

**ACCU
2021**
VIRTUAL EVENT

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Keynote:

**Technical Agile Coaching With the Samman
Method**

Emily Bache

Technical Agile Coaching With the Samman method

Emily Bache

ProAgile

Emily Bache

Technical Agile Coach

Conference Speaker

Based in Gothenburg, Sweden

Author of

“Techical Agile Coaching with the
Samman method”

@emilybache

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Samman Coaching Outcomes

5. Have you seen these outcomes from the coaching?

[More Details](#)

very much so to some extent No difference it got worse or less likely this outcome is not relevant

Improved teamwork, better collaboration



More likely to write unit tests



More likely to work in small increments, committing code more often



More likely to improve design and refactor safely

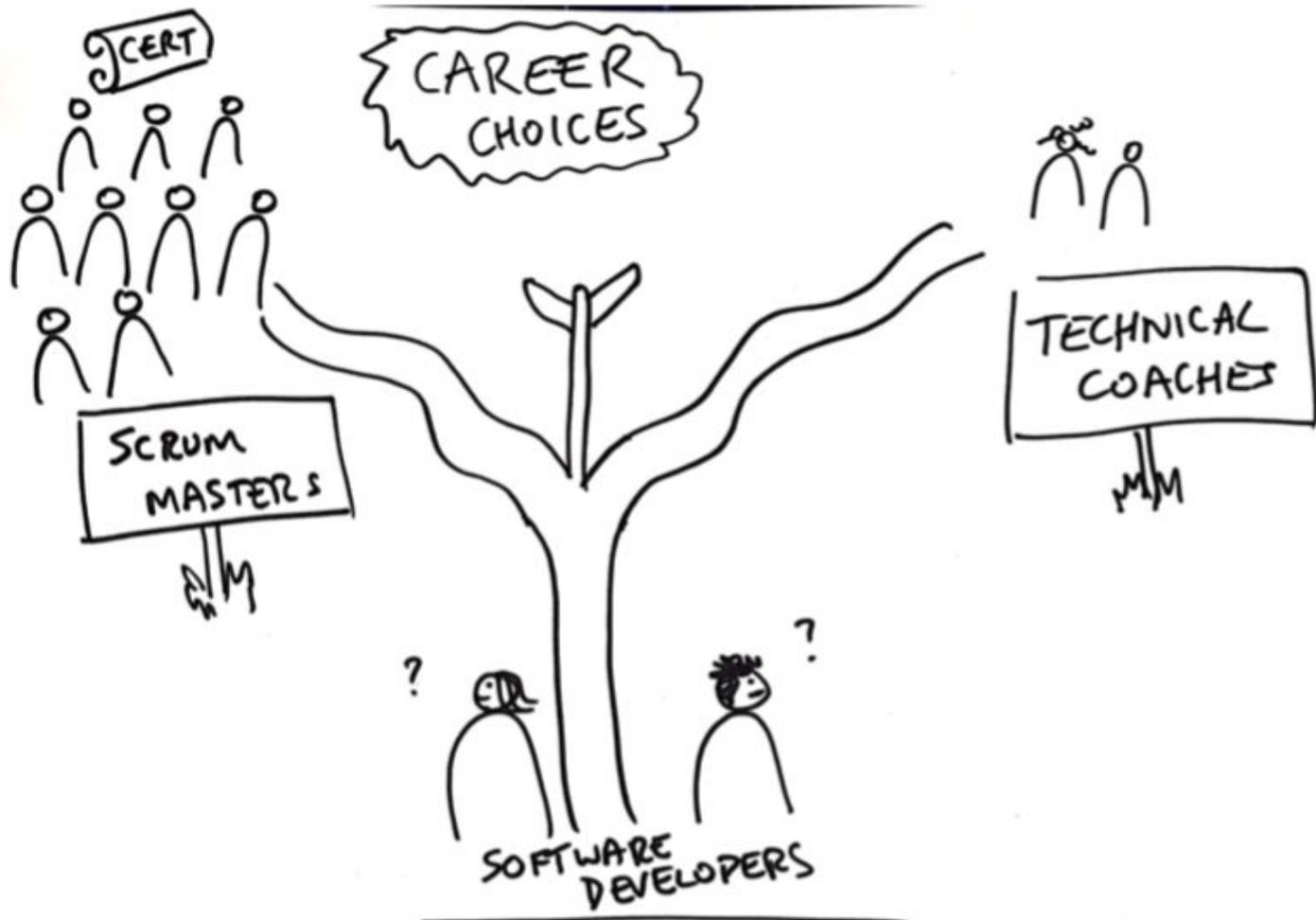


More likely to use tests to drive development



More likely to design readable, maintainable test cases





What is important to you in your daily work as a software developer?

Mentimeter survey

XP Team



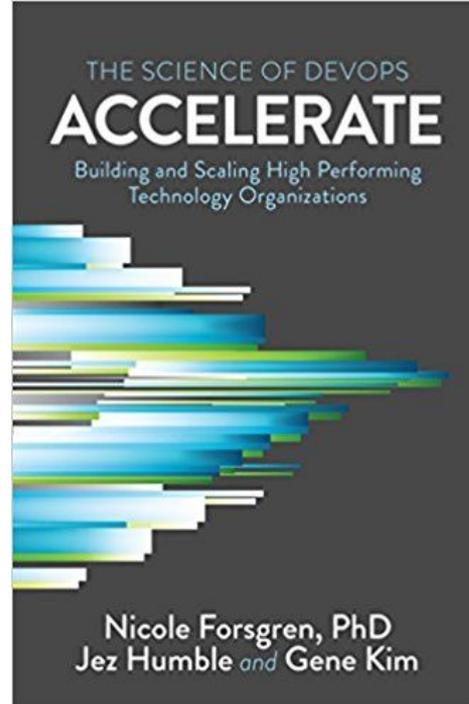
Traditional Team

***Do you see a need to get better at
any of these technical practices?***

Mentimeter survey

Accelerate Research

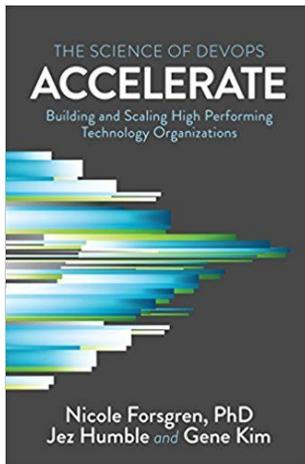
- Many years of research
- Respected authors



Generative &
Safe Culture

Empowered
Teams without
Handovers

Use the
Cloud



Modular
Architecture

Lean Product
Management

Continuous
Delivery

Software Today is Built by Teams



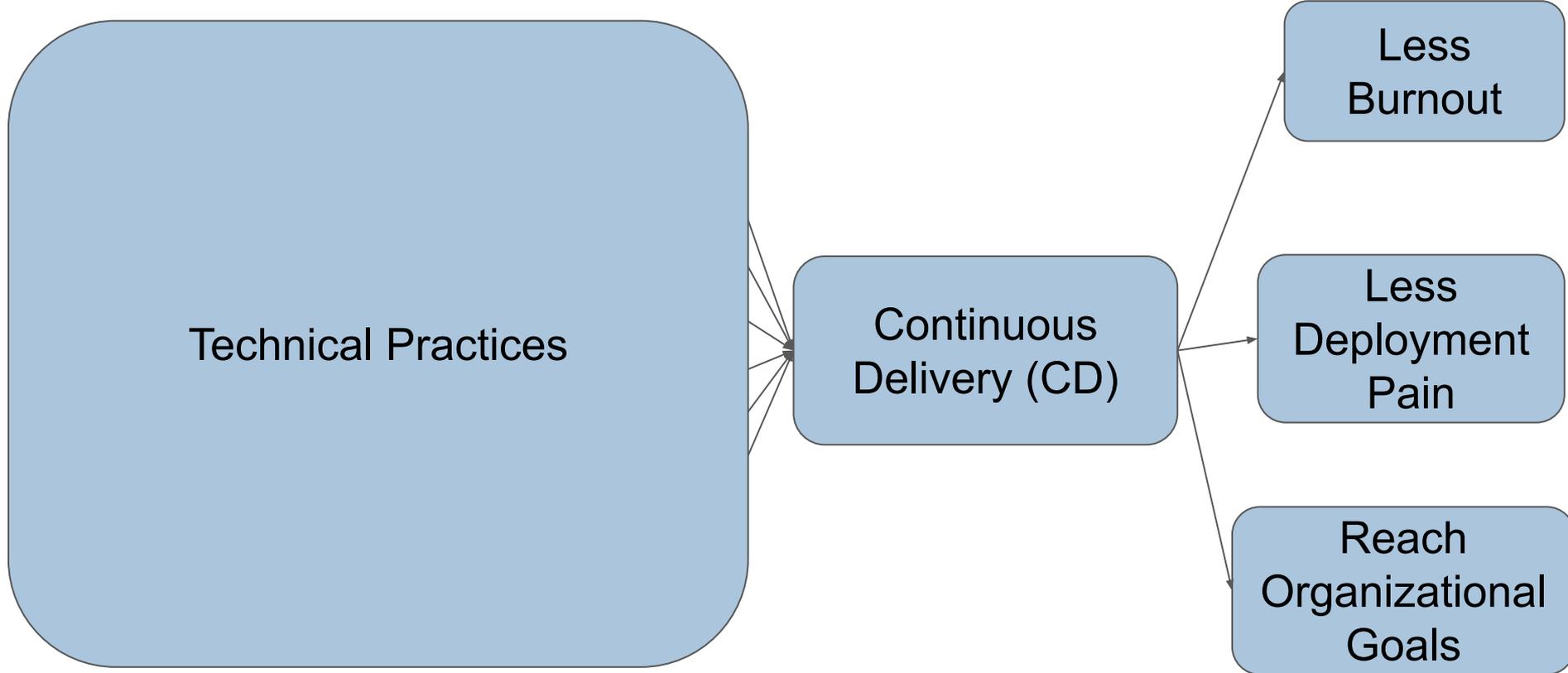
- Psychological Safety
- Cross-functional
- Empowered

