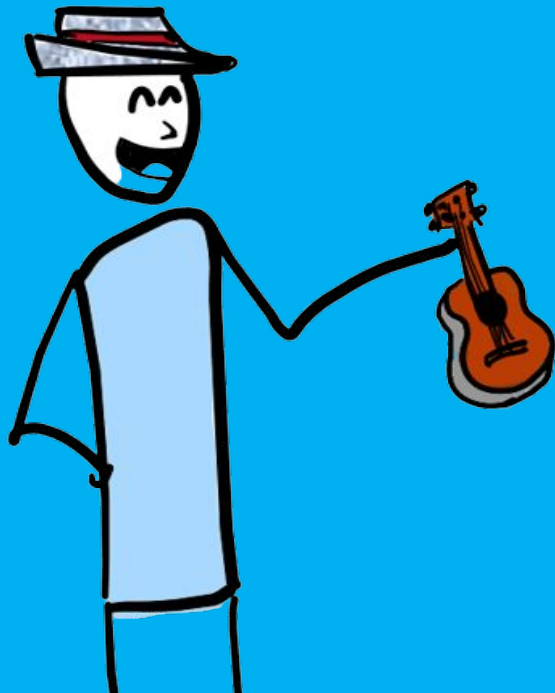


# My Unusual Toolbox as a Scrum Master and Agile Coach

Artur Margonari



Join at [menti.com](https://menti.com) | use code **3555 5036**

What's your role/years of exp  
with it? (eg: SM/2)

er bold focus  
creative



*In the last 10 years...*

**PHARMACEUTIC**

**SOFTWARE HOUSE**

**GAMING**

**BREWERY**

**BANKING**

**INSURANCE**

**HR**  
(Rewards)

**CRM**

**Contact Model**  
(internal comm.)

**Portfolio**

**HR**  
(Recruitment)

**IT**

**IT**

**Business/  
Corporate**

**ENERGY**

**Help-desk**

**IT**

**BI**  
Reporting

**RFS**  
(Request for Feasibility Study)

**PRINTING BUSINESS**

**Procurement**

**IT**  
Cleaning printer machines  
**Help-desk**

**Let's take  
a look at it**

GOLD NUGGETS  
•••  
•••

MEETING KILLER  
100

MY OWN BACKLOG  
D O S  
•••

TRAINING EXPRESS  
☐

WEEKLY CHALLENGE  
☐



HOW AM I DOING?  
☐ ☐

PROCESS VISUALIZATION  
□○○◇○○□

VALVE x EFFORT  
↑•••

MINI RETRO-MEETINGS  
☐

CLIENT ALLIANCE  
☐

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# My unusual toolbox as a SM and AC

Go to

[www.menti.com](https://www.menti.com)

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2291 3124



Or use QR code

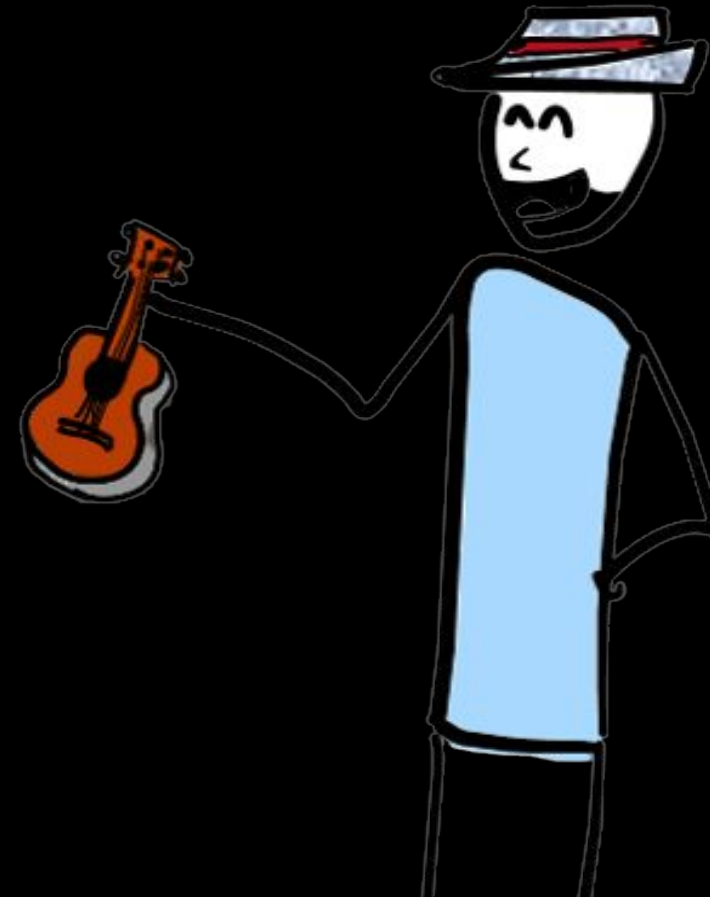
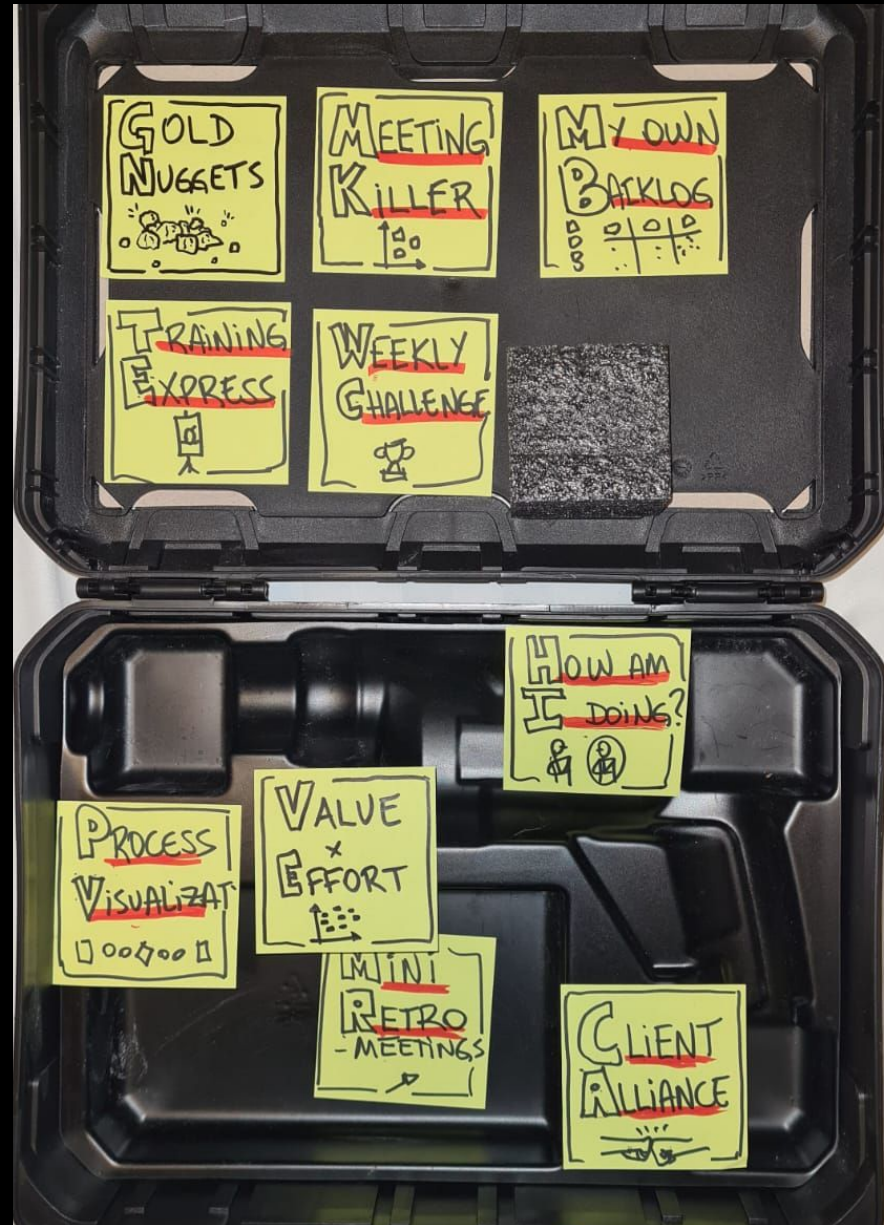


# YOU DECIDE THIS TALK'S AGENDA!

[www.menti.com](http://www.menti.com)

Enter the code

7166 2689



What  
you've  
chosen



**Your  
favorite  
?**

[www.menti.com](https://www.menti.com)

Enter the code

7166 2689



Next  
steps?

