

Session

MOB PROGRAMMING: Without the Torches and Pitchforks

Jeremy Wood
Sr. Agile Coach, MATRIX



Friday, October 13th
2:15 PM - 3:15 PM
Room 1

[Learn More](#)





WHO IS THIS GUY?

Jeremy Wood

Sr. Agile Coach

Certifications

PMP

CSM

CSP

SPC4

SA

LSSBB

Education

MBA

Agile Leader with experience across industries including manufacturing, retail, K-12 education, higher education, and airline

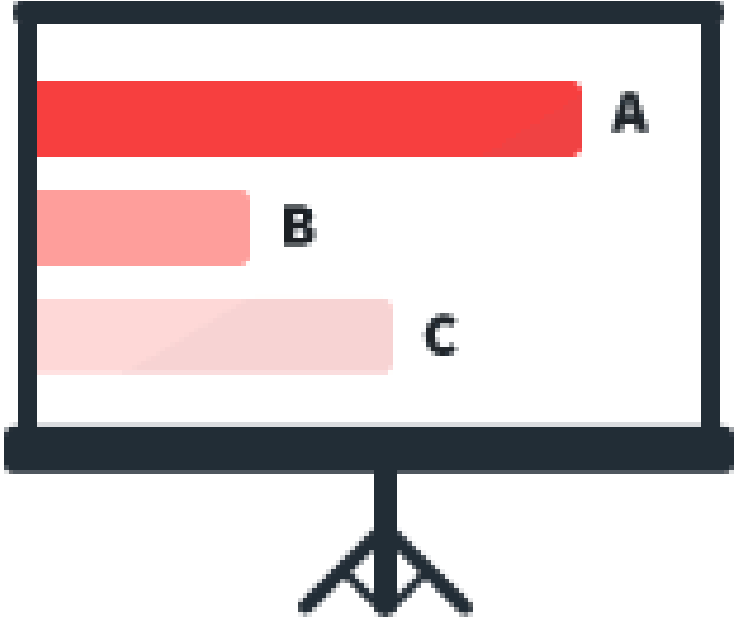
Active Agile Practitioner using Scrum, Kanban, XP & SAFe

- Agile Transformation Consultant
- Agile Team Coach & Enterprise Agile Coach
- Consultant & Trainer across various Agile Methodologies
- Teach Agile and Traditional Project Management at 3 Universities
 - University of Phoenix
 - Grand Canyon University
 - Bellevue University

Agenda

- What is Mob Programming?
- Productivity Destroyers
- How can 5+ people be effective working on one thing?
- Guidelines for setup
- Benefits
- How to become the ideal team player
- Creating a continuous learning environment
- Queue time

Who Has Tried
Mob
Programming
Before?



What is Mob Programming?

All the brilliant minds working on

- The same thing...
- At the same time...
- In the same space...
- On the same computer...

-Woody Zuill

How Was Mob Programming Discovered?

- Hunter Industries – 2011 (Woody Zuill)
- Big problems existed (high priority items, quality, etc,)
- Code review seemed to make enemies
- Enabled the team to work on skills
- They were hiring brilliant people with great skills then telling them how to work
 - Let them solve problems!
- They were able to study together
 - Weekly practice session on Friday's - 3 hours (voluntary)
 - Rotate every 2-20 minutes driver/navigator
- Focus on getting results from retrospectives
 - Not discussing the same problems over and over
 - They SOLVED their problems! (daily – 10 minutes)
- Turn up the good

What are the things that destroy productivity?



Communication Problems



Decision Making Problems



Technical Debt



Office Politics



Meetings



Context Switching

PAIR PROGRAMMING

- “I want to take 6 developers working on 6 things and have those 6 people work on 3 things”

Imagine the first
time someone
proposed...



MOB PROGRAMMING

- I want to take 6 developers working on 6 things and have those 6 people work on 1 thing

Now, imagine the first time someone proposed...



How Can 5+
People Be
Effective Working
on 1 Thing?

