



**Software Engineering  
for Large Systems**

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Teams That Innovate

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## Introducing Joseph

Founder and Architect, The Refactory, Inc.  
Pattern enthusiast, author and Hillside  
Board President

Author of the Big Ball of Mud Pattern  
Adaptive Systems expert (programs  
adaptive software, consults on  
adaptive architectures, author of  
adaptive architecture patterns,  
metadata maven, website:  
[adaptiveobjectmodel.com](http://adaptiveobjectmodel.com))

Agile enthusiast and practitioner  
Business owner (leads a world class  
development company)

Consults and trains top companies on  
design, refactoring, pragmatic testing

Amateur photographer, motorcycle  
enthusiast, enjoys dancing samba!!!

Loves Sushi, Ramen, Taiko Drums ☺



## What is Software Engineering?

Software engineering (SE) is the application of engineering to the development of software in a systematic method...Wikipedia

## ***Software Engineering***

### **Definition of SOFTWARE ENGINEERING**

: a **branch** of **computer science** that deals with the **design, implementation**, and **maintenance** of **complex** computer **programs**

### **software engineer**

*noun*

*Webster's Definition*

# ***Software Engineering***

## **Definition of SOFTWARE ENGINEERING**

1. **Development of procedures and systematic applications** that are used on electronic machines. Software engineering **incorporates** various accepted **methodologies** to **design** software...takes into consideration what **type of machine** the software will be used on, **how the software will work** with the machine, and what **elements** need to be put in place to **ensure reliability**.
2. **Higher education degree program**, which usually requires a certain number of courses to be completed in order to receive certification or a degree.

*Business Dictionary's Definition*

# ***Software Engineering***

## **Definition of SOFTWARE ENGINEERING**

: detailed **study of engineering** to the **design, development and maintenance** of software. Software engineering was introduced to **address** the issues of **low-quality** software projects. Problems arise when a software generally exceeds timelines, budgets, and reduced levels of quality. It **ensures** that the application is **built consistently, correctly, on time and on budget** and **within requirements**.

*Economic Times Definition*

## ***Software Engineering***

### **Definition of SOFTWARE ENGINEERING**

: the **process** of **analyzing** user needs and **designing, constructing,** and **testing** end user applications that will **satisfy** these **needs** through use of software programming languages. It is the **application** of engineering **principles** to software **development**. In contrast to simple programming, software engineering is used for **larger** and more **complex** software systems, which are used as critical systems for businesses and organizations.

*Techopedia's Definition*

## ***Software Engineering***

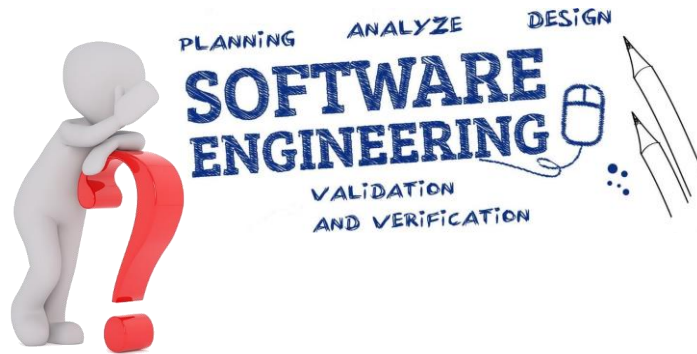
### **Definition of SOFTWARE ENGINEERING**

: the **application** of principles used in the field of engineering, which usually deals with physical systems, to the design, development, testing, deployment and management of software systems. Uses a **disciplined, structured approach** to programming ... with the goal of **improving** the **quality, time** and **budget** efficiency, along with the assurance of structured testing and engineering certification.

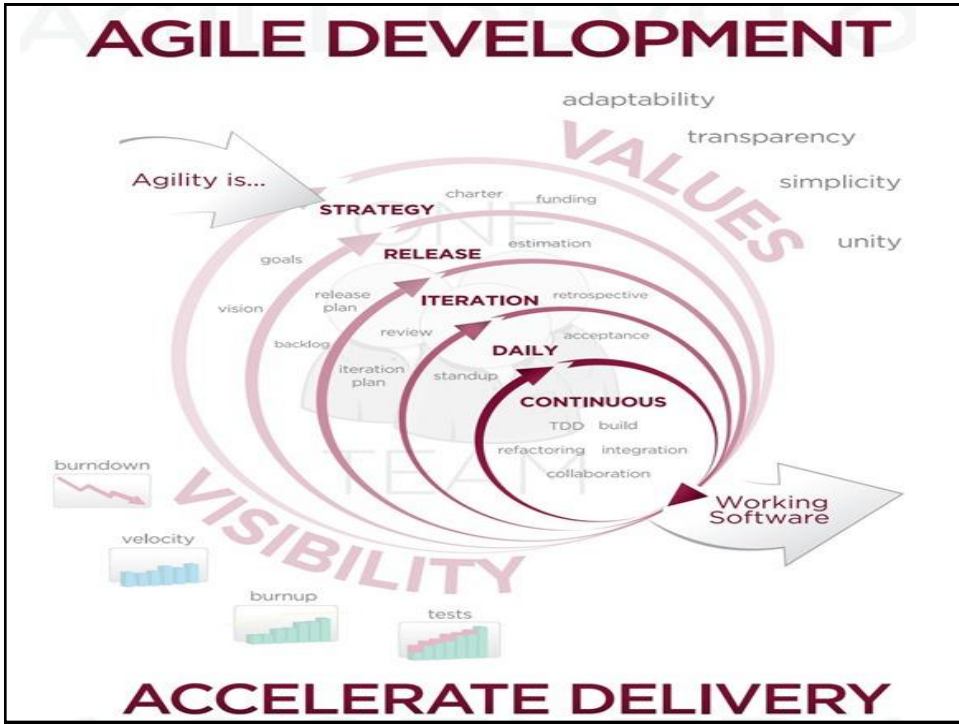
*TechTarget's Definition*




## ***So Really...What is Software Engineering???***



## **What about Agile?**

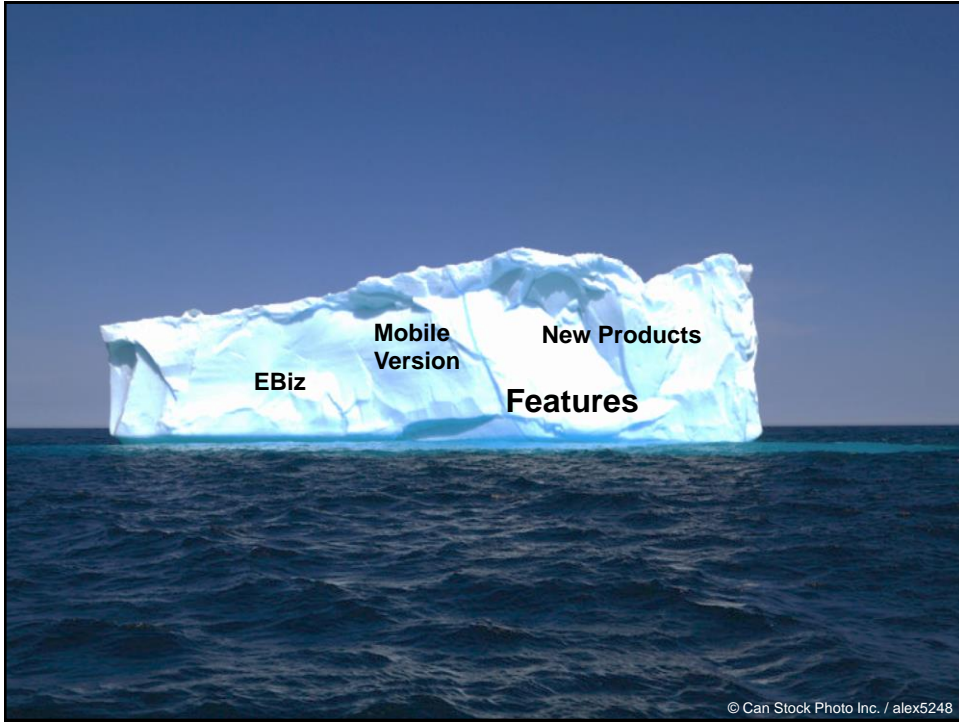



architecture quality can be invisible



...especially when the spotlight is on

***FEATURES***





© Can Stock Photo Inc. / SergeyNivens

What's below the waterline?

all those "ilities" we can't ignore

...

Important -ilities

- Maintainability
- Evolvability
- Testability
- Deployability
- Scalability
- Security
- Reliability
- ...

