Don't go Chasing Waterfalls

Stick to the experiments that will guide you

Vinnie Gill

45 mins

ACT 1

"Bloody 'ell Toto, I have a feeling we are not in Kansas anymore"

ACT 1 *"Bloody 'ell Toto, I have a feeling we are not in Kansas anymore"*
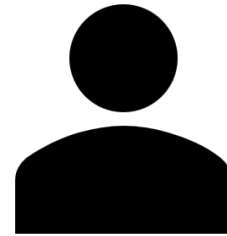

- Introduction, background, behaviours present in the system

- What I had walked into and taken on as a coach (the lay of the land and my scope)

- Respecting the client's agenda
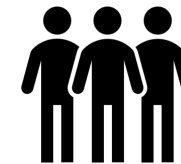
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Key People in the System

ACT 2

"In the eye of the storm but a cup of tea solves Britain's problems"

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ACT 2 *"In the eye of the storm but a cup of tea solves Britain's problems"*

- The Entry

- The Experiments

- What I advised against and what I proposed instead

- The cultural and leadership impact these experiments had

- Metrics and evidence for the audience to digest

VINNIE GILL

ENTRY

•This month we welcomed Agile Coach Vinnie Gill back to XXXXXXX. Vinnie was part of the team who helped to merge and transform XXXXXXXXXXX and XXXXXXX XXXX into XXXXX XXXX division in XXX 20XX.

•Vinnie will be responsible for re-starting XXXXXXX and the XXXX Transformation while XXX and XXX continue to support me by working as XXXX XXX in the XXXX for the next few months.

•Vinnie is here to support and grow the transformation of XXX XXX, this means she is here to help everyone in XX (not just the RTEs, Scrum Masters, me etc.)

•I will be working with Vinnie as product owner for the transformation once again.

•Vinnie says:

"I have worked with multiple organisational transformations and there is one salient point I would make that is key to all of them: We all have the responsibility to do our part to support our growth journey, because this is OUR evolution. If we show up with the right mindset (the growth mindset) we will succeed"

•If Vinnie reaches out to you, please support her.

•Alternatively, there is a board on the window of the XXXX office on L1, you are welcome to add ideas/suggestions/feedback to the board or you can reach out to Vinnie using your favourite method (email/teams/in-person).
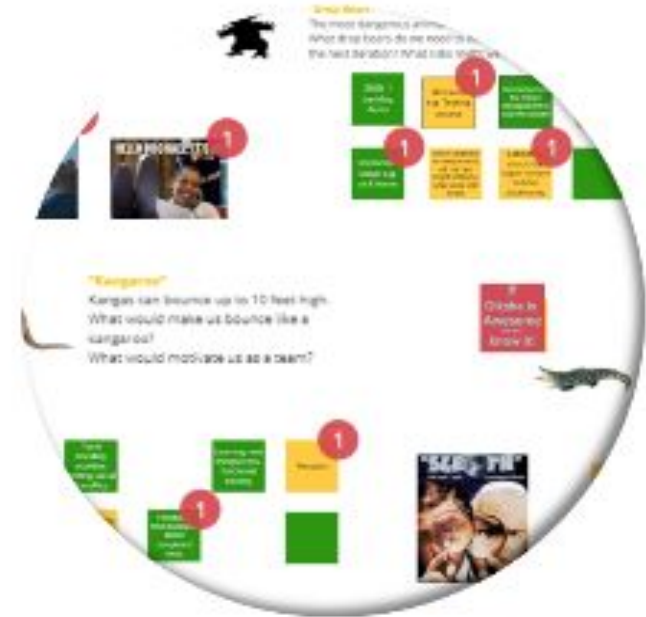
Welcome back, Vinnie!

VINNIE GILL

Scrum Master/ Team Leads

Teams

Management

VINNIE GILL

Problem 1

Experiment Template

What is the problem?

- People are not having fun
- No coming together as a department
- Atmosphere, low energy, divide between management and people

What is the hypothesis a solution

- All people can come together for an activity will boost energy

What is an experiment that is small, quick and safe to fail?

- Menti Quiz Optional attendance 15 Mins Friday afternoon
- 3 weeks experiment

What would prove the hypothesis ?

