

fatal.

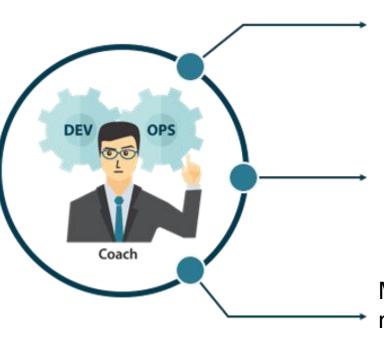


El DevOps Coach como agente de cambio en las organizaciones

Jorge I. Blanco



El DevOps Coach



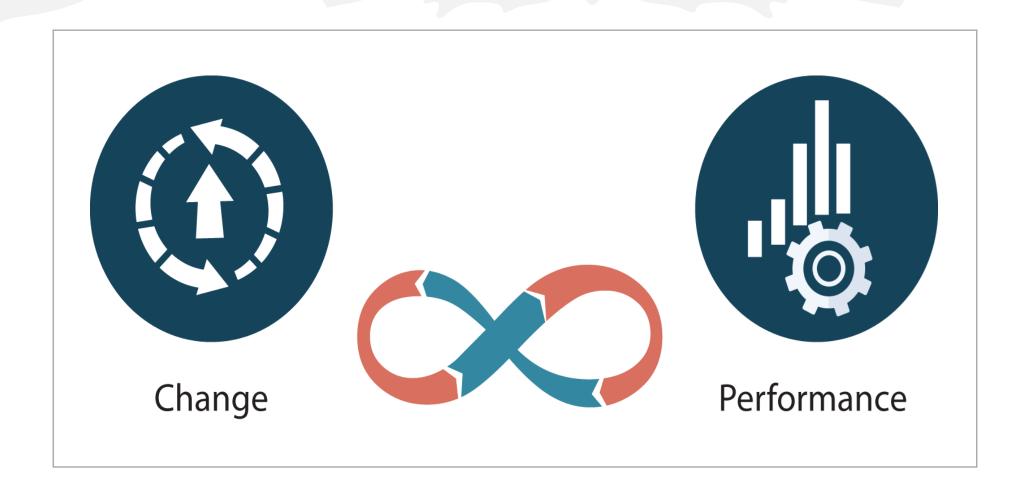
Catalizador del cambio para personas, equipos y la organización

Ayuda a desarrollar equipos de alto desempeño y habilita el cambio cultural en la organización

