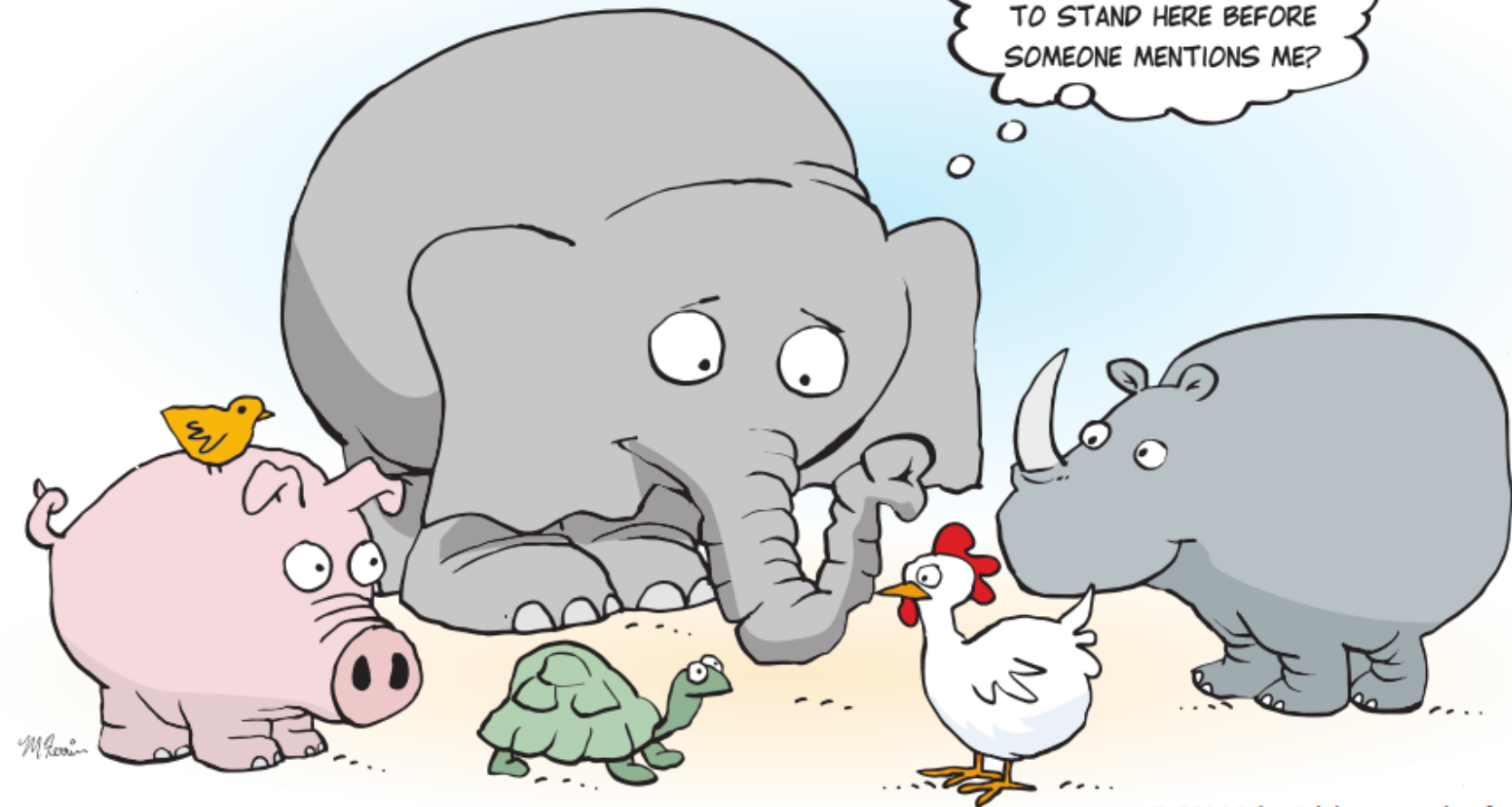


# Building Antifragile Relationships and Teams

Hi

# Agile Safari



M. Kavin

# Building Antifragile Relationships and Teams

@jcalabrese

# Jake Calabrese

Enterprise Agile Systems Coach & Agile Trainer  
Organization & Relationship Systems Certified Systems Coach (ORSCC).



