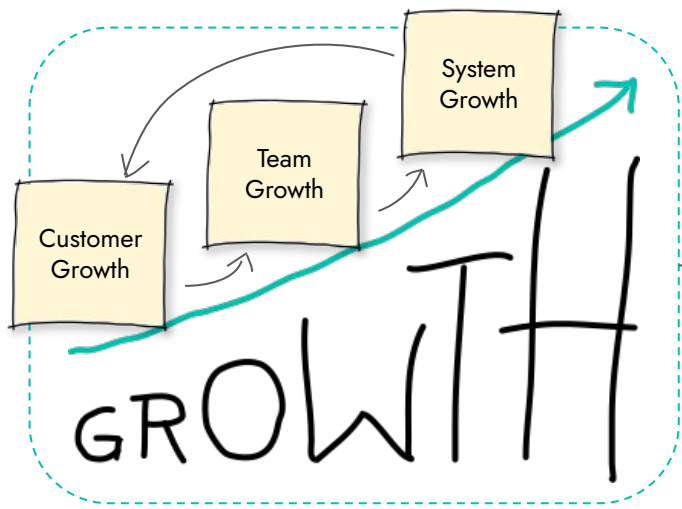


Von Überladenen Teams zu Flow

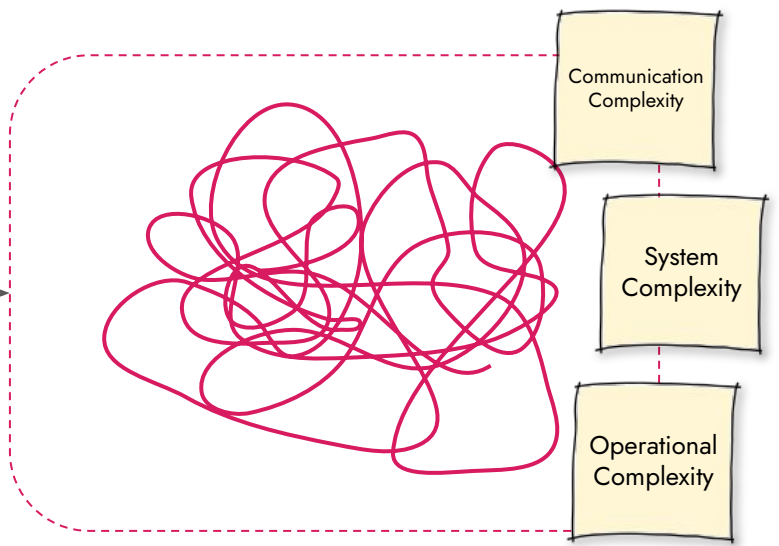
Eine Re-Teaming Journey mit
Architecture for Flow

