



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



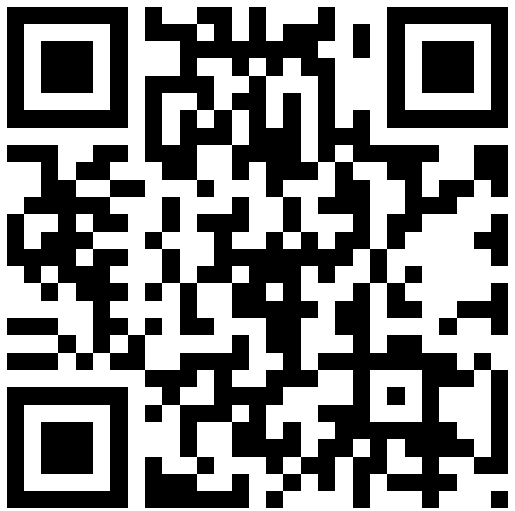
Kat Daugherty



- International Speaker on Software Development
- Software Crafter
- Blogger <https://quinngil.com/>



Quinn Gil



- You are the Tribe*



You



**Robin Dunbar*

This Session



TO DO

**PORTFOLIO
MGMT**

**DISTRIBUTED
TEAMS**

**IN
PROGRESS**

**COMMUNITY
PLATFORM** ★

**HOW TO
GET
STARTED**

DONE

TRIBE SIZED

COLLOCATE

**OTHER SCALE
COMPATIBLE**

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)



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.



