Cultivating Culture in the Code Trenches

by Kristoffer Nordström

Heroes

E.Hendrickson

E.Derby

L.Crispin

S.Smith

M.Bolton

F.Charles

J.Weinberg
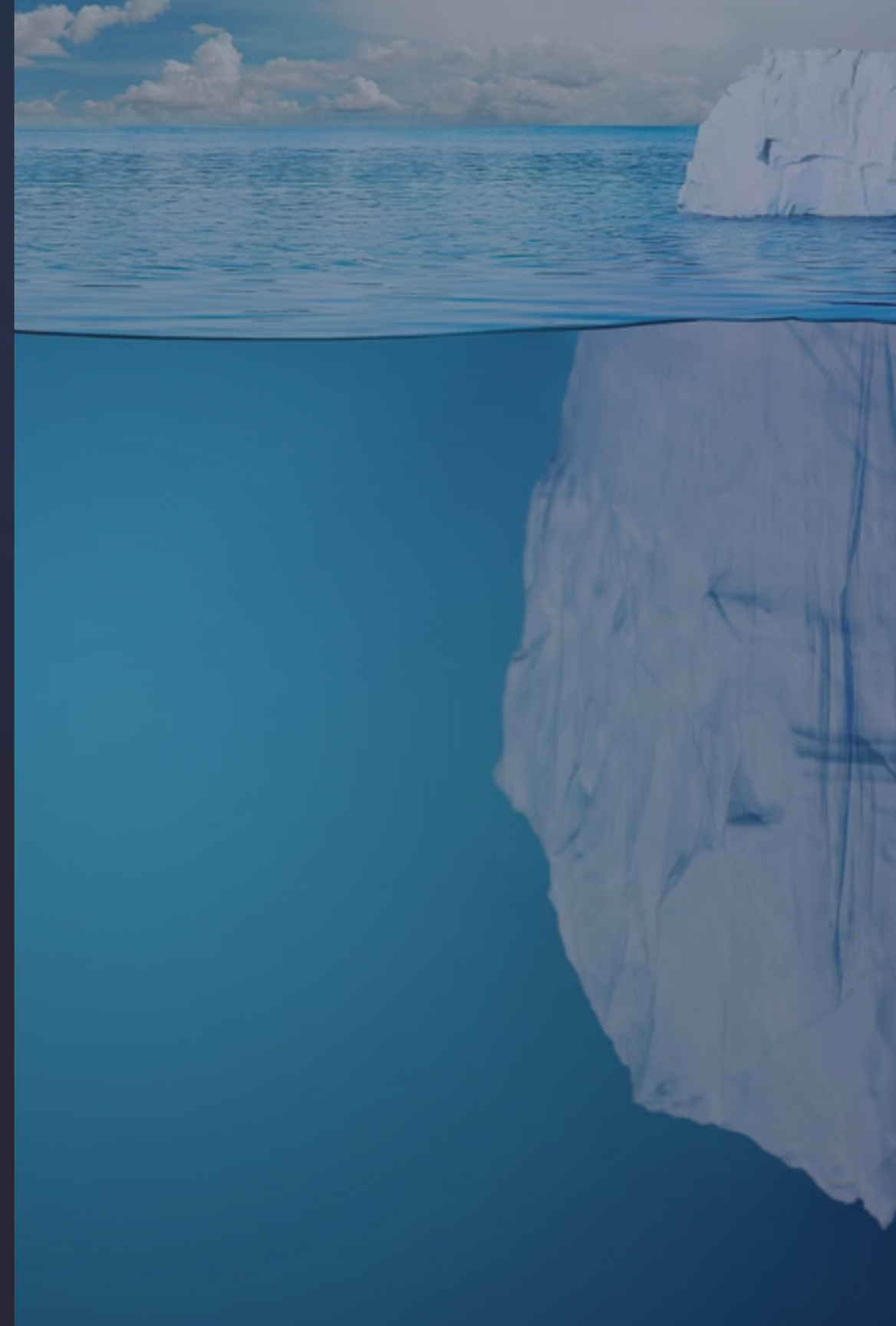
J.Rothman

T.Lister

T.DeMarco
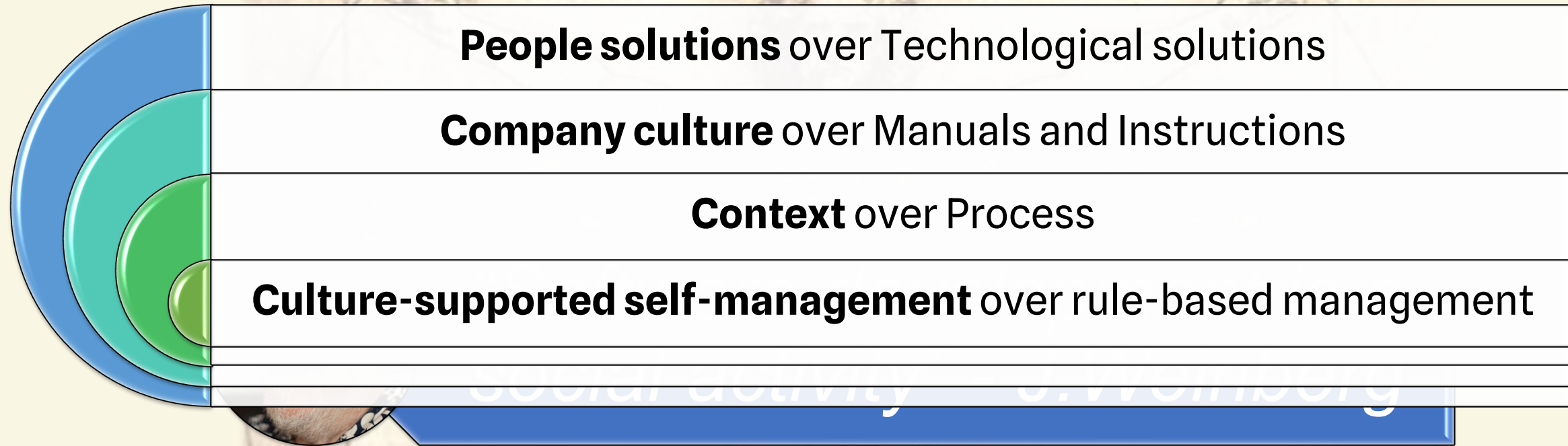
Good Culture Doesn't Happen Alone

Culture

Culture contains accepted ways to express and validate our assumptions, values, and norms and through that way avoid being uncertain in different situations.

Trice and Beyer, 1993

People solutions over Technological solutions

Company culture over Manuals and Instructions

Context over Process

Culture-supported self-management over rule-based management

"That is, while there is value in the items on the right,
we value the items on the left more."

Humanistic approach

My Current Role

Role Description – Adult Person in the room

I do everything my developers and architect don't want to

- Testing
- Test automation
- Primary interface for stakeholders and users
- 2nd level support for Operations

- Requirements
- Mock-ups
- Project lead
- Scrum master
- Bug fixes & small features

Assignment

Company

Team

Technical Debt

Dissilussioned users

Background

Repaired the build system

Continuous Integration & Continuous Delivery

Cleaned up the code bas

Trimmed the Product Backlog

And introduced *"Kanban"* while we were at it…

Cleaned up the mess

Gamification introduced

Improvements rewarded points

|		
Eliz Riggan	27p	
Barrie Maheux	22p	
Liza Burkhardt	21p	
Genia Faulcon	17p	
Karina Mccusker	17p	
Sharolyn Delisa	15p	
Stella Messina	14p	
Dennis Buckingham	11p	
Marcel Vanepps	10p	
Rhoda Tomey	7p	
Stephany Hennemann	7p	
Fransisca Rikard	7p	
Consuelo Nuckolls	5p	
Bruce Diniz	5p	
Thea Braziel	3p	
Cristie Cogswell	3p	
Elroy Goldsberry	3p	
Ramiro Hazen	2p	
Dulcie Rector	1p	
Taylor Shingler	1p	

