

# Accelerate Your Own DevOps Evolution

Dana Pylayeva,  
Agile Play Consulting, LLC

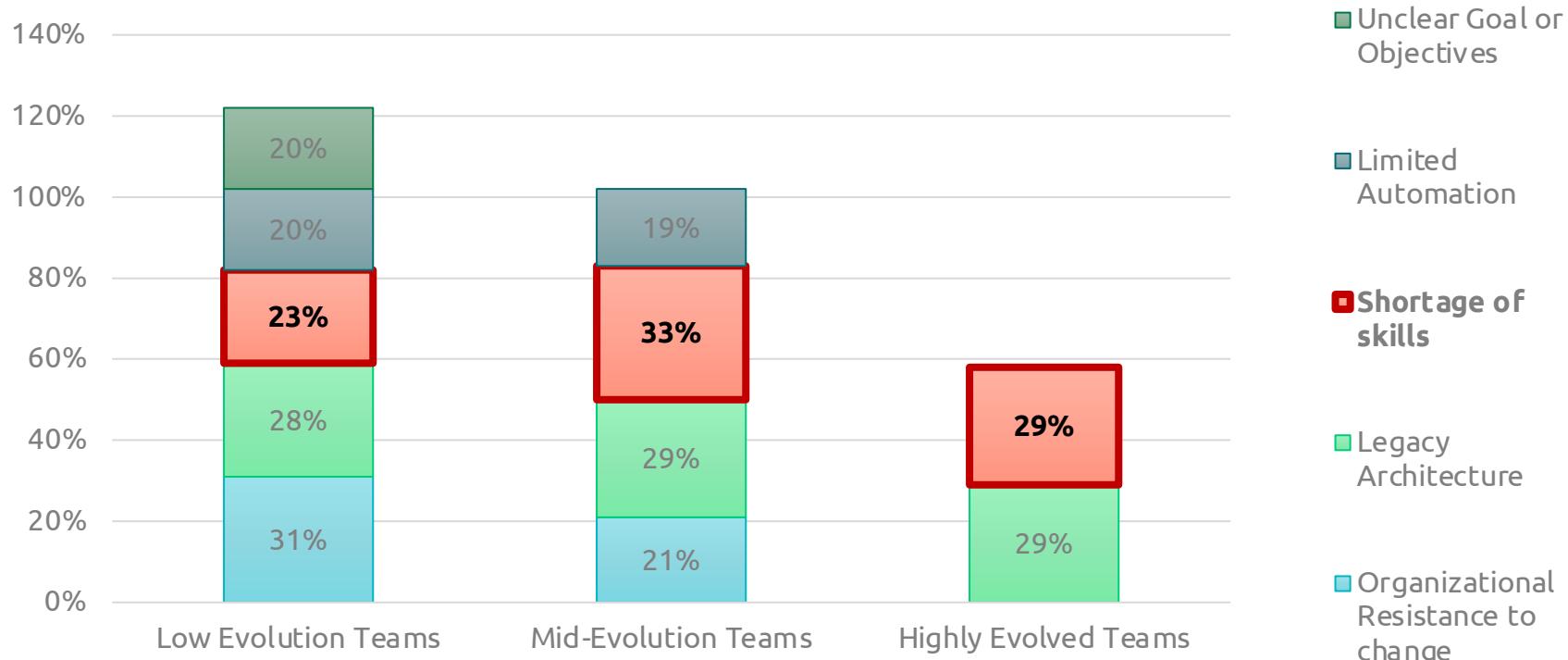


Agile + DevOps **EAST**  
A TECHWELL EVENT

NOVEMBER 6-11, 2022 | ORLANDO, FL + ONLINE  
**#AGILEDEVOPSCON**



# Blockers to DevOps Evolution



Data source: 2021 State of DevOps Report by Puppet



# Today's Tutorial

1. Quick Intro – What challenge do you bring to this tutorial?
2. Learn about your own skills needs
  - a. Twelve critical skills & knowledge areas of DevOps
  - b. DASA DevOps Quickscan
3. Experiment with a value-based career focusing framework
4. Consider closing DevOps skills gap in your team



# Who is Dana Pylayeva?

- DevOps culture coach, trainer, speaker
- Scrum Alliance Certified Enterprise Coach(CEC)
- ICF Credentialed Professional Certified Coach (PCC)
- Agile/DevOps Games Designer
- Liberating Structures Facilitator
- Leadership Circle Profile Certified Practitioner



[dana@agileplayconsulting.com](mailto:dana@agileplayconsulting.com)





