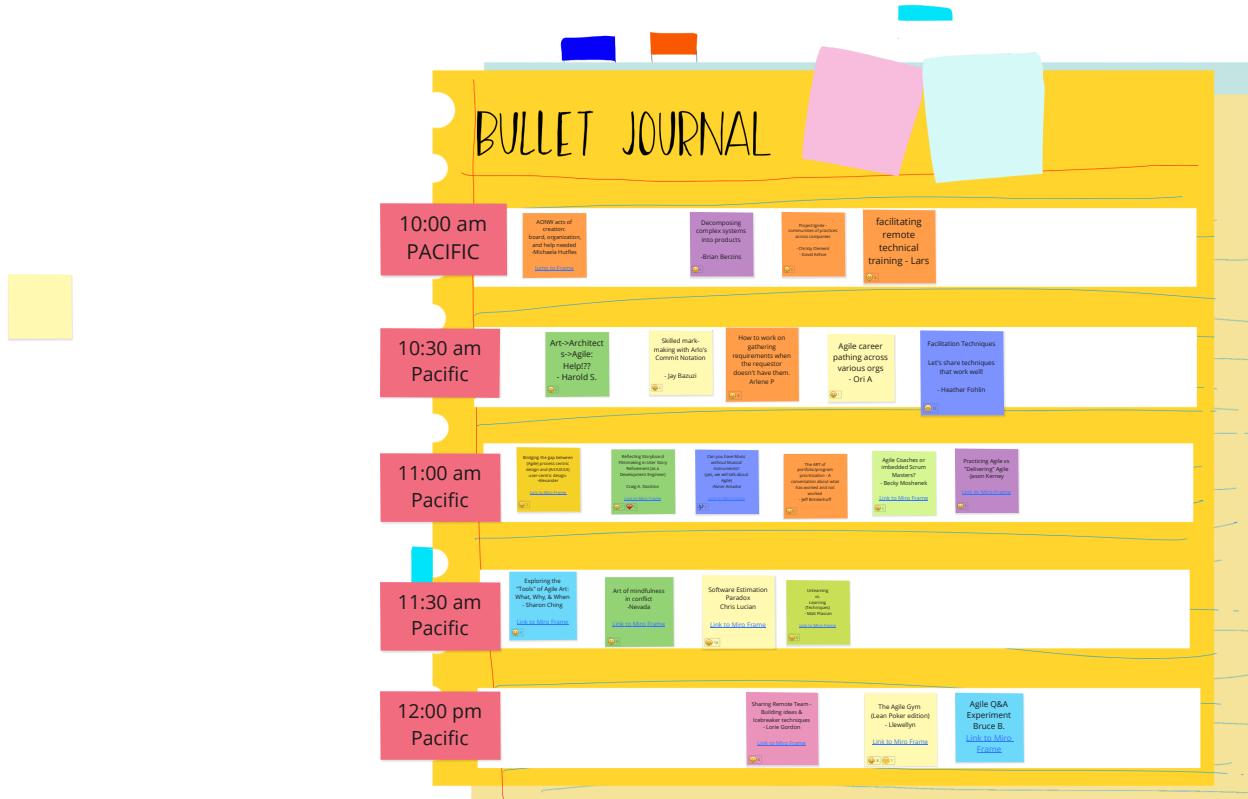


# DAY ONE BULLETIN

CIRCLE OPENS AT 9:00 AM PACIFIC



RETURN TO THE MAIN ROOM AT 12:30 PM PACIFIC FOR CLOSING



# DAY TWO BULLETIN

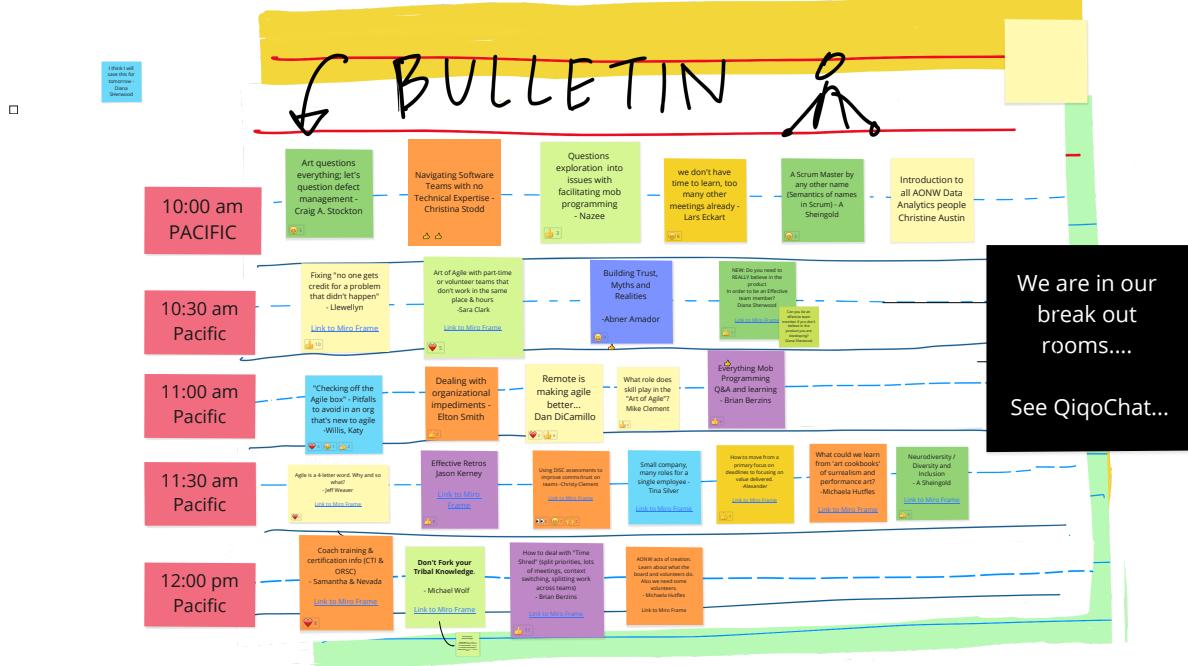
## EARLY BIRDS



All times are in pacific time zone unless stated otherwise.

CIRCLE OPENS AT 9:00 AM PACIFIC

## BULLETIN



RETURN TO THE MAIN ROOM AT 12:30 PM PACIFIC FOR CLOSING

## AFTER HOURS® DESTINATION(S):



All times are in pacific time zone unless stated otherwise.

Even more games (bga today) - Llewellyn

1pm Pacific The Art of Partnering with decision makers (Diana L.)

# DAY THREE BULLETIN

**EARLY BIRDS**  
All times are in pacific time zone unless stated otherwise

Smiley face icon

**CIRCLE OPENS AT 9:00 AM PACIFIC**

**BULLETIN**

We Are Here

10:00 am Pacific  
Dojo -Chris Lucian  
SEA agile hikes, who's interested? - Michaela Huttles  
Navigating world with different levels extraversion/introversion - personality types Sabitha Radhakrishnan  
Diana I learned lots of useful skills for my job and pitch safety from others Evelyn  
Let's talk about the new IC Team Composition and boundaries - Bruce P. Henry

10:30 am Pacific  
What's up with your Anthropic seen it? - Brent Miller  
Efficient use of medium: All things Agile Testing (cont) - Craig A. Stickson  
What would be an Agile metric for measuring if a team is well-managed or not? Lorrie Gordon  
Ethics in agile - Deeanne  
Turning the Bull (but just enough so it's not boring) - Abner Amador  
Cross Cultural Agile: Challenges working across cultural boundaries - Bruce P. Henry

11:00 am Pacific  
Poetry Open Mic - Hallim Dusoky  
Efficient use of medium: All things Agile Testing (cont) - Craig A. Stickson  
CHOCOLATE management, Instinctive in nature, and how to work with them on Growth or Change - Marius  
Agility: Making the right things happen - Ramez Hawaws  
What should CS students know? - Chris Lucian  
Agile in a non-software environment - Tina Silver

11:30 am Pacific  
Open Music Session An Annual ADON Tradition. This session may be longer than 20 minutes. Aki  
Good, bad + wacky 1:1s --shy  
Highly engaging & collaborative, distributed/virtual teams; for newbies. -Marius  
Agile Open Bahamas - Andrea  
Project experience Management Abner Amador  
Embracing complexity by mapping/managing polarities -Lake

12:00 pm Pacific  
"Whatever happens is the only thing that counts" - Billie, really! -Sara Clark  
Stuck with a scaled agile framework? How can we find opportunity to create true agility for our team? -Kraig  
Becoming a Scrum Master - Julio Melendez  
Boosting morale in times of difficulty -Hans  
Women's group in the Seattle/Portland area - what are we missing and what do we need to work on diana  
Learning - How do like you learn from others? diana

**RETURN TO THE MAIN ROOM AT XXXX PM PACIFIC FOR CLOSING**

**AFTER HOURS DESTINATION(S):**  
All times are in pacific time zone unless stated otherwise

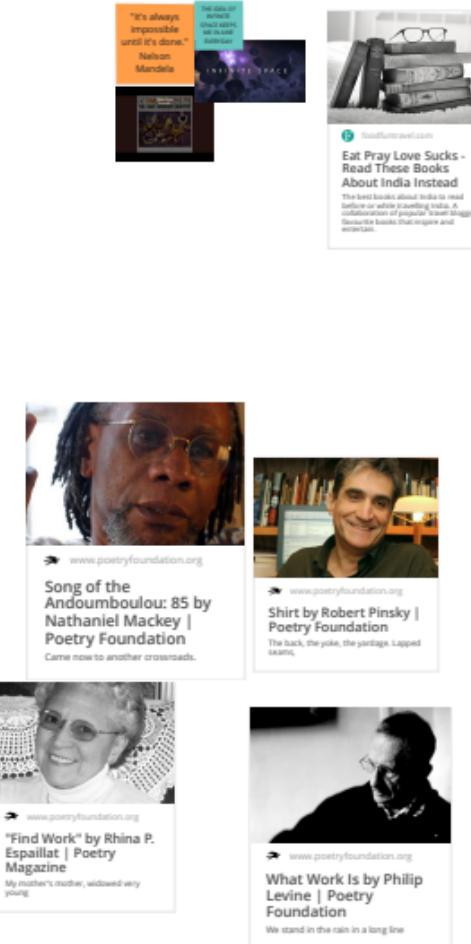
Owl icon

Don't Starve Together - (Cross-team game) - Clewellyn  
Code - llewellyn  
Group 30-30: What are your most valuable assets? - Lorrie Gordon  
Don't Starve Together - (Cross-team game) - Clewellyn  
Lewie: What can we do to support women who are new in CS? - diana

## WHAT TO DO:

THINK ABOUT WHAT INSPIRES YOUR WORK  
& WHERE YOU DRAW INSPIRATION. ADD  
YOUR INSPIRATION TO THE BOARD. SHARE  
WITH THE AONW COMMUNITY.

- UPLOAD A URL
- CUT & PASTE IMAGES
- WRITE IT ON A POST-IT



Make it



# GRAFFITI TRAIN

"TRADEMARK OR REGISTERED TRADEMARK OF THE AGILE ALLIANCE. USED WITH PERMISSION AND AS AN INDICATOR BY THE PUBLIC."

**WHAT TO DO: USE POST-ITS TO BUILD ON, MOVE AND PLAY WITH THE CUT-OUT WORDS, OR LEAVE YOUR THOUGHTS ON THE BOARD.**

agilemanifesto.org

## Manifesto for Agile Software Development

We are uncovering better ways of developing software by doing it and helping others do it. These are our values and principles.

We are uncovering better ways of developing software by doing it and helping others do it through this work we have come to value

individuals

and interactions over processes and tools  
working software over comprehensive documentation  
customer collaboration over responsive negotiation  
change over following a plan

That

is while there is value in  
the items on the right we value  
items on the left more

**WHAT TO DO:**  
ADD A POST- IT TO THE  
SHEET AND SHARE YOUR  
DAILY FEEDBACK.  
**LET US KNOW WHAT YOU  
LIKED, WHAT YOU WISHED  
FOR, AND WHAT YOU ARE  
WONDERING ABOUT WHILE  
WE ARE TOGETHER.**



**TING THOUGHTS - YOUR TAKEAWAY, YOUR REFLECTION, OR AN OFFERING TO THE COMMUNITY**

# Agile community = Passion



# SESSION TITLE:

## PARTICIPANTS:



**SESSION TITLE:**

Decomposing complex systems into products

**PARTICIPANTS:**

-Brian Berzins

### Recommended Books



Team  
Topologies  
<https://teamtopologies.com/>

Design Rules: The  
Power of Modularity  
<https://direct.mit.edu/u/books/book/1856/Design-RulesThe-Power-of-Modularity>

# SESSION TITLE:

Project:Ignite - communities of practices across companies - Christy Clement

# PARTICIPANTS:



Hold CoP  
sessions  
during a  
"protected"  
time

Topics:  
Estimation, Anit-  
Patterns, Agile  
Practices, Lean  
Coffee, Kanban,  
Story Mapping

Here's the Project:Ignite  
page I mentioned - it has a  
calendar of our session  
topics if you scroll down:  
[https://instituteagility.com/  
project-ignite/#tve-jump-  
17dbd614323](https://instituteagility.com/project-ignite/#tve-jump-17dbd614323)

# SESSION TITLE:

## Facilitating Remote Technical Training

# PARTICIPANTS:

24+

### Sample Activities:

- Kata's
- Tests
- Mocking
- APIs
- Feature Work
- Bootcamp - Learn something from scratch
- Clean Code Principles: YAGNI, DRY
- Pointing out / Trying new tools (ex. IDEs)
- Share a SME's knowledge
- Code Cooking (watch 2 people interact, 1 experienced one new)
- Learning a New Language & Language Basics
- Learning / Practicing Test driven development and red green refactor

### Sample Ways:

- Mob
- Pairs & checkins
- Pairs & report outs
- Code Cooking
- TDD & RGR
- 

### Sample Facilitation:

- Code & Activity Walkthroughs
- Mob Facilitation / Guiding
- Follow the Leader (mimic)
- Bootcamp (identified curriculum)
- Special time of day
- Special events (openspace, Lean Coffee, sharing day)
- Breakouts & intentional creation of class and group sizes
- Open Space
- Separate rooms for separate things (demo, coding, retro) (ex. gather town rooms)
- Retro often
- law of contributing: do you have something contribute, are you learning -> leads to self selecting group
- code retreat
- Videos
- Interactive Games, Scripts, Bots
- IDE based Refactoring / hot keys
- Start simple

### Sample Tools:

- GIT
- Video Conf (ex. Zoom )
- Gather Town
- Open Space
- AnyDesk
- shared Docs (ex. Google, )
- Group Journal
- Kanban Board
- cyber-dojo.com
- (wireless headset , tracking camera, OBS)
- multiple monitors
- shared white boards (ex. miro)
- remote ides (VS code & jetbrains)

Mob Programming  
[https://github.com/sidore/Talks/blob/master/Mob\\_Programming.md](https://github.com/sidore/Talks/blob/master/Mob_Programming.md)

Code cooking kata  
<https://twitter.com/techgreatness>



Polling Tools  
<https://www.mentimeter.com/>

From Chris Lucian study on Mob programming (uses a bot as tech coach)  
<https://chrislucian.info/mob-programming-with-a-bot-as-tech-coach/>

How memory works:  
<https://www.youtube.com/watch?v=jMguOrWhc&t=122s>



# SESSION TITLE: PARTICIPANTS:

## Practicing Agile vs "Delivering" Agile

Jason Kerney, Tina Silver, Peter Josic, Matt Plavcan, Jeff Weaver, Jay Bazuzi, Nazee Hajebi, Emily Rose, Keagan Parker, Cristi, Art Bergquist, Shy, Dustin Best, Stefan Isaacs, Trung Vo, Dan DiCamillo, Llewellyn Falco



Word  
Training vs  
Practice

Make a safe space  
for team to  
practice by saying  
"I am in control" for a time  
box.

