Extreme Self-Organization: A Pioneering Story of Agile Scaling with Open Space Technology

Ron Quartel
Kat Daugherty
Introductions
Experience FaST
Call to Action
Introductions

- Us
- This Session
- FaST Concept
- History
• Software Developer / Crafter
• Recovering Agility Coach
• Father of FaST

@RonQuartel
• Business Enterprise Agility Coach
• Agile Marketing Indy Board
• FaST Dreamer & Community Builder
• International Speaker on Software Development
• Software Crafter
• Blogger https://quinngil.com/
• You are the Tribe*

*Robin Dunbar
This Session

TO DO
- Portfolio Mgmt
- Distributed Teams

IN PROGRESS
- Community Platform

DONE
- Tribe Sized
- Collocate
- Other Scale Compatible

How to get Started
Session Goal

“Spark a community to evolve extreme self-organization in scaled environments”
Fluid Scaling Technology (FAST) is:

A system for Organic Collaboration on Creative Endeavors From Small Scale to the Large

http://fastagile.io
Open Space Technology (OST)

1. Whoever comes is the right people
2. Whenever it starts is the right time
3. Whatever happens is the only thing that could have
4. When it's over, it's over

If at any time during our time together you find yourself in any situation where you are neither learning nor contributing, use your two feet, go someplace else.
The idea is born at an Open Space Event

FAST is piloted at a Seattle Insurance Company

FAST is pushed out of the nest through community catalysts
FAST could be considered as much a Teal framework as an agile. Agile got us to green. Time to go further!!!
Experience FAST

- Roles
- Artifacts
- Activities
- Places
Experience FAST

Roles
- Tribe
  - Product Director
  - Swarm Steward
  - Feature Steward
  - Developers
- Swarm

Results
- Release Map
- Feature Map
- Marketplace
  (Iteration Board)

Locations
- FaST Meeting Space
- Collaboration Space

Set Context
Allow Natural Leadership
Swarm

Alignment
FAST Book
Release Map

1. FaST and Reinventing Work – The Teal Movement
2. Teal is the New Orange Agile
3. Learning to Love Chaos
4. Natural Order and Natural Leadership
5. Order without Control
6. History of FaST
7. How to Start
8. Dynamic Reteaming – Tuckman was wrong
9. Team Self-selection
10. Conway’s Law Implications
11. Emergence and Emergent Design/Architecture
12. Autonomy, Mastery, Purpose – What Motivates Us
13. Complex Adaptive Systems
14. FaST Outside of Software Development
15. FaST in Place of Scrum
16. Networks over Static Teams
17. Simple Rules
18. Safety First (What you need to put in place before you start with self-organization)
19. Surfing on the Edge of chaos – Cynefin, Chaos and Complexity
20. Similar Approaches (and Companies doing cool stuff!)
Call to Action

- Resources
- Forming the Community
- One Commitment
- Q&A
Untethering the human spirit...
What’s next for FAST

- Publish the Book
- Collaborative Event
- Experiment More
Help move the FAST movement toward
Extreme Self-Management in Scaled Environments

fastagile.slack.com
http://fastagile.io

(site is in MVP state still)

Download the FAST Guide at http://fastagile.io/home/fast-guide
Goal Met?

"Spark a community to evolve extreme self-organization in scaled environments"
Ron Quartel
Kat Daugherty

Thank you!