Development velocity

Chris Richardson  
<http://microservices.io>





# Agile Myths

- Simple solutions are always best
- We can easily adapt to changing requirements (new requirements)
- Scrum/TDD will ensure good Design/Architecture
- Good architecture simply emerges from “good” development practice
- You always go fast when doing agile
- Make significant architecture changes at the last moment

MYTHBUSTERS

“[www.agilemyths.com](http://www.agilemyths.com)”

Sustaining Your Architecture

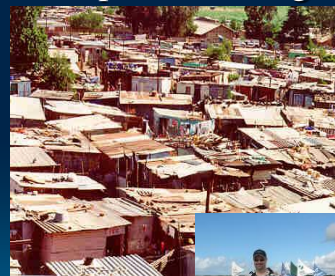
## Big Ball of Mud

Alias: Shantytown, Spaghetti Code


A BIG BALL OF MUD is haphazardly structured, sprawling, sloppy, duct-tape and bailing wire, spaghetti code jungle.

The de-facto standard software architecture. Why is the gap between what we **preach** and what we **practice** so large?

We preach we want to build high quality systems but why are BBoMs so prevalent?





Sustaining Your Architecture


**FINANCIAL TIMES** myFT

working software. Pressure from the business to deliver new features and bug fixes within a large codebase heightens the risk of unnecessary complexity being introduced. Add poor documentation and frequent staff turnover and the overall architecture may become “a big ball of mud”. Big mud translates to a high cost of adding new functionality that a company needs to stay competitive.

Maintaining code in a tidy state should be part of the work. “But it requires constant attention to this sort of hygiene,” Robert Chatley tells me when we meet at Imperial

 Lisa Pollack



## Worse is Better



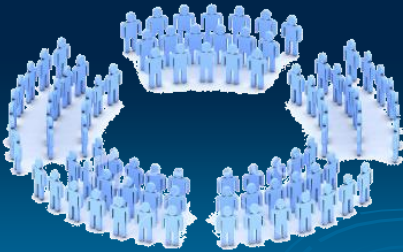
Idea resembles Gabriel's 1991  
“Worse is Better”

Worse is Better is an argument to release early and then have the market help you design the final product...It is taken as the first published argument for open source, among other things

Do BBoM systems have a Quality?

## What exactly do we mean by "Big"?

Well, for teams I consider  $> 10^2$  big  
and for code I consider  $> 10^5$  big



```

: (a)
movf  PSP,w      ; Copy current top of stack frame address
movwf  FSR       ; into the File Select register

: (b)
movf  MULTIPLICAND,w ; Push the MultiPLICAND into the stack
movwf  INDF       ; by copying the datum out
decf  FSR,f      ; and decrementing the FSR

: (c)
movf  MULTIPLIER,w ; Push the Multiplier into the stack
movwf  INDF       ; by copying the datum out
decf  FSR,f      ; and decrementing the FSR

: (d)
call  MUL_S      ; Call the subroutine
  
```

Sustaining Your Architecture

## What is Large???

- 1,000,000 (loc)
- 10,000,000 (loc)
- 100,000,000 (loc)
- 1,000,000,000 (loc)
- Many terabytes of data
- Many dependencies
- Lot's of connected pieces
- Many intertwined systems



# Where Mud Comes From?



People Write Code → People make Mud

Sustaining Your Architecture

# Keep it Working, Piecemeal Growth, Throwaway Code



Sustaining Your Architecture



## Ultra-Large-Scale Systems

Ultra-large-scale (ULS) systems will be interdependent webs of software-intensive systems, people, policies, cultures, and economics...Cloud, IoT, Big data, ...

<http://www.sei.cmu.edu/uls/>

## What are Large Scale Systems

Large-scale systems include:

- Many lines of code (loc)
- Many dependencies
- Lots of stored data
- Lot's of connected pieces
- Many intertwined systems
- Many overlapping policies
- Various security issues
- Many people involved

# What are Large Scale Systems

Large-scale systems include:

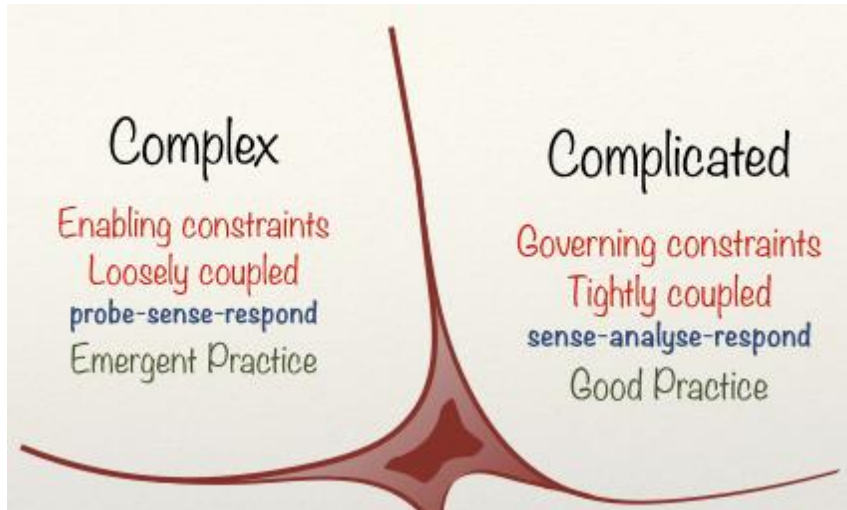
- Very clusters of hardware
- Many networks integrated
- Lot's of possible failure points
- Distributed Systems with multiple data centers around the world
- Systems that were not originally designed to work together
- No single team or timeframe

## Need to Balance many forces

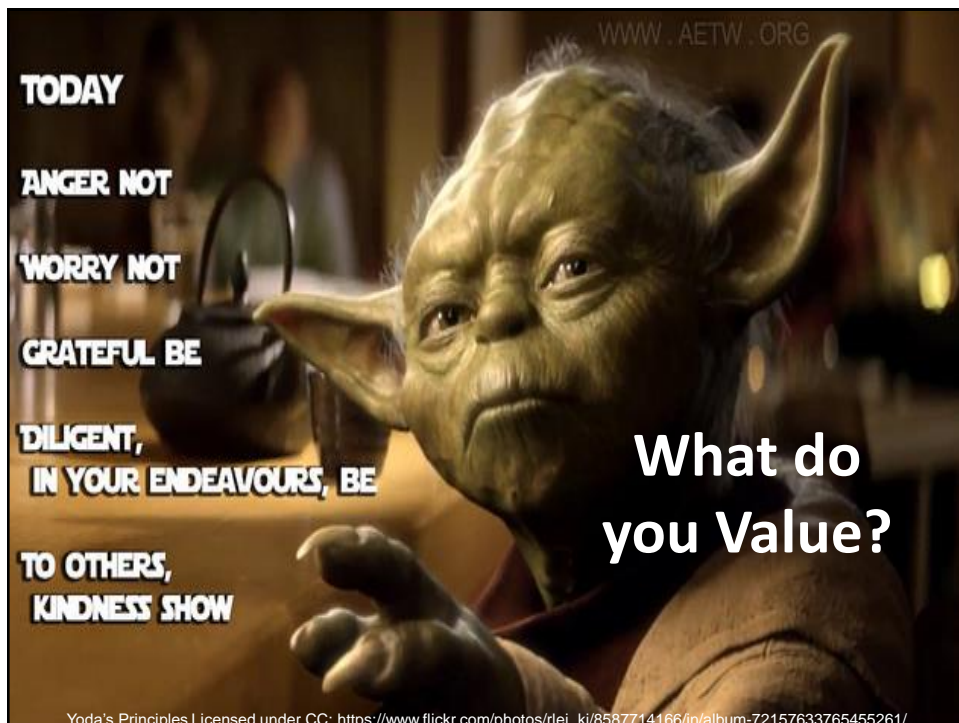
Simplicity  
Scalability  
Adaptability  
Flexibility  
Performance  
Reliability  
Features

...

