**Overview**

The aim of this document is to detail the initial construction phase of an artifact (Manifesto) to be carried out with participants from software development teams, synthesizing their experiences in the face of changing work models.

The data collection mechanism will be Design Think; it means conducting dynamics to create empathy, define, ideate, prototype and test, complemented with Collective Intelligence, Social Psychology and Open Innovation techniques.

**Purpose of the Artifact - Collaborative Guide to Good Practices**

The purpose of this artifact is to help us make the results tangible and engage the team of software developers through techniques of design thinking, collective intelligence, social psychology and open innovation to co-create a collaborative document on the challenges and opportunities regarding the development of distributed software within a post-pandemic reality perspective.

The data collected in this Manifesto will help us to further refine and complement the previous phases of **Multivocal Literature Review, Semi-structured Interviews and Observation**, contributing fundamentally to reducing researcher bias.

**Manifesto Protocol**

* Use Zoom
* Introduce yourself and the purpose of the manifesto
* With the permission of the participants, record the Zoom meeting with transcription enabled
* Make sure they are OK with us following up by email to clarify any points, or a subsequent interview
* Everton and Marilaine will only observe and take notes
* The sprints (dynamics) should last a maximum of one hour
* Field notes will be taken during and at the end of each dynamic
* Have an alignment session immediately after the dynamics to compare notes, discuss interesting results, any follow-ups needed, etc.
* Have weekly follow-up sessions to compare, monitor and discuss results and direct any necessary actions, etc.

**Duration**

* **Preparation**: 0.5 hours-2 weeks (depending on accessibility and legal regulations)
* **Activity**: 1 hour-8 weeks (depending on the number of observations and purpose of the research)
* **Follow-up**: 0.5 hours-4 weeks (depending on the amount of data and types of data collected)

**Physical requirements** Notebook, video camera, legal agreements (consent and/or confidentiality agreement)

**Energy level** High

**Researchers/Facilitators** Minimum 1 (it is better to have 2-3 researchers)

**Participants** Minimum of 10 (ideally at least 20 per group)

**Expected output** Text (field notes), photos, videos, sketches, statistics, git, online manifesto

**Proposed scope for each week**

* **Weeks 1-2** (build empathy and define): Start discovery 1 through an open seminar on challenges and opportunities in post-pandemic distributed software development for onboarding on the research, presentation of the initial proposal and alignment on objectives and expected results.
* **Weeks 3-4** (ideate and prototype): Develop the content of MVP Guide 1.
* **Weeks 5-6** (ideate and prototype): Develop the content of MVP Guide 1.
* **Weeks 7-8** (test): Finalize discovery 1 with validation and improvement of the Collaborative Guide - MVP 1. Stage scheduled for completion in April 2023.
* **Weeks 9-10** (create empathy and define): Start discovery 2 through an open seminar to improve MVP 1 from the point of view of the User Expirence - UX team to align it with the company's visual identity policy.
* **Weeks 11-12** (ideate and prototype): Develop the content of the MVP Guide 2.
* **Weeks 13-14** (ideate and prototype): Develop the content of the MVP Guide 2.
* **Weeks 15-16** (test): Finalize discovery 2 with validation and improvement of the Collaborative Guide - MVP 2. Stage scheduled for completion in October 2023.

Make sure that during the dynamics we can record:

* How is software development working in the hybrid model?
* How do the participants collaborate in the hybrid model?
* What content do they produce?
* What tools do they use?
* Insights on issues related to software development processes in the hybrid model and how to improve the experience?

**References:**

B[rasil UX Design](https://www.youtube.com/watch?v=N5ZLpwOTXYM&t=1321s/) “Uma anatomia completa de todas as dinâmicas de Design Thinking”. Capturado em: [https://brasil.uxdesign.cc/uma-anatomia-completa-de-todas-as-dinamicas-de-design-thinking-74aacce6e38e/,](https://www.youtube.com/watch?v=N5ZLpwOTXYM&t=1321s/) Jul. 2022.

**Saída esperada** Texto (notas de campo), fotos, vídeos, esboços, estatísticas, git, manifesto on-lineP[eoplerocket.](https://www.youtube.com/watch?v=N5ZLpwOTXYM&t=1321s/) “Centralized Work Systems Left Us Vulnerable — Decentralized Work Is Our Future”. Capturado em: [https://www.peoplerocket.com/post/decentralized-work-is-our-future/,](https://www.youtube.com/watch?v=N5ZLpwOTXYM&t=1321s/) Jul. 2022.

Phygital Work Manifesto. Capturado em: [https://www.phygitalworkmanifesto.com/,](https://www.youtube.com/watch?v=N5ZLpwOTXYM&t=1321s/) Jul. 2022.

Stanford University, Design School. “Design engaging in-person and remote meetings”. Capturado em:https://dschool.stanford.edu/resources/design-engaging-in-person-and-remote-meetings[/,](https://www.youtube.com/watch?v=N5ZLpwOTXYM&t=1321s/) Jul. 2022.

Thinkfwd. “Resources, tools, and activities to help your team innovate”. Capturado em: [https://www.thinkfwd.co/toolkit/,](https://www.youtube.com/watch?v=N5ZLpwOTXYM&t=1321s/) Jul. 2022.