

How to Teach Agile to Anyone & Have Fun Doing It



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Disclaimer: The opinions here are my own and I am not speaking on behalf of IBM

XP 2018



Agile instruction vs learning

Adult learning science + real world experience + fun activities



Treat them like children

Treat them like students

Treat them like adults

College
students can't
go more than
10 minutes
before
daydreaming.

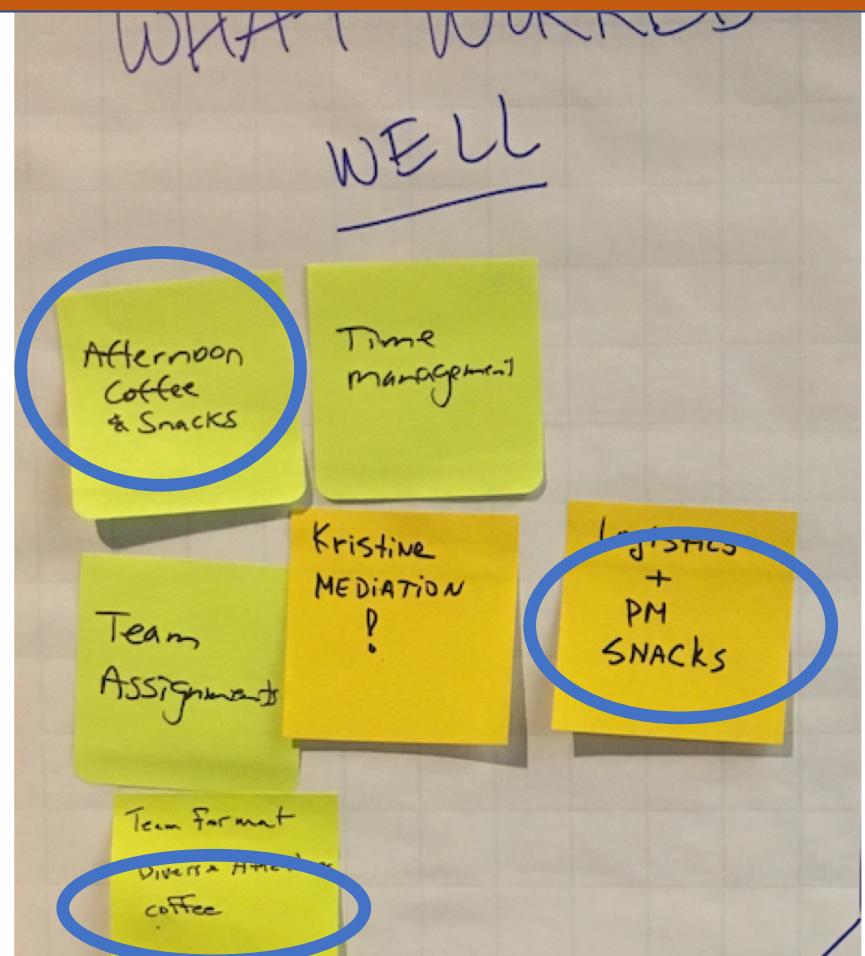
“The true
scarce
commodity is
increasingly
human
attention.”

– Satya Nadella,
Microsoft CEO

A 2015 study
showed the
average
attention
span to be
8 seconds.

Take breaks

- Give them breaks every 90 min
- Keep them fed & caffeinated
- Vary methods & media – lecture, video, discussion
- Limit the lecture to 20-30 min



Tell stories

- Human memory is tied to emotion
- Information conveyed as stories is 6-7x more memorable than facts alone
- Weave real-world stories into your classes



Play games

- Game-based learning increases knowledge retention and assessment scores
- Incorporate games into your classes and workshops
- Check out TastyCupcakes.org



