

Agile + DevOps **EAST**

A TECHWELL EVENT

AT10

Agile Product Management

Thursday, November 8th, 2018 11:30 AM

Create the Self-Directed Team of Your Dreams

Presented by:

Josh Anderson

kazi, LLC

Brought to you by:



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Josh Anderson

With five large-scale agile transformations under his belt, Josh Anderson has seen it all—good agile, bad agile, and other things sometimes referred to as agile. With his recent founding of kazi, LLC, Josh now focuses exclusively on using his broad experience to accelerate his customer's success through agile transformations and all other aspects of software engineering. As a founding member of the Agile Podcast Network, he delivers continuous content with his co-host Bob Galen in their agile-centric podcast The Meta-Cast. Follow Josh on Twitter @nosrednAhsoj and learn more about his company at www.kazi.io.



CREATE THE SELF DIRECTED TEAM OF

YOUR DREAMS

@NOSREDNAHSOJ

**GROWTH IS A
REQUIREMENT**

WHO IS THE DUDE?

- ▶ Founded in 1999
- ▶ Over 10,000 customers
- ▶ **NOT half-SaaS'd**
- ▶ Suite of products centered on work & assets
- ▶ 5 primary verticals
 - ▶ Education, Government, Healthcare, Manufacturing, & Membership



\$100,000,000.00





DEFINING

SOFTWARE ENGINEERING SUCCESS

**WHAT SUCCESS
LOOKS LIKE**



3 KEY FACTORS TO BUILDING SUCCESS

MINIMUM

VIABLE

BOBNAEONARE

SAY IT **7** TIMES

SHU, HA, & RI



Shu (Learn)



Ha (Detach)



Ri (Transcend)

APPLYING TO “PEOPLE”

PEOPLE = CULTURE

WTF IS CULTURE?!?



ARCHITECTING CULTURE

1. BE INTENTIONAL
2. PROVIDE FRAMEWORKS
3. UNDERSTAND THE DIVERSITY OF PATHS

BEING INTENTIONAL

1. USE EVERY CEREMONY
2. TREAT IT LIKE A PRODUCT
3. NEVER STOP (YOU KNOW, THAT 7 TIME THING...)

PROVIDE FRAMEWORKS

O'REILLY®

"The field has needed a book like this for a long time."
—Peter Norvig, Google

Debugging Teams

Better Productivity
Through Collaboration



Brian Fitzpatrick & Ben Collins-Sussman

←
WHAT

HOW

→

OVER ONE MILLION COPIES SOLD

Foreword by **Stephen R. Covey**
Author of *THE 7 HABITS OF HIGHLY EFFECTIVE PEOPLE*

