

# FACILITATING SUCCESS WITHOUT UNICORNS

A WHOLE TEAM APPROACH TO FINDING INDIVIDUAL SUCCESS



# WHO AM I?

R. Jason Kerney

- MOB PROGRAMMER
- LOVER OF COMMUNITY
- COACH?
- FATHER
- HUSBAND
- 19 YEARS IN INDUSTRY

@JasonKerney

# INTRODUCTION – OVERVIEW AND PLAN



- WHAT IS THIS TALK ABOUT? EMPLOYEE FEEDBACK
- WHAT ARE MY GOALS?
- WHAT AM I GOING TO COVER?
- "THE VALUE OF ANOTHER'S EXPERIENCE IS TO GIVE US HOPE, NOT TO TELL US HOW OR WHETHER TO PROCEED."
  - PETER BLOCK

@JasonKerney

NOT AN EMPLOYEE REVIEW PROCESS



@JasonKerney

# GAMIFICATION



@JasonKerney

CONTEXT. CONTEXT. CONTEXT.



@JasonKerney

PICTURE THIS...



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# FORMAT – THE PERSONAL RETROSPECTIVE



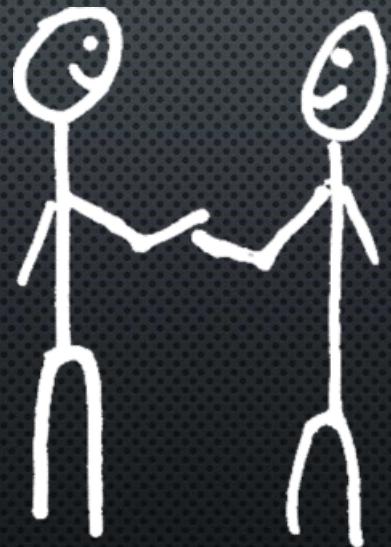
@JasonKerney

# ADDING TO PARKING LOT



@JasonKerney

# FACILITATION BY PEERS



@JasonKerney

OPENING THE RETRO



@JasonKerney

# OPENING THE RETRO

NAME  
DATE

6 MONTH  
TIME LINE



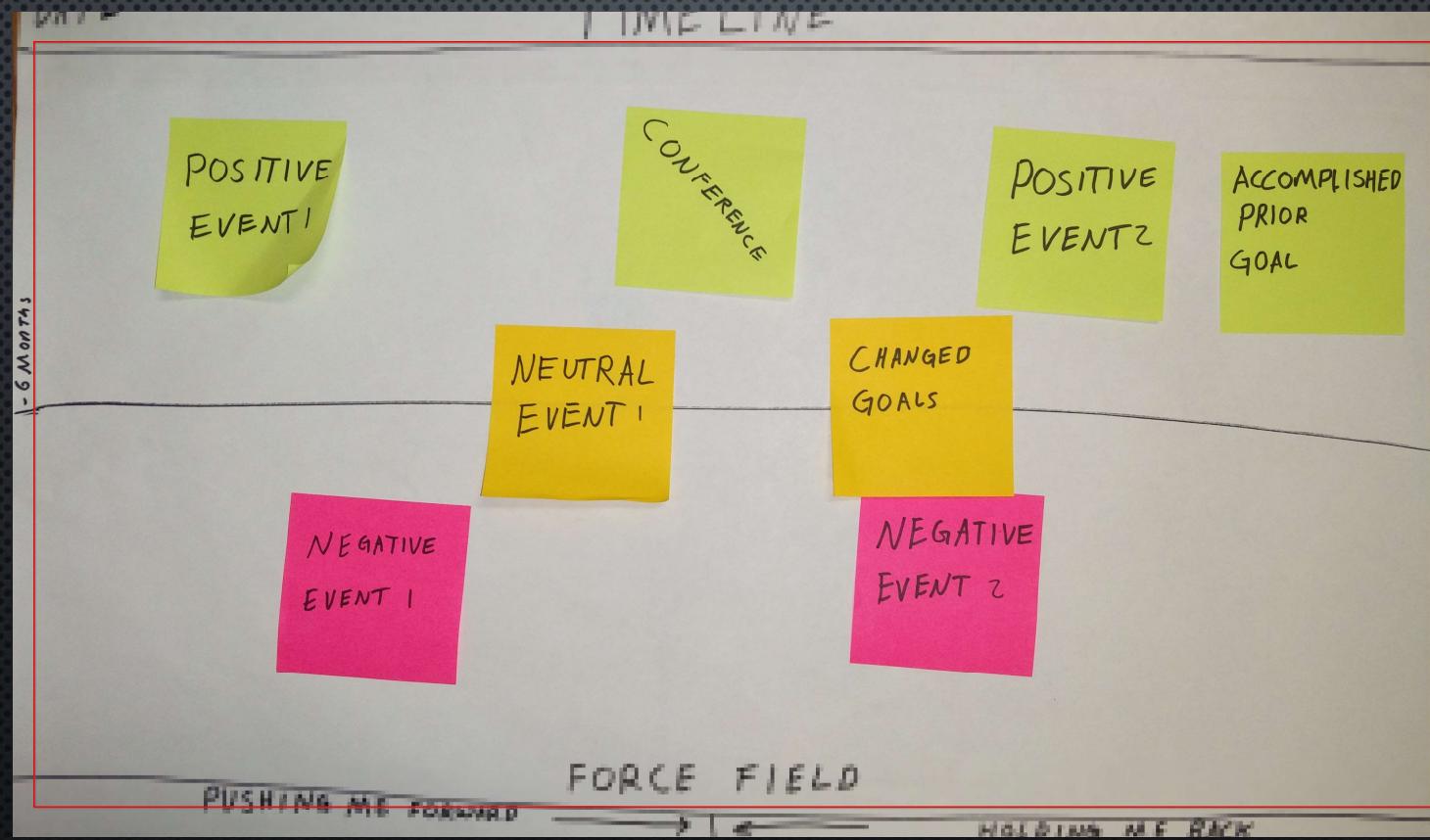
@JasonKerney

## TIME LINE & FORCE FIELD



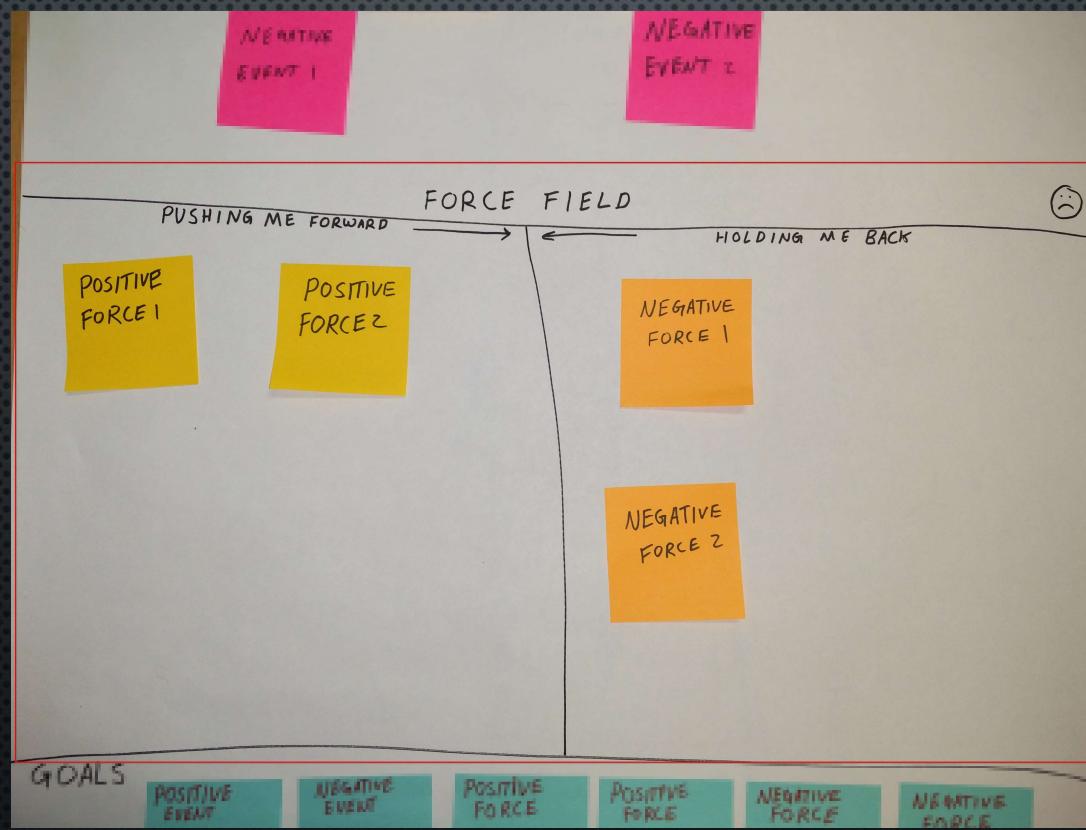
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# TIME LINE