Nina Siessegger
Susanne Kaiser

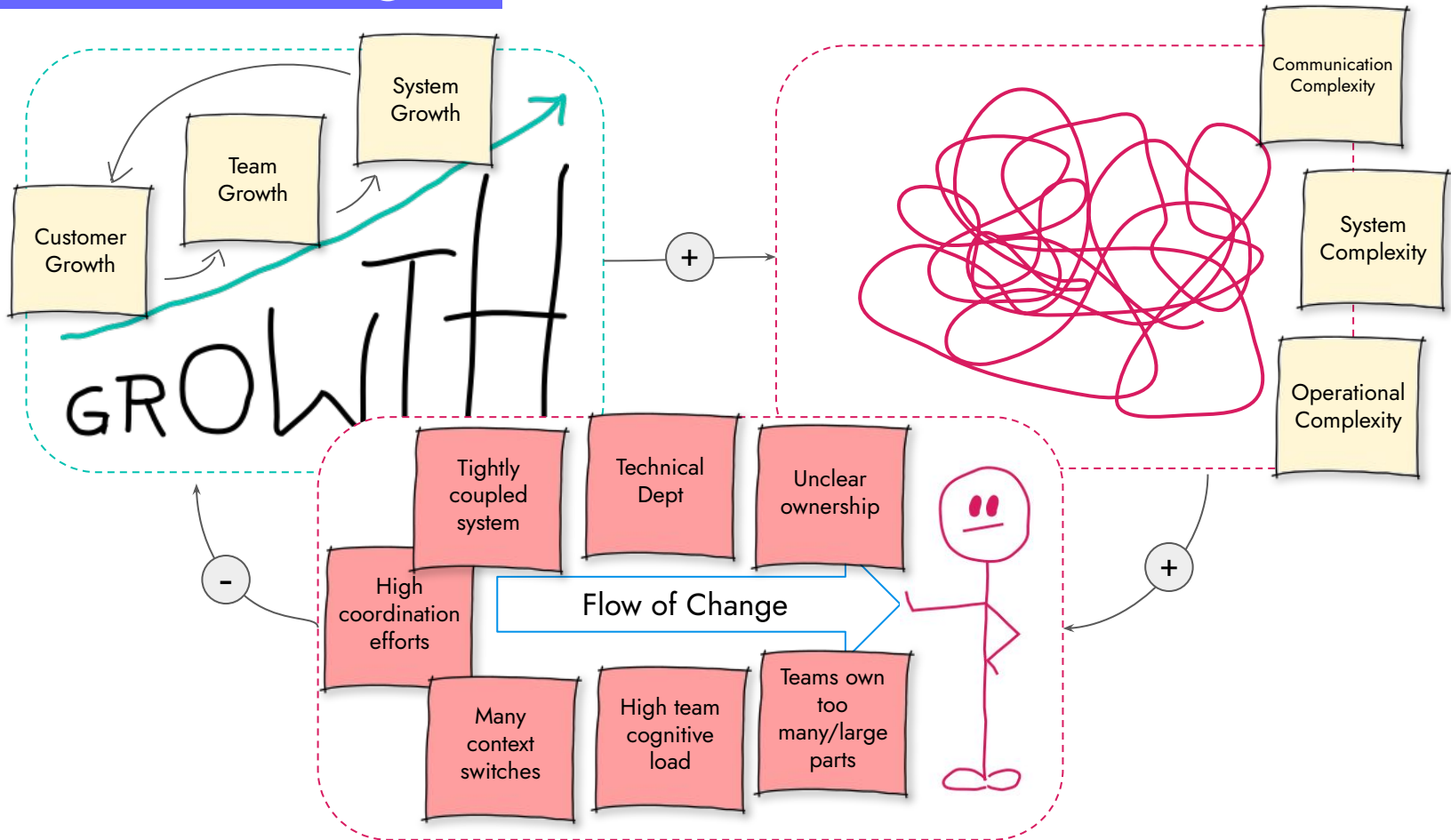
Growth Challenges



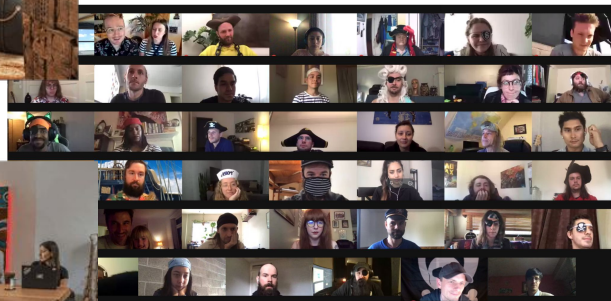
+



Growth Challenges



Pirate Ship

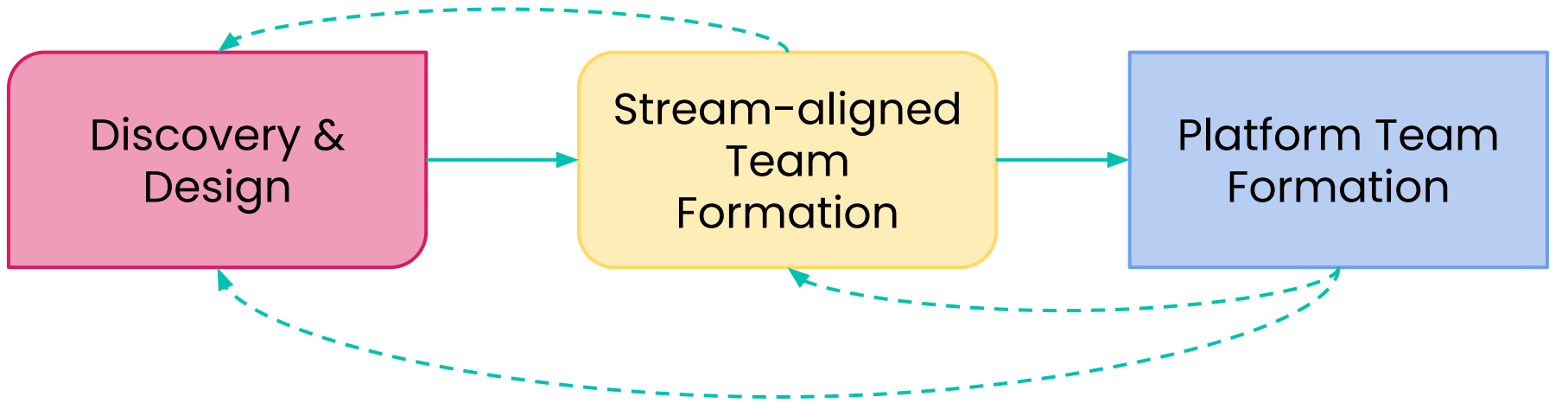


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An Adaptive, Iterative Process for Sustainable Reorganization



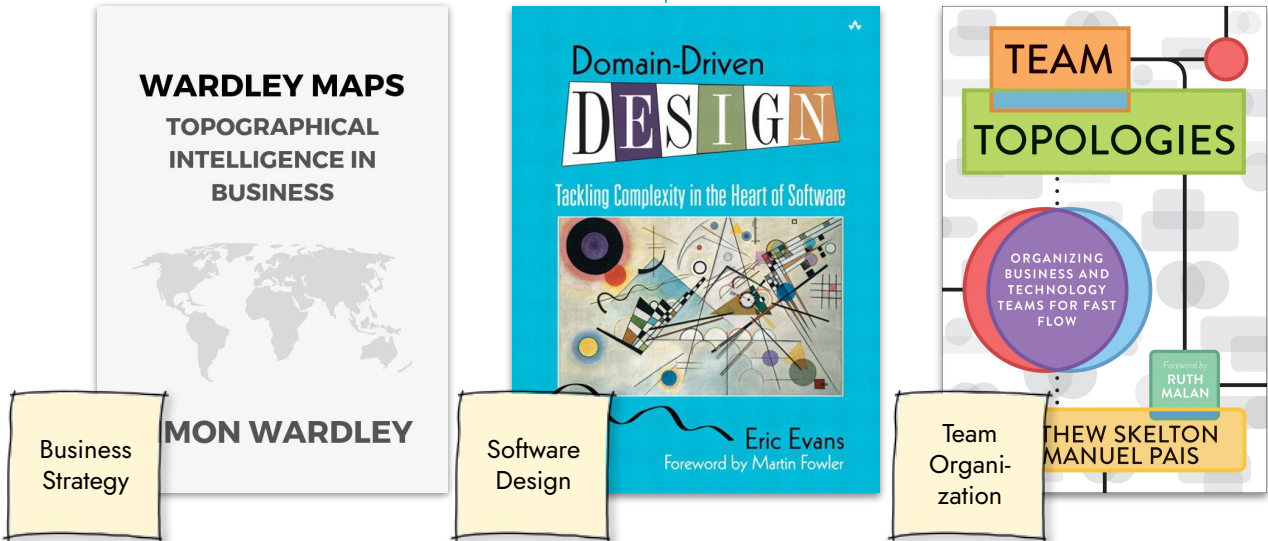
—→ Primary Flow
- - -→ Feedback Loop



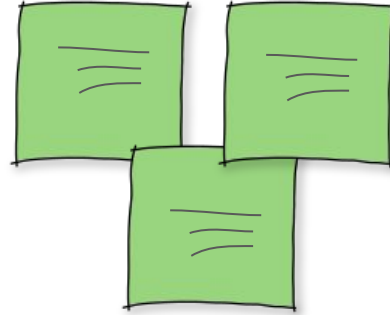
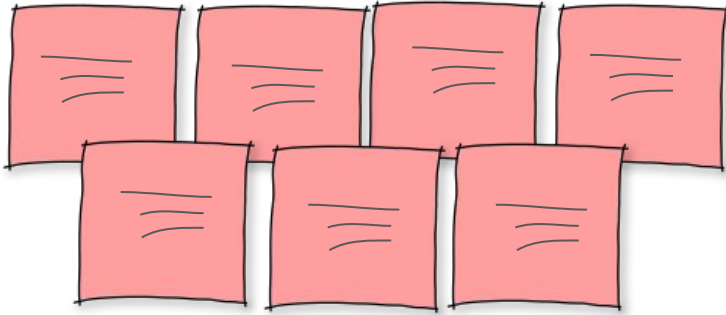
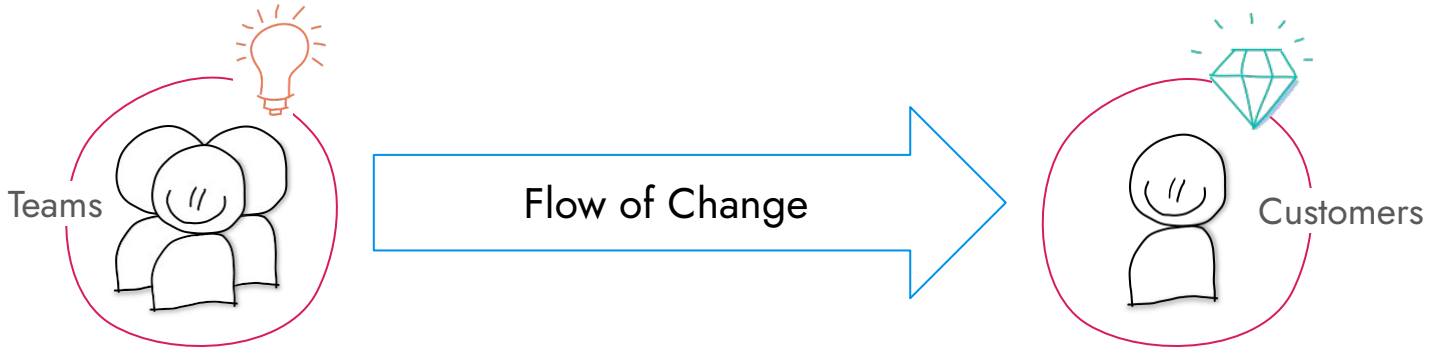
Discovery & Design

