

Automation – We're Doing it Wrong!

Why so Negative?



Innovation should be at the forefront what we do and

It comes when we build on our successes and more importantly,

Our failures

Even best-laid plans and ideas that make it into our playbook should be re-visited to ensure they:

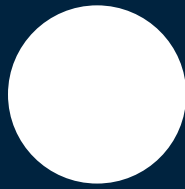
- are still applicable today
- align with our industry
- are agreed to by those expected to do the work

A Quote to Ground Us

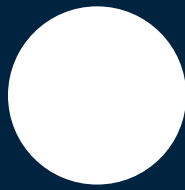
“Test automation makes humans more
efficient, not less essential”

And we are all human...

But raise your hand if you're not



Don't Forget the Humans - a Story



I forgot the humans

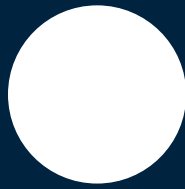
In my quest to “meet the numbers” in automation resulted in

Taking action before really thinking it through

Managing the team by a metric that didn't add much value

Forgetting (and losing) great humans in the process

Where did we Go Wrong #1?



Monolithic Suites of Tests

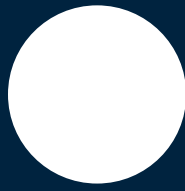
We run big, multi-hour suites

Off-hours/overnight

The results are vetted out by a small group

And then action is taken by the same and in a silo

How do we Make it Right #1?



“Multiple Runs for Multiple Dones”

Smaller, centralized and more efficient suites of tests

That provide more concentrated and quicker feedback to the whole team

Running in the pipeline

Results are available and actioned on by the team

Where did we Go Wrong #2?



Automate Everything

A certain percentage/number of test cases automated somehow equates to high quality

Focused on automating everything

A Numbers Game

How do we Make it Right #2?



Know your Landscape

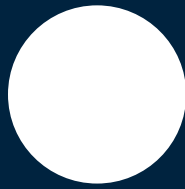
Consider Unit/Integration tests and take action

Start with Smoke tests (CRUD)

Tie it to Definition of Done/Shippable

Measure by A of A (Automated of Automatable)

Where did we Go Wrong #3?



Created a siloed and non-embedded team of Automation Engineers

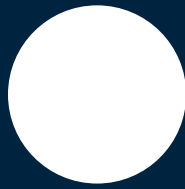
Direction was generally to automate existing test cases

- Which have already been executed

Resulting in suppressing your creativity and

The ability to collaborate on holistic solutions

How Do we Make it Right #3?



Use a “Tests as a Service” approach

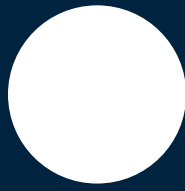
Organize tests in the same way your SWEs are

- Concentrated in specific areas of the code
- Centralized (meaning anyone on the team can run them)

Stretch Goal:

- Apply it to Regression testing
- Tests as a Service allows SWEs to validate on their own

Where did we Go Wrong #4?



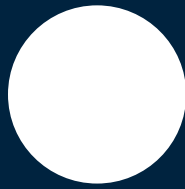
Automation deliverables are owned, executed and maintained by only the Test folks

The Test/Automation Engineers use a tool that Dev is likely not using, familiar with or consulted on

Automation deliverables become the responsibility of one practice rather than the team

When the time comes to address failures, the Devs can't or won't contribute because the perception is that it will take too much time

How Do we Make it Right #4?



Use the “Leave No Trace” approach

- Leave things in a state as if you weren't, or more importantly, can't be there
- Onboard: assess, confirm, build, and deliver
- Offboard: backlog, maintain, steady state, and leave

Follow Prime Time guidelines

- Standards and coding practices are aligned with Dev's
- Agreed to by your committee of technical QEs

Now What?



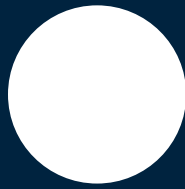
Where do some of these “wrongs” apply to you?

And more importantly, where can you make them right?

- Start small – focus on a Smoke test
- Tie it to Definition of Done/Shippable
- Think like a team member – even if you’re not embedded
- Your end goal should be to provide self-service tests for anyone on the team to use- that is ultimately maintained by the team

So you can focus on innovation driven by change and right the wrongs!

Let's Talk!



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