

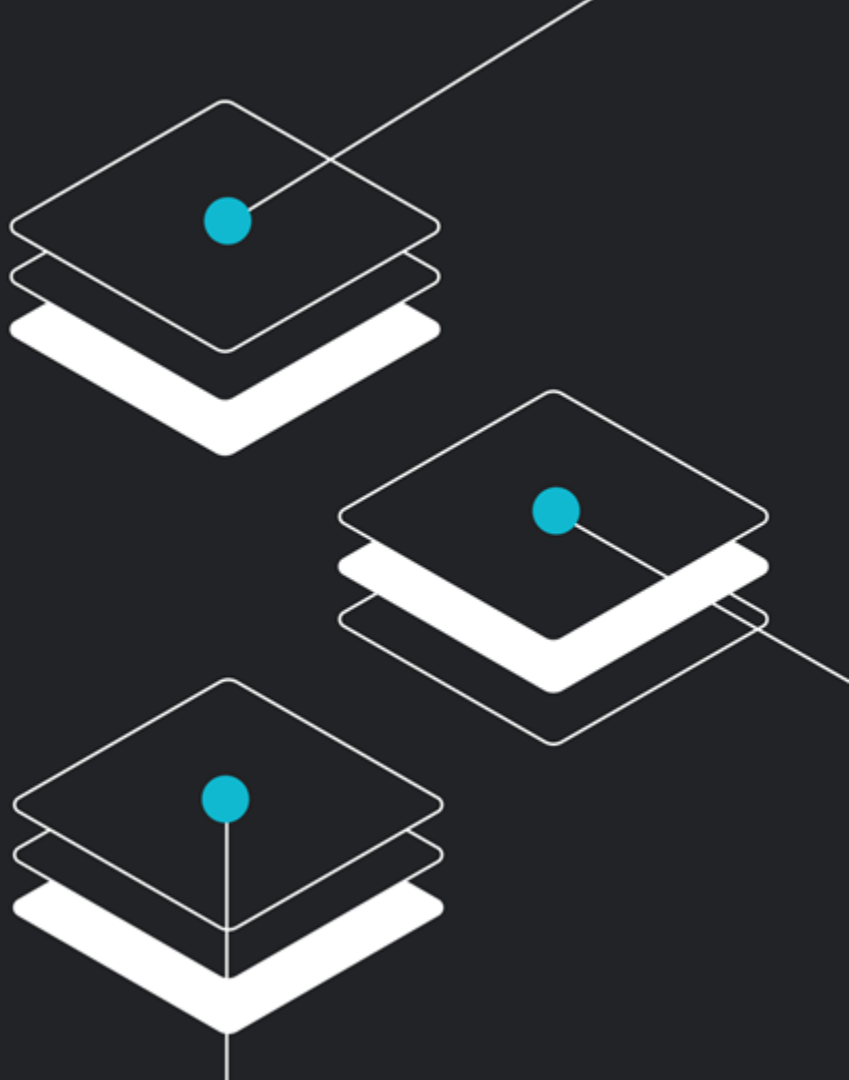
Forget vibe coding

Vibe leadership is the real risk



Ben Lloyd Pearson
DevEx, LinearB
Host, Dev Interrupted

Find me on



Today's Agenda

- 1 The GenAI revolution in software delivery
- 2 Your delivery pipeline won't cut it
- 3 Preparing for the brave new world

My journey

What framework should I use for measuring AI effectiveness?

How do we know how much code is written by devs vs. AI toolings?

How do we know if AI is actually leading to more productivity?

We need to present our AI adoption and how it's affecting productivity to leadership. How do we make this simple to show (not technical people)?

Is our AI effective?
Are we moving faster and how is the quality?

What is the ROI of our AI?

We are testing multiple AI tools? How do we know which one to choose?

One Takeaway

**Start automating
code delivery
workflows**

A man with a beard and long hair, wearing a dark, fur-lined cloak, stands in a misty, mountainous landscape. He holds a sword vertically in front of him with both hands. The text "The agents are coming!" is overlaid in white, sans-serif font across the lower half of the image.

The agents are coming!

A man with a beard and long hair, wearing a dark, fur-lined cloak, stands in a misty, mountainous landscape. He holds a sword vertically in front of him with both hands. The background is a soft-focus view of rolling hills under a grey sky.

The ~~agents~~ buzzwords are
coming!

THE 2025 GENAI IMPACT REPORT

Planning,
Development,
Release



350+
Organizations

Where is AI Taking Over the SDLC?