# Suggestions for Success

Be Open

Be Curious



Respect Confidentiality

# What challenge do you bring to this tutorial?



# DASA Team Competence Model

**4 Skills**

**8 Knowledge Areas**



1. Novice / 2. Competent / 3. Proficient / 4. Expert / 5. Master

Source: <https://www.devopsagileskills.org/dasa-competence-model/>

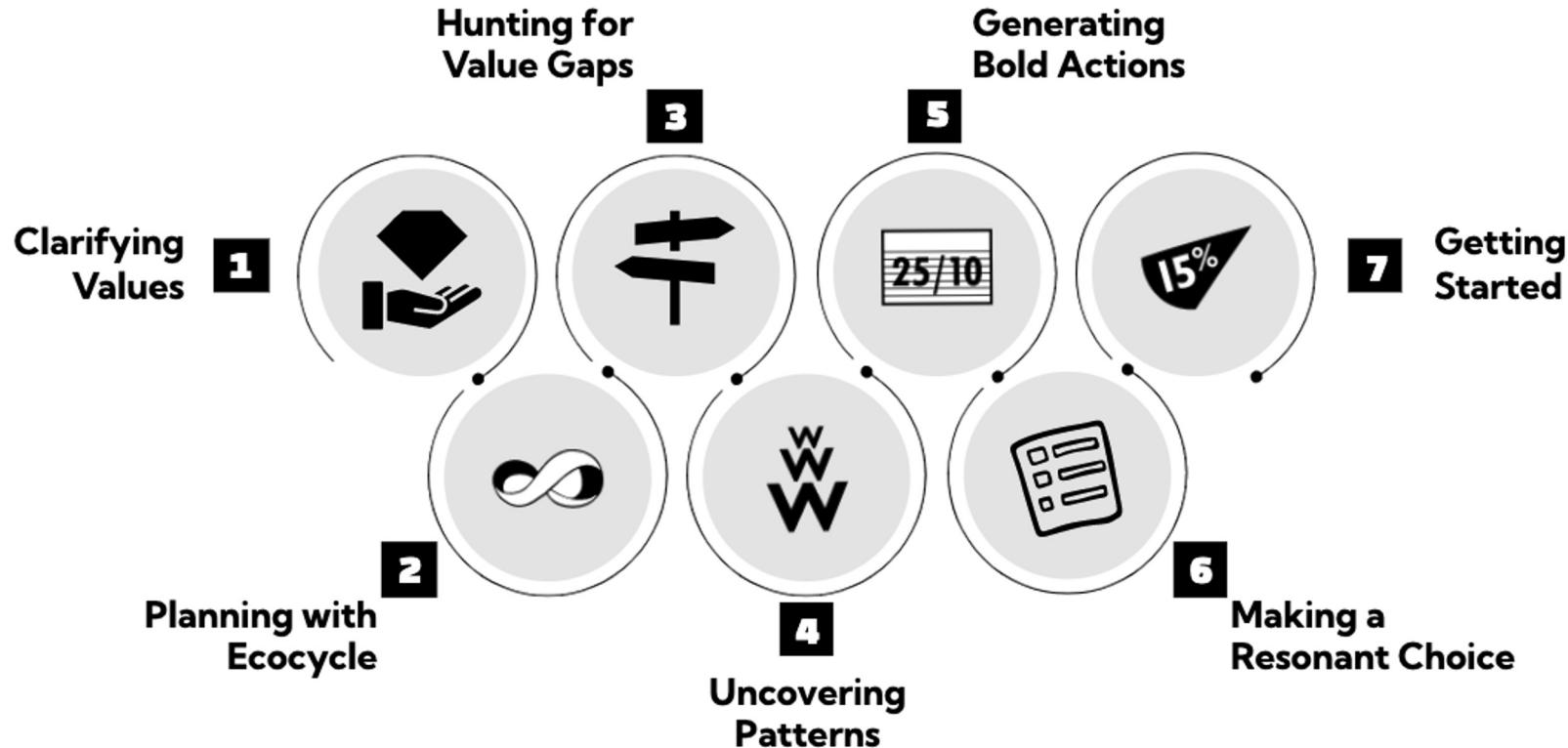


# DASA DevOps Competence QuickScan



[bit.ly/DASAScan](https://bit.ly/DASAScan)

# Career Focusing Framework





# 1. Clarifying Your Values



*"Your values are freely chosen and have not been imposed on you[...]*

- *They guide you, rather than constrain you[...]*
- *They allow you to get closer to the way you want to live your life.*
- *They bring you freedom from social comparison.*
- *They foster self-acceptance, which is critical to mental health."*

*Susan David "Emotional Agility"*



# 1. Clarifying Your Values - Example



## My Core Values

- 1 Vibrant Connections**
- 2 Charting My Fearless Path**
- 3 Connect All the dots**
- 4 Daring to co-create**
- 5 Keep family together happy**



# Clarifying Your Values



## *List of* **VALUES**

Accountability	Ethics	Kindness	Self-respect
Achievement	Excellence	Knowledge	Serenity
Adaptability	Fairness	Leadership	Service
Adventure	Faith	Learning	Simplicity
Altruism	Family	Legacy	Spirituality
Ambition	Financial stability	Leisure	Sportsmanship
Authenticity	Forgiveness	Love	Stewardship
Balance	Freedom	Loyalty	Success
Beauty	Friendship	Making a difference	Teamwork
Being the best	Fun	Nature	Thrift
Belonging	Future generations	Openness	Time
Career	Generosity	Optimism	Tradition
Caring	Giving back	Order	Travel
Collaboration	Grace	Parenting	Trust
Commitment	Gratitude	Patience	Truth
Community	Growth	Patriotism	Understanding
Compassion	Harmony	Peace	Uniqueness
Competence	Health	Perseverance	Usefulness
Confidence	Home	Personal fulfillment	Vision
Connection	Honesty	Power	Vulnerability
Contentment	Hope	Pride	Wealth
Contribution	Humility	Recognition	Well-being
Cooperation	Humor	Reliability	Wholeheartedness
Courage	Inclusion	Resourcefulness	Wisdom
Creativity	Independence	Respect	
Curiosity	Initiative	Responsibility	
Dignity	Integrity	Risk-taking	
Diversity	Intuition	Safety	
Environment	Job security	Security	
Efficiency	Joy	Self-discipline	
Equality	Justice	Self-expression	

