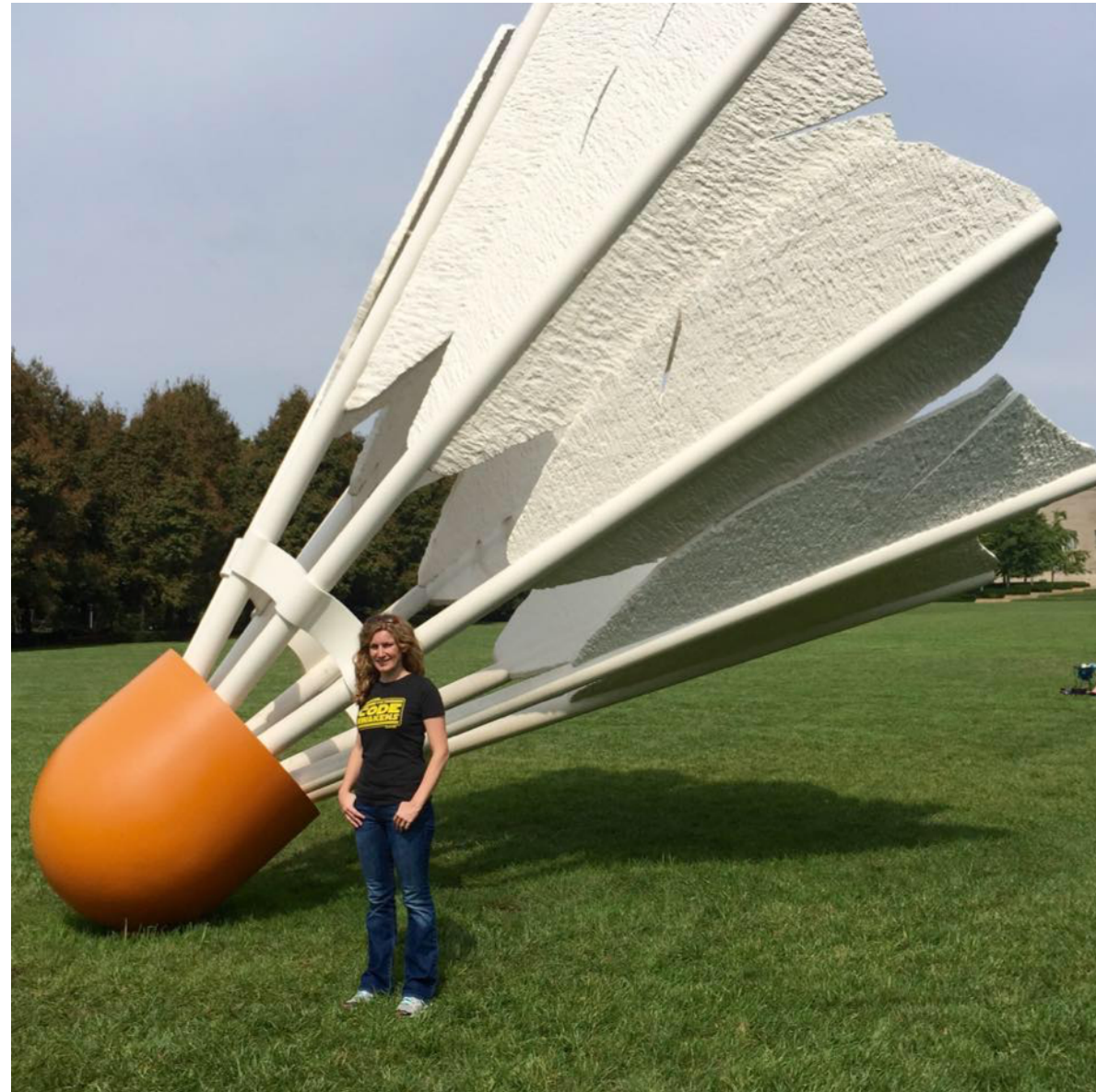


# Framing Our Potential for Failure

Michelle Brush



# Michelle Brush

**Engineering Director, [Cerner Corporation](#)**

**Chapter Leader, [Kansas City Girl Develop It](#)**

**Conference Organizer, [Midwest.io](#)**

 [@michellebrush](#)



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**Engineering Director, [Cerner Corporation](#)**

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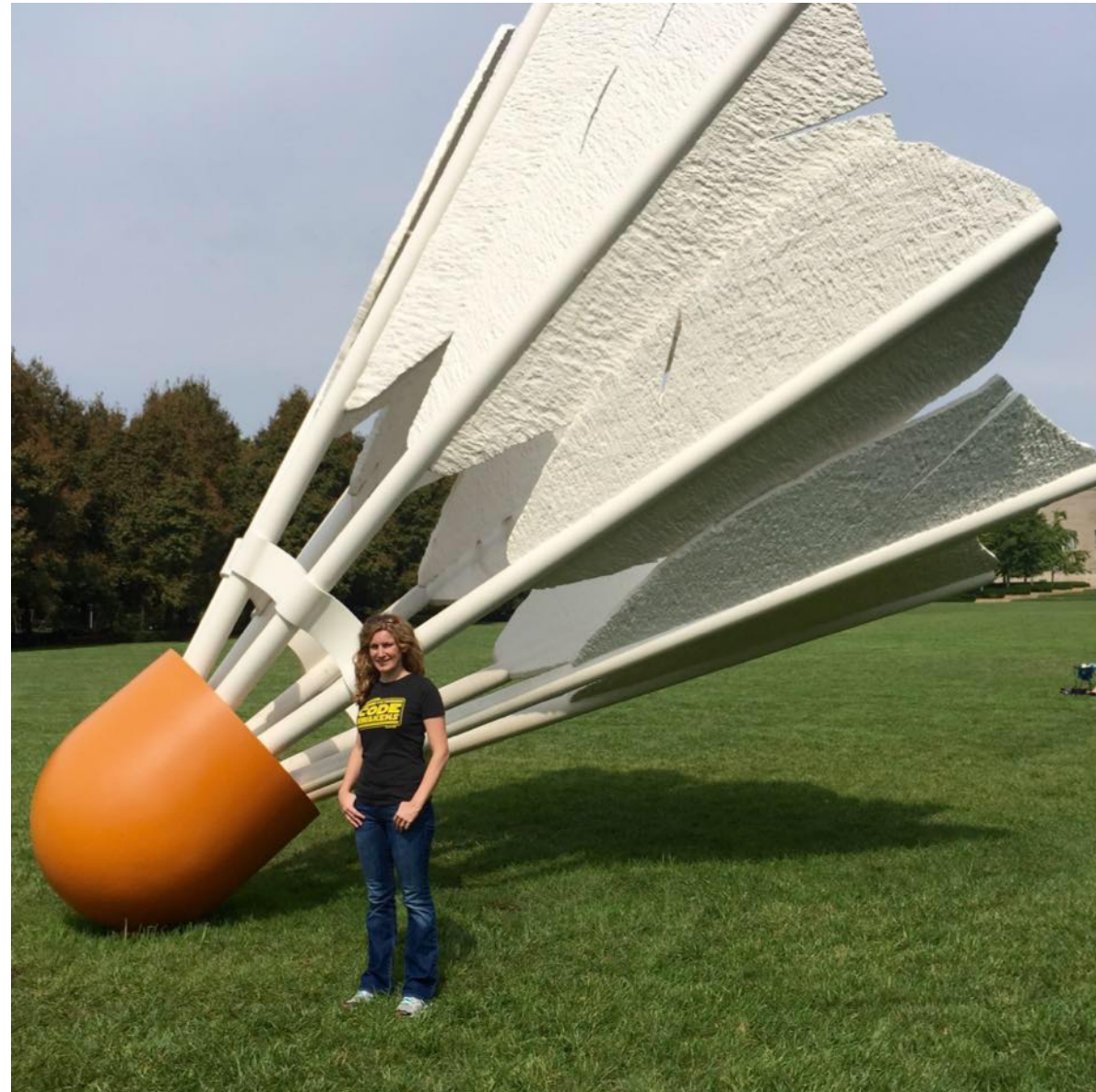
Conference Organizer, Midwest.io

 [@michellebrush](#)



My Mom:

What is it that you do again?



# Michelle Brush

**Software Engineer, [Various](#)**

Chapter Leader, Kansas City Girl Develop It  
Conference Organizer, Midwest.io

 [@michellebrush](#)



My Mom:

What is it that you do again?



Me:

I worry about failures and  
manage them.



Me:

Sometimes I fail.





Me:

usually due to people stuff



Me:

I, as a person, don't scale well.



Me:

so I teach people to worry  
about failure and manage it



Me:

redundancy



Me:

Sometimes that fails too.



# Michelle Brush

Engineering Director, **Population Health**

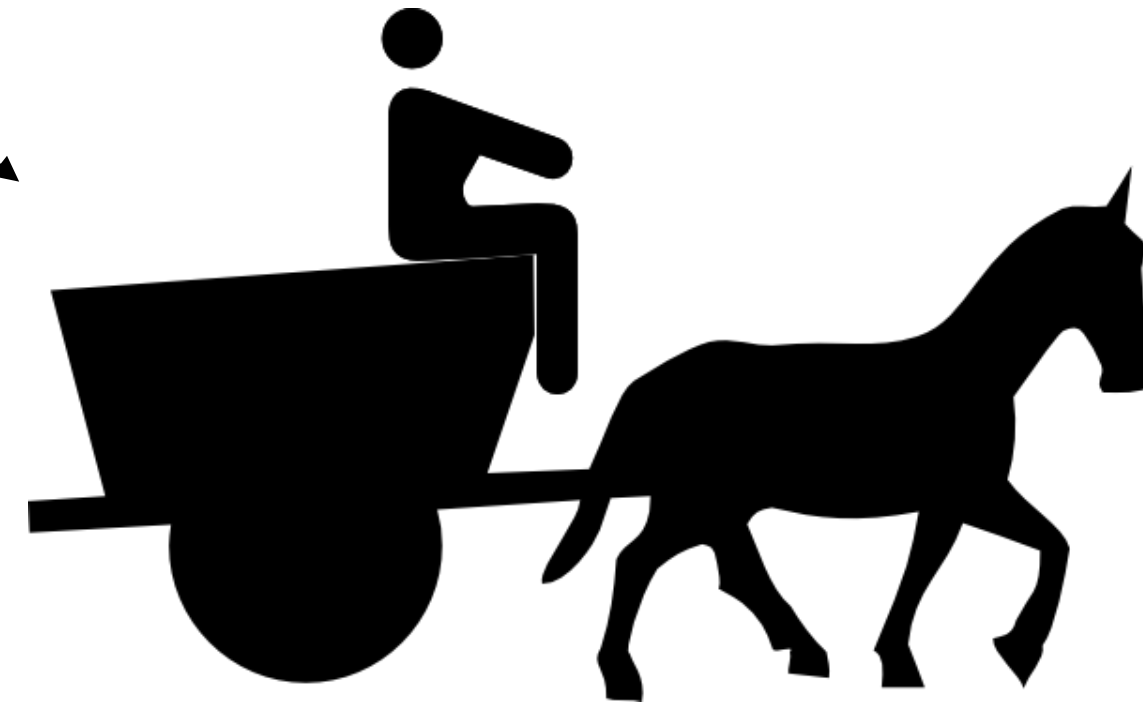
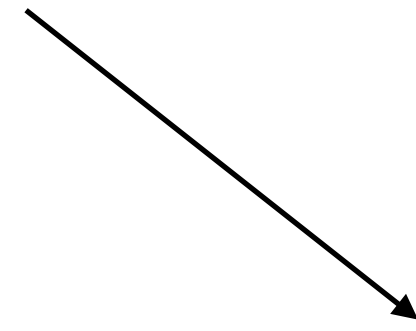
6.3 **petabytes** of data

78.5 million **unique** lives

6.8 million **managed** lives

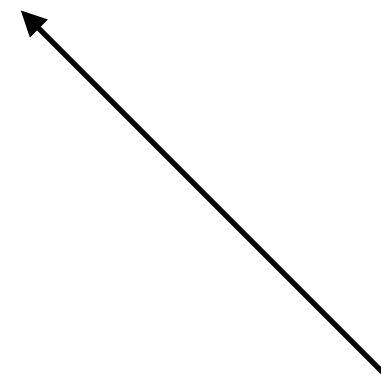
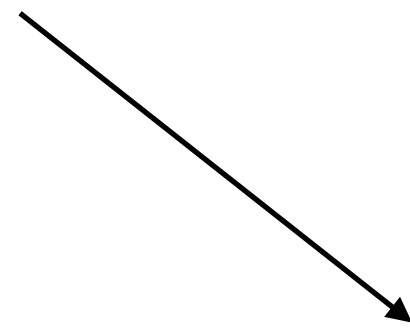


data





data



computer

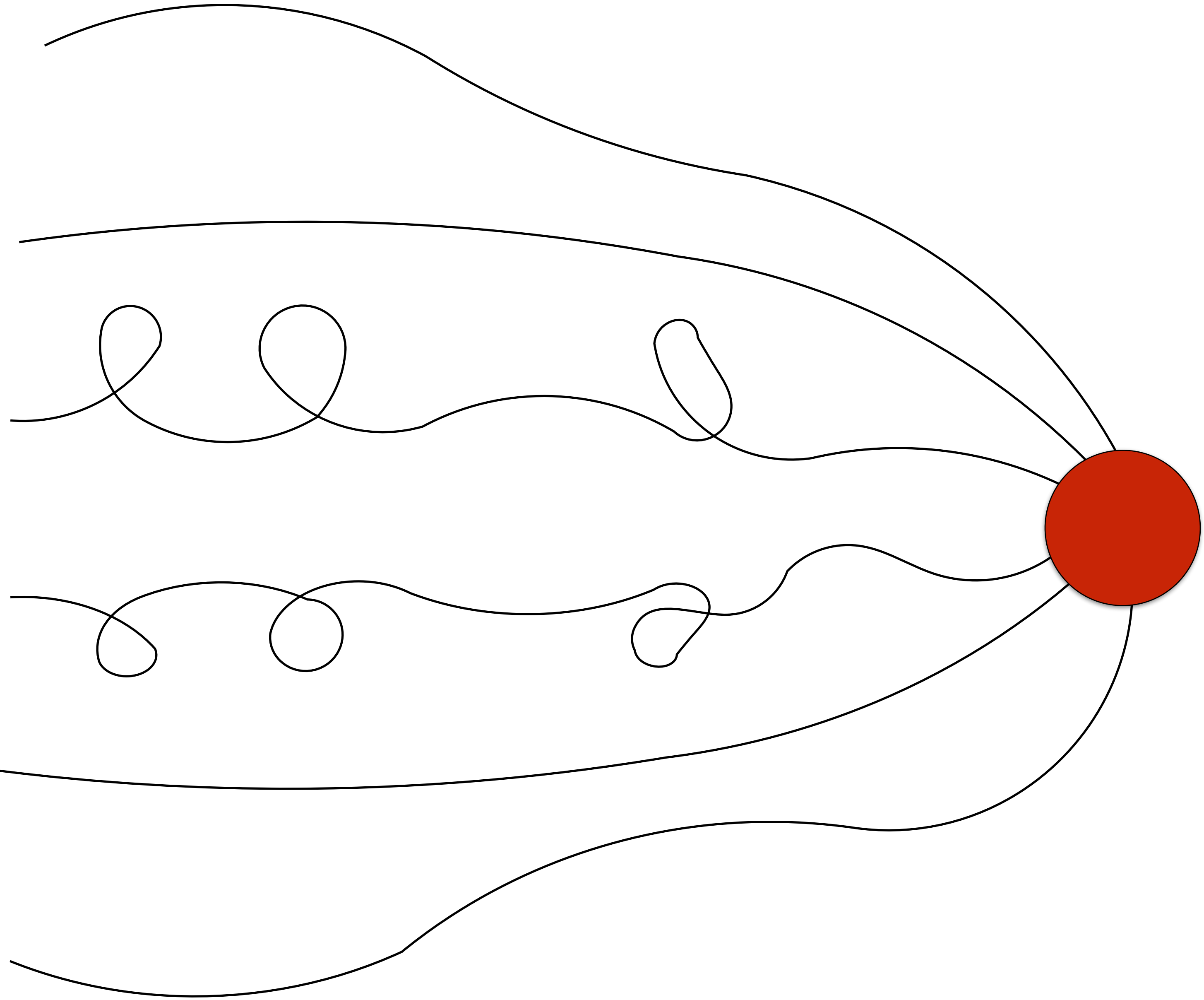
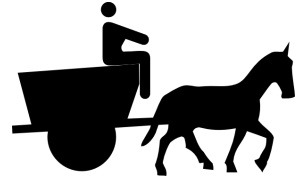


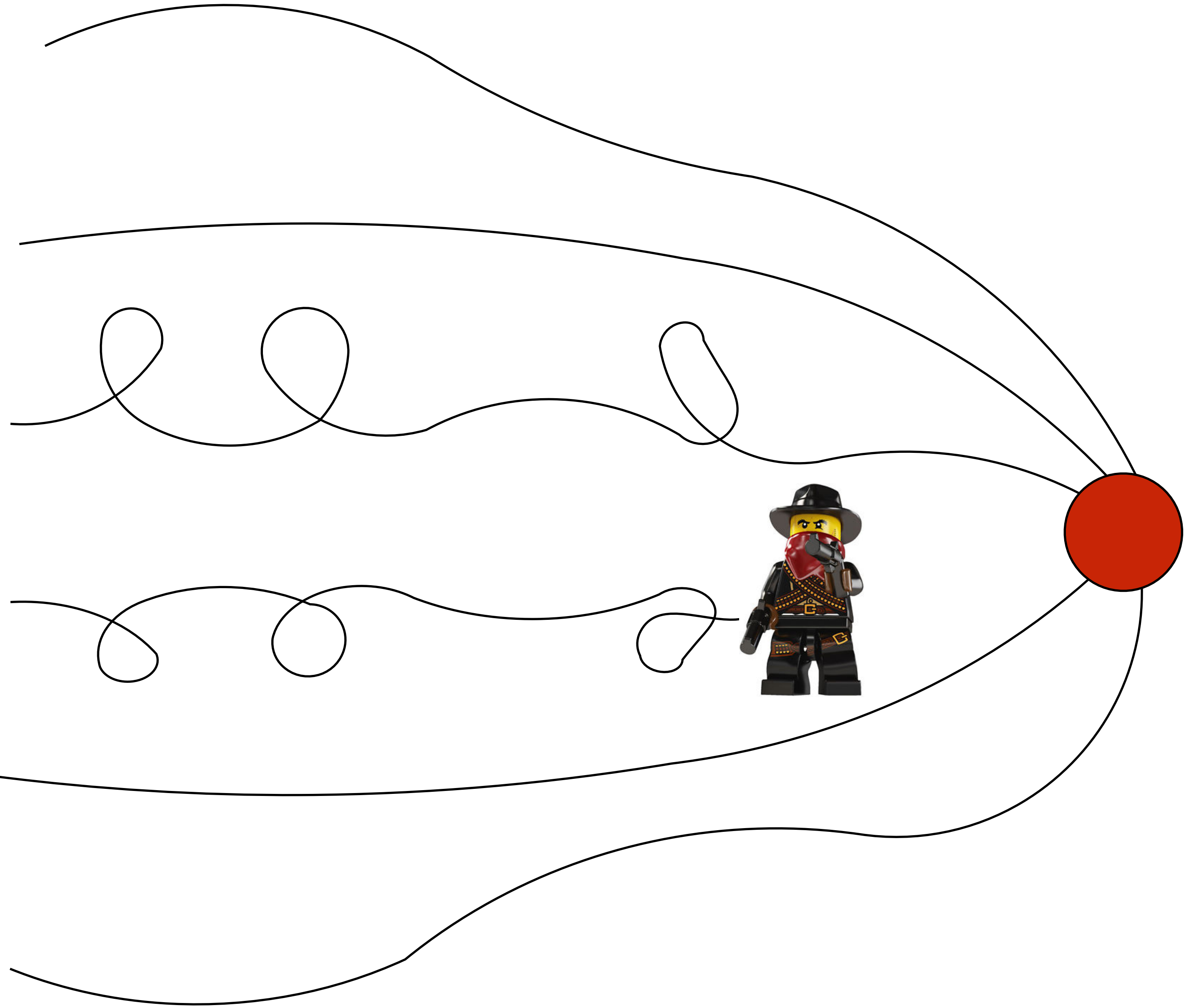


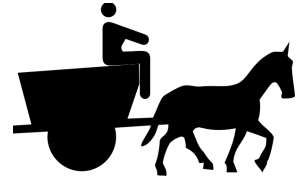
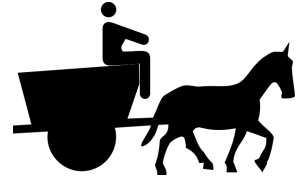




**Big Data**

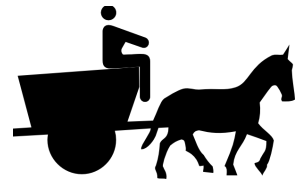


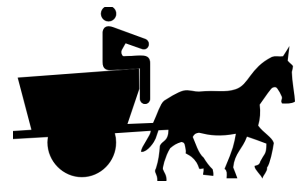
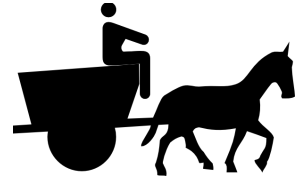




redundancy

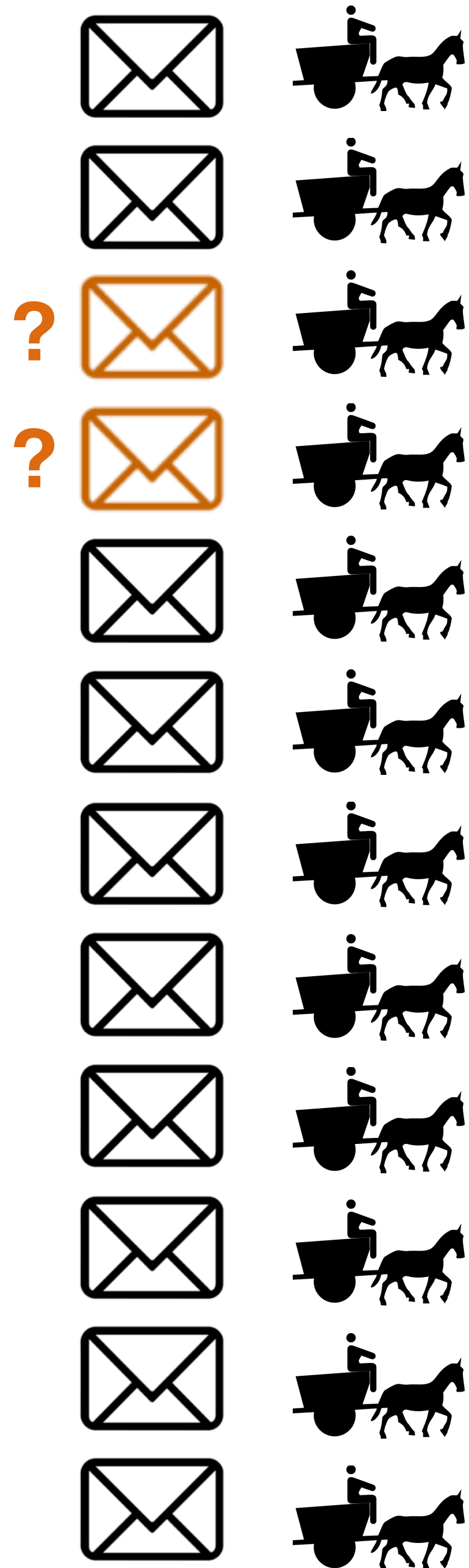






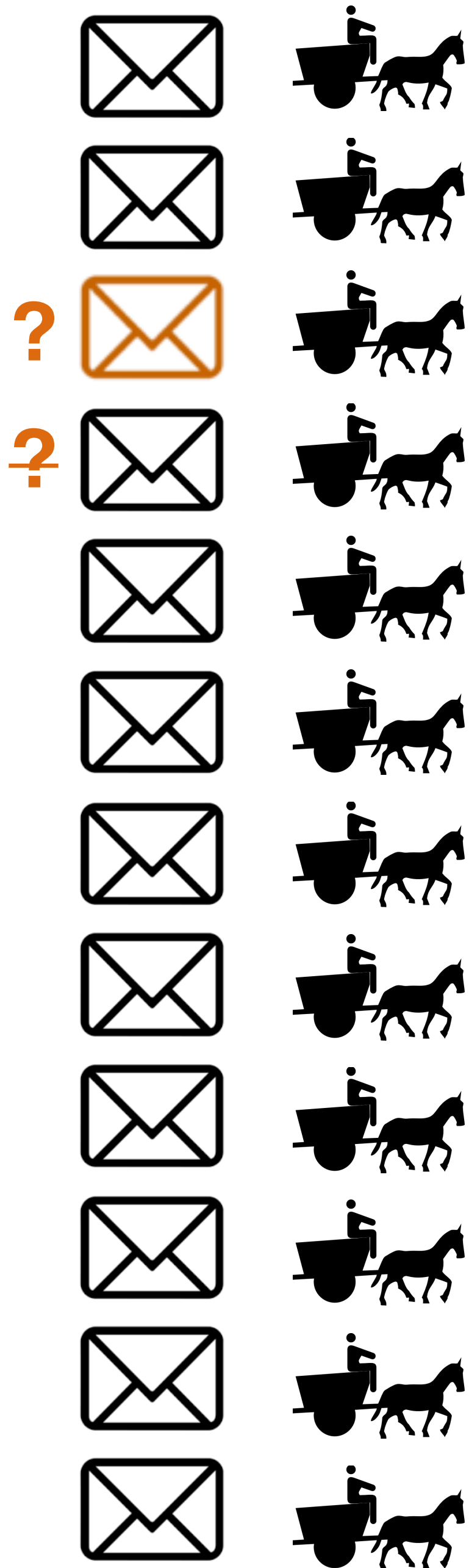
risk





updates?

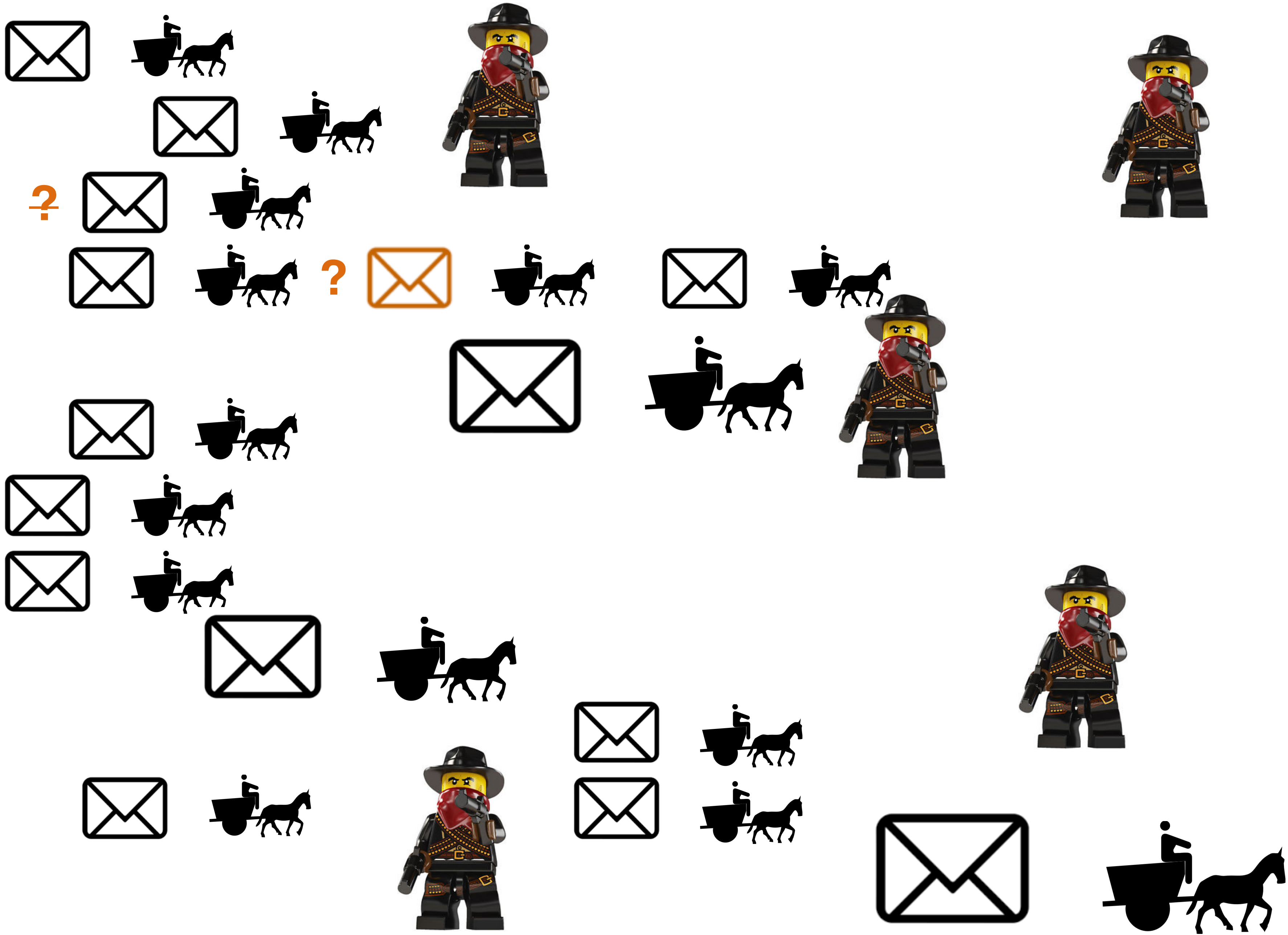


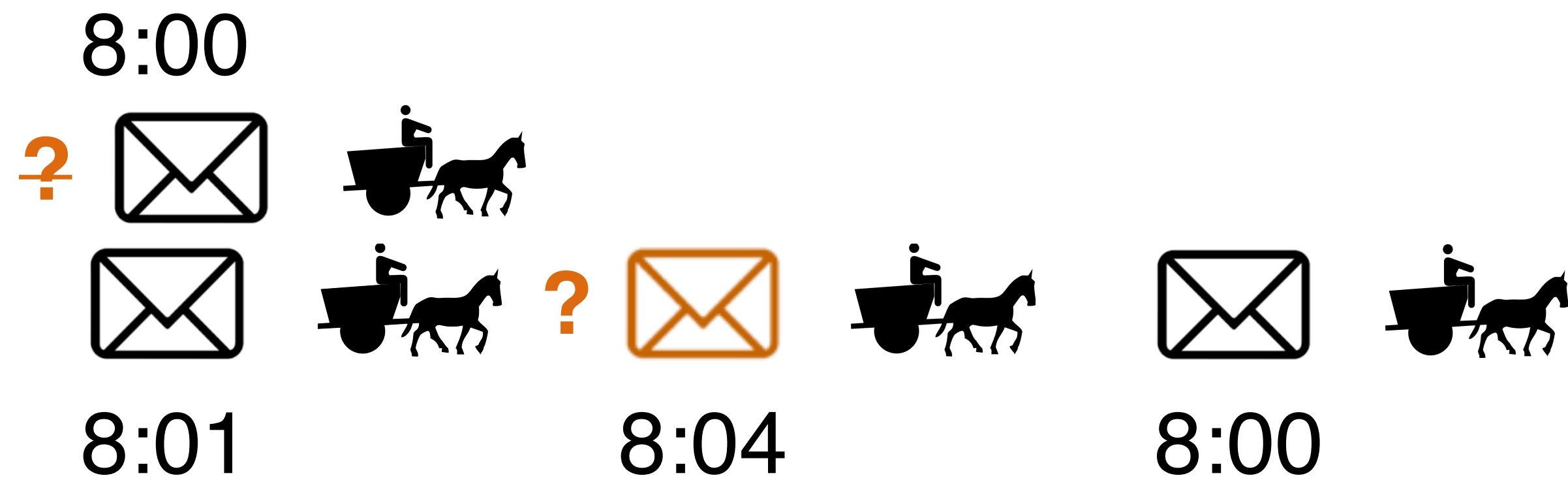


updates  
can fail.

