AGILE2022 JULY 18-22 NASHVILLE

Agile Education
powered by scruminc.

Create Belonging. Deliver Value. While Ending Global Inequality.

Agenda

So that we all know where we are headed.

- Welcome
- Our Moment
- Distributed Work
- Global Diverse Team
- Collaborate Inclusively
- Q&A

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Welcome

So that we make the space and time to orient to one another.

Share with the person next to you:

at what table do you <u>deserve</u> a seat but do not have one?

<u>Directions:</u>

- **Pair up**
- **When you are both done answering the question, please stand and remain silent.**

<u>Timebox:</u>

- **2 minutes**

CEO lunch, 58th Munich Security Conference, Feb 2020. Photo credit: Michael Bröcker via Twitter

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Noah Lillian Sarucia

VP, Education Business | Scrum Inc.

LAWRENCE Public Schools

TEACH FOR AMERICA

MASSACHUSETTS INSTITUTE OF TECHNOLOGY

826 NATIONAL

UNIVERSITAS BOSTONIENSIS CONDITA MDCCCXXXIX

Manufacturing USA

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Paula Kvedaras (she/her/hers)

Co-founder Consultora BK - Organizational Agile Coach
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Banco de la Nación Argentina

BRENNTAG

BANCO COMAFI

Banco Provincia

ICBC

luminaamericas

CND CORPORACION NACIONAL PARA EL DESARROLLO

UNIVERSIDAD DE BUENOS AIRES

UTN FACULTAD REGIONAL DELTA

OBS Business School

UNIVERSITAT DE BARCELONA

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IMPORTANT

Ask questions & share your thoughts!

As a community, we build wisdom through curiosity.

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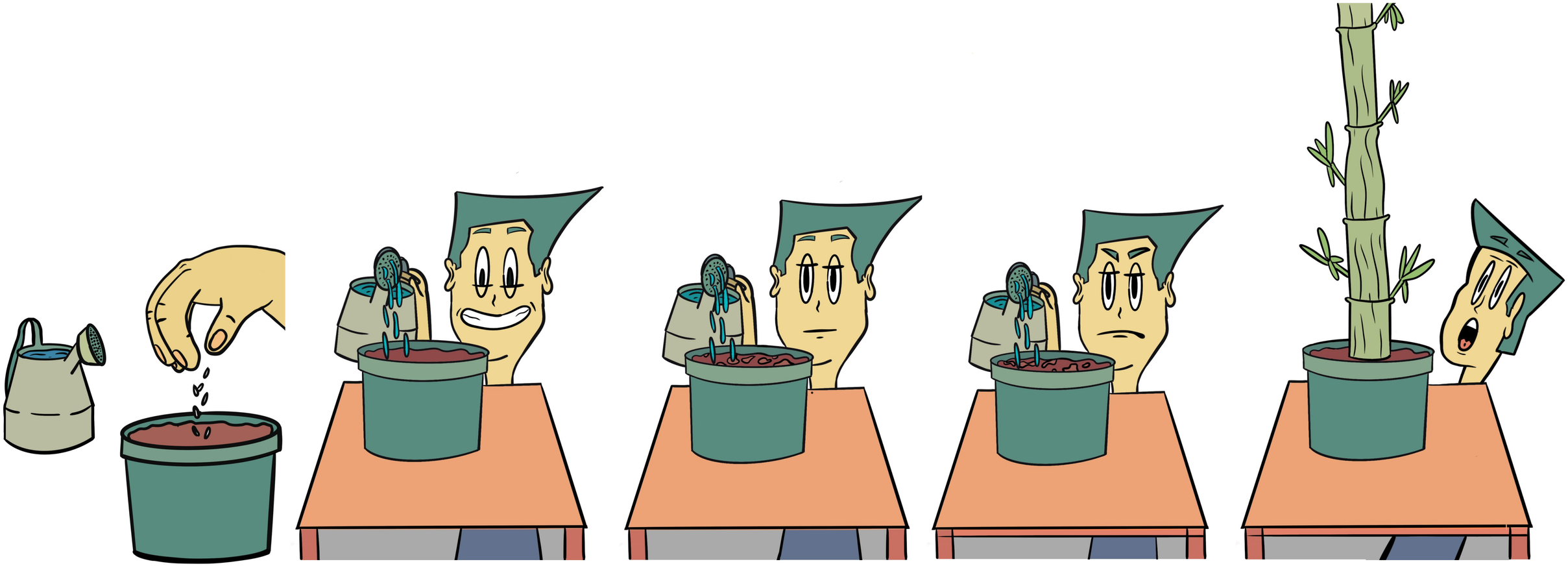
[Insert problem worth solving]: _____

End Global Inequality



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Seeking Something Bigger Than Ourselves

Mahatma Gandhi

Martin Luther King Jr.

