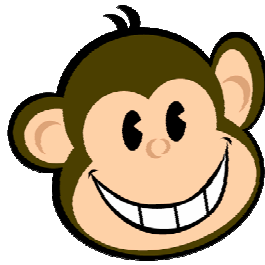


Problem:

Our team has been tasked with making some broad improvements to the culture and processes surrounding the software development efforts. We are a small team of only two people. Thus our resources are limited when looking at large sweeping changes. Also, the changes required cross team boundaries and could create some disruptions between teams.

Proposed Solution:

The Code Monkey Program



CodeMonkey

The Code Monkey Program is an effort to label our efforts and inform everyone what it is we are doing. It provides these benefits:

- Creates a common ground across boundaries.
- Provides a mechanism for buy-in from interested parties.
- Aligns the effort of many under one easily recognized label.
- Spreads the responsibility of our effort to many people.
- Helps to foster ideals of respect and understanding across teams.
- Maintains a face for change that isn't a single person or team.
- Is not an exclusive group of people, but inviting to everyone.
- A way to alleviate the pain of change and turn it into something fun.

Membership is as simple as signing the agreement documentation and then putting the badge into your work area. After that it is the member's responsibility to honor the five items that they agreed to.

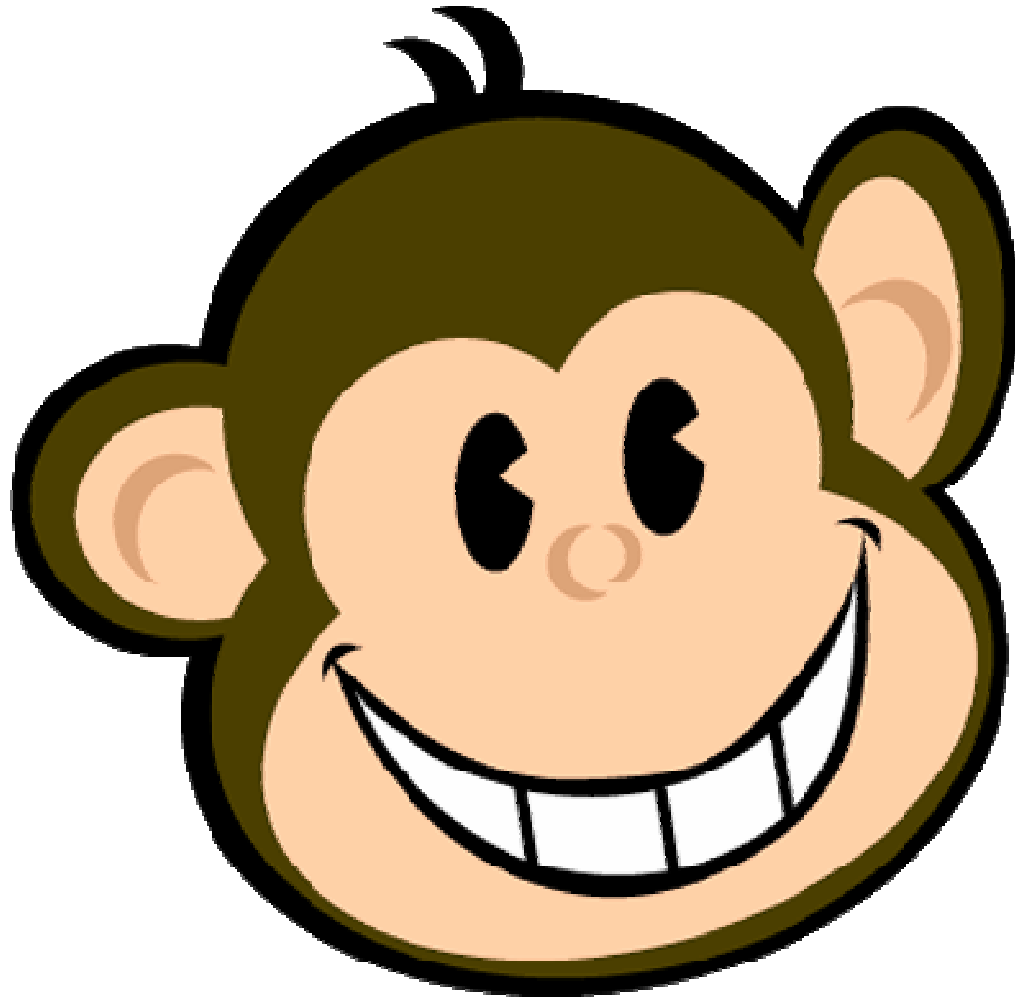
As a Code Monkey I commit to...

- 1) Build quality into my work at every stage of development and to continuously review and improve my techniques for achieving this.
- 2) Follow standards and practices that support #1.
- 3) Be involved with discussions that lead to the items in #2.
- 4) Respect others, act honestly, communicate openly, and assist/seek assistance where appropriate.
- 5) Enhance and further my knowledge and to share that knowledge, as appropriate, with others at my company.

Signed _____

Date _____

I'm proud to be a



CodeMonkey

