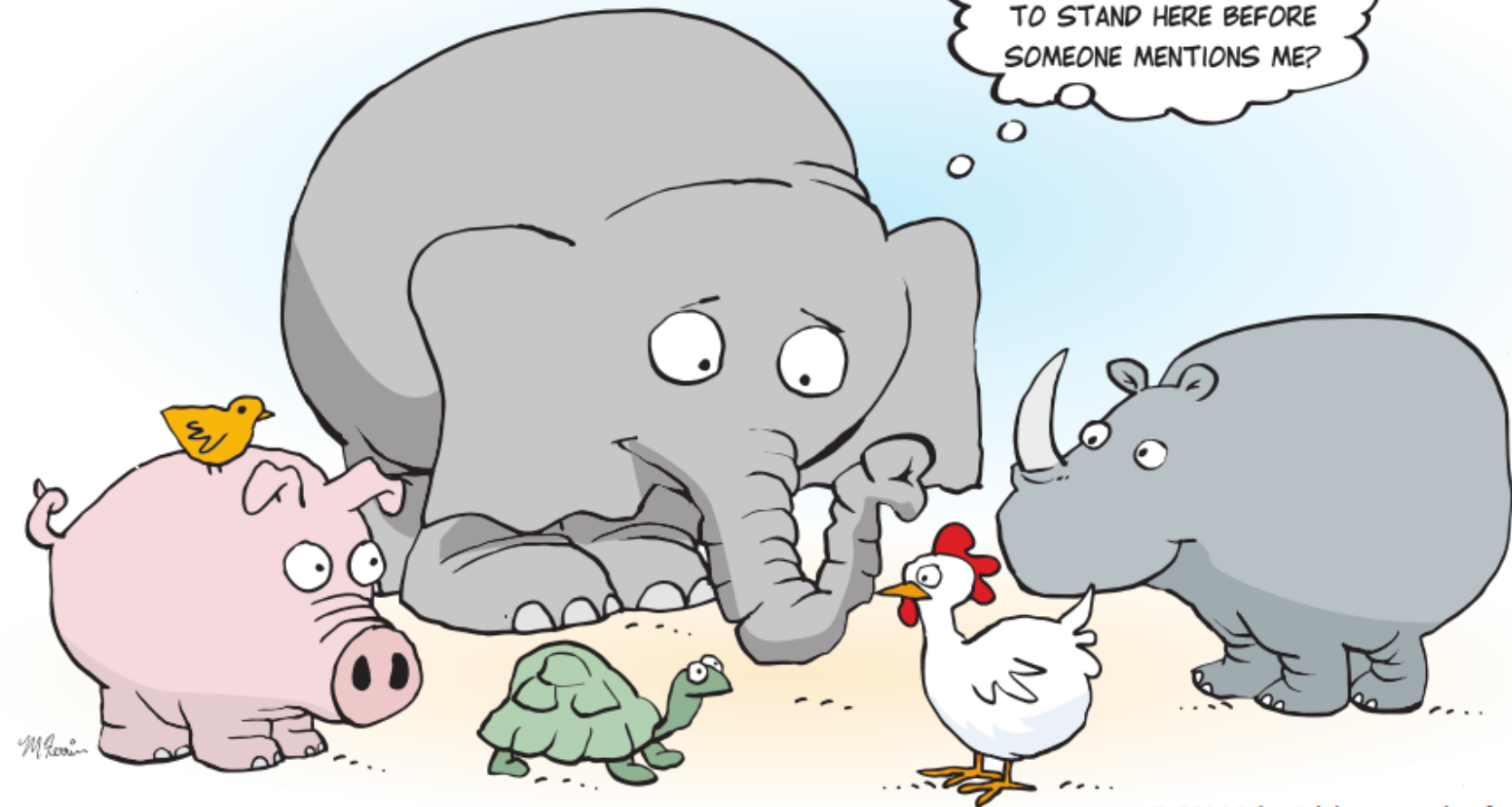


Building Antifragile Relationships and Teams

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).



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What is Agile About?