[www.menti.com](https://www.menti.com)

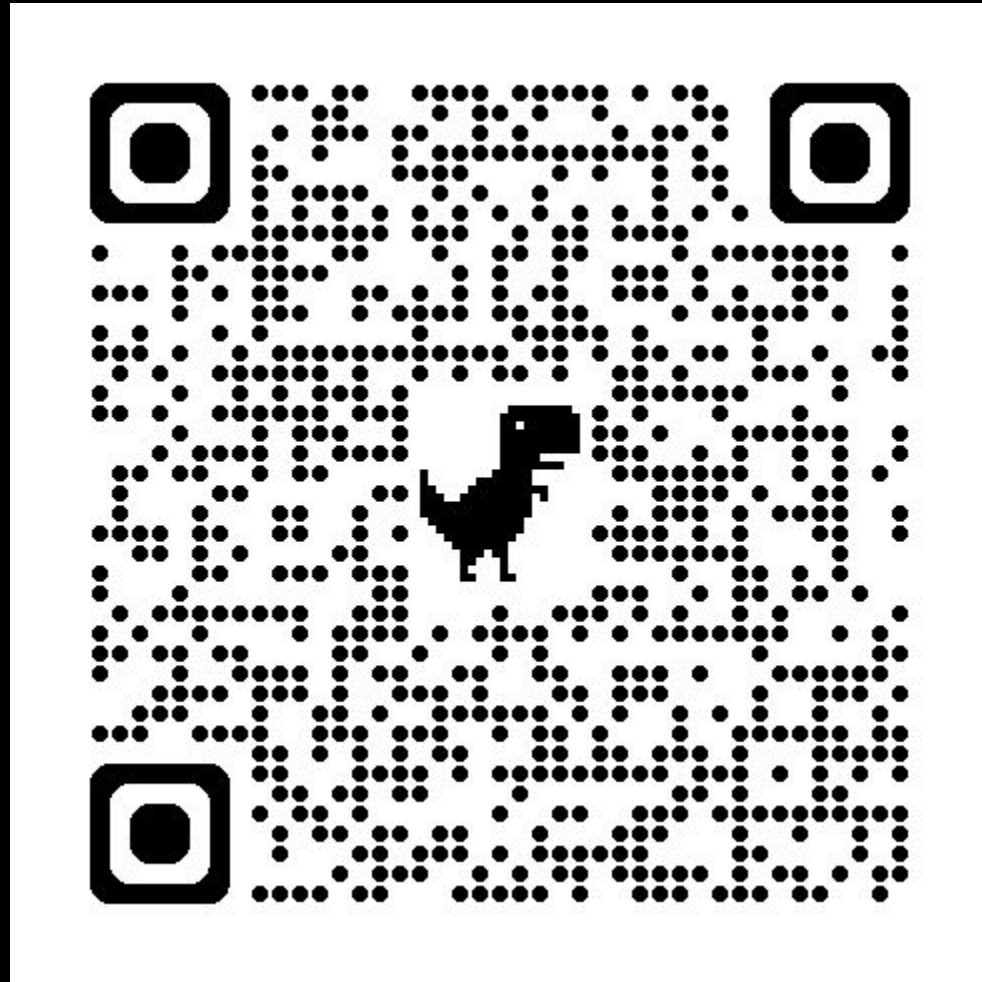
Enter the code

7166 2689



Next  
steps?

# FEEDBACK 1/2



# FEEDBACK 2/2



<https://talk.ac/arturmargonari>

and enter this code when prompted

TOOLS



Enjoy the  
conference!

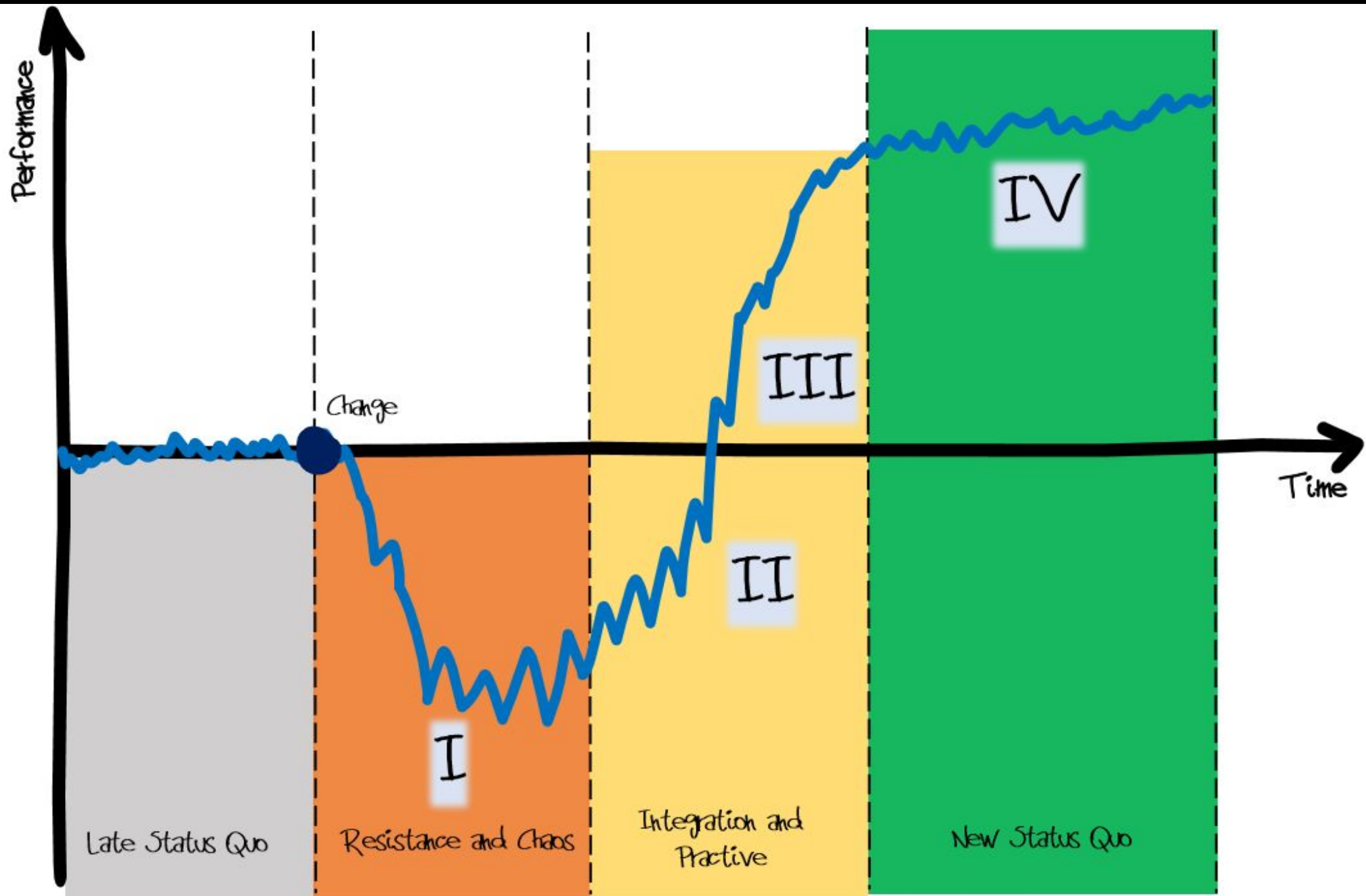


Let's connect  
on 

Questions?



