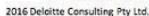
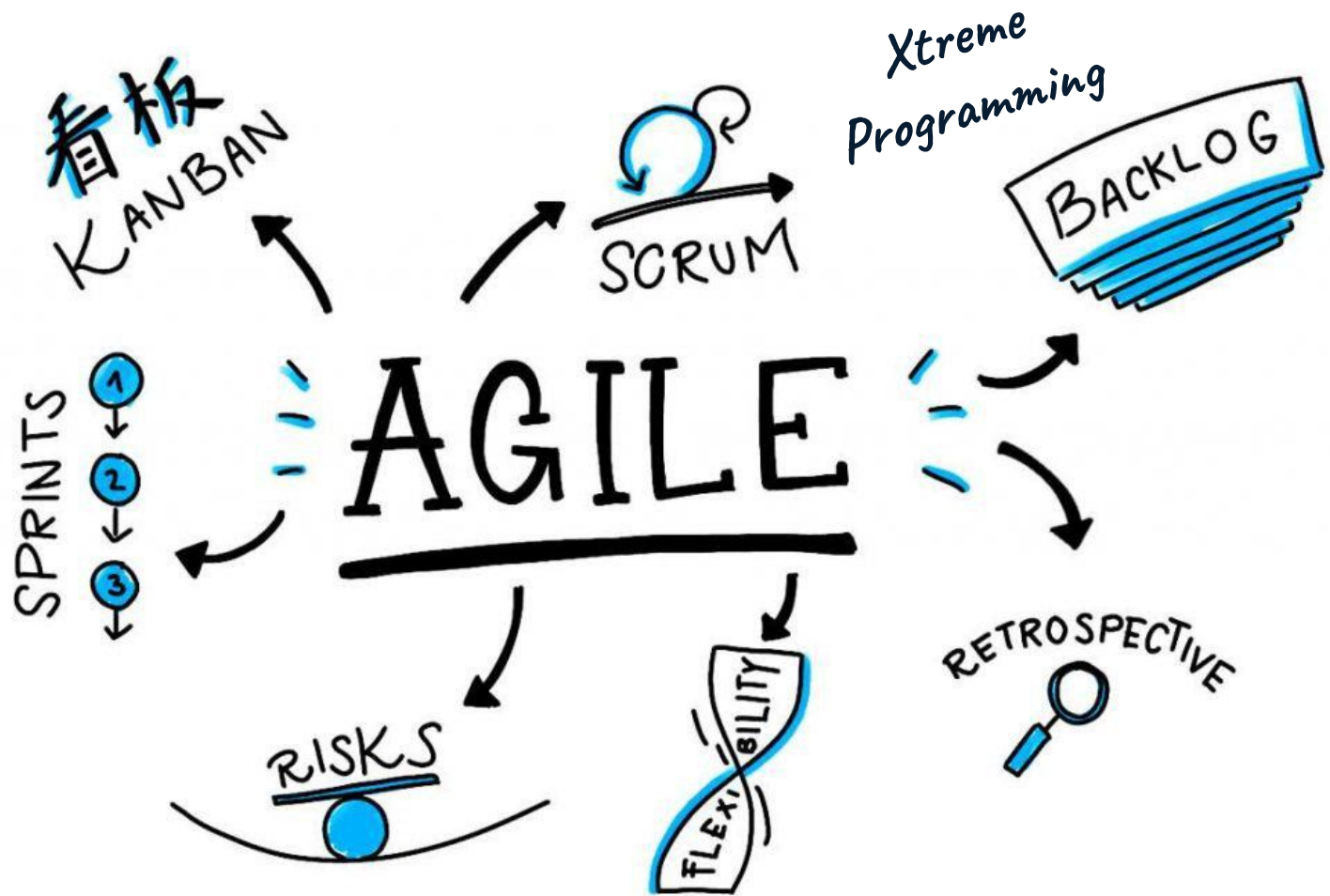


THE ORG THAT BAPO BUILT

Building teams and orgs that make
building the rights thing easy

WE ARE UNCOVERING BETTER WAYS OF DEVELOPING
SOFTWARE BY DOING IT AND HELPING OTHERS DO
IT.





Tweets

Tweets & replies

Media

Likes



Pinned Tweet



Nivia is bringing the hood to the woods ... @Lanoo... · May 10, 2019 ...

Friendly reminder that tech includes more than engineering. It takes a whole team deliver a product. Stop minimizing the contributions of product managers, designers, researchers, analysts, data scientists, testers and anyone else who contributes to the whole thing being built.



