



Delegate responsibility Gain productivity

Wojtek Erbetowski
Codility

Platinum Sponsor: CROSS | OVER



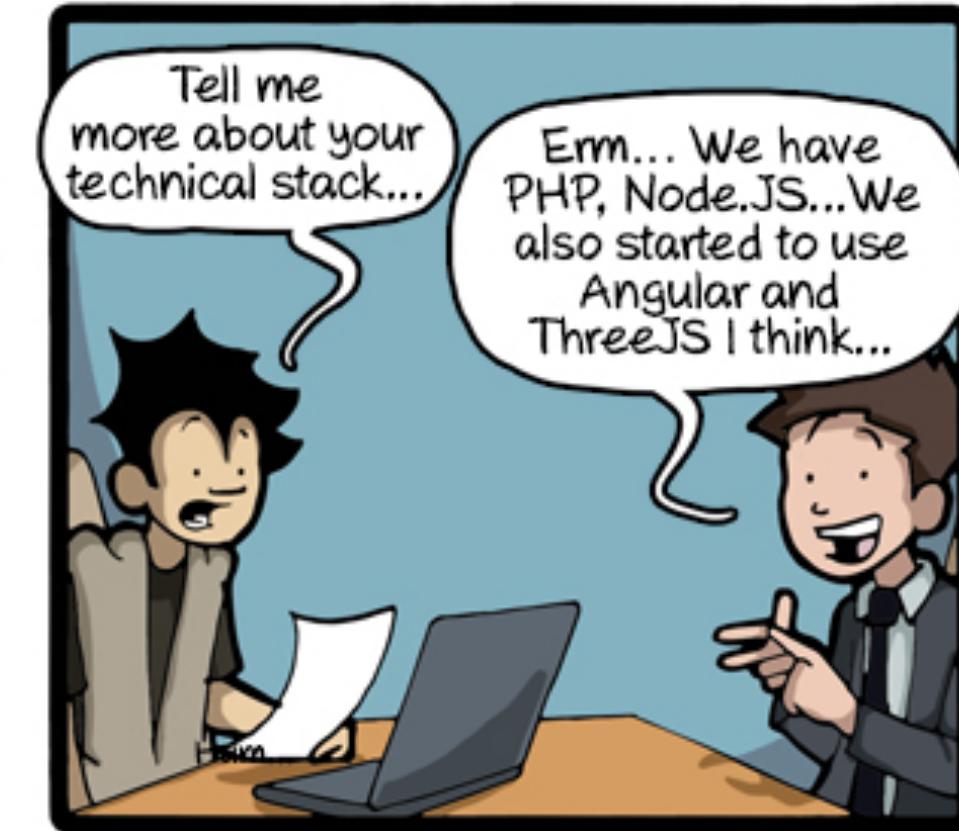




LET'S TALK ABOUT
PRODUCTIVITY

IDEA OF WORK TIME IS CORRUPTED!

I was very lucky...




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PASSION FOR CODING

NEW TEAM
NEW CHALLENGES!





RELEASE DATE
JUNE 29, 2007

LOTS OF PASSION AND ENGAGEMENT!

... just not for work

I WAS VERY LUCKY!

NEW TEAM, NEW CHALLENGES!

\o/ Scala included \o/

Lots of passion for technology and community

Even meta-meetup!

The Addison Wesley Signature Series

MANAGEMENT 3.0

LEADING AGILE DEVELOPERS,
DEVELOPING AGILE LEADERS

JURGEN APPELO

A MIKE
Mike
Book



DIDN'T WORK

- telling people what to do

DIDN'T WORK

- telling people what to do
- giving someone as an example

WORKED (EVENTUALLY)

- 1on1's

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- 1on1's
- Praising the right behavior

WORKED (EVENTUALLY)

- 1on1's
- Praising the right behavior
- Passing on decision making (autonomy)

NEW ADVENTURE
(again)

NEW TEAM

NEW OBSERVATIONS

The game is about going fast
and in the right direction

V2MOM

VISION

VALUES

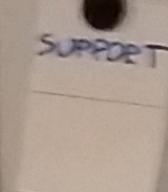
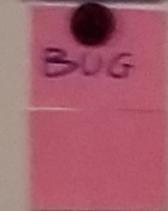
Methods

Obstacles

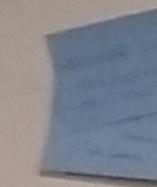
Measures

KANBAN TO THE RESCUE!

