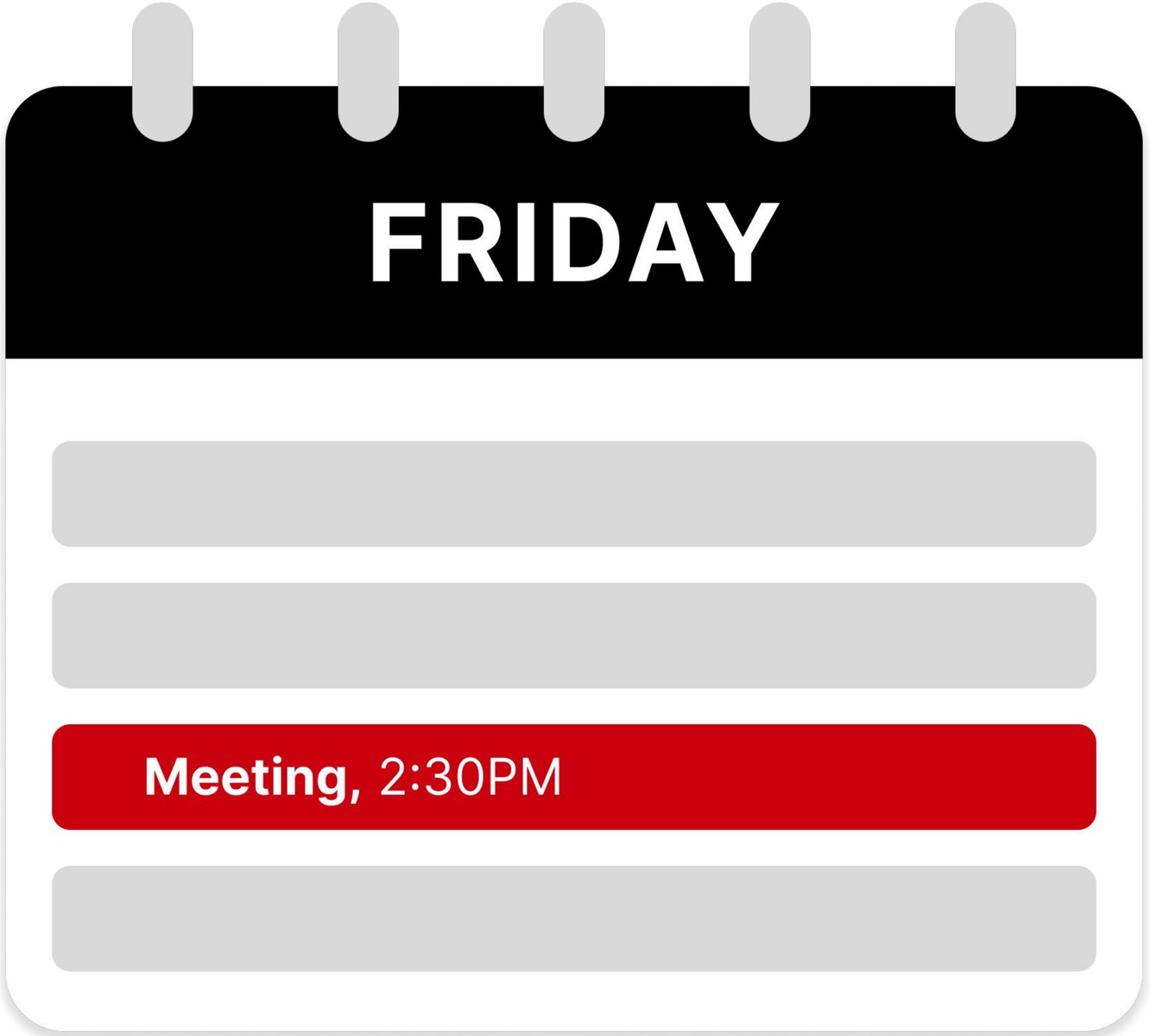
LEAD DEV NY 2023

Lower Your Stress and Your Team's Stress by Being Ready for Turnover

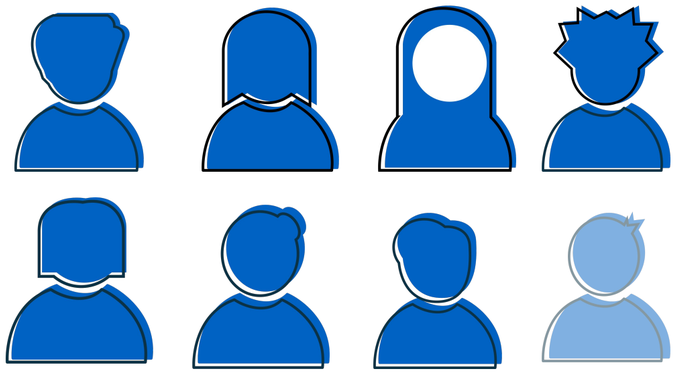

FRIDAY
Meeting, 2:30PM

ANXIETY

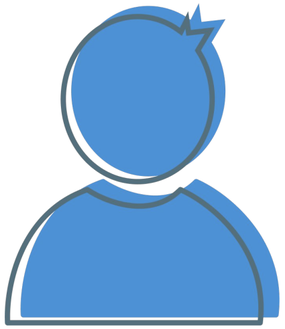
WORRY

Understand your **rate** of turnover

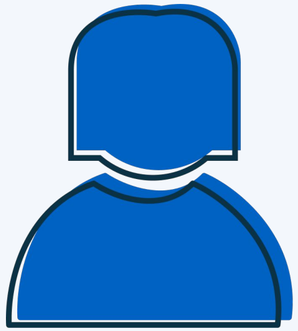
$$\frac{\text{number of } \textit{departures}}{\text{average number of team members}}$$



