

Agile Dev Better Software DevOps **WEST**

A TECHWELL EVENT

BT2

Improving the Team

Thursday, June 7th, 2018, 10:00 AM

Conducting Agile Retrospectives That Drive Real Change

Presented by:

David Horowitz

Retrium

Brought to you by:



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David Horowitz

Retrium

David Horowitz is cofounder and CEO of Retrium, the world's first and only enterprise-ready platform for agile retrospectives. Prior to that, David spent nearly a decade between the World Bank and International Finance Corporation as a software developer turned agile coach. While there, he experienced firsthand the importance—and difficulty—of effective retrospectives at scale. In addition to bachelor's degrees in computer science and economics from the University of Maryland, David has a master's degree in technology management from the University of Pennsylvania and the Wharton School of Business. In 2013, he successfully founded and exited a movie search engine business. David is married to his college sweetheart and is the father of three little ones.

Agile Dev West 2018

STOP COMPLAINING AND START LEARNING!

Retrospectives that Drive Real Change



David Horowitz

Retrium CEO & Co-Founder

David is the CEO & Co-Founder at Retrium, the world's first and only enterprise-ready retrospective platform.

David has over 12 years of experience working as a software developer, agile coach, and entrepreneur.

In addition to his Master's Degree in Technology Management from The University of Pennsylvania and The Wharton School of Business, he has Computer Science and Economics degrees from The University of Maryland.

He is the father of 3 little ones and is married to his college sweetheart!

If you could only bring one agile technique with you to a desert island, which one would it be?

1. Daily standup
2. Sprint planning and reviews
3. Prioritized backlogs
4. Retrospectives
5. Cross functional teams
6. Other

Retrospectives*

are the catalyst of true agility

* Well, good ones at least.

Agile

=

Continuous Improvement

PRINCIPLES BEHIND THE AGILE MANIFESTO

"At regular intervals, the team reflects on how to become more effective, then tunes and adjusts its behavior accordingly."

BUT FOR
MANY OF
US...

*"At regular intervals, the
team reflects on how to
become more effective,
~~then tunes and adjusts~~
~~its behavior~~
~~accordingly."~~*

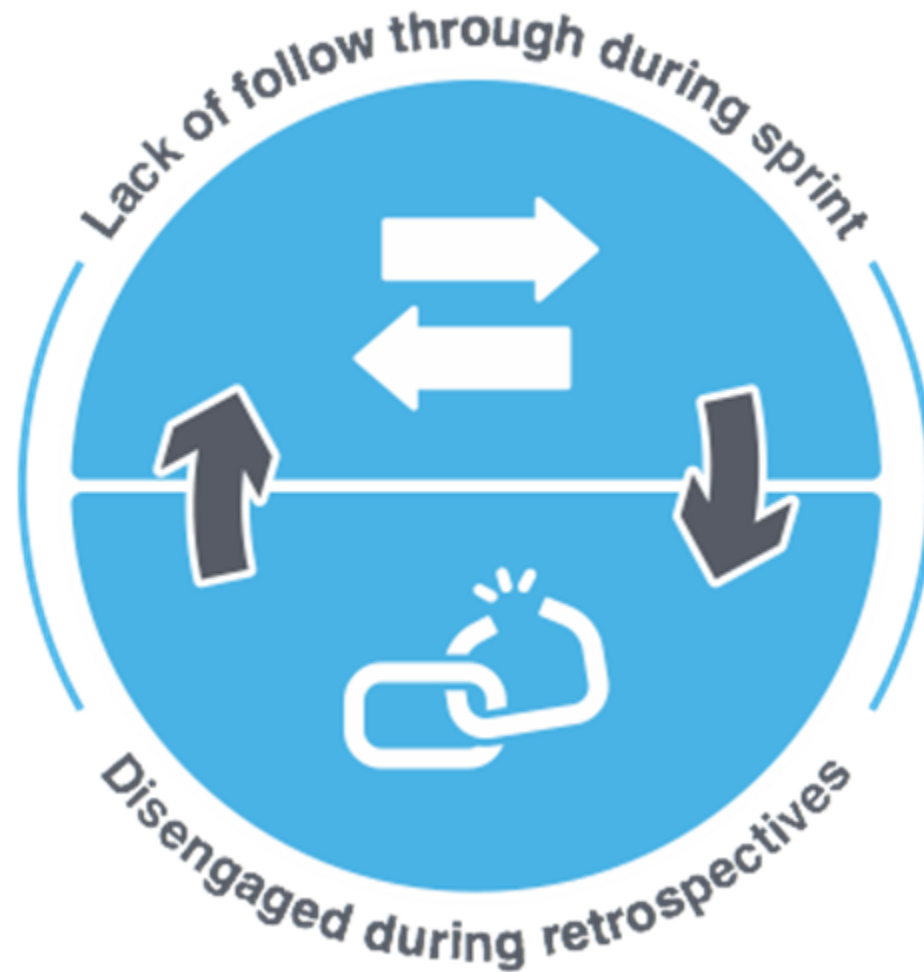
AND
FOR SOME
OF US...

