



MINDSET MATTERS

THE IMPORTANCE OF CULTIVATING A DEVOPS MINDSET

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@RENEVO



THE LEGEND OF THE 5 MONKEYS

ERRR...



CAN'T STOP.
TOO BUSY!!



THIS IS NOT A TECHNICAL PROBLEM

BOARDROOM DEVOPS

WE NEED TO BE **BETTER,**
FASTER AND CHEAPER!

YES! I READ ABOUT THIS
DEVOPS THING!

SOUNDS GREAT! LET'S DO IT!
WILL IT BE DONE BY Q3?

WE CAN BUY A TOOL FOR
THAT. AZURE DEVOPS.

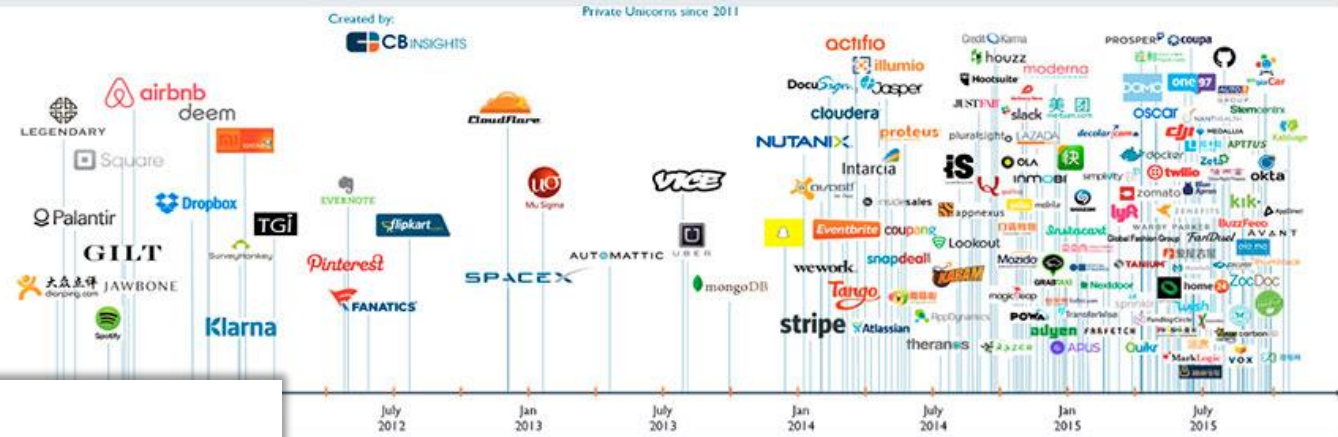
WHY DEVOPS?

New technology innovators are disrupting established industries and the rate of disruption is growing



EXPONENTIAL GROWTH OF UNICORNS

Number of new Unicorns³ per year



Lifespan of S&P 500 companies has decreased from 67 to 15 years

HALF OF THE EXISTING S&P 500 COMPANIES HAVE DISAPPEARED IN THE LAST 20 YEARS



Year (each data point represents a rolling 7-year average of average lifespan)

Data: Innosight/ Richard N.Foster/Standard & Poor's

Unicorns (96 of 186) are in ecommerce, Internet, Fintech and Healthcare sectors, 42 are from United States, 42 from China, 8 from India and 7 from UK.



**INDIVIDUAL
TEAM
ORGANIZATION**

2 SIDES OF THE SAME COIN

MINDSET

**CHANGE
AGENT**



**CHANGE
SUBJECT**

CHANGE MANAGEMENT

A close-up photograph of a woman's face, framed by a magnifying glass. The woman has dark hair and is looking directly at the camera with a neutral expression. The background is blurred, showing what appears to be a patterned fabric. The text "HOW ABOUT YOU?" is overlaid at the bottom in a bold, white, sans-serif font.

HOW ABOUT YOU?



EXERCISE



EXERCISE



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GROWTH MINDSET

CAROL DWECK

THE TWO MINDSETS



Fixed Mindset



Growth Mindset

Goal	Looking smart	Learning & improving
View of effort	Negative	Positive
Challenge-seeking	Avoids challenges	Seeks challenges
Change represented as	Threat	Challenge
Responds to setbacks	Helpless	Resilient
Response to criticism	Defensive	Learning-oriented
Views others' success	As threats	As lessons & inspiration
Attributes wrong-doing to	Fixed traits	Situations & motivations
Response to wrong-doing	Punish, retaliate	Educate, compromise
Upon life challenges	Higher depression	Higher resilience