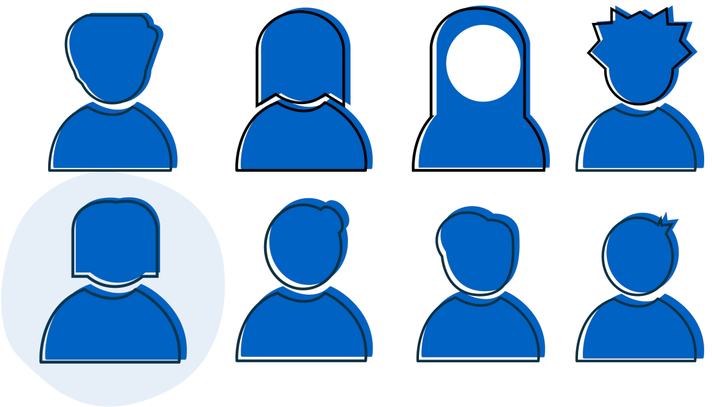
January



Leaves in April

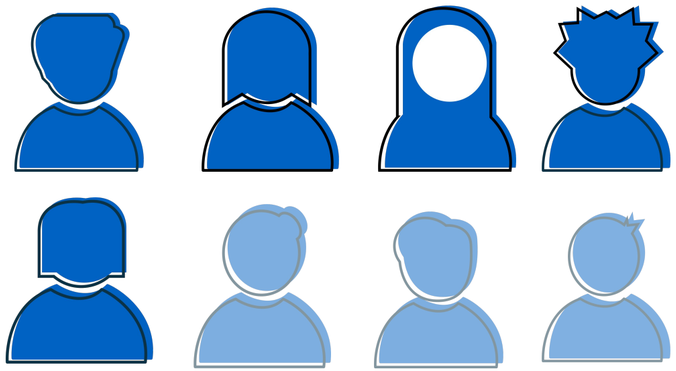


Joins in May

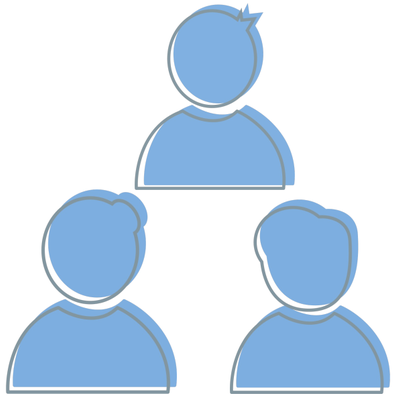


December

1/8 = 12.5% turnover

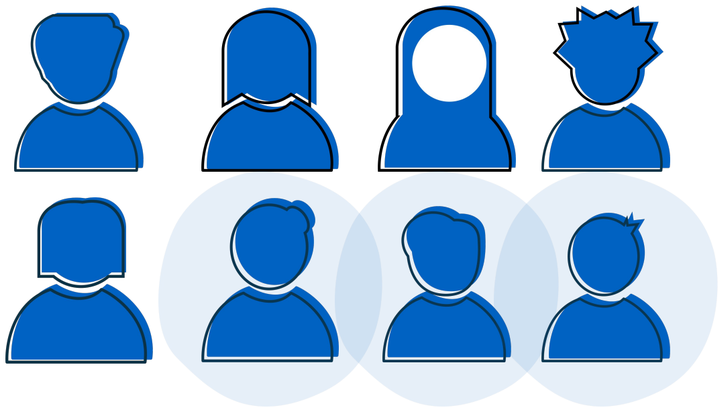


January



Left

Joined



December

3/8 = 37.5% turnover

“I can expect
two departures
this year.”

