

Developing People and Building Great Teams

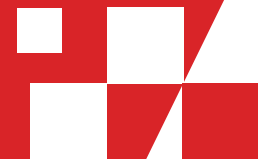
Pam Dukes, Scrum Master, Toyota Connected

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pamdukes.com



Developing People and Building Great Teams



Personal Bests

Shotput - 59'5"

Discus – 200'5"

Hammer – 173'9"

20 lb. Weight – 61'0"

Born:

Bronx, New York

College:

Stanford University, Stanford California

Raised:

Freehold, New Jersey

Degrees:

Bachelor of Arts in Sociology

Master of Arts in Sociology,

Organizational Behavior

ATHLETIC BIOGRAPHY

New Jersey State Shotput Champion 1980-82

New Jersey State Discus Silver Medalist 1981-82

Six Time Collegiate All – American Athlete

NCAA Shotput Champion – Indoor 1987

HONORS:

Inducted in the Freehold Township High School's **Inaugural Hall of Fame Class, 2003**

Inducted in the **Jersey Shore Sports Hall of Fame, 2004**

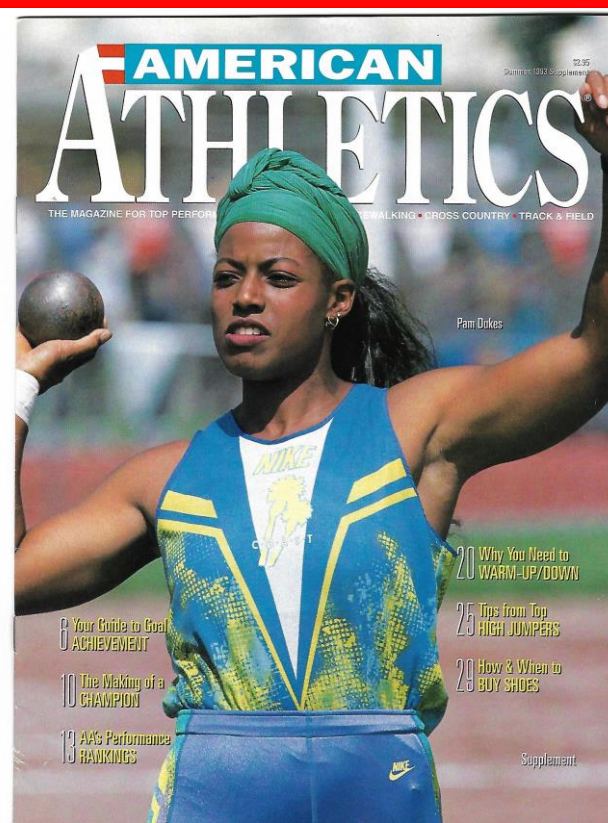
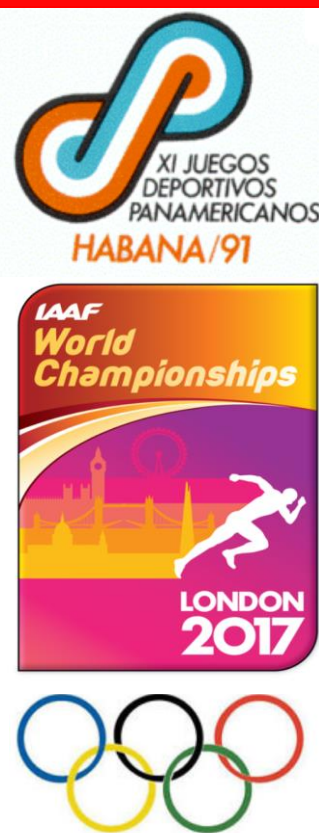
Inducted in to the **Stanford University Hall of Fame, 2004**

Inducted in to the **New Jersey Shore Athletics Hall of Fame, 2014**





 23RD ANNUAL NCAA INDOOR Track & Field Championships March 13-14, 1987 



PAMELA DUKES



 GAMES OF THE XXVth OLYMPIAD 1992 U.S. WOMEN'S ATHLETICS TEAM



Working with others



What have teams done for me?

Why use teams?



