

Help, My Company's Adopted a Framework!

Tobey Aumann (THEY/THEM)

Principal Flow Advisor (Value Stream Management) at Planview Tasktop

You are here!

Even more **Agile Essentials** sessions to explore!

Planning

Monday, 3:45pm – Desoto 3

Coaching the Team

Monday, 3:45pm – Coastal Ballroom 2

DevOps and Delivery

Monday, 3:45pm – Desoto 4

Great Facilitation

Tuesday, 9:00am – Lafayette 2

Estimation and Forecasting

Tuesday, 10:45am – Lafayette 2

Influencing the Organization

Tuesday, 10:45am – Desoto 3

Design Thinking

Tuesday, 10:45am – Desoto 1

Metrics

Tuesday, 2:00pm – Coastal Ballroom 2

Congratulations! You all get dogs!



We Rate Dogs
1d · 🌐

This is Bond. He was very excited for his first vet visit. But it turns out being that excited can be pretty tiring. 12/10 (follow @bond.theberner on Instagram)



This is Luna. She's a very friendly neighbor. So friendly in fact that a hole in the fence was built just for her to say hello. 12/10 (courtesy @jpwbee on Instagram)



We Rate Dogs
July 11 at 6:01 PM · 🌐

We only rate dogs. This is a Coastal Cutie Pie Cockatoo. Their crest is fabulous, but please only send dogs. Thank you... 12/10 (follow @durangrurang on Instagram)



Congratulations, management is helping!

Scrum

Kanban

Waterfall

DevOps

DevSecOps

LeSS

SAFe

Spotify Model “™”

Prince2

PMP

CSM

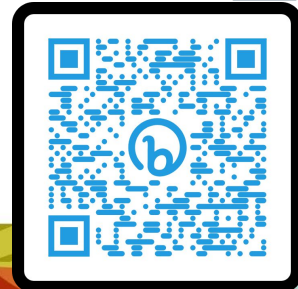
CST

SPCT

Guilds

Design Thinking

LinkedIn



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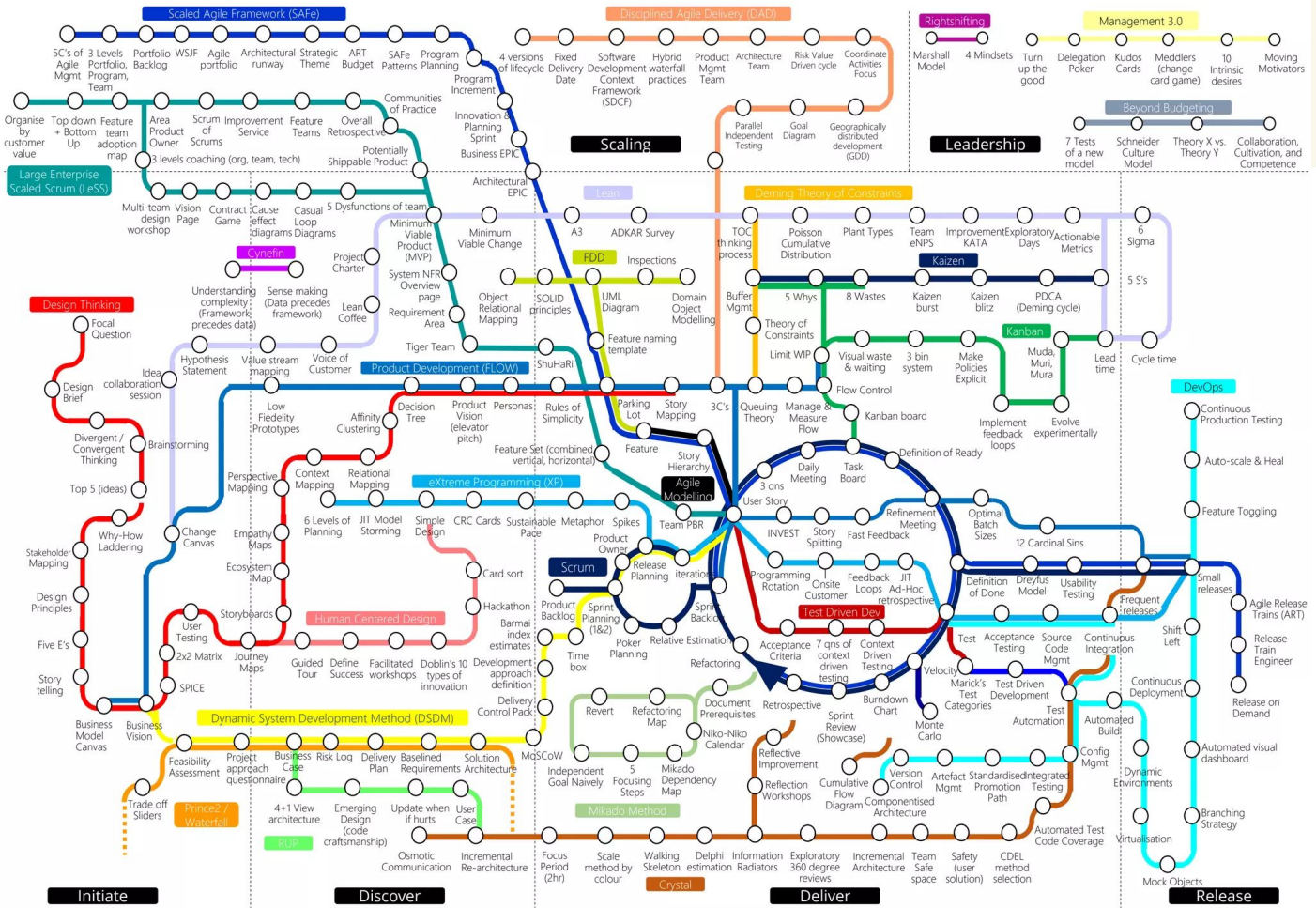
Agile ORLANDO
JULY 24-28 **2023**

When I started

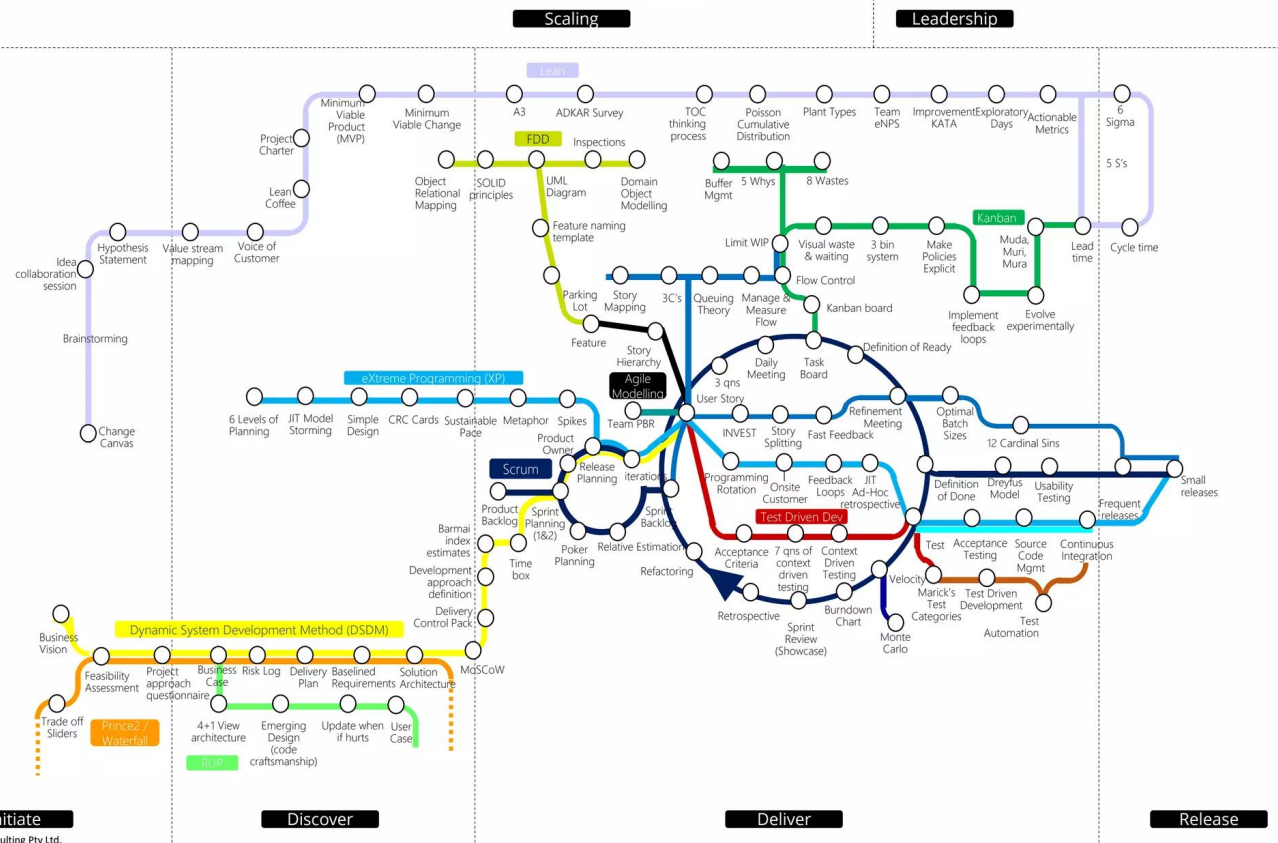
1. XP Explained published in 1999
2. Agile Manifesto and 12 Principles published 2001
3. Agile Retrospectives: Making Good Teams Great 2006
4. The Art of Agile Development 2007

