

TEAM LEVEL UP WORKSHOP

DIVE 1 - VER 2

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PROBLEMS

1. Team members have not Level Set (on agile-scrum)
2. Team members have not agreed to Level Up

PROBLEM I-A

I. Team members are not agreeing on the game (rules) they are playing

- 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
- Result: NOT as effective as they could be

PROBLEM I-B

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

- The mindset
- 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)

PROBLEMS

- These are: Common, likely problems
- 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 (act to become better as a Team)

BASICS

- 24 hours of workshop
- Online (eg, HHFHH) or in-person (eg, FFF)
- In-House (at least 10 people)
- Educating, discussing, they are choosing (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 or practices we should follow
 - Not just ideas (values, principles)
 - Not just practices (with possibly no meaning)
 - Not 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: both 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 too many things to change or improve.
- So, we encourage them to prioritize 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
- 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 patterns (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”
- They have time. (24 hours of workshop time) To understand, think, and choose (as a Team)

WE ARE UNIQUE - I

- 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

- We provide free 1-hour webinars weekly to support you
- 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 [here](#) and [here](#).



WORKSHOP APPROACH

- Collegial
- Work in small groups
- Learn from each other
- Real (it's their situation)
- Engaging



RESULTS

- Many - here's some:
 - Level Set** (much more of a common understanding of our “way of working”, and an agreement to do it together)
 - Level Up
 - their specific problems or concerns identified and heard
- But one especially:
 - A list of the top 10 things to improve on soon (next 3-6 months)

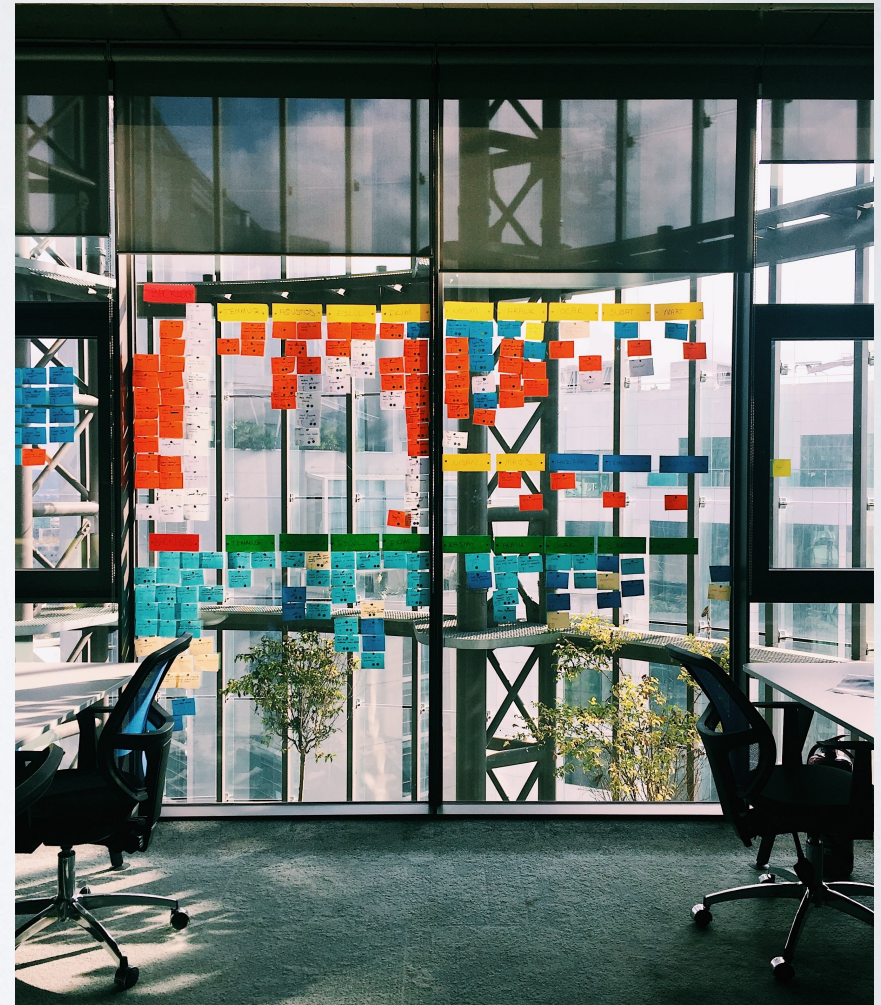
AGILE RELEASE PLANNING

- This ARP Workshop is Unique
- At least one other expert agrees with every idea
- Hands-on, real work
- A Mindset, and...
- Many skill sets that they must know better (and execute better)



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” (aka “the process”, etc.)
 - How we will improve
- Again, we help them prioritize 10 items for improvement

VISION / PRODUCT GOAL

- We emphasize this.
- Motivation is very important.
- We share some ideas, and talk about this issue
- And... (next slide)

