

# Revolutionizing Teams with Radical Transparency & Therapy



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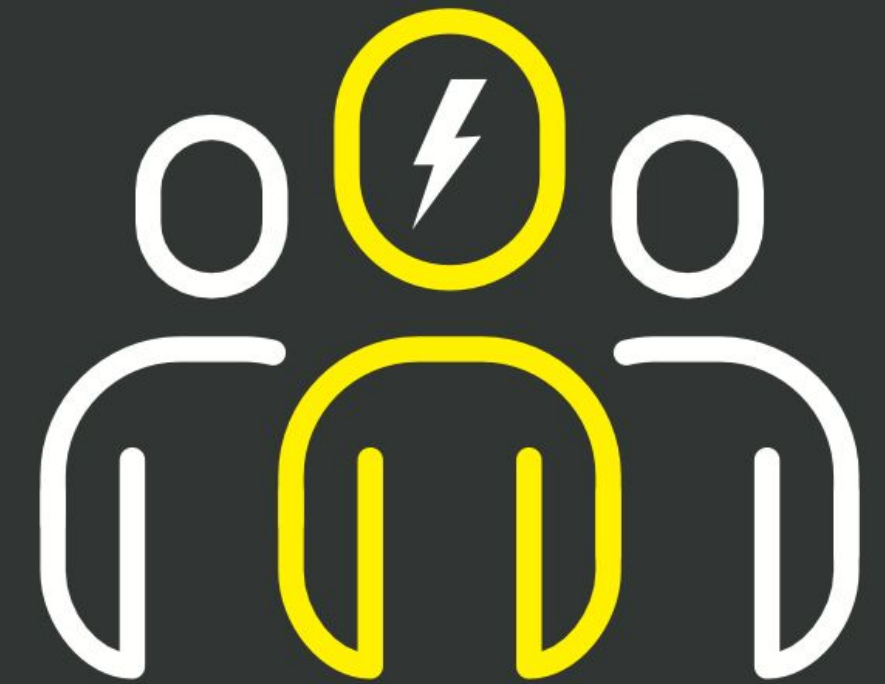
April 2024 from Apress

## RADICAL THERAPY FOR SOFTWARE DEVELOPMENT TEAMS

Lessons in Remote Team Management and Positive Motivation

"Transparency is not just a buzzword, it's a powerful tool for building successful teams."

- The fusion of Dev and Product teams is crucial for innovation.
- Communication and transparency are key to synergy.
- Radical Transparency can redefine DevOps and Product Teams.
- Products over Process and Teams over Silos



