DYNAMIC RETEAMING FROM THE TRENCHES

IF YOU CAN’T BEAT’EM, JOIN’EM! DOING A 180 ON FIXED TEAM DOGMA.

LAÏLA NOUIJEH & LAURENS BONNEMA
“SCRUM IS JUST THIS TINY SET OF RULES THAT IDENTIFIES PROBLEMS. YOUR JOB AS A TEAM IS TO SOLVE THOSE PROBLEMS, DRAWING SOLUTIONS FROM ANY AND ALL DISCIPLINES THAT CAN ASSIST YOU.”

RON JEFFRIES
WHEN REALITY STRIKES
STRIKE BACK!

38 SLIDES

I KNOW, WE PROMISED NOT TO. SO LET ME TELL YOU WHY...
LAÏLA NOUIJEH

SCRUM MASTER WITH PGGM
MOTIVATE PEOPLE AND TEAMS TO MAX OUT THEIR AWESOME!

NOTHING ELSE
FOCUS IS ONE OF THE SCRUM VALUES... ;-)
LAURENS BONNEMA

AGILE MANAGEMENT CONSULTANT WITH XEBIA
SCRUM MASTER TO MANAGEMENT TEAMS

GRAPHIC FACILITATOR
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THOU SHALT HAVE FIXED TEAMS
FORMING
TEAM ORGANIZATION AND ROUTINES. AVOID CONFLICT. GATHER INFO.

STORMING
CONFLICT ERUPTS. IDEAS COMPETE. CONFRONTATION.

NORMING
GROUP COHESION. ONE GOAL. ONE PLAN.

PERFORMING
TEAM IS AN AUTONOMOUS UNIT WITH COMPETENT MEMBERS WHO TAKE DECISIONS.

ADJOURNING
FINISH TASKS. DISBAND THE TEAM. MOURN ITS AWESOMENESS...
WHAT IF TEAMS ARE NOT FIXED?
WHAT IF WE INVESTED IN BECOMING GREAT AT RETEAMING?
LIGHTNING FAST ONBOARDING OF NEW TEAM MEMBERS
DYNAMIC RETEAMING IN PRACTICE
GREAT IDEA
BUT WE DON'T HAVE TIME TO GET AFTER IT RIGHT NOW

ERRR...  CAN'T STOP. TOO BUSY!!

TOO BUSY TO IMPROVE?
COMMON SENSE
WITH AN UNCOMMON LEVEL OF DISCIPLINE
PRAGMATIC PROCESS IMPROVEMENT
ONBOARDING IS FUN!
TWO MORE OPTIONS FOR DYNAMIC RETEAMING
SELF-SELECTION
NO-TYLENOL MANAGEMENT!
MEANWHILE, IN THE TEAMS...
LESS CHANGES IN THE TEAM
A LOT OF PRESSURE TO DELIVER
LESSONS ARE REPEATED UNTIL LEARNED
WORKSHOP!
HOW DO YOU HANDLE RETEAMING?
1 MINUTE

- SILENTLY, THINK ABOUT THE WAY YOU HANDLE RETEAMING AT THE MOMENT.
- WHAT'S THE REAL CHALLENGE HERE FOR YOU?
- WHICH ASPECTS OF DYNAMIC RETEAMING APPEAL TO YOU?
HOW DOES THE PERSON NEXT TO YOU HANDLE RETEAMING?

2 MINUTES

- TALK ABOUT THE WAY YOU HANDLE RETEAMING AT THE MOMENT.
- WHAT’S THE REAL CHALLENGE HERE FOR YOU?
- WHICH ASPECTS OF DYNAMIC RETEAMING APPEAL TO YOU?
HOW DO OTHER PEOPLE HANDLE RETEAMING?

4 MINUTES

- Talk with another pair about the way you handle reteaming at the moment.
- What differences and similarities exist?
- What experiment with dynamic reteaming would you like to do?

- We believe that doing this,
- For these people / this process,
- Will achieve this measurable outcome,
- And when it fails / succeeds, we will do this.
PITCH & PERFECT YOUR EXPERIMENT WITH DYNAMIC RETEAMING

4 MINUTES

- Talk with another quartet about the experiment(s) you've just come up with.
- What differences and similarities exist?
- What would make the experiment(s) better?

- We believe that doing this,
- For these people / this process,
- Will achieve this measurable outcome,
- And when it fails / succeeds, we will do this.
PITCH YOUR PERFECTED EXPERIMENT(S) WITH DYNAMIC RETEAMING

4 MINUTES

- Present the experiment(s) you’ve just come up with with your team to the group.
- As you listen to the presentations, take note of which experiments you would like to adopt, and get after it when you get back to work!
WHAT WOULD YOU LIKE ME TO ELABORATE ON SOME MORE?
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« TRUE AGILITY GOES BEYOND THE DOGMA, BEYOND THE PRACTICES. AGILITY IS ABOUT ADAPTING; ADAPTING YOUR PROCESS, YOUR LANGUAGE, YOUR TOOLS, YOUR TEAM, AND YOURSELF TO RESPOND TO THE SITUATION AT HAND. »

ANDY HUNT
SCRUM BOOSTERS
Committed to Innovating Scrum Mastery
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