Mob Programming
A Whole Team Approach

mobprogramming.org
woody.zuill@gmail.com

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Twitter: @WoodyZuill

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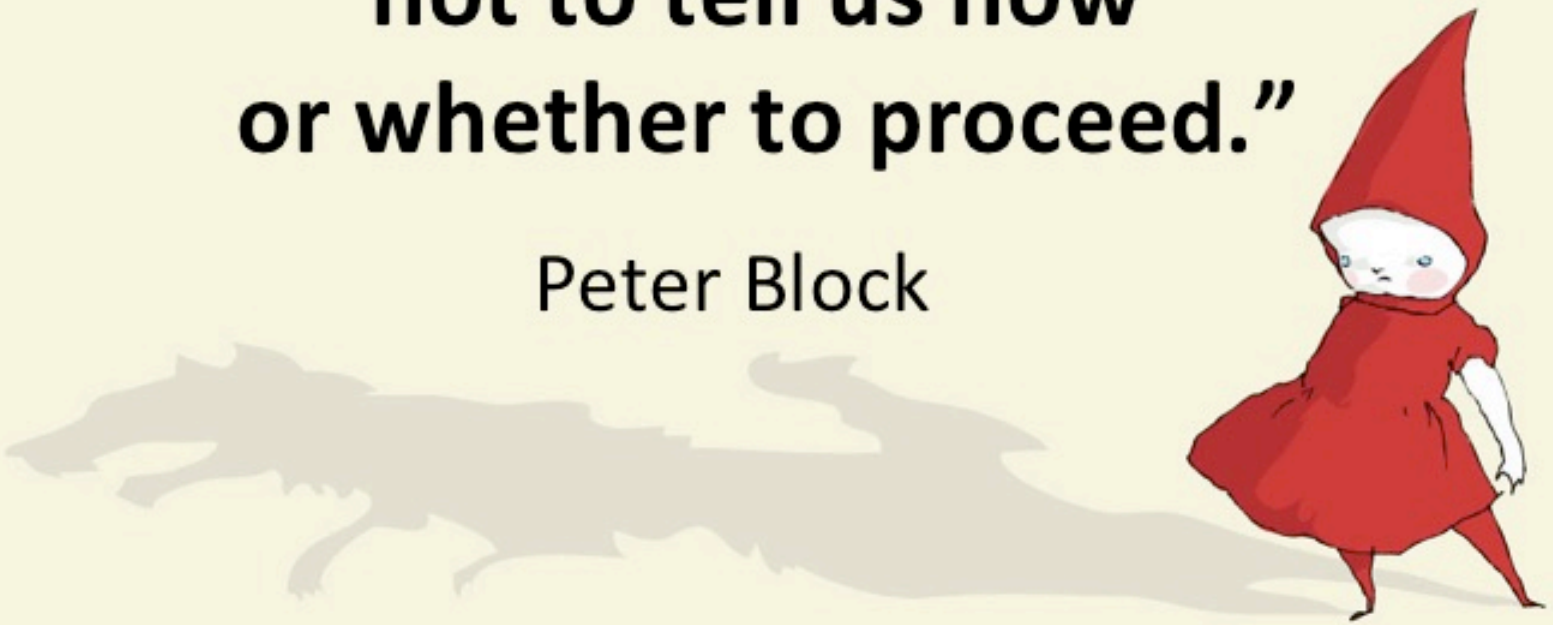
“The value of another’s experience is to give us hope, not to tell us how or whether to proceed.”

Peter Block



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Mob Programming

All the brilliant minds working

on the same thing...
at the same time...
in the same space...
on the same computer...

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Completely Different, All Together

