

GREAT TEAMS DELIVER!

HOW TO GET THEM STARTED ON THE RIGHT FOOT

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Which Games Do We Want to Play?

After reading this, please review the games from the worksheet on the table.
Vote for the two activities you would like demonstrated during the session.
Be ready to explain your choices.

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What is a Team?

- “A team is a small number of people with complementary skills who are committed to a common purpose, performance goals, and approach for which they are mutually accountable.”

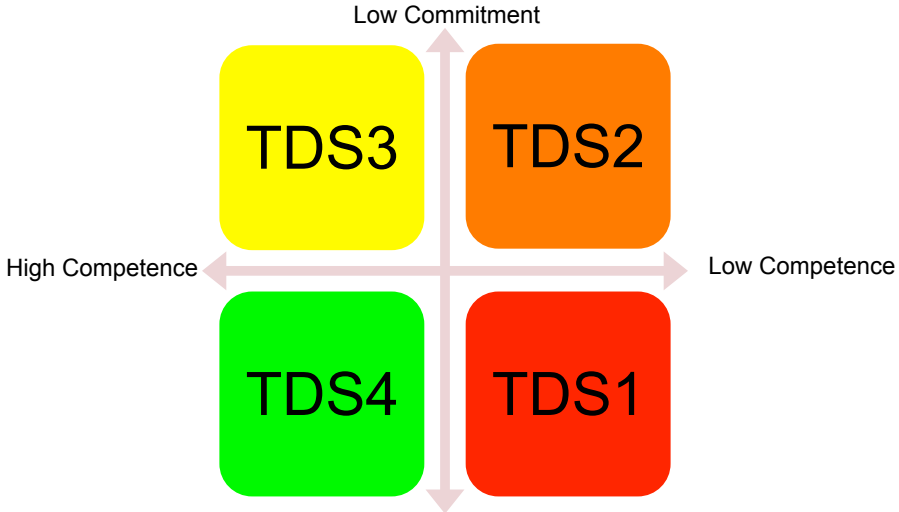


Source:
The Wisdom of Teams
(Katzenbach and Smith, 1993)

