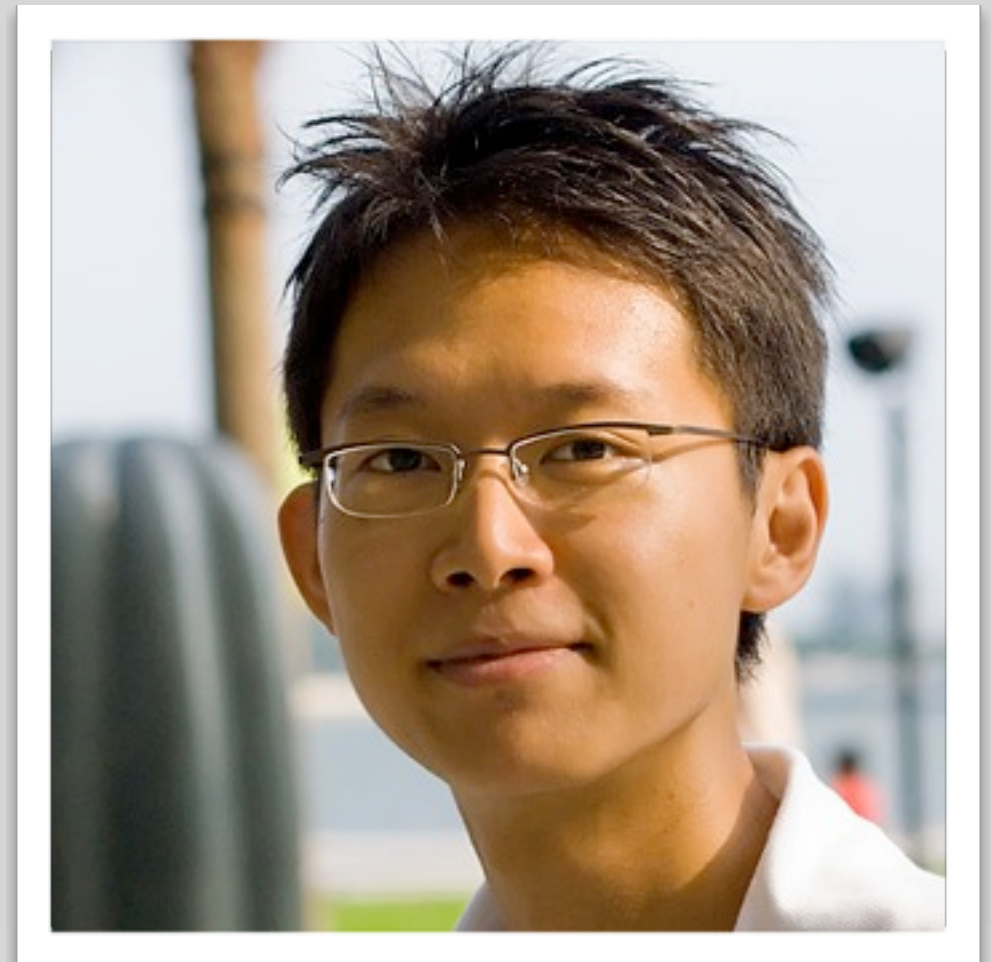# Competing with Change with Five Core Concepts

Who am I?

- Name: Steven Mak
- Agile Coach at Odd-e
- Lives in Hong Kong
- Agile, TDD Coaching
- I love coding - Java, C/C++, PHP, Perl, and some weird ones
- I speak English, Cantonese, and Mandarin

Who am I?

- Name: Stanly Lau
- Originate & lives in Singapore
- Works for Odd-e
- Agile coach, SW developer
- Insurance, Mobile Safety & Education
- Java, .Net

5 Core Concepts

Perfection Vision

Create the organizational ability
to respond to changes by being able to
to deliver or change direction
at any time
without additional cost

1. **Team** Teams

- Shared work product
- Interdependent work
- Shared responsibility
- Set of working agreements
- Responsibility for managing the outside-team relationships
- Distributed leadership

Shared Responsibility

7

2. Self-managing Teams

- The team together has the authority to:
    - Design, plan, and execute their task
    - Monitor and manage their progress
    - Monitor and manage their process

8

Empowerment

Authority Matrix

	Manager-led teams	Self-Managing teams	Self-Designing teams	Self-Governing teams
Setting overall direction				■
Designing the team and its organizational context	Management Responsibility		■	■
Monitoring and managing work process and progress		Team's Own Responsibility		
Executing the team task	■	■	■	■

Sunday, October 23, 11

3. Cross-functional Teams

- All skills needed to build the product
- Balancing specialization with generalization
- Close cross-functional collaboration

Multi-learning

12

4. Short Iterative Full-Cycle Feedback

- Feedback
  - For improving product
  - For improving ways of working
- Iterative - repeating same activities
- Full-cycle - not phased
- Short - typically 2 weeks

