How to Make Your Developers Unproductive and Unhappy

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Don’t Talk To Anybody
YOU DON'T HAVE TO TALK TO DEVELOPERS

WHEN YOU _ ARE _ A DEVELOPER
Hmmm, maybe not

Surveys and/or Interviews
Surveys are hard

But any survey is better than no survey
“I regularly reach a high level of productivity.”

“What are currently the most frustrating barriers to your productivity?”
All Developers Are The Same
Understand Types of Workflows

Prioritize for Mobile, Web, Backend, ML, etc.
Total Strictness
YEAH, I'M GONNA NEED YOU TO FILE A TICKET

AND THEN WAIT TWO YEARS
Total Chaos!
UNFUNDED MANDATES
The 80% Paved Path

Free developers from making decisions they don’t need to make.
With an escape hatch

The paved path owners must be able to say “no.”
A Paved Path Made of Pieces

- One Config File
- CI Magically Setup
- Auto Deploy
- Auto-Configured Monitoring

Individual Config Files for Every Tool
Full CI Tool
Full Deployment Tool
Full Monitoring and Alerting Tool
Two Uses of the Deployment System

The “Paved Path”

We set up **automatic** deployments for you.

You have basic control over them through a **simple GUI**.

You **never need to write** deployment configs.

The “Escape Hatch”

You have **total control** over your deployments.

You can use the **native tools** that exist underneath the “paved path,” directly.

You can **write your own** deployment configs that do anything you want (within reason).
Infinite Human Review
BUREAUCRACY

Because getting your job done isn't what we pay you to do
Automation is Hard

Let’s just add another human review step
Stifles Innovation
Stagnates the Business
Human Review is for Human Perception

Code Review, Newsletter Editing, UI Reviews, etc.
Alternatives to Human Review

Create Automation
Make The Problem Impossible
(At worst) Make the Reviews Non-Blocking
Never Finish Anything
Make a meme

Don't finish the meme
A Sea of Incomplete Work

Can become the #1 productivity problem for your developers.
Why Do We Need to Finish Work?

What does “finished” even mean?
Learn to communicate this to management.
A Task is Finished When No Human Being Has to Pay Attention to it Anymore

Ask an engineer, “What are the things you still have to pay attention to about this system?”
Finish the most important incomplete things

But also, prevent this problem from happening again.
THANKS

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