

Agile in Cornwall

Michael Barritt & Allan Kelly



Date :

Who : Practice Manager / R

What :

Benefit :

Effort :

Value :

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Boulevard of Broken Dreams

Why Public Efforts to Boost
Entrepreneurship and Venture Capital
have Failed – and What to Do about It

Josh Lerner 2009

Princeton University Press

We represent an EU funded
programme that we hope will
answer that question!



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convergence
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transformation

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How did we get here?

❖ Oxford Innovation – Grow Cornwall

❖ EU Convergence Funded Programmes

❖ Supporting High Growth Knowledge Economy

❖ Michael Barritt – OI Coach since 2009

❖ Working with software businesses – spotted opportunity

❖ Started programme in 2010

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Why did we do it?

- Bring the World to Cornwall
- Take Cornwall to the World
- Improve Efficiency & Profitability
- Transform the Knowledge Economy
- Maximise use of Superfast Broadband

What we have done so far:

- Initial **ThoughtWorks®** Workshop
- Agile Foundations Courses
- On going “in-house” sessions
- Programme NOT one off course
- 9+ Companies employing 150+ people
- 3 way funding
 - Client
 - European Social Fund
 - European Regional Development Fund via OI



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Some of the companies:



headforwards



INRstar *redfuse*

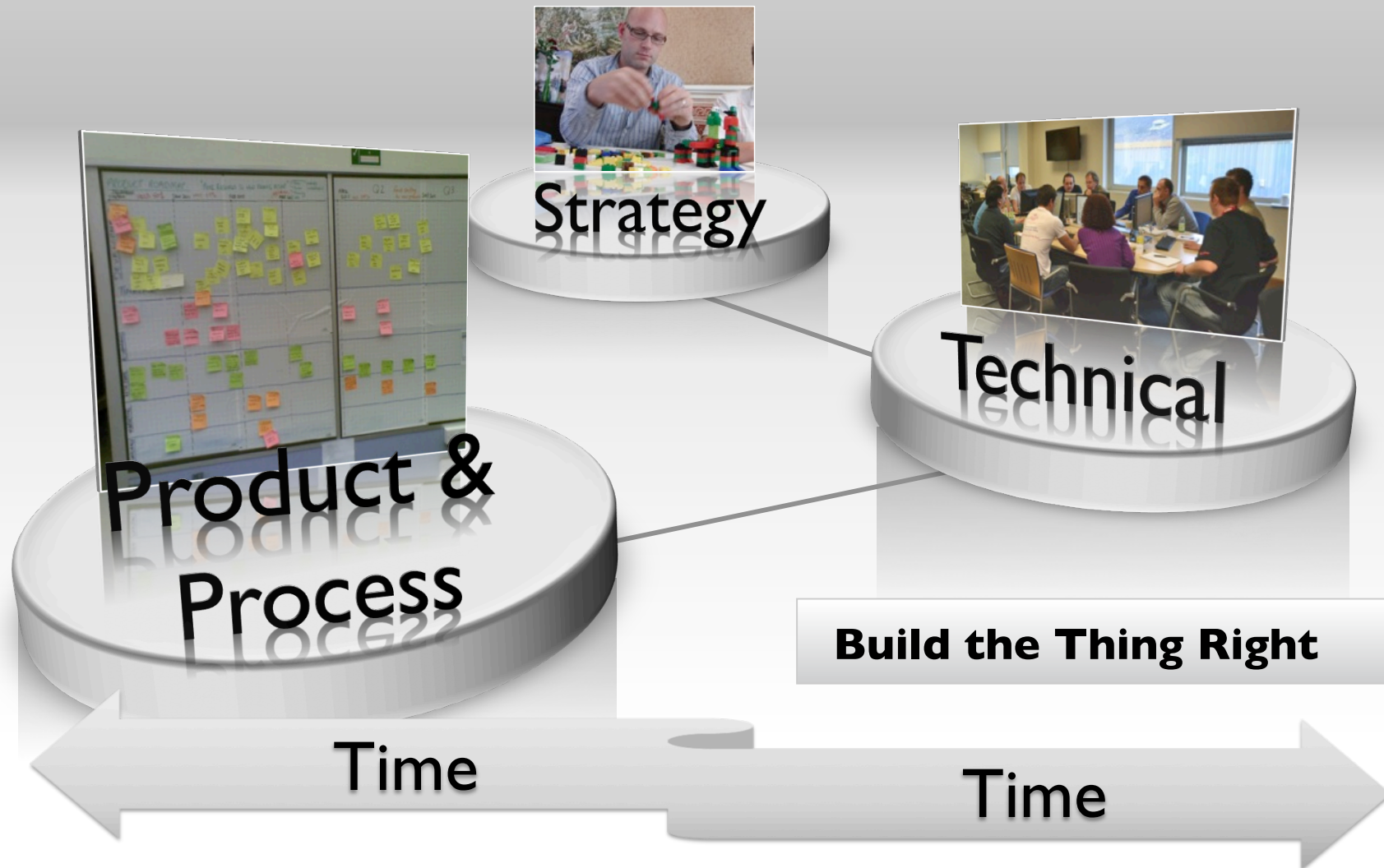




How are we doing it?

