Sweetlake 06-05-2016

How to effectively grow a development team

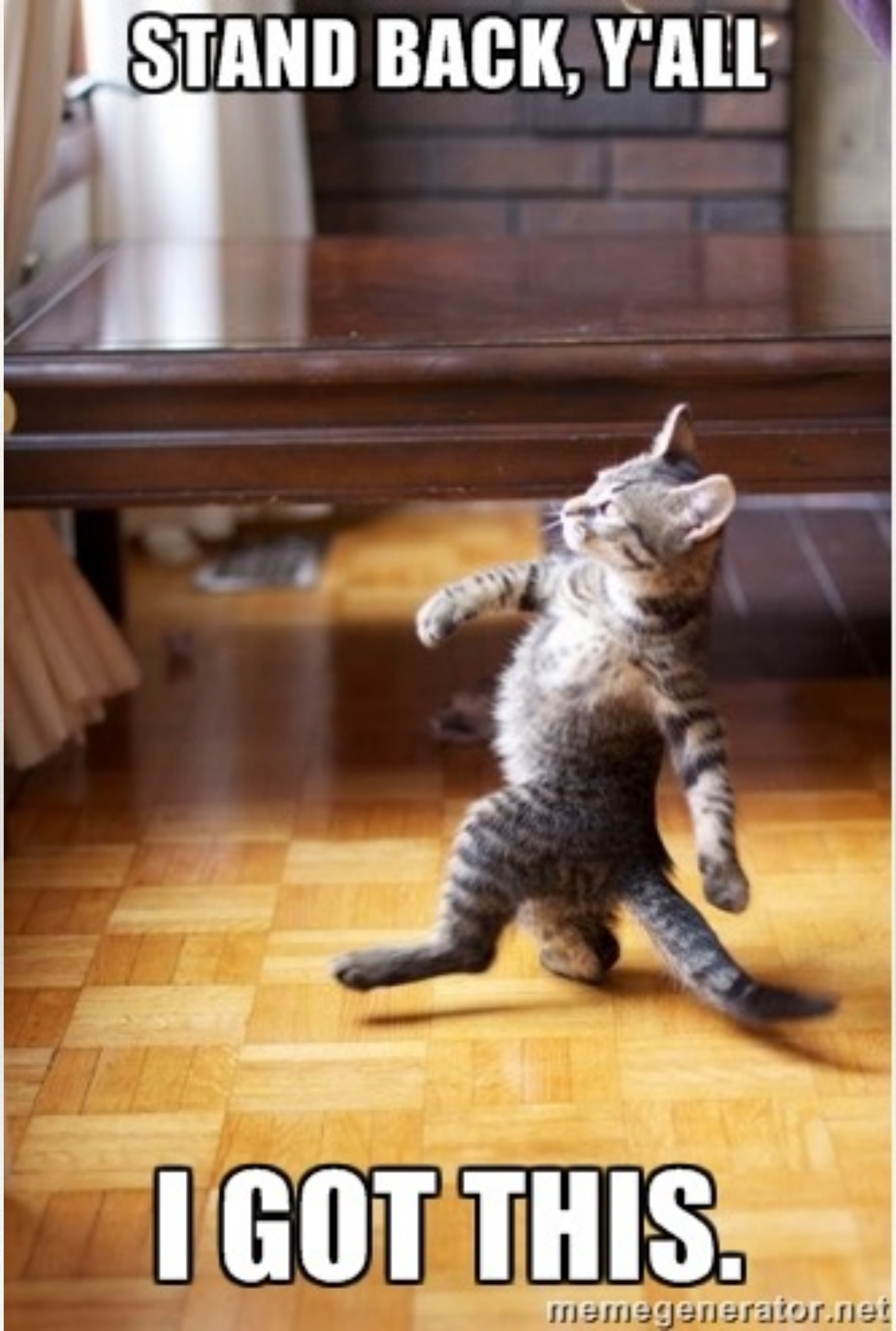
Jeroen van der Gulik

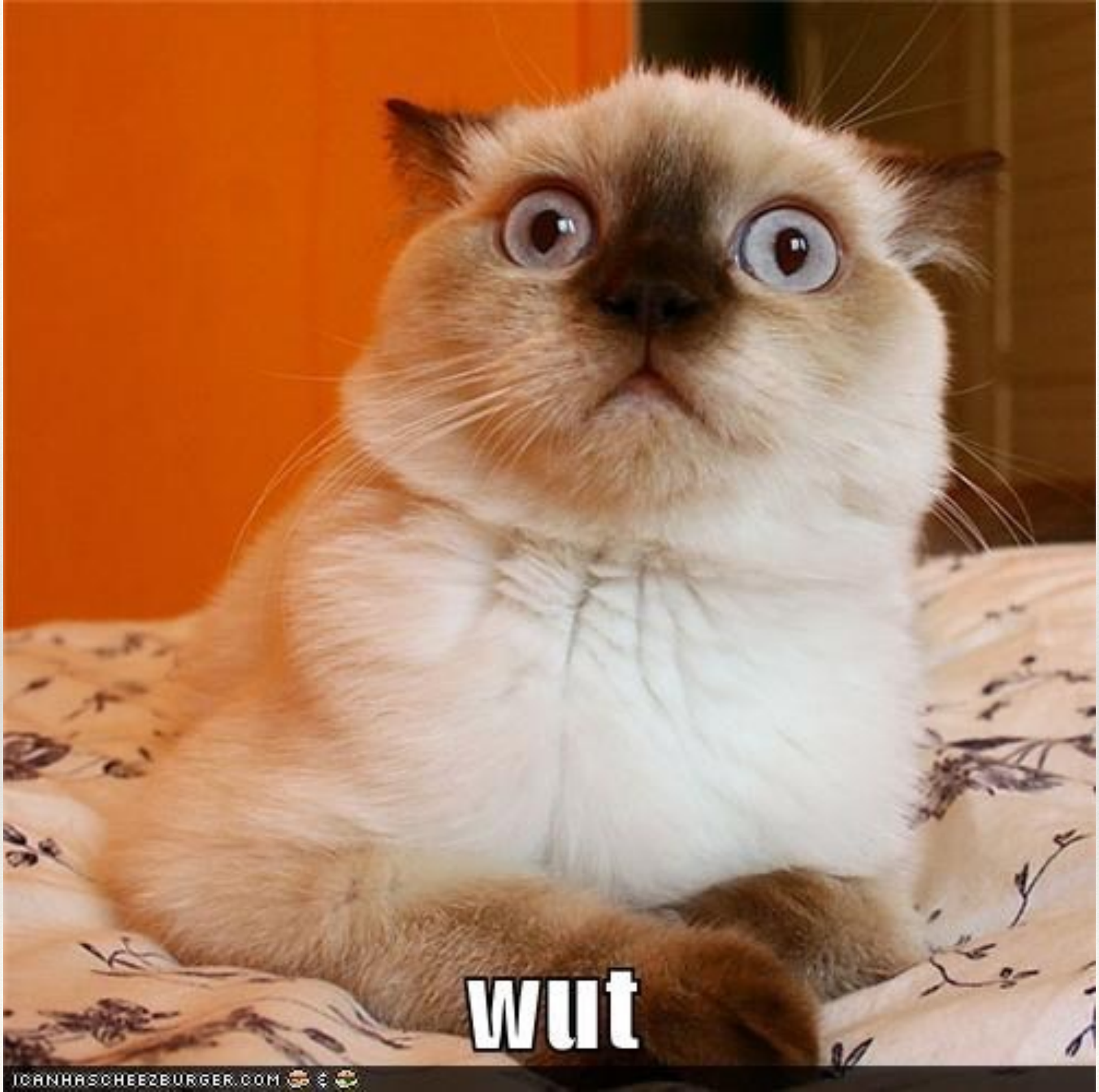
About me

- CTO / Co-Founder Isset (http://isset.nl)
- Señor Developer
- Builder of Artificial Stupidity
- @n0x13
- Likes Cats … a lot

KLM
KLM
KLM
KLM
KLM

HA HA!
BUSINESS


STAND BACK, Y'ALL
I GOT THIS.
memegenerator.net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ICANHASCHEEZBURGER.COM

Recruiters ?

Purina Friskies/YouTube

"Companies that invest in their developer culture don't need recruiters."

–Cal Evans

What is Culture?

(baby don't hurt me, don't hurt me, no more)

Culture

- the beliefs, customs, arts, etc., of a particular society, group, place, or time
- a particular society that has its own beliefs, ways of life, art, etc.
- a way of thinking, behaving, or working that exists in a place or organization (such as a business)

What is Developer Culture ?

Developer Culture

- A set of shared values about development
- A way of thinking, behaving, or working in a place of work or business

What is Good Developer Culture ?

Good Developer Culture

- A set of shared values that stimulate positive behaviour
- A place of work or business that tries to optimise and balance happiness, learning, productivity, effectiveness and efficiency
- Efficient and Open Communication

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What are these mythical values ?

Agile Manifesto

- Individuals and interactions over processes and tools
- Working software over comprehensive documentation
- Customer collaboration over contract negotiation
- Responding to change over following a plan

SPITFIRE
MANIFESTO

→ GOEDE WERKSFEER BOVEN NEGATIVITEIT

→ LEREN VAN ELKAAR BOVEN ZEKER WETEN

→ SAMENWERKEN BOVEN EILANDJES

→ VERTROUWEN BOVEN CONTROLEREN

Our Values

- Good atmosphere over negativity
- Learning over Knowing
- Working Together over Silos
- Trust over Checking

TOP STARTUP MISCONCEPTIONS:
IF YOU BUILD IT, THEY WILL COME

Culture takes time to grow

~~Buy~~ Import Culture

Recruiters !

