Why cooperation between Scrum Master and Management matters

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Hana Jadavan, František Tröster

Tools overview

1:1 for feedback collection

Goal: Find room for improvement
What: 30-60 min 1:1 with everybody involved in a product development including POs
Questions:
- What should be added?
- What should be removed?
- What should be increased?
- What should be reduced?
- What would you like to keep?
- What should be improved?
- What should be figured out?

How:
- Collect feedback
- Use structured questions to maintain the same quality of input from everybody
- Visualize results transparently (you can use for example Miro tool for it)
- Share it with everybody
- Open discussion, involve people
- Create action items (e.g. as backlog items in Jira Impediment backlog)
- Visualize progress

Hana Jadavan

Instagram instagram.com/hanjadavan/
Web   hanajadavan.com

František Tröster

Good old email
frantisek.troster@gmail.com

Happy Wednesday

Goal: Everybody has all important information and team are aligned. A way to avoid losing information via proxies.

What: 30-45 min meeting on bi-weekly basis. Streamed for distributed teams. Recorded. Information are also written down on confluence page.

How: Short presentations or heads ups. It is very interactive, so everybody can ask any questions.

- Updates from sales
- Updates from customer support
- Updates from product marketing
- Updates from product owners
- Updates from teams, including quick demos
- Updates from development manager, including Impediment backlog and Black Sheeps updates

Black Sheeps

Goal: Engage people by involving them in solutions. Improve their leadership skills.

What:

- Idea comes from a podcast by Adam Grant: The creative power of misfits
- Share team values and work on the principles
- Shows support to anybody in the team who wants to drive a change

How:

- Participation is voluntary
- Weekly face to face sessions in informal environment
- Huge power of the group - self-motivation obstacle removing group
- On-demand mentoring
    - Mentoring is prepared for the first couple of sessions
    - Later based on the needs of the group

Long coffee 1:1

Goal: Discover people's motivation, help them to grow and build trust.

What: 2-3 hours long 1:1, walk or coffee outside of the office

How:

- Go back into high school and childhood to get the motivation to follow the path to current role.
- Actively listen and make mental marks of typical situations:
    - Engaged and motivated description of activity ("what drives me")
    - Stepping out of comfort zone
    - Making decisions
- Share as much as you can from your history and thinking. Be as open as your buddy or even more to show your vulnerabilities and weaknesses.
- After the 1:1 make notes not to forget what you've talked about. Nothing is worse than forgetting.
- Be transparent and authentic. Do it in a way that allows you to enjoy it and look forward to every 1:1.