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

FAST History

2014

The idea is born at an Open Space Event



2016

FAST is piloted at a Seattle Insurance Company

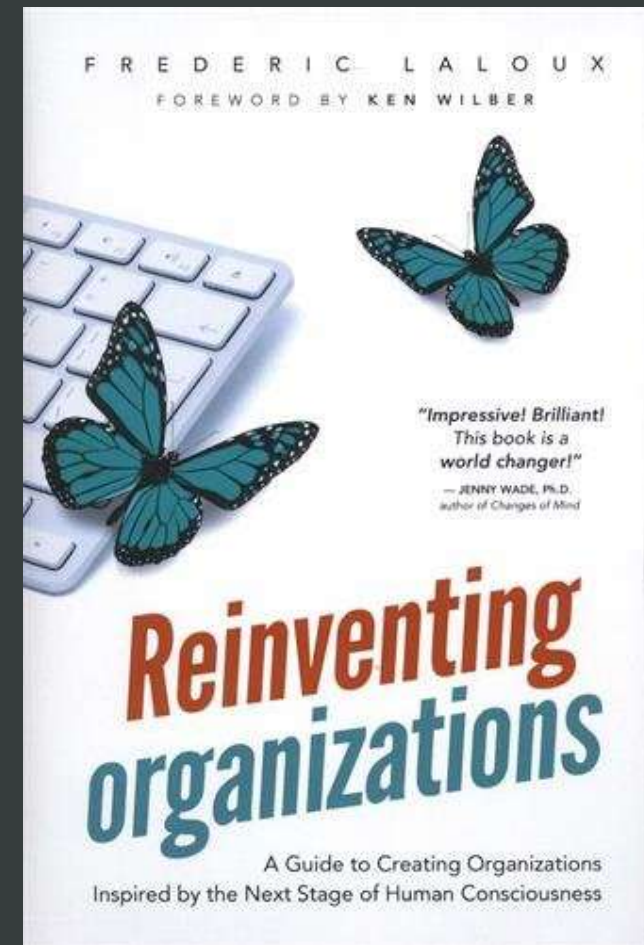
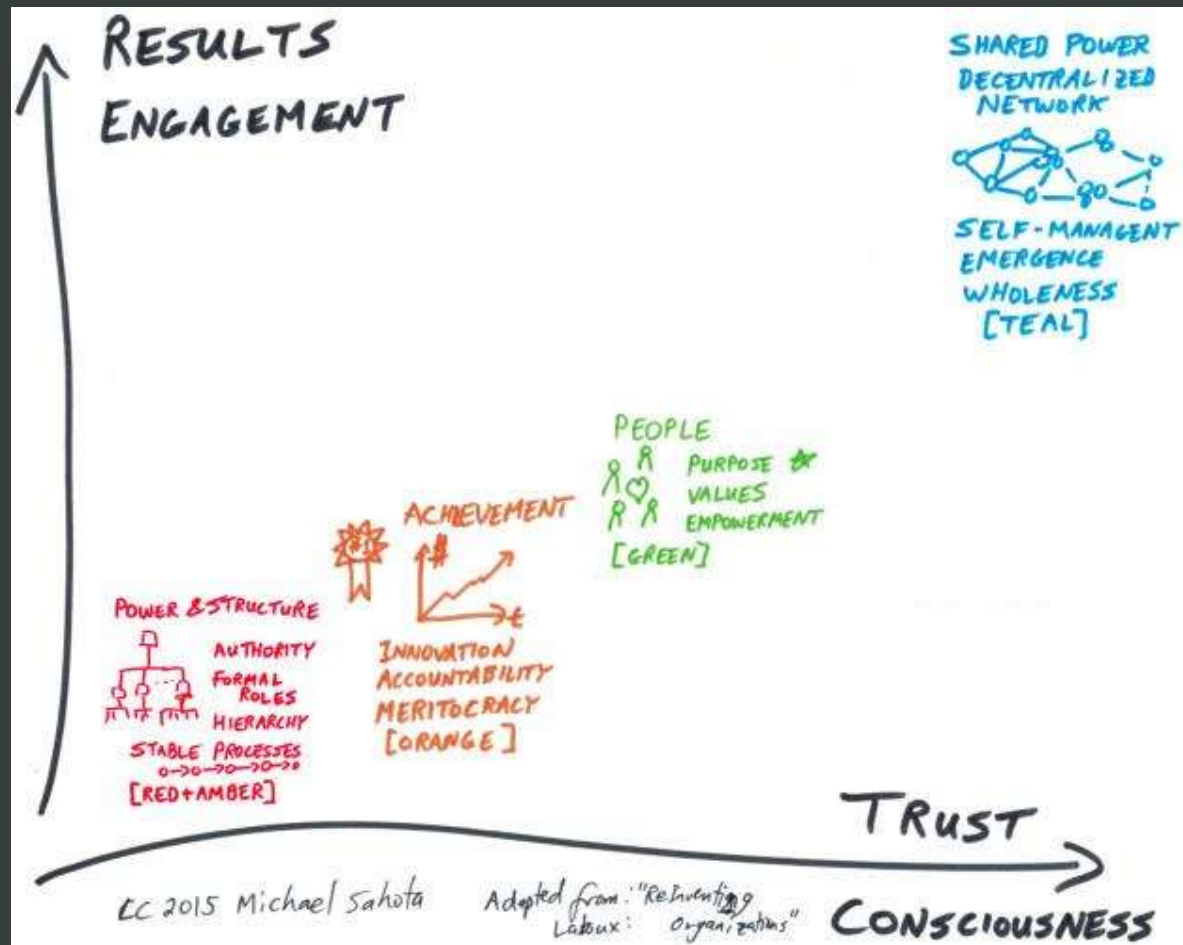


2019

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!!!

