Team Gradido

Communication - Tech via EMail

- Detailed technical Discussions via EMail
- Prone to produce misunderstandings & tension
- Will never produce win/win situations - only win/lose situations
- You are a team - if you don’t work as one you will not produce anything

Solution:

- Use video conference & screensharing
- Produce a document together outlining the solution (e.g. google docs / github)

Communication - English vs German

- English is not very fluent with most of the team
- English is the only way to communicate with Pauls
- There is an aversion to use English
- Pauls is shooed off to be able to switch back to German

Solution:

- ???
- Learn English (?)

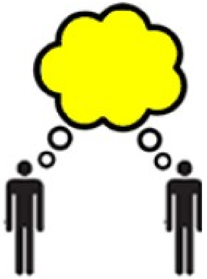
Competition - My concept vs Your concept

- Struggle for superiority & ownership of a concept/implementation
- Competition instead of Cooperation
- The other is seen as the enemy

Competition geometry

Solution:

- Work as a Team
- The goal can only be reached together
- Communication is key



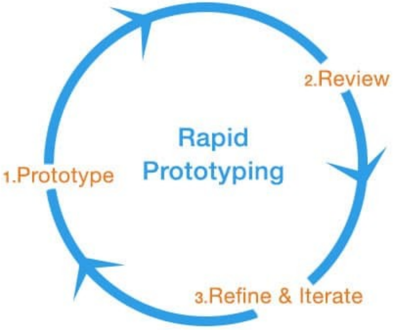
Cooperation geometry

Far Future Perspective

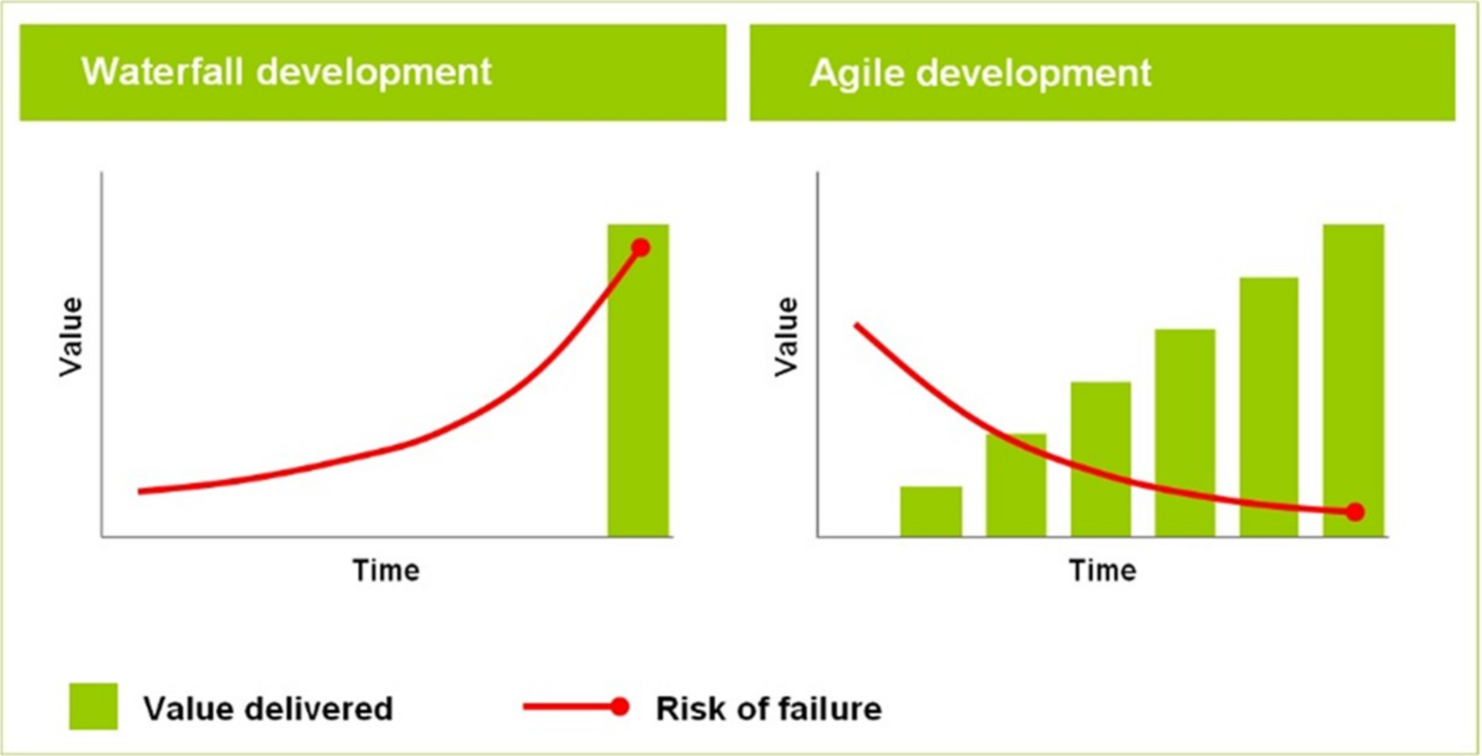
- Looking into the future “what if”
- This is not prototyping
- The produced Software is considered unchangeable and monolithic

