

Change is hard and easier  
than you think

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# Background

- ✦ New Software Development Manager
- ✦ Past experience as a developer in a few environments; solo, small and large.
- ✦ I've established a lot of things I want to fix.



# Have I slowed down?

- ✦ The first one is free / easy
- ✦ Over time, yes, things slow down



What do I want to do?



# Why things aren't happening



# Getting pysched out



# Why this is a problem

- ✦ New version control system
- ✦ Implement TDD
- ✦ Add code reviews
- ✦ Bring in new development frameworks
- ✦ Bring in new languages
- ✦ Improve communication
- ✦ Foster experimentation
- ✦ Research what's new
- ✦ Enforce code standards



# Sell cultural change



# Change is hard ...

- ✦ Hard is figuring out what actually needs to happen
- ✦ Resolving edge & corner cases
- ✦ Solving a problem everyone sees, but is unsure how to approach
- ✦ Defining scope



# ... and easier than you think

- ✦ You aren't alone
- ✦ Showing a possible solution is the path forward
- ✦ Sell the solution and you will win fans who willingly make changes



# Thank you

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