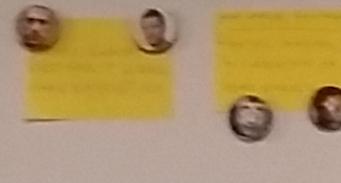
NEXT



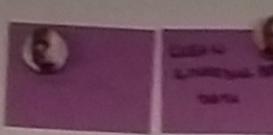
ONGOING



DEVELOPMENT



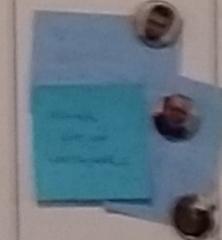
CODE REVIEW



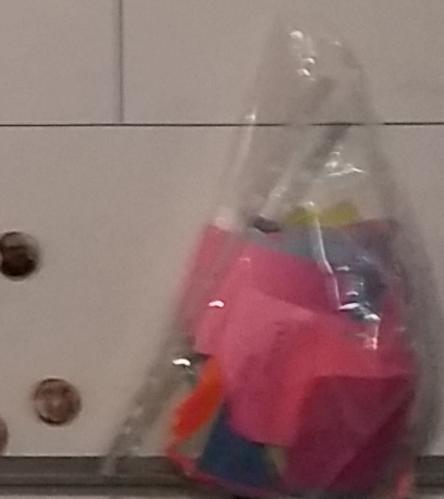
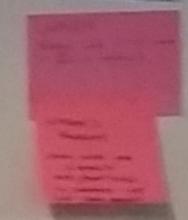
QUALITY ASSURANCE



DEPLOYMENT PRODUCTION
CHECK



DONE



METRICS

(be very careful!)

NEW TEAM
NEW ADVENTURES!

Lots of passion... for technical topics...



NOW FOR THE SAKE OF ARGUMENT,
SUPPOSE THIS IS BACK IN THE 1800'S
- BEFORE LONG DISTANCE OR RADIO
COMMUNICATION.

