Technical Agile Coaching

Lars Eckart

from software developer to technical coach

Where are all the technical coaches?

@emilybache

craft

SOFTWARE DELIVERY CRAFT MATTERS

TUBLI
POLSS

November 2014

Meetup | Search events | Tartu, EE

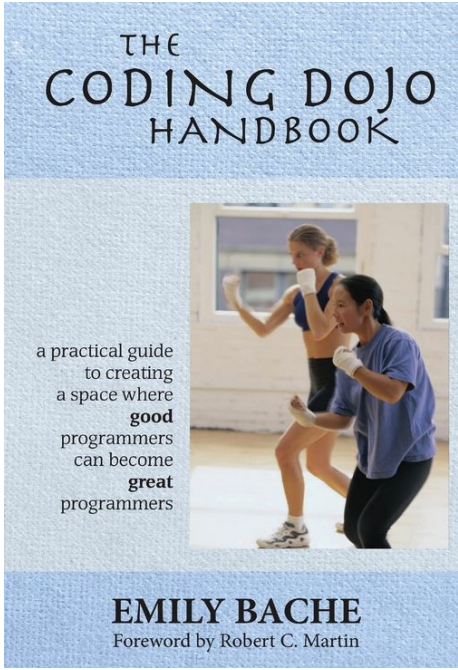
Tule ja dojo koos meiega!

Hosted By
Nortal

Details

Millega tegu?

Code Dojo on treeningüritus kõigile, kes soovivad õppida kirjutama paremat koodi ning saada hindamatuid kogemusi nähes üllatavaid lahendusi valmimas kaasharjutajate käe all.



Coding Dojo

- 5-12 people
- 1-2 hours
- Write code/tests
- Collaborate in pairs
- Practise on a kata
- The goal is not to finish

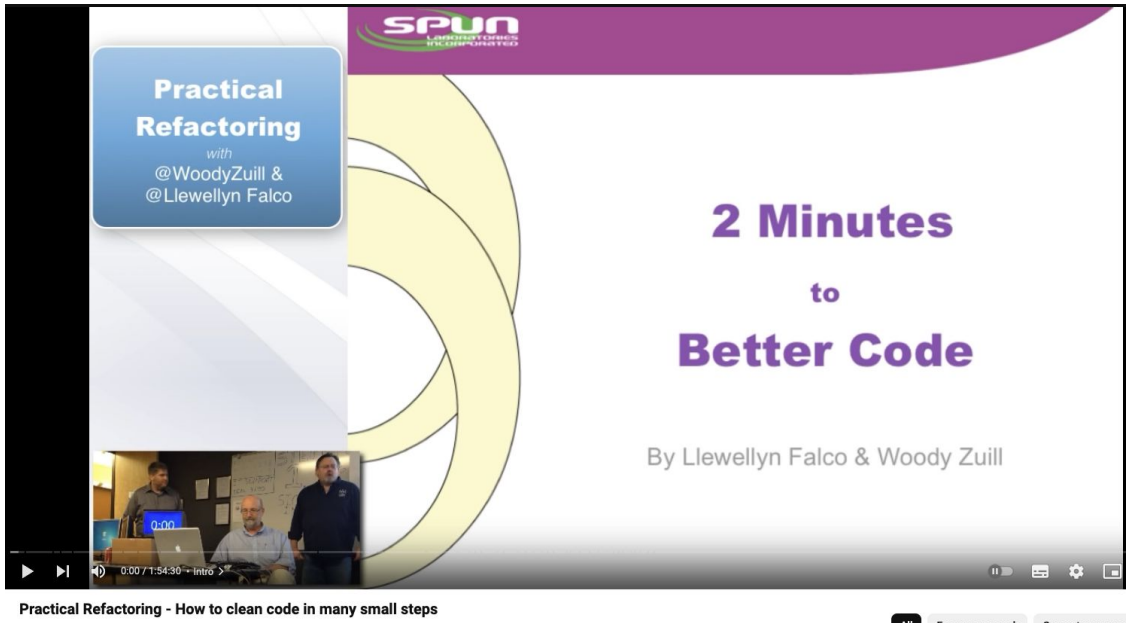
Let's learn together

- Reduced my project hours
- Organising bi-weekly coding dojo in Tartu and Tallinn offices

be the change you want to see

ApprovalTests.Java

- Testing library/approach
- remote pair-programming with Llewellyn Falco every week
- Mentor
- XP bubble