- More than 15 people attend 1st Quiz
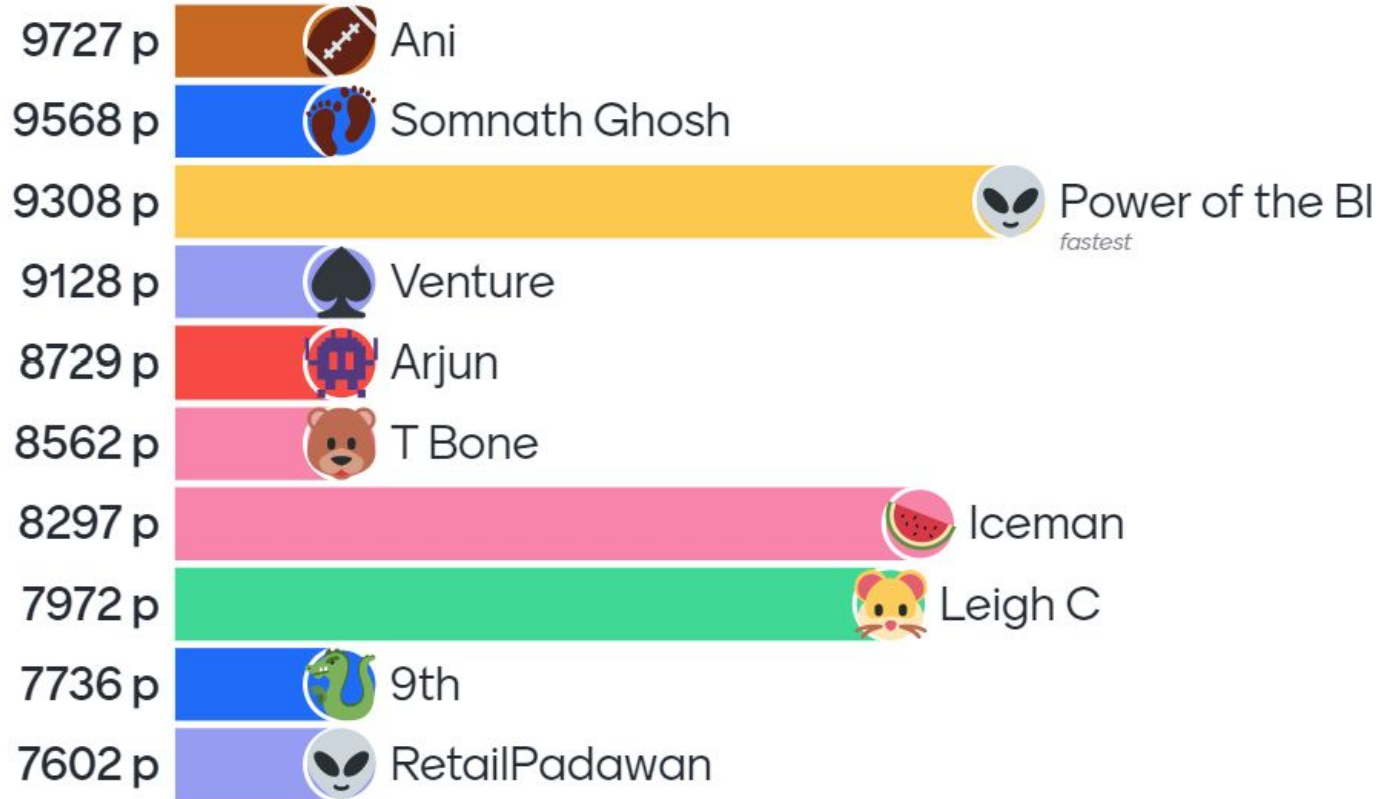- Increase 15% 2nd session
- Increase 15% 3rd session

What would disprove it?

- Less than 15 people dialin
- 2nd Friday decrease in attendance
- Kill Experiment: After 3rd Friday dwindling numbers

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Leaderboard

Points	Player
9727 p	🏈 Ani
9568 p	👣 Somnath Ghosh
9308 p	👽 Power of the BI *fastest*
9128 p	♠ Venture
8729 p	👾 Arjun
8562 p	🐻 T Bone
8297 p	🍉 Iceman
7972 p	🐹 Leigh C
7736 p	🐉 9th
7602 p	👽 RetailPadawan

