

A hand-drawn speech bubble with a thick black outline and a grey shadow on the right side, suggesting depth. The text inside is written in a bold, hand-drawn, uppercase font.

BRING
AGILITY
BACK TO
DEVELOPERS
!!

PREFACE

Written in 2019, still relevant in 2023...

Teams autonomy & self-organisation

Cry of alarm / warning

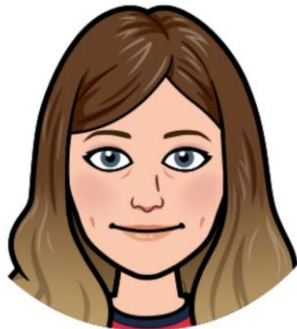
Only 6 sketches today... but 2048 possibles

CHARACTERS



Lily, hero

React developer
2 years' experience



You & I, readers

Manager
Project manager
Agile coach
Developer
Client
Ops
...

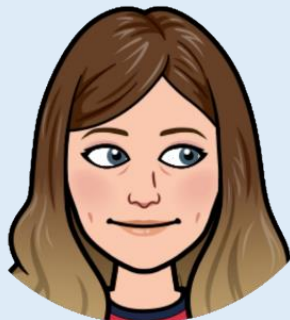
THE STORY

Lily has just started a new job at Sogreat.

Her objective: to join a team which produce an e-commerce site for VerySweet, a company specialising in the sale of masks.



We are the **Manager**, we choose to:



Start Lily immediately: time is money!

[Go to page 3](#)

Take the time to introduce Lily to your team, your environment...

[Go to page 5](#)

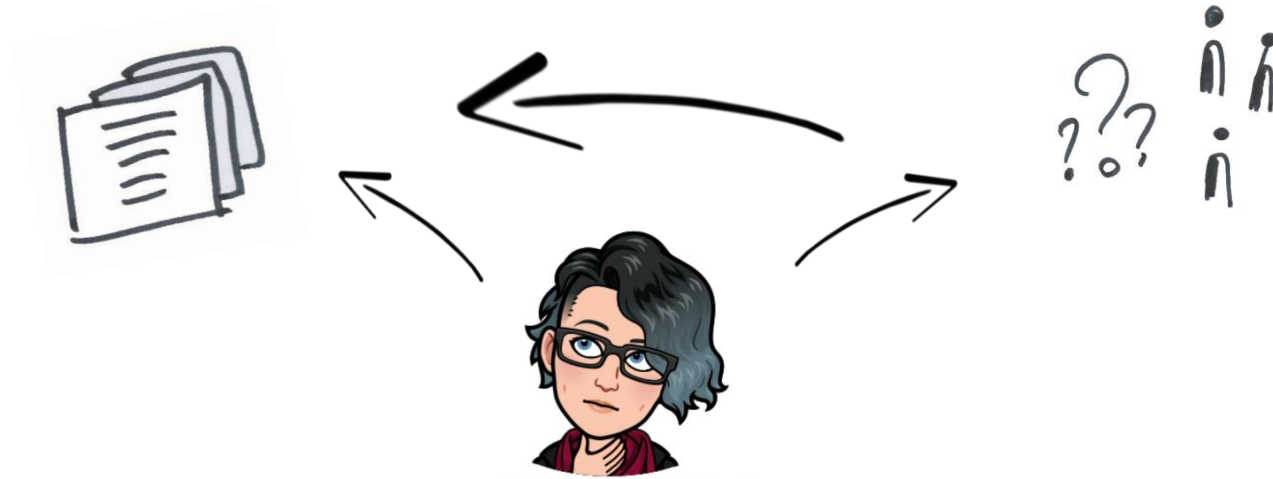
THE START OF WORK

Lily goes to work:



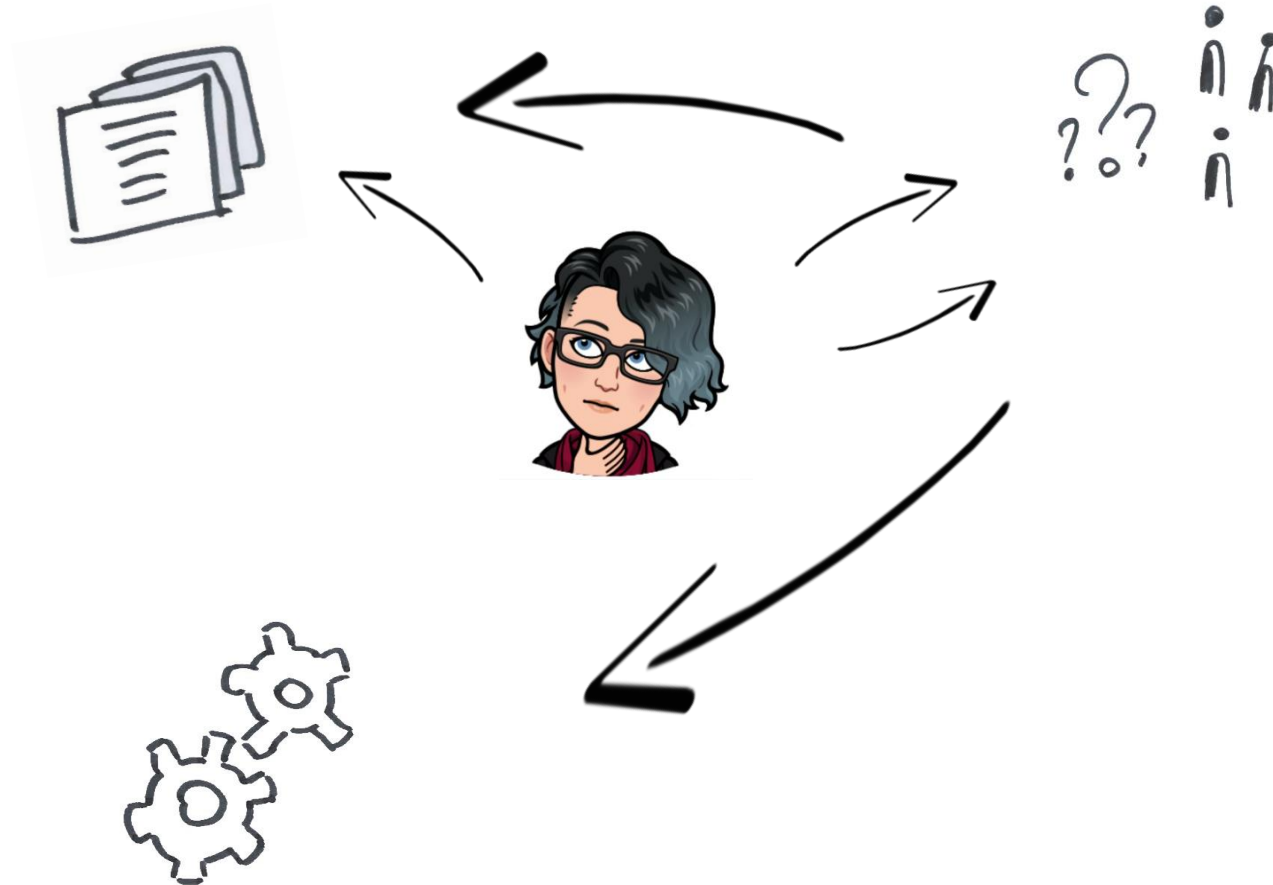
THE START OF WORK

Lily goes to work:



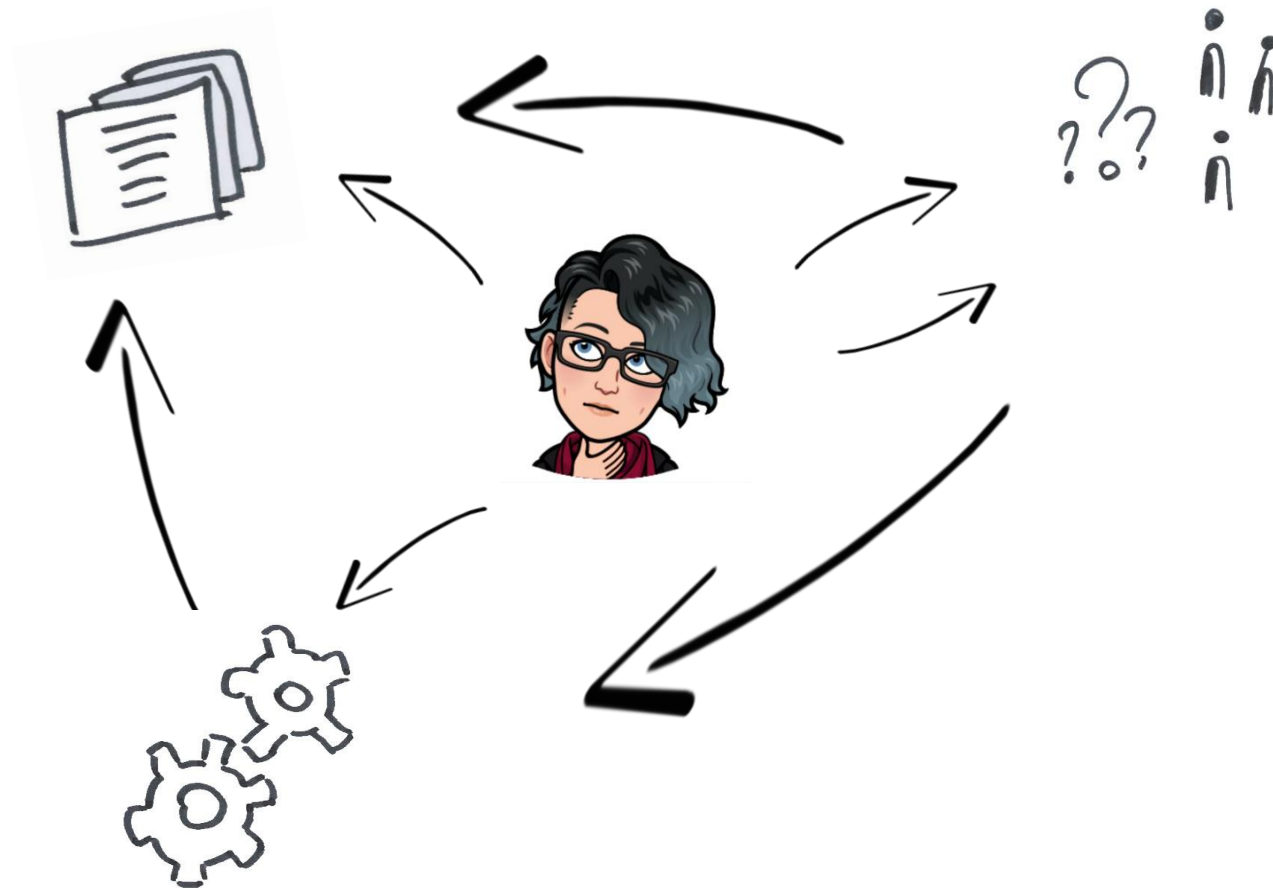
THE START OF WORK

Lily goes to work:



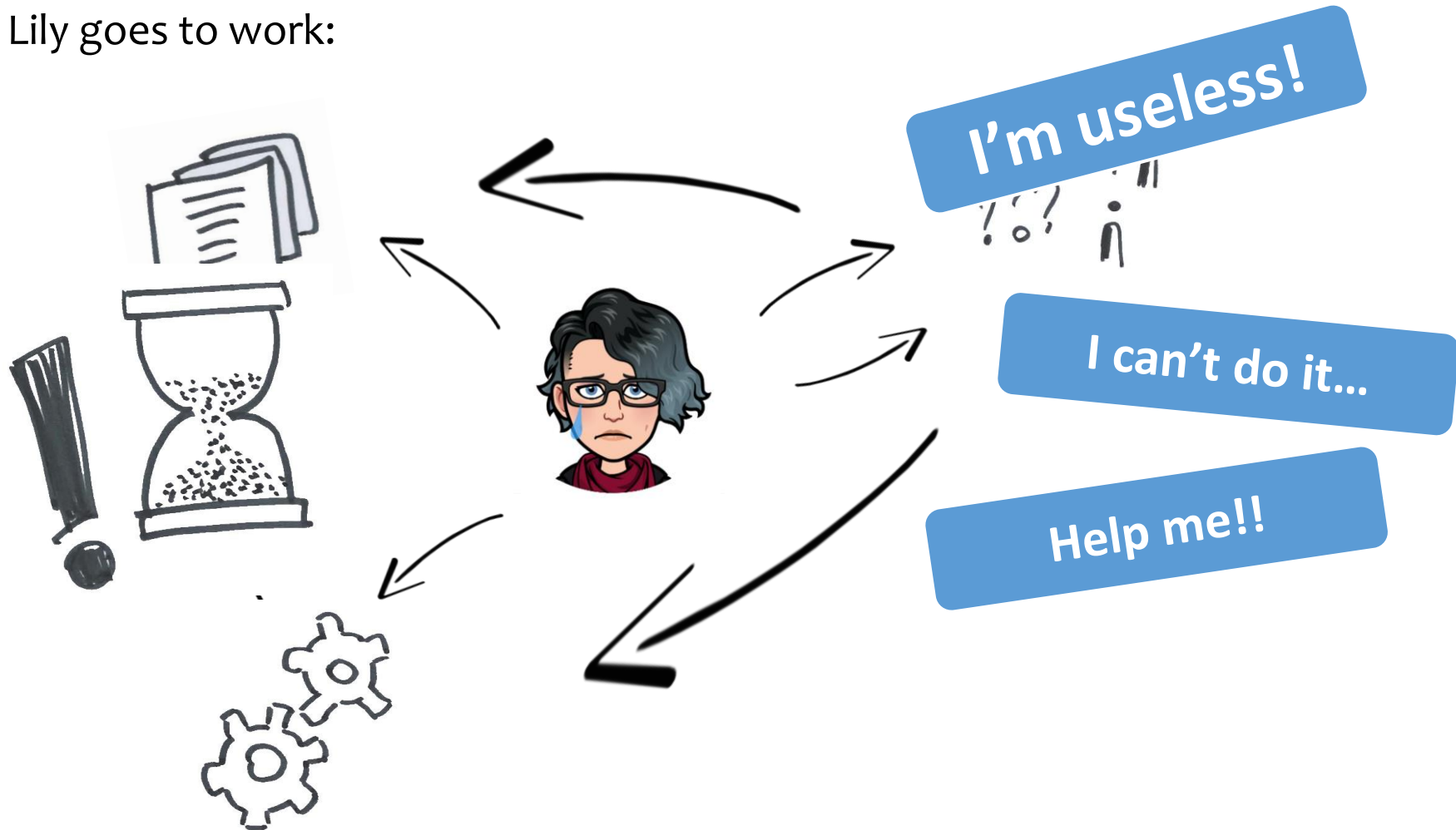
THE START OF WORK

Lily goes to work:



THE START OF WORK

Lily goes to work:



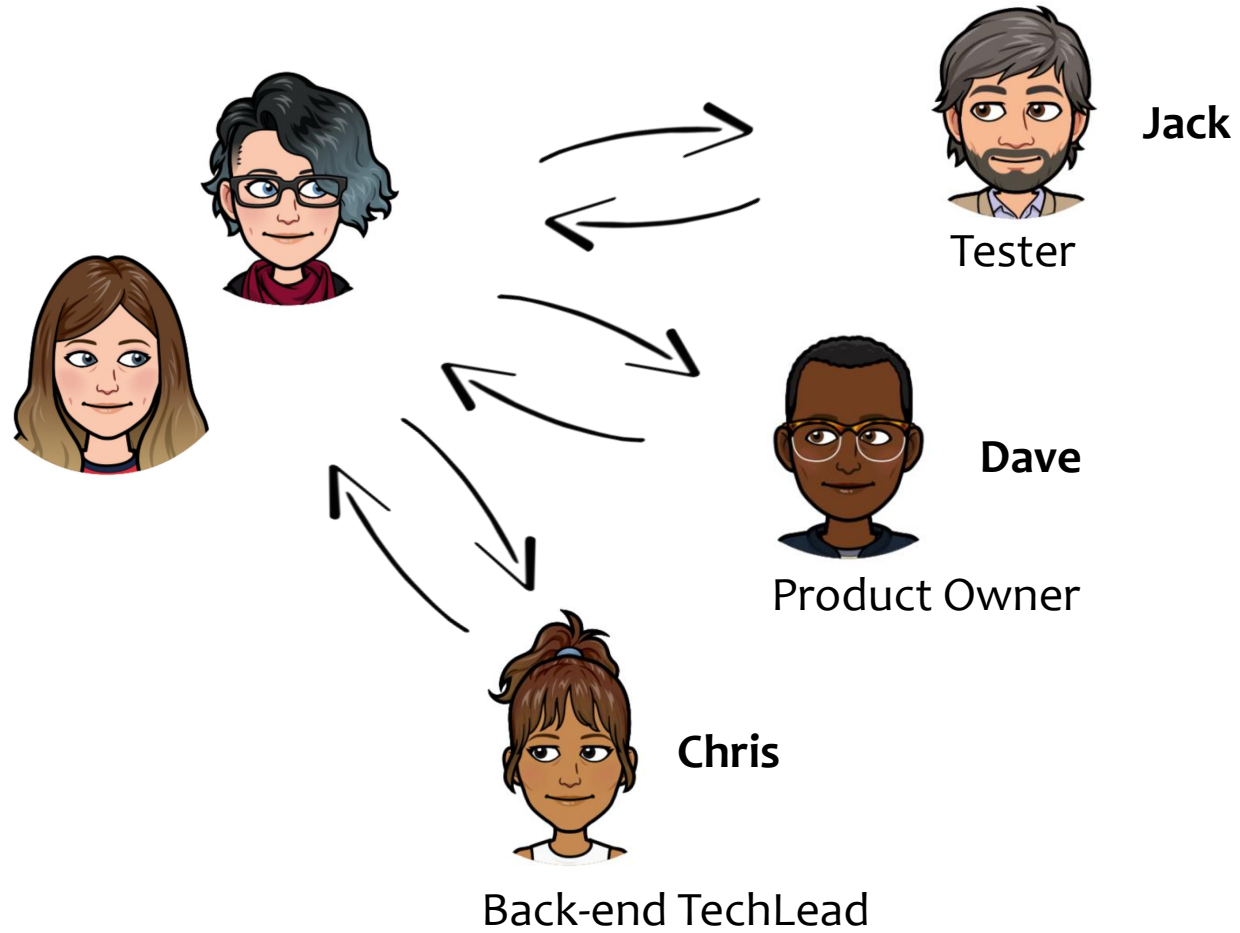
THE START OF WORK



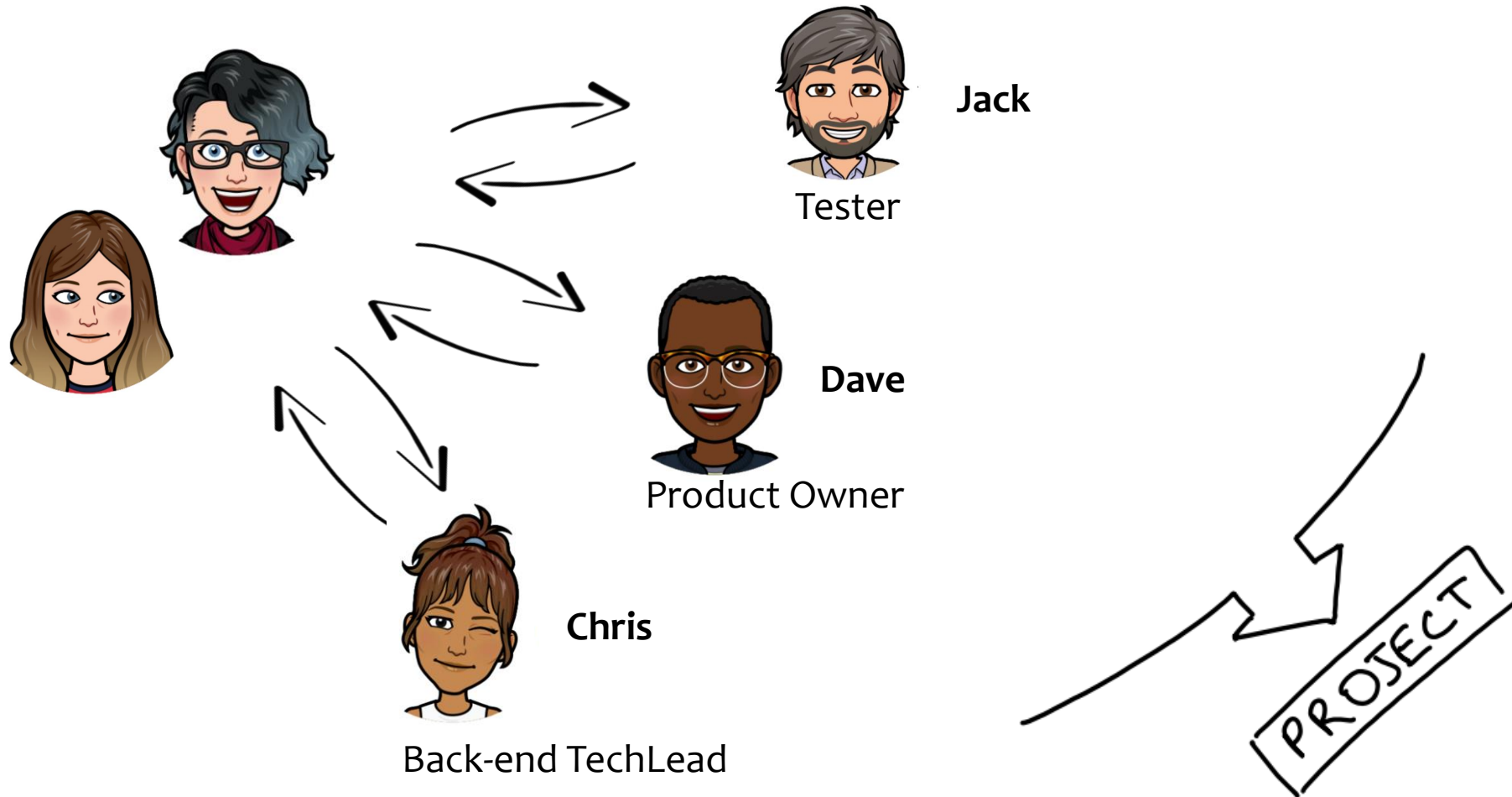
Take the time to welcome and
make Lily feel part of the team
[Go to page 5](#)