"At regular intervals, the team forgets to run retrospectives, and rarely tunes or adjusts its behavior."

What stops us from "tuning and adjusting our behavior"?



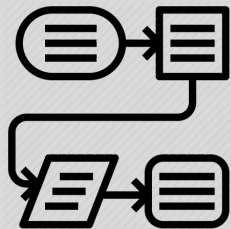
The Vicious Cycle of Retrospective Disillusionment



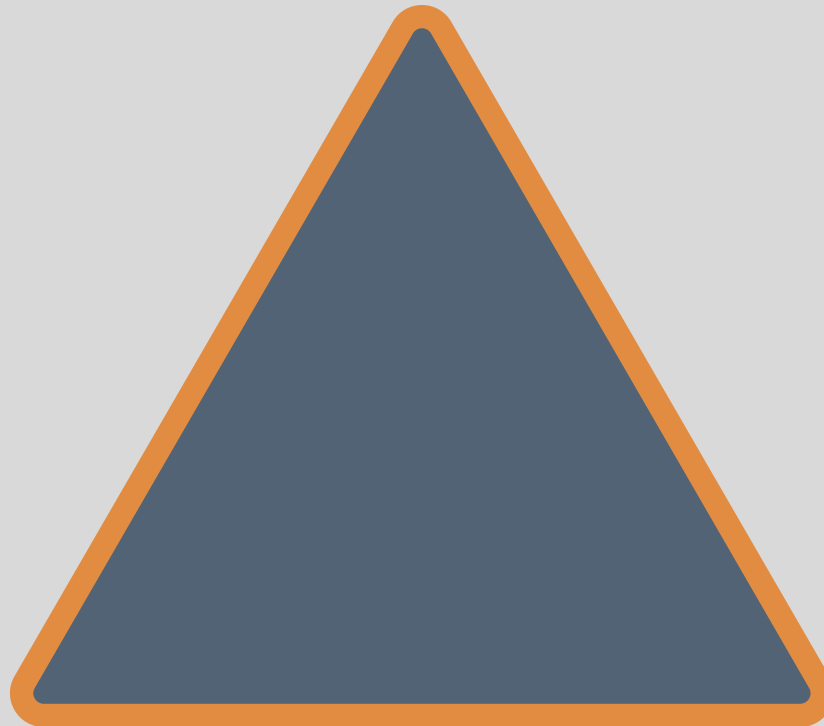
RETROSPECTIVE TRIANGLE OF SUCCESS



People



Process



Follow Through

PILLAR #1

PEOPLE



“The Sprint Retrospective is an opportunity for the Scrum Team to inspect itself and create a plan for improvements to be enacted during the next Sprint.”

- THE SCRUM GUIDE™

Oh, you don't feel comfortable
including the PO?



