Agile Experiential Learning Series - RPG Retrospective Workshop — 不知道怎麼主持回顧會議嗎? 來體驗看看就知道了

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Hello ! I am Juggernaut

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f Chao-Kung Liu

in Chao Kung Liu

M Juggernaut's Agile Stories

- Scrum Drawing Game Creator

- Developer /

- Scrum Master /

- Team Lead /

- Technical Agile Coach /

- Agilecommunity.tw Volunteer /

- Speaker /

- Blogger /

工商服務

- Scrum Drawing Game (公開課程, 社群課程)
- Product Drawing Game (內訓課程)

Outline

- Check in
- What's the Retrospective
- RPG Practice 1
- Fishbowl Retrospective
- How to run the Retrospective
- RPG Practice 2
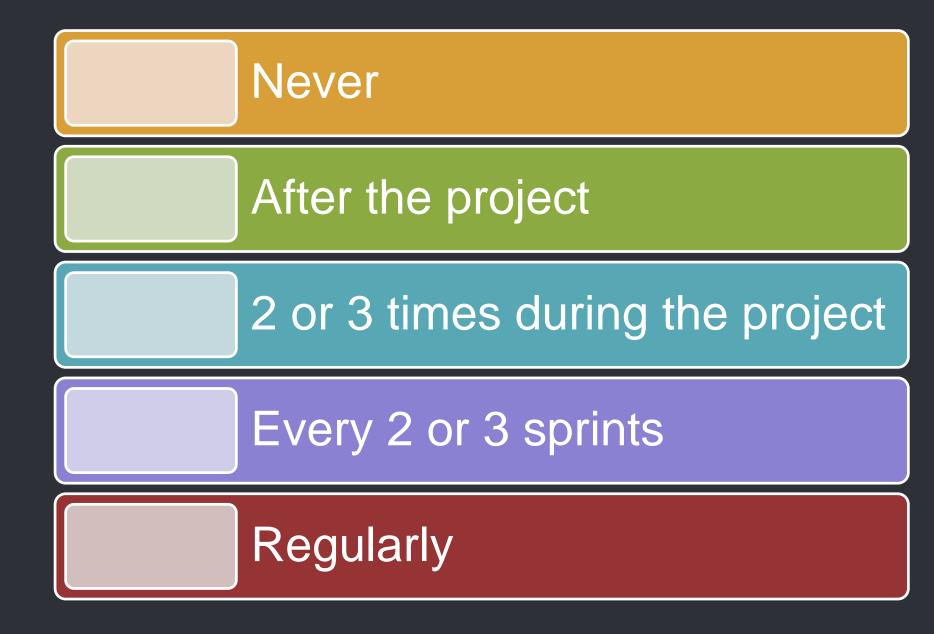- Retrospective of Retrospective
- Q & A

Game Rule

Time Boxed

Enjoy it !

不动是因为刚才导演没喊停 头条号 / 精品姐

Hear "Ding", please raise your hand and look at me !

Survey
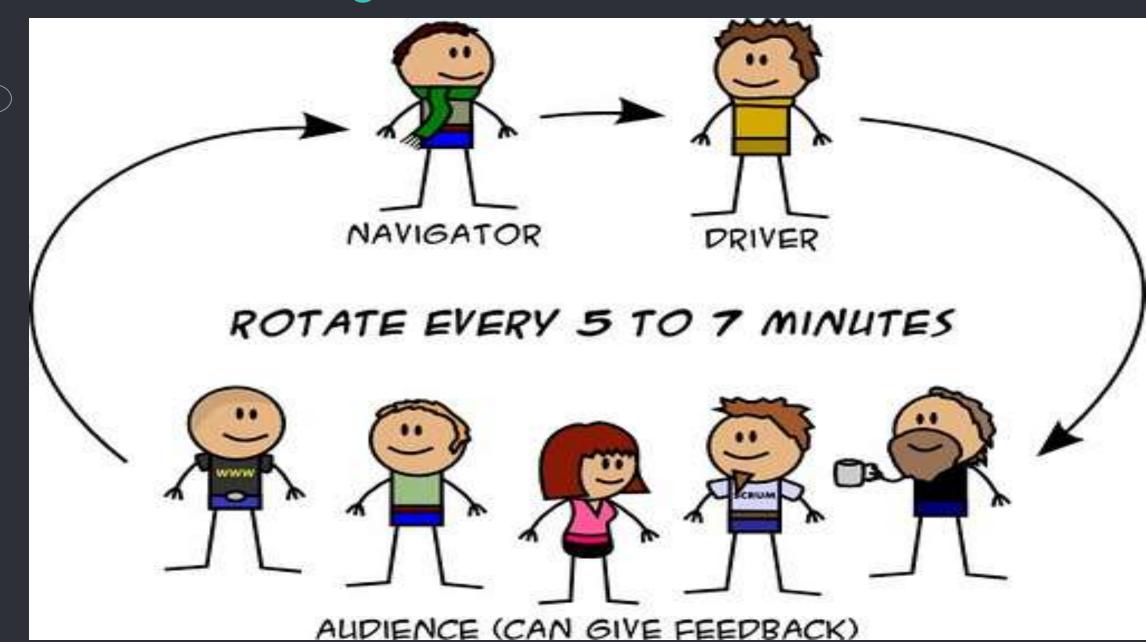
How often do you run the "retrospective" ?

Never

After the project

2 or 3 times during the project

Every 2 or 3 sprints

Regularly

Who is retrospective master ?

03:00

Takes turns being a facilitator

01:00

Check in

Drawing Practices

Who am I (name)?	I think who I am in the team. Our team size
Our current retrospective	What do I want to learn in the class?

05:00

Check in -
Tell my story

06:00

What is Retrospective ?

