

# Technical Agile Coaching with the Samman Method

by Emily Bache

A METHOD for people who want to make a difference and improve the way software is built

## Wording

**Samman** : Swedish word for "together"  
Describes this coaching method  
**Ensemble** : French word for "together"  
Describes Mob Programming

## Focus on

Technical practices  
How people write code

## Foundation

Cultivate good relationships  
Effective ways to learn from one another  
Change behaviours for the long term

## WHY ?

Build new features with  
Shorter lead time  
Higher quality  
Attract skilled developers  
Avoid drowning in technical debt  
Increase business agility  
and success

## ON WHAT ?

Incremental / Iterative Development  
Safe refactoring  
Better unit tests  
Continuous Integration

## HOW ?

Ensemble working  
Learning Hours

## TIMELINE

10-20 coaching days / Team

## LEVELING UP A WHOLE TEAM TOGETHER

Software development these days is a team sport and it doesn't work to only train individuals.  
Samman coaching aims to **create a whole-team culture shift**.

## EXPECTED OUTCOMES

1) AWARENESS ON  
Good unit tests  
Continuous Integration  
Refactoring

2) NEXT  
Successfully meet deadlines  
Deliver High Quality Code

## MEASURES

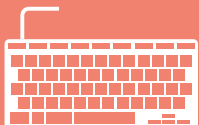
Altitudes  
Deadlines met  
Bugs reduction  
Productivity

ENSEMBLE  
WORKING

Friendly people collaborating  
like musicians

"All the brilliant minds working together on the same thing, at the same time, in the same space, and at the same computer - We call it 'Mob Programming'" - Woody Zuill

ROLES IN THE "ENSEMBLE"



## TYPIST

Has the keyboard and mouse  
Enter the code for the Ensemble



## NAVIGATOR

Speaks for the Ensemble  
Explains what code enter



## COACH

Promote better ways of working  
Spread Knowledge



## TEAM-MEMBERS

Lead the work  
Talk and make the decisions



## FACILITATOR

Remind working agreements  
Help to reflect and improve



## OTHER ROLES

Researcher : Search for the Ensemble  
Archivist : Log choices



## LET THE ENSEMBLE GIVE YOU SUPERPOWERS

Learn as much from the team as they learn from you  
Keep your technical skills sharp & up-to-date  
Continue to write code every day



## KINDNESS, CONSIDERATION AND RESPECT

Treat everyone with kindness, consideration, respect  
Pay attention  
Yes and ...  
Call out bad behavior

## COACHING BEHAVIORS IN THE ENSEMBLE

Teach  
Coach  
Mentor  
Breathing space  
Retrospect  
Facilitate  
Observe  
Take Short Breaks

## LEARNING HOURS



## SHORT TRAINING SESSIONS

People practice coding skills  
Learn new techniques



## WHY 1 HOUR EVERY DAY ?

Become more productive and happier  
Add up more than compensate the time you spent

Turn up the good  
A lot of great sample sessions  
are described in the book

For an organization to succeed in the modern world, it needs to be a learning organization

## LEARNING OUTCOMES AND OBJECTIVES



What really matters :  
What happens afterwards ?  
Will they be able to apply what they've learnt ?  
What is the outcome you're hoping to achieve ?  
Start with the end in mind



## 4C LEARNING MODEL by Sharon Bowman

Connect : Get people in the right head-space  
Concept : Introduce the new skills you want the participants to learn  
Concrete : Hands-on exercises to practice  
Conclusions : An opportunity for people to consolidate

## DESIGN LEARNING EXPERIENCES THAT FIT WITH HOW THE BRAIN WORKS

### MOVEMENT TRUMPS SITTING

Learn more when  
you're feeling awake

### TALKING TRUMPS LISTENING

Talk reinforces your  
memory

### IMAGES TRUMP WORDS

Tell stories that  
bring pictures in mind

### WRITING TRUMPS READING

Force to concentrate

### SHORTER TRUMPS LONGER

10-20 minute  
chunks

### DIFFERENT TRUMPS SAME

Vary the format

SAMMAN COACHING  
ENGAGEMENTS

## BEGINNING COACHING WITH A NEW ORGANIZATION

### 1) PRESENT YOURSELF

Tell stories and anecdotes  
Explain what ensemble working is  
Why it is such a useful forum for a coach



### 2) KICK-OFF WORKSHOP WITH EACH TEAM

#### Team introduction - 10'

How long have you worked :  
• For this company?  
• With software development as a career?



## PREPARING FOR A TECHNICAL COACHING CAREER

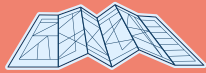
CORE SKILLS



Presenting topics  
Chairing a meeting  
Facilitating a retrospective  
Sketching / explaining a design  
Live code

TDD / Refactoring  
Software Design  
Continuous Integration  
Pair programming  
Designing test cases

Architecture overview - 15'  
Sketch the architecture on a piece of paper



Structured discussion - 30-40'  
TRIZ, Lean Coffee, Speedboot



Issues in the codebase - 45'  
Show me :

• Typical tests  
• Code you would like to have tests for  
• Well designed code  
• Buggy code



Takeaways - 5'  
Organize your notes by team



## IDEAS TO IMPROVE



Start a regular Coding Dojo  
Attend a Code Retreat  
Study books and videos  
Go to agile conferences



Attend formal training (SM or Agile Coach)  
Join a meetup and organize events  
Give presentations at an internal COP