

Tools and Talent

Rowan Merewood, Lead Developer



Who is this guy?

@rowan_m



Background

Plusnet and what we do.



The Team

20 developers in Sheffield

Not forgetting BAs, PMs, QA, Content, DBAs



Adopting a tool

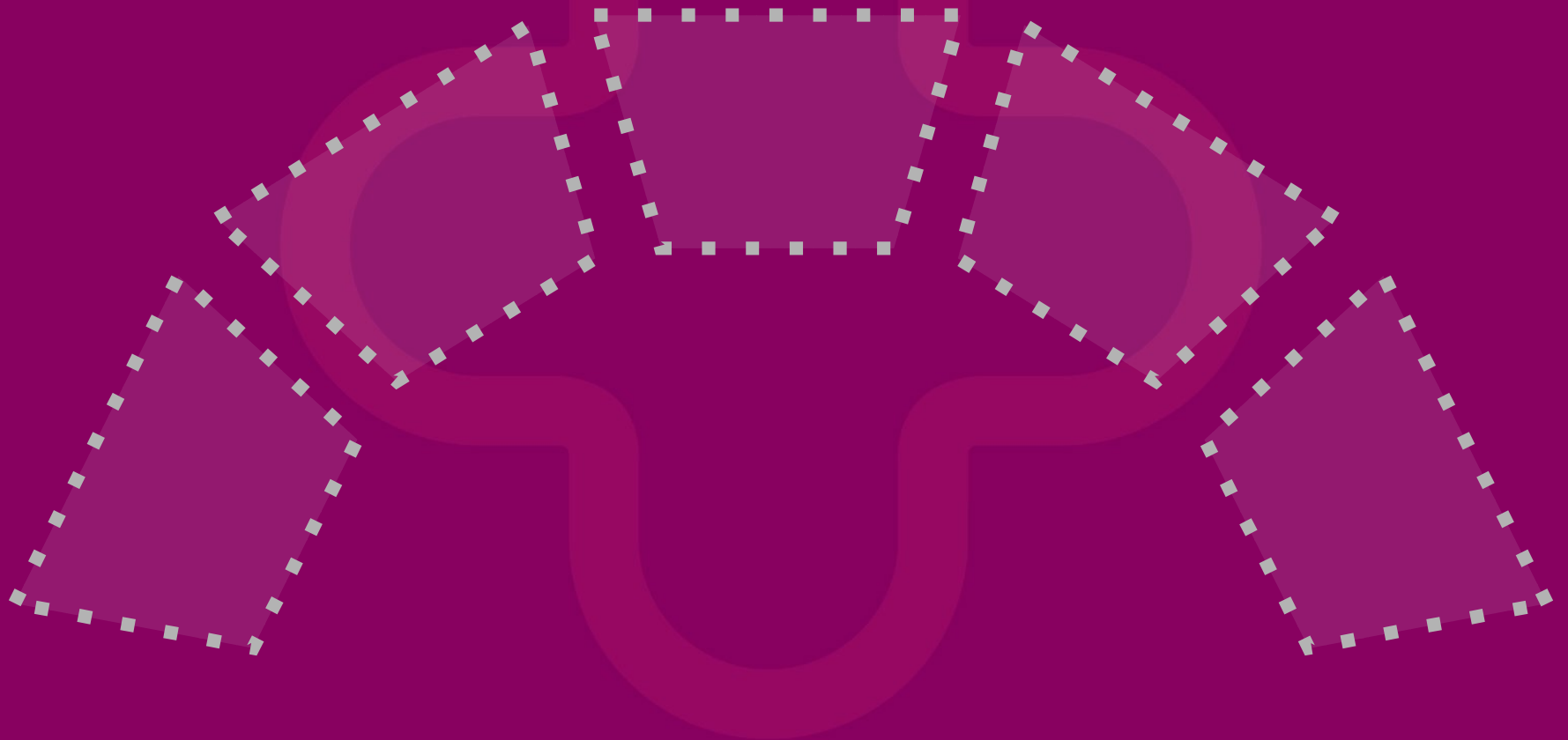
Is an opportunity and a risk



In our experience

There are always recurring
methods and roles