- **Good teamwork creates synergy**
- **Combined effect of team is greater than sum of individual efforts**
- **Enables mutual support and learning**
- **Generates a sense of belonging and commitment**

Why not work alone



- **Harder to get early and continual feedback**
- **Reduces learning – ideas not challenged**
- **Increases bus factor – single point of failure**
- **Less accountability – peer pressure**
- **Slower momentum, reduced morale**

Teamwork is Everything



**Talent wins games, but
teamwork and intelligence
wins championships.**

Michael Jordan

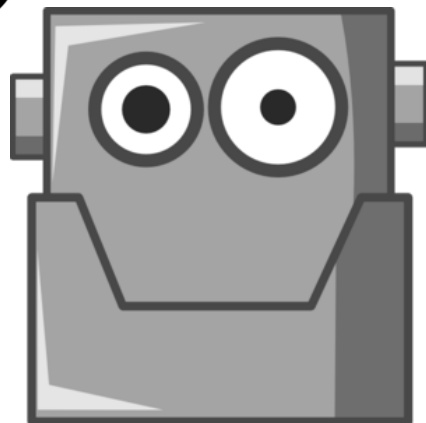
How Do You Build a Team



Scrum Team Characteristics



Knowledge & Experience



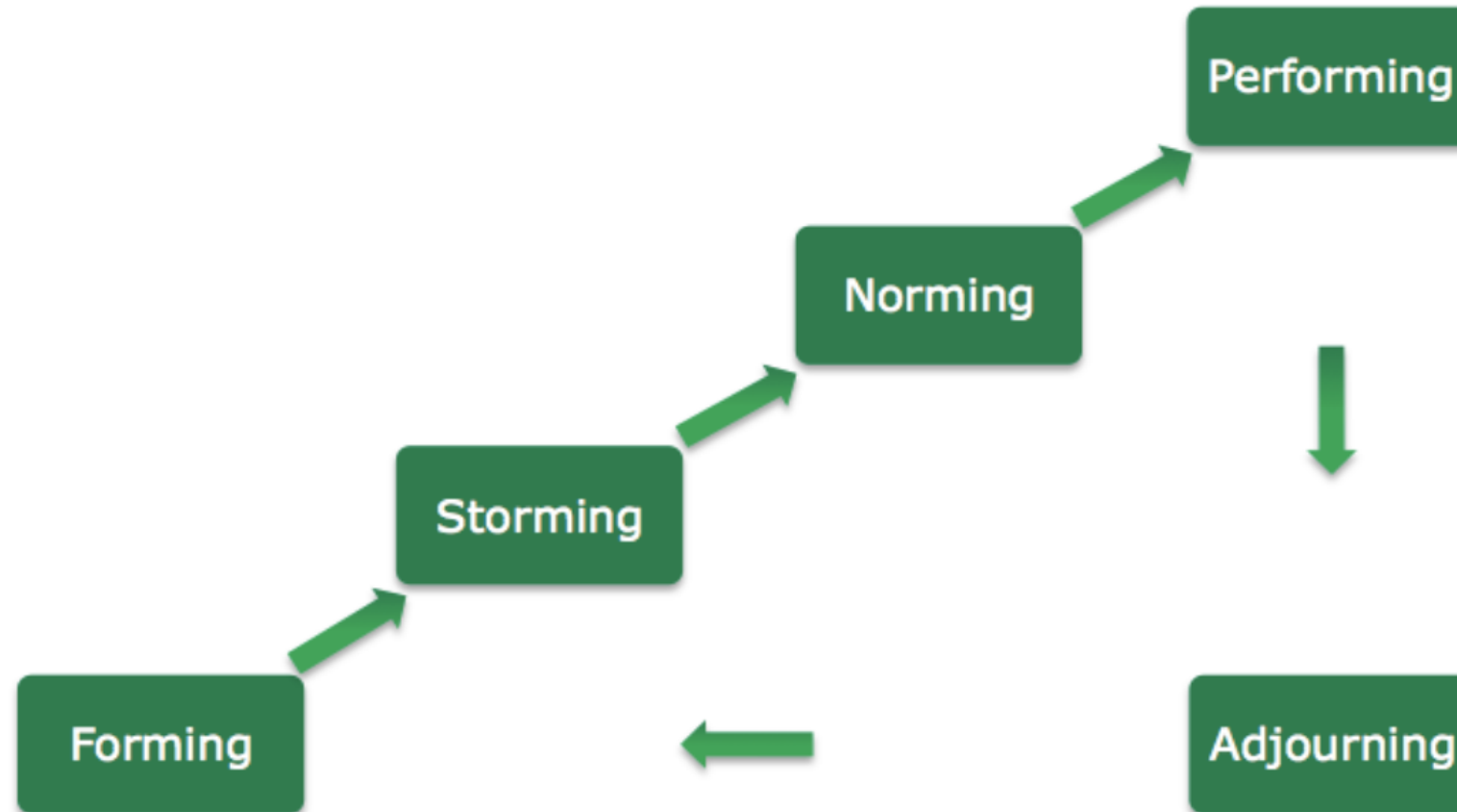
Personality Styles



Communication Skills

The Tuckman Model

Stages of Team Development



Bruce W. Tuckman, Ph.D. (with M.A. Jensen)

High Performance Teams



Other High Performing Teams



Scrum

- Chief Product Owner
- Product Owner
- Scrum Master
- Dev Team
- Release/Roadmap Planning
- Sprint Planning
- Daily Standup
- Sprint Review
- Retrospective



College Athletics

- Head Coach
- Assistant Coach
- Asst Coach/Team Captain
- Teammates/Me