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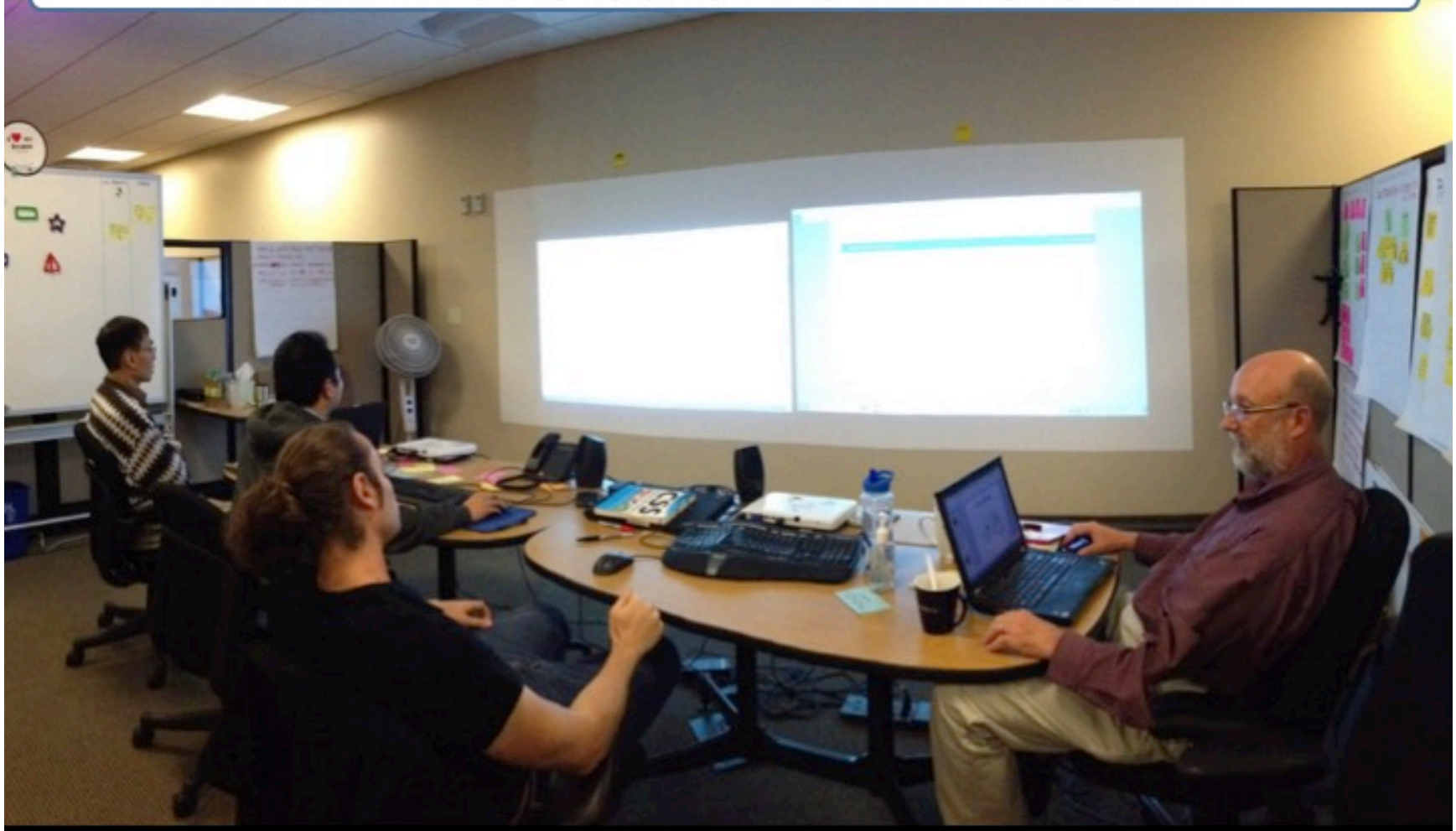
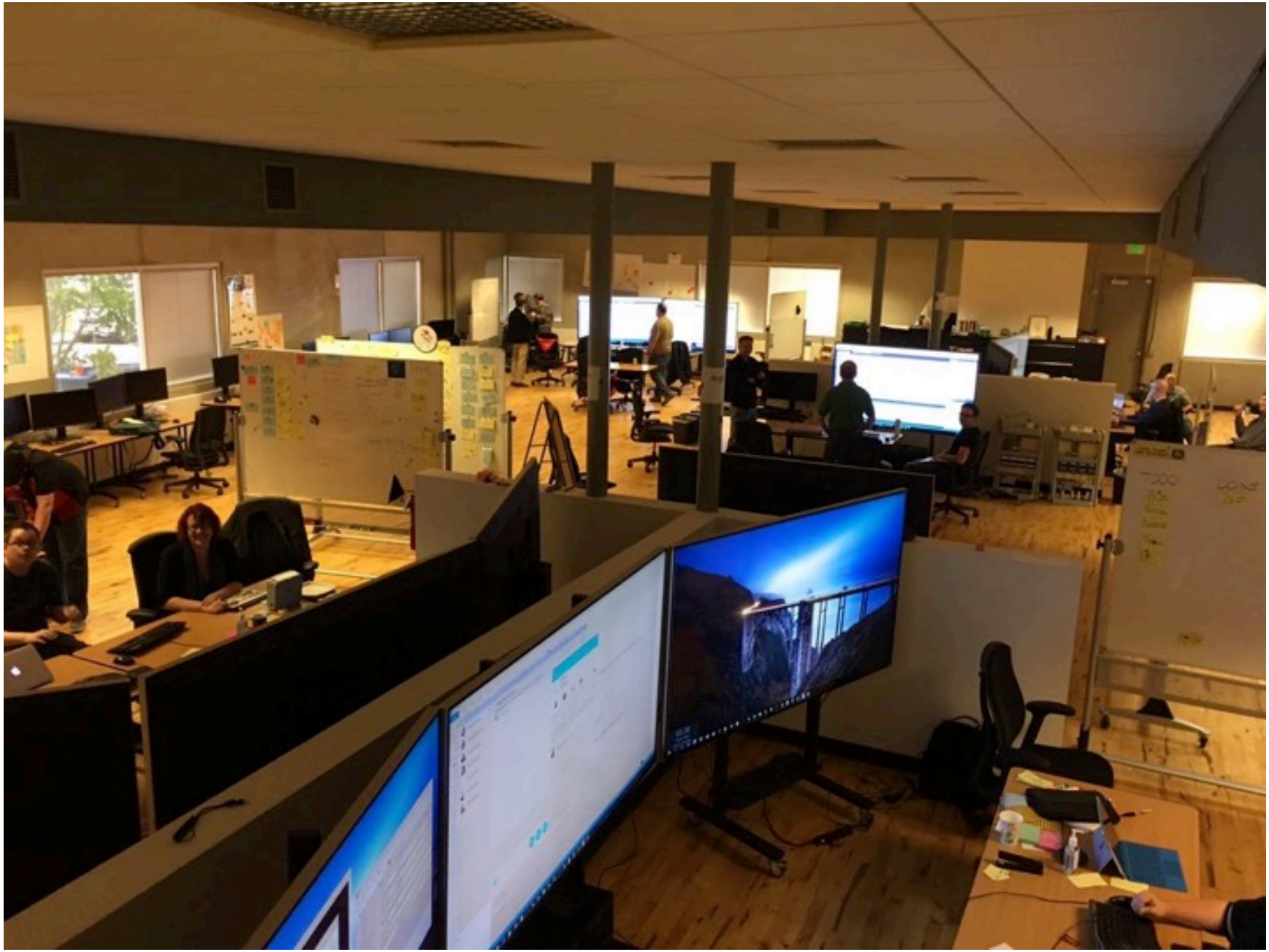
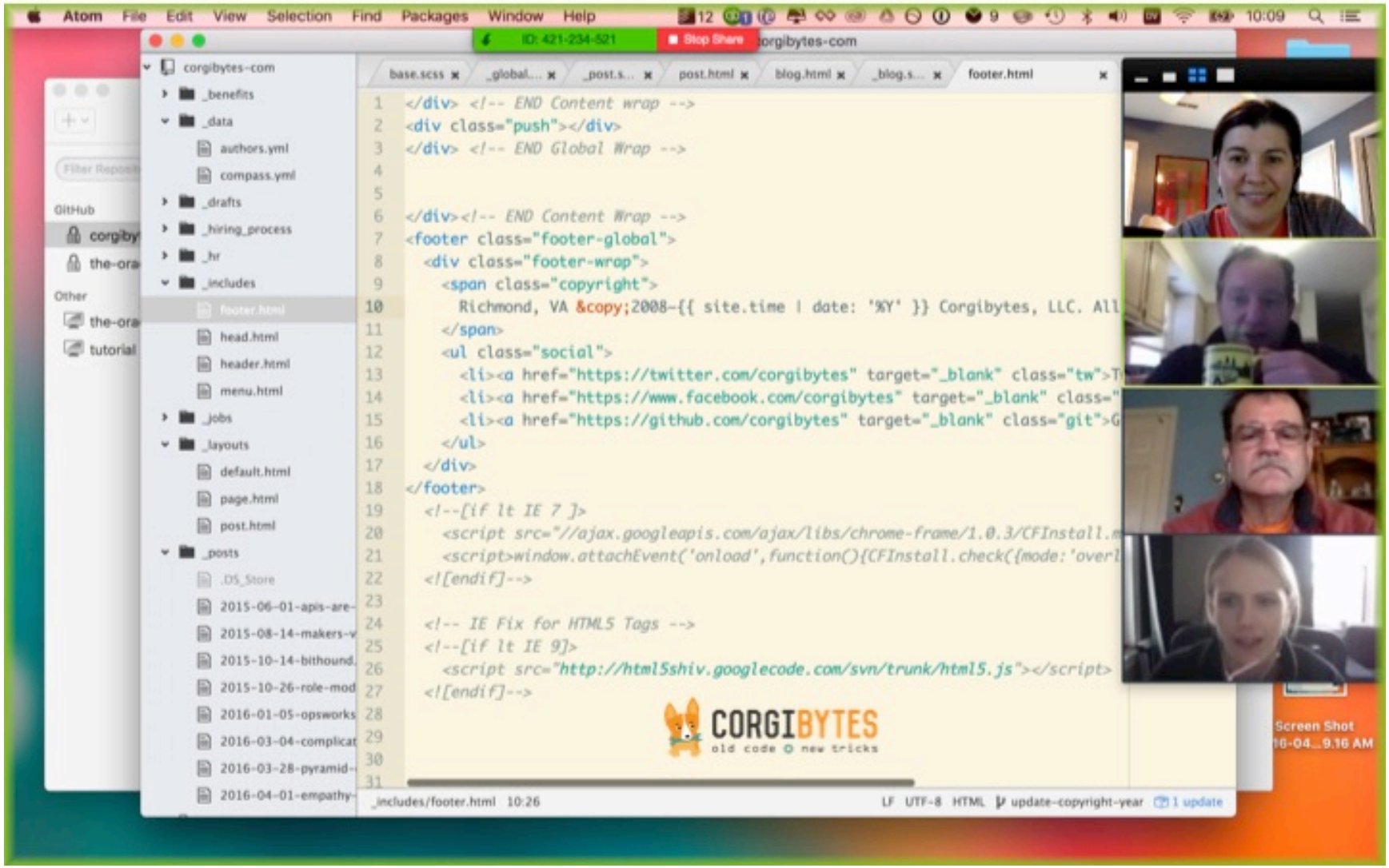
This is what it looks like from the front

