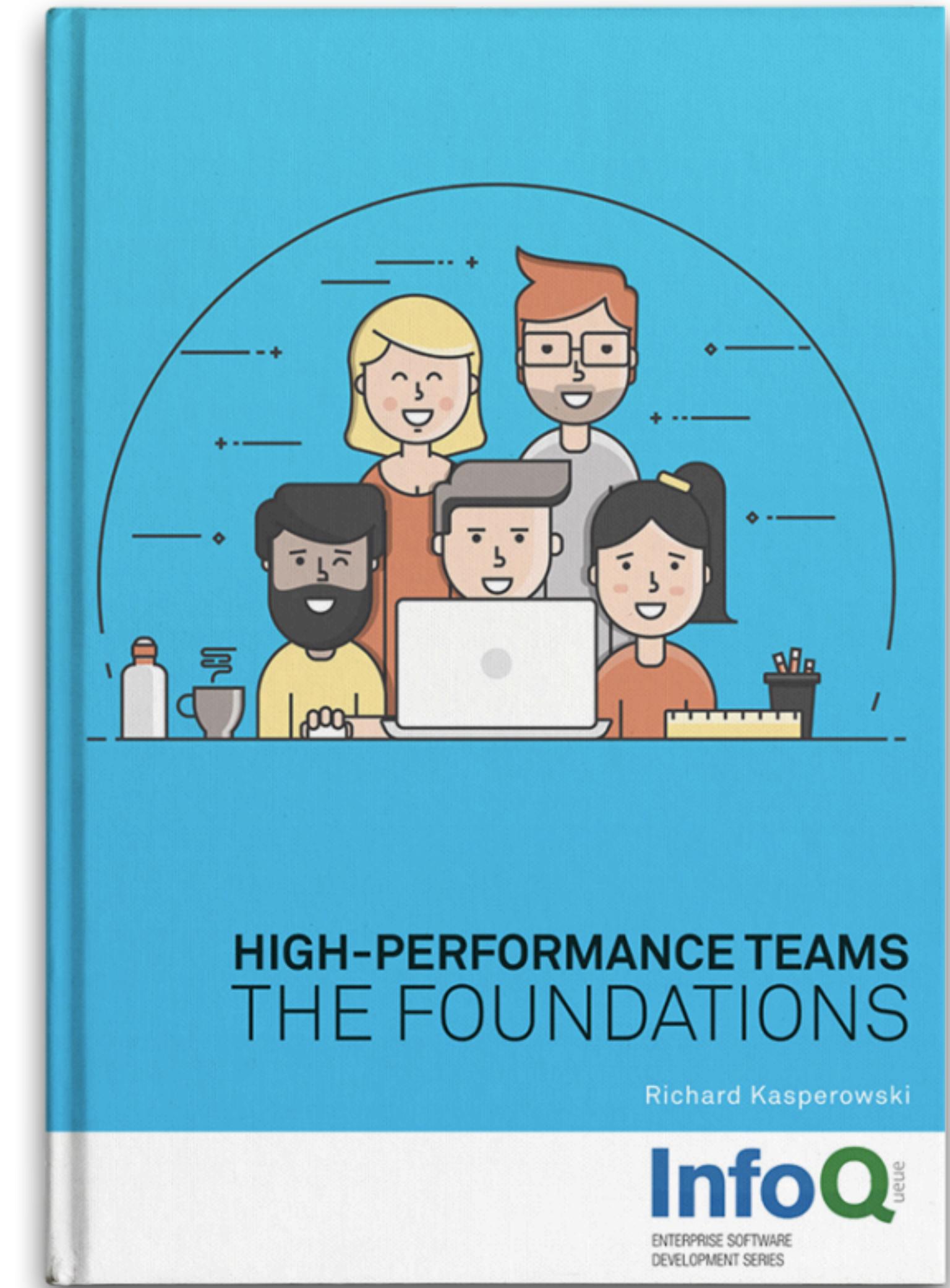


Retrospectives

For Continuous Improvement

Richard Kasperowski | With Great People



Richard Kasperowski

High-Performance Teams

- Core Protocols
- Agile
- Open Space Technology