## Contact Information

- [www.agileforall.com/jake-calabrese](http://www.agileforall.com/jake-calabrese)
- Twitter: @jcalabrese
- Agile Safari: [www.agilesafari.com](http://www.agilesafari.com)
- [jake.calabrese@agileforall.com](mailto:jake.calabrese@agileforall.com)
- [www.agileforall.com](http://www.agileforall.com)



# What is Agile About?

@jcalabrese



# Agile Manifesto

*We are uncovering  
better ways of  
developing software  
by doing it and  
helping others do it.*

# Agile Manifesto

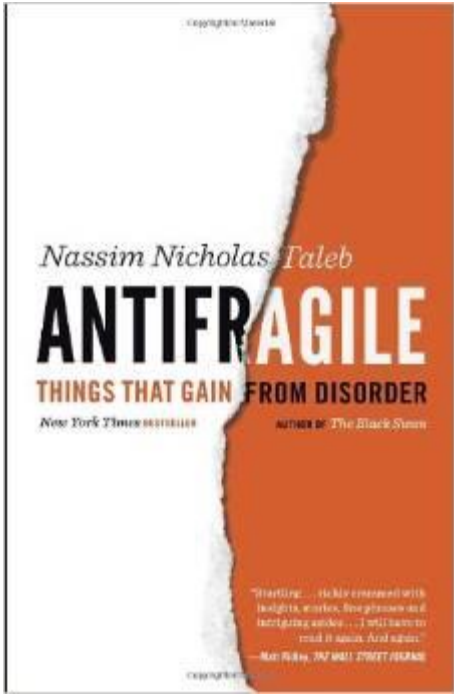
*We are uncovering better  
ways of  
~~developing software~~  
doing complex stuff  
by **doing it** and  
**helping others do it.***



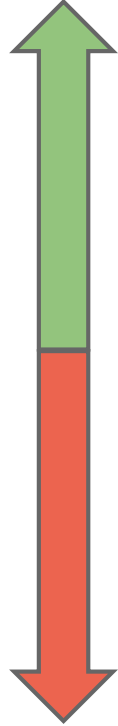
What is the  
opposite of  
fragile?



