

The Good, the Bad, and the Ugly of Pair Development

A Spikers Story

February 6, 2018



Nationwide®

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Paired Programming - video

- [Pairing Video](#)



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Pair Development: But we can't pair all the time!

- Does it really work?
- Doesn't it slow you down?
- Does it hamper creativity?
- Doesn't it cost more?
- We have an odd number
- Not everyone is in the office at the same time
- We have meetings where people disappear
- How do you overcome individuals not wanting to pair?



Why Pair

- Knowledge Transfer
- Code Review
- Skill Uplift
- Poly-Skill Opportunities
- Increased Focus
- Better Code
- Fewer Interruptions

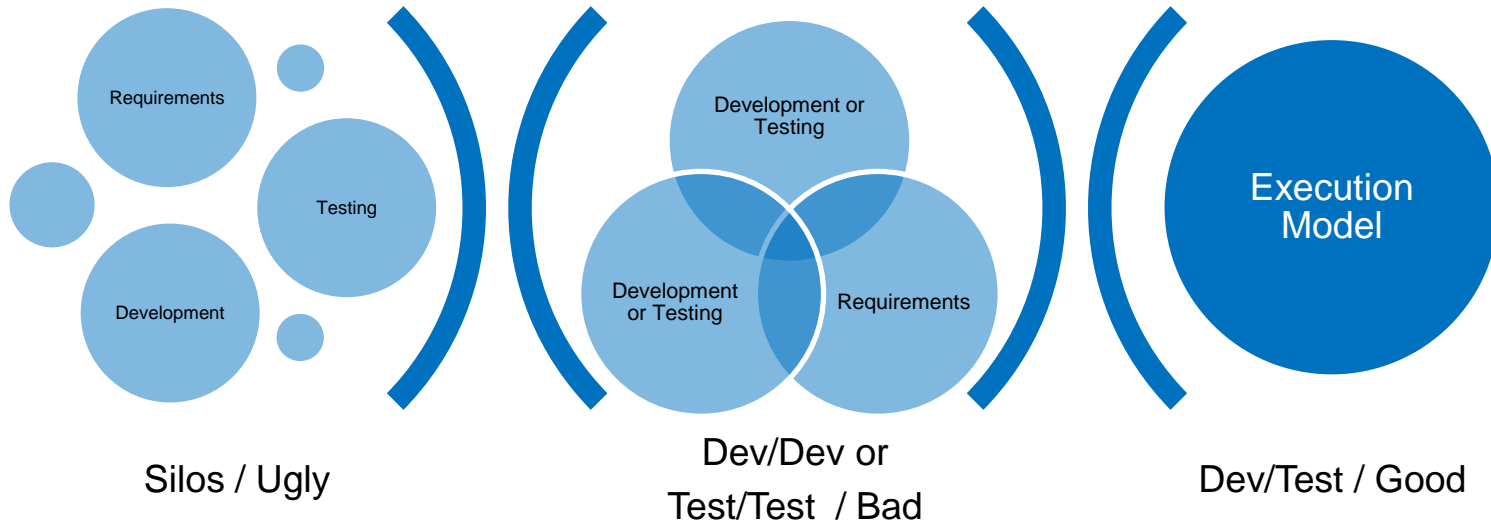
The Psychology of Working in Teams

- Introverts vs Extroverts
 - Believe it or not, there is a cause and effect
 - The preference to work alone
 - Can cause anxiety with team members
 - Transparency will expose problems versus solving them for the team
 - A major reason why team members refuse to pair
 - Understanding the definition of collective code ownership

The Psychology of Working in Teams

- The truth is in the numbers (metrics)
- A productive team is a successful team (lower error count, predictive velocity, sustainable pace, etc.)
- Belief that pairs are more successful which makes the team more successful
- Growth and team success with overcome the individual fear of pair development