Mob  
Programming  
Role playing  
Games

1. Close to  
reality as  
possible

2. Close to  
they are as  
possible

3. Check  
in on  
them



Teaching  
TDD in  
Legacy  
Code

Brain wants 1  
way  
something  
works or way  
more then 2

Convincing  
someone fails  
but asking  
someone  
usually works

There are  
things that  
just takes  
repitition

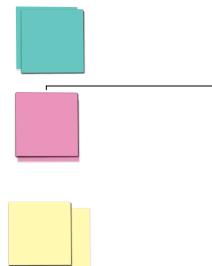
# SESSION TITLE:

# PARTICIPANTS:

Christy, Jay, Marius, Art, Sabath

Source for the annotation:

<https://github.com/RefactoringCombos/ArlosCommitNotation/blob/main/README.md>



Alternative learning paths: <https://github.com/RefactoringCombos/ArlosCommitNotation/blob/9a5724070cda8ad3761c073757a5fe8b6e0e6956/Learning%20Path.md#alternatives>

Learning Path: <https://github.com/RefactoringCombos/ArlosCommitNotation/blob/main/Learning%20Path.md>

# SESSION TITLE: PARTICIPANTS:

Does the Product Owner know how to manage the backlog?  
Is the team trained in Agile? Do they all know their role?  
Can you coach the team, and help remind them of the training they took?



How do we change the mindset of the people involved in the project?

How do we show the value of the Scrum Master to an organization that doesn't understand Agile

## Urgent vs Important Quadrant

URGENT	
DELEGATE	DO IT NOW
These are often tasks for others..  Re-asses, and if needed delegate to someone else.	These are the most critical tasks.  Prioritize according to urgency.
DO IT LATER	PLAN
These are non-productive tasks.  Delay or delete them.	These are strategic tasks.  Schedule time to plan and execute them.

Workshops. Run workshops with small problems and involve management in the process. Train them too.

How to work on gathering req's when the requestor doesn't have them

Arlene Peterson, Leif Allmeroth, Joel Robinson, Abner Amador, Stefan Isaacs, Tina Silver, Colin Hart, David Berninger, Dusin Best, Jeff Bellegarde, Joe Colombo, Mira Ensley-Field, Mitch Craig, Sharon Ching, Alison Braun, Celeste Dargent, Theresa Miller (Feel free to add any I missed!)



Meeting the customer need first (business flows) and then layer the legal/financial on top of that to make it "conform"

Is the customer involved in the requirements?

100% functionality for 10% of your customer base beats 10% functionality for 100% :-)

Start with one State at a Time (For Arlene's example)

Drive based on Value

Find an important stakeholder to help you

Just because a system is built one way doesn't mean it is right

Problem solving no matter what industry

Start asking why?

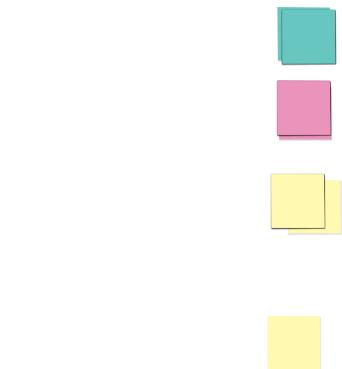
Adjust team if you don't have the right resources

Ask for volunteers to join the new "agile" team. Interview them to make sure they get it. Put them on your special project.

# SESSION TITLE: PARTICIPANTS:

## Agile Career Pathing

JB	Joel BC- Olympia, WA (me)	
	David Kehoe	
DW	David Whitlock	
ES	Elise Shapiro	
	Jeff Weaver (sponsorships)	
AF	Abby Folker	
CS	Christina Stodd	
DH	Debra Harlan	
HR	Heather Roach	
MM	Marielle Mooijekind	
MG	Michael Garvais	
	Michaela she/they (AONW board) (sh...	
o	oasp102	
	Ori	
	Rhea D Stadick	



## Agile Coaching Growth Wheel

### Self Assessment Miro Board

[https://miro.com/app/board/uXjVOB1\\_3\\_0=/?invite\\_link\\_id=218773848005](https://miro.com/app/board/uXjVOB1_3_0=/?invite_link_id=218773848005)

Article Proposing Some Skill Levels  
for various experience levels

<https://appliedframeworks.com/what-skills-does-your-agile-coach-need/>



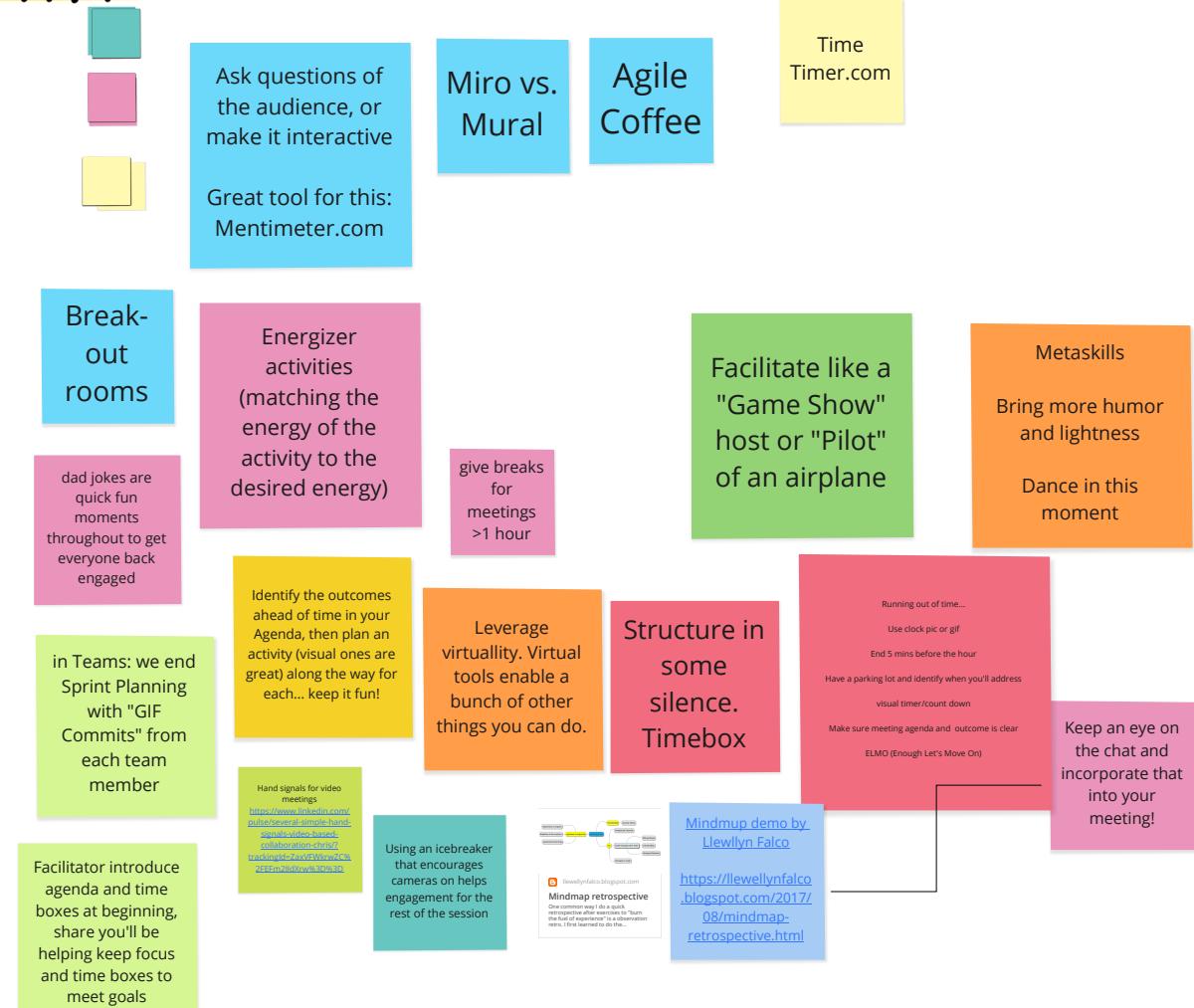
Joel BC is happy to talk at  
meetups or as a company  
Brown Bag on using the  
Agile Coaching Growth  
Wheel  
(jbancroftconnors@gmail.com)

# SESSION TITLE:

Facilitation Techniques. Let's share techniques that work well!

## PARTICIPANTS:

Heather Fohlin, ....



**SESSION TITLE:**

**PARTICIPANTS:**



# SESSION TITLE: PARADIGMS:

More than one acceptance criteria? same when statement - cohesive user story

Reflecting Storyboard Filmmaking in User Story Refinement  
as a Development Engineer - Craig A. Stockton

## User Story Refinement

### Description

As a role [who cares]  
I want [feature]  
so that I get [business value]



### Acceptance Criteria

GIVEN [data scenario/system state]  
WHEN [action/event]  
THEN [test subject validation]

### Functional Testing

WHEN [action/event]  
THEN [test subject validation]  
GIVEN [data scenario/system state]  
GIVEN [another data scenario/system state]  
Given an account that has been deactivated  
Given an account with an expired subscription

### Exploratory Testing

### Test Suites

**Smoke**  
Acceptance  
Release  
Deployment validation

### Example

Given invalid credentials  
When login page is submitted  
Then an error msg is displayed on login page

When login page is submitted  
Then an error msg is displayed on login page  
Given invalid credentials  
Given an account that has been deactivated  
Given an account with an expired subscription

User Story **Cohesiveness**  
(only one 'When' action or event per story; only one subject of your 'Then' clause)

# SESSION TITLE:

# CAN YOU HAVE MUSIC WITHOUT INSTRUMENTS

## PARTICIPANTS:

Michaela Garret Aki Stefan

## ABNER AMADOR



### Can you have music without instruments?

Music as a metaphor for the Art of Collaboration in Agile



If you have music in your head, is that really music?



[www.wnycstudios.org](http://www.wnycstudios.org)

Musical Language | Radiolab | WNYC Studios

We can make links between music and language, and turn to physics and biology to see how sound becomes feeling.

When Hiring a for Session Musicians  
arts over Rockstars

We want everyone to be  
with the band right team

What if the Agile  
methodologies  
are working as a  
team.



Agile = Agile Manifesto and Principles? No instruments required.

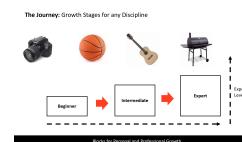
### Main Ideas

- Minimal Structures
- Improvisation
- Harmony
- Energy
- Vibe

HIRING??  
Rock Star vs Session Musicians  
Can you play anybody  
Pick up the beat  
Not the showy center piece

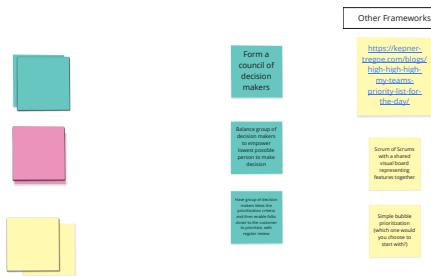
Pierce Anthony (Book)  
Main Character - Competition

Abner Amador | Amplify Consulting Partners | AONW 2022  
Email: abner@amplifyp.com | LinkedIn: @abneramador



# SESSION TITLE: PARTICIPANTS:

The ART of portfolio/program prioritization - A conversation about what has worked and not worked  
- Jeff Brinkerhoff



## Common Prioritization Frameworks

### Value vs. Effort/Complexity

How it works

- Prioritizes projects by calculating a ratio of initiatives and quantifying them using value and effort/score.
- Collaborative scoring backed with as much applicable data as possible



### Kano

How it works

- Must-be features that must be delivered for customers to consider it
- Attractive features that bring delight & satisfaction
- Attractive: these features add extra delight & satisfaction, but their absence doesn't leave customers unhappy
- Delightful: features that have little to no impact on value
- Revive: features that are actually annoying to customers

slalom

### RICE

How it works

- Measures the number of people that will use the feature and usually involves product metrics like Daily / Monthly Active Users (DAU, MAU).
- Impact: 3-means, 2-high, 1-medium, 0.5-low, 0.25-minimal
- Confidence: how sure you are about the feature's high confidence, 100-medium, 50-low
- Effort: how true requirements define the feature (high priority, low priority)



### WSIF (Weighted Shortest Job First)

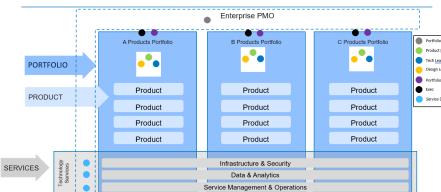
How it works

- Cost of Delay quantifies how much opportunity cost the company incurs by delaying the work
  - User business value + Time criticality + Risk reduction
  - All variables are relative weights
- All variables use relative scoring
- The higher the score, the higher the priority

$$\text{WSIF} = \frac{\text{User business value} + \text{Time criticality} + \text{Risk reduction}}{\text{All variables}}$$

When we tried RICE, (see where we are) instead of 1, the numeric focus missed out on 'pet projects' - which were checked enough overhead

## Portfolio Structure



slalom

4

# SESSION TITLE: PARTICIPANTS:

Agile Coaches or imbedded Scrum Masters?

Stefan

I love this! this is almost like being "agile" with which responsibilities belong to who - if a software team's leadership (say, a manager, a scrum master, a product owner, etc) is agile, then day-to-day they can share the current state of the work at hand, and negotiate what will be completed and who needs to help with what

Agile  
Facilitator

It's wonderful when you start having the team asking you questions rather than you "pontificating" onto them.

So, question for consideration: How do we make the value visible?

Part of the root problem is that these companies don't see how the dollars spent on scrum masters translates to added value.

It was Michael James,CST-  
<https://scrummasterchecklist.org/>

Need to know the context of the value

[Https://  
AgileFlu  
ency.org](https://AgileFluency.org)

[https://agi  
lityhealth  
adar.com/](https://agilityhealthrada.com/)

Team Field trip - Show - Don't tell

Lyssa Adkins "Coaching Agile Teams" is based on that concept Art. When she says Agile Coach, most of the time she is talking about what we generally call Scrum Master today.

