



Remote Mentoring A Distributed Agile Team

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Applied Innovation

Introduction



- Team Charter.
 - *Develop software engineering tools that aid in the software development processes like design, modeling , code review ,code generation etc.*
- *Tools Development Team*

Bangalore



Shanghai



- This is a story of how we developed engineering tools across Bangalore, India and Shanghai, China...being Distributed and Agile.....





How it all Started ?

- In Bangalore ,India,
 - **Management** =>”We need a design modeling tool developed for use in our projects.”
- Bangalore team formed.
 - New to Agile first few iterations planned to get a good hold on the methodology and practices.
 - *Team composition*

*Product Manager, Architect (1),
Leads (2)
Developers (4).*



- Introduced at the workplace to make the team more agile.
 - Early integration, Test driven development and pair programming.
 - Tools usage : Wiki , WaccPlanner ,White Boards
 - Roles : Coach, Mentor and Mentee.
- Team adopts agile tenets and starts working at delivering the first release.
- First baby step in tool development is a success => On time product delivery!!

Time lines :

- Design Tool ,release 1.0, (7 iterations, each iteration spanning a month)





Teams gear up for Distributed Agile

- **Management** : “The product had done well we need more.. augment by 6 members, utilized resource more efficiently from remote geography, Shanghai”.
- **Shanghai Team**
 - New to Agile and tools development
 - Language a concern , Written communication better than verbal.
 - Team composition

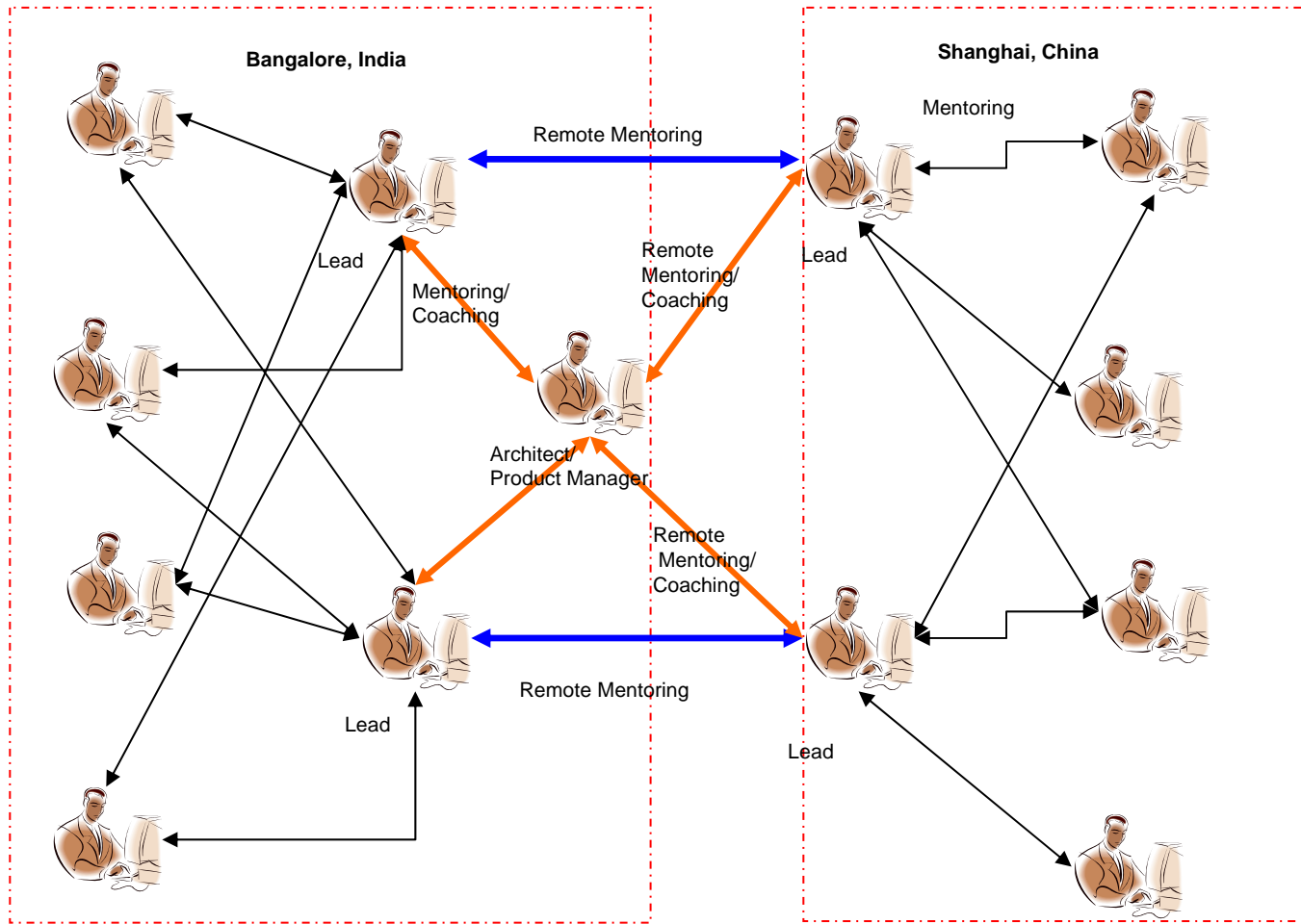
*Senior developers/Leads (2)
Junior developers (4).*