Architecture for Flow

Adaptive, socio-technical systems optimized for a fast flow of value & feedback



Assessing Current Flow of Change



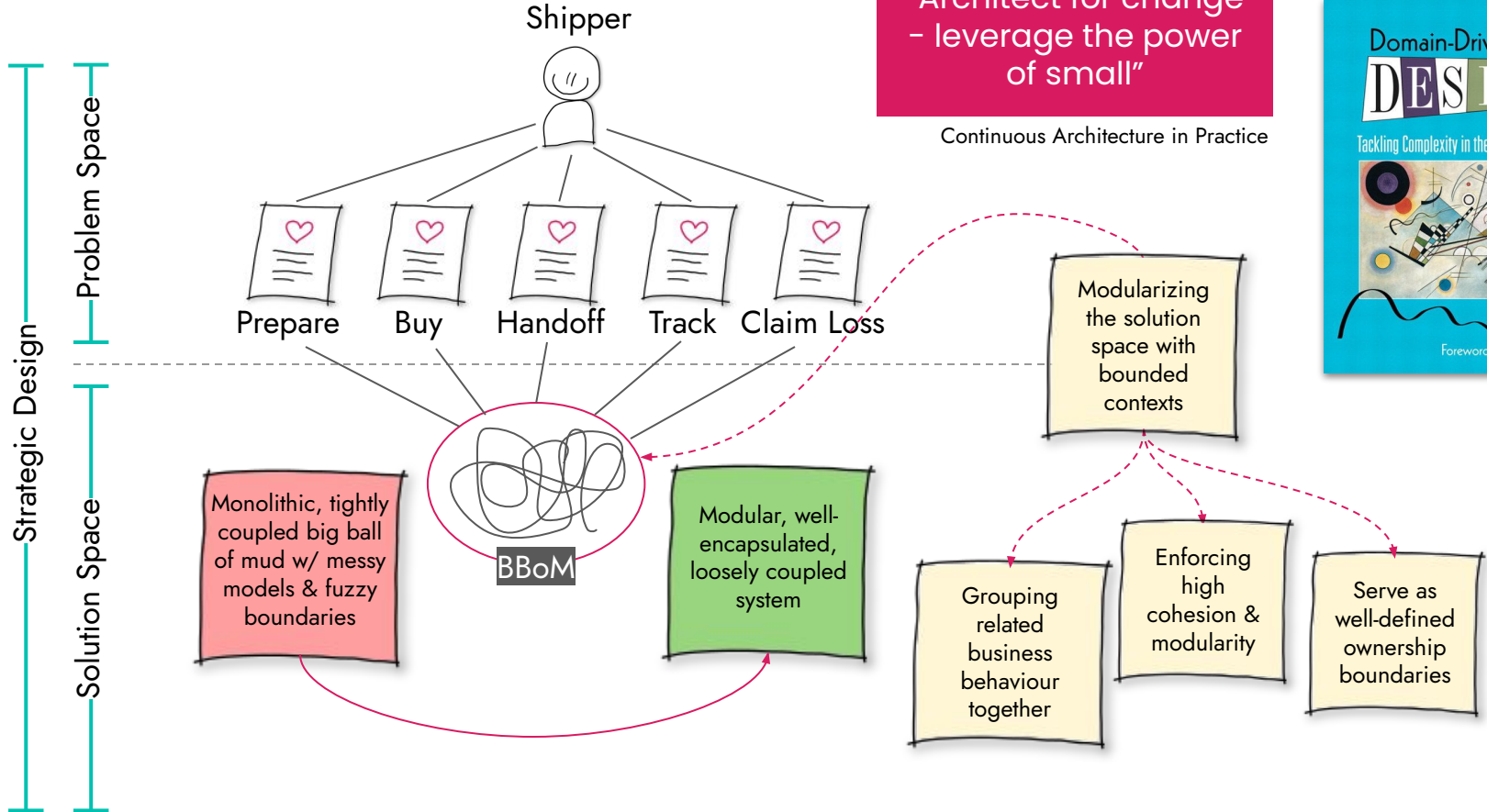
What blocks the current flow?

What should be minimized?

What works well in the flow?

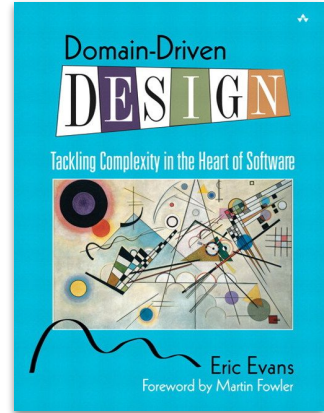
What should be kept?

Modularizing the Solution Space

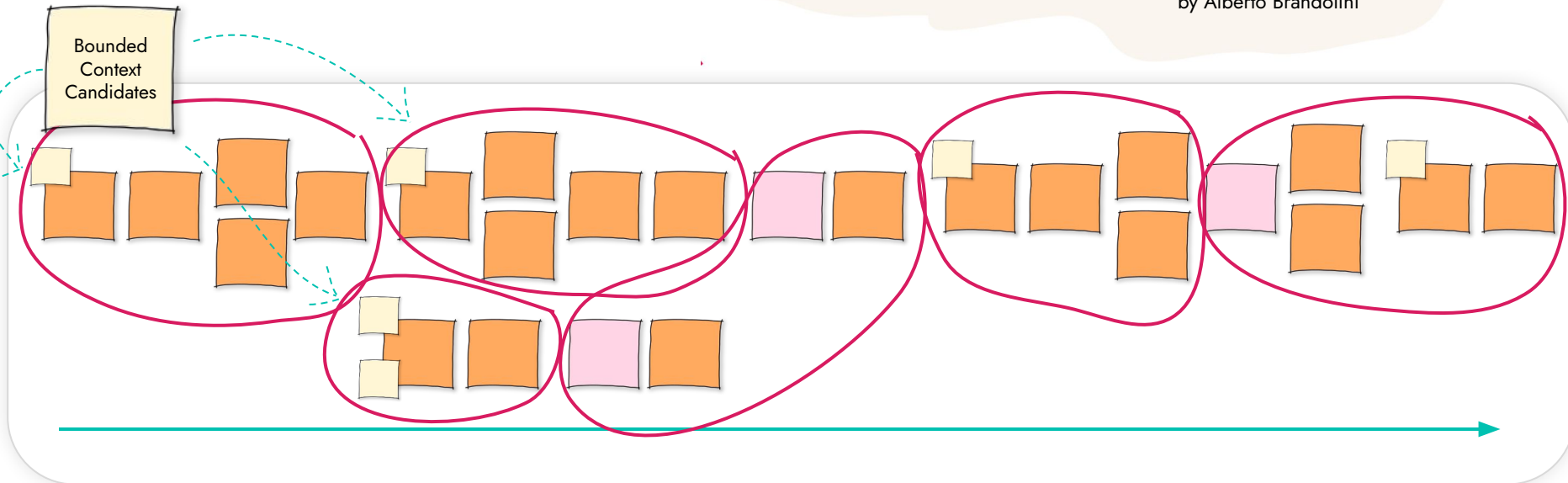
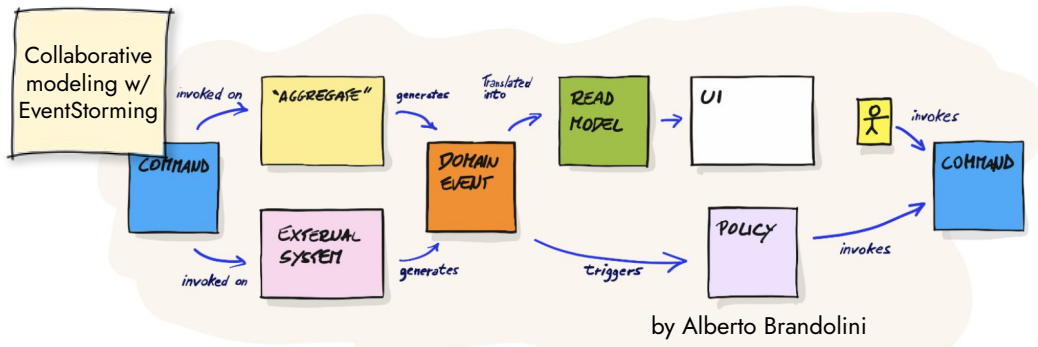
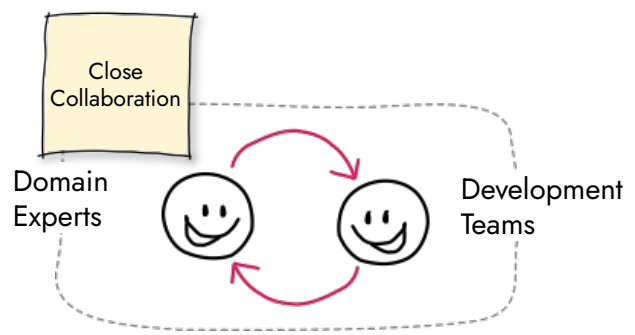


“Architect for change
- leverage the power
of small”