Agility Health, let me mention the Agile Fluency Model, which helps teams and organizations plan and support learning journeys.

Practicing  
Agile vs.  
Delivering

SESSION TITLE:

Stefan

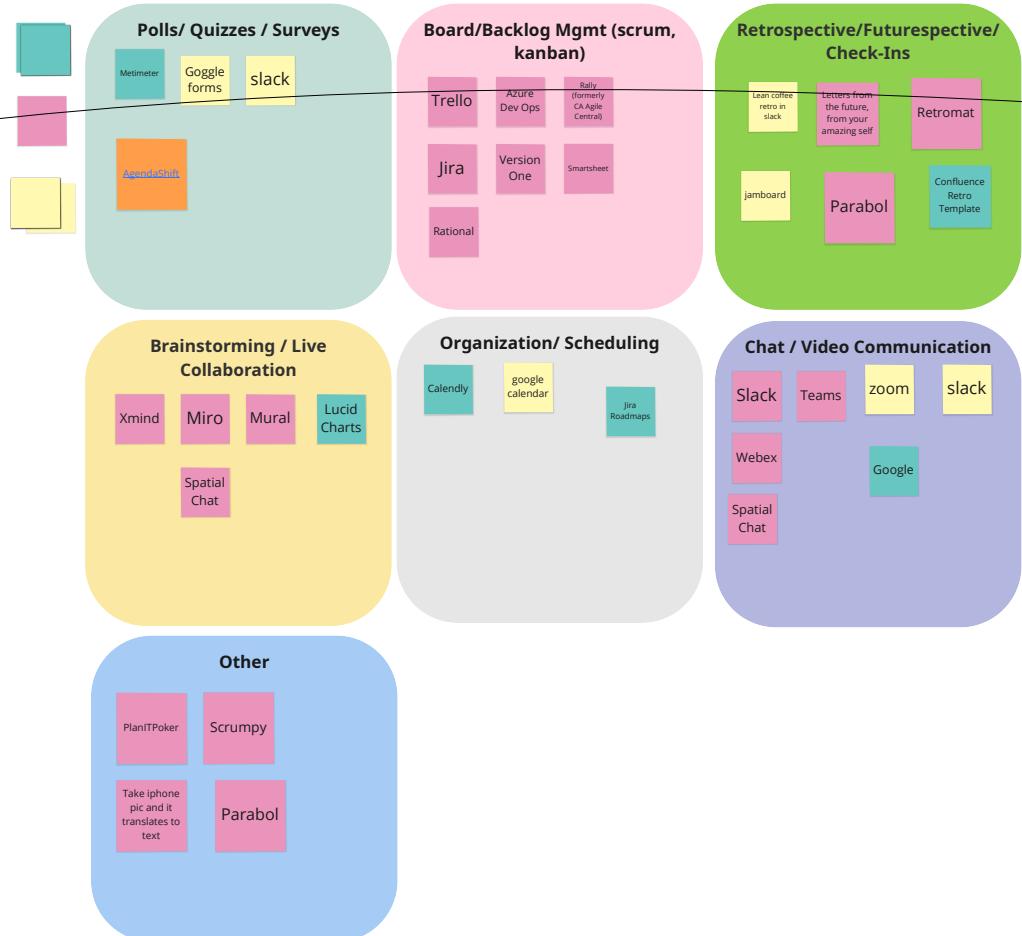
Tina

PARTICIPANTS:



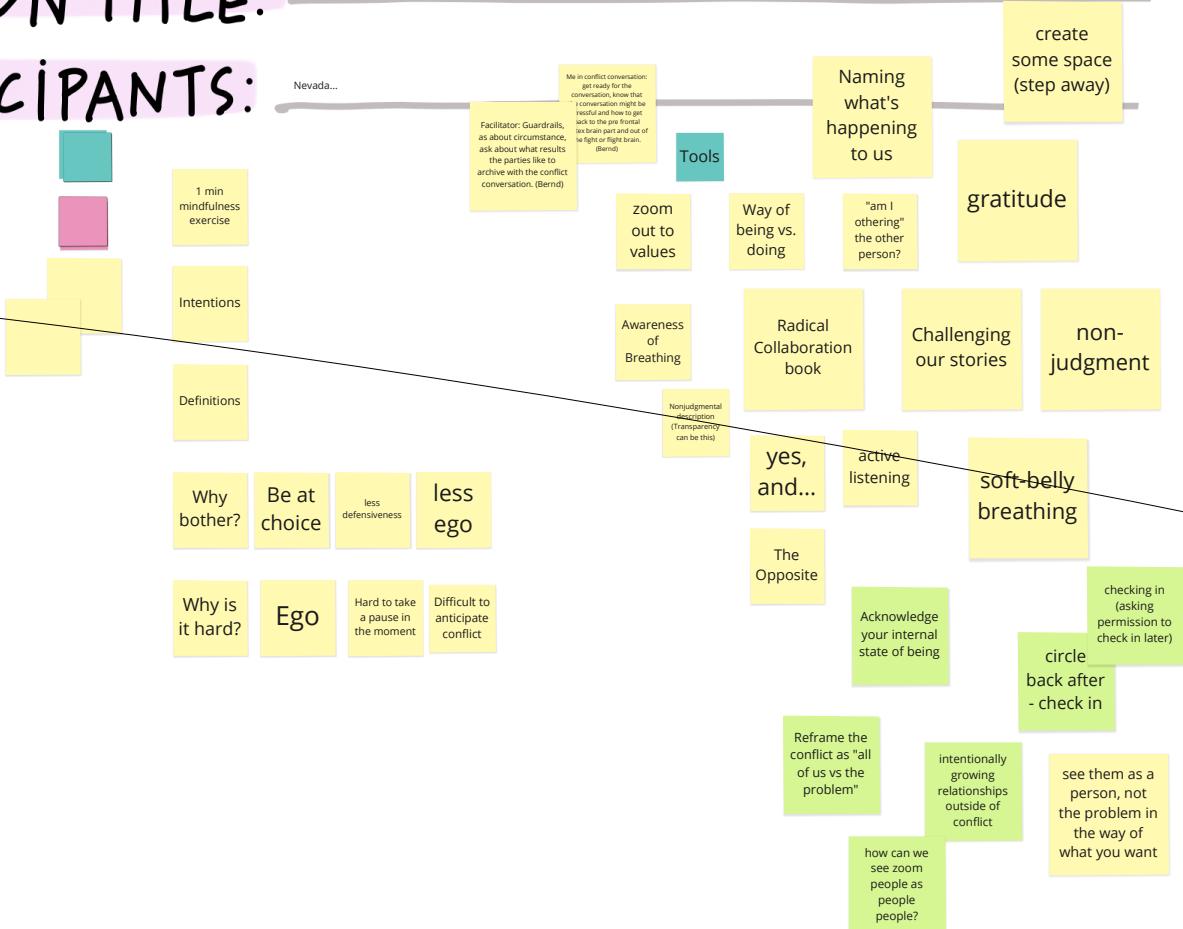
# SESSION TITLE: Exploring the "Tools" of Agile Art: What, Why, & Where

## PARTICIPANTS: 15



# SESSION TITLE: PARTICIPANTS:

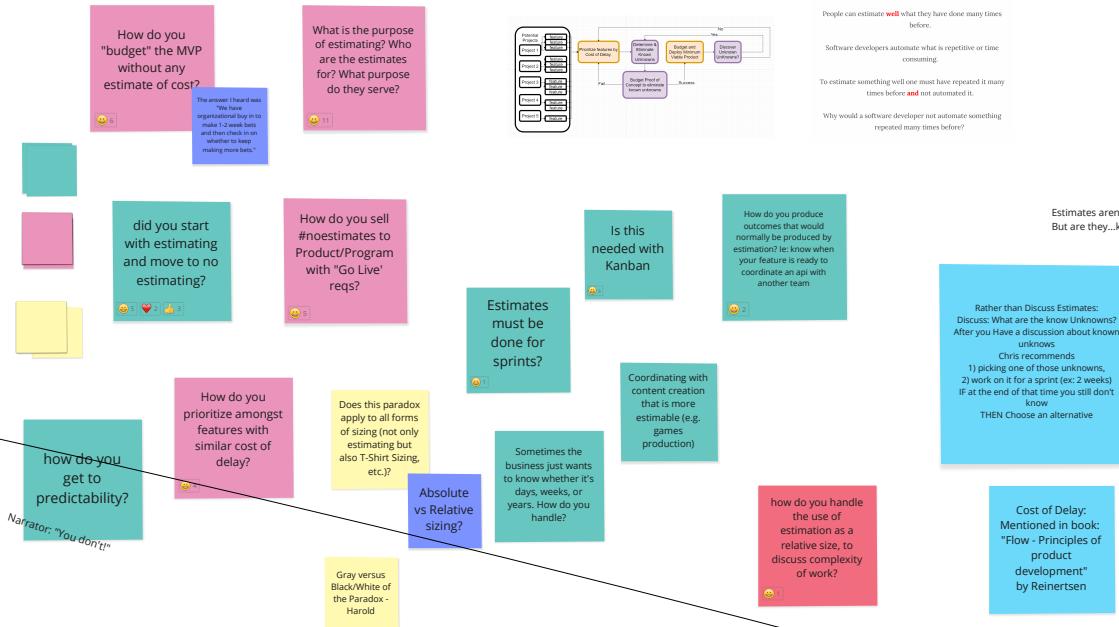
Art of mindfulness in conflict



# SESSION TITLE: PARTICIPANTS:

## Software Estimation Paradox

Chris Lucian



Unlearning vs.Learning (Techniques) - Matt Plavcan

SESSION TITLE:

PARTICIPANTS:



Skeptics  
Roundtable

Effectiveness of  
Science Khan  
Academy:  
<https://www.youtube.com/watch?v=34lg4wNqt0>

Damon Centola - How  
Behavior Spreads: The  
Science of Complex  
Contagions  
<https://www.youtube.com/watch?v=34lg4wNqt0>

Dan Ariely  
<https://www.youtube.com/watch?v=tPBFlxnbDw>

Cognitive biases  
<https://www.visualcapitalist.com/50-cognitive-biases-in-the-modern-world/>

<https://sloanreview.mit.edu/article/the-truth-about-behavioral-change/>

"Conscious  
Business" by Fred  
Kofman  
  
Learners vs  
Knowers

The Paradox  
of Choice  
- Barry  
Schwartz



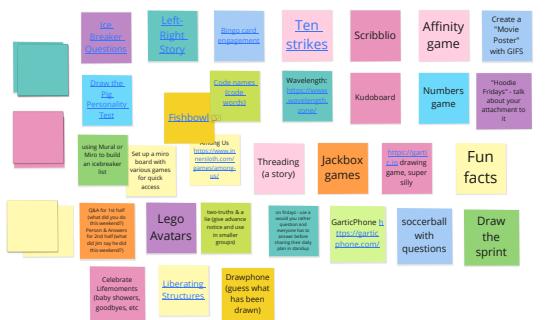
# SESSION TITLE:

Sharing Remote Team -Building ideas & Icebreaker techniques

# PARTICIPANTS:

Lorie  
Gordon  
Stefan  
Isaacs

## Toolbox



## Tips

allow people to "Pass"  
Create a "Movie Poster" with GIFs

Make a quick explanation for why we are doing the icebreaker

Art can loosen up the activities

Start brainstorming for a "Brain Dump" and have people already thinking to make it easier to come up with ideas

## Sites with great ideas



Lean POker - Llewellyn, Brian Lars, Diana

SESSION TITLE:

PARTICIPANTS:

The competition aspect was helpful to get us to focus on Effective CI/CD because it gets teams to focus on trying



<http://leanpoker.org>

# SESSION TITLE:

# PARTICIPANTS:

## Agile Q&A Experiment

This is a chat management experiment for answering agile questions. We are the guinea pigs.

### Attendees / Process Starts

- Post in Slack a sample agile question from the list at the end of this document.  
(Respond to any questions from Volunteers.)

### Volunteers / Answering Questions

- ACKNOWLEDGE Attendees in their thread,

*Estimated Resolution Time: X minutes*

(X equals the channel's "unread message" number plus 10; Respond for clarification to any ambiguous question.)

- OPEN POST FORM, <http://brucetest1-env.eba-xg3v72hi.us-east-1.elasticbeanstalk.com/formpage>
- DRAFT AN ANSWER in the POST FORM for a Slack question of your choice. (Return to a new form from the POST LIST or RESPONSE LIST. Further instructions are [here](#).)
- ACKNOWLEDGE in Slack again, and every 5 minutes,  
*Thank you for your patience. We are looking for your answer, and will reply here soon.*
- OPEN RESPONSE LIST in a new tab or window, <http://brucetest1-env.eba-xg3v72hi.us-east-1.elasticbeanstalk.com/responses>
- COMMENT in Slack to any Attendee's question using Moderator's Final answer in the RESPONSE LIST. (Refresh the page frequently. Further instructions are [here](#).)
- PIN unique comments, adding the TOPIC.

### Moderators / Curating Answers

(Moderators do not communicate directly with Attendees in Slack.)

- OPEN POST LIST, <http://brucetest1-env.eba-xg3v72hi.us-east-1.elasticbeanstalk.com/formpage/posts>
- OPEN RESPONSE FORM in a new tab or window, <http://brucetest1-env.eba-xg3v72hi.us-east-1.elasticbeanstalk.com/subformpage>.
- COMPOSE FINAL ANSWER after copying Volunteer's information from the POST LIST to the RESPONSE FORM. (Further instructions are [here](#).)

## Agile Q&A Experiment

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- OPEN RESPONSE FORM in a new tab or window, <http://brucetest1-env.eba-xg3v72hi.us-east-1.elasticbeanstalk.com/subformpage>.
- COMPOSE FINAL ANSWER after copying Volunteer's information from the POST LIST to the RESPONSE FORM. (Further instructions are [here](#).)

SESSION TITLE: \_\_\_\_\_

PARTICIPANTS: \_\_\_\_\_



Art questions everything; let's question defect management  
- Craig A. Stockton

## SESSION TITLE:

## PARTICIPANTS:

### Definitions of a defect:

- risk analysis determines whether something is a defect (impact/probability)
- something contributing to a negative experience in the product
- unanticipated behavior (correctness of system crash)
- discrepancy between expected and observed behavior
- defects are those things we intend to prioritize into work to be done

### Definition to Consider:

- A defect is anything which **would block deployment of a Release to Production** -- if that's true, fix it now, don't document something to be fixed at a later time
- A defect is anything which **would block Acceptance of a User Story** -- if that's true, you MUST fix it now, don't document something to be fixed at a later time

**Anything NOT meeting one of those two definitions is a User Story**, to be added to the backlog and prioritized (maybe to the top, but treated like a feature request).