Survival of the fittest

"It is not the strongest of the species that survive, nor the most intelligent, but rather the one most adaptable to change."
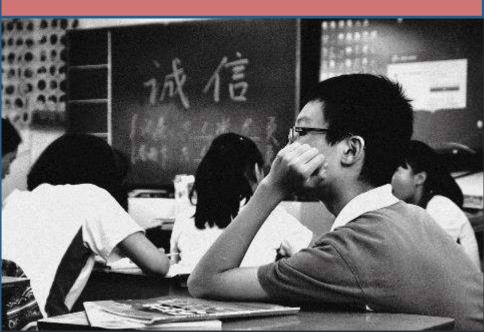
- Charles Darwin
1809 - 1882

Everyone must has experienced the retrospective

After games

After exams
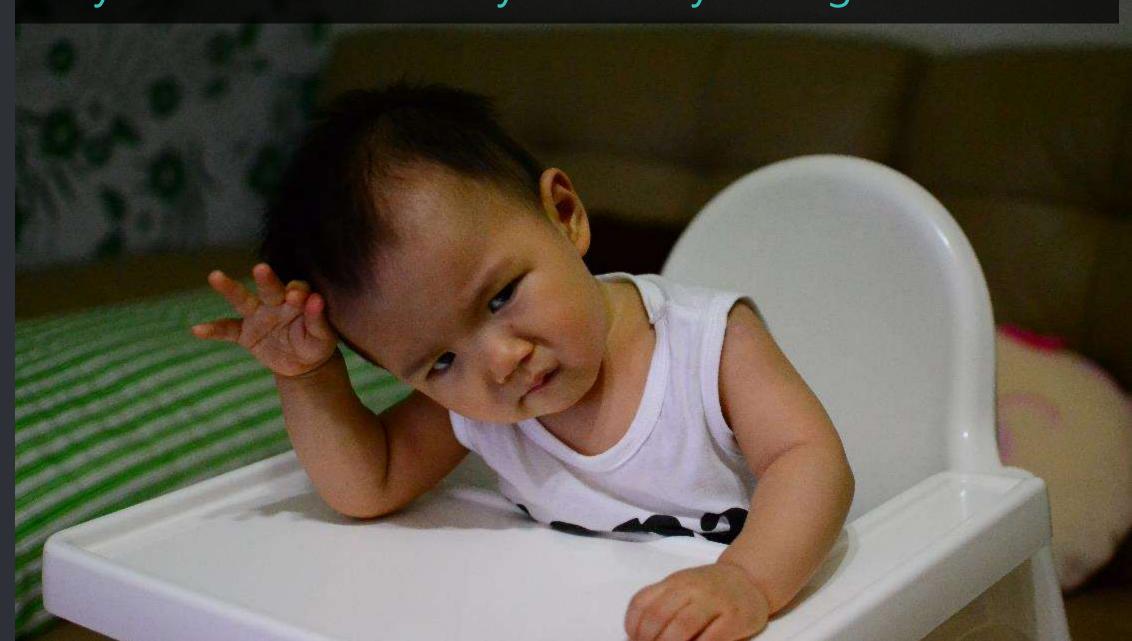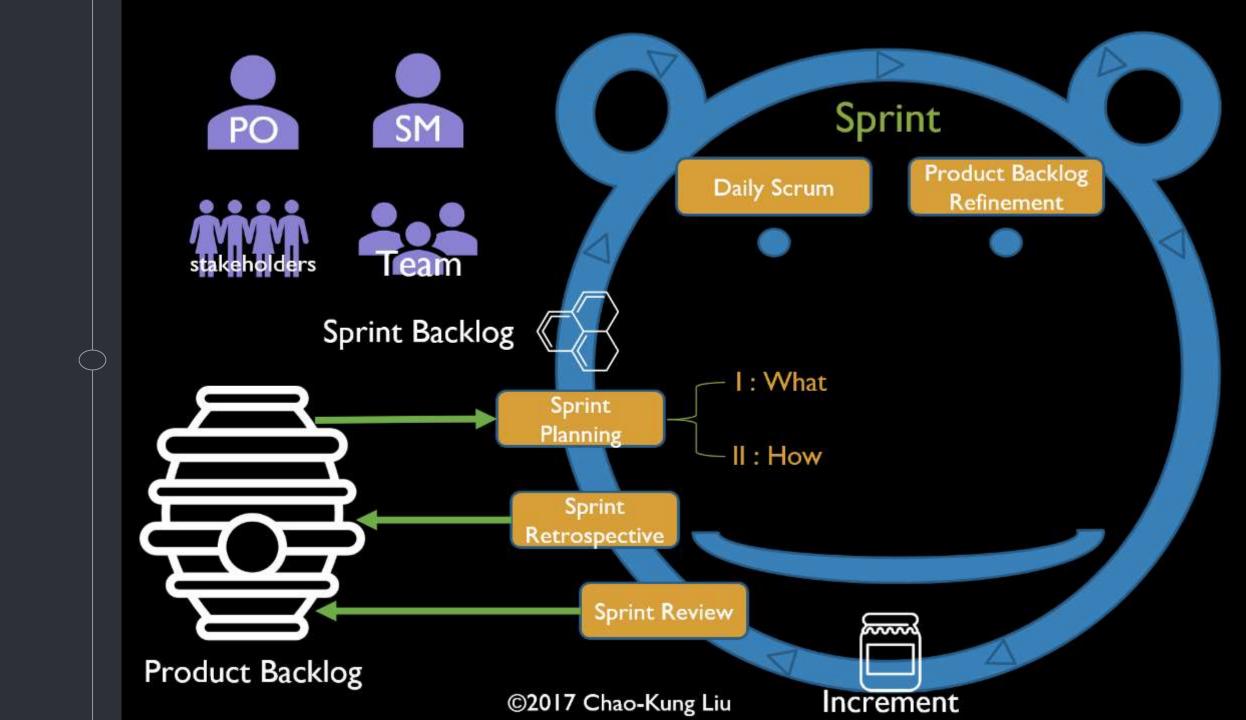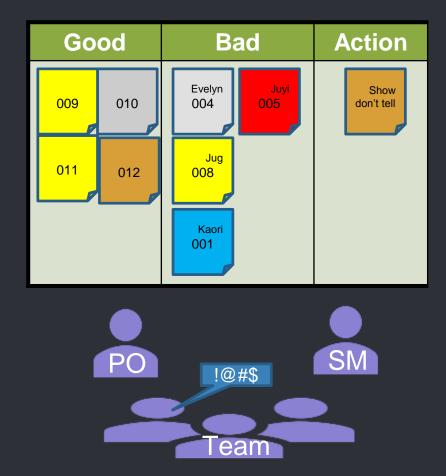
Postmortem, and Retrospective

Postmortem

Retrospective

Do you remember what you did 3 years ago ?

