

AGILE FLUENCY PROJECT PRESENTS

TEST/QA & TEAMS ON THE AGILE FLUENCY™ JOURNEY

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WHAT IS FLUENCY?

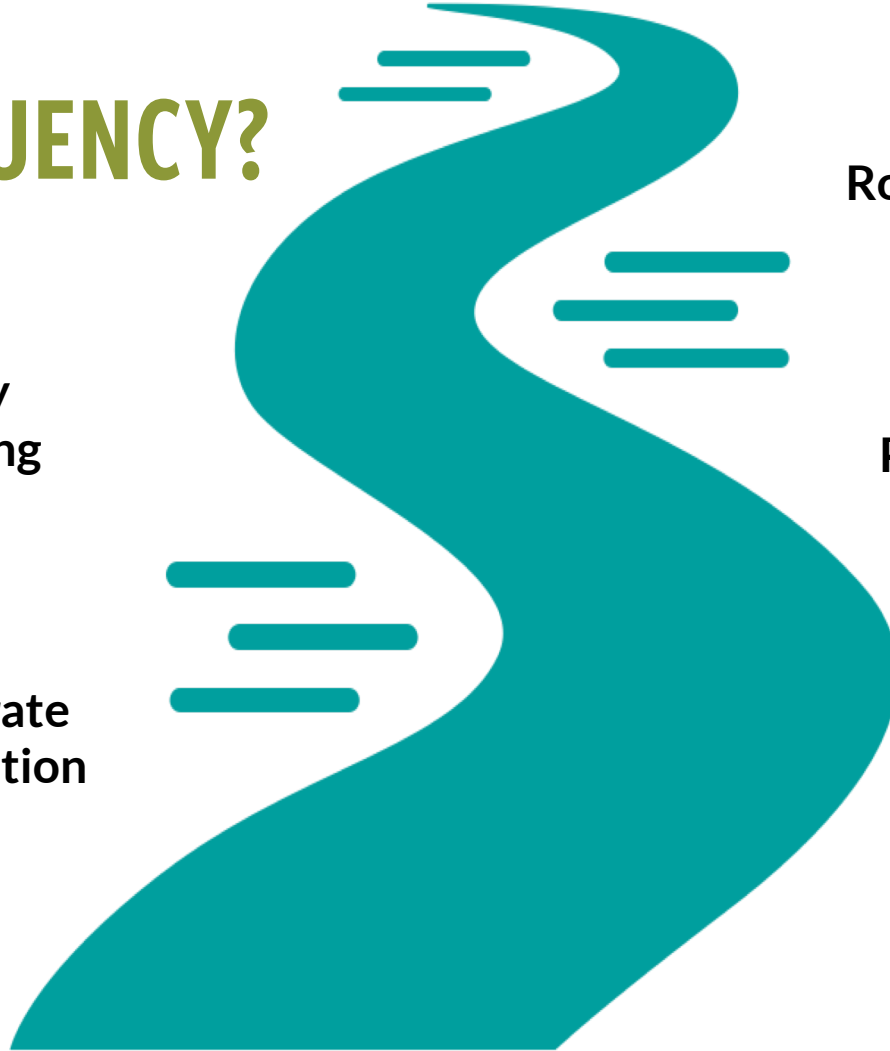
What you do
automatically
without thinking

Praxis – deliberate
practical application
of theory

Routine, smooth,
skillful ease

Persists 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?

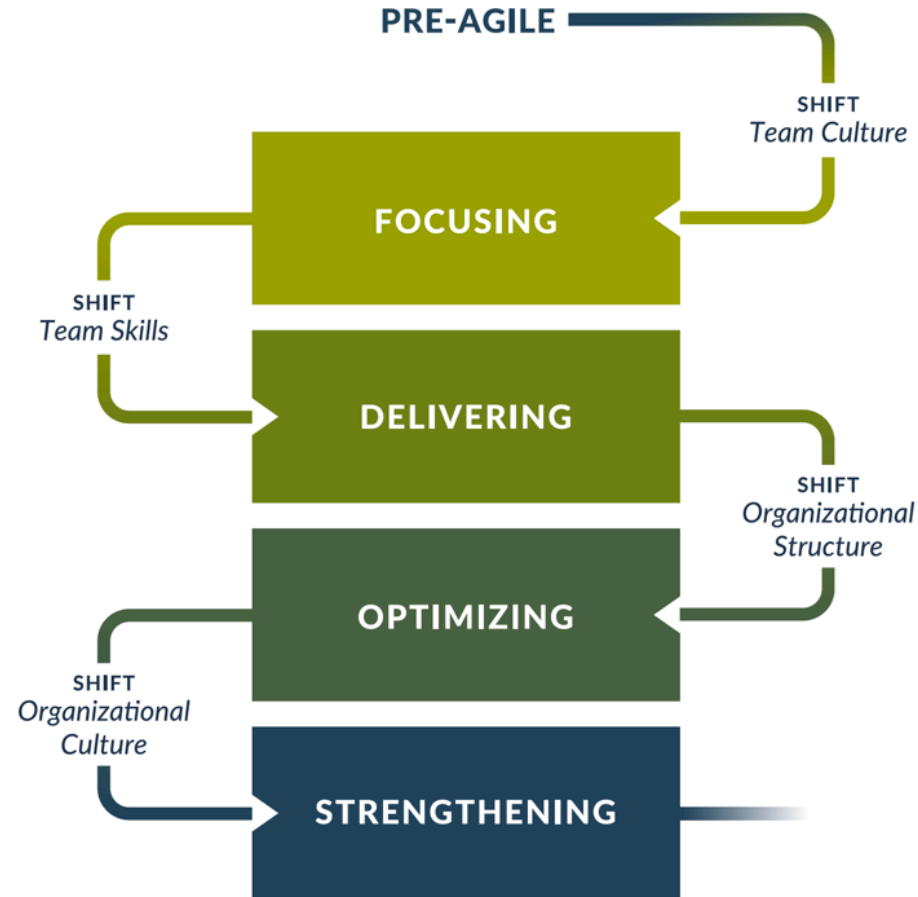
How might this be different if we looked at the whole team's work?

