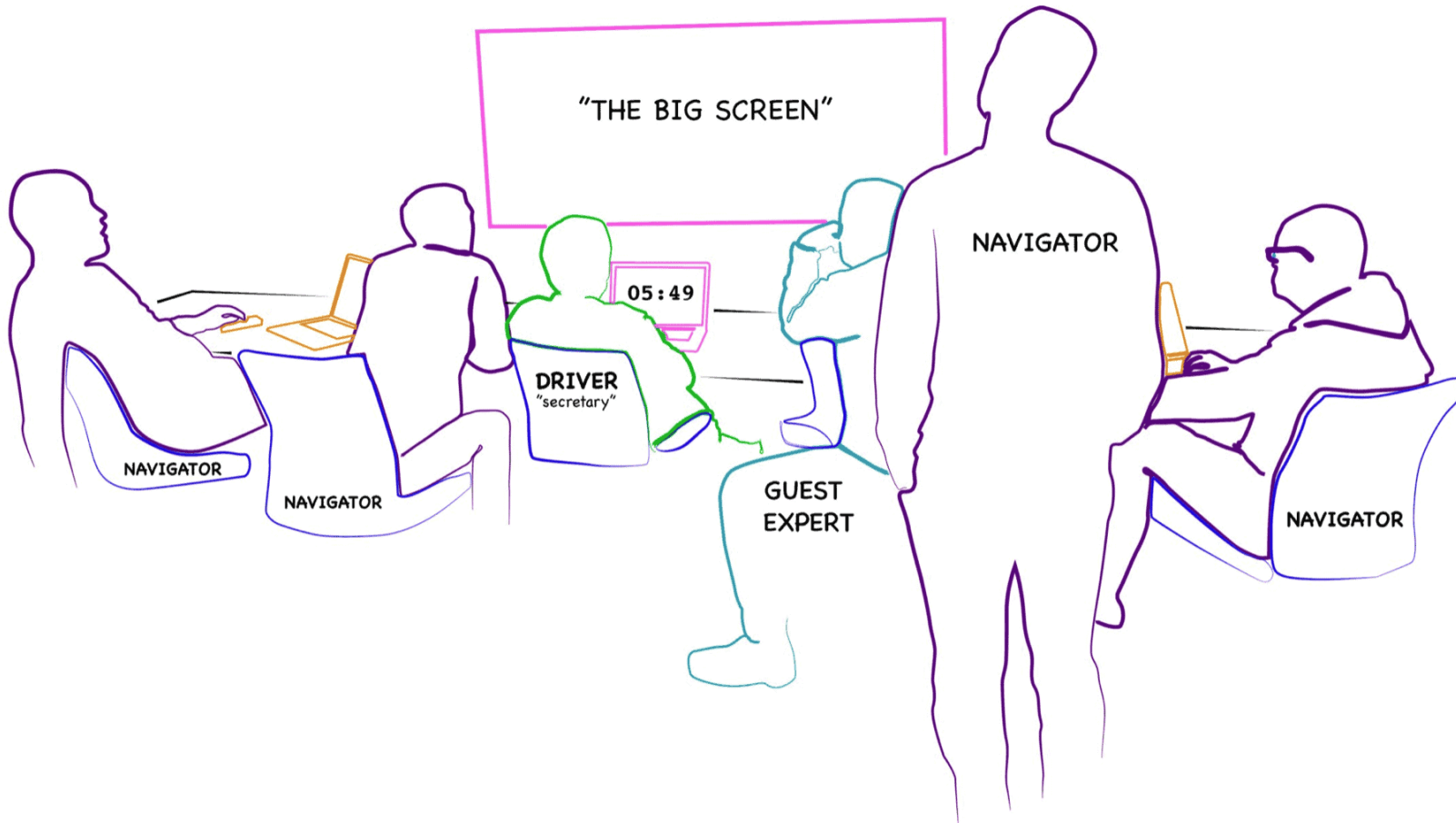




# Facilitating Mob Programming Session as a Less Technical Coach

@Nazee\_Hajebi



















*Making it optional*

**allows negative people  
to opt out**





SOFTWARE DEVELOPMENT

Empowering the way you work

### Mobbing Timer

Joy Flare

Continuous Monitoring

1. 2. 3. 4. 5. 6. 7. 8. 9. 10.

### Mobbing Timer

Joy Flare

Continuous Monitoring

1. 2. 3. 4. 5. 6. 7. 8. 9. 10.



## Windows

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.