Solution:

- Prototyping -> Get it running, no matter how
- Software can always be changed
- KISS -> Keep It Simple Stupid
- We develop a tool not a religion



Waterfall instead of Agile Development



Why Blockchain?

- Why use Blockchain?
- What’s the Advantage?
- What does it solve?
- Does it outweigh the development costs?
- Isn’t it too complicated?
- Will we not just hide everything behind centralized servers anyway?
- Federation instead of full decentralization?
- Where is the advantage for the consumer?

Fear of BigTech, Government & Others

- Fear of Microsoft & other big Techs
- Fear of “them” shutting down Gradido
- Fear of backdoors in Software

Why?

- They only care for you if you are relevant
- There is no secure software system ever, there is always an attack vector
- Fear cripples everything

Solution:

- Talk about your Fears and dismiss them
- Do you really want to succeed with the project?
- Focus on our **Values, Mission and Vision**

MISSION
VISION
VALUES

No clear goals & concepts (?)

- Where is the central concept formalised in an implementation plan?
- Software structure seems good (!)
- Deployment structure seems not be present (?)
- A lot of scattered & outdated documentation

Task:

- What is the overall goal? Why are you doing what you are doing?
- What are you doing now to achieve that goal?
- Do the ends justify the means?

Centralize all Code in a visible space

- including the systems currently live

Benefits:

- Overview & Visual overview of code
- Easy onboarding & advertisement for new Developers
- Access for non-coders
- Easy to go Open Source
- What do the other Team members do?
- It’s the standard nowadays

Solutions:

- Github
- Gitlab
- Atlassian
- Bitbucket

Combine Code & Docu

- Combine all Repositories in one
- Put in all Documentation as well

Benefits:

- There is no need to have separate Repositories
- It will enhance collaboration
- It will increase efficiency
- Will bring software together that belongs together
- Enhances all aspects of inter-software functioning
- Deployment on the horizon

Go Open Source

- There is no disadvantages, only advantages
- It’s aligned with the core values of Gradido
- More people can see and join
- The so called “Safe Space” is not needed - for what?

open source

Solve the Team Problems

or we will not reach our Goals. All our work would go to waste.

We need a Development Plan

- What are our next Goals?
- How can we reach them?
- How can we formalize and organize them?
- How can we make sure stuff works?
- How can we put our software in action as soon as possible?

Solution:

- CI (Continuous Integration)
- Develop & Transform the live Systems
- Github, Issues & Zenhub

Values, Mission & Vision

We need to define this!

Homework:

- What are your Values?
- What is your Mission?
- What is your Vision?

- What are Gradidos Values?
- What is Gradidos Mission?
- What is Gradidos Vision?