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Team Development Stages

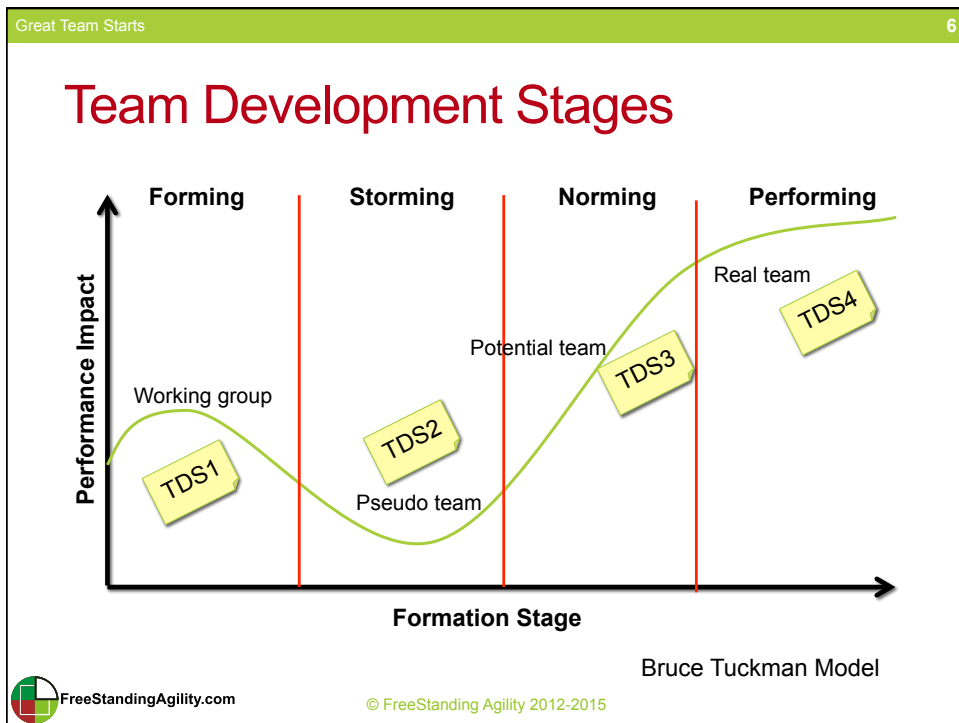
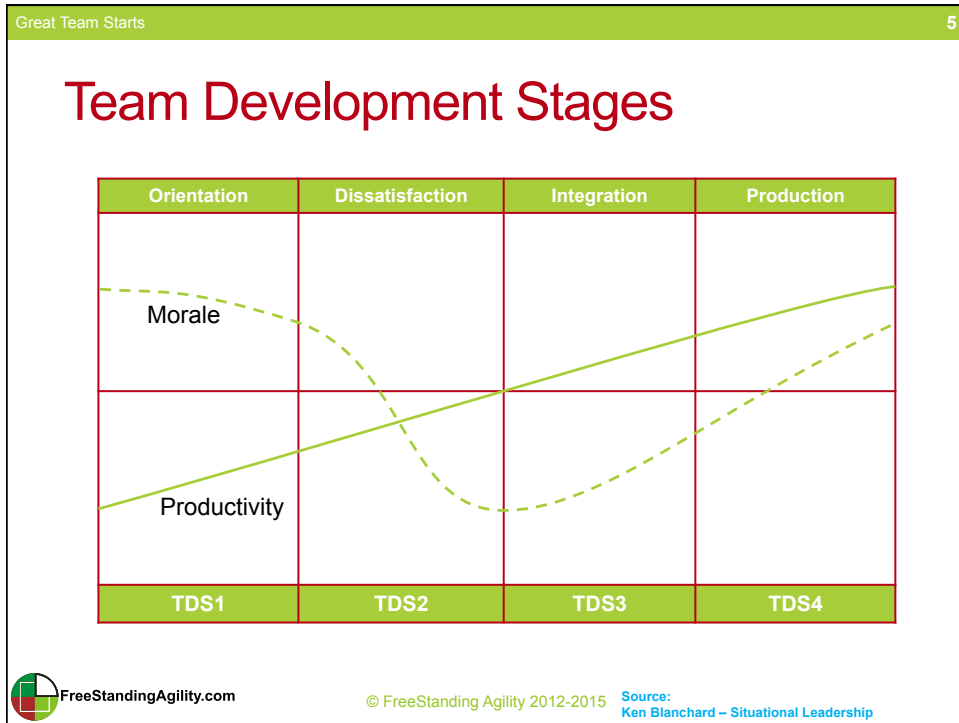


