Collaboration, not just co-location
ThoughtWorks and agile
Manifesto for Agile Software Development

We are uncovering better ways of developing software by doing it and helping others do it. Through this work we have come to value:

Individuals and interactions over processes and tools
Working software over comprehensive documentation
Customer collaboration over contract negotiation
Responding to change over following a plan

That is, while there is value in the items on the right, we value the items on the left more.

http://www.agilemanifesto.org/
The most efficient and effective method of conveying information to and within a development team is face-to-face conversation.

http://www.agilemanifesto.org/principles.html
An exercise
Activity: Part 1

Requirement gathering:

www.online-stopwatch.com

00:01:00

Drawing:

www.online-stopwatch.com

00:01:00

@a_bangser

#NTD2016
Activity: Part 2

Requirements and drawing:

www.online-stopwatch.com

00:01:30

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Debrief

What was different in the outputs?
How did you feel different?
Did you view your teammate differently?
A framework to understand learning curves
A framework to understand learning curves

Strict Rituals

Shu (following)
Ha (breaking away)
Ri (mastery)
A framework to understand learning curves

- Strict Rituals
- Variation within guidelines

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A framework to understand learning curves

- Shu (following)
- Ha (breaking away)
- Ri (mastery)

- Strict Rituals
- Variation within guidelines
- Fluid execution
Provide open workspace

What we thought we did

What our clients thought we did

https://i.ytimg.com/vi/nZDnI602TUM/hqdefault.jpg

https://c1.staticflickr.com/9/8722/16859473035_9624fd8882_b.jpg
Co-locate all roles

What we thought we did

What our clients thought we did

https://static.pexels.com/photos/7097/people-coffee-tea-meeting.jpg

https://upload.wikimedia.org/wikipedia/commons/b/bd/India_crowded_train.jpg
Initial team reactions to co-location

**Physical**
- Putting up barriers around desk area
- Finger pointing/blaming
- Wearing headphones

**Emotional**
- Crowded
- Being watched
- Unproductive
- Devalued
Engage in verbal communication
Core working hours
Create equal space for people
Improved team reactions to co-location

**Physical**
- Creating space for visitors
- White-boarding ideas
- Walking to other offices for discussions

**Emotional**
- Supported
- Listened to
- Curious
Retrospectives
Encourage retrospective participation

What we thought we did

What our clients thought we did

https://farm4.staticflickr.com/3884/14485059353_c55eb97812_o_d.jpg

http://cdn.quotesgram.com/small/8/14/786266091-696286edd8f5f9d97f0c5e3fe3c388c4.jpg
Reflect on our past

What we thought we did

What our clients thought we did

https://farm3.staticflickr.com/2818/9542930433_57e0a0444e_o_d.jpg

“To address this mistake we need to utilise our thorough system of root cause analysis. I will begin, if I may, by pointing out that it’s not my fault.”
Engrained team reactions to retrospectives

Physical

- Showing up late
- Not writing many (or any) post-its
- Canceling
- Arms crossed
- Quiet

Emotional

- Placated
- Being evaluated
- Defensive
- Bored

https://upload.wikimedia.org/wikipedia/en/thumb/7/77/Facepalm_silhouette.svg/1122px-Facepalm_silhouette.svg.png
Retrospective Prime Directive

Regardless of what we discover, we understand and truly believe that everyone did the best job they could, given what they knew at the time, their skills and abilities, the resources available, and the situation at hand.
Tailored retrospective style
Neutral facilitator
## Improved team reactions to retrospectives

<table>
<thead>
<tr>
<th>Physical</th>
<th>Emotional</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Sharing ideas during the retro</td>
<td>• Innovative</td>
</tr>
<tr>
<td>• Referencing the retrospective</td>
<td>• Collaborative</td>
</tr>
<tr>
<td>• Volunteering for action items</td>
<td>• Safe</td>
</tr>
<tr>
<td></td>
<td>• Productive</td>
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</tbody>
</table>

[Image source](http://www.publicdomainpictures.net/view-image.php?image=74353&picture=silhouette-women-profile)
You can only control you...and maybe your closest peers
Find the triggers that mean your team is no longer iterating
SMART* is not limited to personal goals

*SMART is specific, measurable, achievable, relevant, and time-bound
Why would/wouldn’t you suggest this talk to a co-worker?

What is one thing you plan to do when they get back to your office?

What questions do you have?
Thank you!

@a_bangser
abangser@thoughtworks.com
abbybangser

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