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

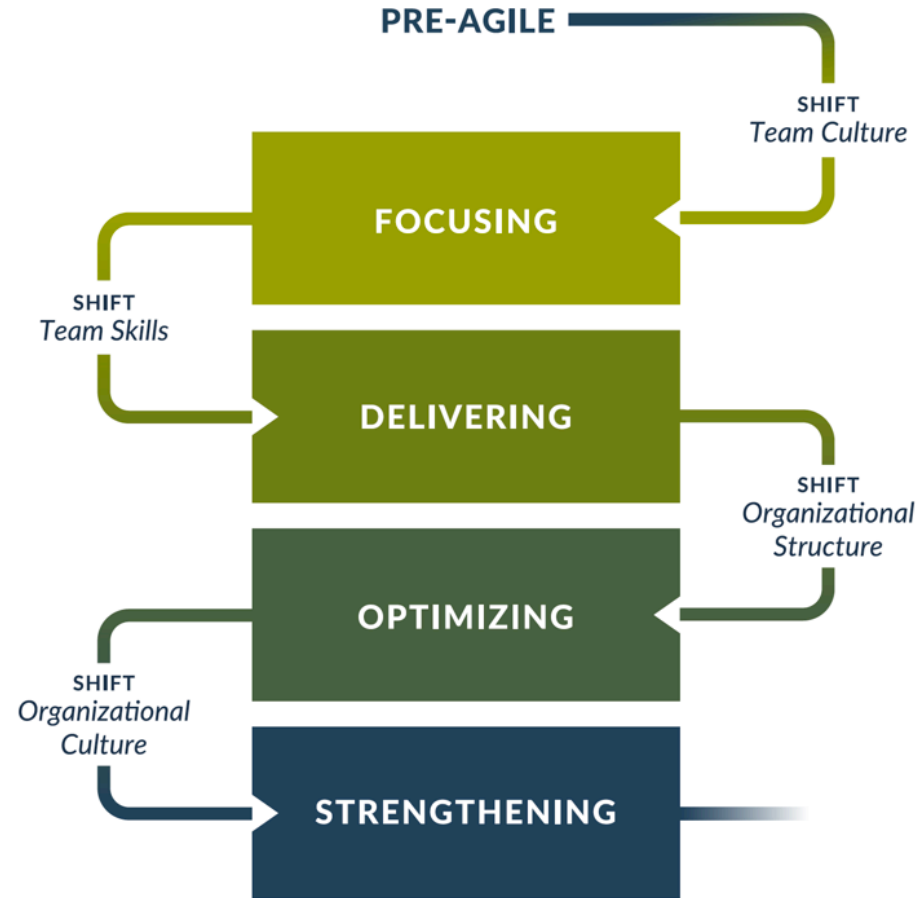
<http://www.agilefluency.org/model.php>



