CI CD & YOUR ORGANIZATION

What will change ?
How to guide change.

SOGETI

ABOUT

ENTERPRISE & SOLUTION ARCHITECT

Age of 5 @ SME
Age of 7 @ IT
From 2006 @ Sogeti NL
2018 @ 18 companies
26 assignments

Innovation
Privacy/Security
Patterns

Medium : LinkedIN : Twitter
@edzob
edzo.botjes@sogeti.com

SOGETI

TABLE OF CONTENTS

SOGETI

WHO ARE YOU?

ASL?

What would *you* like to know?

WIIFM (3)

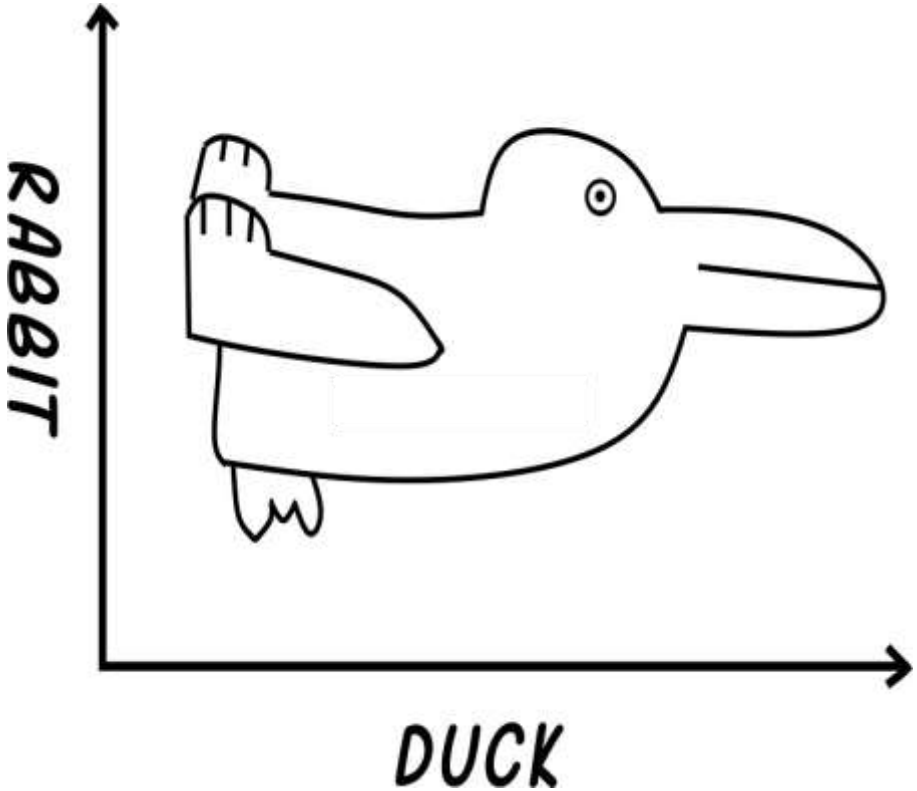
CHANGE MANAGEMENT

In a nutshell

SOGETI

IT'S ALL ABOUT PERSPECTIVE

IT'S ALL ABOUT PERSPECTIVE



https://www.redbubble.com/es/people/bethcentral/works/25447147-gr-fico-de-pato-conejo?p=sticker

IT'S ALL ABOUT PERSPECTIVE

A CHANGE OF PERSPECTIVE
IS THE FUNDAMENT
OF CHANGE MANAGEMENT.

6 Essential Change Management Models

Organization-Wide Change

- McKinsey 7-S Model
- Lewin's Change Management Model

Bottom-Up Approach

- ADKAR Model
- Deming Cycle (PDCA)

Employee-Focused Change

- Kotter's 8 Step Change Model
- Bridges Transition Model

SOGETI

https://tallyfy.com/change-management-models/ https://tallyfy.com/change-management-models/#ADKAR_Model
https://en.wikipedia.org/wiki/Change_management
https://onlinemasters.ohio.edu/blog/five-change-management-models-in-business/

ADKAR Model

Awareness	**Aware of the need of change**
Desire	**Desire to participate and support the change**
Knowledge	**Knowledge on how to change**
Ability	**Ability to implement required skills and behaviours**
Reinforcement	**Reinforcement to sustain the change.**