Thanks to Jeff Patton

Inspect-adapt

14

5. Lowering Cost of Change

- Make responding to change economical
- Common strategies:
    - Lower work in progress
    - Remove duplication
    - Lowering complexity
    - Automation

Improvement

Resources

Training

18

Articles

- Scrum Primer:
  - http://www.scrumprimer.org

- Lean Primer:
  - http://www.leanprimer.com
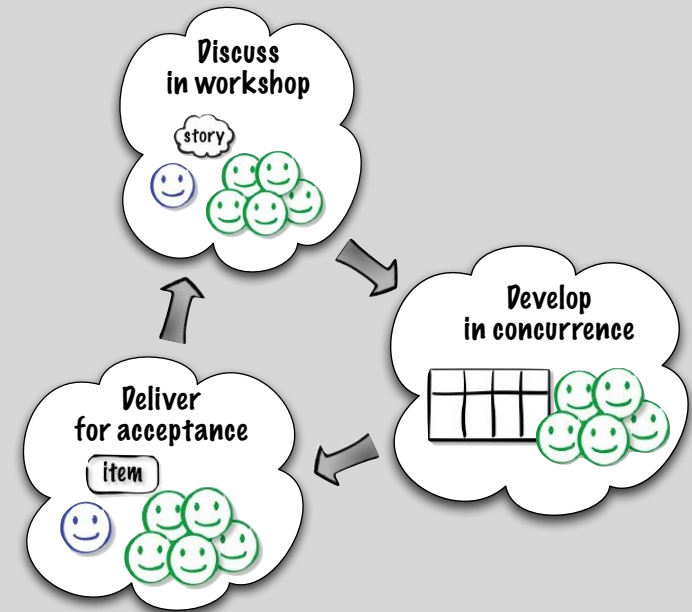
- Feature Teams Primer:
  - http://www.featureteams.org/