## Complex vs Complicated Systems (Cynefin Framework)



"Cynefin as of 1st June 2014" by Snowded - Own work. Licensed under CC BY-SA 3.0 via Commons - [https://commons.wikimedia.org/wiki/File:Cynefin\\_as\\_of\\_1st\\_June\\_2014.png#/media/File:Cynefin\\_as\\_of\\_1st\\_June\\_2014.png](https://commons.wikimedia.org/wiki/File:Cynefin_as_of_1st_June_2014.png#/media/File:Cynefin_as_of_1st_June_2014.png)

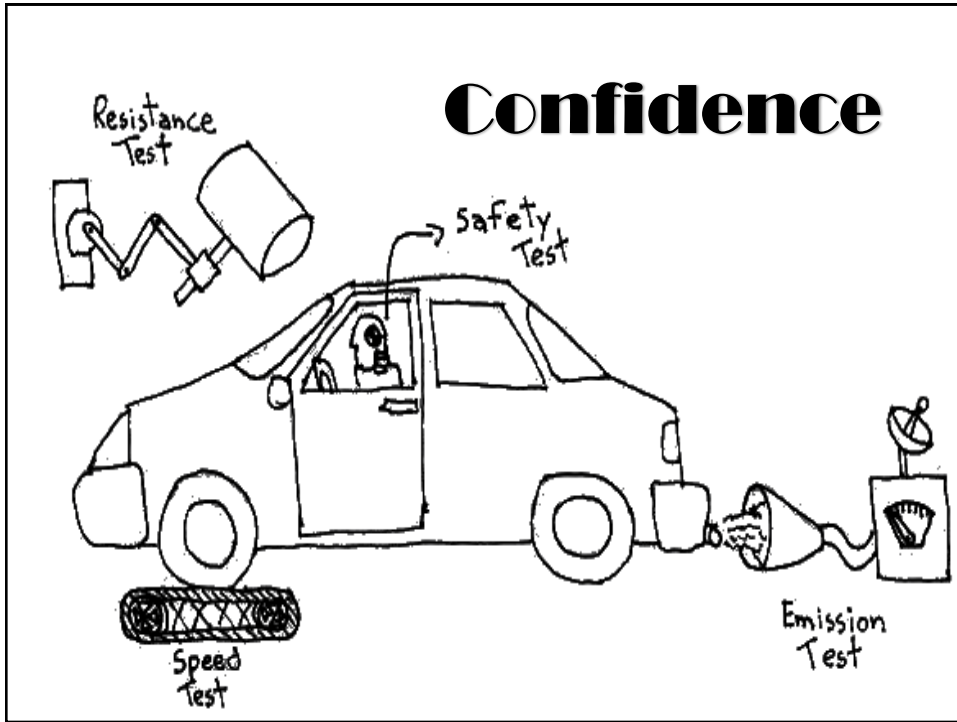






## How can I be more confident

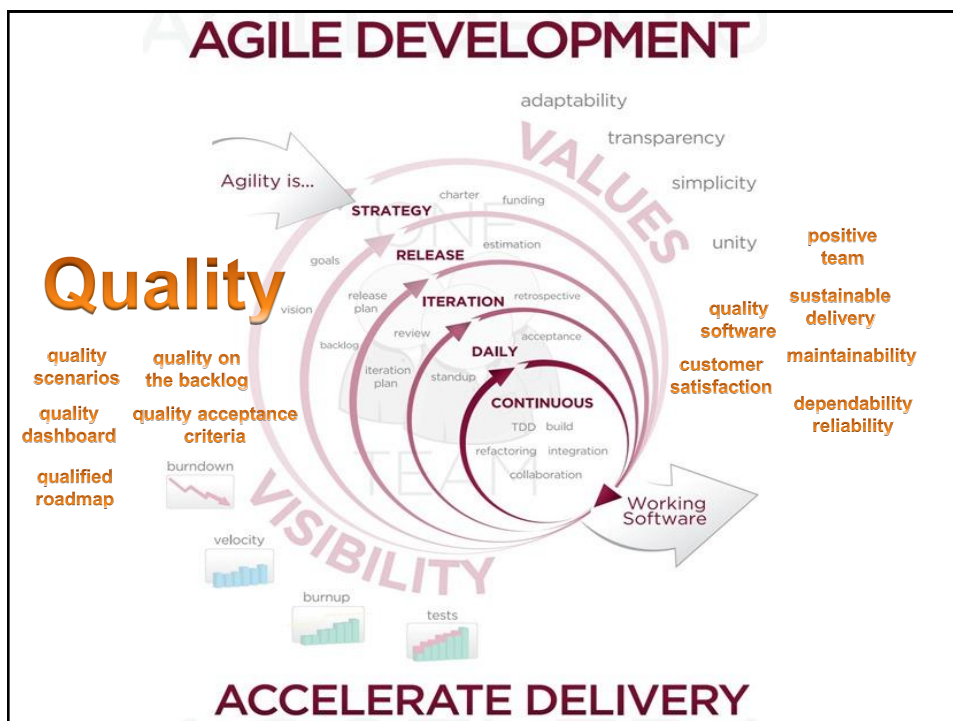




**Values Drive Practices**

# Agile/Lean Design Values

- Core values:
  - Design Simplicity
  - Quick Feedback
  - Frequent Releases
  - **Continuous Improvement**
  - Teamwork/Trust
  - Satisfying stakeholder needs
  - **Building Quality Software**
- **Keep Learning**
- **Sustainable Development**



## ***Delivery Size???***

incrementally



all at once



## ***Delivery Size is Key***

**Large Delivery Size can cause many issues**

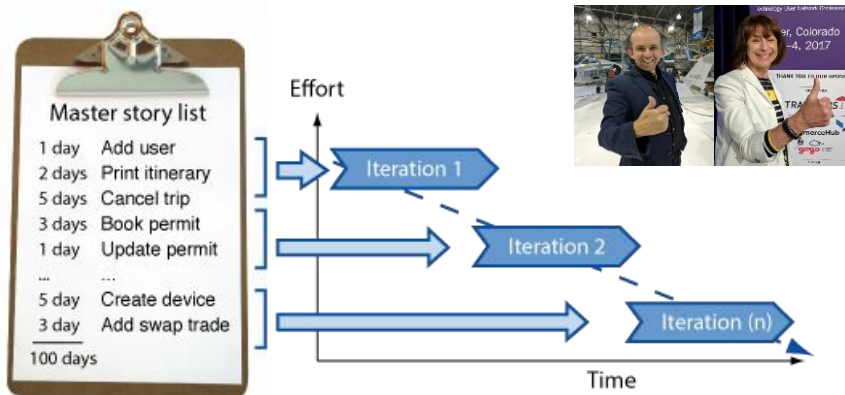
**Issues:**

- More potential defects
- Longer time to get feedback
- Slower adjust time
- Harder to experiment
- Problems take a long time to fix

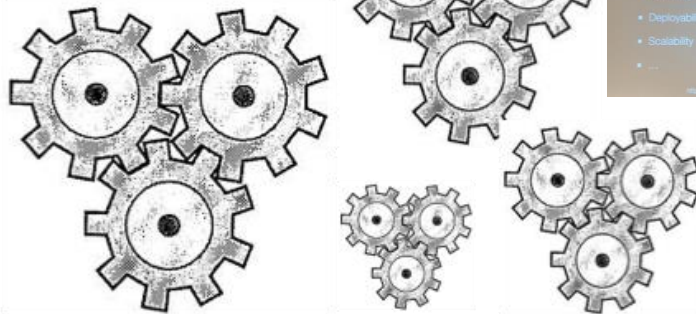




## Small Deliveries Quick Feedback



# MICRO



Characteristics of a microservice architecture

- Maintainability
- Evolvability
- Testability
- Deployability
- Scalability



Chris Richardson

# SERVICES

## What about Quality?

# Bad Code Smells

Have you ever looked at a piece of software that doesn't smell very nice?

*A code smell is any symptom in the source code that can indicate a problem!*



## Neglect Is Contagious

- Disorder increases and software rots over time
- Don't tolerate a broken window



[http://www.pragmaticprogrammer.com/ppbook/extracts/no\\_broken\\_windows.html](http://www.pragmaticprogrammer.com/ppbook/extracts/no_broken_windows.html)



Is it better to  
clean little by  
little?



Or to let dirt  
and mess  
accumulate?



Some dirt becomes  
very hard to clean  
if you do not clean  
it right away!

## Technical Debt?

### **Clean Code Doesn't Just Happen**

- You have to craft it
- You have to maintain it
- You have to make a professional commitment

“Any fool can write code that a computer can understand.  
Good programmers write code that humans can understand.”

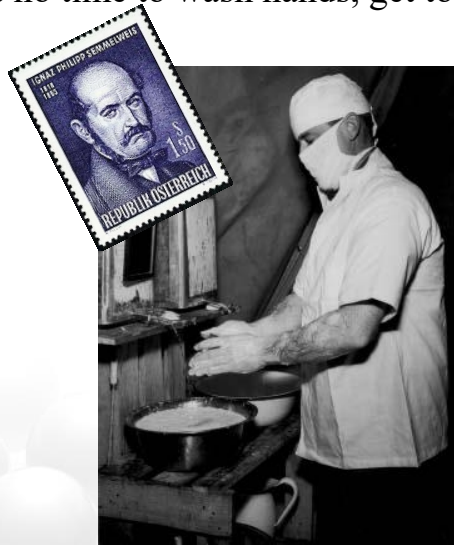
– Martin Fowler

## But We Don't Have Time!



## Professional Responsibility

There's no time to wash hands, get to the next patient!



