

First Edition, April 2020

# Geex

Review

## AGILE & SCRUM

Made with  by 

*5 Soft skills for  
brilliant  
developers*

*Taste of IT:  
Agile expert  
talk*

*Did you know:  
Agile review*

*Geeks culture:  
The IT Crowd  
not any show*

“Learn, Share, & Code”  
“GeeX Review” is a quarterly digital magazine made by developers for developers. The main goal of this initiative birth is to spread coding culture & sharing the latest technology subjects with the community of developers & IT passionate. This edition is about one of the important development methodology & its implementation “Agile & Scrum” The magazine sections are :

- GEEK'S SOFT SKILLS
- TASTE OF IT
- DID YOU KNOW?
  - Technology reviews
  - Top technology trends,
  - Tips and tricks
  - Recommended Blogs
- GEEK CULTURE
  - Upcoming events
  - GeeX box office
  - Games & MEMES

This is an open collaborative magazine, feel free to send your suggestions about contents to the following address [geex.review@x-hub.io](mailto:geex.review@x-hub.io)

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**About us**  
xHub is a global IT company, helping customers to scale their digital transformation strategy by delivering customized IT solutions & leveraging problem-solving skills of our experts.



## TOP 5 SOFT SKILLS FOR BRILLIANT DEVELOPERS

*Oxford Dictionary, define the soft skills as follow “Personal attributes that enable someone to interact effectively and harmoniously with other people.”*

Soft skills are personal intangible attitudes that enable someone to show case his talents, & interact effectively. Those non-technical abilities can't be just learnt but it's depends also on people behavior & mindset.

Today, soft skills are the difference between adequate employee, or ideal employee. All worldwide respectful companies are now looking for this developer- future leader, who has the qualities to learn, grow in his role & showcase his talents.

If you want to be different, & shine in your world, start analyzing your soft skills.... Now ;)

### HOW TO LEARN SOFT SKILLS:

Learning soft skills are not easy as technical abilities, but they all can certainly be developed & improved over time by hacking the mindset.

### TOP 5 RECOMMENDED SOFT SKILLS FOR DEVELOPERS:

**Communication:** Effective communication is one of life key success, you can't excel in your role if you're & be a bad communicator.

As a developer, whatever genius idea you have, you can't convince your boss if you don't pay attention about your way of communication, expressions, & words.

To communicate effectively, keep in mind those few tips:

- Get attention by speaking loudly, clearly, with conviction & using simple word.
- Don't interrupt conversations, listen to them carefully take notes & give feedback at every points once the person finish his speech.
- Listen to the person with whom you're in conversation & keep eye contact

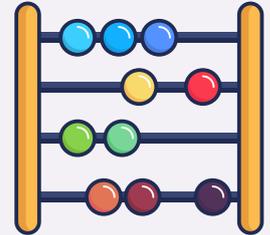
**Teamwork:** one of the mottos i've learnt from my idol (my boss) is “If you want to go fast go alone, if you want to go further go together”

So, whatever your position in the company, nothing can be achievable if you're not able to work with others, & others means different attitudes, behaviors that you need to face.  
Stay Zen, be empathic & don't under-estimated your colleague ideas & work.

**Problem- Solving:** Actually, this means how to get things done & stop struggling in the way it happened

Steps to take to be a problem – solver are:

- Identify the problem / issue
- Forget about whom responsibility, focus & go to action
- Research & think creatively to discover new solutions
- Communicate the solution & logic you think it's relevant
- Never under-estimate your ideas & thoughts
- Take the decision & assume your choices



**Flexibility:** for both your body & psychology health, this is one of the important skills a developer need to have.

In professional world, mainly startup, priorities & missions change every day. When we have this ability to accept change & new task, we go into the new challenge calmly & without stress & fuss.

So for less stress, improve your flexibility

**Leadership:** Leading by example & share knowledge you have with your colleague



## TIPS TO LEARN SOFT SKILLS?

Those are some recommended tips to start learning soft skills:

- **Self- Reflection:** if you want to improve your soft skills, start by being honest with yourself. Put a table of two row : My attitudes strength, & My attitudes to improve. If you're struggling, ask a family member, a friend or a trusted person, please don't ask your mum because she only see your attitude strength :D
- **Observe your idol:** is there any person that inspire you? observe him, ask for his advice if you're in contact with him, and follow his path.
- **Self -Learning:** once you have the first soft skills your need to improve, look for some online conferences, trainings, or free webinar & start yourself improvement journey.
- **Ask for feedback:** Once you feel you're ready to practice the soft skill you improved, start practicing it & ask for assessment & feedback.
- **Encouraging company:** Look for a company that encourage & support developers to learn soft skills & build self-development skills

## HANAE EL BOUYOUSFI



Hey there ! I'm Hanae El Bouyousfi, with my 11+ year's experience, currently I'm Chief Engagement Officer & Board member of xHub company, Devoxx Morocco project director & GM of Devoxx4Kids Morocco Association.

