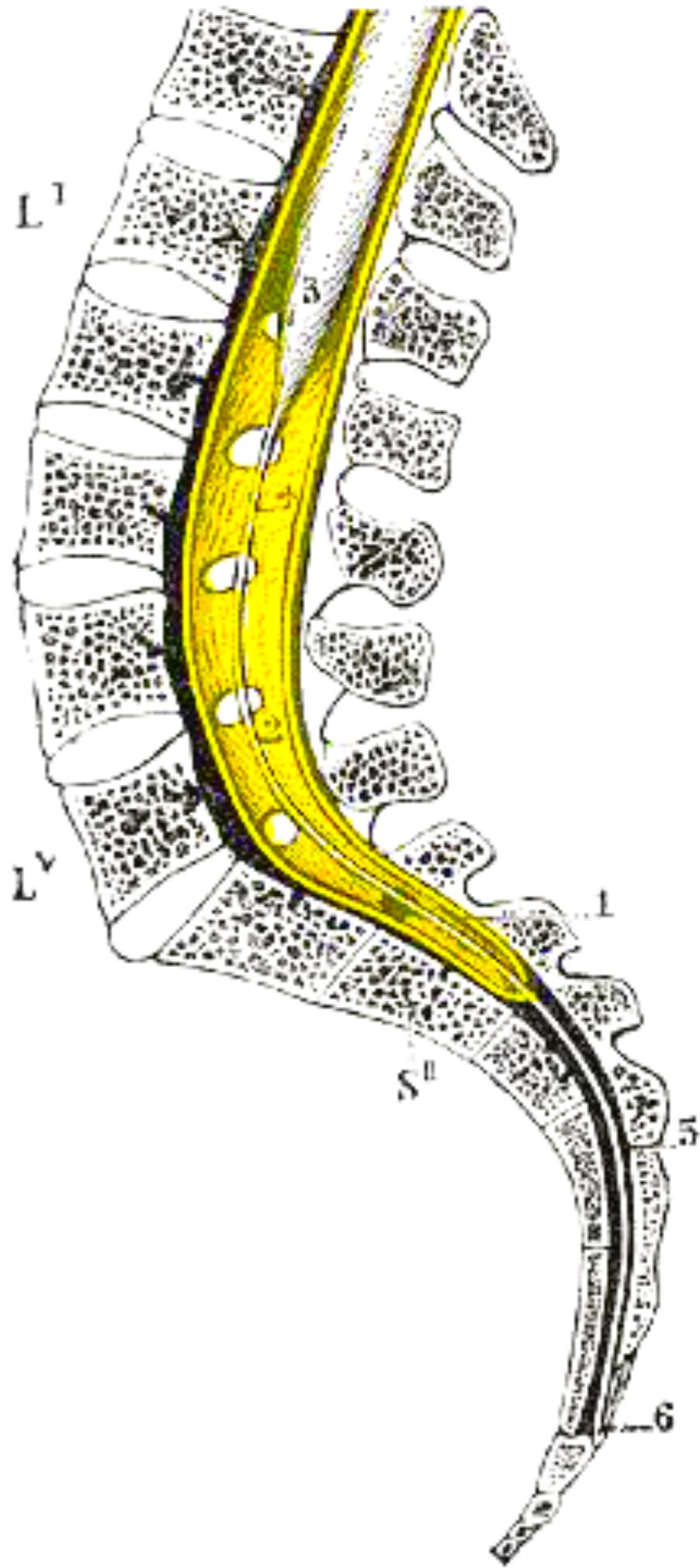


Applying
#SpineModel

On the path to Mastery

Kevin Trethewey & Danie Roux



**I THINK SPANKING CHILDREN IS
TOTALLY JUSTIFIED**



**AND CALLING IT ABUSE
MAKES YOU AN IDIOT**







WTF?

Kevin Trethewey, Most of His Life



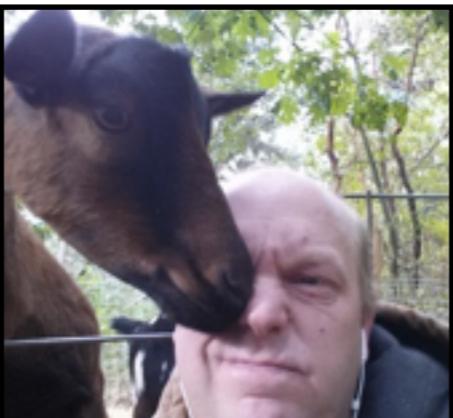
Herd all the cats!