Sprint Retrospective

The Retrospective Prime Directive

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, and the situation at hand.*
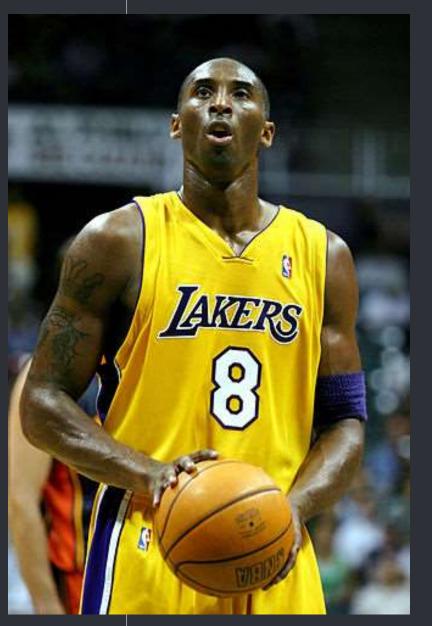
http://www.retrospectives.com/pages/retroPrimeDirective.html

Retrospective

Transparency

Inspection

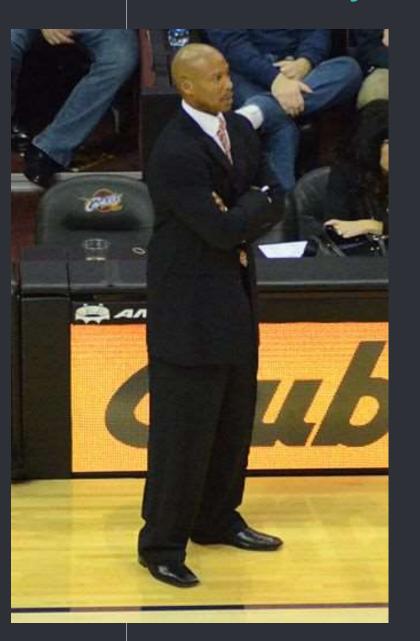Adaptation

Retrospective Practice - NBA

Actor – Kobe Bryant

- Kobe Bean Bryant，1996年首次在NBA出賽，2016年球季結束後退休，在他為洛杉磯湖人效力的20年職業生涯中，總得分達到33,643分，位居NBA歷史第三位，並取得5次總冠軍，2次總決賽最有價值球員，1次年度最有價值球員，2次得分王。另外11次入選NBA最佳陣容，18次入選全明星賽，以及2屆奧運會金牌。
- 球隊老大
- 霸氣十足
- 求勝欲望強烈

Actor – Jeremy Lin

- Jeremy Lin，畢業於哈佛大學，是第二個進入NBA的哈佛大學畢業生。
- 尼克隊初期也未有上場機會，直到2012年2月，林書豪上場後，協助尼克7連勝，引起全世界的注意，此後成為先發球員，此一現象被媒體稱為「林來瘋」（Linsanity）
- 2014年湖人球季開始不久，由先發球員，轉為替補球員。為替補的控球後衛或得分後衛。
- 球場模範生，好好先生

Actor – Byron Scott

- Byron Scott，NBA教練。
- 從2014年開始湖人隊執教後，執教風格頗受爭議。多次怒斥隊上球員防守不好，被隊上球員公開批評Scott的戰術根本光說不練。
- 湖人時期領軍戰績相當難看，連兩年都居聯盟墊底，總共拿38勝126敗，甚至沒給新秀足夠的上場時間，與湖人球員之間的關係相當緊繃。
- 謠傳聽從公司指令盡全力搶狀元籤

Choose your role

Play Ball

Rehearsal

3:00

Replay

5:00

5:00

Play ball !

Let's run the retrospective !

Group 1 run the Retrospective

Group 2 observe the group 1

Let everyone focus on the topic ?

12:00

05:00

Let's run the retrospective !

Group 2 run the Retrospective

Group 1 observe the group 2

10:00

05:00

Retrospective Bomb

Take a break !

How to run the Retrospective ?

Before the retrospective

Set the goal

Create a relaxing atmosphere

Adjust your mindset

Plan the retrospective

Set the goal

Sprint Retrospective

Critical Issues

New Year's Resolution

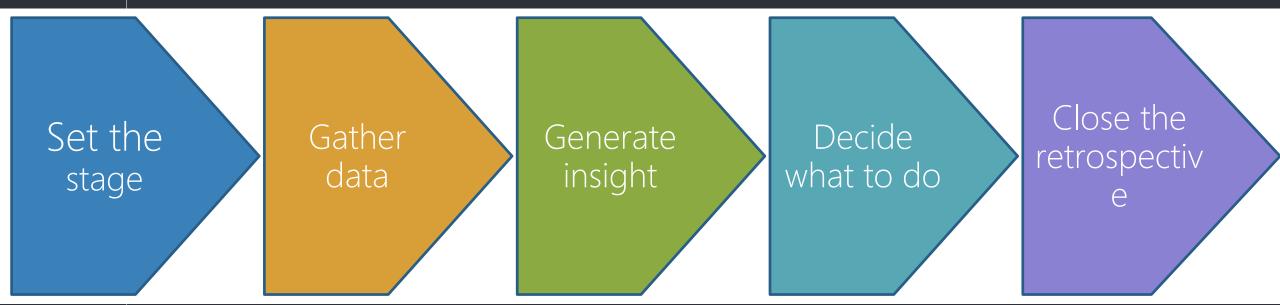# Create a relaxing atmosphere
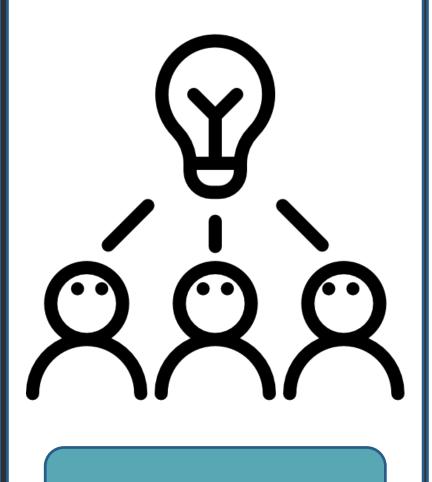
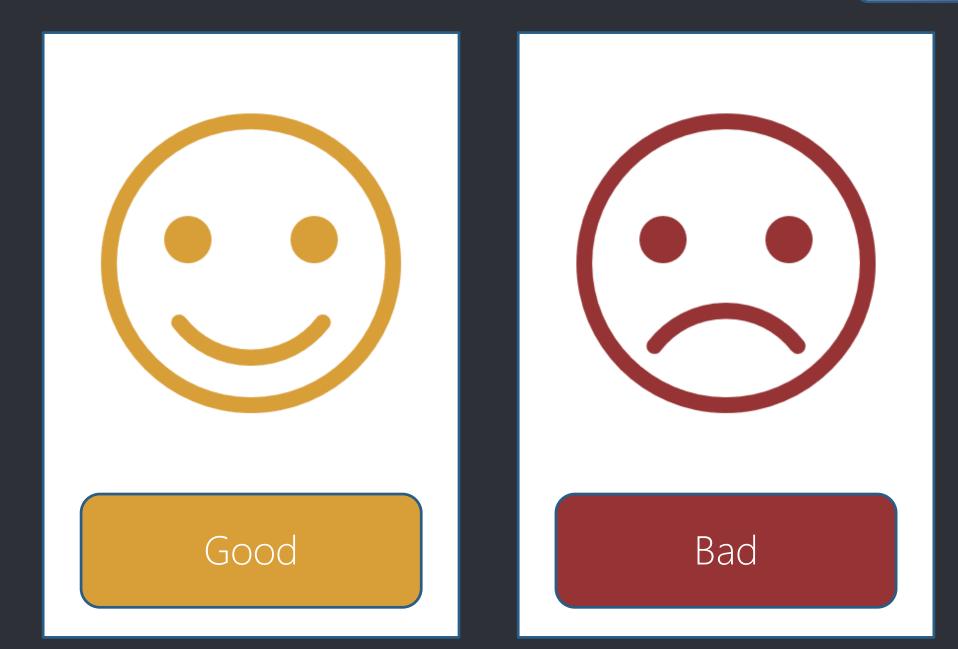# Adjust your mindset

