

GLOBAL PRODUCT DATA
INTEROPERABILITY
S U M M I T
2018



Culture Change Through Extreme Programming

A key to Automation and
Effective Testing

Who are you?

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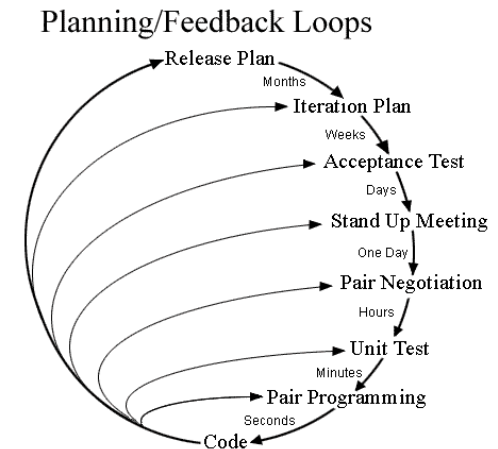
- **Wesley Saunders (Wes) - @ Boeing for 6 years**
- **Software Developer *mostly***
 - Went through a rotational development program
 - Current Member of a leadership development program
- **Graduate from Gonzaga University**
 - BS Comp Science
- **Currently – Senior Software Developer**
 - Digital Transformation Environment
 - Function as a coach and teammate for agile / XP transformation



What is Extreme Programming (XP)

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- **XP is about cultural change and the enablement of those teams to do what we have always wanted**
- **XP drives shortened feedback cycles and increased focus on value added work**
- **It is not a rule book**
- **It is value and people driven**



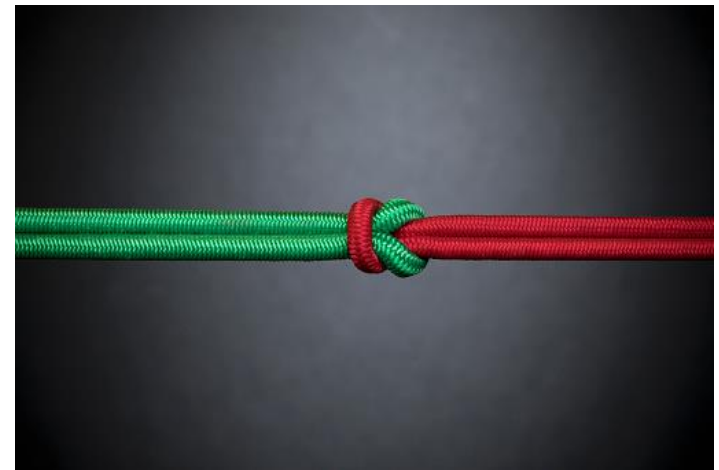
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Accountability – Transparency – Responsibility

Test Driven Development (TDD)

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- **TDD means writing failing tests first**
 - Write no code unless a test is failing
- **Tests are the voice of your customer at your desk**
 - Self documenting, feedback driven
- **Robust test suites make it possible to go fast forever**
- **Red | Green | Refactor**



Pair Programming

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- It is a conversation between the developers
- Minimize distractions including code and design review
- Hold each other accountable
- Sustainable predictable output of the team



Pair Programming saves time

Why Culture

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Without the right culture, XP cannot succeed

- Feedback
- Trust and Safety
- Teamwork and team mentality
- Communication
- Simplicity
- Ownership

Culture will drive your behaviors

My Journey

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- **Joined in a culture and technical coaching role about 1 year ago**
- **‘Sure tests are good, but where's the time’ – (me)**
- **Its all about the culture and the environment**
- **Let people try – don't let them flop**
- **There's no better way to learn than to teach**
- **It is not about right, it is about not wrong**

Lessons Learned

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- **Take an Incremental Approach**
- **Connect with your team**
- **Protect and expose**
- **Deliver something in weeks**
- **Expose the team to the problem**
- **Nudge**

My Takeaways

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Agile transformation is about following a north star

- It is about building a team that can build itself
- Its 100% about outcomes
- Start with the practices and iterate to the values and principles
- Include the whole team

Care about People

- Keep nudging



What to do tomorrow

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- **Ask for outcomes not objectives**
- **Start pairing – focus on sustainable hours**
- **Expect TDD – Backfill around hot spots of tech debt**
 - **Never look back**
- **Let the team define how to be measured**
 - **Collect peer feedback – first encourage it**
 - **It can be as simple as + / Δ**



Resources

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- **Extreme Programming Explained – Embrace Change 2nd Edition**
 - Kent Beck with Cynthia Andres
- **YouTube**
- **Turn the Ship Around! A True Story of Turning Followers Into Leaders**
 - Book by L. David Marquet
- **Your coworkers and team!**

Fin

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- Q / A