Dana Pylayeva

Self-Selection Gamified.
Bring Your Own Spooky Questions!

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In your organization, how are the new teams formed?

What is the size of your organization?

What is your name and role?
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Coming Up Next:
Why a self-selection?
How to run the self-selection event?
How to prepare for it?
Spooky Questions game.
Self-selection simulation.
At Your Table: Make a Self-Selection Trifold

Prepare  Run  Follow up
Self-Selection

39 people
4 new teams
1 month to prep
3 hours to run

Reteaming after major layoffs
36 people
6 new teams
3 month to prep
4 hours to run

Reteaming for new products, retention and learning.
Self-Selection Event: How to Run it?

1. Rules & Pitches

2. Select-A-Team

3. Teams Blueprint Check
1. Rules and Pitches

Facilitator: Reminds the rules of the event.

PO and SM: Pitch the business values, culture and tech stack.

Participants: Rank the choices.
2. Select-A-Team

Place your card on your #1 choice (or “Available to Help”) team poster.

Talk to POs, SMs and potential new teammates.

Balance your interests with the needs of the company.
Is your team complete?

Does the team have needed skills/ingredients?

Do we need another round to rebalance the teams?
1. At your table, discuss what you learnt about a self-selection run.

2. Draw the 3 steps of How to Run it (in the middle of your trifold)
Self-Selection Preparation

Management

Facilitator

Process

Space

Participants

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1. Prepare a Facilitator

☐ Learn about self-selection.

☐ Partner with others, who’s done it before.

☐ Get your elevator pitch ready!

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2. Prepare the Management

- Help them solve a real issue.
- Frame it as an experiment.
- Build a confidence with a simulation game.
3. Prepare the Process

- Fine-tune the process, create new teams’ blueprints.
- Clarify the list of participating initiatives and people.
- Define your information sharing strategy (Slack, Q&A).
Cross-functional and small.

Autonomous.

Ideally - Very few pre-selected members.
4. Prepare Participants

- Scrum Masters and Product Owners (or other team leads)
- Individual Participants
- Leadership and Observers

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A Sample Participant’s Card

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Current Skills and Learning Interests
1. Personalize a card with your name and a self-portrait sketch.

2. Complete the card with your team ingredients.
5. Prepare The Space

- A Large room with an ample space
- Rules Posters, Teams’ Blueprints, Participants Cards.
- Don’t forget the food and beverages!

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1. At your table, discuss what you learnt about self-selection preparation.

2. Draw the 5 steps of the preparation process.
After Self-Selection...

Transition Plan

Coaching

Team Liftoff

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First Time Self-Selection Fears

Loosing Control
Loosing Team Identity
Unknown
Gym Memories
Q4. I will not be in the office on the day of the self-selection event. What should I do?

Q8. No problem! You can nominate a proxy to pick a team for you. You can also let a facilitator know about your preferred team.
A Joker Card

SPOOKY QUESTIONS

Write your own spooky question

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We need Teams to build 9 Mobile Apps for local markets.

Each team will get to spend 1 month in their region to learn about local culture.

Team Blueprint:
5 – 9 people (including Product Owner and Scrum Master).
Mark #1 & #2 choices on your card

Kyoto, Japan
Chicago, USA
Zurich, Switzerland
New York City
Dublin, Ireland
Dead Sea, Jordan, Israel
Round 1: Add Your Card to a Team Poster of Your Choice

Kyoto, Japan

New York City

Dead Sea,
Jordan, Israel
Learn More About Self-Selection

Creating Great Teams
How Self-Selection Lets People Excel
Sandy Malmi
David Srole
edited by Kathleen Schneider

THE SELF-SELECTION GAME
Facilitator's Guide to Planning and Running "Self-Selection" Games: With Empathy, Impact and Fun
by Dana Plyayeva

DYNAMIC RETEAMING
The Art and Wisdom of Changing Teams
Heidi Shetzer Reffeland

https://leanpub.com/selfselectiongame

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Many Ways to Continue the Conversation:

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Examples for real Spooky Questions from previous workshop participants
Fears of Not Being Selected or even Losing the Job
Fear of Skills Deficiency

Spooky Questions:
- What if I'm not good enough?
- What if the work will require more skills than I have?
- What if my team is too weak?
- What if my new team turns out not successful?
- What if the members of a team are not effective?
Fear of Missing Out

**Spooky Questions**
Write your own spooky question

What if the new team is not a good fit?

What if I don't like my new team?

What if you like the product but not the people?

Does choosing a team mean I'm stuck on it forever?

What if I joined a team and decide I want to be on another team?

What if things don't work out like I thought they would?

What if a team has no one interested?

What if the team I wanted fills up?

What if I can't get on a team I work, what happens next time?

What if a team gets no members?

I really only like one team. Am I stuck in it forever?

What if none of the teams want me to join?
Fear of Difficult Team members
Practical Questions

**Spooky Questions**

- How do I pack log? (How can I be worried about a long transition process?)
- What if we don’t have enough people to staff all teams?
- How often will we change teams?
- What if someone new joins the company and self-selects?
- WILL I HAVE TO MOVE MY DESK EVERYTIME?
- DOES THIS MEAN WE CREATE MANY "FORMING" TEAMS AT THE SAME TIME? IS THIS OK?