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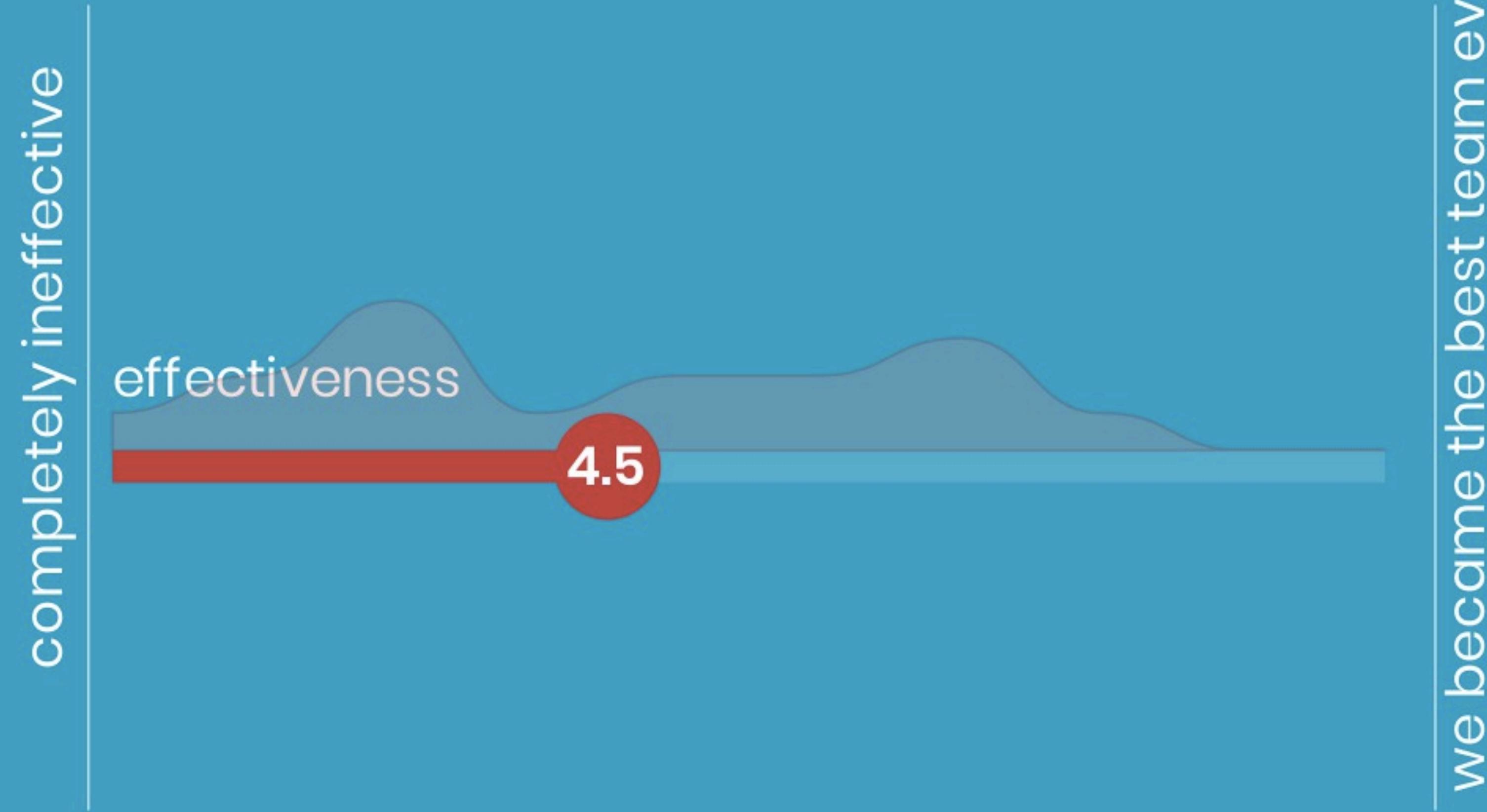
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How effective are your retrospectives?



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What is a retrospective?