OVERCOME YOUR FEARS



**FEAR IS THE PATH TO THE
DARK SIDE. FEAR LEADS
TO ANGER, ANGER LEADS
TO HATE, AND HATE
LEADS TO SUFFERING.**

Yoda

Ask Dumb Questions

Make Dumb Suggestions

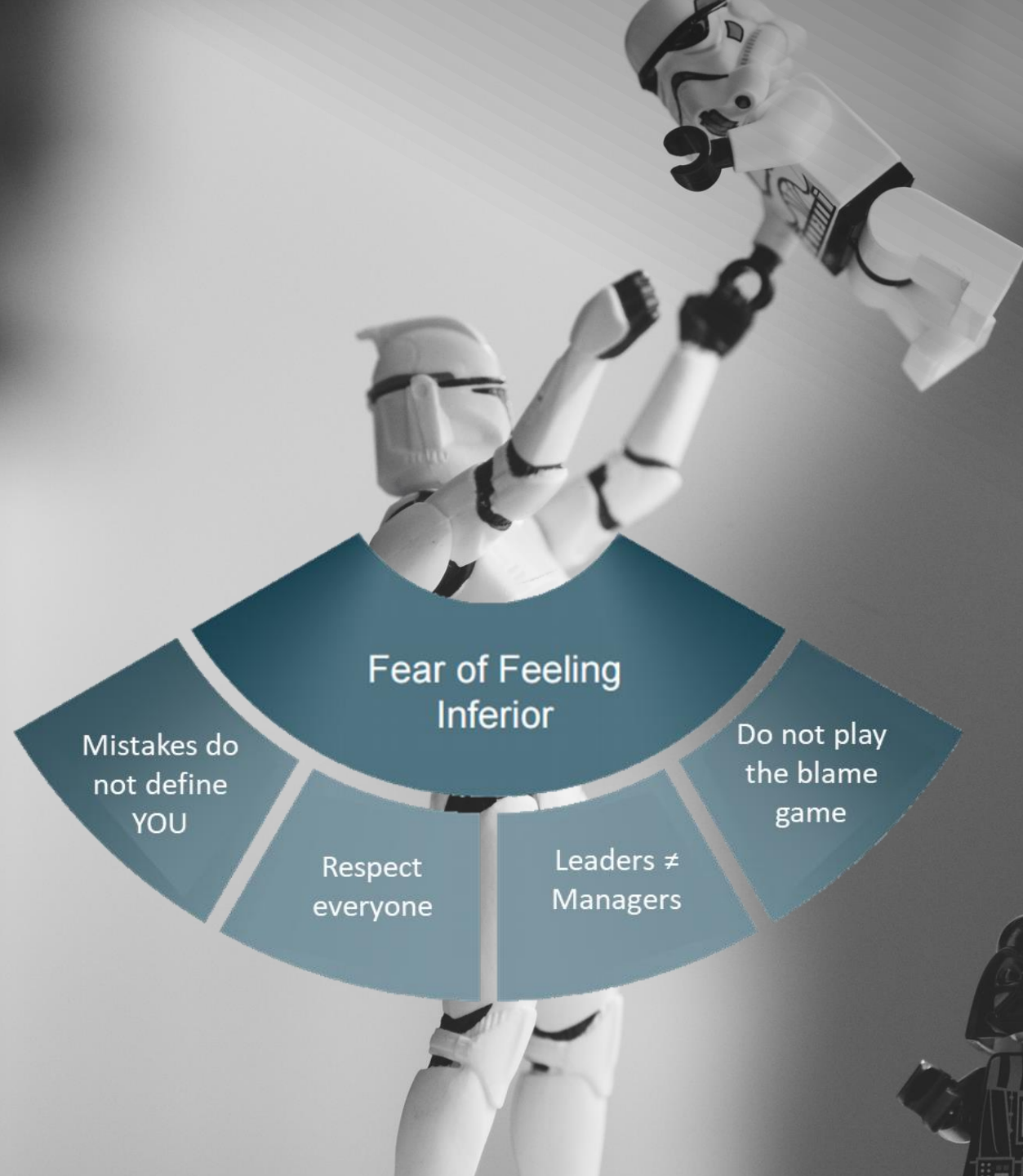
Fear of Being Embarrassed

Celebrate Your Mistakes