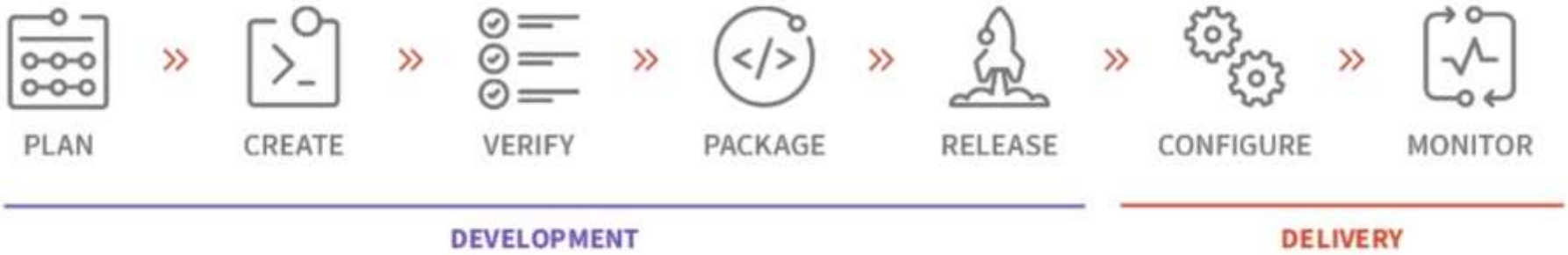
MY APPROACH ON THE HUMAN FACTOR

DON'T TRY TO CHANGE THE ORGANIZATION AS A WHOLE
ONLY TRY TO CHANGE THE BEHAVIOUR IN YOUR CONTEXT

EVERY ORGANIZATION IS UNIQUE AND
ALL ORGANIZATION HAVE THE SAME PATTERNS

CI / CD In a nutshell

SOFTWARE DEVELOPMENT LIVECYCLE

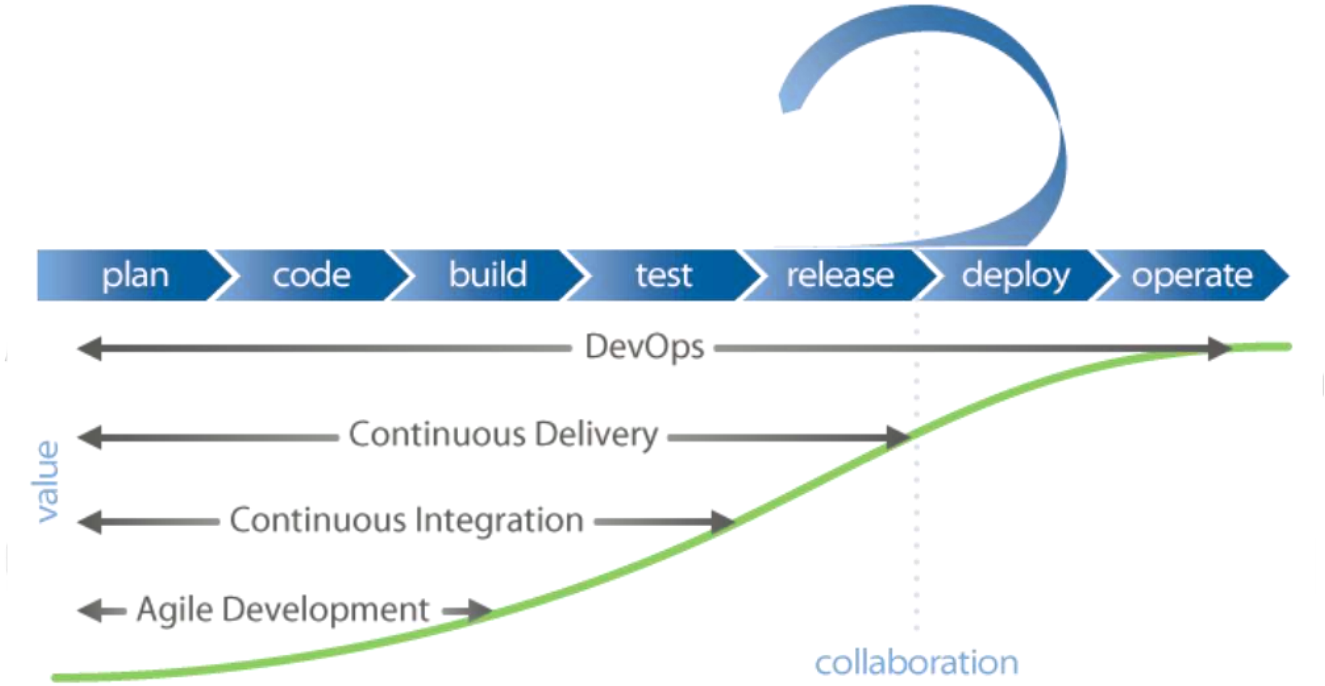


https://www.slideshare.net/pedroms/one-tool-for-software-development-2018-02-06-seium

CONTINUES DELIVERY & TIME

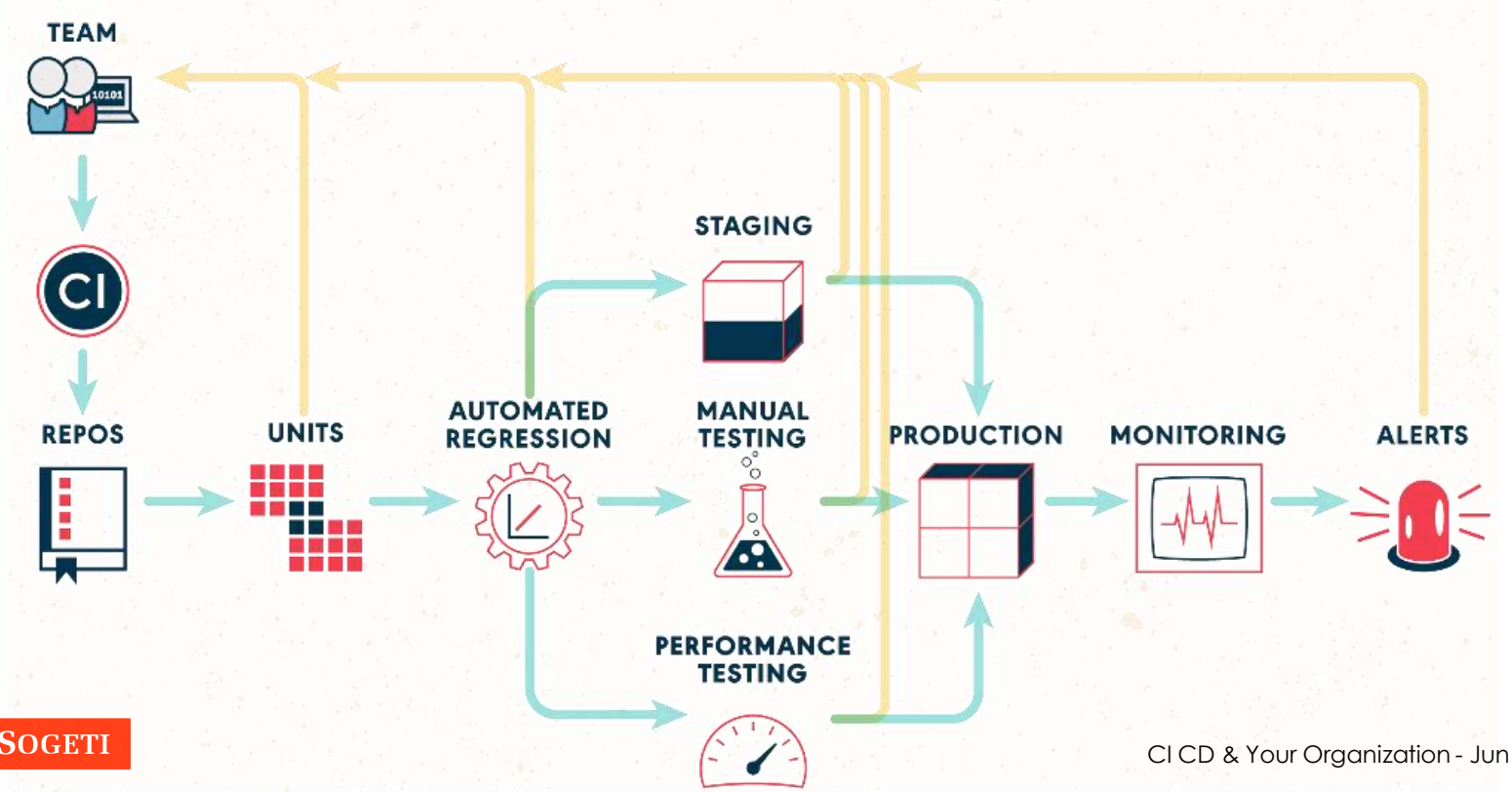
https://leankit.com/blog/2014/06/kanban-and-continuous-delivery/