... And what it looks like from the back.





You can also do this remotely… A virtual Mob



A Day in the Life…

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Driver/Navigator

Driver/Navigator

h:0 m:0 s:-24

Jason please sit at the keyboard.

Timer

Rotate
Every 7-10 minutes

Driver

Navigators

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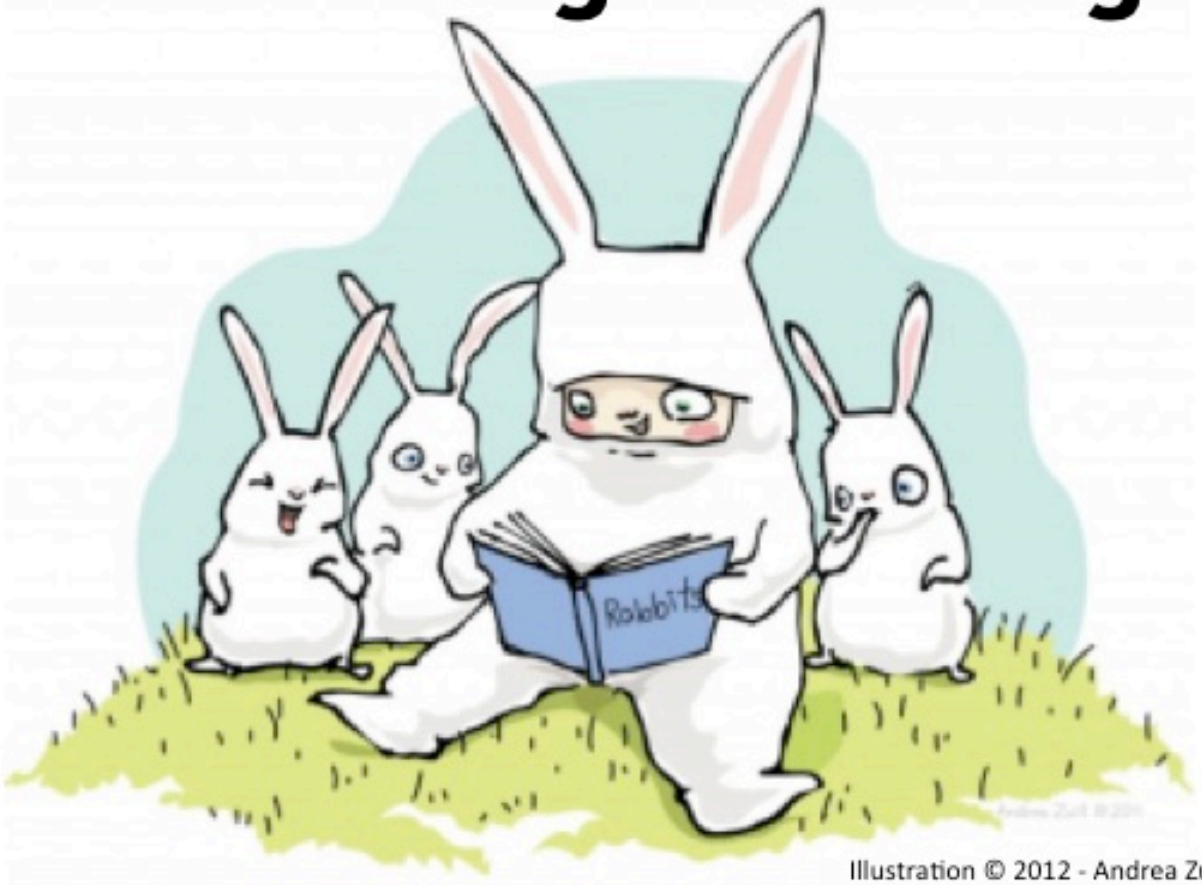
How we “discovered” Mob Programming



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The people doing the work can best determine how to do that work

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Weekly Study and Practice Session

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Using a Coding Dojo style of deliberate practice

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We also focused on getting really good at getting good results from doing retrospectives

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Turn Up The Good

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Then one day...
It was time to resurrect
one of those
Big, Nasty Projects
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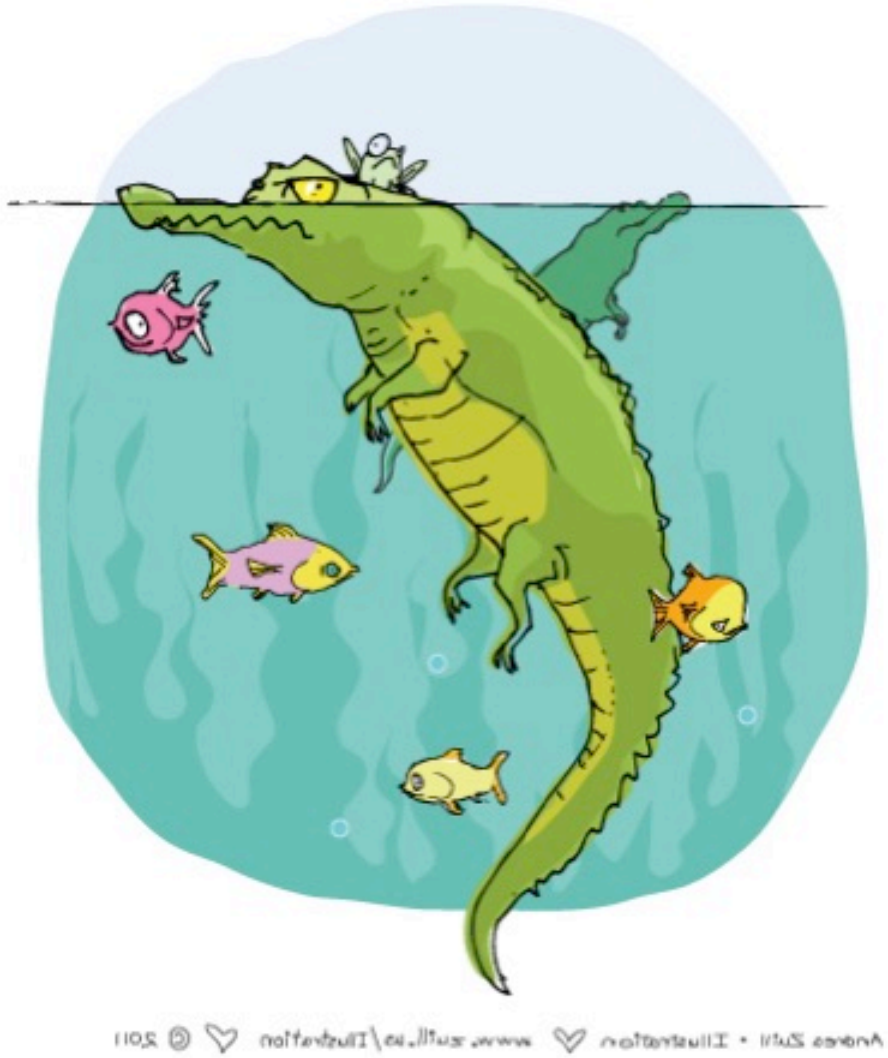
Lots of unknowns lurking under the surface.



