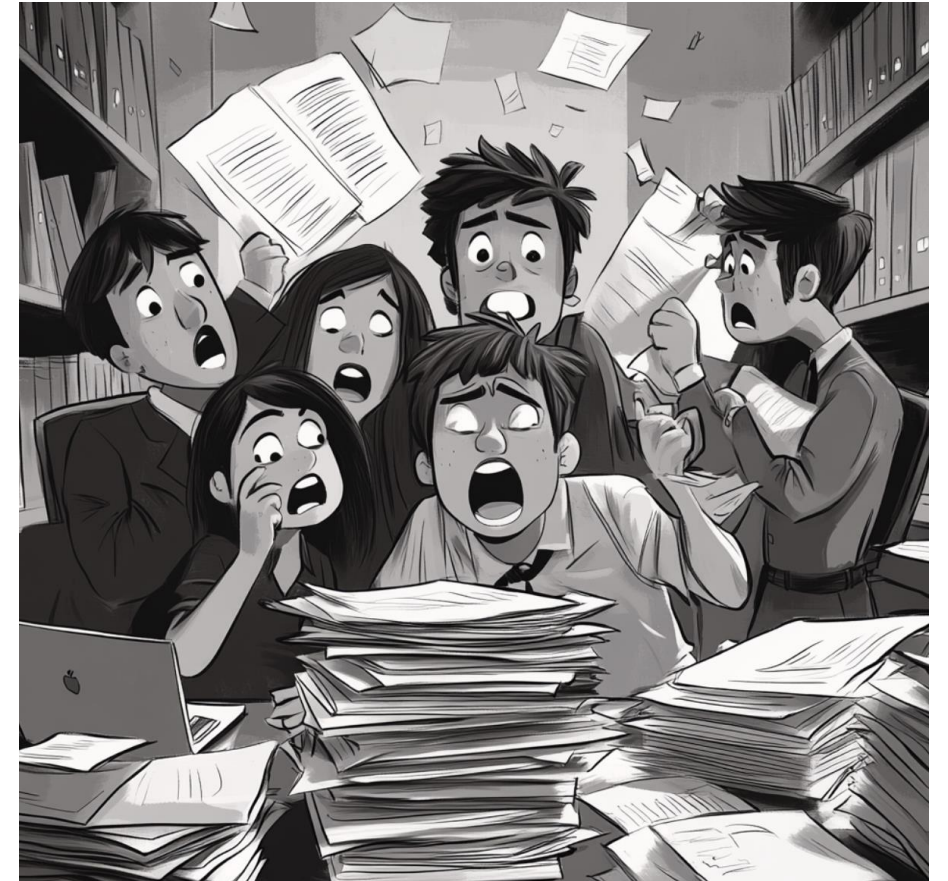


The golden rules

How do I prevent newcomers from getting involved in my project?

Andreas Monschau

22.01.2025



- IT Consultant
- Lead Trainee program
- Speaker & Author
- running, boardgames, Pen&Paper, Metal (concerts & festivals)



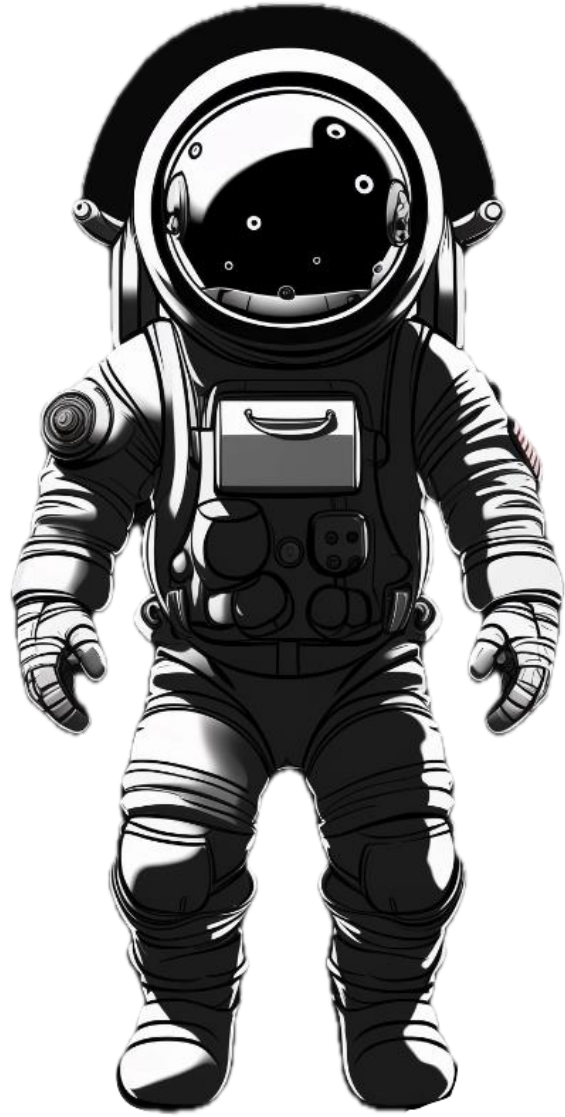


- est. 2006 in Bonn, Germany
- > 80 employees
- Company DNA:
EMPOWERING PEOPLE

IMAGINE

A stylized, glowing brain with neural connections and the word 'IMAGINE' overlaid. The brain is rendered in vibrant colors of blue, purple, and pink, with bright, glowing lines representing neural pathways. The word 'IMAGINE' is written in large, bold, black capital letters across the center of the brain.

IMAGINE



Manager

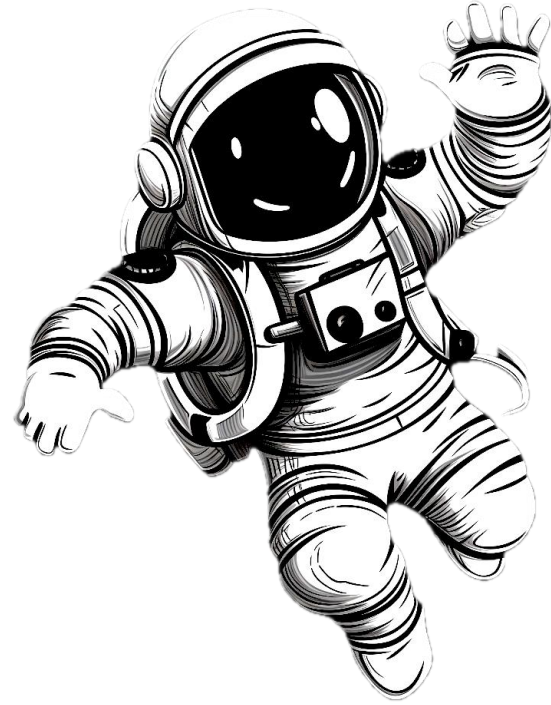
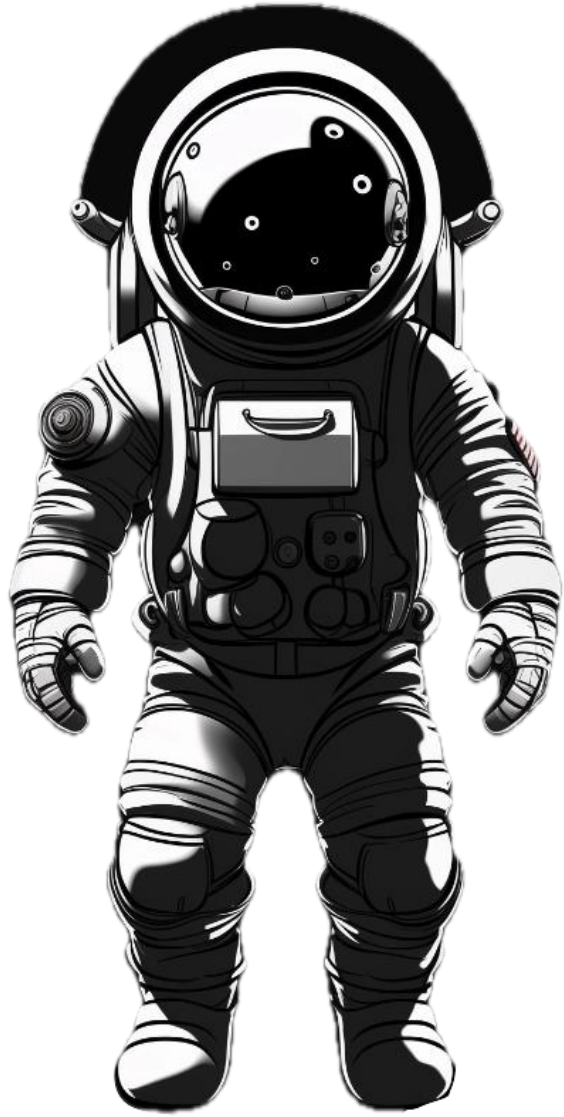
Softwaredeveloper

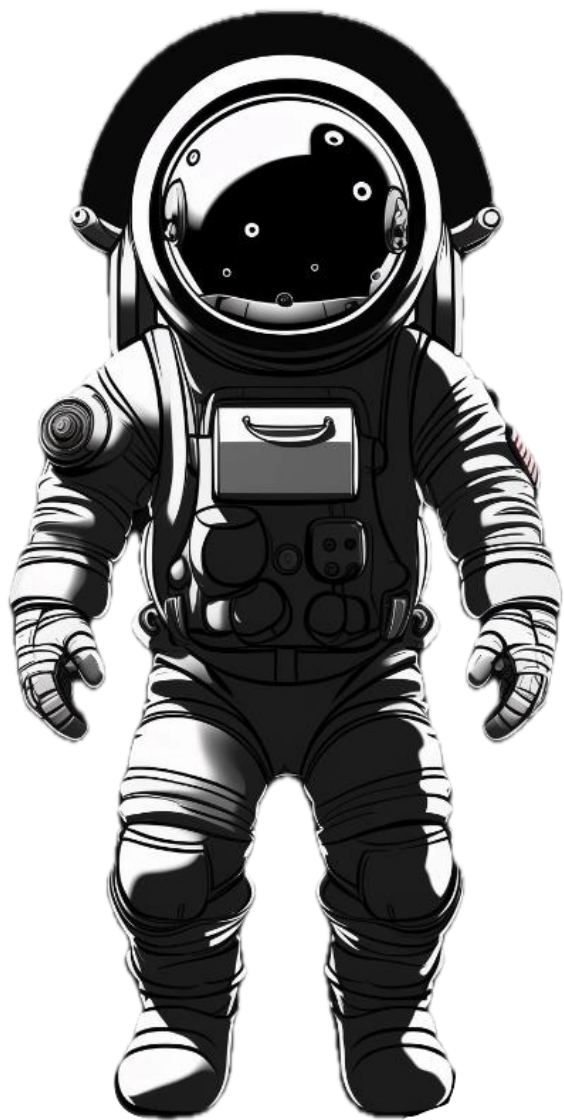
Tester

PO

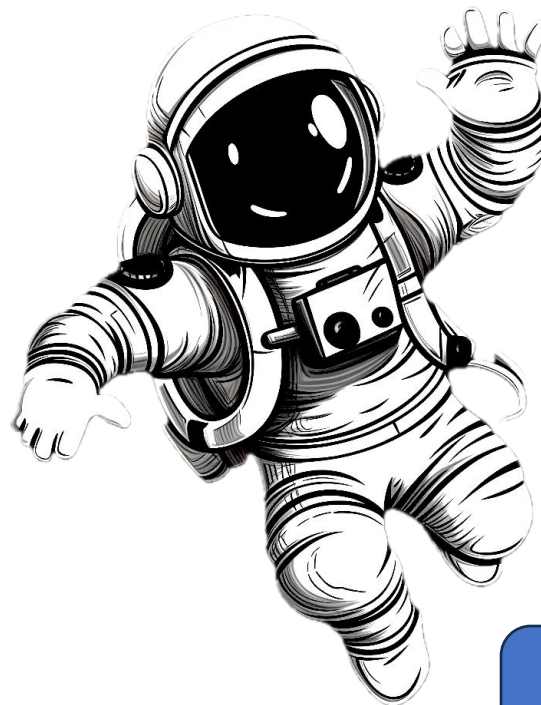
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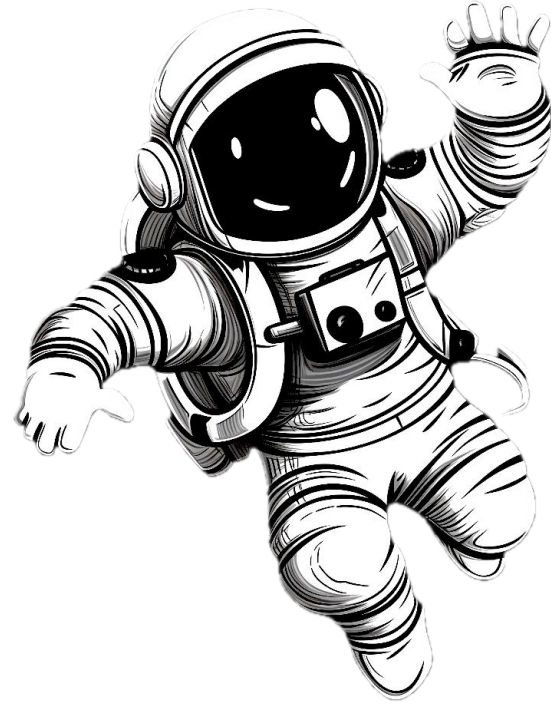
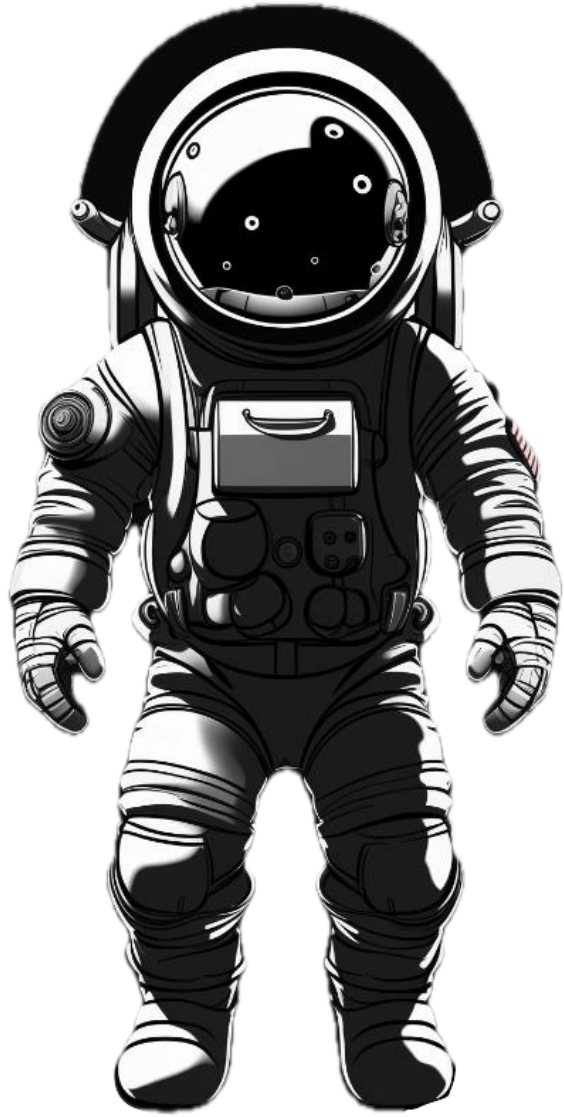
Junior Developer



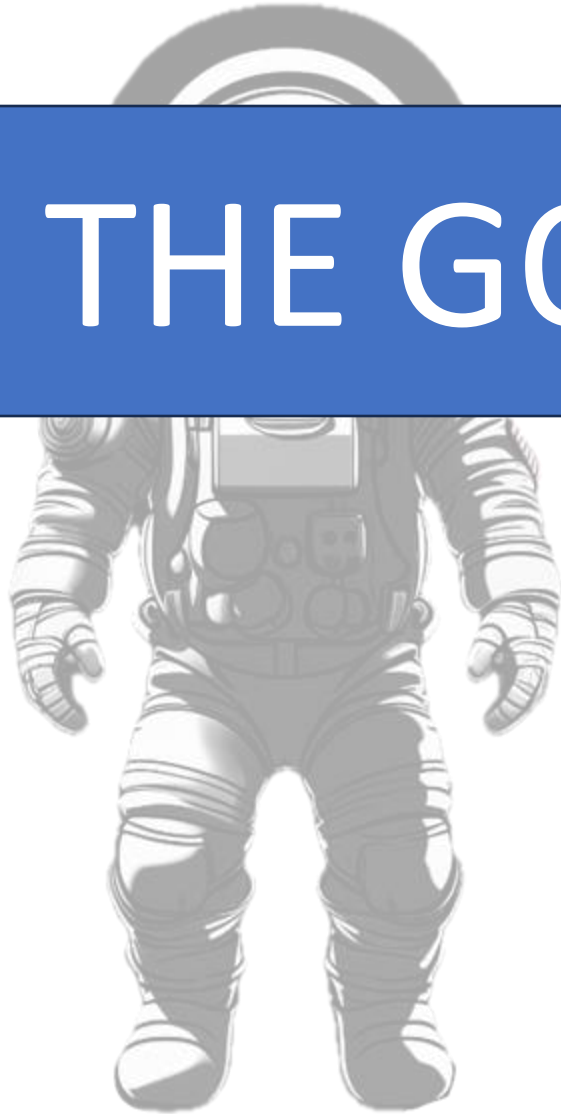
Junior Tester

Greenhorn

Newbie



THE GOLDEN RULES!





THE GOLDEN RULES!

Make the entry unpleasant



THE GOLDEN RULES!

Make the entry unpleasant

Shaping the newcomers for their entire professional life



THE GOLDEN RULES!

