



AGILE PRINCIPLES

Instructor | Syed Ali Shan, MS-SPM



RECAP

RECAP

Agile Value #02

Agile Value #03

Agile Value #04

Few Research
Excerpts

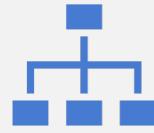
Difference between
Traditional
Methods and Agile

FrameWorks of
Agile

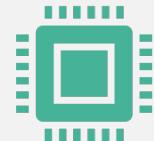
Empiricism

Carl Jung theory

AGILE PRINCIPLES



There are 12 Agile Principle as Described in Agile Manifesto.



Agile Manifesto was initially signed by 17 Developers.



Lets have a look at the Agile Principles one by one.

PRINCIPLE #01

“Our highest priority is to satisfy the customer through early and continuous delivery of valuable software”

- Why?
- What does the customer want?
- Fast and Continuous delivery – Every Month/Week
- Is the customer concerned about what process did u follow, or how many meetings did the internal team conduct?
- He wants a reliable, secure, valuable software
- That's what the principle focuses on.

PRINCIPLE #02

Welcome Changing requirements. Even late in development process

- Harness Change for *Customers competitive* advantage
- Its natural when we see we understand better. The Quote When I listen ...
- Similarly when customers sees a product, uses it, he better understands what changes he need, what he wants to do with the product.



PRINCIPLE #03

*Deliver **Working software** frequently – With a couple of weeks to a couple of months*

- Preference to shorter time scale
- Preference to working Software, Not mocks, Not wireframes, Not Documents !
- Incorporate the feedback !

PRINCIPLE #04

Business people and Engineers must work throughout the project

- Helps in keeping **business aspect** and **technical aspect** of the product on the same page
- End user aspect
- Brings transparency
- Brings Fluency

05 | Simplicity ! The Art Of Maximizing The Amount Of Work Not-done Is Essential

1

Building features that
are of no use to
customers?

2

Building something to
deliver value not just to
build

Gmail Images



Google



Google Search

I'm Feeling Lucky

Google offered in: سندھی پښتو اردو

PRINCIPLE #07

Most efficient way of communicating information is Face to Face Communication

- Remote Work? Good/Bad?
- Body Language?
- Tone?
- Mood?
- Any examples of mis communication?
- Social Media is NOT an alternative to face to face communication? Agree/Disagree

PRINCIPLE 07

- Creativity?
 - Building something new
 - Some Artistic work, may be writing or composing a song?
- Collaborative Problem Solving
 - Brain Storming
 - Ideas bouncing back and forth in real time

Face to face communication –Interactions

- Building Connections
 - Social Interactions
 - Relations
- *When you achieve something, you want to share the news*
- *When you are upset about something, tragedy?*

- 
- Non-Face to Face communications can be good for?
 - Emails
 - Sending invites
 - A large file
 - A long list of instructions
 - Minutes or summary to remember
 - Information where you have to remember dates/time
 - Information which doesn't require a lot of Interpretation

CARLS JUNG THEORY

- We have to discuss a very interesting theory
- **Carls Jung**

CARLS JUNG THEORY

- Psychiatrist Carl Gustav Jung in Switzerland of the 1920's.
- **Extrovert** - According to Jung, an extrovert seeks intensive contact with the outside world.
- An **Introvert** instead turns the psychic energy inwards.



CARLS JUNG THEORY

- No one is 100% Extrovert
- No one is 100% Introvert
- Most minds & Personalities tend to lean towards one characteristic.
- If its 50/50 he is an **Ambivert**

CARLS JUNG THEORY

- Main difference between ***introverts*** and ***extraverts***
- How they gain and recharge their mental energy.
- The neuronal activity of extroverts is lower. They overcome this lack by exposing themselves to external stimulation. This charges their inner batteries



By nature, introverted people have a higher level of brain activity



They feel a greater need to shield themselves from external stimuli.



By withdrawing themselves they gain mental energy.

CARLS JUNG THEORY

EXTROVERT

- Jay Likes to be surrounded by people
- Likes to share his life, stuff with others
- Likes to be centre of attention
- Happy to organize gatherings like football/cricket matches with strangers
- Then happy to study with some other group
- By seeking social Stimulai he gains mental energy
- Jay loves to have many people around him. To jump from one conversation to the next stimulates him.

INTROVERT



As others play around in the park,
Ann often enjoys sitting alone
watching.



At home /she plants herbs in the
garden or cooks, or plays guitar or
reads a books all by herself



To recharge her batteries, She
needs peace and quiet time.