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We gathered everyone together

(For a meeting to re-familiarize ourselves with the project)

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Working on it together

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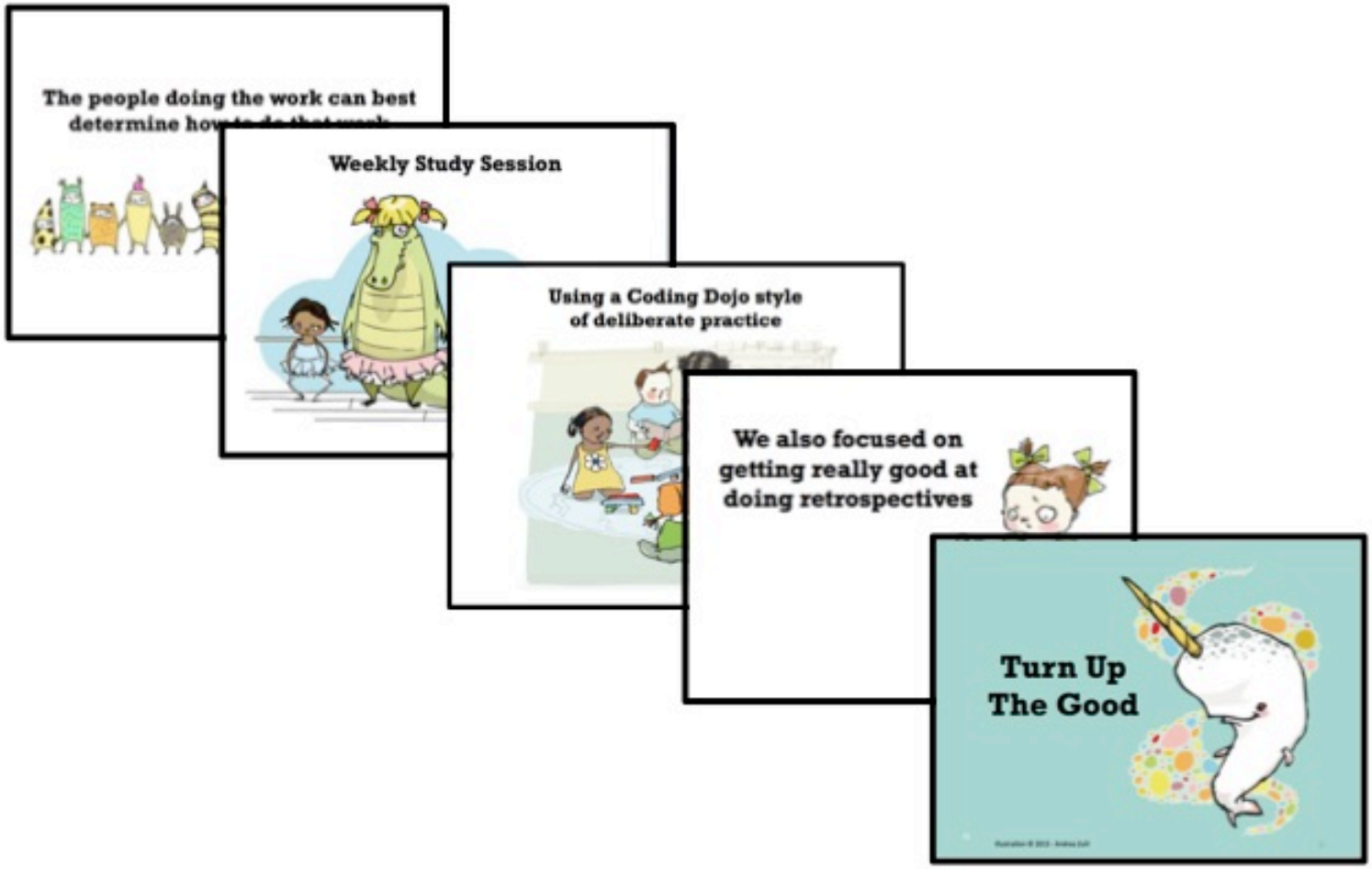
This combination of little ideas...



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The object isn't to make art,

