



**AGILE
NXT**

WELCOME AT AGILE NXT FUTURE FRIDAY

#AGILENXT

#FUTUREFRIDAY

Xebia

WHY THE AGILE FIXED TEAM DOGMA IS WRONG

LAÏLA NOUIJEH & LAURENS BONNEMA

« SCRUM IS JUST THIS TINY SET OF RULES THAT IDENTIFIES PROBLEMS. YOUR JOB AS A TEAM IS TO SOLVE THOSE PROBLEMS, DRAWING SOLUTIONS FROM ANY AND ALL DISCIPLINES THAT CAN ASSIST YOU. »

RON JEFFRIES

WHEN REALITY STRIKES STRIKE BACK!

42

SLIDES

LAÏLA NOUIJEH

SCRUM MASTER WITH PGGM

MOTIVATE PEOPLE AND TEAMS TO
MAX OUT THEIR AWESOME!

NOTHING ELSE

FOCUS IS ONE OF THE SCRUM VALUES... ;-)

CONTACT

LAILA.NOUIJEH@PGGM.NL

+31623632073

@LAILANOUIJEH

LAURENS BONNEMA

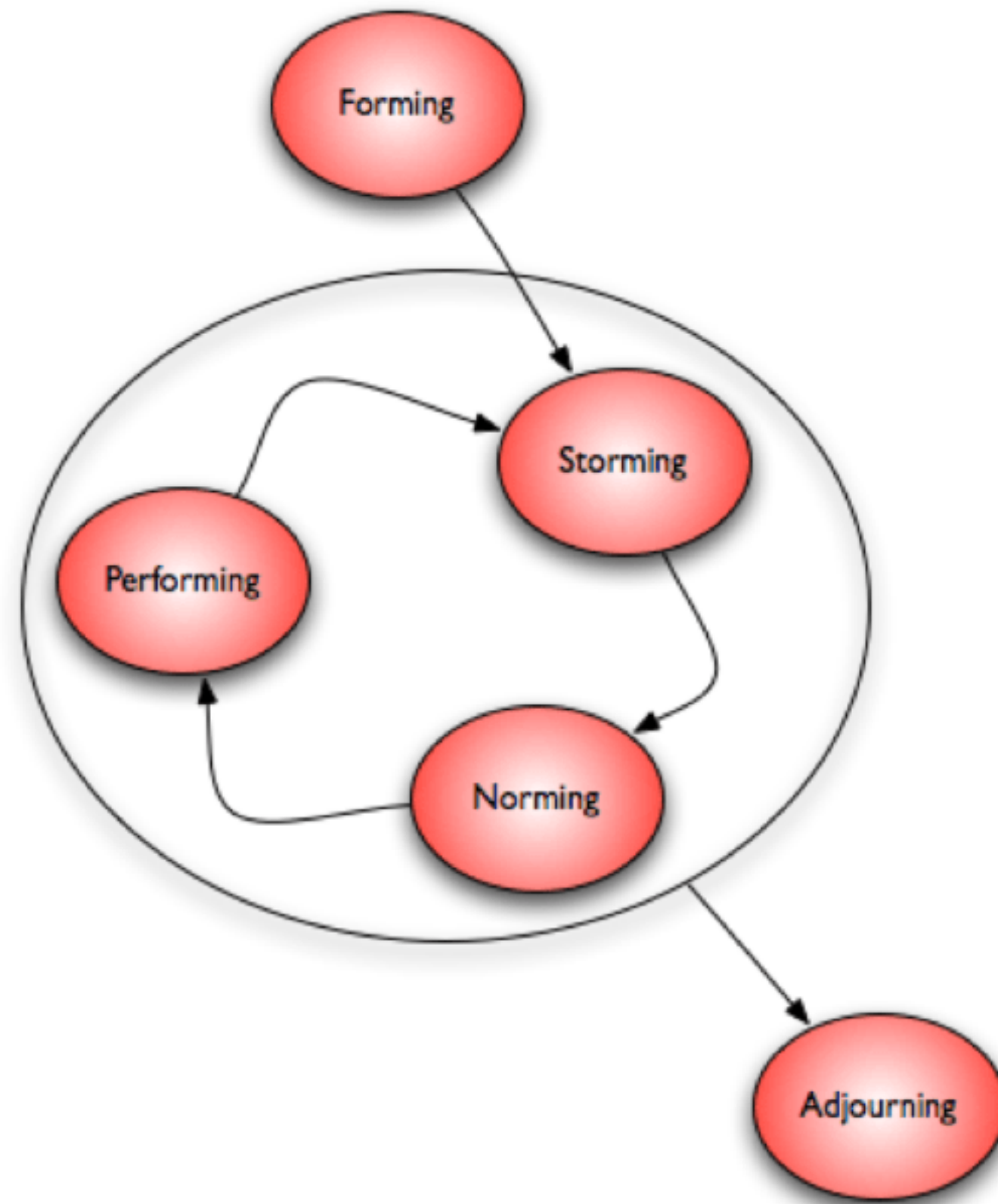
AGILE MANAGEMENT CONSULTANT WITH XEBIA
SCRUM MASTER TO MANAGEMENT TEAMS

GRAPHIC FACILITATOR
SKETCHNOTER, GRAPHIC RECORDER, VIDEOSCRIBE

