



Think Next. Now.

Scaling DevOps Talent in a Large Enterprise





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#DOES17

CSRA
Think Next. Now.

How can you scale talent from small to big?

Small pocket of
DevOpsGoodness



Giant Enterprise



The People you Need on your DevOps Journey



Different Audiences – Different Skills



Different Audiences – Different Skills



Different Audiences – Different Skills



Different Audiences – Different Skills



Different Audiences – Different Skills



CSRA Learning Cohort

- Training DevOps minded leaders
- Volunteer sign up
- 8 Groups of 5 CIO staff + Coaches
- Variety of roles on the team
- Build connections across teams – meet new people
- Geographically diverse teams – virtual meetings
- Learn through training others and sharing
- Asked for deeper dives, reading and research
- How to Motivate, How to lead change, How to embrace culture



Chatter Group for Cross-Team Discussion

Hi Everyone, Team 3 had another great meeting this week. Lots of discussion around Kanban and Scrum and tools everyone is currently using on the job.

Thanks again @[REDACTED] for sharing your screen and showing the rest of the team the ServiceNow tool being used for agile development and how limiting WIP is so important. I know I really benefited from that!

Also, thank you @[REDACTED] for volunteering to lead next weeks meeting. Have a great rest of the week!

Comment · Like · August 24, 2017 at 1:08 PM

 [REDACTED] liked, [REDACTED] and [REDACTED] like this.



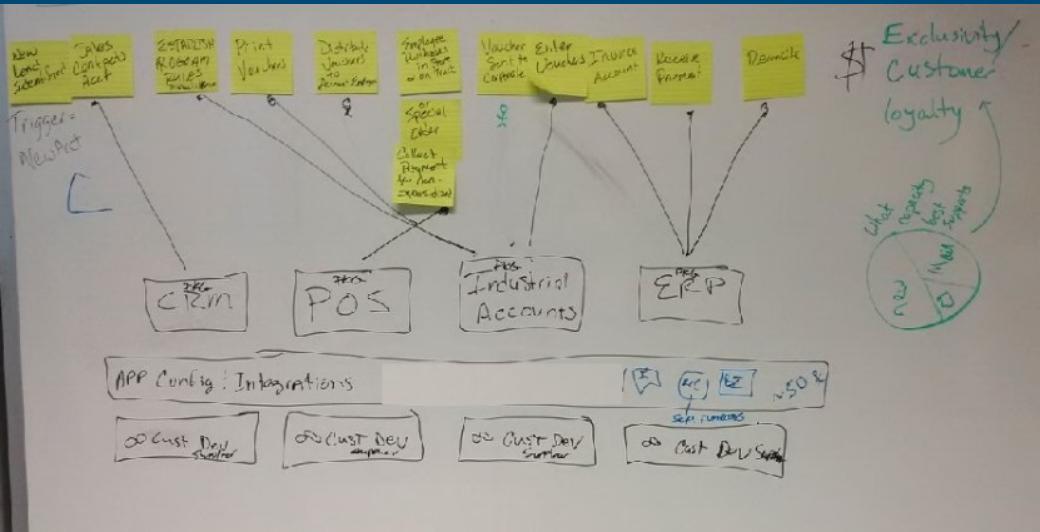
Thanks for posting Team 3!

Like · August 25, 2017 at 12:38 PM

Team three - going forward to be known as - "SAFe on Third" had an interesting meeting.. Today we reviewed Case Studies for several different companies and their SAFe adoption and implementation. The theme we saw through all of them was a need to: define specific roles and staff appropriately, Reduce Cycle Time and Communication no matter what business they were in.

Its Week 11, and this week as a team or individually you get to choose a topic you'd like to learn more about. You can choose something we haven't covered, or you can dive deeper into a subject that you found interesting from the past weeks.

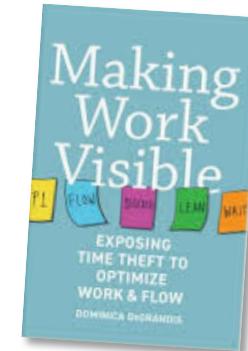
Train Teams to Visualize the Work and the Whole System



Adopting a visual management systems

- Tracking WIP
- Visualizing Flow
- Tracking Cycle Time/Lead Time

Shameless plug for Dominica's book:



Hackathon as Training

- 10 Week Learning class
- Culmination was Hackathon
- Mini-Learning Study Groups
- Learning Chatter site for each skill + sandboxes to practice in:
 - Amazon AWS
 - Microsoft Azure
 - RedHat (Ansible/OpenStack)
 - Jenkins
 - Sonatype
 - Splunk
 - Nutanix
 - ServiceNow

