

# Collaboration in Agile: Brain-based Learning

Mehmet Bahá  
August 5th 2019  
Agile 2019, Washington DC



“A great thought begins by seeing something differently, with a shift of the mind’s eye.”

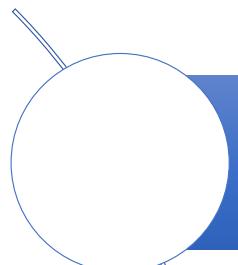
**Albert Einstein**



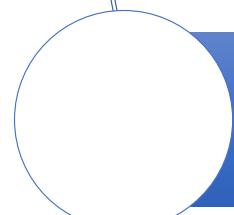
- 1. Name & company**
- 2. Tell the other person about the most collaborative team you've ever worked in?**
- 3. Three important characteristics of this team?**



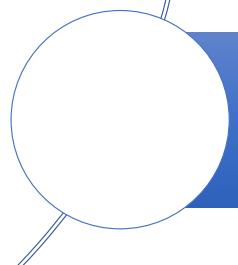
# Agenda



Understanding of Agile & factors of collaboration



Experiential learning & brain-based approach



An experiential learning session & MIT Framework







# REFERENCES



wework.

mobiliz



GTEC  
German Tech  
Entrepreneurship Center  
Berlin



*betahaus* | FNSS



Up with People.  
Bringing the World Together



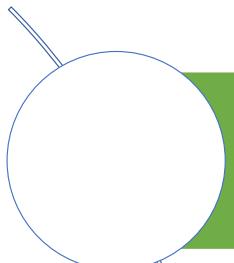
Factory

MINDSPACE

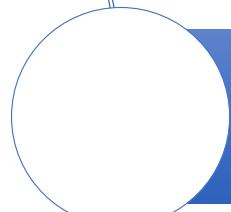
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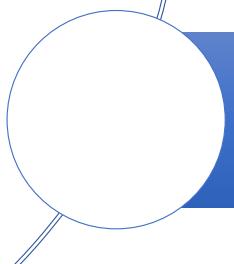
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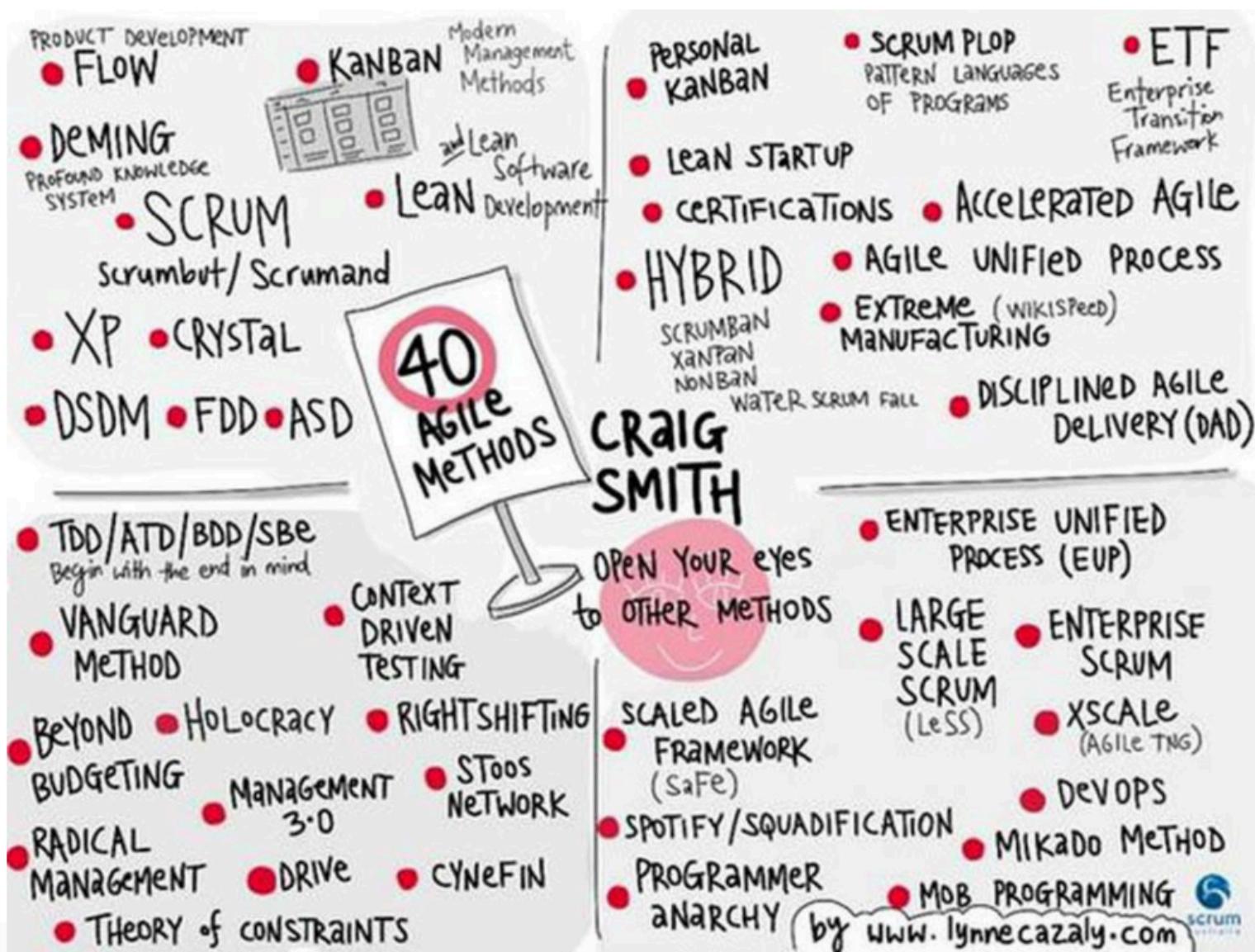


Experiential learning & brain-based approach



An experiential learning session & MIT Framework





Graphic by Lynne Cazaly. based on Craig Smith, reproduced with permission LYNNE CAZALY

