



Join Chris Stone's talk at Agile Prague Conference:

50 Shades of Retrospective - Levelling up your continuous improvement game

Register at agileprague.com Sep 18-19, 2023 #agileprague

Hello, I'm Chris

Bursts of intense energy, then a good break not a 9-5 guy.

Working preferences

Comms preferences

Video calls | LinkedIn | WhatsApp

Things I do

Speaker | trainer | podcast host | Creator | writer | disrupter

Things I need

Uninterrupted time to focus | Challenge | Variety

Things I love

Adventures in foreign lands | Helping people learn | Lifting heavy things | My Maine Coon *Celeste*

Quotes

The key to agility is continuous improvement.

My greatest thing is not being working, the things I do are what I love to do in the process...

Things I struggle with:

Too much WIP | Repetitive tasks | mental health



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Retrospectives are...



Never gonna give you up
What should we never give up on? What's the key to our success?

Never gonna let you down
Who or what never let's us down? What should we be celebrating?

Never gonna run around and desert you
Where are we running in circles? Where weren't we making progress?

Never gonna make you cry
What disappointed or frustrated us to the point of tears? How could we have approached it differently?

Never gonna say goodbye
What should we be saying goodbye to? What doesn't help us achieve our goals?

Never gonna tell a lie and hurt you
Where could we improve transparency and open communication between us?

THINGS I WILL NEVER DO

- GIVE YOU UP
- LET YOU DOWN
- RUN AROUND & HURT YOU
- MAKE YOU CRY
- SAY GOODBYE
- TELL A LIE AND HURT YOU

RICK-ROLL RETROSPECTIVE

Never making a retrospective a...

Going to stop making new one...

To focus on other ways of bring...

Give my attention to the meeti...

thinking

You have hundreds of options...

Up to you to use them to help...

Choose your own adventure



The Foundations



Facilitation



Formats

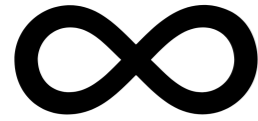


Finishing Up



50 SHADES OF RETROSPECTIVE
YOUR GUIDE TO CONTINUOUS IMPROVEMENT

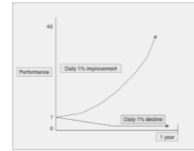
RETROCEPTION



DIFFICULTY - LOW
PSYCHOLOGICAL SAFETY REQUIREMENT- LOW

50 SHADES OF RETROSPECTIVE
YOUR GUIDE TO CONTINUOUS IMPROVEMENT

START SMALL



DIFFICULTY - MEDIUM
PSYCHOLOGICAL SAFETY REQUIREMENT- MEDIUM

50 SHADES OF RETROSPECTIVE
YOUR GUIDE TO CONTINUOUS IMPROVEMENT

ACTIONABLE ACTIONS



DIFFICULTY - HARD
PSYCHOLOGICAL SAFETY REQUIREMENT- LOW

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ACTION AVOIDANCE



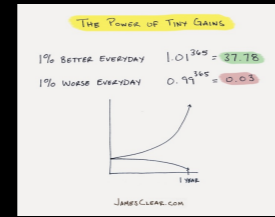
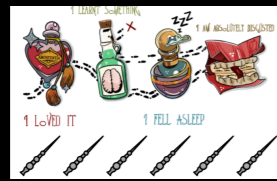
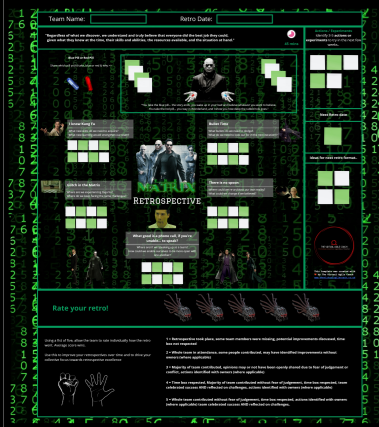
DIFFICULTY - HARD
PSYCHOLOGICAL SAFETY REQUIREMENT- MEDIUM

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CREATIVE CONSENSUS



DIFFICULTY - LOW
PSYCHOLOGICAL SAFETY REQUIREMENT- LOW



Specific	Measurable	Achievable	Realistic	Timely
S	M	A	R	T
G	O	A	L	S



- It's on the backlog & visible
- Prioritised alongside other work
- Has an owner
- Within the teams sphere of influence to change

Who recognises the below behaviour?



