Teamwork: Improve your workflows and face challenges

About us

✔ Founded in 2010

✔ CEOs: Alexander Kellner, Stefan Busemann

✔ 100% Self-financed

✔ 30 Employees

✔ Focus on TYPO3

in2code and TYPO3

- Platinum Membership

- Volunteer Work

- More than 70 developed

  extensions

- TYPO3 Usergroup

- Sponsor & organisator

What is it about

Our dream was: to gain 15 new employees in 5 years. In the end, we achieved that in 2.5 years! We had fun, challenging but also painful times that shaped us.

Through these years we learned a lot and through this I can maybe help you to not make the same mistakes we made.
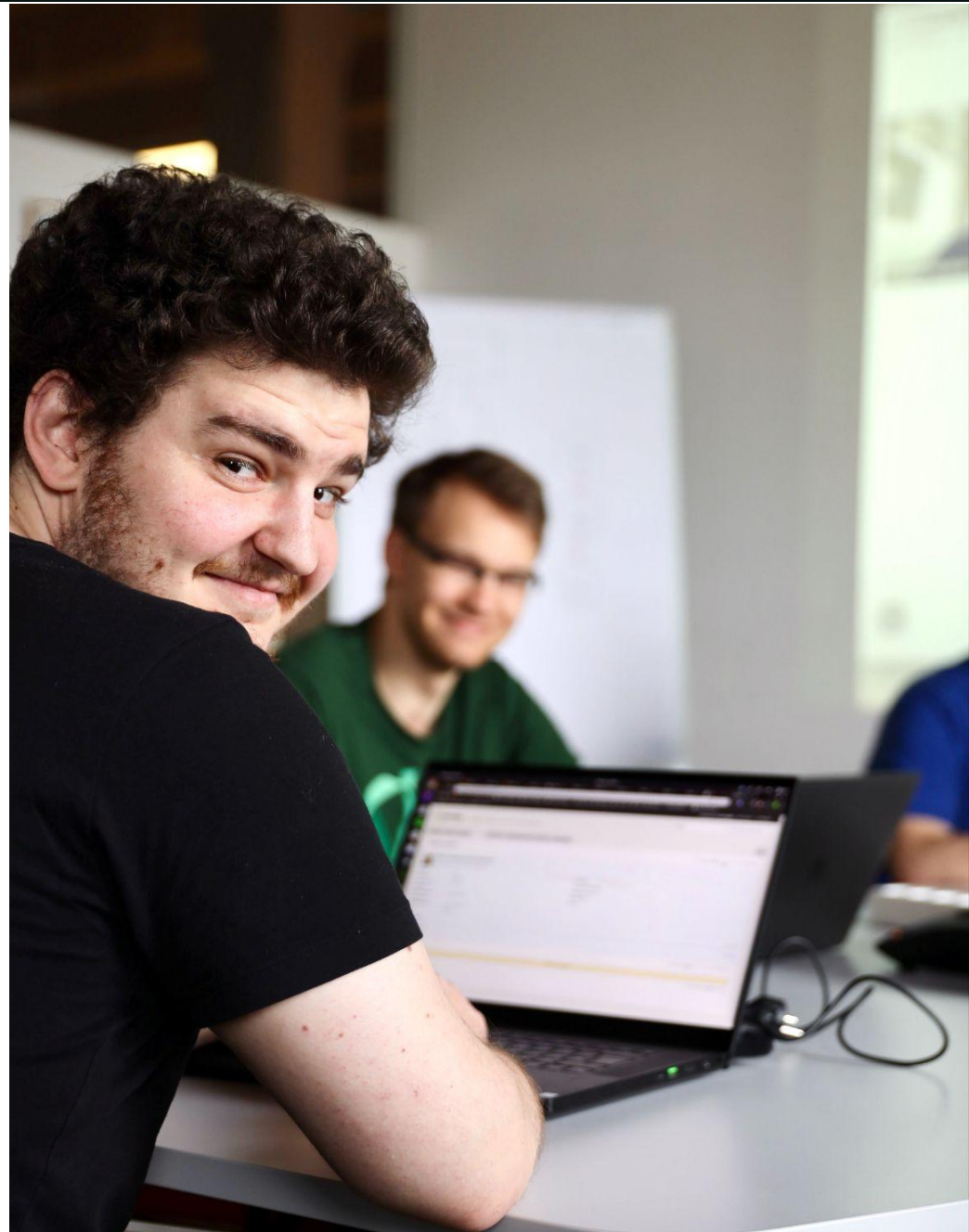
Version 1.0

Employees	< 10
Project sizes	Small - medium
Organisation	Chaos
Efficiency	High
Project Management	Not dedicated
Teamwork	Rare
Specialisation	None

Why grow?