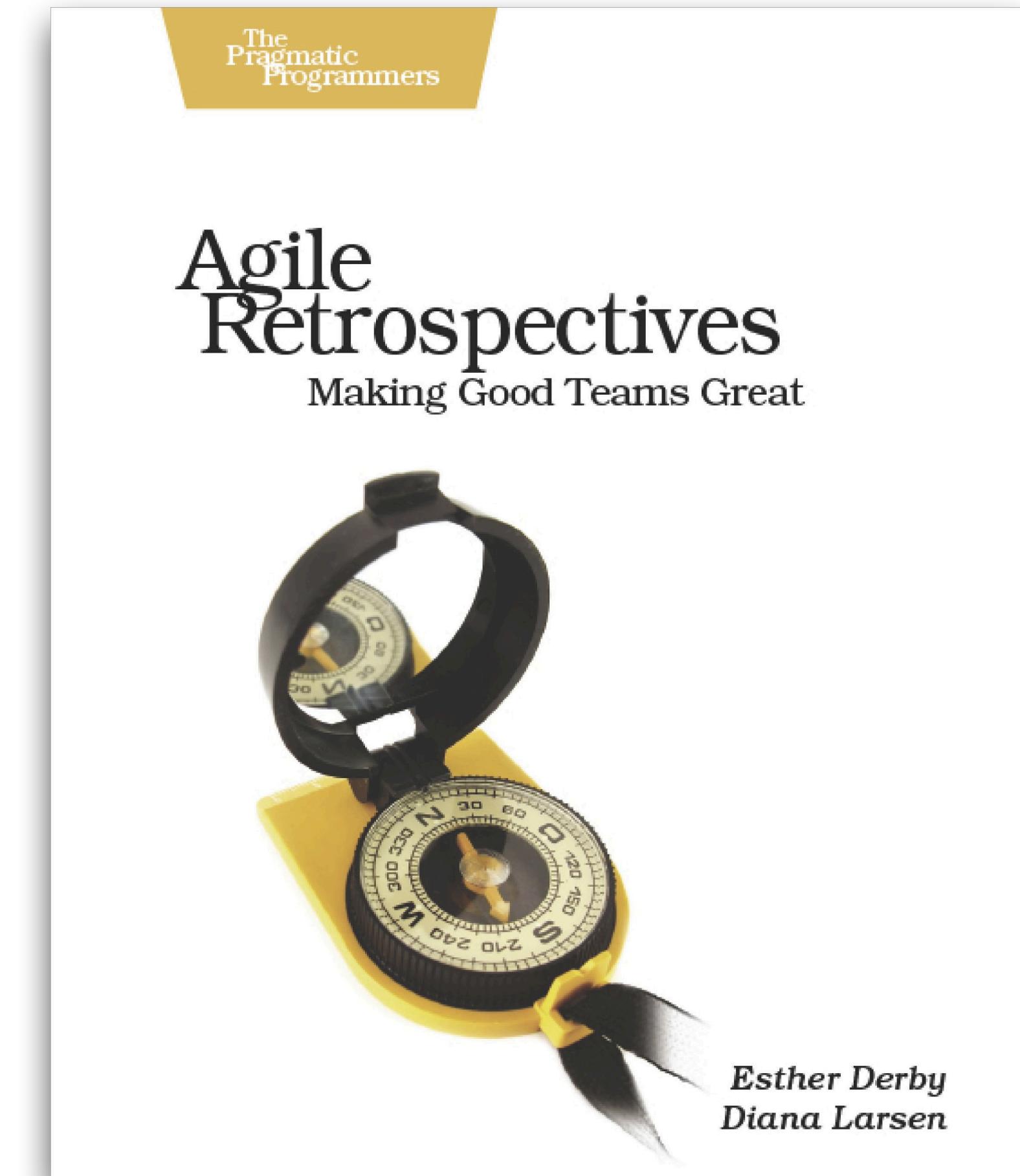
- ✓ Optimize the team
- ✓ Inspect & adapt: people, relationships, process, tools
- ✓ Identify things that went well and potential improvements
- ✓ Concrete plan for implementing at least one improvement



Drawn from: <https://www.scrumguides.org/scrum-guide.html#events-retro>, retrieved 2018-11-07

How to do a retrospective?

- 1) Set the stage
- 2) Gather data
- 3) Generate insights
- 4) Decide what to do
- 5) Close



