



CTO.ai

The shared CLI for teams, in Slack

Building a Culture of Delivery

... using Lean DevOps



About Me



KYLE CAMPBELL

CEO AND FOUNDER
OF CTO.AI

TECHNICAL BACKGROUND

- Self taught high school dropout
- ½ Entrepreneur + ½ Engineer
- Started my career in early “shared hosting” days
- Equal time on the front- + back-end

MENTOR

- I have helped ~25 startups implement DevOps

About CTO.ai

What is CTO.ai?

We provide a DevOps platform that enables developers to create and share workflow automations without leaving the command line.



USE OF JUNIOR TALENT



NOT COMPETING
FOR EXP TALENT

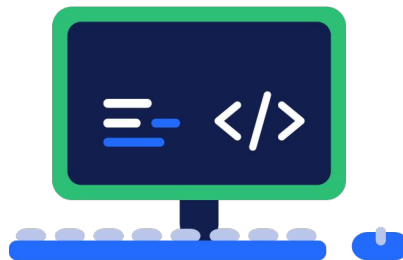


10X MULTIPLIER
(2 X 5)

What is DevOps?



Philosophies



Practices



Tools

The Real Impact of Using DevOps



"Companies that have strong DevOps programs ... deploy software 200 times more frequently, but also have 2,555 times faster lead times for their projects"

— [State of DevOps](#) report by Puppet

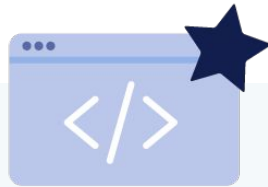
"It's not just how many devs companies have; it's also how they're being leveraged."

