

MINIMUM VIABLE PUPPETS

HOW TO CREATE A SAFE SPACE
FOR HARD CONVERSATIONS

**WHO WANTS TO
HAVE SOME FUN?**

WARNING

**Ride operates with force
in excess of 3g's**

**Ride does not stop until
computer cycle is complete**

Remove all loose articles

LET'S BE HONEST...

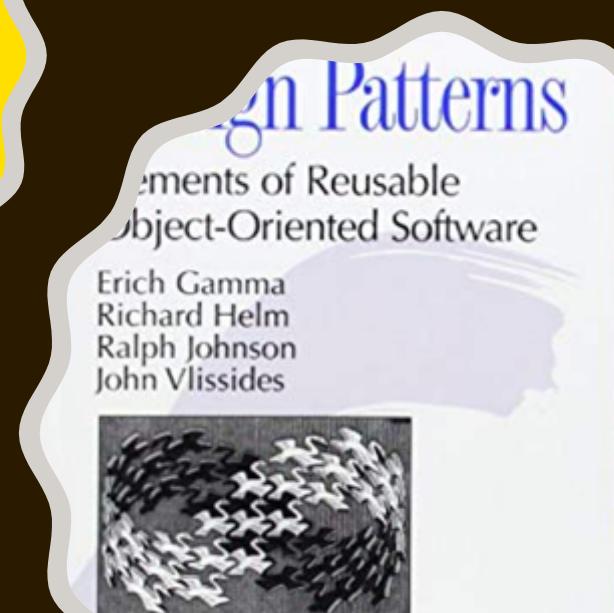
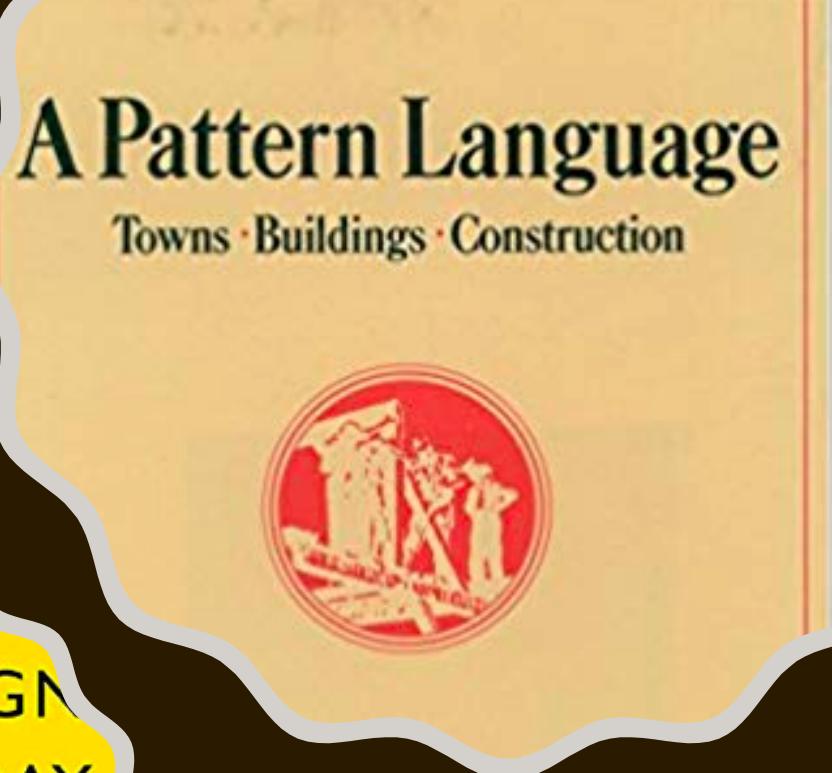
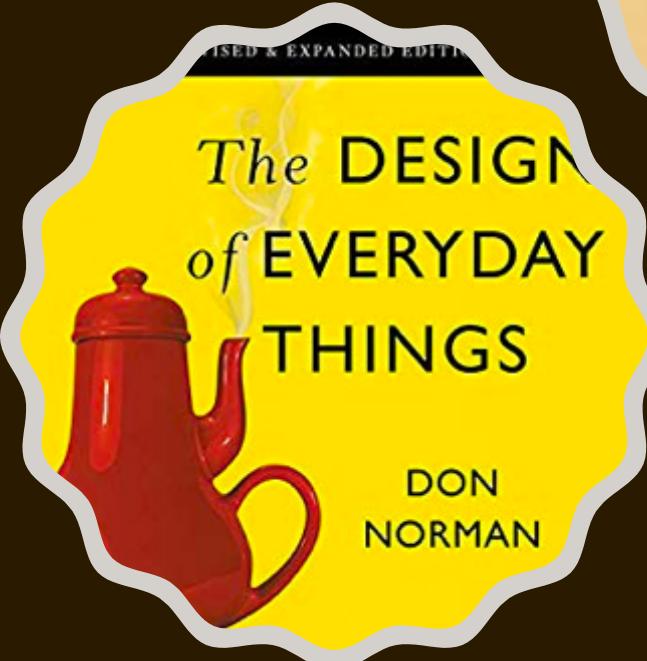
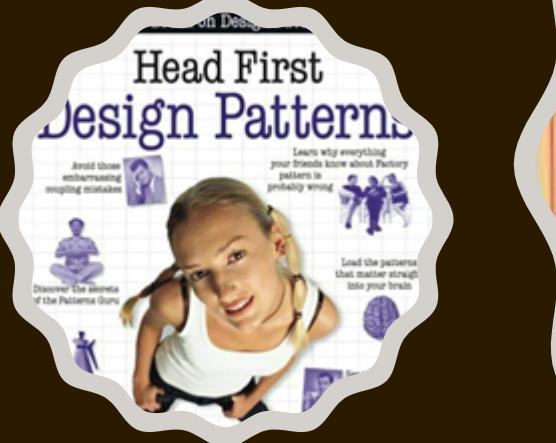
**PUPPETS?
REALLY?**





