

Technical Agile Coaching



Lars Eckart

from software developer to technical coach

Where are all the technical coaches?

@emilybache



 **craft**

SOFTWARE DELIVERY CRAFT MATTERS



November 2014



🔍 Search events

Tartu, EE

Tule ja dojo koos meiega!



Hosted By
Nortal

Details

Millega tegu?

Code Dojo on treeningüritus kõigile, kes soovivad õppida kirjutama paremat koodi ning saada hindamatuid kogemusi nähes üllatavaid lahendusi valmimas kaasharjutajate käe all.

THE CODING DOJO HANDBOOK



a practical guide
to creating
a space where
good
programmers
can become
great
programmers

EMILY BACHE

Foreword by Robert C. Martin

Coding Dojo

- 5-12 people
- 1-2 hours
- Write code/tests
- Collaborate in pairs
- Practise on a kata
- The goal is not to finish



Let's learn together

- Reduced my project hours
- Organising bi-weekly coding dojo in Tartu and Tallinn offices



be the change you want to see

ApprovalTests.Java

- Testing library/approach
- remote pair-programming with Llewellyn Falco every week
- Mentor
- XP bubble



The screenshot shows a video player interface. The main content is a presentation slide with a purple header and a white background. The slide title is "Practical Refactoring" in a blue box, with "with @WoodyZuill & @Llewellyn Falco" below it. To the right, the text "2 Minutes to Better Code" is displayed in purple. Below that, it says "By Llewellyn Falco & Woody Zuill". The video player controls at the bottom show a play button, a progress bar at 0:00 / 1:54:30, and a volume icon. A small video thumbnail in the bottom left corner shows two men in a meeting.



Passionate Programmer OÜ

Lars Eckart

- founded my own company in 2020
- found a company that hired me as technical coach



Lars Eckart

Technical Coach at Rush Street Interactive

Tartu, Tartumaa, Estonia · [Contact info](#)



Technical Coach

Rush Street Interactive · Full-time

Jan 2022 - Present · 2 yrs 3 mos



Allen Holub @allenholub.bsky.social

@allenholub



Educating a team slows you down for a week or two. Not educating the team slows you down forever. Time spent in learning is never wasted.

9:14 AM · Jun 1, 2019

Technical Coaching

is about upskilling your team(s) with technical and behavioural skills, and how to apply them in their context.

What problem does a technical coach solve?

Bad code quality

Technical Debt

Technical Excellence

Team effectiveness



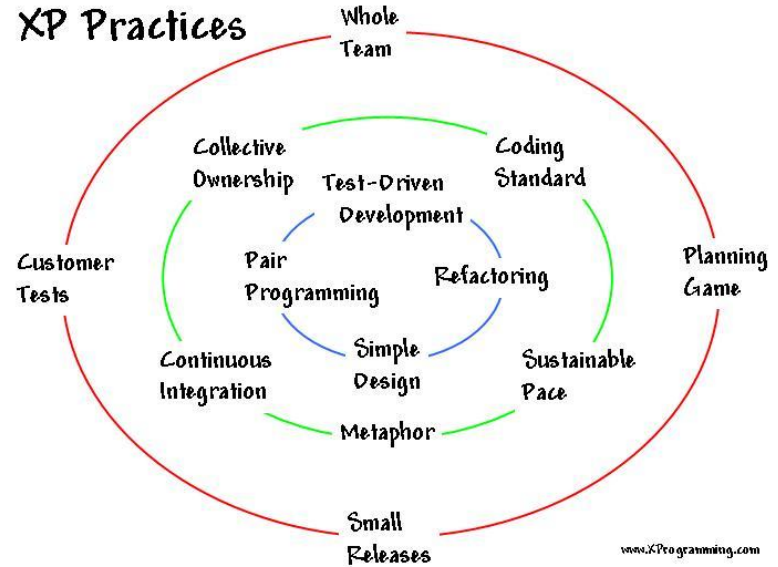
How?

- Events
 - Workshops / Learning Hours
 - Lunch and learns
 - Tech talks / public viewing
 - Book club
 - Internal communities
 - Lean Poker
- **Feedback**
- Inspire
- Hands-on
 - Pair Programming
 - Stay sharp!



What?

