

Mob Programming A Whole Team Approach



mobprogramming.org

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**“The value of
another’s experience
is to give us hope,
not to tell us how
or whether to proceed.”**

Peter Block



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Mob Programming

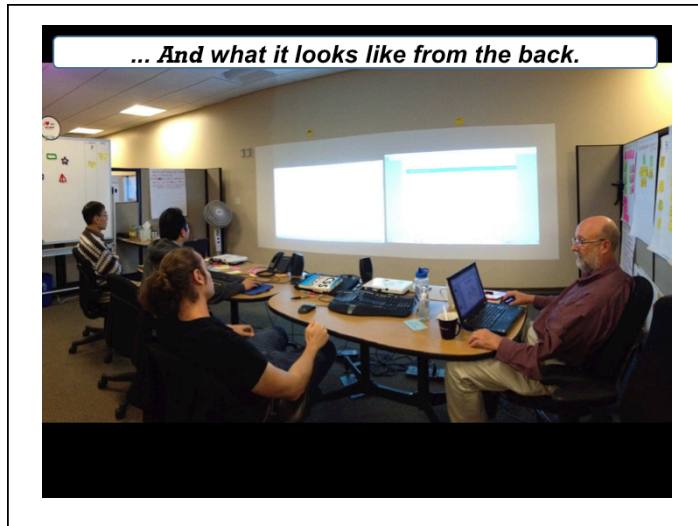
**All the brilliant minds working on
the same thing...
at the same time...
in the same space...
on the same computer...**

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3

This is what it looks like from the front





A Day in the Life...



Full day of work in a 3-minute time-lapse video
https://youtu.be/p_pvslS4gEI

6

How we “discovered” Mob Programming



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7



Big, Nasty Projects
Let's improve our skills

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Let's figure out how to work well together



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The people doing the work can best determine how to do that work



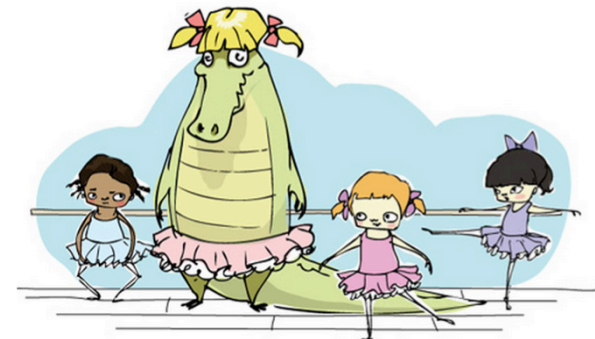
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Weekly Study Session

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Weekly Practice Session



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**Using a Coding Dojo style
of deliberate practice**



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**We also focused on
getting really good at
getting good results
from doing
retrospectives**



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**Turn Up
The Good**



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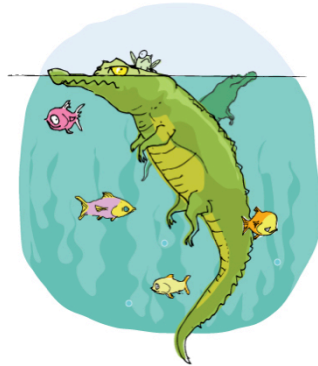
**Then one day...
It was time to resurrect
one of those
Big, Nasty Projects**



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**Lots of
unknowns
lurking
under the
surface.**



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We gathered everyone together



**(For a meeting to re-familiarize
ourselves with the project)**

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We started working on it together



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And Mob Programming was born

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This combination of little ideas...



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**The object isn't to make art,
it's to be in that wonderful state which
makes art inevitable**

Robert Henri



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That is how we discovered “Mob Programming”

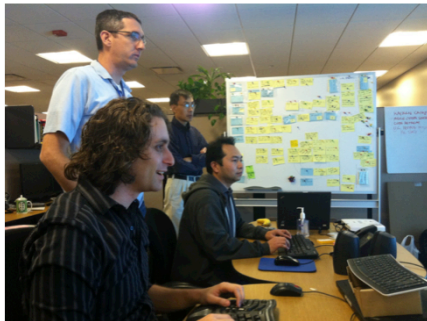


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Why would we work this way? Because the team decided to.



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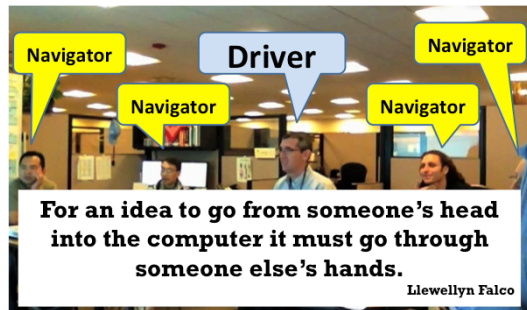
How can we work this way? Individuals and Interactions Kindness, Consideration, Respect



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Driver/Navigator

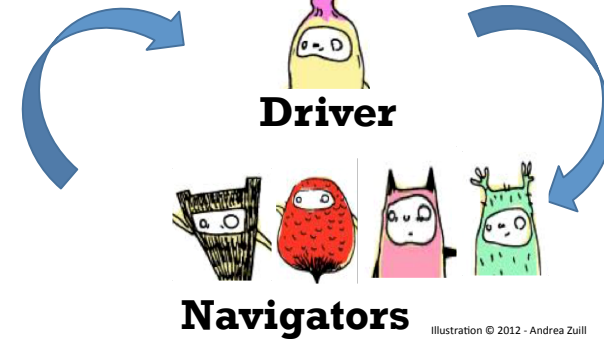


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Driver/Navigators

Rotate
Every 7-10 minutes



Productivity

How can we be productive
with 5 people at one computer?