@jcalabrese



Agile Manifesto

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

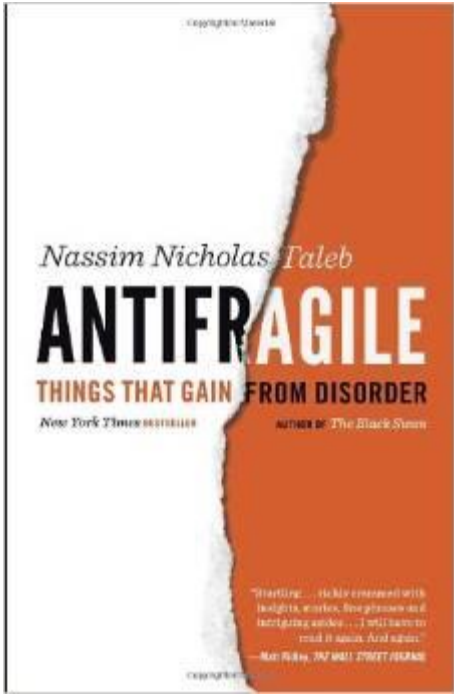
Agile Manifesto

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

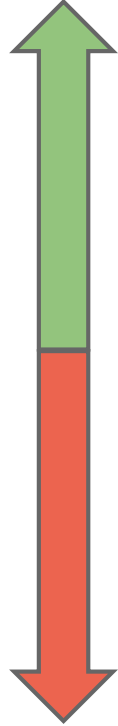
What is the
opposite of
fragile?



