

Brewing Great Agile Team Dynamics

No More Bitter Beer Face Communications

Allison Pollard & Barry Forrest

Improving



@allison_pollard



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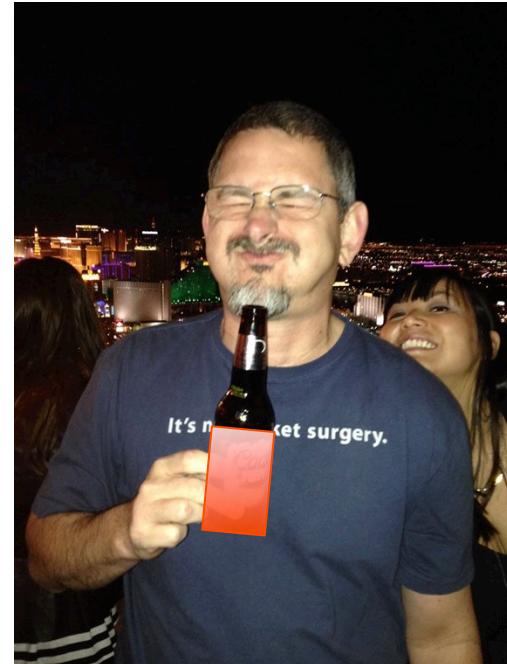
Photo by Jeff Hammett - <https://www.flickr.com/photos/jeffhammett/6332606163>

Activity: Discuss with a partner

What makes team dynamics great?



What makes *bitter beer face* team dynamics?



Allison Pollard

As an **agile coach** with Improving in Dallas, Allison Pollard helps people discover their agile instincts and develop their coaching abilities. Allison is also a **Certified Professional Co-Active Coach**, a **foodie**, and **proud glasses wearer**.



Barry Forrest

As a Principal Consultant with Improving in Dallas, Barry is a **web developer**, **Scrum Master**, and **agilist**. Barry loves helping make work life better for teams and leaving things in a better state than when he was introduced to the situation. Barry is also an **award-winning homebrewer** and an **avid amateur photographer**.

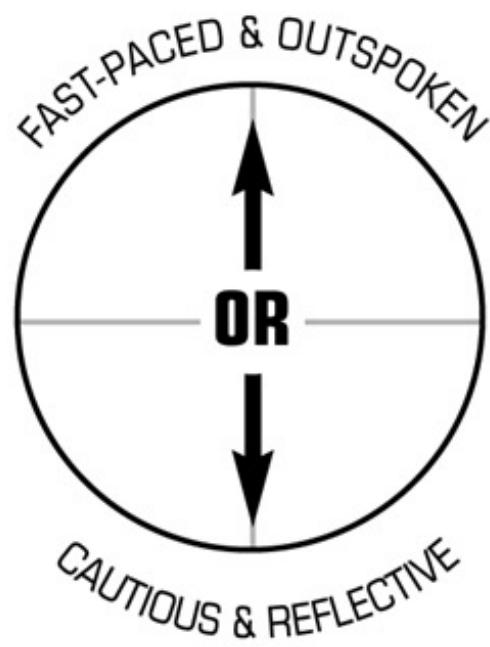


Agenda

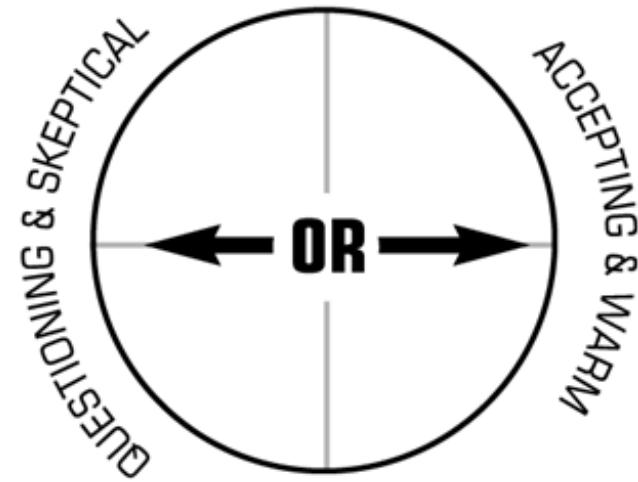
- Identify your dominant DISC style
- Explore the DISC model's 4 behavior styles
- Recognize where conflicts are likely to occur within the team using DISC

What's your DISC?

1.



