

ain't no cure for the distributed blues

how do you grow a trading firm ?

- indicators of hand off warste
- lot of metrics but not useful
- 100 people in chicago
- 3 in london

CIO puts his money on the table

- visibility
- tickets
- 400+ requirements for the system
- dev steering from chicago
- Conways Law
- major heart and mind initiative
- result

human factors are everything

- breaking sillos
- heart and mind
- people need to care
- "strong opinion weakly held"
- you can't make people pair

gone to Chicago

- syncing up
- lots of coffee
- lots of 1-1 coaching
- lots of pairing
- with CIO
- 100 hours with CIO

leaving egos at the door

how to tackle pb of waste between sillos ?

introduced devops

promoted process automation

pairing did not work

dev + ops : embedding dev into ops

"Autonomation"

lots of quickwins

techies don't want to be a devop

ideas from lean and toc

the goal

art of system thinking

Dan North

working distributed

how to set up a new office ?

- hire smart people
- trust them

how do you build a trading firm

- traders
- analysts
- ops
- devs

awakening

software is part of the problem

people are tribal

book club

lean thinking

created order out of chaos

more and more efficient

question on the right thing

Value Stream Mapping and PDCA

2 changes reduced time by half

buffer : prepared server

optimized several services

service desk

purchasing team

"what is our value?"

measure

each step

each waiting between steps

94% waste time