CONTINUES DELIVERY & MATURITY



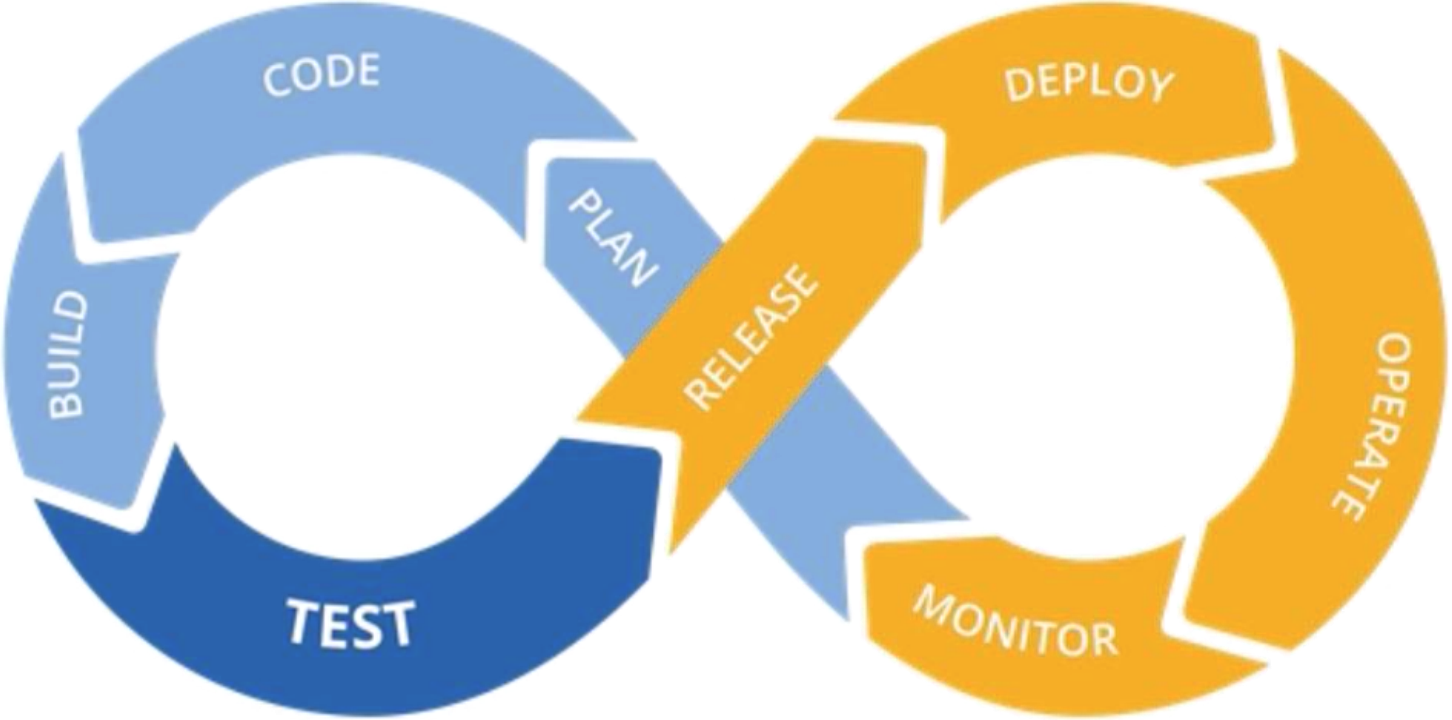
https://technology.amis.nl/2016/07/05/continuous-delivery-pipeline-tools-oracle-database-fusion-middleware/

CONTINUES DELIVERY & THE PROCESS



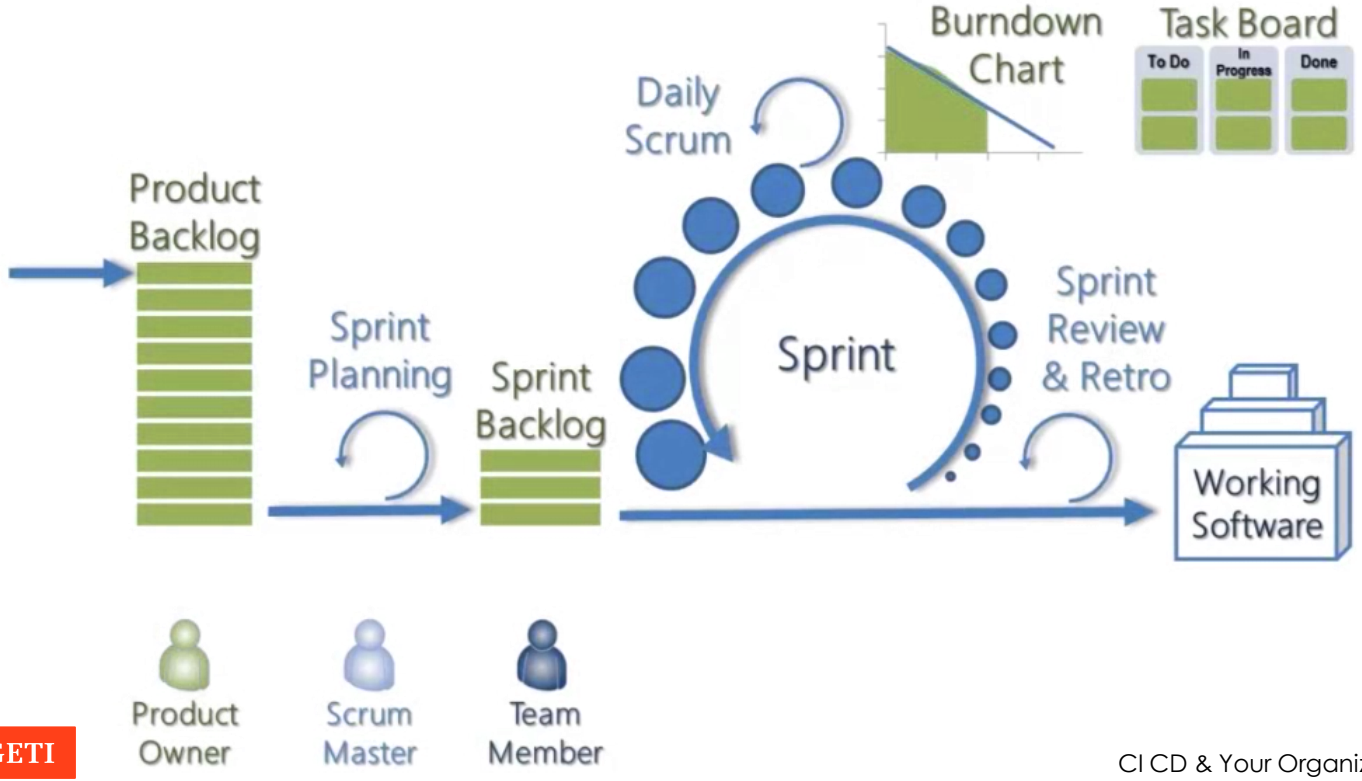
https://www.gocd.org/2016/03/15/are-you-ready-for-continuous-delivery-part-2-feedback-loops/

CONTINUES DELIVERY & THE PROCESS



https://blog.instabug.com/2018/02/continuous-integration-tools/

AGILE SCRUM & THE PROCESS



https://neurontesting.blogspot.com/2012/06/overview-of-scrum-for-agile-software.html