- Plan for quarter/year
- Plan for week/month
- Chat in office/before practice
- EOW - Where are we? Compete!
- How'd we do? Changes?



REMINDERS FROM YOUR CHILD:

- I'm a **KID**
- It's Just a **GAME**
- My Coach is a **VOLUNTEER**
- The Officials are **HUMAN**
- **NO** College Scholarships will be Handed Out Today

Thank you and Have Fun!



Player Development - Team Unity - Club Commitment

Five FC
19225 Road 10418
Grand Junction, CO 81505

 **Parent Pledge** 

-  I Will Teach All Children to Play Fair and Do Their Best
-  I will Positively Support All Managers, Coaches and Players
-  I will Respect the Decisions of Umpires
-  I Will Praise a Good Effort Despite the Outcome of The Game

"UNCOACHABLE KIDS BECOME UNEMPLOYABLE ADULTS. LET YOUR KID GET USED TO SOMEBODY BEING TOUGH ON THEM! THAT'S LIFE, GET OVER IT."
-PATRICK MURPHY
ALABAMA SOFTBALL

Your child's success or lack of success in sports does not indicate what kind of parent you are.



But having an athlete that is coachable, respectful, a great teammate, mentally tough, resilient and tries their best **IS** a direct reflection of your parenting.

What kind of role model are you?



Who is Speaking Greatness in You?



