



" Every year, we learn and strive to make the conference better. Based on last year's feedback, this year we've focused a lot on getting real practitioners to share their practical, first-hand experience. We've balanced this with the insights of real Gurus to present the broader picture.

Our goal is to organize a conference that we, ourselves would enjoy attending. I hope you walk away with fresh ideas that refine existing ones. "

Naresh Jain, Conference Chair, Agile India 2014

SCHEDULE	4
WORKSHOPS.	20
KEYNOTES.....	28
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08:30 - 09:00

Registration

09:00 - 10:00

Software Design in the 21st Century
Keynote

[Martin Fowler, Thoughtworks](#)

Grand Ball Room

10:00 - 10:15

Opening Talk
[Ellen Grove, Agile Partnership](#)

Grand Ball Room

10:15 - 10:30

Coffee/Tea Break

Grand Ball Room

Esquire

Sigma

10:30 - 11:15

Windows on Transformation:
Four Pathways to Grow a more Agile Enterprise
Intermediate Talk

[Lyssa Adkins, Agile Coaching Institute](#)
[Michael Spayd, Agile Coaching Institute](#)

10:30 - 11:15

From Lean Startup to Agile Enterprise (beyond IT)
Beginner Talk

[Evan Leybourn, Directing the Agile Organisation](#)

10:30 - 12:00

Achieving Enterprise Agility with the Scaled Agile
Framework... and Have Fun Doing It!
[Intermediate Tutorial](#)

Colin O'Neill, Scaled Agile, Inc.

11:30 - 12:15

The Enterprise Experiment!
Intermediate Talk

[Simon Reason, Bankwest](#)
[Michael Pollard, Bankwest](#)

11:30 - 12:15

Creating a Global Engineering Culture
Beginner Talk

[Doc Norton, Groupon](#)

12:00 - 12:30

[Presentation by HP \[Title Sponsor\]](#)

12:15 - 12:30

[Presentation by Siemens \[Theme Sponsor\]](#)

12:15 - 12:30

Lightning Talks (1)
Advanced Talk

12:30 - 13:30

Lunch

Grand Ball Room

Esquire

Sigma

13:30 - 14:15

Caramelising bad apples
Intermediate Talk

Phil Abernathy, Purple Candor

13:30 - 14:15

Experience report from Walmart
Intermediate Experience ReportBhavin Kamani, Gemba Tech
Abinav Munshi, Walmart Labs

13:30 - 15:00

Scaling XP Practices inside your organization using Train-the-Trainer Model
Advanced Workshop

Naresh Jain, Agile FAQs

14:30 - 15:15

Nokia Maps Agile Journey.....(Agile Transformation,
Scaling and Overcoming Challenges)
Intermediate TalkAllen Rutzen, Nokia
Sunil Roy, Nokia(Maps Division)

14:30 - 14:50

Crossing the T's and Dotting the I's
Intermediate Experience Report

Herry Wiputra, REA Group

14:55 - 15:15

From Practitioner to Coach
Beginner Experience Report

Aman King, ThoughtWorks

15:00 - 15:15

Presentation by Valtech [Gold Sponsor]

15:15 - 15:30

Coffee/Tea Break

15:30 - 16:15

Kanban through its Values: An Agenda for Scale
Intermediate Talk

Mike Burrows, David J Anderson & Associates Inc

15:30 - 16:15

Agile - An Australian Journey of Cultural Change
Beginner TalkFiona Mullen, Suncorp
Phil Abernathy, Purple Candor

15:30 - 17:00

Think Like an Agilist: Deliberate practice for Agile culture
Intermediate Workshop

Jason Yip, ThoughtWorks

16:30 - 17:15

Stories from 10 Years of Extreme Programming
Intermediate Talk

Corey Haines, Wavetable

16:30 - 17:15

Scaling from Project > Program > Portfolio - The Agile Transformation and Journey
Intermediate Case Study

Venkatraman L, InMobi

17:00 - 17:15

Lightning Talks (2)
Advanced Talk

17:30 - 18:30

Be Agile. Scale Up. Stay Lean. And Have More Fun
Beginner Talk

Dean Leffingwell, Scaled Agile Inc.

Grand Ball Room

17:30 - 18:30

Agile Art! Kick-Off
Beginner Workshop

Richard Kasperowski, With Great People

Sigma

18:30 - 19:15

Engendering Justice: Women, War and Peace
Keynote

Rae Abileah, CodePink

Grand Ball Room

19:30 - 19:45


Closing Talk

Ellen Grove, Agile Partnership

Grand Ball Room

20:00 - 23:00

Dinner, Agile Art and Networking



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08:30 - 09:00

Registration

09:00 - 10:00

Leveraging Global Talent for Effective Agility
Keynote

Todd Little, IHS Global

Grand Ball Room

10:00 - 10:15

Opening Talk
Ravi Kumar, Agile India 2014 & HCL Technologies Ltd.

Grand Ball Room

10:15 - 10:30

Coffee/Tea Break

Grand Ball Room**Esquire****Sigma****10:30 - 11:15**

Adopting Agile via Continuous Improvement - Your First
5 Days and Your Next 2 Years
Beginner Talk

Arlo Belshee, Microsoft

10:30 - 10:50

Meeting the challenges of agile principles: An offshore
Scrum Master perspective
Intermediate Experience Report

Pooja Wandile, Persistent Systems Ltd

10:30 - 11:15

Agile Mythbusters
Advanced Workshop

Naresh Jain, AgileFAQs

10:55 - 11:15

Robotic Warehouses, Alien Domain, Offshore
developers, Visionary customer : Saved by agile
Intermediate Experience Report

Vinodhini , Exilessoft
Thushara Wijewardena, Exilessoft

Grand Ball Room

Esquire

Sigma

11:30 - 12:15

Cross Geo Collaboration and Delivery of Intel's Tablet -
Scaled Agile and ALM Tools Story
Intermediate Case Study

Raj Anantharaman, Intel India

11:30 - 11:50

Retrospectives with large projects and (or) multiple
teams
Intermediate Experience Report

Abhilash Chandran, Xerox

11:30 - 12:15

Evolutionary Approach for Maturing Agile Adoption in IT
Services
Intermediate Talk

Ravi Kumar, Agile India 2014 & HCL Technologies Ltd.

11:55 - 12:15

Capacity Planning for Dynamic Teams
Intermediate Experience Report

Sudipta Lahiri, Digite Infotech

12:30 - 13:30

Lunch

13:30 - 14:15

Scaling Agile Engagement
Beginner Case Study

Kevin Austin, J.P. Morgan Chase

13:30 - 13:50

Introducing Agile Knowledge Transfer
Beginner Experience Report

Vinod Sankaranarayanan, ThoughtWorks
Pravin Kumar Thakur, TheTrainline.com

13:30 - 14:15

The Girl with the Chisel Tip Marker
Beginner Workshop

Lynne Cazaly

13:55 - 14:15

Travelogue - To LeanVille
Intermediate Experience Report

Harish Krishnaswamy, Software AG

Grand Ball Room

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Sigma

14:30 - 15:15

Distributed Product Owner Team for an Agile Medical Development
Advanced Case Study

Andrea Heck, Siemens AG Healthcare

14:30 - 14:50

A Principle-Centered Approach to Distributed Agile (OR)
Distributed Agile: Ten Guiding Principles
Beginner Experience Report

Raja Bavani, Mindtree

14:30 - 15:15

Multiple projects, different goals, one thing in common:
the codebase!
Intermediate Talk

Carlos Lopes, ThoughtWorks

14:55 - 15:15

3Cs for Agile Project Success - Critical Success Factors
& Proven Practices
Beginner Experience Report

Gopinath R, Aricent

15:15 - 15:30

Coffee/Tea Break

15:30 - 16:15

Rules of Simple Design
Beginner Tutorial

Corey Haines, Wavetable

15:30 - 15:50

Tale of an Off-shore Agile Scrum Implementation
Intermediate Talk

Joseph V, AON Inc

15:30 - 16:15

A Practical Guide to Setting up Distributed Agile
Projects
Beginner Talk

Tarang Baxi, ThoughtWorks
Chirag Doshi, ThoughtWorks

15:55 - 16:15

Transformation Vs Adoption
Intermediate Experience Report

Ebin John, Societe Generale Global Solution Center

Grand Ball Room

16:30 - 17:15

Mitigating clashing paradigms between Agile Development and ISO 9000
Advanced Talk

Mikael Gislen, Gislen Software Pvt. Ltd.

Esquire

16:30 - 16:50

Using Lean in Application Development to achieve competitive advantage and customer delight
Intermediate Experience Report

Balaji Ganesh N, WIPRO Technologies

16:55 - 17:15

Visualization and Agile Practices to the Rescue of Traditional Project
Intermediate Experience Report

Balaji.M, HCL Technologies
Srinath Chandrasekharan, HCL Technologies

Sigma

16:30 - 17:15

Let's Kill an Agile Project
Beginner Workshop

Evan Leybourn, Directing the Agile Organisation

17:30 - 18:15

The Broken State of Process Improvement in Software Development
Intermediate Talk

Chad Wathington, ThoughtWorks Studios

17:30 - 18:15

The secret shortcuts to Agile... (that won't get you there)
Advanced Talk

Ram Ramalingam, Oracle Financial Software Services

17:30 - 18:15

Remote Pair Programming
Beginner Demonstration

Johannes Brodwal, Exilesoft

18:30 - 19:30

Offshore Agile...An Oxymoron?
Panel Discussion with all our Speakers

Naresh Jain, AgileFAQs

Grand Ball Room

18:30 - 19:45

Closing Talk

Ravi Kumar, Agile India 2014 & HCL Technologies Ltd.

Grand Ball Room

20:00 - 23:00

Dinner, Agile Art and Networking

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08:30 - 09:00

Registration

09:00 - 10:00

How To Build Features People Will Want
Keynote

Ash Maurya, Spark59

Grand Ball Room

10:00 - 10:15

Opening Talk
Doc Norton, Groupon

Grand Ball Room

10:15 - 10:30

Coffee/Tea Break

Grand Ball Room

Esquire

Sigma

10:30 - 11:15

Ten Patterns of Database Refactoring
Beginner Talk

Pramod Sadalage, ThoughtWorks

10:30 - 11:15

Applying Lean UX to Capital Markets - Lessons From a
Year of Lean UX on Wall Street
Intermediate Talk

Michael Heydt, SunGard Global Services

10:30 - 12:00

Agile Development of Frontend Javascript using
AngularJS, Jasmine, Karma & Jenkins
Intermediate Tutorial

Daniel Zen, Zen Digital

11:30 - 12:15

Agility: Step 1: Discipline; Step 2: Make Awesome
Beginner Talk

Arlo Belshee, Microsoft

11:30 - 12:15

Self-management and Self-organization: Agile Games
with Motion
Beginner Workshop

Richard Kasperowski, With Great People

12:15 - 12:30

Presentation by Rally [Theme Sponsor]

12:15 - 12:30

Lightning Talks (3)
Advanced Talk

12:00 - 12:30

Presentation by JP Morgan [Title Sponsor]

12:30 - 13:30

Lunch

Grand Ball Room

Esquire

Sigma

13:30 - 14:15

Polyglot Programming and Agile Development
Advanced Demonstration

[Shashank Teotia, ThoughtWorks](#)
[Pramod Sadalage, ThoughtWorks](#)

13:30 - 13:50

Designing agile feedbacks for agile learning - an
experience report
Beginner Experience Report

[Tathagat Varma, \[24\]7 Innovations Labs](#)

13:30 - 15:00

Build Your Dreams: User Requirements Gathering with
LEGO Serious Play
Beginner Workshop

[Ellen Grove, Agile Partnership](#)

13:55- 14:15

Changing our Rhythm: Our Ongoing Journey towards
Continuous Delivery
Beginner Experience Report

[Sreerupa Sen, IBM](#)

14:30 - 15:15

Why The Project Paradigm Kills Innovation, and What To
Do Instead
Intermediate Talk

[Jez Humble, ThoughtWorks](#)

14:30 - 15:15

Continuous Refactoring at Amazon: A Case Study
Beginner Talk

[Mukesh Bhangria, Amazon](#)

15:00 - 15:15

[Presentation by ThoughtWorks \[Gold Sponsor\]](#)

15:15 - 15:30

Coffee/Tea Break

15:30 - 17:00

Building Creative Teams: Motivation, Engagement and
Retrospectives
Beginner Talk

[Cara Turner, Khanyisa Real Systems](#)

15:30 - 15:50

Using a modern web framework for big enterprise agile
project
Advanced Demonstration

[Mushtaq Ahmed, ThoughtWorks](#)

15:30 - 17:00

Practice agile programming with coding dojo
Beginner Workshop

[Johannes Brodwall, Exilessoft](#)

16:00 - 16:20

Hurdles: The sprint with Impediments on
the way to Automation
Beginner Experience Report

[Vinod Purushothaman, Envestnet, Inc](#)

Grand Ball Room

17:00 - 17:15

Presentation by CollabNet [Gold Sponsor]

Esquire

16:30 - 15:15

I am OK, You are OK
Beginner Workshop

Karthik Kamal Balasubramaniam, AgileFAQs
Deepak Dhananjaya, Societe Generale

Sigma

17:00 - 17:15

Presentation by PMI [Gold Sponsor]

17:30 - 18:15

Myth-busting Software Estimation
Intermediate Talk

Todd Little, IHS Global

17:30 - 18:15

Lean Roots to Grow, Wings to fly!
Beginner Talk

Nitin Ramrakhyani, Digite Inc

17:30 - 18:15

Pivoting Your Organization to Become Agile Testers
Beginner Talk

Howard Deiner, BigVisible Solutions

18:30 - 19:30

Beyond Agile Execution: Agility for Business and Impact
Keynote

Ryan Martens, Rally Software

Grand Ball Room

19:30 - 19:45

Closing Talk
Doc Norton, Groupon

Grand Ball Room

20:00 - 23:00

Dinner, Agile Art and Networking

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At Valtech, we believe technology is changing the world - our clients' world and our client's clients' world. We live and thrive at the crossroads where technology transforms the world by creating real value for real people. We use imagination and ingenuity to create a new world of digital experiences and we build the platforms to get there. As a full service company, Valtech delivers an unmatched variety of capabilities ranging from strategy and consulting to maintenance and optimisation, thereby enabling our clients to stay ahead of the game in a rapidly changing world.

We are an agile company. From software development in Scrum or other agile technologies to large-scale agile management transformations, we breathe agile and spread the agile word at our clients'. Agile enables us to work better together and with our clients following precise methodologies: defining objectives and identifying main issues from the start, focusing on clear priorities and providing rapid solutions where they matter most. We have over 50 agile trainers, coaches and consultants currently engaged with over 80 clients. We live up to the challenge, day after day.

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08:30 - 09:00

Registration

09:00 - 10:00

Unknown Knowns
KeynoteDave Thomas, Pragmatic Programmers, LLC
Grand Ball Room

10:00 - 10:15

Opening Talk
Tathagat Varma, [24]7 Innovations Labs

Grand Ball Room

10:15 - 10:30
Coffee/Tea Break

Grand Ball Room

Esquire

Sigma

10:30 - 11:15

Secrets of Growing an Innovation Culture
Intermediate Talk

Jez Humble, ThoughtWorks

10:30 - 11:15

Agile Coaching? Sure thing! What about Life Coaching in
Agile Thinking?
Beginner Talk

Victoria Schiffer, REA Group / realestate.com.au

10:30 - 12:00

Methodology Patterns: a Different Approach to Create a
Methodology for Your Project
Advanced Tutorial

Giovanni Asproni, Asprotunity Limited

11:30 - 12:15

Agile, Management 3.0, Holacracy...what next?
Advanced Talk

Tathagat Varma, [24]7 Innovations Labs

11:30 - 11:50

Should we stop using Story Points and Velocity?
Beginner Experience Report

Prasanna Vaste, Thoughtworks

11:55 - 12:15

Build - Measure - Learn : Without spending a fortune
Beginner Experience Report

Nikhil Joshi, PubMatic

12:30 - 13:30

Lunch

Grand Ball Room

Esquire

Sigma

13:30 - 14:15

Microsoft Visual Studio's Journey to Continuous Delivery
Intermediate Case Study

Vibhor Agarwal, Microsoft

13:30 - 14:15

Hiring (or Growing) the Right Agile Coach
Intermediate Talk

Lyssa Adkins, Agile Coaching Institute
Michael Spayd, Agile Coaching Institute

13:30 - 14:15

Scrum of One
Intermediate Demonstration

Elinor Slomba, E. Slomba Arts Interstices

14:30 - 15:15

The Quality Assurance Journey - From Waterfall to
Continuous Delivery
Intermediate Case Study

Roy Nuriel, HP Software

14:30 - 15:15

Strategies to Achieve Continuous Deployment for an
iPad Game Development
Intermediate Demonstration

Naresh Jain, Agile FAQs

14:30 - 15:15

The Sixth Force
Intermediate Talk

Phil Abernathy, Purple Candor

15:15 - 15:30

Coffee/Tea Break

15:30 - 16:15

Applying Agile to a Bootstrapped Startup
Beginner Talk

Venkat Kandaswamy, 3Five8 Technologies Pvt. Ltd

15:30 - 16:15

Automate across Platform, OS, Technologies with TaaS
Advanced Demonstration

Anand Bagmar, ThoughtWorks

15:30 - 17:00

The Conflict Paradox
Intermediate Workshop

Ram Srinivasan, Independent Consultant

16:30 - 17:15

Risky Business: Real Options for Software Development
Intermediate Talk

Todd Little, IHS Global

16:30 - 17:15

Net Promoter System for Agile Companies
Intermediate Talk

Bernd Schiffer, Bold Mover

17:00 - 17:15

Lightning Talks (4)
Intermediate Talk

17:30 - 17:45

Closing Talk

Tathagat Varma, [24]7 Innovations Labs

Grand Ball Room



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agile FAQs

<http://agilefaqs.com>

Feb 25, 9:00 AM - Feb 25, 6:00 PM (One Day)

[Corey Haines](#)

Code Retreat

Coderetreat is a day-long, intensive practice event, focusing on the fundamentals of software development and design. By providing developers the opportunity to take part in focused practice, away from the pressures of 'getting things done', the coderetreat format has proven itself to be a highly effective means of skill improvement. Practicing the basic principles of modular and object-oriented design, developers can improve their ability to write code that minimizes the cost of change over time.

Over the past nearly three years, I have travelled around the world, facilitating over 30 coderetreat trainings. Along the way, I shared the formula and facilitation techniques, so that others could learn to effectively facilitate this event. This has served the goal of increasing the number of skilled facilitators who understood the fundamental goals and techniques behind the coderetreat training format.