Maximum efficiency is obtained by keeping everyone busy and working on as many priority items as possible, right?



The bottleneck in software development is not how fast you can type, but how fast you can solve problems

Guidelines for Set Up

- Create a Mobbing Working Agreement
 - Gather in a dedicated co-located space
 - Limit your work in progress to one item
 - Commit to creating a safe environment
 - Amplify the good
- Start each day with skills learning – 1 hour
- Ideally, 2-3 large monitors/TVs, 1 computer, 1 keyboard
- No standup
- Driver (change every 2-10 minutes)
- All others are navigators
- Product Owner should sit and spend time/often the whole day with the team
- Deliver to prod. daily or multiple times a day – CI/CD
- Take lunch together as a team, maximize collaboration
- Team functioning as a team
- Other computers might be doing research, but only 1 to code base (main pc)

So What Does
Mob
Programming
Look Like?



3 typos...
4 typos...

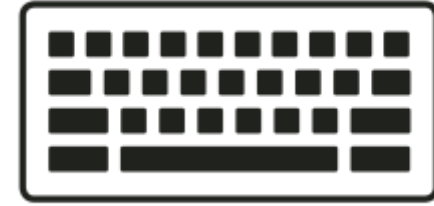
They
haven't
used a
shortcut in
15 minutes!





MCB PROGRAMMING

LEARN



DRIVER

- Normally would be focused on the granular level of detail
- Just typing what is being discussed
- If someone is reluctant, they don't have to, it's voluntary
- Rotate every 2 to 20 minutes

Driver/Navigator Model

NAVIGATOR

- Can keep focused on the problem being solved, the big picture, architecture, refactoring, etc.



When Might You Use Mob Programming?

- When it makes sense to the team
- Possibly on more complicated problems
- When knowledge sharing is needed
 - Don't get held captive by 'experts'
- If quality is suffering
- When interpersonal issues need solved
 - A true team requires collaboration