Team Hiring vs Person Hiring

Good Developer Culture

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Key Metrics

- Happiness
- Learning
- Productivity
- Efficiency
- Effectiveness

Create an environment

Facilitator

Enabler

Key Metrics

- Happiness
- Learning
- Productivity
- Efficiency
- Effectiveness

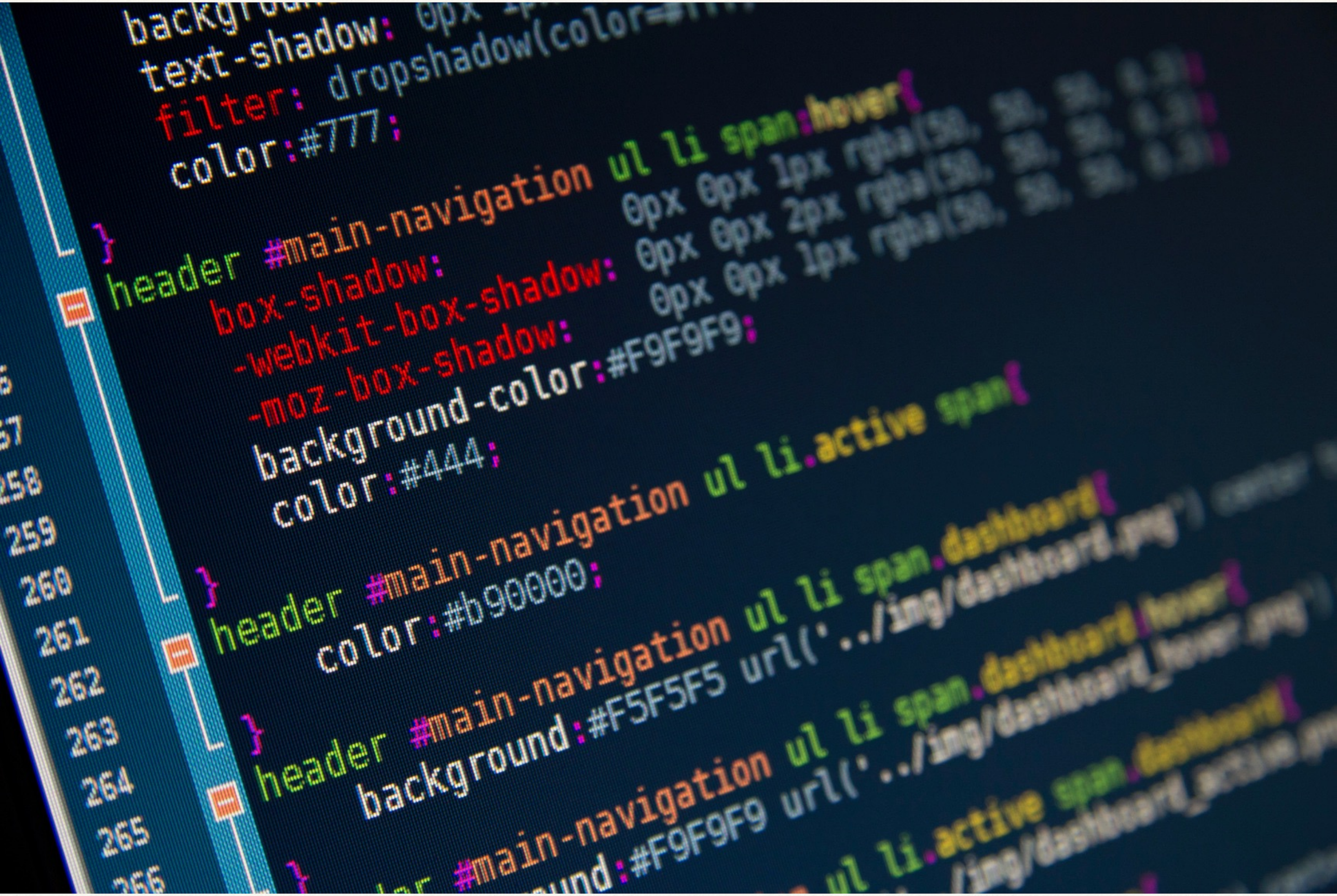
(Developer) Happiness

Happy developers are over 9000% more productive

"It has been shown that happiest software developers are significantly better analytical problem solvers."

– Happy software developers solve problems better: psychological measurements in empirical software engineering by Daniel Graziotin, Xiaofeng Wang, Pekka Abrahamsson (2014)

What do developers want?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What do developers need?

- Good Work Environment
- Good Tools
- Good Tooling
- Good Infrastructure
- Automate all the things
- No distractions

Programmers Bill of Right

- Every programmer shall have two monitors
- Every programmer shall have a fast PC
- Every programmer shall have their choice of mouse and keyboard
- Every programmer shall have a comfortable chair
- Every programmer shall have a fast internet connection
- Every programmer shall have quiet working conditions

"The number of programmers doubles every 5 years. That means, at any time, half the world's programmers have less than 5 yrs experience"

–Uncle Bob

Invest in your Team

CORPORATE DILEMMA
WHAT IF WE TRAIN THEM AND THEY LEAVE?
WHAT IF WE DON'T... AND THEY STAY?
INVESTING IN EMPLOYEES

Key Metrics

- Happiness
- Learning
- Productivity
- Efficiency
- Effectiveness

(Team) Learning

Investment of Time

- Mentor / Padawan
- Pair Programming
- Brown Bag lunches
- Bookclub
- Slideshow Karaoke
- Code Burn
- Code Kata
- Code Review

Investment of Money

- Buy all the things (i.e. Books, Tooling)
- Conference/Meetups (Sponsor !)
- Workshops/Courses / Training / Getting Certified
- Google Friday (20%)/ Hackatons / Side Projects
- Gym subscription

Key Metrics

- Happiness
- Learning
- Productivity
- Efficiency
- Effectiveness

Kill All Meetings.

Minimise the number of Meetings.