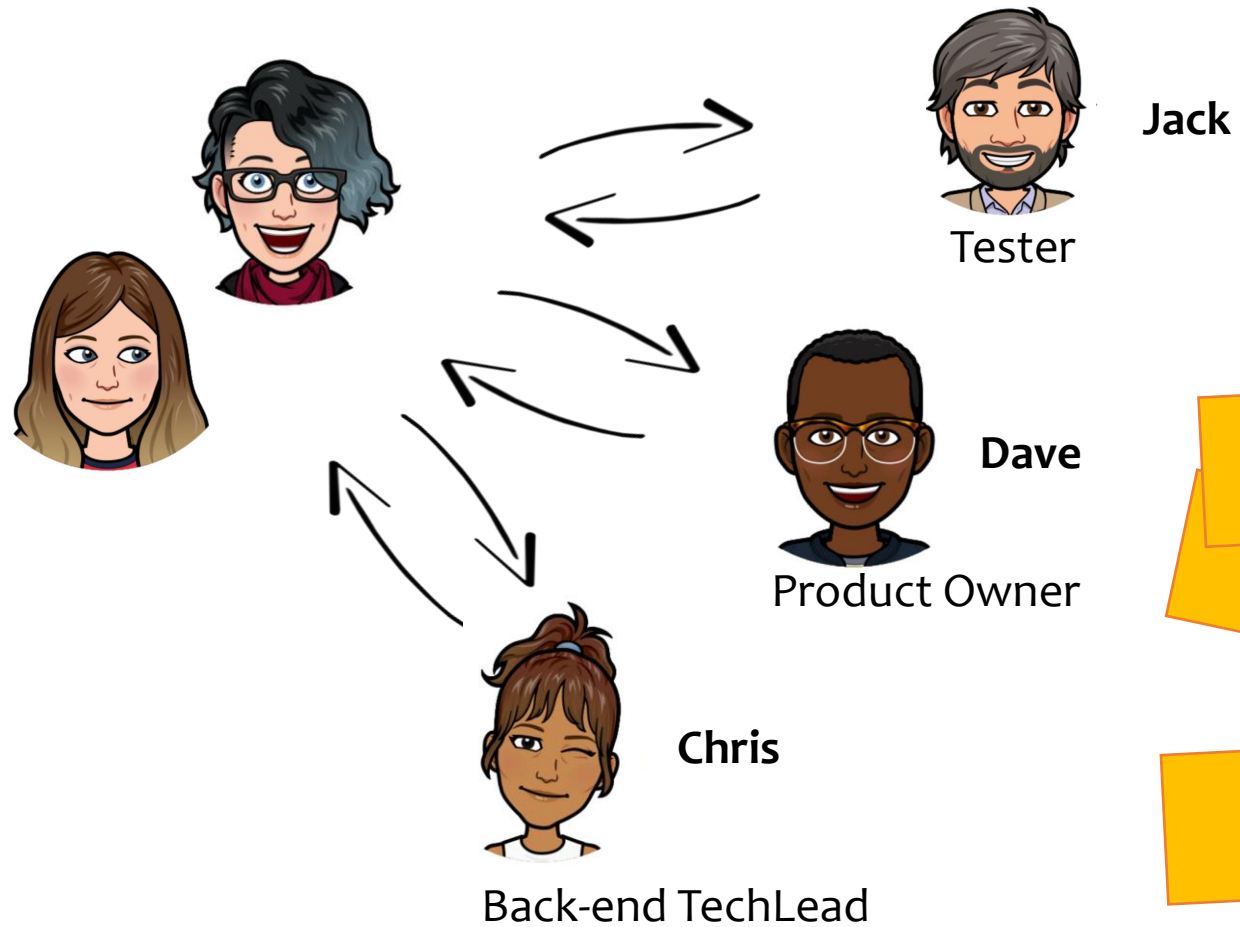
THE INTRODUCTIONS



THE INTRODUCTIONS



THE INTRODUCTIONS

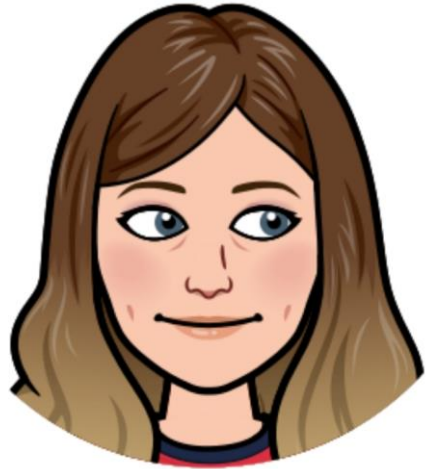


Sense on belonging

Self-confidence

Team's identity

THE INTRODUCTIONS



Well done, **Manager!**
You have given your agile team its first key!



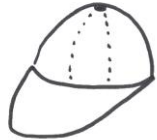
FEATURES MONITORING



Documentation



Tools



Roles



Objectives



GO to 1st iteration!

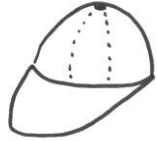
FEATURES MONITORING



Documentation



Tools



Roles



Objectives



GO to 1st iteration!

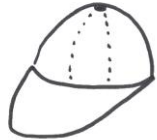
FEATURES MONITORING



Documentation



Tools



Roles

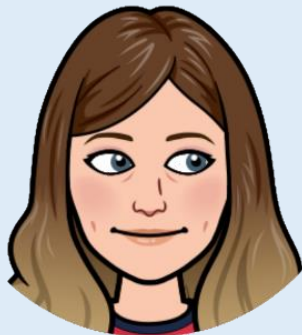


Objectives



GO to 1st iteration!

We are the **PMO**, we choose to:



Continue to use Giraffe, licences are expensive and need to be amortised!

[Go to page 8](#)

OK use Grello, as long as I still get my cross-functional indicators!

[Go to page 10](#)


FEATURES MONITORING

MASK_ID

DESC

DUE DATE

PROGRESS

ASSIGNEE 

LINKED ISSUE ▼

STATUS

We still need a new field!



Can I put the information in another box?



We need an additional level of sub-tasks!


FEATURES MONITORING

MASK_ID

DESC

DUE DATE

PROGRESS

ASSIGNEE 

LINKED ISSUE ▼

STATUS


We still need a new field!

How to consolidate indicators???

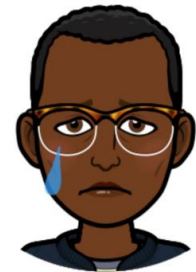
We need an additional level of sub-tasks!

Can I put the information in another box?

FEATURES MONITORING

MASK_ID	<input type="text"/>
DESC	<input type="text"/>
DUE DATE	<input type="text"/>
PROGRESS	<input type="text"/>
ASSIGNEE	<input type="text"/> 
LINKED ISSUE	<input type="text"/> ▼
STATUS	<input type="text"/>

We are losing time!

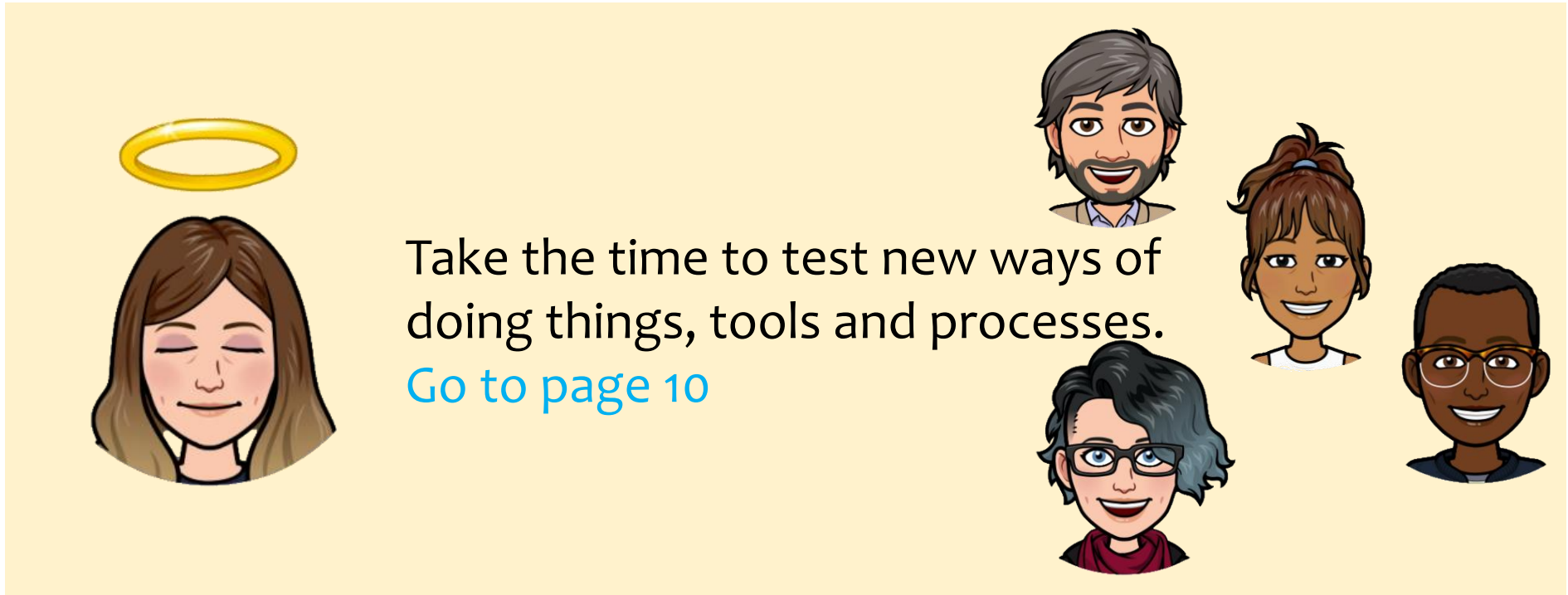


When do we start developing?



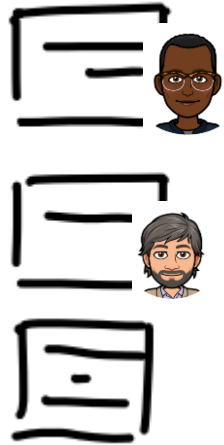
I can't do it!

