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# What exactly is the use of dailies:

## The daily as a practice in the context of lean software development

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# Chapter I

## Introduction

*We want our organizations to be adaptive, flexible, self-renewing, resilient, learning, intelligent – attributes found only in living systems. The tension of our times is that we want our organizations to behave as living systems, but we only know how to treat them as machines.*

(Wheatley and Kellner-Rogers, 1996, The irresistible future of organizing)

### 1 Background and motivation

Whence the daily? I ask this question in two senses. Where did it come from and why is it a subject of contestation, or worthy of investigation? In this chapter I put forward an argument that Scrum-inspired agile is the new norm, and thus dailies are a very commonplace occurrence. However, a new school of lean software development with practices such as kanban are beginning to supplant Scrum, calling to question the effectiveness of those methods.

I invite the reader to consider the daily as a practice in the light shed by kanban, taking a practice based research perspective as a unifying measure to the two distinct discourses.

## 1.1 Rise of agile and lean software development

Agile software development practices have become mainstream (West et al., 2010). Among the family of agile methodologies, Scrum introduced by Schwaber (1995) belongs among the most popular (West et al., 2010), being heralded as virtually a de-facto industry standard (Marchenko and Abrahamsson, 2008). This research will refer to Scrum as the prototypical example of what it could mean to be agile.

What is it with agile that companies in the IT industry might find attractive? Original motivations for the “new-school” methodologies might have included a desire to figure out simply ways to build better software. Agile can in some respects be taken as antithetical to so-called *waterfall* methodologies which were seen to be a flawed approach. Software development is not like building a house, so attempting to understand and deconstruct the process in a similar fashion lead to less than stellar results.

Agile process models have been further characterized with simplicity and ease of adaptation as key (Abrahamsson et al., 2002). Agile is represented as the antithesis of dogma, being fit for critical inspection and malleable to use-case specific needs. But if there’s no definite way, how do you know you’re doing the right things? Adopting agile is indeed not easy when your starting point is a mindset borrowed from the times of the industrial revolution. Agile’s very nature seems to have changed with introduction to the mainstream (West et al., 2010), with Marchenko and Abrahamsson (2008) citing problems like “too many meetings” and disciplined effort required to “keep it simple” as present challenges.

To be clear, there is no one single way to run a team or company “the agile way”. There is, however, consensus on some things. Necessity of face-to-face interaction is emphasized in agile literature as critical for transfer of ideas and achieving innovative results. (Highsmith and Cockburn, 2002) In the agile manifesto, this was considered important enough for it to take first place on a list of agile values: “individuals and interactions over processes and tools”. (Beck et al., 2001) One thing that is undeniably part of the agility toolkit is the practice of a daily: a meeting between development team members taking place every day. “The daily scrum”, as described in the leading individual methodology (West et al., 2010), could even be construed to have become a symbol of sorts for agility itself. There is a by-the-book description of what a daily is in the literature, yet owing to the malleability of agile, how the practice is implemented will likely vary significantly. For instance, time constraints of a daily may be relaxed or the general agenda modified if it is found that they do not aid in reaching desired goals (Marchenko and Abrahamsson, 2008).

Another wave of organisations are taking up a lean software development approach, which espouses some of the same practices but presents a different underlying set of principles. Like building a house, neither is software development like running a factory, yet a brief look into the history of lean will reveal its roots to be in a factory industry. To see where lean fits in the software development scene, it could be thought of as a principled way to figure out better ways to do things.

## 1.2 Capacity for reaction as the differentiator

One could consider an important difference between agile and lean practice to be the degree of responsivity to new input. As per Scrum, an agile team is run in *iterations* or *sprints* with a fixed agenda. This is based on the idea that *timeboxing* allows a team to focus on essential things needing to be done.



A lean process, on the other hand, is built upon the concept of *pull-based flow*. Team members will pull work items for themselves when they are ready to do so, and it is the job of the system built around the team to make sure they have work items to pull in. Fundamentally, a timeboxed team will take into account new input before the start of a sprint, while every instance of a work item being *pulled* into the flow is an opportunity to reflect on new information. A visualization of the flow of work used in lean is called a *kanban board*, a concept related to Scrum's aptly named *Scrum board* which is used to detail a sprint's work items.

A question that both agile and lean attempt to answer in their own ways is "how does one operate in a changing environment". Agile takes a somewhat constrained view by recognizing that when delivering software to a customer, their needs can and will be changed. This can be by virtue of a changing business environment, better understood requirements for the system under development or any number of surprises often so characteristic of projects in real life. The reality of the situation is then accommodated for by building software such that it is amenable to changes in plans with the least amount of effort. Lean's perspective is grander in that it admits for *ways of doing* needing to change as understanding grows and situations change.

Perhaps these two pieces can be taken together to form a discourse. Agile originally offered the promise of ways to build better software, but was easily oversold as a silver bullet, leading to failures in adoption and disillusionment. Clearly there was something positive there, but how could *our* organisation make use of it? The path to agile adoption was anything from clear. Enter lean software development: with the endorsement of ideas like "start where you are" and "continuous improvement", one could conceptually figure out the *path* to enlightenment instead of the ostensible *destination*.

### 1.3 Why would you have a daily?

In section 1.1 we made the assumption of a team having a daily due to it being part of the package ascribed by the Scrum playbook. Indeed, cargo cults where the participants are not aware of why they choose their methods exist in the industry. However, taking a note from the previous section and admitting that ways of doing can be questioned, let's assume that the team is equipped with a sense of reflexivity sufficient to ask the very reasonable question: why would you have a daily?

It is easy to come up with arguments on how the daily might not be an effective use of its participants' time. They are synchronous, meaning participants must be present simultaneously. Though the recommended time box for a daily is 15 minutes, this length limit does not go without saying (as we will observe in section 11.1). Throughout that time, no code is written, no bugs are fixed, no features are implemented, and no customer is served. There are very real opportunity costs associated with having a daily. Making the assumption that the daily is not mandated by external factors (such as perhaps an external consultant insisting on a strict adherence to Scrum), there must be some other value that the team sees in spending that time.

What is the value seen by the team? It must be that the team itself has a hypothesis, an understanding of the value sought, or it would not choose to have dailies. For a team aware of the costs, making the contrary choice would be deliberately wasteful, so let us further assume that not to be the case. The people engage in something that has no value in terms of software development work done, but is ostensibly worthy of spending everyone's time on *every day*. Because no tangible "work" gets done, it follows that the time left for that work afterwards can hypothetically be spent more effectively. The daily's role must be in somehow enhancing the organisation's effectiveness, meaning capability for value-adding service delivery.

## 1.4 Given what we know today, what do we do next?

Continuing from the line of thought started in 1.2, we will consider another argument having to do with the handling of new input. This is done in the hopes that we will be able to see the daily and the use of kanban as related through serving the same needs.

Software development is not done against a static, unchanging background. This is indeed the basis on which modern methodologies build upon and where they derive their usefulness from, as discussed in 1.1. We can say, at the very minimum, that situations change in the world outside somehow, and that to optimize its behavior for yielding better outcomes an organization would do well to take into account these changes. But here the aspiring kanban practitioner may be faced with a dilemma. The world changes a lot; there is at any given point a potentially unbounded queue of input to process, against a very decidedly bounded capacity for handling that input. A perfect system will absorb any and all input to make perfectly informed decisions on what to act upon. Alas, the world is not perfect, and we will not be stopping every day to reconsider everything possible in the light of new input. Let us call this the bounded rationality dilemma.

As discussed in 1.2, a kanban system is on one respect a visualization of work and as such serves to answer the question of *how things get done*. Taking into account the bounded rationality dilemma, the system needs to be accompanied with an answer to the related but subtly different question of *what is a thing needing to get done*. Consider the crude example of a web based service's production servers being literally on fire. This is surely a situation where a team will be reaching for the fire extinguisher without the question of consulting a kanban board. Indeed, situations do arise where taking prompt action is crucial; in other situations it is not at all clear what the salient points in the input are and what there is to be done. There are literal fires, obvious to any human being, but what is to be made of figurative fires and

what would give one the ability to tell them apart from entirely benign or even meaningless events?

Let us briefly go back to lean and apply the same question to kanban as we did for dailies. Why visualize work, and why use kanban especially? Of course, kanban being a thing that takes effort and time to execute yet not being software development per se, the line of argumentation we just followed could be found compelling here as well. With no further considerations needed we can conclude that they must both be supportive of software development. Given that conclusion, what is the relation between the two?

Consider a daily with an agenda defined by the Scrum sprint's goals. We would think that when the agenda is fixed and can be known to parties beforehand, the discussion and actions undertaken will be directed towards getting those things done in the fashion the team believes to be best. "I did X yesterday, I'm going to do Y today and will be needing help with Z" would be an apt description of a common schema that each team member could use their chance of communicating at the daily for. This is, indeed, part of recommended best practice. Yet with us now having a way to tell exactly what the mentioned X, Y and Z are by taking a look at the visualization of our work, is not the daily rendered redundant?

