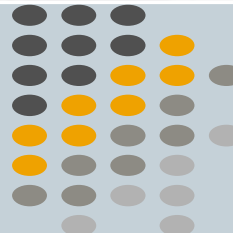




Agile Developers Create Their Own Identity

– Ajay Danait

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Template 6.4 US-En





What this is all about ?



- Practical experiences in implementing Agile methodologies
- Enriched experience derived by the developer using Agile/XP methodologies





Agenda



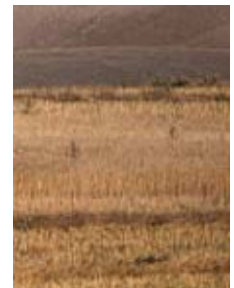
- **Story board of the talk**
 - Types of software development
 - Offshore Consultancy model
 - Designations vs. Roles
 - Developer role
 - Agile Mentor role
 - Pair programming



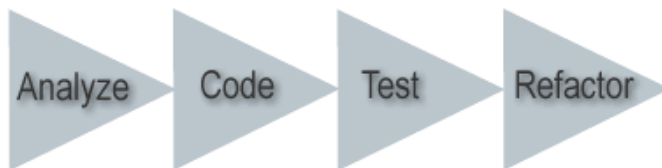


➤ Software maintenance (Brown field work)

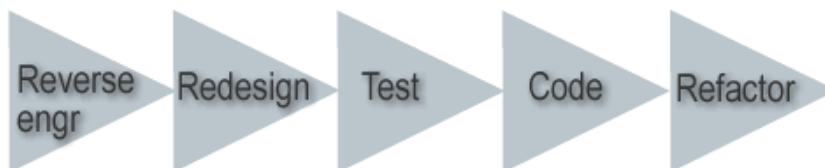
- Reverse engineering, defect fixing, enhancements
- Inputs in the form of bugs, tickets, CRFs
- Typical maintenance cycle



Code First Test Later



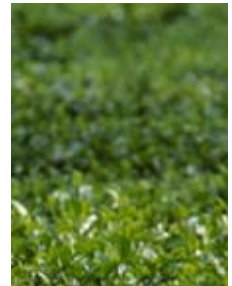
Test First Code Later



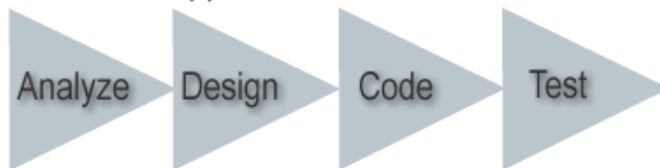


➤ Software development (Green field work)

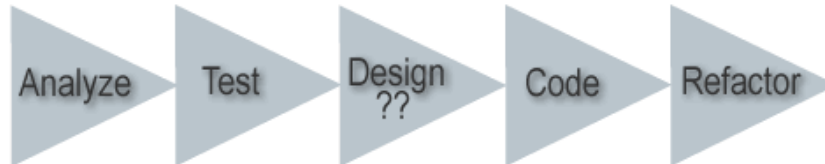
- Developing software from scratch
- Requirements in the form of use-cases/features/story cards
- Typical development cycle