### Radical Therapy for Software Development Teams

Improving Software Development  
Practices and Team Dynamics

—  
Greg Lind · Maryna Mishchenko

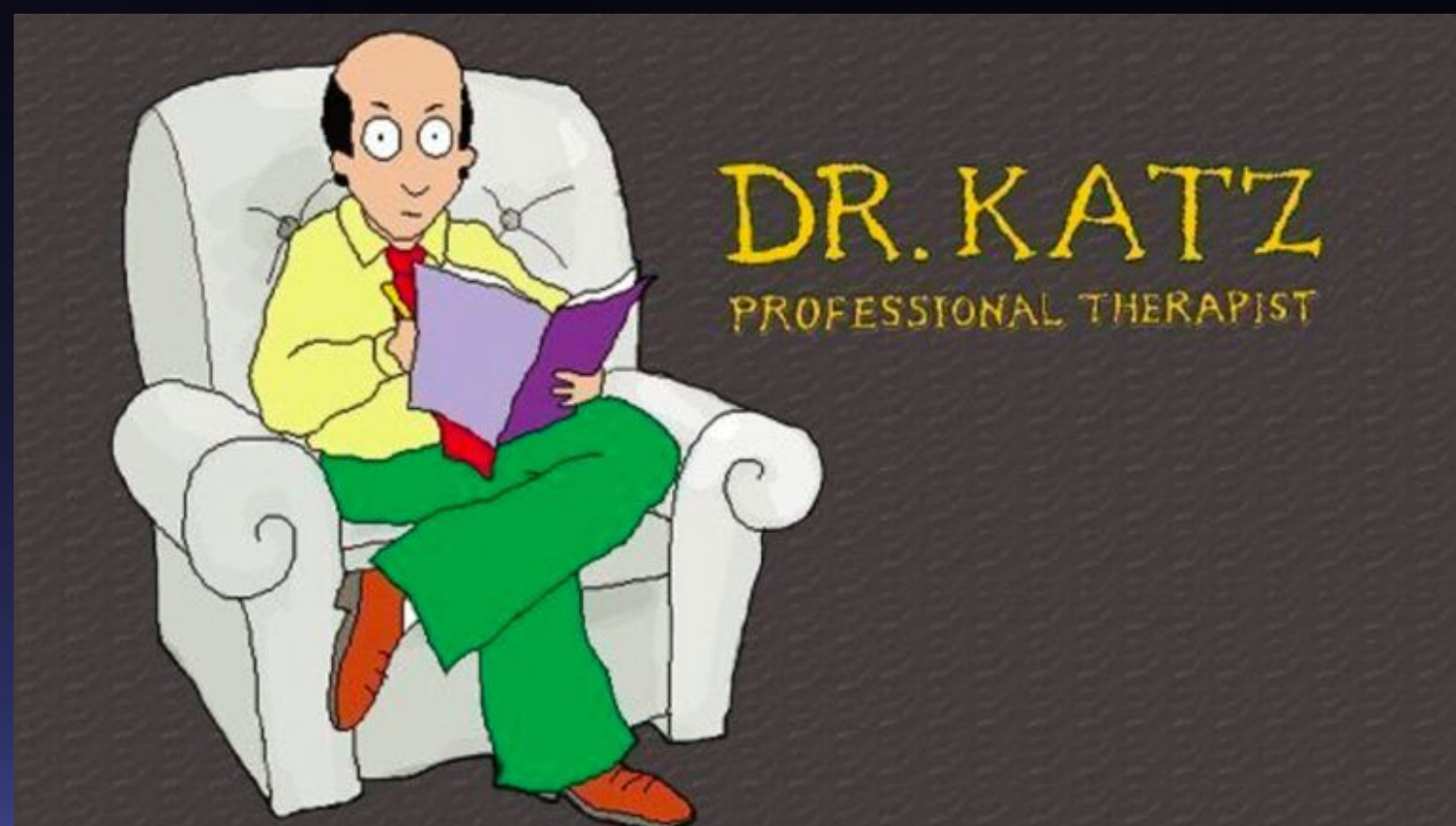
**Apress®**



**rad·i·cal**

adjective

relating to or affecting the fundamental nature of something; far-reaching or thorough.



**ther·a·py**

- A management philosophy of complete openness and honesty.
- Sharing all relevant information: goals, metrics, feedback, progress.
- Fosters trust, accountability, and collective ownership.

# The Principles of Radical Therapy

- Transparency - Open Communication: Encouraging clear and honest dialogue.
- Data-Driven Decision Making: Using accurate data for informed choices.
- Continuous Feedback Loops: Establishing ongoing feedback mechanisms.
- Inclusivity and Diversity: Valuing diverse perspectives and ensuring all voices are heard.
- Product Backlogs merged with Developer Backlogs



## Breaking Down Silos

- Silos are the enemy of efficiency.
- Promote cross-functional communication and collaboration.
- Share insights between DevOps and Product Teams.

- \* Transparency streamlines processes, eliminating bottlenecks and redundancies.
- \* Optimize workflows and automates tasks, leading to greater efficiency.
- \* Transparency reduces the time-to-market for products.



# Data-Driven Decision Making



- **Faster Decision-Making**
- **Higher Engagement & Retention**
- **Reduction in Conflict Resolution Time**

**Atlassian**

**Google**

**Zappos**

**Trust & Ethical AI Implementation**

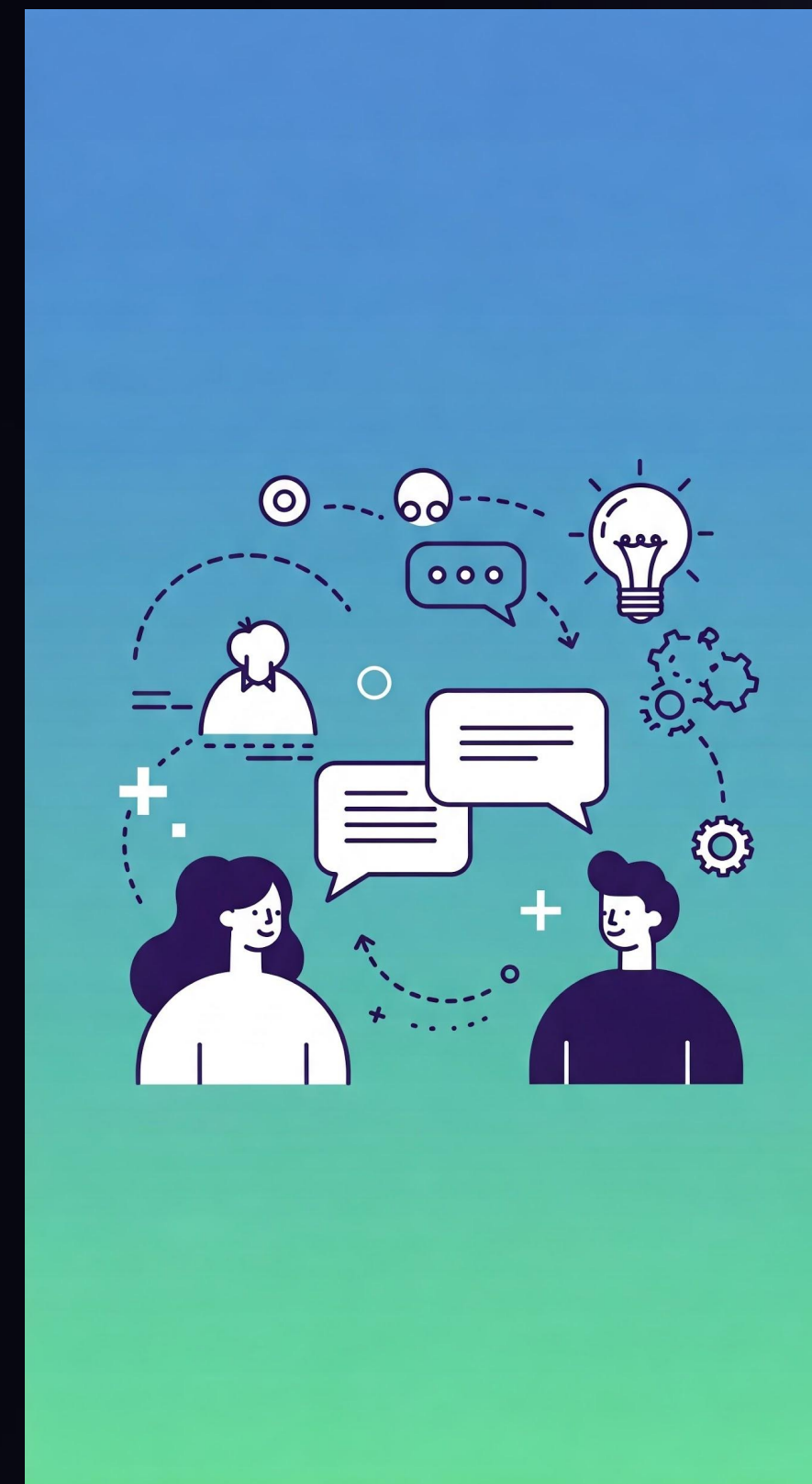
**IBM (AI Fairness 360) Netflix (Responsible AI Toolkit)**