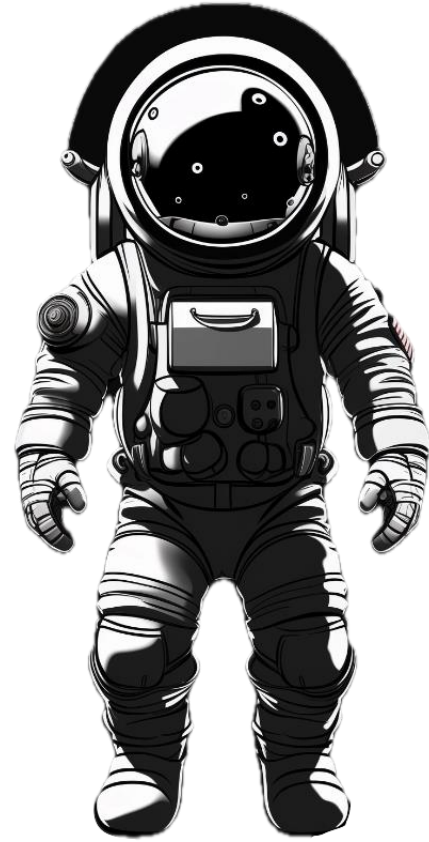
Make the entry unpleasant

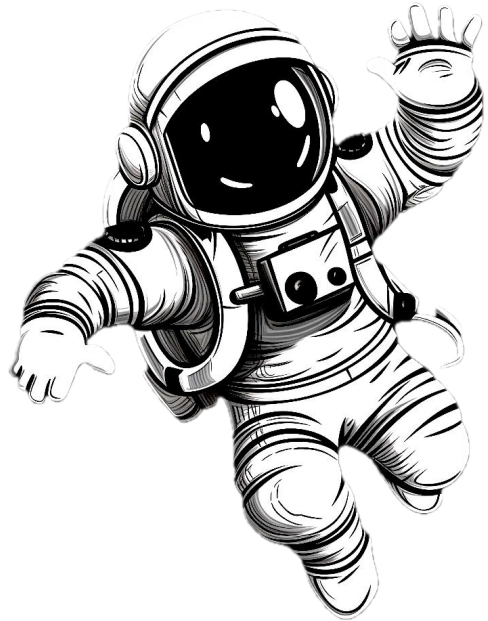
Shaping the newcomers for their entire professional life

Risk the success of your project!

TRIPLE WIN!

Rule #1





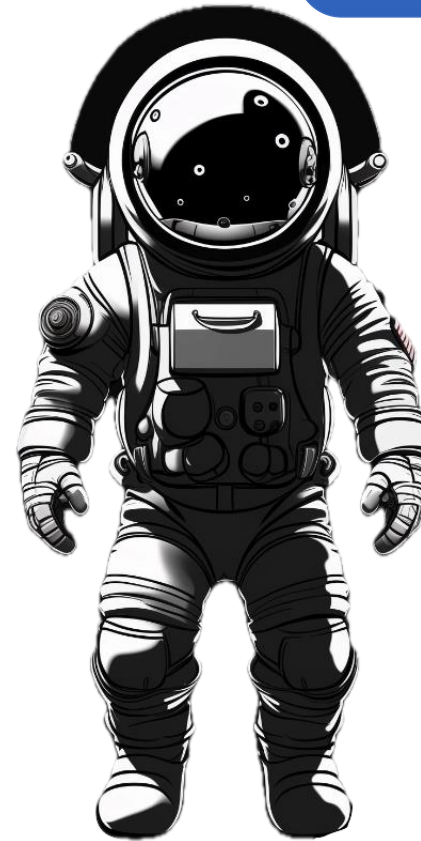
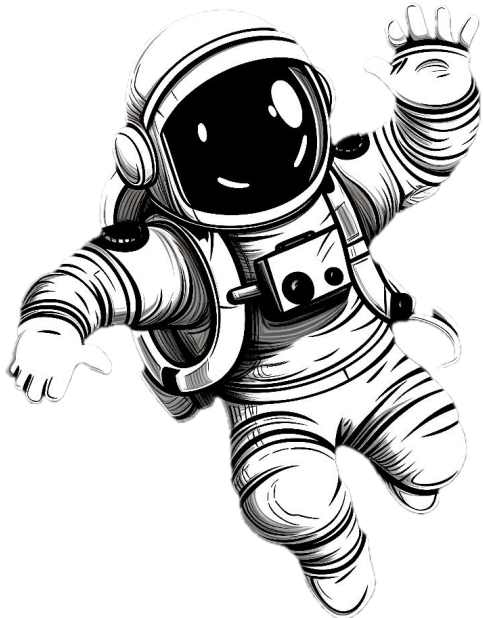
Poor
working
atmosphere

Project is
going
badly

Only the
fittest...

Dev =
Ressource

Poor
canteen

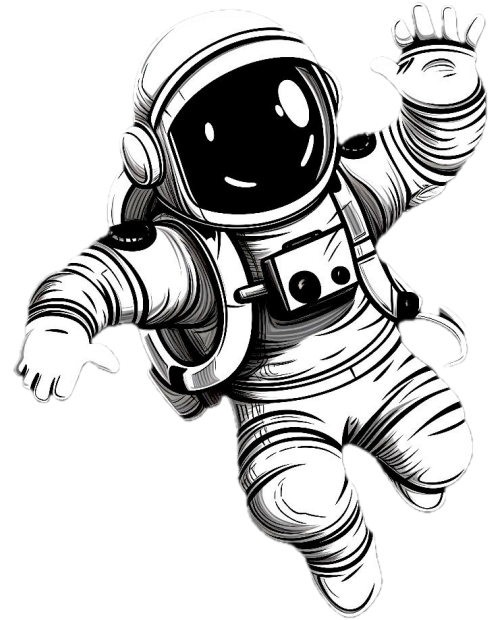


Rule #1

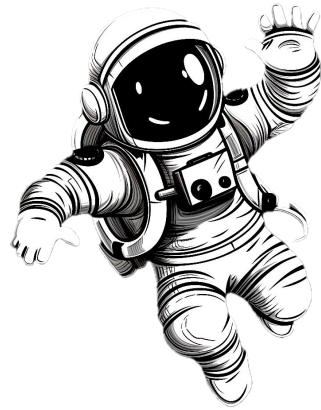
Rule #1

„Ensure an unpleasant welcome“

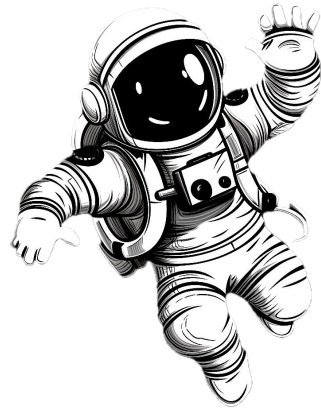
Rule #2



*„...in space, no one can
hear you scream“*



*„...in your project, no
one wants to hear you“*

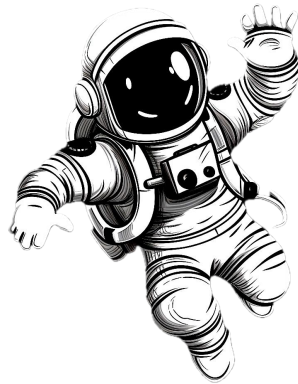
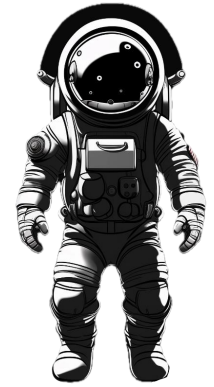
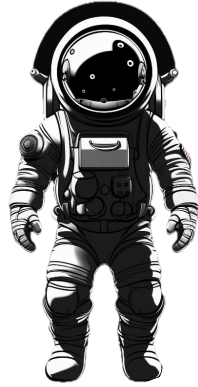
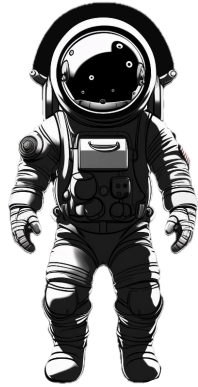
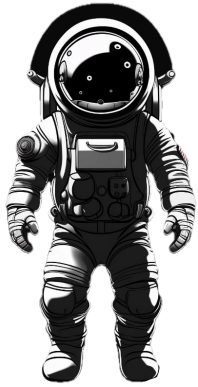


Rule #2

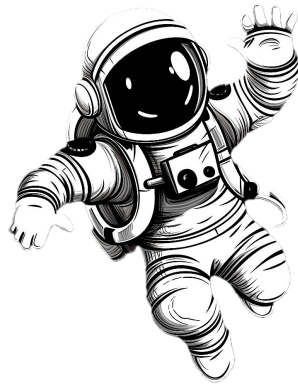
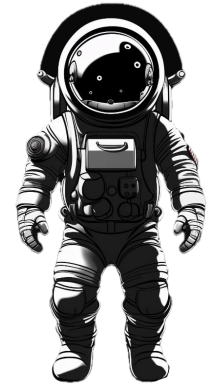
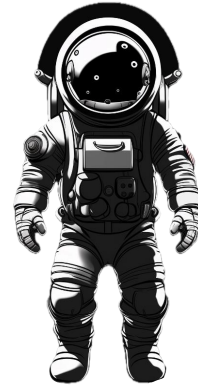
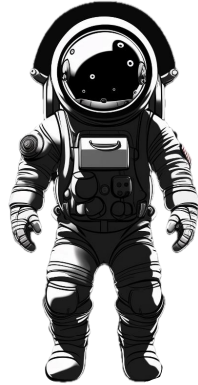
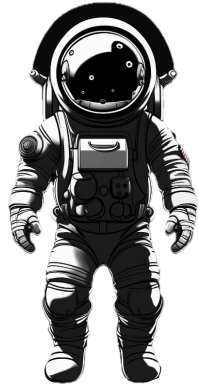
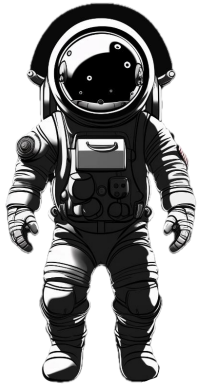
Regel #2

„Be unavailable“

Rule #3

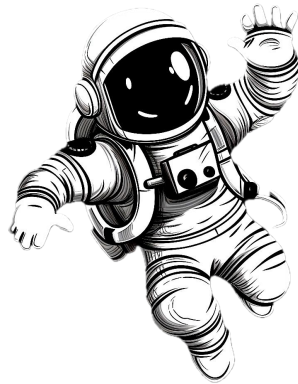
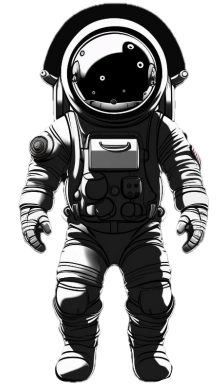
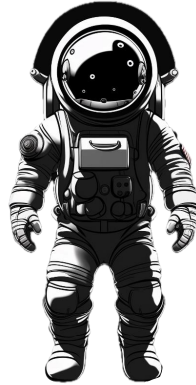
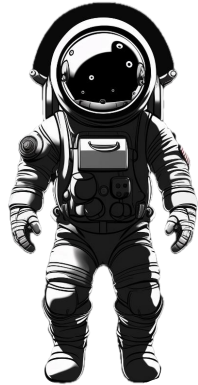
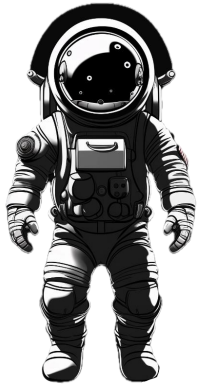


Fix some
bugs



No
bugfixing
at all!

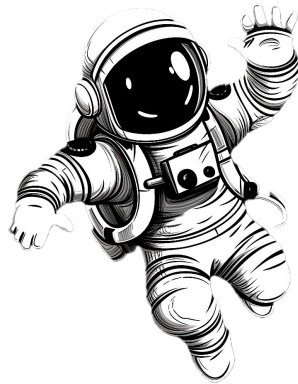
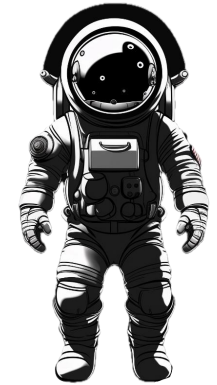
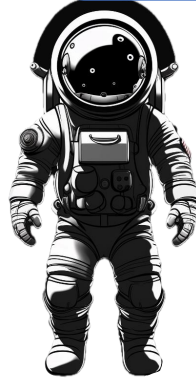
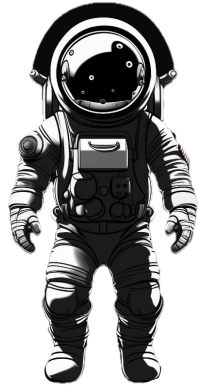
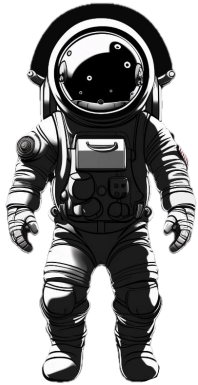
Fix some
bugs



No
bugfixing
at all!

Work on
tasks!

Fix some
bugs

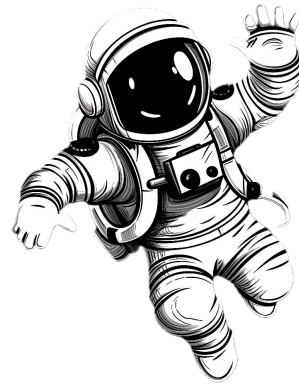
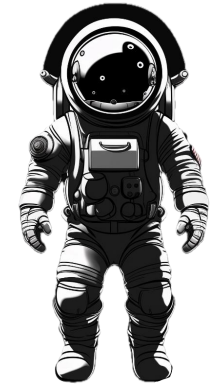
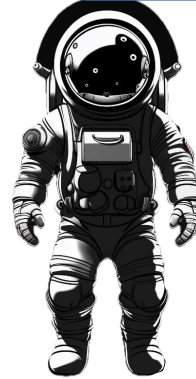
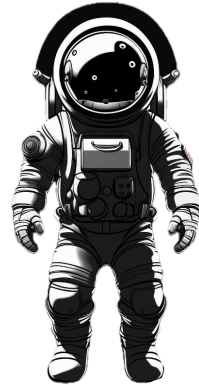
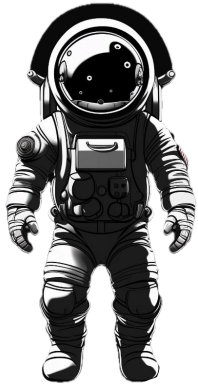


No
bugfixing
at all!

Work on
tasks!

We don't
need you

Fix some
bugs



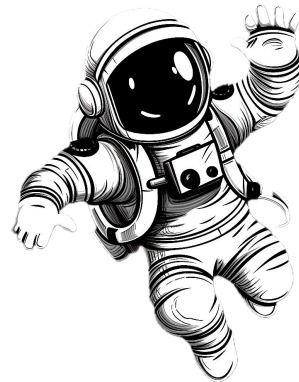
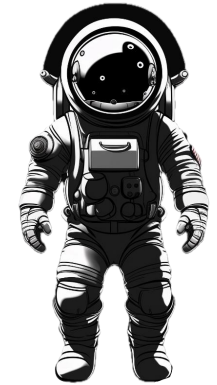
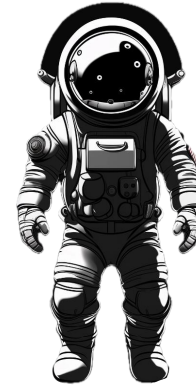
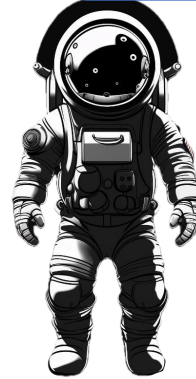
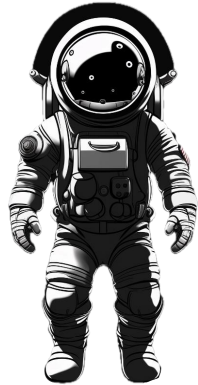
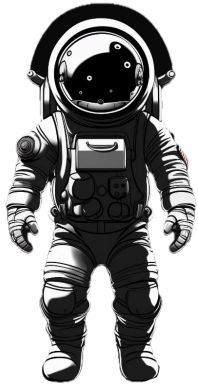
No
bugfixing
at all!

Work on
tasks!