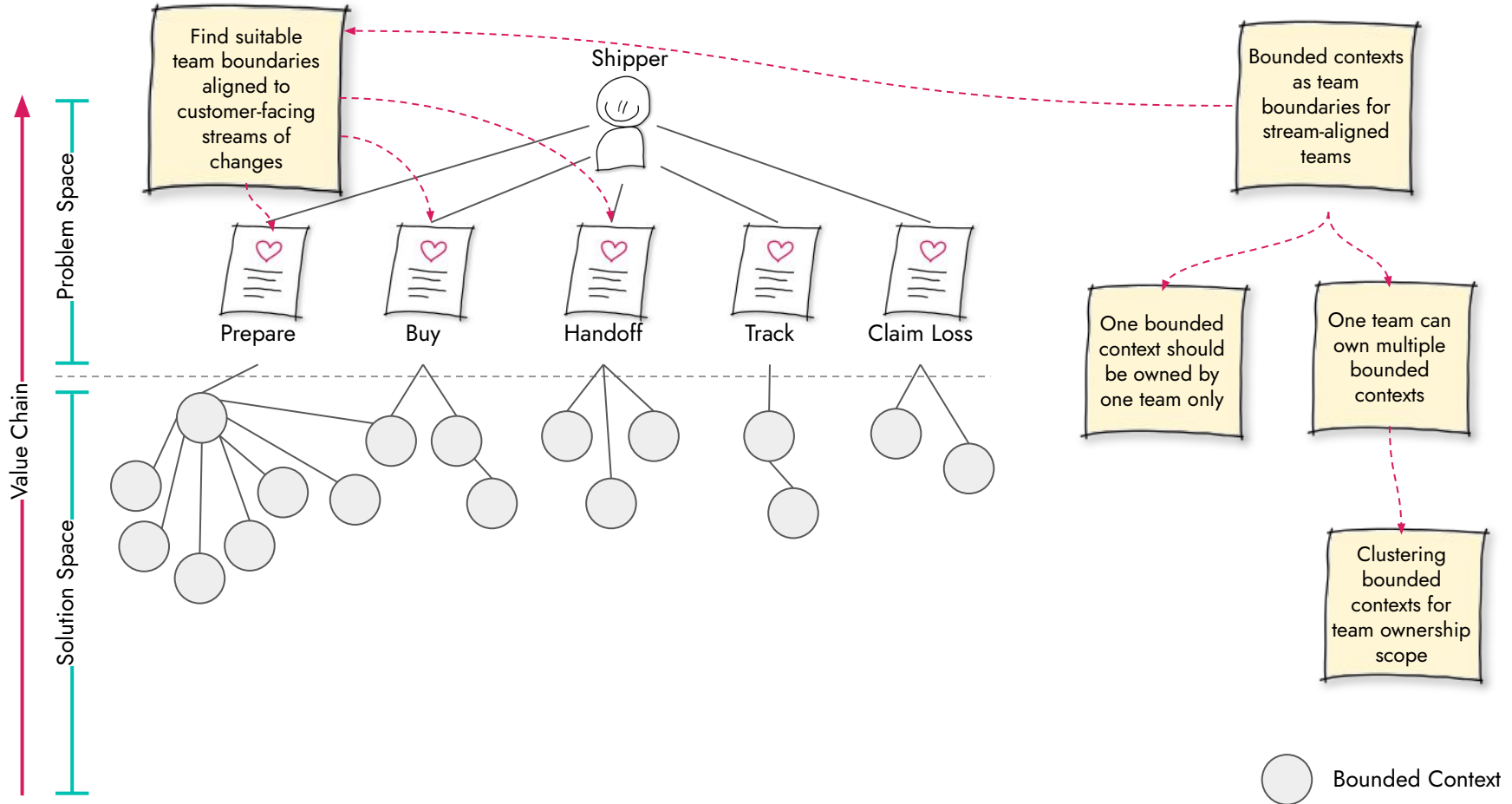
Continuous Architecture in Practice



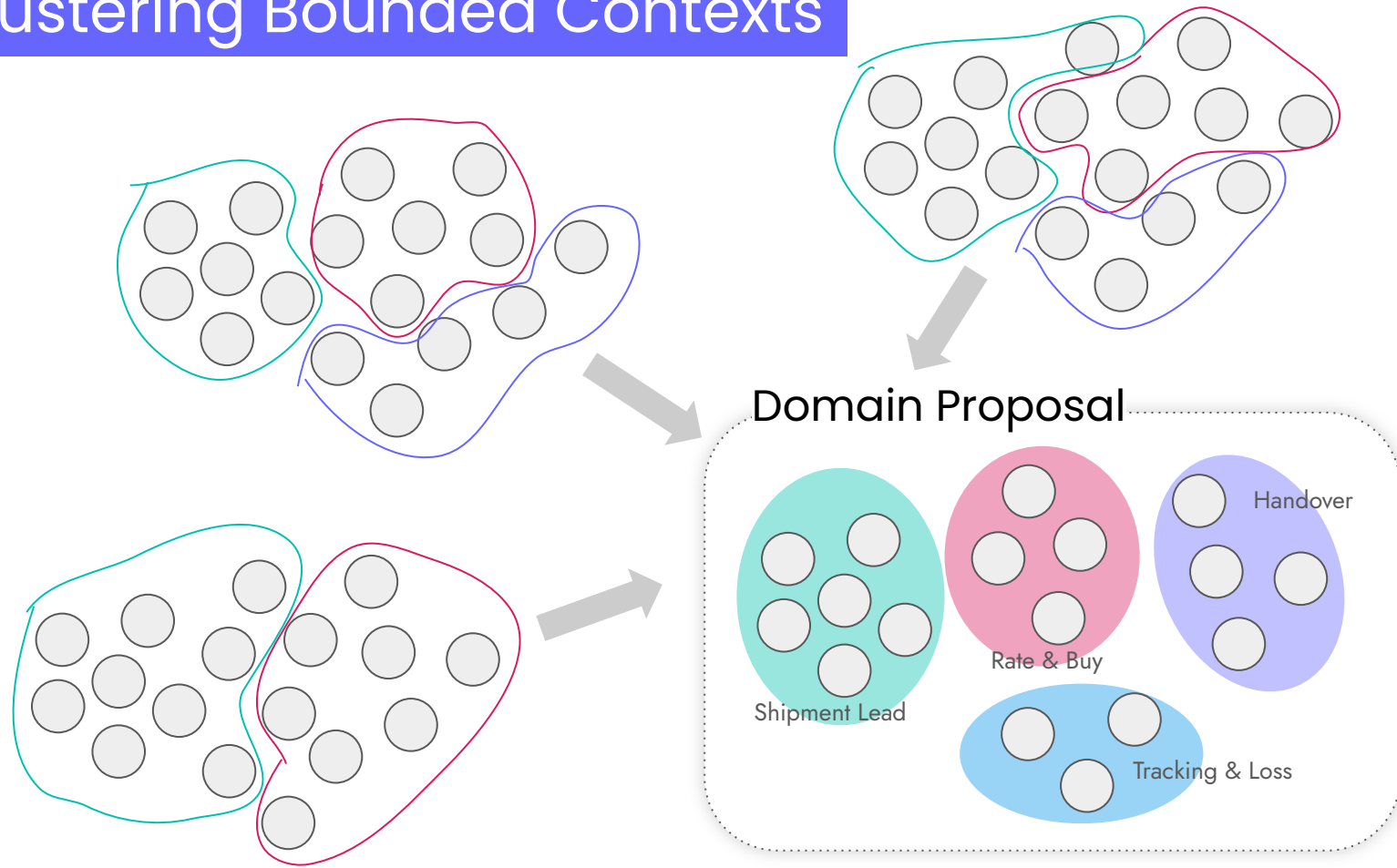
Modularizing the Solution Space



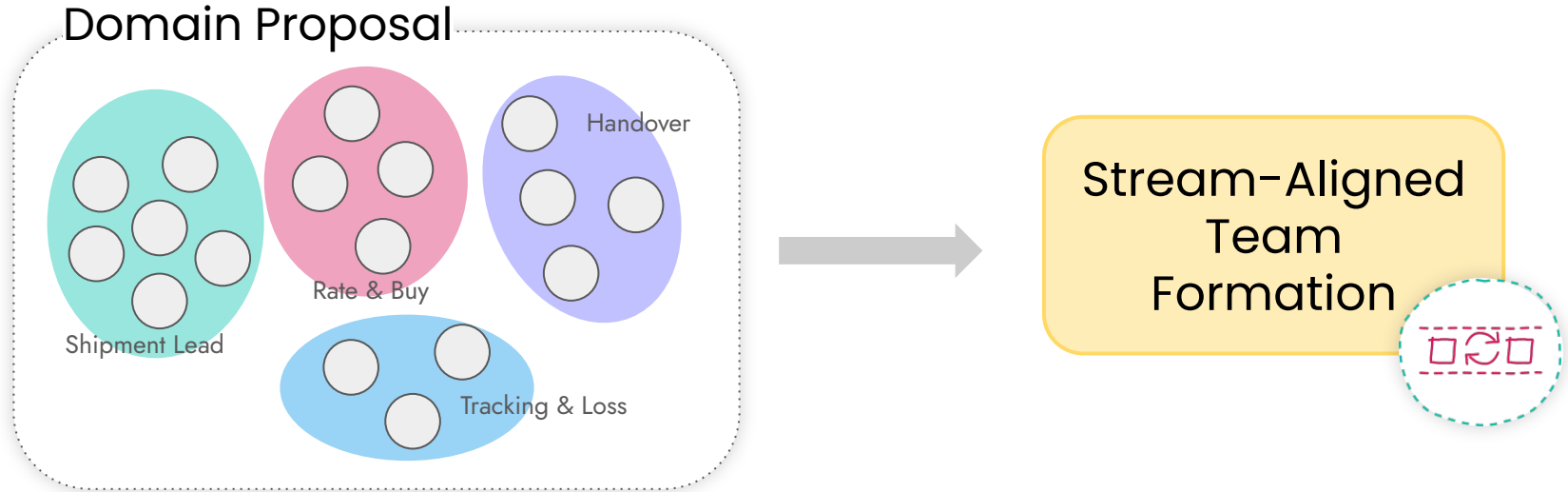
Bounded Contexts as Team Ownership Boundaries



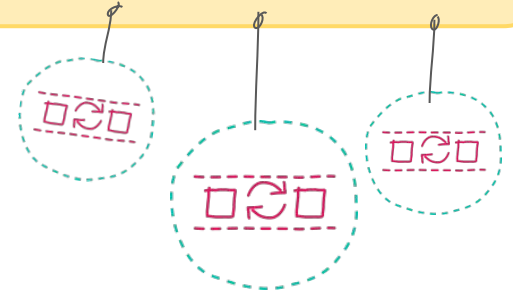
Clustering Bounded Contexts



