Deployment Pain

Common Issues
- Fear of Pushing Code to Production
- Link to Software Delivery and Culture
- Making Deployments a "Black Box" to Developers doesn't help

Deployment Plan
1. Design Systems that can be easily Deployed to multiple Environments and can be updated independently
2. Ensure that the system can be reproduced (without Production Data) in an Automated fashion from Version Control
3. Build Intelligence into Application and Platform to make Deployments as simple as possible

Reduce Deployment Pain
- Extensive Test and Deployment Automation
- Continuous Integration, including Truck-Based Development
- Shift Left on Security
- Manage Test Data
- Use Loosely-Coupled Architecture
- Version Control Everything
- Enable Independent Teams

Therefore:
- Overcome Complex, Brittle Deployment Process

Burnout

Symptoms:
- Feeling exhausted, cynical and ineffective
- Little/no sense of accomplishment
- Feeling that Work negatively effects Life

To Prevent Burnout
1. Foster Respect and Emphasis Learning from Failures, not Blame
2. Communicate a strong sense of Purpose
3. Invest in Employee Development
4. Ask Employee What is Preventing them achieving their Objectives and help solve any issues
5. Give Employees Time and Space to Experiment and Learn

- Lean Management is giving Employees Time and Resources to Improve their Work
- Aligning Organizational and Personal Values reduces Burnout
  - Alignment → Employee Thrives

Factors that Predict Burnout
- Workload
- Lack of Control
- Insufficient Rewards
- Breakdown of Community
- Absence of Fairness
- Conflict of Values

Correlated Factors to Burnout
1. Organizational Culture (Sense of Purpose)
2. Deployment Pain
3. Effectiveness of Leadership
4. Investment in DevOps
5. Organizational Performance