

The EM Kata

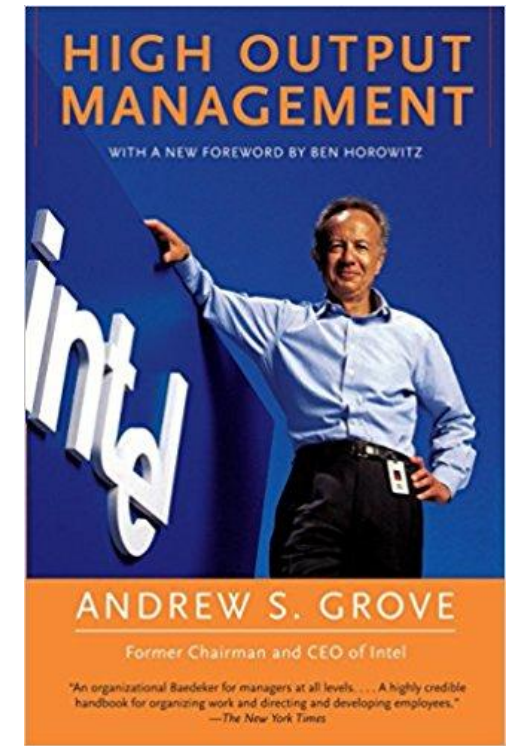
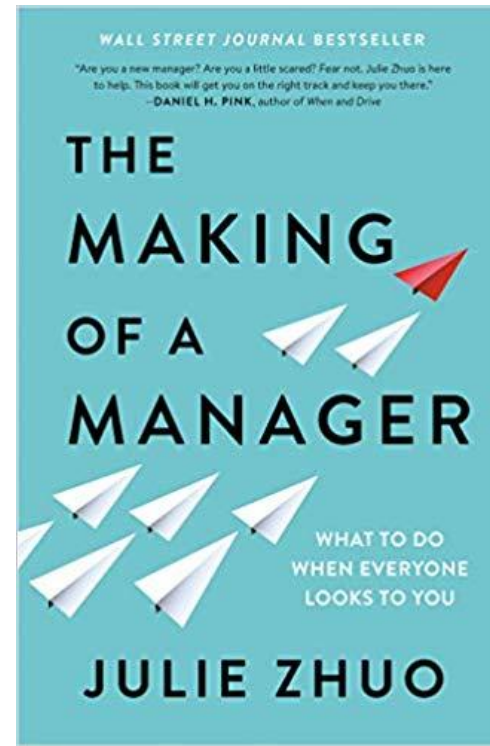
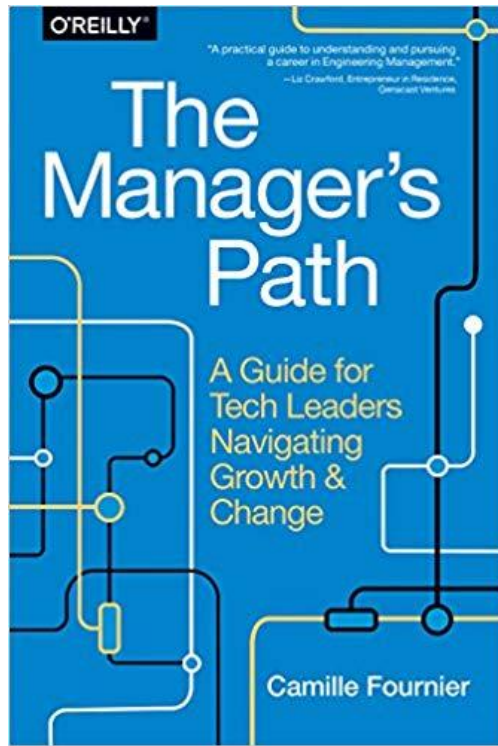
TRAMALE K. TURNER - TAXBIT