CONTINUES DELIVERY & TIME

https://leankit.com/blog/2014/06/kanban-and-continuous-delivery/

CONTINUES DELIVERY & TIME

CONTINUES DELIVERY & IMPACT ON IT

- AUTOMATION
- (MICRO) SERVICES
- STATELESS

CONTINUES DELIVERY & IMPACT ON IT

PETS VS. CATTLE

ORCHASTRATION

AUTOMATION

(MICRO) SERVICES

STATELESS

ENTERPRISE DEFINTION

WHAT DEFINES AN ORGANIZATION

1. **Social Entities**

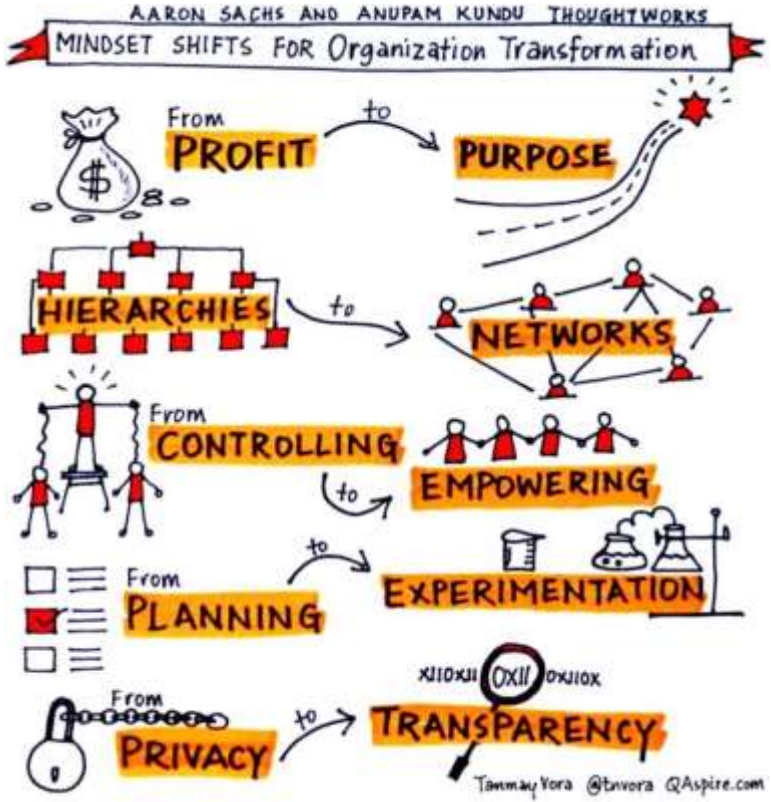
1. **Purposeful and goal directed**

1. **Intentionally designed as systems of activity**

1. **Linked to the external environment**

- ***Jan Hoogervorst - Foundation of Enterprise Governance and Enterprise Engineering (2018 1.1.4)***
- ***R.L. Daft - Organizational Theory and Design (2001)***

WHAT DEFINES AN ORGANIZATION



https://twitter.com/VaIaAfshar/status/993515797707403265

WHAT DEFINES AN ORGANIZATION

"The pupose and function expresses that enterprises aim to fulfill or address certain (perceived) wants and needs of (certain) societal member of society at large by delevering products and/or services"

- ***Jan Hoogervorst - Foundation of Enterprise Governance and Enterprise Engineering (1.1.4)***

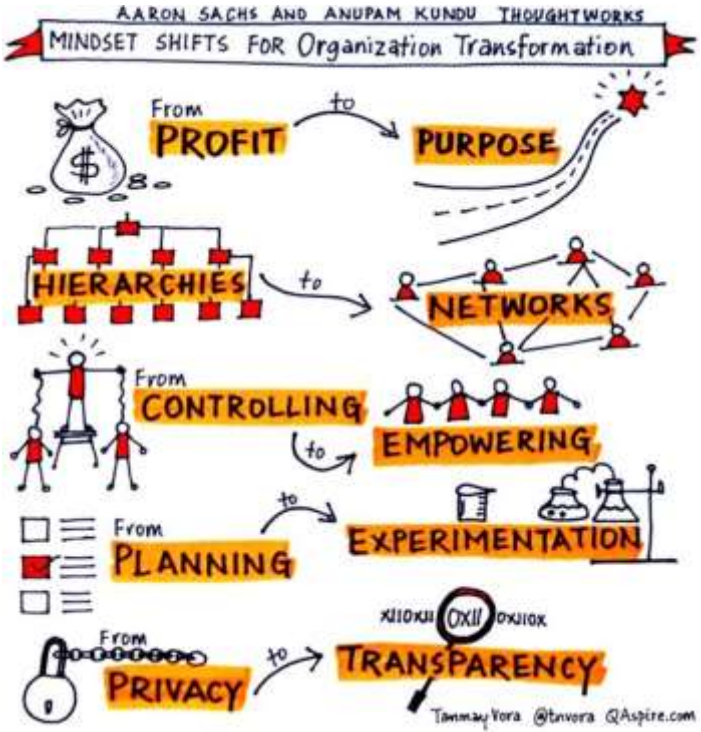
MY APPROACH ON THE SOCIAL FACTOR

DON'T TRY TO CHANGE THE ORGANIZATION AS A WHOLE
ONLY TRY TO CHANGE THE BEHAVIOUR IN YOUR CONTEXT

EVERY ORGANIZATION IS UNIQUE
ALL ORGANIZATION HAVE THE SAME PATTERNS

ENTERPRISE PATTERN

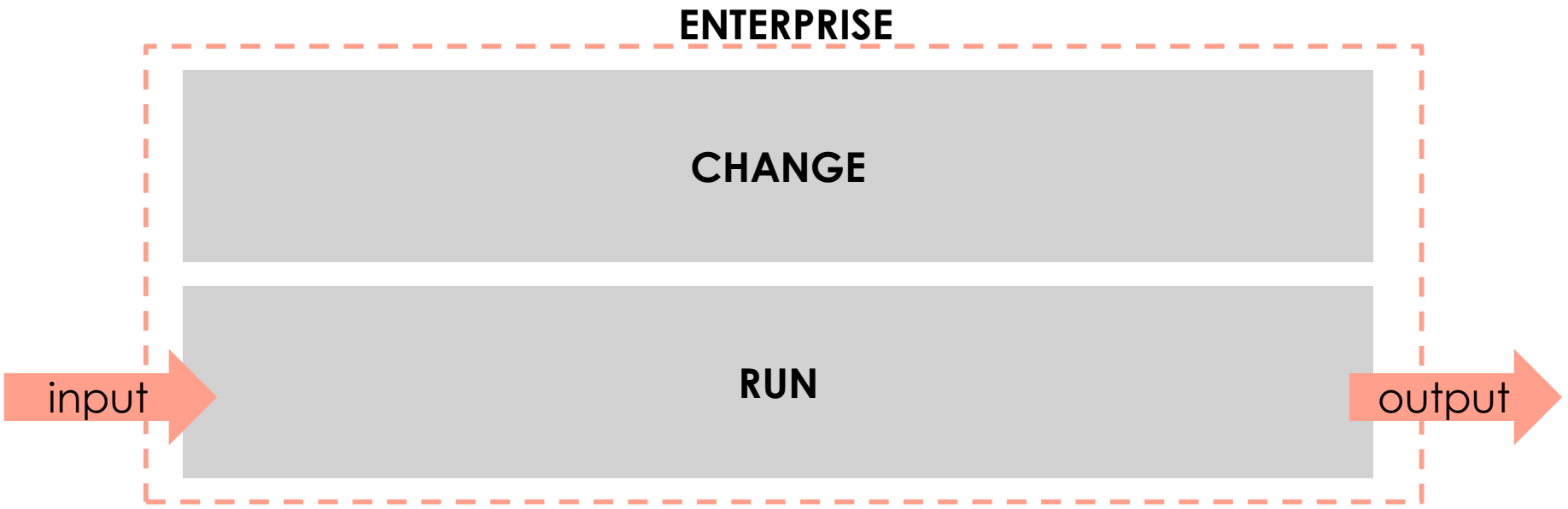
DOES THIS CHANGE THE ENTERPRISE PATTERN?



