

Multi teams - DrupalCon

Transitioning to Multidisciplinary teams.

Insights from a Scrum Master and
Business owner



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Intro



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Problem/Motivation



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Problem/Motivation

How do we keep managing projects when the organisation is becoming > 20 employees?

More generally; how do we steer on financial targets, responsibilities and (personal) growth?

Core to our solution are

→ multi disciplinary teams

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Why is this interesting for you?



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Why is this interesting for you?



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Challenge 1: Roles of team members



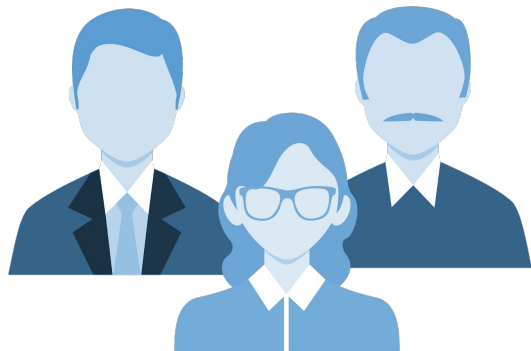
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Organising the roles of team members



Organising the roles of team members

development

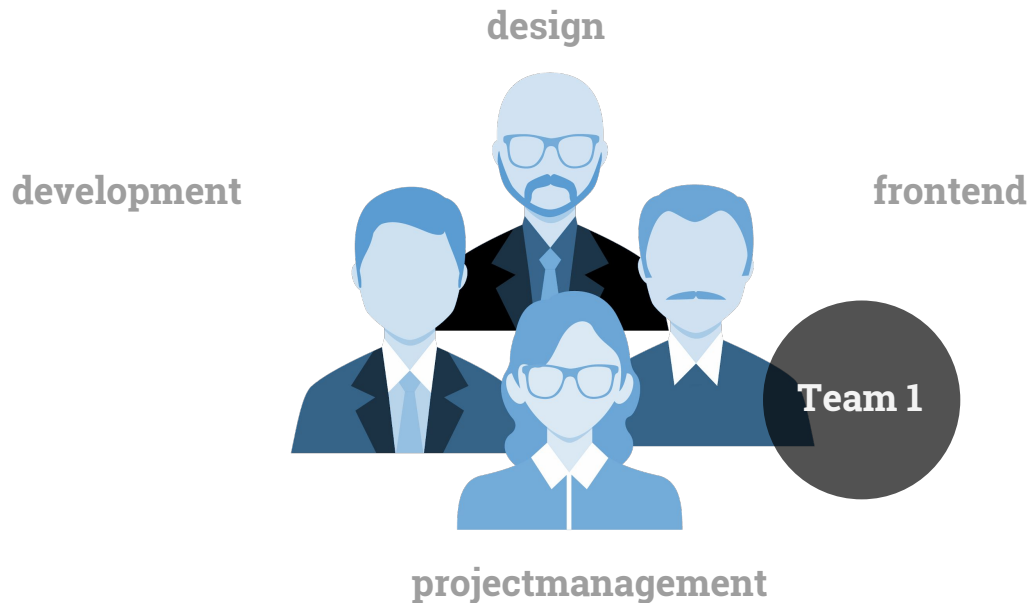


frontend

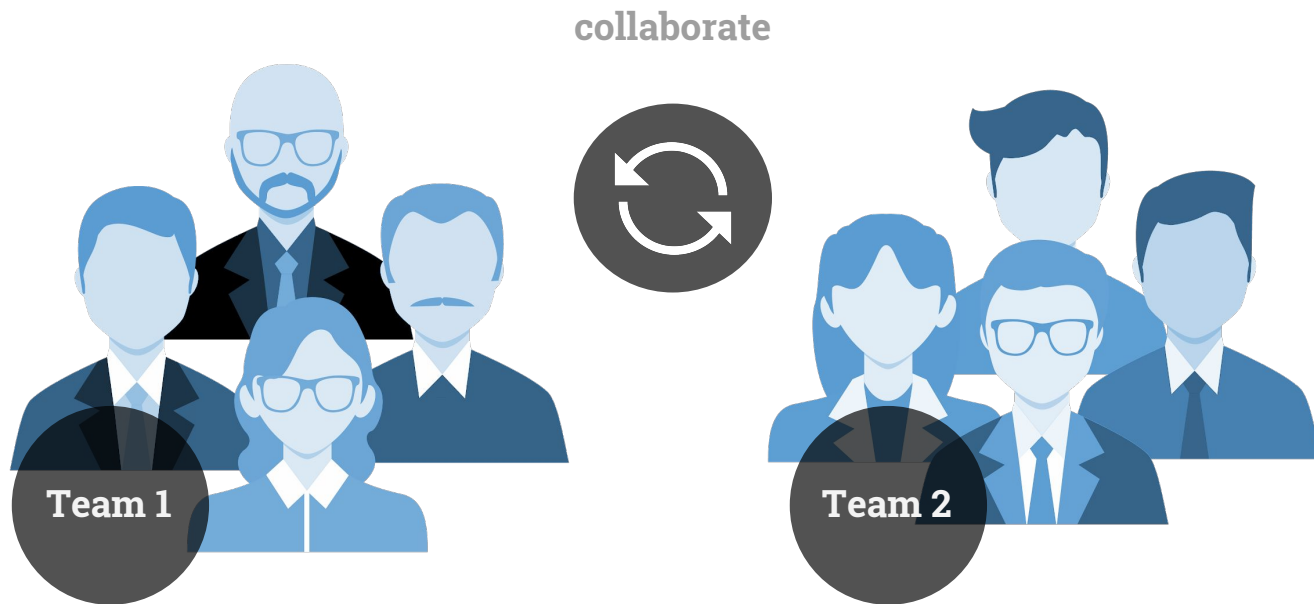
Team 1

projectmanagement

Organising the roles of team members



Organising the roles of team members



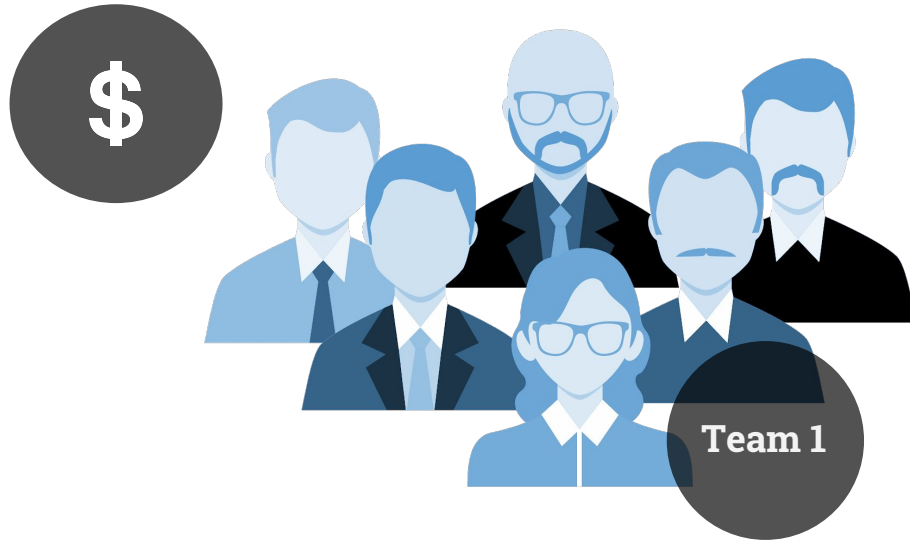
Organising the roles of team members



Organising the roles of team members



Organising the roles of team members



Organising the roles of team members



Organising the roles of team members



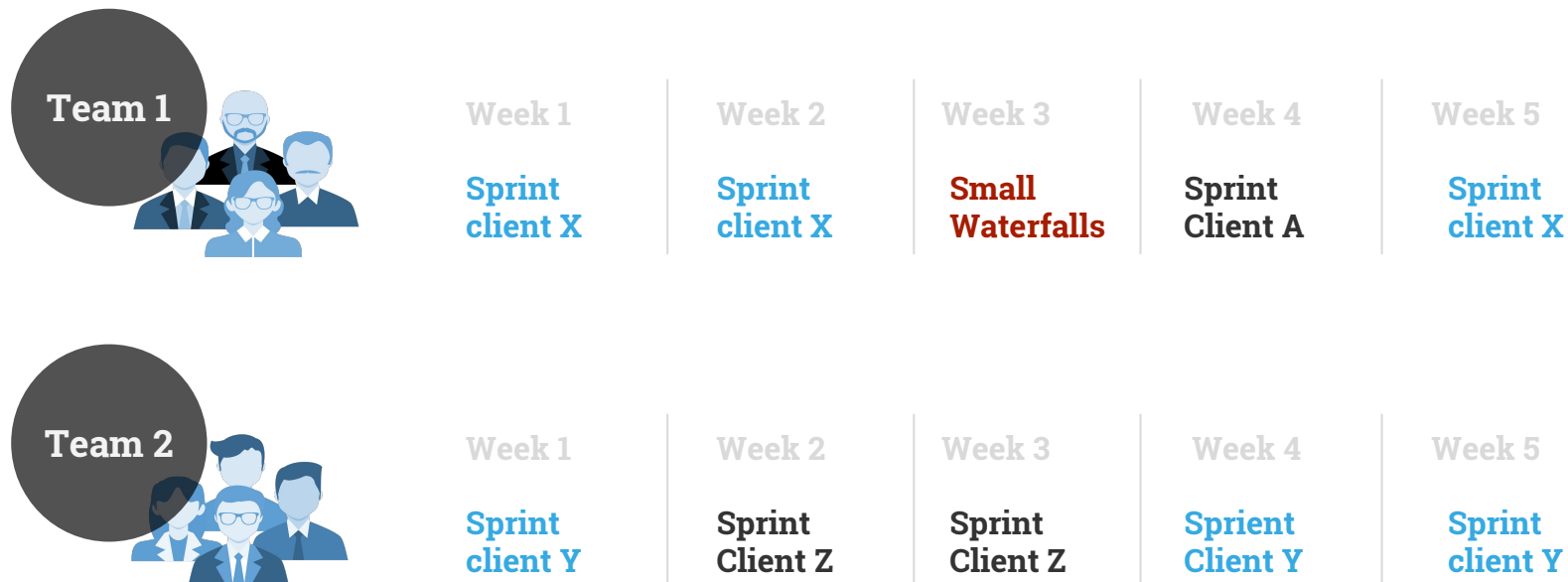
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Challenge 2: Managing agile projects