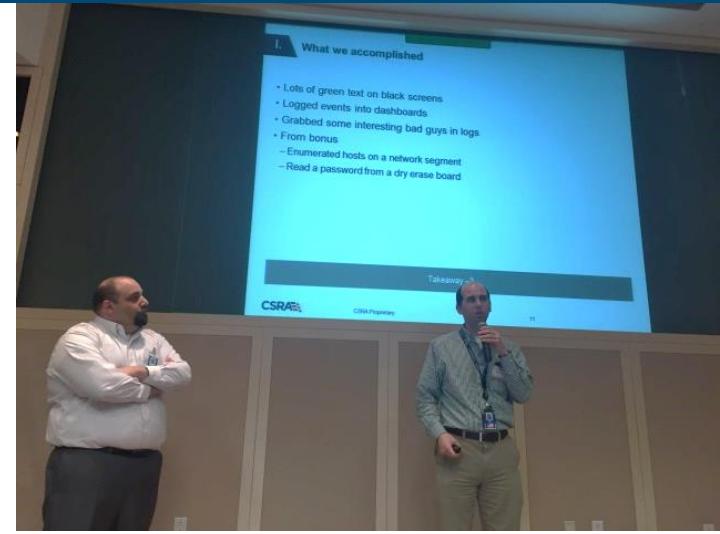
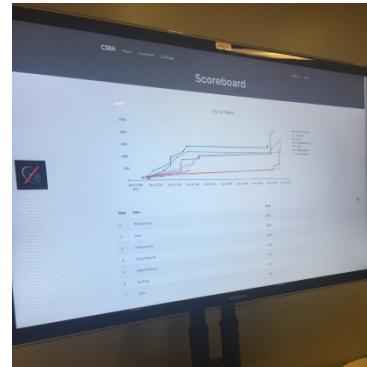


Actual Competition – Team vs Team

Teams of 5 Cross-Functional

Series of integrated tasks for points:

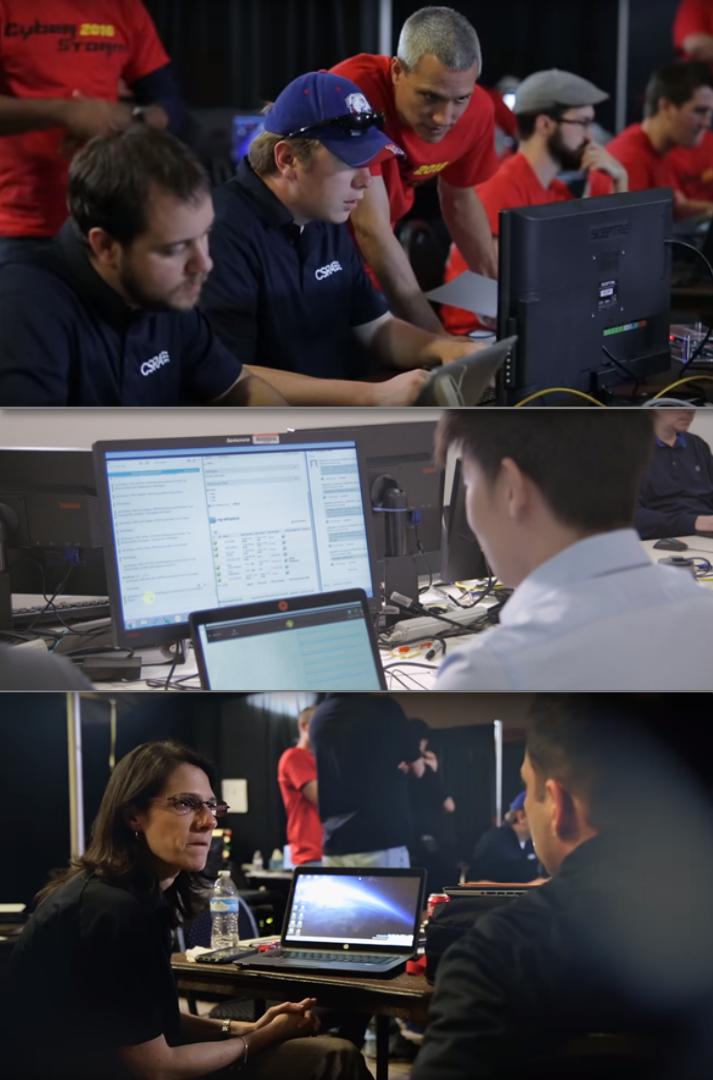
- Build a server in AWS
- Build server on demand using only script no manual
- Log server data
- Hack the camera
- Connect logs to Splunk monitoring tools
- Take down another teams servers
- Survive a server takedown