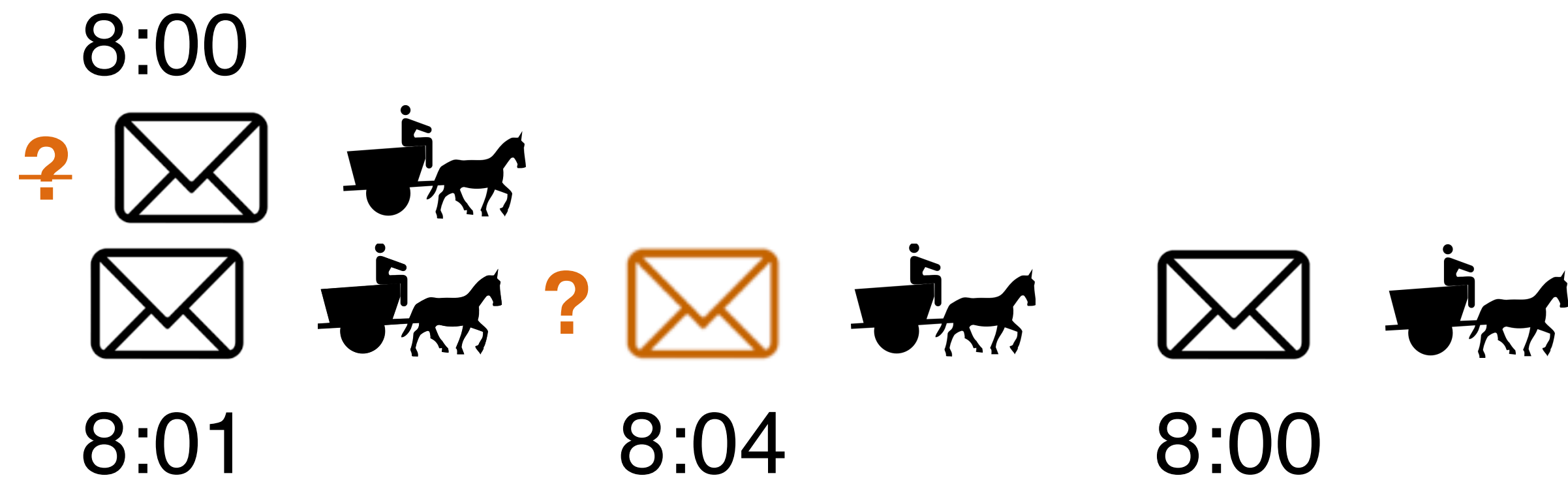


It gets worse.



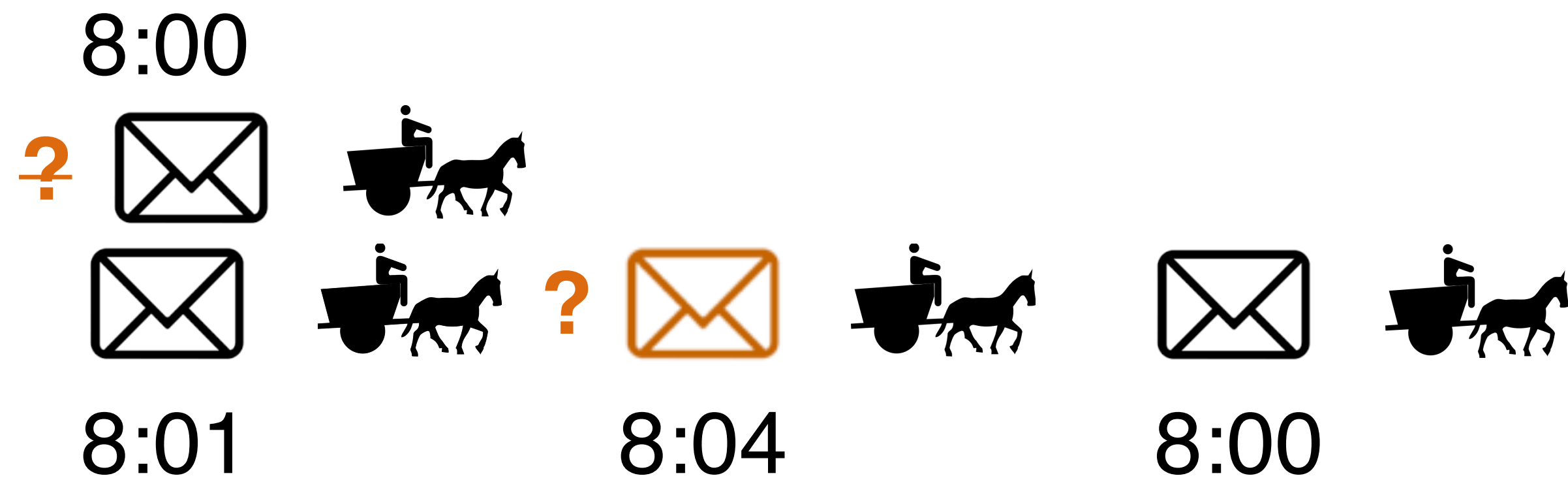


There's no guarantee that things arrive in order.



There's no guarantee that they arrive at all.

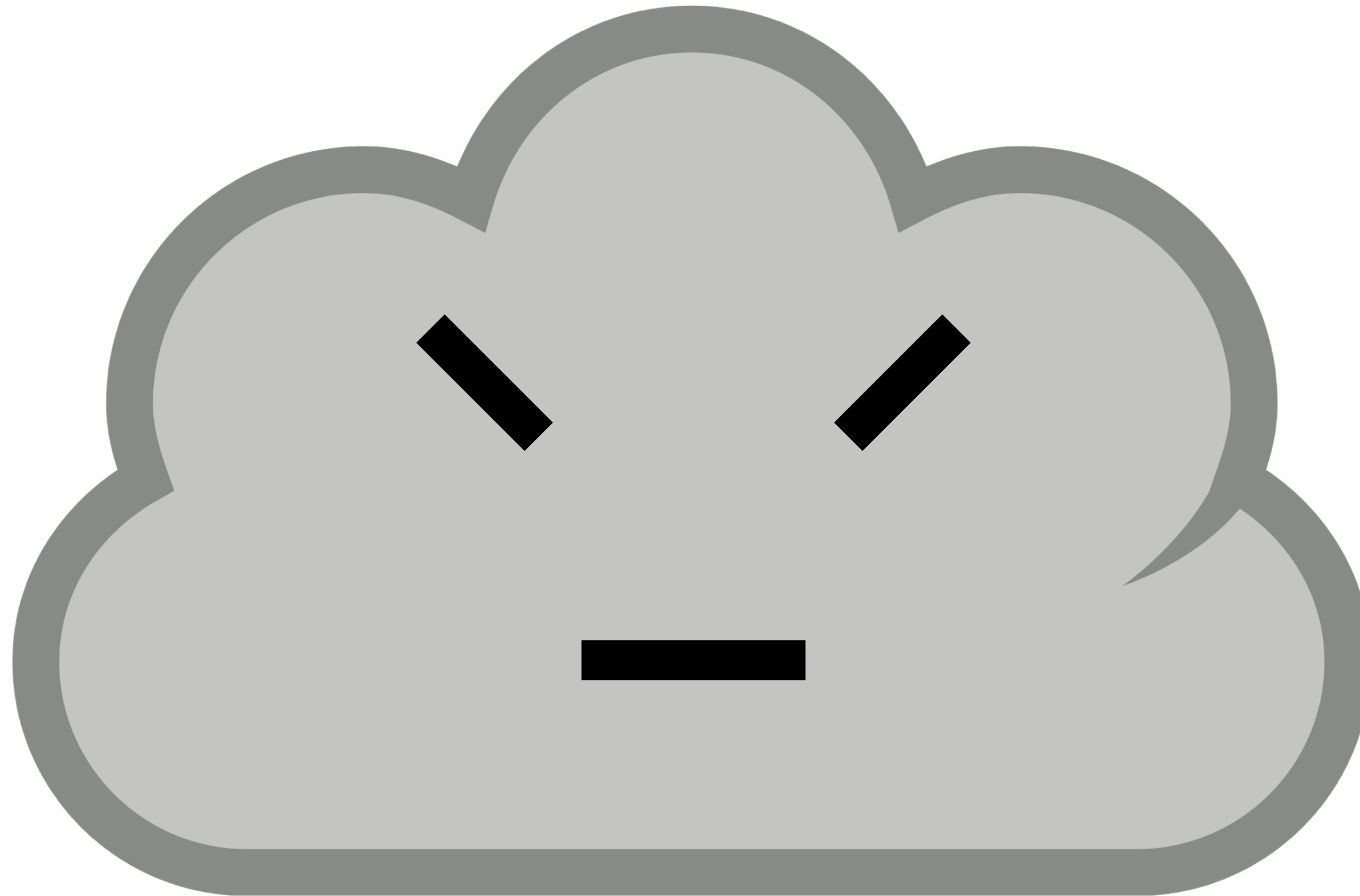




There are still more ways the system can be wrong, than we can possibly reason about.



Welcome to The Cloud.



Welcome to The Cloud.



embedded systems



embedded systems

the tiny houses of engineering



200 sq. ft. of living space  
Foundation optional

Emphasis on design to optimize reuse  
of space.



1 GB of hard disk  
1 MB of main memory

CPU that's competitive with the average  
computer in the late 90's.



I can reuse my combined  
toilet/shower as my closet.





While the specific technologies we use  
may be the means by which we fail,  
they are not the cause.

You need technology to manage it,  
but if you don't even know how to  
worry about failure, you won't  
know where to start.

I'm going to change the subject.

everyone's favorite topic: **Software Estimation**



How many man-weeks/iterations/people  
will it take to do this project?





We're typically wrong by 30%.



confidence.



What is the distance in light years to  
Alpha Centauri?

What year was helium discovered?

# Quiz

Answer the following questions with a range of possible values. Ranges should be selected such that you would feel 90% confident that the true value falls in that range.

| Question   | Low | High |
|--|-----|------|
| 1. What is the distance in light years to Alpha Centauri?        |     |      |
| 2. What is the circumference of the earth?                       |     |      |
| 3. What is the surface temperature of the sun?                   |     |      |
| 4. What is the number of pages on Wikipedia?                     |     |      |
| 5. What is the largest known prime?                              |     |      |
| 6. How many US Netflix streaming subscribers are there?          |     |      |
| 7. What is Cerner's net worth?                                   |     |      |
| 8. What year was helium discovered?                              |     |      |
| 9. What is the average cost of a wedding in the US?              |     |      |
| 10. How many calories in a whole pepperoni pizza from Pizza Hut? |     |      |

lower and upper bounds  
with 90% confidence

# Quiz

Answer the following questions with a range of possible values. Ranges should be selected such that you would feel 90% confident that the true value falls in that range.

| Question   | Low | High |
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What is the distance in light years to Alpha Centauri?

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| 8. What year was helium discovered?                              |     |      |
| 9. What is the average cost of a wedding in the US?              |     |      |
| 10. How many calories in a whole pepperoni pizza from Pizza Hut? |     |      |

What is the distance in light years to Alpha Centauri?

10 - 1000

# Quiz

Answer the following questions with a range of possible values. Ranges should be selected such that you would feel 90% confident that the true value falls in that range.

| Question   | Low | High |
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| 1. What is the distance in light years to Alpha Centauri?        |     |      |
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| 8. What year was helium discovered?                              |     |      |
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What is the distance in light years to Alpha Centauri?

10 - 1000

4.367

# Quiz

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| 6. How many US Netflix streaming subscribers are there?          |     |      |
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| 8. What year was helium discovered?                              |     |      |
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What year was helium discovered?

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Answer the following questions with a range of possible values. Ranges should be selected such that you would feel 90% confident that the true value falls in that range.

| Question   | Low | High |
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| 9. What is the average cost of a wedding in the US?              |     |      |
| 10. How many calories in a whole pepperoni pizza from Pizza Hut? |     |      |

What year was helium discovered?

1850 - 1950

# Quiz

Answer the following questions with a range of possible values. Ranges should be selected such that you would feel 90% confident that the true value falls in that range.

| Question   | Low | High |
|--|-----|------|
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| 2. What is the circumference of the earth?                       |     |      |
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| 8. What year was helium discovered?                              |     |      |
| 9. What is the average cost of a wedding in the US?              |     |      |
| 10. How many calories in a whole pepperoni pizza from Pizza Hut? |     |      |

What year was helium discovered?

1850 - 1950

1868



# Quiz

Answer the following questions with a range of possible values. Ranges should be selected such that you would feel 90% confident that the true value falls in that range.

| Question   | Low | High |
|--|-----|------|
| 1. What is the distance in light years to Alpha Centauri?        |     |      |
| 2. What is the circumference of the earth?                       |     |      |
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| 7. What is Cerner's net worth?                                   |     |      |
| 8. What year was helium discovered?                              |     |      |
| 9. What is the average cost of a wedding in the US?              |     |      |
| 10. How many calories in a whole pepperoni pizza from Pizza Hut? |     |      |

6 classes  
32 people in each  
192 people

best score: 7/10  
1:32

overconfidence.

overoptimism.

bias.

structure beats bias.



eat your vegetables.

1. Develop system model.
2. Record known risk areas.
3. Publish model and risk areas.
4. Perform regular risk reviews. (Premortems)
5. Dissect and document missed risks.

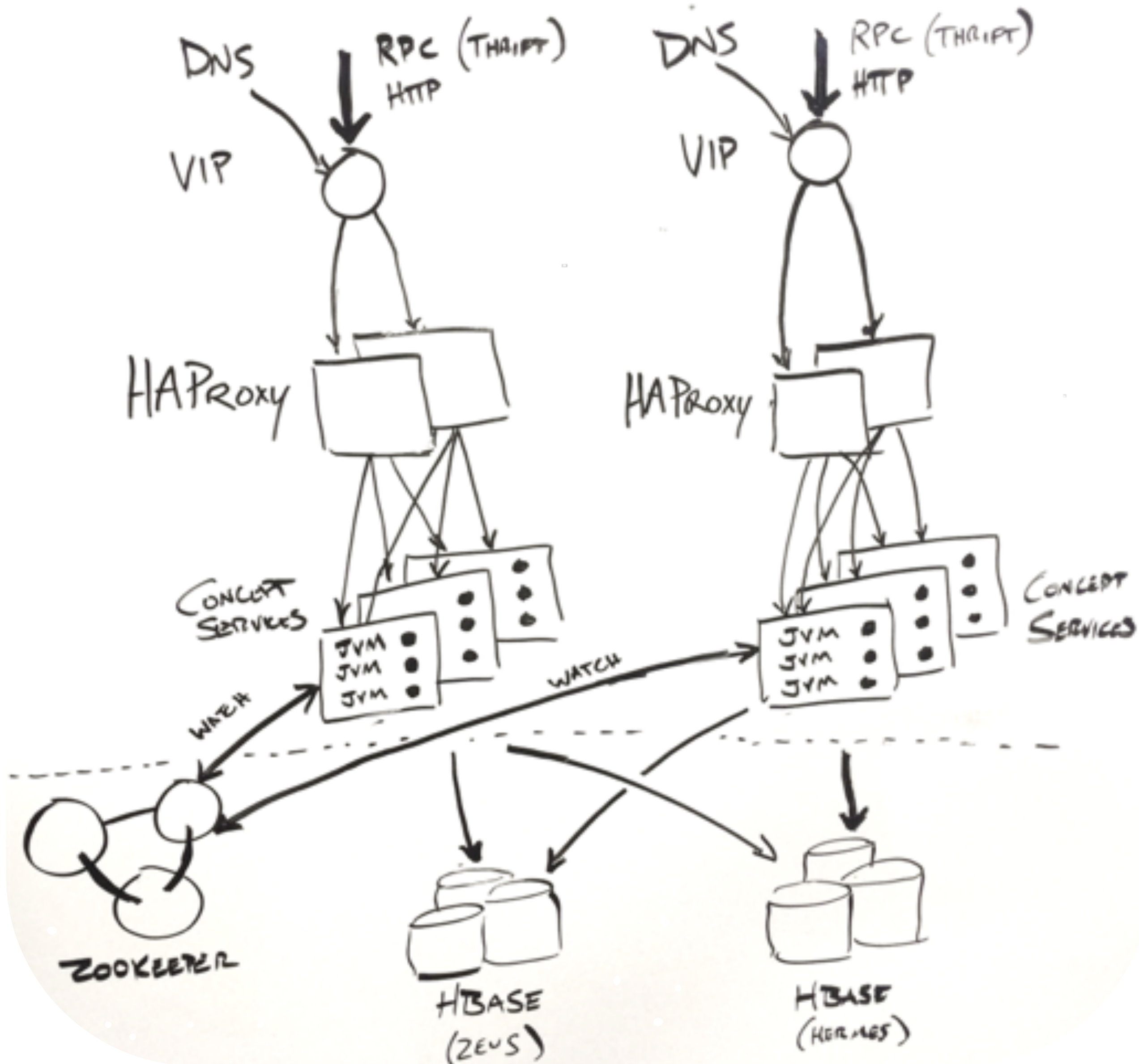


1. Develop system model.
2. Record known risk areas.
3. Publish model and risk areas.
4. Perform regular risk reviews. (Premortems)
5. Dissect and document missed risks.





# CONCEPT SERVICES



nailed it!

The behavior of a system cannot be known just by knowing the elements of which the system is made.

“Accidents occur due to relationships  
not components.”

- Sidney Dekker

**Drift Into Failure: From Hunting Broken  
Components to Understanding Complex  
Systems**

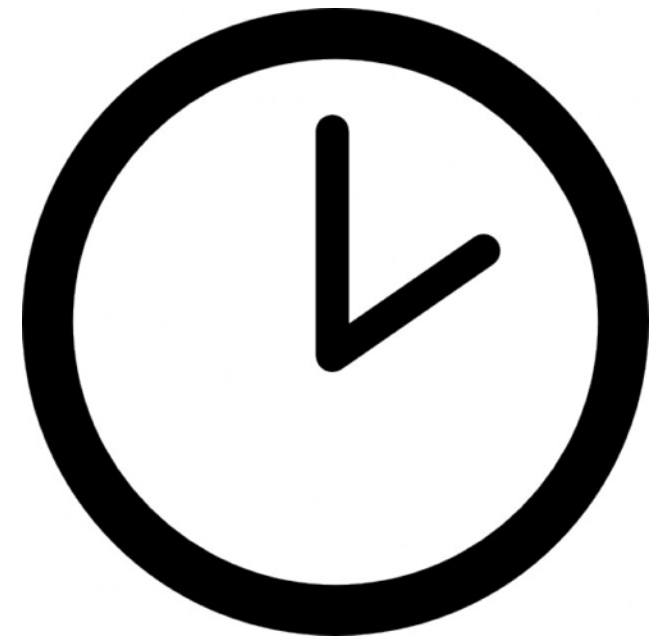
We deal with a lot of relationships.

We deal with a lot of relationships.



temporal

We deal with a lot of relationships.



temporal

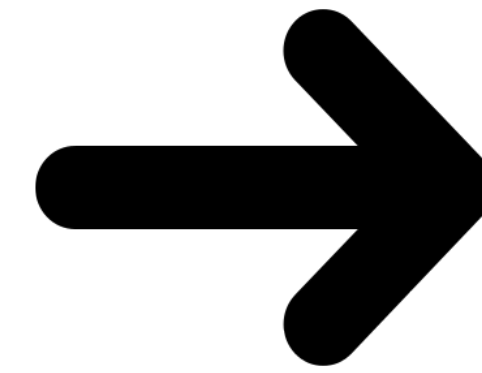


spatial

We deal with a lot of relationships.



temporal

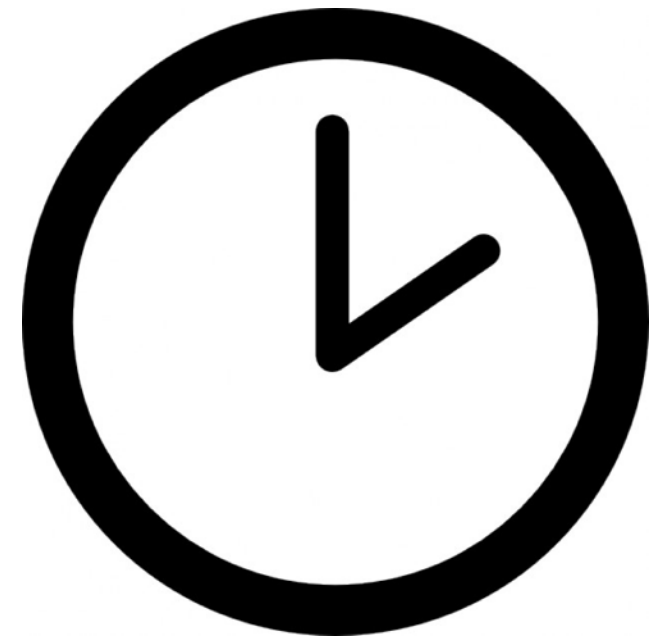


causal

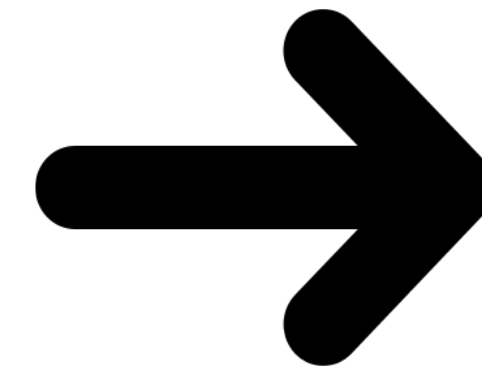


spatial

We deal with a lot of relationships.



temporal



causal



spatial

familial





# Architectural Blueprints—The “4+1” View Model of Software Architecture

*Philippe Kruchten*  
Rational Software Corp.

## Abstract

This article presents a model for describing the architecture of software-intensive systems, based on the use of multiple, concurrent views. This use of multiple views allows to address separately the concerns of the various ‘stakeholders’ of the architecture: end-user, developers, systems engineers, project managers, etc., and to handle separately the functional and non functional requirements. Each of the five views is described, together with a notation to capture it. The views are designed using an architecture-centered, scenario-driven, iterative development process.

**Keywords:** software architecture, view, object-oriented design, software development process

System Model

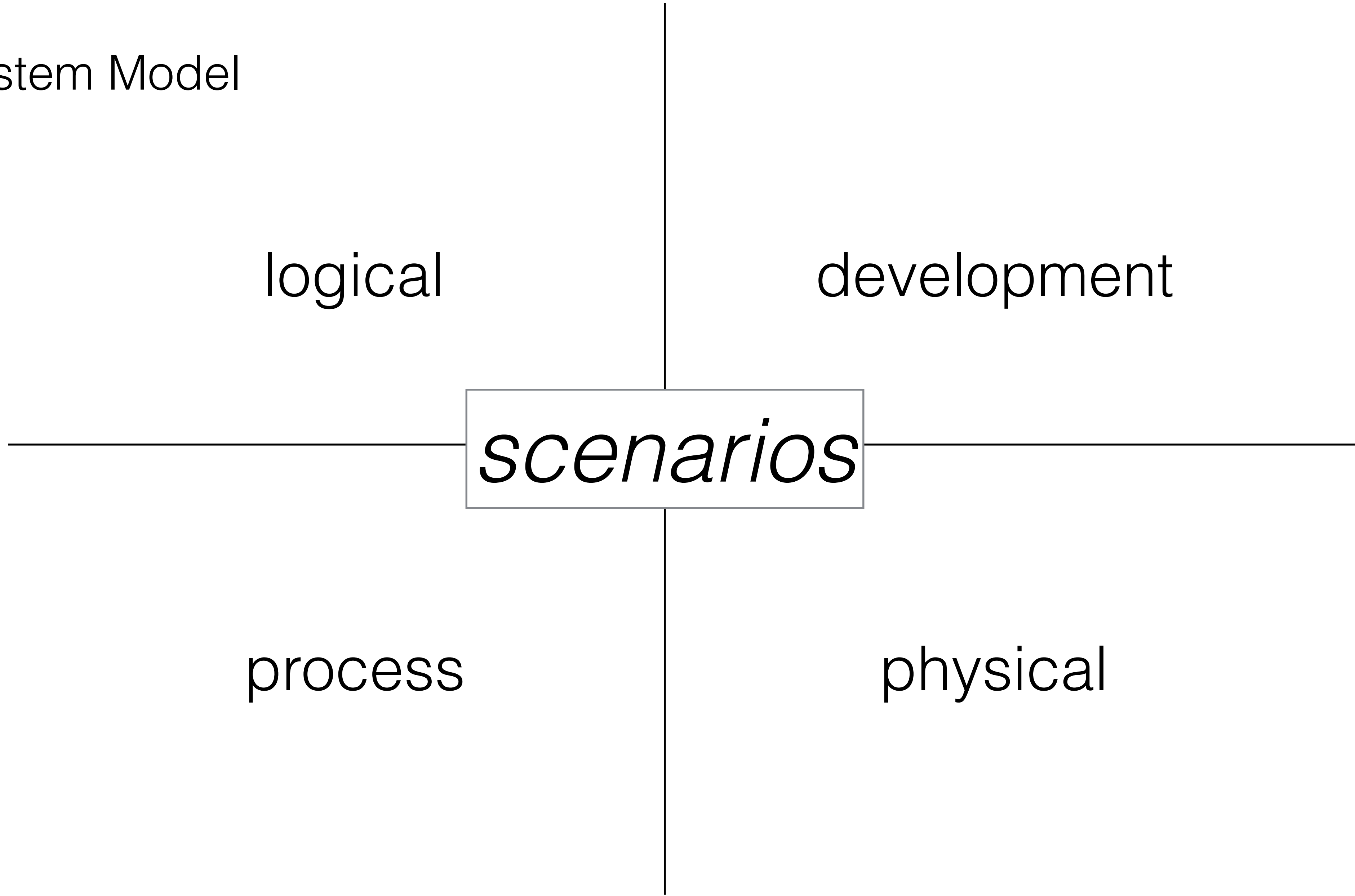
logical

development

*scenarios*

process

physical





logical

How would a user  
reason about the  
system?

development

How would the  
developer reason about  
the system?

A diagram consisting of two intersecting black lines forming a cross. The top-right quadrant contains the word 'development'. The bottom-left quadrant contains the text 'What do I deploy?'. The other two quadrants are empty.

development

What do I deploy?

How would a system  
engineer reason about  
the system?

physical

What's the hardware/  
networking profile?

physical

How would the  
operating system  
reason about the  
system?

process



How are things  
communicating?

Are they doing things at  
the same time?

process

System Model

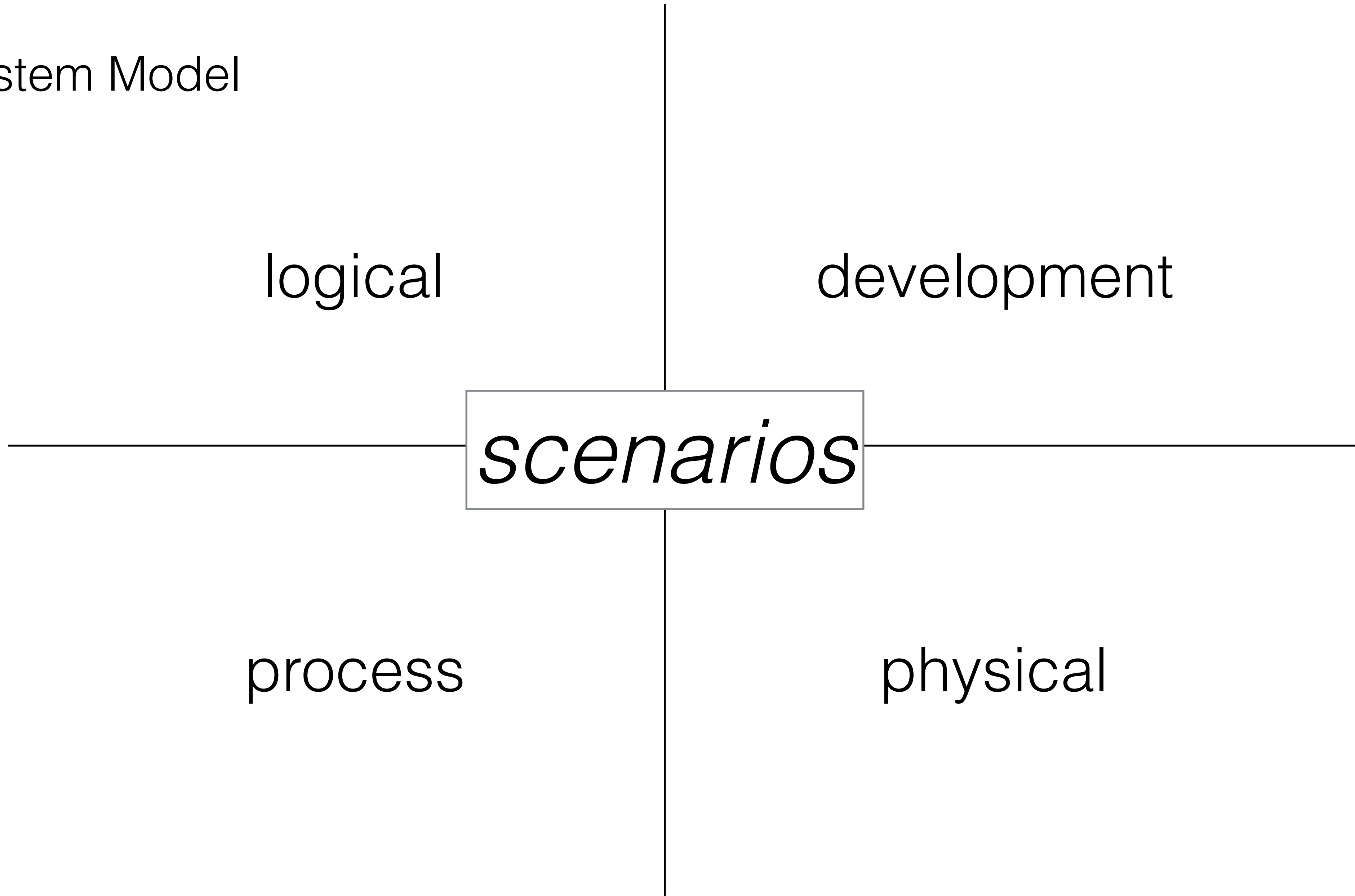
logical

development

*scenarios*

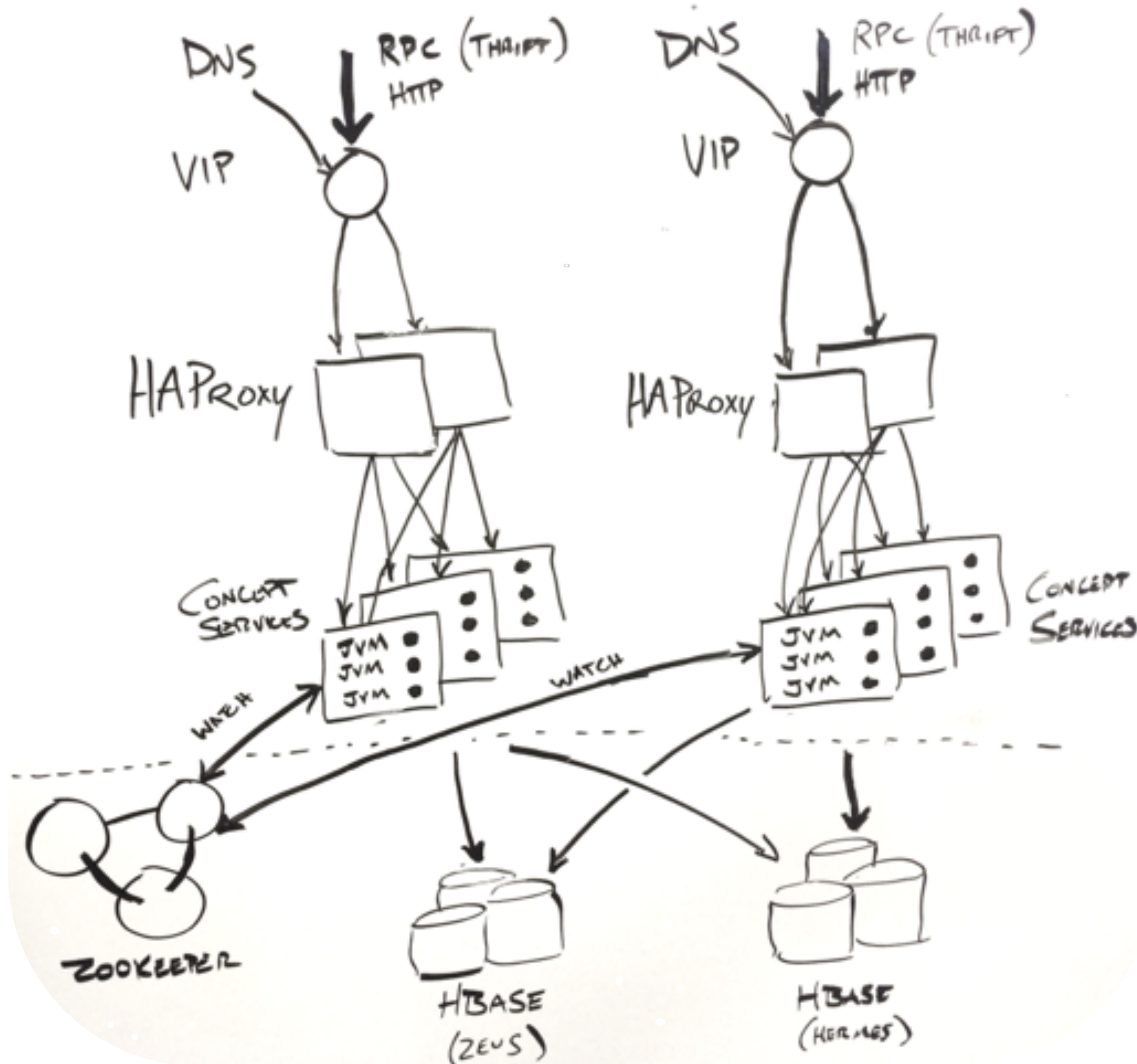
process

physical



That seems like a lot of work.

