usual bulleted list requirements document.

## Discussion – one Business Service, one or more Use Cases

	Who	What (the Service – verb + noun)	How
<b>Multiple Use Cases</b>	Client	Register Unit	via Portal
	Customer Service Rep (CSR)	Register Unit	via S-MAN (the ERP)
	Client	Register Unit	via Mobile App
	???	Register Unit	???



What is the value of documenting the Service only *once*? ("One Service available through multiple channels.")

- re-use of the asset, and therefore higher consistency
- better chance of getting it right – higher value from less effort
- if it's implemented as a single service, easier maintenance – it's in ONE place.

Why would we make a *single* Service available via *multiple* Use Cases?

- different actors need different "navigation and hand-holding," e.g., casual vs. expert users
- different technology platforms have different capabilities, e.g., mobile phone vs. touch-screen kiosk

# Clarify scope of the new process and identify participants

**Trigger:**  
Client submits  
request to  
enter into  
a CSMP



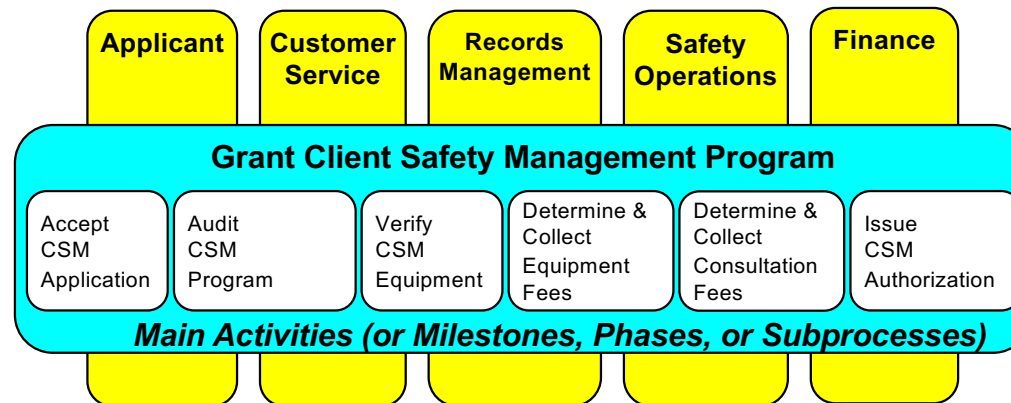
**Client Result:**  
Approval granted for  
a self-managed  
safety program.

**Agency Result:**  
Revenue collected.  
New participant in  
CSMP; confirmation  
that regulations are  
satisfied

**Cases:**

- New
- Grandfathered
- Ownership Change

*Process Scope Model – pure “what”...*

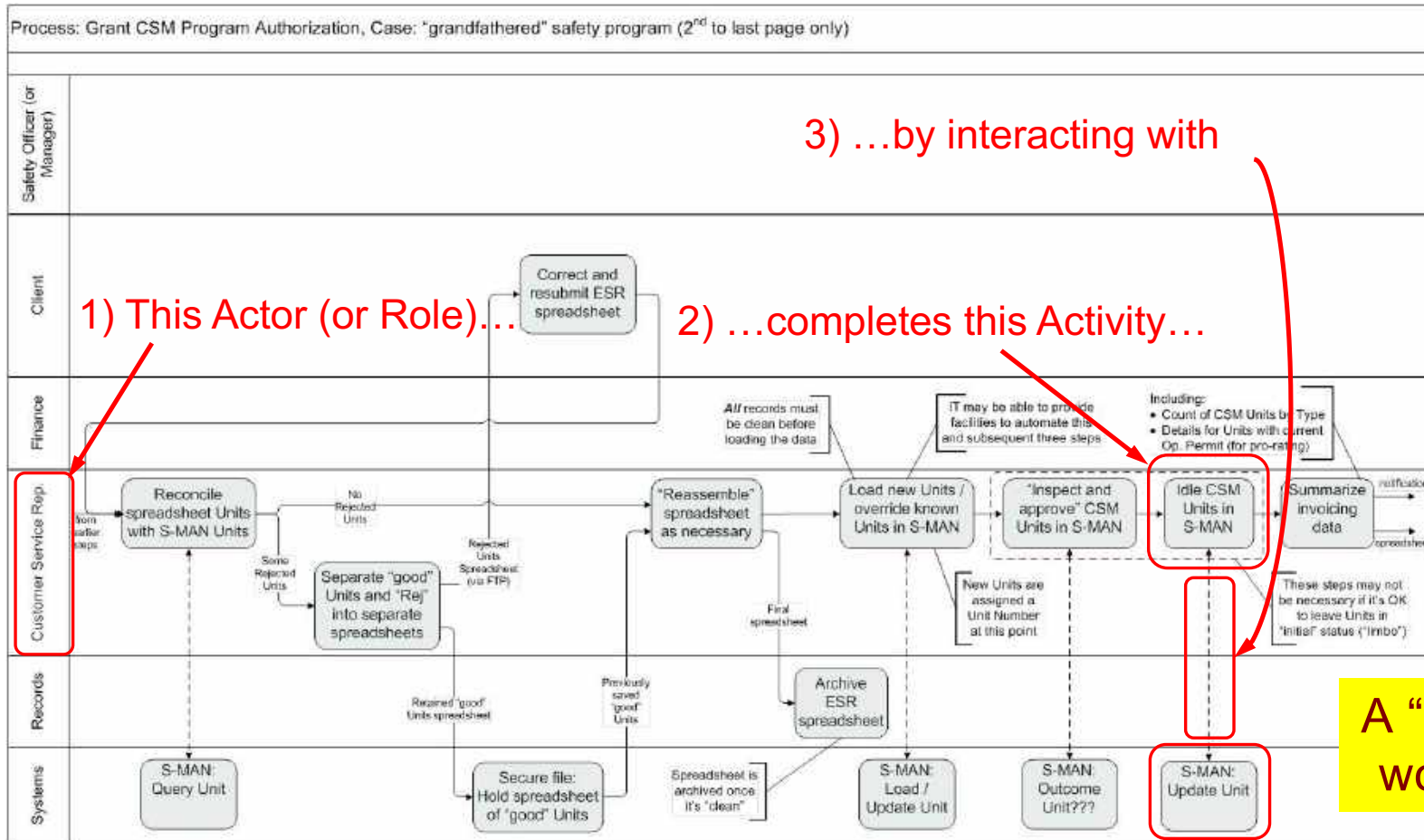


*Process Summary Chart – simplified “what,” plus “who”*





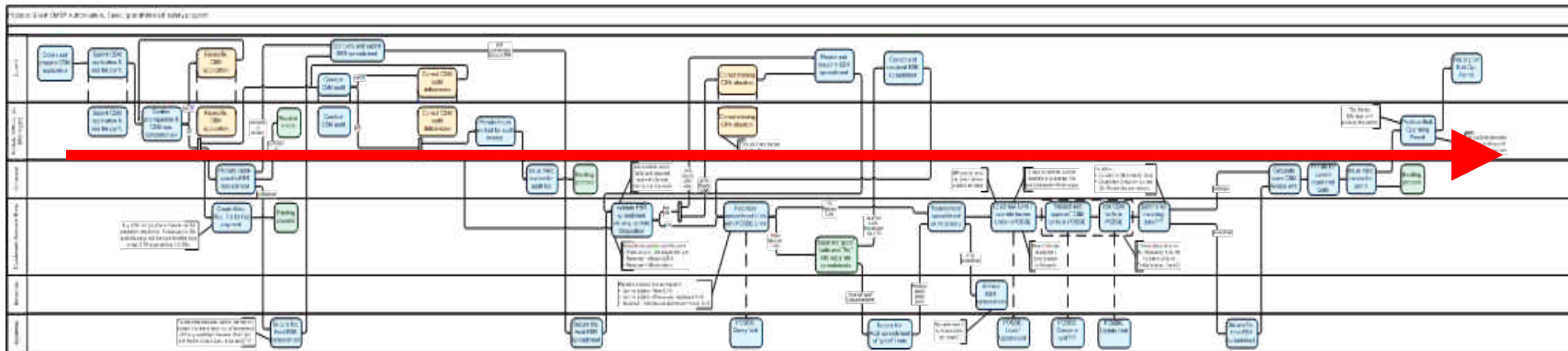
# Eventually, detail showing where use cases & services fit



4) ... this Service offered by a System (which collectively is a Use Case)

## *Mission accomplished! Conclusions:*

- "Plan A" rejected – agreement that Unit data *must* get into S-MAN
- "Plan B" (change the app) looks good, but the vendor estimates are *HIGH*
- "Plan B Minus" (existing functionality plus CSR work) is *worth the cost*



1. If requirements, issues, assumptions, etc. are in lists, people will argue endlessly; if they are in an *integrated, business-friendly* set of models, it's much harder to dismiss the reality of the situation
2. Process Models, Use Cases, Service Specs, & *Concept Models: essential!*

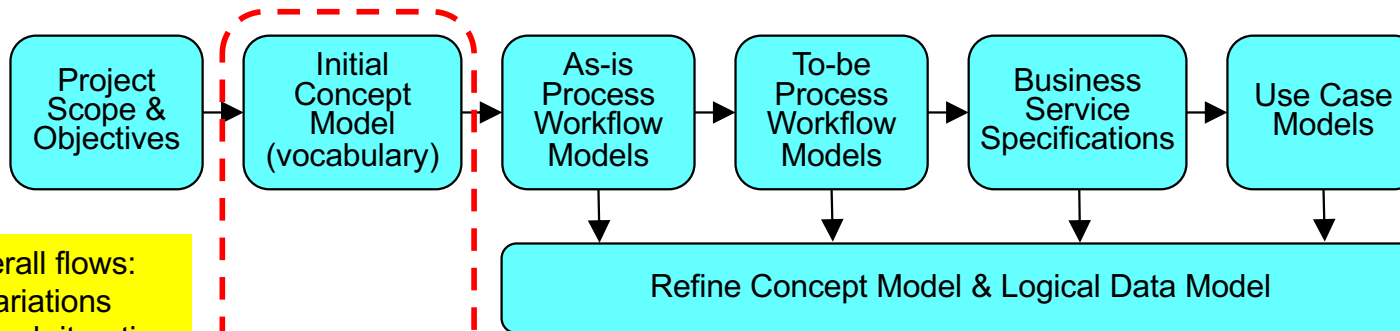
# Progressive detail for all techniques

		Project Charter: primarily “Scope” level - may evolve			
		Scope	Concept	Detail	
Goals	Business Objectives				
Process	Business Process	Process Landscape showing target and related processes, Process Scope Model, initial assessment and goals.	As-is (and later, to-be) Workflow Models for the process' main variations (cases) to the Handoff level.	As-is Workflow Models to the appropriate detail, and to the Service level for to-be. Optionally, document procedures for manual to-be steps.	Process Modelling
	Presentation Services	List of the main Use Cases in the form: Actor + Service + (optionally) Technology / Platform (named only.)	Initial Use Case description (goal, stakeholder interests, use case abstract) for each Use Case. May include initial dialogs.	Use Case dialogs in “when-then” format, annotated, and including alternate sequences. Optionally, Use Case Scenarios.	Use Cases
Application	Business Services	List of main Business Services (named only.)	Initial Service description - result, main actions, cross-referenced to Concept Model	Each service fully documented, including input/output messages, validation, business rules, and data updates to the attribute level.	Service Specification
	Data Management Services	Contextual Model (optional) and a glossary defining the main entities and other important terms.	Concept Model (Business Object Model or Conceptual Data Model) with main entities, relationships, attributes, and rules.	Fully normalised Logical Data Model with all attributes fully defined and documented.	Concept Modelling
		<i>Plan</i>	<i>Understand</i>	<i>Specify</i>	

# Techniques and methodologies

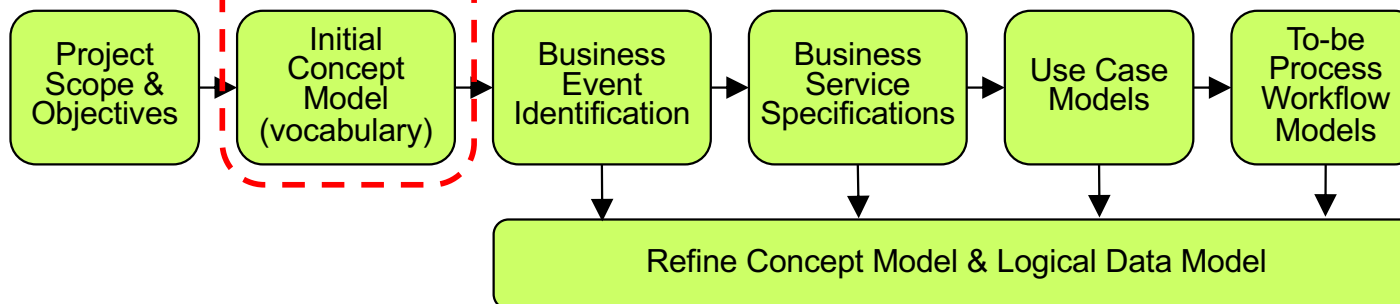
- The same techniques are used in different sequences, with different emphasis, in different methodologies.
- Concept Modelling to clarify language is a great starting point.