FEATURES MONITORING



TEAM'S AUTONOMY

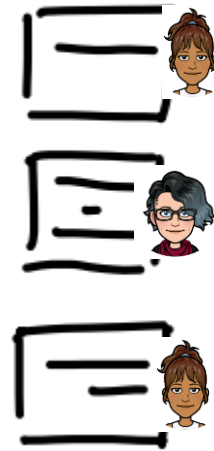
FRIDGE



READY



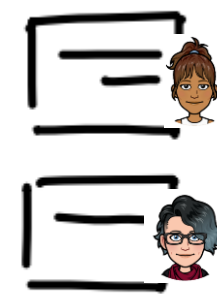
GO DEJ



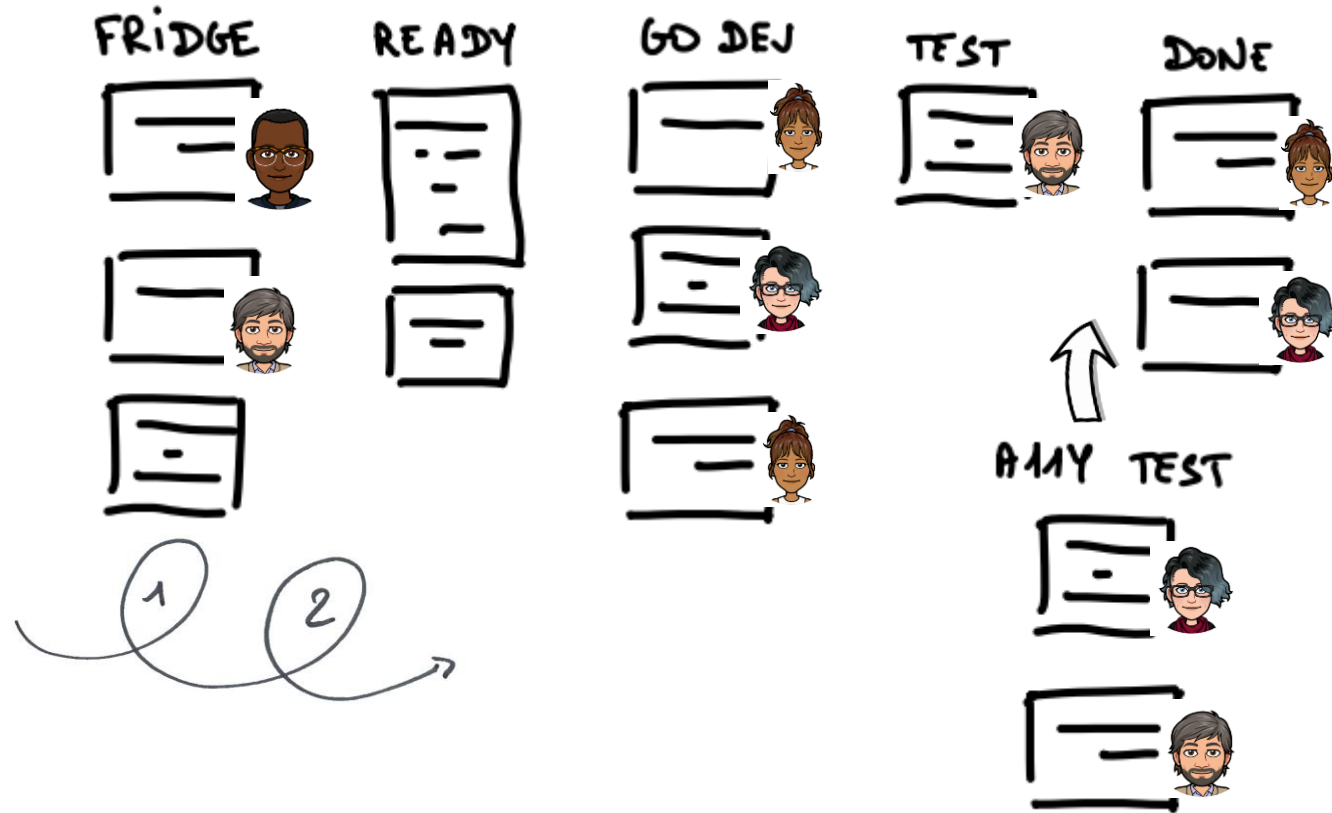
TEST



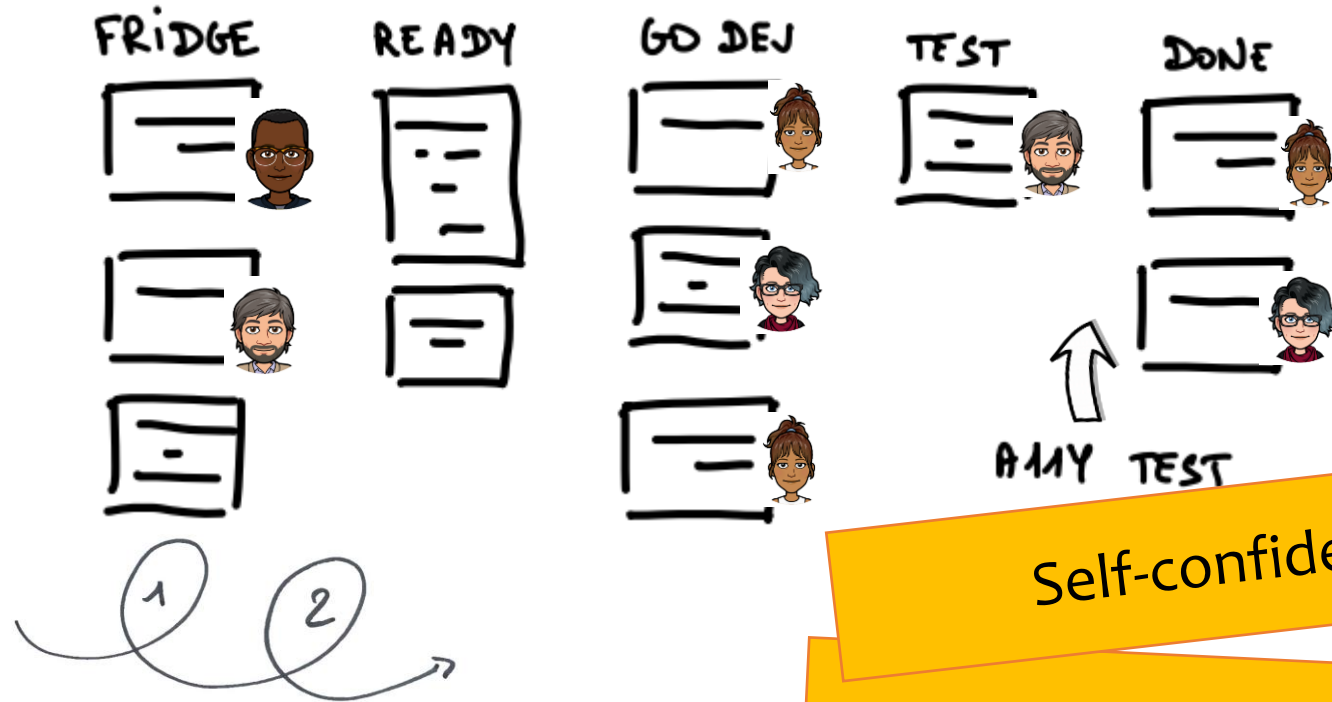
DONE



TEAM'S AUTONOMY



TEAM'S AUTONOMY

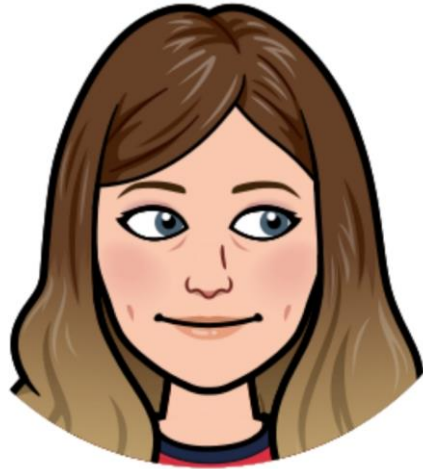


Self-confidence

Legitimate

Motivation

TEAM'S AUTONOMY

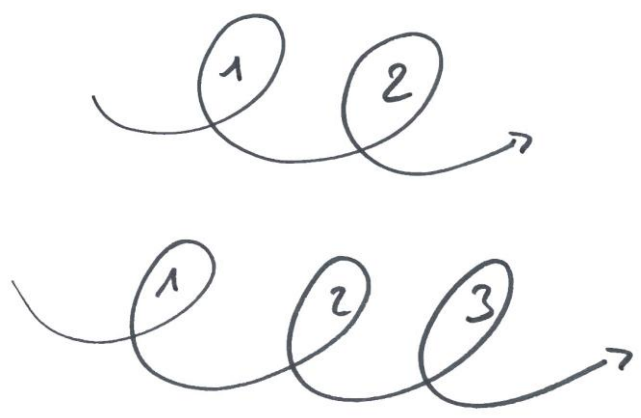
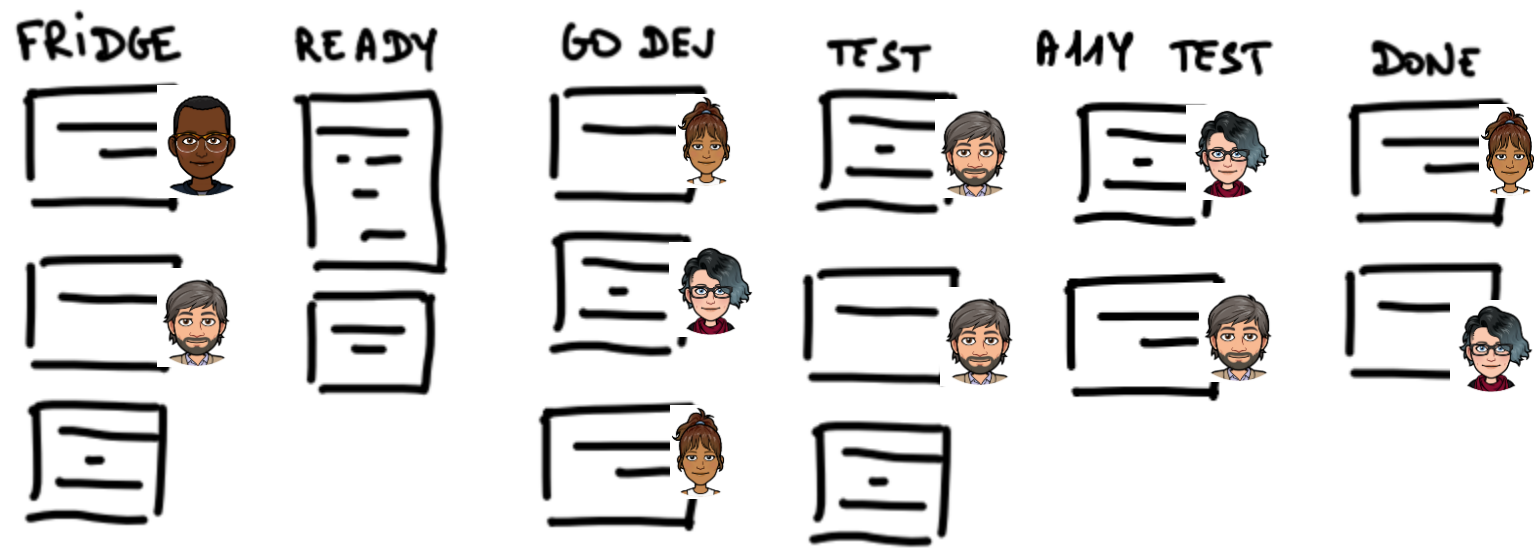


Well done, **PMO!**

You have given your agile team its second key!

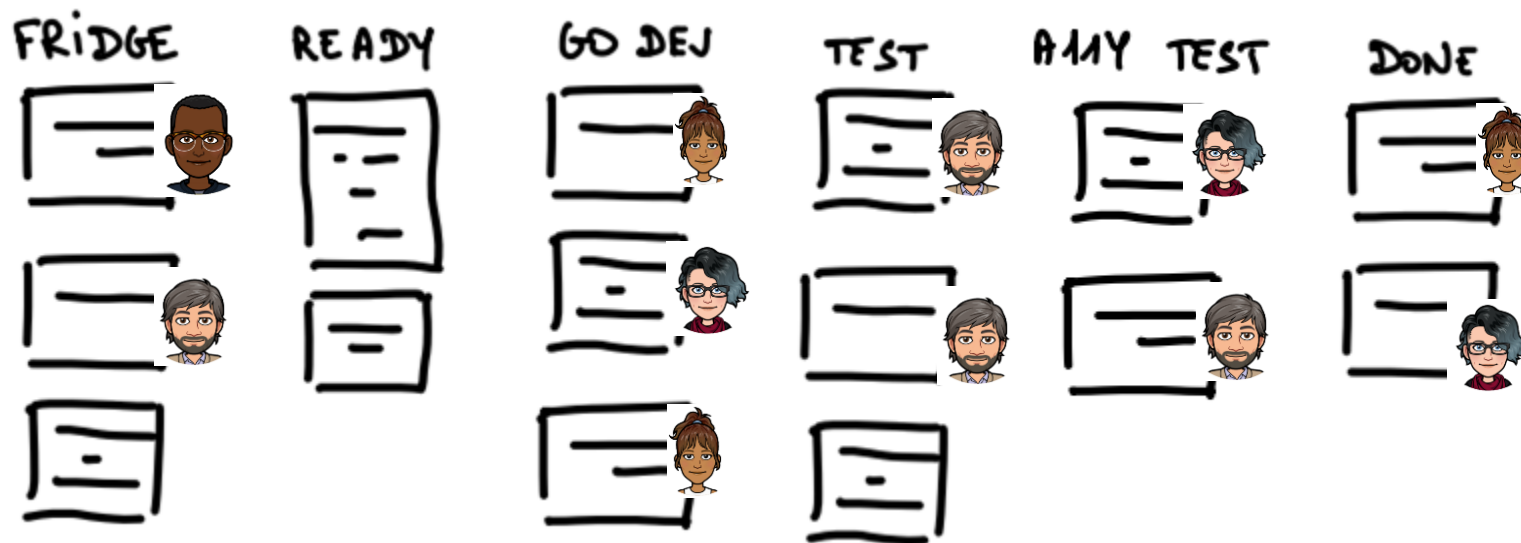


AGILE COACHING



Warning: bottlenecks!

AGILE COACHING



We are **Agile Coach**, we choose to:



Suggest to Lily's team a WIP limit.