it's to be in that wonderful state which makes art inevitable

Robert Henri

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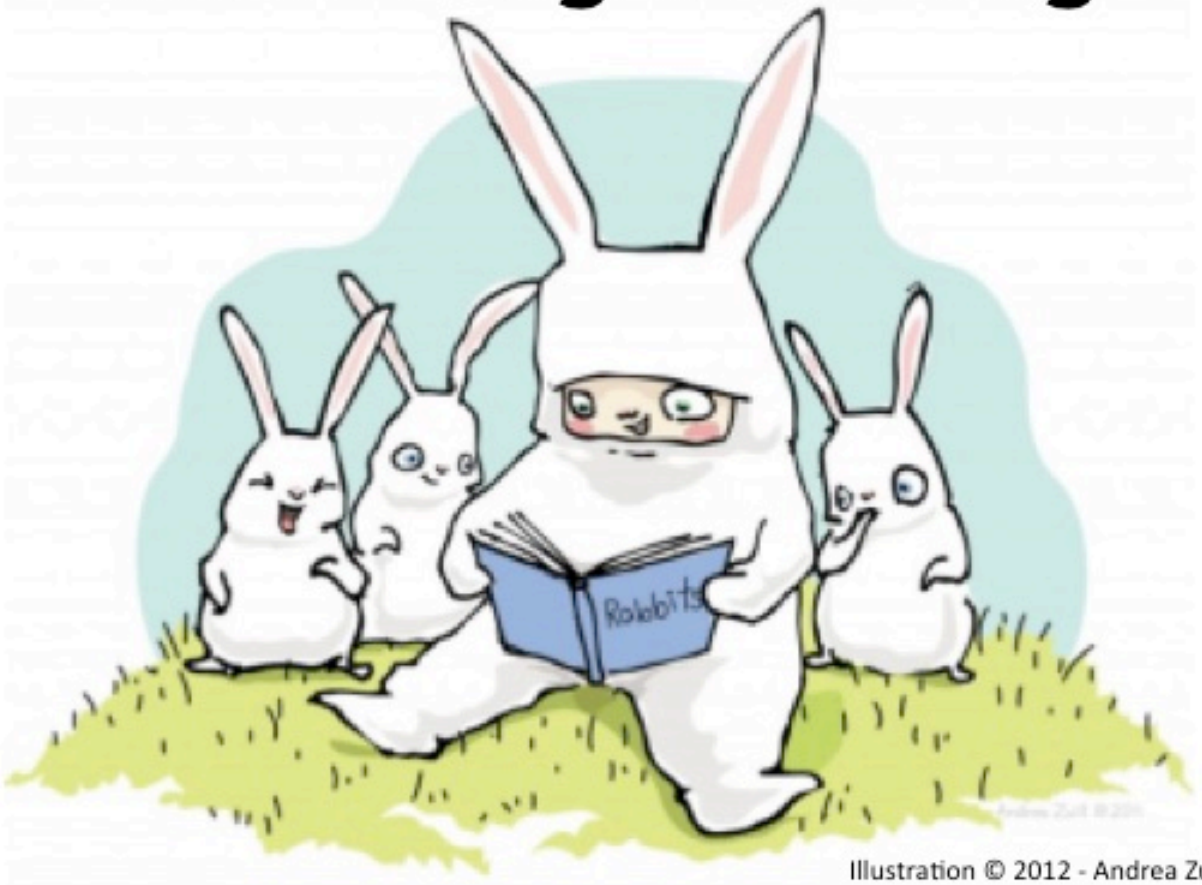
That is how we discovered "Mob Programming"



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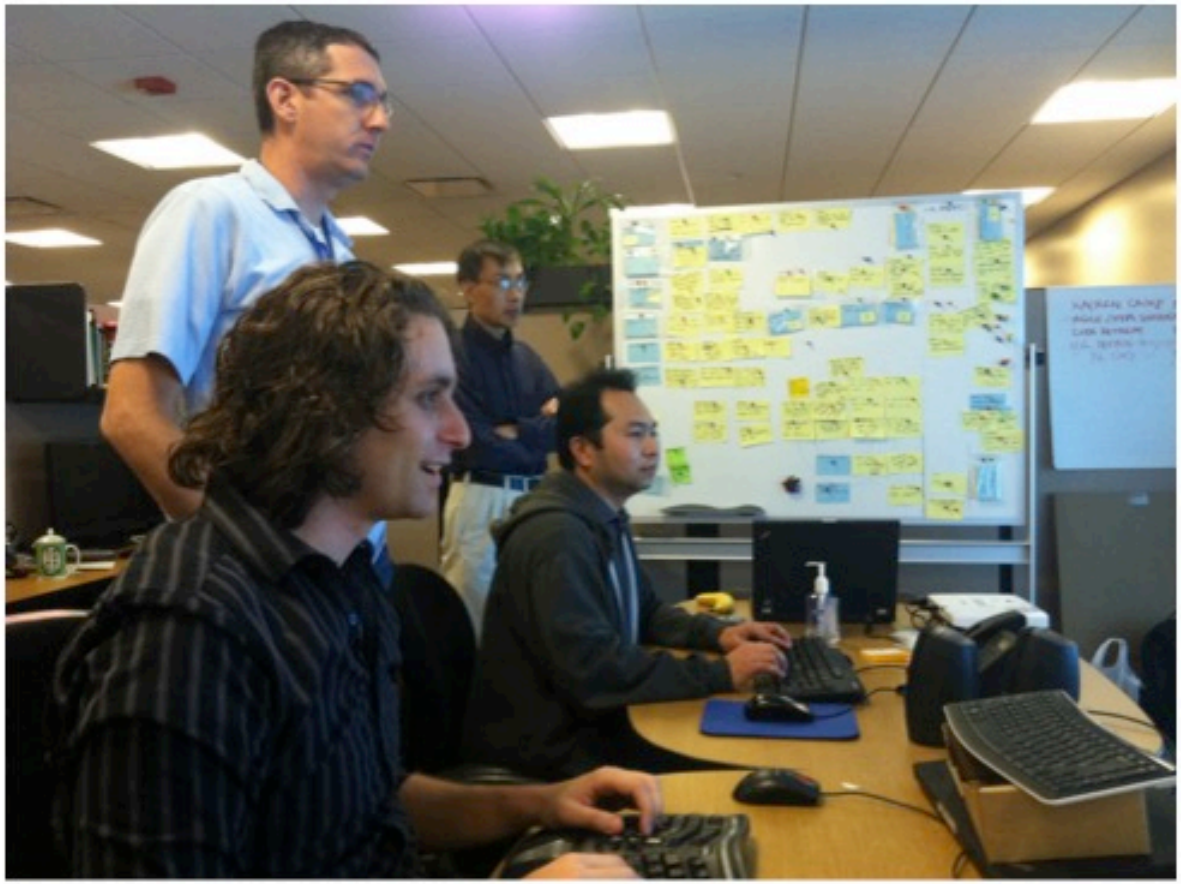
Why would we work this way?

Because the team decided to.



How can we work this way?

Individuals and Interactions
Kindness, Consideration, Respect

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Relaxed, Sustainable

Be prepared to
Contribute
The Right Thing
At the Right Time
In the Right Way

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Productivity

How can we be productive with 5 people at one computer?

=

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“Transformation comes more from pursuing profound questions than seeking practical answers.”

Peter Block
Book:
The Answer to “how” is YES!

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What are the things that destroy productivity?

Communication Problems

Decision Making Problems

Doing more than barely sufficient

Technical Debt, and etc.

Thrashing

Politics

Meetings

Many, many others

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We noticed many problems simply faded away when we started working as a team!