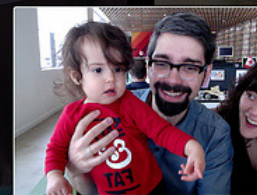
You have an Agile Smell.


TRIP



“If Dante rewrote the inferno, I’m pretty sure the first circle would be conference calls.”

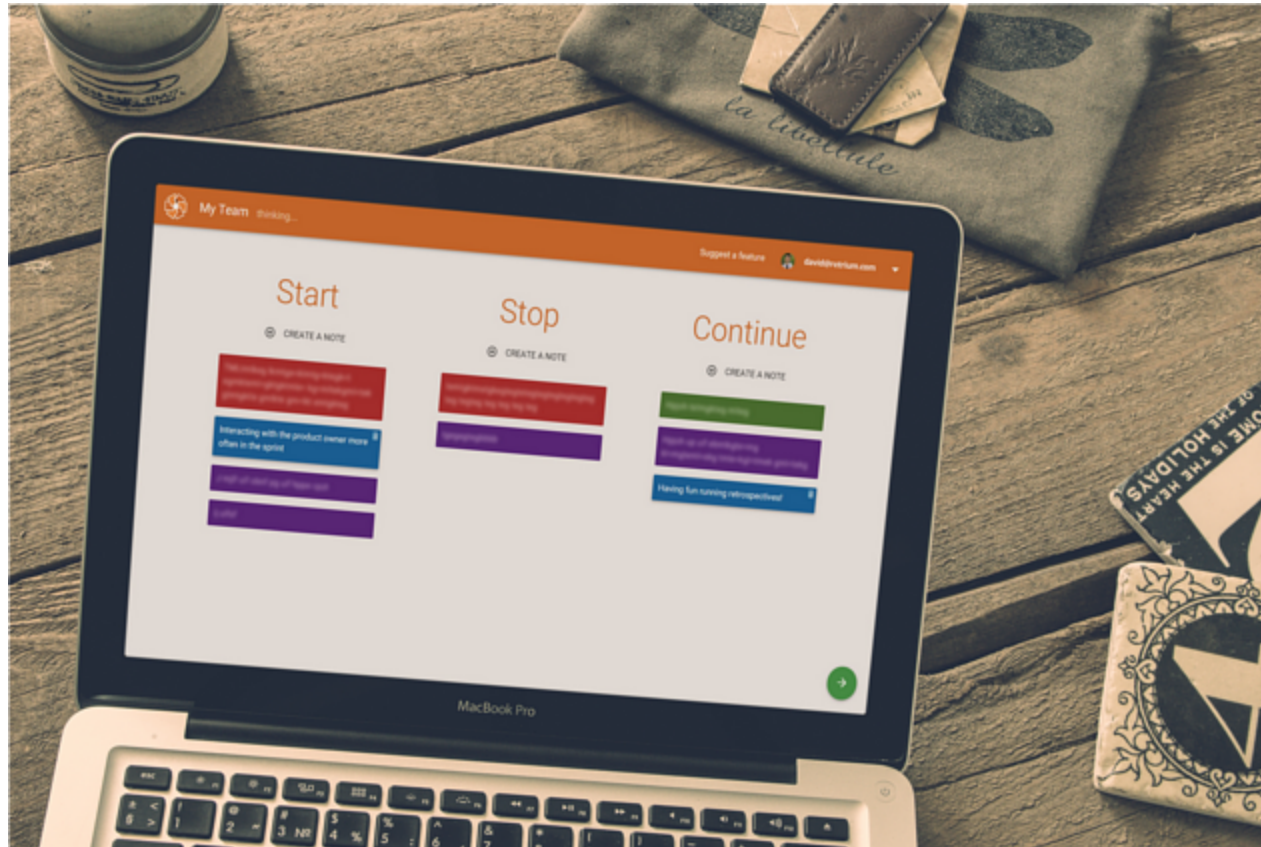
- Umair Haque



The image features two hands held up, with a world map painted on the skin. The fingers are spread, and the map covers the entire surface of the hands. The background is a bright blue sky with scattered white clouds. A semi-transparent orange rectangular box is centered over the hands, containing white text. The text reads: "if one person is remote... EVERYONE is remote". The word "EVERYONE" is significantly larger and bolder than the other words.