FEAR OF BEING EMBARRASSED



FEAR OF FEELING INFERIOR

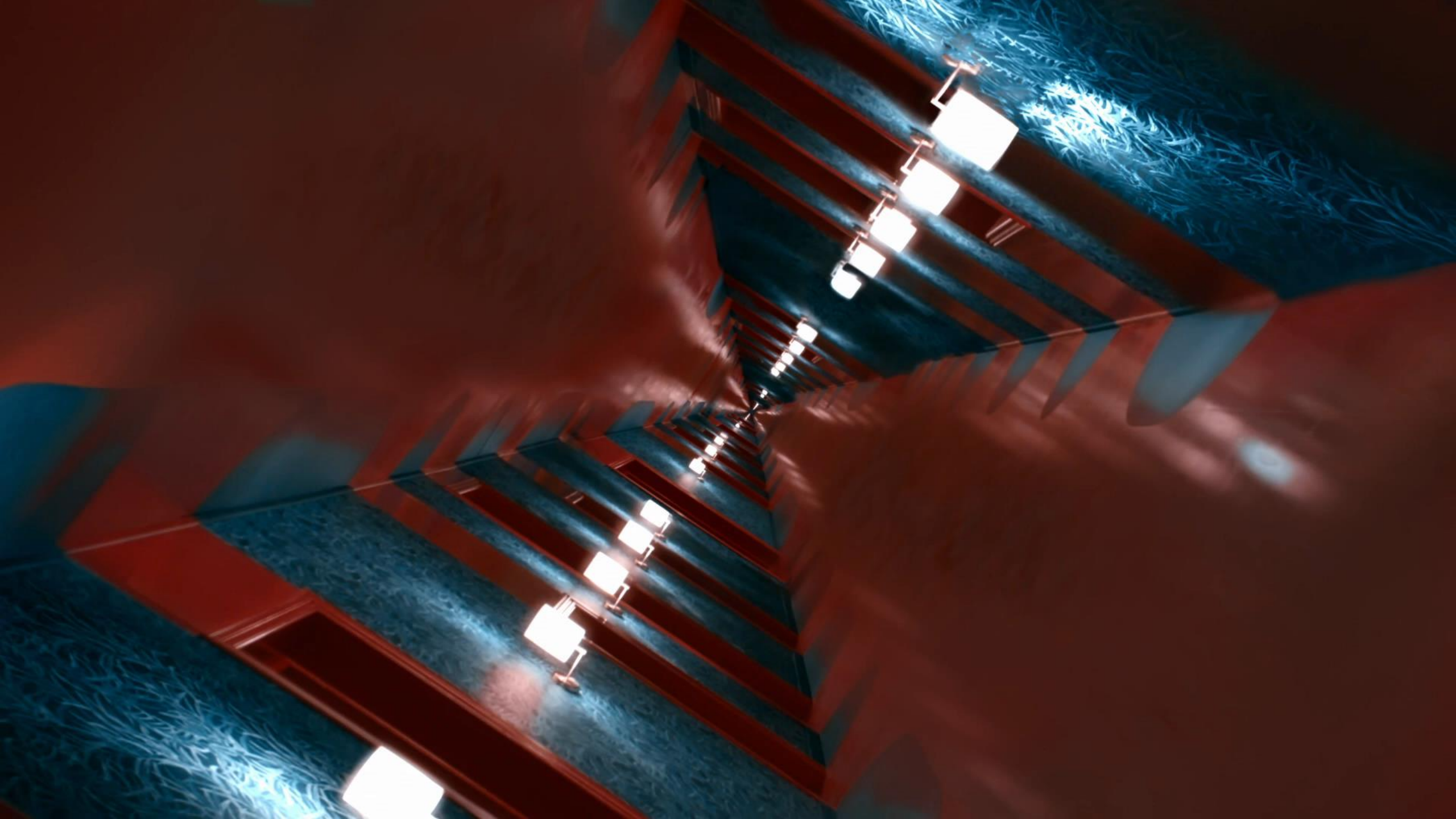


FEAR OF LOSING YOUR JOB



OVERCOME YOUR FEARS

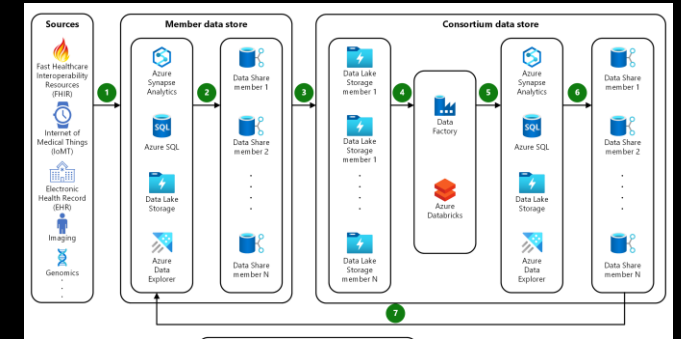
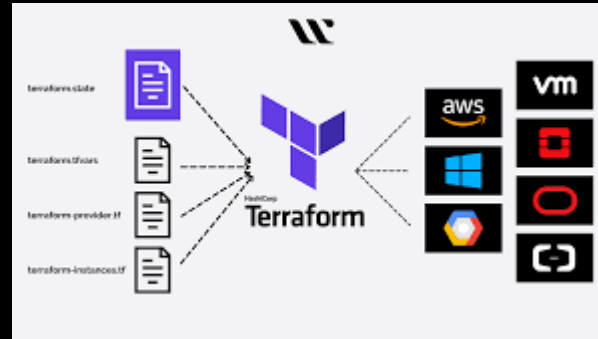
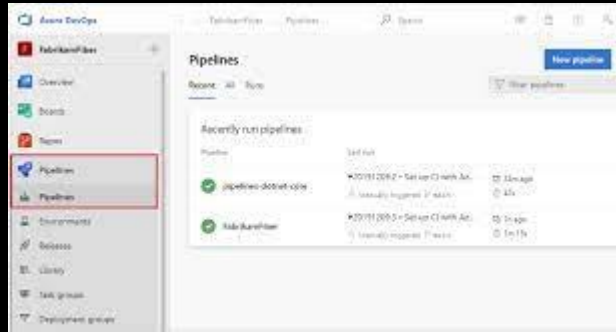






