

Getting Your Agile Team Unstuck

Angela Dugan
Principal Consultant,
Polaris Solutions

THE GOALS OF THIS SESSION

Talk about the common challenges faced by agile teams I've worked with

Share some of the tells I've noticed of when things have “gone off the rails”

Review some ways to brush off the dirt and get back in there



THE STRUGGLE

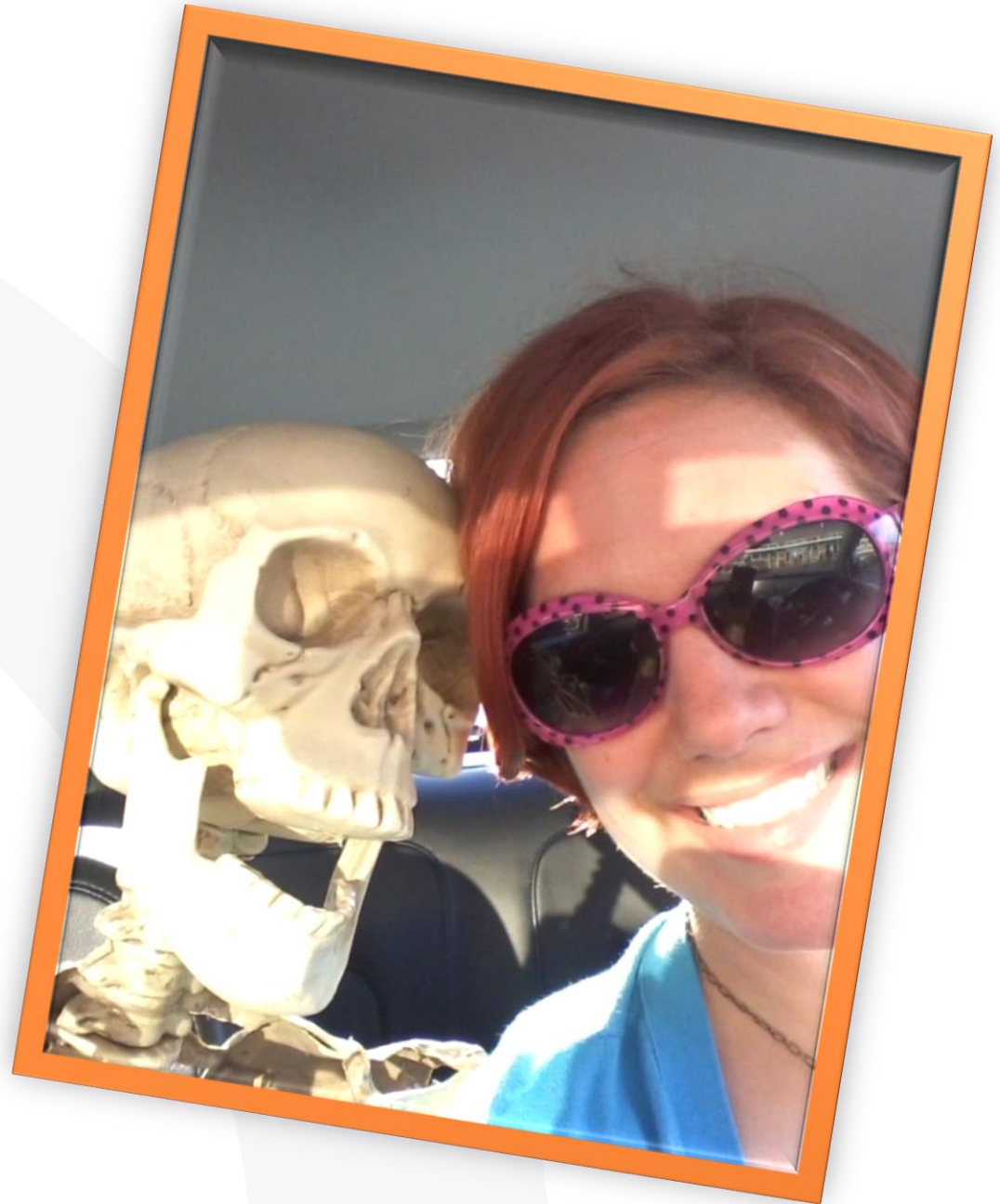


IS REAL

Angela@PolarisSolutions.com

TFSWhisperer.com

@OakParkGirl



WHAT DOES AGILITY LOOK LIKE?

