

UNLEASHING THE FULL POTENTIAL OF YOUR AGILE TEAMS

Agile Australia 2014

17 June 2014

By
Dipesh Pala

Once upon a time...



Teamwork



Collaboration

Leadership



What will we cover in this session?

What makes
Agile Teams
Happy

Power
of
Small Wins

What serves
to Catalyse
and Nourish
Progress

Power
of
Progress

Checklist
for
Team Leaders



What makes us Happy?



What makes an Agile Team Happy?



Which one is the number 1 Motivator?

Providing
Clear
Goals

Providing
Rewards
and
Incentives

Providing
Recognition
for
Good Work

Providing
Interpersonal
Support

Providing
Support for
Making
Progress



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People are most
motivated when they get
an opportunity to
experience achievement

- Frederick Herzberg
1968 HBR

The Power of Progress



A Surprise for Leaders!

Providing
Clear
Goals

Providing
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Providing
Recognition
for
Good Work

Providing
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DESPICABLE ME 2



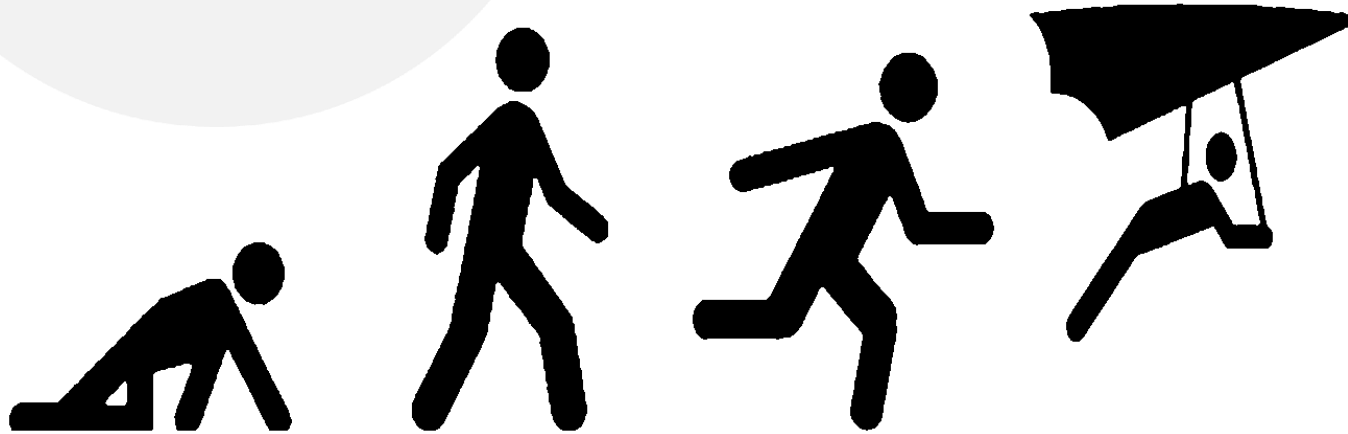


“**Small wins** are something people can experience pretty regularly if the work is chunked down to manageable pieces.”

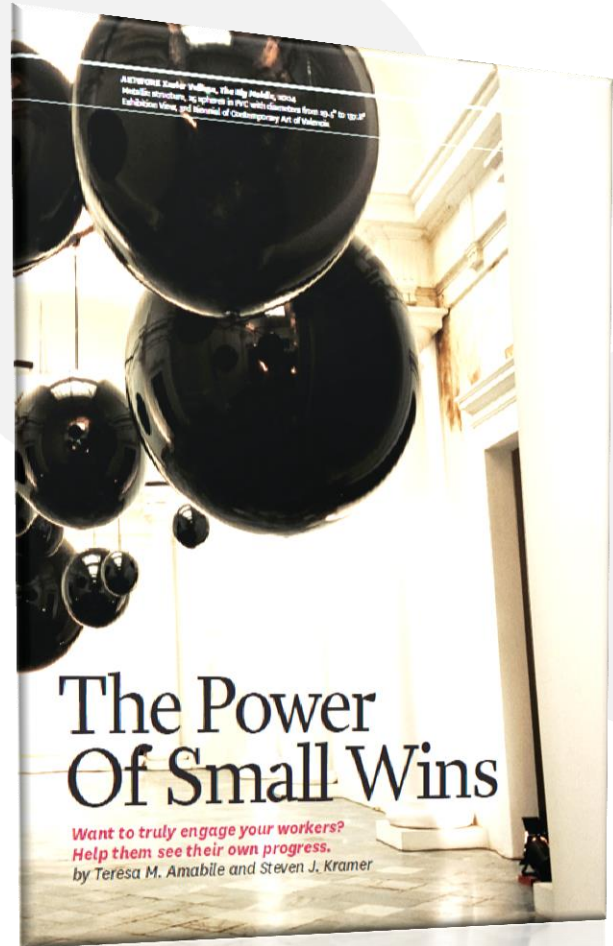


If you can't fly, Run.
If you can't run, Walk.
If you can't walk, Crawl.
But, **by all means**
keep moving.