We don't
need you

Fix some
bugs

Read the
documentation

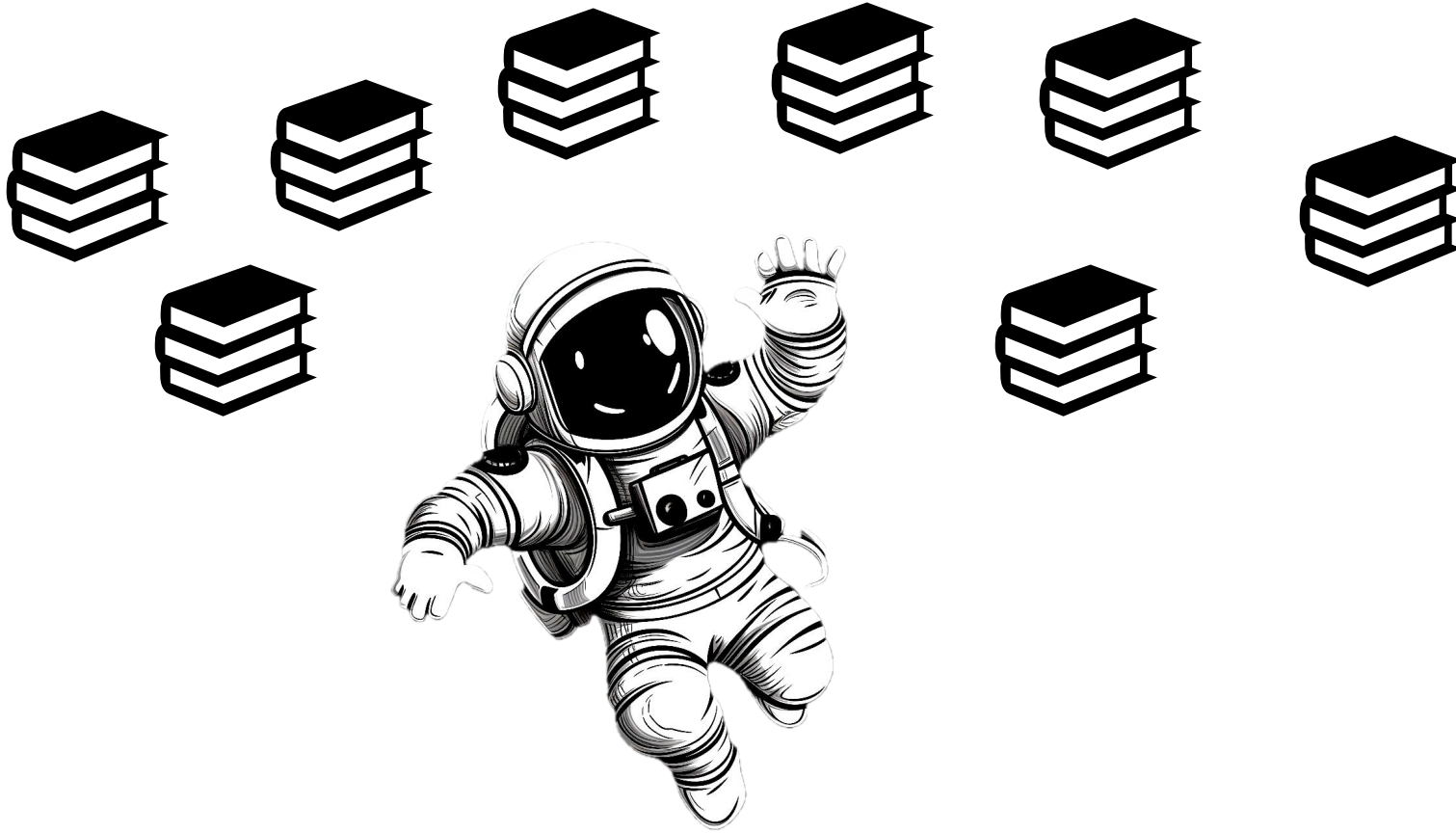


Rule #3

Rule #3

„Do not assign clear tasks“

Rule #4



A blue rounded rectangular box containing the text '„Why don't you read up first“'. The box is surrounded by decorative icons: three graduation caps at the top, a stack of books on the left and right sides, and a pen at the bottom center.

„Why don't you
read up first“

Securitykonzept



Erstellt von Andreas Monschau

Letzte Aktualisierung: 24.11.2019 Andreas Monschau

Sec



Do not update
documentation!

Monschau

▼ HaegerTime

- Anforderungen
- Besprechungsnotizen
- WIP Architekturbeschreibung
- WIP Konzepte

Anforderungen



Erstellt von Andreas Monschau

Letzte Aktualisierung: vor Kurzem •  Analysen

 TODO

+ Stichwort hinzufügen

Anforderungen



Erstellt von Andreas Monschau

Letzte



TOD

+ Stichw

Fake
documentation!

```
/**
 *
 * todo
 *
 * @return
 */
@Override
public ArrayList<Client> importDataFromDB() {
    return datenbank.readClientList();
}
```

```
/**
```

```
 * increments i
```

```
*/
```

```
i = i + 1;
```

Rule #4

Rule #4

„Don't overdo it with the
documentation“

Regel #5

```
String myText = temp + temp2;
```

```
private validateTextDataAndPrintToDruckstrasseOrDisplayErrorModal(String Text){  
    //...  
}
```

```
String strName = new String();  
int iAlter = 5;  
String Name_Firme = new String();
```

```
String strName = new String();
```

- ✘ DO NOT use underscores, hyphens, or any other nonalphanumeric characters.
- ✘ DO NOT use Hungarian notation.

<https://learn.microsoft.com/en-us/dotnet/standard/design-guidelines/general-naming-conventions>

```
String strName = new String();
```

- ✘ DO NOT use underscores, hyphens, or any other nonalphanumeric characters.
- ✘ DO NOT use Hungarian notation.

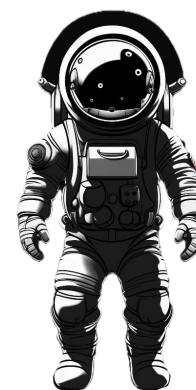
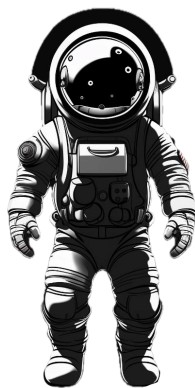
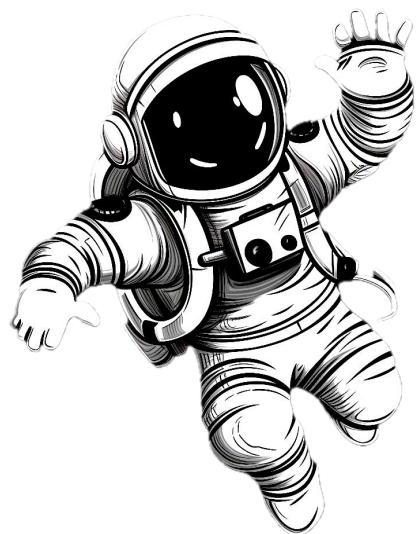
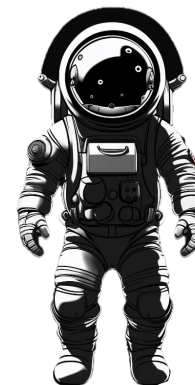
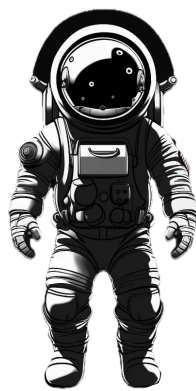
<https://learn.microsoft.com/en-us/dotnet/standard/design-guidelines/general-naming-conventions>

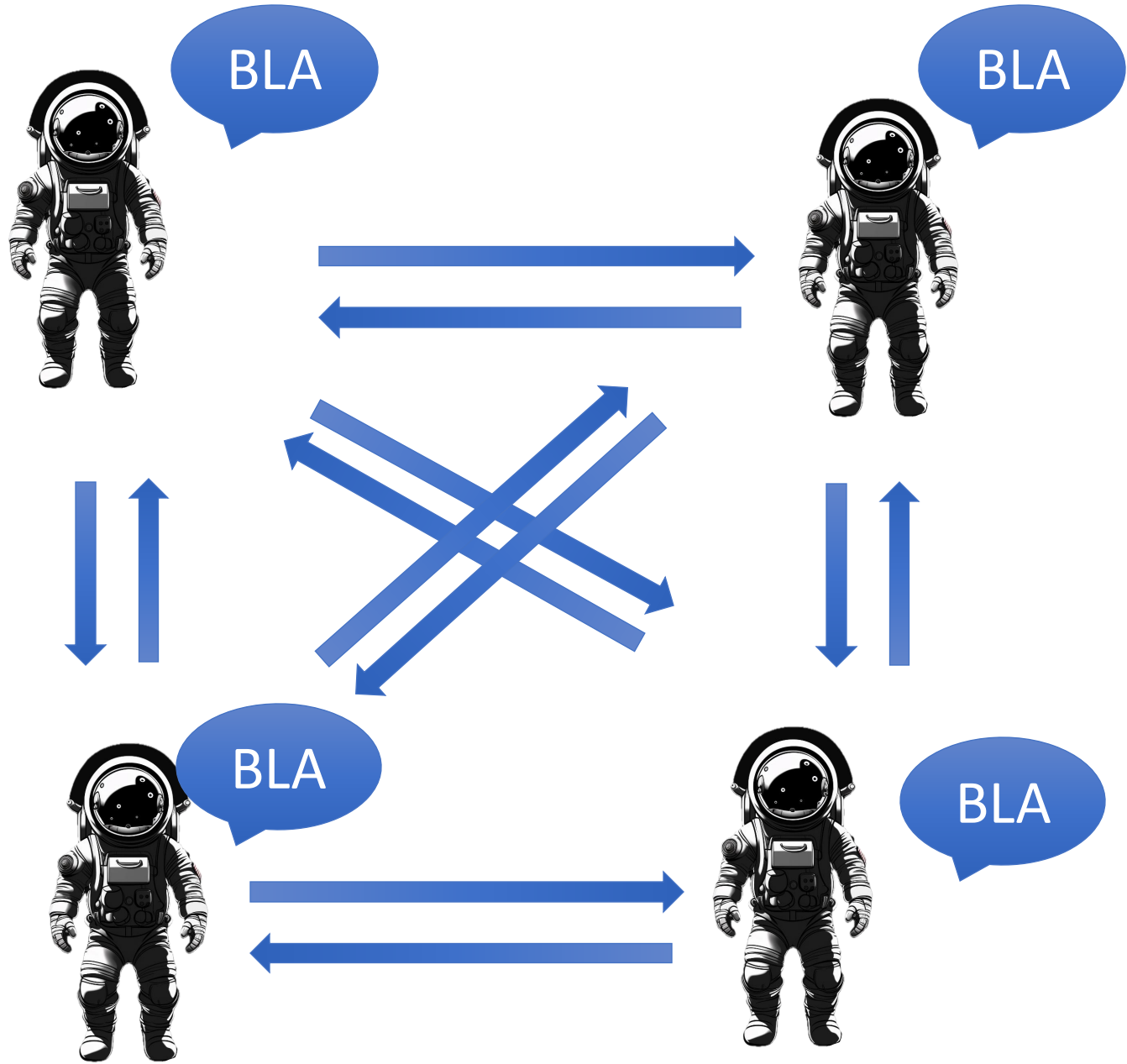
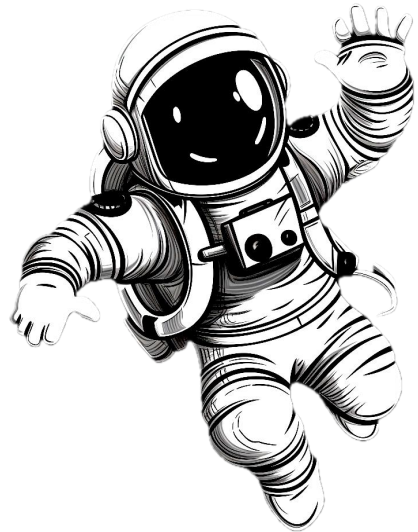
Rule #5

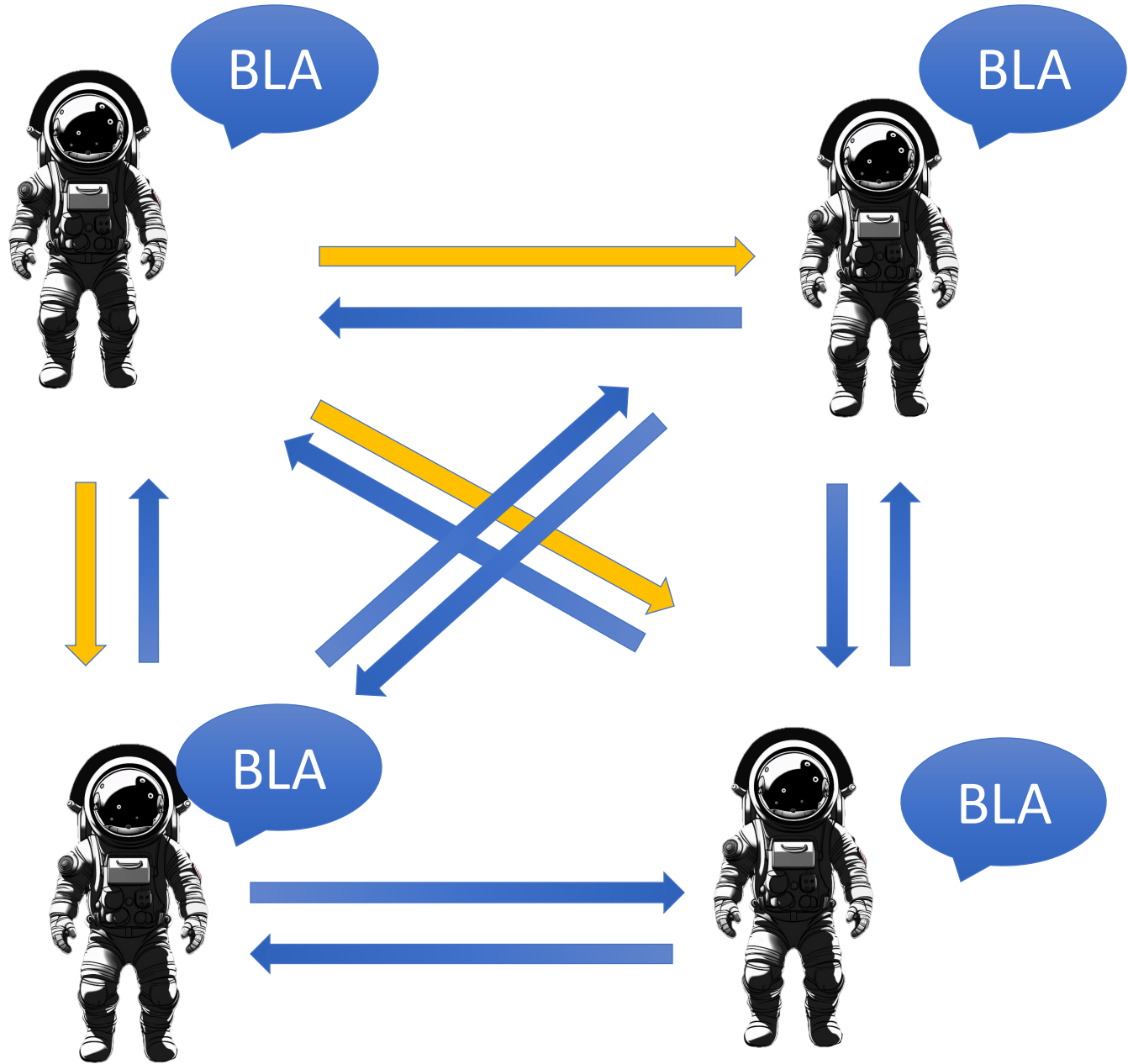
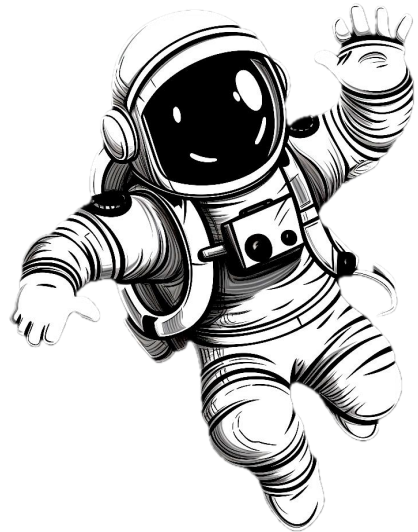
Rule #5

„Write bad code“

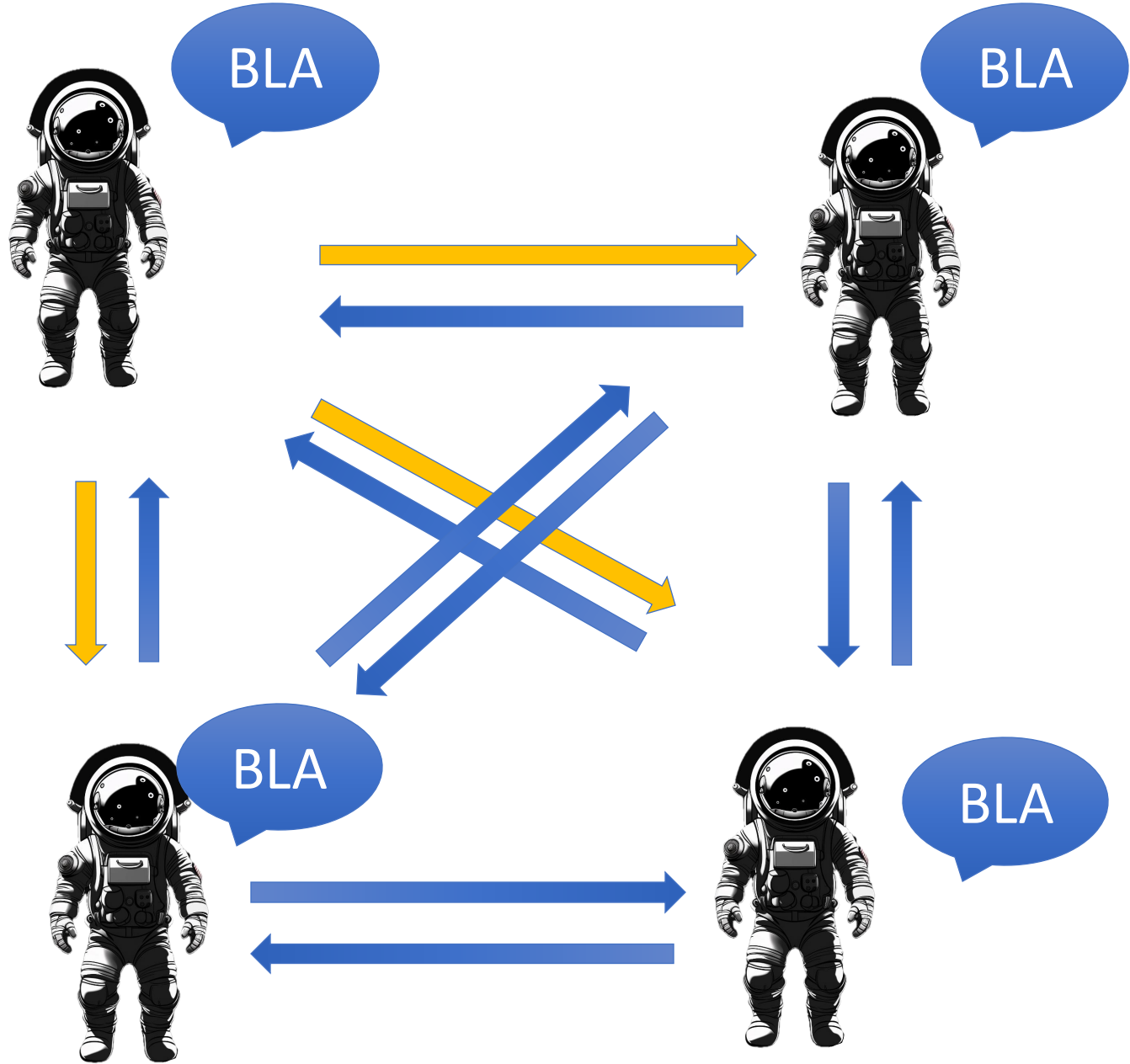
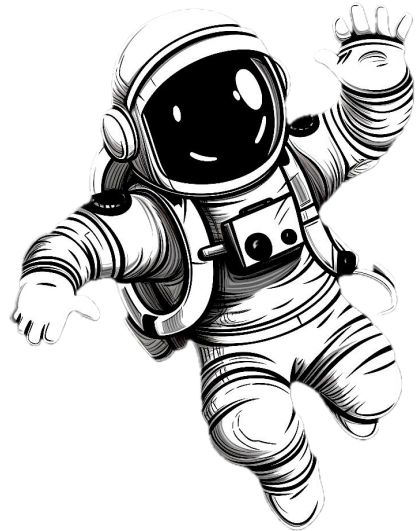
Rule #6