Passionate Programmer OÜ

Lars Eckart

- founded my own company in 2020
- found a company that hired me as technical coach

Lars Eckart

Technical Coach at Rush Street Interactive

Tartu, Tartumaa, Estonia · **Contact info**

Technical Coach

Rush Street Interactive · Full-time

Jan 2022 - Present · 2 yrs 3 mos

Allen Holub @allenholub.bsky.social
@allenholub

Educating a team slows you down for a week or two. Not educating the team slows you down forever. Time spent in learning is never wasted.

9:14 AM · Jun 1, 2019

Technical Coaching

is about upskilling your team(s) with
technical and behavioural skills,
and how to apply them in their context.

What problem does a technical coach solve?

Bad code quality

Technical Debt

Technical Excellence

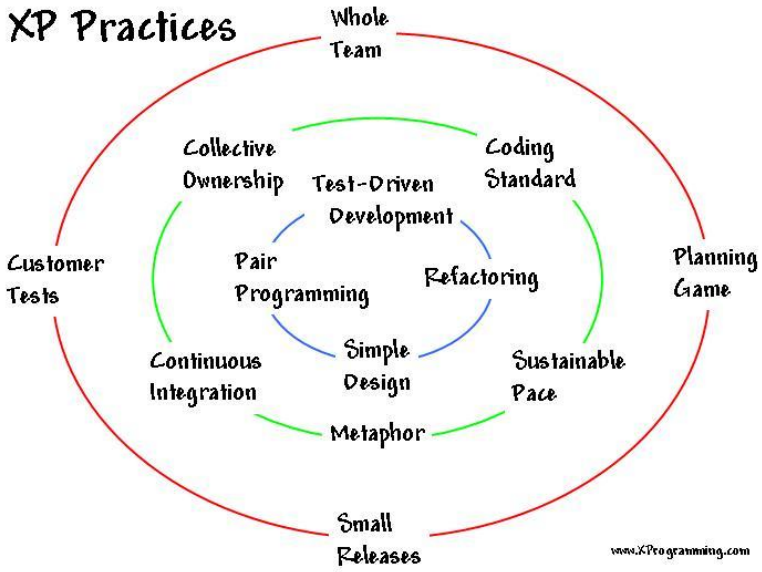
Team effectiveness

How?

- Events
  - Workshops / Learning Hours
  - Lunch and learns
  - Tech talks / public viewing
  - Book club
  - Internal communities
  - Lean Poker
- **Feedback**
- Inspire
- Hands-on
  - Pair Programming
  - Stay sharp!

What?

