## Disclaimer

All tactics are to be seen as experiments to try, fail, and adjust. If you don't understand the goal or justification for these activities, don't start them. Ensure you know what you want to get out of these tactics and make adjustments in perpetuity.

Many of these slides are taken from alternate sources from Google and Accelinova. I'm happy to cite them properly if needed.

Feel welcome to contact me any time for questions or good discussion:

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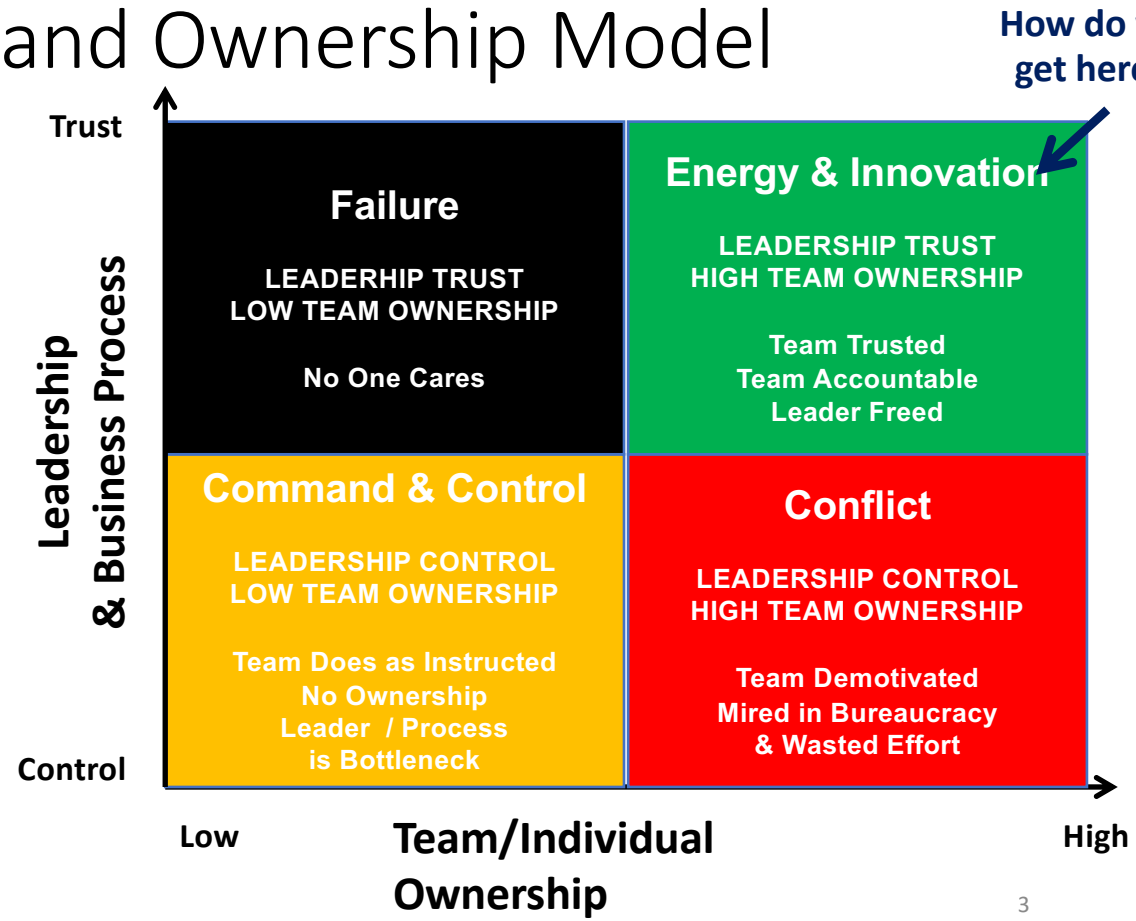
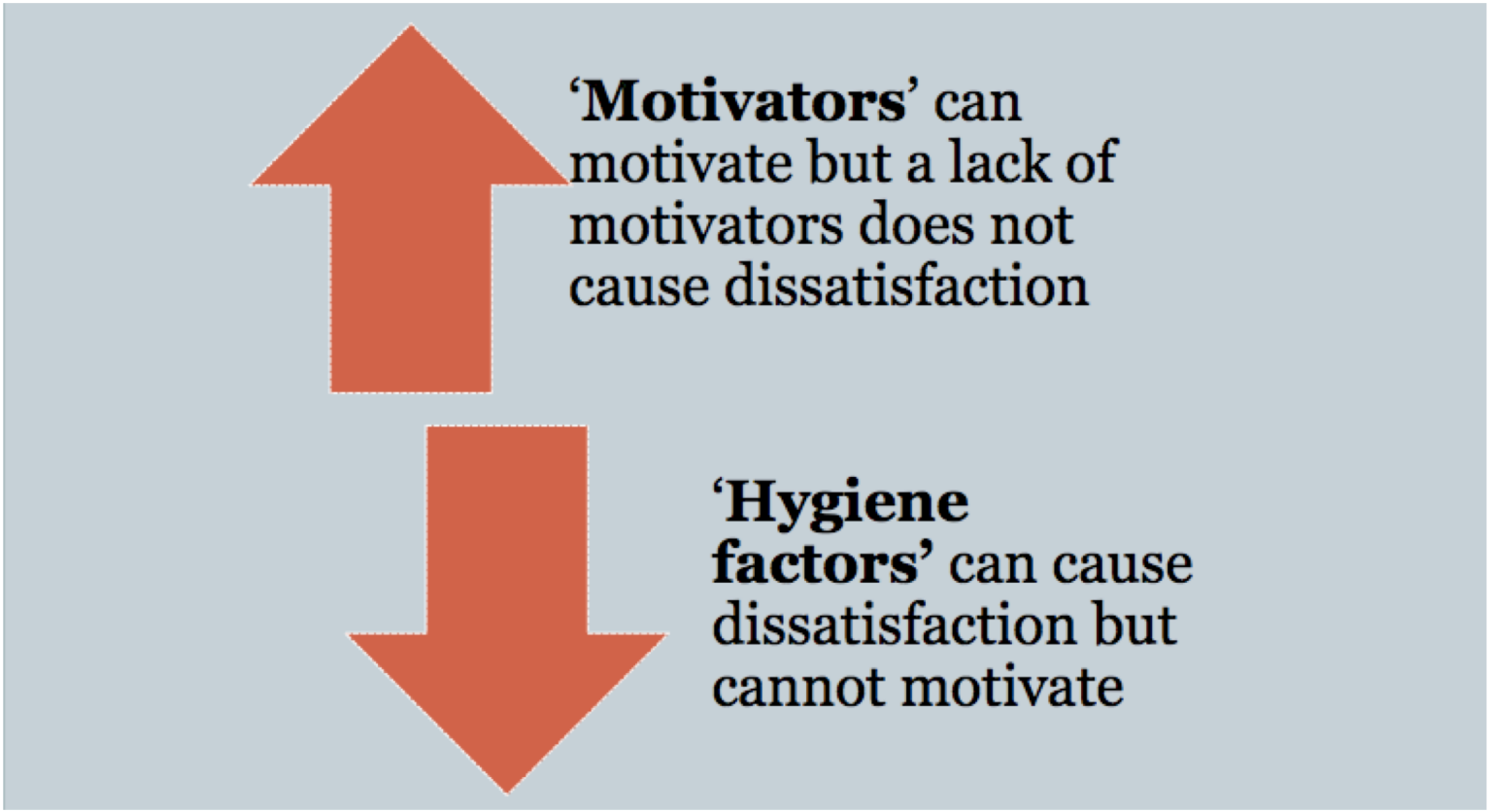
As a Des Moines Agile conference goer, I want to learn some of the basics so that I can apply them properly in my organization.
Jeff Byron