5p – Pencil

15p – T-Shirt

30p – Coffee Mug
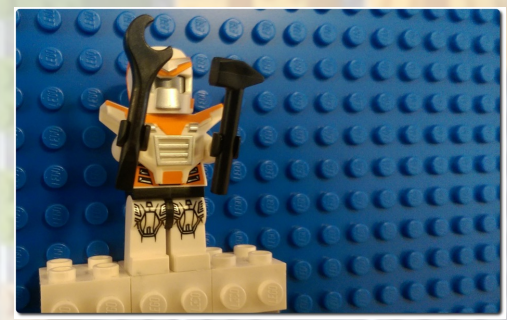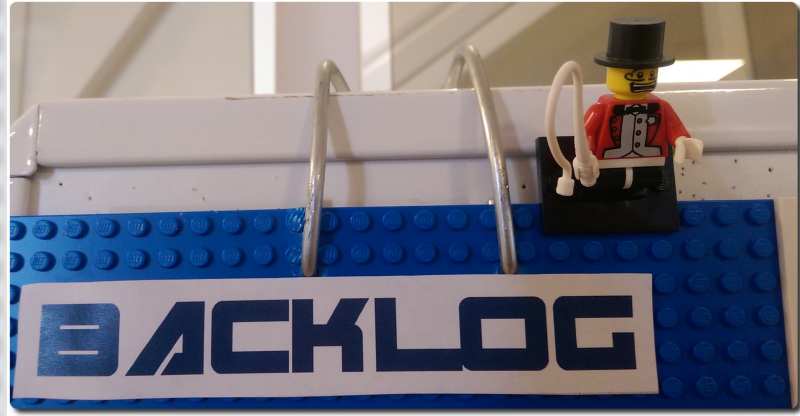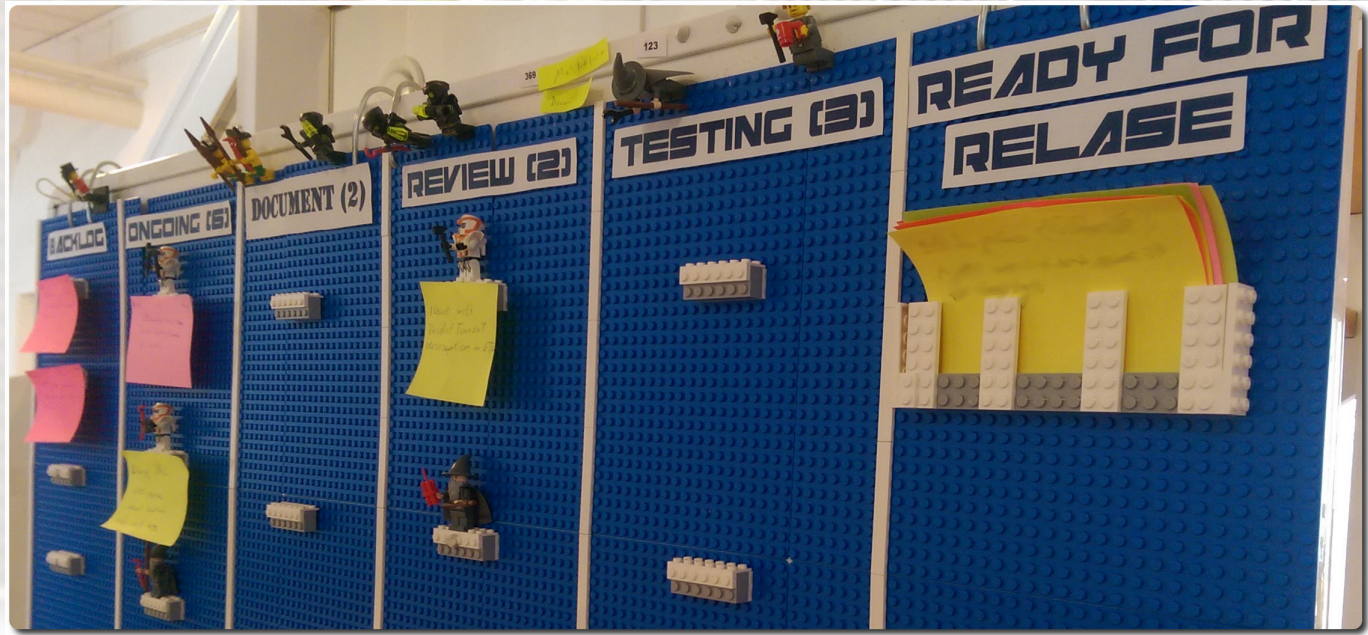
Kanban + Lego

Culture can be seen as reflection of the surrounding society… or as a sub-culture

"Det gaur inte…"

"It won't work…"

"Culture sets the constraints"

Culture

Advice for Young Engineers

Be Punctual

Respect others' time.