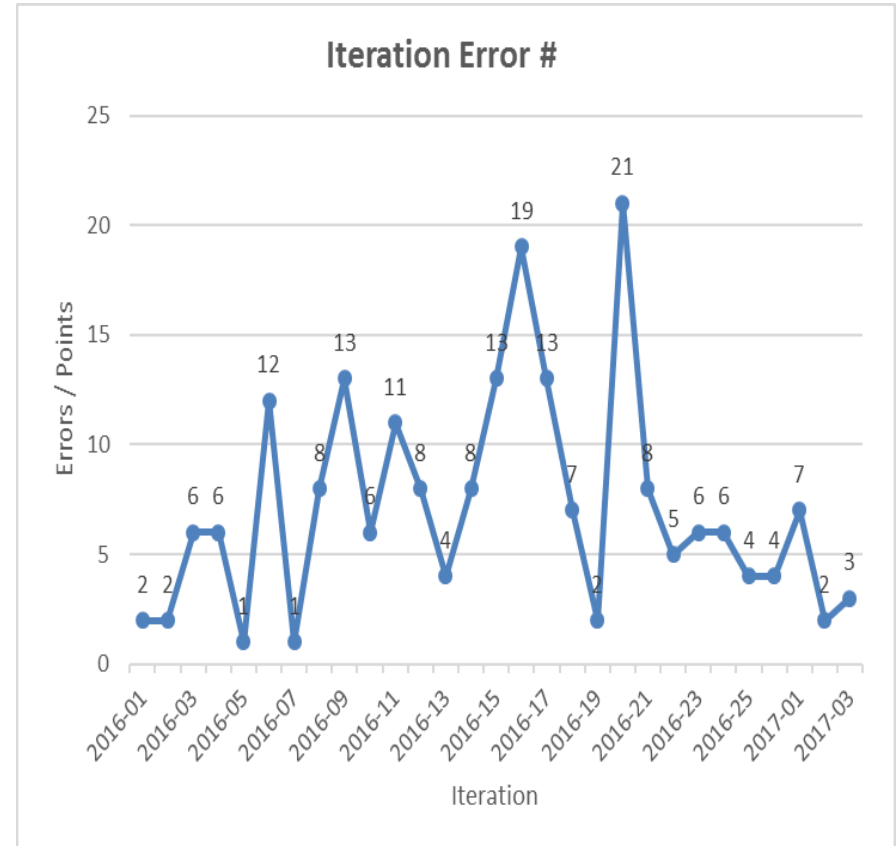
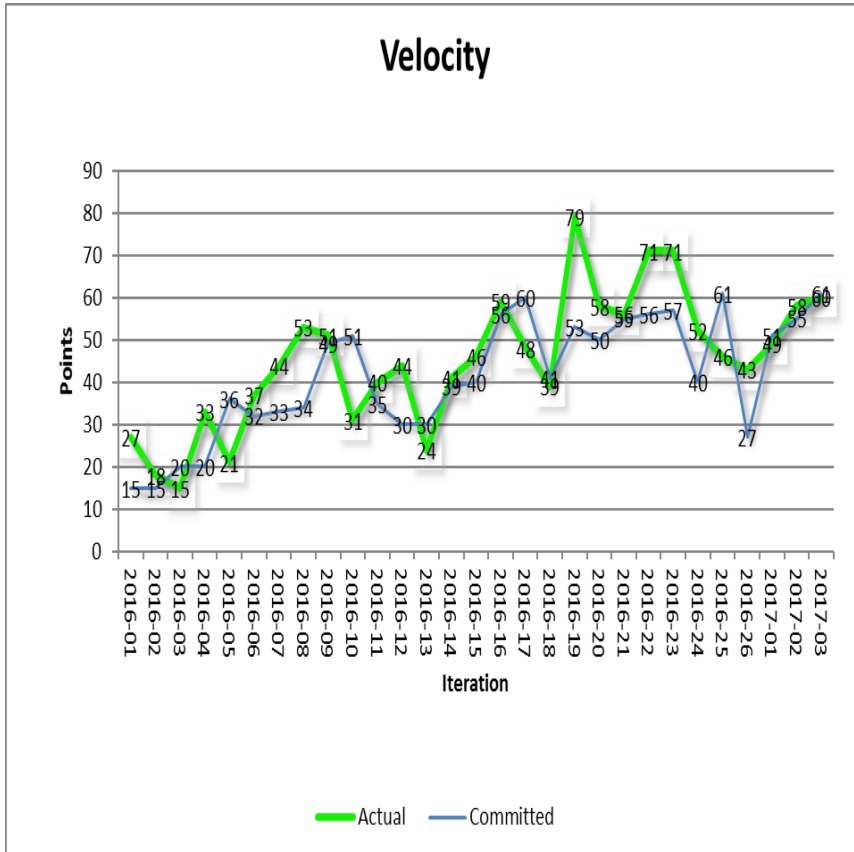
How do you pair?



What's your Flavor?

