HOW TO TRANSFORM DEV AND TEST SILOS INTO A TEAM

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Silos or Siloed Mentality -

Teams or groups within an organization that won’t, can’t, or are hindered from working together in an optimal way.
DEVCONF CUSTOMER VALUE (TAKEAWAYS)

- Ideas to Break Down Silos
- Encouragement to Persist
- It’s all about Profit (?)
TAKEAWAYS

- Ideas to Break Down Silos
- Encouragement to Persist
- It’s about Profit (?)
WHY BREAK DOWN SILOS?
PROFIT (AND RIOTS)

- You are Paid by Companies
- Companies need profit
- Costs reduce profit
- Delay increases cost
- Silo mentality causes delay
WHY BREAK DOWN SILOS?
PROFIT
DEVCONF CUSTOMER VALUE (TAKEAWAYS)

- Persistence
DEVCONF CUSTOMER VALUE (TAKEAWAYS)

- Persistence
- “Tools” - Ideas to help
  - Starting
  - Address Challenges
  - Succeed
WHY DO SILOS CAUSE DELAY?

They lengthen the feedback loop

- Dev-Test Feedback Loop
- Need Unbiased Perspective
- Silos are “Over the Wall”
- Context Switching and Loss
- Open Source is Worse
- Shorten the Feedback Loop
HOW TO START

Optimize Communication

● Common, high-level Goal
  ○ Customer-centric
● Walk In Their Shoes
  ○ Plan to Educate
  ○ Merge and Retrospect
● Treat each other as People
  ○ Communication
● Intentionally be a Team
CHALLENGES

- Distributed Teams
  - Meet in person
  - Video on
  - Time zone overlap
- Management Support
- All Teams Are Different
CHALLENGES

- Distributed Teams
- Management/Team Support
  - Full / Full
  - Semi / Full
  - Semi / Semi
- All Teams Are Different
CHALLENGES

- Distributed Teams
- Management Support
- All Teams Are Different
  - Don’t force uniformity
HOW TO SUCCEED
Persistence!

- Improvement Cycle
  - Experiment
  - Learn
  - Adapt

Persistence

EXPERIMENT

LEARN

ADAPT
SUMMARY

- Breaking silos reduces delay, which increases profit
- Reduce delay by shortening the feedback loop
- It’s all about people
  - Communication
  - Understanding goals, processes, and tools
- Don’t force all teams to do it the same way
- Persist in continuous improvement
  - Experiment, Learn, Adapt

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SUMMARY

● Breaking silos reduces delay, which increases profit
● Reduce delay by shortening the feedback loop
● It’s all about people
  ○ Communication
  ○ Understanding goals, processes, and tools
● Don’t force all teams to do it the same way
● Persistent continuous improvement
  ○ Experiment, Learn, Adapt
THANK YOU
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