25



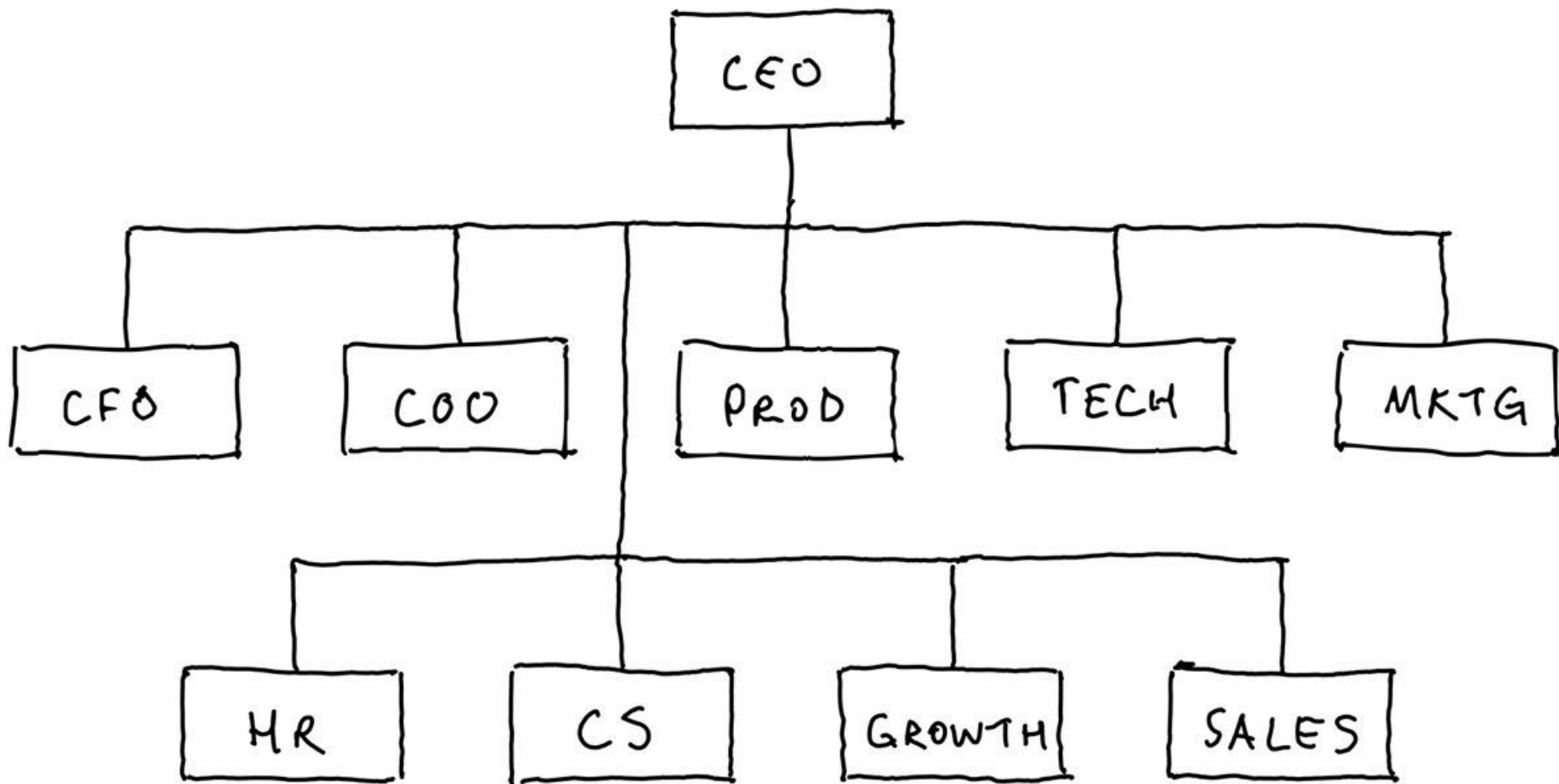
517



1,580



[Show this thread](#)



WHY CARE?

Whether we're aware of it, our **environments** shape our outcomes. Therefore: we need to shape our **environments**.



iana murray
@ianamurray

ryan murphy making glee



5:17 PM · Jun 28, 2020 · [Twitter for iPhone](#)



NIVIA S. HENRY
ENGINEERING DIRECTOR, SPOTIFY

Defiantly Sparkly | Cat Mom |
@7grok's Wife & Accomplice |
Haitian | Curious AF
She/They/Them

THREE KEY TAKEAWAYS FROM OUR SESSION:

1. CONWAY'S LAW
2. BAPO
3. DOMAIN DRIVEN DESIGN

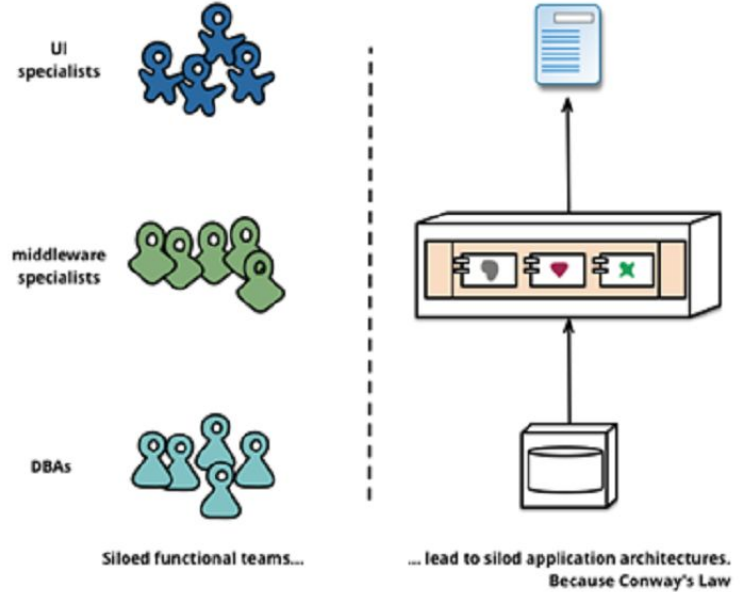
CONWAY ' S LAW

"Any organization that designs a system will inevitably produce a design whose structure is a copy of the organization's communication structure."
Melvin E. Conway



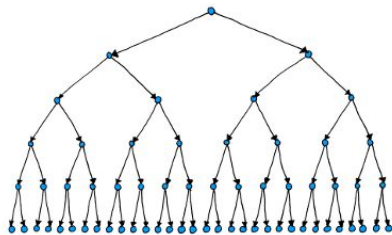
"Your output reflects your org."

-me :-)

