



Deep Learning + Dojo

Learning deeply Agile & DevOps

About me



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Introduction of the problem



Lean and Agile practices involves change of habits



From books and classrooms we memorize things and don't know how to apply them later



Humans are motivated to change when they see results of the new



We have seen in many places, as part of transformation efforts, coaches and change agents having hard time on changing old habits and teaching new skills on all levels of organization. We have seen intents using well structured workshops, classroom trainings, guided exercises and some executive coaching, as few examples of techniques, being applied very thoughtfully, where new skills or desired behaviors, with very convincing arguments, are presented, understood and soon all forgotten, if applied some day.

“You will become clever through your mistakes” – German proverb

Why is so difficult to change behavior ?
Or having a lasting learning experience?



8 reasons why



We're motivated by negative emotions.



We get trapped by thinking fallacies



We try to change too much (at the same time)



We under estimate the process



We try to eat the entire elephant



We forget that failure is usually a given



We neglect the toolbox



We don't make a commitment

Learning goals



Introduction of the problem

Driving an organization transformation involves changing old habits



Deep practicing

What is deep learning and how that can help me?



Ignition for change

Challenging situations motivates us



Coaching on developing new skills

Role of the coach on the deep learning process



Dojo

Impact of deep learning and how to model one with those concepts in mind



Conclusion

What is next?

Deep Practice

“I have always maintained that excepting fools, men did not differ much in intellect, only in zeal and hard work.”

– Charles Darwin

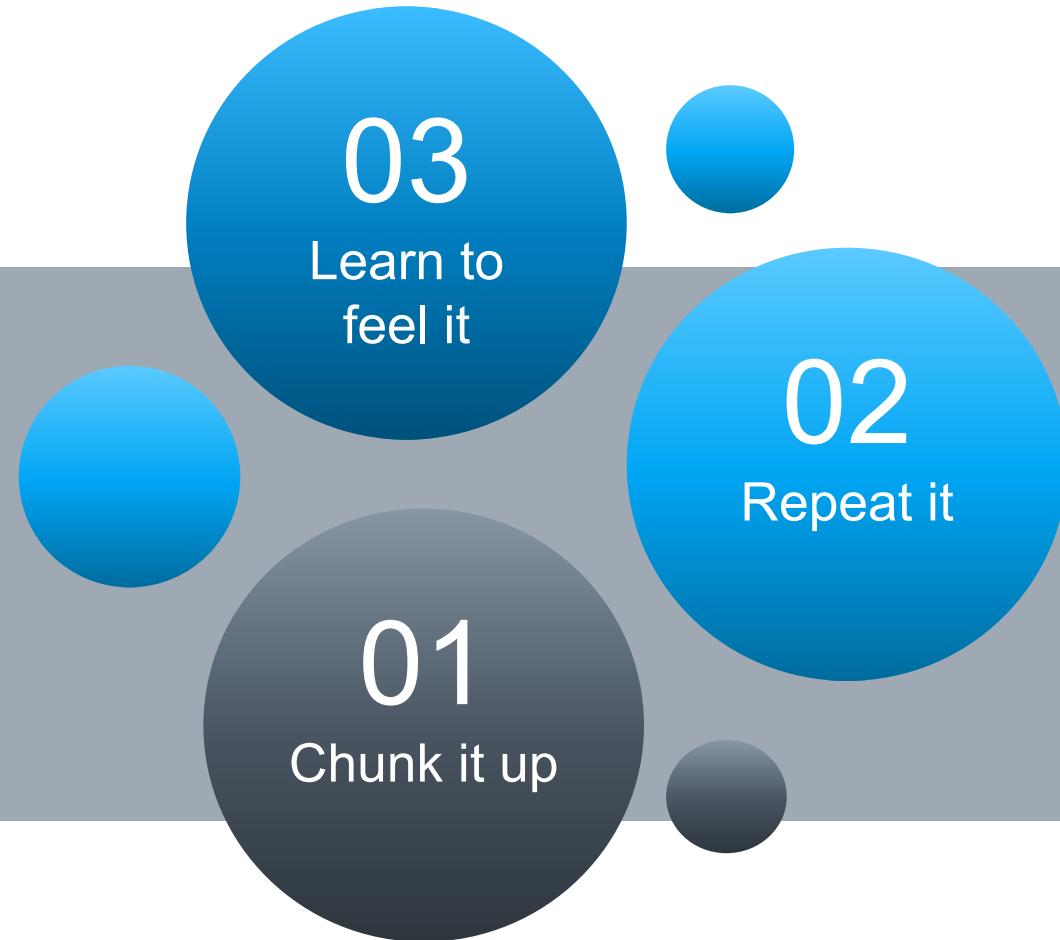




Deep practice and skill building

- Deep practice is a strange concept for two reasons:
- The first reason is that it cuts against our intuition about talent.
- The second reason deep practice is a strange concept is that it takes events that we normally strive to avoid—namely, mistakes—and turns them into skills. To understand how deep practice works, then, it's first useful to consider the unexpected but crucial importance of errors to the learning process.

