Agile Dev
Better Software
DevOps WEST

AT6

Agile Product Development
Thursday, June 7th, 2018, 11:30 AM

Unlocking Retrospectives

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Unlocking Retrospectives

Hi, I'm Ryan!

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About Me

Teams that change the world

Family

Bees!

Games!

tl;dr

We do retrospectives, nothing changes

Day 1

| Day 1 | Day 90 | Day 180 | Day 365 | Day 455 | Day 548 |

Start, Stop, Continue

Flaky tests

Old and Busted

3-5 action items

We Were New Hotness

Definition of Done

Team Leads on Support

3 Months

Day 1 | Day 90 | Day 180 | Day 365 | Day 455 | Day 548

Flaky tests

So we're learning

1 Year

Day 1 · Day 90 · Day 180 · Day 365 · Day 455 · Day 548

Flaky tests

Support is worse

Eureka!

Don't half ass two things,
whole ass one thing
— Ron Swanson

If you know the problem
well enough, the solution
becomes obvious

From actions based on assumptions to hypotheses based on inquiry

We were confirming our bias as action items

The Ask

Time to Tell the Scrum Master

Focus on one problem until solved

From 3-5 action items to 1

No Idea How to do Any of this

Paralysis

Empathy Matters

1 Year, 3 Months

| Day 1 | Day 90 | Day 180 | Day 365 | Day 455 | Day 548 |

The Retro!

Anchors and Engines

3-5 Action Items

WAT

I Was That Guy

Would You Bet Your Job on It?

Let's Learn Instead

99 Problems and This Test Ain't One

Party!

Significant Improvement

Epilogue

Why Did This Take So Long?

Improving was a muscle we hadn't developed

Insights

Different retro activities bring different things into light

Single problem focus gave us feedback

From actions as solutions to actions as questions

You Cannot Spend
Enough Time Learning
About Each Other

Thanks!

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