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ODE Workshop Kit

Prepare engineering leadership to measure engineering through outcomes

Purpose

Shift engineering leadership from activity-only reporting toward a balanced view of value attained, velocity achieved, quality delivered, and trust earned.

Workshop outputs

Current Metrics Inventory Metric, owner, frequency, consumer, and decision supported.	Engineering Signal Inventory Actionable, supporting, noise, vanity, or trophy signals.
Metric-to-Outcome Map Explicit links from metrics to decisions and outcomes.	ODE Scorecard Value, velocity, quality, and trust signals.
90-Day Experiment A bounded change to engineering review behavior.	Quarterly Review A repeatable outcome-oriented review cadence.

Recommended sequence

Inventory List current metrics and consumers.
Classify Separate actionable signals from noise and metric theater.
Map Connect each retained metric to a decision and outcome.
Design Build the first ODE scorecard.
Experiment Test the review in one bounded context.

Use note: Proposed ODM workshop material. Adapt to context. Do not use to rank individuals or teams.