[http://en.wikipedia.org/wiki/Image:I\\_Semmelweis.jpg](http://en.wikipedia.org/wiki/Image:I_Semmelweis.jpg)

## Professionalism

Make it your responsibility to create software:

- ✓ Delivers business value
- ✓ Is clean
- ✓ Is tested
- ✓ Is simple
- ✓ Good design principles



When working with existing code:

- ✓ If you break it, you fix it
- ✓ You never make it worse than it was
- ✓ You always make it better

## Refactoring

“If you value clean code...”



# Refactorings

Behavior Preserving  
Program Transformations

- Rename Instance Variable
- Promote Method to Superclass
- Move Method to Component

Always done for a reason!!!

**Refactoring is key and integral  
to most Agile processes!!!**

Sustaining Your Architecture



## Two Refactoring Types\*

Floss Refactorings—frequent, small changes, intermingled with other programming (daily health)



Root canal refactorings—infrequent, protracted refactoring, during which programmers do nothing else (major repair)



\* Emerson Murphy-Hill and Andrew Black in  
“Refactoring Tools: Fitness for Purpose”

<http://web.cecs.pdx.edu/~black/publications/IEEESoftwareRefact.pdf>



## Safe Refactorings

- Rename is always safe!!!
- New Abstract Class moving common features up
- Extract Method (always safe)
- Extract Interface / Extract Constant
- Pull Up / Push Down
- Create common component for shared internal methods
  - Fairly safe but can be harder to share

Sustaining Your Architecture

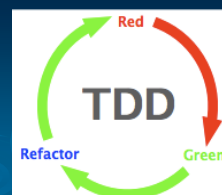
## You Must Test

When you find smelly code, you often apply refactorings to clean your code.

Testing is a key principle for safe refactoring!



Kent Beck



Sustaining Your Architecture



# Common Wisdom

Work refactoring into your daily routine...

“In almost all cases, I’m opposed to setting aside time for refactoring. In my view refactoring is not an activity you set aside time to do.

**Refactoring** is something you **do all the time** in little bursts.” — Martin Fowler



Sustaining Your Architecture

# Strangler Pattern



Gradually create a new system around the edges of the old, letting it grow slowly over several years until the old system is strangled...

*A natural wonder of the rain forests in Australia are the huge strangler vines. They seed in the upper branches of a fig tree and gradually work their way down the tree until they root in the soil. Over many years they grow into fantastic and beautiful shapes, meanwhile strangling and killing the tree that was their host.*

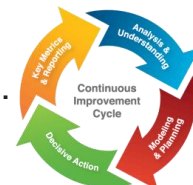
Sustaining Your Architecture

## PAUSE POINTS HELP

# *Kaizen* 改善

The Sino-Japanese word "**kaizen**" simply means "change for better", with no inherent meaning of either "continuous" or "philosophy" in Japanese dictionaries or in everyday use. The word refers to any improvement, one-time or continuous, large or small, in the same sense as the English word "improvement". (Wikipedia)

Most view it as Continuous Improvement...



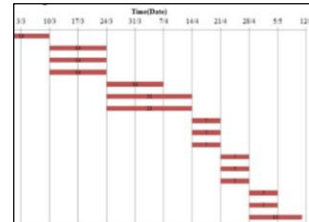
# Slack Time

*Need Slack time to improve*

**Ways to get slack time...**

- Monitor and Make Visible
- Reduce Waste (Muda)
- Inject time into process  
(retros, daily cleanup, ...)

Try little experiments...



(c) Can Stock Photo / AntonioGuillem

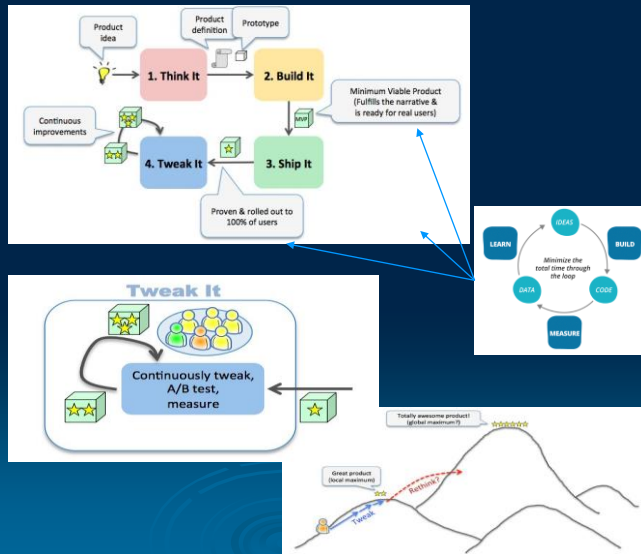
## Continuous Improvement

*“Retrospectives are Key!!!”*



Small Steps we can take - next sprint!!!

# Spotify: Innovation

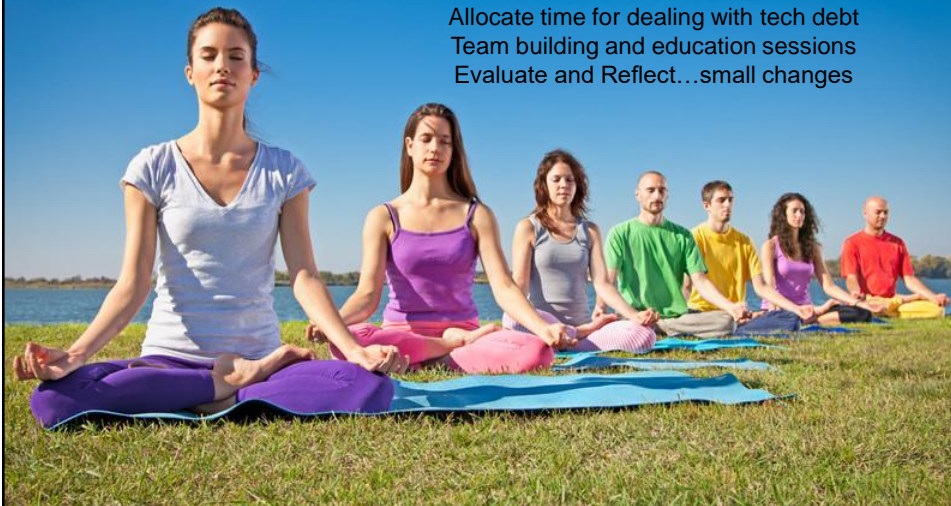


## Regular Practices

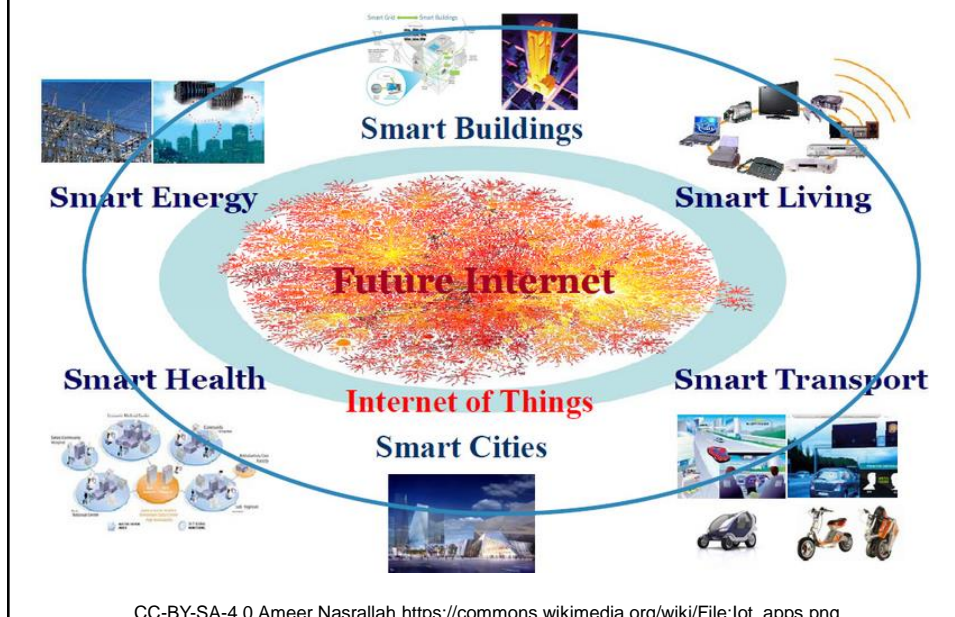


### We must make time:

Allocate time for dealing with tech debt  
 Team building and education sessions  
 Evaluate and Reflect...small changes