Key



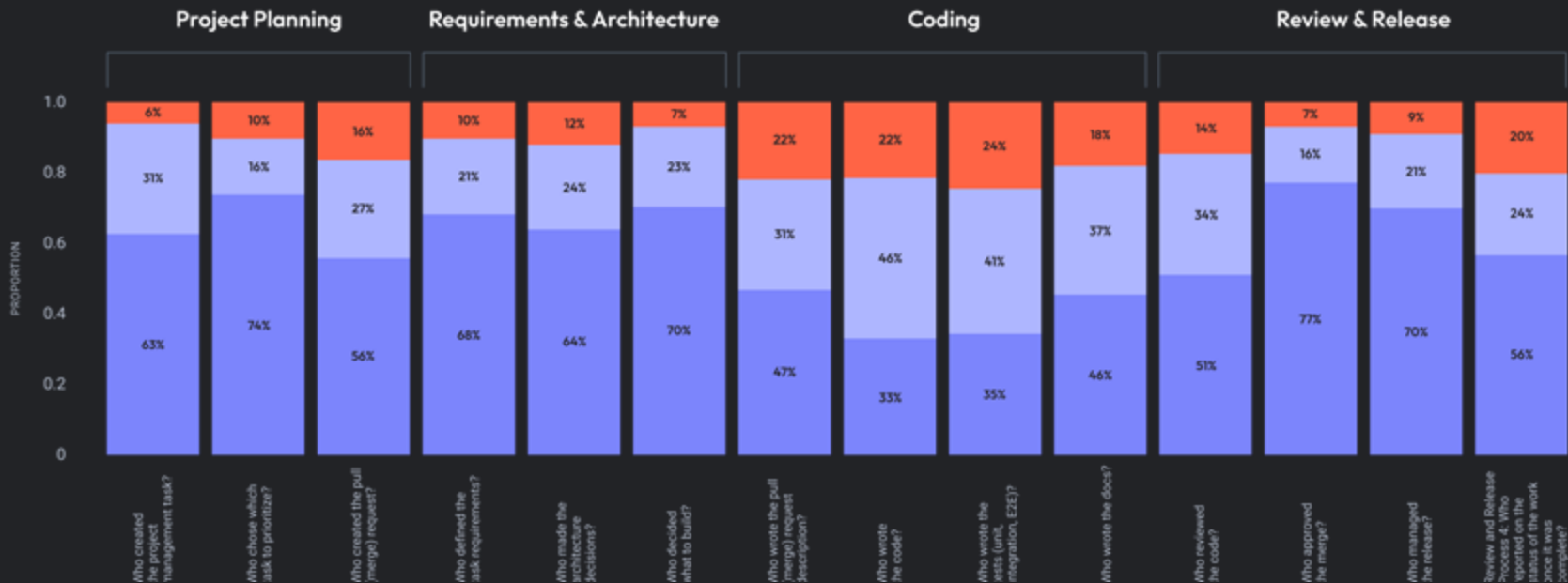
Human



Mixed



AI



... the agents are
already here



“Dumb” agents

Security, compliance and other rule-based bots are creating PRs at a fast growing pace

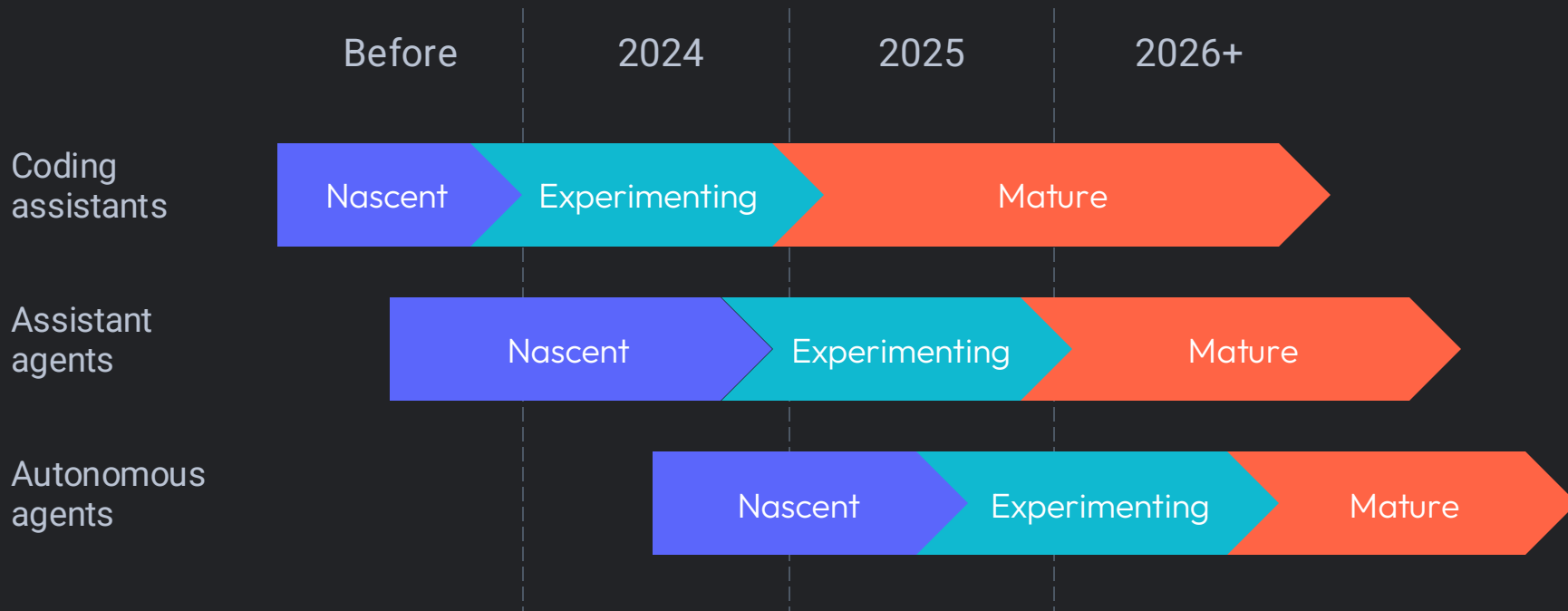


Smart agents

GenAI / LLM powered bots are already out there:

- Generating code
- Writing tests
- Reviewing code

AI maturity in the SDLC



Your delivery
pipeline
won't cut it

AI introduces new risks
and bottlenecks

YOUR PIPELINE WON'T CUT IT

Human pipeline vs. Bot producers

AI Introduces new types of risk & bottlenecks

Quality & rework

Hallucinations, anyone?

Code review & ownership

Who will review increased rate of AI code? How do you defend it?

Delivery bottlenecks

Can your human + machine pipeline handle 10x more code? 50x?



Let's admit it:

We don't know


- Code and process ownership
- Juniors & Seniors
- Delivery gates
- ???