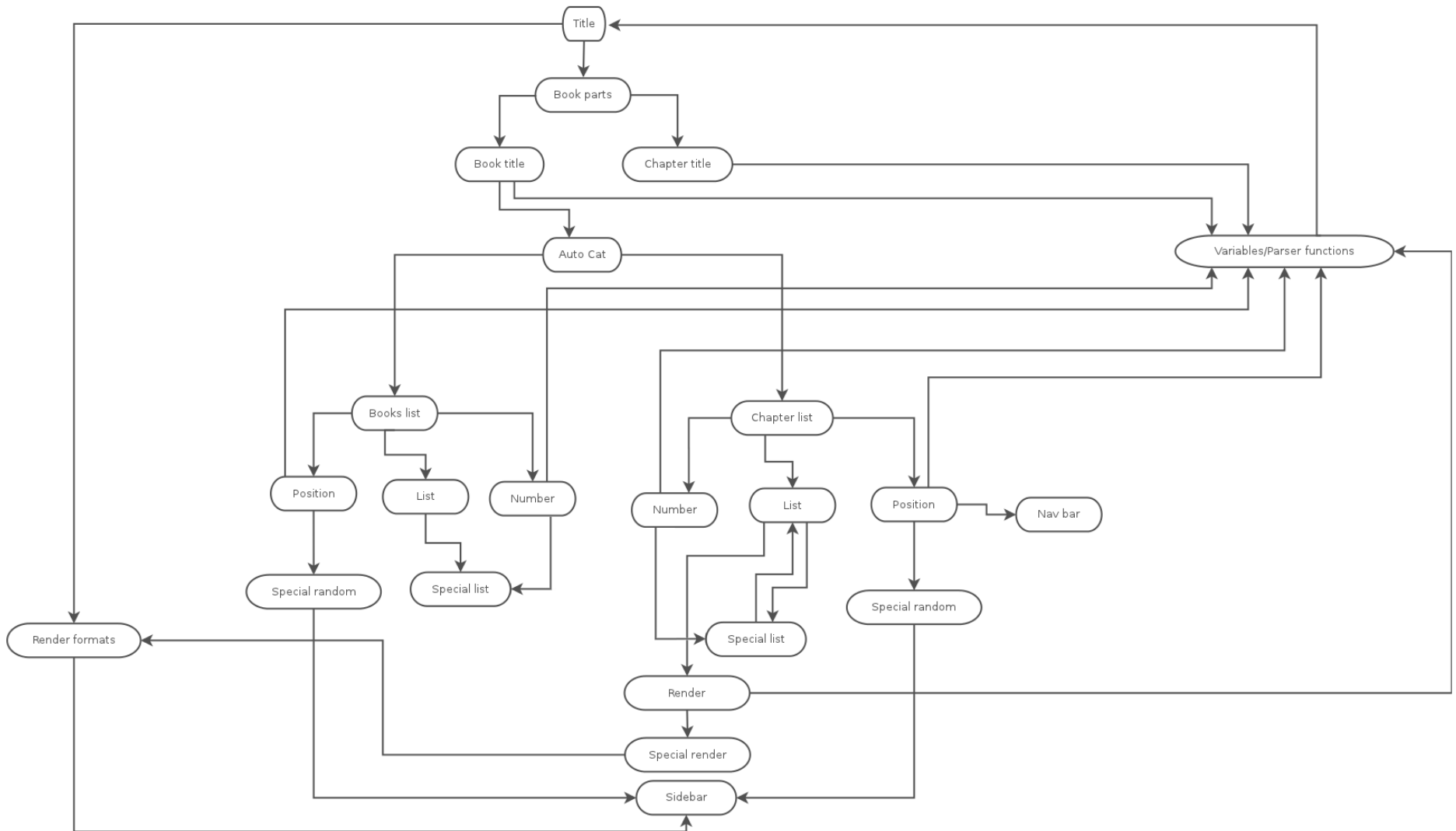
if one person is remote...
EVERYONE
is remote

Tools won't make remote work easy.
But they are needed to make it effective.