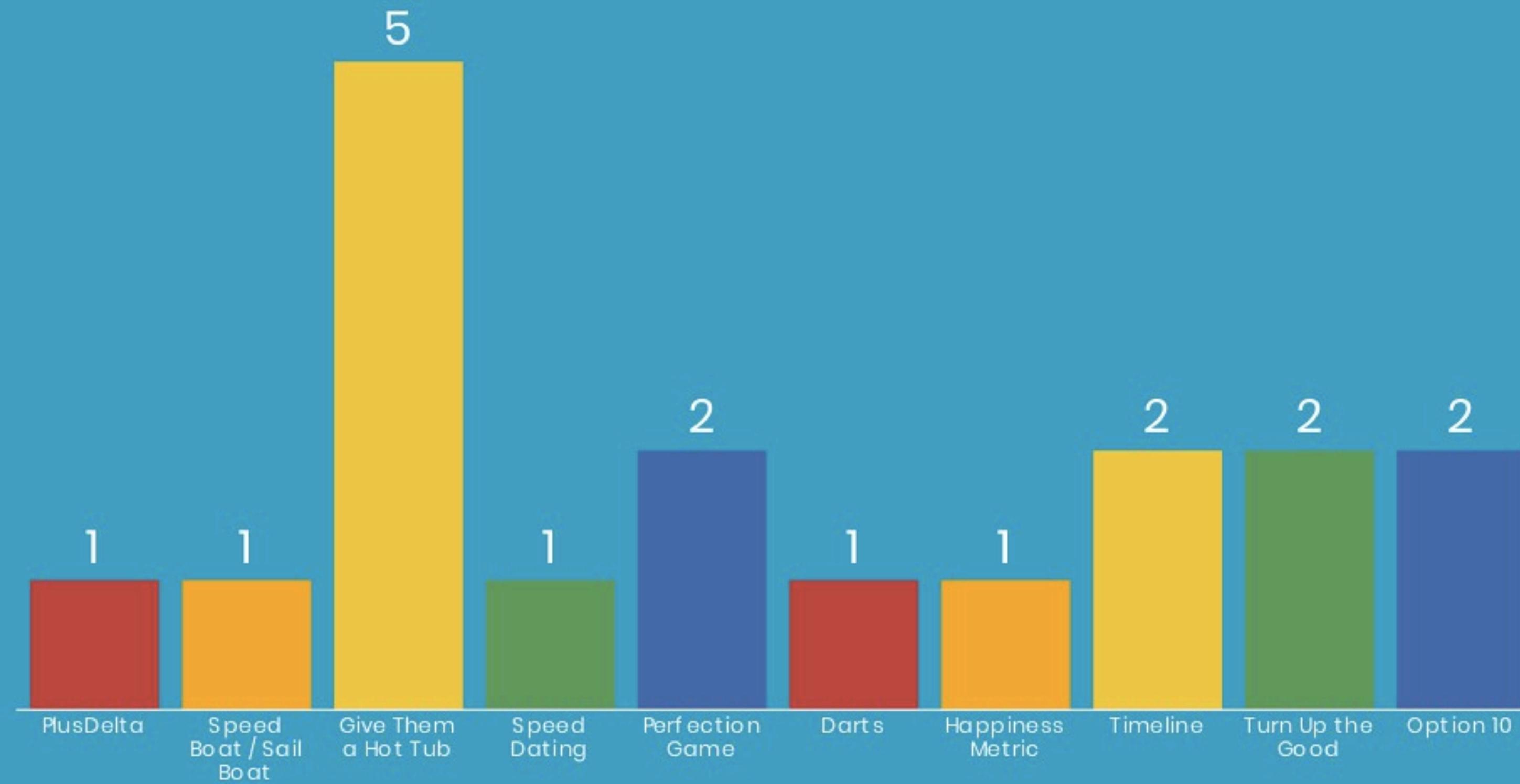
1) Set the stage: example

- ✓ Hi, everyone, and welcome to our retrospective!
- ✓ The purpose of a retrospective is to _____.
- ✓ Our goal is to be the best _____ team in the universe.
- ✓ By the end of this meeting, we will have identified the most important thing for us to do to reach that goal, and we'll a concrete plan and commitment to do it.

2) Gather data - example activities

- ✓ PlusDelta
- ✓ Speed Boat / Sail Boat
- ✓ Give Them a Hot Tub
- ✓ Perfection Game
- ✓ Open Space
- ✓ Speed Dating
- ✓ Darts
- ✓ Agile Antipatterns Cards
- ✓ Fortune Cookies
- ✓ Happiness Metric
- ✓ Timeline
- ✓ Turn Up the Good
- ✓ More ideas:
benlinders.com/exercises

Which activity do you want to practice?



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- 1) Set the stage: your actual work team for the last 2 weeks
- 2) Generate ideas: do the activity