Curious

Open-minded

Neutral

Plan the retrospective

Set the stage

Gather data

Generate insight

Decide what to do

Close the retrospective

Different effects

Source :https://moviepilot.com/posts/2844114

Review the past and look forward to the future

Good & Bad
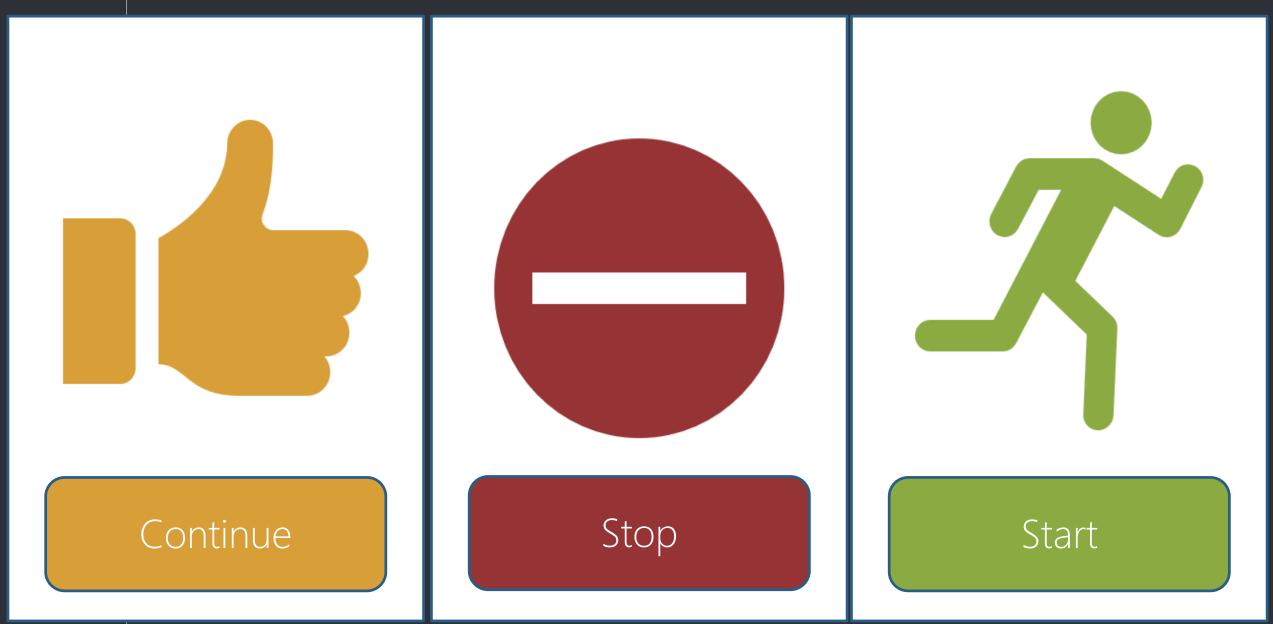
Good

Bad

Continue, Stop, and Start

Continue

Stop

Start

Appreciative Inquiry

Discovery
(Appreciate the best things)