crucial conversations

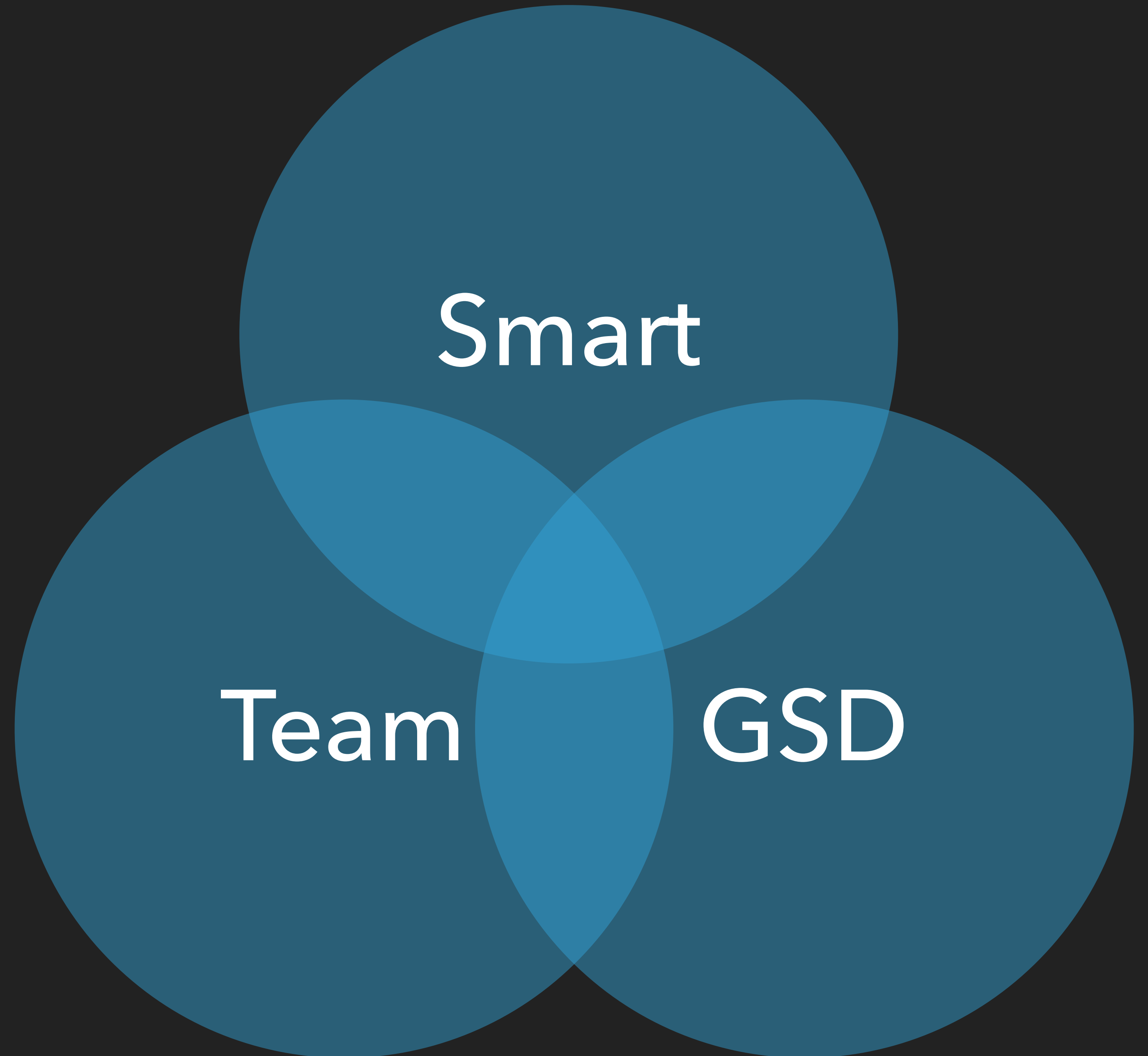


Tools
for talking
when stakes
are high

*The
New York
Times*
BESTSELLER

KERRY PATTERSON, JOSEPH GRENNY, RON MCMILLAN, AL SWITZLER

**VALUES
ARE A
FRAME-
WORK**



GREAT CULTURE

SCALES

SHU, HA, RI
YOUR
VALUES

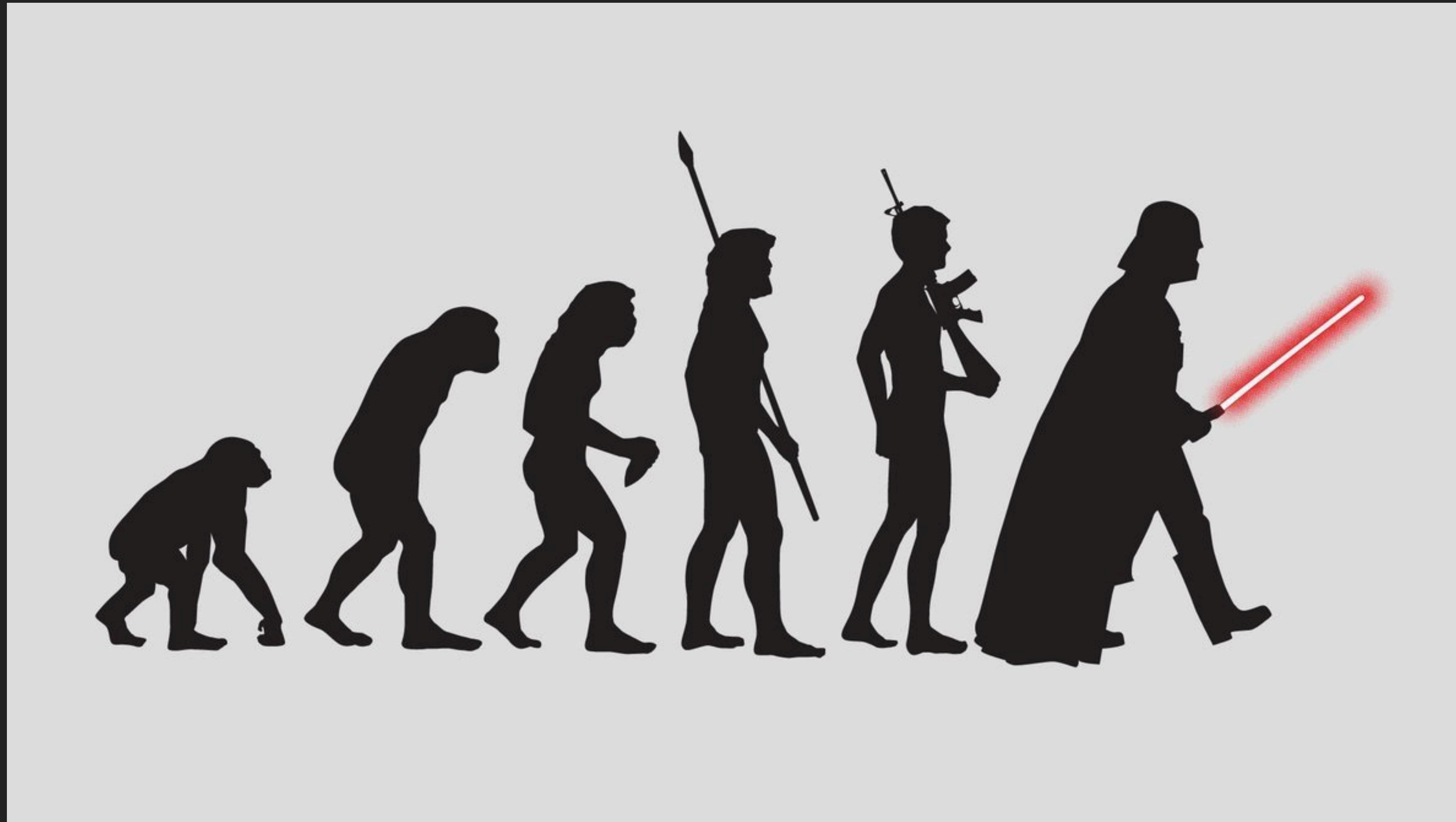


DIVERSITY OF PATHS