Antifragile



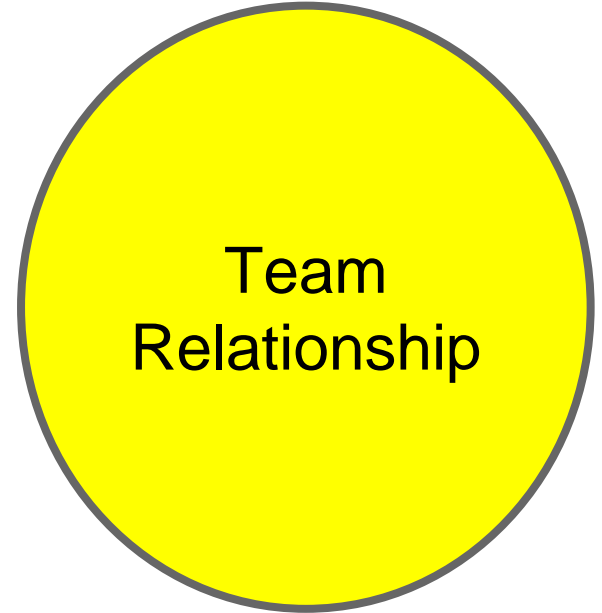
Antifragile



Benefit

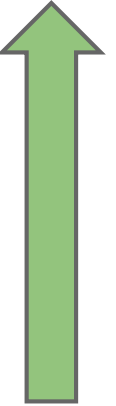
Break

Fragile

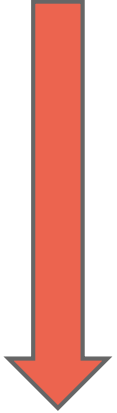


Antifragile

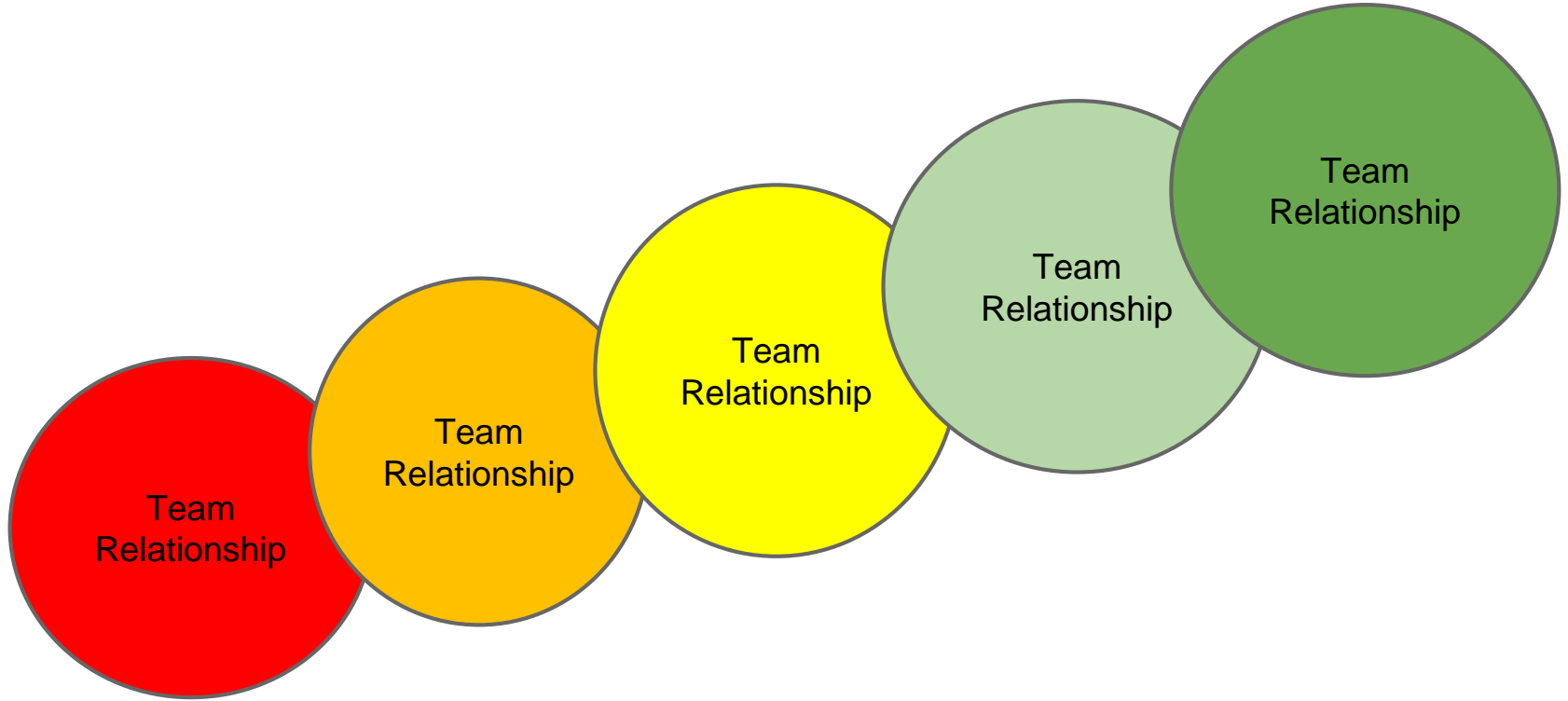
Time



Fragile



Antifragile



Fragile



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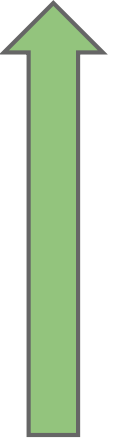
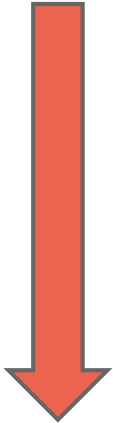
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Antifragile