Good question! You need to be aware of the following points

- Who and where are your competitors?
- Demand
- Increasing project sizes

In our case, we had demand, so we decided to grow. Also our project sizes were increasing.
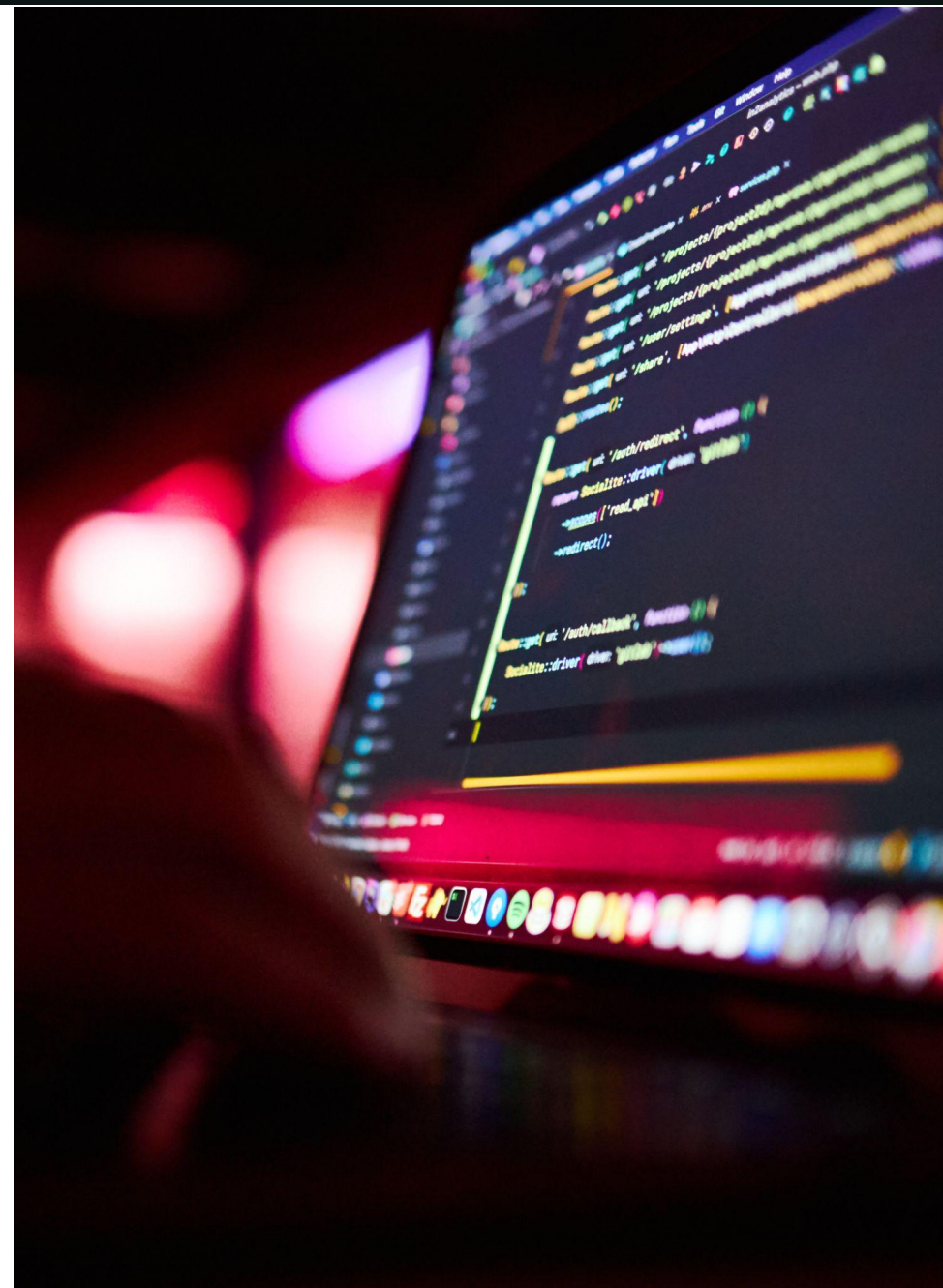
If project sizes are growing

We started to build dedicated

teams and roles.