Risk: data silos and knowledge gaps

- Agents need full context
- **Silos** breed risky decisions
- Centralized **knowledge** is key




Brandon Jung
VP Ecosystem
 tabnine



Risk: tooling and infrastructure debt

- **Tooling** isn't ready for agents
- Legacy **ops** block autonomy
- **Infra** must evolve to enable AI




Cory O'Daniel
Co-founder and CEO
 massdriver



Risk: oversight, governance, and trust

- **Governance** enables trust
- Enablement via oversight
- **Auditability** is mandatory



Brooke Hartley Moy
Co-founder and CEO
 infactory



Common Reaction #1: Freeze

- Sensing danger, all activity shuts down
- Analysis paralysis. Can't decide
- Hiring freeze; platform and infra Investments halt

Common Reaction #2: Ignore

- If I ignore it, it will ignore me
- Business as usual, same old same old
- Continued investments and effort in exactly the same projects as before





**EVERYTHING
EVERYWHERE
ALL AT ONCE**
MULTIVERSEE ADVENTURE

Common Reaction #3: Panic

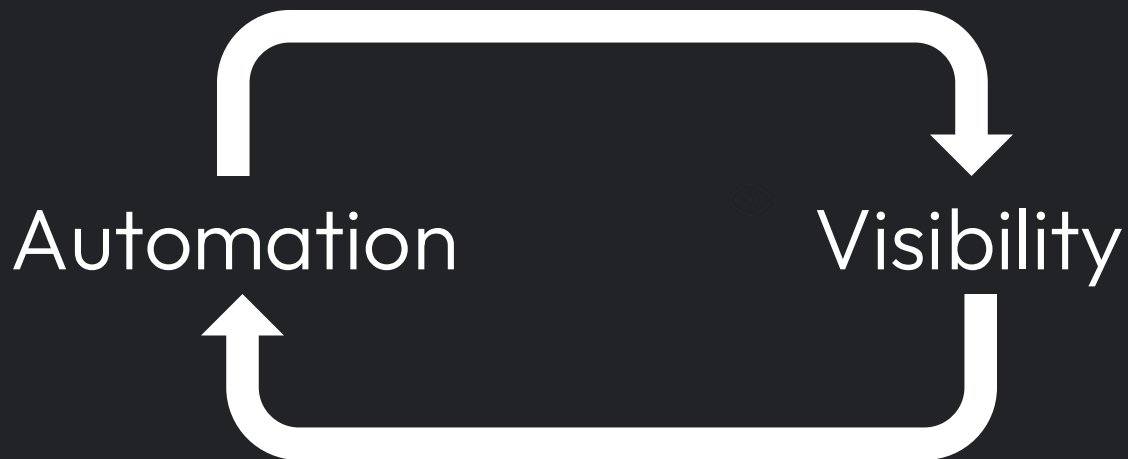
- We must do something, let's do everything!
- Frantic flurry of projects & experiments
- New tech and process introduced every week

