

The S3 Patterns Handbook

Bernhard Bockelbrink

James Priest

2015-2016

Contents

I. The Patterns	3
1. Making And Evolving Agreements	4
2. Navigation	7
3. Effective Meetings	8
4. Coordinating Work	10
5. Building Organizations	12
6. Roles	14
7. Organizational Structure	16
8. Bringing In S3 Patterns	19
9. Alignment	21
II. Appendix	23
1. Changelog	24

List of Figures

Part I.

The Patterns

1. Making And Evolving Agreements

...

1.1. Agreements

...

1.2. Circle

...

1.3. Consent Decision Making

...

1.4. Deliverables

...

1.5. Driver

...

1.6. Evaluating Decisions

...

1.7. Evaluation Criteria

...

1.8. Intended Outcome

...

1.9. Objections

...

1.10. Proposal Forming

...

1.11. Qualifying Drivers

...

1.12. Resolve Objections

...

1.13. Strategy

...

1.14. Those Affected Decide

...

2. Navigation

...

2.1. Navigation Backlog

...

2.2. Navigation Meeting

...

2.3. Navigation Via Tensions

...

3. Effective Meetings

...

3.1. S3 Facilitator

...

3.2. Artful Participation

...

3.3. Logbook

...

3.4. Logbook Keeper

...

3.5. Meeting Facilitation

...

3.6. Meetingevaluation

...

3.7. Rounds

...

3.8. Secretary

...

4. Coordinating Work

...

4.1. Coordination Meeting

...

4.2. Coordinator Role

...

4.3. Daily Standup

...

4.4. Planning And Review Meetings

...

4.5. Prioritized Backlog

...

4.6. Pull-System For Work

...

4.7. Retrospective

...

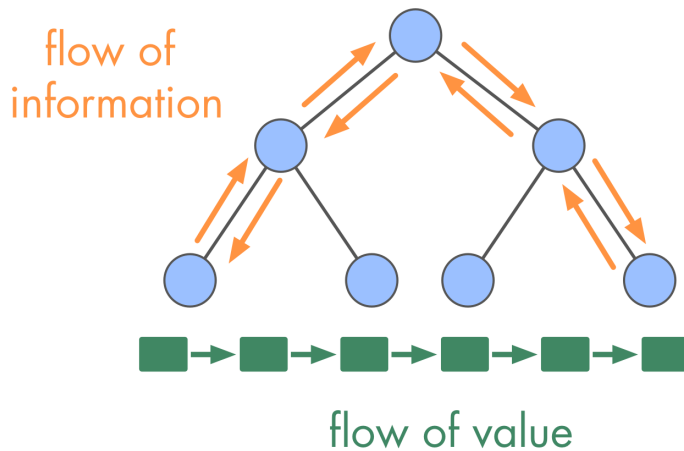
4.8. Visualize Work

...

5. Building Organizations

...

5.1. Align Flow



...

5.2. Domains

...

5.3. Open Systems

...

5.4. Organizing In Circles

...

5.5. Subset Drivers

...

6. Roles

...

6.1. Development Plan

...

6.2. Effectiveness Review

...

6.3. Role Descriptions

...

6.4. Role Selection

...

6.5. Support Roles

...

7. Organizational Structure

...

7.1. Backbone Organization

...

7.2. Coordination Circle

...

7.3. Delegate Circle

...

7.4. Double Linking

...

7.5. Double-Linked Hierarchy

...

7.6. Fractal Organization

...

7.7. Helping Circle

...

7.8. Nested Circle

...

7.9. Peach Organization

...

7.10. Representative

...

7.11. Service Circle

...

8. Bringing In S3 Patterns

...

8.1. Adapt Patterns To Context

...

8.2. Be The Change

...

8.3. Continuous Improvement Of Work Process

...

8.4. Open S3 Adoption

...

8.5. Pull-System For Organizational Change

...

9. Alignment

...

9.1. Adopt S3 Principles

...

9.2. Agree On Values

...

9.3. Bylaws

...

9.4. Contracting And Accountability

...

9.5. Linking

...

9.6. Transparent Salary

...

Part II.

Appendix

1. Changelog

1.0.1. 2016–01–27

Initial setup of the patterns repository.