**EVERY PERSON
& EVERY TEAM
STARTS AT SHU**



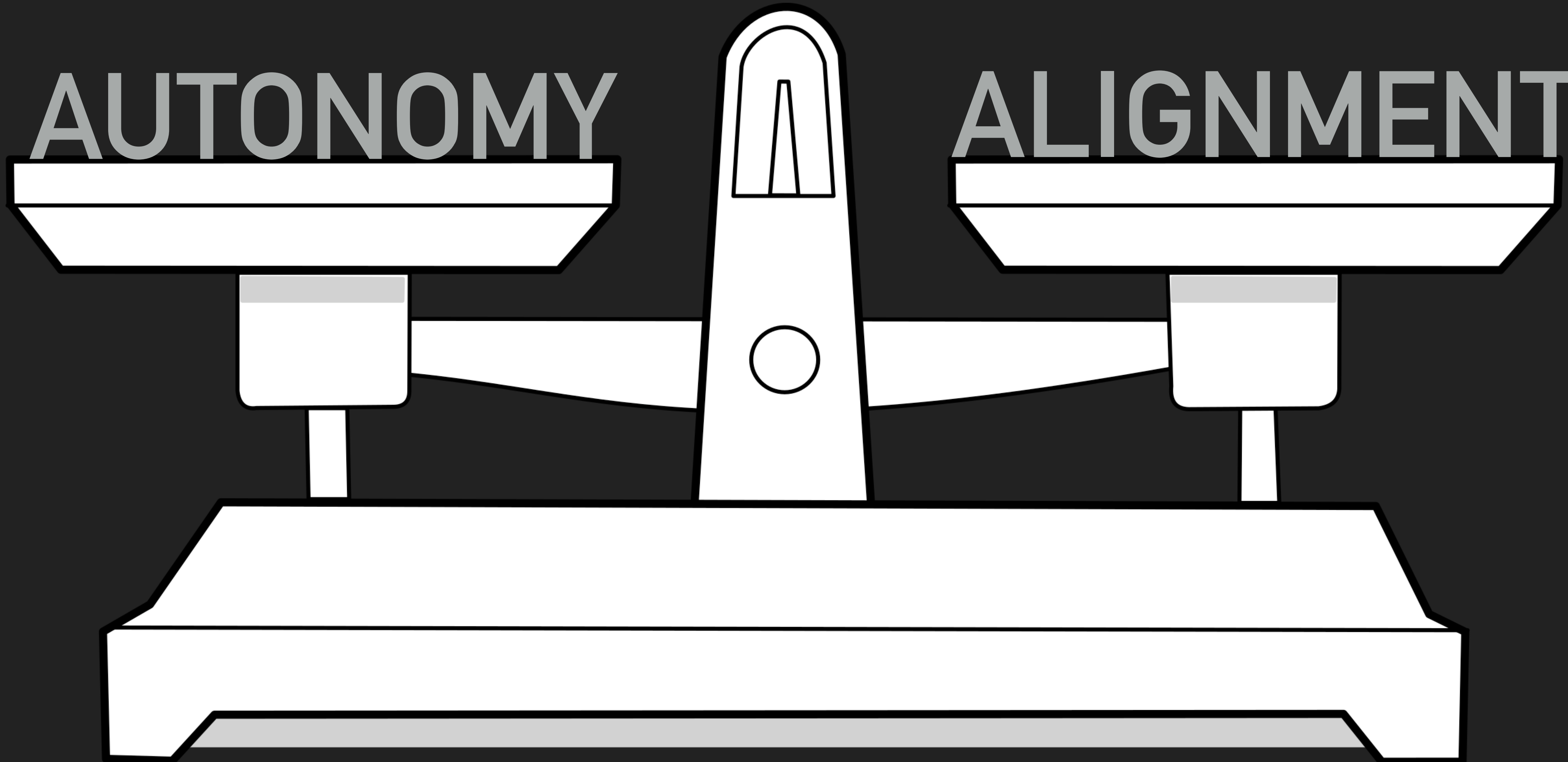
UNDERSTAND & RESPECT



HABIT EVOLUTION

APPLYING TO PROCESS

MINIMUM VIABLE BUREAUCRACY



AUTONOMY

ALIGNMENT

PUTTING M. V. EVERYTHING TO THE TEST...

WHAT PROBLEM ARE WE TRYING TO SOLVE, AND DO WE HAVE THAT PROBLEM RIGHT NOW?

You & Your Team. EVERY. DAY.