SOGETI

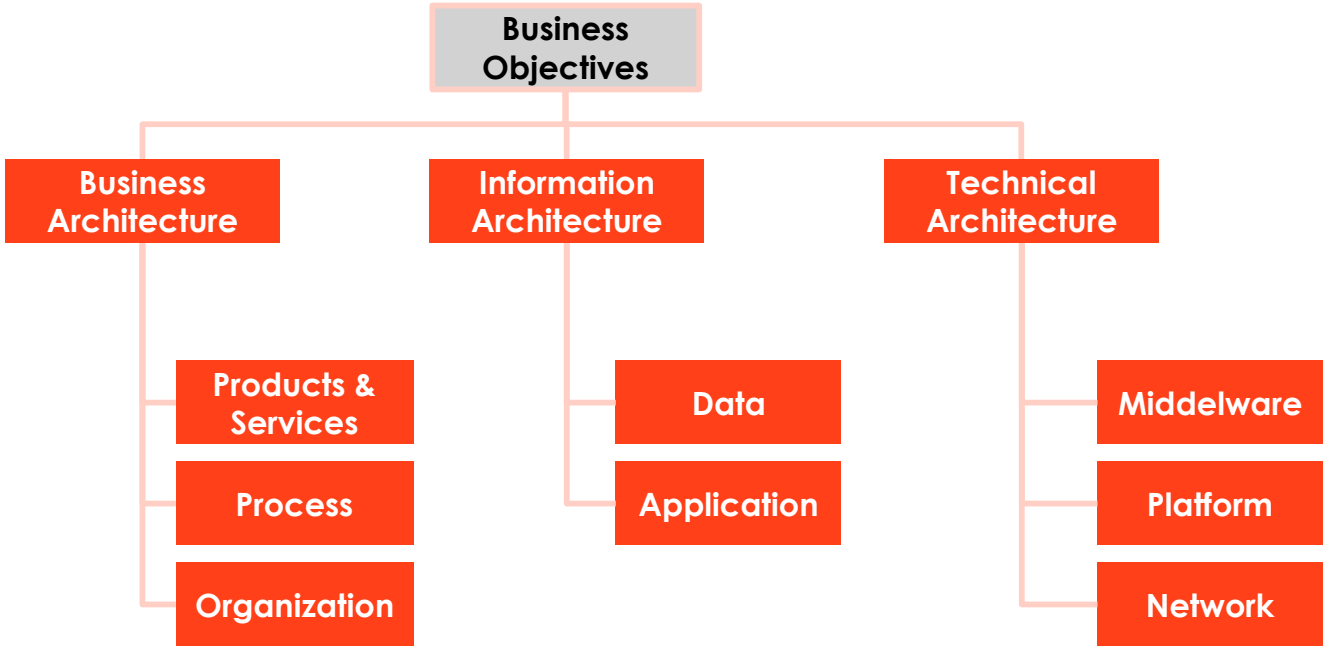
http://qaspire.com/2015/11/23/mindset-shifts-for-organizational-transformation/
https://blog.instabug.com/2018/02/continuous-integration-tools/

ENTERPRISE PATTERN



IS AN ENTERPRISE A FRACTAL?

