



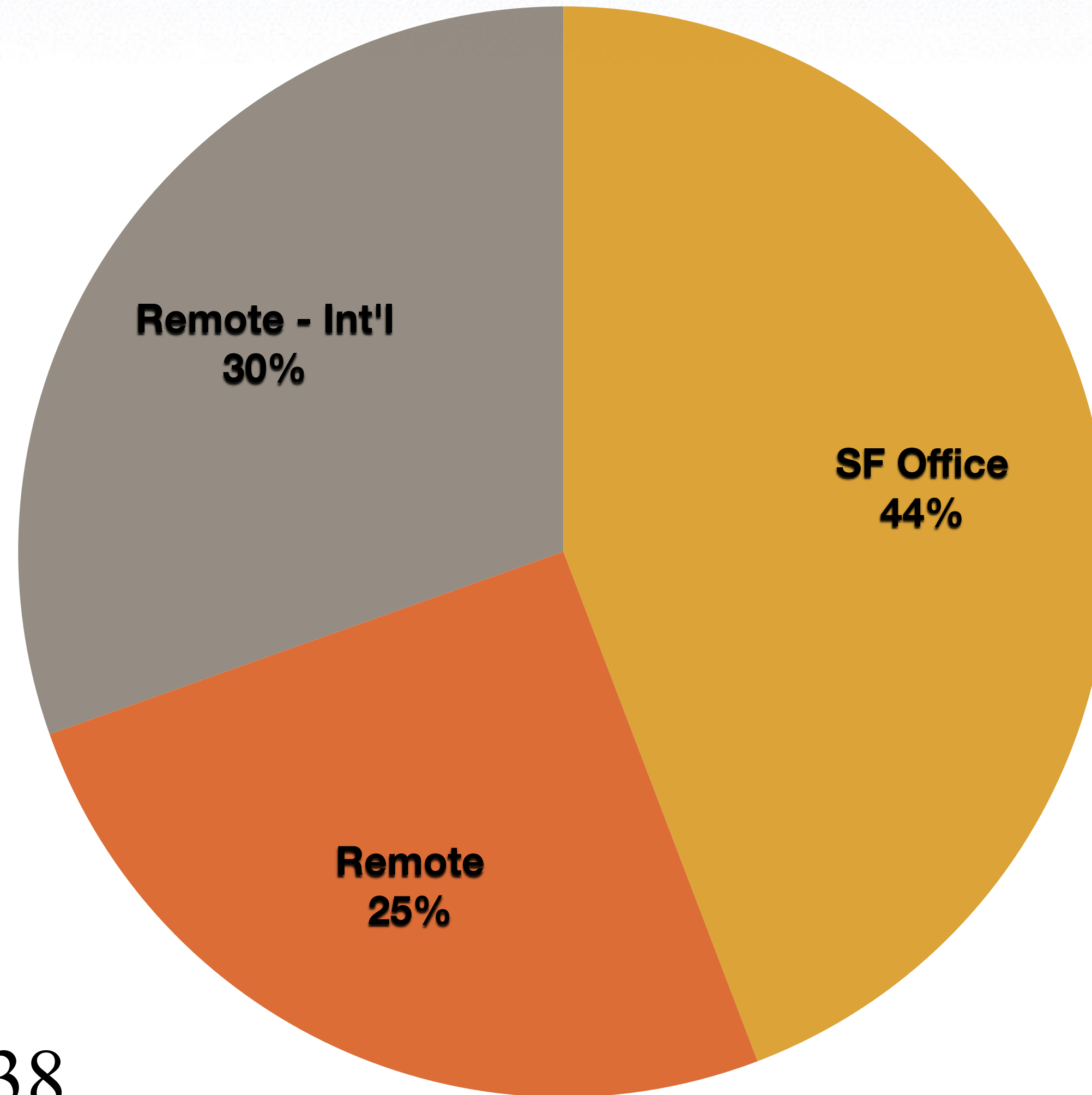
Distributed Agile Development **or: How I learned to Stop Worrying and** **Love Remoties**