**LIGHT  
ASSESSMENT  
T J-CURVE**



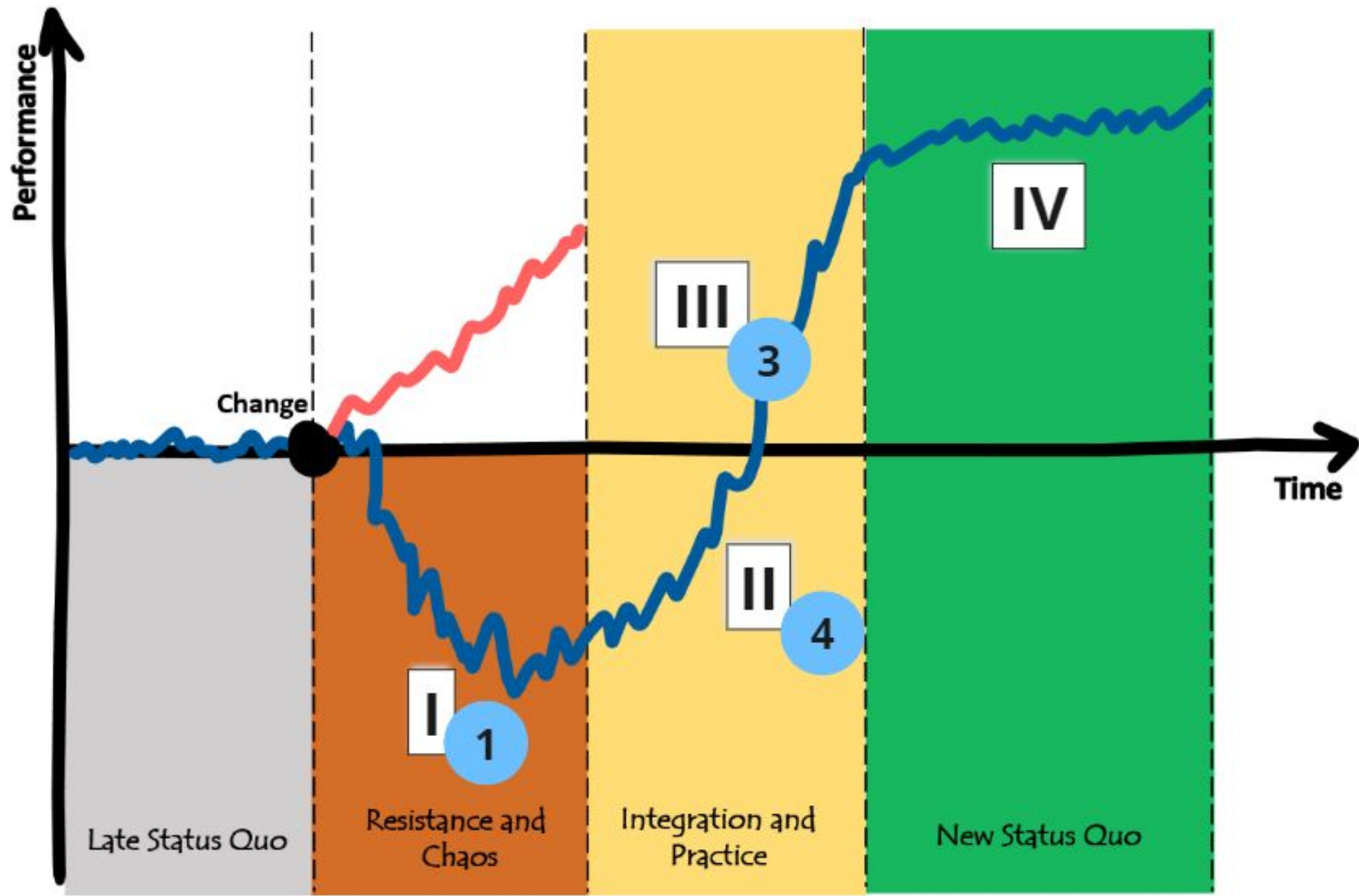


**a) In your opinion, where is your team right now? (I, II, III or IV)**

Vote in the chart

**b) From 1 to 5, how confident are you that we will reach the quadrant "IV"?**

**c) What made you vote what you voted on last question?**





# CLIENT Alliance

# Aligning...

Can be better on proactive/challenging  
Eg: Peter challenging 5 to 4 weeks and  
Then to 2 weeks

BREAK Silos!

What's your main goal/wish for payroll team?

For my coaching to be successful...

↳ you and me  
↳ payroll team

WEEKLY & more

DEDICATED STEP

HANDS ON/PRACTICAL

OPEN COMMUNIC

PROACTIVE

THEM - FEEL PART OF THE TEAM - OK ERRORS  
" HAPPY - PRIORITIZ.  
KEEP CONTROL WE ARE HELPING THEM...  
THINGS ARE IMPROVING - PEOPLE WOULD LIKE TO WORK HERE

big 'NO GO' is...

STEP IN + AUTONOMY

ONLY THEORY

Sandro's expectations about Artur

Hard skills	Soft skills (human skills)	Big NO GOs
<p>PO Skills</p> <ul style="list-style-type: none"> <li>High-level target for portfolio &amp; change</li> <li>Stakeholder Management</li> <li>Strategic Management</li> <li>Business Development</li> <li>Project Management</li> <li>Team Management</li> <li>Client Management</li> <li>Using my knowledge as Dev</li> <li>Work with people working in a similar way understanding of the organization (industry, etc.)</li> </ul>	<p>Engage people</p> <ul style="list-style-type: none"> <li>[Blue sticky note]</li> <li>[Blue sticky note]</li> <li>[Blue sticky note]</li> <li>[Blue sticky note]</li> <li>[Blue sticky note]</li> <li>[Blue sticky note]</li> </ul>	<ul style="list-style-type: none"> <li>[Red sticky note]</li> <li>[Red sticky note]</li> <li>[Red sticky note]</li> <li>[Red sticky note]</li> <li>[Red sticky note]</li> </ul>

Artur's expectations about Sandro

Hard skills	Soft skills	Big NO GOs
<ul style="list-style-type: none"> <li>Using my knowledge as Dev</li> <li>Leadership that creates leaders</li> <li>[Green sticky note]</li> <li>[Green sticky note]</li> <li>[Green sticky note]</li> </ul>	<p>Calm</p> <p>Listening</p> <ul style="list-style-type: none"> <li>[Blue sticky note]</li> <li>[Blue sticky note]</li> <li>[Blue sticky note]</li> <li>[Blue sticky note]</li> <li>[Blue sticky note]</li> </ul>	<p>Delivering to give the feedback</p> <ul style="list-style-type: none"> <li>[Red sticky note]</li> <li>[Red sticky note]</li> <li>[Red sticky note]</li> <li>[Red sticky note]</li> <li>[Red sticky note]</li> </ul>



## **SOFT (HUMAN) SKILLS**

Eg: great listener, patient, humorous...



## **HARD SKILLS / EXPERTISE**

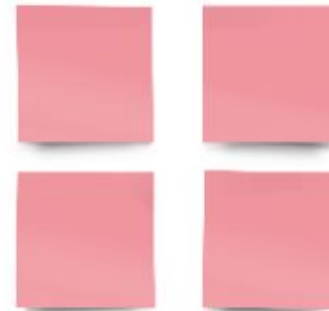
Eg: Experienced in Kanban, Great facilitator, User Story Mapping



## **SUCCESS**

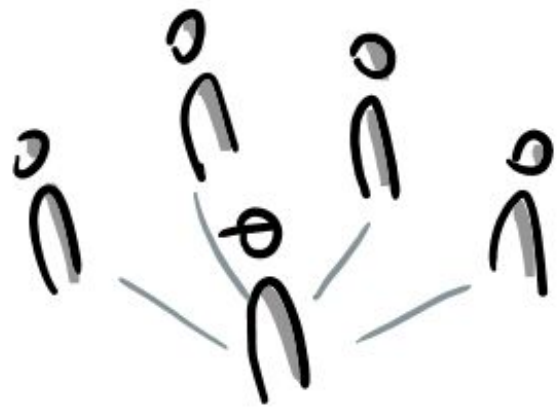
## **CRITERIA**

How do we know we succeeded?



## **BIG NO GO!**

Please, avoid it doing it



## 1-ON-1

CONNECTING, EXPECTATIONS,  
GOALS, PAIN POINTS, DAILY WORK...



## SESSION ON VISUAL MGMT

30'-60'



- Backlog/Forecast
- Key metrics, status indicators

## VISIBILITY



## MY COACHING BACKLOG



## ◦ STAKES

◦ ROLES & RESPONSIB.

◦ PERSONAL MAPS

## SQUAD FORMATION

WORKSHOPS



## SHU-HA-RI

## FACILITATE SESSIONS



# Process visualization

INCLUDE FEATURES IN EPIC ROADMAP    DEFINE 1-PAGER    DEFINE DETAILED TERM    **DOA**    DEFINE CONCEPT    CLEAR TESTING    DEFINE PROCESS    **DOA**    CONCEPT LATER FOR REVIEW    UNNECESSARY CHECK    DEFINE CONCEPT FOR REVIEW    DEFINE DETAILED TERM    DOA    1-PAGER    2-PAGER    3-PAGER    **DOA**    DEFINE DETAILED TERM + ROADMAP

**LEGEND**

- GROUP OF FEATURES
- ON HOLD
- IN PROGRESS
- WORKING
- DONE
- ACTIVITIES

**DBE EPIC ROADMAP**

FEATURE	INCLUDE FEATURES IN EPIC ROADMAP	DEFINE 1-PAGER	DEFINE DETAILED TERM	DOA	DEFINE CONCEPT	CLEAR TESTING	DEFINE PROCESS	CONCEPT LATER FOR REVIEW	UNNECESSARY CHECK	DEFINE CONCEPT FOR REVIEW	DEFINE DETAILED TERM	DOA	1-PAGER	2-PAGER	3-PAGER	DEFINE DETAILED TERM + ROADMAP
2-P. END USER IMPROVED UX DESIGN																
DOA U. END																
TRANSFER MY 2ND CARDS FROM FIX DATA																
PROVIDE MY AUTHENTIC AND CASHLESS																
E-TEND RELEASE																
E-SLOWLY																
LEAVING ICE																
2-P. END USER IMPROVED UX DESIGN																
DOA U. END																
TRANSFER MY 2ND CARDS FROM FIX DATA																
PROVIDE MY AUTHENTIC AND CASHLESS																
E-TEND RELEASE																
E-SLOWLY																
LEAVING ICE																
2-P. END USER IMPROVED UX DESIGN																
DOA U. END																
TRANSFER MY 2ND CARDS FROM FIX DATA																
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E-SLOWLY																
LEAVING ICE																
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E-SLOWLY																
LEAVING ICE																
2-P. END USER IMPROVED UX DESIGN																
DOA U. END																
TRANSFER MY 2ND CARDS FROM FIX DATA																
PROVIDE MY AUTHENTIC AND CASHLESS																
E-TEND RELEASE																
E-SLOWLY																
LEAVING ICE																

**MY own  
BACKLOG**

**Backlog**  
By [unclear]  
[unclear]

**CB Agile Related**  
**DevOps**  
**Optimization Related**

**Spring 20**  
2/1/20 - 2/29/20

**UP**

**WIP**

**Done**

Vertical column of sticky notes on the left side of the board, containing various project notes and tasks.

