

Welcome to the Matrix!

Question: What are your organizational challenges?

Find a partner

- Someone you don't work with
- Talk about the organizational challenges you face with regard to how the organization is organized: divisions, departments, teams, leadership,...

Criss-cross Chaos

This is Elwood.

Hello Elwood!





Elwood reports to
Ella.





Ella reports to Norman.



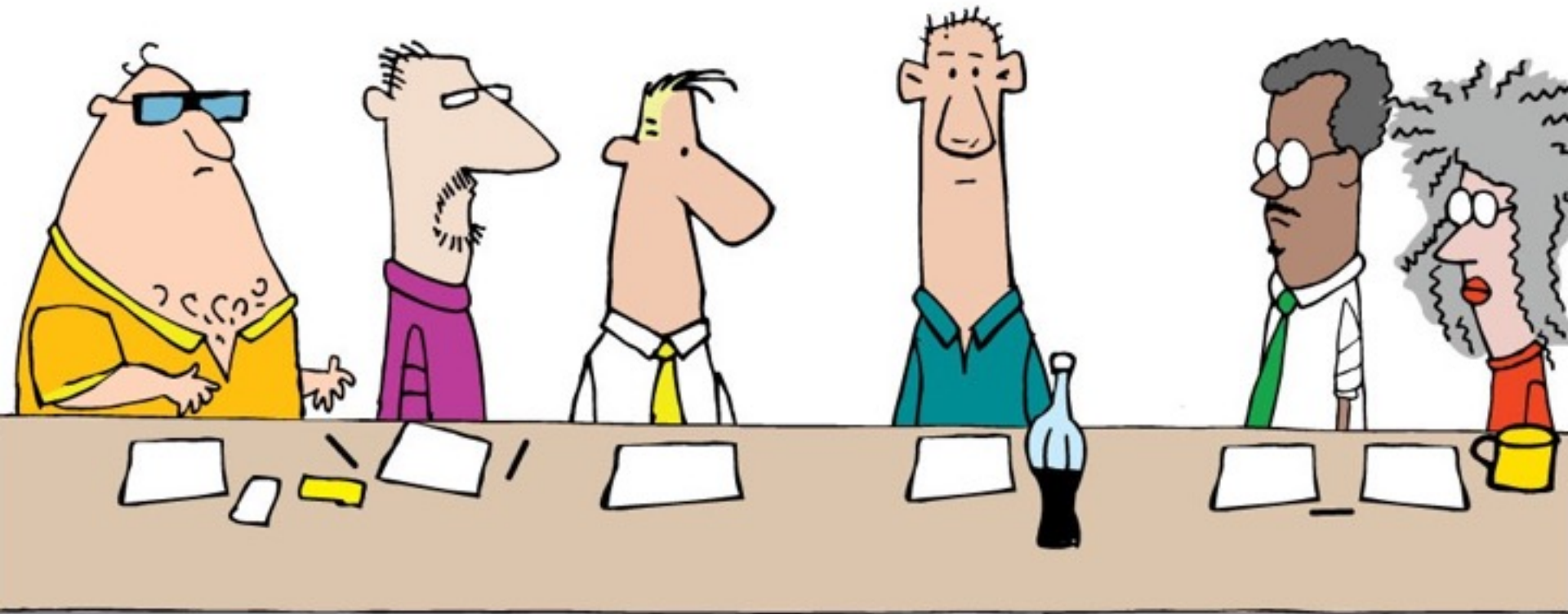


Elwood is a
software developer.

Elwood is on a team, an “agile” team.



The team includes developers, QA / testers, a designer, and a database developer.



The developers report to a development/
technical manager (**Ella**).



The testers report to a QA manager
(**Ashish**).



The designer reports to the design
manager (**Flo**).



The database developer reports to the
database manager (**Armand**).



Ella and Ashish report to **Norman**, the Director of Development.



Flo reports to **Ernie**, the Marketing Director.



Armand reports to **Rebecca**, the CIO.





