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# Lead by Example: Transformation Teams that Inspire Envy

JP White and Erin Perry; Developer Relations

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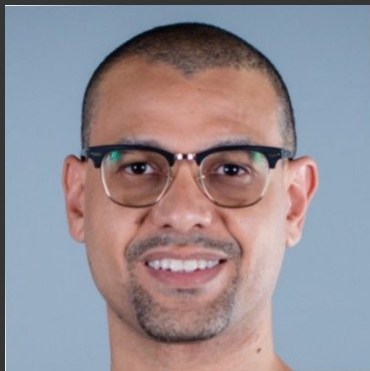
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# Vanity Slide

Who we are and what we do

Nearly 25 years of  
development experience

Specialties: Cloud  
development, Automation,  
Python, Education and  
Facilitation



JP White



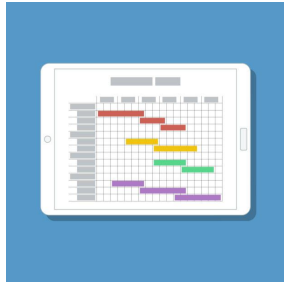
Erin Perry

Nearly 20 years of  
development experience

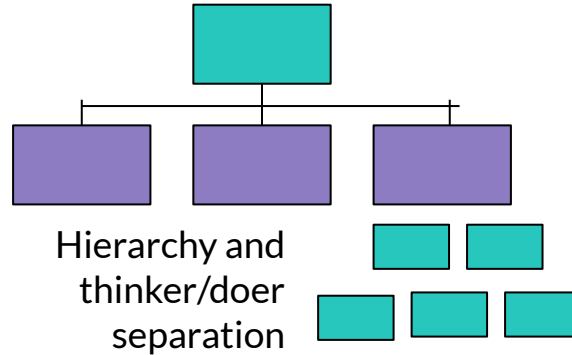
Specialties: Large Scale  
Transformation (with a focus  
on LeSS), OO Development,  
Education and Facilitation

# Traditional Transformation Teams

What does a transformation team normally look like?



Plans, dependencies, and phases



Hierarchy and thinker/doer separation



Individuals with assignments



Rigid Rules and Structures (for others)



# Inspiring Envy

- **Delay Scaling**  
Build the core of your culture and architecture with a small team of experts
- **Guard talent density**  
Hold yourselves to an incredibly high standard
- **Integrity, Integrity, Integrity**  
Eat your own pancakes
- **Dance backwards, in heels**  
Do everything on hard mode - use your team to experiment and prove it can be done

