

High Performing Teams

@MarkPearlCoZA



www.DeveloperUG.org.za



www.DrivenSoftware.com





Attributes of Dysfunctional Teams

High turnover

Low moral

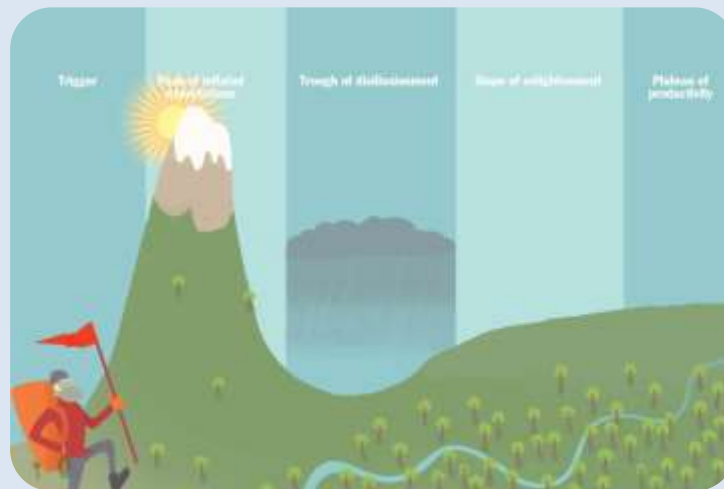
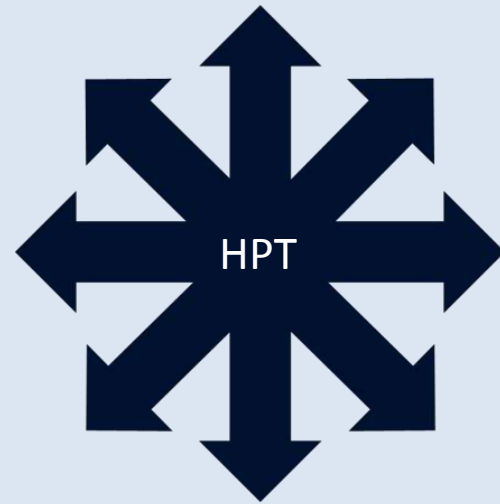
Low productivity