CONTACT
LBONNEMA@XEBIA.COM
+31651097838
@LAURENSBONNEMA

THOU SHALT HAVE FIXED TEAMS

TUCKMAN



- **FORMING**
TEAM ORGANIZATION AND ROUTINES. AVOID CONFLICT. GATHER INFO.
- **STORMING**
CONFLICT ERUPTS. IDEAS COMPETE. CONFRONTATION.
- **NORMING**
GROUP COHESION. ONE GOAL. ONE PLAN.
- **PERFORMING**
TEAM IS AN AUTONOMOUS UNIT WITH COMPETENT MEMBERS WHO TAKE DECISIONS.
- **ADJOURNING**
FINISH TASKS. DISBAND THE TEAM. MOURN ITS AWESOMENESS...

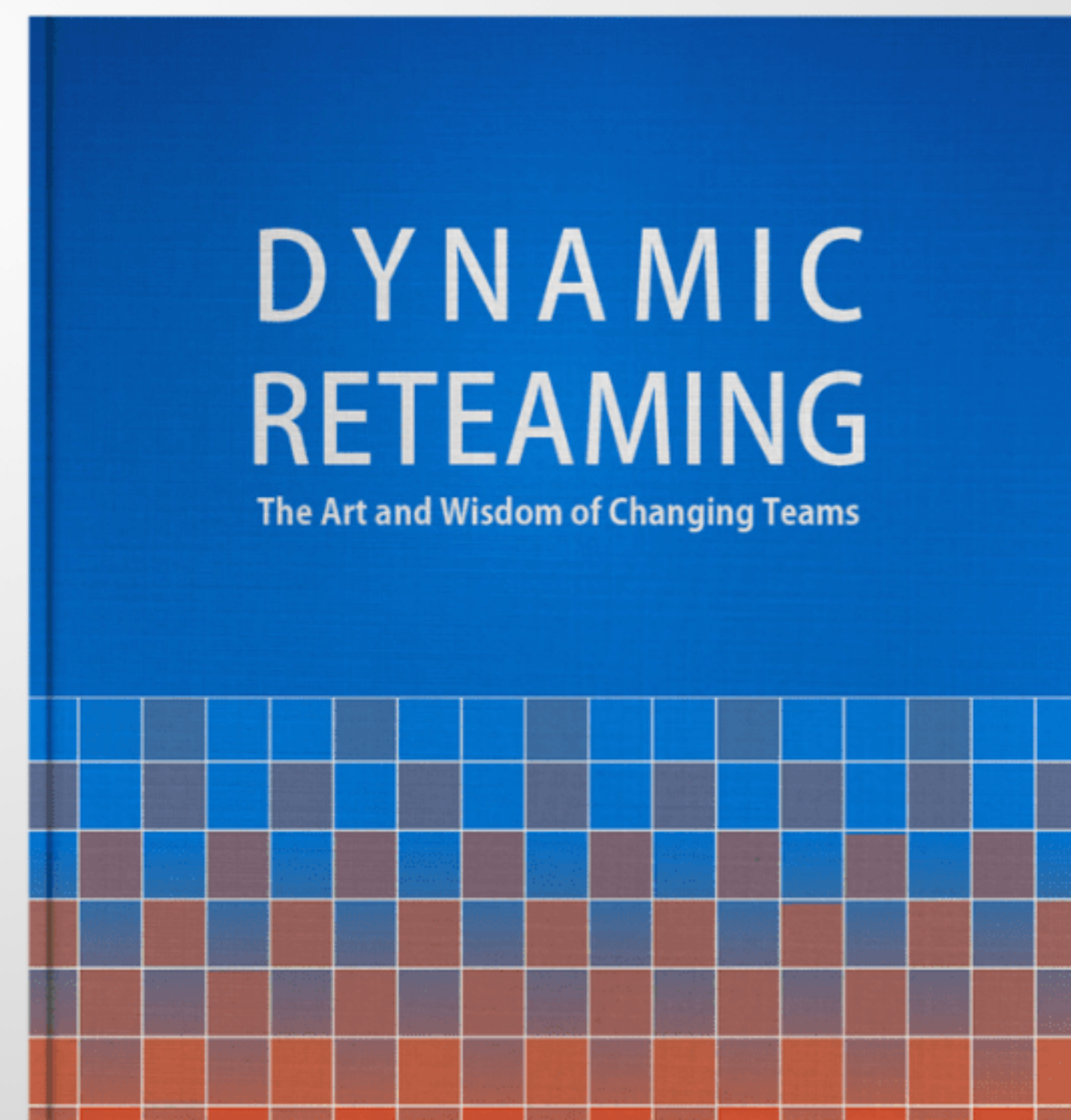
A person is sitting on a rocky cliff, looking out over a vast sea of clouds. The sun is setting in the distance, creating a warm, orange glow on the horizon. The clouds are thick and white, filling the lower two-thirds of the image. The person is silhouetted against the bright sky and clouds.