# SESSION TITLE: PARTICIPANTS:

Navigating Software Teams with no Technical Expertise - Christina Stodd

Speaking the language "a little bit" goes a long way

Build up allies on your team who you can ask specific questions

find a technical ally on the team (i.e. someone like me) who wants to help raise the team's technical skills

Ask the team what they want to be held accountable for

Be comfortable asking the team to explain things - don't be nervous to ask

A lot of skills from different industries transfer

Kata = programming exercise

What questions do you forget to ask that you want me to ask?

Teams appreciate vulnerabilities

<http://www.sammancaching.org/>

Ignorance is a tool - use mirroring

The problem is backwards - developers should be able to speak in English about their issues

Don't downplay that we have expertise as well

Don't try to fake knowledge, be authentic - devs will know

Don't say sorry (especially for a woman)

"I don't have experience in [SQL] can you explain that ...."

CS Christina Stodd (Me)

Jeff Scott (he/him)

SS Seth Silvernail | He/Him | SEA

Becky Moshenek

FA Franz Amador1

Davina Mavuwa

Katy Lidster (she / her)

Jason Sacks\_Unify

JH Janine Harris

Matt Plavcan (PDX)

SQ Sarah Quinlivan

Emily S

TE Tara Elford

Alexander

LL Liz Lee (she/her) | PDX

DW David Whitlock

HH Hao Ha

J James14

JM Julio Melendez

SM Saundra Monroe

CD Celeste Dargent

AP Arlene Peterson

S Sireesha

TM Theresa Miller

SH Shy (he / him, SEA)

A Annie9

LH Luke Hatakeda

O oasp102

Michaela she/they (AONW board) (she or they)

SESSION TITLE:

PARTICIPANTS:



# SESSION TITLE:

## PARTICIPANTS:

Learning - Is there time with all the other meetings

lars, jay, diana L, diana S, michael K, dee, stefan I, Jamie G, Jeff W, Joel R, wills d, peter J, tina B, mark C, Shy, david B, mitch C, evlijn, art B, david K, christy d-g, alan t, thomas c



"I am going to do learning activities at this time. Anyone who wants to join me is welcome." - Jay B

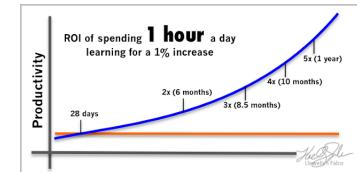
"We need so much learning that constraining to only learning hours will not be sufficient. We must be learning all the time." Diana Larsen

Upcoming Book (c Sept) -\*Lead without Blame: Building Resilient Learning Teams\* by Diana Larsen and Tricia Broderick



Llewellyn Falco: ROI of Learning Hour

<https://llewellynfalco.blogspot.com/p/infographics.html#ROnLearningHour>



**SESSION TITLE:** \_\_\_\_\_

**PARTICIPANTS:** \_\_\_\_\_



# Building Trust, Myths & Realities

## SESSION TITLE: PARTICIPANTS:

Kelly Michael Kelly Joel Robinson Philippe Bach Lorie Gordon David Emerick Brent Miller Franz Amador Becky Moshernek Korede Jeff Scott Abner Amador

Experience: they do what they say they'll do

Trust isn't binary – it's not even a linear spectrum. It's a wide open field

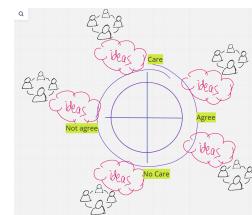
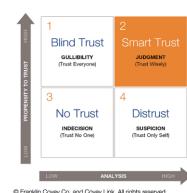
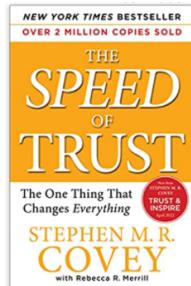
Trust is built in layers

Book: "Humble Consulting"  
Author: Edgar Schein

Trust bank grows or shrinks based on shared experiences



Stephen Covey's book *The Speed of Trust* breaks down the elements of what trust is based upon. It's a great read!



### The 5 Waves of Trust



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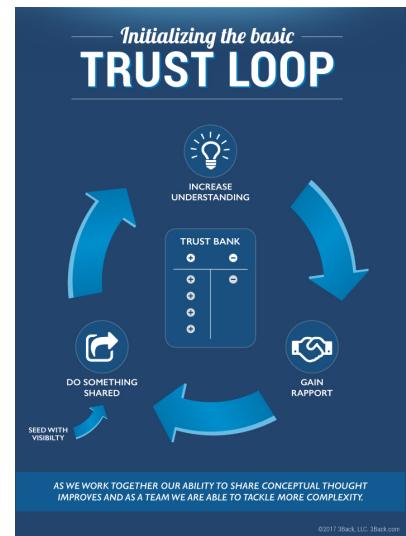
Safe Environments to fail?

"With that I'm in"  
1 good at home  
1 good at work  
1 bad at home  
1 bad at work  
(5min / person)

"Liftoff" book Diana Larsen



We give others an invisible gun and it is our responsibility to remove it.



# SESSION TITLE: PARTICIPANTS:

"Nobody Ever gets Credit for Fixing Problems that Never Happened" - how do we fix this?

Mike Clement, Jay Bazuzi, Mike Barber, Arlene Peterson, Willis Day, Saundra Monroe, Dennis Driscoll, Elise Shapiro, Llewellyn Falco, Bruce Phenry, Jeff Bellegarde, Jason Kerney, Troy Fever, Harold Shinsato, Colin Hart, Anne Jones<sup>1</sup>, Ilana Trager, Russ Hudgin, Parker Barrett<sup>1</sup>, Rhea D Stadick, Alan Ta, Keegan Parker, Carmen Ing, Walter Cambell



"Firefighting culture and the arsonists that go with it"

After each fire / corner cutting / emergency, we have a rule that we must spend more time on Safeguarding than we saved in by expediting.

Safeguarding: A step-by-step guide  
By Jay Bazuzi, John Weber, Jay Becker, Bill Gandy, and others. Jay Becker and Bill Gandy are the authors of the book "Safeguarding: A Step-by-Step Guide".

What is Safeguarding? (A definition)  
Safeguarding is the process of identifying potential risks and taking steps to prevent them from occurring or becoming worse. It involves creating a safe environment for people to work in, ensuring that equipment is maintained and repaired, and following safety procedures.

## Nobody Ever Gets Credit for Fixing Problems that Never Happened:

CREATING AND SUSTAINING PROCESS IMPROVEMENT

Nelson P. Repenning  
John D. Sherman

**H**ow much would your organization pay to develop manufacturing processes that were 10% more efficient? What about a 20% savings quality program be worth to your company? How about Harley-Davidson's ability to tap into the hearts and minds of its customers or Dell's ability to manage its supply chain? Most firms are working aggressively to develop these and similar capabilities through process improvement. The total value of U.S. companies on management consultants and training in 1997 was over \$100 billion, and a sizable fraction went towards efforts to develop operational capabilities matching those of the best firms in their industries. In addition, the academic and consulting community has responded quickly to changing customer needs, the drive toward improvement has become a way of life in corporations today. There is only one problem. Despite these vast expenditures, and notwithstanding dramatic successes in a few companies, few efforts to implement such programs actually produce significant results.

Consider, for example, Total Quality Management (TQM). In the 1980s most business school faculty argued that TQM was the answer to all of a U.S. firm's woes. Consultants and business school faculty preached its virtues and managers made pilgrimages to companies with award-winning quality programs. By the mid-1990s, however, TQM was considered passé. Academics had moved on to other topics, TQM received little mention in the popular business press, and articles that did mention it usually did so in a negative context. TQM

Was it really necessary to be the 10th best in the world? Jay Nelson P. Repenning and John D. Sherman argue that the answer is no. Instead, they present a new approach to process improvement that can make a real difference.

04 CRAFTING MANUFACTURING REVIEW VOL 24 NO 4 SUMMER 2012

Tailboarding:  
<https://medium.com/@joshuakerievsky/tailboarding-1909f7e8f6bc>



Tailboarding  
Pre-Work Hazard Analysis

## Made to stick

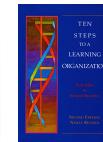
<https://www.amazon.com/dp/B000MGBNM6/>



## The Infinite Game

Simon Sinek

<https://www.amazon.com/Ten-Steps-Learning-Organization-Revised/dp/0915556324>



The Pain Snake:

Every time the team hits some frustration of friction, put a sticky on the wall. Let it snake back and forth on the wall. Use this as input for deciding what underlying problems to fix + document that they don't happen any more.

## Steps and Schedule

1. First alone, then in your group, complete the first of the following two steps:
2. First alone, then in your group, complete the rest of the following two steps:
3. Now, as a group, discuss what is going to stop what is happening.

How are we going to stop what is happening?

- Be as concrete as you can.
- Be as specific as you can.
- Be as measurable as you can.

[www.liberatingstructures.com](http://www.liberatingstructures.com)  
Liberating Structures - 6. TRIZ  
Making Space with TRIZ \* Stop Counterproductive Activities and Behaviors to Make Room for Innovation (35 min) - Set of creation is first an act of destruction. - Pablo Picasso What is made possible? You can clear space for innovation by helping a ...



[jbazuzicode.blogspot.com](http://jbazuzicode.blogspot.com)

## Releases per bug

Traditional teams count # of active bugs# and # of bugs fixed per week and the like. These drive the wrong behaviors, rewarding cra...

## Internal v external problem:

Problems that used to happen but don't any more vs. problems that never happened at all

# SESSION TITLE:

## PARTICIPANTS:

10:30 Art of Agile with part-time or volunteer teams  
that don't work in the same place & hours -Sara Clark

Sara, Tina, Katy, Alex, Evelijn, Janine, Luke, Nevada, Jean, Emily, Andrea, Jeffrey, Mitch, Rachna,  
Korede, Steve

Examples of part-time/volunteer distributed teams/ Our contexts:

ScrumMaster  
with no  
dedicated  
team

Starting a .org for  
incremental steps to help  
decrease carbon  
output. Interested in  
learning how to work  
with VERY small team.

People with digital  
marketing "day  
jobs" coming  
together for a cross-  
cutting program to  
operationalize  
testing

Higher Ed  
- student  
teams

Volunteer  
Cooperative

Tiny company just  
starting Agile  
journey - part  
time developer, 1  
BSA/scrum  
master

Staying flexible with ceremonies.  
Aka we don't adhere to a perfect  
"standup everyday" type of  
schedule that you'd see in a  
perfect scrum team. We meet  
less throughout the week but  
folks know it has to be more of a  
priority as a result

Agile Practices that have worked well:

Clarity on  
outcomes &  
group  
accountability

Asynchronous  
communication  
<https://about.gitlab.com/company/culture/all-remote/asynchronous/>

Pre-negotiate  
explicit shared  
working times

Really using  
feedback from  
retros to listen  
to the team

Questions:

Flexibility in applying  
the Agile practices.  
Combine  
ceremonies, allow  
offline stand-up  
updates, ...

Dedicated  
resources  
  
Daily  
Standups  
same  
time/link

Software  
for Backlog  
  
Keep  
ceremonies  
focused and  
productive

Stand up  
meetings  
hard/impossible  
  
when bandwidth is  
thin, the first two  
things out the  
window: continuous  
improvement &  
self-organization

Agile Practices that have NOT worked well/Challenges:

LOL @ people's  
calendars (aka  
double-booked  
and too busy)

Making teams  
bigger to account  
for less than fully-  
dedicated team  
members

Sprints  
commitments are  
difficult when  
folks have other  
work pulling them

How do we  
manage the  
tension between  
Flexible and Fixed

Make sure to do  
"storming", some  
working together  
"stickier" / more  
fixed teams

The Agile principle of:  
"The best architectures,  
requirements, and  
processes come from  
self-organizing teams"  
comes to mind

What about  
operating without people  
having the  
training?

Is  
kanban  
better?  
  
Leave out  
jargon!

Resources

DAO ==  
decentralized  
autonomous  
organization  
  
eg:  
Extinction  
Rebellion

Loom -  
async video  
sharing

Murmur - (in  
dev) async SaaS  
for making  
decisions/worki  
ng agreements



Do you need to REALLY believe in the product In order to be an Effective team member

# SESSION TITLE: PARTICIPANTS:

ex: supporting team members that do not believe in the product  
the team member did not believe in the product...

Tommy Team member: believes there is a market for the product AND  
Tommy believes the product is evil

Betty team member  
believes people need it AND  
Betty would never use it

Need to be committed to something - could be committed to helping the team

there will be bettys, dont try to convince betty to yse it

what benefits does Betty Bring?

Looking for passion in working together  
**Over** Looking for passion with the Product

Helping people fall in love with the problems not the solutions

Personally, I love strawberries with cream, but for some reason the fish prefers worms.

That's why, when I go fishing, I'm thinking notabout what I love, but about what the fish love.  
– Dale Carnegie

the PO

notes:

PO being attached to a problem or attached to a Solution cultivate curiosity.

When should we be passionate? passion about working with each other  
I all love is the PROBLEM rather than the solution  
In communication and goal setting agree on who we are trying to help what are their SPECIFIC problems

understand the Biz goals

Does everyone else have to feel the same about the problem?

OK to have diversity in our FEELINGS about the problem  
BENEFIT of people who feel differently  
<helps us empathize with MANY potential users>

feel empathy for the people using the product

david:  
Alignment - how much do we need to make a great experience

Focus on the Value  
the value that

I can believe there is a market and work on it even if I would **not** buy/use this product

Need to believe there is a market for the product

Discovery is valuable. Build what customer wants and needs- you won't find success if you build things no one wants

Understand "why"  
what you are creating is important to the customer and the company

When you enter Discovery- don't go in with a solution- Listen to guests and input and get feedback.  
Remember what you think guests want could be wrong

You can only control yourself and how you feel. You can't "make" others feel passionate about something

Increasing curiosity for the engineering team, as opposed to passion

I can believe in a product and that it has a market, even if I would never use it

diverse feelings about the problems at hand is totally appropriate for a team

Allowing the engineering team to uncover a solution to the product owner's problem instead of the product owner prescribing a solution

supporting team members who DON'T believe in a product - like, ethically opposed to the goal of the product! need to understand the goals of the company to be effective

cultivating empathy for those that use the software being built, versus passion for the product

the cognitive dissonance of working on something that you think is evil/ethically wrong even if there's a market

# Checking off the Agile Box

*Working with an org that is new to Agile*

**SESSION TITLE:**

**PARTICIPANTS:**

What pitfalls to avoid when working with an org that is new to agile?

Why are these pitfalls? What the impact if they happen?

Collecting too many requirements before acting

Waterfall - this task cannot start before another task is complete

Experimentation culture: do we have it?

What questions should we be asking ourselves to identify if we are currently in a pitfall?

What are some best practices you can share for working with an organization that is new to agile?

Workshop estimation so everyone understands it and underlying principles

Experimentation based culture

Part of agile is maximizing the work not done

Let the team learn and work it out before tweaking. Fail fast and experiment to let the team feel empowered

Clarifying each meeting's purpose

holistic re-evaluation of our goals

Recommend you look at the Agile Fluency Model - Diana Larsen can point you in the right direction.