# Antifragile



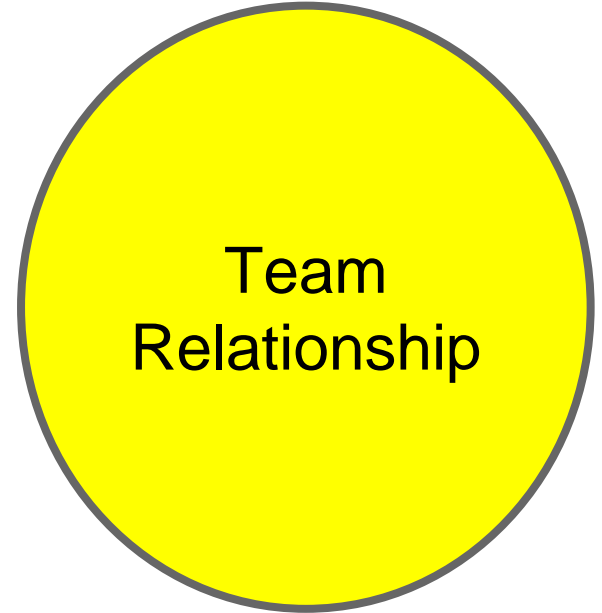
Antifragile



Benefit

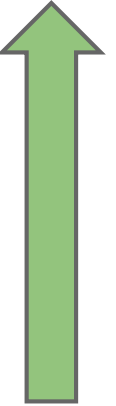
Break

Fragile

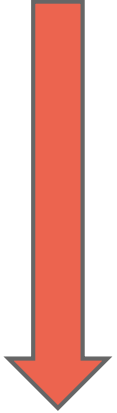


Antifragile

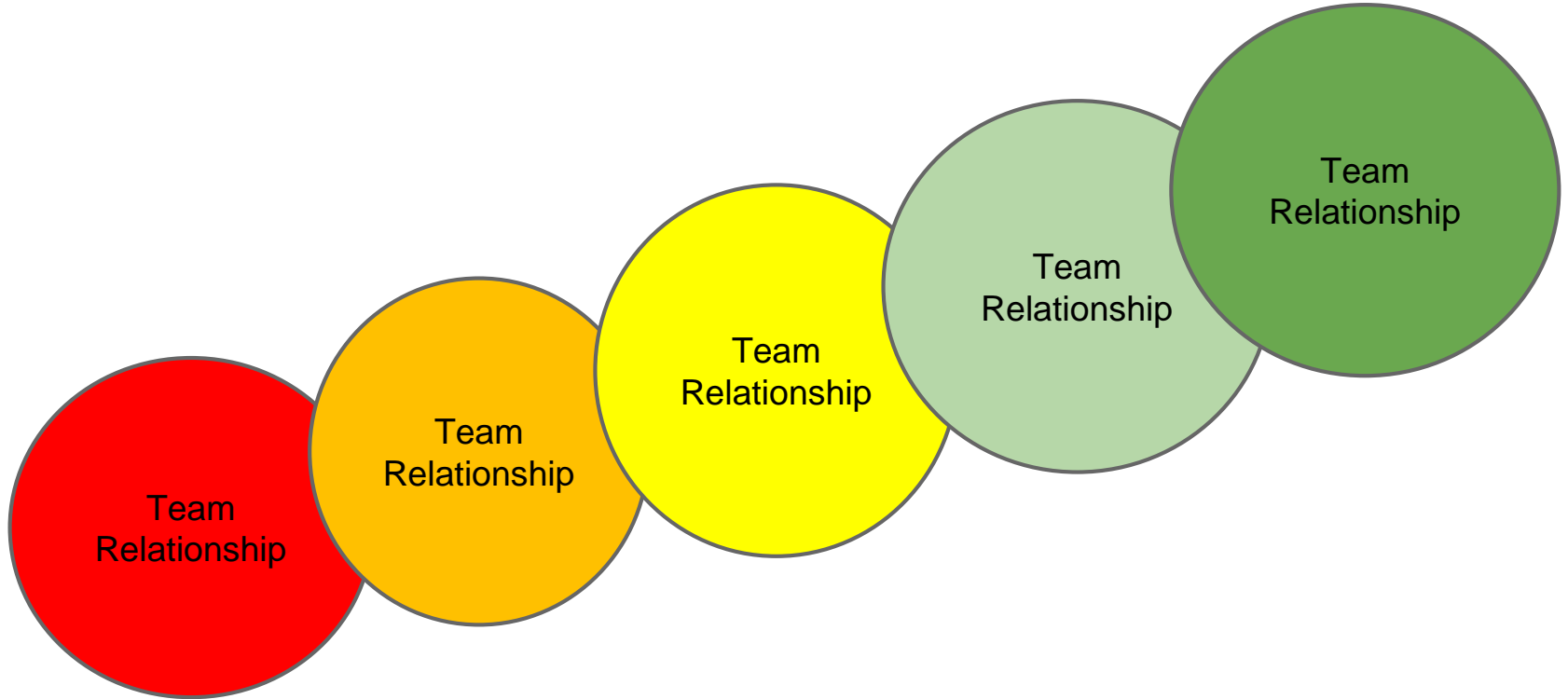
Time



Fragile



# Antifragile



# Fragile



**Agile Safari™**

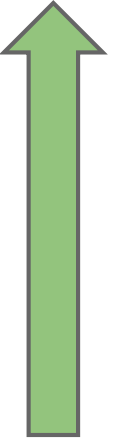
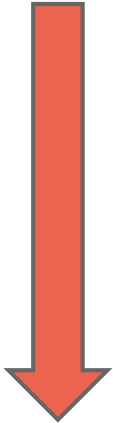
©2015 Jake Calabrese [www.agilesafari.com](http://www.agilesafari.com)