WHAT IF TEAMS ARE NOT FIXED?



**WHAT IF WE INVESTED IN
BECOMING GREAT AT RETEAMING?**

HEIDI HELFAND
CO-ACTIVE SOFTWARE COACH
WWW.HEIDIHELFAND.COM
[@HEIDIHELFAND](#)



LIGHTNING FAST ONBOARDING OF NEW TEAM MEMBERS

«

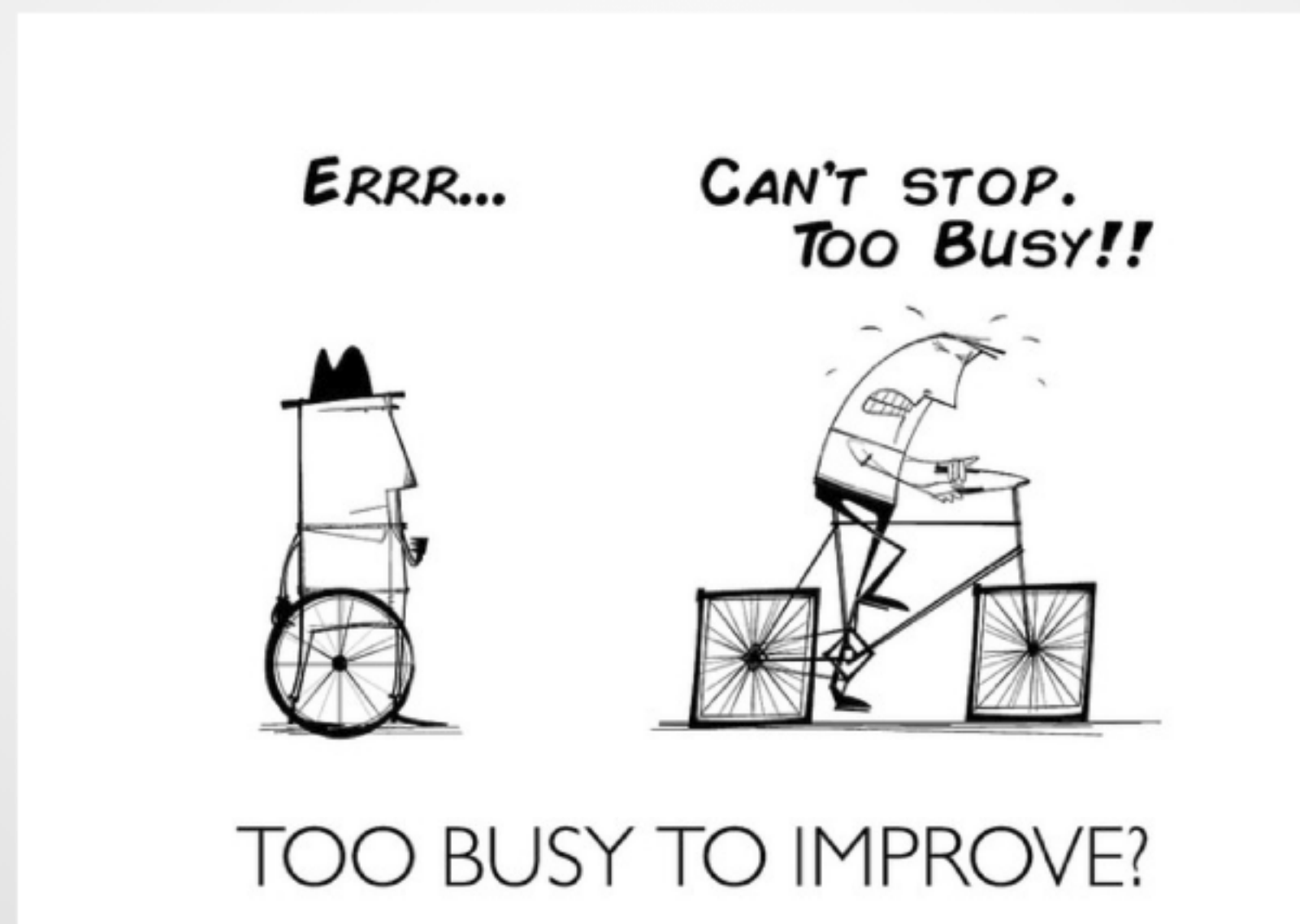
RETEAMING IS INEVITABLE,
SO YOU MIGHT AS WELL GET GOOD AT IT.

»

HEIDI HELFAND

DYNAMIC RETEAMING IN PRACTICE

GREAT IDEA
BUT WE DON'T HAVE TIME TO GET AFTER IT RIGHT NOW





**AGILE
NXT**

PAIR PROGRAMMING & MOB PROGRAMMING

PRAGMATIC PROCESS IMPROVEMENT

ONBOARDING IS FUN!



TWO MORE OPTIONS FOR DYNAMIC RETEAMING

SELF-SELECTION
NO-TYLENOL MANAGEMENT!

**AGILE
NXT**

(RE)BOOTCAMP



MEANWHILE, IN THE TEAMS...

A close-up, high-angle shot of a diverse group of people, mostly young adults, smiling and looking towards the camera. They are huddled together, creating a sense of team spirit and positivity. The lighting is bright and even, highlighting their faces.

**AGILE
NXT**

LESS CHANGES IN THE TEAM

A photograph of two men in business attire. The man on the left is younger, with dark hair, wearing a light blue striped shirt and a dark blue tie, holding a dark blue folder. The man on the right is older, balding with glasses, wearing a blue and white striped shirt and a dark blue tie. He is holding a small, round, black alarm clock in his right hand, showing it to the younger man. Both men have serious expressions. The background is a plain, light gray.

A LOT OF PRESSURE TO DELIVER

WORKSHOP!



LESSONS ARE REPEATED UNTIL LEARNED

HOW DO YOU HANDLE RETEAMING?

1 MINUTE

- **SILENTLY**, THINK ABOUT THE WAY YOU HANDLE RETEAMING AT THE MOMENT.
- WHAT'S THE REAL **CHALLENGE** HERE FOR YOU?
- WHICH ASPECTS OF **DYNAMIC RETEAMING** APPEAL TO YOU?

HOW DOES THE PERSON NEXT TO YOU HANDLE RETEAMING?