Liftoff: Start and Sustain Successful Teams (2nd Edition) Diana Larsen, Ainsley Nies

I love <https://agilityhealth.com/> to establish a baseline and measure progress toward better Agile.

Fundamental needs to be "why are we doing agile"

What problems are we trying to solve?

Strong vision of what we want our org to look like will help us get there

Optimizing meetings come after our fundamental purpose and goal is clear

What do we all agree is a great standup or refinement, etc

<https://institut-eagility.com/ai-d-diagnostic/>  
AID Diagnostics

What is our true desired state of being?

Frame out Current state, desired state

Letting the team try (and possibly fail) on their own helps them to feel empowered

A Scrum Master by any other name (Semantics of names in Scrum)

**SESSION TITLE:** \_\_\_\_\_

**PARTICIPANTS:** \_\_\_\_\_

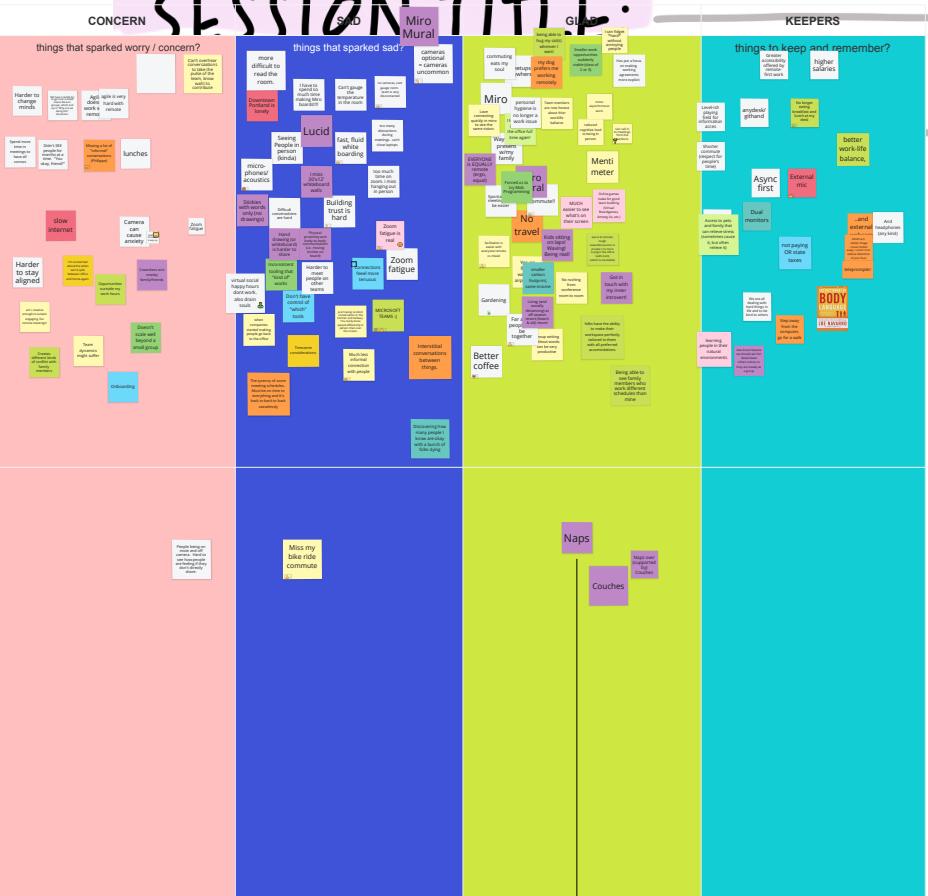
<https://medium.com/@shandmervin/changes-scrum-master-or-not-to-change-scrum-mastership-the-question-is-not-debate>

<https://cdm.lnk.to/2020/06/lets-dump-master-slave-terms/>

From UW  
<https://itconnect.uw.edu/work/inclusive-language-guide/>

## Remote is making agile better...

SESSION TITLE · SARD Miro GLAD



**SESSION TITLE:**

**PARTICIPANTS:**

# SESSION TITLE:

Everything Mob Programming Q&A and learning

- Brian Berzins

# PARTICIPANTS:

Mob programming -

Example Jason - 7 days new to a mob  
went really fast

Q: what are  
the pros and  
cons of mob  
programming?

Q: Is mob  
programming  
derived from  
XP?

osmotic communication

**MOB PROGRAMMING:  
THE ROLE PLAYING GAME**  
**Mob Programming RPG**

Mob  
Programming  
RPG

Pros:  
1. Consistency  
2. Leveling Up Team  
3. Higher Code  
Quality  
4. Fun

Cons:  
1. Requires people  
to have/get the skill  
in crucial  
conversation

Yes and no. Mob  
programming  
evolved from pair  
programming  
however, XP has  
now included it.  
💡💡

Pros:  
learning

possible CON:  
impossible to rate  
individual  
performance  
when you mob  
fulltime

Approach:  
nominate peer for  
promotion and  
PROVIDE a story  
to support it

Mob Maintains  
OWNERSHIP of  
the product  
And  
People move in /  
out of the mob

Is someone  
ever ejected  
from the  
Mob?

yes, if they  
dominate  
mob

each person  
speak about  
the same  
amount of the  
time

#MobProgramming

Do more  
interpersonal  
training than  
tech training  
(at least 50%)

<https://liveingreatness.com/>  
<https://jay.bazuzi.com/Mobbing-Pattern-Language/>

# SESSION TITLE: PARTICIPANTS:

Agile is a 4-letter word

Jeff Weaver and friends!

How/when  
do you see  
this  
happening?

Why do  
you think  
this is?

What (if  
anything)  
should we  
do about it?

Cultural  
issue/Mindset

Confusing  
Agile vs  
Scrum

Agile ==  
Scrum?  
No!

Solve the  
problem vs  
dissolve it vs  
embrace them  
- Russell Ackoff

Being agile  
before  
doing agile

Sometimes the  
org is not ready to  
support the social  
experience of the  
team

Is it anti-Agile  
or anti-specific  
workplace  
experience?

Agile has  
been a 4-  
letter word  
from day 1!

Agile is art - not  
paint-by-numbers.  
Learn the craft, and  
then build on it and  
make an impact

Define  
terms first  
like Agile,  
Waterfall

Use Agile as a  
curse toward  
the end of  
reclaiming it

Pressure  
to  
deliver

Social  
justice

Problems like:

"Scrum doesn't work"

"Agile is dead"

"Agile teams aren't accountable, don't plan, don't deliver"

"We need a new agile manifesto"

2 ways to deal  
with problems:  
Solve it  
Dissolve it

# SESSION TITLE:

Effective Retros

# PARTICIPANTS:

Visual  
Thinking  
Strategies

Don't ask what  
is wrong. What  
can we change  
to make our  
lives better?

More frequent  
retros. No  
crossing  
weekends.

Try things  
you think  
will make  
you worse.

@contributor:  
How have you  
used this  
resource?

haven't  
even heard  
of it before  
this.

Retrospective  
Smells

Retrospective  
Antipatterns

A team I knew used to have a kudos jar.  
Throughout the sprint you could walk over to the  
scrum masters desk, anonymously write a thank  
you/shoutout/fun note and put it in the jar.  
They'd be shared at the start or end of retro and  
the team really looked forward to it. You got to  
keep the note if it was about you. Always thought  
it was pretty cute and fun

**SESSION TITLE:**

Using DISC assessments to improve comms/trust on teams

**PARTICIPANTS:**

<https://www.discprofile.com/>

<https://www.manager-tools.com/products/mtdisc-profile>

SESSION TITLE: \_\_\_\_\_

PARTICIPANTS: \_\_\_\_\_

Room

42

How to move from a primary focus on deadlines to focusing on value delivered. -Alexander

## SESSION TITLE:

## PARTICIPANTS:

Made to Stick  
<https://www.amazon.com/dp/B000MGBNM6/>

How/where to visualize when bugs didn't get introduced?

use a "pain snake" to visualize bugs that are no longer occurring and/or new bugs that are trending

The infinite game  
<https://www.amazon.com/dp/B000MGBNM6/>

DevOps culture: Westrum organizational culture  
<https://westrum.org/culture/>

Liberating Structures  
<https://www.leanagileculture.com/making-space-with-triz/>

Pre-Work Hazard Analysis  
<https://medium.com/@ashoklangsky/railboarding-1909f7e8f6c>

Cone of Uncertainty

# SESSION TITLE:

## PARTICIPANTS:

Can we make  
agile chef  
instead of  
recipe  
followers

What ingredients  
are missing from  
our agile pantry  
for what we want  
to cook this  
sprint?

<https://growsmethod.com/>;  
GROWS  
method

Groupworks  
card deck -  
pick to turn it  
up or down

Art happenings  
cookbook: <https://www.vital5productions.com/nov-page>

<https://www.liberationstructures.com/>  
Liberating  
structures

What  
exposes  
surprising  
truths?

<https://silasp.com/resources/agile-games-for-remote-teams/>  
Agile games

Oracles  
exercise

**SESSION TITLE:**

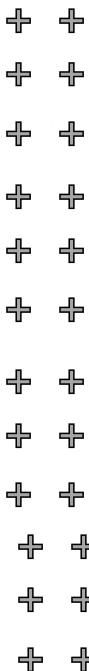
**PARTICIPANTS:**

# SESSION TITLE:

12:00 Coach training and certification info (CTI & ORSC)

## PARTICIPANTS:

## TOPICS



## DISCUSSING

## Deciding whether to self-fund coaching training / certifications

DONE



# SESSION TITLE:

12:00 Don't Fork your Tribal Knowledge. - Michael Wolf

## PARTICIPANTS:

Aki, Jay B, Mike C, Bruce P, Wolf, Ilana T, Rhea D-S, Troy

Docs won't stay up-to-date unless you use them.

Checklists are more likely to actually be used.

On-boarding docs are the best maintained because they get used.  
New hire goes through on-boarding with a buddy -- and becomes the buddy for the next person.

Mobbing means shared knowledge

No one cares about the backup -- they care about the restore.

When the manual steps are more visible, they're more likely to get automated.

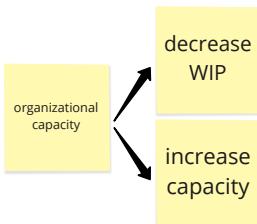
How do we make it so that the document isn't necessary?



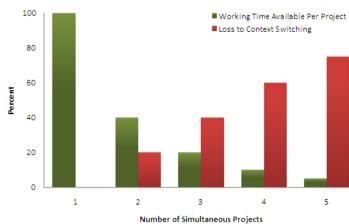
# SESSION TITLE:

# PARTICIPANTS:

# Time Shred



For meetings I suggest including the meeting's Purpose/Outcome and Agenda in the meeting invite. Helps people be prepared and meeting more efficient



Treat symptom or root of problem

Meetings vs Work Sessions

Asynchronous communication strategies: prioritize Confluence documentation and post short videos of demos

Flow research: Mihaly Csikszentmihalyi  
<https://www.amazon.com/FLOW-Psychology-Expert-experiments/dp/0061330202>

Article: "Team flow is a state associated with enhanced information integration and neural synchrony."  
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6206129/>

Here is the video about multitasking and the productivity you loose on switching context. Henrik Krbek example 10 vs One Piece Flow Example  
<https://www.youtube.com/watch?v=qkxqfzqfzQ4>

Maker vs manager schedule:  
<http://www.paulgaham.com/makerschedule.html>

W en.wikipedia.org

### Zeigarnik effect - Wikipedia

Named after Soviet psychologist Bluma Zeigarnik, in psychology the Zeigarnik effect occurs when an activity that has been interrupted may be more readily recalled. It postulates that people remember unfinished or interrupted tasks better than completed ...



#### Multitasking

Timing: 10 minutes

Instructions:

1. How many seconds does it take you to write 39 digits?
2. Round 1: Write each series from 1 through 13, one digit from each series at a time:
  - 1, 2, 3, 4, 5, 6, etc
  - A, B, C, D, E, F, G, etc
  - J, L, III, IV, V, VI, etc
3. Round 2: Write each series from 1 to 13, completing each series and then moving to the next one until finished

Thanks for putting this in :)

stop starting and start finishing!!



# SESSION TITLE:

## PARTICIPANTS:

Dealing with Organizational Impediments  
Elton, Michael, Alison, John, Kevin, Becky,  
Ilana, Marielle, Kevin, Colin, Christy ...

### *Impediments*

Churn in  
team  
staffing

No one  
resolving org  
impediments

Mgt doesn't  
understand  
their  
impact

Power  
differential

Leaders  
cherrypick  
Agile  
practices

Culturally  
driven

### *Solutions / Strategies*

Choose  
your  
battles

Kotter's  
dual  
operating  
system

Org  
prioritize  
conflicting  
goals

Work on  
myself, my  
response

Document  
risks

Roll  
with it

Teams  
find work-  
arounds

Conversations  
with leaders

**SESSION TITLE:** \_\_\_\_\_

**PARTICIPANTS:** \_\_\_\_\_

Dojo

# SESSION TITLE: PARTICIPANTS:

Marius Grigoriu, Jay Bazuzi, Chris Lucian, Dan DiCamillo, Trung Vo, Nazee Hajebi, Bruce Bartram, Lars Ekhart, Llewellyn Falco, Paul Moore, David Bernstein, Franz Amazdor, Christ Di Gino, Margarat McKever, Parker Barrett, Ian Savage, David Green

# SESSION TITLE:

10:00 SEA agile hikes, who's interested? - Michaela Hufles  
[ROOM 53](#)

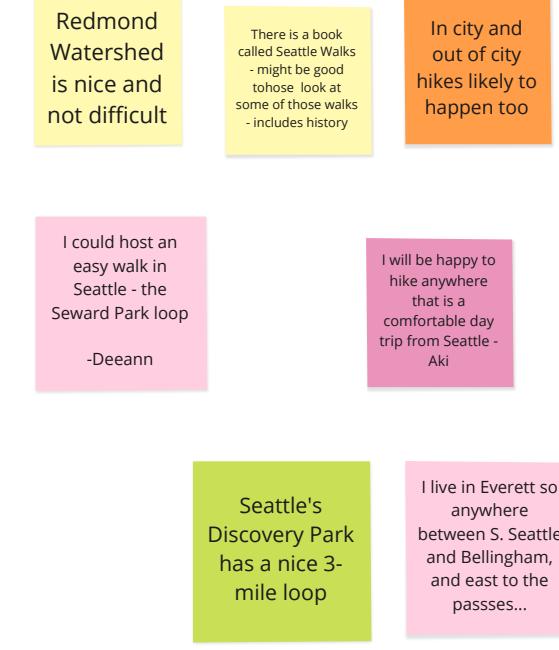
# PARTICIPANTS:

Michaela, Jay Bazuzi, Aki, Joel Robinson, Deeann, Jason Sacks, Debra Harlan

How should I get in contact with you



Where would people like to hike?