Danie Roux, All of His





Marshall Rosenberg



Kent Beck



Russell Ackoff



Gregory Bateson



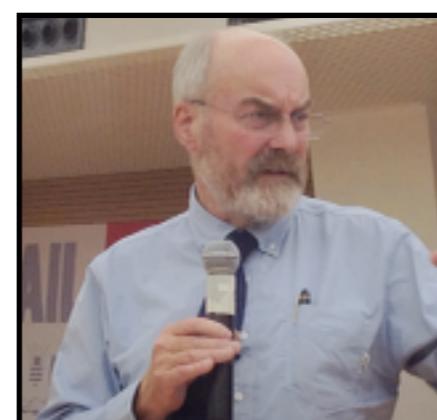
Glenda Eoyang



Don Reinertsen



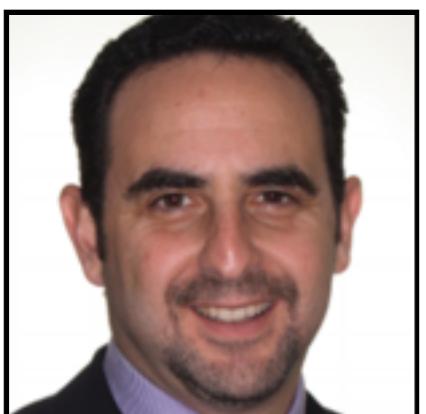
Virginia Satir



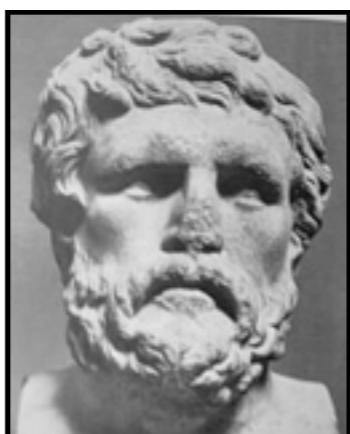
Dave Snowden



Robert Dilts



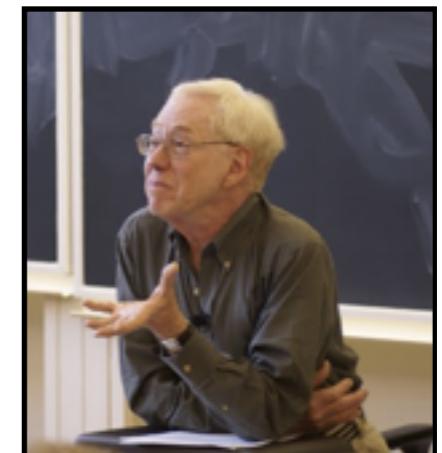
David Rock



Ancient Greek Dude



Ichak Adizes



Hubert Dreyfus



Which is better,

1. Physical team boards
2. Digital team boards

Need

?



Tool

Physical team board or digital team board?

Need

Deliver software features early and incrementally to a customer with uncertain requirements



Tool

Physical team board or digital team board?

Need

Deliver software features early and incrementally to a customer with uncertain requirements



Value

?



Tool

Physical team board or digital team board?

Need

Deliver software features early and incrementally to a customer with uncertain requirements



Value

- Feedback
- Communication
- Flow



Tool

Physical team board or digital team board?

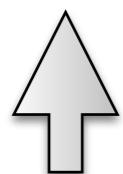
Need



Value



Principles



Tool

?

Physical team board or digital team board?

Deliver software features early and incrementally to a customer with uncertain requirements

- Feedback
- Communication
- Flow

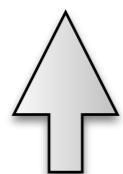
Need



Value



Principles



Tool

Deliver software features early and incrementally to a customer with uncertain requirements

- Feedback
- Communication
- Flow
- Prefer higher bandwidth communication
- Deploy the most valuable capabilities first
- Visualise the flow of work
- Minimise batch size, limit WIP, Pull work

Physical team board or digital team board?

Need



Deliver software features early and incrementally to a customer with uncertain requirements

Value



- Feedback
- Communication
- Flow

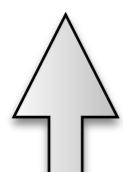
Principles



- Prefer higher bandwidth communication
- Deploy the most valuable capabilities first
- Visualise the flow of work
- Minimise batch size, limit WIP, Pull work

?

Practices



Physical team board or digital team board?