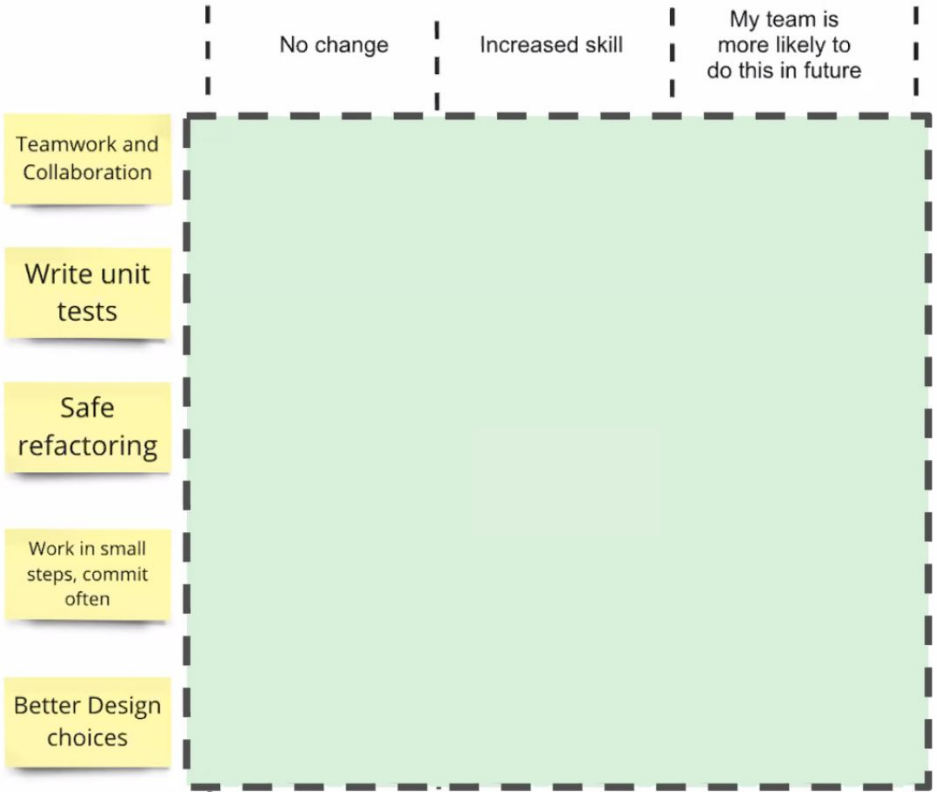
- Test Automation
- Refactoring
- TDD
- Many More Much Smaller Steps
- IDE productivity
- Pair Programming
- Maintainable, Readable, Testable, Comprehensible Code



Outcomes

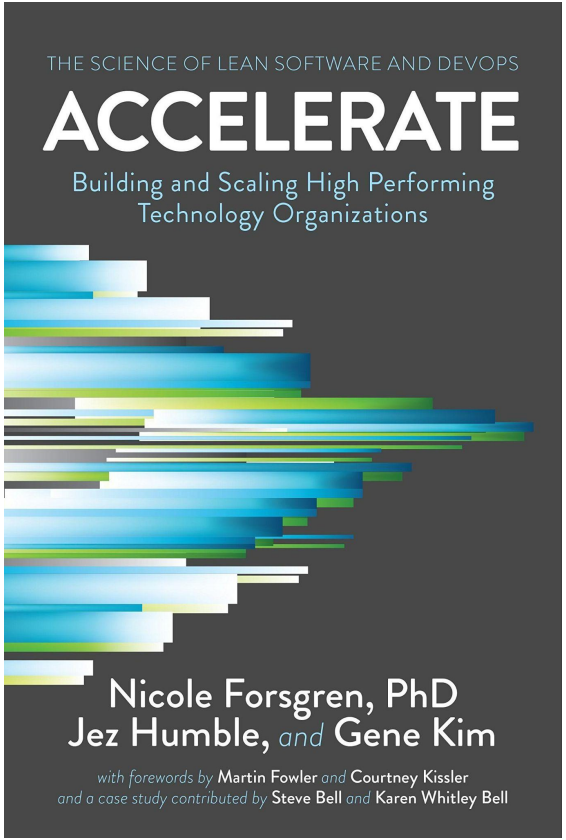
- Team alignment
- More collaboration
- More likely to
  - write tests
  - refactor
  - identify code smells and improve the code base

What outcomes do you observe from the coaching?