- Division of labor is needed
- Complexity is growing
- Communication is growing
- Efficiency can still be good

Version 2.0

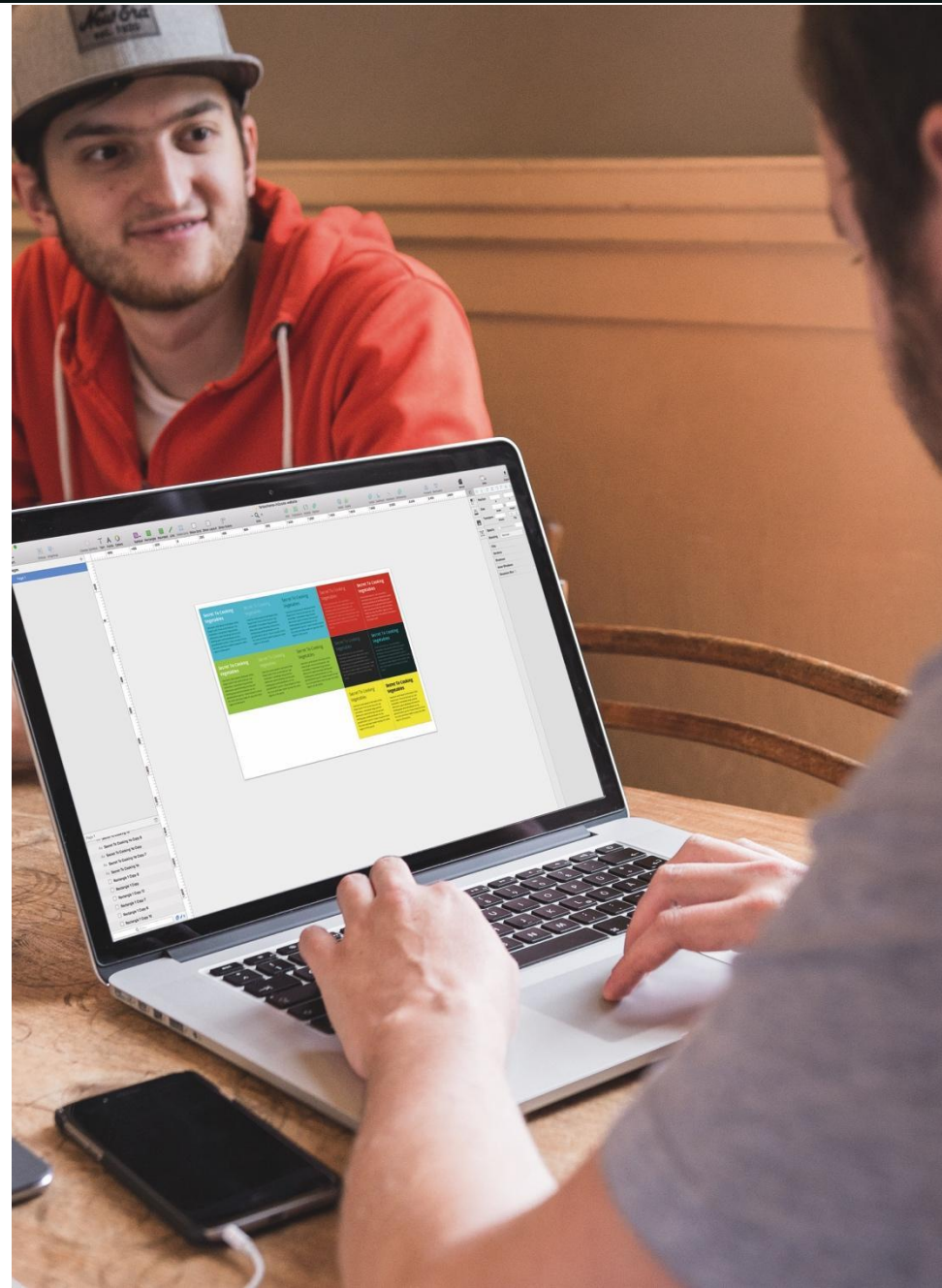| Employees	< 20
Project sizes	Medium - big
Organisation	Waterfall
Efficiency	Medium
Project Management	Dedicated
Teamwork	Often
Spezialisation	Needed

Failure & Success

New challenges

- Project hopping: „dirty" deals and trading between the project managers.
- Fight for resources
- Projectmanager knows what the client wants

The „best" developer will keep growing with experience. The „normal" developer will maintain their level.

