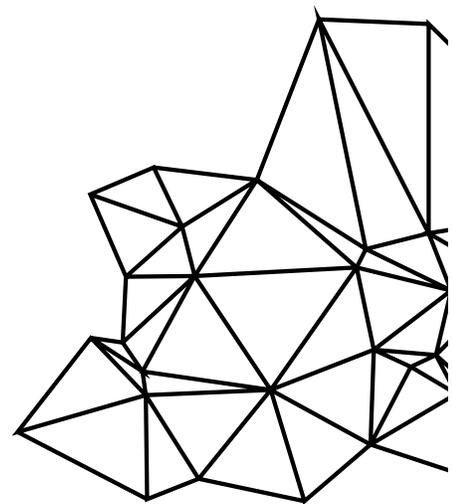




Team Peloton

Best performing team



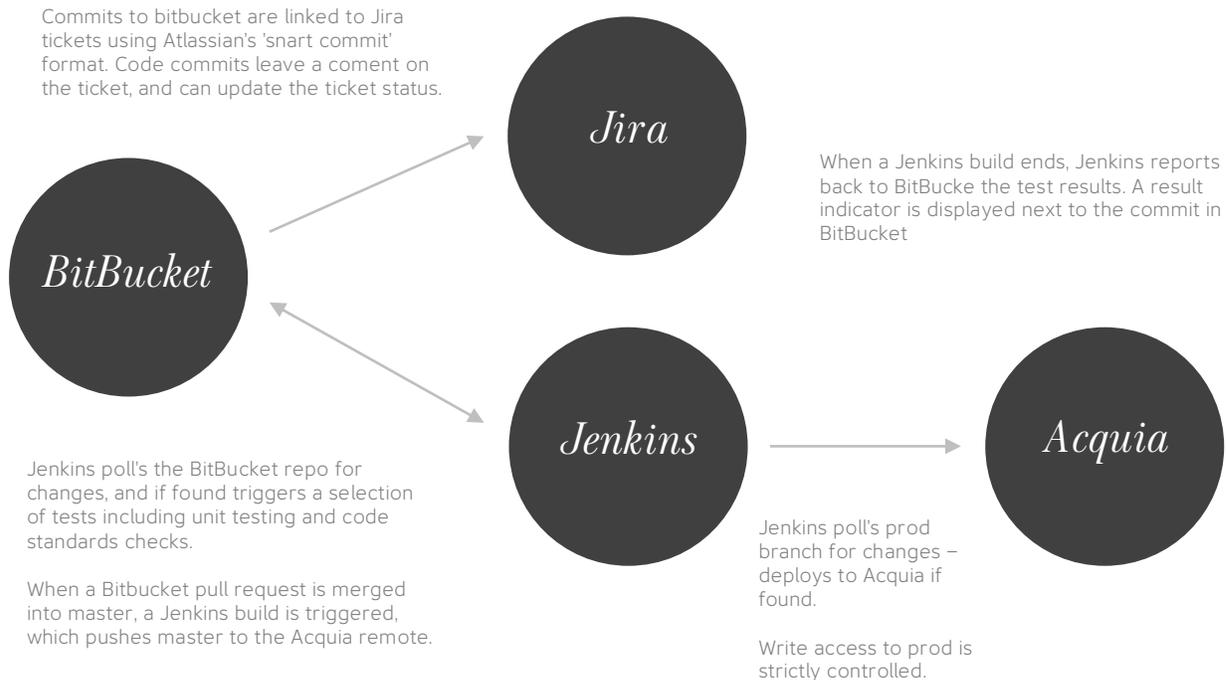
As a team, we have recently been involved in a project to overhaul an online ecosystem for a global brand. As part of the project we redesigned a number of processes and workflows that have now been rolled out to other teams and used as references throughout the company.

Technical workflow & testing framework

For the website project, given that this was for a global client and containing business critical functionality - we wanted to design a new workflow that struck a balance between fast and frequent releases and slow, rigid release schedules.

Previously, some business units at the client had been accustomed to scheduling releases in advance and packaging up the deployment with a test script, before handing this over to the IT department who are responsible for deployments. This process could take between 1-2 weeks dependent on schedules and whether or not tests pass. This process was clearly not as flexible as it could be. On the flip side, development teams at Mirum had been used to working in a more agile/relaxed way, releasing as and when needed, however without a robust testing process in place.

We solved this problem by setting up a Jenkins server, which is integrated with the git repository on BitBucket and the Jira ticketing system. Jenkins polls the repository for changes and unit tests business critical functionality, as well as testing for coding standards. It also triggers the same tests when a pull request is merged on BitBucket and deploys to the QA environment. Jenkins reports back to BitBucket and indicates a 'pass' or 'fail' for every commit - giving a good oversight of the health of the code base, and catching problems early.



In addition, we introduced the pull request workflow familiar to any developer working with open source projects, this serves numerous benefits:

- All code is peer reviewed by at least one other developer before being merged into master
- Junior team members get used to critiquing code
- All developers have a good view of the changing code base, not just the feature they are working on

Thanks to the Atlassian suite all commits, pull requests, and feature branches are linked to a Jira ticket - meaning it is clear to all team members who has changed specific code, why, and when. As well as providing a more robust project, the workflow has had other beneficial side effects: it has introduced a collaborative atmosphere, made it easier for the team to scale, and enabled remote working. Developers are now able to work wherever suits them instead of being bound to the office. In recent months, members of the team have been working remotely from different locations such as Canada, South Korea, and Germany.

Team Dynamics

The revised workflow and processes have resulted in a professional yet casual atmosphere; one that cultivates a positive attitude, innovative problem solving and collaboration - but without forgetting personal accountability and business requirements. The team members are self-driven and support each other, and respect each other as individuals.

This culture is nurtured via a series of recurring meetings: daily standups, weekly planning sessions and retrospectives, along with more informal lunches from which work related discussion topics are excluded.

