STOP COMPLAINING AND START LEARNING!

Retrospectives that Drive Real Change

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David Horowitz

Retrium CEO & Co-Founder

David is the CEO & Co-Founder at Retrium, the world's first and only enterprise-ready retrospective platform.

David has over 12 years of experience working as a software developer, agile coach, and entrepreneur.

In addition to his Master's Degree in Technology Management from The University of Pennsylvania and The Wharton School of Business, he has Computer Science and Economics degrees from The University of Maryland.

He is the father of 3 little ones and is married to his college sweetheart!
If you could only bring one agile technique with you to a desert island, which one would it be?

1. Daily standup
2. Sprint planning and reviews
3. Prioritized backlogs
4. Retrospectives
5. Cross functional teams
6. Other
Retrospectives* are the catalyst of true agility

* Well, good ones at least.
Agile
=
Continuous Improvement
"At regular intervals, the team reflects on how to become more effective, then tunes and adjusts its behavior accordingly."
But for many of us...

"At regular intervals, the team reflects on how to become more effective, then tunes and adjusts its behavior accordingly."

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AND FOR SOME OF US...

"At regular intervals, the team forgets to run retrospectives, and rarely tunes or adjusts its behavior."
What stops us from "tuning and adjusting our behavior"?

- Topics discussed cannot be solved by team | 48%
- People don’t feel comfortable speaking up | 44%
- Team is distributed | 36%
- Retrospectives are always dominated by the same people | 32%
- Retrospectives are focused on the negative | 27%
- Team doesn’t discuss the right topics or agree on action items | 25%
- Team doesn’t want to | 23%
- Doing retrospectives consistently | 22%
- Team lacks knowledge around best practices | 21%
- Organization or management does not value retrospectives | 20%
- Retrospectives are dull or boring | 20%
- Hard to find time that works | 12%
- Other | 5%

Download the entire report at http://retrospectivesreport.retrium.com
The Vicious Cycle of Retrospective Disillusionment

- Lack of follow through during sprint
- Disengaged during retrospectives
RETORETROSPETIVE
TRIANGLE OF SUCCESS

People

Process

Follow Through
PILLAR #1

PEOPLE
“The Sprint Retrospective is an opportunity for the Scrum Team to inspect itself and create a plan for improvements to be enacted during the next Sprint.”

- THE SCRUM GUIDE™
Oh, you don't feel comfortable including the PO?

You have an Agile Smell.
Trust
“If Dante rewrote the inferno, I’m pretty sure the first circle would be conference calls.”

- Umair Haque
if one person is remote...

EVERYONE

is remote
Tools won't make remote work easy. But they **are** needed to make it effective.
PILLAR #2

PROCESS

* Hopefully, not quite as complex as this :)
The Default (But Really Good) Method

Figure 1.1: Retrospective steps as part of an iterative life cycle.

Want to mix it up a bit? Create a Circle of Retrospective Facilitators
PILLAR #3

FOLLOW THROUGH!
ZONE OF CONTROL

- JFDI!
- No excuses
- Small wins reinforce the value of the retrospective

ZONE OF INFLUENCE

- ID the influencer (volunteer only!)
- ID the person to be influenced
- Agree to a plan of action

"THE SOUP"

- Make your soup highly visible
- Less goes here than you'd think
- Just because something is difficult doesn't mean it belongs here!
# The Retrospective Radiator™

<table>
<thead>
<tr>
<th>Learnings</th>
<th>Talk to Us If...</th>
<th>Hypotheses &amp; Experiments</th>
<th>Action Items</th>
<th>Impediments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communicate with the PO throughout sprint</td>
<td>You want to learn how we reduced bugs by 25% in the last month</td>
<td></td>
<td>In the next sprint, we will get feedback from our PO at least twice a day</td>
<td>Unable to purchase tooling we need</td>
</tr>
<tr>
<td>Pair programming increases code quality</td>
<td>You want to help facilitating your retrospectives</td>
<td></td>
<td></td>
<td>Management increases WIP at the last moment</td>
</tr>
<tr>
<td>Using facilitation software for our retrospectives helps!</td>
<td>You want to hear about our 20% time initiative</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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The Organizational ScrumMaster

Adapted from A Playbook for Adopting the Scrum Method of Achieving Software Agility

**WHO**
- CxO or Senior Agile Change Leader

**PRODUCT**
- The Organization

**GOAL**
- "To eliminate the organizational barriers that may prevent the success of an Agile development model."

**HOW**
- Maintain a backlog of organizational impediments
- Accountability via Sprint Reviews
The Virtuous Cycle of Retrospective Success
It's hard to run a good retrospective.

That's why we asked 21 agile experts:

"What's the #1 thing you do to make your retrospectives successful?"

Download the free e-book

http://retrium.com/ebook/become-a-retrospective-rockstar

OR

https://goo.gl/EpYolq
thank you for your time!
ANY QUESTIONS?