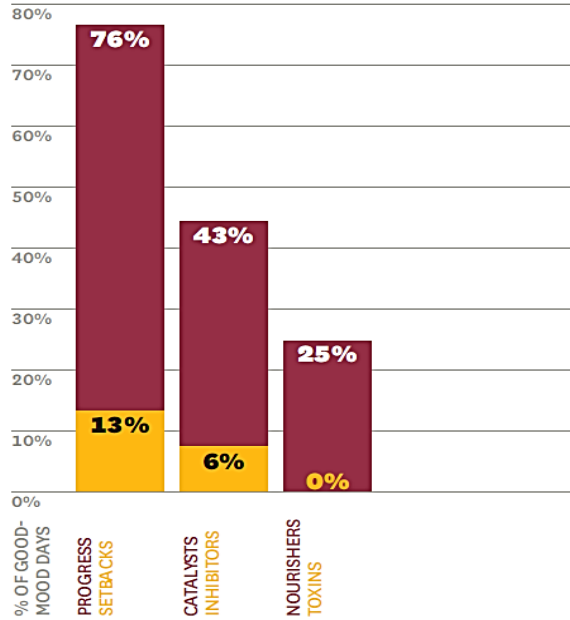
- Dr. Martin Luther King, Jr.



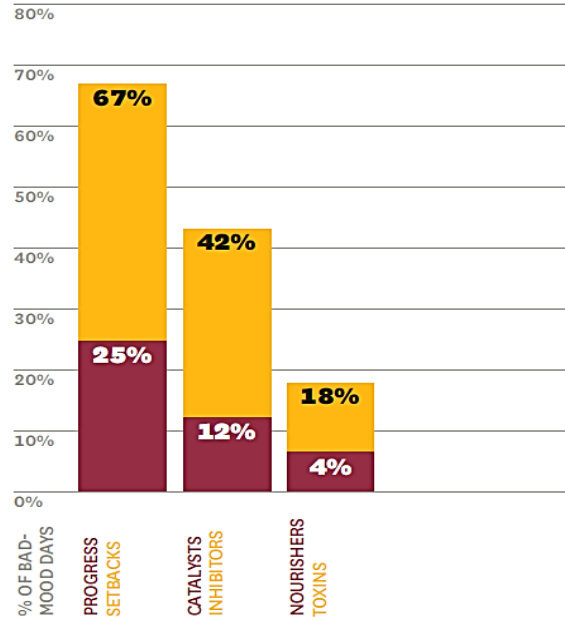
Of all things that can boost emotions and **motivation**, the single most important is **making progress** in **meaningful work**.



What happens on a **Good Day**?



What happens on a **Bad Day**?



Daily Checklist for Team Leaders

Progress

Catalysts



Nourishers



Inhibitors



Toxins



Setbacks

Unleashing the Full Potential of your Agile Teams

Daily Checklist for Team Leaders

Small Wins: Were there any events that indicated progress or a possible breakthrough today?

Catalysts - events and actions that help a team move forward. Did the team ...

- Share a common goal?
- Know how their task is going to help achieve that common goal?
- Feel safe to try out any new ideas?
- Have the willingness to challenge, and to be challenged?
- Have all the resources available to make progress?
- Learn from each other's mistakes?
- Share a sense of making progress in meaningful work?

Nourishers - interpersonal interactions that lift team's spirits. Did the team ...

- Have the support they needed to overcome problems or remove blockers?
- Feel free to ask for help to improve their efficiency?
- Recognise each other's achievements?
- Trust each other and show respect to each other?
- Engage in fun activities to reduce stress and increase creativity?
- Celebrate each other's successes?

What can I do tomorrow to strengthen the catalysts and nourishers identified today?

Blockers:

Inhibitors - events and actions that can hinder a team's progress...

- Work on any task that was not aligned to the common goal?
- Not know how a particular task they were working on is going to assist in achieving common goal?
- Hold back from asking for help from other team members?
- Not have all the resources they needed to move forward efficiently?
- Hold back from sharing their failures (lessons learnt)?
- Not get the opportunity to share new ideas?

Toxins - interpersonal interactions that undermine team's spirits. Did anyone ...

- Hold back on highlighting a problem or a blocker?
- Get discouraged in any way by a team member or a team leader?
- See or refer to team members as resources?
- Experience any tension or friction with other team members and leaders?
- Find a recurring task monotonous or boring?
- Punished or ridiculed for any reason?

What can I do tomorrow to start eliminating the inhibitors and toxins identified today?

