



BROWN BAG LUNCHS

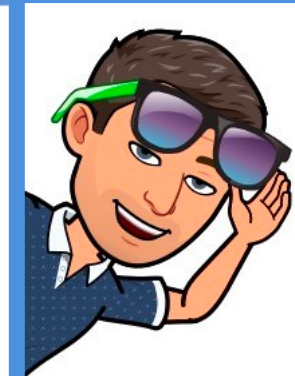


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WHO AM I ?

TECHNICAL AGILE COACH, SOFTWARE CRAFTSMAN



I'M YOAN THIRION (FREELANCE)

- **DESIGN SOFTWARE SINCE MORE THAN 15 YEARS**
- **FUNDAMENTAL TO SUCCEED IN THAT AREA : AGILITY AND TECHNICAL EXCELLENCE**
- **HELP TEAMS DELIVER WELL CRAFTED SOFTWARE**
- **IMPLEMENTATION OF AGILE AND TECHNICAL PRACTICES (EXTREME PROGRAMMING, REFACTORING, DDD, MOB PROGRAMMING, ...)**

MY SERVICES



TECHNICAL AGILE COACHING



COMMUNITIES OF PRACTICE



CULTURAL CHANGE



DEVOPS



BROWN BAGS



SERIOUS GAMES

LET'S CONNECT



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"INCREASE THE SUPER POWER OF YOUR TEAMS"



BOOK YOUR FREE BROWN BAG LUNCH (1H)

TECHNICAL PRACTICES

SOFTWARE CRAFTSMANSHIP
PROPERTY-BASED TESTING
DOMAIN DRIVEN DESIGN
CLEAN CODE
TEST DRIVEN DEVELOPMENT
FUNCTIONAL PROGRAMMING

AGILE / LEADERSHIP

AGILE HR
XANPAN
DRIVE & INTRINSIC MOTIVATION
ORGANIZATIONAL CULTURE MODELS
LEADERSHIP LESSONS

ON YOUR WAY TO THE LEARNING ORGANIZATION

XTREM READING – READ 2 BOOKS IN 1 HOUR
CULTURE OF LEARNING – HOW TO ENABLE CONTINUOUS LEARNING ?



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THE CRAFTSMANSHIP - THE MISSING PIECE OF YOUR AGILITY



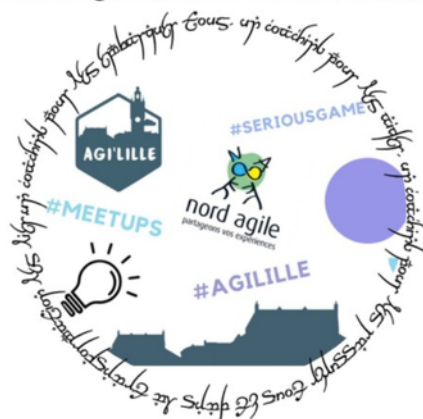
In 2001, brilliant developers came together around an idea: we must do our jobs differently that's why they have created the Agile Manifesto. Since then, Agile frameworks and methods claiming to be heirs have proliferated.

Organizations have been created and have built flourishing businesses around Agility.. Little by little, Agility has been diverted and no longer belongs to developers.

During this session I will demonstrate how the ideas behind craftsmanship and technical practices coming from XP (pair programming, TDD) or others (mob programming, code reviews, communities of practices) can help and give you keys to re-on-board them.

LE CRAFT

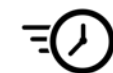
“LA PIÈCE MANQUANTE DE VOTRE TRANSFO AGILE”



Bloc of Agile Cœur Lille

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AGILE, CRAFT



1 HOUR

<https://speakerdeck.com/thirion/le-craft-la-piece-manquante-de-votre-transfo-agile-71d1eb74-dac6-47d9-bc3d-b16bffad80f9>

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DEMYSTIFIED FUNCTIONAL PROGRAMMING FOR OBJECT ORIENTED PROGRAMMERS



Let's demystify together what is Functional Programming (FP) !!!