What if we consider the situation in a lean workflow when there might be any amount of new input for the team to absorb? Fresh customer insight, feature requests, bug reports and detected anomalies in running production systems are a few examples of what a team might want to decide on reacting to. The space of things to discuss and potential actions to take is vastly larger, giving rise to the possibility for a very different and arguably more interesting daily to emerge. The researcher would argue that instead of kanban making the daily redundant, the combination of both is instead worthy of investigation.

## 1.5 Dailies as practice

The previous section argues that the use of a daily in conjunction with kanban might have interesting features. To rephrase section 1.3, the researcher finds that a hypothesis would be that the development of the software is somehow made better through this: that there's some means, some knowledge that is gained through the engaging in a daily that at least plausibly more than makes up for the time spent. Drawing from section 1.2, if being reactive to new input is important to software development efforts, the daily may be seen as a *sensory organ* for the software development organisation to feel its way forward in a chaotic and ever-changing landscape. In other words, it helps to answer the question of *how do we know to do the right things*.

Disregarding for now the question of *whether* there's evidence for this, what is missing is a method of description for *how* the daily works to do what would be purported here. Both agile and lean discourses have their own ways of discussing and arguing about their respective benefits, of course. To avoid a circular argument or a fallacy of *begging the question*, we should avoid reaching for this description in the very literature that recommends it. So, how do we describe the daily? We would like to come up with a way to describe the daily as a recurring event where knowledge is produced, made better or different in some way. In doing this we would find ourselves capable of not only showing how a real-life daily *is*, but deriving a description for the *use* of such a daily from first principles. On the corollary, failing to do so would shed some doubt on the fundamental usefulness of the activity.

The question of knowing how to do the right things brings us to the question of knowledge, as well as that of doing. What is knowing, and what is doing the right thing? How is the concept of the right thing to do formed and how is it put to action? In a society increasingly relying on expert knowledge, it comes as no surprise that there exist several fields of research impinging on these subjects. We will be looking at knowing and learning through the

theoretical lens of the sociological concept of *practice*.

The *practice-based approach* of organizational research looks at knowledge as acquired in participation, or knowing as something that is inseparable from doing (Nicolini et al., 2003). Practicing can be viewed as a transformative process: not only is there an equivalence between knowing and practicing, but knowledge transforms itself through use (Gherardi, 2011). Practices are social institutions that are sustained by their use within a sociomaterial context. They exist in a continuous state of becoming and responding to an unfolding reality, whereby learning can be understood as a recursive process of interaction between the practice and its practitioners.

The research described in this paper aims to describe the daily as a practice in the context of lean software development. Account of the practice will be given through a case study, elucidating both how a daily happens and what the outcomes are. In other words: against the background of lean principles and through the lens of practice, *what exactly is the use of a daily?*

## 2 Research problem

### 2.1 Problem statement

In section 1 we laid out an argument on how the practice of a daily can be taken to be in conflict with the lean principle of waste reduction, if we see the use of tools such as kanban alleviating the original need to have a daily in the first place. We may however consider other uses for a daily which would mesh with lean principles. As outlined in section 1.4, the daily might be an opportunity for learning and thus improving on the work; to continuously adapt to an unfolding reality. In lean terms, this is dubbed continuous improvement. Let us pose the following research problem statement:

**RP:** How can the practice of a daily support continuous improvement?

## 2.2 Theoretical research questions

The research problem leads us to a threefold investigation in order to understand the fundamentals in play.

**TRQ1:** How does a daily in agile software development support the development team?

**TRQ2:** How does the use of a kanban system support continuous improvement?

**TRQ3:** How can we describe continuous improvement in practice in terms of activity theory?

Taking the case study in hand we are likely to face a daily quite unlike what is described in the literature. Question *TRQ1* aims at setting a point of comparison which we can take to reflect on the qualities of the daily that we will be observing. With *TRQ2* we probe the role of kanban systems within the context of lean and relate it to the lean principle of continuous improvement. Detaching ourselves from the bounds of the agile and lean discourses we find a language for describing the social process we're observing by discovering an activity theoretical perspective in *TRQ3*.

## 3 Research approach and scope

- Qualitative study
- Case study

- Ethnographical approach
- Audio analysis methodology
- Theoretical sampling
- Abductive reasoning

The researcher is interested in gaining a deep understanding of the practice of a daily as it occurs in the context of software development. The agile discourse has a history with ethnographically-inspired studies of agile practices (Robinson et al., 2007; Marchenko and Abrahamsson, 2008), and a similar empirical approach was chosen here. An ethnographical approach is specifically well suited for discovery of how practitioners behave within and use the practice under investigation. Given the choice of theoretical background where a sociological understanding of practice plays a significant role, and the desire to observe in context, not to interfere with and to improve, ethnography makes for a sound choice. In the sense that the research also considers parts of speech and specific manipulations of cognitive artefacts as constitutive of knowledge co-creation, the empirical study also carries microethnographical tones (Streeck and Mehus, 2005).

## 4 Structure of the study





## Chapter II

# Theoretical framework

## 5 Dailies in Agile

### 5.1 Overview on the Scrum methodology

### 5.2 The archetypal Scrum daily

## 6 The Lean perspective

### 6.1 Overview of Lean software development

### 6.2 Kanban systems

### 6.3 The principle of continuous improvement

## 7 Improvement in practice

### 7.1 To improve is to innovate

- The improvement of ways of working requires taking novel approaches

- This is, in short, innovation
- The word ‘innovation’ is often attached to concrete objects, but it can take other forms; the key feature being novelty (Slappendel, 1996)
- Innovation can be taken as “any idea, practice, material artefact perceived to be new by the relevant unit of adoption” (Zaltman et al 1973; also Rogers and Shoemaker 1971)
- Crucially, innovation may also be applied to the *process* through which new ideas are generated. Slappendel (1996) Should we consider software development an activity where innovations are required to deliver novel solutions, we may also consider the process of delivering or aiding the delivery thereof as something that may be innovated on.
- We will be looking at continuous improvement as taking place within the context of an interactive, social process of innovation as occurring on the level of a team of people
- This characterisation of continuous improvement as *continuous innovation*, where the focus is on learning and knowledge management, is not a new one. Boer and Gertsen (2003) observe that the field of research has been migrating towards that direction from the earlier *kaizen* or “shop floor CI” approach focused perspective.

## 7.2 Social process of innovation

Hakkarainen et al. (2004) outline three different perspectives on *innovative knowledge communities*:

1. Nonaka and Takeuchi (1995), SECI model. Knowledge is something that can be explicated and objectified.
2. Engeström et al. (1999), activity theory: knowledge is embedded within practices. Overcoming tensions inherent in the activity is a source of innovation.
3. Bereiter (2002), knowledge is expanded by manipulation of shared

conceptual artefacts. The ability to extend and create novel artefacts is the source of innovation.

Let's pick a perspective. Because we're focusing at the *daily* as a practice and only incidentally at the system of boards, we might well do with Engeström's framework.

### 7.3 Activity theoretical perspective on innovation

The most prominent conjunction of activity theory and software development has been in the field of human-computer interaction research, for example Kuutti (1996) and Kaptelinin (1996). These works mainly take interest on what happens in the interface between human and computer instead of on what people do together. Barthelmeß and Anderson (2002) and Adler (2005), however, take on an activity theoretical view on the practice of software development and show that the perspective is applicable for describing some of the industry's most problematic features. Creation of software is distinct from "construction" in that it consists of conception and refinement of designed, intangible artefacts; yet the artefacts are complex and need to be specified in excruciating detail as a collaborative effort. We will be taking this view and applying a strategy inspired by Nicolini (2009), where we *zoom in* to a practice and inspect it on different levels - from patterns of interactions between individuals to the wider texture of related practices. But first, let's get acquainted with activity theory and how it relates to our focus of investigation, innovation.

#### 7.3.1 Principles of activity theory

(Engeström, 2001):

1. Prime unit of analysis: an activity system seen in its relations to other activity systems
2. Multi-voicedness
3. Historicity
4. Contradictions as sources of change
5. Possibility of expansive transformations

“Different activities are distinguished by their objects” (Kerosuo et al., 2010) - this is a source of tension and contradictions

### **7.3.2 Tensions, disturbances and contradictions as a source of innovation**

Developmental contradictions (Engeström 1987) Need state: - contradictions arise between elements of the activity system - developing contradictions first arise as errors, disturbances and indeterminate discontent

Contradiction: tension between opposing forces (Engeström 1987) - drives change by generating tensions, disturbances, attempts for development - contradictions emerge as historically accumulated structural tensions

Successful social processes of innovation can be enhanced through expansive learning (Engeström 1987)

(Engeström, 2000):

Expansive cycle of learning actions: 1. Questioning 2a. Historical analysis 2b. Actual-empirical analysis 3. Modelling the new solution 4. Examining the new model 5. Implementing the new model 6. Reflecting on the process 7. Consolidating the new practice

(Miettinen, 2006) - “construction of a shared object is essential to innovation and novelty” - “the formulation of a critical problem already implies the possibility and direction of the solution”

(Kerosuo et al., 2010) - “The creation of new practices, ie. the creation of social innovations, is a slow process” - in order to understand the process of innovation, contradictions in the scrutinized activity and their transformations need to be understood

## 8 Theoretical synthesis

### 8.1 Answers to theoretical research questions

**TRQ1:** How does a daily in agile software development support the development team?

**TRQ2:** How does the use of a kanban system support continuous improvement?

**TRQ3:** How can we describe continuous improvement in practice in terms of activity theory?

### 8.2 Empirical research questions

The following research questions are posed to the empirical research data.