Domain Proposal As Input For Team Formation



Stream-Aligned Team Formation



Team Formation Approach

2 day
workshop

Hopes &
Fears

Domain
Proposal

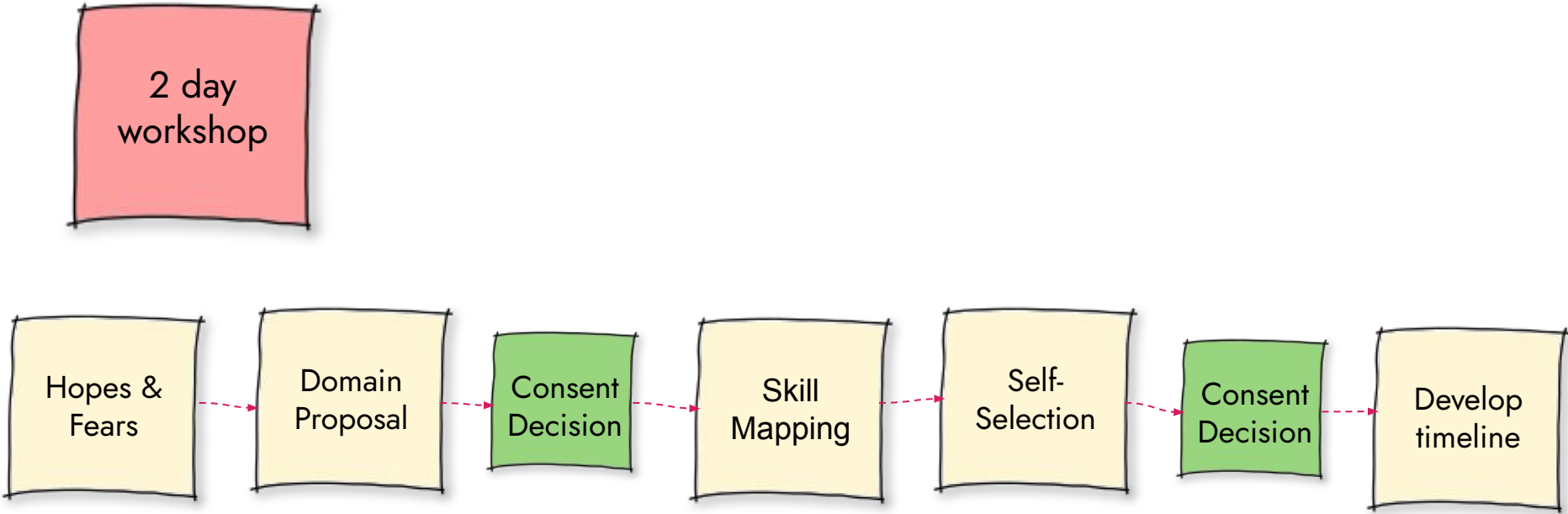
Consent
Decision

Skill
Mapping

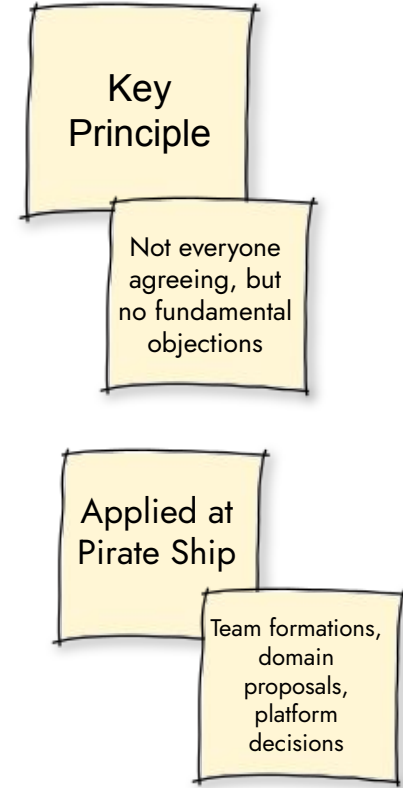
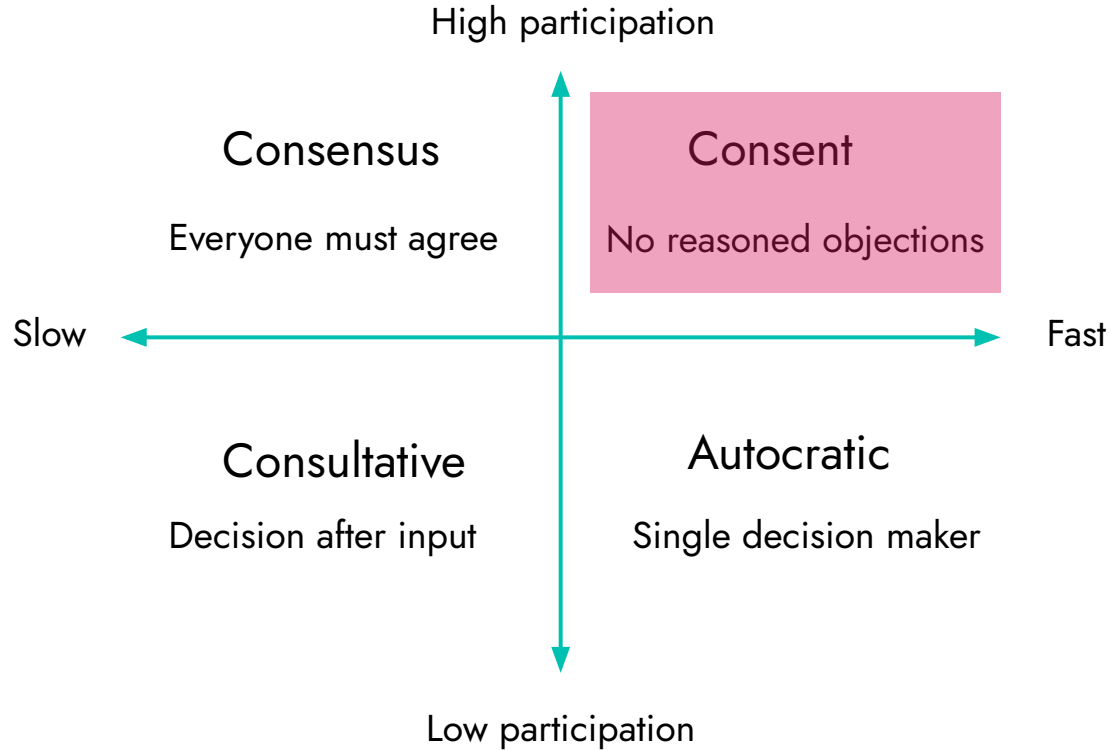
Self-
Selection