Version 3.0

Employees	< 30
Project sizes	Medium – very big
Organisation	Agile
Efficiency	good
Project Management	Dedicated
Teamwork	always
Spezialisation	Based on

We got rid of project hopping, raised the project quality and customer satisfaction. Also we were back on the track of having financial success. But was this the answer to all our problems and are we safe now?

Workflow: Agile

- Sprints: A team has a limit, how much parallel work can be done
- Planning Meeting
- Review Meeting
- Monthly Retro
- Multi Projectmanagement / Kan Ban: One part of the team is doing dedicated work in the project sprint, the rest is working within the „team sprint" on items in the global backlog.
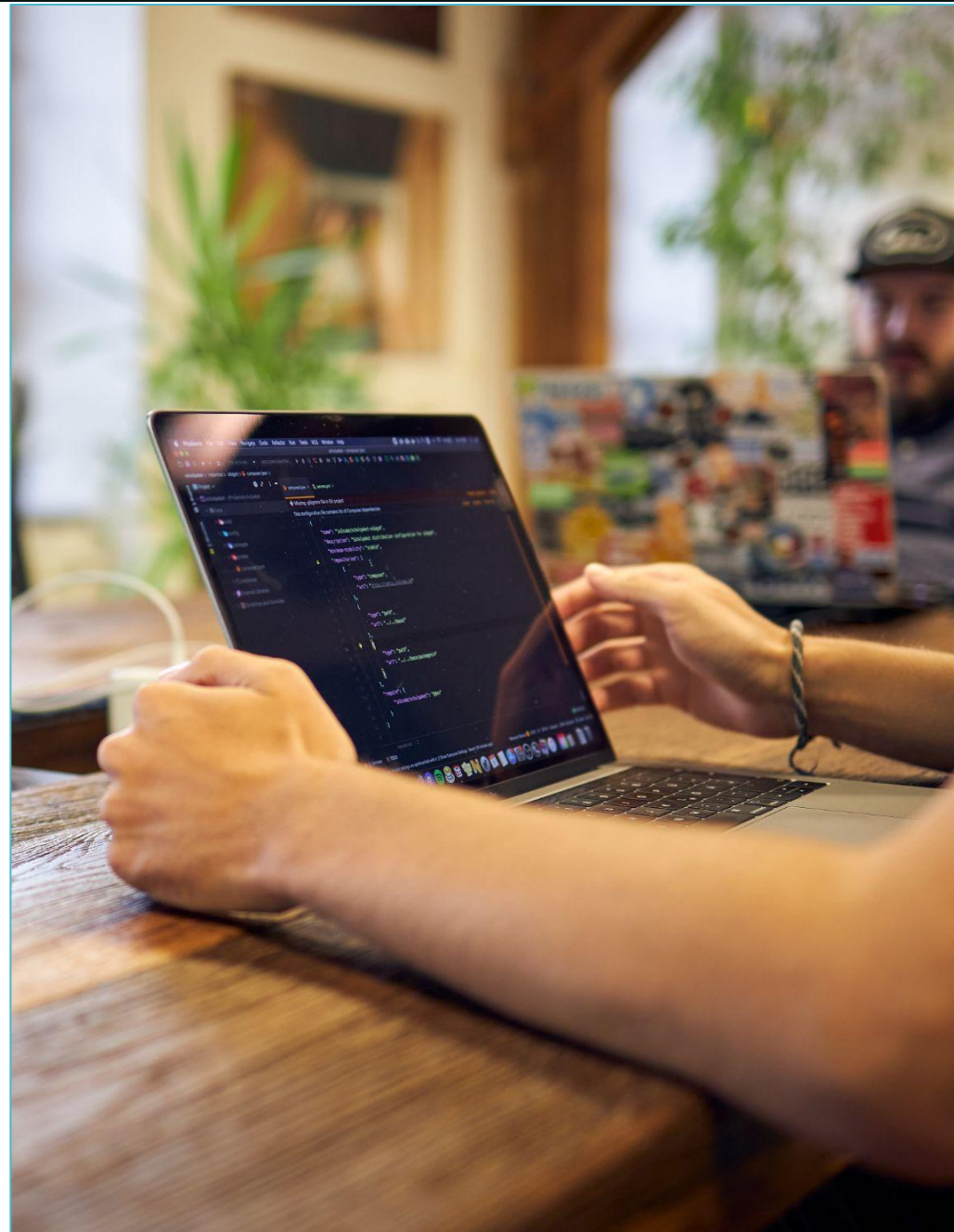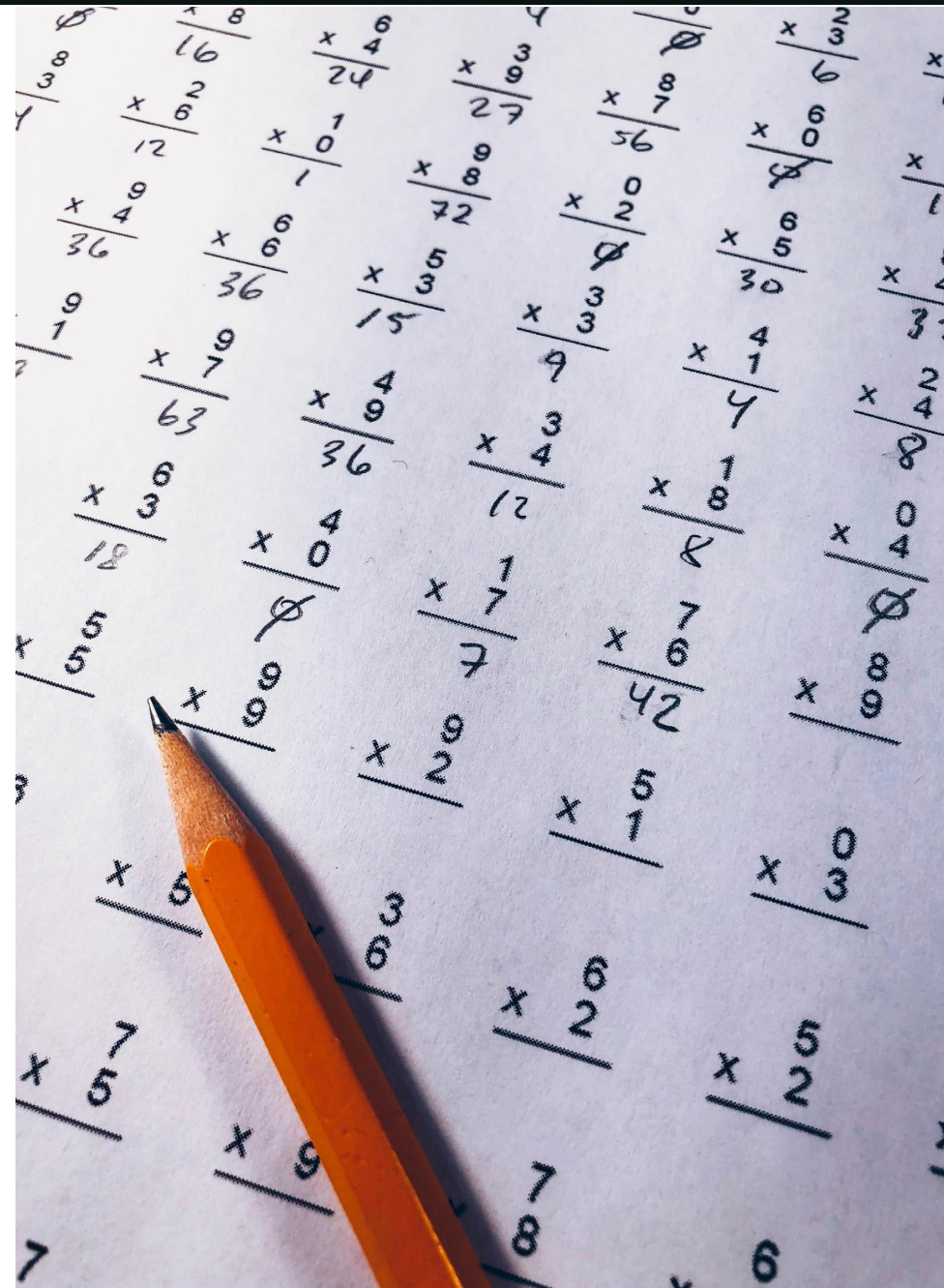
No more problems?