— [The Developer Coefficient](#) report by Stripe

Early Stage Challenges



HIRING



EVERYTHING
IS A FIRST



SUCCESS IS
IMPLEMENTED
BOTTOM-UP



SUCCESS
REQUIRES A LOT OF
ACCOUNTABILITY
AND INITIATIVE



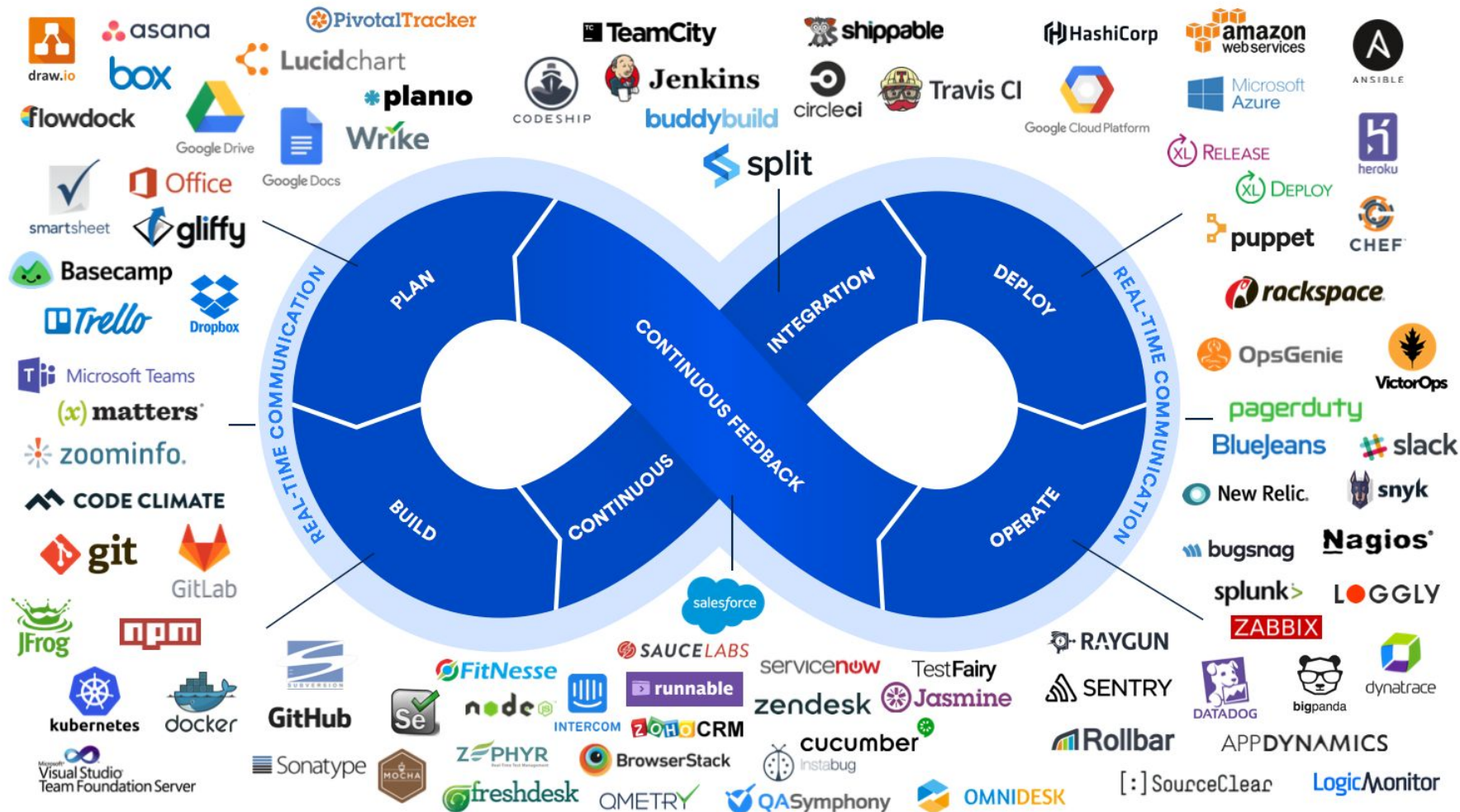
MOST INNOVATIVE TECH
IS INCREDIBLY COMPLEX
AND EXPENSIVE



... AND YOU
NEVER HAVE
ENOUGH MONEY

The State of DevOps

- DevOps is fragmented across innumerable tools and technologies.
- Developers have been tasked with workflow automation, but this burns valuable time that could be used to build features for paying customers.