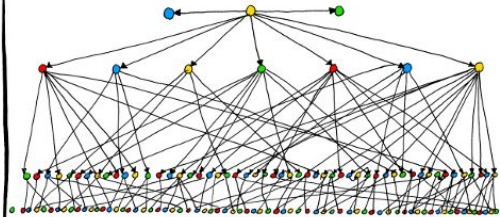


SOURCE: ALIBABA MEDIUM ARTICLE

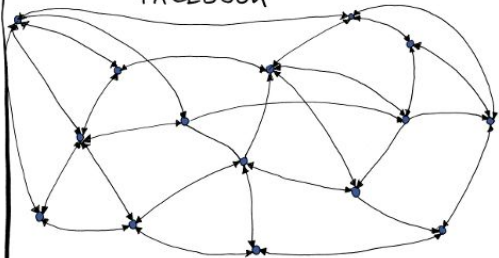
AMAZON



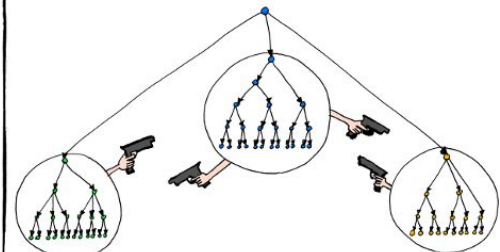
GOOGLE



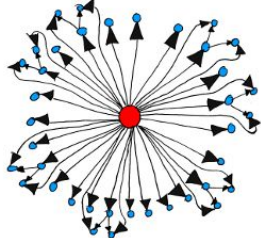
FACEBOOK



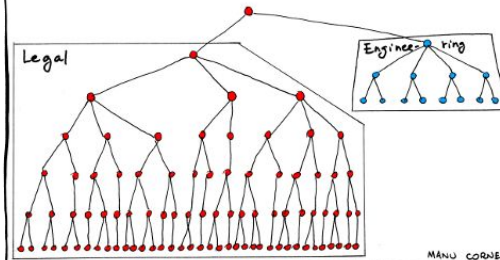
MICROSOFT

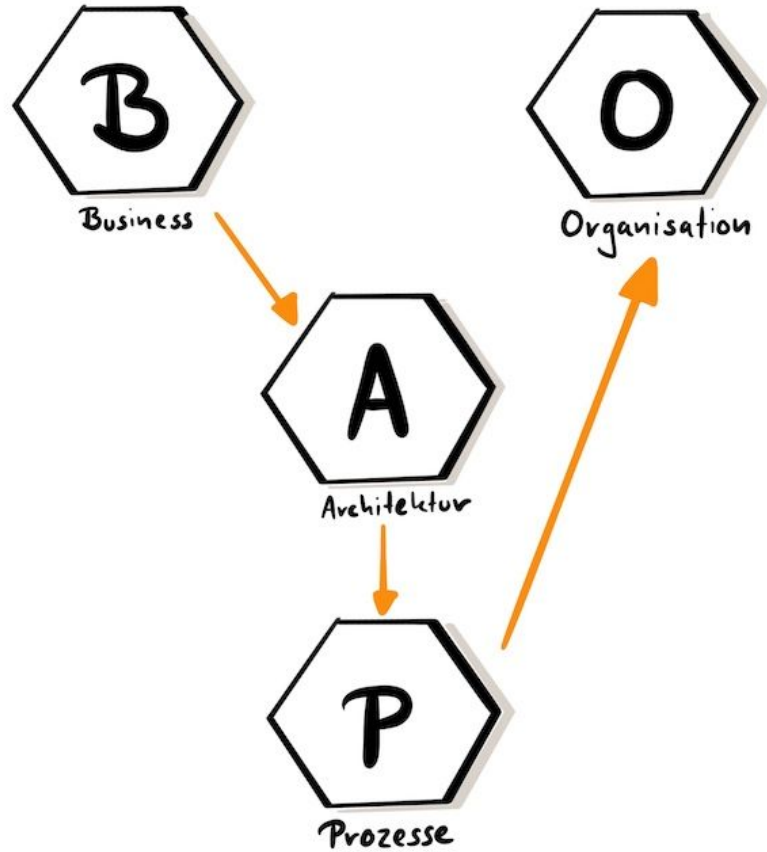


APPLE



ORACLE

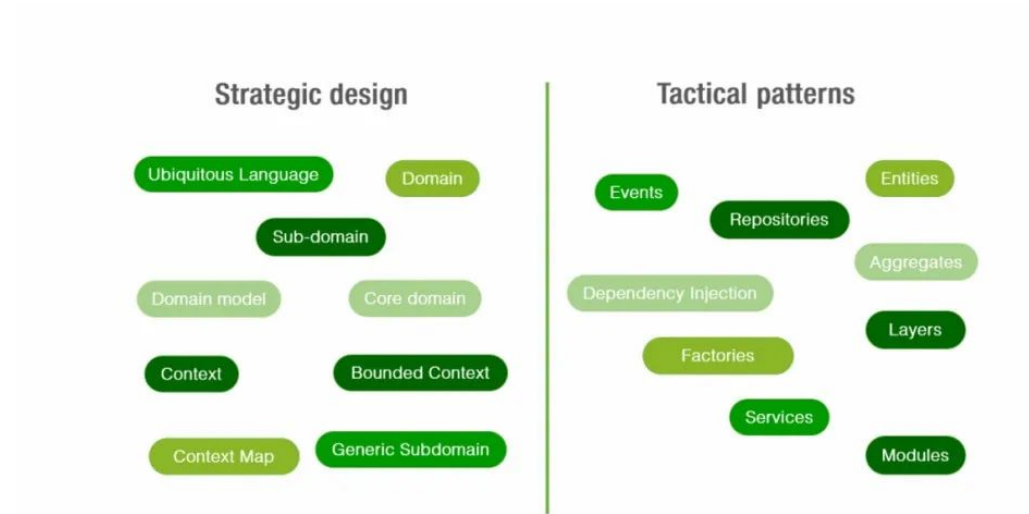






“Solving problems of the organization through system design.”

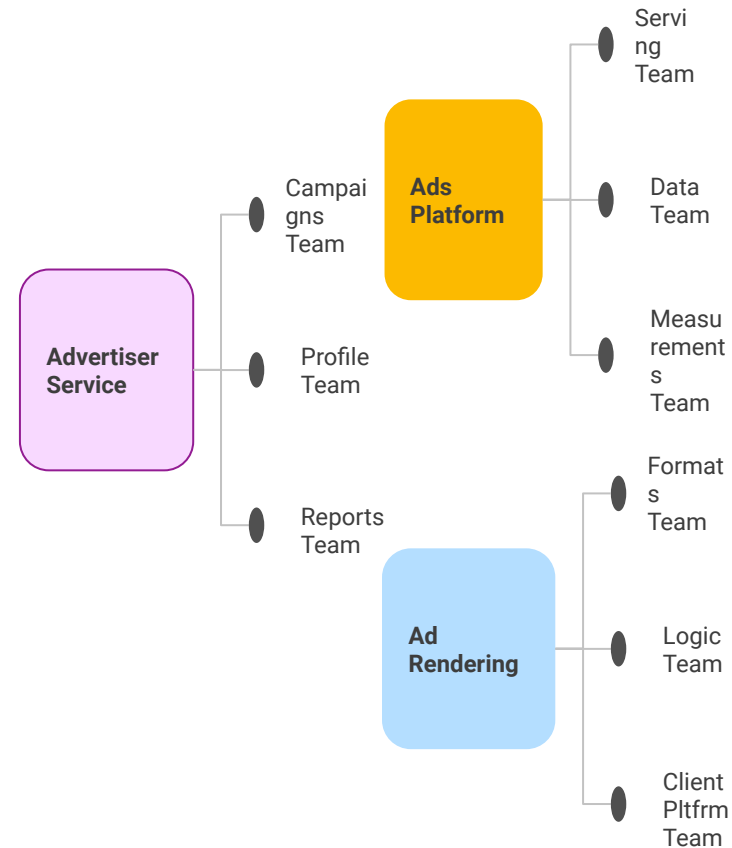
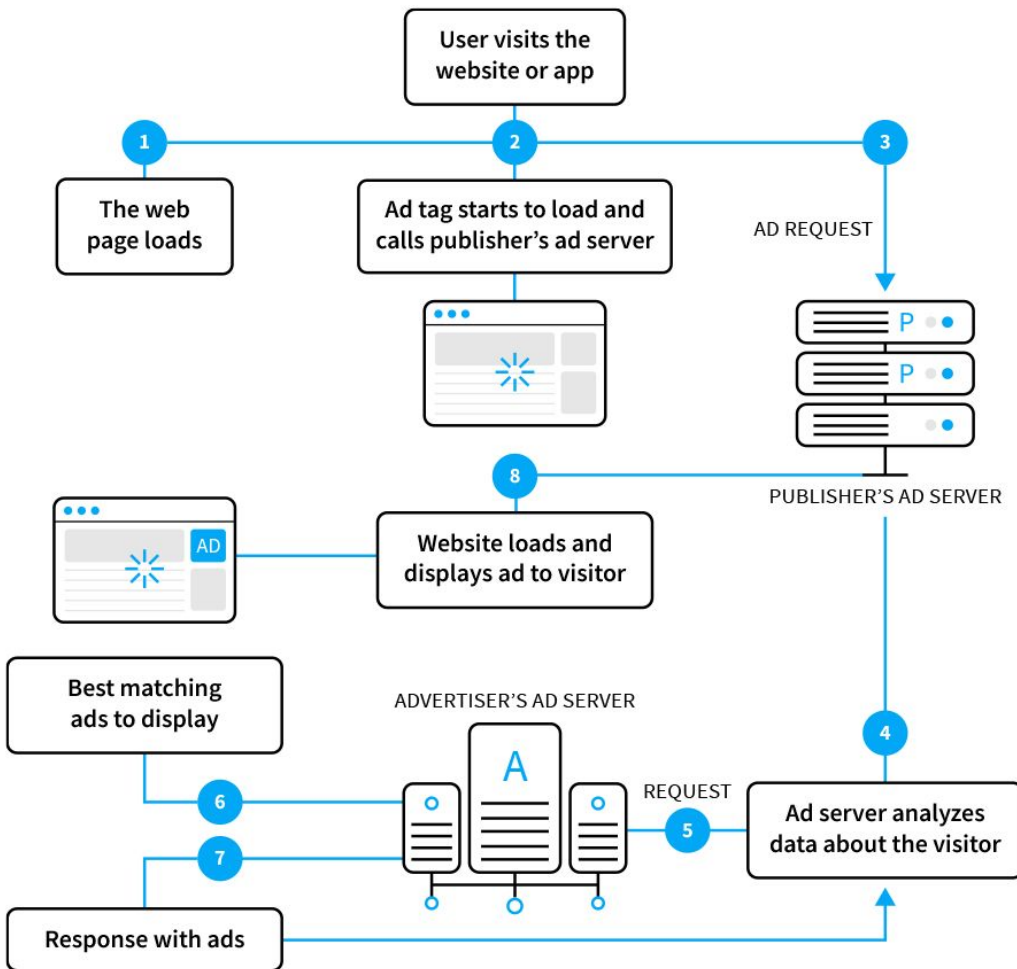
-The Internet