How to Handle Competing Solutions and Ideas to Problem

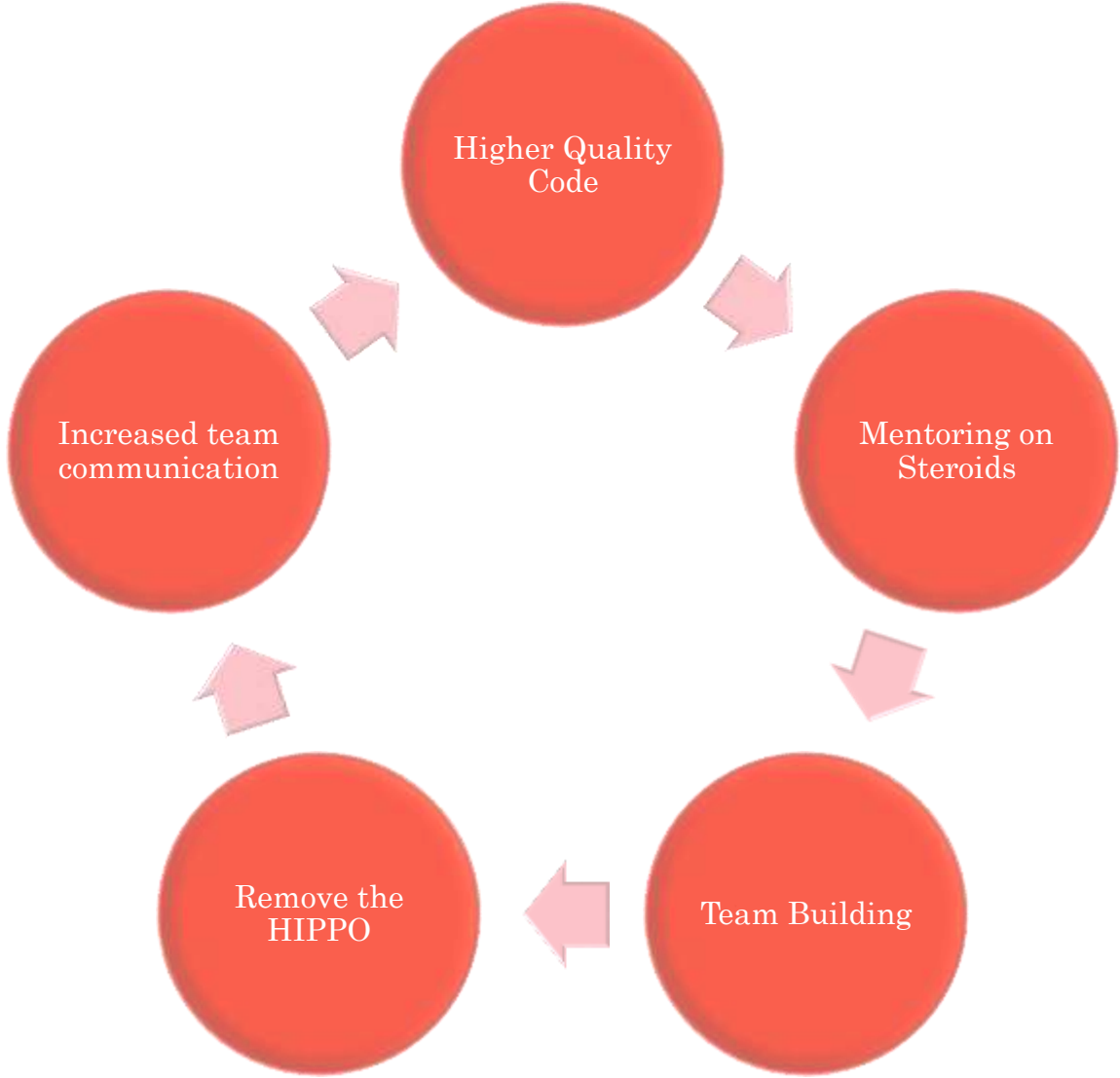
EXPERIENCED DEVELOPER

- Knowledge of proven solutions to prior problems
- Quick to identify potential solutions
- May not think 'outside the box' with fresh perspective, but leverage known solutions

INEXPERIENCED DEVELOPER

- May be reluctant to share their ideas/solutions for fear of inadequacy
- Will typically think 'outside the box' due to lack of experience using proven methods