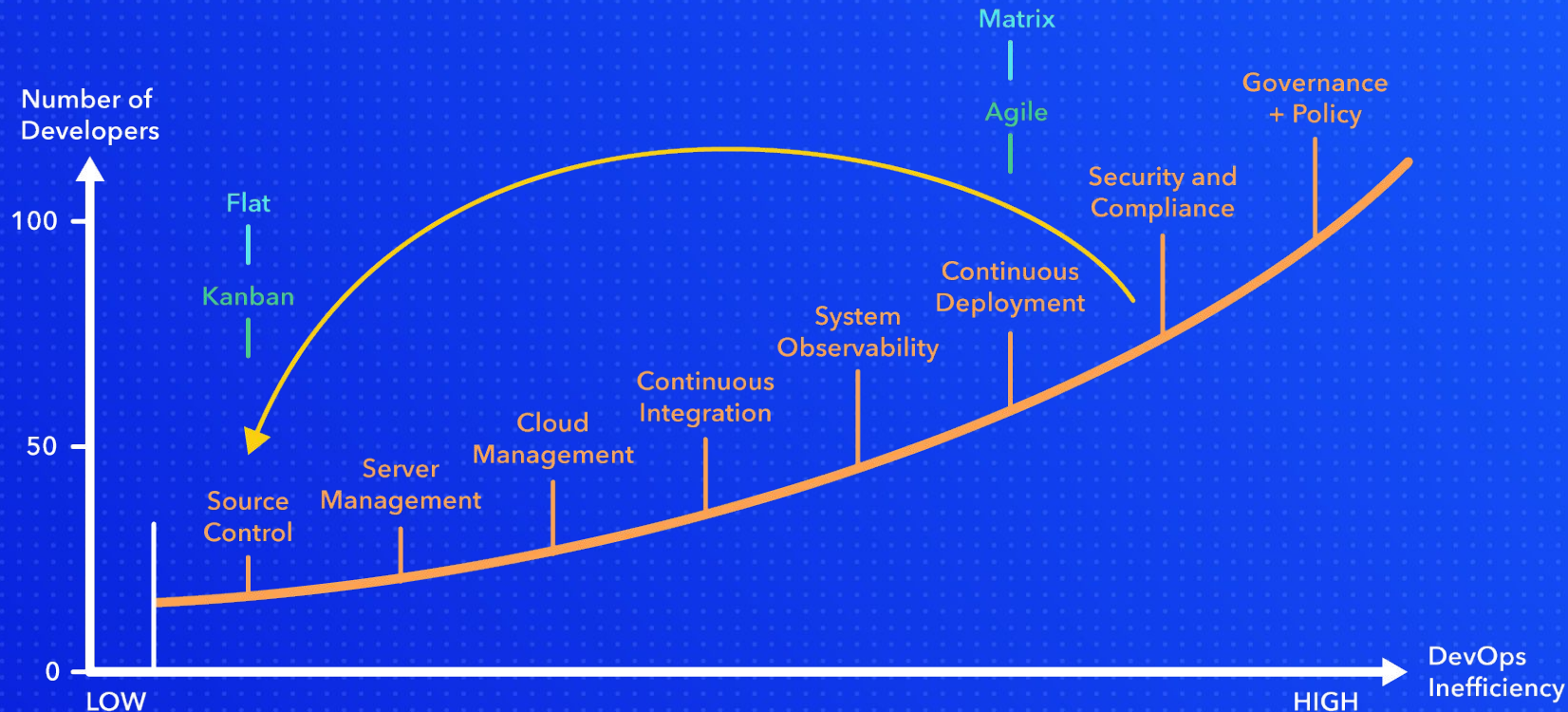


DevOps Challenges

- Many companies struggle to adopt DevOps practices
- DevOps tools are far more complex than ever before
- For many startups, DevOps feels like...



DevOps Over Time



PROBLEM

\$300B in developer productivity is lost every single year within growing development teams.

Access to developers is now classified as a bigger threat than access to capital.

[1] <https://stripe.com/reports/developer-coefficient-2018>

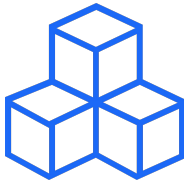
OPPORTUNITY

Technical leaders know that, as their teams grow, it is critical to invest into the workflows that their teams require to work.

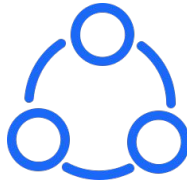
However, it can be too time consuming to allocate their critical internal resources.

SOLUTION

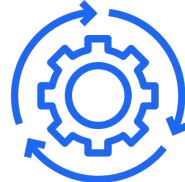
CTO.ai enables growing teams to easily adopt automation & intelligence in their workflow to increase their efficiency, productivity & morale.



Build



Share



Run

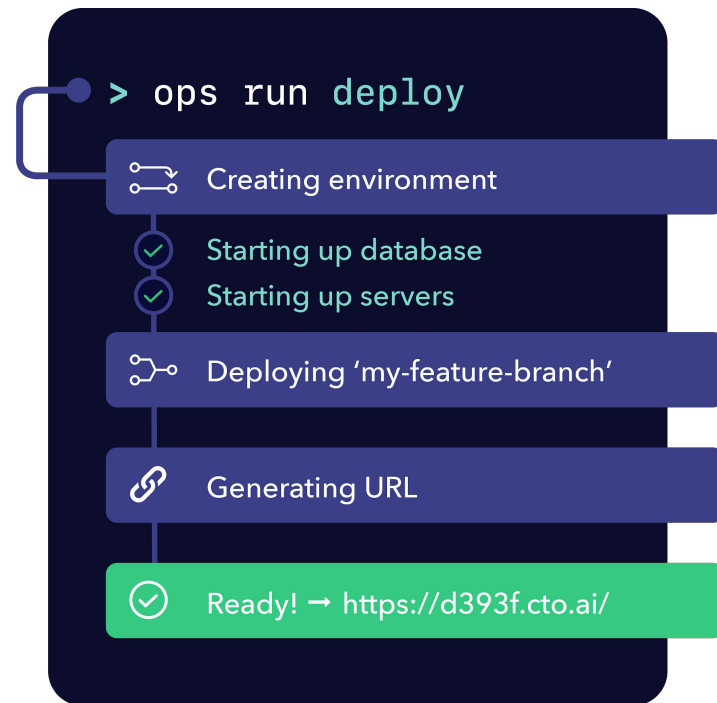


Observe

MEET “THE OPS PLATFORM”

Ops are end to end operations that achieve a complex & objective task.

Our intelligent event driven experience allows development teams to customize and automate repeatable tasks to create efficiency quickly.

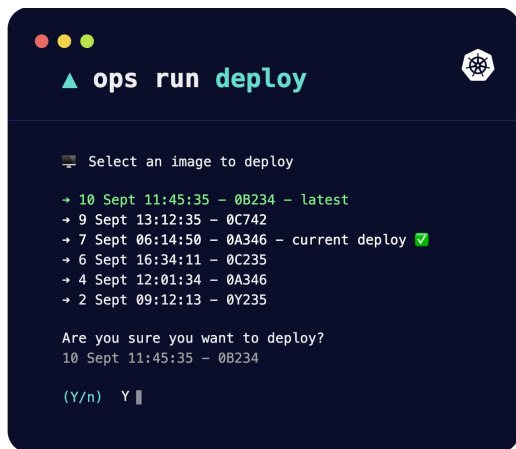


RUN ANYWHERE

Ops can run anywhere, including the command line, Slack or even as a CI/CD pipeline.