INTROVERTS VS EXTROVERTS

- Introverts are not necessarily shy
- Even though they appear so
- They like to walk away from small talk.
- Ann in fact is not shy at all.
- She is not afraid to talk to anyone.
- When too many people are around and the conversations become superficial or confusing, she gets super tired.
- Her strategy is to fade out and to go inside herself to recharge through silence.



INTROVERTS VS EXTROVERTS

- They Use different brain areas to form their thoughts.
- An extrovert tends to use short-term memory
- Therefore is able to come to fast associations.
- Jay therefore talks fast and alot.
- He appears smart
- Because his brain always offers an answer quickly

INTROVERTS VS EXTROVERTS



ANN USES HER DEEP
MEMORY TO ANSWER.



SHE TAKES TIME,
THINKS AND THEN
SPEAKS



HER THOUGHTS ARE
MORE COMPLEX



LONG TERM MEMORY

INTROVERTS VS EXTROVERTS

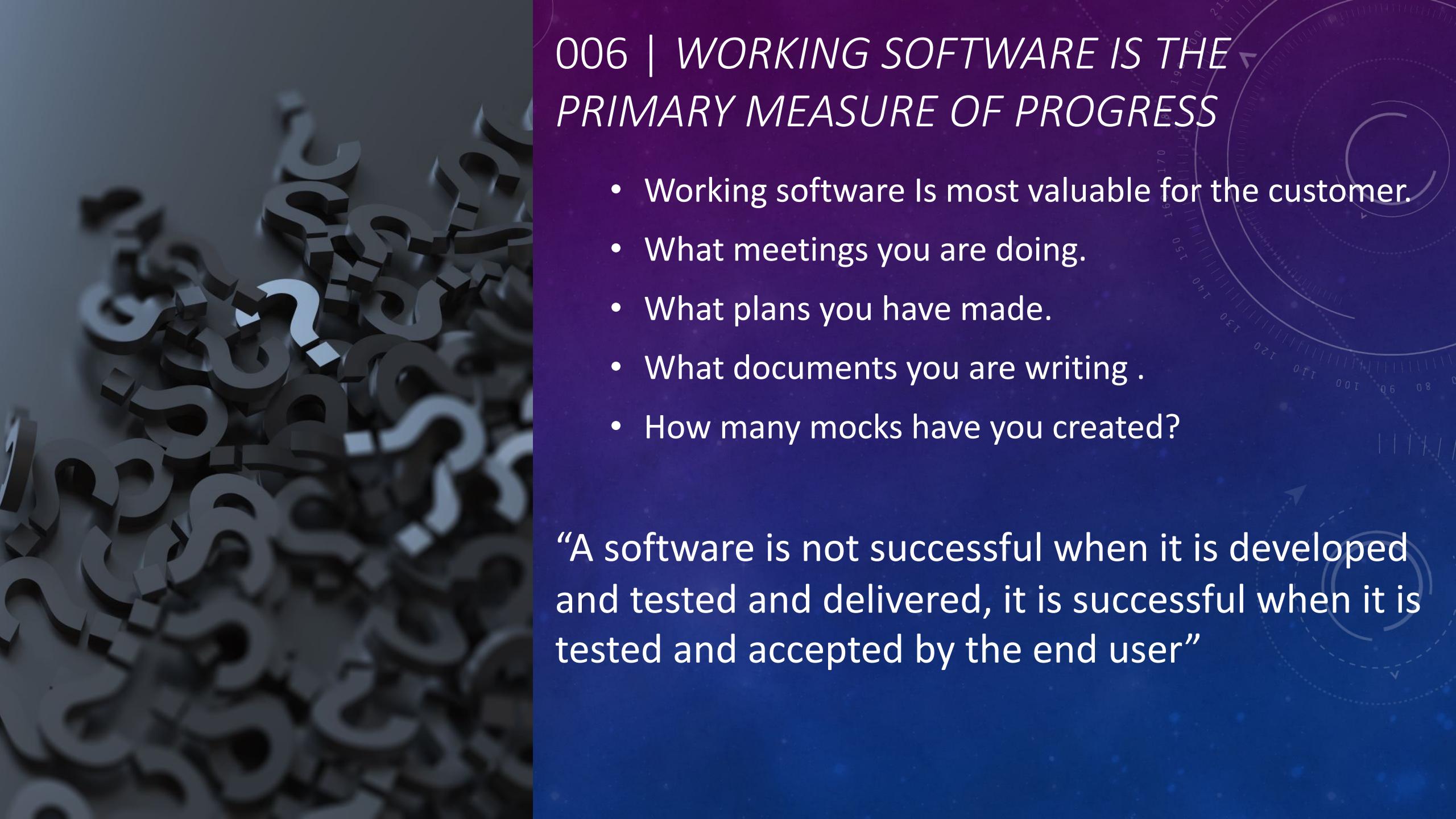
- If a tourist asks about direction, Ann would look for the best possible answer
- Jay will come up with many possible options already

HANDLING DIFFERENT TEAM MEMBERS IN AGILE?