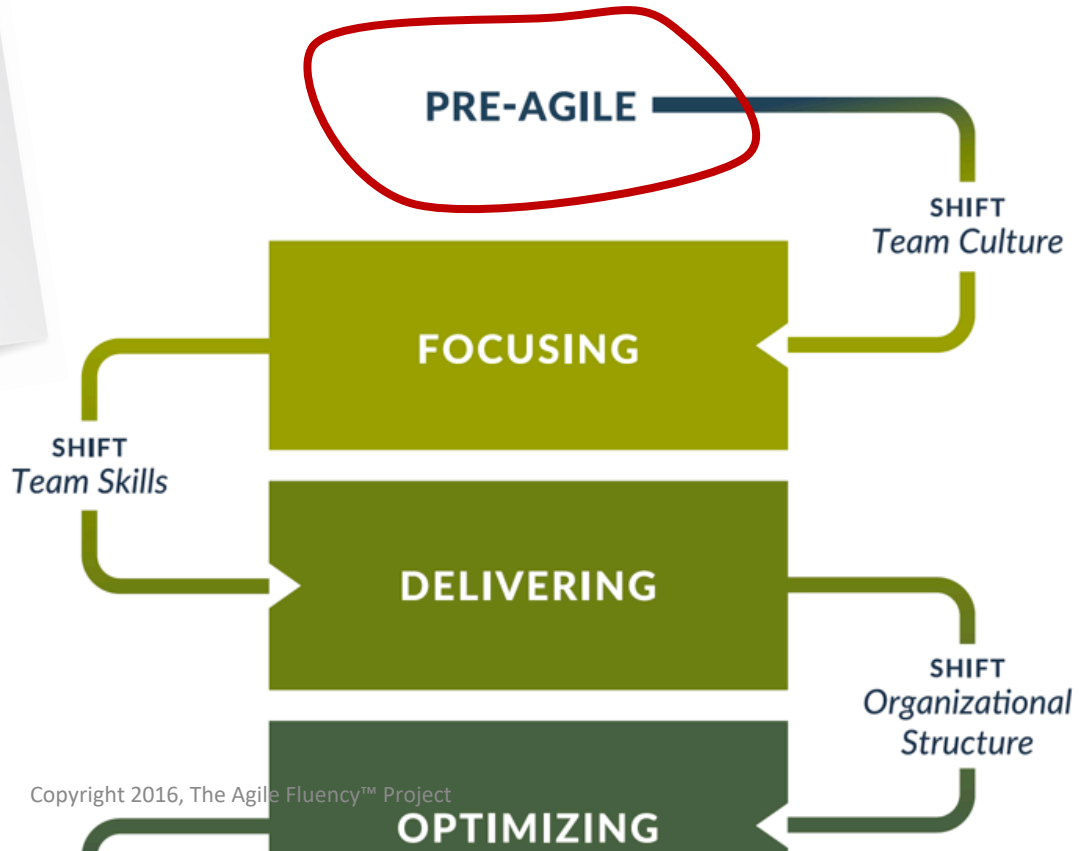
AGILE FIT FOR PURPOSE:

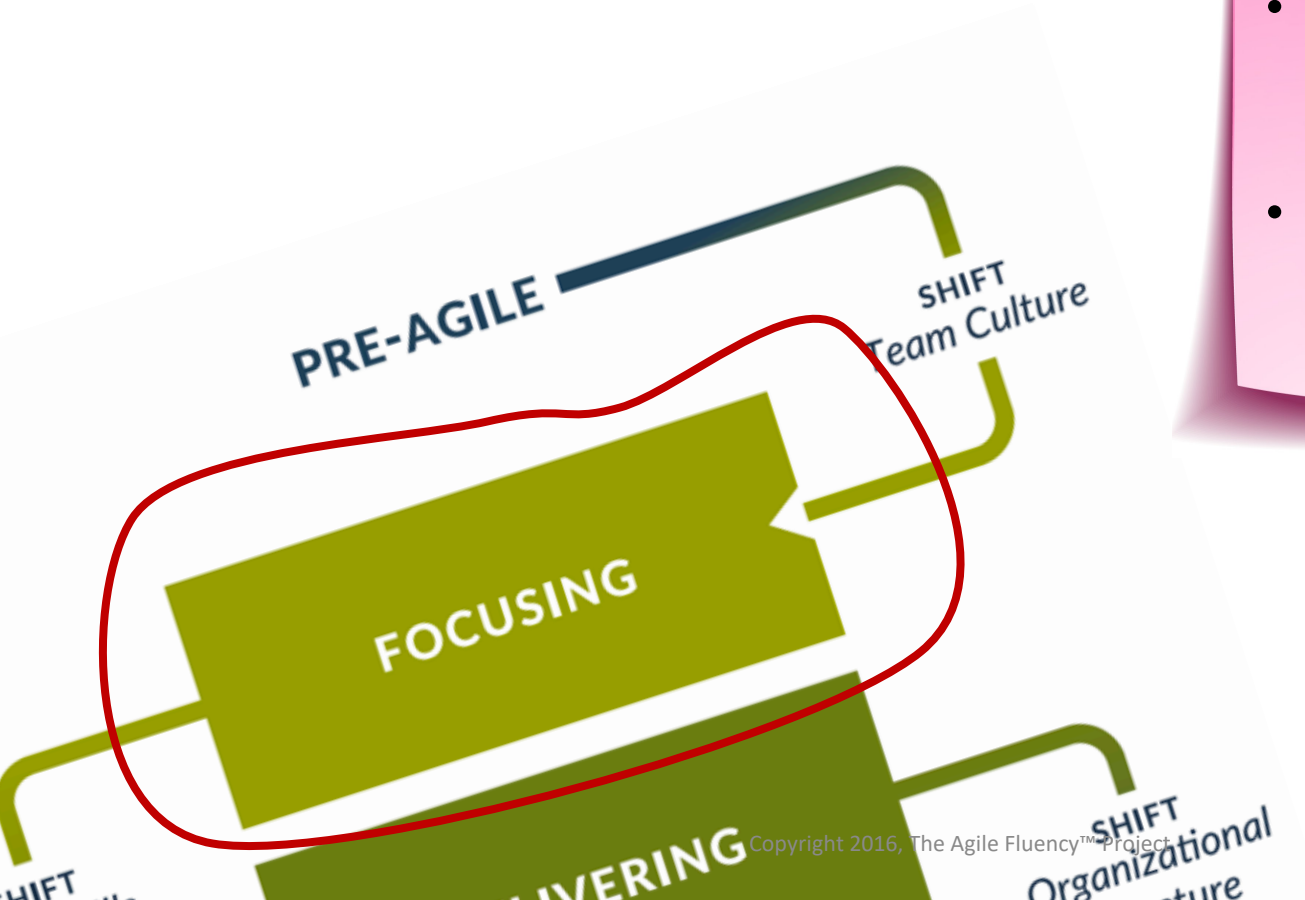
Our vision:

- » 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

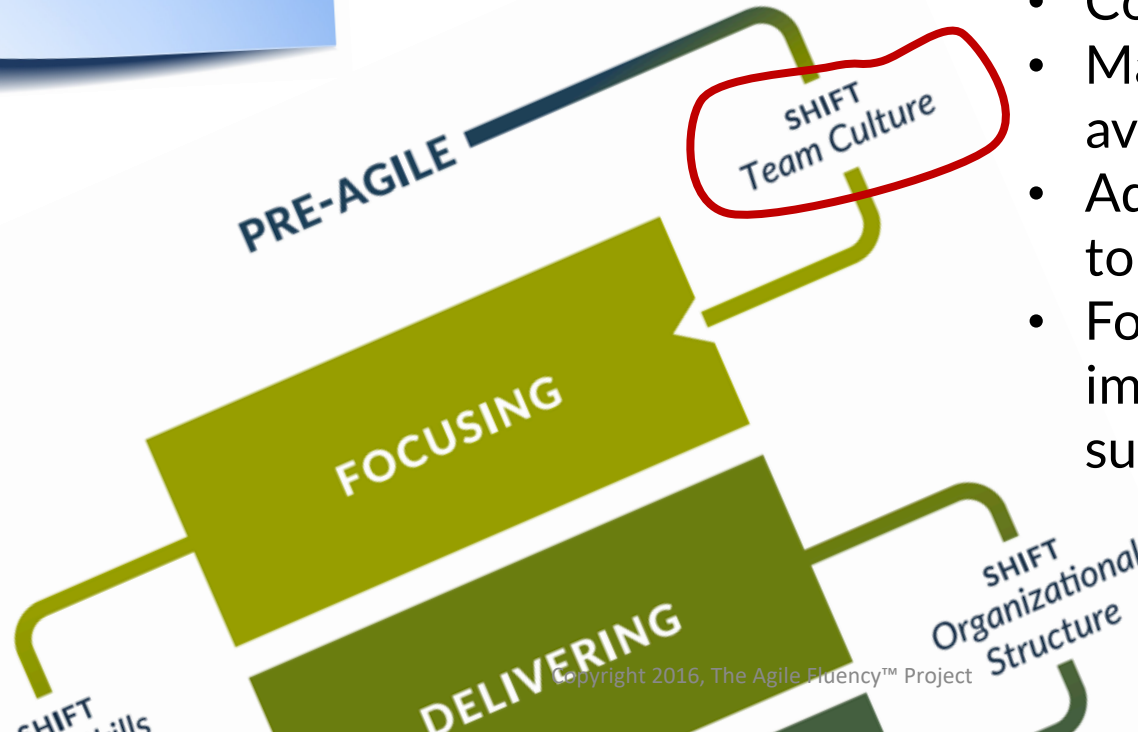
- Help Product write acceptance tests
- Testing included in Definition of Done
- Work closely with the team to automate tests