Code First Approach



XP Approach

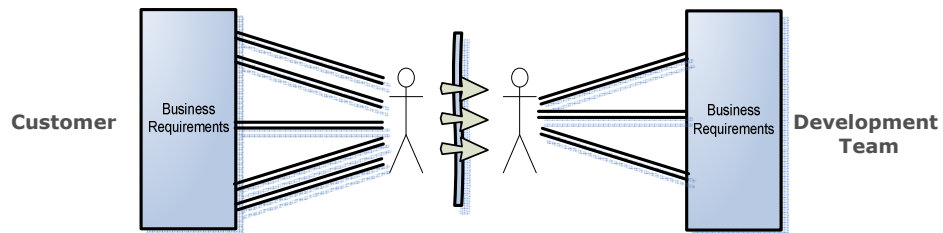




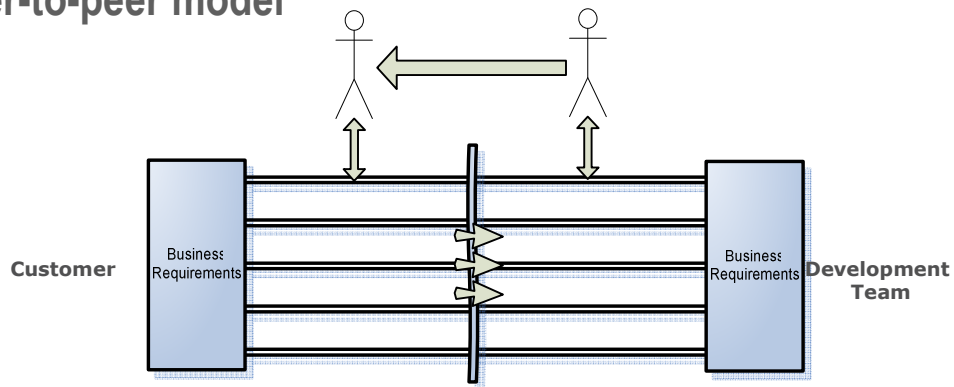
Offshore Consultancy model



Conduit model

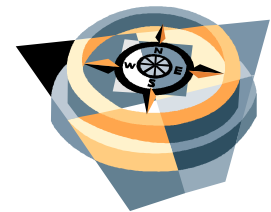
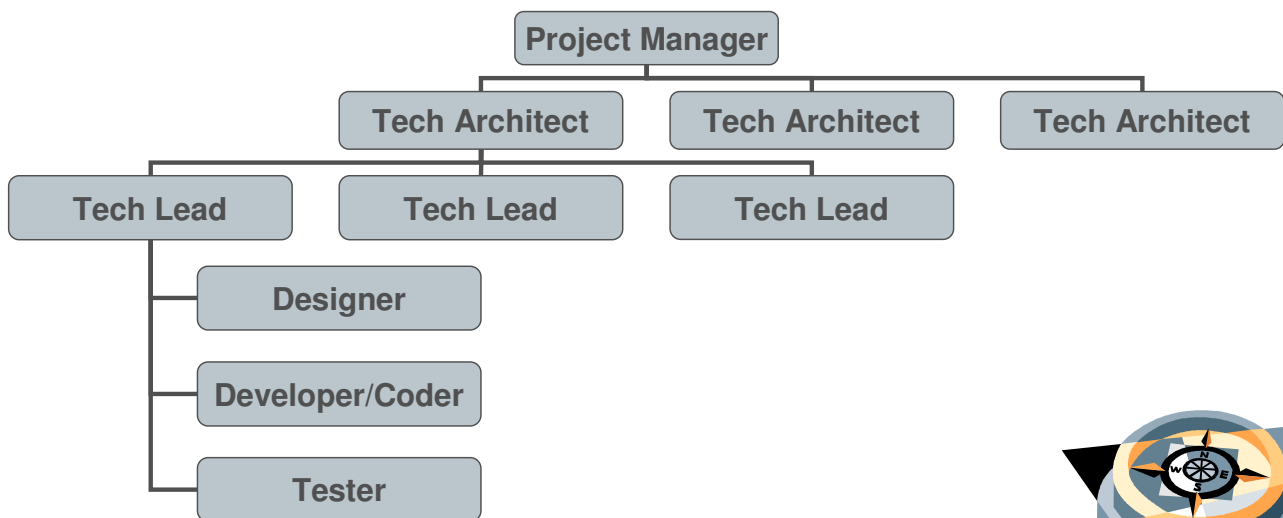


Peer-to-peer model





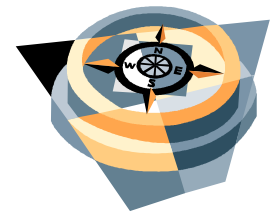
Designations (Crowns)





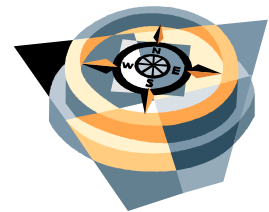
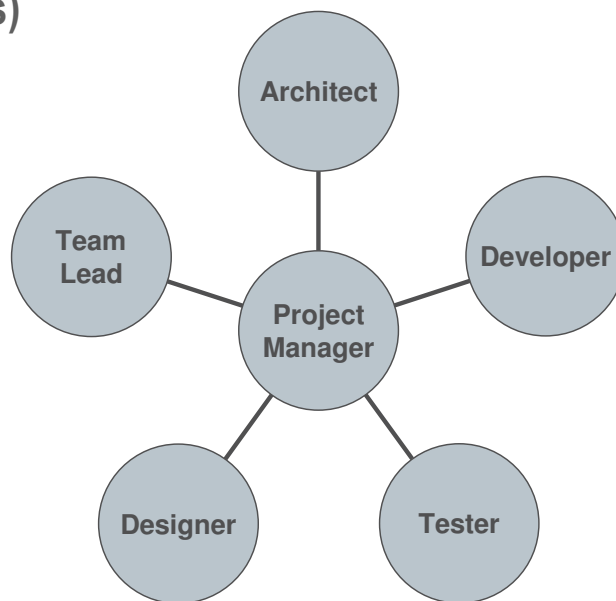
➤ Designations

- Why have designations ?
- Hierarchical org structure with multiple layers
- Gap between layers widens
- Knowledge sharing is restricted





