

TRANSITIONING FROM
SYNCHRONOUS TO
ASYNCHRONOUS
(AND SOMEWHERE BETWEEN)

WHAT IS ASYNCHRONOUS WORKING?

"COLLABORATION WITHOUT THE NEED FOR INSTANT FEEDBACK"

THE TEAM



EM



PM



SDET



Engineers

HISTORY

New Team

Company WoW Transition

New Project



Where do we start?

What's the journey?

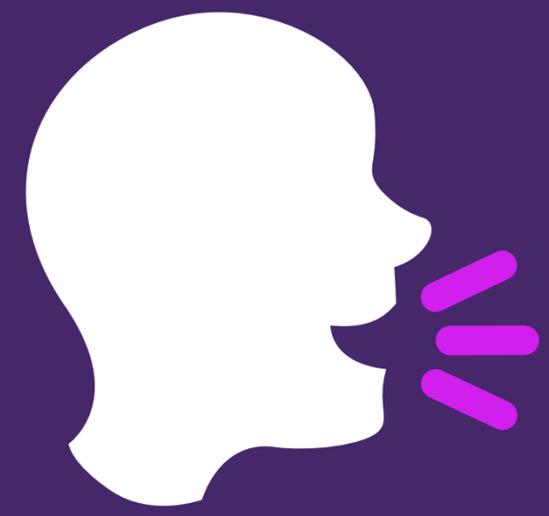
What are the unknowns?



How do we build it?

What's the first deliverable?

What obstacles are we going to face?



"LET'S BUILD OUT A BACKLOG"

