EXPLORING
SELF-MANAGEMENT

SCRUM FACILITATORS

The game is designed to explore the concept of self-management in Scrum. It focuses on the three accountabilities in Scrum and that of the Leader. By playing the game, players will gain a better understanding of what self-management means and to identify patterns that emerge as they level up into maturity of each accountability.

1. Create a matrix where the vertical axis should represent the level of maturity, ranging from one to five. (Yellow cards) The horizontal axis should have the Scrum Master, Product Owner, Developer, and Leader. These are respectively the light blue, green, dark blue, purple cards.

2. Place the remaining accountabilities cards under the right column. To help you out, the color of the accountability cards should match that of the Scrum Master, Product Owner, Developer, and Leader.

3. Use the cheat sheet to check the results and have a conversation about self-management and the patterns that you see from level one till five.

SCRUM FACILITATORS

Scrum Facilitators work globally with trainers in the Netherlands, United Kingdom, and Singapore. Our mission is to help professionals become awesome Scrum Facilitators by supporting Scrum Masters, Product Owners, Developers and Leaders. A Scrum Facilitator's work is based on Scrum Goals, Values & Principles. A Scrum Facilitator uses these aspects to support the effective use of Scrum in their organisation.

Scrum Facilitators is partners with **Scrum.org** and **ProKanban.org**. We design all classes to maximise the learning impact and student value. Our classes are highly interactive, industry relevant and an enjoyable learning experience. Each class has two certified, knowledgeable experts with extensive real-life experience.

Scrum.org
The Home of Scrum

EXPLORING SELF-MANAGEMENT

V 1.0.1

LEVEL 2

EXPLORING SELF-MANAGEMENT

V 1.0.1

LEVEL 4

EXPLORING SELF-MANAGEMENT
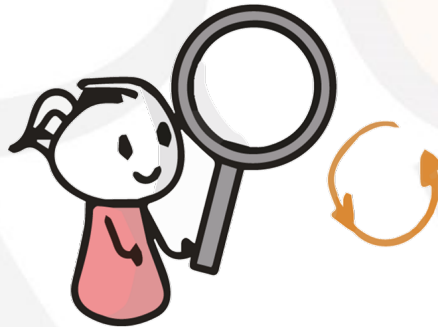
V 1.0.1

LEVEL 5

EXPLORING SELF-MANAGEMENT

V 1.0.1

SCRUM MASTER

SCRUM FACILITATORS

MANAGEMENT IN SCRUM

20

FACILITATE

VALUE

Plan & facilitates all Scrum events

Track progress & visualizes work

A SCRUM MASTER

20

FACILITATE

Plan & facilitates all Scrum events

VALUE

Track progress & visualizes work

SCRUM FACILITATORS

B SCRUM MASTER

14

FACILITATE

Facilitates the Scrum events

VALUE

Enables the Developers to track & visualizes work

A SCRUM MASTER

SCRUM FACILITATORS

SCRUM FACILITATORS

FACILITATE

Facilitates the Scrum events

VALUE

Enables the Developers to track & visualizes work

B SCRUM MASTER

15

SCRUM FACILITATORS

FACILITATE

Help Scrum team by facilitating transparency, inspection & adaptation

VALUE

Enables Product Owner to focus on value delivery

A SCRUM MASTER

#15

SCRUM FACILITATORS

FACILITATE

Help Scrum team by facilitating transparency, inspection & adaptation

VALUE

Enables Product Owner to focus on value delivery

B SCRUM MASTER

#1

SCRUM FACILITATORS

FACILITATE

Help stakeholders understand & apply Agile principles

VALUE

Focus on continuous improvements in the value chain

A SCRUM MASTER

#1

SCRUM FACILITATORS

FACILITATE

Help stakeholders understand & apply Agile principles

VALUE

Focus on continuous improvements in the value chain

B SCRUM MASTER

8

FACILITATE

Help the organization to understand & apply Agile principles

VALUE

Enables the organization to continuously have impact on customers

A SCRUM MASTER

8

SCRUM FACILITATORS

FACILITATE

Help the organization to understand & apply Agile principles

VALUE

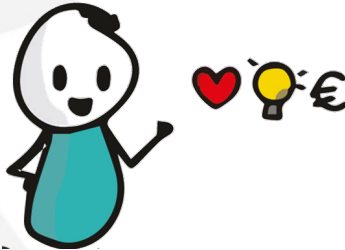Enables the organization to continuously have impact on customers

