

Large-Scale Scrum Conference

EMBRACE AGILITY

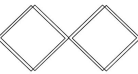
Anti-Agile Tetris - How to Make Systemic Change

Jakub Perlak

aka Kuba



Madrid | 26-27 September 2024



How am I?

Agile and Design Thinking Coach

trying to humanise the workspace and having systemic perspective. Supporting people in creating a learning environment where value is based on empathy.

Certified Trainer, (Team) Coach and Facilitator.

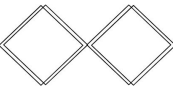
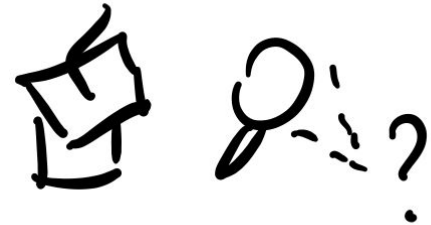
Actively participate in Agile communities.

Conference tourist.



Lifelong learner, **hobbyist scientific researcher (PhD almost done).**

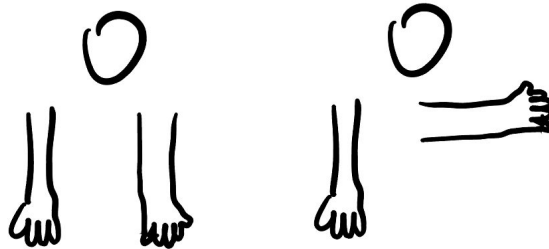
Occasional lecturer.



#1- Tetris Warm Up



#1 STAND UP

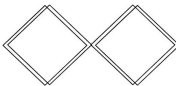


#2 MAKE
YOUR HANDS

IN EITHER
WAY



#3 FIND A MATCH
PEOPLE AND SAY
HELLO



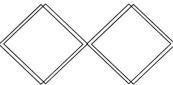
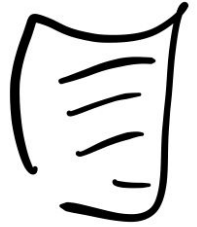
#2 - Rules of the game aka contract

- Co-create learning together
- High pace / deep simulation (you have the right to opt out at any time) -> Warning! :)
- Your comfort matters, take care of it
- Hand's Tsunami + Gong
- Be here for each other and yourself
- Listen and talk to be listened
- Involve to understand and have fun
- Whatever happens at this workshop stays at the workshop

“Tell me and I forget. Teach me and I remember. Involve me and I learn”

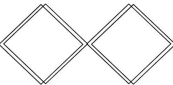
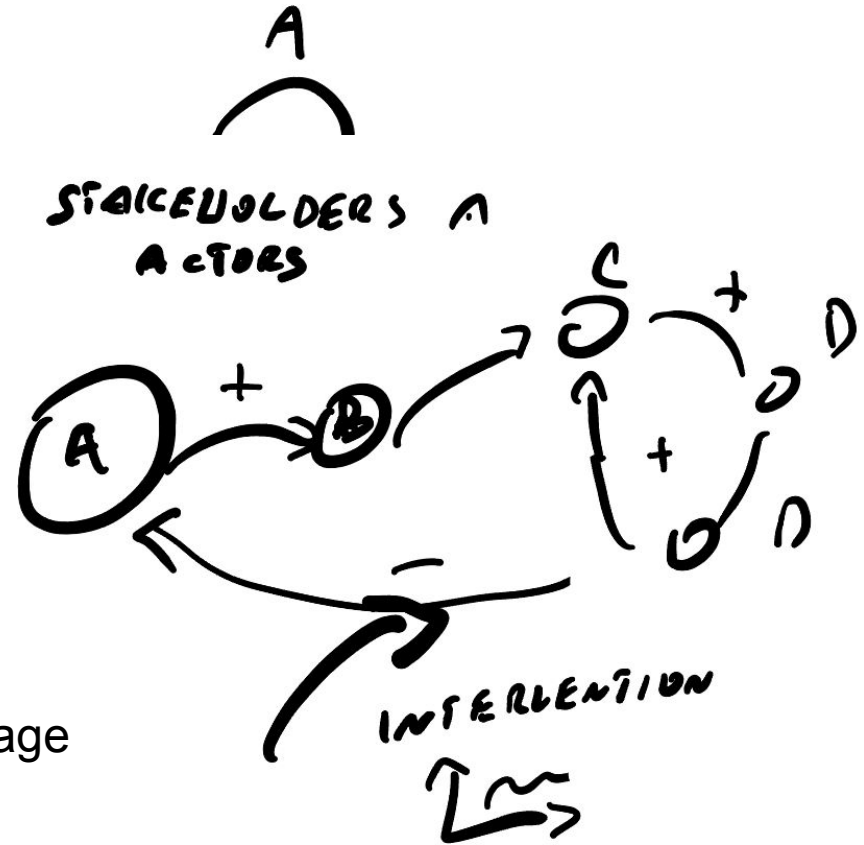