Team Success
over
Individual Success

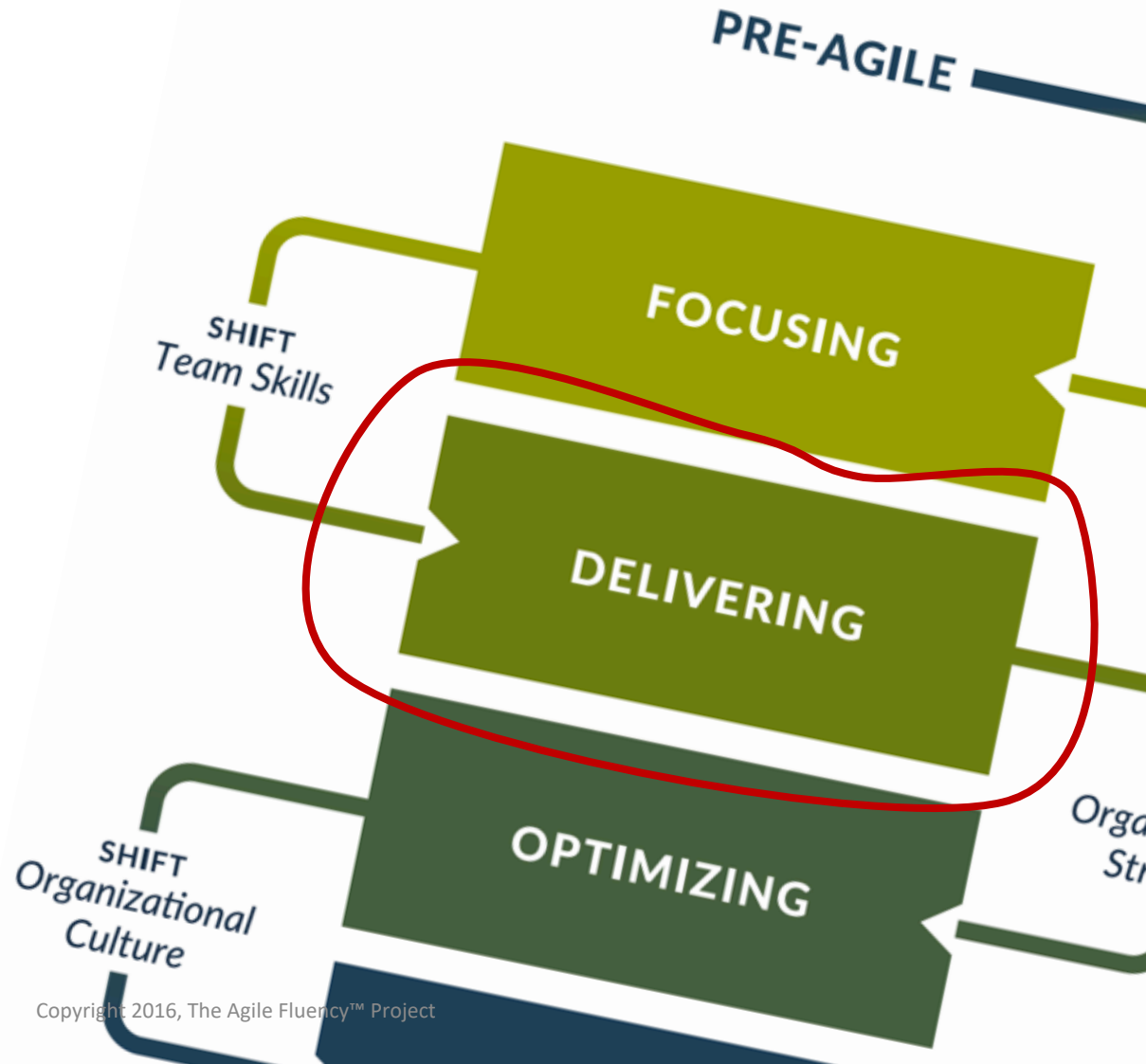
Organization

- 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

SHIFT
Team Skills

Role of Testing

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

PRE-AGILE

FOCUSING

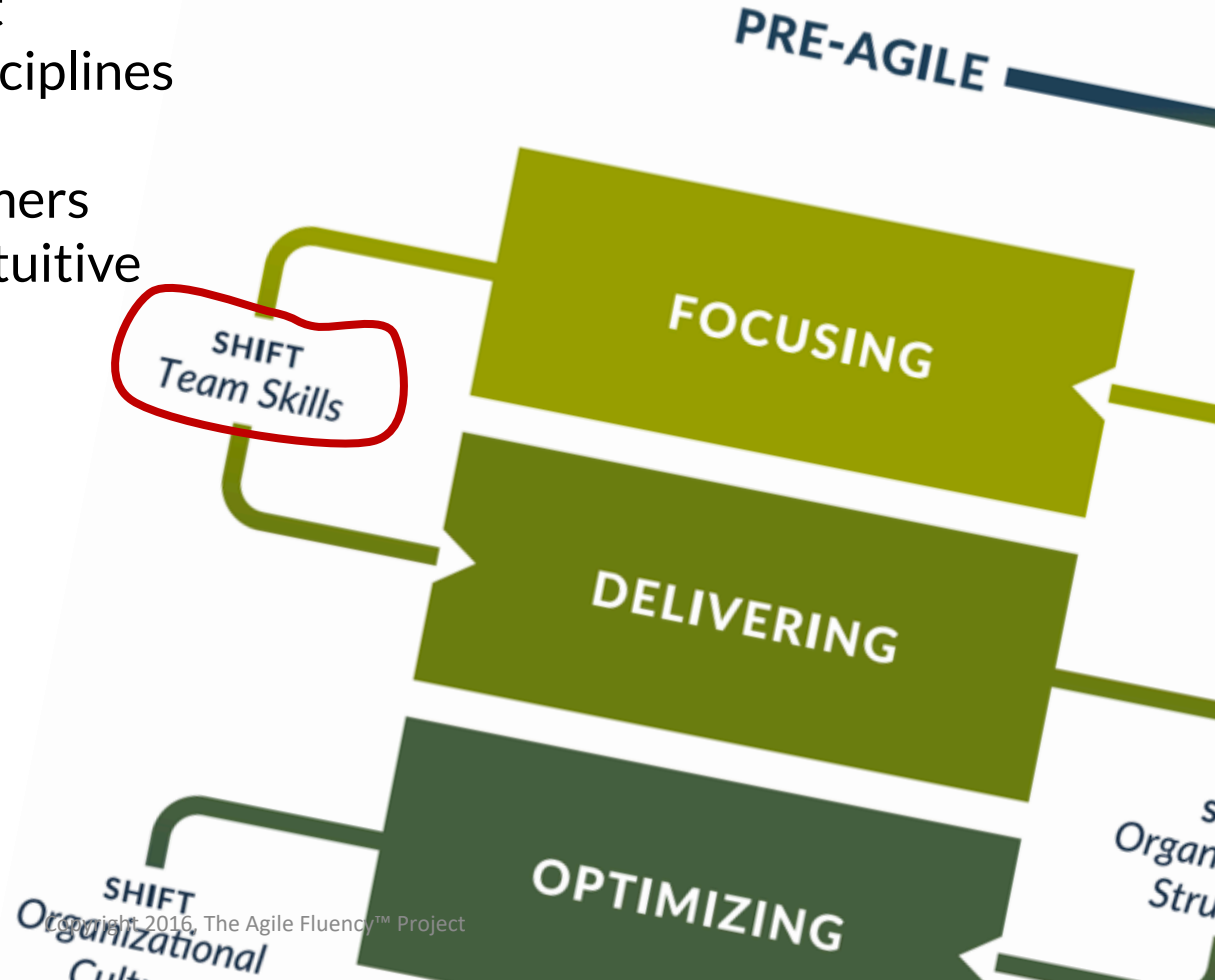
DELIVERING

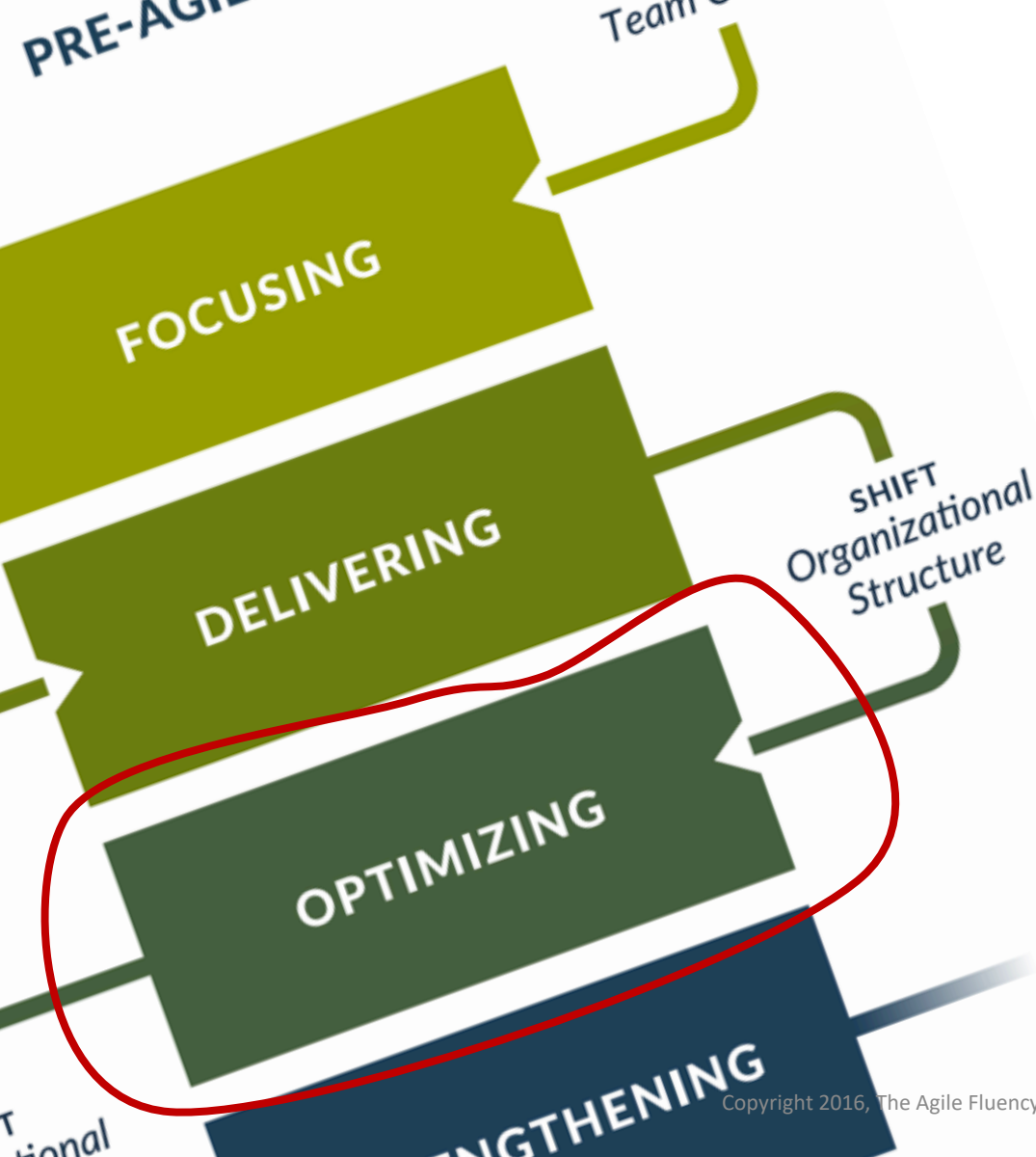
OPTIMIZING

Organization

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

Agile Engineering Practices





Outcomes: Optimizing

- Make Excellent Product Decisions
- Eliminate Handoffs
- Speed Decision Making