ACTIVITY DESIGN PATTERNS

- A pattern for conducting training or workshops
- Use when it is the right tool for the job
- Plug in your own content



MASTERS OF PUPPETS



Matt House

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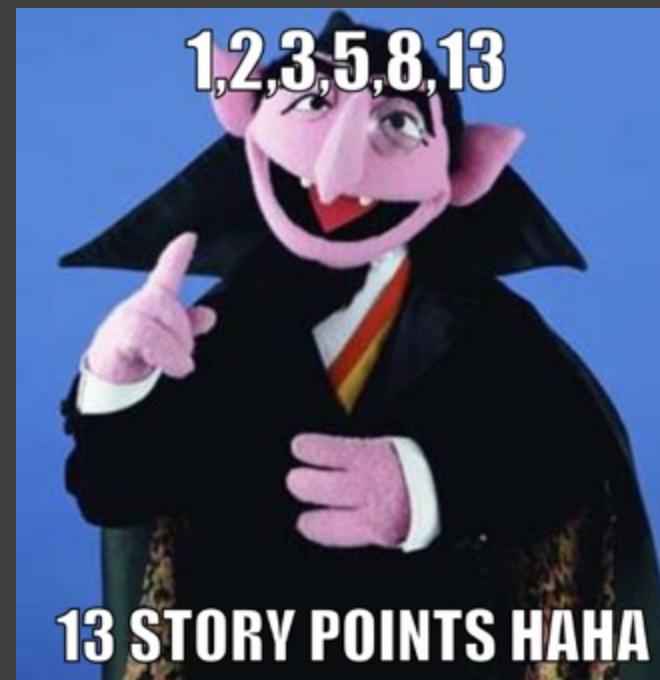
BACKSTORY...