There were more, but one could get away with a reasonably small number of books and “web logs”

**We haven't just added 20 years of learning,
we've added another 50 years by going back as
far as W. Deming and Mary Parker Follett**

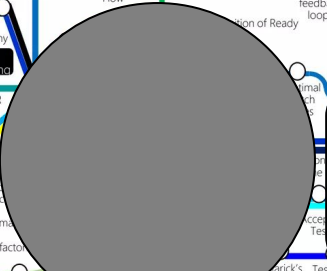
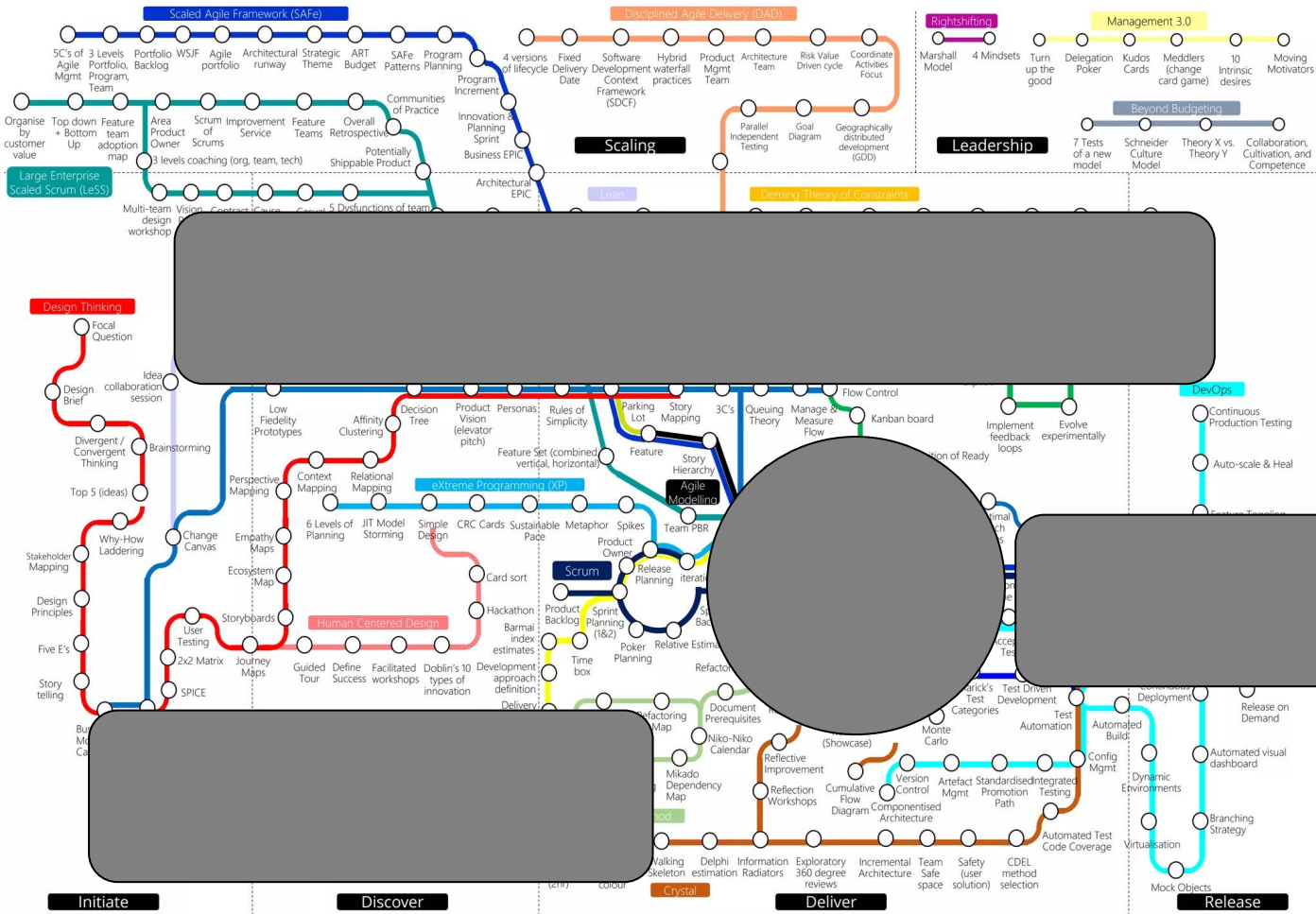