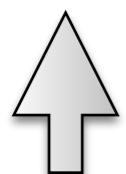
Tool

Need



Deliver software features early and incrementally to a customer with uncertain requirements

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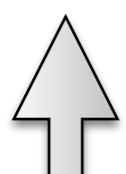
- Feedback
- Communication
- Flow

Principles



- Prefer higher bandwidth communication
- Deploy the most valuable capabilities first
- Visualise the flow of work
- Minimise batch size, limit WIP, Pull work

Practices



- Co-location
- Face to face communication wherever possible
- Daily Standup
- Story Mapping
- Team Board
- Visual WIP limits

Tool

Physical team board or digital team board?

Need



Deliver software features early and incrementally to a customer with uncertain requirements

Value



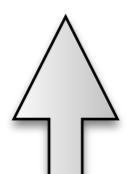
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Tool

Physical team board or digital team board?

What determines how your work, works?

Whatever it says
in the
SDLC

Scrum. But...

Whatever I say it
is!!!

Whatever the team
says it is.

How the work works, in
reality is a result of:

**Every person's habits for getting their
needs met.**

Needs

Why does the system exist?*

*What needs do I hope to have met
by being a part of the system?*

Needs > Values

The system exists in order that
(needs) are met

Therefore we optimise the system for
(values)

Needs > Values > Principles

We optimise the system for (values)

Therefore we leverage (principles)
to maintain or change the system

Needs > Values > Principles > Practices

We leverage (principles) to maintain or change the system

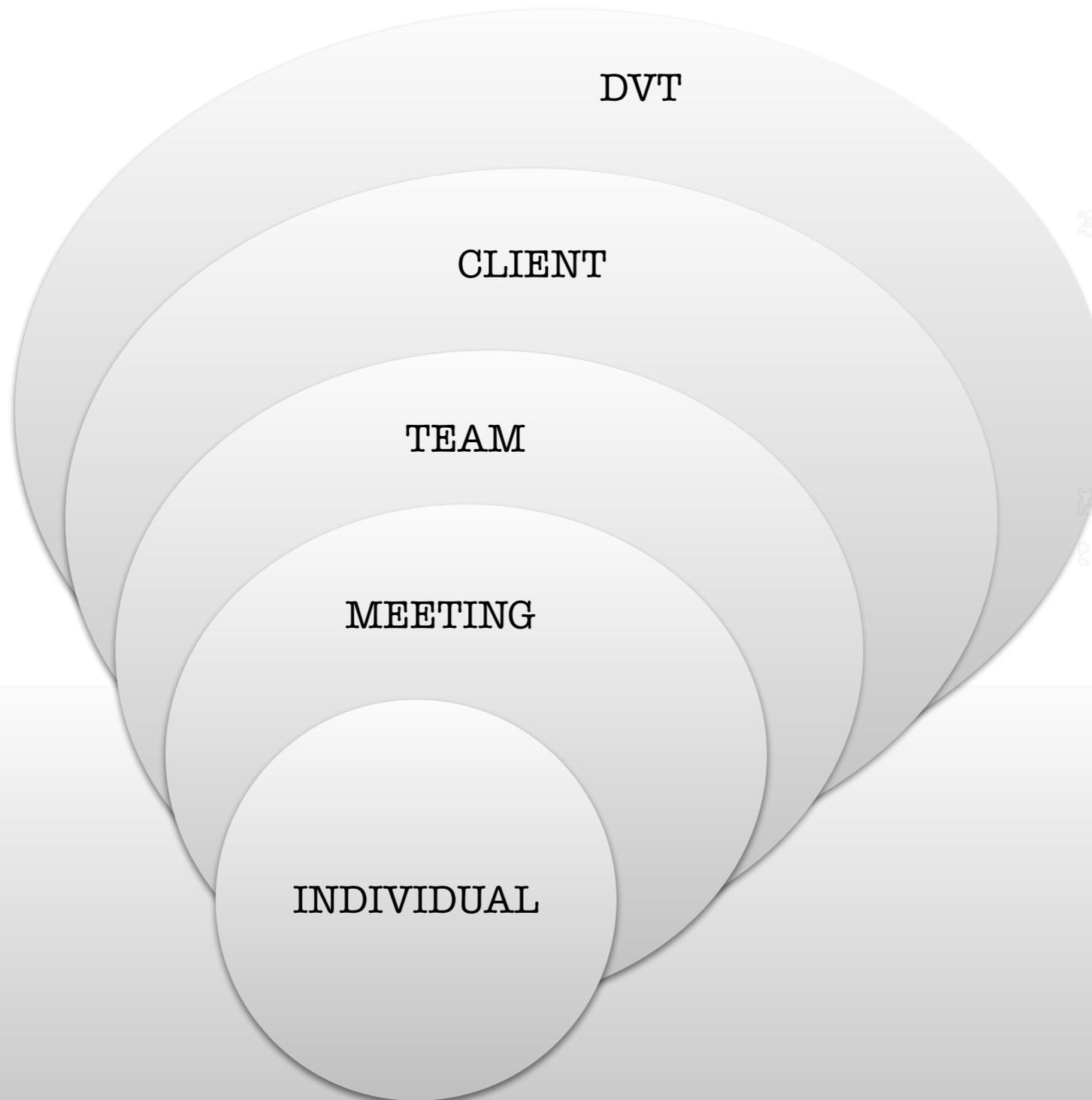
Therefore we do (practices) to create or increase value