*Larger project: process-oriented / “outside-in” –*



These are typical overall flows:  
- there are many variations  
- there is always much iteration

*Smaller project: service or use case-oriented / “inside-out” –*



# What actually is a Concept Model / Data Model?

- A description of a business in terms of
  - **things** it needs to maintain records of – *Entities*
  - **facts about those things** – *Relationships & Attributes*
  - **policies & rules governing those things and facts**
- Models a view of the **real world**, not a technical design (therefore, stable and flexible)
- Can be comprehended by mere mortals (at least initially)
- Graham Witt – “A narrative supported by a graphic”

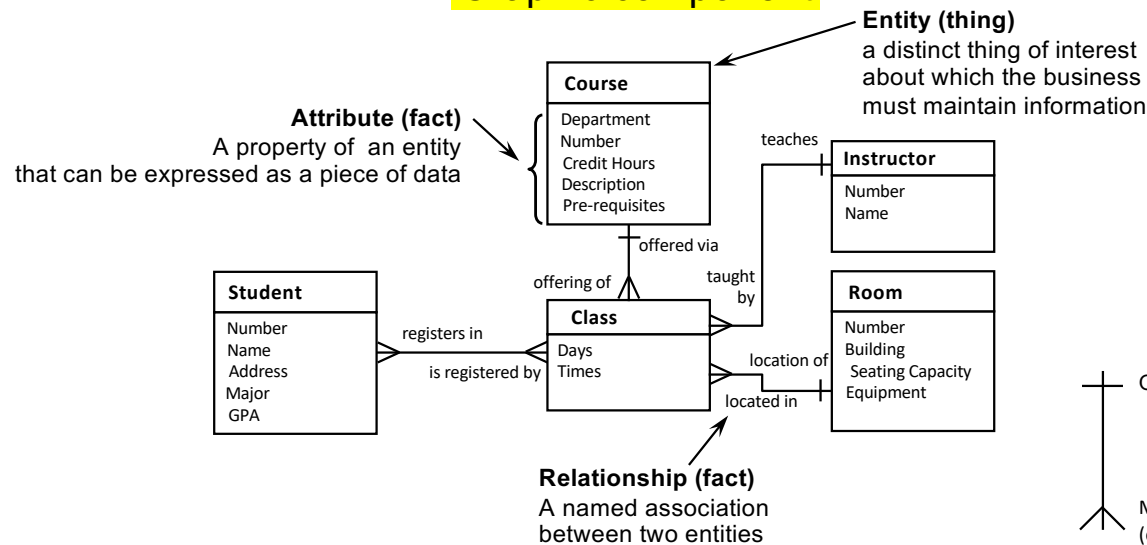
“Things” first,  
data later!

Narrative component

### Student definition:

A Student is any person who has been admitted to the University, has accepted, and has enrolled in a course within a designated time. Faculty and staff members may also be Students

Graphic component

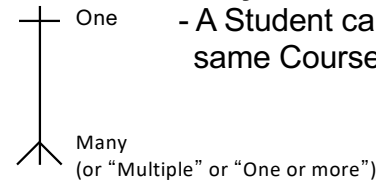


### “Assertions” (policies & rules):

- Each Course can be offered through one or more Classes
- Each Class is an offering of a single, specific Course
- Each Instructor teaches one or more Classes
- Each Class is taught by one Instructor (which may or may not be true...)

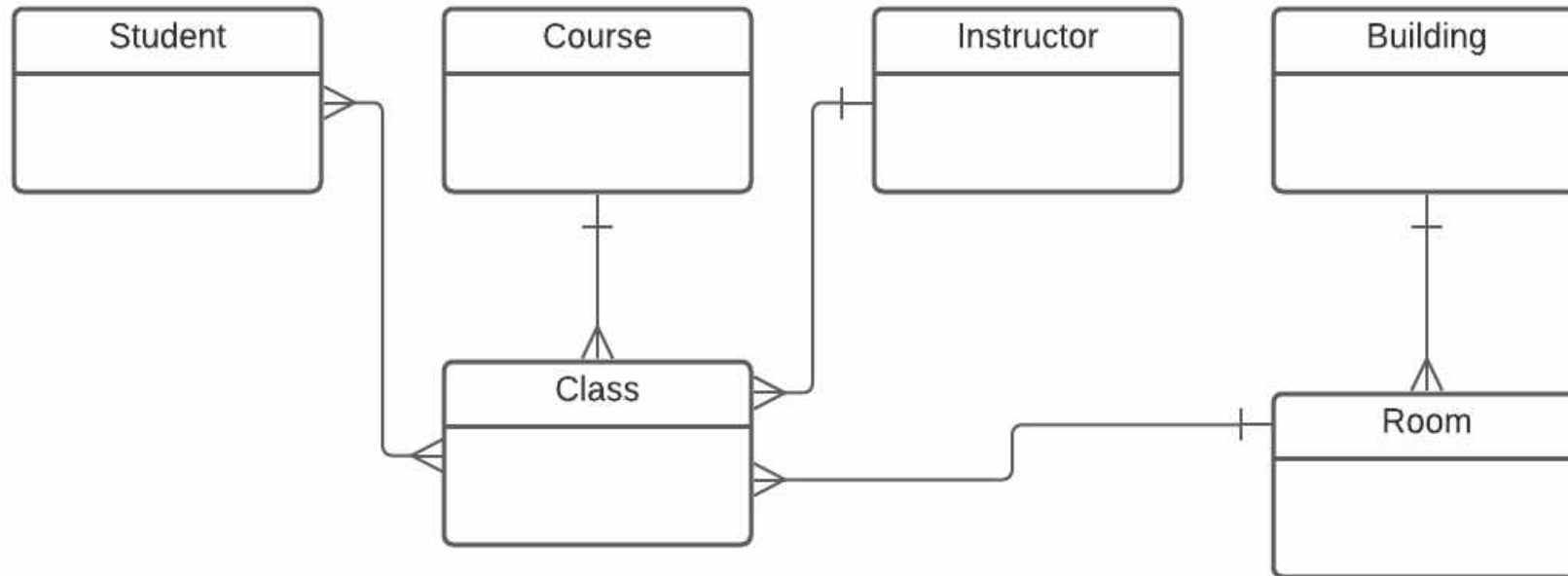
### Many rules can't be shown on the diagram:

- A Student can not register in two Classes of the same Course in the same Academic Term



# *A better looking version of the model on the previous slide*

## Independent Entities at the top



Drawn top-down by dependency

## A few central ideas...

- Confusing *concept modelling* with detailed *database design* discourages the use of concept modelling
- We don't call it "data modelling" because, initially, "data" is not the issue – we model:
  - the things / objects / concepts the business cares about:
    - terms and definitions – **language first!**
    - policies and rules
  - “things first, data later”
- A concept model provides a great platform for:
  - requirements discovery
  - package selection
  - business process change
  - business architecture, etc.



# The basics – ERA – Entities (Business Objects)

A distinct thing about which the business must maintain information in order to operate

## Criteria

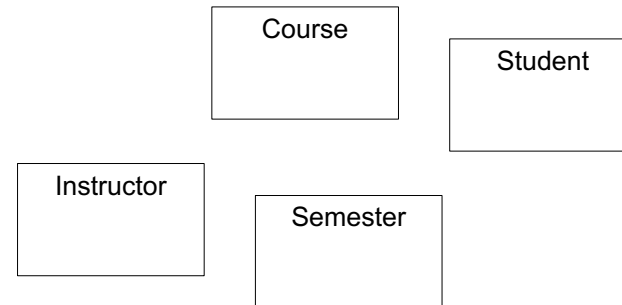
- singular noun (“Employee,” not “Staff”)
- multiple instances (occurrences)
- must need to keep track of each instance (sensible to talk about a specific one of them)
- has facts that must be recorded
- NOT an artifact like a form, spreadsheet, or report

Fundamental to business analysis.  
Entities are the things

- processes act on
- applications manipulate
- databases record
- BI & reporting tools provide info about

Two basic types:

- independent – can stand alone
- dependent – must have one or more parents



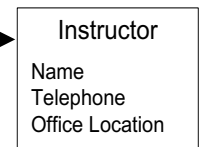
Must be:

- named: business-oriented noun / noun phrase
- defined: “What is one of these things?” or “What do you mean by \_\_\_\_\_?”

Independent

- “strong”

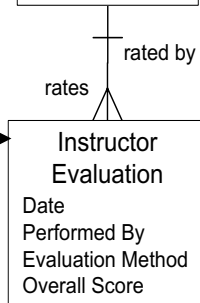
- no relationships “on top”  
(no parents)