- Teams work efficiently
- Teams work independently
- Teams are happy

New challenges

- Efficient => not every workflow fits everytime
- Independent => Knowledge Sharing?
- Happy => Team happiness does not mean that we have a company happiness. Values and standards should be shared company wide.

What did we do?

Workflows

- Introduce development standards: Docker, Boilerplate, Git Flow
- Keep your environment up to date
- Deployment: Don't make me think
- Adapt Workflows for the team needs

Independent Teams: Knowledge Sharing

Passive:

- Guilds (interest groups)
- Coding Night
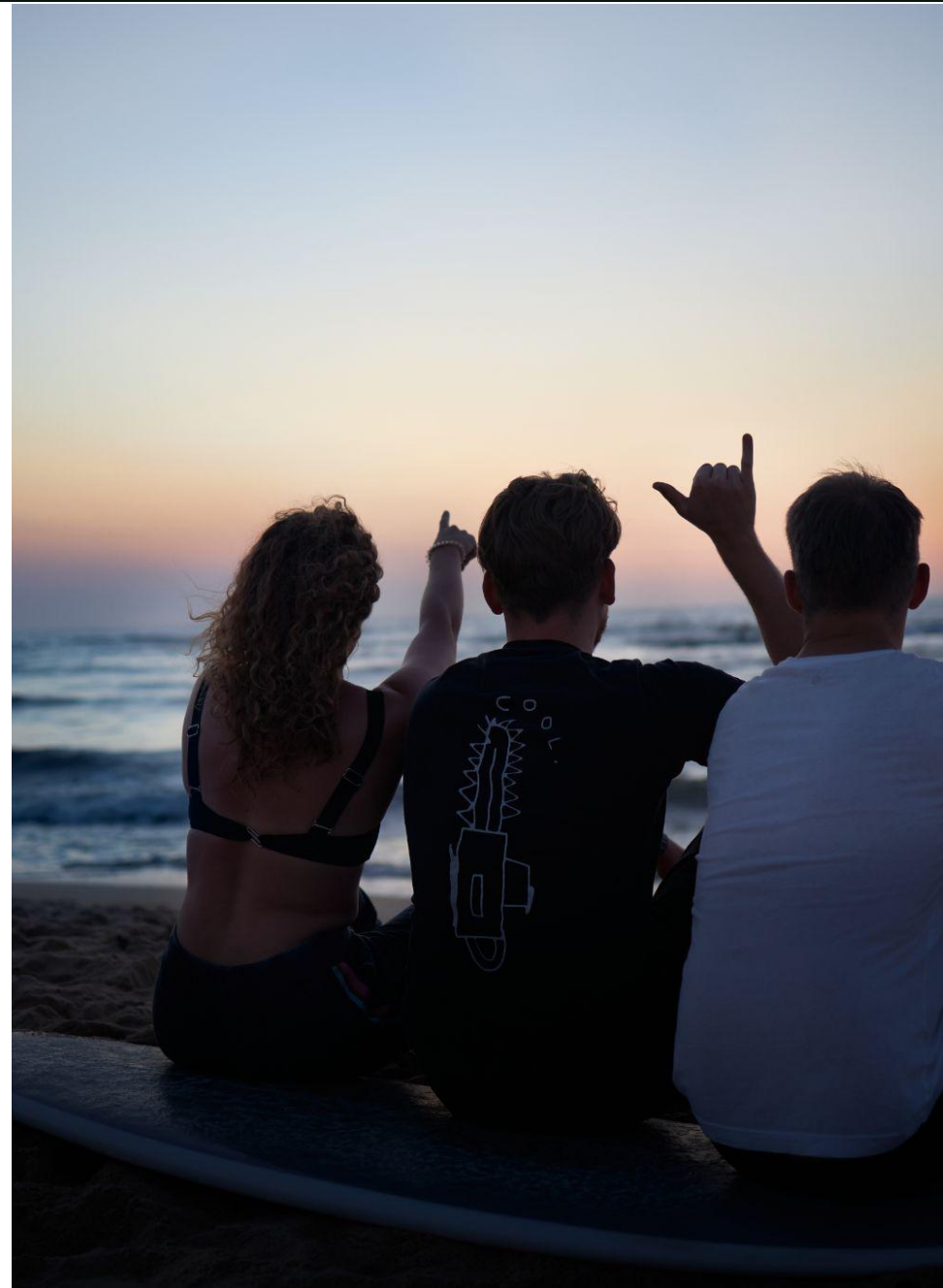- Freaky Friday