Outcomes

- Improvements in DORA metrics?
  - **Deployment frequency**
  - **Lead Time for Changes**
  - **Change Failure Rate**
  - **Time to Restore Services**
  - **Reliability**



Lean Poker

- Learn together and from each other how to continuously deliver value
  - in a *real* market situation
  - Building quality in
  - Deliver fast
- It’s collaborative and a lot of fun

Lean Poker Live | Home | Events | Event | Login

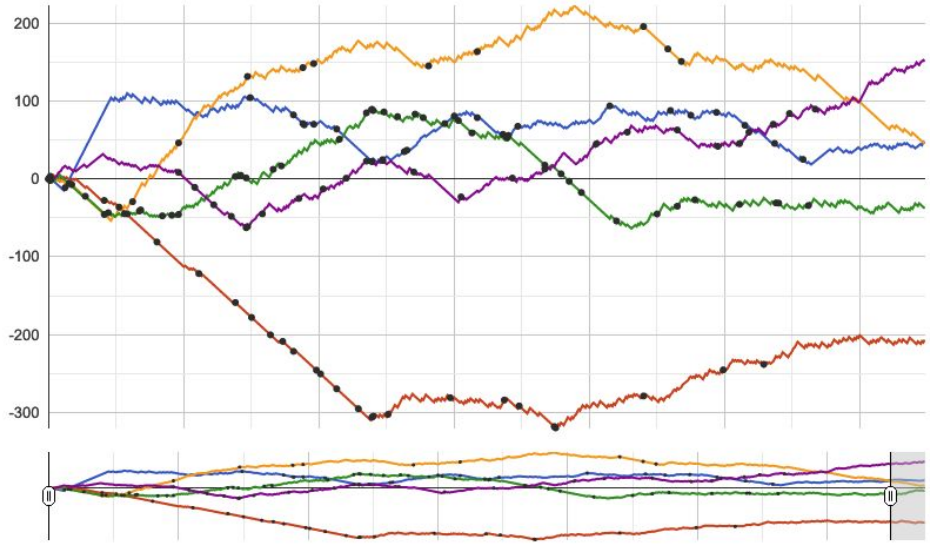
Cota — 1248
Default Java folding player

Friendly Cat — 1127
Kotlin Player 0.0.1

Dealers — 1095
Version Kirill

GitHub CoPilot — 1063
Stonks

Successful Chicken Nugget — 867
Default Java folding player



109 games played

Deployment finished for **Cota** 19 days ago.
Commit: c2e50639
Logs

5 games played

Deployment finished for **GitHub CoPilot** 19 days ago.
Commit: c2450774
Logs

1 games played

Deployment started for **Cota** 19 days ago.
Commit: c2e50639

3 games played

Deployment started for **GitHub CoPilot** 19 days ago.
Commit: c2450774

Deployment finished for **Friendly Cat** 19 days ago.
Commit: e90637ef
Logs

2 games played

Deployment started for **Friendly Cat** 19 days ago.
