Growing a software craftsmanship community for a large enterprise
Agile Enthusiast, Consultant, Coach & Trainer
Community Gardener from Germany
(ACCDE, Play4Agile, CoReDay, Agile Monday)
What to expect?

• Our Story for inspiration and ideas
• Tackling following questions
  • What are your achievements?
  • What are your desires to achieve next?
• What’s your take away?
• Questions?
• Continue Th, 1 pm Agile Alliance Lounge
The „Youth“ Who Went Forth . . .

Once upon a time . . .

People read books.

SCC @ DATEV history since 2012
Andy is tasked with introducing "Clean Code"
2012

The first Clean Code training fails
Brainstorming ideas
The search for a new trainer
2012

The responsible software developer
First community meeting with regularly events afterwards
2013

The new training - pilot event
2013

Slowly establishing coding dojos
2013

Booth at In-house Developer Day
Spread the idea to more than 1000 people
First Code Retreat (introduction, 5 sessions, retrospectives and networking)
Visibility is key

Interview in Newspaper for employees, starting a Newsletter
2014

Code Retreats No. 2 and 3
2014

The first Developer Awards

Improving existing code base, brilliant clean code, Clean Code Guru
2014

Monthly community meetings
First Monday 10 – 12 AM
2014

Colleagues visit SoCraTes for the first time

Kick off for personal change
2015

Moving to the IT Campus
2015

Code Retreats 4 thru 7
New location, Bring a colleague
The first Legacy Code Retreat

2015

Legacy Codereetreat
@martinheider
klose
2015

**Coderetreat-Team**

Das Coderetreat-Team veranstaltet Coderetreats in der DATEV.

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Das Coderetreat-Team veranstaltet die Coderetreats in der DATEV. Auf diesem (Teil des) SharePoints findest du alle Dokumente, die rund um die Organisation der Coderetreats entstehen. Ganz im Sinne der Transparenz sind diese für alle einsehbar. Wenn du Lust hast, bei der Organisation der Coderetreats mitzuwirken, dann wende dich an das CoderetreatTeam@datev.de.

Unsere Vision für 2016 und 2017 ist es, das Format Coderetretrat weiter bekannt zu machen und euch dafür zu begeistern.

Was wir im 2016 vor haben, findet man unter in der Timeline.

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**Aktuelle Teilnehmerzahlen**

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**Code Retreats: Strategy day**

Envision the next two years, Inception of Org Team
2015

More community activities

CoDoMo & Skunk Award
“Make it part of your job description”
2016

Knowledge from the outside
Again Visibility Marketing in 2016
2016

A mentor for the community
2016

Code Retreats 8 thru 11

Summer party double feature with futurespective
2016

Global Day of Code Retreat
2016

Code Retreats: Organizers retro
2016

Code Retreats: Second strategy day
Community meetings: A dedicated team
2017

„Hackerkegeln“ and more
2017

Rules by the community, for the community, updated in quarterly meetings.
SoCraTes 2017
7th International Software Craftsmanship and Testing Conference in Germany
24 - 27 August 2017, Soltau, Germany

SoCraTes in a nutshell

This event is about the sustainable creation of useful software in a responsible way.

It's about People
Everyone who is concerned with coding, testing, code quality, software craftsmanship, if...
- you are passionate about software development and testing.
- you have already heard of Software Craftsmanship or even already are part of the growing community.
- you want to share your knowledge, experience and expertise.

It's about Action
The event will be run as a non-profit, low-cost event. It is a joint-effort of all Software-teams, the community of all German-speaking Software Craftsmanship groups. It will be much like a retreat. We will be there for 48 hours to collaborate and share ideas. There will be:
  - Highly collaborative interactions
  - A self-organized OpenSpace, with...
  - hands-on coding sessions
  - sessions focused on discussion
  - interactive talks
  - lots more

It's about Fun
We will not only spend the days together but also the nights. And – believe it or not – programmers are a great company! There will be lots of opportunities to spend your time. From simple things like "let’s go hiking and biking, playing games, hanging around, talking, laughing, ...
2017

Code Retreats 12 thru 15

Internal facilitators take over & Apprentices
2017

Some experiments fail

BDD Code Retreat
GDCR@DATEV: 100+ registrations
2018

5th year anniversary

~650 subscribers, ~220 CR & ~100 Legacy CR participants (different)
2018

Andy becomes developer role sponsor
2018

@Latti_Nbg
@XelamRelos

@embedjourneyman
@thbrunzendorf

More outside knowledge

@SoCraTesDayFranken & GDCR
Challenges & Desires

Adressing late majority, Keeping Energy Craftsman Swaps, Other formats, (Self) Learning hours
Biggest learnings so far

• Ask for help & participation of workers and leaders
• Bring in external expertise and make yourself independent from it
• Make growing the community (part of) your job description
• Reliability, Regularity & Visibility
• Envision, execute and reflect ...
• Limit the number of Experiments
What are your achievements with your craftsmanship communities so far?

• Write 1-2 achievements of your craftsmanship community (you are proud of)
• Find a partner. Tell each other your achievements and prioritize 2 you want to hear more of
• Find another pair and do the same
• Find another foursome ...
## Tackling questions

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<th>Reached Achievements</th>
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Growing a SW Craft Community of Practice

**WHAT**

**Achievements**

- Engaged Devs in Mentropy Ice Breaker to learn about people they don't know.
- Invited Project Manager + Architect to Dojo.
- Recognize engineers who have made career milestones.
- Shared ideas in Beers with engineers.

**How/Details**

- Bringing people from different teams and areas together.
- Gave guests time to ask each other (past, present, future) about their career and interests.

**Desires**

**Goal (WHAT)**

- Engage Devs outside of Digital team and across buildings (Ken/Bellevue).
- Duplicate tech expo meetup in both sites.
- Model behavior and show how it benefits Devs who participate.

**Ideas**

- Start doing code retreats.
- Organize a day with the existing super keen community members.
- Investigate existing code retreats open to the public.

**Regular Dosos + Cadence**

- Schedule ahead for the year.
- Build unified community to organize.
Growing a SW Craft Community of Practice

Achievements
- Free lunch
- Invite Problem Solving
- Practice pair programming and TDD
- Carrot during work hours
- Full Day

Desires
- Curate people to share again value code craftsmanship
- Bring in better facilitators?
- Get a leadership sponsor
- Promote the company's social media
- Share positive stories from events
- Support the vision of promoting code craftsmanship
- Mentorship from more experienced developers
Growing a SW Craft Community of Practice

Achievements:
- code golf
- VCC

Desires:
- dev-lead: UI boot camp
Take Aways

Learnings? AHAs? Actions next week?
Questions

Agile Enthusiast, Consultant, Coach & Trainer
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(ACCDE, Play4Agile, CoReDay, Agile Monday)

@martinheider
Gift of Feedback

• Fill out the online survey 😊
• Continue Thursday, 1 – 2 pm at Agile Alliance Lounge