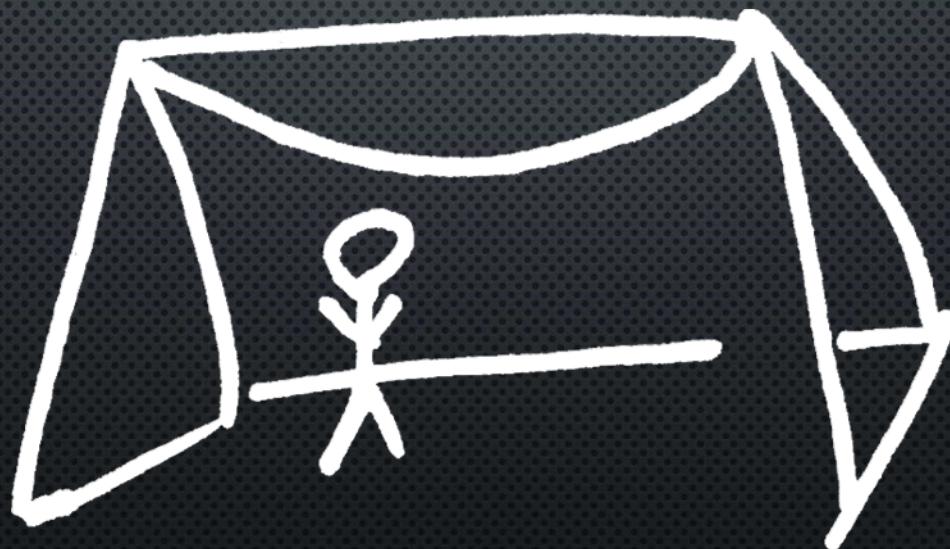
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# FORCE FIELD



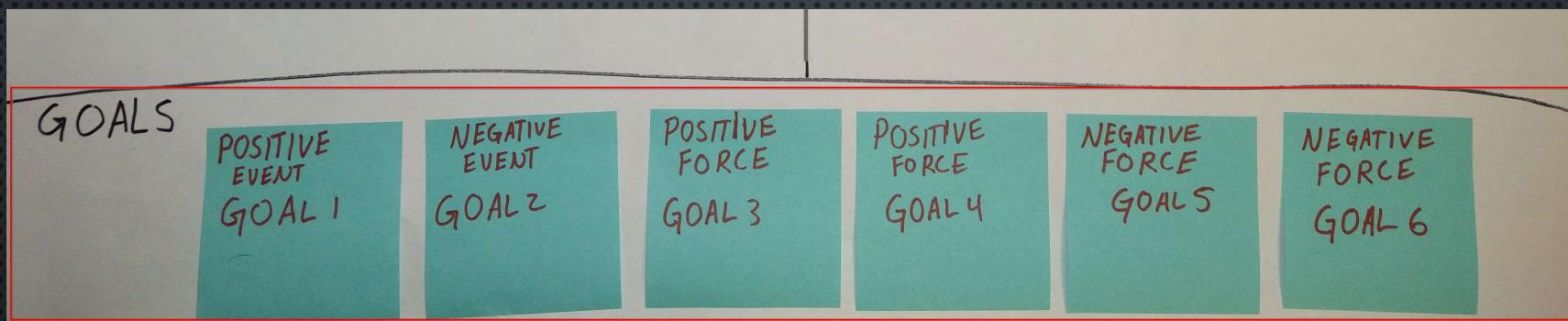
@JasonKerney

# GOALS



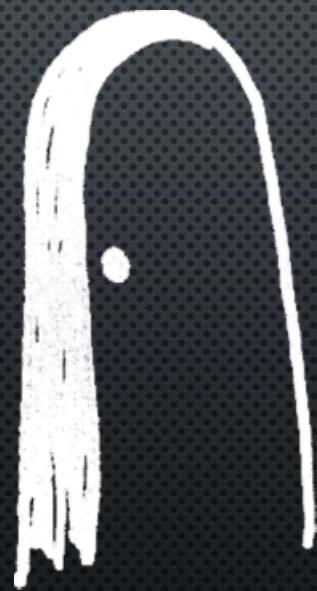
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# GOALS



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CLOSING THE RETRO



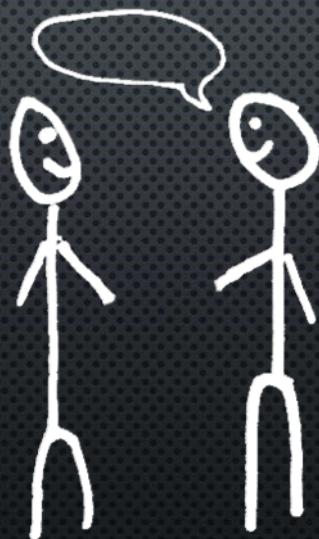
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# ADDING TO THE PARKING LOT



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# TALKING TO THE DIRECTOR



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# ADDRESSING GAMIFICATION



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# DEPARTMENT RETRO



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# RESULTS (STORIES)



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ONLY PIECE OF ADVICE



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# REVISIT PARKING LOT



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# THANK YOU!

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- [spkr8.com/t/72511](http://spkr8.com/t/72511)
- [www.functcon.com](http://www.functcon.com)