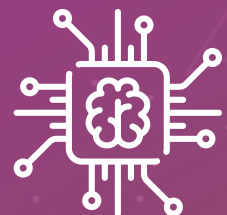




THIS IS THE WAY

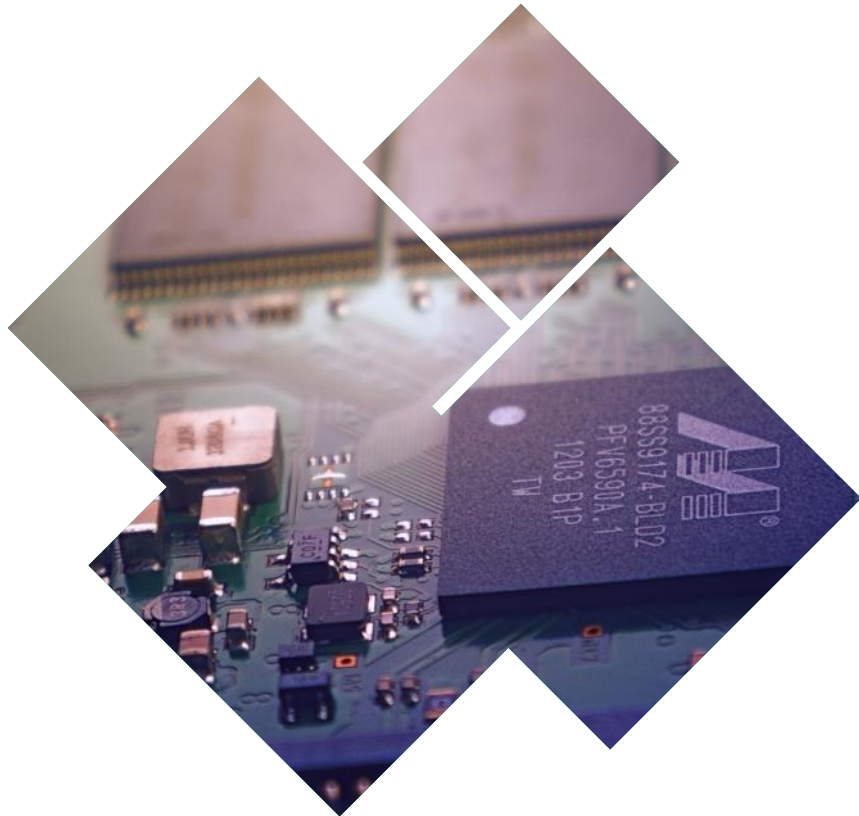
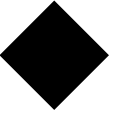


# R&D Battlegrounds

ARE YOU BRAVE ENOUGH TO REINVENT YOUR ORGANIZATION

# AGENDA

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1

## Common R&D Structure

Learn about the disadvantages of the common R&D structure

2

## Squads & Clans R&D Structure

Learn how the cutting-edge Squads & Clans R&D structure is a game changer

3

## Clan Responsibilities

Learn about the clan responsibilities and how they help in making a better products

4

## Clan Weekly Meetup

Learn how to maximize the potential of this structure

IT'S ALL ABOUT SPLITTING THE  
**How** and **What**  
RESPONSIBILITIES TO  
TWO DIFFERENT  
AUTHORITIES!