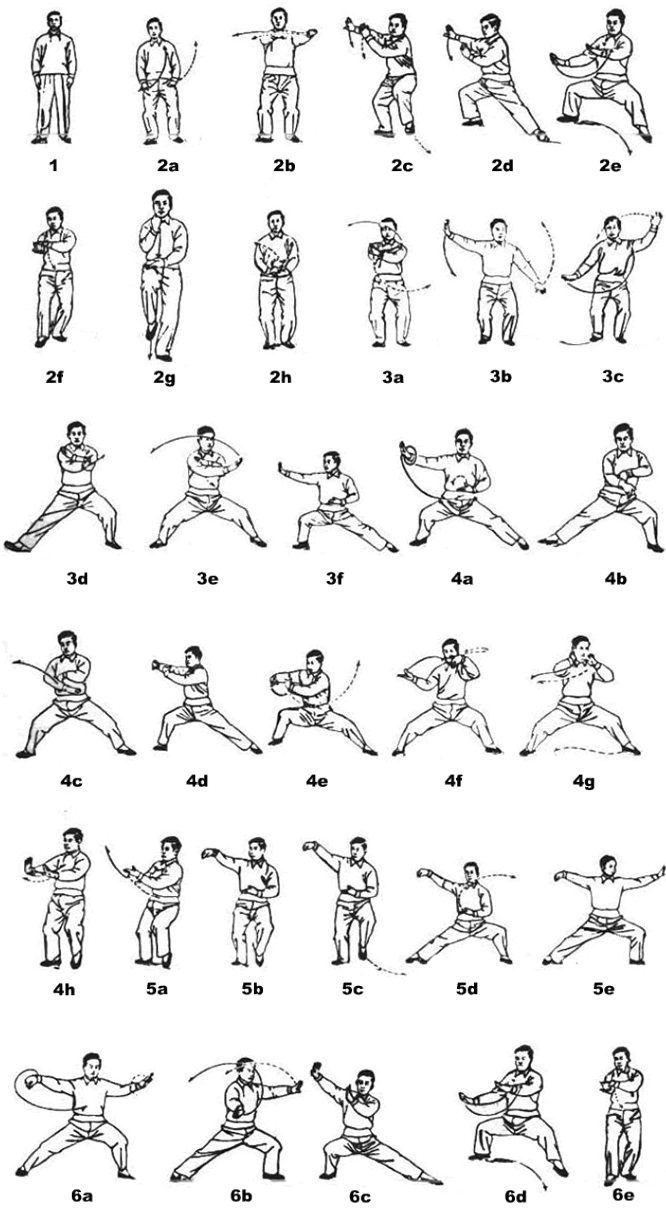
@SHIDOSHI



The First Form....

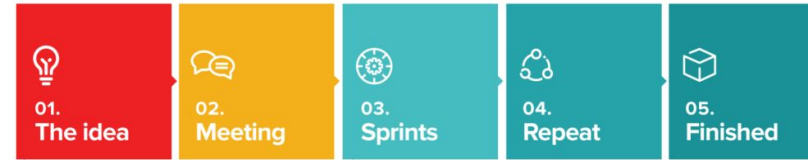






The Second Form...

