



# Team Metrics: Getting Beyond Velocity

## Step 1: For the following areas of inquiry, list:

What is going well? (Indicate these with “+”) and What are some opportunities for change? (Indicate these with “!”)

### People / Team: Human Element

Health and well-being, resilience, pace and engagement

### Product Development

Alignment of product features to user/stakeholder needs

### Process Health

Day-to-day team activities and process

### Technical / Code Metrics

Quality of implementation and architecture

### Release / Delivery

Ability to achieve continuous delivery

Business Outcome(s)





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## Step 2: Future Vision

Choose 3-5 items from Step 1.

How might you amplify the “+’s”? and What might be done about the “!’s”?

For both, define current and future states, approximate time frames, and magnitudes.

Current Condition	Desired Future State	Time Frame for Change*	Magnitude of Change**

**\* Time scale:**

D=Days, W= Weeks, M=Months, Q=Quarters

**\*\* Magnitude scale**

- 1. A small incremental change
- 2. A step change to the current situation
- 3. A complete departure from the current situation

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 @JustSitThere





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## Step 3: Brainstorm what metrics you might try...

From Step 2, what are some data you might collect to visual the results of your experiments to “move the needle?”

Good Ideas / Actionable Metrics

Bad / Nasty / Vanity Metrics





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**Step 4: Work thru the “when selecting metrics” questions...**

Design your dashboard; How will you make your measurements transparent?

Hypotheses

Measurements

