



Service Offer

Yoan THIRION

Who am I ?

Technical Agile coach, Software craftsman



I'm Yoan THIRION (freelance)

- Design software since more than 12 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



<https://www.yoan-thirion.com/>

YOAN THIRION

Agile Coach

Help organization / teams to implement Agile principles and mindset.

Software Craftsman | Technical Coach

Help people to deliver better quality software with craft practices and principles :
Clean Code, TDD, Community of Practices, Code Review, ...

Trainer

Instruct others in specific knowledge, skills.
More than 30 sessions available.

Coach

Partner with clients in a creative process that inspires their personal and professional potential.

#sharingiscaring

Share knowledge, skills and experience that enables the professional and personal Growth of someone else.

Mentor

Able to choose the right role to play depending on the context.

Observer

Understand organization as a system.
Act as a change catalyst.

Navigator

Facilitator

Act as a neutral process holder who guides groups through processes that help them come to solution and make decisions.



Available half time
from January 2022

I can help your developers deliver better
software with a proven coaching approach.

Contact me by email :
yoan.thirion@outlook.com

What i can help you with

- Agile or devops approaches that struggle or fail
- Teams must deliver high quality products/code but do not have time to invest in quality
- Developers who need to implement and use good practices that are not defined or shared
- Autonomous teams but not technically aligned
- No space for continuous learning and therefore potentially for continuous improvement
- Blurry roles like Tech leads (no one knows what their role is)



As a Technical Coach...



I help people to deliver better quality software with craft practices and principles :
Here is my coaching approach :



Team kick-off

Introduction – 10'

Learn to know each others

Who I am / What I do

Architecture (context) – 15'

In solo, draw your architecture

Code – 45'

Let's look together :

Unit test : how do you write them

Code that you consider as well designed

Pieces of code known to be buggy

Automation / Tooling

Structured discussion – 30'

Lean Coffee / Solution Focus / Self assessment cards

Conclusion – 10'

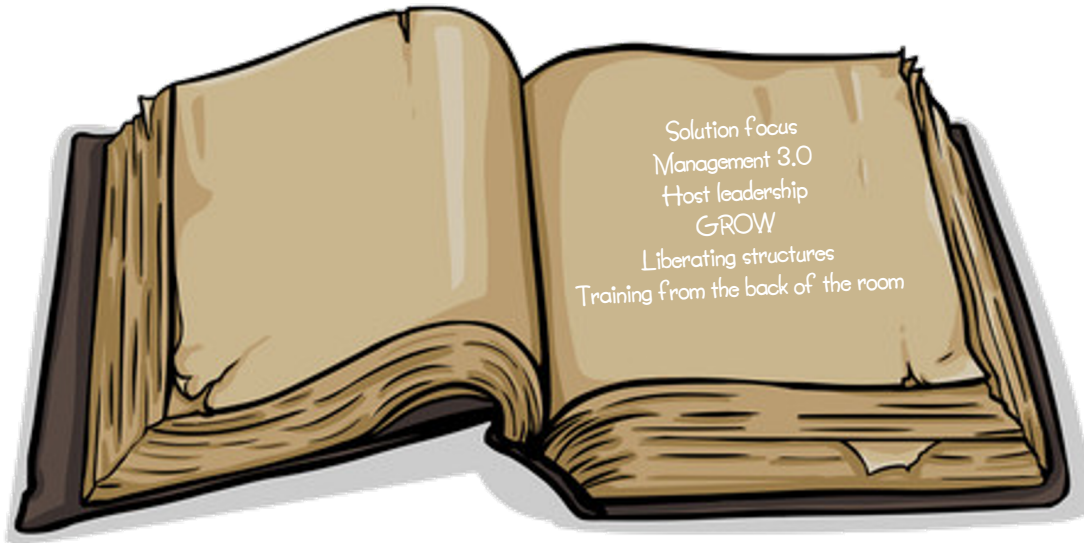


Team Backlog

Code Katas
Mob Programming
Learning Hours
Experiments



Training / coaching



Agile dev practices

- Bootstrap teams (scrum, kanban, xanpan, ...)
- XP (TDD, Pair programming)
- Facilitation technics (Event storming, Story mapping, ...)
- Code katas
- Code reviews
- Testing practices (PBT, Approval tests, CDC, architecture tests, ...)
- Mob programming
- Clean code
- Clean Testing
- DDD
- Retrospectives
- CI/CD
- Design sessions
- Co-designs
- Architecture review
- Conitnuous improvement / learning
- ...

Help the teams to grow together / upskilling with technical, agile, people skills
make them **autonomous** on their practices & learning

Community of practices

- Connect people / break silos
- Consolidate the collective knowledge
- Improve quality
- Spread knowledge
- Standardize practices in the organization
- Share practices
- Build new skills / learn together
- Build a learning organization
- Solve problems by using the collective intelligence
- Avoid waste of time / money (not reimplement existing stuff)



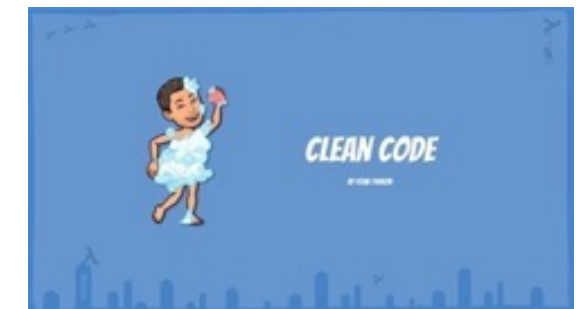
<https://yoan-thirion.gitbook.io/knowledge-base/agile-coaching/how-to-run-a-community-of-practices-cop>

Organize events

Formats

- Presentations : brown bags
- Workshops / Mini-training (2 hours)
- Solve problems together : Lean coffee
- Collective sharing : Lightning talks
- Collective learning

My sessions



Why it's important

- Fully onboard developers in digital / agile transformation
- Ensure that everyone can support an iterative and incremental process
- Improve team's efficiency
- Support tech leads in their role / helping them develop their leadership skills
- Becoming a learning organization



Measure the outcomes

- Use the Accelerate Metrics to measure Global Optimization

Type	Metric	Elite	Low
THROUGHPUT	Deployment Frequency	Multiple per day	1 - 6 months
	Lead Time for Changes	Less than 1 day	1 - 6 months
STABILITY	Mean Time to Restore	Less than 1 hour	1 - 4 weeks
	Change Failure Rate	0 - 15 %	46 - 60 %



- Use Team Health Checks to measure local impact

Examples of outcomes

- Increased quality of the products
- Increased speed of delivery
- Nurture a culture of continuous improvement / learning
- Harmonisation of standards
- Emergence of new practices
- Increased employees retention



Other tools I use

- Ccrum / Kanban / xanpan
- Can support agile practitioners
- Lean change management / Solution focus
- Product ownership
- Management 3.0 / Liberating structures / Host leadership / 7P
- Learning 3.0 / Training from the back of the room
- Non violent communication



Where could i provide you value ?

Imagine we are 6 months later, we have worked together during this period.



What has changed ?

Who else see those changes ?

Resources

- [Knowledge base](#)
- [Slides of my talks](#)
- [My events](#)
- [website](#)
- [Resume](#)



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Contact

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