Mejora la productividad necesaria para el éxito sostenido del negocio



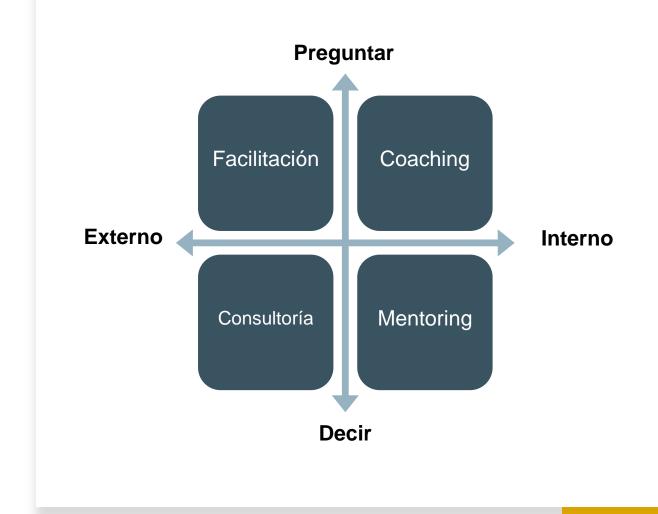
Dimensiones clave

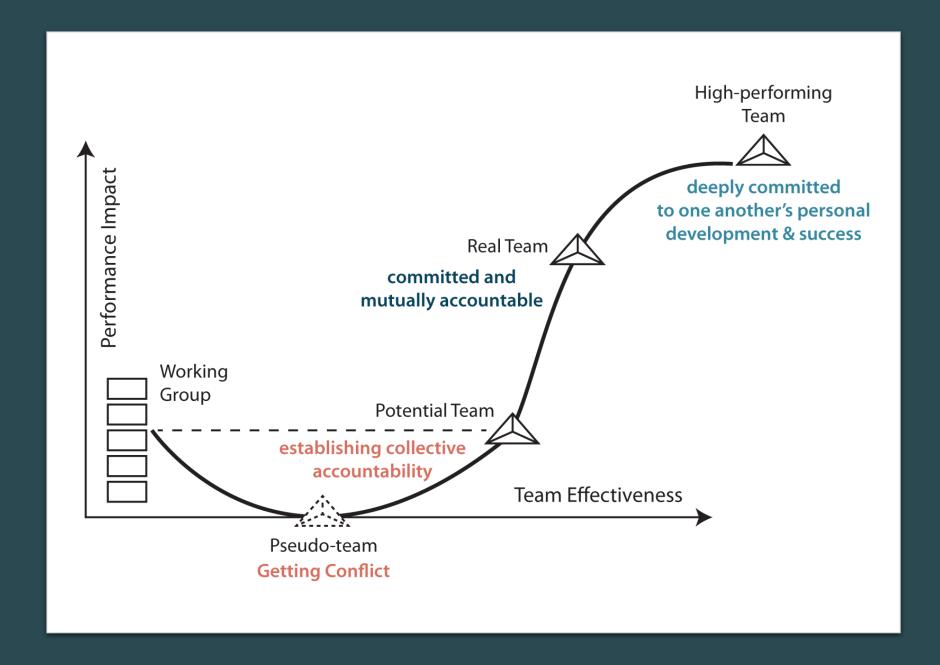


El DevOps Coach trata con múltiples dimensiones de la organización



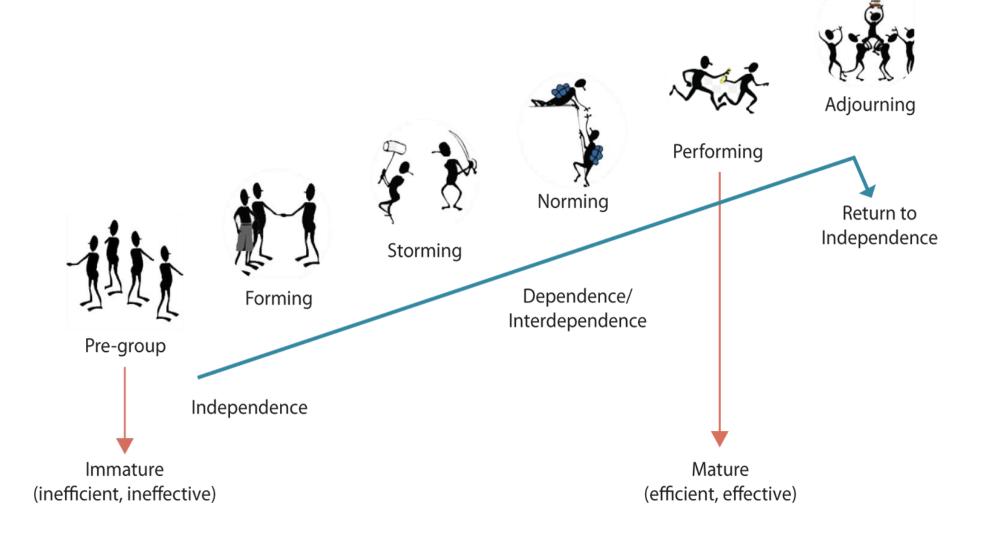
Cuatro modos de operar del DevOps Coach





Desempeño de los equipos

Etapas de desarrollo de los equipos

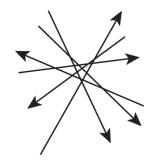


Las cinco disfunciones de los equipos



Situaciones a resolver por etapa de desarrollo

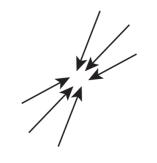
Forming



Issues: Personal well-being, and Acceptance



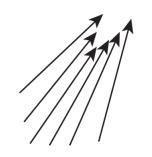
Storming



Issues: Power and Control



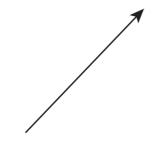
Norming



Issues: Sharing of responsibilities



Performing



Issues: Continued refinements and Growth





El rol del DevOps Coach en cada etapa

Forming



Storming



Norming



Performing



Mentor / Consult

- ▶ Testing and dependence
- Orientation to the task and testing

Coach

- Intragroup conflict
- Emotional response to task demands

Facilitate

- ▶ Development of group cohesion
- ▶ Open exchange of relevant interpretation /discussion

- ▶ Functional role relatedness
- ▶ Emergence of insight and (re)solutions

Best Strategy:

Explaining

- Building Trust and Vulnerability Activities:
- The Personal Histories Exercise
- Elevator Pitch
- Behavioral Profiling





Best Strategy: Demonstrating

- Productive Conflict
- Difficult Conversations

Activities:

- Conflit Profiling
- · Conflict Norming
- Mining for Conflict
- Real-Time Permission

Best Strategy: Guiding

- · Mutual Accountability
- Interdependency
- Decision Rights

Activities:

- Buy-In / DACI
- Clarity

Best Strategy:

Enabling

- Commitment
- Common Purpose

Activities:

- Team Effectiveness Exercise
- · Establishment of a Team Scoreboard
- Retrospective

La ruta de la transformación