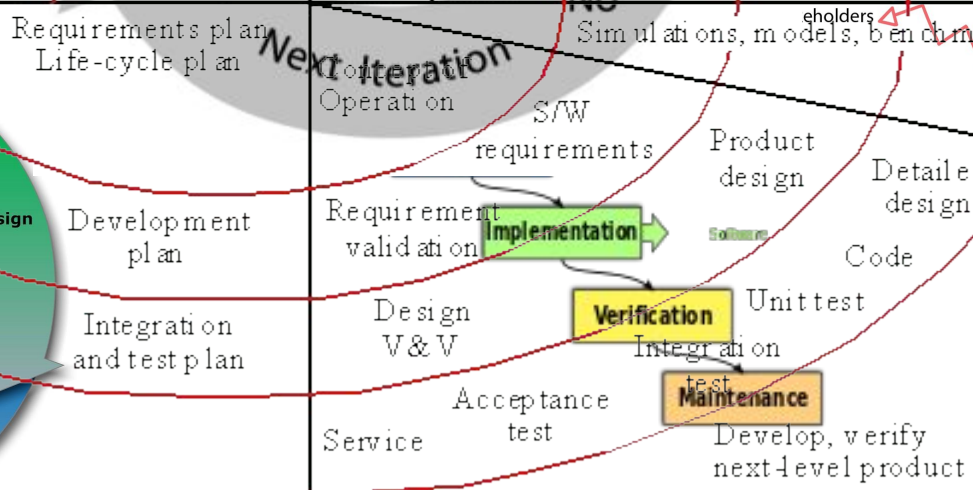
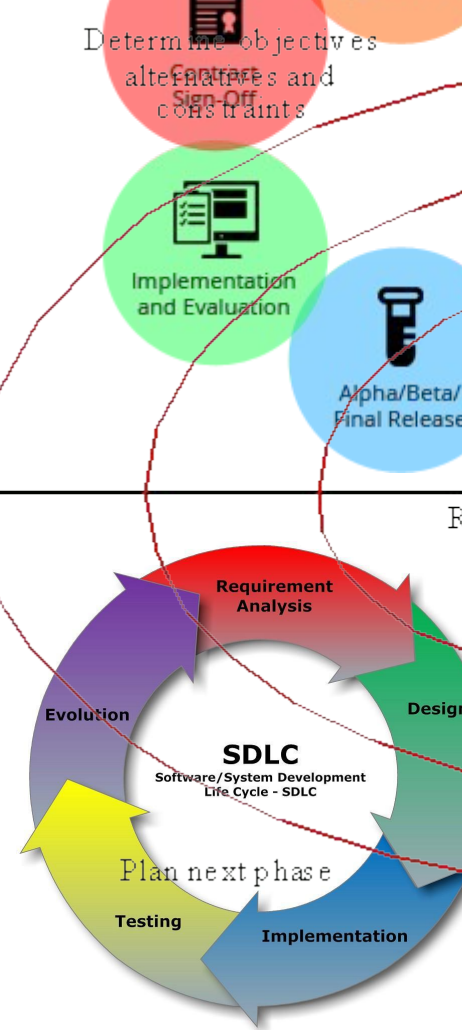
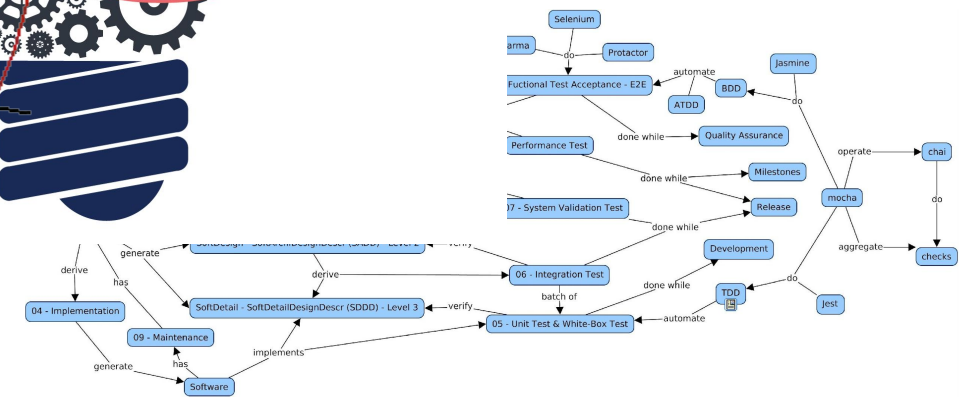
