INTRO TO THE
TEAM LEVEL UP WORKSHOP

April 30, 2024

REMINDER

I will send you this slide deck as a PDF, if…

I have your email address.

You might want to put your email in the Chat window or send it to me via email.

A WAY TO —> PROBLEM

The Team Level Up workshop is a way to address

two key problems that you likely have.

LIKELY RESULT

Big Improvement in 6-12 months.

….25%? 50%? More?

Smaller Improvement quickly.

PROBLEMS

1. Team members have not Level Set (on agile-scrum)

2. Team members have not agreed to Level Up, nor how to do it

PROBLEM 1

1. Team members have not agreed on the game (rules) they are playing. Why?

- They were taught by different people

- They mis-remember

- They accepted agile-scrum in different ways

- They have different experiences of what works or does not

- No one asked them to agree on "the game" and the rules

- <u>Result</u>: NOT as effective as they could be

PROBLEM 1

1. 1-B: It's really more than the rules (eg, in the Scrum Guide).

   - The mindset

   - The whole "way of working"

   - The Team approach to Success and other things that should be added to the BARE framework of Scrum

       - This is 360 degrees. Including, eg, product strategy

   - How the Team fits in with the Organization and the rest of the world

PROBLEM 2

2. Team has plateaued - How do you see it? one or more of:

- No attempt to improve (or weak)

- Velocity not improving (much)

- They do not visualize a path of improvement

- No Impediment List (thus, no action)

- Often weak morale

- Can be other problems (hidden)

- RESULT: Minimal improvement. (And they can improve a lot.)

PROBLEMS

- These are: <u>Common, likely problems</u>

- Do your teams have them?

- If so: We want to address both of these

GOAL / SOLUTION

- To become better as a Team.

- Specifically:

  - Level Set (the team members - and perhaps others - agree)

  - Level Up (move to become better as a Team)

BASICS

- 24 hours of workshop

- Online (eg, HHFHH) or in-person (eg, FFF)

- In-House (probably 10+ people)

- Educating, discussing, <u>they are choosing</u> (and rejecting some)

  - Their choice is important. They are choosing to play this Game.

LEVEL SET

- We review and propose (and the Team can propose) …

- Specific ideas and practices and X we should follow

    - No just ideas (values, principles)

    - No just practices (with possibly no meaning)

    - No just stuff in the Scrum Guide

- With 200+ stickies, they (the Team) decide and agree on what agile-scrum will be for them. As a baseline.

- A long and fairly detailed list (ROM:200+ stickies)

LEVEL UP

- We propose and they can propose …

- …specific ways they can get better

- The Team get to decide how they want to become better

- …how they want to raise their level of play

- A long and detailed list to choose from (ROM: 200+ stickies)

LEVEL-UP - 2

- So far, every Team has felt challenged (in a good way) by some of the suggestions the Scrum community has made

- So far, every Team has chosen 10 key things to improve on

- So, in that way, we feel confident that your team will find areas to improve

- Note again: <u>both</u> the Team and we may propose areas for improvement during the workshop

KEY IDEA

- Scrum is simple to understand, difficult to master

- We go over the "basics" of agile & Scrum, plus

- In several ways, we try to give the Team what they need to succeed (more) with agile-scrum

PRIORITIZE

- So far we find: there are always <u>too many things to change or improve</u>.

- So, we encourage them to <u>prioritize</u> the changes or the things they want to start to do.

- In a realistic timeframe (say, in the next 3-6 months).

- This makes a "plan" (for change, for new practices) that is realistic.

METHODS

- Discussion

- Q&A

- Stickies (breaking down into small things

- Voting on Stickies

- Consensus building

- Drawings, Notes (take-aways)

- Interactive (eg, calling on people)

WE REMIND & PROPOSE

- We remind them what Agile-Scrum is; we propose good <u>patterns</u> (eg, to address specific problems)

- AND…they get to disagree. They get to say: "Ok, but I don't think that will help us", or "we don't need to focus on that now"

- <u>They have time</u>. (24 hours of workshop time) To understand, think, and choose (as a Team)

WE ARE UNIQUE - 1

- We have co-trained with Jeff Sutherland 8 times

- We are the only trainer with a Team Level Up workshop

- We include the Agile Release Planning ideas

- We include an ARP workshop

- We conduct the TLU workshop in a unique, engaging style

WE ARE UNIQUE - 2

- We took Ken Schwaber's course

- We have 16+ years as a CST. And 18+ years full-time in agile

- We have worked with many of the best. All around the world (eg, India, Argentina, etc.)

- No one else let's the Team define "the process". (With guidance) **

- It's fun! A Game. Play to win. Mistakes are expected.