Norman



Ernie



Rebecca



Ella



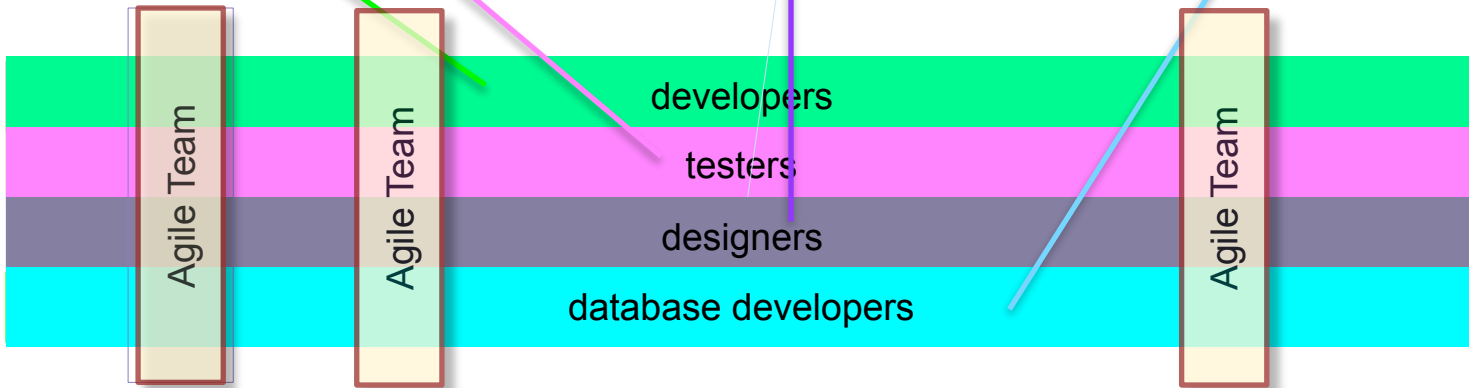
Ashish



Flo



Armand



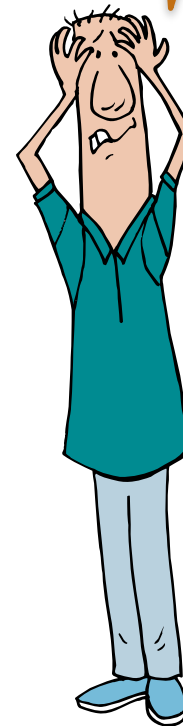


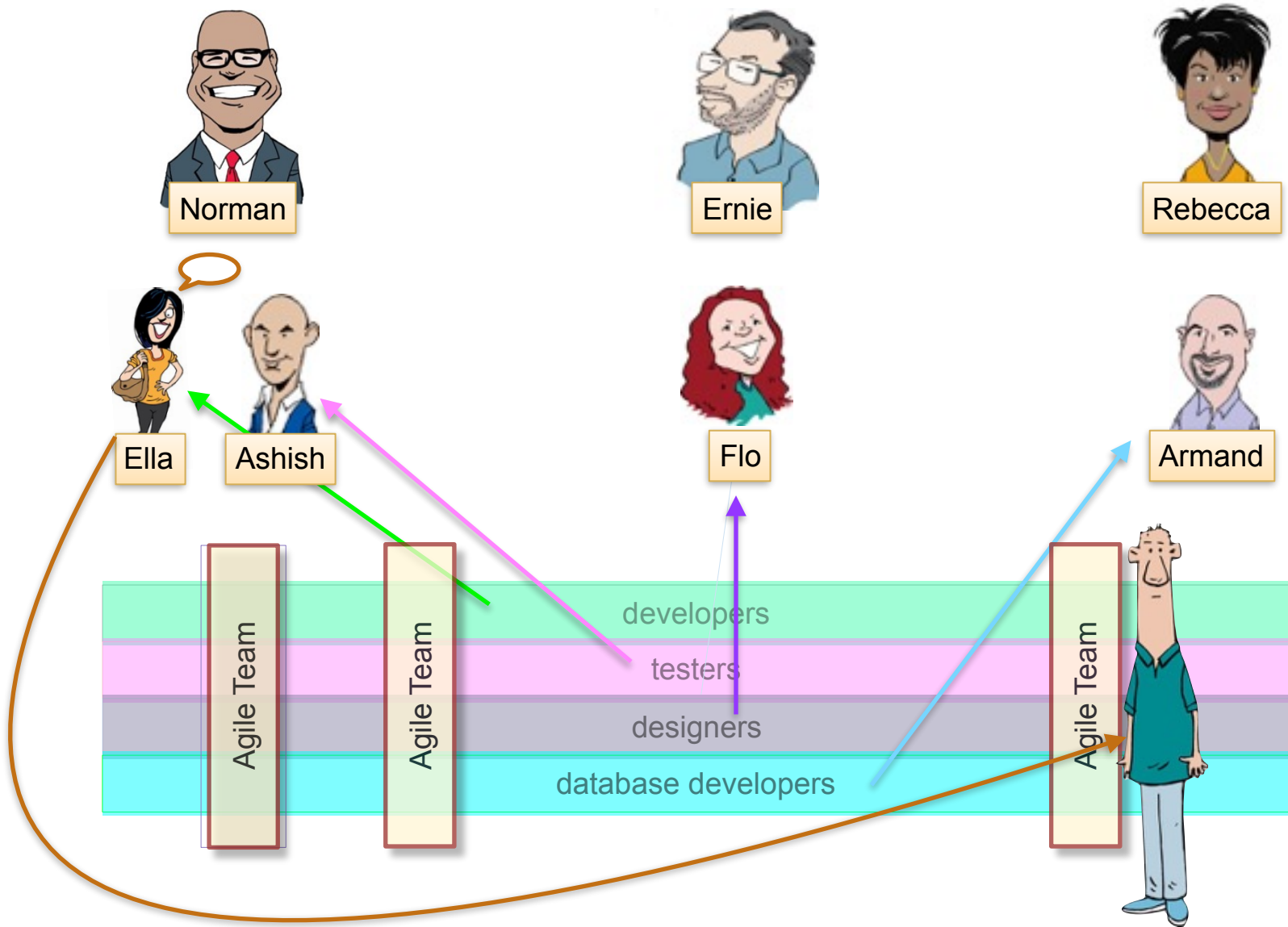
What happens?

