Learning from the books you said you read…

Em Campbell-Pretty
Managing Director
@PrettyAgile
linkedin.com/in/ejcampbellpretty/
em@prettyagile.com.au

Melissa Hay
Principal Consultant
@HayAgile
linkedin.com/in/melissa-hay-68513835
melissa@prettyagile.com

www.prettyagile.com.au
THE ULTIMATE AGILE BOOKLIST
#AGILE2019

TITLE: _______________________

AUTHOR: _______________________

WHY DID YOU READ IT: __________

WHAT DID YOU LEARN: __________

BOOK RATING ★★★★★
What is the last “agile” book you read?
What prompted you to read the book?
What did you learn?
What action(s) did you take after reading the book?

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“Those who can read and don’t, are only marginally better off than those who can’t.”

- Verne Harnish
Fragile

Computer Kiosk
Curiouser and Curiouser
Shifting the Focus in Strategic Thinking and Decision Making

Strategic thinking, as we said in Chapter 2, is the art of converting the wisdom of the organizations and individuals involved in decision-making processes into strategic commitments. In turn, strategic commitments are the foundation of a successful organization. Decisions must be evidence-based. It is also at the core of what elements structured should not be new to academics. It is also at the core of what any learning organization is about. As Ramaley and Holland (2019) put it, change savvy is crucial. In addition to the theory of action ideas at the end of the last chapter, we offer the following more operational elements.

https://flic.kr/p/8AsbhG
Why?
Scaling Software Agility
Best Practices for Large Enterprises
Dean Leffingwell
Foreword by Philippe Kruchten

The Agile Software Development Series
Alistair Cockburn and Jim Highsmith, Series Editors
The EDW Release Train

Develop on Cadence + Deliver on Demand.

PipeLine Services

"Get the right stuff. Funded and on the train."

Manager Development Services

"Get the stuff off the train."

Deployment Services

"Deliver the stuff to the station on time."

Portfolio Managers

System Analysts

Program Management

Deal "in situ"

Lead Tech Lead

Deployment

3 Managers

GM Strategic Delivery
Experience by itself teaches nothing... Without theory, experience has no meaning. Without theory, one has no questions to ask. Hence without theory there is no learning.

(W. Edwards Deming)
Want to know more? Check out: http://bit.ly/AgileBookClub

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Want to know more? Check out: http://bit.ly/AgileTeamOfLeaders

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He who learns but does not think, is lost! He who thinks but does not learn is in great danger.

Confucius

https://flic.kr/p/iBfM7H
“The more that you read, the more things you will know. The more that you learn, the more places you’ll go.” – Dr. Seuss
Creating Great Teams

How Self-Selection Lets People Excel

Sandy Mamoli
David Mole
edited by Katharine Dvorak
Standing Poll

Everyone stand

Remain standing if you have **read it**

Remain standing if you **learnt something**

Remain standing if you **acted on** that learning

Who would be willing to share?
Creating Teams
CREATING TEAMS
CREATING TEAMS
CREATING TEAMS

“Self-selection is a facilitated process of letting people self-organize into small, cross-functional teams. Based on the belief that people are at their happiest and most productive if they can choose what they work on and who they work with…”

- Sandy Mamoli & David Mole, Creating Great Teams
CREATING TEAMS

WE SHOULD DO THIS!!!!!!

Yesssss!!!
CREATING TEAMS

WE SHOULD DO THIS!!!!!!!

Yesssss!!!!
TEAM DAY

FRIDAY:

SELF SELECT

GOAL: FILL 6 TEAMS & NOMINATE SMASTERS

8AM: SET UP

9AM: WELCOMES EM & MARK & SAM

9:30: PITCHES 30MINS

10AM: ROUND 2 (10MINS)

10:30: MORNING TEA

11AM: ROUND 2 (10MINS)

11:30: ROUND 3

12: LUNCH

1: TEAM NAME & PRODUCT BOX

2: SHOWCASE PRODUCT BOXES

3: A/TEA

3:15: SOCIAL CONTRACTS

4: WRAP & BRIEF NEXT WEEK
What is the best thing for Analytics and Insights at the bank?
WE HEAR FROM PRODUCT OWNERS
CREATING TEAMS  

I DON'T HAVE A HOME YET!
CREATING TEAMS

LINDSAY'S SQUAD

JANE'S SQUAD

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OOPS
SO HERE IT IS....
CONTINUOUS IMPROVEMENT

New teams = New names

Product Owner & Scrum Master speed dating

Articulate and communicate team constraints before the sessions

The importance of breaks

Want to know more? Check out: http://bit.ly/pitchingselfselection

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GOJKO ADZIC

IMPACT MAPPING
MAKING A BIG IMPACT WITH SOFTWARE PRODUCTS AND PROJECTS

foreword by Tom Poppendieck

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Standing Poll

Everyone stand

Remain standing if you have read it

Remain standing if you learnt something

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Who would be willing to share?
February 2013

“Can you help us?”
March 2013

"Can we please have a Product Owner?"
April 2013

“The full strategic solution is needed urgently. How do we expedite delivery?”
May 2013

“Here’s the business requirements document…”
June 2013

“Can we report data that has been deleted by robots?”
July 2013

“You need to accelerate delivery!”

