

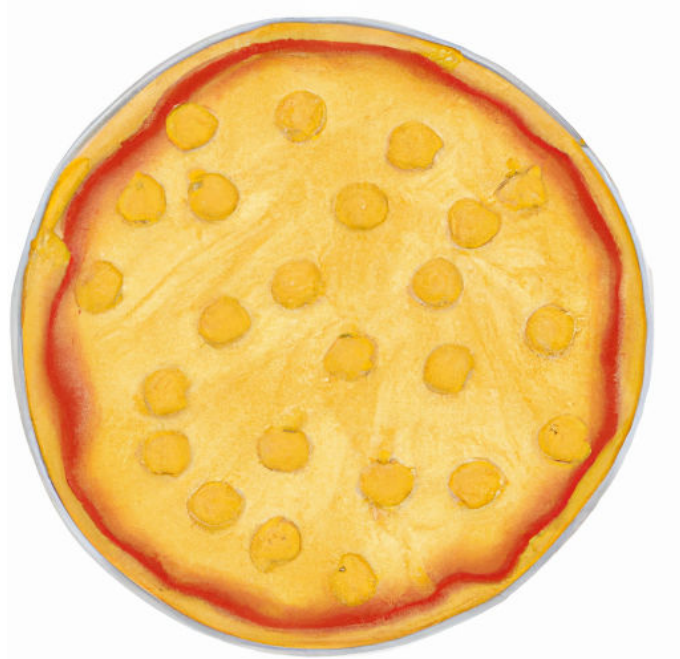
Embracing DORA Metrics at Airbnb



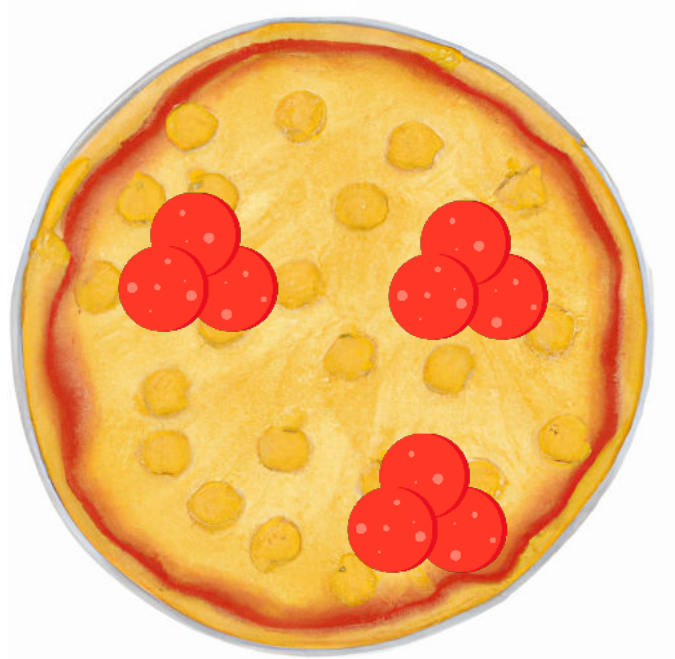
Christopher Sanson

Senior Product Manager, Airbnb

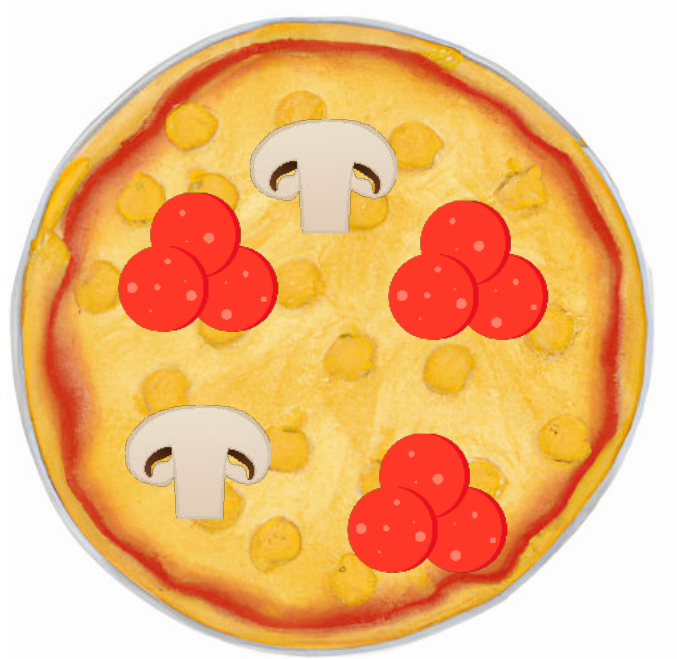
Measuring Developer Productivity



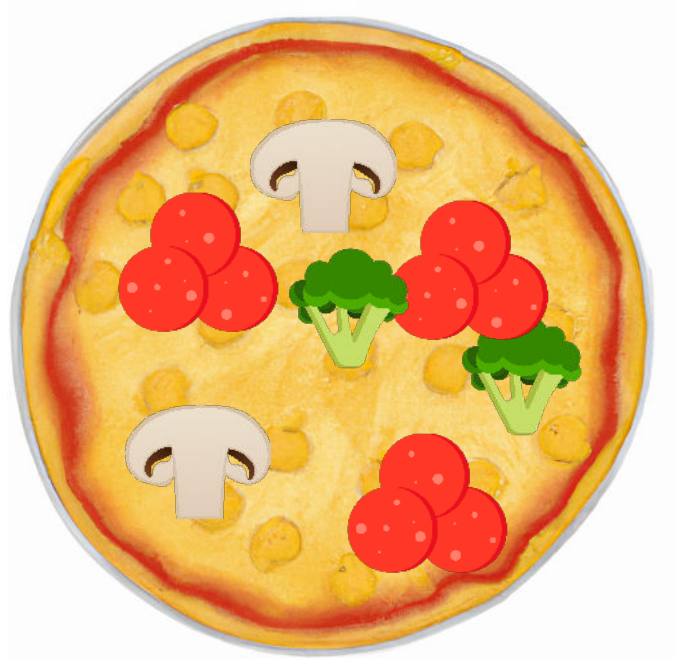
Measuring Developer Productivity



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Everything pizza

