KI in der Softwareentwicklung erfolgreich einführen

Vom Experiment zur Transformation

Pascal Euhus - JAX 2026

Hi, I’m Pascal

- Lead Architect@ Reservix
- Using AI and LLMs extensively
- Curious and Hands-On

reservix
dein ticketportal

AI Adoption

88–91%

make use of AI

Quellen: McKinsey Nov 2025, DORA 2025, DX Q4 2025

Die Adoption-Explosion

88–91%

make use of AI

80%+

claim to be more productive

Quellen: McKinsey Nov 2025, DORA 2025, DX Q4 2025

Die Adoption-Explosion

88–91%

make use of AI

80%+

claim to be more productive

3%

trust AI

Quellen: McKinsey Nov 2025, DORA 2025, DX Q4 2025

The Paradox

Individual

Tasks +21%

PRs +98%

Organization

Delivery

FLAT

DORA 2025, McKinsey Nov 2025

Coding Was Not The Bottleneck

Coding

25–35%

Requirements, Design, Review, Testing, Integration, Deployment

The Bottleneck Is Shifting

+154%
PR Size

+91%
Review Time

+9%
Bug Rate

Throughput: positiv
Delivery + Stability: negativ

DORA 2025

The Bottleneck Is Shifting

+154%
PR Size

+91%
Review Time

+9%
Bug Rate

Throughput: positiv
Delivery + Stability: negativ

DORA 2025

RESERVIX

How are we doing?

Rework Burden Rate

49%  60%  52%

RESERVIX

How are we doing?

Rework Burden Rate

49% → 60% → 52%

Active Use Rate

70% → 81%

RESERVIX

How are we doing?

Rework Burden Rate

49% → 60% → 52%

Active Use Rate

70% → 81%

Time Saved After Review

3,8/5 → 3,7/5 → 3,7/5

”*Everything is self-reported...*

Participants that made use of AI

Believe to be ~20-30% faster

Observed:

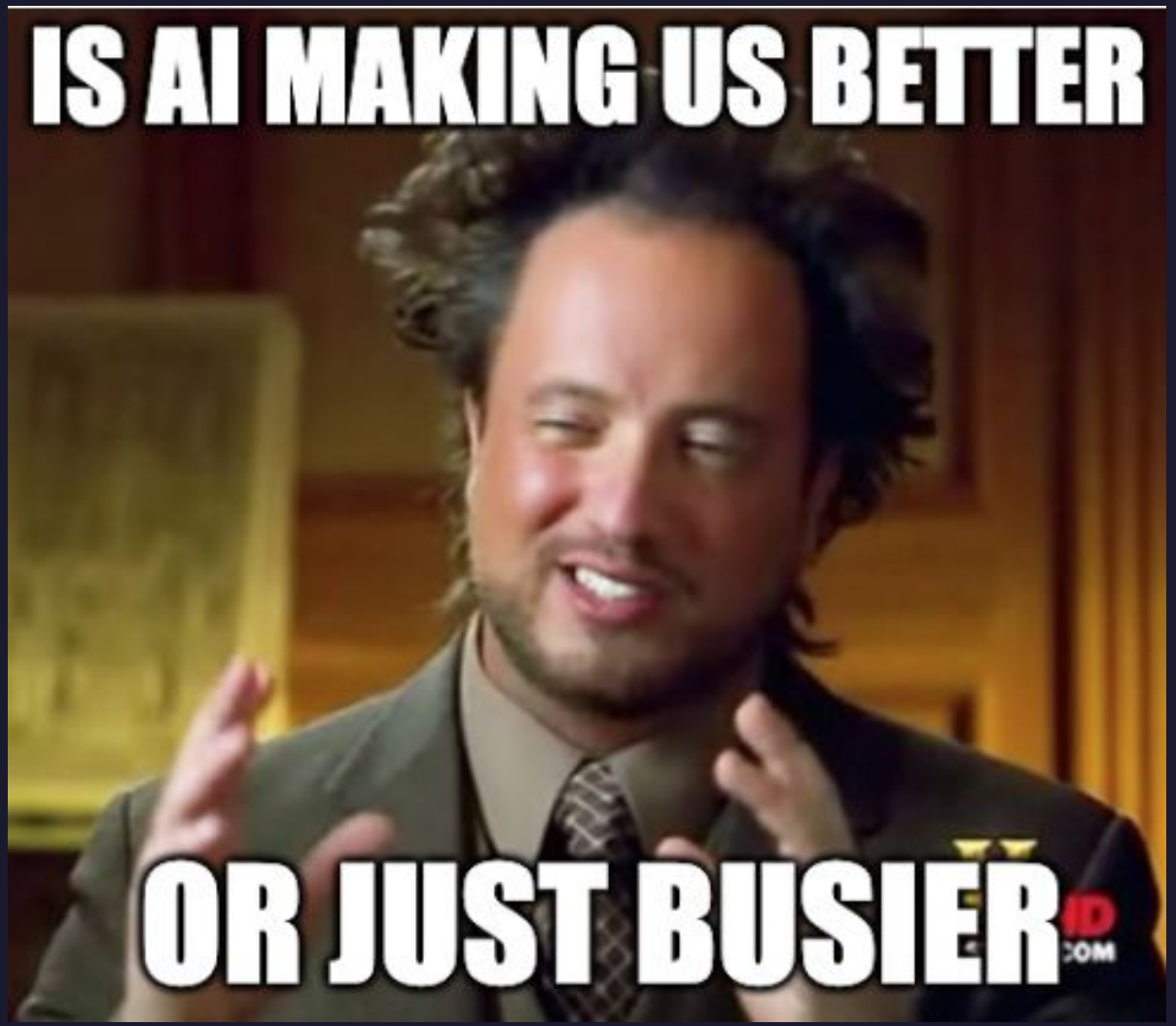
-19%

Quellen: METR 2025

”*Everything is self-reported…*
How can we enrich this with insights?

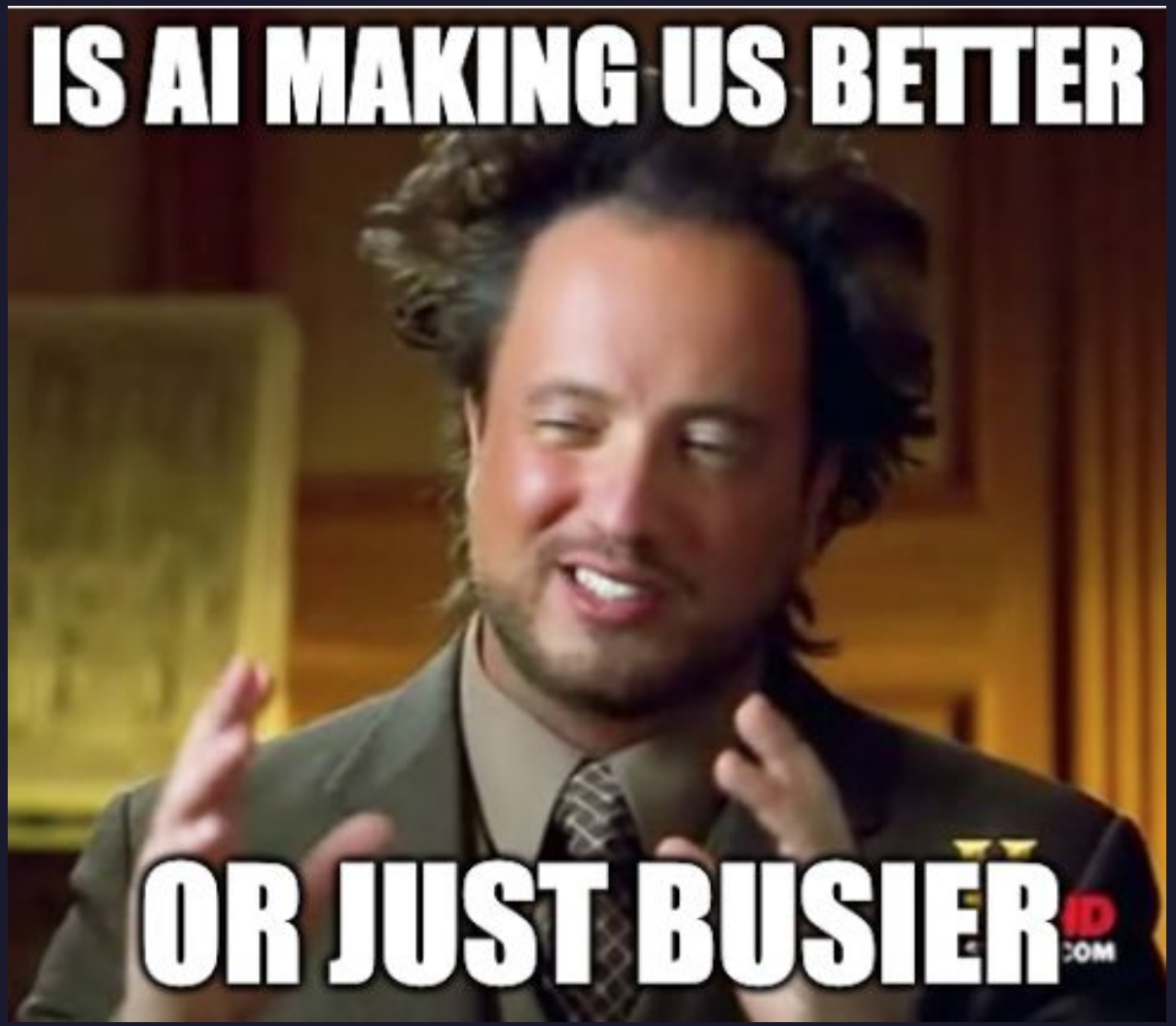
Why do we even want to track AI impact?