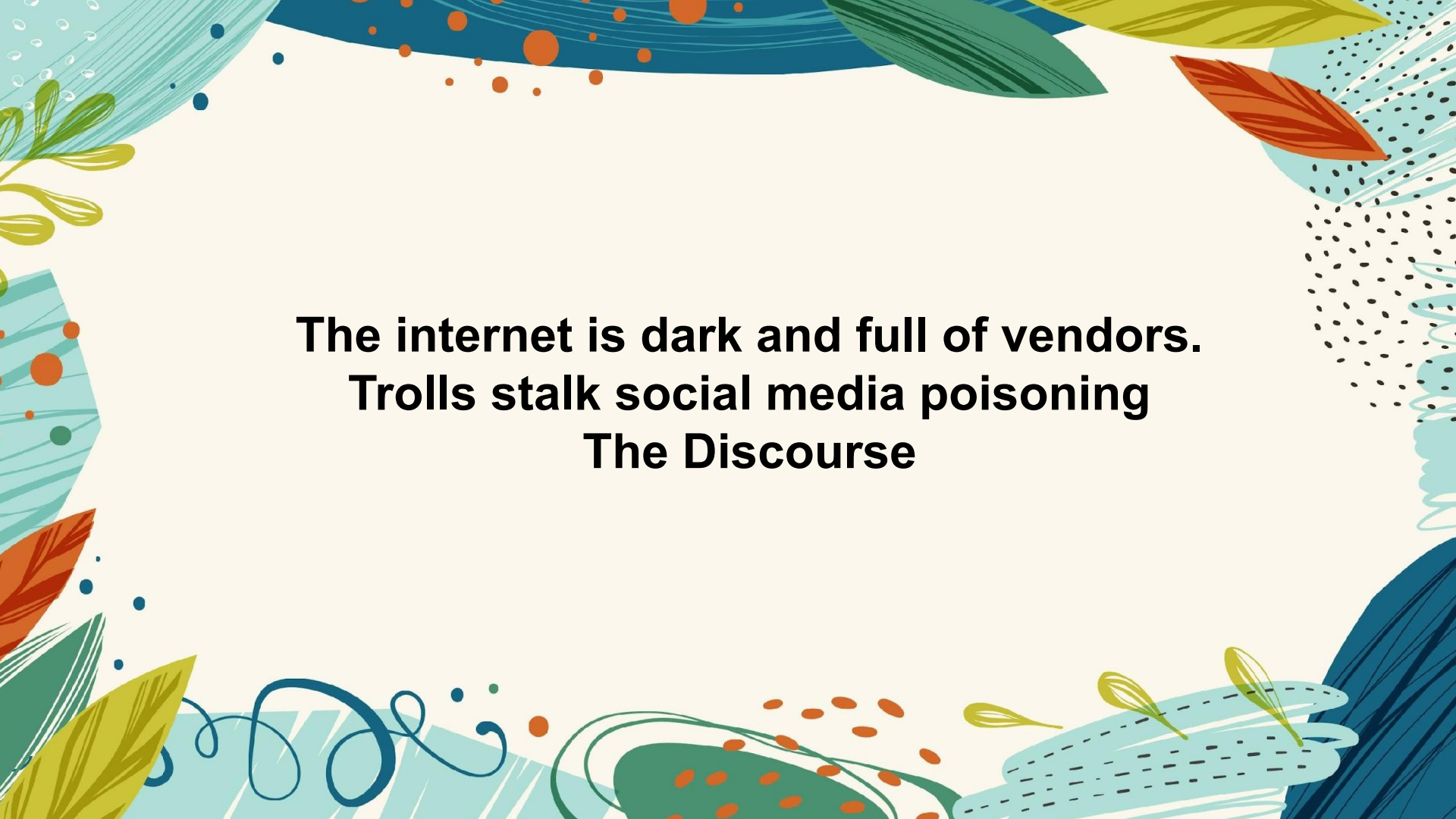
~99% of survey used



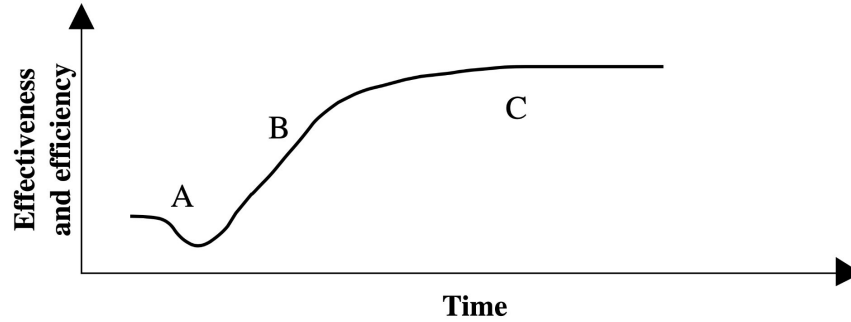
Agile ORLANDO

JULY 24-28 2023



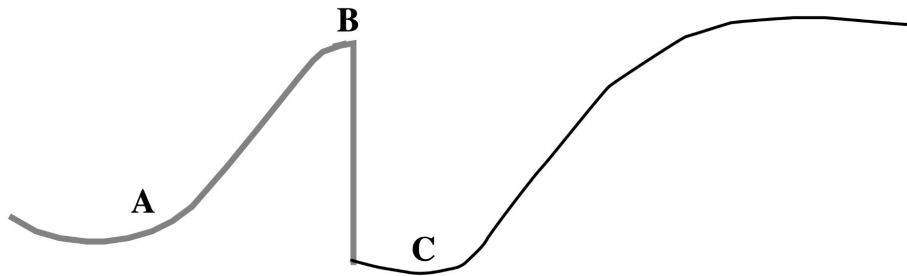


**The internet is dark and full of vendors.
Trolls stalk social media poisoning
The Discourse**



- A = A slight time loss of productivity while adjusting to the new way
- B = Then a rapid increase in effectiveness and efficiency as the new method is mastered
- C = Then a plateau at a higher level

Figure I-4. The conventional learning curve.



- A. The illusion of learning
- Mastering the rhetoric
 - Grafting programs onto the old organization
 - Knowing enough to be dangerous
 - The same old premises are at work
- B. Sufficient understanding to see that “we don’t know much”
- The “A-ha!” experience
 - The beginning of the integration of knowledge and know-how
- C. Real learning begins

Figure I-5. Transformation’s learning curve.

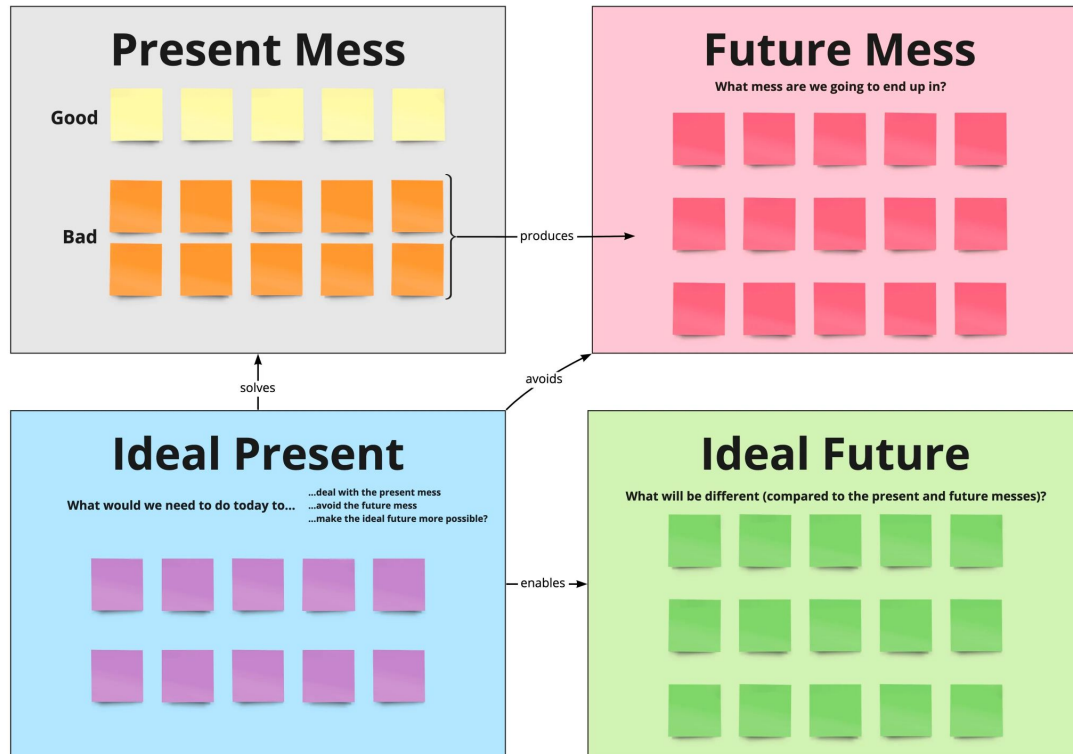


**Tools to navigate your
(latest) organizational change**

The Tools


1. Define the problem - Ideal Present
2. Interrogate the problem - Question Formulation Technique
3. Do something!
4. Reflect - Retrospectives