I SURVIVED
ANOTHER
MEETING
THAT SHOULD HAVE
BEEN AN
EMAIL

Remove All Distractions

Key Metrics

- Happiness
- Learning
- Productivity
- Efficiency
- Effectiveness

Automate All The Things

Remove Obstacles

Key Metrics

- Happiness
- Learning
- Productivity
- Efficiency
- Effectiveness

Konstantin K
@everzet

Following

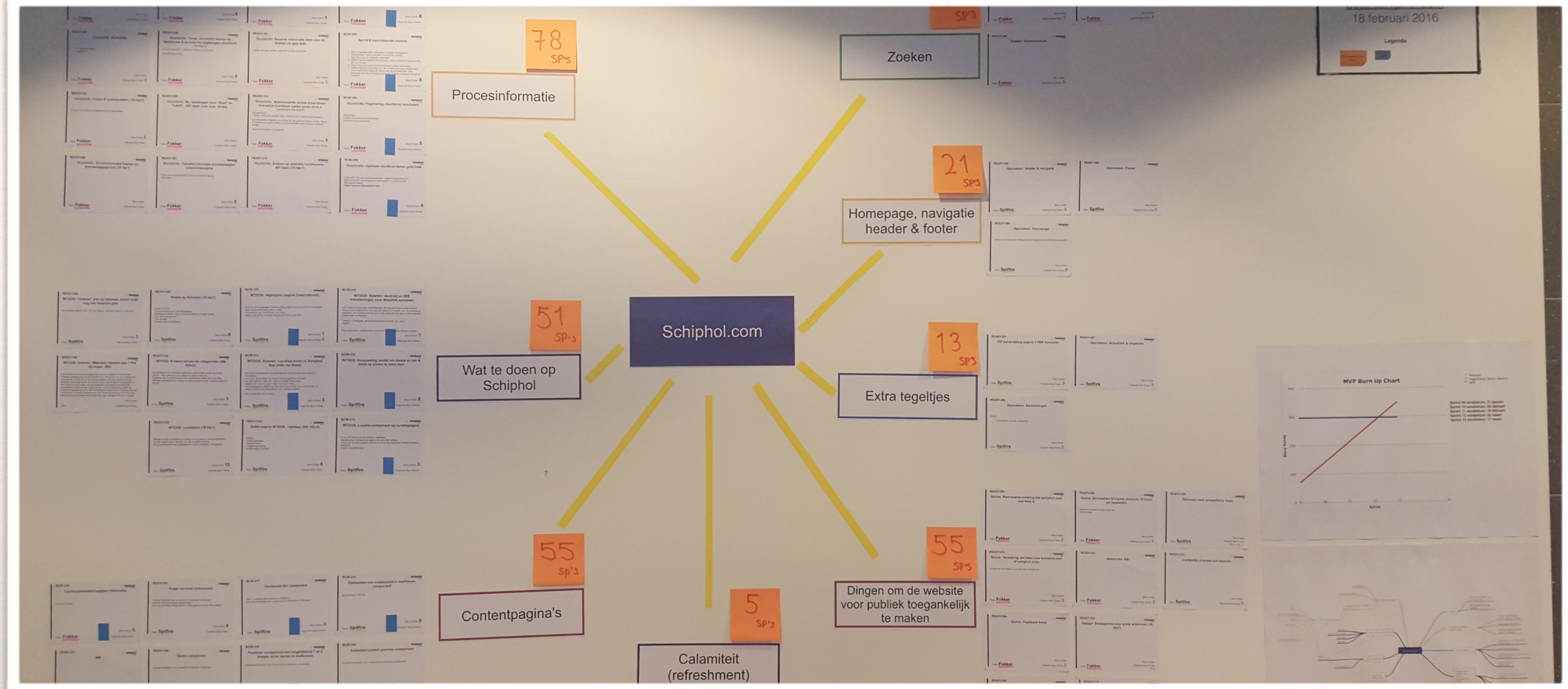
Majority of development costs do not come from time needed to write code. They come from time needed to learn what's the right code to write