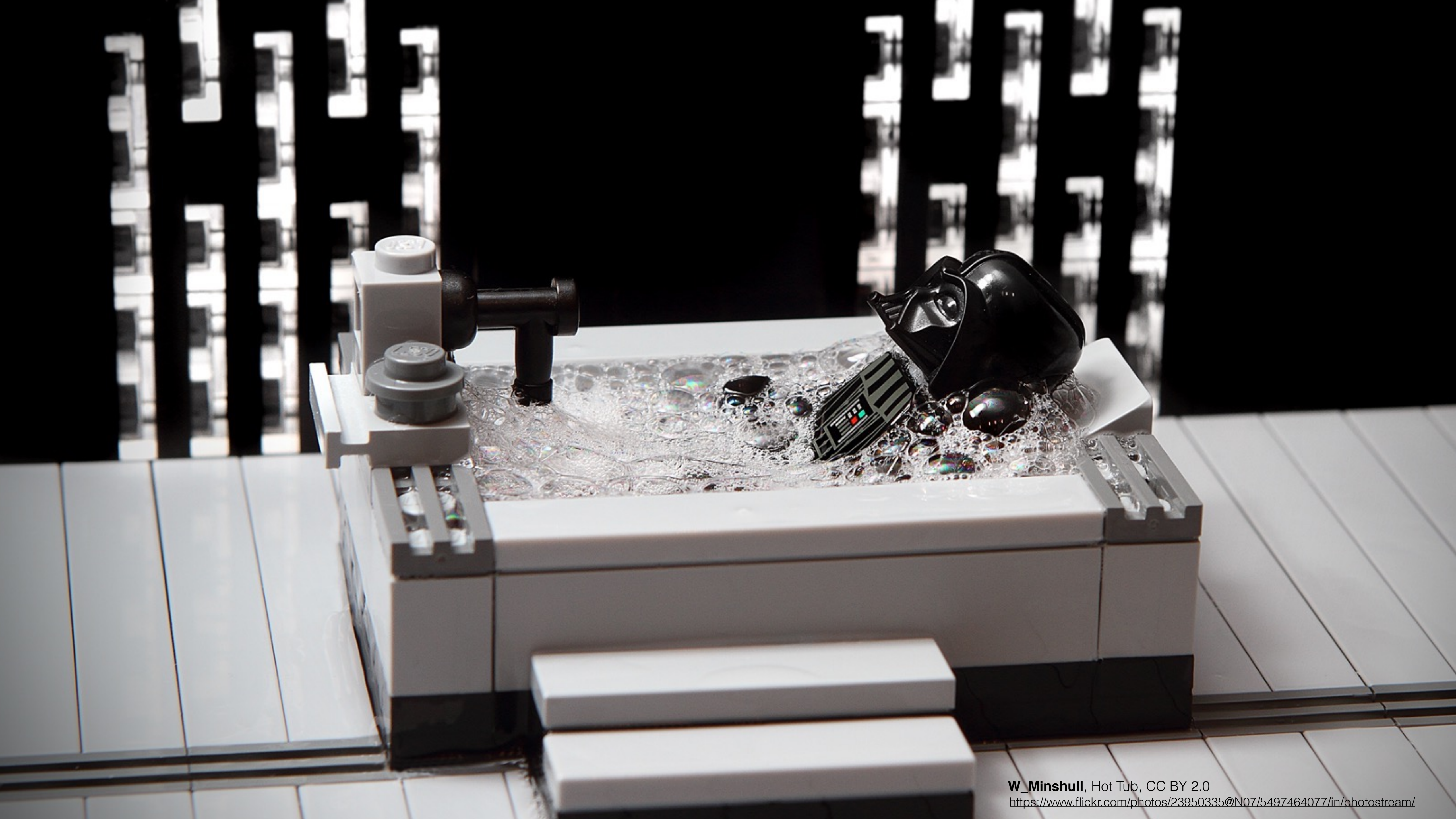
# CONCEPT SERVICES



+

Stocks,  
Flows, &  
Feedback Loops

# Systems Thinking





**STOCK**

**FLOW**

**STOCK**



**FLOW**

**STOCK**

**FEEDBACK  
LOOP**

“creating mental models.”

- Charles Duhrigg

**Smarter Faster Better**

“Models help us choose where to direct our attention, so we can make decisions, rather than just react.”

- Charles Duhrigg

**Smarter Faster Better**

# CLOSED LIST EXAMPLE

**A\***

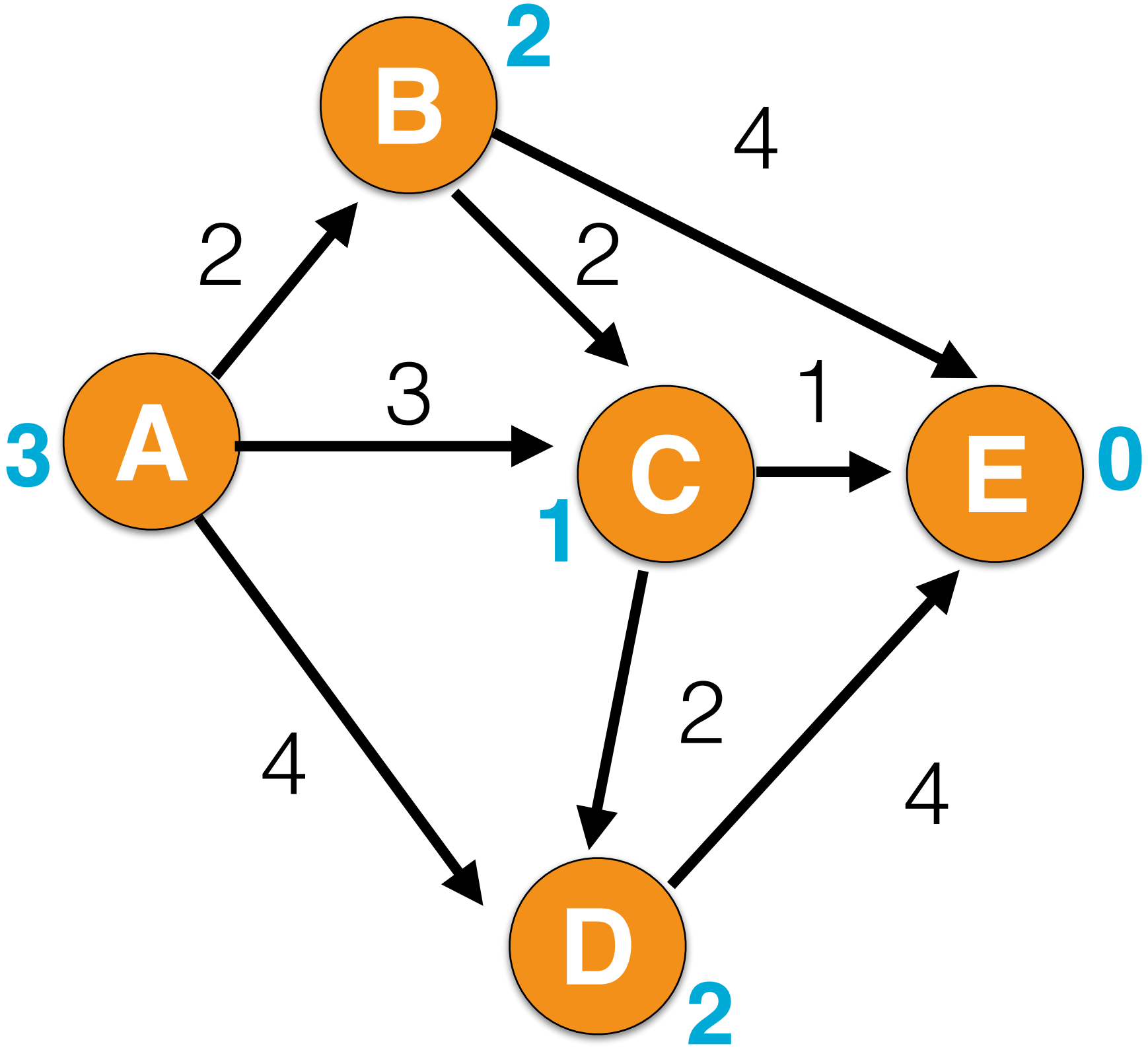
a graph search  
algorithm

**graph:** nodes and edges that need to be searched.

**open list:** a list of nodes that haven't been explored.

**closed list:** a list of nodes that have been explored.

# My Example Graph



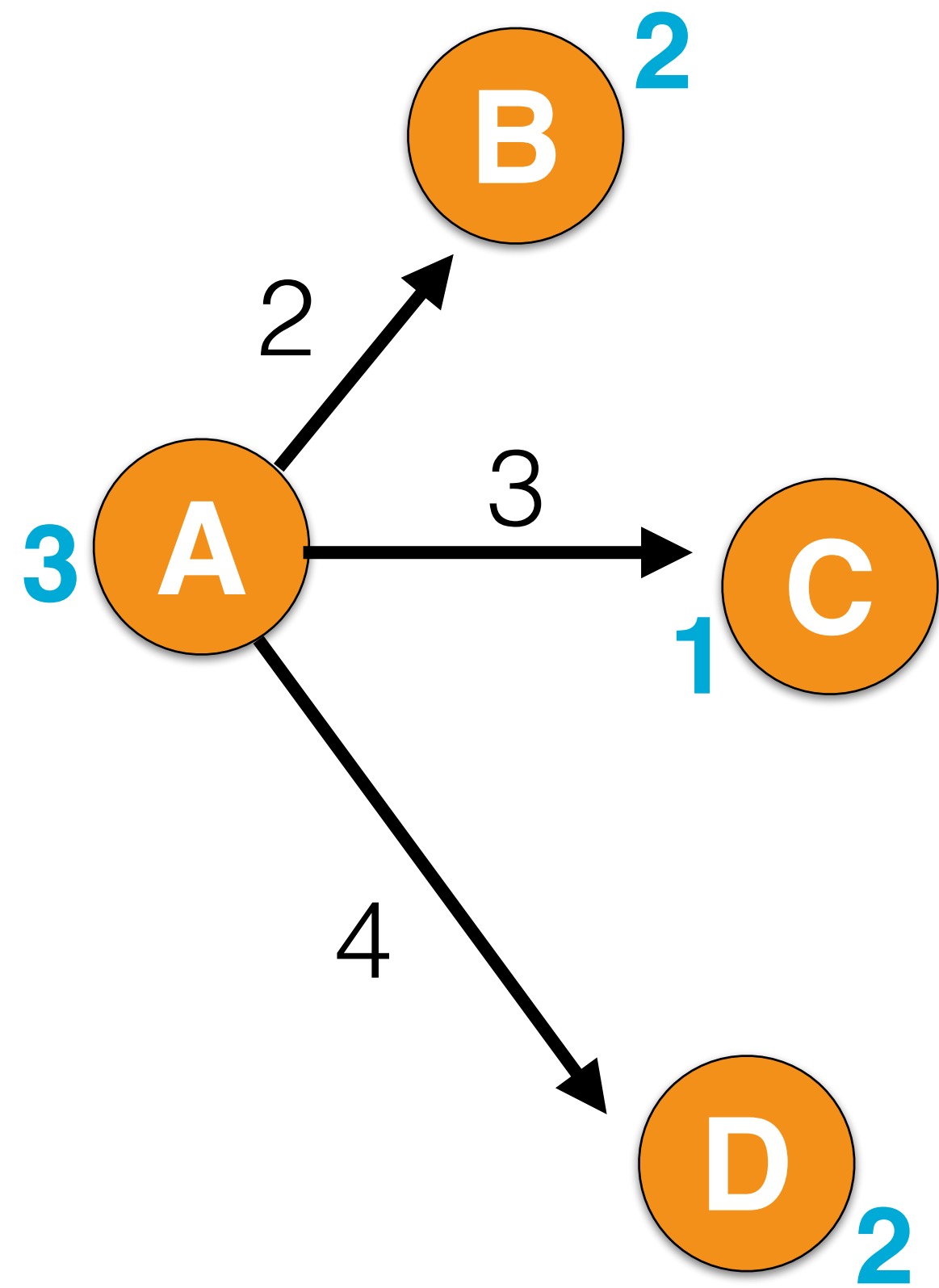
## Open List

|  |  |
|--|--|
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |

## Closed List

|  |  |
|--|--|
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |

# My Example Graph



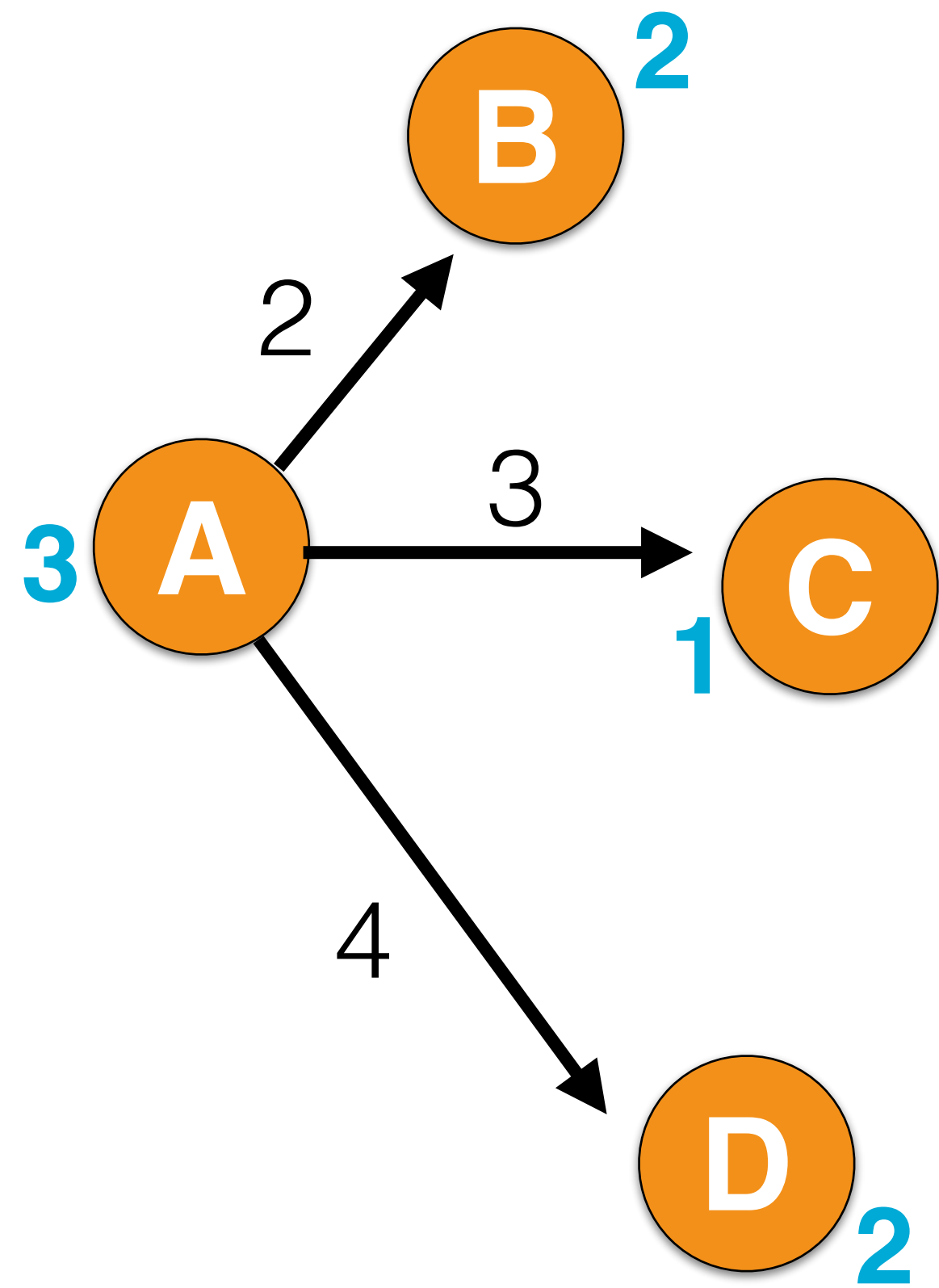
## Open List

|   |   |
|---|---|
| A | 3 |
|   |   |
|   |   |
|   |   |
|   |   |
|   |   |

## Closed List

|  |  |
|--|--|
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |

# My Example Graph



## Open List

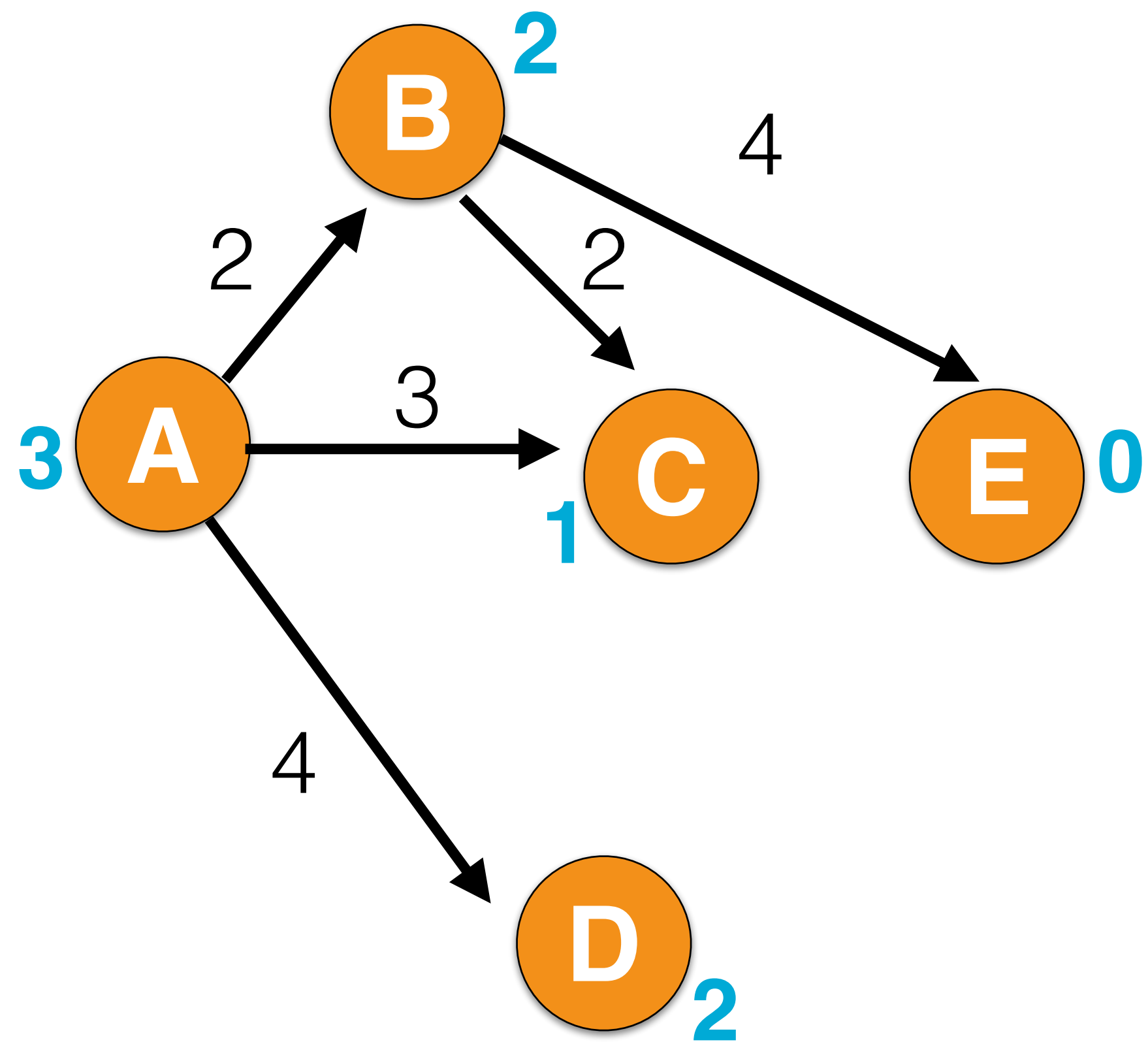
|   |   |
|---|---|
| B | 4 |
| C | 4 |
| D | 6 |
|   |   |
|   |   |
|   |   |

## Closed List

|   |   |
|---|---|
| A | 3 |
|   |   |
|   |   |
|   |   |
|   |   |
|   |   |



# My Example Graph



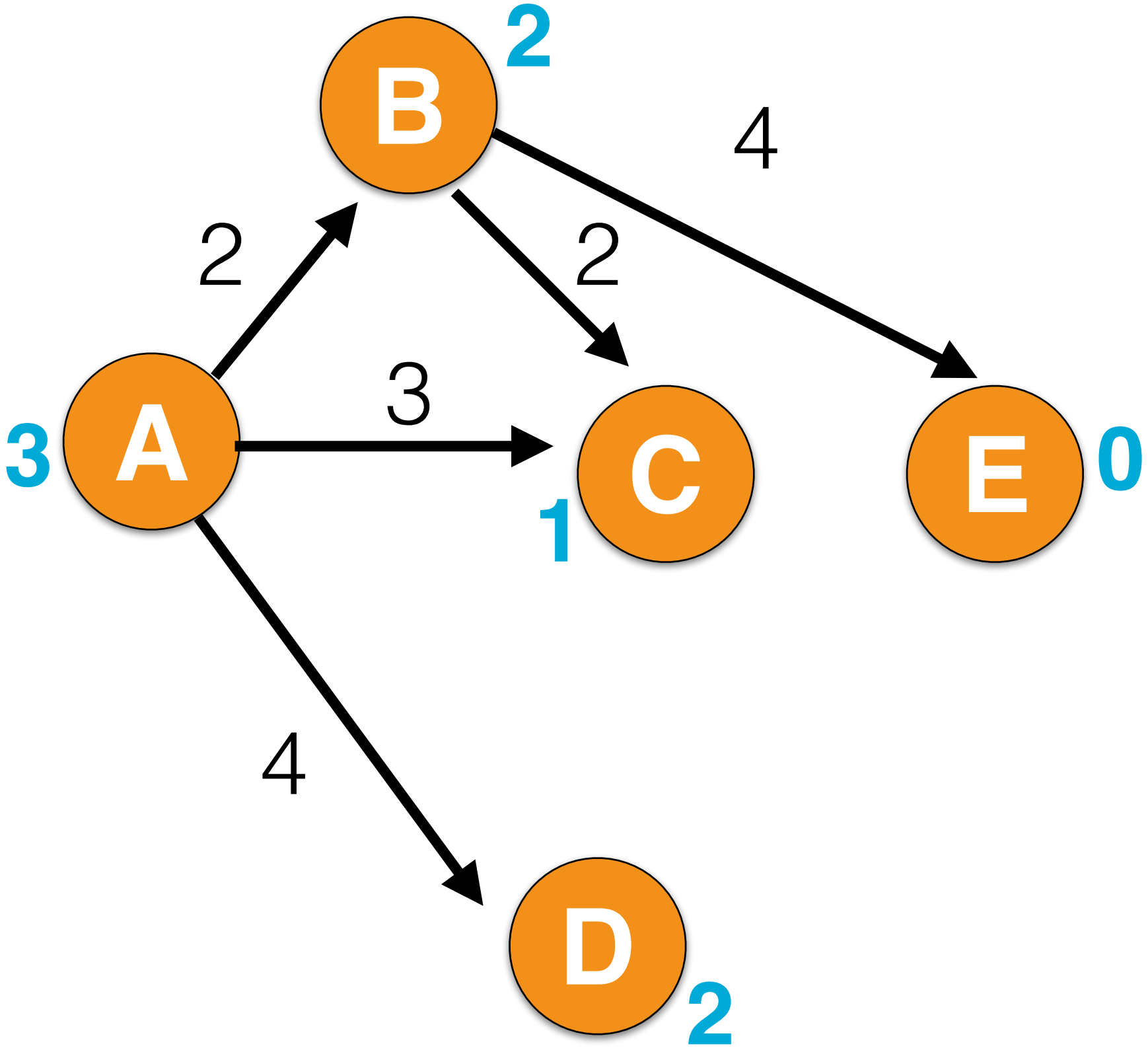
## Open List

|   |   |
|---|---|
| B | 4 |
| C | 4 |
| D | 6 |
|   |   |
|   |   |
|   |   |

## Closed List

|   |   |
|---|---|
| A | 3 |
|   |   |
|   |   |
|   |   |
|   |   |
|   |   |

# My Example Graph



## Open List

|   |   |
|---|---|
| C | 4 |
| D | 6 |
| E | 6 |
|   |   |
|   |   |
|   |   |
|   |   |

## Closed List

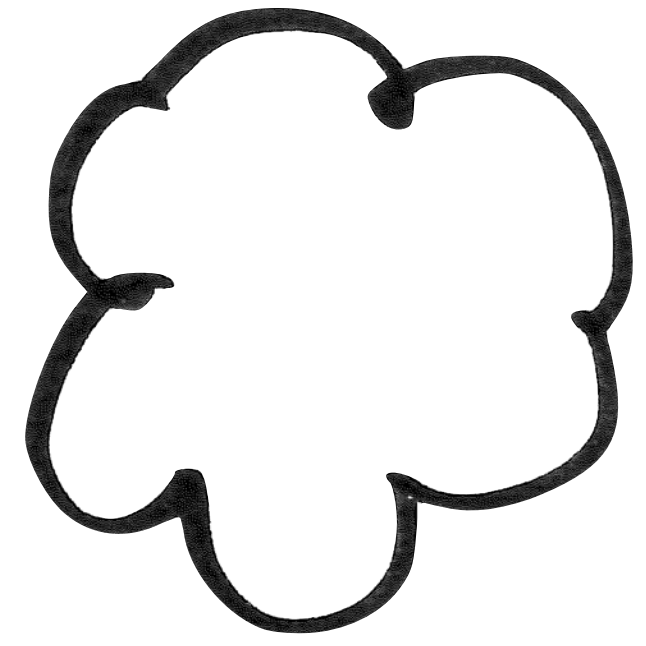
|   |   |
|---|---|
| A | 3 |
| B | 4 |
|   |   |
|   |   |
|   |   |
|   |   |
|   |   |

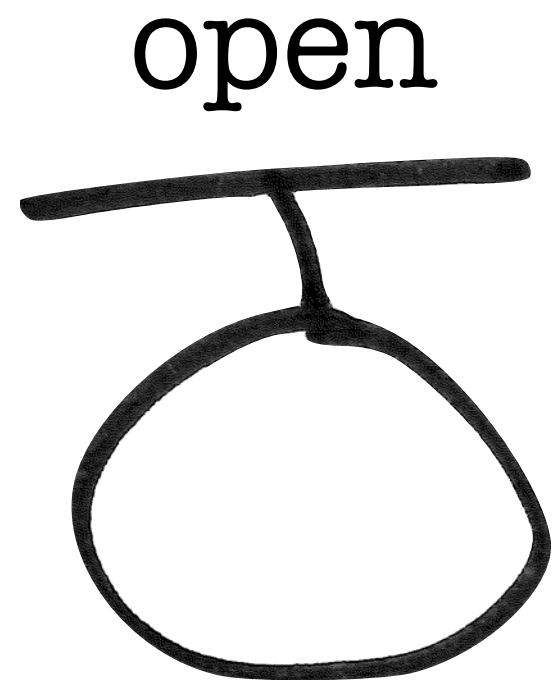
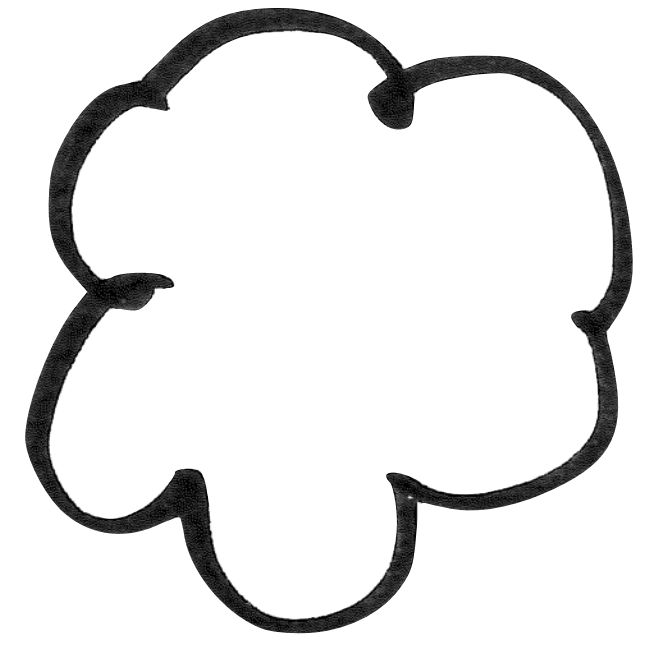


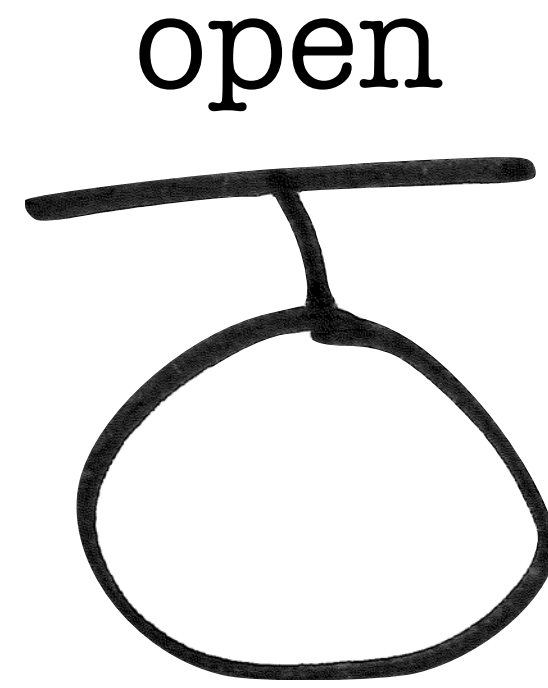
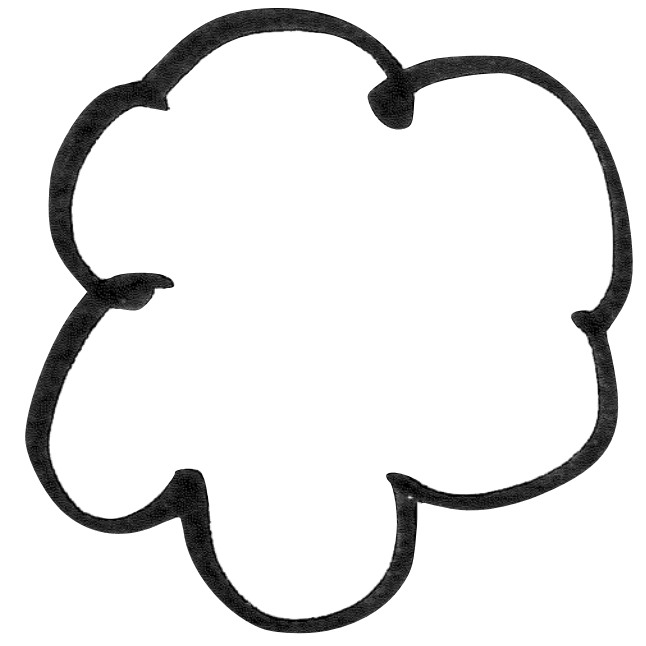
1 GB of hard disk  
1 MB of main memory

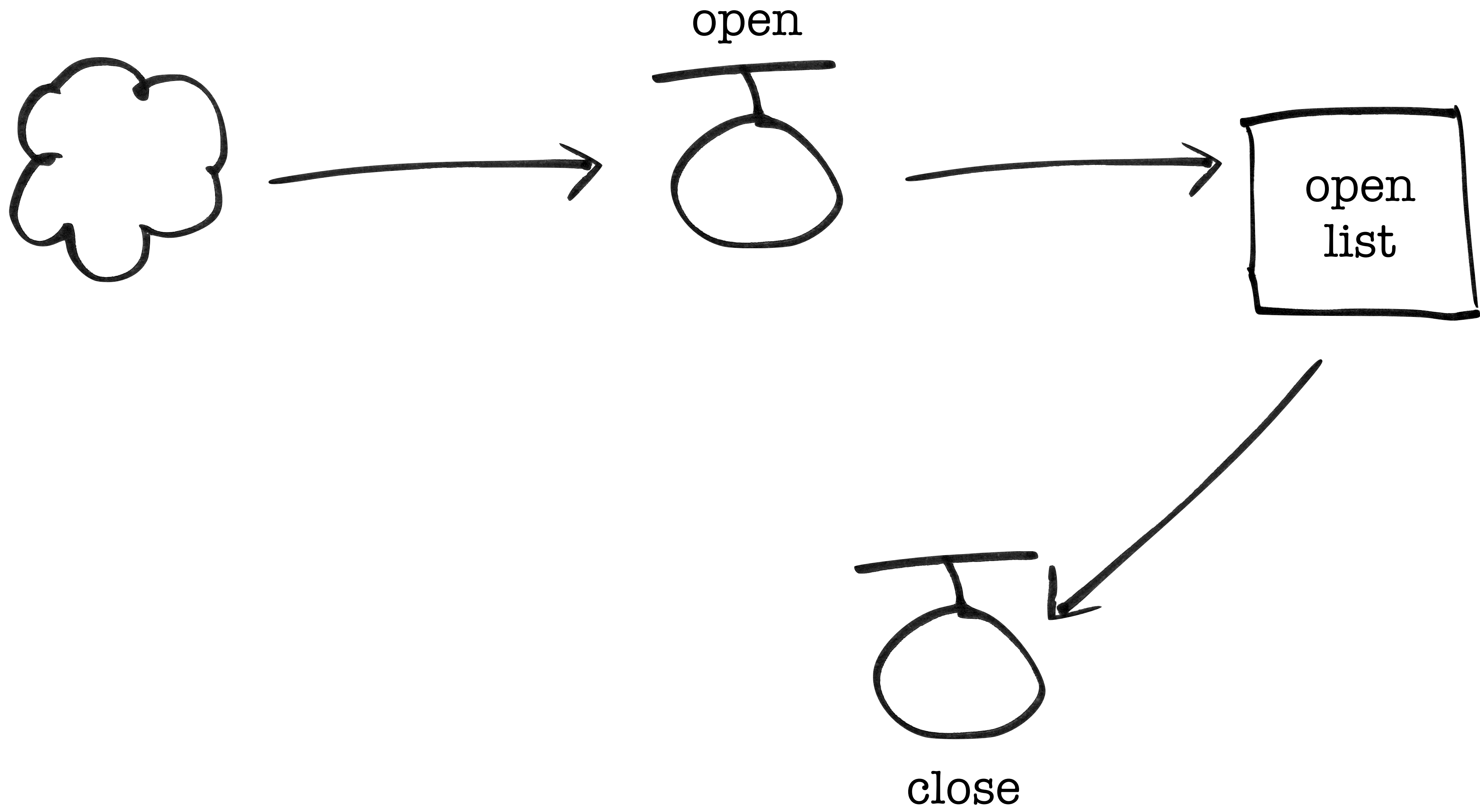
CPU that's competitive with the average  
computer in the late 90's.