Why do we even want to track AI impact?


IS AI MAKING US BETTER
OR JUST BUSIER

20%

measure the impact of AI




We deliver features too slow
AI as designer
AI review
What if we invest in code hygenie first

> *Clean engineering environments helps to unlock more AI productivity gains*

- test coverage
- documentation quality & coverage
- modularity
- static code and quality

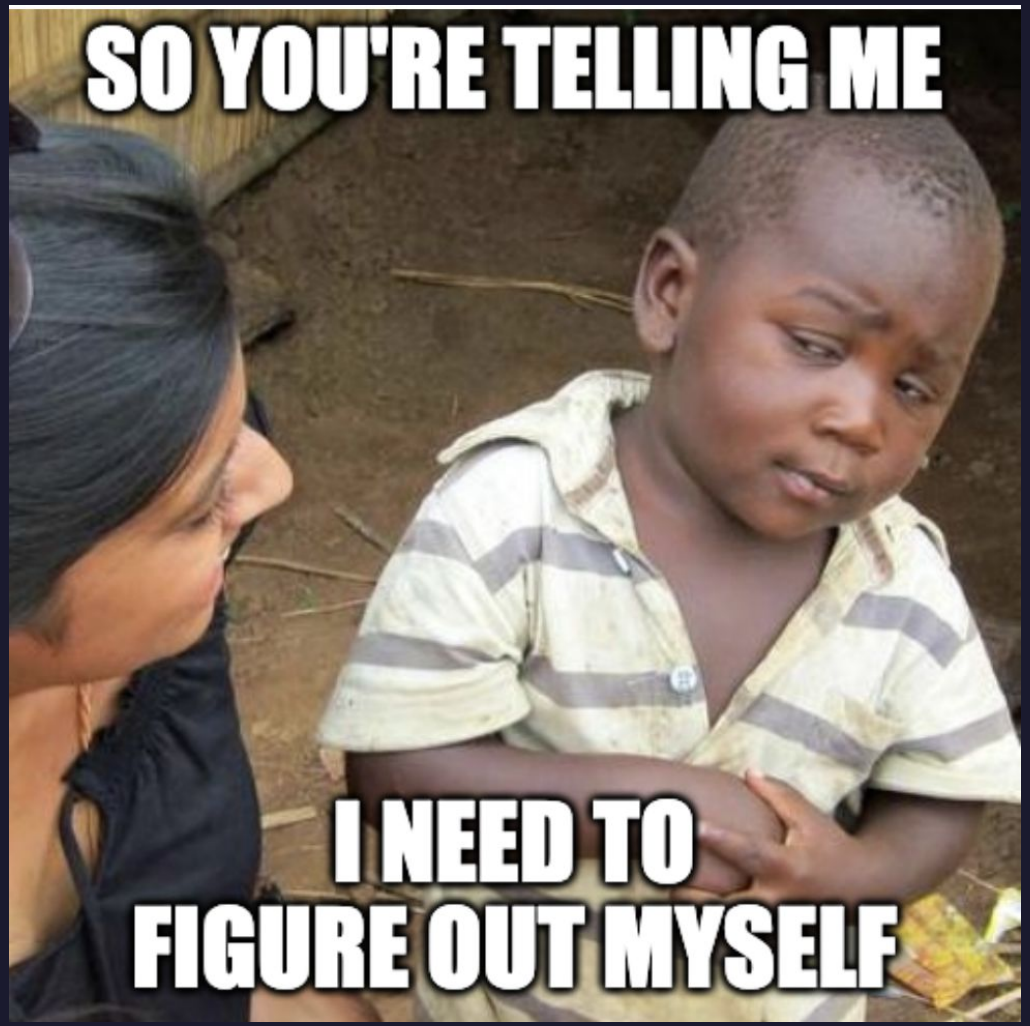
> *AI doesn't fix a team;*
> *it amplifies what's already there.*

