



# Project Rotations - External

Below is information regarding how employees rotate between projects.

Critical tool to delivering high quality software over time

How we rotate between projects.

## Why project rotations are good for us

- We want depth in software development not domains
- Exposes ourselves to various points of view
- Gain breadth, learn how to learn
- Drop in anywhere and be productive
- Keeps us from getting bored
- FocusedLabs team cohesion
- Keeps us from getting stuck
- Shows we have a lot of great people

- Chance for people on the team to take more responsibility
- More flexibility during allocation cycles
- Keeps one project from having all engineers
- Can go on vacations and turn off email
- Loosely coupled, highly cohesive

## **Why project rotations are good for clients**

- Multiple people have context, vacations don't halt work!
- Makes hand off much easier
- Forces client to not be reliant on Focused Labs
- Makes the code base easier to hand off
- Practice onboarding before clients are onboarded
- Make production support easier
- Keep the energy level up
- Flexibility to increase / decrease burn
- Adds resilience by building in the constant of change
- Improves the code base
- Product can outlast the team

## **Good for everyone!**

- Increases quality of codebase
- Reduces bus count
- Forces tribal knowledge to be codified
- Reduces dependency on any one person
- if you love something let it go

## **Tech Leads**

- Context holder
- Responsible for the long term success of the project
- Why decisions were made?
- Soft landing for clients as we rotate everyone else
- Non-dictatorial position
- Filling gaps

## How Often?

Frequently!

- every 3-6 months, depending on project needs