**BEING A CHANGE
AGENT**

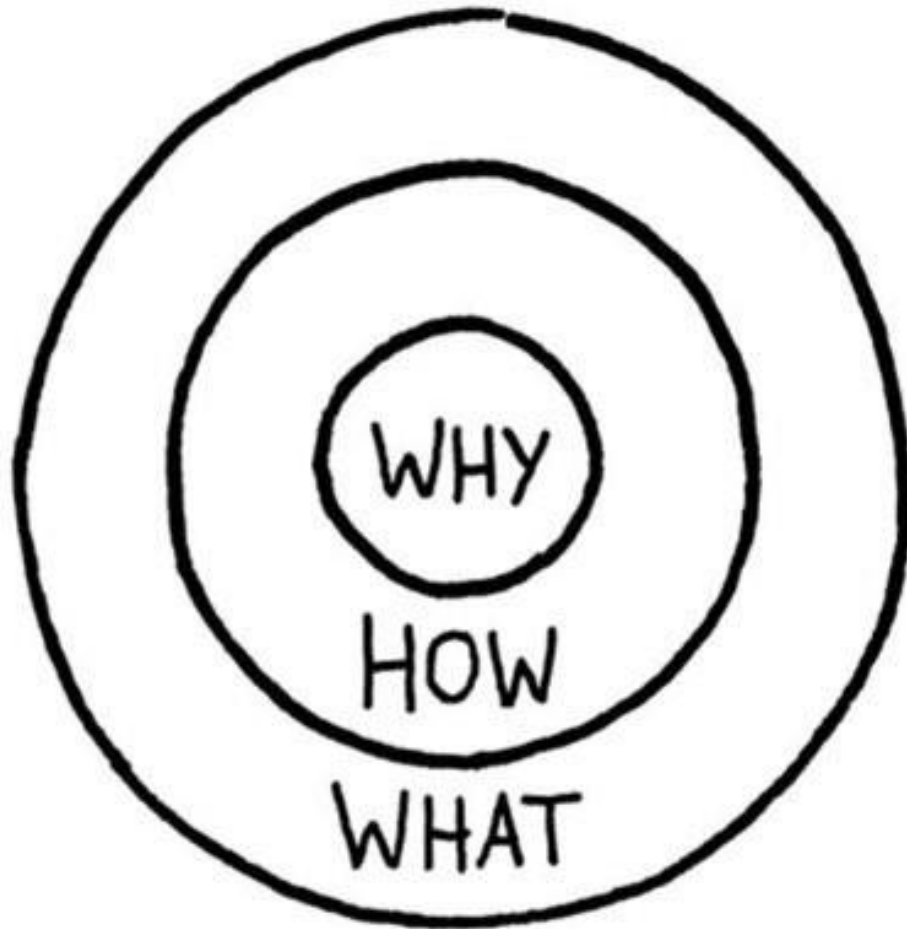
WHAT USUALLY HAPPENS



ADKAR Model



START WITH WHY



Why = The Purpose

What is your cause? What do you believe?

Apple: We believe in challenging the status quo and doing this differently

How = The Process

Specific actions taken to realize the Why.

Apple: Our products are beautifully designed and easy to use

What = The Result

What do you do? The result of Why. Proof.

Apple: We make computers

5 TIMES WHY

- Why do you need to implement DevOps?
 - We need to be cheaper
- Why do you need to be cheaper?
 - Because our competitor has better value for money
- Why does your competitor has better value for money?
 - Because their product has more features
- Why does their product has more features?
 - They can deliver features faster
- Why can they deliver faster?
 - Because their engineering process is more advanced



