Can You Be Remotely Agile?

Mark Kilby
MARK KILBY
SOFTWARE SINCE 1990
AGILE COACHING SINCE 2003
WHAT ABOUT YOU?

ARE YOU REMOTE OR DO YOU WORK WITH REMOTE TEAM MEMBERS?

(OR HAVE DONE SO IN THE PAST?)
WHO WORKS IN A 100% DISTRIBUTED TEAM?

THAT IS, NO ONE CO-LOCATED?

(OR HAVE DONE SO IN THE PAST?)
HOW MANY JUST THOUGHT TO THEMSELVES:

 THAT CANNOT REMOTELY BE AGILE!
TINY HOUSES

NOW ... A LITTLE BACKGROUND ON SONATYPE
ABOUT SONATYPE

2001
Jason VanZyl launches Maven and Maven Central

2006
- Maven emerging as a standard, Central reaches 100M
- M2eclipse introduced to OS community

2008
- Sonatype formed around Nexus development team
- Nexus repository manager introduced to OS community

2010
Wayne Jackson joins as CEO, Company funded, Central reaches 4B

2012
- Sonatype raises growth round of $25 million, NEA leads
- Nexus surpasses 20k installs

2013
- Sonatype launches CLM and Nexus Pro CLM solutions

2014
- Central surpasses 17.2B requests

@mkilby
Fully Distributed Agile

http://www.pictofigo.com/picture/detail/2650/Action?category=1
CAN THIS WORK?
BENEFITS OF REMOTE WORK?

Adapted from TechRepublic article Jan 19, 2015
“10 Good Reasons Why Working Remote Makes Sense” http://tek.io/1J1j0BX
BENEFITS OF REMOTE WORK?

Less stressed

Adapted from TechRepublic article Jan 19, 2015
“10 Good Reasons Why Working Remote Makes Sense” http://tek.io/1J1j0BX
BENEFITS OF REMOTE WORK?

Less stressed

Provides more choices
(work environment & style)

Adapted from TechRepublic article Jan 19, 2015
“10 Good Reasons Why Working Remote Makes Sense” http://tek.io/1J1j0BX
BENEFITS OF REMOTE WORK?

- Less stressed
- No Commuting (less impact to people & environment)
- Provides more choices (work environment & style)

Adapted from TechRepublic article Jan 19, 2015
“10 Good Reasons Why Working Remote Makes Sense” http://tek.io/1J1j0BX
BENEFITS OF REMOTE WORK?

- Less stressed
- No Commuting (impacts to people & environment)
- Provides more choices (work environment & style)
- Cost less ???

Adapted from TechRepublic article Jan 19, 2015
“10 Good Reasons Why Working Remote Makes Sense” http://tek.io/1J1j0BX
BENEFITS OF REMOTE WORK?

- Less stressed
- No Commuting (impacts to people & environment)
- Provides more choices (work environment & style)
- Cost less ???
- More engaged ???

Adapted from TechRepublic article Jan 19, 2015
“10 Good Reasons Why Working Remote Makes Sense” http://tek.io/1J1j0BX
IS IT FOR EVERYONE?
IS IT FOR EVERYONE?
Fully Distributed Agile

- Why?
- Principles
- Practices
- What’s next?
Fully Distributed Agile

- Why?
- Principles
- Practices
- What’s next?

http://www.pictofigo.com/picture/detail/2650/Action?category=1

@mkilby
WHAT’S IN IT FOR ME/US TO WORK THIS WAY?
Working with best & brightest will UP your game
ARE WE AGILE?

Manifesto for Agile Software Development

We are uncovering better ways of developing software by doing it and helping others do it. Through this work we have come to value:

Individuals and interactions over processes and tools
Working software over comprehensive documentation
Customer collaboration over contract negotiation
Responding to change over following a plan

That is, while there is value in the items on the right, we value the items on the left more.

Satisfy the Customer
Welcome Change
Deliver Frequently

Collaborate Daily
Support & Trust Motivated Teams
Promote Face-to-Face Conversations

Measured by Working Software
Promote Sustainable Pace
Promote Technical Excellence

Maximize Through Simplicity
Have Self-Organized Teams
Reflect & Adjust Regularly

Source: www.agilemanifesto.org
ARE WE AGILE?

Manifesto for Agile Software Development

We are uncovering better ways of developing software by doing it and helping others do it. Through this work we have come to value:

- Individuals and interactions over processes and tools
- Working software over comprehensive documentation
- Customer collaboration over contract negotiation
- Responding to change over following a plan

That is, while there is value in the items on the right, we value the items on the left more.