Here's the thing, Elwood. I need your help. I promised Norman that we'd deliver this little job this week.



But that's not in our sprint backlog!



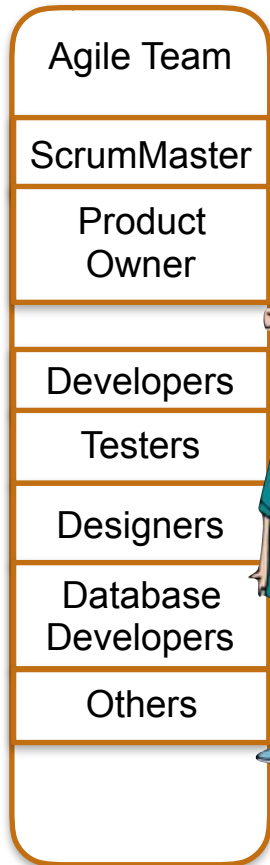
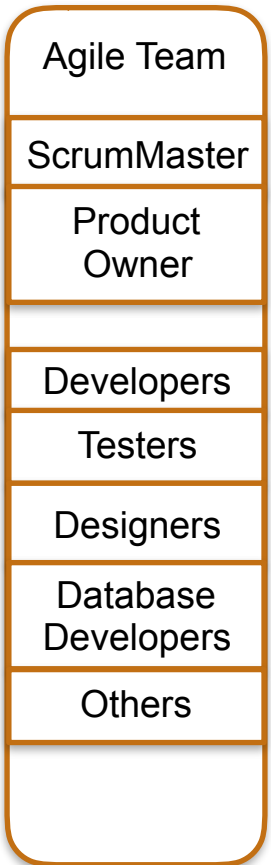
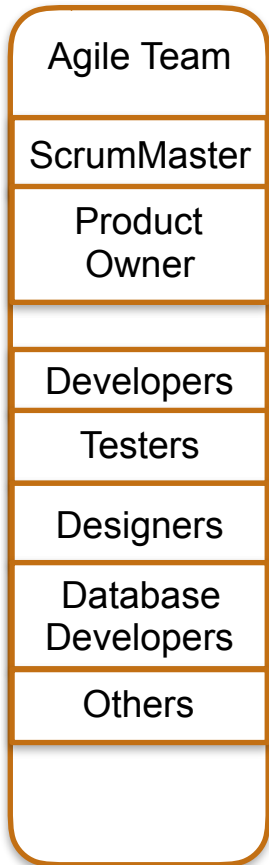


