



High Performance Teams Game by [Mark Levison - Agile Pain Relief Consulting](#)
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Sample Games – to show the flow of various teams through the system

Team 1 – Deliver Deliver

Team focuses only delivering very little focus on anything else

Round 1

Starting Capacity

Action(s)	Cost	Effect on Capacity
Commit to 10 stories	10	
Hidden effects		

Gremlin:

Effect:

of Stories committed: 10

of Stories complete: 6

Round 2

Starting Capacity: 10

Action(s)	Cost	Effect on Capacity
Commit to 10 stories	10	
Hidden effects		
Nothing done to improve communications		-2
No Setup of the Build Server		-2

Gremlin:

Effect:

of Stories committed: 10

of Stories complete: 7

Round 3

Starting Capacity: 6 + 4 "One time only Get it done extra money"

Action(s)	Cost	Effect on Capacity
Personal Productivity Bonus	3	-2
Commit to 7 Stories	7	
Hidden effects		
Technical Debt continues to harm the team		-1

Gremlin: One team member is consistently late or misses Daily Scrum. In addition they do most of their work on their own **Effect:** -1

of Stories committed: 7

of Stories complete: 5

Round 4

Starting Capacity 2

Action(s)	Cost	Effect on Capacity
Commit to 2		
Hidden effects		
Technical Debt continues to harm the team		-1
Fire fighting stopped the team from delivering any Stories this round		

of Stories committed: 2

of Stories complete: 0

Round 5

Starting Capacity: 1

Action(s)	Cost	Effect on Capacity
Commit to 2		
Hidden effects		
Technical Debt continues to harm the team		-1

of Stories committed: 2

of Stories complete: 1

Total Number of Stories Complete: 19
Final Capacity: 0

Team 2 – Engineering Practices

Team focuses on improving engineering practices nothing more

Round 1

Starting Capacity

Action(s)	Cost	Effect on Capacity
Setup a Build Server	3	
# of Stories Committed	7	
Hidden effects		

Gremlin:

Effect:

of Stories complete: 6

Round 2

Starting Capacity: 10

Action(s)	Cost	Effect on Capacity
Introduce Unit Testing	1	
# of Stories Committed	9	
Hidden effects		
Nothing done to improve communications		-2

Gremlin:

Effect:

of Stories complete: 7

Round 3

Starting Capacity: 8 + 4 "One time only Get it done extra money"

Action(s)	Cost	Effect on Capacity
Informal Cross Training	1	+1
# of Stories Committed	11	
Hidden effects		
Unit Testing starts to payoff		+1

of Stories complete: 5

Round 4

Starting Capacity 10

Action(s)	Cost	Effect on Capacity
Pre-Allocate Sprint Capacity for fires	2	
# of Stories Committed	8	
Hidden effects		

Gremlin: Team member not pulling their weight **Effect:** -2

of Stories complete: 4

Round 5

Starting Capacity: 8

Action(s)	Cost	Effect on Capacity
# of Stories Committed	8	
Hidden effects		
		-1

of Stories complete: 4

Total Number of Stories Complete: 30

Final Capacity: 8

Team 3 – Team Room

Team focuses on team practices nothing more

Round 1

Starting Capacity

Action(s)	Cost	Effect on Capacity
Setup a Team Room	5	
# of Stories Committed	5	
Hidden effects		

Gremlin:

Effect:

of Stories complete: 3

Round 2

Starting Capacity: 10

Action(s)	Cost	Effect on Capacity
Team working agreements	1	
Social Time(s)	1	
ScrumMaster setups one on ones	1	
# of Stories Committed	7	
Hidden effects		
No build server setup		-2
Team room starts to payoff		+1

Gremlin:

Effect:

of Stories complete: 6

Round 3

Starting Capacity: 9 + 4 "One time only Get it done extra money"

Action(s)	Cost	Effect on Capacity
Informal Cross Training	1	+1
ScrumMaster protects the team from outside distraction	2	
# of Stories Committed	11	
Hidden effects		
no changes to improve Engineering Practices		-1
Team room starts to payoff		+2
Working Agreements		+1
Social Time		+1

Gremlin: Team Member/Management relationship **Effect** none since the SM is team has established social norms and SM meets with team for regular one on ones
of Stories complete: 5