<b>FAST LANE</b>	[unclear]	[unclear]	[unclear]	[unclear]	[unclear]	[unclear]	[unclear]	[unclear]
[unclear]	[unclear]	[unclear]	[unclear]	[unclear]	[unclear]	[unclear]	[unclear]	[unclear]
[unclear]	[unclear]	[unclear]	[unclear]	[unclear]	[unclear]	[unclear]	[unclear]	[unclear]
[unclear]	[unclear]	[unclear]	[unclear]	[unclear]	[unclear]	[unclear]	[unclear]	[unclear]
[unclear]	[unclear]	[unclear]	[unclear]	[unclear]	[unclear]	[unclear]	[unclear]	[unclear]
[unclear]	[unclear]	[unclear]	[unclear]	[unclear]	[unclear]	[unclear]	[unclear]	[unclear]

Vertical column of sticky notes on the right side of the board, containing various project notes and tasks.

Vertical column of sticky notes on the far right side of the board, containing various project notes and tasks.

Cluster of sticky notes in the bottom-left area of the board.

Cluster of sticky notes in the bottom-center area of the board.



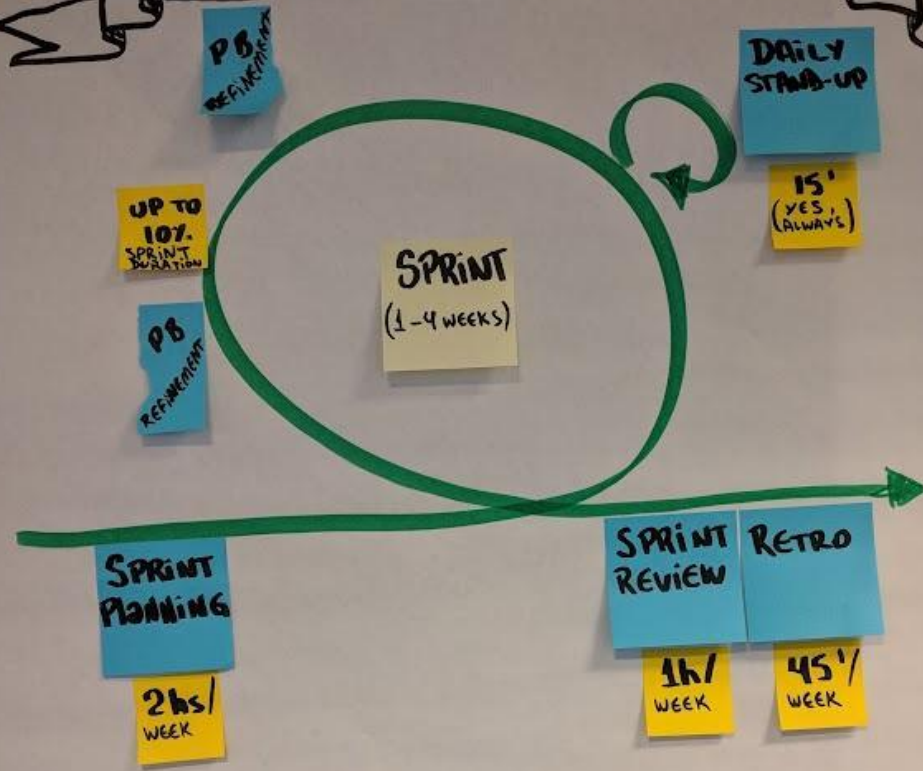
Cluster of sticky notes in the bottom-center area, below the logo.

# nuggets



**Training  
express/  
refresh**

# SCRUM SESSIONS



## TIMEBOX

- NO MORE THAN ...
- CAN GO UP TO ...
- TO BE RESPECTED 😊
- PREPARED IF: FOCUSED EFFICIENT
- WE CAN END EARLIER

MEETINGS ARE ALSO WORK! IF WE MAKE IT VALUABLE!

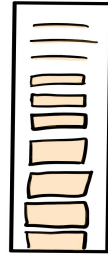
**GOLD**

**NUGGETS**



# 1. CURIOSITY TIME

# BACKLOG



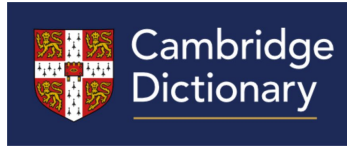
DEMAND



## backlog

**noun** [C usually singular]

UK /'bæk.lɒg/ US /'bæk.lɑːg/



a large number of things that you should have done before and must do now:

• I've got a huge backlog of work to do.



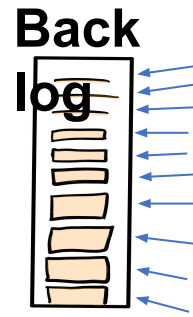
## What Is Backlog?

A backlog is a buildup of work that needs to be completed.

ID	User Story	Type	Title	Status	Priority	Assignee	Created	Updated	Labels
1	User Story	Task	Make update for employees who don't receive a penalty	In Progress	High	John	2023-10-26	2023-10-26	Backlog, People, Title
2	User Story	Task	Manage the holiday capital exit	Active	3		2023-10-26	2023-10-26	Backlog, People, Title, Blue color, Operational, Sprint 21, Release
3	User Story	Task	Test Lend & 40-40% Test	In Progress	3		2023-10-26	2023-10-26	Backlog, People, Title, Blue color, Operational, Sprint 21, Release
4	User Story	Task	Automate overtime reorganizer	Active	40	John	2023-10-26	2023-10-26	Backlog, People, Title, Blue color, Operational, Sprint 21, Release
5	User Story	Task	Calculate the advance payments	Ready	3		2023-10-26	2023-10-26	Backlog, People, Title, Blue color, Operational, Sprint 21, Release
6	User Story	Task	Create API for H2 accuracy	In Progress	3		2023-10-26	2023-10-26	Backlog, People, Title, Blue color, Operational, Sprint 21, Release
7	User Story	Task	Set up of 15% delay for vacation	In Progress	3		2023-10-26	2023-10-26	Backlog, People, Title, Blue color, Operational, Sprint 21, Release
8	User Story	Task	Optimize interface user breaks case 1	Active	10	John	2023-10-26	2023-10-26	Backlog, People, Title, Blue color, Operational, Sprint 21, Release
9	User Story	Task	Automate the gross premium	Active	21	John	2023-10-26	2023-10-26	Backlog, People, Title, Blue color, Operational, Sprint 21, Release
10	User Story	Task	Manage the holiday H2 exit	Active	3	John	2023-10-26	2023-10-26	Backlog, People, Title, Blue color, Operational, Sprint 21, Release
11	User Story	Task	Process the weekly of 15.00	Active	2	John	2023-10-26	2023-10-26	Backlog, People, Title, Blue color, Operational, Sprint 21, Release
12	User Story	Task	Process the advance payments	In Progress	3	John	2023-10-26	2023-10-26	Backlog, People, Title, Blue color, Operational, Sprint 21, Release
13	User Story	Task	Create calculation system for design H2, H2, H2	Active	3	John	2023-10-26	2023-10-26	Backlog, People, Title, Blue color, Operational, Sprint 21, Release
14	User Story	Task	Create logical codes for the workstations	Active	3	John	2023-10-26	2023-10-26	Backlog, People, Title, Blue color, Operational, Sprint 21, Release
15	User Story	Task	Get H2 Overline in SAP	In Progress	3	John	2023-10-26	2023-10-26	Backlog, People, Title, Blue color, Operational, Sprint 21, Release
16	User Story	Task	Recognize all holiday money for	In Progress	3	John	2023-10-26	2023-10-26	Backlog, People, Title, Blue color, Operational, Sprint 21, Release
17	User Story	Task	Wage garnishments - difference between fiscal & gross bookkeeping	In Progress	3	John	2023-10-26	2023-10-26	Backlog, People, Title, Blue color, Operational, Sprint 21, Release
18	User Story	Task	Automate gross premium based on rules in plant	In Progress	3	John	2023-10-26	2023-10-26	Backlog, People, Title, Blue color, Operational, Sprint 21, Release
19	User Story	Task	Automate working on the leaves - continuous	In Progress	3	John	2023-10-26	2023-10-26	Backlog, People, Title, Blue color, Operational, Sprint 21, Release
20	User Story	Task	Automate working on a PR in capital	In Progress	3	John	2023-10-26	2023-10-26	Backlog, People, Title, Blue color, Operational, Sprint 21, Release
21	User Story	Task	Automate working on PR in reorganizer	In Progress	3	John	2023-10-26	2023-10-26	Backlog, People, Title, Blue color, Operational, Sprint 21, Release
22	User Story	Task	Standardize and improve the submission offering process	Active	3	John	2023-10-26	2023-10-26	Backlog, People, Title, Blue color, Operational, Sprint 21, Release

[LINK TO THE BACKLOG IN AZURE](#)

# USER STORY



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[tiny.cc/story-invest](http://tiny.cc/story-invest)