Why is this a challenge?

- Get with a partner.
- Come up with a list of at least 3 challenges in this scenario.
- Find another pair.
- Discuss your lists and boil it down to just 3.
- Find another group of 4.
- Do it again.
- Share.

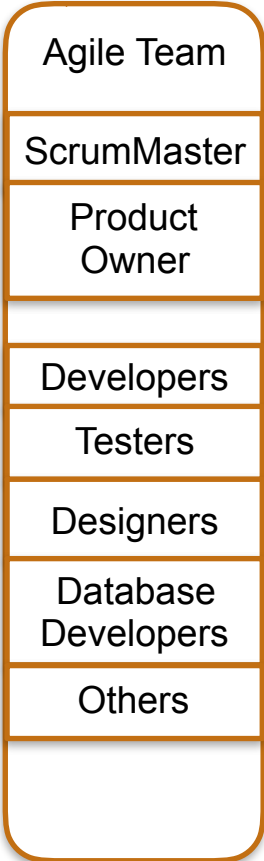
Welcome to the Matrix!

Let's change things around...



Let's change things around...

Functional Manager

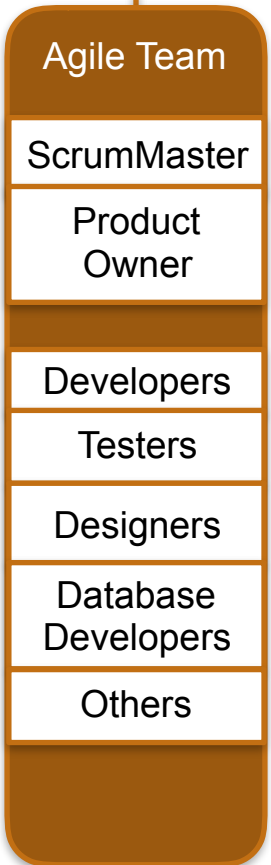
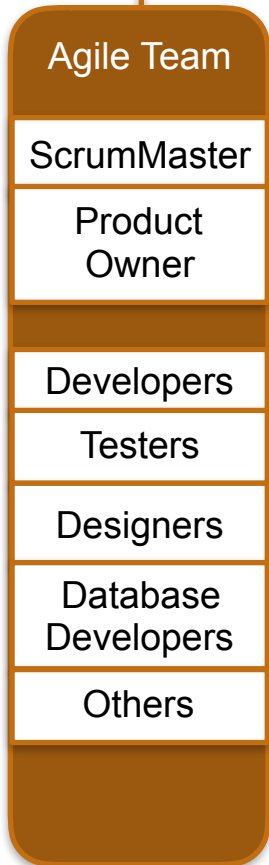


What is a functional manager?

