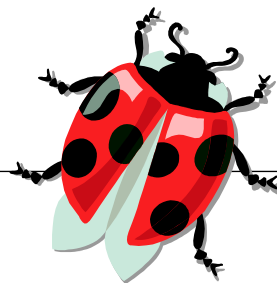




DREAM TEAM

Testing

Tone Molyneux
DnBNOR
Computer society
Interest group for softwaretesting



Comments from the gurus



- Wake up call
- No difference between good test teams and others
- Hmmmmmmm
- Here we have it all at the same time 😊
- Good Q&A to add to my Blog
- More Champagne to the test team



Areas

- Communication
- Interest
- Part of a team/Team feeling
- Ownership
- Strong sides/Your best
- Motivation



Workshop

- Provocative slide
- Discussions in groups - round tables
- Summary from each group
- Compare with " The Gurus"



Communication



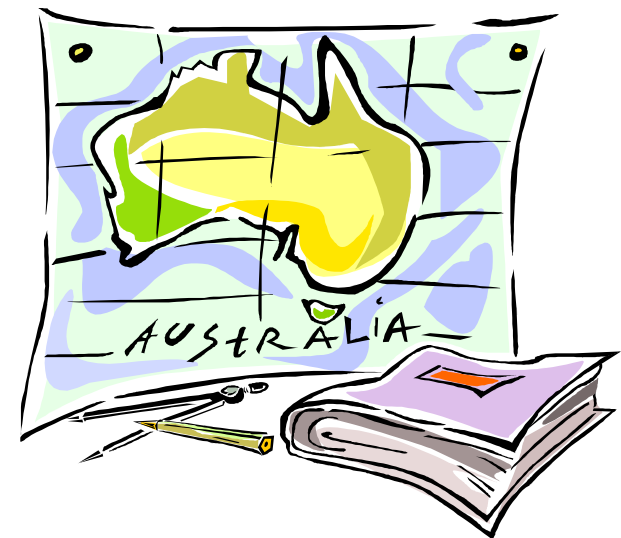
- No use in talking to them
- Everybody gets angry when I say something
- They don't understand it anyway



Communication



- How?
- Why?
- What?



Interest

- Testers are just in the way
- Delay every project
- Nag, nag, nag
- Nice to have on your CV that you are good at finding other peoples mistakes????????



How do you get people interested in testing

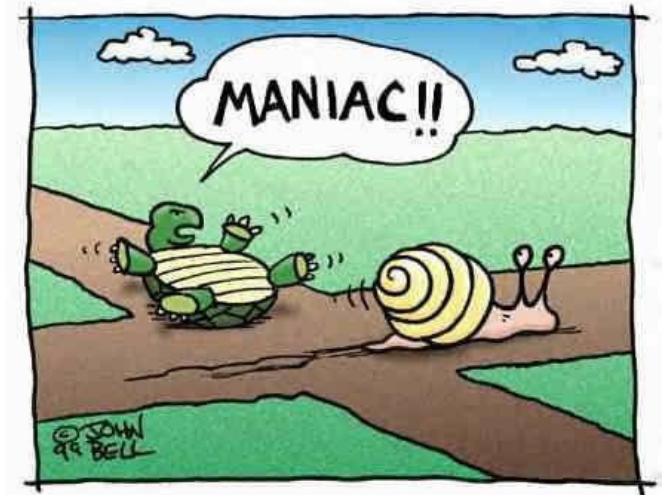


- A profession
- Analytic and creative powers
- Combine multiple knowledge/areas
- Be enthusiastic/exciting/fun
- Building of competence/knowledge is power
- Help the company



Team feeling

- Oh my God
- Shall I work with them ???
- Developers are totally out of it
- Nobody understands what I do
- The business side does not understand a thing





Team feeling



- Respect
- Information
 - Project go through
 - Regular status meetings
- Common goals and understanding
 - Totality
 - Projects purpose
- Involvement
- Interaction/ social activities
 - Away day, do something totally different
- Time



Ownership

- Is this **your** project?
- Why should I be a part of that????
- Just extra bother
- Nobody never cares



Ownership



- Early involvement
- Create team feeling
- Common methodology
- Encouragement/Consider expressed wishes
- Involvement
- Information



Find strong sides/the best

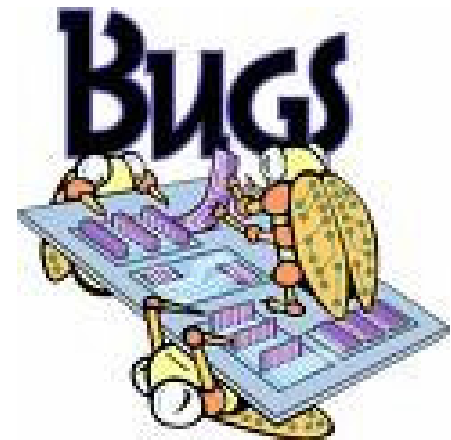
- We just cannot use him
- She does not know how to cooperate
- He is so totally square
- She never finishes anything



Find strong sides/the best



- Talks/conversations
- Belbin/aptitude and other tests
- Listen
- Create openness
- Possibilities for development
- Clearly defined roles
- Deals/emphasise areas of responsibility

