



Productivity Beyond Dashboards



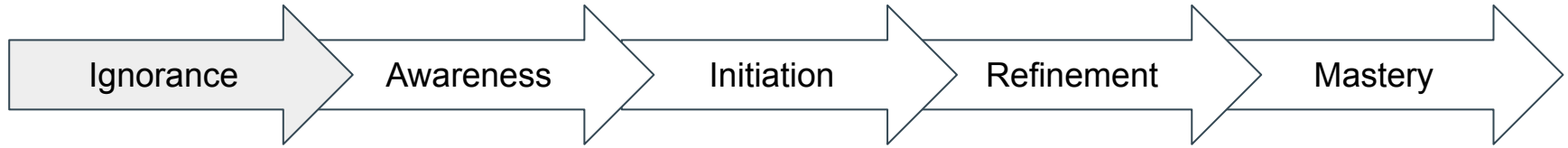
Karim Nakad
Software Engineer



Productivity Maturity Model





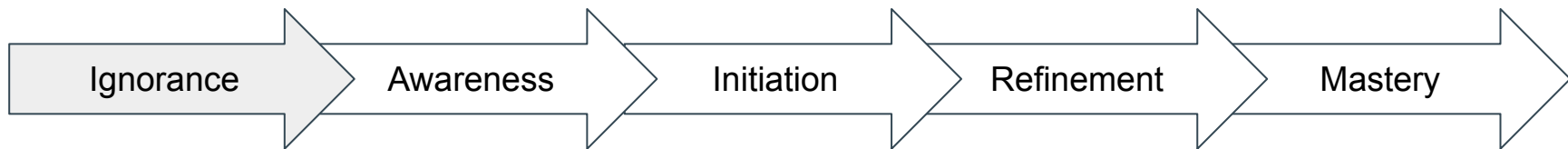






Does not prioritize productivity.
Focused on their core business model.





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IDE Team



CI/CD Team



Language
Services
Team



Build Team

Testing Team



Developer
Coverage



Deployment
Latency/Reliability



Language
Coverage

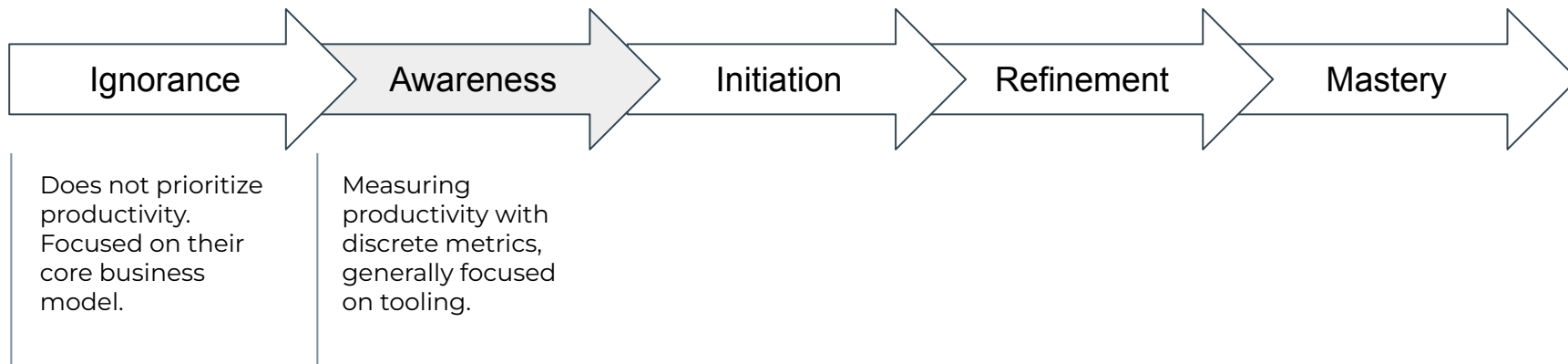


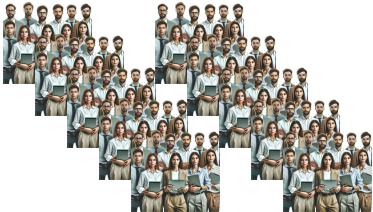
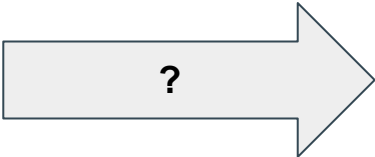
Build Latency/
Reliability

Test Latency/
Reliability



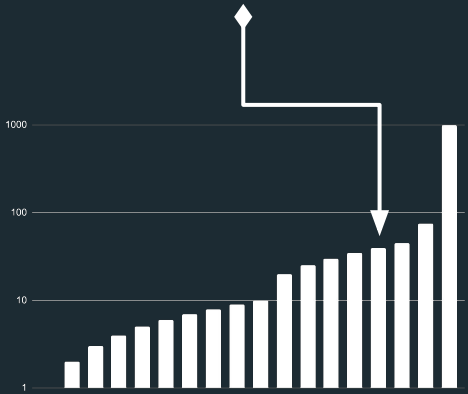






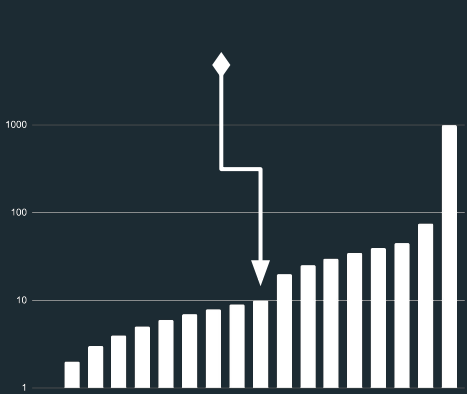
AVERAGE

The average, or mean, is the sum of all values in a dataset divided by the number of values. **It's a measure of central tendency.**



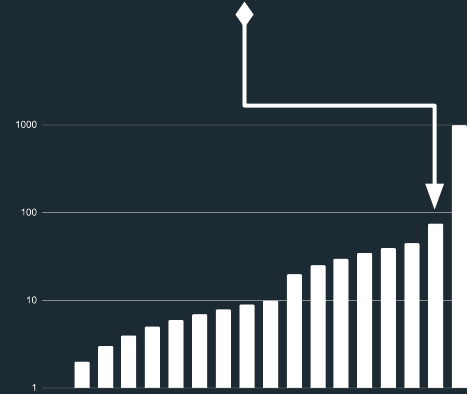
P50

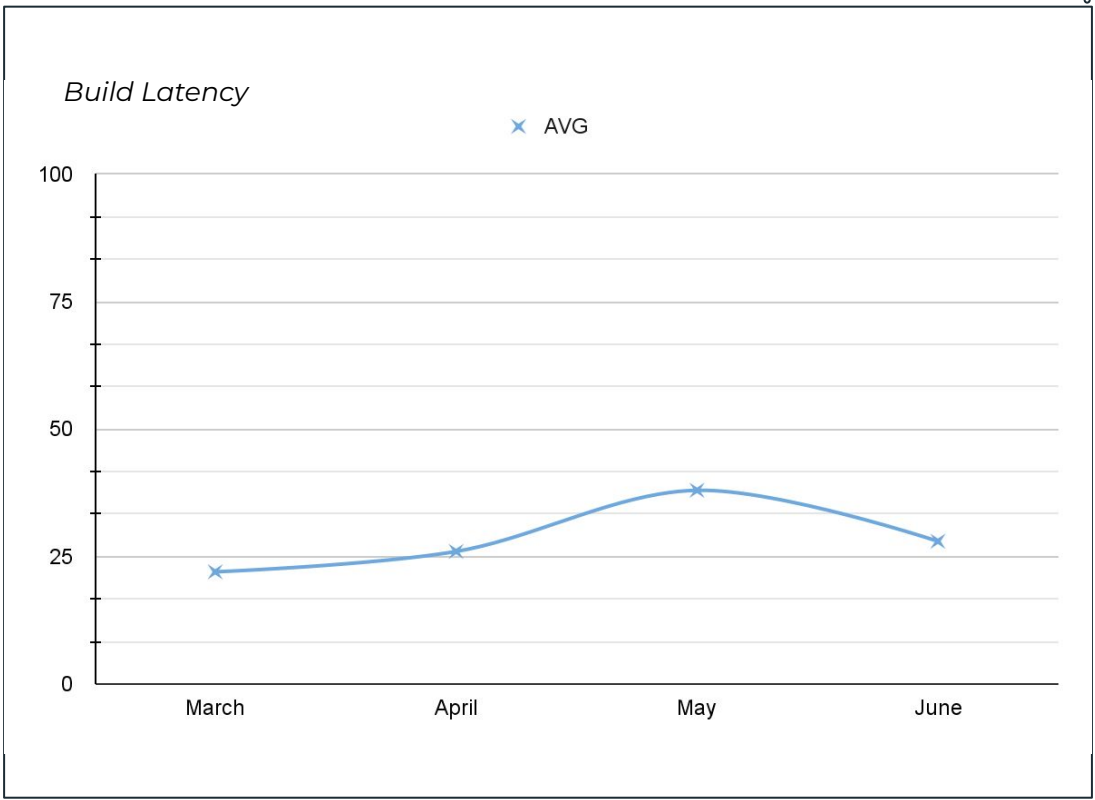
Also known as the median, it's the middle value of a dataset when ordered from smallest to largest. It's useful for **understanding the central value of a dataset** when data is skewed or contains outliers.

