#AWKWARD

COACHING A NEW TEAM
LUKE LACKRONE
COACHING LEAD    BOOZ ALLEN HAMILTON

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COACHING GROOVE
FEELS SO GOOD
YOUR FIRST TIME CAN BE AWKWARD
YOUR AWKWARD COACHING MOMENT
YOU MAY BE THINKING

1. Will they listen to me?
2. Am I annoying them?
3. There must be someone more qualified.
4. What am I going to say?
FIRST, YOUR ATTITUDE

1. This is their journey
2. Be honest, humble, transparent
3. Get curious; be ready for discovery
4. Celebrate effort, celebrate growth
CONVERSATIONS

1. Be friendly! Care!

2. Talk to the exemplar; talk to the outsider

3. Create a safe place; but a little discomfort can be good – we want authenticity!
SUCCESS
MAY LOOK DIFFERENT THAN YOU EXPECTED
GETTING STARTED
INTRODUCING YOURSELF
GET PEOPLE TALKING

NOT JUST ABOUT WORK

@lackrone
EXPLAIN, EXPLORE
CONSTELLATIONS
1. Our team has what we need to succeed
2. Communication works well on our team
3. Our team plans to an appropriate degree
4. Our team communicates the cost of change
5. Our team is building the right thing
6. I feel listened-to on this team
7. I know what’s expected of me
8. I feel we have a common vision
9. I think what we are building is valuable
JOURNEY LINES
Getting Ready for This Talk

Ooh, Agile2015 is in DC!

Speaking would require an idea

Wait! Maybe this idea would work

Working on it...

Submit!

Umm...

Maybe not a great idea.

But now I have to really do it!

Revision and trial and real life...

Accepted!

But now I'm really here.
1. “Tell me about when…”

2. “Can you tell me more?”

3. “What else?”

4. Self-evaluation: “Would you trust your test practices?”

5. “What do you make of that?”

6. “How do you feel about that?”
PRIORITIZE THE WHOLE BACKLOG, FAST
COMMIT
QUESTIONS