***Write your own:***

---

---

---

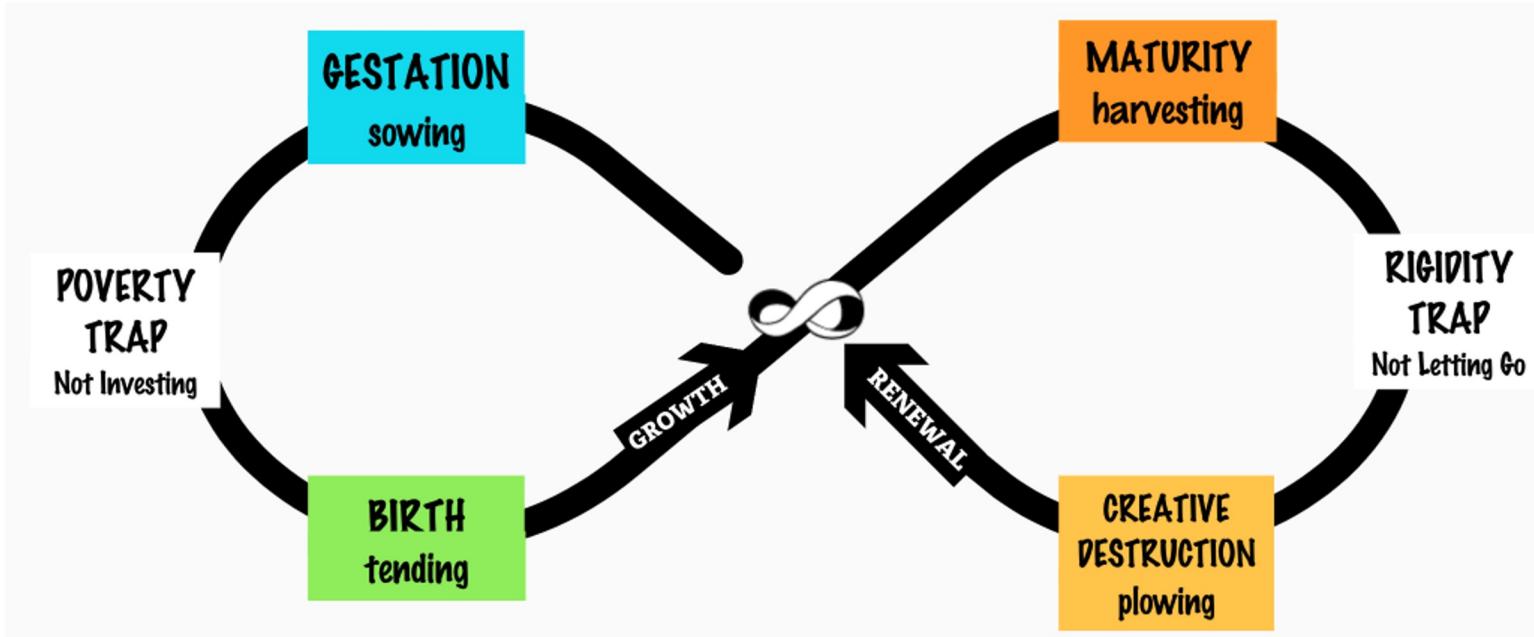
---

---

---

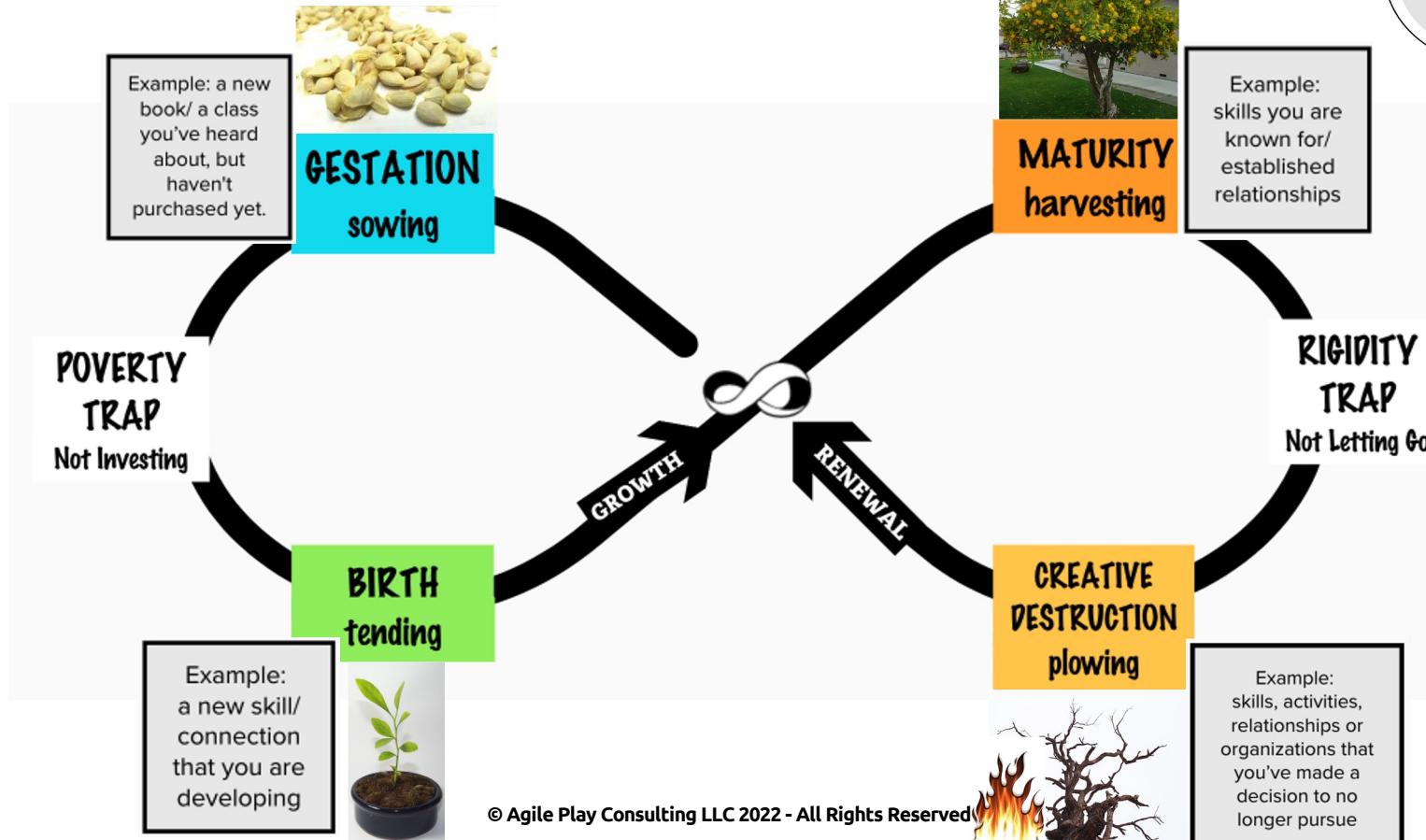


## 2. Planning with Ecocycle





# Understanding Ecocycle