- Test Automation
- Refactoring
- TDD
- Many More Much Smaller Steps
- IDE productivity
- Pair Programming
- Maintainable, Readable, Testable, Comprehensible Code



Outcomes

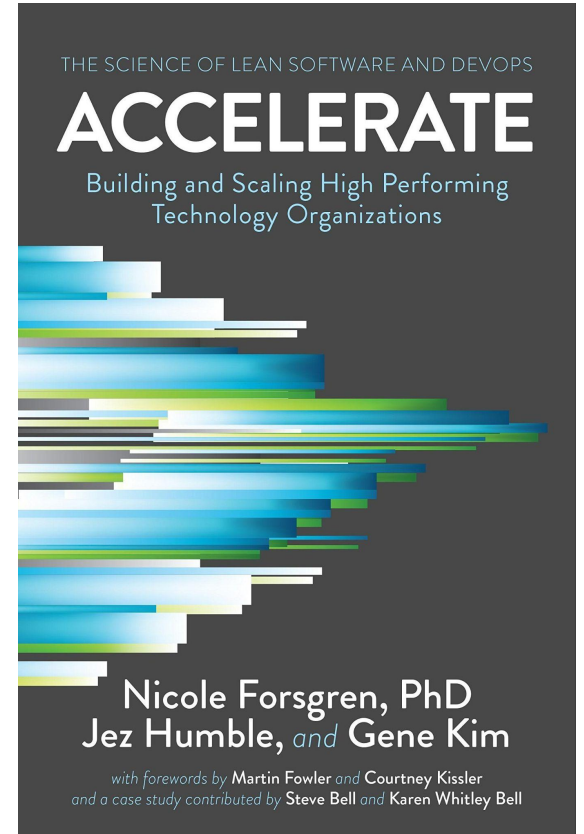
- Team alignment
- More collaboration
- More likely to
 - write tests
 - refactor
 - identify code smells and improve the code base

What outcomes do you observe from the coaching?

	No change	Increased skill	My team is more likely to do this in future
Teamwork and Collaboration			
Write unit tests			
Safe refactoring			
Work in small steps, commit often			
Better Design choices			

Outcomes






- Improvements in DORA metrics?
 - **Deployment frequency**
 - **Lead Time for Changes**
 - **Change Failure Rate**
 - **Time to Restore Services**
 - **Reliability**

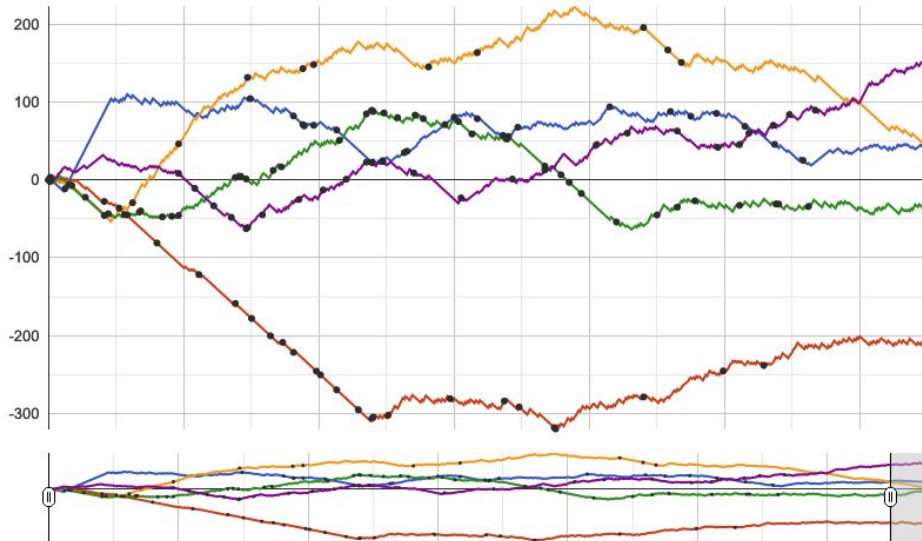


Lean Poker

- Learn together and from each other how to continuously deliver value
 - in a *real* market situation
 - Building quality in
 - Deliver fast
- It's collaborative and a lot of fun



	Cota Default Java folding player	1248
	Friendly Cat Kotlin Player 0.0.1	1127
	Dealers Version Kirill	1095
	GitHub CoPilot Stonks	1063
	Successful Chicken Nugget Default Java folding player	867



109 games played ▾

Deployment finished for **Cota** 19 days ago.

