Culture Change
Through
Extreme Programming

A key to Automation and Effective Testing
Who are you?

• 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)

- 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

Accountability – Transparency – Responsibility

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Test Driven Development (TDD)

- 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

• 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

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

Global Product Data Interoperability Summit | 2018

• Joined in a culture and technical coaching role about 1 year ago

• ‘Sure tests are good, but where's the time’ – (me)

• It's 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

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

Agile transformation is about following a north star
- It is about building a team that can build itself
- It’s 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

• 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

Global Product Data Interoperability Summit | 2018

• 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!
Q / A