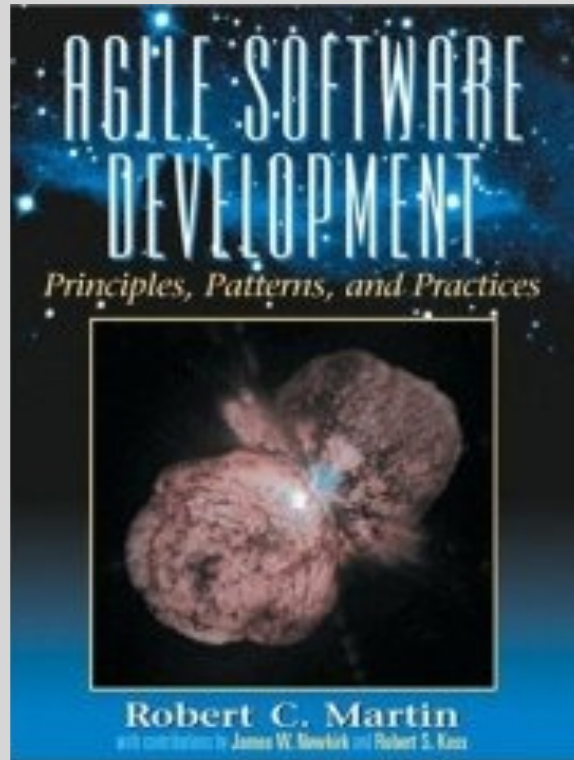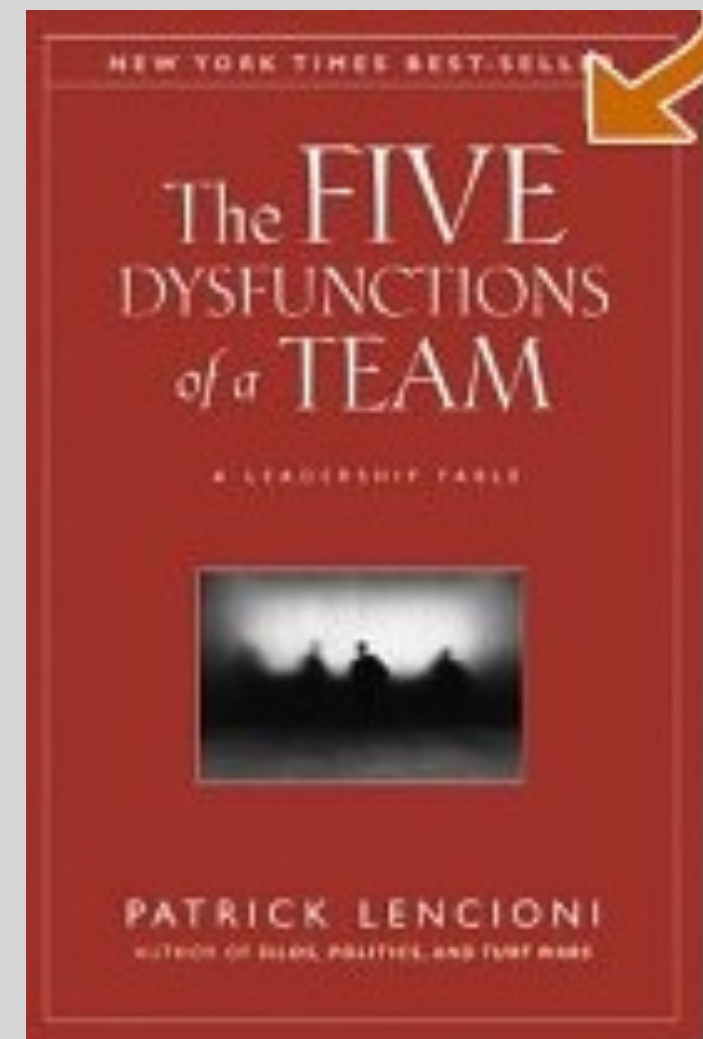- Acceptance Test-Driven Development with Robot Framework
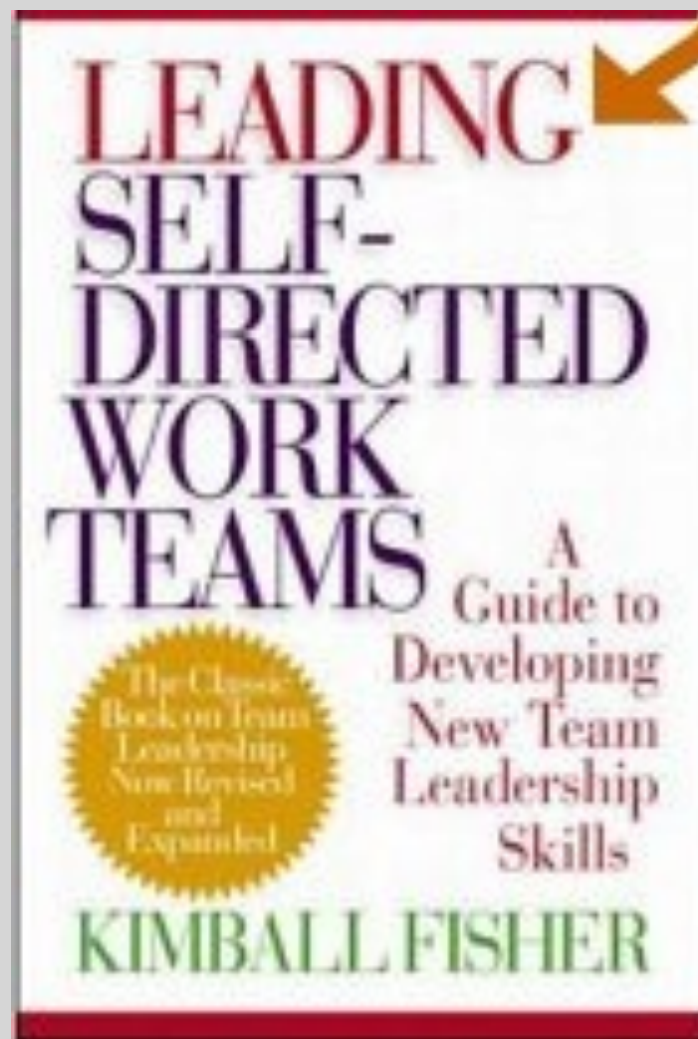 - http://www.a-tdd.org