- Dev/Dev
 - Two developers one computer working on the same story card
 - One is driving the work
 - One is code reviewing
- Test/Test
 - Two testers one computer working on the same story card
 - One is driving the work
 - One is code reviewing
- Dev/Test
 - Two developers one computer working on the same story card
 - One is driving the work from a development standpoint
 - One is driving the work from a test automation stand point
 - Both quality review each other's work

The Good, the **Bad**, and the **Ugly** of the Spikers Line - During Transition



The Ugly

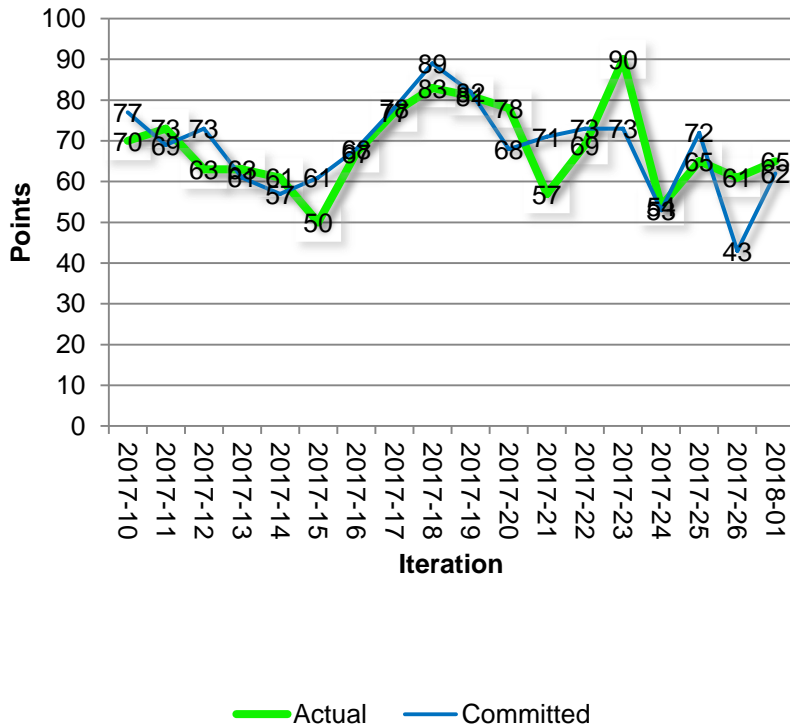
- The team is formed
 - Used the vendor methodology with a mix of NW Line
 - Water-Scrum-Fall execution model
 - Development in a sprint then testing in a separate sprint
- How did we bring testing into the model?

The Bad

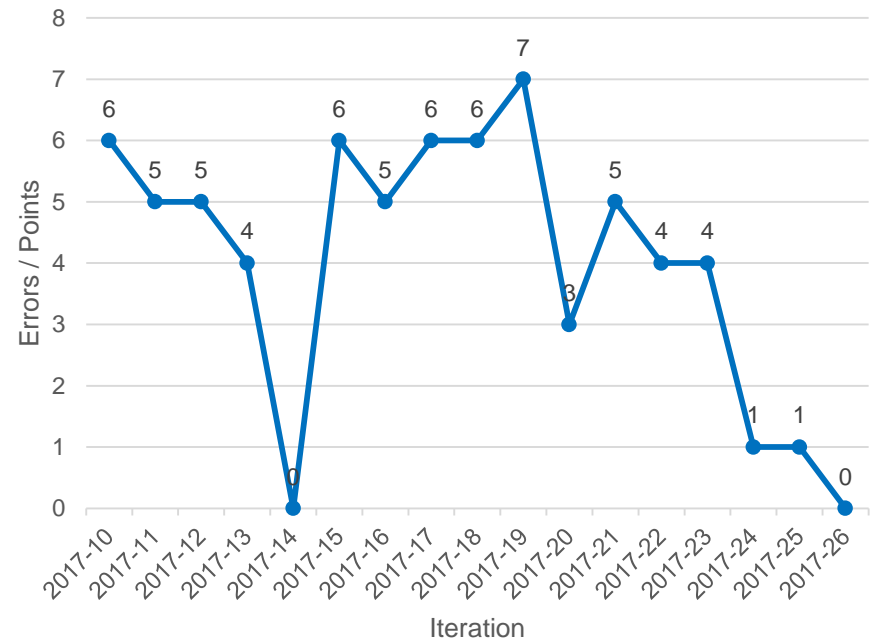
- Started to incorporate standard work on the line
- Formal code review was done with Vendor
- Incrementally added pair development approach with team resistance (dev/dev & Test-Test)
 - How we overcame resistance
 - Data
 - Tough love

The **Good**, the Bad, and the Ugly of the Spikers Line - Steady State

Velocity



Iteration Error



The Good

- Looked at Amigo, Entry and Exits as pairing
- Implemented Dev/Test pairing
 - Followed a story card all the way to completion
 - Poly-Skill (Dev is Test and Test is Dev)
- Major focus on TDD and ATDD
 - All automation is created before development begins

Spikers In Action