MINIMUM VIABLE



PUPPET

1,2,3,5,8,13



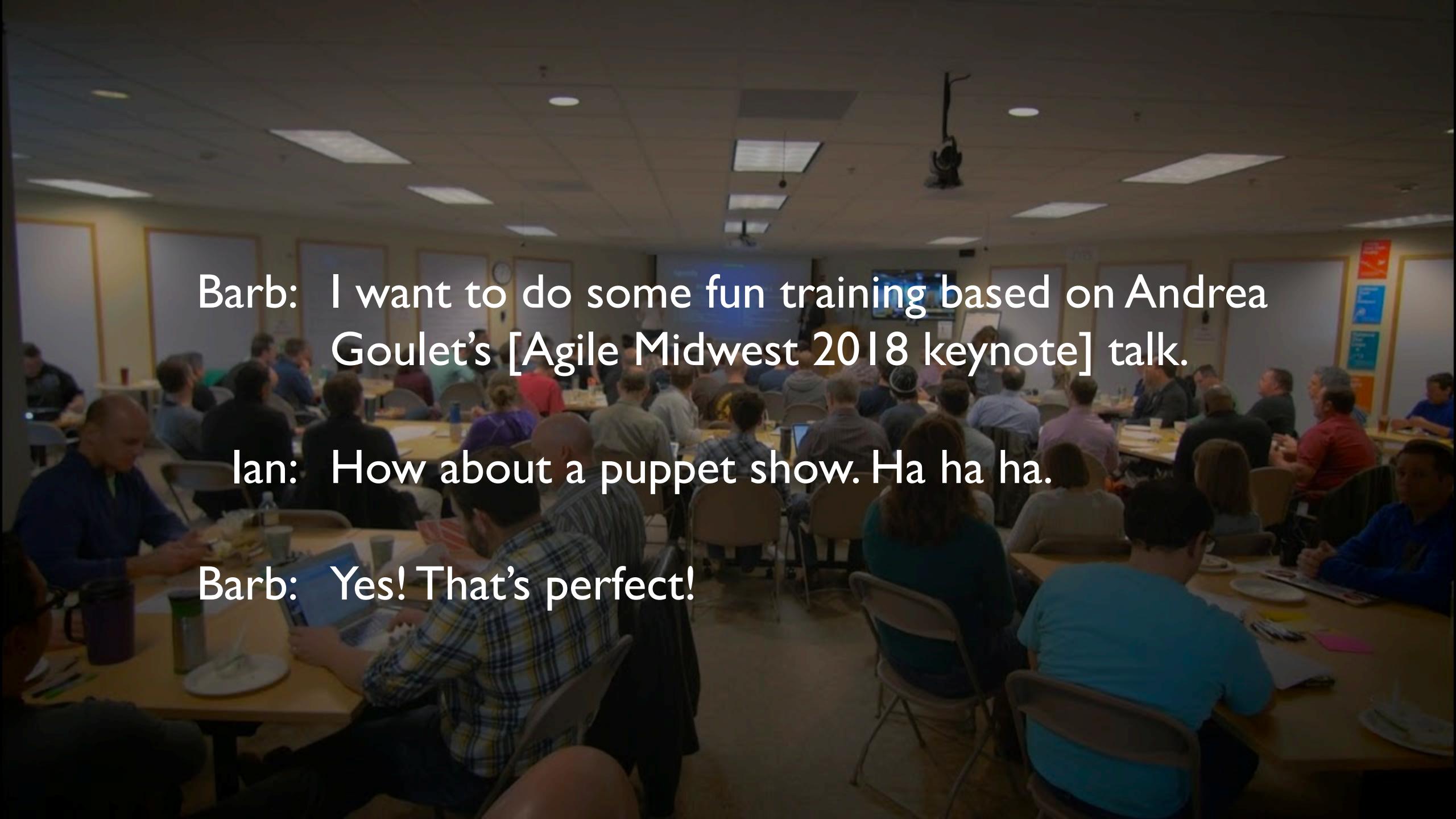
13 STORY POINTS HAHA



WHERE IS YOUR



PROJECT SCHEDULE??

A photograph of a conference room filled with people seated at long tables, facing towards the front of the room where a projector screen is visible. The room has a high ceiling with recessed lighting and a projector mounted from above.

Barb: I want to do some fun training based on Andrea Goulet's [Agile Midwest 2018 keynote] talk.

Ian: How about a puppet show. Ha ha ha.

Barb: Yes! That's perfect!



Ian: ...\$#&%!

123
SESAME STREET.[®]

.org

THE PROBLEM



Lots of dysfunction in the teams



People blame everyone else but themselves



Lack of empathy between leadership and the teams



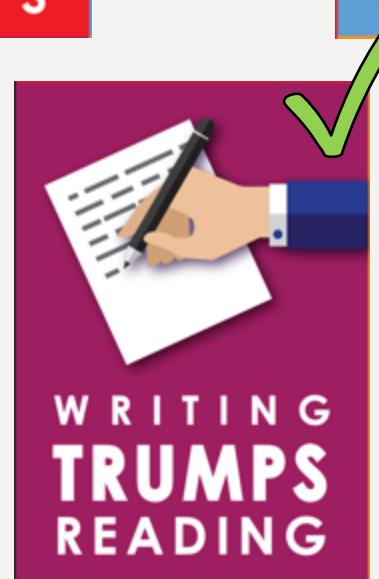
Hard to have some of these conversations because of

Fear of Retribution
Lack of empowerment
Cultural differences

A photograph of a woman with long dark hair, wearing a blue shirt, laughing while holding a large green turtle puppet. A young girl with blonde hair and a pink bow, wearing a pink patterned dress, is also laughing and holding a butterfly puppet. They are in a classroom setting with shelves, chairs, and a window in the background.