# Antifragile

Team  
Relationship

Time

# Fragile





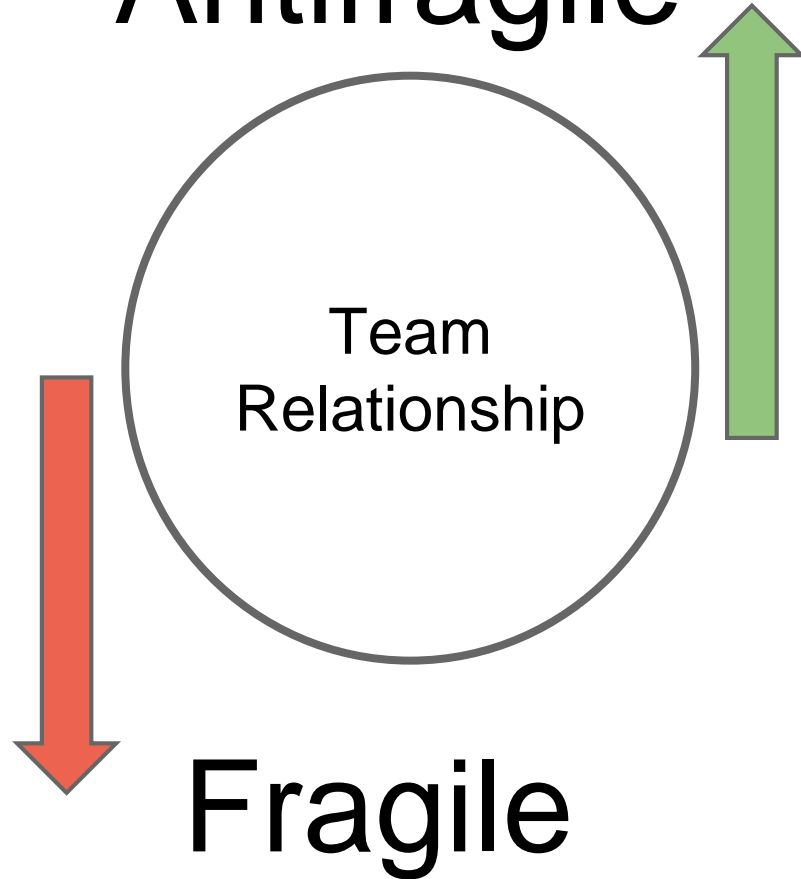
**Agile Safari™**

©2015 Jake Calabrese [www.agilesafari.com](http://www.agilesafari.com)



# Antifragile

*What are you  
doing TODAY  
that's moving you  
to a more **fragile**  
position?*

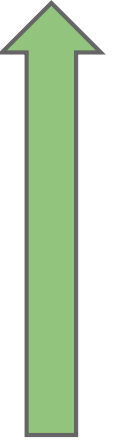




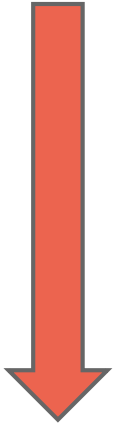
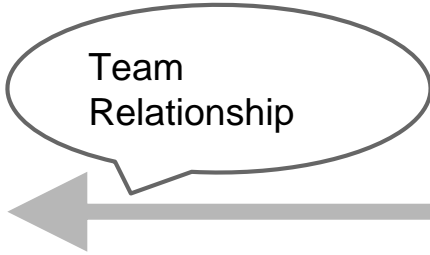
**Agile Safari™**

©2015 Jake Calabrese [www.agilesafari.com](http://www.agilesafari.com)