Empowered Teams

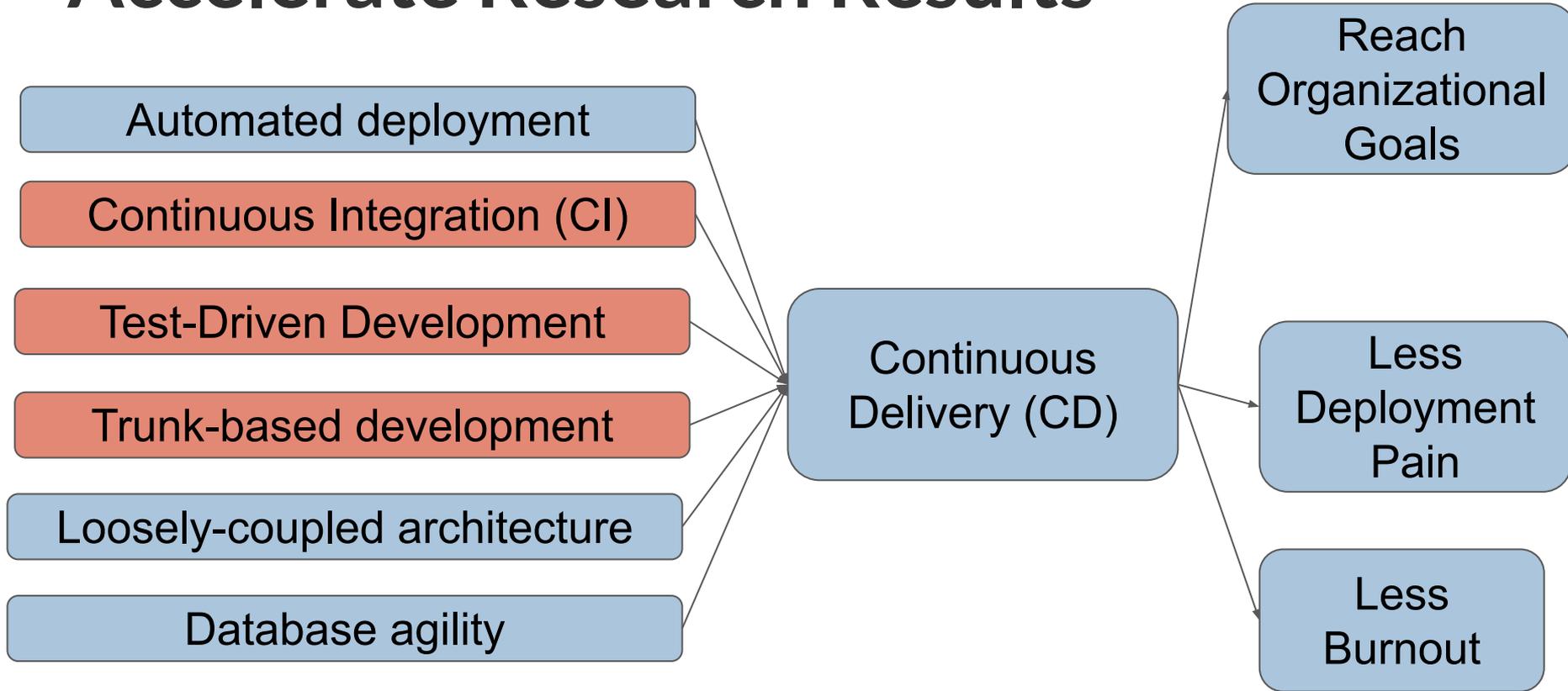


- The team can:
- Make large-scale design changes
 - Without detailed coordination outside the team
- Deploy on-demand
- Do their own testing

