



Remote First – Der Arbeitsplatz in der Cloud

Tobias Bayer

München, 07.11.2018

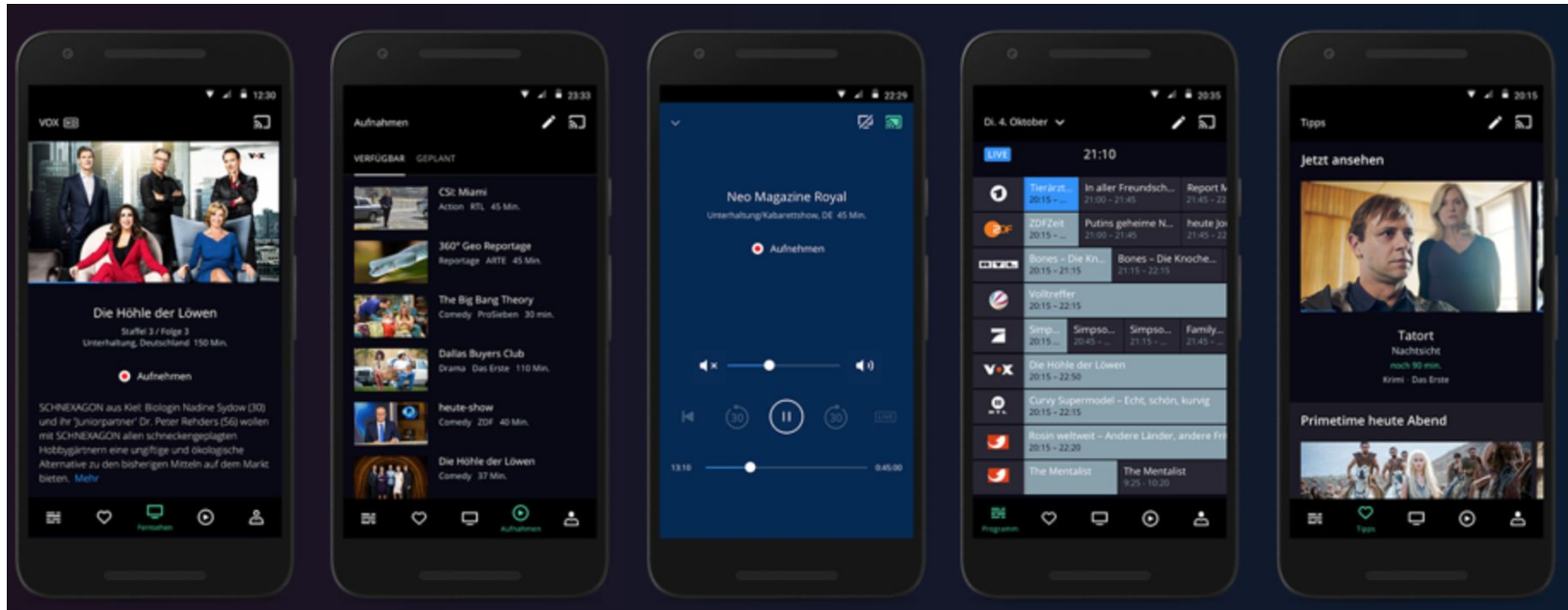


Tobias Bayer

inovex GmbH

- › Softwareentwickler, -architekt
- › Microservices, Java, Clojure
- › waipu.tv

Projekt waipu.tv



Projekt

waipu.tv

- ca. 30 Microservices und Serverless Functions
- Polyglott - Java, Clojure, Kotlin
- AWS

Projekt

waipu.tv

- ca. 40 Projektmitarbeiter im engeren Sinne
- gemischte (Exaring und inovex) Teams für Apps (Android, iOS, FireTV), Backend, Video Playout, Infrastruktur



Remote First

Warum?