They can be used across the entire developer lifecycle to automate any workflow.

CLI



```
ops run deploy

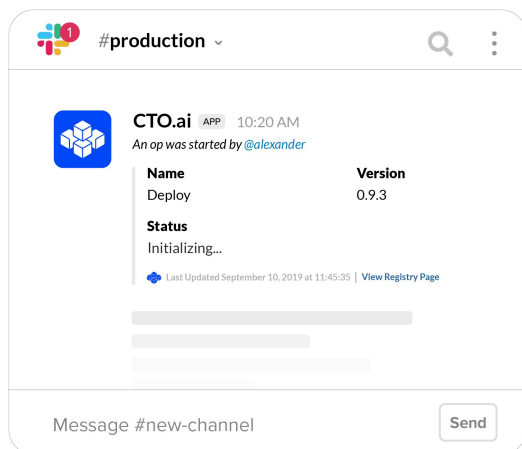
Select an image to deploy

→ 10 Sept 11:45:35 - 0B234 - latest
→ 9 Sept 13:12:35 - 0C742
→ 7 Sept 06:14:50 - 0A346 - current deploy ✓
→ 6 Sept 16:34:11 - 0C235
→ 4 Sept 12:01:34 - 0A346
→ 2 Sept 09:12:13 - 0Y235

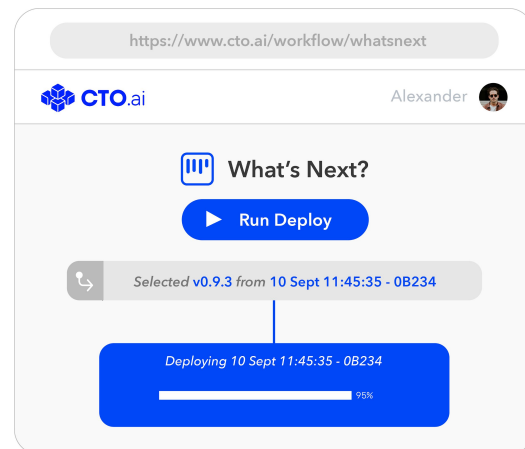
Are you sure you want to deploy?
10 Sept 11:45:35 - 0B234

(Y/n) Y
```

