Martin Alaimo
Amazing Results Through Healthy Relationships
I work as Organizational Coach and professional trainer. As a Certified Scrum Coach (CSC) and Certified Scrum Trainer (CST), my main area of intervention is team work under a collaborative and relational environment within the scope of technological products development. My main concern today is about helping other areas, beyond the technology one, to perceive and capitalize the benefits of this new working proposal, emphasizing interpersonal relationships and competency for members of organizations seeking to transform their way of working.

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Agile Projects with #Scrum

Look inside

ScrumAlliance®
Certified Scrum Coach

ScrumAlliance®
Certified Scrum Trainer

Martin Alaimo
Proyectos Ágiles con #Scrum

Flexibilidad, aprendizaje, innovación y colaboración en contextos complejos

kindle edition

AGILE
ORLANDO
Martin Alaimo

Autor

#HighPerformance Teams

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#HighPerformance Teams

Individuals and interactions over processes and tools

kindle.edition

AGILE 2014 ORLANDO
Agenda

Processes and Tools
Individuals and Interactions
Results = Relationships
A framework for complexity
A framework for relationships
Relational Competencies
Sprint

A Sprint is an iteration of work during which an increment of product functionality is implemented. It starts with Sprint Planning I and ends with Sprint Retrospective. One Sprint follows immediately another. During a Sprint no changes are made that would affect the Sprint Goal.

Values

Values for high performing teams and organizations.

Empowerment and Self-Organization

Team is empowered to make decisions and own its outcomes. Team members collaborate effectively with others. Focus on customer and stakeholder needs and satisfaction.

Early and Regular Deliveries

Everyone learns by operating the process. Teams deliver increments of business value to the market quickly and regularly.

Inspection and Adaption

Team uses information from sprint inspection meetings to make continuous improvement. Results from sprint review are shared with stakeholders.

Transparency

Team shares information about sprint status, results, and progress. Information is shared in a timely and transparent manner.

Timeboxing

Every sprint is time-boxed, ensuring that goals and deliverables are achieved within the sprint window.

Grooming

Product Backlog Grooming is the act of adding, revisiting, and removing items from the Product Backlog. This is an ongoing process through which the Product Owner and the Development Team collaboratively ensure the Product Backlog is complete and relevant to the mission.

Technical Collaboration

Technical Collaboration is the act of sharing knowledge and expertise among team members to improve the quality of the product.
And then? A little bit of history...

(just “a little”)

Processes and Tools
Individuals and Interactions

Picture: http://www.flickr.com/photos/24866012@N00/3754608666/
Results = Relationships

Individuals and interactions over Processes and tools

Picture: http://www.flickr.com/photos/hojusaram/2527256358/
Cynefin

**COMPLEX**
- Retrospectively Coherent
- Cause-effect relationships not repeatable
- Pattern management, multi-experimentation
  \[\text{probe} \rightarrow \text{sense} \rightarrow \text{respond}\]

**COMPLICATED**
- Potentially knowable
- Cause-effect relationships separated in time and space
- Expert judgement, systems thinking, scenario planning
  \[\text{sense} \rightarrow \text{analyse} \rightarrow \text{respond}\]

**CHAOTIC**
- Incoherent
- Cause-effect relationships not perceivable
- Stability focused interventions and crisis management
  \[\text{act} \rightarrow \text{sense} \rightarrow \text{respond}\]

**SIMPLE**
- Known
- Cause-effect relationships perceivable, predictable and repeatable
- SOPs; best practice
  \[\text{sense} \rightarrow \text{categorise} \rightarrow \text{respond}\]
The Coach
Facts vs. Opinions
Descriptive Language
Effective Feedback

- Context
- Facts
- Interpretation
- Emotion
- Incumbency
- Request / Offer
- Inquiry
- Commitment

Thanks!

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