Trust the team to decide on the most important areas to address



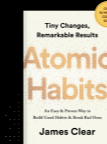
Creative dot voting

Find those 1% of improvements with the Marginal Gains Gauntlet

- Which parts of our process feels redundant or unnecessarily complex?**
Identifying & simplifying complex or redundant parts of a process can lead to significant marginal gains.
- What is one small change we could make that would save each team member a few minutes each day?**
Identifying & simplifying complex or redundant parts of a process can lead to significant marginal gains.
- What is one aspect of the impediment that consistently feels like it takes longer than it should?**
Identifying time-consuming tasks & finding ways to streamline them can contribute to marginal gains.
- What tools or technologies could we leverage more effectively to help us?**
Sometimes, small changes in the use of existing tools or technologies can lead to major improvements.
- What is the simplest step we could take now that might reduce the negative impact of this impediment?**
The focus here is on finding an easy, immediate step towards improvement.
- What is a small piece of this impediment that we could test a solution on?**
This encourages the team to find a small, controlled environment within the larger impediment where they could test potential solutions.
- What can we learn from how we have dealt with similar impediments?**
This encourages the team to look for inspirations and lessons from previous experiences.



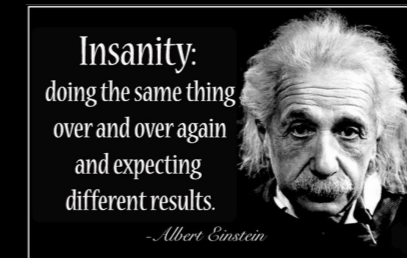
virtually agile



1.1	Make It Obvious
1.1	Create a habit reminder. Write down and rehearse your current habits. This habit awareness of them, acknowledges the problem.
1.2	Use implementation intentions: "I will [behavior] at [time] in [location]".
1.3	Use habit stacking: "After [current habit], I will [new habit]".
1.4	Design your team environment. Make the cues of the habits we want to build visible and normal.

2.1	Make It Attractive
2.1	Use temptation bundling. Tie an action you want to do with one that you need to do.
2.2	Create a culture where the desired behavior is the normal behavior.
2.3	Create implementation intentions. Write the habit as something they enjoy doing immediately before the goal habit they are trying to build.

Taking no action is in itself, a decision.



Use these to get things out of the soup.

50 SHADES OF RETROSPECTIVE
YOUR GUIDE TO CONTINUOUS IMPROVEMENT


#1 THE PRIME DIRECTIVE

Retrospective Prime Directive

Regardless of what we discover, we understand and truly believe that everyone did the best job they could, given what they knew at the time, the circumstances that surrounded them, and the limitations placed on them.

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YOUR GUIDE TO CONTINUOUS IMPROVEMENT

CONTINUOUS EVOLUTION



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PSYCHOLOGICAL SAFETY REQUIREMENT- MEDIUM

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GESET



DIFFICULTY - LOW
PSYCHOLOGICAL SAFETY REQUIREMENT- MEDIUM

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SOLOSPECTION



DIFFICULTY - LOW
PSYCHOLOGICAL SAFETY REQUIREMENT- LOW


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A LITTLE LESS CONVERSATION,
A LITTLE MORE ACTION



DIFFICULTY - LOW
PSYCHOLOGICAL SAFETY REQUIREMENT- LOW

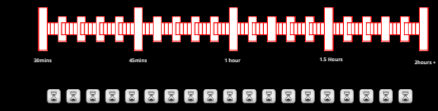
Blame game ← → Celebration



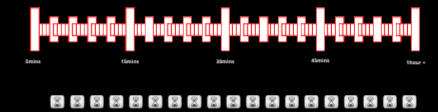

"Good enough for now.
Safe enough to try".



How long are our retros?



How long is your attention span?



Set the context for unconditional positive regard.