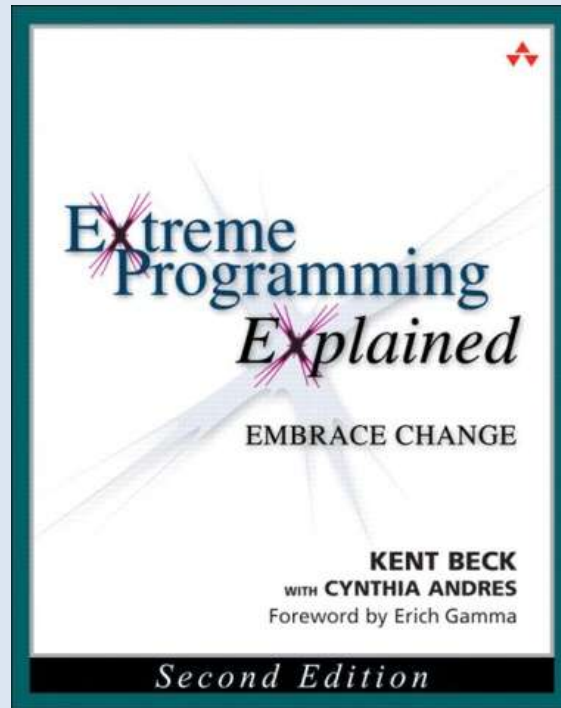
Politics

Confusion



High Performing Teams





Kent Beck



Pair Programming

Workspace Layout

Meetings

Automation

Technical Debt

Code

The End

Team Morale

Bringing New
Members In

Team Conflict

Team Size

Reflection

Baby Steps

Diversity



Pair Programming



Pomodoro Technique



Driver / Navigator Roles



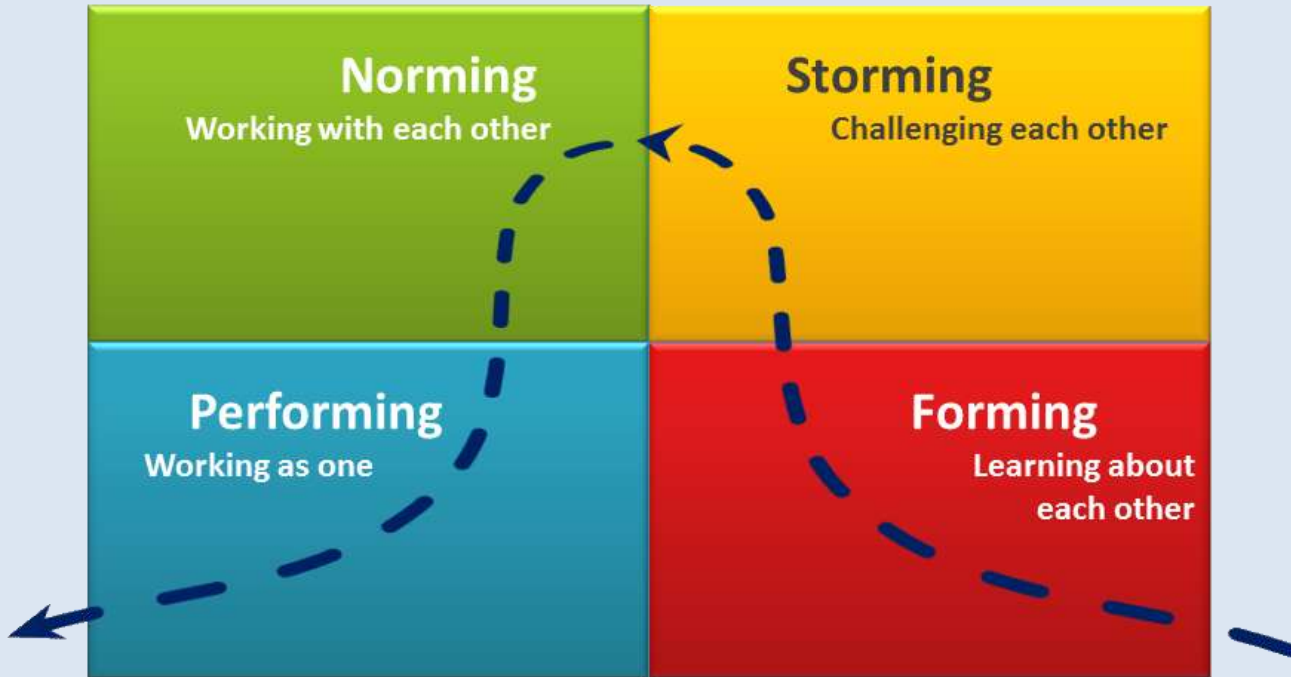
Personal Space



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Bringing New Members In



Bruce
Tuckman

NB: Don't Hire on Just Technical Qualifications

Reflection

Mutual Benefit

Other

Team Morale



Brown Bag Sessions



Code Kata Challenge

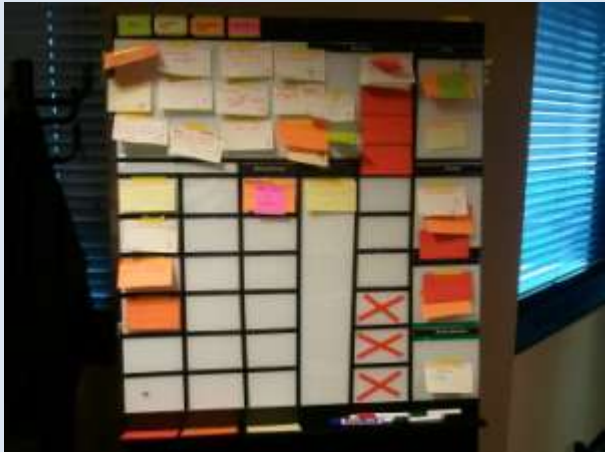
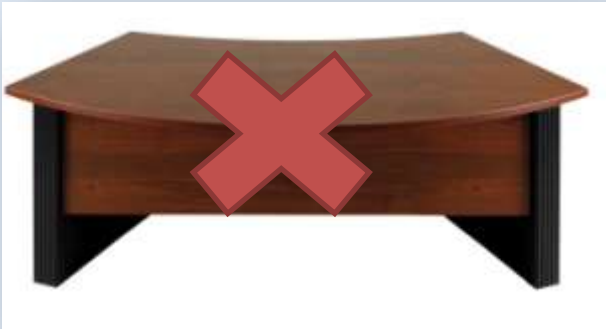
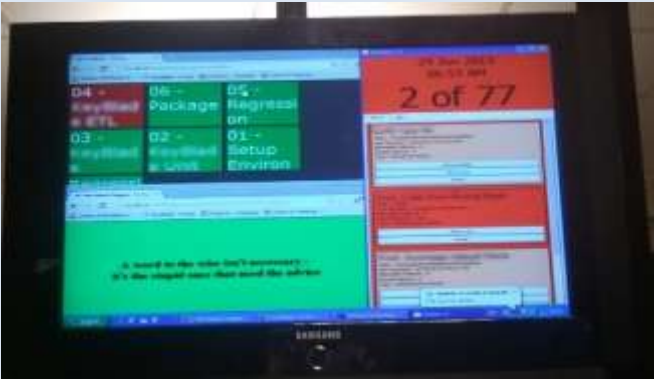