RETWEETS 74 LIKES 61

6:25 p.m. - 19 Feb 2016

Camden Town, England

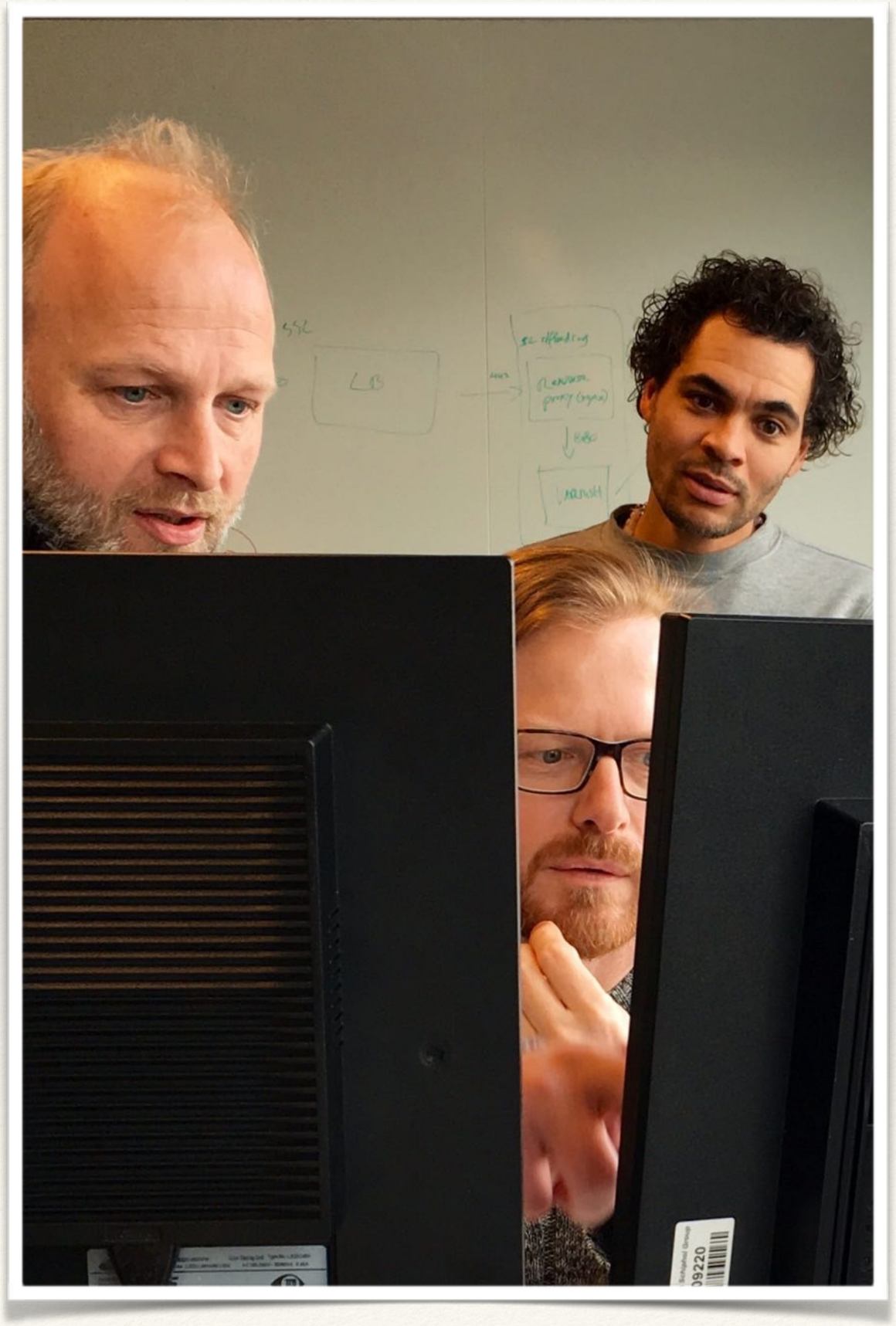
Agile Methodologies



Domain Driven Design

Event Storming

Communication



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Building a Team?

~~Building~~ Growing a Team

Gardening

- Know Thyself
- Act on Trust
- Set clear Goals
- Encourage a Culture of High Standards
- Rinse and Repeat

Self Organising

Support from the organisation

Team dynamic

Teaming Model

- Forming
- Storming
- Norming
- Performing

Richard Dalton
@richardadalton

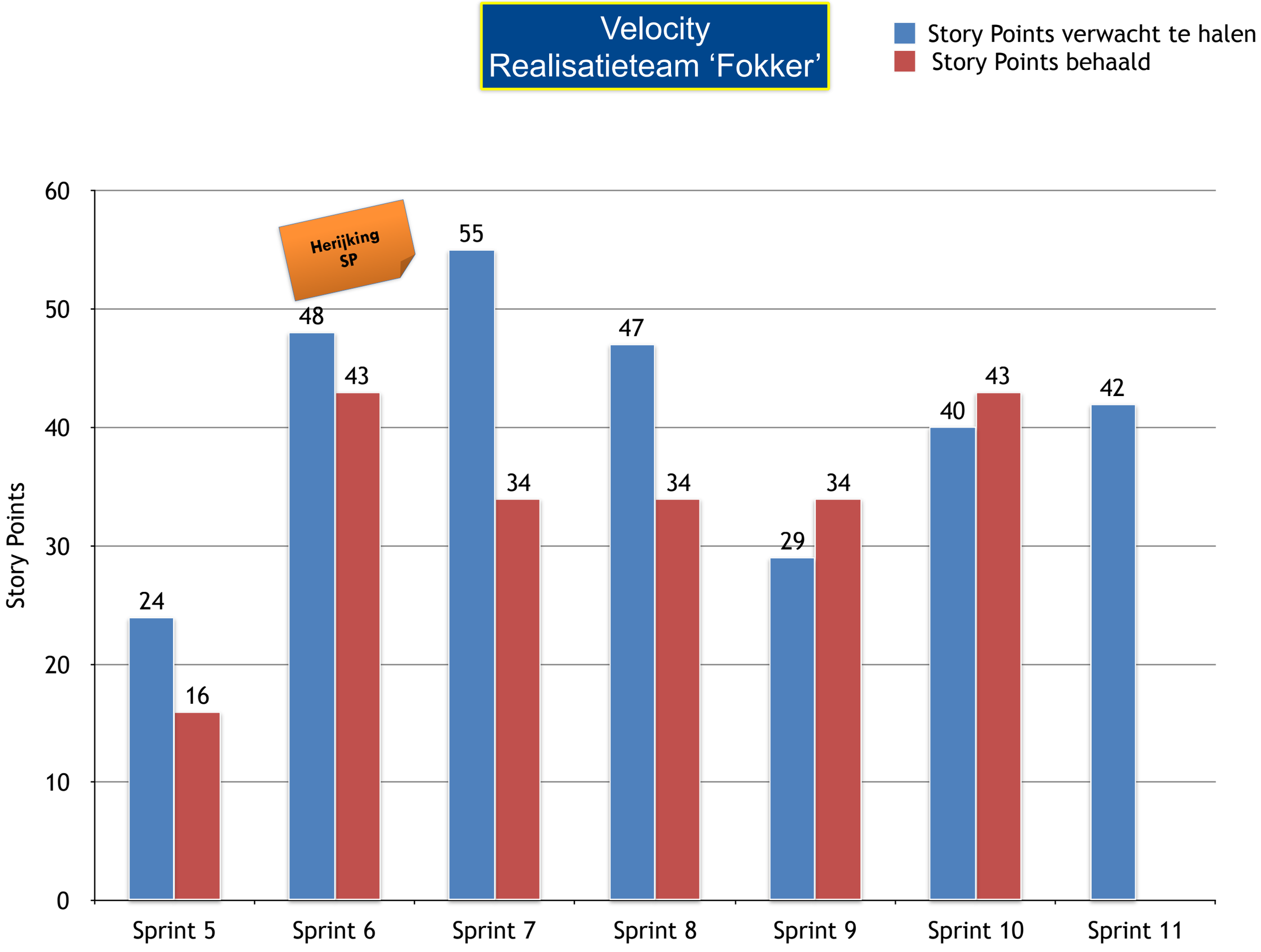
Follow

Teams are immutable. Every time someone leaves, or joins, you have a new team, not a changed team.

