People over Process

Applying it in real world software development?

Some brief context...

Who am I?

@glen_ford

Some more context…

So why this talk?

"Individuals and Interactions over Processes and Tools"
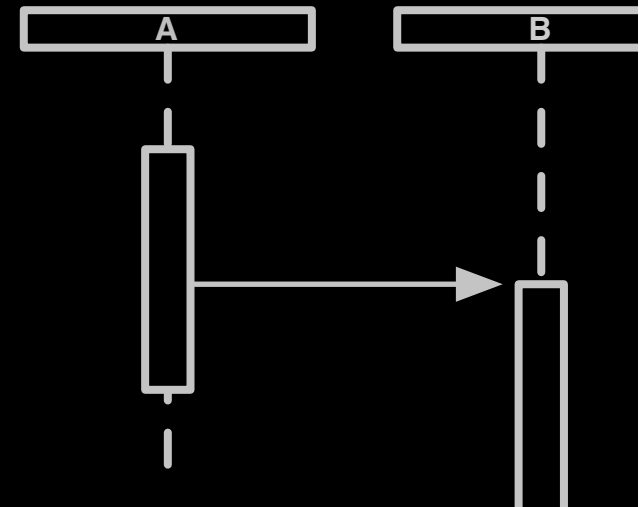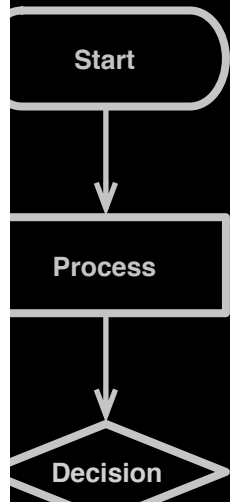
So how do we apply this?

Starting with me...

Story # 1

A long time ago,
in a country far away…

Seriously intense

I was smug, arrogant

Start

Process

Decision

A

B

Interruption

You are good at what you
do but...

you're an arsehole.

Ouch.

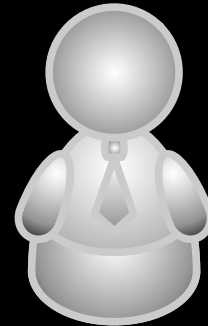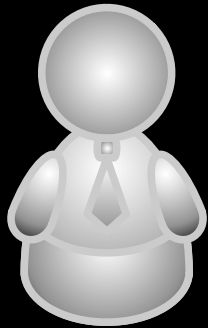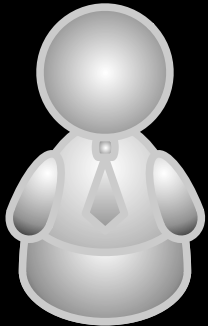*I was forced to look in a mirror and what I saw was ugly.*

All change?

Constantly seek feedback.

Apply this feedback to yourself.

It's just how we do it...

Story # 2

Good company
Smart people

RITUALISTIC   SCRUM

A retrospective…

Issue # 1 – improve our estimation!

Planning...

*Estimating. A long meeting.
Really long. I mean Hours.*

Rinse and Repeat

Whoa! Stop!!

How about not estimating?

Yikes, too radical, ok.

Instead, let's timebox estimation. You have an hour, if you can't estimate it in that time, it's not in the sprint.

Quality interactions

Estimations became discussions.

Making changes.

Tricking the gyroscope.

Constantly look for feedback on changes.

The mythical 10x Team?

Story # 3

Small team. Strong team.

By rights everyone in the team should be a team lead.

Sounds great.

Maybe.

A lot of years of experience,
means a lot of "inertia"

The situation

Analysis paralysis?

Everyone can argue multiple points of view effectively.

How to lead such a team?

Vision?

You need a why.

With why, you can guide how.

Applying it

Turning it around.

Be it code, architecture or process

There needs to be a why.

Seek to understand the why.

Process is not the rule of law.

Rather it is a set of concepts

in which to frame the interaction between individuals

in order to facilitate the efficient generation of value.

The advantage of quality interactions is you decrease the reliance on process.

Encourage quality interactions.

Any change starts with you.

People

Any change feeds back into the system

Interactions

People need to understand why more than how.

People over Process

Thank you

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