DORA 2025

× good system = **better system**

× bad system = **worse system**

The right knobs are highly context dependent


SO YOU'RE TELLING ME
I NEED TO
FIGURE OUT MYSELF

RESERVIX

Our Journey

PHASE 0

Governance first

Guideline, Whitelist

PHASE 1

Ad-hoc

Solo experiments

PHASE 2

All-In

Org-wide rollout,
3 Tools

reservix

RESERVIX

Our Journey

PHASE 0

Governance first

Guideline, Whitelist

PHASE 1

Ad-hoc

Solo experiments

PHASE 2

All-In

Org-wide rollout,
3 Tools

NO real impact

reservix

”*What we missed was a structural approach for adoption and impact*

A Framework

3 levers

Enablement

01

Enablement

Structured Training,
Shared Patterns,
Best Practices

Enablement

Tech

learning curve

Non-Tech

Enablement

How to use tools effectively

Enablement

How to use tools effectively

Figure out how to use tools effectively

Enablement

How to use tools effectively

Empowered Teams

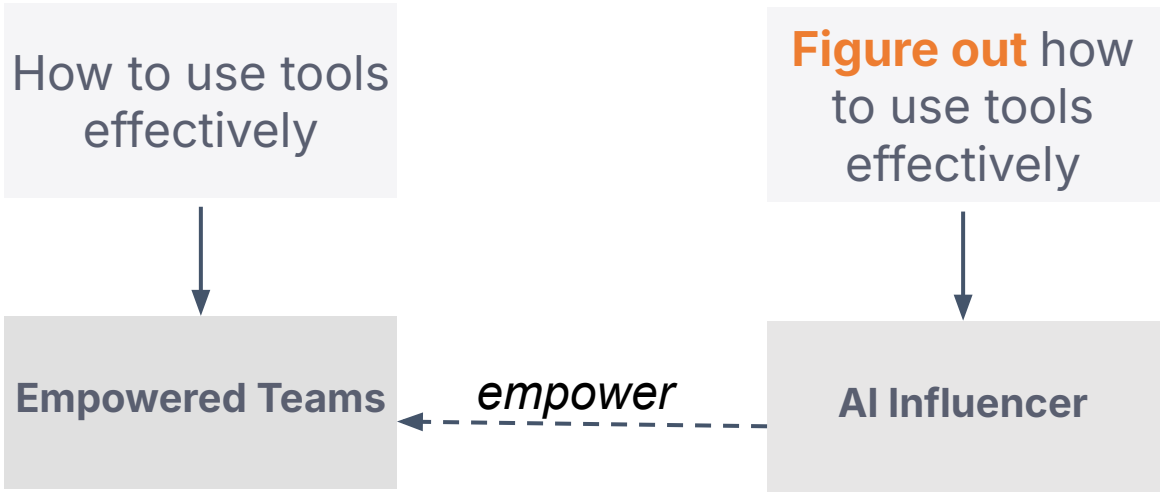
Figure out how to use tools effectively

Enablement


How to use tools effectively
Empowered Teams


Figure out how to use tools effectively
AI Influencer

Enablement


How to use tools effectively
Figure out how to use tools effectively
Empowered Teams
empower
AI Influencer

Enablement

1 **Community of practice**

Exchange and visibility

2 **1:1 Sessions**

Private empowerment

3 **Training & Events**

Knowledge & Gamification

4 **AI Influencer**

Drive adoption

5 **Space for failure & Pilots**

Blameless Culture

6 **Standards**

Plugins & Shared Setup

Enablement × Measurement

01

Enablement

Structured Training,
Shared Patterns,
Best Practices

02

Measurement

Track Multidimensional
Metrics

Measurement

1 **Developer Survey**

Observation

2 **Metrics**

Delivery

3 **Tool-Telemetry**

Usage

Survey

Accessibility

Do you know which AI tools are approved for use with company code/data and have access to at least one?

How often did you use any AI assistant (chatbot, code helper, doc writer, etc.) for work?

Survey

Accessibility

Do you know which AI tools are approved for use with company code/data and have access to at least one?

How often did you use any AI assistant (chatbot, code helper, doc writer, etc.) for work?

Developer Experience

I have significant time for deep, focused work during my work days.

It's easy for me to understand and modify the code that I work with

Survey

Accessibility

Do you know which AI tools are approved for use with company code/data and have access to at least one?

How often did you use any AI assistant (chatbot, code helper, doc writer, etc.) for work?

Developer Experience

I have significant time for deep, focused work during my work days.

It's easy for me to understand and modify the code that I work with

Usage Insights

How often did AI output cause significant rework or debugging you wouldn't otherwise need?

What most limits your effective use of AI at work?

Measurement

1 **Developer Survey**

Observation

2 **Metrics**

Delivery

3 **Tool-Telemetry**

Usage

7 Metrics

Metric	Purpose
PRs: Merged vs Closed vs Noise vs Open	**Throughput**
Median Time-to-Merge	**Throughput**
Deliveries	**Delivery Velocity Trend**
Unique Repos per User per Month	**Diversity**
Ticketed vs Unticketed Deliveries	**Visualize hidden work**
Review Load by Team	**Monitor Cognitive Load**
Churn per Delivery by Team	**Impact on Codebase**