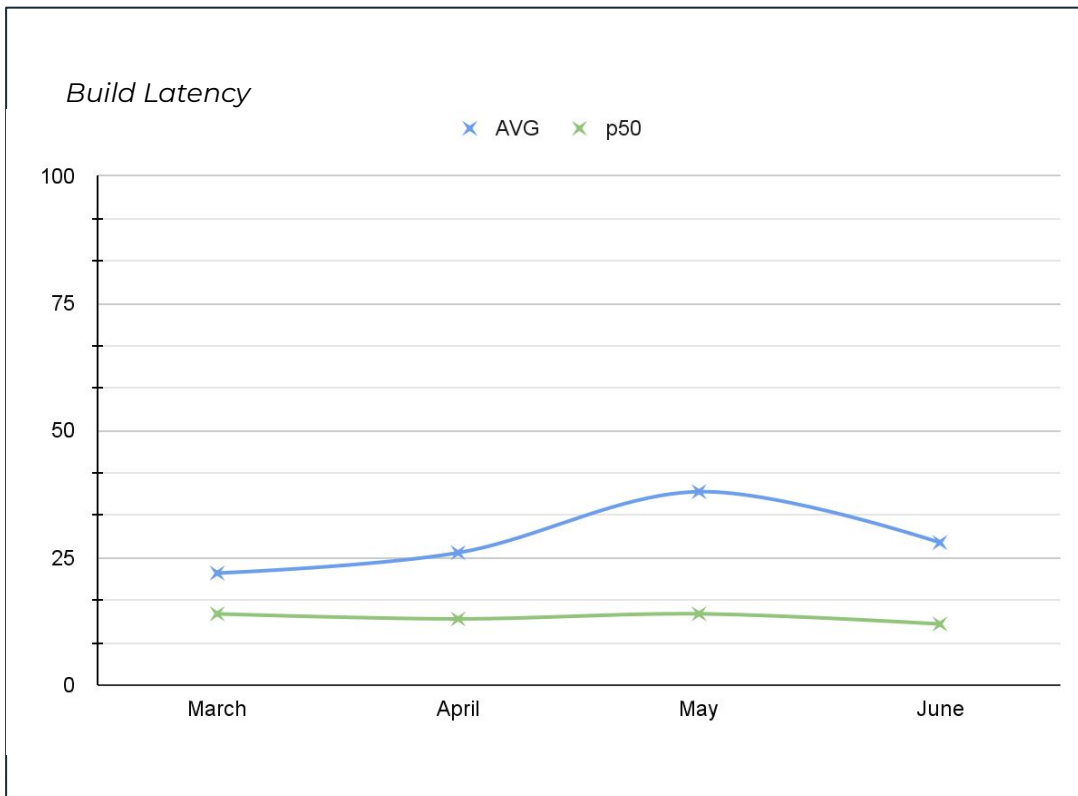


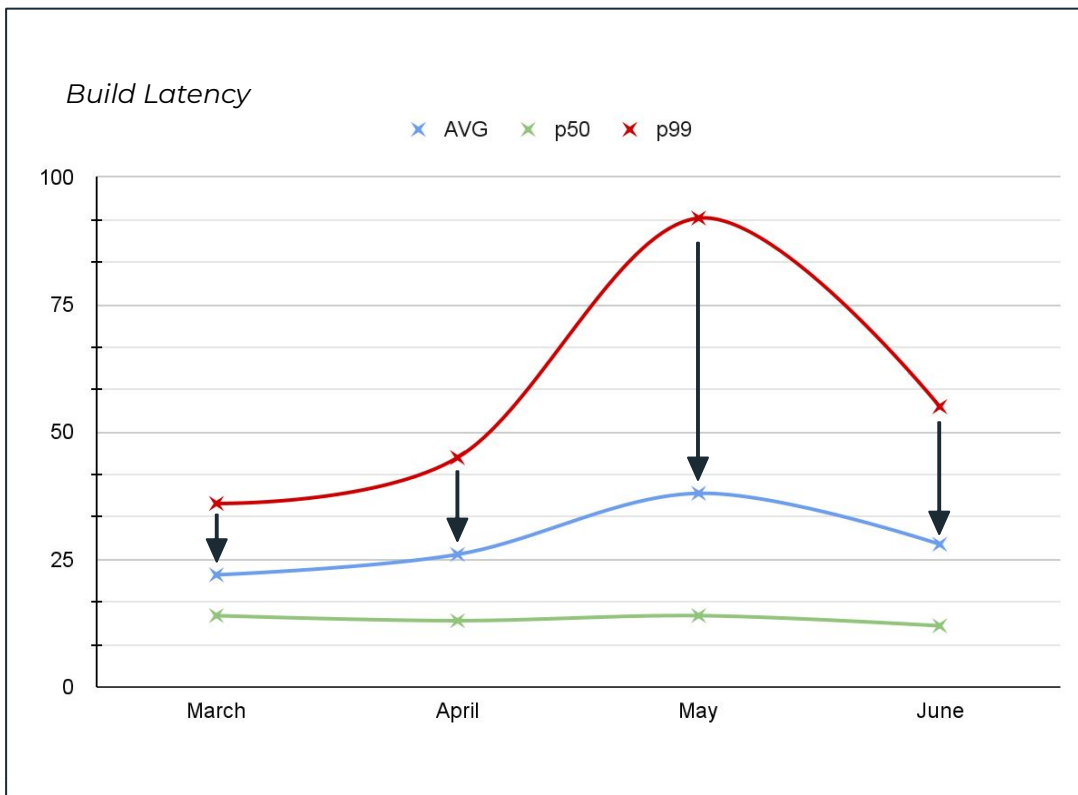
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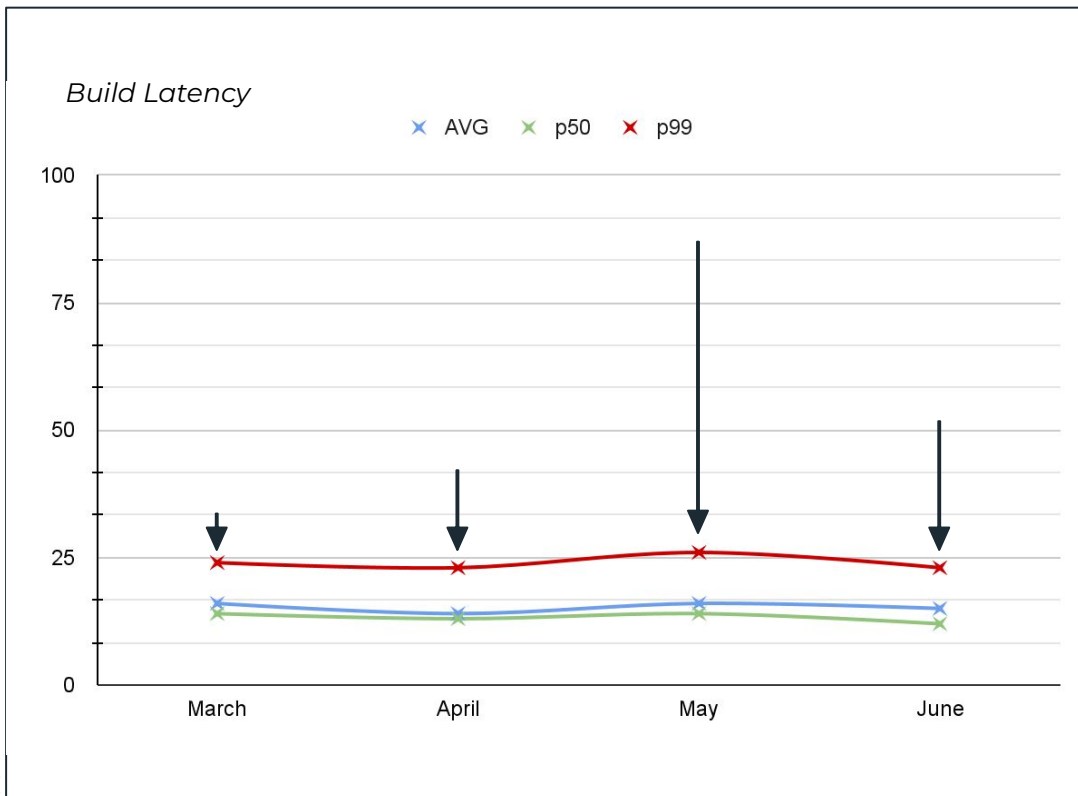
The 99th percentile. It is the value below which 99% of the data falls. It is useful for **identifying outliers and understanding worst-case scenarios.**