Consent
Decision

Develop
timeline



Consent Decision Making: A Balanced Approach



The Feedback Loop

What worked well?

More focus through smaller domains

Closer collaboration within the teams

Clearer responsibilities

Fewer context switches

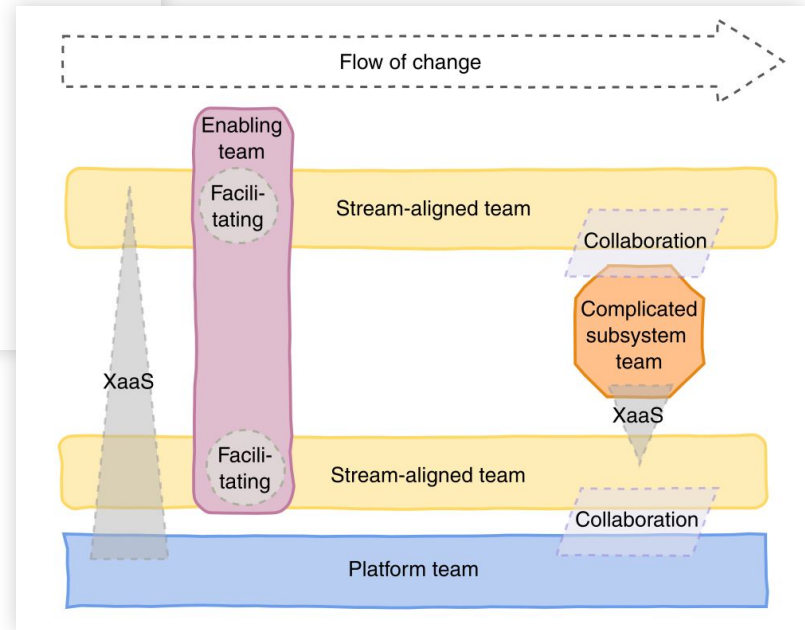
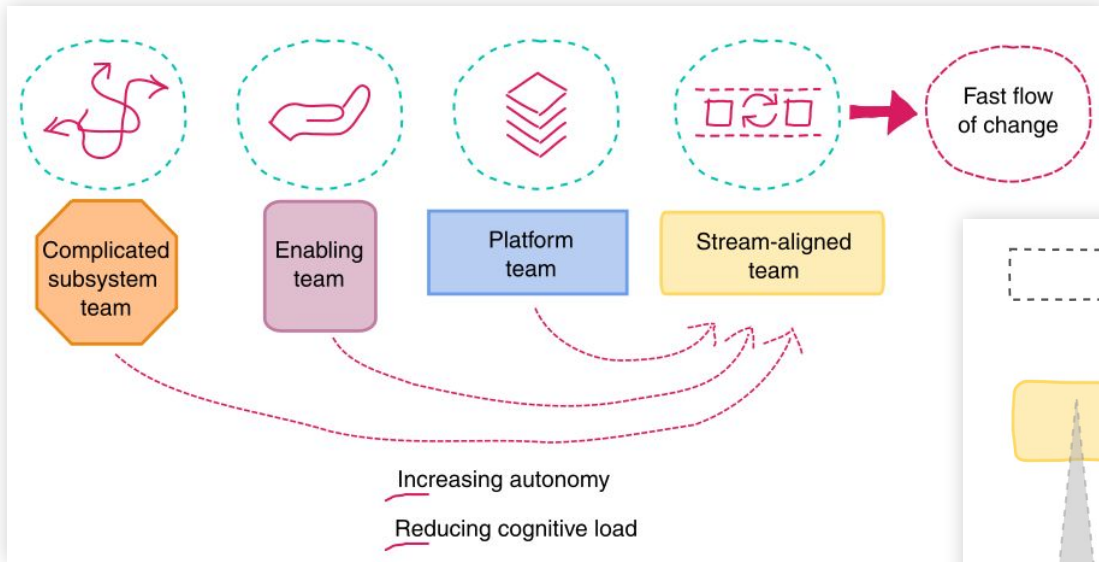
What can be improved?