RETWEETS 717 LIKES 510

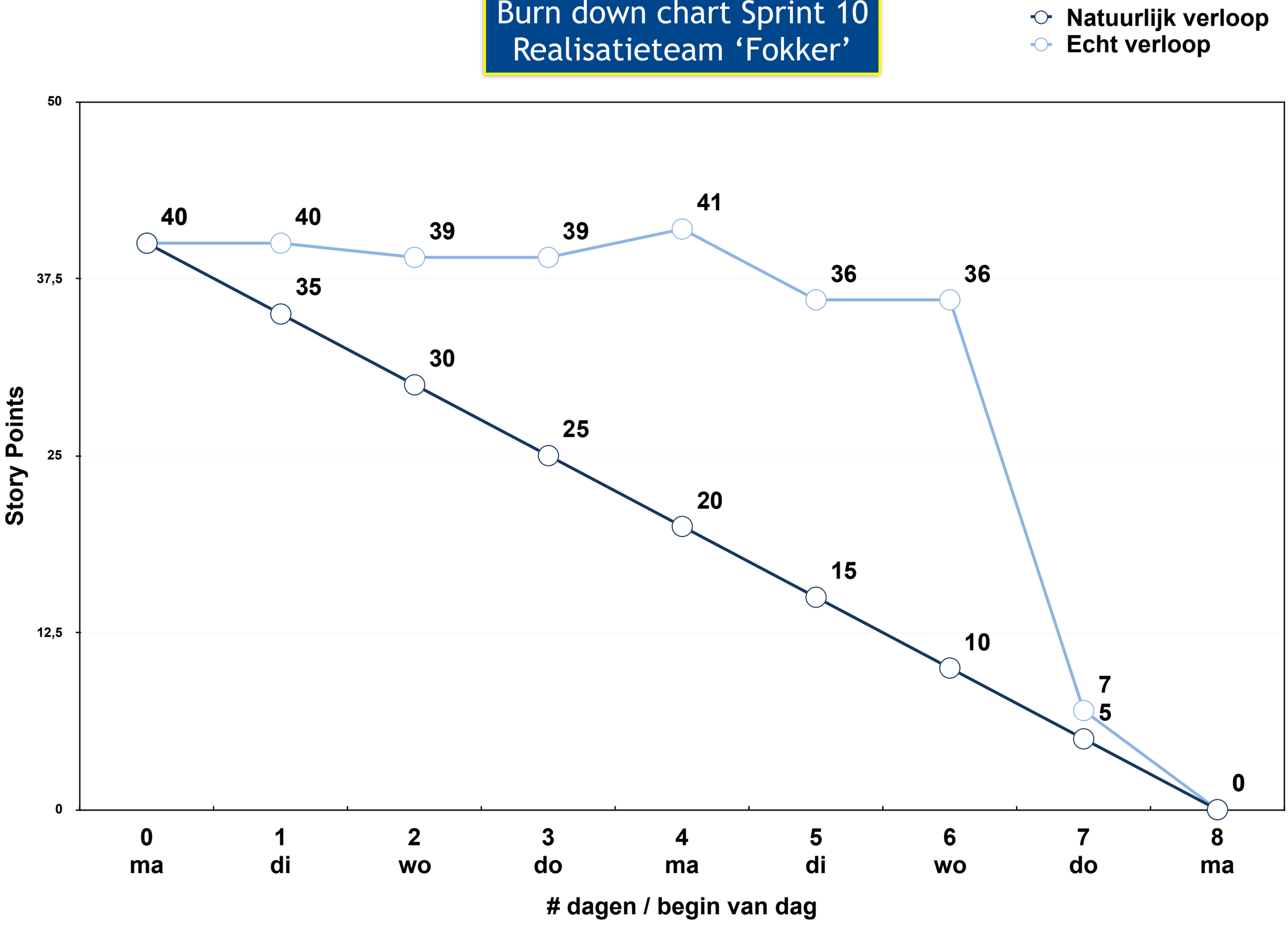
12:20 a.m. - 22 Feb 2015

Velocity
Realisatieteam 'Fokker'