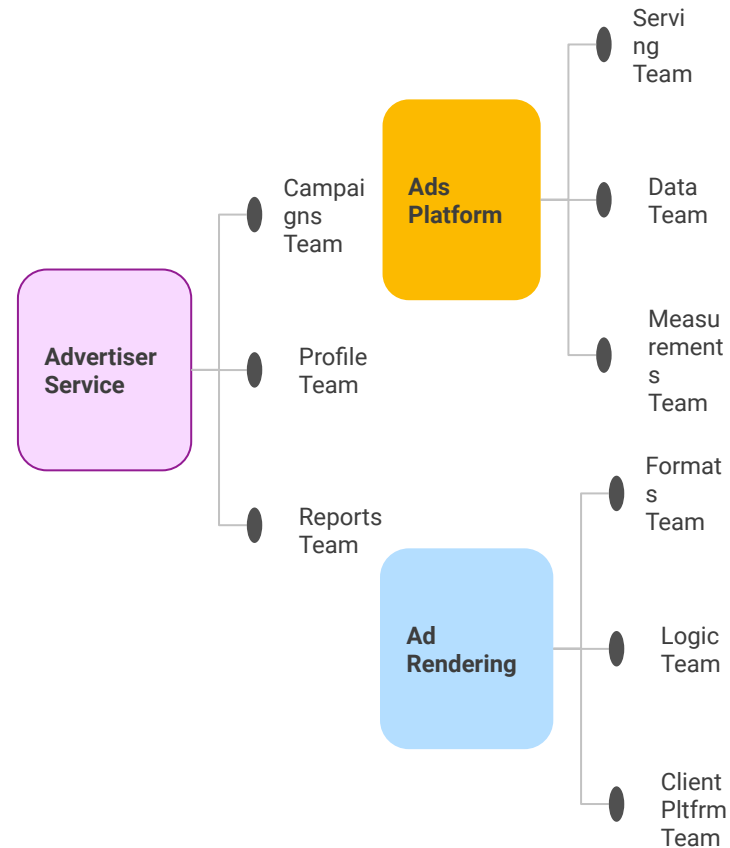
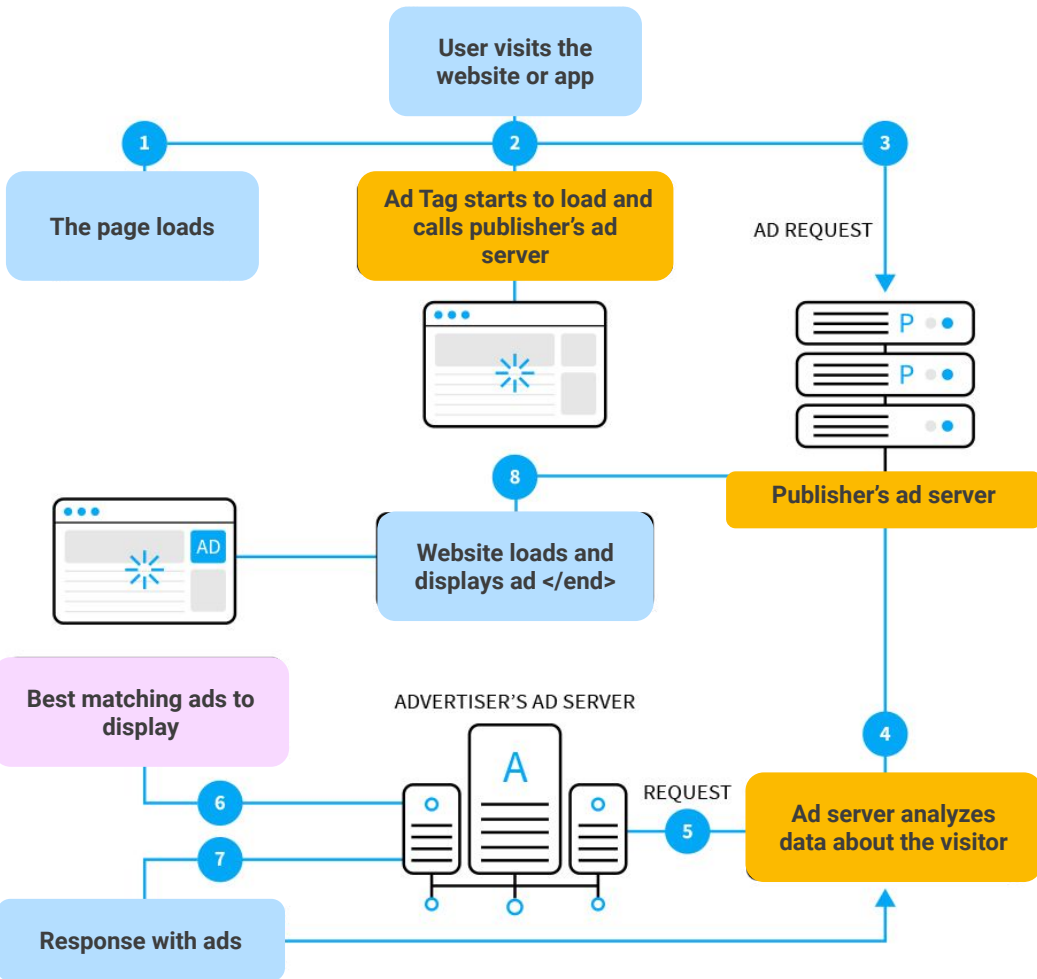
SOURCE: THOUGHTWORKS

LET'S LOOK AT AN EXAMPLE* ...