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# Delay Scaling

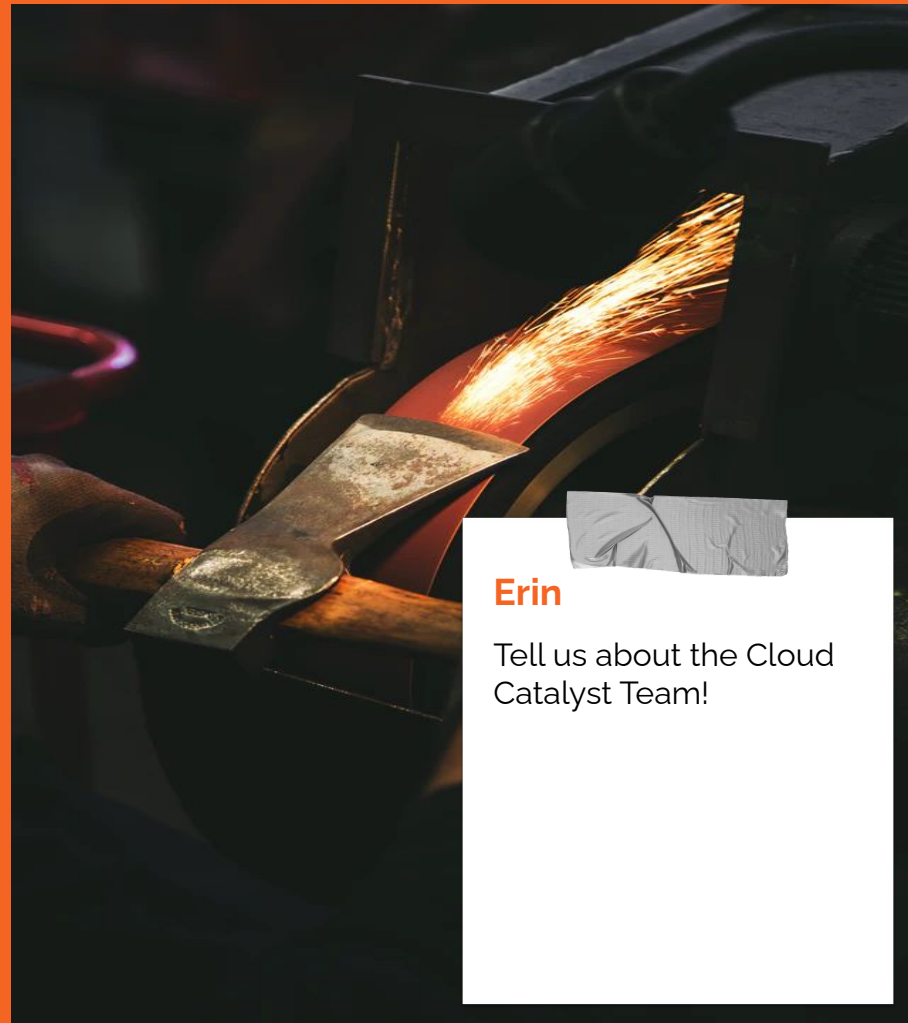
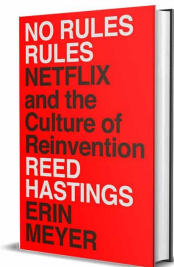
## Divide after you conquer



**JP**

Tell us how the Cloud Engineering team worked!

Guarding your talent  
density **SHARPENS**  
**EVERYONE** and attracts  
even more talent



**Erin**

Tell us about the Cloud  
Catalyst Team!