# Understanding Ecocycle

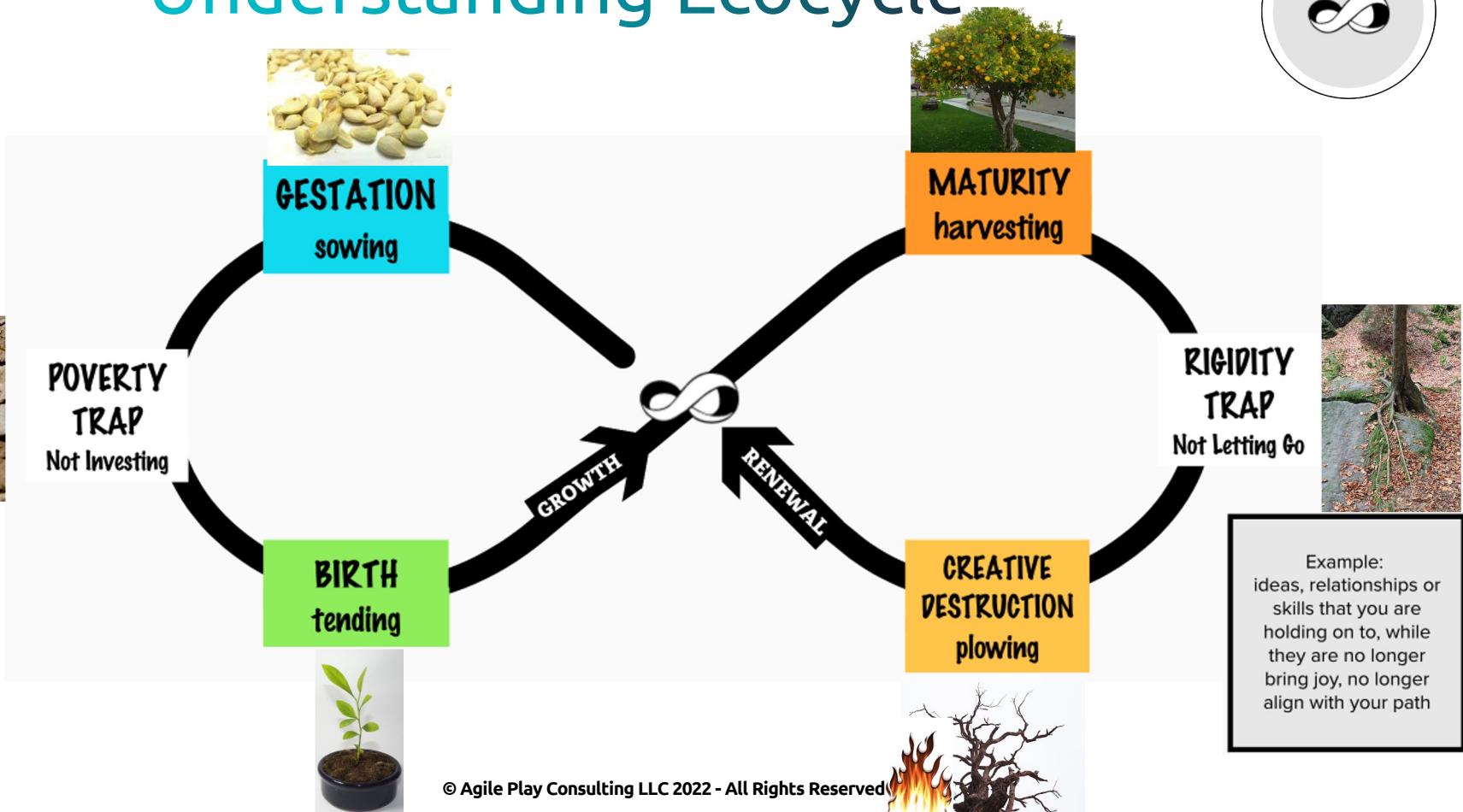


Example:  
Ideas, relationships or  
skills you can't start  
growing because you  
lack time, money,  
support or any other  
resources