B SCRUM MASTER

PRODUCT OWNER

EXPLORING SELF-MANAGEMENT

V 1.0.1

3

SCRUM FACILITATORS

VALUE

Focus on creating requirements & Product Backlog Items

MANDATE

Executes plans & decisions made by stakeholders

B PRODUCT OWNER

4

VALUE

Focus on creating Sprint Goals & Product Increments

MANDATE

Has influence on stakeholders in making plans & Product related decisions

A PRODUCT OWNER

SCRUM FACILITATORS

VALUE

Focus on creating Sprint Goals & Product Increments

MANDATE

Has influence on stakeholders in making plans & Product related decisions

B PRODUCT OWNER

9

SCRUM FACILITATORS

VALUE

Focus on creating value & process

MANDATE

Collaborate with stakeholders to make plans & Product related decisions

A PRODUCT OWNER

9

VALUE

Focus on creating value & process

MANDATE

Collaborate with stakeholders to make plans & Product related decisions

B PRODUCT OWNER

SCRUM FACILITATORS

VALUE

Focus on continuous value creation & stakeholder collaboration

MANDATE

Has mandate to make Product related decisions & release plans

A PRODUCT OWNER

#10

VALUE

Focus on continuous value creation & stakeholder collaboration

MANDATE

Has mandate to make Product related decisions & release plans

SCRUM FACILITATORS

B PRODUCT OWNER

SCRUM FACILITATORS

VALUE

Focus on continuous value optimizing & customer collaboration

MANDATE

Is responsible for planning, budget, profits & loss of the products' value chain

A PRODUCT OWNER
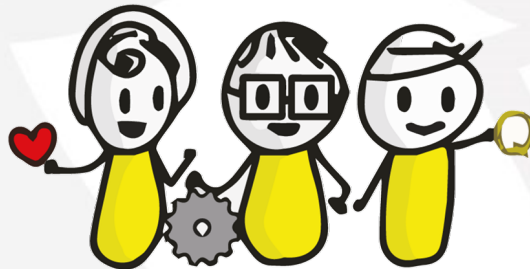
SCRUM FACILITATORS

VALUE

Focus on continuous value optimizing & customer collaboration

MANDATE

Is responsible for planning, budget, profits & loss of the products' value chain

B PRODUCT OWNER

DEVELOPERS

EXPLORING SELF-MANAGEMENT

V 1.0.1

SELF-MANAGING

Relying on the Scrum Master to facilitate them

COLLABORATION

Avoiding conflict / Pursuing individual targets / generating outputs

A DEVELOPER

#7

SELF-MANAGING

Relying on the Scrum Master to facilitate them

COLLABORATION

Avoiding conflict / Pursuing individual targets / generating outputs

B DEVELOPER

13

SELF-MANAGING

Ensuring the outcome of all events & learning the Scrum Values

COLLABORATION

Discovering differences/ conflicts / shared values

A DEVELOPER

#13

SELF-MANAGING

Ensuring the outcome of all events & learning the Scrum Values

COLLABORATION

Discovering differences/ conflicts / shared values

B DEVELOPER

12

SCRUM FACILITATORS

SELF-MANAGING

Focused on reaching Sprint Goals & improving quality

COLLABORATION

Using Scrum & Agile principles as a guideline for all interactions

A DEVELOPER

#12

SELF-MANAGING

Focused on reaching Sprint Goals & improving quality

COLLABORATION

Using Scrum & Agile principles as a guideline for all interactions

B DEVELOPER

18

SELF-MANAGING

Responsible & committed to continuously deliver valuable outcome

COLLABORATION

Collaborating with stakeholders to continuously adapt

A DEVELOPER

#18

SELF-MANAGING

Responsible & committed to continuously deliver valuable outcome

COLLABORATION

Collaborating with stakeholders to continuously adapt

B DEVELOPER

SCRUM FACILITATORS

SCRUM FACILITATORS

SELF-MANAGING

Accountable or creating high quality Products

COLLABORATION

Collaborating with everyone to participate in sharing feedback & learning

A DEVELOPER

17

SCRUM FACILITATORS

SELF-MANAGING

Accountable or creating high quality Products

COLLABORATION

Collaborating with everyone to participate in sharing feedback & learning

B DEVELOPER

LEADER

EXPLORING SELF-MANAGEMENT

11

SCRUM FACILITATORS

DELEGATION

Wants full control & has a directive communication style

MEASURING

Gives individual targets and measures on progress / efficiency/ quality & Outputs

A LEADER

5

SCRUM FACILITATORS

DELEGATION

Wants to be in control & delegates less critical responsibilities

MEASURING

Gives team(s) targets and measures on progress / efficiency / quality & outcomes

A LEADER

5

SCRUM FACILITATORS

DELEGATION

Wants to be in control & delegates less critical responsibilities

MEASURING

Gives team(s) targets and measures on progress / efficiency / quality & outcomes

B LEADER

16

SCRUM FACILITATORS

DELEGATION

Delegates more important responsibilities

MEASURING

Provides boundary conditions for teams to set their own targets

A LEADER

2

DELEGATION

MEASURING

Delegates all but critical decisions & responsibilities

Creates an environment where teams can self-manage & create value

A LEADER

2

DELEGATION

MEASURING

Delegates all but critical decisions & responsibilities

Creates an environment where teams can self-manage & create value

B LEADER

19

SCRUM FACILITATORS

DELEGATION

Delegate all decisions & responsibilities

MEASURING

Facilitates entrepreneurship & growth for every employee

A LEADER

19

SCRUM FACILITATORS

DELEGATION

Delegate all decisions & responsibilities

MEASURING

Facilitates entrepreneurship & growth for every employee

B LEADER

Scrum Master	Product Owner	Developer	Leader
8	6	17	19
1	10	18	2
15	9	12	16
14	4	13	5
20	3	7	11

SCRUM FACILITATORS

EXPLORING SELF-MANAGEMENT