We will deep dive into FP paradigms like monads, pure functions, high order functions, and much more. We will share why and how to apply those in Object Oriented languages like java (with vavr) & C# (with language-ext).



HANDS ON

TECHNICAL PRACTICES

 **2 HOURS MIN**

[HTTPS://SPEAKERDECK.COM/THIRION/FUNCTIONAL-PROGRAMMING-MADE-EASY-IN-JAVA-AND-C-NUMBER](https://speakerdeck.com/thirion/functional-programming-made-easy-in-java-and-c-number)

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50 SHADES OF DEV PRACTICES



About 20 years ago, an agile method called Extreme Programming (XP) emerged. XP described the development practices (such as peer programming, TDD or refactoring) needed to deliver quality in an iterative and incremental way. That was already 2 decades ago...

Since then, new practices have emerged that allow us to be even more efficient.

What would XP look like in 2020 if we had to update it?

During this session I will share with you some practices to add to its developer toolbox.



AGILE, CRAFT



1 HOUR

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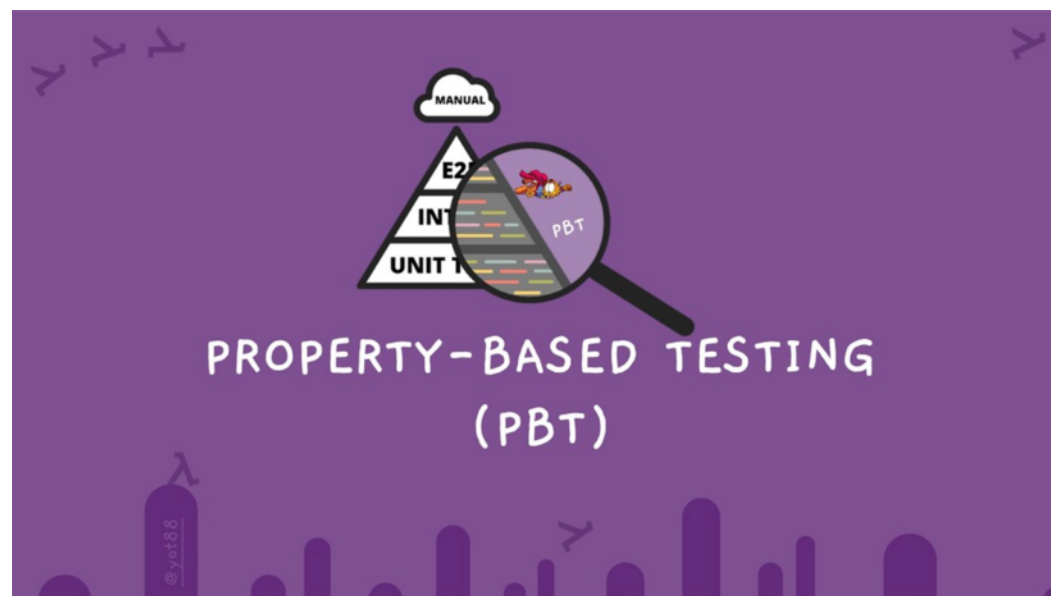
IMPROVE YOUR SOFTWARE QUALITY WITH PROPERTY-BASED TESTING



You already may know a lot about testing (how to write unit/integration tests, example-based testing, ...), but have you already heard about Property-based testing (PBT) ?

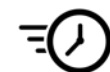
I will introduce you to PBT and explain how PBT can allow you :

- To *write less tests by writing more general ones*
- To identify *edge cases*
- *Lower number of defects*



HANDS ON

TECHNICAL PRACTICES



2 HOURS MIN

[HTTPS://SPEAKERDECK.COM/THIRION/IMPROVE-YOUR-SOFTWARE-QUALITY-WITH-PROPERTY-BASED-TESTING](https://speakerdeck.com/thirion/improve-your-software-quality-with-property-based-testing)

@yot188



EASIER LEGACY CODE REFACTORING WITH APPROVAL TESTING



Learn how Approval testing can help you when dealing with legacy code

Objectives :