4-D Coaching Model:

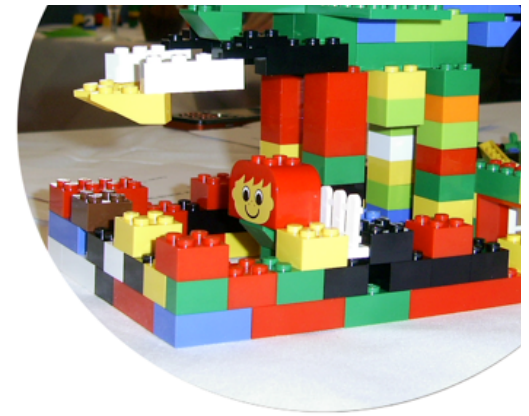
Build the Right Thing



Build the Right Thing!



Strategy



Business Coach

Where do you want to get to?
What are you building?
Who is going to buy?
Why?



Client

Ah! Good questions...

GROWTHmapperTM
giving business direction

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Agile Coach



Foundations Workshops

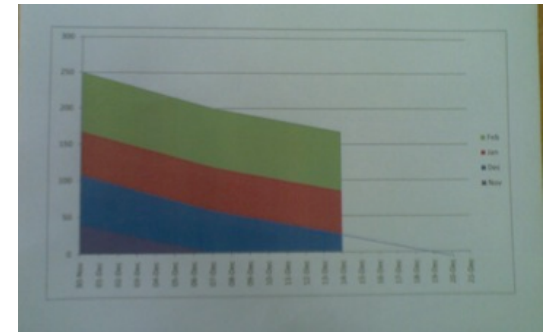
- Agile principles
- Roles
- Time boxed working (Sprints/Iterations)
- User Stories
- Fitting work to the time
- Estimation
- Measuring velocity in points
- Tracking progress with a visual board
- Product backlog/Prioritisation
- Importance of quality
- Stand-up meetings
- Retrospectives
- Burn-down charts / Cumulative Flow
- Testing

Build the Right Thing

Build it the right way!

Light Touch Coaching

- Monthly visit
- Review board
- Look at Stats (Metrics)
- “Top-up” training
- Meet with Dev Team and/or Dev Managers
- Questions? Answers!
- Talk about problems
- And later...
 - Marketing
 - Senior Managers



Keep getting better!



Agile Coach



Technical

- Focus on Test Driven Development
- Clients using: C, C#, C++, PHP
- 2-day C# TDD course
- Ongoing coaching
- Pair programming
- Software Craftsmanship
- Technical Excellence

One Team found a bug in legacy code using TDD the day after the course



Build the Thing Right!

Lessons Learned: Difficulties

••• Training + Coaching Works

••• Success is slower without both

••• Success is Relative

••• Even when we did not think it had worked it had

••• Horse to Water

••• Not everyone “got it” or followed through

••• Some challenges with people

••• Does not align with everyone’s views



Lessons Learned:

- Even “cheap” isn’t cheap enough
- Senior Team have problems too
 - Management coaching and involvement required
- Process first can be effective
- Limits of “remote” coaching
- 3 coaches – 3 Audiences
 - Different audience inside company
 - Coaches have different specialisations



What's the best
way to take a
bridge?



