Facilitating Mob Programming Session as a Less Technical Coach

@Nazee_Hajebi
Making it optional allows negative people to opt out
An error has occurred. To continue:

Press Enter to return to Windows, or

Press CTRL+ALT+DEL to restart your computer. If you do this, you will lose any unsaved information in all open applications.

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Press any key to continue _
• Make it optional
• Find Technical Allies
• Start Simple

Be Creative and don’t give up!
Mob Programming
Why does your team need a facilitator?

- To hold a space
  - Kindness, consideration and respect
- To ensure they don’t go off track
- To increase the emotional intelligence within the group
Today’s Goal...

...you will go back to your office and facilitating mob programming.
Pre-Mobbing Preparation

Environment is set up beforehand  
Choose a simple problem or exercise  
Set up the space
During Mobbing

- Explain the working agreement
- The driver is listening and following the navigator
- The rotation is 2 – 5 min
- Everyone is talking and listening
Let’s Try Mobbing
Obstacle: Facilitator doesn’t feel confident

- Education (Videos, Books, Practice)
- Find Allies
- Focus on Facilitation (Structure, Timing, Interactions, Retro)
- Emphasize Growth Mindset
Obstacle: Dev Managers think it is a waste of time

- Onboarding a new employee(s)
- Education (videos, books, practice)
- Other people
Obstacle: Dev Managers think it is a waste of time

Our **BEST** and our **WORST**

Make it into the code
Obstacle: Dev Managers think it is a waste of time

The BEST of the whole team
Makes it into the code
Obstacle: Developers are afraid of being Judged

- Participation is optional
  - Can be an observer
- Everybody wins
  - Easy problem
- Developer wins
  - Play to their expertise
- It is not possible to lose
  - Completely new to this developer
Obstacle: Tech Lead doesn’t believe it is worth it

Sell it as training

Allow negative people to opt out
What is in mob programming for your team?

- Increase skills
- Increase collaboration
- Increase long term velocity
- Team members learn from each other
- Completed stories vs high WIP
Resources

https://github.com/NazeeHajebi/Talks/blob/master/FacilitatingMobProgramming.md#talk-resources
Thank You!

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