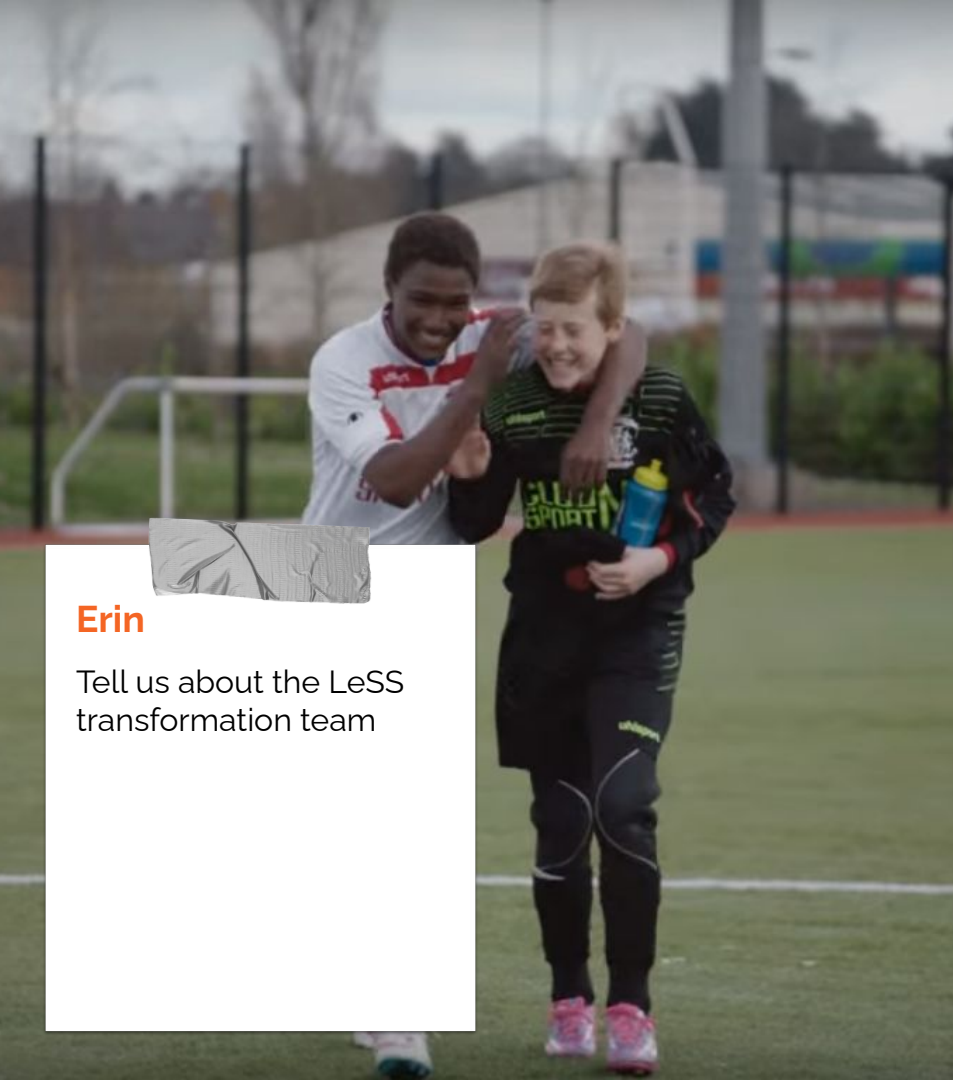


**Integrity drives us -**  
**We live our values in**  
**everything we do,**  
**building first-hand**  
**experience**



**JP**

Tell us about DevRel and  
how we work!



## Erin

Tell us about the LeSS transformation team

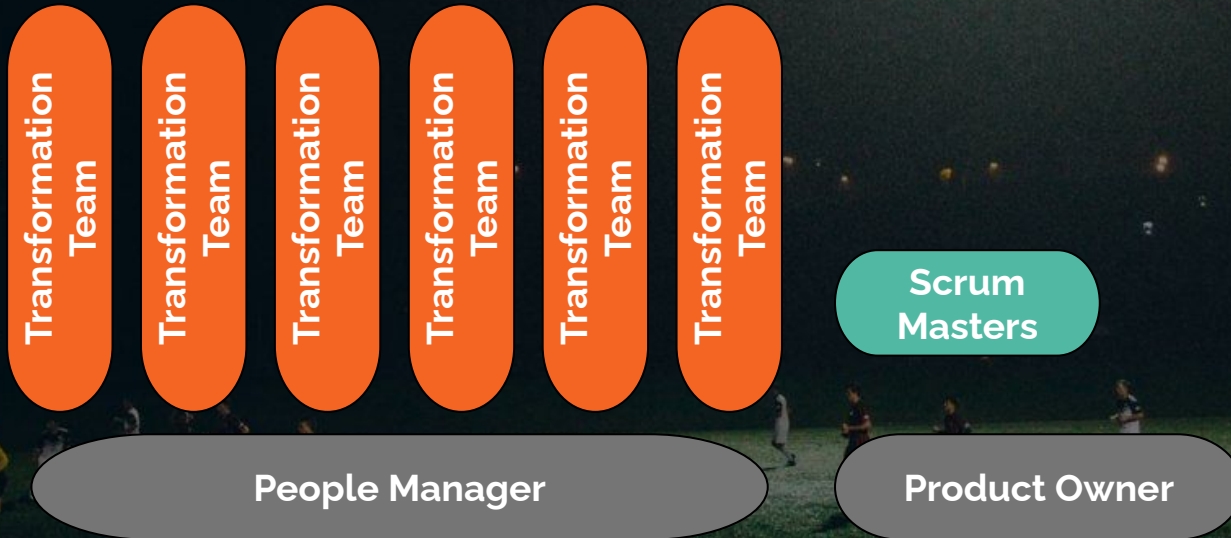
# Dance backwards, in heels

Do it on hard-mode, blazing the path and taking hits for the rest of the organization



# What it looked like

Backlog - 70% Deep Transformation Coaching; 20% Model, Playbook, Impediment Removal; 10% Self-Directed Work



## Transformation Teams:

Cross-functional teams with coaching and consulting skills at all levels, as well as finance, education, process/policy... anything our work needed.

# What people should say...

How do I join your team?

You guys always look like you're having fun

It's EASY for you...



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