Both ends at once

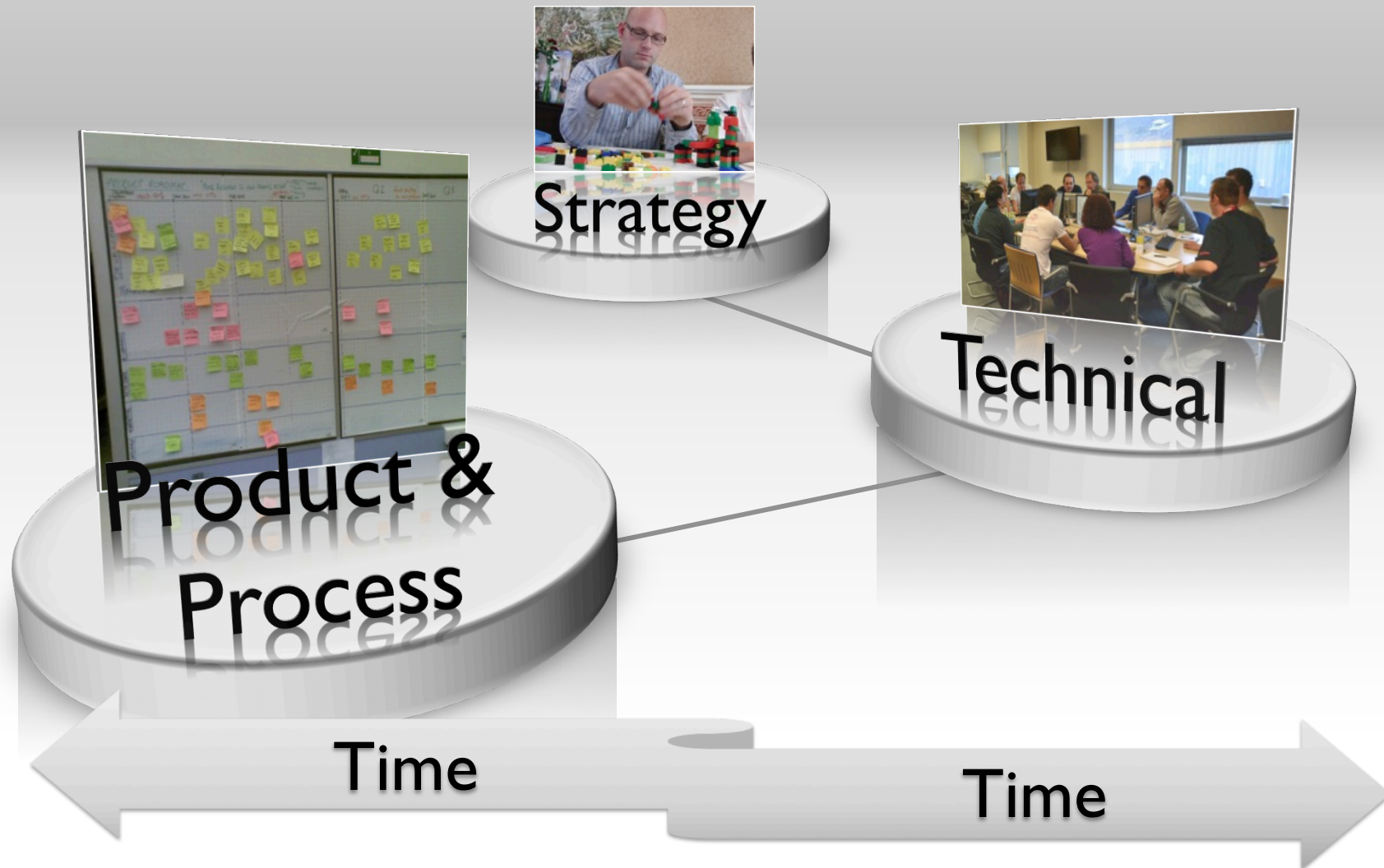
Brigadier General Gavin

Maj. Julian Cook

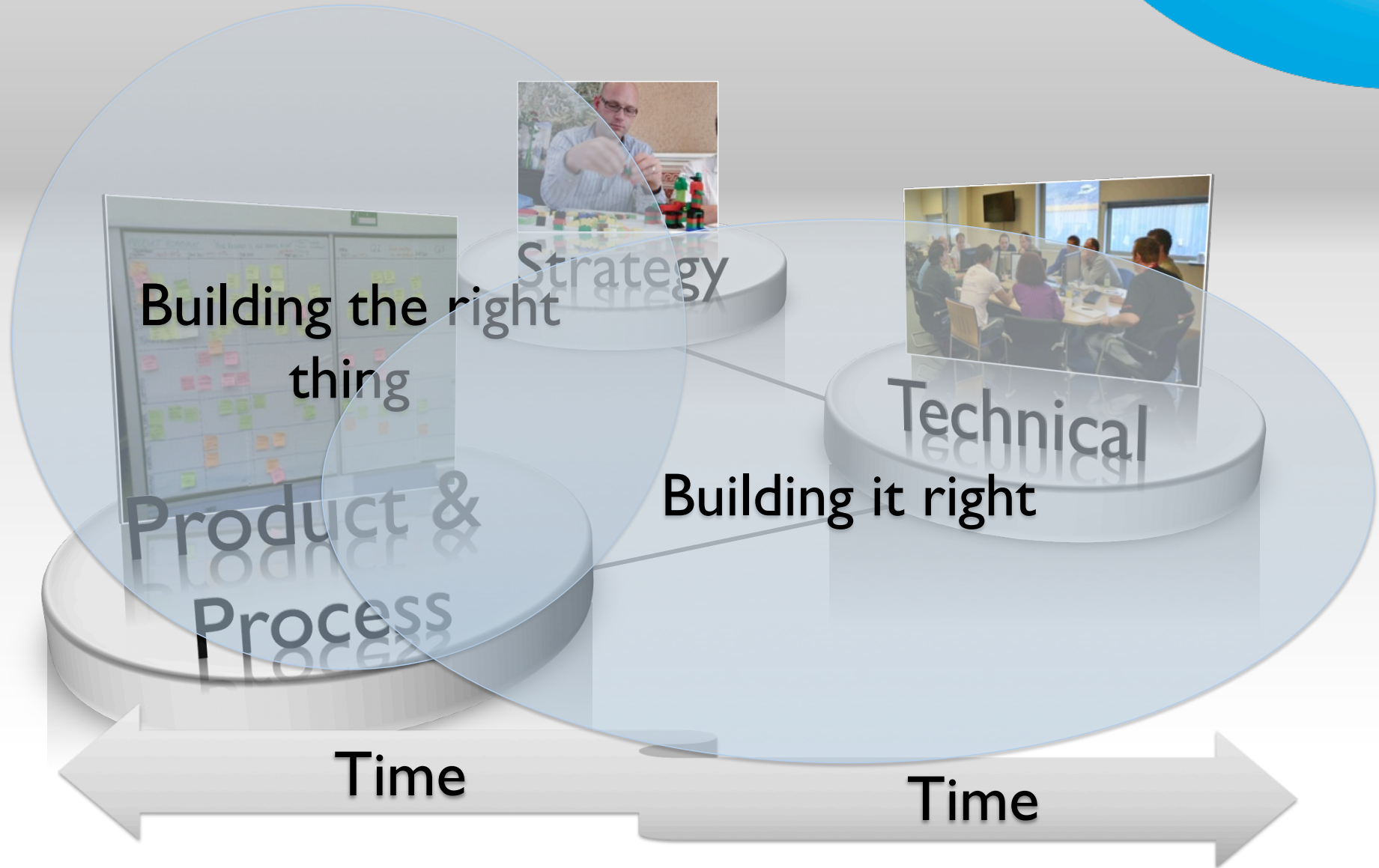
Quote: **A Bridge Too Far**

- Cornelius Ryan (Book)
- Richard Attenborough (Film)

4-D Coaching Model:



4-D Coaching Model:



Not only software companies..
But also ...

ICT Acquisition Programme

Superfast Broadband Programme

Skills Programme

Lean Startup Programme

All aspects of business

A different way of thinking and doing





AGILE ON THE BEACH

September 2011 – just missed it!

International and National Speakers

Mary & Tom Poppendieck, Kevlin Henney, Steve Freeman, Rachel Davies, Jason Gorman, Jon Jagger,

Great success - Come next year!



"The Agile philosophy is central to Absolute's business strategy."
Paul Massey MD.

"This is exactly the sort of programme that convergence should be funding....."