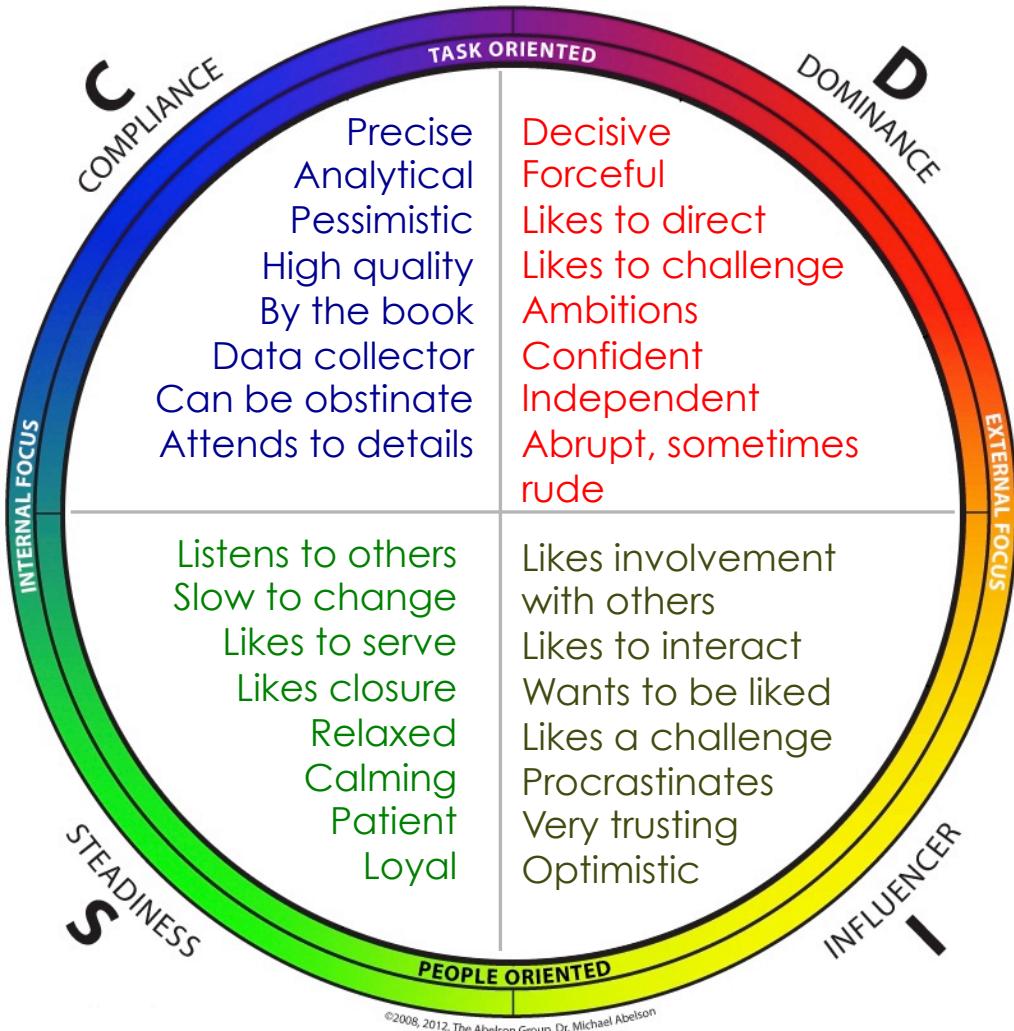
2.



The DISC styles

- Everyone has a bit of all of these
- One or two are dominant
- They can change over time
- Each of us have a natural and an adapted style

How would someone recognize each style in a work setting?



What is your profile like?

- Form groups of 4-5 people in your corner
- Grab sticky notes
- Brainstorm one idea per sticky note:
 - What's the best way to communicate with your style?
 - What should someone expect from your style's communication?



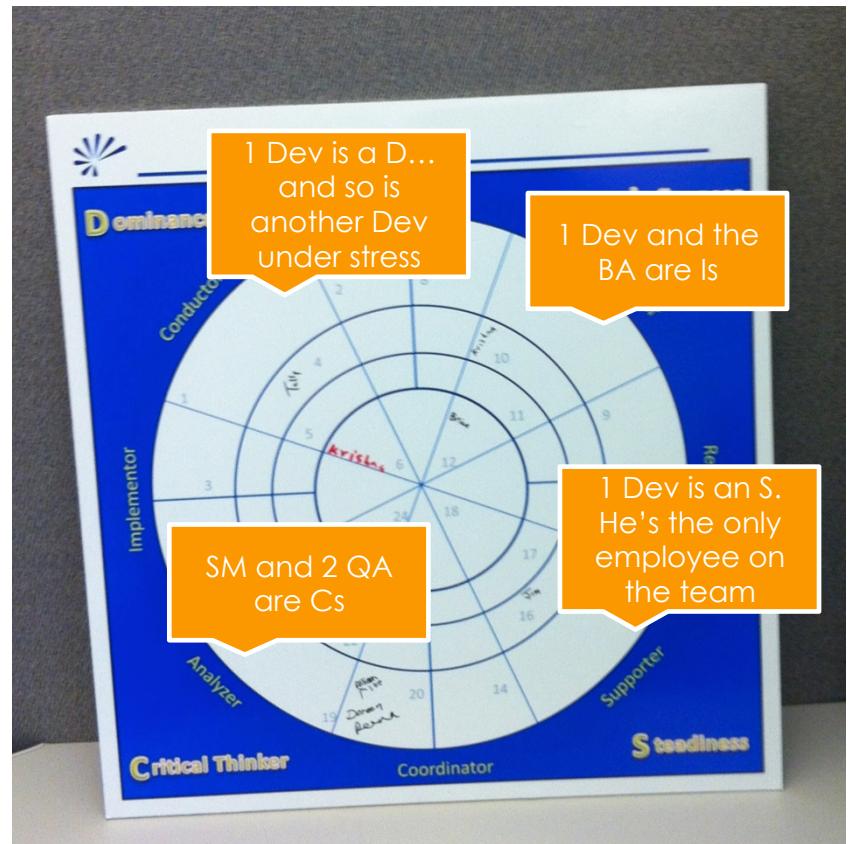
“In a high-trust relationship, you can say the wrong thing, and people will still get your meaning.