- “Best Team for the Job”
 - Optimale Skill-Kombination
 - Größere Bewerberauswahl
- Mitarbeiterzufriedenheit
 - Reisezeiten
 - Work-Life-Balance

Remote First

Herausforderungen



Remote First

Herausforderungen

- Remote First vs. Remote Friendly
 - 1-2 Remote Mitarbeiter -> suboptimal
 - werden leicht vergessen im Daily etc.
- “Teamgefühl”
- Reaktionsfähigkeit

Kultur

- Funktionierendes Team nötig
- *“Tools won't fix your people issues”*

Kultur



Kultur

- Kein Meeting ohne Hangout
 - >>> Telefon, Eindruck räumlicher Nähe entsteht
 - Kamera immer an
 - Default: Mute

Kultur

- Slack ist primäre (!) Kommunikationszentrale
 - Ad hoc 1:1 Calls (Hürde muss niedrig sein!)
 - “Virtual Watercooler”

Kultur

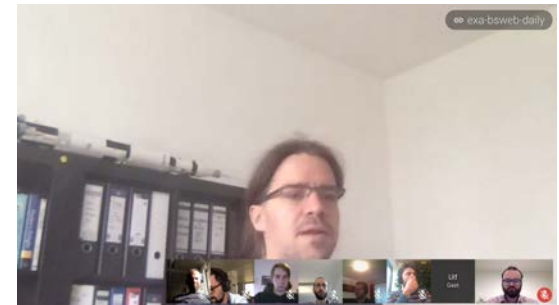
- “Lose Kopplung” - Co-Location wenn sinnvoll
 - Workshops
 - Events, Hackathons

Kultur



Scrum Meetings

Daily



Scrum Meetings

Daily

Backlog

Search: [BS], "not Done" ▾ Assignee ▾

	Item	Priority	Assignee	Points
VERSIONS	[BS, Web] Vorbereitung für CSC [Q4-03] CSC ...	High	[Avatar]	5
	[BS] Feste IP Range für provisi...	Medium	[Avatar]	8
	[BS] Kündigung eines ...	Medium	[Avatar]	5
EPICS	[BS] Retrofit durch Feign ersetzen [Tech] Wartbarkeit	High	[Avatar]	8
	[BS] Kontinuierlich wachsender Heap im recording-schedule	Medium	[Avatar]	
	[BS] Programmliste über ...	Medium	[Avatar]	5
	[BS] Correlation ID bei Clojure-Ser [Tech] Zuverlässigkeit	High	[Avatar]	5

Scrum Meetings

Refinement

TVFUS-16647: [BS] UserHandle zu anderen Services durchreichen

🔄 ✎ 🗑️ 0 👤 +1 📎 0 🔗 0 🗑️ 0

Als Entwickler möchte ich, dass das UserHandle an alle Services durchgereicht wird, damit ich in Sentry sehen kann, welche User bei einem Fehler betroffen sind

Akzeptanzkriterien

- X-USERCONTEXT-USERHANDLE wird beim REST-Call übergeben
- X-USERCONTEXT-USERHANDLE wird nicht durch den Service-Namen überschrieben (passiert wahrscheinlich in NGINX?)
- Der Service-Name wird stattdessen in den User-Agent-Header geschrieben
- Stellen, bei denen der Service-Name in X-USERCONTEXT-USERHANDLE erwartet wird, werden angepasst

[Hide this](#)

ESTIMATED POINTS

62

PARTICIPANTS

ANDREAS
FERDINAND
TOBIAS BAYER
ULF

Tobias Bayer Ferdinand

Ulf

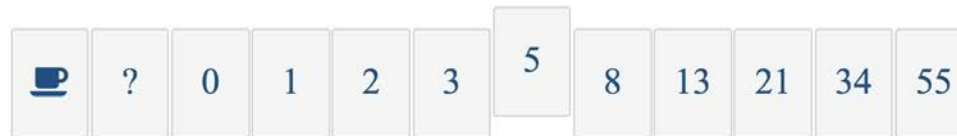


ADMIN ACTIONS

Open cards Create sub-task Start countdown (45') Skip & postpone Skip & remove

e.g. NCH-2024

Quick add



Scrum Meetings

Refinement

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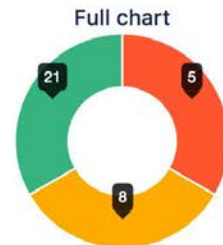