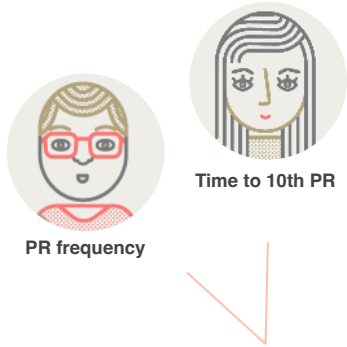
How to measure developer productivity



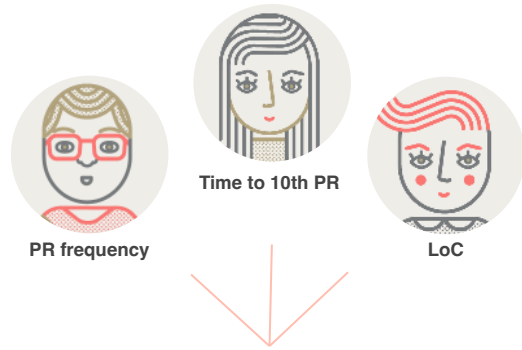
PR frequency



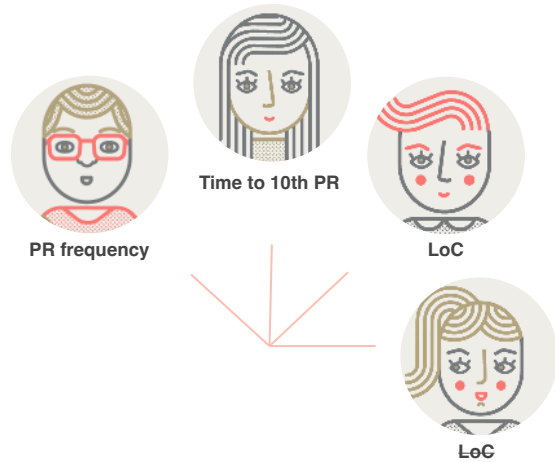
How to measure developer productivity



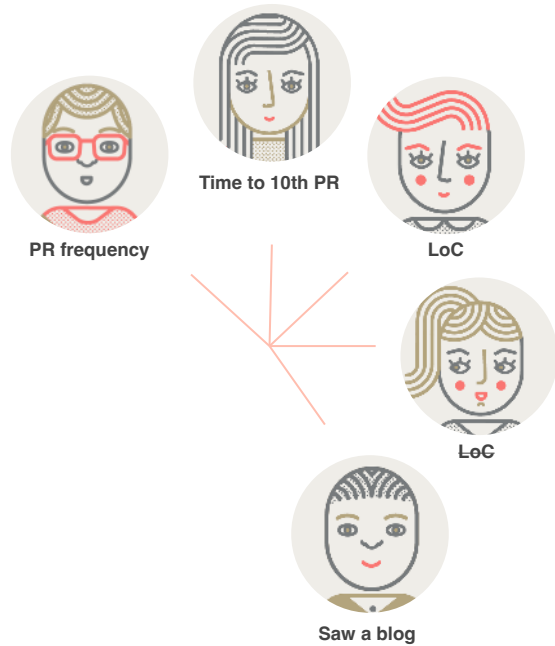
How to measure developer productivity



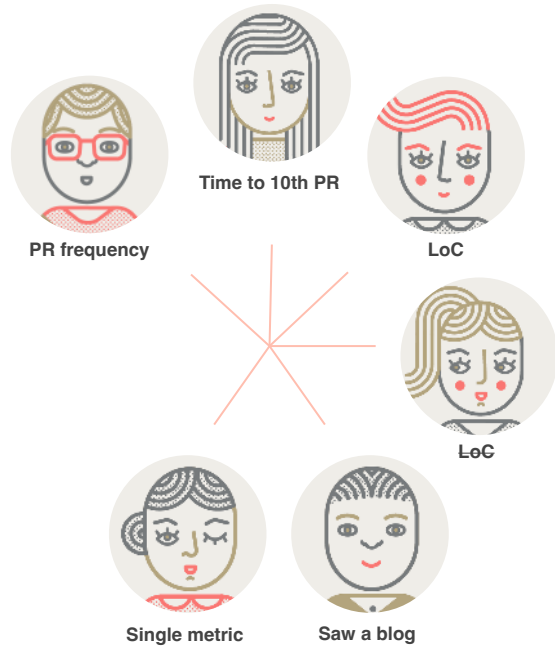
How to measure developer productivity



