



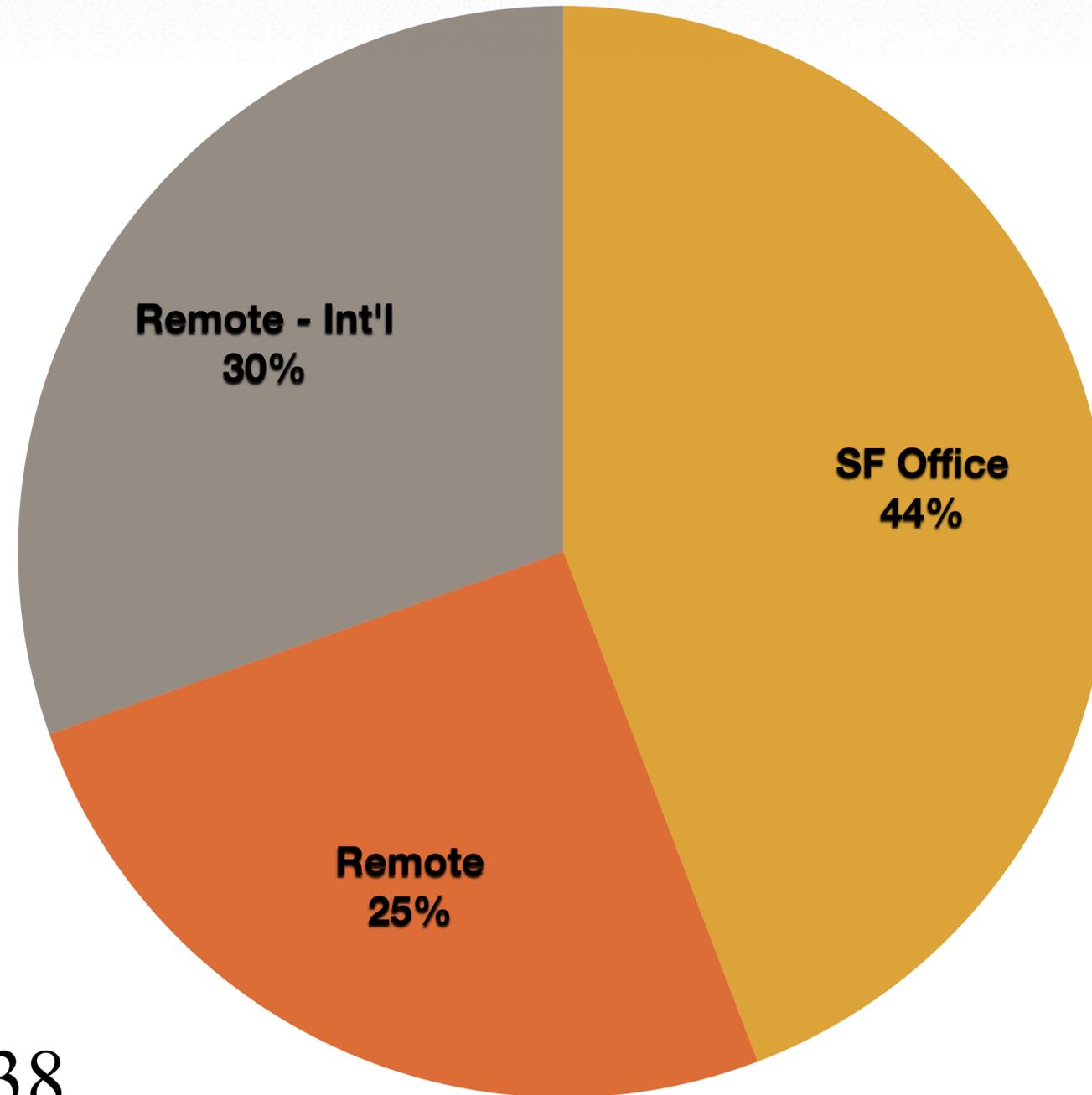
# **Distributed Agile Development** or: How I learned to Stop Worrying and Love Remoties