- In Agile, Interactions are important, you will have to interact with Introverts, Extroverts and within a team they'll have to interact with each other.
- How do you plan to Handle this situation?

HANDLING DIFFERENT TEAM MEMBERS IN AGILE?

- Good teachers, Good leaders know how to handle this situation.
- They ask questions and seek opinion from everyone in the group
- Time is given for *brain storming*, that way Extroverts get time to think and formalize their thoughts
- Introverts get time and opportunity to Publicly represent their ideas

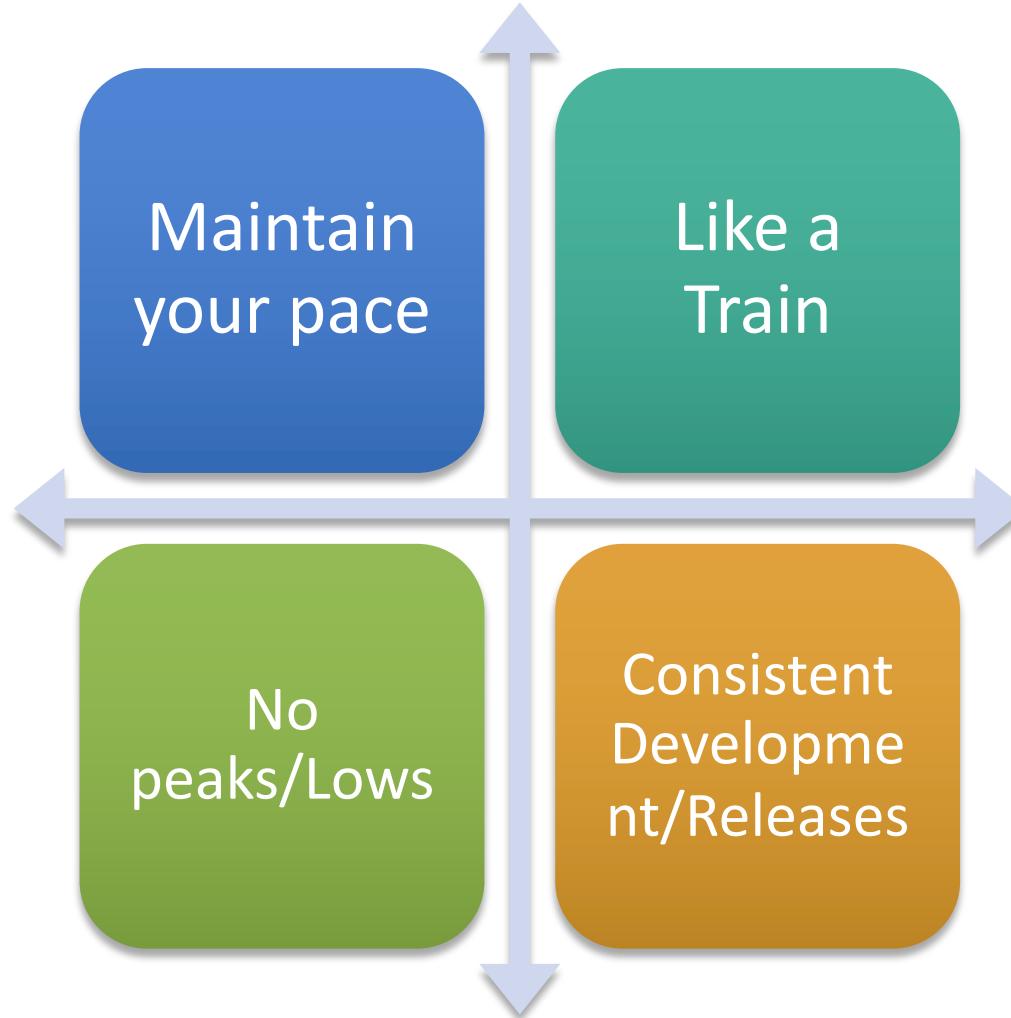


006 | WORKING SOFTWARE IS THE PRIMARY MEASURE OF PROGRESS

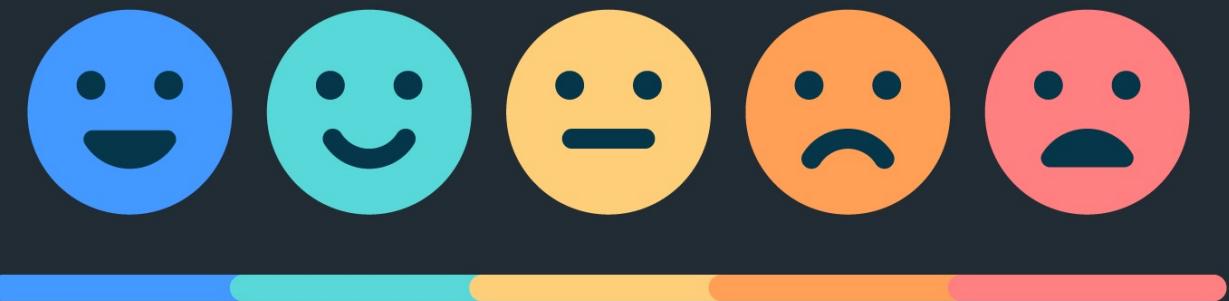
- Working software is most valuable for the customer.
- What meetings you are doing.
- What plans you have made.
- What documents you are writing .
- How many mocks have you created?

“A software is not successful when it is developed and tested and delivered, it is successful when it is tested and accepted by the end user”

07 | AGILE PROMOTES SUSTAINABLE DEVELOPMENT



PRINCIPLE 08



“At regular intervals teams reflect on how to become more effective, then tune and adjust its behavior accordingly”

- Feedbacks
- Retrospects



RECAP

RECAP

Agile Principles.