PILLAR #2

PROCESS



* Hopefully, not quite as complex as this :)

The Default (But Really Good) Method

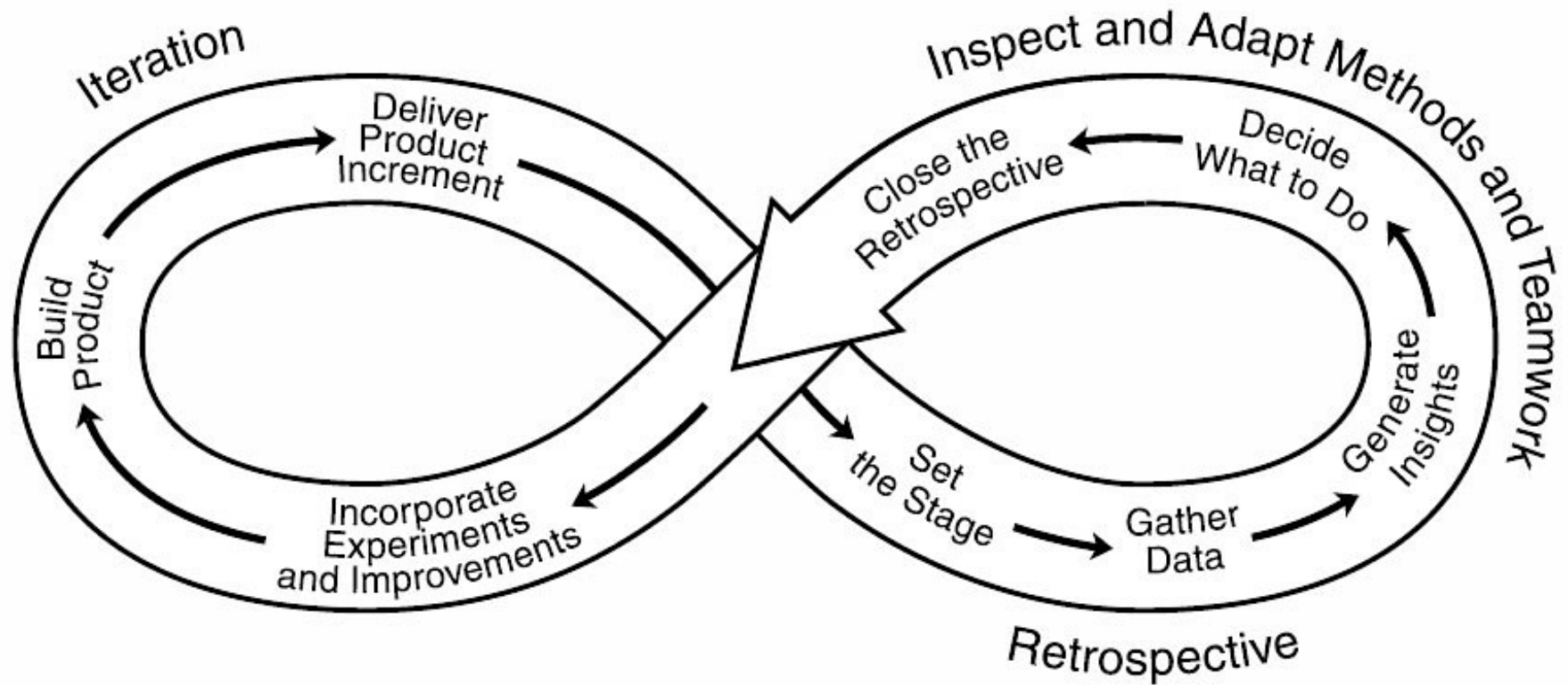