5	👤
8	👤
21	👤

Enter estimate Save Estimation Replay

Suggested: n/a | Average: 11.3

Skip & postpone Skip & remove



Scrum Meetings

Review

The screenshot displays a mobile application interface. The main part of the screen shows a TV program guide for Tuesday, October 30th, starting at 10:20. The guide lists various channels and programs such as 'Das Familie...', 'Das Jugendgericht', 'Paw Patro...', 'Benjam...', 'Cleo...', 'Sarr', 'Eisbär, Affe &...', 'Das Waisenhaus fü...', 'W...', 'Witness', 'BBC Busi...', 'BBC Wor', 'hesse...', 'hallo hessen', 'service...', 'H...', 'Schleswig...', 'buten un...', 'Hallo Nie', 'Teleshopping', 'In aller Freundscha...', 'Elefant, Tiger & Co.', 'Af...', 'CNN New...', 'True Tokyo', and 'New Day'. The time 10:20 is prominently displayed at the top of the guide.

Overlaid on the right side of the screen is a video meeting interface. It shows a grid of participants. The top row includes a participant labeled 'Ich' (me) with a red microphone icon. Below it is a participant labeled 'Andreas'. Further down is a participant labeled 'Julia' and another labeled 'andere...'. The meeting title 'Besprechungs...' is visible. At the bottom of the meeting interface, there are controls for 'Besprechungsdetails', a microphone icon, a red mute button, a red hang-up button, a video icon, and a status indicator for 'Andreas ist eingebildet'.