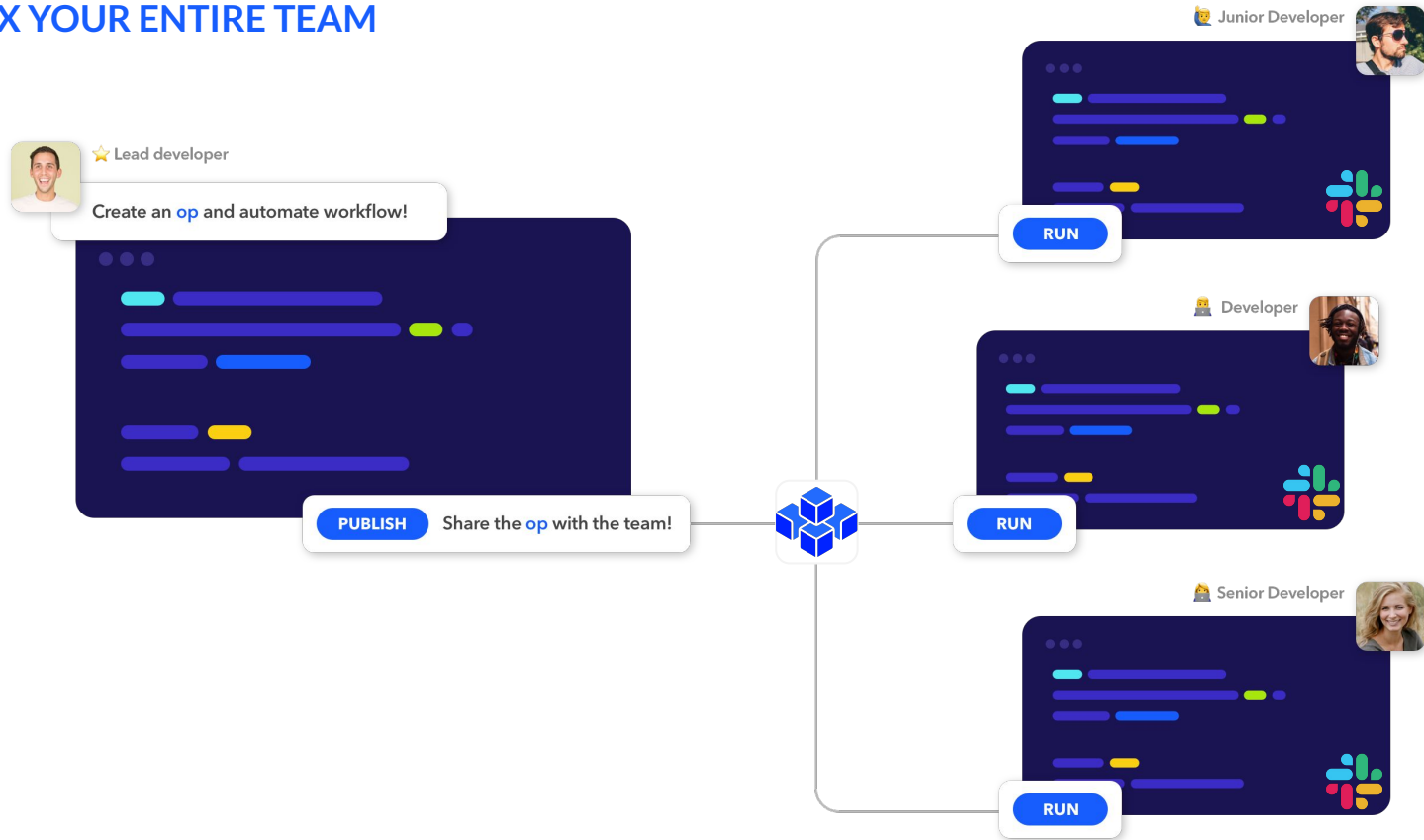
Slack



CI/CD

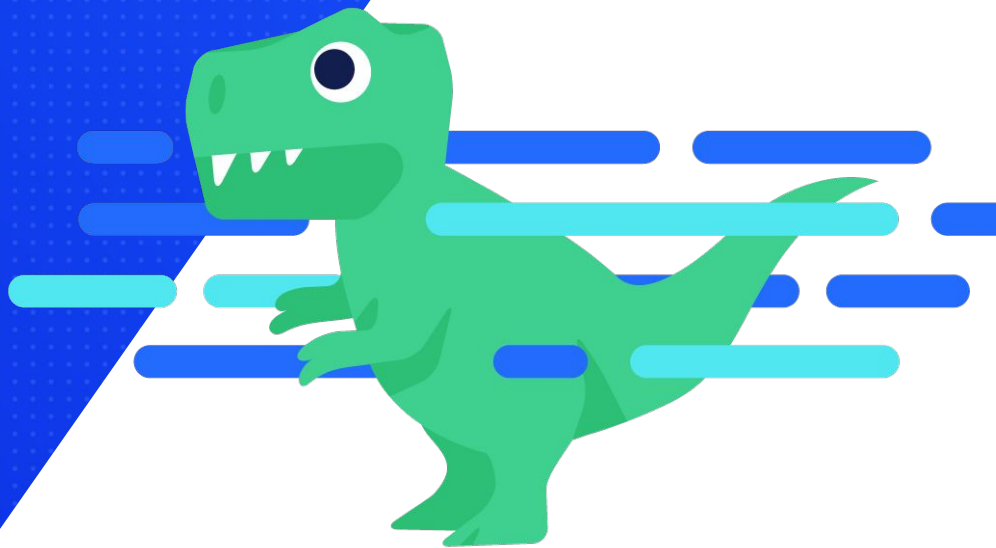


10X YOUR ENTIRE TEAM



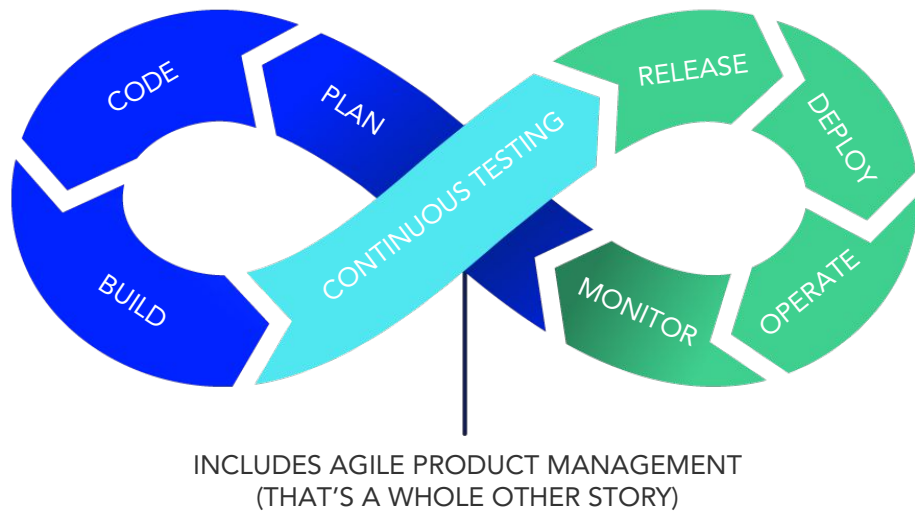
Building a Culture of Delivery

- Stick with lean process for as long as possible
- Choose boring technology, invest wisely
- Onboarding sets expectations
- Create a platform for success
- ICE: Impact + Confidence / Effort