Approach

Multi day remote workshop

Meeting availability



Inflexibility

Mental fatigue

TRADITIONAL ISSUES

Enables
Asynchronous
Working

Freedom to
be Creative



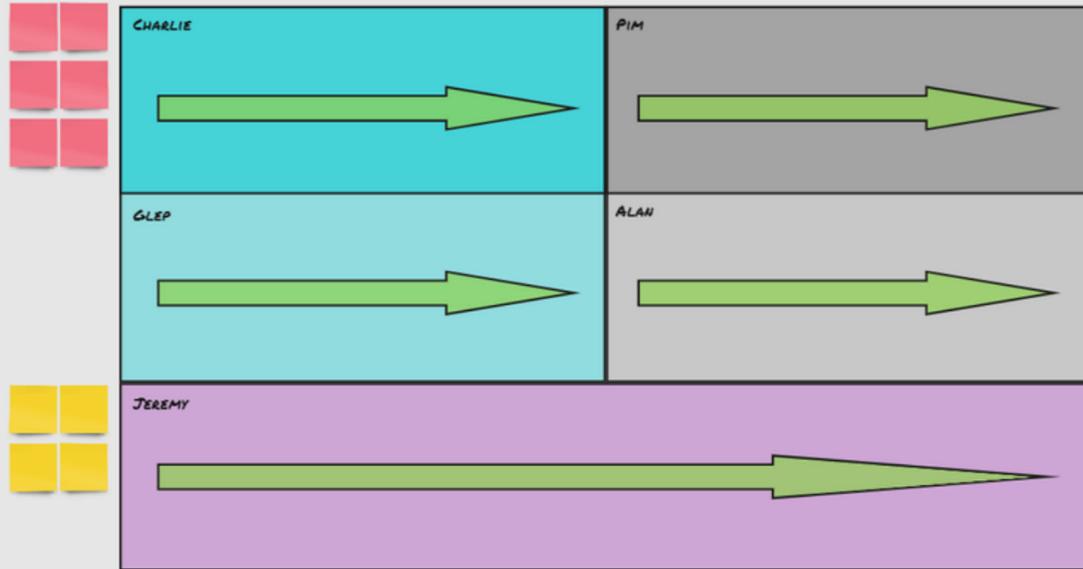
Online
Whiteboard

Comments

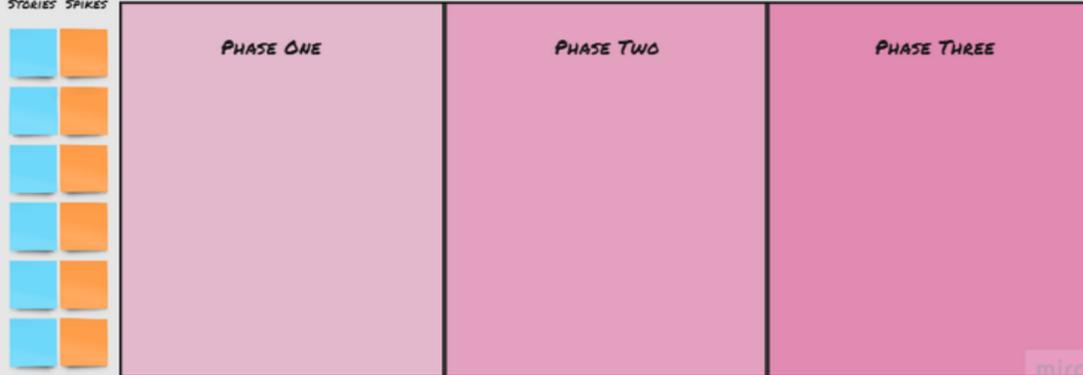
The Async Approach



WHAT ORDER WOULD YOU WORK IN?



WHAT ARE KNOWNS/UNKNOWN?



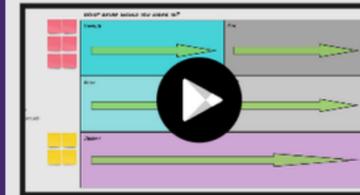
INSTRUCTIONS

- Squad - What order would you work in?
- Grab a sticky and map out how you would approach building our end goal?
 - Think of the order you would use.

- EM - Compare and align
- Gather items that are similar
 - Build a draft roadmap
 - Feedback and alignment from squad

- Squad - What are knowns/unknowns?

- Using coloured stickies:
 - what are stories (blue)?
 - what are spikes (orange)?
- Where would you prioritise the work?
 - Phase One - Right Now
 - Phase Two - Soon but not immediate
 - Phase Three - It can wait until later