Books - Agile
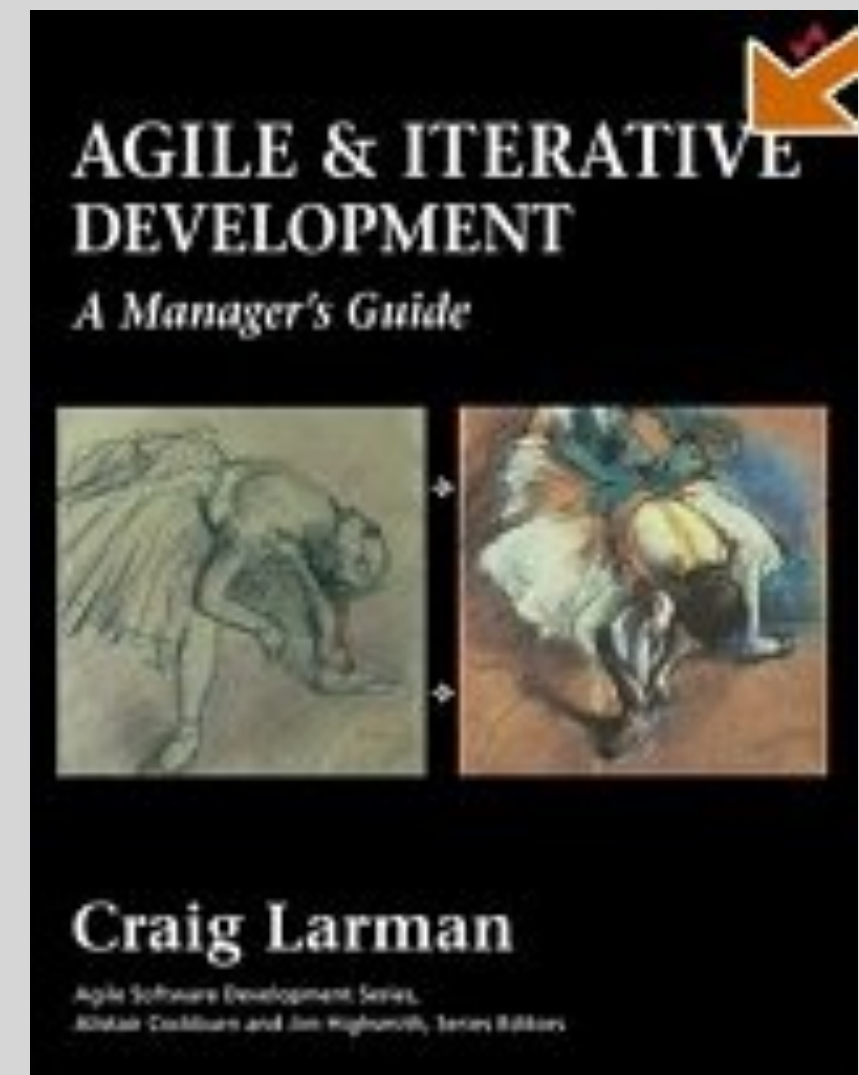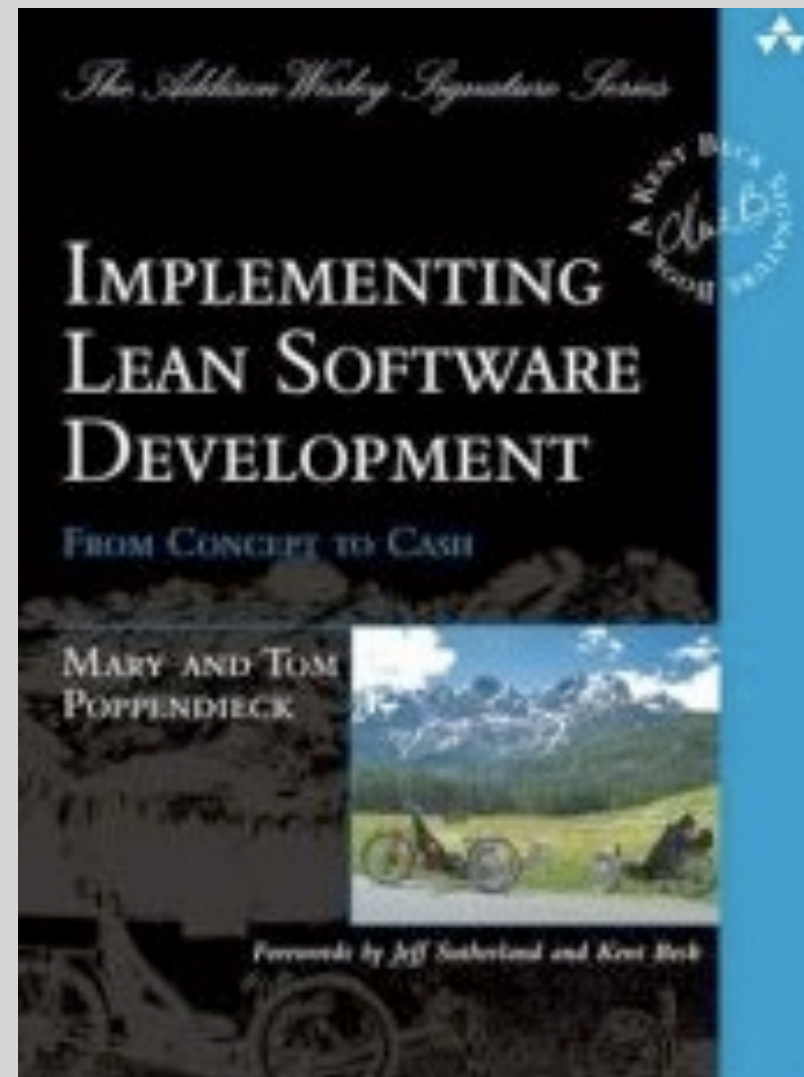