Benefits to Mob Programming

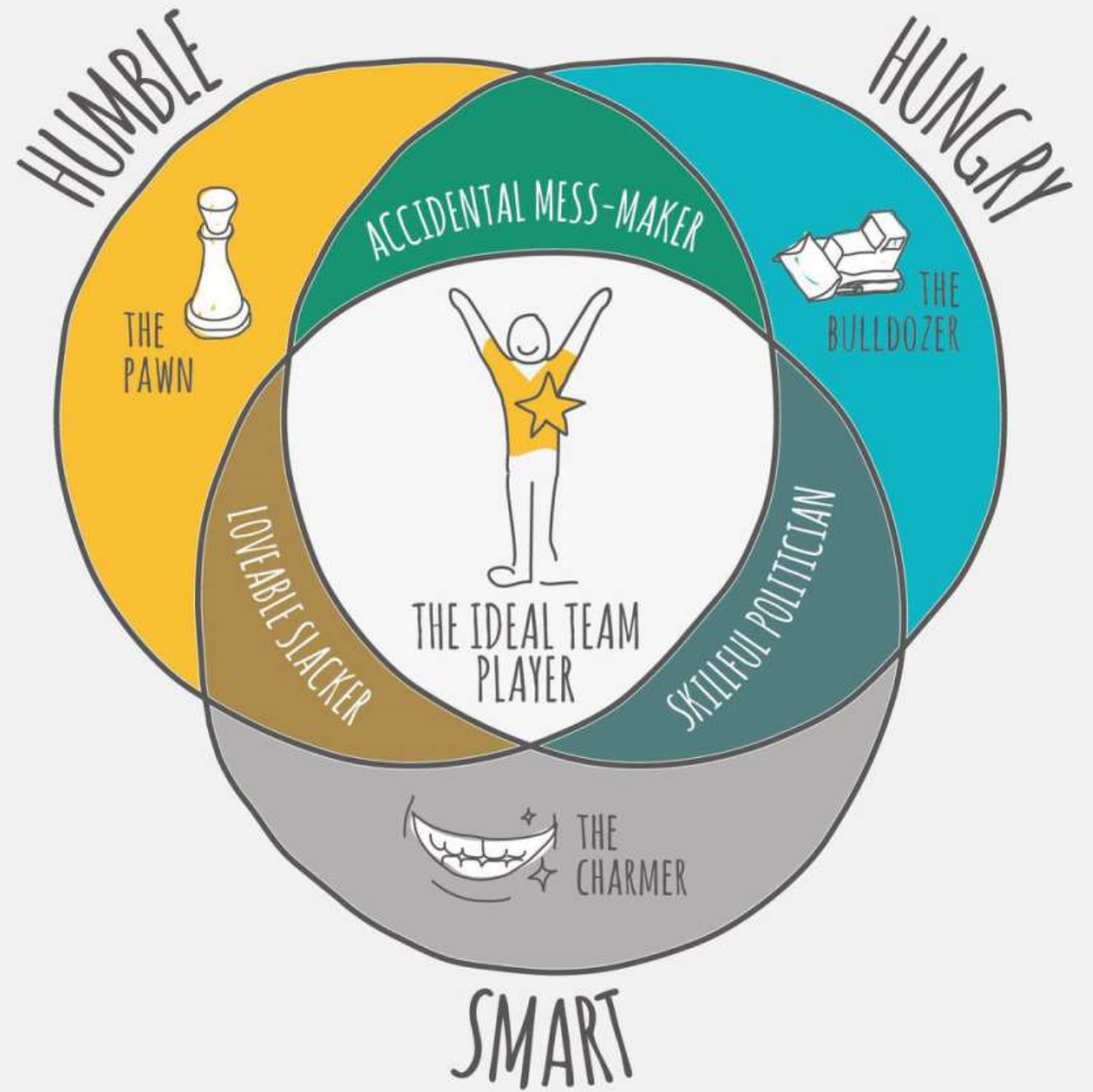


Joy, Inc.