Dependent

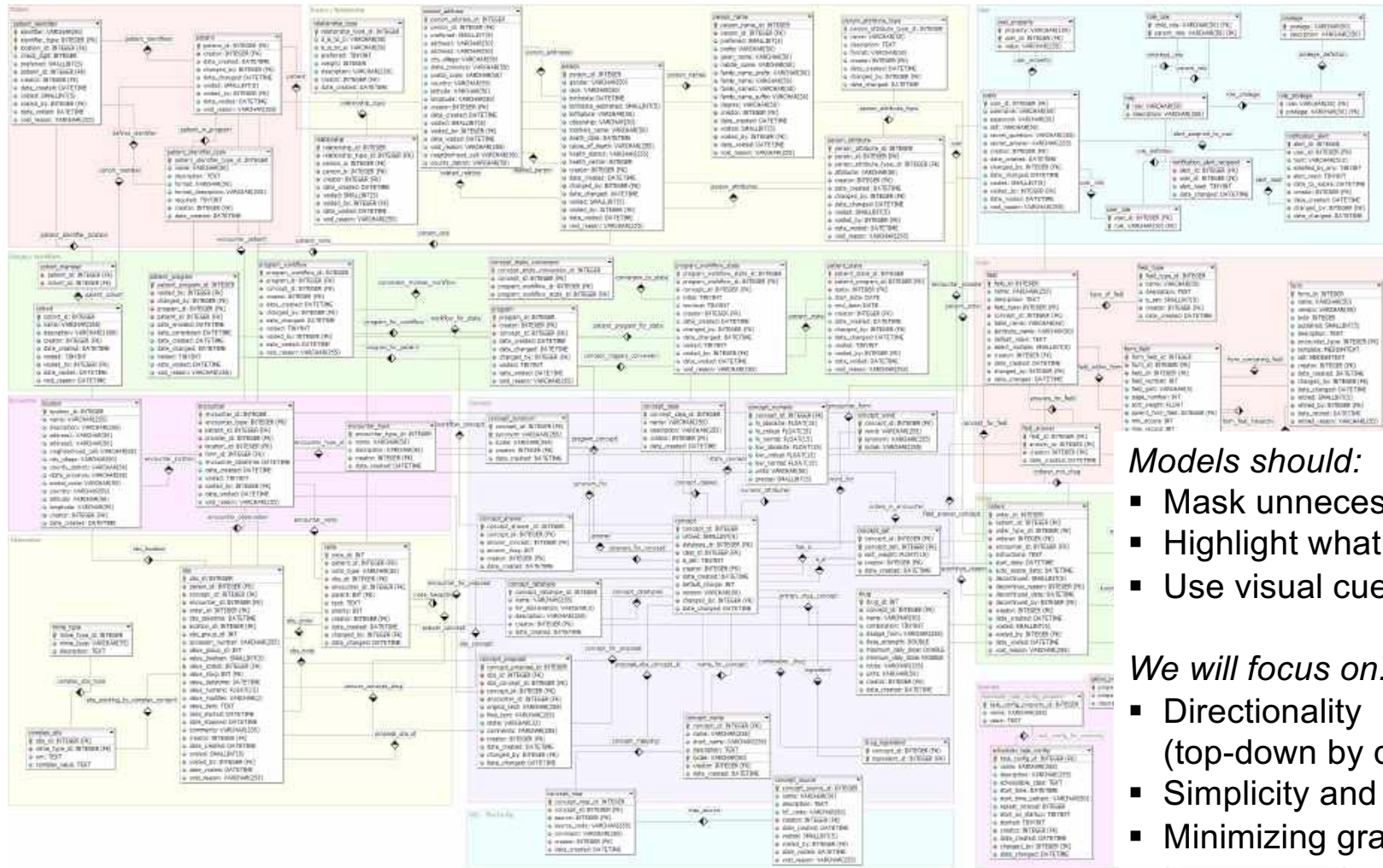
- “weak”

- one or more relationships  
“on top” (to parent(s))





# Entity-Relationship Modelling principles



- Models should:*
- Mask unnecessary detail
  - Highlight what matters
  - Use visual cues consistently
- We will focus on:*
- Directionality (top-down by dependency)
  - Simplicity and abstraction
  - Minimizing graphic "widgets"

# The basics – ERA – Relationships

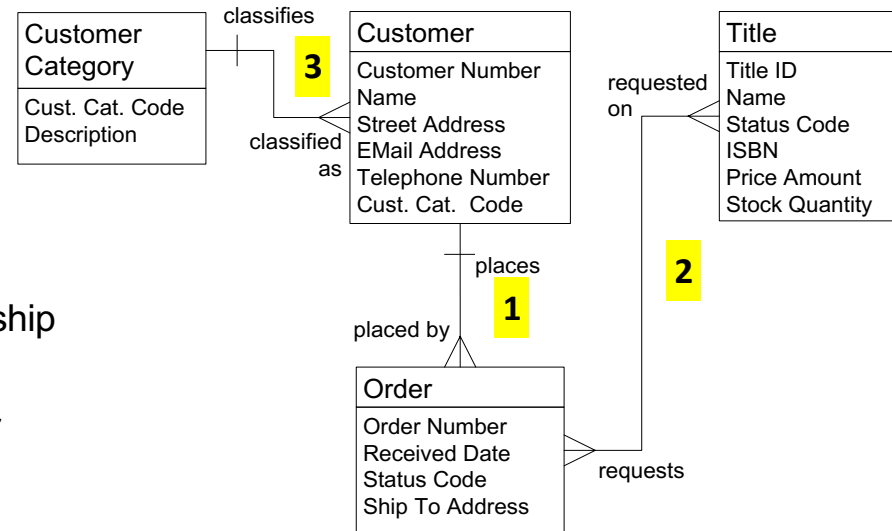
An association between Entities the business must keep track of

Named in both directions

- verb-based phrase
- the line tells us they *are* related, the name tells us *how*

Different types of relationships

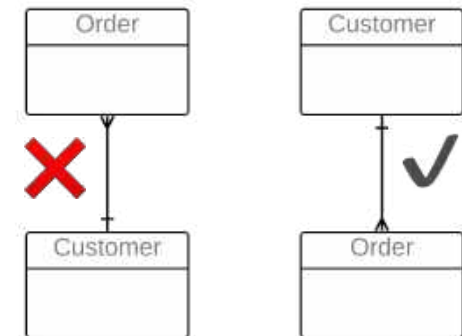
1. parent-child or characterising – “bottom to top” relationship from an entity to a dependent entity
2. associating – “side to side” relationship between entities that are not dependent on one another
3. classifying – “side to side” relationship from reference data to the classified entity



*Dependency is shown top down – No Dead Crows*

Relationships have rules

- cardinality – 1:1 (almost certainly wrong,) 1:M, M:M
- optionality – relationship *may be* present or *must be* present (not shown until later, in the logical model)

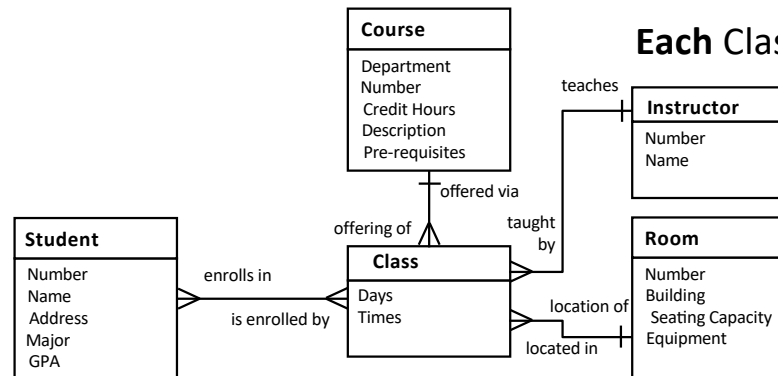


## Relationships – state as assertions

1. You *must* state the relationship name as an assertion, in both directions, for clarity and confirmation
2. Be clear on whether cardinality is “one” or “one or more”
3. Don’t worry yet about “may” and “must,” but consider *time*
4. *Emphatically* begin the assertion with the word “Each”

**Each** Instructor teaches one or more Classes  
(Sounds good...)

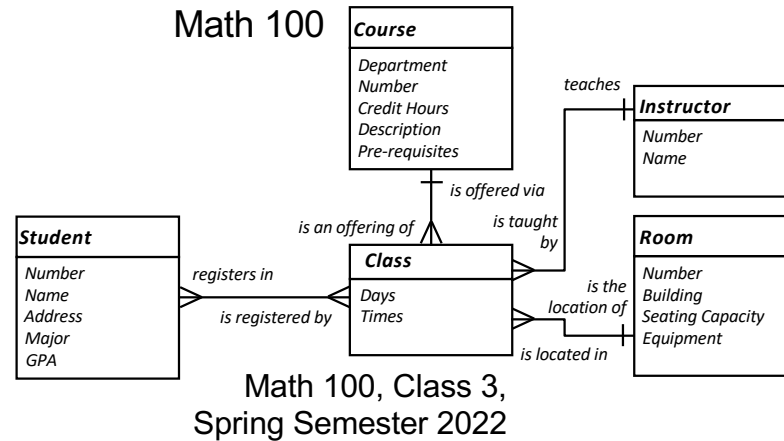
**Each** Class is taught by one Instructor...



5. Try it on this model, and decide if all the relationships make sense

# Discussion – state as assertions, identify incorrect ones

In some universities, Students in the same Class could be earning credit for *different* Courses – it could be a M:M relationship.



1. Student-Class  
Each Student *registers in* one or more Classes  
Each Class *is registered by* one or more Students
2. Course-Class  
Each Course *is offered via* one or more Classes  
Each Class *is an offering of* one Course ? – depends on Policy
3. Instructor-Class  
Each Instructor *teaches* one or more Classes  
Each Class *is taught by* ~~one~~ One or More Instructors
4. Room-Class  
Each Room *is the location of* one or more Classes  
Each Class *is located in* ~~one~~ One or More Rooms

Each Class is taught by One or More Instructors. On what basis?

- team teaching
- backup
- replacement
- specialist
- guest lecturer
- lab assistant
- teaching assistant
- ...

We are discovering reference data to describe an Instructor's Role.

*All of this has an impact on the Business Process!* It's easier to resolve these rules before working on the Process.

# The basics – ERA – Attributes

A fact about an entity recorded as a piece of data.  
If facts are needed about a relationship,  
we will later create an entity that represents the  
relationship and records its facts

Like entities, attributes are named and defined

Not every possible fact – just the ones we need

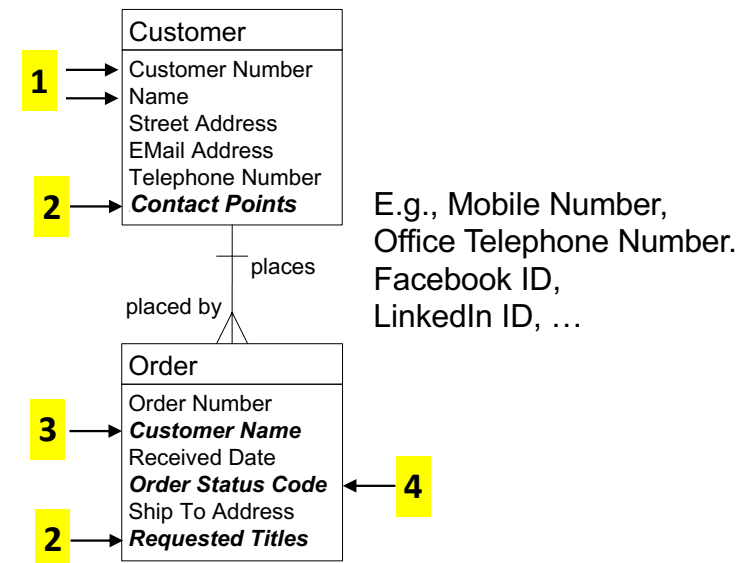
Have properties

1. base or fundamental attribute
2. single-valued vs. multivalued –  
one attribute can have multiple values,  
*at a time or over time*
3. fundamental vs. redundant –  
the same value is recorded multiple times  
in different entities
4. “user-entered” vs. constrained –  
attribute can only come from a limited set,  
as in a drop-down list

Traditionally alphanumeric data; now, includes richer types, e.g.  
retinal scan image or voice audio clip

Eventually, an entity will contain only base /  
fundamental / *essential* attributes:

- an *essential fact* about that thing (entity)
- *not* derived or calculated from other attributes;  
otherwise, clearly flagged “derived”
- *not* redundant  
(a redundant attribute is an attribute that is really an  
essential fact about a *different* entity, so its value is  
recorded multiple times, redundantly)