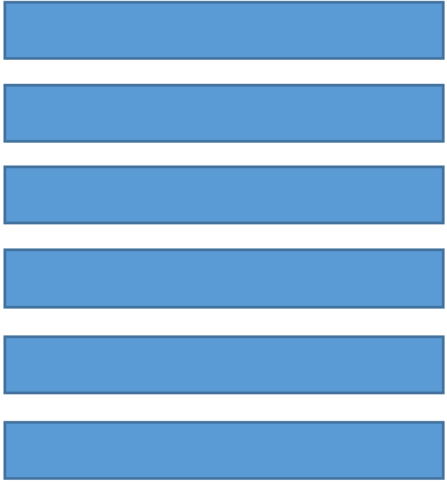




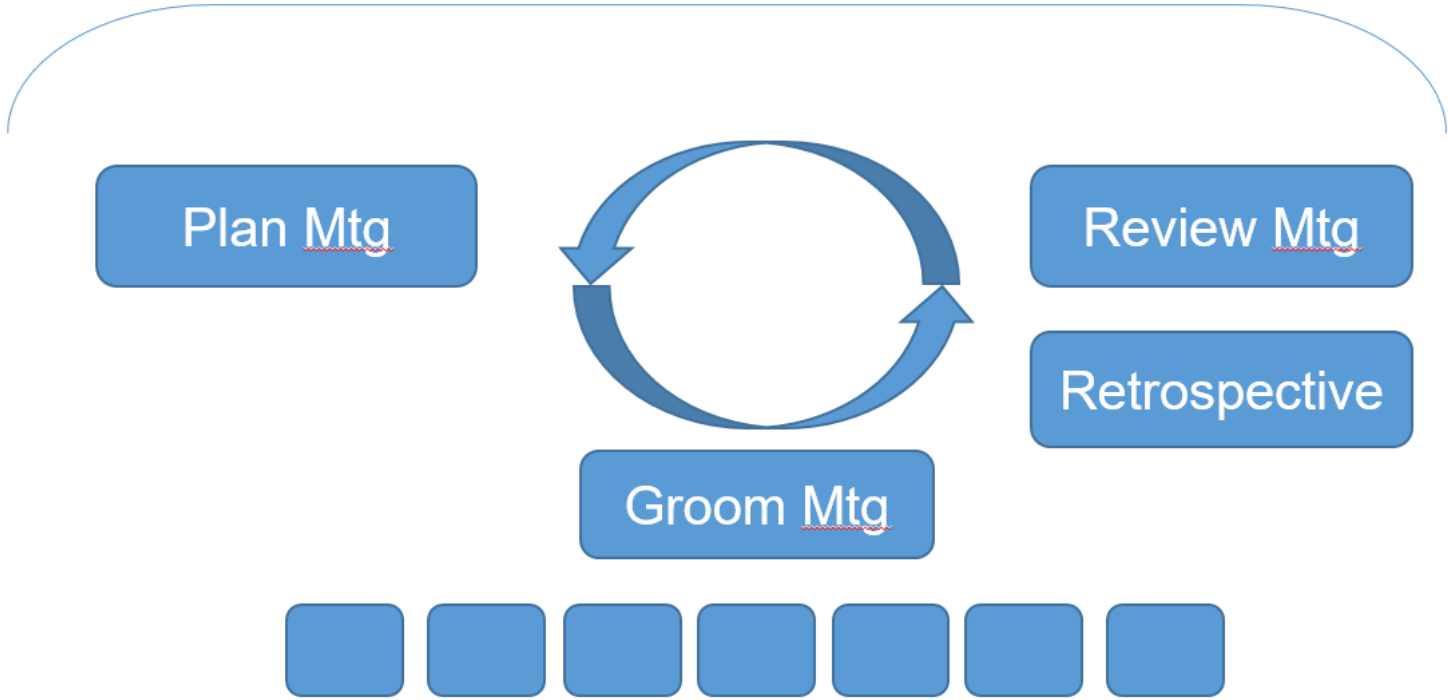


Agile software development describes a set of principles for software development under which **requirements and solutions evolve** through the **collaborative effort of self-organizing cross-functional teams.**