3) Generate insights

✓ Affinity grouping

✓ Label the improvement areas you've discovered

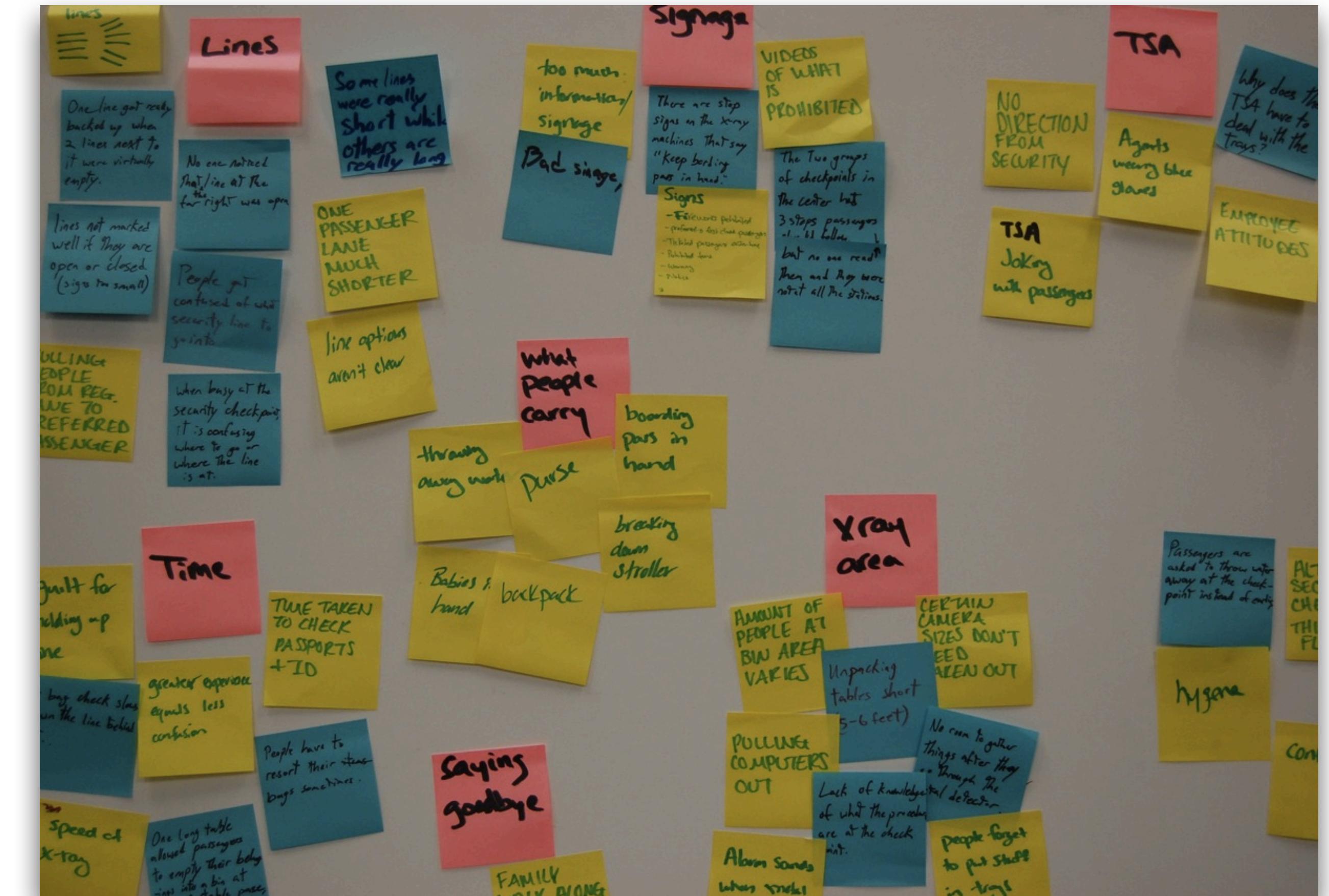
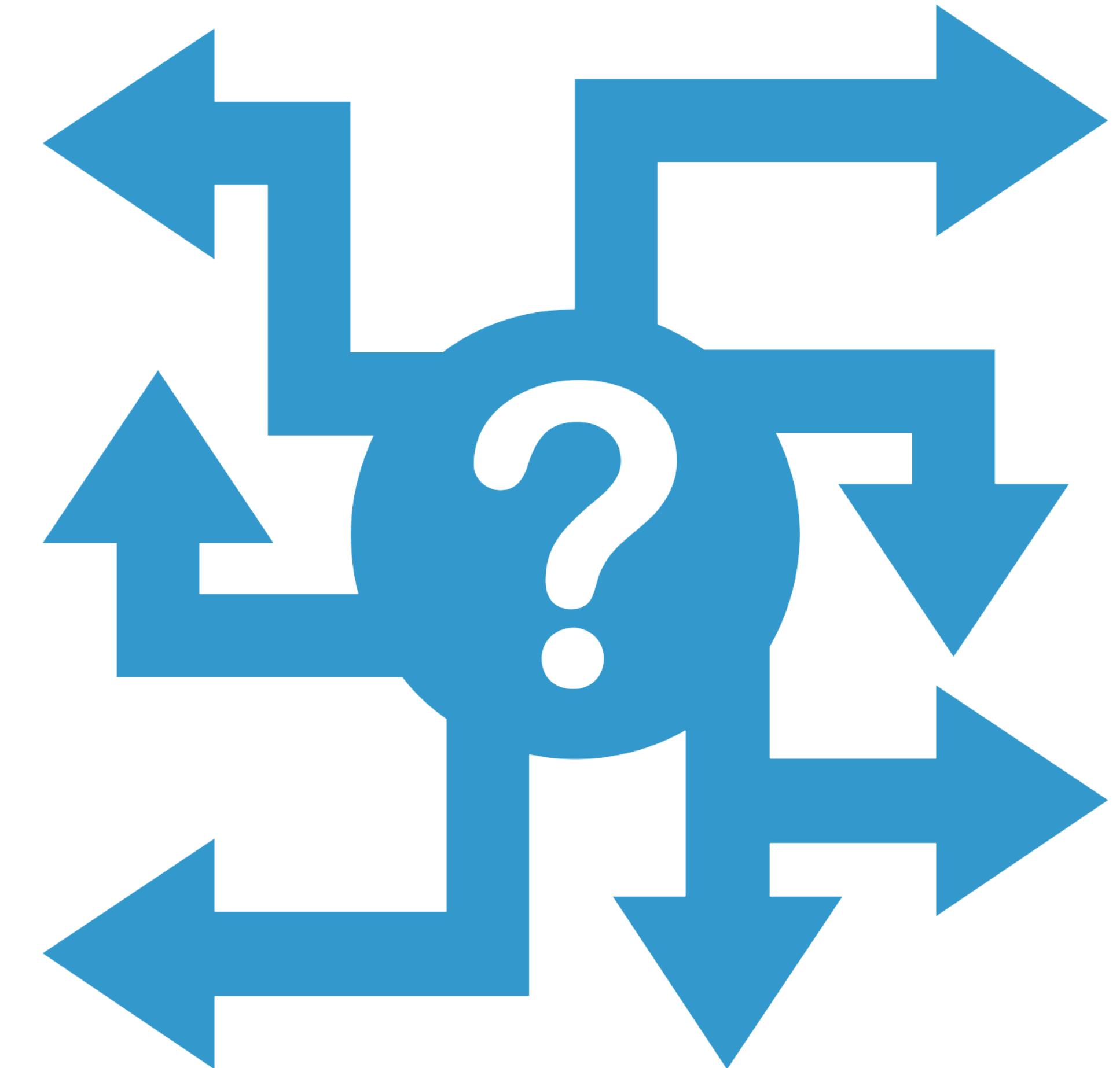