Spending a day participating in a coderetreat is an ideal way to increase your development team's skills.

[Click for more details about the workshop...](#)

Speakers

Corey Haines is the Creator, Code Retreat He started programming at the age of 10, on a computer his father (also a programmer) bought for him. He played lots of computer games, and when he couldn't win the games, he learned to read the source code and edit the outcome. These "winning games" were his first software programs. He continued to hack, grew up, and began working as a professional software developer.

After 12 years of coding for money, Corey said: "Enough!" - and went on a year-long, Journeyman pair-programming tour. Travelling the world, coding for room and board, he spent his time teaching, learning, and living. Imagine a bee that cross pollinates software knowledge instead of flowers, that bee was Corey. And instead of wings, he had a little red car.

Since that tour ended in 2009, Corey has focused his attention on helping developers improve their fundamental software design skills through the use of focused-practice events, such as Coderetreat. He also consults for business owners, helping them get the most value out of their software strategies. When not on the road, he spends his time building projects and products.

Feb 25, 9:00 AM - Feb 25, 6:00 PM (One Day)

[Chirs Browne](#)

Rally Advanced User

In this one-day workshop you will advance your Rally skills in Rally ALM and Scaling Agile with Rally RPM by learning how to help teams build dashboards and custom pages that support Agile practices and thinking, and guide your Organisation on how to scale Agile with Rally and continuously improve user skills and capabilities

Workshop Topics

- Team Level Visibility with Rally ALM
 - Build Dashboards and Custom Pages
 - Using Kanban on a Team
 - Agile Health Check with Rally
- Scaling Agile with Rally
 - Scaling Agile Beyond the Team
 - Scaling Agile with Rally
 - Program Visibility with Portfolio Items
 - Program and Portfolio Kanban
- Open Discussion
 - Q & A or Open Space with Rally Coach on topics of interest to the class attendees

[Click for more details about the workshop...](#)

Speakers

Chris Browne is the Agile Coach at Rally Software and Application Developer with a passion for helping organizations learn how to innovate. A fan of hackathons, design thinking and automated testing, Chris is able to leverage his experiences as a developer and test automation engineer to help teams improve their processes and supporting tools/infrastructure. Besides helping teams improve, he also develops custom extensions for the Rally application to help better integrate the tool with a customer's current environment and needs.

A former triathlete and photographer, Chris now spends his free time producing music and DJing.

Feb 25, 9:00 AM - Feb 25, 6:00 PM (One Day)

Dean Leffingwell

Leading SAFe

Derived from the industry leading two-day course, Leading the Lean Agile Enterprise with the Scaled Agile Framework, this one-day workshop introduces the participants to the Values, Principles and Practices of the Scaled Agile Framework.

Targeted at executives, managers, consultants, and Agile change agents responsible for leading a Lean|Agile change initiative in the larger enterprise, through a mix of tutorial and hands on exercises, participants will learn about Lean and Agile software development and how to apply the Scaled Agile Framework in their enterprise context.

Modules include:

- Lean Thinking and Product Development Flow
- Agile development
- Enterprise Agile Team practices
- The Agile Release Train for value delivery
- Agile Portfolio Management and
- Principles of Lean Leadership

[Click for more details about the workshop...](#)

Speakers

Dean Leffingwell, software industry veteran and Lean Systems Society Fellow, has spent his career helping software teams achieve their goals. A renowned methodologist, author, serial entrepreneur and industry executive, Mr. Leffingwell is the author of Agile Software Requirements, Scaling Software Agility, and Managing Software Requirements, all from Addison-Wesley. His most recent project is the Scaled Agile Framework® (scaledagileframework.com), a public-facing website which describes a comprehensive system for scaling Lean and Agile practices to the largest software enterprises.

Feb 26, 9:00 AM - Feb 26, 6:00 PM (One Day)

Dave Thomas

Advanced Ruby

Spend a day with Dave Thomas (pragdave) as we explore some of the more advanced features of Ruby 2.0.

Content includes

- The Ruby Object Model
- Sharing Behavior
- Dynamic Code
- Domain Specific Languages (if time permits)
- Hook Methods (if time permits)
- Design in a Dynamic Language (if time permits)

Overall Course Structure

The course alternates presentations with student coding exercises. We encourage an informal atmosphere, with lots of questions. Attendees are encouraged to share their experiences.

Prerequisites

You should be comfortable with basic Ruby programming. You should know how to create code with classes, modules, methods, and blocks.

You should bring a laptop with Ruby 1.9 or 2.0 installed - you'll use it to do the labs.

The Speaker

Dave Thomas is a Programmer, Pragmatic Programmers, LLC

Co-author of The Pragmatic Programmer, Programming Elixir, Programming Ruby, The Pragmatic Starter Kit, Agile Web Development with Rails. Speaker. Trainer. Publisher. But mostly, he is a programmer.

Feb 27, 9:00 AM - Feb 28, 5:00 PM (Two Days)

Ash Maurya

Running Lean

Most products fail. Not because we fail to build what we set out to build, but because we waste time, money, and effort building the wrong product.

In this 2-day hands-on workshop, you'll learn a systematic methodology, developed through rigorous testing of Lean Startup, Customer Development, and Bootstrapping techniques on hundreds of products, that will show you exactly how to build what people want.

Who Should Attend

This workshop is designed for Entrepreneurs, Intrapreneurs, and other Visionaries charged with bringing bold new ideas to life.

[Click for more details about the workshop...](#)

The Speaker

Ash Maurya is the founder of Spark59, author of Running Lean, and creator of Lean Canvas.

Ash has spent the last four years teaching and refining this methodology through numerous workshops and bootcamps around the world in Austin, Barcelona, Boston, London, Dublin, Amsterdam, Mexico City, Santiago, Toronto, Tokyo, Halifax, Prague, Montreal, Vancouver, Rio de Janeiro, and Sao Paulo.

He has worked with companies ranging from 1 person startups to large enterprises such as Intel, Dell, NPR, Amazon, and taught at a number of universities including Stanford, MIT, Harvard, Berkeley, and UT Austin.

Feb 27, 9:00 AM - Feb 28, 5:00 PM (Two Days)

Michael Spayd, Lyssa Adkins

Coaching Agile Teams (2D)

Coaching Agile Teams is a two day class for experienced Agilists who wish to dramatically increase their overall agile coaching skills, including in the areas of Teaching, Mentoring, Facilitation, and Professional Coaching. Further, the class covers basics of team dynamics and team startup/reset. The course is highly interactive and experiential: we have never had anyone complain of being bored! (Note: The 2-day course is part of a class certification -- ICAgile Professional -- in Agile Coaching accredited by the International Consortium for Agile within their Agile Facilitation and Coaching track. If you want to obtain the certification, you must also take an additional 7-week tele-class, which is not included in the 2-day class price.) The 2-day class counts as 14 SEUs by the Scrum Alliance. If you are intending to receive ICAgile credit at some point, you must attend the entire 2-days.

Who Would Benefit from the Class

- Experienced ScrumMasters, Agile Project Managers, Iteration Managers who want a fuller understanding of the complete range of agile coaching skills.
- Agile Coaches who want to expand their skill set and gain the ability to break-through previously intractable problems on their teams.
- Agile managers, Product Owners and others wishing to access a broader range of skills in working with their teams.
- Additionally, this class is for you if:
 - You've had a few experiences as an agile coach and it just doesn't seem to be working for you.
 - You are not sure if the agile coach role is really right for you.
 - Your job has become routine and your teams just seem to be going through the motions.
 - Your teams understand the practices and are doing ok, but not getting the fabulous results you imagined.
 - You're an awesome agile coach who wants additional skills to help you become a Certified Scrum Coach.
 - You are spread across many agile teams because your managers think agile coaching is not a full-time job.

[Click for more details about the workshop...](#)

Speakers

Michael Spayd is the Founder, The Agile Coaching Institute. For more than 20 years, he has worked as an organizational change coach and consultant, with Fortune 500, small businesses and non-profits. For 12 years he has specialized in large-scale Agile transformation efforts, working with numerous organizations, leaders, and dozens and dozens of teams in that time. [More...](#)

Lyssa Adkins is the Founder, The Agile Coaching Institute. Since 2004, she has taught Scrum and Agile Coaching to well over a thousand students, coached many agile teams, and served as master coach to scores of apprentice coaches. Prior to agile, she had more than fifteen years of expertise leading project teams and groups of project managers (She was even a PMO Director - twice!), yet nothing prepared her for the power of agile done simply and well. [More...](#)

Feb 27, 9:00 AM - Feb 27, 6:00 PM (One Day)

[Jez Humble](#)

Continuous Delivery

Getting software released to users is often a painful, risky, and time-consuming process. This tutorial sets out the principles and technical practices that enable rapid, incremental delivery of high quality, valuable new functionality to users. Through automation of the build, deployment, and testing process, and improved collaboration between developers, testers and operations, delivery teams can get changes released in a matter of hours, sometimes even minutes, no matter what the size of a project or the complexity of its code base.

In this tutorial we take the unique approach of moving from release back through testing to development practices, analyzing at each stage how to improve collaboration and increase feedback so as to make the delivery process as fast and efficient as possible. At the heart of the tutorial is a pattern called the deployment pipeline, which involves the creation of a living system that models your organization's value stream for delivering software. We spend the first half of the tutorial introducing this pattern, and discussing how to incrementally automate the build, test and deployment process, culminating in continuous deployment.

In the second half of the tutorial, we introduce agile infrastructure, including the use of Puppet to automate the management of testing and production environments. We'll discuss automating data management, including migrations. Development practices that enable incremental development and delivery will be covered at length, including a discussion of why branching is inimical to continuous delivery, and how practices such as branch by abstraction and componentization provide superior alternatives that enable large and distributed teams to deliver incrementally.

[Click for more details about the workshop...](#)

Speakers

Jez Humble is a Principal at ThoughtWorks Studios and co-author of the Jolt Award winning Continuous Delivery, published in Martin Fowler's Signature Series (Addison Wesley, 2010). He has worked with a variety of platforms and technologies, consulting for non-profits, telecoms, financial services, and online retail companies. His focus is on helping organisations deliver valuable, high-quality software frequently and reliably through implementing effective engineering practices.

Mar 3, 9:00 AM - Mar 5, 5:00 PM (Three Days)

[Lyssa Adkins](#), [Michael Spayd](#)

Coaching Agile Teams (3D)

The Mindset and Skills of Great Agile Coaching

A Three Day Workshop for Experienced Agilists

Coaching Agile Teams is a three day class for experienced Agilists who wish to dramatically increase their overall agile coaching skills, including in the areas of Teaching, Mentoring, Facilitation, and Professional Coaching. Further, the class covers basics of team dynamics, team startup/reset, the individual change cycle, helping people through agile role transitions, and working with team conflict. The course is highly interactive and experiential: we have never had anyone complain of being bored! The 3-day course results in a class certification (ICAgile Professional) in Agile Coaching by the International Consortium for Agile within their Agile Facilitation and Coaching track and counts as 21 SEUs by the Scrum Alliance. Since this course is accredited by ICAgile as part of the Agile Facilitation and Coaching certification track, you must attend the entire time to receive ICAgile credit.

Who Would Benefit from the Class

- Experienced ScrumMasters, Agile Project Managers, Iteration Managers who want a fuller understanding of the complete range of agile coaching skills.
- Agile Coaches who want to expand their skill set and gain the ability to break-through previously intractable problems on their teams.
- Agile managers, Product Owners and others wishing to access a broader range of skills in working with their teams.
- Additionally, this class is for you if:
- You've had a few experiences as an agile coach and it just doesn't seem to be working for you.
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- Your teams understand the practices and are doing ok, but not getting the fabulous results you imagined.
- You're an awesome agile coach who wants additional skills to help you become a Certified Scrum Coach.
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[Click for more details about the workshop...](#)

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Feb 26 09:00 AM - 10:00 AM (60 mins)

Software Design in the 21st Century

Martin Fowler, ThoughtWorks

In the last decade or so we've seen a number of new ideas added to the mix to help us effectively design our software. Patterns help us capture the solutions and rationale for using them. Refactoring allows us to alter the design of a system after the code is written. Agile methods, in particular Extreme Programming, give us a highly iterative and evolutionary approach which is particularFeb 26 09:00 AM - 10:00 AM (60 mins)

ly well suited to changing requirements and environments. Martin Fowler has been a leading voice in these techniques and will give a suite of short talks featuring various aspects about his recent thinking about how these and other developments affect our software development.

Feb 27 09:00 AM - 10:00 AM (60 mins)

Leveraging Global Talent for Effective Agility

Todd Little, IHS Global

A major challenge in agile development is the ability of test teams to keep pace with ongoing development while simultaneously ensuring that new development has not created regression failures. This case study from Halliburton shows how together with two globally distributed outsourcing partners they developed a comprehensive test automation strategy for their agile teams that effectively leveraged both in house and outsourced activities. This approach resulted in a significant quality improvement from prior releases.

Feb 26 06:30 PM - 07:15 PM (45 mins)

Engendering Justice: Women, War and Peace

Rae Ablileah, CodePink

One in three women will be raped or beaten in her lifetime. Half of the seven billion global population are women so that means one billion women alive now will, or have been, beaten or raped or beaten. Women and children are disproportionately affected by war and occupation as well. And yet numerous studies illustrate how uplifting women's work and leadership can strengthen the whole society and economy. Women are at the forefront of global campaigns challenging militarism and violence, and working to redirect resources into health care, education, green jobs and other life-affirming activities. What can we learn from these women and their successes thus far? How can the technology sector support this crucial work? How do these social movements stay agile to rapidly respond to breaking news while building a long-term progressive movements for deeper social, economic and environmental justice? As Arundhati Roy said, "Another world is not only possible, she is on her way. On a quiet day, I can hear her breathing." In this talk, Rae Abileah will share visionary examples of women-led work for peace and justice and explore the paradigm shift needed for equality, human rights, and justice for all.

Feb 27 06:30 PM - 07:30 PM (60 mins)

Offshore Agile...An Oxymoron?

Panel discussion with all our Speakers

Feb 28 06:30 PM - 07:30 PM (60 mins)

Beyond Agile Execution: Agility for Business and Impact

Ryan Martens, Rally Software

Agile is not just a process change, its a mindset change for most. With faster time to market, better feedback and highly functioning teams, the Agile mindset opens our eyes to a better way of working as humans on large complicated and complex problems. Combining it with the concepts of Lean Startup, it delivers another leap in team capacity and capabilities. It also opens the possibilities of using agility for more than just software development.

Do you wonder how can we drive innovation in a disciplined way to tame our world's toughest problems? Can we apply the lessons learned from Agile and Lean Startup? Over the past three years, we've been able to apply agility at a new level, beyond business impact. Through our corporate social responsibility effort, "Rally for Impact", we aim to apply the agile mindset to mobilize citizen engineers to serve our communities and protect the planet. I want you to consider this growth path for yourself and your agile teams.

Let's open the world's mindset to a better way to empathize, explore and execute in these complex times.

Feb 28 09:00 AM - 10:00 AM (60 mins)

How To Build Features People Will Want

Ash Maurya, Spark59

Most products fail. Not because we fail to build what we set out to build, but because we waste time, money, and effort building the wrong product.

In this talk, I'll share our lean product development process that utilizes continuous customer feedback loops to ensure you don't go astray and instead build products people (will) want.

Mar 01 09:00 AM - 10:00 AM (60 mins)

Unknown Knowns

Dave Thomas, Pragmatic Programmers, LLC

In 2002, Secretary of Defense Donald Rumsfeld introduced us to the concepts of known knowns, known unknowns, and unknown unknowns. But he left out Unknown Knowns, things that we know without knowing it. And it turns out that these Unknown Knowns are actually the biggest category of knowledge - tacit knowledge.

As developers, we work with knowledge: knowledge of the problem domain, knowledge of our tools, knowledge of our techniques, and knowledge of each other. So getting good at accumulating tacit knowledge is important.

This talk will look at how we are poorly served by most of the current ways we are taught to be better developers. Can we do better? Only if we stop talking and start showing. Let's see why.

Case Study

Feb 26 04:30 PM - 05:15 PM (45 mins), Esquire

Scaling from Project > Program > Portfolio - The Agile Transformation and Journey

Intermediate level

Venkataraman L, InMobi

The case in point is a journey of Agile transformation when the organization was looking to manage releases through shorter iteration cycles. As the journey began, the organization had to leapfrog into 3x growth in terms of both people and business needs due to a round of substantial investor funding.

The agile transformation started with just 6 teams in the organization and due to the nature of the team structure, the 3-member PMO team did not have the luxury for pilot projects and had to simultaneously roll out at one go across the 6+ component teams.

In a span of 6 months, the number of teams grew to 12+ and the number of releases more than doubled. Also, 80% of the releases cut across more than 3 teams and the challenge was to keep the process pretty lean. PMO team worked closely with key stakeholders from Product, Engineering, Architecture and Operations to formulate and roll-out a simple 3 step process that aided the teams to deliver releases better than before. Here is when the organization leaped from project to portfolio of releases cutting across 10+ themes. Similar to what is quoted in the "Scaled Agile Framework" which the PMO tripped more...

Experience Report

Feb 26 02:30 PM - 02:50 PM (20 mins), Esquire

Crossing the T's and Dotting the I's

Intermediate level

Herry Wiputra, REA Group

The term "cross functional team" has been made popular by the Agile movement. In cross functional team, we put people with different roles to work together for a common goal/purpose. I have seen this worked really well in many agile teams. People are no longer on silo and everyone have better understanding what each other's role is and consequently, what each other do. This leads to better self organising within the team.

However, I strongly believe we can take this concept to the new level. The concept of cross functional team should be extended to not just the team but also to the individuals within the team. Scott Ambler wrote an essay on "Generalising Specialist". The term T-shaped developer was introduced by Mary and Tom Poppendieck in her famous book "Lean Software Development". By nature, people don't like to get out of their comfort zone, hence the tendency to keep working in area that they are familiar with. When leaders can create an environment where everyone is encouraged to learn, grow and make mistakes, amazing things can happen.

In my experience leading teams, I have witnessed many transformations that enabled individuals to go beyond their traditional role, such as a [more...](#)

Experience Report

Feb 26 01:30 PM - 02:15 PM (45 mins), Esquire

Experience report from Walmart

Intermediate level

Bhavin Kamani, GembaTech

Abinav munshi, Walmart Labs

Agile processes are the new order of IT implementations. These talk will elaborate on our experience and learnings during agile process implementation at Walmart.

We will touch upon following 3 key areas and our learnings that helped us scale agile in large enterprises.