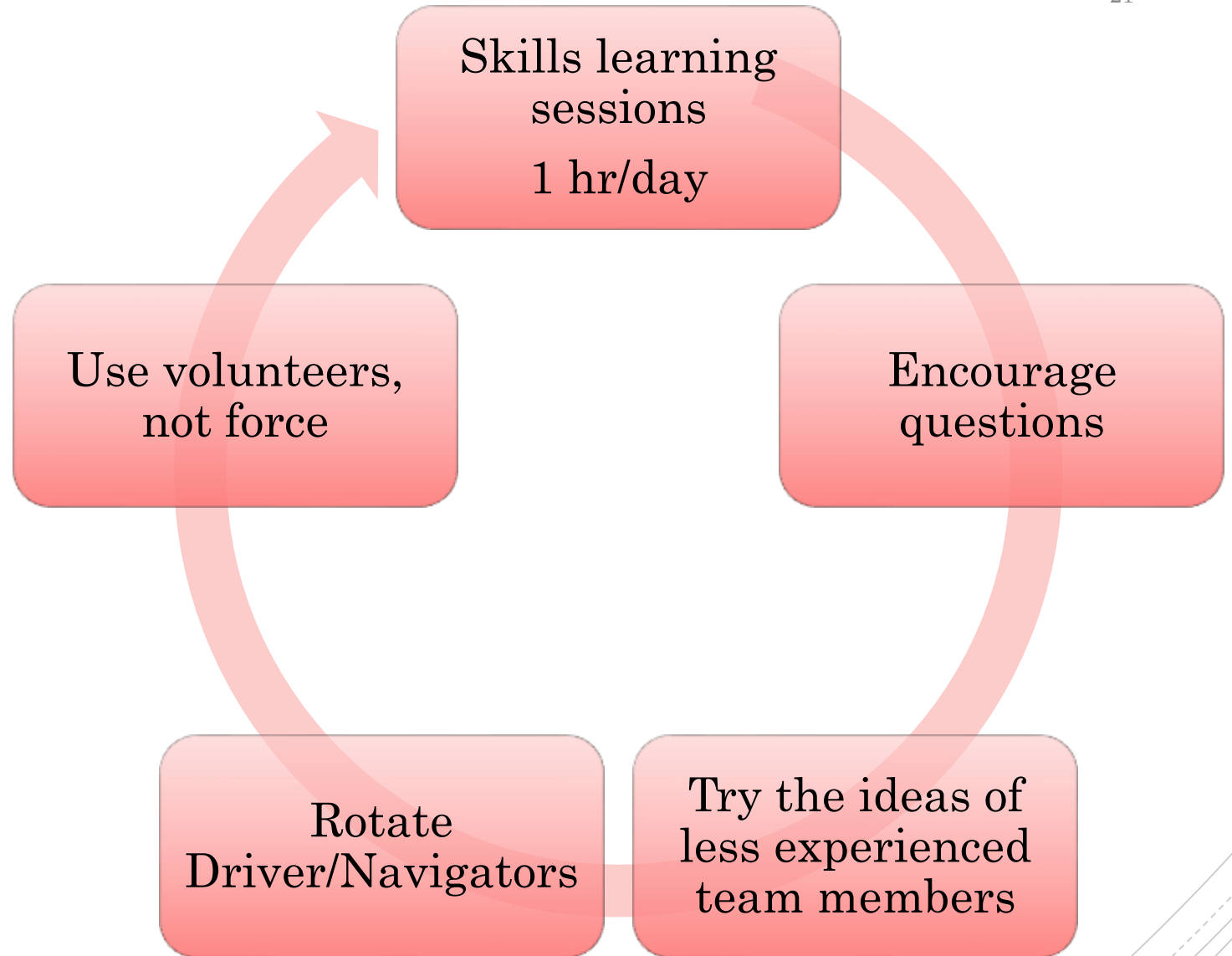


- They're using pair programming
- Joy built from
 - Trust
 - Communication
 - Collaboration
 - Shared ownership
- Do you see commonalities with Mob Programming?

Qualities of The Ideal Team Player



Create a Continuous Learning Environment



Example Productivity:
1 Question = 1 Hour
8 per day max

Hurry Up and Wait Queue Time

- Zero Queue Time
 - $0 \times 8 = 0$ Minutes of Waste (0 hours) = 8 Questions
- 5 Minute Queue Time
 - $5 \times 8 = 40$ Minutes of Waste (.67 hours) = 7 Questions
- 15 Minute Queue Time
 - $15 \times 8 = 120$ Minutes of Waste (2 hours) = 6 Questions
- 30 Minute Queue Time
 - $30 \times 8 = 240$ Minutes of Waste (4 hours) = 4 Questions
- 1 Day Queue Time
 - Whole day wasted! = 0 Questions

How Do We
Typically Solve
This?

We Switch to Something Else
-MULTITASK-

SYMPTOM

- We're Not Busy Enough
 - We add inventory (work in progress that is not yet delivering value)

PROBLEM

- We're Not Getting Answers to Our Questions
 - We stay busy, but are not delivering value quickly

*"Don't solve a queueing problem by
introducing an inventory problem"*
- Woody Zuill -

With Mob
Programming,
Most of the
Problems Fade
Away



Communication Problems



Decision Making Problems



Technical Debt



Office Politics



Meetings



Context Switching

Mob Programming Will...

- Solve all of your problems, right!?
- Absolutely NOT!
- It's another tool to leverage
- If anything was perfect, it would just be called “the way”

Text
CERTIFICATION
to
50500



**Presentation
Finished.**

Any questions?