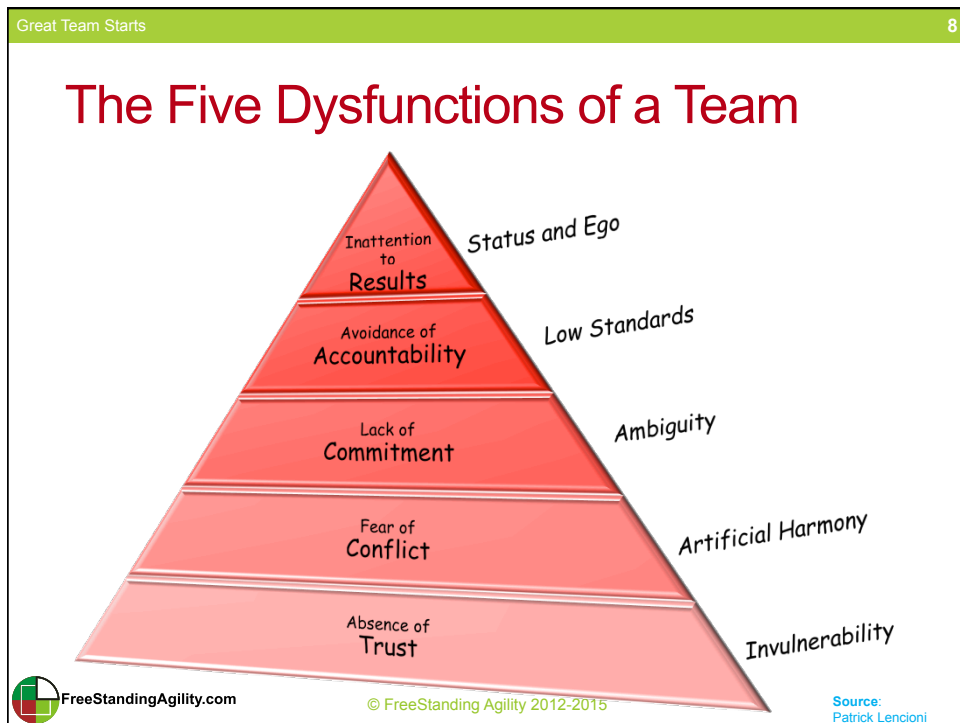
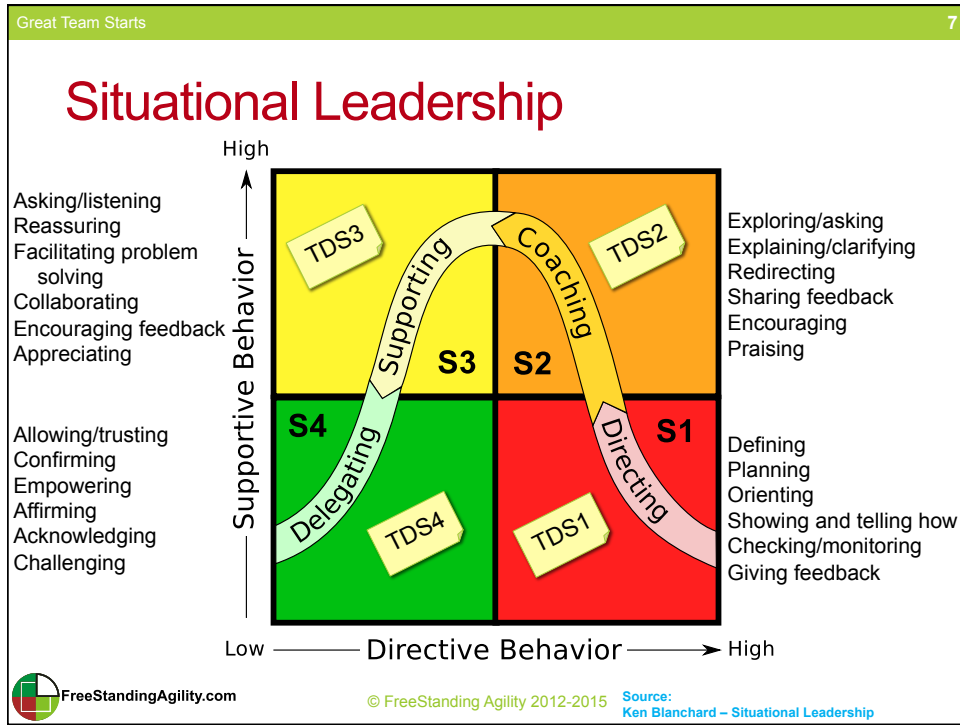
Low Commitment

High Competence ← → Low Competence

High Commitment

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Great Team Starts 9

Structure of the 2-Day Event

Day 1	Day 2
Learn about the process	Learn about the work
Learn about the team	Planning

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Learn about the process



Approach

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Focus on Agile Fundamentals

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Team-Based Decision-Making

“I can live with that and support it”


- **Consent** is not 100% agreement
- Everyone can live with the decision and support it outside the meeting!
- Any major objections are resolved
- Used for policy decisions
 - Rules, Roles, Responsibilities

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Consent Checking Tools


- Roman Voting



Approve




Support




Reject


- Fist of Five – 5 point vote




Wild, unbridled
enthusiasm




Approve




Support



Objections



Reject

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Learn about the team



forming

performing

storming



Skills

Accountability

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Getting the Team Started

- Market of Skills
- Team Values
- Team Working Agreements
- Team Name



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Learn about the work

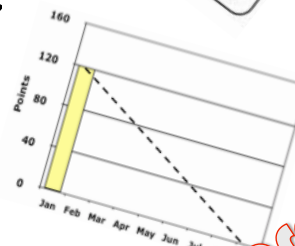


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Understanding the Problem to be Solved

- Product Vision
 - Elevator Pitch
 - Vision Box
 - Press Release
- Create or review the Product Backlog


Plan the work



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Understanding the Problem to be Solved

- Size the Product Backlog Items
 - Planning Poker
 - Deal & Slide
 - Planning Poker Party
- Sprint Planning

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GAMES AND ACTIVITIES

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MARKET OF SKILLS

Developed by Peter Lang



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Market of Skills



Imagine that each of you owns a booth at a market.