## As we become more connected...



## Large Scale SE Principles

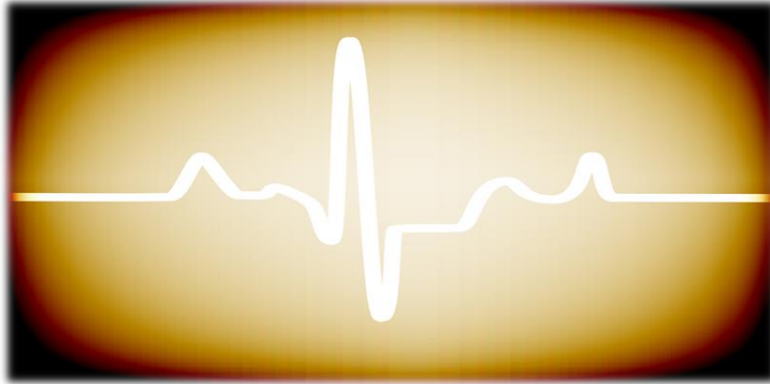
- **Building Infrastructure**
  - Identify common problems, build infrastructure to address them
    - Important to not try to satisfy everyone
    - Perfection is the enemy of "Good Enough"
  - Don't build infrastructure just for its own sake
    - Identify common needs and address them
    - Don't imagine unlikely potential needs that aren't really there
- **Design for Growth**
  - Try to anticipate how requirements will evolve
  - Keep likely features in mind as you design base system
  - Think how design will scale if growth changes by 10X or 100X

## Large Scale SE Principles

- **Design for Low Latency**
  - Low avg. times (happy users ☺) – 90% average idle time is ok
  - Lot's of caching and parallelism can be helpful
- **Make Applications Robust**
  - Aggressive load balancing
  - Failover to other replicas/datacenters
  - Bad backend detection: disable live requests until gets better
  - Do something reasonable even if not all is right
    - Better to give users limited functionality than an error page
- **Keep Software Clean**
  - Code reviews
  - Design reviews
  - Lots of testing
    - unit tests for individual modules
    - larger tests for whole systems
    - continuous testing system

**HOW SYSTEM QUALITY WORK  
CAN FIT INTO YOUR RHYTHMS**

**Build architectural quality into your project rhythms**



**“QUALITY IS NOT AN ACT, IT IS A HABIT.”**

**—ARISTOTLE**

Some decisions are too important to leave  
until The Last Responsible Moment

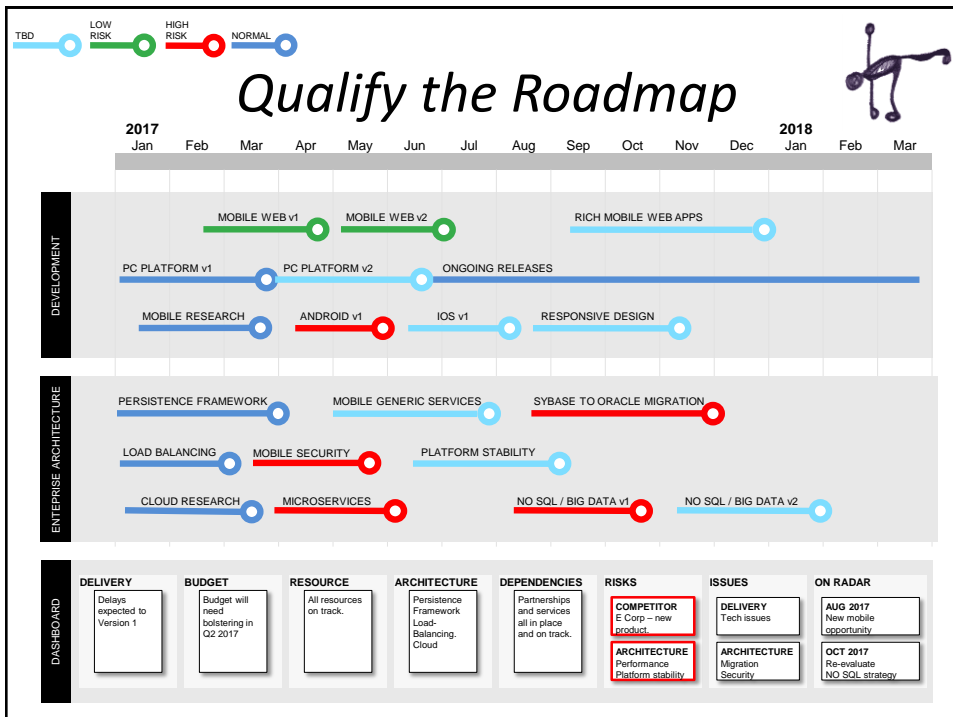
so

**CHOOSE THE MOST  
RESPONSIBLE MOMENT**



# Qualify the Roadmap

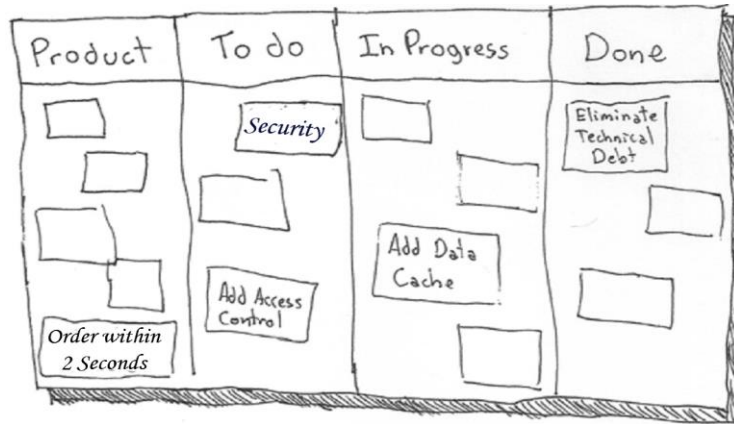
*“All you need is the plan, the roadmap, and the courage to press on to your destination”*  
 — Earl Nightingale





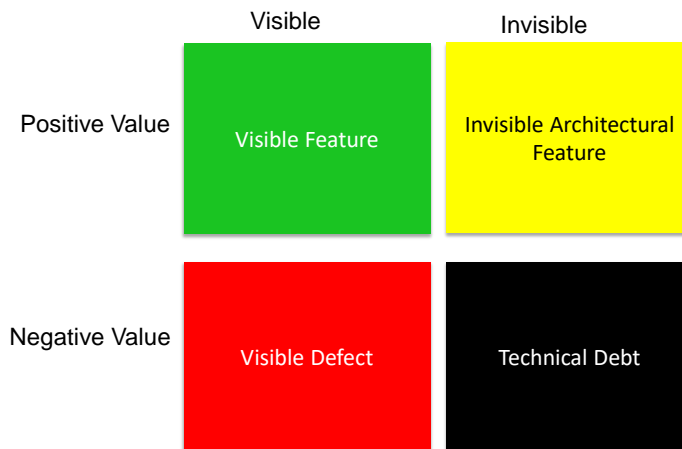


## Qualify the Backlog



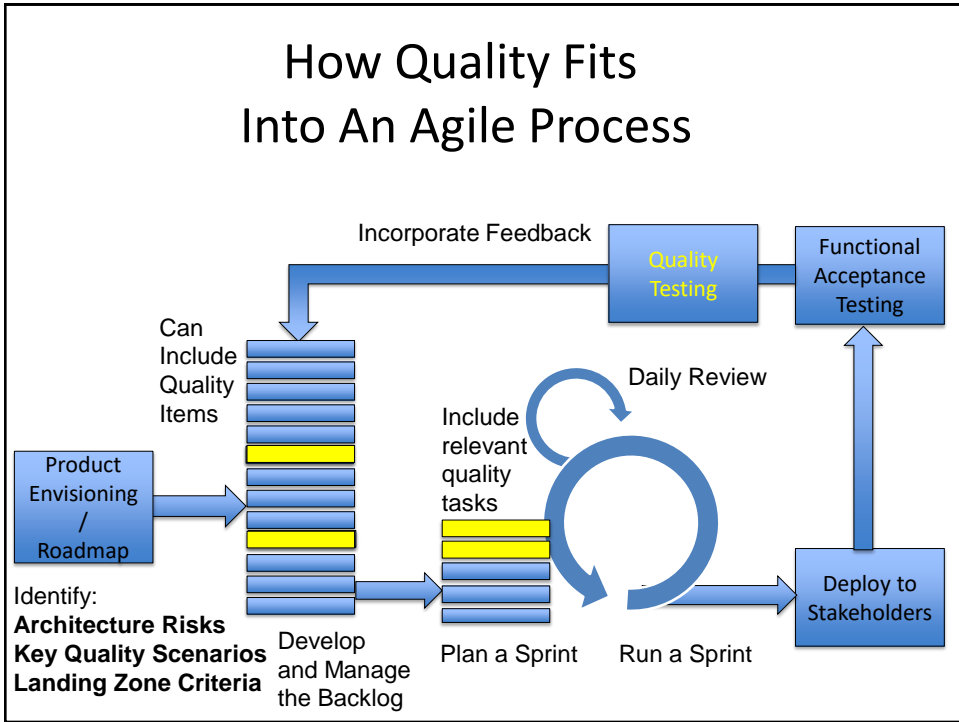
You can add backlog items for technical debt and quality-related architecture work... yes, you can

