



How to Make Your Developers Unproductive and Unhappy

Max Kanat-Alexander
Principal Staff Software Engineer, LinkedIn



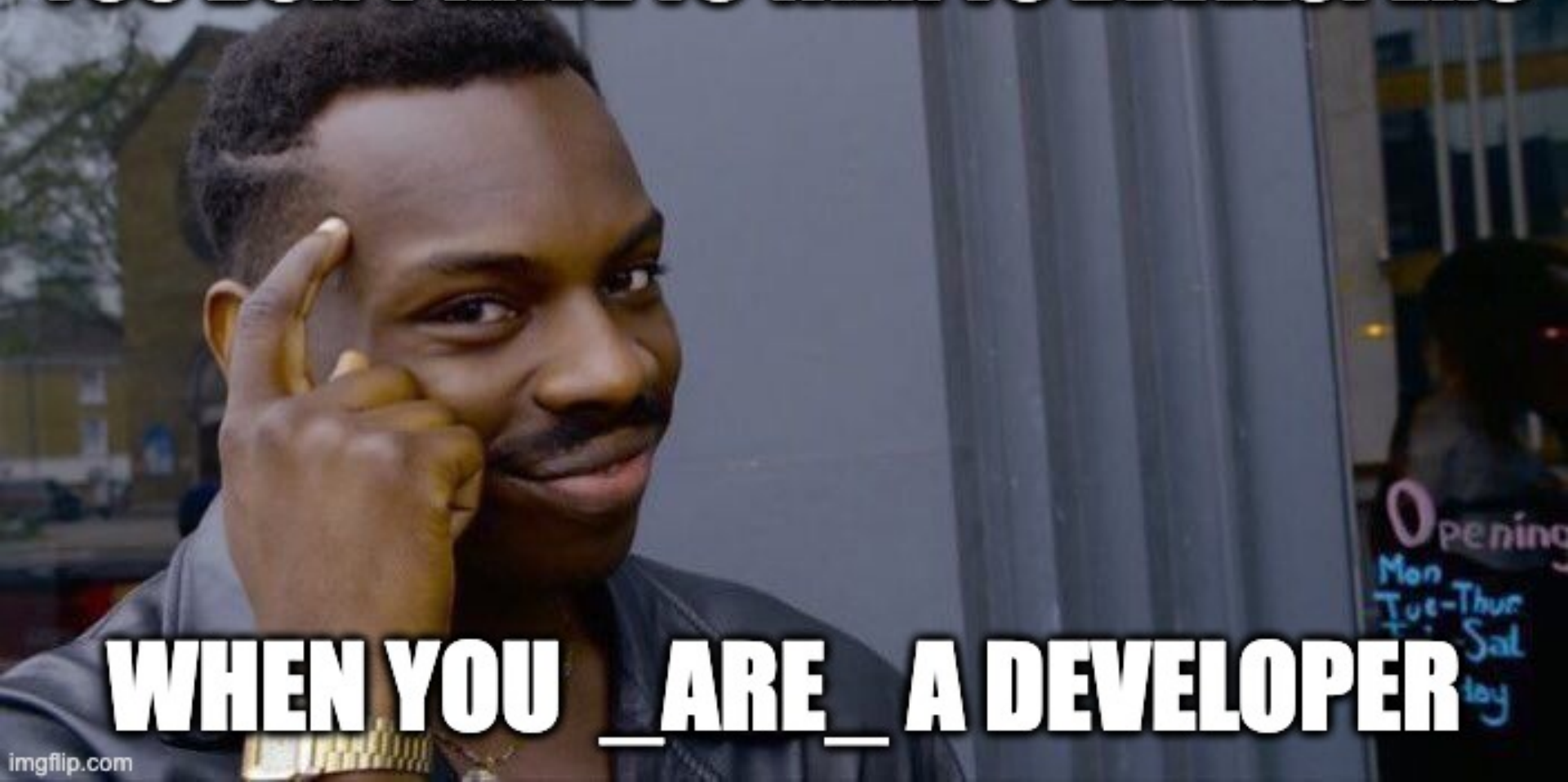


PRODUCTIVITY

Don't Talk To Anybody



YOU DON'T HAVE TO TALK TO DEVELOPERS



WHEN YOU ARE A DEVELOPER



Hmmm, maybe not

Surveys and/or Interviews



Surveys are hard

But any survey is better than no survey



“I regularly reach a high level of productivity.”