Image: <http://www.servicedesigntools.org/tools/23>

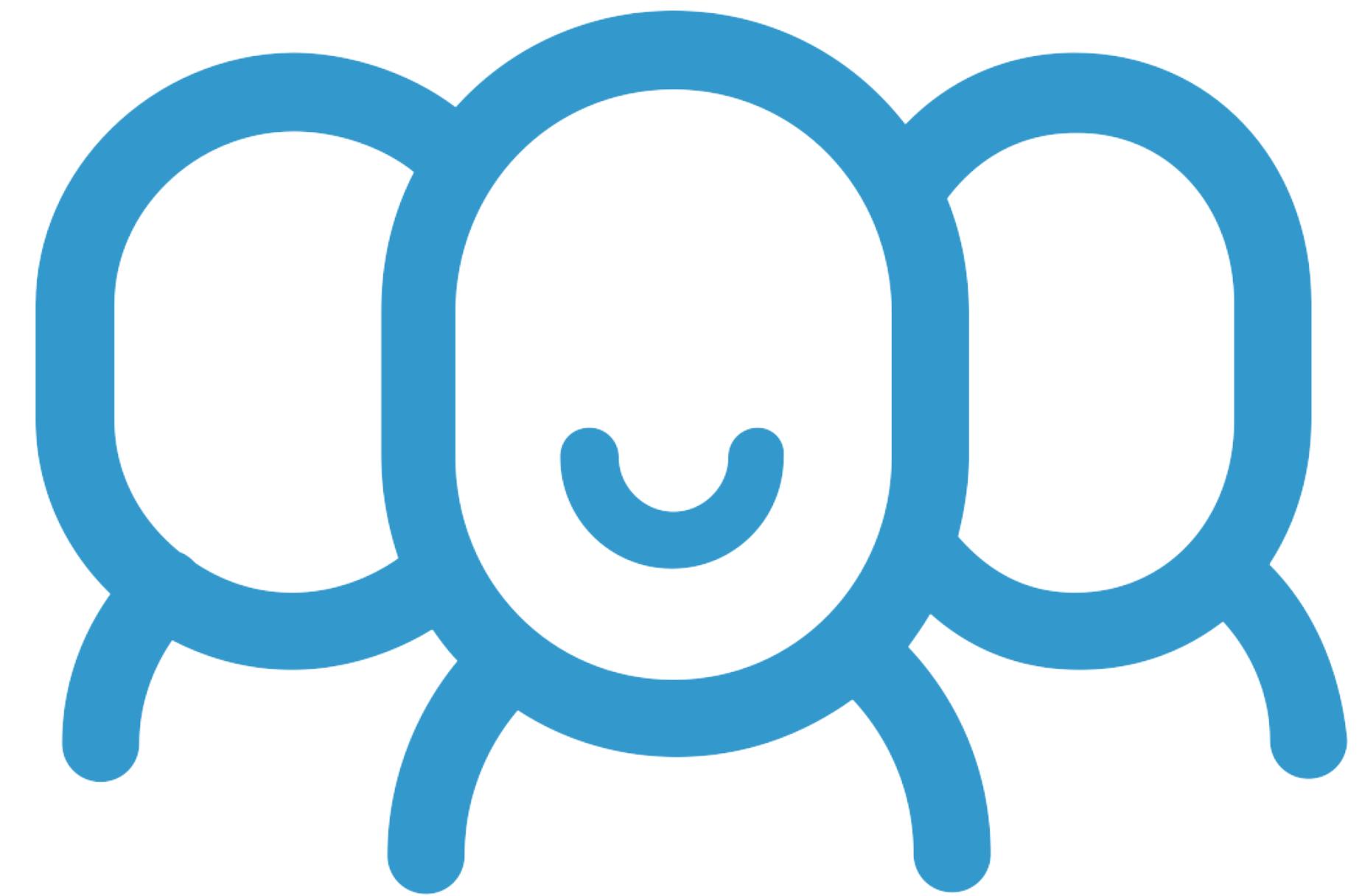
4) Decide what to do

- ✓ Choose the most important improvement area
- ✓ Create a concrete change action that you will do next week

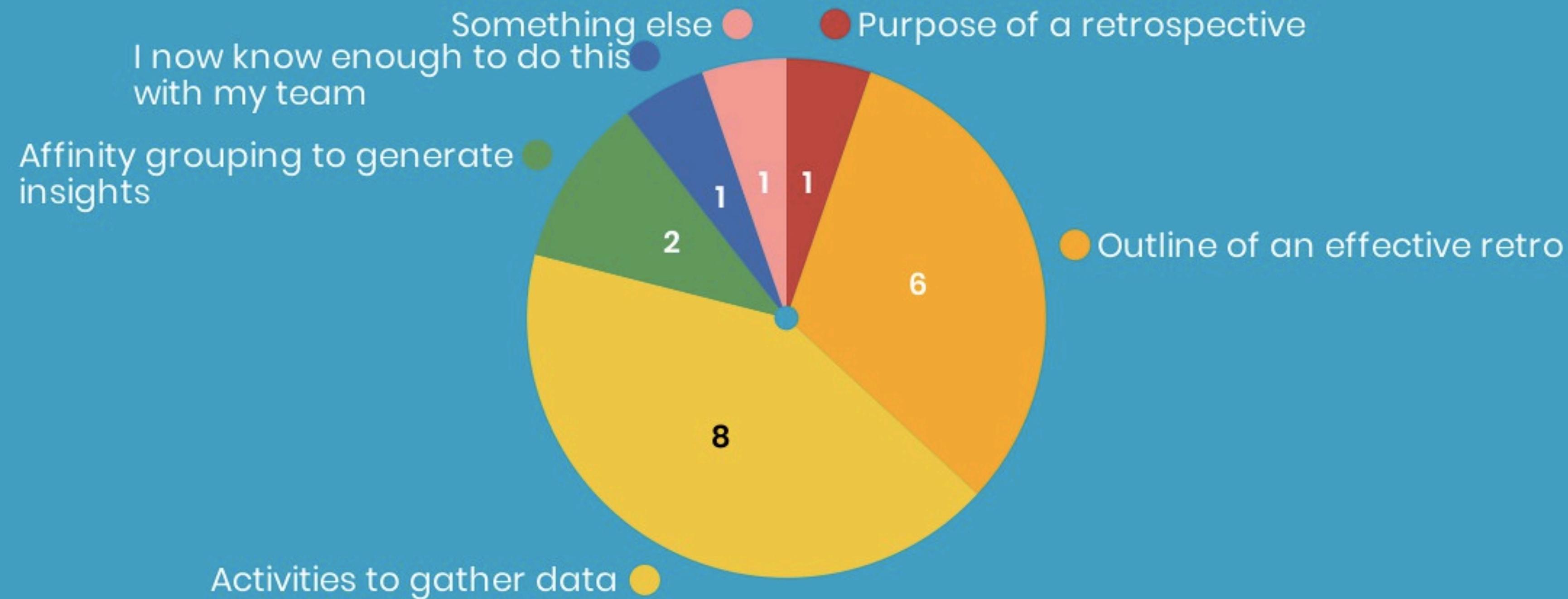


5) Close: example

- ✓ Awesome us!
- ✓ We know what to do to make sure we are the best _____ team that ever existed.
- ✓ Let's put the action item at the top of our backlog, and then let's put it in our sprint plan to make sure we get it done.