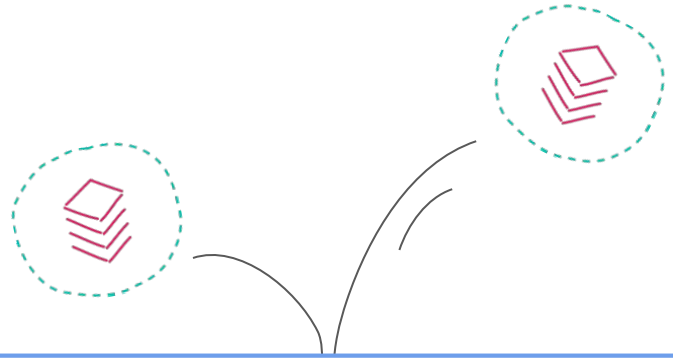
Knowledge Transfer

Reflect team domains in the code base

Unclear ownership of shared components

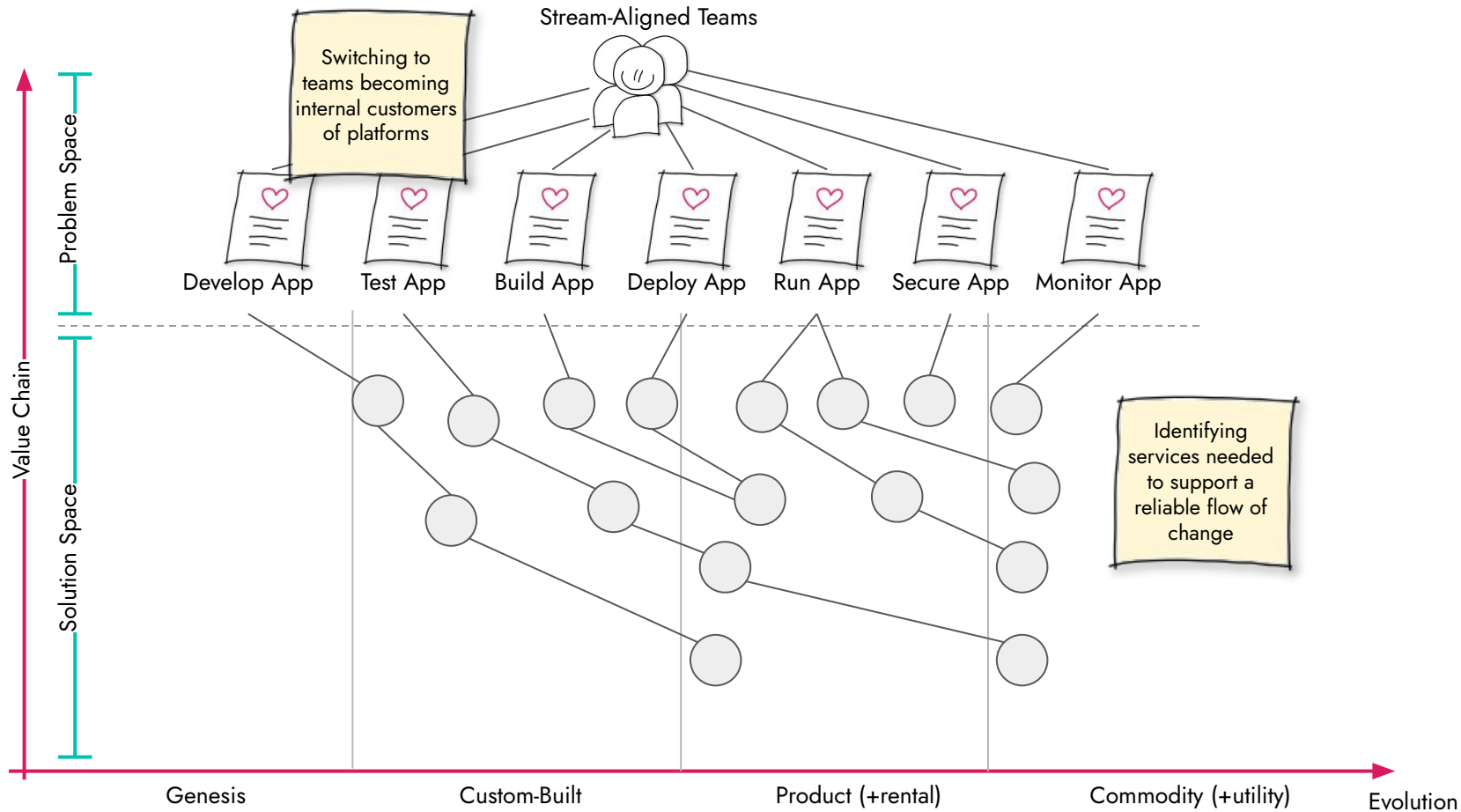
Stream-Aligned Teams do not Operate in Isolation



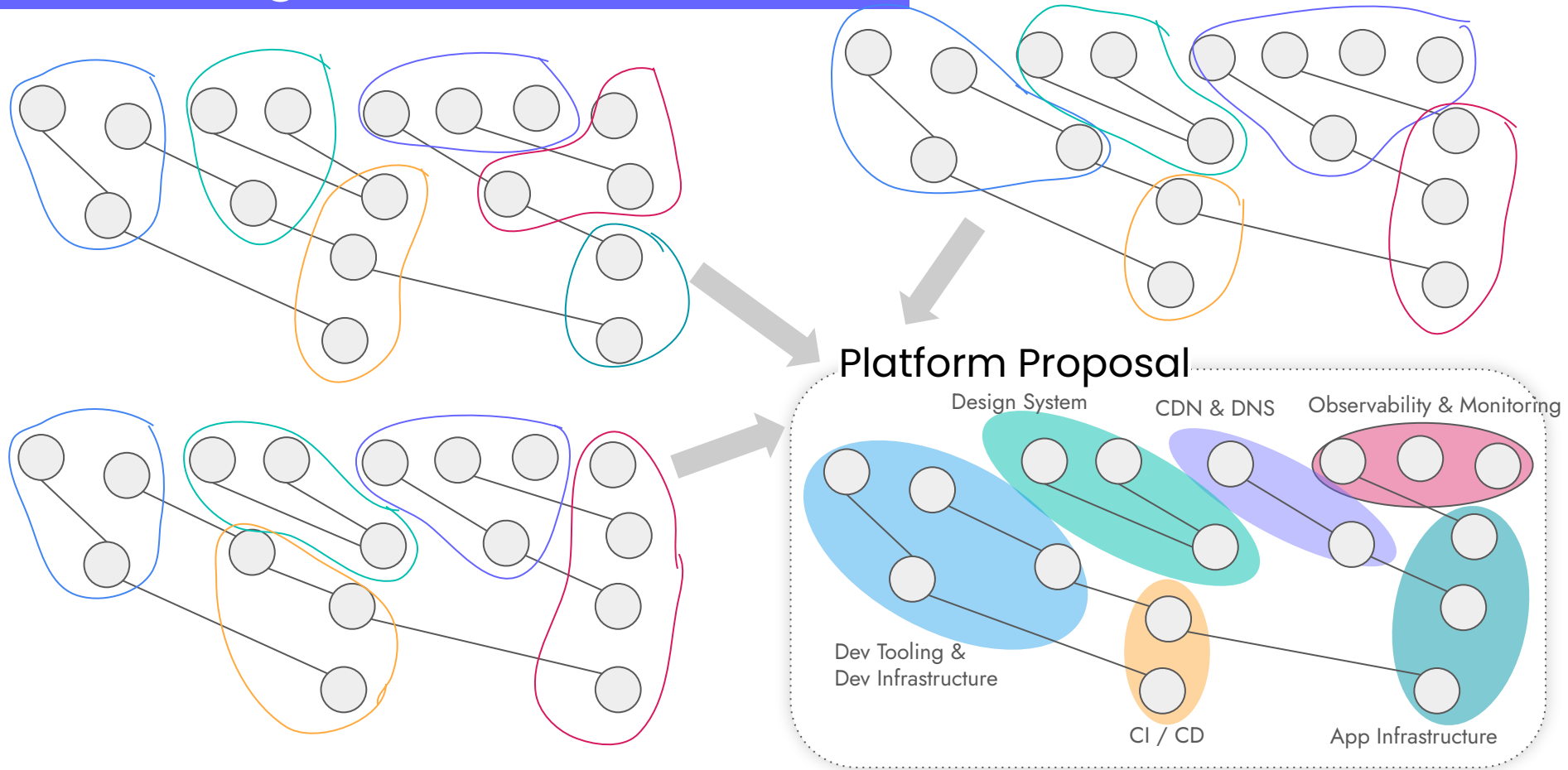


Platform Team Formation

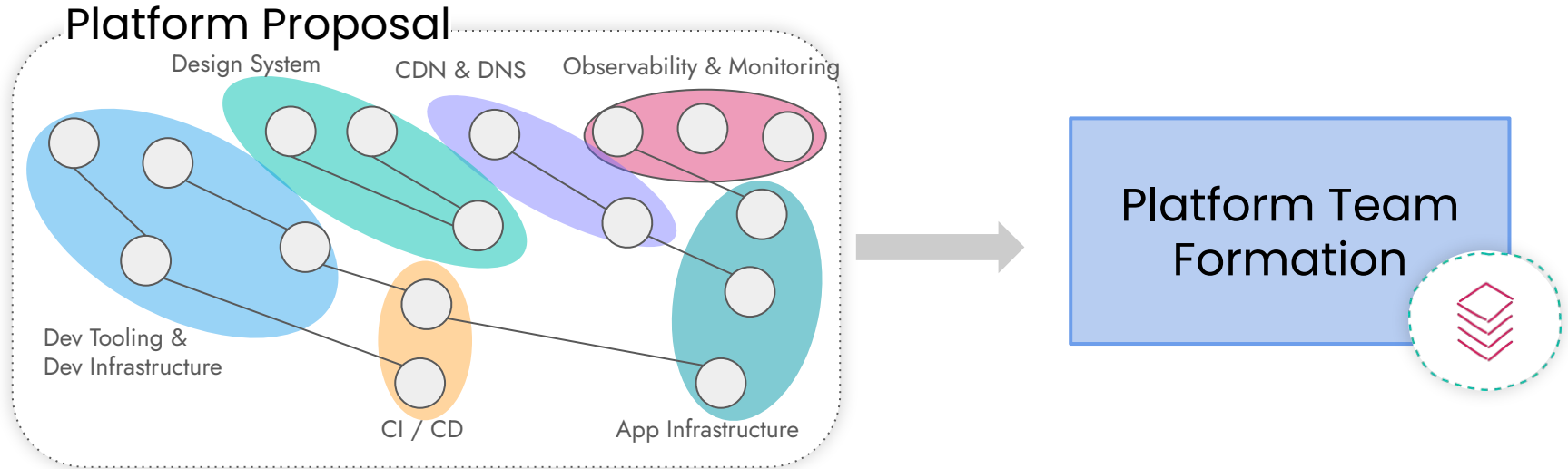
Identifying Platform Capabilities



Clustering Platform Candidates



Platform Proposal As Input For Team Formation





Key Insights from Our Journey

Why Participation Pays Off?