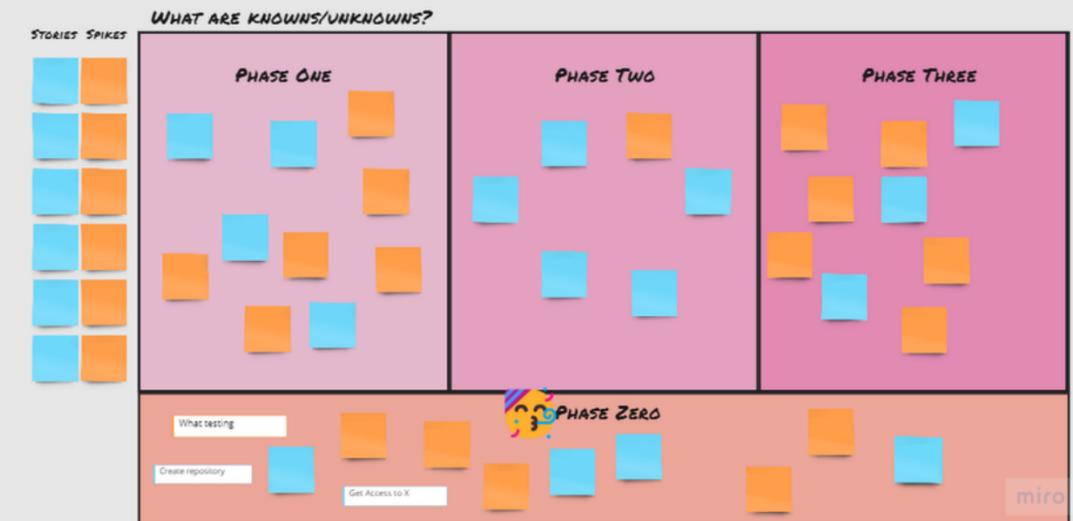
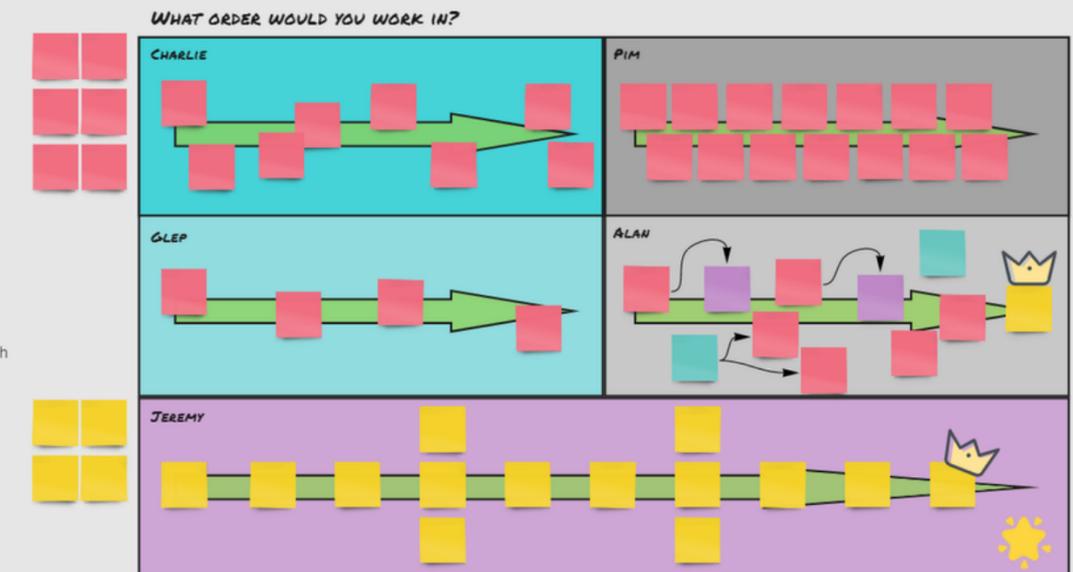
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Time to Think

Inclusive

Unified Team

Decision
History

OUTCOMES

Language
Barriers
Removal

Documentation

Flexible
Working

ATLASSIAN

Backlog

Comments

Documentation

Recordings

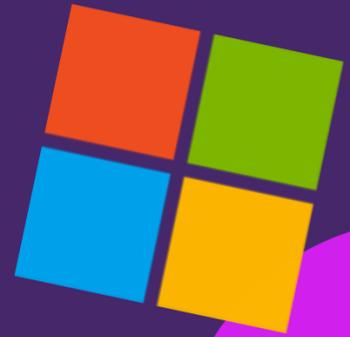
Synchronous Calls

slack

Asynchronous Comms

Knowledge Sharing

OTHER TOOLS



Microsoft



Asynchronous Comms

Knowledge Sharing

Recordings

Synchronous Calls

Backlog

Comments

Documentation

Show Vulnerability

Avoid DMs

Public Communication

Remove Experts

Team Discussions

Think Async

Do We Need a Meeting?

Keep Experimenting

Regular Retro

Other Processes

WHAT NEXT?

Improve

Onboard Teams

Regular Feedback

Spreading the Word

Showcases

Notification
Overload

Full Company
Adoption

STEP BACK (A LITTLE) TO SYNCHRONOUS

Some
Processes
Can't Async
(yet)

Documentation
Overload

Self
Management
Skill

BALANCE

TRUST



FINALLY...