ENTERPRISE PATTERN

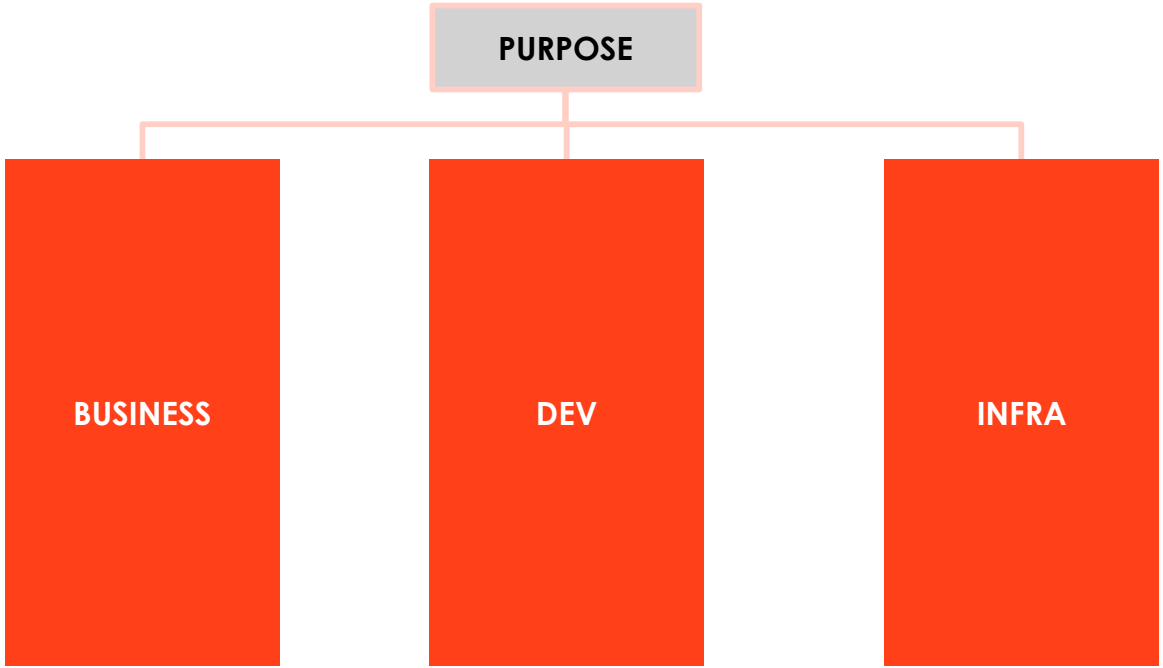


SOGETI

SEC

OPS

SOFTWARE DEVELOPMENT PATTERN

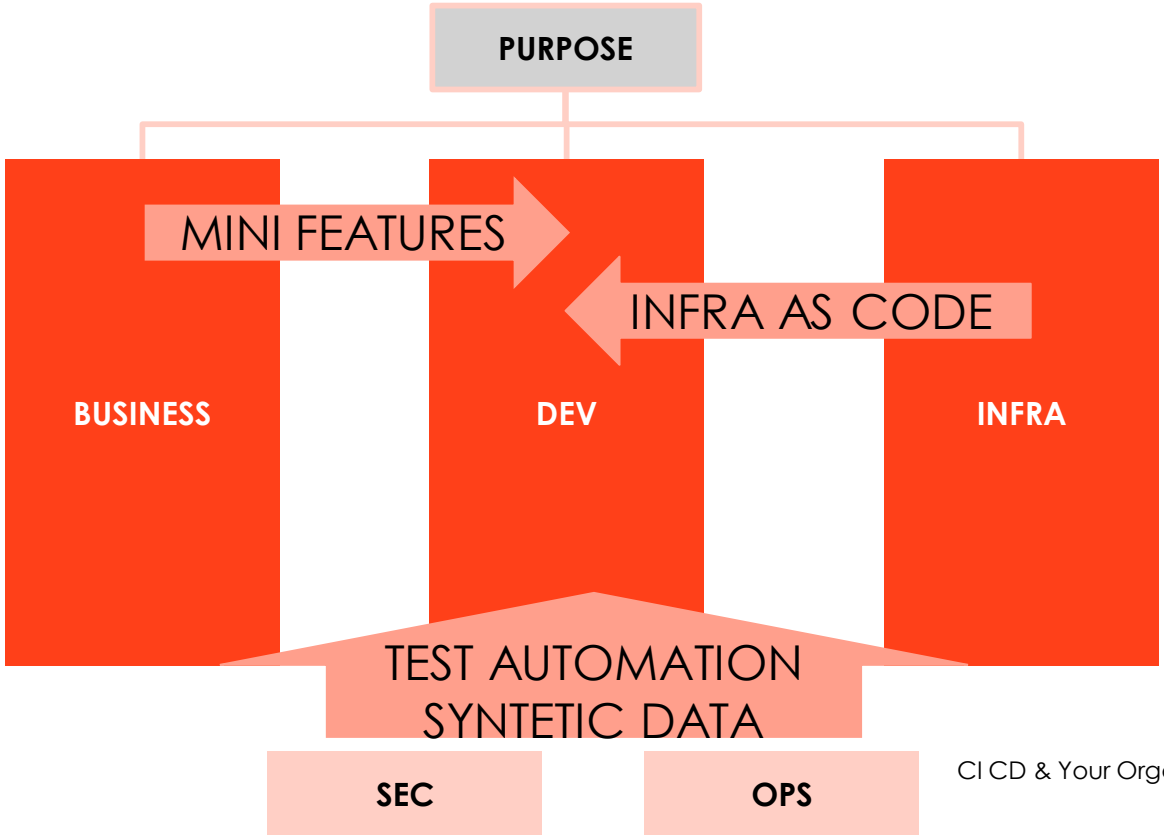


SEC

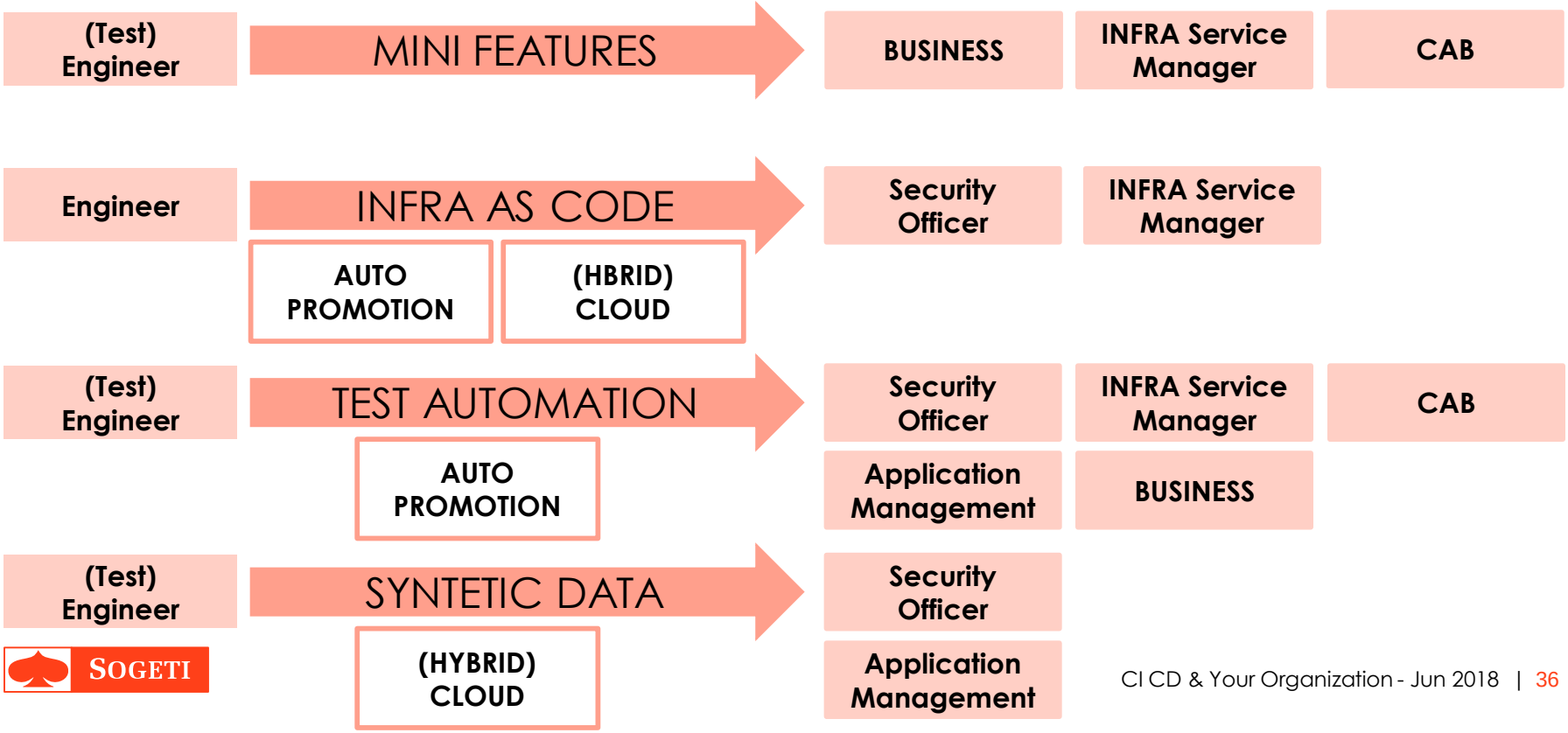
OPS

CHANGE

CI INVLUENCE ON SOFTWARE DEVELOPMENT



IT CREATION PATTERN



SOGETI

IT CREATION PATTERN

(Test) Engineer	MINI FEATURES	SMALL ITERATIONS, AB TESTING, LESS REGRESSION QUICK ROLLBACK, LESS RISK
Engineer	INFRA AS CODE	AUDITED AND TESTED, PREDICTABLE THUS LESS RISK, SCALE
(Test) Engineer	TEST AUTOMATION	SEC CONTROLS PROVEN, OPS REQ PROVEN, AUTOMATION IS QUICK REPLAY, FROM ADMINISTRATION TO REPORTING
(Test) Engineer	SYNTETIC DATA	SECURE AND COMPLIANT, OPEN THE DOOR FOR DIFFERENT DEPLOYMENT

SOGETI

SUMMARY

SUMMARY - CHANGE IN THE ORGANIZATION

AUTOMATE ALL THE THINGS

AUTOMATION replaces DATA ENTRY with REPORTING
by DEFINE AND CODE

EMPOWER ALL THE “QUALITY GATES” ROLES BY
NEVER SAYING `NO`, ALWAY SAY `YES WITH AUTOMATION`

ACT SMART & LOCAL and ‘*DO OR DO NOT, THERE IS NO TRY.*’