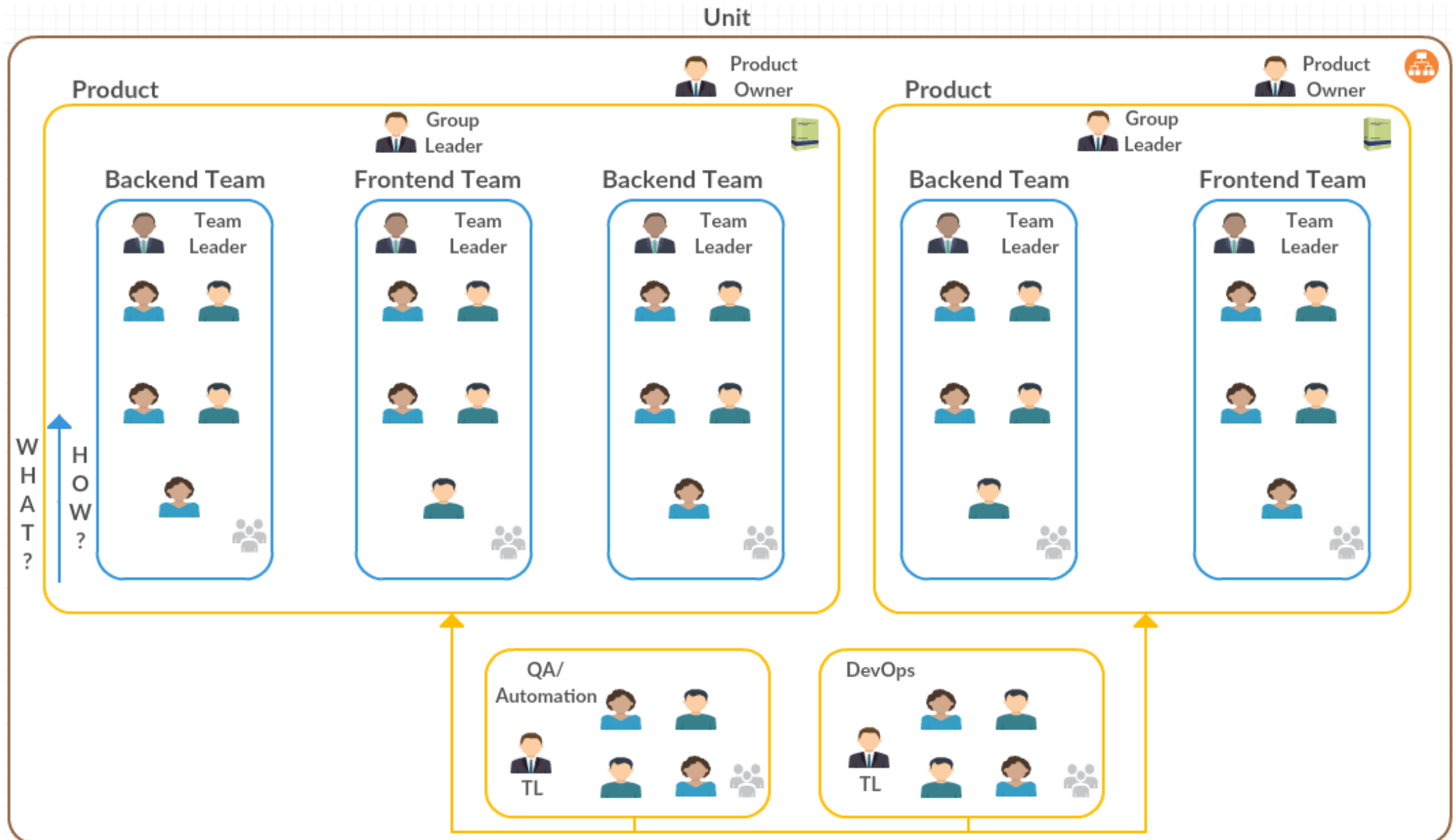


01

# Common R&D Structure

Learn about the disadvantages of the common R&D structure

# Common R&D Structure



# Common Structure Disadvantages



## DUPLICATIONS

Capsulated teams, code duplications



## TECH JUNGLE

Each product has different technology stack, no guidelines



## INTEGRATION

Integration between teams and products is hard



## BAD AGILE

Agile nightmare, team works as solutions provider -> bottlenecks

# Common Structure Disadvantages



## CODE REVIEW

Capsulated teams, code duplications



## COMMUNICATION

Lack of communication between teams members cross company



## INTERESTS

The fight between delivery on time and quality never ends



## PROMOTIONS

Difficult to TL identify when team member deserve promotion



**BEHIND ENEMY LINES, WHO WILL DARE TO GO?**



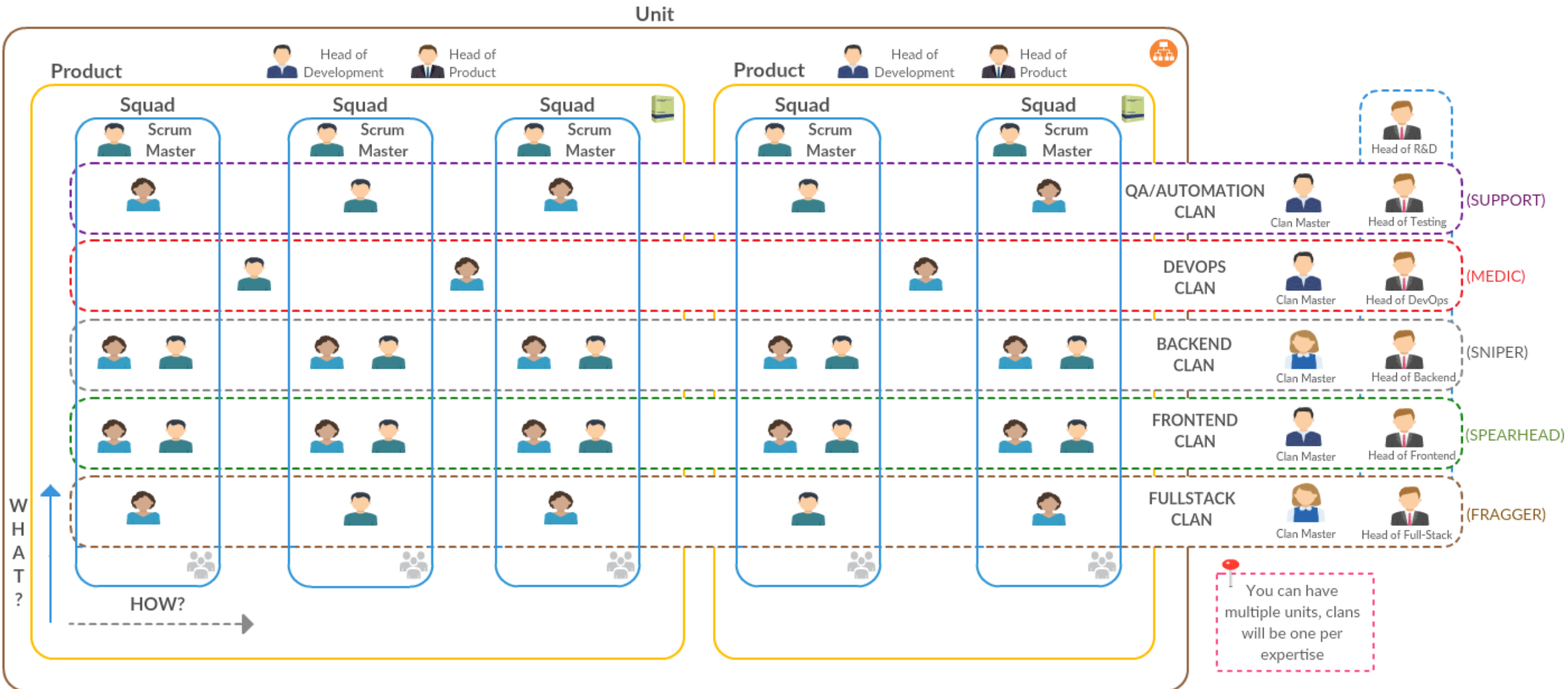


02

# Squads & Clans R&D Structure

Learn how the cutting-edge Squads & Clans R&D structure is a game changer

# Squads & Clans R&D Structure





03

# Clan Responsibilities

Learn about the clan responsibilities and how they help in making a better products

# Clan Responsibilities



(Be Prepared)

## TRAINING

Train clan members in the relevant clan's technology stack



(Tactics)

## GUIDELINES

Define development guidelines and methodologies



(Weapons)