Therapists have used puppets in cognitive behavioral play therapy for decades
Puppets give a safe distance - These are not my problems or your problems,
they are the puppet's problems
You can safely bring issues into the room so people don't feel alone or judged

WHAT MAKES TRAINING EFFECTIVE?



The Good Idea Fairy



**WHAT A
GREAT
IDEA!**



HOW DO YOU DO PLAY THERAPY WITH A
ROOM FULL OF 200 PEOPLE?

SO HOW DO WE PULL THIS OFF...

Constraints:

- 200 people (that need to be engaged in the training)
- Not a lot of room
- Not a ton of time
- Leaders representing both business and technology, so topics need to be relevant to everyone





HOW WE ROLL

WHEN WE ROLL PUPPETY

A QUICK ANNOUNCEMENT

FROM THE DEPARTMENT OF A.P.T.

OUR COMPANY IS LEAVING THE _____ INDUSTRY

- No one will be fired
- All projects are cancelled
- Today we will begin retraining for our new required skill sets

PUPPETS!



AS A RESULT WE ARE CHANGING SOME ACRONYMS

- PDS – Puppet Division of Services
- PLM – Puppet Lifecycle Management
- PDA – Puppet Displays of Affection
 - (ok, that last one doesn't change much)



WELCOME TO YOUR NEW JOB

FOR THE NEXT 30 MINUTES OR SO



ONBOARDING

Build your own

M*inimum*

V*iable*

P*uppet*



— Yawn!

ONBOARDING

*[Boring puppet
construction rules &
regulations go here]*

SPRINT 1

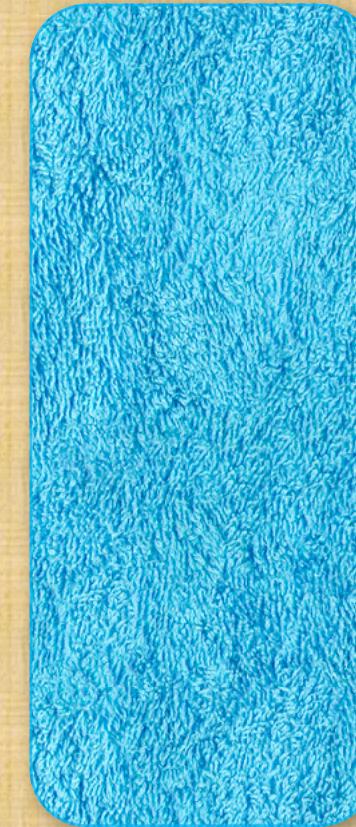
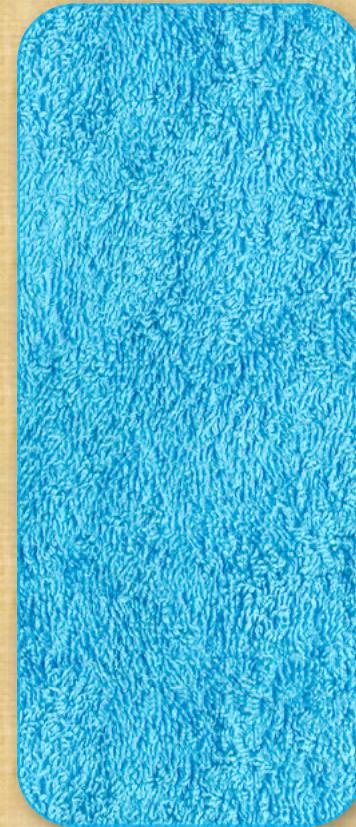
MINIMUM VIABLE



SPRINT 2

PIECES OF FLAIR





WHY WE DID WHAT WE JUST DID



Gets everyone active and engaged in the training



Build a personal investment in the show to come (because they built the puppets)



Learning objectives

What is “Minimum Viable”