2 MINUTES

- **TALK** ABOUT THE WAY YOU HANDLE RETEAMING AT THE MOMENT.
- WHAT'S THE REAL **CHALLENGE** HERE FOR YOU?
- WHICH ASPECTS OF **DYNAMIC RETEAMING** APPEAL TO YOU?

HOW DO OTHER PEOPLE HANDLE RETEAMING?

4 MINUTES

- TALK WITH ANOTHER PAIR ABOUT THE WAY YOU HANDLE RETEAMING AT THE MOMENT.
 - WHAT DIFFERENCES AND SIMILARITIES EXIST?
 - WHAT EXPERIMENT WITH DYNAMIC RETEAMING WOULD YOU LIKE TO DO?
-
- WE BELIEVE THAT DOING THIS,
 - FOR THESE PEOPLE / THIS PROCESS,
 - WILL ACHIEVE THIS MEASURABLE OUTCOME,
 - AND WHEN IT FAILS / SUCCEEDS, WE WILL DO THIS.

PITCH & PERFECT YOUR EXPERIMENT WITH DYNAMIC RETEAMING

4 MINUTES

- TALK WITH ANOTHER QUARTET ABOUT THE EXPERIMENT(S) YOU'VE JUST COME UP WITH.
 - WHAT DIFFERENCES AND SIMILARITIES EXIST?
 - WHAT WOULD MAKE THE EXPERIMENT(S) **BETTER**?
-
- WE BELIEVE THAT DOING THIS,
 - FOR THESE PEOPLE / THIS PROCESS,
 - WILL ACHIEVE THIS MEASURABLE OUTCOME,
 - AND WHEN IT FAILS / SUCCEEDS, WE WILL DO THIS.

PITCH YOUR PERFECTED EXPERIMENT(S) WITH DYNAMIC RETEAMING 4 MINUTES

- PRESENT THE EXPERIMENT(S) YOU'VE JUST COME UP WITH YOUR TEAM TO THE GROUP.
- AS YOU LISTEN TO THE PRESENTATIONS, TAKE NOTE OF WHICH EXPERIMENTS YOU WOULD LIKE TO ADOPT, AND GET AFTER IT WHEN YOU GET BACK TO WORK!