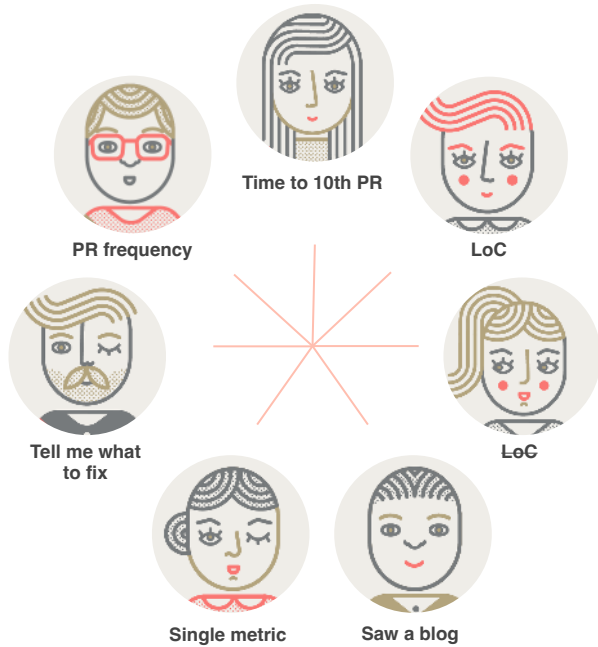
How to measure developer productivity



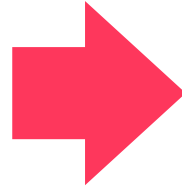
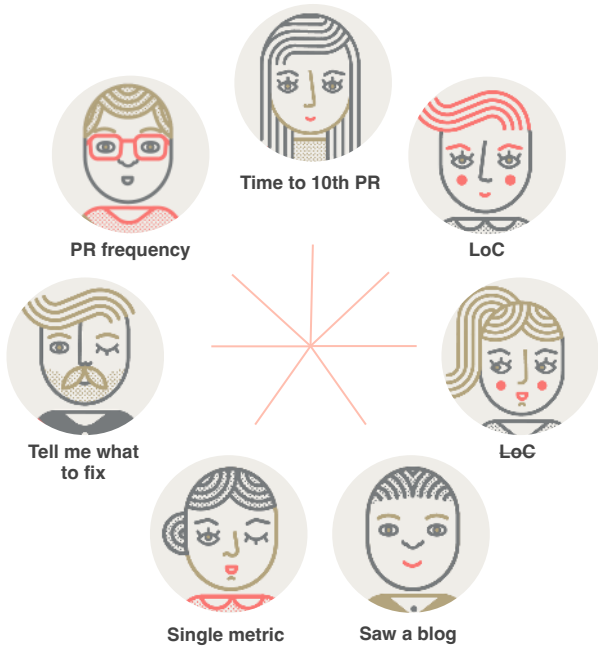
How to measure developer productivity



How to measure developer productivity



How to measure developer productivity



**So what?
What changed?**

DORA to the rescue



Industry standard metrics

Research backed