Preparing for the brave new world



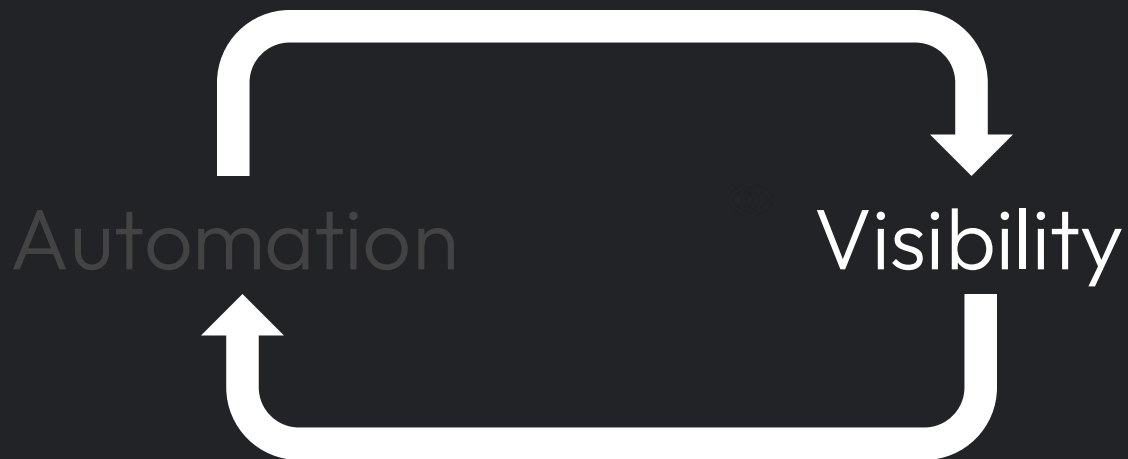
PREPARING FOR THE BRAVE NEW WORLD

Your superpowers



PREPARING FOR THE BRAVE NEW WORLD

Your superpowers



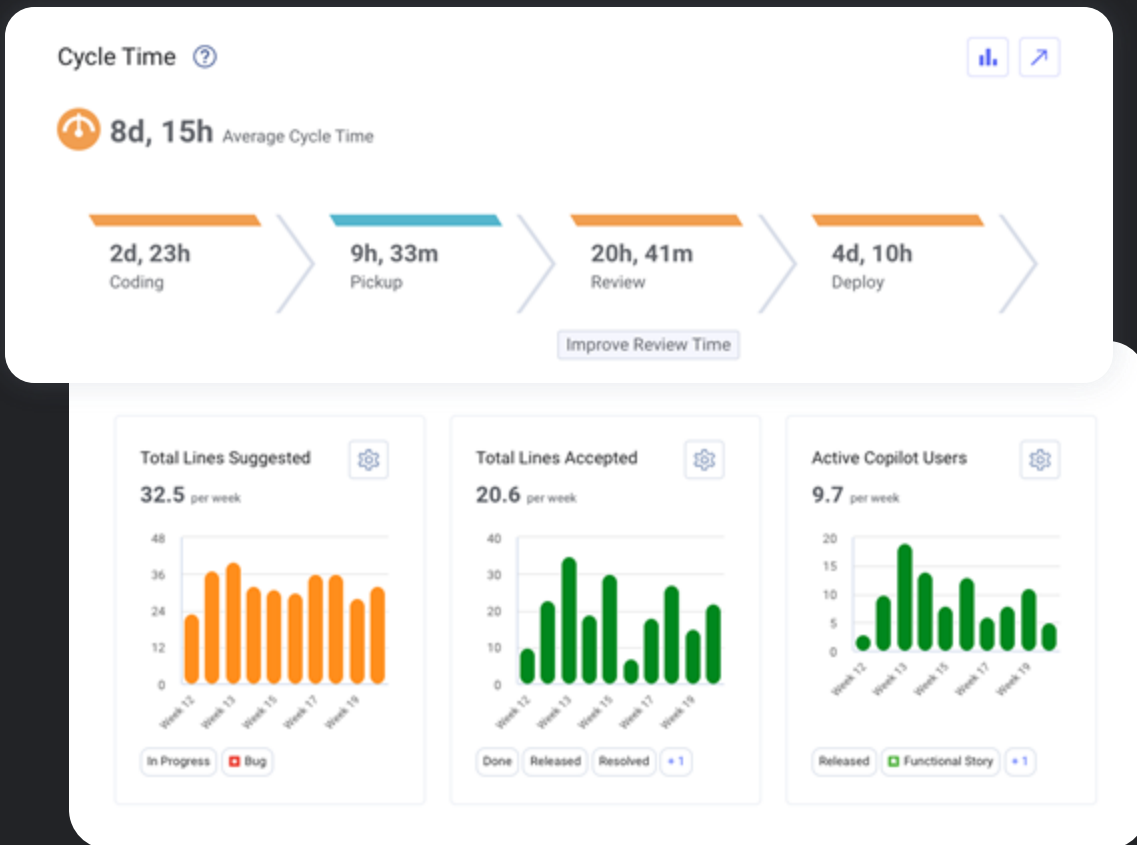


YOUR SUPERPOWERS

Visibility

Start measuring:

- ... your delivery flows
- ... your GenAI adoption
- ... GenAI impact and risk



Track value delivered, not hours eliminated.

AI ROI = features shipped, bugs avoided, and developer
energy focused on high-leverage work.

AI Measurement Framework

AI Measurement Framework



Adoption

Proposed ROI



Impact

Real ROI

Visibility

Adoption

Quantitative

AI Tools Adoption

Track developer adoption of AI productivity tools through organizational **GenAI data analysis**.

Qualitative

Direct Feedback via Surveys

Gather team insights on AI tool adoption:

Visibility

Impact

Quantitative

AI Tools Impact

Measure the tangible effects of AI tool adoption across key engineering performance areas.

- Coding processes and efficiency
- Code quality and defect reduction
- Velocity and delivery throughput
- Developer productivity

Qualitative

Survey Insights

Capture developer perspectives and experiences through structured team feedback collection.

- AI tools adoption sentiment
- Perceived impact
- Adoption expansion recommendations

How?

AI Adoption & Usage



- **What:** Adoption by Org, Group, & Team
- **Why:** Is adoption growing or dropping?



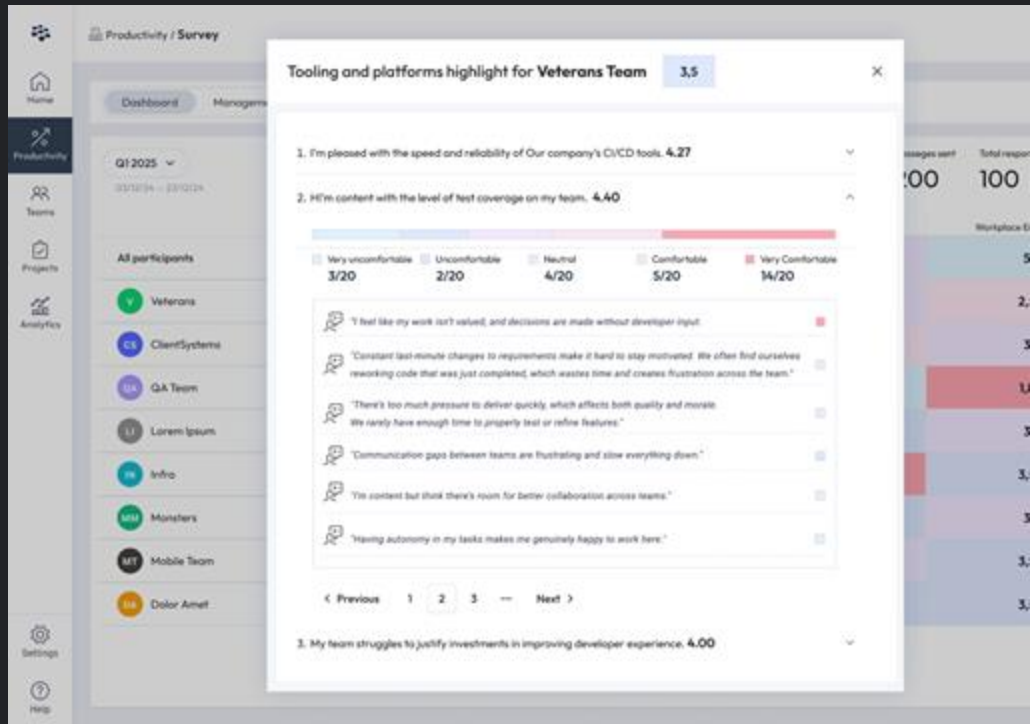
- **What:** Amount of code suggested by GenAI
- **Why:** Is the GenAI tool suggesting a sufficient amount of valuable code



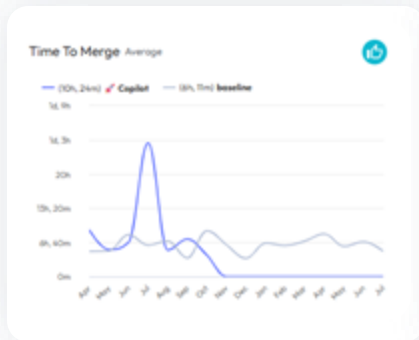
- **What:** Amount of code suggestions, accepted by the developer
- **Why:** Is the code being suggested valuable? Do our developers find it valuable?

Developer Surveys

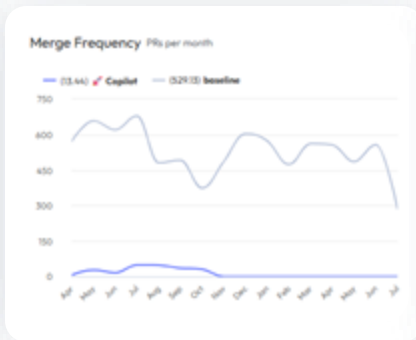
- **What:** Survey questions sent through Slack/MS Teams on AI sentiment
- **Why:** You need to hear from developers if the tool is perceived as valuable to them? If not, then it will not be utilized



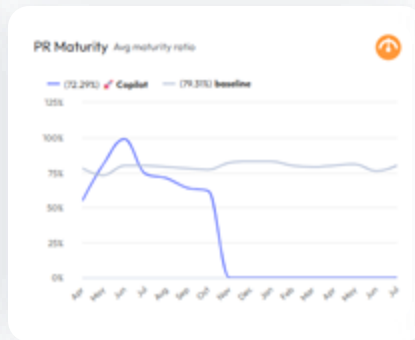
Quantitative Impact



- **What:** total time it takes for an approved pull request (PR) to be merged into the main branch. This metric provides a comprehensive view of how quickly approved changes are finalized and integrated.
- **Why:** Are the areas in which GenAI is subject to improve, actually improving?