- Learn a practice that will help you be quickly productive in an unfamiliar environment
- Use Approval Testing to deal with legacy code



HANDS ON

TECHNICAL PRACTICES

 **2 HOURS MIN**

[HTTPS://SPEAKERDECK.COM/THIRION/APPROVAL-TESTING-KATA-GILDED-ROSE](https://speakerdeck.com/thirion/approval-testing-kata-gilded-rose)

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DOMAIN DRIVEN DESIGN RE-DISTILLED : DDD STRATEGIC PATTERNS EXPLAINED



You may have already heard about a stuff called “Domain Driven Design (DDD), you can see it as an approach to software development. In this session, I will present you this approach and at the end you will have :

- *A clear idea of what could be achieved with such an approach*
- *Understood when and how to use strategic and tactical patterns*
- *Discovered tools that can help you discover and document complex business domains*
- *Seen how DDD can really fit with micro-services*
- *Understood that **DDD is more than just a developer tool***



TECHNICAL PRACTICES



[HTTPS://SPEAKERDECK.COM/THIRION/DDD-RE-DISTILLED](https://speakerdeck.com/thirion/DDD-RE-DISTILLED)

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F# INTRODUCTION FOR OBJECT ORIENTED PROGRAMMERS

With small code examples you will :

- Understand the *syntax and philosophy* differences between an Object language like Java or C# & F#
 - Different defaults
 - Less noise
 - Algebraic type systems
- Understand how types are executable documentations
- How you *can easily model your Domain* with this language
- How it *helps correctness* by making illegal unrepresentable states

HANDS ON

TECHNICAL PRACTICES

🕒 1 HOUR



[HTTPS://SPEAKERDECK.COM/THIRION/F-NUMBER-FOR-JAVA-PROGRAMMERS](https://speakerdeck.com/thirion/f-number-for-java-programmers)





CDC : TEST INTEGRATIONS BETWEEN YOUR MICROSERVICES THROUGH CONSUMER DRIVEN CONTRACT TESTING



In a micro-services world, testing the successful integration between services is critical for ensuring that the services won't fail in production just because they're not speaking the same language.

If you develop or maintain micro-services you already asked yourself those questions :

How do we deal with testing?

How do we confirm all services are working well together ?

CDC is an answer to those questions.



TECHNICAL PRACTICES



[HTTPS://SPEAKERDECK.COM/THIRION/CONSUMER-DRIVEN-CONTRACT-TESTING-WORKSHOP](https://speakerdeck.com/thirion/consumer-driven-contract-testing-workshop)



EASIEST REFACTORING WITH MIKADO METHOD



The Mikado Method is a technique for breaking up large refactoring tasks into smaller ones in a systematic way, such that the code is practically **NEVER IN A BROKEN STATE**.



HANDS ON

TECHNICAL PRACTICES



1 HOUR MIN

[HTTPS://YOAN-THIRION.GITBOOK.IO/KNOWLEDGE-BASE/SOFTWARE-CRAFTSMANSHIP/CODE-KATAS/MIKADO-METHOD](https://yoan-thirion.gitbook.io/knowledge-base/software-craftsmanship/code-katas/mikado-method)

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CLEAN ARCHITECTURE : HOW COULD WE IMPLEMENT IT ?

In Clean Architecture, Uncle Bob has categorized a set of architectures, including Hexagonal architecture, Onion Architecture and screaming architecture as the “Clean Architecture” – a layered architecture of concentric circles with strong emphasis on separation of concerns.’

But how do we implement it concretely ?

This will be a hands-on session to deep dive into those concepts.