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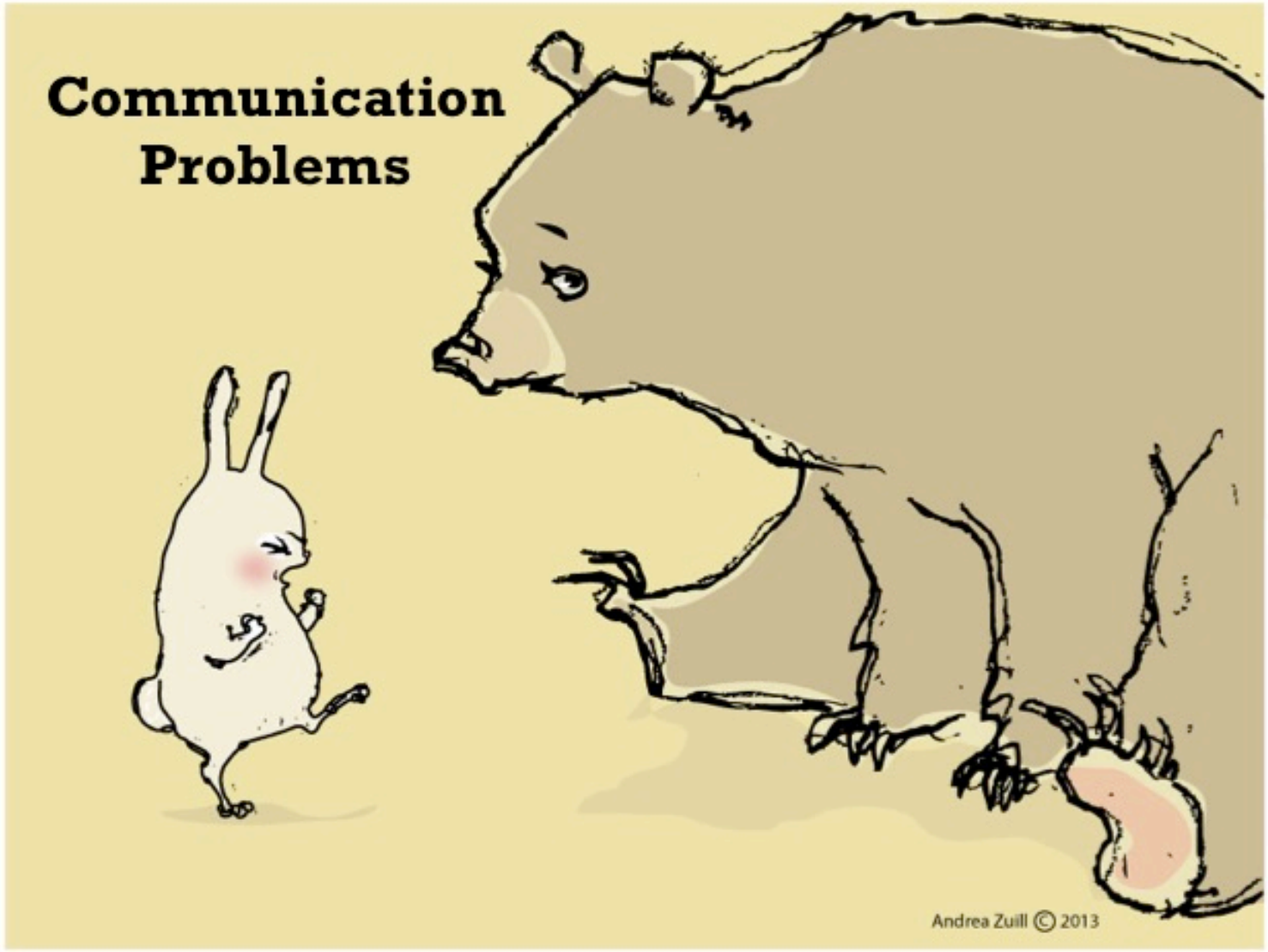

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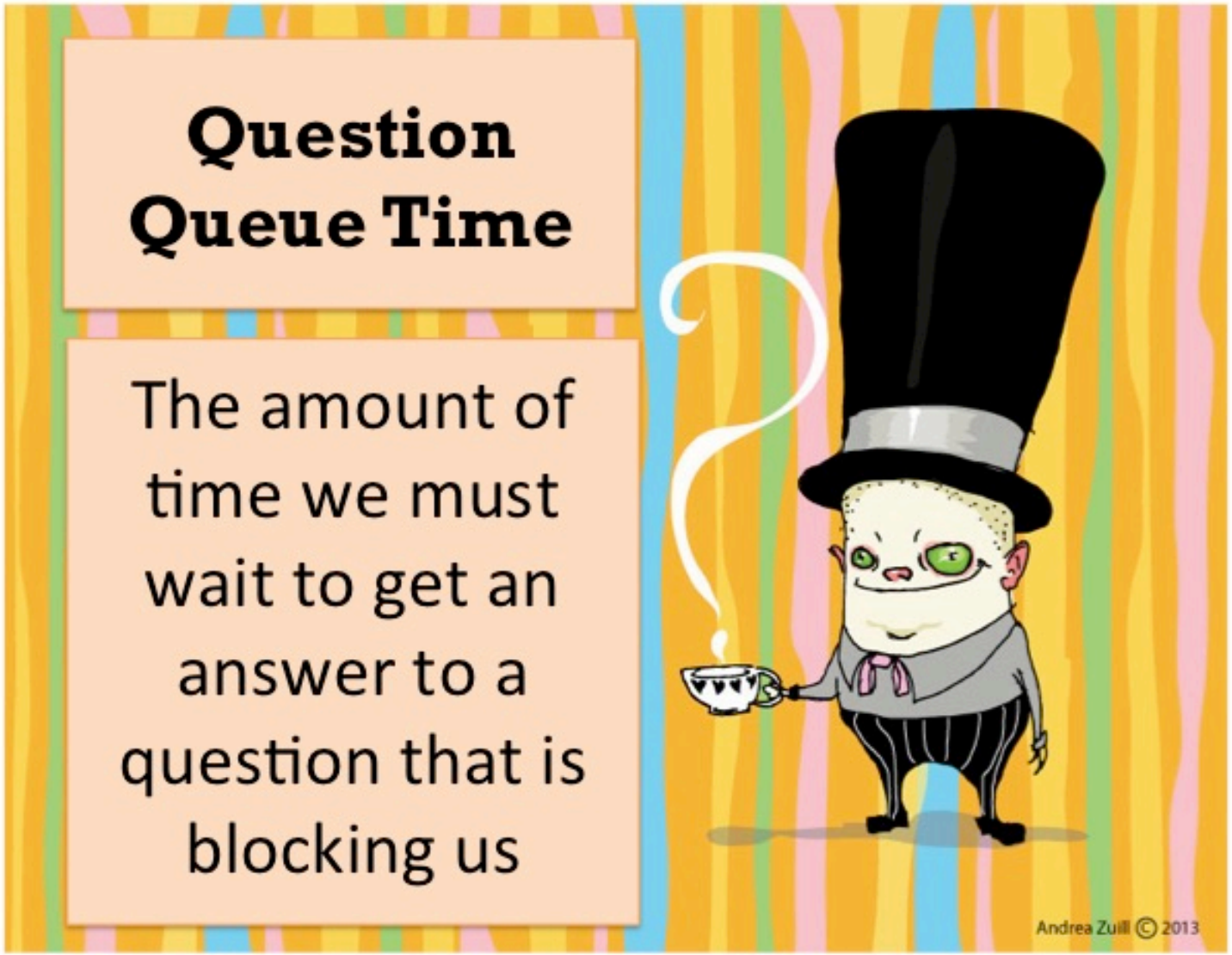

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Question Queue Time

Value Stream Map

As an example:
One Hour, One Question

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Question Queue Time

Zero Queue Time – No Waste

Two Minute Queue Time – Wasting 16 minutes a day

Ten Minute Queue Time – Wasting 70 minutes a day

One Hour Queue Time – Wasting 4 hours a day

One Day Queue Time – Wasting the whole day!!!