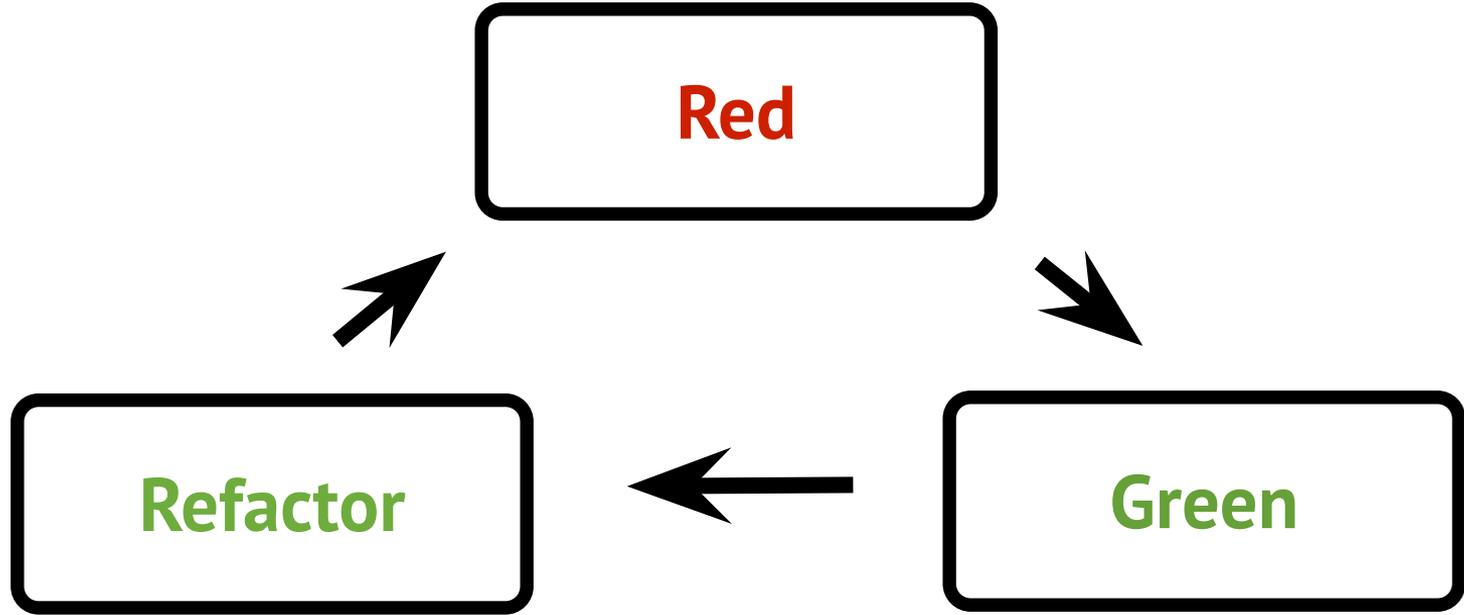
Accelerate Research Results



Accelerate Research Results



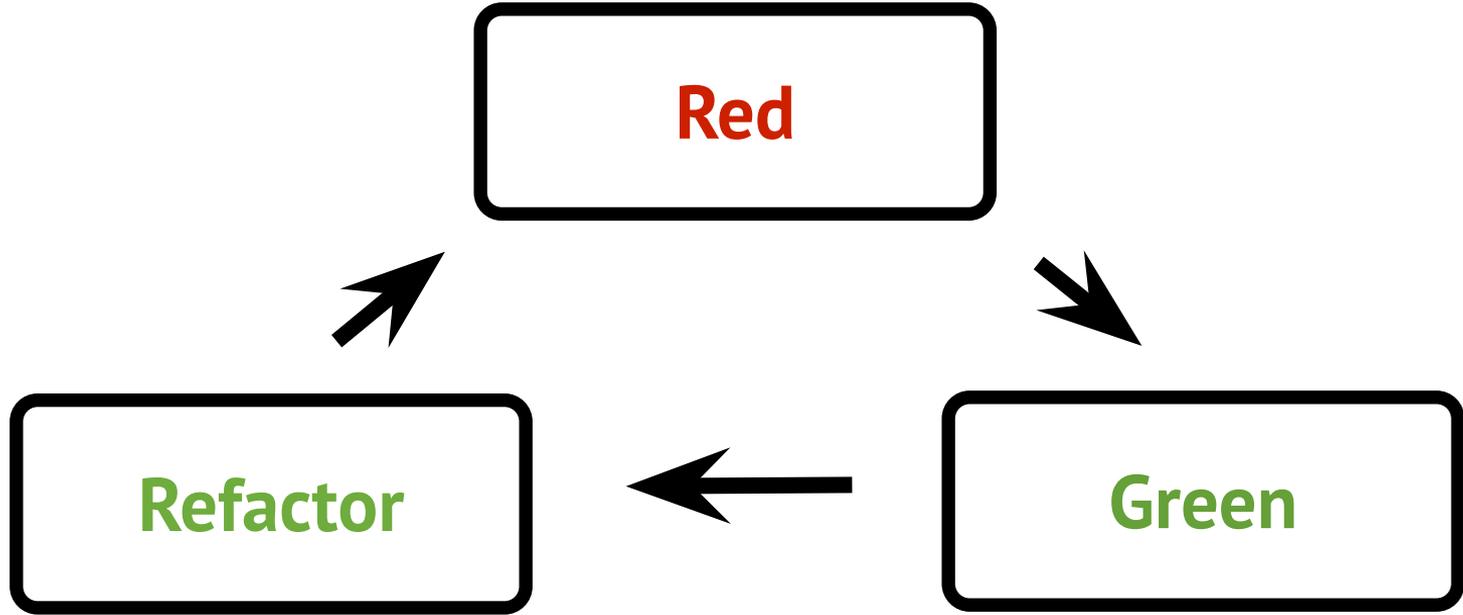
Test-Driven Development



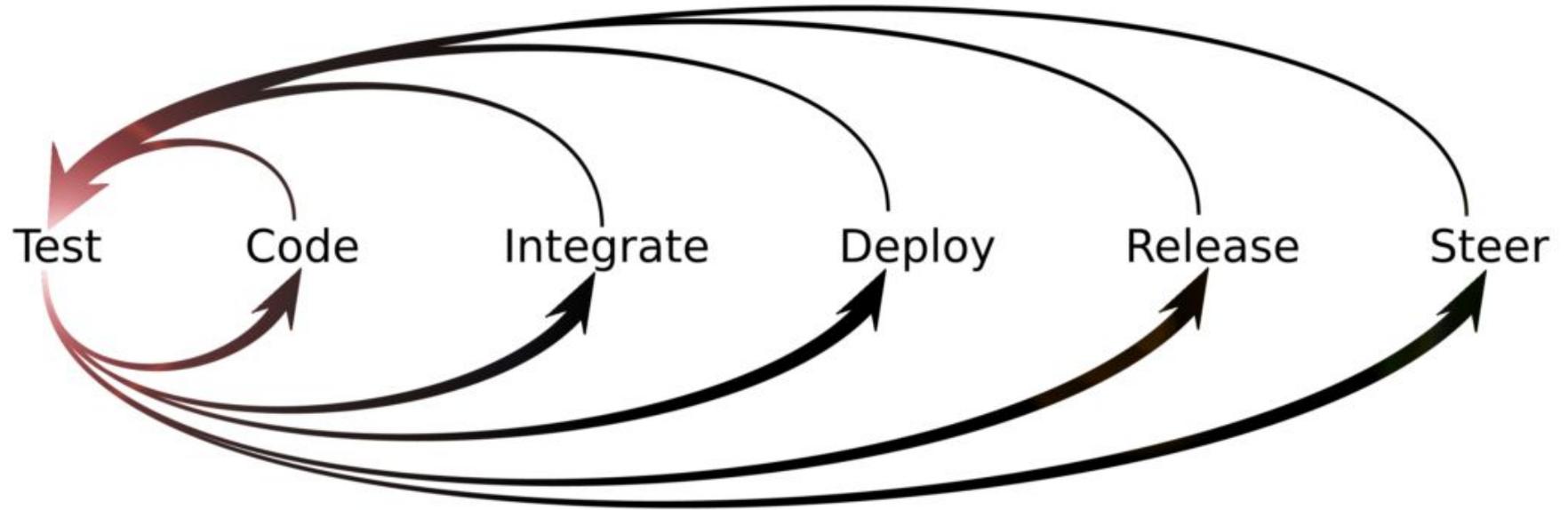
Demo

Leap Years

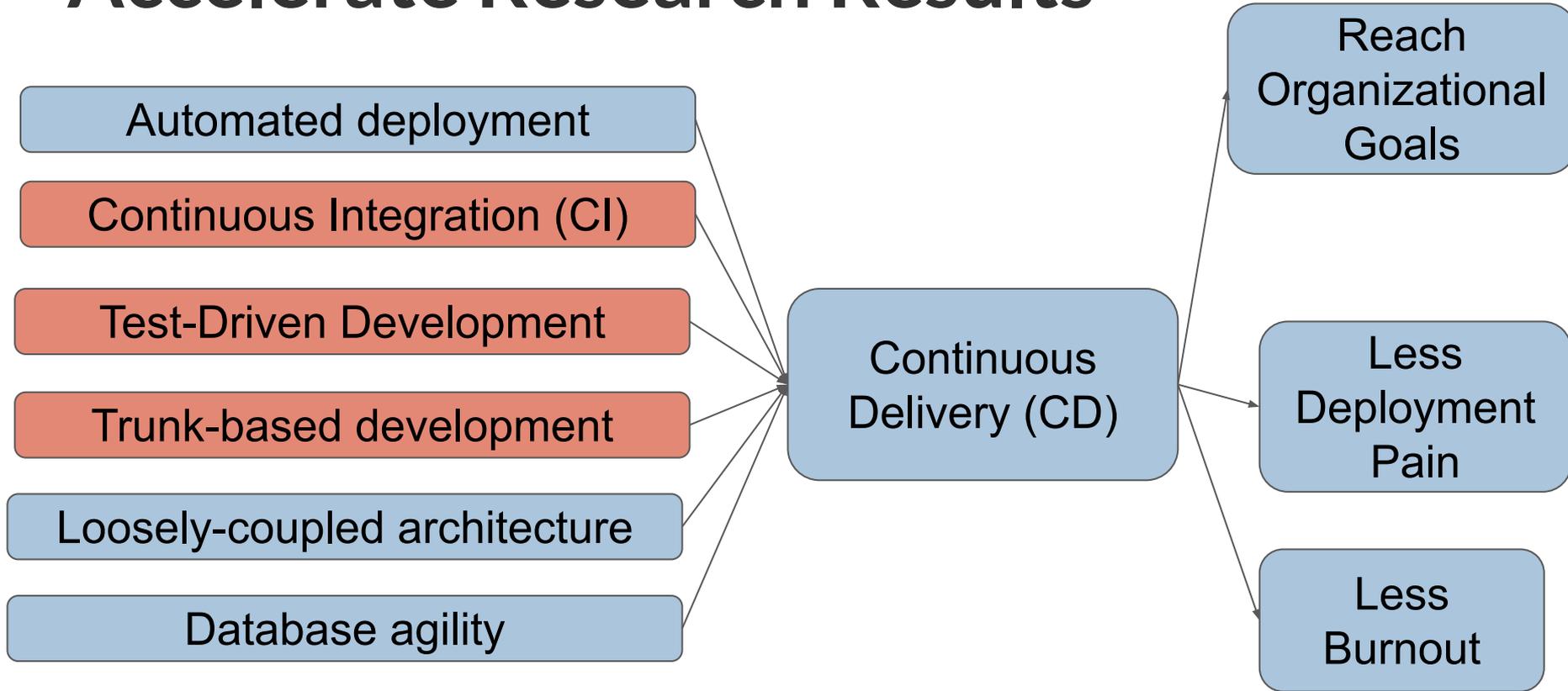
Test-Driven Development



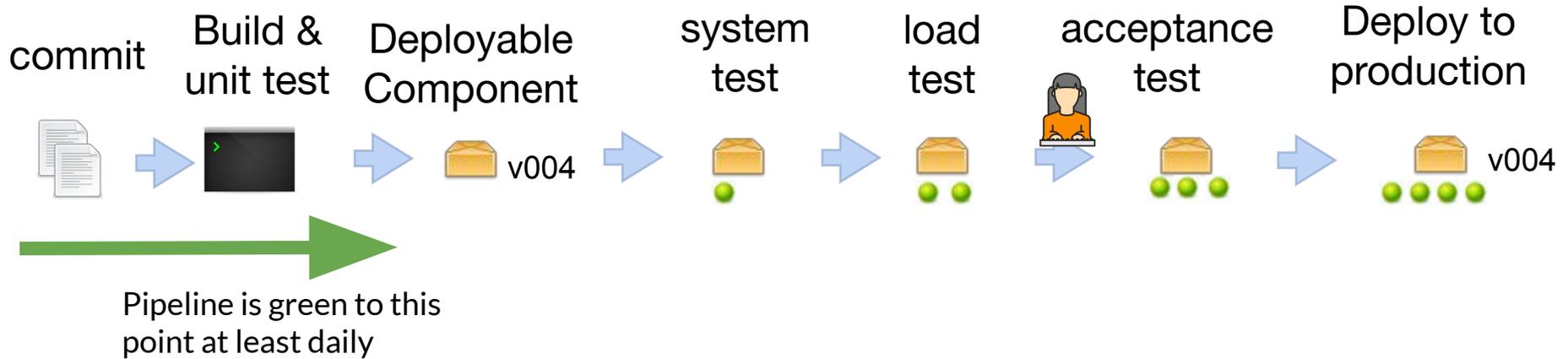
Feedback loops



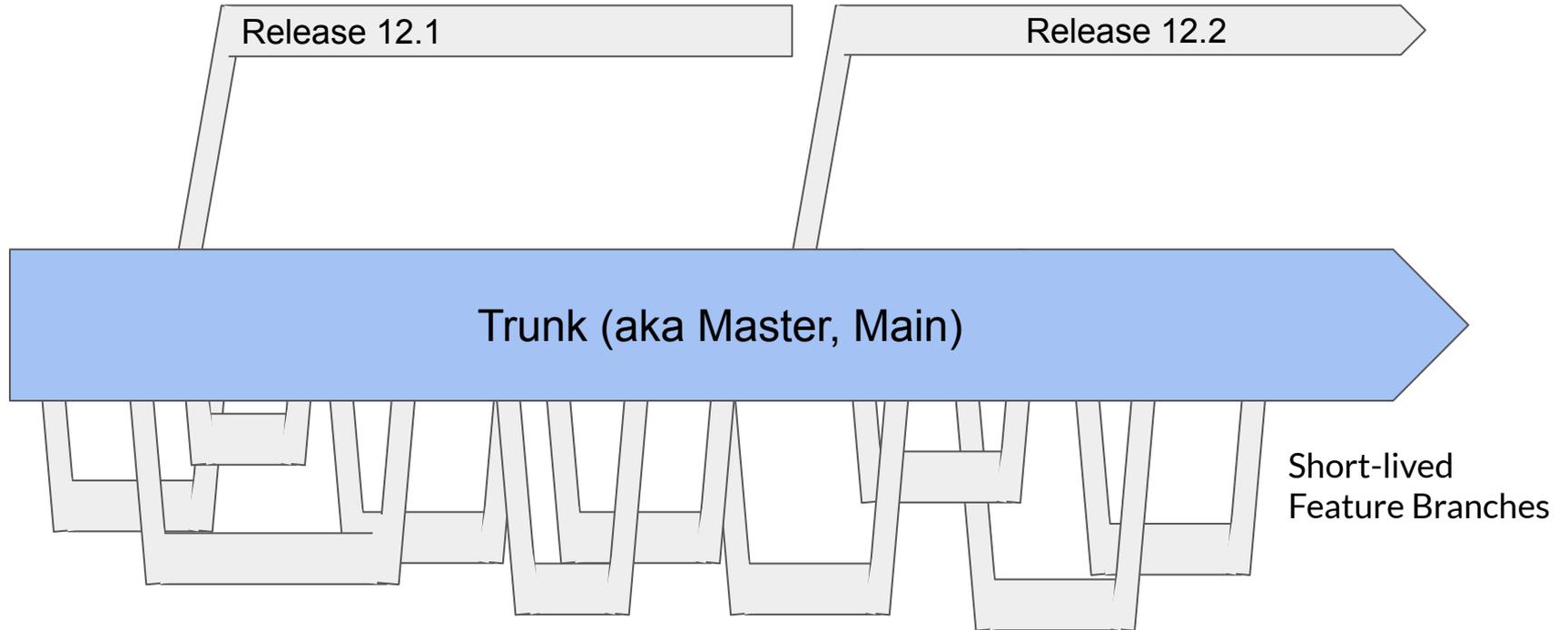
Accelerate Research Results



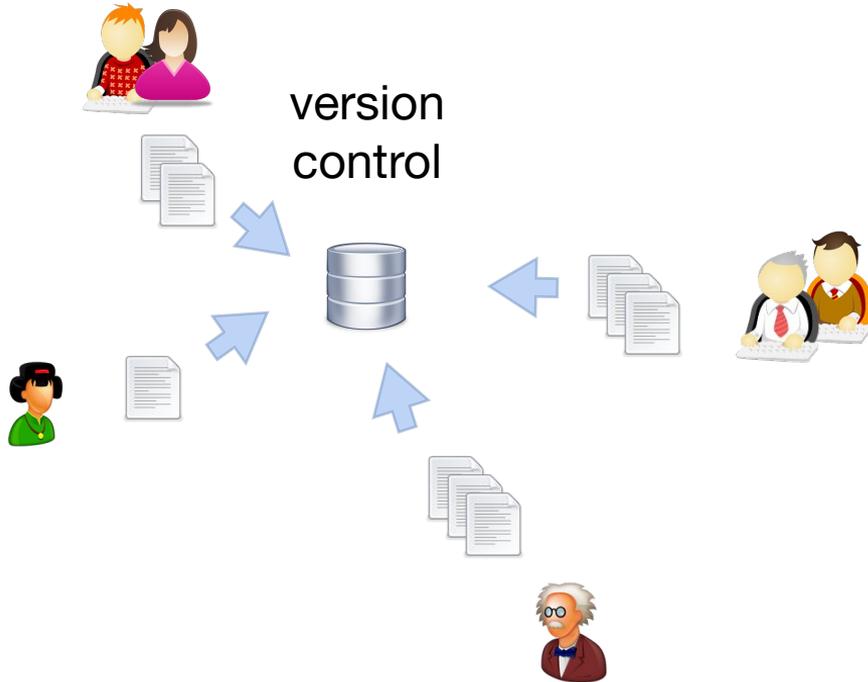
Continuous Integration



Trunk-Based Development



Continuous Integration & Trunk based dev & TDD



Everyone has *almost* the same code on their local machines

Shared view of status

XP Team



Traditional Team

Do you already work this way?