# SESSION TITLE: PARTICIPANTS:

## Tips for inclusive facilitation



Navigating world with people with different levels of extraversion/introversion

Sabitha Radhakrishnan

Silent retros  
or silent writing time

I tell myself that silence could mean: Agreement, lack of understanding of the topic/question, folks taking a moment to think on how to respond so I ask to minimize making assumptions

Assuming silence means not having an opinion, or that it means agreement

Misinterpretations of introverts and other personality/communication styles:

## Books

<https://www.goodreads.com/book/show/8520610-quiet>

<https://www.goodreads.com/book/show/27209485-emotional-agility>

## Ted talks

[https://www.ted.com/talks/susan\\_cain\\_the\\_power\\_of\\_introverts](https://www.ted.com/talks/susan_cain_the_power_of_introverts)

[https://www.ted.com/talks/katherine\\_lucas\\_in\\_defense\\_of\\_extroverts](https://www.ted.com/talks/katherine_lucas_in_defense_of_extroverts)

**SESSION TITLE:**

**PARTICIPANTS:**

**SESSION TITLE:**

Use Social Presencing Theater as an agile coach

**PARTICIPANTS:**

-Evelijn

[https://en.wikipedia.org/wiki/Family\\_Constellations](https://en.wikipedia.org/wiki/Family_Constellations)

<https://www.presencingleadership.net/en/the-social-presencing-theater-by-her-creator-arawana-hayashi/>

<https://www.youtube.com/watch?v=wRou06sb9Is>

Stuck  
exercise [https://www.presencing.org/files/tools/PI\\_Tool\\_SPT\\_StuckExercise\\_0.pdf](https://www.presencing.org/files/tools/PI_Tool_SPT_StuckExercise_0.pdf)

<https://coachingconstellations.com>

# CONCERN

things that sparked worry / concern?

Harder to change minds

We have a tendency to get over excited about ideas in groups, which end up in "Why are we doing this" situations.

Agile agile is very does hard with work v remote

Can't overhear conversations to take the pulse of the team, know what to contribute

Spend more time in meetings to have all convos

Didn't SEE people for months at a time. "You okay, friend?"

Missing a lot of "informal" conversations (Philippe)

lunches

Harder to stay aligned

am I creative enough to sustain engaging, fun remote meetings?

I'm concerned about the when we're split between office and home again.

Opportunities outside my work hours

Coworkers w/o nearby family/friends

Zoom fatigue

Creates different kinds of conflict with family members

Team dynamics might suffer

Doesn't scale well beyond a small group

Onboarding

slow internet

Camera can cause anxiety



# SAD

# Miro Mural

## things that sparked sad?

more difficult to read the room.

Downtown Portland is lonely

I have to spend so much time making Miro boards!!!!

Can't gauge the temperature in the room

no cameras, can't gauge room. team is very disconnected

cameras optional = cameras uncommon



Seeing People in person (kinda)

micro-phones/ acoustics

Stickies with words only (no drawings)

Difficult conversations are hard

I miss 30'x12' whiteboard walls

fast, fluid white boarding

too many distractions during meetings. can't close laptops

too much time on zoom. i miss hanging out in person

Building trust is hard

Hand drawing (or whiteboard) is harder to share

Physical proximity and body-to-body communication (i.e. moving stickies on board)

Inconsistent tooling that "kind of" works

Harder to meet people on other teams



Zoom fatigue is real



Zoom fatigue

virtual social happy hours dont work. also drain souls

when companies started making people go back to the office

Don't have control of "which" tools

Connections feel more tenuous

MICROSOFT TEAMS :(



Timezone considerations

Just having random conversation in the kitchen and hallway. You really know people differently in person than over the screen.

Much less informal connection with people

Interstitial conversations between things.

The tyranny of zoom meeting schedules. Must be on time to everything and it's back to back to back ceaselessly

Discovering how many people I

# GLAD

commuting  
eats my  
soul

being able to  
hug my cat(s)  
whenever I  
want

I can fidget  
\*hard\*  
without  
annoying  
people

## Miro

Love  
connecting  
quickly in miro  
to see the  
same vision.

Way  
present  
w/my  
family

personal  
hygiene is  
no longer a  
work issue

Team members  
are now honest  
about their  
worklife  
balance

more  
asynchronous  
work

EVERYONE  
is EQUALLY  
remote  
(ergo,  
equal)

the office full  
time again!

reduced  
cognitive load  
vs being in  
person

Can call in  
to meetings  
from the  
outdoors

Forced us to  
try Mob  
Programming

Sponta  
meeting  
be easier

ro  
ral  
omute!!

## No travel

facilitation is  
easier with  
everyone remote  
vs mixed

Kids sitting  
on laps!  
Waving!  
Being real!

space to process  
tough  
news/discussions in  
private ( no more  
crying in the office  
bathroom)  
(which is inevitable)

## Gardening

Yes/no  
flying  
w/airp

smaller  
carbon  
footprint,  
same income

No rushing  
from  
conference  
room to room

Got in  
touch with  
my inner  
introvert!

Far a  
people  
be  
together

Living (and  
socially  
distancing) at  
off season  
resort (beach  
& ski) resort

roup writing  
thout words  
can be very  
productive

folks have the ability  
to make their  
workspace perfectly  
tailored to them  
with all preferred  
accommodations

## Better coffee



Being able to  
see family  
members who  
work different  
schedules than  
mine

Smaller work  
opportunities  
suddenly  
viable (class of  
2 or 3)

Has put a focus  
on making  
working  
agreements  
more explicit

## Menti meter

Online games  
make for good  
team building  
(Virtual  
Boardgames,  
Among Us, etc.)

Lets chat about the new team coaching ICF Cert

**SESSION TITLE:**

**PARTICIPANTS:**

SESSION TITLE:

PARTICIPANTS:

Efficient use of medium:

## SESSION TITLE:

All things Agile Testing -

Craig A. Stockton

## PARTICIPANTS:

### Removing Testing as THE Impediment to Continuous Delivery:

- The goal is for every build to pass every test, in every environment, every time as it is promoted through the environment pipeline, with each and every failure indicating an issue with the test, the system, or the environment (**no build is promoted having failed any test in any environment**) -- THEN, and ONLY THEN can you achieve Continuous Delivery
- Whatever amount/level of test automation is already in place, ensure the following tests are considered and automated for every user story, ideally before development of the system begins
  - Smoke (testable) - for every page/service-endpoint required for this user story, a testing confirming the page/endpoint responds successfully, and the payload (html/json) contains everything necessary for all test verifications
  - Acceptance (acceptable) - for every **current** user story, the acceptance test is automated
  - Release (releasable) - for every user story, a test exists mitigating risk to:
    - Regulatory compliance
    - Revenue generation
    - Reputation
- Develop **ALL** tests (from integration tests for the suites noted above to unit tests) prior to developing any system code (which will inform design/implementation details ensuring the code is well-written, maintainable, and testable)
- Continuous Delivery Support
  - 1st shared environment (dev) - all tests in the Deployment Validation suite (smoke, acceptance, release) pass
  - Parallel deployment to Automated QA environment and Manual QA environment - in automated environment, **all tests in the library** pass
  - Systems Integration pass (SIT) - **IF dynamic test data providers are used**, truncate data sources for the system to which a build is deployed AND all dependent systems, then run the Deployment Validation suite for each in order of dependency (the dynamic test data providers will provision sufficient data for each subsequent/dependent system when executed in this manner)

## SESSION TITLE: PARTICIPANTS:

# People of Color Agilists; resource sharing

Blacks In  
Technology  
<http://blacksintech.net>

Scrum Masters of  
African Descent  
<https://www.meetup.com/scrum-Masters-of-African-Descent/>

Techqueria  
<http://techqueria.org>

Job  
Hackers

Agile in  
Color (on  
LinkedIn)

<https://valence.community/> -  
Community for  
Black  
Professionals

Women  
in Agile

<https://queerglobal.com>

<https://ebwiki.org>

global linkedin group  
created by April  
<https://www.linkedin.com/groups/13870104/>  
meets quarterly

<https://www.linkedin.com/in/soulcraftswoman/>

<https://devcolor.org> - Black  
Software  
Engineering  
Guild

<https://inclusion.co/> - Remote  
Jobs  
Community for  
BIPOC

# SESSION TITLE:

## PARTICIPANTS:

What would be on a "checklist" for measuring if a team is self-managing (or not)?

Lorie Gordon Philippe Bach Korede Alagbe Jonathan Kalay Shy

### Self-Managed\Organized\Autonomous Teams Checklist Ideas (Brainstorm & Share):

Do they run their own ceremonies yet?	Do they remove at their own impediments	How well do they partner with other teams when needed	Do they skip ceremonies?	Is the Product Backlog healthy?	Do they work well together	Team takes ownership and accountability for everything required to deliver high quality & valuable increments faster to their customer	All team members participate in regular ceremonies to ensure business and technical needs are balanced appropriately	Team actively seeks, receives and utilizes feedback from stakeholders, users, systems, etc.
Team survey ("Do you feel like the team controls its own destiny?")	When every person on the team honestly believes it's a self-managing team	Can the team say "no" to requests?	Are the team members self organizing their ad hoc meetings (code review, test planning, etc)	Is the team focused on customer value?	How little does formal leadership need to do?	Team members are engaged, present and participate about the discussion in meetings	Team has the competencies, the learning environment, tools and supports needed to deliver extraordinary value	Our team has shared values, goals and purpose and that guides how we operate. We win and fail as a team
Does the PO lean on the team to help write and refine PBIs?	Is the SM learning new tricks from the team?	Does the team have spontaneous responses to each other in ceremonies?	Can the team help new members onboard?	Does the organization respect the team's autonomy / boundaries	Can anyone on the team get hit by the lottery bus and yet the team still functions?	Makes the product delivery processes valuable and eliminate what doesn't add value	The team continuously learns, shares, and innovates	We honor our processes and working agreements even when under pressure
Can the team choose to add or hire new members? Remove them?	Are decisions made by the team as a whole, or by certain individuals based on role?	What questions is the team asking themselves?	Does the team have agency over their priorities and contents of their product backlog?	Scrum Checklist	Does the team drive its interviewing process (or other means of adding people to the team)?	The team is enabled and supported to make decisions on how to accomplish its goals	Priorities, progress and outcomes are visible and accessible to all	Team uses insightful metrics to identify areas of improvement and we know if we are getting better
Does the team innovate on their own	Does the team stick to their "agreements" when things go sideways?	Is the team finding improvement areas and moving on them?	how is the social-engagement in the team (team bonding)	SMCoach is "Not being glue" or a thread for the team	Team unlocks themselves when we run into impediments or dependencies	Work distribution is self-organized and shared by the team daily	Team members spend time and effort building relationships among themselves, as well as with partners outside the team	Software is easy to enhance, build and easy to release and we have automated tests with excellent coverage

# SESSION TITLE:

## PARTICIPANTS:

[Reach out if you'd like to connect: Deeann](#)

### Conversation Starters

Power dynamics	Don't be evil	Diversity and inclusion
Accessibility	Competing priorities	Politics

Truthiness  
-honest  
because I care  
about you  
-EQ

### Real world situations

Confidentiality -leaders reveal things to us -leaders want us to give them info	Personnel challenges -performance discussion -business reason	Here are your choices -offer tools to tool belt -here's what could happen if don't make changes	<a href="#">SA: Code of ethics</a>	<a href="#">Agile Alliance: coaching ethics</a>
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Leader is as honest as I can be	Moral or ethical quandry -budgeting issues -detrimental to client -client billing	Create and preserving safe spaces	Good old boys club -group of white males that is in dev -gender, ethnic, non-binary - it's a hierarchy almost
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### Book recommendations

[Right use of power](#) (up power/down power)

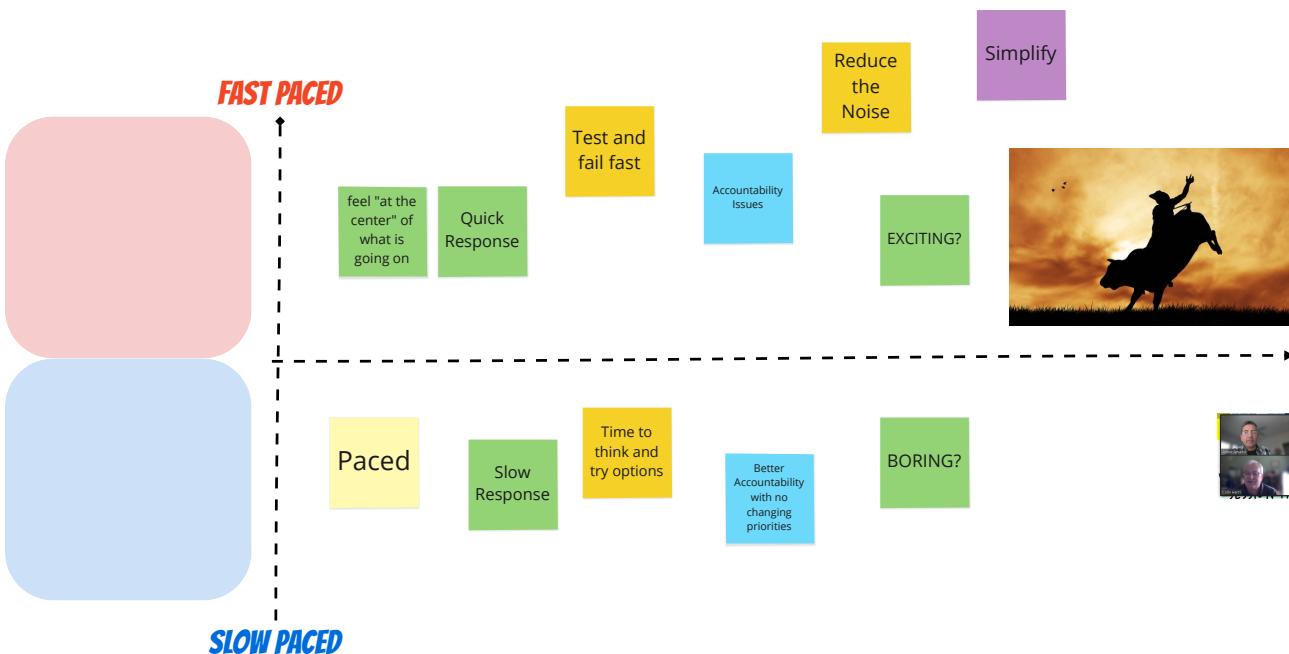
In consulting world, there are a lot of white males around -in tech too	Women trans in tech group -interview poc and women	Work on a mob, multiple people working on same thing at same time -love the diversity of minds and viewpoints	Rejected candidates -they aren't a fit - but why? -how to quantify cultural fit?
--	---	--	--

Companies take on initiatives for optics, but nothing changes -gender vs poc -marginalized groups	Interviewed someone, and said wasn't good fit -they hired him instead -was fired later	Interview set -what does good look like -what is a red flag	Interview set -use same questions -comparing same questions with diff candidates -teach teams how to assess folks
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# TAMING THE BULL

SESSION TITLE:

PARTICIPANTS:



# SESSION TITLE: Cross Cultural Agile: Challenges working across cultural boundaries - Bruce P. Henry

## PARTICIPANTS:



## Resources:

**Geography of Thought**  
<https://bookshop.org/book/s/the-geography-of-thought-how-asians-and-westerners-think-differently-and-why/9780743255356>

**Aperian Global**  
<https://www.aperianglobal.com/>

# SESSION TITLE: PARTICIPANTS:

Poetry Open Mic

Halim,

Please, if you like, post the material you share!

