Herding the Stray Sheep: Lessons for Shepherds

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15636
Jakarta

Montreal

15636 km

Bukalapak

XP2019: Herding the Stray Sheep: Lessons for Shepherd
100K+ Active access/sec
4Mio+ Pelapak
500K+ Mitra Bukalapak

More than 140 seller communities by cities
2016
<6 teams
<100 tech talents

2018
>60 teams
>1000 tech talents

What happened?
We started small. But, with growth...
comes complexity.
2016

<6 teams
<100 tech talents

Coached by VP of Engineering

2018

>60 teams
>1000 tech talents

“Strayed” agile practices
When something isn’t maintained...
Your house won’t maintain itself, but your teams might!
Here comes the story!
XP2019: Herding the Stray Sheep: Lessons for Shepherd
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Oh no!
I’m strayed
XP2019: Herding the Stray Sheep: Lessons for Shepherd
So, what did we learn?
XP2019: Herding the Stray Sheep: Lessons for Shepherd

Team Members: Agents of Change

Leaders: Fresh Perspective

Organization: Community of Practice
The **agents of change** initiates; they are aware of their condition, have desire to make things better, speak up their mind, and have peer support.
A fresh perspective was offered from outside the team: the leaders of engineering team. They listen, they promote self-organization, and they see the larger picture.
The organization provides support by establishing communities of practice; this is where teams discussed agile practices and where they turned to when they had problems.
Agile needs to be **maintained**.

However, if teams start straying, you need:

- **Team Members as Agents of Change**
- Leaders who gives a **Fresh Perspective**
- Organization that supports a **Community of Practice**

To make them adopt agile practices again.
Now we can herd the sheep (at scale!) from a distance!
And what about you?
Terima kasih!
Thank you! Merci!

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