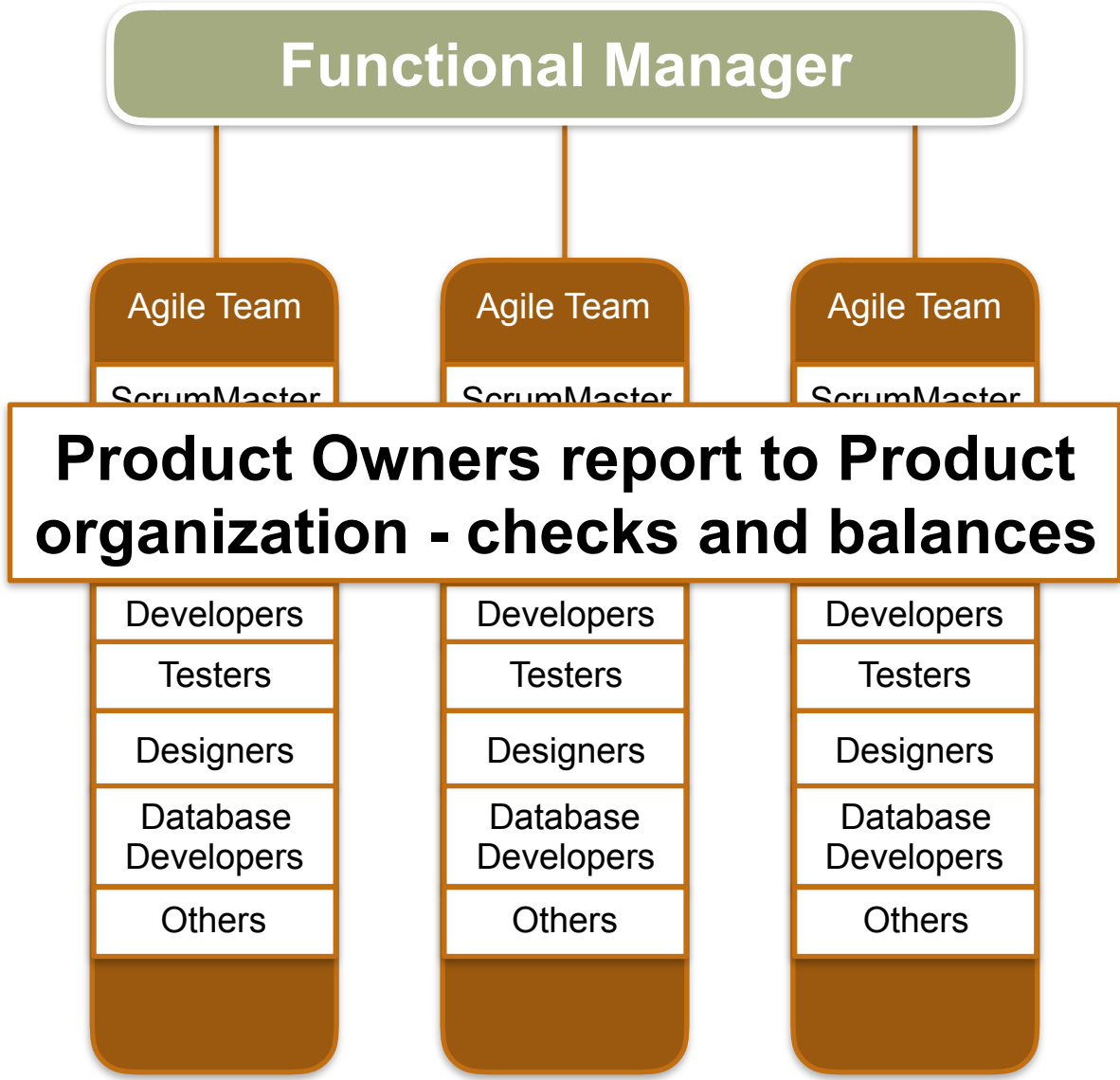
- In one minute, let's come up with at least 10 characteristics/responsibilities of a functional manager.
- If you have an idea, stand up (don't interrupt) and call it out, then sit down again quickly.
- We'll need a volunteer to record them.

Let's change things around...