**ERQ1:** How does the observed daily practice compare to the agile description of a daily?

**ERQ2:** How to tensions, disturbances and contradictions arise in

a daily?

The first question, *ERQ1*, considers the activity system the daily is embedded in, the “practice-nature” of the daily. We would like to observe the constituents of the activity system and describe them in relation to our theoretical preconceptions from section 5.2. Furthermore, how can we see the role of virtual kanban boards used by the team in the practice?

With the second question *ERQ2* we ask whether we can observe the necessary elements for expansive learning to take place. Can we see contradictions emerging? Between which elements of the activity system, or between systems? Do contradictions get resolved? When the team engages in a daily, does it evolve?

The undertaking, is, altogether, to describe the daily as a practice within software development, serving to improve on the team’s understanding and being linked to the exercise of creating software. If we further show that the daily supports a process of expansive learning, we can conclude that there is use for the daily as a mechanism for the continuous improvement of a software development team – or put more simply, *improving on how the work works*.

## Chapter III

# Empirical study

## 9 Empirical study description

### 9.1 Research context

The research was conducted as a case study of a Helsinki-based software startup in the mobile B2B industry with a headcount of approximately 20 people and a development team consisting of at most 10 at the time of the research. The development team's habit of gathering around a collection of virtual kanban boards every morning was taken as an opportunity to learn about the practice of dailies as exercised within the context of a lean workflow. The researcher took part in the development team's dailies wearing two hats: the ordinary team member hat, which necessitated normal interaction with the team within the context of the daily, and a researcher hat which involved making observations and logging the proceedings.



## 9.2 Setting and participants

### 9.2.1 Environment

The chronological context of the development team daily was after a short whole-company standup meeting scheduled to start at 10 in the morning every day. The discussion from the standup meeting would sometimes anecdotally have an impact on the content of the development team daily, but expanding on this relation was not part of the research objectives.

The daily meetings were invariably held in a meeting room equipped with a table, a couch, a TV screen to which laptop computers could be plugged to, and two whiteboards. Attendees would customarily be seated for the duration of the daily. There was not enough room for more than 8 people to sit, so in the case of meetings which more than that amount attended, some would be forced to stand or choose to sit on the floor. On the table, two people would have their laptops open: the *driver* and the *secretary*.

### 9.2.2 Roles

The driver and the secretary are the only explicit roles defined in the context of the daily.

The driver connects their laptop to the TV screen, enabling the team to view the virtual kanban boards and items therein. Throughout the daily the driver will switch between kanban boards and task items according to how the team's discussion proceeds.

The secretary affects decisions made by the team. This can take the form of manipulating tasks on the boards, making modifications to board structure, and making meeting notes.

### 9.2.3 Tools used

The most important tool made use of was Asana, a web-based task management application. It views work as *projects*, which consist of *tasks* in a linear list, which can be delineated into segments with *labels*. Tasks consist of a title and a description, may be assigned to individuals, may be given tags, and may be commented on. The daily relied on Asana as a virtual kanban board tool. The projects are understood as *boards*, and the labels are understood as *states* that a task can have.

In addition, meeting minutes were published through Flowdock, a company-internal instant messaging and group chat application. The application structures communication in terms of *flows*, under which participants may converse textually. One of these flows was dedicated for meeting minutes, so that there was usually no other discussion besides what was logged by the secretary.

Tools for sharing knowledge in the physical environment, such as post-its or the whiteboard present in the room, were seldom touched.

## 10 Data collection and analysis

### 10.1 Research methodology

From December 2015 to January 2016, a period of time including a break for seasonal holidays, 20 individual daily events were observed and recorded. The time span was chosen both to get a representative sample of dailies and to allow for the potential discovery of a shift in the team's understanding of the system of work and the flow of work through the system.

The events observed were part of the everyday proceedings of the software development team. The team was informed beforehand of the intent to record the proceedings and that the intent would *not* be to interfere with what occurs naturally or deploy interventions for purposes of study. The author took part in all of these events and took the same role of secretary (as described in 9.2.2) in each one. The dailies took place in a meeting room that was fitted with a table, on which a mobile device was set for purposes of recording before the beginning of each daily.

Audio recordings constitute the main body of research data. After dailies, notes on what went on were made to accompany the recordings as basis for further analysis later. In addition to audio recordings and the accompanying notes, the kanban boards' structure was captured as screenshots from the virtual kanban board tool described in section 9.2.3.

Audio recordings were transferred from the recording device, an *iPhone 5S*, as *mp4* files, and played back using *VLC Player*. An initial analysis and structuring of the material was carried out for each daily by first reviewing the associated notes as a clue on possible interesting events, features, or background information useful for understanding the proceedings and then playing back the audio in a linear fashion. Notes of the audio were made in text format, logging timestamps of discussion topics and interactions that were found to be of interest. This *segment analysis* yielded an outline of dailies that is further described in section 10.2.2.

The initial analysis and segment analysis taken together formed a basis for reviewing the material and making it possible to pay more attention to specific portions of the material, some of which was transcribed for presentation. The transcriptions will follow this convention:

**Timestamp in minutes:seconds** “Speech in between quote marks” (with  
**attributions** in parentheses)  
 (descriptions, interpretations and characterisations of situation or action)

in parentheses)

“Omissions of fragments [...] and injections [of] missing parts of speech for understandability marked by square brackets”

**Timestamp for next set of actions** (turns taken in continuous fashion can be transcribed under a single timestamp, but otherwise individual timestamps are presented)

Capturing the kanban boards’ structure as screenshots yielded material of two different kinds. The web software Asana described in 9.2.3 presents what the researcher understood as kanban boards as a linear list. The contents of this list were extracted and are presented as indexes in appendix section B2. The individual kanban boards’ structure, expressed likewise as a linear list of labels or ‘states’, was extracted in a similar fashion and presented fully in appendix section B3.

## 10.2 Overview of collected data

This section presents an outline on the data and its salient features. Table 1 is introduced as a basis for reference. When specific dailies are discussed, their index number (from 01 to 20) will be used.

Daily index	Date	Recorded	Effective	Language	Attendance
01	8.12.2015	36:36	34:01	English	7
02	9.12.2015	48:53	47:19	English	?
03	10.12.2015	28:30	27:38	English	7
04	11.12.2015	33:51	32:25	English	9
05	14.12.2015	28:16	27:34	Finnish	7
06	15.12.2015	17:47	15:23	Finnish	5
07	16.12.2015	27:08	26:42	Finnish	5

Daily index	Date	Recorded	Effective	Language	Attendance
08	17.12.2015	20:26	19:50	Finnish	?
09	18.12.2015	19:03	17:20	Finnish	?
10	21.12.2015	31:13	30:10	Finnish	4
11	22.12.2015	11:57	11:07	Finnish	3
12	7.1.2016	34:28	32:14	English	8
13	8.1.2016	47:33	45:52	English	7
14	11.1.2016	36:06	35:16	English	10
15	12.1.2016	51:44	51:03	English	9
16	13.1.2016	1:00:21	59:36	English	8
17	14.1.2016	53:35	52:02	English	?
18	15.1.2016	40:29	40:00	English	7
19	18.1.2016	49:57	48:25	English	8
20	19.1.2016	41:11	39:24	English	8

Table 1: Overview of audio material on dailies by daily index number and date. *Recorded* is the duration of the audio recording. *Effective* is the duration of the part of the recording constituting the daily activities (see A1). *Attendance* is the number of participants present.

### 10.2.1 Attendance and language

The dailies gathered an attendance of three to ten participants. As table 1 shows, there is a drop in attendance halfway through the observation period.

This is attributable to national holidays and the associated vacation periods starting in a staggered fashion. The team's mean daily attendance during normal operation appears to be seven to eight participants (dailies 01 to 05 and 12 to 20).

Attendees' overall roles in the team could be divided into four categories: *developers* working on the product directly, *quality assurance* responsible for testing the product and verifying that requirements are met, *product owners* of managerial import capable of making backlog prioritizations, and *management* whose opinion carries great weight in the way of conducting operations (such as the daily itself). Developers and quality assurance were by convention compelled to take part (at the absence of a good reason to the contrary), whereas product owners and management were not. Roles, e.g. that of product owner and management, may overlap; in this case the more situationally relevant label will be used per transcribed interaction.