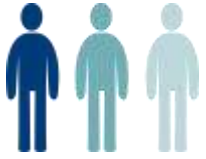


* Experience FAST

- ❑ 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



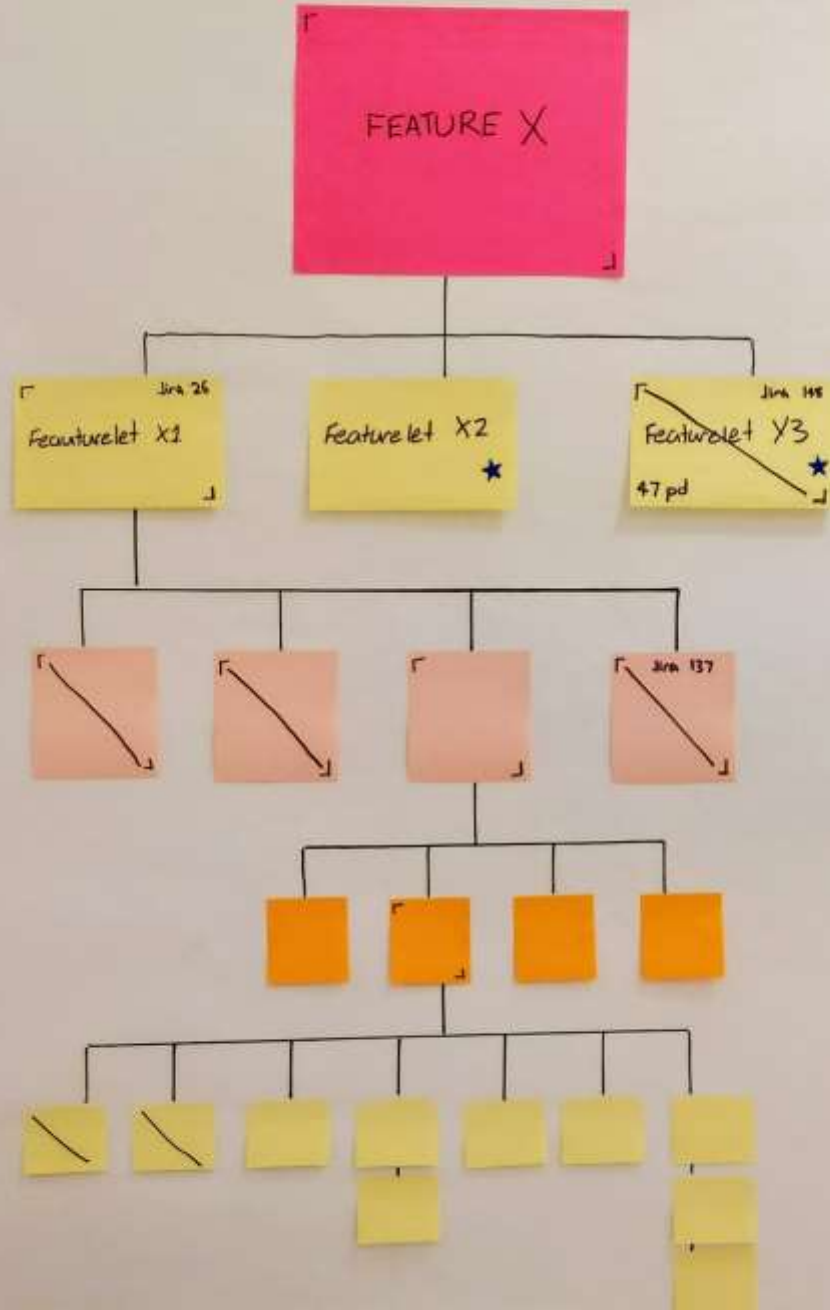
1. FaST and Reinventing Work – The Teal Movement
2. Teal is the New Orange Agile
3. Learning to Love Chaos
4. Natural Order and Natural Leadership
5. Order without Control
6. History of FaST