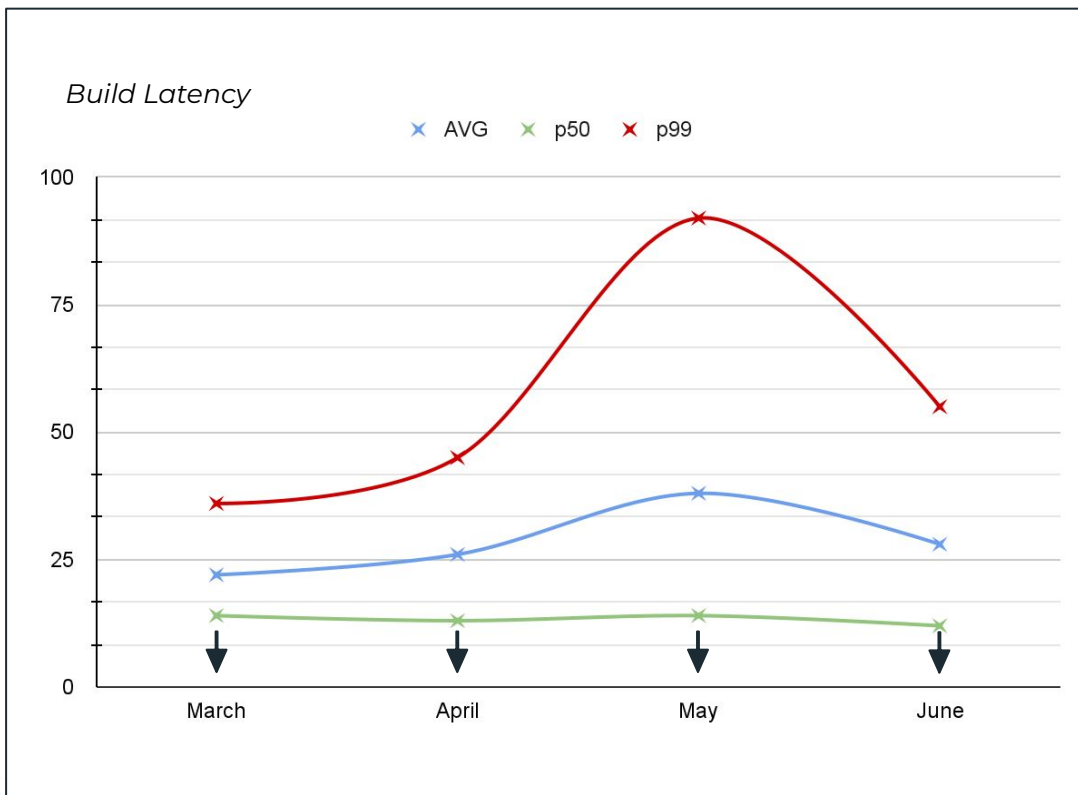




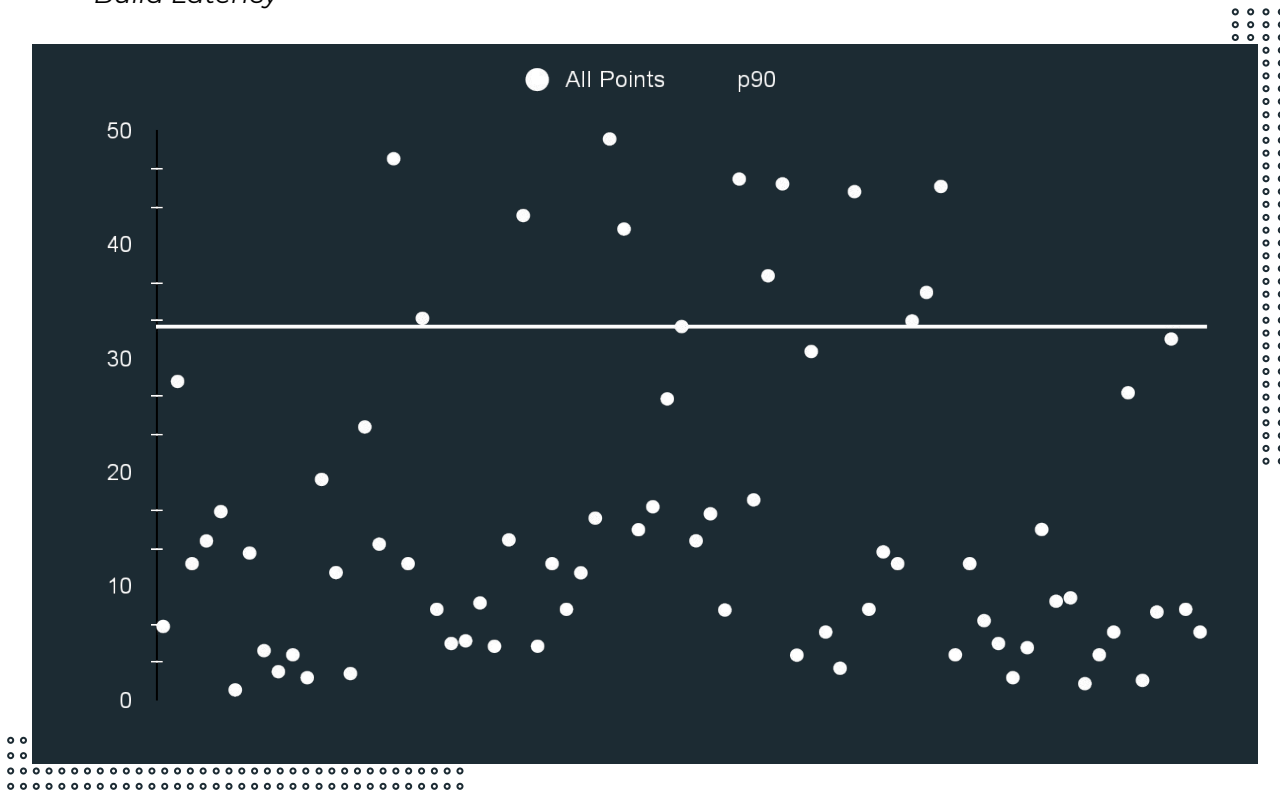




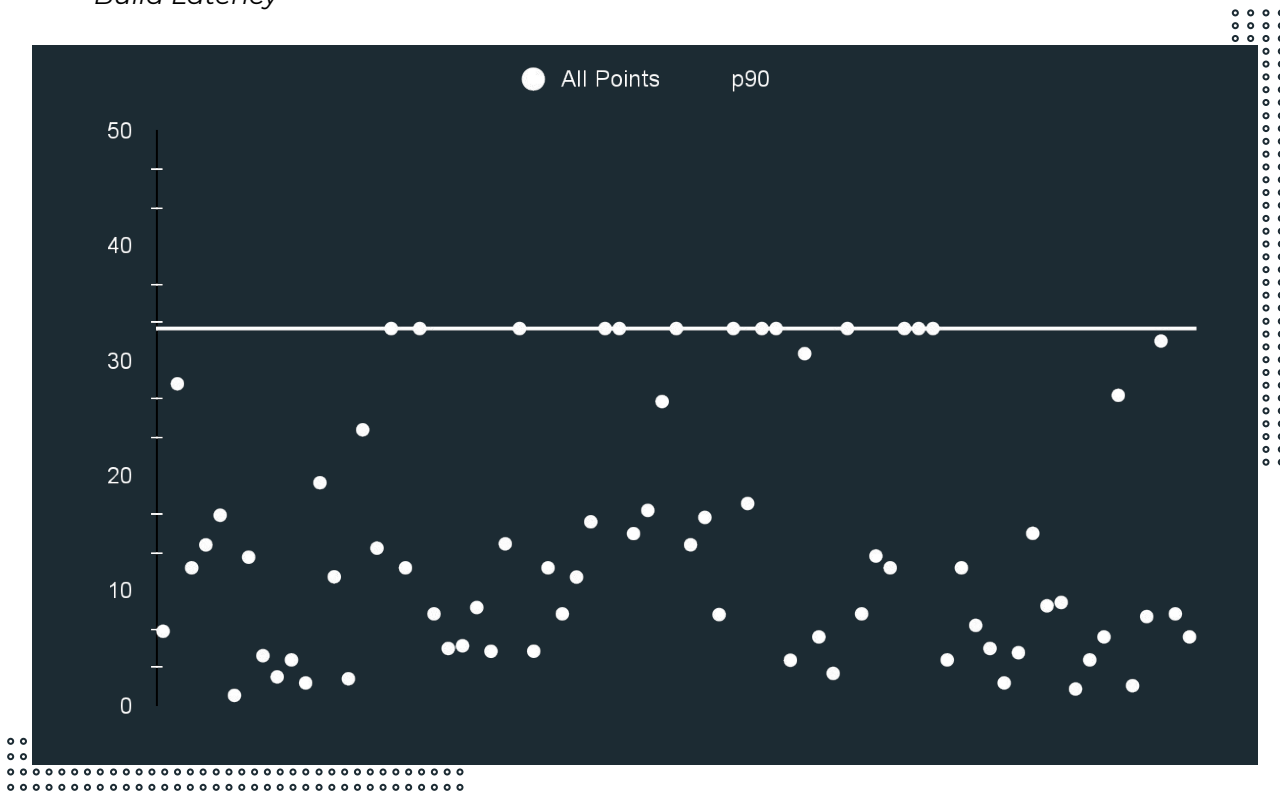


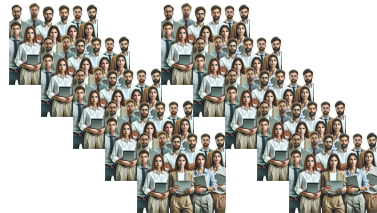


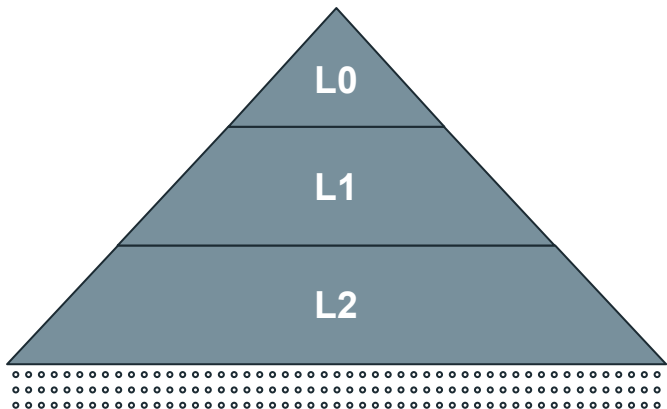
Build Latency

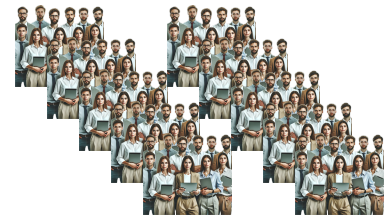


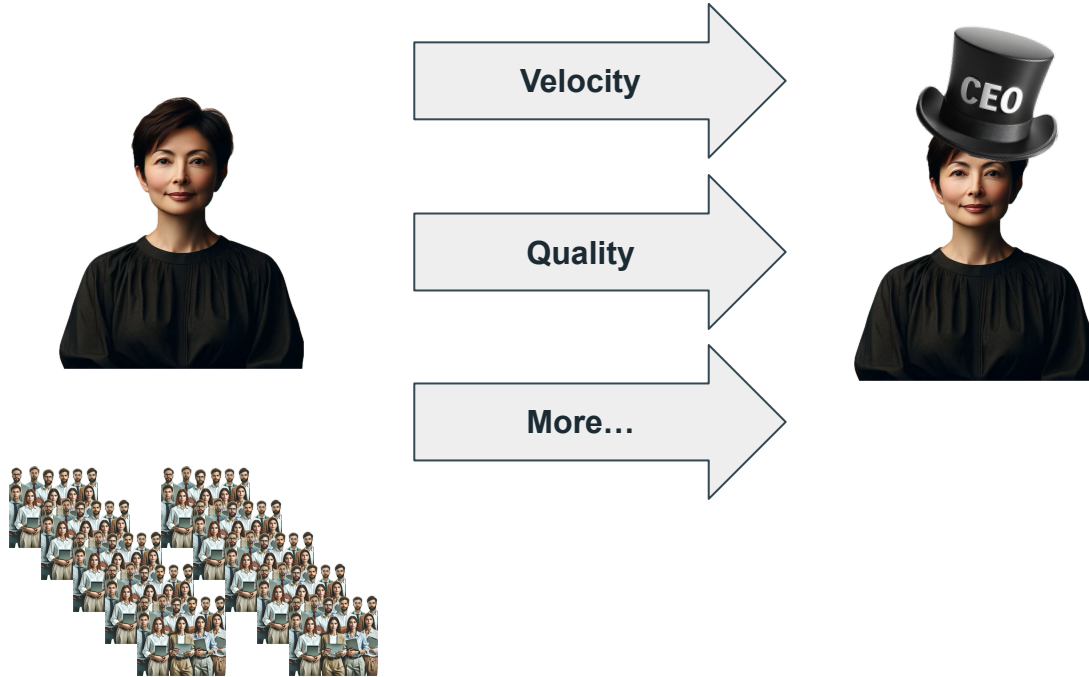
Build Latency

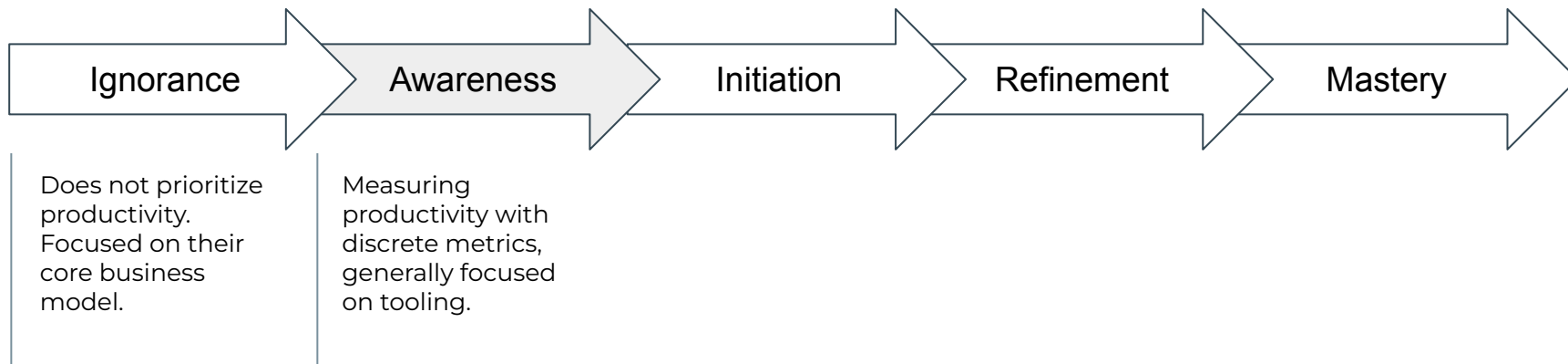


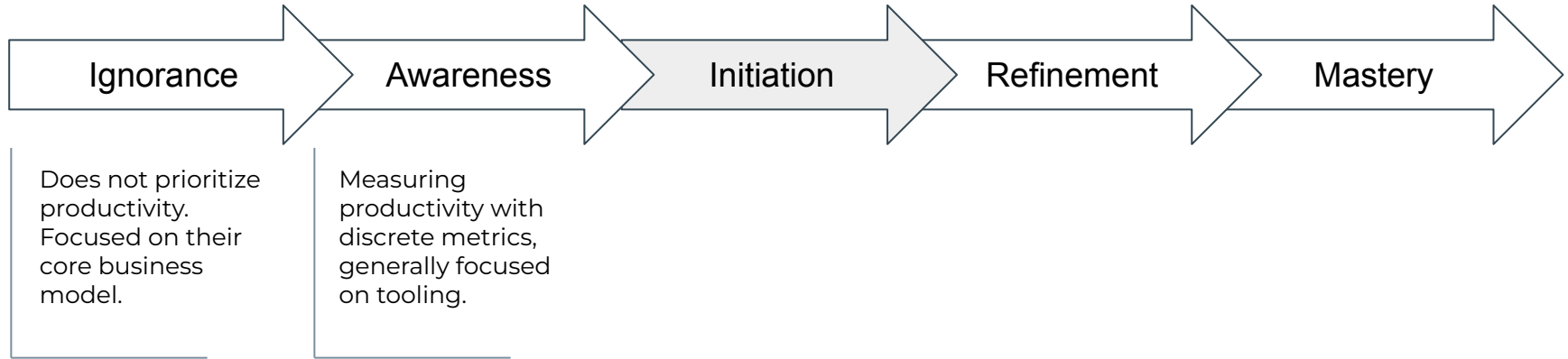