Commit: e90637ef

8 games played

Deployment finished for **Cota** 19 days ago.
Commit: 9d41727b
Logs

5 games played

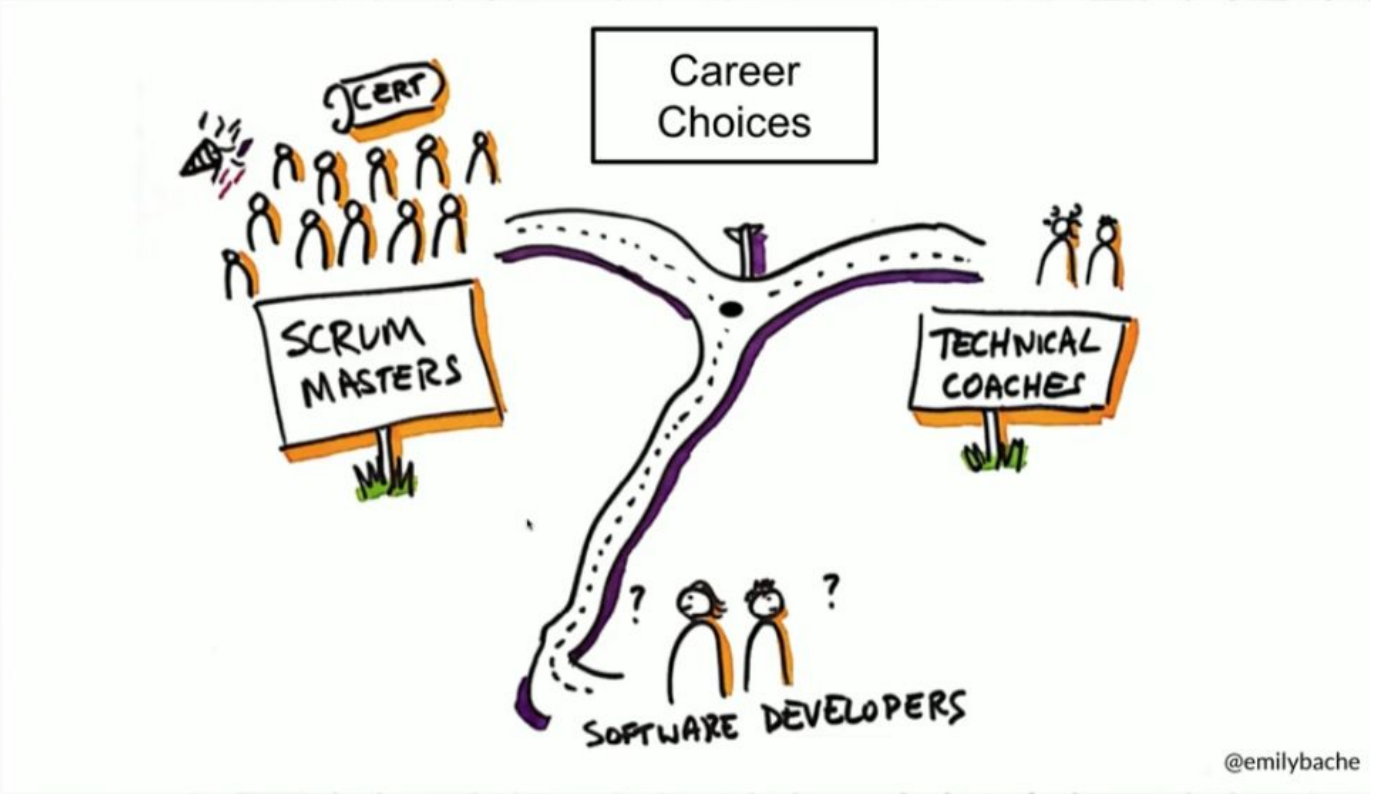
Deployment started for **Cota** 19 days ago.
Commit: 9d41727b

3 games played

Deployment finished for **GitHub CoPilot** 19 days ago.
Commit: 2563ed6b
Logs

Lean Poker

- Learn together and from each other how to continuously deliver value
  - in a *real* market situation
  - Building quality in
  - Deliver fast
- It's collaborative and a lot of fun
- **Similar but different from code retreat, hackathons or do-it-Friday**


Career Choices
JCERT
SCRUM MASTERS
TECHNICAL COACHES
? ?
SOFTWARE DEVELOPERS
@emilybache

Coach vs Tech Lead

Coach

- Doesn’t deliver code to production*
- Supports multiple teams
- Teaching skills

Tech Lead

- Member of a team
- Delivers code to production
- Side activity / does it happen?

- **Teaching and encouraging better development/coding practises**

Keep in mind

You can’t coach someone who doesn’t want to be coached.

Keep in mind

Be humble, everyone can learn from everyone, including you.

Keep in mind

You cannot predict what sticks.