Arthur Richards

4 May, 2015

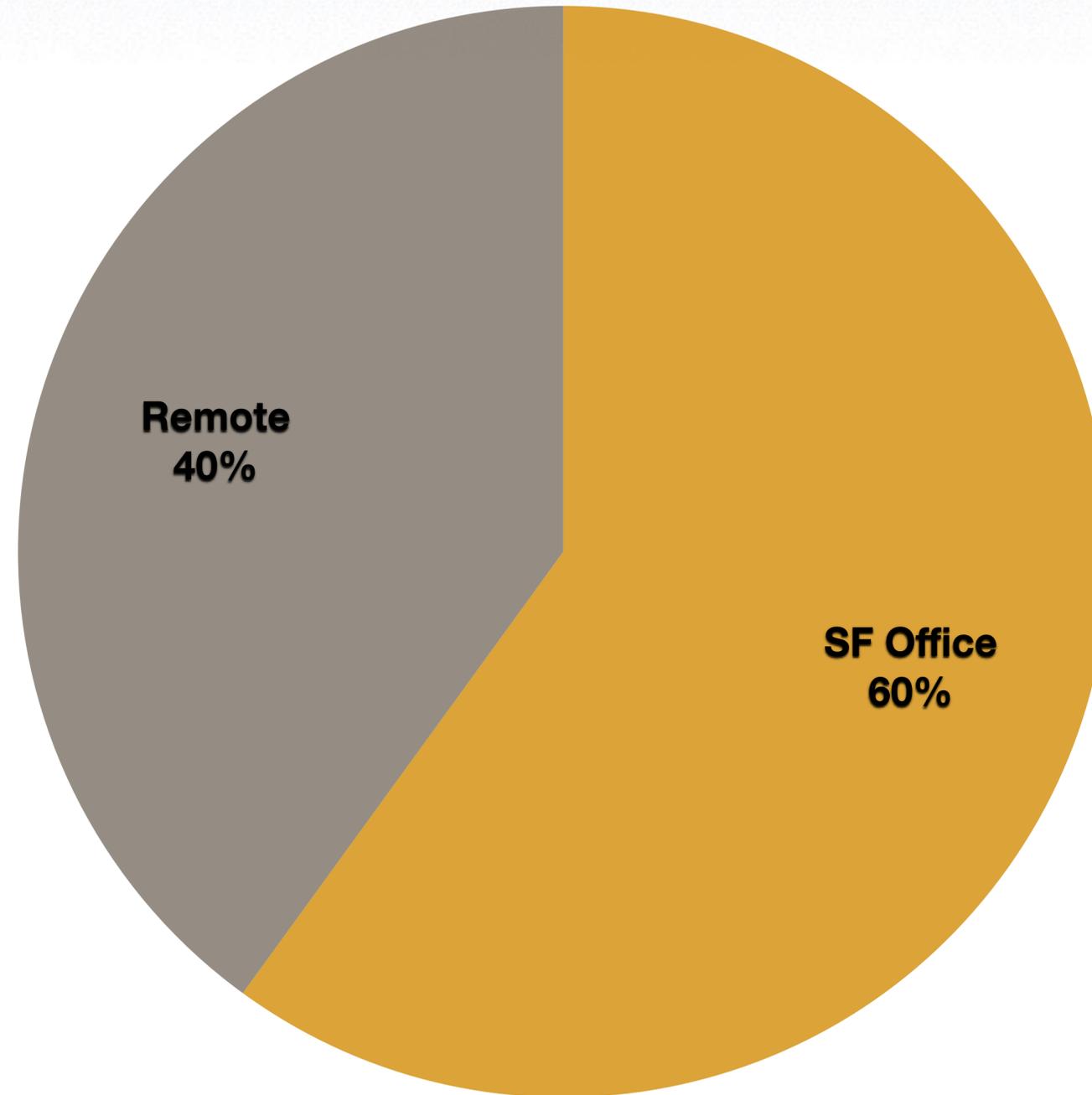
#SGPHX

# How many remoties in WMF?



2015 eng + product = 138

# How many remoties in