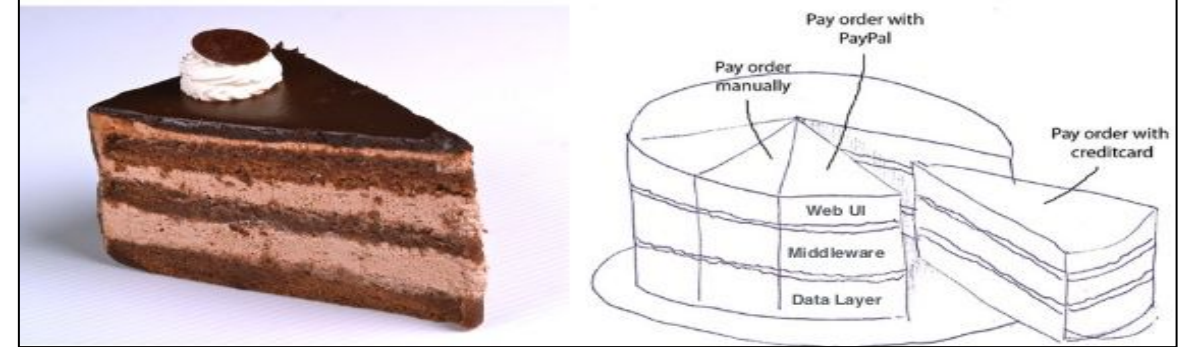
**To avoid:**

- Only analysis
- Only test
- Only meetings
- Whatever doesn't bring value to the employee/end user

3  
C's

As a  
(who/persona)  
I want (what)  
So that

## Vertical Slices over Horizontal Slices



# RECOMMENDATIONS:

- Keep it short & simple (1 page)
- Ownership shift
  - I'll do it the first 2 times
  - We do the 3rd together
  - Then every week is someone different + I give feedback
- Calendar x owners x topics

# 2. TEA TIME

(vieruurtje)

Hi everyone 😊

First of all... **What's "Vieruurtje"?**

"Vieruurtje" (literally, from Dutch: "little 4 o'clock") is a tradition in Flanders (Dutch-speaking part of Belgium) that consists of gathering together (family members and/or friends) at 4 pm to have a coffee and eat something (normally something sweet). It's similar to the "tea time" in Great Britain.

**Ok Artur, but what do we have to do with it?**

Our vieruurtje is about sharing something with you on Fridays, around 4 pm: a video, an article, a book, tips & tricks for work, cartoons... Something that is hopefully useful on a professional/personal.

**For today,** I chose a nicely illustrated video of a **talk from Dan Pink**, renowned and bestselling author, talking about motivation, the 3 pillars and pitfalls, and it's only 10 mins:

- [Drive: The surprising truth about what motivates us](#)

Enjoy it and feel free to share your thoughts about it! 😊

Have a great weekend and see you next week!

Br,  
Artur

Hi everyone,

How safe is it to try a new idea (individual, team, department or company level)?  
What happens once people fail when trying this new thing? And when they succeed?  
How often a new idea is being tried out?



© marketoonist.com

Don't let the threat of bankruptcy or large-scale layoffs (or Unions) be the motivation of your innovation! Don't 'execute' a person that tried something and failed. You will not only lose that person but also the people around who saw the 'execution' and will think, from that moment on "After that, I'm not trying anything new..." or "I will stay very quiet and do enough to survive...".

Create a safe environment for experimenting with new ideas. Actually, encourage and motivate it! Yes, you can help to measure the impact, possible outcomes and ways to minimize a bad impact. But it's important to stay out of the way of people's passions and creativity. That applies to every single level of the hierarchy.

Enjoy it! And feel free to share your thoughts about it! 😊  
Cheers!

Artur

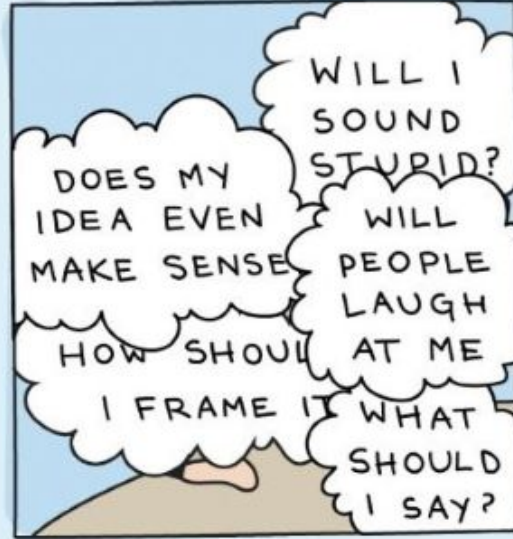
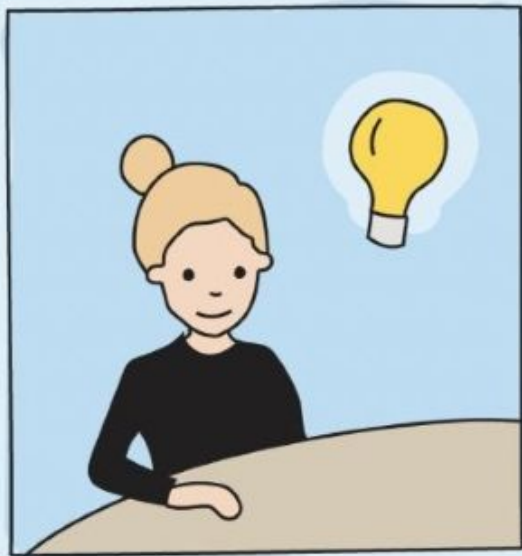
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Ok Artur, but what do we have to do with it?

Our vieruurtje is about sharing something with you on **Thursdays**, around 4 pm: a video, an article, a book, tips & tricks for work, cartoons... Something that is (hopefully) useful on a professional/personal level. 😊

## THE ABSENCE OF PSYCHOLOGICAL SAFETY



@LIZ AND MOLLIE

Imagine that, instead of sharing an idea (as in the illustration below), you feel the same way when you want to:

- ask for help
- admit a mistake
- share a tough issue (personal and/or professional)
- take a risk...

A **high-performance team** also consists of **team members having psychological safety**, being able to speak up and being vulnerable without the fear of being judged.



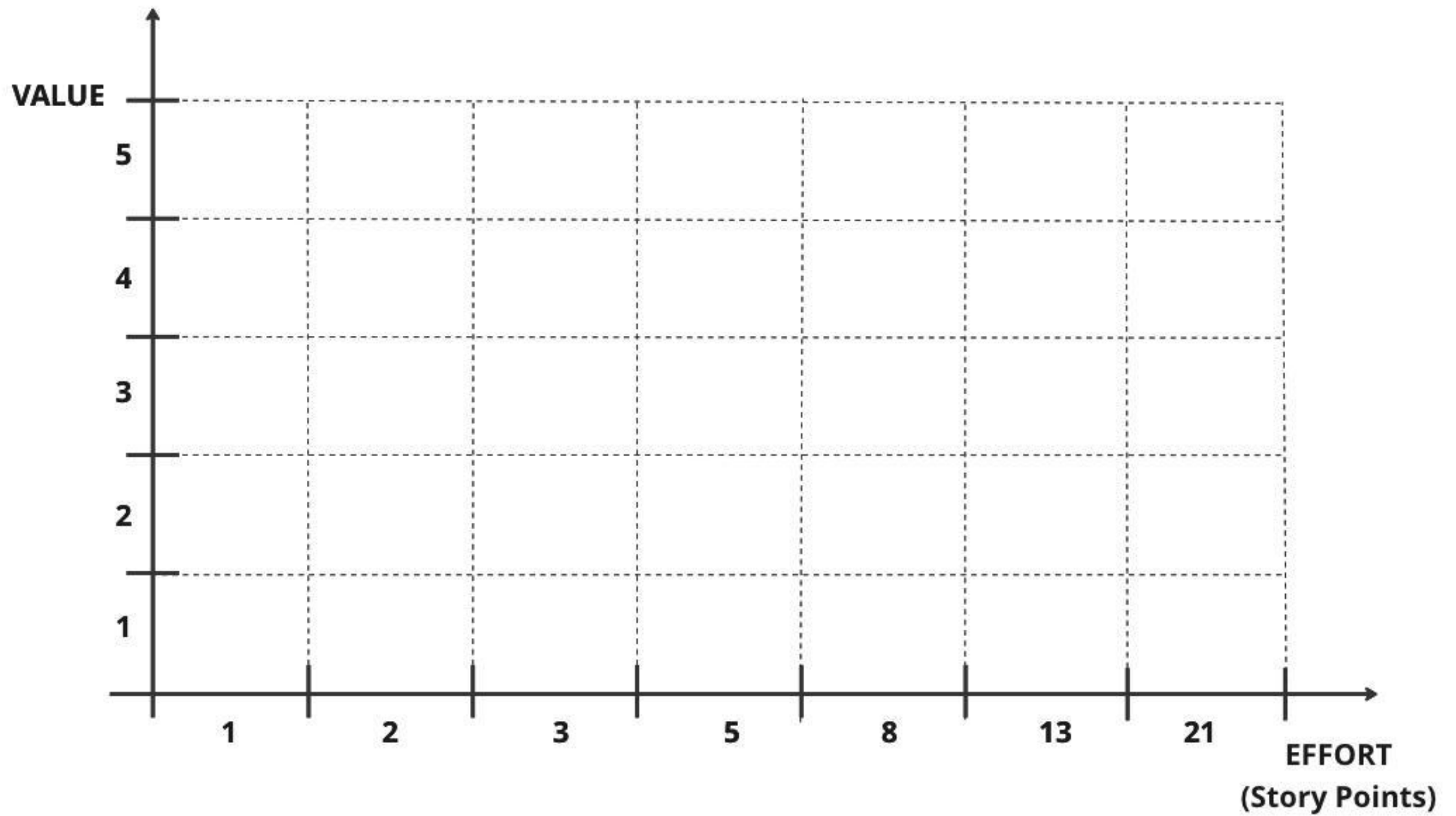
- ✉ Vieruurtje #1 - What motivates us\_
- ✉ Vieruurtje #2 - a funny\_awkward\_exaggerated video about Scrum Master
- ✉ Vieruurtje #3 - When should Backlog Refinement take place\_
- ✉ Vieruurtje #4 - Leadership\_ empathy and the finite\_infinite game
- ✉ Vieruurtje #5 - Daily Stand-ups
- ✉ Vieruurtje #6 - Information\_ Authority\_ Delegation\_ Turn the ship around!
- ✉ Vieruurtje #7 - Agile to build cars\_
- ✉ Vieruurtje #8 - About keeping people busy\_\_
- ✉ Vieruurtje #9 - Innovation\_ you said\_
- ✉ Vieruurtje #10 - How serious are you about changing\_
- ✉ Vieruurtje #11 - Are the User Stories clear enough\_
- ✉ Vieruurtje #12 - Output vs Outcome vs Impact