Needs > Values > Principles > Practices > Tools

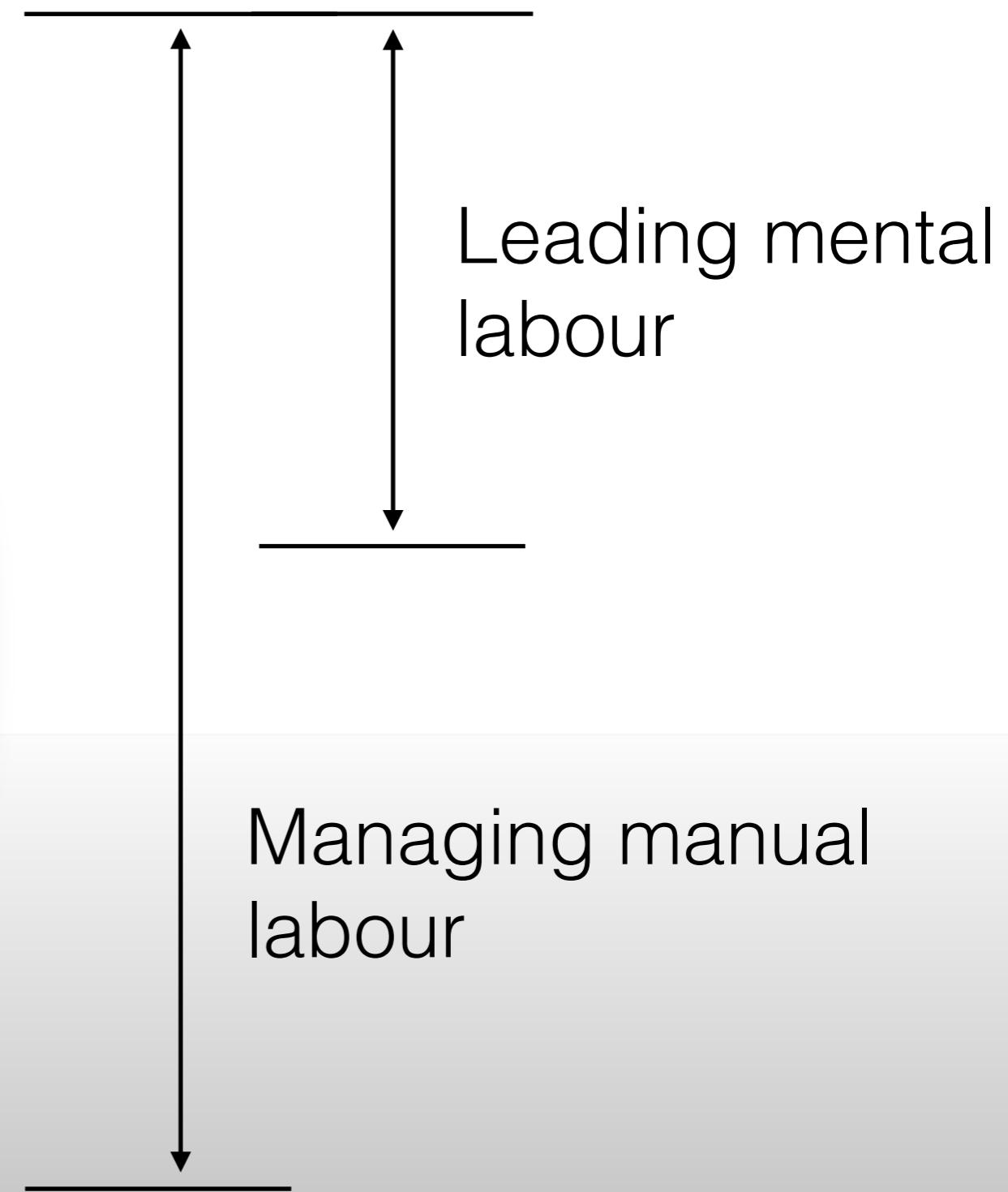
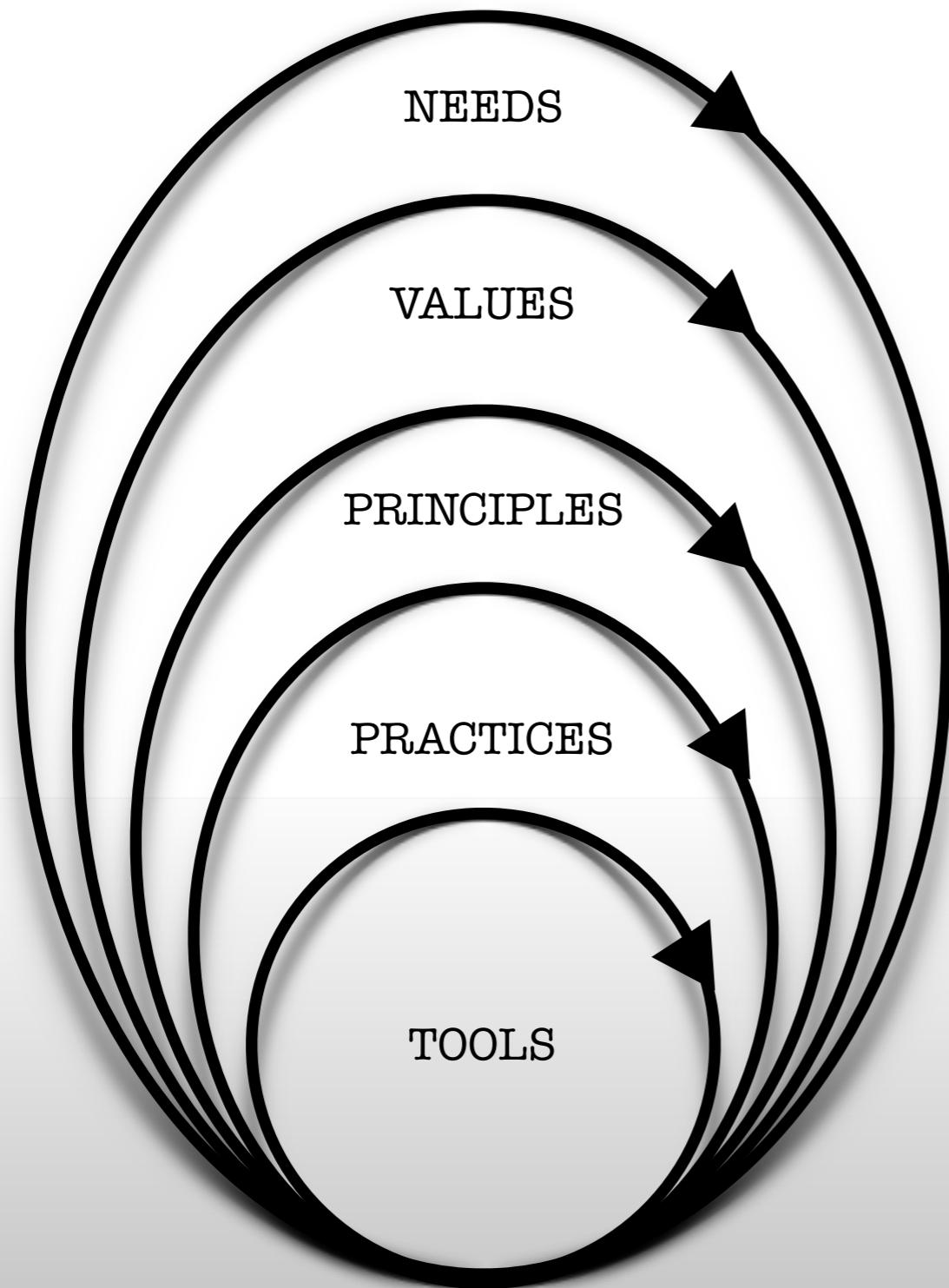
We do (practices) to create or
increase value

Therefore we use (tools) to get the
work done more efficiently.