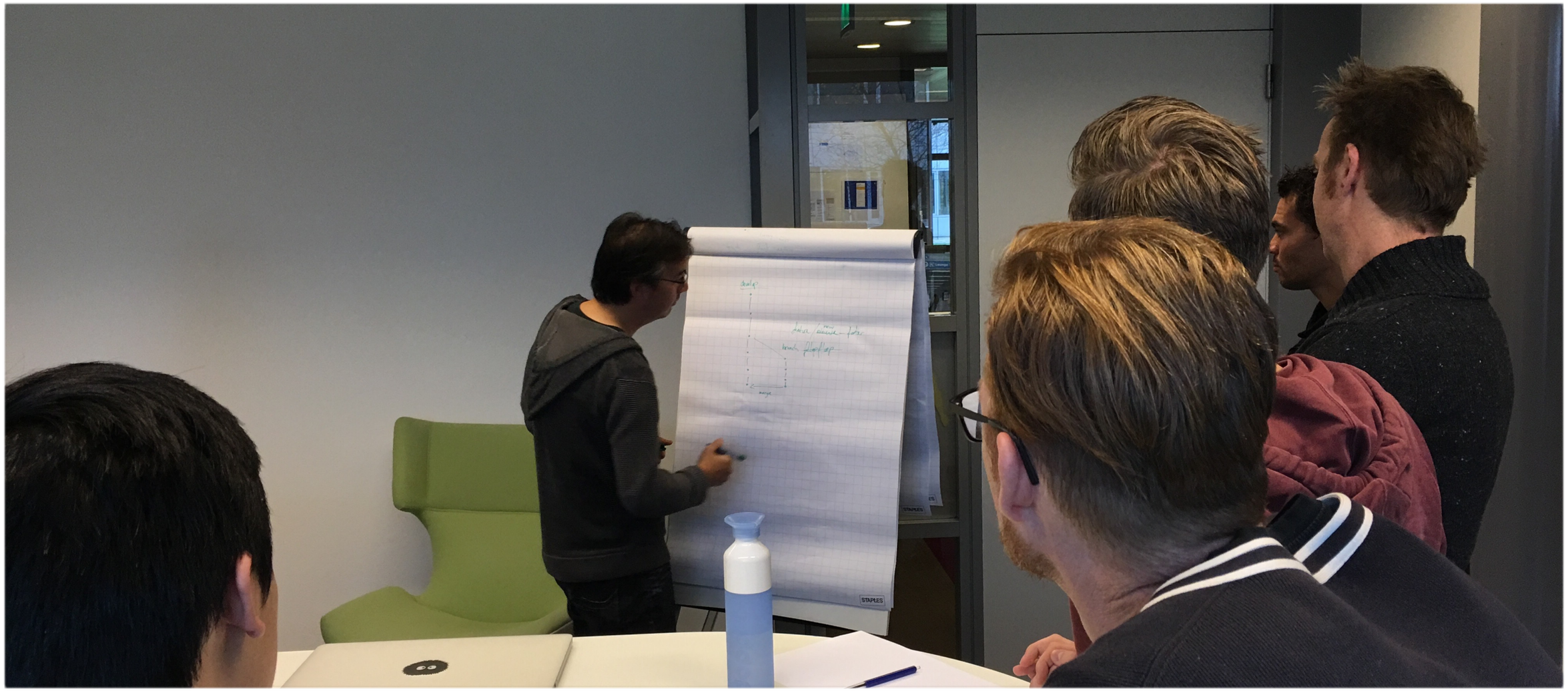
Accountability

Burn down chart Sprint 10
Realisatieteam ‘Fokker’