- ✉ Vieruurtje #14 - Breaking down the work
- ✉ Vieruurtje #15 - About planning\_\_
- ✉ Vieruurtje #16 - How to tame your Advice Monster
- ✉ Vieruurtje #17 - Data -\_ Wisdom
- ✉ Vieruurtje #18 - About priorities\_\_
- ✉ Vieruurtje #19 - Zoom Agreement proposal (check it out!)
- ✉ Vieruurtje #20 - Black hole\_
- ✉ Vieruurtje #21 - Patience when trying something new
- ✉ Vieruurtje #22 - Daily Stand-ups\_ a status meeting\_
- ✉ Vieruurtje #23 - The telephone game
- ✉ Vieruurtje #24 - Psychological safety
- ✉ Vieruurtje #25 - Changing priorities
- ✉ Vieruurtje #26 - \_Priorities\_

VALUE

X

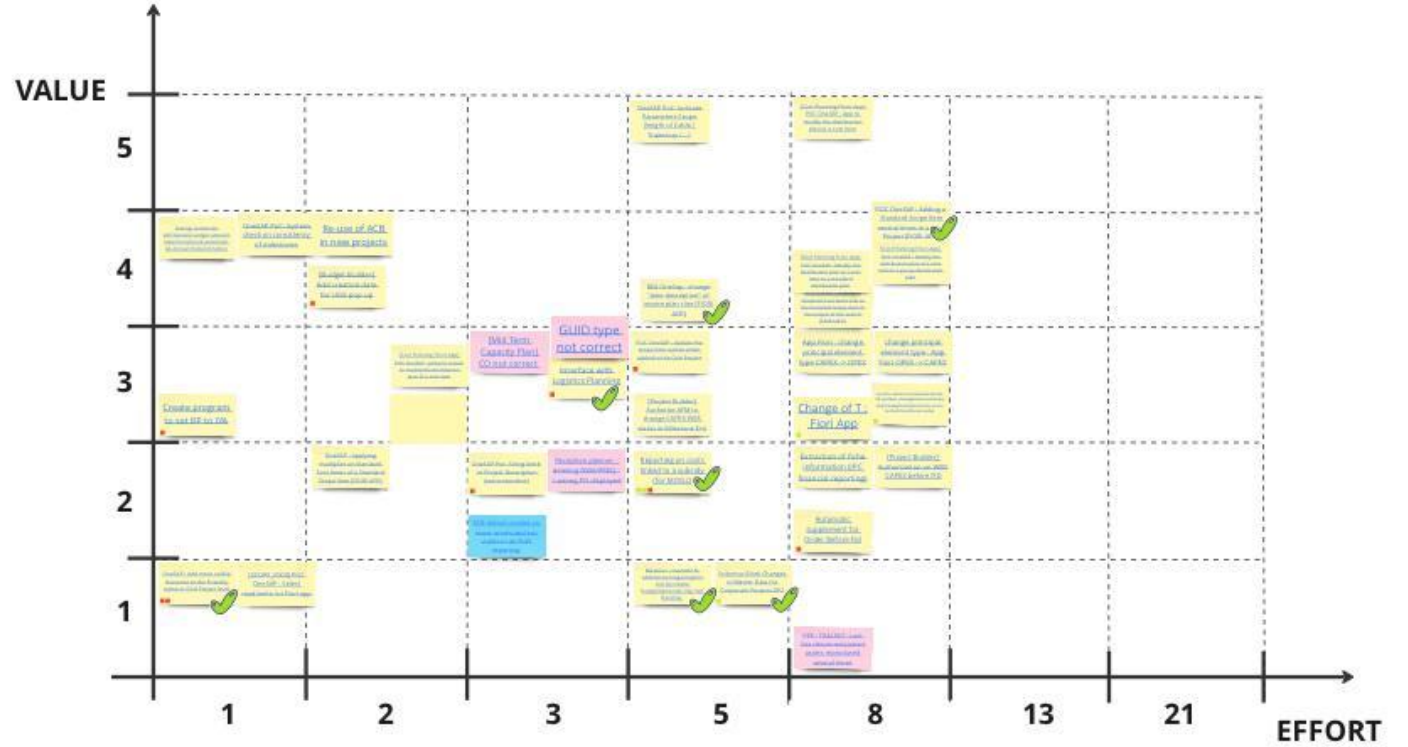
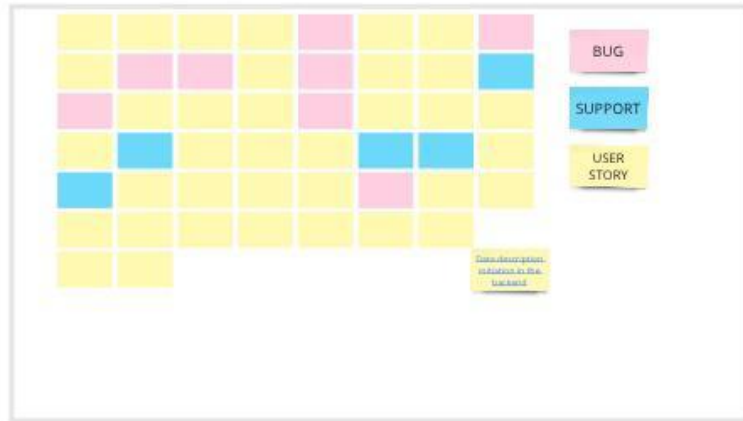
EFFORT



# UPCOMING PRIORITY



# BACKLOG



Guidelines - VALUE						
		Users Impacted	Financial Impact (per year)	Frequency of Event		
1	Highest Business Critical System				Highest Reputation Loss	Request Regulator - Legal Obligation - Business Proces Blocked (No PO Send out in time)
2	High Business Importance					Request that gains time for whole Direction for 5min/month.
3	Medium Business Importance				Medium Reputation Loss	Gain of not filling excels by Projectleader every year.
4	Low Business Importance					Portfolio prepares manually file for powerfactory iso Automatically Reporting via the Requested Reporting.
5	Verry Low Business Importance				Verry Low Reputation Loss	Person x does not need to give info to Controlling at end of the assurance project (which happens 1x /year on average per 10 persons).

## EXERCISE:

- In silence
- 1 person at a time
- Leave all post-its visible/readable



# WEEKLY CHALLENGE

# WEEKLY CHALLENGE

## #1

# KEEP YOUR CAMERA ON DURING 5 MEETINGS



- ✓ MORE FOCUS
- ✓ MORE (HUMAN) CONNECTION
- ✓ LESS MULTITASKING
- ✓ MORE VALUABLE MEETINGS



ARTUR M.

# WEEKLY CHALLENGE

## #10



## BETTER MEETING INVITATIONS:

### ✓ MEANINGFUL TITLE

⦿ USE + THAN JUST 1 OR 2 WORDS (AND NO ABBREVIATIONS)

### ✓ PURPOSE ON THE DESCRIPTION

⦿ WHY IS THIS MEETING TAKING PLACE?

⦿ WHAT'S THE EXPECTED OUTCOME(S)?

### ✓ RIGHT ATTENDANCE

⦿ WHO SHOULD BE THERE? AND WHO COULD?

**PRO TIP:** Add the video call link in the "Location" field. Makes it easier & quicker to everyone ;)



# WEEKLY CHALLENGE

## #21

"Be loyal to those who are not present. In doing so, you build the trust of those who are present."

- Stephen Covey



I cannot stand Mark. He is...



We can control ourselves and avoid commenting not-that-positive-things about who is not present or simply not support it if someone has such behaviour (by calling it out and even leaving the conversation).

# WEEKLY CHALLENGE

## #25

### Have a visible **PARKING LOT** in your meetings

(online board, Word doc, PPT...  
whatever works best)



Consider parking a topic when:

- ... It's not relevant/aligned with the purpose of the meetings;
- ... You can't move forward without the input from someone who's not in the meeting;
- ... It's taking too long/it's less important compared to the other topics on the agenda

# WEEKLY CHALLENGE

## #29

# STOP STARTING START FINISHING.

What is the most important thing right now? (Epic/Feature/User Story/task)  
What can be put on hold until you finish it?