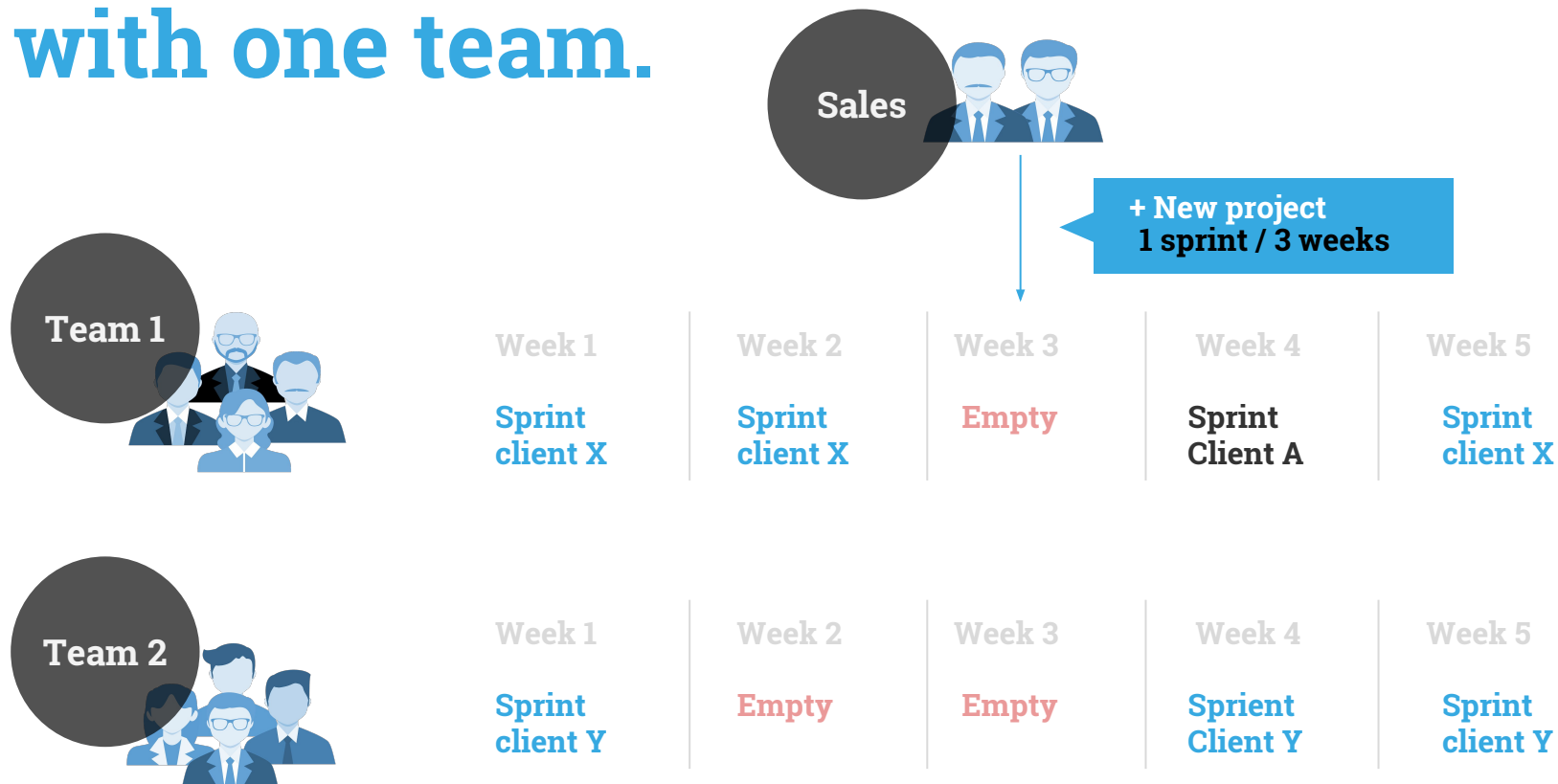


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