Mentimeter survey

A new way of skiing



Flickr Simon Hannaford



Flickr nonanet

***Which of these learning activities
are you already doing?***

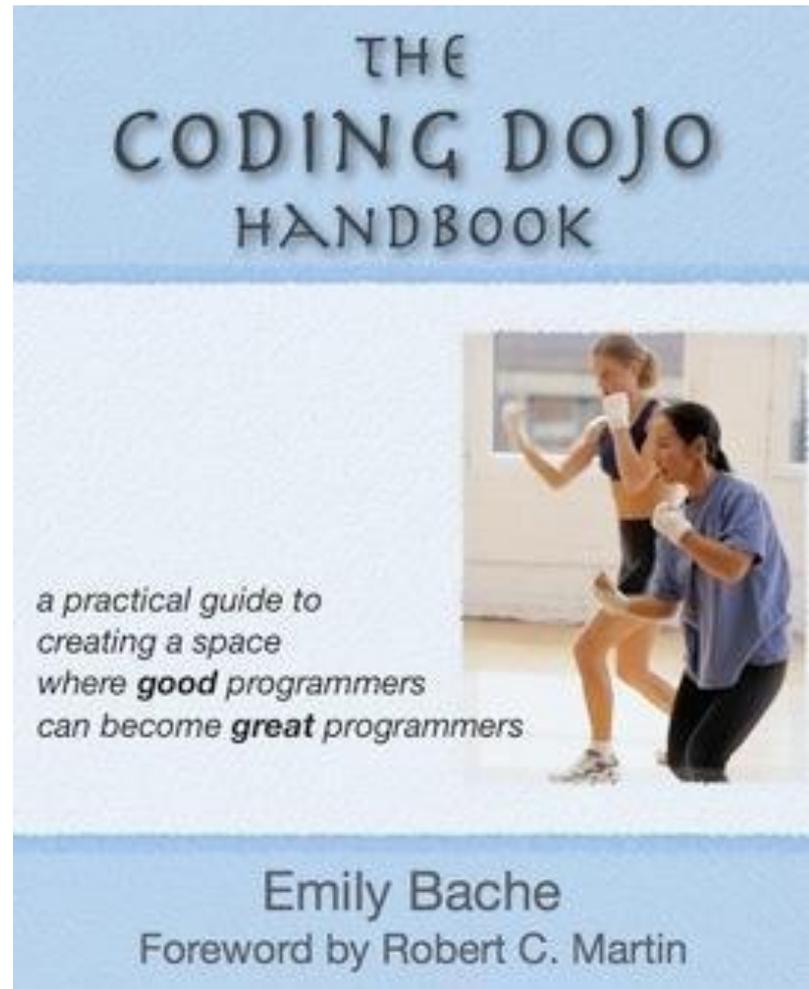
Mentimeter survey

***Which of these training activities
have you successfully used to learn
TDD?***

Mentimeter survey

Coding Dojos

Dojo == the place you go to learn



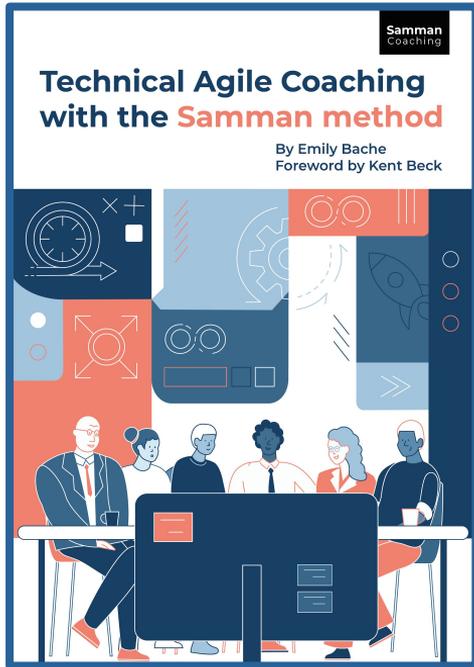
A Coding Dojo

- About 5-15 coders
- 2-3 hours each week/month





Pair Coaching with Llewellyn Falco

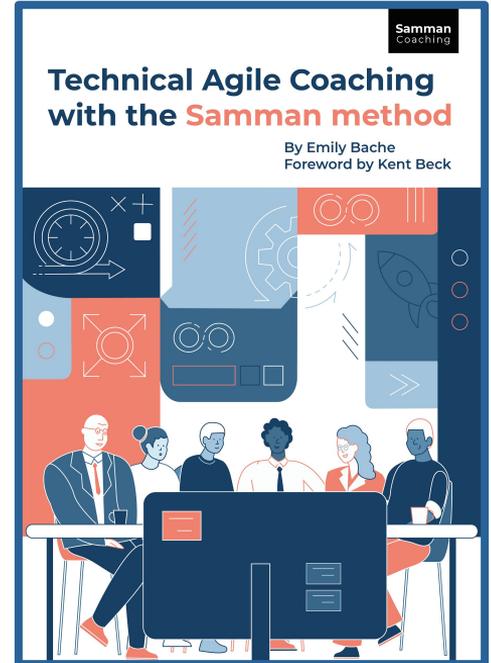


Book published Jan 2021

- Coaching method for working with software development teams
- Improve the way we write software
- “Samman” means “together”