Getting the right tool





First, I have a confession

I'm half American



My cultural heritage means

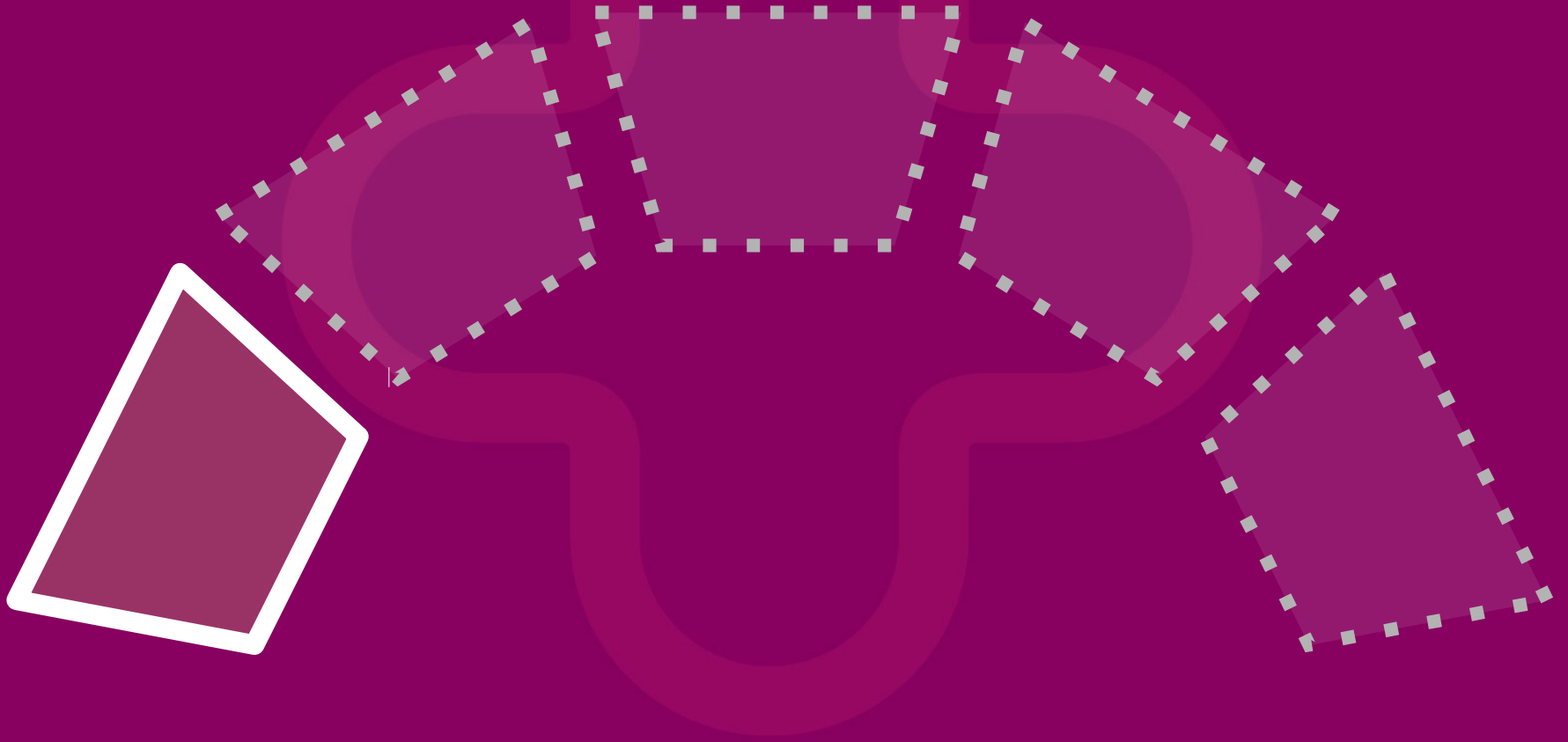
I believe everything I see on television



Ghostbusters

“A documentary about a group who found a start-up company, form an effective team and successfully use new tools to solve problems no-one knew they had.”