## Make Architecture Work Visible and Explicit

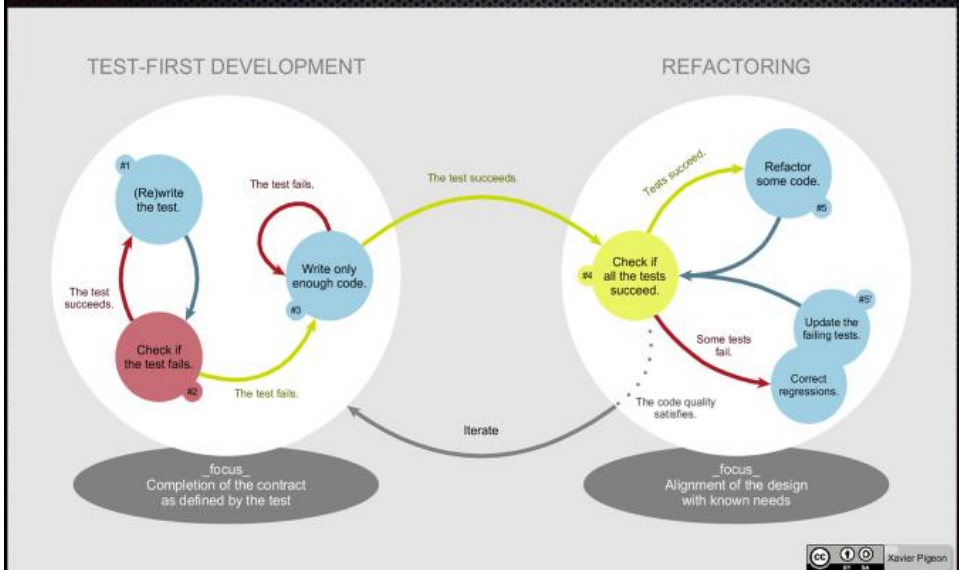


Color your backlog—Phillipe Kruchten

<http://philippe.kruchten.com/2013/12/11/the-missing-value-of-software-architecture/>



## Test Driven Development



# Mob Programming

## A Whole Team Approach



Illustration © 2012 - Andrea Zuill

[mobprogramming.org](http://mobprogramming.org)

Twitter: @WoodyZuill

## Large Scale Thinking

- Get feedback and advice early and often  
it is ok to brainstorm and think
- Talk with colleagues and chat at a whiteboard  
Discuss designs & evaluate (spike solutions)
- Constantly monitor what is going on...  
Build operational dashboards and more
- Think carefully about interfaces  
(how will others use the interface)
  - Get feedback on your interfaces, evolve as needed
  - Learn from proven well-designed interfaces

## Large Scale Practices

- **Good Modularity and Abstraction principles still work**
  - no one group (and no single timeframe) has created all the software, so do only what you can
- **Be expansive in exception handling**
  - When one happens, log all the relevant details; write the exception handler to try to repair the problems or at least continue in some fashion
- **Log stuff just in case**
- **Write code to check consistency and validity of data, and run that code periodically or continuously in the background**
- **Write code to repair inconsistent or invalid data, preferably by reconstructing it from sources other than the bad data itself**
- **Don't assume synchronization is perfect; tolerate messed up data**

**ONGOING QUALITY ACTIVITIES**

# Visibility is Important



## Monitor System Qualities— Build An Operational Dashboard





# Quality Focused Checklists

- Release Checklists\*
  - Agreed upon checklist for quality and major architecture concerns
- Use at pause points
  - sprint planning, release planning,
  - ...

\*Thanks, James Thorpe for sharing your company's checklist

### Development Release Checklist

The code and architecture should be examined prior to release into our test environment. If any checkbox cannot be checked, exceptions should be noted and communicated to the Product Owner and QA lead.

#### Code quality

- All code complies with the relevant coding standard.
- All code compiles without any errors or warnings (full clean and build)
- Appropriate logging has implemented throughout the code.
- All possible exceptions have been handled appropriately.
- The code has been checked for memory leaks.
- All test and debug code has been removed.
- Code is appropriately documented.
- All dead code has been removed.
- All unit tests have been run without error.
- Unit tests have been written for all new code or code changes.

#### Architecture

- No web service APIs have been created or modified without full documentation and architectural sign-off
- No web service data structures have been created or modified without full documentation and architectural sign-off.
- No database structures have been created or modified without full documentation and architectural sign-off

#### Performance

- All web pages render in under 500 ms with a production workload
- All reports are generated in under 500 ms with a production workload
- No query takes more than 500 ms to return data with production data volumes.

Notes or Exceptions to the above:

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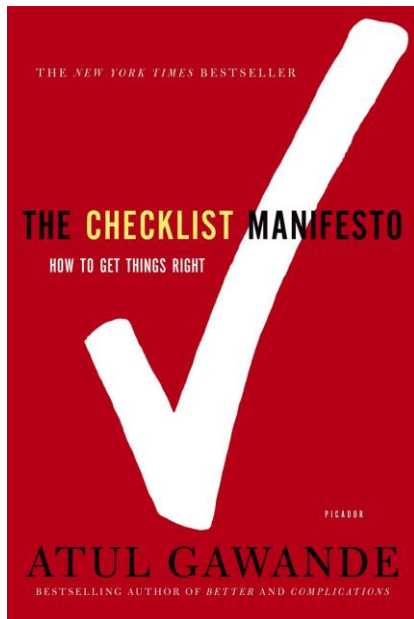
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# Two Kinds of Checklists

1. Read-review
2. Do-confirm





**DAILY MEETING**

**CHECK:**

- Feature in dev > 2 days? Stop & ask for help
- Ready for dev queue < 3? Schedule Queue replenishment meet.
- Update cycle time.
- Is the entry criteria met?

**TEAM:**

- Does anyone need help? Have any impediments? Unclear about requirements?
- Does anyone have upcoming commitments?
- What's our energy level? Adjust tasks?

**THE BIG PICTURE:**

- One technical improvement / week?
- Should we adjust (business) plans?

**TERM AGREEMENTS**

- MORE POSITIVE FEEDBACK.
- IMMEDIATELY CLARIFY A TASK YOU DON'T UNDERSTAND.
- COMMIT TO ENGAGE WHEN PRESENT.
- ACKNOWLEDGE THE OTHER PERSON'S PERSPECTIVE.
- PREPARE BEFORE MEETINGS - AGENDA.
- DON'T EJECT TALKING WHILE SOMEONE ELSE IS TALKING.
- ENCOURAGE A COLLEAGUE IF YOU FEEL HE/SHE NEEDS IT.
- POSITIVE ATTITUDE - PRAISE EACH CLIENT & COLLEAGUE.

**DAILY MEETING**

**FEATURE ANALYSIS**

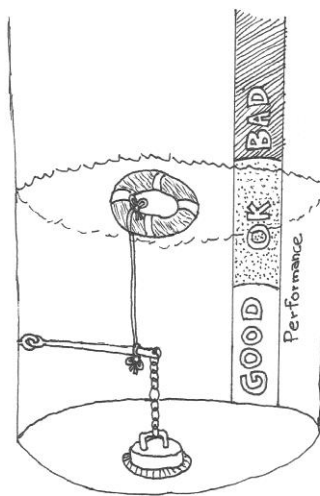
**Checklists at MozaicWorks\***

\*Thanks, Alex Balboaca for sharing



## Define Architecture Triggers

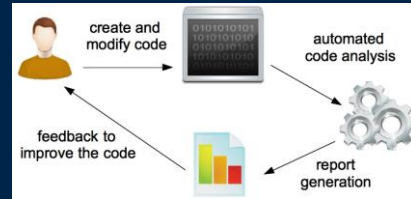
- Conditions that cause architecture investigation/ tasks
  - Quality target no longer met
  - Code quality metrics violations
  - ...
- Have broad system impact