Benjamin Franklin

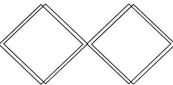
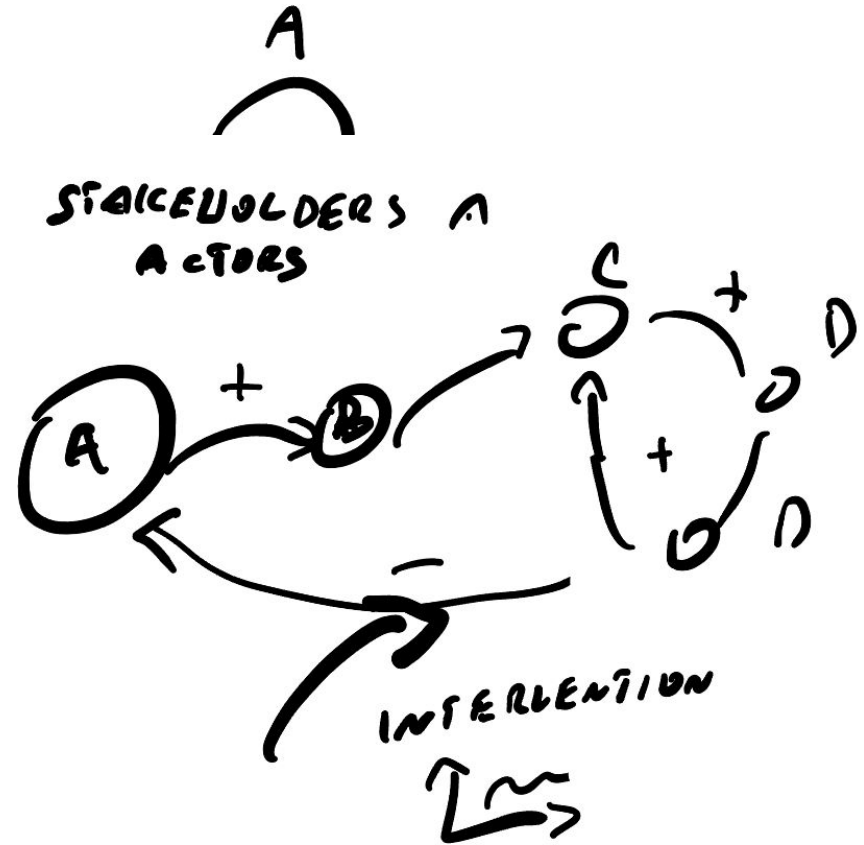


#3 - System Mapping

1. Set boundary
2. Identify (all) actors in the system
3. Draw arrows to show relations
 - a. Information / Feedback
 - b. Influence etc.
4. Plus positive / minus negative impact (OPTIONAL)
5. **Reflect**
5. Pick a place to intervene / Find leverage
6. Strategy (what and look at metrics)
7. Learn and Adapt



#3 - Example



#4 - Teams selection

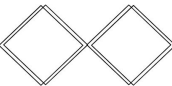
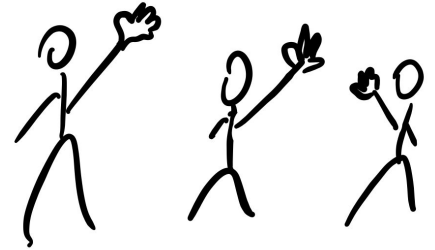
Remember primary school? Yeah!

1. Organize yourselves into teams
2. Self-Selection Team
3. Choose your team name (one word!)
4. Pick: **3 roles**

One Post-it Manager cOordinator (PM/PMO),

One A stiff (*inflexible*) post-it Busy Analyst (A-BA)

Many Post-it Color Developers (PC-Dev)



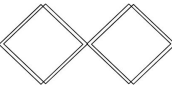
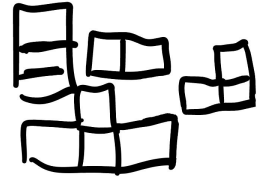
#5 - Anti-Agile Tetris

Create a new, better, multiblock, colorful platform aka **Tetris**.

