Best Practices for Implementing Developer Workflow Enhancements

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```
13   </style>
14   <body>
15    <div>
16       <div id="login">
17        <h1>First, log in</h1>
18        <a href="/login">Log in</a>
19       </div>
20       <div id="loggedin">
21       </div>
22    </div>
23
24    <script id="loggedin-template" type="text/x-handlebars-template">
```

Developing and releasing software is a difficult task that requires defined requirements and processes that allow for deadlines to be met, and budgets to remain in check. Often within an organization, changes are required to meet increasing demands of business stakeholders. Many of these changes impact the day-to-day workflow of the developer writing the code.

Enhancements to workflows can be a challenging task with hurdles to overcome that frequently cause some initial pain upfront for development teams. Many times, a slowdown and some upfront pain is required to allow development teams to get to new levels of quality and productivity.

Below are 4 lessons learned while implementing large scale change across several development teams:

1. Be a change agent!

Change is difficult when implementing a new development process for developers. The initial thought of many supposed "change agents" is to minimize impact and bend best practices to the current state of development in an organization. While this may cause comfort upfront, the challenge becomes ever increasing requirement "bending" towards the current process. Something as small soon turns into your entire process improvement revolving around minimizing impact to the development team. Change may be hard at first but will minimize long-term problems if best practices are implemented off the bat. Make noise!

2. Give positive instruction.

When transferring knowledge of a new workflow, always focus on the right way to do things. Many times, you'll read a piece of documentation or instruction guide that contains all thing you shouldn't be doing. When the most important piece of information and what most people will understand clearly is just the right thing to do.

3. Develop the champions.

Time is well spent with people that are supporters of the change being implemented. Every release and change to a workflow need individuals within the teams themselves that understand the objectives and are willing to champion it to their colleagues. Often times individuals that are the most resistant to change will end up becoming your champions when the realize the benefits of the new process.

4. Cash in on leaderships buy-in.

Without the guidance and leadership of those guiding the development process, forcing change on an organization will not be successful. Most leaders of a development team that have a 10,000 ft view, and will understand the benefits to things like process improvement and workflow enhancements. Having those individuals believing and trusting the process will be a boon to the success of the enhancements.