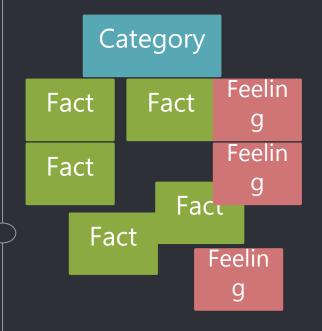**Dream**
(Imagine what might be)
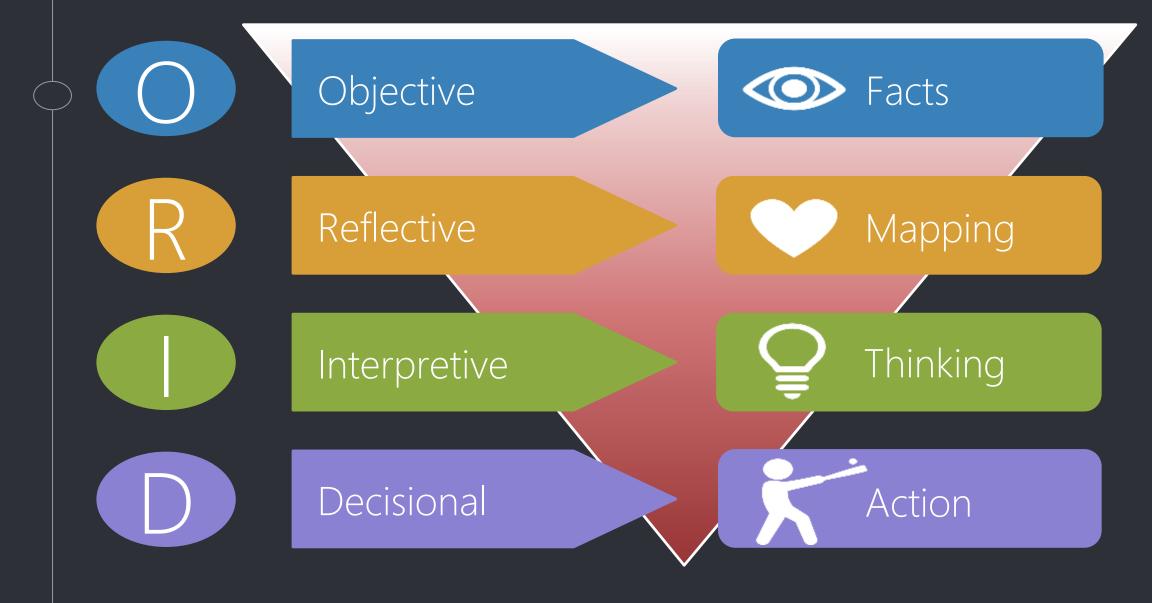
Design
(Plan what should be)
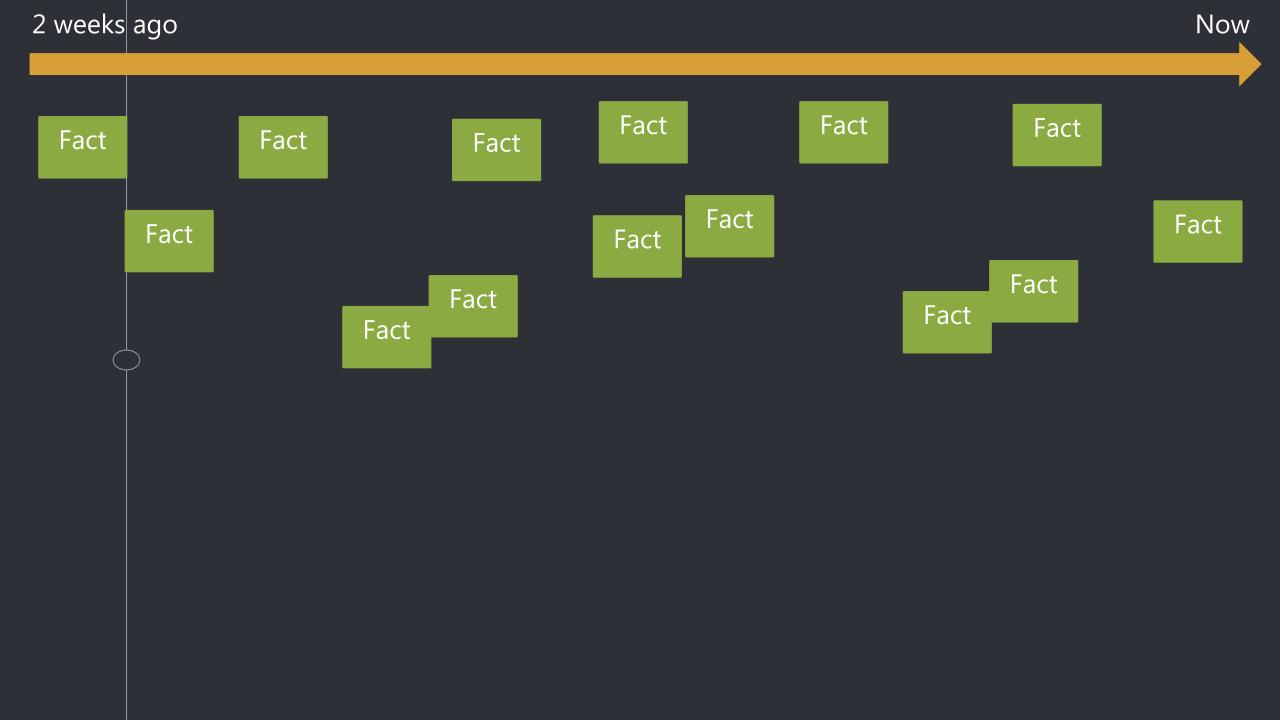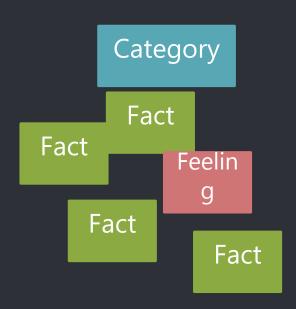
Delivery
(Create what will be)

ORID (Focused Conversation)

Past

O	Objective	👁 Facts
R	Reflective	❤ Mapping
I	Interpretive	💡 Thinking
D	Decisional	🏃 Action