Prepared by Dipesh Pala - Inspired by 'The Power of Small Wins' by Teresa M. Amabile and Steven J. Kramer

Catalysts

- Clear Common Goal
- Autonomy
- Safe to Fail
- Continuous Learning
- Courage to challenge, and be challenged

“If you always do
what you always did
then you will always
get what you always
got”

– Albert Einstein



The strongest pillar for Agile teams is built on **trust**
– with complete **transparency**

Agile teams thrive when they are **trust**-based, not **control**-based

Inhibitors

- Unclear Goals
- Unable to ask for help
- Constraints with Resources
- Lack of Information
- Failure is punished
- Not learning anything new





Nourishers

MMFI

The **words** you use
impact the **attitude**
of others

MMFI
Make Me Feel
Important*

Nourishers

- Respect
- Courage
- Support
- Belongingness
- Recognition
- Trust

* Inspired by Mary Kay Ash

People will forget what
you **said**, people will
forget what you **did**, but
people will never forget
how you made them **feel**.
- Maya Angelou

Toxins

- Disrespect
- Fear
- Neglect
- Discourage



- 1 **Disorganised**
- 2 **Inflexible**
- 3 **Stubborn**
- 4 **Inconsistent**
- 5 **Emotionless**
- 6 **Shy**
- 7 **Irresponsible**
- 8 **Boring**
- 9 **Unrealistic**
- 10 **Negative**
- 11 **Intimidating**
- 12 **Arrogant**
- 13 **Indecisive**
- 14 **Impatient**

- 1 Disorganised ---> Creative
- 2 Inflexible ---> Organized
- 3 Stubborn ---> Dedicated
- 4 Inconsistent ---> Flexible
- 5 Emotionless ---> Calm
- 6 Shy ---> Reflective
- 7 Irresponsible ---> Adventurous
- 8 Boring ---> Responsible
- 9 Unrealistic ---> Ambitious
- 10 Negative ---> Realistic
- 11 Intimidating ---> Assertive
- 12 Arrogant ---> Self-Confident
- 13 Indecisive ---> Patient
- 14 Impatient ---> Passionate



Weakness

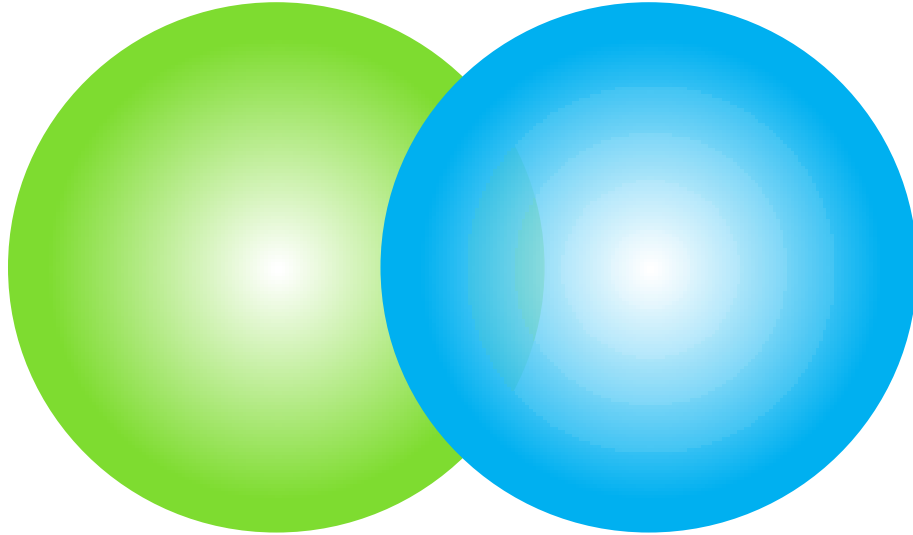
Hidden Strength

- | | | | |
|----|----------------------|-----|-----------------------|
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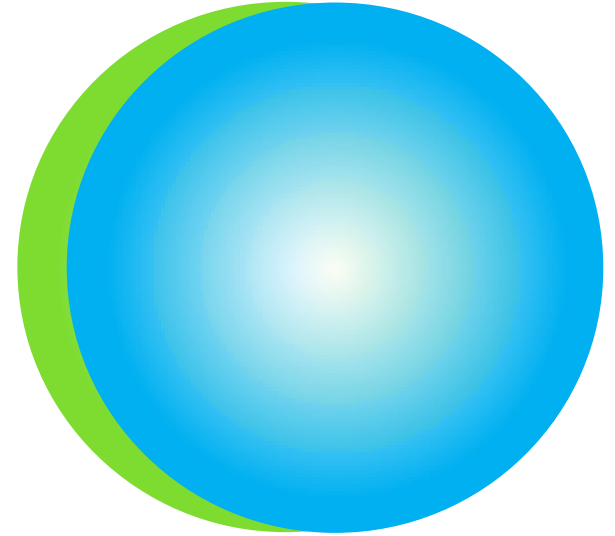
Every **Weakness** has a **Hidden Strength**

Competencies



Little or no overlap required with Skills
and Strengths

Values



Huge overlap required when it
comes to Values



Daily Checklist for Team Leaders

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Catalysts



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Inhibitors



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www.ibm.com/au/devops/agile_checklist/

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Thank You

Contact details



@DipeshPala



dipeshpala@au1.ibm.com



slideshare.net/DipeshPala



au.linkedin.com/in/dipeshpala



Dipesh Pala

Agile Capability Lead
IBM