FIND THE DESIRES

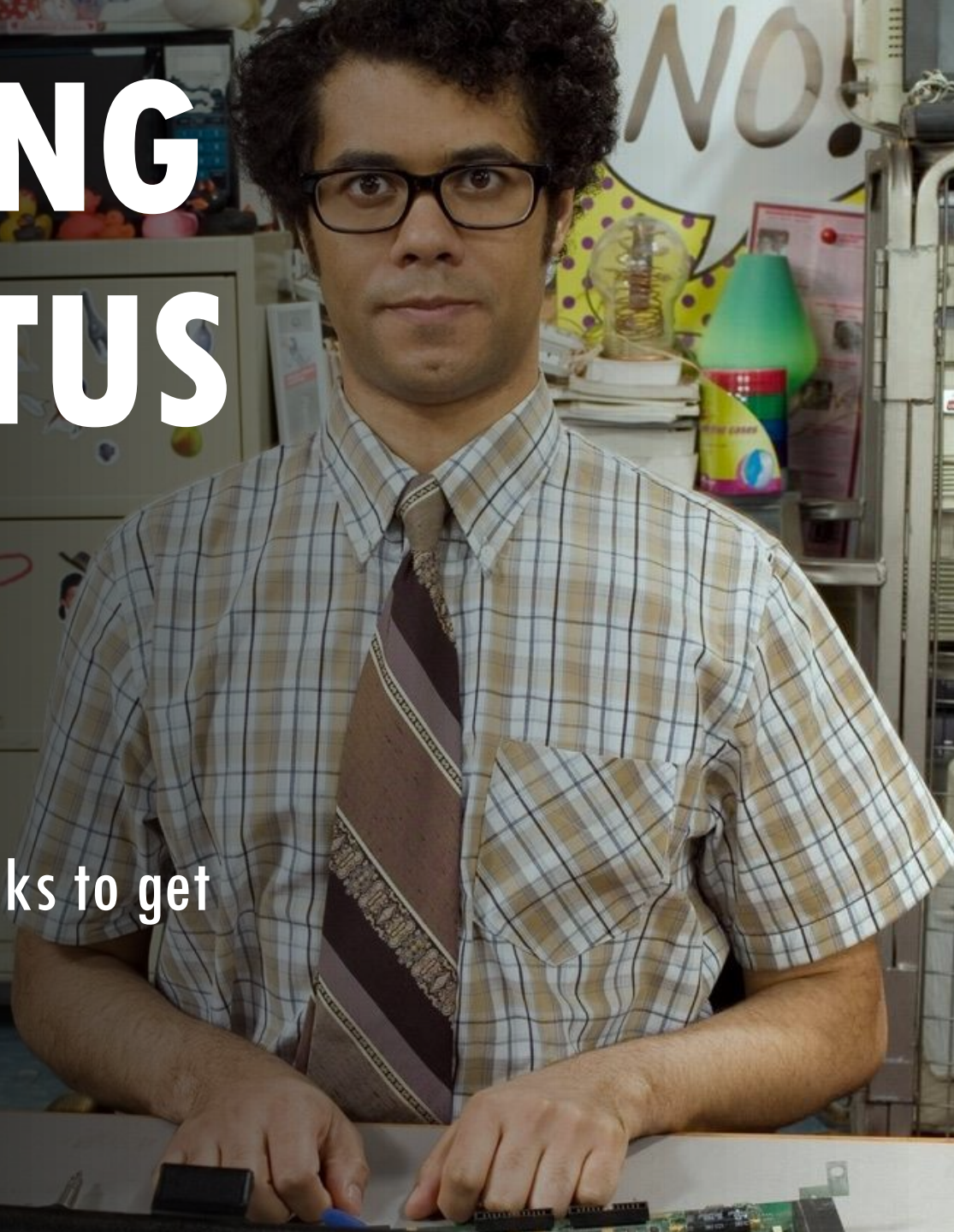
The starting point of all achievement is desire

Napoleon Hill



ACCEPTING THE STATUS QUO

In here, it takes two weeks to get
VPN access...






L515638602

It's *my* stapler

SILOS AND TURF WARS

CULTURE OF FEAR

Uh... yeah. So I guess we should probably go ahead and have a little talk. Hmm?

A photograph of a dead brown horse lying on its side on a light-colored wooden floor. The horse is wearing a dark, possibly black, protective blanket or saddle pad. Its head is turned towards the left. In the background, there are white walls, a ceiling with recessed lighting, and several people standing and observing. The scene appears to be an art installation or a museum exhibit.