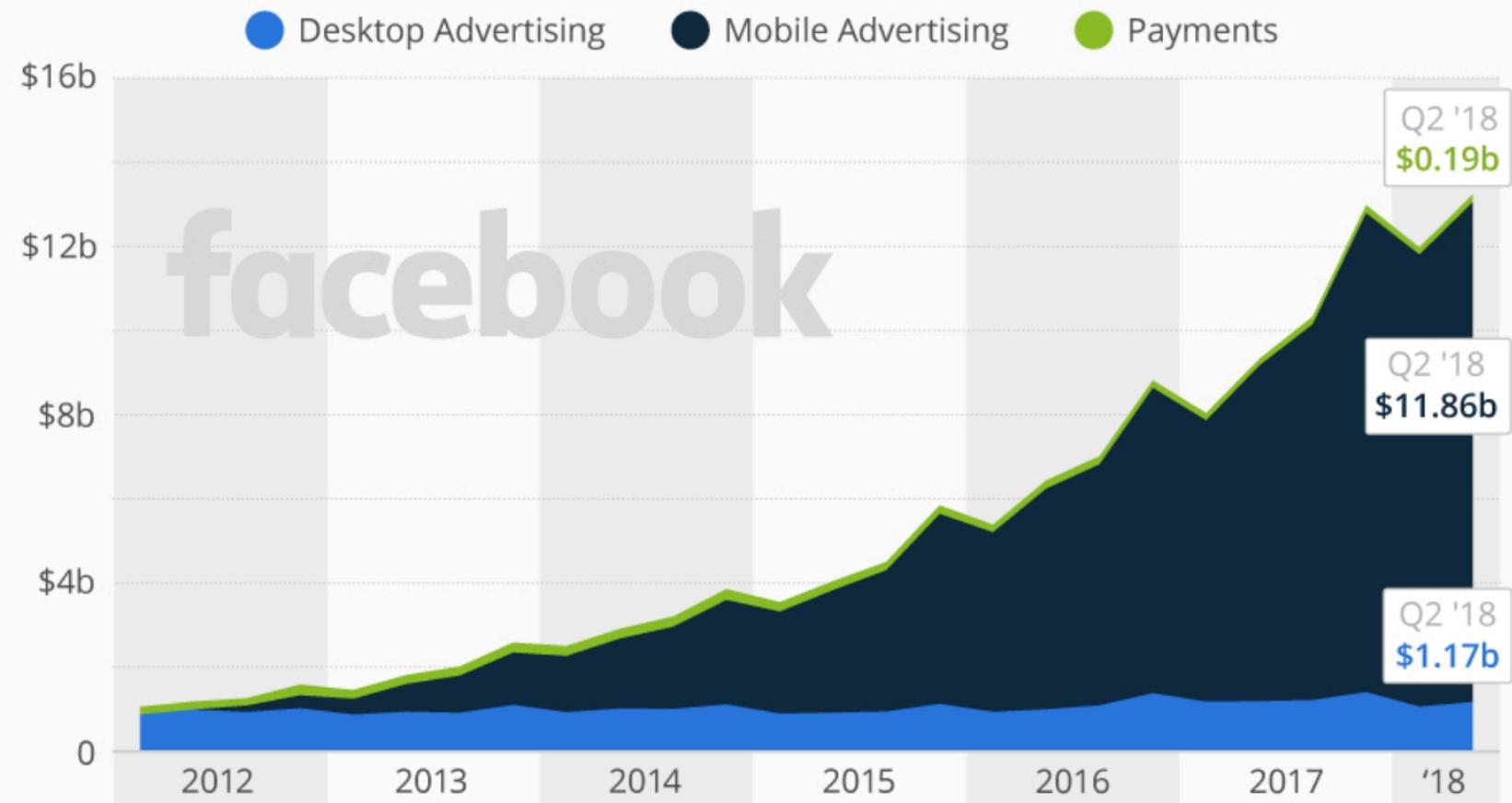


My experience of Agile at



# Facebook's Growth Is Fueled by Mobile Ads

Facebook's quarterly revenue by segment



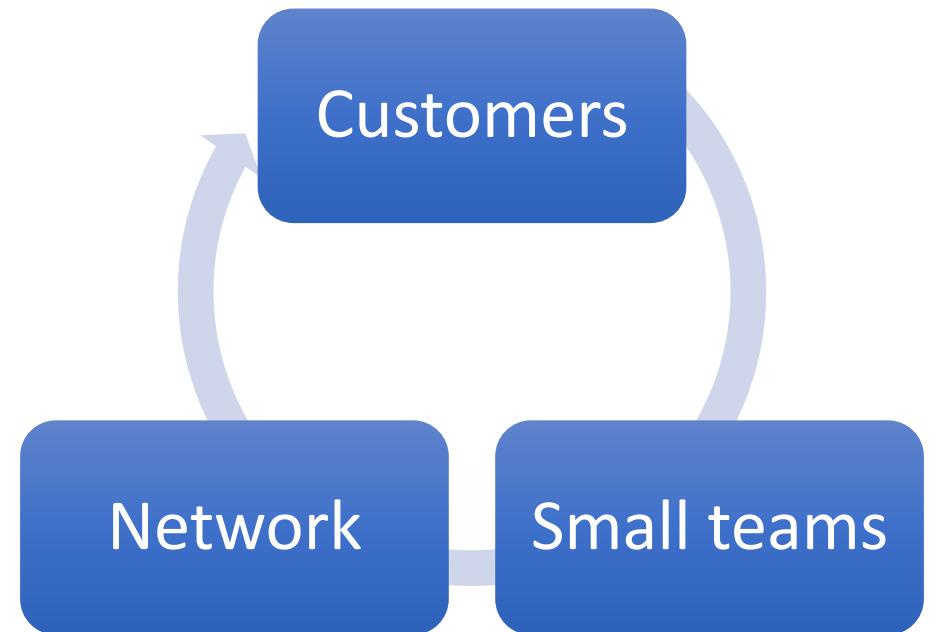
@StatistaCharts

Source: Facebook

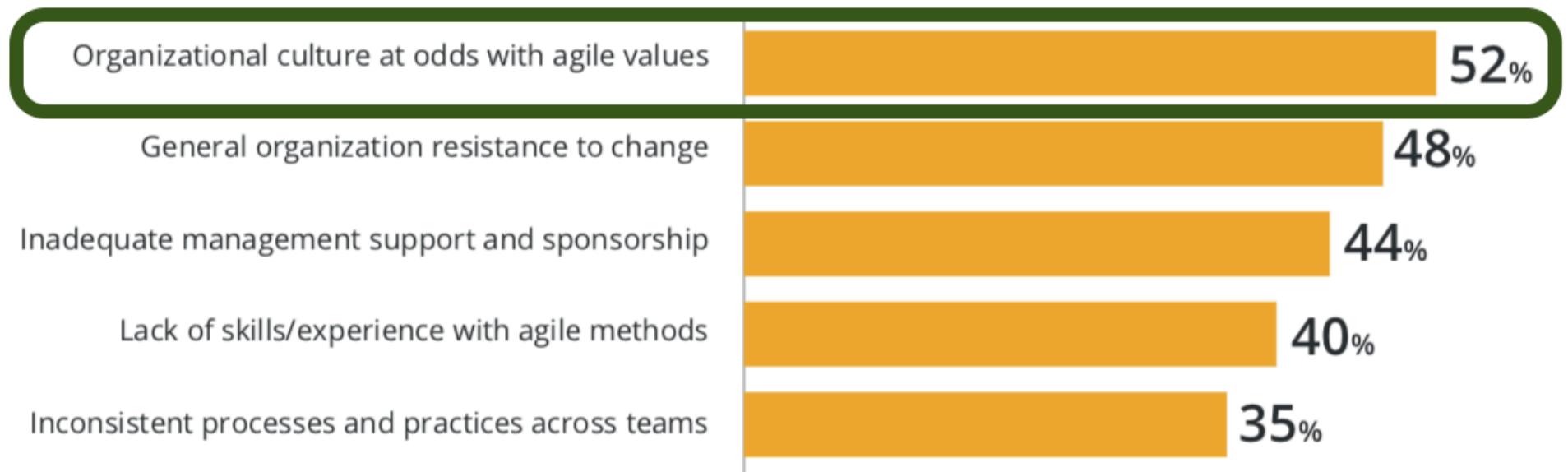
statista



# Three Principles of Agile



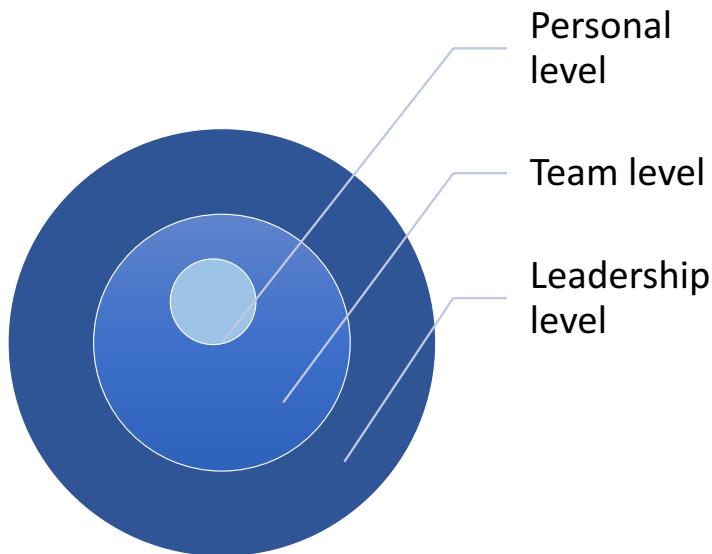
# What is the biggest barrier to adopting Agile?