The Dream





Ray Stantz

The Dreamer



The easy bit

Just talk to each other



People can be lured in

When you're not asking for commitment



Set up a demo

Make it easy for people to play



Ben Longden



Ben was getting annoyed with the way we do code reviews.



Review Board

<http://www.review-board.org/>

One hour playing around in the evening.
Half an hour to set it up in the office the next day.
Post in the forum.

The whole department tries it out.



Triggering another Ben

To go out and find Gerrit

<http://code.google.com/p/gerrit/>



Use your networks

Ask on Twitter, Facebook or IRC.



If you don't have a network

Get one



Offer up a sacrifice

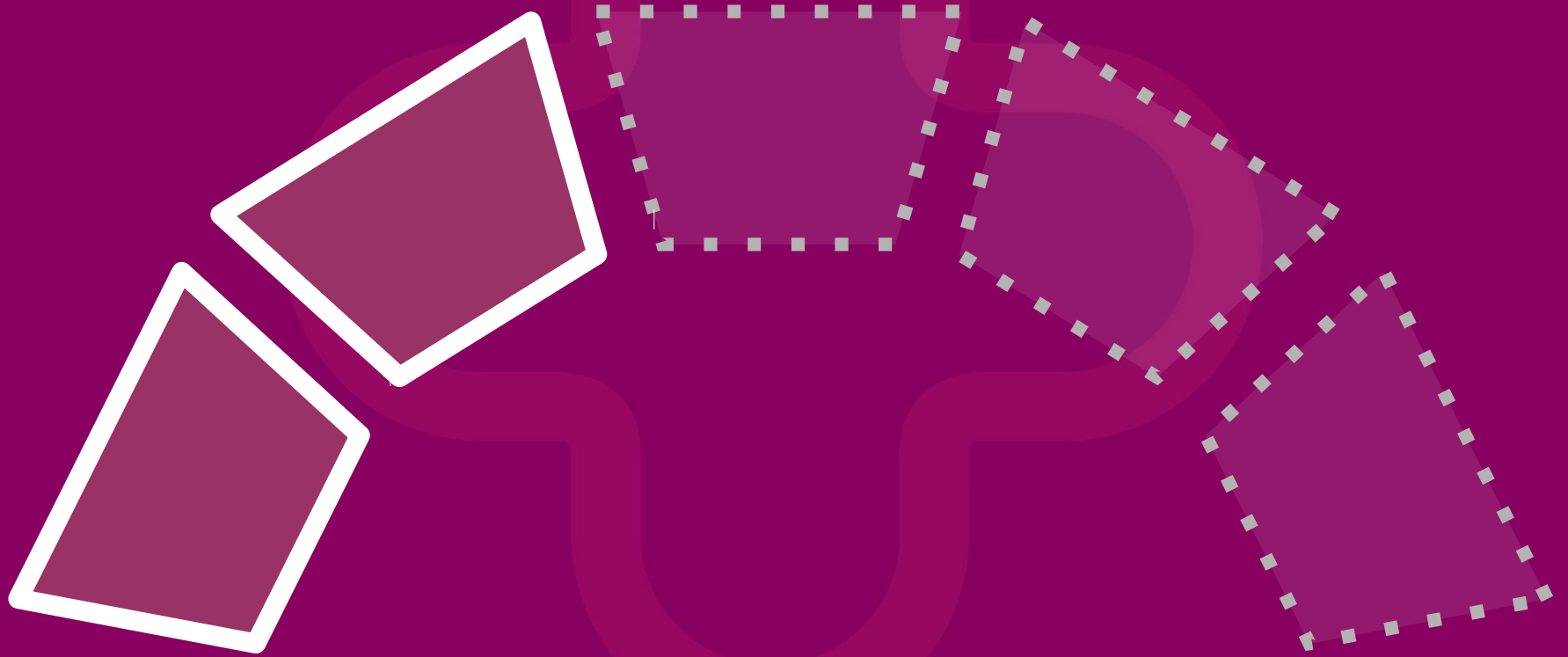
It's easier for people to attack bad ideas,
instead of having new ones.