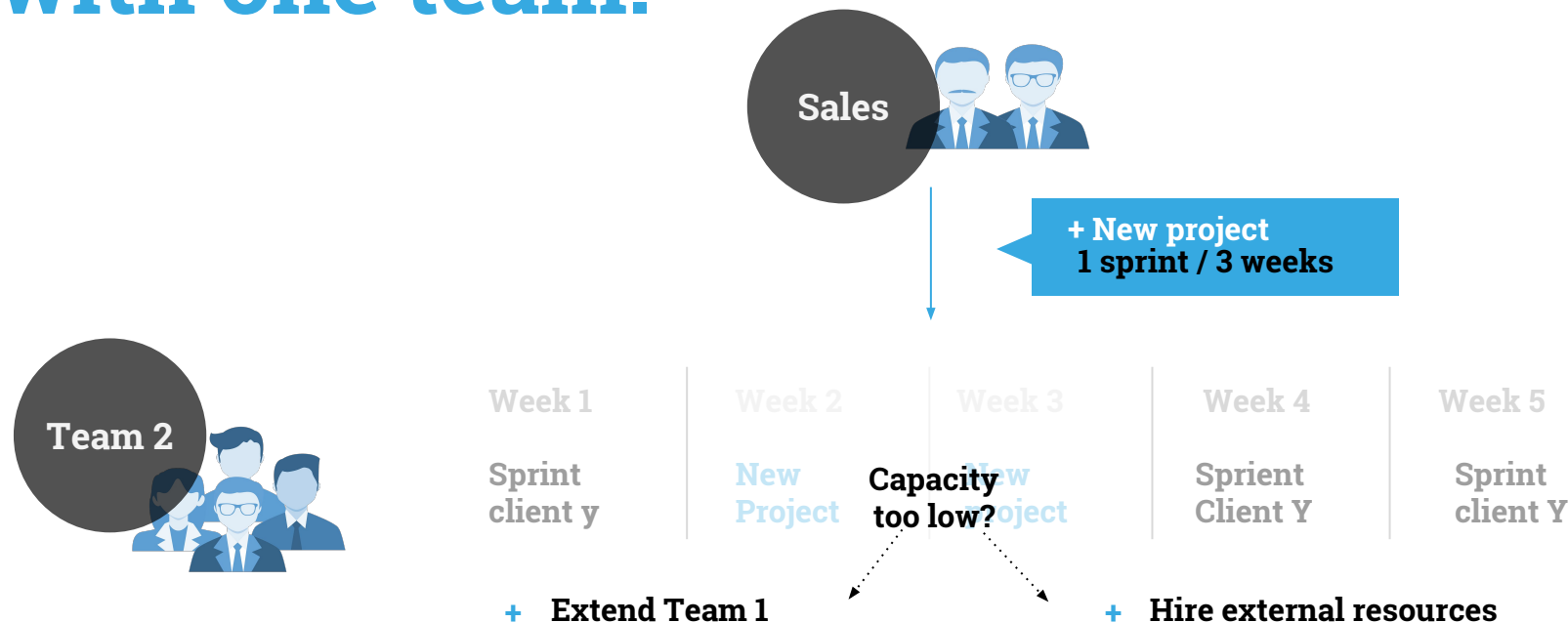
Managing several agile projects, with one team.