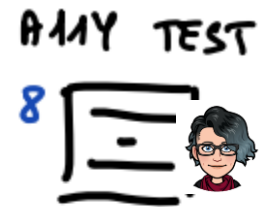
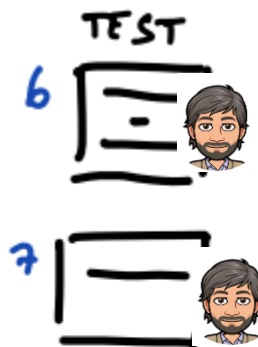
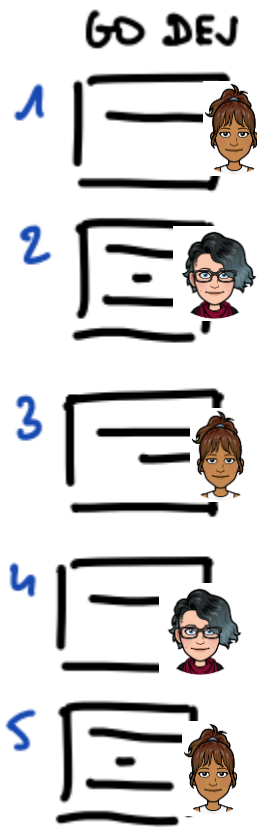
[Go to page 14](#)

Suggest to Lily's team to take some time to find their own solutions.

[Go to page 16](#)

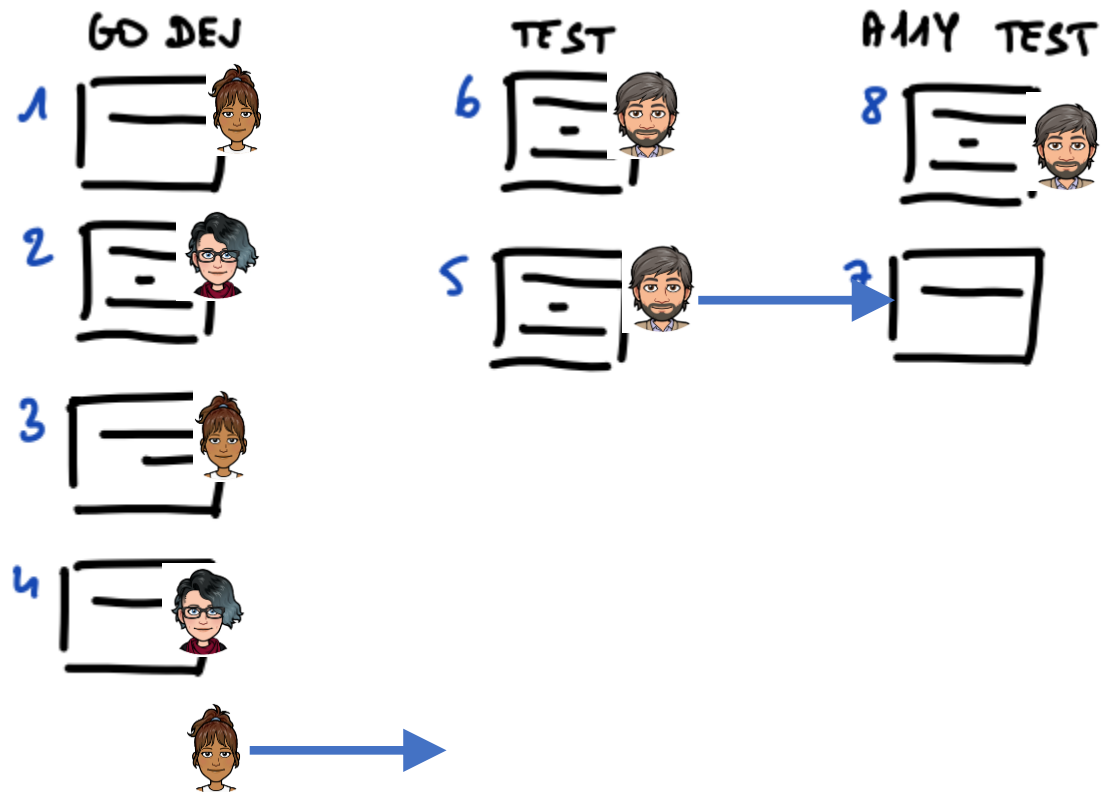
AGILE COACHING

WIP limit = 2



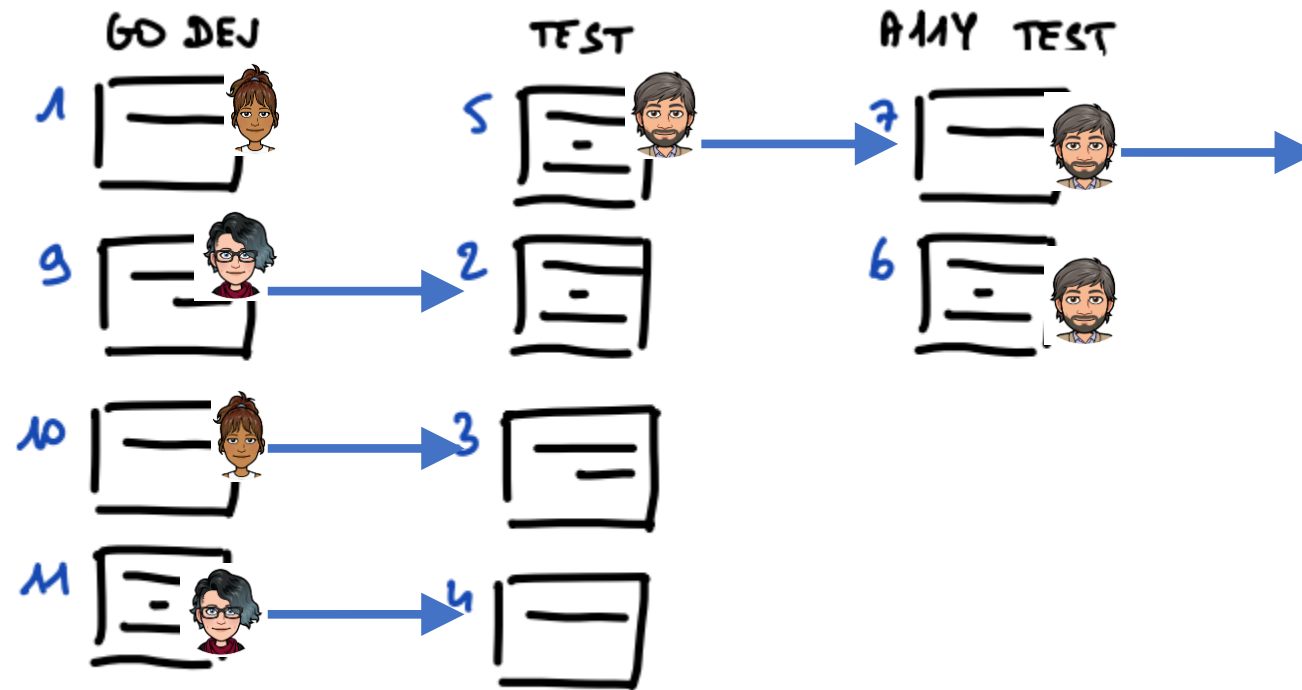
AGILE COACHING

WIP limit = 2



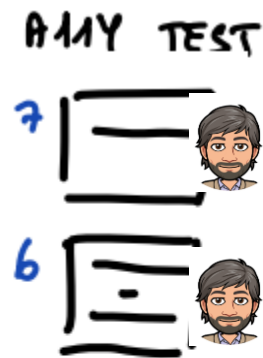
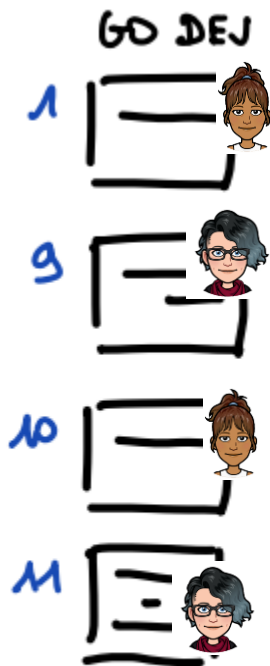
AGILE COACHING

WIP limit = 2



AGILE COACHING

WIP limit = 2



Are we stupid?!

We don't understand anything...

Bottleneck again!



AGILE COACHING



Take the time to listen to the team, their calls for help and their needs.

[Go to page 16](#)



SELF-EVALUATION

WIP = WORK IN PROGRESS
LIMIT ~~OF WORKER~~
OF TASK
WASTING TIME ?
EXPERTISE ?

DOR = DEFINITION
OF READY
MODEL ?
USE CASE ?
TEST CASE ?

DDO = DEFINITION
OF DONE
QUALITY ?
TESTS ?
DOCUMENTATION ?
APPROVAL ?

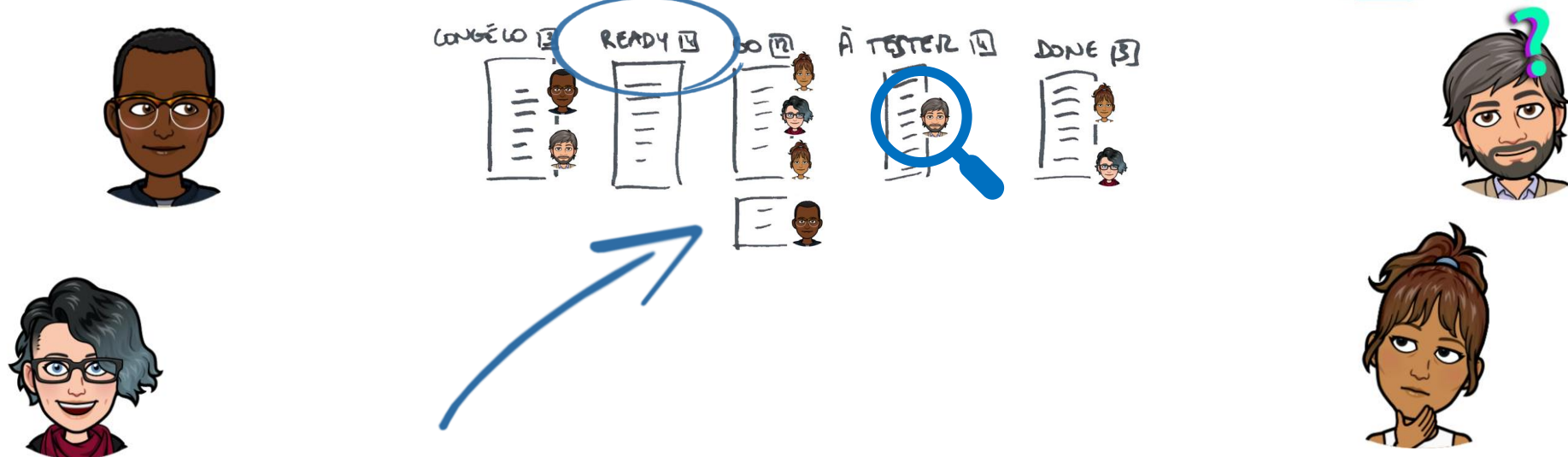


SELF-EVALUATION

WIP = WORK IN PROGRESS
LIMIT OF ~~WORKER~~
OF TASK
WASTING TIME ?
EXPERTISE ?

DOR = DEFINITION
OF READY
MODEL ?
USE CASE ?
TEST CASE ?

DDO = DEFINITION
OF DONE
QUALITY ?
TESTS ?
DOCUMENTATION ?
APPROVAL ?



SELF-EVALUATION

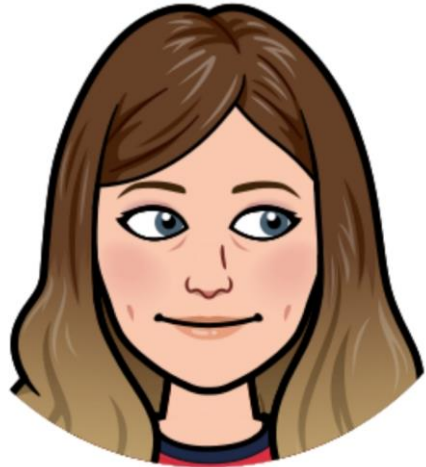
WIP = WORK IN PROGRESS
LIMIT OF ~~WORKER~~
OF TASK
WASTING TIME ?
EXPERTISE ?