The Voter  
Decide who goes out  
I am adored with pain,  
bright feathers, bits of shell

I stalk the corridors  
and prowl  
the cubicles

I am a gifted mimic—  
my mimic is perfectly tuned  
to the reverent lights.  
I will person as though  
born to the blade

I have renounced even myself,  
that's it's my photo—  
though at moments,  
a certain  
discretion  
stumbles me  
  
and I am poised  
to find myself barefoot  
inside my shoes

—Halim Drost, 2010

Now these are some times when lies can combine  
with lives. Not full times. Dying sometimes  
Violent dumb crimes. Why are some blind  
to science? Some find defiance online  
provided on time to bias young minds.  
and I am on my survival all time  
cause I do not see how you do not see  
Nazi all up in the spot, you got me  
Heated, I mean it, I just can't believe it,  
like Geez, you don't need a genius to see this  
but we just gon' act like we got Act-Rite  
from government that isn't loving the crack pipe  
and fucking up black life to make their stacks tight  
and pumping the gas light to make this crap hype.

"I'm Tramp time". Silent punchline.  
Crying sunshine. Times are unkind.

Bastard

[Be a sinner, we read several poems both forward and backward today. Here is my poem so far.]

You have been when you had  
all the teeth and power,  
you can act out without dreams?

The bastards set behind my head

is the that

I thought I would take a stop  
the bastards decided to stop  
me off

How my white hand, my white  
off it's discredited

It fact is, I have been  
reduced by my mother  
but nothings

was here first

I mostly wrote its presence  
underneath the world as beginning  
of my hand

my body

is a small sun

open the book

clawing the front

My self reaching its limited  
area

The absolute

pressing as

my face

My self reaching its limited  
area

my body

is a small sun

open the book

clawing the front

I mostly wrote its presence  
underneath the world as beginning  
of my hand

It fact is, I have been  
reduced by my mother  
but nothings

was here first

How my white hand, my white  
off it's discredited

but before I could take a stop  
the bastards decided to stop  
me off

worthy, bright colors

make a writer or poet

but not a revolutionist

stop outside the koo,

my hand, et cetera,

for a stop, et cetera

I thought I would stop out there

The bastards set behind my head

is the that

You have been when you had

all the teeth and power,

you can act out without dreams?

—Halim Drost, 2010

Bastard

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all the teeth and power,

you can act out without dreams?

—Halim Drost, 2010

A chant to kill the master by Jason Kerney

I have come to kill the master.

My husband's blood he reaped.

I have come to kill for the flowers sown

The fields which now are steeped.

The drums came like a siren's song.

They stood to go; they went.

Shouts of honor, glory, chivalry

Their lives all but ready spent.

Master came by great will steed;

To wade his path, now

By trumpeter song and noble deed

Blood helped his garden grow

Master is a wicked one.

This all must know of he.

For kings, commoners, and clergymen

Before master bend their knee

I have come to reap the reaper.

Stop his fields sown.

I'll kill his head and hands

With the pain which I have known

I sing my songs of woe;

Tales of things I've known.

I hope to find the scythe by which

I'll reap the seeds he's sown.

I'll reap the seeds he's sown.

My self reaching its limited

area

The absolute

pressing as

my face

My self reaching its limited

area

the that

You have been when you had

all the teeth and power,

you can act out without dreams?

—Halim Drost, 2010

Pain by Jason Kerney

Jagged rock under foot

rocky road I have walked

I have known the pain

the thorn of the rose

the taste of mine own blood

It is the path of man

the mantra we hang to

and lives own need

placed by mans own will

for the needs of man

Tested it seems true

that mans will, will bend

that no man is true

and reality but a figment

dreamed by listless dreamers

yet is it not art to suffer

or suffer those for art

and is there a better way

and then there's a crimson road

and our destination is divine

we bleed all over our selves

mend our selves and forget

that the our world is our making

and that the gods we follow

are there to grant us hope

Jagged rocks under face

rocky roads I have fell

I have known the pain,

Fists full of thorns,

the taste of mine own blood.

Harlem

By [Langston Hughes](#)

What happens to a dream deferred?

Does it dry up  
like a raisin in the sun?  
Or fester like a sore—  
And then run?  
Does it stink like rotten meat?  
Or crust and sugar over—  
like a syrupy sweet?

Maybe it just sags  
like a heavy load.

Or does it explode?

gedicht (nr. 4 - 8/9)

Je zoeken zijn zuster den

zoon die niet meer te vinden

en anderig nog dan de

mens

We gaan samen liggen

we maken van takken

van vingers en bladjes

dat was onze woning,

de kamer waarin wij

en jij was tent

daar gingen wij wonen

nu niet meer

en dat was ons dag

nu of nooit samen slapen

want we zijn er

leven maar vandaag,

uit: 'Doen en laten', 1994.

Schrijver: [Janneke Herberg](#)

These programmers are  
a made team. Don't mess with them  
'cause they're all mobbed up.



**SESSION TITLE:**

**PARTICIPANTS:**

**SESSION TITLE:**

**PARTICIPANTS:**

# THE QUEER AGENDA

SESSION TITLE: \_\_\_\_\_

PARTICIPANTS: \_\_\_\_\_

Out in Tech  
<http://outintech.com>



# SESSION TITLE:

Agility: Making the right things easy

## PARTICIPANTS:

Ramsi  
Hawkins  
Joel  
Robinson  
Stefan  
Isaacs

Start with  
the Right  
Thing, then  
Make It Easy

Agile makes  
experimentation  
easy

Make it easy  
to pursue  
our values

Define and gain  
agreement on  
common values

Sample values:  
transparency,  
inclusiveness,  
quality

Make it easy  
to deliver  
value to the  
world

Easy isn't  
always  
simple

Make it  
Easy -  
Woody

Make it easy  
to accomplish  
goals

Make getting  
"looping  
feedback" easy to  
enable iteration

In a multi-team  
org, make it easy  
for teams to work  
together

Working on the  
right things vs  
doing the wrong  
things faster.

Make it easy  
for  
employees to  
stick around

Make flow  
of value  
easy

How do we  
measure ease?  
Is qualitative  
enough?

Make it easy  
to create  
happy  
customers

Make it easy to  
change  
direction when  
you need to

Make it easy to  
understand when  
we need to  
change direction

Make it easy  
to figure out  
"the right  
thing"

Make it  
easy to  
build on  
success

Make it easy  
for your  
leaders to  
remove  
impediments

Make it easy  
for your  
leaders to  
lead.

Make it easy to  
know what to  
focus on  
making better

Make it easy  
to operate  
the things  
you build

Make it  
easy to be  
ethical

Move the  
system out  
of people's  
way

Enabling &  
unlocking the  
"right"  
behaviors

Please thumbs  
up things that  
resonate, add  
your own emoji  
to your favorite!

# SESSION TITLE: PARTICIPANTS:

What should CS (computer Science) students know?

Chris Lucian

recent grads need more skills w algorithms, problem solving? Or collaboration, communication?

1. make computer do stuff; 2. work w other peeps; 3. keep code easy to work with

should there be a comparative code reading class?

Code Reading Club  
<https://coderreading.club/>

for Day 1: commit to SC, work on large codebase, take data from source to display

many school projects were e.g. research and not nec about writing code

want: aptitude/passion for learning; collaborative experiences;

great course: sustainability of code. Students learned sust. testing practices

GIT is a core requirement

many new entrants come from non-CS backgrounds

when did CS degree become a vocational degree?

understanding Bias and Ethics in SW/product development

problem isn't "getting hired"; problem is: feeling valued, contributing, staying hired/satisfied, etc....

ask: How do you learn? How do you share your knowledge?

not asking for feedback is failure mode

want a class for validating design and improving it

Visual thinking strategies:  
<https://vtshome.org/>



Paul Gestwicki's Blog  
a blog for reflective practice that was cleverly named after its author

Code Reading club created by this author  
<https://www.mannin.com/books/the-programmers-brain.e.org/>

Book recs
Thanks for the feedback
Radical candor
Fearless organization
The Alignment Problem
Weapons of Math Destruction

<u>Life skill: give/receive feedback</u>  SBI feedback <a href="https://trello.com/c/3h2qNpXB/219-sbi-model">https://trello.com/c/3h2qNpXB/219-sbi-model</a>  Books: radical candor, fearless organization White paper: google study on psychological safety  <b>Bias and Ethics in Technology:</b> <a href="https://www.ruhabenjamin.com/resources">https://www.ruhabenjamin.com/resources</a>
---

# SESSION TITLE:

Agile in a Non-software Environment

## PARTICIPANTS:



Tina Silver

Budget  
"pre approval"

Pair  
"programming" and "mobbing"

Did you hear about the furniture manufacturer (Kaisi Tailored) in Mukherjee Nagar in Mumbai? We were talking about them the other day. They are a Lean shop, but employ Agile practices to allow them to adjust as well. They are amazing! <https://www.kaisitailored.com/> <http://www.kaisi.com/>

Retros,  
Kanban,  
Stand ups

Translate the  
metaphor or  
equivalent to  
the produce  
produced

Storming  
and team  
agreements

My favorite Kanban  
reference for everyone  
everywhere is  
<https://www.personalkanban.com>. The book is  
excellent - and they also  
have a blog and community  
to engage in.

Link for non-Amazon  
buying:  
<https://bookshop.org/books/agile-for-non-software-teams-a-practical-guide-for-your-journey/9780988001657>

Debunk  
agile =  
scrum

For example:  
instead of running  
code, what is the  
true deliverable you  
should measure  
progress by?

What Agile  
practices are  
working well  
for you?

focusing on  
the mindset,  
practices that  
bring that to  
life

Negotiate  
Scope

"Agile for Non Software  
Teams"  
[https://read.amazon.com/p/embed?asin=B0838P74CT&preview=newtab&linkCode=kpe&ref=cm\\_sw\\_r\\_kb\\_dp\\_A2DROP\\_PKMG13083RIF1](https://read.amazon.com/p/embed?asin=B0838P74CT&preview=newtab&linkCode=kpe&ref=cm_sw_r_kb_dp_A2DROP_PKMG13083RIF1)

**SESSION TITLE:**

Open Music Session

**PARTICIPANTS:**

Zoom Audio Settings to play music:

**Suppress background noise** [Learn More](#)

- Auto
- Low (faint background sound)
- Medium (computer fan, pen taps)
- High (typing, dog barks)

**Music and Professional Audio**

- Show in-meeting option to enable "Original Sound" [?](#)

Enable these options when original sound is on

- High-fidelity music mode [?](#) Only set high-fidelity if you have good bandwidth
- Echo cancellation [?](#)
- Stereo audio [?](#)

# SESSION TITLE:

1:1s -- Good, bad + wacky

# PARTICIPANTS:

Shy Michaela

## ALWAYS

Ask what the other person wants to talk about?

Adjust to context + goal  
and be clear about goal(s)

Allow, encourage time for connection

Designed Alliance

For managers, if you do 1:1s well, are evaluations + goal setting just paperwork?

How hard is scheduling 1:1s?

How long are 1:1s scheduled for?

## QUESTIONS

Do people prefer fixed / predetermined agendas?

Are cameras on (mostly)?

How common are 1:1s with people who are not in a hierarchical context?

Designed Alliance

Emotional Check-in

Icebreakers

Use deeply curious, "what" / "how", powerful questions

<https://smile.amazon.com/Appointme-Bonfire-Appraise-Backlog-Interest/dp/B07QHJ520P>

## TRIES

## GOALS



## NEVER

Avoid making decisions that commit other people

# SESSION TITLE:

Distributed Teams for "Newbies"

## PARTICIPANTS:



SESSION TITLE: \_\_\_\_\_

PARTICIPANTS: \_\_\_\_\_

# SESSION TITLE:

## PARTICIPANTS:

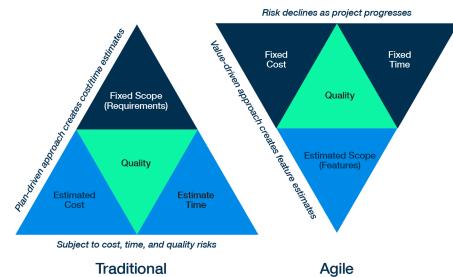
# PXM: Project eXperience Management

Stefan Isaacs

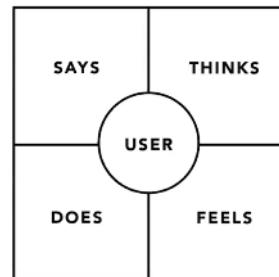
Ashanti Gardner

Abner Amador

### Iron Triangle Paradigm Shift

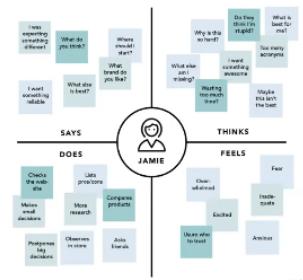


### EMPATHY MAP



NNGROUP.COM NN/g

### EMPATHY MAP Example (Buying a TV)



NNGROUP.COM NN/g

### 'Nomenclature'

Journey Map  
User Journey Map  
Customer Journey Map  
Experience Map

Service Map

User Story Map

User Flow



Follows a single user through a limited engagement with a product or service

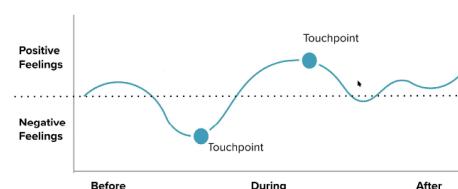
Focused on how business processes occur across departments and time

Specific, feature-level stories used by engineering

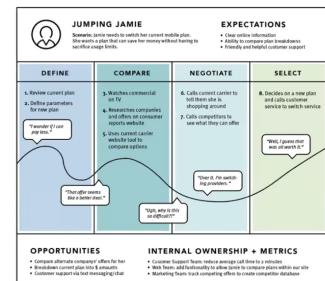
The screen by screen process of a user navigating a digital device to accomplish a goal