Managing several agile projects, with one team.



Managing several agile projects, with one team.





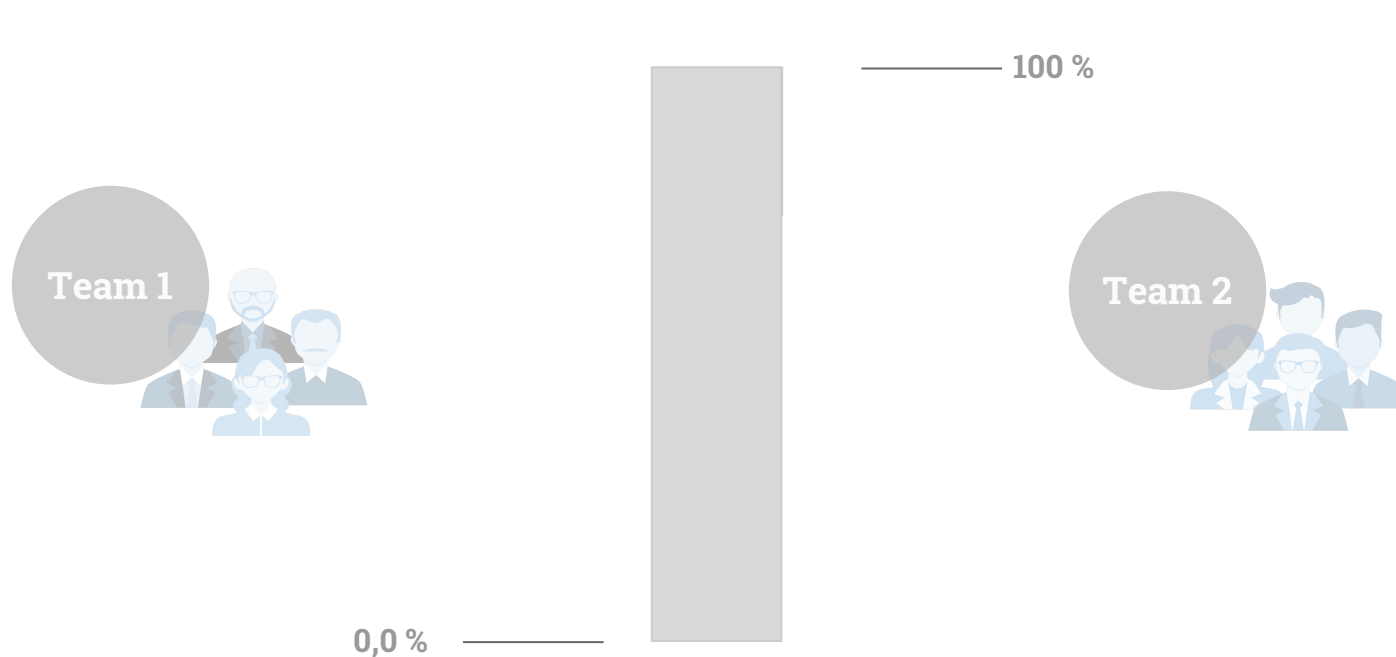
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Challenge 3: Reporting



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Time and billable rate reporting



Time and billable rate reporting

	Team 1	Team 2
Past	<div>Week 35 / 90% billable ✓</div> <div>Week 36 / 110% billable ✓</div> <div>Week 37 / 77% billable ✓</div> <div>Week 38 / 90% billable ✓</div>	<div>Week 35 / 79% billable ✓</div> <div>Week 36 / 80% billable ✓</div> <div>Week 37 / 105% billable ✓</div> <div>Week 38 / 106% billable ✓</div>
Now	<div>Week 39 / 110% billable</div> <div>Week 40 / 77% billable</div> <div>Week 41 / 77% billable</div> <div>Week 42 / 77% billable</div>	<div>Week 39 / 99% billable</div> <div>Week 40 / 75% billable</div> <div>Week 41 / 102% billable</div> <div>Week 42 / 100% billable</div>
Future		

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Challenge 4: (Personal) Growth