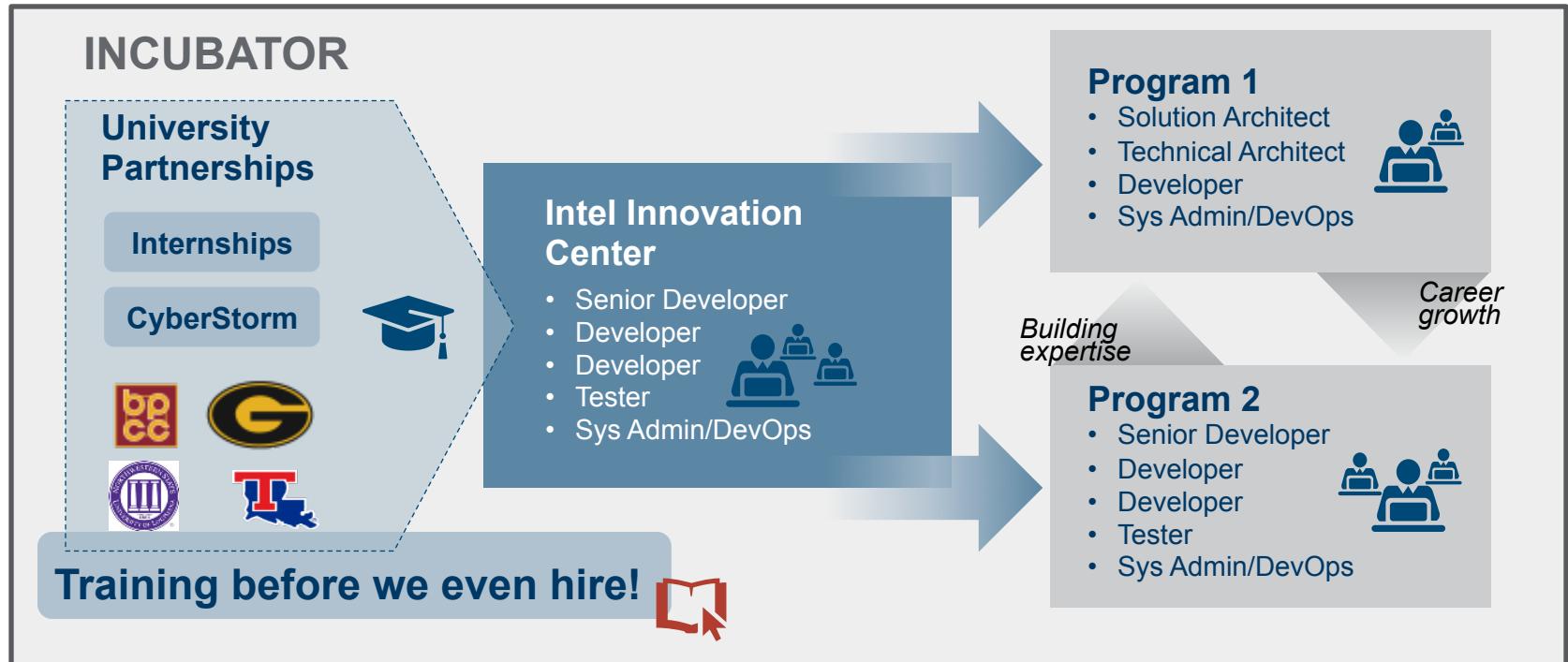
Brief at the end what you learned

CyberStorm

- Keep your systems up and take the other teams systems down
- University partners and college students
- Same points model as the hackathon
- Red Team / Blue Team games



Move Teams Around = T-Shaped Talent Pipeline



But this won't Work Here.....

- ① Use Free/Cheap Vendor/Tools Training
- ② Create small budget for access to cloud sandboxes/online tools
- ③ University and Community College Partnerships

p.s. they want your help!
- ④ Learn by Doing - make learning as close to “on the job” as possible
- ⑤ Mentorship/Coaching/Peer Teaching Peer
- ⑥ CEO / CIO Leadership Recognition for obtaining new skills
- ⑦ These ideas don’t take a multi-million dollar training budget

Putting Different Skills Together to Transform

HOW TO BE A CHANGE AGENT

T-SHAPED SKILLS

HOW TO LEAD A DEVOPS TEAM

TECHNICAL EXPERTISE



How Do we Avoid Group Think and Keep Innovating?