VINNIE GILL

1. Name the Movie

00:06

$$\frac{(🐻 + 🥪) + 🏙️}{} = ?$$

0

Paddington Bear	Pull & Bear	Bubu Bear	Yogi Bear
0	0	0	0

VINNIE GILL
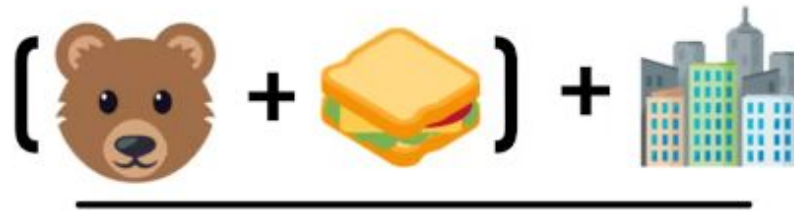
2. What is Scotland's national animal?

00:08

0

Horse	Unicorn	Highland Cow	Charmander
0	0	0	0

3. Identify which object or animal is depicted in the image below:

00:09

Armadillo	Basketball	0	Monkey Magic's egg	Jackfruit
0	0		0	0

4. Which of this is NOT part of the food offered at AOTB

00:07

0

| Scampi and Chips | Brazilian Coconut Chicken | Portuguese Coconut Chicken | Salmon Sashimi |

ID	Your Name	Your Gratitude goes out to - Person's or people's names	Your message
1	XXX	XXXXXX	XXXXXXXX doing a magnificent job with the user stories in XXXXXXXXXXXXXx complete workaround XXXX usable in such a short time
2	XXX	XXXXXX	XXXXX is awesome and always willing to help and share his knowledge! Thank you XXXX
3	XXX	XXXXXX	These two gentleman have shown exceptional teamwork and planning to get XXXXXX set up for the new server. No XXXXXXXX request is too big or too small for these two java gurus. Thanks a lot for your efforts guys.
4	XXX	XXXXXX	XXXXXXXX done some work recently - from holding the fort over the Christmas break, to undertaking the migration XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX I was particularly impressed to see the KT session he gave earlier in the month around the benefits of migrating to XXXXXXXXXXXXXXXXXXXX
5	XXX	XXXXXX	It has been great to see Vinnie helping to initiate the periodic Voice of XXXXX and Quiz sessions on Fridays that have provided an opportunity to hear news and updates from XXXx XXXXX as well as an enjoyable opportunity to compete around our general knowledge. Vinnie has also been coaching XXX XXXX and practitioners across XXXX XXXXXX helping them uplift their skills and get to delivery value faster and more effectively! Great work Vinnie!
6	XXX	XXXXXX	XXXXXTeam XXXXXX work tirelessly (and sometimes thanklessly) to maintain the aging XXX system. They manage requests from all across XXXXX which means demands come in thick and fast! I want to thank the team for their incredible work and for being patient in teaching the new gal (me!) all about XXXXXXXXX
7			

Problem 2

Experiment Template

What is the problem?

Teams dont know what other teams are doing even in the same value stream	Work at art levels not visible	No one is communicating

What is the hypothesis a solution

A forum for all teams to come together every 2 weeks

What is an experiment that is small, quick and safe to fail?

Try sync 3 arts, 2 weeks after 2 weeks for 3 months 1 hour	Quick 5 mins per team: 1. What we did last month 2. What we are doing now 3. What we are doing nxt

What would prove the hypothesis ?

Value in the Sync	more than 60% know what other teams are doing	more than 40% increase in value of sync

What would disprove the hypothesis and metrics?

| Sync brought no value for more than 60% attendees	After Sync more than 60% dont know what other teams are doing

- Purpose and Why we are having this AD plan/Sync
- Why we are starting small with 3 ARTS
- High level agenda of the day and how this event will going forward
- How you should articulate your talking points-
- Time boxing 3 mins – signal at 2 mins .. etc.
- What we will project/share screen when you speak – ART Tranch roadmap
- **what this is:** awareness, high level, road map
-
- **What this is not:** not power point presentation, no discussions, call out the teams you need to have a discussion and stay back or arrange later.
- **HENRY – EXAMPLE VINNIE HIT RECORD!!!!!!!!!!!!!!**
- **QUESTIONS AND THE END**

VG
VINNIE GILL

Stream:

Team:

- What we worked on last month
  - XXX
  - XXX
  - XXX

- What we are working on now
  - XXX
  - XXX
  - XXX

- What we are working on next
  - XXX
  - XXX
  - XXX
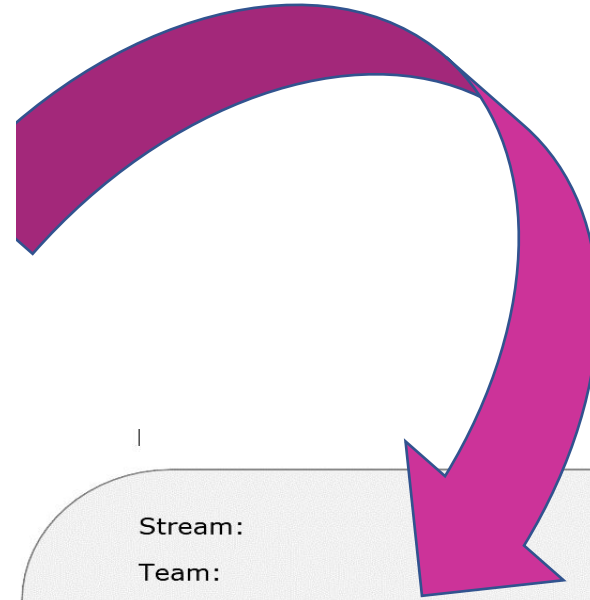
Stream:

Team:

- What we worked on last month
- What we are working on now
- What we are working on next

- **Risk, Issues, Dependencies**
  - XXX
  - XXX
  - XXX
- **Help needed from other teams.**
  - XXX
  - XXX
  - XXX

- **What did we learn?**
  - XXX
  - XXX
  - XXX

What is happening in the next hour?

No.	What	Who	Time	Duration
1	House Rulez			
2	Welcome and Prioritisation of Initiatives			
3	Team 1			
4	Team 2			
5	Team 3			
6	Team 4			
7	Team 5			
8	Team 6			
9	Team 7			
10	Closing and Next Steps			
11	Quiz			

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Do you know what initiatives other teams in other arts are working on? scale 1-4 (1 nothing - 4 a lot)

- ○ 1 - Nothing
- ○ 2 - Not really... maybe
- ○ 3 - I know quite a bit
- ○ 4 - I know a lot

Submit Vote

After the 3 arts presented today, do you feel that you now know a little more what initiatives the other arts/teams are working on? 1-4 (1 didn't learn a thing - 4 learnt a lot)

- ○ 1 - didnt learn a thing
- ○ 2 - hmmh maybe
- ○ 3 - learnt a wee bit
- ○ 4 - learnt a lot

Submit Vote

Did you find VALUE from today's session? 1- 4

- ○ 1 - nothing
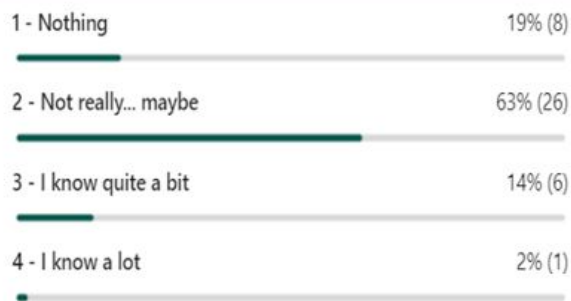- ○ 2
- ○ 3
- ○ 4 - a WHOLE LOT

Submit Vote

Do you now feel that you have a better shared understanding of ▭ priority and how it aligns with the work you are doing? 1 -4 (1 no - 4 yes)
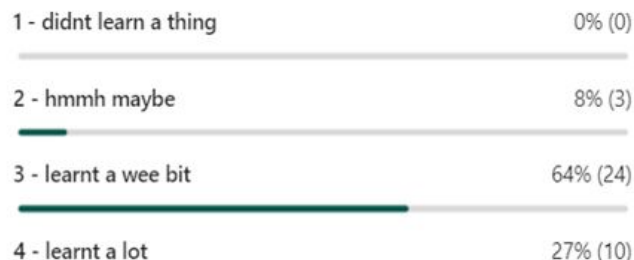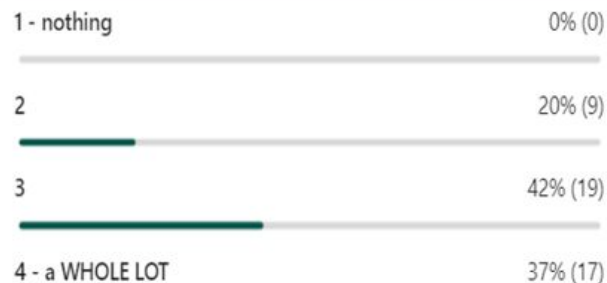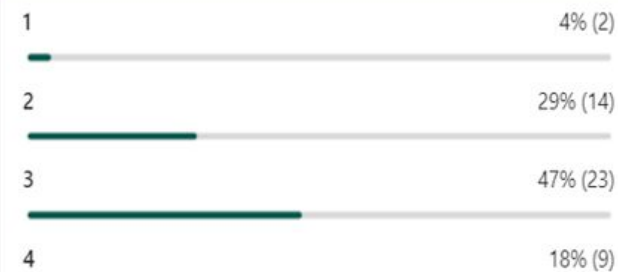
- ○ 1
- ○ 2
- ○ 3
- ○ 4