- Process Visualization - Our learnings related to visualization of existing processes and practices and how it helped us identify signals from noise
- Product Backlog Elaboration - In a complex and large programs product backlog management and role of product owner needs to be revisited.
- Team Working Agreement - This is particularly crucial for scaling agile as dependency management is one of the key aspects of enterprise agile implementation.

We will conclude with our key learning of how processes need to be continuously evolved in large scale implementation.

Experience Report

Feb 26 02:55 PM - 03:15 PM (20 mins), Esquire

From Practitioner to Coach

Beginner level

Aman King, ThoughtWorks

Are you an Agile Practitioner? Or are you responsible for Agile transformation?

Organizations that have begun their Agile journey welcome the guidance of an experienced Agile Coach. But external guidance cannot continue indefinitely as the only way to scale

If you are in an Agile team, are you prepared to take on the coaching role for other teams once your Agile Coach moves on? If you are a manager, are you looking at grooming in-house coaches to scale and self-sustain transformation?

The transitioning of practitioners into coaches can be key to your Agile journey. Individuals get to build on their potential, while the organization becomes more self-reliant.

This session explores my personal journey from practitioner to coach. It should help you too in taking that first jump into the role of a coach. I will share real-world examples of dealing with on-the-fly situations, and of preparing upfront where possible. I will recommend resources, and mention handy techniques that should be in a coach's toolkit. The session essentially provides a kick-start for first-time coaches.

Talk

Feb 26 03:30 PM - 04:15 PM (45 mins), Esquire

Agile - An Australian Journey of Cultural Change

Beginner level

Fiona Mullen, Suncorp

Phil Abernathy, Purple Candor

How did one of Australia's leading financial services organisation become the biggest Agile transformation story in the Southern hemisphere and what did we learn?

The Suncorp Group leads in general insurance, banking, life insurance, superannuation and investment brands within Australia and New Zealand. The Group has 16,000 employees and relationships with nine million customers. It is a Top 20 ASX listed company with over \$93 billion in assets.

In 2007, we embarked on our Agile journey of cultural change. In this talk we will cover the strategy taken, the roadblocks we came across, the mistakes we made and the achievements along the way.

You will learn how to tackle an Agile transformation, what to do and what NOT to do, where to start and what to expect and most of all what impact it will have, both negative and positive.

Today Suncorp are seen as market leaders in Agile and are known globally for the [Agile Academy](#) which was designed for both staff and also the external market.

The role of the Agile PMO, how to get infrastructure to work Agile, what about all those legal challenges, the cultural differences and the resistance to change? These are [more...](#)

Talk

Feb 26 05:30 PM - 06:30 PM (60 mins), Grand Ball Room

Be Agile. Scale Up. Stay Lean. And Have More Fun

Beginner level

Dean Leffingwell, Scale Agile Inc.

Scrum, XP, and Kanban have been proven to provide step changes in productivity and quality for software teams. However, these methods do not have the native constructs necessary to scale to challenges of building enterprise class software systems. What the industry desperately needs is a solution that moves from a set of simplistic, disparate, development-centric methods, to a scalable, unified approach that addresses the complex constructs and additional stakeholders in the organization- and enables realization of enterprise-class product or service initiatives via aligned and cooperative solution development.

In this talk, Dean Leffingwell describes how to accomplish this with the Scaled Agile Framework, a publicly - accessible knowledge base of proven Lean and Agile practices for enterprise-class software development. He approaches the problem from the perspectives of Lean thinking and principles of product development flow, illustrating how these core principles help deliver business results at scale, while keeping the development system - and the enterprise - lean and responsive to rapidly changing market needs. And since winning is more fun, he'll also describe some of the personal benefits that come when teams master the art of delivering better enterprise-class software, at an ever faster pace.

Talk

Feb 26 01:30 PM - 02:15 PM (45 mins), Grand Ball Room

Caramelising bad apples

Intermediate level

Phil Abernathy, Purple Candor

‘One bad apple soils the barrel’ is a very true saying even in an Agile environment. Not identifying and managing poor behavior and performance can completely undermine any Agile transformation effort.

How can Leaders, both within and external to Agile teams, set higher standards of accountability and hold people to it? Is self organization, peer pressure and the wisdom of the crowd enough to handle the wiles of organisational psychopaths?

The fact remains that most teams will have a few difficult personalities and underperforming members.

Agile is seen in many senior management circles as a softer, less accountable, way of working. Is that true?

This talk will delve into how the human psyche works, drawing on latest studies in neuro and psycho analysis, combined with Harvard studies, to outline the best ways to define, identify and deal with ‘bad apples’ in an Agile environment while honouring the values and principles of Agile.

Talk

Feb 26 11:30 AM - 12:15 PM (45 mins), Esquire

Creating a Global Engineering Culture

Beginner level

Doc Norton, Groupon

Creating a Global Engineering Culture

Talk

Feb 26 10:30 AM - 11:15 AM (45 mins), Esquire

From Lean Startup to Agile Enterprise (beyond IT)

Beginner level

Evan Leuybourn, Directing the Agile Organisation

Traditional models of management and corporate governance are failing to keep up with the needs of the modern economy. Change, both technological and cultural, is occurring at faster rates than ever before. In this climate, modern enterprises will live or die on their ability to adapt. This is where Agile, and Agile Business Management, come in. Agile is change; changing how you think, changing how you work and changing the way you interact. This is important whether you are a software developer or a CEO.

In this presentation, Evan will provide engaging and enlightening case studies of Agile beyond IT; from lean startups to large enterprises. These will be reinforced with practical approaches for the leadership of teams, divisions and businesses.

Taking the successful concepts and methods from the Agile movement and Evan's new book, [Agile Business Management](#) is a framework for the day-to-day management of organisations regardless of industry, size or location. We will discuss processes, techniques, and case studies for the 4 key domains from Agile Business Management;

1. You, the Agile Manager - What makes a good manager and how do their responsibilities change?
2. Integrated Customer Engagement - Collaboration and communication techniques to build trust and deliver Customer needs [more...](#)

Talk

Feb 26 03:30 PM - 04:15 PM (45 mins), Grand Ball Room

Kanban through its Values: An Agenda for Scale

Intermediate level

Mike Burrows, David J Anderson & Associates Inc

Introducing the Kanban method through a 3-layered value system - a familiar core that stimulates and drives change, a middle layer that is about direction and alignment, and a protective outer layer of discipline and working agreements.

This humane, values-centric model aligns Kanban with the concept of the Learning Organisation and suggests ways to seek resonances with other methods. It has some practical benefits too: it can help us engage more effectively with the organisation as it currently is; it encourages us to self-reflect on our effectiveness as agents of change; it provides a convenient framework for the capture of stories.

Talk

Feb 26 02:30 PM - 03:15 PM (45 mins), Grand Ball Room

Nokia Maps Agile Journey.....(Agile Transformation, Scaling and Overcoming Challenges)

Intermediate level

Allen Rutzen, Nokia

Sunil Roy, Nokia (Maps Division)

We (at Nokia Maps Division) began our Agile Journey in 2009, with a Top Down approach for Agile Transformation. The formation of an Agile Working Group (with members having Agile experience behind them) at two major sites was instrumental in shaping the transformation and scaling and also overcoming the challenges from time to time.

The challenges were huge, but our spirit was bigger, and the high level strategy was decided. Interestingly, the Agile Working Group itself ran the whole Transformation and Scaling program using Agile values and Scrum frame work. Scrum was also used as the preferred framework for the agile projects (after success in our pilots), except where Scrum would not work. Kanban or hybrid methods were used in those few teams.

What were the challenges faced, and how did we overcome them?
What values helped us in our transformation journey?
How did we migrate to the Scaling phase? What helped us in scaling and stabilizing?
Can we rest easy now? Of course not!
What are the next steps? And of course, the challenges ahead?

Let us share our Nokia Agile journey with you, and help you all be successful too, in your Agile journey!

Talk

Feb 26 04:30 PM - 05:15 PM (45 mins), Grand Ball Room

Stories from 10 Years of Extreme Programming

Intermediate level

Corey Haines, Wavetable

10 years ago I was introduced to Extreme Programming. Since then, I've been an avid practitioner, applying the techniques and values to my life as a software developer. Over that time, I've bounced between many extremes, learning and reflecting on the value that I get when building systems both for myself and for others.

In this talk, I'll share some of those learnings and how my life as a software developer has changed with the times.

Talk

Feb 26 11:30 AM - 12:15 PM (45 mins), Grand Ball Room

The Enterprise Experiment!

Intermediate level

Simon Reason, Bankwest

Michaeil Pollar, Bankwest

Ever wondered what it's like to experiment in Agile? Ever thought when you started to scale Agile, you would get it right first time? Ever thought Agile adoption is full of experiments? We did! This session explores real world learning and observations when attempting to mature organisations from single team project based Agile to a Scaled Agile framework.

This will be a fun and interactive session where will be using live experiments that highlight the purpose, result and our observations. Each experiment, as any Agilist would attest to, creates more unanswered questions, additional problems to solve and more opportunities to try out new hypotheses.

Talk

Feb 26 10:30 AM - 11:15 AM (45 mins), Grand Ball Room

Windows on Transformation: Four Pathways to Grow a more Agile Enterprise

Intermediate level

Lyssa Adkins, Agile Coaching Institute

Michael Spayd, Agile Coaching Institute

It is easy to envision a more Agile enterprise, yet we have found as a community it is quite difficult to accomplish. The transformation process goes on in many dimensions and unless we have a framework that helps us see from each of those perspectives, our efforts are much more likely to fall short. Based on Michael Spayd's upcoming book, Coaching the Agile Enterprise, this session will (literally) walk you through each of the four fundamental perspectives and the power and limitation of each.

We will explore together approaches that are suitable to each perspective and how to activate them in your team, division or organization.

Tutorial

Feb 26 10:30 AM - 12:00 PM (90 mins), Sigma

Achieving Enterprise Agility with the Scaled Agile Framework...and Have Fun Doing It!

Intermediate level

Colin o'Neill, Scaled Agile, Inc.

Scrum, XP, Kanban and related methods have been proven to provide step changes in productivity and quality for software teams. However, these methods do not have the native constructs necessary to scale to the enterprise. What the industry desperately needs is a solution that moves from a set of simplistic, disparate, development-centric methods, to a scalable, unified approach that addresses the complex constructs and additional stakeholders in the organization—and enables realization of enterprise-class product or service initiatives via aligned and cooperative solution development.

Workshop

Feb 26 01:30 PM - 03:00 PM (90 mins), Sigma

Scaling XP Practices inside your organization using Train-the-Trainer Model

Advanced level

Naresh Jain, Agile FAQs

How do you effectively scale skill-based, quality training across your organization?

Over the years, I've experimented with different ideas/models to scaling skill-based training across an organization. In the last 4 years, I've pretty much settled down on the following model. Its very useful when mentoring teams on skills like Test-Drive-Development (TDD), Behavior-Driven Development (BDD), Product Discovery, Writing User Stories, Evolutionary Design, Design Patterns, Problem Solving, etc. I've successfully implemented this model at some very prominent fortune 500 enterprises.

The goal of this workshop is to explore what other successful models organized have used to scale skill-based training in their organization.

Workshop

Feb 26 03:30 PM - 05:00 PM (90 mins), Sigma

Think Like an Agilist: Deliberate practice for Agile culture

Intermediate level

Jason Yip [ThoughtWorks](#)

If I say, culture is important to adopting Agile, most people will just agree without even thinking too much about it. But what is meant by "culture"? Why is it important?

Culture is not typical behaviour; it is not what we say we value (but don't actually do). Culture is our basic assumptions of how things work. Culture is the logic we use to think through and respond to any particular situation.

If you imagine a pyramid, Agile practice and any other visible behaviour is on the top, stated or written Agile values and principles are in the middle, fundamental assumptions (aka culture) is at the base.

My session is intended to expose people to the base of that pyramid.

If culture is assumptions, then to understand Agile culture, we need to understand the basic assumptions of Agile. To do this, I have created an approach called "Think Like an Agilist" that both exposes how we think through an "Agile situation" and allows us to deliberately practice "Agile culture".

The general idea is that I won't just talk about Agile culture and values, what I'll call "culture theatre", but rather expose people, who nominally consider themselves part of the Agile more...

Case Study

Feb 27 11:30 AM - 12:15 PM (45 mins), Grand Ball Room

Cross Geo Collaboration and Delivery of Intel's Tablet - Scaled Agile and ALM Tools Story

Intermediate level

Raj Ananthraman, Intel India, Bangalore

We all know it takes a group of skilled engineers and developers to deliver any successful product. But what if they are all located in various geos, have different competencies / focus areas (hardware, software), on top of it - they are given a stringent deadline to deliver? In my session I'd like to share how Intel adopted the Scaled Agile framework and a homegrown "Managed Personal Accountability" (MPA) model to deliver the first tablet solution successfully.

It took a combination of good Agile planning and execution (Scrum of Scrums), an integrated ALM Toolset, along with performance management metrics of MPA to deliver this project successfully.

Case Study

Feb 27 02:30 PM - 03:15 PM (45 mins), Grand Ball Room

Distributed Product Owner Team for an Agile Medical Development

Advanced level

Andrea Heck, Siemens AG Healthcare

We are developing medical imaging and workflow software in an agile way with development teams distributed to several countries. One of the major challenges is how to set up and communicate within the Product Owner team. There we have to deal with the distribution, e.g., have the Product Owner either onsite with her peers or with her Scrum team, traveling, or with proxy. We need people who are good in two different fields of knowledge: medical and software development. As a third issues, the environment of the customers may be different in different countries.

We have ramped up local Product Owners in different countries, have found local collaboration customers, and have developed a set of communication channels and workshops how to synchronize Product Owners in the team, share a common vision and backlog with their Scrum teams, and collaborate with customers locally and globally.

Case Study

Feb 27 01:30 PM - 02:15 PM (45 mins), Grand Ball Room

Scaling Agile Engagement

Beginner level

Kevin Austin, J.P. Morgan Chase

My talk is centred on doing better for our people; creating opportunities and building communities for a better life.

I explore the actions and impact of a ground-up Agile Transition over the past 18 months, the challenges, what worked well, and how we began on a journey of connecting and growing Agile communities globally.

A key theme discussed is our primary focus of putting the people we work with first while inspiring moments to challenge, learn, and explore new ways of thinking.

Scaling Agile Engagement is particularly applicable to anyone working with a large organization and/or distributed teams

Demonstration

Feb 27 05:30 PM - 06:15 PM (45 mins), Sigma

Remote Pair Programming

Beginner level

Johannes Brodwall, Exilesoft

Can you maintain agile engineering practices with a distributed team?

Johannes is the Oslo based Chief Scientist for the Sri Lanka based company Exilesoft. In order to promote agile engineering practices, he uses remote pair programming to connect with teams halfway across the world.

In this talk, we will go through a practical approach for remote pair programming adopted for high-latency situations. We will demonstrate remote pair programming with a live example and we will discuss the advantages and usages of the approach. We will also cover the practical parts of remote pair programming, such as tools and setup.

After seeing this talk, the audience should be able to remotely pair with members of their distributed team. They will also get a lot of tips on how to use pair programming effectively in both local and remote settings.

Experience Report

Feb 27 02:55 PM - 03:15 PM (20 mins), Esquire

3Cs for Agile Project Success - Critical Success Factors & Proven Practices

Beginner level

Gopinath R, Aricent

Agile methodologies are gaining wider acceptance in Software Development and Testing due to its inherent values like Accelerate Time to Market, Eliminate Waste and flexible to adapt changes quickly. Agile practices emphasis on effective communication, collaboration and customer involvement for addressing the challenges in developing the product in dynamic business environment due to fast changing requirements. The co-location of project teams and high customer interaction throughout the project helps in achieving effective communication, team and customer collaboration.

In an outsourced or offshore Software development, teams are geographically distributed to develop products in a collaborative and cost-effective manner by better utilization of global talents. Adopting agile methodologies helps in better ROI by developing quality products as per changing market needs in short span. Adopting Agile in global software development shall pose few challenges due to wider geographical distance, time zone differences, and cultural aspects and so on.

This paper presents 3Cs - Communication, Collaboration and Customer Involvement as Critical Success Factors that need to be considered while implementing Agile for Global Software Development more...

Experience Report

Feb 27 02:30 PM - 02:50 PM (20 mins), Esquire

A Principle-Centered Approach to Distributed Agile (OR) Distributed Agile: Ten Guiding Principles

Beginner level

Raja Bavani, Mindtree

The challenges in distributed agile can be seen under three broad categories viz., a) Communication and Coordination, b) Time Zone Differences and c) Issues related to People, Culture and Leadership Style. Successful teams consciously adhere to certain principles and it is their principle-centered approach that helps them face such challenges and deliver the best.

Steven Covey wrote: "Principles always have natural consequences attached to them. There are positive consequences when we live in harmony with the principles. There are negative consequences when we ignore them. But because these principles apply to everyone, whether or not they are aware, this limitation is universal. And the more we know of correct principles, the greater is our personal freedom to act wisely." This is true in all situations of life and it includes application of agile methods in geographically distributed teams too.

This session is to present the ten principles and elaborate 3-4 principles learned through experience in working with project teams and interactions with industry experts, and applied for more than a decade. These ten principles are above and beyond agile manifesto and agile principles. These are related to areas such as context-specific methodology, tools for productivity improvement, infrastructure for communication and coordination, more...

Experience Report

Feb 27 11:55 AM - 12:15 PM (20 mins), Esquire

Capacity Planning for Dynamic Teams

Intermediate level

Sudipta Lahiri, Digite Infotech

Fixed price (and fixed scope) projects dominate the offshore industry. These projects have offshore/onsite teams. They often have large team size (over 100s of people in one team).

Agile thinking uses team velocity/ throughput and uses that to project an end date (Kanban system) or how much scope can be accomplished in a given time duration (number of sprints in SCRUM). They assume a stable team. However, this is not applicable for projects. They experience resource and productivity ramp-up issues. Often, resources keep changing as new projects come in. Projects do not have past velocity or throughput data. Extrapolating historical data from other similar projects, though possible, is inaccurate for multiple reasons.

This talk is based on our experience of working with such project teams. They want to adopt agile methods. We show how they can adopt the Kanban Method and yet do: A) Initial Capacity Planning B) Assess the impact of scope creep to the project end date.

The session assumes a basic understanding of the Kanban method.

Experience Report

Feb 27 01:30 PM - 01:50 PM (20 mins), Esquire

Introducing Agile Knowledge Transfer

Beginner level

Vinod Sankaranarayanan, ThoughtWorks

Pravin Kumar Thakur, TheTrainline.com

After more than 5 years of supporting the thetrainline.com platform, ThoughtWorks worked with The Trainline teams to transfer knowledge and context back to the Trainline Teams.