WE ARE UNIQUE - 3

- <u>We provide free 1-hour webinars weekly to support you</u>

- We have an MBA, so we look for overall business success with agile-scrum

- We believe you can make big changes if you work together

- We have studied Lean, and discuss that if your culture knows Lean

- We have written books on Agile Release Planning and Scrum. We write blog posts and articles regularly. See <u>here</u> and <u>here</u>.

WORKSHOP APPROACH

- Collegial

- Work in small groups

- Learn from each other

- Real (it's their situation)

- Engaging
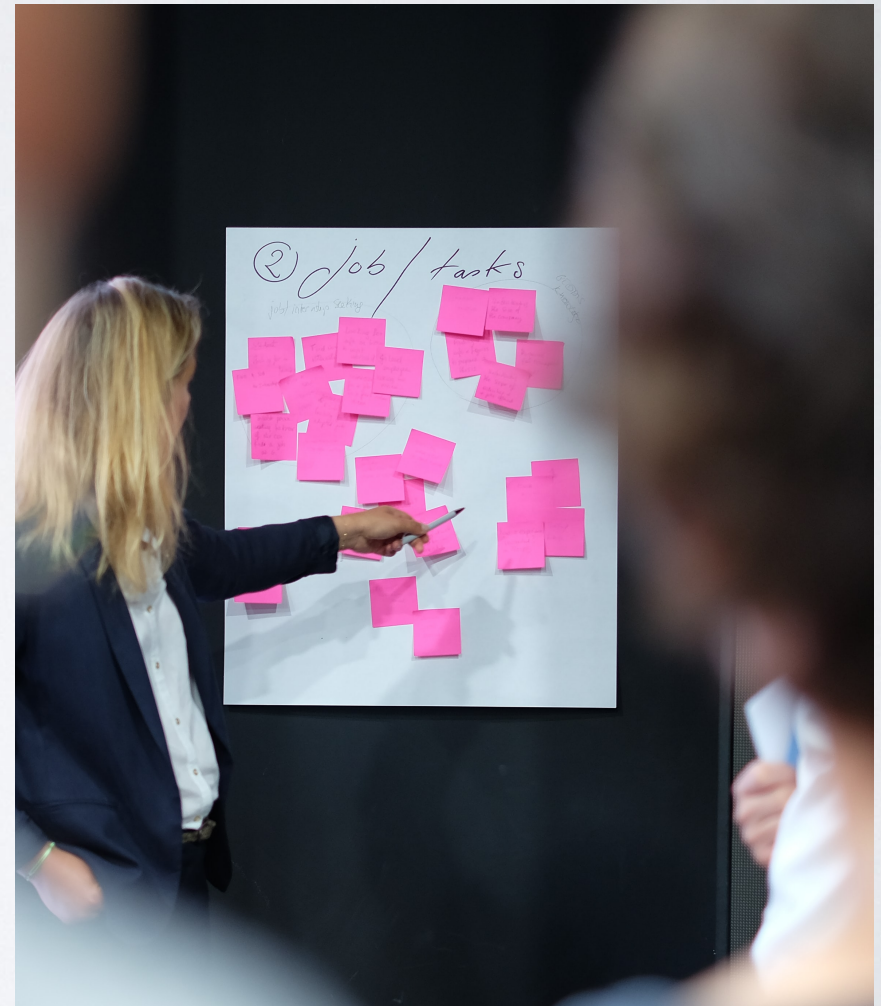
RESULTS

- Many, but including:

  - Level Set - much more of a common understanding, and an agreement to do it together. Very valuable.

  - Level Up - they agree to, and discuss how.

  - their specific problems or concerns are identified <u>and heard</u>

- One especially:

  - A list of the top 10 things to improve on soon (next 3-6 months)

AGILE RELEASE PLANNING

- The ARP Workshop is Unique

- At least one other expert agrees with every idea

- Hands-on, real work

- A mindset and practices

- Many skill sets that they must know well (and execute better every sprint)

AGILE RELEASE PLANNING

- For about 8 hours we discuss and do Agile Release Planning, as a workshop

- We do it with real work for their Team.