Don't bother with religious wars

Vi vs. Emacs
vs. Eclipse
vs. your mum

The Sale





Peter Venkman

The Salesman



This is a perfectly valid reason

Because we want to use it



You may need to clarify

“You've never been out of college, you don't know what it's like out there. I've worked in the private sector. They expect results.”



What are you selling?

Incremental upgrade
Solving a problem
Enabling a new process



Technical

Performance, Scaling, Robustness



Commercial

Licensing, Hardware, Legal



Security

Exploits, Data location, Audit trails



Support

Community, Training, Hiring



Project Stability

Who owns it?

What development is happening?

How long will it be around?



Integration

What hooks do you need?
Is your environment up to scratch?



DFQs

Ask them now

You don't want them asked in six months



What's the cost

Of not doing it?

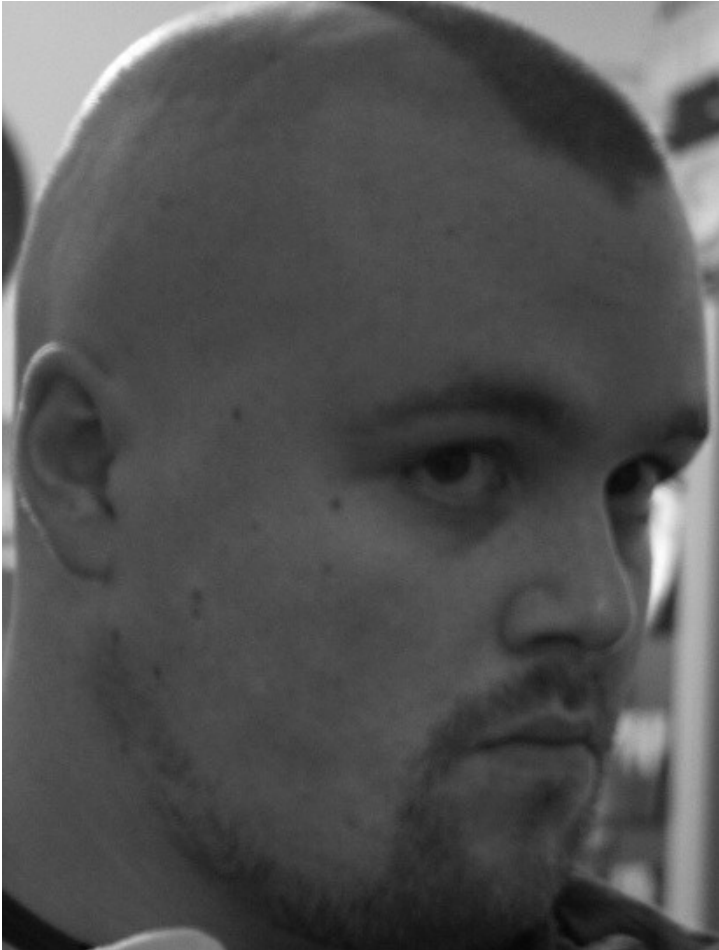


Productivity loss

At least one hour every day
messing around with CVS and alpha

A decorative graphic in the top-left corner consisting of several plus signs of varying sizes. One large plus sign is in the center, surrounded by several smaller ones, all rendered in a light gray outline style.

Rys



Rys sold the maintainer model of development that Git would enable.

A decorative graphic consisting of several plus signs of varying sizes and shades of gray, arranged in a cluster on the left side of the slide. The largest plus sign is in the center, with smaller ones scattered around it.