* ANY RESEMBLANCE TO ANY STREAMING COMPANY IS PURELY
COINCIDENTAL



*ANY RESEMBLANCE TO ANY STREAMING COMPANY IS PURELY COINCIDENTAL

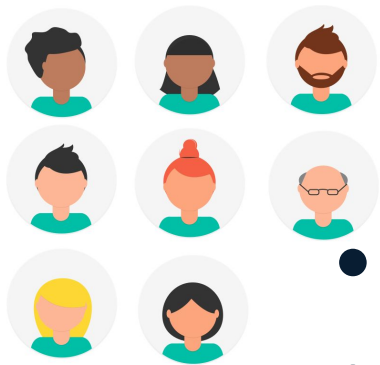


*ANY RESEMBLANCE TO ANY STREAMING COMPANY IS PURELY COINCIDENTAL



SO, NOW WHAT?!

1. START WITH THE BUSINESS

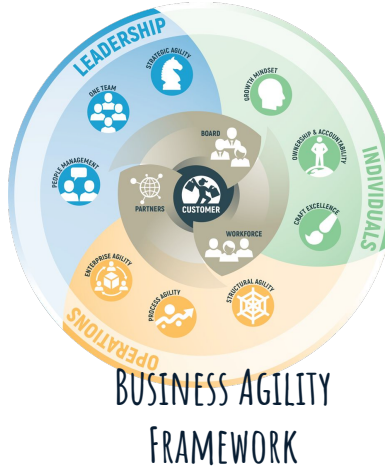


- WHO ARE OUR CUSTOMERS?
- WHY DO THEY COME TO US?
- HOW WOULD YOU DESCRIBE THE PRODUCTS/SERVICES WE PROVIDE?
- WHO IS INVOLVED IN PROVIDING THE ABOVE?
- AT WHAT STAGE ARE THEY IN THE PRODUCT LIFE-CYCLE?



NEW PRODUCT STRATEGY

Lorem ipsum dolor sit amet, consectetur adipiscing elit. In vestibulum diam ac odio ultricies.

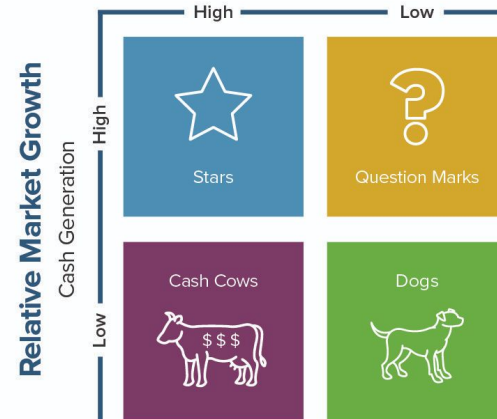


New Product Portfolio Management



Relative Market Share

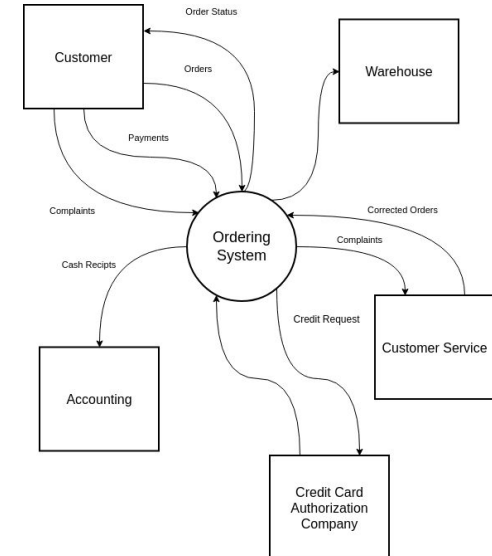
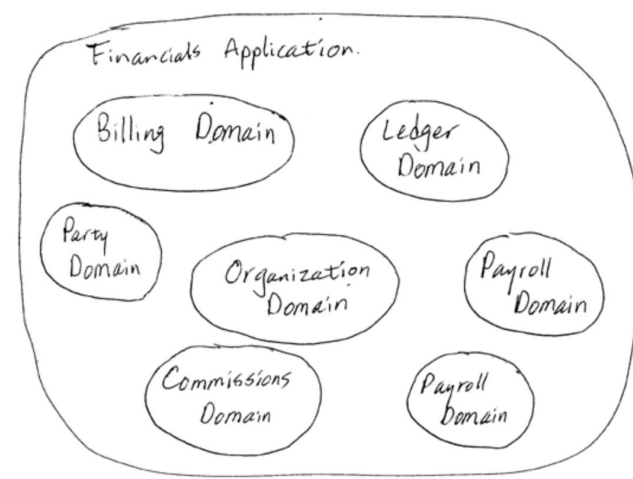
Cash Generation



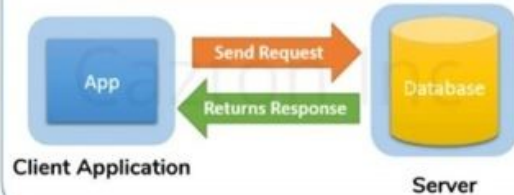
BCG MATRIX

2. DESIGN YOUR ARCHITECTURE

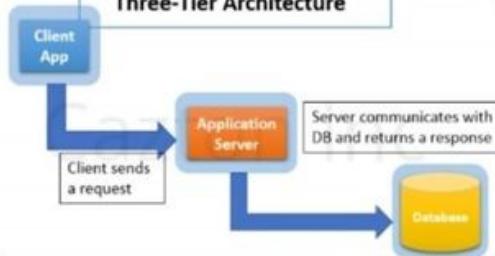
- WHAT ARE YOUR CAPABILITIES?
- WHO CREATES AND CURATES THEM?
- HOW DO THEY INTEROPERATE?
- WHO USES THEM?
- HOW WOULD YOU CATEGORIZE THEM?