Communicate the
impact of turnover

“Onboarding a new team member takes **twelve 3-point stories**”

“Replacing a team member takes **270 staff hours**”

“Each departure costs about **$150,000**”

“Each departure delays feature development by **three weeks**”

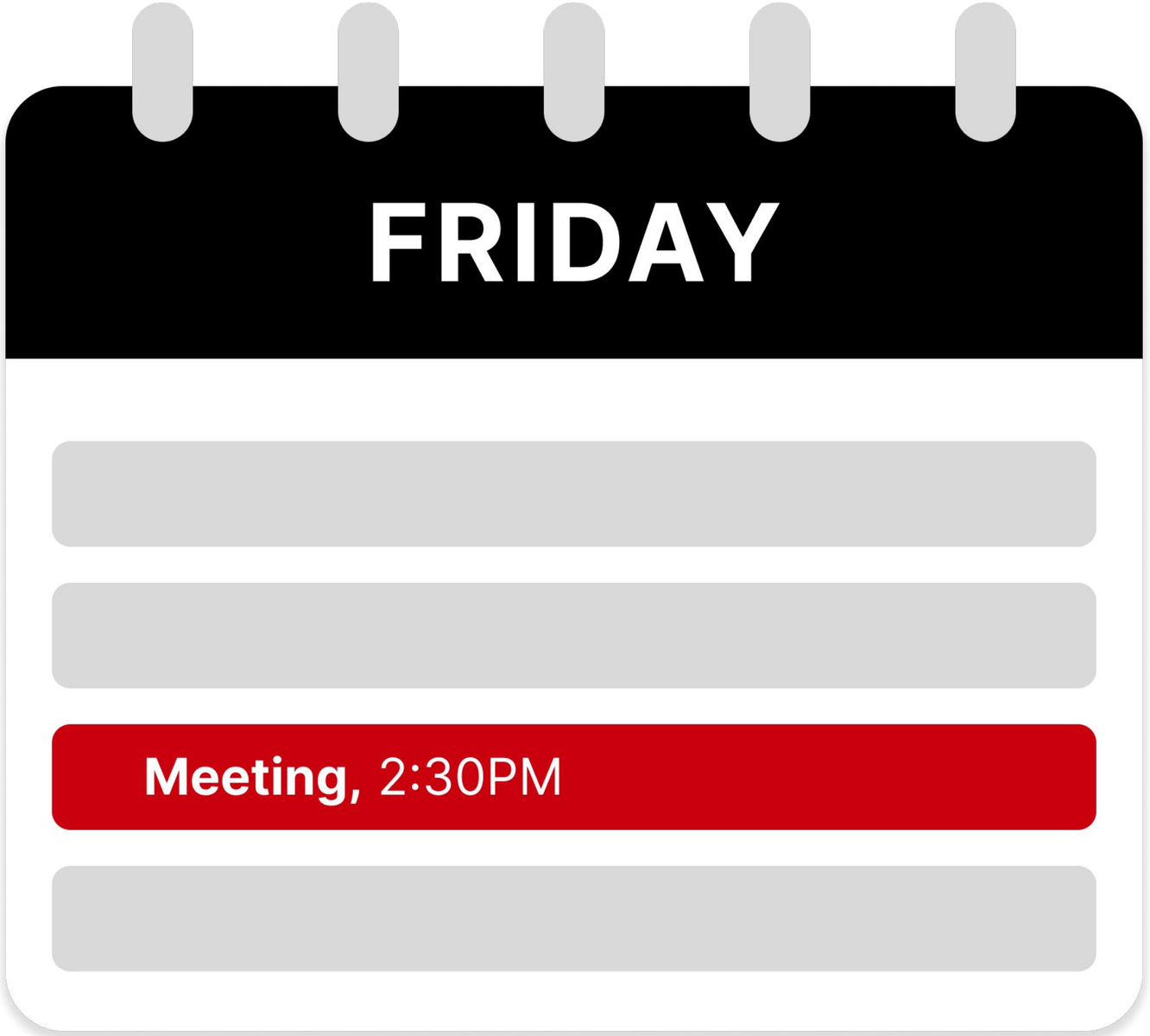
Get the **space and time** you need to prepare.

Your team needs time to **address bad technical debt**

Your team needs time to **learn and share skills**

Use **PTO and UPTO** to gather information and practice *the scary thing*

Become a team where every member both **teaches and learns**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Thank You!