Traditional vs. Lean DevOps

Traditional DevOps Lifecycle



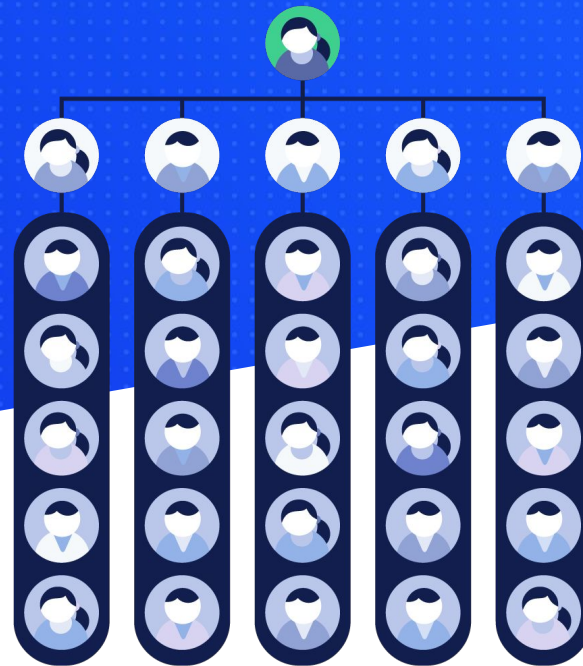
Organizational Structure and Culture

What does a typical org look like at an early stage startup?



FLAT ORG

Fewer managers and more leaders
(more leadership ICs). multiple work streams



MATRIX / AGILE / etc.

Security and compliance
gets delayed too late

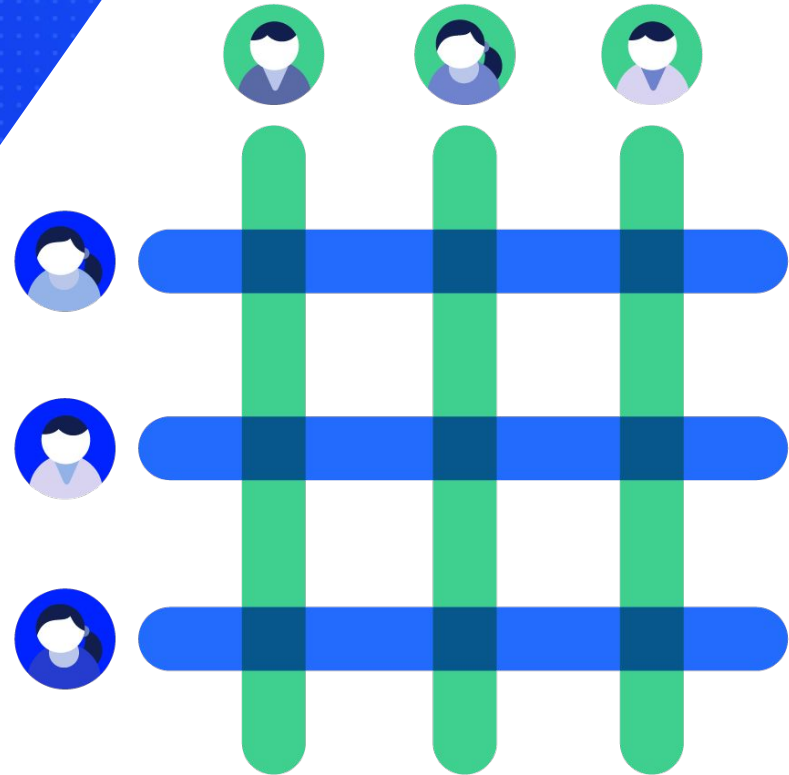


Org Structure

Example: Security

	ALL RESPONDENTS	RESPONDENTS' TEAM SIZE			ANNUAL REVENUE OF RESPONDENT EMPLOYER		
		10 or less	11 to 30	31+	< \$100M	< \$100M to < \$1B	\$1B+
Centralized security function that supports delivery teams on demand	48%	51%	44%	49%	41%	42%	57%
Centralized security function and each delivery team also has a designated security expert	31%	20%	41%	40%	22%	46%	33%
Decentralized security function; each delivery team has a security expert	14%	19%	12%	9%	26%	8%	7%
Other org structure	6%	10%	3%	2%	10%	3%	3%