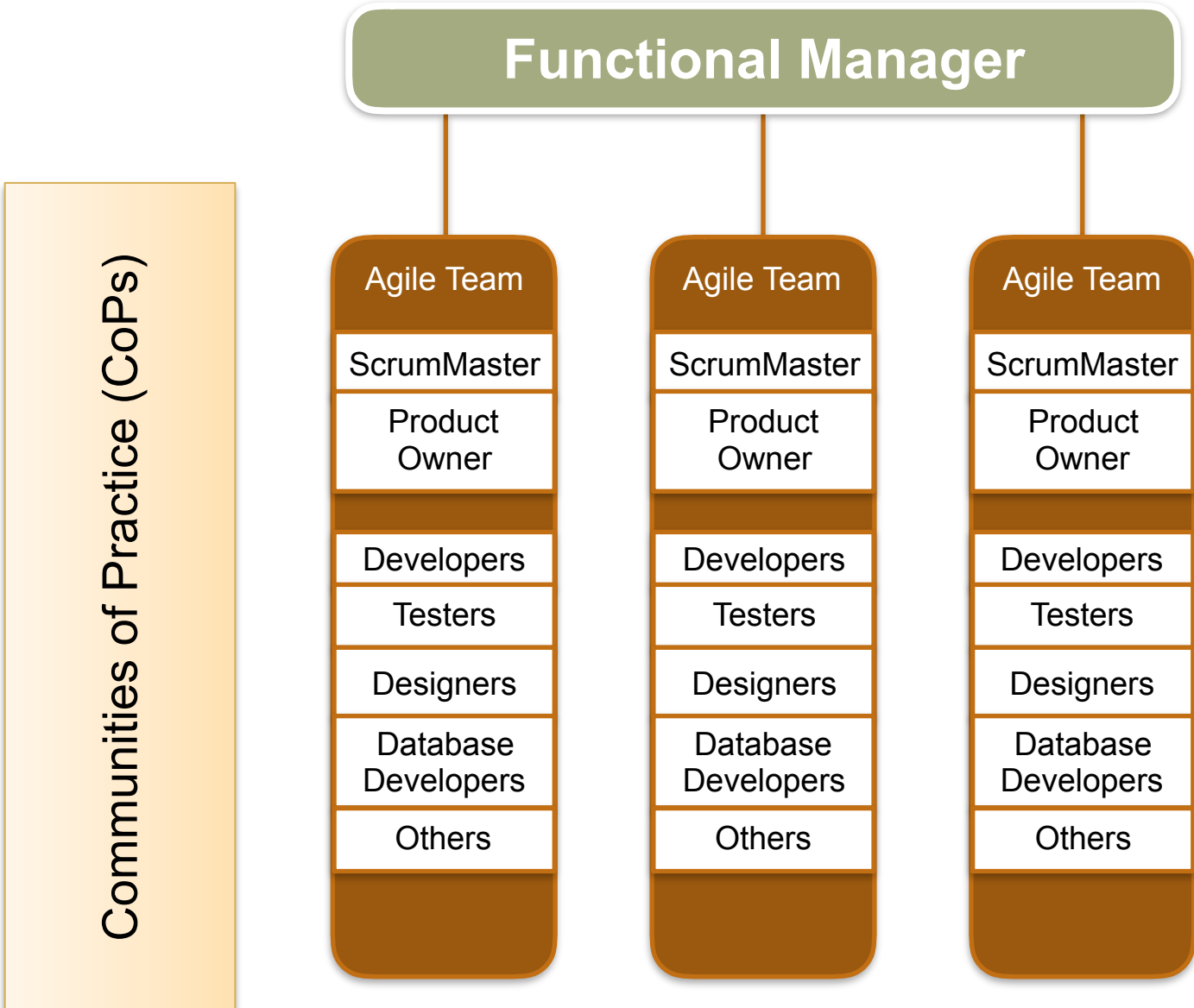
Functional Manager



Let's change things around...