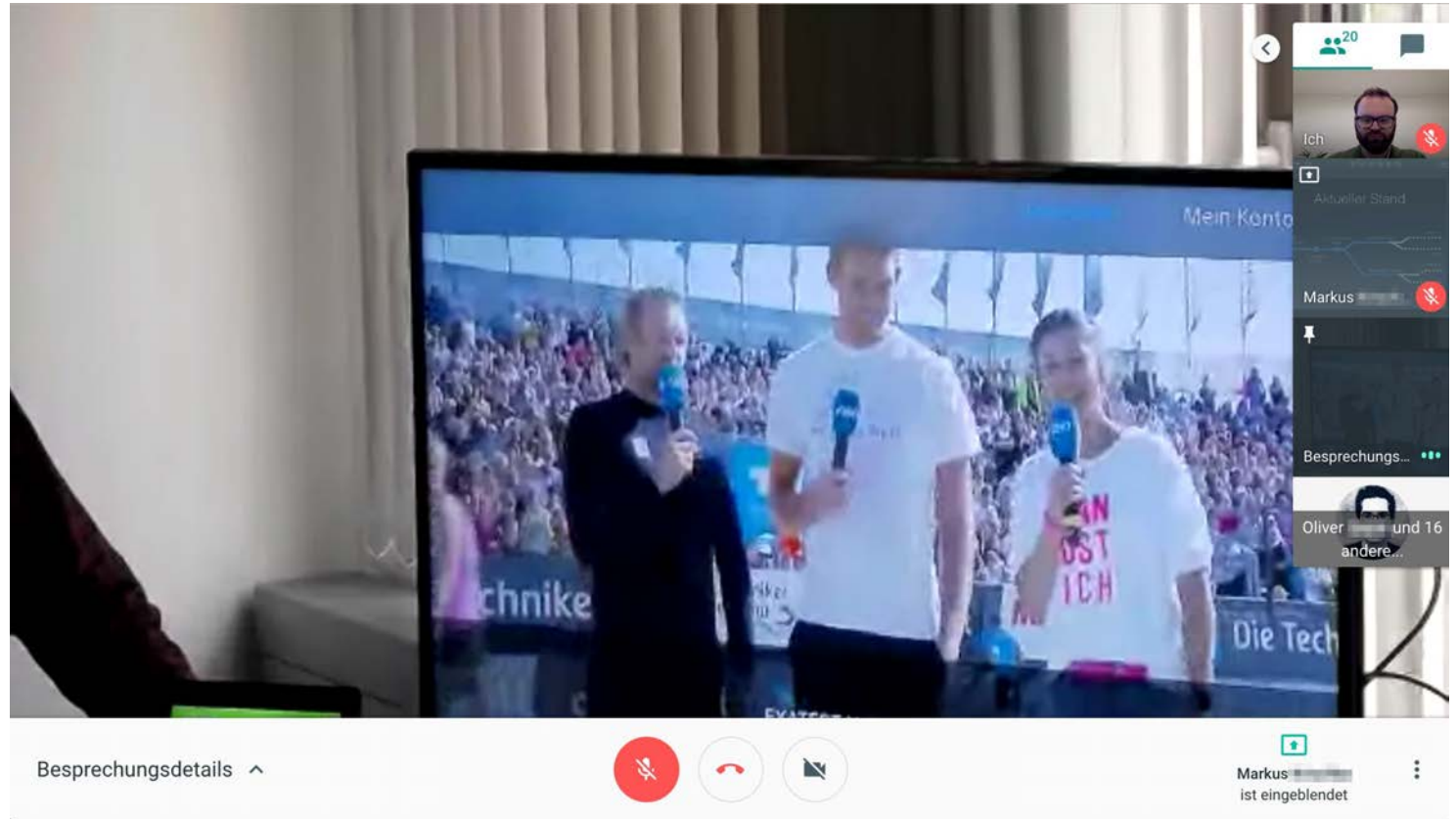
Scrum Meetings

Review

The screenshot displays a Keynote presentation titled "Aktueller Stand" (Current Status) within a Keynote Live interface. The main content is a project roadmap diagram on a dark blue background. The roadmap starts with a blue line and a blue circle labeled "Beginn Architektur 2.0". It then moves to a second blue circle labeled "Grundgerüst Module", followed by a third blue circle labeled "Proof-of-Concept Suche". From "Proof-of-Concept Suche", the path splits into two branches: one leading to "Authentifizierung" and another leading to "Videoplayer / Playout". From "Authentifizierung", the path splits into two dashed white lines leading to "Feature 1" and "EPG". From "Videoplayer / Playout", the path splits into two dashed white lines leading to "Feature 2" and "Start". The Keynote interface includes a top toolbar with various editing tools, a right sidebar with "Slide Layout" and "Appearance" settings, and a bottom meeting control bar with icons for mute, video off, and chat. The meeting control bar also shows "Besprechungsdetails" and a list of participants including "Markus ist eingebildet".

Scrum Meetings

Review



Scrum Meetings

Retro

The screenshot shows a Scrum Retrospective meeting interface. At the top, there is a navigation bar with a hamburger menu, a dropdown menu set to 'Brainstorm', and a sequence of steps: 'Group' → 'Vote' → 'Action' → 'Results'. The current meeting is titled 'Retrospektive 3.5 (BS)'. On the right side of the navigation bar, there are links for 'CHAT' and 'PARTICIPANTS 9'.

The main content area is titled 'Brainstorm' and has three tabs: 'Everyone can add Ideas', 'Brainstorming collaboratively', and 'Ideas sorted by Position'. The interface is divided into three vertical columns, each with a header and a list of ideas:

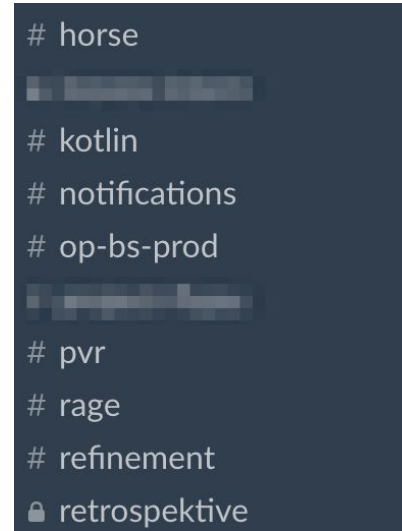
- Column 1 (Yellow):** 'Was hat uns voran gebracht? :'. Ideas include: 'Kotlin (auch ohne Lombok kein Boilerplate) 👍3', 'Station emperor 👍2', 'Sprachdiskussion 👍2', 'Kein Bohrmaschinenlärm mehr 👍1', 'Tobis Hilfe mit Terraform und AWS 👍1', 'Gegenseitige Unterstützung 👍1', and 'OpenJDK JDK :-D'.
- Column 2 (Blue):** 'Was hat uns genervt? :'. Ideas include: 'Diskussion um Git-Gruppen 👍4', 'MR Durchlaufzeiten (Approval Channel bringt m.E. wenig) 👍2', 'CTR-Eintragsflut 👍2', 'Story commitment nicht fulfilled 👍1', and 'Terraform Deployment und AWS (vermutlich eher AWS) 👍1'. There are also some blurred ideas.
- Column 3 (Green):** 'Wie wollen wir das verbessern? :'. Ideas include: '[Alle] Tech-Themen im Review für Stakeholder verständlicher erklären', '[Alle] Häufiger MR-Channels in Slack prüfen und MRs bearbeiten', and '[Ulf] Nils nochmal wegen GitLab-Gruppen/-View anpingen'.

GroupMap

Slack


- Synchroner und asynchroner Kommunikation
- "Synchroner" als E-Mail
- 1:1 Direktnachrichten (ersetzen das "mal schnell zum Kollegen rüber an den Tisch gehen")

Slack



Slack

ChatOps - Alarming


 **alertbot-ng-dev** APP 1:04 AM

[ACTIVE] web-proxy_ELBErrors
ELB: service/performance degradation

Active since: now 🚨🔔

High ELB error rate: 67.0 errors/s > 50 for service=web-proxy,
environment=bs-prod-1

Action ▾

 **alertbot-ng-dev** APP 1:18 AM

[RESOLVED] web-proxy_ELBErrors
ELB: service/performance degradation

Active since: 14 minutes ago 🚨🔔

High ELB error rate: 67.0 errors/s > 50 for service=web-proxy,
environment=bs-prod-1

Alert Duration: 01:04am (17. Oct) - **To:** 01:17am (17. Oct) (13
minutes 0 seconds) flaps=2

Slack

ChatOps - Exception Reporting



Sentry APP 11:15 PM

NoSuchElementException - java.util.Optional in get

No value present

 SUBSCRIPTION-MANAGEMENT-K3 via Changed from resolved to unresolved | Oct 15th

Resolve...

Ignore

Select Assignee...



Slack

ChatOps - Pipeline Notifications



Gitlab APP 12:00 PM

[business-systems/image-scaler](#): Pipeline [#124070](#) of branch [develop](#)
by [\[REDACTED\]](#) failed in 00:00

Slack

ChatOps - Merge Requests



Gitlab APP 1:23 PM

Tobias Bayer (tobias.bayer) opened [!335 Include recording ID in export](#) in [business-systems/pvr](#): [Include recording ID in export](#)



Gitlab Approvals APP 3:28 PM

Requires Approvals: [customer-self-care: Fix navigation for previous...](#) | Approvals Left: 1 | Created: 1h 2m | Last Update: 1h 0m

Slack

Simple Poll

+ /poll "DB für den neuen Service" "Postgres" "MySQL" "Oracle"

Simple Poll APP 12:04 PM

DB für den neuen Service

1 Postgres 2
@Andreas [redacted], @tobias

2 MySQL 1
@Ulf [redacted]

3 Oracle 3
@markus [redacted], @michael. [redacted], @d [redacted]

1 2 3 Delete Poll

Slack

Storypoker

+ /pointstory STORY-12345

storypoker APP 12:02 PM
@tobias wants you to point story 'STORY-12345'