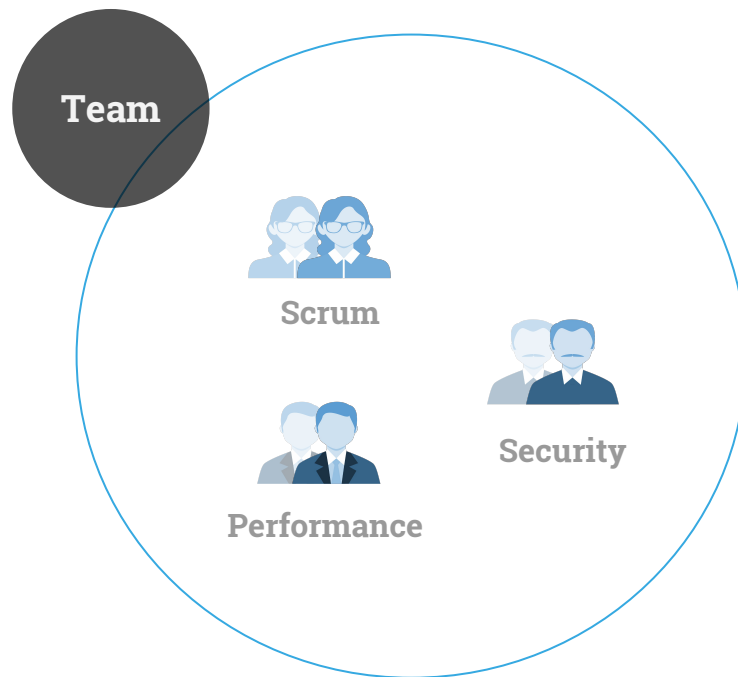
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Challenge: personal growth.

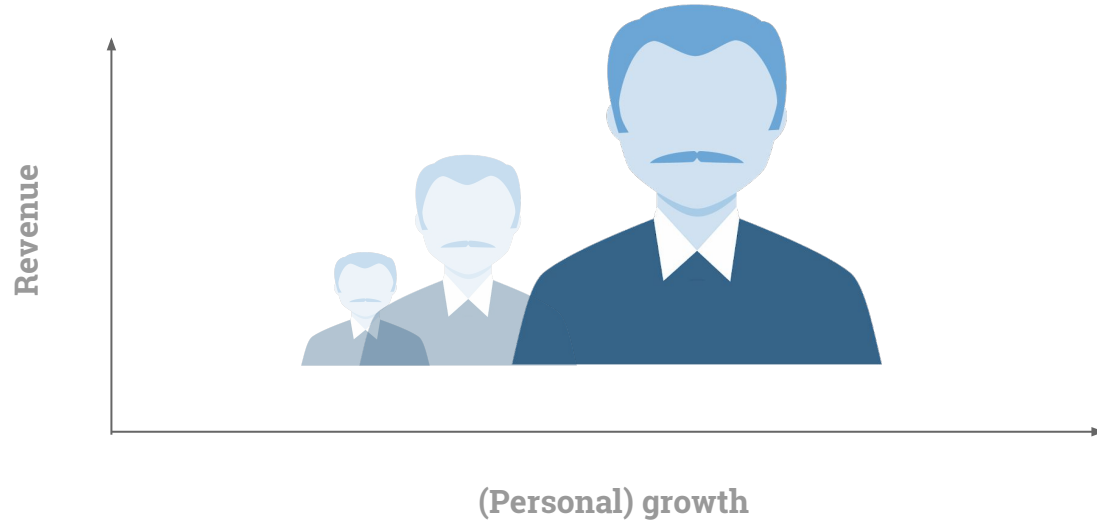


Drupal contributing	
Contributed modules to drupal.org	Adult ▾
Uploads patches to drupal.org	Silverback ▾
Reviews patches on drupal.org	Silverback ▾
Contributes in the community by volunteering, writing documentation, translating, etc.	Growing ▾
Presenting and publishing	
Reads books (invest time in development knowledge)	Infant ▾
Reads blogs (keep up to date with development news)	Growing ▾
5. Specialist skills	
Development related skills, tasks and languages	
Design the architecture of a complete advanced website (large b2b, community)	Adult ▾
Writing advanced custom Drupal modules	Adult ▾
Involved in development processes in the company	Growing ▾
Has advanced knowledge of MySQL	Growing ▾

Challenge: personal grow.



Challenge: growth



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Key take aways

1. Build teams not layered 'departments'
2. Handle capacity by expanding teams
3. 6 weeks meeting with billable % KPIs
4. Align personal growth and growth



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Discussion



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Discussion + Questions

sales: integrating sales into the teams instead, of more traditionally, account managers or directors

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Questions?



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