In a low-trust relationship, you can be very measured, even precise, and they'll still misinterpret you.”

--Stephen M.R. Covey, *The Speed of Trust: The One Thing that Changes Everything*

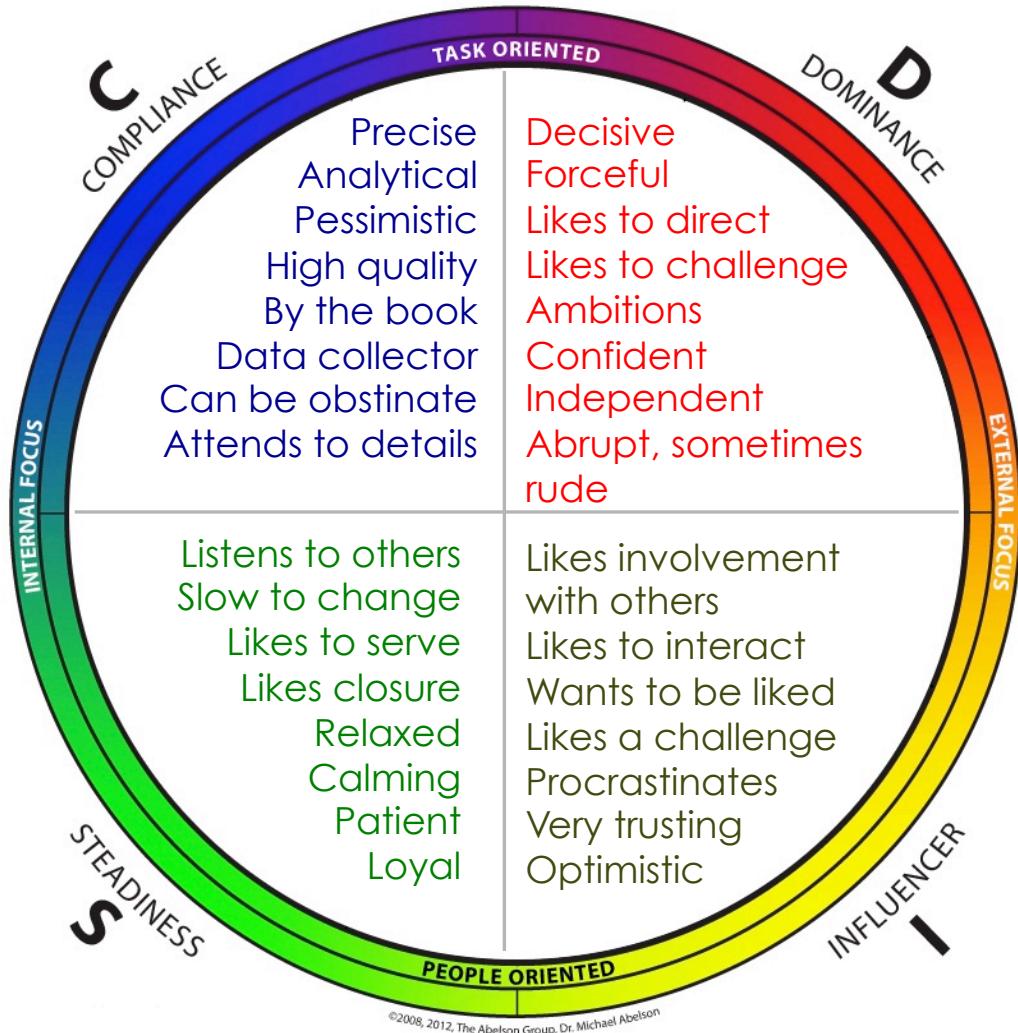
Brewing a great team

- Can visually see how well team members will get along
- Team members can understand how best to communicate
- Can be prepared for conflict
- Can be prepared for different behavior under stress/pressure (natural / adaptive styles)
- Can note “Gaps” on teams



Activity: Your team

- Think about your team members
- What are their behavioral styles?
- How balanced is your team?
- Whose behavioral style is the opposite of yours?



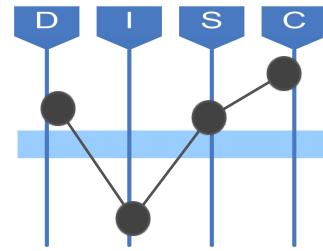
Summary

- Communication can build or break trust
- Identify your dominant DISC style
- Explore the DISC model's 4 behavior styles
- Recognize where conflicts are likely to occur within the team using DISC

Cheers!

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