For the sakes of both succinctness and preservation of anonymity, when these roles are referred to in transcriptions the following labels will be used. D for developers, QA for quality assurance, PO for product owners, and M for management. Different people will be differentiated by suffixing the label with an index number, such that e.g. D3 will refer to the third developer taking a turn of speech through the specific interaction. Indexes used are specific to the interaction, as opposed to assigned per individual.

Due its international composition, the team handled most of the dailies in English, reverting to Finnish when team member attendance allowed for it. Seven out of the twenty dailies observed were conducted in Finnish (dailies 06 to 11). When quotes originally in Finnish are presented in the empirical findings section, translations by the researcher are shown for accessibility.

### 10.2.2 Durations and segments

The 20 dailies recorded altogether consist of a total of 11 hours, 59 minutes and 12 seconds of audio. According to the segment analysis the recordings could be trimmed to a total effective duration of 11 hours, 33 minutes and 21 seconds constituting the entirety of what was considered as the daily activities. The average effective duration of a daily was 34 minutes and 40 seconds.

Metric	Effective
<b>Total</b>	11:33:21
<b>Average</b>	00:34:40

Table 2: Aggregate metrics of effective daily durations.

A total of 13 different daily segments were identified in the material. Table 3 shows a summary of the data. Complete tables of the daily segments observed can be found in appendix section A1.

Table 3: Total durations of identified segments, their average length and counts of their occurrences in the material.

Segment	Sum	Average	Count
INBOX	04:04:35	00:11:39	21
FIRES	02:18:41	00:06:36	21
INTRO	01:46:12	00:05:54	18
OUTBOX	01:21:28	00:04:04	20
PRIORITY LANE	00:24:17	00:01:26	17
QUESTIONS	00:23:40	00:01:19	18
NON-FUNCTIONAL CONTINUUM	00:23:25	00:01:57	12
BOARD OVERVIEW	00:20:38	00:06:53	3

Segment	Sum	Average	Count
CYCLES	00:15:20	00:07:40	2
NON-CORE MODULE CONTINUUM	00:13:25	00:01:41	8
MONEYBOX	00:00:49	00:00:25	2
MODULES CONTINUUM	00:00:25	00:00:25	1
MARKETING BOX	00:00:13	00:00:13	1
WATBOX	00:00:13	00:00:13	1
Total Result	11:33:21	00:04:47	145

The segments identified bear some elaboration. Unless otherwise specified, the segment is named by reference to a concrete instance of a board. Prominent examples include **INBOX** and **FIRES**. The exceptions are enumerated below.

Most dailies start with an **INTRO**. The **INTRO** is a segment where the team has engaged the daily but is not yet focused on any of the boards available. The segment can be prompted by a call such as “*So, general things*” (01, **02:02**), or it might begin more fluidly e.g. with a team member presenting a topic for discussion as in this exchange from daily 03:

**00:33** (unstructured discussion, indistinct background chatter)

“That’s an awesome pear.” (D1 making deadpan comment, pointing out nothing useful is happening)

**00:37** (the distinct sound of a fruit, supposedly said pear, being chewed)

**00:39** “Should we have a new nickname for [team member]?” (D2 presents a topic)

Some dailies include a **BOARD OVERVIEW**. In these segments, the focus is not on individual boards, but their overall status or health, relationships and priorities between them and the arrangement of them in the list of boards. Here’s an example where a developer inquires after the purpose of colored labels used for different boards (daily 03):



**26:21** “What about.. are the, uh, colors?” (D asks question about boards seen on screen)

“Yellow is in QA. Purple has passed QA. Then there’s grey that is in smoketest and, well, you won’t probably ever see the blue because I.. blue means it’s.. has been smoketested and I’ll archive it any moment now.” (QA explains their methods)

Most boards used in dailies were ones of persistent nature. They are not explicitly bound to dates or weeks or deployment cadences. **CYCLES** make an exception to this. They are boards that are numbered and constitute a bundle of shippable things. Boards labelled with the same number would be deployed together, and there are a multitude of them in use at the same time. As alluded to in the quote by *QA* above, the board for a specific cycle will vanish from sight by being archived after work in it has been completed. All of these were grouped together as **CYCLES**. Discussion generally involves *what is being worked on, by whom* and *when it will be completed*. An extract from daily 02 demonstrates how conceptions on progress of work and implications of handovers are negotiated in context of **CYCLES**:

**12:58** “So, are you still going to make it by friday?” (QA prompts)

“Yes” (D1 responds)

“Still confident” (QA confirms)

“Quite...” (D2 interjects)

**13:05** “I have to, I’m leaving on friday” (D2 explains)

(laughter)

**13:15** “So who will be fixing your stuff on monday when it gets to QA or tuesday when it gets to QA?” (QA expresses concern)

*Cycle* is the team’s name for a single development cadence. It is used for sets of features that are completed in synchrony with each other and that cannot be shipped incrementally. The opposite of this is a *continuum*, evident in boards such as **NON-CORE MODULE CONTINUUM** and **NON-FUNCTIONAL**

CONTINUUM. Work done here can generally be shipped to production immediately after completion.

The use and concrete nature of these segments is described more in depth in section 11.1.

## 11 Empirical findings

This section presents empirical findings based on which we will answer the empirical research questions from section 8.2. To settle **ERQ1**, in 11.1 we describe the structure of a daily and link this structure to the use and arrangement of kanban boards.

### 11.1 How is the daily structured?

We can observe from A1 that no two dailies followed exactly the same structure. However, clear tendencies could be observed. In this section we first describe a prototypical example of a daily and proceed to paint a picture of how the daily came to be structured the way we observed.

An overview of the structure of a daily is afforded to us by the segment analysis described in 10.1. Let us consider daily 03 as a prototypical example, as it has close to average duration, attendees and a clear segment outline. The outline can be seen in table 4.

Segment	Duration
INTRO	00:10:45
INBOX	00:01:45
FIRES	00:04:05

PRIORITY LANE	00:03:30
OUTBOX	00:03:20
QUESTIONS	00:02:00
BOARD OVERVIEW	00:02:13
<b>Total duration</b>	<b>00:28:18</b>

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Table 4: Outline of daily 03, presented here as a typical daily. Excerpt from appendix section A1.

### 11.1.1 Typical segments in depth

**11.1.1.1 Introduction** The daily starts with an **INTRO** segment after making sure everyone is accounted for. It's noted that a team member has been absent for a while and that is affecting the team's capability of responding to fires. The team also takes issue with the state of communication between them and another team.

**02:30** "Apparently it seems to be some ... hard to reach between business and marketing now, so—" (D1, referring to events from before the daily)  
 "You mean sales and marketing" (M1, correcting D1's expression of the overall team structure)

**02:41** "I'm just saying that we're not alone" (D1 referring to difficulties shared with the team on a previous occasion)

**02:58** "And I felt, it was like .. difficult" (D1 starting to relate the experience)

**03:01** "There's like .. two walls in between [..]" (D2 continuing the sentiment metaphorically)

**03:10** "So M1 can you take down the walls or?" (D3 asking for help in resolving the difficulties)

"Yes yes. M2 comes back, we will shuffle the rooms anyway" (M1, referring

to concrete workspace arrangements)

We can observe that the exchange is rich in history and context. Discussions from what appear to be previous dailies are referenced, as well as more immediate occurrences from the same day. The team seems content to describe the situation on a very abstract level, which could point to an understanding of concrete experiences already having been shared. The tension appears to be relieved by an explicit plea for help and a corresponding assurance that very concrete actions will be taken, despite the metaphorical level of discussion so far. Taken together, we see that the team uses the opportunity for coming together to discuss their woes and to find ways for recourse.

The team proceeds through an unstructured go-through of worries until arriving at what is apparently of immediate relevance: an upcoming feature will be requiring a significant amount of quality assurance after being shipped to production. The team assesses ways of approaching this, with QA and M negotiating the scope of testing required and the dependencies between work items that will have to be resolved to get to this stage.

**08:28** “Done today then?” (M)

“We can’t do that, the thing is not in production [..]” (QA)

**08:35** “So what is blocking that?” (M)

“Uhh .. the [feature] hasn’t passed QA” (QA)

“Okay. And what is blocking that?” (M)

**08:44** “D has fires.” (QA)

“No, they’re working right now, there’s no [feature] related tasks” (D, challenging QA)

“Yes, there is.” (QA restating their position)

This exchange appears to relate to the status of a specific cycle, but the team is not using the cycle’s board to mediate the discussion. Thus the exchange is part of the *INTRO* segment, not *CYCLES*.

The team continues to negotiate the interrelations between work items handled by different team members and handovers required. Concern is expressed about a team member leaving for vacation after the ongoing week and some items perhaps not being completed by then, but reassurances to the contrary appear to placate everyone.

An attempt is made to start the INBOX segment with the prompt:

**10:05** “What about starting from Asana now?” (M)

This is ineffective, because another team member wants to discuss handovers not yet mentioned. The secretary can be heard making meeting minutes on the subject.

