

(devdiv)



VS+.NET Culture

September 29, 2016

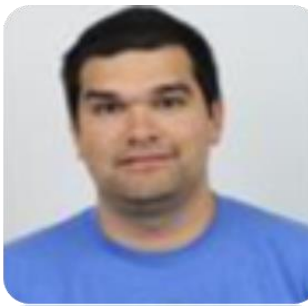
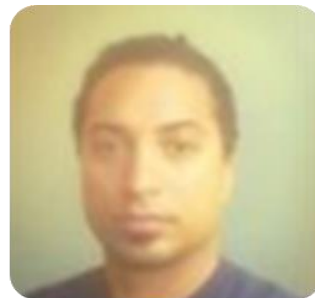
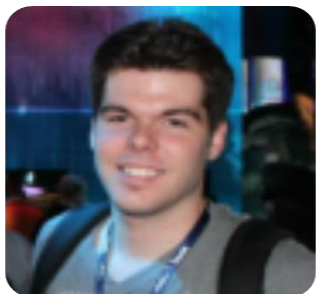
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Cross-Platform

"we're increasing platforms
and doing something
different"



Open Source

“...a lot of opportunity in playing with that ecosystem...”





**NOW ON THE
AGILE TRAIN**

No Test Org

“people feel more of the potential”

PASS

“If you are a frog
living inside a well,
you're only going
to assume
the size of the sky
is the size of
the well.”

Chinese Proverb told by
Mei-Chin Tsai,
Engineering Manager



What We Learned

Our values, behaviors, and norms

Cultural values, behaviors, and norms we embody and want to continue...

- We are **Gurus**
- We want to be **Helpful and Collaborative**
- We are Guardians...or said another way...**Champions**

"problem-solvers"

"useful"

"enablers"



Gurus



Developer Division

Helpful and
Collaborative

"We are our customers"

"We are our customers"





Developing The Future

Cultural values, behaviors, and norms we want to grow...

1. Diverse and Inclusive
2. Use **data** to iterate and make decisions
3. **Customer** obsessed
4. Proud of **quality**

Embrace Data





Customer Obsessed



**Proud of
Quality**

What now?

Lead by Example





Message Alignment for Change

Process + Behaviors + Message



Pioneers

<http://aka.ms/rateculture>

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