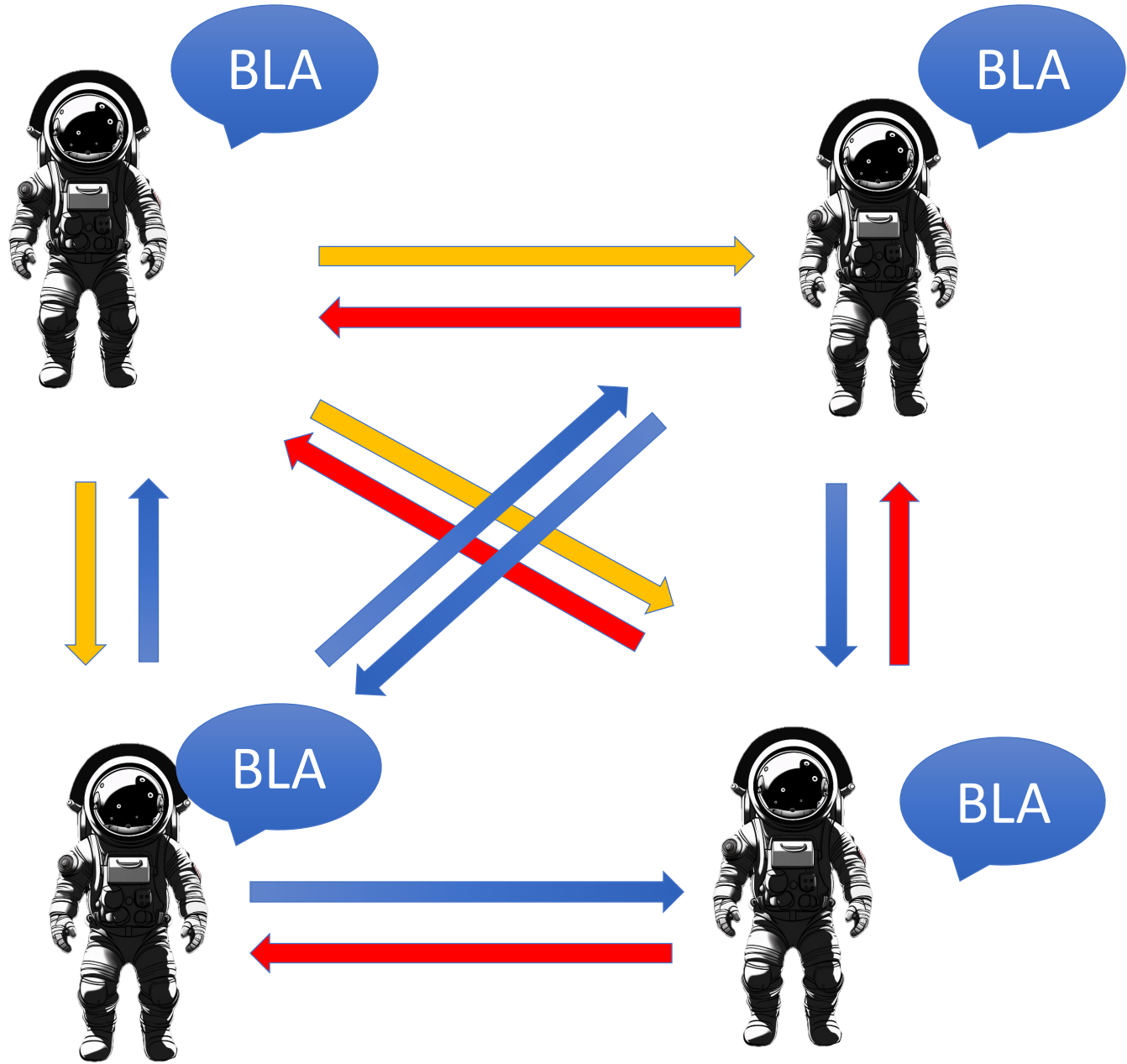
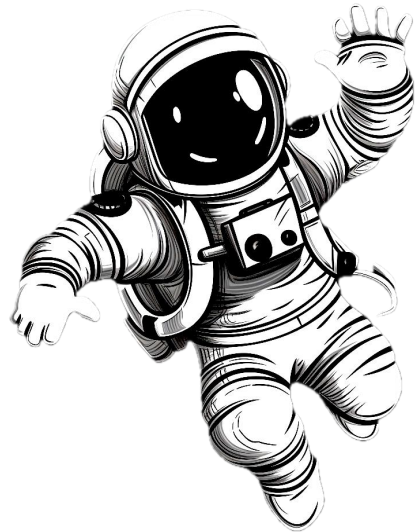




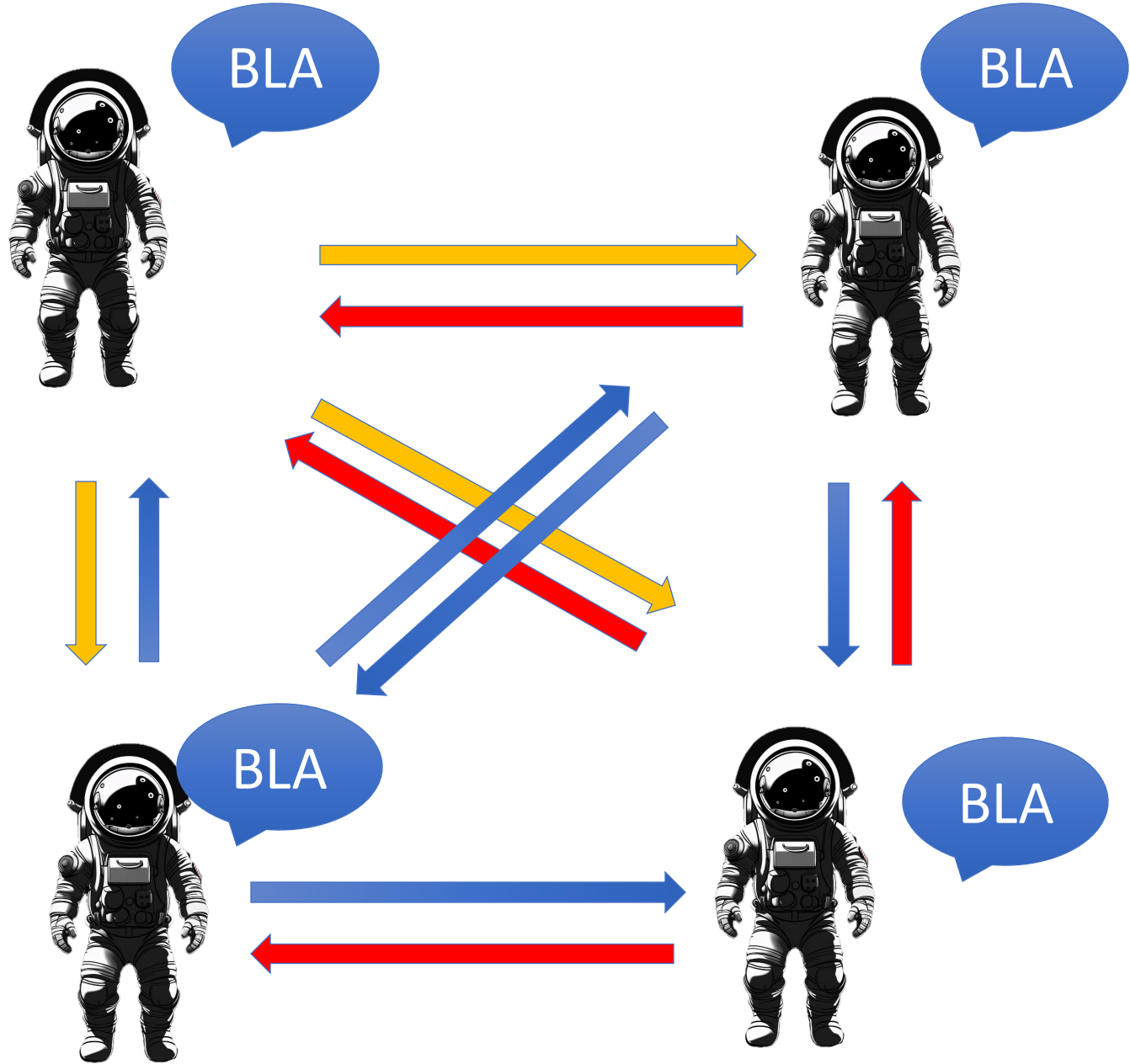
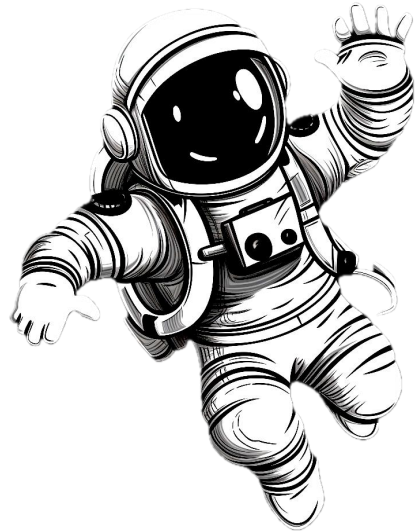


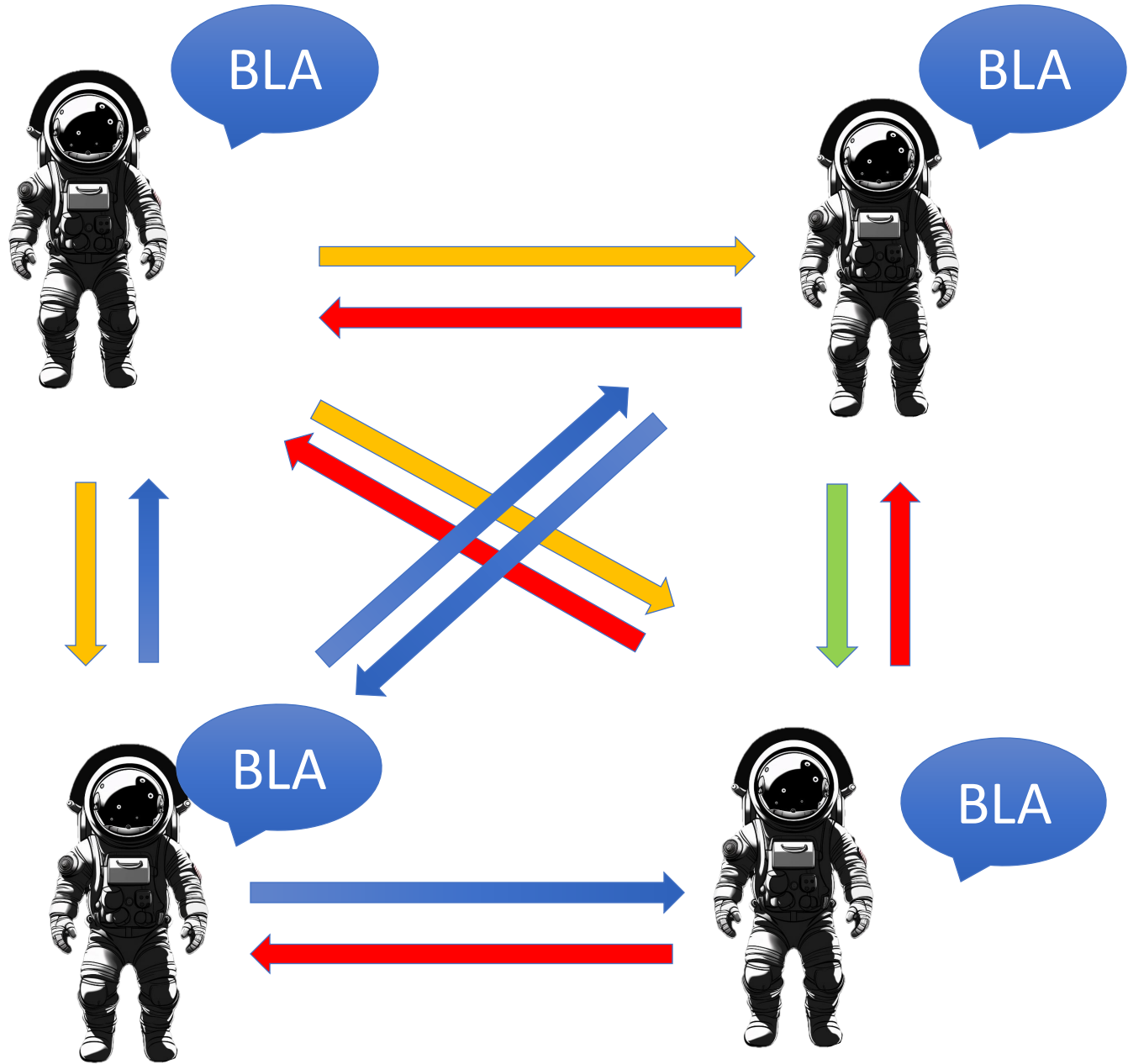
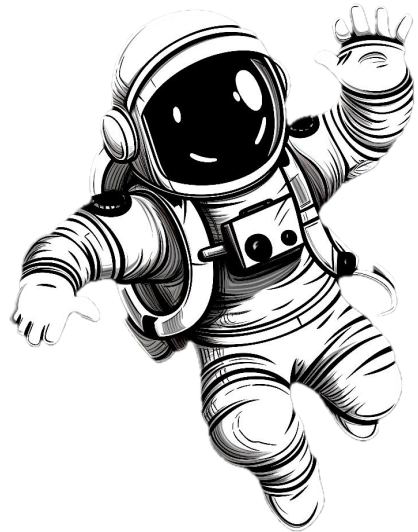
Everything
by mail!