Treat them like children

- Take breaks
- Tell stories
- Play games

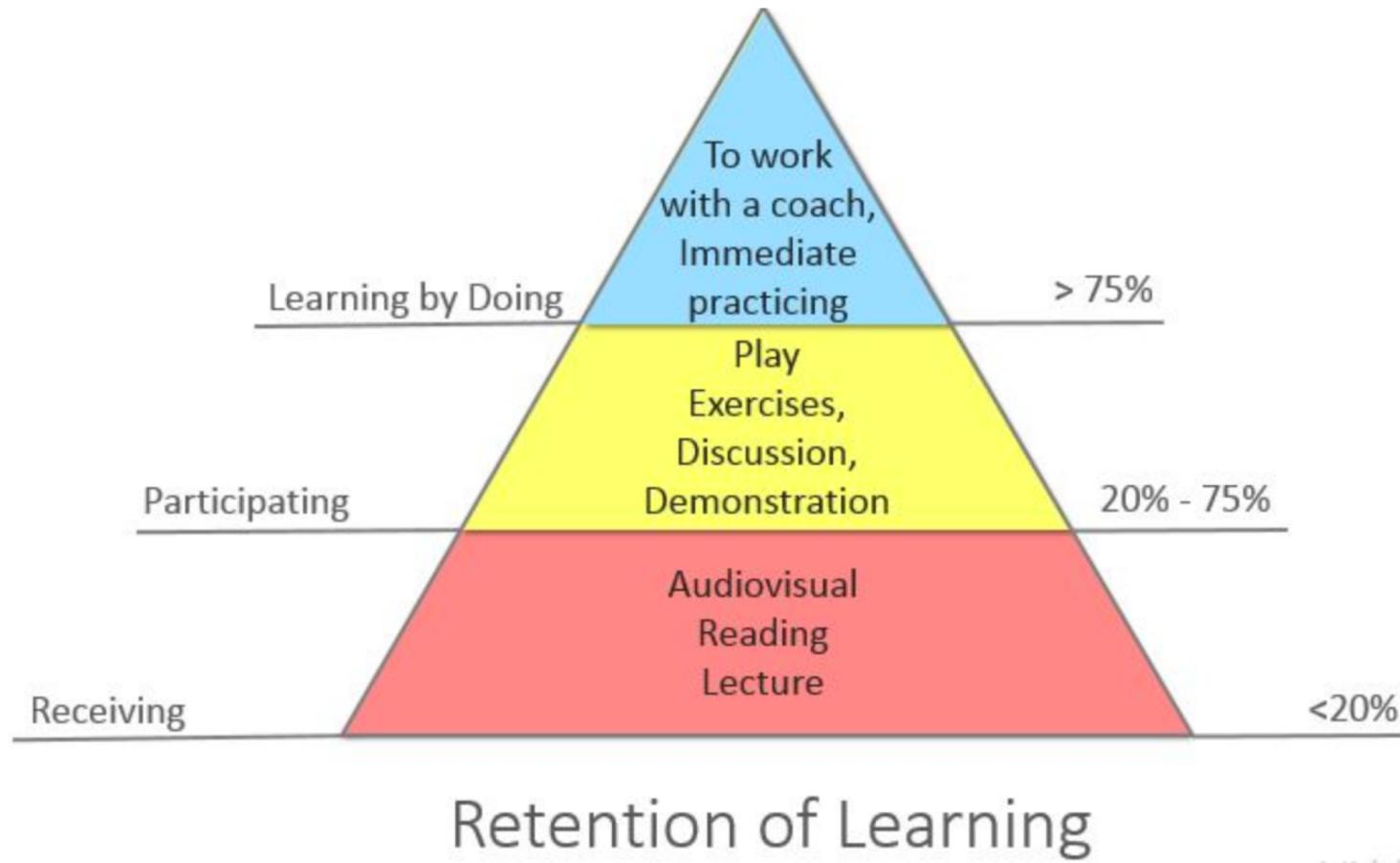
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Adults learn by doing