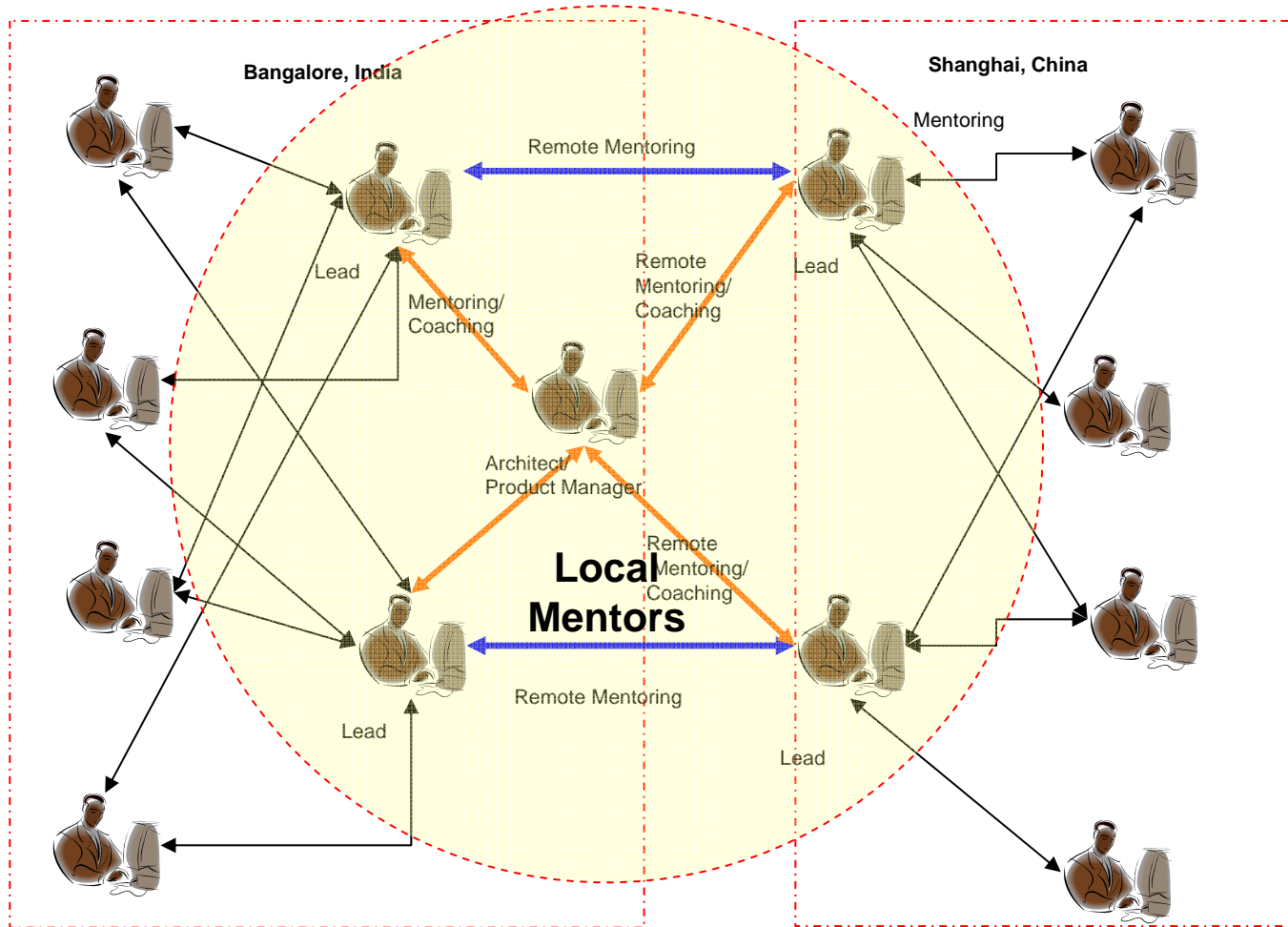
- 3 months training in India on Wipro’s quality processes done, post which team returns to Shanghai and starts work.
- **Time lines** :
 - Bangalore :Design Tool ,release 2.0, (5 iterations, each iteration spanning for a month)
 - Shanghai :Design Tool ,release 3.0, (4 iterations, each iteration spanning for a month)



