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How and Why to Measure Engineering Productivity

From DORA, SPACE, DevEx and QUANTS to the internal T-Meter

Speaker

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Focus

Architecture and development processes

Context

An engineering organisation of about 10,000

Name the type of work first

Scope

Run

Stable operational work

Change

Product delivery and development

Disrupt

New products and models

Evolution

Metrics moved beyond output



From output to system outcomes

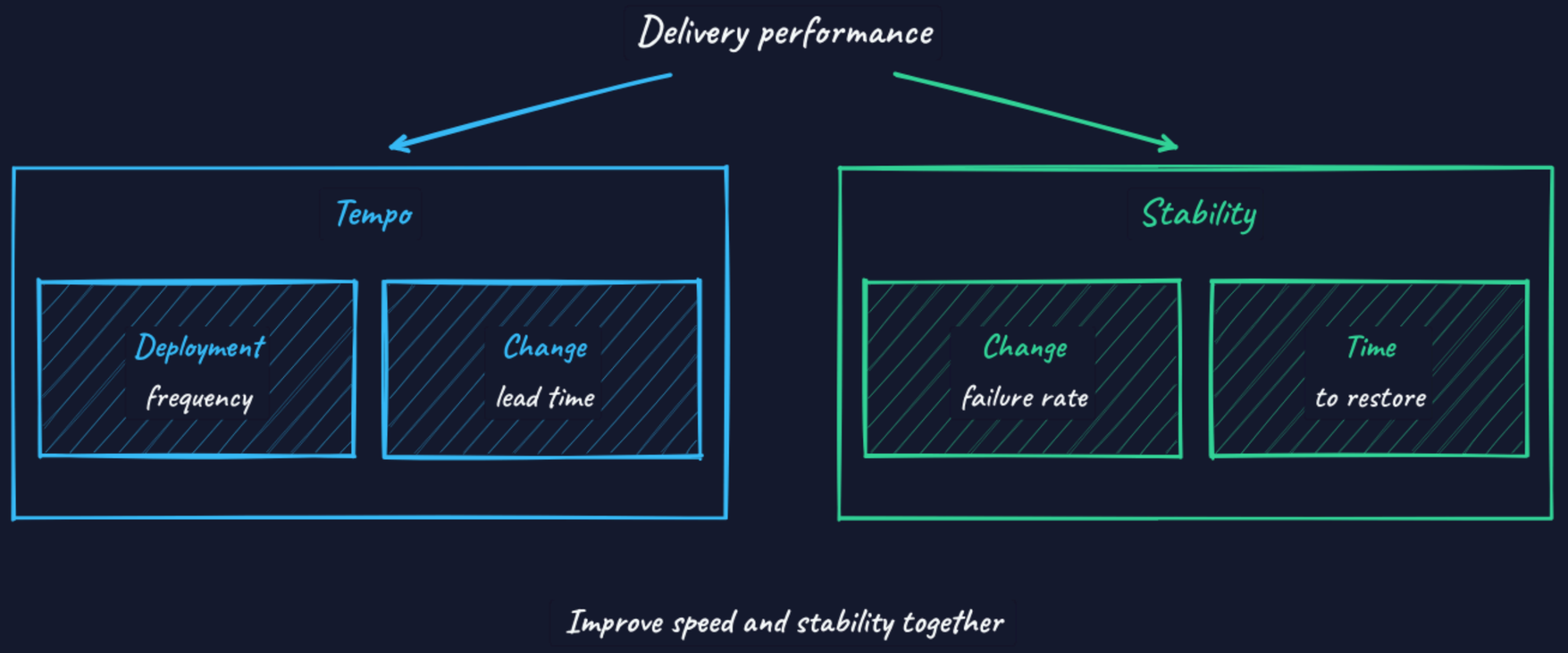
School 1

01

DORA: delivery speed and stability