PRE-AGILE

Te

Product Expertise Within The Team

Team

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

Role of Testing

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

SHIFT Organizational Structure

FOCUSING

DELIVERING

OPTIMIZING

STRENGTHENING

PRE-AGILE

**Product Expertise
Within The Team**

FOCUSING

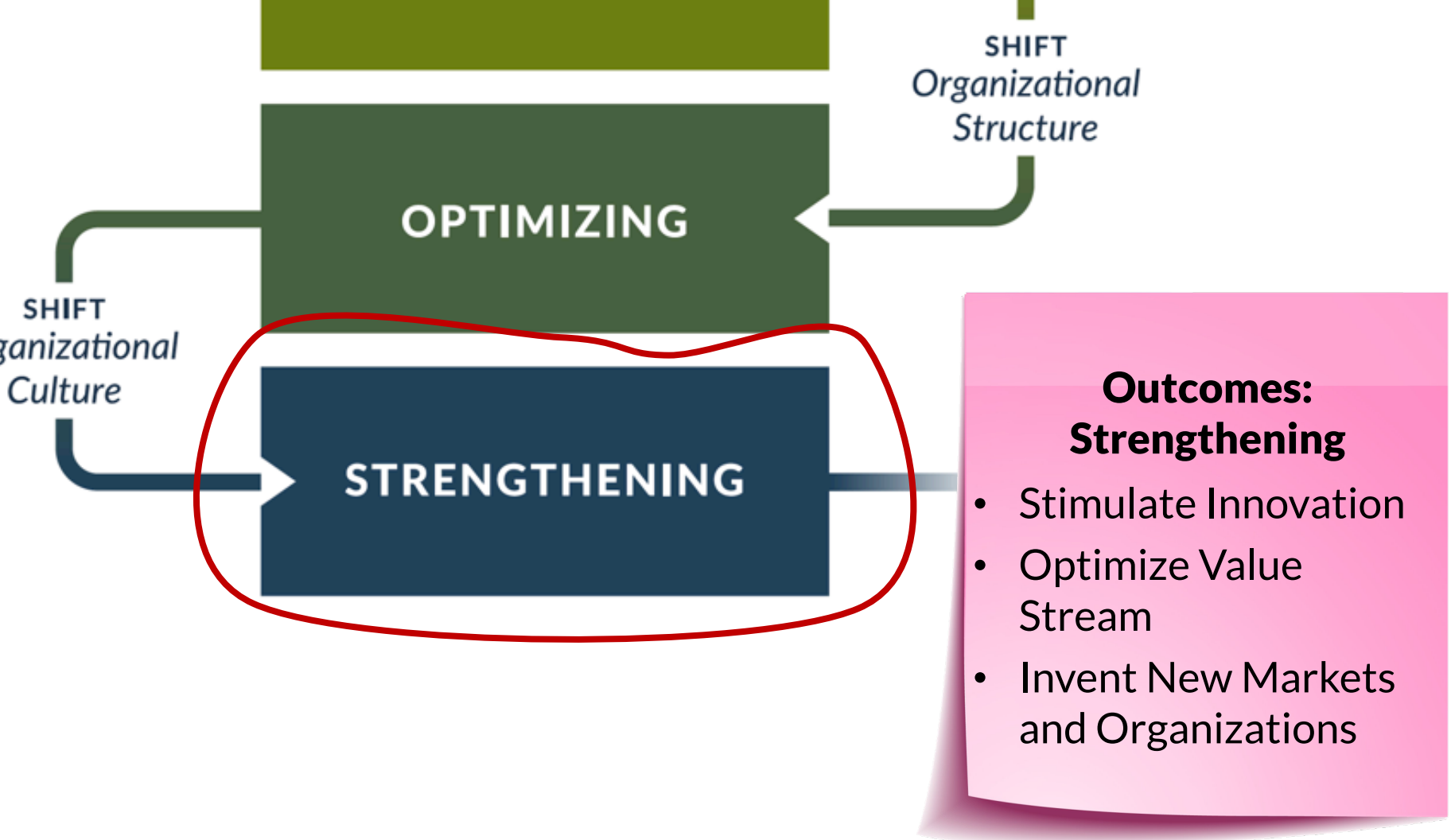
DELIVERING

OPTIMIZING

SHIFT
Organizational
Structure

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



Positive
Inclusive
Promotes Improvement

THE AGILE FLUENCY™ MODEL

CHART YOUR AGILE PATHWAY