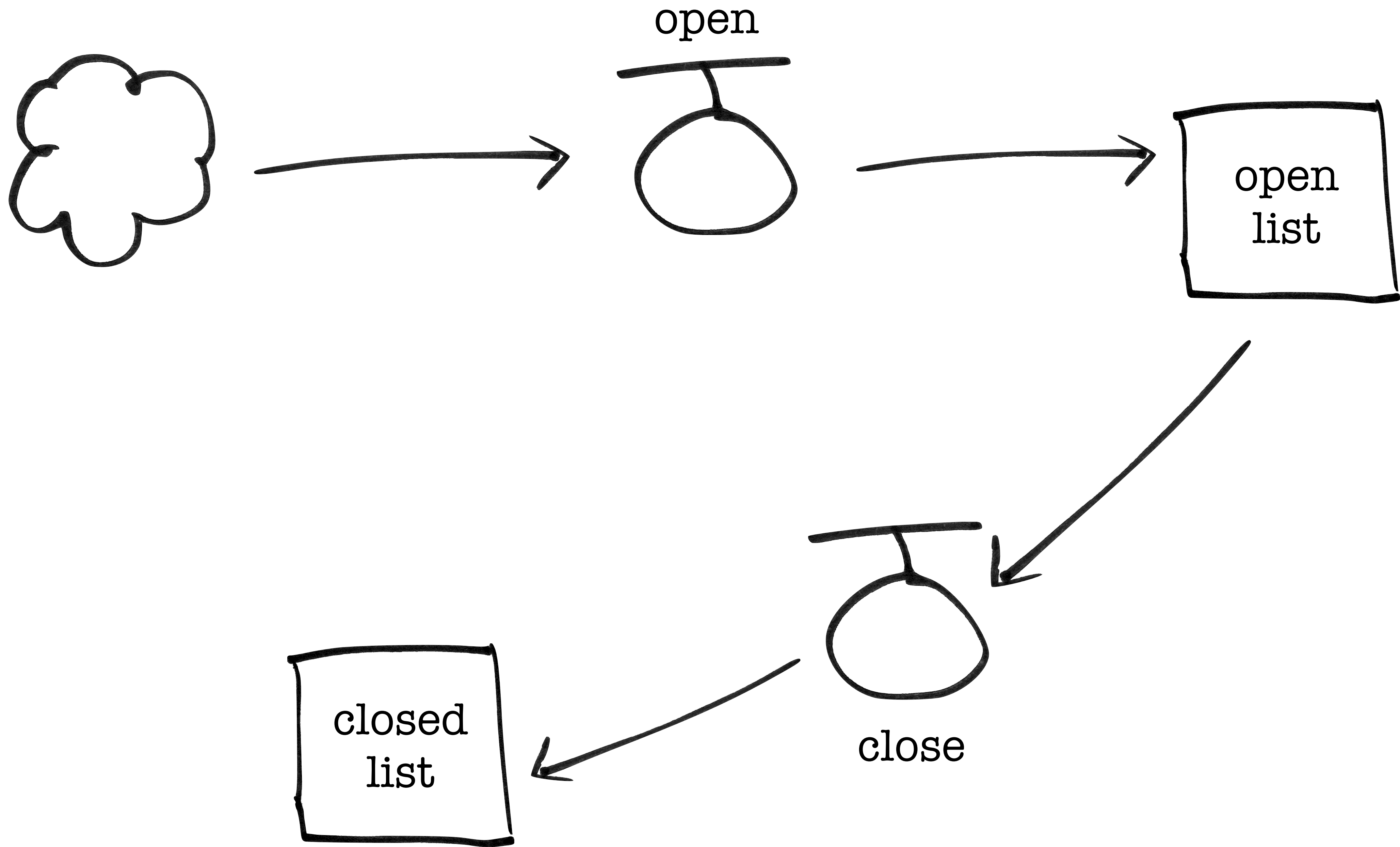


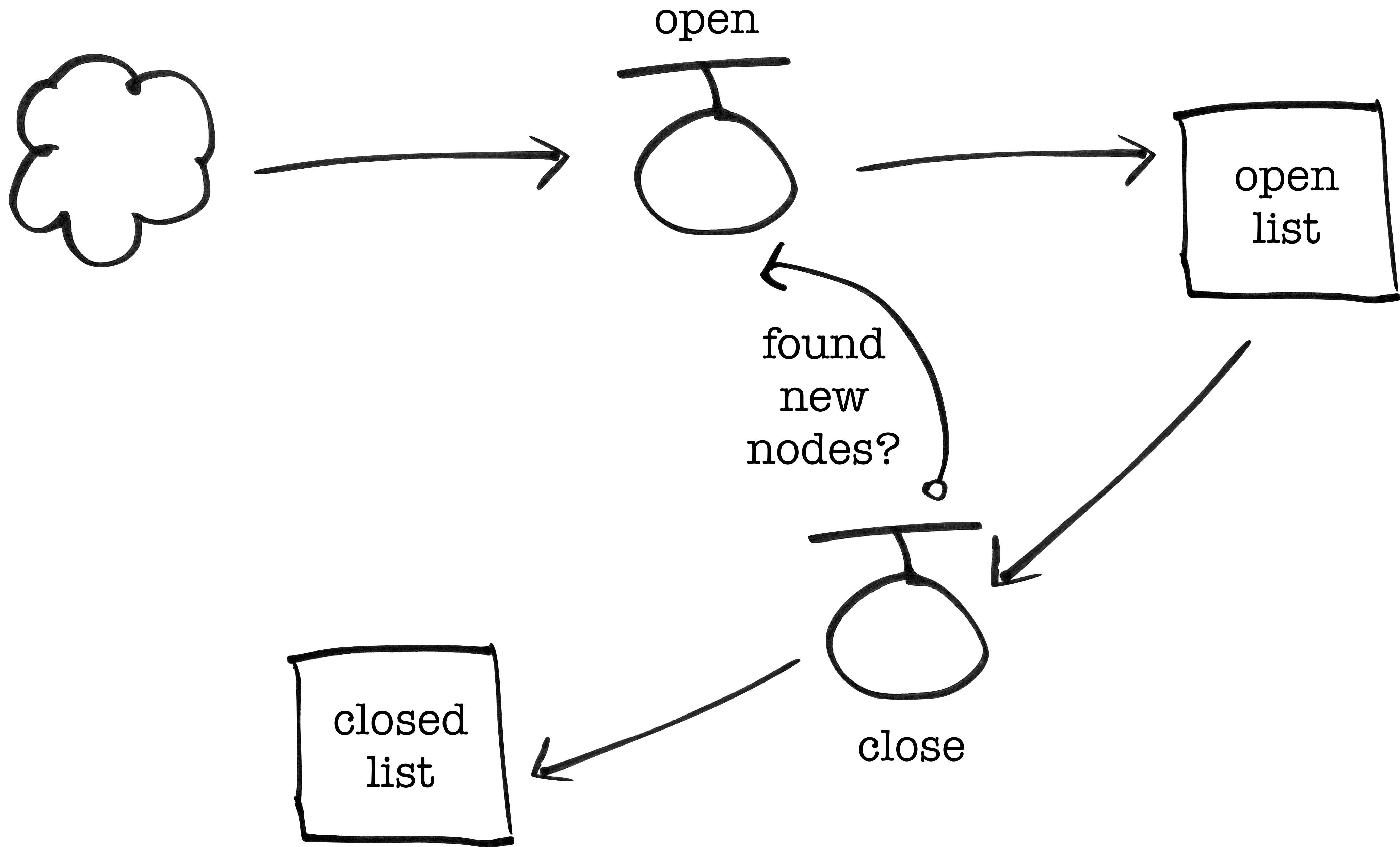


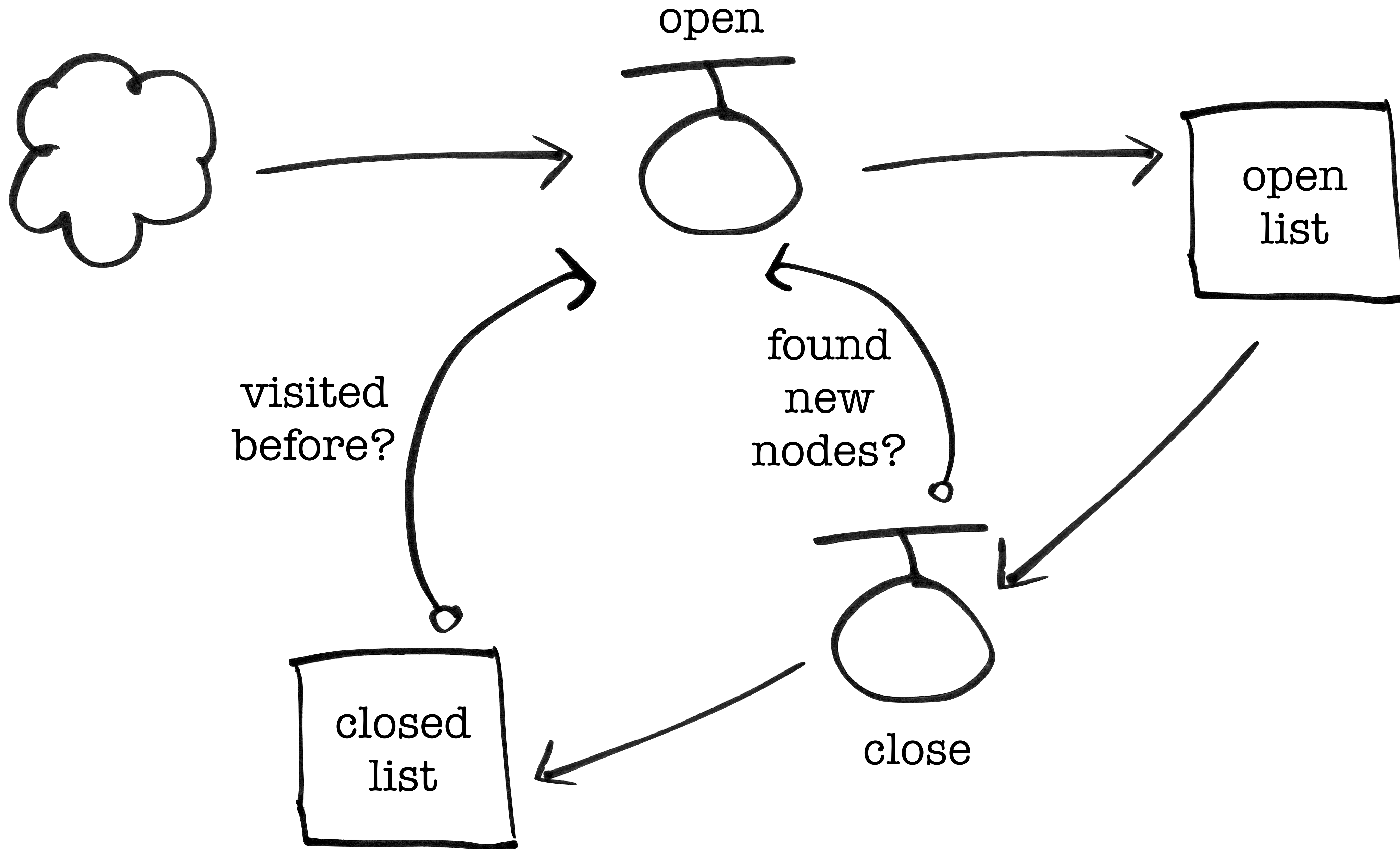


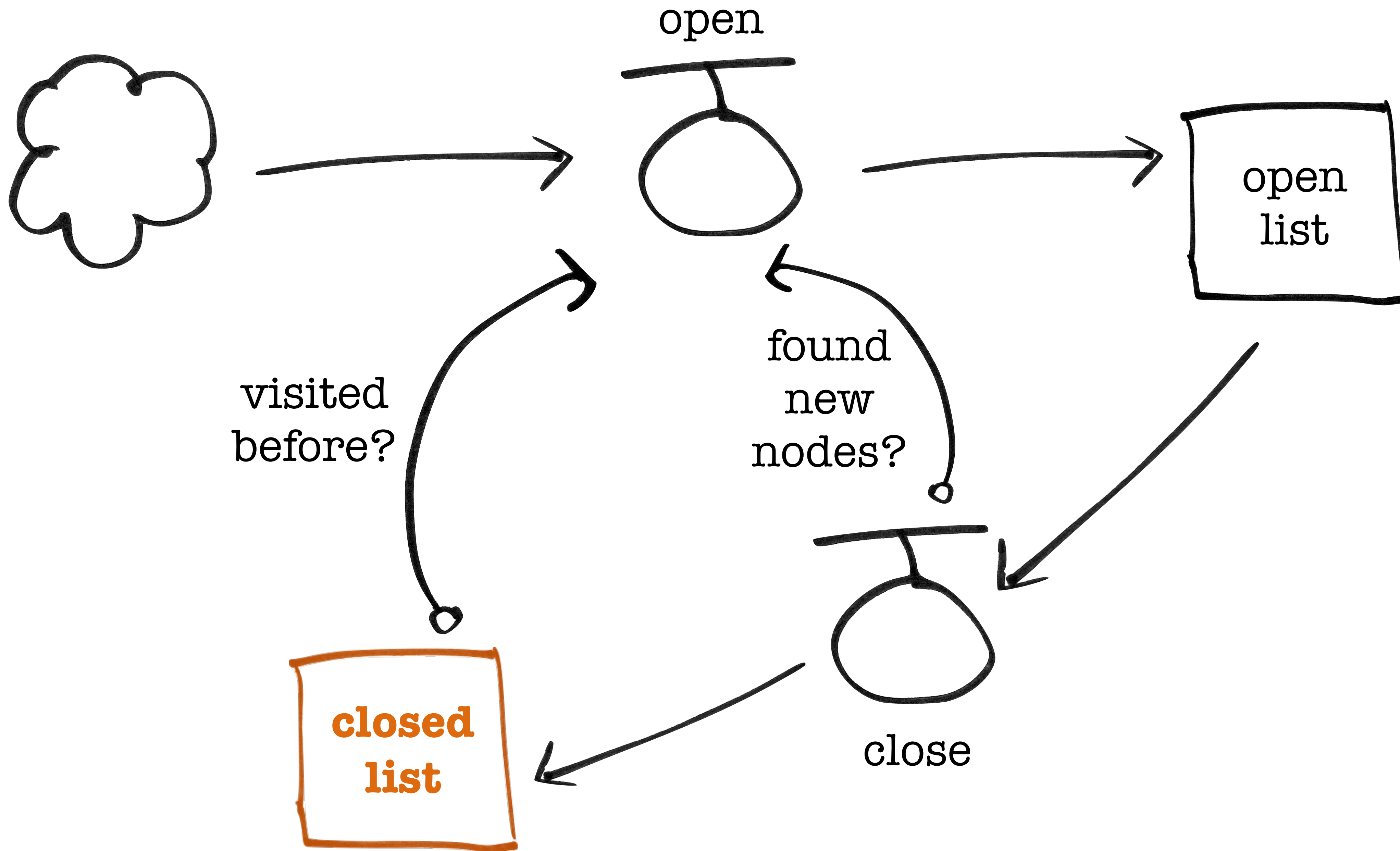












# SMALL FILES EXAMPLE

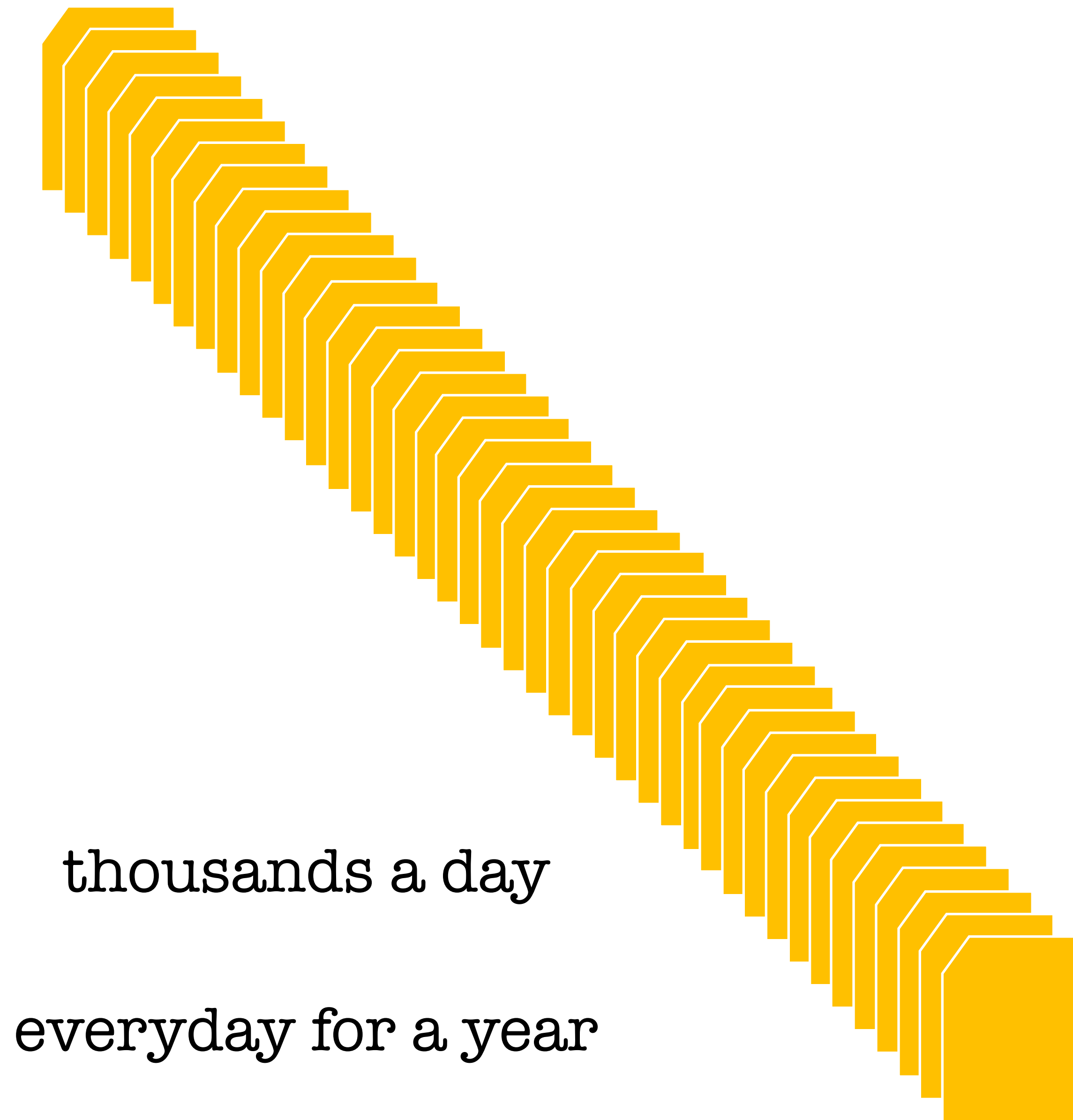


thousands a day

thousands a day

everyday for a year

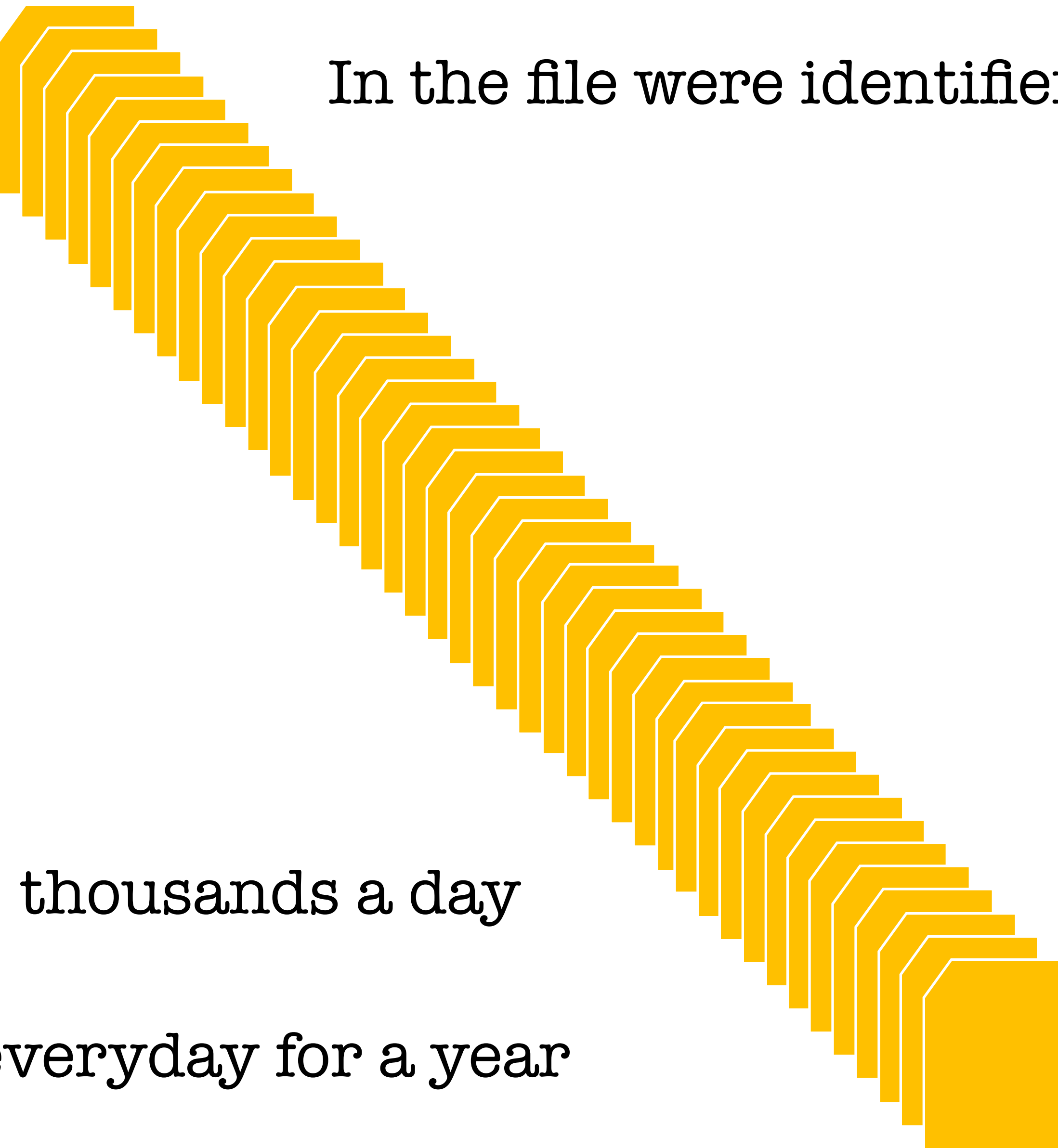




thousands a day

everyday for a year

In the file were identifiers that needed to be globally unique.



thousands a day

everyday for a year



In the file were identifiers that needed to be globally unique.

You could change anything in the file passively -  
except that identifier.

thousands a day

everyday for a year



In the file were identifiers that needed to be globally unique.

You could change anything in the file passively -  
except that identifier.

If you change the identifier , you have to  
reprocess the file.

thousands a day

everyday for a year



In the file were identifiers that needed to be globally unique.

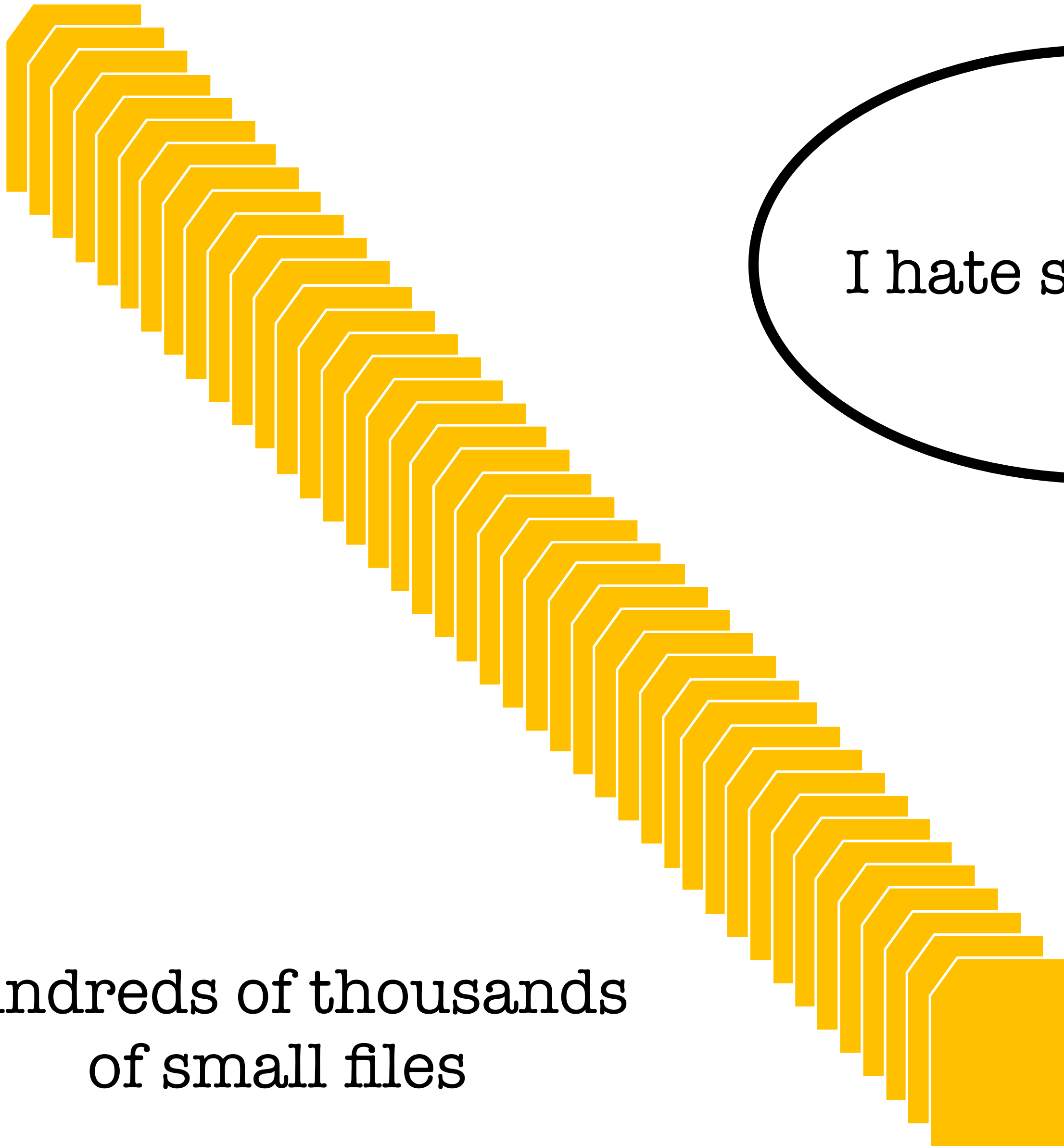
You could change anything in the file passively -  
except that identifier.

If you change the identifier , you have to  
reprocess the file.

Someone changed all of the identifiers.

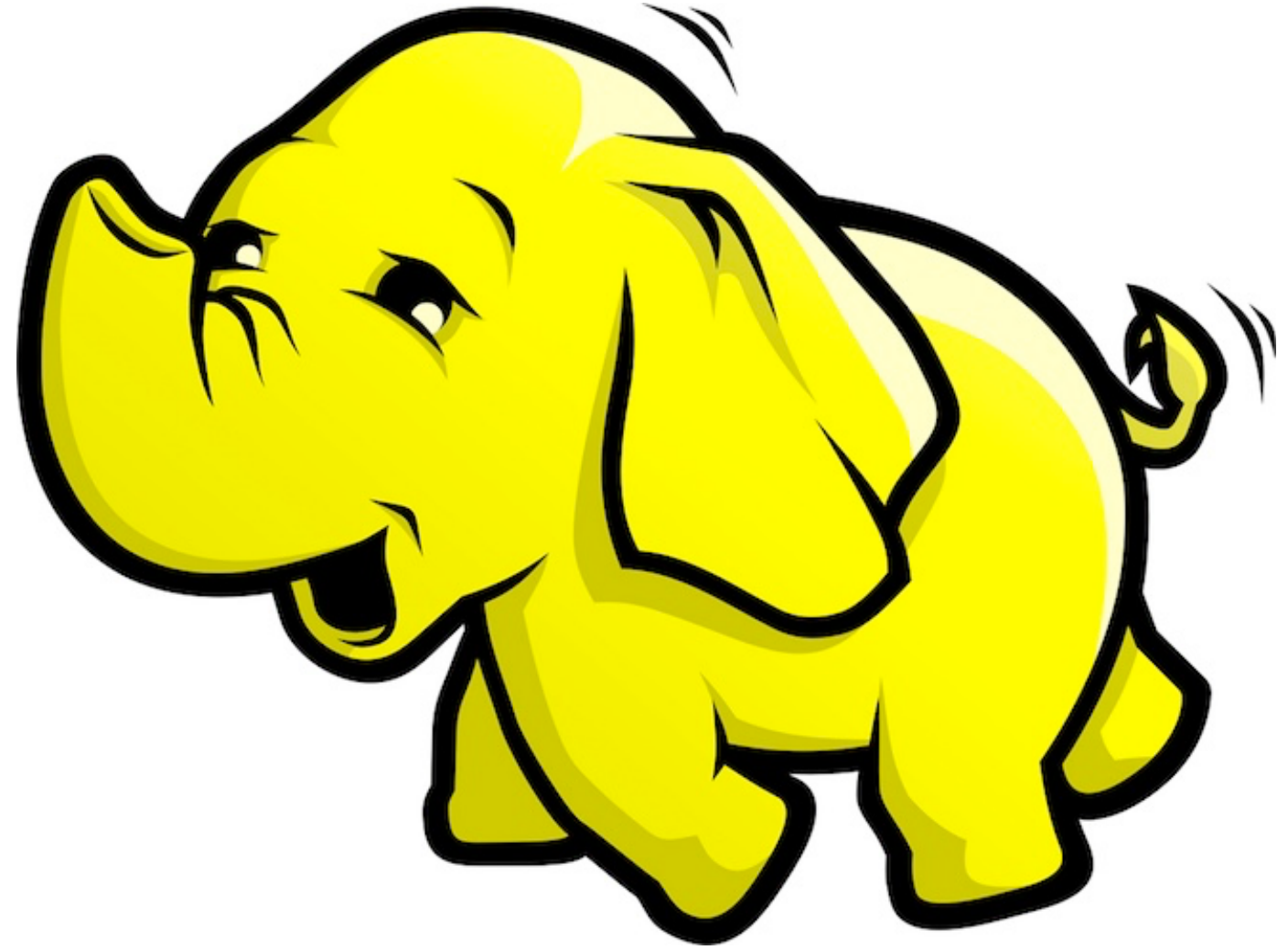
thousands a day

everyday for a year



hundreds of thousands  
of small files

I hate small files.