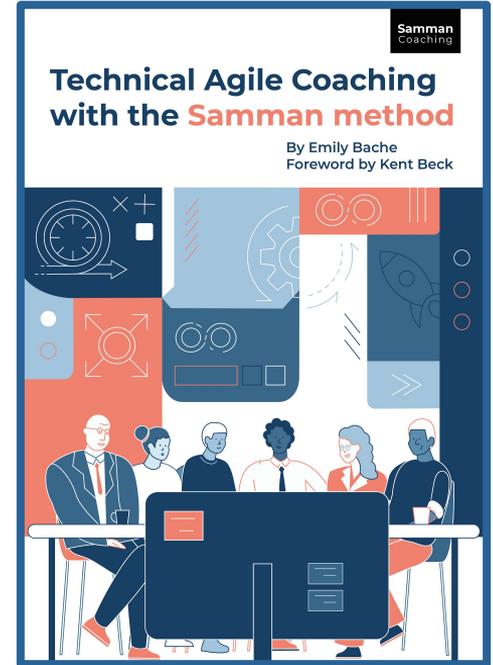
Samman Technical Coaching Areas

- Better Unit Tests
- Continuous Integration
- Safe Refactoring
- Iterative and Incremental Design
- Legacy Code Rescue
- **Levelling up the whole team**



The Samman Method

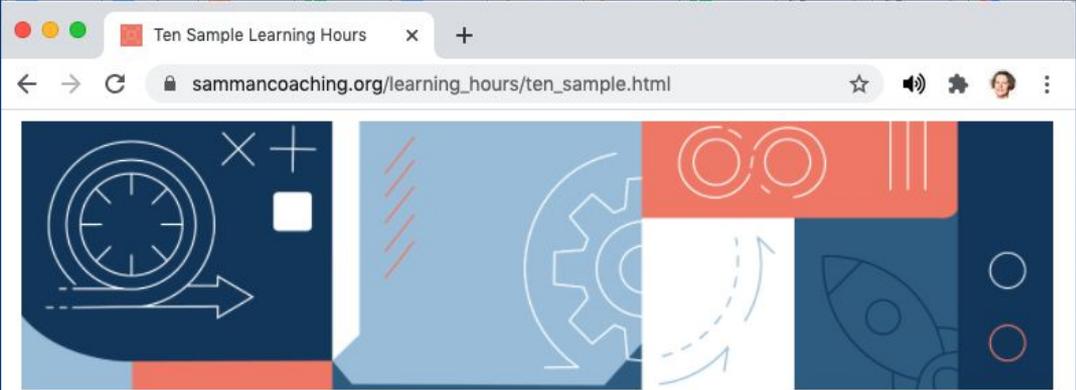
- Learning Hours
- Ensemble Working



@emilybache

Learning Hour

- Like a short, frequent coding dojo
- Planned by a teacher/coach



Home Kata Descriptions Learning Hours About

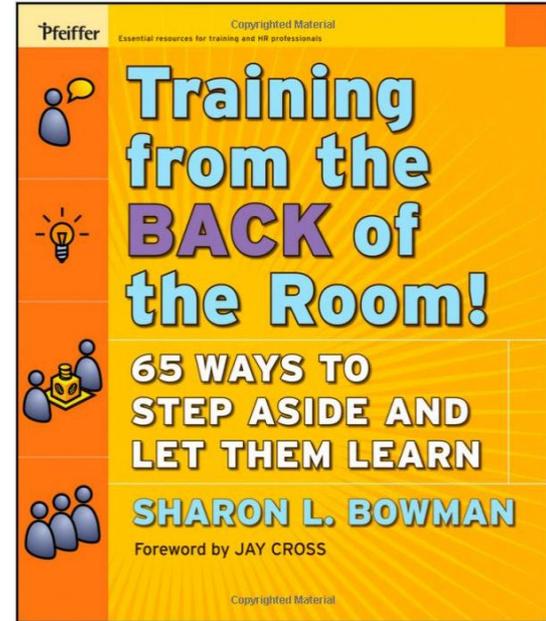
In the book there are ten sample learning hours. Here are the latest versions of them:

1. [Incremental Working, Driven by Tests](#)
2. [Selecting and Ordering Test Cases](#)
3. [Golden Rule of TDD](#)
4. [Names of Refactorings](#)
5. [Misconceptions about Refactoring](#)
6. [Make a Test List](#)
7. [Arrange - Act - Assert](#)
8. [Start with the Assertion](#)
9. [One function at a time](#)
10. Inspirational Demo

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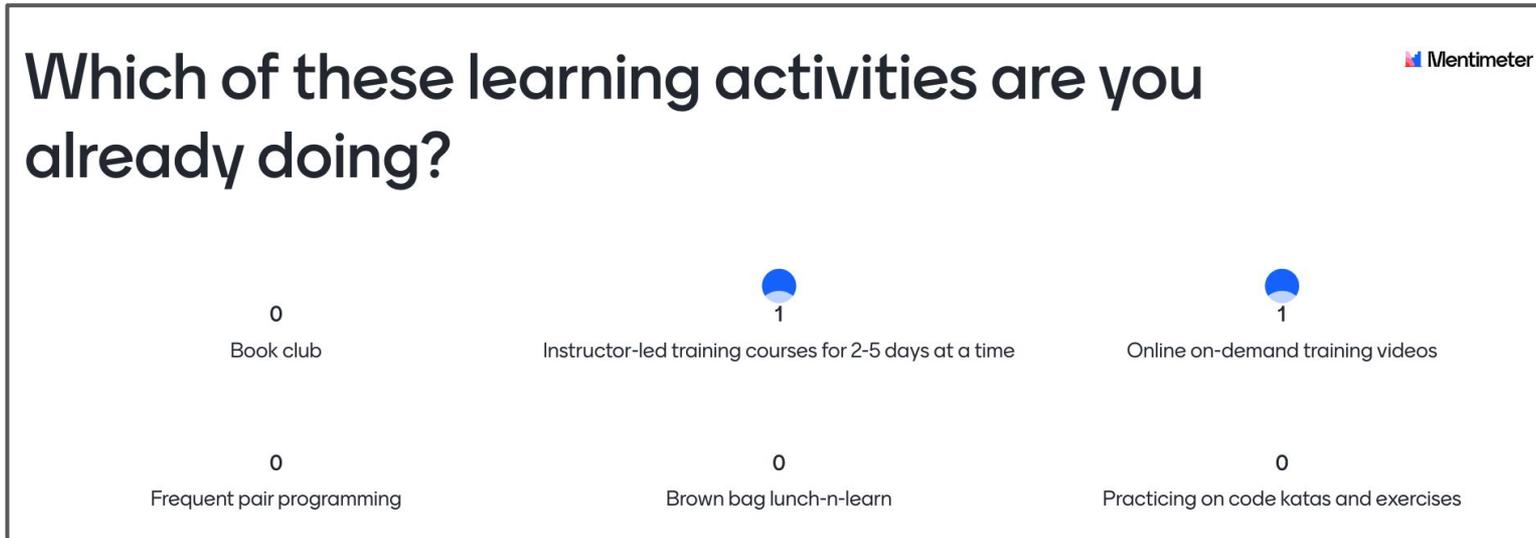
Training from the back of the room

- Active learning techniques
- Hands-on, experiential
- Like a skiing lesson!



Learning hours have a “4C” structure

- Connect

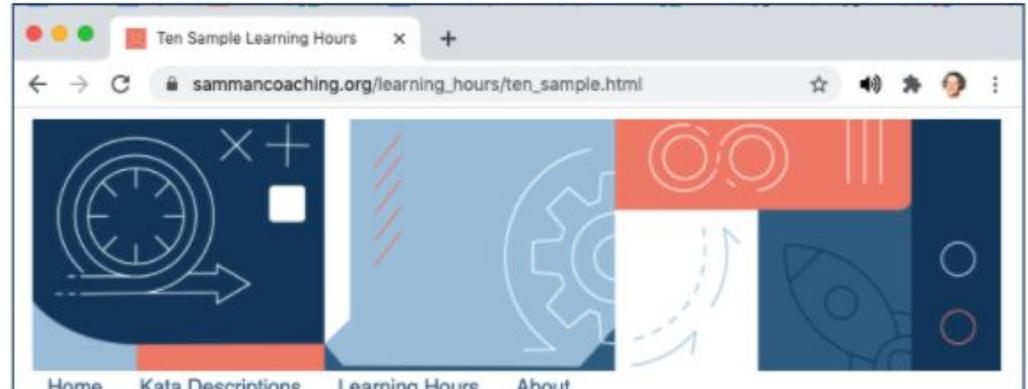


Learning hours have a “4C” structure

- Connect
- Concept

Learning Hour

- Like a short, frequent coding dojo
- Planned by a



Learning hours have a “4C” structure

- Connect
- Concept
- Concrete

Design some training that uses the 4C model.

Sample Learning Hour Outline

Misconceptions about Refactoring

In this session we talk about what refactoring is and why we do it. We work on improving some names to improve readability.

Session Outline

- 15 min connect: refactoring warm-up questions
- 5 min concept: When should you refactor
- 30 min do: pairs refactor Tennis3
- 5 min reflect: review warm-up questions

https://sammancoaching.org/learning_hours/refactoring/misconceptions.html

Learning hours have a “4C” structure

- Connect
- Concept
- Concrete
- Conclusions

Write a comment in the group chat summarizing what you've learned about 'Training from the back of the room'

Interact with the material

- Mentimeter
- Miro board
- Printed Paper Handouts that you write on

Mark up #7

Quickly read the notes below. Put a mark (emoji or coloured shape) next to the three most important (most meaningful, most useful) to you.