## MARKET PLACE

Create components market place for clan members usage



(Rank)

## PROMOTION

Promote clan members (Junior, Senior, Principle)

# Clan Responsibilities



(Hill Phase)

## RECRUITING

Join team leaders to interviews, provide a technical point of view



(Air Drop)

## SUPPORT

Provide professional support for clan members



(Rotation)

## SHUFFLING

Shuffle clan members between squads



(Home Base)

## TECH STACK

Pick and revisit clan technology stack

# Weekly Capacity

80%

SQUAD

20%

CLAN

- (Clan weekly meetup)
- Training
  - Support
  - Code/Design reviews



04

# Clan Weekly Meetup

Learn how to maximize the potential of this structure

# Clan Weekly Meetup



## Clan Member

Lecture about new relevant tech/framework

## Clan Member

Company solution presentation



10:00

10 MIN  
BREAK

11:00



## Clan Master

Week overview - clan activities/changes

10 MIN  
BREAK



12:00

10 MIN  
BREAK

13:00



Clan publication maintenance  
Blog writing / Open source solutions development





# “If you wish to win in the marketplace you must first win in the workspace”

*Michael Elkabetz*

*Jan 2020*



<https://www.shevanova.com>



<https://linkedin.com/in/michael-elkabetz>



<https://twitter.com/whyike>



<https://www.isyncya.com>



<https://www.appiryon.com>



<https://www.shevanova.com/peerfecto>



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