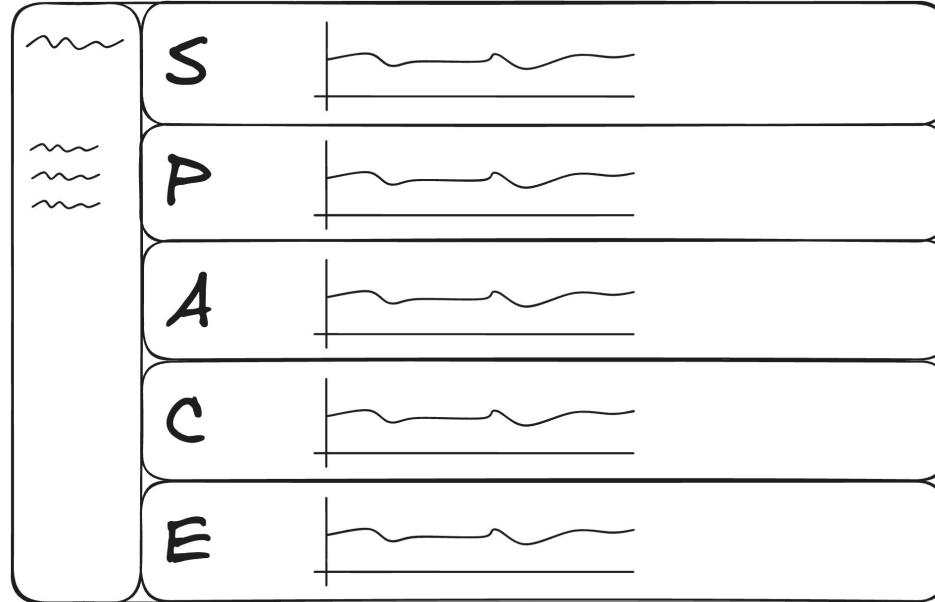


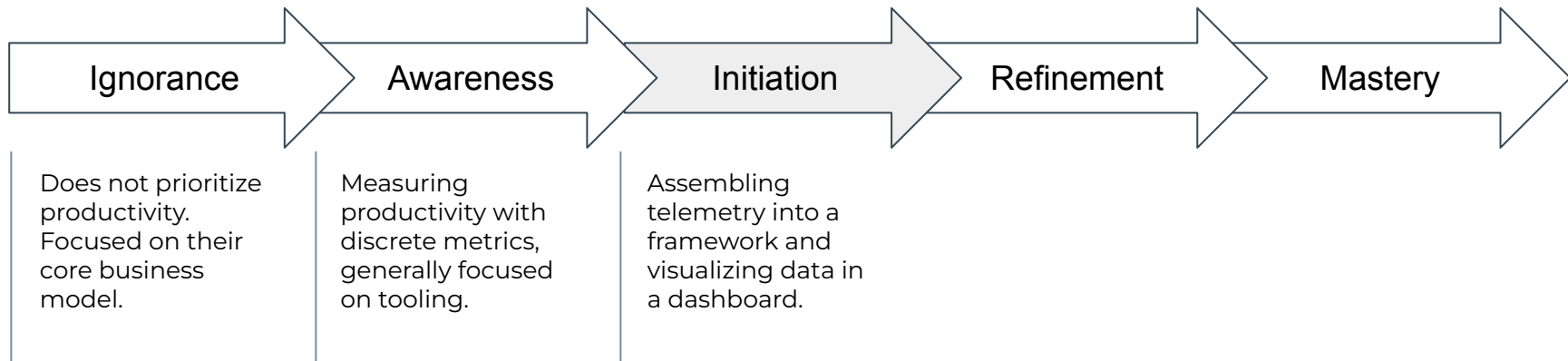


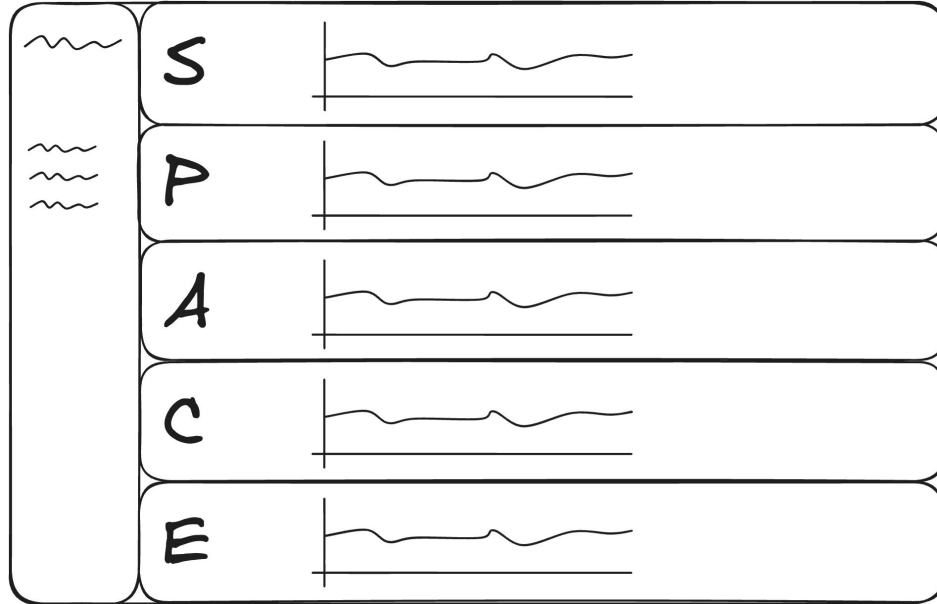


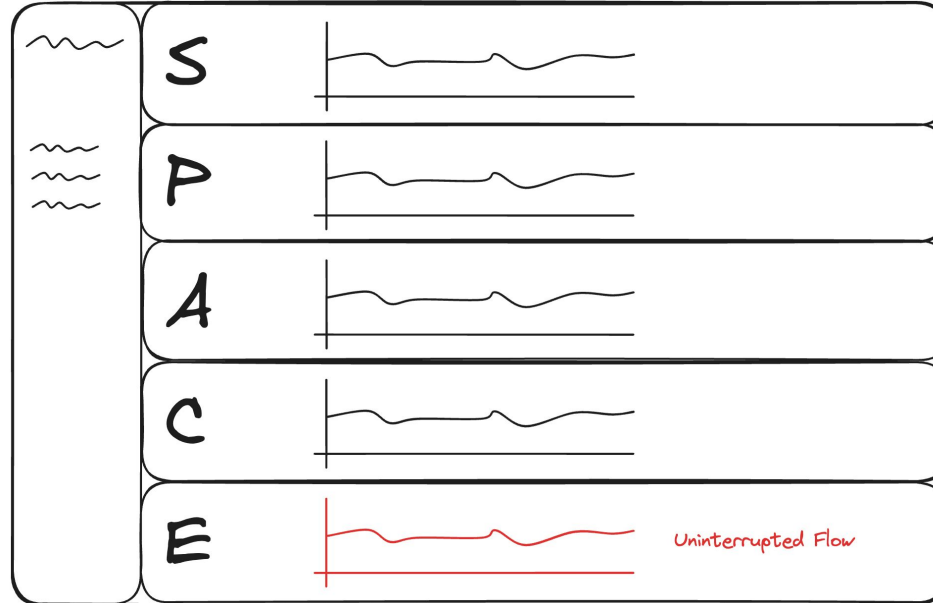


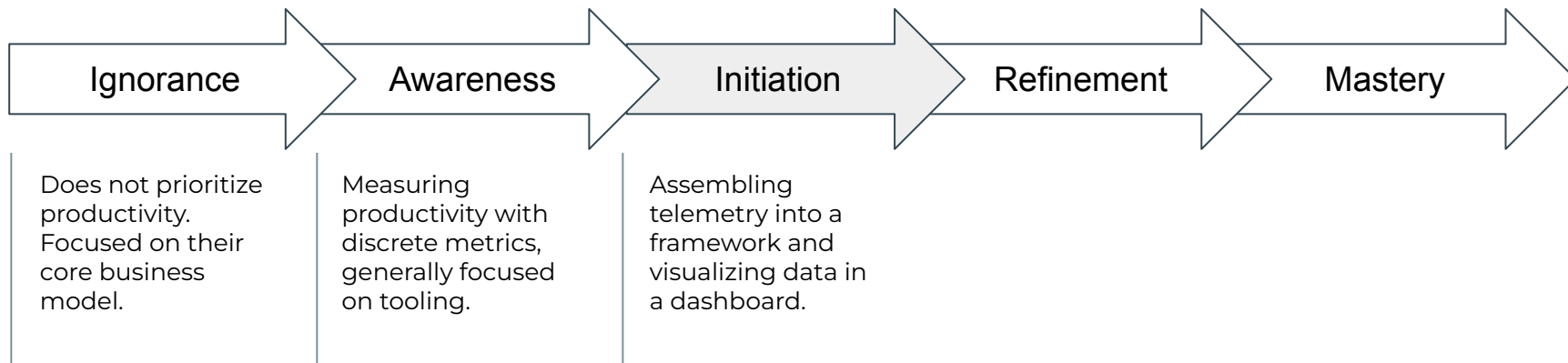


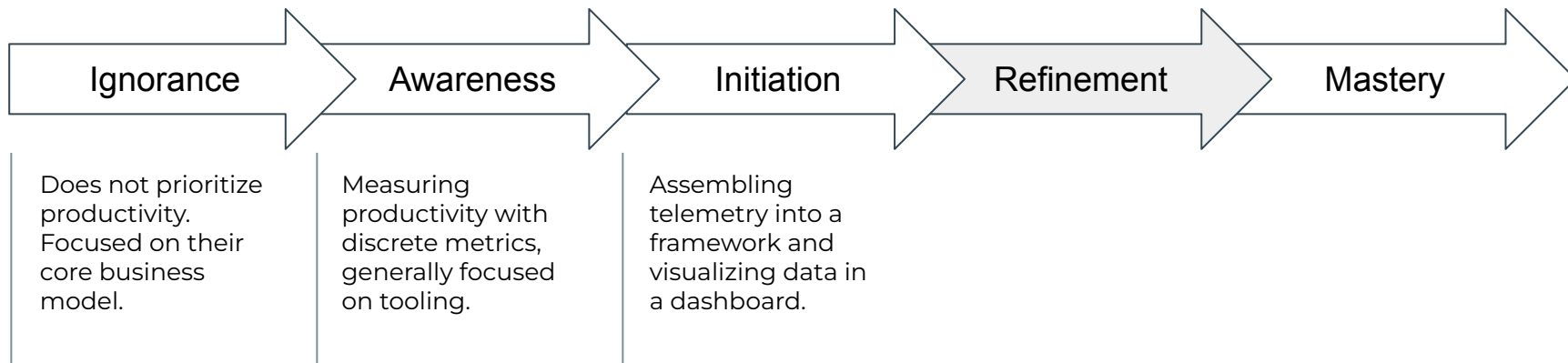


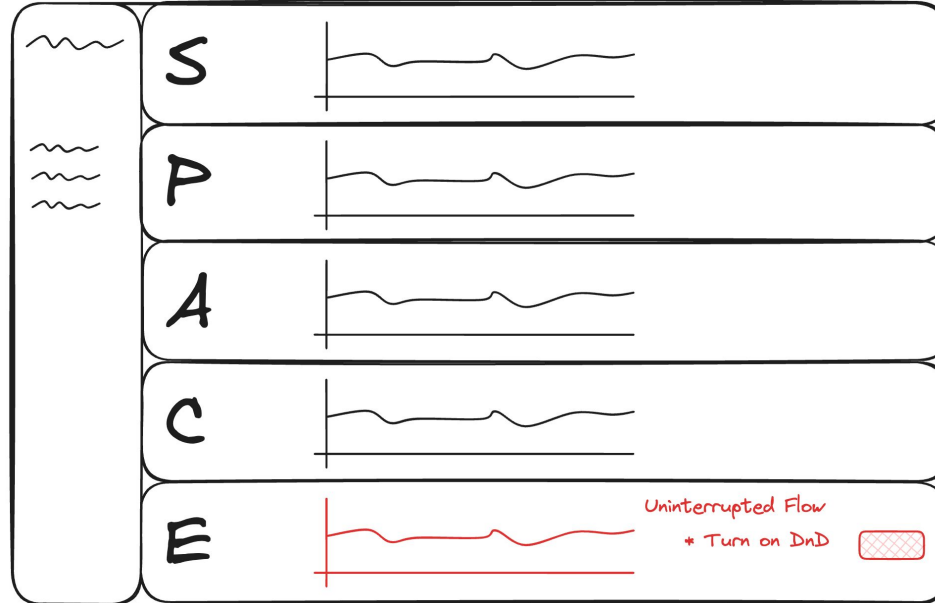


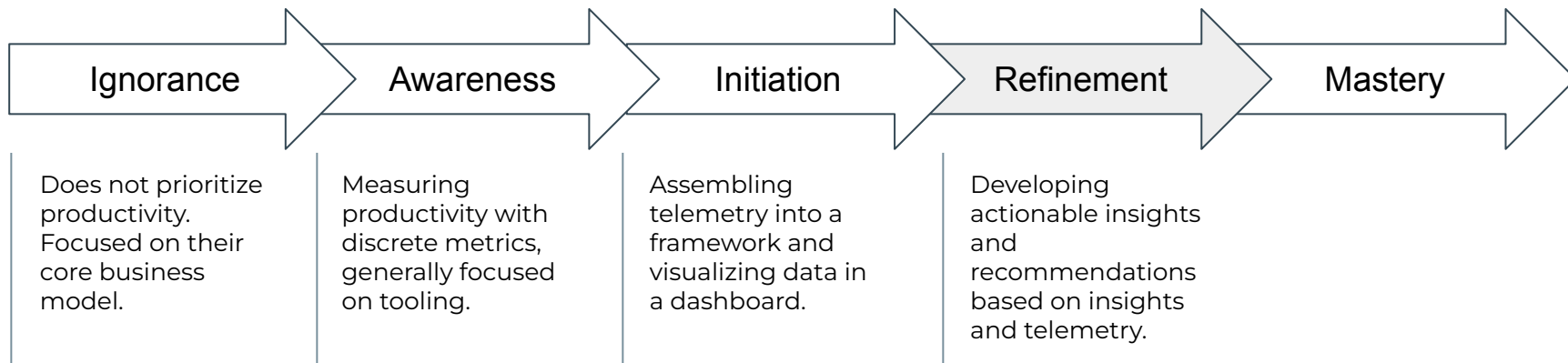


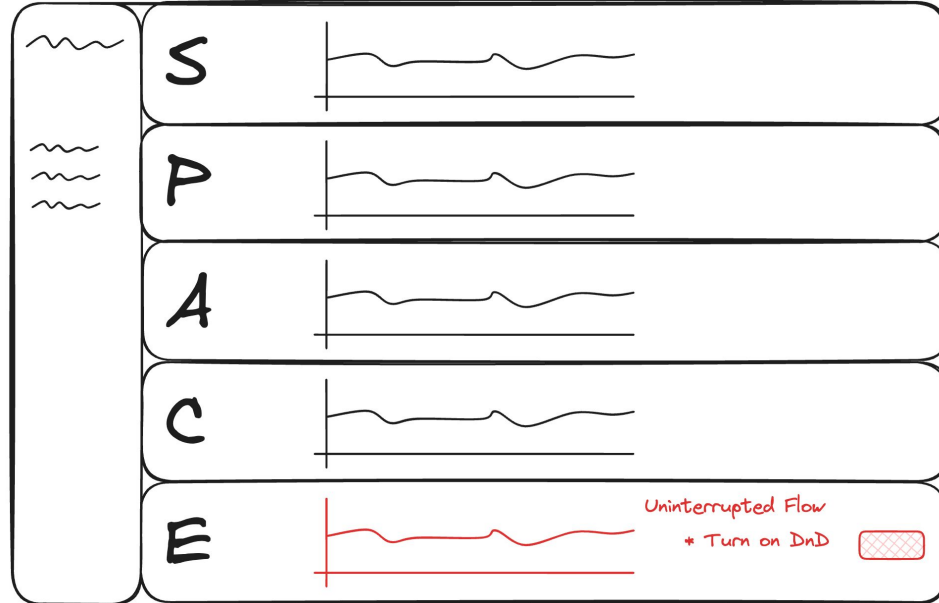