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HANDS ON

TECHNICAL PRACTICES

 **2 HOURS MIN**



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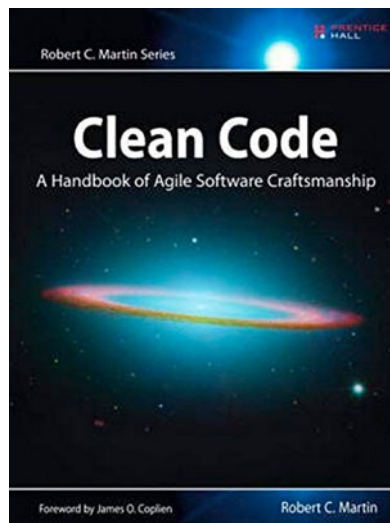
HANDS ON CLEAN CODE



Understand what is Clean Code and why we must write it :

- Naming
- Formatting
- Comments
- Functions
- Code smells
- SOLID principles

You will practice those concepts through code katas : Refactoring, Object oriented programming, Code smells



HANDS ON

TECHNICAL PRACTICES



2 HOURS MIN

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IMPROVE YOUR TEST QUALITY WITH MUTATION TESTING

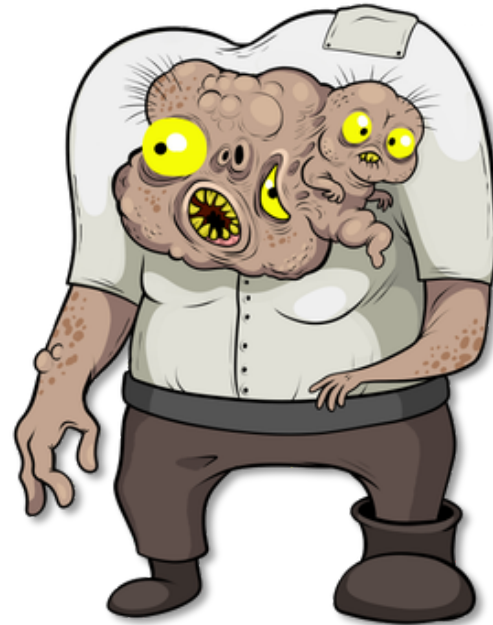
Have you already wondered how to measure automated test quality ?

You can write billions of tests on a single class but : are they useful ? do they make sense ?

During this session, with examples I will show you the principles behind mutation testing that could help you answer to this kind of questions.

You will learn :

- What are mutants ?
- How can they be useful ?
- How to kill them



TECHNICAL PRACTICES

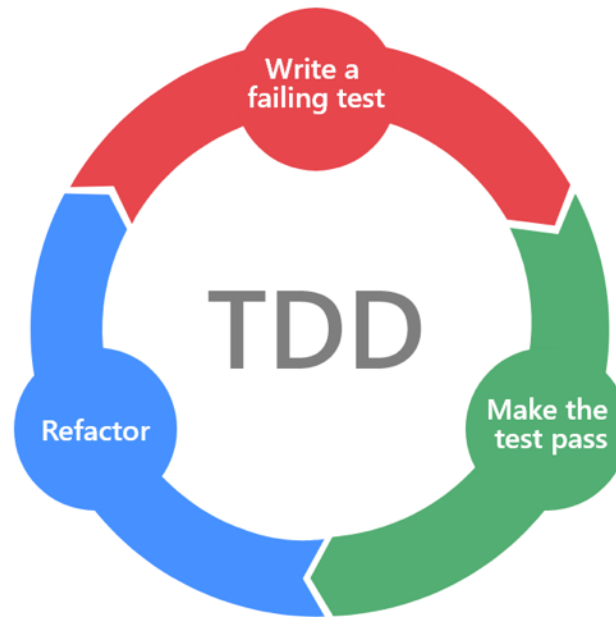


[HTTPS://YOAN-THIRION.GITBOOK.IO/KNOWLEDGE-BASE/SOFTWARE-CRAFTSMANSHIP/TESTING/MUTATION-TESTING](https://yoan-thirion.gitbook.io/knowledge-base/software-craftsmanship/testing/mutation-testing)

INITIATION TO TEST DRIVEN DEVELOPMENT

Discover what is Test-driven development (TDD) and how to apply it in your day to day.
Through code katas you will practice the process and understand the Classical and the Mockist approaches for TDD.