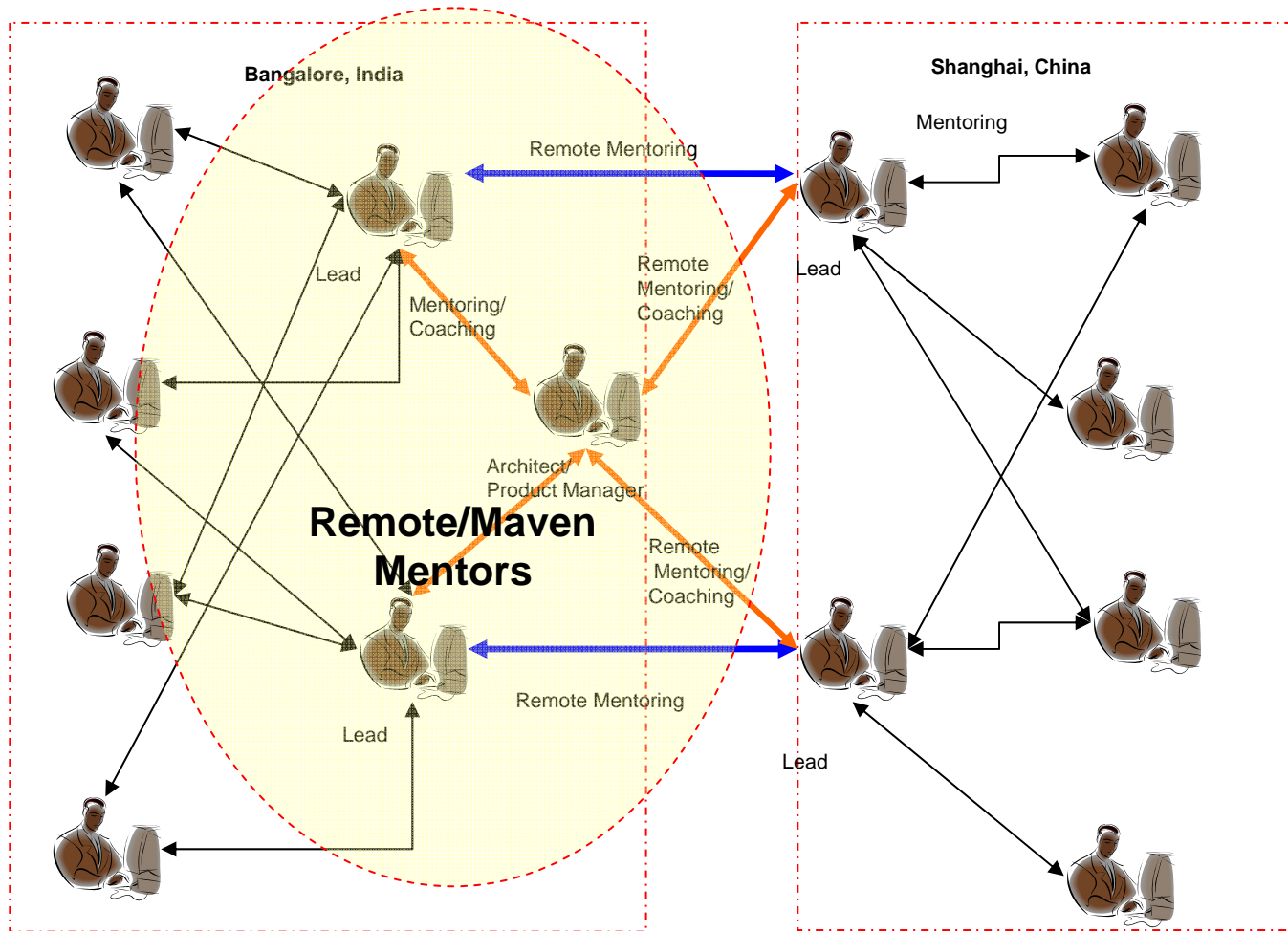
Team Setup



Team Setup



Team Setup



Need for Remote Mentoring realized:



■ Key Drivers

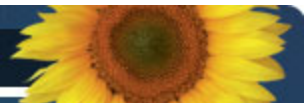
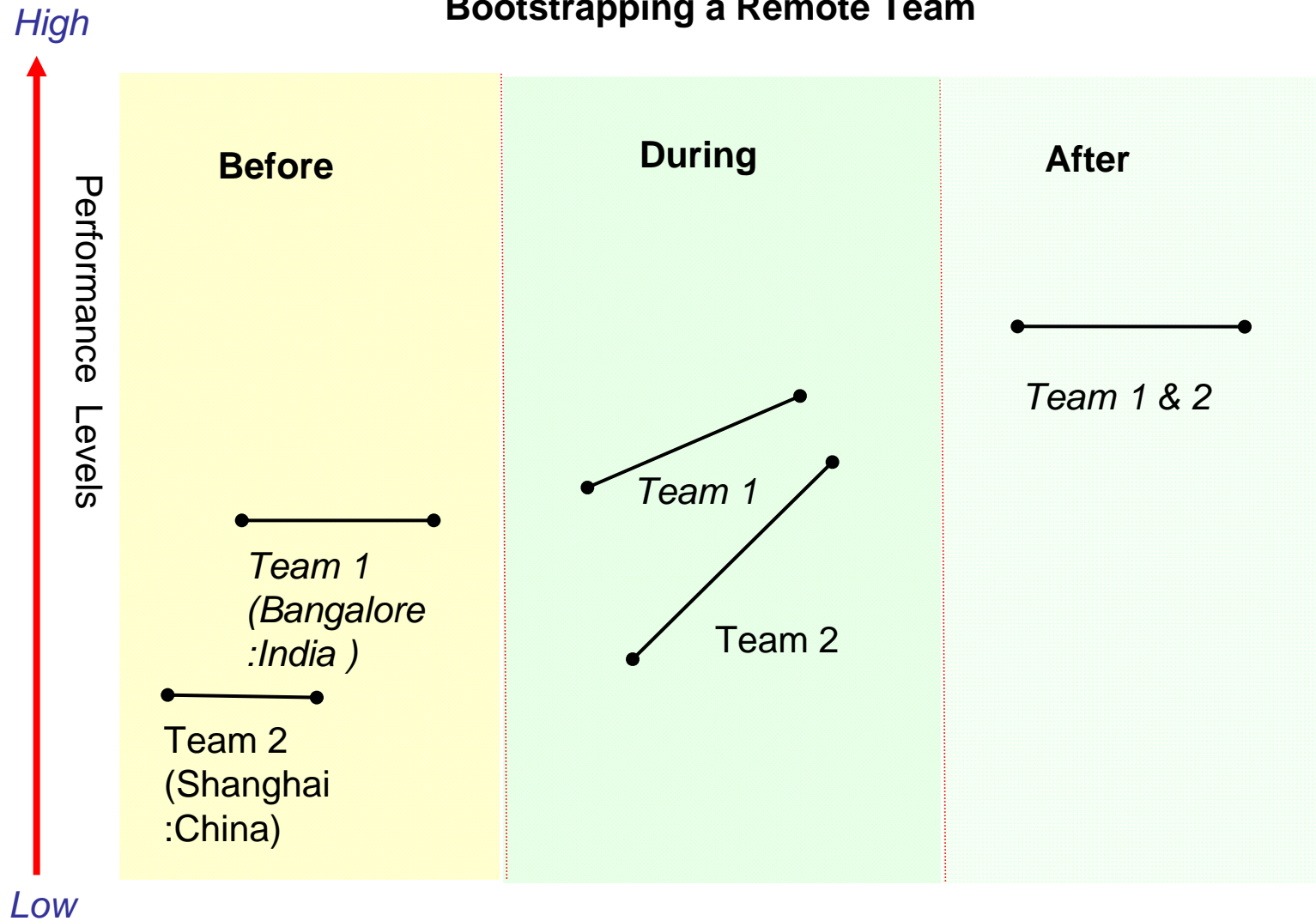
- There was a huge **difference in skill set** and domain expertise between the two teams
- Gaining the **trust** of the remote team
- Building the **confidence** in senior management that distributed development for tools works





How Remote Mentoring Helped :

Bootstrapping a Remote Team



Lessons Learnt



- Being agile locally and having remote mentoring across remote locations is an effective way to leverage on resources in different geographies
- Critical to project success
 - Planning for the remote mentoring is essential
 - Proper Identification of remote mentors. (a.k.a maven mentors)
 - The frequency at which the maven mentors interact and sync up the two teams, determines the success of remote mentoring activity.
 - Local mentors helps the mentees feel more comfortable learning as it cut down the noise that may be arise in communication due to language barrier.
- Estimate the impact of communication failures upfront and have mitigation plans.
- Invest early in setup of common ,shared infrastructure
- Invest in training of resources on agile techniques and practices across remote locations.





Finally : Steady Phase, A single virtual team

- Management : “The distributed teams have worked, we will want a new product, a testing tool developed with both teams in the same release.”
- Tools Development Team (Shanghai & Bangalore)
 - Single virtual team working on the same release.
 - More participation from the remote team and higher technical skill comfort levels and lot more local mentoring happening in the remote geography
- Time lines :
 - Bangalore :Design Tool ,release 3.0, (8 iterations, each iteration spanning for a month)
 - Bangalore and Shanghai :Testing Tool ,release 1.0, (5 iterations, each iteration spanning for a month)



Thank You