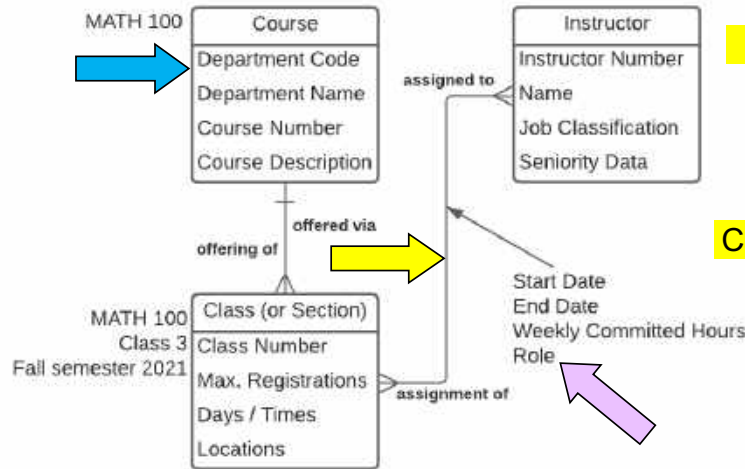
# Summary – three types of data models

Different levels of detail support different perspectives

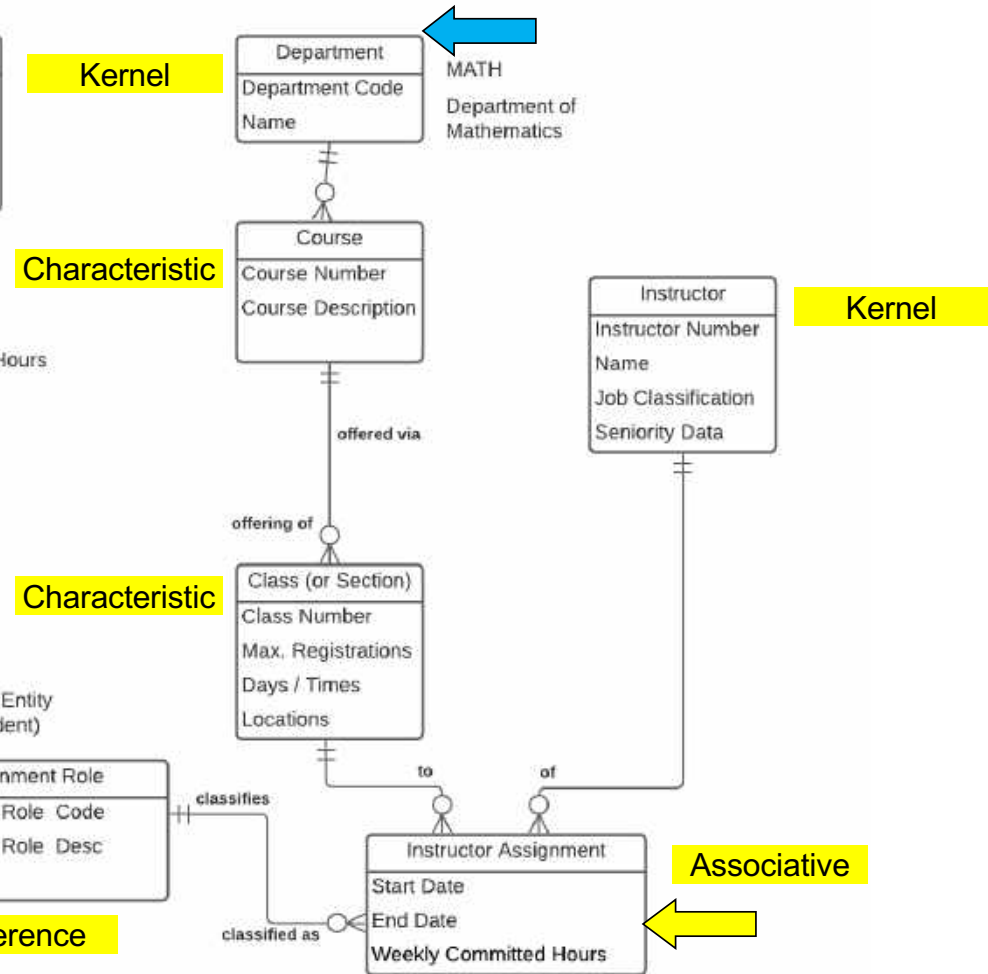
<b>1</b> Contextual (Scope)	<b>2</b> Conceptual (Overview)	<b>3</b> Logical (Detail)
<ul style="list-style-type: none"> <li>✓ <i>Context model</i></li> <li>✓ Agreement on “big picture,” context, and some vocabulary</li> <li>✓ A block diagram of “subject areas,” higher level than individual entities</li> <li>✓ Shows the scope or “footprint”</li> <li>✓ Optional – not useful on smaller projects</li> </ul>	<ul style="list-style-type: none"> <li>✓ <i>Concept Model</i></li> <li>✓ Agreements on basic concepts, vocabulary, and rules</li> </ul>	<ul style="list-style-type: none"> <li>✓ <i>Logical Data Model</i></li> <li>✓ Complete detail for physical design</li> </ul>
<h3>Some important differences</h3>		
<ul style="list-style-type: none"> <li>✓ Main ("recognisable") entities only</li> <li>✓ Main attributes only, many are non-atomic</li> <li>✓ M:M relationships</li> <li>✓ Doesn't show keys</li> <li>✓ Not normalised</li> <li>✓ A “one-pager”</li> </ul>		<ul style="list-style-type: none"> <li>✓ All granular entities</li> <li>✓ All attributes included, all are atomic</li> <li>✓ All M:M resolved</li> <li>✓ Shows primary &amp; foreign keys</li> <li>✓ Fully normalised</li> <li>✓ Five times as many entities</li> </ul>

# Example – from Concept Model to Logical Data Model

partial Concept Model



beginning the Logical Data Model

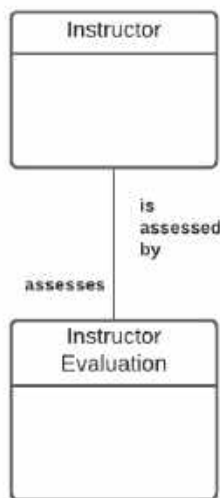


In this example we:

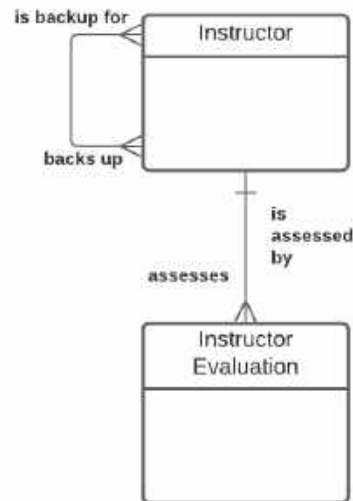
- resolve the M:M relationship between Instructor and Class ➔
- move redundant Department attributes in Course up into a new Department entity ➔
- create a reference entity to standardise the values of "Assignment Role" ➔

## For reference – the Information Engineering symbol set

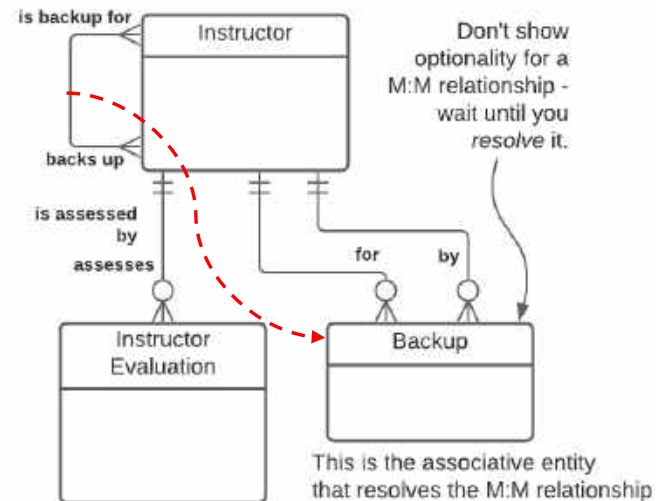
- This symbol set was refined and developed by Clive Finkelstein.
- Known in some tools as the "Martin IE" symbol set.
- Strengths are:
  - symbols are not "overloaded" – they explicitly convey only *one* idea.
  - can show as much or as little as needed in terms of rules.



The two entities are related - that's all this shows



There is a 1:M relationship from the parent entity (business object) to the child entity (business object.) Optionality is not shown.



There is a 1:M relationship from parent to child, *optional* for the parent and *mandatory* for the child. (The parent *may* have a child, the child *must* have a parent.) This is by far the most common relationship in a logical model.

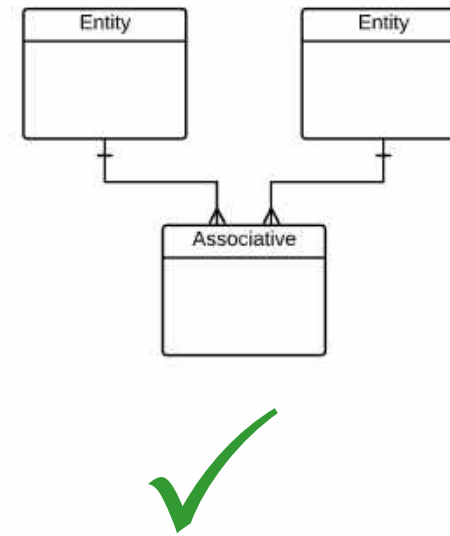
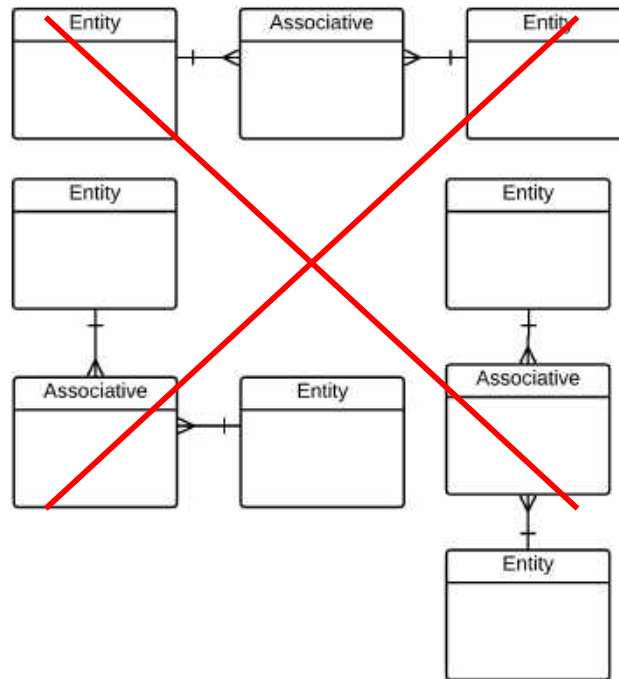


# Consistency is a virtue

People pick up data modelling without training if you...

- treat it as a natural way to describe a business, not a new technique being imposed on them
- draw the same kinds of things the same way every time

E.g., when drawing an associative entity...

