

# Tuning Your Distributed Team with a Right Environment Exercise

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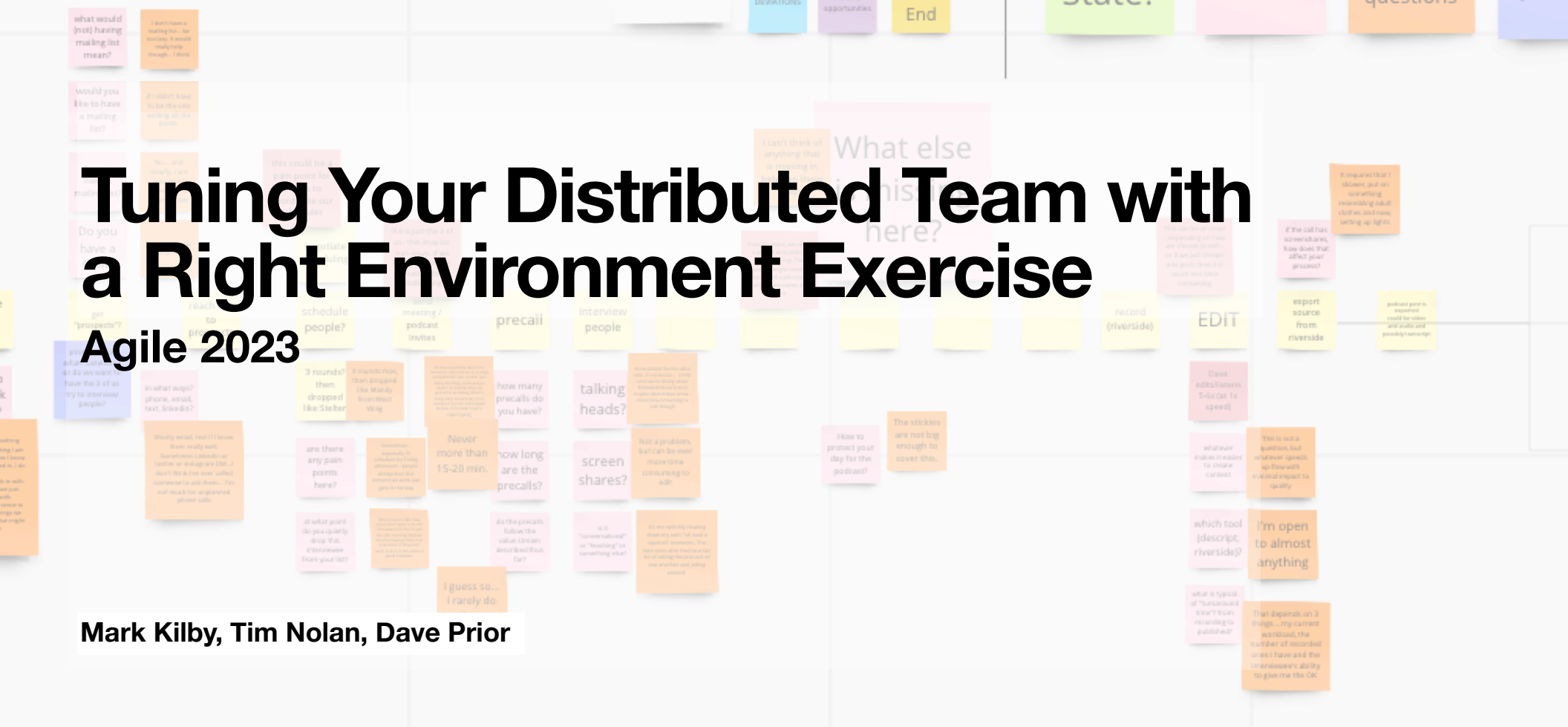
Identified "Phases" from LAVM

Not part of the "phases" from LAVM

KEY:

Pain points	Solution	"Regular" steps
DEVIATIONS	COLLAB opportunities	The End

Future State?	questions for DAVE	Dave's Answers to questions	Day Quest
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- **Newsletter:** <https://differability.substack.com>
- **Web:** <https://markkilby.com>
- **Books:**
  - **From Chaos To Successfully Distributed Agile Teams (co-authored with Johanna Rothman) —** <https://www.markkilby.com/sdatbook/>
  - **Exploring the Open Space Mindset (currently writing with April Jefferson)**