- They buy-in

- But in any case, they have a better Product Backlog

- And a better, more transparent, sense of where they are going (motivation)
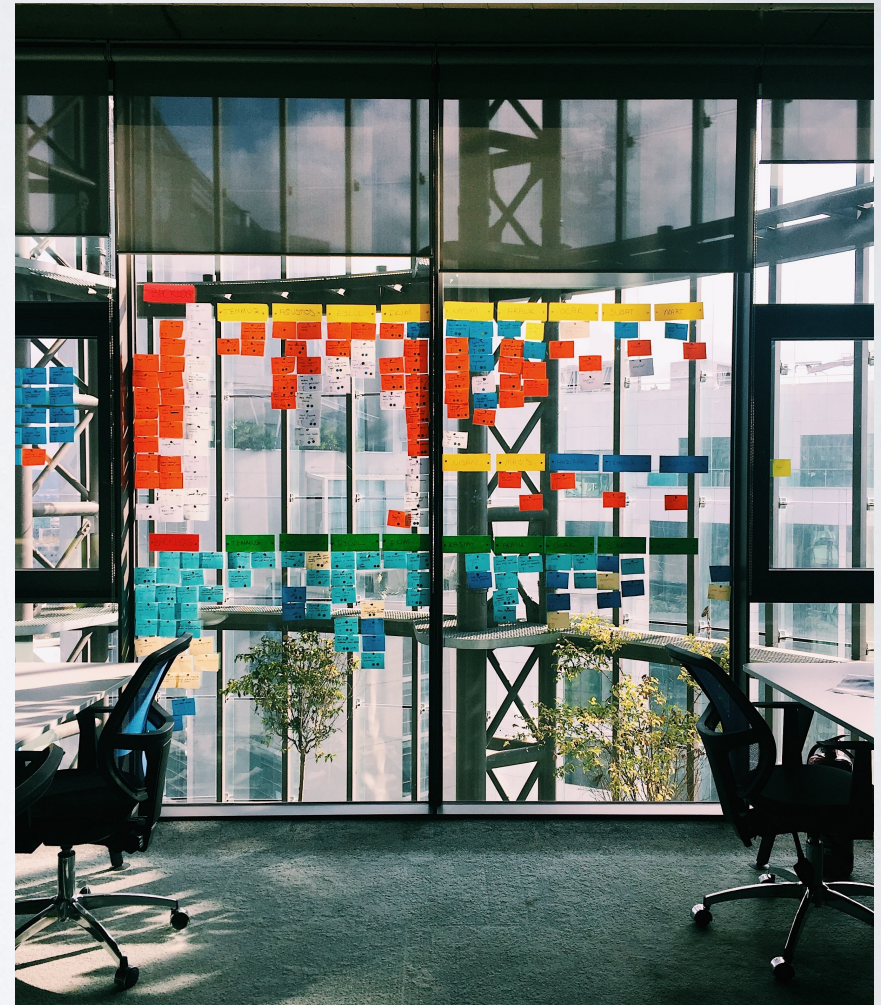
THE BUY-IN

- We allocate specific times to review, and agree (or disagree) on…

  - Our "way of working" ("process")

  - How we will improve

- At the end, we prioritize 10 items for improvement

VISION / PRODUCT GOAL

- We emphasize this.

- Motivation is very important.

- We share some ideas, and talk about this issue

OUR PROPOSED TEAM GOALS

- <u>More fun / happiness</u>

- Probably fewer hours

- More productivity (eg, more SPs per Sprint)

- Better for the Team

- Less stress

- Easier for Managers

- More BV (per SP)

- More quality

- More collaboration (they help each other more)

- More for the customers

TEAM'S GOALS

- We (the Team) share the goals: what is Team Success? (Separate from Product Success.)

- The TEAM must define their own goals

- Might be similar, might be quite different. We strongly recommend having a defined goal (that's expected to change)
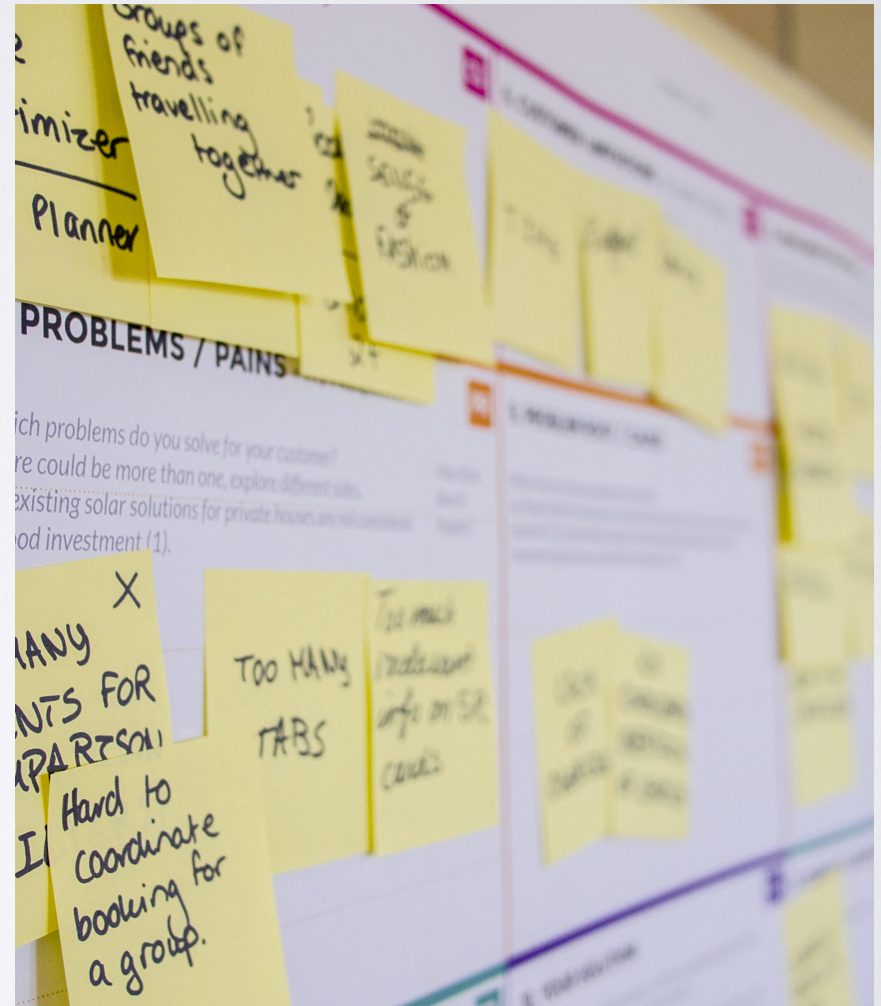
WHEN'S THE NEXT T.L.U. WORKSHOP?