Keep in mind

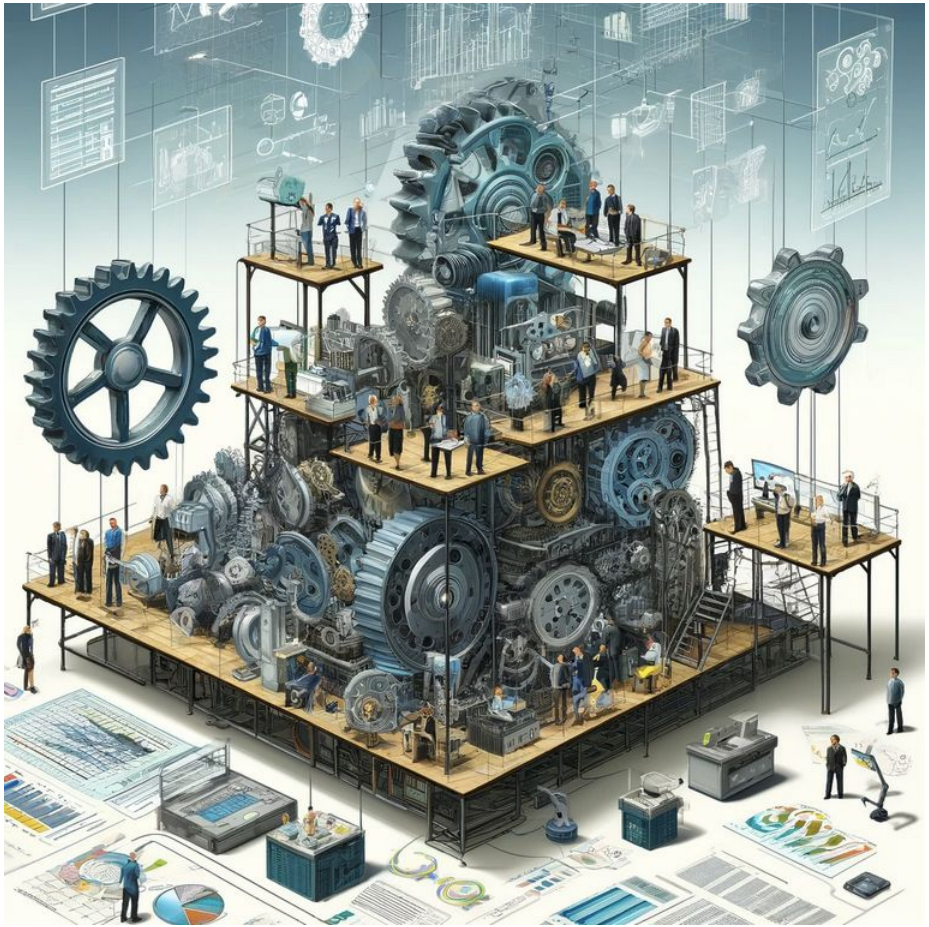
Set goals / agreement

Keep in mind

Build relationships

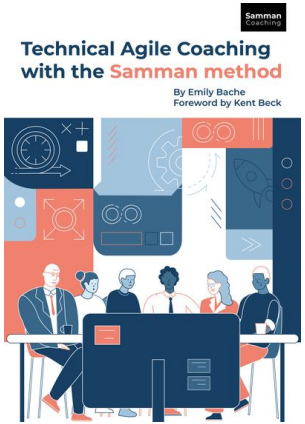
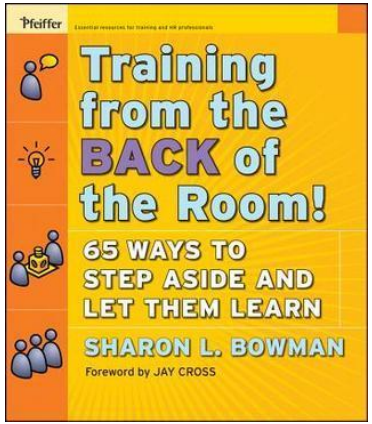
Keep in mind

Understand the system in which the teams operate



if any of this sounded intriguing

https://sammancoaching.org/

Codurance Technical Coaching Playlist

Philippe Bourgau's XP Coaching Blog