“What are currently the most frustrating barriers to your productivity?”



All Developers Are The Same



WEB DEVELOPERS



MOBILE DEVELOPERS



ML ENGINEERS



Understand Types of Workflows

Prioritize for Mobile, Web, Backend, ML, etc.



Total Strictness



**YEAH, I'M GONNA NEED YOU
TO FILE A TICKET**

AND THEN WAIT TWO YEARS

Total Chaos!



UNFUNDED MANDATES



The 80% Paved Path

Free developers from making decisions they don't *need* to make.

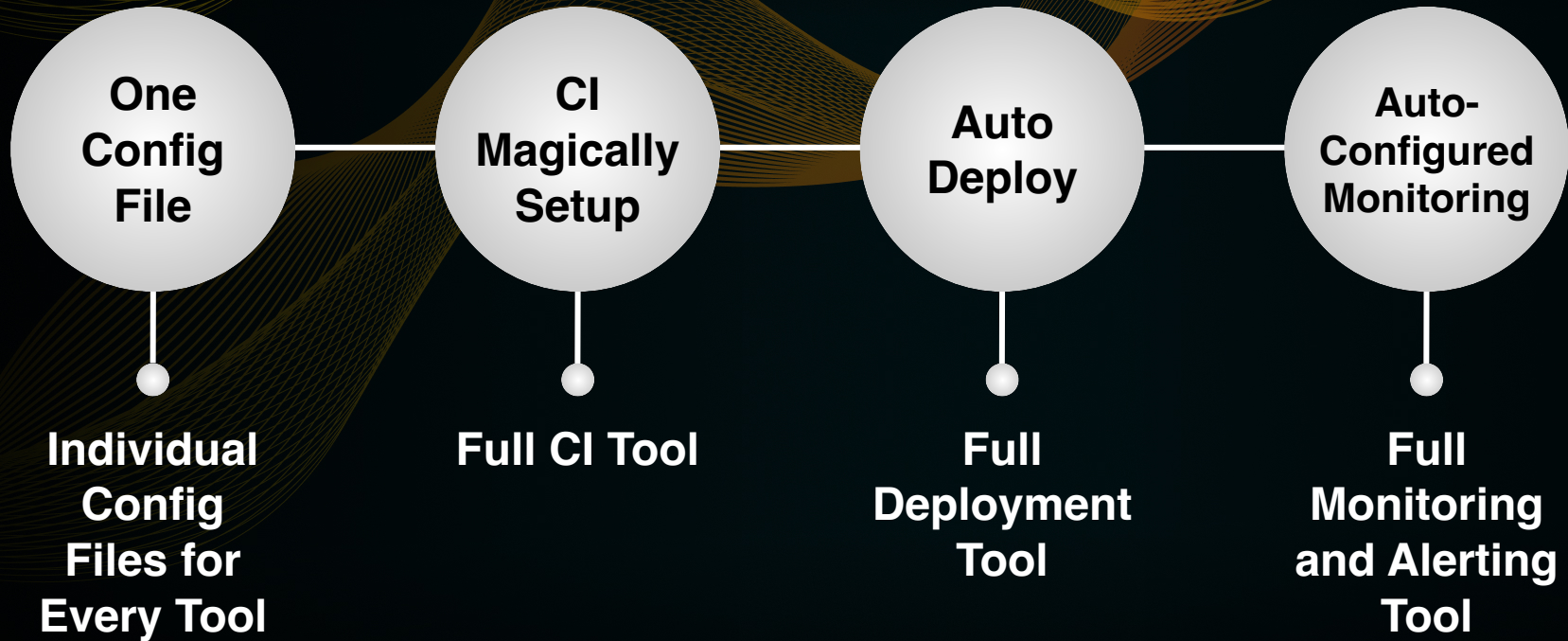


With an escape hatch

The paved path owners must be able to say “no.”



A Paved Path Made of Pieces



Two Uses of the Deployment System

The “Paved Path”

We set up **automatic** deployments for you.

You have basic control over them through a **simple GUI**.

You **never need to write** deployment configs.