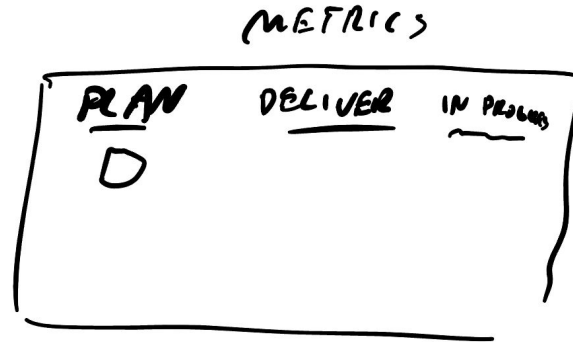
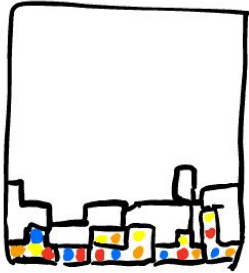
This time we gonna make it!



Warning: the game is designed to simulate specific **artificial environment** any similarity to actual persons, projects, products, living or dead, is **purely coincidental**



#5 - PMO Post-it Manager cOordinator (PM/PMO)

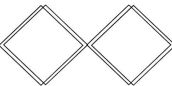


Estimate and control

Iteration plan keeper

- Plan 2 min
- Build 2 min
- Review 1 min
- Retro 2 min
- Again...

Because of your role you can stick the block to the wall :)



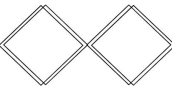
#5 - Analyst A stiff (*inflexible*) post-it Busy Analyst (A-BA)



You can talk to the Boss

Iteration plan

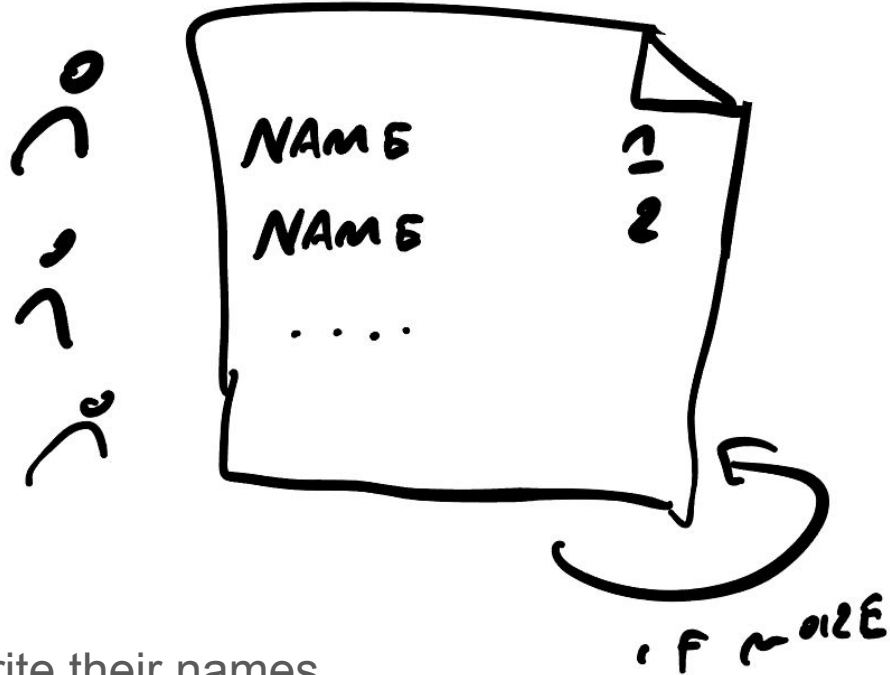
- Analyse and prepare the plan
- Prepare which blocks to prepare during the iteration
- Check if Block is OK with plan



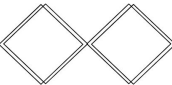
#5 - PC Dev Post-it Color Developers



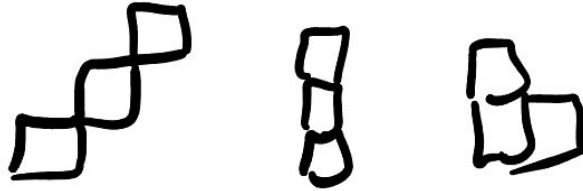
While (toss **TAIL** usually eagle)
Do Write a letter
End While



All team members must write their names



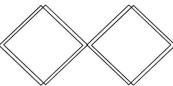
#6 - First Iteration in a slow mode



The Boss said:
“3 colors in a row as high as sky”

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#6 - Planning

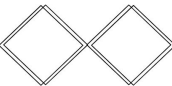


Plan:

1. ABAs plan for teams blocks & PMOs are motivating the PC Devs
2. PMOs give estimations how many blocks will be delivered in estimation
3. PMO brings the plan to PC Devs

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#6 - Building

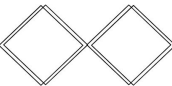


Build (as many tetris blocks):

1. PC Dev are tossing coins and writing names on post-its
2. PMOs collect the whole block and check with ABA if it's OK then stick it into the "platform"

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#6 - Reviewing

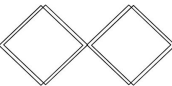


Review:

1. ABA invites the Boss
2. PMO presents metrics
3. PC - Devs are rather silent

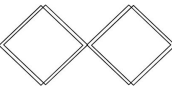
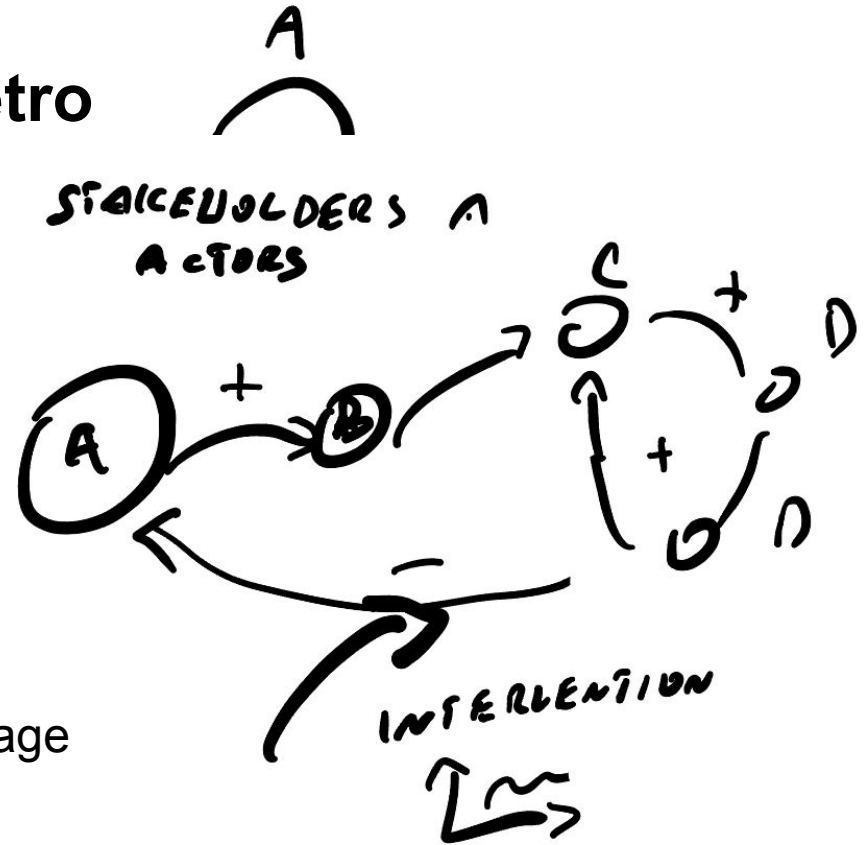
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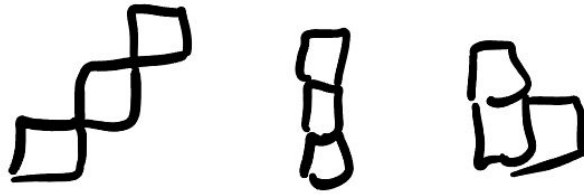


#6 - System Mapping for Retro

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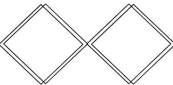


#6 - Next iteration - repeat - any improvements from Retro?

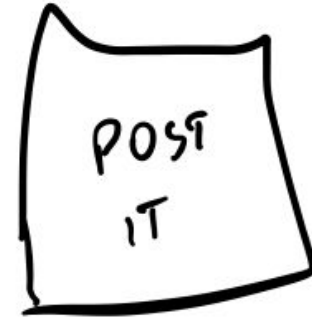
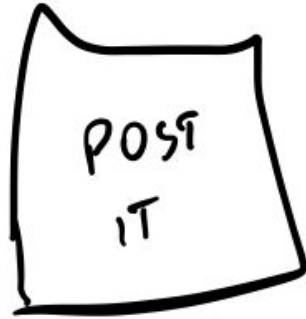


Iteration plan keeper

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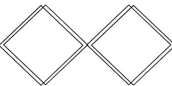


#7 - Sticky Reflection - Break?