“You need to provide a PO!”
August 2013

“What do you mean you won’t deliver everything this year?”
September 2013

“Here is the list of priorities, we added a few extra features…”
October 2013

“Has anyone seen the PO?”
WAYNE:

LET ME TELL YOU ABOUT IMPACT MAPPING....
“An impact map is a visualisation of scope and underlying assumptions, created collaboratively by senior technical and business people.”

- Gojko Adzic
Why are we doing this?

Who will be impacted by it?

How should our actors' behaviour change?

What can we do, as a delivery team, to support the required impacts?
First attempt at facilitating #impactmapping today with @waynerpalmer. Amazing how much you can learn from a book! amzn.to/1alFoDZ
THE RESULT?

• An agreed set of priorities
• An iterative plan to get there
• While still not smooth sailing …

...the business was happy!
...and the team delivered!
...the business results were achieved!
The Pixar Pitch from Dan Pink’s *To Sell is Human* can help with identifying the goal.

Shorter white board sessions can also work.

Revisit the impact map on a regular basis.

Standing Poll

Everyone stand

Remain standing if you have **read it**

Remain standing if you **learnt something**

Remain standing if you **acted on** that learning

Who would be willing to share?
Communication and Collaboration in Large Groups
COMMUNICATING AND COLLABORATING

Lean from the Trenches
Managing Large-Scale Projects with Kanban

Henrik Kniberg
Foreword by Kent Beck
Edited by Kay Keppler

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Program Boards & Team Boards
Tips for Building a Program Kanban

Don’t let perfection get in the way of getting started

We don’t need a committee, we don’t need another meeting

Build something and see how it goes, tear it down or adapt it when you have more information

Start where you are
Cocktail Hour
Cocktail Hour

“If you walk into this project on any day before 10:15am, it will feel like walking into a cocktail party! People are everywhere, standing in small groups and communicating.”

Henrik Kniberg, Lean from the trenches
Reaching Consensus
REACHING CONSENSUS

5. Definitely
4. Probably
3. Barely
2. Probably not
1. Forget it

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REACHING CONSENSUS

5. We’re going to knock it out of the park
4. This has challenges, but we can do this
3. Despite the challenges, I can support this even when I leave the room!
2. Too much challenge, I don’t think so
1. We are doomed!

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THE ULTIMATE QUESTION 2.0
How NET PROMOTER Companies Thrive in a Customer-Driven World

FRED REICHHELD
Bestselling author of THE LOYALTY EFFECT

WITH ROB MARKEY
BAIN & COMPANY
Standing Poll

Everyone stand

Remain standing if you work (or have worked) somewhere they use NPS

Remain standing if you have read it

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THE NET PROMOTER SYSTEM (NPS)

Extremely Likely

How likely is it you would recommend us to a friend?

10 9 8 7 6 5 4 3 2 1 0

Not at all Likely

% - % = Net Promoter score
THE EMPLOYEE NET PROMOTER SYSTEM

The Promoter flywheel

Growth opportunity

Profitable, sustainable organic growth

Excellence, trust, value

Enthusiasm, creativity

Loyal Customers
- Buy more
- Stay longer
- Refer friends
- Provide feedback and ideas

Engaged Employees
- Are enthusiastic about their work
- Provide better customer experiences
- Influence other employees
- Provide feedback and ideas
On a scale of 0 to 10, where 0 is not at all likely and 10 is extremely likely, how likely is it you would recommend [COMPANY] as a place to work?

[If 9 or 10 ask] What is the PRIMARY reason you would recommend working for [COMPANY]?

[If 7 or 8 ask] What is the MOST important thing that [COMPANY] needs to change for you to give a score of 9 or 10?

[If 6 or below ask] What is the PRIMARY reason you would not recommend working at [COMPANY]?

What other comments would you like to share about your experience working at [COMPANY]?
**TIPS**

- Baseline early
- Keep it anonymous with the option to provide a name
- Send the survey out on a regular cadence
- Remember to act on the feedback
- Include everyone. Not just the permanent employees.

Want to know more? Check out: http://bit.ly/TeamNPS
TAKE AWAYS

• Choose books that you think will help you with challenges you, your team or your clients are facing at the moment.
• Don’t just take notes. Write your questions on stickies and then go ask them!
• Read the books that underpin the methods you use or plan to use.
• Reading to learn can be more powerful than classroom training – if you have a bias to action.
• Co-op your colleagues into reading along with you
• Be willing to experiment
HOW WILL YOU BIAS TO ACTION THIS WEEK?

This week you are going to hear a lot of book recommendations.

• How will you choose which ones to read?
• Who will you co-op into reading with you?
• How will you ensure you take value out of that learning?

3 Minutes
The future belongs to the curious.

- Brené Brown
Tribal Unity: Creating a Learning Culture at Scale

AVAILABLE NOW ON
amazon & apple iBooks

Join the Tribal Unity Community of Practice

Em Campbell-Pretty
linkedin.com/in/ejcampbellpretty/
em@prettyagile.com.au

Melissa Hay
linkedin.com/in/melissa-hay-68513835
melissa@prettyagile.com