Continuous delivery

Consistent pace

Simplicity

Feedbacks/Retrospects

TimeBoxing

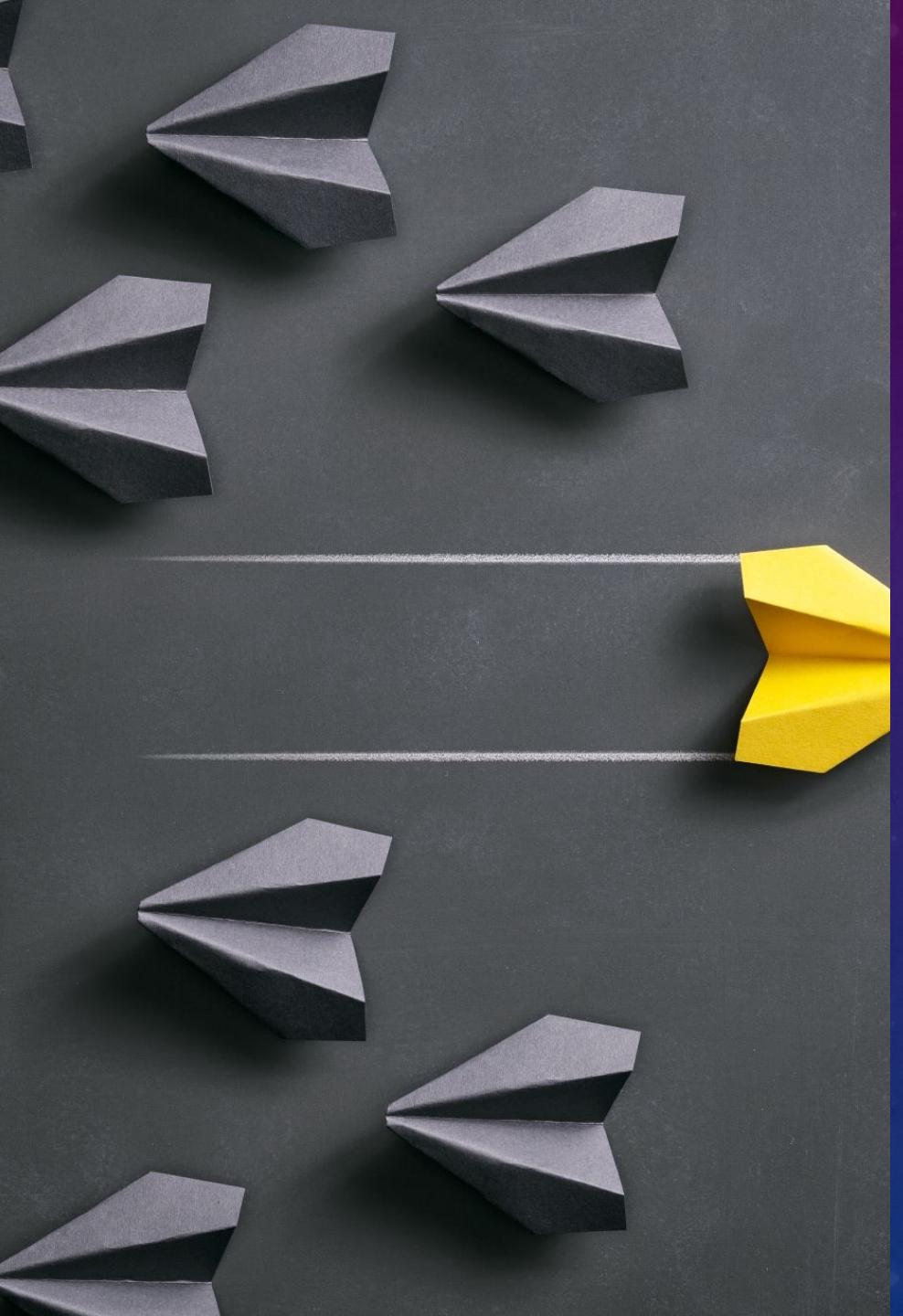
Primary Measure of Progress

Business people and Engineers

PRINCIPLE # 09

*Build Projects around **MOTIVATED** people, give them **ENVIRONMENT** and support they need trust them to get the job done*

- Motivation | What does it mean?
- How people get motivated?
- Is motivation same for all?
- Does everyone get motivated by the same reason?



PRINCIPLE #09

Motivation

According to Woodworth, “Motivation is the state of the individual which disposes him to certain behavior for seeking goal.”