Get past the initial debate

Implementation

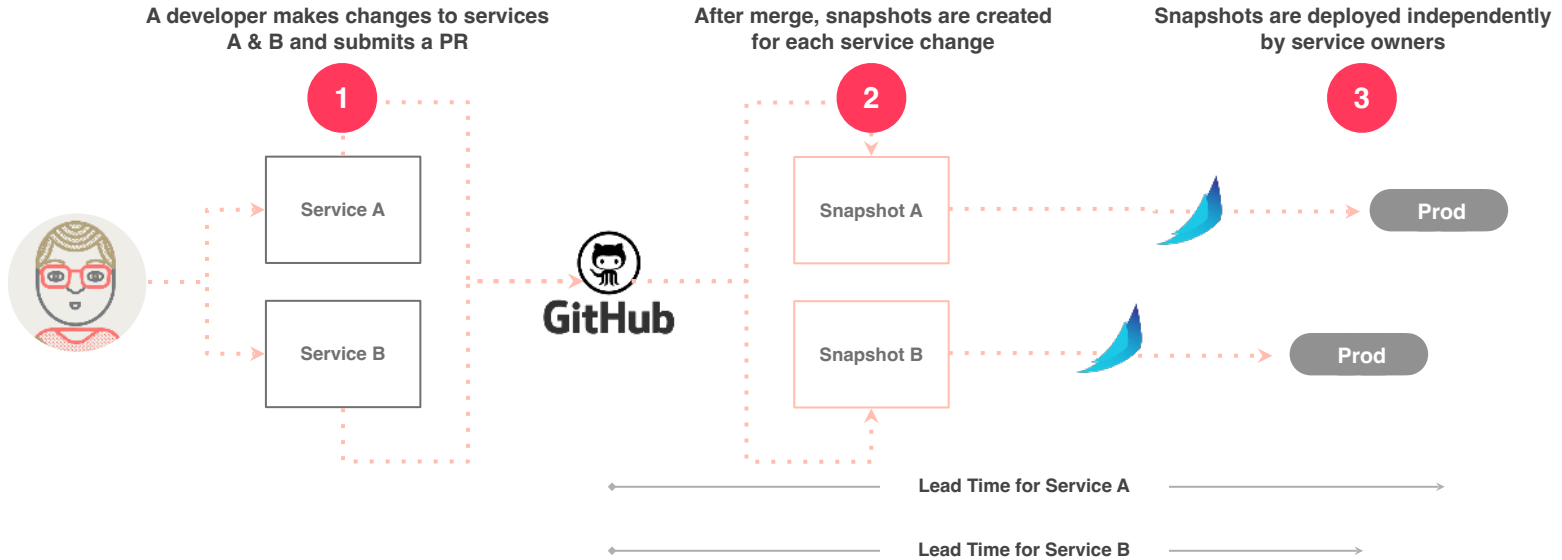
In theory, a metric like lead time is super easy. But in reality, there's a ton of nuance. Do we look at when code gets committed to a local branch, a feature branch, or to the trunk? When is code in production – is it when we roll it out to a beta user, to 5% of our users, or to 100% of our users?