**11.1.1.2 Inbox** The INBOX segment finally starts at **11:25**. The *driver* opens Asana and allows the team to view items in the inbox on a TV screen. The inbox is a board that contains new items as input to the team and to be handled in the daily proceedings. Starting from the topmost item, item labels are read out loud. Most often, a variation of the following question is used to settle the imminence of items encountered:

**11:51** “Fire or not?” (M)

Either the item is a fire, requiring the team’s immediate attention, or it can be postponed to a later time. Fire would mean that the *secretary* moves the item for it to get handled in a later FIRES segment. The team members will respond with either “fire” or another board where the item would get handled in the appropriate fashion.

**12:23** “Not a fire?” (M)

“No ..” (D)

“Wishlist.” (M)

The wishlist is a labeled section of the inbox board that is intended for a later grooming with relevant product owners involved. The secretary thus moves the item away from the inbox's topmost segment to the wishlist, and continuing in this way the inbox is gradually consumed of unhandled items.

**11.1.1.3 Fires** Once the inbox is empty, the driver without prompt moves the team's view to a board titled “[*FIRE*]: *This must be emptied*”, signaling the start of the **FIRES** segment. Again the team will proceed from top to bottom, this time discussing items that have moved between states since last observation.

Based on the board's labeling of states, (detailed in appendix B3), the items further to the top are closer to having been resolved whereas at the bottom no work is being done on them. The more than a dozen different states communicate an intricate understanding of a work item's progression from backlog to development, to testing, production and finally a state of doneness that can be agreed on by the team.

Distinguishing this segment from the previous one, items will usually not be moved by the secretary. They may, however, be marked as complete after the team agrees there's nothing more to be done.

Progress with fire extinguishing, or lack thereof, can be touched briefly:

**14:32** “So D1, all ok, need anything?” (QA, referring to work item presented by driver)

“Uh . . . yeah, no, just to note that-that me and D2, we had a, had a prepared battle plan for this specific occasion, and our first attempt at-at fixing it instantly failed. So .. I'm going to have to *actually* fix this.” (D1)

**14:52** “Can you actually fix this?” (M seeks confirmation)

“Yes, I can actually fix this.” (D1 concludes)

In this case the details of how the actually-fixing would be done are omitted in the discussion as something that belongs outside the scope of the daily. What gets communicated is the belief that work items will be moving today despite lack of progress thus far.

Sometimes a balance between expedited technical implementation and other rationale, such as product design, needs to be reconsidered. Here, a developer presents a caveat in their intended approach to resolve a fire:

**15:08** “Most likely the fix is kind of .. people don’t like it, but like that’s the .. easiest way to fix” (D)

“What?” (QA, incredulously)

“You need to save the changes before you can open the [feature]” (D)

**15:22** “Why doesn’t it save it automatically? [...]?” (M)

“It did, but—” (QA)

“No, it didn’t” (D)

“It looked like-!” (QA)

“Yeeah it looked like, yeah, sure. (short laughter)” (D)

**15:33** “But why not that way?” (M)

“Well, we could .. do that that way” (D)

**15:37** “Wouldn’t that make more sense?” (M)

“Yeah.” (D)

“Just saves it. Next.” (M)

Negotiation on how thoroughly the board will be combed also happens. Here, a developer poses the question of whether *backlog items* (meaning items that have not yet moved since their addition to fires) should be handled at this time:

**16:42** “Do we want to discuss the backlog items?” (D1)

“They are the same, I guess ... Not moved” (D2)

“But no new fires. Or are these two by D3, are these new?” (D1)

“No no, they were [new] yesterday” (QA)

It’s shortly determined that there would be nothing to gain, and the team moves on to a new board.

**11.1.1.4 Priority lane** The driver opens up “*Priority lane*”, commencing the PRIORITY LANE segment. The flow of discussion is similar, with moved work items getting discussed from top to bottom. However, the team has chosen to label the states differently. There is significantly less structure as compared to fires: **DONE**, **DOING**, **TODO** and **LONGSTANDING**. This can be attributed to the non-technical or perhaps ad-hoc nature of work items placed here.

A developer immediately starts relating the outcome of a discussion that was modelled as a work item on the priority lane and can now be seen by the team as “done”:

**17:15** “This was huge: [..]” (D, with explanation of defects discovered in production system)

Due to the critical nature of the findings, the team would expect there to have been a follow-up work item. A manager expresses concern on whether action will be taken. This gives rise to a discussion on how the flow of work is being modelled for the team’s benefit in this specific occasion:

**18:00** “But isn’t that kind of a fire?” (M)

**18:08** “I’m doing everything I can, I have the one other fire first.” (D)

“Yeah but where is this kind of task?” (M)

“It’s in the module continuum, it’s being worked on .. like, right now .. there’s .. this many tasks about it” (D)

“Okay ... but wouldn’t it make sense to promote them as a fires also?”



And not leave them into the module continuum?” (M)

“Hhh if you want to-” (D)

“For more visibility ... because you can have task in two projects” (M)

A rationale of visibility is presented, along with a bargain in that the developer’s existing modelling can remain essentially undisturbed. It also becomes evident how the team has a conception of fires as *urgent-but-unplanned* versus *planned-and-prioritized*, which results in a curious tension:

**18:48** “Yeh ... which one do you want [to see in fires]?” (D)

“Everything that’s considered a fire [and is] in module continuum ... because that’s essentially blocking the module continuum for continuing ... on the actual *planned* features” (M)

**19:04** “These are the planned features .. and fixes. These are what, uh, what we have prioritized with PO” (D)

The tension is resolved by refining the modeling to include the “fire-nature” of the work items and showing them in fires. The tension’s root cause, of the model apparently omitting the PO’s existing prioritization, was also discovered.

The team finishes up the priority lane by speeding through a few work items in the “todo” state, confirming them to be still relevant but undone. Once the list is combed, it’s time for the next board.

**11.1.1.5 Outbox** The driver opens up “*OUTBOX (ska diskuteras snart)*” and commences the OUTBOX segment at **20:45** with a callout from the secretary. As per the Swedish language subtitle of the board, it is used to keep track of discussions that should take place.

M1 immediately calls for a comment to be added on an existing work item that there’s new evidence, referring to the INTRO segment discussion about

a team being difficult to reach. This is apparently done for the benefit of a discussion to be had with M2, who is not present. Another discussion item is called out as being “longstanding”, and is moved to that section of the board by the secretary.

Due to the excursion by M1 of bringing a task in the middle of the board to the team’s attention, the linear top-to-bottom fashion of reading the board that was seemingly faithfully observed before has broken down at this point, but is resumed. To-be-had discussions are gone through and confirmed relevant in much the same fashion as the todo items in the previous segment.

In the following excerpt there’s again a reference to the difficulties discussed in the INTRO, now accompanied with a desire to not only have a discussion but to *keep track* of whether a problem was in fact solved for good:

**22:15** “‘Tech team doesn’t see documentation being handled.’ Really don’t!”

(M quoting work item title)

“Well ..” (QA)

“Again. This morning.” (M)

“I have bumped and it’s-” (QA stating a discussion was had)

**22:25** “Yeah but until we can really say that it’s now being properly handled ... we see a few cycles where it just .. goes well” (M)

Ostensibly this would mean that the discussion item will be held in the “longstanding” section for evaluation, even if such a discussion as intended by the item did in fact take place as claimed by QA.

Lastly, we observe a callback to the issue with fires and work in the module continuum. There’s an unhandled item for which the discussion has already taken place, but the team would need to be informed about the outcome.

**23:36** “‘Ability to track module fires’” (M reading out item title as a prompt)

“Yeah, PO requested that-that any uhh module fires also be added to the

module continuum so you can take a look at the module continuum afterwards and see which have been completed” (D relating the result of the discussion)

“Yes yes, very good” (M)

The PO’s request itself happens to be an insignificant detail from the daily’s perspective, because as shown in A1, the module continuum is never combed through in the daily. It provides another rationale for the tension observed earlier, however: the PO’s wishes about work visualization in the continuum might have contributed to a conflict with the team’s needs about transparency.

The “longstanding” discussion items are skipped with a callout from M getting an affirmative response from the secretary. This concludes the OUTBOX segment.

**11.1.1.6 Questions** By this point, the team is evidently anxious to move forward: several members in succession call out the name of the next board, “*QUESTIONS*”. The purpose of the board is to make sure that information needs of parties, internal and customer alike, are not neglected. Concretely, there are both ongoing lines of inquiry and recurring “household keeping” themed tasks. Only the topmost tasks, belonging to the recurring category, are briefly confirmed as having been done.

**24:39** “So . . .” (D1)

**24:41** “So . . .” (D2)

**24:43** “Let’s not be done yet.” (M)

Team members express desire to move on and perhaps finish the daily, but the manager wants to be more thorough. With that note, the driver shows the next board.

**11.1.1.7 Non-functional continuum** The non-functional continuum board consists of small tasks that have only superficial effect on the product and can thus be shipped immediately. The structure and sectioning is similar to “fires”, but the work reflected therein is considered to be of less urgency by nature.