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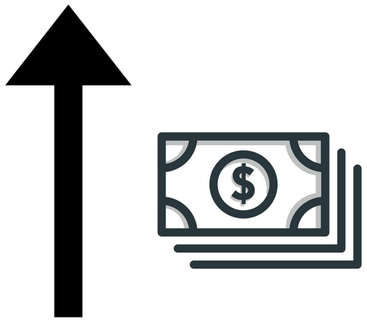
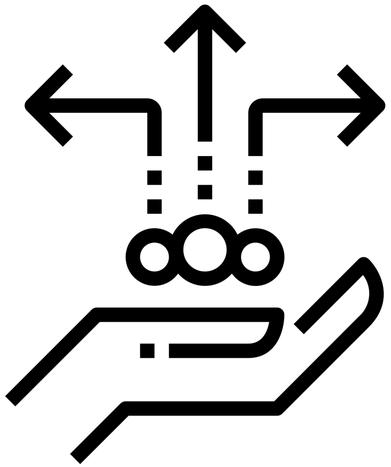
We need you to help us.
It is going to help you, too.





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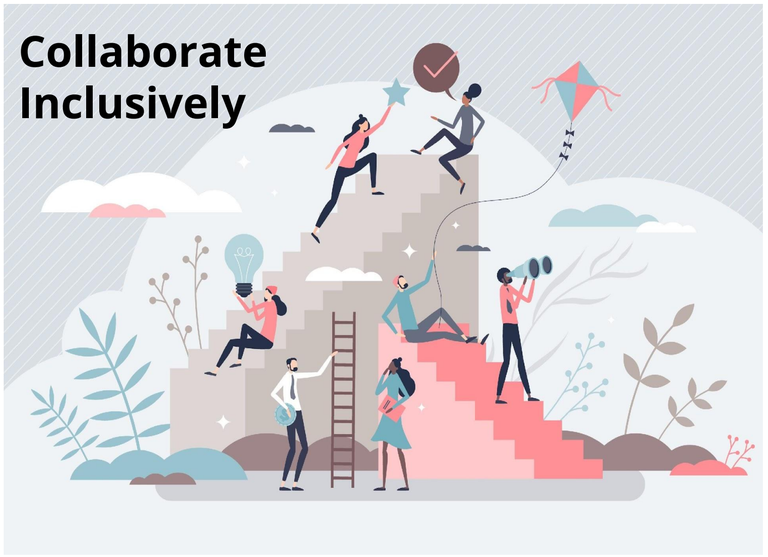

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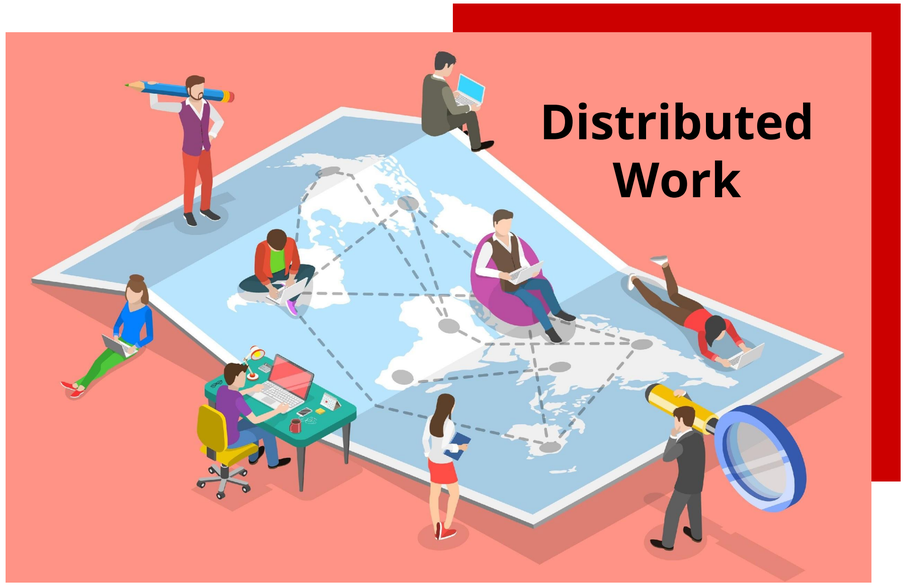
Distributed Work

Remote work is a discipline for the individual worker, but distributed work is a discipline for the entire organization.