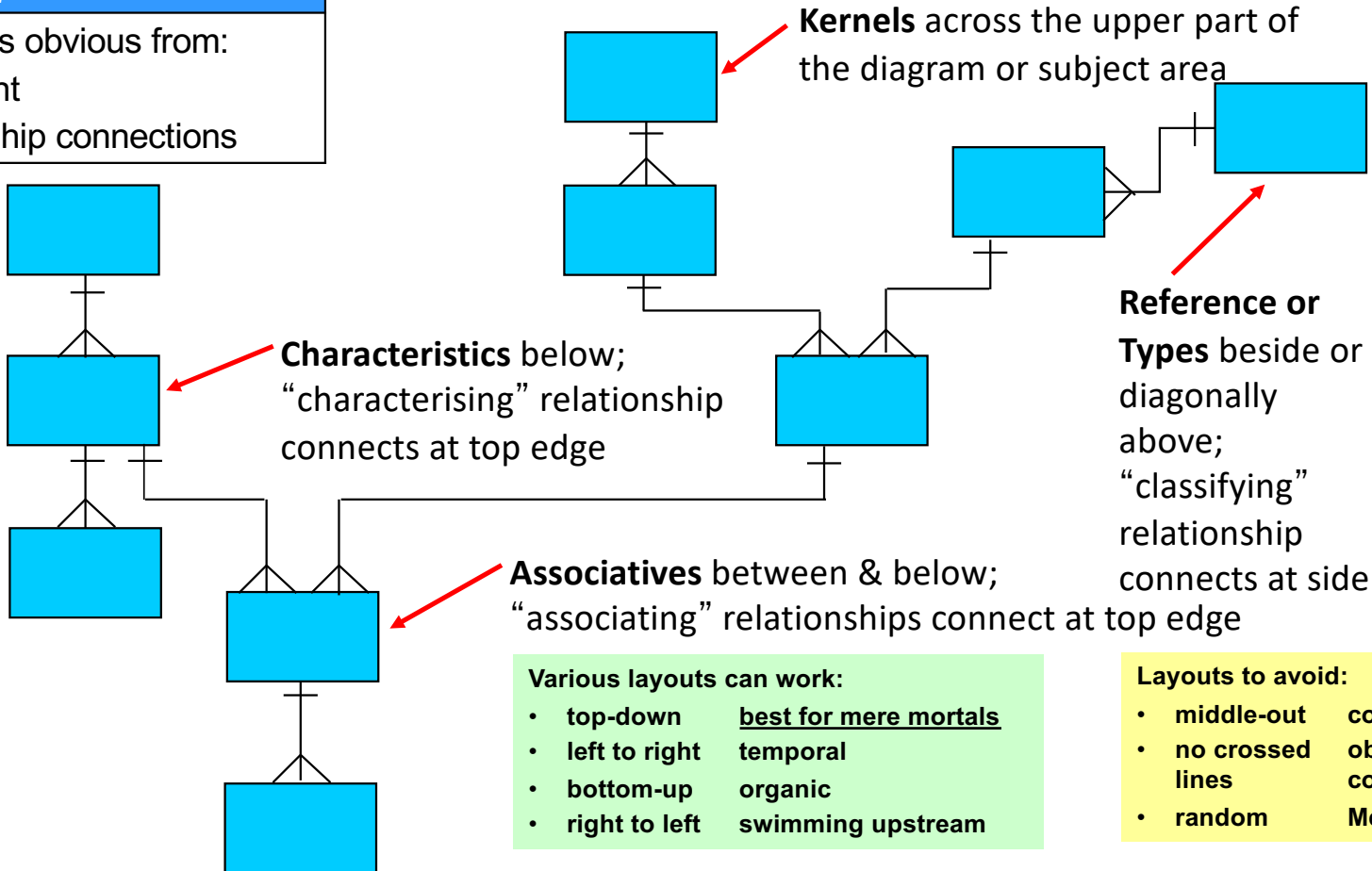


# Graphic guidelines – the “no dead crows” principle

## ! Key point

Entity type is obvious from:

- Placement
- Relationship connections



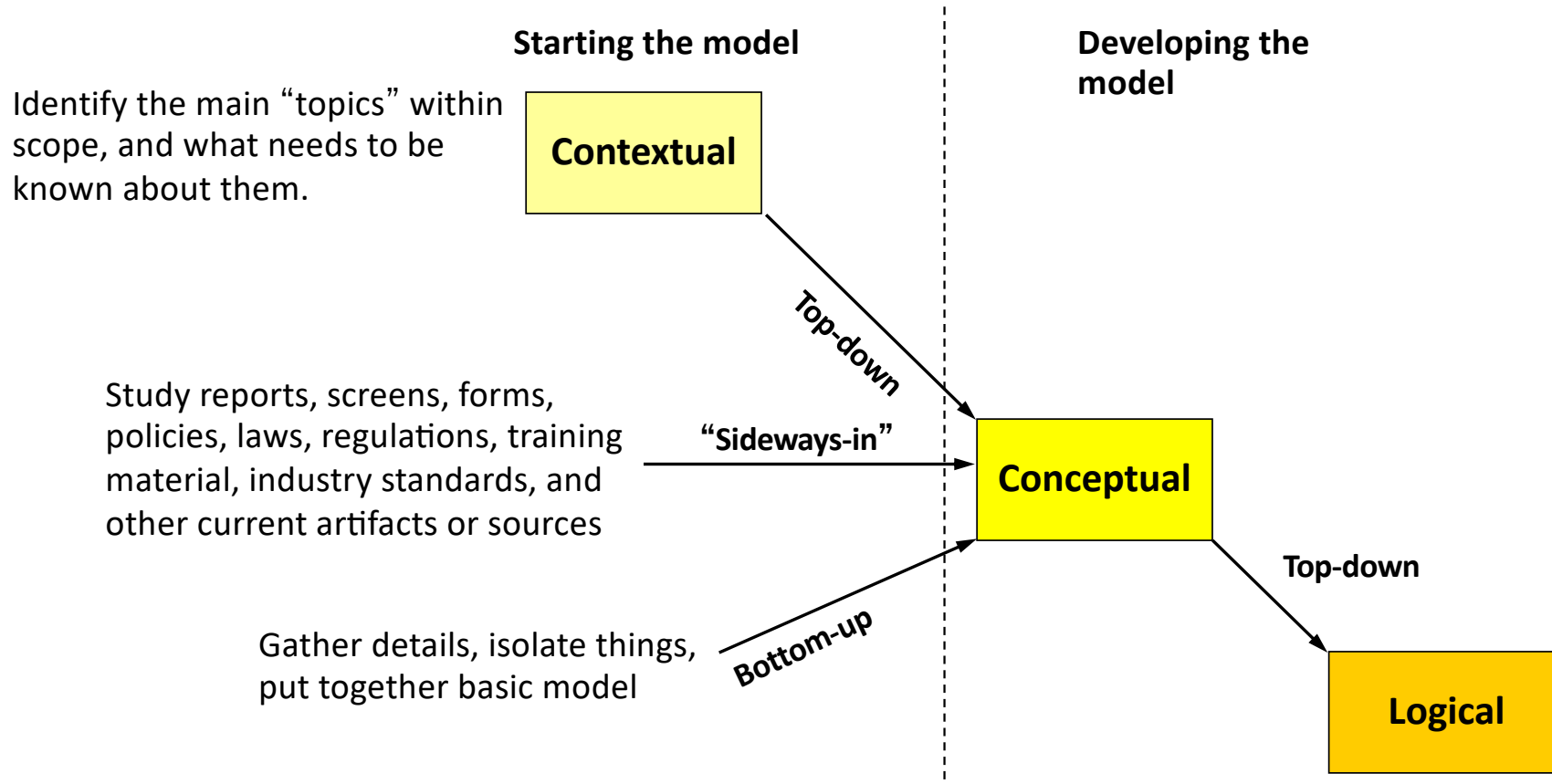
### Various layouts can work:

- top-down      best for mere mortals
- left to right    temporal
- bottom-up      organic
- right to left    swimming upstream

### LAYOUTS TO AVOID:

- middle-out      cosmic
- no crossed      obsessive  
  lines            compulsive
- random          Mensa-only

# Different ways to get started



## Some advice on starting the concept model



*Don't begin with a lecture  
on data modelling  
(but I have a painful story  
that had a happy ending)*

**If you can, don't  
even mention “data  
modelling”**

*We use “terminology analysis” –  
starting with the nouns –  
at the outset of every project.  
This was demonstrated earlier in the  
Client Safety Management example.*

## *For reference – starting a Concept Model bottom-up*

- 1) Interview business representatives about their area:  
mandate and activities, goals and objectives, issues and opportunities,  
needs and wants, likes and dislikes, etc....

**Nod sympathetically, but ignore it all (almost!)**

Instead, capture “terms” – anything that goes by a name.

- 2) Later, write each term on a large Post-it
- 3) In a facilitated session, participants sort terms into categories:
  - Things (entities, but don’t use the term... yet)
  - Facts about things (add new “thing” if it's not there already)
  - “Other stuff”

As needed, introduce criteria to  
be a “thing” (an entity)

“Other stuff” includes:

- Metrics
- Organisations, departments, jobs, roles, ...
- Processes, functions, activities, tasks, ...
- Systems, tools, equipment, mechanisms, ...
- Reports, forms, screens, queries, ...
- Other – too vague, only one instance,  
a “fact of life,” not a thing we track, etc.

## *For reference – starting a concept data model bottom-up (exercise)*

### **The assignment:**

The following describes project tracking at Amalgamated Automaton. Read it over, and be prepared to discuss the things about which the business needs to record information, and the important facts about them. The instructor will lead the development of an initial data model.

Amalgamated Automaton, Inc. has a growing Information Systems department. Until recent years, the department was concerned almost entirely with selecting, installing and maintaining purchased software packages. Recently, however, the focus has shifted towards the in-house development of application software.

One of the problems confronting the IS department is that they have no base of historical data to aid in trend analysis or estimating development effort, nor any effective means of charging back development costs. The proposed solution is to develop a simple Project Tracking System, which will work in conjunction with the existing Personnel and General Ledger Systems.

When a development project is initiated, a project name and a short description are recorded, among other things. Soon, before any further work is done on the project, a new account is created on the G/L System, identified by a G/L account number. Project costs will be charged to this account, and the project budget is recorded as the initial account balance in dollars.

Project planners break a project down into many tasks, perhaps hundreds. A typical project task might be “Test Order Entry Module”. Some of the facts which are required about tasks include a brief task description, estimated work hours, and the scheduled start and finish dates.

Eventually, individual employees are assigned responsibility for the tasks. Some tasks will be the responsibility of many employees, and an employee might be assigned to many tasks. As each employee is assigned to a project task, their planned start and finish dates, their contribution to the task (not a “kind of work,” but their specific duties on the task – e.g., “Develop test scripts”), and the estimated number of hours they are to spend on the task are recorded. Employee information such as the employee name and number are available from the existing Personnel System, although it will have to be modified to record the employee's hourly charge out rate.

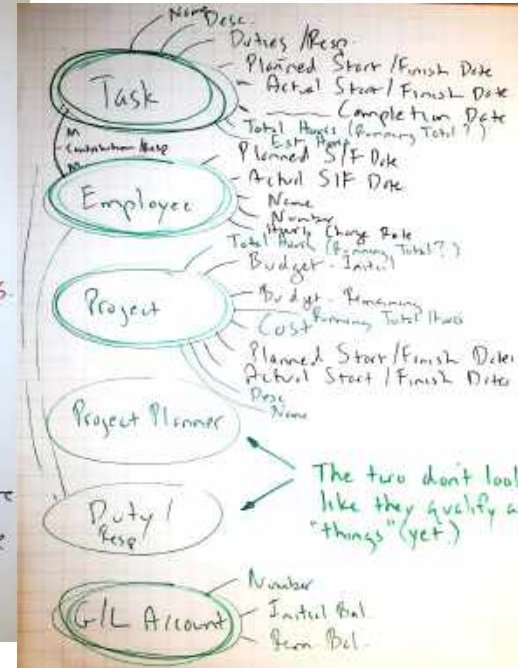
When an IS employee begins work on a new task, their actual start date is recorded. A running total of the number of hours that they have worked on each started task is updated regularly. At the same time, the remaining balance in the project account is updated. When an employee completes a task assignment, the actual completion date is recorded.