I don't want, I can't, I won't, has been tried,
not allowed, not my fault

DEAD HORSES

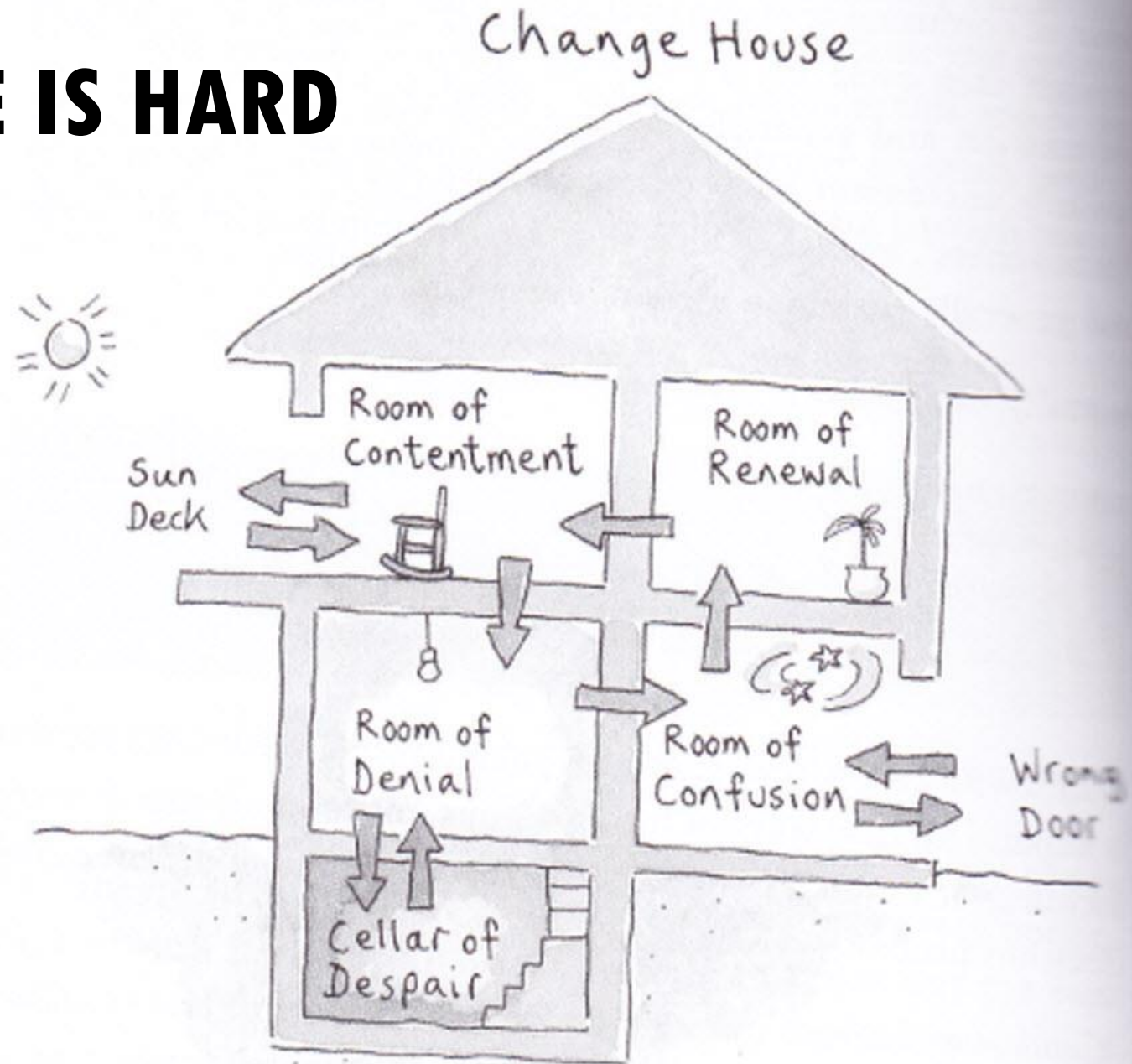


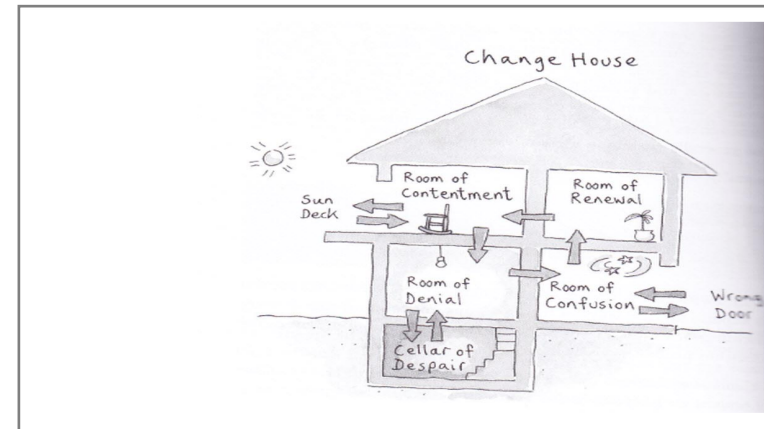
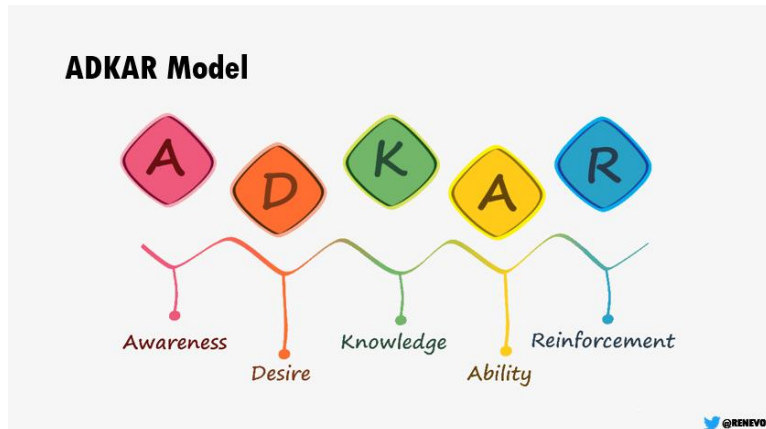
■ vocal minority

■ silent majority

REALIZE THAT CHANGE IS HARD

- 4 rooms of change theory by Claes Janssen
- We are responsible for moving people to another room