# Trust and Ownership Model



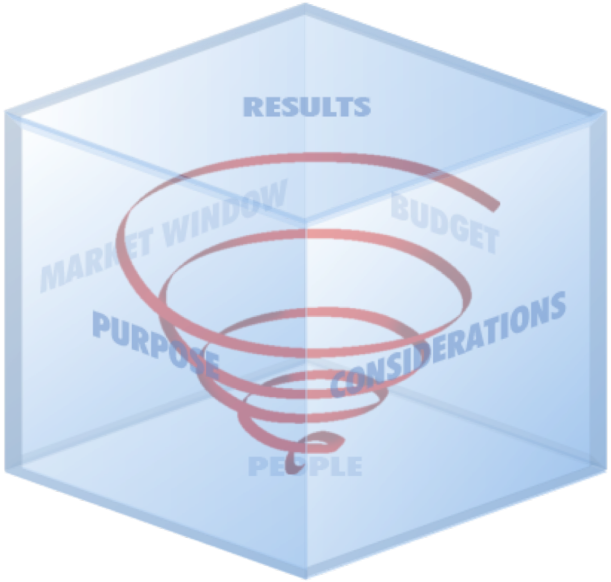

'Motivators' can motivate but a lack of motivators does not cause dissatisfaction
'Hygiene factors' can cause dissatisfaction but cannot motivate

Motivators
Achievement
Recognition
The work itself
Responsibility
Advancement
Growth
Hygiene Factors
Company policies
Supervision
Relationships
Work conditions
Remuneration
Salary
Security

So, how can we do this?

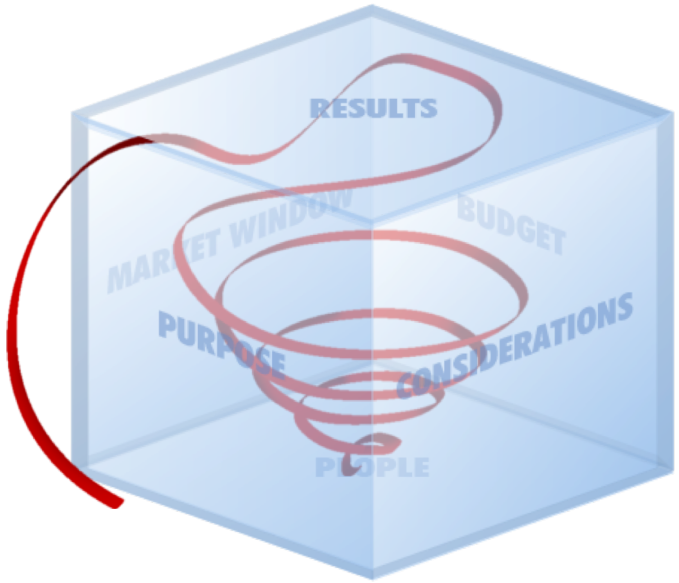
# Macro Leadership Cube

# Stand Back


RESULTS
MARKET WINDOW
BUDGET
PURPOSE
CONSIDERATIONS
PEOPLE

# Guide

…but don’t give answers:




What have you tried so far?

How do you want to solve it?

How can I help?