- **What:** Tracks how often teams or individuals successfully merge PRs into the main branch across all repositories within a given timeframe.
- **Why:** Are we delivering more frequently?



- **What:** a measure of how refined and well-prepared a pull request (PR) is when it is submitted for review. It assesses the extent of changes made by the developer after the initial submission to determine how much work was required post-submission to address feedback, fix issues, or improve the PR.
- **Why:** Is GenAI helping our developers write better quality code?



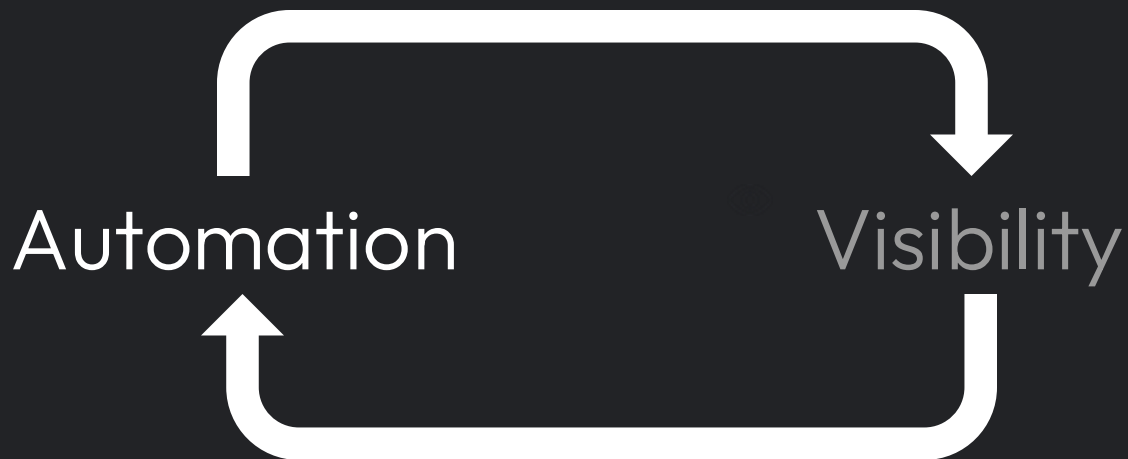
- **What:** Changes to recent code, defined as any code modified within the last 21 days. Rework is expected during the iterative development process—for example, when code is updated after peer reviews or internal testing. However, consistently high levels of rework may indicate problems with initial implementation, planning gaps, or unclear requirements.
- **Why:** Is GenAI helping improve our developer toil and quality across code bases

Impact Metrics

	Elite	Strong	Fair	Needs Focus
Cycle Time	<42 hours	42-95 hours	95-188 hours	188+ hours
Coding Time	<0.5 hours	0.5-1 hours	1-4.5 hours	4.5+ hours
Pickup Time	<1 hours	1-3 hours	3-14 hours	14+ hours
Review Time	<1 hours	1-5 hours	5-21 hours	21+ hours
Deploy Time	<1 hours	1-20 hours	20-196 hours	196+ hours

PREPARING FOR THE BRAVE NEW WORLD

Your superpowers



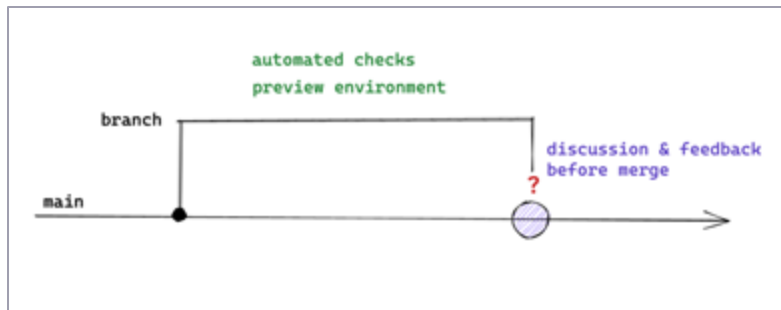
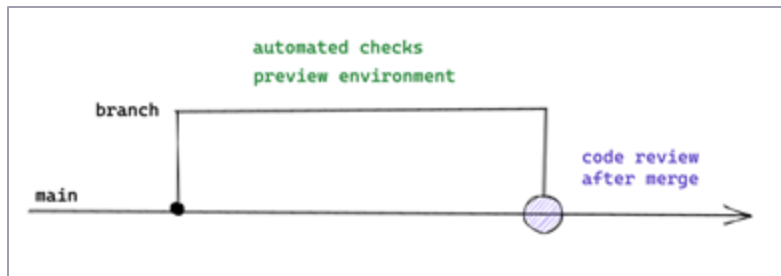
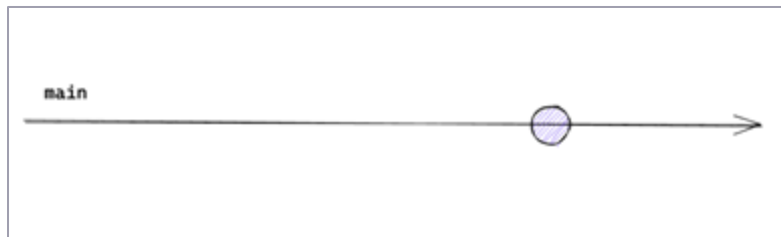


YOUR SUPERPOWERS

Automation

- Rigid, uniform flows won't scale
- Not all PRs need the same review
- Use context to decide where you deploy precious human time