Arthur Richards

4 May, 2015

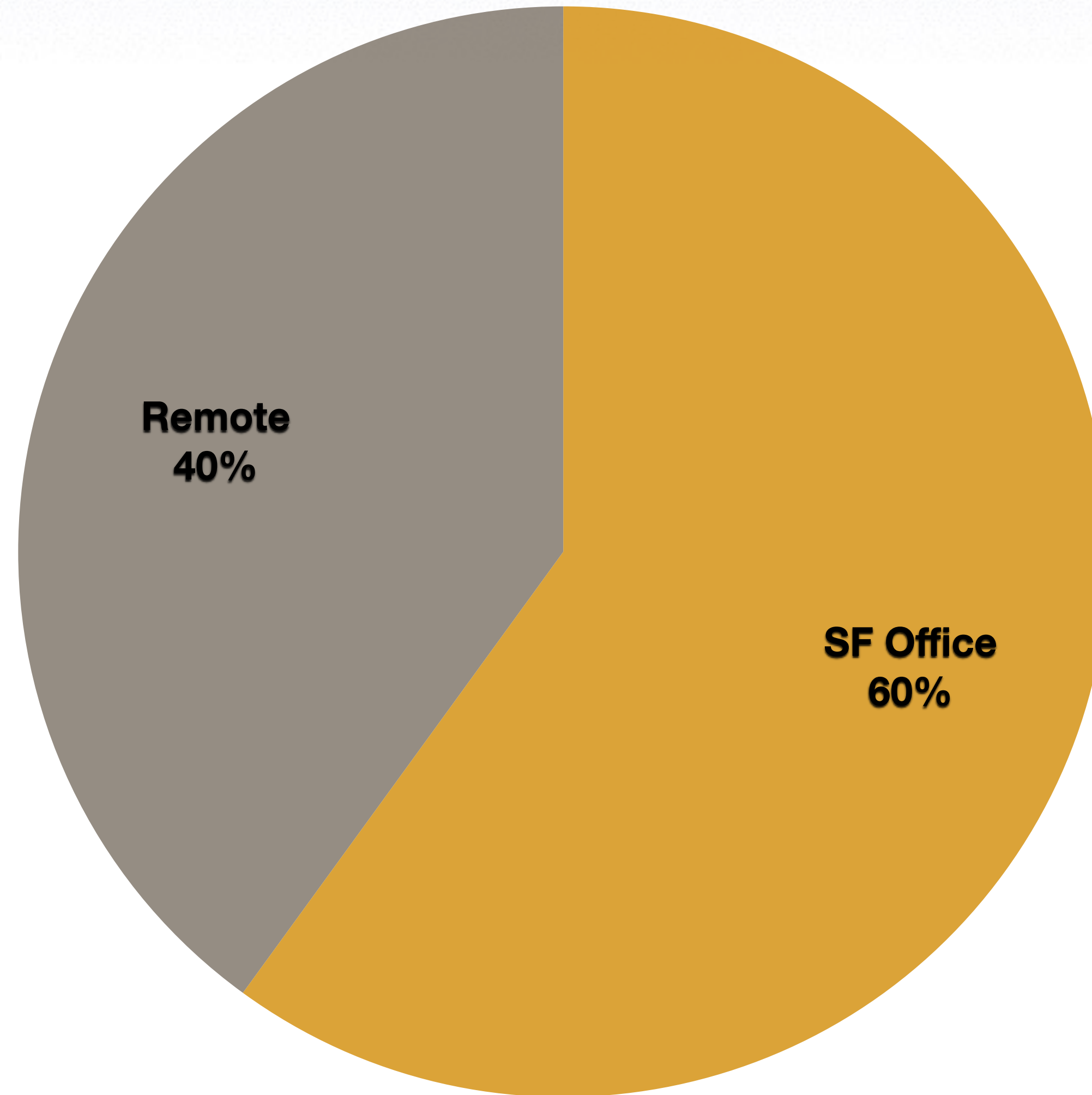
Global Scrum Gathering, Phoenix, AZ #SGPHX

How many remoties in WMF?



2015 eng + product = 138

How many remoties in WMF?