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How do we typically solve this?

The task we are blocked on

We increase inventory so we can stay busy

Now we are “busy”, but still blocked!

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We've solved for the symptom and not the problem.

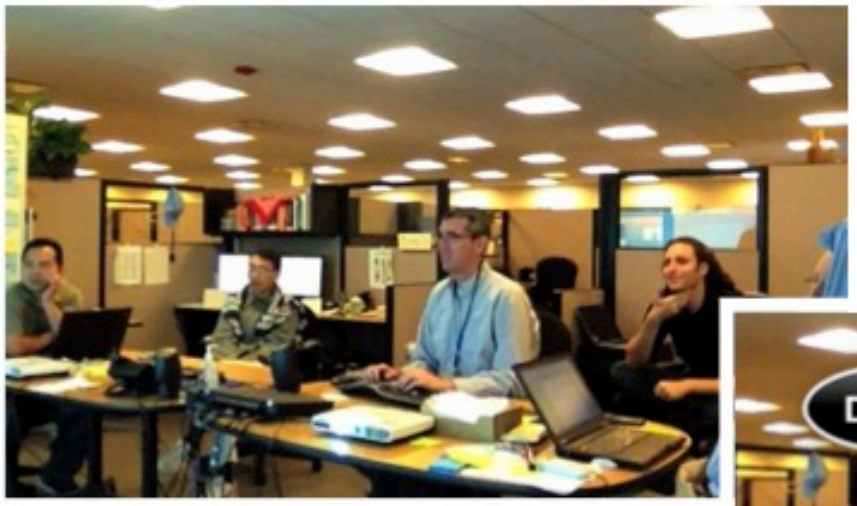
Symptom? – *Not Busy*

Problem? – *Long time to get answers*

Let's not solve a queueing problem by introducing an inventory problem

(Inventory: Work started on, but not yet delivering value)

How did we Solve This?



We didn't! It simply faded away.

Zero Queue Time

Two Minute Queue Time

"Automatic" One-Piece Flow

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Environment Of Continuous Learning

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A Learning Attitude

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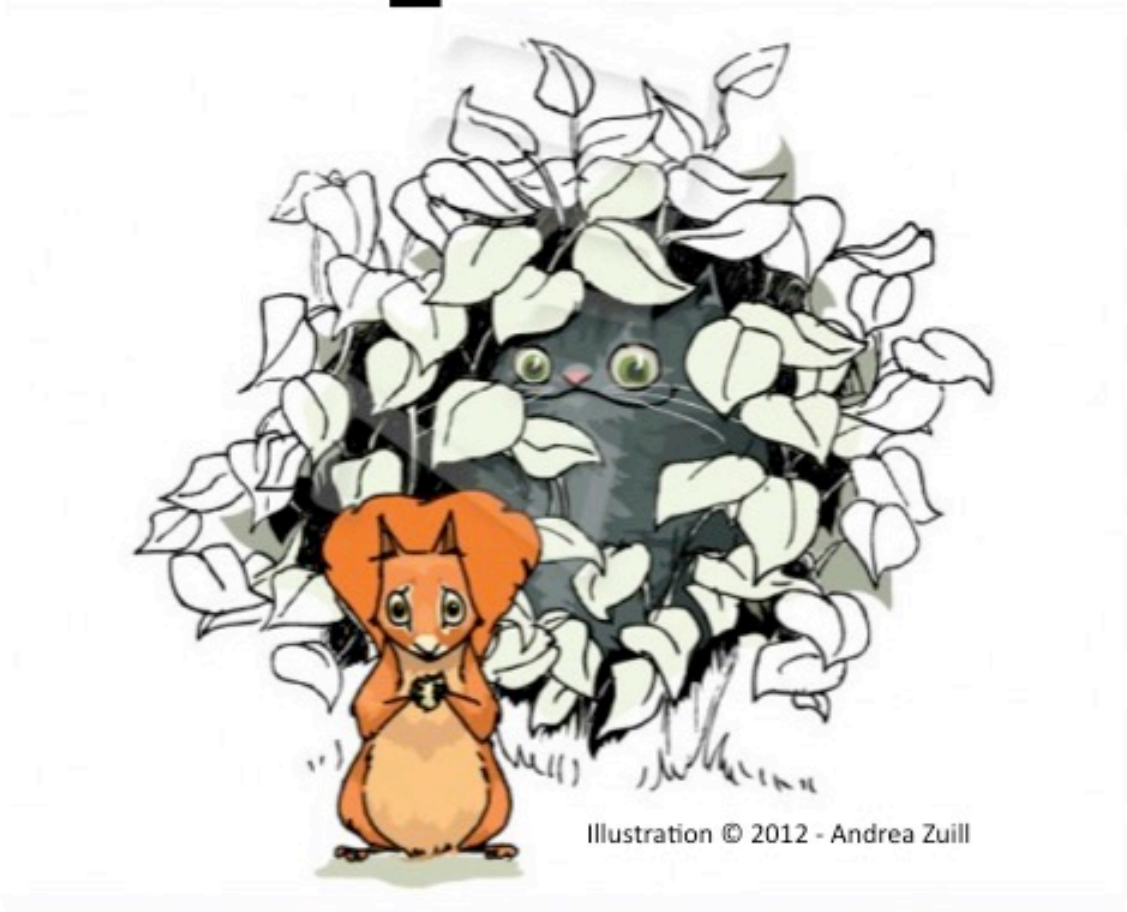
Exposed!