This methodology was co-created by ThoughtWorks and Trainline as a healthy sustainable and mature way to transfer knowledge. The transition itself was about a year long and involved multiple agile concepts around remote pairing, program MVP and above all, continuous delivery and non-disruption to business through the process.

This presentation would take the audience through the experiences and learnings of the process. This session is co-presented by ThoughtWorks and Trainline (vendor and customer) and will provide an insight across multiple spectrums of delivery and business.

Experience Report

Feb 27 10:30 AM - 10:50 AM (20 mins), Esquire

Meeting the challenges of agile principles: An offshore Scrum Master perspective

Intermediate level

Pooja Wandile, Persistent Systems Ltd

The 12 agile principles lay the foundation for a successful agile team and deliver a product that meets customer satisfaction. Every principle is an absolute necessity to build great software and great teams. While these principles have stood the testimony of time over a decade now, much has changed the way we build and deliver software, especially from an offshore perspective. Adoption of agile methods does not simply imply a framework or a process implementation, but it goes beyond that.

In this talk, I share the experience of a Scrum Master, who in hindsight, look at the challenges such as lack of trust, micro management, lack of technical excellence, managing stakeholder's expectations etc. and the impact on team's performance. This is the result of ignoring agile values and principles which could have been avoided. Lastly, we look at the actions taken by the team and Scrum Master to turn on the challenges into a win-win situation for both onshore and offshore teams and become one of the successful agile teams.

Experience Report

Feb 27 11:30 AM - 11:50 AM (20 mins), Esquire

Retrospectives with large projects and (or) multiple teams

Intermediate level

Abhilash Chandran, Xerox

Retrospectives are the one of the most integral components of any agile methodology. In scrum a retrospective is typically done after each sprint. This process is simple if team is small or only one team is working on a product. The problem starts increasing exponentially when many teams work on a single product. All the teams have ideas to improve the process and production. One team may have an entire opposite idea of another. How to bridge this gap?

Last project executed across different teams (onsite & offshore) and different departments was not a great success. How to learn from the past failures and apply it to future projects?

In this discussion, I will be talking about some the points which can be easily followed in such scenarios.

Why we did this?

Normally in a scrum environment we have a single team with Product Owner; they do the retrospectives within team. Team identifies the issues and work on them. Many team falls into this category. It is pretty simple

Let's complicate this further.

- A big product with 10 scrum team
- Each Team has different PO

Apart from these main stake holders there are many others who are [more...](#)

Experience Report

Feb 27 10:55 AM - 11:15 AM (20 mins), Esquire

Robotic Warehouses, Alien Domain, Offshore developers, Visionary customer : Saved by agile

Intermediate level

Vinodhini, Exilesoft

Thushara Wijewardena, Elixesoft

Here is a case study of how agile outsourcing can be practically applied even when the business domain is very complex and alien to offshore teams.

The example is a project in which Exilesoft provided for a leading Norwegian producer of Robotic warehousing solutions. The project involved transforming their legacy application, produced using multiple suppliers and methods, into a newly cast application solution. This project also had its own share of typical challenges.

- Lacked definitive and reliable documentation,
- Domain knowledge was limited to a few very busy individuals,
- Development and redeployment could not interrupt attention to current customers,
- Complexity was high and design was fragmented, and
- Focus heavily invested on current product and customer support

These limitations along with the lack of understanding of agile methods strongly suggested the use of a method adaptive in nature, and not heavily vested in large inflexible legacy elements.

We commenced the engagement with two pivotal elements; client awareness (agile orientation) and a roadmap of committed involvement. To lay credibility this had to be backed up with proven result delivery in the very early stages. It allowed for flexible adaption, and the creation of an atmosphere that fostered client more...

Experience Report

Feb 27 03:55 PM - 04:15 PM (20 mins), Esquire

Transformation Vs Adoption

Intermediate level

Ebin John, Societe Generala Global Solution Center

This is a talk about how to identify and differentiate between Transformation and Adoption. Many change agents and companies are using this term interchangeably. This talk is a sincere effort to bring out the subtle difference between the two.

We will also discuss about some advantages and disadvantages of Adoption and Transformation. We will also look at some criteria to select a suitable model that can work for you. The discussion will be mainly based on Schneider model and impact of organization culture on change management.

I would like to share the way we have changed our transformation pattern after learning about the impact of the culture. Will discuss about the best practices as well as challenges we face now.

Experience Report

Feb 27 01:55 PM - 02:15 PM (20 mins), Esquire

Travelogue - To LeanVille

Intermediate level

Harish Krishnaswamy, Software AG

The webMethods R&D division of Software AG (wM) produces industry-leading enterprise products focused on application integration, business process integration and B2B partner integration. This division with more than 450 engineers across 7 locations in the world embarked on the journey of adopting Agile and Lean Software Development practices in 2010.

The Pain

The wM business line consists of about 40 Scrum teams delivering more than 30 enterprise products that constitute the webMethods suite across 7 locations in the world. Circa 2007, the suite was a loose collection of multiple products individually developed by teams, many of which were brought together by M&As. It was a hard, painful challenge to integrate and test these products as a single suite and synchronizing major releases. The teams embraced Scrum as the development model - a useful first step but still far from guaranteeing predictability, high standards of quality and productivity at the suite level.

The Challenge

Align multiple, small scrum teams distributed over many locations to one Suite Backlog. Focus them on delivering an integrated Suite by modeling an assembly line from a Lean Manufacturing system. The teams develop and contribute to a single value stream with continuous flow and deliver potentially shippable [more...](#)

Experience Report

Feb 27 04:30 PM - 04:50 PM (20 mins), Esquire

Using Lean in Application Development to achieve competitive advantage and customer delight

Intermediate level

Balaji Ganesh N, WIPRO Technologies

Executing add-on Application Development (AD) projects end to end is quite challenging. More so, if the same is executed under risk-reward model. According to an IBM study, only 40% of projects meet schedule, budget and quality goals. 20 to 25 percent don't provide ROI and up to 50 percent require material rework.

With competitive pricing and cut throat competition eroding margins and denting market share, cost of delivery reduction with best in class quality has become an imperative for any service company in the IT outsourcing space.

This case study shares the experience of an AD project (team size 40) in the Insurance domain completed over a period of 9 months (including warranty phase), with a geographic spread across 4 different locations. The team had end to end responsibility right from requirements gathering to System Integration Testing. The add-on functionality developed was rolled out to 5 states spanning 2 different releases. The team leveraged LEAN Six Sigma techniques (DSM, OA, Visual Controls, Mistake Proofing) for culture building, effective change management, early feedback, rework reduction through effective in-process defect reduction and doing things right the first time, resulting in increased customer goodwill, reward payments, enhanced business and high employee satisfaction. The project more...

Experience Report

Workshop

Feb 27 04:55 PM - 05:15 PM (20 mins), Esquire

Visualization and Agile Practices to the Rescue of Traditional Project

Intermediate level

Balaji.M, HCL Technologies

Srinath Chandrasekharan, HCL Technologies

We are from Large Indian IT Services organisation where most of the projects follow traditional/waterfall ways of working and the mindset of the senior management is also used to this way of working for all project types (Application Maintenance, Minor Enhancement, Bug Fixing and L3 Analysis space), while these methods have their own shortfalls and projects suffer because of the methodology, many leaders still believe that by following traditional process their problems would be solved. Through this experience report, we would like to share how Visualisation and Agile Practices rescued the waterfall project from depleting Customer Confidence and Quality of Service Delivery.

The Project team of 9 members distributed at onsite and offshore was involved in maintenance / enhancement type of work for a large Investment Bank with several new features being implemented as change requests. Team's responsibility starts from Analysis to Deployment into Production for the work comes in ad-hoc manner. The issues and challenges by project teams were

- Longer duration to complete the change requests more...

Feb 27 10:30 AM - 11:15 AM (45 mins), Sigma

Agile Mythbusters

Advanced Workshop

Naresh Jain, AgileFAQs

Implementing Agile is hard. You know what is even harder?

As the popularity of Agile methods have grown, so have the misconceptions or myths associated with Agile also grown. These myths get even more glorified when we talk about them in the offshore or distributed context. And to make matters worse, you can throw in a fixed-price contract spanner into the engine. Worry not! In this fun-filled activity, we'll collect facts from the participants that they believe are true and then we'll declare them as confirmed or busted after an interactive (heated) discussion.

Learning outcome:

- * Discover or reconfirm the facts about agile methods
- * Learn the what and why of the agile myths
- * Walk away with a deeper understanding of agile methods and how they can be adapted in your context without losing their essence

Talk

Feb 27 10:35 AM - 11:15 AM (45 mins), Grand Ball Room

Adopting Agile via Continuous Improvement - Your First 5 Days and Your Next 2 Years

Beginner level

Arlo Belshee, Microsoft

Do you adopt Agile all at once or one step at a time? What do you do after your adoption finishes (does that question even make sense)? What result should you expect at 30, 90, and 120 days? How do you get that? Is TDD the same on 20 days as at 360 days? Does it differ only in skill, or is it a completely different practice? We answer all these and a lot more. We show what you should expect for the first 2 years.

Talk

Feb 27 03:30 PM - 04:15 PM (45 mins), Sigma

A Practical Guide to Setting up Distributed Agile Projects

Beginner level

Tarang Baxi, ThoughtWorks

Chirag Doshi, ThoughtWorks

A practical guide to setting up a new agile project team. Based on years of agile delivery and coaching experience for projects in a number of distributed and offshore models, for teams sized from 10 to 200 people, and spread across 4 continents, and 8+ locations. Some areas that will be touched on:

- **People** - how to organize distributed teams, cultural factors to consider, ways to build trust, and how to avoid timezone burnout.
- **Process** - how to communicate effectively, plan collaboratively, setup distributed practices (standups, retros, pairing, etc), effectively divide work on a common codebase, maintain visibility, and track progress.
- **Tools** - (tips provided as a handout) which hardware and software tools should you absolutely invest in to help overcome communication, visibility and collaboration challenges

Talk

Feb 27 11:30 AM - 12:15 PM (45 mins), Sigma

Evolutionary Approach for Maturing Agile Adoption in IT Services

Intermediate level

Ravi Kumar, Agile India 2014 & HCL Technologies Ltd.

Change is a necessity and fact of organization sustenance and survival. Some changes are quite disruptive while others evolve gradually. Agile when compared to the many of the other models is radical and requires some fundamental shifts both in culture and traditional management practices. The Indian IT Services industry is at the crossroads of change with a heavy influx of agile projects in the recent past. Effective change in the context of agile with a heavy baggage from the past makes it harder. Business still has to continue and projects must be executed; so how do we go about an effective agile adoption/transition.

This talk will try and look into the complexity and inhibitors of successful agile adoption in a typical large IT Services organization and questions the viability of certain agile methods such as Scrum and XP. We will explore why evolutionary methods such as Lean/Kanban are better fit and the necessity for evolutionary software development such as emergent design as a core premise for delivering Professional Software Development Services. Finally we also challenge the current status quo that is detrimental to a meaningful agile adoption and suggest few positive changes with Agile IT Services Manifesto.

Talk

Feb 27 04:30 PM - 05:15 PM (45 mins), Grand Ball Room

Mitigating clashing paradigms between Agile Development and ISO 9000

Advanced level

Mikael Gislen, Gislen Software Pvt. Ltd.

There are, on a philosophical level, significant clashes between the **agile paradigm** and Quality Systems such as ISO 9000 or CMM/CMMi, this is already presented in the Agile Manifesto. Agile Development is based on what I would call **post-modern paradigms** when compared to the plan-driven and early iterative development methodologies which are based on a **positivist paradigm**.

The underlying philosophical challenges cannot be easily mitigated. But a purist agile paradigm may tend to stress a positivist paradigm as well and this can be dangerous since then agile would not be agile any longer. While it may not be possible to completely remove the challenges between agile and quality systems, it is possible to **learn to live with some tension** between different paradigms.

There are some obvious areas of conflict, for example the Agile methodologies strongly discourages unnecessary documentation, and questions that it is possible to provide all requirements up-front. ISO 9000 on the other hand demands requirements up-front and documented evidence of almost anything, but such practical aspects can actually be mitigated with relative ease. Other aspects may demand much more effort. In particular the **internal auditing process** is problematic and other means of ensuring compliance may have to be considered. We have in my company systematically...

Talk

Feb 27 02:30 PM - 03:15 PM (45 mins), Sigma

Multiple projects, different goals, one thing in common: the codebase!

Intermediate level

Carlos Lopes, ThoughtWorks

Are you developing new functionalities into branches? Have you ever experienced the pain of merging the changes into trunk? The so called "merge hell" is one of the first and probably the most important smell that tells you've been abusing of your source control manager branching capabilities and, most likely, hurting your productivity and your code quality as well. In order to move towards a continuous delivery approach, the practice of trunk based development suggests ways to avoid this type of issues among others like inconsistent feature sets, code that stays in an undeployable state for a long time, regressions introduced by semantic differences that arise during those joyful merging sessions, integration surprises with the other features, and the like. Even if you are not a developer on your team you will benefit from the examples and techniques presented.

Talk

Feb 27 03:30 PM - 03:50 PM (20 mins), Esquire

Tale of an Off-shore Agile Scrum Implementation

Intermediate level

Joseph V, AON Inc

Couple of years ago our business unit engaged a vendor in India to do some software development for us. Since we are agile scrum based organization, we are seeking a vendor who has exposure to agile. We identified and signed up with a vendor to start the process. It was a ride filled lot of excitement and challenges. Finally we are able to land safely.

Talk

Feb 27 05:30 PM - 06:15 PM (45 mins), Grand Ball Room

The Broken State of Process Improvement in Software Development

Intermediate level

Chad Wathington, ThoughtWorks Studios

Experimentation and the scientific method are very valuable for validating business opportunities. The Lean Startup and Lean UX are driving new thought patterns in the software development world. However, despite all the new thinking on product, rarely do organizations apply these techniques to their processes, opting for inefficiently adding more steps and nausium until productivity has ground to a halt. We'll cover the following topics:

- What are processes, and why do we need them
- How processes affect delivery and productivity
- Scale and process inefficiency
- Process experimentation techniques
- Designing productive processes

Talk

Feb 27 05:30 PM - 06:15 PM (45 mins), Esquire

The secret shortcuts to Agile. (that won't get you there)

Advanced level

Ram Ramalingam, Oracle Financial Software Services

This is an exploratory talk, based, first, on some recent insights from cognitive science, behavioural economics (which have enriched Agile folklore already) and then on, some interesting twists from culture based research in sociology and psychology. While the former will be useful in understanding the common pitfalls encountered in a scaled Agile implementation, the latter, maybe useful in understanding the unexpected twists when doing scaled agile in a distributed/off-shore environment that have different cultural norms.

While the anti-patterns and anti-paths are common across the world, the solution to these does differ. The assumptions behind what leads to a motivated, self-organizing, self-directing team will determine how to bring about a nuanced mindset to Agility, and understanding that what works in the West may not work in India (and other similar higher Power-Distance-Index countries).

While sharing my experiences in a large scale Agile transformation and working with different cultures, I hope to bring out some subtle variations that could be useful in coaching and working with and transforming Agile teams in an offshore engagement.

Tutorial

Feb 27 03:30 PM - 04:15 PM (45 mins), Grand Ball Room

Rules of Simple Design

Beginner level

Corey Haines, Wavetable

Everyone has acronyms, mnemonics, and a list of rules to guide their everyday software design. In order to get the most out of these age-old gems, one needs to deliberately practice them. Rules are a good way to remind ourselves of these gems.

Corey Haines emphasizes his design guidelines in form of the "4 Rules of Simple Design." Attend this talk to understand the four rules and their importance in everyday programming.

Workshop

Feb 27 04:30 PM - 05:15 PM (45 mins), Sigma

Let's Kill an Agile Project

Beginner level

Evan Leybourn, Directing the Agile Organisation

Other talks and games will teach you how to run a successful Agile project. Only this one will teach you how to ruin an Agile project*. In this game we will break every Agile rule, disregard the manifesto and ignore common sense in the singular pursuit of failure (and fun).

Each of you will be part of an Agile team with a dis-engaged Customer and micro-managing boss. Being Agile, there will be daily stand-ups, planning sessions, retrospectives, and kanban boards but nothing will go as you expect.

* More importantly, this activity will teach you "how" Agile projects can fail and the reason behind many common Agile practices.

Workshop



Feb 27 01:30 PM - 02:15 PM (45 mins), Sigma

The Girl with the Chisel Tip Marker

Beginner level

Lynne Cazaly, Lynne Cazaly

One of the quickest ways to achieve greater buy-in, clearer communication and higher levels of engagement with team members, stakeholders, sponsors and business units is to get "visual agility". Using cards, stories, post it notes, visual charts, maps, models, metaphors - and most of all, some hand crafted "drawn-in-the-moment" visuals learn some engaging ways to facilitate with visuals in an Agile world.

Many people speak about 'making work visible' - showing progress, visualising solutions, scoping out possibilities - having visual agility gives you the skills to step into any role at a moment's notice and help bring clarity to the problem, quicker. This can apply to individual thinking and brainstorming, or group situations when you're presenting your idea or you're working with the group to create a solution.

<http://www.lynnecazaly.com.au/visual-mojo-the-book-lynne-caz/>

Included in this [more...](#)

Demonstration

Feb 28 01:30 PM - 02:15 PM (45 mins), Grand Ball Room

Polyglot Programming and Agile Development

Advanced level

Shashank Teotia, ThoughtWorks

Pramod Sadalage, ThoughtWorks

Polyglot Programming as a technique is not new and as a paradigm was coined in 2006 by Neal Ford. In today's world, we often architect solutions which need to be highly scalable, secure, efficient, have an engaging GUI, be extensible with low technical debt in parts or whole. To work with a single tech stack promotes a sense of mono culture which is detrimental and limiting the way a solution can be designed. Moreover, with multi-core machines available, processing now can leverage parallel processing and it maybe make more sense to use a language which takes away the overhead of the intricacies of multi-thread programming.

In other words, in many cases, engaging in Polyglot Programming helps you focus more on the domain and adds to developer productivity.

On the flip side, increasing the moving parts also means that if not designed well, Polyglot Programming could be a double edged sword and produce more mess in the way different pieces interact with each other.