For **distributed companies**, the social contract for employment is not about showing up physically, but **showing up mentally** and **engaging fully** from wherever you are.

Gartner forecasted 51% of global knowledge workers would be remote by the end of 2021.



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Source:https://www.gartner.com/en/newsroom/press-releases/2021-06-22-gartner-forecasts-51-percent-of-global-knowledge-workers-will-be-remote-by-2021#:~:text=Remote%20working%20varies%20considerably%20around,53%25%20of%20the%20U.S.%20workforce
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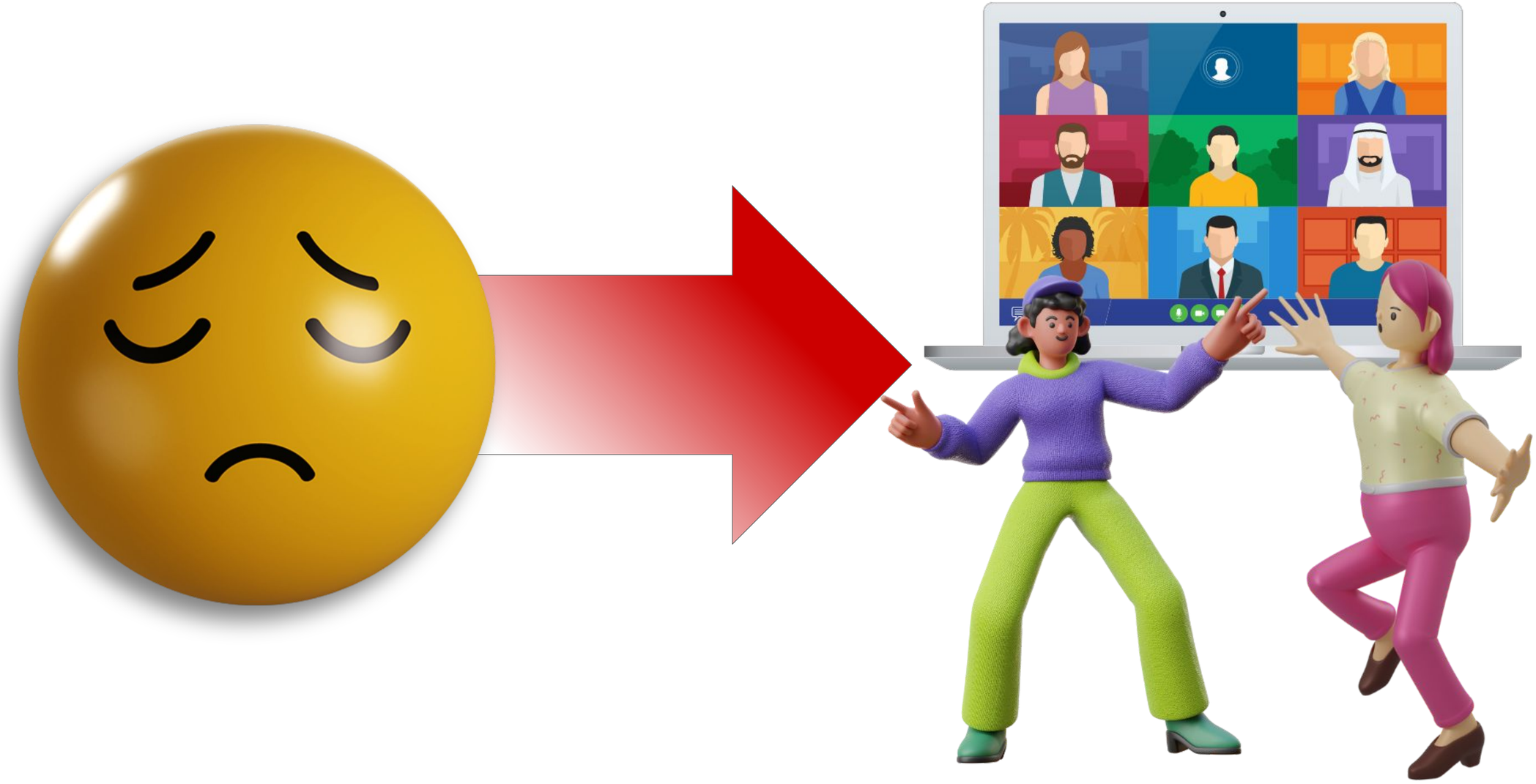

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How are we doing on the road to gender equality?

Estimated Years to Eliminate the Gender Gap

Pre-pandemic	Post-pandemic
99.5	???

WORLD ECONOMIC FORUM

Source: www3.weforum.org/docs/WEF_GGGR_2021.pdf

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How are we doing on the road to gender equality?