# Worked example from in-person two-day workshop

Terms

- ✓ Cost
- Historical Data
- Trend Analysis
- Chargeback
- ✓ Development Cost
- G/L Account
- Project Tracking System
- Employees
- ✓ Project Name
- ✓ " Budget
- Personnel System
- Project Tasks

- ✓ Estimated Hours
- ✓ Actual Completion Date
- ✓ Duties
- ✓ Spend
- ✓ Task Description
- ✓ Project Description
- IS Department
- G/L System 0.5.
- ✓ Employee Info
- ✓ G/L Account Number →
- ✓ Remaining Balance
- ✓ Scheduled Start/Finish Date
- ✓ Actual Start/Finish Date
- ✓ Employee Contribution
- ✓ Chargeout Rate



We have demonstrated there are four main entities (it's a very simple example)

- Project
- Employee
- G/L Account
- Task

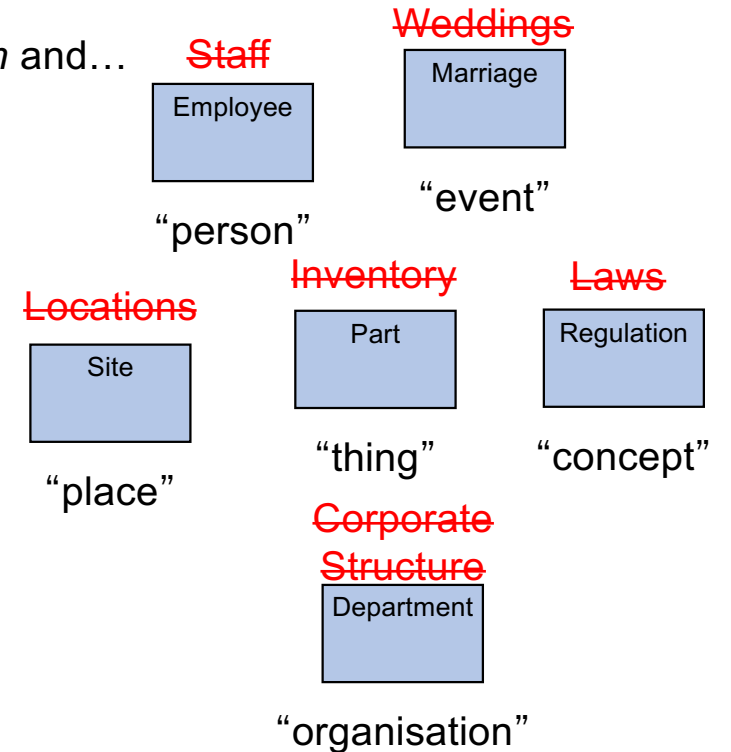
Introduce "thing criteria" as necessary:

- *singular noun* – can talk about *one of them* (*Worker* not *Staff*, *Item* not *Inventory*)
- *multiple instances*
- *must need to* and *be able to* track *each* instance (uniquely identify each)
- has *facts* that must be recorded
- *NOT an artifact* like a spreadsheet or report (not a Call Log or Worker Directory or...)

# Entities – more specific criteria

An *entity* is a distinct thing the business *needs* to know about, often described as a *person, place, thing, event, concept, or organisation* and...

- is named with a *singular noun* that implies a single instance
  - not a plural or collective noun, list, set, collection, report, etc.
  - we can discuss “one of them”
- has *multiple occurrences* (or instances)
  - *need* to and *can* keep track of (differentiate) each occurrence
- has *facts* that must be recorded, e.g.
  - *Student* attributes: Number, Name, Birth Date, Major, GPA, ...
  - *Student* relationships: “majors in” *Subject*, “enrolls in” *Section*
- is acted on by *processes*, so they make sense in a “verb-noun” pair
- refers to the *essence*, not the implementation (“What, not who or how”) – *the most common error is to identify artifacts (forms, reports, spreadsheets, ...) as entities!*



Let's look at some common errors...



## Identifying Entities – four common errors

1. Treating an “artifact” (a spreadsheet, report, web page, form, etc.) as an Entity – an Entity is a fundamental thing – “*what*” – with no reference to “*who or how.*”  
Artifacts typically contain attributes from *multiple* Entities  
e.g., “*Admission Request Form*” or “*Orders Summary Spreadsheet*”  
or “*Daily Call Log*” or “*Class Roster*” or “*Materials List Fax*” or...
2. The “types vs. instances” problem – failing to clarify if the Entity deals with *types* of things (or *categories* or *kinds* or *classes* of things)  
vs. specific *instances* of things  
e.g., “*Vehicle*”  
(An example of this is coming up.)
3. Identifying an Entity that exists in the real world, but whose *instances* can't be uniquely identified  
e.g., “*Transit System Passenger*”
4. Identifying Entities that are simply too vague, or are just a “fact of life;” that is, the name doesn't imply a single *instance*  
e.g., “*Weather*” or “*the Environment*” or “*the Economy*” or “*Society*”

# Types vs. Instances – “What do you mean by a Bus?”



A category of Bus – a "meta-Type?"  
A Make and Model of Bus – a Type?  
An individual Vehicle? – an Instance?

Model	Length	Width	Introduced
Xcelsior <sup>[18]</sup>	35 feet (11 m) 40 feet (12 m) 60 feet (18 m)	102 inches (2.6 m)	2008
MIDI	30 feet (9.1 m) 35 feet (11 m)	96 inches (2.4 m)	2013

# “What do you mean by a Bus?”

## 254 British Properties



**Inbound** From Glenmore and Bonnymuir via Bonnymuir, Stevens, Taylor Way to Park Royal terminus (extends to Downtown Vancouver during Monday-Friday peak hours).

**Outbound** From Park Royal (from Downtown Vancouver during Monday-Friday peak hours) via Marine Drive, Park Royal South, Taylor Way, Southborough, Eyremount, Cross Creek, Chartwell, Crestwell, Eyremount, Fairmile, Southborough, King Georges Way, Robin Hood, Kenwood, St. Andrews, Bonnymuir to Glenmore terminus.

### Park Royal to British Properties and return to Park Royal

MONDAY TO FRIDAY							
Connecting Buses Leave Downtown Vancouver	Leave Park Royal	Leave Eyremount at Highland	Leave Bonnymuir at Glenmore	Leave Eyremount at Highland	Leave Marine at 14th	Arrive Park Royal	Arrive Downtown Vancouver Connecting Buses
6.35	6.53R		7.03	7.15	7.31	7.34	7.54
6.45	7.23R		7.33	7.45	8.01	8.04	8.24
7.47	8.07R		8.17	8.28	8.44*	8.47	9.16
8.20	8.40	8.53	9.06		-	9.15P*	9.41
9.22	9.47P	10.00	10.13		-	10.22P*	10.43



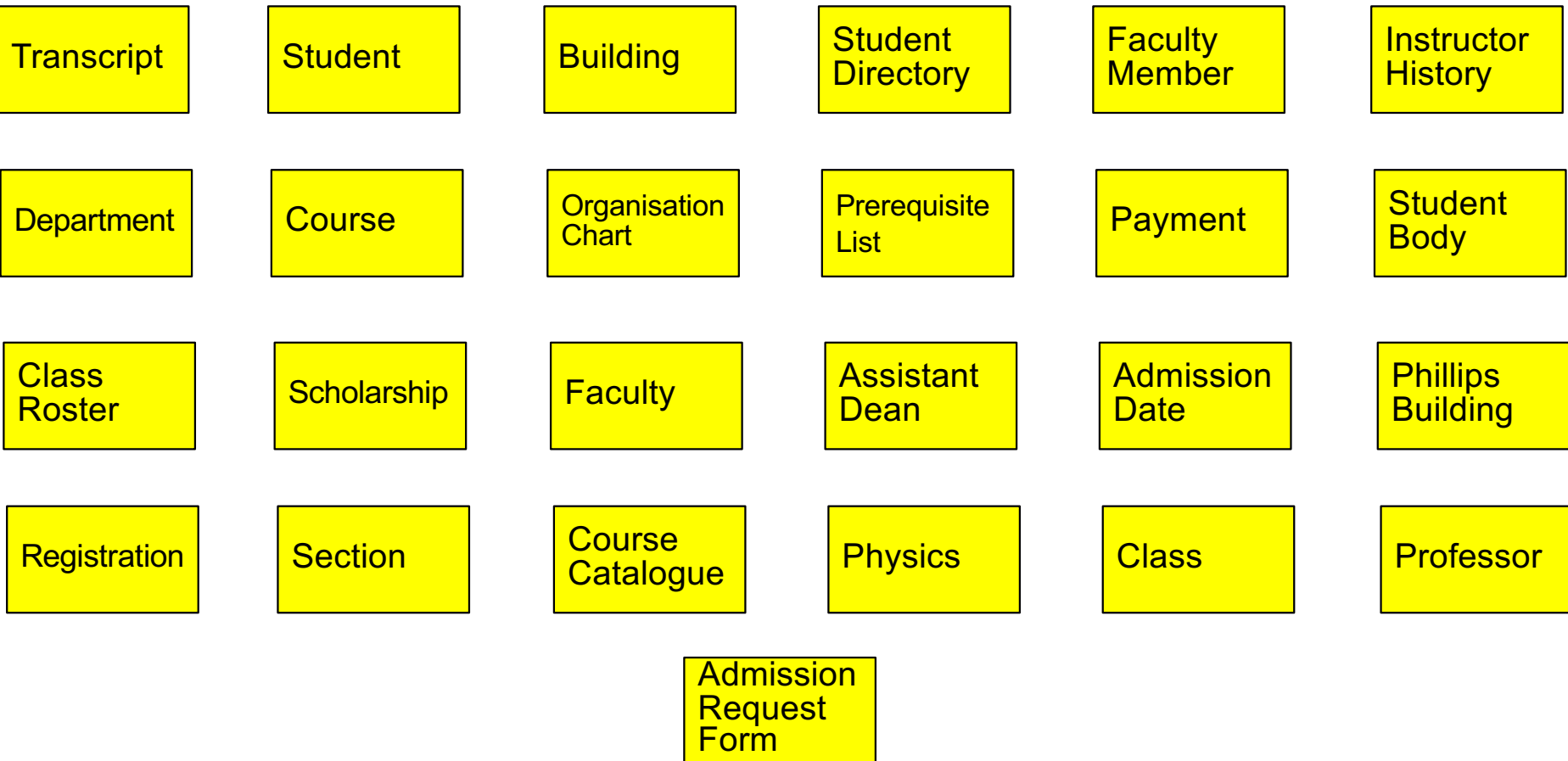
A Bus Route?  
A Bus Route Scheduled Departure  
An instance of a Bus Route Scheduled Departure?

*Never be afraid to ask “What do you mean by...?”*




























## Discussion – good Entity or not?

Which of the following might **not** be valid entities?  
And if not, *why* not?



# Answers – good Entity or not?


Which of the following might **not** be valid entities?  
And if not, *why* not?

 Transcript a report	 Student	 Building	 Student Directory a report	 Faculty Member	 Instructor History a list, "history" is not singular
 Department	 Course	 Organisation Chart a visual report	 Prerequisite List a list	 Payment	 Student Body not singular
 Class Roster a report	 Scholarship	 Faculty	 Assistant Dean a Job Title	 Admission Date an attribute	 Phillips Building an instance
 Registration	 Section	 Course Catalogue a report	 Physics an instance	 Class	 Professor a Job Title
			 Admission Request Form a form (artifact)		

# Entity definition basics

Definitions must focus on what a single instance is:

- Not “how they're used” or “how they're created” or “why we care” or “how the process works” or “interesting problems and tidbits” etc.
- They simply answer the question “What is *one* of these things?”

	<b>Key Point</b>
“What is one of these things?”	

The most useful questions:

“Can anyone think of examples that might surprise someone else – that is, anomalies or potential sources of confusion?” E.g., to define *Customer*...

- “In our area, other divisions are treated as customers”
- “We record recipients of charitable donations as customers.”

“Could we list some examples?”

- Rita Smith, Acme Auto, Ministry of Finance, homeowners... (aha!)

“Does this deal with “kinds of things” or “specific things?”

- “kind” - Customer Category vs. “specific” – an individual Customer
- if it's a specific thing, still ask if there are recognised types (e.g., Personal, Corporate, Government; Lead, Prospect, Active)

## Entity definition – bad example then a good format

### ~~Customer~~

~~We have a variety of Customers that operate in multiple geographies, and these must be tracked in order to consolidate purchasing statistics and enable our rating process to identify our best Customers.~~

### Customer

1. A Customer is a person or organisation that is a past, present, or potential user of our products or services.

2. Current examples include Solectron (contract manufacturer,) Cisco Systems (OEM,) Arrow Electronics (distributor,) Best Buy (retailer,) M&P PCs (assembler,) and individual consumers.