Three rules of deep practicing



We need failure with the ‘learning’ effect of the learning loop, the right. The first struggle is that failing that goes into our, and the effort to develop the new skill—and that takes practice. Practicing fails, they play with time, slowing the action our executive state and the target to impulse down the nerve fiber, fixing errors, honing the circuit.

“Try again. Fail again. Fail better” - Samuel Becket

Ignition for change

“Education is not a filling of a pail, but the lightning of a fire.”

– W. B. Yeats



Ignition for change

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The language of ignition

When we use the term *motivational language*, we are generally referring to language that speaks of hopes, dreams, and affirmations ("You are the best!"). This kind of language—let's call it high motivation—has its role.

But high motivation is not the kind of language that ignites people. What works is precisely the opposite: not reaching up but reaching down, speaking to the ground-level effort, affirming the struggle.



Coaching for new skills



Coaching for new skills

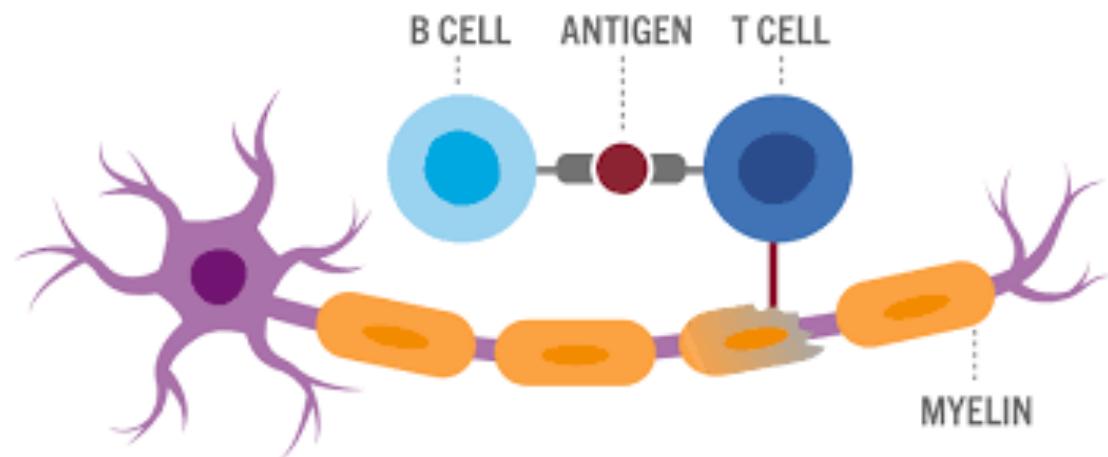
EXPLANATION

DEMONSTRATION

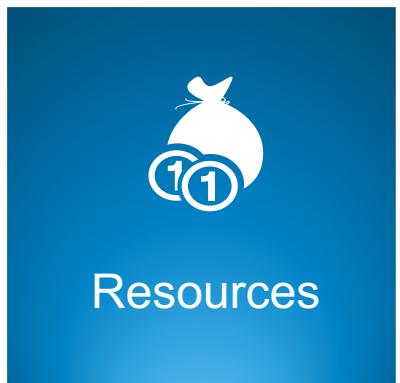
IMMITATION

CORRECTION

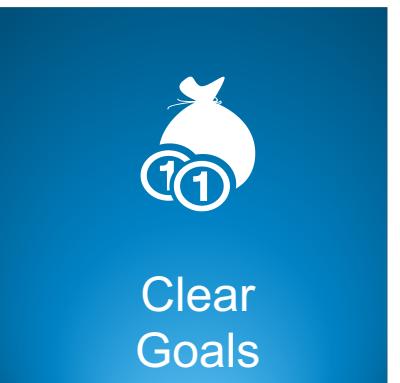
REPETITION



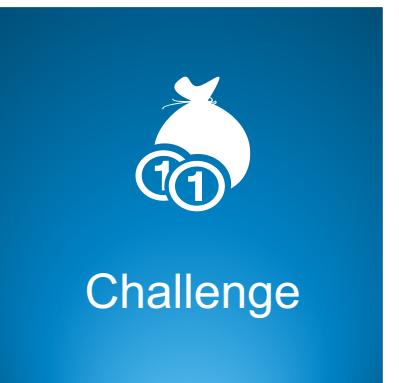
Dojo : Immersive experience



Resources



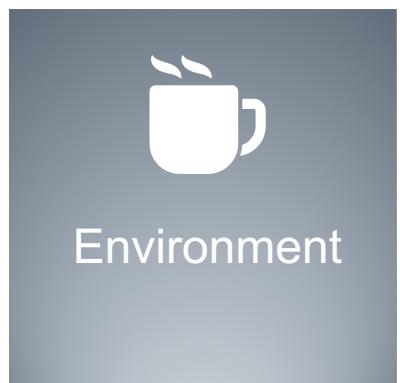
Clear
Goals



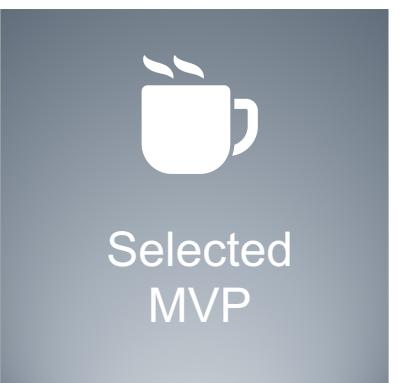
Challenge



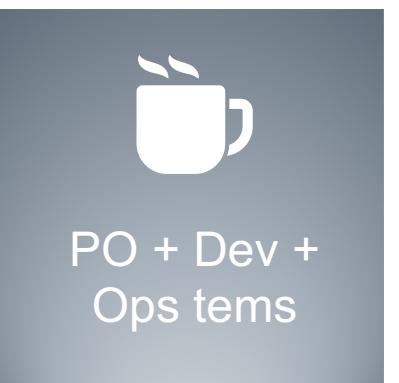
Hyper
Sprint



Environment



Selected
MVP



PO + Dev +
Ops items



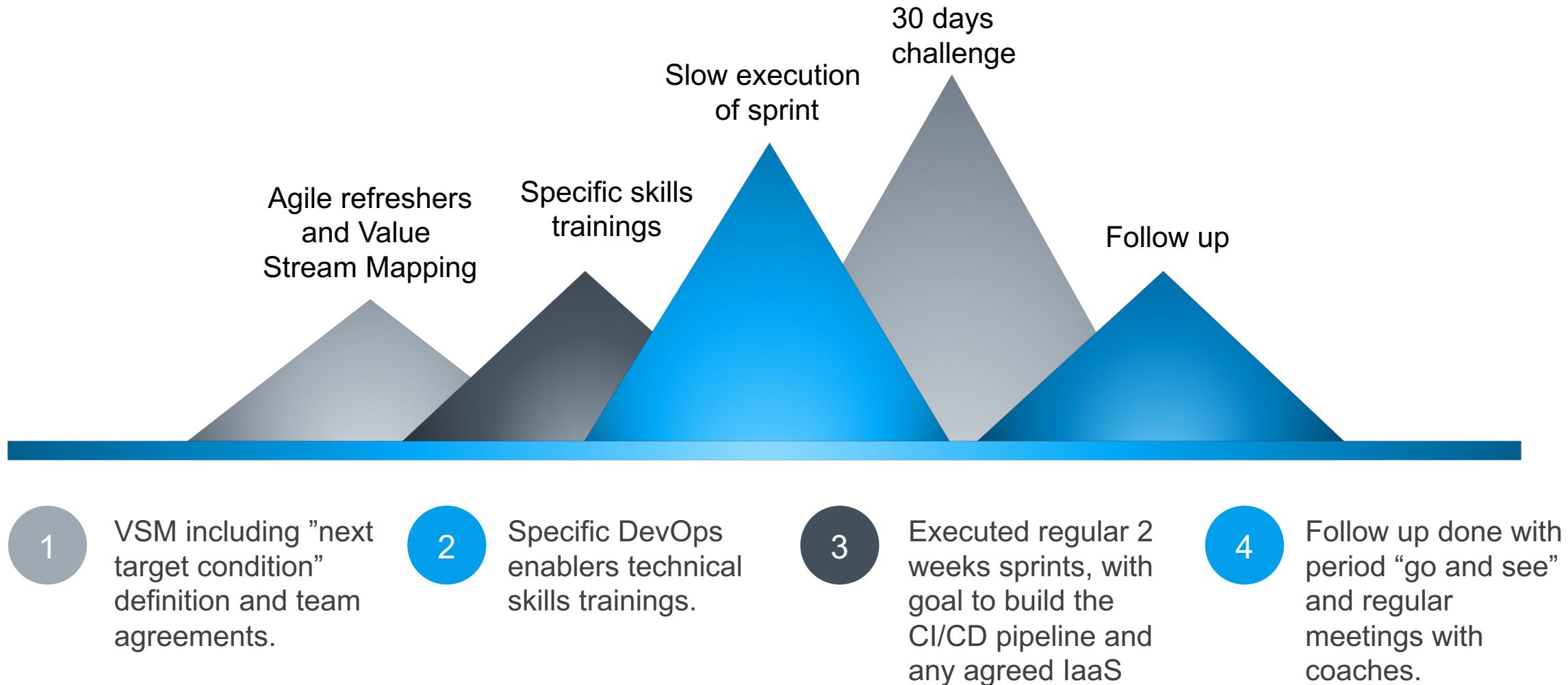
Time Boxed

Dojo + Deep Learning