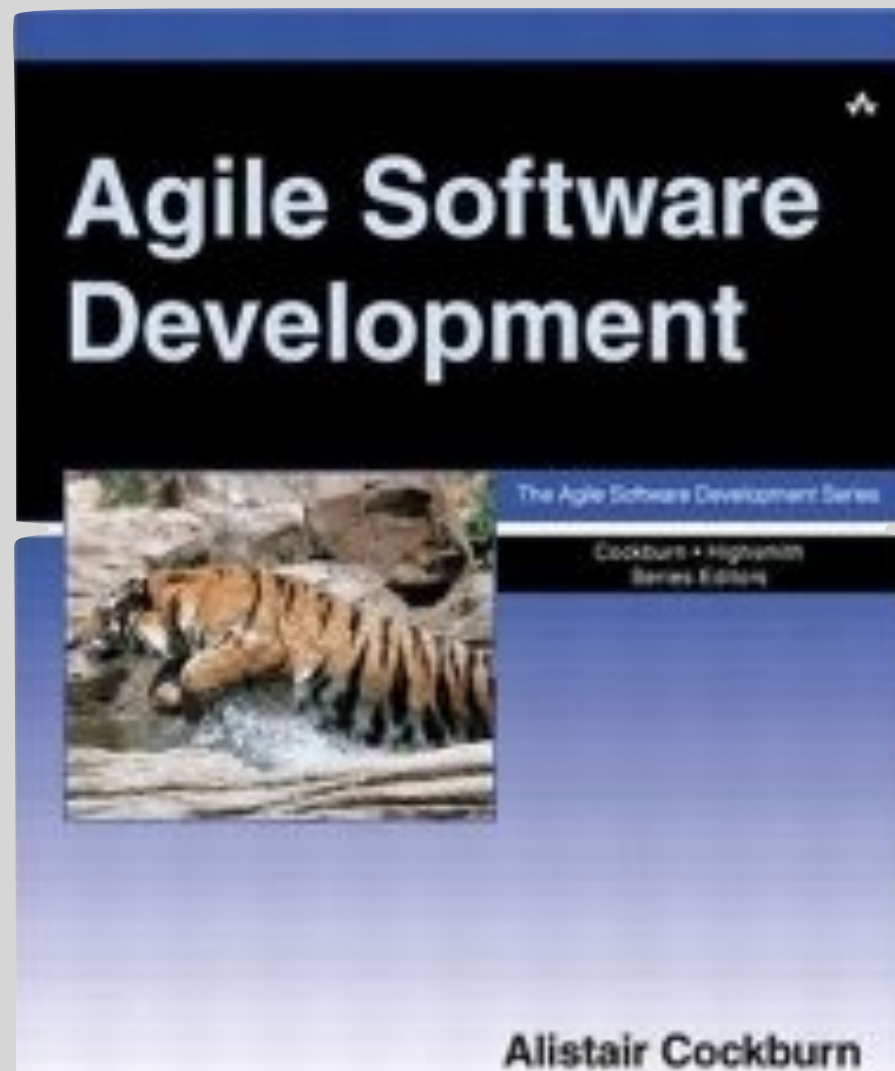
Books - Scrum
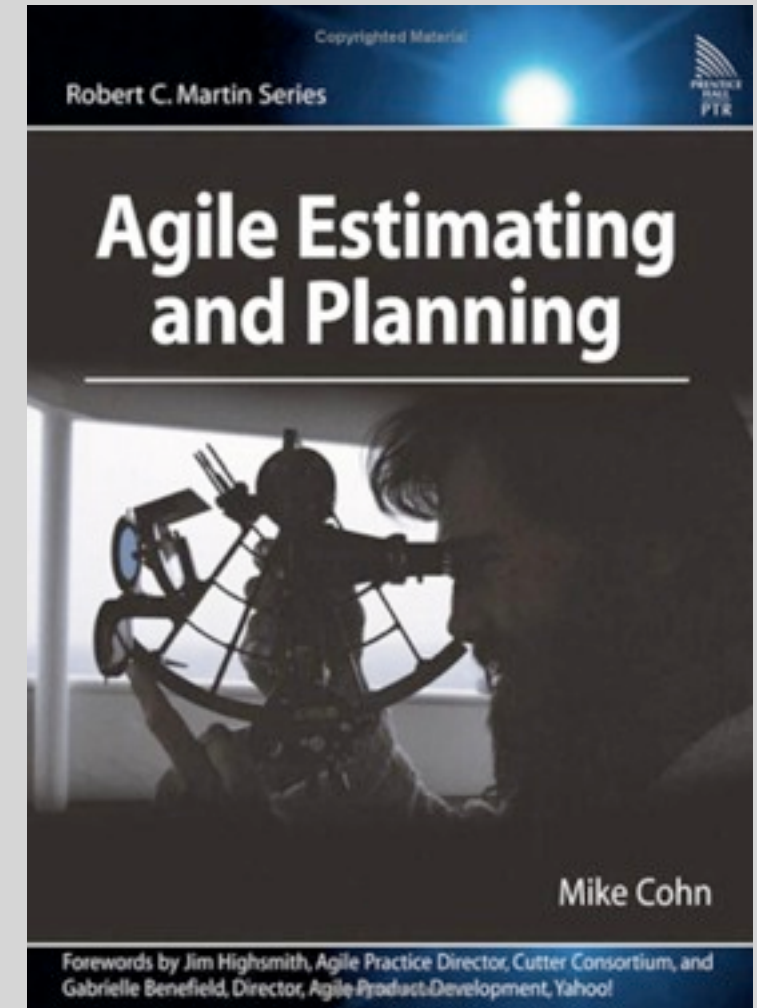