Keep Promises

Follow through on commitments.

Keep Learning

Cultivate curiosity, grow skills.

Lead by Example

Model desired behaviors.

Share knowledge

Pay it forward.

Advice for Managers

1 **Encourage Growth**

Support employees taking on new challenges.

2 **Be Supportive**

Provide guidance and remove roadblocks.

3 **Enable Autonomy**

Don't micromanage or disempower teams.

4 **Invest in Learning**

Prioritize continuous education for the team.

5 **Pay attention to recruiting**

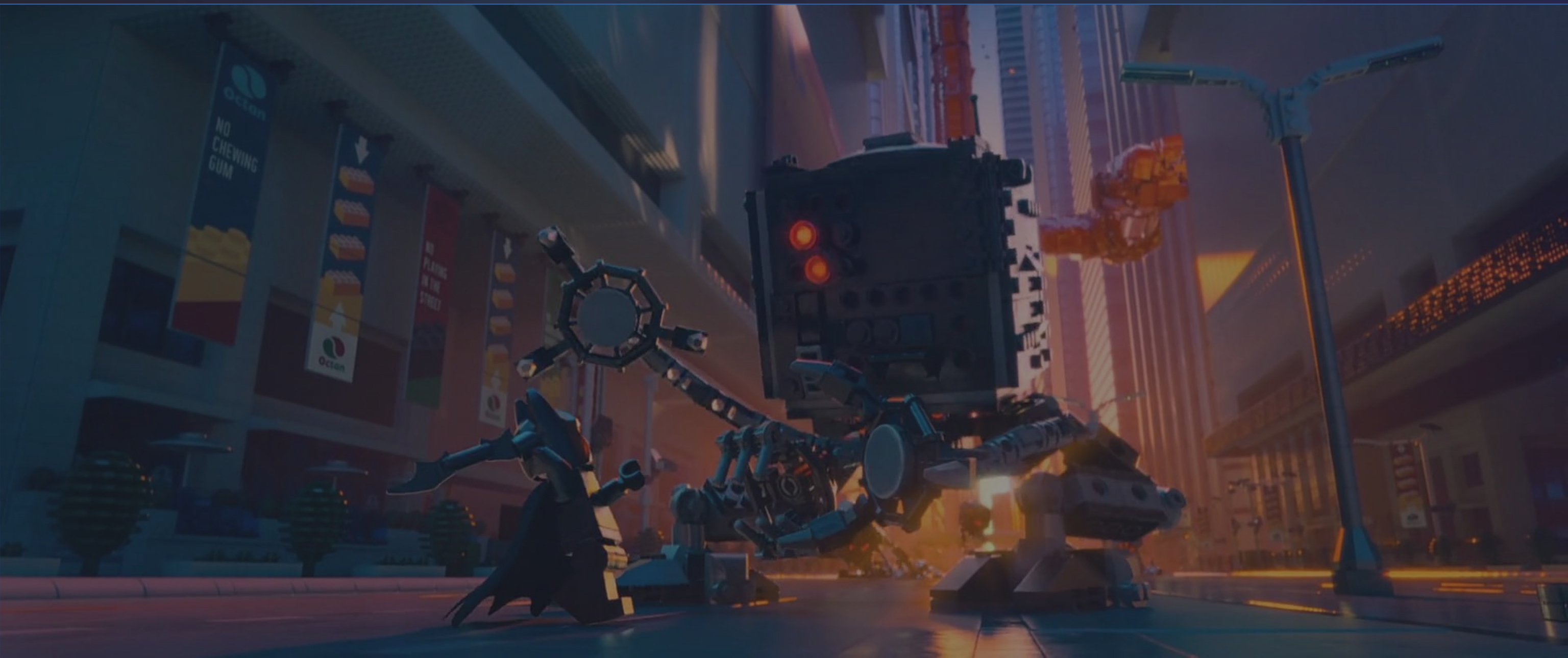Attitude over skills. Look for people skills. And especially look for different people.

My team at CodePath

Remote vs On-Site Work

AI's Impact on Work

What Testers Offer

1. Researchers

2. Planners

3. Communicators

4. Risk Managers

Thank You

kristoffer.nordstrom@northerntest.se