You don’t have to be “done” after the first go



WARNING:
**PEOPLE WILL LOOK AT
YOU FUNNY**

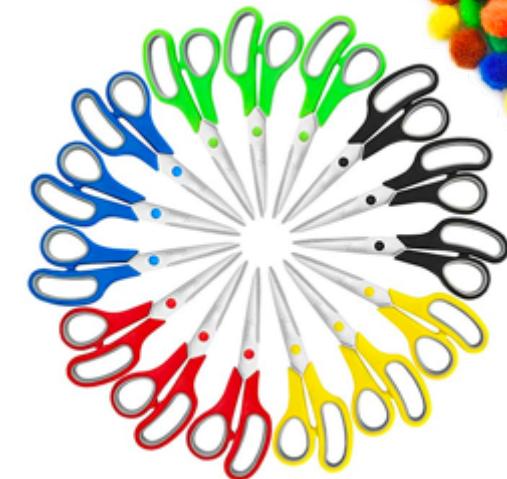
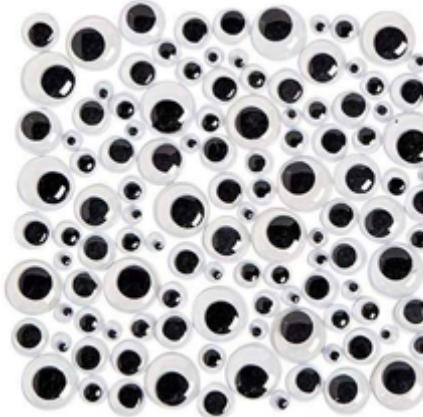




PRE-SHOW JITTERS



PUPPET-MAKING KIT



WHAT WE CAME UP WITH





TRAINING WITH AGILE PUPPET THEATRE

PRESENTED BY THE
MINIMUM VIABLE PUPPeteERS



TRAINING WITH AGILE PUPPET THEATRE

EPISODE I: INTERRUPTIONS



What did we learn?

YOU GOT A SEC?