- **"In-House"!**

- That is, you choose the dates.

SOME DETAILS

- 10+ people

- Online or in-person

- 24 hours (eg, over 3-5 days)

- H-H-F-H-H or F-F-F

- One or two or three teams. Full teams if you can (7 person teams?)
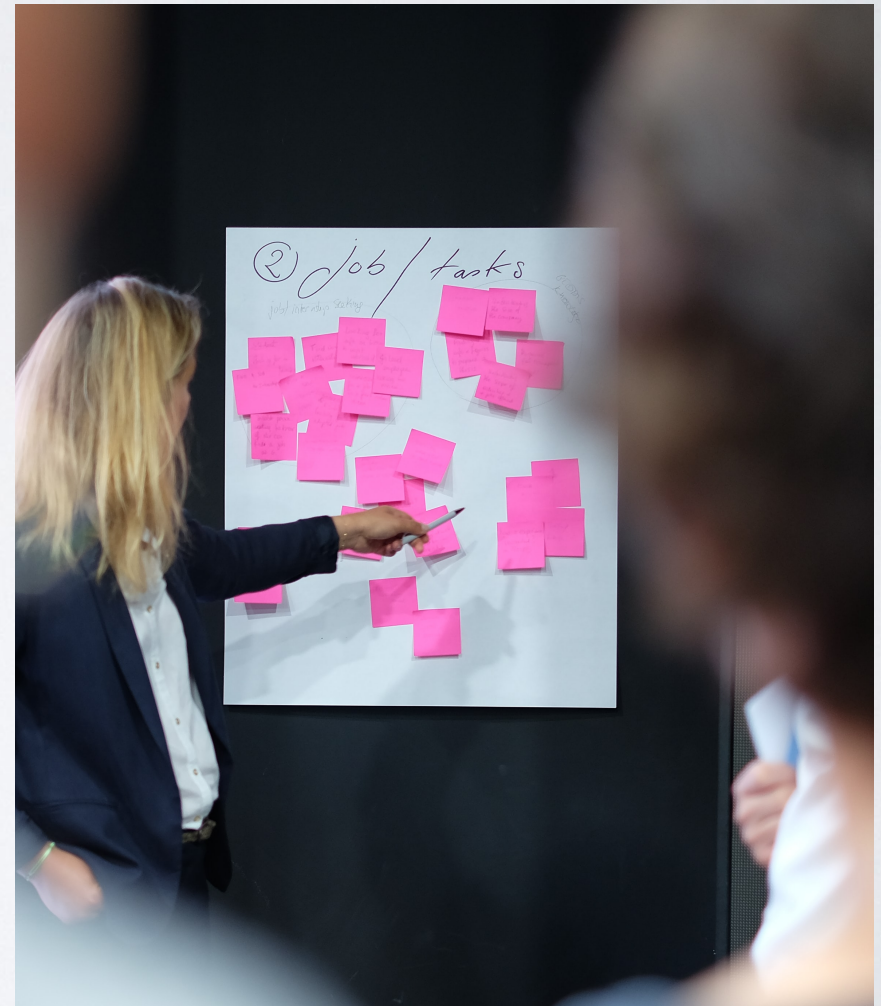
MORE DETAILS

- Max: 16 for online? 25 in-person?

- Include some people outside the Team (eg, managers)

YOUR QUESTIONS

- Please ask. Others want to ask what you are asking…

- Or send me questions later. Or we can talk

CONTACT INFO FOR JOE LITTLE

Please feel free to ask questions anytime:

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