Fractal Sensemaking



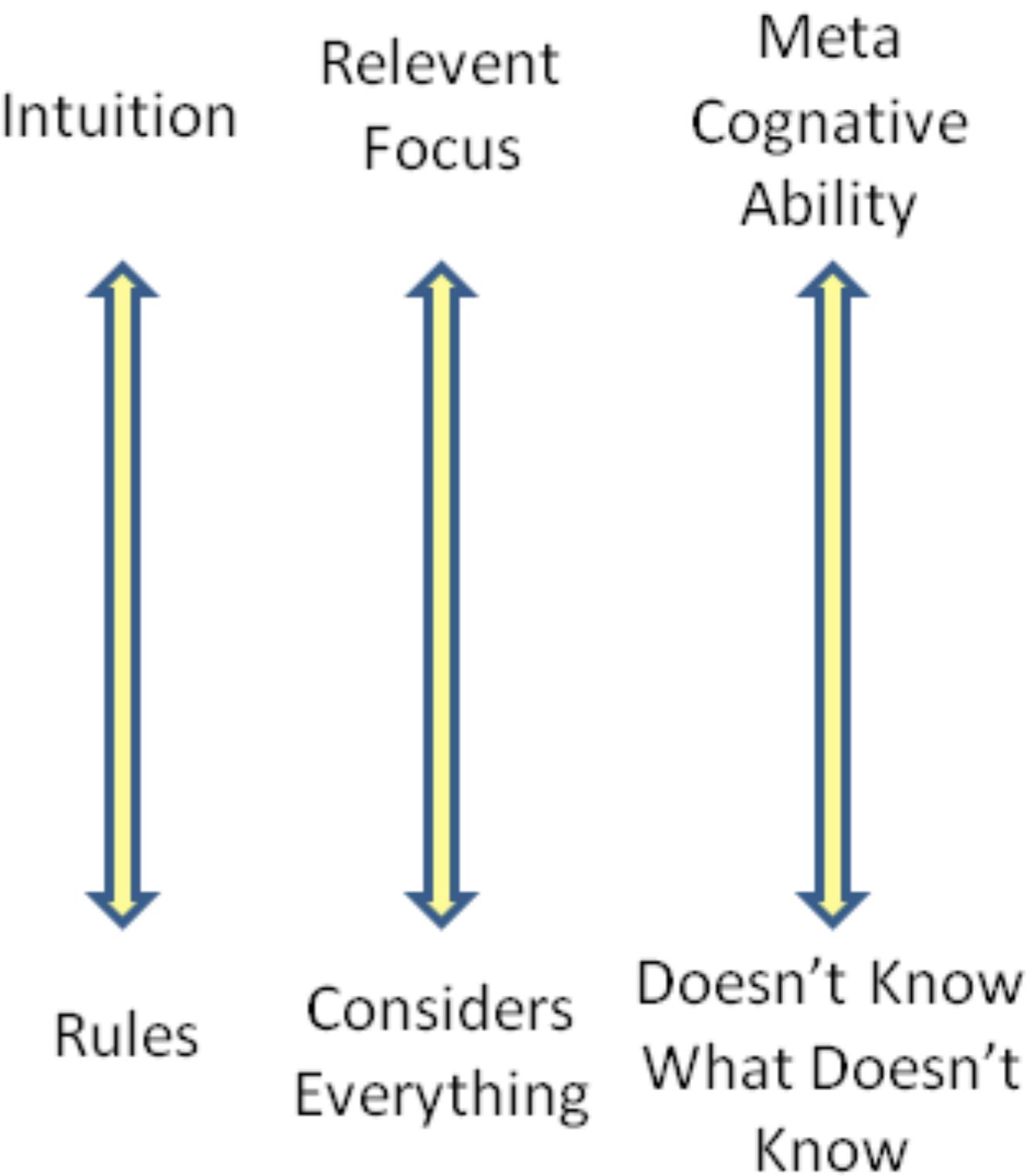