DOR = DEFINITION
OF READY
MODEL ?
USE CASE ?
TEST CASE ?

DDO = DEFINITION
OF DONE
QUALITY ?
TESTS ?
DOCUMENTATION ?
APPROVAL ?



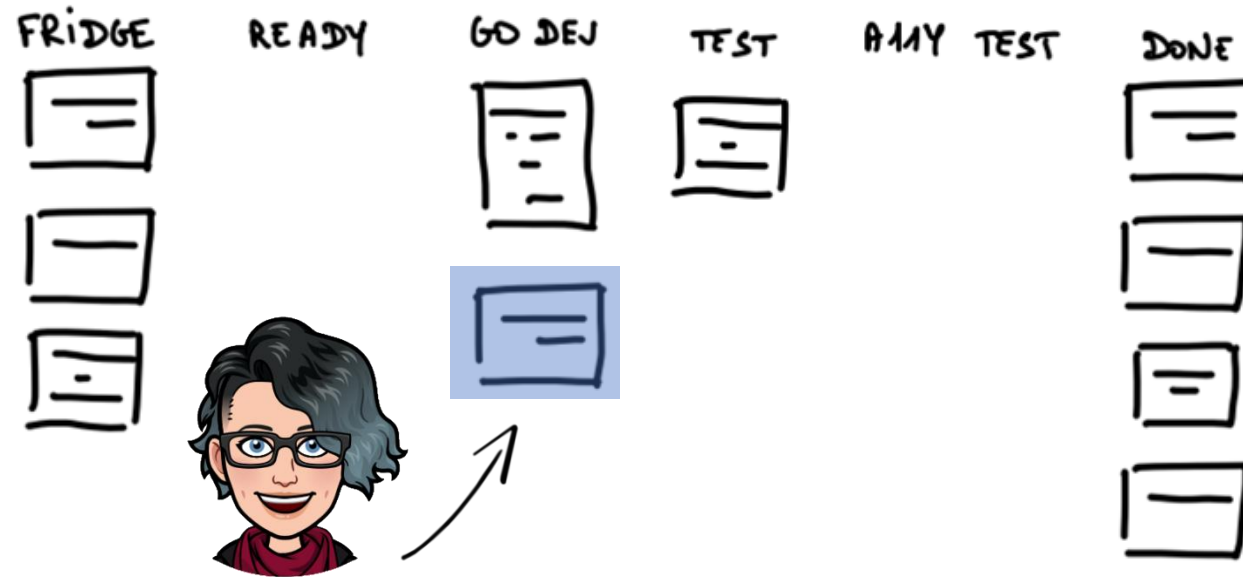
SELF-EVALUATION



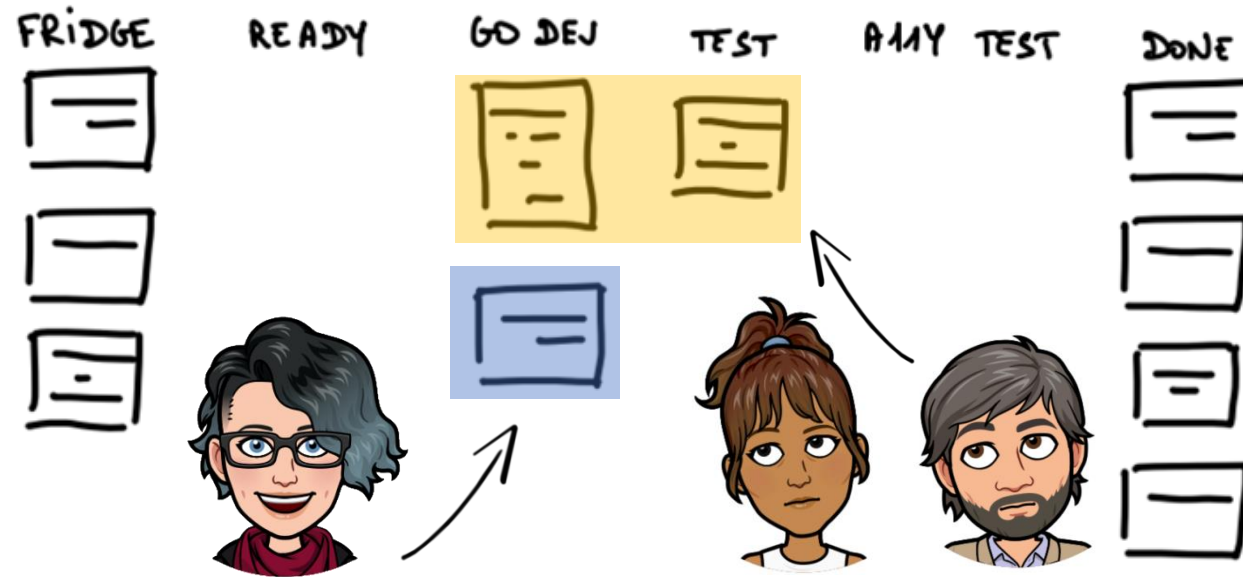
Well done, **Agile Coach!**
You have given your agile team its third key!



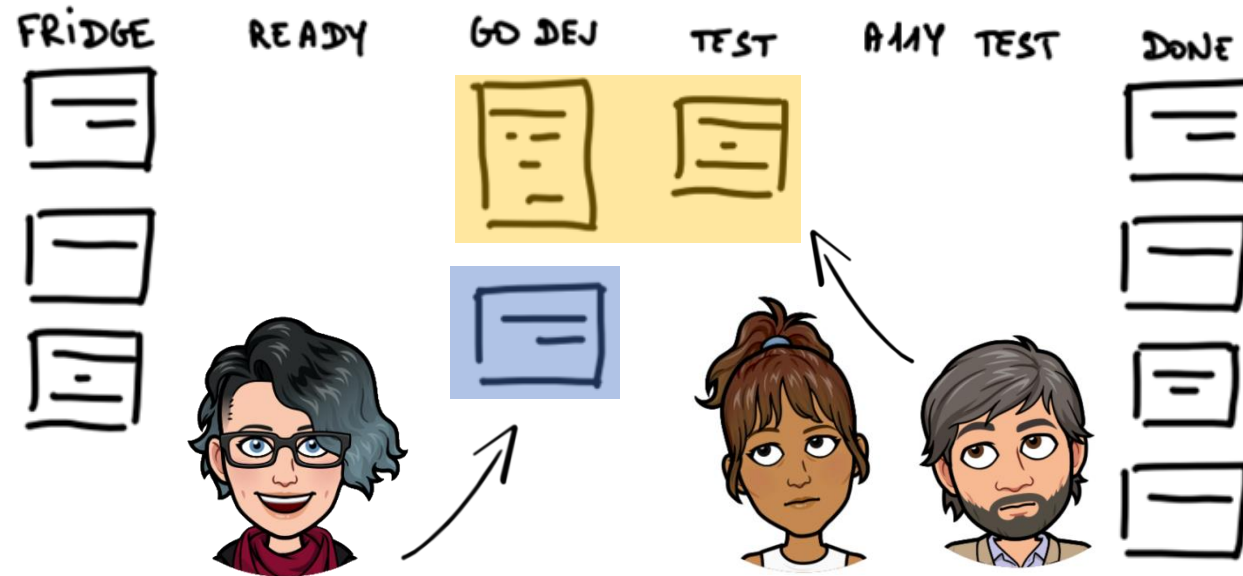
ONGOING ITERATION



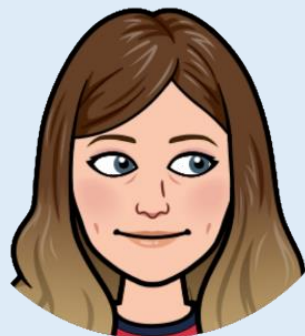
ONGOING ITERATION



ONGOING ITERATION



We are **Lily, developer**, we choose to:



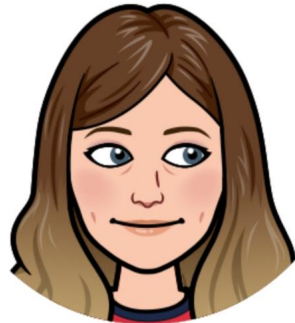
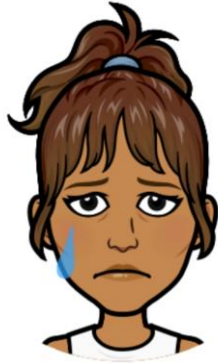
Concentrate on our task: we will achieve our individual KPI of 100%!

[Go to page 19](#)

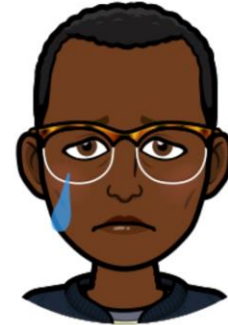
Help Jack & Chris, as far as we can!

[Go to page 21](#)

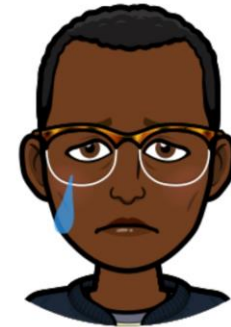
ONGOING ITERATION



DONE



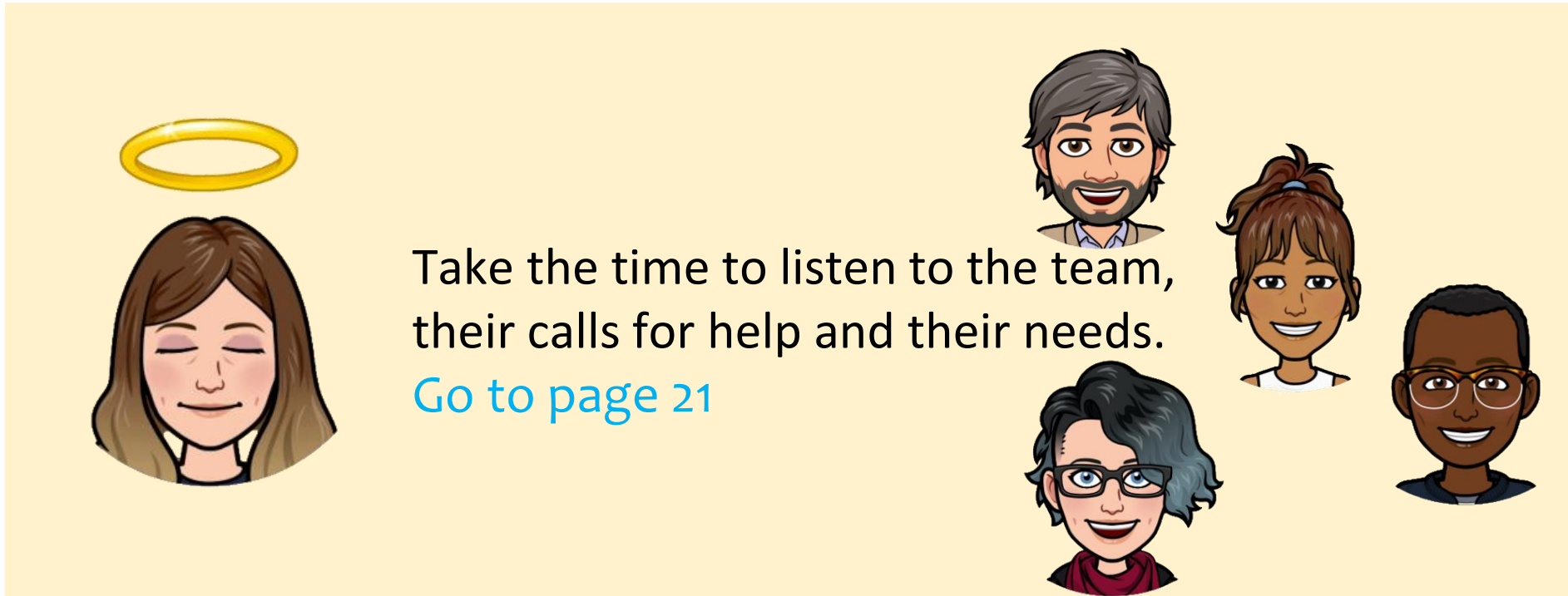
ONGOING ITERATION



I worked for nothing?!