In this talk, we will showcase an ecosystem we built, involving a desktop device configuration backed, an OS-agnostic desktop GUI, a cloud service, a cloud cluster configuration tool and how we used the Agile principles, namely TDD, [more...](#)

Demonstration

Feb 28 03:30 PM - 03:50 PM (20 mins), Esquire

Using a modern web framework for big enterprise agile project

Advanced level

Mushtaq Ahmed, ThoughtWorks

At ThoughtWorks, a 50-people team is building a marketing website backend for one of the largest consumer electronics brands in the world. We are Play-Scala as our web framework which allows us to design the application in a very different but powerful ways. This experience based talk will talk about these differences, emphasizing on two of them: "Dealing with concurrency without threads" and "Dependency resolution with constructor injection".

Dealing with concurrency without threads

- The backend is end to end non-blocking with highly concurrent architecture
- Each page consists of 20+ reusable snippets, so each page request translates into 20+ outbound web service calls to get data for the snippet data in parallel
- Posting data involves download/upload of large images from/to remote services, also done in parallel
- We will show you how Scala Futures, Play and ReactiveMongo functional programming paradigm allows us to do all this without blocking any thread or managing thread-pools by hand

Dependency resolution with constructor injection

- Dependency injection is considered essential for designing applications that are easy to test. Usually, dependencies are specified as constructors parameters
- Scala traits allow us to get rid of constructors by wrapping classes and their factories inside, [more...](#)

Experience Report

Feb 28 01:55 PM - 02:15 PM (20 mins), Esquire

Changing our Rhythm: Our Ongoing Journey towards Continuous Delivery

Beginner level

Sreerupa Sen, IBM

Annual software release cycles cramping the agility of the team? Too many hot fixes reducing the efficiency of your organization? Customers waiting impatiently for the next cool features hot off the press? These are some of the painful and common problems faced by development teams worldwide. In today's world, most things get outdated or out-of-fashion very fast - and software is no different. Users cannot afford to wait for the next cool set of features for a year. They want a steady stream of cool new features that they can adopt and use immediately.

My team follows a development model that we like to call Open Commercial Development - where we're always connected to our stakeholders, our plans are out in the open, and we're always gathering feedback and reprioritizing. We used to have yearly releases of our product - a sort of big bang release with a host of new features. Based on our stakeholder interactions, however, we figured that our software delivery wasn't agile enough for our customers. Users wanted new features incrementally throughout the year. They especially didn't want to wait a year for a feature that they'd requested that was critical for their business. more...

Experience Report

Feb 28 01:30 PM - 01:50 PM (20 mins), Esquire

Designing agile feedbacks for agile learning - an experience report

Beginner level

Tathagat Varma, Innovations Labs

Feedback is perhaps the most important aspect of the overall agile lifecycle. If the feedback is too wide and shallow, it won't give enough actionable feedback. If it is too narrow and deep, it might fail to register feedback outside its focus area. So, how does one go about designing feedbacks that enable agile learning. We call them agile feedbacks.

In this brief session, we will share an experience from designing agile feedbacks for agile trainings and workshops. The objective was to get most critical feedback in shortest amount of time to enable quick action planning. We created feedback that took a maximum of 5 minutes and enabled the most important learning in both, focussed as well as open-ended manner that allowed us to focus on the most critical items. We employed elements of Design Thinking and Rapid Iterative Testing and Evaluation (RITE) to improve the process and quality of feedback themselves. We will also be touching up these concepts and how effective they were.

Experience Report

Talk

Feb 28 04:00 PM - 04:20 PM (20 mins), Esquire

Hurdles: The sprint with impediments on the way to Automation

Beginner level

Vinod Purushothaman, Envestnet Inc

Since the inception of Agile, practices has improvised and changed drastically. Continuous Integration and Continuous Delivery are few among them. I have practiced these methods and it really helped the team to deliver quality working software.

Most of the team are working hard and trying to deliver on time. Automation leverages the team to make this happen through Continuous Integration and Continuous Delivery. We all know changes are really hard, and we have to surpass several challenges to succeed.

We all are familiar with Sprints, here I am going to share the Hurdles I pass through to implement build and deployment automation.

Feb 28 11:30 AM - 12:15 PM (45 mins), Grand Ball Room

Agility: Step 1: Discipline; Step 2: Make Awesome

Beginner level

Arlo Belshee, Microsoft

What comes after Agile? That depends on what you did for Agile. We will start by talking about the practices - and results - that only the top 2% of agile teams do. For most teams, this is what is beyond their Agile. Then we'll talk about patterns in the things that these top 2% are trying. Everything comes from the insane discipline Agile teams possess; let's look at how they capitalize on it.

Talk

Feb 28 10:30 AM - 11:15 AM (45 mins), Esquire

Applying Lean UX to Capital Markets - Lessons From a Year of Lean UX on Wall Street

Intermediate level

Michael Heydt, Sungrad Global Services

The Lean UX approach to interaction design is a spectacular model for defining and implemented what is needed in applications to support the users in their jobs, as compared to technical deliverables that in the end often do not meet the needs of the users. In this talk, I will go over strategies for applying lean UX practices to capital markets projects, adapting UX to agile processes, including executing user interviews, rapid UX design, mockups to UI prototypes, and rapid implementation through continuous delivery and end user experience / acceptance testing.

Talk

Feb 28 03:30 PM - 05:00 PM (90 mins), Grand Ball Room

Building Creative Teams: Motivation, Engagement and Retrospectives

Advanced level

Cara Turner, Khanyisa Real Systems

How do software teams become creative? If you're not a start-up, does creativity even play a role in the business driven world of software development? Idea generation is the basis of all our work - no matter how challenging or mundane. With a scientific approach to implementing change, creativity is the basic tool we have for addressing the challenges of software development.

This talk explores the elements of engagement and creativity along with the neuroscience of generating ideas. These give us specific insight into how employing different agile retrospective formats over the course of the product development process can extend our usual practices and develop a thinking mind-set comfortable with tackling daily work with a fresh and explorative approach.

Talk

Feb 28 02:30 PM - 03:15 PM (45 mins), Esquire

Continuous Refactoring at Amazon: A Case Study

Beginner level

Muhesh Bhangria, Amazon

Between the project deadlines, we always feel there is code which needs to be improved

Usually Developers have the following 3 options:

- Bite the bullet and do the refactoring as they go along.
- Park the issue and address it later.
- Allocate special time when the project gets out-of-control.

As customer facing stories take higher priority, usually Developers are forced to choose the last option.

However a team at Amazon took a different approach. Attend this session to listen to their first-hand story of how they changed this typical behavior to achieve Continuous Deployment on a critical service.

Talk

Feb 28 05:30 PM - 06:15 PM (45 mins), Esquire

Lean Roots to Grow, Wings to fly!

Beginner level

Nitin Ramrakhyani, Digite Inc

A lot has been said about Kanban and how these can be implemented in Software development, but the learning remains superficial till we go deep down to its roots to understand the core underlying practices and principles and why/how these practices evolved over a period of time. Infact the roots of most of the Agile methods can be traced back to Lean/Toyota Production Systems, a set of practices and techniques used by Toyota to build great set of cars with limited amount of resources. Even though building software is much different than building a car, there are many lessons and practices that can be learnt and applied nonetheless.

In this interactive and visual talk, we'll take a virtual trip to Japan and learn some of the best practices/concepts that originated at Toyota for building "world-class" cars and see how each of these can be applied to software development. Learning about the roots of Lean should help the attendees in sowing the seeds of Lean improvement in their organizations and would help in building better software and improving the efficiency of the software delivery lifecycle.

Talk

Feb 28 05:30 PM - 06:15 PM (45 mins), Grand Ball Room

Mythbusting Software Estimation

Intermediate level

Todd Little, IHS Global

Estimating software projects has proven to be particularly challenging. Over-running schedules happens frequently in our industry. Todd will look into some of the reasons for these challenges by exploring a number of myths of software estimation and then setting out to validate or bust these myths.

Talk

Feb 28 05:30 PM - 06:15 PM (45 mins), Sigma

Pivoting Your Organization to Become Agile Testers

Beginner level

Howard Deiner, BigVisible Solutions

Many organizations struggle with transforming from the old style teams consisting of members with specialized silos of skills into Agile teams consisting of generalized specialists. This results in sub-optimal Agile adoptions in Agile/Scrum environments, which is where most organizations transforming to Agile are advised to start.

We will start with a look into the real role of QA in the organization, and where they truly add value in the production of quality code to allow the business to move forward. Piggybacking on the role of QA, we will then speak to exactly what QA needs to do to add value to the software development process, and how they integrate in the DevOps model that is a contemporary solution to an age old issue. And, finally, we will speak to some uncomfortable truths, and draw conclusions into the skills that Agile Testers must be expected to master to allow the organization to pivot successfully into a truly Agile development group.

Talk

Feb 28 10:30 AM - 11:15 AM (45 mins), Grand Ball Room

Ten Patterns of Database Refactoring

Beginner level

Pramod Sadalage, ThoughtWorks

Over the life of an application as requirements change, application usage patterns alter, load and performance changes the need to change database and database architecture is inevitable. There are patterns of these changes such as

1. Encapsulate Table with View
2. Migrate method from database
3. Replace method with views
4. Introduce Read only table
5. Split table
6. Make column non-nullable
7. Drop column
8. Add foreign key constraint
9. Merge columns
10. Replace columns

In this talk we will discuss the above database refactoring patterns and different implementation techniques to enable blue, green deployments, allow for legacy applications to work with fast changing database and enable the teams to effectively refactor the database to fulfill the changing needs of the organization.

Talk

Feb 28 02:30 PM - 03:15 PM (45 mins), Grand Ball Room

Why The Project Paradigm Kills Innovation, and What To Do Instead

Intermediate level

Jez Humble, ThoughtWorks

Projects were invented as a vehicle for managing civil engineering projects. But software has completely different characteristics from, say, a bridge. In this talk I'll explain why the use of projects causes significant dysfunction, and how to build innovative products and services at scale based on lean principles.

Tutorial

Feb 28 10:30 AM - 12:00 PM (90 mins), Sigma

Agile Development of Frontend Javascript using AngularJS, Jasmine, Testacular & Jenkins

Intermediate level

Daniel Zen, Zen Digital

Agile & Test Driven Development of frontend JavaScript User Interface code is often passed over using the excuse that the UI code is "declarative" (What you see is what you get) and therefore does not 'need' to be tested. Others, will dismiss testing frontend AJAX code as too difficult to maintain or unnecessary because it is only important in context with the server. We will show how these misconceptions are false.

We will cover several popular JavaScript frameworks and technologies that make Agile frontend web development easy. We will show how these front end technologies cannot only be functionally tested, but Unit Tested. Subjects covered will include Continuous Integration, Dependency Injection, & Mock objects.

By including your front-end code in your automated testing process you can prevent the inclusion of bugs that are usually only caught with manual testing.

Workshop

Feb 28 01:30 PM - 03:00 PM (90 mins), Sigma

Build Your Dreams: User Requirements Gathering with LEGO Serious Play

Beginner level

Ellen Grove, Agile Partnership

Let your hands be the search engine for your brain! LEGO® Serious Play® is a powerful thinking, communicating and problem solving technique that can help you and your team do serious work through structured play activities using a popular and playful 3D modeling toy. Through a facilitated process of building models that, storytelling and reflection, every person at the table is engaged and actively participating in the discussion, whether the topic is individual aspirations, team relationships, developing a new product or solving a wicked organizational problem. Everyone builds and everyone tells their story - all participants have equal opportunity to put their own points of view on the table, unlocking new perspectives and exposing the answers that are already in the room. LEGO Serious Play has been used successfully for team-building and problem solving in a variety of organizations, from NASA to RBC to academic settings and public utilities.

This presentation provides a hands-on introduction to LEGO Serious Play, so that you can experience firsthand how using LEGO to do real work unleashes creativity and enables meaningful conversations in a very short time. We will explore how to use this playful technique to collaboratively elicit information about user requirements more...

Workshop

Feb 28 04:30 PM - 05:15 PM (45 mins), Esquire

I am OK, You are OK

Beginner level

Karthik Kamal Balasubramaniam, AgileFAQs

Deepak Dhananjaya, Societe Generale

There is a level of "assumptions" that each one of us work with, while we deal with any system. Here in this case the system could be a team member, the manager, the management, or the entire organization. While we work with assumptions, the conversations or the discussions or the work we do, can seem like getting nowhere because of the conflicts, and a sense of frustration piles on. This is a common situation and a very common feeling amongst Coaches/Scrum masters/Project Managers or anyone dealing with project management scenarios. That is where "contracting" helps us get our way through!

Contracting is a concept of "Transactional Analysis" school of psychology. Eric Berne defines it as "an explicit bilateral commitment to a well-defined course of action". Sometimes contracts will be multi-handed - all parties to the contract will have their own expectations. In the unusual event that these are all congruent, then fine. However, if not, then discussing everyone's expectations will lead to greater understanding and therefore to a clear contract. The risk in not doing this is that problems in completing the contract will emerge at some stage.

3 Categories of contracts are administrative, professional and psychological.

Administrative contracts deals [more...](#)

Workshop

Feb 28 03:30 PM - 05:00 PM (90 mins), Sigma

Practice agile programming with coding dojo

Beginner level

Johannes Brodwall, Exilesoft

Buddhima w.wickramasinghe, Exilesoft (Pvt) Ltd.

A Coding Dojo is a fun and social way to become a better programmer. Johannes is an experienced coding coach who will guide you through a few hours of programming that will transform your understand your craft and yourself as a programmer. In the workshop you get to try out pair programming, test-driven development and continuous refactoring for yourself and you get lots of recommendations on how to improve your coding and testing. You will need to bring your own computer with a development environment of your choice. Recommended for Java, Ruby, JavaScript and C# developers.

This is what previous participants say about the workshop:

What did you learn? New tools, pair programming and fun exercises; Ide tricks, programming language basics, testing tools, using tests as a reasoning tool; you can comfortably pair with strangers. What surprised you? Small steps work better than planning; It's easy to get started when you pair program; Pair programming is nice. What do you plan to do next? Using TDD every day; Listen to partner more carefully - he may already have solved the problem.

Workshop

Feb 28 11:30 AM - 12:15 PM (45 mins), Esquire

Self-management and Self-organization: Agile Games with Motion

Beginner level

Richard Kasperowski, With Great People

Self-management and self-organization are important themes in Agile software development, but what do they actually look like? We pontificate about worker empowerment, but then we revert to command-and-control: our product owners mandate project scope and deadlines, and our Scrum Masters assign tasks to team members. Why can't we let teams be self-organized and workers be self-managed?

These activity-based learning activities are kinesthetic learning games. Players learn by playing fun, physical games of movement. These games create a social atmosphere and a full body and mind experience that make it easy and fun to learn. We'll play five games, including Line Up, 60 Paces, Triangles, Human Knot, and a special surprise game.

In this session, we explore and experience self-management and self-organization via Agile games. You will leave with a deep internalized understanding of self-management and self-organization and an appreciation of how they work better than command-and-control. You'll be able to share these games with your coworkers.

Case Study

Mar 01 01:30 PM - 02:15 PM (45 mins), Grand Ball Room

Microsoft Visual Studio's Journey to Continuous Delivery

Intermediate level

Vibhor Agarwal, Microsoft India Pvt Ltd.

Microsoft Visual Studio is now releasing at a much faster pace and the Team Foundation Service has a deployment every sprint. We adopted agile practices across the board and made significant improvements to engineering processes and systems down the way. What are the impediments to agile and how you overcome them. How do you reimagine the role of developers and testers in this new era. What kind of tools do you need to make this transition a success for your team ?

Come and learn what it takes to adopt modern processes to ship complex products like Visual Studio with engineering teams spread across the globe to ship at cloud cadence.

Case Study

Mar 01 02:30 PM - 03:15 PM (45 mins), Grand Ball Room

The Quality Assurance Journey - From Waterfall to Continuous Delivery

Intermediate level

Roy Nuriel, HP Software

In the past several years we have seen more and more organization taking the decision and moving their development divisions to adopt Agile methodology. In most cases the change starts with a POC of a new and - in most cases - small project that validates the ability of the organization to make the shift to Agile. In many cases the development team takes the lead: changing the process, moving to unified teams, selecting which Agile practice to adopt, etc.

In this session I will share how we made the shift, while focusing on the change in our quality process.

As an R&D group that develops an Agile solution (HP Agile Manager), we wanted to get it right. We changed the way in which we develop software from waterfall to Agile, and built a process to support the teams in a complex and large enterprise. While previously we were accustomed to delivering releases in 1-2 year cycles, we now operate within a SaaS model where we update our production environment on a weekly basis.

We have experimented with the same process that our customers are going through and, as a result, we adapted the way our QA engineers work. In more...

Demonstration

Mar 01 03:30 PM - 04:15 PM (45 mins), Esquire

Automate across Platform, OS, Technologies with TaaS

Advanced level

Anand Bagmar, ThoughtWorks

"TaaS" is an open-source product that allows you do achieve the "correct" way of doing integration testing across a variety of products via Test Automation.

Typically in organizations, there are multiple projects / products. Many organizations like to have a common Test Automation solution across these products in an effort to standardize the framework.

However, this is not a good idea! Each product should be tested using the tools and technologies that are "right" for it. Yet - these different products talk with each other and you need to test the integration between them in an automated way.

Demonstration

Mar 01 01:30 PM - 02:15 PM (45 mins), Sigma

Scrum of One

Intermediate level

Elinor Slomba, E. Slomba Arts Interstices

Artists tend to function in ways that are intuitively Agile. Working closely alongside arts leaders for nearly twenty years before becoming a Scrum Master, I have devised a set of practices that solopreneurs, freelancers or anyone working without Agile support in a larger company can practice to become more productive and contribute positively to organizational culture. I have been putting this into practice for managing deliverables with my own clients as a consultant. Each practice has two parts. For example, Scrum of One Timeboxing includes Step One: Give Yourself a Deadline. Step Two: Blackmail Yourself by Putting it in Print. Another is Scrum of One Product Ownership Step One: Figure out who your patron is. Step Two: Show them your works-in-progress and ask for feedback.

A particularly powerful practice is Scrum of One Standups Step One: set up regular times to meet on a given project. Step Two: keep to the schedule, and if you're the only one who shows up, document and report on the hurdles you're facing. Scrum of One can help many more people adopt the Agile mindset that is a precursor to smooth collaboration on teams.

Demonstration

Mar 01 02:30 PM - 03:15 PM (45 mins), Esquire

Strategies to Achieve Continuous Deployment for an iPad Game Development

Intermediate level

[Naresh Jain, Agile FAQs](#)

"Release Early, Release Often" is a proven mantra and many companies have taken this one step further by releasing products to real users with every commit a.k.a Continuous Deployment (CD).

Over the years, I've built many web/infrastructure products, where we've effectively practiced CD. However at Edventure Labs, when we started building iPad games, we realized there was no easy way to practice CD, esp. given the fact that Apple review takes a few days.