Measurement

1 **Developer Survey**

Observation

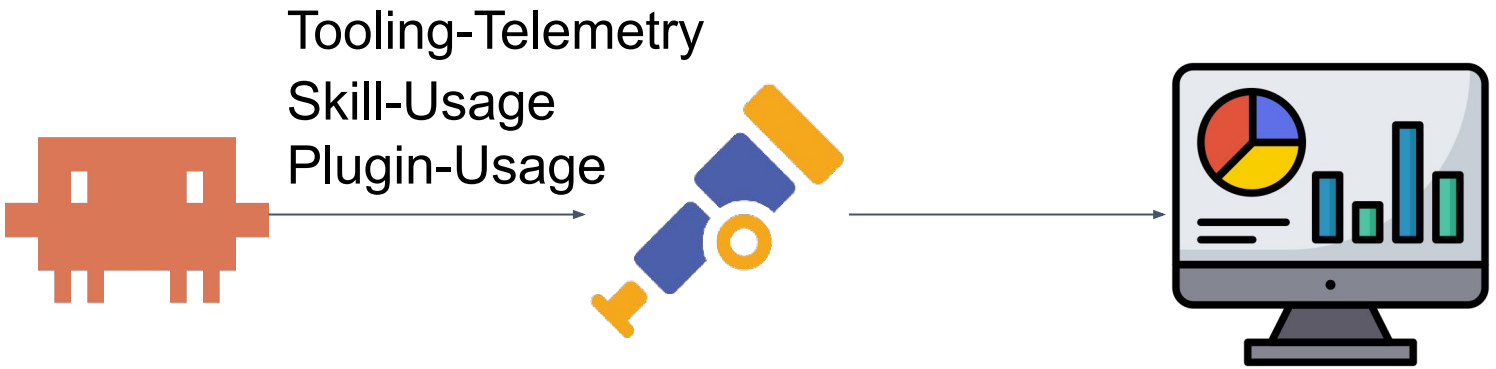
2 **Metrics**

Delivery

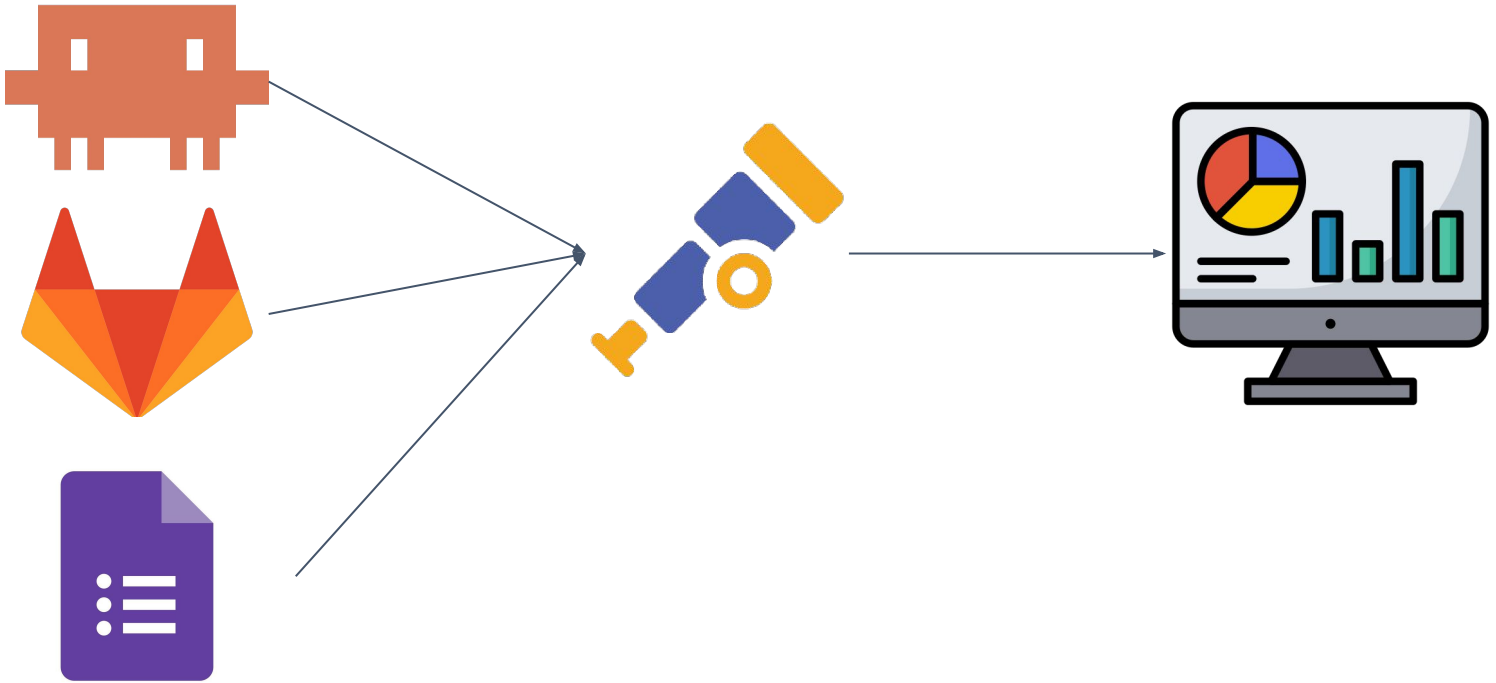
3 **Tool-Telemetry**

Usage

Measurement



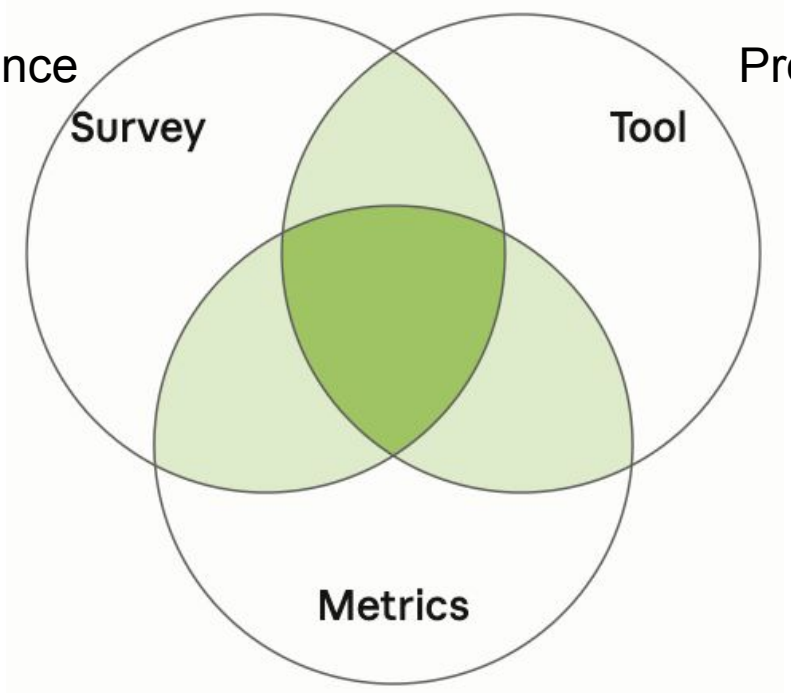
Measurement



Measurement

Developer Experience

Product Excellence

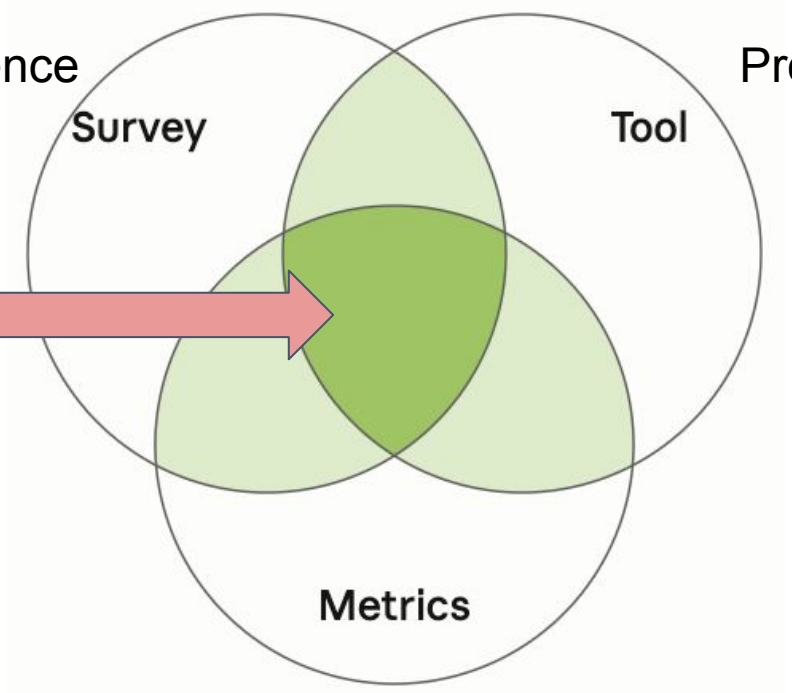


Organization Effectiveness

Measurement

Developer Experience

Product Excellence



Organization Effectiveness

Enablement × Measurement × Governance

01

Enablement