1. Define the problem: Ideal Present



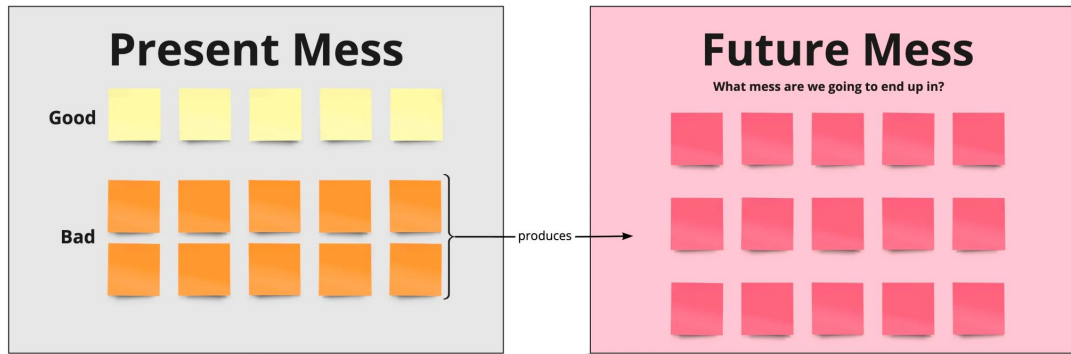
1. Define the problem: Ideal Present

Present Mess

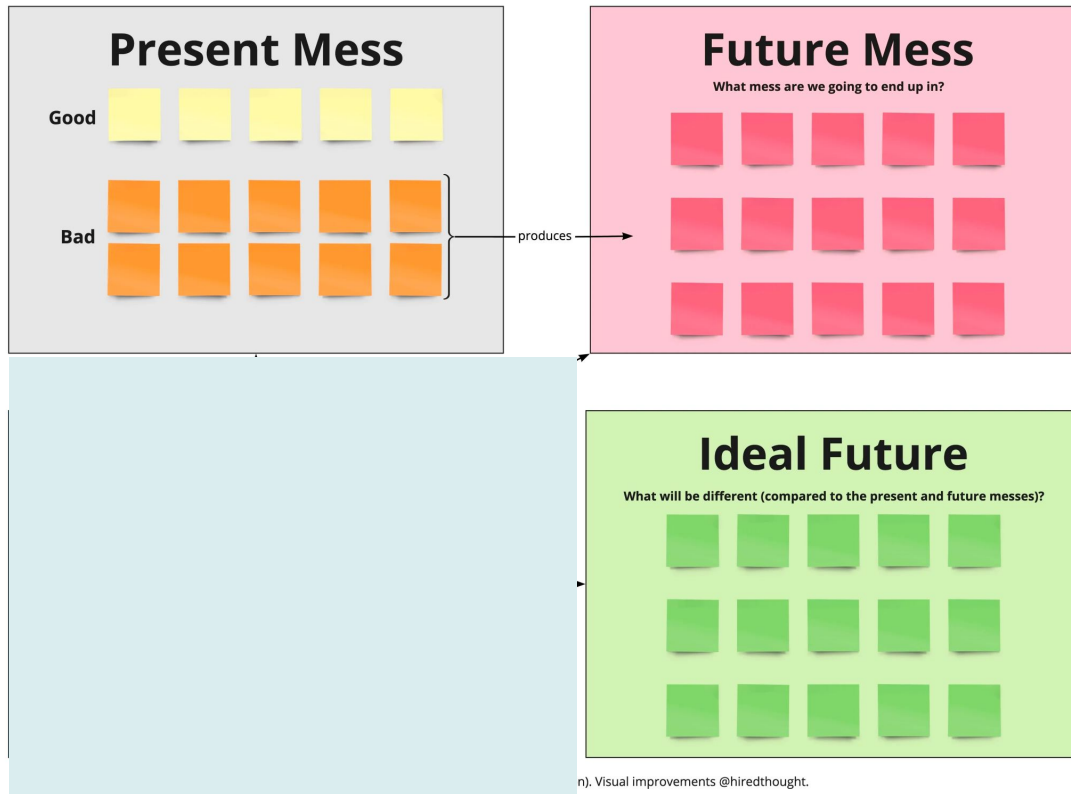
Good 

Bad 

1. Define the problem: Ideal Present

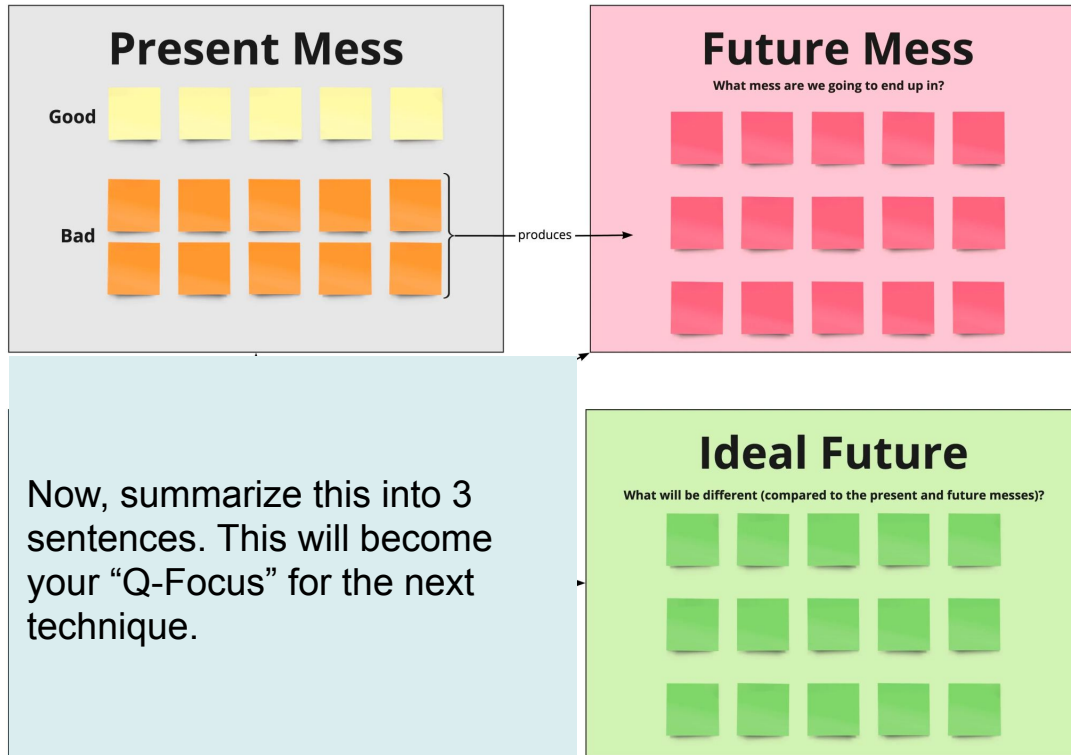


1. Define the problem: Ideal Present



n), Visual Improvements @hiredthought.

1. Define the problem: Ideal Present



The QFT, on one slide...

1) Question Focus

2) Produce Your Questions

- ✓ Follow the rules
- ✓ Number your questions

3) Improve Your Questions

- ✓ Categorize questions as Closed or Open-ended
- ✓ Change questions from one type to another

4) Strategize

- ✓ Prioritize your questions
- ✓ Action plan or discuss next steps
- ✓ Share

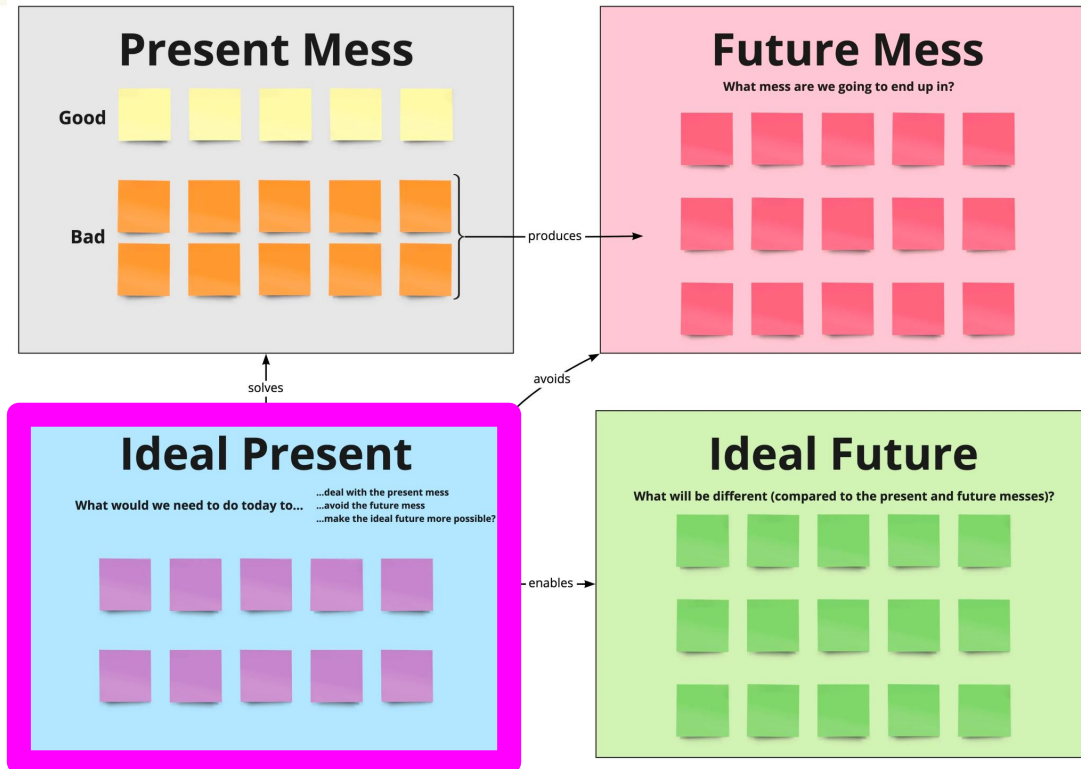
5) Reflect

1. Ask as many questions as you can
2. Do not stop to discuss, judge or answer
3. Record *exactly* as stated
4. Change statements into questions

Closed-Ended:
Answered with “yes,”
“no” or one word

Open-Ended: Require
longer explanation

1. Define the problem: Ideal Present



Ideal Present Canvas © 2020 Joshua Bloom <jabe@cmu.edu> / @cycetain (reproduced by permission), Visual Improvements @hiredthought.

3. Do something!

So far...

- You have defined the problem
- You have defined what better looks like
- When you answer the questions you prioritized, you will have a better idea of what to try
- And you will have set yourself up to reflect on it.

Tip: Ask what the team has energy for, not what's most important

Retrospectives

The
Pragmatic
Programmers

Agile Retrospectives

Making Good Teams Great



*Esther Derby
Diana Larsen*

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Doing excellent retrospectives will naturally produce the rest of the agile practices.

Excellent Retrospectives have 5 Steps

... and they are not what went well, what didn't, what should we do differently

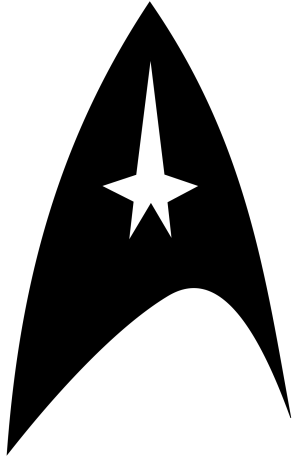
1. Set the stage
2. Gather data
3. Generate insights
4. Decide what to do
5. Closing

The Prime Directive


The Prime Directive prohibits Starfleet personnel and spacecraft from interfering in the normal development of any society, and mandates that any Starfleet vessel or crew member is expendable to prevent violation of this rule.