Ship / Show / Ask by Rouan Wilsenach





YOUR SUPERPOWERS

Automation Cues

- “Always”
- “Only”
- “After”
- “Never”

“New code always needs to be reviewed and approved by a senior developer”

“I never ask Bob to look at my code”

“The code is deployed to test env after the PR was approved and all tests are passing”

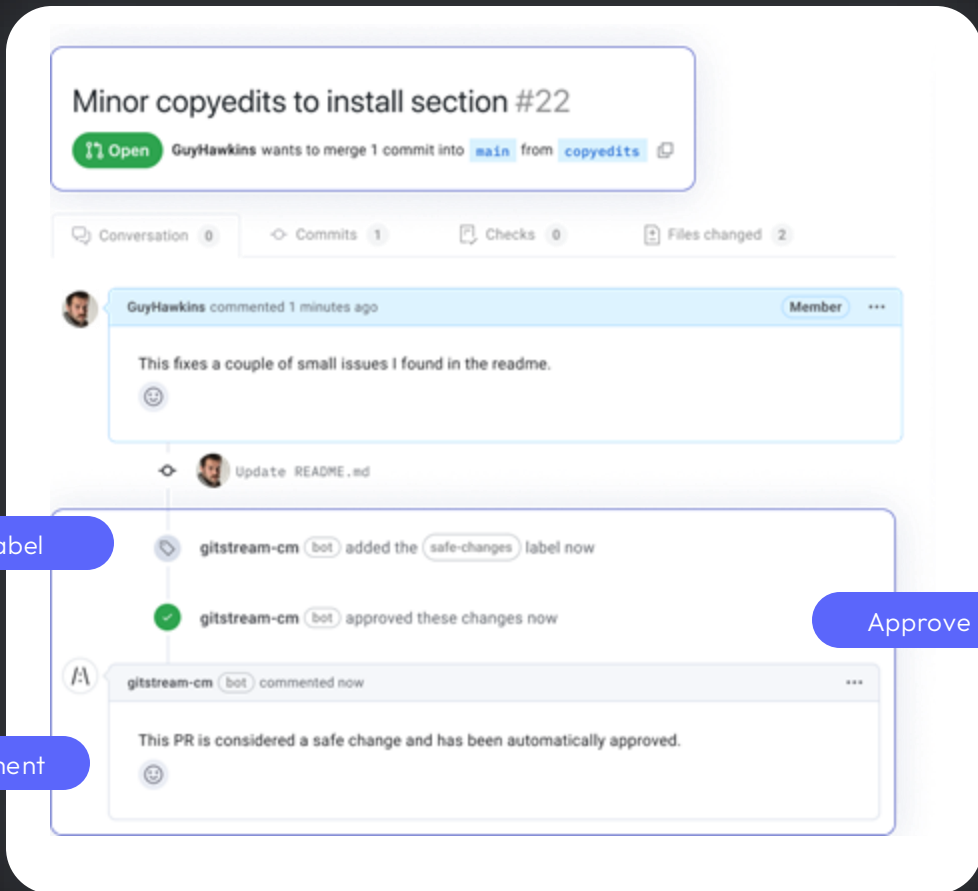
“Only Alice can approve this change”

“Always link your PR to a Jira ticket”

Ship: unblock low-risk work

Safe change ideas

- Whitespace / formatting
- Docs / typos
- Non-production code



Ship: Unblock the Bots

Fight fire with fire

- Rules to decide what's safe
- Skip human where possible
- Lower exposure time



```
manifest:
  version: 1.0

automations:
  merge_dependabot_minor:
    if:
      - {{ bump == 'minor' }}
      - {{ branch.name | includes(term="dependabot") }}
      - {{ branch.author | includes(term="dependabot") }}
    run:
      - action: approve@v1
      - action: add-comment@v1
    args:
      comment: |
        Dependabot 'minor' version bumps are approved automatically.
  merge_dependabot_minor_patch:
    if:
      - {{ bump == 'patch' }}
      - {{ branch.name | includes(term="dependabot") }}
      - {{ branch.author | includes(term="dependabot") }}
    run:
      - action: approve@v1
      - action: merge@v1
      - action: add-comment@v1
    args:
      comment: |
        Dependabot 'patch' version bumps are approved and merged automatica
  bump: {{ pr.description | extractDependabotVersionBump | compareSemver }}
```

Auto approve
minor bumps

Auto merge
patch bumps

Show: AI PR Descriptions

Automatically add descriptions to pull requests

Productivity Drivers

- Better context for reviewers
- Direct time savings for author

✦ PR Description

Purpose: Introduces a category-based prompt system for AI responses, making the prompt parameter optional and adding predefined templates for PR descriptions and reviews.

Main changes:

- Added PromptManager class to handle predefined prompts and response formatting for different request categories
- Made 'prompt' field optional and added 'category' field in LinearBAIRequestModel
- Updated response handling to support category-specific formatting and prefixes

Configuration Example

```
manifest:
  version: 1.0

automations:
  add_pr_description:
    on:
      - pr_created
      - commit
    if:
      - {{ pr.author | match(list=['github-actions', 'dependabot', '[bot]']) }}
    run:
      - action: update-description@v1
        args:
          concat_mode: append
          description: {{ source | AI_DescribePR }}
```

AUTOMATION

Show: AI sprint summary

Automatically update team status

More effective retros

- What got done
- What we missed
- **Why** we missed

AI Iteration Summary for
25IT03 - Paris (Feb 17 - Mar 3) Beta Share ×

Copy link

Copy as Markdown text

Overview

Strong execution with **15.2 story points** delivered across system reliability and infrastructure improvements. Notable achievements:

- Successfully upgraded K8s clusters across environments
- Enhanced monitoring with new DataDog dashboards and alarms
- Implemented security improvements including SECURITY DEFINER for PG functions

Key factors impacting iteration metrics:

- High unplanned work volume impacted Planning Accuracy (69%)
- Good throughput with Capacity Accuracy (94%) shows effective workload management
- Complex infrastructure changes like TSDB volume increase and hot standby setup
- Critical operational improvements like reduce DD logs and monitor audit-v2 table
- Multiple security-related tasks completed like upgrading nginx-ingress