The Miro board contains the following sticky notes:

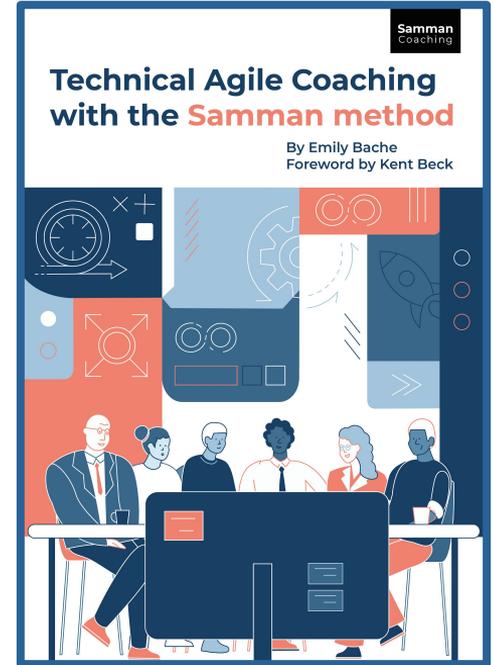
- My 'why' priorities at work (blue square)
- Cyber-dojo (yellow square)
- Test Driven Development - I never understand what it is now (pink square)
- Accelerate book and research (green square)
- Using Code Katas to learn TDD (yellow square)
- Coding Dojos (blue square)
- Continuous delivery reduces build and deployment pain (teal square)
- The Samurai coaching method (orange square)
- This book "Training from the back of the room" (pink square)
- Learning Hours (blue square)
- Mentimeter for interactive surveys (purple square)

I will read out any comments I like

Conclusions, Summary, Evaluation, Celebration

The Samman Method

- Learning Hours
- Ensemble Working



@emilybache

A new way of skiing



Flickr Simon Hannaford



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TDD in a code kata



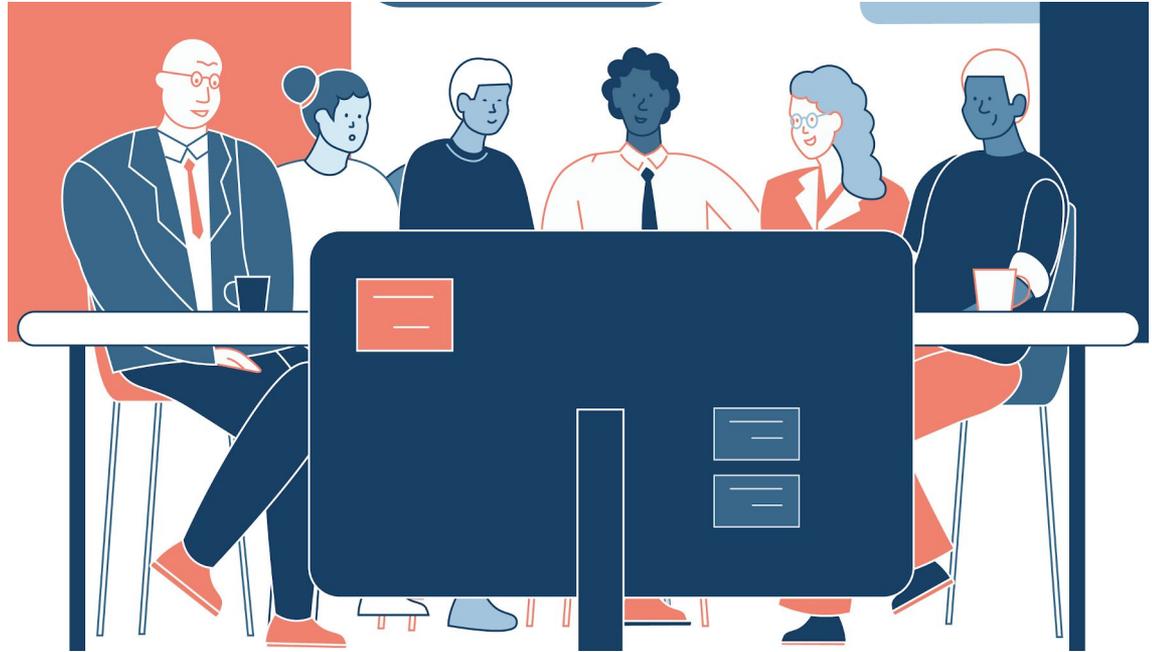
TDD “in real life”



Flickr Ruth Hartnup

Ensemble Working

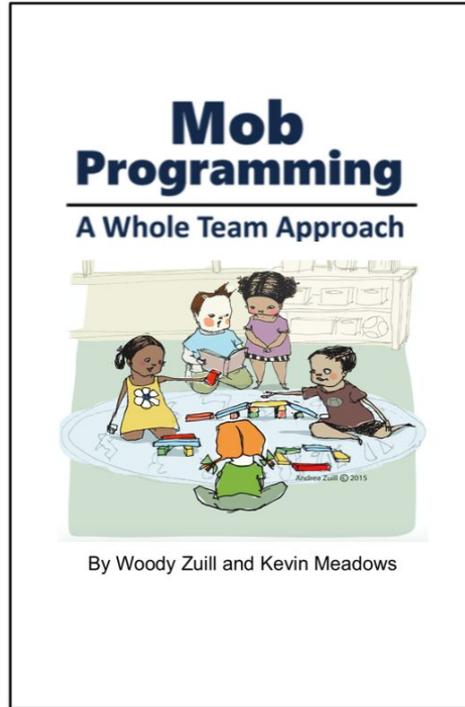
- Whole team
- Realistic task
- Practicing techniques rather than making progress



“All the brilliant people working on the same thing, at the same time, in the same space, on the same computer.”
– Woody Zuill

Mob Programming

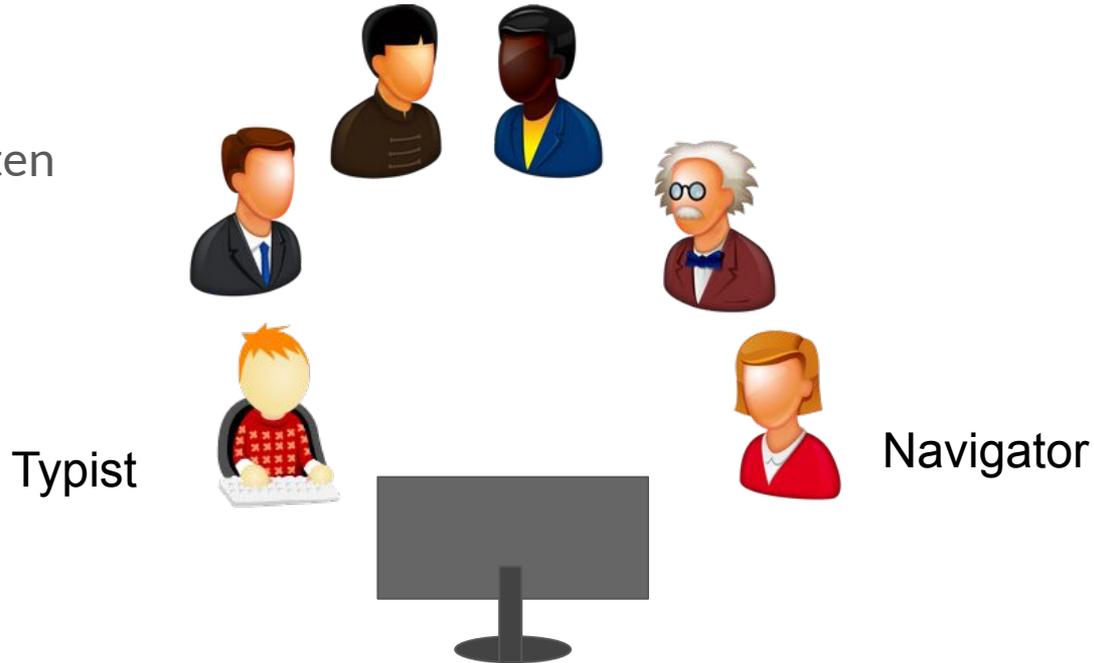
Book recommendation:



<https://leanpub.com/mobprogramming>

Ensemble Roles

- Typist
- Navigator
- Team member
- Rotate roles often

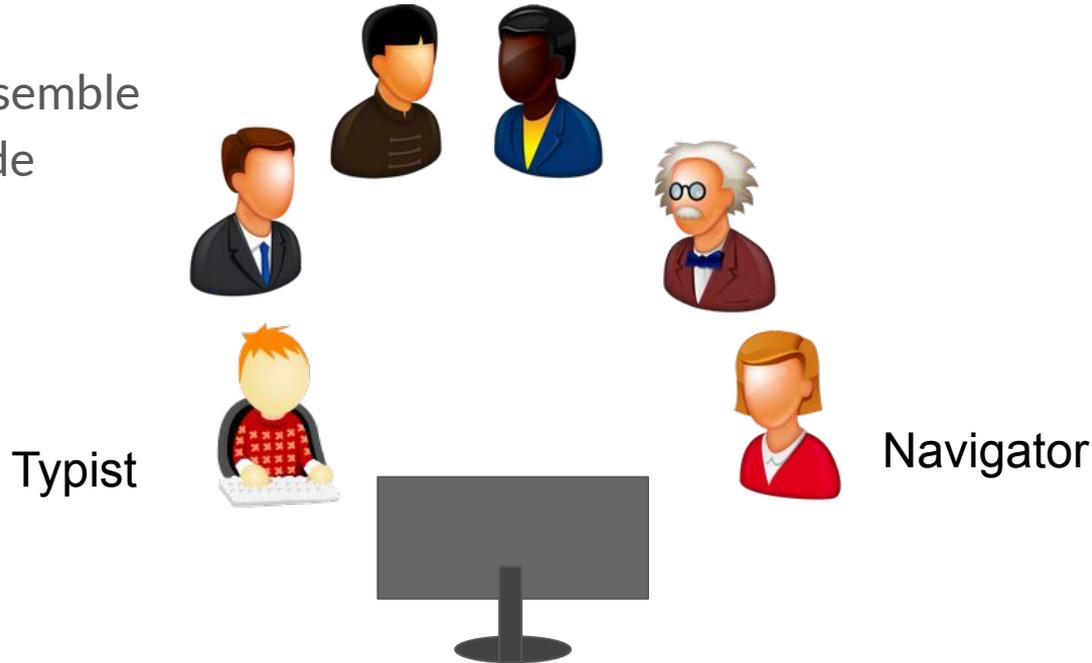


Demo

Mars rover ensemble

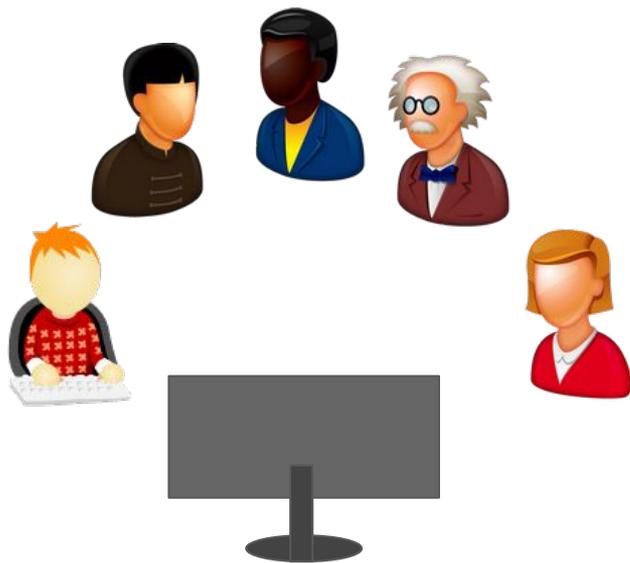
No decisions at the keyboard

- Typist enters code into the computer
- Navigator & ensemble decide *what* code

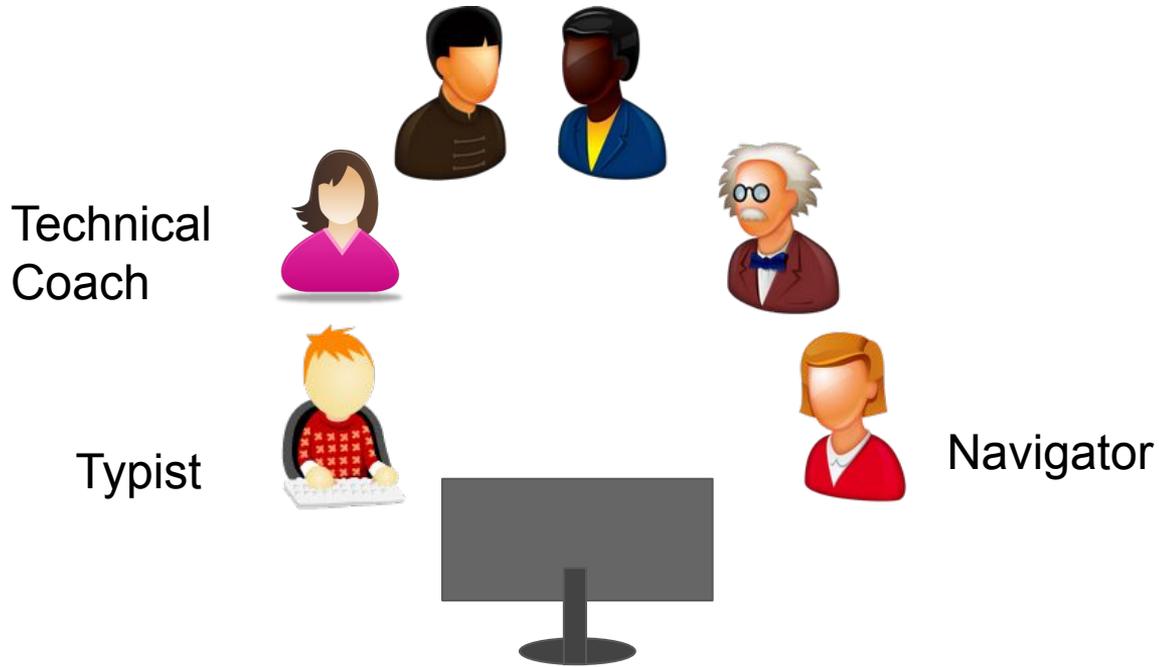


Working Agreement

- We treat everyone with kindness, consideration and respect



Technical Coach joins the ensemble

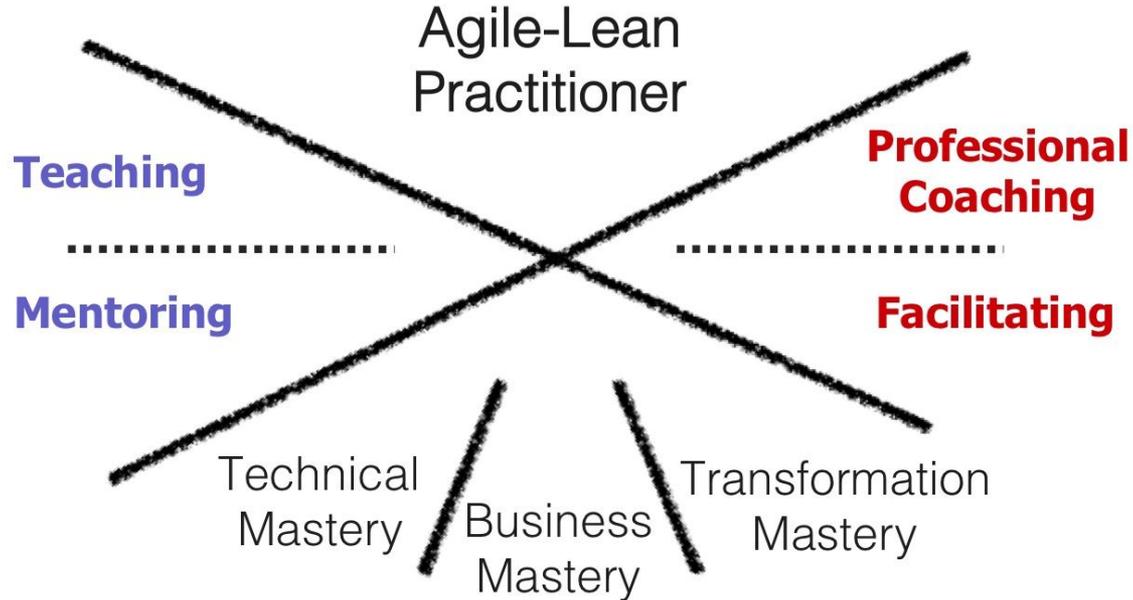


Describe characteristics of good technical leaders (architects)

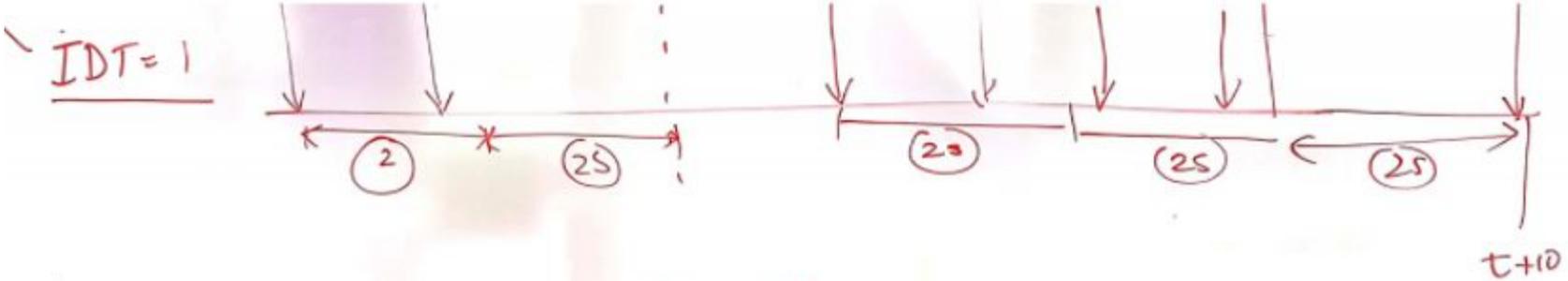
Mentimeter survey

Coaching Behaviours

Working with the team



Mentoring



Time Qu = 10
 Time Qu Mech: ~~C/P~~ / DTP
 25

Facilitating

Liked
Learned
Lacked

LIKED
ABLE TO CONTACT
TEST CODE (MAYBE)

+LIKED
Develop, run, debug
on own laptop
is so good!

liked
open discussion
everyone positive to
improving these unit tests

LIKED
EVALUATING ~~APP~~
HOW GOOD / USEFUL
IS IT?