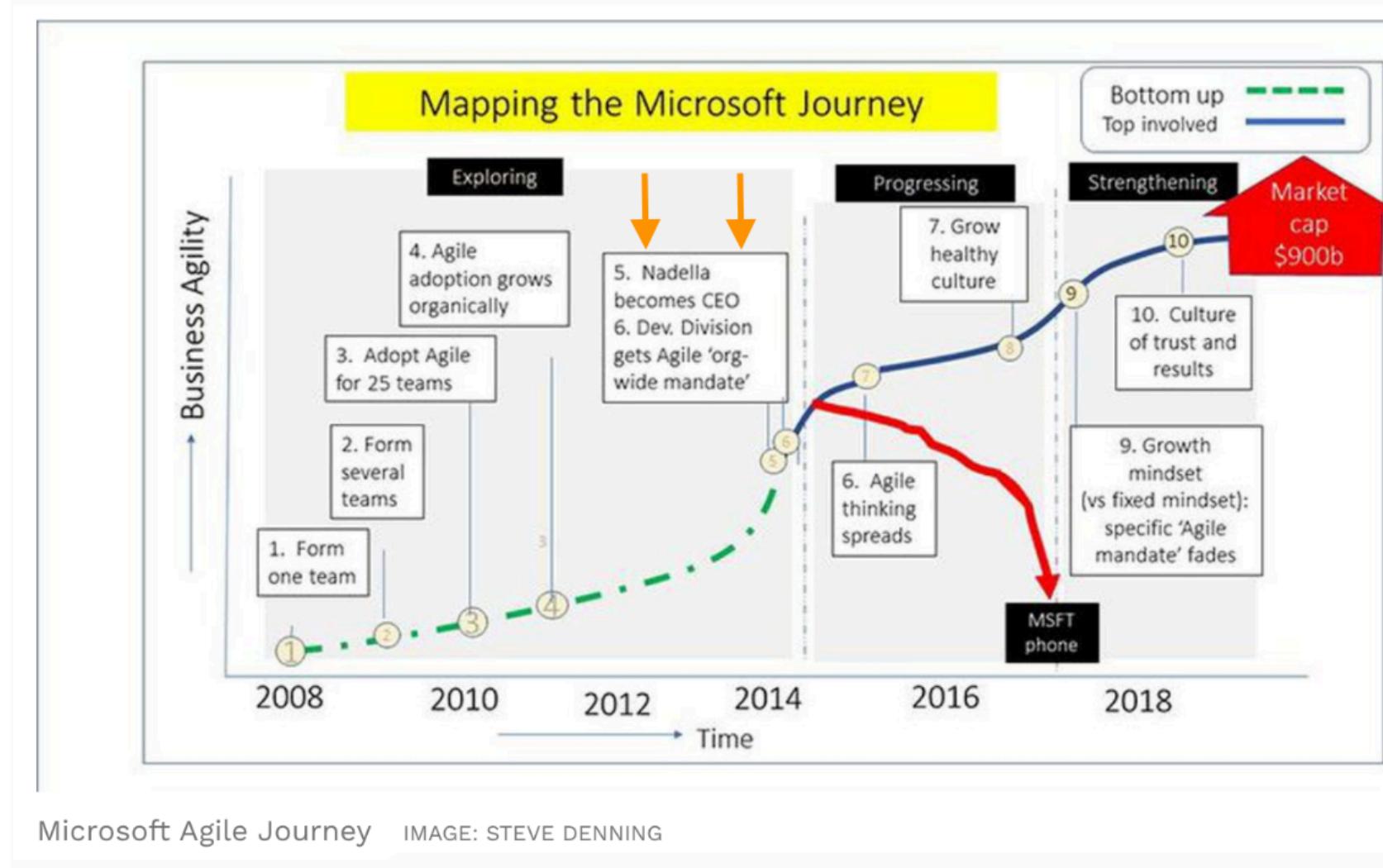
Source: 13<sup>th</sup> Annual State of Agile Report, 2019, CollabNet VersionOne



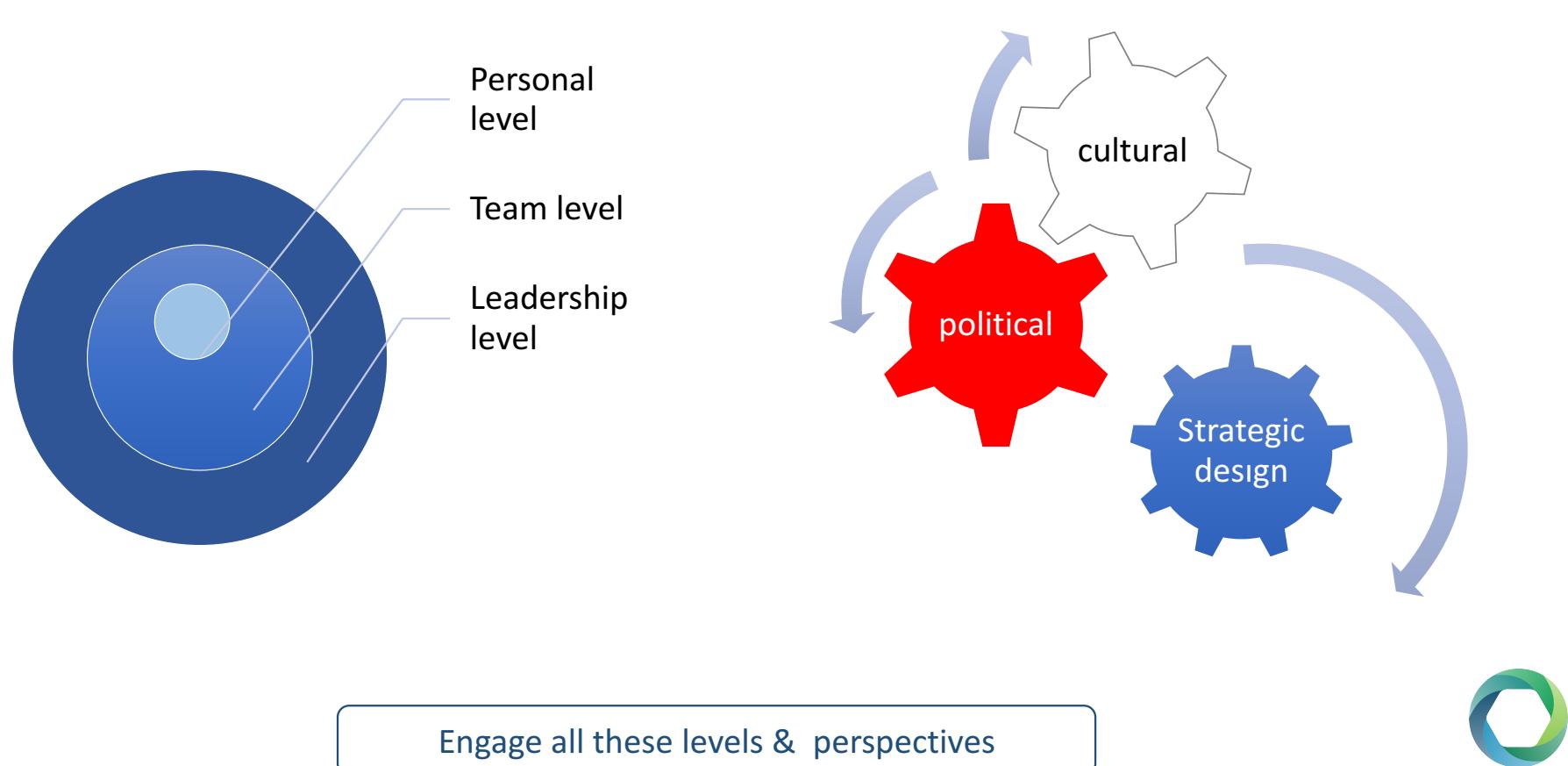
# How To Create A Collaborative Work Culture?