I have diversified background in different fields, but all was focused on the most complex thing on the universe which is human & brain. My passion was always how to make a picture shine colorfully: make a talent shine using specific skills such as: developed HR, talent & people Management or make a product or service with strong vision shine using skills of Brand Employer , communication & digital Marketing.

I'm also a Happy wife & Mum, & my personal interest is about travelling, exploring the world, profiling. I'm also an intermediate surfer in free time, i love movies, & series about Murders & how the magic of science help finding the right guilty.



# TASTE OF IT

AGILE TRANSFORMATION COACH / DIGITAL ENTREPRENEUR



## MOHAMED MEKRAN



Mohamed. M, +12 years of experience in IT & Digital Transformation. He started his career as software engineer in a one of the biggest companies in Morocco but quickly followed his passion & switched to methodology & culture that help IT project & digital transformation era, so he found his path in consulting & coaching world. After having succeeded transformation projects with several Moroccan leaders firms in Morocco, Mohamed. M is now focused in coaching & digital entrepreneurship. Today, Mohamed.M is well-known as one of the brilliant Scrum & Agile coaches in Morocco.

## MOHAMED AND AGILE, HOW DID IT ALL START?

It was in 2013 that I joined a major banking transformation project that aimed to overhaul an internet banking platform using the Agile methodology. In the beginning, my mission consisted in «product coordination», a Multi-tasking product owner in disguise! In reality, I was involved in everything, from backlog management to test automation, through writing user stories & even some technical tasks... but also the evangelization of client's teams on this new «religion» called Agile! I quickly understood that it wasn't just a new approach to manage IT projects, but a new way of working at the whole company, all the internal and external interactions, the whole innovation factory... etc. I then found myself helping other clients to do it, creating a meetup for Moroccan Agile practitioners, presenting at conferences, sharing & writing articles... and since then, my name has often been linked to Agile coaching in Morocco.

## SO, YOU STARTED IT 7 YEARS AGO! AND YOU STILL DO IT?

Yes, I continue to do it and I'm very happy about it! First of all, because Agile coaching is a very challenging mission. It's not about doing the same thing every day but far from it. Each customer & each project presents a different case, with different issues and different stakes... Of course, there is a strong capitalization on past experiences, but each new project is a new challenge and a new opportunity to learn and do better. On the other hand, my mission is not limited to agile coaching only, I often help my clients on strategic issues around digital innovation, product framing, lean management for process digitalization, scaling Agile & organization of new entities such as digital factory... etc. It is never boring and I often have new things to learn.

## AGILE IS SOMETIMES CRITICIZED A LOT SAYING THAT IT'S A FAD AND NOT A SUBJECT OF SUBSTANCE, HOW CAN YOU ANSWER THAT?

If these criticisms exist, it's because there's a reason behind them! If we consider Agile as a mindset, as values and as a methodology for innovation and collaboration, I'm pretty sure that it wouldn't be the subject of these criticisms but something else. The success that Agile has had in recent years has aroused commercial interests among charlatans & illusion sellers all over the world, and not only in Morocco! Everybody wanted to position themselves on the

subject, even without prior knowledge or experience, there are even some «intellectual settlers» who cross the Mediterranean to give us lessons on Agile! We discover afterwards that they have nothing to add to what we already know and that they can even drive us over the wall in some cases... I am not generalizing, but I understand perfectly well the voices that criticize this phenomenon. It is important to emphasize that this is not a problem that concerns Agile alone, it is the entire IT and digital ecosystem that suffers in Morocco.

## THE SOLUTION?

It is not in me, but in the key players in our country: Clients who promote charlatanism instead of meritocracy and real competency, Associations that make showbiz events and «Assises» instead of supporting young people and start-up companies in terms of funds, State that spends millions on useless projects instead of investing in people, training and real innovation projects... but also, to be fair, there are young people and leaders who consider themselves on the right side of the shore but don't try hard enough to clear things up and put the market in order.



