Retrospectives

548 Days to Fix One Line of Code
Hi, I’m Ryan!

https://ryanlatta.com
About Me
Teams that change the world
Family
Bees!
Games!
tl;dr
We do retrospectives, nothing changes
Start, Stop, Continue
Flaky tests
Old and Busted
3-5 action items
We Were New Hotness
Definition of Done
Team Leads on Support
3 Months

Day 1  Day 90  Day 180  Day 365  Day 455  Day 548
Flaky tests
So we’re learning
Flaky tests
Uh... This should work right?
Still broken!
1 Year

Day 1  Day 90  Day 180  Day 365  Day 455  Day 548
Flaky tests
Forget this.
Taboo Topic
Support is worse
Eureka!
Don’t half ass two things, whole ass one thing
— Ron Swanson
If you know the problem well enough, the solution becomes obvious.
From actions based on assumptions to hypotheses based on inquiry
We were confirming our bias as action items
The Ask
Time to Tell the Scrum Master
Focus on one problem until solved
From 3-5 action items to 1
No Idea How to do Any of this
Paralysis
Empathy Matters
1 Year, 3 Months

Day 1  Day 90  Day 180  Day 365  Day 455  Day 548

The Retro!

@recursivefaults
Anchors and Engines
3-5 Action Items
I Was That Guy
Would You Bet Your Job on It?
Let’s Learn Instead
1 Year, 6 Months

Day 1  Day 90  Day 180  Day 365  Day 455  Day 548
There it was
Party!
Significant Improvement
Epilogue
Why Did This Take So Long?
Improving was a muscle we hadn’t developed
Insights
Different retro activities bring different things into light
Single problem focus gave us feedback
From actions as solutions to actions as questions
We believe that if... We will see...
1. How will we do this
2. How will we know
3. When can we check
You Cannot Spend Enough Time Learning About Each Other
Thanks!

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