# Continuous Inspection

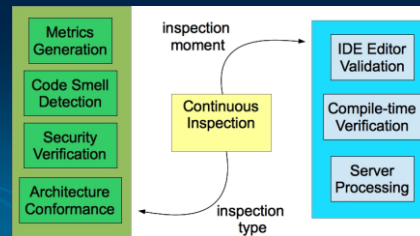


Asian PLoP 2014 Paper



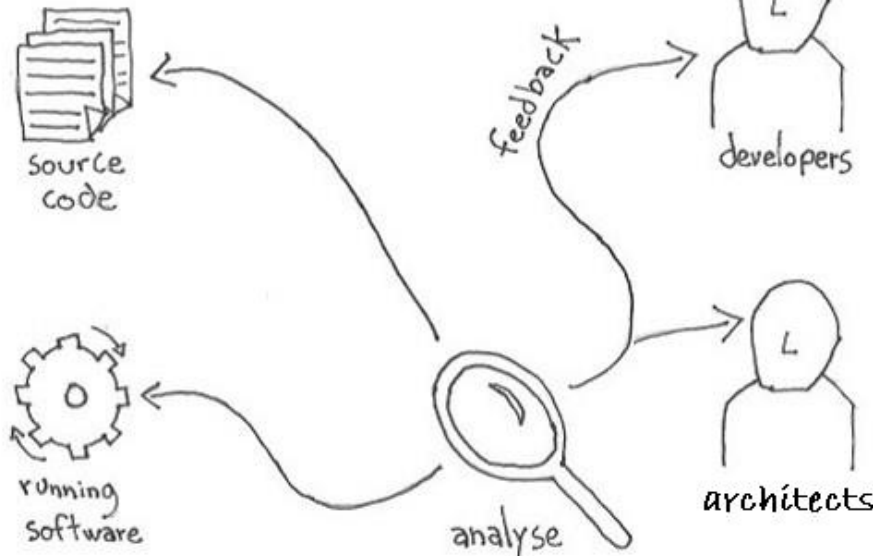
**CODE SMELL DETECTION**  
**METRICS (TEST COVERAGE, CYCLOMATIC COMPLEXITY, TECHNICAL DEBT, SIZES, ...)**  
**APPLICATION SECURITY CHECKS**  
**ARCHITECTURAL CONFORMANCE**

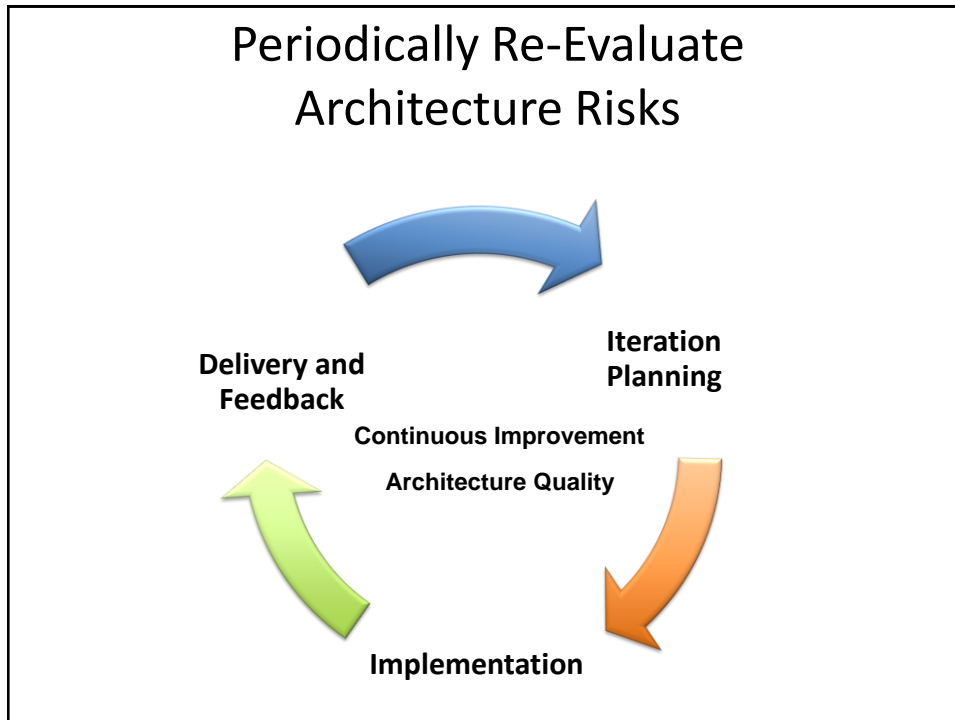
**AUTOMATE WHERE YOU CAN!!!**



Sustaining Your Architecture

## Continuous Inspection

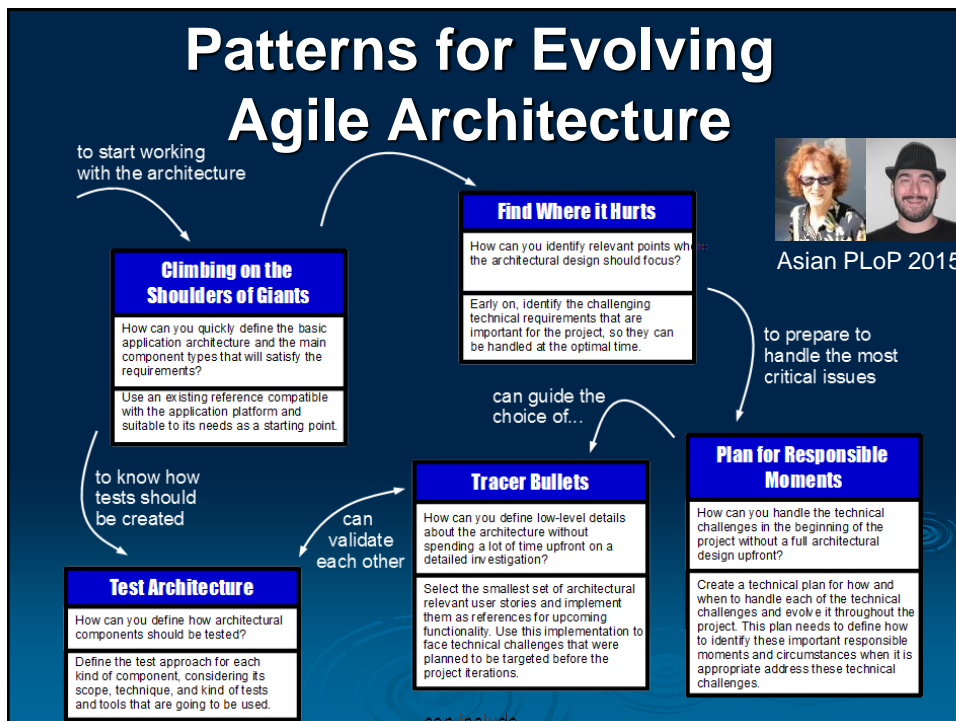
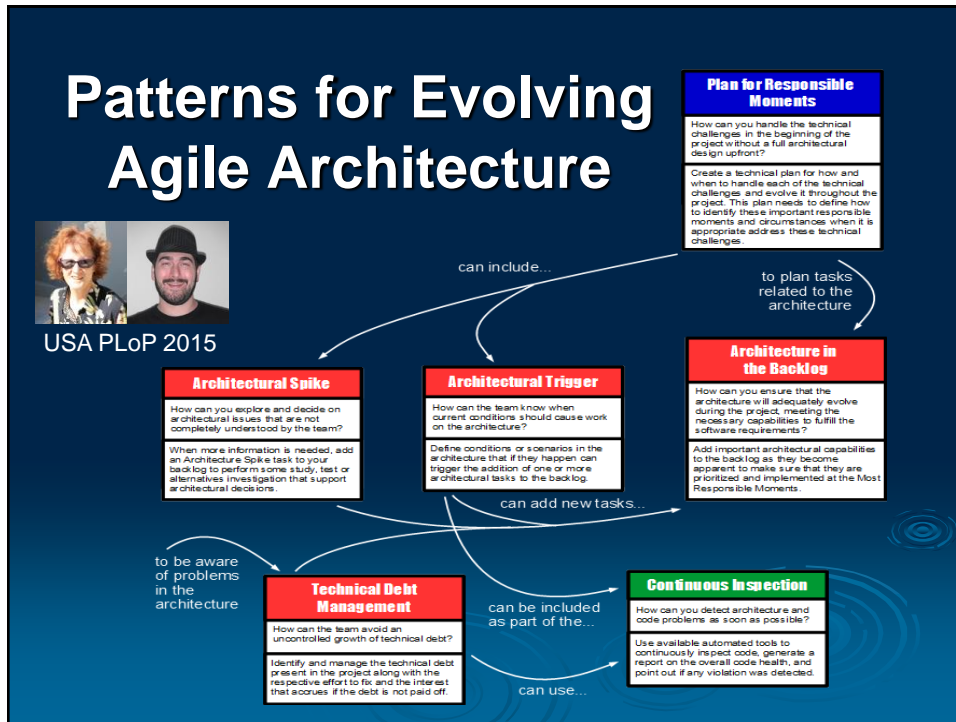