Customer won't be happy...

ONGOING ITERATION



Take the time to listen to the team,
their calls for help and their needs.

[Go to page 21](#)

ONGOING ITERATION

FRIDGE



READY

GO DEJ

TEST

READY TEST

DONE



ONGOING ITERATION

FRIDGE



READY

GO DEJ

TEST

READY TEST

DONE



ONGOING ITERATION

FRIDGE



READY

GO DEJ

TEST

READY TEST

DONE



ONGOING ITERATION

FRIDGE



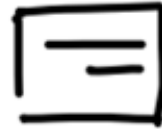
READY

GO DEJ

TEST

READY TEST

DONE



Team spirit

Share a common goal

Solidarity

ONGOING ITERATION

FRIDGE



READY

GO DEJ

TEST

READY TEST

DONE

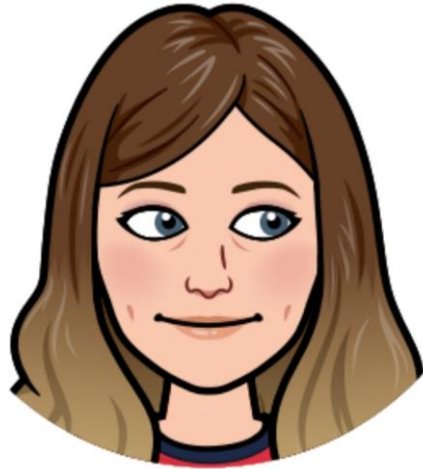


Team spirit

Share a common goal

Solidarity

ONGOING ITERATION



Well done **Developer!**
You have given your agile team its fourth key!



PRODUCT EVOLUTION



We are the **Customer**, we choose to:



Trust Lily's team and validate all the functionalities later.

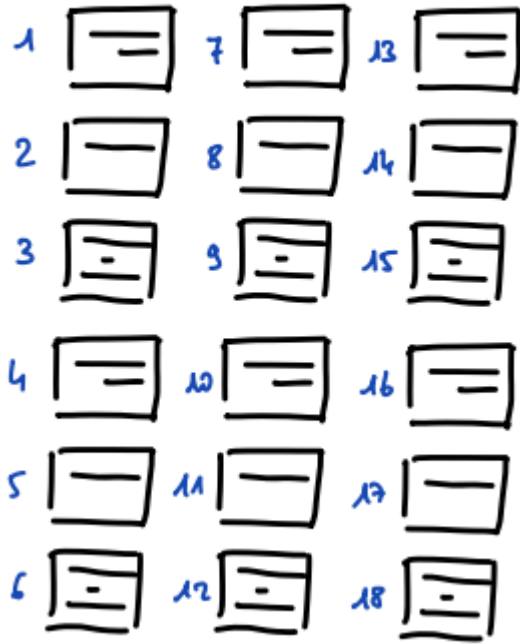
[Go to page 24](#)

Make ourself available to be sure that the product meets our expectations.

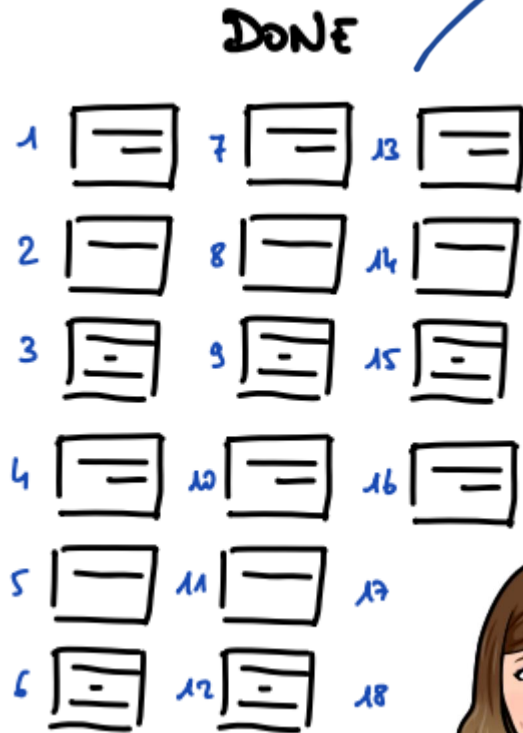
[Go to page 27](#)

PRODUCT EVOLUTION

DONE



PRODUCT EVOLUTION



http://www.verysweet.com/test

HOME TASKS COVID INFO SHOP HELP

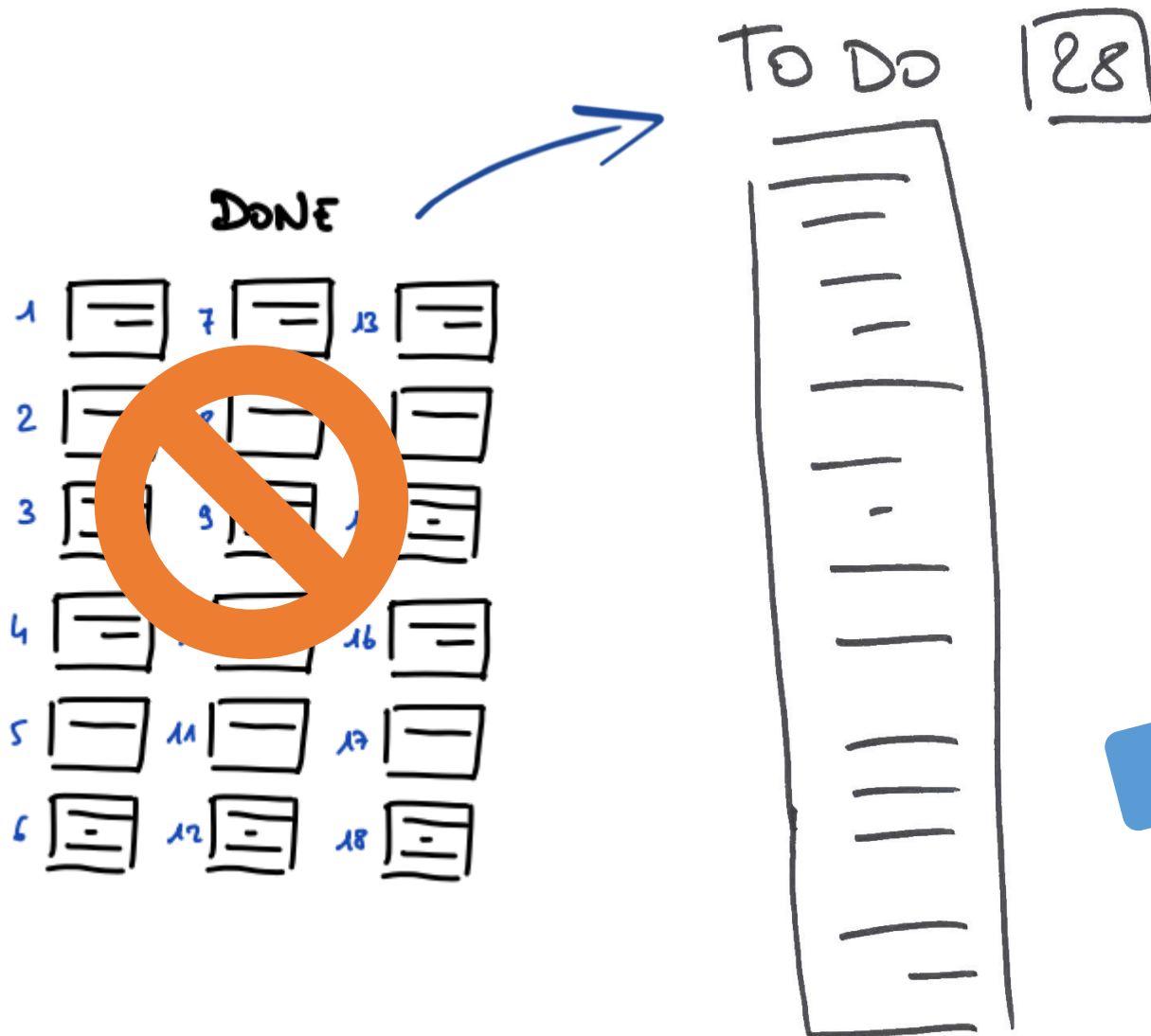
WELCOME

VERY SWEAT IS THE BEST COMPANY IN THE WORLD.
LESS THAN APSIDE.
BECAUSE I LOVE MY JOB. REALLY.
AND I'M SO PROUD AND SO HAPPY TO BE HERE
WITH YOU.

THANK'S.
AND BUY VERY SWEAT' TASKS !!

ADULT TASKS
CHILD TASKS
CAT TASKS
TAD
AMY


PRODUCT EVOLUTION




We're not gonna make it!

Agile is the new V...

PRODUCT EVOLUTION

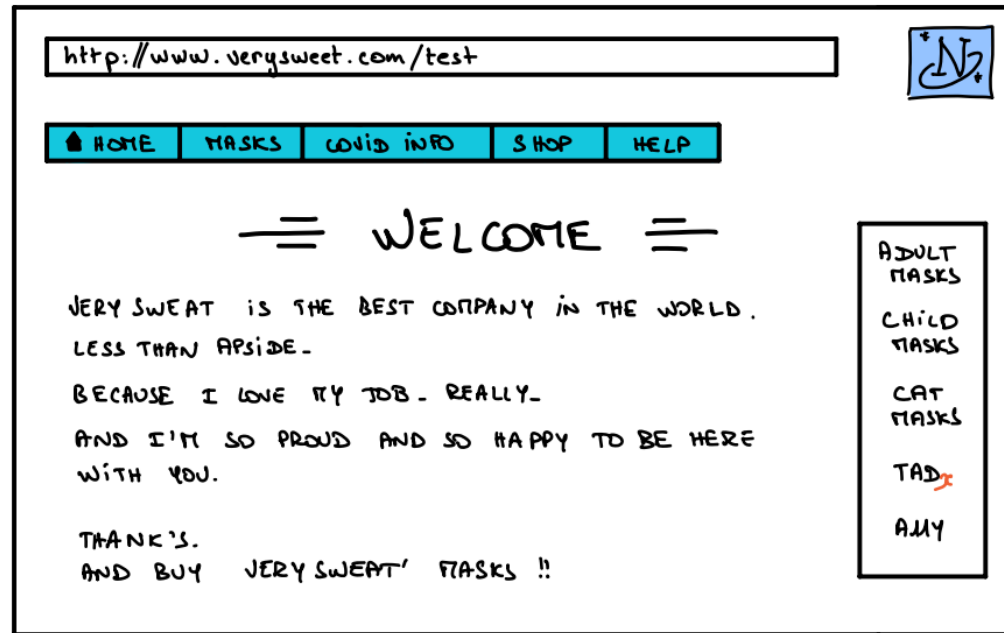


Take the time to give constructive feedback on what has been achieved.
[Go to page 27](#)



The illustration features a woman on the left with long brown hair, a yellow halo, and a serene expression. To her right, the text 'Take the time to give constructive feedback on what has been achieved.' is displayed in black, with 'Go to page 27' in blue. On the right side, there are four diverse cartoon avatars: a man with grey hair and a beard, a woman with brown hair in a bun, a woman with dark curly hair and glasses, and a man with dark skin and glasses.