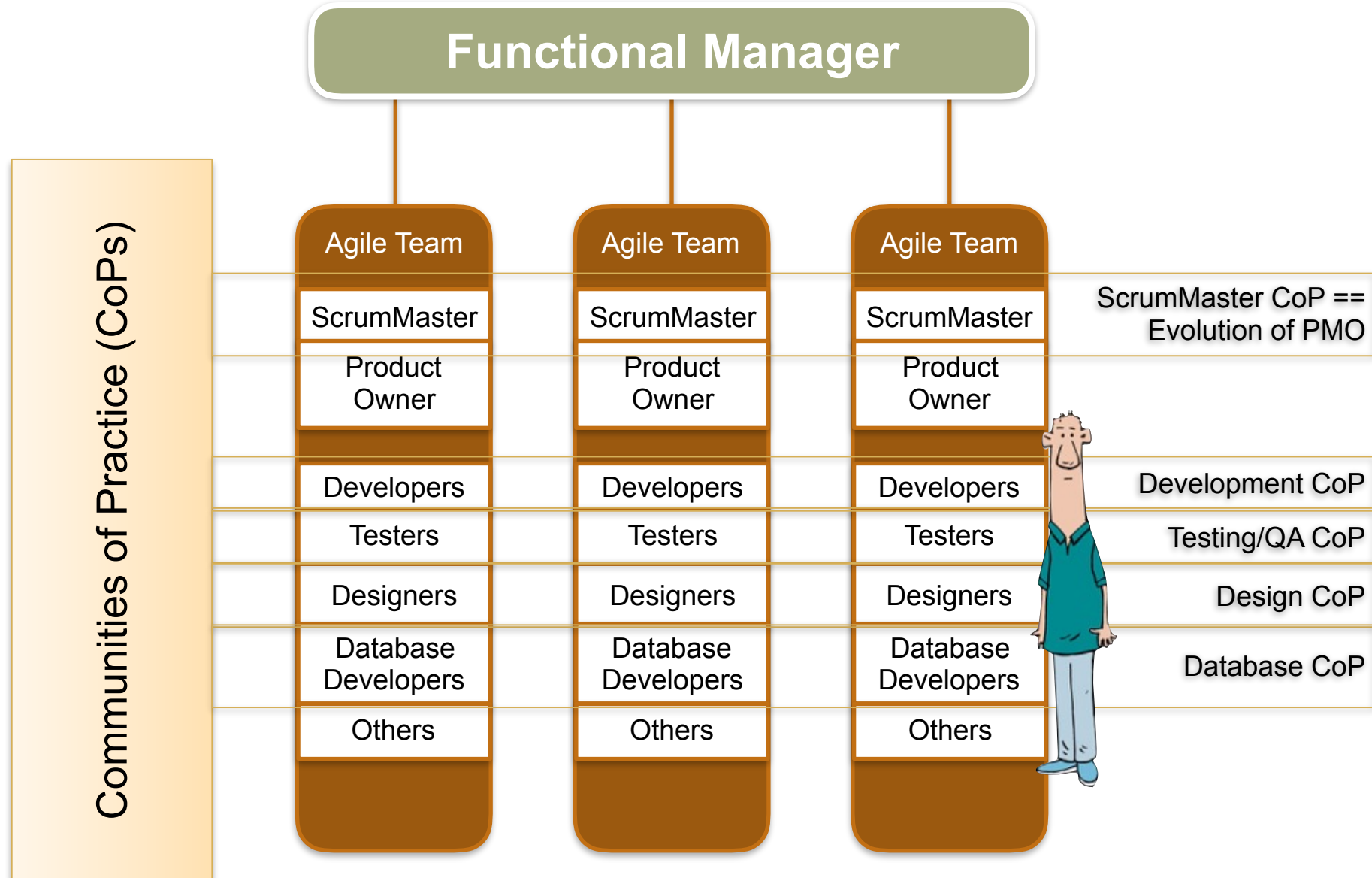
Let's change things around...



What's a Community of Practice?

- Turn to someone else in the room
- Have either of you ever implemented a CoP? Talk about it.
- Even if you haven't, talk about it and explore what it might look like.

Let's change things around...



Characteristics of a CoP Lead

- A lot like a technical / role-specific manager, but without the management authority
- Standards
- Industry changes
- Technology / role-specific evolution
- Role-specific career growth
- Education
- Community



WANT TO TALK ABOUT THIS SOME MORE?

Doc List

Doc@AgileVelocity.com

Twitter: @athought

Agile Velocity Twitter: @agile_velocity

LinkedIn: .../in/DocList