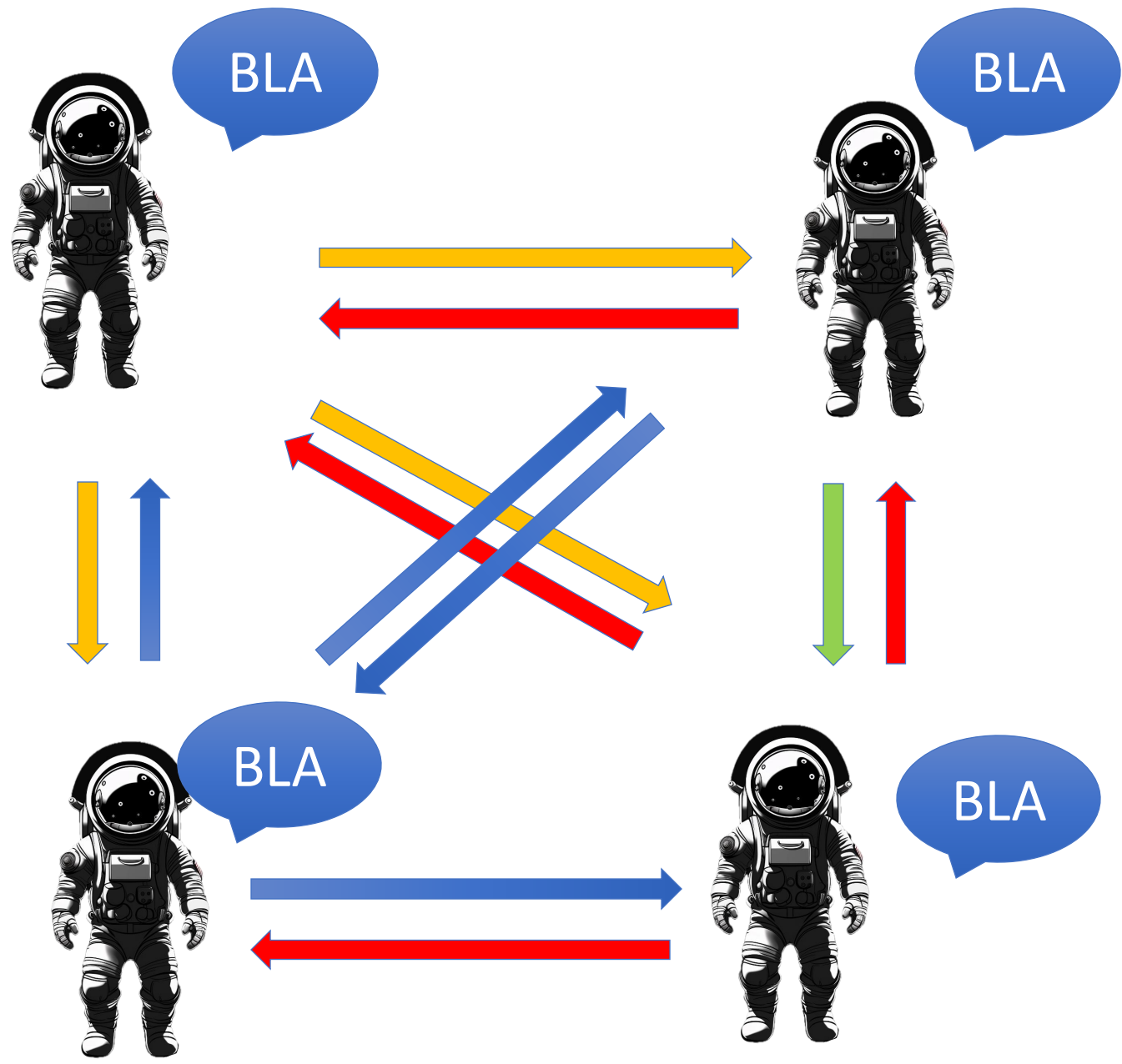
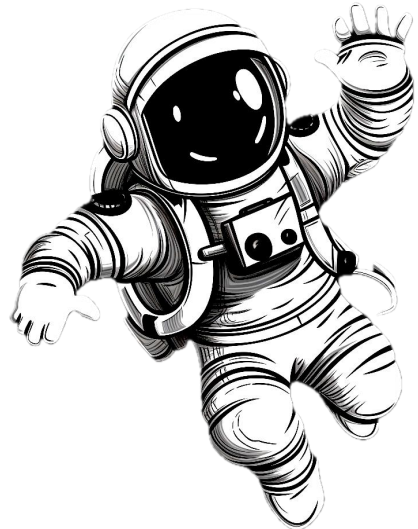


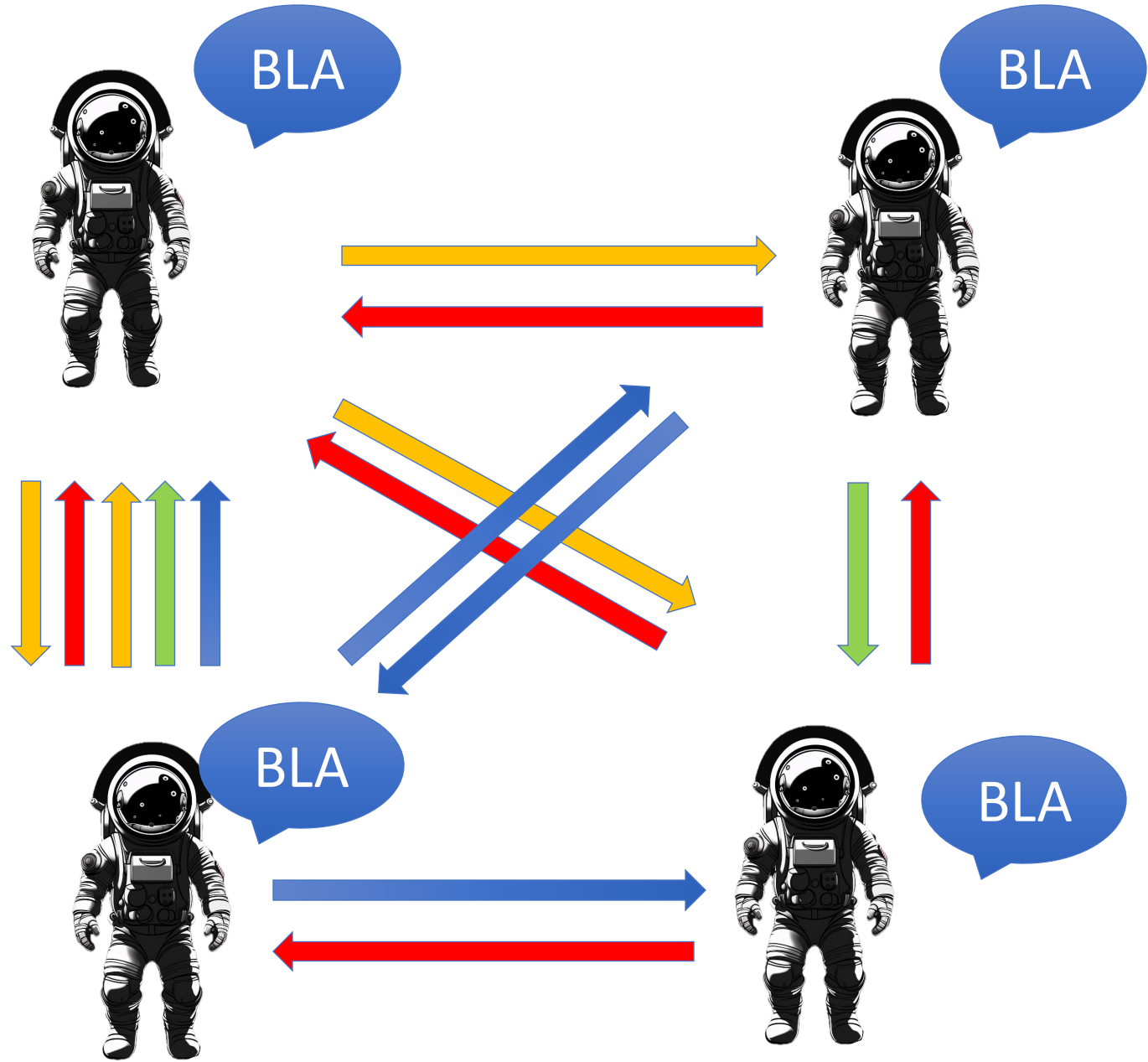
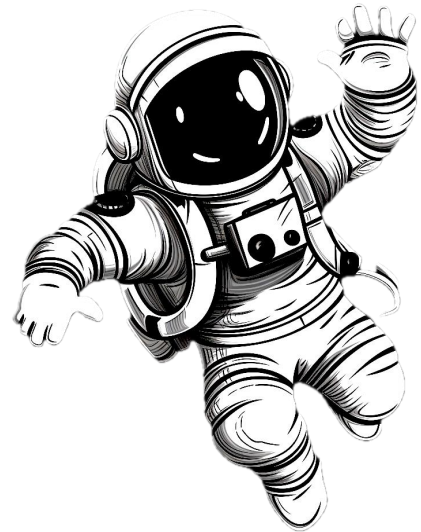
Everything by Teams!



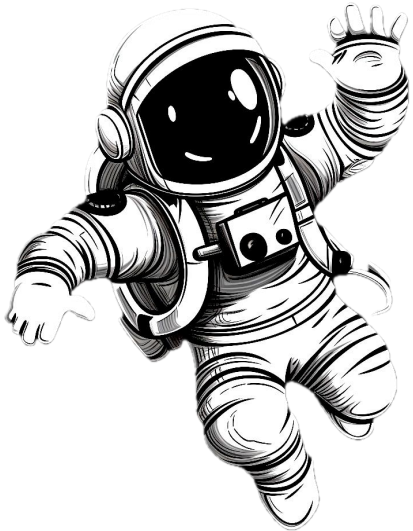
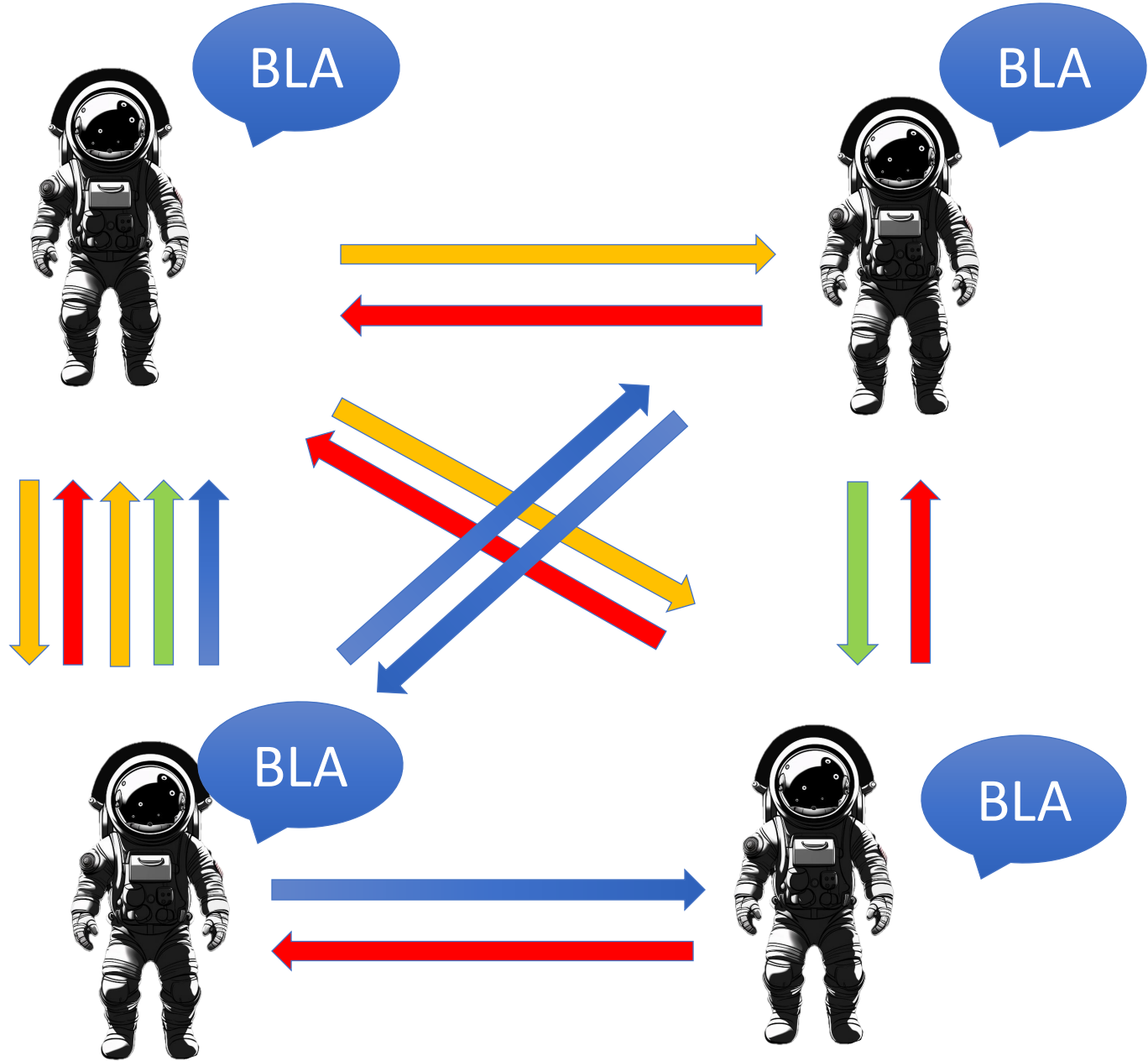


Everything by Fax

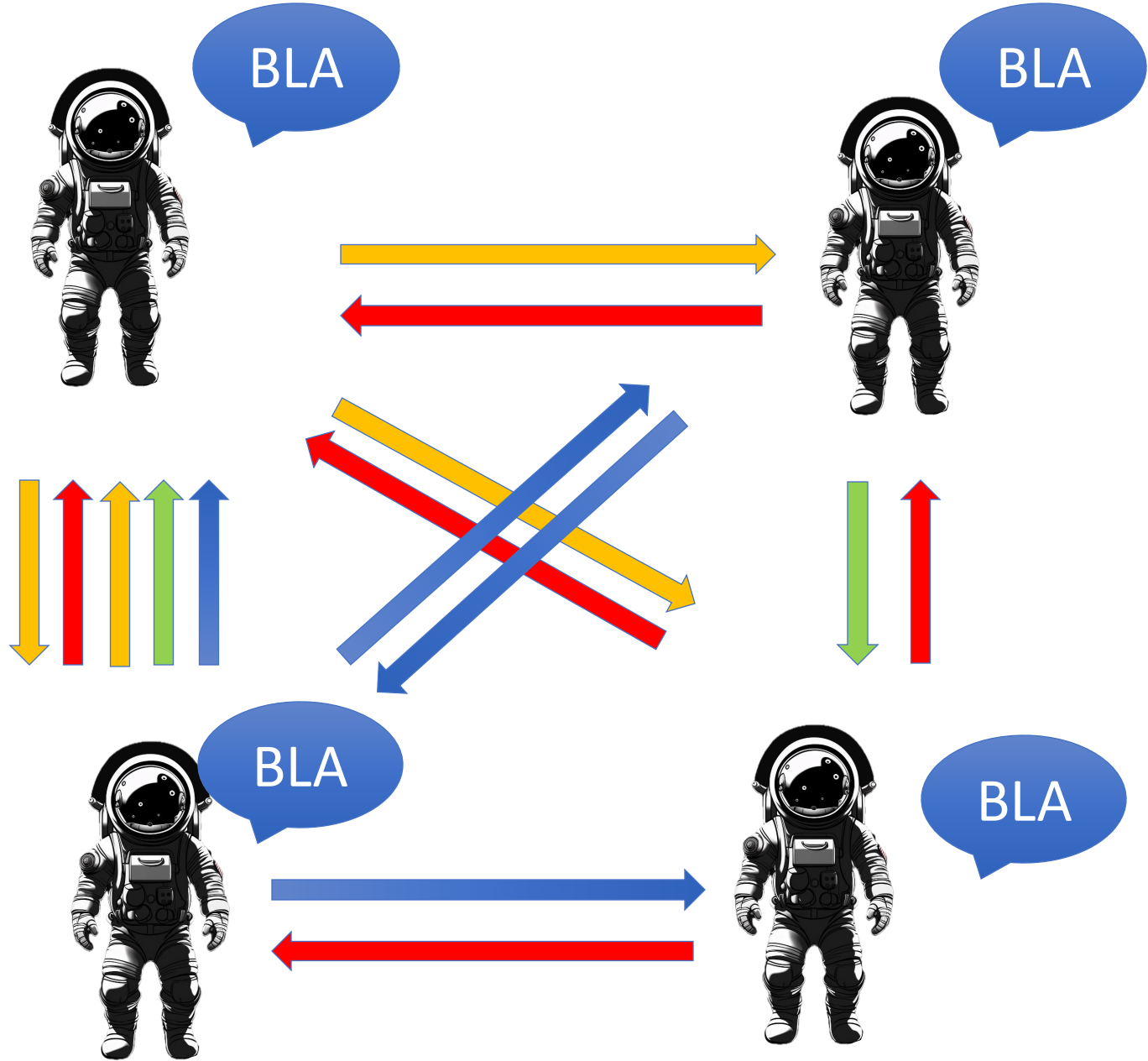
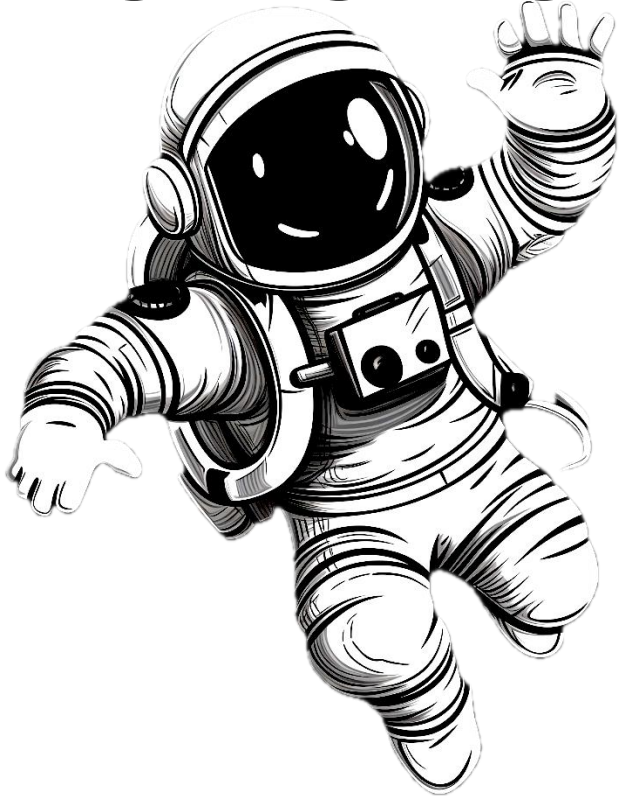




Everything



???