2 weeks ago

Now

Fact

Fact

Fact

Fact

Fact

Fact

Fact

Fact

Fact

Fact

Fact

Fact

Fact

Fact

2 weeks ago

Now

Category 1

Fact

Fact

Feeling

Fact

Feeling

Fact

Fact

Feeling

Category 2

Fact

Fact

Feeling

Fact

Fact

Fact

Category 3

Fact

Fact

Feeling

Fact

Fact

2 weeks ago

Now

Category 1

Fact

Fact

Feeling

Fact

Feeling

Fact

Fact

Feeling
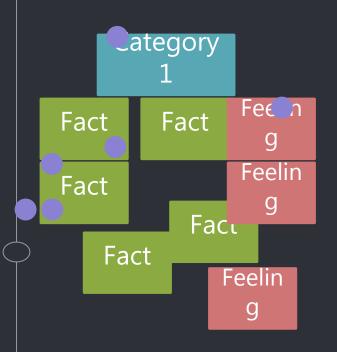
WHY

Reason

Reason

Reason

#Book – 學問 ORID
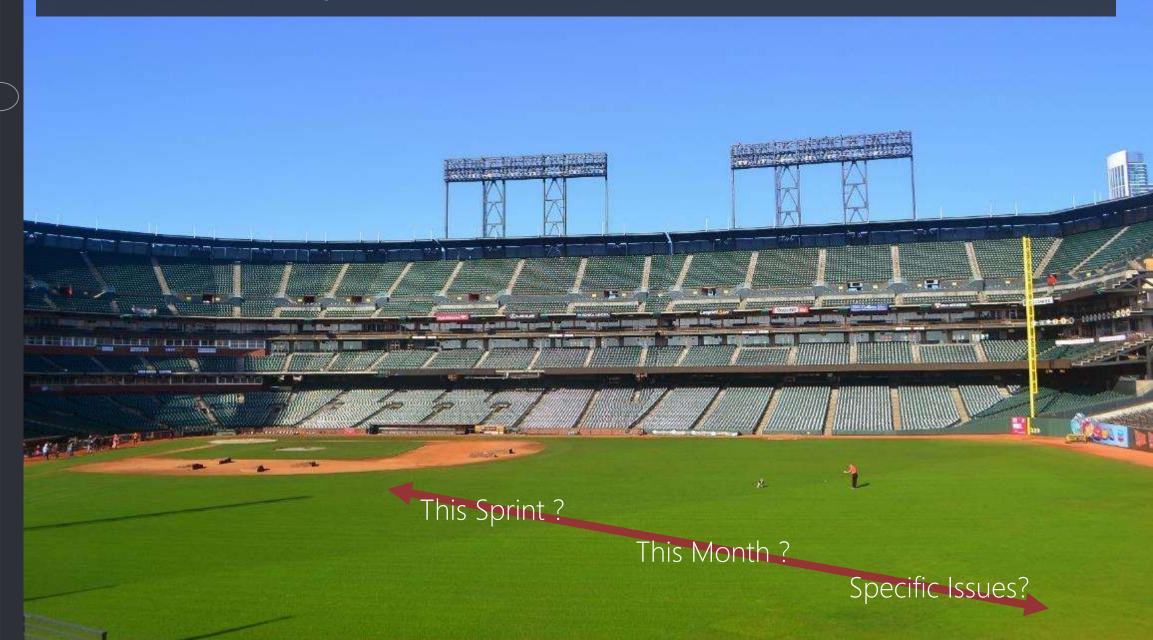
More retrospective plans

https://plans-for-retrospectives.com/en/

Tips

Define the scope

This Sprint ?

This Month ?

Specific Issues?

JUGG's real case – someone leaves

- ■ Six Thinking Hats

Time-boxed

Avoid overtime
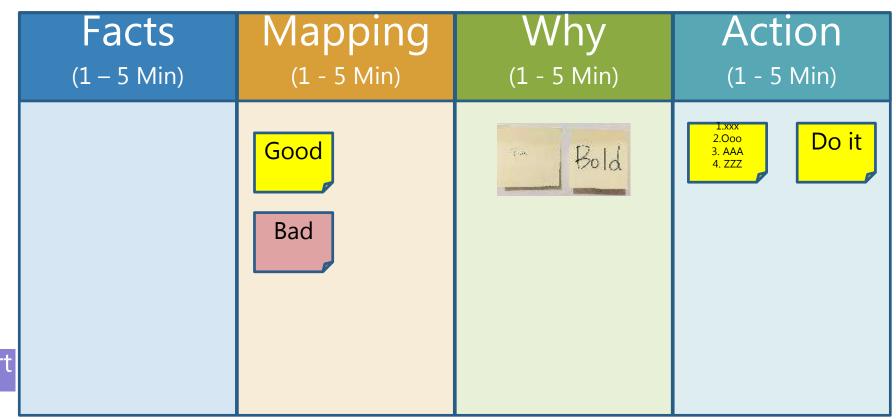
Prioritize your ideas

Converge Ideas

Timeline

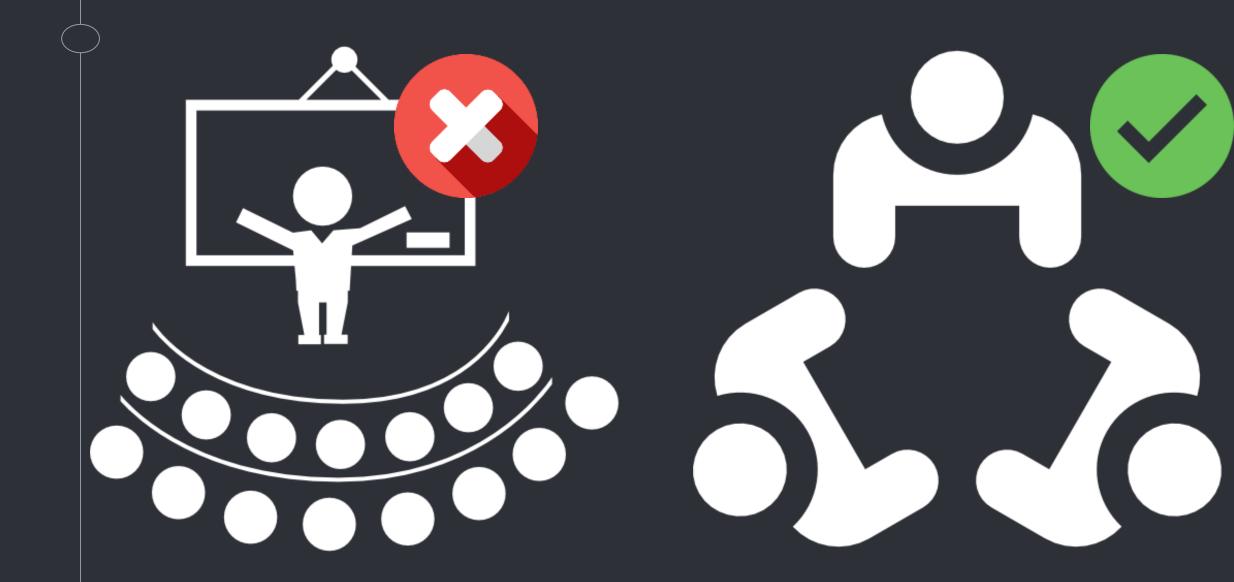Start Time   End Time

Drive Engagement – Build an equal environment

Drive Engagement – Build an equal environment

Write down the post-it first

In the first round, everyone has to just share one idea.