Total Pointed: 5

1 2 3 5 8

Select point

Reveal Reprint Dismiss

@tobias, @michael, @Andreas, @Ulf, @d has pointed

storypoker APP 12:02 PM
@tobias wants you to point story 'STORY-12345'

(6 kB)

Points Histogram

Points	Count
2	1
5	3
8	1

Reprint Done Dismiss

@tobias pointed: 5
@michael. pointed: 5
@Andreas pointed: 5
@Ulf pointed: 8
@d pointed: 2

Slack

Calamari

+ /calamari leave "Konferenz" "2018-11-07"



Calamari APP 11:38 AM

Great! Absence has been requested 🙌



Calamari APP 11:38 AM

✅ Your absence request has been approved.

Absence type	Period
Konferenz	07.11.2018

Requested
1 day

[View details](#)



Calamari APP 8:02 AM

Today's approved absences:

- Oliver Mon 2018-08-27 to Fri 2018-09-14 🌴 Urlaub
- Emeline Mon 2018-09-03 to Fri 2018-09-14 🌴 Urlaub
- Daniel Mon 2018-09-10 to Wed 2018-09-12 🌴 Urlaub
- Sebastian Mon 2018-09-10 to Wed 2018-09-12 🌴 Konferenz

Approved absences for this week:

- Johannes Fri 2018-09-28 to Mon 2018-10-29 🌴 Urlaub
- Lukas Tue 2018-10-09 to Tue 2018-10-23 🌴 Urlaub
- Lars Thu 2018-10-11 to Mon 2018-10-15 🌴 Urlaub
- Tobias Mon 2018-10-15 to Mon 2018-10-15 🌴 Fehlzeit

Weitere Tools

- GitLab
- VPN
- Google Docs
 - Meeting-Notizen
 - Themensammlungen
 - Offline-Modus

Google Docs

The screenshot shows a Google Docs presentation interface. At the top, the document title is 'Remote-First'. The menu bar includes 'Datei', 'Bearbeiten', 'Ansicht', 'Einfügen', 'Format', 'Folie', 'Anordnen', 'Tools', 'Add-ons', 'Hilfe', and 'Alle Änder...'. On the right, there are icons for user avatars, a chat icon, and buttons for 'PRÄSENTIEREN' and 'FREIGEBEN'. The toolbar contains various editing tools like undo, redo, print, search, and text formatting. The slide content is as follows:

1

2

3

4

5

1

Projekt
waipu.tv

- ca. 40 Projektmitarbeiter im engeren Sinne
- gemischte (Exaring und inovex) Teams für Apps (Android, iOS, FireTV), Backend, Video Playout

Remote First – Der Arbeitsplatz in der Cloud 5

Michael Bruns
11:30 Heute
Möchtest du hier vielleicht noch das Infrastruktur-Team erwähnen?

Google Docs

The screenshot shows a Google Docs presentation interface. The document is titled 'Remote-First' and is in 'Datei Bearbeiten' (File Edit) mode. The menu bar includes 'Ansicht', 'Einfügen', 'Format', 'Folie', 'Anordnen', 'Tools', 'Add-ons', and 'Hilfe'. The toolbar contains various editing tools. The slide content is as follows:

Projekt

waipu.tv

- ca. 40 Projektmitarbeiter im engeren Sinne
- gemischte (Exaring und inovex) Teams für Apps (Android, iOS, FireTV), Backend, Video Playout, Infrastruktur

At the bottom of the slide, it says 'Remote First – Der Arbeitsplatz in der Cloud' and '5'.

On the right side, there is a comment from Michael Bruns at 11:30 Heute. The comment text is: 'Als geklärt markieren und Diskussion aus Infrastruktur-Team erwähnen?'. There is a 'Klären' button and a three-dot menu icon next to the comment.



A photograph of a modern building facade. The lower part features a large glass window reflecting the sky and trees. The upper part has white panels with a grid of windows. A blue semi-transparent overlay covers the left side, containing contact information. A green bar is at the bottom left.

Vielen Dank

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