The manager appears to have had a clear agenda in moving to this board, because he proceeds to press on an uncompleted task.

**24:48** “There’s [item description]” (M)

“Has D1’s face on it [..]” (QA)

**25:02** “So D1 could you add these things? There’s a huge organisational waste when we have done [website content] already .. and they are not linked in the UI” (M)

**25:12** “Yeah yeah” (D1)

“This is almost becoming a fire” (M)

“... Yeah.” (D1)

**25:21** “But like, we had this discussion before I left.” (M)

“Yeah yeah I can add” (D1)

“But .. really” (M)

“Yeah yeah yeah yeah yeah” (D1)

**25:29** “And... Start using the ‘my tasks’ thing [..]” (M)

“That’s how I do it cause otherwise I just don’t remember what I ...” (D2)

From the manager’s perspective, the team appears to have failed in accounting for the timeliness requirement of the task being discussed. Proximally, the reason is pinned on D1 not using the team’s common tooling for supporting this by seeing that the task exists and is assigned. However, the team members seem to acknowledge that it is not trivial to make good prioritizations of when these individual tasks would best be done, as they are unrelated to the team’s larger deliverables.

**11.1.1.8 Board overview** The NON-FUNCTIONAL CONTINUUM segment fluidly transforms into BOARD OVERVIEW when the manager again prompts:

**26:05** “So what’s the status of these numbered things? QA?” (M, referring to ongoing cycles)

No action is needed from the driver as the discussion items of this section are continuously visible on screen. QA elaborates on the statuses from their perspective. A developer is curious about the color coding QA uses for signifying project statuses, and gets an explanation. This is immediately taken into use by another developer by describing the state of the next project on the list as “green”, meaning “in progress”.

**26:50** “What’s the definition of ‘API’?” (M referring to cycle name)

“It was more that I didn’t want to use the ‘partner integration funnel’ for my tasks-” (D)

**27:01** “Okay.. could this be renamed so that it still means something? Like ... put in parenthesis that ‘partner integration funnel’? Or something, because nobody has idea what’s ‘API’ [in] this context” (M)

Manager calls for cycles being more clearly defined bundles of tasks, because a vague umbrella topic does not aid in understanding the work. The developer admits to not having been wanting to do this before. Perhaps the more specific name does not entirely describe the referred cycle’s scope, or a better understanding has only recently arisen and the project’s name is lagging behind.

Also of note is that the developer expresses having a sense of ownership over “his” tasks. There’s apparently a domain that the developer personally is responsible for and this cycle would lie within that domain.

**28:15** “Alright ... Now we’re done.” (M)

Nobody objects; the daily is concluded.

### 11.1.2 Relation between daily structure and kanban boards

The previous section answered the question of how the daily happened. To support an argument about a relation between the daily and its sociomaterial context, in this section we attempt to reach for an understanding on how the daily could have come to take this form.

Observing table 5 where the segments undergone in the daily and the kanban boards have been overlaid, we find that the boards are in the same order as the team uses when proceeding through the daily. This gives rise to the idea that the structure of a daily and the structure of the boards are interrelated. Indeed, this is not an uncommon occurrence: INBOX – FIRES - PRIORITY LANE - OUTBOX - QUESTIONS is a typical sequence through the observation period.

Segments	Kanban board titles
INTRO	-
INBOX	INBOX (Composer 2)
FIRES	[FIRE]: This must be emptied
PRIORITY LANE	Priority lane
OUTBOX	OUTBOX (ska diskuterar snart)
QUESTIONS	QUESTIONS
NON-FUNCTIONAL CONTINUUM	CONTINUUM: Non-functional
BOARD OVERVIEW	-

Table 5: List of daily segments and the kanban board list for daily 03 overlaid.

In support of this deduction we can consider table 6. The segments **INBOX**, **FIRES**, **PRIORITY LANE**, **OUTBOX** and **QUESTIONS** occur from 17 to 21 times. Most other segments only get a handful of visits, with the runner-ups being **NON-FUNCTIONAL CONTINUUM** at 12 and **NON-CORE MODULE CONTINUUM** at 8 occurrences respectively. We could consider these top segments to form the stable skeleton of a daily.

Is it reasonable to infer a causality? Is the team's daily structure indeed encoded in the kanban boards' layout, or are the boards merely arranged in imitation of the daily? To answer this question, we may consider what happens when the boards are disturbed. Table 6 gives us a hint about where to look for such a disturbance: segments **MONEYBOX**, **MARKETING BOX** and **WATBOX** appear for the first time at the end of the observation period but are nowhere to be seen by daily 20.

Table 6: First and last occurrences of segments through observation period with the count of occurrences in between.

Segment	First	Occurrences	Last
<b>FIRES</b>	1	21	20
<b>INBOX</b>	1	21	20
<b>INTRO</b>	1	18	20
<b>OUTBOX</b>	1	20	20
<b>PRIORITY LANE</b>	1	17	20
<b>QUESTIONS</b>	1	18	19
<b>CYCLES</b>	2	2	18
<b>NON-CORE MODULE CONTINUUM</b>	2	8	20
<b>BOARD OVERVIEW</b>	3	3	13
<b>NON-FUNCTIONAL CONTINUUM</b>	4	12	20
<b>MODULES CONTINUUM</b>	7	1	7
<b>MONEYBOX</b>	17	2	19
<b>MARKETING BOX</b>	19	1	19

Segment	First	Occurrences	Last
WATBOX	19	1	19
Total Result	1	145	20

How did the aforementioned “box” segments end up in the daily? To corroborate a hypothesis about a relation between the daily and the boards, a first order explanation of a change having been made to the boards would suffice. What kind of modifications were made to the board layout then, if any?

Prior to 19	19
INBOX (Composer 2)	INBOX (Composer 2)
[FIRE]: This must be emptied	[FIRE]: This must be emptied
Priority lane	Priority lane
OUTBOX (ska diskuteras snart)	OUTBOX (ska diskuteras snart)
-	MONEYBOX
QUESTIONS	QUESTIONS
-	MARKETING
CONTINUUM: Non-functional	CONTINUUM: Non-functional
CONTINUUM: Modules	CONTINUUM: Modules

Table 7: Difference in board layout for daily 19.

Boards associated with the segments **MONEYBOX** and **MARKETING BOX** appear in the layout among the most commonly used boards by daily 19. **WATBOX** seems to be an anomaly, because although it is exhibited in the daily segment after **MONEYBOX** the board itself is still out of the way and would not even be visible on the driver’s screen. Apparently there was a commonality between



the three, however, because in daily 20 the team has again groomed the boards for **MONEYBOX** and **MARKETING BOX** outside the group of most common boards and together with **WATBOX**.

One interpretation for this series of events is that there occurred a disturbance which necessitated the provision of new places to put things for them to get done eg. at the appropriate timeliness. The boards are perused once or twice in dailies until the team figures that it's not getting any use out of doing this commonly, at which point the boards are moved out of the way of the ordinary daily flow.

From the looks of things, it does stand to reason that the structure of the board and the daily go hand in hand. If this is a credible statement, it should be a hint that the daily and its sociomaterial context are engaged in a recursive loop of unfolding driven by tensions introduced and resolved during the practice of a daily. It's too early to make that claim, however. Of course, we're only investigating the matter on the level of segments and boards and ignoring most of the story. In the next section we will take the chance to have a closer look at the dynamics and nature of this processual evolution more closely.

## 11.2 What a difference a daily makes

In the previous section we looked into how a daily happens and what kinds of activities a daily constitutes. We were left with the open question of *change*. If the daily is to be considered a practice, engaging in a daily should somehow inform the next occasions this engagement is taken and manifest as observable change in the practice. In this section we will lay the ground for answering **ERQ2** by investigating whether and how this change happens. Is there a structure to the change, does it happen by deliberation, or is it perhaps emergent and not premeditated?

Within practices, contradictions unfold and improvement tends to happen slowly and must be observed over a duration of time. Our observations on change will take the form of journeys of transformation, taking place over multiple dailies. First we'll take a brief overview on how the stories were collected and structured overall, and then we'll look at the stories one by one.

### **11.2.1 Episodes of questioning, disturbance and contradiction**

### **11.2.2 Journeys of transformation**

In the introductory section the usefulness of a daily was set to question by the fact that it is not a software development activity in itself. To reiterate, no features are delivered, no bugs fixed and no customer served. Therefore, if a use for the daily is to be found, in that it somehow aids software development activities, the use must lie in the relation between the daily and other practices that *do* constitute software development. From the episodes delineated in 11.2.1, a set was chosen such that their orientation is *not* toward the daily and what happens within but impactful on the outside world. The most important 'story arcs', if you will, were extracted from their original context and presented here compressed form such that we may observe the structural tensions reflected and their resolution via a process of transformation.