Motivating

Involvement



Feedback

Managing by walking around

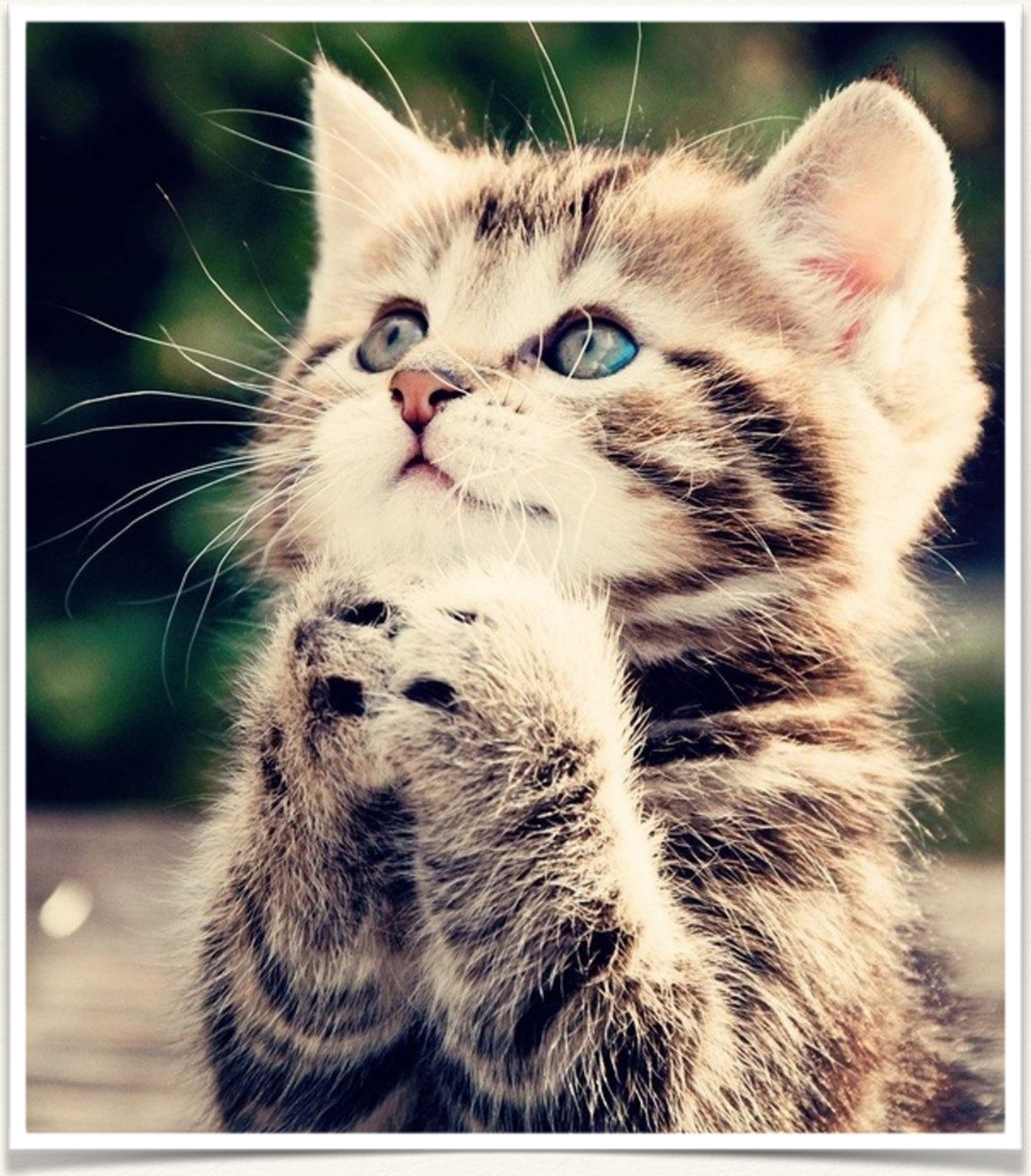
The Little Things

Become an advocate

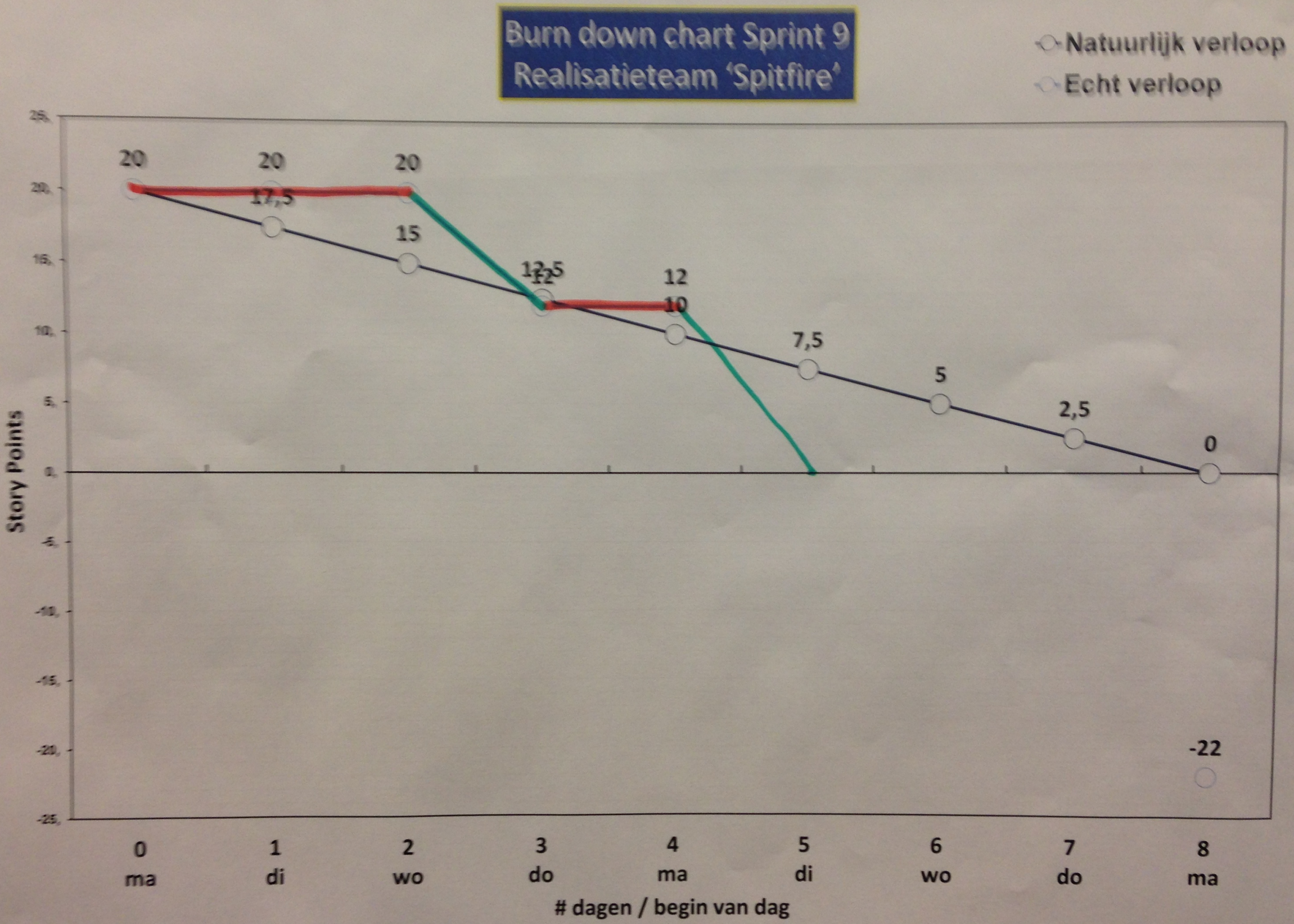
Not always about work

What did we gain?

- Happy Developers
- More and Higher Quality Output
- Teams based on mutual trust and respect
- Pride (off hours fixes)
- Hiring (almost) solved



Burn down chart Sprint 9
Realisatieteam 'Spitfire'



I CAN HAZ SOME
QUESTIONS!
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References

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