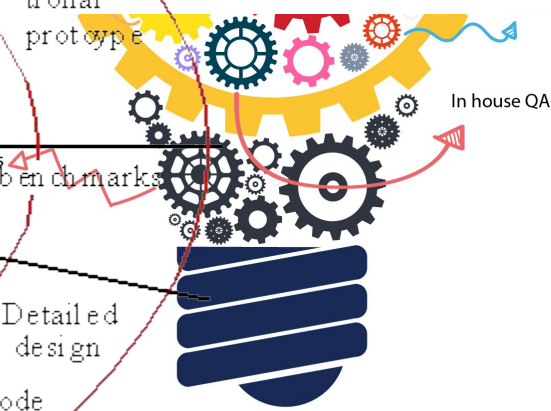
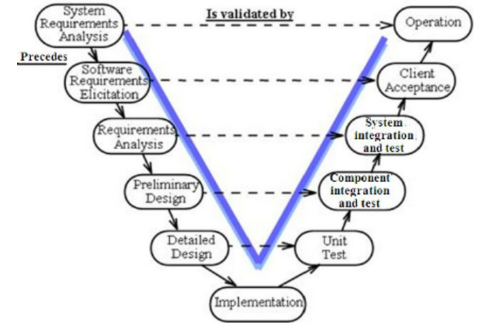
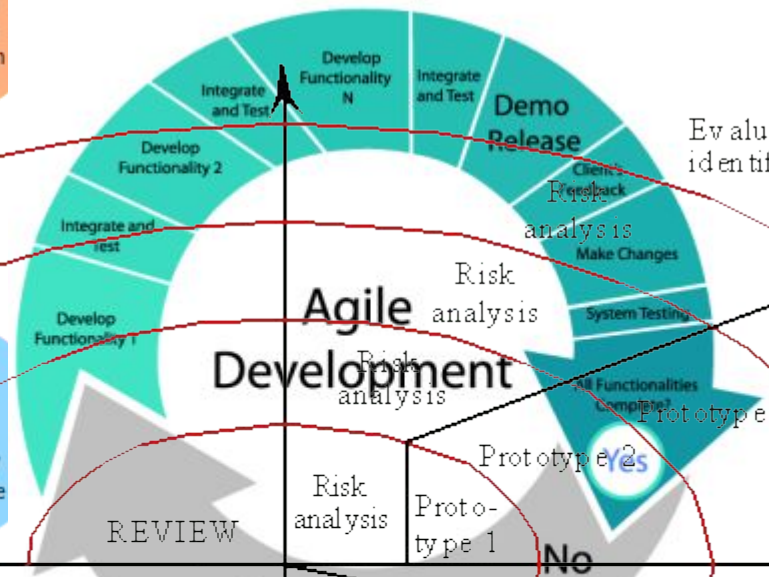
The Software Development Lifecycle