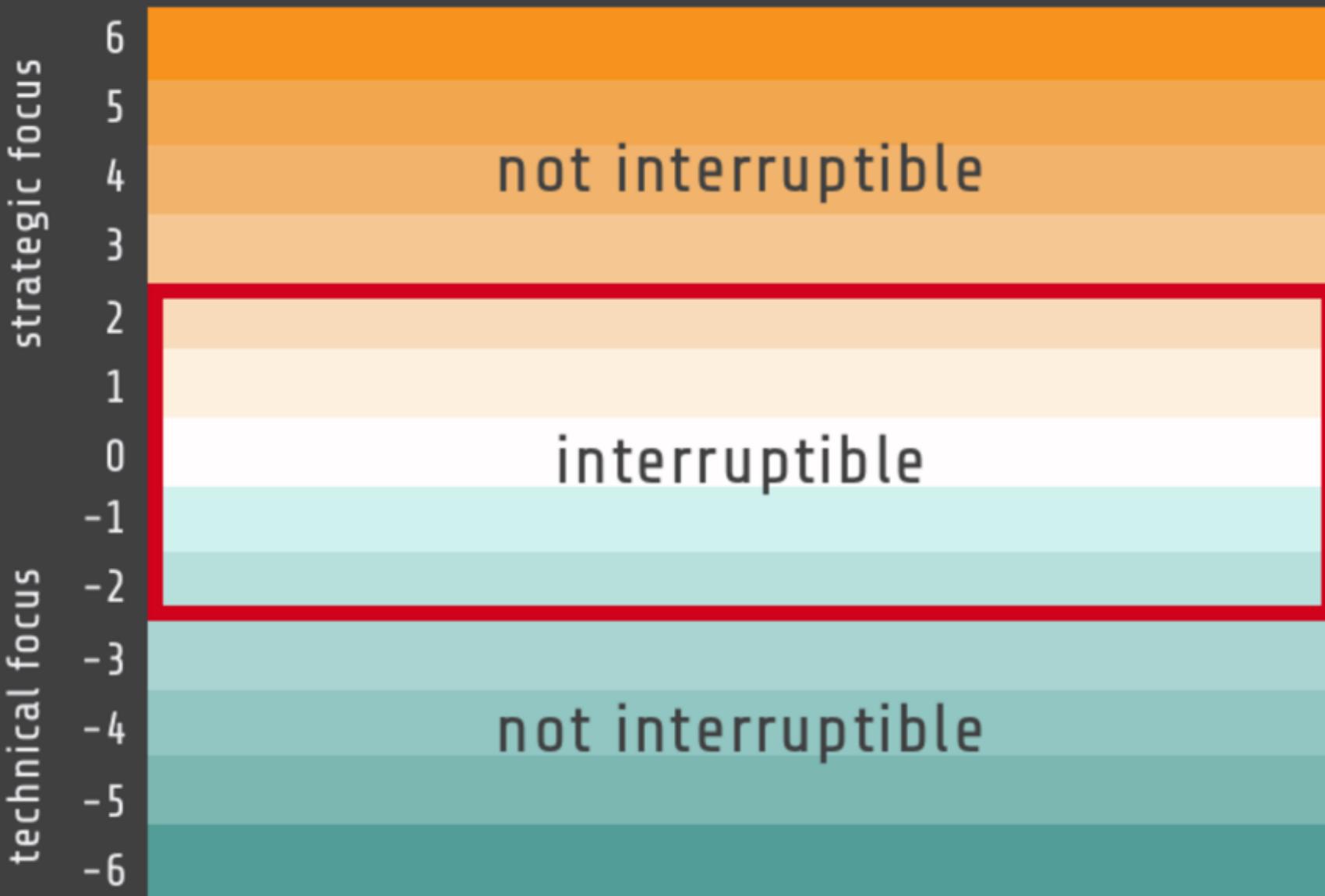


Image from @andreagoulet

STRATEGISTS (THINK BROADLY)

CONTEXT

PROJECT 1

PROJECT 2

PROJECT 3

PROJECT 4

PROJECT 5

**TECHNICIANS
(THINK DEEPLY)**

CONTEXT SWITCHING = GETTING TO THE TOP OF A DIFFERENT FLOWER



In your own box, you are like a bee, context switching relatively easily.



Outside of your box, you're like a ground beetle. Context switching requires focus and sometimes significant resources.