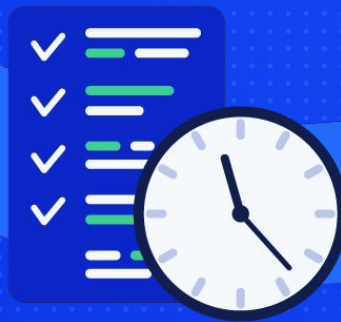
The Lattice Organizational Structure



Technology and Process Tactics



Tooling enables more junior teammates to be given process responsibility

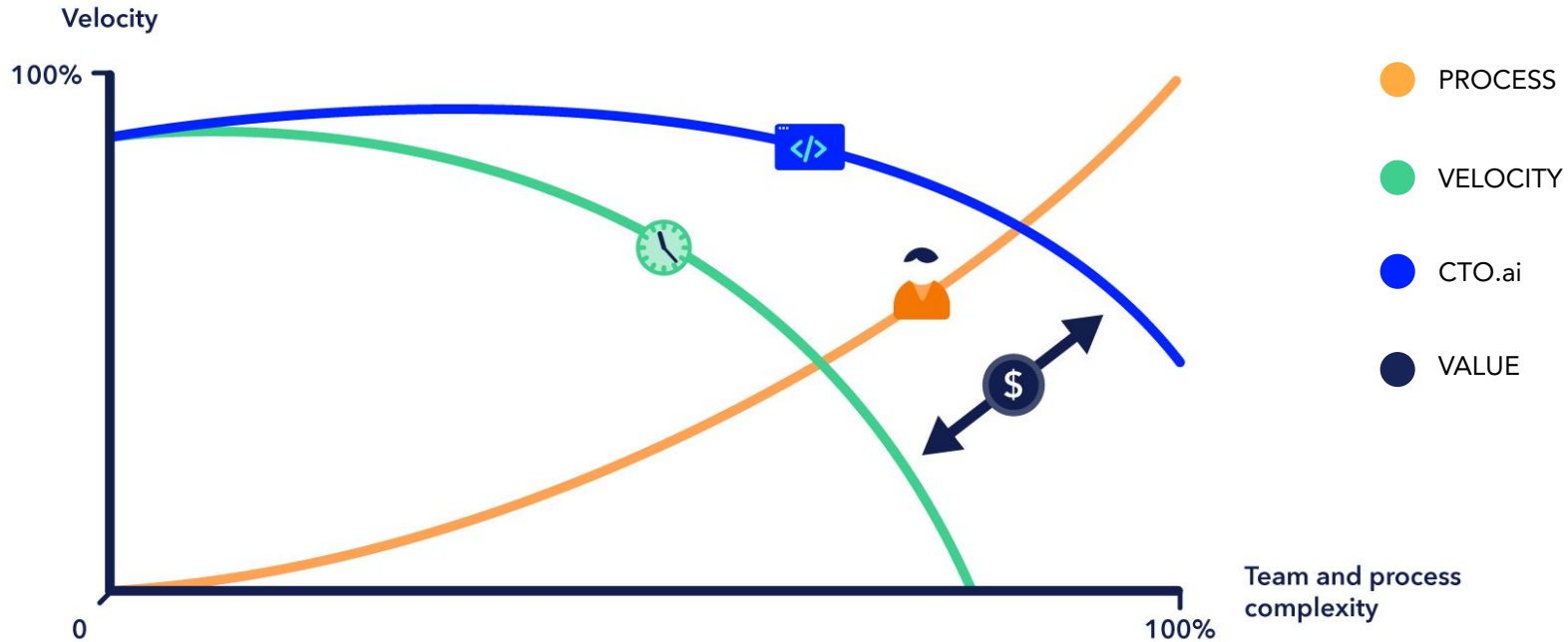


Start with strategies with a focus on high velocity. You will inevitably slow down as you add people and process (negative correlation)



Try to maintain a focus on your velocity by maintaining leverage through Lean DevOps