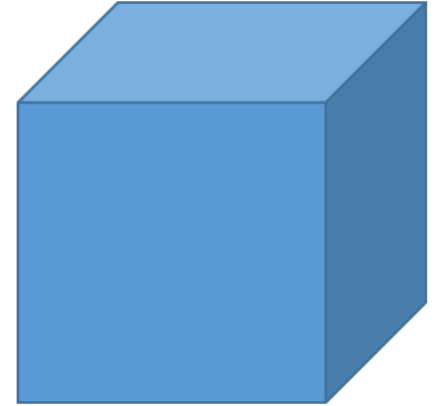
Product Backlog



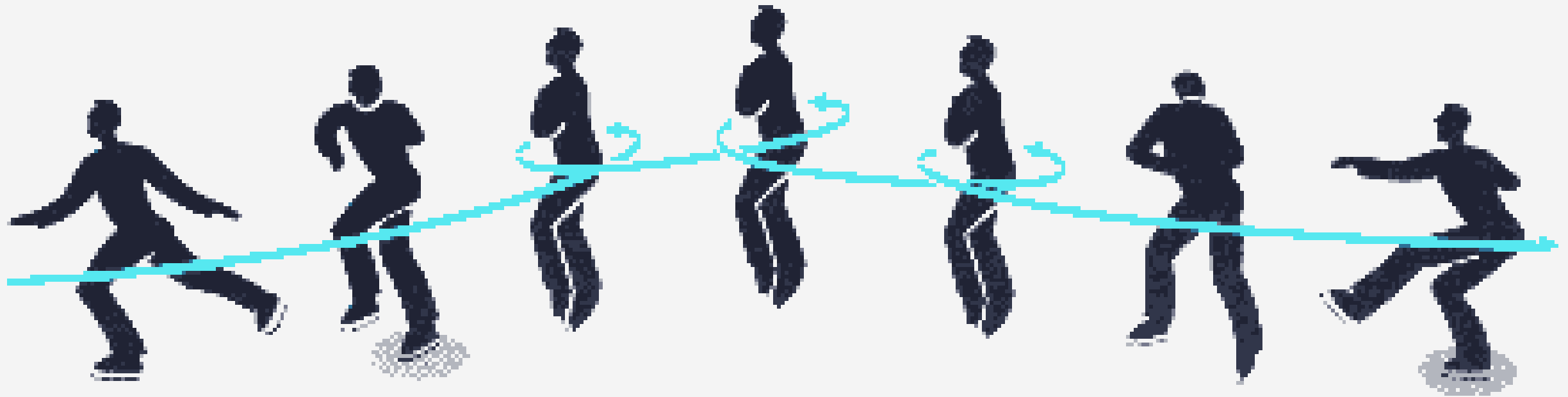
Sprint (1-4 Weeks)



Working Software



Daily Standup Meetings



backward approach

toe pick

three rotations

lands on right

AXEL IS A JUMP IN FIGURE SKATING FROM THE OUTER FORWARD EDGE OF ONE SKATE WITH 1.5 TURNS TAKEN IN THE AIR AND A RETURN TO THE BACKWARD EDGE OF THE OTHER SKATE. THE JUMP IS NAMED AFTER **AXEL PAULSEN**, A NORWEGIAN FIGURE SKATER, WHO FIRST PERFORMED THE JUMP IN 1882.

SMARTER EVERY DAY

@SmarterEveryDay

YouTube.com/SmarterEveryDay


GRAPHIC BY WWW.KCRDESIGN.NET



WHAT PROMOTES SUCCESSFUL AGILE?

commitment
discipline
meaningful collaboration
adaptive planning
experimentation
permission to fail
continuous improvement





TRUST AND TRANSPARENCY

Angela@PolarisSolutions.com

Twitter: @OakParkGirl

No wonder agile is so freaking hard!



So why does
every agile
team eventually
go off the rails?

Company culture continues to dominate the top causes of failed agile projects with company philosophy or culture at odds with core agile values at 46%, and lack of management support for cultural transition at 38%.



COMMON CHALLENGES

1. Expectations management
2. Quality
3. Communication breakdown
4. Lack of ownership

EXPECTATIONS MANAGEMENT



MANAGING EXPECTATIONS

**MISMANAGED
EXPECTATIONS
SMELLS**



THINGS EVERYONE CAN DO

1. Create safe spaces for sharing status, issues, feedback
2. ACTUALLY TALK TO EACH OTHER
3. No assumptions based development / testing
4. Review progress with the PO/Stakeholders as early and often as possible

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QUALITY
SMELLS

THINGS EVERYONE CAN DO

1. Ask clarity questions early in the process
2. Document decisions made in-flight
3. Examine the process to determine why quality wasn't delivered
4. Review outcomes often, so that divergences are caught early

COMMUNICATION





COMMUNICATION SMELLS

THINGS EVERYONE CAN DO

1. Remove artificial boundaries between people
2. Encourage the team to get to know one another
3. Listen to what your team mates are saying and NOT saying
4. Accept mistakes as readily as successes (maybe more!)