The Prime Directive

**STAR
TREK**

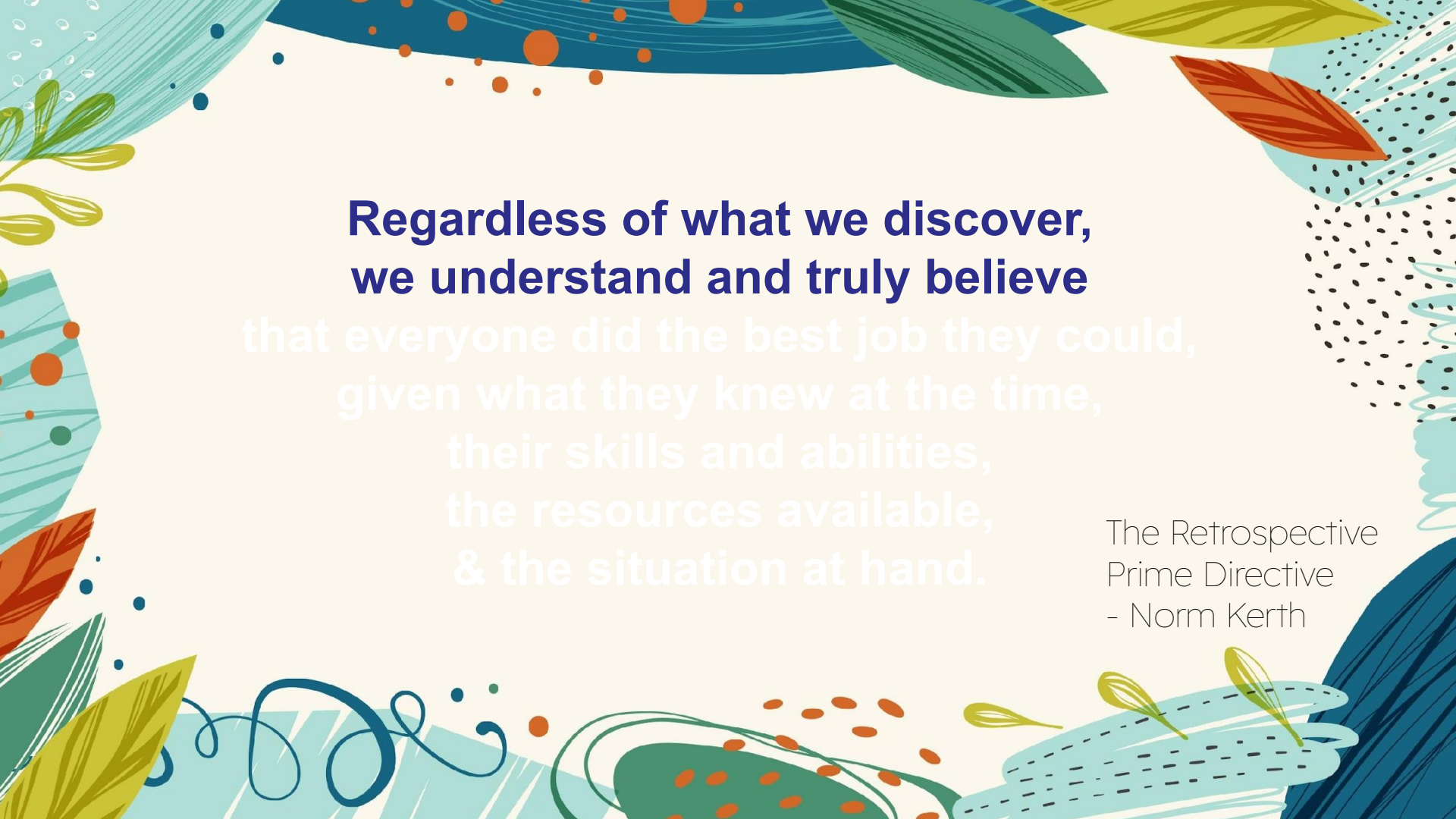


~~The Prime Directive prohibits Starfleet personnel and spacecraft from interfering in the normal development of any society, and mandates that any Starfleet vessel or crew member is expendable to prevent violation of this rule.~~



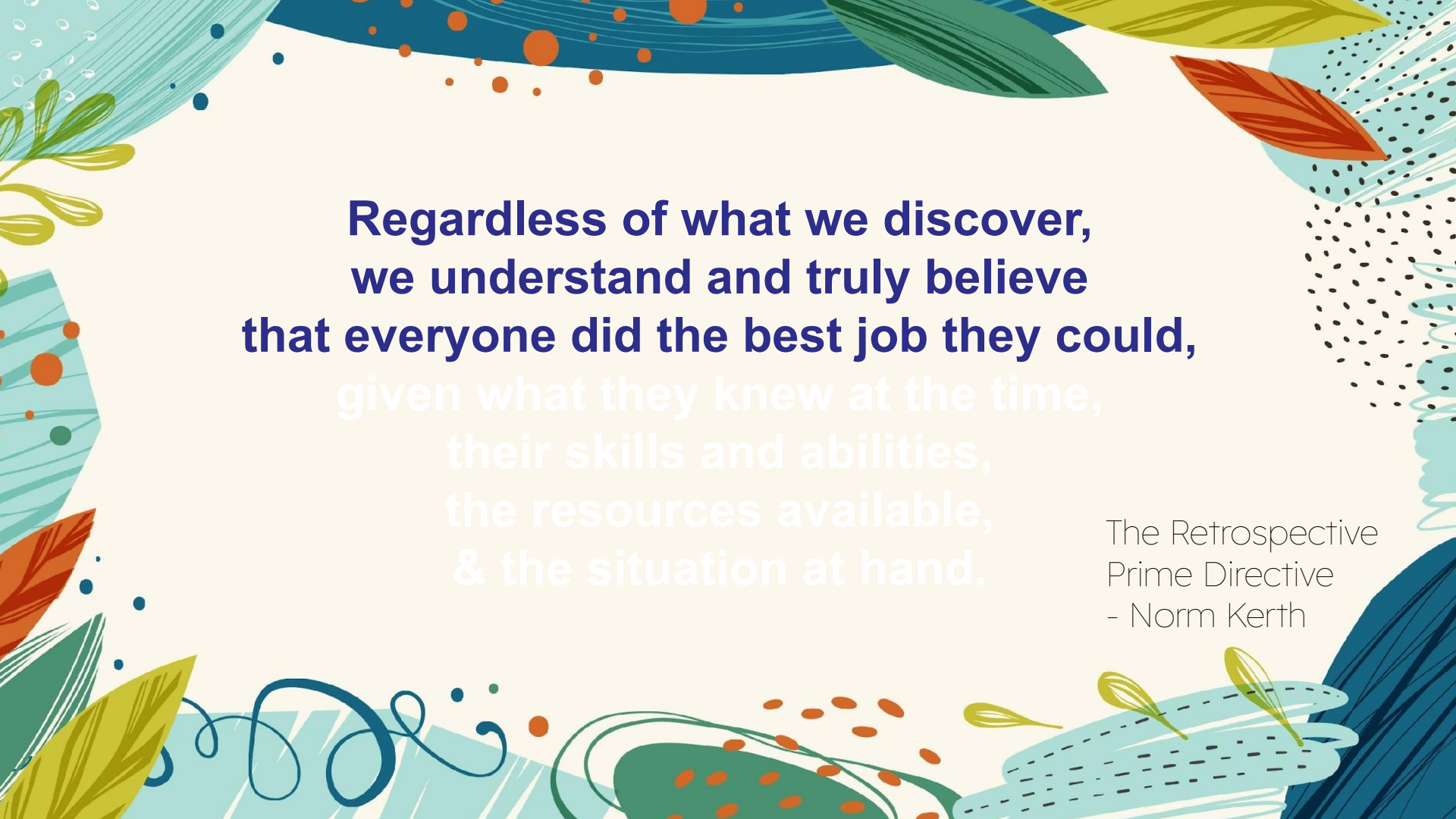
Regardless of what we discover,
we understand and truly believe
that everyone did the best job they could,
given what they knew at the time,
their skills and abilities,
the resources available,
& the situation at hand.