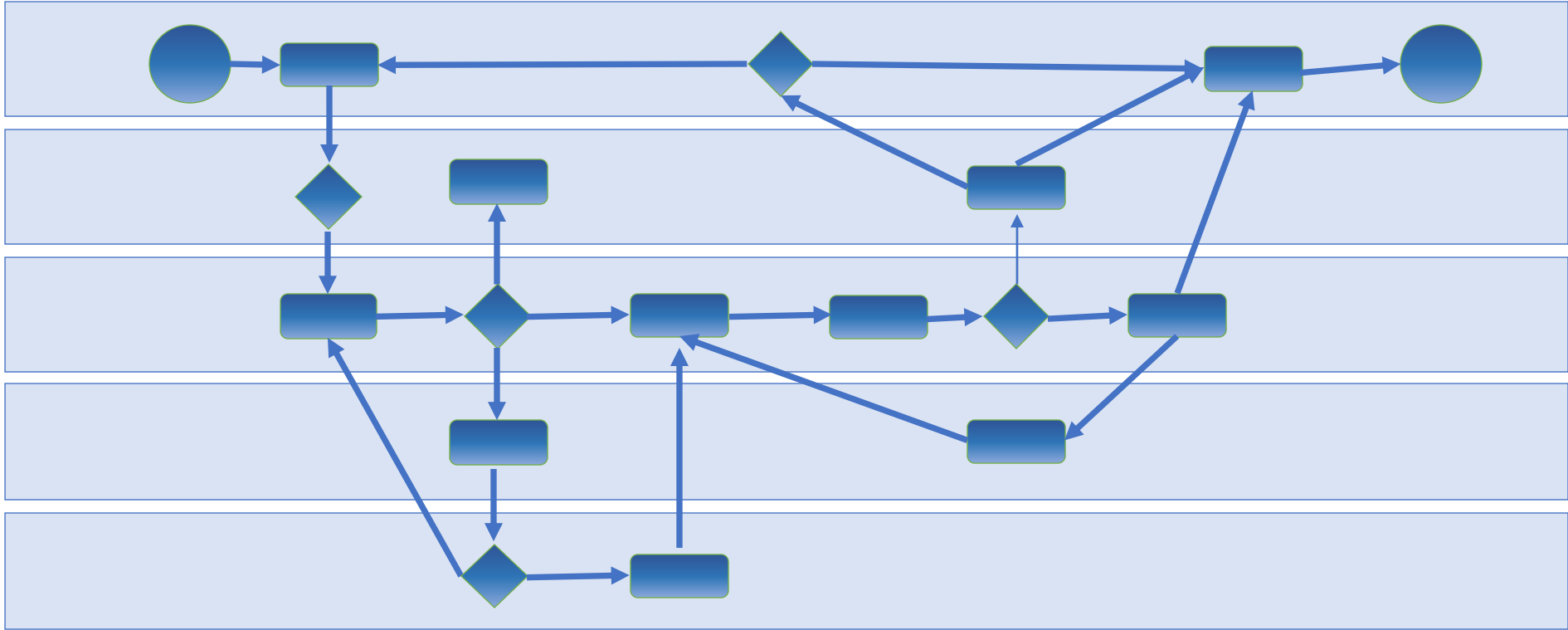


Rule #6

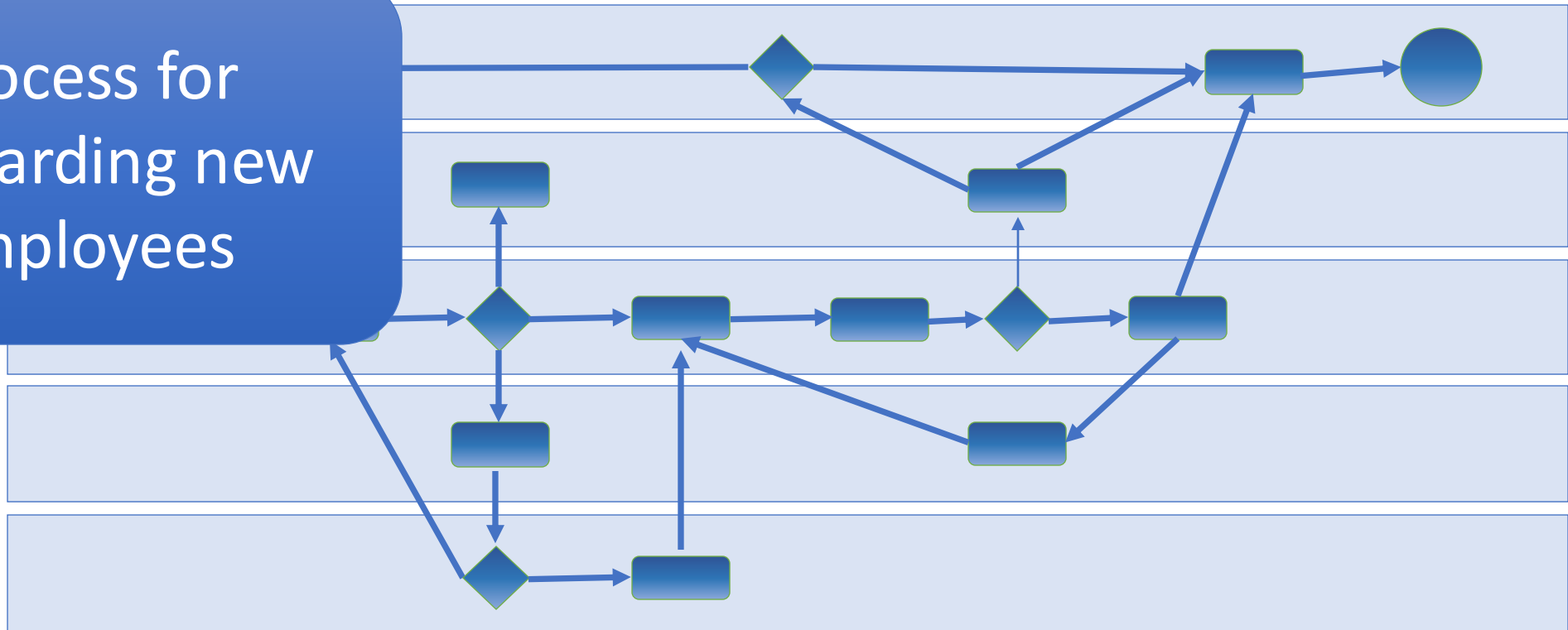
Regel #6

„Communicate poorly“

Rule #7

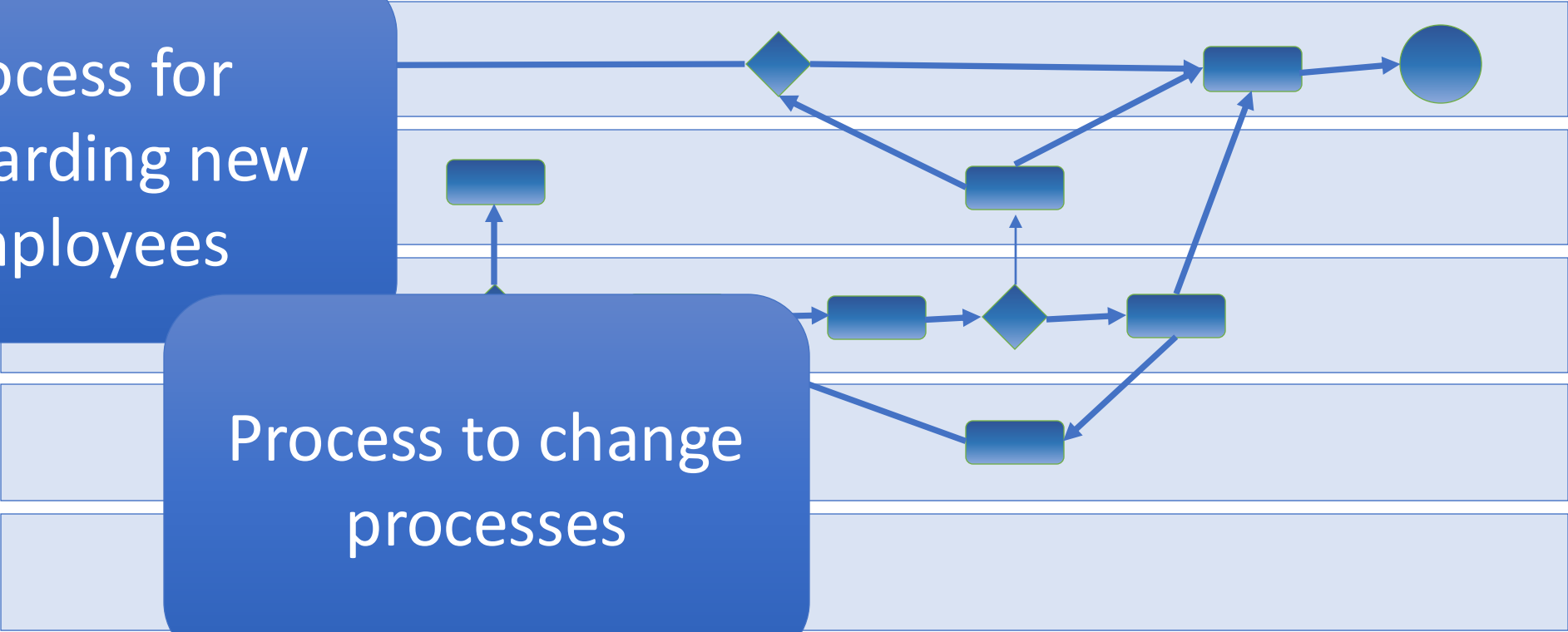


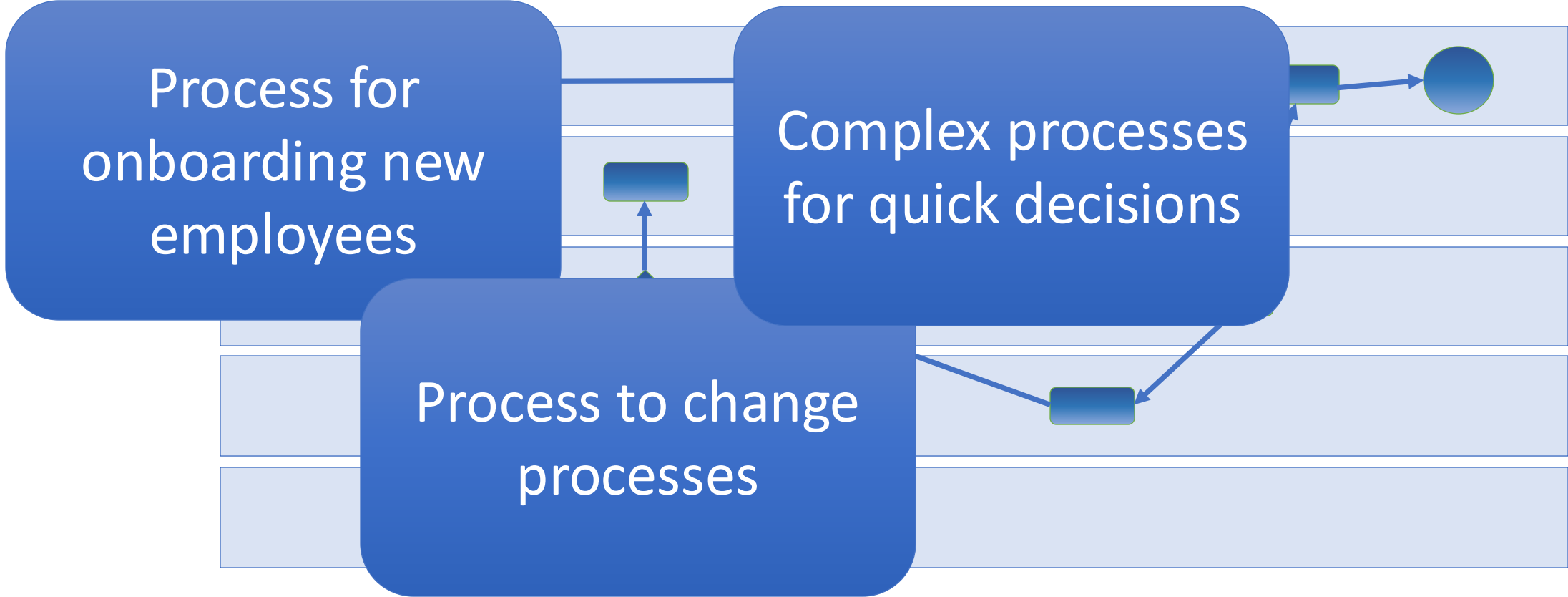
Process for onboarding new employees



Process for onboarding new employees

Process to change processes



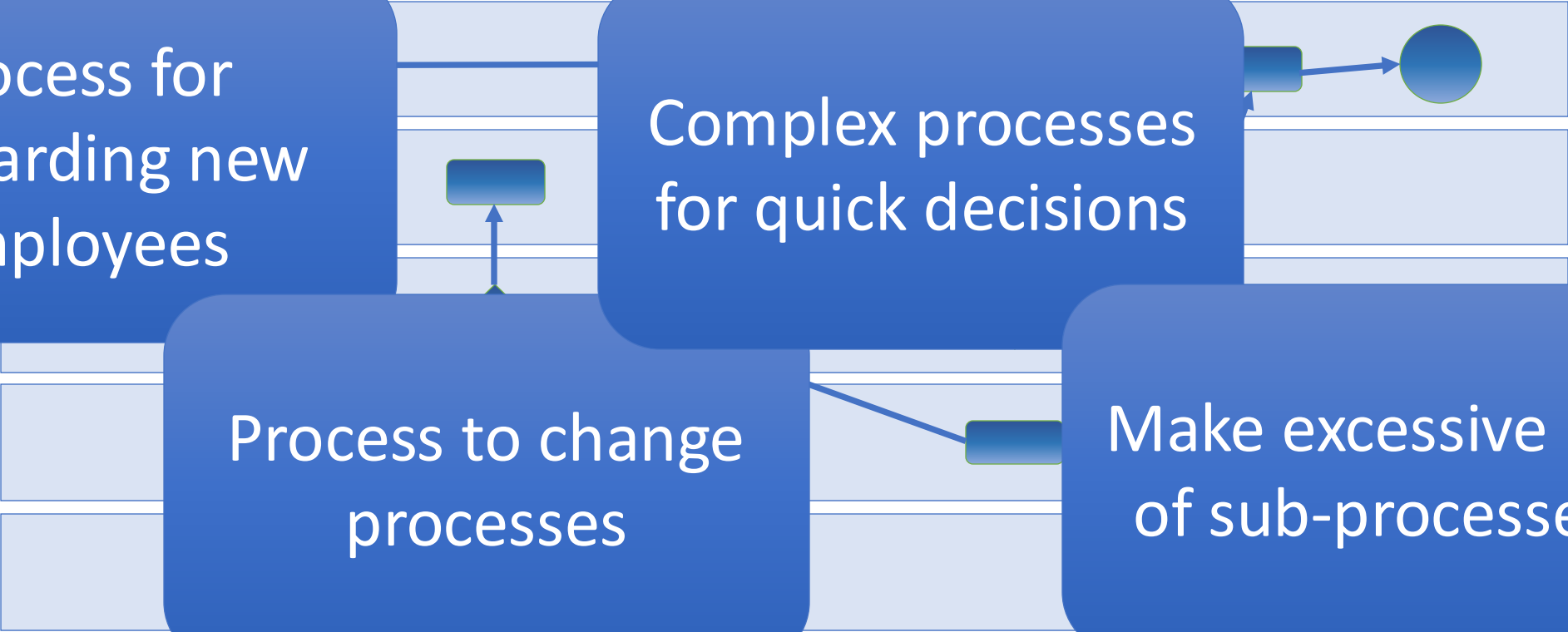


Process for onboarding new employees

Complex processes for quick decisions

Process to change processes

Make excessive use of sub-processes!



Rule #7

Rule #7

„Create and live complex
processes“

Rule #8

QUIZ

„The process within the software development lifecycle that evaluates the quality of a component or system and related work products.“

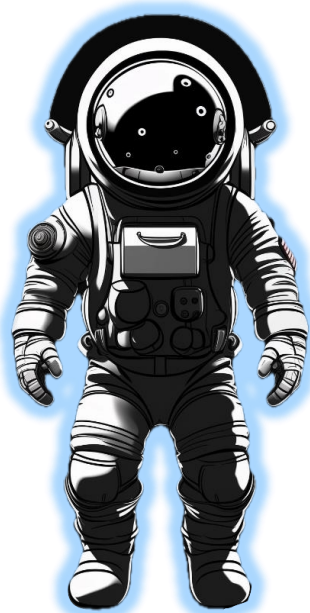
*„The process within the software
development cycle that
evaluates the quality of
components and
work products.“*

TESTEN

https://glossary.istqb.org/en_US/term/testing

Different
perspectives

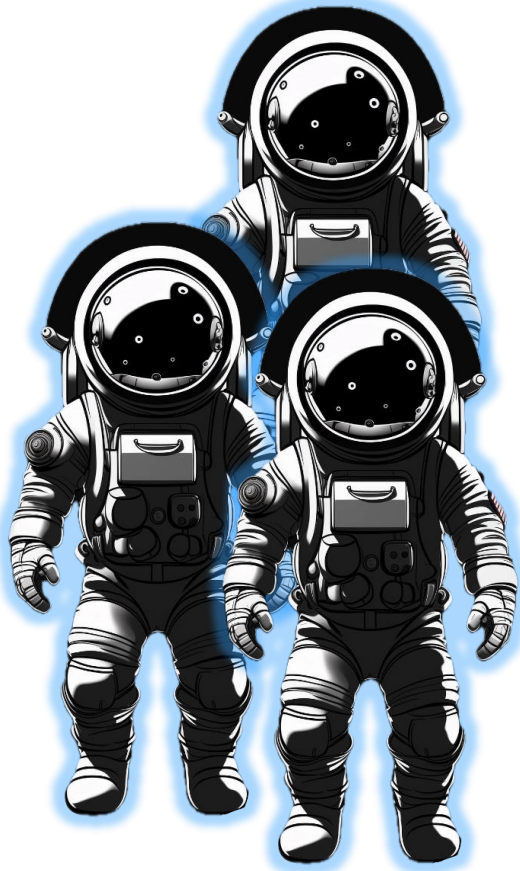
Different
opinions



Development



Testing

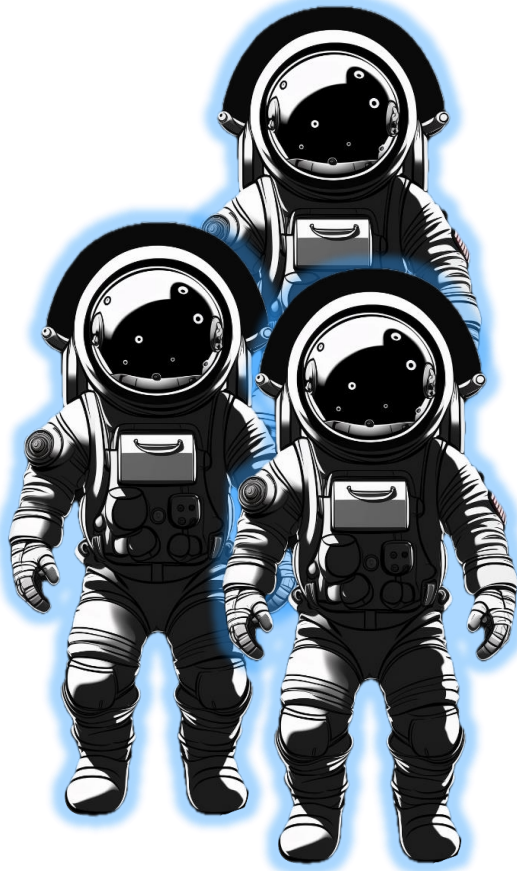


Dev Team



Junior-Tester

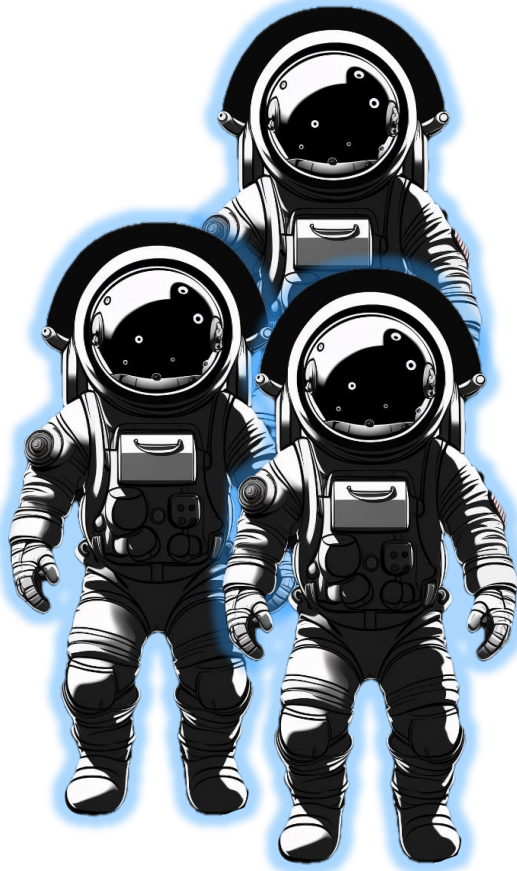
I don't have to test
it myself - that's
what you're here
for!