Estimated Years to Eliminate the Gender Gap

Pre-pandemic	Post-pandemic
99.5	135.6

WORLD ECONOMIC FORUM

Source: www3.weforum.org/docs/WEF_GGGR_2021.pdf

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Diverse Global Teams

Diversity is a satisfying mix of ideas, cultures, races, genders, economic statuses and other characteristics necessary for growth and learning among a group.

Who we hire can no longer be bound by location. Diverse Global Teams are necessary for any company's survival.

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Innovation revenue means better financial performance

In highly diverse companies: 45% of revenue is from innovation

In average diverse companies: 26% of revenue is from innovation

More diversity results more innovation

Source: https://www.forbes.com/sites/forbesinsights/2020/01/15/diversity-confirmed-to-boost-innovation-and-financial-results/?sh=73d8a1c0c4a6

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Diversity is the New Darwinism

To build a **better communications industry**, we need **diverse teams** so that we:

- **reflect the society** we communicate with
- develop more **innovative work**
- survive and ultimately prosper

McKinsey: On a global scale, racially diverse teams outperform non-diverse teams by 35%

Source: https://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters

Source: https://www.yumpu.com/en/document/read/55596189/findings-and-actions-diversity-is-the-new-darwinism

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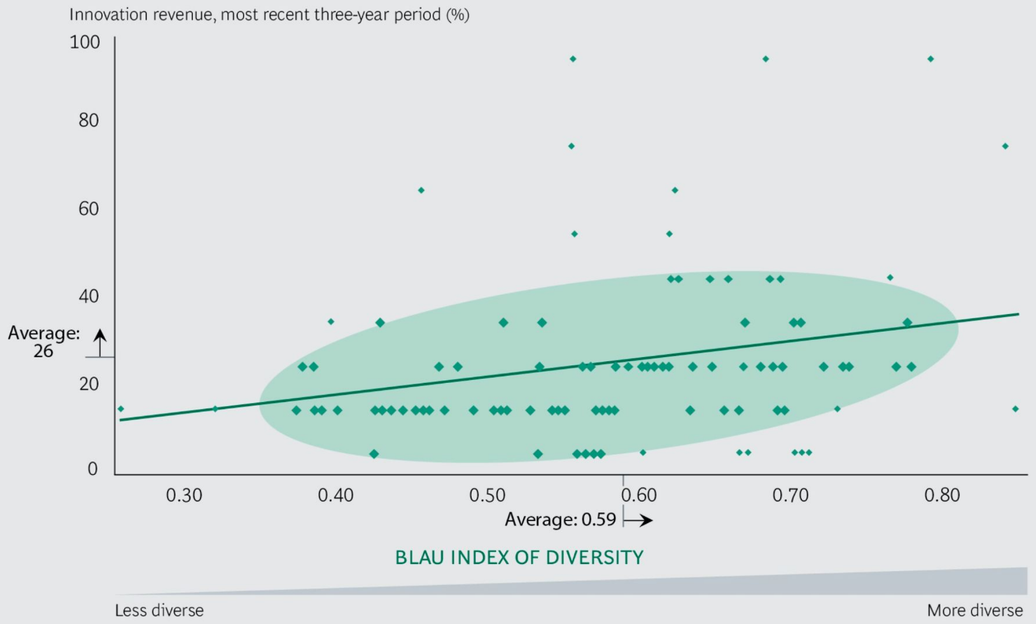
Innovation Revenue Rises with Diversity

BCG 3-year study:
Revenue from innovation rises with diversity.

Innovation revenue: the shares of revenues from new products and services in the most recent three-year period

EXHIBIT 1 | The Relationship Between Diversity and Innovation Is Positive and Statistically Significant



- BCG and the Technical University of Munich **plotted 98 companies** according to two variables: their diversity (expressed as a Blau index number) and their innovation revenue.
- The **diagonal line** shows the relationship between those two variables—that is, the average innovation revenue associated with each diversity number.
- The **diamonds** represent the 98 companies' individual diversity number and innovation revenue, and show how innovation revenues deviate from the general trend.

Source: 2016 survey of German, Swiss, and Austrian companies by BCG and Technical University of Munich. Ninety-eight of the surveyed companies provided the necessary information for this analysis.
Note: The shown relationship is positive (Pearson's r = 0.253) and statistically significant ($p<0.05$). Innovation revenue = the percentage of revenue from new products or services in the most recent three-year period.