## Cloudera Engineering Blog

Best practices, how-tos, use cases, and internals from Cloudera Engineering and the community

### The Small Files Problem

February 2, 2009 | By Tom White | 32 Comments

Categories: [General](#) [Hadoop](#)

Small files are a big problem in Hadoop — or, at least, they are if the number of questions on the user list on [this topic](#) is anything to go by. In this post I'll look at the problem, and examine some common solutions.

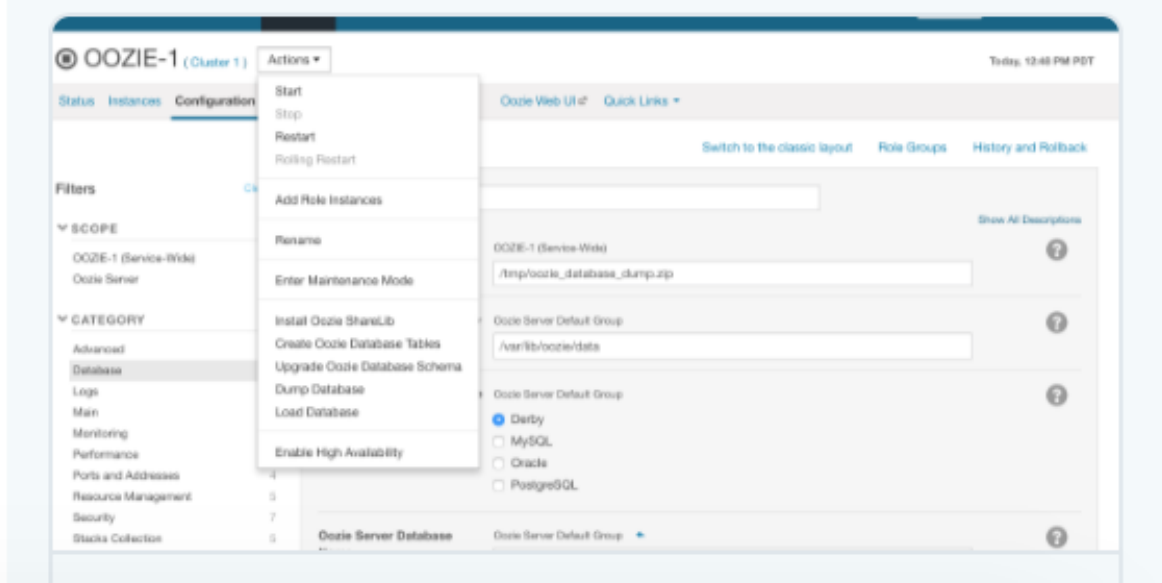
#### Problems with small files and HDFS

A small file is one which is significantly smaller than the HDFS block size (default 64MB). If you're storing small files, then you probably have lots of them (otherwise you wouldn't turn to Hadoop), and the problem is that HDFS can't handle lots of files.

### Tweets by @ClouderaEng

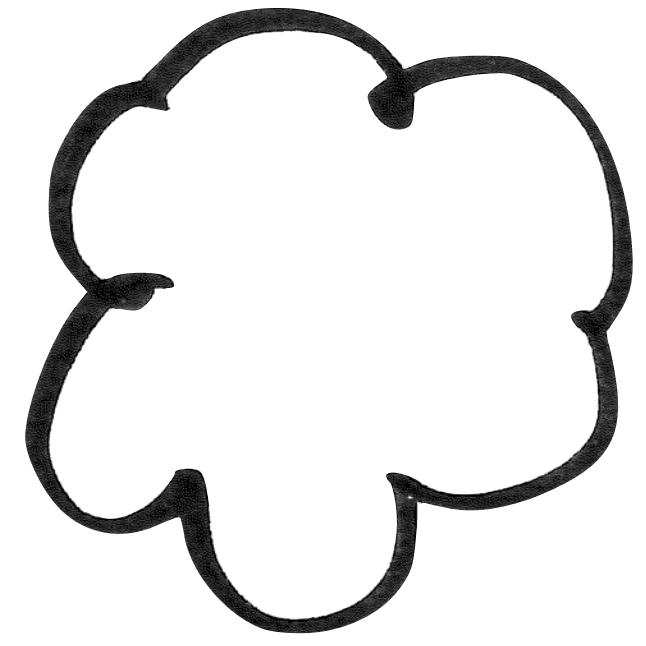
 **Cloudera Engineering**  
@ClouderaEng 

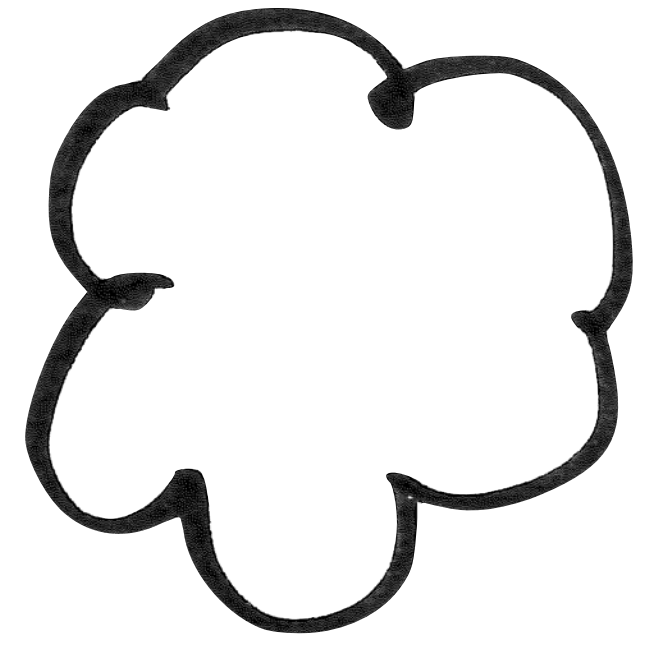
ICYMI: [#HowTo](#): Use the New Apache Oozie Database Migration Tool via the [@ClouderaEng](#) blog [j.mp/2fkPI0a](http://j.mp/2fkPI0a)





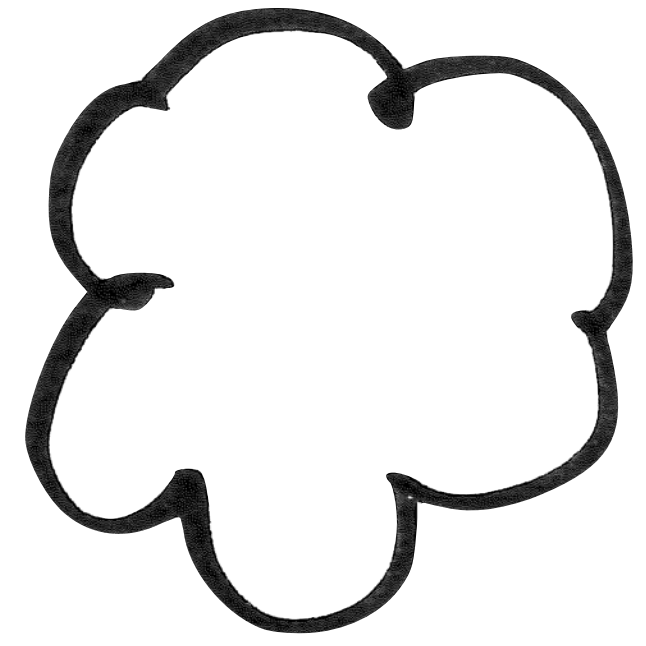




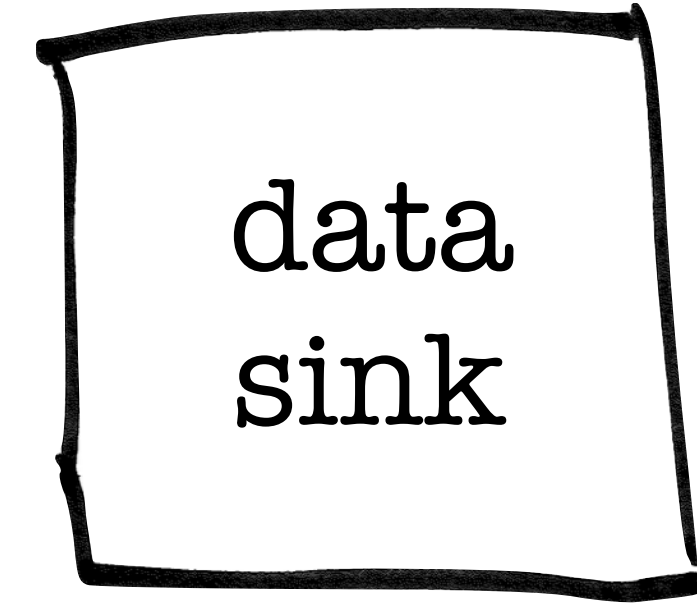


ingest

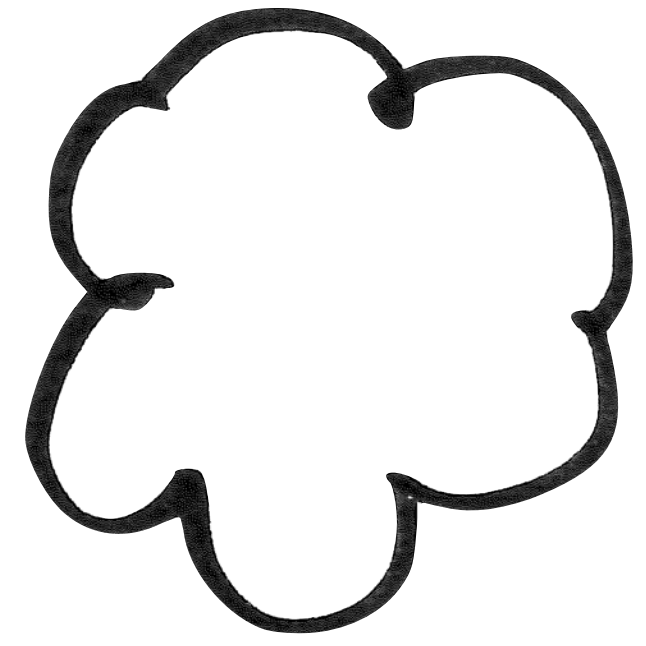




ingest



data  
sink



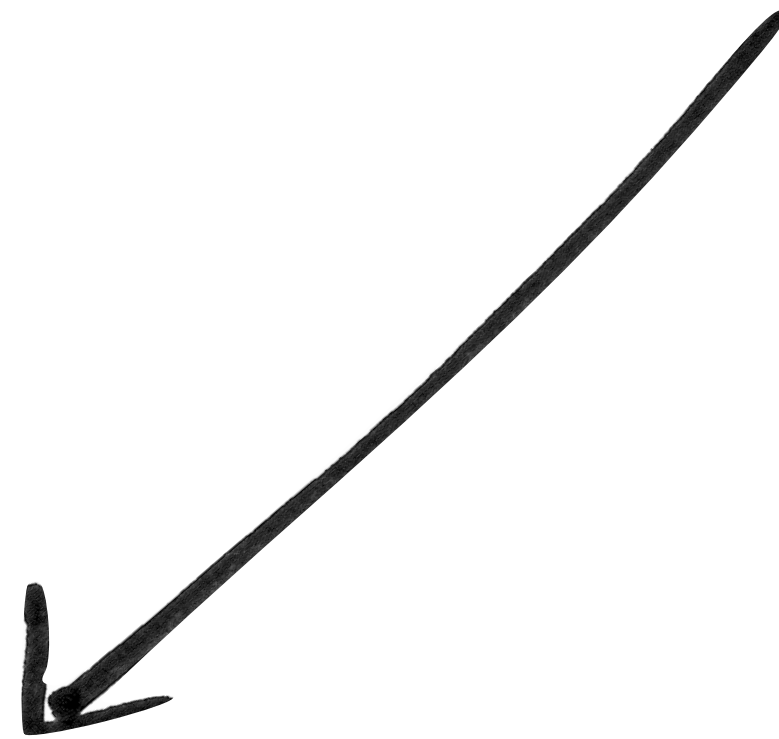
ingest

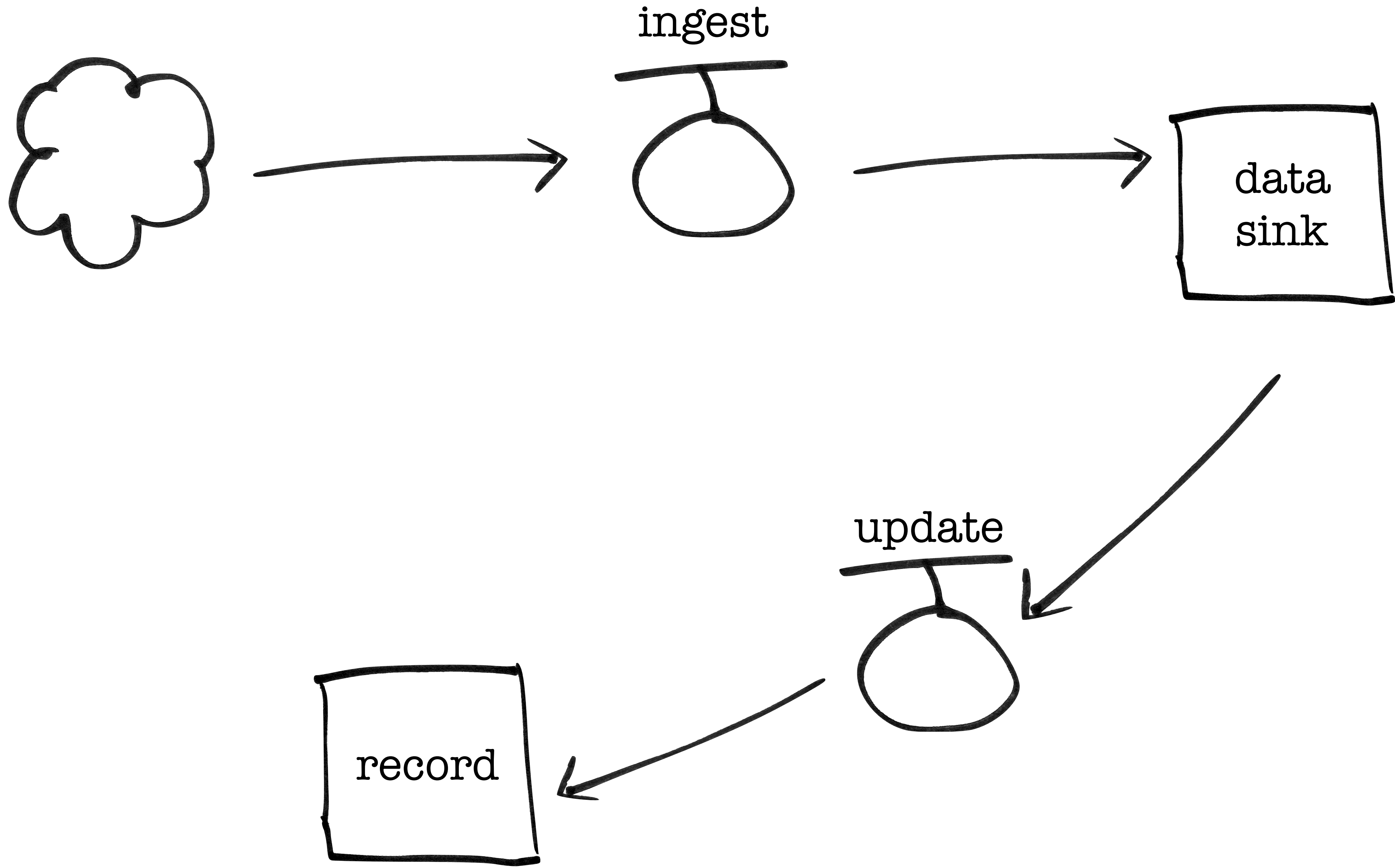


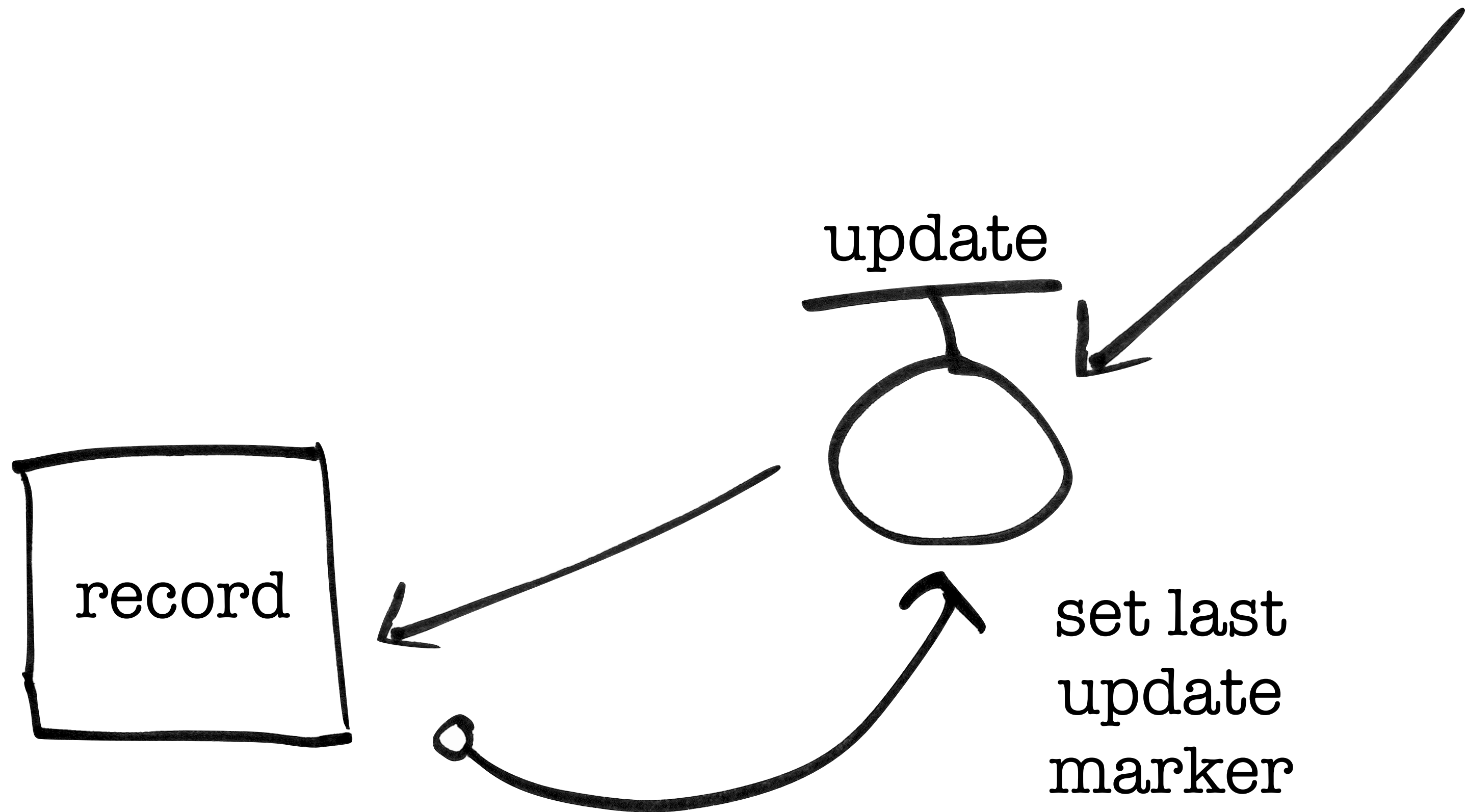
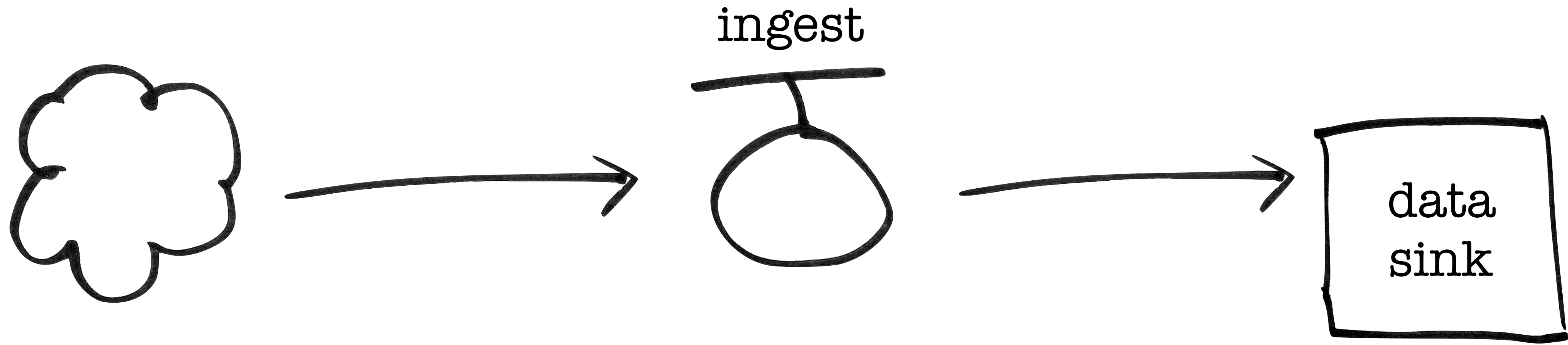
data  
sink