With this combination, and considering the role of a master coach, its important to create conditions to make mistakes, in scenarios that looks real under constant feedback in intense practice.



30 days challenge dojo structure



30 days challenge dojo structure

APRIL						
Mo	Tu	We	Th	Fr	Sa	Su
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

MAY						
Mo	Tu	We	Th	Fr	Sa	Su
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JUNE						
Mo	Tu	We	Th	Fr	Sa	Su
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

APRIL – GET READY

1-20 : 3 weeks of preparation, including intake, charters, evaluation of readiness and general trainings.

23 – May 3rd : slow execution.

MAY – 30 DAYS CHALLENGE

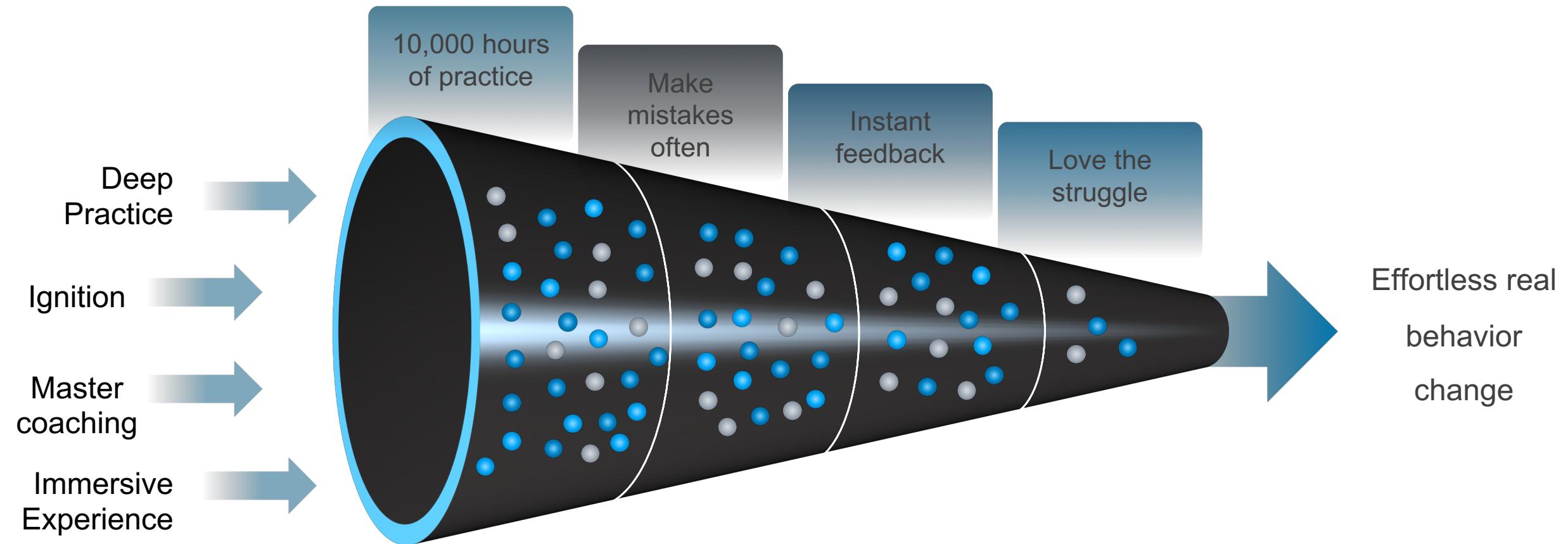
Mondays : Planning and Coach Retros
Tuesday – Friday : 2 sprints

JUNE – POST MORTEN

3 : Challenge retro + measurements
4 : Final demo + feedback survey
5 : Celebration
10 – 28 : Follow up

It's Your
Time!

In summary



Thank you!!