7. How to Start
8. Dynamic Retesting – 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!)

Feature Steward:
JOE BLOG



Feature Mapping

* Call to Action

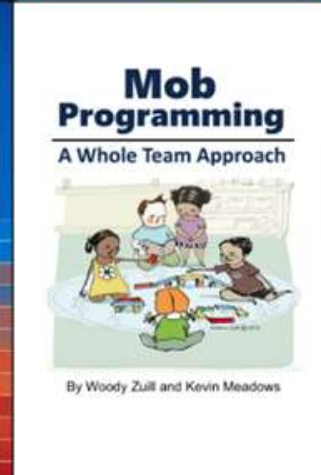
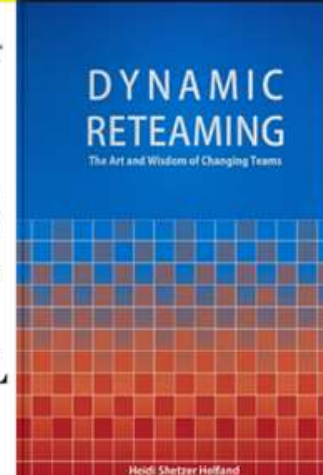
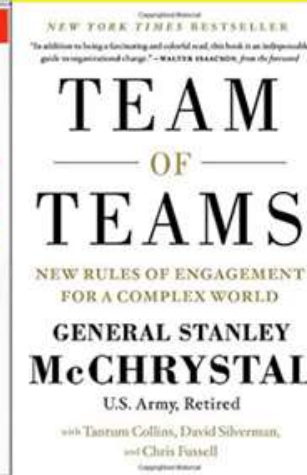
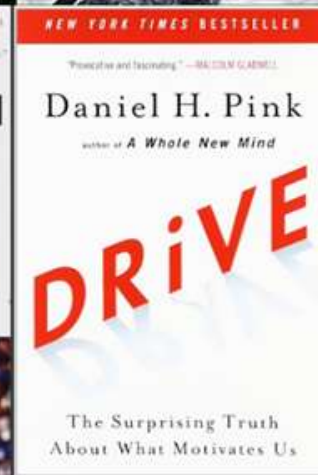
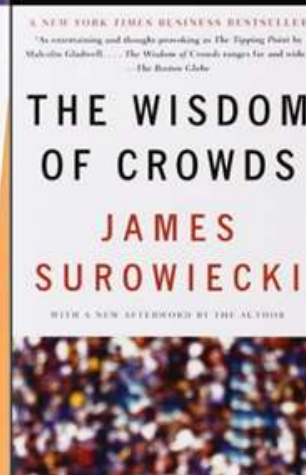
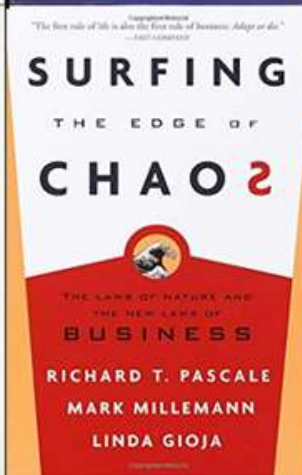
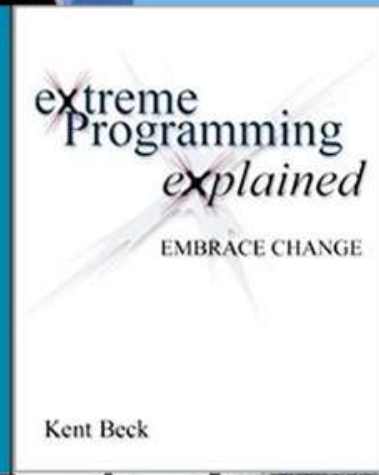
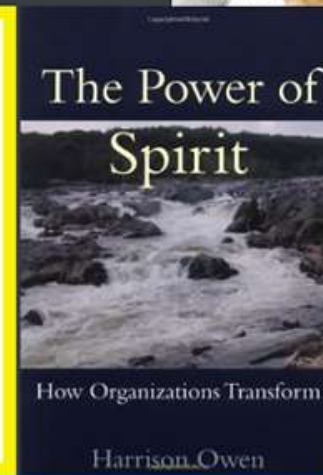
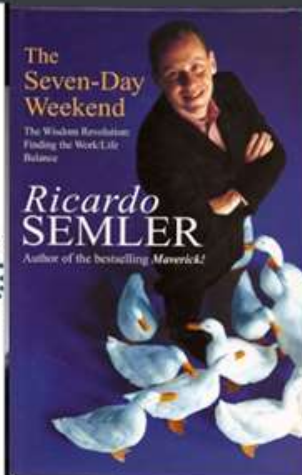
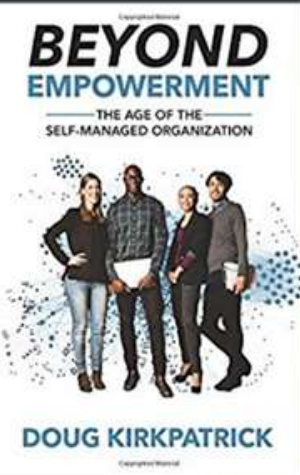
- ☐ Resources
- ☐ Forming the Community

One Commitment

- ☐ Q&A



Untethering the human spirit...



What's next for FAST



Publish the
Book

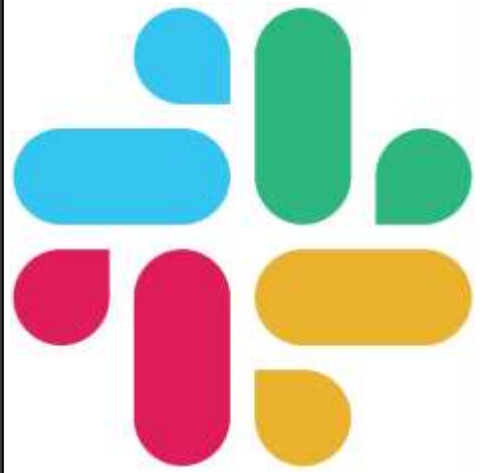


Collaborative
Event



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

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?'s

Ron Quartel
Kat Daugherty

Thank you!