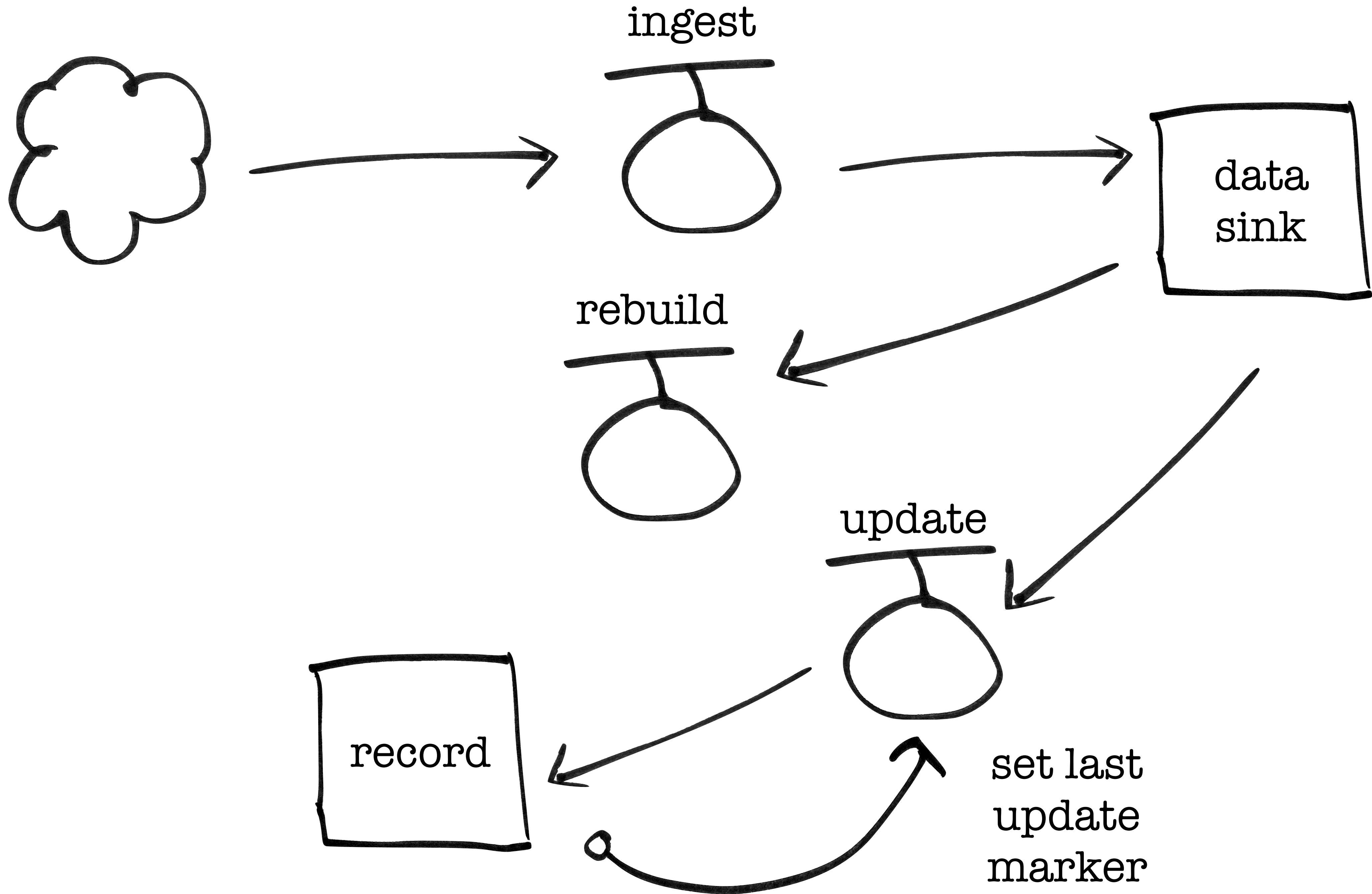


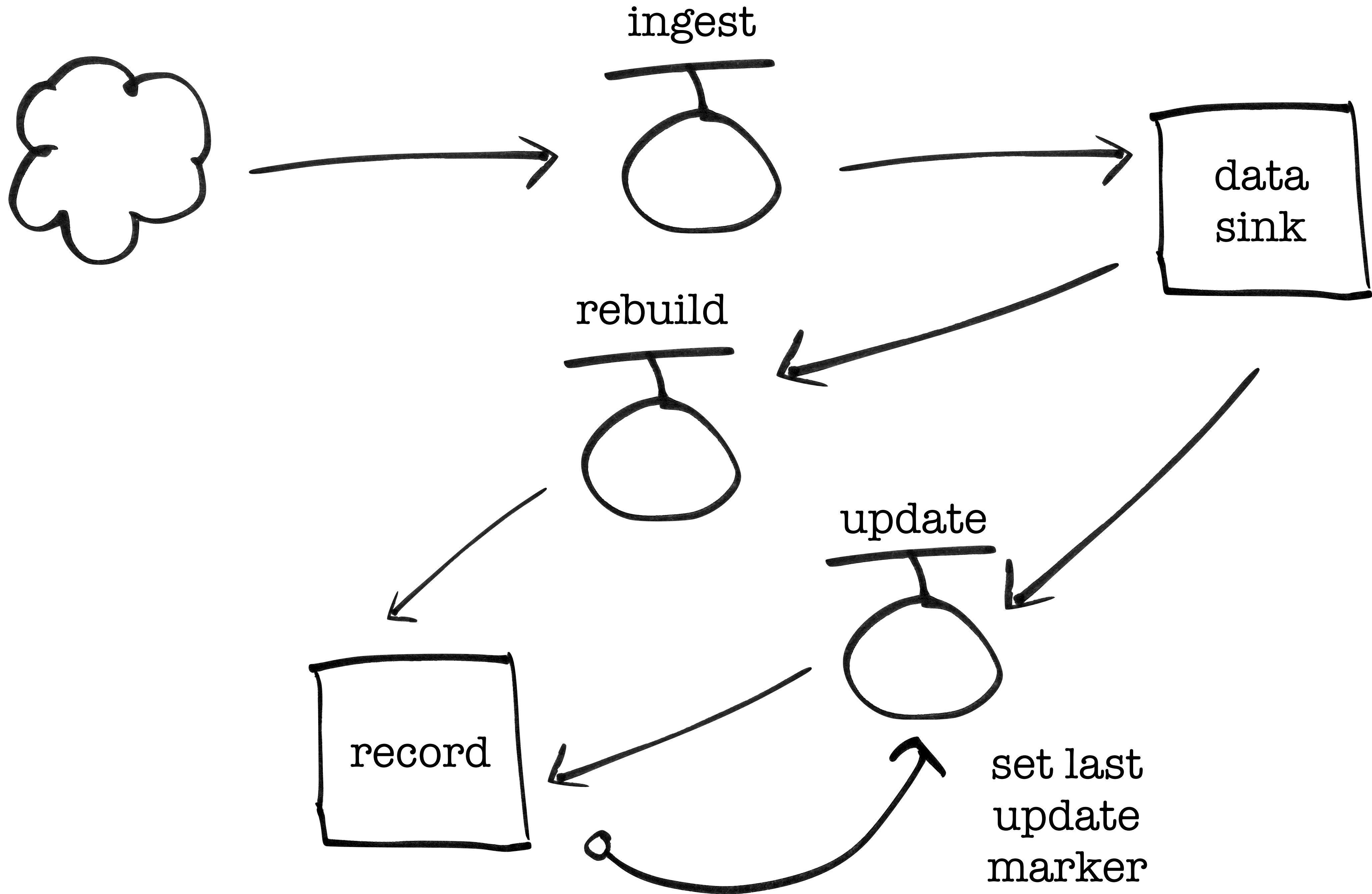
update



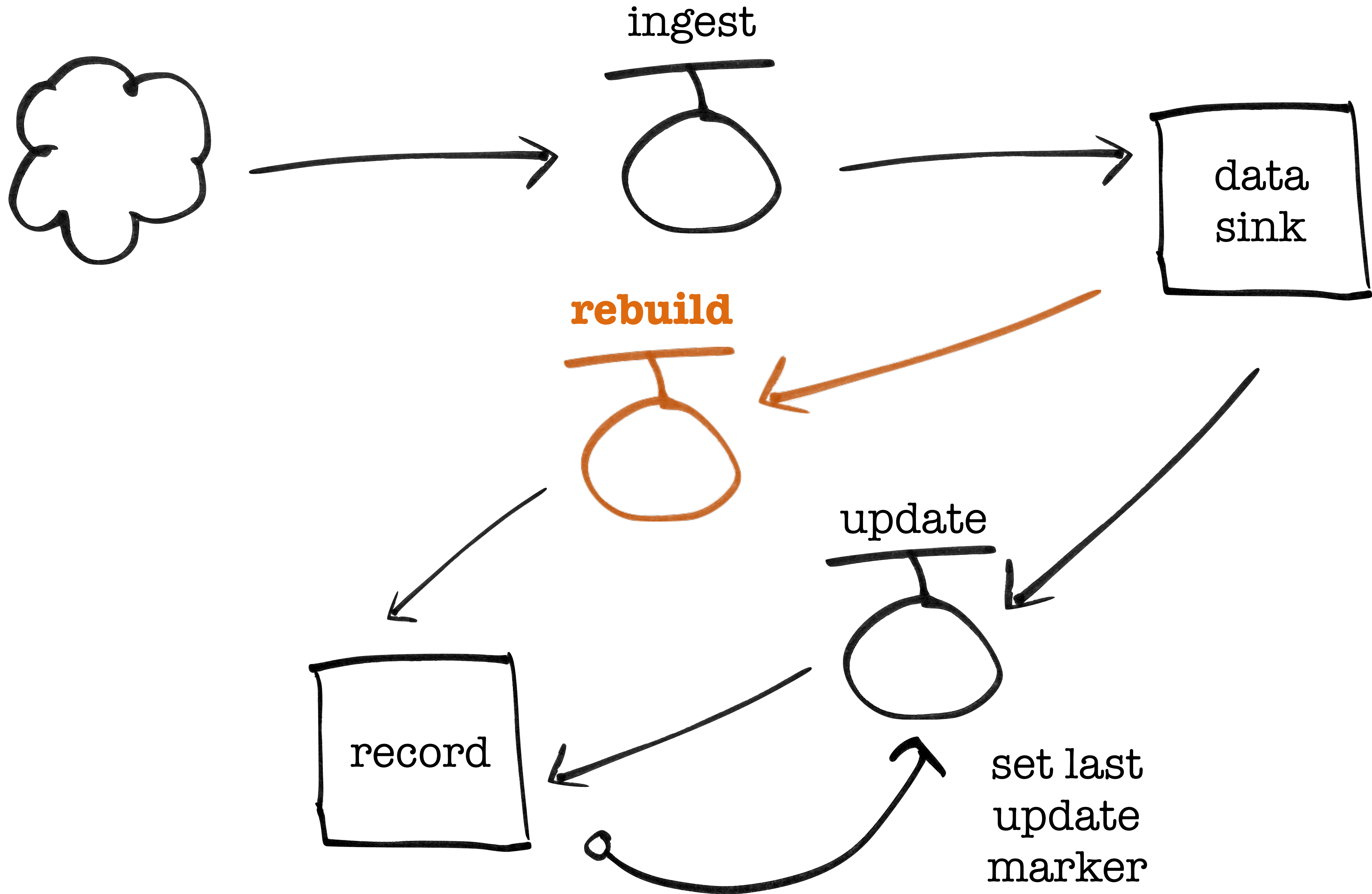






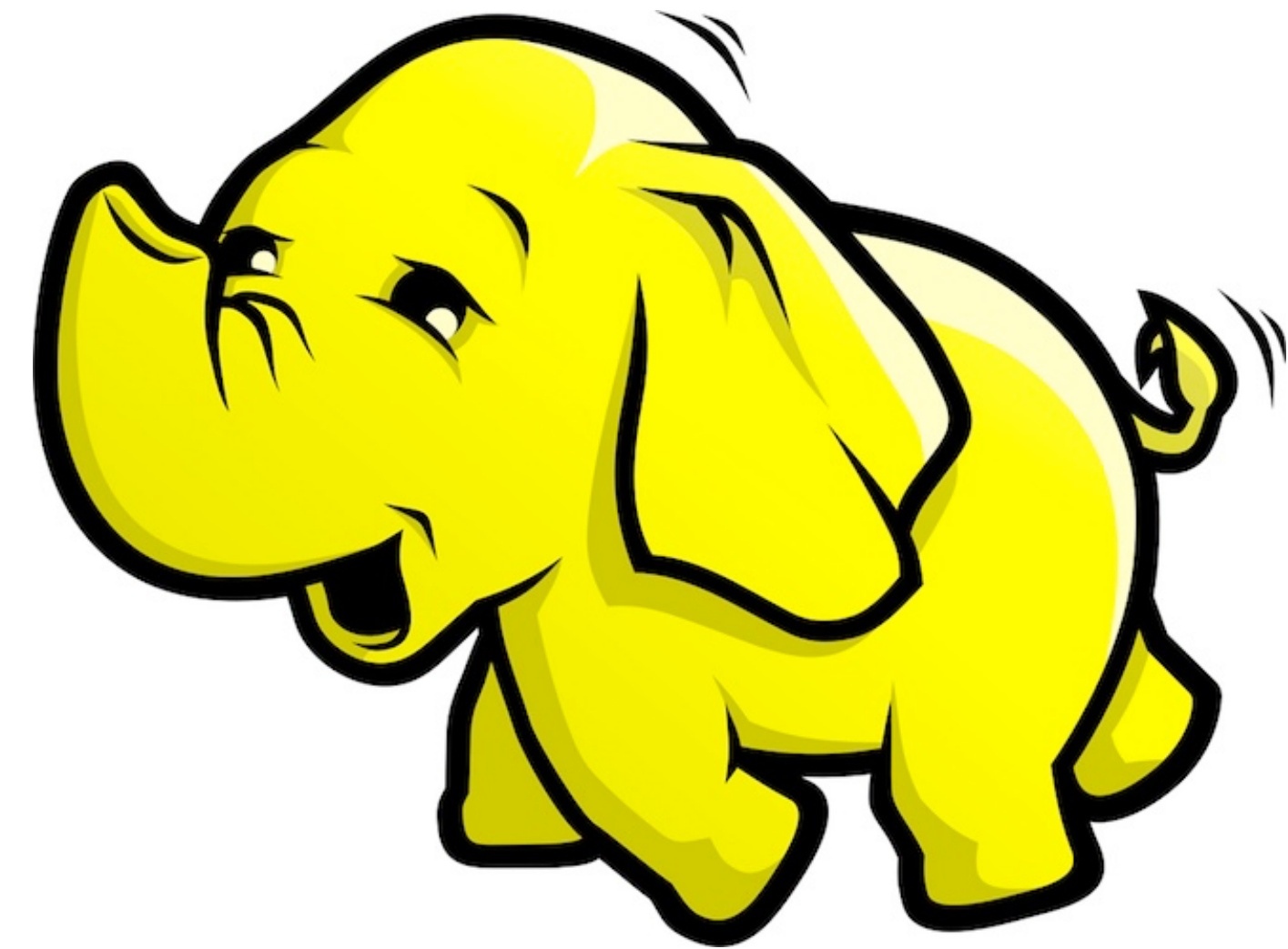




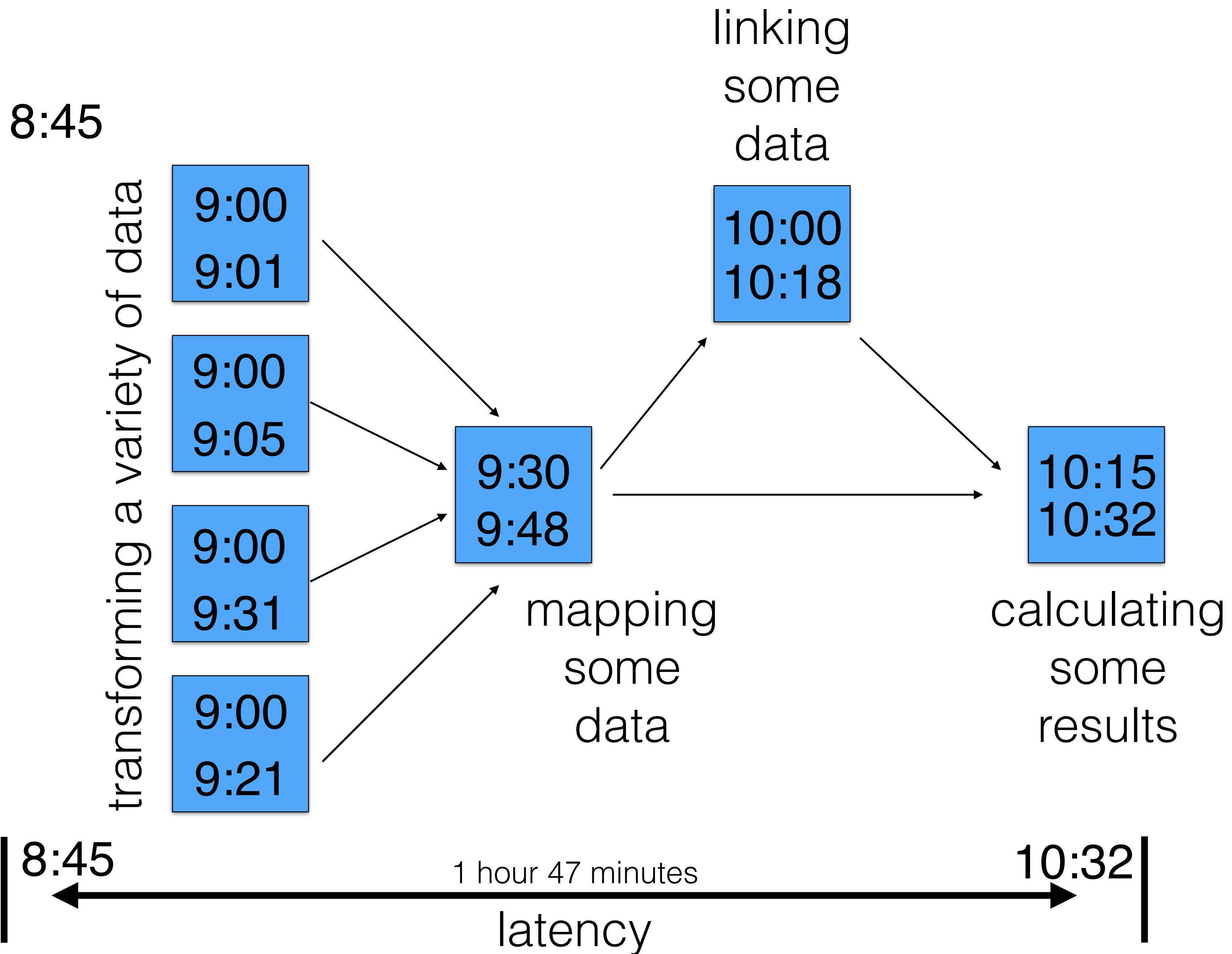


timing model

1. Ingest some data.
2. Transform it.
3. Map some attributes.
4. Link up some data.
5. Calculate the results.



Loosely scheduled map-reduce jobs.



8:45

transforming a variety of data

9:00  
9:01

9:00  
9:05

9:00  
9:31

9:00  
9:21

9:30  
9:48

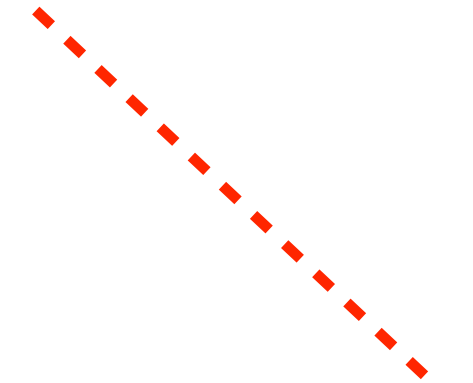
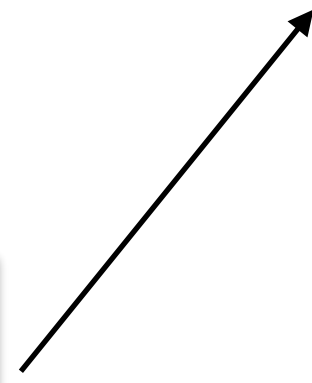
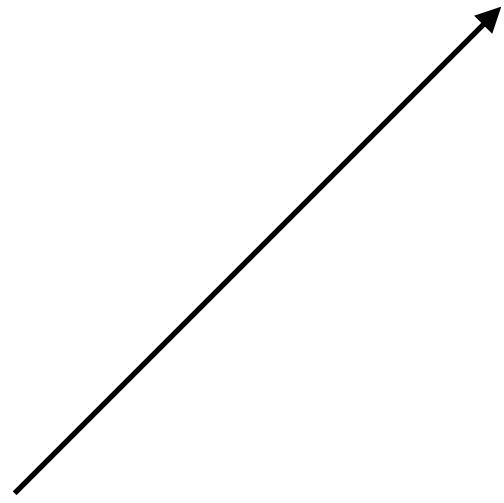
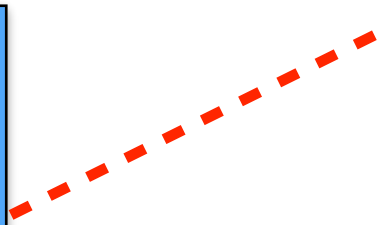
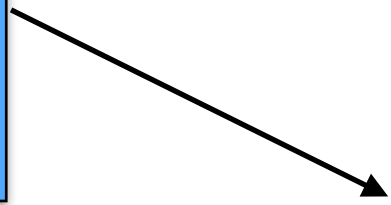
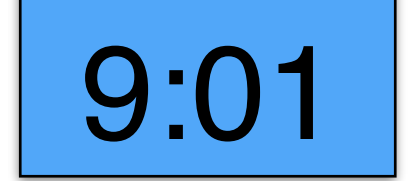
mapping  
some  
data

linking  
some  
data

10:00  
10:18

calculating  
some  
results

10:15  
10:32





# another big data transportation analogy

## Main Street MAX Orange Line - Saturday

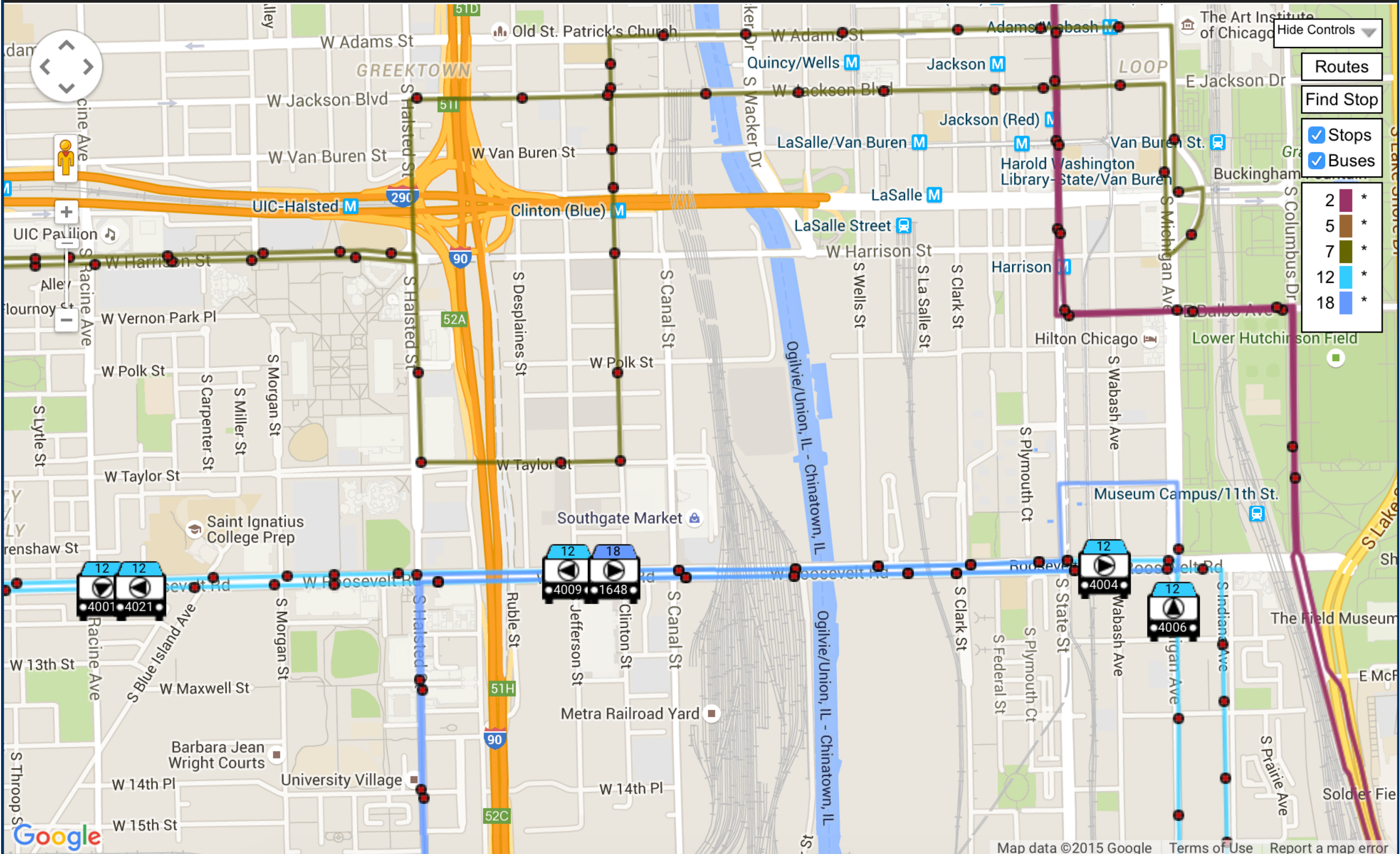
Effective: July 1, 2012

Updated: June 8, 2012

Southbound

|    | <i>3rd &amp; Grand<br/>Park-and-Ride</i> | <i>11th &amp; Grand</i> | <i>Pershing &amp;<br/>Main</i> | <i>31st &amp; Main</i> | <i>39th &amp; Main</i> | <i>47th &amp;<br/>Nichols Pkwy.</i> | <i>63rd &amp;<br/>Brookside</i> | <i>74th Terrace<br/>&amp; Broadway</i> |
|----|--|-------------------------|--------------------------------|------------------------|------------------------|-------------------------------------|---------------------------------|--|
|    | <b>1</b>                                 | <b>2</b>                | <b>3</b>                       | <b>4</b>               | <b>5</b>               | <b>6</b>                            | <b>7</b>                        | <b>8</b>                               |
| AM | ----                                     | ----                    | 4:50                           | 4:54                   | 5:00                   | 5:04                                | 5:11                            | 5:15                                   |
|    | 4:53                                     | 4:58                    | 5:05                           | 5:09                   | 5:15                   | 5:19                                | ----                            | ----                                   |
|    | 5:08                                     | 5:13                    | 5:20                           | 5:24                   | 5:30                   | 5:34                                | 5:41                            | 5:45                                   |
|    | 5:23                                     | 5:28                    | 5:35                           | 5:39                   | 5:45                   | 5:49                                | ----                            | ----                                   |
|    | 5:38                                     | 5:43                    | 5:50                           | 5:54                   | 6:00                   | 6:04                                | 6:11                            | 6:15                                   |
|    | 5:53                                     | 5:58                    | 6:05                           | 6:09                   | 6:15                   | 6:19                                | ----                            | ----                                   |
|    | 6:08                                     | 6:13                    | 6:20                           | 6:24                   | 6:30                   | 6:34                                | 6:41                            | 6:45                                   |
|    | 6:23                                     | 6:28                    | 6:35                           | 6:39                   | 6:45                   | 6:49                                | ----                            | ----                                   |
|    | 6:38                                     | 6:43                    | 6:50                           | 6:54                   | 7:00                   | 7:04                                | 7:11                            | 7:15                                   |
|    | 6:53                                     | 6:58                    | 7:05                           | 7:09                   | 7:15                   | 7:19                                | ----                            | ----                                   |
|    | 7:08                                     | 7:13                    | 7:20                           | 7:24                   | 7:30                   | 7:35                                | 7:43                            | 7:47                                   |
|    | 7:23                                     | 7:28                    | 7:35                           | 7:39                   | 7:45                   | 7:50                                | ----                            | ----                                   |

< SB Reroute at 84th/Lafayette Temporary Reroute #N5, #67 Temporary Reroute Bus Stop Elimination Temporary Bus St >



A simpler metaphor for the nature of our complex systems helps identify the essential failure points.



It can provide a means to  
identify a solution.

It can be better.



# nominal time



“Show up at 8:45, but don’t leave until the bus is full.”

# Real Systems

## Real Problems

8:45

transforming a variety of data

9:00  
9:01

9:00  
9:05

9:00  
9:31

9:00  
9:21

9:32  
9:49

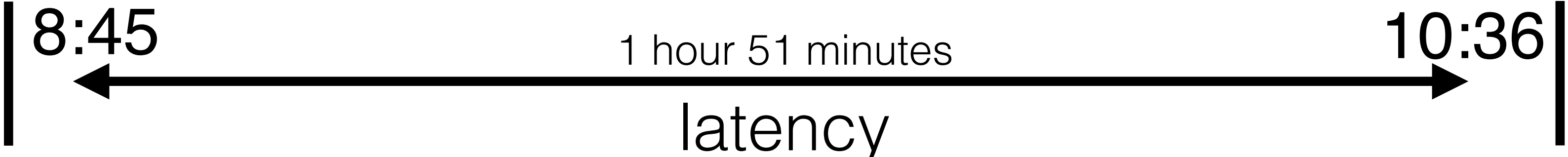
mapping  
some  
data

10:00  
10:18

linking  
some  
data

10:19  
10:36

calculating  
some  
results

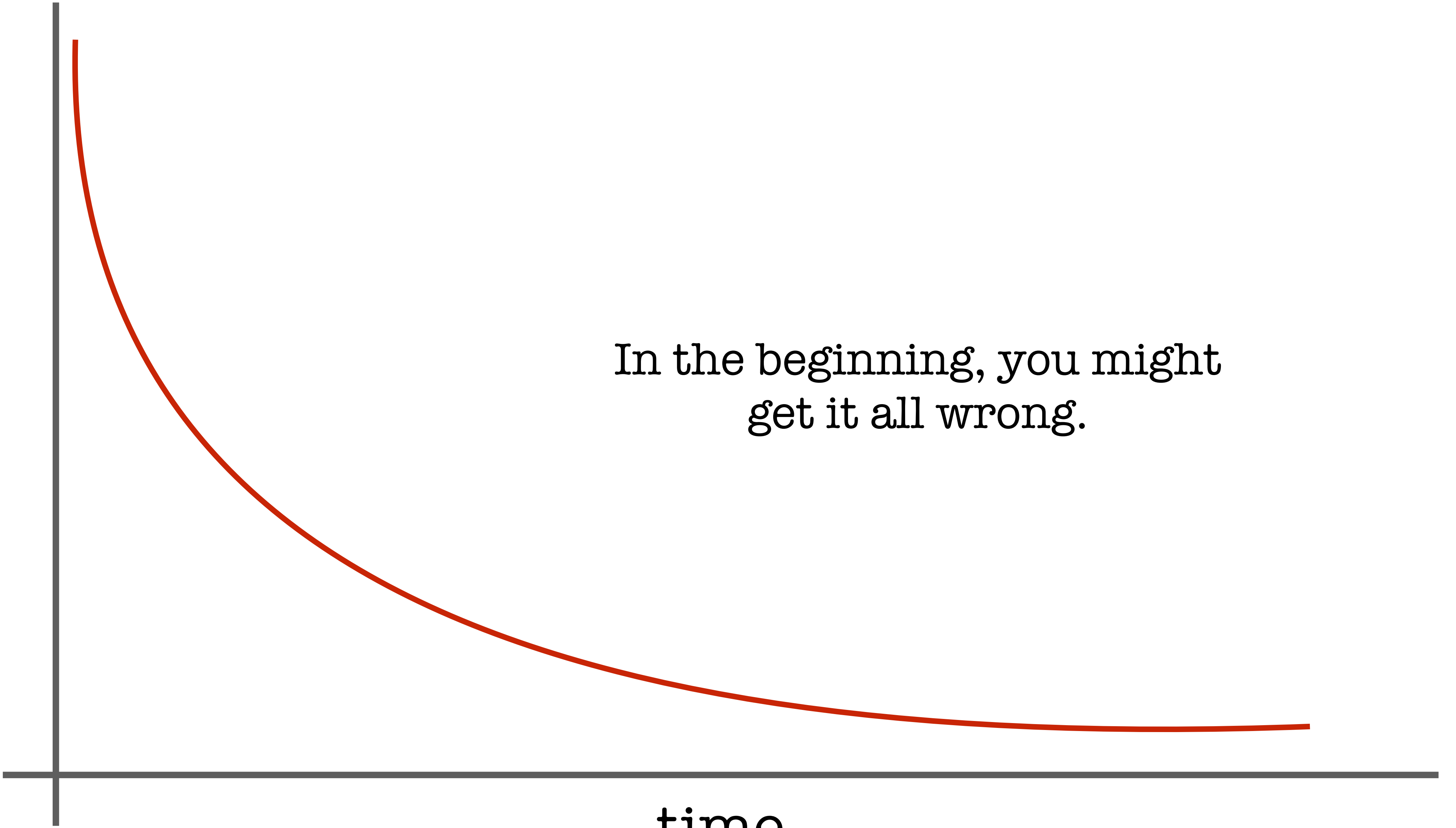


Pick the model(s) that work for you.

1. Develop system model.
2. Record known risk areas.
3. Publish model and risk areas.
4. Perform regular risk reviews. (Premortems)
5. Dissect and document missed risks.



unknown unknowns



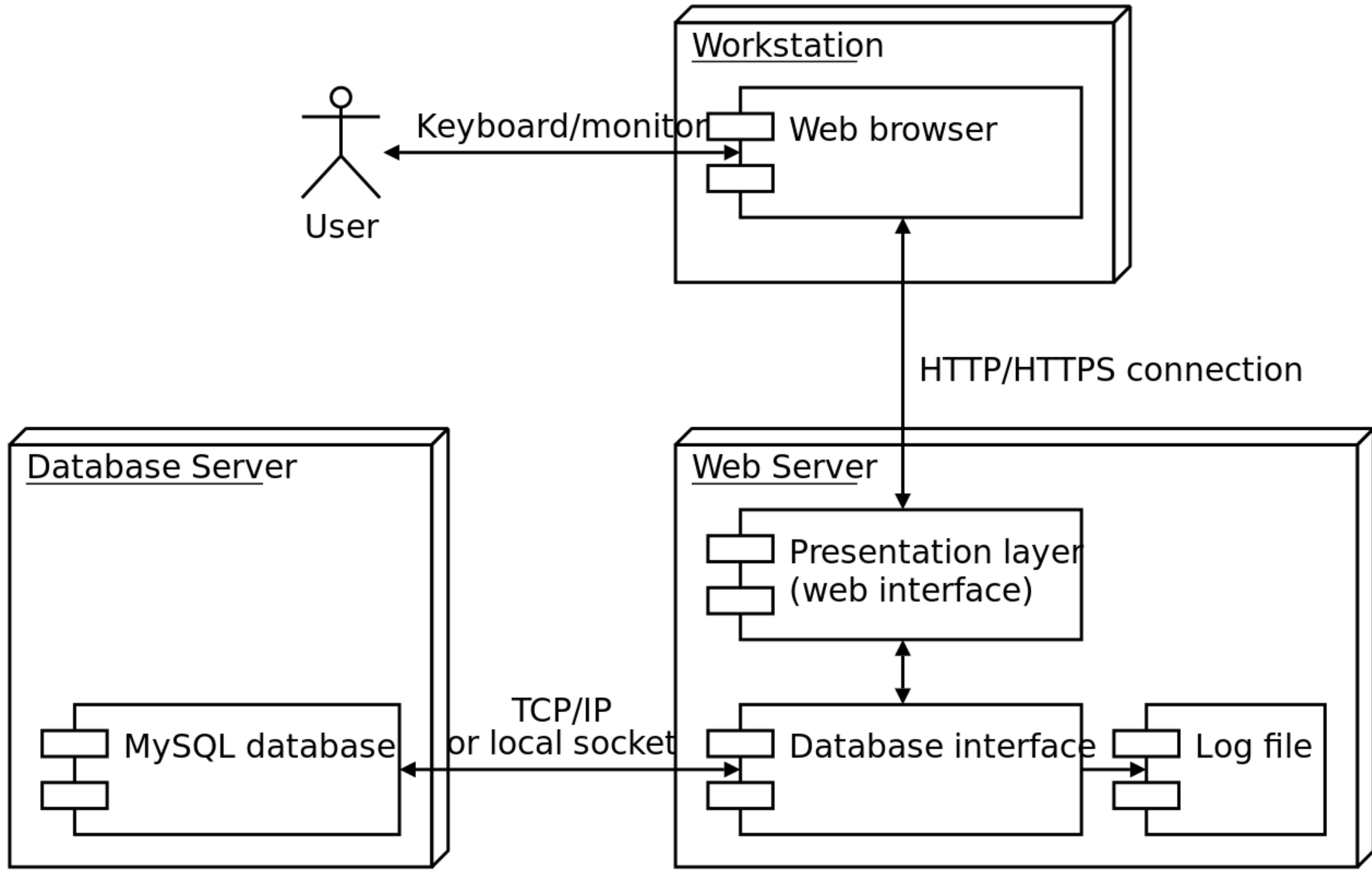
In the beginning, you might  
get it all wrong.

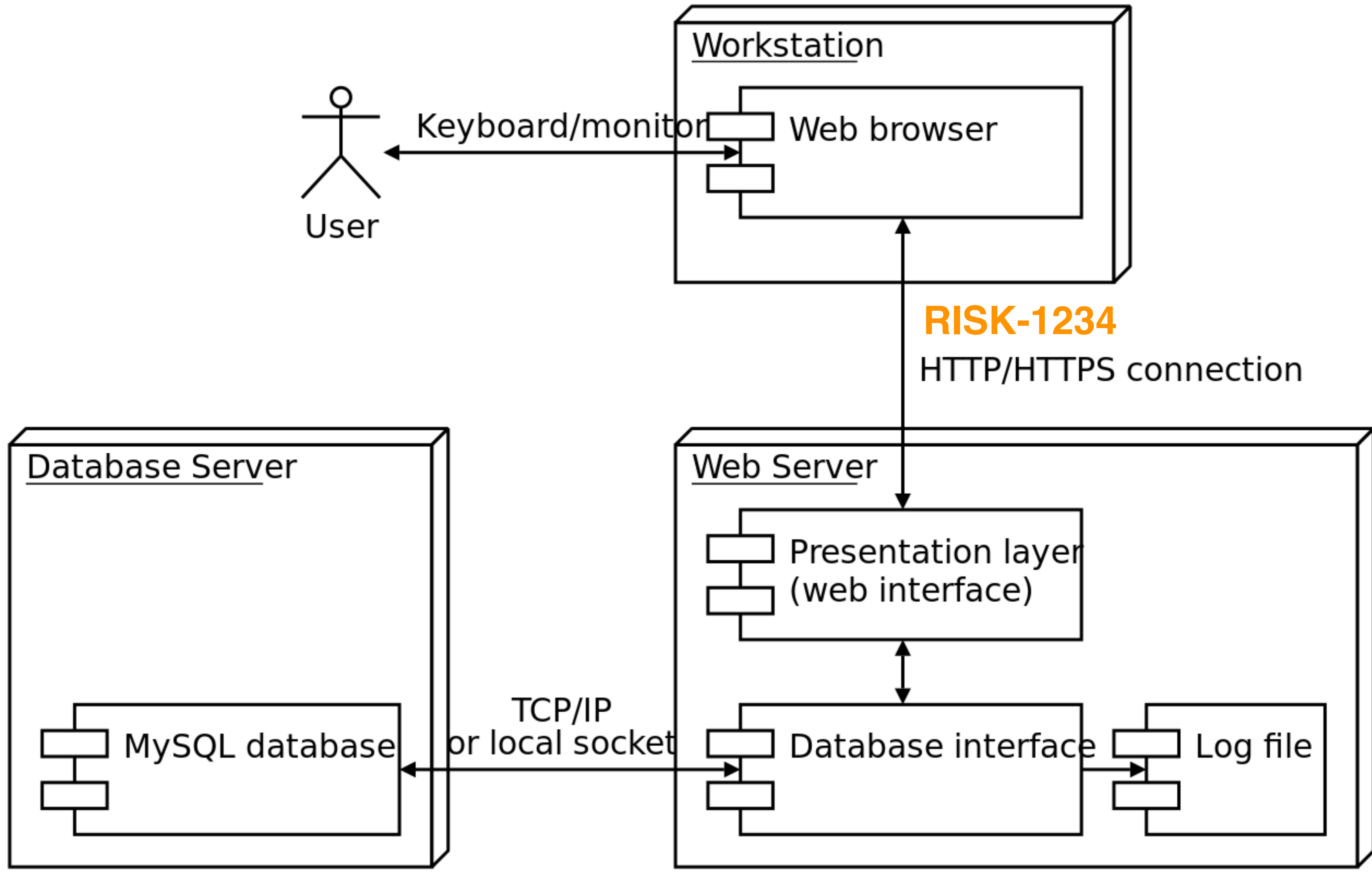
time

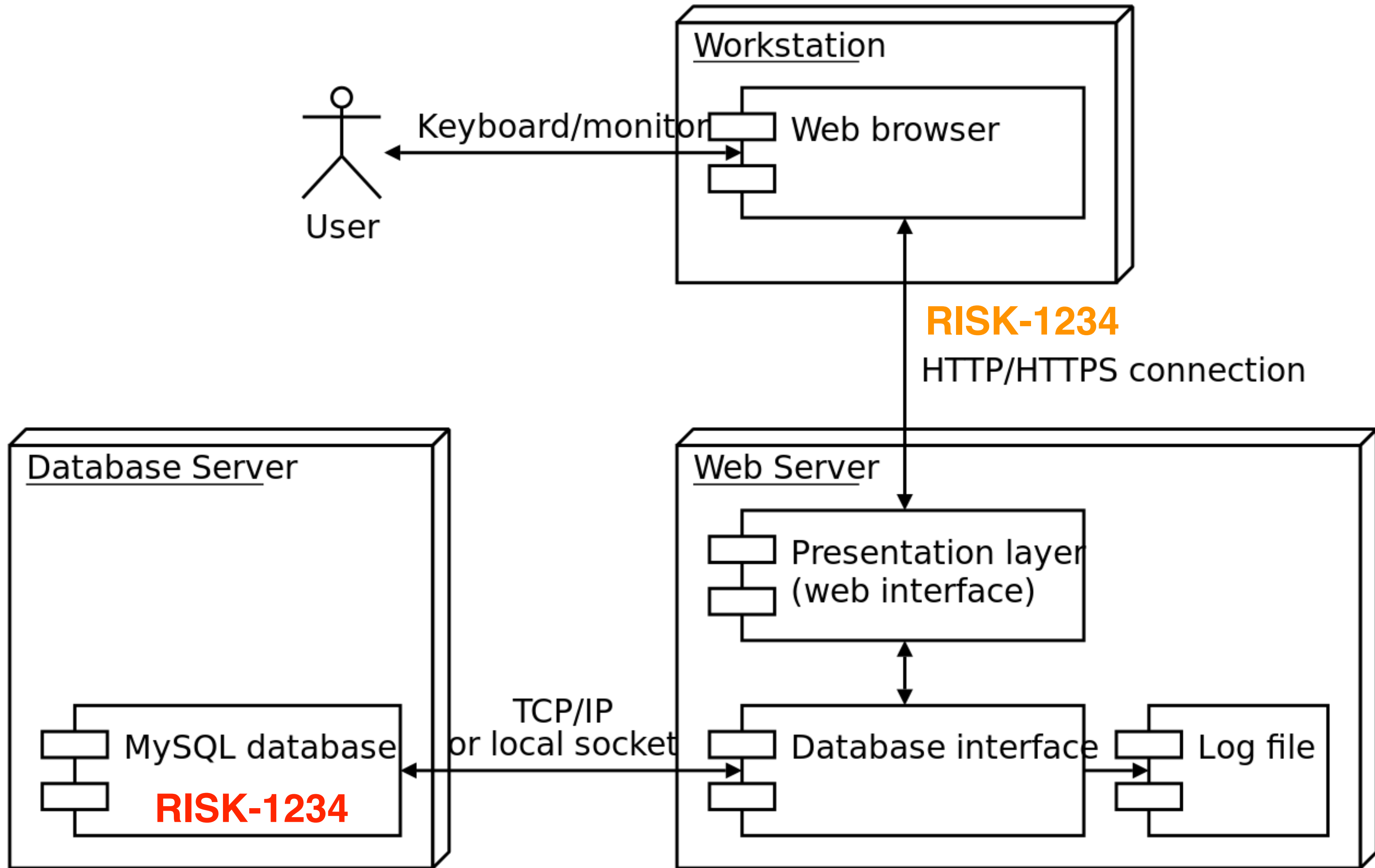
1. Develop system model.
2. Record known risk areas.
3. Publish model and risk areas.
4. Perform regular risk reviews. (Premortems)
5. Dissect and document missed risks.



