Know When to Hold ’em,
Know When to Fold ’em.

Friday 25 July 14
Session Feedback

Please provide feedback on this session!

You can do so in 3 ways:

1. Visit this session on the Mobile App. Click Session Feedback.
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.

Thank you for providing your feedback.

© 2014. All Rights Reserved.

Steve
Independent Coach
@zurcherart

Nancy
Independent Coach
@vanschoo

#StartRecovery
WARM UP

Coaching Heaven!

Coaching Hell!
OUR MISSION

Agile

Coaching

Addiction
our organisations seem compelled to act in unhealthy ways
even when there is a proven

BETTER WAY
“THERE IS A GROUP OF PEOPLE THAT KNOW THEY SHOULD CHANGE, AND KNOW HOW TO CHANGE, BUT DON’T…”

Erwin van der Koogh
Organizational ADDICTION
Blame
Weinberg Addiction Model

ORGANIZATIONAL ADDICTION GAME

Round 1: Basic Play

Weinberg Addiction Model

find an organisational ADDICTION to explore

in groups of 4 to 5 people
on your turn:
• place one sticky note or pass
• game ends when everyone passes in one round
• place the sticky note on one of four places:
  do X, pain relief, aggravate problems, painful symptoms
• leave the other sticky notes visible.
• you can change your mind about X, as a group.
just a quick note about

PROHIBITION

ask us to play ...
ORGANIZATIONAL ADDICTION GAME

Round 2: Prohibition - Just Say NO

temptation

believe in X

pain relief

try to outwit prohibition

success: outwitted!!

aggravate problems

long

long

do X

painful symptoms

trigger

try to outwit prohibition

Weinberg Addiction Model
PROHIBITION works really well

Photograph of Mrs. Reagan speaking at a "Just Say No" rally in Los Angeles - US National Archives (Public Domain)
for
NON-ADDICTS
KNOW WHERE YOU FIT

© 2014. All Rights Reserved.

tweet: #StartRecovery @vanschoo @zurcherart
How would you promote change in this organization?

Execs

Middle managers

Delivery teams

- Committed to Agile
- Not Committed to Agile

Friday 25 July 14
How would you promote change in this organization?

- Execs
- Middle managers
- Delivery teams

- Committed to Agile
- Not Committed to Agile
How would you promote change in this organization?

- Committed to Agile
- Not Committed to Agile

Execs
Middle managers
Delivery teams
“Six Degrees of Separation...”
“Six Degrees of Separation from the Spark of Commitment to Agile”

- Committed to Agile
- Not Committed to Agile
CONCRETE PRACTICE

Know where you fit

Weinberg Addiction Model

Source: Weinberg, Gerald, Quality Software Management, Vol

Six Degrees

tweet: #StartRecovery @vanschoo @zurcherart
GRANT ME

from “the Serenity Prayer” used by Alchoholics Anonymous and other 12-step Recovery Programs. Attributed to Reinhold Niebuhr (1892–1971)
SERENITY

to accept what I cannot change

from “the Serenity Prayer” used by Alcoholics Anonymous and other 12-step Recovery Programs. Attributed to Reinhold Niebuhr (1892–1971)
Courage
to change what I can

from “the Serenity Prayer” used by Alcoholics Anonymous and other 12-step Recovery Programs. Attributed to Reinhold Niebuhr (1892–1971)
Wisdom
to know the difference

from “the Serenity Prayer” used by Alcoholics Anonymous and other 12-step Recovery Programs. Attributed to Reinhold Niebuhr (1892–1971)
THE GAMBLER

Create your winning coaching hand

(with apologies to Mr. Kenny Rogers)
‘cause every hand’s a winner
and every hand’s a loser
Know your dealer

holds the spark of Agile commitment
Know who holds the cards

Who hires? Fires? Interacts with you?
Deal the cards

Charter your coaching mission with the right players

Friday 25 July 14
Know your hand

What kind of coach are you?

By Enoch Lau (Own work (photo)) [GFDL (http://www.gnu.org/copyleft/fdl.html) CC-BY-SA-3.0 (http://creativecommons.org/licenses/by-sa/3.0/), via Wikimedia Commons]
Know when to hold ‘em,
Know when to fold ‘em

Create and recognize exit points
Know when to walk away,
Know when to run
Smoothly negotiate your exit points
Or, find the Ace that you can keep!

Smoothly negotiate your exit points
The Dealer

Card holders

Dealing the cards

Your Hand

Hold’em? Fold’em?

Walk away, run, find the Ace

© 2014. All Rights Reserved.
CONCRETE PRACTICE

Know when to hold ‘em ... when to fold ‘em

© 2014. All Rights Reserved.

Lean-Agile Partners
Engage-Agility.com

Friday 25 July 14
1. Stop doing X.
2. Find an alternative solution Z that really works (and doesn’t create long term problems).
3. Soften the short term pain, if necessary ...
TAKE HOME

• Decide your value model - "surgeon" or "mentor"
• Know how you are being used in the coach role - as pain relief? as real change agent? as a patsy?
• Build yourself several friendly exits in case you find that you cannot be effective here.
• Beware of size differential between agency and client; big is bad!
• Don’t let people put/keep you in situations where your coaching is wasted; you are too valuable for that and there are plenty of places where you can make a difference
Session Feedback

Please provide feedback on this session!

You can do so in 3 ways:
1. Visit this session on the Mobile App. Click Session Feedback.
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.

Thank you for providing your feedback.
Nancy Van Schooenderwoert is founder and President of Lean-Agile Partners, Inc. Her background is in electronic engineering and computer science (BSCE from RIT), spanning defense, commercial aerospace, medical devices, and industrial controls. She was among the first to successfully apply Agile methods to embedded systems development for safety-critical applications. She is past president of Agile New England.

nancyv@leanagilepartners.com   @vanschoo   www.leanagilepartners.com

Steve Holyer serves as advocate, trainer and mentor for companies looking for a different way of working using Agile practices in a productive, fulfilling, and fun way. As a Scrum Master he learned his craft with multiple teams and organizations, so he knows how to change an organization from the inside. Steve has adapted years of project management and development experience into a passion for trusting and coaching managers and teams to find ways to do software better. An escaped Texan, Steve is based in Zurich, Switzerland. He has more than a passing obsession with the Eurovision Song Contest.

coach@steveholyer.com   @zurcherart   www.engage-agility.com
# Start Recovery

Know When to Hold 'em, Know When to Fold 'em.

Friday 25 July 14