**#1 Acquiring Followers**

**1. Protect The Innocent - Play in Pairs**

Johnny is a team lead in a cross-functional team. Milton is a PM. Milton asks you to explain why the team is moving so slow. Milton thinks that Arthur - Johnny’s fellow is the one to blame because of [reasons you create]. Milton must find several arguments for blaming Arthur. The goal of this role game is to practice protecting your peers. As for Johnny, try to challenge Milton back with questions, never argue.

**2. Team brainstorm**

Conduct a list of career aspirations for each member of the team. Go through the list and find how the team members can help each other.

**3. Team brainstorm**

Followers outside of IT are hard to acquire, but their PageRank is usually very high. Think of non-technical people in your organization (not only managers, but astute and promising “mortals” as well; often they get promoted). What struggles and challenges do they have? How can you help them?

**#2 Responding to “BAD” ideas / giving feedback**

**1. Play in pairs**

Johnny is a developer. Jack is a security guy. Johnny asks Jack to let him access code repository from unencrypted home computer because of [reasons you create]. The goal of this role game is to solve the problem by finding a common denominator. Johnny must find several arguments to defend his position.

**2. Play in pairs**

Johnny is a developer in a cross-functional team. Alan is a team leader. Johnny constantly comes late to daily standup because of [reasons you create]. The goal of this role game is to solve the problem by finding a common denominator. Johnny must find several arguments to defend his position.

**3. Play in pairs**

Johnny is a developer in a cross-functional team. Alan is a team leader. Johnny comes to Alan and asks for permission to rewrite the service in Go. He even built a prototype! All production systems run on JVM. The goal of this role game is to solve the problem by finding a common denominator. Johnny must find several arguments to defend his position. How can you appreciate Johnny’s work so he continued coming up with fresh ideas?

**4. Team brainstorm**

Sometimes Johnny forgets to show demo to customers before deploying new functionality. Create a feedback sandwich for Johnny. Think of bad ways of giving feedback as well!

**5. Team brainstorm**

Sometimes Johnny blabs about irrelevant stuff on a daily standup for too long. Create a feedback sandwich for Johnny. Think about the time and place where you give the feedback. Think of bad ways of giving feedback as well!

**#3 Commitment language**

**Team brainstorm**

Johnny is a team lead in a cross-functional team. Milton is a PM. Milton is pushing the team to give an estimate on something that you don’t have clue about at the moment. How can Johnny say “no”? What options can Johnny provide?

**Team brainstorm**

You are planning the important demo and presence of Jack is mandatory, because only 2 people in the company possesses necessary skills. When asked to be present at the demo, Jack says: "I have serious family issues but I will give it a try.” How could Jack reply differently so not to put the demo under risk? How would you handle the situation without offending Jack, as he has serious family issues? Think of multiple options.

**#4 Adapt your language**

**Team brainstorm**

Imagine you are Jonas Boner or Viktor Klang from Typesafe (now Lightbend) planning to talk to a prospective customer. How would you sell Reactive and Resilient product line to Developers? Ops? CIO?

**Team brainstorm**

Imagine you are bringing DevOps movement into organization. How would you convince Developers, Ops, InfoSec, and the top management to adapt DevOps?

**#5 Change Management**

**Team brainstorm**

It’s 2020; Google acquires JetBrains and makes Kotlin de-facto programming language for Android platform. You have a great idea to adopt Kotlin as a primary language for an existing Android app with 30K+ LOC. The app is written using the latest supported Java version on Android - Java 7. You have *some* hands-on experience with Kotlin, whereas the team has small or no experience. Brainstorm with the team and come up with the ideas:

- How would you reduce resistance?

- How would you convince people to start writing some parts of the application in Kotlin?

- How would you deal with skeptics?