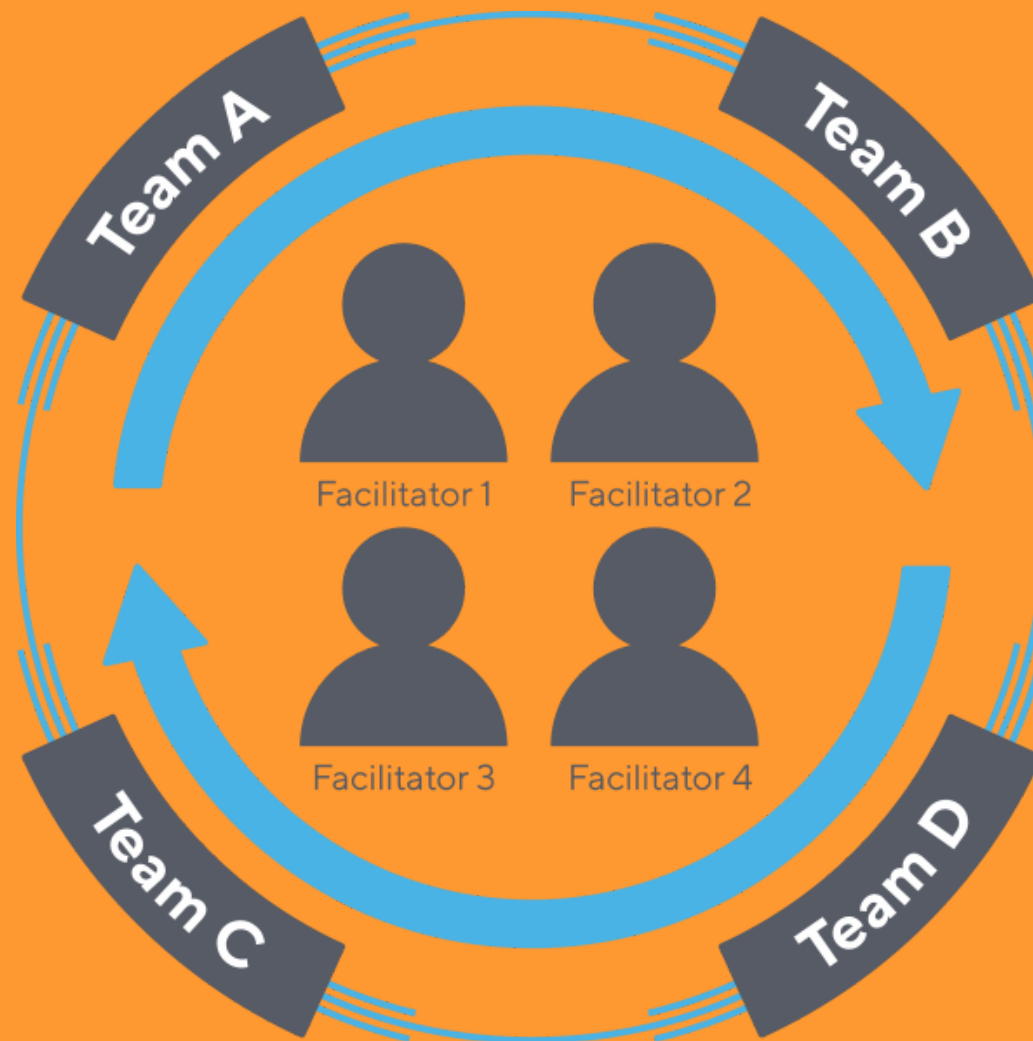


Figure 1.1: Retrospective steps as part of an iterative life cycle.