Active:

- Regular Knowledge Management
- Documentation in our intranet

Company Happiness

- Jour Fixe

- Guilds (interest groups)

- Coding Night

- Freaky Friday
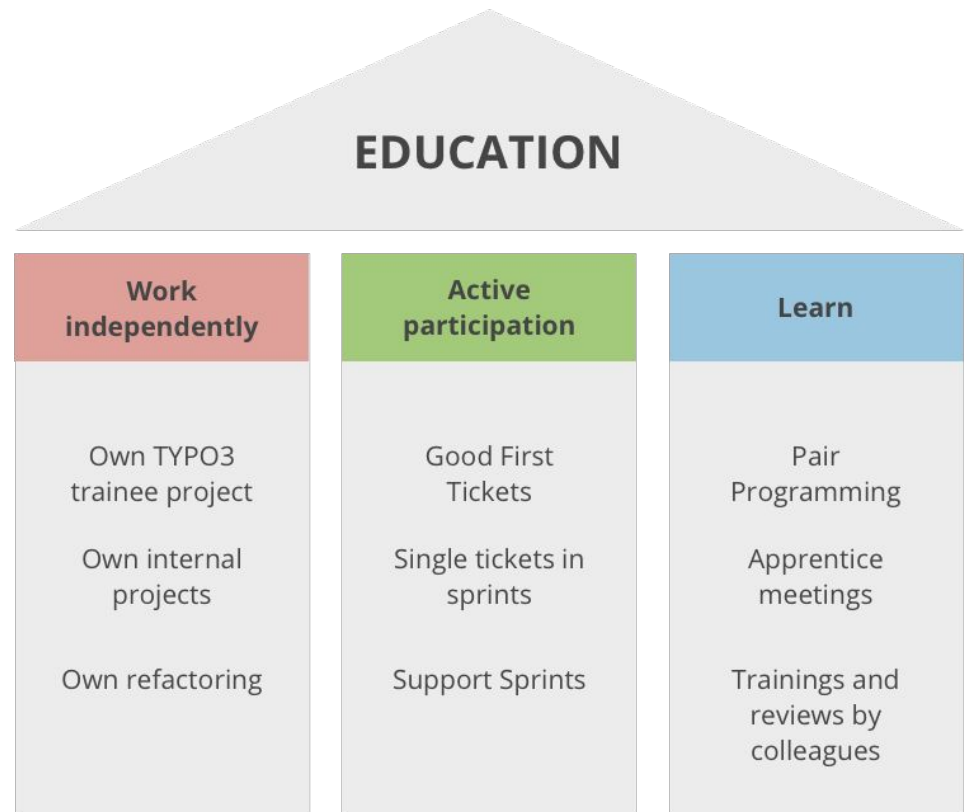
- Company retro (yearly)

- Beer

Retro

- Collect
- Discuss
- Take it serious
- Never take it personal
- Identify action points
- Track progress
- Repeat

Apprenticeship

- Developers are hard to get
- 30% of employees are trained at in2code
- Long term investment, which pays out
- Don't underestimate the effort

EDUCATION

Work independently	Active participation	Learn
Own TYPO3 trainee project	Good First Tickets	Pair Programming
Own internal projects	Single tickets in sprints	Apprentice meetings
Own refactoring	Support Sprints	Trainings and reviews by colleagues

Write it down

- Documentation matters
- Yes it's boring
- Knowledge Base
- Processes
- Tools

On- and Offboarding

- Write it down
- Checklists
- Mentor
- Password Hell

Main learnings

- Review and question everything regularly

- Listen to your colleagues and implement changes where needed

- Track implementation of changes

- Stay open and positive

in2**code.**

Thank you very much!

Stefan Busemann

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