agile-RTP

Don Gray
Agile
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Agile Team Dynamics

Agenda

- Divide into Teams
- Complete Team Project
- Explore Kantor 4 Player Model
- Discussion / Wrap up

Essentially, all models are wrong, but some are useful.

George E. P. Box

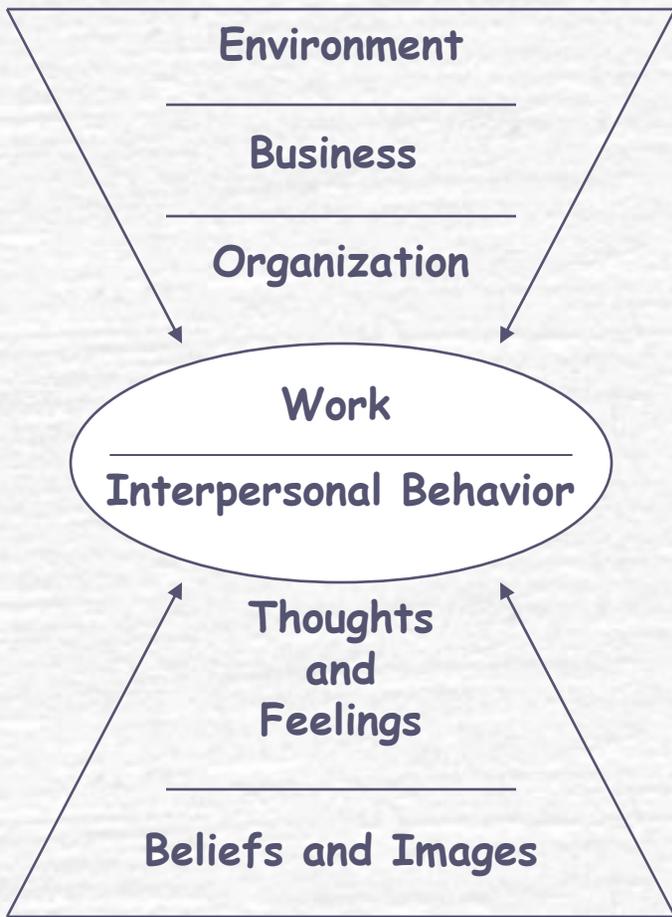| Broader Social Structures	Environment	Less Visible
	Business	
	Organization	
Face-to-Face Structures	Work	More Visible
	Interpersonal Behavior	
Deeper Individual Structures	Thoughts and Feelings	Least Visible
	Beliefs and Images	

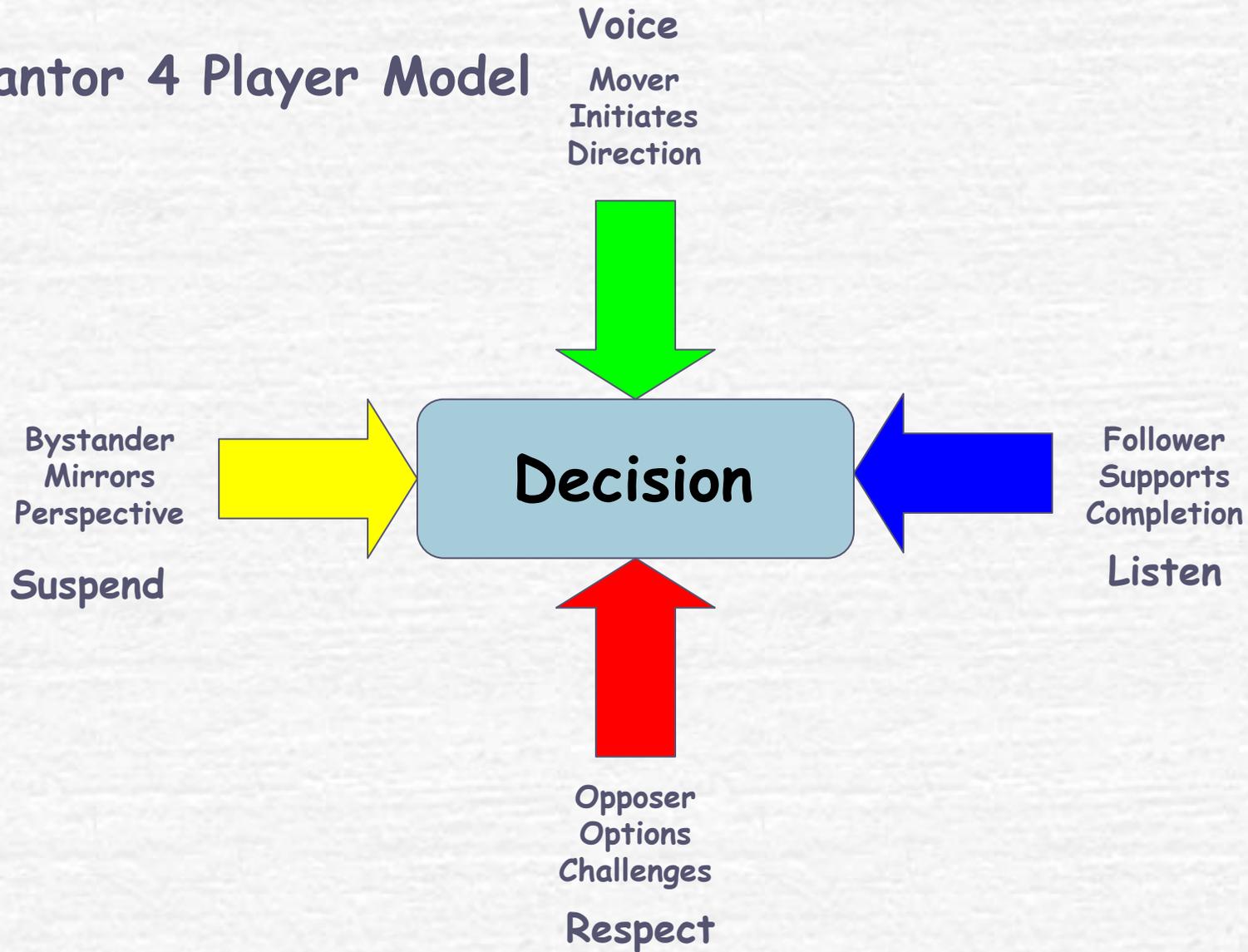Steven Ober, Joel Yanowitz, and David Kantor