Typing Racer

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Workspace Layout



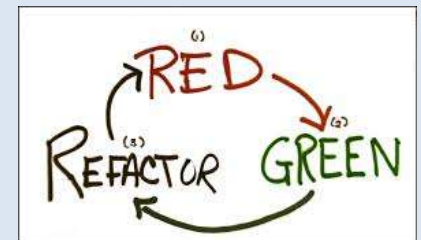
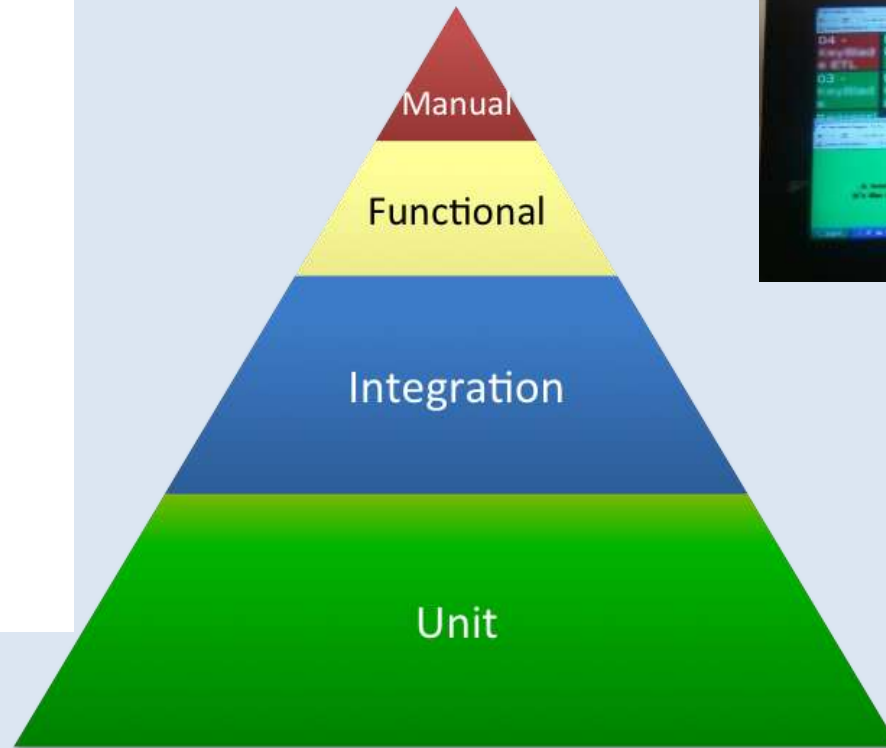
Reflection