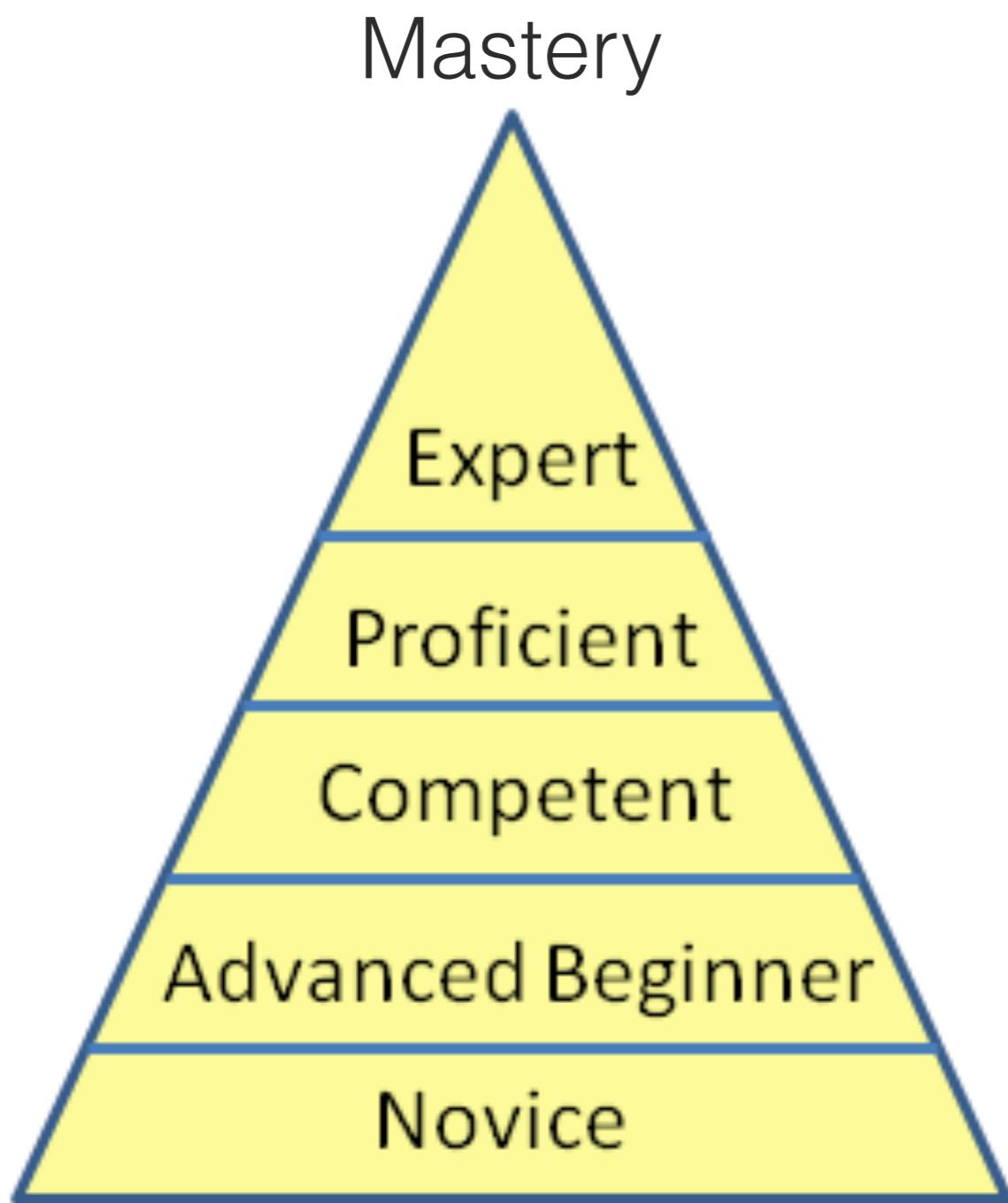
Understanding How Work Works