Want to mix it up a bit? Create a *Circle of Retrospective Facilitators*

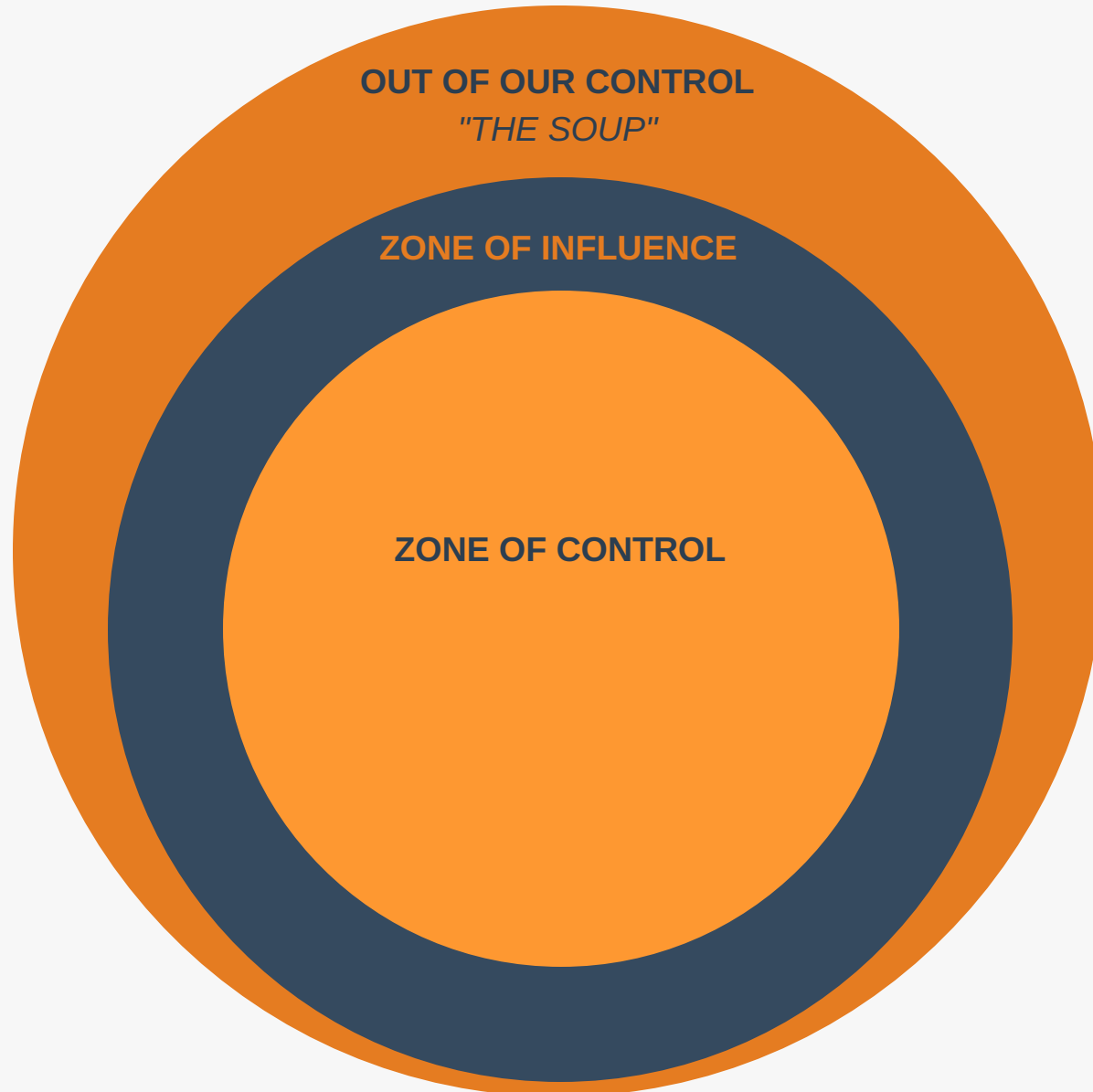


PILLAR #3

FOLLOW THROUGH!