- 01. The idea**
 - You have a specific pain point to resolve
 - You have a rough idea that you want to make reality
- 02. Meeting**

TOGETHER WE:

 - Define your business priorities
 - Identify your most practical & effective ideas
 - Establish a pattern of free-flow communication & course correction based on business value
- 03. Sprints**
 - Your developer meets with you weekly to discuss business requirements or changes affecting the software design
 - We equip you with the information you need to prioritize & make decisions, especially when it comes to adding new features
 - Together, we manage the progress of features on deck, two weeks at a time
- 04. Repeat**
 - Repeat two-week sprints, working through new features & requirements
- 05. Finished**
 - We deliver a completed product when the development is finished & requirements are met



Determine objectives alternatives and constraints

Course are requirement specification

Implementation and Evaluation

Alpha/Beta/Final Release

Evaluate alternatives identify resolve

Operational prototype

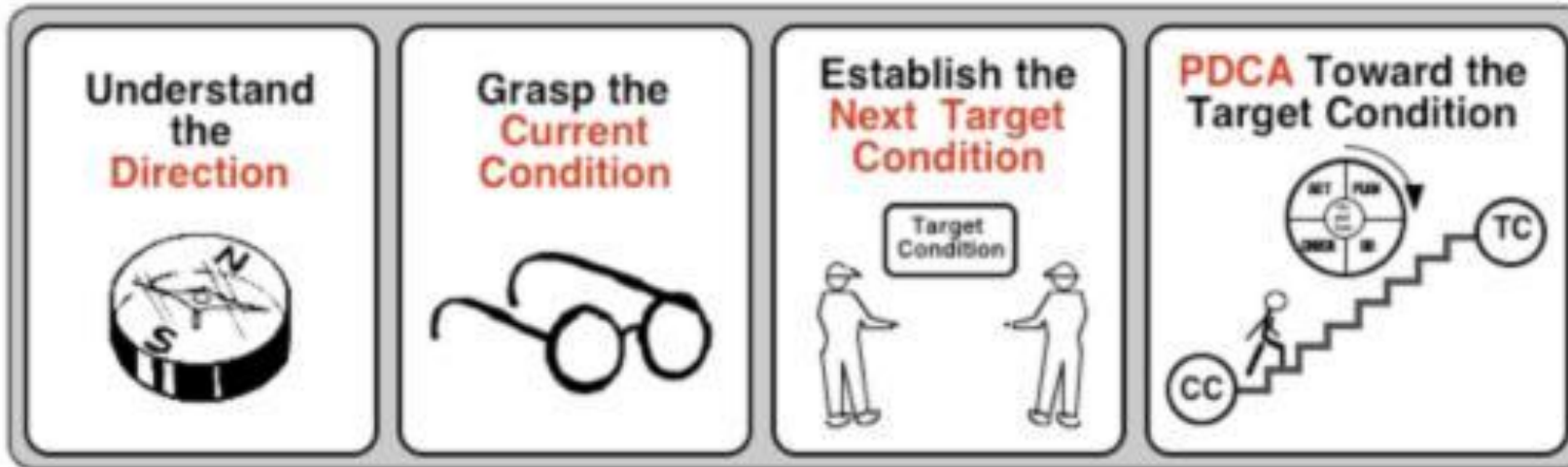
Simulations, models, benchmarks

Unit test

Acceptance test

Develop, verify next level product

1 → 2 → 3 → 4



What challenge are you striving to meet?

What is the process's current pattern?

What pattern do you want to have next?

The step-by-step discovery process between where you are and where you want to be next.



It's okay to fail if you are constantly learning.
Failure can lead to awesome opportunities, and
unexpectedly successful outcomes.

Image source: Nintendo



**Sometimes You WIN,
Sometimes You LEARN!**



The Third Form...

Coaching

Mentorship

Sponsorship

For You

Coaching

- Good coaches offer very specific feedback and direction
- Better coaches help you do your own introspection, and force you to find the answers to your own questions
- The best coaches use context and understanding to help you set bold and audacious goals for yourself



Mentorship

- Good mentors offer advice and support
- Better mentors leverage their experience to give guidance and growth
- The best mentors realize that the relationship is bidirectional, and that they have as much to gain from your success as you do



Sponsorship

“Sponsorship is the direct transfer of value from one person to another. The instrument leveraged to transfer this value is political capital earned in the organization through relationships, trust, goodwill, influence, or other methods.”

-- Me, probably...

