Unlocking
Retrospectives

Hi, I’m Ryan!

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About Me

Teams that change the world
Family

Bees!
Games!

tl;dr
We do retrospectives, nothing changes

Day 1
Start, Stop, Continue

Flaky tests
Old and Busted

3-5 action items
Flaky tests

So we’re learning
6 Months

Day 1  Day 90  Day 180  Day 365  Day 455  Day 548

Flaky tests
Uh... This should work right?

Still broken!
1 Year

Day 1  Day 90  Day 180  Day 365  Day 455  Day 548

Flaky tests
Forget this.

Taboo Topic
Don’t half ass two things, whole ass one thing
— Ron Swanson

If you know the problem well enough, the solution becomes obvious
From actions based on assumptions to hypotheses based on inquiry

We were confirming our bias as action items
The Ask

Time to Tell the Scrum Master
Focus on one problem until solved

From 3-5 action items to 1
No Idea How to do
Any of this

Paralysis
Empathy Matters

1 Year, 3 Months

The Retro!
Anchors and Engines

3-5 Action Items
WAT

I Was That Guy
Would You Bet Your Job on It?

Let’s Learn Instead
1 Year, 6 Months

There it was
99 Problems and This Test Ain’t One

Party!
Why Did This Take So Long?

Improving was a muscle we hadn’t developed
Insights

Different retro activities bring different things into light
Single problem focus gave us feedback

From actions as solutions to actions as questions
You Cannot Spend Enough Time Learning About Each Other

Thanks!

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