OUR PROPOSED TEAM GOALS

- More fun / happiness
- 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

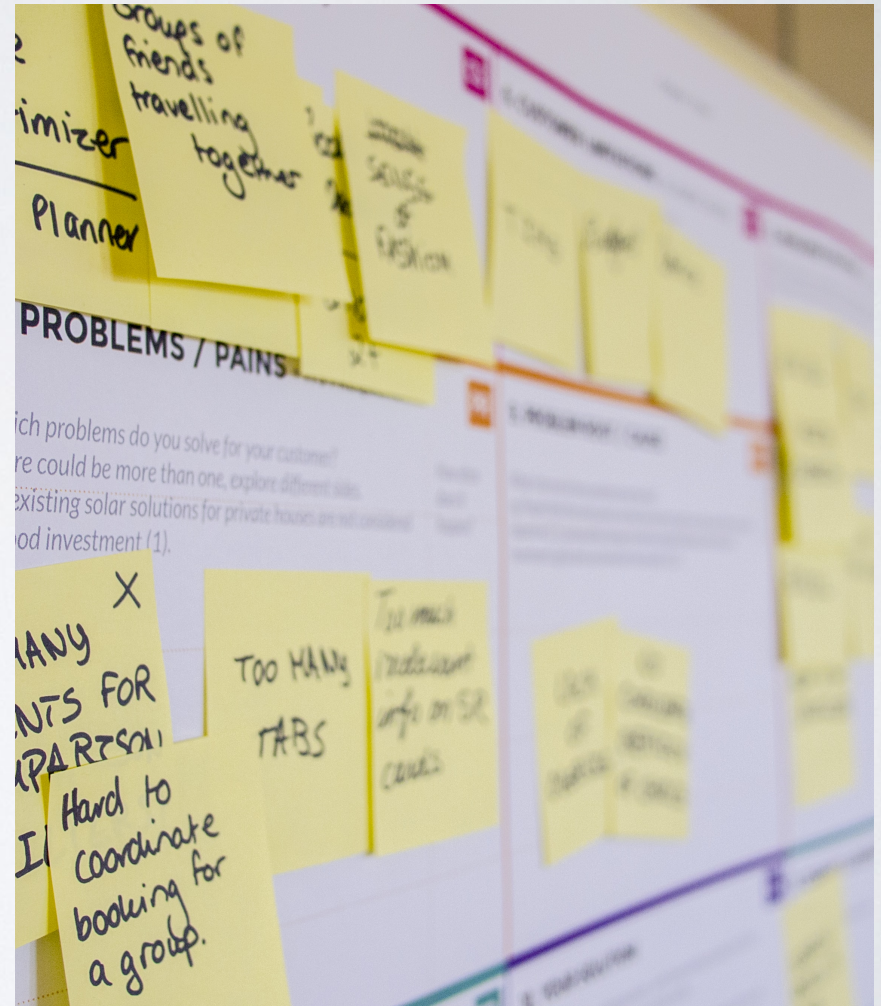
- We (the Team) share the goals
- The TEAM must define their own goals
- Might be similar, might be quite different. We strongly recommend having a defined set of goals (that's expected to change)

WHEN'S THE NEXT T.L.U. WORKSHOP?

- **“In-House”!**
- Public: Talk to me. I plan to do one fairly soon.

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?)



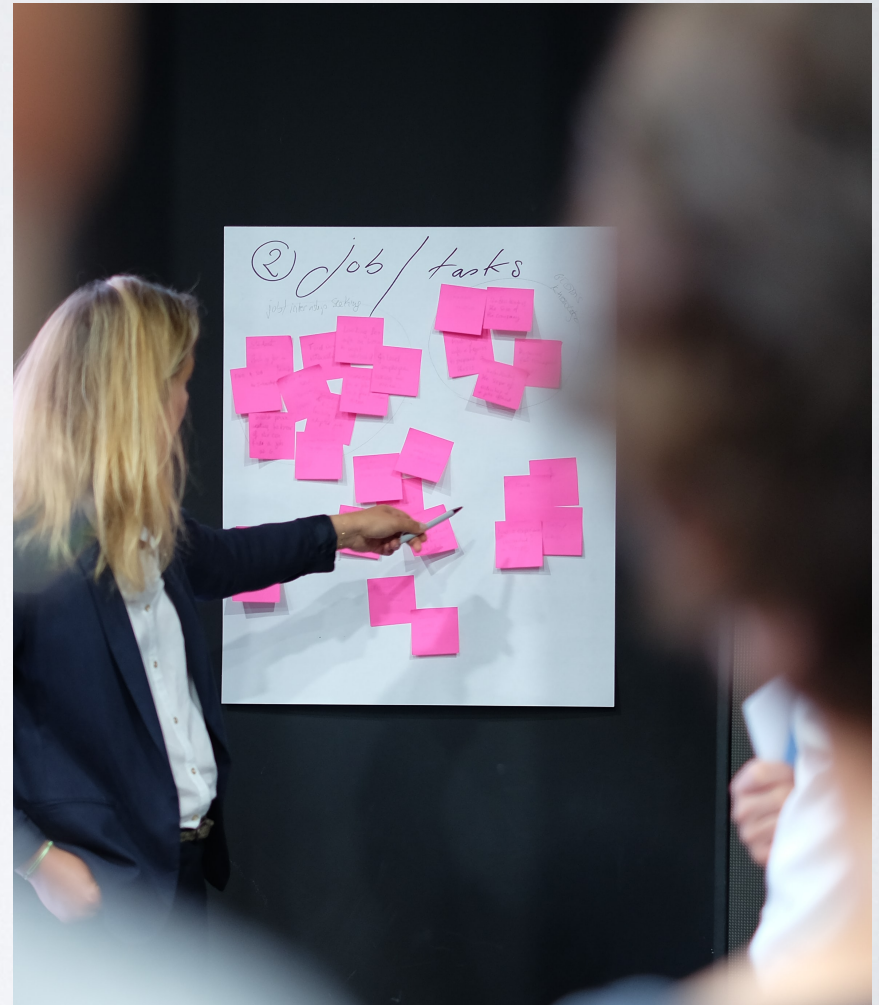
MORE DETAILS

- Max: 16 for online? 25 in-person?
- Include some people outside the Team (eg, managers)

WRAP UP

YOUR QUESTIONS

- Please ask. Others want to ask what you are asking...
- Or send me questions later.
Or we can talk



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