Stop Spinning Your Team’s Wheels

It’s Time to Revisit Your Working Agreements

www.AlexKanaan.com

#Agile
#WorkingAgreements
Selfie moment
Strike a Pose!

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What if...
... your team were this awesome!

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From Uh-oh to Ta-da!

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Becoming the team’s coach

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Just like that it was all over!
My **Uh-oh** moment

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Top observations

- Time Zones
- Agile Mindset
- Clarity
- Hidden Impediments
- Lack of Shared Ownership

- Cultural Barriers
- Engagement
- Communication Technology
- ScrumMaster Role
- Timebox
Feedback is a gift!

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Feedback is not always a gift!

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@AlexKanDu
“Trust is knowing that when a team member does push you, they're doing it because they care about the team.”

Patrick Lencioni
“When Alex tried to break down the barrier of the ‘lead’ being the team spokesman to give everyone a voice, we realized just how much our offshore teammates are giving up to avoid upsetting us, the client”  

Product Owner

The Aha moment

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The team opens up

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<table>
<thead>
<tr>
<th><strong>Scrum values</strong></th>
<th>helped us align</th>
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<tbody>
<tr>
<td><strong>Focus</strong></td>
<td>Better Clarity</td>
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<tr>
<td></td>
<td>Timeboxed Meetings</td>
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<tr>
<td><strong>Courage</strong></td>
<td>Safety to speak your mind</td>
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<td></td>
<td>Strict vegas rules</td>
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<tr>
<td><strong>Respect</strong></td>
<td>Confirm Understanding</td>
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<tr>
<td></td>
<td>Mute Self When Silent</td>
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<tr>
<td><strong>Openness</strong></td>
<td>Everyone Speaks</td>
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<td>Enunciate</td>
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<tr>
<td><strong>Commitment</strong></td>
<td>Bite What you Can Chew / Stop Starting Start Finishing</td>
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<td></td>
<td>Resolve Impediments Quickly</td>
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Ta-da!

**Working Agreements that matter**

1. Remember Definition of Ready
2. Commit to less, finish more
3. Stop starting, start finishing
4. Check if the definition of done is met
5. Check ego at the door
6. Meetings start & end on time
7. Team discussions stay within
8. Always be fully engaged
9. When in doubt, ask
10. Speak your mind but be kind

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<td>Clarity</td>
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<tr>
<td>ScrumMaster role</td>
<td>Retrospectives</td>
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</table>

**Outcomes summary**

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Lessons Learned

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- Build respect & trust
- Overcome cultural bias
- Prod & be patient
- Learn from your journey
- Be human first
- Leverage scrum values
- Psychological safety
- Evolve working agreements
Gratitude

Mark Kilby
Courage

Sue Burk
Focus

“The Team”
Respect

Kelli Derum
Openness

Deema Dajani
Commitment

References

- Lencioni, Patrick. "The Five Dysfunctions of a Team: A Leadership Fable"
- Scrum Guide “The Five Scrum Values”
- Scrum.org “Updates to the Scrum Guide: The 5 Scrum values take center stage”

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“To improve is to change, to be perfect is to change often”

Winston Churchill

Immortal Words

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Experience report published on www.agilealliance.org/resources/experience-reports
STOP