Doing many things at the same time might give the feeling of being more efficient. But only the feeling.

By keeping the focus on 1 thing at a time, you:

- ✓ deliver value quicker;
- ✓ receive earlier feedback and learn quicker;
- ✓ increase the quality of the deliverables and;
- ✓ get better in forecasting/managing expectations.

ARTUR MARGONARI

Tool box

# meetings



**PARTY  
POOPER  
CARD**



Meeting

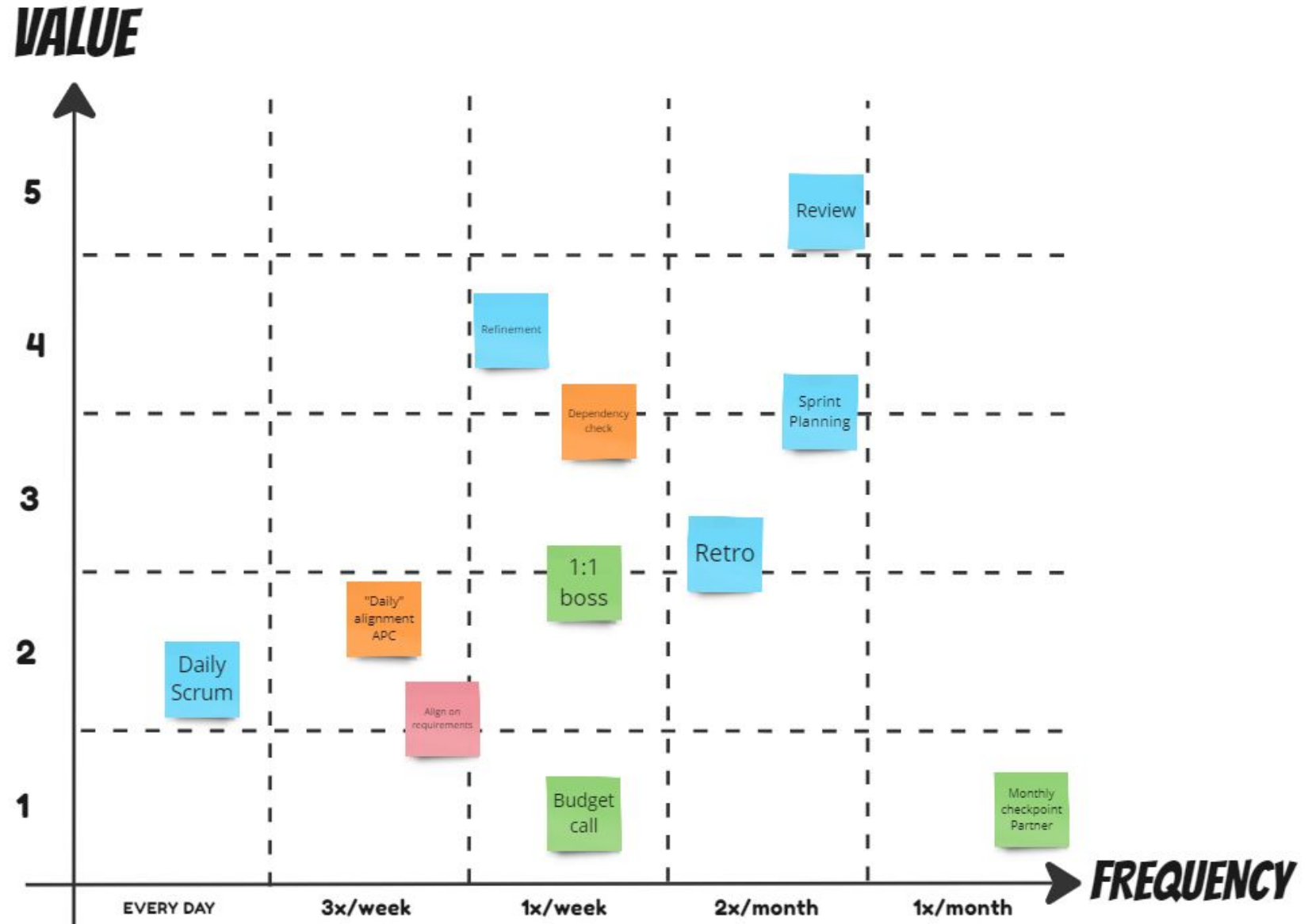
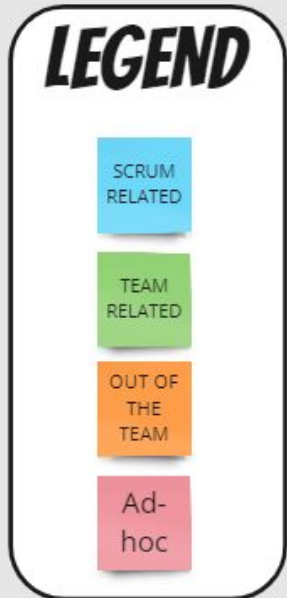
KULLER



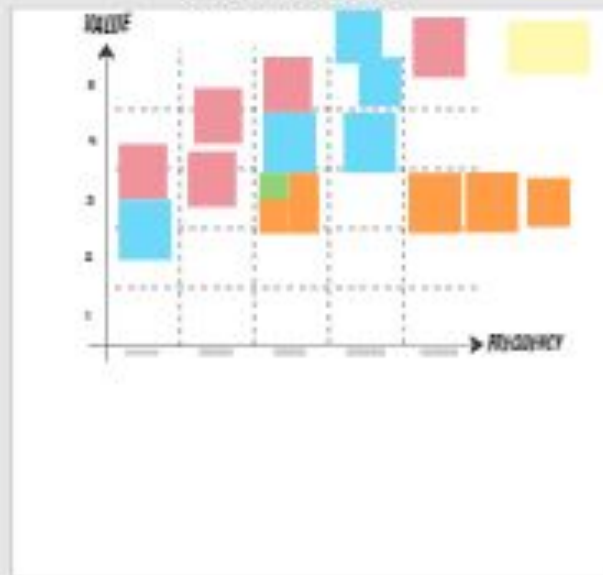


# MEETING SCORING

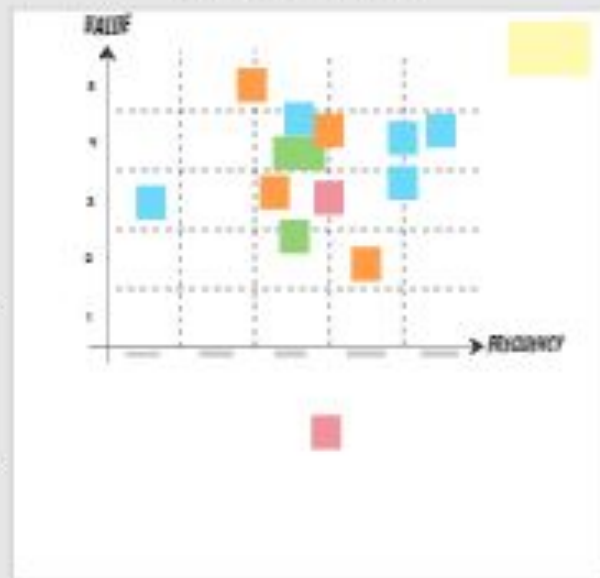
Mary



### MEETING KILLER



### MEETING KILLER



### MEETING KILLER



Which meetings...

...have the highest/lowest value? Why?

...are overlapping?

...can be merged?

...can have the frequency reduced?

...do we want to increase its value? How?

And... Which meetings can be killed?

### DAILY SCRUM

Most important meeting for me

Knowing blockers

Daily, only 10'

Are we on track?

When I can give input or take, it's valuable

We don't work on same building - good for team spirit / say hello

Alignment for the day

Clear what I need to tackle for the day

Set the urgency

Availability

Even Testing

Priority

Refreshing what to do

Not always that interesting

I don't have things to say everyday +1

As BA, more for priority (as we are less in maintenance)

What are we talking about?

New board will help

Task creation - swimming lanes

Visualize in Jira

Facilitate it with different ways

Turn on cameras?

AMA

AMA

### Refinement

As a PO, it's important to align on the content

Align on next Sprint (BA & IT)

After Daily, it's the most important

We understand what to do

Discussions not written down on the ticket

All IT team

Sometimes we discuss things but not aligned - WIRELESS TELEPHONE

if whole IT is present, it will take longer

Clear agenda / preparation

ND

Output of BA meeting = agenda of refinement

At least 1 IT person

ND

### Review

As BA, good touch point with biz

Get their feelings/ feedback

No REAL feedback on functionalities

Does biz think it's ok? Not clear.

