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Give your retrospective a chance
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Who am I? Someone...

... working in telecom industry for 15 years

... starting to be interested in Agile for 5 years

... being internal Agile coach for 1.5 year

SCRUM framework teaches us that...

...in a retrospective the team examines the way they work, analyzes and identifies ways to improve their process.

*“A bad system will **DEFEAT** a good person”.*

“94% of all failure is a result of the system... not people “.

W. Edwards Deming



The team answers to:

- 1. What did we do well ?*
- 2. What didn't we do so well?*
- 3. What do we want to improve?*



Retrospective Prime Directive:

“Regardless of what we discover , we must understand and truly believe that everyone did the best job he or she could, given what was known at the time, his or her skills and abilities, the resources available, and the situation at hand.”

Norm Keth





Feelings...

... Bored, doing always same thing

... Too long

... Useless

Why?

Lack of...

...focus

...participation

...genuine insights

...buy-in

...follow through

Try the retrospective framework

Get ready

Set the stage

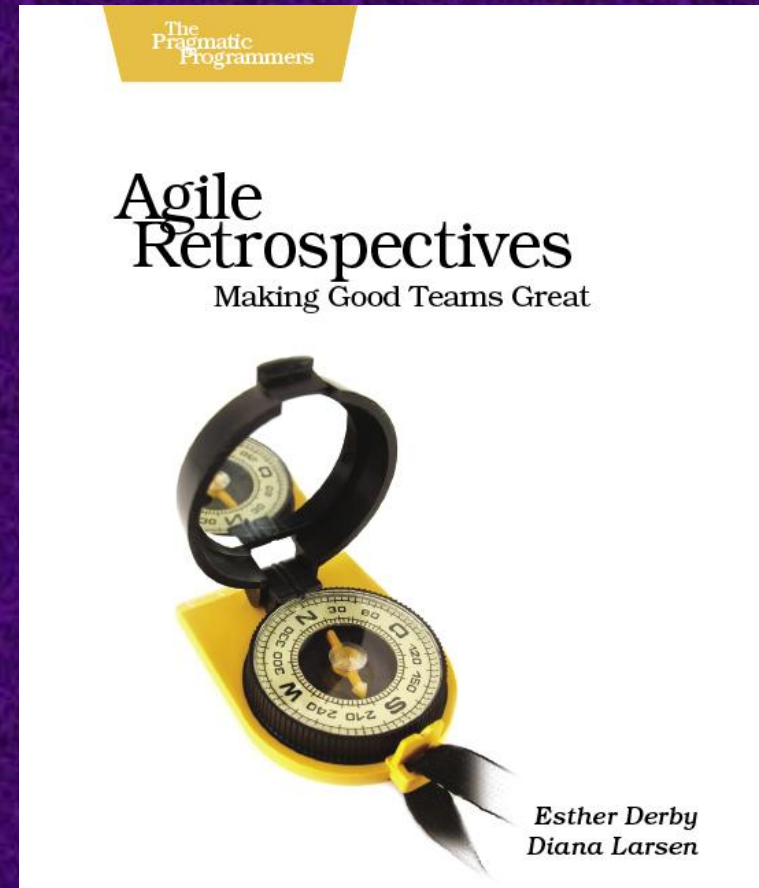
Gather data

Generate insights

Decide what to do

Close the retrospective

Ester Derby, Diana Larsen



Get ready

State an affirmative goal for the retrospective. It shouldn't be choose randomly, but as part of a general goal for team improvement.

- *In this session we'll find ways to amplify our strengths in process*
- *During this retrospective we'll find our common values as a team*

Identify what data will help the team sort through that issue.

- *different metrics*
- *existing impediment list*
- *feedback*
- *result of actions from previous retrospective*



Set the stage

Share the plan for the meeting- location , duration.

- *Be flexible on location*
- *Duration depends on iteration length, topic, size of the team, level of conflict and facilitator's experience*

Check engagement – ESVP

Gather data

- *Facts are important, not opinions*
- *Each retrospective is unique – be as creative as you can*
- *Review available data*
- *Timeline, Mad Sad Glad, Team Radar*



Use metaphors

- *Sport (eg, soccer)*
- *Recipe*
- *River*
- *Trees*



Alternate retrospective types

Use metaphors

Get ready

Change the environment

Read & learn

You are allowed to be creative



Retrospective is about....

... learning from experience

...improving the process

...communication between team members

Is the key to turn a good team into a great one

Thank you !

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