Dev Team



Junior-Tester



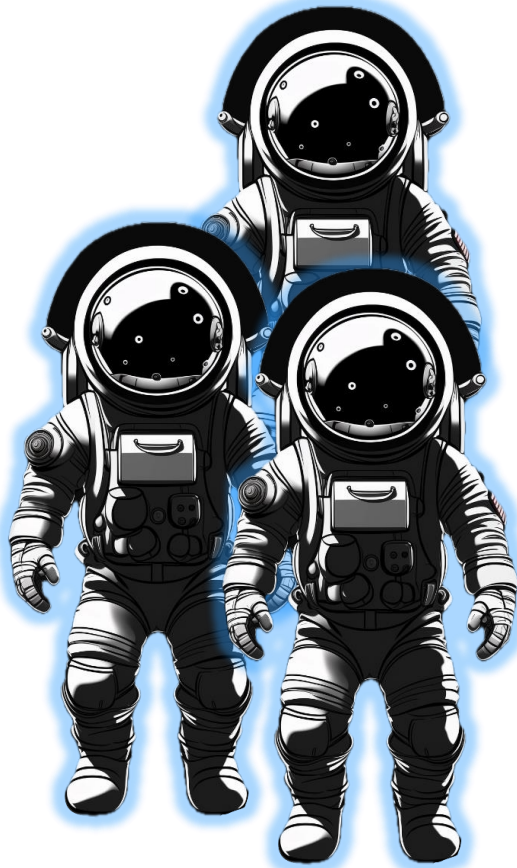
Entwicklerteam

I don't have to test
it myself - that's
what you're here
for!

Testers are just
failed developers



Junior-Tester



Entwicklerteam

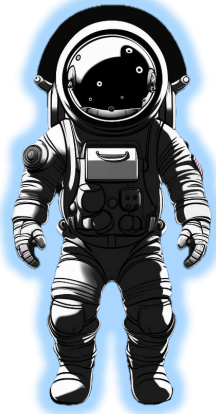
I don't have to test
it myself - that's
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Testers are just
failed developers

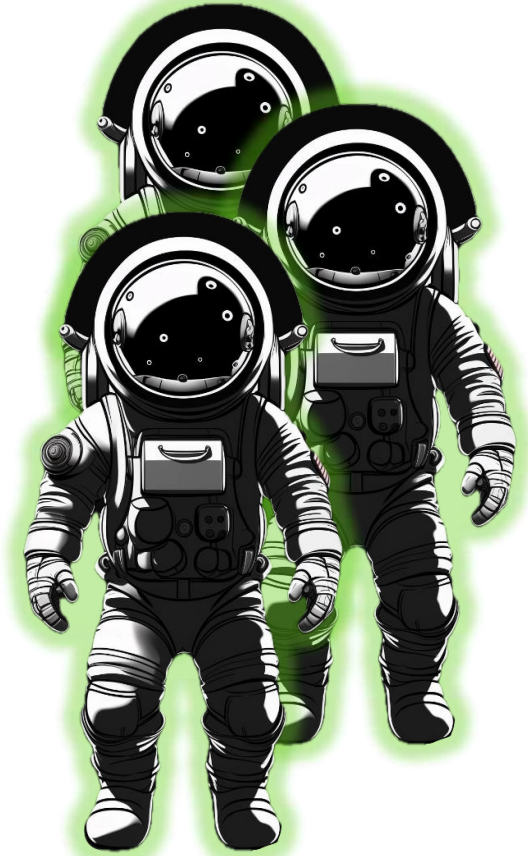
It works on my
machine! You're
testing wrong!



Junior-Tester

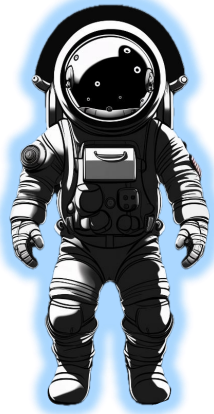


Junior Developer

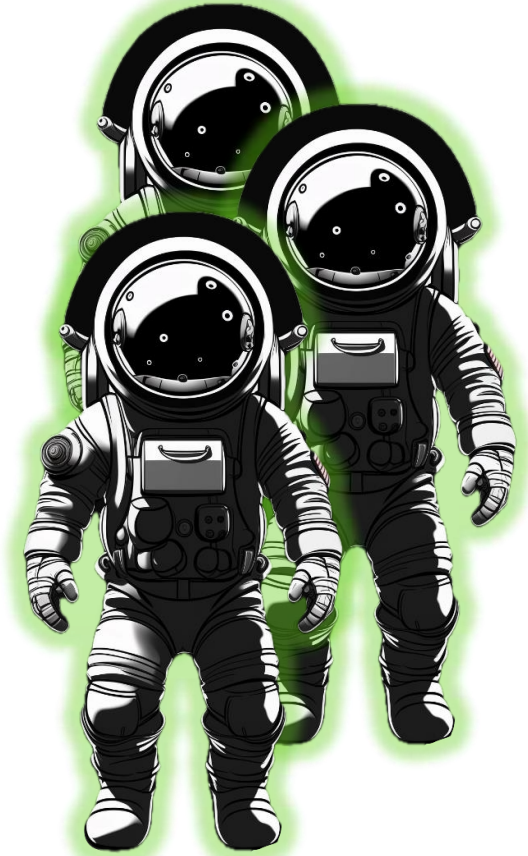


Testingteam

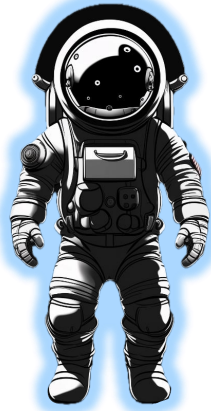
You only program
crap anyway!



Junior Developer



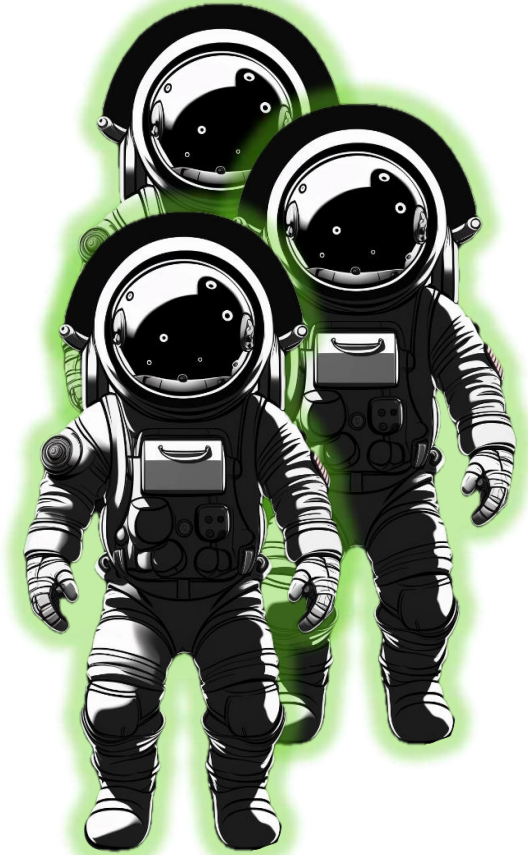
Testingteam



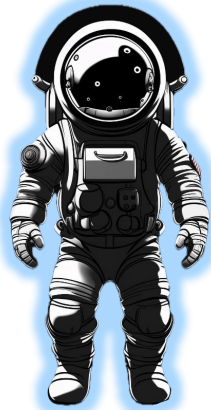
Junior Developer

You only program
crap anyway!

The ISTQB process
is more important
to us than the
product!



Testingteam

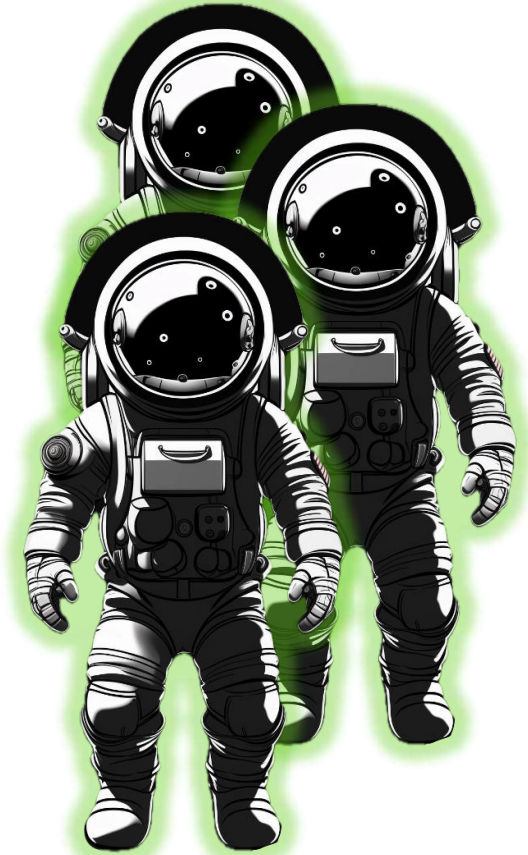


Junior Developer

You only program
crap anyway!

The ISTQB process
is more important
to us than the
product!

You are welcome to
join in the testing!



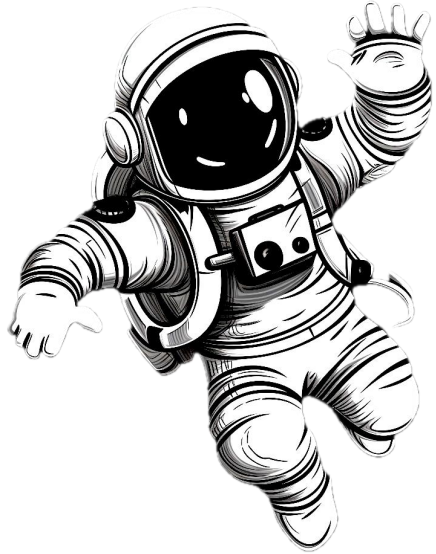
Testingteam

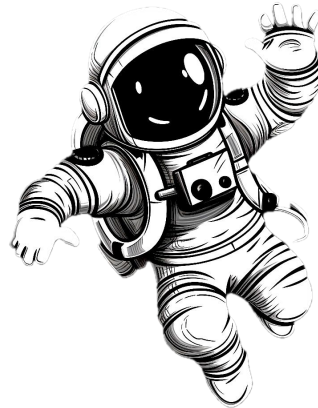
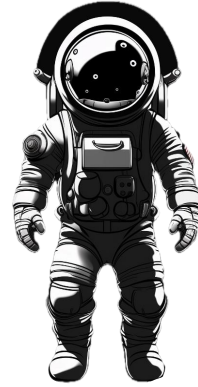
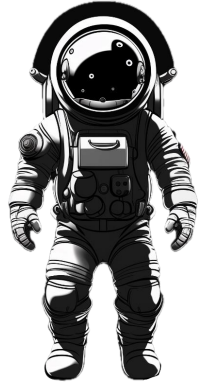
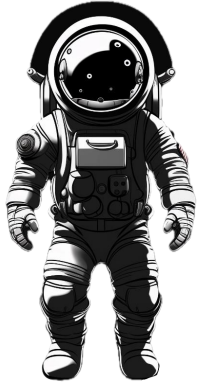
Rule #8