Delivery tempo and stability form one system

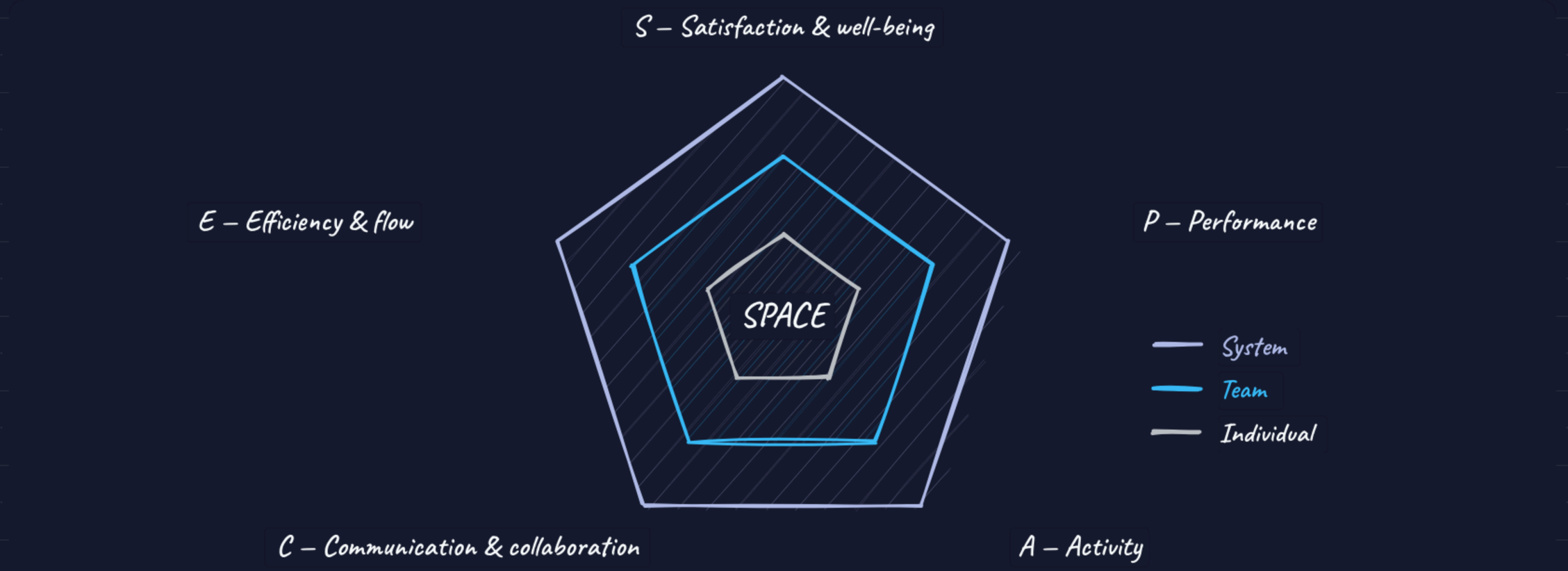
Speed cannot leave stability behind



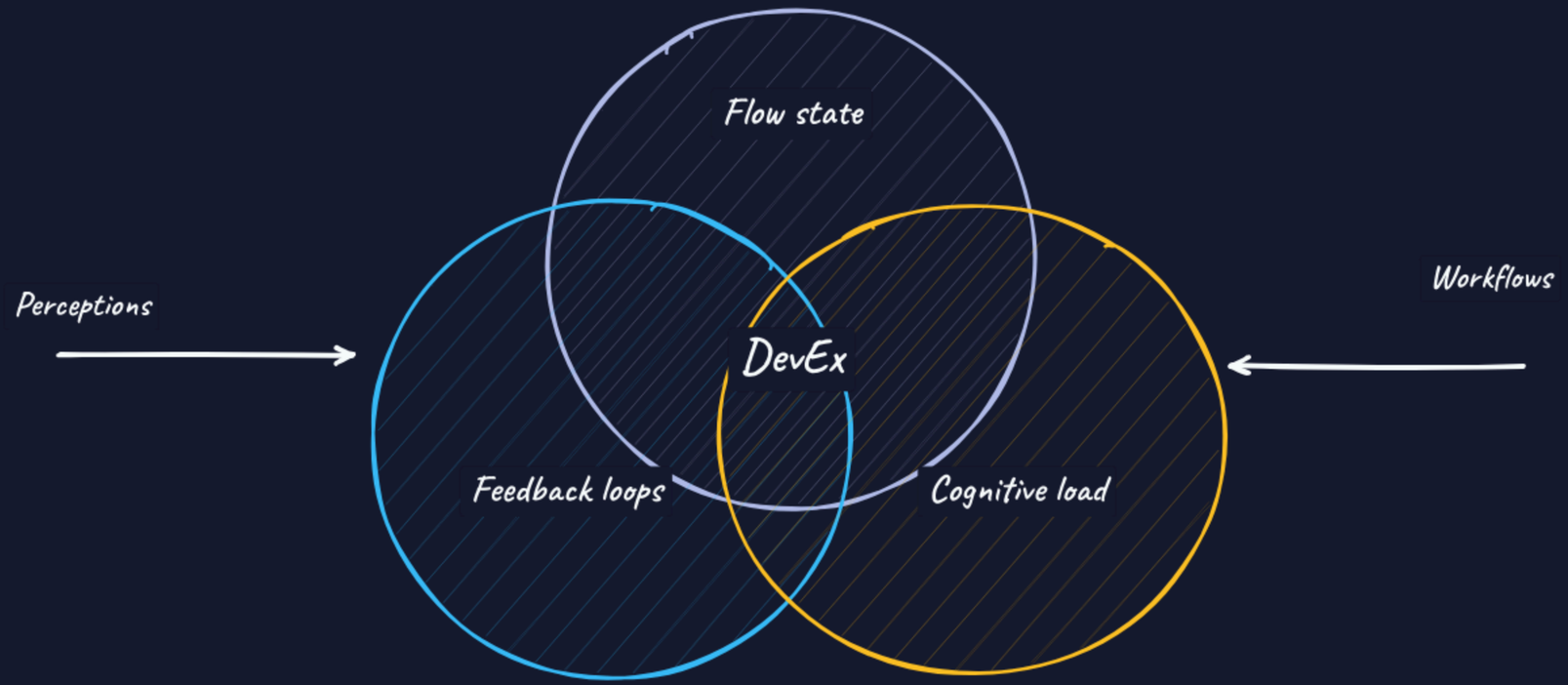
The core model connects capabilities

- Technical capabilities
- Process capabilities
- Culture and wellbeing
- Delivery and operational performance