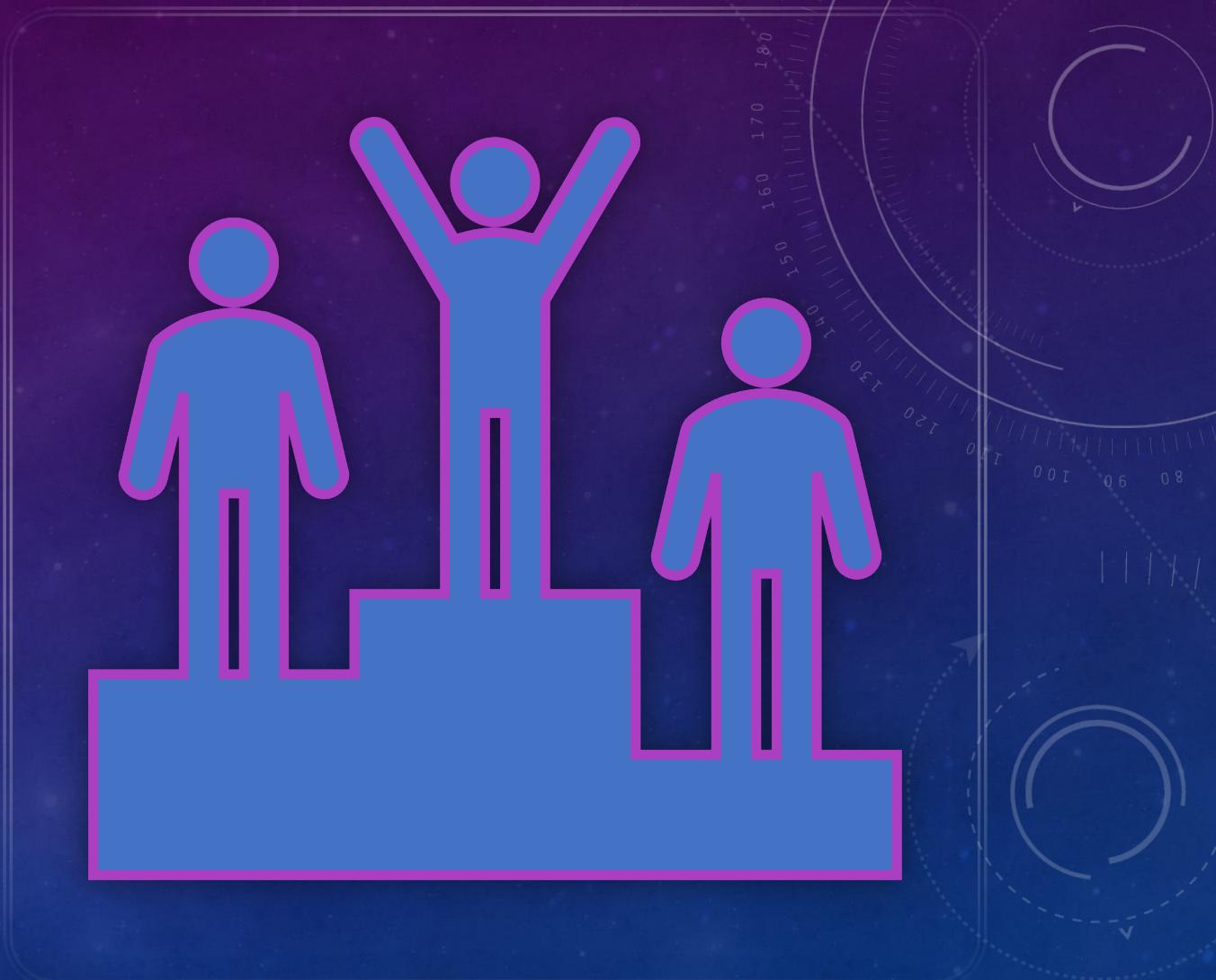
PRINCIPLE #10

Motivation

- *Intrinsic* Motivation
- *Extrinsic* Motivation

EXTRINSIC MOTIVATION

- External Motivation
- Reward
- Incentive
- Avoid unpleasant condition
- Fear
- Punishment



EXTRINSIC MOTIVATION

- Extrinsic motivation is when we are motivated to perform a behavior or engage in an activity because we want to earn a reward or avoid punishment.
- You will engage in behavior not because you enjoy it or because you find it satisfying, but because you expect to get something in return or avoid something unpleasant.

INTRINSIC MOTIVATION



PASSIONATE



BELIEFS



JOY



CURIOS



INTRINSIC MOTIVATION

- You are performing an activity for its own sake rather than from the desire for some external reward. The behavior itself is its own reward

Extrinsic Motivation

- Participating in a sport to win awards
- Cleaning your room to avoid being reprimanded by your parents
- Competing in a contest to win a scholarship
- Studying because you want to get a good grade

Intrinsic Motivation

- Participating in a sport because you find the activity enjoyable
- Cleaning your room because you like tidying up
- Solving a word puzzle because you find the challenge fun and exciting
- Studying a subject you find fascinating

HIERARCHY OF NEEDS



Needs



Wants



Greed

NEEDS - BASIC REQUIREMENTS



Food



Water



Shelter



Clothes

WANTS ARE
REQUESTS
DIRECTED TO
SPECIFIC TYPES
OF ITEMS



Zinger, cake, chocolates



Coke