Structured Training, Shared Patterns, Best Practices

02

Measurement

Track Multidimensional Metrics

03

Governance

Guardrails, that protect quality and empower delivery speed

Governance

= Empower, don’t block

Security: Guardrails for usage, take uncertainty

Fundamentals: Create safe space that encourages AI usage

Clear Communication: Clear stance on AI

RESERVIX

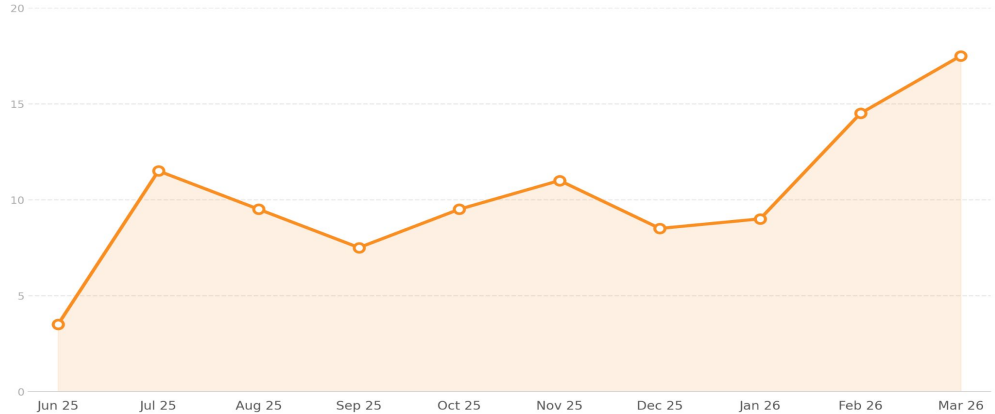
Where are we today

Phase	Enablement	Measurement	Governance
0	—	—	⚠ Implicit
1	Events	**Survey**	✓ Guardrails
2	✓ Community, Events	**Survey+Tool**	⚠ Fragmented