The “Escape Hatch”

You have **total control** over your deployments.

You can use the **native tools** that exist underneath the “paved path,” directly.

You can **write your own** deployment configs that do anything you want (within reason).



Infinite Human Review





BUREAUCRACY

Because getting your job
done isn't what we pay you to do

Automation is Hard

Let's just add another human review step



Stifles Innovation

Stagnates the Business



Human Review is for Human Perception

Code Review, Newsletter Editing, UI Reviews, etc.



Alternatives to Human Review

Create Automation

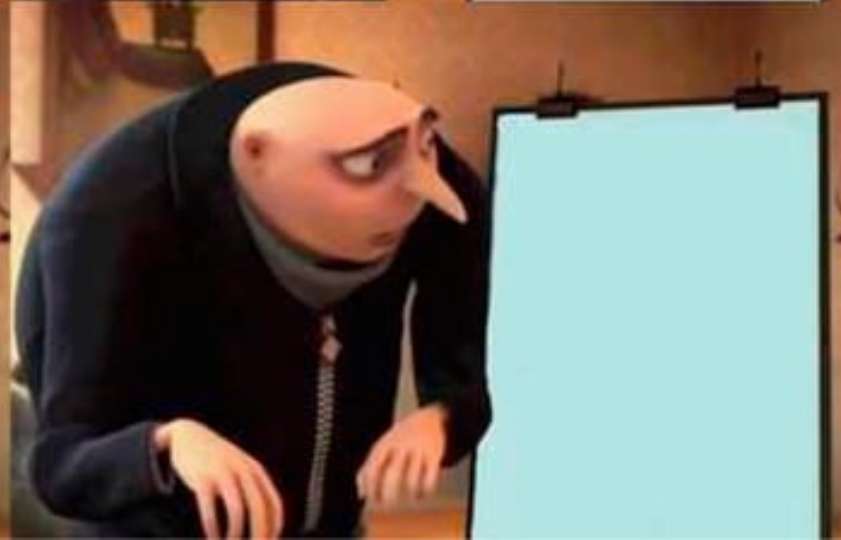
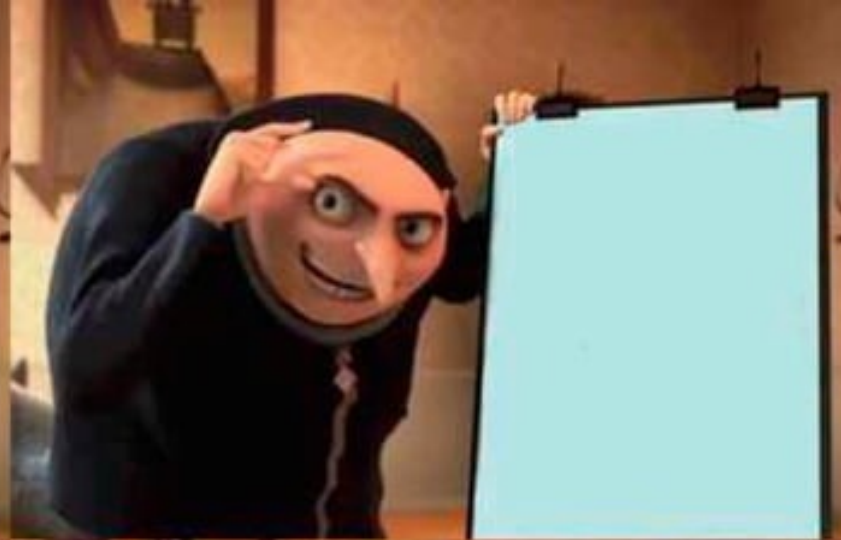
Make The Problem Impossible

(At worst) Make the Reviews Non-Blocking



Never Finish Anything





A Sea of Incomplete Work

Can become the #1 productivity problem for your developers



Why Do We Need to Finish Work?

What does “finished” even mean?

Learn to communicate this to management.



A Task is Finished When No Human Being Has to Pay Attention to it Anymore

Ask an engineer, “What are the things you still have to pay attention to about this system?”



Finish the most important incomplete things

But also, prevent this problem from happening again.





THANKS

mkanatalexander@linkedin.com

Twitter: @mkanat

www.codesimplicity.com

