



HOW TO CONVINC YOUR MANAGER

TO ADOPT A TEST MANAGEMENT TOOL

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Working as a tester in today's fast paced software delivery can be taxing. The advent of agile and DevOps has brought with it the need for faster and continuous testing, leaving no time for test content and management tasks. You may already be bearing the brunt of manually creating, mapping, managing and tracking things like test documents, release versions, defects and their history, run reports and results and system health status at all times. This calls for a solution and perhaps you have already found it - a proper test management tool to organize and reflect all your testing efforts and results. But while you are sure this is the cure, your boss might not be so sure or might not even notice or care about your difficulties.

This is often the case with test management tools, mainly because they are a part of process improvement and bosses may not care about 'how' the job is getting done as long as it is getting done! Most of the time, your manager isn't aware of the features of the tool, the benefits it offers and its potential impact on your performance. **So, let us discuss ways you can convince your manager to adopt a test management tool using reasons he/she won't be able to ignore!**



Consider your manager's goals:

As we know the first rule in any negotiation is to look at the goal of the opposite party and showcase how they could achieve them with the offer you are giving them. So, first and foremost **focus on their goals related to the project, which primarily will be to make sure that the release happens in time with all planned testing tasks performed.** With this in mind, demonstrate how you might not be able to fulfill these goals with too many background tasks and how a test management tool could handle these tasks.

This will get your manager's attention and make him ready to listen further.



Think of their pain points:

Outline the main pain points when managing the testing activities. Include examples like:

- Constantly assigning tasks over email
- Asking testers for updates
- Unable to find and track tests and test data
- Not having a project health status update often enough
- Manually creating test reports to publish to management and so on.

Target these points and highlight how the use of a tool could help them do all these and more, making the entire process of test and QA management a smooth ride.

Get your co-workers on board:

Before convincing the boss, you might need to convince your peers and team mates. Target your fellow testers as well as developers and showcase how **they all will benefit from use of the tool and reduce menial and repetitive work**. Having the team on board already will strengthen your pitch with the boss too.



Have a deployment plan:

Often, bosses will resist adopting a new system because the on-boarding process can take a lot of time and effort. This includes data transfers, integrations, and training the team. First thing, **Make sure that the system you want to introduce includes good support - not only for later stages but also for the deployment stage. This should include setup support, professional services, free training and more - this will help you deploy the new tool smoothly**. Be ready to take the initiative and volunteer to lead the onboarding process. Learn the tool, help the admin to setup processes/integrations and train fellow teammates.

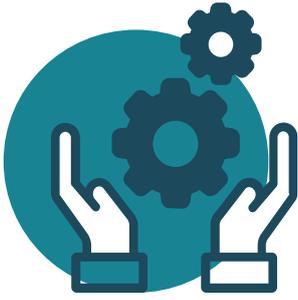
Taking the lead in planning takes a lot of pressure of your boss and the rest of the team

Organise a Case Study:

To have all facts and figures in place, it would be best to get into the meeting room with a planned and organised case study of the tool with your project. **Have a list of things you are missing currently and which features of the tool can help fill these gaps in your project.**

If possible, you may also conduct a small pilot within your own project by getting the free evaluation version and showcase the use of the tool and the benefits you can get from it. Visual and real data points set in your exact context are the most convincing in such meetings.





Really know the tool you want:

Since you are the one asking to introduce a test management tool, make sure to research the available tools before suggesting the best one you chose. Though there may be some opensource tools available, investing in a solid Application Lifecycle Management platform may be a better investment for the long run. Tools like PractiTest help to control all aspects of software development, effectively managing the project and its related documents and information as well as helping you to communicate the results and reports of testing automatically in various formats.

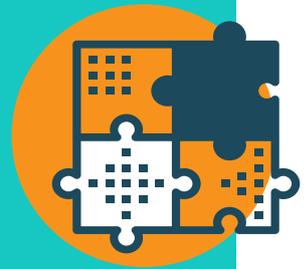
Perform some research into the tool you would like to have and be ready to answer any questions that come your way.

Highlight additional integrations, features and value:

Though a test management tool can be used as a standalone end-to-end platform, the ability to integrate with the other tools already in place would be a huge benefit for the team as well as to your manager. PractiTest, for example can integrate with other existing tools and solutions like JIRA, Selenium, Jenkins and other relevant project management tools. This can be a life saver and prevent any additional efforts required to transfer data / tests between software. Highlight such integrations that your tool offers and if possible make them a part of your case study.

Some tools also offer added values like receiving free training, setup support or like PractiTest offer live support by real QA veterans to assure that you can use the tool in the best possible manner, so it does what you actually need it to.

These added value points will go a long way during actual implementation and usage of the new tool and hence must be showcased well to your managers.



Friendly approach:

It is always best to approach your boss when they are in a good and accepting mood, preferably after a successful week or release 😊. It would also benefit to **casually bring up the topic in conversations while mentioning some new cool ways you found to work or alternate methods using tools that would benefit the team.** The constant reminder and practical use examples would actually add more weight and seed the thought in their mind to give it a try!

To conclude, Convincing your boss to get you the shiny new tool you want might seem hard but if you choose a good & relevant tool, all you need to do is to show your boss how it's going to make everyone's life easier, your team's tests more manageable and your work more fun!



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