# Importance of Leadership Support & Involvement



# How To Create A Collaborative Work Culture?

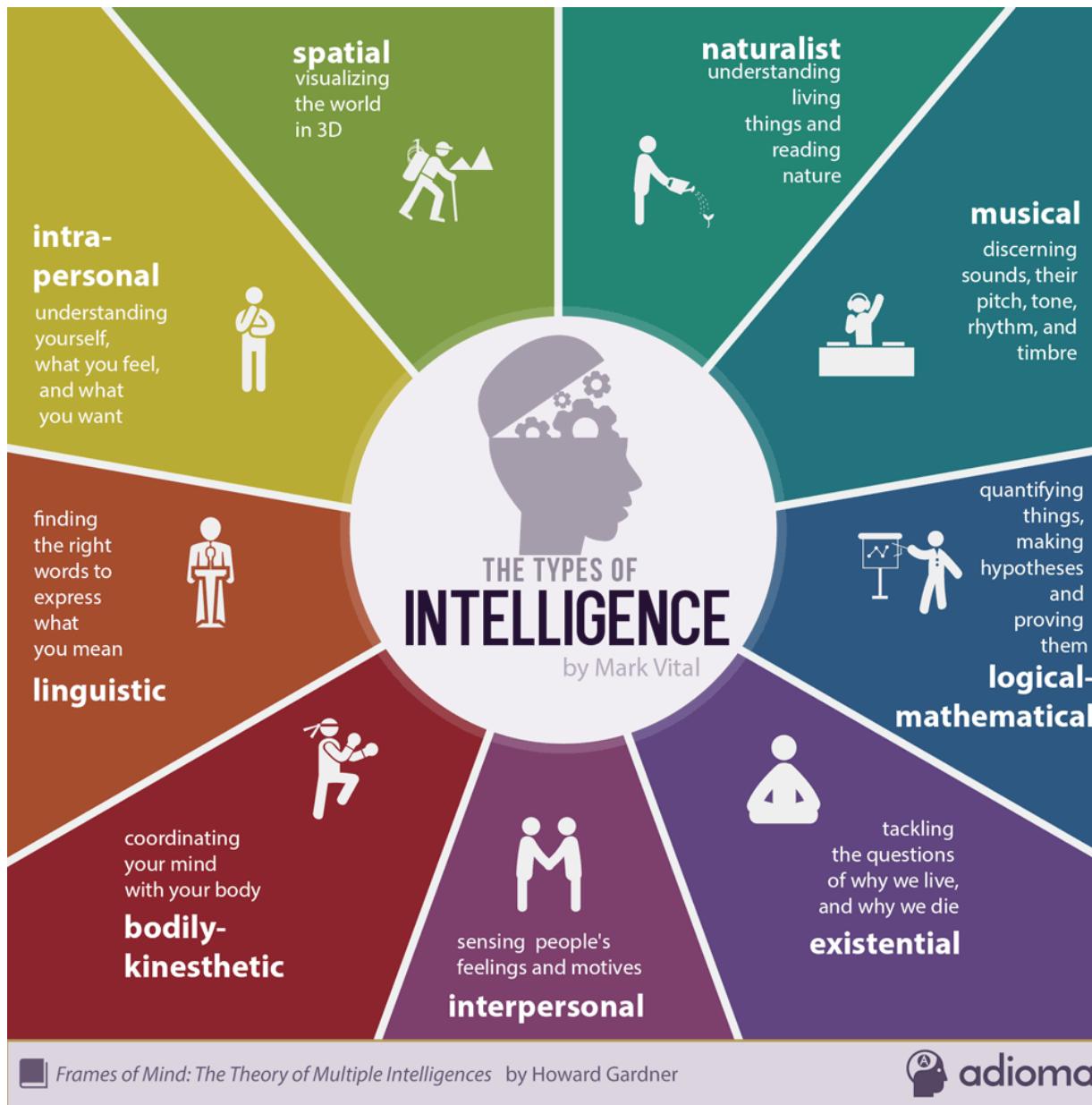


# Benefit from an effective learning method



**Prof Mitchel Resnick**  
**Learning Research**





**Engages your learners**

**Multi-sensory experience**



**Standing up increases oxygen in the brain**

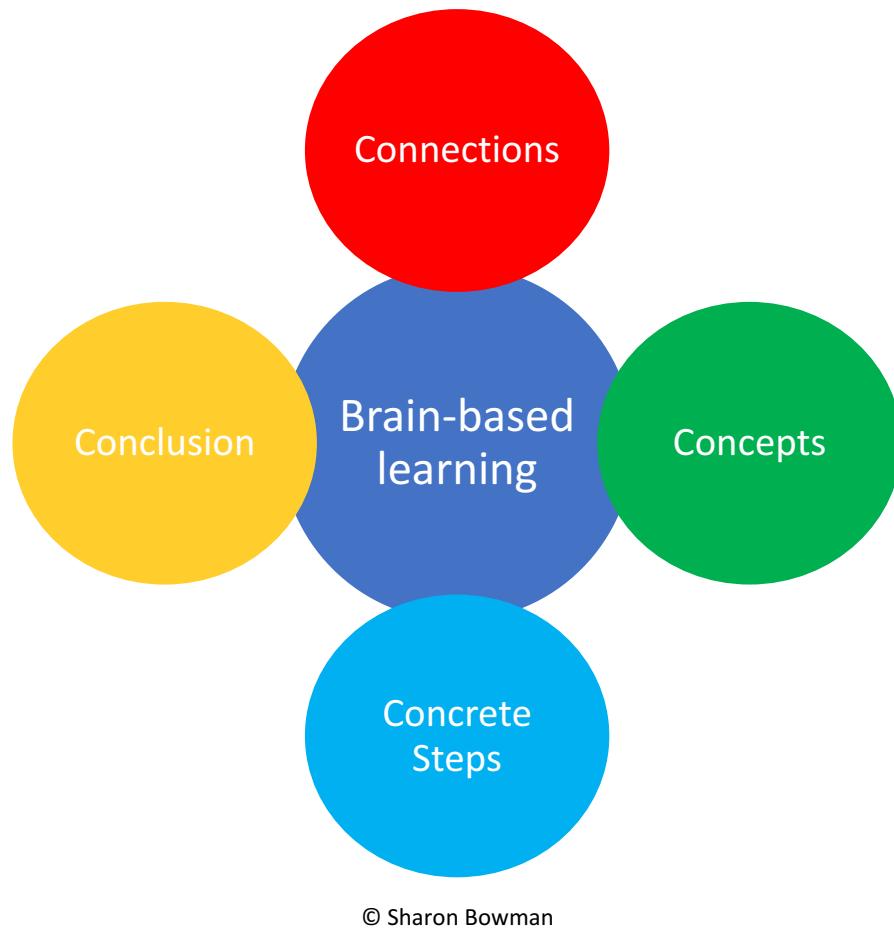
**Instructional variety**

**Instruction time less than 20 mins**

**Multi-sensory experience**



# Instructional Design of Brain-Based Learning



# Boost Team Collaboration



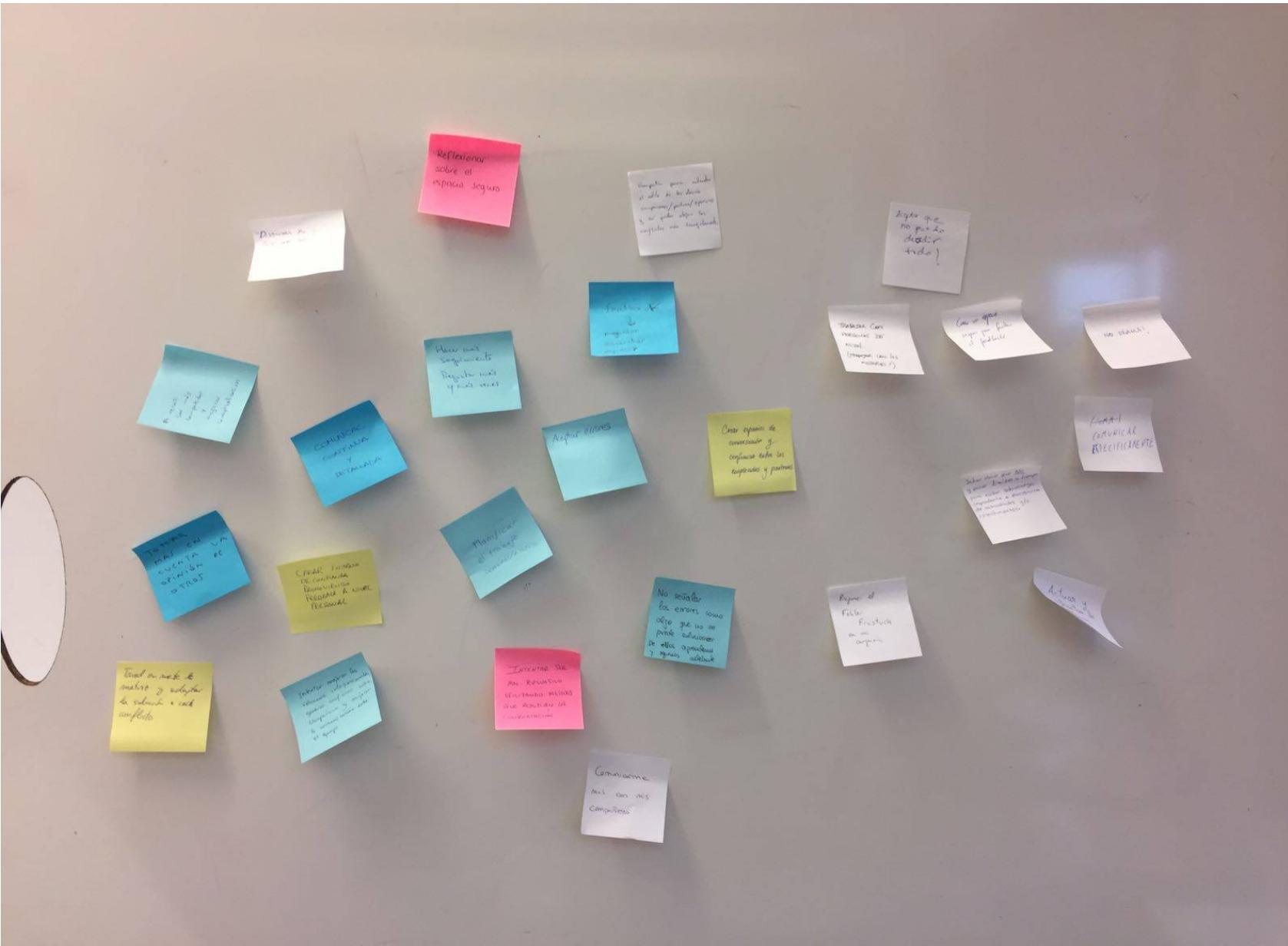
**Challenge >** communication problems  
in/across teams

**Solution >** experiential experience on  
collaboration & creating action items