3	✓ **Team-for-Team**	✓ **Survey+DORA+Tool**	✓ **Consolidating**

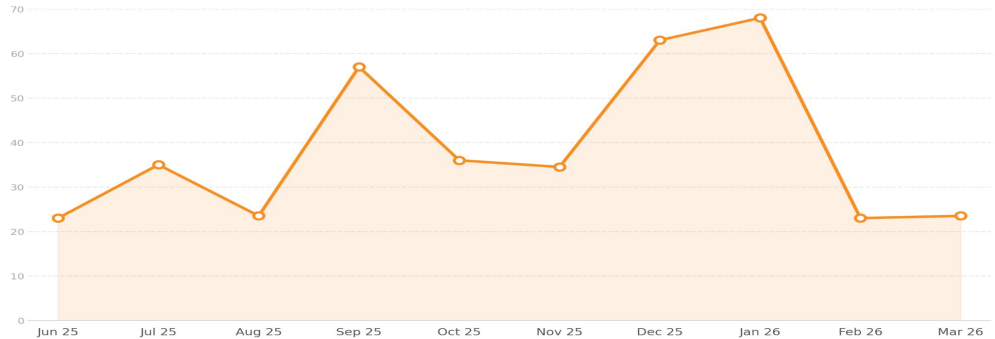
Impact of AI

Delivery Metrics

Delivery-Velocity-Trend



Time-To-Merge

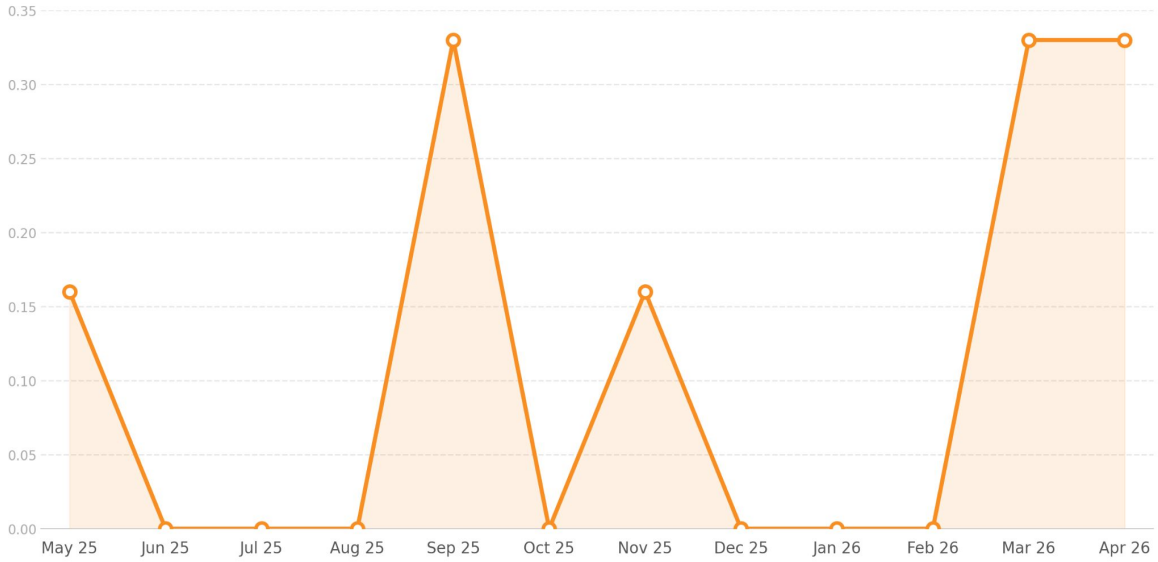


reservix

Impact of AI

Delivery Metrics

Delivery-Velocity-Trend



reservix

How to get started

”*What do you want to optimize?*

Quick Wins

Enablement

AI Influencer
AI Usage Patterns
Standards

Measurement

Lean start KPIs

- Deliveries + CFR
- Median Time to merge
- Rework burden rate
- Active use rate
- DX