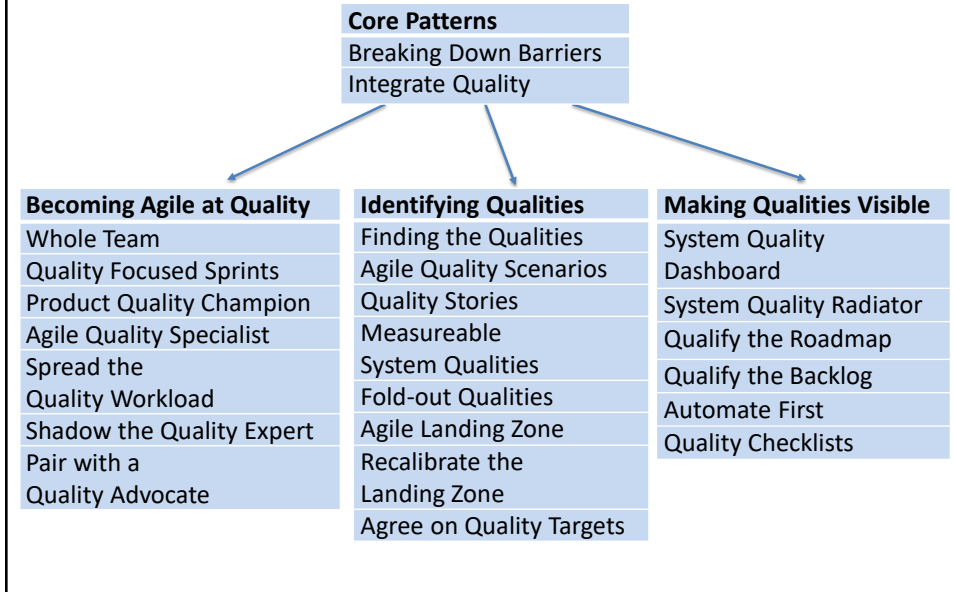
## Agile Values Can Drive Architectural Practices

- Do something. Don't debate or discuss architecture too long
- Do something that buys you information
- Prove your architecture ideas
- Reduce risks
- Make it testable
- Prototype realistic scenarios that answer specific questions
- Incrementally refine your architecture
- Defer architectural decisions that don't need to be immediately made

Do  
something!  
Prove &  
Refine.



# Patterns for Being Agile at Quality



**QA to AQ**

**Patterns about transitioning from Quality Assurance to Agile Quality**

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*Abstract. As organizations transition from waterfall to agile processes, Quality Assurance (QA) activities and roles need to evolve. Traditionally, QA activities have occurred late in the process, after the software is fully functioning. As a consequence, QA departments have been "quality gatekeepers" rather than actively engaged in the ongoing development and delivery of quality software. Agile teams incrementally deliver working software. Incremental delivery provides an opportunity to engage in QA activities much earlier, ensuring that both functionality and important system qualities are addressed just in time, rather than too late. Agile teams embrace a "whole team" approach. Even though special skills may be required to perform certain development and Quality Assurance tasks, everyone on the team is focused on the delivery of quality software. This paper outlines 21 patterns for transitioning from a traditional QA practice to a more agile process. Six of the patterns are completely presented that focus on where quality is addressed earlier in the process and QA plays a more integral role.*

Catagorie and Subject Descriptors:

QA to AQ: Patterns about transitioning from Quality Assurance to Agile Quality, AsianPloP 2014

QA to AQ Part Two: Shifting from Quality Assurance to Agile Quality, PLoP 2014

QA to AQ Part Three: Shifting from Quality Assurance to Agile Quality "Tearing Down the Walls", SugarLoafPloP 2014

QA to AQ Part Four: Shifting from Quality Assurance to Agile Quality "Prioritizing Qualities and Making them Visible", PLoP 2015

QA to AQ Part Five: Being Agile At Quality "Growing Quality Awareness and Expertise", AsianPloP 2016

QA to AQ Part Six: Being Agile At Quality "Enabling and Infusing Quality", AsianPloP 2016

Patterns to Develop and Evolve Architecture in an Agile Project, PLoP 2016,

Continuous Inspection, AsianPloP 2016

## ...PATTERNS FOR TRANSITIONING FROM TRADITIONAL TO AGILE QA AND AGILE ARCHITECTURE

Copies available off our websites.

## Indicators You've Paid Enough Attention to Architecture

- Defects are localized
- Stable interfaces
- Consistency
- Developers can easily add new functionality
- New functionality doesn't "break" existing architecture
- Few areas that developers avoid because they are too difficult to work in
- Able to incrementally integrate new functionality

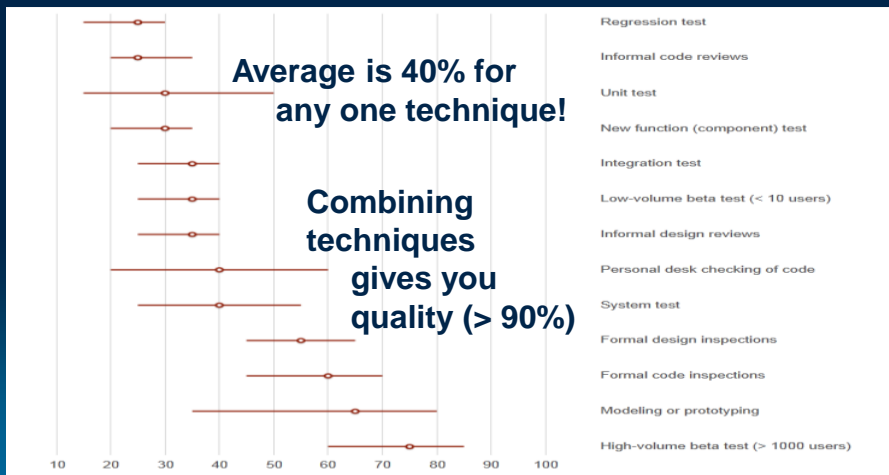


Sustaining Your Architecture

## Other Techniques for Improving Quality

Steve McConnell

<http://kev.inburke.com/kevin/the-best-ways-to-find-bugs-in-your-code/>





**Small Frequent Releases!!!**




**VALUES DRIVE PRACTICE  
CALL TO ACTION**

**Visibility**



**Daily Practices**



**Sustainable Development**  
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**Manifesto for Agile Software Development**

“We are uncovering easier ways of developing valuable products by doing it and helping others to do it. Through this work we have come to value:”

We are uncovering better ways of developing software by doing it and helping others do it.  
Through this work we have come to value:

Individuals and interactions over processes and tools  
Working software over comprehensive documentation  
Customer collaboration over contract negotiation  
Responding to change over following a plan

That is, while there is value in the items on the right, we value the items on the left more.

## Relaxed ~~Lazy~~ Manifesto

“We are uncovering easier ways of developing valuable products by doing it and helping others to do it. Through this work we have come to value:”

- Keeping slack over being busy all the time
- Small high quality software over large complex software
- Doing only what is necessary over exhaustively discovering all tasks
- Doing less to deliver the same over doing more to deliver less



Harada Kiro

That is, while there is value in the items on the right, we value the items on the left more...

## Principles of Relaxed ~~Lazy~~ Manifesto

“We follow these principles when they don’t add work:”

- Doing nothing is always an option.
- We seek to minimize the number of backlog items while keeping the value of the backlog.
- We believe to keep increasing velocity is not always good.
- We try to eliminate tasks that generate no value.
- We try to combine tasks to reduce latency and rework.
- We try to rearrange tasks to find problems early.
- We try to simplify all tasks as much as possible
- We are not afraid of eliminating our own tasks / processes by continuously acquiring new skills / capabilities.
- We expand capabilities over increasing capacities.
- We only work hard to make our work easier and safer.
- We always look to get help while we provide help to others with minimum effort.
- We never try to add an unnecessary principle simply to match with the other manifesto :)



Harada Kiro

# Dogmatic

Synonyms: **bullheaded, dictative, doctrinaire, fanatical, intolerant**

Antonyms: **amenable, flexible, manageable**



# Pragmatic

Synonyms: **common, commonsense, logical, practical, rational, realistic, sensible**

Antonyms: **idealistic, unrealistic**

## Being Pragmatic

**Lot's of Upfront Planning**

**Lot of Design & Architecture**

**Traditional or Waterfall**



**Rough Adaptive Plan (changing)**

**Right Balance of Design & Architecture**

**Being Agile**



**No Planning**

**No Design or Architecture**

**Sometimes called Agile**



**Balance Between...**





# It is a Journey

- Commitment
- Follow-through
- Deliberate practices
- Slack Time to Improve
- Paying attention
- Continuous Learning

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# Thanks!!!

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