Sponsors Open Doors



THE CASE FOR SERVANT LEADERSHIP

BY KENT M. KEITH



SECOND EDITION

NEW YORK TIMES BESTSELLER

BE A
KICK-ASS
BOSS

RADICAL
CANDOR

WITHOUT
LOSING
YOUR
HUMANITY

"RADICAL CANDOR
WILL HELP YOU INSPIRE
TEAMS TO DO THE BEST
WORK OF THEIR LIVES."
— SHERIL
SANDBERG

KIM SCOTT

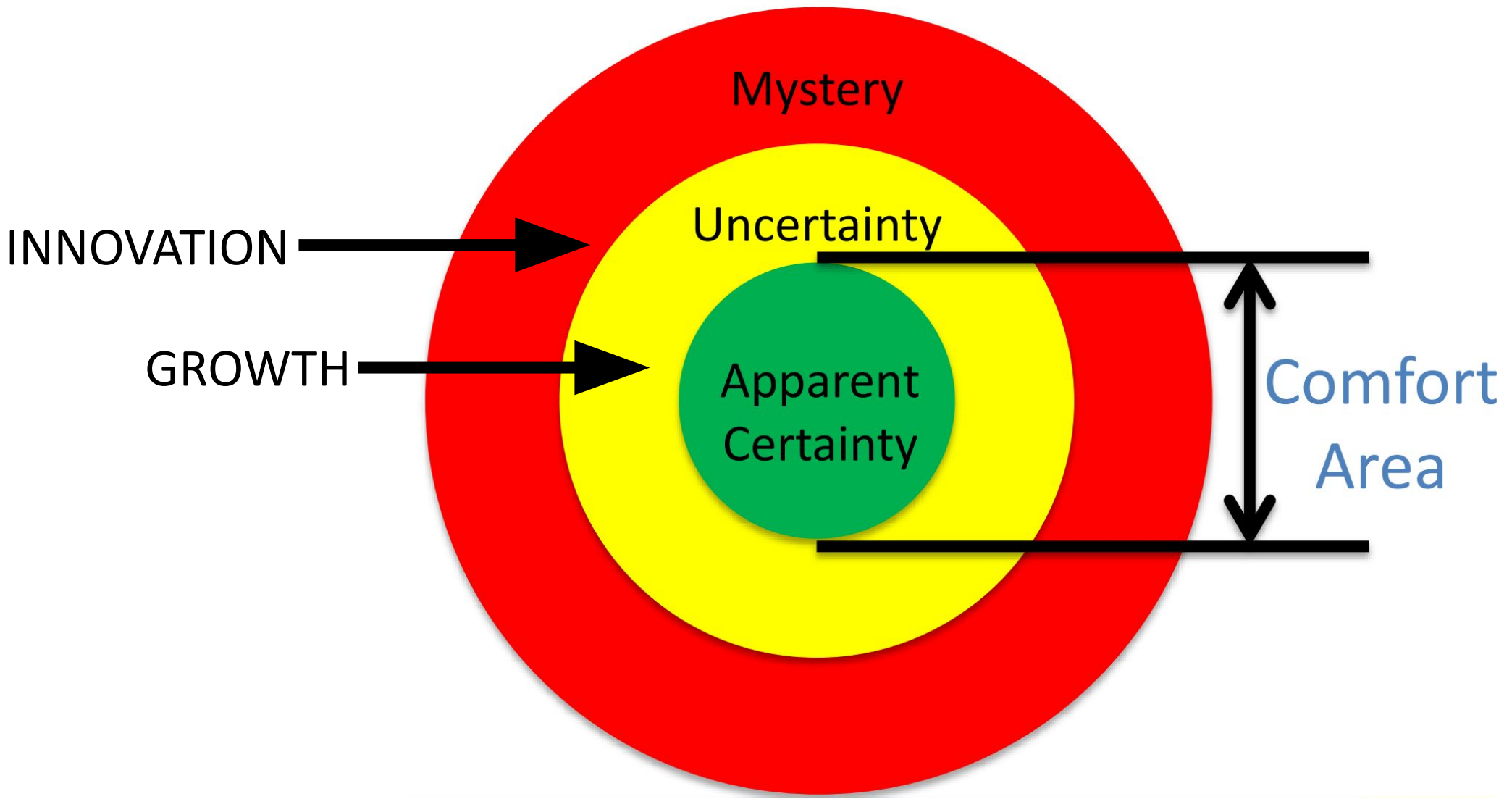


**You manage things, you
lead people.**

**We went overboard on
management and forgot
about leadership.**

The Fourth Form...