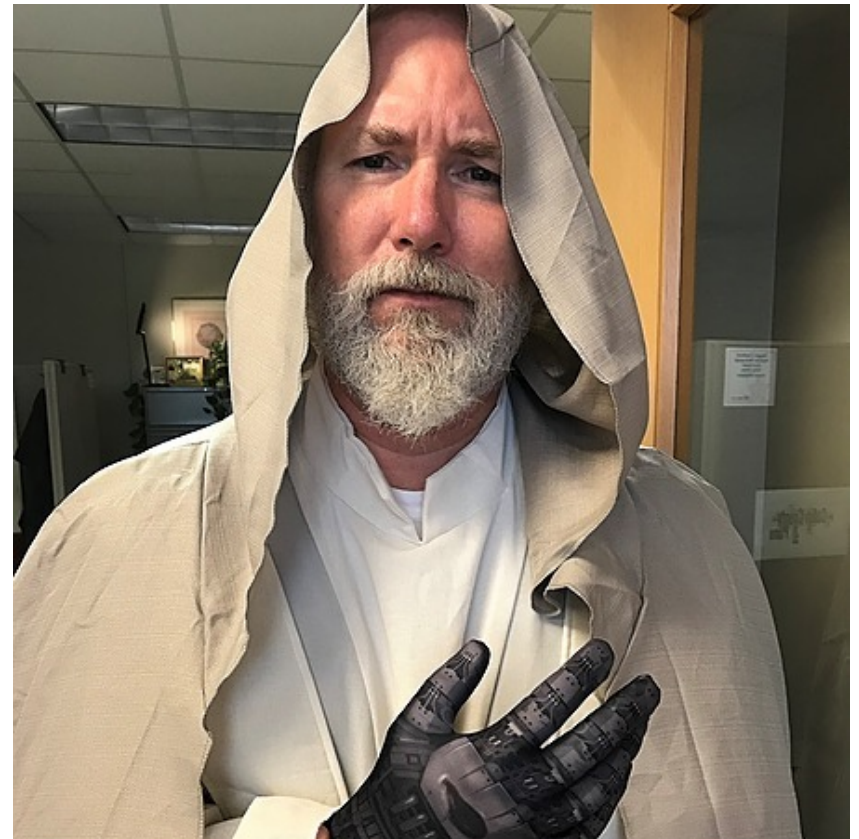


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- Twitter / Threads: [mrsungo](#)
- Youtube: <https://bit.ly/4744v3d>
- Podcasts:
  - LeadingAgile SoundNotes <https://soundcloud.com/leadingagile>
  - DrunkenPM Radio <https://soundcloud.com/drunkenpmradio>



# Some Assumptions

- 1.If you are here, my assumption is you work at a place that is making some kind of effort to implement/practice some form of Scrum or Agile
- 2.If you are here you also probably work at a remote-ish company
- 3.If 1 and 2 are true, Scrum (or any framework) is probably like wearing pants that were tailored to fit someone that is 100% not you
- 4.If 1, 2, and 3 are true, then you are probably only doing bits and pieces and having very limited success
- 5.If 1,2,3, and 4 are true, there may be some version of guilt

# Why You Feel That Way

- The business model employed by most organizations does not foster a system of humane work. Remote work amplifies.

# Why the Right Environment Exercise Works

- Scrum is supposed to help your team become more predictable, more responsive, more empowered, more “agile” but it may not be designed to work in the business environment you are applying it to (especially if remote or hybrid remote)
- This approach puts the Team in charge of designing a system of work optimized for them to thrive and deliver within the context of your organization
- This approach makes it the Team’s responsibility to own of how they work, including how to respond to the challenges imposed on them by organizational constraints
- This approach makes your Team students and architects of a system design for and by them... no more victims



# Right Environment Exercises

- Value Stream Map\*
- Team Charter\*
- Communications Plan\*
- Value Matrix
- Obeya

\* Not what you are thinking of. Focus is on professional and humane ways of working.



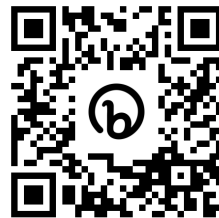
# For More Information



**Modus Institute**  
THE FUTURE OF WORK



**(Re)Start Your Team Using Modus REE  
with Erich Hahn**



## The Collaboration Equation

Strong Professionals,  
Strong Teams,  
Strong Delivery



**Jim Benson**

Creator and Co-Author of *Personal Kanban*  
Winner of the Shingo Research Award



# Source Material



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