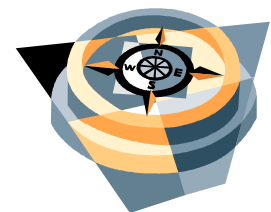
➤ Roles (Caps)





➤ Roles

- Flat / Matrix org structures
- Everybody is a consultant (management/technical)
- Team members change caps depending upon situations
- Increase in sense of ownership





Types of developers



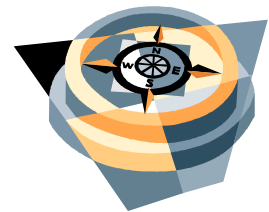
➤ Volunteers

- Self inspired
- Take technology initiatives
- Come up with ideas that build the team
- Implement innovative concepts discovered during work



➤ Followers

- Initial guidance needed to come up to speed
- Show progress after some hand holding exercise
- Need to be inspired to grow into volunteers





Types of developers



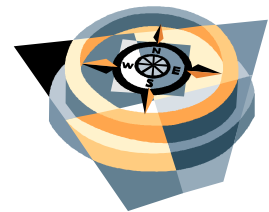
➤ Prima Donnas

- An expert developer
- Picky on work selection
- Project heavily depends on the developer
- Highest possibility of attrition



➤ Solos

- Introvert behavior, find pleasure working alone
- Tendency to get distracted working alone (surfing, chatting, spam mails, etc.)
- Gets stuck and not report them to save “losing face”
- Can resort to skimping steps (e.g. check in code without tests passing)





Developer Role



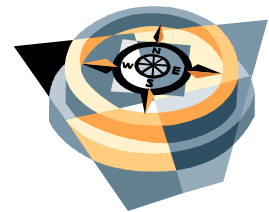
➤ Rights/Expectations

- Equal opportunity
- Democracy of choosing work based on capabilities
- Open culture within the team



➤ Duties/Responsibilities

- Group ownership
- Rotation of responsibilities
- Nobody remains just a follower, everybody volunteers!!!

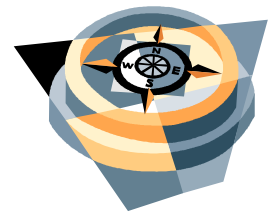




➤ Agile Developer Role



- Iteration plan meetings with developer participation vs. closed door PM project plan meetings
- Daily local offshore SCRUMS and onsite web conference SCRUMS vs. Daily status meetings/emails.
- Plan and execute in vertical slices of the app vs. traditional WBS into horizontal tasks.





“The great leader is first experienced as a servant to others.”

➤ **Leaders value volunteers**

- Recognize volunteers as VIPs

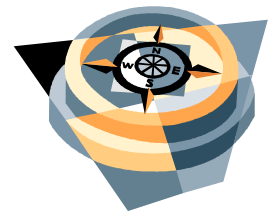


➤ **Encourage the hearts of followers**

- Help those around you discover, develop and use their talent

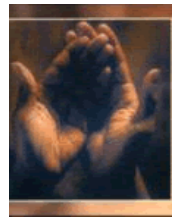
➤ **Help members focus ---- “Catch The Vision”**

- Know the Mission/Vision statement and keep it in front of everyone.





“The great leader is first experienced as a servant to others.”



➤ Challenge volunteers to stretch and grow

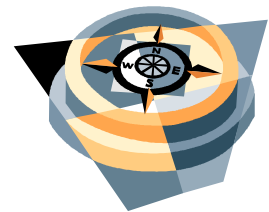
- Help build their confidence, to have high expectations of themselves. Then equip them and be their mentor. Eventually they would grow into mentors.

➤ Show appreciation

- Know our Mission/Vision statement and keep it in front of everyone.

➤ Affirm / Affirm / Affirm Your Volunteers

- Build some dollars into your budget for volunteer recognition. Personalize the recognition.





- Leverages junior developers by encouraging them to take simpler tasks rather than treating them as shadow resources.
- Is a hands-on developer : the team respects a hands-on mentor rather than a task delegating leader
- Different patterns of task delegation:-
 - task completion by volunteering
 - task completion by pure delegation
 - task completion by group negotiation





“Remember Sholay ... Kitne Aadmi The ? Do sarkar”

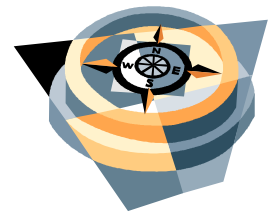
➤ Typical pair programming

- Passing the baton smoothly
- Online review
- Knowledge increases when shared (Reduces prima donnas)
- Mitigates attrition risk



➤ Variants

- Pairing volunteers with followers
- Pairing volunteers with volunteers





Questions