On the surface, these metrics are simple and easy to understand. But once you dig in, there can be a ton of nuance to them. My recommendation is to agree to something, and be very clear and transparent in what you're measuring.

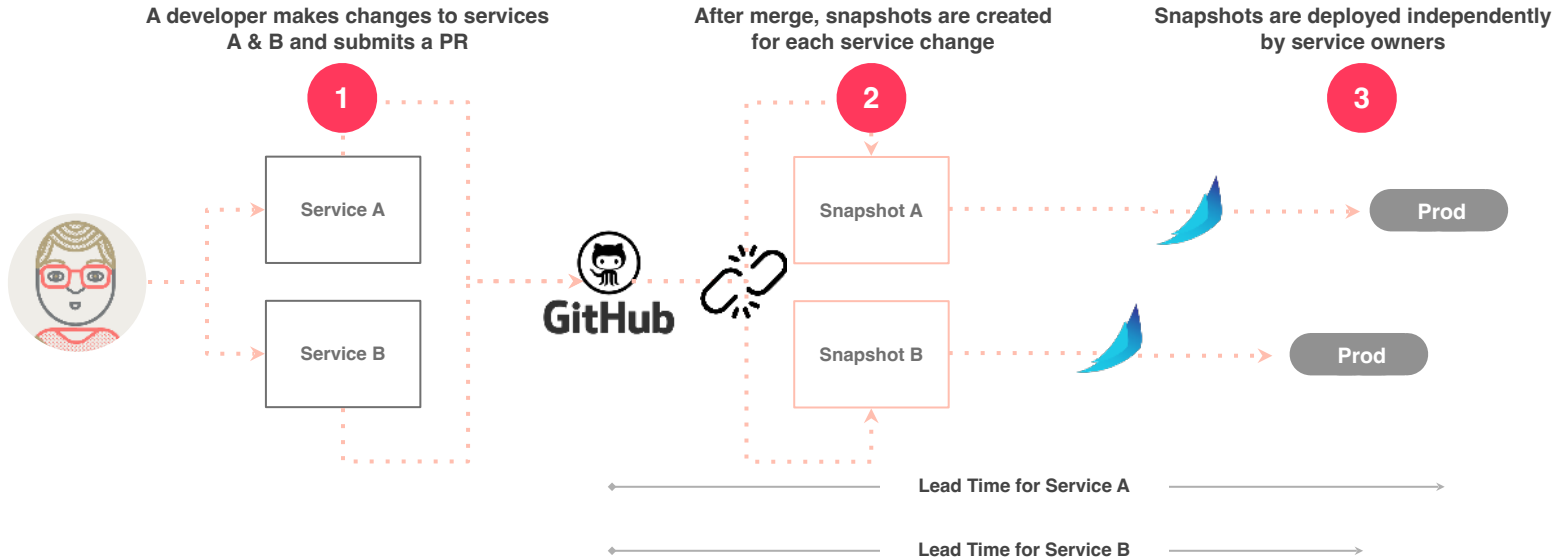


Nathen Harvey, Google

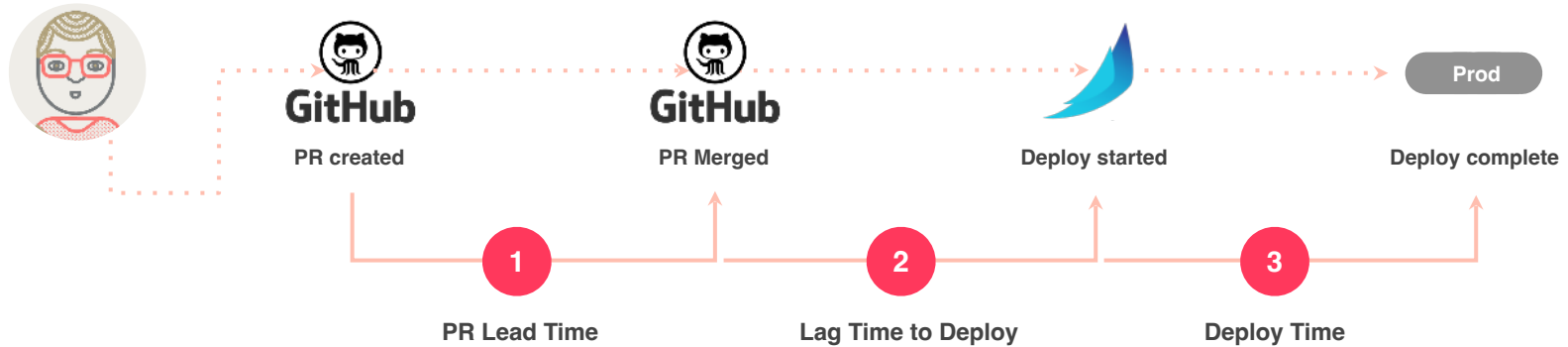
Monorepo release pipeline



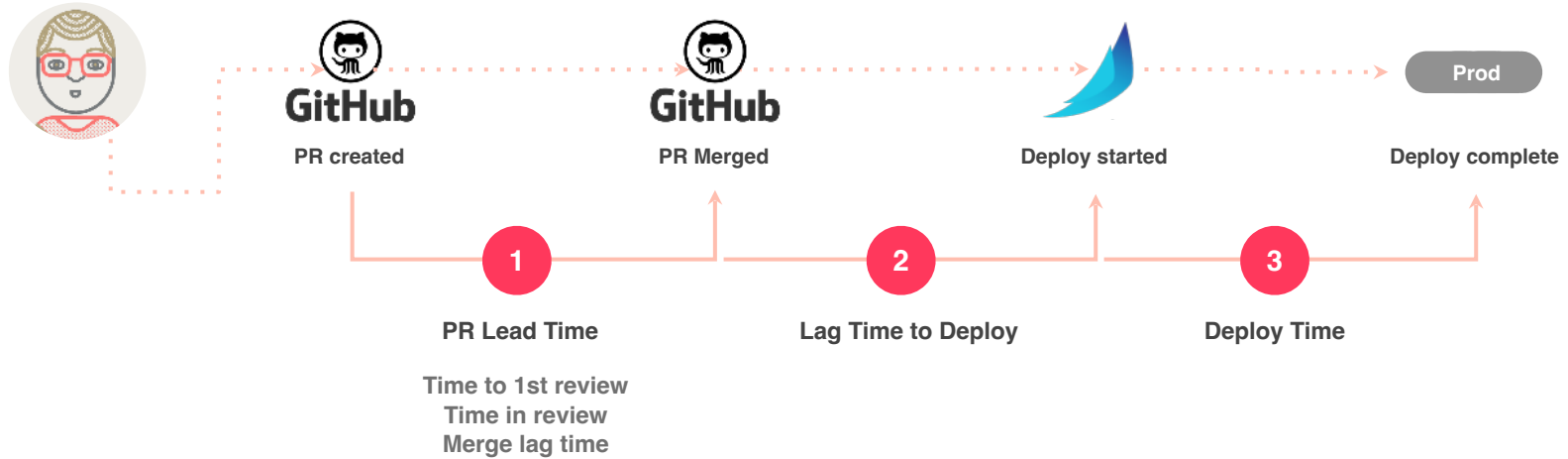