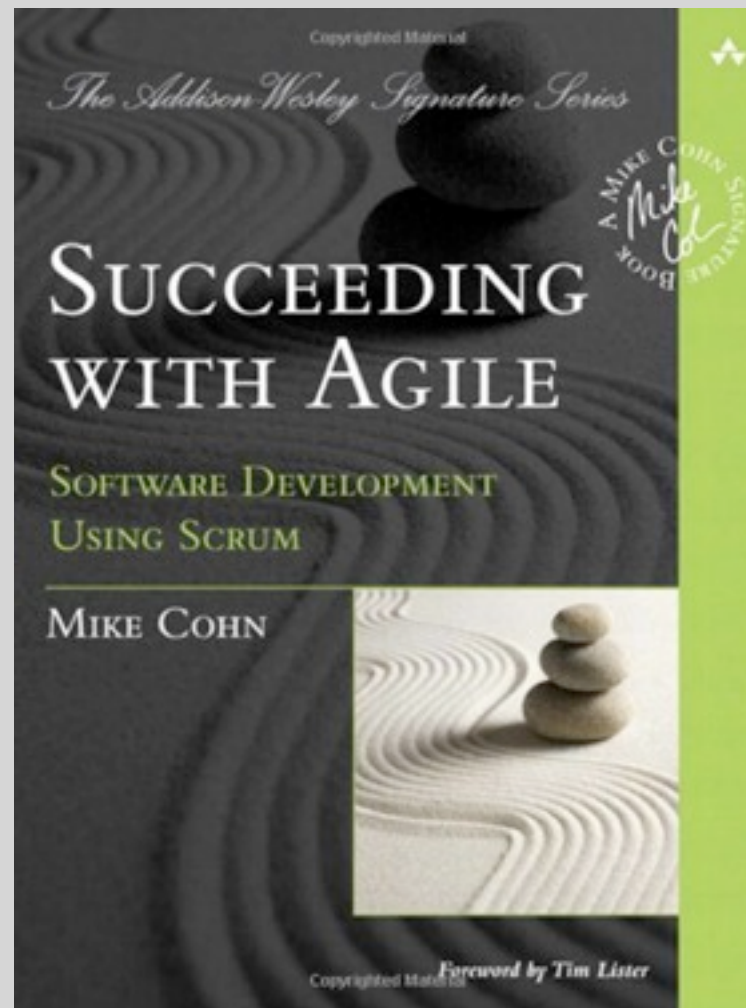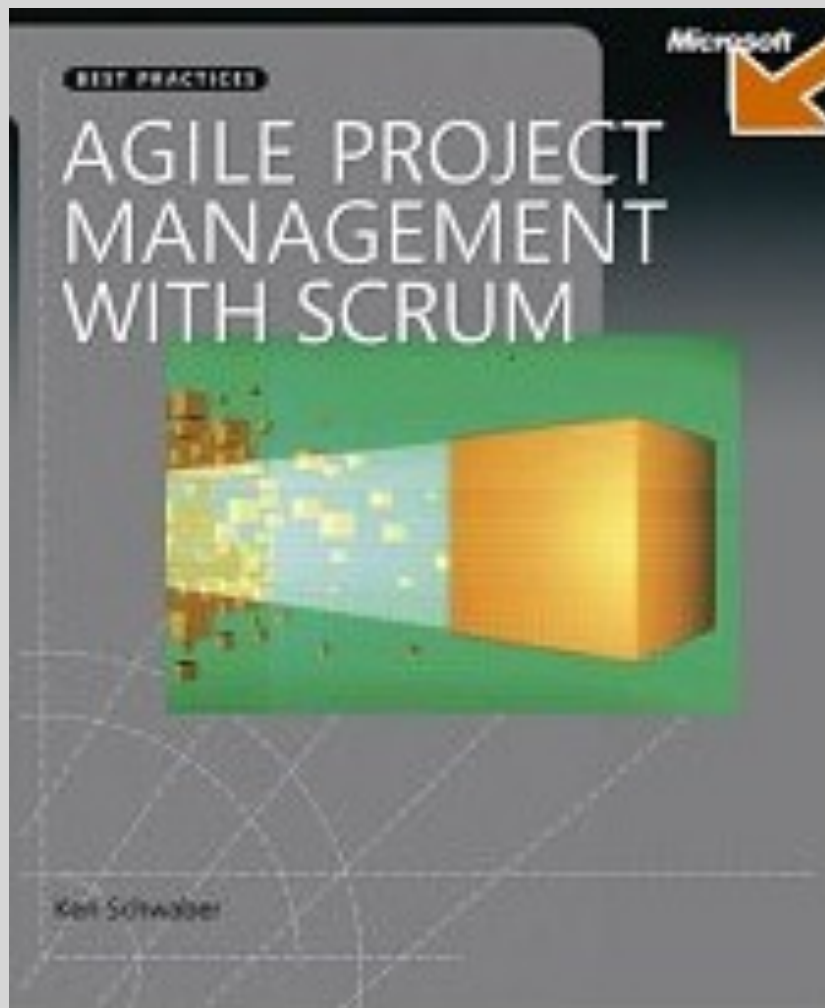
Books - Technical Practices