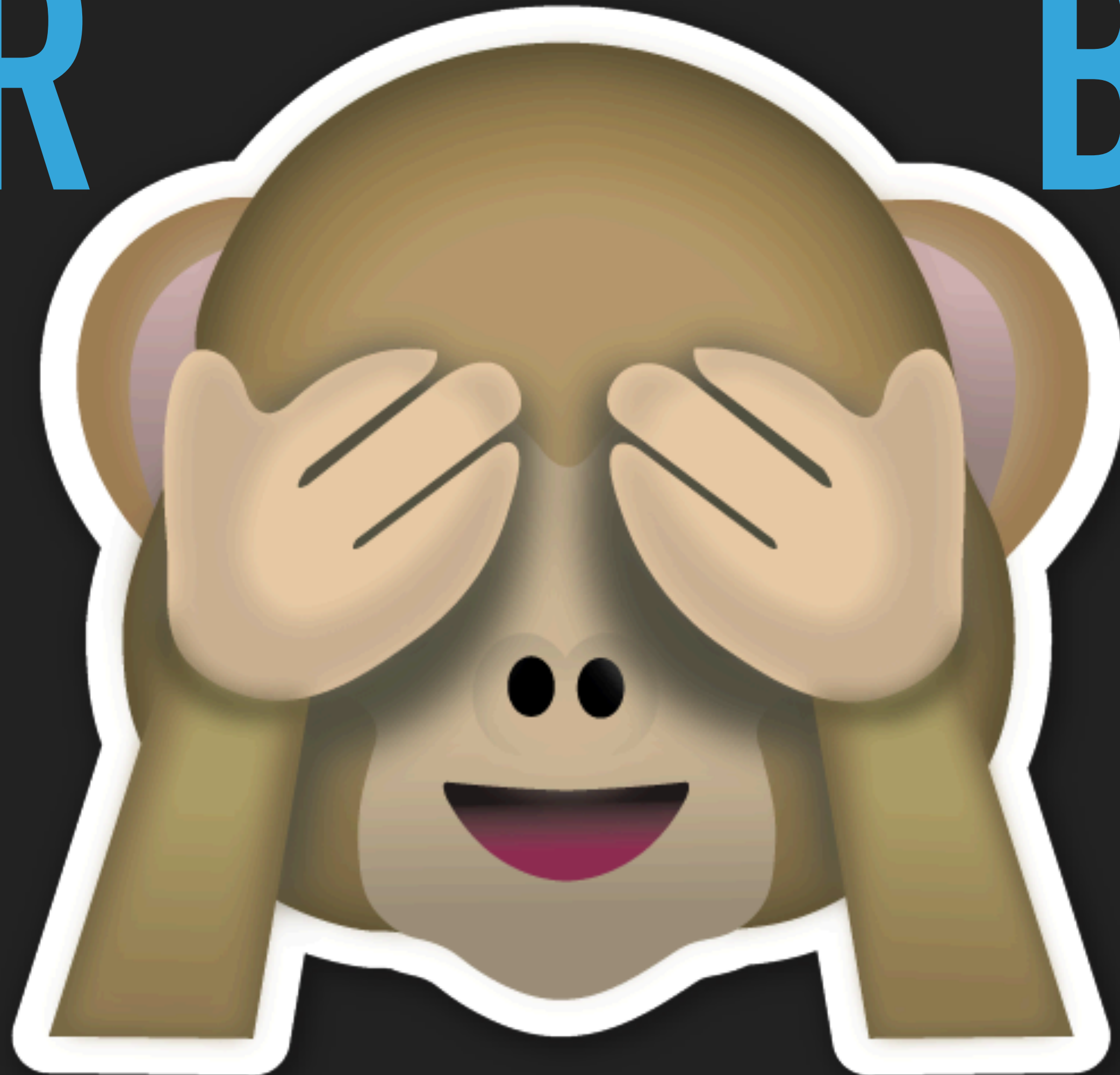
WTF IS SCALED AGILE?!?