Baby Steps

Mutual Benefit

Self Testing Code

✓	TestCombinatorial (6 tests)	Success
✓	TestCombinatorial(2,5)	Success
✓	TestCombinatorial(2,6)	Success
✓	TestCombinatorial(3,5)	Success
✓	TestCombinatorial(3,6)	Success
✓	TestCombinatorial(4,5)	Success
✓	TestCombinatorial(4,6)	Success
+	TestPairwise (4 tests)	Success
+	TestRandom (4 tests)	Success
-	TestRange (5 tests)	Success
✓	TestRange(0)	Success
✓	TestRange(1)	Success
✓	TestRange(-1)	Success
✓	TestRange(2)	Success
✓	TestRange(-2)	Success
✓	TestRepeat	Success
+	TestSequential (3 tests)	Success
-	TestTestCase (4 tests)	Success
✓	TestTestCase(12,0)	Success
✓	TestTestCase(12,2)	Success
✓	TestTestCase(12,3)	Success
✓	TestTestCase(12,4)	Success
-	TestTestCaseSource (3 tests)	Success
✓	TestTestCaseSource(2,2,4)	Success
✓	TestTestCaseSource(3,5,15)	Success
✓	TestTestCaseSource(7,9,63)	Success



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Automation



Acceptance_Testing #1211

Build_Dunelm #2469

Deploy_Dunelm_dev #539

Deploy_Dunelm_qa #28



**DEPLOYMENT
MANAGER**



Reflection

Baby Steps

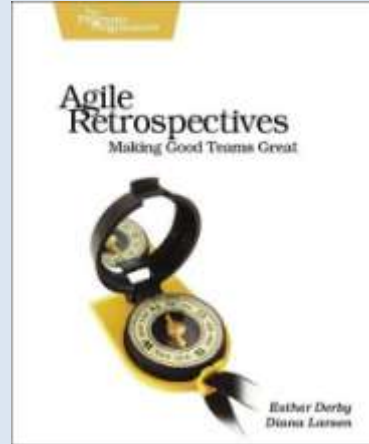
Mutual Benefit

Economics

Meetings



Short Daily Touch Base



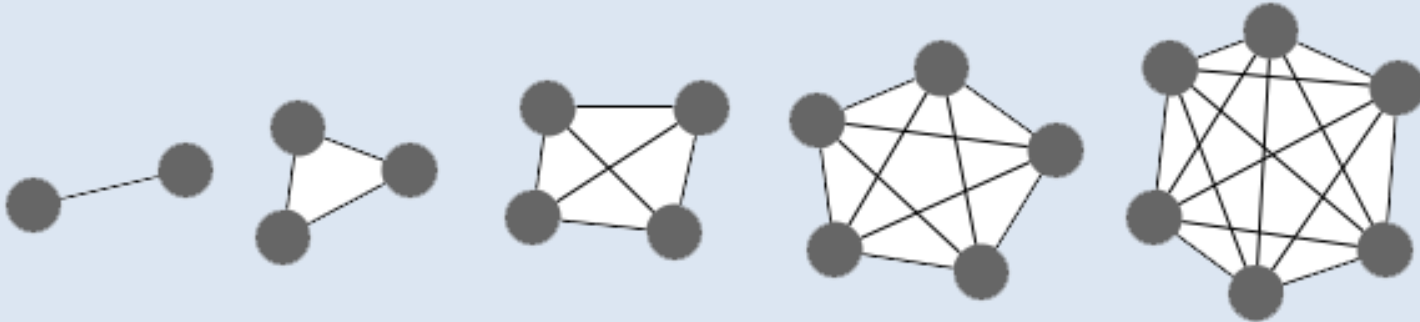
Regular Retrospectives



Regular Planning Meeting



How big should your team be

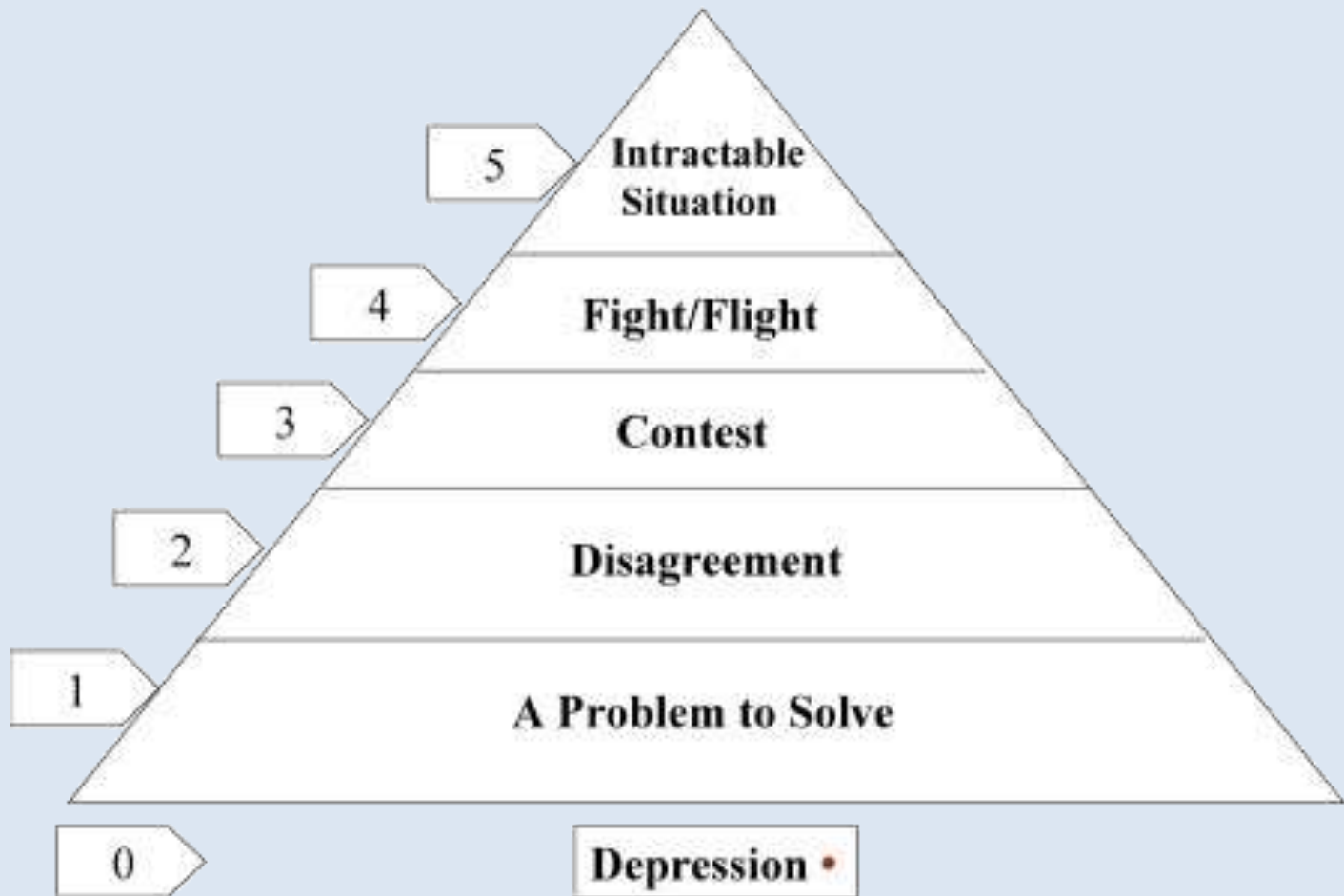


Steve
McConnell



Mike Cohn

LEVELS OF CONFLICT



Speed Leas

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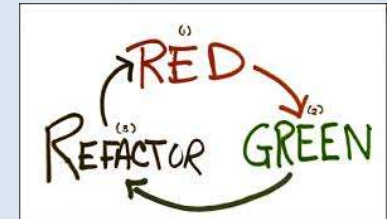
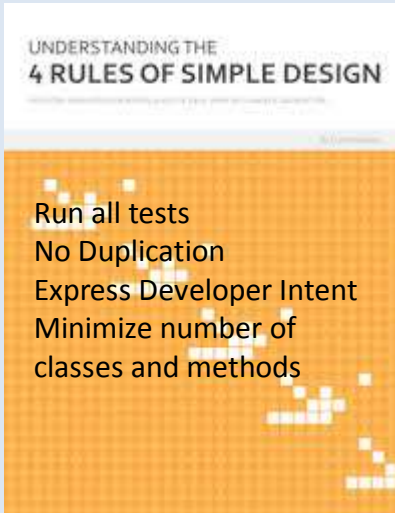
Menu

Reflection

Baby Steps

Mutual Benefit

Code



<http://www.meetup.com/coderetreat/>



Kent Beck

S	• Single Responsibility
O	• Open-Closed
L	• Liskov Substitution
I	• Interface Segregation
D	• Dependency Inversion