The Five Essential Questions

The Five Questions



- ① What is the **Target Condition**?
- ② What is the **Actual Condition** now?
- ③ What **Obstacles** do you think are preventing you from reaching the target condition?
Which **one** are you addressing now?
- ④ What is your **Next Step**? (Next experiment)
What do you expect?
- ⑤ How quickly can we go and see what we **Have Learned** from taking that step?

*You'll often work on the same obstacle with several experiments

- How's work going?
- How can I help you this week?
- What's the best part of your job?
- What makes you grumpy?
- What was the biggest lesson you learned in the past week?

The Final Form...



Let's Look at Some
Code...

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1. *LOYALTY*: be loyal to leader at all costs.
2. *COURAGE*: never retreat.
3. *HONESTY*: never lie.
4. *JUSTICE*: always act in a just and fair way toward others.
5. *BENEVOLENCE*: show sympathy toward others.
6. *POLITENESS*: always treat people in a proper manner.

They Don't Quite
Meet Our Bar

We Need To See
More From You

People Find You
Intimidating

I Just Got Promoted
To Manager

The Five Forms of the EM Kata

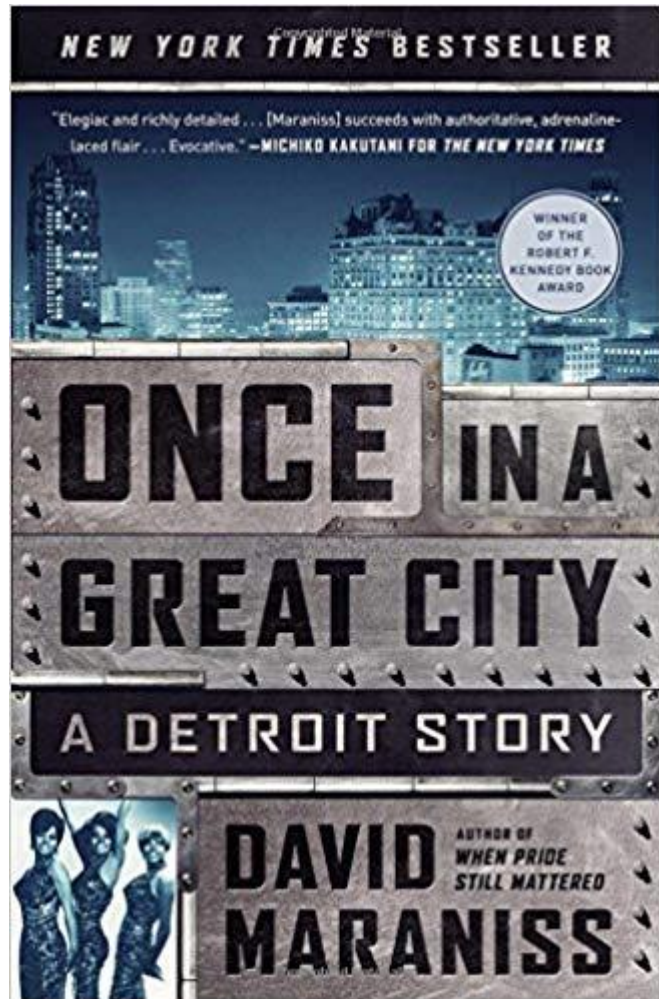
Read Constantly. Keep Learning.

Use Rigor and Methods. Don't Just YOLO It.

Get Support. Find A Community. You Are Not Alone.

Ask Questions.

Follow A Code. But, Don't Use Coded Language.



- Thank ***YOU*** for listening today
- I'm a native Detroiter, pretending to be a Seattleite
- I'm a Dad
- ...an Engineer
- ...and, the CTO of TaxBit
- Please feel free to ask me about any of those things

@shidoshi on Twitter