At the end of the session you will be able to develop your next feature using TDD



HANDS ON

TECHNICAL PRACTICES

 **2 HOURS MIN**



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HOW TO START & RUN A COMMUNITY OF PRACTICES

Discover how connecting people makes better organizations by connecting them through Communities of Practices (reinforce employees commitment and retention)

Objectives :

- Bust some myths about communities of practices
- Share the prerequisites and how to start one
- Identify how to keep it alive



HANDS ON

ORGANIZATION



XANPAN - FINALLY A TEAM CENTRIC AGILE METHOD



In life there's not only Scrum or Kanban there's XANPAN too.

Xanpan as you have maybe already guessed is a cross between XP and Kanban words but, it is broader than this.

It draws best ideas from Kanban (process flow), Lean (culture of improvement and learning), XP (technical practices), Scrum (rhythm and some events) and Product Management (a dedicated role in Xanpan).

Its main purpose is to solve some questions you have probably already asked yourselves with frameworks like Scrum :

"how do I manage the maintenance in my sprint ?" , "how do I ensure quality of the product increments ?" , "how can I improve the predictability ?"

I will introduce you the concepts behind it and you will go back at home with plenty of new ideas to try within your own teams.



AGILE, CRAFT



[HTTPS://SPEAKERDECK.COM/THIRION/XANPAN-A-TEAM-CENTRIC-AGILE-METHOD-STORY](https://speakerdeck.com/thirion/xanpan-a-team-centric-agile-method-story)

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DRIVE AND INTRINSIC MOTIVATION : A TOOLKIT FOR TODAY'S MANAGERS



Drive, the surprising truth about what motivates us.

Join for an interactive workshop on intrinsic motivation and find out how you can put this into practice.

A new perspective on team motivation and team growing.



SERIOUS GAME

LEADERSHIP

 **1 HOUR MIN**

[HTTPS://SPEAKERDECK.COM/THIRION/DRIVE-AND-INTRINSIC-MOTIVATION-A-TOOLKIT-FOR-TODAYS-MANAGERS](https://speakerdeck.com/thirion/drive-and-intrinsic-motivation-a-toolkit-for-todays-managers)

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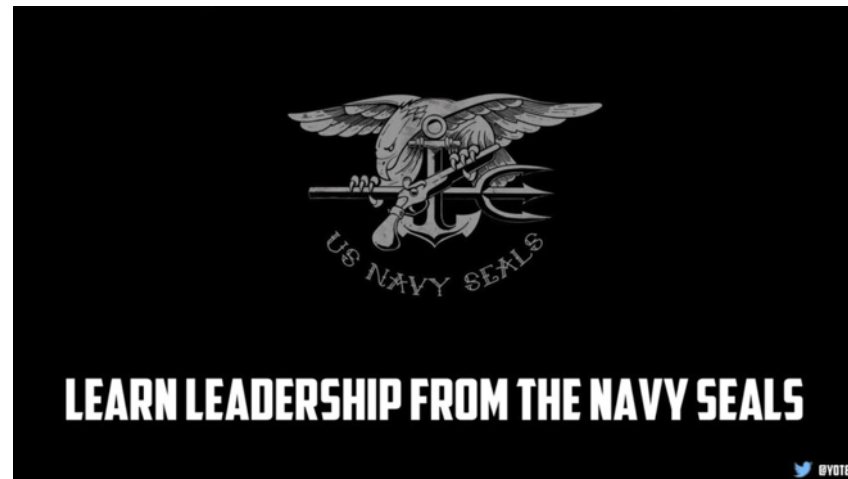
LEADERSHIP LESSONS FROM THE NAVY SEALS

Discover the leadership principles developed by the Navy Seals (United States Navy Special Forces) to carry out their missions. I will introduce the concept of "Extreme Ownership" and the toolbox associated.

You will understand how powerful leadership can be : build teams, a tool to teach & learn.

At the contrary to popular belief, we will see together that military can be very agile.

This talk is based on 2 books written by former Navy Seals, now organizational coaches : "Extreme Ownership" & "Leadership strategy & Tactics"



[HTTPS://SPEAKERDECK.COM/THIRION/LEARN-LEADERSHIP-FROM-THE-NAVY-SEALS](https://speakerdeck.com/thirion/learn-leadership-from-the-navy-seals)

LEADERSHIP



1 HOUR



@VOT88

CULTURE OF LEARNING

HOW TO ENABLE CONTINUOUS LEARNING ?