Team Velocity vs. Process

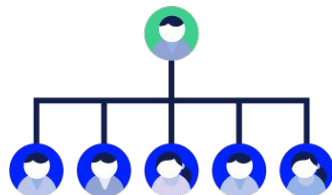


Conclusion: No Perfect Process



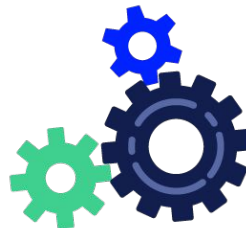
TOOLS

Bottom up adoption which creates top down transparency too



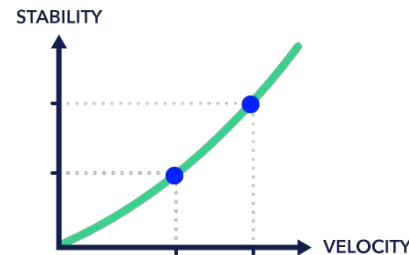
A FLAT ORG

Can be an advantage to helping you maintain a high velocity



ADAPTABLE

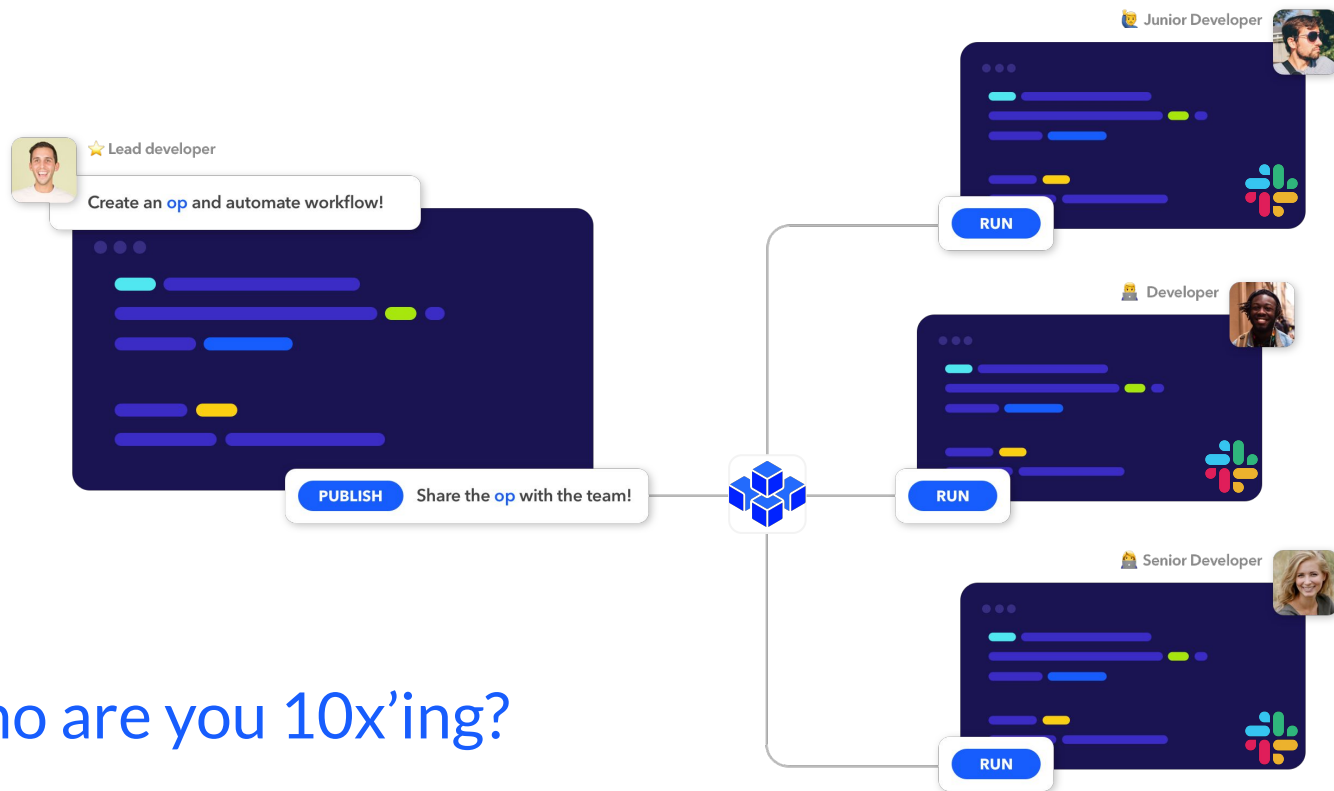
Evolve practices just in time and be kind to your future self



MANAGE

Be mindful of the dichotomy between velocity and stability

Takeaway: advocating for a Call to Action 🙌



Who are you 10x'ing?

Q & A



Thank you for attending!



Come say Hi @
cto.ai/community





Want to know how [CTO.ai](https://cto.ai) can streamline your DevOps?
Contact us for a free demo: info@cto.ai

