



Overcoming All Or Nothing DevOps

Kevin Chaloupecky – @kevinchaloupeck

Product Manager

Ross Sickora – @ross_sickora

Engineering Coach

Kevin Chaloupecky

20+ years of IT experience

Technical Background (I used to actually write code)

Held several different roles – engineer, technical lead, leader, delivery manager, product leader



Ross Sickora

Software engineering coach

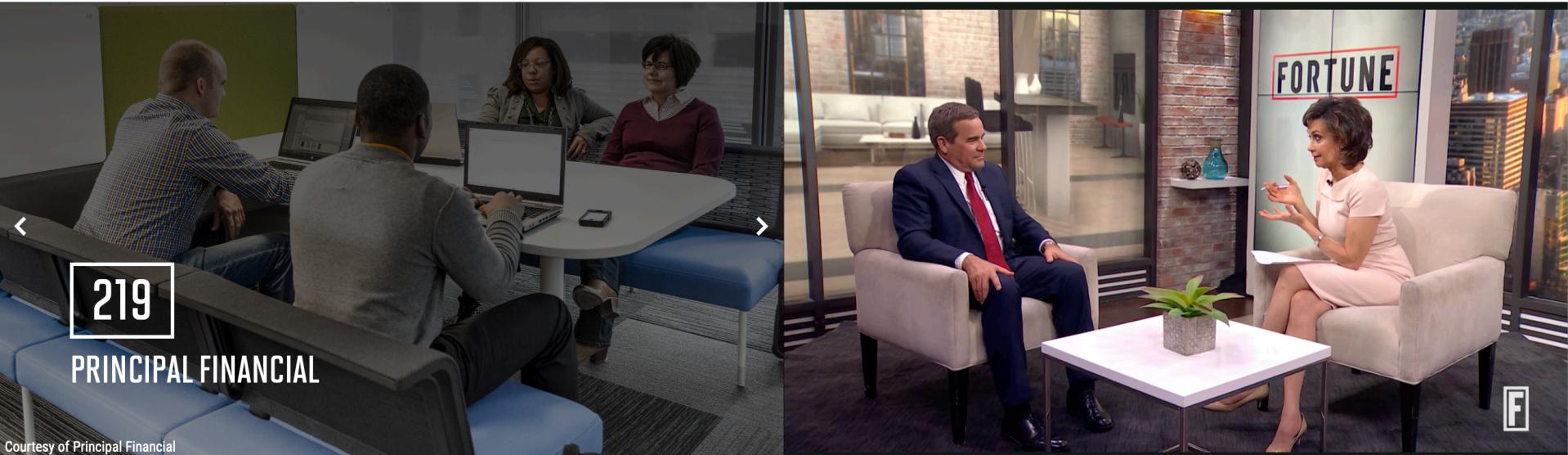
3 Years with Principal

Building Software for 8 years

Drive engineering growth and
maturity



Who Is: Principal



PREVIOUS RANK	REVENUES (\$M)	REVENUE PERCENT CHANGE	PROFITS (\$M)	PROFITS PERCENT CHANGE	ASSETS (\$M)	EMPLOYEES
210	\$14,237.2	1.0%	\$1,546.5	-33.1%	\$243,036.1	16,475

Who Is: Principal

What We Do / How We Do It

Retirement planning – Planning for the Future:

- 401(k) plans, Defined Benefit plans, Employee Stock Ownership Plans, Nonqualified Deferred Compensation plans, Annuities

Insurance – Protecting the Present:

- Life Insurance, Disability Insurance, Dental and Vision Insurance

Workplace culture – A Great Place to Work:

- Named a best employer for women, a best employer for diversity, and one of the worlds most ethical companies

<https://www.principal.com/about-us>

Principal Technology

Total Global Technology Community
headcount ~ 2,900

65% US Employees, 25% India
Employees, 10% Contract Staff

#21 on Computerworld Top 100 Places to
work in IT

Wells Fargo institutional retirement and trust
business will create significant technology
needs



Adoption

Varies
throughout
organization

Significant
opportunities
remain

Low –
medium
performin
g (based on Dev
Ops Metrics)

What do we hope to give you today?

