Visual Management and Blind Software Developers

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Full and animated presentation available at Prezy: http://prezi.com/l3lizyo7-vev/
Visual Management

Scrum to Kanban

What are the common visual elements in a team adopting Agile?

Physical Board x Electronic Tool

Physical Board:
1. Visualize
2. High visibility
3. Real-time feedback
4. Kanban mental model
5. Shared mental model
6. Process engagement
7. Encourage commitment
8. Transparency
9. Easy for board tracking
10. Organic, delightful
11. Cheap

Electronic Tool:
1. Remote access
2. Historical data
3. Metrics
4. Learn
5. Costs competitiveness
6. Support
7. Team collaboration
8. Many small items
9. Systems think, i.e.
What are the common visual elements in a team adopting Agile?
Task Board
Burndown

Actual - Plan -

Daily Burndown
Iteration #2

BIG
REFACTORING
WAVE
Definition of Done!
Crew Qualifier Team

DoD
Rules

- Red
- Refactor
- Green

- Testing: I find your lack of tests disturbing.
- Reveal Intentions: Write code for who comes after you, not for the computer.
- Pair Programming: If you're only playing with yourself, you're doing it wrong.
Extreme Feedback
Realtime Data
impediments
news
bugs
schedule/agenda
contacts
...

Scrum to Kanban

Simple
Works for any process

even more visibility

First Kanban team
(David Anderson 2007)
Physical Board x Electronic Tool

Physical Board:
1. Practical
2. High visibility
3. Imperfections help mental model
4. Functional mental model
5. Shared mental model
6. More engagement
7. Encourage commitment
8. Gamification
9. Easy for Board refactoring (less constraints)
10. Organic, delightful
11. Cheap

Electronic Tool:
1. Remote access
2. Historical data
3. Metrics
   - Team
   - Corporate
4. Code traceability
5. Too many small items
6. Systemic Vision. Ex:
1. Practical
2. High visibility

You see, even if you don't want to see!
3. Imperfections help mental model
4. Functional mental model

TANDEM CONVERGENT. Mobile pour femmes.

TANDEM DIVERGENT. Mobile pour couple en interne de diverses.
5. Shared mental model
6. More engagement  
7. Encourage commitment
8. Gamification
9. Easy for board refactoring

Less Constraints
10. Organic, tangible, delightful
11. Cheap
Electronic Tool:
1. remote access
2. historical data
3. metrics
   team
   corporate
4. code traceability
5. too many small items
6. Systemic Vision. Ex:
What if your team has a blind developer?
Meet

Carlos Williams, developer
When he started

Team

Maintain old software
Perform accessibility tests
We need to change

But, how?
Action Research

multiple interventions

From 2011 - 2014...

that sought to include the blind developer in a team that uses visual management.
Experiments

User Stories & Task Board

Planning Poker

Continuous Integration

Coding Dojo

Daily Meeting
User Stories & Task Board

1st
13 devs
12 ongoing
No accessibility

2nd

3rd

4th
1st

13 devs
12 ongoing
No accessibility
US05
VISUALIZAÇÃO
MENU POR UM
DEFICIENTE VISUAL

US06
AUTOMATIZAÇÃO
CONTROLE
ACUMULAÇÃO
CARGO

US07
GERAR RELATÓRIO
SOBRE ALTERAÇÕES
DE ACUMULAÇÃO
DE CARGO.
Planning Poker
Coding Dojo
Continuous Integration
Daily Meeting
Conclusion

It is possible to integrate a blind developer to a Agile Team that uses Visual Management.

Team

With simple and cheap solutions
Thanks!

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