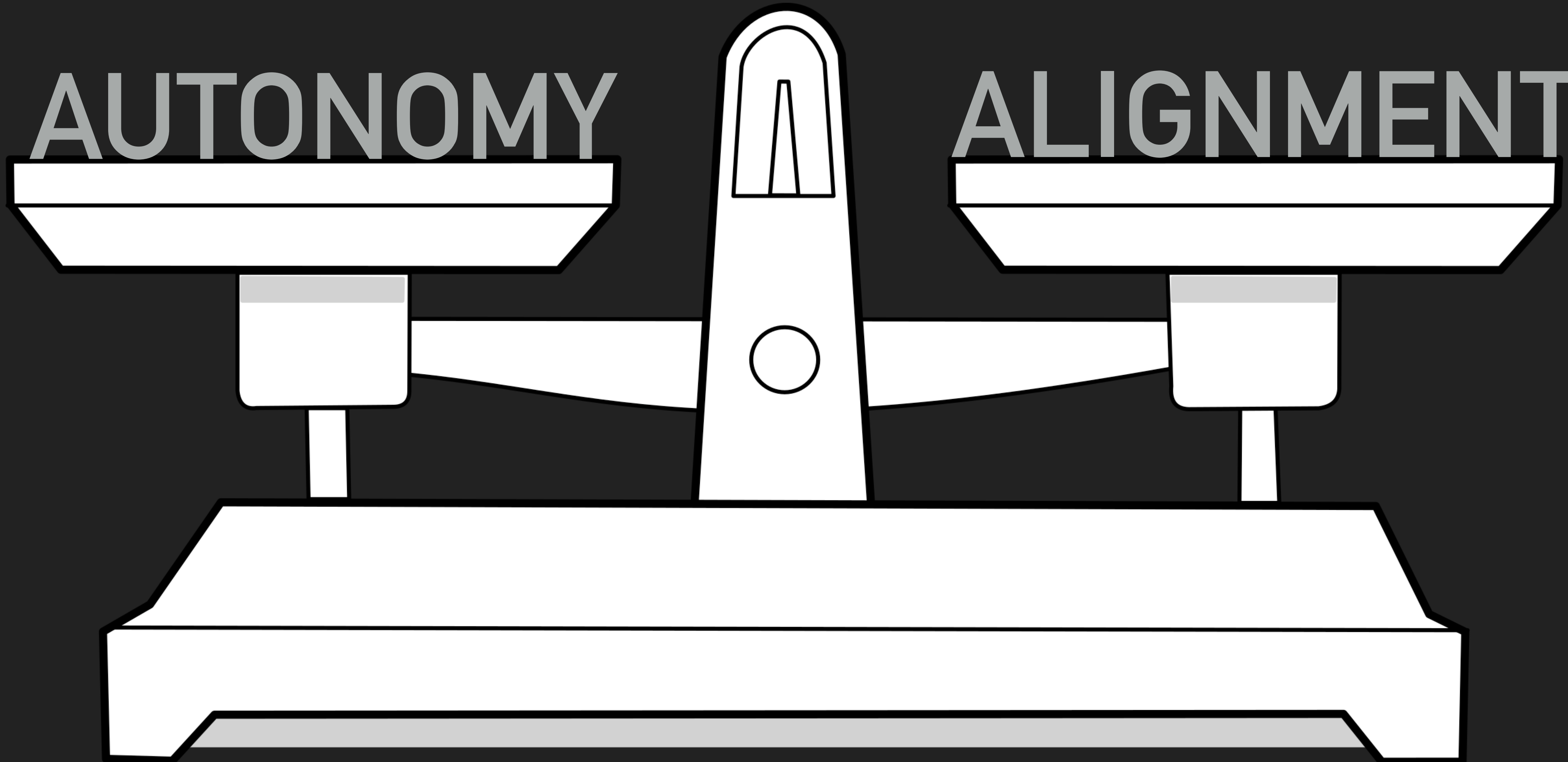
HOW WE DEFINED AGILE SCALE



**FRAMEWORKS AREN'T
SILVER BULLETS**



MINIMUM VIABLE BUREAUCRACY

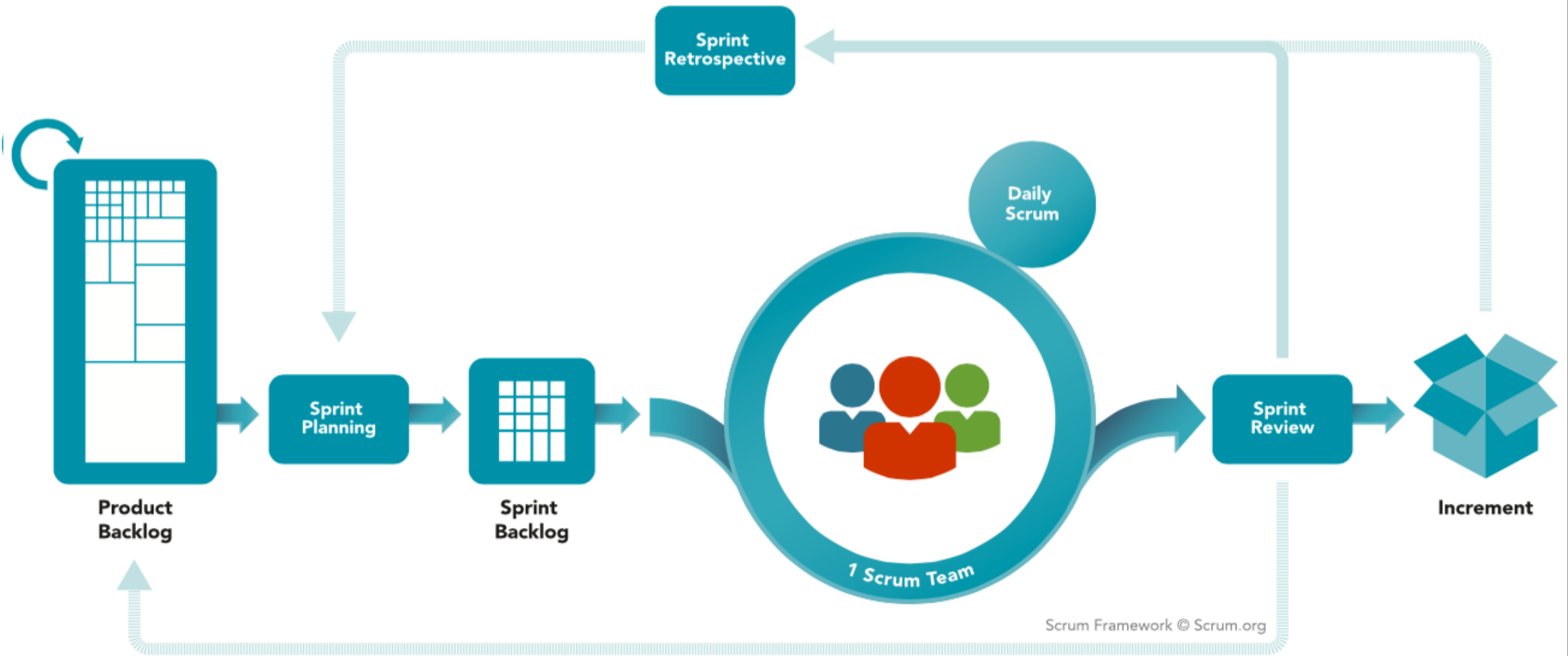


AUTONOMY

ALIGNMENT

THE FOUNDATION

SCRUM FRAMEWORK





CROSS-FUNCTIONAL AT

OUR CORE

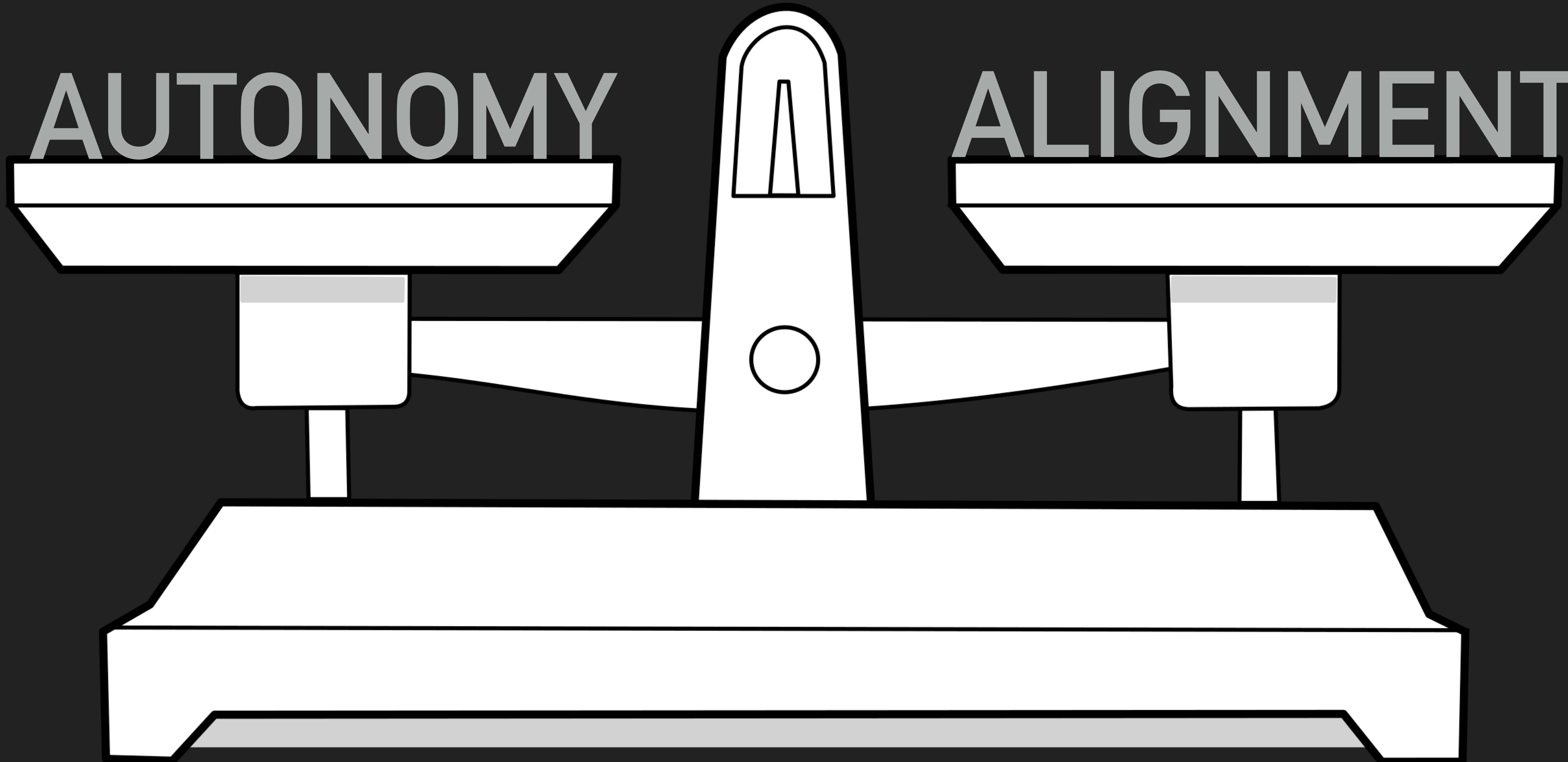
HORIZONTAL SCALE



SUSTAINABLE GROWTH AS A

REQUIREMENT

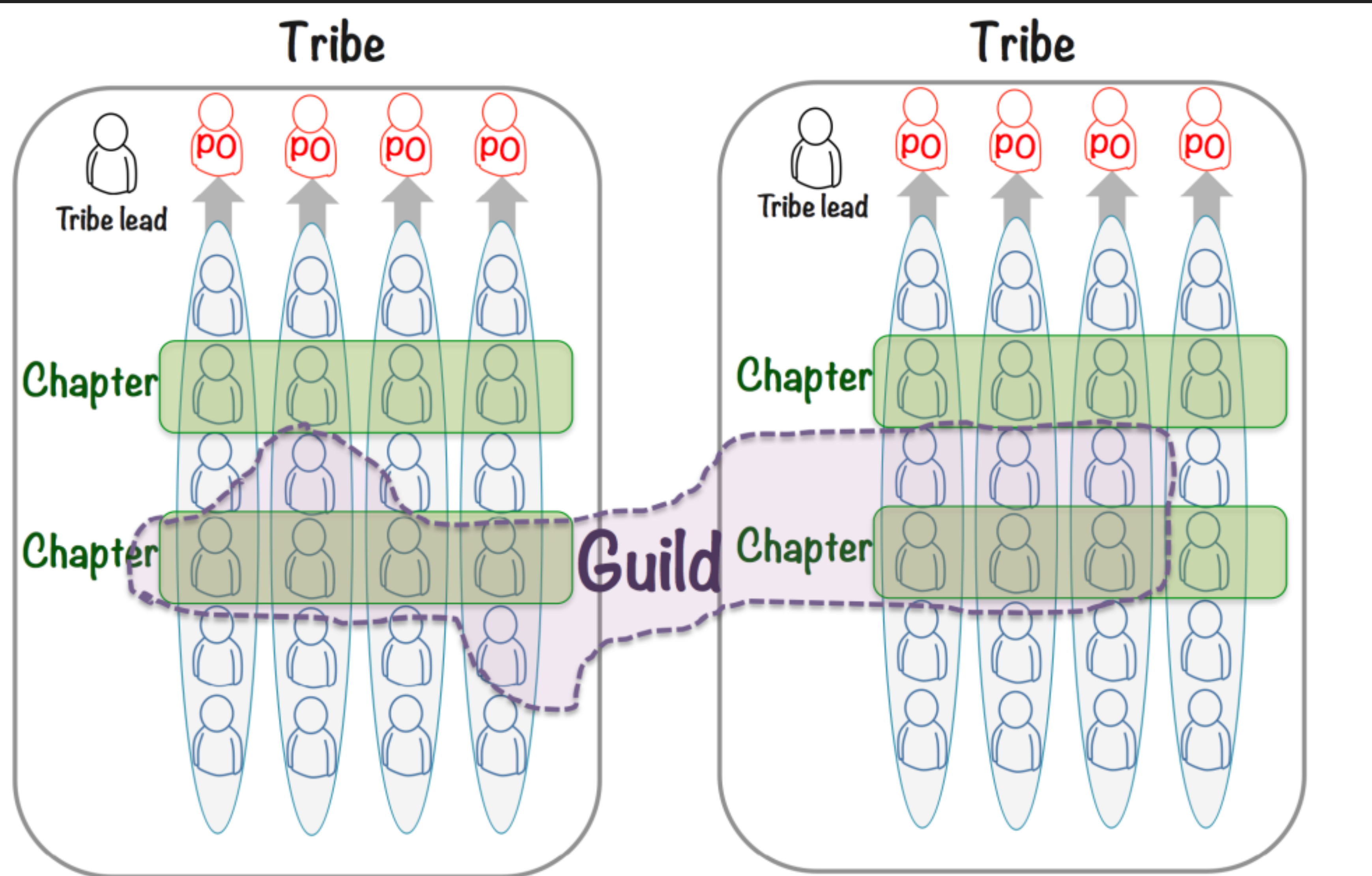
MINIMUM VIABLE BUREAUCRACY



AUTONOMY

ALIGNMENT

NOMENCLATURE



VERTICAL SCALE

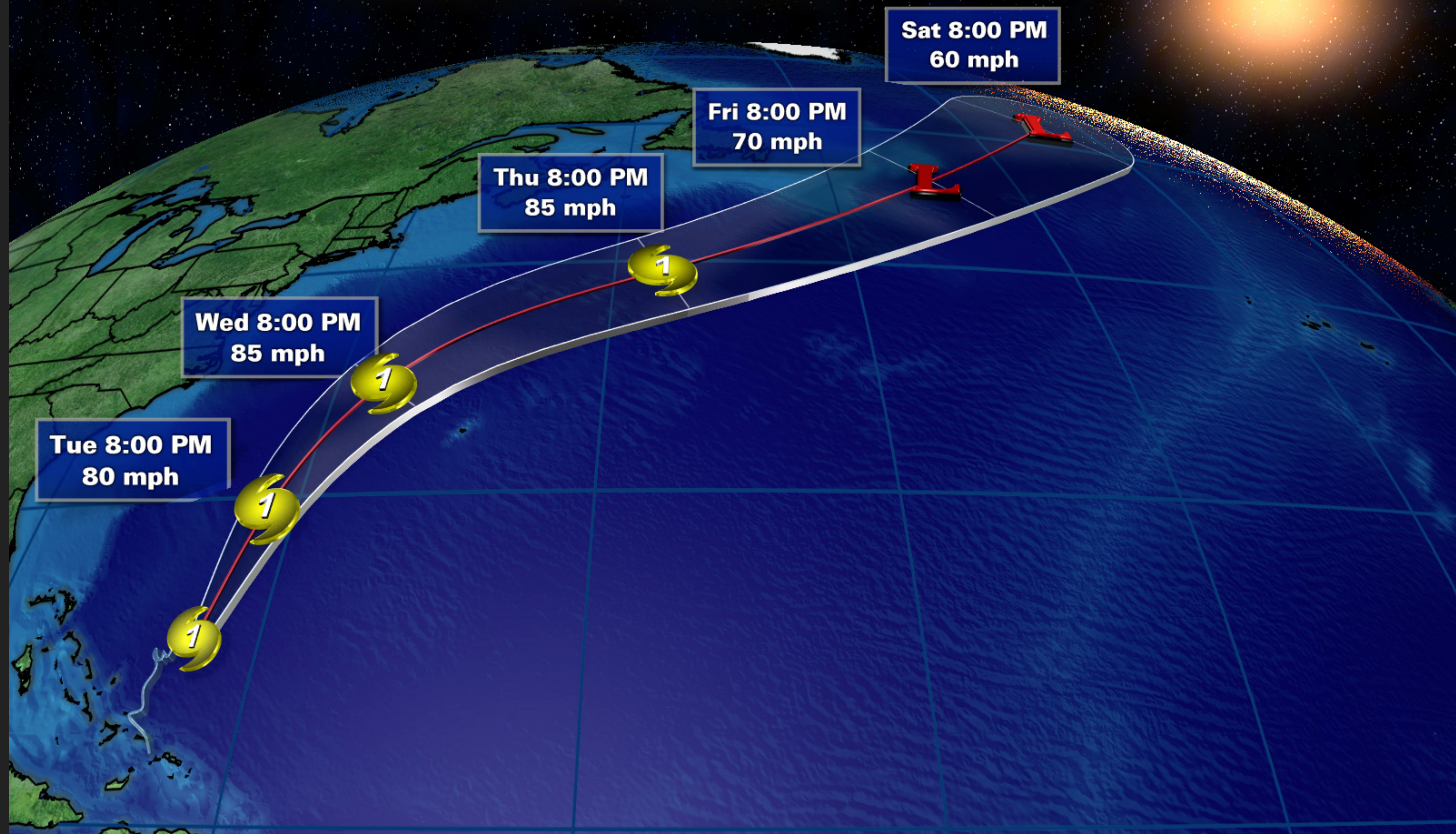


FORECASTING IN THE

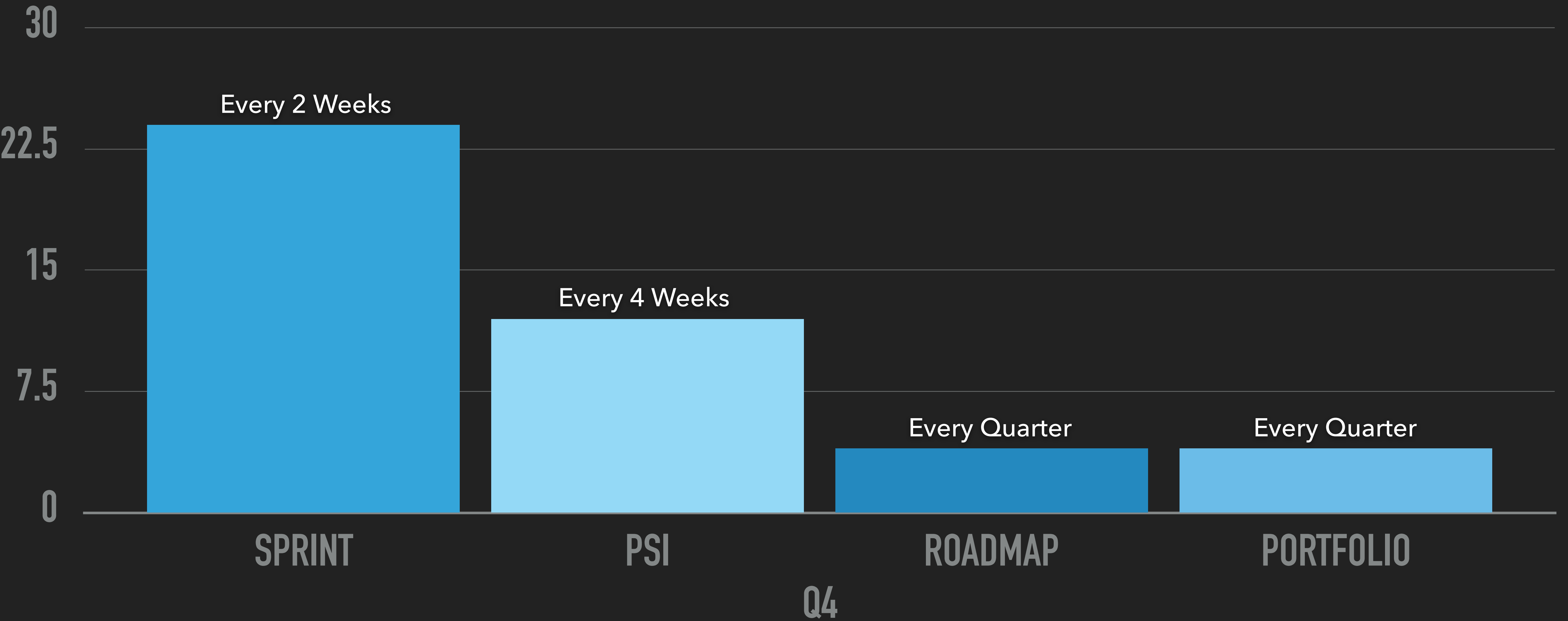
FOG