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Episode I



TRAINING WITH AGILE PUPPET THEATRE

**EPISODE II: RADICAL CANDOR
(IN 4 ACTS)**

NEW YORK TIMES BESTSELLER

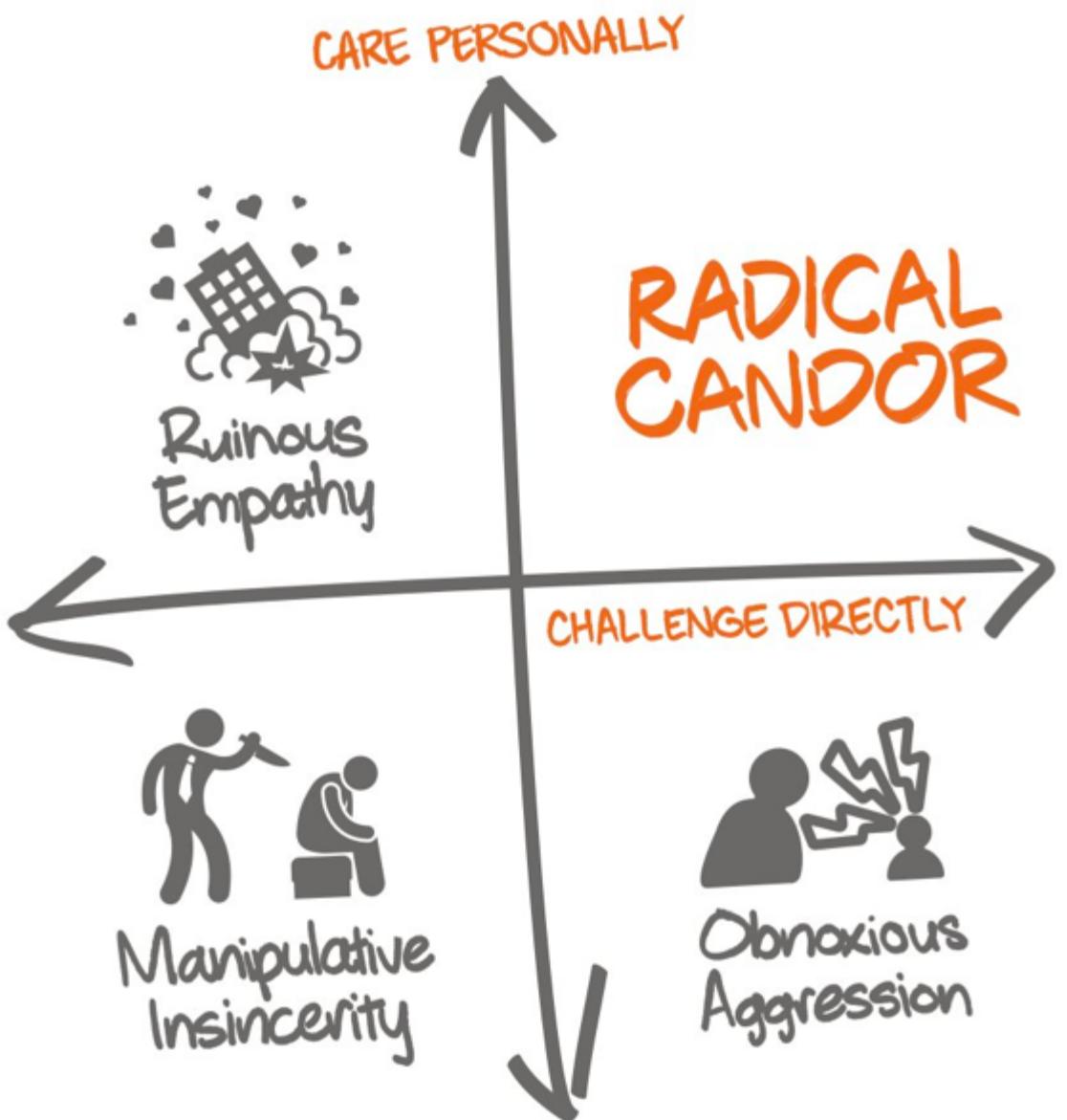
BE A
KICK-ASS
BOSS

WITHOUT
LOSING
YOUR
HUMANITY

RADICAL CANDOR

"RADICAL CANDOR
WILL HELP YOU INSPIRE
TEAMS TO DO THE BEST
WORK OF THEIR LIVES."
—SHERYL
SANDBERG

KIM SCOTT



FEEDBACK INTERACTIONS

can be categorized on 2x2 grid along the propensity of the individuals involved to

care personally

and their willingness to

challenge directly

Act I:

Obnoxious Aggression



WHY WE DID WHAT WE JUST DID



Let them choose a
puppet



Jump right in if they
can recognize the
situation



Prep the audience with
context where it will
help



Give them enough
time to read the script
once through



Give minimal direction
so they take ownership
of the character



Low tech audio &
video adds to the
chaos

HOW TO WRITE A GOOD SCRIPT



A black and white photograph of a man with a shaved head, wearing a light-colored shirt, leaning over a vintage typewriter on a desk. He appears to be focused on his work. The desk is covered with numerous crumpled pieces of paper, suggesting a creative process or a struggle with the script. In the background, there's a window with vertical blinds and a stack of papers or books on a shelf.

**WHAT MAKES A
GOOD SCRIPT?**



It's short

**IT'S
RELATABLE**

That face you make when you pour a bowl of cereal then find out y'all out of milk ...



It's funny

- Comedy
- Hyperbole
- Caricatures
- Dialogue





Knowing how much you need to set up
vs how much your audience already understands

WHAT MAKES A BAD SCRIPT?