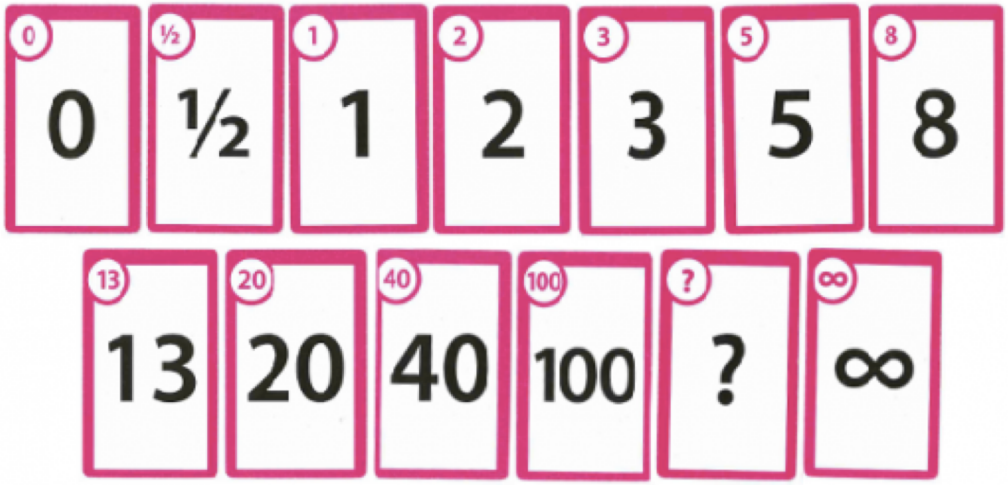
# Macro Leadership Cube

1. Write epics and user stories
2. Estimate stories using points
3. Plan 3 months
4. Conduct 2 week sprints with demos and retros
5. Have daily standups
6. You can have more than 6 sides…or less!

# 1. Write user epics and stories

As a <persona>, I want <goal>, so that <justification>

# 2. Estimate stories using points



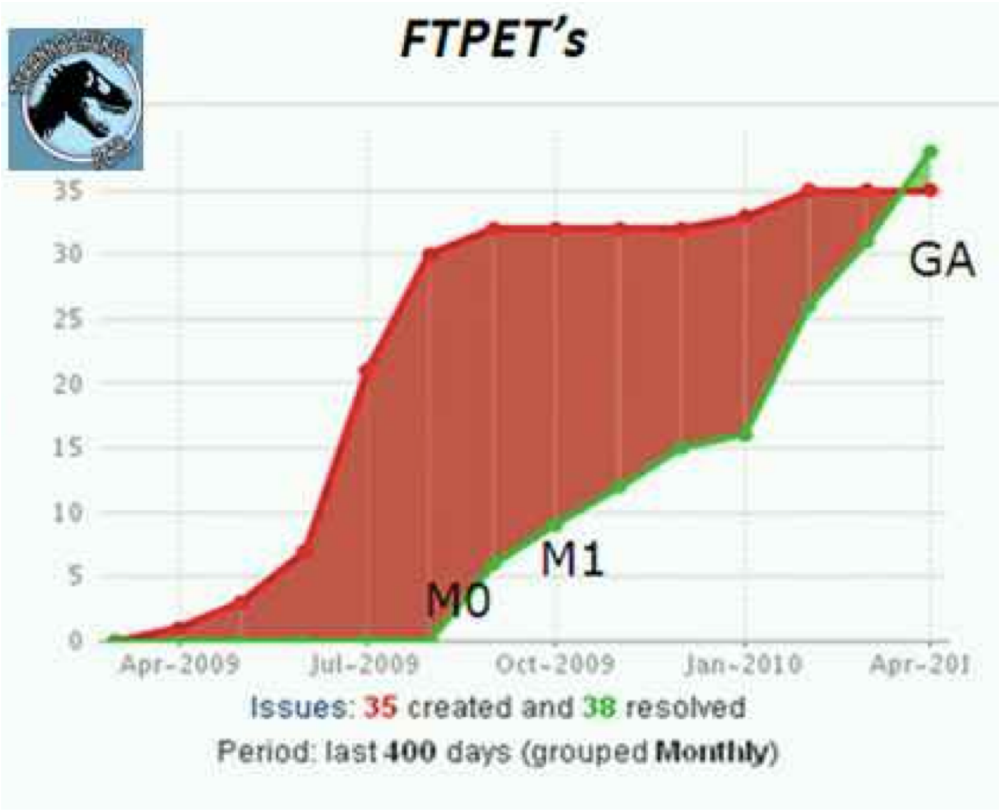

NOTE: This is not to gauge performance! This is for the team's ability to predict when things are going to be done done done