Continuous learning is the process of learning new skills and knowledge on an on-going basis.

At the organizations level it became mandatory to develop this capability to stay competitive (alive) in today' s global marketplace : be innovative, adaptive, and ever-changing.

Achieving this depends on the skill and knowledge of the workforce.

Let' s see together how start our journey to the continuous learning.
You will go out from this session with plenty of experimentation ideas.

HANDS ON

LEARNING ORGANIZATION



UNLEASH YOUR LEARNING SESSIONS WITH "TRAINING FROM THE BACK OF THE ROOM" PRINCIPLES



Learn the principles behind Sharon Bowman's "Training from the back of the room" book.

Objectives :

- Understand how to prepare more interactive, participative and collaborative learning sessions
- Create your own pedagogical tools based on concepts, techniques, principles and good practices from the method
- Engage and motivate your learners through exchanges and active participation
- Make your teaching fun and memorable.

HANDS ON

LEARNING ORGANIZATION

 **1 HOUR**





FROM PROBLEM SPACE TO SOLUTION FOCUS



Discover this coaching approach based on opening new options for the client by asking questions that focus her/ him/them on designing solutions.

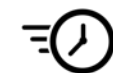
“Looking back” at the past and root-cause analysis are likely to result in somebody having to accept blame, thus causing resistance and conflicts. Envisioning a solution is much better suited for creating a collaborative environment where any past problem is overcome by the will of reaching a common goal.

I will give you practical tools to start going from a Problem Space to a Solution Space.



HANDS ON

COACHING



1 HOUR

“When you focus on problems you will find more problems.
When you focus on solutions you will find more solutions.”

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HANDS ON MANAGEMENT 3.0 :

TOOLKIT AND PRACTICES FOR YOUR TEAM



Management 3.0 is a mindset, combined with an ever-changing collection tools and practices to help any worker manage the organization.

Main idea : managing the system, not the people.

For this introduction I will share with you building blocks of Management 3.0 and we will experiment some tools to understand their powers.

HANDS ON

AGILE, LEADERSHIP



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LIBERATE YOUR MEETINGS AND USE COLLECTIVE INTELLIGENCE WITH THE LIBERATING STRUCTURES



Liberating Structures are a selection of 33 alternative structures for facilitating meetings and conversations. Disrupt boring meetings and learn how to run them more efficiently.

Let's deep dive into some of those and you will see those benefits :

- Innovation
- Inclusion
- Participation
- ...



HANDS ON

FACILITATION, COACHING



1 HOUR





ORGANIZATIONAL CULTURE MODELS WHICH ONE IS YOURS ?



The term “Organization culture” refers to the values and beliefs of an organization. Schein, Schneider and Laloux have categorized differently those cultural aspect. Let’ s understand those models and discover which one is yours.



HANDS ON

ORGANIZATION





PROGRAMMERS ETHICS



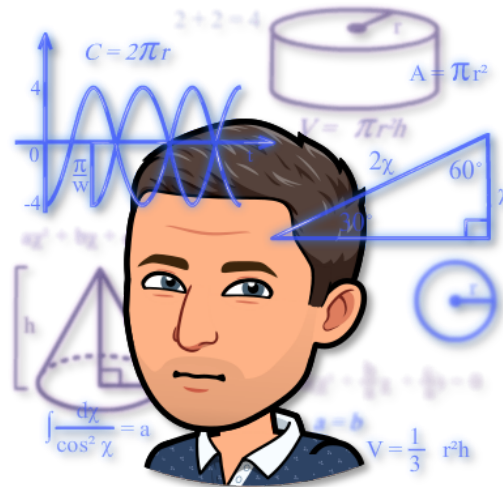
Almost any professional whose work impacts the public must abide by some sort of **ethical code of conduct**, Hippocratic Oath for example.

What about us as Software Developers ?