3. Excludes the company itself when we use our own products or services but includes cases where the Customer doesn't have to pay (e.g., a charity.)

Entity definition format:

1. A description of which real-world things will be included in scope.  
This might be developed from a list of standard “thing types” – person, organisation, request, transfer, item, location, activity, etc.  
Be sure to identify any specific inclusions (“This includes...” or “This is...”)
2. Illustrate with examples:
  - 5 – 10 sample instances
  - diagrams or scenarios
  - illustrations such as reports or forms
3. Interesting points – anomalies, synonyms, common points of confusion, etc.  
May include specific exclusions (“This excludes...” or “This is not...”)





## Starting an Entity definition – suggested points

*“Can anyone think of examples that might surprise someone else – anomalies or potential sources of confusion.”*

*E.g., how could we legitimately have different ideas what “Employee” means?*

Here are some reasonable suggestions –

- F/T vs. P/T?
- Only IS Department?
- Include management, or only individual contributors?
- Still in recruitment (an applicant)?
- Onboarded? on probation? active? retirees?
- Include contractors, student interns, vendor staff, etc.?
- Volunteers?
- A type of worker (DBA or tester) or a specific person?
- A robotic, automated, or AI agent?
- ...?

Employee

Project

Account

Task

## Starting an Entity definition

*“Can anyone think of examples that might surprise someone else – that is, anomalies or potential sources of confusion.”*

*E.g., how could we legitimately have different ideas what “Employee” means?*

Here are the points selected for this company –

- F/T vs. P/T? – *Both*
- Only IS Department? – *No*
- Include management, or only individual contributors? – *Yes, everyone*
- Still in recruitment (an applicant)? – *No*
- Onboarded? on probation? active? retirees? – *Yes, all*
- Include contractors, student interns, vendor staff, etc.? – *Yes, all*
- Volunteers? – *yes*
- A type of worker (DBA or tester) or a specific person? – *Only a specific person*
- A robotic, automated, or AI agent? – *No, only a real person*

Employee

Project

Account

Task

## Defining the Entity "~~Employee~~" – "Worker"

### Definition format:

1. A description of which real-world things are within in scope, and any specific inclusions (“This *includes...*” or “This *is...*”)
2. Illustrate with examples – 5 to 10 sample instances or types
3. Interesting points – anomalies, synonyms, common points of confusion, etc.  
May include specific exclusions (“This *excludes...*” or “This *is not...*”)

### Worker (renamed from Employee):

A *Worker* is a person, whether or not directly employed by *the company*, but with some sort of employment contract or arrangement, who has been or may be assigned to a Project.

### Worker includes:

- Full or Part-time Employees who have been onboarded, including Probation, Active, Seconded, Suspended, Retired...
- Contractors
- Consultants
- Student Interns
- Vendor Staff Persons
- Company Owners and Managers

### Key points:

- "Worker" was chosen as the entity name because it is more generalised than "Employee."
- A Worker may not necessarily be billable on a Project, e.g., a non-chargeable Subject Matter Expert or Volunteer
- Worker excludes:
  - Job Roles, e.g., DBA or Technical Writer
  - Robotic, Automated, or AI Agents (this might change)

## Another example – starting an entity definition for *Task*

*“Can anyone think of examples that might surprise someone else – that is, anomalies or potential sources of confusion.”*

*E.g., how could we legitimately have different ideas what “Task” means?*

- 
- 
- 
- 
- 

Worker

Project

Account

Task

## Another example – starting an entity definition for Task

“Can anyone think of examples that might surprise someone else – that is, anomalies or potential sources of confusion.”

E.g., how could we legitimately have different ideas what “Task” means?

Key points that typically arise:

- A *type* of Task or a specific Task?
- Part of a specific Project or used across *multiple* Projects?
- Produces a specific deliverable or state?
- Time-bounded or ongoing?
- Performed by *one* Worker or one or more Workers?
- ...

A **Task** is a specific, time-bounded, unit of work, within a single Project, intended to be performed by one or more Workers, that produces an intended deliverable or achieves a specific state.

Examples:

- Code *Place Order* service
- Test *Place Order* service

Excludes:

- types of Tasks
- ongoing (non time-bounded) activities such as management or administration

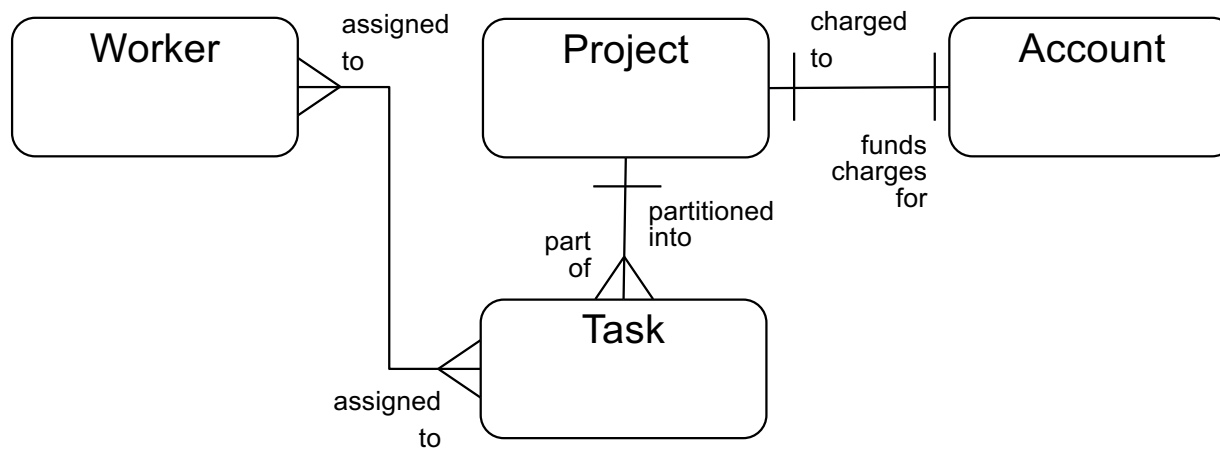
Worker

Project

Account

Task

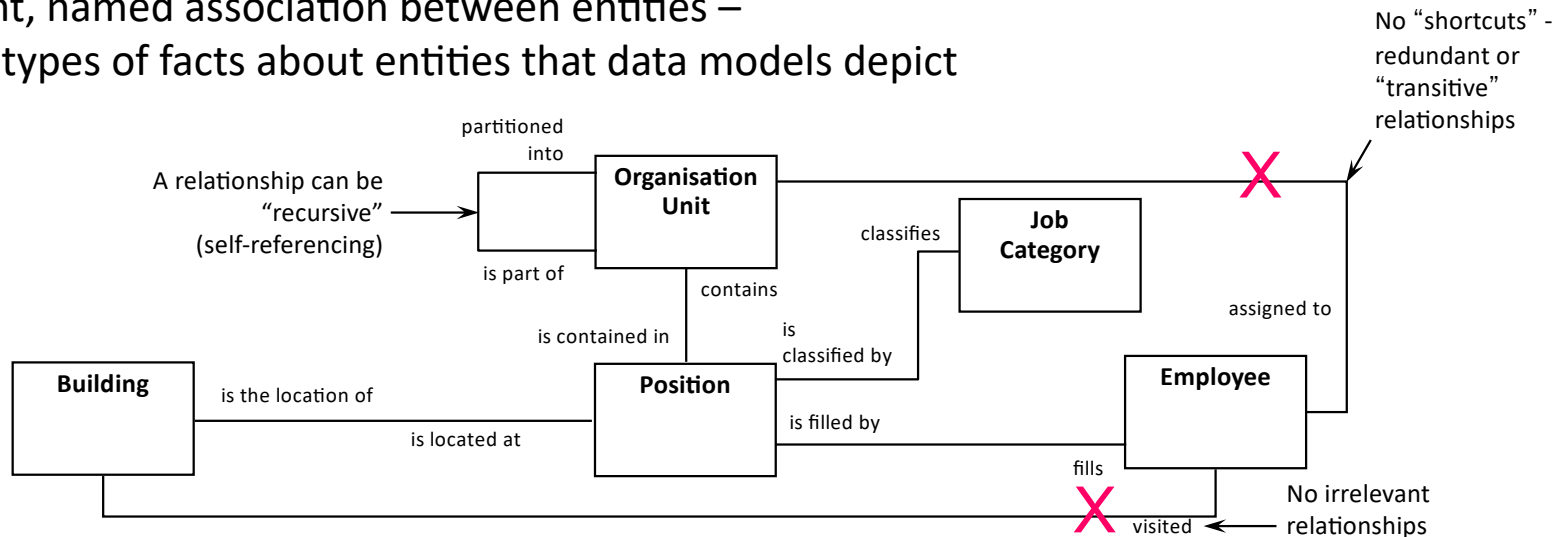
## *Now we have definitions – it's "safe" to draw the ER model*



First arrange entities top-down by dependency.  
Then add relationships with a verb-based phrase.  
Then add cardinality (1:1, 1:M, M:M.)

# Optional – the finer points, beginning with relationships

A significant, named association between entities –  
one of the types of facts about entities that data models depict



## Guidelines

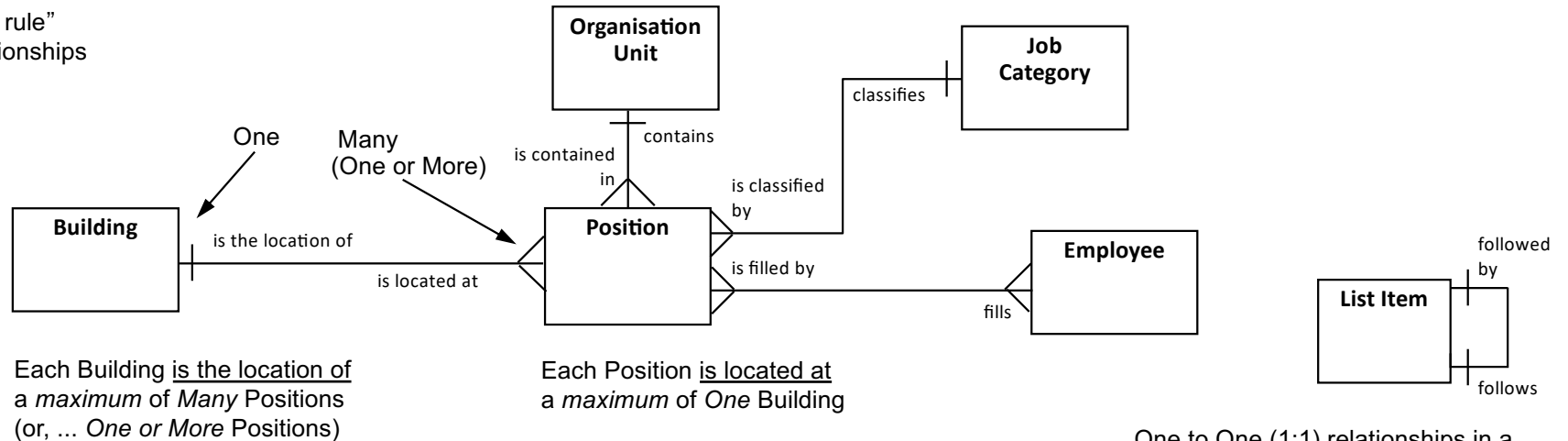
- named with a descriptive, verb-based phrase – not "has" or "is related to" (the line tells us they *are* related; the name tells us *how*)
- named in both directions – try to use the same root word at both ends (e.g., "classifies" and "is classified by")
- the complete name reads like a sentence (noun verb noun) – "Position is classified by Job Category"

Jump ahead to 68



# Relationship cardinality (maximum cardinality)

A kind of “business rule”  
that applies to relationships



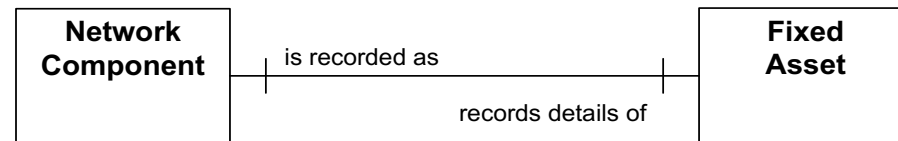
One to One (1:1) relationships in a conceptual or logical model are almost invariably an error except in recursive relationships.