FEEDBACK

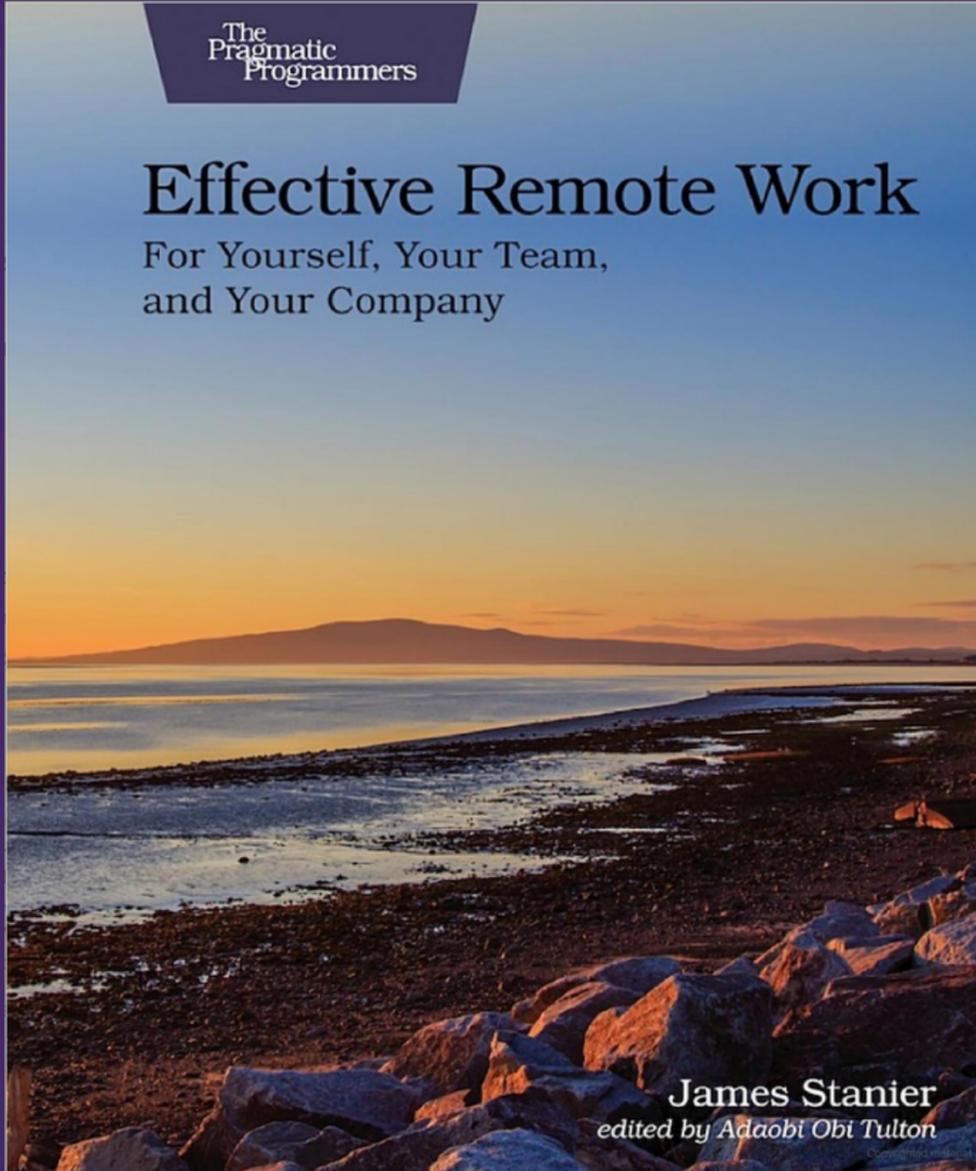
EXPERIMENT

THINK ASYNC

The
Pragmatic
Programmers

Effective Remote Work

For Yourself, Your Team,
and Your Company



James Stanier
edited by Adaobi Obi Tulton

RESOURCES



GitLab

All Remote

GitLab is one of the world's largest all-remote companies



Gitlab

*Thank
you!*



Slido - Q&A

Think Async