Refine, refine, refine

StormTracker 13 FORECAST TRACK



PLAN REFINEMENT LEVELS & FREQUENCIES



RealWorld Views

Mem chbar
D DB/Svc
MFG- email
notif. Content
Connect/TS
API - DNS
- server
SPEKE - SCORAH
SVC-388
DUB U
PRCP
SPEKE - A-CAU
SVC-357
Deco
Delta
Symple
MD-1703
Heisenberg

GOAL: Calendar
Security 2.0
Granger 1.5
PST
9 10 11 12 13 14 15

READY		In Progress		DONE	
MD 2458 Change Required tag color ①	MD 1976 Manufacturer field ②	AUTO 138 Automatic PMNO testing ①	MD 2480 Change Support Email ①	ESIC 1940 Configure Queue Cleanup ②	P.O.
MD 2291 Persistent Save Button ②	MD 2480 Persistent Save Button ②	DAC 72 Security Code First ②	MD 2291 Persistent Save Button ②	MD 2480 Persistent Save Button ②	
FC 214 Group Duplicate Modules ②	MD 2480 Persistent Save Button ②	API 241 Memcache Resiliency ③	MD 2480 Persistent Save Button ②	MD 2480 Persistent Save Button ②	
DAC 68 File Code First ②	MD 2480 Persistent Save Button ②		MD 2480 Persistent Save Button ②	MD 2480 Persistent Save Button ②	
> Release after this sprint > Tribe retro		Blocked		Closed	
Up Next:				MD 2008 Task on MD label on off P44-	

print Goal
code First
Review Backlog/
before Refinement
SQL Knowledge
Share (Chapter)
AC Churn
Out of Office

2017

KEY TAKEAWAYS

YOU KNOW, I SHOULD PROBABLY TWEET THIS ONE...

CULTURE IS A PRODUCT...

TREAT IT LIKE ONE.

@nosrednAhsoJ

YEAH, THIS ONE DEFINITELY DESERVES A TWEET.

**GREAT CULTURE SCALES. USE
FRAMEWORKS TO ARCHITECT CULTURAL
SUCCESS.**

@nosrednAhsoJ

SHOULD I REALLY START A TWEET STORM?!? YEAH, I THINK I WILL...

**NO TWO JOURNEYS ARE THE SAME. DIG
IN & DISCOVER HOW YOU ACCELERATE
EACH EMPLOYEE'S EVOLUTION.**

@nosrednAhsoJ

WHY HAVEN'T YOU TWEETED THIS ONE YET?

**DON'T GORGE YOURSELF ON ANY ONE
FRAMEWORK. TAKE ONLY WHAT YOU
NEED FROM THE FRAMEWORK PANTRY.**

@nosrednAhsoJ

MISSION COMPLETE