22
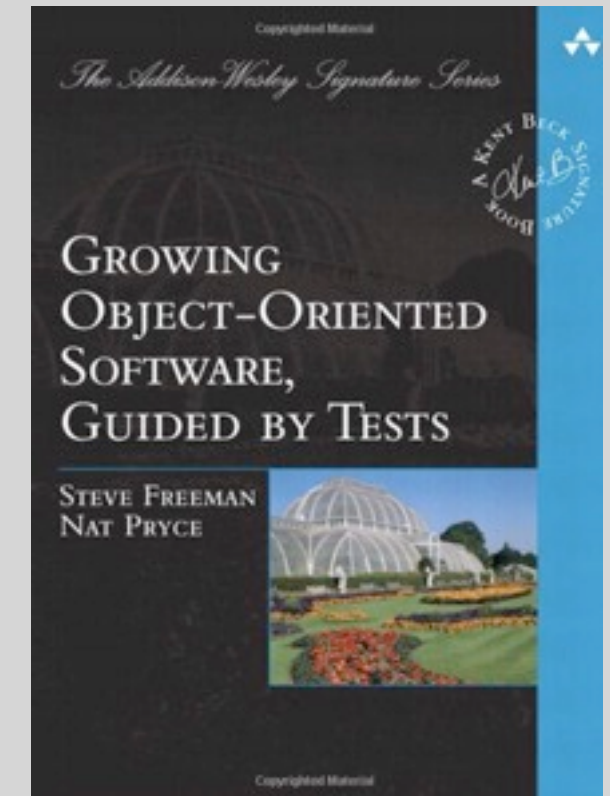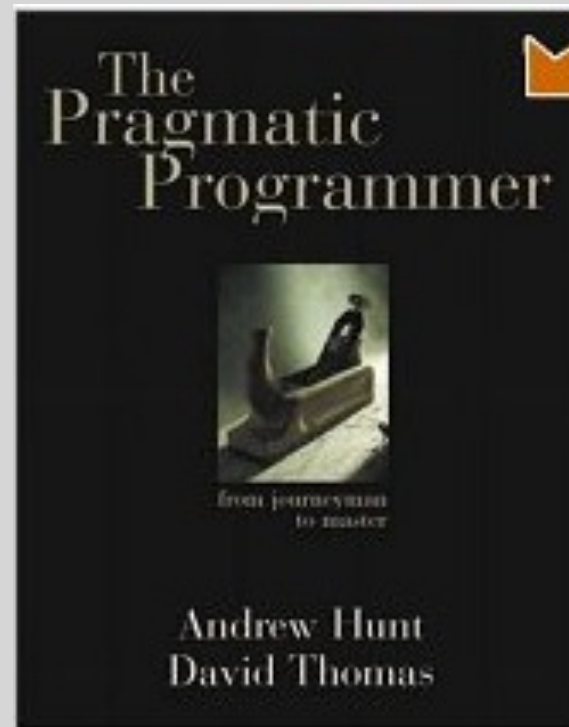
Books - Teams