✓ Satisfy the Customer
✓ Welcome Change
✓ Deliver Frequently
✓ Collaborate Daily
✓ Support & Trust Motivated Teams
✓ Promote Face-to-Face Conversations
✓ Measured by Working Software
✓ Promote Sustainable Pace
✓ Promote Technical Excellence
✓ Maximize Through Simplicity
✓ Have Self-Organized Teams
✓ Reflect & Adjust Regularly

Source: www.agilemanifesto.org
ARE WE AGILE?

Manifesto for Agile Software Development

We are uncovering better ways of developing software by doing it and helping others do it. Through this work we have come to value:

- **Individuals and interactions** over processes and tools
- **Working software** over comprehensive documentation
- **Customer collaboration** over contract negotiation
- **Responding to change** over following a plan

That is, while there is value in the items on the right, we value the items on the left more.

Source: www.agilemanifesto.org
DON’T GO CHEAP

http://www.pexels.com/photo/broken-airplane-plane-old-960/ (CC0)

@mkilby
T-SHAPED PEOPLE (A MUST)

https://www.flickr.com/photos/beantin/5839121562/in/photolist-
(CC BY-SA 2.0)
GET COMFORTABLE IN 2 WORLDS

https://flic.kr/p/pnkY9V
(CC BY 2.0)
SERVANT LEADERSHIP
FROM THE TOP

Used with permission

@mkilby
OPEN SOURCE MINDSET

craftsmanship
CHALLENGING ASSUMPTIONS

http://en.wikipedia.org/wiki/Artisan

@mkilby
OPEN SOURCE MINDSET

craftsmanship
challenging assumptions
RAPID PROTOTYPING

http://en.wikipedia.org/wiki/Artisan
OPEN SOURCE MINDSET

craftsmanship
challenging assumptions
rapid prototyping
SHARING

http://en.wikipedia.org/wiki/Artisan

@mkilby
OPEN SOURCE MINDSET

craftsmanship
challenging assumptions
rapid prototyping
sharing
TRANSPARENCY

http://en.wikipedia.org/wiki/Artisan

@mkilby
craftsmanship
challenging assumptions
rapid prototyping
sharing
transparency
DIY
Fully Distributed Agile

- Why?
- Principles
- Practices
- What's next?

@mkilby
Growing Principles ?
When remote...

tempting to work solo
PRINCIPLE: Work With
WORK OPEN / GO ANYWHERE / LEAVE NO TRACE
NOTE: 2 Teams share this task board for development on the same product.
Multiple Open Channels Always (MOCA)
Multiple Open Channels Always (MOCA)

https://flic.kr/p/6A7D3E
WORK-LIFE BLEND-ing
You work at home?
Are we meeting or hanging out?
YOU’RE WORKING WHERE TODAY?
Fully Distributed Agile

- Why?
- Principles
- Practices
- What’s next?

@mkilby

http://www.pictofigo.com/picture/detail/2650/Action?category=1
NOTE: 2 Teams share this task board for development on the same product.

REMEMBER THESE 2 TEAMS?

Used with permission
STAY WITH THE PACK
## IN THE SPRINT...

<table>
<thead>
<tr>
<th>Insight</th>
<th>Shared</th>
<th>Zen</th>
</tr>
</thead>
<tbody>
<tr>
<td>Backlog Grooming (1-2x’s / sprint)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sprint Planning Pt 1 – Story selection</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Sprint Planning Pt 2 – tasking</strong></td>
<td><strong>Sprint Planning Pt 2 – tasking</strong></td>
<td></td>
</tr>
</tbody>
</table>

---

@mkilby
## IN THE SPRINT...

<table>
<thead>
<tr>
<th>Insight</th>
<th>Shared</th>
<th>Zen</th>
</tr>
</thead>
<tbody>
<tr>
<td>Backlog Grooming</td>
<td>Backlog Grooming (1-2x’s / sprint)</td>
<td></td>
</tr>
<tr>
<td>Sprint Planning</td>
<td>Sprint Planning Pt 1 – Story selection</td>
<td></td>
</tr>
<tr>
<td>Pt 2 – tasking</td>
<td>Sprint Planning Pt 2 – tasking</td>
<td>Sprint Planning Pt 2 - tasking</td>
</tr>
<tr>
<td>Task Board</td>
<td>←same Jira Agile board with “sprint per team” →</td>
<td>Task Board</td>
</tr>
</tbody>
</table>

REMEMBER? 2 Teams share the task board for development on the same product
# IN THE SPRINT...

<table>
<thead>
<tr>
<th>Insight</th>
<th>Shared</th>
<th>Zen</th>
</tr>
</thead>
<tbody>
<tr>
<td>Backlog Grooming (1-2x's / sprint)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sprint Planning Pt 1 – Story selection</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sprint Planning Pt 2 – tasking</td>
<td></td>
<td>Sprint Planning Pt 2 - tasking</td>
</tr>
<tr>
<td>Task Board</td>
<td>←same Jira Agile board with “sprint per team” →</td>
<td>Task Board</td>
</tr>
<tr>
<td>Design (complex stories &amp; epics)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Code Review – Github Pull Requests (two +1s to move forward)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
# IN THE SPRINT...