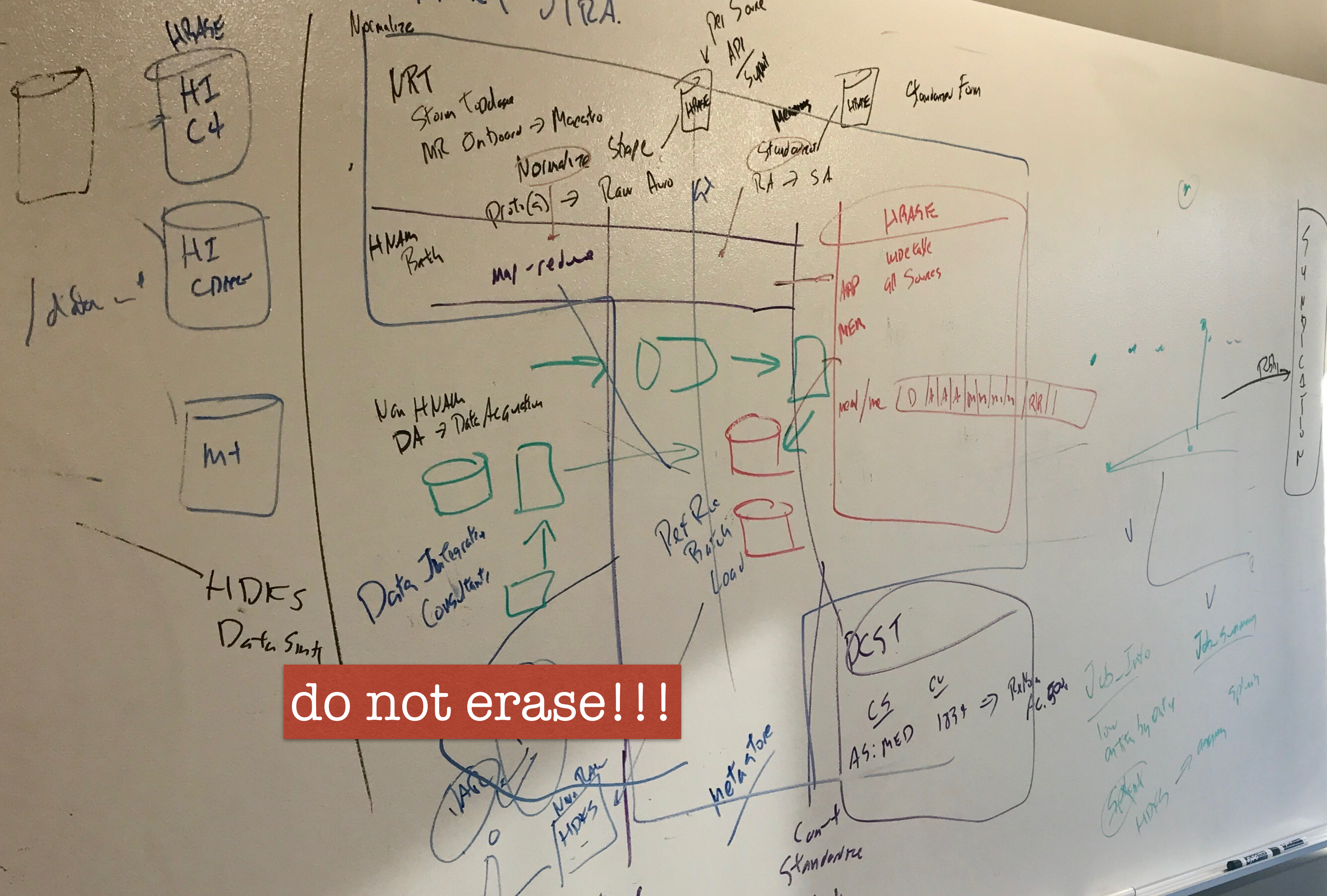








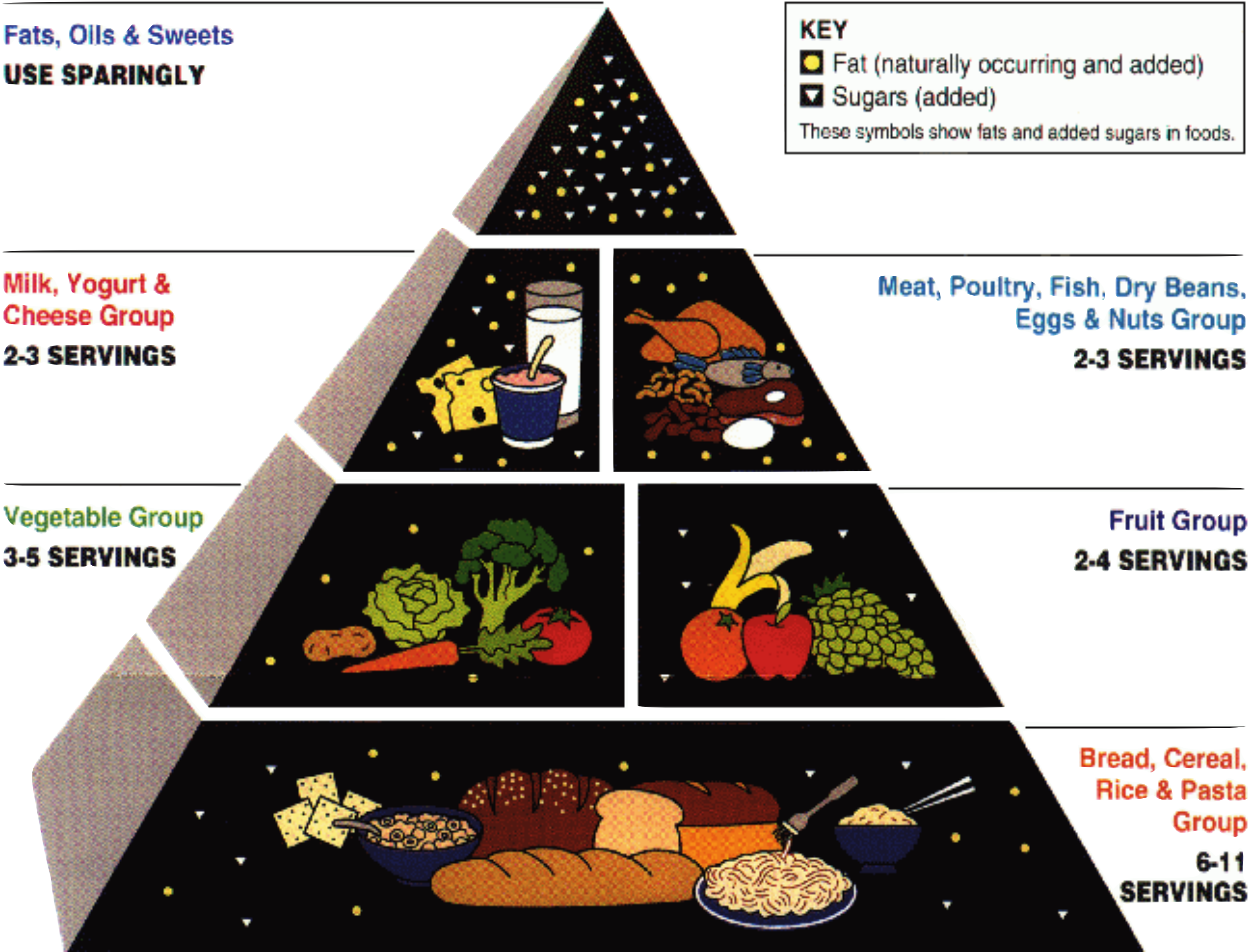
LET ME GET BACK TO YOU.  
LOG A SUPPORT JIRA.



do not erase!!!

If you want your people to make good decisions, they need context to more than just their piece of the system.

Big, visible diagrams  
are effective  
learning aides.



1. Develop system model.
2. Record known risk areas.
3. Publish model and risk areas.
4. Perform regular risk reviews. (Premortems)
5. Dissect and document missed risks.



# Premortems

1. Inform everyone the system has failed.
2. Ask the group to identify most likely causes.
3. Adjust the plan to account for those risks.



# Risk Reviews

1. List **ALL** changes going in the release.
2. Review each change in terms of the risk matrix.
3. If it's **RED**, it doesn't go. (Pull the cord.)
4. If it's **ORANGE**, we need a monitoring & mitigation plan.
5. If it's **YELLOW**, we need at least a mitigation.

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# likelihood

|        | low | medium | high |
|--------|-----|--------|------|
| low    |     |        |      |
| medium |     |        |      |
| high   |     |        |      |

How do you measure likelihood & impact?

I don't.

# likelihood

|        | low | medium | high |
|--------|-----|--------|------|
| low    |     |        |      |
| medium |     |        |      |
| high   |     |        |      |

The image shows a risk matrix with 'likelihood' on the horizontal axis and 'impact' on the vertical axis. The horizontal axis has three categories: low, medium, and high. The vertical axis has three categories: low, medium, and high. The matrix is a 3x3 grid. The top-left cell (low likelihood, low impact) and the middle-left cell (medium likelihood, medium impact) are shaded green. All other cells are white.

# Risk Reviews

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5. If it's **YELLOW**, we need at least a mitigation.



# likelihood

|        | low | medium | high |
|--------|-----|--------|------|
| low    | low | medium | high |
| medium | low | medium | high |
| high   | low | medium | high |

impact

low

medium

high

low

medium

high

1. List **ALL** changes going in the release.
2. Review each change in terms of the risk matrix.
3. If it's **RED**, it doesn't go. (Pull the cord.)
4. If it's **ORANGE**, we need a monitoring & mitigation plan.
5. If it's **YELLOW**, we need at least a mitigation.

# likelihood

|        | low | medium | high |
|--------|-----|--------|------|
| low    | low | medium | high |
| medium | low | medium | high |
| high   | low | medium | high |

impact

low

medium

high

low

medium

high

low

medium

high

1. List **ALL** changes going in the release.
2. Review each change in terms of the risk matrix.
3. If it's **RED**, it doesn't go. (Pull the cord.)
4. If it's **ORANGE**, we need a monitoring & mitigation plan.
5. If it's **YELLOW**, we need at least a mitigation.

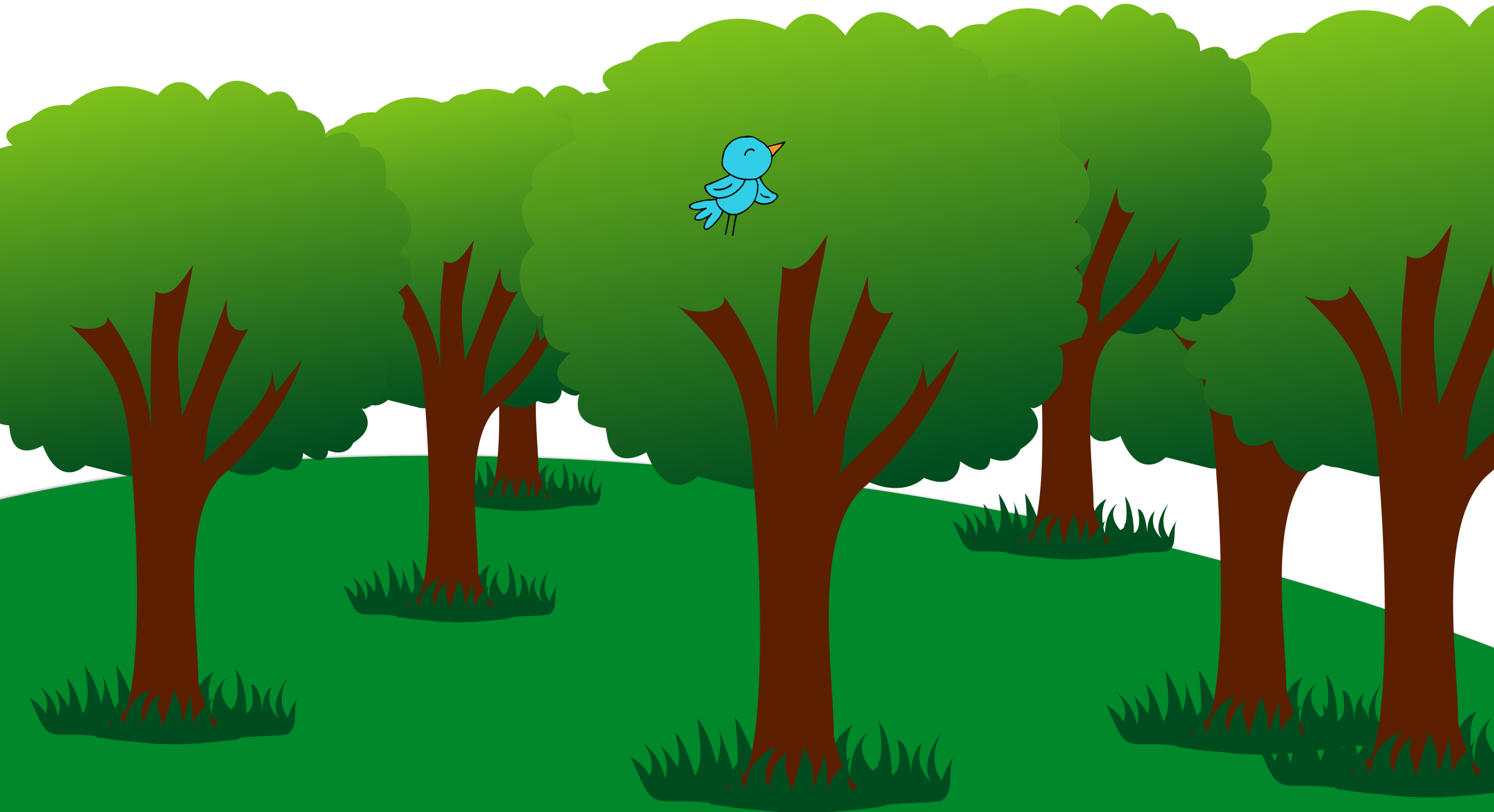
# likelihood

|        | low | medium | high |
|--------|-----|--------|------|
| low    | low | medium | high |
| medium | low | medium | high |
| high   | low | medium | high |

The table is a 3x3 grid. The columns are labeled 'low', 'medium', and 'high' under the heading 'likelihood'. The rows are labeled 'low', 'medium', and 'high' under the heading 'impact'. The cells are colored as follows: (low, low) is green, (medium, medium) is green, (high, high) is red, (low, medium) is green, (medium, low) is green, (low, high) is yellow, (high, low) is yellow, (medium, high) is orange, and (high, medium) is orange.

What if we get this wrong too?









**systems thinking:**

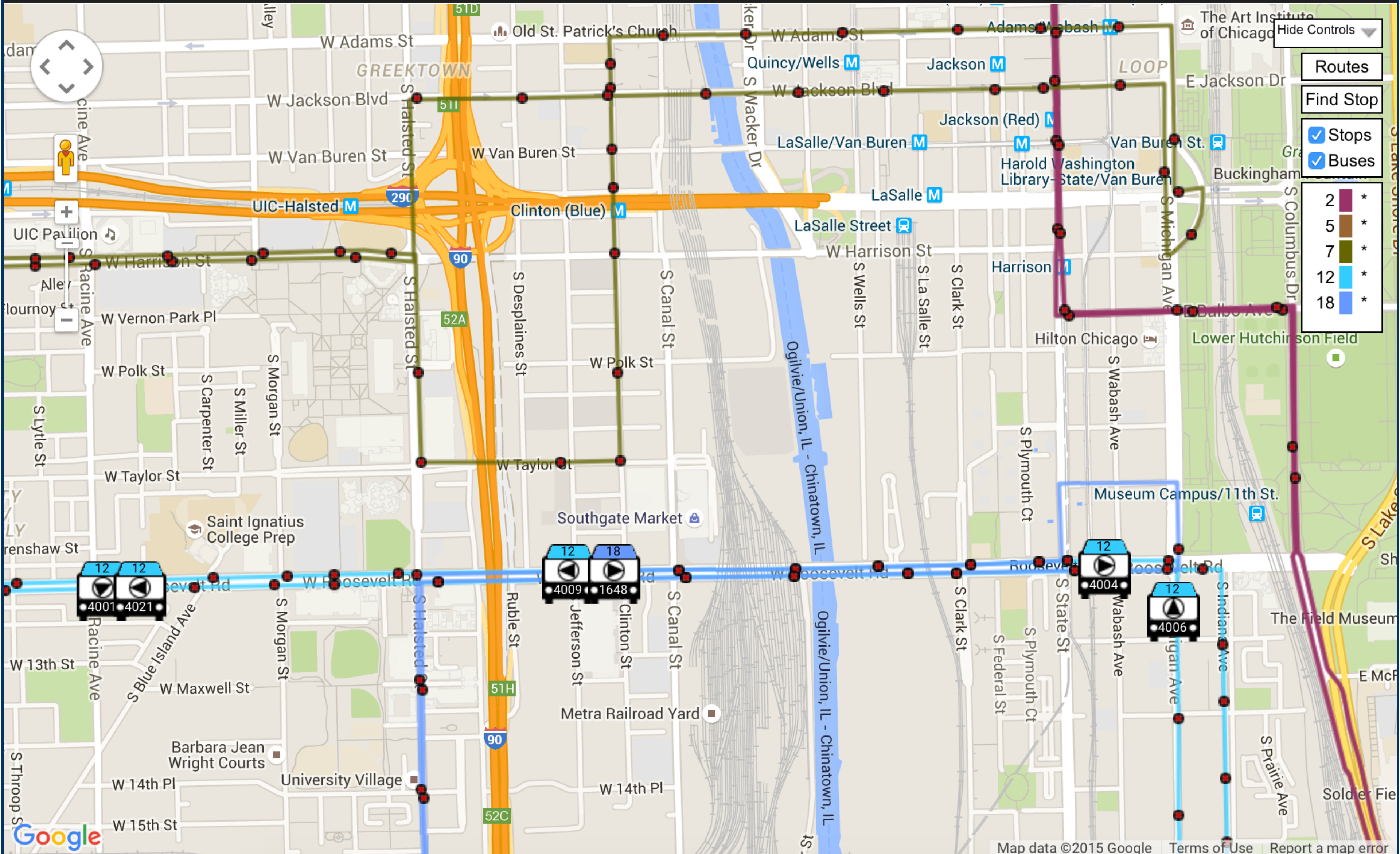
return to a well-understood model

“Models help us choose where to direct our attention, so we can make decisions, rather than just react.”

- Charles Duhrigg

**Smarter Faster Better**

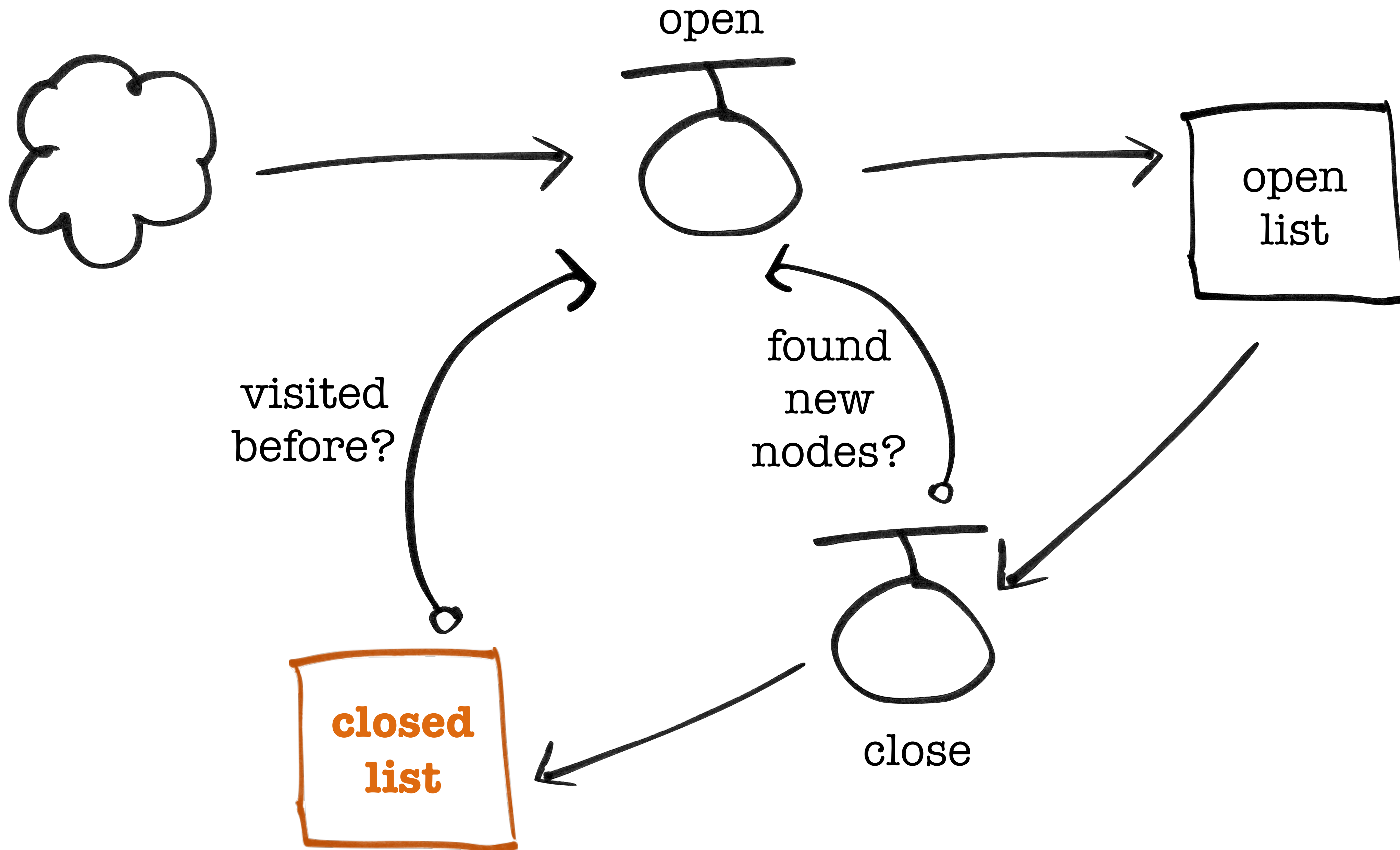
< SB Reroute at 84th/Lafayette Temporary Reroute #N5, #67 Temporary Reroute Bus Stop Elimination Temporary Bus St >

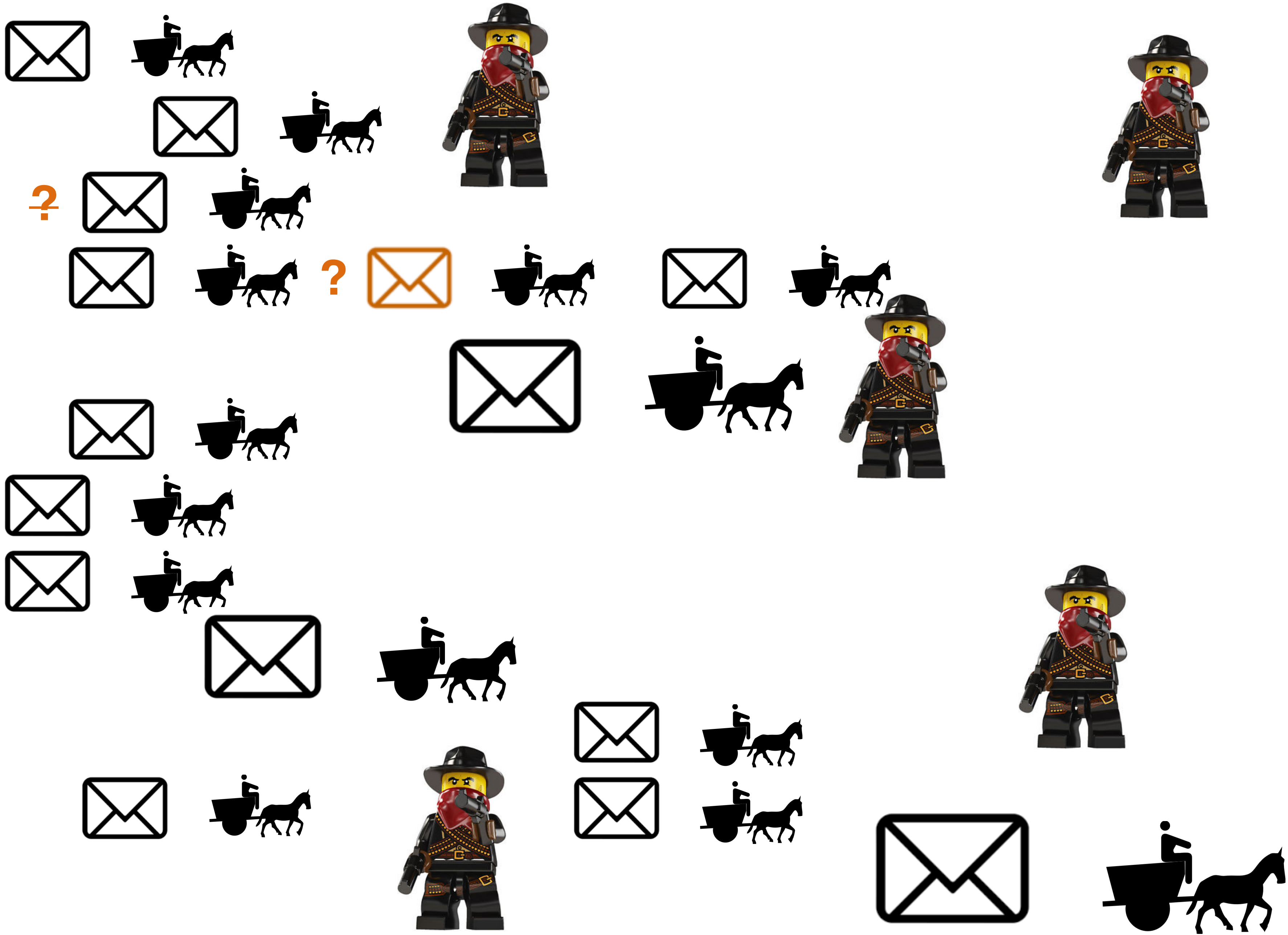


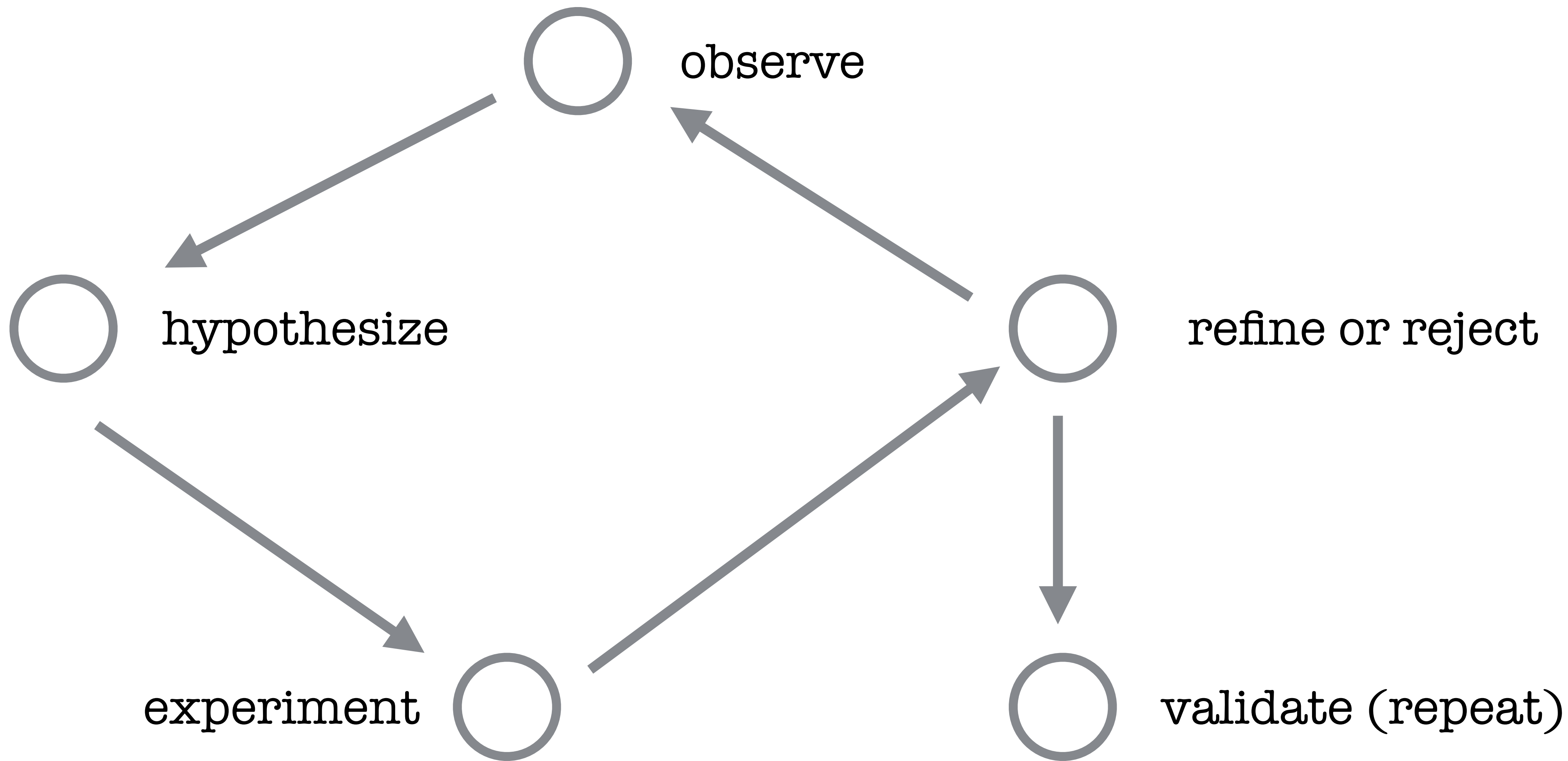
**FLOW**

**STOCK**

**FEEDBACK  
LOOP**



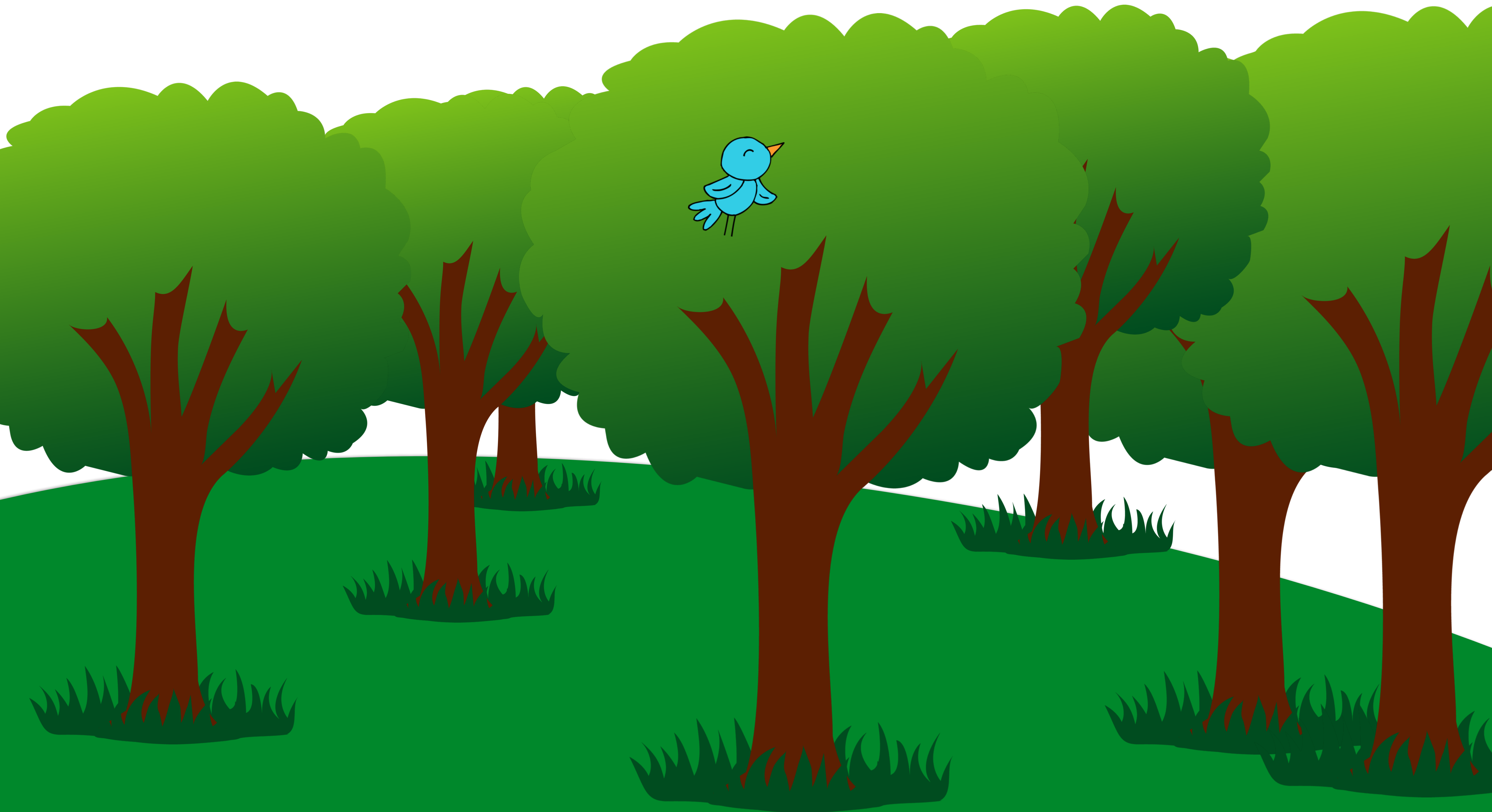




Let's write down what we know to be true.