To determine cardinality, *first name the relationships properly, and only then:*

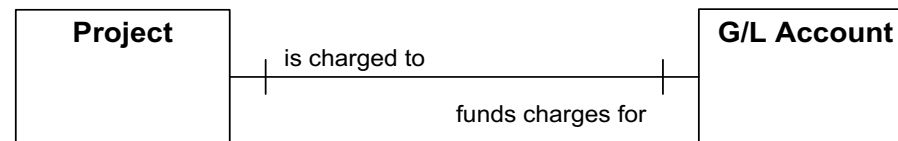
- for each entity, ask  
“Can one of these be related to a *maximum* of *One* of the other or a *maximum* of *Many* of the other?”
- record the answer (One or Many) at the “other” end;  
later, "One or More" will be better than "Many"
- possibilities – 1:1 (error), 1:M (common), M:M (more work, eventually)

## 1:1 relationships – almost always an error!

- Note – a 1:1 relationship might be necessary in the Physical Database Design e.g., “Fixed Asset” records financial data about a “Network Component” but they are in two separate systems (the G/L System and the Configuration Management System) connected by a 1:1 relationship



- ✗ Incorrect analysis e.g., Project costs are probably prorated across *many* Accounts

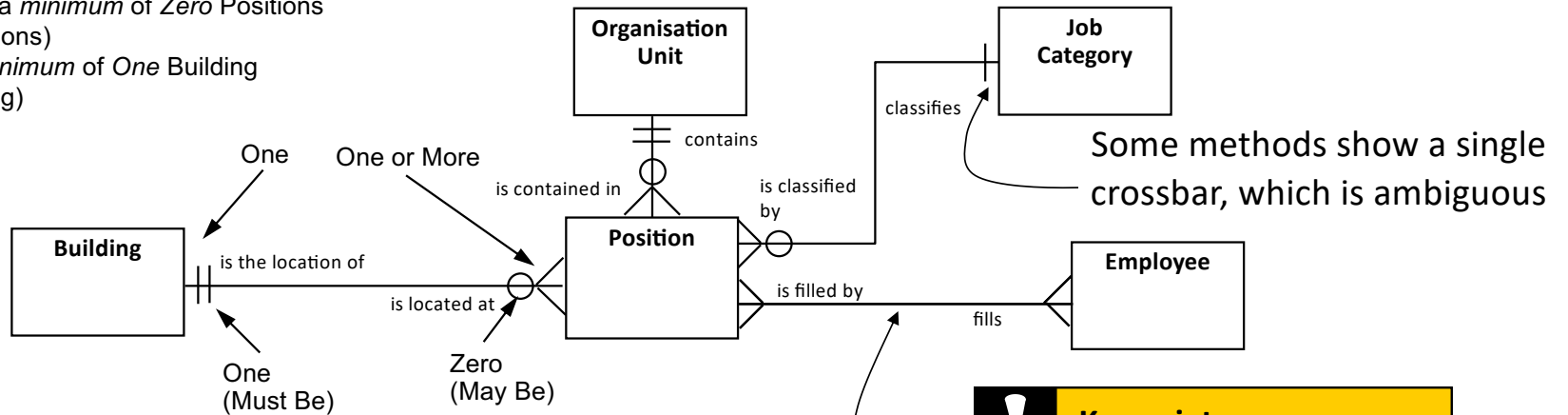


- ✗ Failing to account for changes over time e.g., an Employee may hold only *one* Credit Card at a time, but *many over time*, and we virtually always want history. The most common written constraint in Concept Modelling is "*one at a time but many over time.*"



# Relationship optionality (logical models only)

Each Building is the location of a *minimum* of Zero Positions  
(and a *maximum* of Many Positions)  
Each Position is located at a *minimum* of One Building  
(and a *maximum* of One Building)



Some methods show a single crossbar, which is ambiguous

or,  
Each Building *May Be* the location of One or More Positions  
Each Position *Must Be* located at One Building

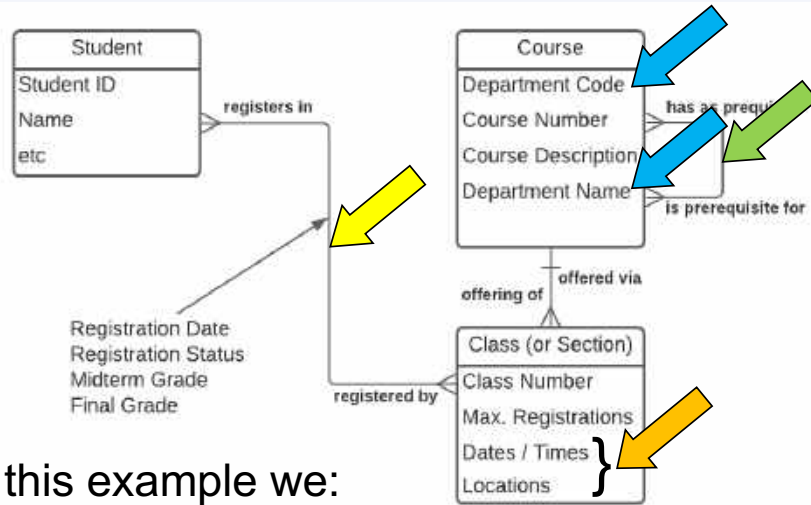
**! Key point**  
Typically only shown in logical data models – don't bother with optionality on M:Ms

To determine optionality (a.k.a. minimum cardinality)





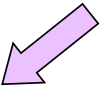
- for each entity, ask  
“Can one of these be related to a *minimum* of Zero or a *minimum* of One of the other entity?”
- record the answer – 0 or 1 – at the “other” end  
“zero” means an optional relationship (*May Be*) and “one” means a mandatory relationship (*Must Be*)
- easier form: “Each one of these *May Be* be or *Must Be* related to the other?”

# One more Conceptual to Logical example, drawn top-down

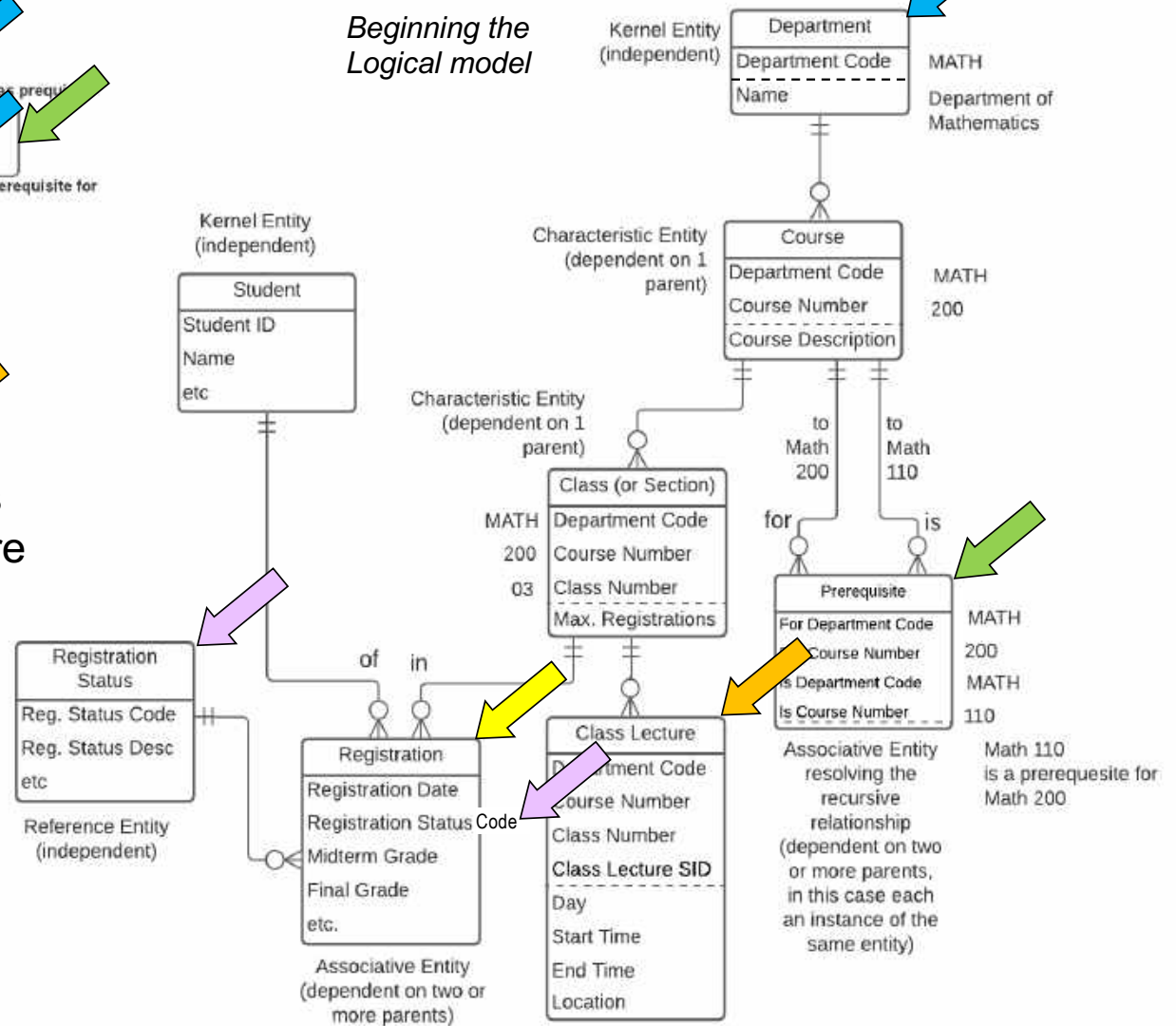
Conceptual



In this example we:

-  • move multi-valued Class attributes into their own entity – Class Lecture
-  • resolve the M:M relationship between Student and Class
-  • resolve the recursive Course to Course M:M relationship
-  • move redundant Department attributes in Course up into a new Department entity
-  • move Registration Status into a reference entity

Beginning the Logical model



# Don't forget the four Ds of Concept Modelling

1

## Definition

- “What is one of these things?”
- List common and unusual instances
- “Are there any known anomalies?”
- “What are the potential differences of opinion?”

2

## Dependency

- “What type of business object is this?”
- “What other object does it depend on?”
- Essentially
  - is it a free-standing thing?,
  - a type of thing?,
  - or repeating detail about some other thing?

3

## Detail

- Don't dive into detail – keep it in its place!
- GEFN!\* HPDL!\*\*

\* *Good enough for now!*

\*\* *Hard part, do later!*

4

## Demonstration

- Assertions / narrative rules
- Sample data values or instances
- Scenarios or use cases
- Props (e.g., report layouts or common documents)

## *Wrap-up discussion*

Please let us know the key point (or points) that mattered most to you in this session.

*Thanks again!*



Alec Sharp, West Vancouver, BC, Canada

If you have questions or comments...  
*don't be shy, get in touch!*

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