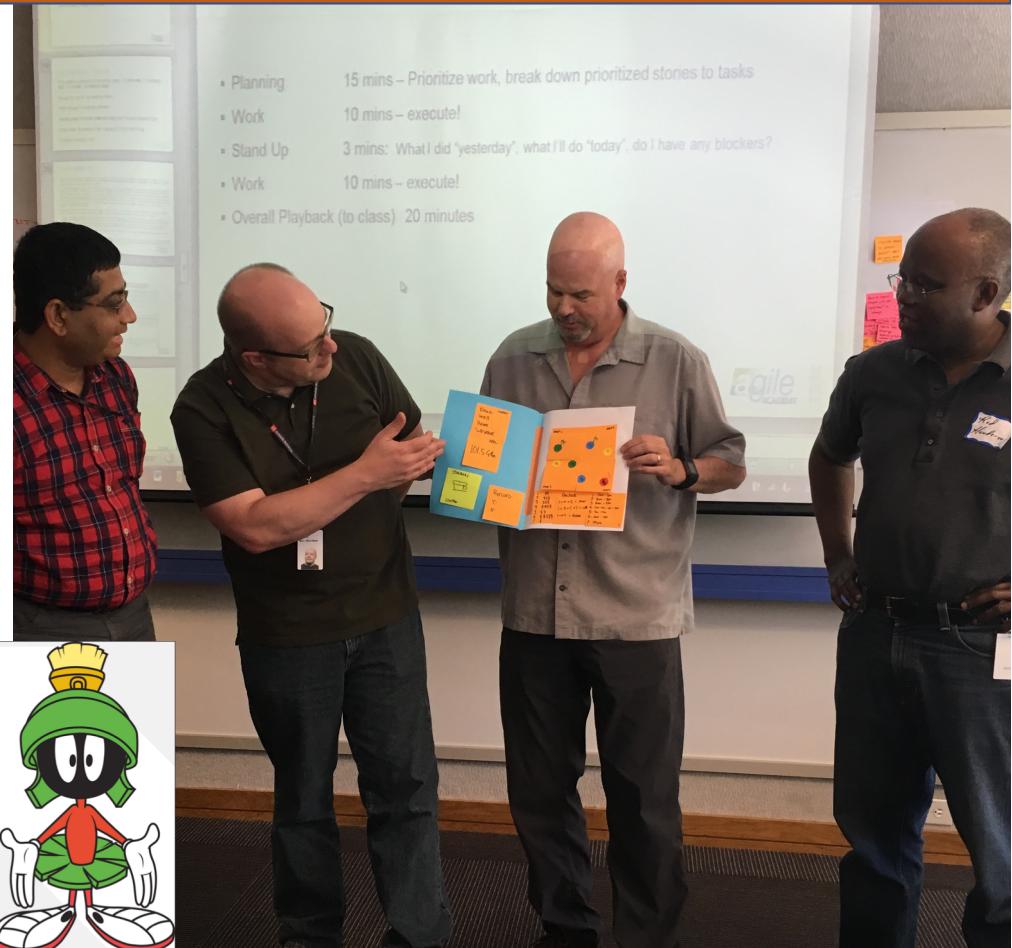
Let them get behind the wheel

- Reinforce every concept with a follow-on activity
- Examples: wall of work, retrospective, team teach
- “Watch me, guide me, let me”
- Nudge the skeptics



Use Agile simulations

- Use fictional scenarios for complex activities – cognitive overload is real
- Throw in some real-life complications
- Make it fun



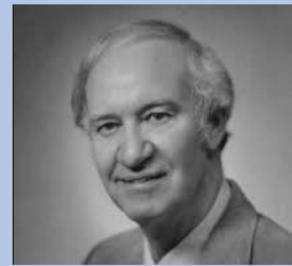
Treat them like students

Introduce then apply
Watch me, guide me, let me
Use fictional simulations

Treat them like children

Treat them like students

Treat them like adults



Experience provides the basis for adult learning.

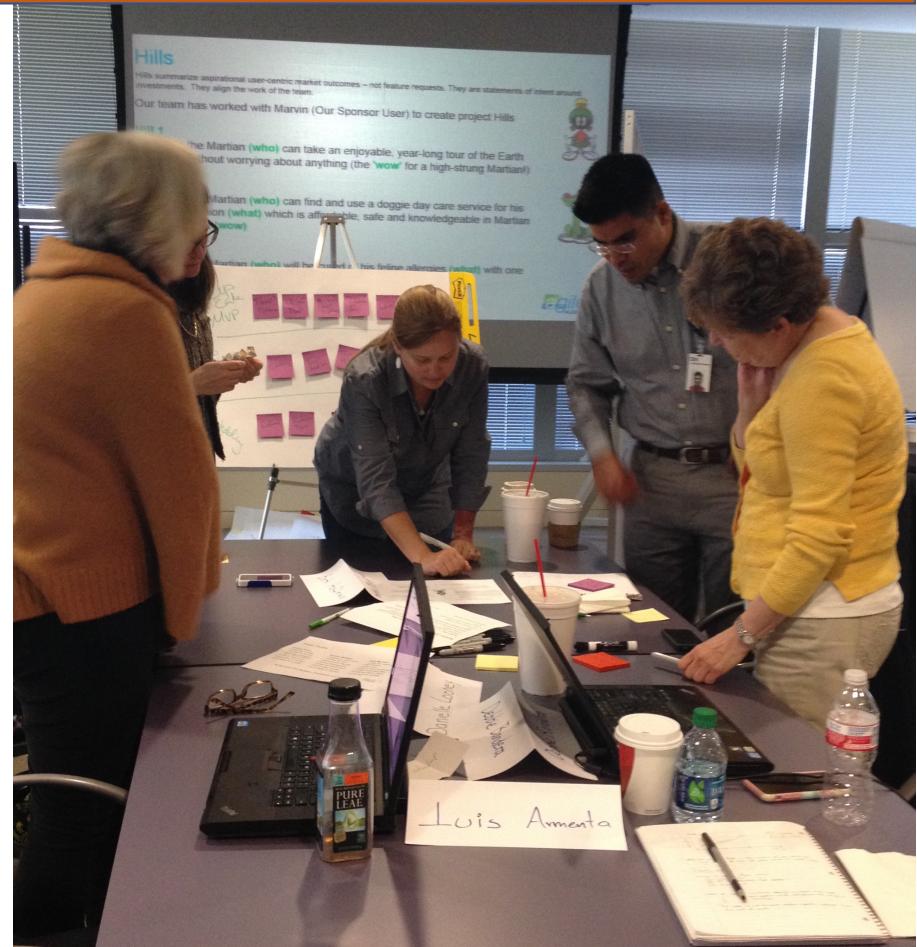
Learning should be relevant and applicable to their job.