(again)

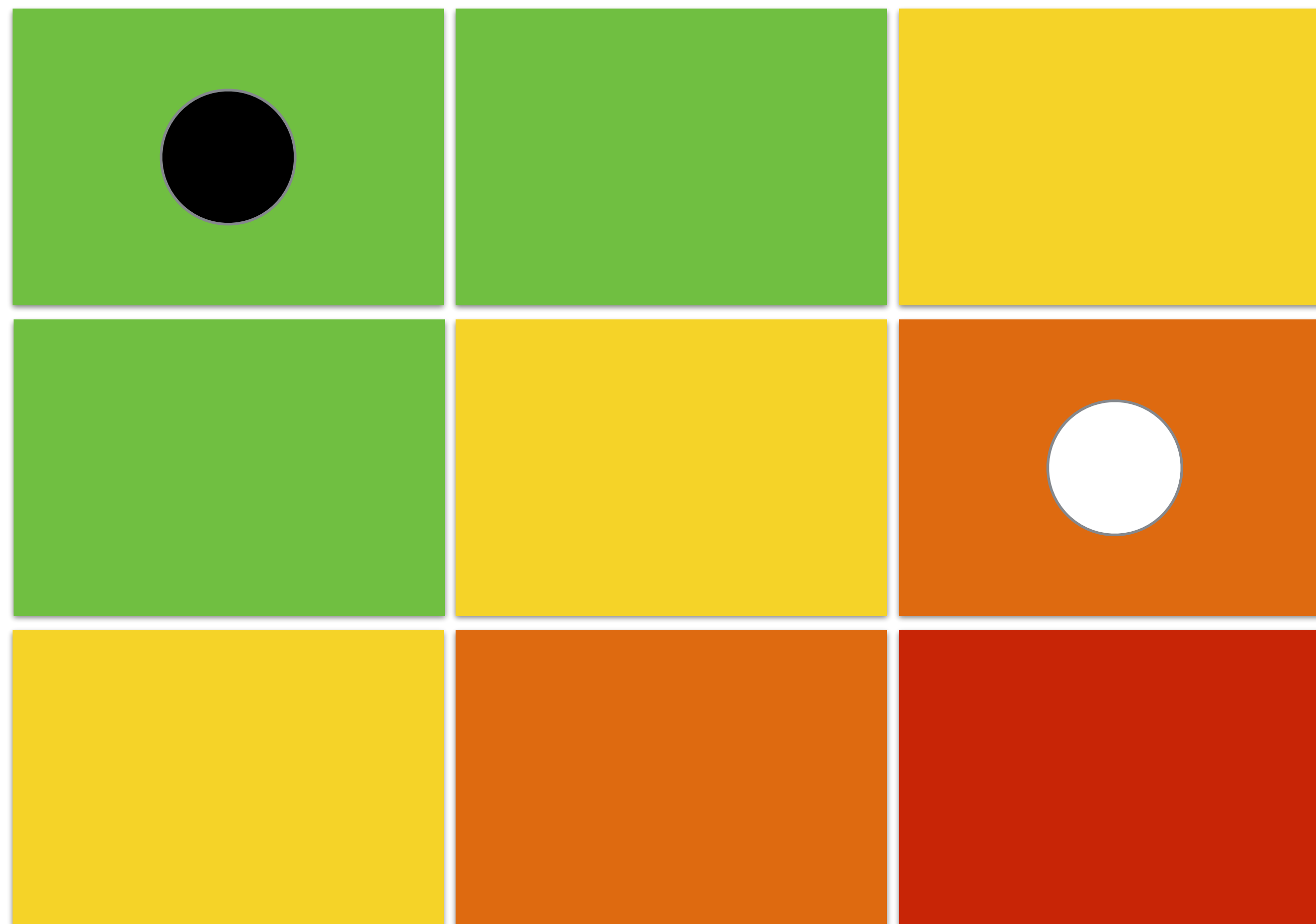




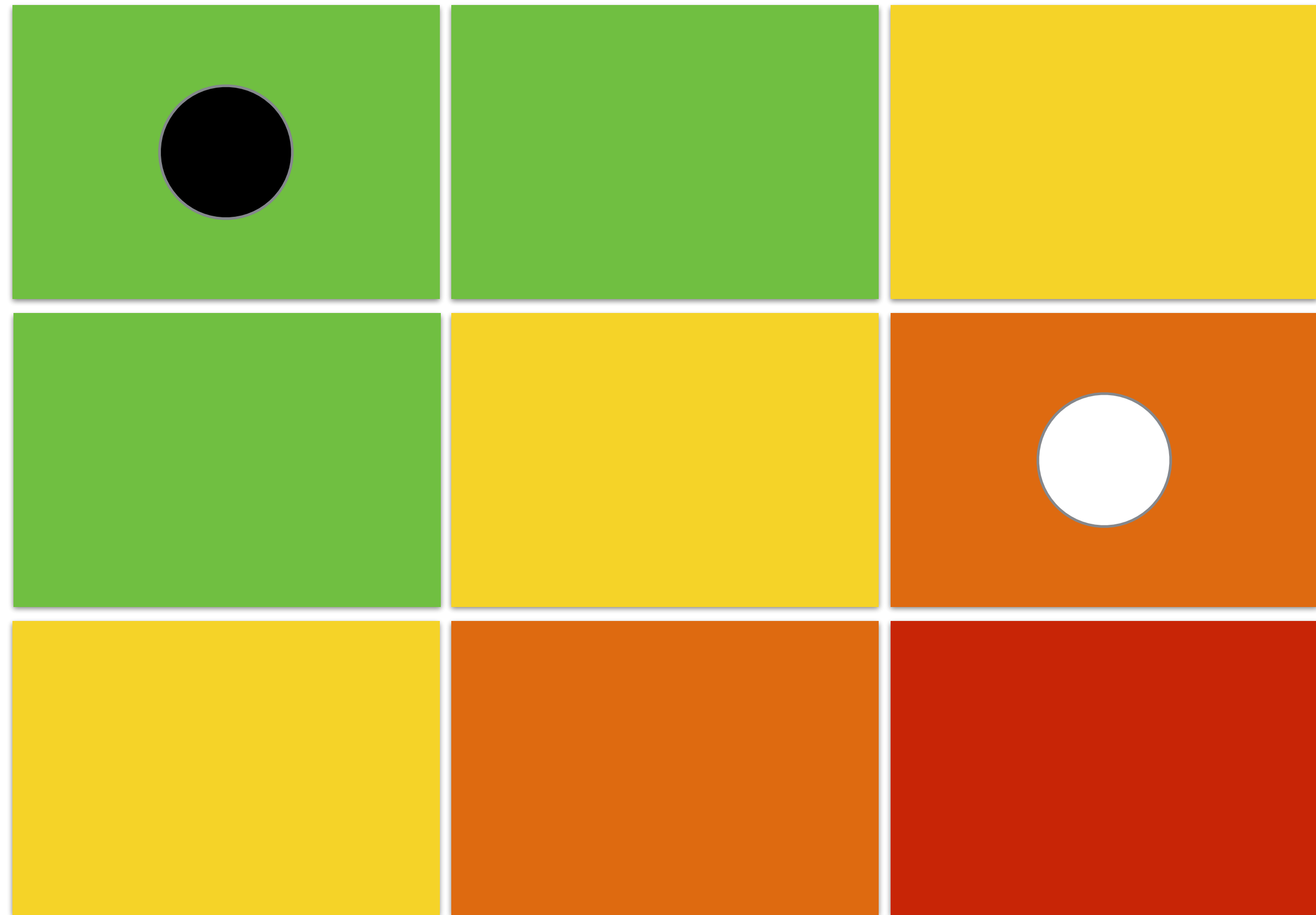
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2. Record known risk areas.
3. Publish model and risk areas.
4. Perform regular risk reviews. (Premortems)
5. Dissect and document missed risks.



post-incident retrospective



not just the technology stuff



It's really, really hard to pull the cord.



1. List **ALL** changes going in the release.
2. Review each change in terms of the risk matrix.
3. If it's **RED**, it doesn't go. (Pull the cord.)
4. If it's **ORANGE**, we need a monitoring & mitigation plan.
5. If it's **YELLOW**, we need at least define a mitigation.

“I think we’re not ready, and I already told leadership we’re going to be late, should I go tell them I’m wrong?”

Leaders need to be aware that  
framing matters.

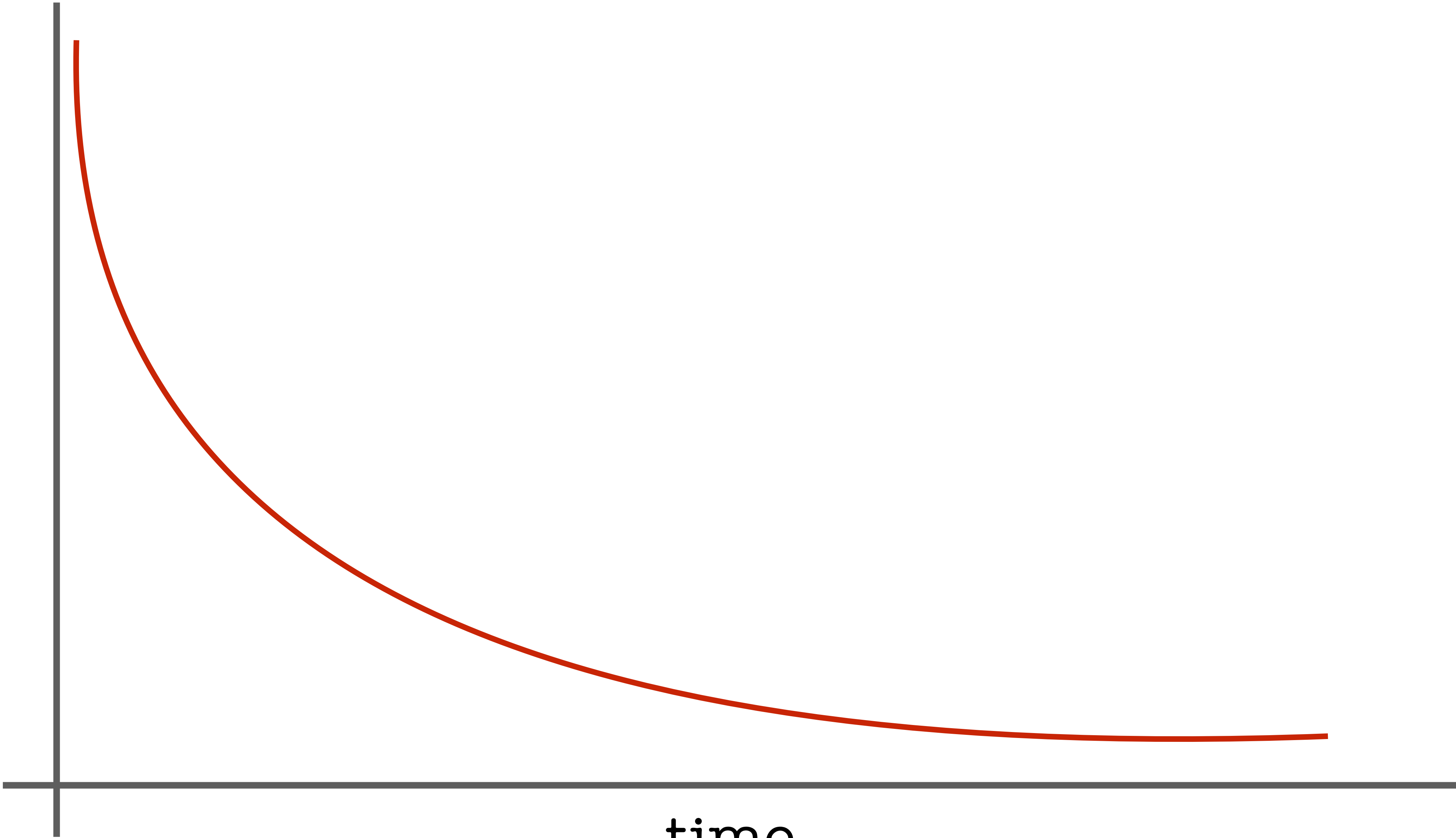
As you go through this process...

1. Develop system model.
2. Record known risk areas.
3. Publish model and risk areas.
4. Perform regular risk reviews. (Premortems)
5. Dissect and document missed risks.



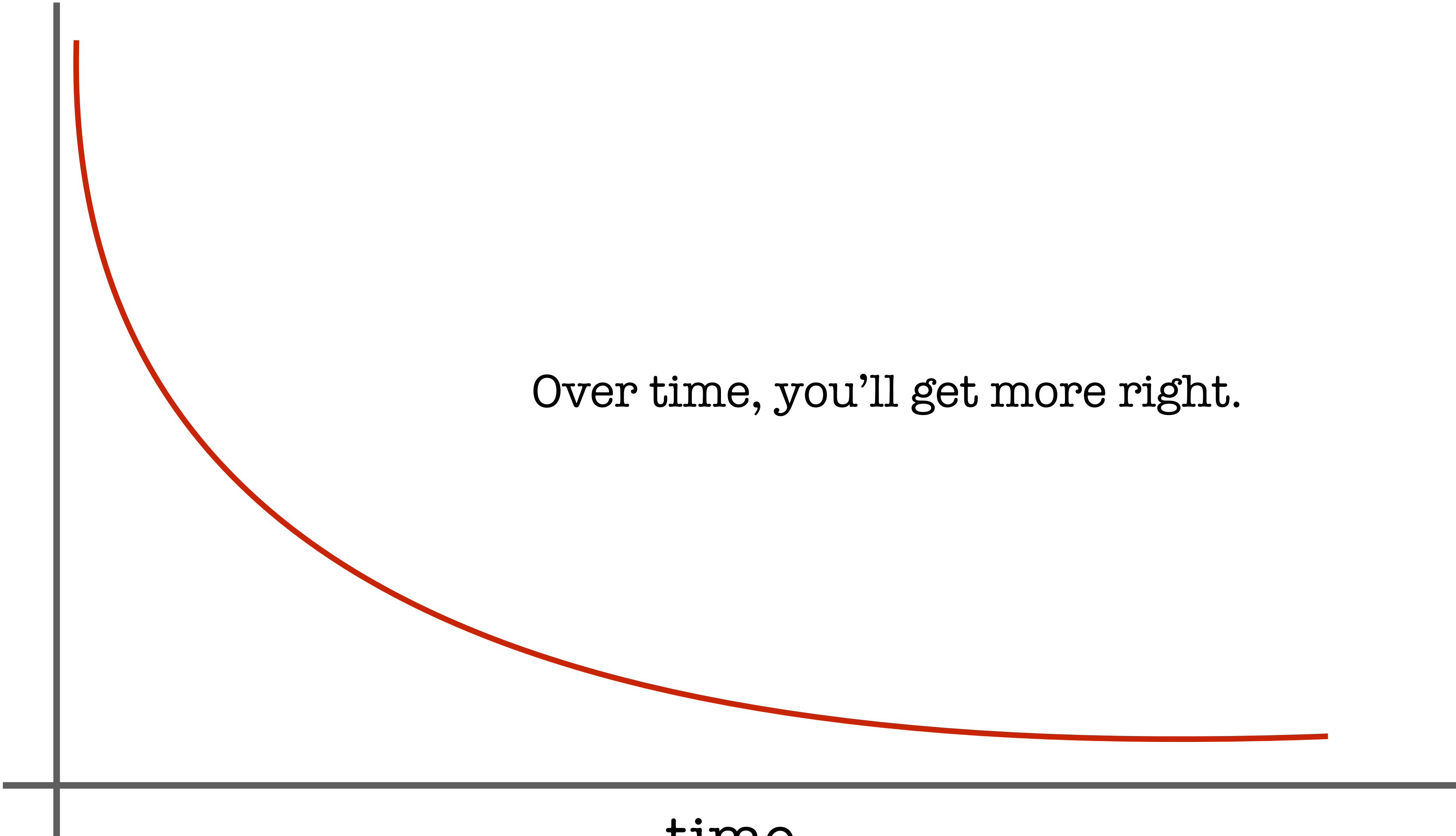


unknown unknowns



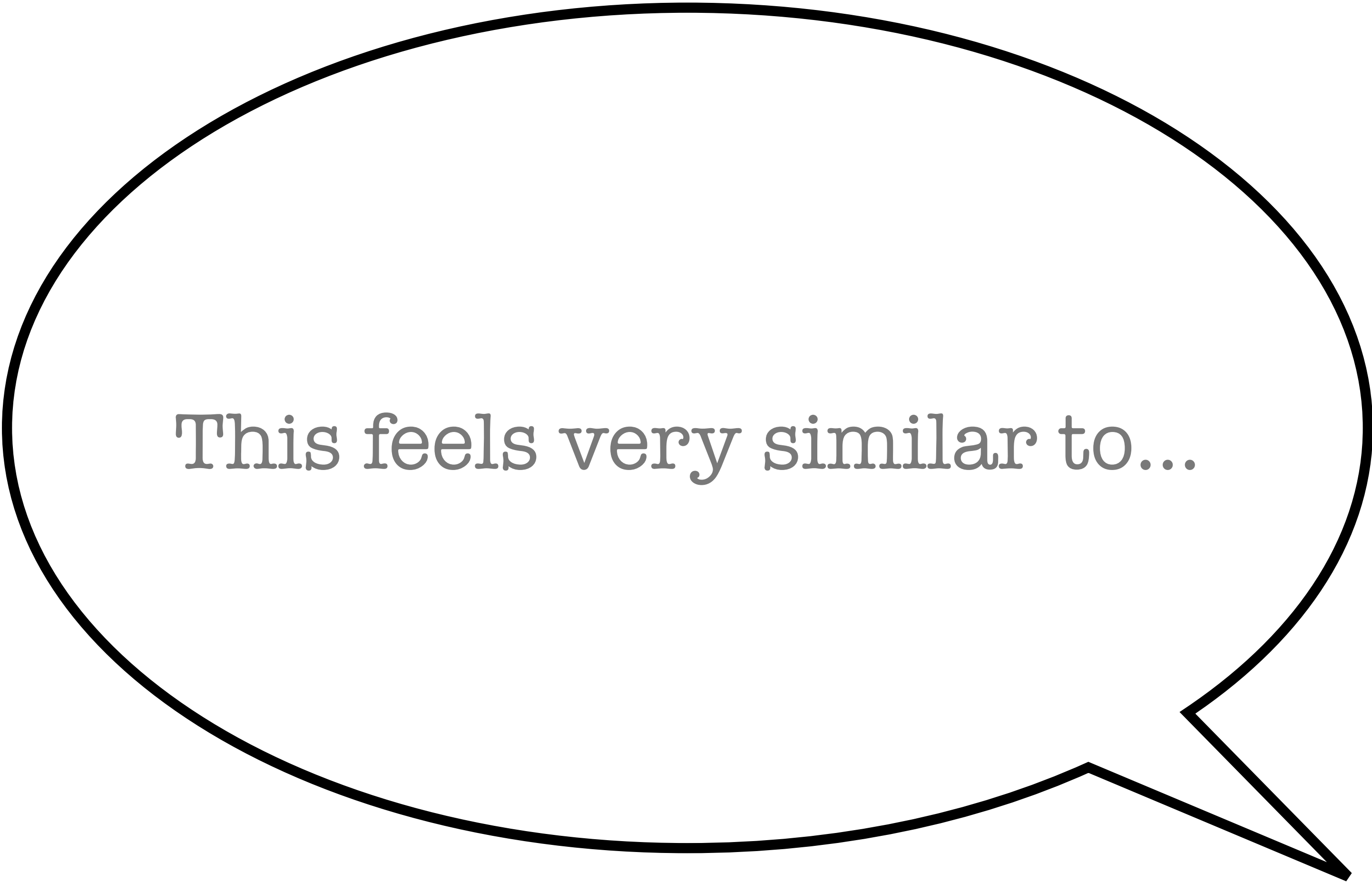
time

unknown unknowns



Over time, you'll get more right.

time

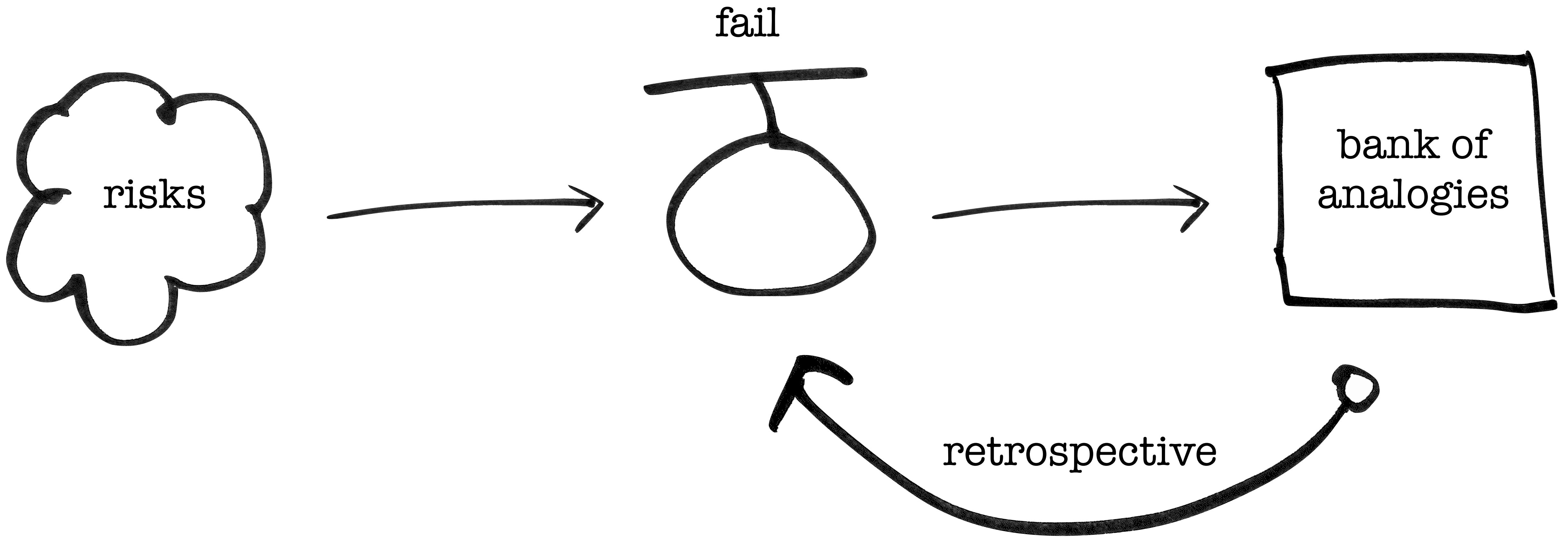


This feels very similar to...

analogy-based risk assessment

## analogy-based assessment

leveraging a collection of previous experiences to reflect on how a new situation might play out



analogy-based assessment

This is what experience gives us.

# Process

1. Develop system model.
2. Record known risk areas.
3. Publish model and risk areas.
4. Perform regular risk reviews. (Premortems)
5. Dissect and document missed risks.





Process externalizes the things  
great engineers have internalized.

It's a way of thinking out loud.

Thinking out loud is a great  
coaching tool.



Me:

redundancy



Me:

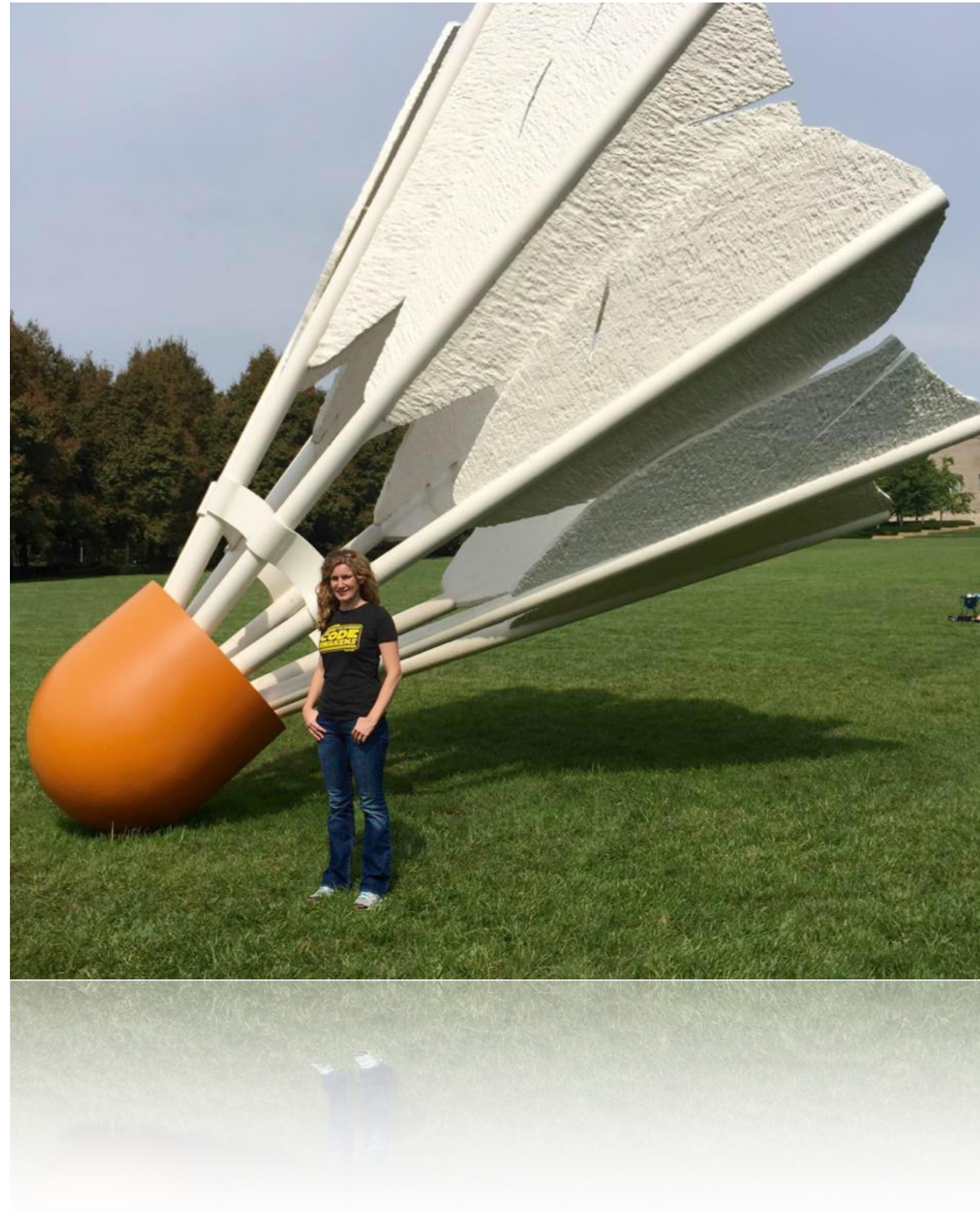
I teach people to worry about  
failure and manage it



My mom is a very extroverted person.

She thinks out loud.

I learned to think like her.



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Thank you for letting me think out loud.

# References



# Architectural Blueprints—The “4+1” View Model of Software Architecture

*Philippe Kruchten*  
Rational Software Corp.

## Abstract

This article presents a model for describing the architecture of software-intensive systems, based on the use of multiple, concurrent views. This use of multiple views allows to address separately the concerns of the various ‘stakeholders’ of the architecture: end-user, developers, systems engineers, project managers, etc., and to handle separately the functional and non functional requirements. Each of the five views is described, together with a notation to capture it. The views are designed using an architecture-centered, scenario-driven, iterative development process.

**Keywords:** software architecture, view, object-oriented design, software development process

## Introduction

We all have seen many books and articles where one diagram attempts to capture the gist of the architecture

# Thinking in Systems

*A Primer*

Donella H. Meadows

*Edited by Diana Wright,*

*Sustainability Institute*



## **Thinking in Systems**

Donella H. Meadows

The *New York Times* bestseller by the author of  
**The Power of Habit**

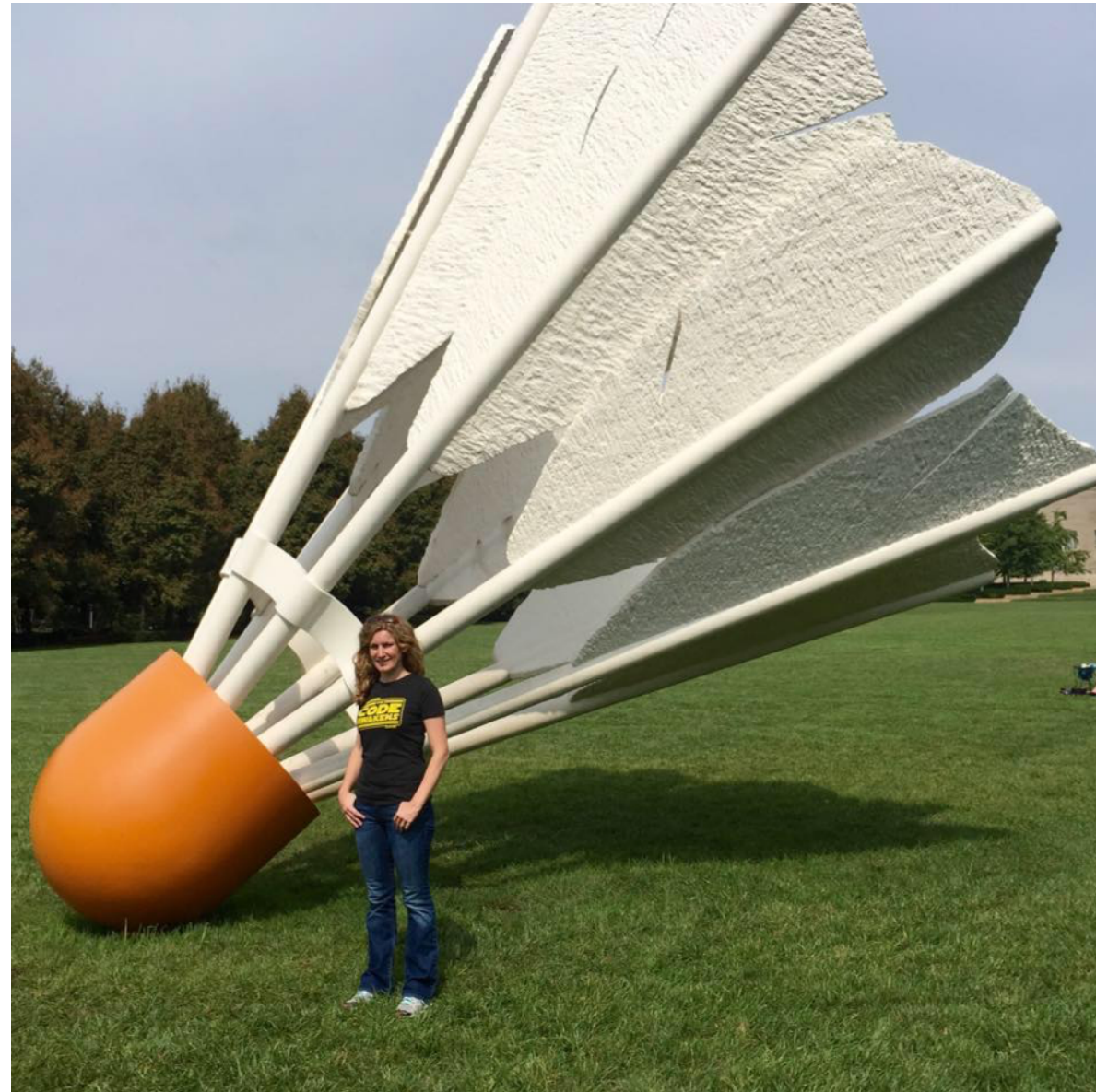
# Smarter Faster Better



The Secrets of  
**Being Productive**  
in *Life* and  
*Business*

**Charles Duhigg**

## **Smarter Faster Better** Charles Duhigg



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Thank you, again.