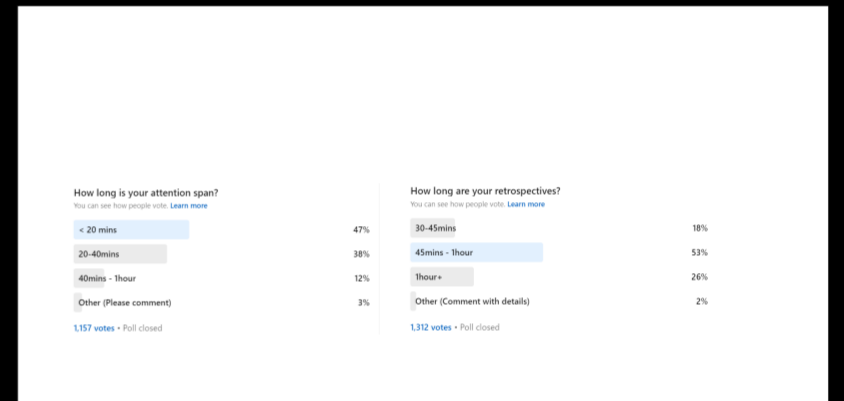
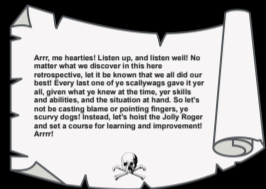


Fist of five - Every meeting

What could there have been more or less of?

How could this meeting have added more value?

"Imperfect action is better than perfect inaction"



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YOUR GUIDE TO CONTINUOUS IMPROVEMENT


DON'T REINVENT



DIFFICULTY - LOW
PSYCHOLOGICAL SAFETY REQUIREMENT- MEDIUM

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STALE QUESTIONS?
STALE ANSWERS



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PSYCHOLOGICAL SAFETY REQUIREMENT- MEDIUM

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BATTLESHIPS



DIFFICULTY - LOW
PSYCHOLOGICAL SAFETY REQUIREMENT- MEDIUM

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ZERO DAYS



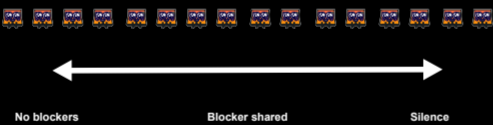
DIFFICULTY - MEDIUM
PSYCHOLOGICAL SAFETY REQUIREMENT- LOW

50 SHADES OF RETROSPECTIVE
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THE FAILURE FEST



DIFFICULTY - MEDIUM
PSYCHOLOGICAL SAFETY REQUIREMENT- HIGH

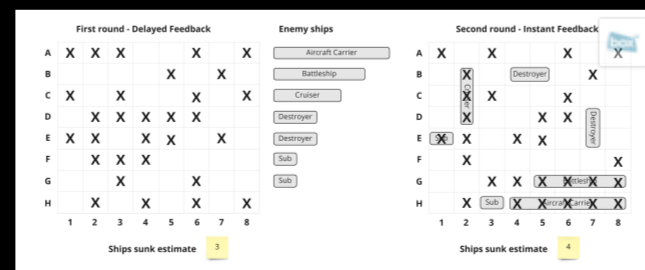


A slight change in language can yield very different results.

We're too busy to change..

Retrospectives won't work for us..

Retros don't add value, things never change



Don't let teams build process debt



DSL Metrics (Days since last)



The time since an action was last performed, is in itself a metric



What does failure mean to you?



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- Hi, my name is Chris and I failed
- Everyone celebrates your failure, cheering and clapping
- Explain your failure
- Explain what you learned from it

Feedback as ROTI

(Return On Time Invested)



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Virtually Agile
University of Portsmouth

Talks about #agile, #remoteworking, #retrospectives, #businessagility, and #continuousimprovement

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The Retrospective Playbook - The Format Plays: Levelling up your Continuous Improvement Game Kindle Edition

by Chris Stone (Author) | Format: Kindle Edition

Kindle Edition £4.49

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- The key to **agility** is continuous improvement
- The key to **continuous improvement** is retrospection
- At the heart of retrospection are **people & interactions**

This ebook shares a collection of 'Plays' to enable those interactions with your teams. They will be tools at your disposal, a series of weapons in your arsenal for creating an environment for continuous improvement. These can be employed and experimented with.

Read sample

Print length	Language	Sticky notes	Publication date	File size	Page Flip
118 pages	English	On Kindle Scribe	29 Jun. 2023	8415 KB	Enabled