BOARDROOM DEVOPS

WE NEED TO BE **BETTER,**
FASTER AND **CHEAPER!**

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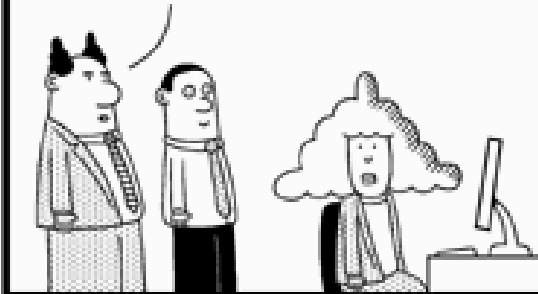
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GROWTH MINDSET

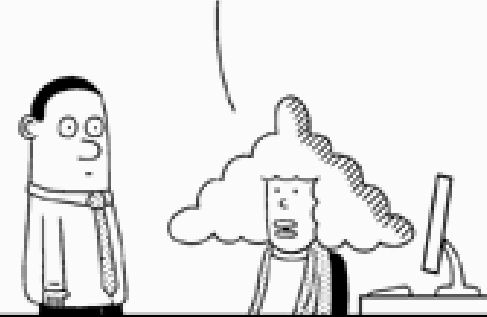
CAROL DWECK

ALICE, CAN YOU SHOW
THE NEW GUY HOW TO
DO A PROJECT STATUS
REPORT?



www.dilbert.com scottadams@aol.com

HE DOESN'T READ THEM,
SO WE ALL USE A RANDOM
PHRASE GENERATOR. I'LL
E-MAIL IT TO YOU.

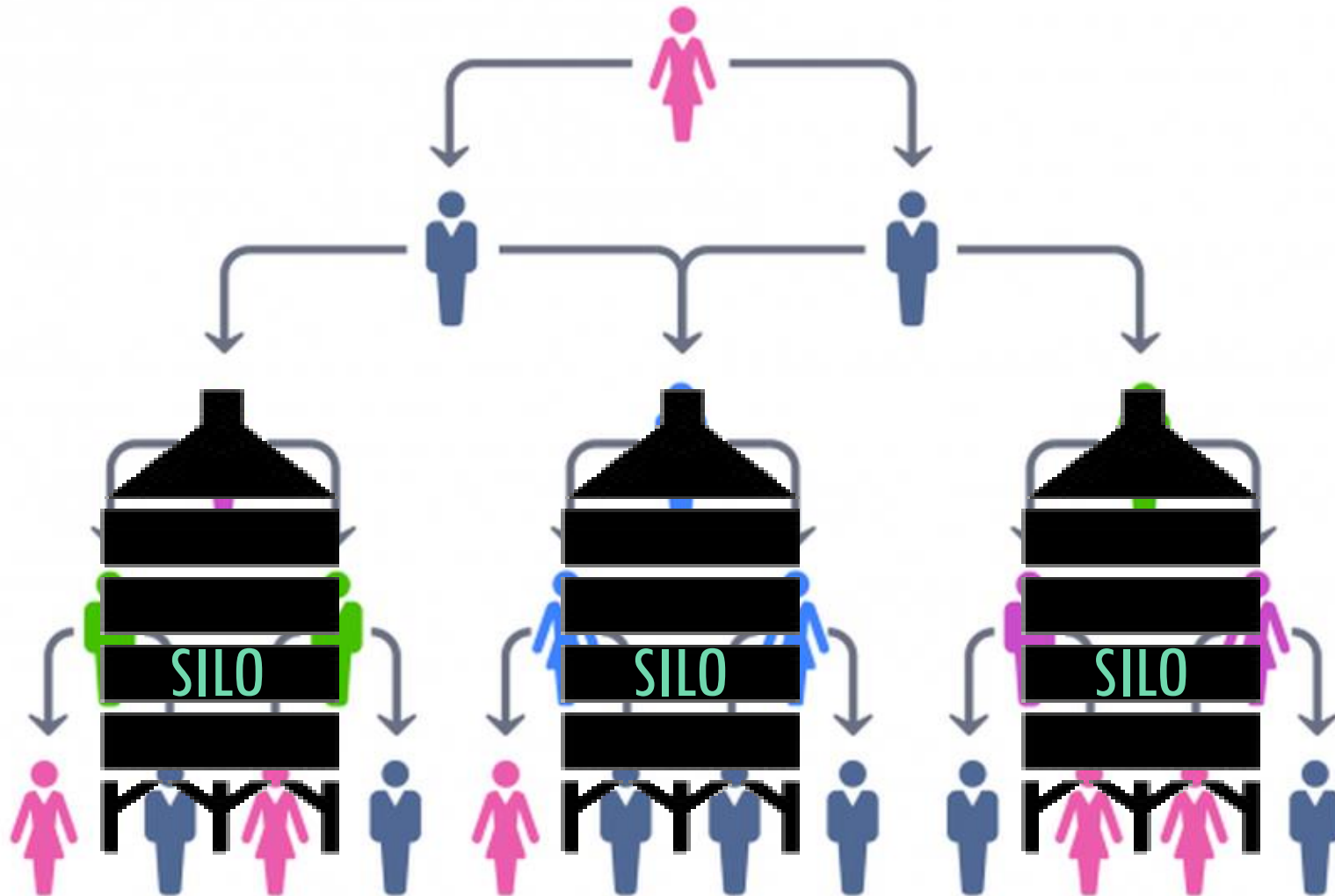


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KEY KILL PERFORMANCE INDICATORS