Planning Disruptions

Unplanned Work - 18 items (17 finished, 1 in progress) 5.9 SP in total

- Added SECURITY DEFINER for PostgreSQL functions **LINBEE-14557**
- Support for LLM-Gateway and Langfuse services **LINBEE-14664**
- Upgrade k8s cluster from 1.29 to 1.30 on dev envs **LINBEE-14600**

Untracked Branches - 32 branches (32 with Pull Request, 0 without) by 5 contributors

- `linseach/infra/adit-AmazonCloudWatch-agent-config-normal`

What we did

Delivery KPIs

Disruptions

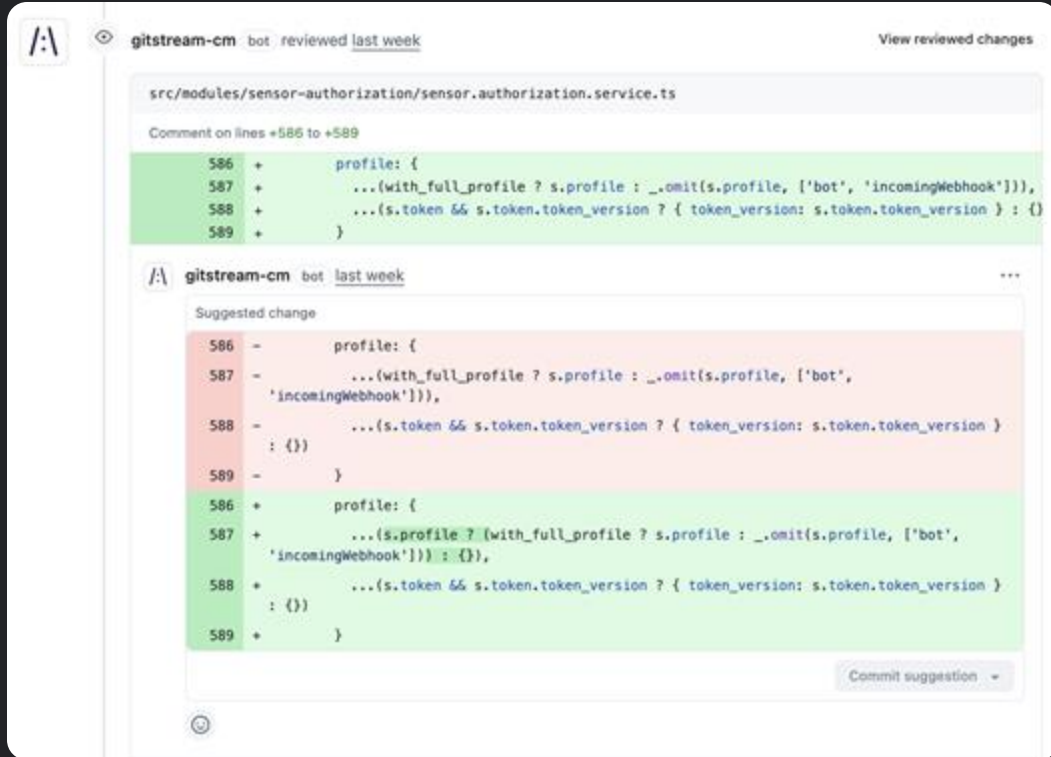
AUTOMATION

Ask: AI code review

Automatic first take review of your pull request

Productivity Drivers

- Short feedback loop
- Human reviewer gets mature PRs
- Opportunity to fully automate



Ask: Add Context for Code Review

```
automations:  
  estimated_time_to_review:  
    if:  
      - true  
    run:  
      - action: add-label@v1  
        args:  
          label: "{{ calc.etr }}" min review"  
          color: {{ colors.red if (calc.etr >= 20) else ( colors.yellow if (cal  
  
calc:  
  etr: {{ branch | estimatedReviewTime }}
```

gitstream-cm bot added the 1 Unresolved Thread(s) label 3 minutes ago

gitstream-cm bot added the missing-jira label

gitstream-cm bot added 18% Core 82% Mobile labels yesterday

The screenshot shows a Jira board with five issues. Each issue has a title, a status icon (green checkmark or red X), a review time estimate in a colored pill, and a summary of its history and tasks.

- WNB-6971 Analytics page CTAs**: Status icon with a red X, "30 min review" pill. Summary: #2797 opened 9 hours ago by BrookSimmons • Review required 4 tasks.
- WNB-7099 refactor extract-RESOURCE_NAMES**: Status icon with a green checkmark, "10 min review" pill. Summary: #2795 opened yesterday by EstherHoward • Approved 4 tasks.
- WNB-6960 add text to issues UI**: Status icon with a green checkmark, "1 min review" pill. Summary: #2794 opened yesterday by JackSimpson • Review required 2 of 4 tasks.
- WNB-7092 fix org settings**: Status icon with a green checkmark, "1 min review" pill. Summary: #2793 opened yesterday by LisaWhite • Approved 2 of 4 tasks.
- WNB-7018 change behavior of history**: Status icon with a green checkmark, "1 min review" pill. Summary: #2759 opened last week by JakeHall • Review required 4 tasks.