**Impact >** public company channel allows  
everyone to see KPIs & the team recognised in  
company all-hands meeting.







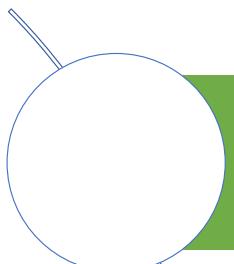
# Engaging



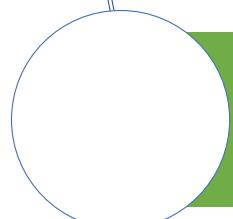
**More than 50% of the participants rated the learning experience > 9,5 out of 10**



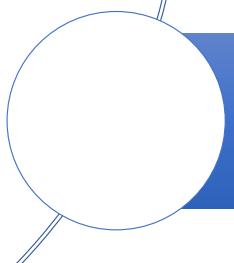
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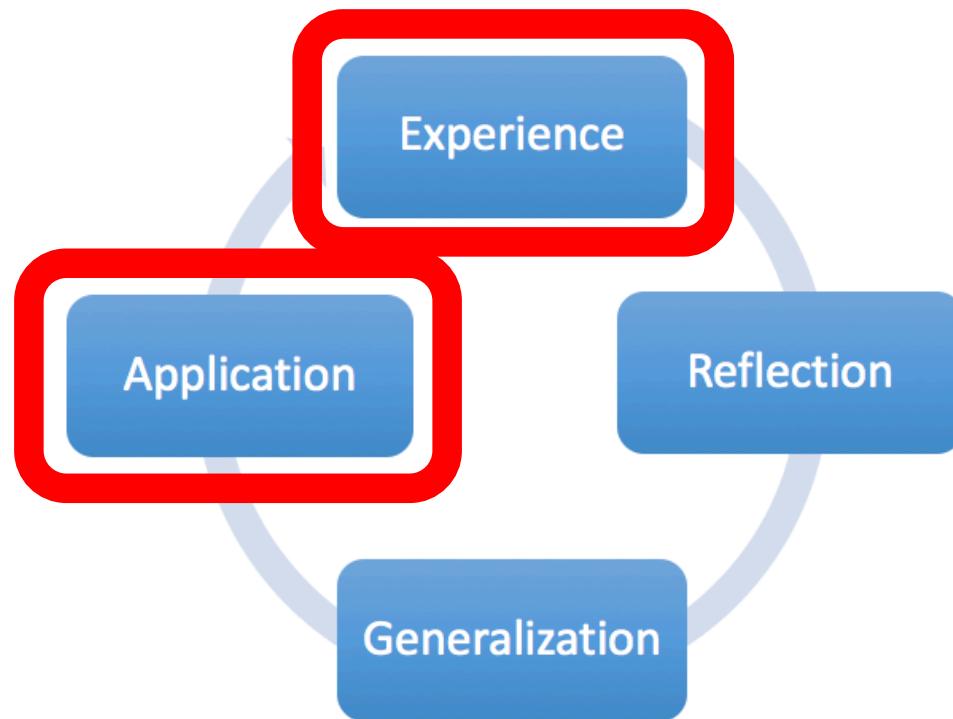
Experiential learning & brain-based approach



An experiential learning session & MIT Framework



# Let's Experience



# **Manifesto for Agile Software Development**

A photograph of a group of people sitting around a campfire at night. One person in the foreground is holding a book, suggesting a gathering or meeting.