In this session we will think about our responsibility as Software Developers regarding larger communities and we will initiate our own Oaths that we will be able to apply in our day to day.

WORKSHOP

AWARENESS



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HOW COULD WE BE BETTER SPEAKERS

Learn simple ways to become a better speaker so everyone will listen to you.
Let's kill this inside voice that says you aren't good enough, or that you'll mess up.

We will share together actionable tips that can really help in our day to day.



AWARENESS



[HTTPS://SPEAKERDECK.COM/THIRION/HOW-COULD-WE-BE-BETTER-SPEAKERS](https://speakerdeck.com/thirion/how-could-we-be-better-speakers)

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XTREM READING - READ 2 BOOKS IN 1 HOUR

Do you have any books that are dusty?

Do you really want to read them but can't find the time?

I have a solution for you: "Xtrem reading".

Learn group reading and read 2 books in 1 hour.

My promise to you:

- Boost your collective intelligence
- Rekindle the flame of reading
- Increase your reading speed
- Don't read for nothing anymore

How can it be useful for your organization ?

- Start your journey towards the learning organization
- Develop collective intelligence
- Acquire new knowledge/skills
- Break silos (vertically, horizontally)
- Open mind / discover new topics



[HTTPS://SPEAKERDECK.COM/THIRION/XTREM-READING-LISEZ-2-LIVRES-EN-1-HEURE-ET-CULTIVER-VOTRE-INTELLIGENCE-COLLECTIVE](https://speakerdeck.com/thirion/xtrem-reading-lisez-2-livres-en-1-heure-et-cultiver-votre-intelligence-collective)

HANDS ON

LEARNING ORGANIZATION

 **2 HOURS**





XTREM WATCH



Software developers usually do technological watch on their own.

It is often a single-person activity done during free time at home or at work between two tasks.

But how can we organize this technology watch more efficiently ?

We have experimented different solutions to this problem and it evolves into something that we want to share : “Xtrem Tech Watch”

It is a technique that allows groups of people to discover together and align themselves on new topics.

HANDS ON

LEARNING ORGANIZATION



<https://voan-thirion.gitbook.io/knowledge-base/agile-coaching/xtrem-watch-decouvrez-la-puissance-de-la-neille-collective>

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IMPROVE TEAM DECISION MAKING



Self-organized teams need to master the skill of having efficient and constructive discussions that engage and involve everyone.

Teams must learn :

- How to reach strong inclusive agreements with clear decisions and next steps
- How to make decisions fast



AGILE, LEADERSHIP



[HTTPS://SPEAKERDECK.COM/THIRION/HOW-TO-TAKE-DECISIONS-IN-GROUPS](https://speakerdeck.com/thirion/how-to-take-decisions-in-groups)

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DISRUPT YOUR JOB INTERVIEWS THROUGH GAMIFICATION



I will introduce you to Gamification and demonstrate how *Serious games can totally disrupt your job interviews* by :

- Boosting your recruitment process
- Putting your candidates at ease during their interview
- Helping you to engage equals to equals discussion
- Allowing a different way to get to know your future colleague



SERIOUS GAME

LEARNING ORGANIZATION



[HTTPS://SPEAKERDECK.COM/THIRION/DISRUPT-YOUR-JOB-INTERVIEWS-THROUGH-GAMIFICATION-8A233B90-BDA2-4E1F-8EEE-DB67EC467D09](https://speakerdeck.com/thirion/disrupt-your-job-interviews-through-gamification-8a233b90-bda2-4e1f-8eee-db67ec467d09)

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AGILE HR : DISCOVER THE AGILE HR MANIFESTO

It's great times to be in HR!

In front of major challenges we can play a huge role in organizational transformation, offering new approaches on the employee experience, organizational performance, cultural change.

Supporting our organizations to be(come) future proof. In this first session, let's dive into the need for change in our HR practices, get an understanding in how we can bring more Agility into our HR processes and how we, as HR, can play a role in the cultural transformation.

So we'll discover what's about Agile for HR and HR for Agile.



AGILE, HR



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