## WHILE WAITING FOR THIS SOLUTION, WHAT ADVICE WOULD YOU GIVE TO YOUNG PEOPLE WHO ARE INTERESTED IN THIS FIELD OF AGILE AND DIGITAL TRANSFORMATION?

We must learn & never stop learning, read & share, create communities of learning and sharing, be part of the change through work & perseverance. Think internationally & contribute to global initiatives throughout the world, open source projects is a good example of this contribution but not the only way!

We need true leaders in this country, leaders of expertise and not old-school managers, leaders that don't stop to learn and grow, and help youngsters to grow with them!

# DID YOU KNOW?

## TECHNOLOGY REVIEW

### SCRUM & AGILE: MPOV

*Scrum is a good framework that tells in detail how to build software incrementally, However Scrum has its own condition & isn't suited for all environments. That means If your environment isn't complex, and your scrum team environment doesn't accept the consequences of empiricism, then scrum isn't for you! The organization culture should let the teams self-organize and they should deliver a potentially releasable increment of "Done" product at the end of a Sprint.*



**Amine.M**

Agile Addict, Scrum Master, Business Analyst & Digital Product Owner - xHub



## AGILE TRENDS 2020

**Modern Agile: A better way to use agile in non software projects.**

Modern Agile is a community for people interested in uncovering better ways of getting awesome results. It leverages wisdom from many industries, is principle driven and framework free.

Modern agile methods are defined by four guiding principles:

- Make People Awesome
- Make Safety a Prerequisite
- Experiment & Learn Rapidly
- Deliver Value Continuously

### Devops

Some companies think that adopting devops means bringing in specialists or a host of new tools, but rather than that, it's a culture that's all about a shared understanding between developers and operations, and sharing responsibility for the software they build. That means increasing transparency, communication, and collaboration across development, IT/operations, and «the business».

*Agile methods are a mode of IT project management that encourage communication between all stakeholders; clients, users, developers and other project professionals, these methods are characterized by the implemented flexibility, the ability to modify plans and timeliness of delivery. For this reason it is important to give priority to relational and extended communication on the digital value creation chain.*



**Amel.N**

Scrum Master & Project Coordinator - xHub



## AGILE BLOGS

### Serious Scrum

Serious Scrum

### Agility Scales



### AgileLAB



### DZone



## TIPS & TRICKS

### ➤ Don't release on Friday

It's not just a matter of bugs. There may be other related support burdens - explaining new features to users, monitoring that there aren't performance issues. A new release will generally mean a brief spike of support activity - so scheduling that to happen when there are fewer people available (or when there's more resentment of time taken up) is a bad idea.

### ➤ An endless backlog is waste

Instead of being a badge of honor, a long backlog is a hard to manage burden, slowing teams down. For obvious reasons: managing a terribly long list is a hassle. But also, for less obvious reasons: finish lines motivate, endless work doesn't.

### ➤ Agile is a mindset not a method

Agile is Not a Prescription. It's a Mindset, for instance You do not have to stand up every day at the same time to answer the same three questions. The point is to frequently coordinate team activities to maximize the likelihood of finishing and delivering by the end of the iteration

# GEEEX CULTURE

## UPCOMING ONLINE EVENTS STAY SAFE, STAY AT HOME

Click thumbnail below for more information



**AllTheTalks Online**  
April 15



**Chit Chat: Coding Culture**  
April 9



**Developer Week**  
June 16 - 17

## GEEEX BOX OFFICE



### THE IT CROWD

Aided by a tech-illiterate manager, a pair of basement-dwelling dweebs makes the most of life in IT.



### THE PLATFORM

In the future, prisoners housed in vertical cells watch as inmates in the upper cells are fed while those below starve.



### LOVE, DEATH & ROBOTOS

This collection of animated short stories spans several genres, including science fiction, fantasy, horror and comedy.



### ANNA

Beneath a woman's striking beauty lies a secret that will unleash her indelible strength and skill to become one of the most feared assassins on the planet.

## OUR GAME'S CHOICE



### BOMBSQUAD

BombSquad is a fun multiplayer game where your mission is to beat your opponents using everything you could use.



### HAPPY WHEELS

Happy Wheels is a ragdoll physics-based platform browser game.

## COMMUNITY MEMES



Submit your memes to be featured in the next edition  
[geex.review@x-hub.io](mailto:geex.review@x-hub.io)