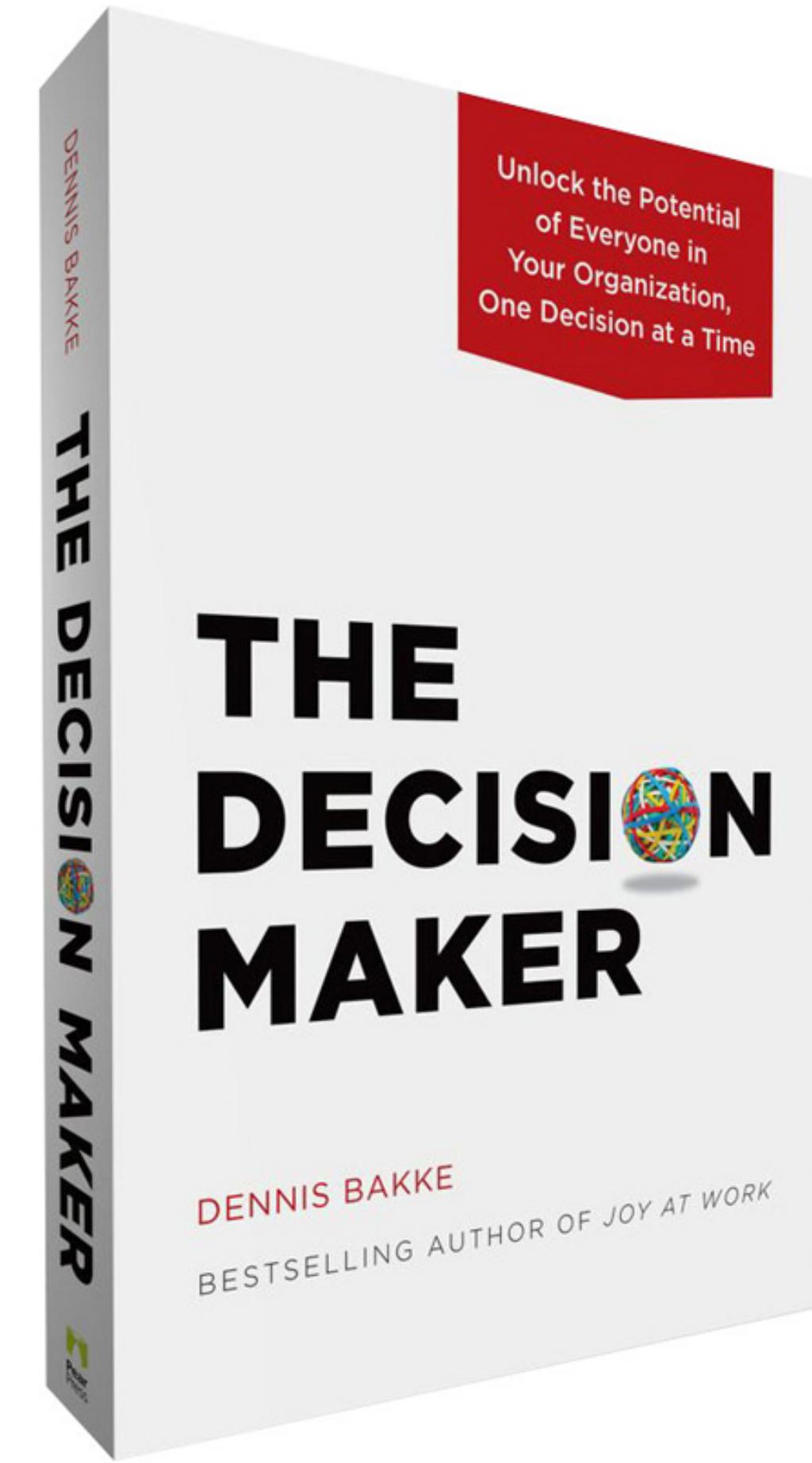
— <http://stackoverflow.com/questions/11227809/why-is-it-faster-to-process-a-sorted-array-than-an-unsorted-array>

HUMAN COMMUNICATION
IS INEFFICIENT!

AND YOU NEED LOTS OF IT FOR
MAKING DECISIONS.

I SOON REALIZED THAT THE MORE DECISIONS I MADE, THE LESS ENGAGED OTHERS BECAME, AND THE LESS OWNERSHIP THEY HAD IN THE RESULTS. THE PROBLEM WAS ME.

— Dennis Bakke



FROM DELEGATING WORK TO
DELEGATING RESPONSIBILITY

~As the CEO I want the developer to do ...~

As the CEO I want to achieve ...

As the PO I want to have ...
in order to support the company goal

SPEED AND FEEDBACK

- Test Driven Development
- Code Reviews (positive)
 - 1on1
- Retrospectives

**Software is the most expensive thing! And it gets
more and more expensive**

ENGINEERING IS THE BOTTLENECK IN (DEEP LEARNING) RESEARCH

Warning: This a rant post containing a bunch of unorganized thoughts.

When I was in graduate school working on NLP and information extraction I spent most of my time coding up research ideas. That's what grad students with advisors who don't like to touch code, which are probably 95% of all advisors, tend to do. When I raised concerns about problems I would often hear the phrase "that's just an engineering problem; let's move on". I later realized that's code speech for "I don't think a paper mentioning this would get through the peer review process". This mindset seems pervasive among people in academia. But as an engineer I can't help but notice how the lack of engineering practices is holding us back.

I will use the Deep Learning community as an example, because that's what I'm familiar with, but this probably applies to other communities as well. As a community of researchers we all share a common goal: Move the field

1. ALWAYS KNOW WHAT ARE YOU
TRYING TO ACHIEVE

2. PUT FEEDBACK LOOPS
AS SHORT AS POSSIBLE

NOW GO AND SAVE THE WORLD!

THANK YOU!