10:00

Take 10 minutes to create a poster for your booth answering



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Present Posters

Skills and abilities relevant to the team I bring

Skills and abilities I have under the table

Skills and abilities I wish to improve

Excitement

Forgot to mention

I can help!

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FROM VALUES TO BEHAVIORS


Developed by Michele Sliger

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Team Values


- Brainstorm team values for 3 minutes
- Narrow list to 5 core values in 3 minutes

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Working Agreements

We believe in _____,
therefore we will _____.

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TEAM NAME WITH “35”

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Brainstorm Names with 35

1. Each person writes a possible team name on an index card
2. Now stand and walk past each other, each time swapping cards
3. When I say stop, pair up and spread 7 points between the 2 choices and write on the back of the card
7-0; 6-1; 5-2; 4-3
4. Repeat steps 2 and 3 four more times

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Total Results

- Add the numbers on the back
- Perfect score would have five 7s on the back so “35”
- Otherwise, select the top one and check consent from the team

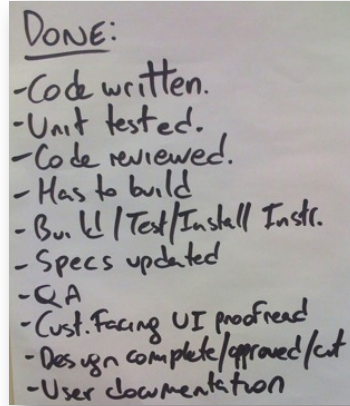


DEFINITION OF DONE

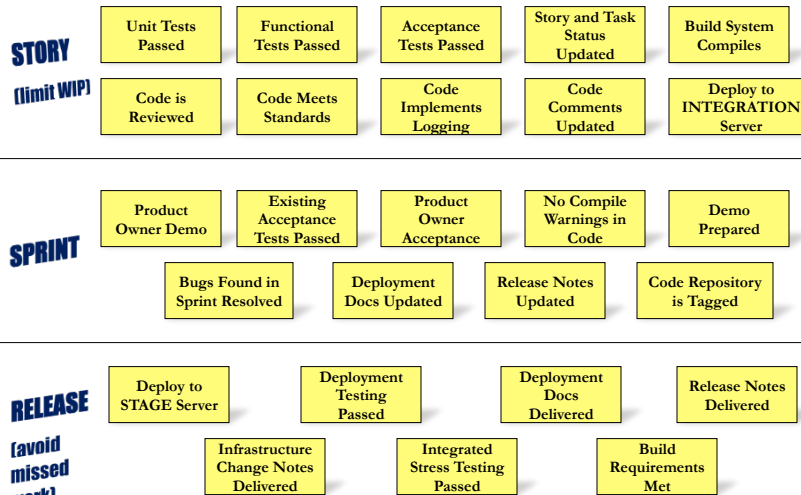


Definition of Done

- The processes, artifacts, and practices that must be complete before declaring a story done
- Describes how to build it correctly!




Example Definitions of Done



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Exercise - DoD


- List all artifacts essential to release, each on a Post-It note

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Exercise - DoD

- Identify items which you are unable or unwilling to deliver within a sprint
 - These are release DoD items and need to be added to the Product Backlog and pulled into the last sprint before release
- Reflect on each item to identify the obstacles to its inclusion in a sprint deliverable
 - These are impediments that should be added to an impediments list

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VISION EXERCISES


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Exercise: Elevator Pitch



For (target customer, user)
who (statement of the need or opportunity)
the (project name, new/enhanced product)
will provide (key benefit, compelling reason to use).
Unlike (primary alternative, competition),
our solution (statement of primary differentiation).

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Vision Box

- As a team, construct the box that your product could be wrapped in.
 - Product Name (Front)
 - Graphic (Front)
 - Three to four key bullet points (Front)
 - Feature descriptions/bullet points (Back)
 - Operating requirements (Back)



Press Release

- We are going to write a press release.
- Imagine it is 6 months from now and launched the product, work together at your table to write a press release.
 - Include: name the product/service, primary outcome, a summary, describe the problem your product solves, describe how your product elegantly solves the problem, and quotes from you and your customer
- Keep it simple and short with max. 3-4 sentences per paragraph.