INCREMENTAL PRODUCT



Sprint review no. 1



INCREMENTAL PRODUCT

DONE



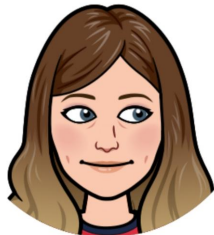
http://www.verbsweet.com/test

≡ WELCOME ≡

VERY SWEAT IS THE BEST COMPANY IN THE WORLD.
LESS THAN APSIDE.
BECAUSE I LOVE MY JOB. REALLY.
AND I'M SO PROUD AND SO HAPPY TO BE HERE
WITH YOU.

THANK'S.
AND BUY VERY SWEAT' FRASKS !!

HOME
COVID
INFO
HELP
ADULT
CHILD
CAT

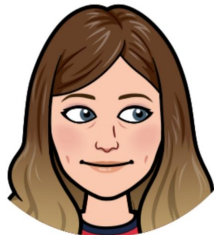
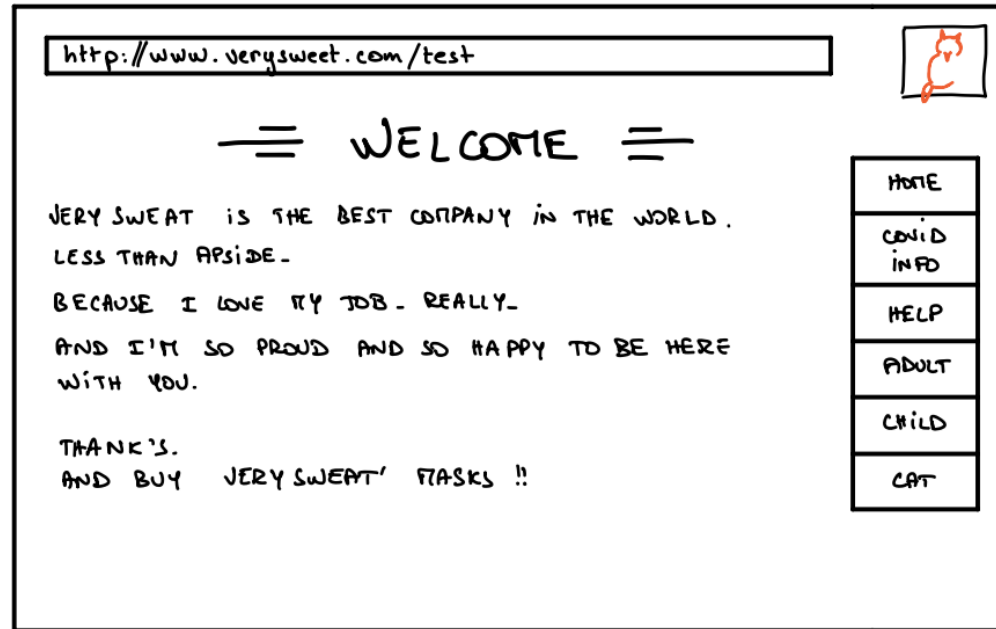


Sprint review no. 2



INCREMENTAL PRODUCT

DONE



Sprint review no. 3



INCREMENTAL PRODUCT

DONE

<http://www.verbsweet.com/test>

≡ WELCOME ≡

VERY SWEAT IS THE BEST COMPANY IN THE WORLD.
LESS THAN APSIDE.

TO BE HERE

HOME
COVID INFO
HELP
ADULT
CHILD
CAT

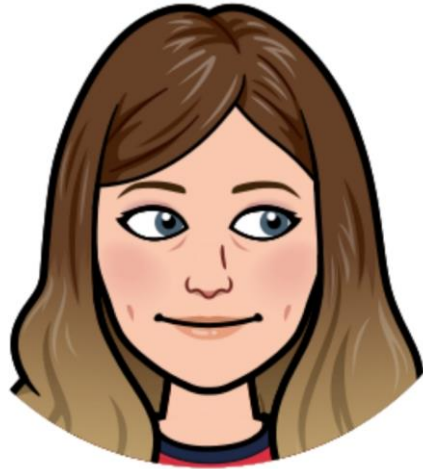
Commitment

Collective approach

Share a common vision

Product' continuous improvement

INCREMENTAL PRODUCT



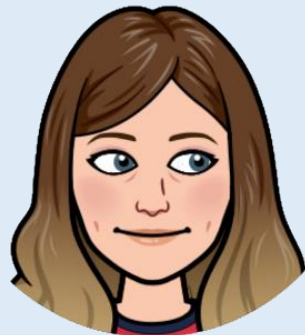
Well done **Customer!**
You have given your agile team its fifth key!



DEPLOYMENT PROCESS



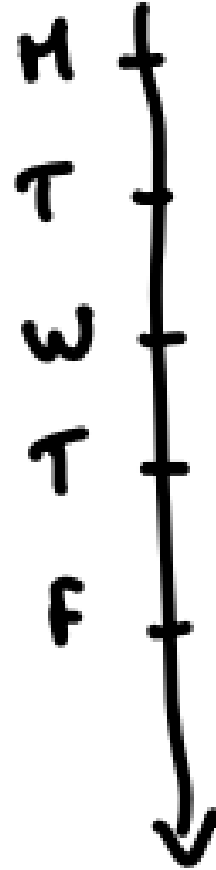
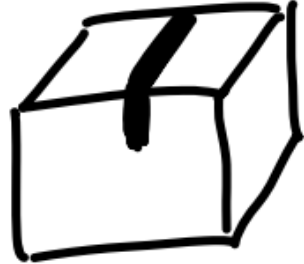
We are **Ops**, we choose to:



Add the package to the next cross-company delivery shot in the IT department [Go to page 32](#)

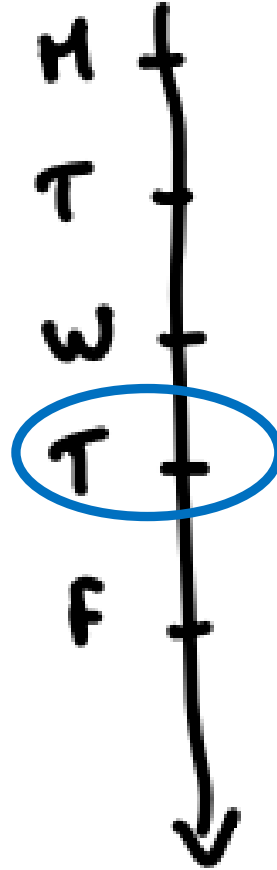
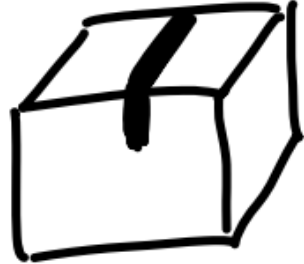
Support the team in the ongoing deployment of its deliveries [Go to page 35](#)

DEPLOYMENT PROCESS



Week 1

DEPLOYMENT PROCESS



Week 2

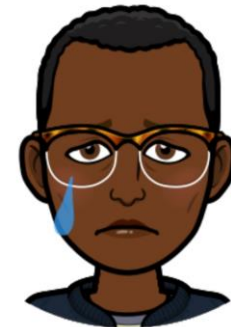
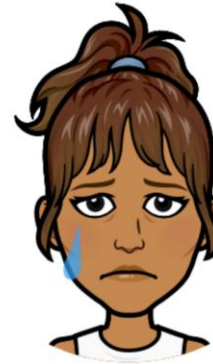
DEPLOYMENT PROCESS



What have they
done??

I'm not a dev!

DEPLOYMENT PROCESS

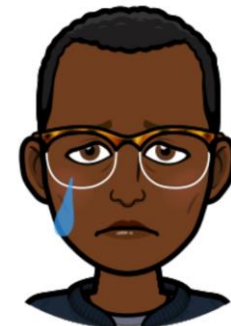
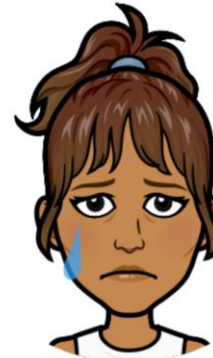


What have they done??

I'm not a dev!

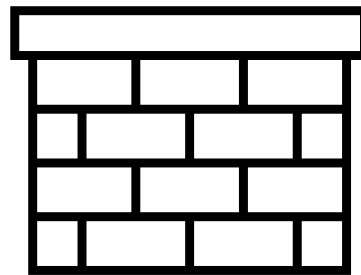
We are not ops!

DEPLOYMENT PROCESS



What have they done??


I'm not a dev!



Wall of confusion


We are not ops!

DEPLOYMENT PROCESS



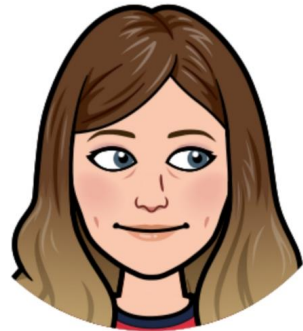
Take the time to optimise the value chain from the initial idea to post-production.

[Go to page 35](#)



The illustration features a woman with long brown hair and a yellow halo on the left. To her right, there are four diverse cartoon avatars: a man with grey hair and a beard, a woman with brown hair in a bun, a woman with short grey hair and glasses, and a man with dark skin and glasses.

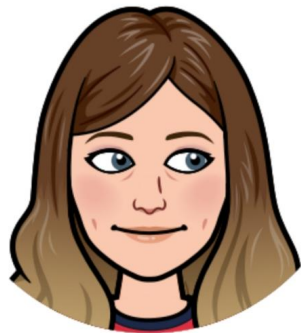
CROSS-FUNCTIONAL TEAM



CI/CD
Integration tests
Code quality
DOD
...



CROSS-FUNCTIONAL TEAM



CI/CD
Integration tests
Code quality
DOD
...

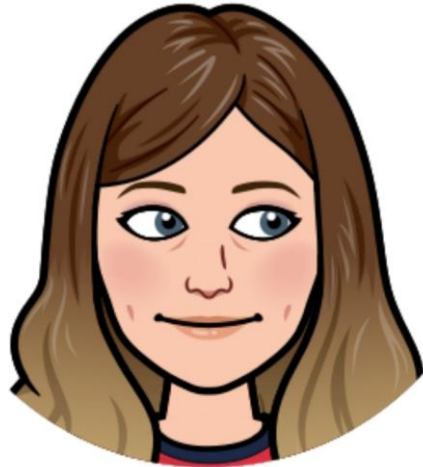


Responsibility for
maintaining production

Helping each other

Cross-functional team

CROSS-FUNCTIONNAL TEAM



Well done **Ops!**

You have given your agile team its final key!



Congratulations!

You have brought agility back to the developers!



1

Take the time to welcome and make the members feel part of the agile team



2

Take the time to test new ways of doing things, tools and processes



3

Take the time to sit back and think about how best to create, implement and test...



4

Take the time to listen to the team, their calls for help and their needs



5

Take the time to give constructive feedback on what has been achieved



6

Take the time to optimise the value chain from the initial idea to post-production

Congratulations!

You have brought agility back to the developers!



1

Take the time to welcome and make the members feel part of the agile team



2

Take the time to test new ways of doing things, tools and processes



3

Take the time to sit back and think about how best to create, implement and test...



4

Take the time to listen to the team, their calls for help and their needs



5

Take the time to give constructive feedback on what has been achieved



6

Take the time to optimise the value chain from the initial idea to post-production

We all have a role to play
in a team's transition to agile!



Manager

PMO

Ops

Agile Coach

Customer

Developer

We all have a role to play
in a team's transition to agile!



Manager TechLead
HR PMO
Trainer Ops
Sales representative
Agile Coach
Customer Tester
Developer ...

Fanny KLAUK

@klf37

Agile Coach, TechRel & trainer at



Apside Brussel

Apside TOP Tours

Fanny KLAUK

@klf37

Agile Coach, TechRel & trainer at



Co-creator of **TAD** avec Stéphane
PHILIPPART



#iamlily

Thanks Bitmoji





THANKS