Wall of Fame

*How do
you
achieve
your
goals?*



***What is
Your Life
Goal?***



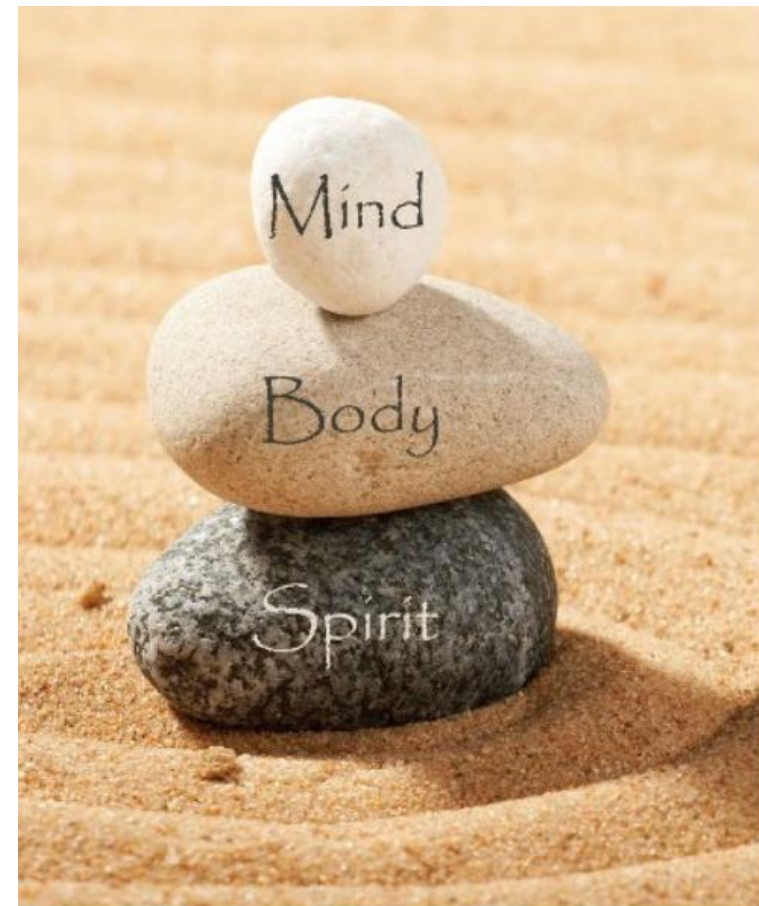
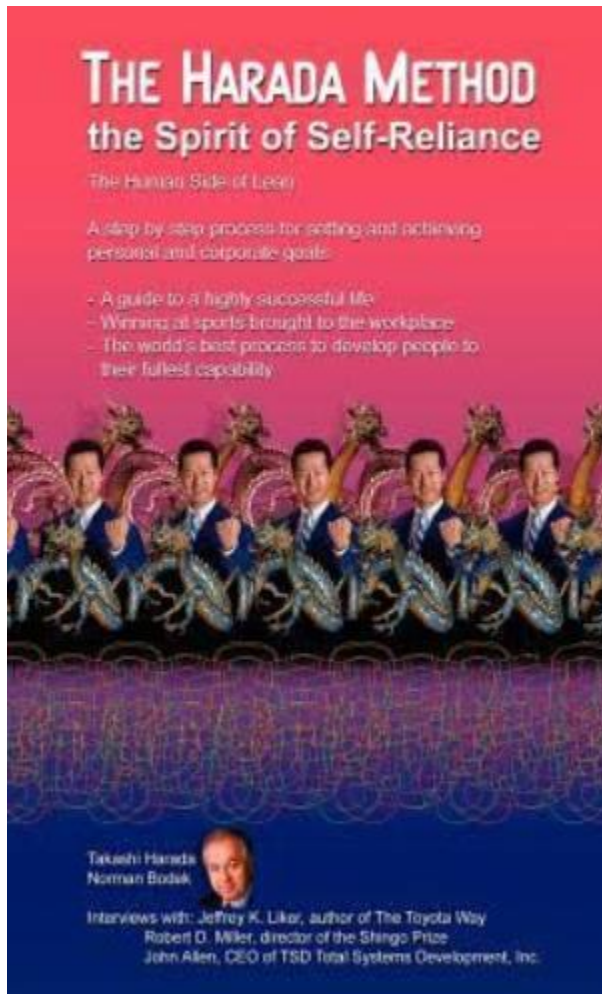


**PLEASE
DO NOT KNOCK**

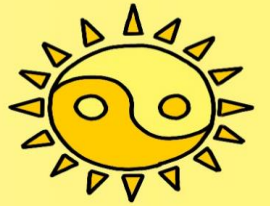


**No Salespeople
Thank You!**

Developing People with The Harada Method







0D NON LEAN

~~1D~~ TOOLBOX LEAN

2D REAL LEAN

3D MODERN LEAN

4D FUTURE LEAN

Status Quo

Control

Engagement

Connection

Balance

short term vision

long term vision

continuous improvement
+
respect for people



mission
better world
heart & intuition
personal well-being
higher consciousness
4th dimension: time



Passion Heart

soon
isolated
or
dead

only cost cutting
"abused lean"

leadership
authenticity
trust
win-win

continuous
innovation



Harada
method
(self-reliance)

happiness

Agile / Scrum

NEXT
New consciousness
Exciting culture
X-factor leadership
Teamwork & networking