Investment

Time:
Workshops &
Sessions

Full
engagement:
Focus beyond
daily
development

Many
people
involved

Return

Ownership:
Teams driving
their own
change

Adaptability:
Evolution as
core capability

Better solutions:
Multi-perspective
insights

Key Success Factors & Pitfalls to Avoid



No silver bullet: Adapt these principles to your specific context, culture and challenges

Avoid



Skipping the exploration of business strategy & domain



Big bang reorganisation



Teams and architecture not aligned



Embrace

Business & Domain First

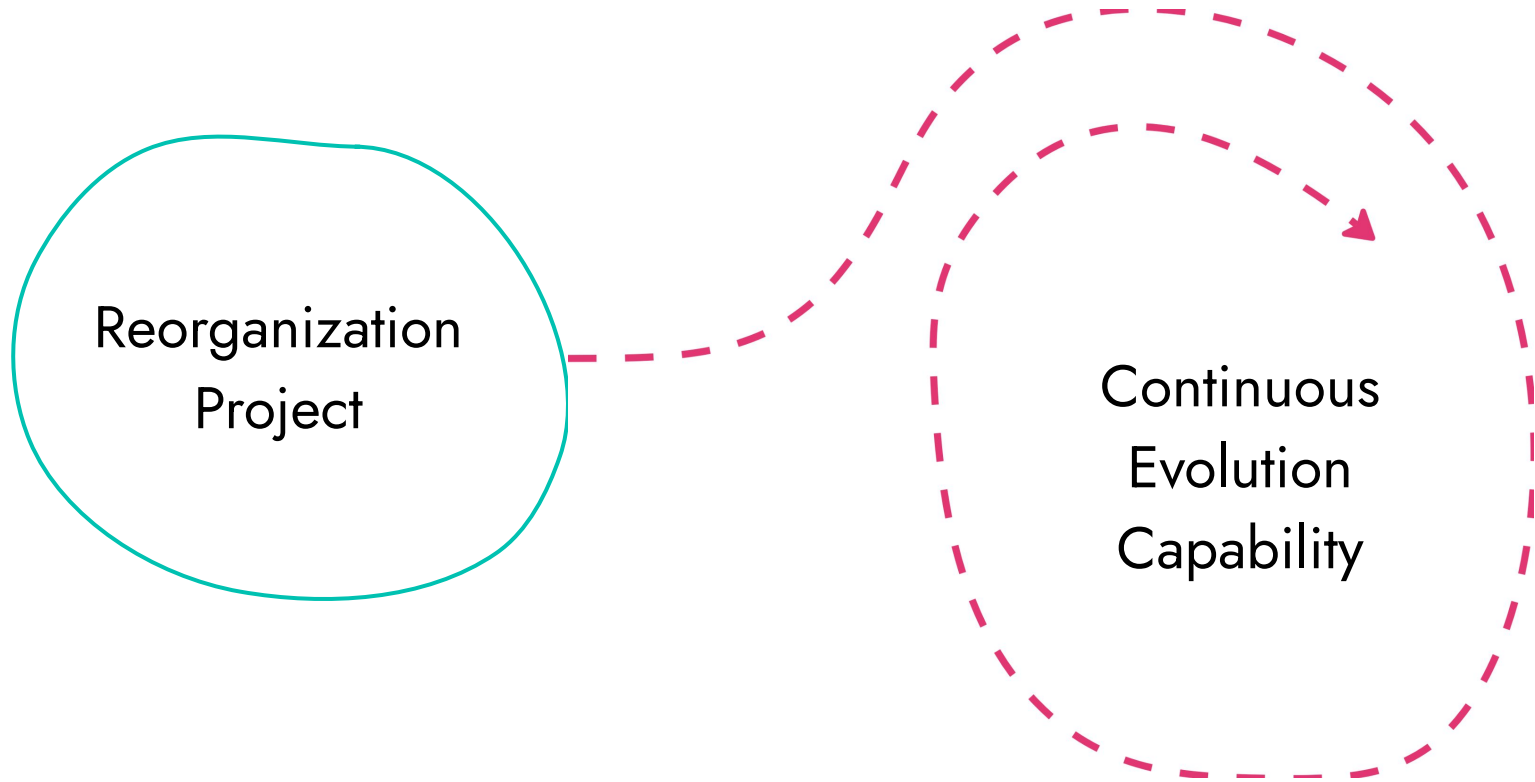


Evolutionary approach



Align teams and architecture iteratively

From Single Event to Continuous Evolution



Ressources

Case Study

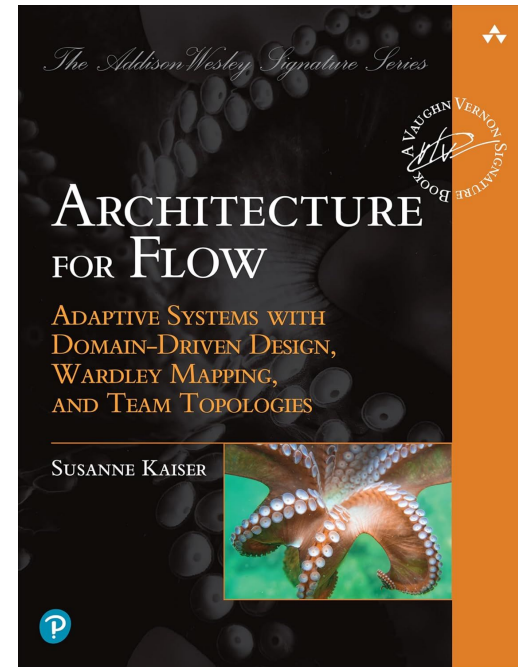
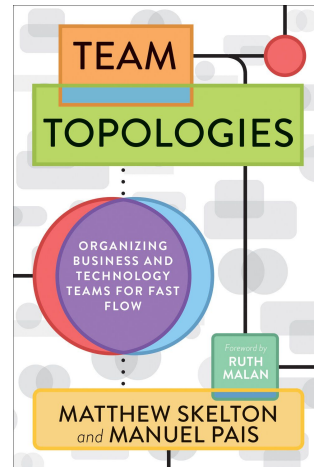
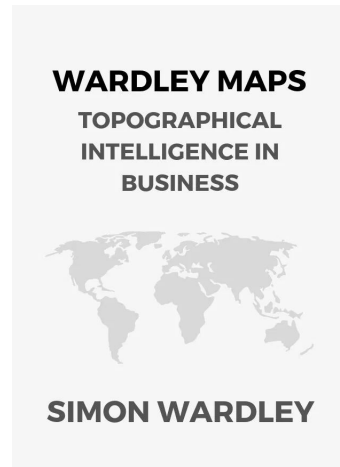
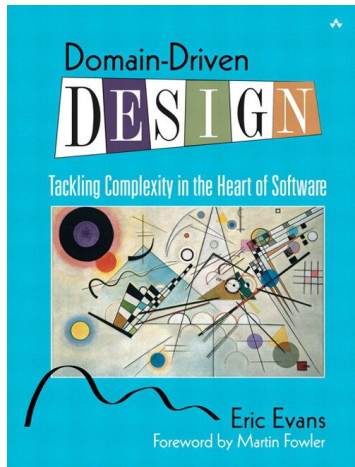
<https://ninasiessegger.de/en/blog/re-teaming-for-faster-flow>

Consent Decision-Making,

<https://patterns.sociocracy30.org/consent-decision-making.html>

Architecture for Flow Canvas

<https://susannekaiser.net/architecture-for-flow-canvas/>



Thank you!

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Independent Tech Consultant

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Link to
slide deck