People don't do what they are supposed to do. They do what is easy

### Traditional Format: Timeline



### Nielsen Norman Group Template in Action



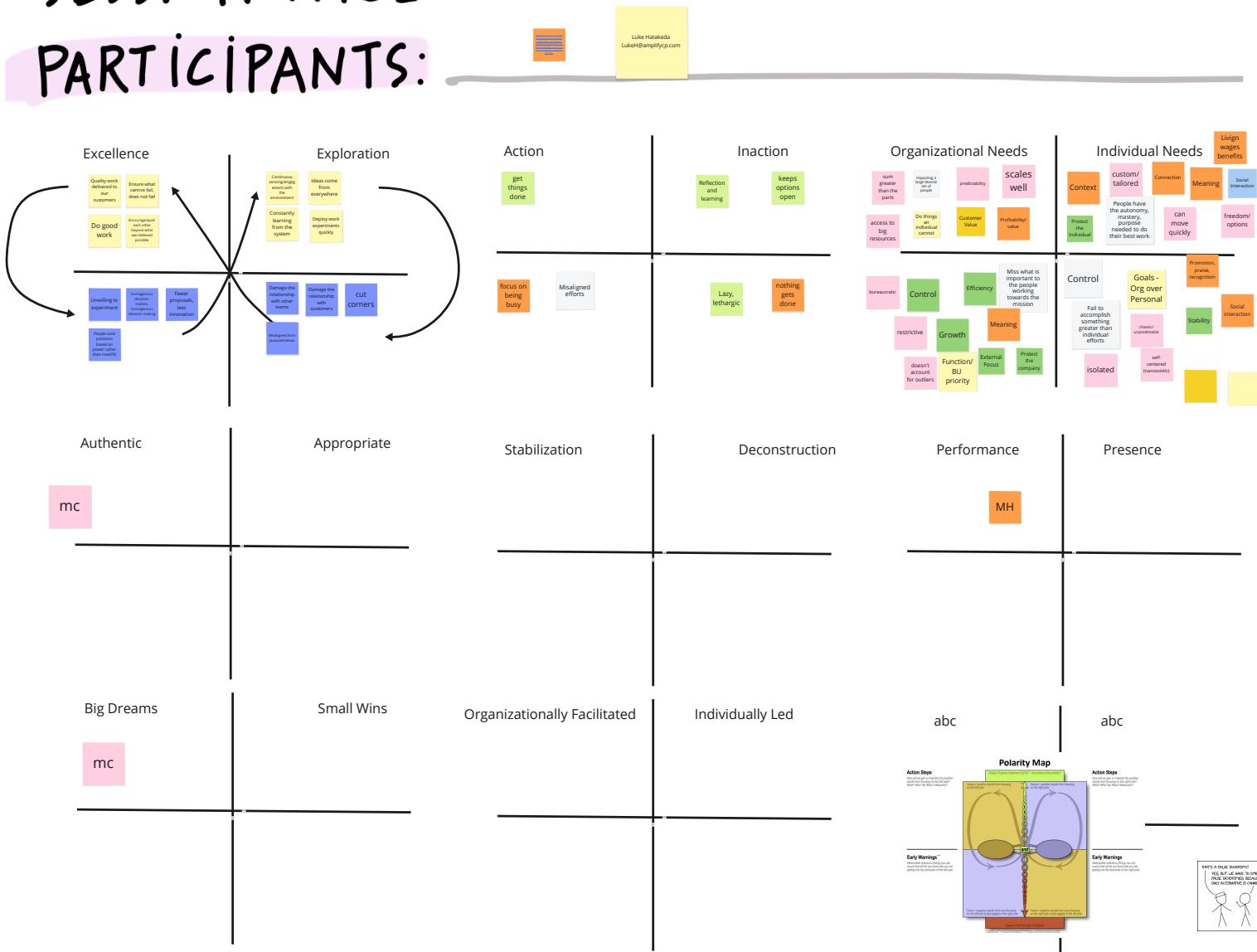
SESSION TITLE: \_\_\_\_\_

PARTICIPANTS: \_\_\_\_\_

# SESSION TITLE:

## PARTICIPANTS:

From solving problems to managing polarities



# SESSION TITLE: PARTICIPANTS:

12:00 "Whatever happens is the only thing that could have"  
But, really? -Sara Clark

"Open Space Technology was originated by Harrison Owen, a Swiss architect whose academic background and training prepared him to understand the function of myth, ritual and culture."

[https://retrospectivewiki.org/index.php?title=The\\_Prime\\_Directive](https://retrospectivewiki.org/index.php?title=The_Prime_Directive)

<https://www.chriscorrigan.com/parkplot/the-tao-of-holding-space/>

A great time to try in my experience was reading the Open Space Handbook that the creator of Open Space wrote, "The Tao of Open Space," an Eastern-thought influenced musings on Open Space principles.

means let go of control. Let things happen...evolve... morph...be flexible, navigate ambiguity

This principle recognizes (as do the others) that prediction and control in human endeavors are illusions.

The past is immutable. Focus energy on the future.

Implicit assumption that everyone was trying their best

"Regardless of what we discover, we understand and truly believe that everyone did the best job they could, given what they knew at the time, their skills and abilities, the resources available, and the situation at hand." from the retrospective prime directive, by norm kerth

We can only know the now, now. The future is not fixable by what we do in the present. You can do now what you think will create the future you hope for, but once you're in the "future," the only thing that could have happened is what did. A little mind-blowing.

These OS principles are interrelated: break one, impact them all

emotional impact from difference between expectation and observation

Reword the principle?  
In Open Space, opportunities present themselves, follow them

Redefining "right"

Letting go of it went "right" or "wrong"

Food for thought: what is the context surrounding the systems that the event is in

Finite and Infinite Games by James Carse

<https://simonsinek.com/product/the-infinite-game>

Challenge to be present in the moment

While looking at clouds and pondering why they were some places but not others (moisture, wind, pressure, temperature), a friend once said....

Clouds define where clouds can exist.

"Well-formed cloud" — a cloud that knows the rules you invented for what a cloud should be.  
—Norm Kerth, Project Retrospectives: A Handbook for Team Review

## Tensions/concerns/questions

Growth mindset?  
Managing dominating behavior?

Does overdoing this principle lead to "Eeyore Agile"?

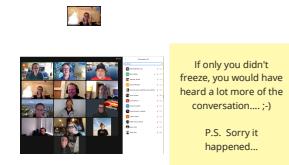
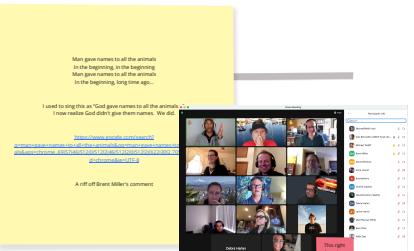
Is there a diff of what could have happened vs what needed to happen?

How have you seen/heard this principle "used"?

How this principles interplays with others

There could be a cloud here if there were more moisture (or pressure or sunlight or yada yada).

But there isn't.... so there is not a cloud there.



# SESSION TITLE:

## PARTICIPANTS:

Stuck with a scaled agile framework?  
How can we find opportunities to create true agility for our teams?

Korede, Art, Franz, Philippe, Willis, Mike, Anne, Tina, David, Alan, Christy, Emily, Nora, Steph, Aidan, Mike, Colin, Parker, Becky, Katy, Allie, Rachna, Justine, Stefan



My glossary from today's session:

- AGPM = Agile Programme Management (Agile PgM®)
- CSM = Certified ScrumMaster
- PGM = Programme Management
- PI = Program Increment (Planning)
- RTE = Release Train Engineer
- SAFe = Scaled Agile Framework
- SM = ScrumMaster
- VSM = Value Stream Mapping
- XP = eXtreme Programming

SESSION TITLE: \_\_\_\_\_

PARTICIPANTS: \_\_\_\_\_

**SESSION TITLE:**

**Boosting Morale in times of difficulty**

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**PARTICIPANTS:**

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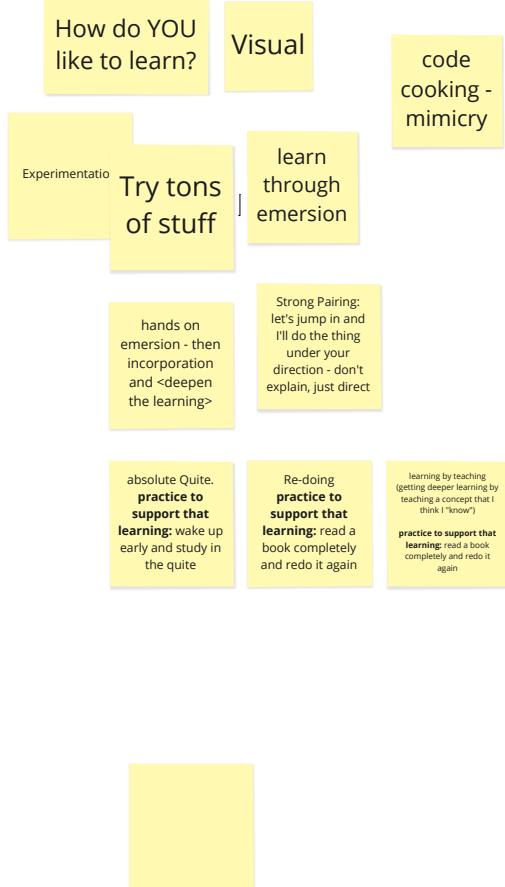
**SESSION TITLE:** Women's group in the Seattle/Portland area, what are we missing and what do we need?

**PARTICIPANTS:** \_\_\_\_\_

# SESSION TITLE:

Learning - How do like you learn from others?

## PARTICIPANTS:



Jason Kerney, Brian Berzins, Jay Bazuzi, Diana Sherwood Arizona, Jim Farrier, Keegan Parker, Chris Lucian, Lorie Gordon

 www.inspireedu...

### The Seven Learning Styles

Are you a visual, aural, or kinesthetic learner? Read on to find out how people learn differently and how you can use this to your advantage.

"The Seven Learning Styles" – How do you learn?

- Visual (Spatial)
- Aural (Auditory-Musical)
- Verbal (Linguistic)
- Physical (Kinesthetic)
- Logical (Mathematical)
- Social (Interpersonal)
- Solitary (Intrapersonal)

<https://www.inspireeducation.net.au/blue/g/the-seven-learning-styles/>

## Made to Stick



Learning should expect failures - expect them so you can learn even more from them "How Fascinating!" (celebrate it)



12:03:33 From Jason Kerney to Everyone:  
@AshColeman  
12:03:52 From Jason Kerney to Everyone:  
oops this one: @AshColeman30  
12:05:06 From Diana Sherwood Arizona, USA (she/her) to Jay Bazuzi / Seattle / He or They / Member  
Jason can you ask April to open another room with the old label?  
12:07:42 From Lorie Gordon to Everyone:  
I'm mostly visual + love hands-on

12:08:17 From Brian Berzins to Everyone:  
I TRY TONS of stuff, then try to find out why don't work  
12:11:25 From Chris Lucian to Everyone:  
@jasonkerney

12:15:56 From Lorie Gordon to Everyone:  
<https://www.inspireeducation.net.au/blue/g/the-seven-learning-styles/>

12:22:03 From Diana Sherwood Arizona, USA (she/her) to Everyone:  
Proposed Working Agreement:  
everyone Unmute and raise hand in video to share an idea  
any changes?

12:22:42 From SabithaRadhakrishnan to Everyone:  
someone please fill me on what are we sharing?  
12:23:52 From Diana Sherwood Arizona, USA (she/her) to Everyone:  
Proposed Working Agreement:  
everyone Unmute and raise hand in video to share an idea

any changes?

12:24:52 From Brian Berzins to Everyone:  
so i don't lose the idea: learning by teaching (getting deeper learning by teaching a concept that I think I "know")

12:25:44 From Lorie Gordon to Everyone:  
I like that Brian - putting to use by teaching it!

12:41:05 From Lorie Gordon to Everyone:  
Thanks for an awesome session Diana!

## Language Hunter Practice



 www.languagehunters.org

YOUR QUEST FOR FLUENCY BEGINS WITH LANGUAGE HUNTERS! Let's say your way to language fluency with your friends, family, and neighbors. Build a community of learners who connects through engaging conversations, laughter and connection. Join Our Mailing List...

Vad er det?

det er en svart Pena

Where are your Keys

SESSION TITLE: \_\_\_\_\_

PARTICIPANTS: \_\_\_\_\_

# SESSION TITLE:

## PARTICIPANTS:

What Agile Related Books Are You Reading?

Lorie  
Gordon

**AONW #Books Slack Channel**

*Doing Agile Right: Transformation without Chaos* by Darrell Rrigby, Sarah Elk, Steve Berez

*Turn the Ship Around! A True Story of Turning Followers into Leaders* by L. David Marquet

*Sooner Safer, Happier: Antipatterns and Patterns for Business Agility* by Johnathan Smart

*The Agile Samurai: How Agile Masters Deliver Great Software* by Johnathan Rasmusson

*From Project to Product* by Mik Kersten

*Agile Retrospectives: Making Good Teams Great* by Esther Derby and Diana Larsen

*Emotional Intelligence 2.0* by Travis Bradberry and Jean Greaves

*BKPM Pocket Guide: for Project Managers (Release)* by Brian Puchalski (Editor for Project Managers) (Release)

**TRIBAL LEADERSHIP**  
Leveraging Natural Groups to Build a Thriving Organization  
DAVE LORAK, JOHN KING & HALIE FISCHER-WRIGHT

*Coaching Agile Teams: A Companion for ScrumMasters, Agile Coaches, and Project Managers in Transition* (Addison-Wesley Signature Series (Cohn))

Required reading for leaders that want to build a thriving organization through their culture. If your organization is stuck, needs to upgrade company morale, reduce turnover, or increase productivity, read it to help your organization.

*Books - CultureSync*

Required reading for leaders that want to build a thriving organization through their culture. If your organization is stuck, needs to upgrade company morale, reduce turnover, or increase productivity, read it to help your organization.

*Coaching Agile Teams: A Companion for ScrumMasters, Agile Coaches, and Project Managers in Transition* (Addison-Wesley Signature Series (Cohn))

*The Dictionary of Body Language: A Field Guide to Human Behavior* by Dominica DeGrandis

*Making Work Visible* by Dominica DeGrandis

*How to Change the World: Change Management 3.0* by Dominica DeGrandis

*Multiplying, Revised and Updated: How the Best Leaders Make Everyone Smarter*

*Liftoff: Start and Sustain Successful Agile Teams*

*Comic Agile - Volume One*  
39.95 \$ Comic Agile depicts the magical, depressing, funny and potentially educational side of Agile when agility meets reality. Through the form of short comic strips, Comic Agile brings to life common Agile misunderstandings and ill-intentioned...

*Enterprise Agile Coaching*

*Agile Software Development with Scrum (Series in Agile Software Development)* by Teresa Torkel

*Continuous Discovery Habits: Discover Products that Create Customer Value and Business Value*

*Management 3.0: Leading Agile Developers, Developing Agile Leaders (Addison-Wesley Signature Series (Cohn))*

*Project Management for Parents: Engage the Family, Build Teamwork, Succeed Together*

*Crucial Conversations: Tools for Talking When Stakes are High, Third Edition*

*Collaboration Explained: Facilitation Skills for Software Project Leaders*

*Agile for Non-Software Teams: A Practical Guide for Your Journey*