CHANGE NEEDS MANAGEMENT

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CHANGE NEEDS MANAGEMENT

- Learn how adults learn.
- Become an effective mentor.
- Value the difficulty of trivial change.
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“I’VE TRIED! I CAN’T LEARN THIS STUFF.”

A typical student in one of my workshops.
IT IS HARD TO LEARN.

It is harder to learn Git.
THE “HELLO WORLD” FOR GIT WORKSHOPS

$ git init
$ touch file
$ git add .
$ git commit -m ‘First!’
CONSTRUCTIVISM

Piaget, Papert, Montessori
BLOOM’S TAXONOMY

Creating
Evaluating
Analyzing
Applying
Understanding
Remembering

Knowledge Work
Foundation Skills

Source: http://lb.cm/bt
ANDRAGOGY

- **Readiness**: Want immediate relevance.
- **Rationale**: Reason for learning.
- **Orientation**: problem-based learning.

http://en.wikipedia.org/wiki/Andragogy
EH?
THE “HELLO WORLD” FOR GIT WORKSHOPS

$ git init
$ touch file
$ git add 
$ git commit -m ‘First!’
"Please memorise all Git commands and use only rebasing when merging your work."

-- No one, ever
An interesting fact does not result in the ability to analyse, evaluate, or create an effective outcome.
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ANTI-PATTERNS

• “It’s easy!”

• “It’s just a directed acyclic graph!”

• “You should use rebasing.”

• “Don’t _____. It’s really dangerous.”
DON'T TEACH SOFTWARE; TEACH TEAM WORK.

SmartGit, cross-platform

Git Shell, cross-platform

SourceTree, OSX
START WITH WHOLE, REAL PROBLEMS.
Sample lesson
Who is on your code team?

Write down a list of all of the people on your **code team**. This list may include:

- developers
- designers
- project managers
- clients
What do you do?

Write a list of all the tasks you work on. This might include:

• Writing code.

• Reviewing code.

• Pushing tested code to the server.

• Fixing broken code.
What are your tools and restraints?

Often there are other things we need to fit into our workflow. Create a third list of any tools and constraints you are aware of. This list might include:

- Code hosting system (Bitbucket, GitHub, self-hosted)
- Server ecosystem (dev / staging / live)
- Automated testing systems or review “gates”
I tricked you.

Now you’ve got a cheat sheet of topics to put into your diagrams and your documentation.
Sketch out your workflow

• Identify the roles on your team.

• Identify the relationships between the team members.

• Draw arrows to show how code flows between team members.
You want to remove changes to your file(s)

Has the change been committed?

No

Is the change in the staging index?

No

Are there changed files you want to preserve in the working directory?

No

Yes

Yes

checkout -- <filename>

Is the file shared by others?

No
Learn a visual language.

https://github.com/gitforteams/diagrams
BECOME AN EFFECTIVE MENTOR.

• Have learners “build” their knowledge by applying their own expert knowledge about their team to a diagram.

• Teach people to talk about their work flow.

• Once the learner can describe their own situation, bridge them into new scenarios.
PEDAGOGY OF THE OPPRESSED

Paulo Freire
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Welcome to Red Hook!

NOW GIT!
Organisational change

Change management is a business approach to transitioning individuals, teams, and organisations to a desired future state.
8-STEP PROCESS FOR LEADING CHANGE

Urgency
Core Team
Vision
Get Volunteers
Enable Action
Generate Wins
Sustain
Codify

http://www.kotterinternational.com/the-8-step-process-for-leading-change/
PLAN TO DEAL WITH GRIEF

Denial
Anger
Bargaining
Depression
Acceptance

Kubler-Ross's five stages of grief
If you want to go fast, go alone.
If you want to go far, go together.
MOTIVATE

- Ask the team what motivates them.
- Give choice.
- Leave room for excellent, creative solutions.
- Celebrate wins.
"People who come to work with a clear sense of WHY are less prone to giving up after a few failures because they understand the higher cause."

-- Simon Sinek
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