SOGETI

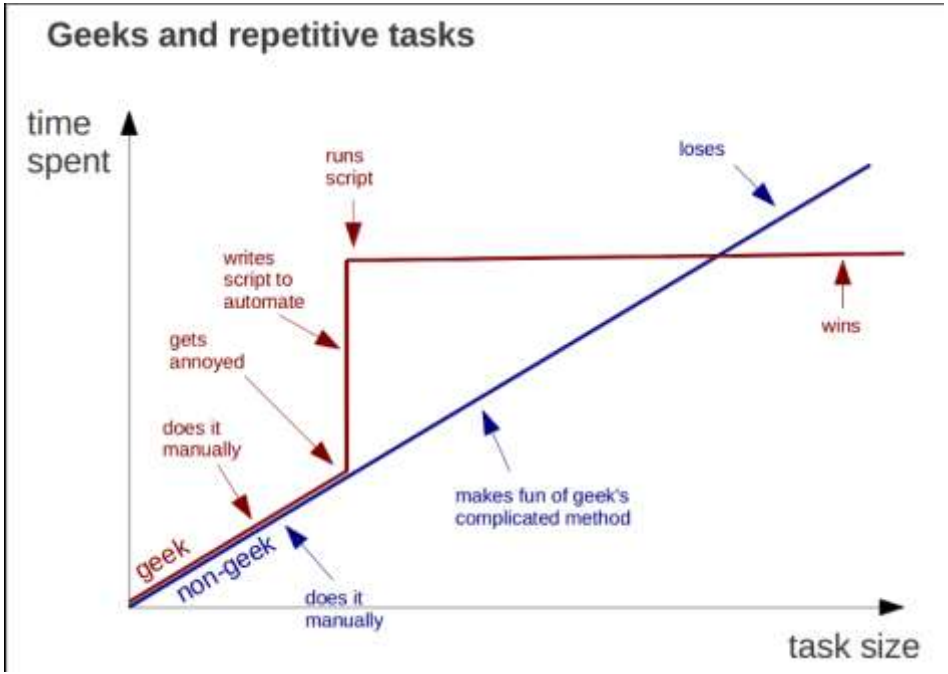
MY APPROACH ON THE HUMAN FACTOR

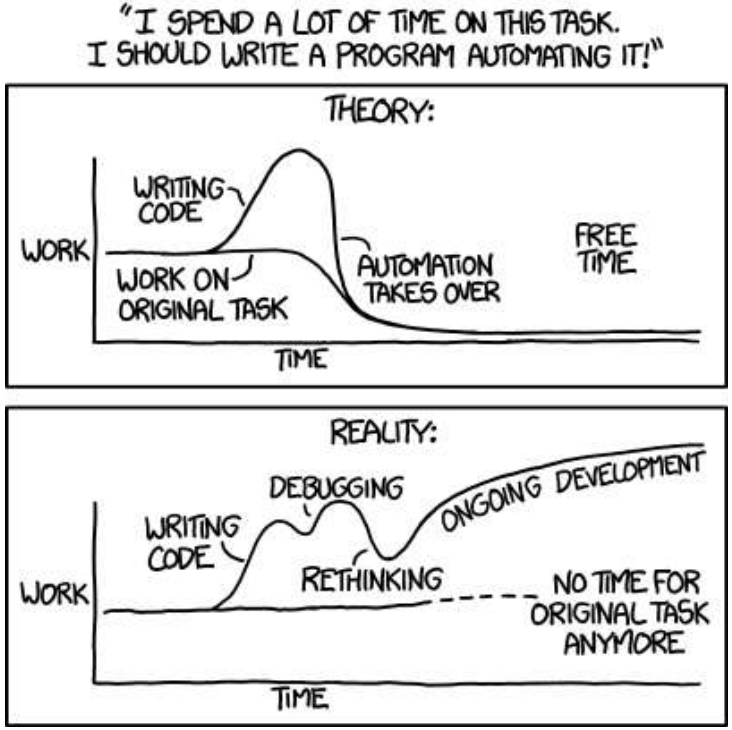
DON'T TRY TO CHANGE THE ORGANIZATION AS A WHOLE
ONLY TRY TO CHANGE THE BEHAVIOUR IN YOUR CONTEXT