For adults, motivation to learn is internal.

Malcolm Knowles, 1984

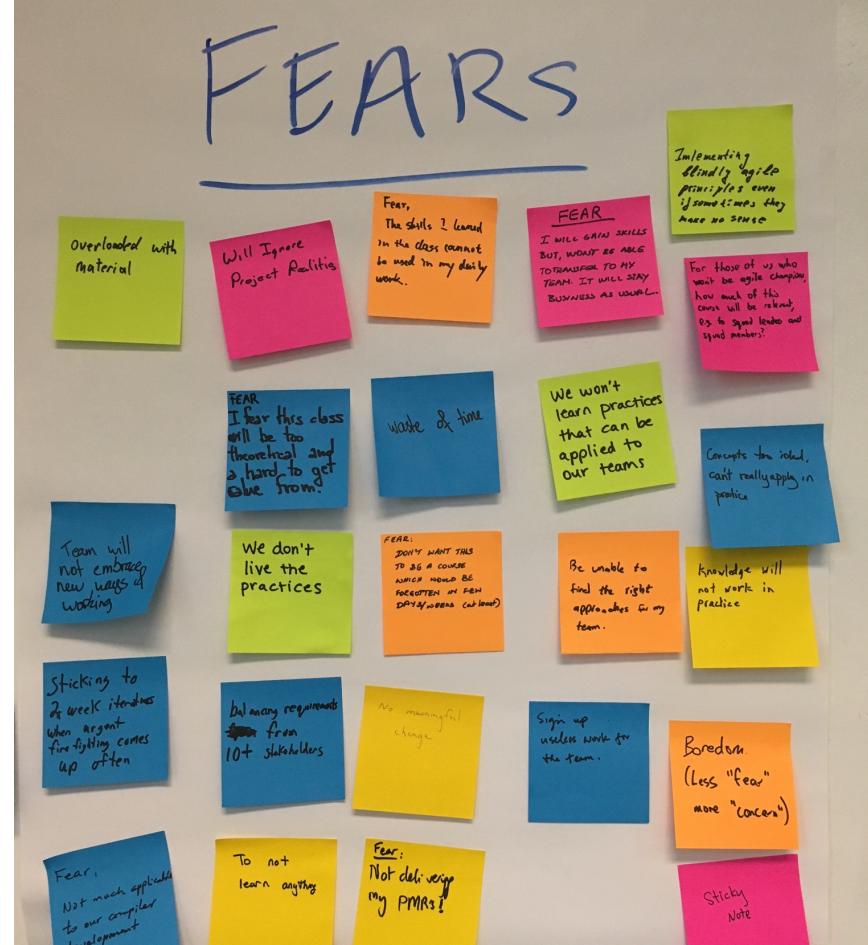
Make it meaningful

- Encourage sharing experiences – it's better coming from a peer
- Establish the 'why' up front
- Teams that work together, learn together & apply it together



Use activities to manage skeptics

- Acknowledge motivations, elephants and prisoners with Hopes and Fears activity
- Address “yeah buts” by leaving them motivated and energized
- Know when to ELMO – the parking lot is your friend



Treat them like adults

Foster internal motivation
Acknowledge experiences
Make it meaningful

Treat them like children

Treat them like students

Treat them like adults

Questions?

References

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