Commit: c2e50639

[Logs](#)

5 games played ▾

Deployment finished for **GitHub CoPilot** 19 days ago.

Commit: c2450774

[Logs](#)

1 games played ▾

Deployment started for **Cota** 19 days ago.

Commit: c2e50639

3 games played ▾

Deployment started for **GitHub CoPilot** 19 days ago.

Commit: c2450774

Deployment finished for **Friendly Cat** 19 days ago.

Commit: e90637ef

[Logs](#)

2 games played ▾

Deployment started for **Friendly Cat** 19 days ago.

Commit: e90637ef

8 games played ▾

Deployment finished for **Cota** 19 days ago.

Commit: 9d41727b

[Logs](#)

5 games played ▾

Deployment started for **Cota** 19 days ago.

Commit: 9d41727b

3 games played ▾

Deployment finished for **GitHub CoPilot** 19 days ago.

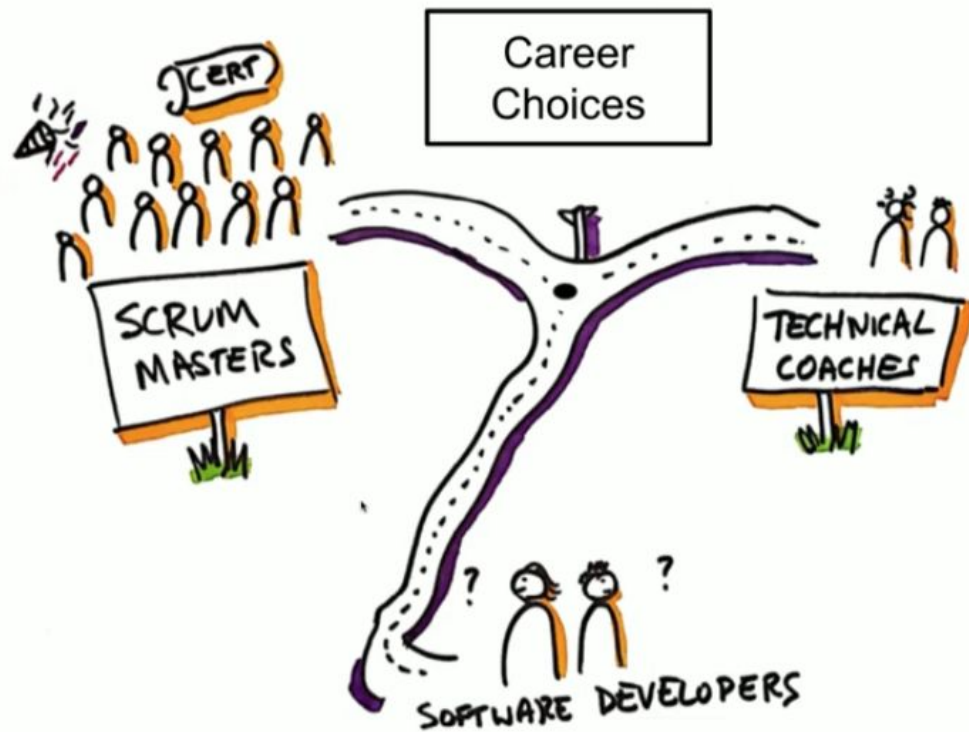
Commit: 2563ed6b

[Logs](#)

Lean Poker

- Learn together and from each other how to continuously deliver value
 - in a *real* market situation
 - Building quality in
 - Deliver fast
- It's collaborative and a lot of fun
- **Similar but different from code retreat, hackathons or do-it-Friday**





@emilybache

Coach vs Tech Lead

Coach

- Doesn't deliver code to production*
- Supports multiple teams
- Teaching skills

Tech Lead

- Member of a team
- Delivers code to production
- Side activity / does it happen?

- **Teaching and encouraging better development/coding practises**

Keep in mind

You can't coach someone who doesn't want to be coached.



Keep in mind

Be humble, everyone can learn from everyone, including you.



Keep in mind

You cannot predict
what sticks.