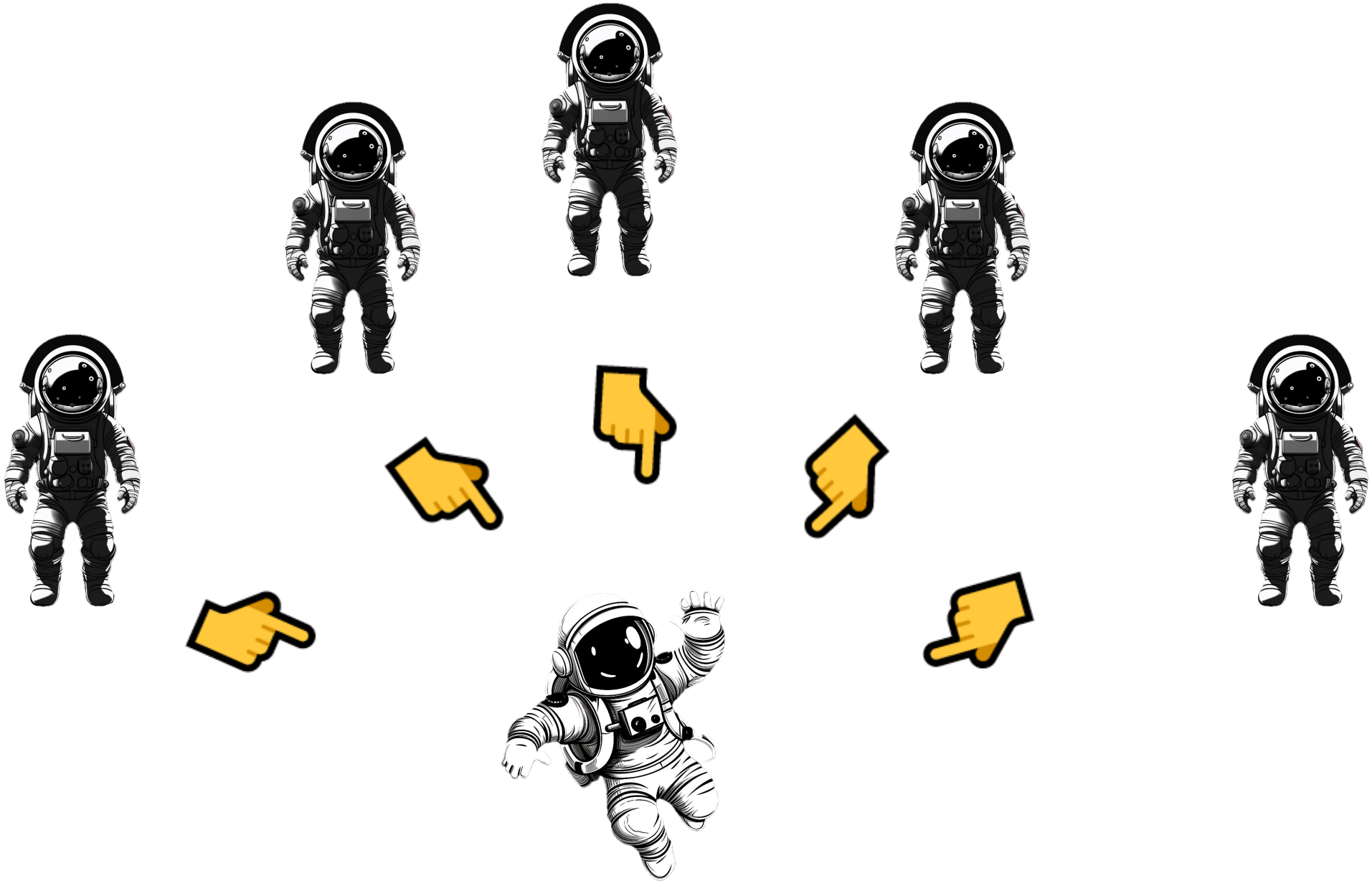
Rule #8

„Promote development vs.
testing“

Rule #9





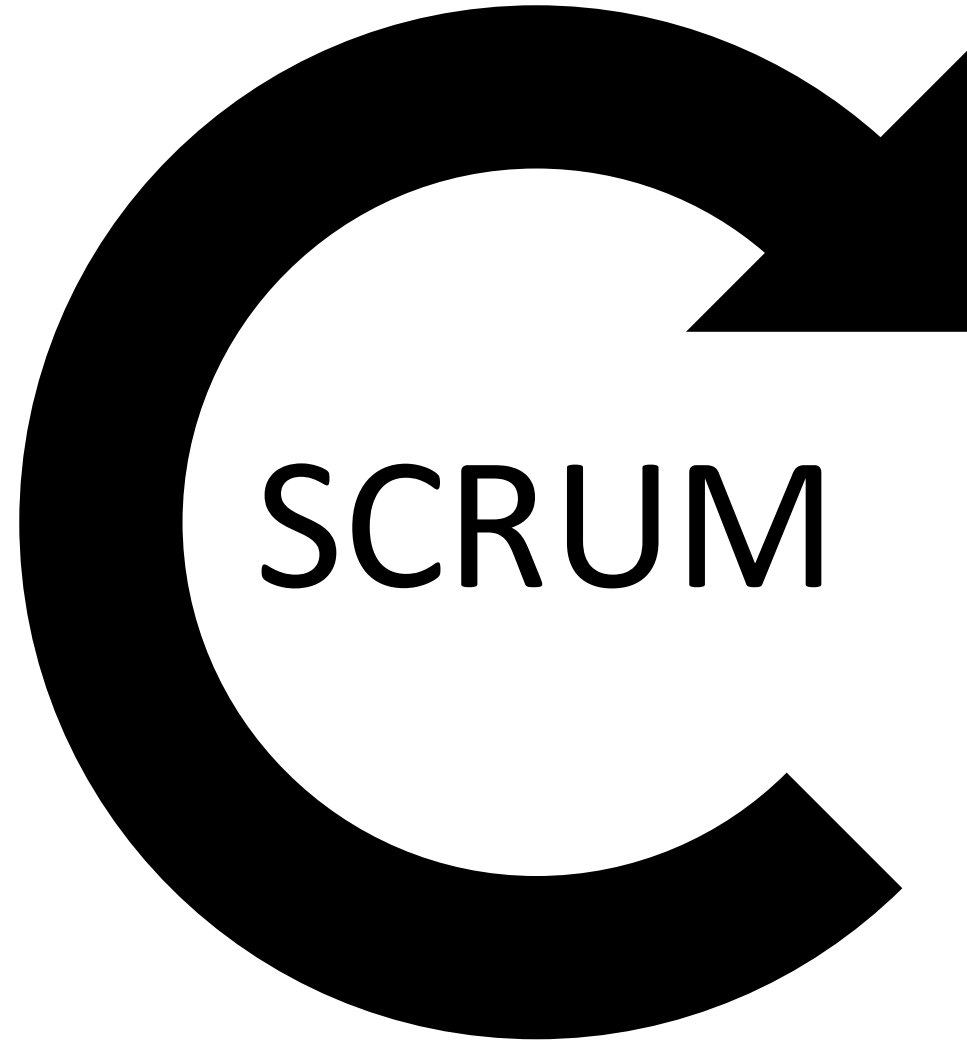


Rule #9

Rule #9

„Forgive no mistakes“

Rule #10



Participate half-
heartedly in rituals

Question the
process model.
Always.

SCRUM

Estimations =
person days

Sprints are
overstuffed

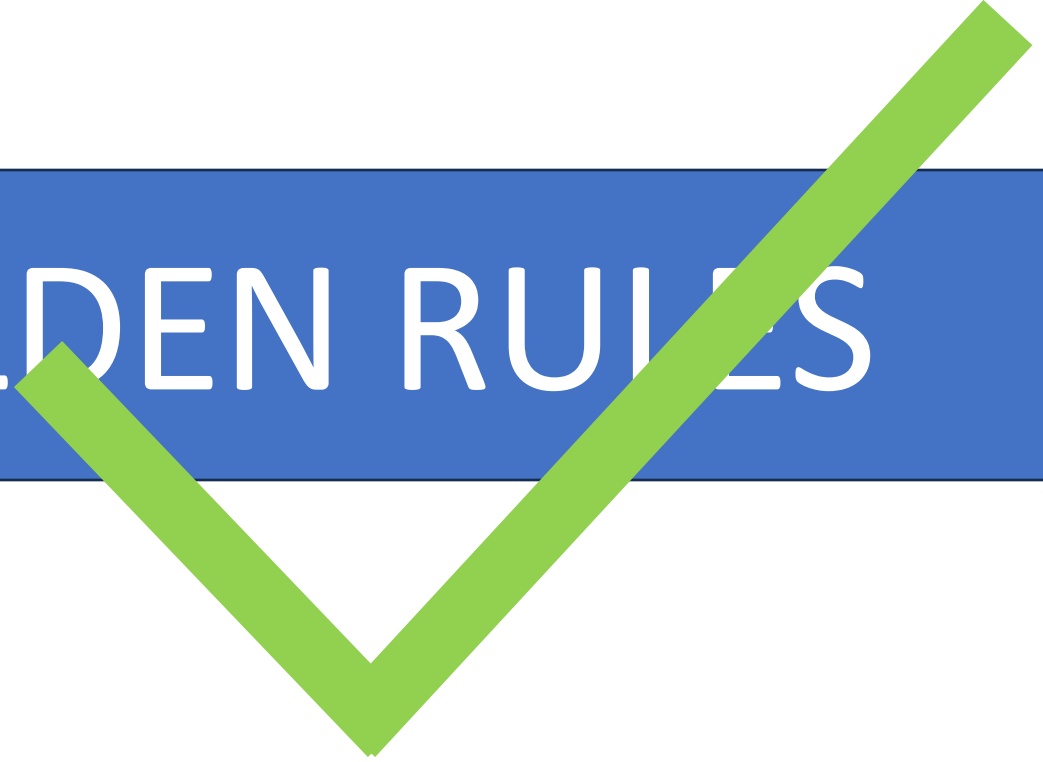
Rule #10

Rule #10

„Be agile“

THE GOLDEN RULES

THE GOLDEN RULES



Bonus rule!

#1: Ensure an unpleasant welcome

#2: Be unavailable

#3: Do not assign clear tasks

#4: Don't overdo it with the documentation

#5: Write bad code

#6: Communicate poorly

#7: Create and live complex processes

#8: Promote development vs. testing

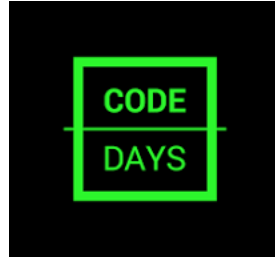
#9: Forgive no mistakes

#10: Be *agile*

Bonus rule!

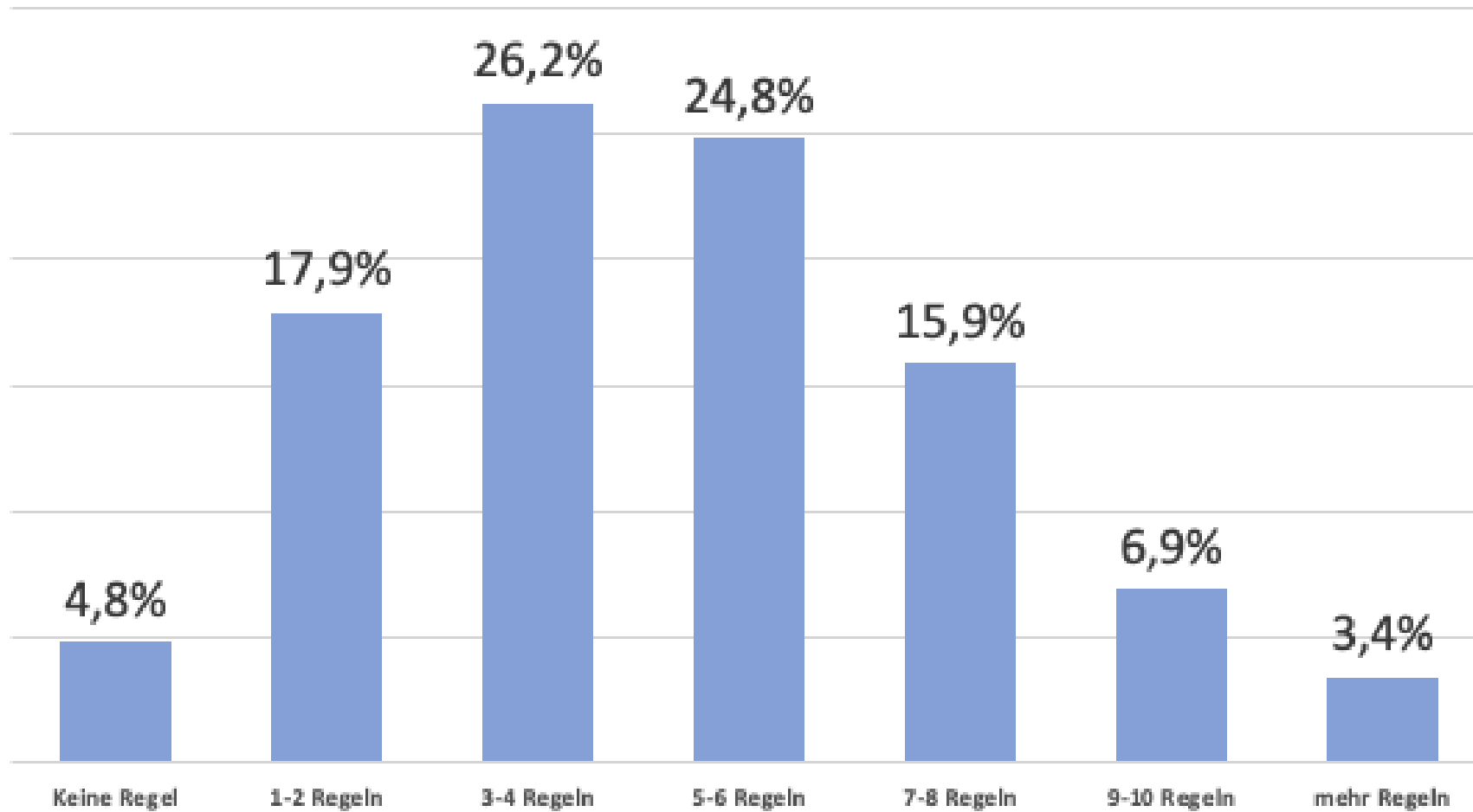
Bonus rule

„Forget that bulls**t!“



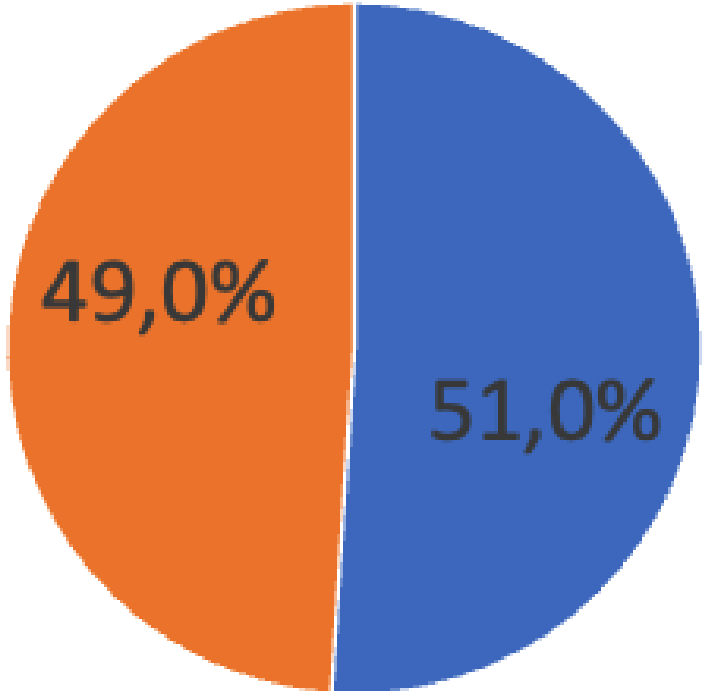
Wie viele Regeln hast du in
deinen Projekten erlebt?

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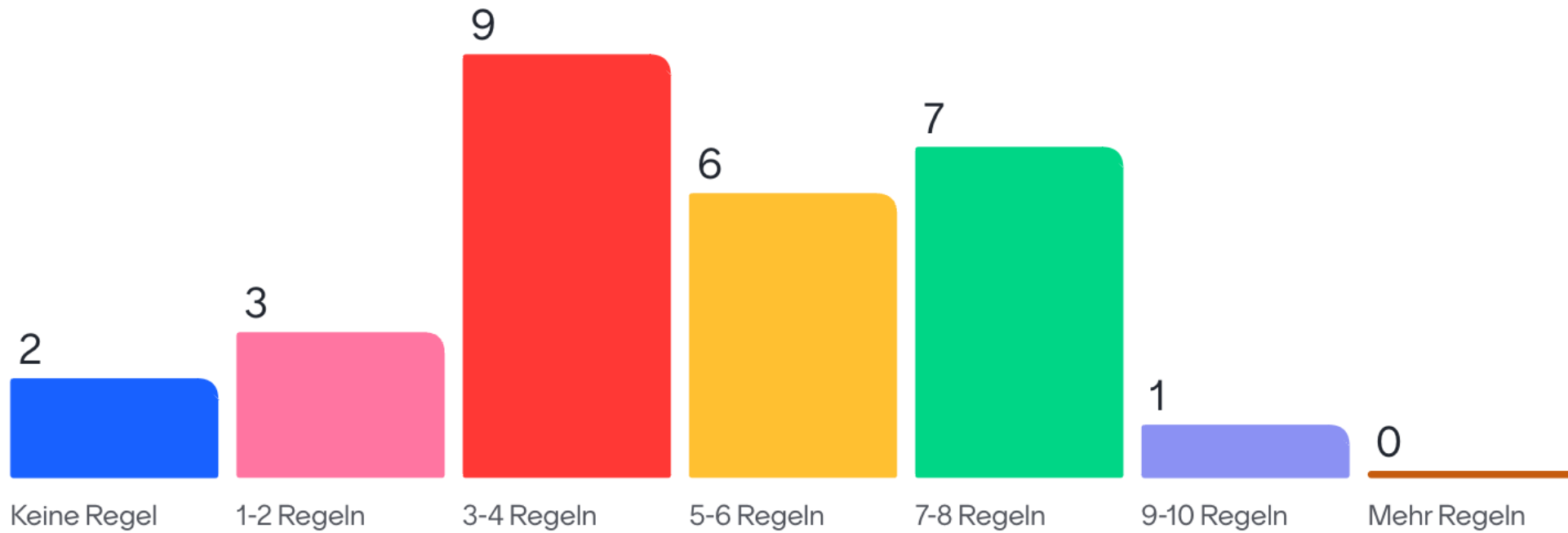
Hast du weitere Regeln
erleben dürfen?

Hast du weitere Regeln
erleben dürfen?

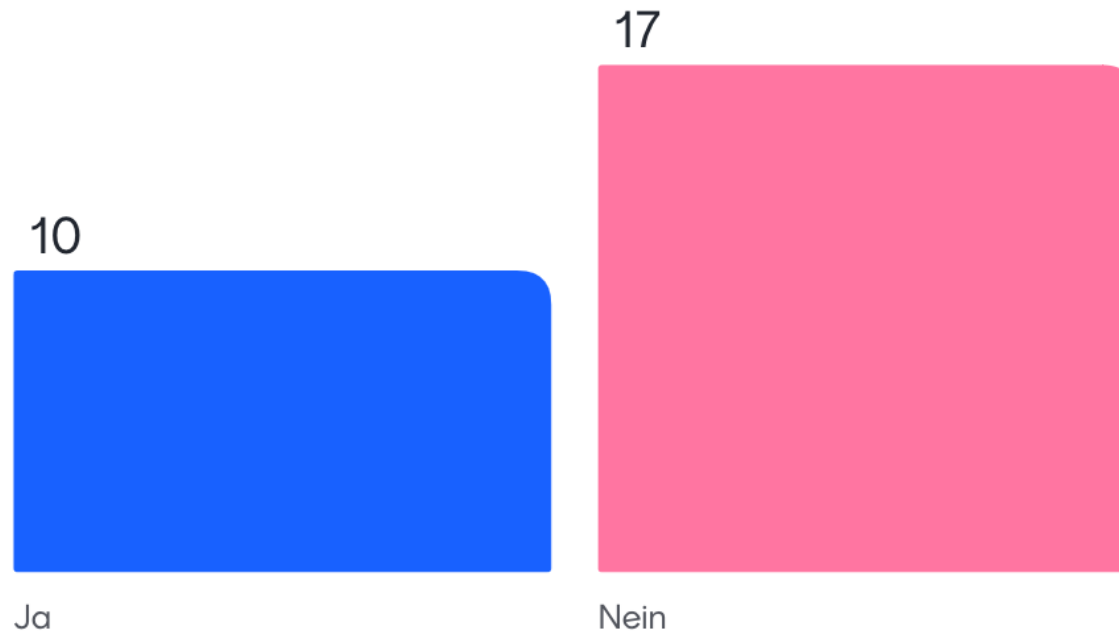


■ Ja ■ Nein

JUG CH: Hast du die Regeln bereits in deinen Projekten erlebt?



JUG CH: Hast du andere schlimme Regeln / Antipattern beim Projekteinstieg erlebt?



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finden

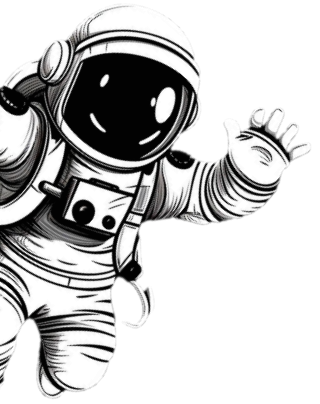
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in German, contact us at kontakt@iug.eu or www.iug.eu





Vielen Dank!



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