Lots of stage directions

Too many props

Too many characters

Reliance on tight timing or acting skills

Too many scenes



WARNING: IT TAKES A LONG TIME TO WRITE A GOOD SCRIPT

Things that help



A WRITER'S ROOM

A TEST AUDIENCE

TIME

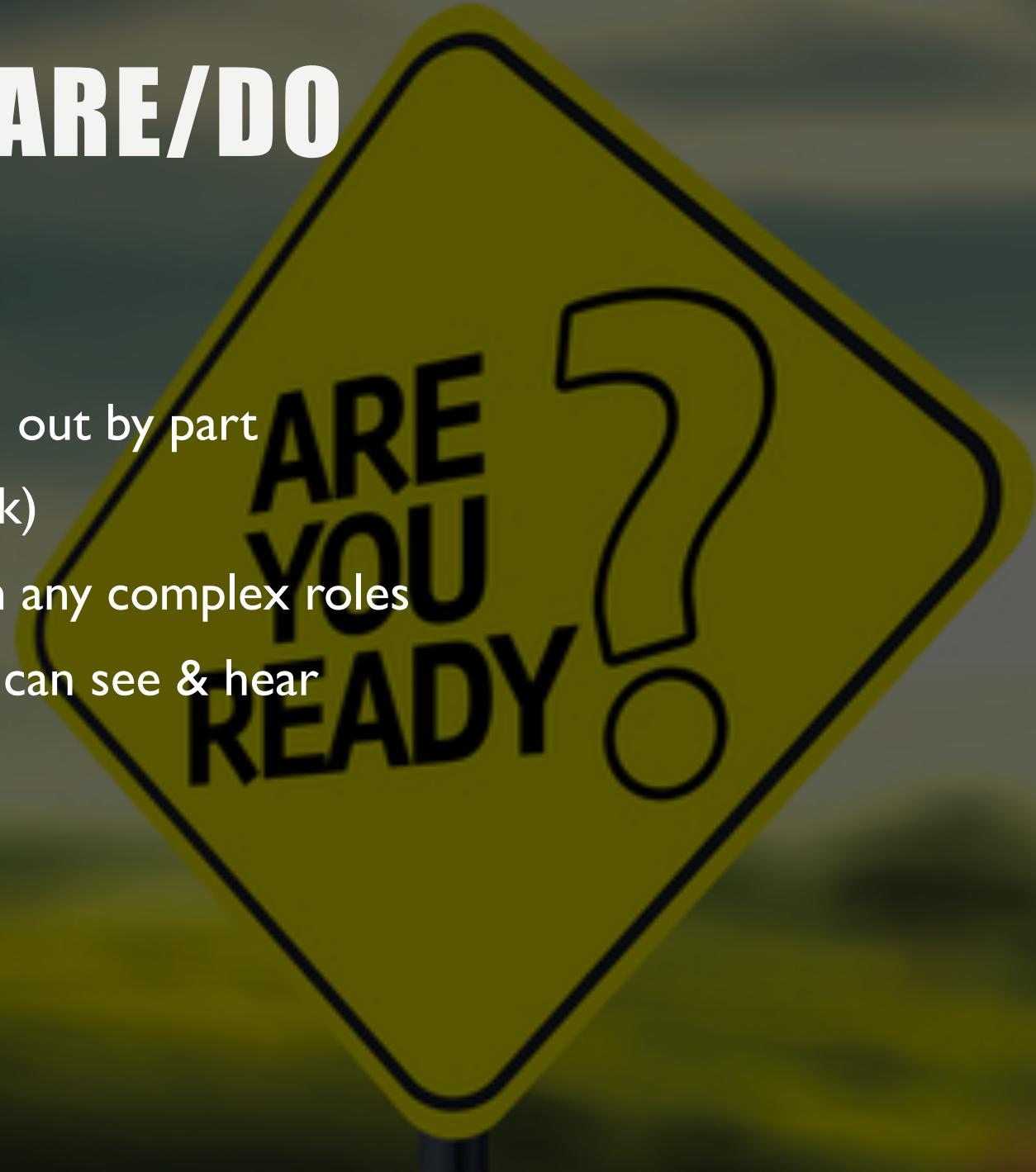
SCRIPTWRITING POINTERS

- 1 page = 1 minute of active time
- 1 sketch requires 3 minutes of setup/teardown
- The “good” example is always the least interesting story
- Keep stage direction light
- Limit narration



THINGS TO PREPARE/DO

- Have scripts prepared and marked out by part
- Use obvious humor (puns, slapstick)
- Have facilitators or plants perform any complex roles
- Set up video & audio so everyone can see & hear
- Appoint a stage crew



THINGS TO AVOID

- Dialogue that requires good timing to get the point across
- Putting people (especially managers) on the spot
- Waiting to get puppeteers/actors until the skit is about to start
- Liquid glue



Leeeeeroooy Jennkiins!!!



Guild: Ritter: 5
Guild: ISAF: RGR RGR
Guild: Ritter: 4
Guild: Ritter: 2
Guild: Henry: WIRE TIME!
Guild: ABSINT: yeah thanks Ritter, we don't know how to
count does this 52



Gold Ritter: 5
Gold ISD% RGR RGR
Gold Ritter: 4
Gold Ritter: 2
Gold Henry) MORE TIME!
Gold Abduul: yeah thanks Ritter, we don't know how to
count does this 32

THINGS YOU THINK YOU WANT TO AVOID, BUT ACTUALLY END UP BEING AWESOME



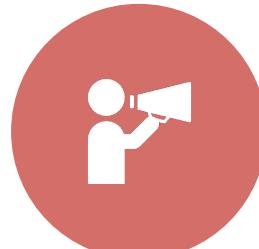
MISTAKES



MAJOR
EQUIPMENT
FAILURES



NOT HAVING
“ENOUGH” PREP
TIME



BREAKING THE 4TH
WALL

**NOW IT'S
YOUR
TURN**



WRITE A SKETCH



**ALL THE
WORLD'S A
STAGE**