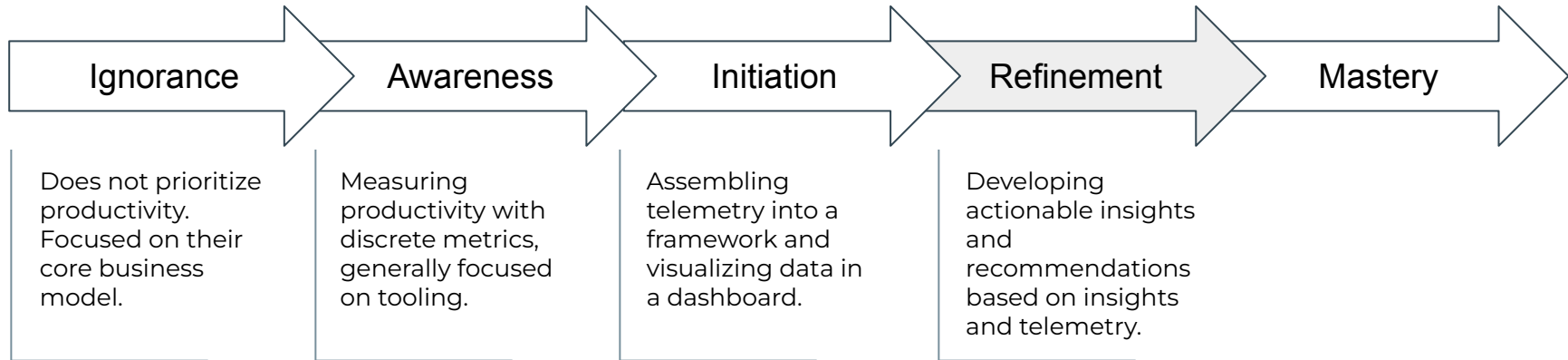


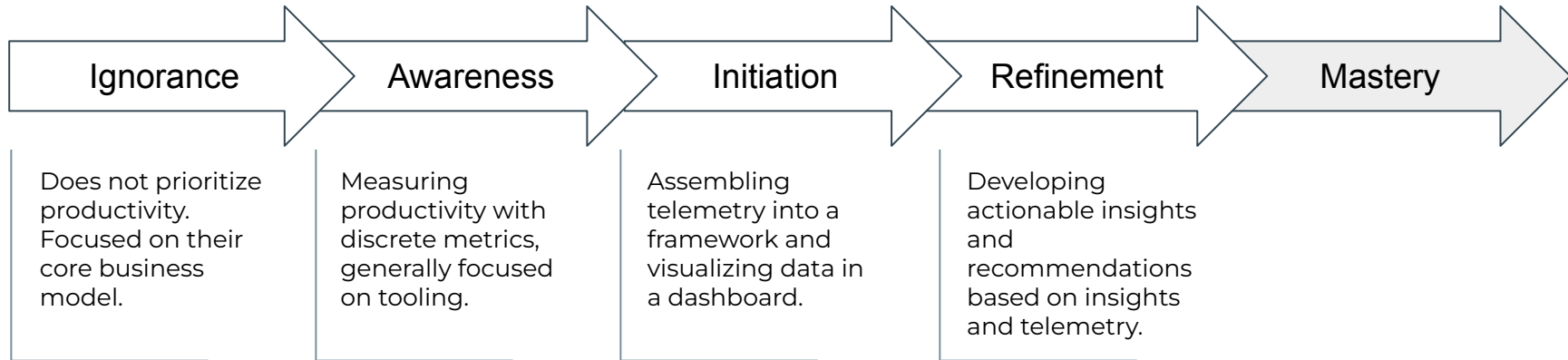














↑ 20%

AutoFocus

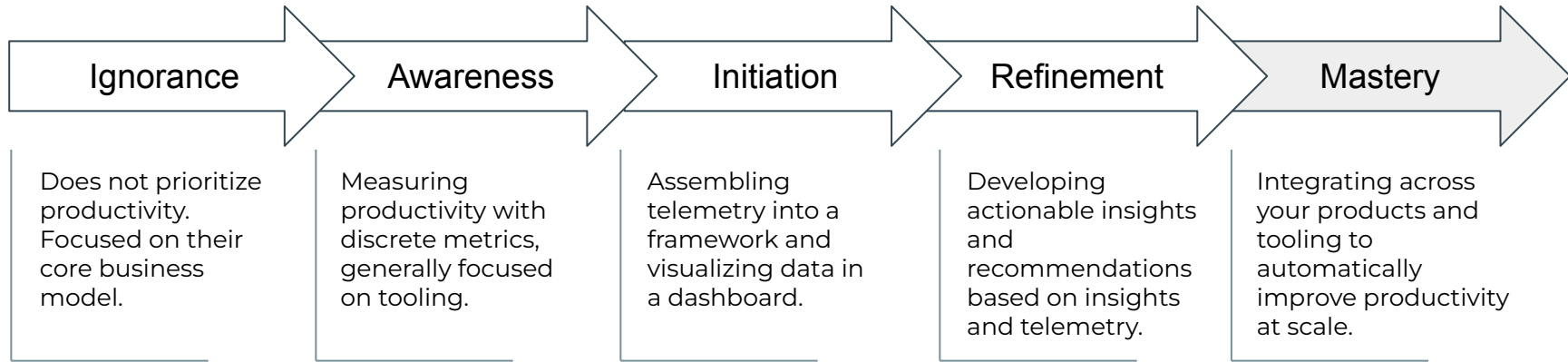
[...] Meta developed the AutoFocus tool that blocks work chat notifications when an engineer is working on code for 12 minutes or longer. [...]. In a large experiment, we find that **AutoFocus increases the amount of personal-focus time by 20.27%**, and it has now been rolled out widely at Meta.

- Warn senders
- Mutes recipients' notifications
- Senders can override



Workgraph: personal focus vs. interruption for engineers at Meta

Authors: [Yifen Chen](#), [Peter C. Rigby](#), [Yulin Chen](#), [Kun Jiang](#), [Nader Dehghani](#), [Qianying Huang](#),
 [Peter Cottle](#), [Clayton Andrews](#), [Noah Lee](#), [Nachiappan Nagappan](#) [Authors Info & Claims](#)



