TEST/QA & TEAMS ON THE AGILE FLUENCY™ JOURNEY

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WHAT IS FLUENCY?

What you do automatically without thinking

Praxis – deliberate practical application of theory

Routine, smooth, skillful ease

Persist under stress & distraction

Return on an investment in learning.
What is an area of fluency you’ve achieved?

What skills do testers need and when?

What testing proficiencies does your team want from you?
How might this be different if we looked at the whole team’s work?

What would we see in fluent teams?
THE AGILE FLUENCY™ MODEL

» No “one right way” to do Agile
» Multiple types of success, all valuable
» Helps direct growth toward your goals

http://www.agilefluency.org/model.php
AGILE FIT FOR PURPOSE:

Our vision:

» Agile software development is done well in every organization

» All teams practice at a level of fluent proficiency that fits the business’ needs
• A Group of Skilled Individuals
• Tools and Resources to Develop the Product
Outcomes: Focusing

- Everyone Sees Progress from a Business Perspective
- Redirect the Team When Needed
Team Success over Individual Success

Team
- Learn agile project and work management
- Receive coaching and training
- Work as a team

Role of Test/QA
- Help Product write acceptance tests
- Testing included in Definition of Done
- Work closely with the team to automate tests
Team Success over Individual Success

- Learn to manage teams
- Dedicate team members
- Co-locate Team
- Make Product Owner available to the Team
- Address disincentives to team work
- Focus on removing impediments to team success
Outcomes: Delivering

- Ship on Market Cadence
- Capture Value Frequently
- Reveal Obstructions Early
Agile Engineering Practices

Team

- Study and practice agile engineering techniques
- Open minds to the unusual (e.g. Shared code ownership, Pair/Mob programming, Zero bugs)
- Cross-train

Role of Testing

- Testing part of cross-functional team
- Generalizing Specialists
- Adopt exploratory testing approach
- Quality enables continuous integration, deployment, & delivery

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Organization
• Provide time and patience to address technical debt
• Integrate technical disciplines (e.g., QA + Ops + UX)
• Embed agile programmers
• Accept the counter-intuitive
Outcomes: Optimizing

- Make Excellent Product Decisions
- Eliminate Handoffs
- Speed Decision Making
Product Expertise Within The Team

• Remain patient for organization change
• Build trust by owning value and delivering consistently
• Learn the business and the customer

Team

Role of Testing

• Learn & communicate the desired business outcomes
• Learn how the customer defines quality
• Work to market cadence
• Increase emphasis on exploratory testing
Organization

- Incorporate business experts as team members
- Create product/market focused teams
- Transfer responsibility for budgets, plans to Team
- Install Cross-Functional Management Teams
- Judge based on results, not adherence to plans
Outcomes: Strengthening

- Stimulate Innovation
- Optimize Value Stream
- Invent New Markets and Organizations

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What fluency zone does your team work in now?

Where does testing fit?

What zone of benefits does your organization need?
What investment will be required to help testing and teams reach the benefit zone you need and want?

Does your organization have the will to make those investments?

What would it take to foster willingness?
WHAT IS THE AGILE FLUENCY PROJECT?

» For experienced coaches, consultants, change agents, leaders, and concerned team members

» Who want to shift software development organizations toward investing in the results they need

» The Agile Fluency Project provides a training in a suite of interactive models and materials for assessing teams’ fluent proficiency.
Thank You!

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