“about”

Metacognition

“thinking”



© Dreyfus Model of Skills Acquisition

Application 1 of (n)

Providing enabling constraints...

1. Define the boundaries of the system
2. Clearly articulate Needs, Values, Principles
3. Allow the people doing the work to own Practices, Tools

Application 2 of (n)

Have effective conversations...

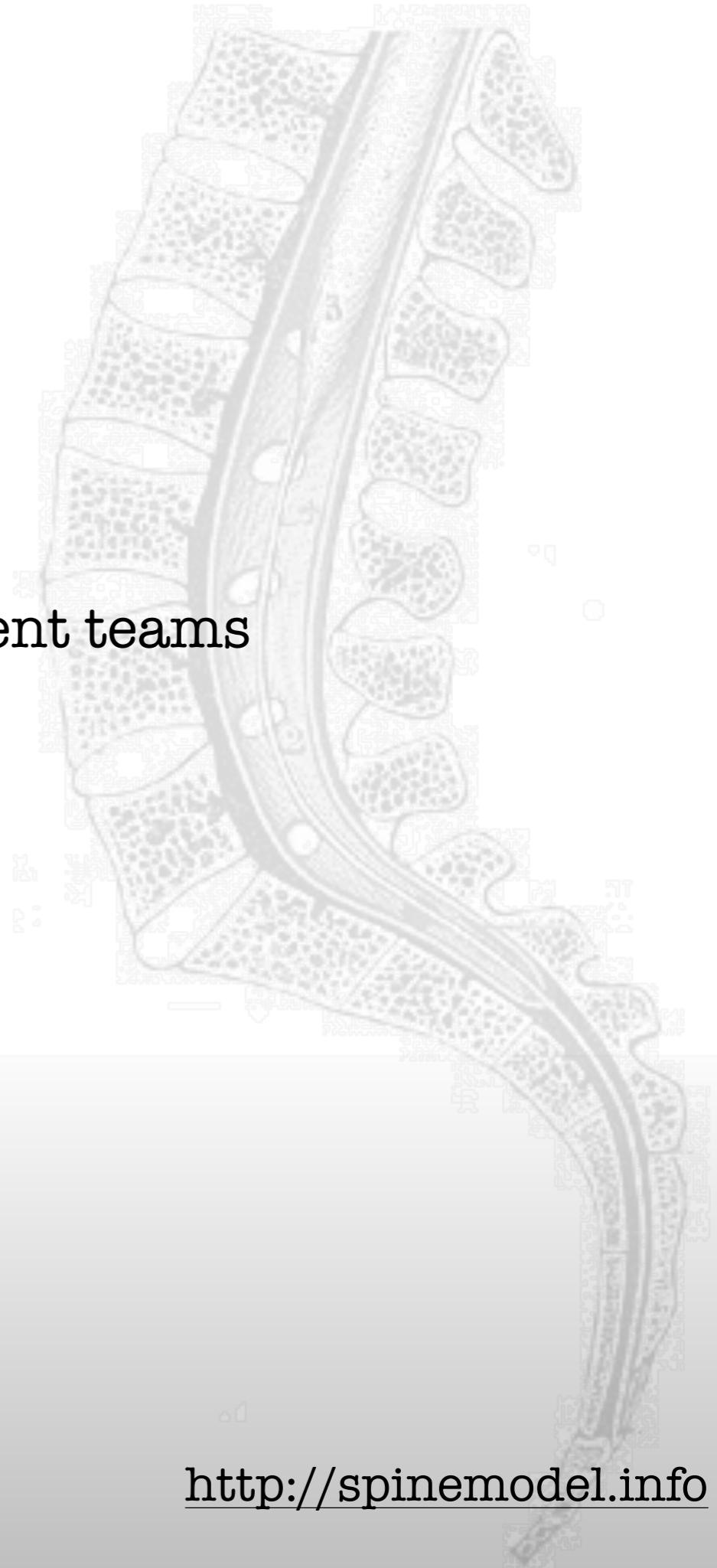
1. Define the boundaries of the system
2. Decide what you need to resolve
3. Find the point of agreement by going up
4. Come back down again



Application 3 of (n)

Map and compare work systems...

1. Extract and catalogue the Spine of different teams
2. Publish them across teams



Application 4 of (n)

Have somewhere to start...

1. Pick a useful Archetype spine
2. Customise it to suit your context
3. Evolve it based on experimentation & feedback



Needs



High quality code that is amenable to change.
Ability to prove the code does what it was designed to do

Values



Feedback, Safety, Testability

Principles



KISS, YAGNI, SOLID,
High cohesion/Low coupling

Practice

Test Driven Development



Tools

Test runner, IDE

Needs



Values

Simplicity, Practicality



Principles

Know your audience. Less is more. Cut down on text. Use metaphor. Multiple examples.



Practices

Test first approach. Talk through slide deck. Don't mess it up.



Tools

Mac, Connector, Keynote slides,
Projector, Voice

Spine Health Heuristic

Are the higher levels
being used to set the
boundaries for what is
changed lower down?

*If your answer is “No” then it is time to go “up the spine”
to have a more effective conversation.*

Current state of the Spine Model...

- Spine mapping workshops
- Work system assessment
- Expanding the websites*
- Getting the word out

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Web: <http://spinemodel.info> | <http://spine.wiki>

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Danie Roux (@danieroux)