#### **11.2.2.1 Fire extinguishing**

#### **11.2.2.2 Module release process**

## Chapter IV

# Conclusions

## 12 Results

### 12.1 Answers to the empirical research questions

### 12.2 Answer to the research problem

## 13 Implications of the study

### 13.1 Practical implications

#### 13.1.1 The daily reflects the activity system

In section 11.1.1 we observed how the team carries out a daily. We had the chance to see the position the team takes on the boards and items therein.

What the boards contain are tasks or work that is potentially but not necessary intended to be completed by the team in the future. Each item is therefore a description of work, but its setting in the context of the boards affords the team an understanding of *how* this work will be completed.

Equipped with this knowledge, we can make the claim that the boards are a description of the team's understanding of the *activity system* that the team is embedded within and the items are tokens for *networks of activities* that occur within the system. For instance, a developer and QA have entirely different interpretations of the actions that a specific item implies should be taken, but they are modelled by the same item moving through the system description nonetheless.

Taking this idea further, not only are the boards and their arrangement a reflection of the activity system, but *the daily itself* is such a reflection as well. This is because, as shown in section 11.1.2, the structure of a daily is afforded by the structure of the boards. The arrangement of the boards gives rise to an agenda for the daily, and the agenda may correspondingly be modified by a change to the arrangement.

#### **13.1.1.1 Discovering the best thing to do** *How does the daily practice reflect the activity system as understood by the team?*

A key question that the team attempts to answer by engaging in the daily is *what needs to be done today*. This can be seen in the team's stance on **INBOX**: does a new item change priorities as they were previously agreed to be? Are there new fires to be extinguished or can work proceed as planned?

### 13.1.2 The daily can be used as a tool for continuous improvement

Taken another way, the daily is an event for the team to potentially *reflect at* the activity system. This means the team can take the opportunity to see whether the modelling makes sense for whatever is going on at a given moment. If tension between “reality” and what the modelling tells the team arises, corrections can be taken immediately. This is in contrast to the conception of a daily which was presented as an answer to **TRQ1**, where the opportunity for change presents itself outside the daily in intervention-based *retrospectives*.

### 13.1.3 The practice of a daily can inform software development activities

The daily is a crisscross network of interdependencies to activities and thus practices of software development.

- how software is done is affected by the daily (because of the opportunity for creating new shared meanings for items)
- what is done is affected by the daily (because of the opportunity for changing priorities)
- we can change those practices by changing the modelling of the system and this can happen in the daily

## 13.2 Theoretical implications

### 13.2.1 Overcoming tensions vs extending knowledge objects

In 7.2 we delimited the scope of this study to the activity theoretical perspective, in which we consider the process of innovation as that of collaborative contradiction resolution. This was a choice fitting for the investigation of the daily practice as the focal element, but there is another option. Consider the possibility where we wanted to instead investigate the specific way the team uses the kanban boards as a knowledge object and to refine their understanding of the activities which are placed outside the daily but modelled within. In this case we could've done well by picking the *conceptual artefact* based model of knowledge building by Bereiter (2002), contrasted to Engeström's model we used here by Hakkarainen et al. (2004). A study where the conceptual artefacts are taken in focus could, for instance, look deeper into the team's use of their tools and how they reflect the conceptual models in use.

## 14 Evaluation

### 14.1 Limitations of the study

# Appendix A

## Dailies

### A1 Daily segment lengths

Table 8: Identified segments in dailies by their timestamp in the recording and duration.

Daily index	Segment	Timestamp	Duration
1	INTRO	00:02:02	00:12:28
	INBOX	00:14:30	00:13:30
	FIRES	00:28:00	00:04:40
	PRIORITY LANE	00:32:40	00:01:20
	OUTBOX	00:34:00	00:00:20
	QUESTIONS	00:34:20	00:01:43
	DONE	00:36:03	00:00:33
	RECORDING ENDS	00:36:36	
2	INTRO	00:01:11	00:08:59
	NON-CORE MODULE CONTINUUM	00:10:10	00:02:30
	CYCLES	00:12:40	00:03:00

Daily index	Segment	Timestamp	Duration
3	INBOX	00:15:40	00:13:20
	FIRES	00:29:00	00:13:55
	PRIORITY LANE	00:42:55	00:02:30
	OUTBOX	00:45:25	00:01:25
	QUESTIONS	00:46:50	00:01:40
	DONE	00:48:30	00:00:23
	RECORDING ENDS	00:48:53	
	INTRO	00:00:40	00:10:45
	INBOX	00:11:25	00:01:45
	FIRES	00:13:10	00:04:05
	PRIORITY LANE	00:17:15	00:03:30
	OUTBOX	00:20:45	00:03:20
	QUESTIONS	00:24:05	00:02:00
	""""BOARD OVERVIEW""""?"	00:26:05	00:02:13
4	DONE	00:28:18	00:00:12
	RECORDING ENDS	00:28:30	
	INTRO	00:00:00	00:04:40
	INBOX	00:04:40	00:12:10
	FIRES	00:16:50	00:09:40
	OUTBOX	00:26:30	00:03:20
	QUESTIONS	00:29:50	00:00:50
	NON-FUNCTIONAL CONTINUUM	00:30:40	00:01:45
5	DONE	00:32:25	00:01:26
	RECORDING ENDS	00:33:51	
	INTRO	00:00:19	00:07:56
	INBOX	00:08:15	00:07:25
	FIRES	00:15:40	00:05:50
	PRIORITY LANE	00:21:30	00:00:20



Daily index	Segment	Timestamp	Duration
6	OUTBOX	00:21:50	00:02:20
	QUESTIONS	00:24:10	00:03:43
	DONE	00:27:53	00:00:23
	RECORDING ENDS	00:28:16	
	INBOX	00:00:07	00:07:23
	FIRES	00:07:30	00:04:50
	PRIORITY LANE	00:12:20	00:01:40
	OUTBOX	00:14:00	00:01:10
7	QUESTIONS	00:15:10	00:00:20
	DONE	00:15:30	00:02:17
	RECORDING ENDS	00:17:47	
	INTRO	00:00:13	00:03:17
	INBOX	00:03:30	00:13:00
	FIRES	00:16:30	00:05:10
	PRIORITY LANE	00:21:40	00:01:05
	OUTBOX	00:22:45	00:00:55
8	QUESTIONS	00:23:40	00:01:45
	NON-FUNCTIONAL CONTINUUM	00:25:25	00:01:05
	MODULES CONTINUUM	00:26:30	00:00:25
	DONE	00:26:55	00:00:13
	RECORDING ENDS	00:27:08	
	INTRO	00:00:20	00:06:25
	INBOX	00:06:45	00:07:00
	FIRES	00:13:45	00:02:15
	PRIORITY LANE	00:16:00	00:02:00
	QUESTIONS	00:18:00	00:00:30
	NON-FUNCTIONAL CONTINUUM	00:18:30	00:01:40
	DONE	00:20:10	00:00:16

Daily index	Segment	Timestamp	Duration
9	RECORDING ENDS	00:20:26	
	INTRO	00:00:30	00:01:40
	INBOX	00:02:10	00:05:20
	FIRES	00:07:30	00:03:05
	OUTBOX	00:10:35	00:01:10
	QUESTIONS	00:11:45	00:02:15
	NON-FUNCTIONAL CONTINUUM	00:14:00	00:01:10
	BOARD OVERVIEW?	00:15:10	00:02:40
	DONE	00:17:50	00:01:13
	RECORDING ENDS	00:19:03	
10	INTRO	00:00:25	00:05:55
	INBOX	00:06:20	00:05:39
	FIRES	00:11:59	00:10:11
	PRIORITY LANE	00:22:10	00:02:35
	OUTBOX	00:24:45	00:05:15
	QUESTIONS	00:30:00	00:00:35
	DONE	00:30:35	00:00:38
	RECORDING ENDS	00:31:13	
11	INBOX	00:00:15	00:05:30
	FIRES	00:05:45	00:02:00
	PRIORITY LANE	00:07:45	00:00:30
	OUTBOX	00:08:15	00:00:10
	QUESTIONS	00:08:25	00:02:57
	DONE	00:11:22	00:00:35
	RECORDING ENDS	00:11:57	
12	INTRO	00:00:08	00:07:52
	INBOX	00:08:00	00:03:20

Daily index	Segment	Timestamp	Duration
13	FIRES	00:11:20	00:09:36
	PRIORITY LANE	00:20:56	00:01:29
	OUTBOX	00:22:25	00:09:35
	QUESTIONS	00:32:00	00:00:22
	DONE	00:32:22	00:02:06
	RECORDING ENDS	00:34:28	
	INTRO	00:00:58	00:00:47
	BOARD OVERVIEW	00:01:45	00:15:45
	INBOX	00:17:30	00:20:18
	FIRES	00:37:48	00:05:32
	PRIORITY LANE	00:43:20	00:00:28
	OUTBOX	00:43:48	00:00:32
	QUESTIONS	00:44:20	00:00:20
14	NON-FUNCTIONAL CONTINUUM	00:44:40	00:00:35
	NON-CORE MODULE CONTINUUM	00:45:15	00:01:35
	DONE	00:46:50	00:00:43
	RECORDING ENDS	00:47:33	
	INTRO	00:00:26	00:02:07
	INBOX	00:02:33	00:18:52
	FIRES	00:21:25	00:04:15
	PRIORITY LANE	00:25:40	00:00:35
	OUTBOX	00:26:15	00:06:15
	QUESTIONS	00:32:30	00:00:45
15	NON-FUNCTIONAL CONTINUUM	00:33:15	00:01:45
	NON-CORE MODULE CONTINUUM	00:35:00	00:00:42
	DONE	00:35:42	00:00:24
	RECORDING ENDS	00:36:06	
	INTRO	00:00:25	00:01:35