Robert C
Martin



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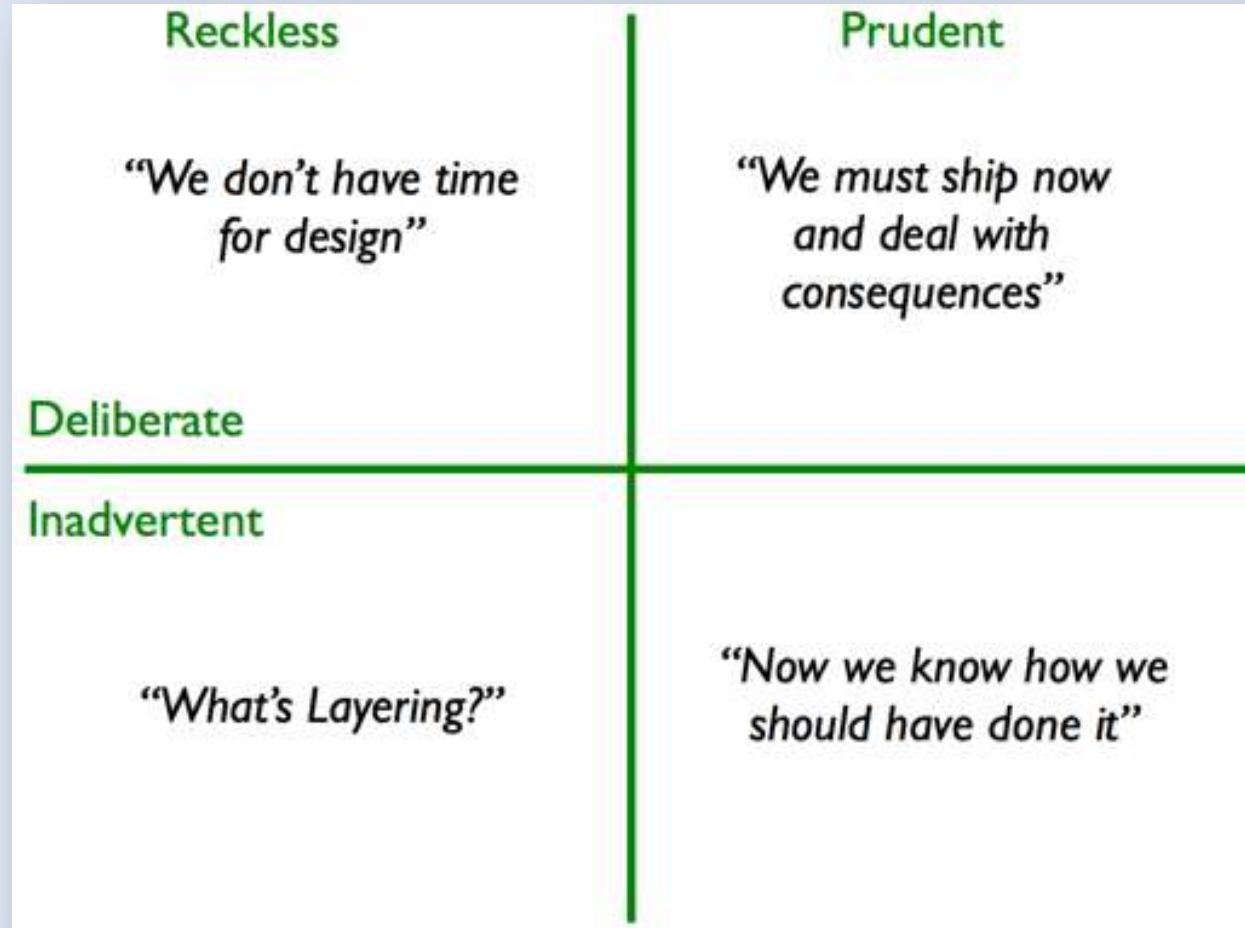
Technical Debt