# Antifragile



Time



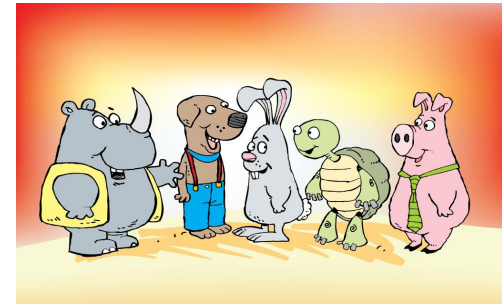
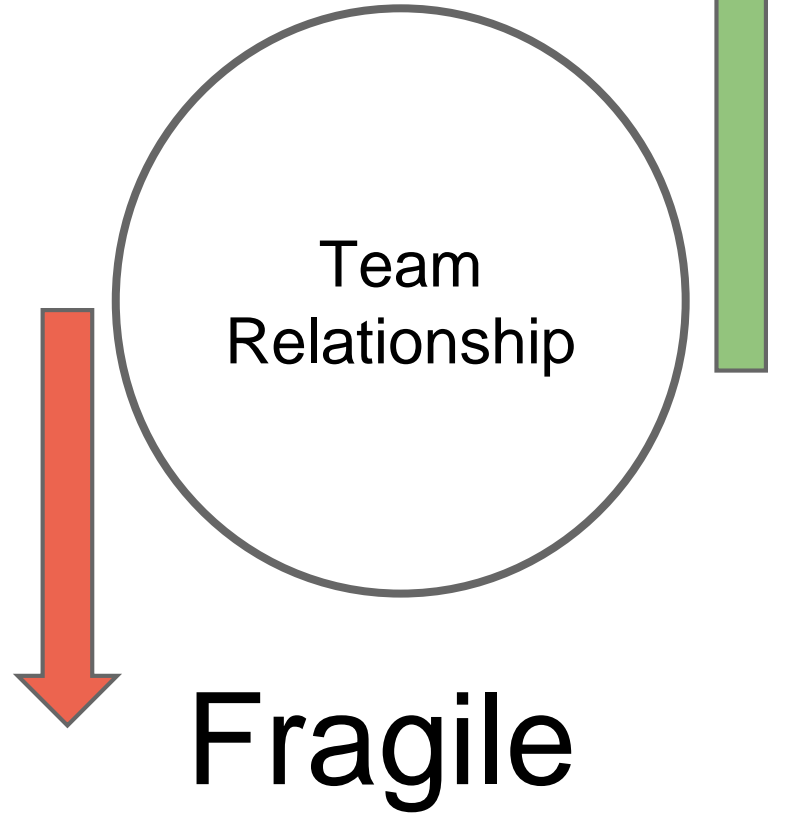
# Fragile



**Agile Safari™**

©2015 Jake Calabrese [www.agilesafari.com](http://www.agilesafari.com)

# Antifragile



*What potential options exist to move you to a more **antifragile** position...*

# Why Care?





**Agile Safari™**

©2015 Jake Calabrese [www.agilesafari.com](http://www.agilesafari.com)



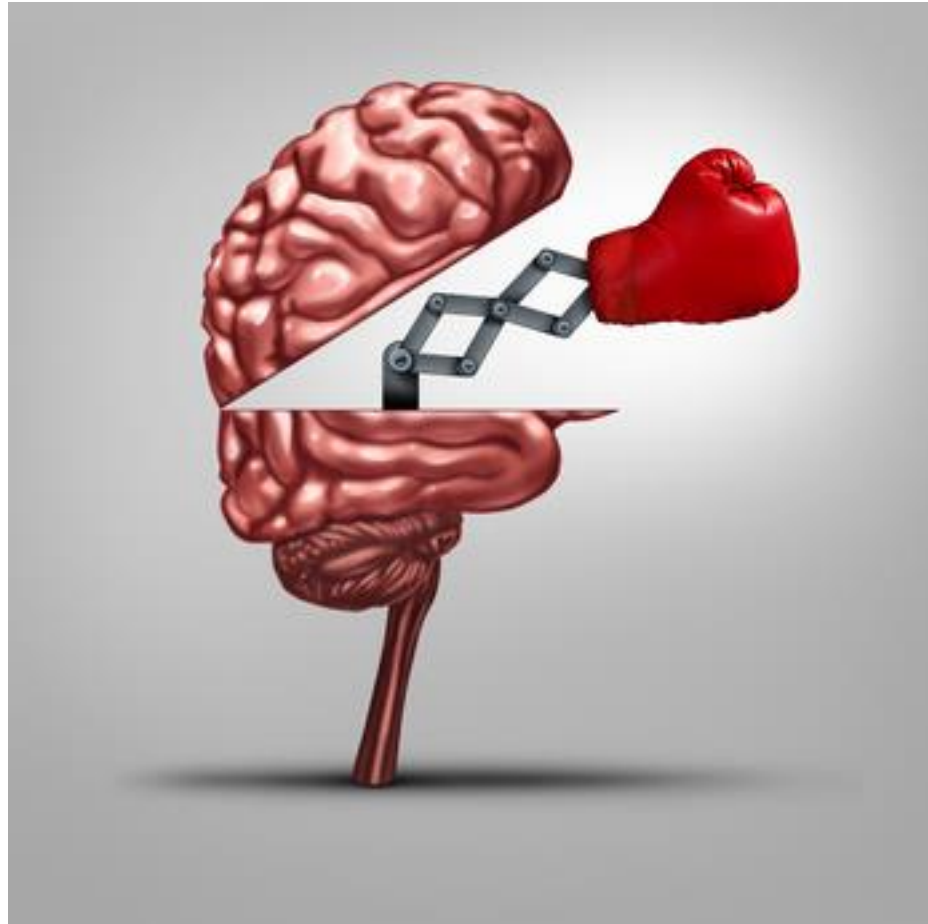
**Agile Safari™**

©2015 Jake Calabrese [www.agilesafari.com](http://www.agilesafari.com)