Keep in mind

Set goals / agreement



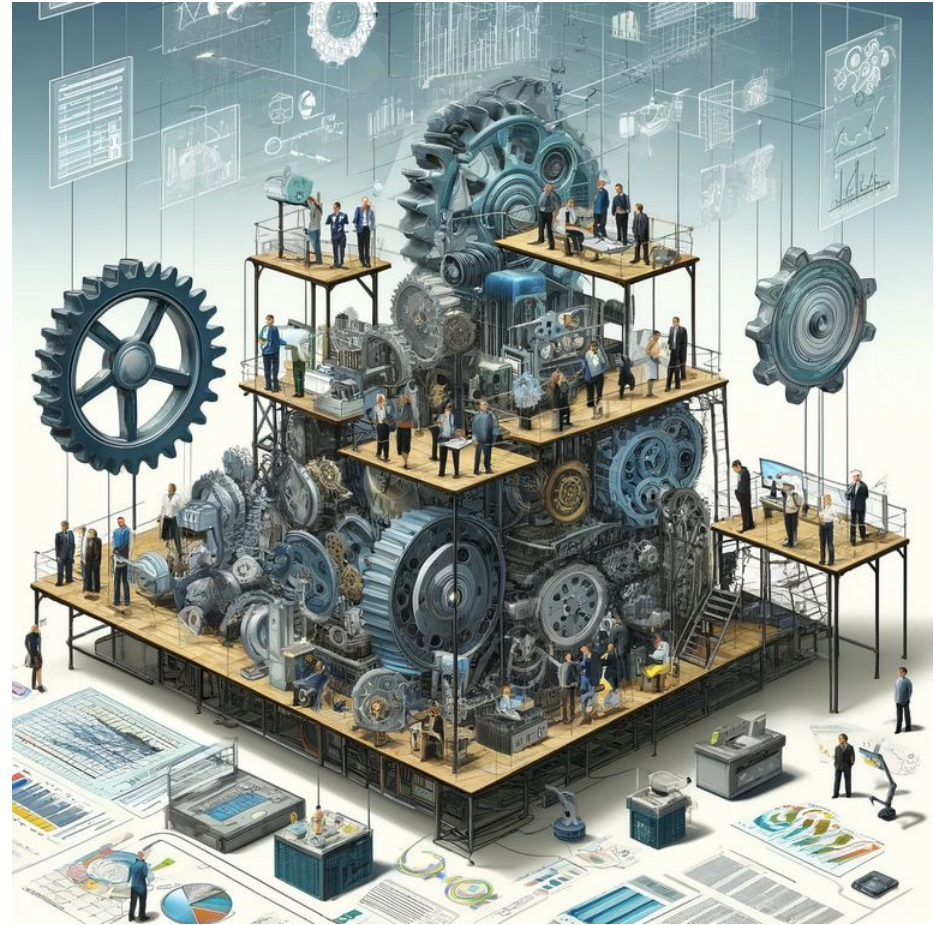
Keep in mind

Build relationships



Keep in mind

Understand the system in which the teams operate

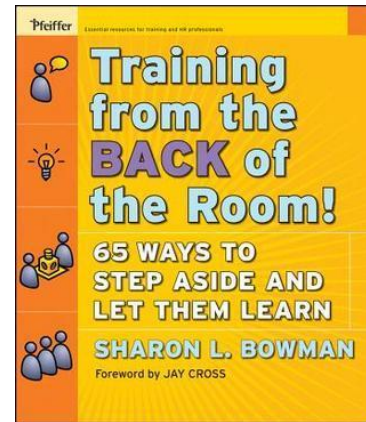
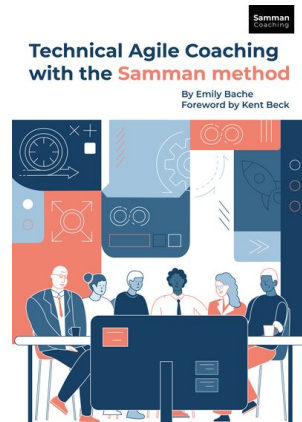


if any of this sounded intriguing

<https://sammancoaching.org/>

[Codurance Technical Coaching Playlist](#)

[Philippe Bourgau's XP Coaching Blog](#)



Thank you!

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Feedback