Error: 0E : 016F : BFF9B3D4

Press any key to continue \_



ONE *More* CHANCE



ock | #174967409

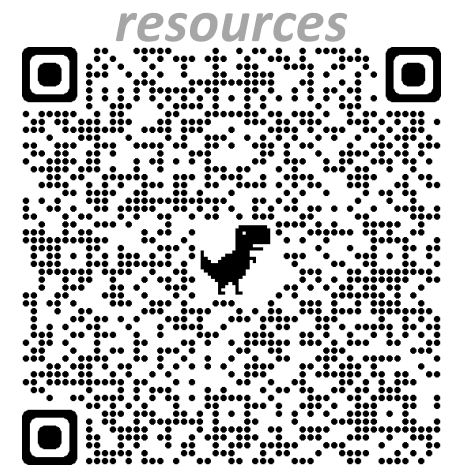








- **Make it optional**
- **Find Technical Allies**
- **Start Simple**



*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

A teal-colored background on the left side of the slide, featuring several white ladders of varying heights. The ladders are arranged in a row, with the tallest one in the center. The background has a curved edge on the right side.

## Today's Goal...

---

...you will go back to your office and  
**facilitating mob programming**



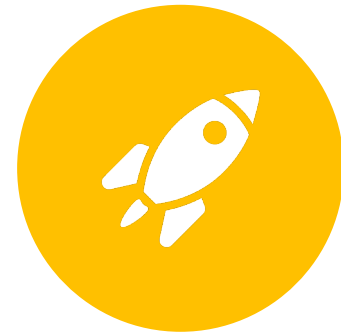
# Pre-Mobbing Preparation



ENVIRONMENT IS SET  
UP BEFOREHAND



CHOOSE A SIMPLE  
PROBLEM OR EXERCISE



SET UP THE SPACE

# During Mobbing



EXPLAIN THE WORKING  
AGREEMENT



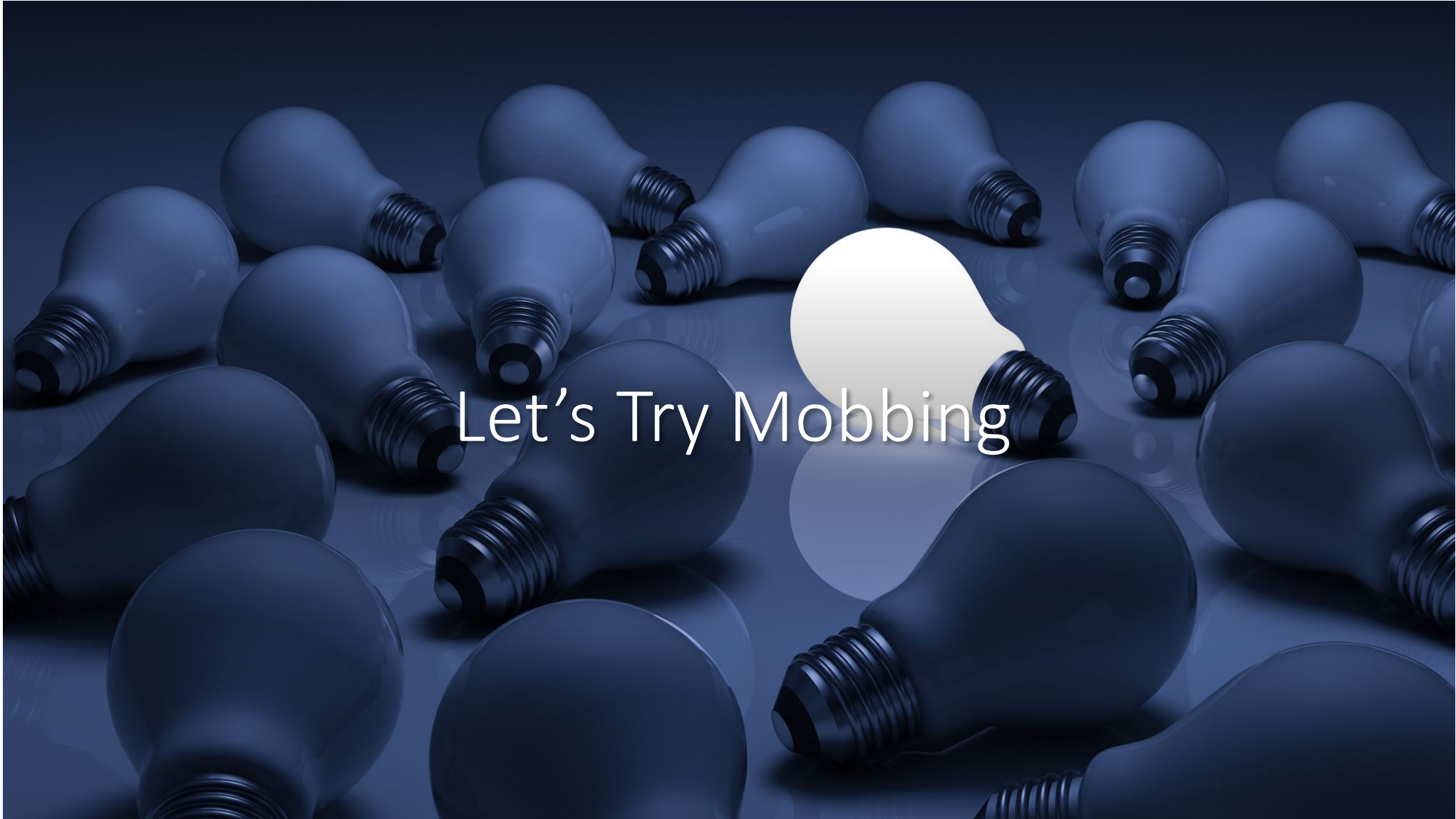
THE DRIVER IS LISTENING  
AND FOLLOWING THE  
NAVIGATOR