Our main question was: **As mobile app developers, how should we architect/design our apps for CD?**

We were a young startup, learning new behavior about our users (kids aged 5-8) everyday. We could not afford any delay in releasing latest, greatest features to our users. To solve this problem, I believe we've built an innovative solution to enable any mobile app developer to achieve CD.

If you are building real products, which have platform/3rd-party dependencies and you want to practice CD, this session is for you.

Experience Report

Mar 01 11:55 AM - 12:15 PM (20 mins), Esquire

Build - Measure - Learn : Without spending a fortune

Beginner level

[Nikhil Joshi, PubMatic](#)

At times we have great product ideas but the biggest barrier to entry lies in answering few questions such as:

- How do I define and validate Problem hypothesis, Solution hypothesis and Underlying assumptions?
- How do I quickly setup a platform for people to register their interest?
- What will keep the potential customers engaged, excited until the first release (or beta) is out?
- How do I get feedback from the early adopters?
- And eventually when I have answers to some of these questions, how do I make a decision to persevere or pivot?

If you've faced a challenge while answering any of these questions while building/validating your product idea, this session is for you. We'll look at tools and techniques to validate the product hypothesis early-on without spending months or fortunes. We'll also look at a case study to highlight how some of these tools, techniques helped us validate our product idea.

Experience Report

Talk

Mar 01 11:30 AM - 11:50 AM (20 mins), Esquire

Should we stop using Story Points and Velocity?

Beginner level

Prasanna Vaste, Thoughtworks

On Agile projects we estimate user stories in order to allow team to

1. Track velocity
2. Decide scope for the Iteration
3. Help Prioritize stories
4. Help Release planning

But most of the time we faced issues with estimation. It takes lot of time in estimating user stories, managers tend to relate estimate to number of days it will take to complete the story, in some teams estimate is equal to deadline. Most of the teams which use story points to estimate the work face these issues. This results in lack of confidence on development team when stories are taking more time to complete.

Here I am going to talk about better alternative for both the suppliers of software products (financially and ethically) and their customers (internal and external). This alternative is being used in real companies delivering to real customers with great effect where team uses **count of stories completed in an Iteration as measure of progress**. Will talk about how this alternative can be used to track velocity, prioritize stories, planning Iteration and for release planning.

I will share some exmples from my past projects where team did [more...](#)

Mar 01 10:30 AM - 11:15 AM (45 mins), Esquire

Agile Coaching? Sure thing! What about Life Coaching in Agile Thinking?

Beginner level

Victoria Schiffer, REA Group / realestate.com.au

I love being around awesome people, who build great products customers desire.

I love learning from and together with these amazing minds.

I love creating the right environment for teams to flourish.

I love change, and learning from new experiences.

I love working in Agile environments.

How about you?

I bet there are some elements of this list why you're in Agile, too.

And you can probably add even more elements to it.

The Agile Manifesto states amongst others individuals and interactions, customer collaboration and responding to change.

In our everyday life doing Agile we already respect these aspects in many ways.

But do we practice what we preach as best we can?

I'd like to challenge your current way of thinking about people and processes.

I'd like to challenge you to focus on you, before you focus on others.

I'd like to challenge your current way of reflecting.

I'd like to inspire you to go different ways.

I'd like to inspire you to inspire others.

more...

Talk

Mar 01 11:30 AM - 12:15 PM (45 mins), Grand Ball Room

Agile, Management 3.0, Holacracy...what next?

Advanced level

Tathagat Varma, [24]7 Innovations Labs

Modern management methods are still based on the then seminal work by Henri Fayol some 200 years back, followed by Frederick Taylor's work some 100 years back! Sadly, those models were predominantly based on industrial work, and don't really work that well in knowledge industry and today's sociological dynamics at workplace. Classical Agile methods codify several people practices that allow for a self-organizing team to evolve, but doesn't offer a lot of guidance on how to develop and groom leadership for agile organizations beyond a software team. Management 3.0 takes this issue further and develops it into a separate discipline altogether. On similar lines, Holacracy seeks to create social technology for purposeful organizations, though not specially targeting software organizations. So, the issue of leadership still continues to be unresolved and rather left to pave its way on its own. Unfortunately, when we want to achieve true end-to-end agility, it is not enough for software teams to be charging at top speeds but leadership not evenly matched to support them well in their endeavors. We clearly have a problem at hand...

In this talk, we will study how the role of leadership has evolved and what does it look like for [more...](#)

Talk

Mar 01 03:30 PM - 04:15 PM (45 mins), Grand Ball Room

Applying Agile to a Bootstrapped Startup

Beginner level

Venkat Kandaswamy, 3Five8 Technologies Pvt. Ltd.

The default state of a Start up is Failure - Chris Dixon. On 18-Sep-2008, on the day Lehman Brothers collapsed, I started developing a prototype (which later became ApartmentADDA.com), with an unclear picture of the problem definition, not much access to the target Users and zero funding.

Having experienced Agile as a Developer at ThoughtWorks, I tried applying some of the agile concepts. Found it a fabulous fit - true to its promise of light in the darkness of uncertainty and imprecise problem statements.

In this talk I will take you through my Start up Journey - the first 5 years when we were Bootstrapped - how we were able to nail the Problem Definition and find the Product Market fit and how we overcame severe resource constraints - not only in Product Development, but in other functions like Sales, Marketing and Support.

I will make a case on how applying Agile prudently to a Bootstrapped Start up can change the Default State of a Startup - which is Failure - to that of a Success.

Talk

Mar 01 01:30 PM - 02:15 PM (45 mins), Esquire

Hiring (or Growing) the Right Agile Coach

Intermediate level

Lyssa Adkins, Agile Coaching Institute

Michael Spayd, Agile Coaching Institute

There are as many types of agile coaches out there as there are flavors of ice cream. And, their levels of leadership maturity and skill can vary just as widely. It can leave one fretting, "What am I really getting when I bring in an agile coach? And, how do I 'grow' my own?" In fact, what are the "must have" skills of an agile coach and how can you tell if your coach has them? The Agile Coach Competency Framework is one big clue to answering these questions. Over the past two years, this framework has guided the development of hundreds of agile coaches. Agile managers and champions also use it to obtain "truth in advertising" to hire the right coach at the right time. We will explore this framework and provide lightening-talk-style case studies that showcase how it has been used in the real world. You'll leave with ideas and actions to help you become a more savvy purveyor (and/or developer) of agile coaches.

Talk

Mar 01 04:30 PM - 05:15 PM (45 mins), Esquire

Net Promoter System for Agile Companies

Intermediate level

Bernd Schiffer, Bold Mover

Customer collaboration is essential to every Agile business. To create and collaborate to keep a customer is the purpose of an organisation. But still lots of companies try to make bad profits, i.e. profits earned at the expense of customer relationships. The Net Promoter System (NPS) is a renowned open-source system which addresses and measures customer collaboration. And did you know that you not only can use it to get feedback on your products and services, but also on your employees and your personal performance?

NPS is a perfect fit for Agile companies - and those who want to be. Most of the companies I worked with (Agile coaching, training, consulting) had not heard about it, and far less were actually using it. This really surprises me, since NPS integrates like a charm with Agile, e.g. within product development via Scrum.

In this session I'll explain the basics of NPS, i.e. promoters and detractors, satisfied and delighted customers, bad profits (how to deal with bad feedback?) and good profits, and why and how to measure these. Several stories from companies like Apple Retail, Zappos, Southwest Airlines, and others will help to make my point. I'll further show why [more...](#)

Talk

Mar 01 04:30 PM - 05:15 PM (45 mins), Grand Ball Room

Risky Business: Real Options for Software Development

Intermediate level

Todd Little, IHS Global

Software projects are known to have challenges with estimation, uncertainty, risk, and commitment - and the most valuable projects often carry the most risk. Other industries also encounter risk and generate value by understanding and managing that risk effectively. Todd Little explores techniques used in a number of risky businesses - product development, oil and gas exploration, investment banking, medicine, weather forecasting, and gambling - and shares what those industries have done to manage uncertainty.

Talk

Mar 01 10:30 AM - 11:15 AM (45 mins), Grand Ball Room

Secrets of Growing an Innovation Culture

Intermediate level

Jez Humble, ThoughtWorks

The fundamental problem with software methodologies is that none of them work. What's decisive is not which one you adopt, but what you do to continue to innovate around your processes. In this wide-ranging talk, I'll discuss why command-and-control leads to risk management theatre, and why this makes things riskier and more painful. I'll present the essence of innovation culture, how it works at scale, and present some tools (including the Improvement Kata) to help you think differently about how to grow great software.

Talk

Mar 01 02:30 PM - 03:15 PM (45 mins), Sigma

The Sixth Force

Intermediate level

Phil Abernathy, Purple Candor

Over the last 2 years, in small pockets all over the world, people have been experimenting with the use of Agile and Lean in formulating and executing corporate strategy.

The finding will astound you and lay the foundations for what may become the next wave of 'Agilean' transformations, thus paving the way for vertically transformed 'Agilean' organisations that deliver outstanding profitability.

The 'Lean Startup' mentality or 'Management 3.0' are tips of the iceberg in recent strategic thinking.

This talk draws on experience and real life examples to outline how Agile and Lean, and not just Porter's 5 forces, can be used effectively to not only formulate and execute corporate strategy but also to enable transformation throughout the organisation.

Tutorial

Mar 01 10:30 AM - 12:00 PM (90 mins), Sigma

Methodology Patterns: a Different Approach to Create a Methodology for Your Project

Advanced level

Giovanni Asproni, Asprotunity Limited

In the software world we have been looking for "The Methodology" to solve our software development sorrows for quite a while. We started with Waterfall, then Spiral, Evo, RUP and, more recently with XP, Scrum, Kanban, DAD, SAFe (there are many others, but, their impact, so far, has been limited).

In this tutorial, I'll show why this search for the holy grail is bound to fail--each methodology has strengths and weaknesses that make it suitable only in some contexts--and I'll describe a different approach based on patterns and pattern languages, that teams can use to create their own methodologies to suit their specific needs, which, in my experience, has a higher chance of success.

The approach is based on the observation that all the practices used in all modern methodologies--e.g., user stories, use cases, team self organization, TDD, unit testing, acceptance testing, continuous integration, iterative and incremental development, etc.--come from the same set. Different methodologies just mix and match them differently. All those practices can (and many have already been) described as patterns whose relationships with each other form a set of pattern languages.

Workshop

Mar 01 03:30 PM - 05:00 PM (90 mins), Sigma

The Conflict Paradox

Intermediate level

Ram Srinivasan, Independent Consultant

It is not a question of if a team is going to have a conflict; it is a question of when. Equipping them to deal with conflict is more than creating agreements or having a good facilitator.

We look at a conflict model that focuses on dynamics of conflict by understanding-

1. Cognitive skills:self-awareness about triggers, hot spots, emotions,behaviors.
2. Emotional skills:reading emotions, body language, balancing emotions, using curiosity
3. Behavioral skills:understanding others' perspectives and needs, avoiding 8 destructive behaviors, embracing 8 constructive behavior.

In an organizational setting, it is important to understand the source (culture, interdependence, incompatibility, personality, power, etc.) and types of conflict (cognitive vs. affective). Creating awareness about conflict processes, retaliatory cycles and building a conflict profile can empower teams engage in constructive disagreements.



Abhilash Chandran

Certified ScrumMaster (CSM), Certified Scrum Professional (CSP) with a major IT company.

Agile Coach helping people & teams discover the magic of Agile.



Abinav Munshi

- * Manager, Program Management Team (GEC India)
- * Providing agile coaching to roll out agile implementation across Walmart eCommerce India.
- * Extensive experience in managing delivery of products and managing large engineering teams.
- * Hands on experience in development of products including Oracle Application Server Wireless, and HP Insight Management.



Aman King

Aman King has been working in the Agile space for around 8 years, most of it with ThoughtWorks. He has software development expertise in diverse domains and technologies. Most of the projects were successfully delivered by distributed Agile teams using XP practices. Aman has Agile coaching experience, working with team sizes ranging from 7 to 30. His technical interests include the influence of OOP, TDD, and Refactoring on code design. He wrote about "OOP: Objects over Classes" in the recently published book ThoughtWorks Anthology 2. Aman's newly found passion is mentoring and enabling individuals, teams, and organizations rediscover and renew their capabilities.



Allen Rutzen

Allen has over 30 years experience in Software Development from his early programming days to numerous project leadership and project management positions. He has a knack for taking on troubled projects and getting them to "done". This lead to taking on opportunities in new and leading edge technologies and processes as well.

Allen has been a member of the Agile Working Group at HERE since its formation in 2010 and is currently it's Product Owner.

also



Anand Bagmar

I am a hands-on and result-oriented Tester with 17+ years in the IT field of which 13+ years in the software test field.

I am passionate about shipping a quality product, building automated testing tools, test automation, infrastructure and frameworks. I have built open-source tools related to testing - WAAT, TTA and TaaS.

My specialities include: Automated testing, building test automation frameworks, Agile, Coaching, Consulting.

I have spoken in over 10 conferences across the world. The most recent being Agile 2013 in Nashville, TN in USA.



Arlo Belshee

Arlo does a little bit of everything, but what he really does is inspire courage. He has gone back and forth several times between management and in-the-trenches development on technically sophisticated products. He challenges every assumption he can find, and helps people learn to change - always and continuously. He has been involved in Agile since 1999. Yet he worked for 2 years in a rigorous, effective, and pro-people Waterfall development shop. He's a strong believer in discipline and the agility that comes from it, in punctuated continuity, and in change as the only constant.



Ash Maurya

Ash Maurya is the author of Running Lean: How to Iterate from Plan A to a plan that works and the founder of Spark59 whose mission is helping entrepreneurs succeed.

Driven by the search for better and faster ways for building successful products, Ash has been rigorously testing Lean Startup techniques for the past 3.5 years. He serves as a mentor to several accelerators including TechStars, MaRS, Capital Factory, and has worked with companies from one-person startups to large enterprises like Intel, Dell, and Amazon.

He continues to share his ongoing learning on his blog and by way of workshops and bootcamps that he teaches around the world.



Balaji Ganesh N

15.5 yrs of experience in the IT industry.

Handled diverse roles from developer to tech lead to project manager and program delivery manager.

Handled large AD engagements of team size 100+ in the capacity of a program delivery manager.

In recent times, have played the role of a LEAN practitioner, facilitator and coach.

In my current role as Senior Manager - LEAN Six Sigma, I am response for initiation, coaching and execution of Continuous Improvement projects that help maximize business value or reduce cost of delivery for a large Business Unit.



Andrea Heck

Andrea Heck is agile coach in and beyond a Siemens Healthcare business unit. She has started and leads this agile transition since 2008. She has been working as Scrum Master and does a lot of coaching and facilitating in Germany, Slovakia, Hungary and India. Co-founder of the Siemens-wide Agile @ Healthcare conference. Presented at OOP2012, ScanDev2013 and XP2013. She has been working in the software industry since she graduated in computer science in 1991, developing software, integrating, managing and coaching software development teams and organizations. She is interested in people and what makes them change their minds, in big changes as well as in continuous improvement.



Bhavin Kamani

Agile Coach, Open Source Geek, Data Analysis enthusiast.
 Specialised in implementing Kanban based Agile Project Management to improve IT Delivery Processes yielding measurable gains.
 18+ years of hands-on IT Delivery experience as Process Specialist, Enterprise Architect, Leadership roles and of course programmer.
 Specialities: • Lean Six Sigma DMAIC Black Belt (GE Certified)
 • Change Acceleration Process Coach (GE Certified)
 • ITIL v3.0 Foundation Certified
 • Critical Chain Project Management Trained
 • Strong enterprise architecture skills (Web 2.0, Ruby/Java/Microsoft)
 • Broad management experience with co-located and virtual teams (India, US)



Cara Turner

I'm an agile coach and scrum master with a passion for creating positive working environments for complex adaptive systems.
 I place particular value on facilitation as a tool for harnessing the knowledge of teams to direct meaningful and situationally relevant change, and ultimately find autonomy, mastery and purpose in our work.
 I'm committed to learning and sharing agile knowledge via coaching and mentoring in the Cape Town agile community and as a member of the Scrum User Group South Africa (www.sugsa.org.za).
 The software industry has been my home for 10 years, with a prior background in fine art and collaborative creative projects, which feed directly into my experience of software development.



Bernd Schiffer

Bernd Schiffer is an Agile coach, trainer and consultant in Melbourne, Australia. He founded his own Agile company called Bold Mover, and he's been doing Agile and Lean for about 13 years. He often works at the client's introducing Scrum and Kanban at team and management level. He deeply cares about his work, and he's passionate about running long distances.



Balaji.M

17 Years of Industry Experience with Development, Database Administrator, Project Management, Program Management.

Working as Agile Consultant in Agile Centre Of Excellence @HCL Technologies for past 2 years



Chirag Doshi

Chirag has over 10 years of experience in software development in various roles developer, analyst, architect and agile coach. In the last 8 years of his work with ThoughtWorks he has been part of agile teams of different sizes ranging from 2 to almost 200.



Carlos Lopes

Carlos Lopes has been a software developer for over 8 years and has worked at different companies and environments, with different technologies and team sizes. He currently writes code while tackling some consulting challenges at ThoughtWorks Uganda.



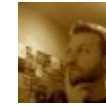
Chad Washington

Chad ensures that ThoughtWorks Studios designs, builds, and delivers pioneering software development tools. Throughout his career, he has played many roles on software teams, from project and product management to QA and design. This experience drives his passion for great tools that help teams reach their goals. Chad joined ThoughtWorks in 2004, after a stint in strategic consulting at the Boston Consulting Group. Two years later, he co-founded the Studios division. Chad received a Bachelor of Arts in Economics from Harvard University with a foreign language citation in Japanese.



Colin O'Neill

As an Annapolis graduate and U.S. Marine Corps officer, Colin gained significant experience leading empowered, cross-discipline teams. He leverages that expertise in the Agile world as a Certified Scrum Master and Certified Scrum Professional to help organizations adopt Dean Leffingwell's Scaled Agile Framework®. Colin has helped multiple Fortune 100 companies achieve enterprise agility and is a frequent speaker on the topic.



Corey Haines

Corey Haines started programming at the age of 10, on a computer his father (also a programmer) bought for him. He played lots of computer games, and when he couldn't win the games, he learned to read the source code and edit the outcome. These "winning games" were his first software programs. He continued to hack, grew up, and began working as a professional software developer.

