Building Antifragile Relationships and Teams
Hi
Agile Safari

I wonder how long I'll have to stand here before someone mentions me?
Building Antifragile Relationships and Teams

@jcalabrese
Jake Calabrese
Enterprise Agile Systems Coach & Agile Trainer

Contact Information
- www.agileforall.com/jake-calabrese
- Twitter: @jcalabrese
- Agile Safari: www.agilesafari.com
- jake.calabrese@agileforall.com
- www.agileforall.com
What is Agile About?
Agile Manifesto

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

@jcalabrese
Agile Manifesto

We are uncovering better ways of developing software by doing complex stuff and helping others do it.
What is the opposite of fragile?
Antifragile
Antifragile
Benefit
Break
Fragile
Team Relationship
Time

Team Relationship

Fragile

Antifragile
What are you doing TODAY that’s moving you to a more fragile position?
What potential options exist to move you to a more antifragile position…
Why Care?
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
Stonewalling

Defensiveness

Blaming

Contempt
Stonewalling
- Withdrawal
- Disengagement
- Avoidance

Blaming
- Harsh Start-up
- Bullying
- Domination

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

Contempt
- Personal Attack
- Eye rolling
- Disrespectful

Choose
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

Fragile

Time
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!