We are uncovering better ways of developing software by doing it and helping others do it.

Through this work we have come to value:

**Individuals and interactions** over processes and tools

**Working software** over comprehensive documentation

**Customer collaboration** over contract negotiation

**Responding to change** over following a plan

That is, while there is value in the items on the right, we value the items on the left more.



**Businesses with diverse & engaged  
employees see revenue increases of up to**

46%

Source: McKinsey Women Matter



“Human beings rarely go it alone... Our ability to survive, even to live, depends on our capacity to coordinate with others in and across time.”

**Dan Pink, “When: The Scientific Secrets of Perfect Timing”**



# Three Ideas To Achieve Synchronisation

## Multiplex ties

Create opportunities for employees to become friends

## Structural holes

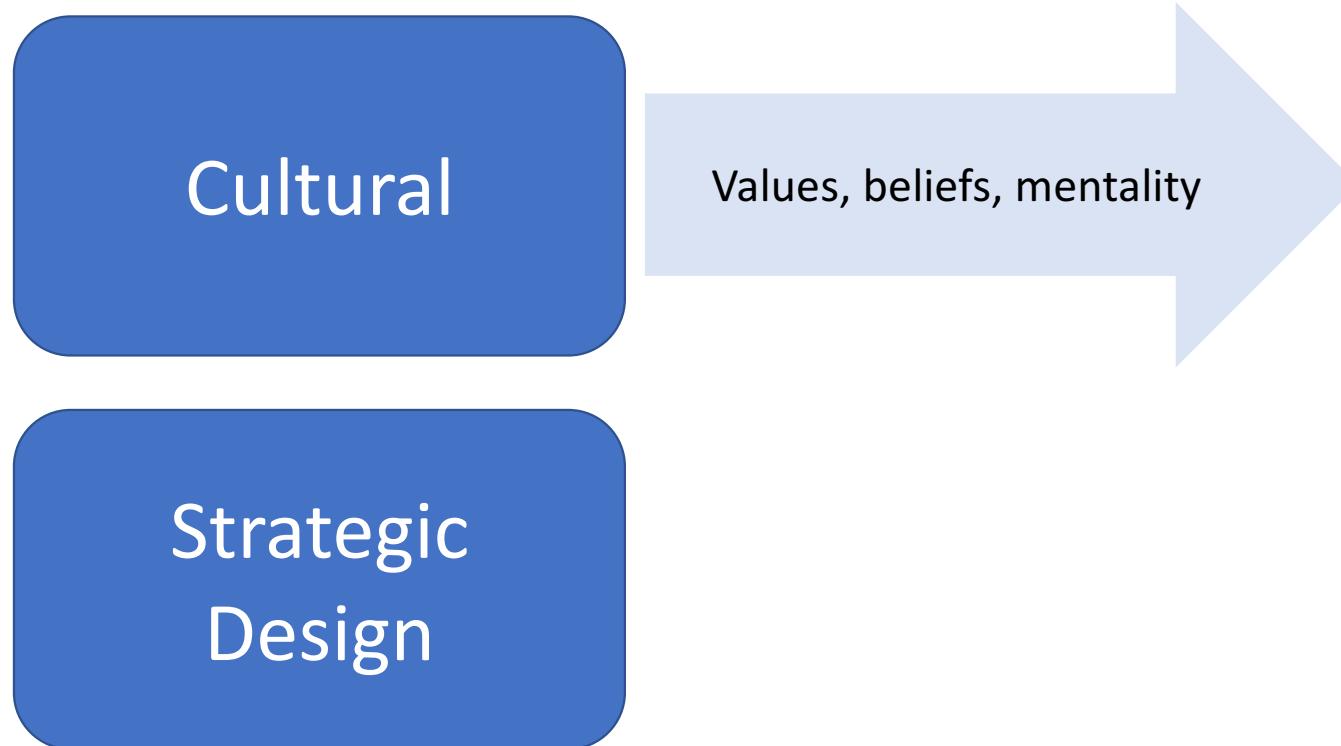
Allow employees to work for a short time in other teams/offices

## Purpose

Make sure employees know why they are implementing Agile



# MIT's Framework to Collaboration



# Cultural Perspective

<b>Judgment</b> You make wise decisions (people, technical, business, and creative) despite ambiguity  You identify root causes, and get beyond treating symptoms  You think strategically, and can articulate what you are, <i>and are not</i> , trying to do  You smartly separate what must be done well now, and what can be improved later	<b>Communication</b> You listen well, instead of reacting fast, so you can better understand  You are concise and articulate in speech and writing  You treat people with respect independent of their status or disagreement with you  You maintain calm poise in stressful situations	<b>Impact</b> You accomplish amazing amounts of important work  You demonstrate consistently strong performance so colleagues can rely upon you  You focus on great results rather than on process  You exhibit bias-to-action, and avoid analysis-paralysis
<b>Curiosity</b> You learn rapidly and eagerly  You seek to understand our strategy, market, subscribers, and suppliers  You are broadly knowledgeable about business, technology and entertainment  You contribute effectively outside of your specialty	<b>Innovation</b> You re-conceptualize issues to discover practical solutions to hard problems  You challenge prevailing assumptions when warranted, and suggest better approaches  You create new ideas that prove useful  You keep us nimble by minimizing complexity and finding time to simplify	<b>Courage</b> You say what you think even if it is controversial  You make tough decisions without excessive agonizing  You take smart risks  You question actions inconsistent with our values
<b>Passion</b> You inspire others with your thirst for excellence  You care intensely about Netflix' success  You celebrate wins  You are tenacious	<b>Honesty</b> You are known for candor and directness  You are non-political when you disagree with others  You only say things about fellow employees you will say to their face  You are quick to admit mistakes	<b>Selflessness</b> You seek what is best for Netflix, rather than best for yourself or your group  You are ego-less when searching for the best ideas  You make time to help colleagues  You share information openly and proactively

