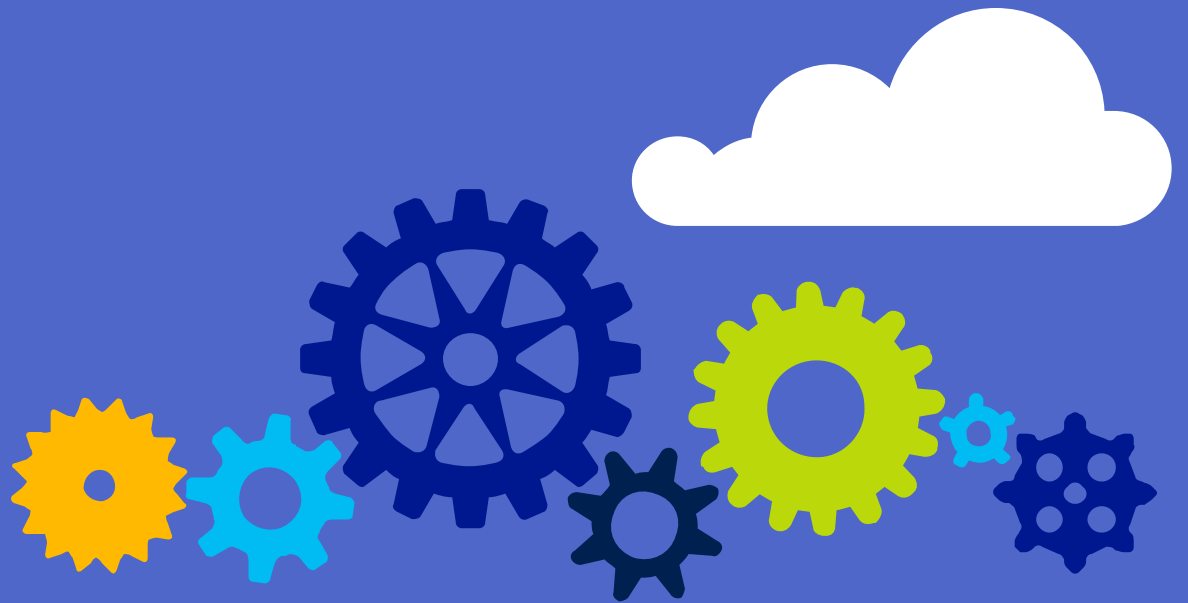


# Why do SRE Teams fail?

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# Putting lipstick on a pig

- Hiring the right people is hard
- Developing people takes time and effort
- Forcing people into roles, will drive them away



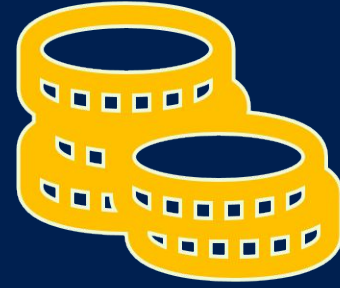
# Not acting as a team

- Different teams have different goals
- Not speaking the same language
- Saviour Syndrome



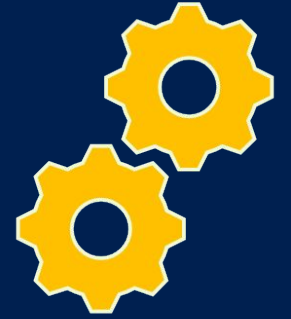
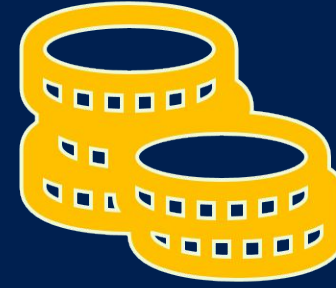
# Not moving the needle

- No time to get out of the hamster wheel
- We don't have the data available
- These goals sound great, but can you be more specific?



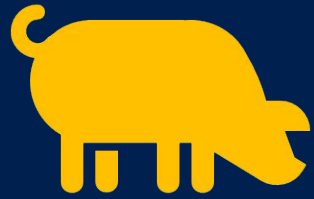
# Wrong incentives

- Incentivizing company goals.
- What you reward is what you get!



# Failure is not an option

- Processes are risk-averse
- Changes are introduced at a slow pace
- Culture focuses on pointing fingers



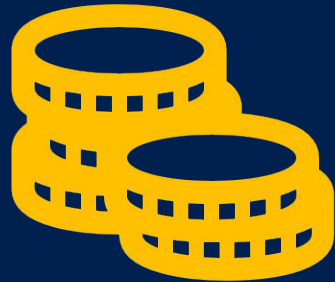
- Develop current talent
- Pair-up engineers
- Swap SRE/SWE roles
- Hold learning initiatives
- Get experts to mentor the team



- Be "One Team"
- Pair up engineers on projects
- Organize Common morale events
- Be inclusive instead of exclusive
- Eliminate silos



- Set desired goals
- Set the right KPIs
- Get the data
- Use data to drive decisions



- Align incentives with KPIs
- Don't incentivize non-goals



- Remember: There is no failure, just experiences
- Take calculated risks to push the boundaries
- Growth Mindset
- Learn from setbacks
- Iterate fast

# THANKS

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