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





Obstacle: Dev Managers think it is a waste of time



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

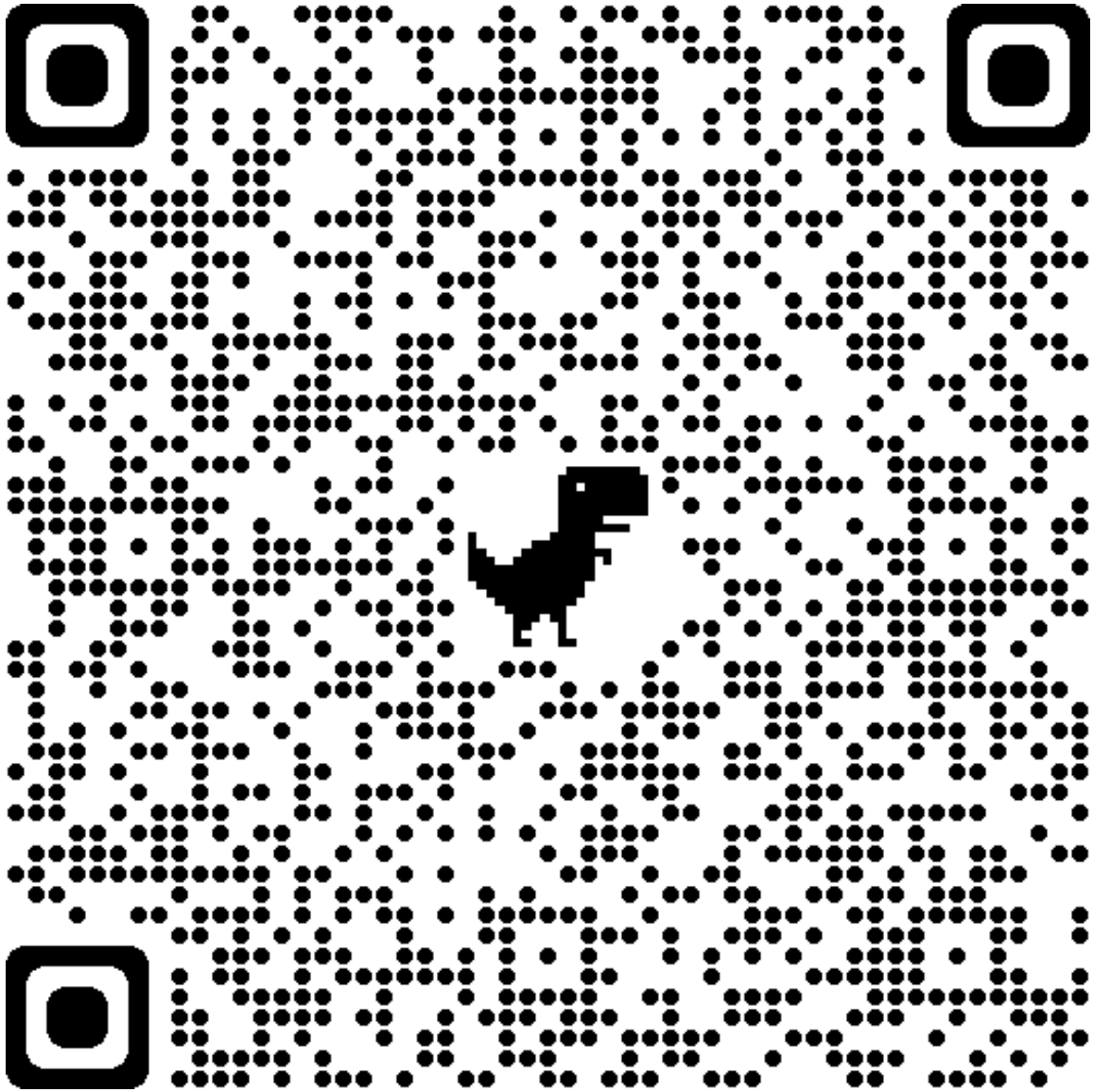
INCREASE COLLABORATION

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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