# Understanding Ecocycle

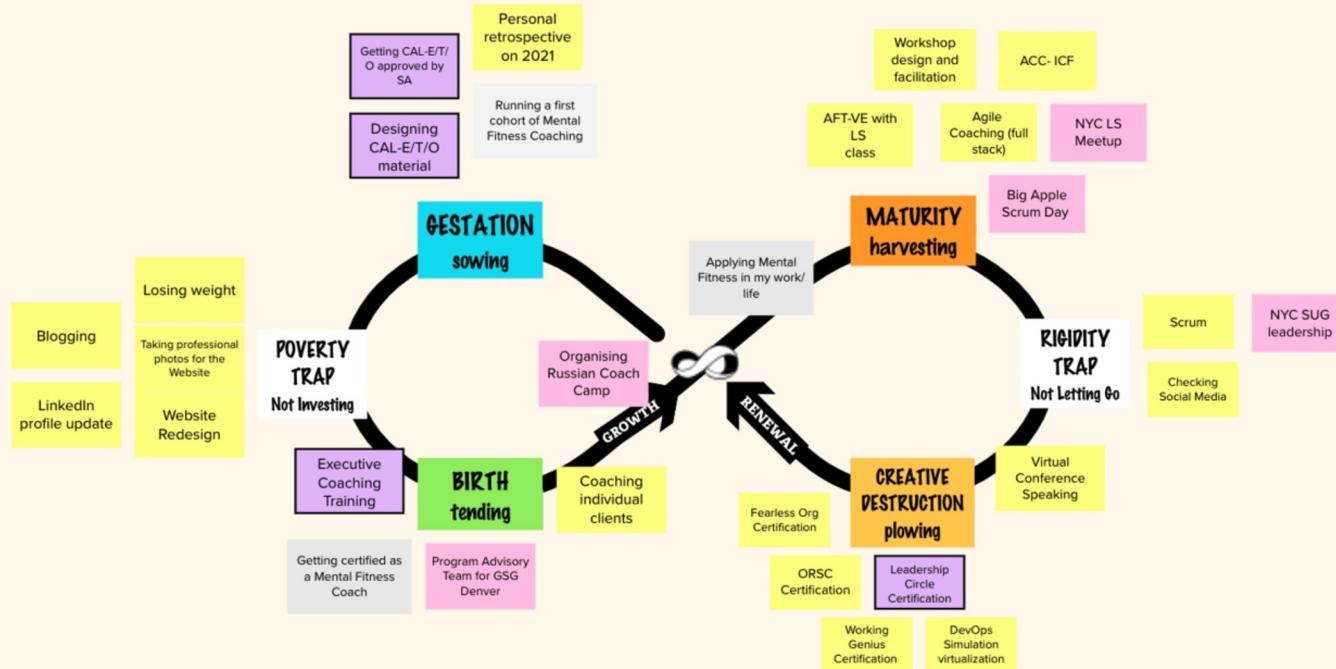


# Career Ecocycle - Example



## Ecocycle Planning

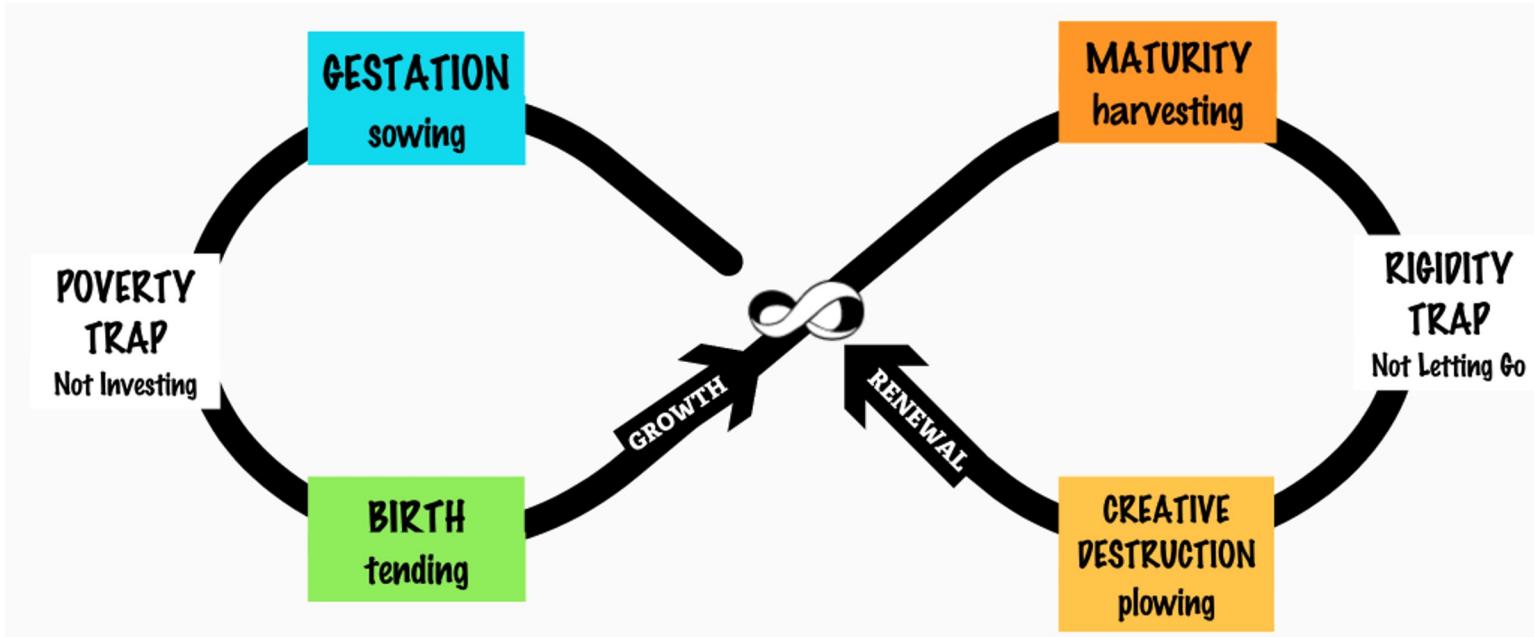
Option 1: Map out what's currently in progress + your skills/ interests and aspirations for 2022