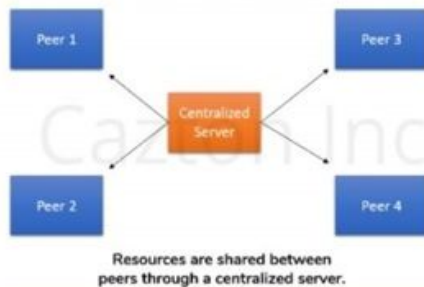
Two-Tier Architecture



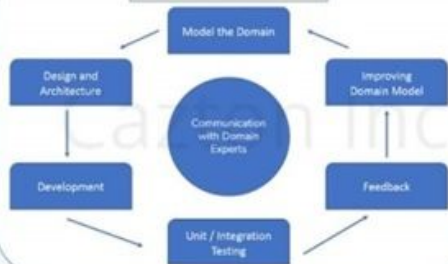
Three-Tier Architecture



N-Tier Architecture



Domain Driven Architecture



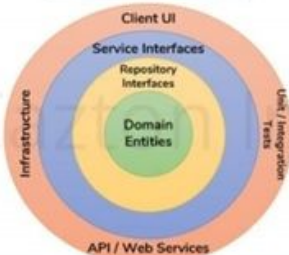
Service Oriented Architecture



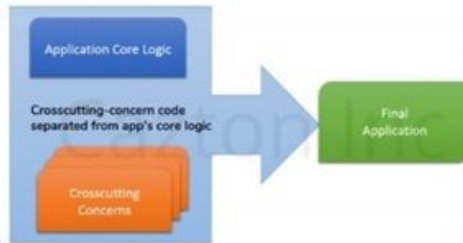
Microservices Architecture



Onion Architecture



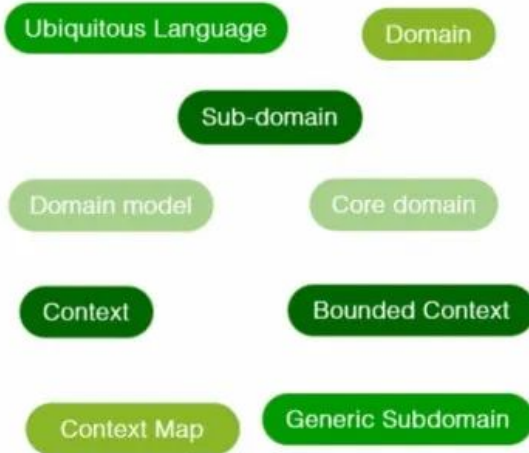
Aspect Oriented Architecture