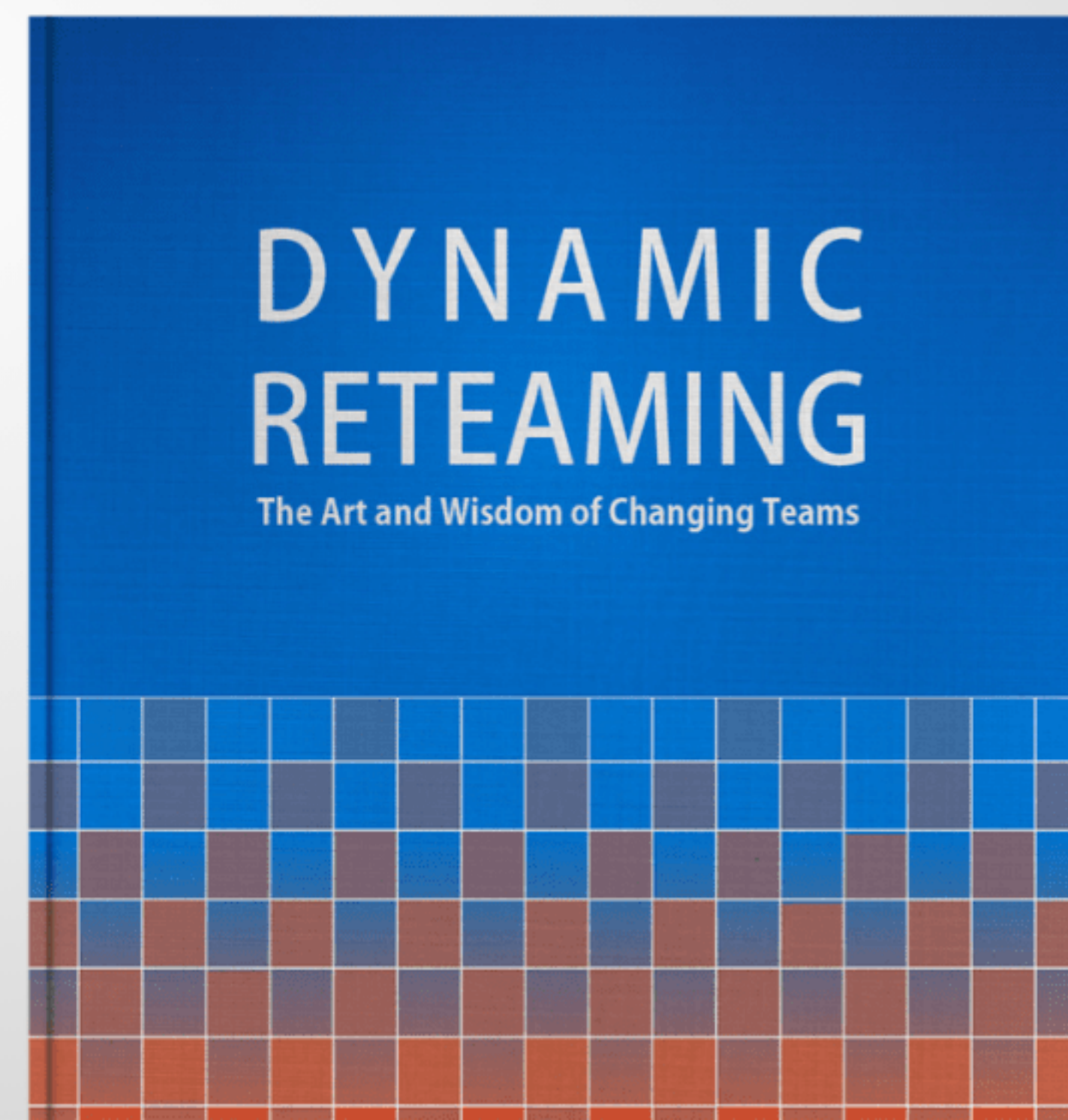
**WHAT WOULD YOU LIKE US TO
ELABORATE ON SOME MORE?**

**YOU CAN
READ
TUTORIALS**



**YOU'LL ONLY
IMPROVE
BY
DOING**

HEIDI HELFAND
CO-ACTIVE SOFTWARE COACH
WWW.HEIDIHELFAND.COM
[@HEIDIHELFAND](#)



LAURENS BONNEMA

AGILE MANAGEMENT CONSULTANT WITH XEBIA
SCRUM MASTER TO MANAGEMENT TEAMS

GRAPHIC FACILITATOR
SKETCHNOTER, GRAPHIC RECORDER, VIDEOSCRIBE

CONTACT
LBONNEMA@XEBIA.COM
+31651097838
@LAURENSBONNEMA

LAÏLA NOUIJEH

SCRUM MASTER WITH PGGM

MOTIVATE PEOPLE AND TEAMS TO
MAX OUT THEIR AWESOME!

NOTHING ELSE

FOCUS IS ONE OF THE SCRUM VALUES... ;-)

CONTACT

LAILA.NOUIJEH@PGGM.NL

+31623632073

@LAILANOUIJEH

« TRUE AGILITY GOES BEYOND THE DOGMA, BEYOND THE PRACTICES. AGILITY IS ABOUT ADAPTING; ADAPTING YOUR PROCESS, YOUR LANGUAGE, YOUR TOOLS, YOUR TEAM, AND YOURSELF TO RESPOND TO THE SITUATION AT HAND. »

ANDY HUNT

A close-up photograph of a person's muscular arm and shoulder. The person is wearing a dark red, short-sleeved t-shirt. Their right arm is flexed, showing the bicep and forearm muscles. The background is a plain, light gray.

**AGILE
NXT**

COMMON SENSE
WITH AN UNCOMMON LEVEL OF DISCIPLINE



**AGILE
NXT**

THANK YOU!

**WHAT IS YOUR NEXT
STEP IN AGILITY?**

POWERED BY

Xebia

SCRUM BOOSTERS

Committed to Innovating Scrum Mastery

Xebia