Submit Vote

Edited

1 - Nothing	19% (8)
2 - Not really... maybe	63% (26)
3 - I know quite a bit	14% (6)
4 - I know a lot	2% (1)

Edited

1 - didnt learn a thing	0% (0)
2 - hmmh maybe	8% (3)
3 - learnt a wee bit	64% (24)
4 - learnt a lot	27% (10)

Edited

1 - nothing	0% (0)
2	20% (9)
3	42% (19)
4 - a WHOLE LOT	37% (17)

Edited

1	4% (2)
2	29% (14)
3	47% (23)
4	18% (9)

At the start:

82% had no idea

At the end:

91% had a better understanding
79% found value
65% better shared understanding of priority and alignment

- Improved Visibility
- Improve Transparency
- Opening of communication lines
- Culture shift
- Prioritising communication and collaboration over processes and tools
- Fostering team spirit of a single unit with a shared understanding and vision
- Enables communication of priority changes for initiatives
- Building capability and confidence e.g: Public Speaking

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Problem 3

Experiment Template

What is the problem?

People want an avenue to upskill

No learning opportunty

What is the hypothesis a solution

Learning through a single channel will aid this

What is an experiment that is small, quick and safe to fail?

set up guild

3 weeks =3 months

45 mins lunch and learn

What would prove the hypothesis ?

People would volunteer to share

we have at least 3 people lined up for sessions

What would disprove it?

No one volunteers to share

We dont have 3 people signed up to lead the guild session

FAILED

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ACT 3

"Toodle-Pip chums"
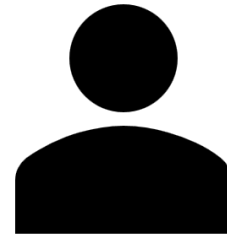
ACT 3 *"Toodle-Pip chums"*

- Where are they at now? & Biggest Boss

- Turning agile coaching into habits - What stuck, what did not

- Big Bang vs Smaller Chunks - Which waterfall do I chase?

- How differences made impacted people - the ripple effect & Star Fish
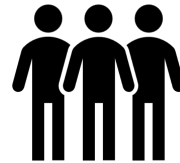
VINNIE GILL

Key People in the System

Biggest Boss

Boss

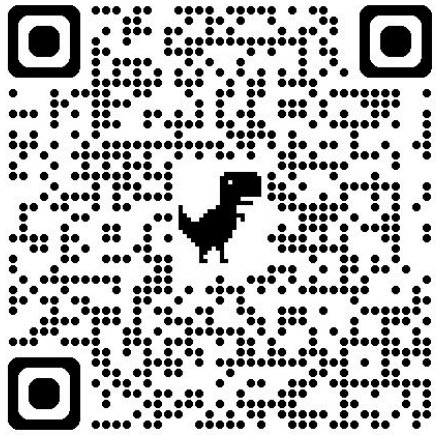Consulting Account Manager Boss

Managers/ RTEs

Teams

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My Introspection

- When leaders enable you & your teammates form a bond

- Responsible Accountable Consulted Informed (RACI): the good, the bad, the ugly

- Where do we go wrong as coaches

- "If they are fine, they don't need us" - VG

VINNIE GILL

Thank You AOTB

"Listen to me

Don't go chasing waterfalls
Please stick to the rivers and the lakes that you're used to
I know that you're gonna have it your way or nothing at all
But I think you're moving too fast"

LinkedIn