One metric is never enough



Friction appears in three places



Surveys and telemetry answer differently

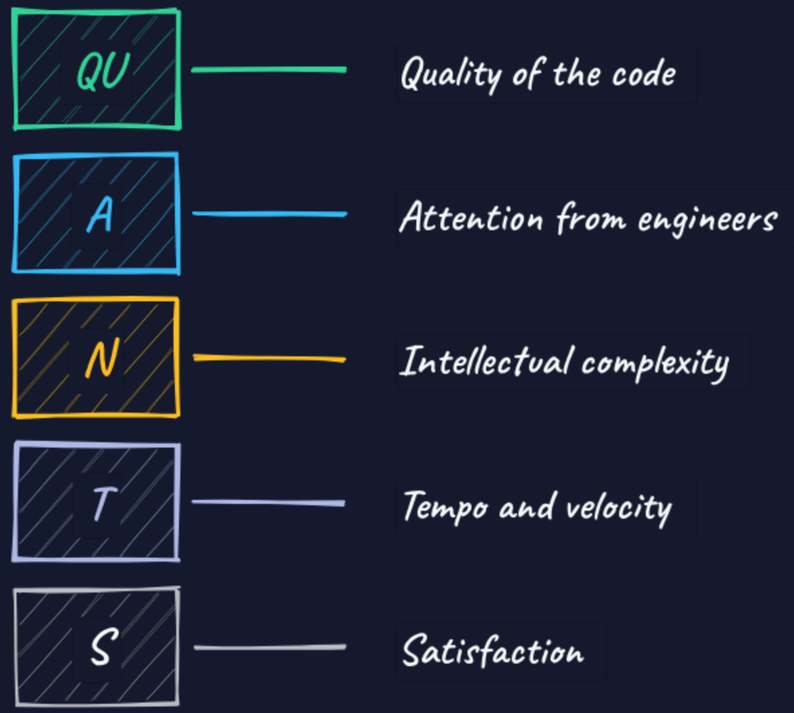
Survey

- Perception
- Cognitive load
- Satisfaction

Systems

- Cycle time
- Review wait
- Context switching

QUANTS examines five aspects of work



Platforms choose a measurement school

Surveys

- DevEx 360
- DX Core 4
- Satisfaction and flow

Telemetry

- Cortex scorecards
- Code Climate
- Pluralsight Flow

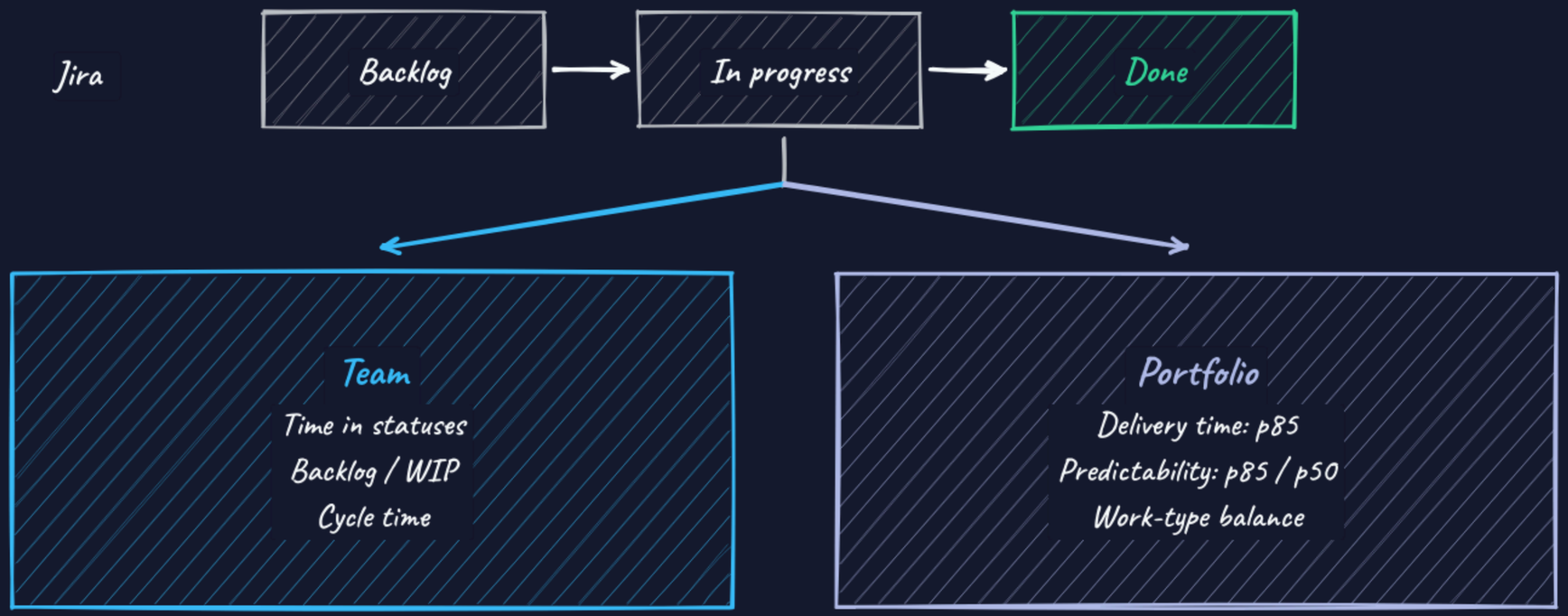
Practice

02

T-Meter reads workflow

A templated Jira model becomes team and portfolio dashboards

Two depths reveal different problems



Constraint

A KPI turns measure into target

- Do not rank people
- Do not copy thresholds across teams
- Read trend and context
- Adopt bottom-up

Productivity needs several lenses

Takeaway

- Define the work type
- Join tempo and stability
- Add perception
- Read flow at two levels
- Never turn metrics into KPIs

- Measurement should support improvement

Four frameworks, one context

- Accelerate + DORA
- SPACE framework
- DevEx framework
- Google QUANTS + GSM

Sources

tellmeabout.tech

Thank you!

Slides, notes and links are on the site

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