Martin Fowler

5 Types

Code
Architectural
Test
Knowledge
Technology



Dreyfus Model



Hubert Dreyfus

Responsibility extends to others and the environment.	<p style="text-align: center;">"Dreyfus Model of Skill Acquisition"</p>				
Sense of responsibility increases with experience.					
Sense of responsibility arises from actively making decisions.					
Still does not experience personal responsibility.					
Only feels responsible to follow the rules.					
Scope of vision & Range of capability	<p>Follows specific rules for specific situations. Rules are not conditional.</p> <p>"Only capable of following the rules"</p>	<p>Begins to create and identify conditional rules. All decisions still follow rules.</p> <p>"Rules have nuance and become conditional in nature"</p>	<p>Learns organizing principals. Information sorting by relevance begins.</p> <p>"Higher order rules shape contexts and conditions"</p>	<p>Uses pattern recognition to assess what to do. Uses rules to determine how to do it.</p> <p>"Intuition aides in identifying the situation; the actions are governed by the principals"</p>	<p>No analysis or planning. Pattern recognition extends to plan as well as action.</p> <p>"Just does what works."</p>

50's

Trigger



80's

Peak of inflated expectations



90's

Trough of disillusionment

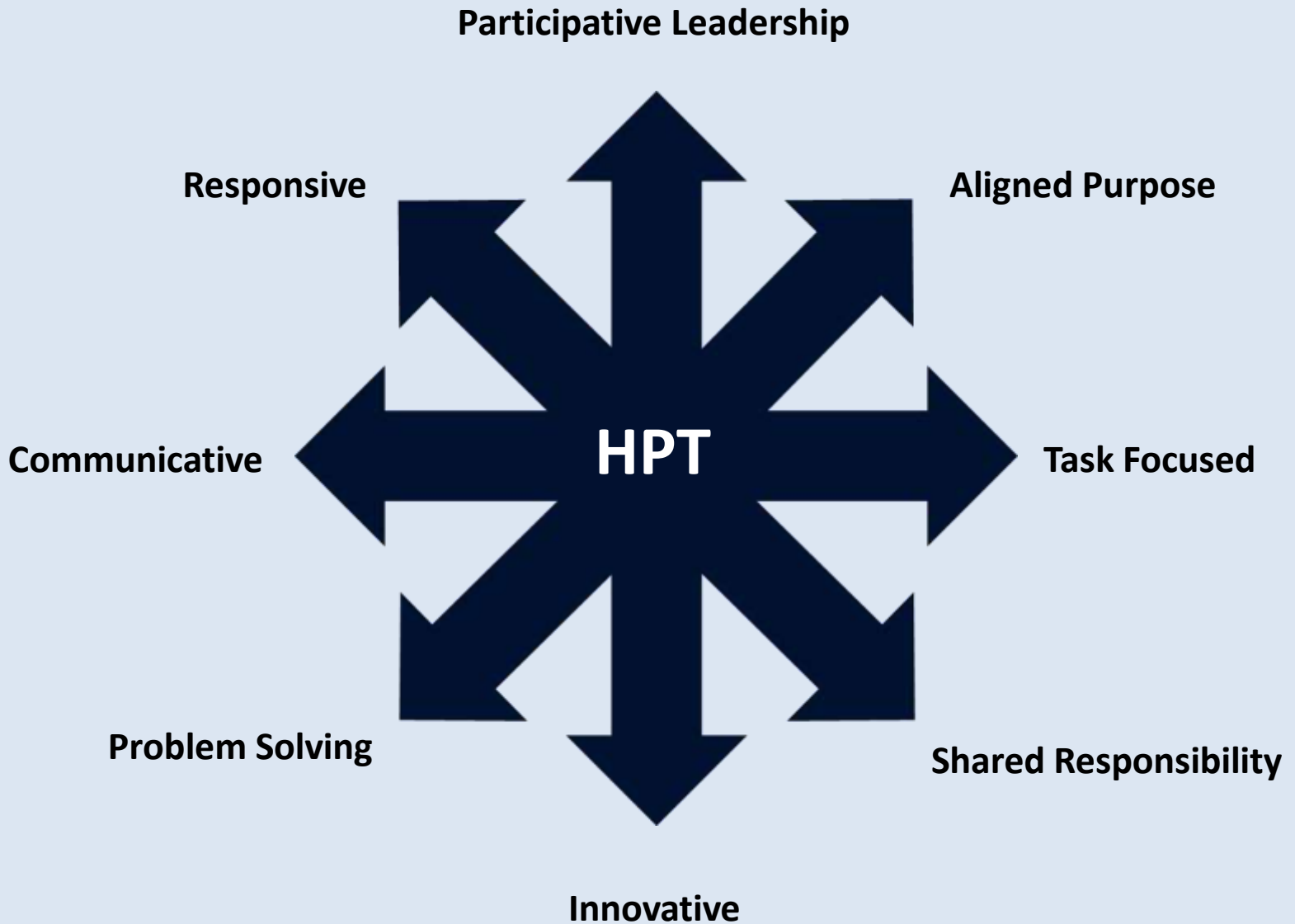


Slope of enlightenment

Plateau of productivity



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VALUES

- COMMUNICATION
- SIMPLICITY
- FEEDBACK
- RESPECT
- COURAGE

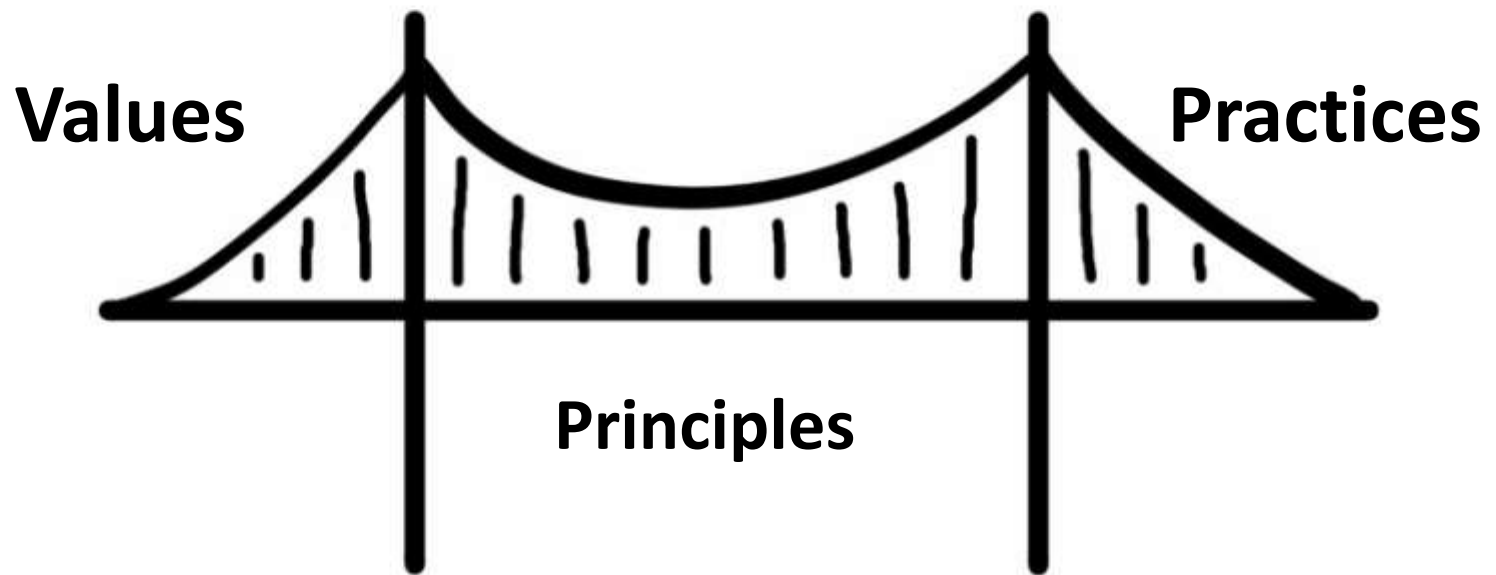


PRINCIPLES

- MUTUAL BENEFIT
- BABY STEPS
- DIVERSITY
- REFLECTION
- ECONOMICS



Values > Principles > Practices





That's all Folks!

@MarkPearlCoZa

Respect

Feedback

Communication

FUTURE

CLIENT

PRESENT

Mutual Benefit

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Feedback

Simplicity

Courage

Reflection

REFLECTION



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Respect

Simplicity

Economics



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Simplicity

Feedback



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Feedback

Courage

Communication

Baby Steps to change



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