HIERARCHICAL ORGANIZATIONS

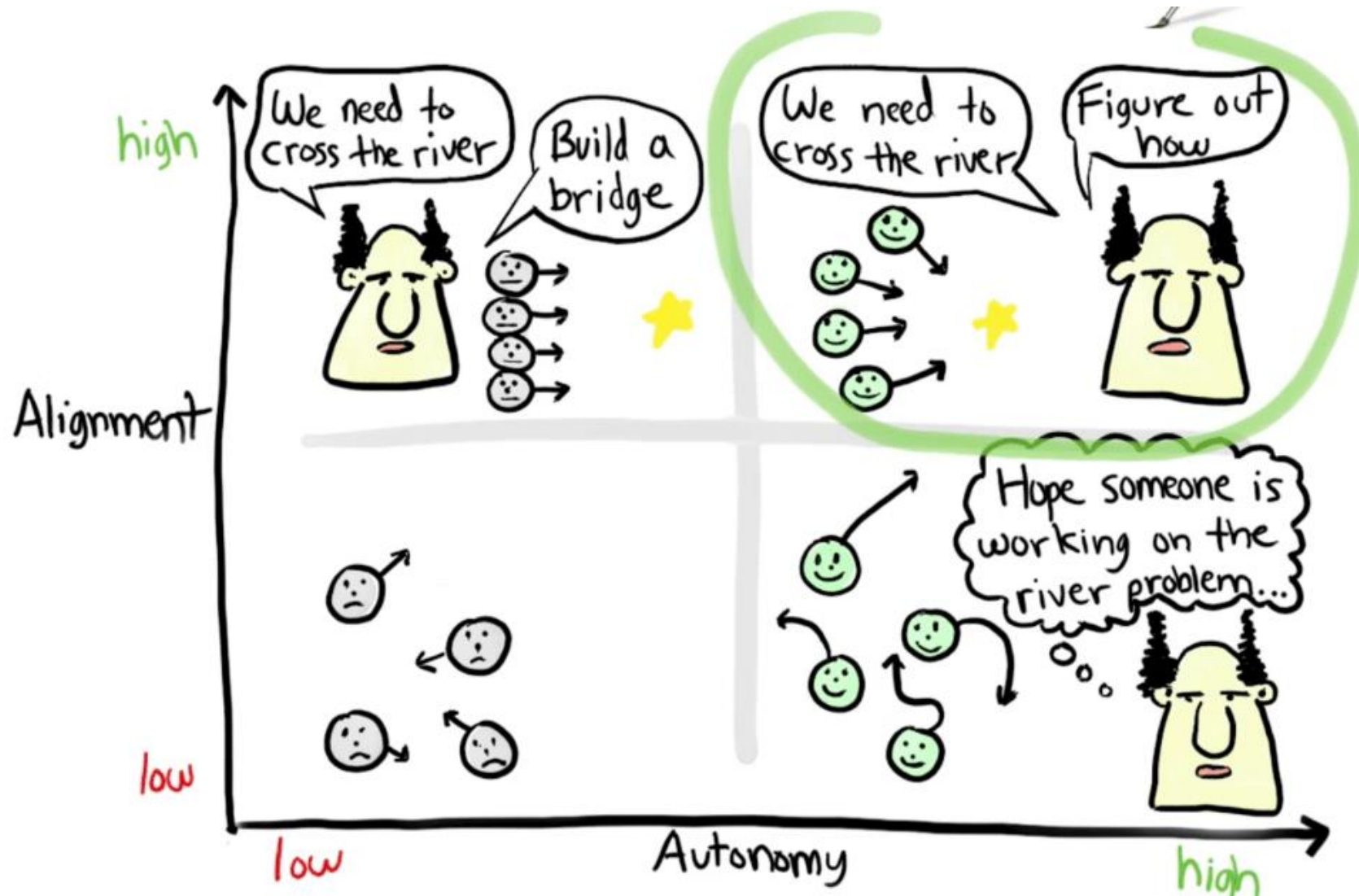


"I would like you to be more self-reliant, show more initiative and take greater personal responsibility - but check with me first!"



MANAGEMENT STYLES

ALIGNED AUTONOMY



IT'S UP TO YOU



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Video: <https://www.youtube.com/watch?v=SGAnLY46zAk>

Xebia | Xpirit