Source: https://www.bcg.com/publications/2017/people-organization-leadership-talent-innovation-through-diversity-mix-that-matters

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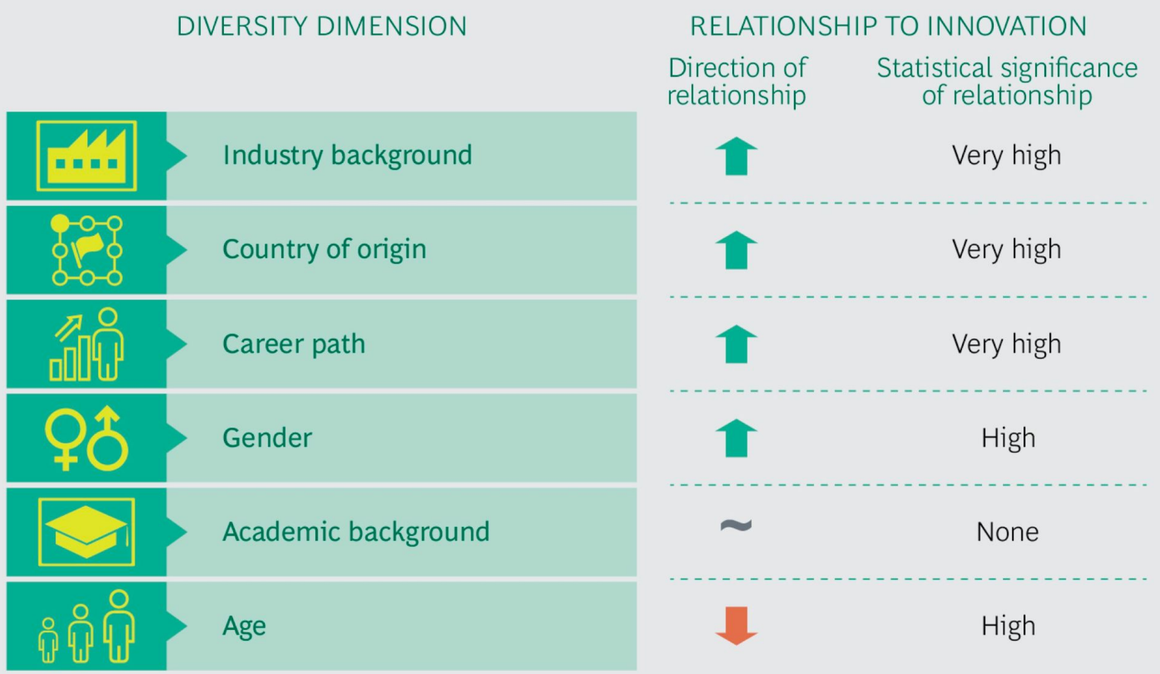
The Four Types of Diversity That Bolster Innovation–And Two That Don't

Of the six types of diversity analyzed in the study, **four positively correlate with innovation**:

- industry background
- country of origin
- career path
- gender

Source: https://www.bcg.com/publications/2017/people-organization-leadership-talent-innovation-through-diversity-mix-that-matters

EXHIBIT 2 | The Four Types of Diversity That Bolster Innovation—And Two That Don't



Source: 2016 survey of German, Swiss, and Austrian companies by BCG and Technical University of Munich.
Note: Innovation = the percentage of revenue from new products or services in the most recent three-year period. Very high statistical significance = a p value <0.01. High statistical significance = a p value <0.05.

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Why Diverse Teams Are Smarter

Greater returns:

- up to 35% above Industry Average

Why:

- Focus more on facts
- Reduce groupthink impact
- Process facts more carefully
- More Innovative
- Diverse thinking & challenge/dissent
- Avoid negatives of Social Influence.

Source: https://hbr.org/2016/11/why-diverse-teams-are-smarter

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No one of us is smarter than all of us.

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Collaborate Inclusively

Is this easy?

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When each team member truly embodies the five Scrum Values then the team becomes an unstoppable equitable force.

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Courage & Openness

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Commitment & Focus

What?
Diversity

How?
Inclusion

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Respect

Mission #9 - Respect for Diversity

*"The understanding that **human beings are equal participants in a common ethical world** by virtue of their human status, all the while recognizing each individual's uniqueness and differences. Respect for diversity goes beyond tolerance and understanding to actively acknowledge and promote the equal worth of peoples without condescension. "diversity is a form of wealth, something very positive, not something to be afraid of".*

Source:
https://www.unicef.org/lac/en/mission-9-respect-diversity#:~:text=A%20deeply%20interpersonal%20skill%2C%20respect,each%20individual's%20uniqueness%20and%20differences.