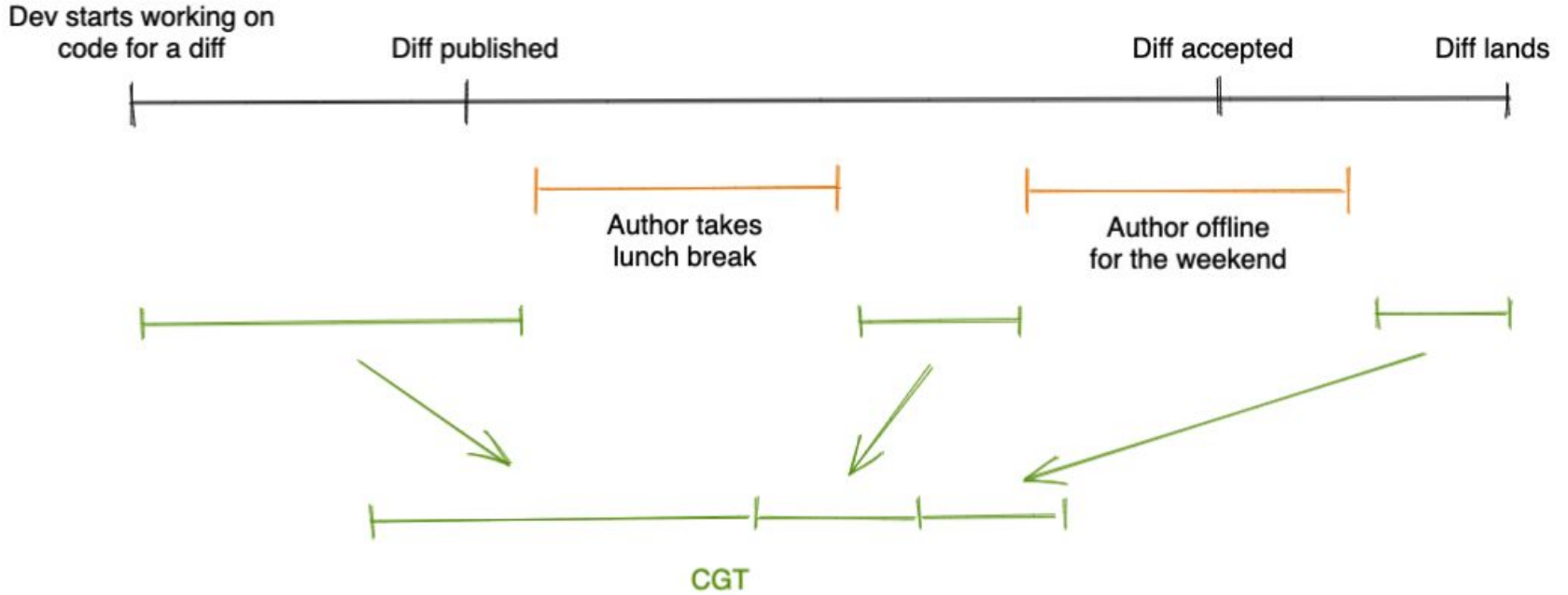


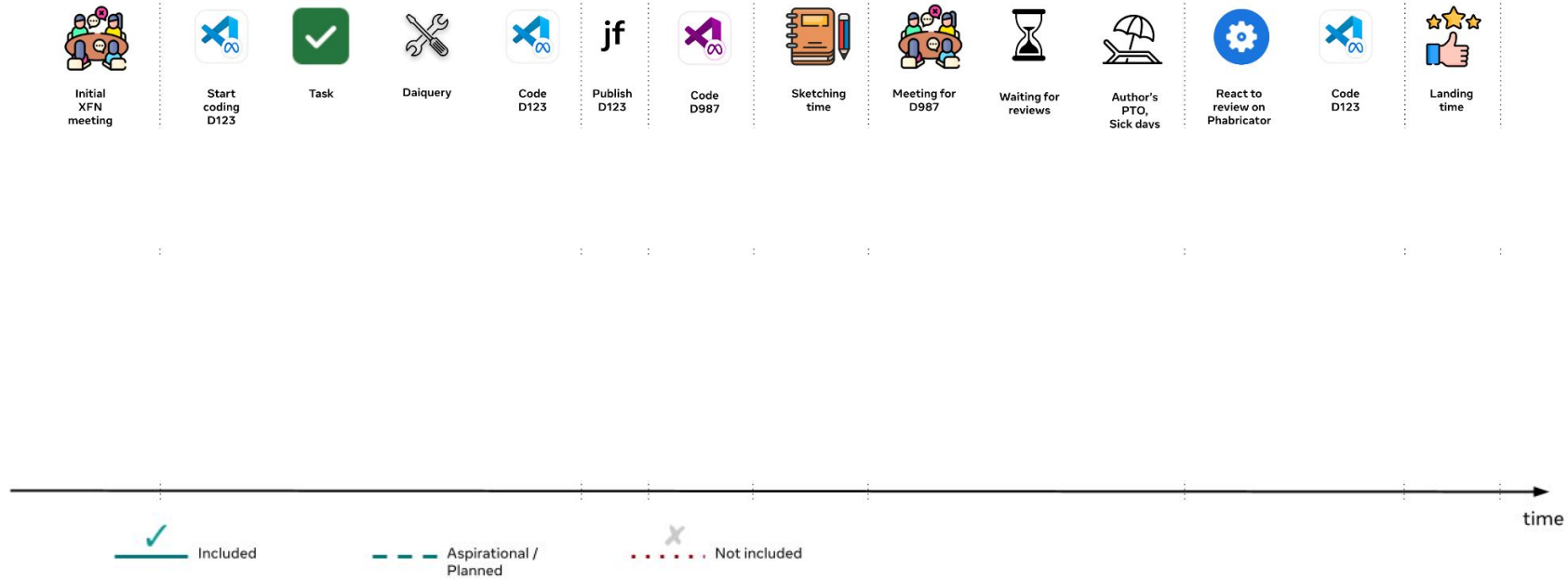
Velocity Measurement

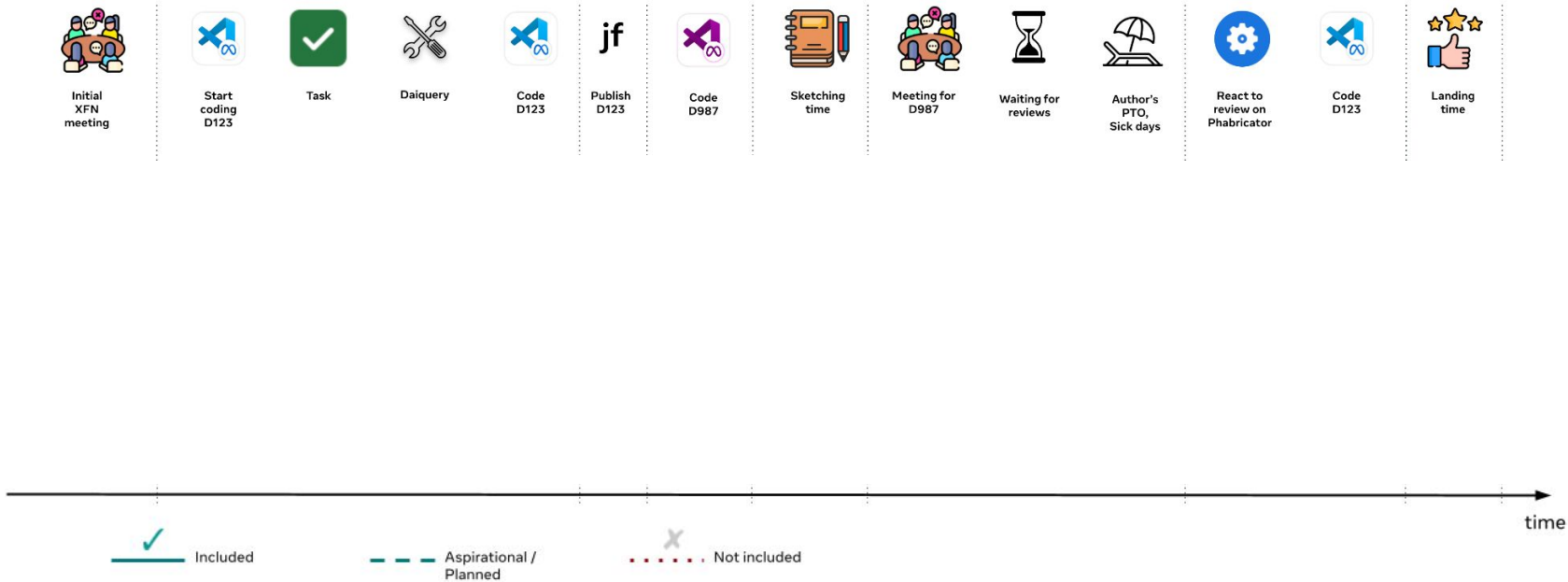


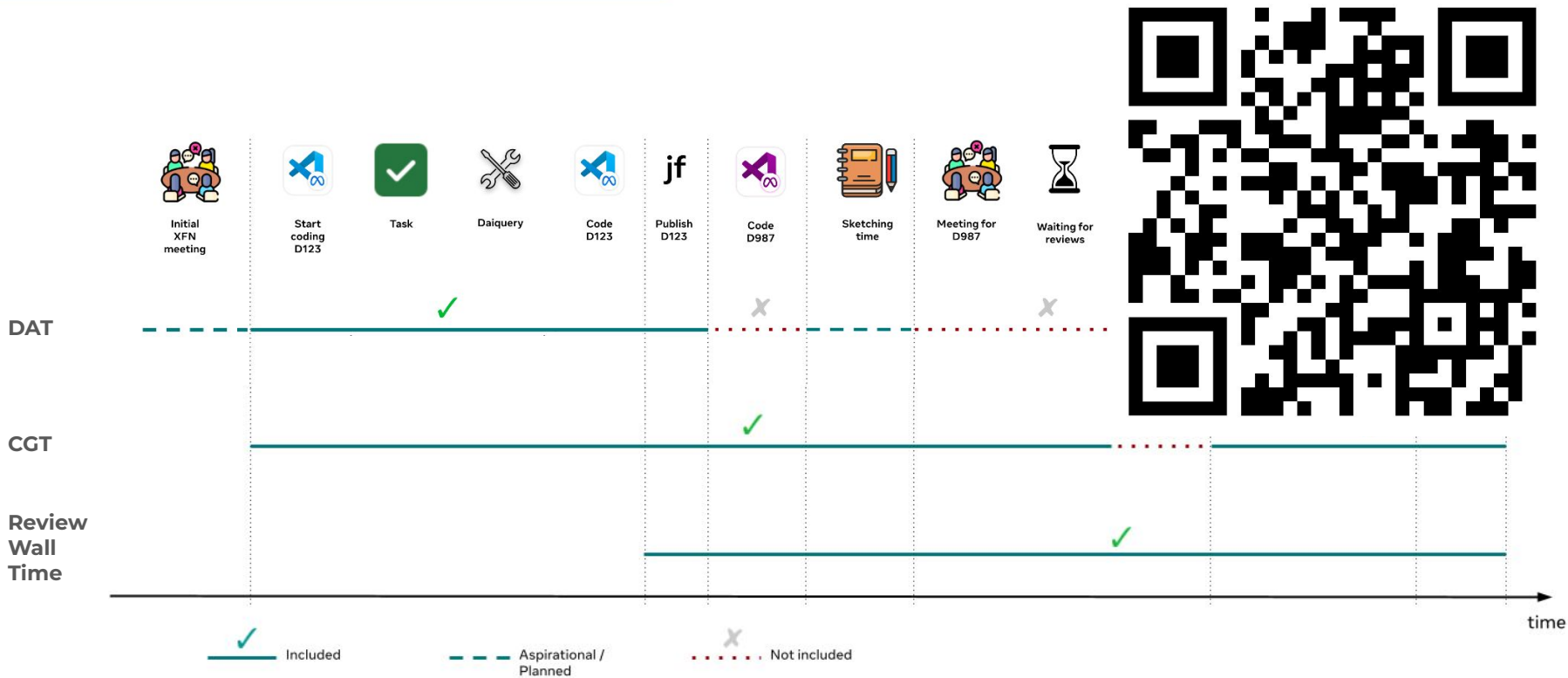
Phabricator (Meta)

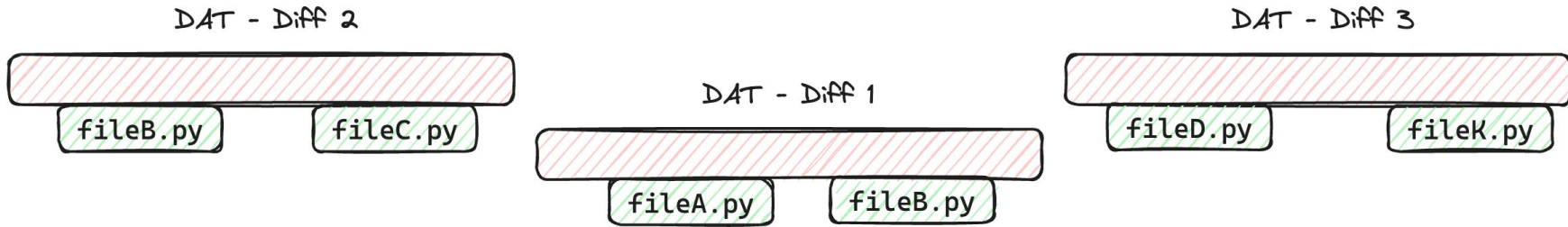
- Diff => Code Review / Pull Request (PR)
- Creating a diff => Creating a PR
- Publishing a diff => Requesting review on a PR
- Accepting a diff => Approving a PR
- Landing a diff => Merging a PR









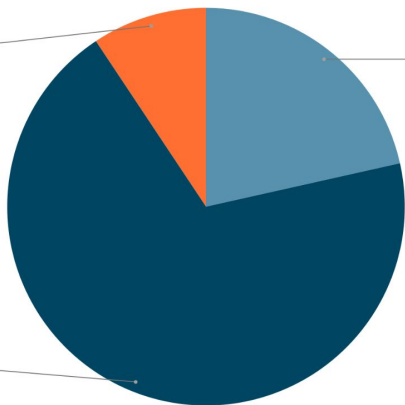


File Authoring Time - Logging Framework Diffs

Other
9.3%

Logging Config
21.5%

Service Code
69.2%



🔍 80%

Identify
Painful Authoring
Experiences

↑ 17%

Typed
Mocking

↑ 30%



Quantify Internal
Development
Framework

↑ 37%



React
Forget

~~useMemo
useCallback~~

Meta Tech Podcast



DAT Paper

Soon!


⚡ Lightning Talk

Moving Faster and Reducing Risk

Rui Abreu

Tue, Sept 24 at 4:40pm

⌚ 20mins



This talk discusses the challenge of determining what should be released in large-scale software development, such as at Meta's scale. To address this, we developed models to determine the risk of a pull request (diff) causing an outage (aka SEV).


🎤 Keynote

Unlocking Developer Productivity and Happiness

Kelly Hirano, Akshay Patel

Wed, Sept 25 at 9:30am

⌚ 20mins



Meta's approach to a Productivity framework and our journey tying it to both business outcomes and developer happiness.


🗣️ Session

Psychological Safety and Performance

Adam McCormick

Wed, Sept 25 at 3:00pm

⌚ 60mins



The biggest threats to the long-term health of any development organization are brain-drain and burnout.



Q&A

