

ThoughtWorks®

**GUT GEMISCHT IST  
HALB GEWONNEN**

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**ŁUKASZ**  
[wukaʃ]



**BASTI**  
['basti]

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# THE CONTENT

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- Retrospektiven
- 1on1s
- Feedback
- Kultivierung eines gemeinsamen Verständnisses





# RETROS - ZIELSETZUNG





# **MERKMALE EINER ERFOLGREICHEN RETRO**

Prime Directive:

“Regardless of what we discover, we understand and truly believe that everyone did the best job they could, given what they knew at the time, their skills and abilities, the resources available, and the situation at hand.”





# **RETROS - VORAUSSETZUNGEN**





**ES IST NICHT IMMER  
EINFACH**









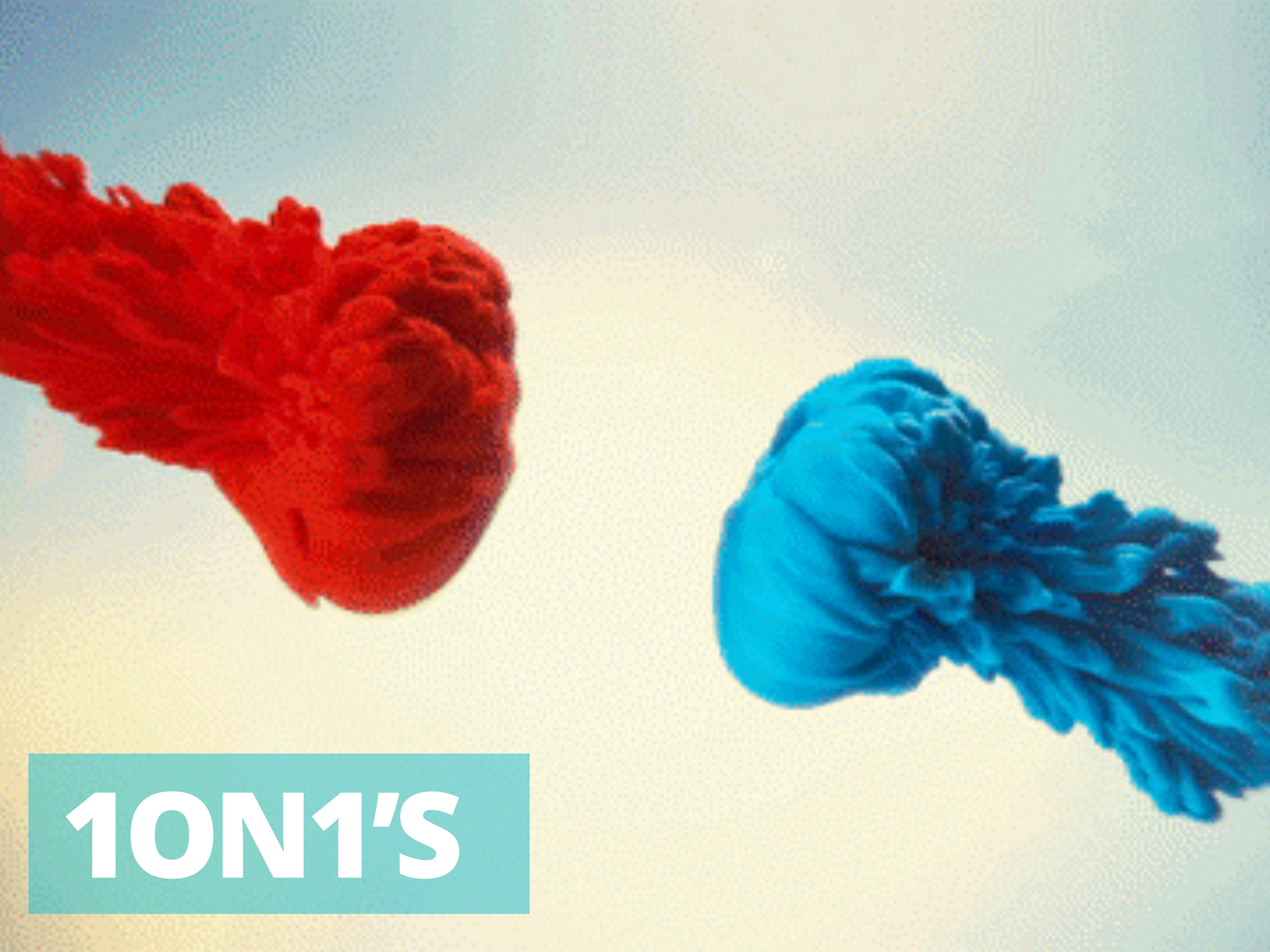
**PREMIXING**





**MICRO-RETROS ?**





**10N1'S**





# 10N1'S: ZIELE





**HOW TO:  
10N1'S**



# RETRO

**SET THE STAGE -> GATHER THE DATA -> CONCLUSION**



**THE TEAM**

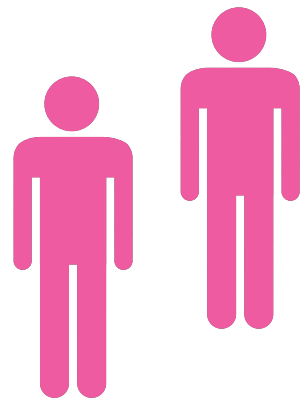
**SCHEDULED  
& TIME-BOXED**





# 10N1

**SET THE STAGE -> GATHER THE DATA -> CONCLUSION**



**2 OF YOU**

**SCHEDULED  
& TIME-BOXED**





# RETRO

## SET THE STAGE

- > GATHER THE DATA
- > CONCLUSION



**THE TEAM**

**SCHEDULED**



**& TIME-BOXED**



# 1ON1

## SET THE STAGE

- > GATHER THE DATA
- > CONCLUSION

**2 OF YOU**



**SCHEDULED**



**& TIME-BOXED**



# UNLOCKS FEEDBACK





**FEEDBACK**



# 1ON1

*Daily business & team*

*Aufbauen  
eines gemeinsamen  
Verständnisses*

*Coffee*

# FEEDBACK

*Das Individuum*

*Unterstützung  
persönlicher  
Entwicklung*

*Vertrauen  
Repport*



# WHAT WE'VE COVERED

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**RETROS SIND NICHT DAS EINZIGE TOOL**

**RETROS + 10N1S + FEEDBACK**

**10N1S = TRUST & UNDERSTANDING OF THE OTHERS**

**FEEDBACK = PERSONAL GROWTH**



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**THANK YOU**

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