Reflection

On post-its:

- What did you do that helped your team move forward?

- What did you notice your teammates do that moved your team forward?

Agile Team Dynamics

Kantor 4 Player Model

Voice
Mover
Initiates
Direction

Bystander
Mirrors
Perspective

Suspend

Decision

Follower
Supports
Completion

Listen

Opposer
Options
Challenges

Respect

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Agile Team Dynamics

Discussion Questions

- In teams, group your post-its on the flip chart papers
- What happens when:
  - Team members get stuck in predictable roles? (especially movers/opposers)
  - Team members become unhappy in their role?
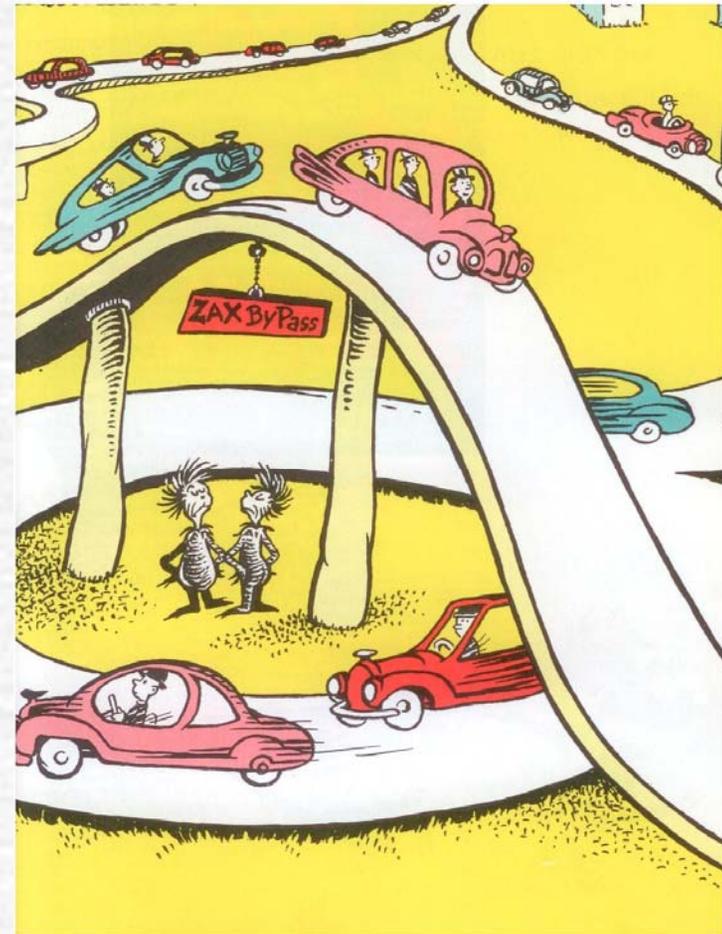 - Team members over use one role?
  - One role is missing?

Team Traps

- False Consensus
- Inability to Reach Closure
- Rigid Hierarchy
- Weak Leadership
- Uneven Participation
- Calcified Interactions
- Lack of Mutual Accountability
- Unrealistic Expectations
- Forgotten Customer
- Left-out Stakeholders
- Unresolved Overt Conflict
- Undiscussed Covert Conflict

Alan Slobonik and Kristina Wile

Zaxes from "The Sneetches and Other Stories" by Dr. Seuss

Agile Team Dynamics

Don Gray started n-th Order Systems in 1984 providing professional services to the process control industries. From coding he moved to systems integration and then working with development teams and doing technical training. He currently works with software development teams as they transition to agile development methods. He conducts workshops focusing on teamwork and coaches teams and ScrumMasters.

In addition to presenting at local agile meetings, Don is helping organize the March 19 - 21, 2010 Agile Coach Camp in Durham. Together with Esther Derby, Johanna Rothman and Steve Smith he hosts the AYE Conference: Exploring Human Systems in Action.

Team 1 Project

Team 2 Project

Team 3 Project

Agile Team Dynamics

Team 4 Project

Team 5 Project