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SIZING EXERCISES

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Planning Poker

1. Moderator reads an item
2. Estimators ask clarifying question
3. Estimators privately select a card (No Tells!)
4. Reveal cards – if they match, we got it
5. If not, discuss assumptions starting with low and high estimators
6. Repeat 3-6 until consensus reached or estimators agree more info is needed

• Online version at www.planningpoker.com



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Affinity Estimation

- Great for large number of stories to be sized (>15)

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<http://www.gettingagile.com/2008/07/04/affinity-estimating-a-how-to/>

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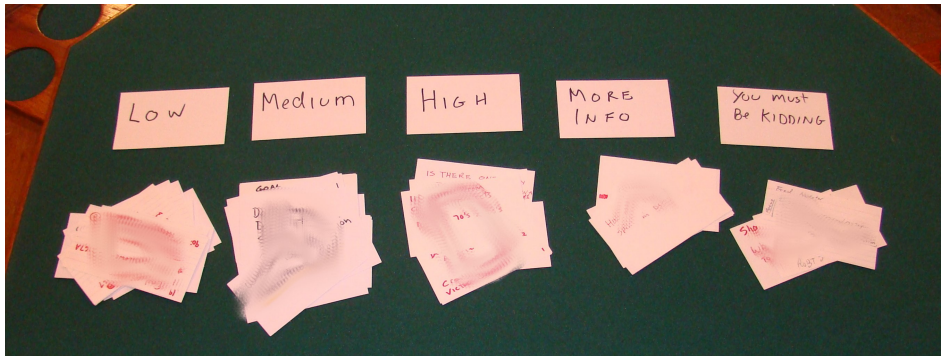
Planning Poker Party

- Great for large number of stories to be sized (>100)
- High-Low Story Showdown
- Deal & Slide
- Planning Poker Round
- Developer Guts
- Customer Guts

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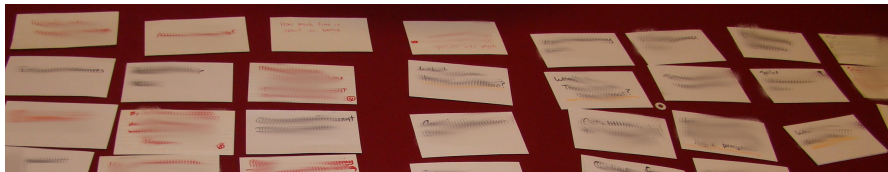
High-Low Story Showdown

- Quick sort into 5 piles
- Don't stress, just a quick gut check



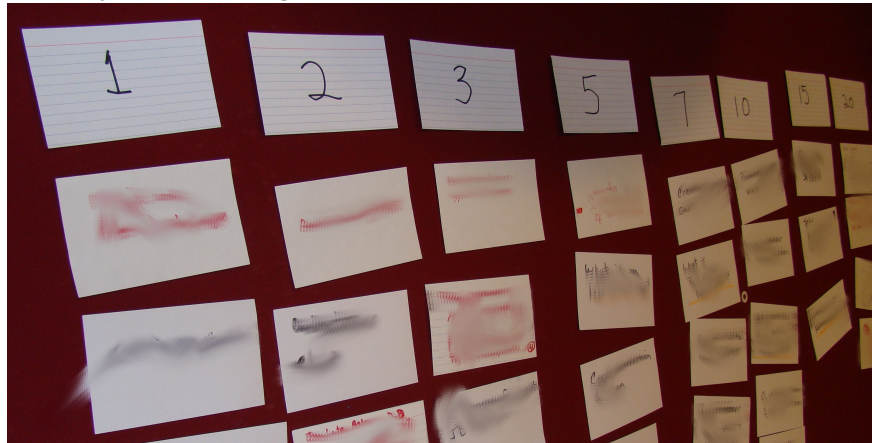
Deal and Slide

- Start with “LOW” pile and spread cards out
- Team silently slides cards to left if smaller, to the right if larger, similar sized cards in columns
- Anyone can move any card at any time
- Repeat for “MEDIUM” and then “HIGH”



Planning Poker Round on Columns

- Play Planning Poker on the columns



Great Starts Summary