# A Few Tools

- Conflict Protocol
- Team Toxin Self-Awareness
- Team Alliance



# Working Agreement

- Be on time
- Daily Standup is at 930am
- Respect everyone
- Be prepared for planning
- Fog a mirror

Behavioral focus.

Does the team actually buy in?

# Team Alliance

1. Behavioral Agreements
2. Shared Responsibility
3. Creating Team Atmosphere

# Team Alliance Questions

1. What can you be counted on for?
2. How will we know it's working?
3. When **I assume** you are stressed, how would you like me to ask you about it?
4. How will I know when you are stuck?

# **Team Toxins**

T  
e  
a  
m  
  
T  
o  
x  
i  
n  
s

Stonewalling

Blaming

Defensiveness

Contempt

## Stonewalling

- Withdrawal
- Disengagement
- Avoidance

## Blaming

- Harsh Start-up
- Bullying
- Domination

**Choose**

## Defensiveness

- Not open to influence
- Refusal to take responsibility
- Not support or safe

## Contempt

- Personal Attack
- Eye rolling
- Disrespectful



# **PLEASE... Remember...**

Toxins are Normal.

Toxins are never an excuse  
to tolerate discrimination!

Diagnose yourself, NOT others.

# SHAKE IT OFF



## Stonewalling

- ✓ Transparency
- ✓ Mediation
- ✓ Professional Coaching
- ✓ Responsibility process

## Blaming

- ✓ Feed Forward
- ✓ Curiosity
- ✓ Soft Start up
- ✓ COIN

## Defensiveness

- ✓ Curiosity
- ✓ 2% Truth
- ✓ Responsibility process

## Contempt

- ✓ Personal development & coaching
- ✓ Emotional intelligence
- ✓ Respectful comm.

**Conflict is a sign of what?**

# Conflict Protocol

1. How do **you** want to **be** when someone violates the Team Alliance?
2. What will you do? Your team?
3. When conflict occurs, what behaviors do you want to model? Not model?

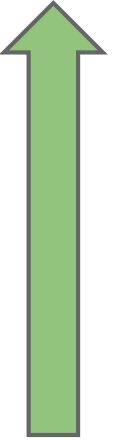
# Consider a relationship or team

Where are YOU on the journey?

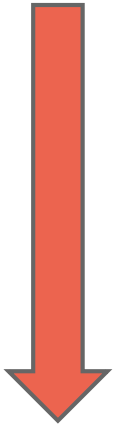


Antifragile

Time

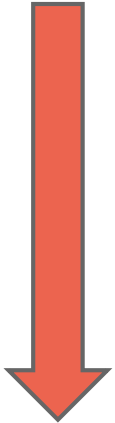
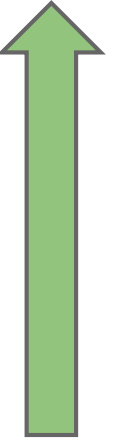


Fragile



Antifragile

Time

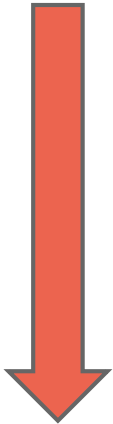
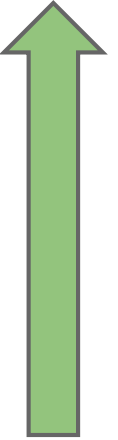


Fragile



Antifragile

Time



Fragile



# Exercise

What is one activity you can **stop** doing today?

What is one activity you can **start** doing today?

Think about this on your own; Share Out

# Learning More

I'll have a free virtual session on this topic to dig in deeper and answer more questions! If you are interested in that OR just articles, training, and more information on the topic, please visit:

<http://www.agileforall.com/building-antifragile-relationships-and-teams/> for links, slides, articles, AND to sign-up for the virtual session!