The Retrospective
Prime Directive
- Norm Kerth



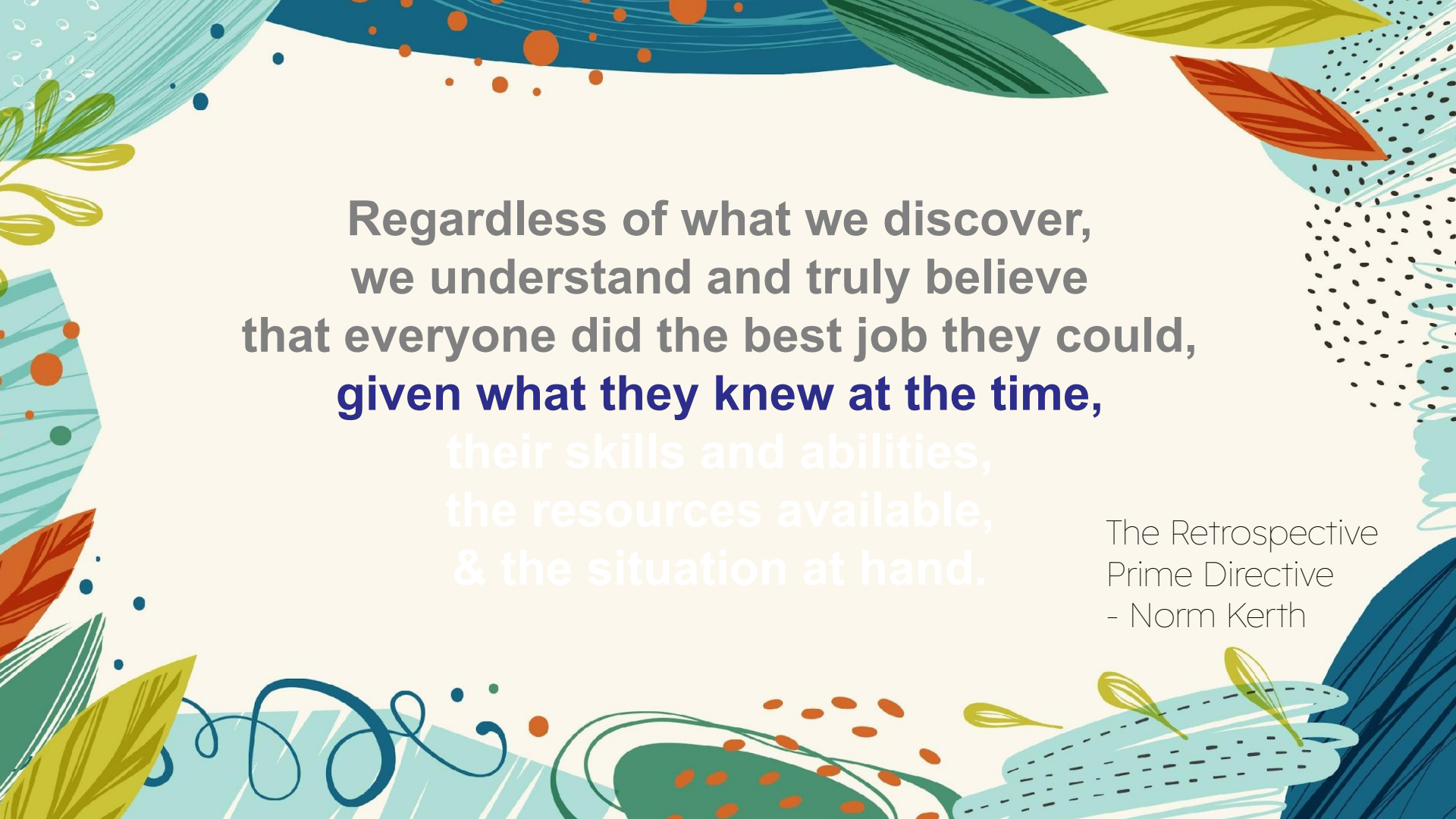
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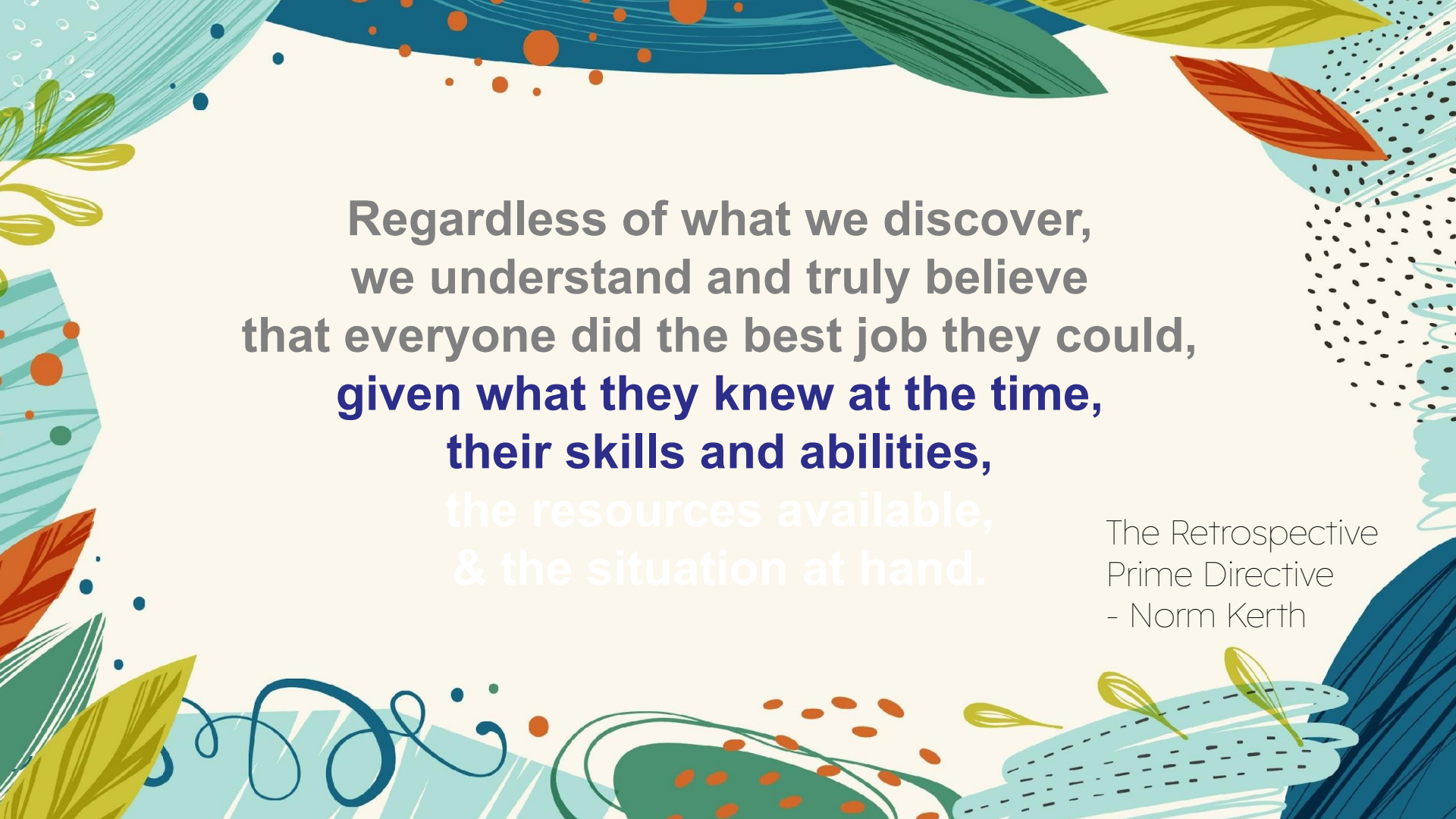
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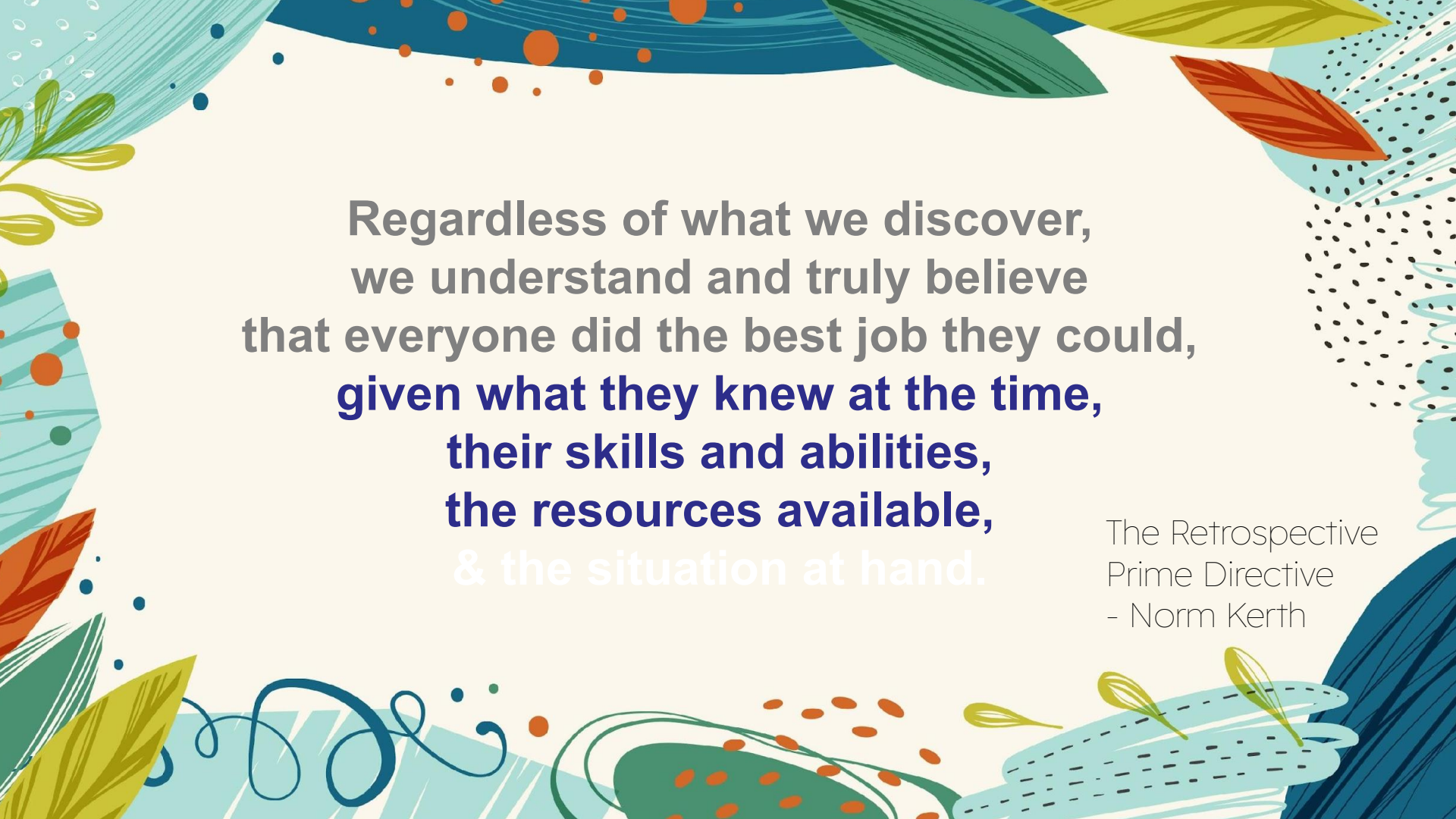
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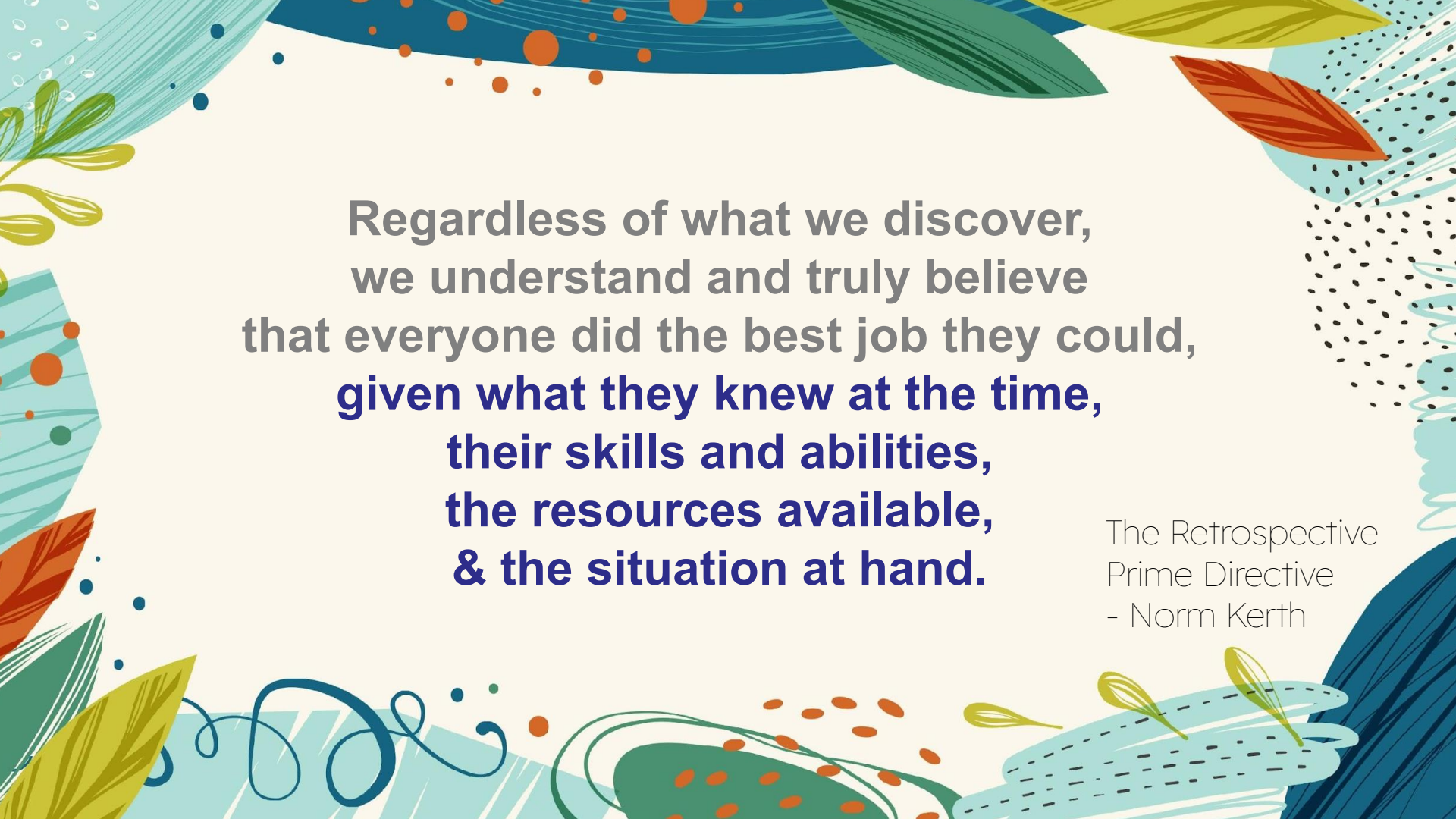