WWW.4DLEAN.COM

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My Harada Journey

Long Term Goal Sheet

Harada Long Term Goal Form			
Name	Start date	Target date	
Pam Dukes	5/14/2018	8/14/2018	
Daily service at home		Daily service at work/to society	
Encourage myself and my son each day		Be a positive influence on others, continued optimism and enthusiasm	
Develop a training module showing how I connected teamwork with other teams and the scrum framework. My goal is to write it and share this training with more than on group of people.		Target date	
Goal	Highest goal	Share module with larger audience - +50 people in effort to share experiences and connection with scrum (Nigel's training class maybe?)	
	Intermediate goal	Share module at MeetUps/DFW scrum to show additional offering from TC/SM	
	Confident goal	Share module at Brews and News - potential for 15-30 people	
	Current potential	Share module with Scrum Masters - 15 mins presentation	
Purposes (motivation WHY)	material / tangible	Help supervisor and be an example for him to share with others	
		Class attendees get something different	
		Work of mouth grows and requests for training increase	
		Share with Sports teams/orgs and help improve their success	
	intangible	For society/others	For yourself
		Make my family proud	Increase confidence and experience
		My teams are motivated to contribute	Feeling fulfilled as individual
		Our teams become more confident	Eliminate any fears I have had
		Yoketen - change way people view learning Scrum	Align with my larger goal, motivational speaking
	Get more respect		



Actual Date
6/13/2018

6/20/2018

6/8/2018

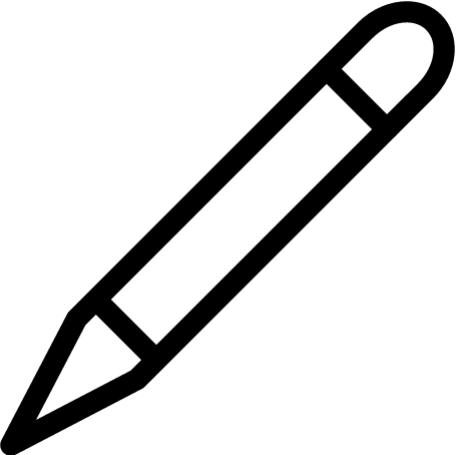
36 X 36 Sheet

READ 'THE TOYOTA WAY' Task, Due Date	READ '2 SECOND LEAN'	RESEARCH BUILDING GREAT TEAMS	AVERAGE 6 HRS PER DAY	EAT FRUIT AND VEGS DAILY	DRINK 40+ OZ OF H2O 7 x PER WEEK	FIND CONNECTION BETWEEN MY EXP AND SCRUM DONE!	SHARE IDEAS WITH OTHERS, OBTAIN FEEDBACK (In progress)	PROVIDE WKLY UPDATES W/ COACHING TEAM (WIP)
1 T 6/15	2 T 6/30	3 T 6/30	1 R	2 R	3 R	1 T 5/20	2 R	3 R
RESEARCH/STUDY			HEALTH AND FITNESS			DEVELOP COURSEWORK		
DOCUMENT JOURNEY AND OUTLINE KEY PTS	FIND QUOTES TO USE (WIP)	READ OTHER MATERIALS TO INCREASE KNOWLEDGE	WORKOUT 2-3 TIMES PER WEEK	REDUCE SODA INTAKE 25% WKLY	TRY NEW HEALTHY FOODS	RESEARCH FUNDAMENTALS FOR CREATING COURSEWORK	NARROW DOWN ACTIVITY FOR COURSE	STUDY AND PASS PSM TEST!!!! DONE!
6 T 7/30	5 T 7/30	4 T 7/30	6 R	5 R	4 T 8/14	6 T 8/14	5 T 8/14	4 T 5/31
GOAL : I will create a training module focused on teamwork and scrum framework. Share various versions of modules with Scrum Masters, TC, DFW Scrum/Meetup and Nigel's training class.								
REDUCE TV TIME BY 25%, MORE POS. SHOWS	LISTEN TO POSITIVE MSGS/PODCASTS EACH WEEK	DOCUMENT GRATITUDE DAILY	DO SOMETHING NICE FOR TEAM WEEKLY	DONATE ITEMS FROM HOME MONTHLY	FIND 3 WAYS TO VOLUNTEER TIME	SPEND 2/HRS IN EVENING W/SON	EAT DINNER WITH DAD EACH WEEK	SUPPORT SON W/ OUTSIDE ACTIVITIES WEEKLY
1 R	2 R	3 R	4 R	2 T 8/14	3 T 7/15	1 R	2 R	3 R
SPIRIT			VOLUNTEER/SERVICE			FAMILY		
VISUALIZE SUCCESSFUL OUTCOME DAILY	SCHEDULE 'ME' TIME, PAMPER SELF	FIND AND DOCUMENT 20 POSITIVE MSGS	BRING IN SNACKS/BREAKFAST FOR PEOPLE	CONTACT ONE OF MOM'S FRIENDS	DO RANDOM ACT OF KINDNESSES WKLY	CONTACT FAMILY MBR EACH WEEK	SEND NOTES TO FRIENDS	WORK ON REUNION
6 R	5 R	4 T 7/15	6 T 7/15	5 R	4 T 8/14	6 R	5 T 7/15	4 T 8/14

Recognize YOU!