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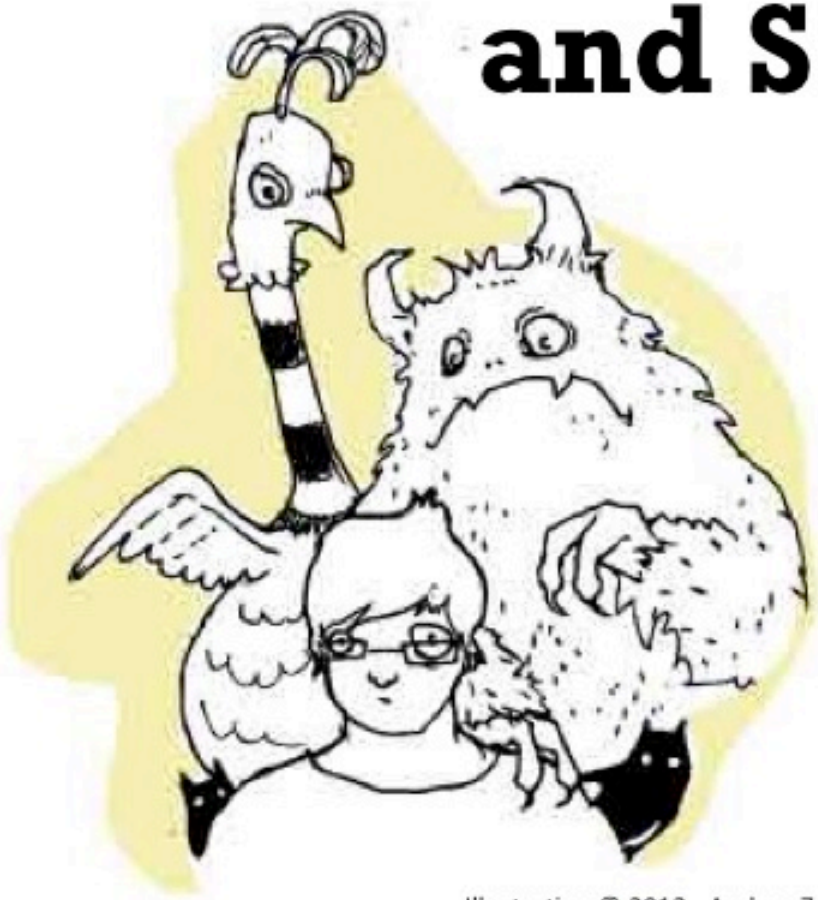
Ergonomics, Health, and Sanity



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Let's take care of ourselves

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What is the Ideal Number of Team Members?

If you feel you are contributing or learning, stay with the team.

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Do you recommend Mob Programming?

Rather than recommend it, we are merely sharing our experiences.

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If You Adopt
But One Practice,
Let It Be
Retrospectives!!!
ESTIMATES...
Benefits – Test
Specifications
Feedback
2011

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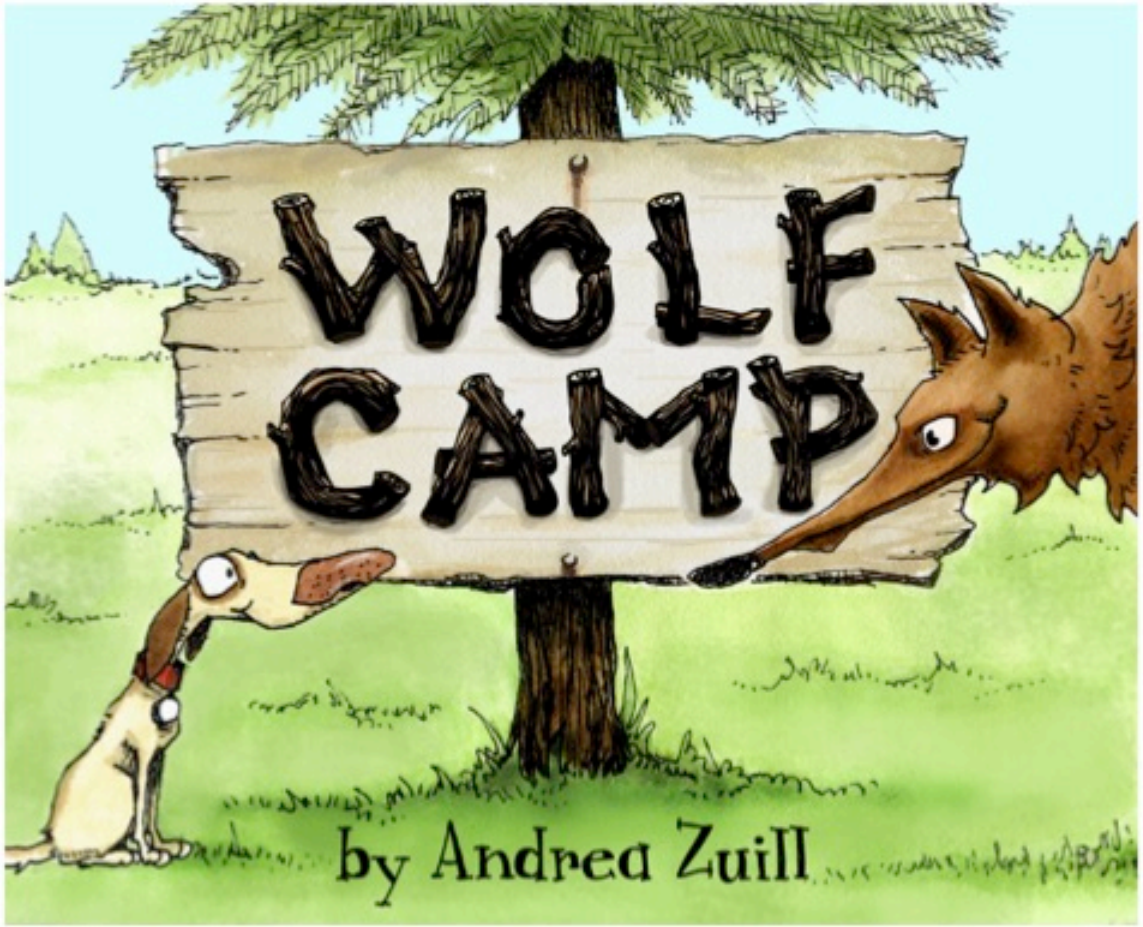
Illustrated by Andrea Zuill

Children's book illustrator and author



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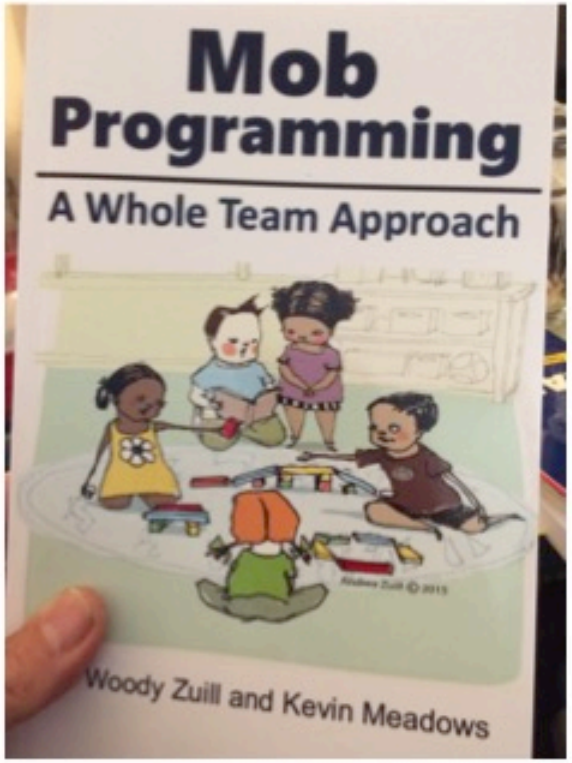
Mob Programming Book



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