

Silent revolution

How to build a development process
in the difficult circumstances



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PLATFORM
POWER TO THE PEOPLE



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Management experience:

5 years in a Technical Director role

4 years in a Team lead role



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Before

- No documentation
- No quality control
 - >200 help desk issues per month
 - ≈70% uptime
- No task tracking
- No planning
- No TTM
- No hope



After a year

- 400+ pages of documentation
- Solid quality control
 - 5 help desk issues per month
 - >98% uptime
- Full task and time tracking
- Long- and short-term planning
- Stable TTM and weekly releases

Evolution, not revolution

- All changes should be as invisible as possible
- They should feel natural
- No one likes change if it's not asked for
- You are not trusted



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Evolution, not revolution

Don't lose what you have!

Existing processes, existing people and their competencies are valuable. Don't lose it, but improve!

- All made decisions have a reason
- All existing processes are good enough



Make a plan

- Collect the information
- Make a list of what you have and what you need
- Stay consistent



Make a plan

The fight against chaos begins with
the first bit of order



Go ahead and act

- Important processes first
- Remember the 80/20 rule
- It shouldn't be firefighting





Gain credibility

- The team should see the benefits of your changes
- Help your team to reach their own goals
- Delegate to trusted people
- Be patient

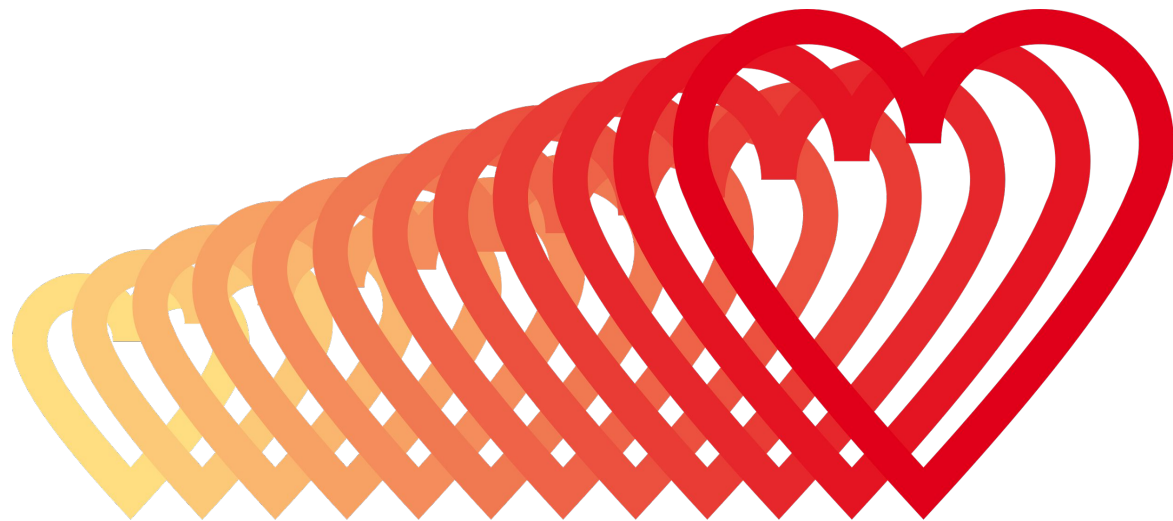


Summary

- Evolution, not revolution
- Thoroughly prepare
- Stay consistent
- Gain credibility
- Appreciate what you have
- Be patient



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Questions?