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Creative Abrasion

“the intellectual friction that hones ideas into their most-perfect versions through vigorous debate of diverse perspectives”

- Linda A. Hill, Harvard Business School

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The Product Backlog helps identify the diversity of background, skills, and knowledge required to create the most innovative, competitive solution.

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Hire the distributed diverse people needed to achieve the Product Goal.

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Teams need to learn how to work together to harness their diversity as a competitive advantage.

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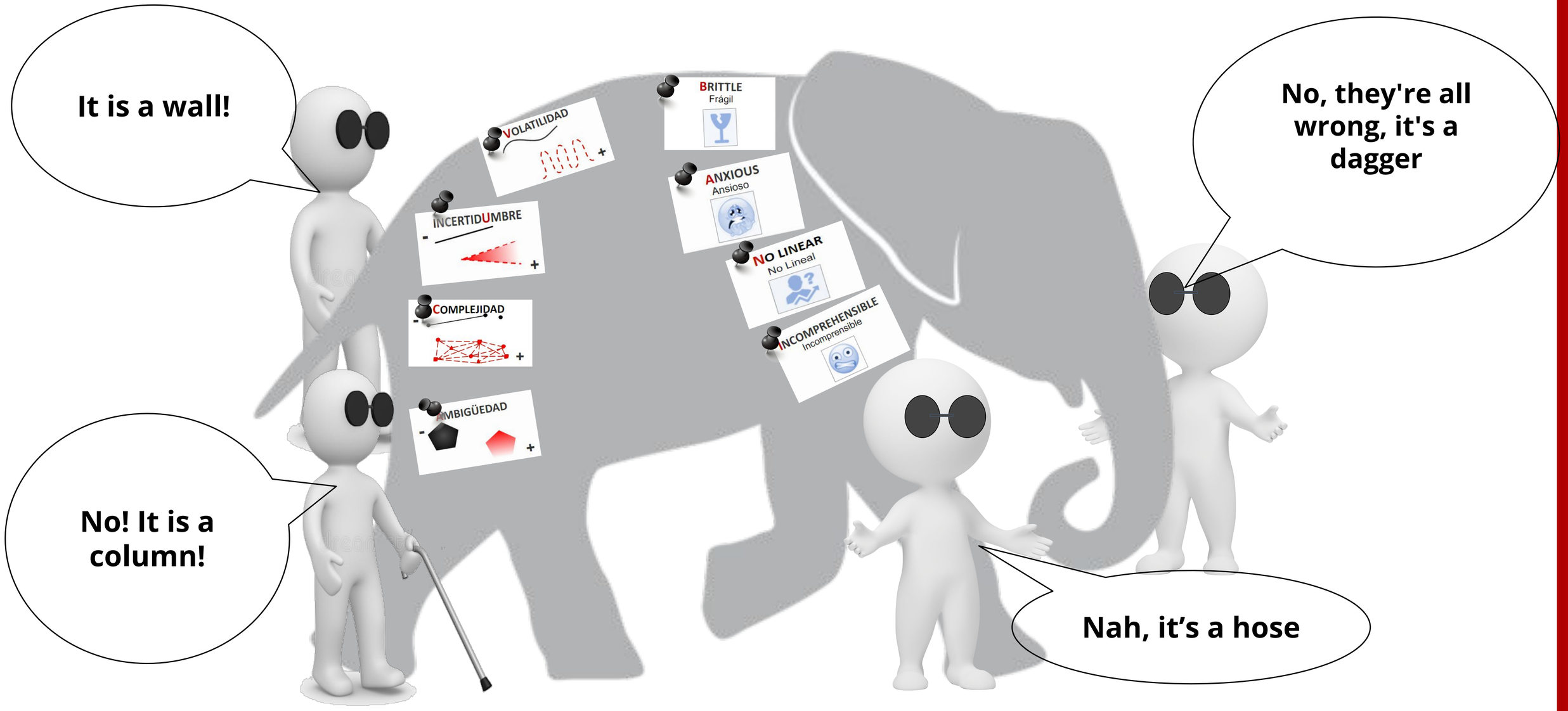

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So how do we ensure that diverse, distributed teams are able to become high performing?

THE WORK ISSUE

What Google Learned From Its Quest to Build the Perfect Team

New research reveals surprising truths about why some work groups thrive and others falter.