Monorepo release pipeline



Calculating Lead Time

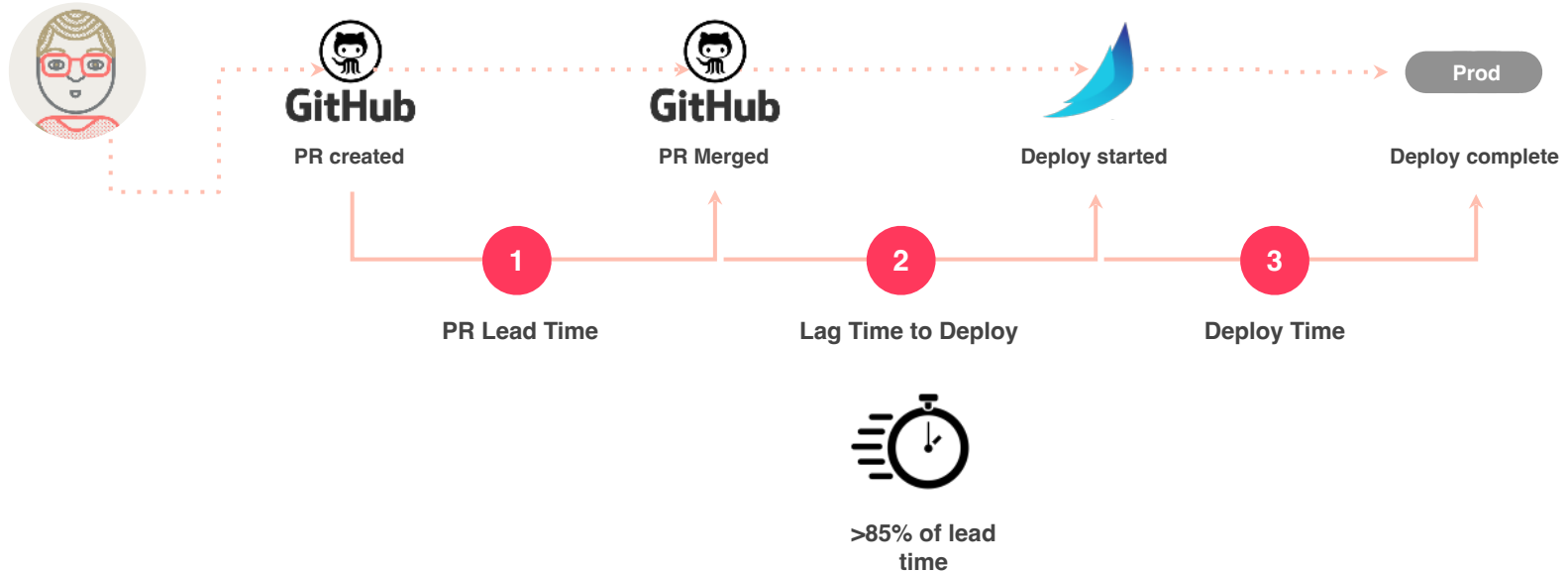


Calculating Lead Time



What did we learn

Lag Time to Deploy was a major bottleneck



DORA Takeaways

Standardize on definitions

Use alongside other signals

Have a plan for driving change

Can set goals but be careful

Don't boil the ocean

Where DORA worked less well

Measuring impact of specific projects

Not directly actionable

Focused on DevOps pipeline

What's Next

Beyond DORA

SPACE framework & feedback loops

Identifying and measuring key drivers

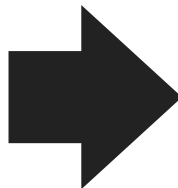
Desired Outcomes

Frequency

Lead times

Incidents

Developer satisfaction



Key Drivers

Wait times

Build times

Code review

Pass Rates

Flakiness

Reliability

Work Environment

Tech debt

Documentation

Focus time

AI assistants



Thanks!