



The Velocity Refactoring Playbook

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The 3 Deadly Velocity Killers

1. **Invisible Work** – Asynchronous work in parallel causes wait times; people pick up something else instead of finishing & that invisible work creates even more wait times.
2. **Brittle Code** – Fear of breaking unrelated features stalls progress.
3. **Fear of Change** – “Don’t touch that” zones pile up, reducing adaptability.

The 7 Habits of High-Velocity Teams

- ☒ Refactor in small, safe steps; the smaller the better
- ☒ Let the failing test navigate every change
- ☒ Name things with intention to refactor the naming as new information emerges
- ☒ Prune dead code ruthlessly
- ☒ Automate what you fear
- ☒ Keep changes reversible – *git reset --hard* is your best friend
- ☒ Refactor as you go – never defer it “for later”

How to Apply This Week

- **Stop starting, start finishing** → Do not begin new work until current work is done.
- **Avoid parallel silos** → Instead of splitting up, swarm as a team to finish open tasks faster.
- **Normalize slack time** → Idle moments are not waste – they’re essential to enable learning, resilience, and innovation.

Next Step

Want the full guide & case studies?

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