2015 “all in” = 300

2 in 5 people are *full-time* remote

Mobile Web Engineering, Wikimedia Foundation



embracing remotenes
will help you **WIN**

**no pain,
no gain**

we are **ALL** remote

**but... face-to-face
conversation?**

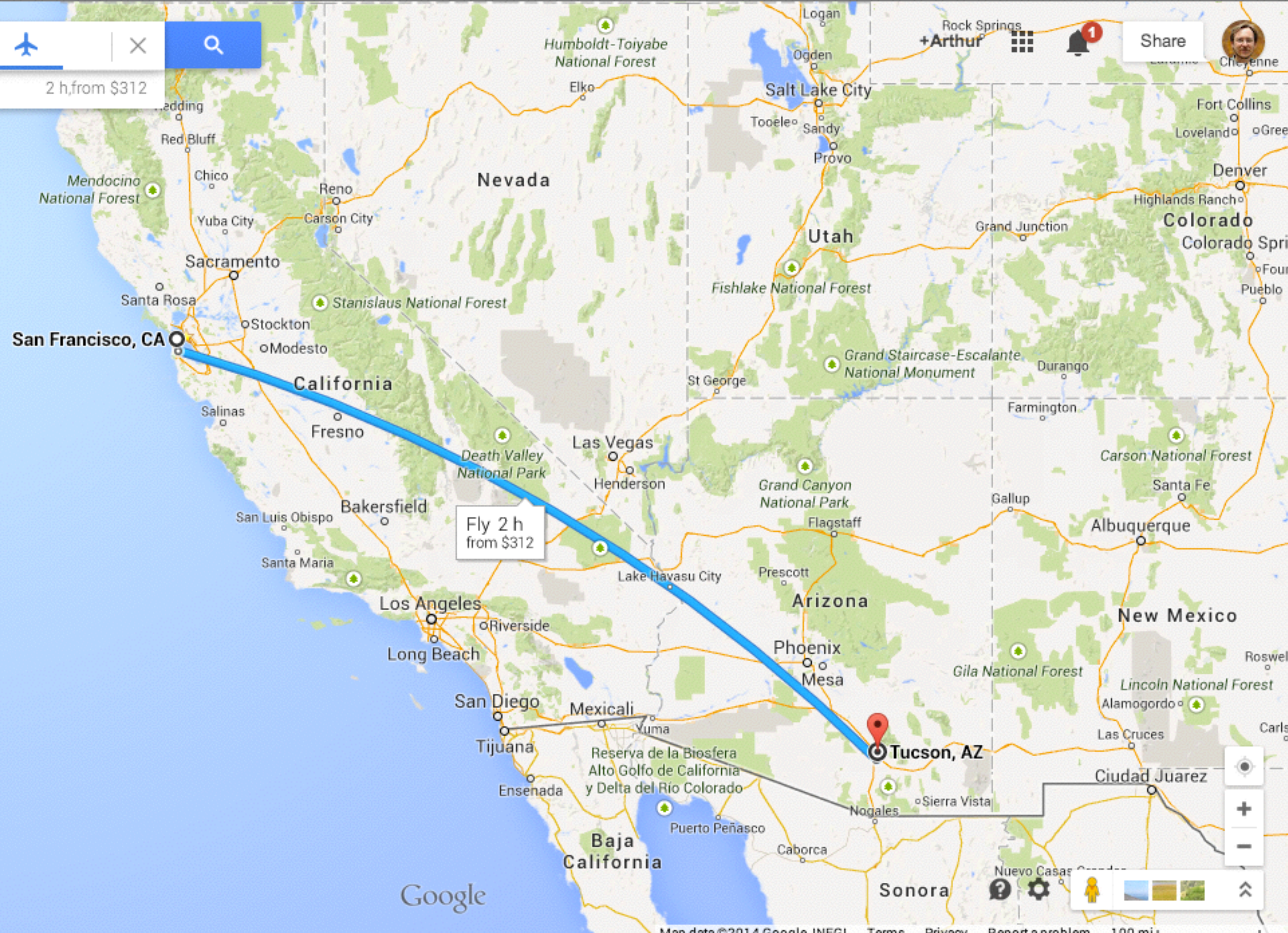
WMF HQ 2012



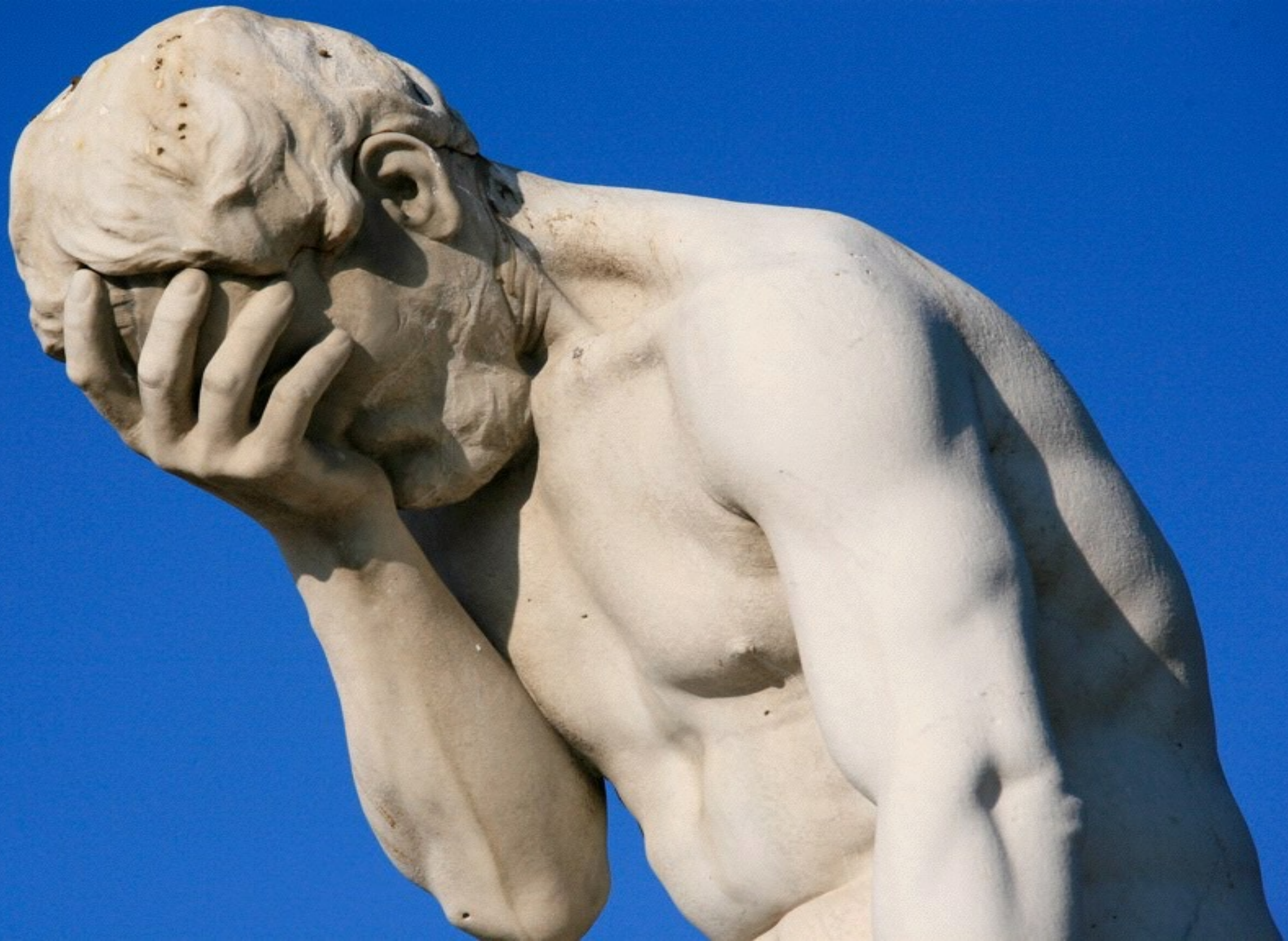
Navigation icons: Home, Back, Car, Train, Walk, Bike, **Plane**, Close, Search

Fly San Francisco, CA—Tucson, AZ 2 h, from \$312

Share, Notification (1), Profile (Chryenne)