After 12 years of coding for money, Corey said: "Enough!" - and went on a year-long, Journeyman pair-programming tour. Travelling the world, coding for room and board, he spent his time teaching, learning, and living. Imagine a bee that cross pollinates software knowledge instead of flowers; that bee was Corey. And instead of wings, he had a little red car. Since that tour ended in 2009, Corey has focused his attention on helping developers improve their fundamental software design skills through the use of focused-practice events, such as coderetreat. He also consults for business owners, helping them get the most value out of their software strategies. When not on the road, he spends his time building projects and products.



Daniel Zen

Daniel Zen is the CEO of Zen Digital which provides creative web design and app development with a focus on excellent engineering. With a belief that elegant design is not just external but structural, Zen Digital's developers use Agile techniques to create sophisticated apps with a simple user experience.

Daniel is a Computer Science graduate from the Massachusetts Institute of Technology. He has taught programming & management methodologies at NYU, the New School, and a number of Fortune 500 companies. Daniel has been a consultant to both Google and Pivotal Labs.



Dave Thomas

Dave Thomas is a programmer, and now an accidental publisher. Dave Thomas wrote *The Pragmatic Programmer* with Andy Hunt at the end of the '90s, and that experience opened a new world for them. They discovered a love of writing that complemented their love of learning new things.

Dave Thomas is one of the authors of the Agile Manifesto, and probably responsible for bringing Ruby to attention of Western developers with the book *Programming Ruby*. He was one of the first adopters of Rails, and helped spread the word with the book *Agile Web Development with Rails*.

Dave Thomas enjoys speaking at conferences, running public and private training. But most of all, Dave Thomas loves coding.



Dean Leffingwell

Dean Leffingwell, software industry veteran and Lean Systems Society Fellow, has spent his career helping software teams achieve their goals. A renowned methodologist, author, coach, entrepreneur and executive, he founded Requisite, Inc., which was acquired by Rational Software. At Rational, (now part of IBM), he served as vice president with responsibilities including the Rational Unified Process. As Chief Methodologist at Rally Software, he helped large enterprises achieve the business benefits of agility by helping to define and implement the tooling and practices they needed to support large-scale agile development. Mr. Leffingwell is the author of *Agile Software Requirements*, *Scaling Software Agility*, and *Managing Software Requirements*, all from Addison-Wesley. His most recent project is the Scaled Agile Framework® (scaledagileframework.com), a public-facing website which describes a comprehensive system for scaling Lean and Agile practices to the largest software enterprises.



Doc Norton

Michael Norton (Doc) is a software delivery professional working to make the world of software development a better place. His experience covers a wide range of development topics. Doc declares expertise in no single language or methodology and is immediately suspicious of anyone who declares such expertise. A frequent speaker, Doc is passionate about helping others become better developers, working with teams to improve delivery, and Software Craftsmanship.



Deepak Dhananjaya

I have always been working in the agile teams, started as a Developer, worked as Scrum Master in Mobile application domain. Moved on to be part of Mid-Management layer of a startup, worked on agile delivery setting up continuous integration, delivery at team levels. Now got into a role of working with the teams on Agile Transformation. I currently work as an Agile Coach for Societe Generale. Its interesting to work with different teams from end to end, and always see a new set of challenges with each team.

I believe Agile is mostly mind-set change and that brings in more of agility and value addition to the teams and the client.



Ebin John

I am a person who loves to keep things simple and straight, be it at work or at relations. I truly believe that life is sweet and enjoyable.

Whenever I see complications and sophistication I feel uncomfortable and I try to simplify it. That is what I do for my living as well. I try to simplify and straighten out software development process and techniques. I work with Teams to create more Energy and Synergy and to empower them to work better. I work with Management to make them understand that teams are genuinely working for them, so, to trust them and extract the best out of them. I Preach Agile, because I Practice Agile.



Evan Leybourn

Evan is an experienced leader, coach and published author in the developing field of Agile Business Management; applying the successful concepts and practices from the Lean and Agile movements to corporate management. Evan has a passion for building effective and productive organisations, filled with actively engaged and committed staff while ensuring high-levels of customer satisfaction. Evan's experiences when holding executive and board positions in both private industry and government has driven his passion for lean business management. His background in Agile Project Management and Business Intelligence informed his understanding of the need for evidence-based decision making and quantitative analysis, to measure corporate success.

As well as writing "Directing the Agile Organisation", Evan currently consults to the Australian Government in Canberra on Agile project management and governance.



Elinor Slomba

Elinor Slomba has nearly twenty years of fund raising, leadership and management experience in the arts world. She has helped cities, including inner-city neighborhoods in Washington, DC, Buffalo, New York, and New Haven, Connecticut, develop their cultural assets and achieve community development goals. In Feb. 2012 she became a Certified Scrum Master, working with creative companies and start-up leaders be more artful and adaptive in their approaches. Her company, E. Slomba Arts Services, delivers storycraft - that is, narrative intelligence - to connect resources with great ideas through planning and facilitation, Agile coaching and communications platforms that build cultures of enthusiasm. The company is an approved service provider to her state's innovation ecosystem. In 2012 she was an official blogger at the Agile Games Conference in Cambridge, MA, and the World Scrum Gathering in Barcelona. She is a regular contributor to The Whiteboard blog.



Ellen Grove

Ellen Grove is an Agile coach & trainer with Agile Partnership, based in Ottawa, Canada. Ellen helps teams and organizations do better work through coaching them in creating the circumstances in which they can work most productively and effectively. Her Agile coaching practice is founded in over 15 years experience leading software testing, development and implementation teams in global enterprises, a passion for exploratory software testing and user-centered design, and a background in community organization. She facilitates the transition to collaborative Agile work practices at the team, managerial and corporate levels, and has conquered the challenges of extending Scrum roll-outs to off-shore development partners and multi-site project teams for enterprise and public sector clients in Canada.



Fiona Mullen

I am an experienced Six Sigma Black Belt with knowledge in project management, organisational change and portfolio management.

In 2006 I became aware of Agile and had the pleasure of being part of, then leading the roll out of Agile at the Enterprise level. In 2011 Lean became part of this program also. The roll out of this program has been extremely rewarding and the experience and exposure I will always draw on.

One of my key achievements is the successful implementation of the Agile Academy globally.

I recently moved into a role as an Executive Manager of Risk Portfolios. This role has provided me with the opportunity to use my background in Organisational Change, Lean and Agile and apply it in a completely different setting.



Giovanni Asproni

I'm an independent consultant specialised in helping companies and teams to become more effective at producing and delivering high quality software, and I write code as well.

I'm an expert in agile development, and a frequent conference speaker. I have been involved with the organisation of several international conferences--I'm a past Conference Chair of the London XPDay, and of the ACCU conference. I have contributed two chapters to the book "97 Things Every Programmer Should Know" published by O'Reilly.



Gopinath R

Gopinath Ramachandran, PMP, CSM certified, currently holds the position of senior engineering project manager at Aricent, where he focuses on Telecom VAS solutions in the Product Engineering Services group at Aricent. He has played various roles in Agile Projects - Scrum Master and Scrum Coach. Gopinath has over 14 years of industry experience in managing and developing software for communications and network applications, including IN, SS7, VoIP, and SDP. He holds a bachelor's in electronics and communication engineering from Madras University, India, and a Master of Business Administration (Marketing/Systems) from Alagappa Institute of Management, India.



Harish Krishnaswamy

With over 12 years of experience in Enterprise Product Development and Open Source (Linux/GNOME), Harish leads the Tools and Interface team for the webMethods Integration Core product line in Software AG's Bangalore R&D Labs. Harish is an avid practitioner and student of Lean/Agile Software Development and helps teams internalize Agile/Lean principles and scale their practices across the enterprise. He serves as a Change Agent/Agile Coach for over a dozen teams in Software AG.

In the past, Harish has been the maintainer of the GNOME Evolution Project, the leading collaboration client on the Linux Desktop and active contributor to the Novell Open Source Internship program and GNOME Bangalore. He has presented earlier at GUADEC 2005 at Stuttgart, Germany and Linux Asia2007 at New Delhi.



Herry Wiputra

Herry Wiputra is currently the Head of Technology for Customer Systems at REA Group or widely known as realestate.com.au. Herry has more than 10 years of experience in software development, coaching and leading teams. He was introduced to Agile more than four years ago and since then he has never looked back. He has since spent most of his time helping organisations build self-organising, high performance Agile teams with the focus on building high quality product. With a background in software development, he has been instrumental in connecting business with technology. His good understanding of business context, servant leadership attitude and collaborative approach enables his team to understand their purpose clearly, empowered and motivated to continually be better. Herry has presented in various conferences in Australia, such as Agile Australia, Scrum Australia and LAST conference.



Jason Yip

Jason first encountered Extreme Programming in 1999 on comp.software-engineering and comp.object. He joined ThoughtWorks in early 2001 right after the dot-com bubble burst. Jason was a committer on CruiseControl, the first Open Source continuous integration server. His career at ThoughtWorks spanned activities from build and version control management, to custom Java development of both rich client and web applications, to Agile coaching, to consulting on Agile, Lean, Kanban for software development, IT operations, and larger scale organisational change. Jason's current primary interests include Design Thinking, Lean and Lean Startup, statistics, and psychology.



Howard Deiner

Howard Deiner is an Agile coach who works with individuals, teams, and organizations to help them achieve their business objectives. He has a varied background spanning 38 years in the industry, with extensive domain knowledge in commercial software, aerospace, and financial services. He has played many of the roles in the development arena, such as developer, analyst, team lead, architect, and project manager.

When not mentoring and developing organizations, he has also dabbled in the executive office, and wears the battle scars of the DotCom revolution proudly. He has applied the principles of Agile and XP Development in teams both large and small, for in-house as well as commercial environments, both in an organic setting, as well as the ordained setting. Howard has educated dozens of teams, and made Agile principles come to life in many settings.

Howard has degrees in Computer Science and Electrical Engineering from SUNY at Stonybrook, as well as a Juris Doctor from Thomas M Cooley School of Law. Howard is a long standing member of the ACM and IEEE.



Jez Humble

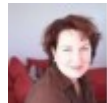
Jez Humble is a Principal at ThoughtWorks, and co-author of the Jolt Award winning Continuous Delivery, published in Martin Fowler's Signature Series (Addison Wesley, 2010). He has worked as a software developer, product manager, consultant and trainer across a wide variety of domains and technologies. His focus is on helping organisations deliver valuable, high-quality software frequently and reliably through implementing effective engineering practices.

**Johannes Brodwall**

Johannes is the Oslo based Chief Scientist for the Sri Lanka based company Exilessoft. He trains distributed teams in engineering practices and contributes to projects halfway across the world. He is an active contributor to the programmer community in Oslo and Sri Lanka and a veteran speaker in Norway and abroad.

**Karthik Kamal Balasubramaniam**

Quite a greedy soul, when it comes to life and dreams. Loves to read, sing and do salsa. An explorer by heart and have got my hands dirty with plethora of things. I work as an Agile coach. Approach to agile via people and practices makes sense to me. Knowledge in coding and psychology make this journey more interesting. Agile is a way of life to me and it applies to what I do in life professionally/personally. That way I don't work, but just follow my passion!

**Lynne Cazaly**

Lynne Cazaly is a communications specialist and master facilitator. Lynne provides clarity to project complexity through workshops, training and visual strategy. Lynne trains, facilitates, speaks and coaches on visual facilitation, visual thinking and other engaging tools for project people to help boost buy-in, collaboration and engagement. She is the author of the book 'Visual Mojo: How to capture your thinking, convey information and collaborate using visuals.

**Kevin Austin**

Business Analyst within the Corporate & Investment Bank in addition to supporting a global Agile Transition for multiple projects across North America, EMEA, and Asia-Pacific.



Lyssa Adkins

Since 2004, I have taught Scrum and Agile Coaching to well over a thousand students, coached many agile teams, and served as master coach to scores of apprentice coaches. In both one-on-one settings and small groups, I enjoy a front-row seat as remarkable agile coaches emerge and go on to entice the very best from the teams and organizations they coach. Prior to agile, I had more than fifteen years of expertise leading project teams and groups of project managers (I was even a PMO Director – twice!), yet nothing prepared me for the power of agile done simply and well.

I hold an alphabet soup of certifications: Certified Scrum Coach (CSC), Certified Scrum Trainer (CST), Project Management Professional (PMP), Six Sigma Green Belt (SSGB) and Organization and Relationship Systems Certified Coach (ORSCC). I am also a trained Co-Active Coach and Leader.

In 2010, I authored Coaching Agile Teams: A Companion for ScrumMasters, Agile Coaches, and Project Managers in Transition.



Johannes Brodwall

Johannes is the Oslo based Chief Scientist for the Sri Lanka based company Exilesoft. He trains distributed teams in engineering practices and contributes to projects halfway across the world. He is an active contributor to the programmer community in Oslo and Sri Lanka and a veteran speaker in Norway and abroad.



Martin Fowler

Martin is an author, speaker... essentially a loud-mouthed pundit on the topic of software development. He has been working in the software industry since the mid-80's where he got into the then-new world of object-oriented software. Martin has spent much of the 90's as a consultant and trainer helping people develop object-oriented systems, with a focus on enterprise applications. In 2000 he joined ThoughtWorks.

Martin Fowler's main interest is to understand how to design software systems, so as to maximize the productivity of development teams. In doing this he has looked to understand the patterns of good software design, and also the processes that support software design. Martin has become a big fan of agile approaches and the resulting focus on evolutionary software design.



Michael Heydt

I am responsible for the identification, incubation, growth and application of advanced technologies for SunGard's Global/Consulting Services. This currently involves agile, user experience, user interaction, seamless computing, natural user interfaces, Internet-scale messaging, cloud computing, cloud services, rich user interfaces, mobile platforms and sharded cloud database systems. I have over 30 years of software development experience, and currently work with major investment banks on Wall Street assisting in implementation of lean user experience / software development practices.



Michael Pollard

Mike is passionate about people, culture and helping to make positive change. He recently migrated to Australia from the UK and is currently working at Bankwest in Perth. Mike started his Agile and Lean journey in 2005 and has worked as a Scrum Master, Product Owner and Coach, for a number of organisations, from Nokia Music and O2 (telefonica) to small start-ups and online retailers.



Michael Spayd

In a word, my professional work is about transformation. I seem to be wired to help people-and systems-change. I am drawn to cutting edge 'technologies' for coaching and developing organizations, leaders and teams. I have worked as an organizational change coach and consultant for more than 20 years, working with Fortune 500, small businesses and non-profits. For 12 years I have specialized in large-scale Agile transformation efforts, working with numerous organizations, leaders, and dozens and dozens of teams in that time.

I was trained as a Team and Organizational Coach, in Co-Active leadership, and in executive coaching, organizational behaviour, organization change and consciousness transformation. I am a Certified Organization and Relationship Systems Coach (ORSCC), a Certified Professional Facilitator (CPF), and a Certified Scrum Master (CSM). I am currently writing a book in the Mike Cohn series called Coaching in the Agile Enterprise. An excerpt of that book will be released in Fall 2013.



Mikael Gislen

Managing Director of Gislen Software a Software Outsourcing company located in India. I came to India in 1993 and started the company. We work mainly with customers in the Nordic Countries and in the UK.

I have a broad experience as IT consultant, first in Sweden and then internationally, in various areas of expertise. I have a background as a Software developer, but my strengths are in requirement collection, business analysis, visioning, high level design and architecture.

Being Swedish but working in India with clients in Sweden the cultural challenges have attracted my interest and I have spent time researching and analysing how to best work together across cultures. Over the last couple of years, I have spent time researching and analysing how to get agile to work within a corporate quality system such as ISO 9000.



Mike Burrows

In a career spanning aerospace, software tools, banking, energy and the public sector Mike has been a global development manager, IT architect and IT director. As a consultant he now helps organisations evolve and transform at scale, taking a values-based approach to Lean, Kanban and Agile.

Mike is well known in the Kanban community as an experienced practitioner, communicator and teacher, and for some notable contributions to the way Kanban is understood, taught and applied worldwide. He is a member of the management board of LKU's Accredited Kanban Training (AKT) program and on the advisory board of its Kanban Coaching Professional (KCP) program.



Mukesh Bhangria

Software development Engineer (Since Sep 2010) - Amazon India Development Pvt. Ltd, Hyderabad.

Software Design Engineer in Test (Feb 2006 - Sep 2010) - Microsoft



Naresh Jain

Naresh Jain is an internationally recognized Technology & Process Expert. Over the last decade, he has helped many Fortune 500 companies like Google, Yahoo, Amazon, HP, Siemens Medical, GE Energy, Schlumberger, EMC, Alcatel Lucent, to name a few clients.

Naresh is leading two tech-startups, which build tablet-based adaptive educational apps for kids, conference management software, social-media search tool and a content curation and voting platform. His startups are trying to figure out the secret sauce for blending gamification and social learning using the latest gadgets.

As an independent consultant, Naresh worked with many fortune 500 software organizations and startups to deliver mission critical enterprise applications.

Naresh founded the Agile Software community of India, a registered non-profit society to evangelize Agile, Lean and other Light-weight Software Development methods in India. Naresh is responsible for conceptualizing, creating and organizing 50+ Software conferences worldwide.



Nikhil Joshi

Agile pragmatist, Anti-prescriptive agilist



Nitin Ramrakhyani

Nitin is a passionate Product Leader and Lean/ Agile evangelist. In his current role, Nitin is managing a portfolio of Enterprise/ SaaS products for Digite Inc., a leading provider of Agile ALM solutions and owns end-to-end delivery of products using Agile principles.

Nitin has presented at various conferences and local agile meetups and has been a part of Agile India conference organizing team since 2012. He's also helping with this year's conference being a part of the core team for Agile Lifecycle stage. He also co-founded Limited WIP Society - India Chapter recently and striving to increase the awareness of Lean/ Kanban methods in India.

An avid learner, reader, occasional blogger, his area of interests are Agile Product Management, UI/ UX design, Lean/ Kanban, productivity apps and chasing new ideas/ innovation/ gadgets.



Phil Abernathy

With 31 years of business and IT experience and over 18 years of consulting and management experience with blue chip companies in Australia, Europe and the USA, Phil is a proven entrepreneur, executive leadership coach and management consultant.

Phil is considered one of the leading experts in Agile and Lean in Australia and NZ and has been instrumental in setting up the Agile Academy. He is the founder of Purple Candor and his 12 years of Agile experience firmly establishes him as an executive coach and trainer in the Agile/Lean arena, specialising in helping organizations transform to a more productive way of working.

His 14 year IT career with Shell, culminating as CIO, combined with the experience thereafter of building and running his own Professional Services company for 18 years gives Phil the unique combination of in-depth IT knowledge, business acumen (financial services, energy, telecom and new media sectors) and dynamic leadership.