Write down everything  
that's "on your plate"  
Include your current  
DevOps knowledge, skills  
as well as future  
aspirations.



# Arrange Your Stickies Along the Ecocycle





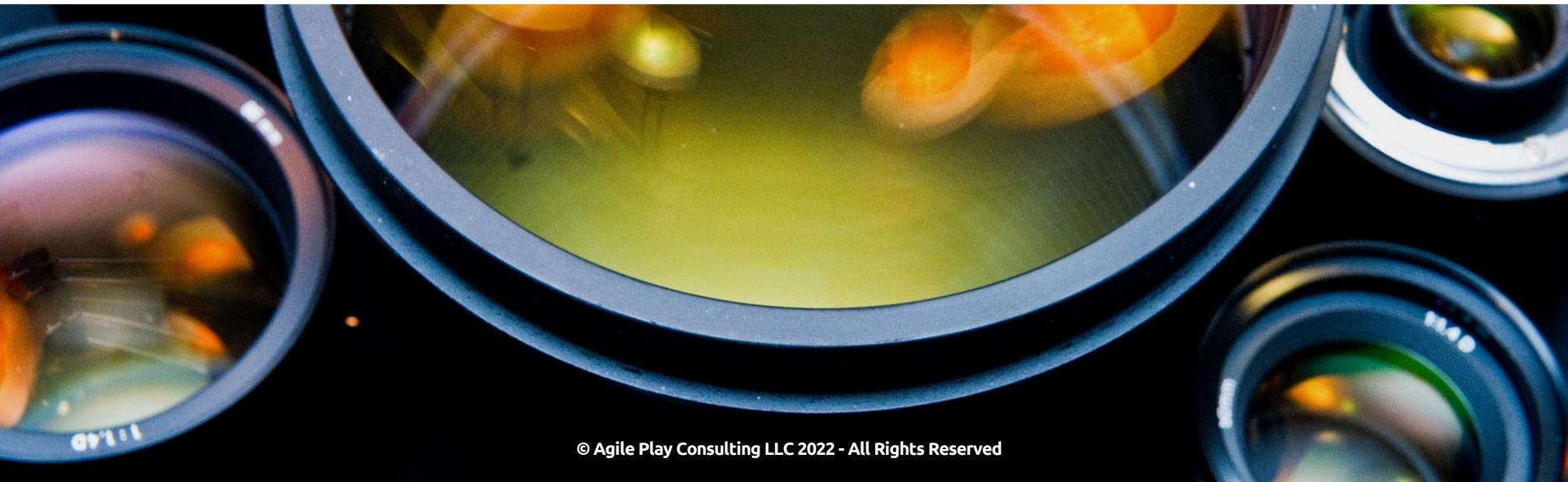
# 3. Hunting for Value Gaps



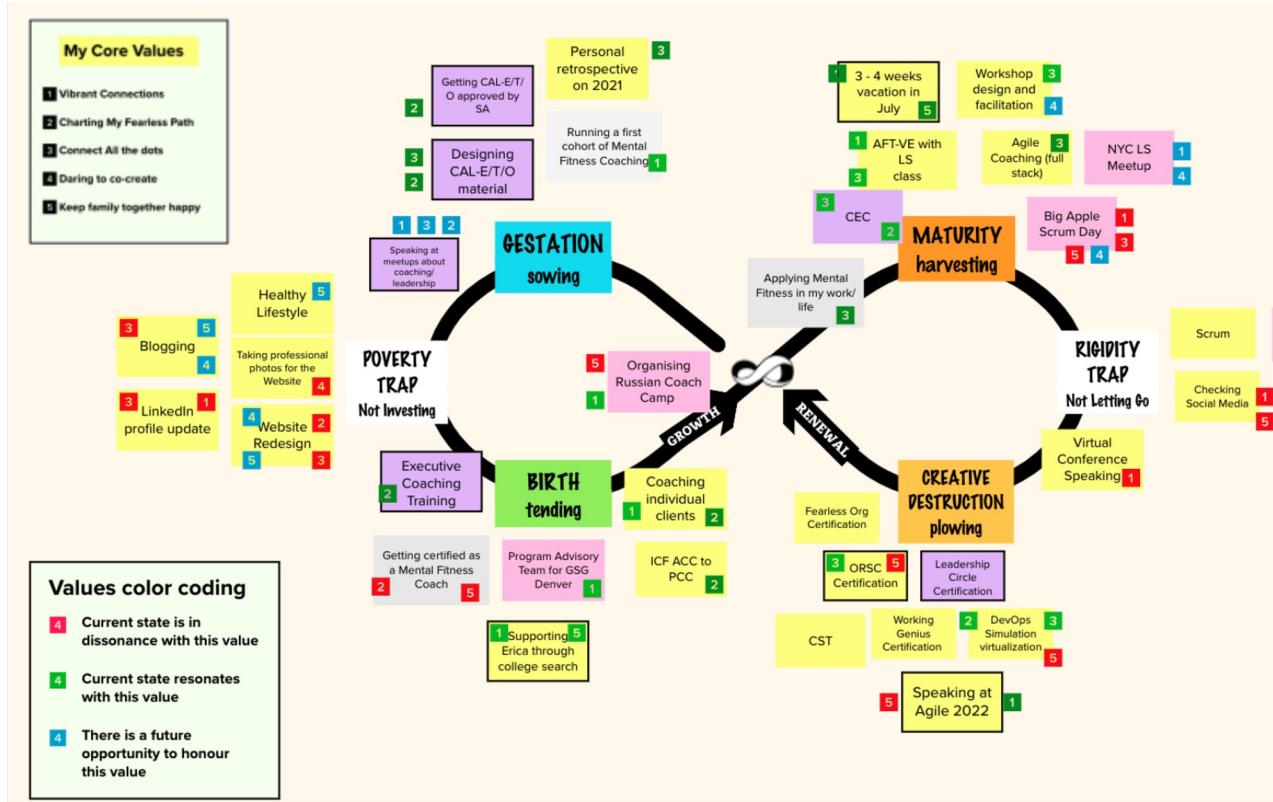
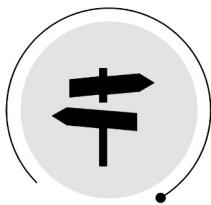
Resonance

Dissonance

Future Opportunity



# Hunting for Value Gaps - Example





# Hunting for Value Gaps - Your Turn



Look at items on your Ecocycle and map them to your values using small color labels as following:

**Green** - resonance

**Red** - dissonance

**Blue** - future opportunity



# 4. Uncovering Patterns



**What?**

**So What?**





# 4. Uncovering Patterns - Example



## What?

What do you notice? What observations can you make about your ecocycle?

There are a lot of stickies!

There are some values that are in opposition to each other

Most frequently used value - Vibrant Connection

Least frequently used value - Family

Some community engagement needs to move to creative destruction

Website redesign is in poverty trap for >2 years

## So What?

Why is that important? What patterns or conclusions are emerging?

What hypotheses can you make?

Website redesign and blogging can potentially move out of Poverty Trap, while helping strengthen family value. (collaborate with Erica)

Can create more space, if let go of activities that don't resonate with my values

ORSC and Agile2022 are in dissonance with #5 and will have to be distrusted this year

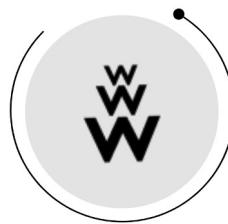
Leadership coaching and training is showing up as a theme for 2022

I want to be more mindful of #5

There are some hard choices to be made



# 4. Uncovering Patterns - Your turn



## What?

What do you notice about your ecocycle? Write down facts and observations only.


## So What?

Why is this important? What patterns are emerging? What hypothesis can you make?

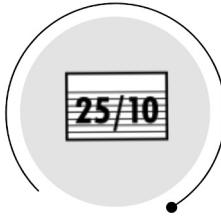

# 5. Generating Bold Actions - Example

25/10

If you were 25 times bolder, what would you say yes to and no to in 2022?								