Drive Engagement – Avoid anchor effect

Everyone writ es down the post-it first

Drive Engagement – Be close to the board

Drive Engagement – Do it Together

Play for keeps

Only one

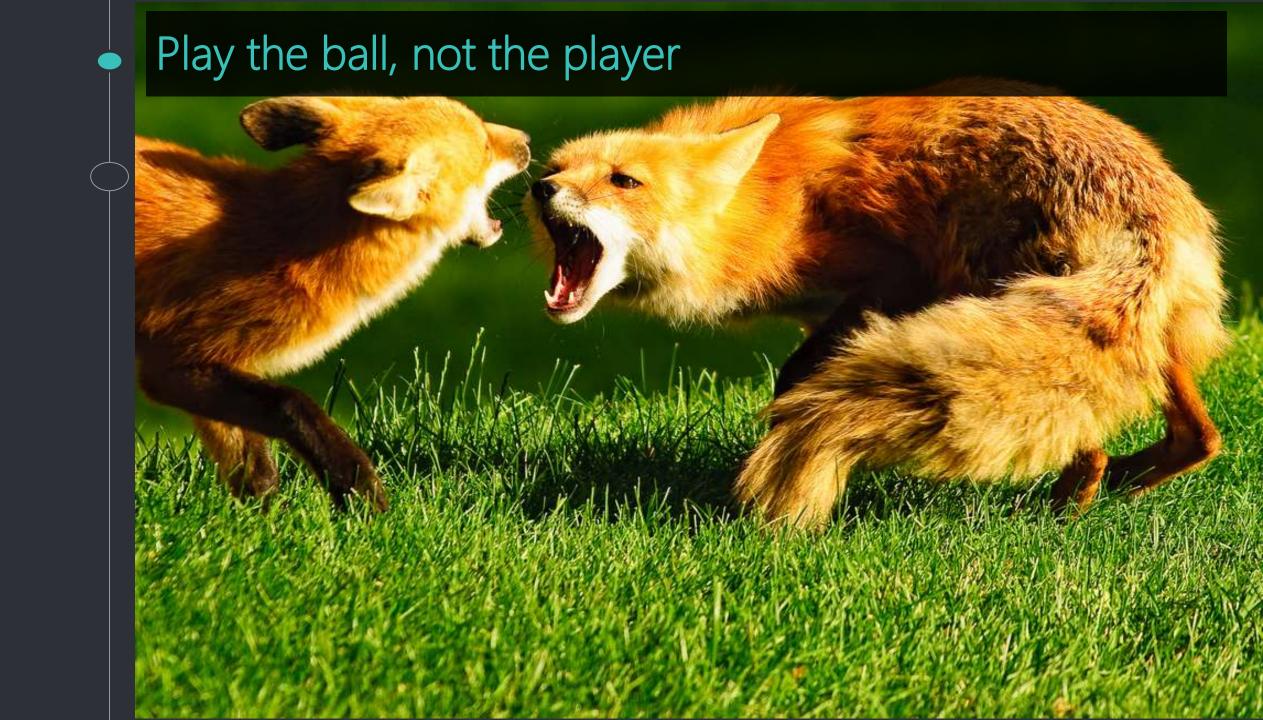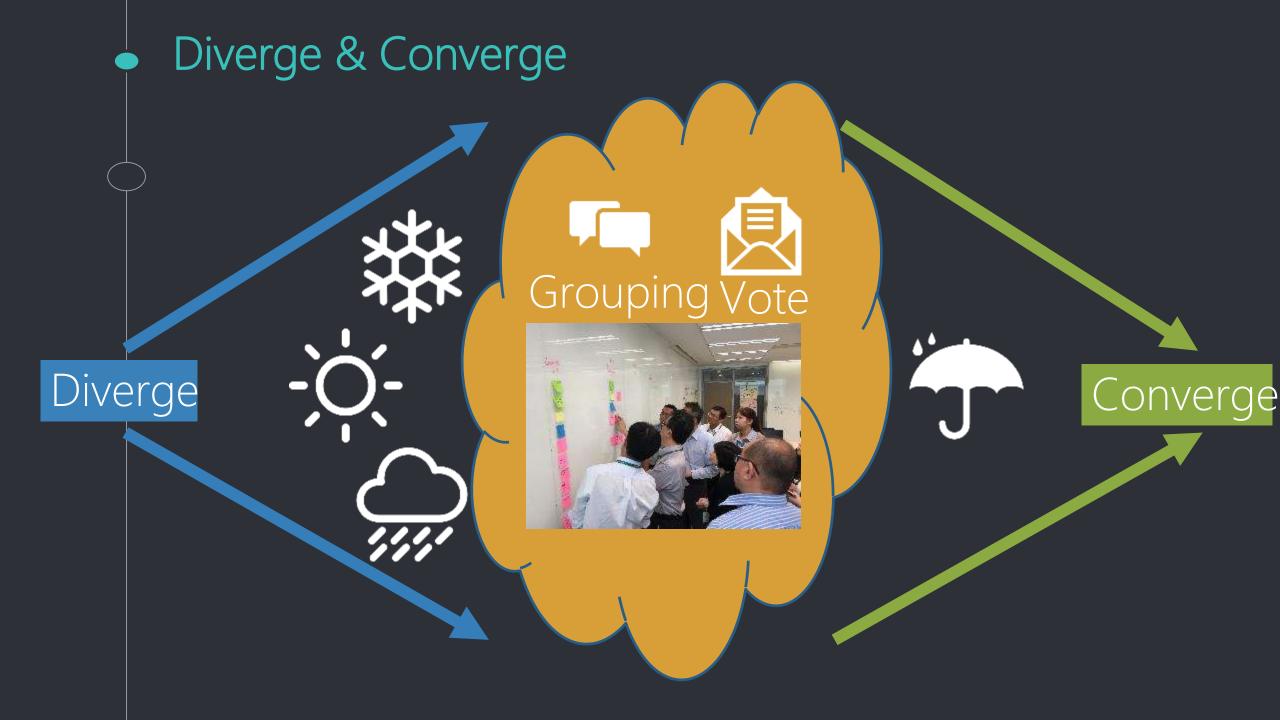Action Item   Action Owner

Action Items

Play the ball, not the player

Encourage team members

Do not forget to encourage and thank members who did the good job
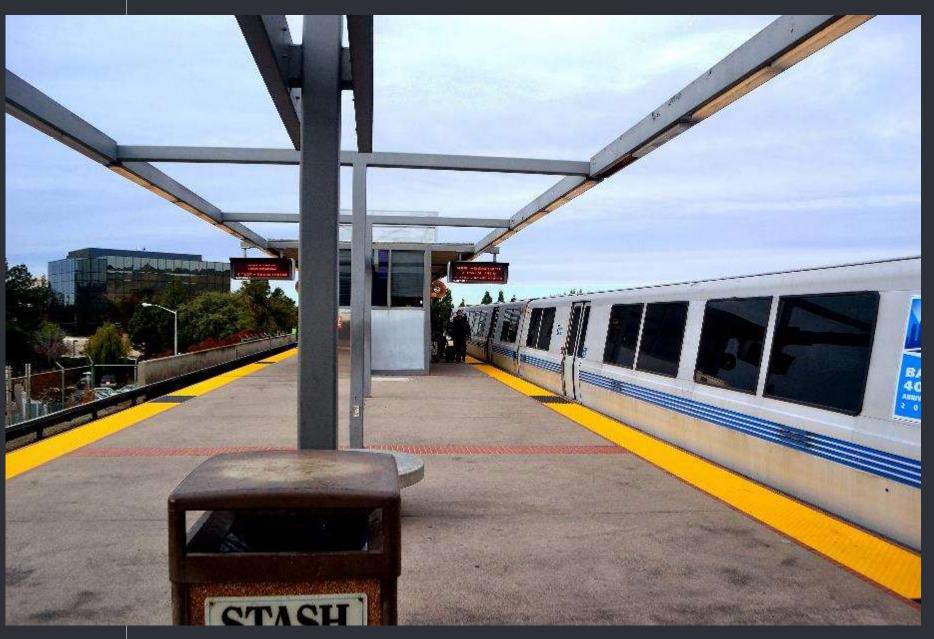
Good	Facts	Mapping	Why	Action

The positive power

Thank you Bro!