# 3. Plan 3 months

- Write a few goals you'd be proud to achieve in 3 months
- Have the goals be outcome based
- Measure them easily

Finish the sentence:

*"This goal can be declared a success when _____"*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Issues: 35 created and 38 resolved
Period: last 400 days (grouped Monthly)

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weather.com
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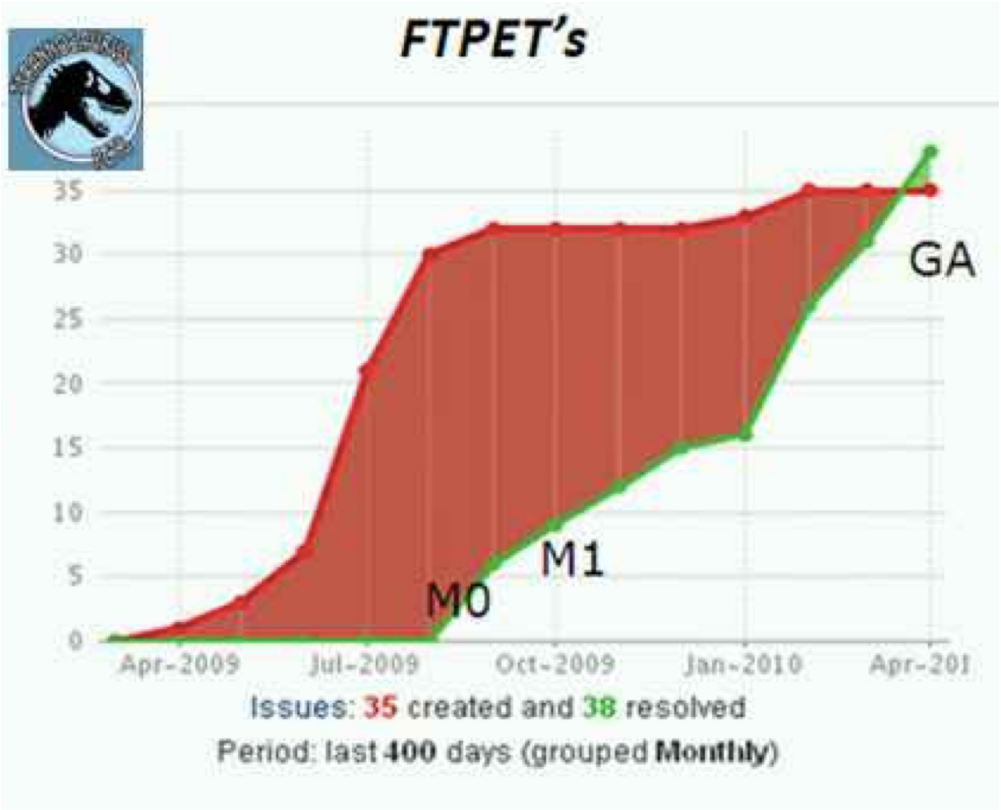
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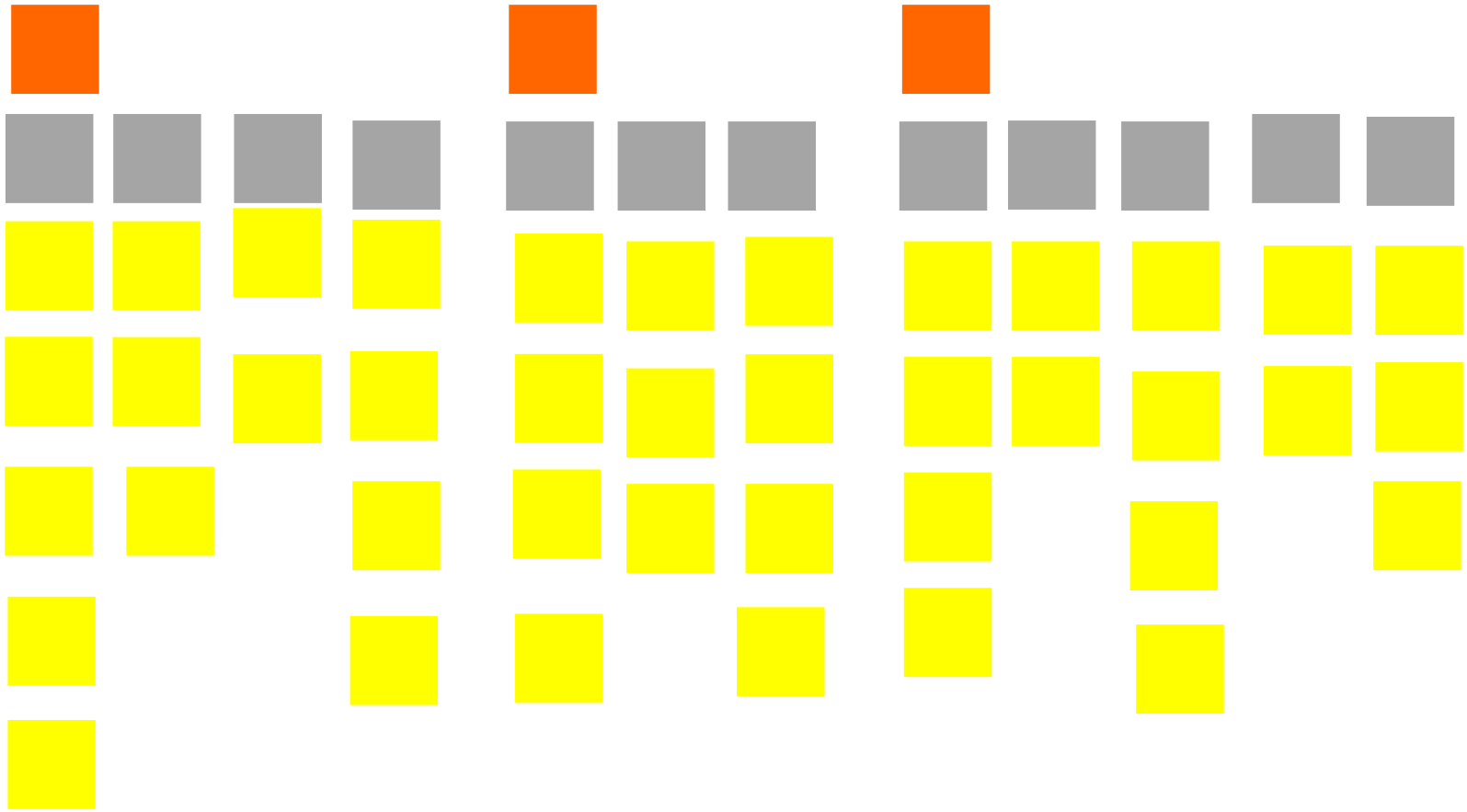

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Add 3rd party services:
Add 3rd party service

# 4. Conduct 2 week sprints (or less)

Wednesday: Planning and go

- What stories are you pulling in?
- What questions do you have?
- What hypotheses do you want to test in the demo?

2 Tuesday's Later: Demo, then Retrospective

- Demos are for you! Be selfish and make your stakeholders work.
- Retros: No managers, no outsiders, no consequences.
    - What went well? What didn't? What are we going to change?

# 5. Have daily standups

- What did you accomplish yesterday?
- What is your plan today?
- How are you blocked?
- Parking lot

# Macro Leadership Cube

1. Write epics and user stories
2. Estimate stories using points
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5. Have daily standups
6. You can have more than 6 sides…or less!

Give these a try, learn the justification, then experiment with new tactics to achieve the same goals

Roles:

# *Let's jump in the Fishbowl!*

- We'll kick off each conversation
- Come up to the chairs to add to the discussion
- Next up takes the empty chair
- Empty chair filled ➔ someone vacates their chair