Pooja Wandile

Pooja Wandile has over 14+ years of experience in the IT industry. She is the Process Manager with Persistent's Corporate Quality Management Group. Pooja is a Certified Scrum Master and Certified Scrum Product Owner. She has lead projects in the capacity of Scrum Master. She is also a Certified Software Quality Analyst. Pooja is anchoring Agile initiative in Persistent and has conducted several Agile/Scrum trainings over last 3 years. She has also mentored projects on adoption of Scrum methodology.



Pramod Sadalage

Pramod Sadalage is principal consultant at ThoughtWorks where he enjoys the rare role of bridging the divide between database professionals and application developers. He is usually sent in to clients with particularly challenging data needs, which require new technologies and techniques. In the early 00's he developed techniques to allow relational databases to be designed in an evolutionary manner based on version-controlled schema migrations. He is the co-author of Refactoring Databases, co-author of NoSQL Distilled and continues to speak and write about the insights he and his clients learn.



Prasanna Vaste

I am Prasanna Vaste working with Thoughtworks India as Business Analyst for last 6 yrs. I am passionate about Agile, Kanban and would like to use this opportunity to share my thoughts with Agile world.



Raj Anantharaman

Work for Intel India and driving an Agile transformation across the site. Primary expertise is in Scale Agile. 18 yrs of industry experience with an MS in Computer Science and B.Tech (EE).



Rae Abileah

Rae Abileah dedicated the past decade of her life to peace and justice organizing in the US, with a focus on women's rights as integral to peace-building, through her role as co-director of CODEPINK Women for Peace and by volunteering with various US and international organizations. Rae helped organize creative demonstrations and flash mobs to end violence on women and girls as part of the One Billion Rising campaign in 2012. She is a contributing author to Sisters Singing: Incantations, Blessings, Chants, Prayers, Art and Sacred Stories by Women; 10 Excellent Reasons Not to Join the Military; Beyond Tribal Loyalties: Stories of Jewish Peace Activists; and the new release Beautiful Trouble: A Toolbox for Revolution. Her articles have been published on various online and print news outlets such as Mondoweiss, AlterNet, Common Dreams, and Tikkun.

Rae graduated from a women's college, Barnard College at Columbia University, with a dual degree in Environmental Science and Human Rights. Her activism has led her to participate in UN negotiations on climate change, facilitate workshops on domestic violence prevention in high schools, speak out to expose the costs of US war and occupation in Iraq and Afghanistan, cross borders and cross-pollinate ideas. She compliments her activism with creative writing, cooking brunch, surfing (still working on being truly agile with this sport) and photography.



Raja Bavani

Raja Bavani, Chief Architect of Mindtree, plays the role of Agile Evangelist. He has more than 20 years of experience in the IT industry and has published papers at international conferences on topics related to code quality, distributed Agile, customer value management, and software estimation. He is a member of IEEE and IEEE Computer Society. He regularly writes for magazines and technical conferences. His articles are published in magazines such as Agile Record, Cutter IT Journal, IEEE Software and SD Times. His distributed agile blog posts, articles, and white papers are available at

<http://www.blogs.mindtree.com/author/raja-bavani> and
<http://www.se-thoughtograph.blogspot.in>.



Ram Ramalingam

First Hello world program in 1989 - Last coded in 1998, for my Engineering thesis (my grades warned me to desist). First job in 1998 - Fifteen years of varied experience thereafter - in project managing in petrochemical/manufacturing, implementing enterprise software/CRM, architecture of fairly large Business Intelligence platforms, Fast web apps, and Business architecture consulting and now finally working as an Agile coach one of the largest transformations/complex domain & architectures.

Extremely passionate about technology and Agile. Come years of academic and vocational interests in multiple disciplines that make Agile, in my opinion, truly a Theory of Everything, viz. Operations research (Lean, six-sigma, MRP), Economics (Classical & behavioural), Psychology and Organizational behaviour, Mathematics/Statistics, Evolutionary biology etc. My particular focus in Agile has been on culture, organizational learning, systems thinking, product management & design thinking and gamification. Have been focussing on complexity, captology & cognitive science in the past few years.



Ram Srinivasan

Ram Srinivasan is a transformation catalyst and works as an Agile coach and trainer. He partners with his clients and uses his expertise in strategy, product management, Innovation Games®, and human psychology to create pragmatic solutions. He regularly conducts public and private training sessions on Agile methodologies, Lean-Kanban systems, coaching, facilitation, and Innovation Games®.

Ram has a project management background (PMP, CSP, PMI-ACP) and has more than 10 years experience working with start-ups, mid-size and large organizations (e-commerce, media, telecom, finance, and insurance). He is an Innovation Games® Qualified Instructor, and is also trained as an Organizational Coach (ORSC). His other interests include lean start-ups, complex adaptive systems, change management, gamification, and conflict management.

Ram frequently speaks at local meet-ups as well as international conferences. He believes in contributing to the community and co-leads the webinar team for PMI Agile Community of Practice. He holds a Masters degree in Engineering from The University of Arizona and is currently based out of New Jersey.



Ravi Kumar

Hands-on agile practitioner with application development and delivery experience helping customers and organizations implement agile/lean processes and practices for achieving delivery excellence.

Agile to me is a philosophy more than a software methodology or framework. I am a core member of the Agile CoE and in my current role as an Agile/Lean Evangelist/Coach/Consultant I work with the teams in implementing and maturing agile/lean practices to customers and large engagements/projects. I come from the application development and delivery background primarily in the Financial Services space with 5+ years of engineering and development work experience at Deutsche Bank, USA in Mortgage and Investment Banking group. I have played various roles as a Coach, Consultant, Trainer, Scrum Master, Manager, Architect and Developer with expertise to help organizations and teams transform to implement agile/lean methods. My IT industry experience spans over 16 years with the last 6 plus years in leading and growing agile and lean practices..



Richard Kasperowski

Who am I?
I do great things with great people.

I am a Business Transformation Coach, Agile Coach, and Open Space Facilitator. I help people, teams, and organizations understand what they have, discover and align around what they want, and transform from what they have to what they want.



Ryan Martens

I am not Paul Hawken. Or Peter Senge or Richard Branson. But I have studied these social innovators and am diligently working to apply these concepts in a 300-person business, venture-backed startup that I founded in 2002. I am the Chief Sustainability/Social/Strategy Officer and Chief Technology Officer at Rally Software.

We are a How company and I am a How innovator, where the rubber meets the road. I am an expert in helping companies adopt a methodology called Agile development and Lean Startup, loosely defined as methods for delivering small batches in quick cycles to speed learning and innovation. I founded Rally to help make a major impact in the technology industry by moving it from a slow, wasteful and burdensome product model to a fast, sustainable, high-impacting service model. I hope this leads to changes, as Paul Hawken and the Lovins described in Natural Capitalism. The goal here is to break the take-make-waste cycle and move society toward a regenerative service model - a model where work creates joy, diversity, social justice and clean ecosystem services.



Roy Nuriel

I joined Mercury interactive (that was later Acquired by HP) 10 years ago. During the first 4 years I took several QA leadership roles and then made the shift to inbound product management.

I've lead some of our known quality products such as:

- QTP \ UFT - HP Solution for GUI & API automation
- HP Sprinter - Manual testing solution
- Quality Center - HP ALM solution

In the last year I moved to lead our new SaaS solution that target organization that are doing agile development. As part of that shift we had to do our own adjustments - We moved from waterfall development process to agile, we changed our delivery model to SaaS and from 1 1/2 years delivery to continues delivery - Those changes brought with them great value and potential from one had but many challenges on the other hand and we had to change the way that we work, measure, responsibilities etc. In my role I'm exposed to many organization and the way that they made the move to agile, I've attended many agile conferences in the past year and gave few session on agile challenges and the main trends in the industry.

**Shashank Teotia**

Have spent about 9 years engineering software, both in product and service domains. I have seen the spectrum ranging from applications developed for internal company consumption to high scalability problems, from being a small stream in a waterfall to being a gear in an agile process, and it has helped me appreciate both technical and practical issues encountered in software projects.

My journey in ThoughtWorks has helped me appreciate the other nature of Agile, where things become difficult in co-sourced and distributed development environment.

Currently, I am working on a project in which we are using a polyglot programming approach, an area which is of good interest to me.

**Simon Reason**

Simon Reason has been working to Agile principles since 2006 using Scrum and XP as Developer, Scrum Master and Agile Coach. Simon is currently working at Bankwest on their Agile transformation and has previously worked with Nokia Networks, TomTom, StatOil, O2 and others in Scrum and Agile.

**Sreerupa Sen**

I work in IBM Rational working on developer tools. I started out in IBM with implementing model-code generators and real-time model debuggers. After about 3 years I moved into team collaboration tool that we were just starting in IBM, named Rational Team Concert. At present I am the architect for Rational Team Concert Client Integrations. Rational Team Concert combines source control management, change management, automation and agile planning in a way that makes it very simple for distributed teams to collaboratively build software using agile practices.

I've been building software tools for agile development, for co-located or distributed teams, for the past five years. I've presented on Agile at conferences and blogged about agile practices we follow. We're very serious about continuous delivery in IBM Rational, and over the past year and a half, we've been moving to continuous delivery and hosted deployment. It's been an incredibly interesting journey, and one that I'd like to share with other agile practitioners, via an interactive discussion.



Srinath Chandrasekharan

Having worked with a large number of teams from different domains, geographies, different technologies and of course a variety of people with different work cultures, and having been a developer myself I strongly believe that Agile way of working is actually "common sense". However I have seen many people making it more complicated than needed and violating the KISS (Keep It Simple Stupid) principle.

My endeavour as a coach is not to teach the teams the correct ways of working but to continuously question them and prod them, so as to bring out the most efficient solution to the problem at hand

I have over 15 years of experience in the IT industry of which the last 5 years have been in Agile. I have tried to share my knowledge and experience through articles on Scrum alliance, presentations at Scrum / Agile gatherings as well as other user groups.



Sudipta Lahiri

A teacher and student of Agile methods and practices.

As the Engineering Head of Digite, I led the development of SwiftKanban, SwiftALM and Digite Enterprise products. Today, SwiftKanban is a one of the Top 5 products in the kanban space. Digite Enterprise has over 200000 users globally. India, companies from Infosys, HCL Technologies, Honeywell, Virtusa, etc., use it to manage and track all their projects across their delivery teams.

In my current role, I help project teams across customer get more agile and implement the Kanban Method. I also manage the Limited WIP Chapters in Bangalore and Pune.



Tarang Baxi

Tarang works with ThoughtWorks as a Project Manager and Business Analyst. He has over 12 years of experience in a variety of roles spanning analysis, project management, IT strategy consulting, business process consulting, and methodology coaching. He has extensive experience working with distributed software delivery teams. Tarang has presented and run workshops at a number of agile conferences including Agile India 2010, Agile India 2012 & 2013, XP2012 & 2013 and Agile2012



Sunil Roy

I have been practising Agile since 8 years (4 years in U.S., and then in India).

I was a key member right from the beginning till now and going forward, in the Agile Transformation and Scaling at Nokia Maps division (earlier called NAVTEQ, now called HERE).

I have also been conducting trainings and coaching (for Teams, SMs and POs) in Agile Fundamentals, Agile practices, Scrum, Taking Agile Practices to the Next Level, in the current and the previous company, since 4 years.

I have played multiple Agile related roles at Nokia.



Tathagat Varma

Tathagat has been involved with hi-tech software product development over the last two decades with Defense Research and Development Organization (DRDO), and subsequently with Siemens Telecom, Philips Medical Systems and Philips Digital Networks divisions, Huawei Technologies, McAfee, NetScout Systems and Yahoo! prior to joining at [24]7 Innovation Labs in significant technical and leadership roles, including starting-up and heading India operations for NetScout Systems between 2004 and 2009. Most recently at Yahoo!, as Head of Business Operations, he was responsible for Strategic Programs, Outsourced Product Development and Business Operations, and additionally led center-wide adoption of Agile, Business Excellence and IP Programs.

At [24]7 Innovation Labs, Tathagat is responsible for Strategic Process Innovations. His core expertise is large-scale new product development, project management, strategic program management, software process improvement, agile software development, general management, leadership development, organizational change management, cultural transformation and outsourced product development.



Thushara Wijewardena

Thushara has been leading geographically distributed software teams over 12 years. During that time she has employed a variety of traditional and Agile processes. As the Chief Project Officer of Exilesoft, Thushara enjoys her day-to-day work with a large pool of technical specialists and a diversified clientele/ integrated teams distributed in Norway, Australia and Sweden.



Todd Little

For more than 30 years Todd has developed or lead the development across all aspects of software development. This has included development, project management, functional management, quality management, and product management. Most of his career has been spent in commercial software application development for oil and gas exploration and production. Some of his previous roles at IHS Global Corp include Director of Software and Technology, Director of Product Integration, and Senior Development Manager.

He is known worldwide as an expert in agile software development. He served on the Board of Directors for the Agile Alliance and is a founder and past President of the Agile Leadership Network. He was a co-author of the "Declaration of Interdependence for Project Leadership." In 2003, he co-founded the Agile Development Conference with Alistair Cockburn. The following 3 years he was the Program Director for the Agile Development 2004, Agile2005, and Agile2006 conferences. In 2011 he returned for the 10 year anniversary of the Agile Manifesto to Chair Agile2011. For 2012 he is leading the Agile Executive Forum.

Todd has published and presented work on a number of topics including business value, strategy, real options, project uncertainty, collaboration, individual and group dynamics, offshore development, and managing uncertainty and complexity. Several of his publications have been printed in IEEE Software and the Cutter IT Journal. Todd is a frequent speaker at the Agile200X Conferences, and several regional and international Agile and Software conferences. He is a co-founder and on the leadership team of Accelinnova, a business consulting group providing leadership tools in the agile arena.



Venkat Kandaswamy

He has a track record of brewing simple and powerful solutions for apparently complex problems. In his 12 years of professional experience, Venkat has worked with TCS, Compuware and ThoughtWorks and has built high performance and high availability web applications in various domains like healthcare, insurance and leasing for Fortune 500 companies.

Being an ardent follower of Agile methodology, Venkat ensures that the software remains highly adaptable and can provide value to the customer fast. Venkat holds a Bachelors Degree in Electrical and Electronics Engineering from CEG-Anna University and a Masters degree in High Performance Computing from Louisiana State University.



Vibhor Agarwal

I am the Group Program Manager of Microsoft Visual Studio Testing tools driving the product roadmap of quality focussed tools in Visual Studio product line. I joined Microsoft 5 years back and worked on Windows Phone developer tools and have shipped 3 releases of Windows Phone Developer tools since then. Since then I have taken over the responsibility of Testing tools in Visual Studio 2013 release and beyond. I am passionate about the tooling space and constantly looking at how we can hand the best tools to our developers and testers so they can be productive at building high quality applications.



Venkatraman L

Venkat has 14 years of IT experience with rich exposure in Program and Project Management using Agile Scrum, XP, Kanban & Traditional methodologies. As an Agile coach and practitioner, Venkat has led process formulation and adoption across large enterprise teams in his last 2 assignments. He has been an Agile Practitioner for the last 8+ years across various product development and product engineering roles.

Venkat currently heads the Program Management Office (Technology PMO) at InMobi. As a manager of a Portfolio, he is responsible for managing 100+ concurrent releases across 15 component scrum teams.

He has a good blend of agile exposure across product engineering, web development, enterprise application and platforms through his current and prior roles at AOL India and MindTree Ltd., Venkat is a COBIT5 Foundation Certified IT Governance Professional, PMI-ACP (Agile Certified Practitioner), Project Management Professional (PMP), Certified Scrum Master (CSM) & Certified Scrum Practitioner (CSP) and MCPM (Master Certificate in Project Management) from SP Jain, Mumbai. Venkat holds a Bachelor in Engineering (B.E), Masters from BITS, Pilani (MS) and an Executive General Management from IIM, Bangalore.

A continuous learner and conference enthusiast, he also presented a paper on "Portfolio Management through Agile" at the PMI National Conference in Chennai in 2012. He was also the panelist at Sasken's Project Management Day speaking on Agile and a power panel speaker at PMI Chennai's Tamilnadu Conference 2013 about Agile PM delivering true value. He has also presented on Governance using Agile in the CII Project Management Conference. Venkat was recently an invited speaker at Intel's Agile & Lean Summit.



Victoria Schiffer

Currently in the role of Delivery Lead. Loves great teams, Agile Software Development & everything related to (Life) Coaching!

I'm a Melbourne based Agile mind with a very strong technical background through seven years of experience working in different roles in the IT and the new media industry. My professional passion lies in working in Agile environments with great teams.

I'm a passionate speaker on topics I believe in. Currently this includes Agile, Innovation, Teams, People & Life Coaching.



Vinod Sankaranarayanan

Vinod has been at ThoughtWorks for close to 2 years as the Program Manager for the one of the largest accounts in ThoughtWorks. In this role is he is responsible for the overall delivery of all projects within the program. This also includes process improvements, people development as well as responsibility for customer satisfaction.

Prior to ThoughtWorks Vinod spent 11 years at MindTree in various roles starting off as a Business Analyst, moving on to Project Management and Delivery Management. During his final two years at MindTree, Vinod handled two of the largest accounts within MindTree's Travel and Transportation space. Specific accomplishments include managing high performing, cross-functional teams of more than 100 members across continents. Vinod was one of the founding members of the Agile Council at MindTree, focusing on creating organizational capacity to win and execute Agile projects.



Vinod Purushothaman

Vinod Purushothaman is a Programmer, Agile Evangelist, Mentor and Technology Expert messing up with software engineering since 1998, working hard to spread agile principles and practices.

He started exploring Agile Practices early 2009, and continues to learn the principles with a curiosity and enthusiasm like a kid. A programmer turned automation freak, who is now focused on Continuous Integration and Continuous Delivery.

As an agile practitioner, Vinod believes that continuous improvement is the path to success, hard work is the key though.

Currently working as Technical Architect at Envestnet Inc, Vinod find time to mentor and coach various teams to practice agile methods. Vinod is also working with Agile Software community of India to organize Agile Kerala 2013, first ever Agile and Lean Software Development Conference in Kerala.



Vinodhini

Vinodhini Tharaneetharen is working as Project Manager/Agile coach at Exilesoft Pvt Ltd where she plays multiple roles such as offshore product owner and scrum master for various agile teams. Vino has been a speaker of "Agile in offshore" meet up in Oslo and she is one of the key responsible members for standardizing agile practices at Exilesoft. She was also a key player as a volunteer Event Manager at the First SAARC Regional Project Management Conference held in Sri Lanka. She is PMP certified and has 6 years of experience in the field of information Technology working with Europe market. She has keen interest in how to apply agile and other project management concepts in Software Engineering field.