# 5 Key Steps

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1. Establish a Culture of Open Communication
2. Make Data and Decision-Making Processes Accessible
3. Encourage Open Feedback and Constructive Criticism
4. Introduce Transparent Performance and Compensation Policies
5. Integrate Transparency into Product Development and AI Ethics



# Diversity

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- **Enhanced Innovation & Problem-Solving** – Diverse teams bring varied perspectives, leading to more creative solutions and better decision-making.
- **Stronger Team Performance & Productivity** – Inclusive teams perform up to 35% better by leveraging different experiences and skills (McKinsey report).
- **Better Representation & Market Reach** – Teams that reflect diverse customer bases create more user-friendly and globally competitive products.

# Team Morale

Don't be  
this guy!

- **Fosters Trust & Psychological Safety** – By promoting Radical Transparency, team members feel valued and included, reducing stress and workplace anxiety.
- **Encourages Open Communication** – Daily check-ins and transparent discussions prevent misunderstandings, keeping everyone aligned and engaged.
- **Celebrates Wins & Growth** – Recognizing individual contributions and team successes boosts motivation and retention.
- **Reduces Burnout & Frustration** – Clear goals, ethical AI use, and structured workflows prevent overwork and misaligned expectations.
- **Empowers Autonomy & Ownership** – When employees have access to information and decision-making, they feel more accountable and invested in their work.



## Run Products Like a Lean Startup and Startups like Open Source Projects

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- Encourage sharing work openly and ask for feedback.
- Promote community contributions to foster innovation.
- Emphasize the importance of building inclusive communities.
- Embrace competition and build new markets
- Yes please build a better mousetrap
- Make the product you want if it's not in the marketplace, and do it out in the open

# "Innovation and Ambition in the Tech World"

Theranos founder Elizabeth Holmes from "The  
Inventor: Out For Blood in Silicon Valley"



# The Radical Process

- Building Trust
- Clear Communication
- Stakeholder Inclusion
- Team Alignment
- The Role of Feedback
- Embracing Mistakes
- Celebrating Wins

\* Agile: Adaptability and collaboration.

\* Scrum: Structured approach with iterative progress.

\* Lean: Maximizing value while minimizing waste.

\* Kanban: Visualizing workflow and limiting work in progress.

It's not about the tools.... but....



Buildly Labs: Product management and communication.



GitHub: Code sharing and collaboration.



Slack: Team communication.

## Philosophies, Policies and Politics

- Openly communicating company values and mission builds trust with customers and your team.
- Transparency attracts like-minded individuals and fosters loyalty among employees.

## Stakeholder Inclusion

Transparent practices extend to stakeholders. When they're in the loop, they feel engaged and invested in the product's success.



# Next Steps

“Start small and gradually scale up your transparency efforts”

[www.radicaltherapy.dev/book.html](http://www.radicaltherapy.dev/book.html)





## Open Build

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### Open Build: Empowering Open Source Development



Mentoring junior developers through open source collaboration, sponsored by Buildly.

last commit **may**   open issues **4**   open pull requests **0**

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[www.github.com/open-build](https://www.github.com/open-build)

# Product Foundry

[www.buildly.io/foundry](http://www.buildly.io/foundry)



<https://www.radicaltherapy.dev/book>

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