Automate away the problem

No need for a full time merging role



Bypass the sale

*“It's easier to ask forgiveness
than it is to get permission”*



Use it on a small scale

Just make sure you get it right

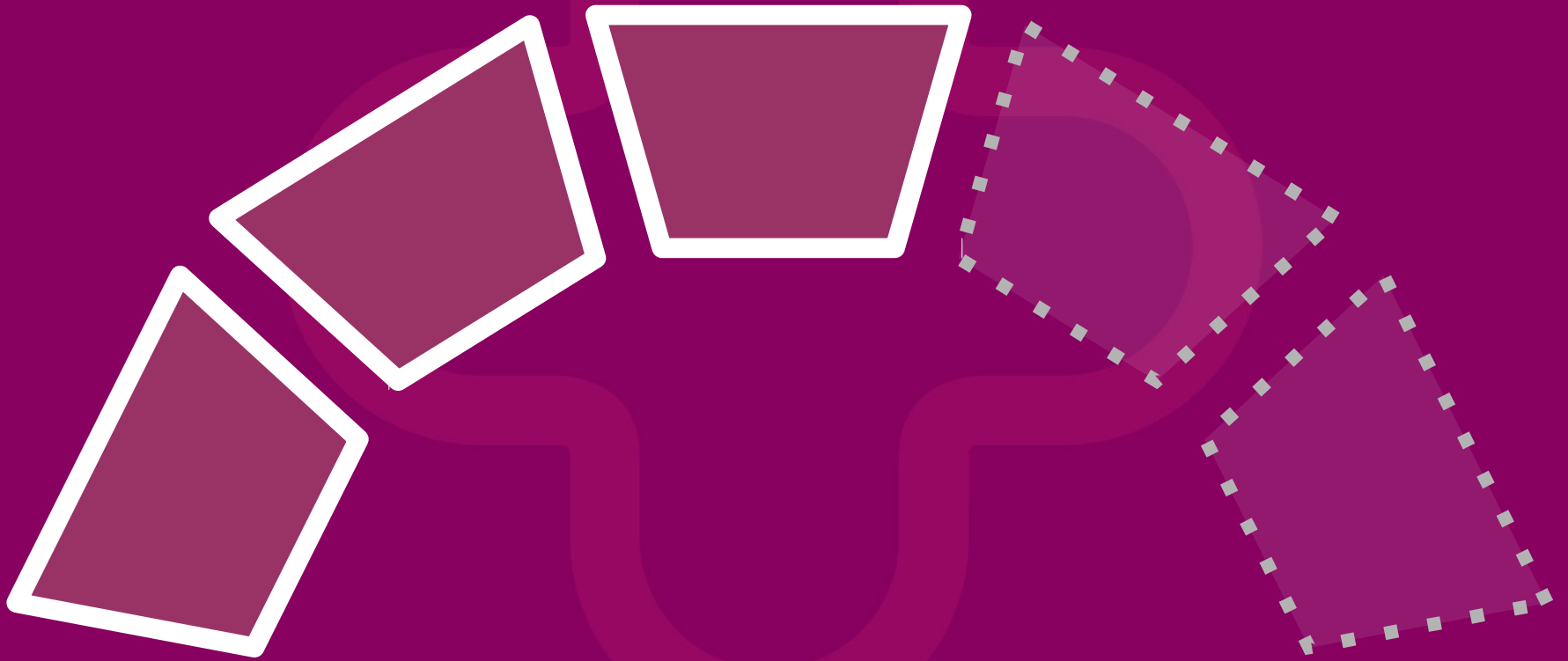


Why it's risky

“This reminds of the time you tried to drill a hole through your head.”

“That would have worked if you hadn't stopped me.”