EVERY ORGANIZATION IS UNIQUE
ALL ORGANIZATION HAVE THE SAME PATTERNS

HIDDEN SLIDES

AUTOMATION

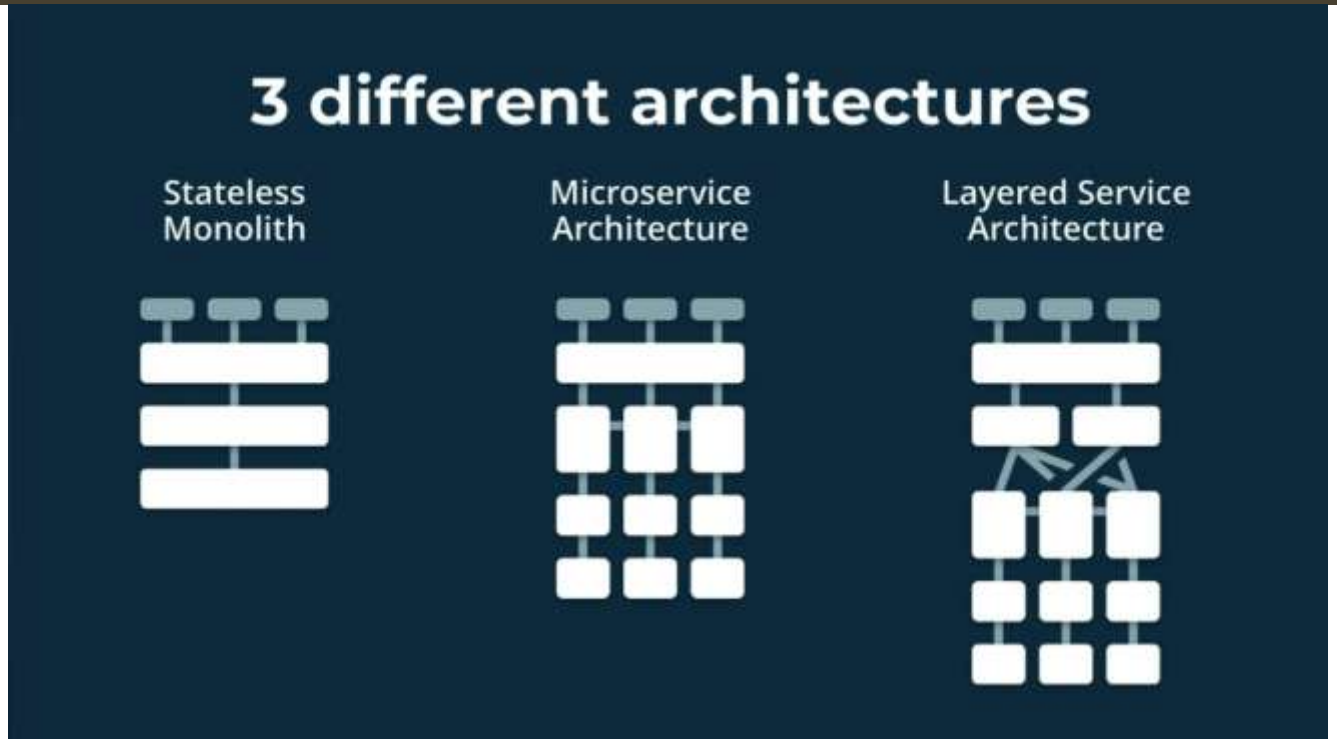




SOGETI

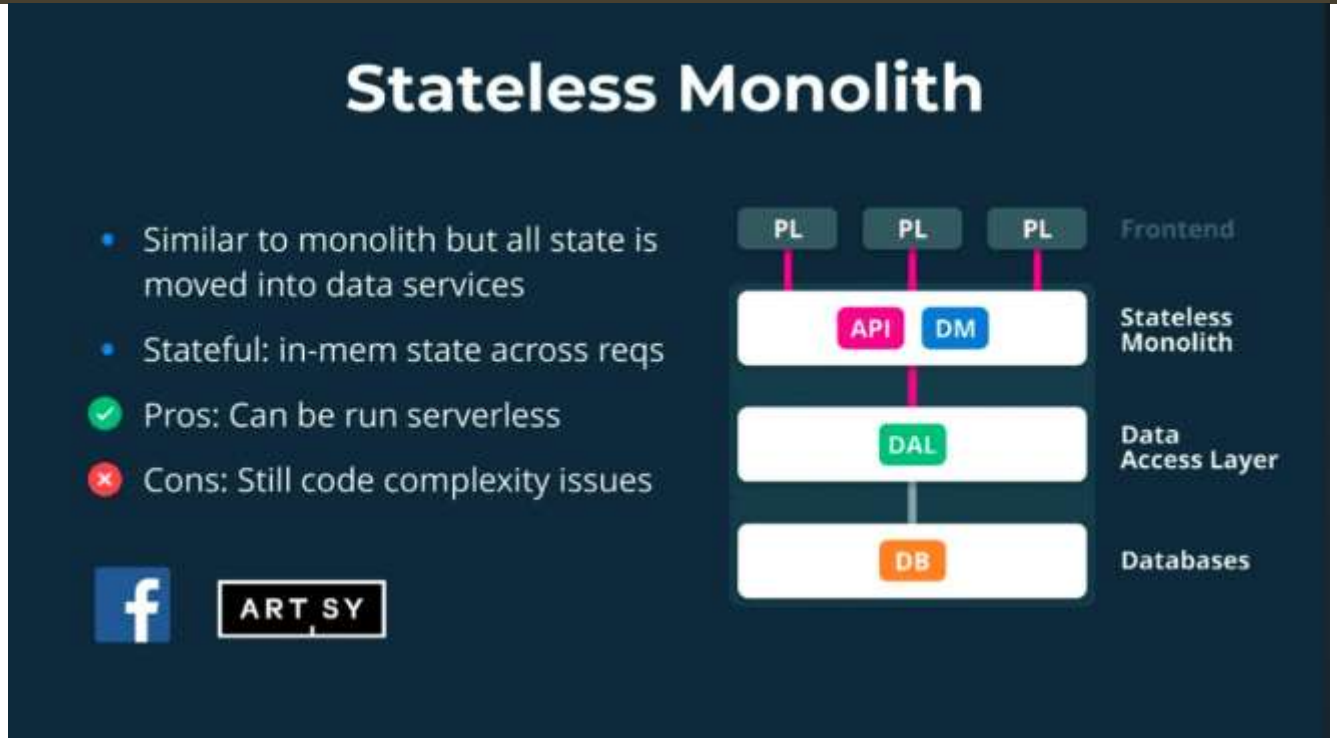
http://marcgg.com/blog/2015/09/30/automate-repetitive-tasks/
https://xkcd.com/1319/

GRAPHQL



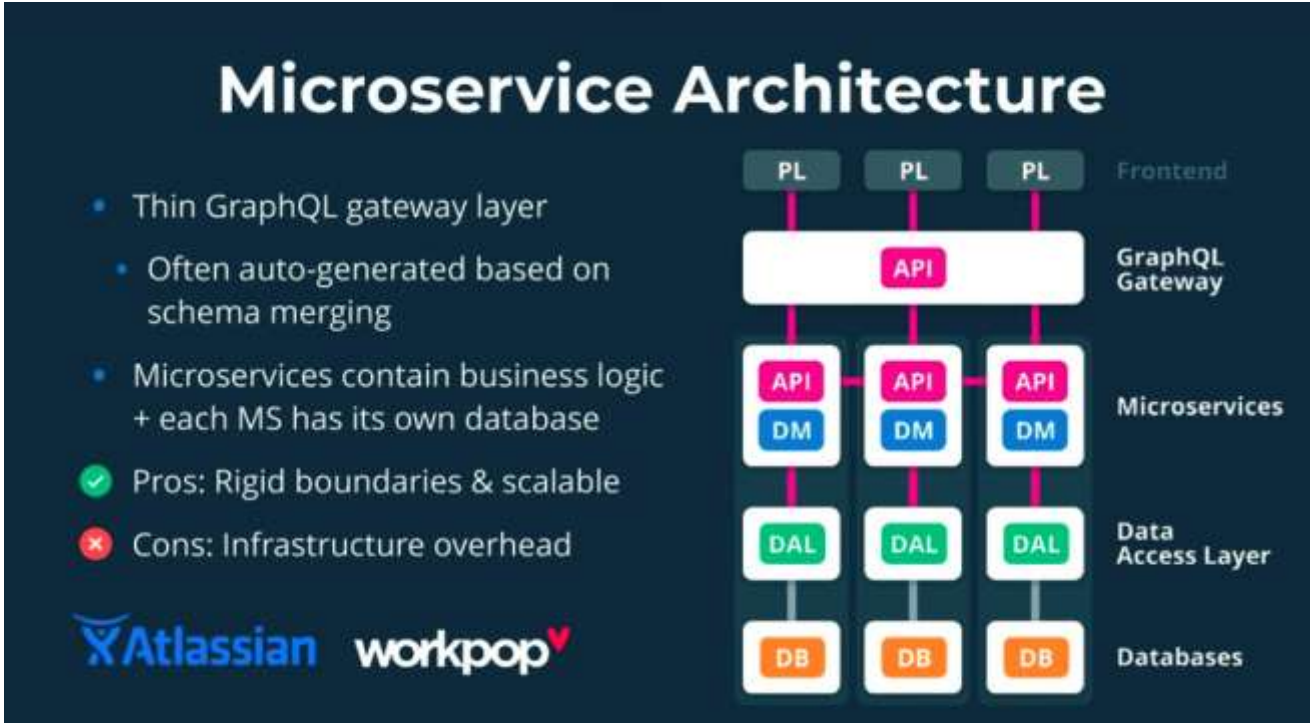
https://speakerdeck.com/schickling/breaking-up-the-monolith-layered-graphql-architectures?slide=28

GRAPHQL



https://speakerdeck.com/schickling/breaking-up-the-monolith-layered-graphql-architectures?slide=29

GRAPHQL



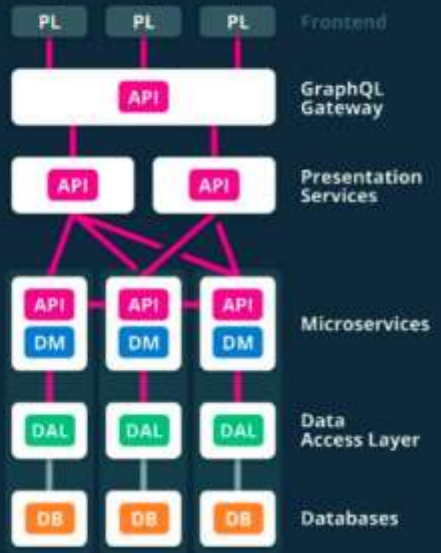
https://speakerdeck.com/schickling/breaking-up-the-monolith-layered-graphql-architectures?slide=30

GRAPHQL

Layered Service Architecture

- Based on Microservice Architecture
- GraphQL gateway layer is optional
- Presentation services give frontend engineers more flexibility/control
- Pros/Cons: Same as MS architecture

airbnb coursera



https://speakerdeck.com/schickling/breaking-up-the-monolith-layered-graphql-architectures?slide=31