Circles and Soup



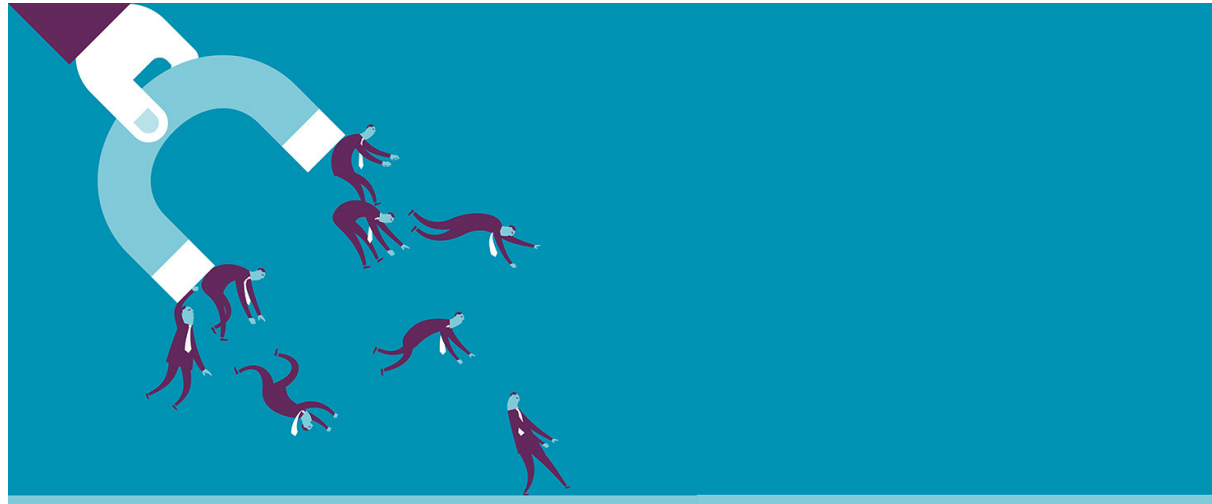
ZONE OF CONTROL

- JFDI!
- No excuses
- Small wins reinforce the value of the retrospective



ZONE OF INFLUENCE

- ID the influencer (volunteer only!)
- ID the person to be influenced
- Agree to a plan of action





"THE SOUP"

- Make your soup highly visible
- Less goes here than you'd think
- Just because something is difficult doesn't mean it belongs here!



The Retrospective Radiator™

Learnings	Talk to Us If...	Hypotheses & Experiments	Action Items	Impediments
<p data-bbox="114 482 386 697">Communicate with the PO throughout sprint </p> <p data-bbox="114 716 386 931">Pair programming increases code quality</p> <p data-bbox="114 950 386 1165">Using facilitation software for our retrospectives helps! </p>	<p data-bbox="500 482 772 697">You want to learn how we reduced bugs by 25% in the last month</p> <p data-bbox="500 716 772 931">You want to help facilitating your retrospectives</p> <p data-bbox="500 950 772 1165">You want to hear about our 20% time initiative</p>		<p data-bbox="1273 482 1545 697">In the next sprint, we will get feedback from our PO at least twice a day</p>	<p data-bbox="1659 482 1931 697">Unable to purchase tooling we need</p> <p data-bbox="1659 716 1931 931">Management increases WIP at the last moment</p>

The Organizational ScrumMaster

Adapted from *A Playbook for Adopting the Scrum Method of Achieving Software Agility*

WHO

CxO or
Senior Agile Change Leader

PRODUCT

The Organization

GOAL

"To eliminate the organizational barriers that may prevent the success of an Agile development model."

HOW

- Maintain a backlog of organizational impediments
- Accountability via Sprint Reviews

The Virtuous Cycle of Retrospective Success





It's hard to run a good retrospective.

That's why we asked 21 agile experts:

"What's the #1 thing you do to make your retrospectives successful?"

Download the free e-book

<http://retrium.com/ebook/become-a-retrospective-rockstar>

OR

<https://goo.gl/EpYolq>



thank you for your time!

ANY QUESTIONS?