Google



**Distribution exposes
communication problems**



**In crisis,
there is
opportunity**

**workflow problems
become obvious**

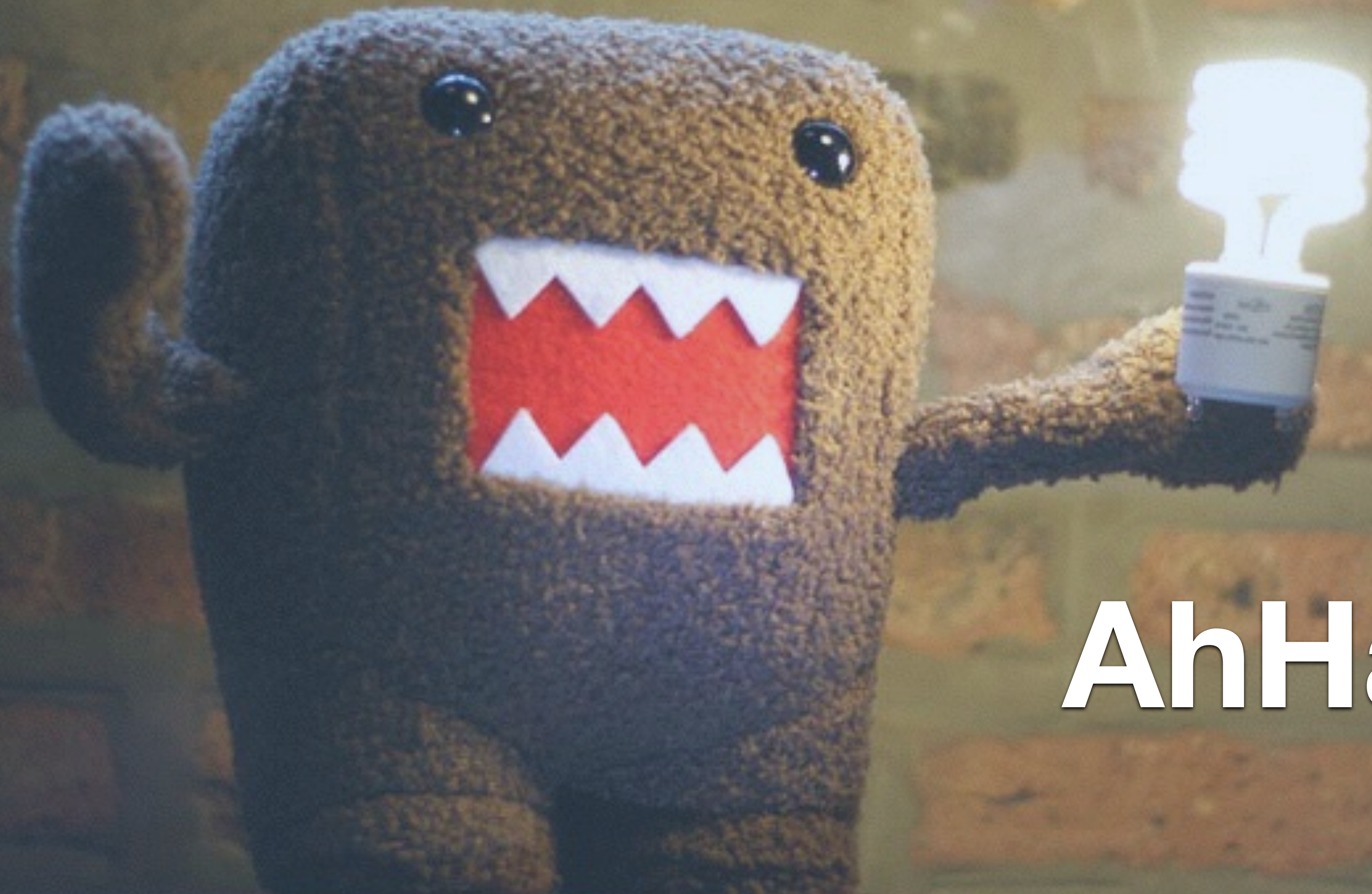
work tracked...
on a wiki

**multiple people
setting priorities**

when is it DONE?!

context switching

**what should I do
next?!**



AhHa!

collocation

OBSCURES

bad practices

go agile!



agile does

NOT

solve problems

it **EXPOSES** them



communication

A photograph of a mangrove forest with dense, tangled tree roots in the foreground and a thick canopy of green leaves in the background. The text "distribution exposes communication problems" is overlaid in white, bold, sans-serif font across the center of the image.

**distribution exposes
communication problems**

So what did we do?



rituals

tools



norms

**if it didn't happen on
the mailing list...**

**Single source
of truth™**

A golden trap with sharp teeth and a trigger mechanism. The trap is open, showing the trigger bar and the spring mechanism. The teeth are sharp and pointed.

text based?

it's a **trap!**

rule of 3

**face to face,
from time to time**



We are **ALL** Remote

WFH, travel, sick, etc



resilience



freedom



huge
hiring pool

diversity

coverage

**team satisfaction =
better product**

competitive **EDGE**

But the agile principle says...

‘The most efficient and effective method of conveying information to and within a development team is face-to-face conversation.’

DUH

‘The most efficient and effective method of conveying information to and within a development team is face-to-face conversation.’

Gospel? No!



cost vs benefit?

virtual face-to-face

technology
has changed



Free calling
Premier. This is
an initiative
of the state
government of NSW

REGGAE DANCE + RADIO SKIHOOD SEBEST
BIG UP!
SAT MARCH 17TH 4-10PM UPTOWN 810
LIVE MUSIC BY THE SKIHOOD SEBEST
WITH AN OPEN MIC FOR LOCAL ACTS

**‘Responding to
change, over
following a plan’**

**should the principle
change?**

Wrapping it up

embracing

remoteness enabled us

to kick @\$\$\$

distribution highlights
problems

remote = opportunity

**discovering practices
and tools**

fail -> **WIN!**

The TPG believes that healthy teams reliably deliver customer value and innovative products. Through dedicated resourcing, coaching, and workshops at the WMF, we facilitate the use of practices that support team health, with a strong emphasis on creating conditions of clarity, trust, and continuous improvement.

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we are hiring!

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Huge thanks to John O'Duinn!

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we are all remoties latest.pdf](http://oduin.com/images/we_are_all_remoties_latest.pdf)
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arthur@wikimedia.org

@awjrichards

#wikimedia-teampractices