Location, Location, Location: The 3 Faces of Environment

or

Why the Workplace should be more like the Kindergarten Classroom

A workshop presented by: Karen Favazza Spencer

Wednesday 14:00-15:30
I came to IT project management through a circuitous route that began with Kindergarten Teacher.

Since those early days, I have been a Business Manager, Sales Person, Business Analyst, Project Lead, Scrum Master and Agile Coach. Most of what I’ve needed to succeed in all my roles, I learned in kindergarten.

Consistent with my background, my focus is on cognitive psychology, the learning process and decision making. I am certified in Innovation Games which emphasizes collaborative approaches to work. My recent book, "A to XP: The Agile ABC Book," is being used by coaches and teams as a job aid.
Goal: Designing working environments that work.

Output: An idea for an environmental fix.

Learning Theory featuring
- Information Radiators
- Group Play
- Story Time

Positive Psychology

Neuroscience
Constructivism

Experiential Learning

Jean Piaget
John Dewey
Maria Montessori

Learn by Doing

W. Edwards Deming
Steve Denning
Mihaly Csikszentmihalyi

Interactions Environment
Hands & Feet

1. Stand 18 inches away from your partner, facing each other.

2. Feet hip distance apart, elbows at your side, palms together.

3. You get a point each time you get your partner to move his/her feet in the next 15 seconds. Go!

Source: thiagi.com
Debrief

1. What did you observe?

2. How did you feel?

3. How does this apply to your everyday work environment?
<table>
<thead>
<tr>
<th>constructivism</th>
<th>fiero</th>
<th>working memory</th>
<th>feedback mechanism</th>
<th>story space</th>
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<tbody>
<tr>
<td>narrative</td>
<td>parts of a game</td>
<td>shared space</td>
<td>mingle</td>
<td>psychological space</td>
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<td>positive psychology</td>
<td>debrief</td>
<td>BINGO</td>
<td>post-up exercise</td>
<td>virtual space</td>
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<td>safe space</td>
<td>play-test</td>
<td>jolt</td>
<td>process space</td>
<td>10/24/7</td>
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<tr>
<td>physical space</td>
<td>pink elephants</td>
<td>jen ratio</td>
<td>sense of control</td>
<td>ping-pong pairing</td>
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</tbody>
</table>
What do you want to see more of in your work environment?

Fun
Joy
Quality
Transparency
Clarity
The Three Faces of Environment

- Shared Space
- Safe Space
- Story Space
1. What are some recurring problems?
2. What wrong roads do we repeatedly travel?
3. What work-arounds do we tolerate?
Memory and Learning

- Working Memory
- Short Term Memory
- Long Term Memory

The Evolution Designed Brain

10 - 24 - 7 Rule
21st Century

Physical Space has changed.

What are our “shared” environments?
Jen Ratio in our Environment

**Jen**: Bringing out what is good in others by manifesting what is good in ourselves.

**Jen Ratio**: Good:Not Good in our environment.
Fiero!

Pride

Satisfaction

Addictive

The feeling you get when you successfully overcome a challenge.
## Ping Pong Pairing

<table>
<thead>
<tr>
<th>Pair</th>
<th>Date/Time</th>
<th>Story</th>
<th>Summary</th>
<th>Score</th>
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<tr>
<td>1. Name</td>
<td>Mon, 12/2</td>
<td># and Title</td>
<td>Learned, went well, went poorly, etc.</td>
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<td>2. Name</td>
<td>Start: 1:30 PM</td>
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<td>Chris</td>
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### Rules:
1. Keep the tasks small.
2. Person A only writes test code.
3. Person B only tries to get the tests to pass.
4. Switch roles whenever production code passes.
5. Both refactor throughout.
6. Break for 10 minute each hour. Walk away from your desk during this time.
7. No interruptions. When pairing, except for during the 10 minute break each hour, the pair shuts out the rest of the world, i.e. email and chat.

### Optional Scoring:
- 1 point for playing
- 1 point for each task completed
## Jeopardy Grooming

<table>
<thead>
<tr>
<th>Cross Functionality</th>
<th>Data Base</th>
<th>Persona A</th>
<th>Persona B</th>
<th>Doneness</th>
<th>Before &amp; After</th>
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Team contributes questions on index cards.
Napkin Concept

Start: Pink Elephant

Problem Statement

1. How do we make it visible?
2. How do we engage folks with format?
3. How do we generate fiero?

Goal: Desired Result
What did I learn......

Using the Kindergarten Classroom as a mental model, I can create space that increases productivity and happiness.

1. **Manipulate & Manifest**: Shared Space. (Physical & Virtual)
2. **Feedback & Feelings**: Safe Space. (Psych & Brain)
3. **Roles & Rules**: Story Space. (Processes & Narrative)
Visit the Agile Bookstore or AgileKindergarten.com for copies of

A to XP: The Agile ABC Book
Session Feedback

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2. Scan the unique QR Code for this session located at the front and back of the room.
3. Visit the unique URL for this session located at the front and back of the room.
4. Write a note on an index card to give to Karen.

Thank you for providing your feedback ☺

My feedback is.....