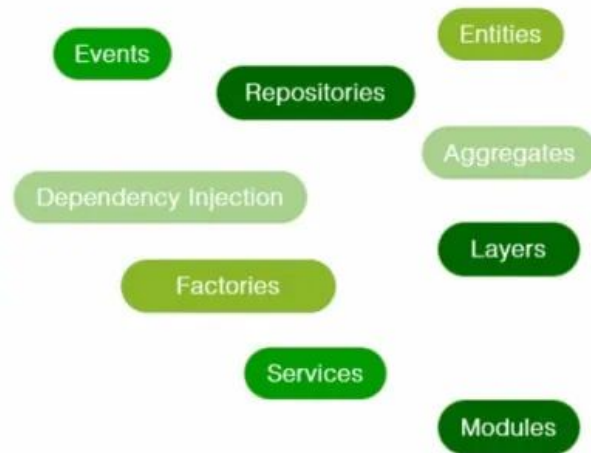
Event Based Architecture



Strategic design

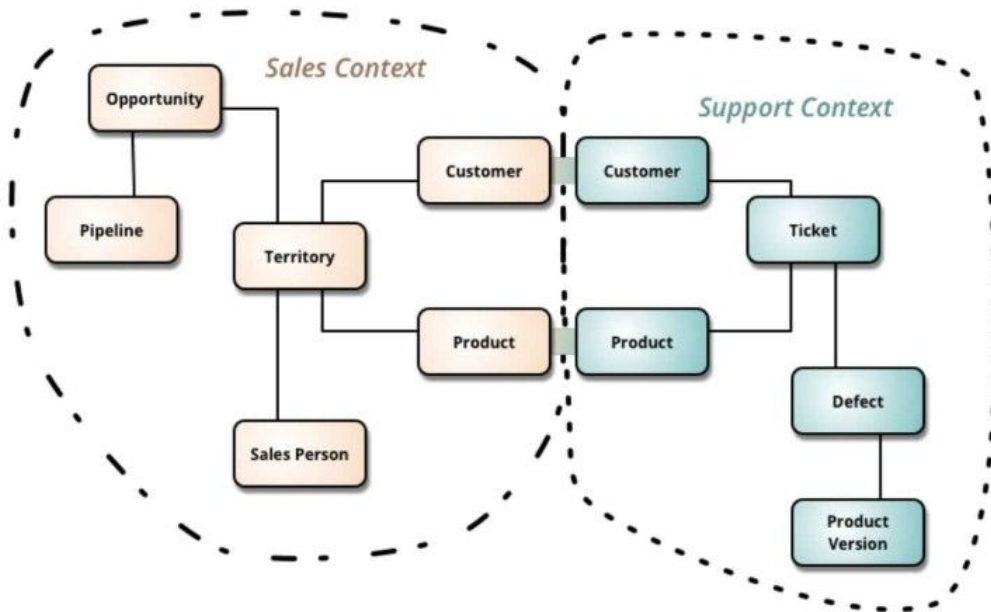


Tactical patterns



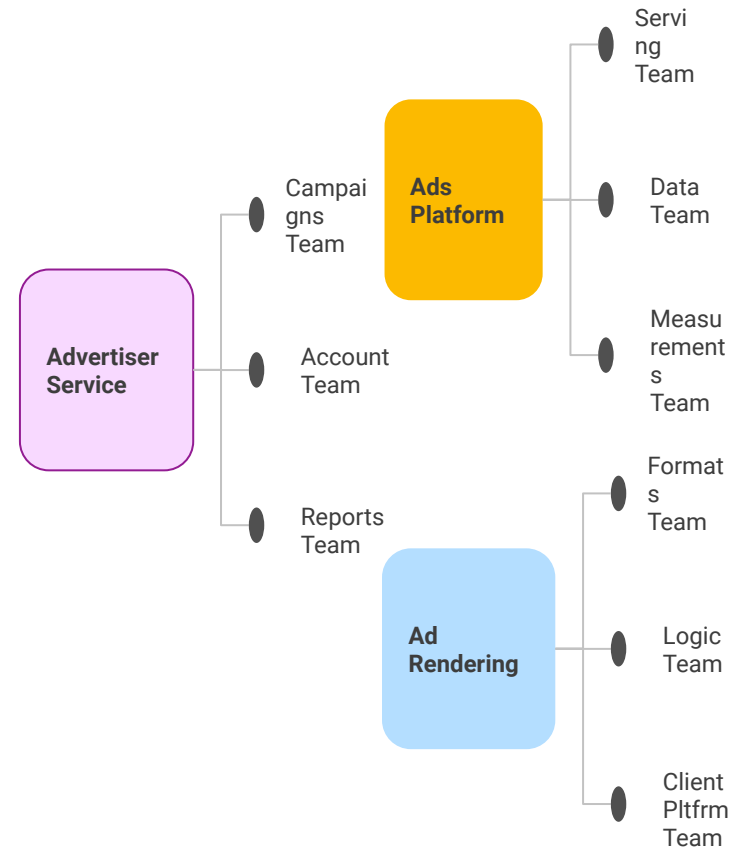
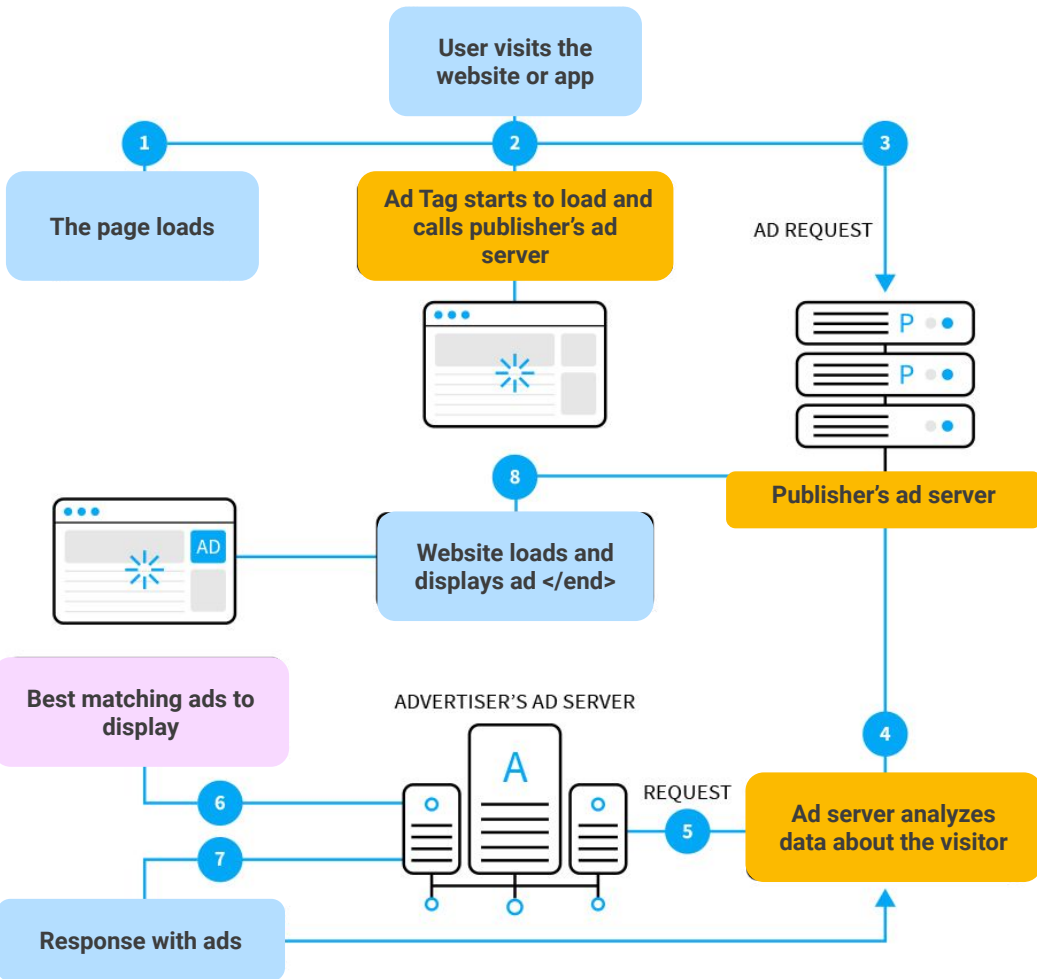
SOURCE: THOUGHTWORKS

Bounded Contexts

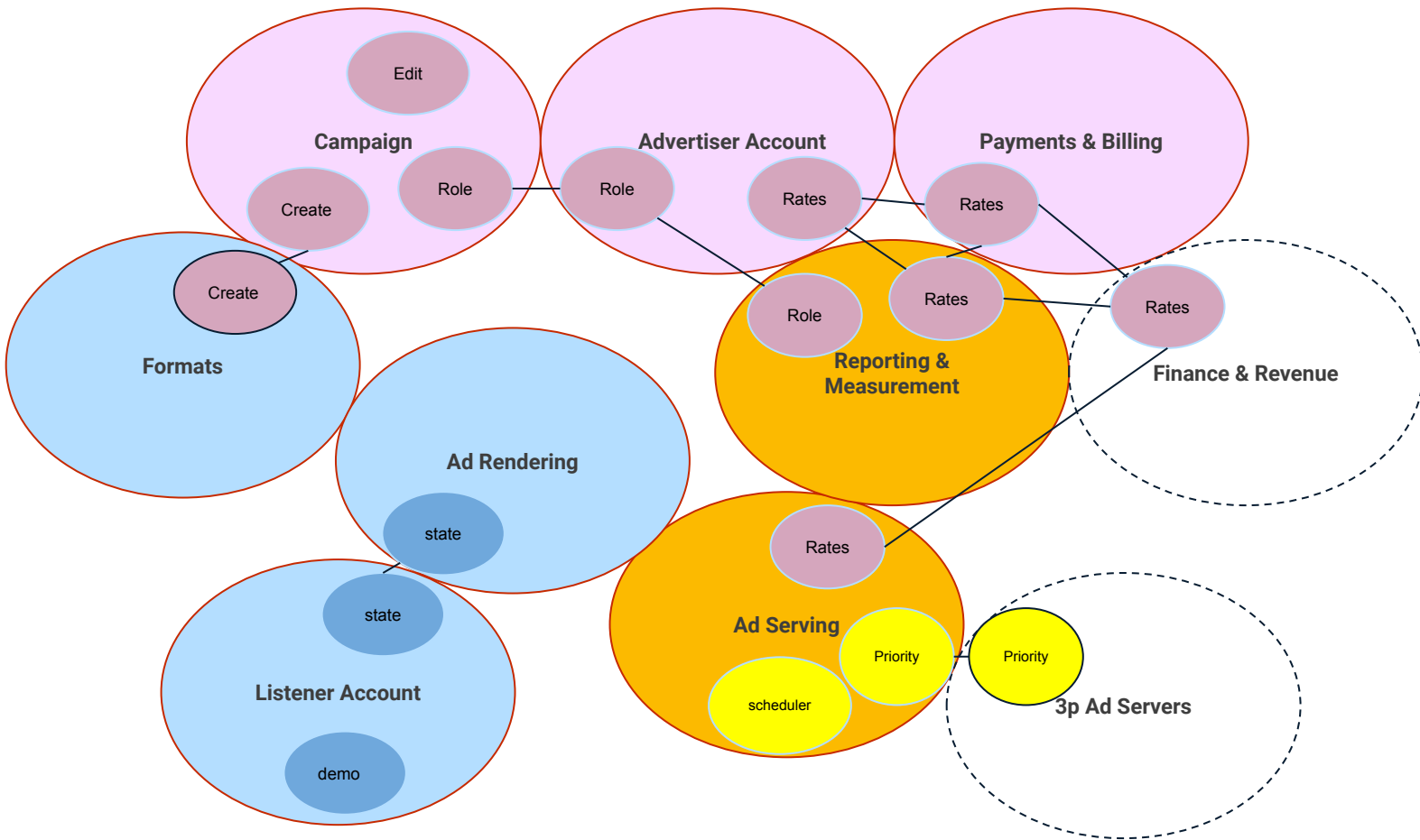


DDD deals with large models by dividing them into different Bounded Contexts and being explicit about their interrelationships.