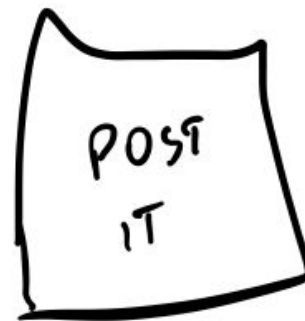
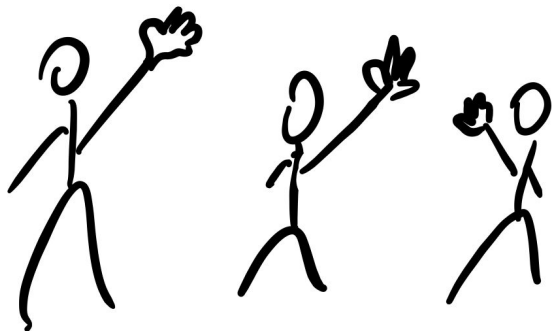


What have you learnt?

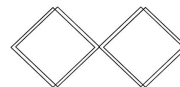
What would you improve?



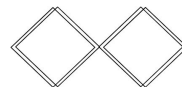
#7 - Debrief



First in teams then at forum

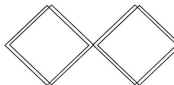
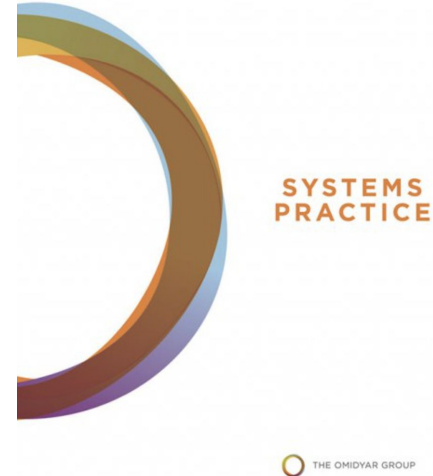
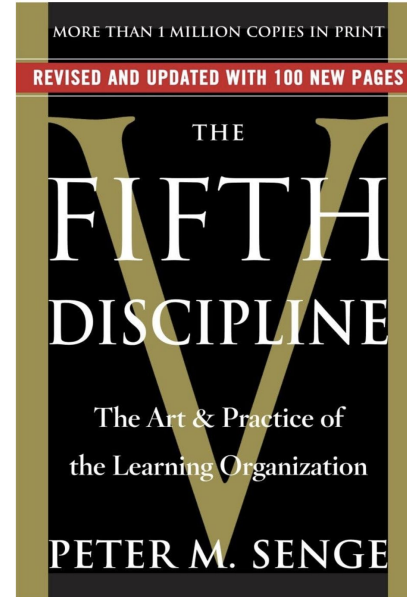
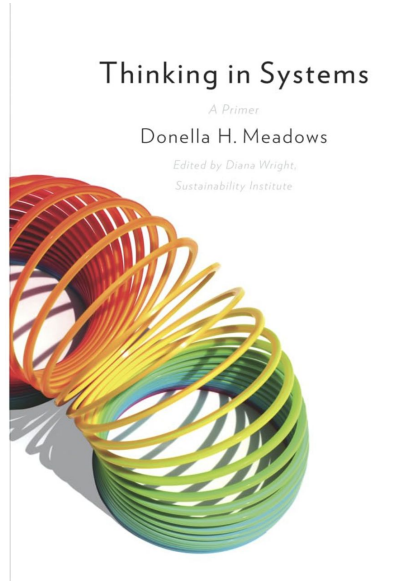
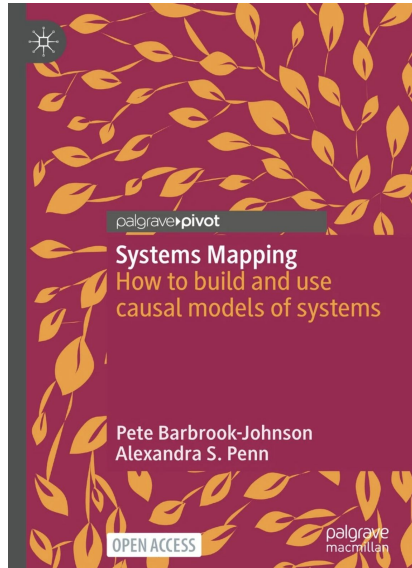


- Crowdy feedback



Inspirations

THE SYSTEMS
THINKER™





Thanks!



Play at your own risk!