The Experiment





Egon Spengler

The Scientist



Dare to fail

It will be a lot cheaper now



Compare the market

Try to ignore the bias of your first choice



Dmitry

Tried converting our CVS repository into:
Subversion, Monotone, DARCS, and Git



The results were varied

Simply migrating was not
a straight-forward option



Pilot Study

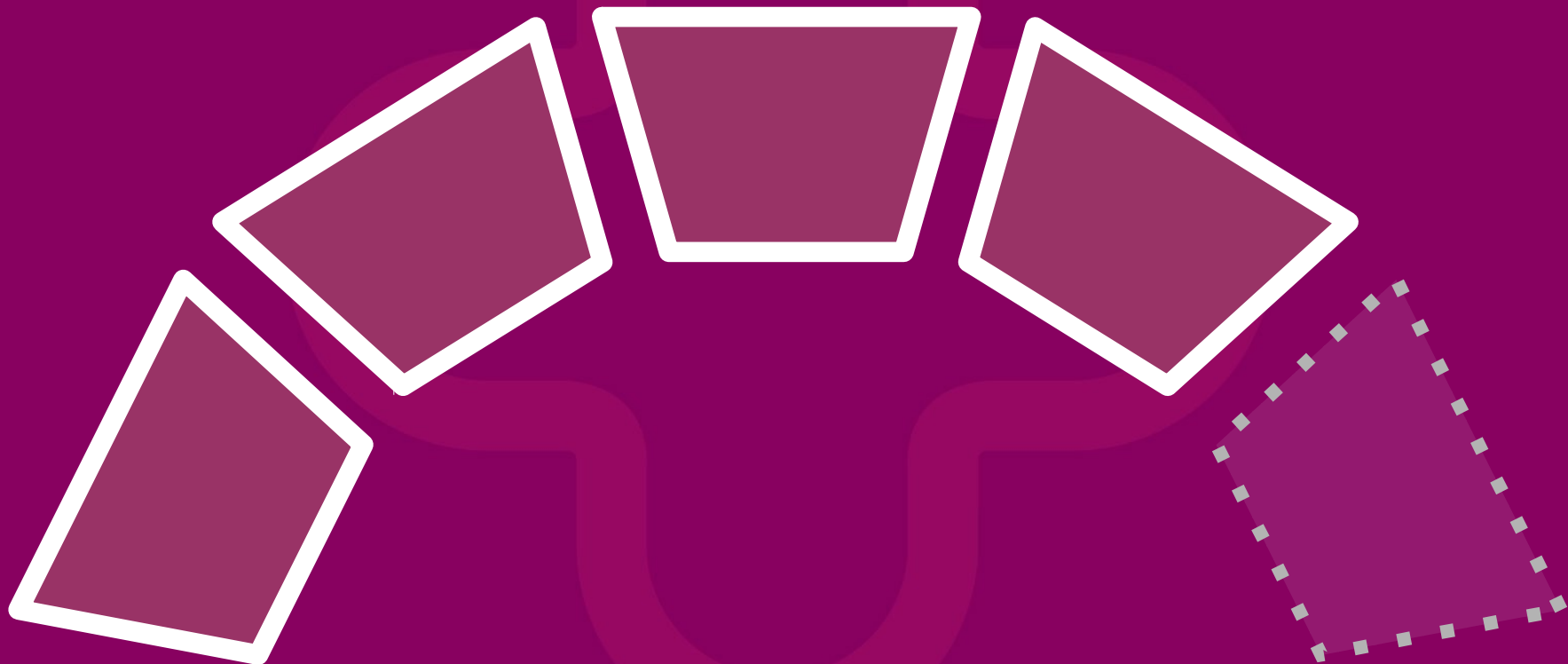
Ben picked a reasonably small app.
and wrote it in Zend Framework



Remember the science

Hypothesis, Experiment, Conclusion

The Journey





Winston Zeddemore

The Pioneer



Expect the unexpected

You will not have planned for everything



The worst?

“Why worry? Each of us is wearing an unlicensed nuclear accelerator on his back.”



Make a non-destructive switch

Can you run both systems in parallel?