	Connect with B.G, J.F and others who run CAL classes - ask to co-train with them	Reach out to R, claim her as a client	Develop session proposal for A.B about agile leadership					
Reach out to R. - claim him as an executive client	Reach out to B, claim him as a client	Connect with 5 new people every month	Stop volunteering with NYC SUG	Give up BASD	Drop basic Liberating Structures			
Reach out to M.E. ask for advise - executive coaching path	take ALA and map it against LO of CAL	Start blogging about agile leadership/ coaching	Stop checking intuit, Facebook, Slack > once a day	PQ Certification	ORSC, Agile2022	Drop Russian Meetup (after coach camp)		
Read Leadership Agility book	After taking Executive coaching training, create a new coaching offering	Block the time for health and family						



# 5. Bold Actions: Your Turn



Write as many ideas as you can in 8 min in response to this invitation:

**If you were 25 times bolder (more courageous),  
what would you say YES to and NO to in your DevOps Evolution?**



# 6. Making a Resonant Choice

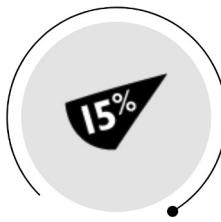


Review the two lists and select the most impactful ideas.  
Cross-reference these with your values for additional insights.

	1	2	3	4	Reach out to R, claim her as a client	3	Develop session proposal for A.B about agile leadership		Stop volunteering with NYC SUG	Give up BASD	Drop basic Liberating Structures
1	2	Reach out to R, - claim him as an executive client	Reach out to B, claim him as a client	Connect with 5 new people every month	Reach out to M.E. ask for advise - executive coaching path	take ALA and map it against 3 LO of CAL	Start blogging about agile leadership/ coaching	5	Stop checking intuit, Facebook, Slack > once a day	PQ Certification	ORSC, Agile2022
Read Leadership Agility book	After taking Executive coaching training, create a new coaching offering	2	1	Block the time for health and family	5	2					Drop Russian Meetup (after coach camp)



## 7. Getting Started - Example



Look again at the most impactful ideas that resonate with many of your values.