- D — Dependability
- SC — Structure & Clarity
- M — Meaning
- I — Impact
- PS — Psychological Safety

Source: https://www.nytimes.com/2016/02/28/magazine/what-google-learned-from-its-quest-to-build-the-perfect-team.html

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D Dependability

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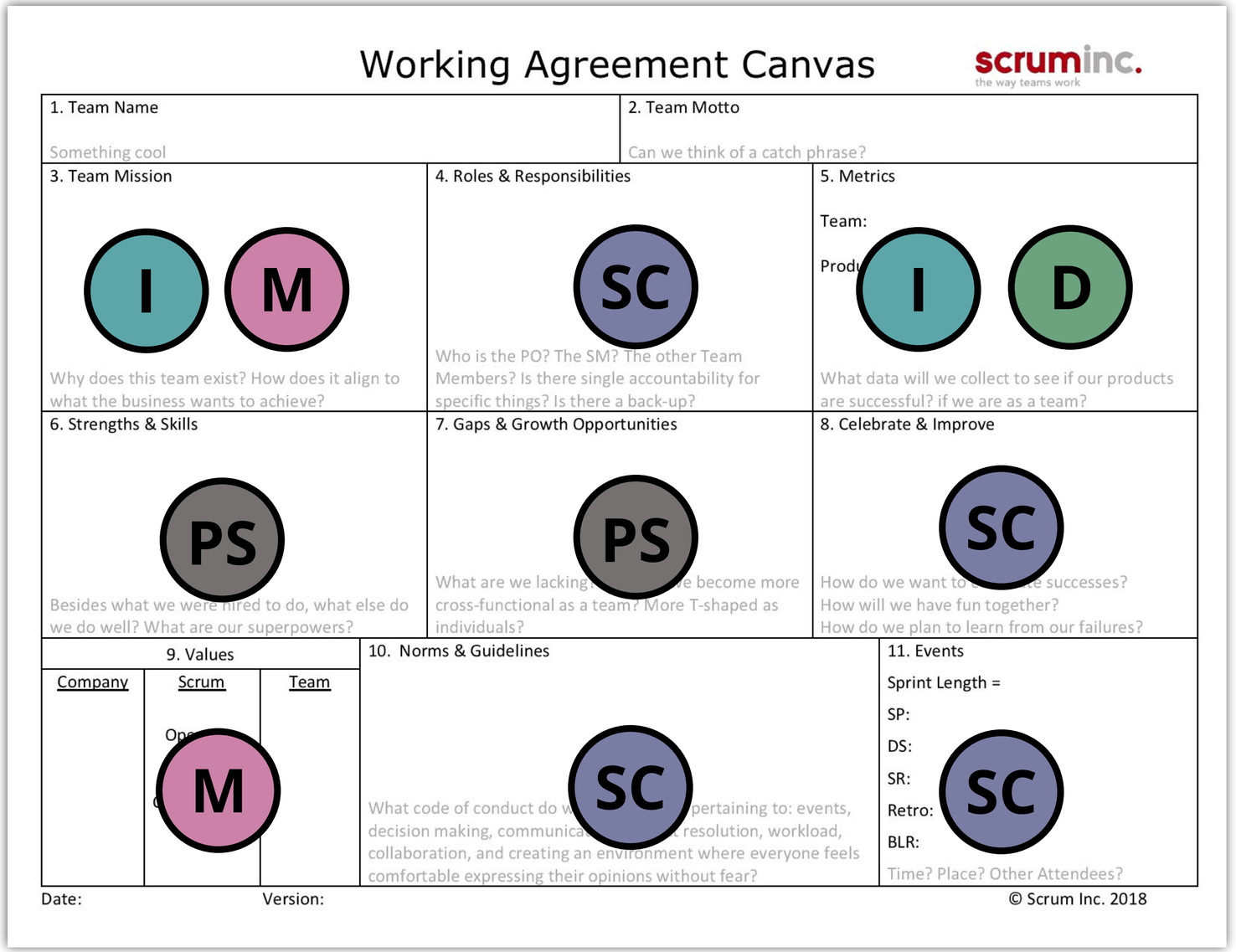

Make the implicit explicit by establishing a contract forged by the people working together.

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Every single Sprint, the team explores how they can improve as a collective and build upon one another’s perspectives.

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How does your workplace encourage the sharing of new ideas from differing points of view?

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Reinforce a Learning Culture of Experimentation and Empiricism

What is a Learning Culture?

- A learning culture is defined as, "**a culture that supports an open mindset, an independent quest for knowledge, and shared learning directed toward the mission and goals of the organization**." (- CEB, a Gartner division)

Why is a learning culture important?