WMF?



2015 “all in” = 300

# How many remoties in WMF?

- 40% “remote”
- 60% office

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?**

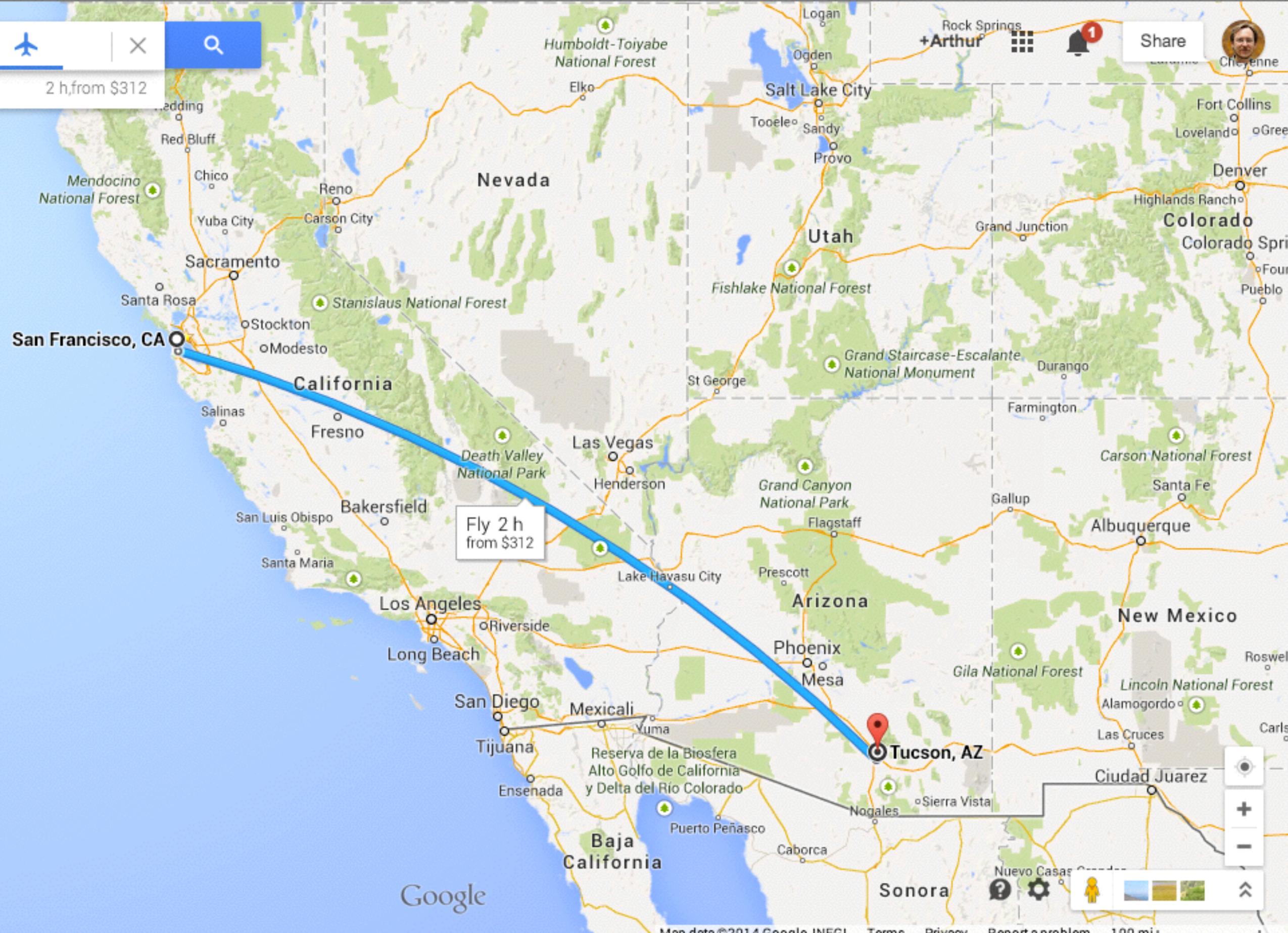
# WMF HQ 2012



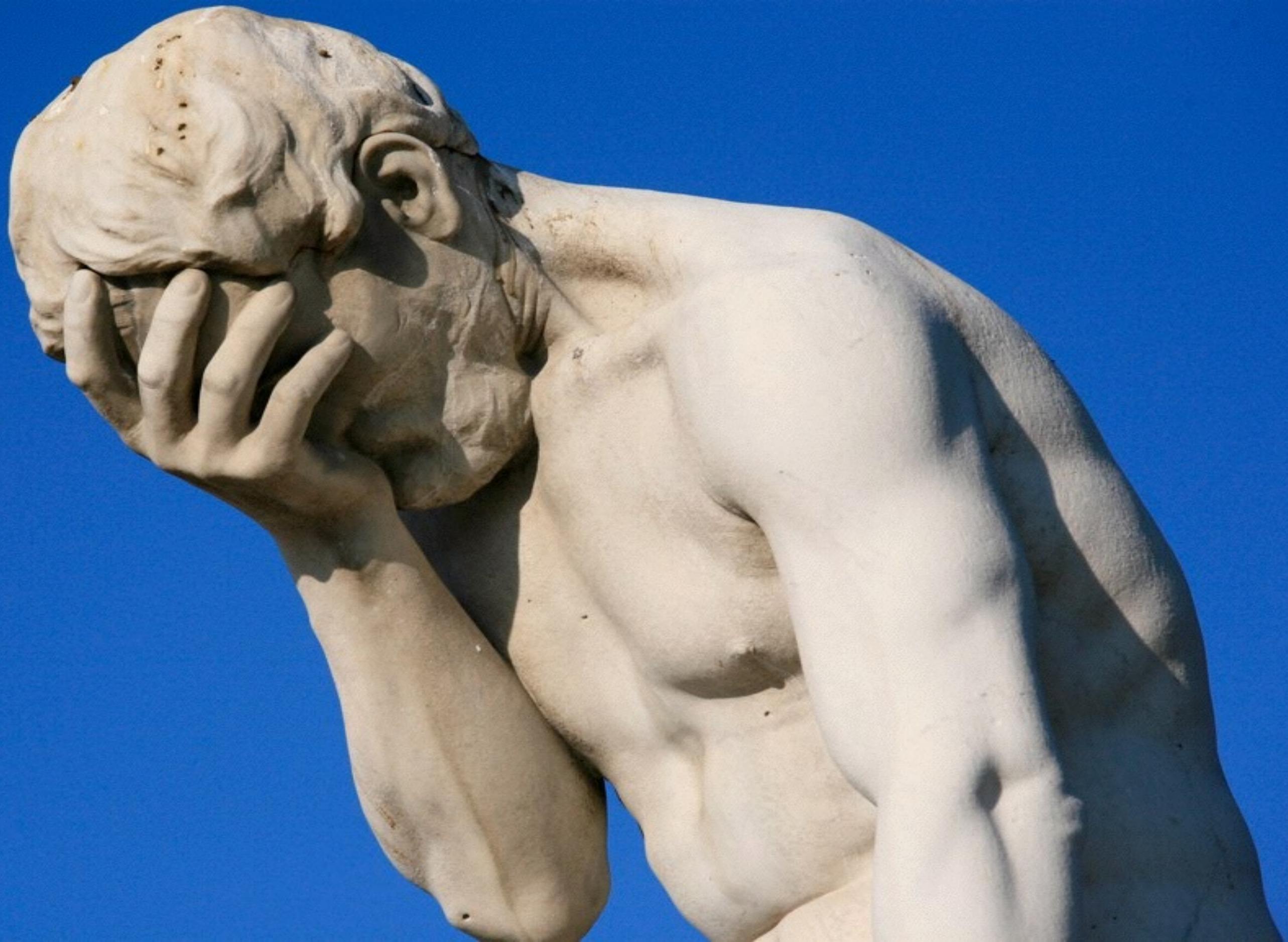
Navigation icons: Home, Back, Car, Train, Walk, Bike, **Plane**, Close, Search