<http://martinfowler.com/bliki/BoundedContext.html>



*ANY RESEMBLANCE TO ANY STREAMING COMPANY IS PURELY COINCIDENTAL



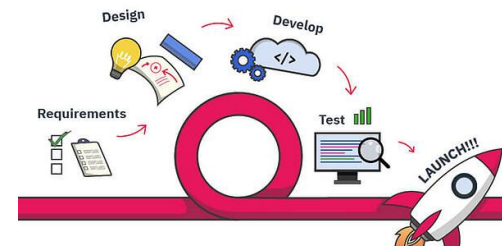
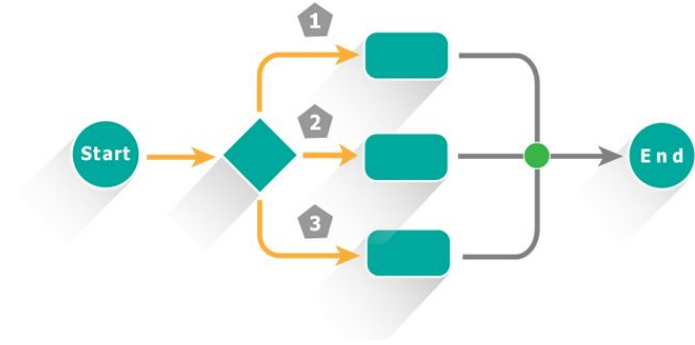
PAUSE: DOES YOUR BUSINESS AND
YOUR ARCHITECTURE MODELS CLASH OR
COORDINATE???



3. NOW DESIGN YOUR PROCESSES*

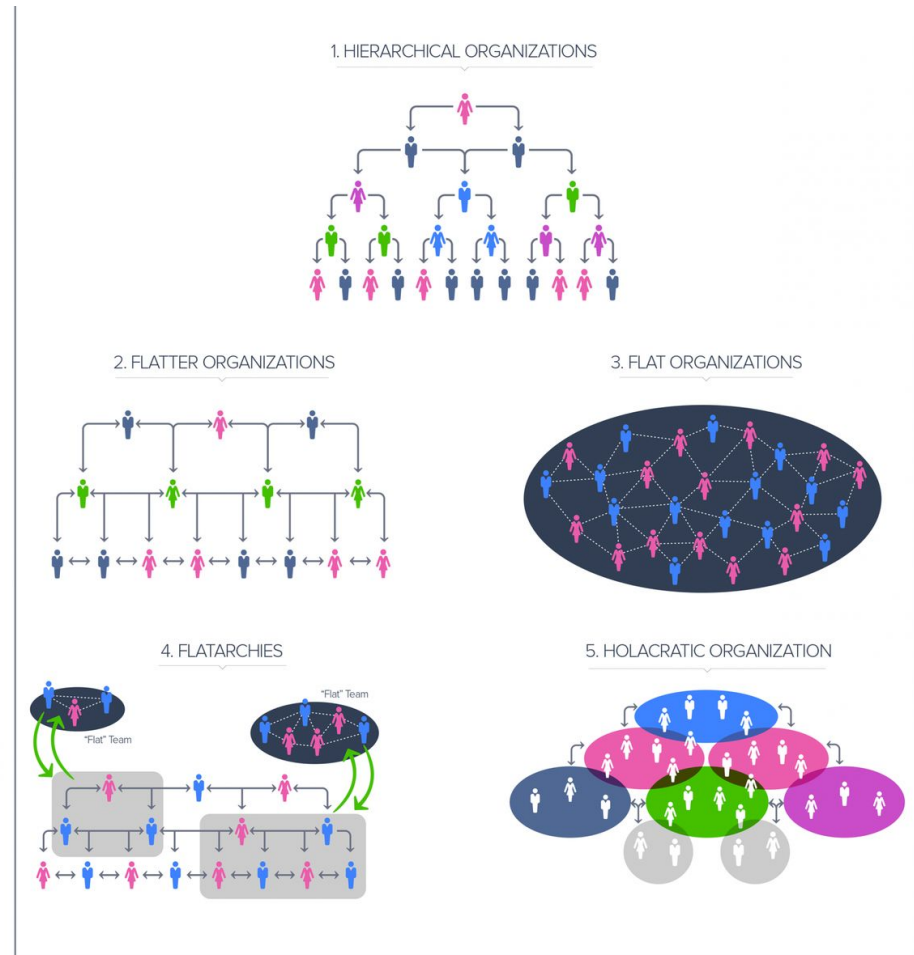
* THIS IS YOUR OPPORTUNITY TO PRACTICE ALL THE GOOD PRINCIPLES OF AGILITY END-TO-END

- WHAT IS YOUR VALUE STREAM?
- HOW DOES IT COMPARE TO YOUR ARCHITECTURE?
- WHAT ARE THE NECESSARY INTERACTIONS BETWEEN DIFFERENT MEMBERS OF YOUR VALUE STREAM?
- WHAT ARE THE WAYS TO REDUCE HANDOFFS?
- WHAT ARE WAYS OF WORKING THAT OPTIMIZE CONTINUOUS VALUE DELIVERY?
- HOW DO YOU COMMUNICATE AND CAPTURE OUTCOMES?



4. FINALLY, CO-CREATE YOUR ORGANIZATION

GIVEN THE PREVIOUS
INSIGHTS, WHAT IS THE
ORGANIZATION THAT
BEST OPTIMIZES FOR THE
BIZ VALUES AND THE
CULTURE YOU WANT TO
EMERGE?



WARNING:
BEYOND HERE



THERE BE
DRAGONS

- ORGANIZATION != CULTURE
- ORGANIZATION IS WHAT'S ON PAPER
- ORGANIZATION CONTAINS IMPLICIT AND EXPLICIT
TRADEOFFS
- CULTURE IS EMERGENT AND EPHEMERAL
- CULTURE IS OUT OF YOUR HANDS

THREE KEY TAKEAWAYS FROM OUR SESSION:

1. CONWAY'S LAW
2. BAPO
3. DOMAIN DRIVEN DESIGN

*"DON'T DESIGN SYSTEM ARCHITECTURES TO MATCH ORG
STRUCTURE.*

DESIGN ARCHITECTURES TO MATCH PRODUCT STRATEGY.

*DESIGN WAYS OF WORKING AND ORG STRUCTURE TO
MATCH SYSTEM ARCHITECTURES AND PRODUCT
STRATEGIES."*

- JASON YIP [@jchyip](#)

REALLY SMART PEOPLE TALKING ABOUT THESE THINGS:



RUTH MALAN @VIZARCH

REBECCA WIRFS-BROCK @REBECCAWB

JASON YIP @JCYIP

INDU ALAGARSAMY @INDU_ALAGARSAMY

ZSOFIA HERENDI @ZHERENDI

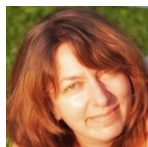
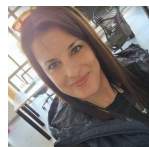
JADE BLOOM @CYETAIN

DIANA MONTALION @DIANAMONTALION

MATT BARCOME @MATTBARCOMB

VLADIK KHONONOV @VLADIKK

KRISZTINA @YELLOWBRICKC



THANK YOU!
NOW, FOR SOME Q&A