- **Learning and innovation often get stuck locally** where they happen
- To create a true learning organization, beneficial **ideas and discoveries need to be propagated** beyond the borders in which they were found

Adapted from hbr.org/2018/07/4-ways-to-create-a-learning-culture-on-your-team

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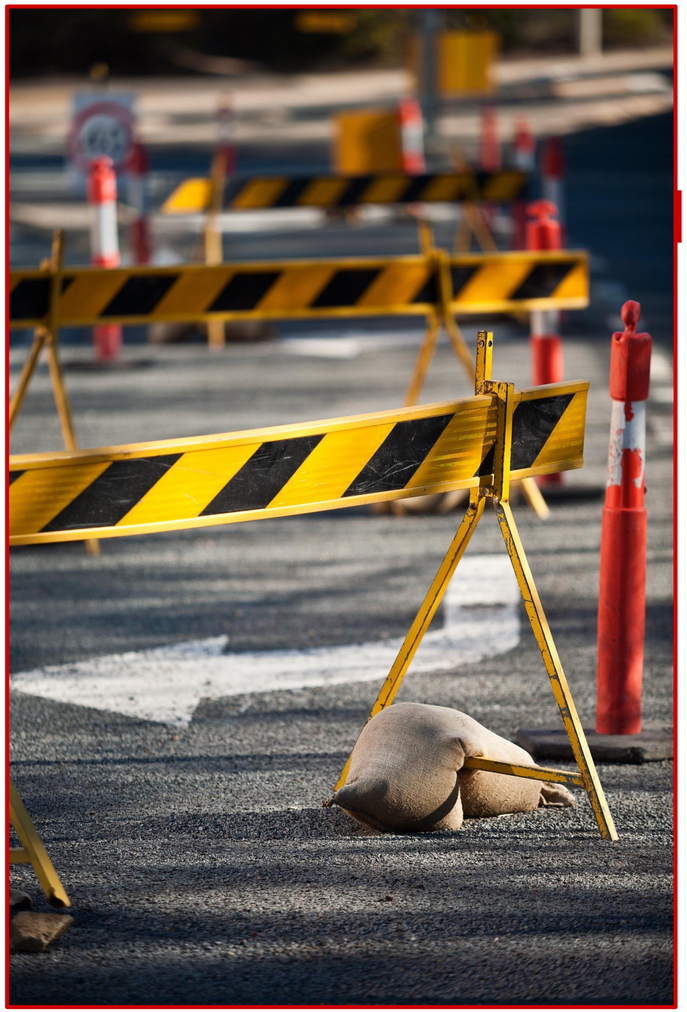
Unlocking Learning

To develop a learning culture, begin by recognizing **the key constraints that prevent people from reaching their full potential as learners**. Organizations need to develop policies and processes that address obstacles that inhibit learning, including:

- **Ego.** We all want to be liked and perceived favorably by others. As a result, we defend, deny and deflect what we think may cause us to lose face or to look uninformed or not particularly smart.
- **Fear.** We seek to avoid the embarrassment of failure.
- **Complacency.** When we learn something, we tend to retreat to automatic pilot mode, resisting new challenges and ideas.



Source: https://www.shrm.org/hr-today/news/hr-magazine/pages/0515-learning-culture.aspx

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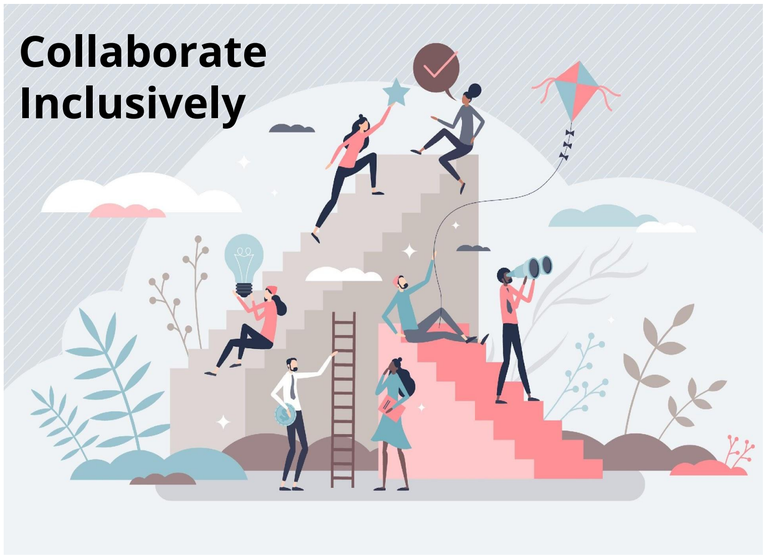

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And with a distributed diverse Scrum team mentality, we might be able to make a dent in inequality — at a global scale.

Ask questions & share your thoughts!

As a community, we build wisdom through curiosity .

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A year from now, you'll wish you had started today.

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Let’s keep in touch!

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