<table>
<thead>
<tr>
<th>Insight</th>
<th>Shared</th>
<th>Zen</th>
</tr>
</thead>
<tbody>
<tr>
<td>Backlog Grooming (1-2x’s / sprint)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sprint Planning Pt 1 – Story selection</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sprint Planning Pt 2 – tasking</td>
<td></td>
<td>Sprint Planning Pt 2 - tasking</td>
</tr>
<tr>
<td>Task Board</td>
<td>←same Jira Agile board with “sprint per team” →</td>
<td>Task Board</td>
</tr>
<tr>
<td>Design (complex stories &amp; epics)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Code Review – Github Pull Requests</td>
<td>(two +1s to move forward)</td>
<td></td>
</tr>
<tr>
<td>Daily Scrum</td>
<td>← Visiting →</td>
<td>Daily Scrum</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Team Room (open to all)</td>
</tr>
</tbody>
</table>
## IN THE SPRINT...

<table>
<thead>
<tr>
<th>Insight</th>
<th>Shared</th>
<th>Zen</th>
</tr>
</thead>
<tbody>
<tr>
<td>Backlog Grooming (1-2x’s / sprint)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sprint Planning Pt 1 – Story selection</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Sprint Planning Pt 2 – tasking</strong></td>
<td></td>
<td><strong>Sprint Planning Pt 2 - tasking</strong></td>
</tr>
<tr>
<td>Task Board</td>
<td>← same Jira Agile board with “sprint per team” →</td>
<td><strong>Task Board</strong></td>
</tr>
<tr>
<td>Design (complex stories &amp; epics)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Code Review – Github Pull Requests (two +1s to move forward)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Daily Scrum</strong></td>
<td>← Visiting →</td>
<td><strong>Daily Scrum</strong></td>
</tr>
<tr>
<td>Team Room (open to all)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sprint Review</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retrospective</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Insight</td>
<td>Shared</td>
<td>Zen</td>
</tr>
<tr>
<td>---------------------------------------------</td>
<td>------------------------------------------------------------------------</td>
<td>-----------------------------------------</td>
</tr>
<tr>
<td>Backlog Grooming (1-2x’s / sprint)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sprint Planning Pt 1 – Story selection</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sprint Planning Pt 2 – tasking</td>
<td></td>
<td>Sprint Planning Pt 2 - tasking</td>
</tr>
<tr>
<td>Task Board</td>
<td>← same Jira Agile board with “sprint per team” →</td>
<td>Task Board</td>
</tr>
<tr>
<td>Design (complex stories &amp; epics)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Code Review – Github Pull Requests</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(two +1s to move forward)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Daily Scrum</td>
<td></td>
<td>Daily Scrum</td>
</tr>
<tr>
<td>Team Room (open to all)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sprint Review</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retrospective</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Backchannels

Remember this Principle? Multiple Open Channels Always (MOCA)
BACKCHANNEL = PERIPHERAL SENSE
INTENTIONALLY SOCIAL
(The Lounge)
<table>
<thead>
<tr>
<th>TOPICS TO DISCUSS</th>
<th>DISCUSSING</th>
<th>DONE (need action?)</th>
<th>DONE DONE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do you get what you need at Sonatype?</td>
<td>(ala' Dan Pink's</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Autonomy, Mastery, Purpose) - Mark (3)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Feedback on the Engineering webinar?</td>
<td>- Mark (6)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>How is Argentina Jeffly?</td>
<td>(4)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Send pics to people</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Fully Distributed Agile

- Why?
- Principles
- Practices
- What’s next?

http://www.pictofigo.com/picture/detail/2650/Action?category=1
Successfully adopt Scrum or Kanban

Successfully adopt XP engineering practices (i.e., Software Craftsmanship) – Continuous Integration/Delivery, Automated Testing, TDD, BDD

Successfully integrate business expertise (Product Owner with decision authority in the team, Lean Startup, Impact Mapping, Roman Pichler’s Product Owner tools)

Going beyond agile; setting and executing “organizational experiments” (e.g., Valve, WL Gore, Github)
System Thinking via
http://coachingbeyondtheteam.com

Esther Derby

Don Gray

Coaching Beyond the Team
Expand the scope and value of your coaching

Sonatype
http://leanchange.org
New tools like retrium.com
IS IT FOR EVERYONE?
Questions?
Find out more at:
bit.ly/sonatypeagile
MarkKilby.com

THANKS!
See you at
Night at the Museums!

Mark Kilby
Agile Coach
mkilby@sonatype.com
mark@markkilby.com
@mkilby– twitter
Linkedin.com/in/mkilby
http://markkilby.com