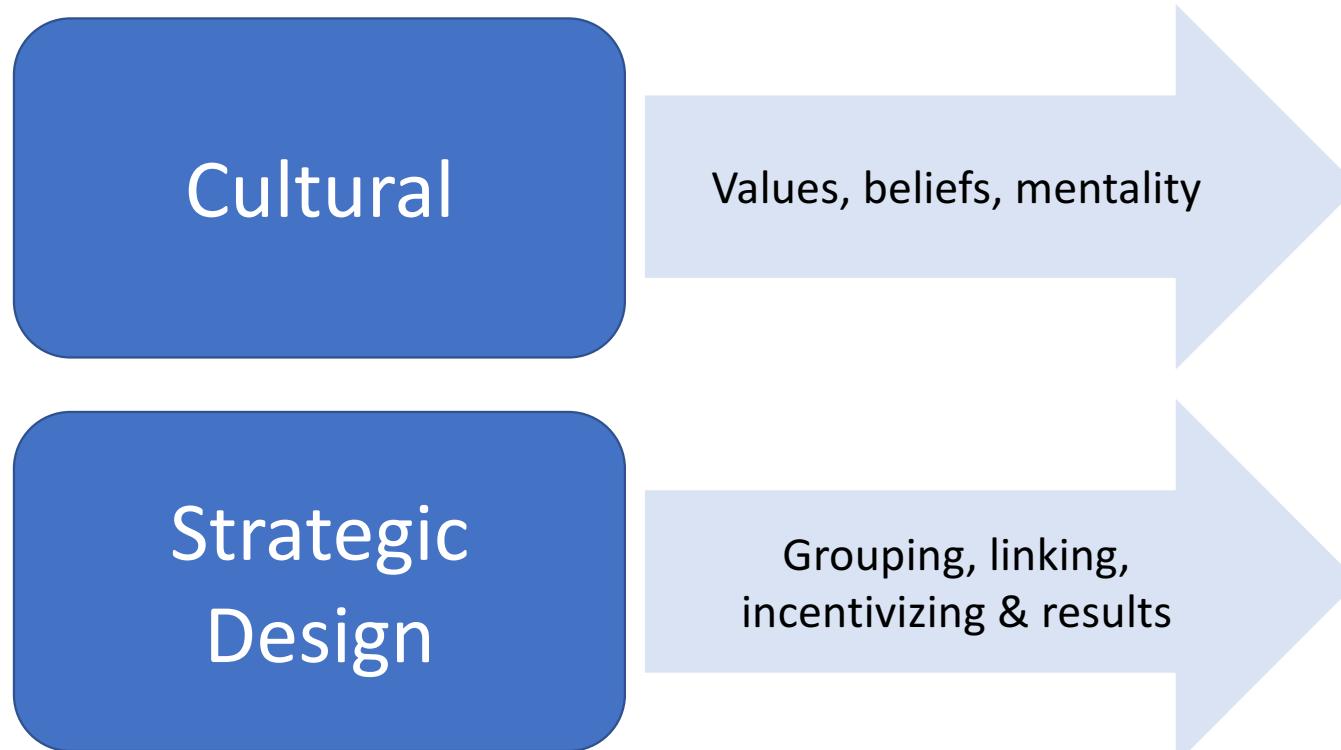
NETFLIX

We Want to Work with People Who Embody These Nine Values

19



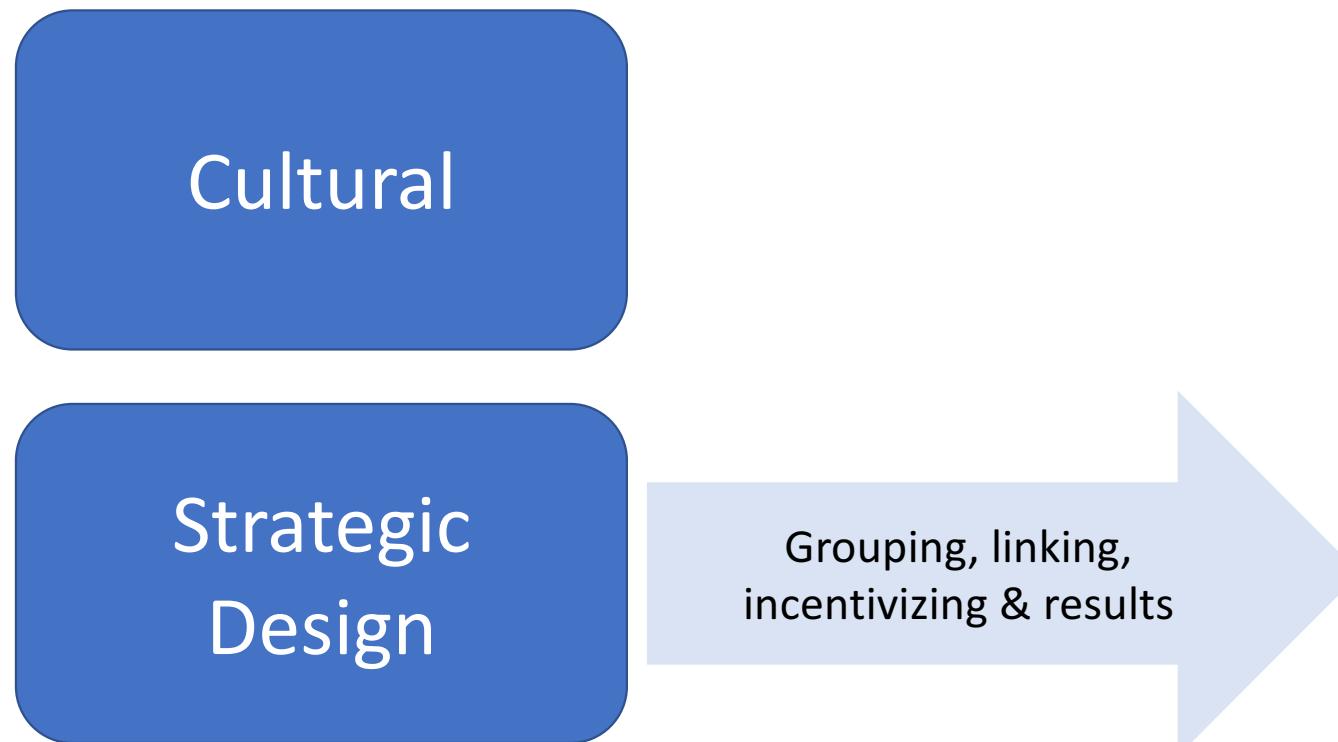
# MIT's Framework to Collaboration



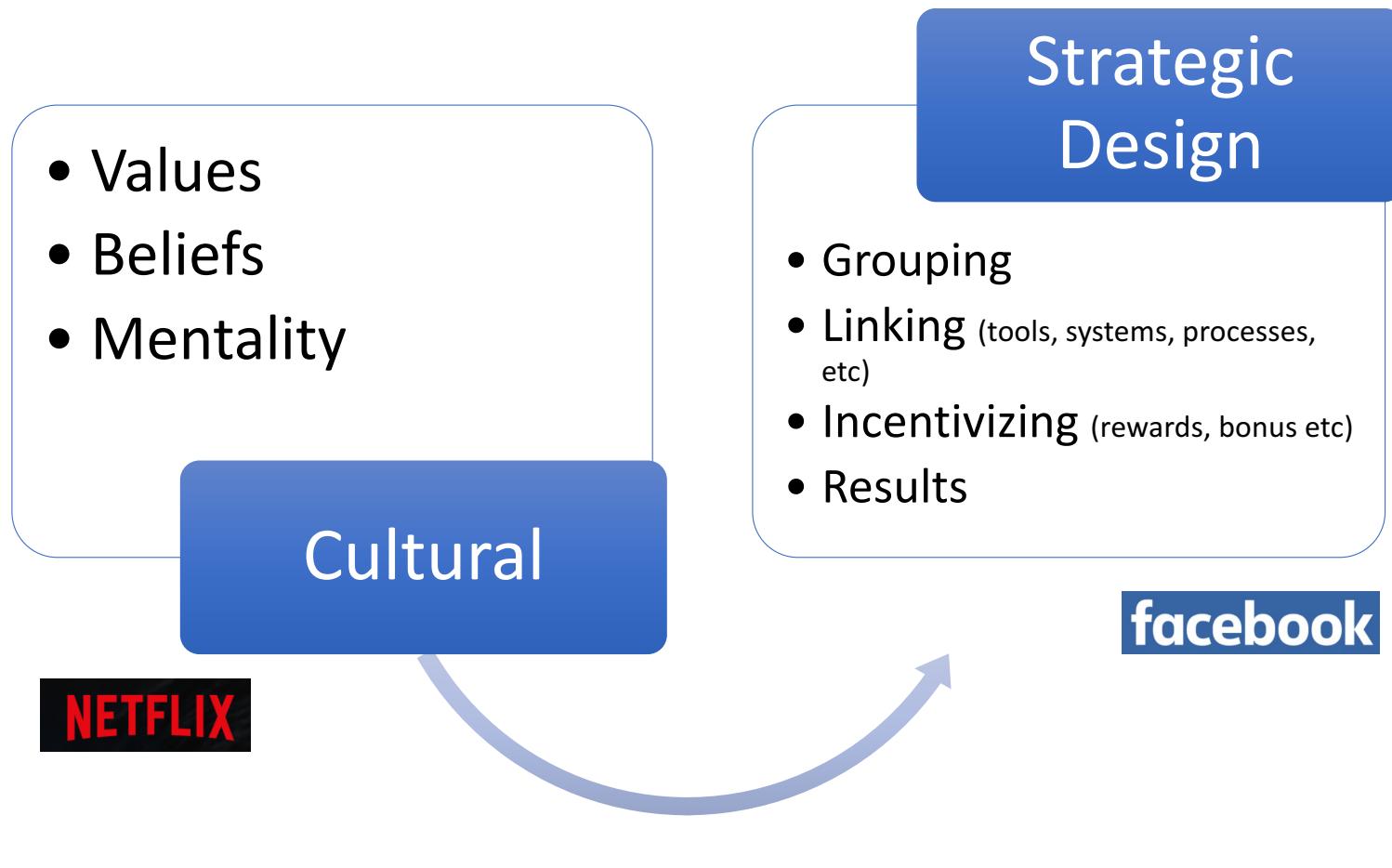
# Strategic Design Perspective



# MIT's Framework to Collaboration



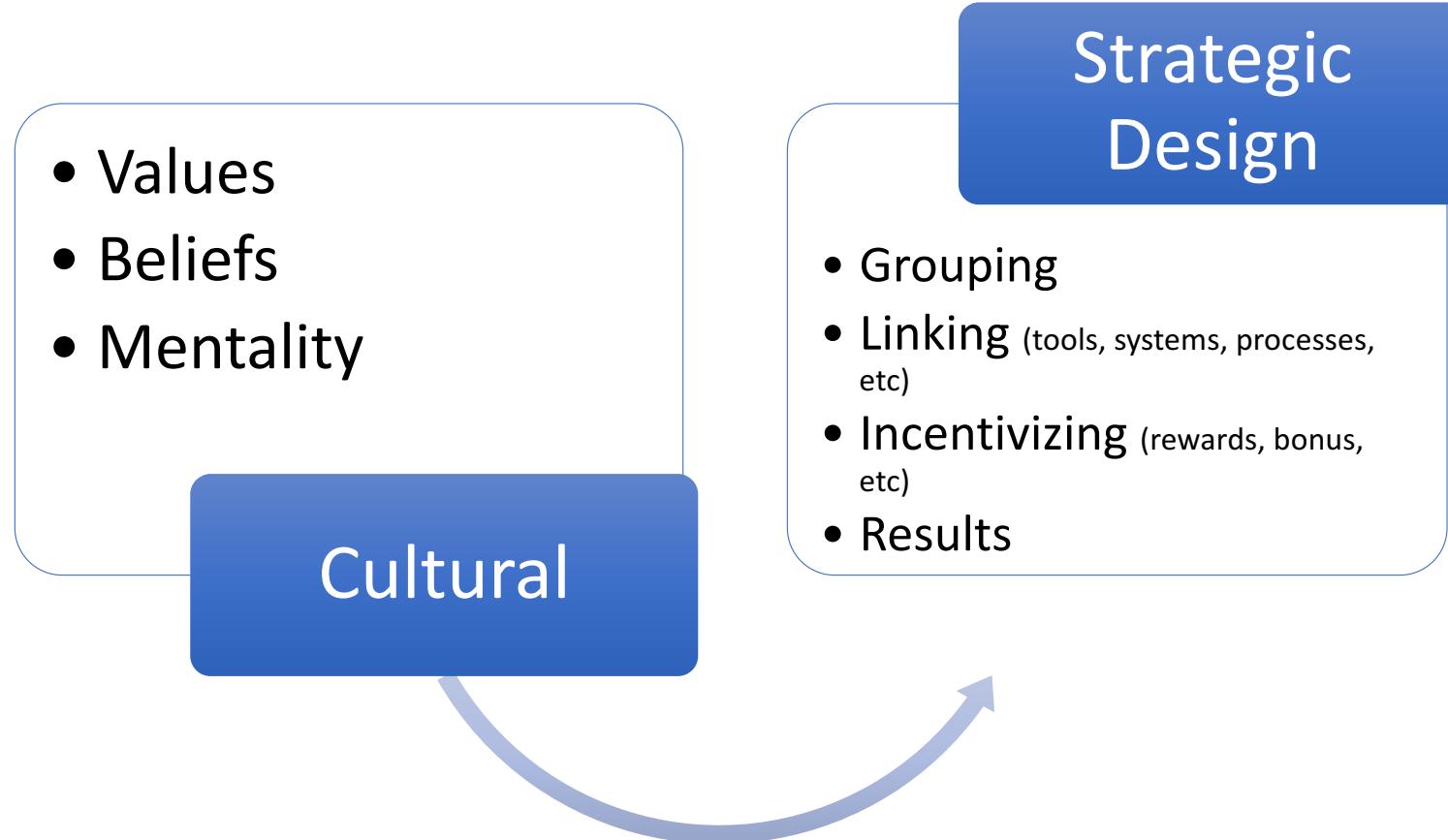
# Let's Apply MIT's Framework



- 1. Name & company**
- 2. Based on the MIT Framework, what are the strengths of your organization?**
- 3. Based on the MIT Framework, what are three action items you can take to improve collaboration in your organization?**



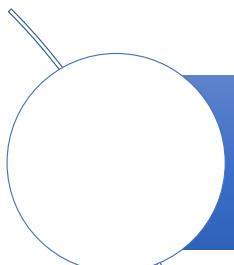
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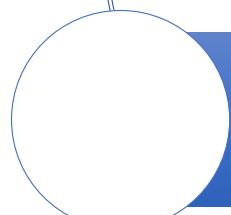
Introduce yourself + strengths of your organisation + 3 action items to improve collaboration at work



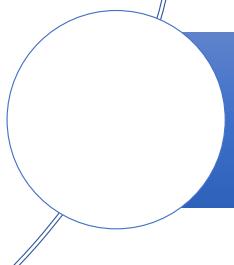
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“Delivering frictionless customer experience requires both continuous collaboration across internal teams and interaction with customers.”

**Steve Denning**



# Let's inspire collaboration!



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