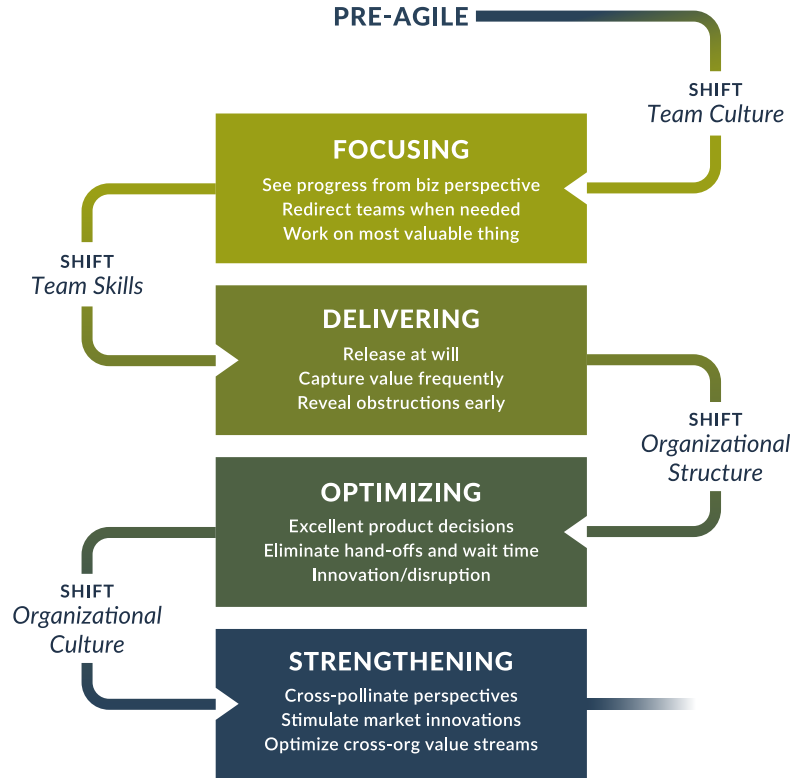
Fluency: Routine, Skillful Ease
Comes From Investment In Learning

INVEST IN:
Productivity dip
DevOps, UX, etc. in team
Technical training & mentoring

AGILE SUSTAINABILITY: +3-24 MO.
Extreme Programming
DevOps Movement

INVEST IN:
Inventing new practices
Cross-organization focus

AGILE'S FUTURE
Complexity Theory
Organization Design Theory
Alternative Governance Structures



INVEST IN:
Full-time team members
Team workspace
Business representation
Team coaching
Management training

AGILE FUNDAMENTALS: 2-6 MO.