25 Things You Like About Yourself or are Proud Of

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
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- 20
- 21
- 22
- 23
- 24
- 25




7 minute exercise

07:00

Identify Your Strengths

Circle your 6 Favorites

- 1
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- 24
- 25



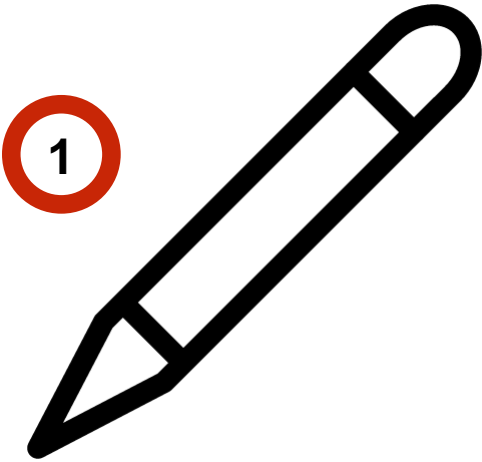
2 minute exercise

02:00

Identifying your Key Focus

Circle Your Number 1!

- 1
- 2
- 3
- 4
- 5
- 6
- 7
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- 9
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- 13
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- 15
- 16
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- 18
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- 21
- 22
- 23
- 24
- 25



1 minute exercise

01:00

Shohei Ohtani

3) 64-CHART (8x8)

EXAMPLE 5



Microsoft Word
Document

Shohei Ohtani, 12/6/2010 - Sophomore in High School

Care the body	Take supplements	FSQ 90kg	Improve in-step	Strengthen the body core	Stabilize the pivot	Create an angle	Hit the ball from above	Strengthen the wrist
Flexibility	Physical	RSQ 130kg	Stabilize the release point	Control	Get rid of uneasy feelings	Do not tense up	Precision	The lower body leads
Stamina	Range of motion	Meals Dinner: 7 Breakfast: 3	Strengthen the lower extremities	Don't open the body	Control mental	Release the ball in the front	Increase the number of rotations	Range of motion
Have clear goals and purposes	Do not swing joy and sorrow	Cool head and hot passion	Physical	Control	Precision	Turn at the pivot	Strengthen the lower extremities	Gain weight
Be strong at pinches	Mental	Don't sway by atmosphere	Mental	Draft #! 8 teams	Speed 160km/hr 99 mph	Strengthen the body core	Speed 160km/hr 99 mph	Strengthen around the shoulders
Don't create ups and downs	Tenacity for victory	The heart to care team mates	Personality	Luck	Curve balls	Range of motion	Catch liner balls	Increase pitching
Sensitivity	Worthy to be loved	Plan ahead	Greetings	Picking trashes	Clean the room	Increase count balls	Perfect fork balls	Precision of sliders
Caring	Personality	Gratitude	Use the tools with care	Luck	Attitude for judges	Curve balls with speed and drop	Curve balls	Decisive balls for left batter
Well-mannered	Worthy to be trusted	Sustained efforts	Positive thinking	Worthy to be supported	Read books	Pitch with the same as straight	Control from strike into ball	Imagine the depth



Born: July 5, 1994, Joined the Hokkaido Nippon-Ham Fighters March 29, 2013, First pick in the major league draft, pitcher. Batting average = .257, home runs = 13, win-loss = 14-4, earned run = 2.61, strikeouts 225 - Speed of pitch = 99 mph, 160kph, (11-16-14)

Fighters ace Ohtani sets new NPB speed record

Summary

**Pam Dukes CSM, PSM, PMI-ACP, PMP,
Certified Harada Trainer 😊**

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<https://www.linkedin.com/in/pam-dukes-pmp-csm-psm-pmi-acp-3698572/>

**How do I know the Harada Method works?
*It is the reason I am here today!***

**Interested in training? Contact me!
I will be offering classes soon!**





Questions