Daily index	Segment	Timestamp	Duration
16	INBOX	00:02:00	00:05:55
	NON-FUNCTIONAL CONTINUU	00:07:55	00:05:05
	INBOX AGAIN	00:13:00	00:14:55
	FIRES	00:27:55	00:06:40
	PRIORITY LANE	00:34:35	00:02:40
	OUTBOX	00:37:15	00:08:05
	QUESTIONS	00:45:20	00:02:25
	NON-FUNCTIONAL CONTINUUM	00:47:45	00:01:15
	NON-CORE CONTINUUM	00:49:00	00:02:28
	DONE	00:51:28	00:00:16
	RECORDING ENDS	00:51:44	
	INTRO	00:00:12	00:12:33
	OUTBOX	00:12:45	00:20:05
	PRIORITY LANE	00:32:50	00:00:30
	OUTBOX	00:33:20	00:07:13
	INBOX	00:40:33	00:15:30
17	FIRES	00:56:03	00:03:45
	DONE	00:59:48	
	RECORDING ENDS	01:00:21	
	INTRO	00:01:11	00:01:54
	FIRES	00:03:05	00:12:47
	INBOX	00:15:52	00:22:08
	FIRES	00:38:00	00:00:25
	PRIORITY LANE	00:38:25	00:01:05
	OUTBOX	00:39:30	00:04:00
	MONEYBOX	00:43:30	00:00:45
	QUESTIONS	00:44:15	00:00:20
	NON-FUNCTIONAL CONTINUUM	00:44:35	00:05:45
	NON-CORE MODULES	00:50:20	00:02:53

Daily index	Segment	Timestamp	Duration
18	DONE	00:53:13	00:00:22
	RECORDING ENDS	00:53:35	
	INTRO	00:00:15	00:03:20
	CYCLES	00:03:35	00:12:20
	INBOX	00:15:55	00:12:50
	FIRES	00:28:45	00:06:20
	PRIORITY LANE	00:35:05	00:00:15
	OUTBOX	00:35:20	00:02:25
	QUESTIONS	00:37:45	00:00:40
	NON-FUNCTIONAL	00:38:25	00:00:25
	NON-CORE MODULES	00:38:50	00:01:25
	DONE	00:40:15	00:00:14
	RECORDING ENDS	00:40:29	
19	INTRO	00:01:15	00:09:55
	INBOX	00:11:10	00:20:20
	FIRES	00:31:30	00:12:45
	OUTBOX	00:44:15	00:01:18
	MONEYBOX	00:45:33	00:00:04
	WATBOX	00:45:37	00:00:13
	QUESTIONS	00:45:50	00:00:30
	MARKETING BOX	00:46:20	00:00:13
	NON-CORE MODULE CONTINUUM	00:46:33	00:00:57
	NON-FUNCTIONAL CONTINUUM	00:47:30	00:02:10
	DONE	00:49:40	00:00:17
	RECORDING ENDS	00:49:57	
20	INTRO	00:00:16	00:04:04
	INBOX	00:04:20	00:18:25
	FIRES	00:22:45	00:10:55

Daily index	Segment	Timestamp	Duration
	PRIORITY LANE	00:33:40	00:01:45
	OUTBOX	00:35:25	00:02:35
	NON-FUNCTIONAL CONTINUUM	00:38:00	00:00:45
	NON-CORE MODULE CONTINUUM	00:38:45	00:00:55
	DONE	00:39:40	00:01:31
	RECORDING ENDS	00:41:11	

## Appendix B

# Kanban boards

## B2 Lists of kanban boards

Table 9: Partial outlines of the kanban boards used by the team ordered by date.

Capture date	Boards
2015-12-08	INBOX (Composer 2) [FIRE]: This must be emptied Priority lane OUTBOX (ska diskuteras snart) QUESTIONS CONTINUUM: Modules CONTINUUM: Non-functional (omitted)
2015-12-16	INBOX (Composer 2) [FIRE]: This must be emptied Priority lane

Capture date	Boards
	OUTBOX (ska diskuteras snart) QUESTIONS CONTINUUM: Non-functional CONTINUUM: Modules #15c: iOS 4.0.8 #17 Android 4.2.x #19 Composer 2 #20 Partner API #20 Partner integration funnel #20 Release Wizard #21 Logic editor #?? DreamFactory Funnel #?? Composer 2 #?? iOS #?? Android #?? Payments #?? Dolan #2X API and Friends (omitted)
2016-01-18	INBOX (Composer 2) [FIRE]: This must be emptied Priority lane OUTBOX (ska diskuteras snart) MONEYBOX QUESTIONS MARKETING CONTINUUM: Non-functional CONTINUUM: Modules #17 Android 4.2.0 + 4.2.1 #22 Composer 2



Capture date	Boards
	#23 Release Lifecycle #23 Composer 2 #23 API and ACL #24 Release Lifecycle #24 Logic editor #24 Composer 2 #?? iOS 4.1.0 #?? Android 4.3 #?? Payments #?? Dolan #?? Module core #?? API and friends #?? Push Notifications #?? SandboxDB 2 INBOX (Kisko) Exception Box — #NN Descriptive Theme Name #NN Release Lifecycle — BACKLOG: Modules — MINOR Roadmap SOLUTION Roadmap Composer 2 bug backlog Toolchain bug backlog SORT THIS AWAY PLS NEXT SOON LATER WAT

Capture date	Boards
2016-01-19	HARD AND SCARY WATBOX TECH WISHING WELL (omitted)  (omitted) INBOX (Kisko) MONEYBOX MARKETING TECH WISHING WELL BOX WATBOX EXCEPTION BOX BACKLOG: Modules (omitted)

### B3 Lists of kanban board structures

Table 10: Partial outlines of the structures of the kanban boards used by the team ordered by date of capture.

Capture date	Board name	Labels
2015-12-16	CONTINUUM: Modules	(unlabeled) !! NOT AN INBOX !! SMOKETEST FAILED (in production) DEPLOYMENTS (make sure all subtasks are done) WAITING FOR DEVQA (in devgyver) DEVQA REJECTED (in devgyver) WAITING FOR MERGE (in branch)
2015-12-16	[FIRE]: This must be emptied	(unlabeled)

Capture date	Board name	Labels
2015-12-16	INBOX (Composer 2)	UNHANDLED FIRES INBOX AWAITING SMOKE TEST (in production) SMOKETEST FAILED DEPLOYMENTS (make sure all subtasks are done) WAITING IN DEVGYVER FOR MERGE IMPEDED IN DEV QA BACKLOG (waiting to be picked on the table) WAITING FOR REPRO LONGSTANDING (extinguished on its own) (unlabeled) INBOX TUTORIAL Inbox Needs something Discuss later Wishlist inbox Wishlist (rest omitted)
2015-12-16	OUTBOX (ska diskuteras snart)	(unlabeled) DONE TODO IMPEDED Longstanding (WIP limit: 18)
2015-12-16	Priority lane	(unlabeled) DONE DOING TODO LONGSTANDING

Capture date	Board name	Labels
2015-12-16	QUESTIONS	(unlabeled) Inbox Updates asked for Seen Badly needs a repro Client Plugins Misc CLI Needs repro
2015-12-21	[FIRE] This must be emptied	(omitted) WAITING IN DEVGYVER FOR MERGE IMPEDED IN DEV QA UNICORN BACKLOG (wip: 1) JUNIPER BACKLOG (wip: 1+1) BACKLOG (wip: infinite) WAITING FOR REPRO LONGSTANDING (extinguished on its own)
2015-12-21	OUTBOX (ska diskuteras snart)	(unlabeled) INBOX ABOVE DONE ALMOST-BUT-NOT-QUITE-DONE TODO IMPEDED Longstanding (WIP limit: 18)
2016-01-07	OUTBOX (ska diskuteras snart)	(unlabeled)

Capture date	Board name	Labels
2016-01-12	MONEYBOX	INBOX ABOVE DONE ALMOST-BUT-NOT-QUITE-DONE TODO IMPEDED MISSING IN ACTION  (unlabeled) PENDING CUSTOMER ACTION
2016-01-12	OUTBOX (ska diskuteras snart)	(omitted) DONE ALMOST-BUT-NOT-QUITE-DONE TODO BOUNCED NEEDS PLANNING IMPEDED MISSING IN ACTION

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