Basic Scrum
Kanban

INVEST IN:
Market focus
Business expertise in team
Team business ownership
Management coaching

AGILE'S PROMISE: +1-5 YR.
Lean Startup
Lean Software Development
Design Thinking
Beyond Budgeting

AGILE FLUENCY PROJECT

agilefluency.org

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?

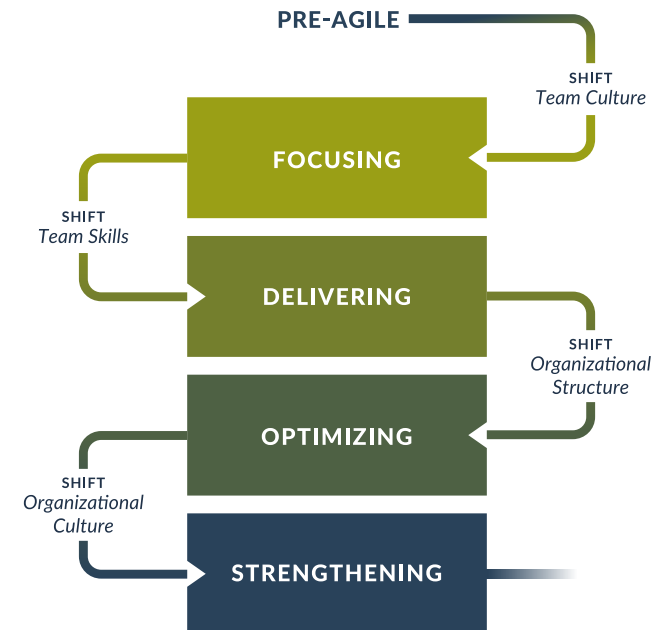
What would it take to foster willingness?

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.

THE AGILE FLUENCY™ MODEL

CHART YOUR AGILE PATHWAY



Thank You!

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