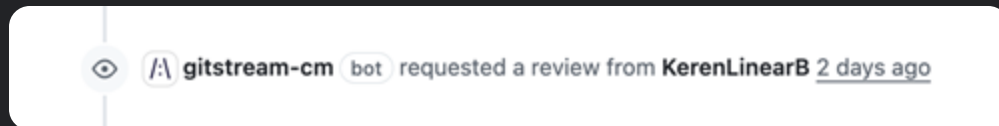
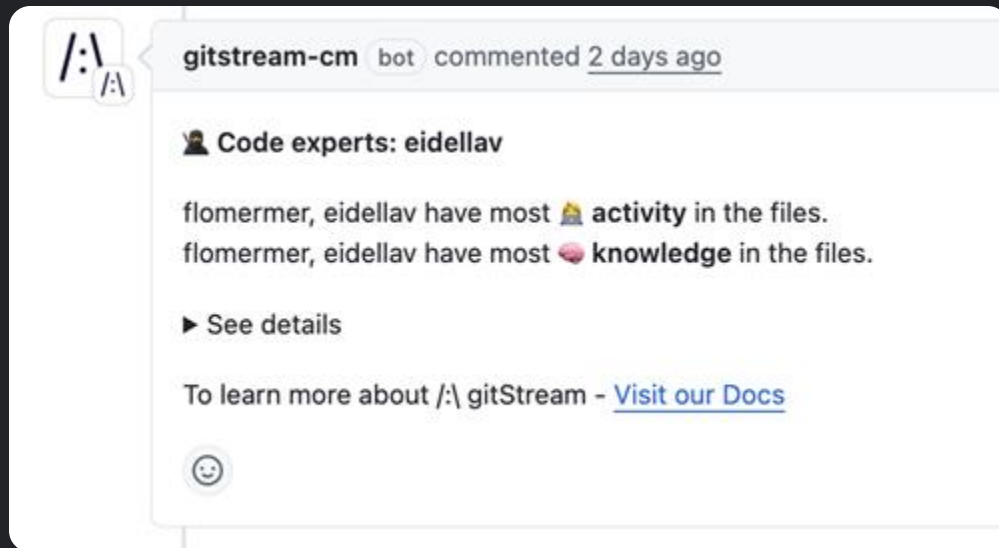
AUTOMATION

Ask: code experts

Who should review this PR?

Smart decisions

- More flexible than code owners
- Top expert: best review
- Pick from the middle: spread knowledge



Ask: dev bot assistants

Inline
approve

 **WorkerB** APP 11:23 AM
Approve this pull request in 1-click:
linenv/daily.metrics sources deletion

Shaked Zohar wants to merge 1 commit
`pr-merge-test` → `pr-merge-test`
`-base`

PR Diff

```
changes/changes.yml | CHANGES
+ api-gateway: v0.23.20
+ linenv: v0.22.20
+ ee-connect: v0.10.10
```

Files: 1 | Lines: 3


Leave a comment:

LGTM

☒ **Approve**

[View in GitHub](#)

Unassigned
PRs


 **WorkerB** APP 11:23 AM
Your pull request is ready for review:
[PR #455](#) linenv/daily.metrics sources deletion

Share this PR on Slack:

Select channel (public only)

This PR was created over 2 min ago with no reviewer assigned and is not marked as a draft.

Clicking "always share" will all future unassigned PRs from `linenv` on this channel

 **WorkerB** APP 11:23 AM
Help out the team by reviewing this PR:
[PR #455](#) linenv/daily.metrics sources deletion

[@Theo Houston](#) wants to merge 1 commit `pr-merge-test` → `pr-merge-test-base`

Files: 1 | Lines: 3
3min review



YOUR SUPERPOWERS

Automation Principles

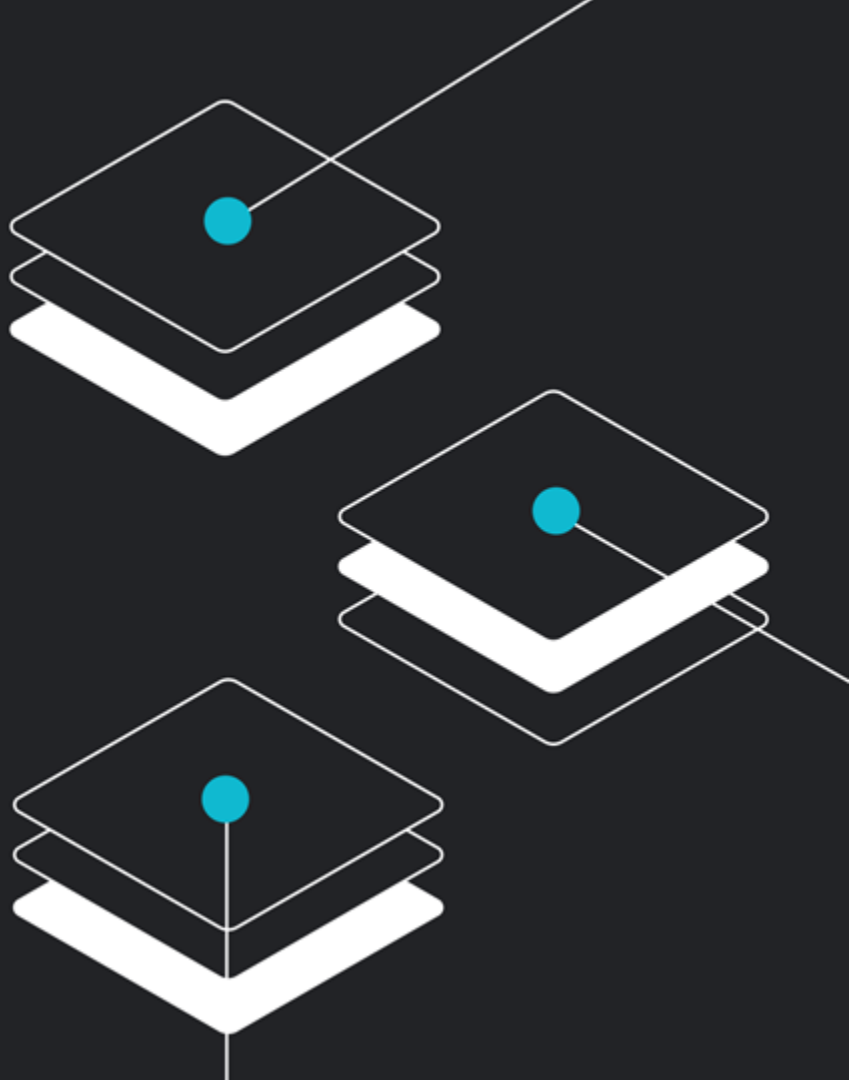
- Deterministic when possible
- Focused AI experimentation
- Measure and audit
- Remember the human

Summary

Disruption is coming, fast.

To prepare, you should:

- Foster AI experimentation, but measure for success
- Start automating your code delivery workflows





Remaining challenges

Where you can help me

- Where has AI accelerated your engineering teams?
- Have you faced negative AI backlash?
- What are the biggest blockers to AI adoption?

Thank you

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