Team
Relationship

Time

Fragile



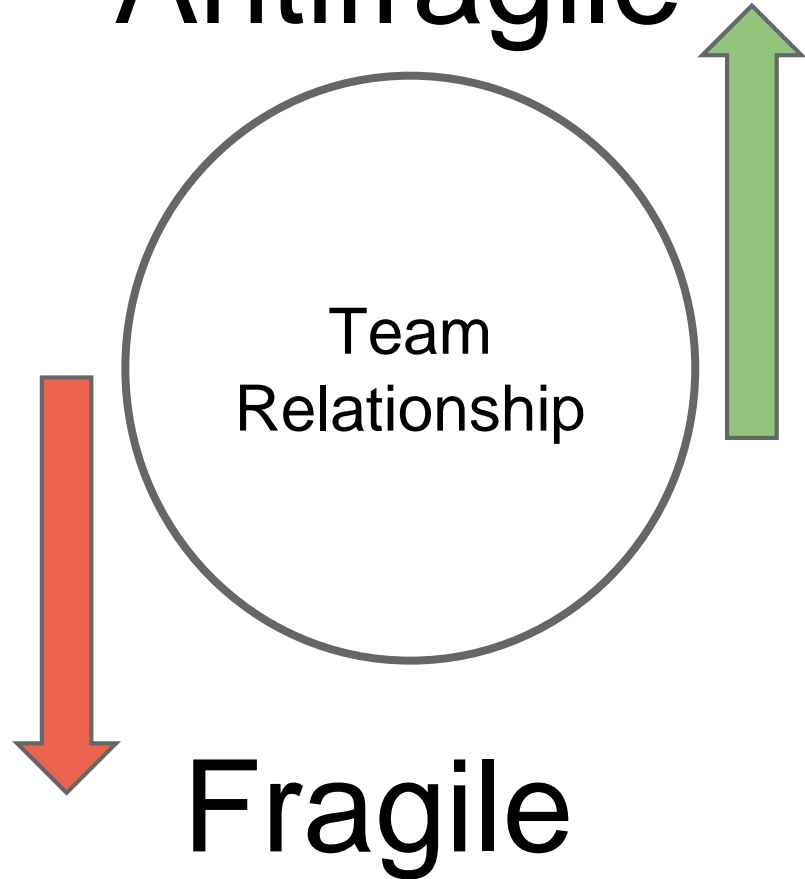


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Antifragile

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



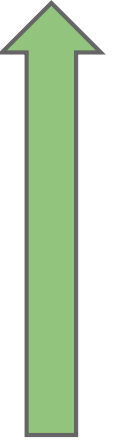
Fragile



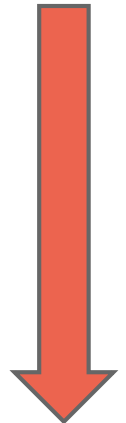
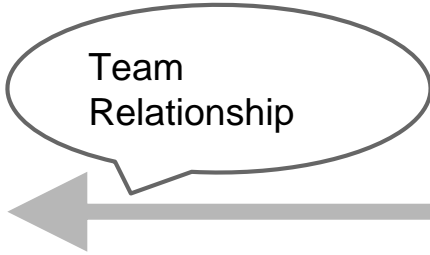
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Antifragile



Time



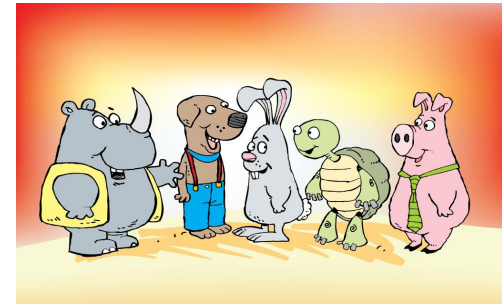
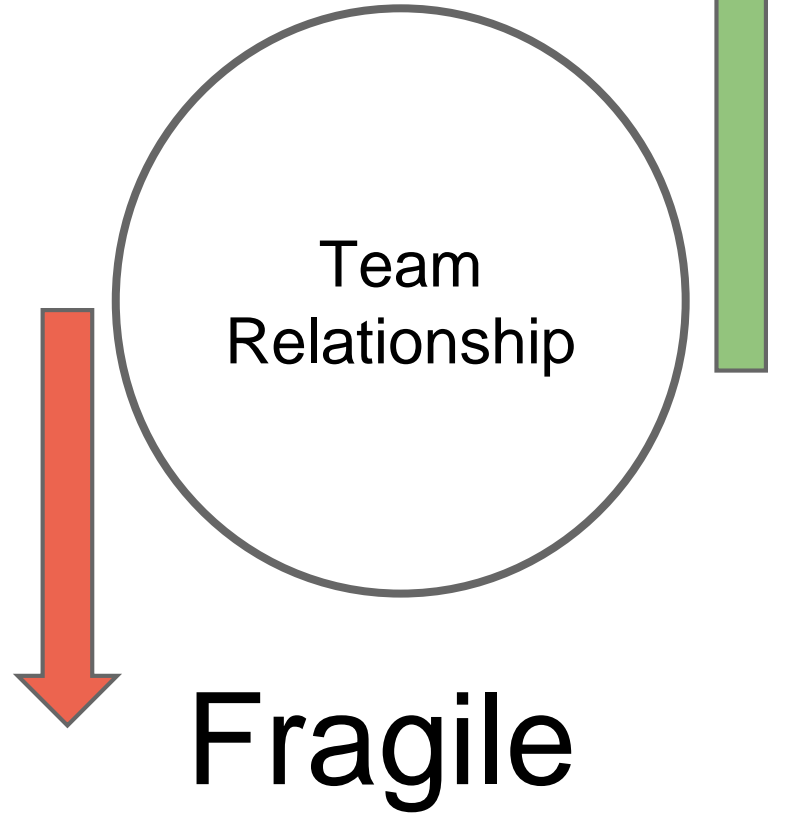
Fragile



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Antifragile



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

Why Care?