More Comfortable House



Specific Type of Clothes



MASLOW HIERARCHY OF NEEDS

- Also know as Maslows Pyramid
- It has 5 Steps
- Explains what makes people happy as they progress
- What motivates people in personal and proffesional life?



MASLOW HIERARCHY OF NEEDS

- Prepared by Abraham Maslow after Studying Exemplary people like Albert Einstein & E.Roosevelt
- He prepared the theory in 1949

Maslow's Hierarchy of Needs



1) PHYSIOLOGICAL NEEDS



Need to Breath



Food



Water



Clothes



Sleep

2) SAFETY

01

Physical
Safety

02

Income

03

Health

04

Job
stability

05

Shelter

3) LOVE AND BELONGING

Make	Make friends
Be	Be close to family
Make	Make Relationships
Belong	Belong to Society
Join	Without above, one will feel lonely

4) ESTEEM



Self Confidence



Respect from
our peers



Appreciation



Achievements



Motivation to
perform and
compete is now
at its highest

5) SELF ACTUALIZATION

1

Give back to
society, in terms of
Money, Knowledge

2

Be Creative

3

Content, Satisfied

4

Gratitude

MASLOWS HIRARCHY OF NEEDS

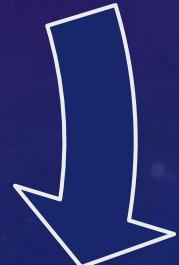
- Maslow said not all needs have to be fulfilled 100% at all stages.
- This theory is applicable on most of the people but there are exceptions !
- Any examples of Exceptions?
- Edhi could be one example !

IF YOU ARE A LEADER

Now they can stand out and compete !



Make sure everyone has eaten well, they are in good health, they have slept well.



Help them become a part of a group !



Make them feel safe