- Where we started
- What's going well
- What is slowing us down right now
- What we wish we had known a couple years ago

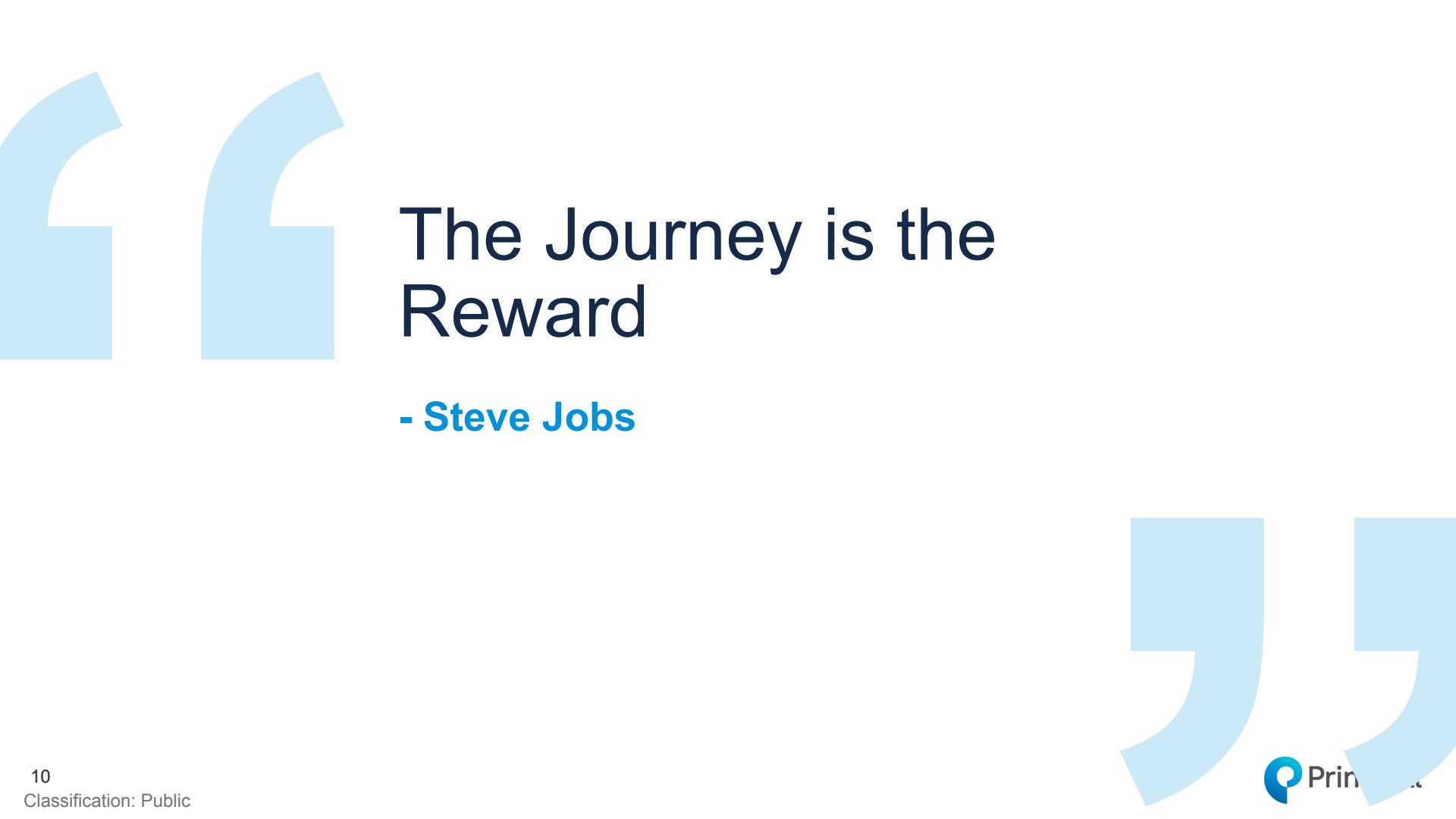
Where did we start?



DevOps

Engine
er

<https://www.needpix.com/photo/download/917967/mountain-mount-everest-citadel-nepal-nature-sky-outdoor-hiking-snow-free-pictures>



The Journey is the Reward

- Steve Jobs

What's going well



Creating
“Engineering”
teams



Principal Dojo



Solving for some
pains



Show don't tell

What's slowing us down right now



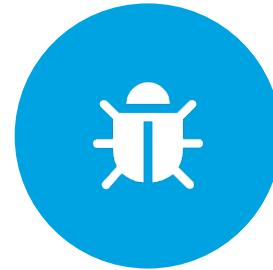
We ask for
permission



Raising the Anchor



Risk Vs Reward



Outputs vs
Outcomes



Anti-Ownership is Anti-DevOps

—Anonymous



What we wish we had known a couple years ago



Realizing we were doing some things right



Lacked focus on the early adopters



Celebrating the victories of the journey

Continued Challenges for the Journey

140 years of history

But realize that what got us here won't keep us here!