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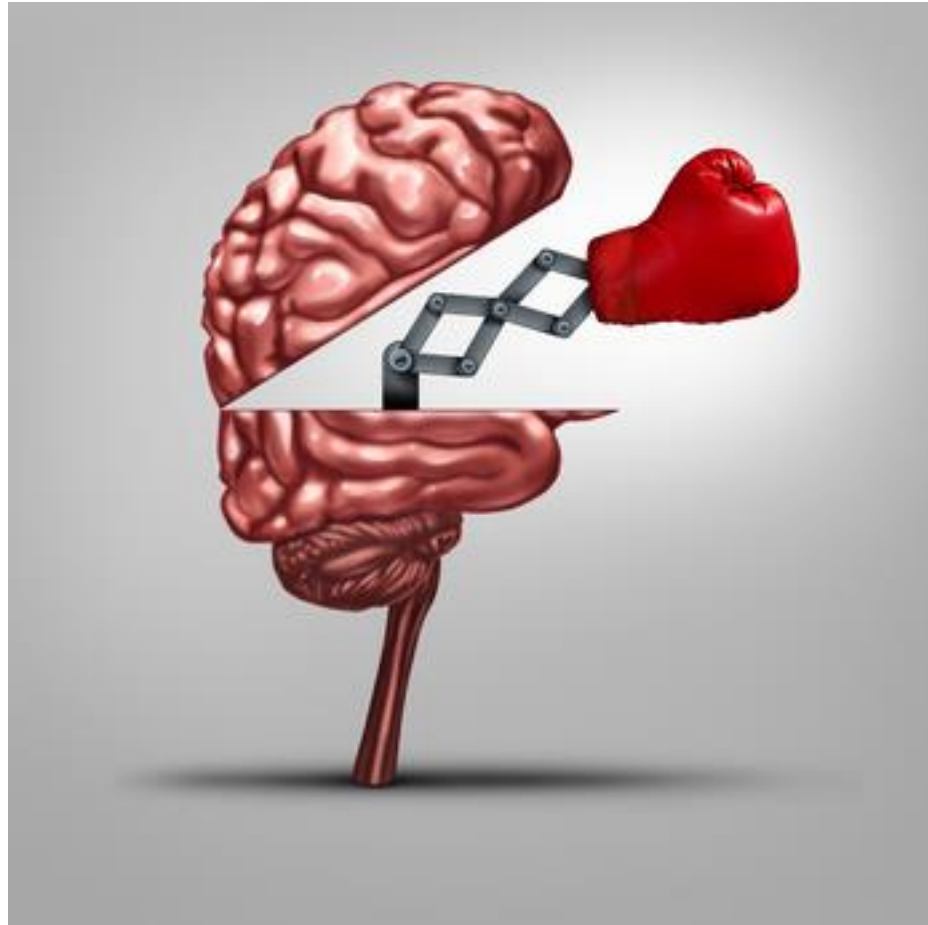


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A Few Tools

- 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
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a
m

Stonewalling

Blaming

T
o
x
i
n
s

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?

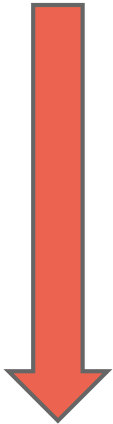
Consider a relationship or team

Where are YOU on the journey?

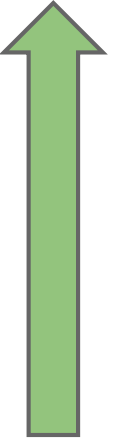


Antifragile

Time

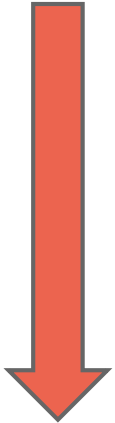
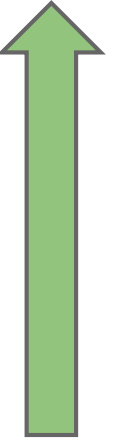


Fragile



Antifragile

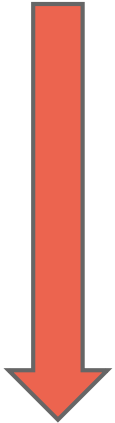
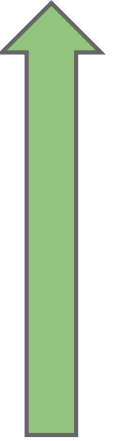
Time



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!