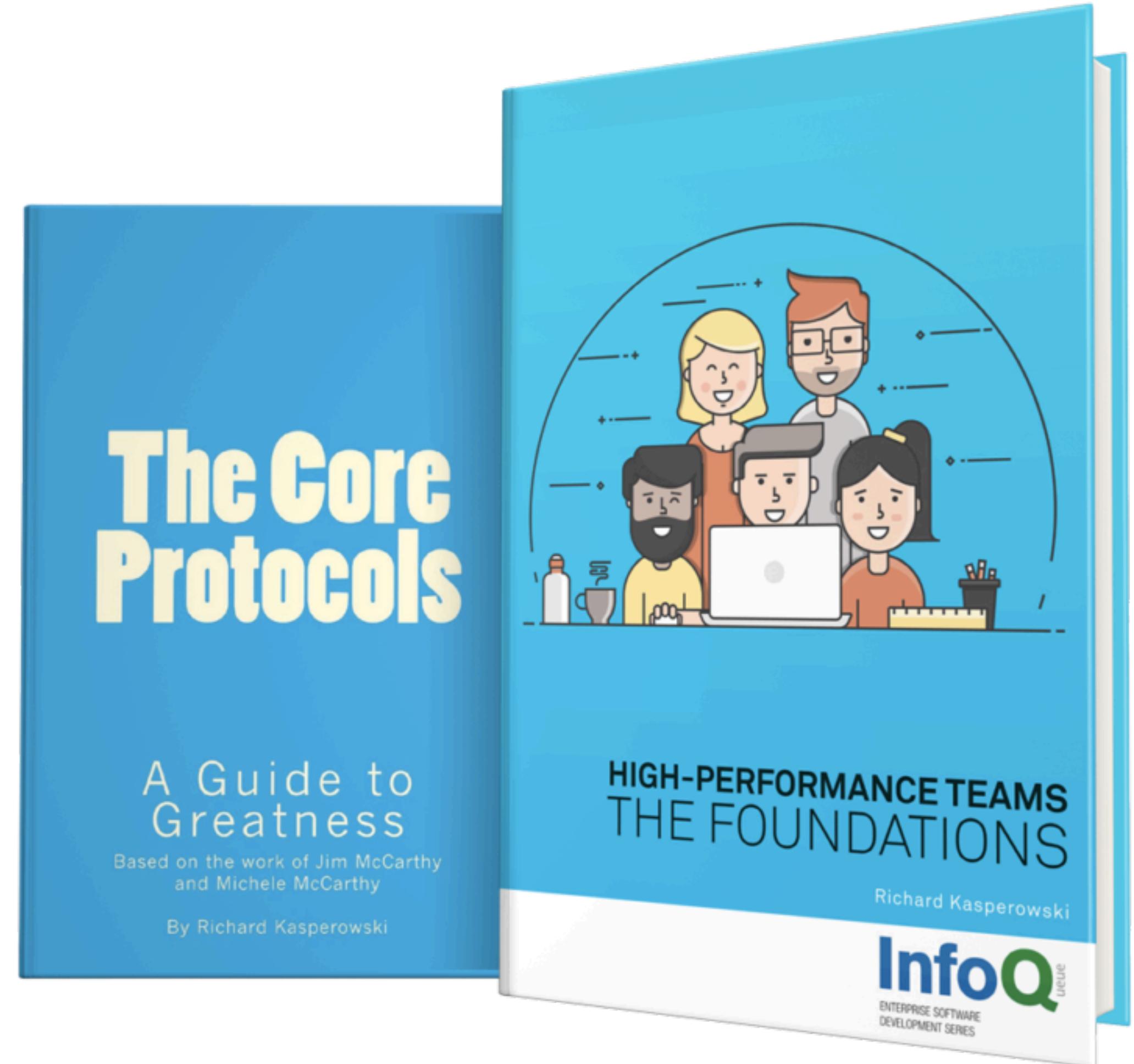
What is your key take-away?



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To Learn More

- ✓ Read Agile Retrospectives: Making Good Teams Great by Esther Derby and Diana Larsen
- ✓ Ask for help
- ✓ Classes: kasperowski.com/events



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