Run it regularly

At the same time
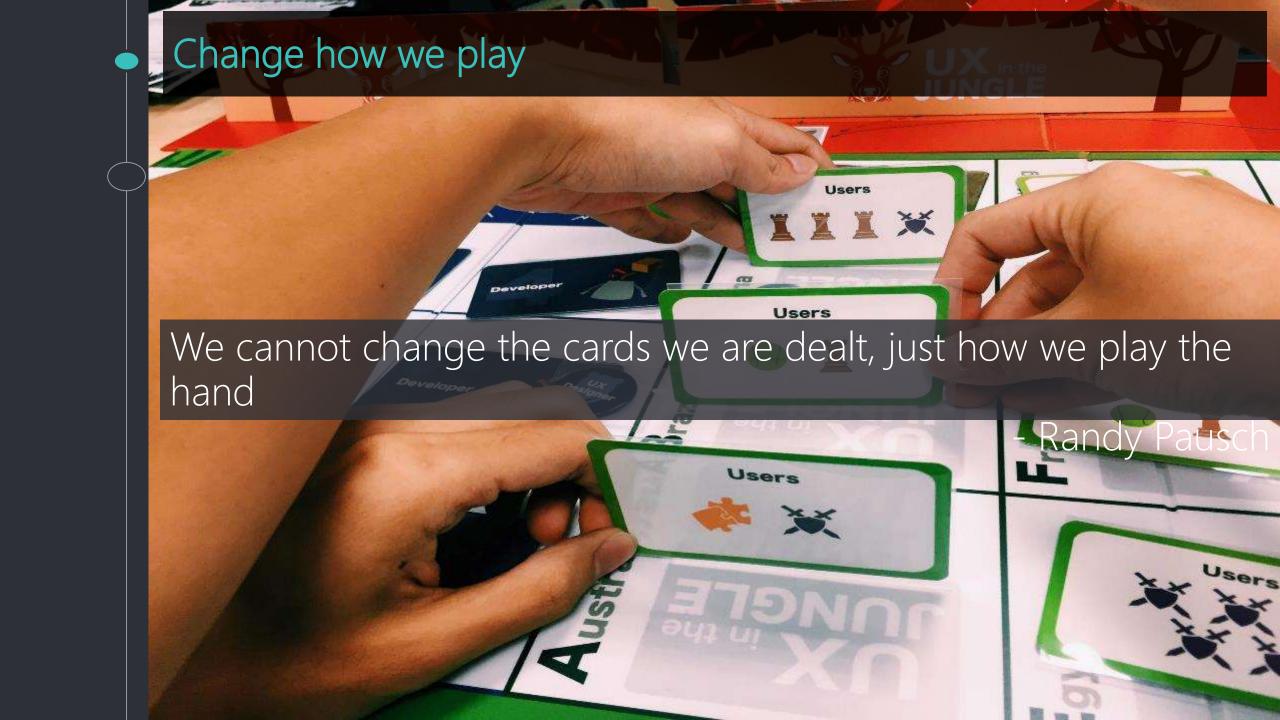
Inspect the transparency

Dare you tell the truth?

Nothing   A little   Some   A lot   Everything

Change how we play

We cannot change the cards we are dealt, just how we play the hand

- Randy Pausch

Try the How Might We Question

How might we avoid the same error ?

Retrospective Practice – Team Task

- 約翰·H·米勒上尉（Captain John H. Miller），陸軍遊騎兵第二營C連連長。
- 被上級指派組織一支8人小隊深入敵後，只為在人海茫茫、槍林彈雨中找出生死未卜的二等兵雷恩，並將其平安送回後方。
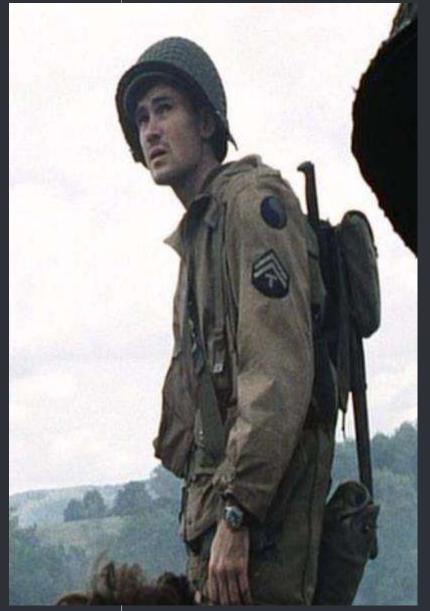- 戰前為高中老師，有道德感

Actor – Michael Horvath

- 麥可·霍瓦特上士（Technical Sergeant Michael Horvath），陸軍遊騎兵第二營C連三等士官長。
- 忠心耿耿並全力支持 Captain John H. Miller

Actor – Richard Reiben

- 理察·萊賓一等兵（Private First Class Richard Reiben），陸軍遊騎兵
- 時常懷疑任務的必要性
- 不爽老闆

Actor – Timothy E. Upham

- 5級技術士官蒂莫西·E·厄本（Technician 5th Grade Timothy E. Upham），第29步兵師、文書兵
- 毫無戰爭經驗
- 非常理想的學院派

Choose your role

Facilitator   Role A   Role B   Role C

01:00

Play Ball

12:00

Rehearsal

5:00

Replay

5:00
5:00

Play ball !

25:00

Retrospective of Retrospective

10:00

What's your goal and action?

03:00

Check out –
Share my action

10:00

Thanks!

ANY QUESTIONS?

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CREDITS

- Special thanks to all the people who made and released these awesome resources for free:
- Presentation template by SlidesCarnival
- Photographs by Unsplash