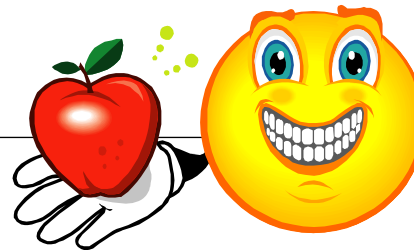
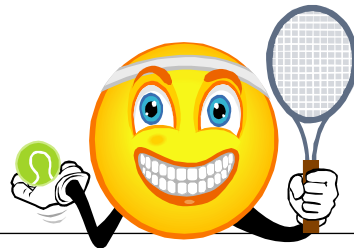


Strong sides/Clearly defined roles/tasks



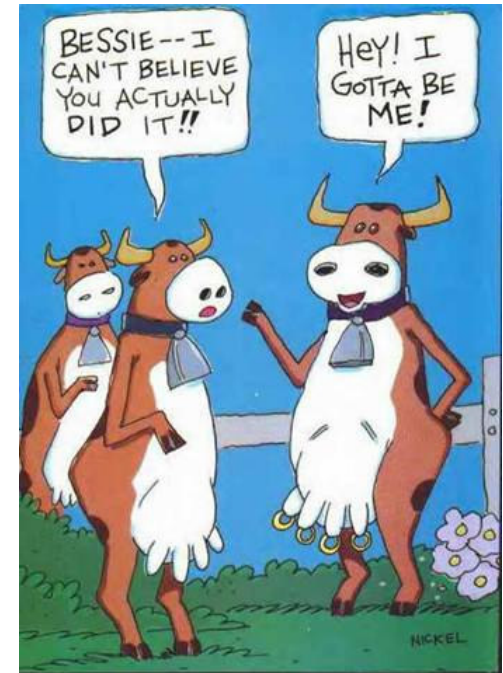
- Competence
- We are all important
- Tasks on right level
- Responsibility
- Be clear

Motivation



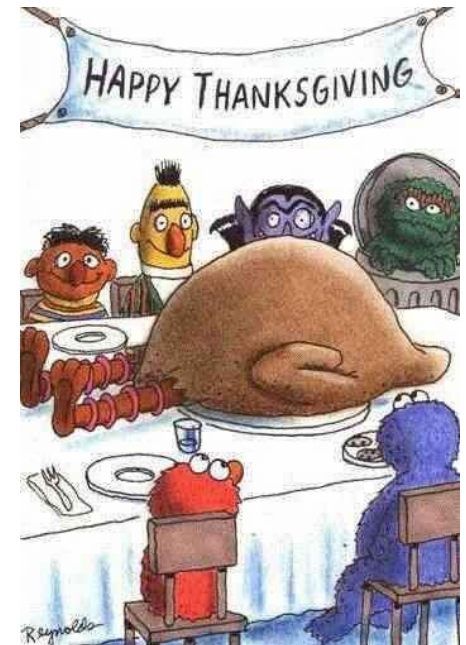
Motivation

- Be clear
- Testing is fun
- Permissive management style
- Praise
- Humour
- Tell everyone in the organisation about test



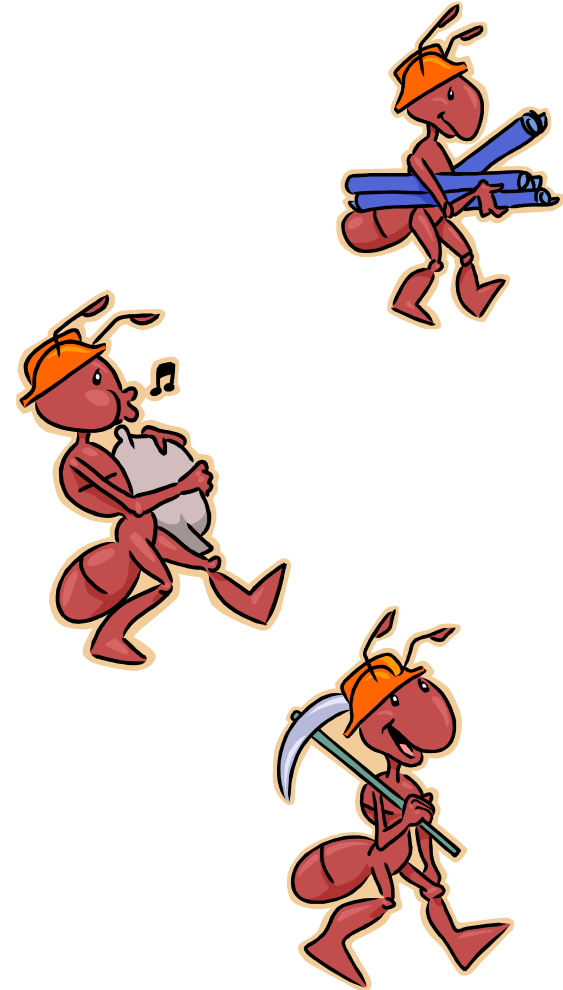
Carrot

- Champagne
- Courses/Conferences
- Competition
- Celebrate attainment of milestones
- Ut på tur aldri sur
(Do something totally different)
- Patience



Get the best out of your team

- Define the different tasks
- Be allowed/encouraged for further studies /individual learning
- Testmanager "guard" their team
- Share knowledge
- Clearly defined tasks, kick off
- Respect that we have different qualities
- Praise
- Communicate





Thank you!

Questions????

tone.molyneux@dnbnor.no