Think about **smallest actions** you can take, that don't need additional resources, anyone's approval/buy-in. **What is your 15% solution?**



Write a blog post  
about this activity  
and publish it with  
Erica before Dec 31

Review PQ content  
available for working  
with each saboteur -  
document what's useful  
by Jan 20

Remove  
Facebook from  
my phone



# 7. Getting Started - Your Turn

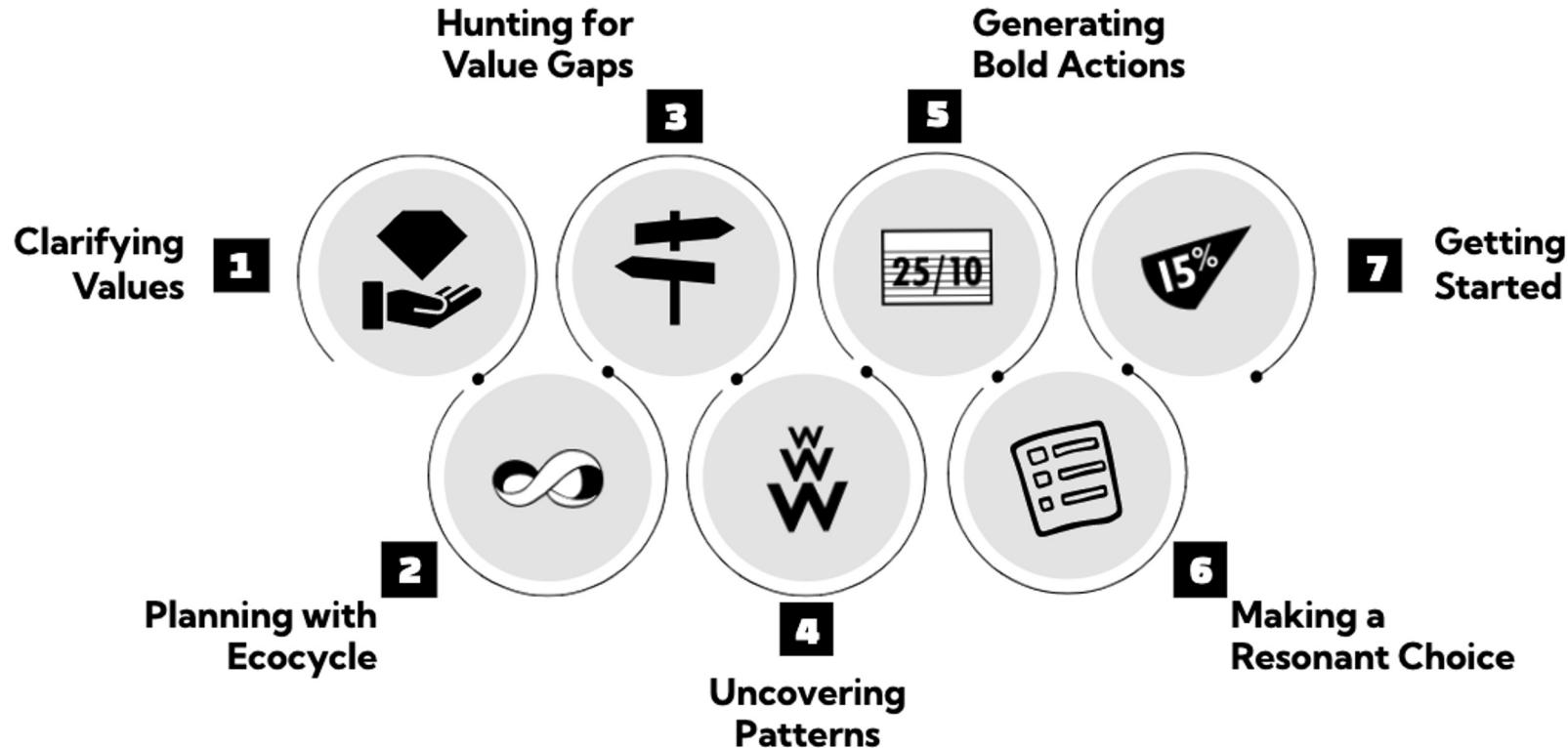


Look again at the most impactful ideas that resonate with many of your values.

Think about **smallest actions** you can take, that don't need additional resources, anyone's approval/buy-in. **What is your 15% solution?**



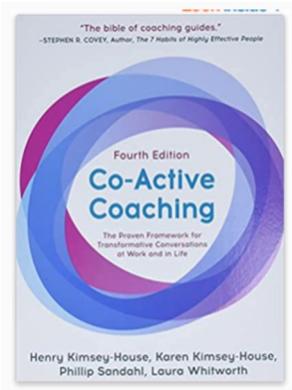
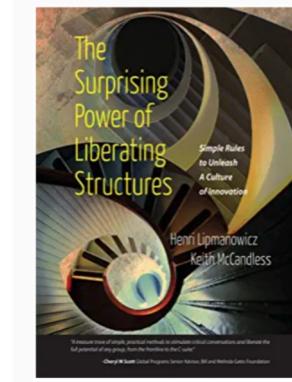

# Value-based Career Focusing Framework



# Closing DevOps Skills Gap in Your Team



# Inspired by



*List of  
**VALUES***