Round 4

Starting Capacity 13

Action(s)	Cost	Effect on Capacity
Pre-Allocate Sprint Capacity for fires		
Sacrifice One Team Member to Deal with the Fires	3	
ScrumMaster protects the team from outside distraction	2	
# of Stories Committed	8	
Hidden effects		
Team room payoff		+2
SM protects team from distraction consistently the team believe it		+1
Made no changes to improve Engineering Practices – Technical Debt is starting to take hold		-1

capacity		
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Gremlin: Team member not pulling their weight **Effect:** -1 because SM is meeting with team members in one ones

of Stories complete: 8

Round 5

Starting Capacity: 14

Action(s)	Cost	Effect on Capacity
# of Stories Committed	14	
Hidden effects		
		-1

of Stories complete: 12

Total Number of Stories Complete: 38

Final Capacity: 14

Team 4 – Team Practices

Team focuses on team practices, but no team room

Round 1

Starting Capacity

Action(s)	Cost	Effect on Capacity
Get all Team members on the same floor	2	
# of Stories Committed	8	
Hidden effects		

Gremlin:

Effect:

of Stories complete: 6

Round 2

Starting Capacity: 10

Action(s)	Cost	Effect on Capacity
Team working agreements	1	

Social Time(s)	1	
ScrumMaster setups one on ones	1	
# of Stories Committed	7	
Hidden effects		
No build server setup		-2
Face to face time payoff		+1

Gremlin:

Effect:

of Stories complete: 4

Round 3

Starting Capacity: 9 + 4 "One time only Get it done extra money"

Action(s)	Cost	Effect on Capacity
Informal Cross Training	1	+1
ScrumMaster protects the team from outside distraction	2	
Spend two-three hours as a team collaborating on what the CES goal means and what is important	1	
# of Stories Committed	9	
Hidden effects		
no changes to improve Engineering Practices		-1
Face to face time payoff		+1
Working Agreements		+1
Social Time		+1

Gremlin: Team Member/Management relationship **Effect** none since the SM is team has established social norms and SM meets with team for regular one on ones
of Stories complete: 9

Round 4

Starting Capacity 12

Action(s)	Cost	Effect on Capacity
Pre-Allocate Sprint Capacity for fires		

Sacrifice One Team Member to Deal with the Fires	3	
ScrumMaster protects the team from outside distraction	2	
# of Stories Committed	7	
Hidden effects		
Face to face time payoff		+1
SM protects team from distraction consistently the team believe it		+1
Made no changes to improve Engineering Practices – Technical Debt is starting to take hold capacity		-1

Gremlin: Team member not pulling their weight **Effect:** -1 because SM is meeting with team members in one ones

of Stories complete: 6

Round 5

Starting Capacity: 13

Action(s)	Cost	Effect on Capacity
# of Stories Committed	14	
Hidden effects		
Face to face time payoff		+1
Made no changes to improve Engineering Practices – Technical Debt is starting to take hold capacity		-1

of Stories complete: 12

Total Number of Stories Complete: 37

Final Capacity: 13

Team 5 - Balanced

Team goes for a mix of engineering and team practices

Round 1

Starting Capacity

Action(s)	Cost	Effect on Capacity
Get all Team members on the same floor	2	
Setup build server etc	3	
Team Working agreements	1	
# of Stories Committed	4	
Hidden effects		

Gremlin:

Effect:

of Stories complete: 3

Round 2

Starting Capacity: 10

Action(s)	Cost	Effect on Capacity
Introduce Unit Testing	2	
Social Time(s)	1	
ScrumMaster setups one on ones	1	
# of Stories Committed	6	
Hidden effects		
Face to face time payoff		+1
Working Agreements		+1

Gremlin:

Effect:

of Stories complete: 5

Round 3

Starting Capacity: 12 + 4 "One time only Get it done extra money"

Action(s)	Cost	Effect on Capacity
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Informal Cross Training	1	+1
ScrumMaster protects the team from outside distraction	2	
Spend two-three hours as a team collaborating on what the CES goal means and what is important	1	
# of Stories Committed	12	
Hidden effects		
Face to face time payoff		+1
Social Time		+1

Gremlin: Team Member/Management relationship **Effect** none since the SM is team has established social norms and SM meets with team for regular one on ones
of Stories complete: 12

Round 4

Starting Capacity 15

Action(s)	Cost	Effect on Capacity
Pre-Allocate Sprint Capacity for fires		
Sacrifice One Team Member to Deal with the Fires	3	
ScrumMaster protects the team from outside distraction	2	
# of Stories Committed	10	
Hidden effects		
Face to face time payoff		+1
SM protects team from distraction consistently the team believe it		+1

Gremlin: One team member is consistently late or misses Daily Scrum. In addition they do most of their work on their own

Effect: Ignored because the team have invested in sufficient social actions – they sense the problem early, understand the underlying cause and help their peer.

of Stories complete: 8

Round 5

Starting Capacity: 17

Action(s)	Cost	Effect on Capacity
# of Stories Committed	17	
Hidden effects		
Face to face time payoff		+1
Made no changes to improve Engineering Practices – Technical Debt is starting to take hold capacity		-1

of Stories complete: 15

Total Number of Stories Complete: 43

Final Capacity: 17



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