

The HUMAN SIDE of AGILE

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How to Help Your Team Deliver



Supplementary resource for the book *The Human Side of Agile*. More at www.TheHumanSideOfAgile.com

Help Your Team Self-Organize (SAMPLE)

This ATL has been with the team since its formation five weeks ago. He shares an open-plan office with the six full-timers, two of whom, Sandro and Sophia, are senior developers with previous Scrum experience. Two contractors, Karina and Corey (both Agile newbies) sit a minute's walk away because all team-area desks are taken. The team has been embracing Agile, participating actively throughout the life cycle. Each iteration starts with members choosing all their tasks for the iteration. They don't pair.

Strategy <ul style="list-style-type: none">• Increase sense of <i>shared</i> ownership by having each member sign up for just one task at a time.• Get them talking about the work during the iteration, not just in meetings.	Evidence that the team is organizing themselves better this iteration <ul style="list-style-type: none">• Despite Sandro and Sophia's absence, nobody suggested delaying anything until their return.• When Mannie got stuck refactoring some spaghetti code, he didn't give up - he called Dave for help. (I should tell him not to ask me for permission first.) They had fun together and they finished it!
Actions <ul style="list-style-type: none">• In iteration planning, deter them from task signup. Explain why, and the alternative. Promise to help make choices.• Notice (throughout the iteration) when people appear stuck, and find someone to help them.• Ask our sponsor for help moving Corey and Karina to the team space. Explain that their remoteness is hurting us - we're paying them good money to be less than effective!	
Keep in Mind <ul style="list-style-type: none">• Sandro and Sophia are on vacation most of the iteration. This leaves the team short two senior folks and Scrum experience.	

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