“Transformation comes more from
pursuing profound questions than
seeking practical answers.”

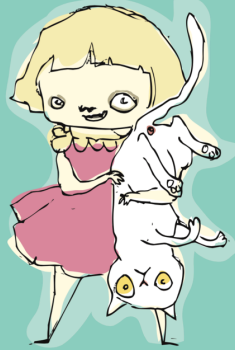
Peter Block
Book:
The Answer to “how” is YES!



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Let's reverse the question:

How can we be productive if we separate people who should be working together?



Jenny loves Kitty

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What are the things that destroy productivity?

Communication Problems

Decision Making Problems

Doing more than barely sufficient

Technical Debt, and etc.

Thrashing

Politics

Meetings

Many, many others



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We noticed many problems simply faded away

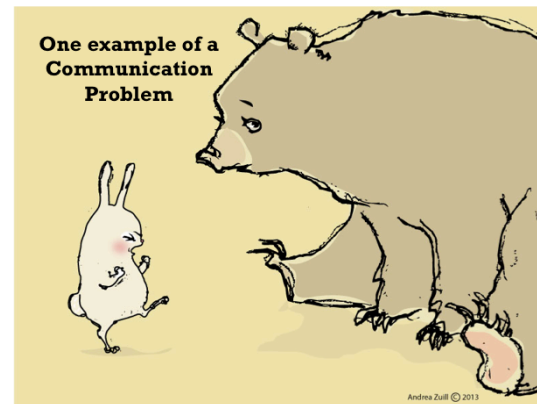


When we worked as a team!

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One example of a Communication Problem



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Question Queue Time

The amount of time we must wait to get an answer to a question that is blocking us



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Question Queue Time Value Stream Map



**As an example:
One Hour, One Question**

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Question Queue Time

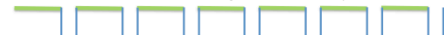
Zero Queue Time – No Waste



Two Minute Queue Time – Wasting 16 minutes a day



Ten Minute Queue Time – Wasting 70 minutes a day



One Hour Queue Time – Wasting 4 hours a day



One Day Queue Time – Wasting the whole day!!!



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How do we typically solve this?

We work on many tasks to keep us busy



This introduces inventory and hides the reality that the symptom (not being busy) has been addressed but the problem (blocking questions not being answered) remains.

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How do we typically solve this?

We work on many tasks to keep us busy



We are now busy... but the problem has not been solved!
We're always context switching, work takes a long time to get done, we have lots of undone work in progress... and so on.

Let's not solve a queueing problem by introducing an inventory problem

(Inventory is work started on, but not yet delivering value)

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How did we Solve This?



Zero Queue Time within the team



We didn't!!! The problem merely faded away!

Two Minute Queue Time with product experts

“Automatic” One-Piece Flow

36

Can't we get more done by working separately?

It's not about getting the **most** done,
it's about getting the **best** of everyone into everything we do



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Relaxed, Sustainable

Be prepared to
Contribute
The Right Thing
At the Right Time
In the Right Way

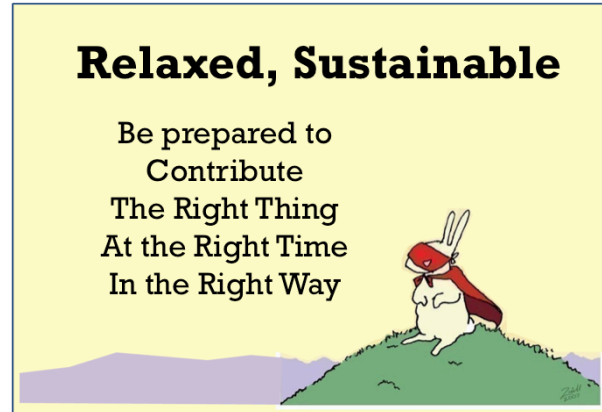



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Environment Of Continuous Learning



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A Learning Attitude

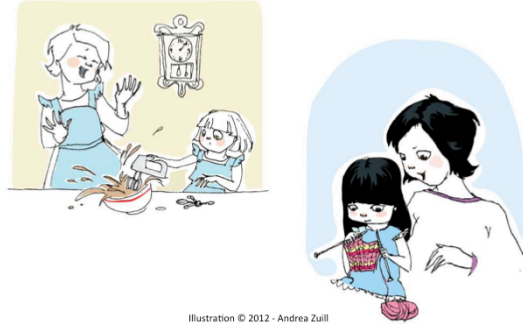


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Exposed!



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Ergonomics, Health, and Sanity

Let's take
care of
ourselves




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What is the Ideal Number of Team Members?



Our Team Heuristic:

If you are needed, contributing, or learning, stay with the team,
otherwise split off and work solo or with a pair

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47

Do you recommend Mob Programming?

Rather than
recommend it,
we are merely
sharing our
experiences.



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If You Adopt
But One Practice,
Let It Be
Retrospectives!!!



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Pay attention to
what works and
Turn Up
The Good



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Mob Programming

A Whole Team Approach

Thanks for visiting!!!

Woody Zuill
Agile guide, coach,
trainer, programmer



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mobprogramming.org

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