Governance

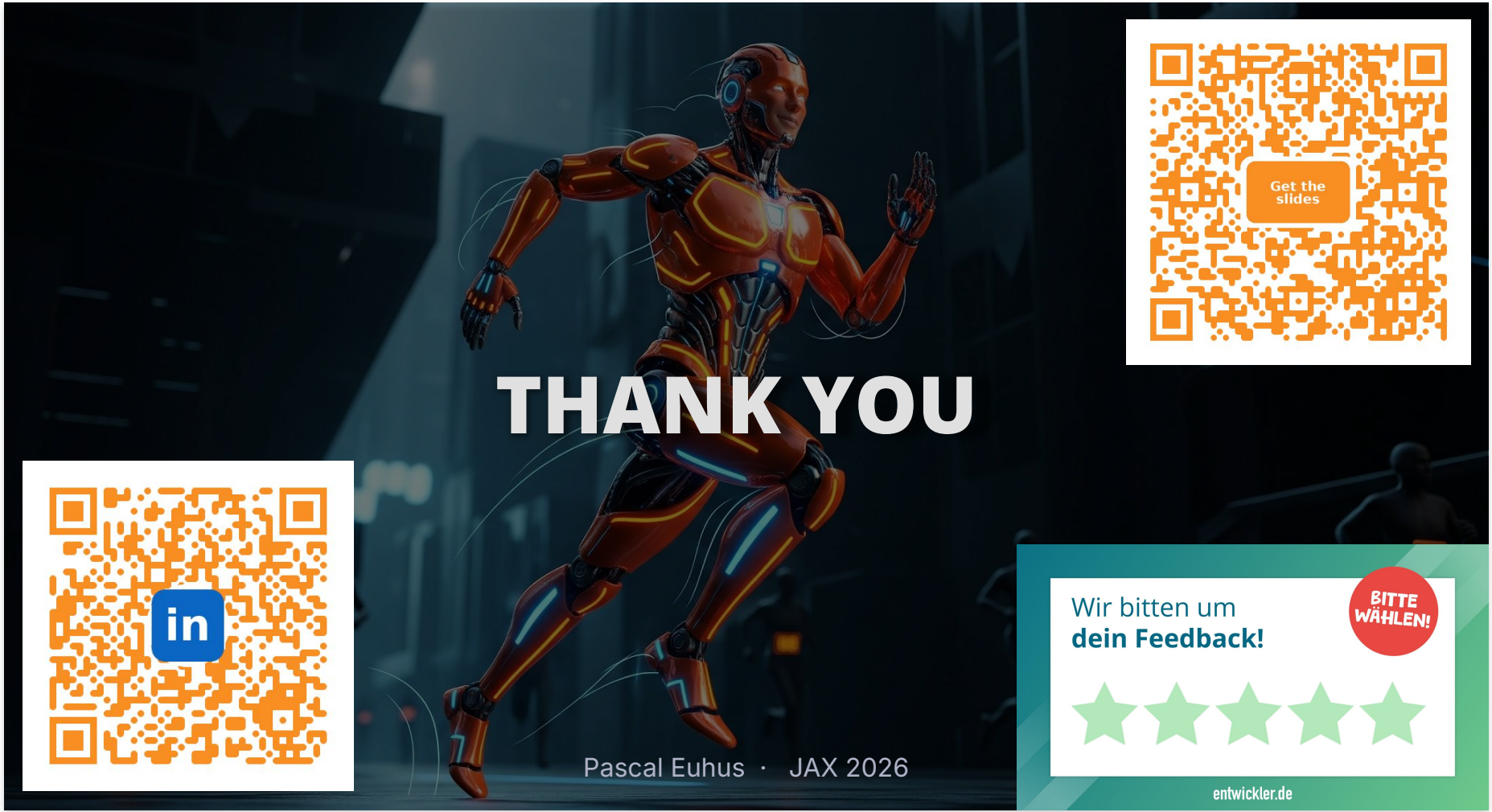
AI Policy
Guardrails

Your system determines whether AI will serve to

accelerate progress

or amplify problems

Enablement · Measurement · Governance


Get the slides
THANK YOU
Pascal Euhus · JAX 2026
Wir bitten um
dein Feedback!
BITTE WÄHLEN!
entwickler.de