Risk of them rejecting at the end

In between Review: no biz present - big prep for that

No need for big prep

Plan a meeting for them to test the functionalities in ACCEPTANCE

Guide them to use it and ensure feedback/acceptance at the end

Create POC project (all data exist)

Test: create 1 full project for them to use

In between Review: no need big prep

Do what we've done on Friday 08/03 was enough

Prepare it

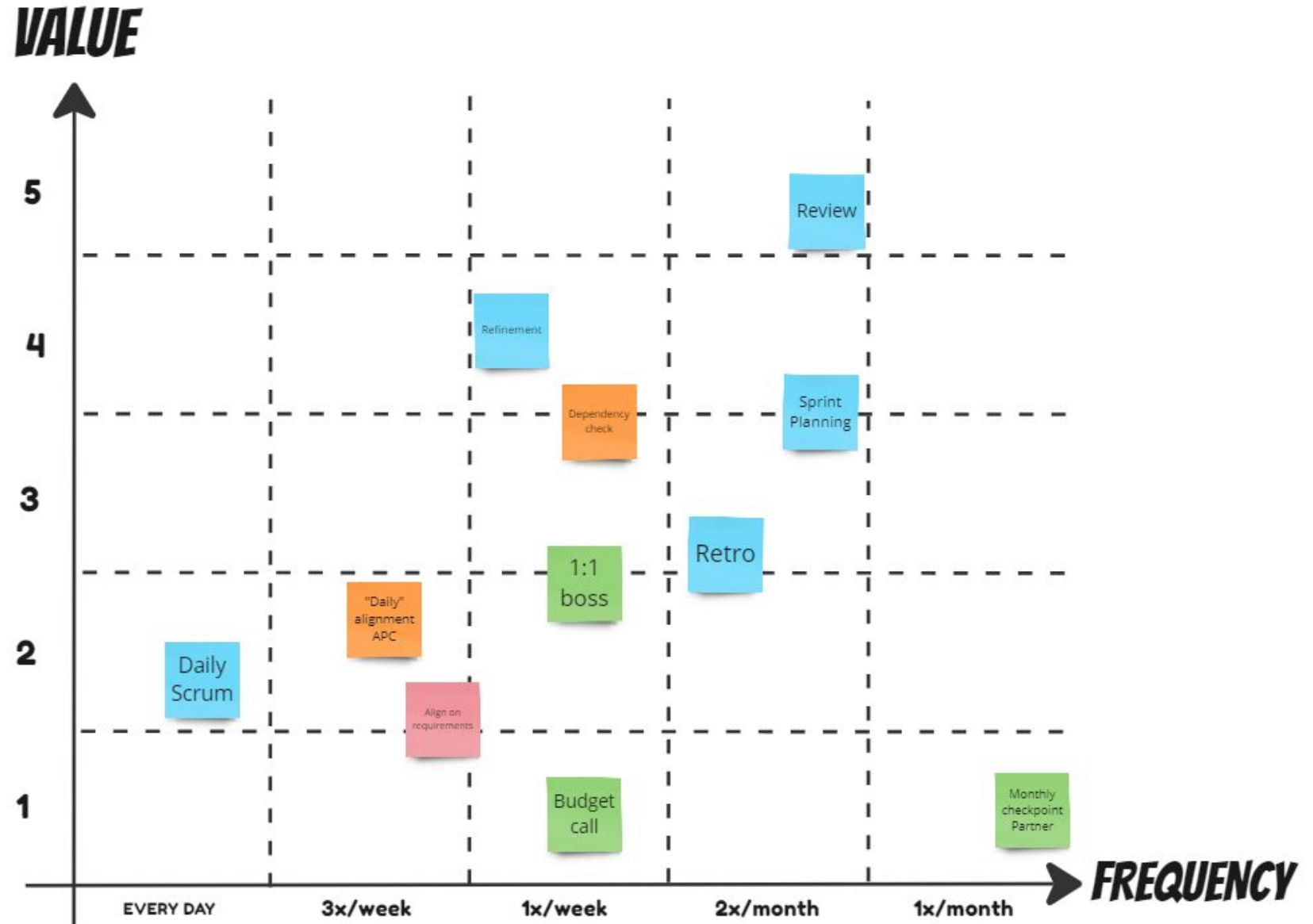
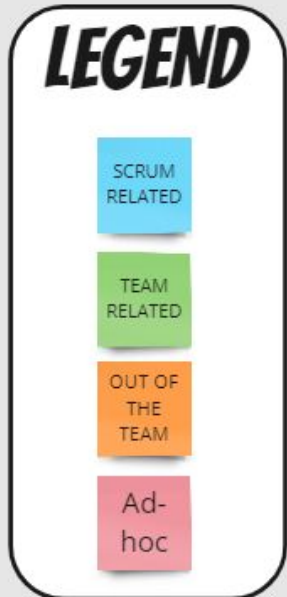
DC

?

DC

# MEETING SCORING

Mary



**Mini retro  
for meetings**

# Mini retro

## Boosting your meetings

- Mini retros
- 5 min
- At the end of the meeting(s) you want
- ROTI (Return On Time Invested) 1-5
- 1 small improvement for the next one

# HONORABLE MENTION

<https://www.meetingspicer.com/>





**AM I DOING  
A GOOD  
JOB?**



# FEEDBACK SESSION



I LIKE



ARTUR



DEVELOPMENT

COULD BE BETTER

Willing to share  
always ready to support us  
ability of creating small improvement that have big impacts

Much methods  
New tech shared with the team

Very nice person  
Energy that you bring  
Public Speaking skills  
Warm and caring when meeting people  
you're good at talking to people: with transparency and care

Smiling smiling  
You seem personable and a fun guy

Positiveness

Great facilitation skills  
Good facilitation skills  
practical hand-on at 1st retro writing on sticky notes  
Visual Mgmt skills

Calmness  
Patient  
feet on earth, ideas in the stars  
When you listen to something, you can be very spontaneous. But if it's serious, you can take a step back and share some perspective.  
Processing the information not to be in the problem / emotion, but bringing perspective

Listening carefully  
Listening  
Rationalizing Dynamics  
Reformulates well  
Structured

Straight to the point  
Constructive mindset (no bitch moment)  
Dare to give me strong and accurate feedback  
you dare to say when you disagree, for example for the exact wording of the questions asked during a team-self-assessment (12/04)

Proactivity  
Efficient  
Your Proactivity  
Take the time to get feedback  
starting your job by asking what do you advice to do or not do  
Dare to try and fail

Good idea for new restaurant, we should try it

Artur's private mode

How to share your skill more  
More sharing with the rest of the team members  
You seem to have had a lot of experience, sharing it more could be valuable perhaps  
What would help me: if you share quicker about some info/concerns you're aware of (ex: 15M's opinion; you can keep the confidentiality AND raise my attention)

Share your opinions more  
Focus more on helping others grow to have more impact  
take more time for the cross-knowledge sharing  
Increase the sharing moments  
More use your influence/leadership to change things?  
be more explicit, share examples, be factual (for example when I gathered the improvements, I came back to you twice to have more details to understand your point)

Answering faster to my offer for help related to IMPACT DAY POTENTIAL ISSUES TICKET

Careful: writing in chats during meetings can be disturbing

Punctuality

I didn't work directly with you yet so I don't really know

More music!

Your mustache could be pink

More green sticky notes  
less blue sticky notes



Find apps

- Private mode
- Talktrack
- Chat
- Dependencies
- Estimation
- Video chat

Get more apps

Find apps

🔒 Private mode

📏 Talktrack

💬 Chat

🔗 Dependencies

📄 Estimation

📺 Video chat

Get more apps ⇅

# Wrap-up + feedback

## My unusual toolbox as a SM and AC

Go to

[www.menti.com](https://www.menti.com)

Enter the code

4306 0512



Or use QR code

# feedback

Scan this QR code



Or go to

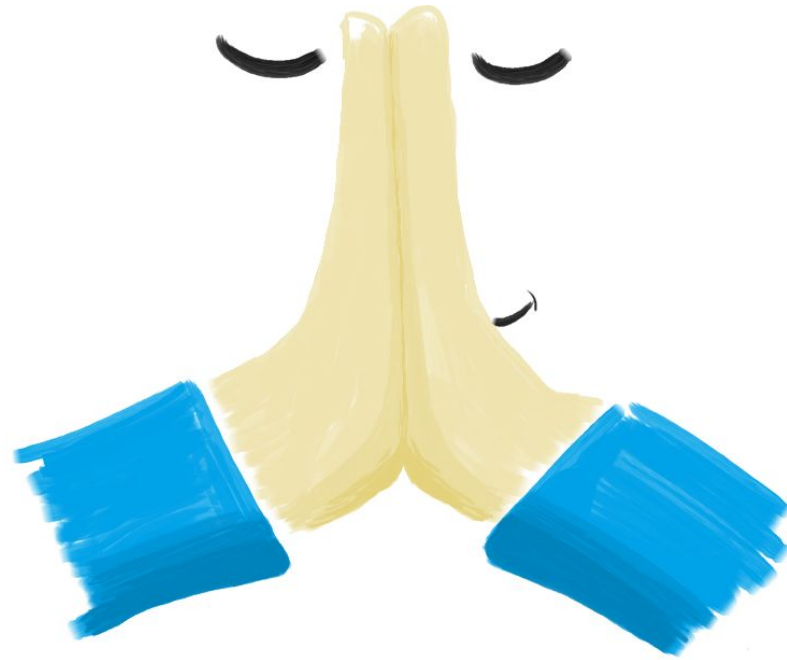
<https://talk.ac/arturmargonari>

and enter this code when prompted

TOOLS



Thanks for  
having me!



Questions?

Feedback 

Let's connect  
on 

Go to  
[www.menti.com](https://www.menti.com)  
Enter the code  
**4696 0155**  
Or use QR code