Becoming Better Every Day

But realize that you can't do it in a day!

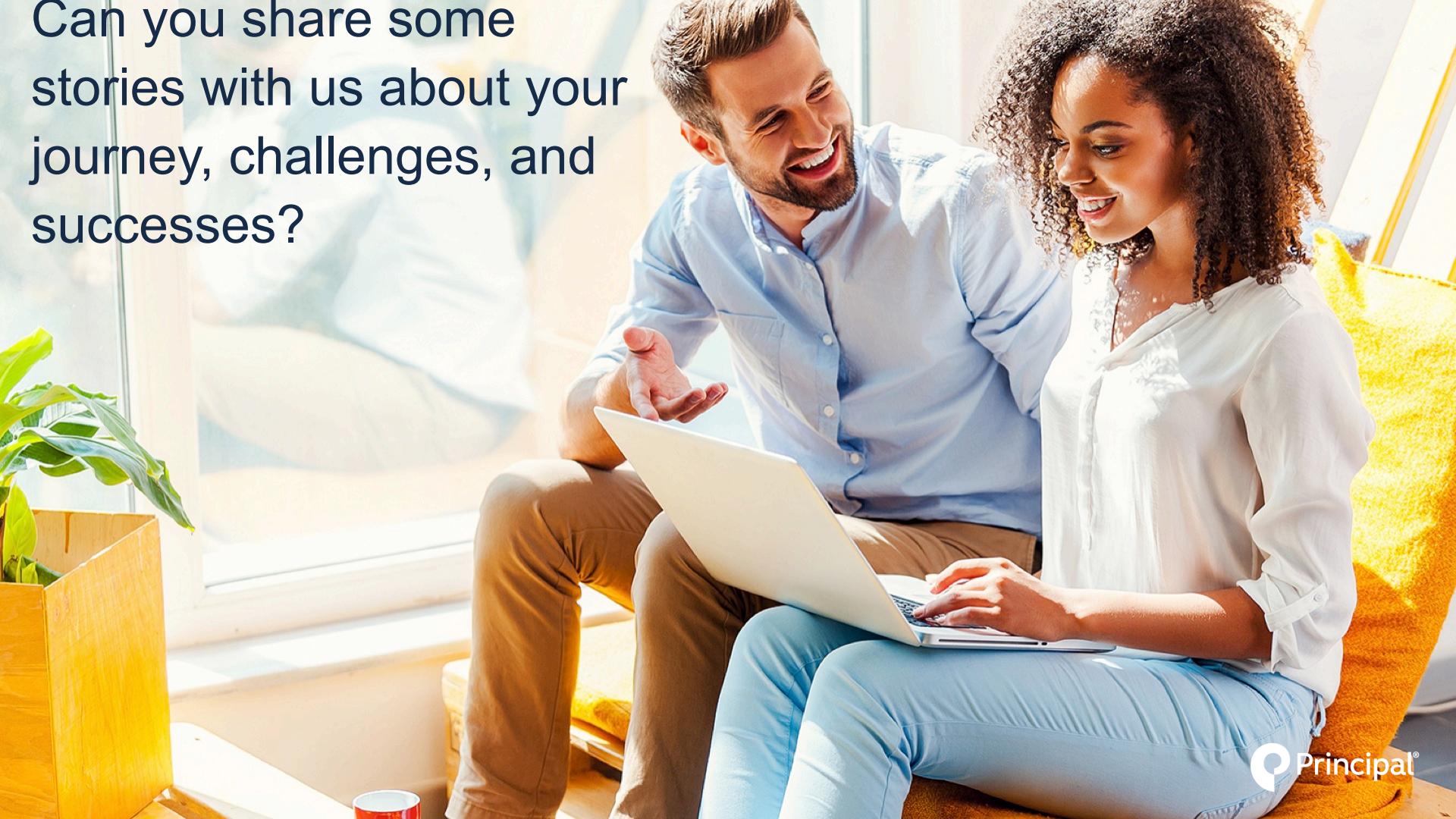
Focus on Culture

But realize culture is tough to change!

Great People will do Great Things

But outside perspective can help too!

Can you share some stories with us about your journey, challenges, and successes?



Thank you

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