OWNERSHIP



Angela@PolarisSolutions.com

Twitter: @OakParkGirl

OWNERSHIP SMELLS



THINGS EVERYONE CAN DO

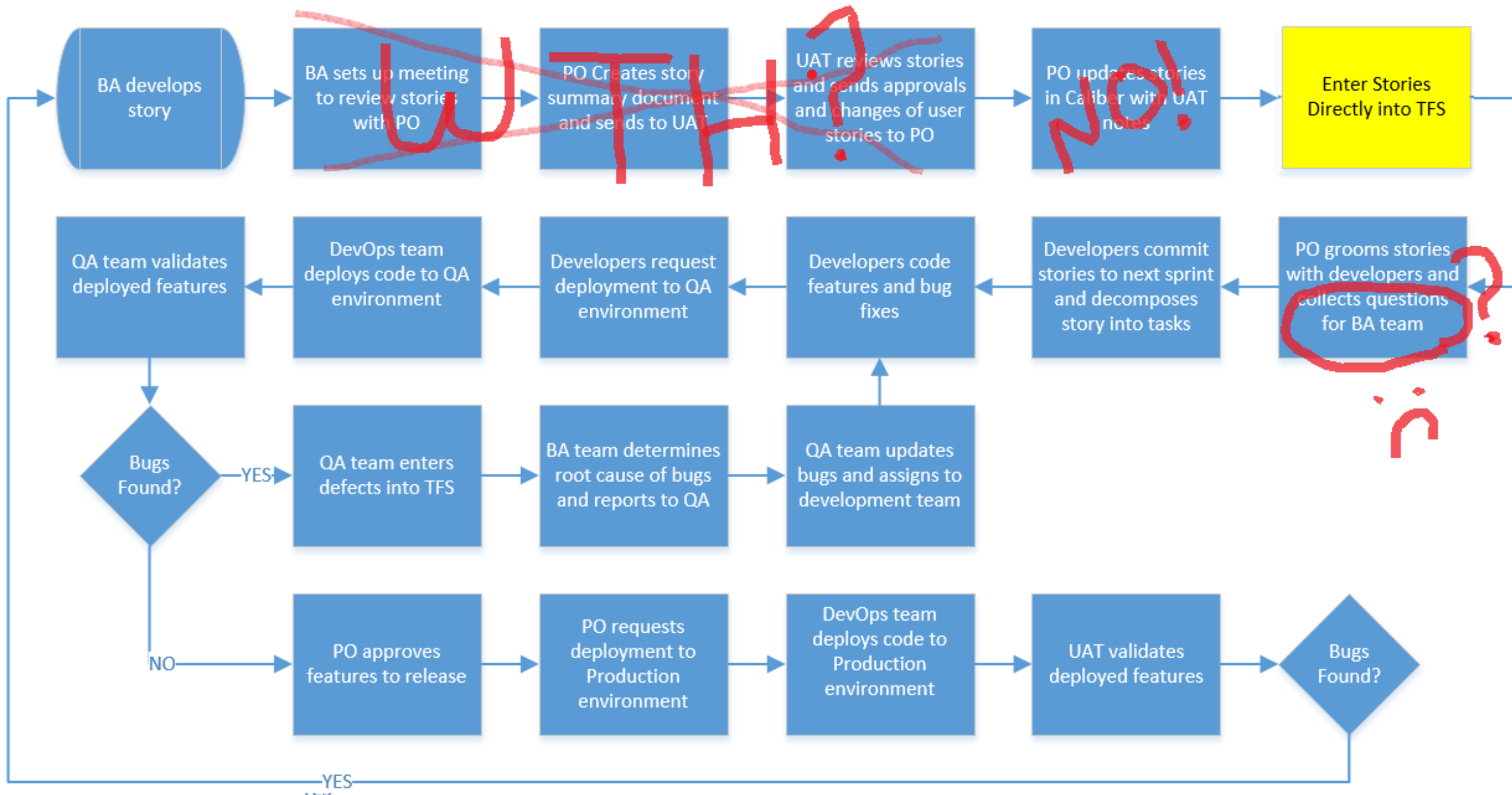
1. Implement a fist of five approach to validating team commitments BEFORE committing
2. Make sure everyone on the team feels empowered to solve problems
3. Make sure everyone on the team has permission to fail
4. Take ownership of the big picture, not just your part in it
5. Reward team success, not individual success*





Get people talking!









More Stuff to Check Out

Fail Forward: <https://www.admittingfailure.org/>

Lean Coffee: <http://leancoffee.org/>

Drive: The Suprising Truth about What Motivates People:
<https://www.amazon.com/Drive-Surprising-Truth-About-Motivates/dp/1594484805>

Coaching Agile Teams: <https://www.amazon.com/Coaching-Agile-Teams-ScrumMasters-Addison-Wesley/dp/0321637704/>

Agile Retrospectives: <https://pragprog.com/book/dlret/agile-retrospectives>

How to find me!

Email: Angela@PolarisSolutions.com

LinkedIn: <https://www.linkedin.com/in/andugan>

Slideshare.NET: <http://www.slideshare.net/angelabinkowski>

Twitter: @OakParkGirl, @ChicagoALM, @TeamPolaris

Blog - <http://www.tfswhisperer.com/>

Chicago Agile and DevOps Meetup - <http://www.polarissolutions.com/events>

Polaris Solutions website - <http://www.polarissolutions.com/>

THANK

YOU



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