+LEARNED
details! You
will never be able
to hold all of them
in your head! :-)

LEARNED
POSSIBLE TO USE ~~FOR~~

learned
~~XXXX~~ has
beginninger
oscat equals!

learned

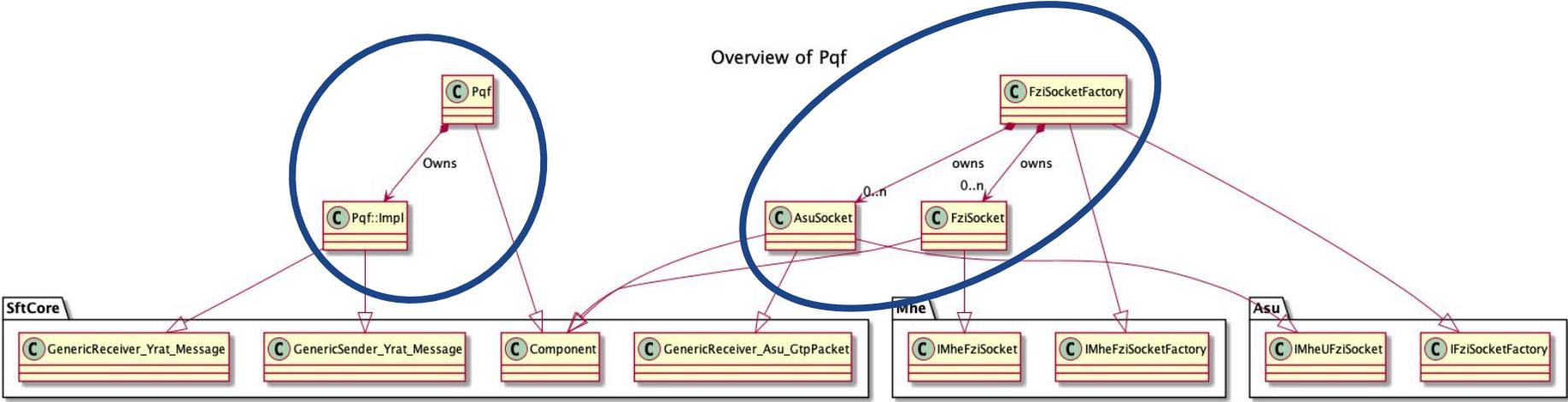
makes debuggin harder

+LACKED
Too many side tracks
to follow... Currently
our path is not
properly paved...

+LACKED
Time. I could get
used to doing this
all day long...

learned
git commits

Professional Coaching



Describe characteristics of good technical leaders (architects)

Mentimeter survey

Samman Technical Coaching



- Whole team
- 2 hours Ensemble programming per day
- 1 learning hour per day
- 10 coaching days at a time
- Deliberate breaks between coaching

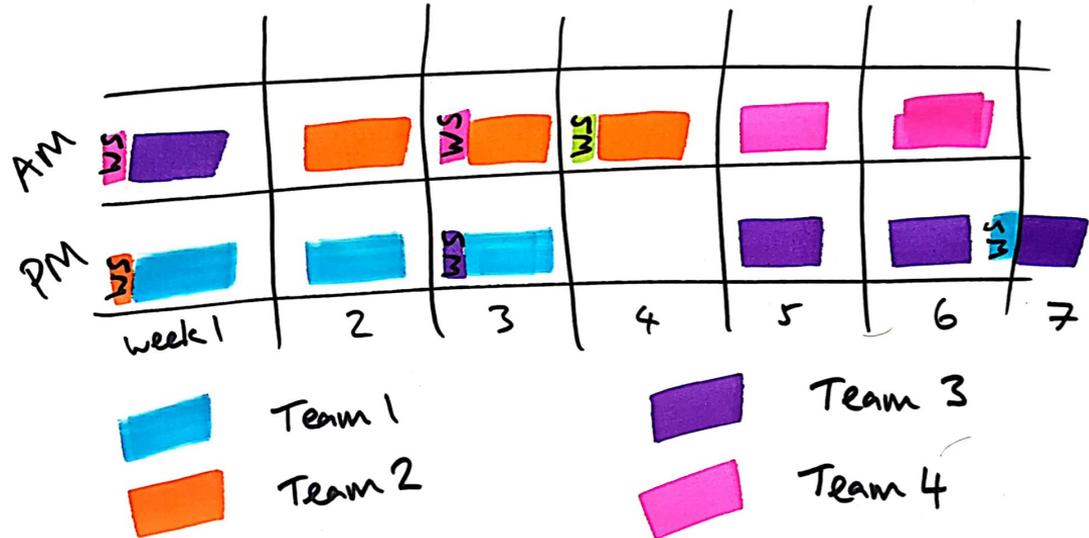
Local or Remote



Breaks between coaching blocks



- Example: Four teams in rotation
- Each team has 10 day coaching block then about 4 weeks break before next one



Team Chartering



Each team is unique, so before the coaching begins:

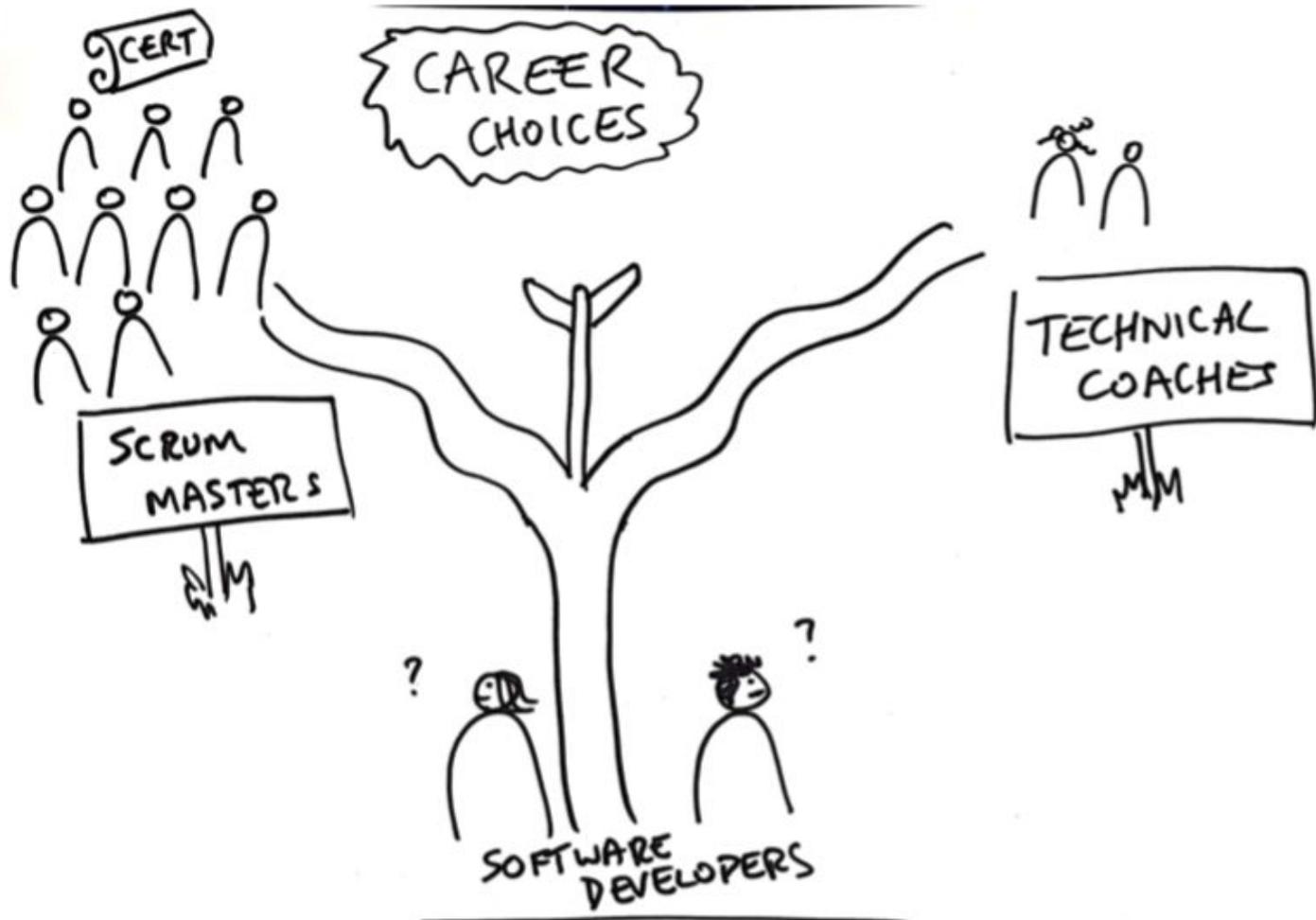
- Workshop 1: Coach learns about the team's situation
- Workshop 2: Collaboratively agree topics and goals for the coaching

Samman Coaching Goals

- Teams and organizations improve their technical practices
- Learning new skills with your team becomes a normal part of your job
- Changed behaviours continue after the coach has left



***The world needs more technical
coaches***



Do you think technical coaching is something for you personally?

Mentimeter survey

Technical Agile Coaching with the **Samman method**

By Emily Bache
Foreword by Kent Beck

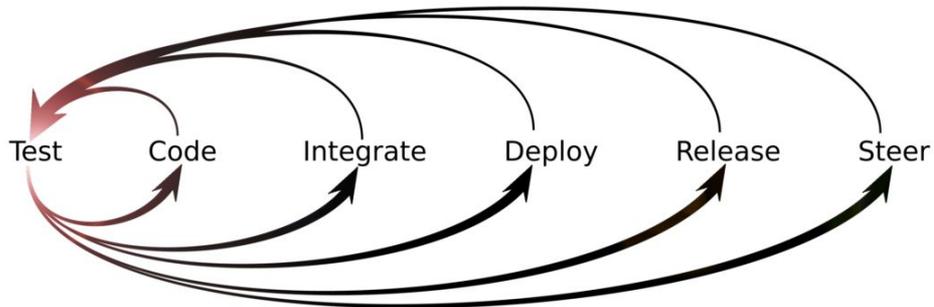


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The world needs more Technical Agile Coaches!



ProAgile



@emilybache



Ensemble Working

Samman Technical Coaching



Learning Hour