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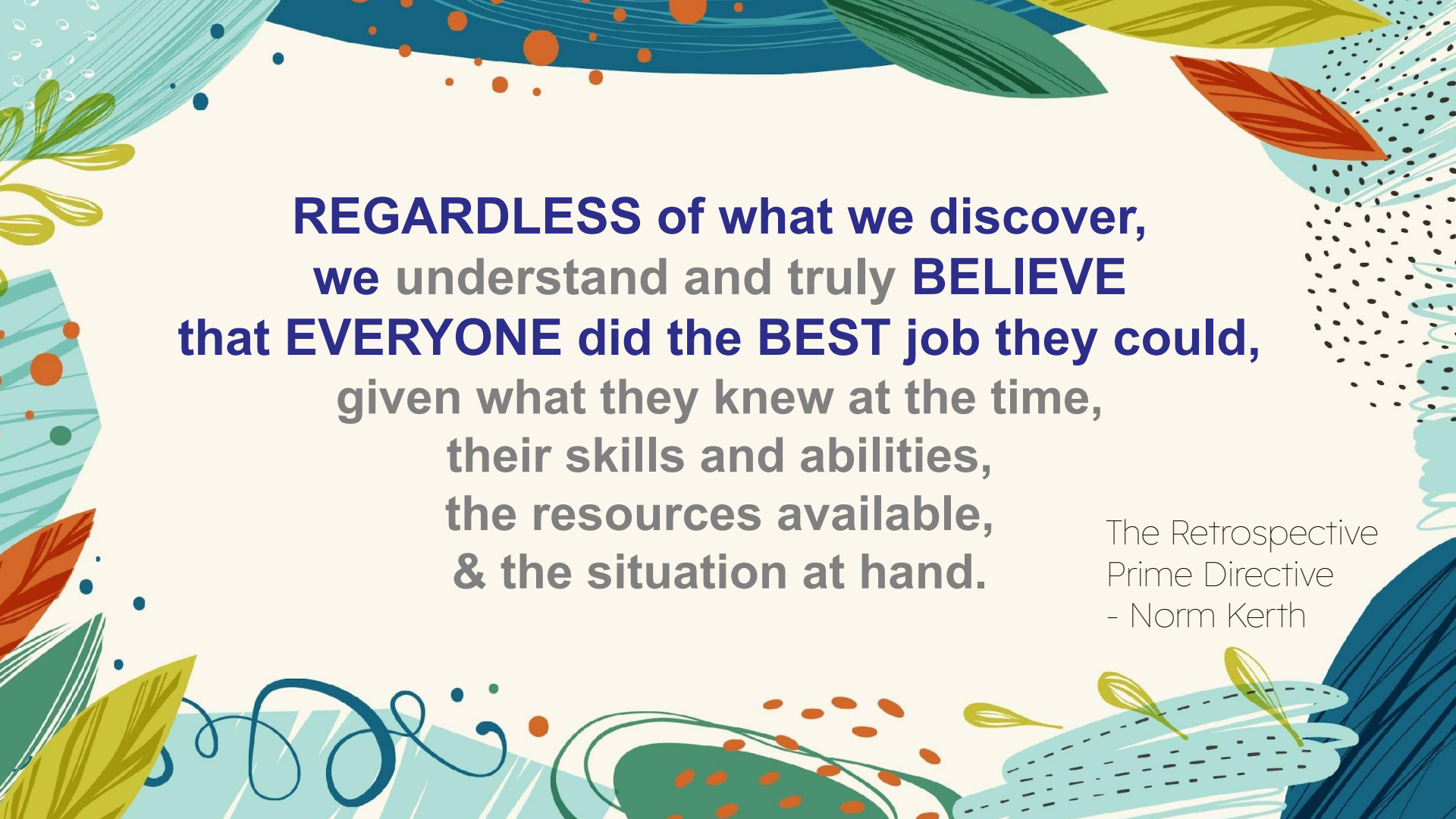
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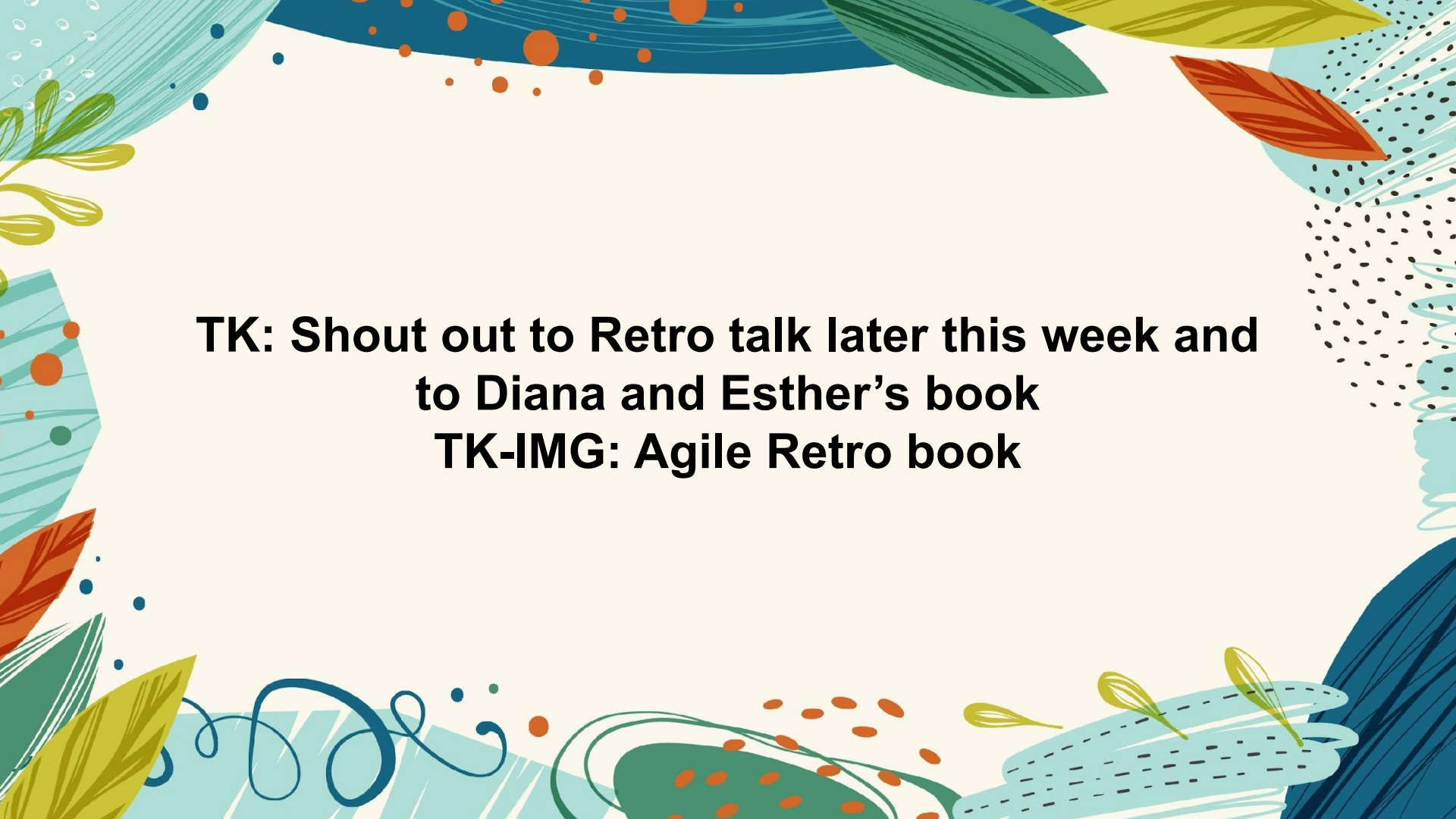
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The Retrospective
Prime Directive
- Norm Kerth