Toby Parkins. MD.

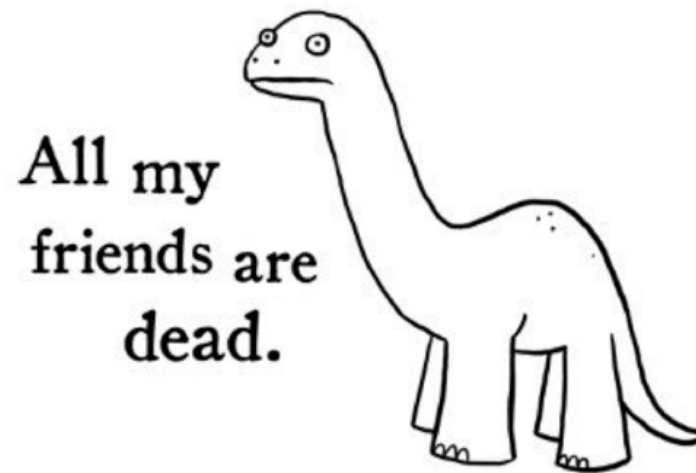


"Adopting Agile techniques has increased our efficiency over a very short period of time"
David Barrett. MD.



Agile in Cornwall

Without...



Boulevard of Realised Dreams...

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Cartoon courtesy of <http://supersonicelectronic.com/>

Agile in Cornwall With...

- More business for Cornish Companies +£400K projects
- New Skills for Cornish Employees
- Attract & Keep Skills in Cornwall
- More better paid jobs +20 and counting
- Enhancing Intellectual Property
- Supporting Innovation & New Startups
- Will have a lasting impact after EU money has gone

Boulevard of Realised Dreams...



Questions?

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Many thanks for listening

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