Be prepared for the worst

Always have a “roll back” plan



Seb Marek

Git migration



Lots of planning

Multiple practice migrations



The Migration



A seven hour epic
journey



In the end

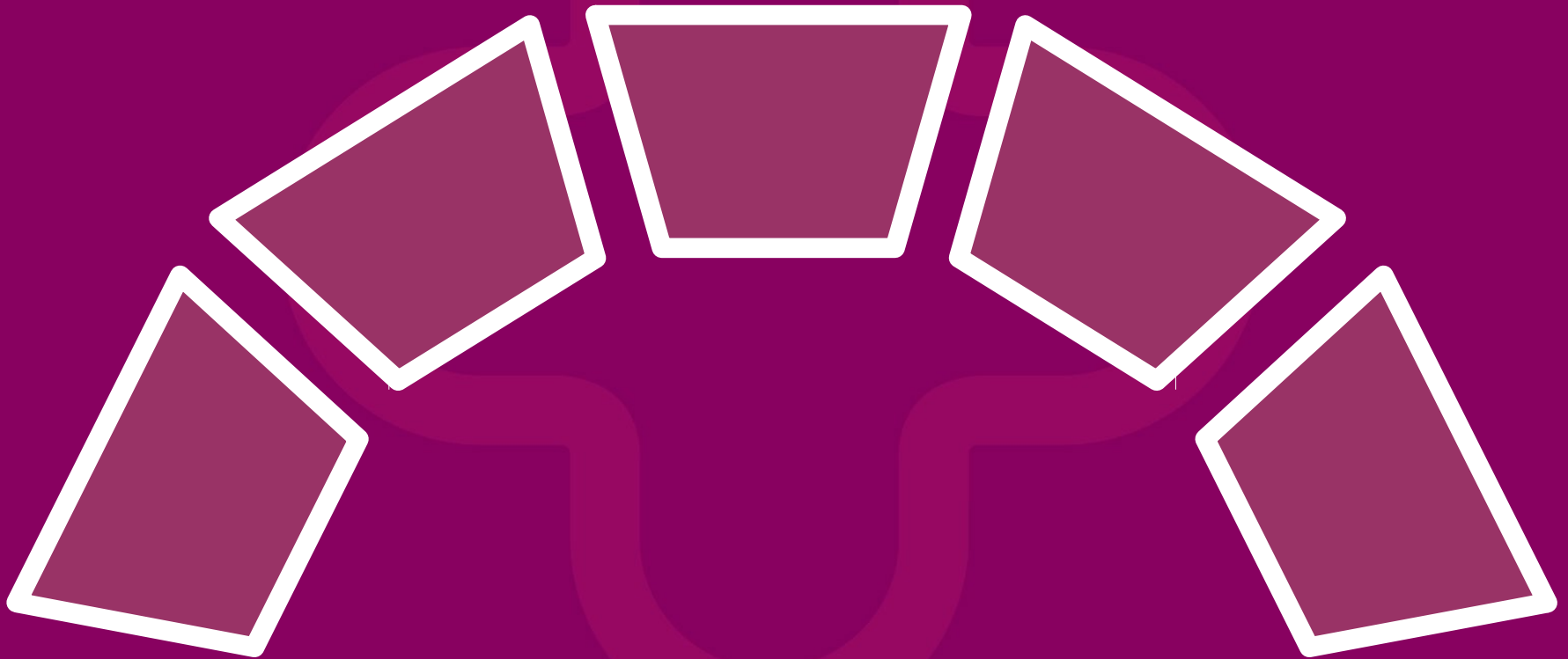
Not a single technical problem



Bit by Bit

Moving from SimpleTest to PHPUnit

The Beginning of the End





Gozer

~~The Destructor~~
The Enforcer



The hardest part

And potentially the least enjoyable



Enforcement / Stick

Name and shame



Get your sadistic side out

“Bustin’ makes me feel good!”



Encouragement / Carrot

Help them learn
Remind them of the old system



A second honeymoon

You've had yours
Let them have theirs

A decorative graphic consisting of a large, light gray plus sign in the center, surrounded by several smaller, light gray plus signs of varying sizes scattered around it.

Make it easy next time

Have a maintenance/upgrade strategy



Review

Dream, Sell, Experiment, Migrate, Keep



Questions?

<http://joind.in/614>

@rowan m