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**

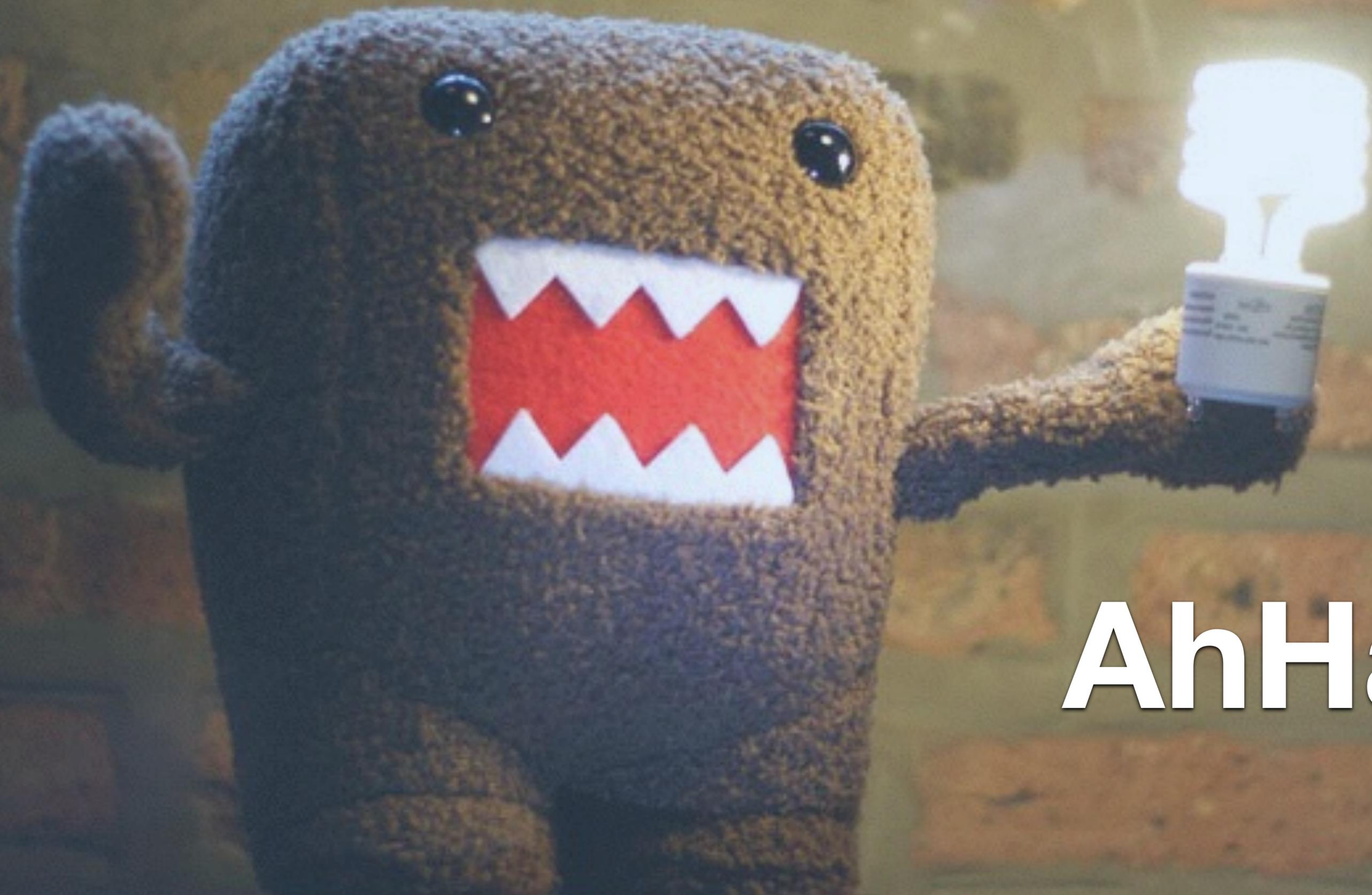
**work tracked...**  
**on a wiki**

**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 a dense network of 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 and the teeth. The background is dark grey.

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**

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

technology  
has changed



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

REGGAE DANCE + RADIO SKIOPKA SEBEST  
**BIG UP!**  
SAT MARCH 17TH 4-10PM UPTOWN 810  
[Additional text and graphics on a poster]

**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.**

**want a job?**

**we are hiring!**

**[jobs.wikimedia.org](https://jobs.wikimedia.org)**

**Huge thanks to John O'Duinn!**

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