DYNAMIC RETEAMING FROM THE TRENCHES

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

LAÏLA NOUIJEH & LAURENS BONNEMA
LAÏLA NOUIJEH

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

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

CONTACT
LAILA.NOUIJEH@PGGM.NL
+31623632073
@LAILANOUIJEH
LAURENS BONNEMA

AGILE MANAGEMENT CONSULTANT WITH XEBIA
SCRUM MASTER TO MANAGEMENT TEAMS

GRAPHIC FACILITATOR
SKETCHNOTER, GRAPHIC RECORDER, VIDEOScribe

CONTACT
LBONNEMA@XEBIA.COM
+31651097838
@LAURENSBONNEMA
“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!

42
SLIDES

I KNOW, WE PROMISED NOT TO.
SO LET ME TELL YOU WHY...
SCRUM BOOSTERS
Committed to Innovating Scrum Mastery
TUCKMAN

- **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 YOU HAVE ONE TEAM CHANGE A MONTH?

OR MORE...
WHAT IF WE INVESTED IN BECOMING GREAT AT RETEAMING?
HEIDI HELFAND
CO-ACTIVE SOFTWARE COACH
WWW.HEIDIHELFAND.COM
@HEIDIHELFAND
LIGHTNING FAST ONBOARDING OF NEW TEAM MEMBERS
RETEAMING IS INEVITABLE, SO YOU MIGHT AS WELL GET GOOD AT IT.

HEIDI HELFAND
ADVANTAGES OF DYNAMIC RETEAMING
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?
PAIR PROGRAMMING & MOB PROGRAMMING
PRAGMATIC PROCESS IMPROVEMENT
ONBOARDING IS FUN!
TWO MORE OPTIONS FOR DYNAMIC RETEAMING
SELF-SELECTION
NO-TYLENOL MANAGEMENT!
<table>
<thead>
<tr>
<th>20. The meet with Marcel challenge</th>
<th>21. Take out to lunch</th>
</tr>
</thead>
<tbody>
<tr>
<td>22. First week:</td>
<td></td>
</tr>
<tr>
<td>23. Gemba walkabout &amp; assign first project</td>
<td></td>
</tr>
<tr>
<td>24. Rewrite resume, curriculum vitae summary, and curriculum vita</td>
<td></td>
</tr>
<tr>
<td>25. Send an introductory email to ALLNL</td>
<td></td>
</tr>
<tr>
<td>26. Explain expectations for the following month</td>
<td></td>
</tr>
<tr>
<td>27. Meet to check over paperwork</td>
<td></td>
</tr>
<tr>
<td>28. First month:</td>
<td></td>
</tr>
<tr>
<td>29. Plan bootstrap</td>
<td></td>
</tr>
</tbody>
</table>

**The meet with Marcel challenge!**

Good generic time of the day, Mr./Ms. [Employee Last Name].

It's a time-honored tradition for new Xebians inducted into ACT to try and schedule a check-in meeting with our Sales Wizard and Jurassic BUM, Marcel van Benthem.

Your mission: [Employee First Name], should you decide to accept it, is to pick up your phone RIGHT NOW and dial +31612545176 to schedule said meeting before the end of business today.

As always, should you or any of your buddies be caught or killed, the Secretary will disavow any knowledge of your actions.

This message will self-destruct in five seconds.

Good luck [Employee First Name]!
MEANWHILE, IN THE TEAMS...
RETEAMING IS INDEED INEVITABLE
STILL AT LEAST ONE TEAM CHANGE A MONTH
A LOT OF PRESSURE TO DELIVER
EXPERIMENT:
SPLIT THE TEAM AROUND FOCUS AREAS
EXPERIMENT:
ECOCYCLE PLANNING

HTTP://WWW.LIBERATINGSTRUCTURES.COM/31-ECOCYCLE-PLANNING/

HTTPS://MEDIUM.COM/@HEIDIHELFAND/THE-DYNAMIC-RETEAMING-ECOCYCLE-3955FDF037E
EXPERIMENTATION OVER IMPLEMENTATION
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 SOMEONE ELSE HANDLE RETEAMING?

4 MINUTES

- FIND SOMEONE AT ANOTHER TABLE WHO YOU HAVEN’T TALKED TO BEFORE AND PAIR UP.
- 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?
8 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
8 MINUTES

- Go back to your table, and talk 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
8 MINUTES

- Present the experiment(s) you’ve just come up with your table 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!
- We’ll use the 8 minutes as a timebox, and see how many tables get to present their experiments within that time frame.
WHAT WOULD YOU LIKE US TO ELABORATE ON SOME MORE?
HEIDI HELFAND
CO-ACTIVE SOFTWARE COACH
WWW.HEIDIHELFA ND.COM
@HEIDIHELFA ND

HTTPS://LEANPUB.COM/DYNAMICRETEAMING/C/AGILE2019
LAURENS BONNEMA

AGILE MANAGEMENT CONSULTANT WITH XEBIA
SCRUM MASTER TO MANAGEMENT TEAMS

GRAPHIC FACILITATOR
SKETCHNOTER, GRAPHIC RECORDER, VIDEOSCRIBE

CONTACT
LBONNEMA@XEBIA.COM
+31651097838
@LAURENSBONNEMA
LAÏLA NOUIJEH

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

NOTHING ELSE
FOCUS IS ONE OF THE SCRUM VALUES... ;-)
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
COMMON SENSE
WITH AN UNCOMMON LEVEL OF DISCIPLINE