REGARDLESS of what we discover,
we understand and truly **BELIEVE**
that **EVERYONE** did the **BEST** job they could,
given what they knew at the time,
their skills and abilities,
the resources available,
& the situation at hand.

The Retrospective
Prime Directive
- Norm Kerth

A decorative border surrounds the text, featuring various elements: green and yellow leaves, orange and blue dots, blue and green brushstrokes, and a pattern of black dots on a light blue background.

**TK: Shout out to Retro talk later this week and
to Diana and Esther's book
TK-IMG: Agile Retro book**

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Example

@womeninagileorg



You are in the CLEAR with me

Tobey Aumann

July 23, 2023

Jenny Tarwater asked me, “What do you, Tobey, need to be safe?”

Do Not Travel The “do not travel” advisory extends even to connecting flights through Florida. As of July 1, transgender individuals could face up to a year in jail for using the bathroom that aligns with their gender identity. This risk persists even for those who have legally altered their identification documents.

<https://www.erininthemorning.com/p/floridas-trans-bathroom-ban-signed>

All [19 states flagged on the map] have outlawed gender-affirming care for trans youth, and many have implemented a range of discriminatory policies. These include the religious right to refuse treatment to transgender patients, bans on correct gender markers on birth certificates and driver's licenses, bans on drag, strict definitions of sex that exclude transgender individuals from legal protections, and more.

<https://www.erininthemorning.com/p/june-anti-trans-legislative-risk>

NAACP Travel Advisory

<https://naacp.org/articles/naacp-issues-travel-advisory-florida>





PEOPLE MOVER

1st **WRITING A PLEDGE behind the BADGE/PIN/BUTTON**

SAFE WITH ME

EXPLICIT AGREEMENT
understanding what it means

NOT RAINBOW? SCALABLE = SOMETHING NOT SPECIAL e.g. Safety Pin

How To ENGAGE APPROPRIATELY

ACTION > WORDS
EMPATHY > SYMPATHY

Prioritize the most VULNERABLE

LIMITED ACCESS MIGHT PREVENT TOKENISM?

copy agile MANIFESTO format? OVER TIME?

add to your pledge
listen to you, help yourself, what you need, what
pay attention

WRITING A PLEDGE behind the BADGE/PIN/BUTTON

EXPLICIT AGREEMENT understanding what it means

RAINBOW? SCALABLE = SOMETHING NOT SPECIAL e.g. Safety Pin

How To ENGAGE APPROPRIATELY

ACTION > WORDS
EMPATHY > SYMPATHY

Prioritize the most VULNERABLE

LIMITED ACCESS MIGHT PREVENT TOKENISM?

copy agile MANIFESTO format? OVER TIME?

WHY: REAL RISK TO MARGINALIZED GENDERS + BTPOC

WHAT: BY WEARING THIS BADGE

I AM ENTERING A SOCIAL CONTRACT

I WILL BE

- CURIOUS
- EMPATHIC
- LISTENING
- ACTION ORIENTED
- REFLECTIVE

To the NEEDS of THE MOST VULNERABLE

SDG of BYSTANDER INTERVENTION

OPEN QUESTIONS / TO DO CLEAR

- In a word
- In a sentence
- In a paragraph
- Examples go to bit.ly/advisors for how to **write** at the conference
- Practice time
- Scaling?
- How might someone ask a badge-wearer for help?
- WRITE-UP/LINK TO WHY/RISKS**
- A sentence for each letter >

The Social Contract

If someone is wearing this,
they agree they will be:



Curious
Listening
Empathetic
Action-oriented
Reflective

... to the needs of the most vulnerable*.

And when they **ACT**,
they will be informed
by this →

The Five Ds of Bystander Intervention

Intervention Methods for Empowered Bystanders

Distract 1

This is a subtle and creative way to intervene. The idea is to ignore the perpetrator and focus on the victim. Don't talk about what is happening, but something unrelated instead.



2 Delegate



This involves asking for help, or resources from a third party. You can find someone who is in a position of authority and ask for their help.

Document 3

Keeping records of the incident is a good way to help. Do so only when it is safe and when someone else is helping the person being harassed. Common examples including recording video and taking pictures; just make sure if it safe to do so.



4 Delay



After the fact, check in with the person that has been harassed. You can ask if they are okay and if you can do anything to support them.

Direct 5

This is a confrontational approach where you directly respond to what is happening and address the issue. This tactic is riskier, so make sure you are safe, and use this approach with caution.



* hat-tip to Kim Crayton, the ant-racist economist



You are enough.



**“Do the best you can until you know better.
Then when you know better, do better.”**

Dr. Maya Angelou



Agile ORLANDO
JULY 24-28 **2023**

PERSONALIZED FEEDBACK FROM AGILE PROFESSIONALS

AGILE ADVICE

OSCEOLA BALLROOM 1 & 2

MONDAY - THURSDAY, 11:00 AM - 3:00 PM

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APPENDIX

References

1. Dogs: <https://www.instagram.com/weratedogs/>
2. Deloitte Agile Landscape “Subway Map” -
<https://www.slideshare.net/ChrisWebb6/last-conference-2016-agile-landscape-presentation-v1>
3. <https://sre.google/books/>
4. <https://stackingthebricks.com/pick-your-brain/>
5. Art of Agile Development: <https://www.jamesshore.com/v2/books/aoad2>
6. Retrospective formats <https://retromat.org/en/>
7. 5Ds of Bystander Intervention
<https://righttobe.org/guides/bystander-intervention-training/>