Books - Scaling

Scaling Lean & Agile Development

Thinking and Organizational Tools for Large-Scale Scrum

Craig Larman
Bas Vodde

Practices for Scaling Lean & Agile Development

Large, Multisite, and Offshore Products with Large-Scale Scrum

Craig Larman
Bas Vodde
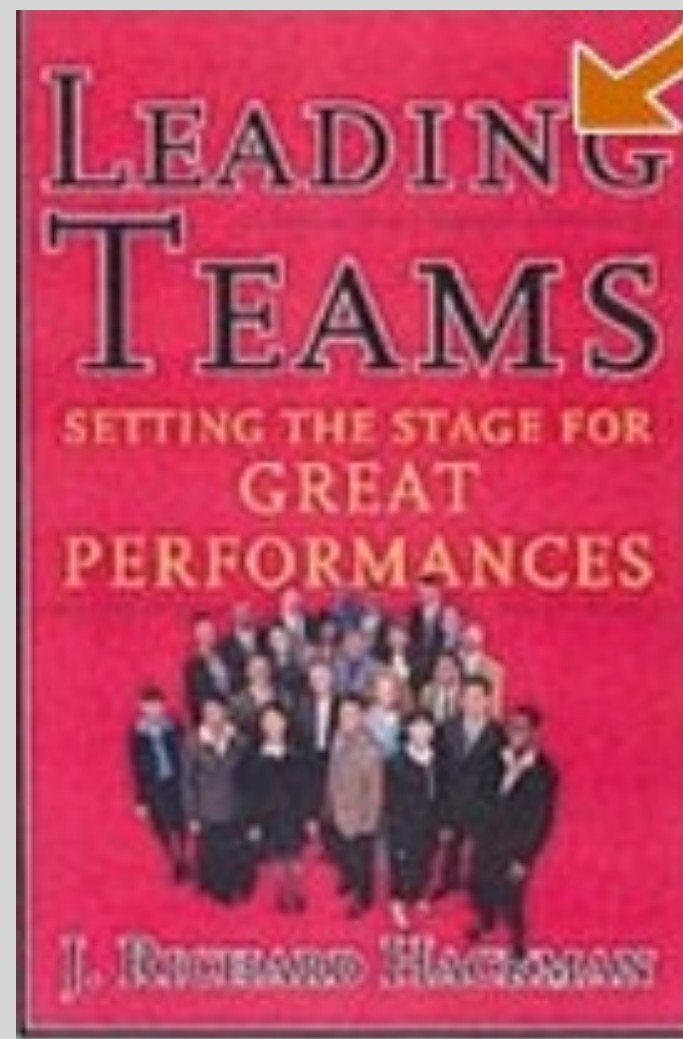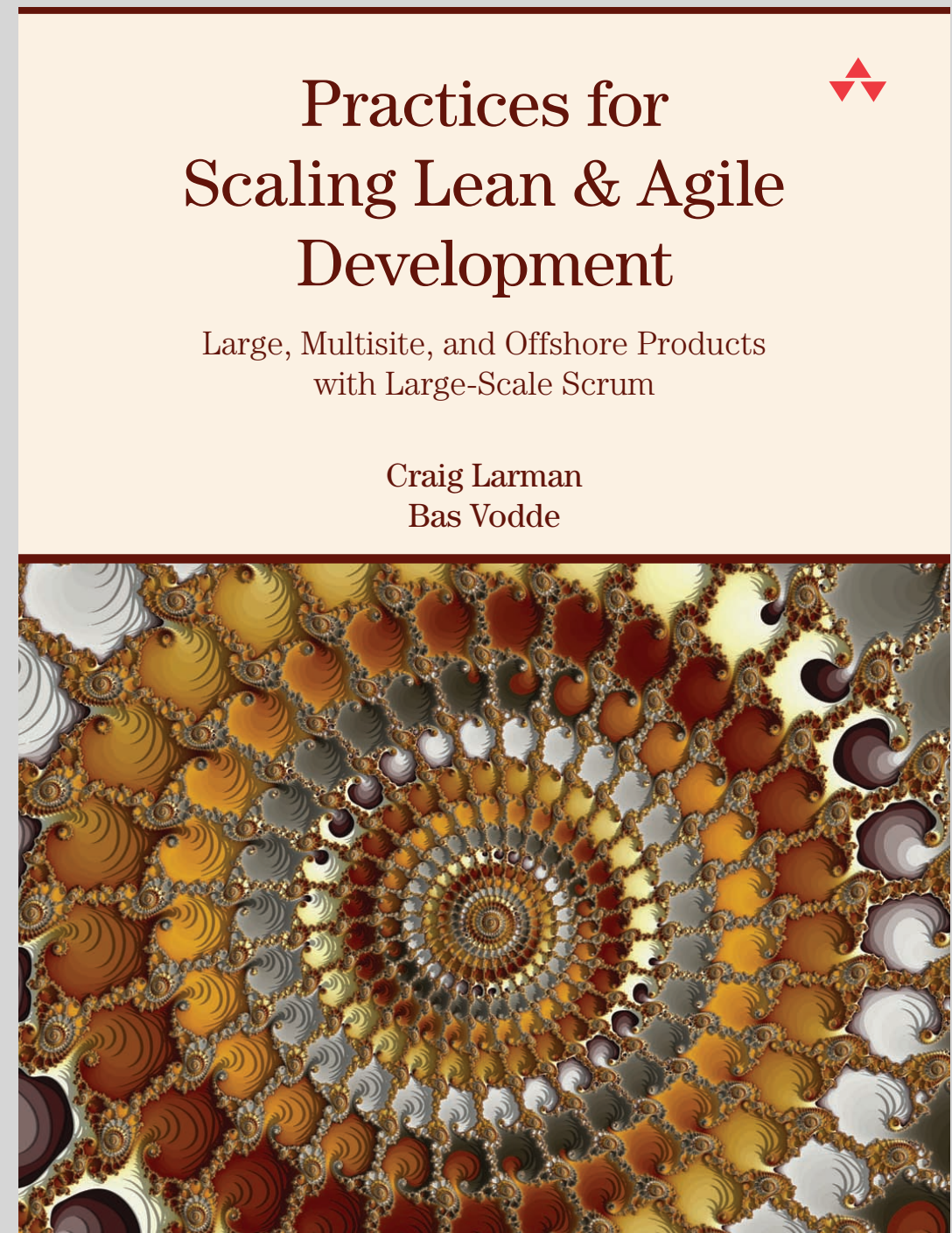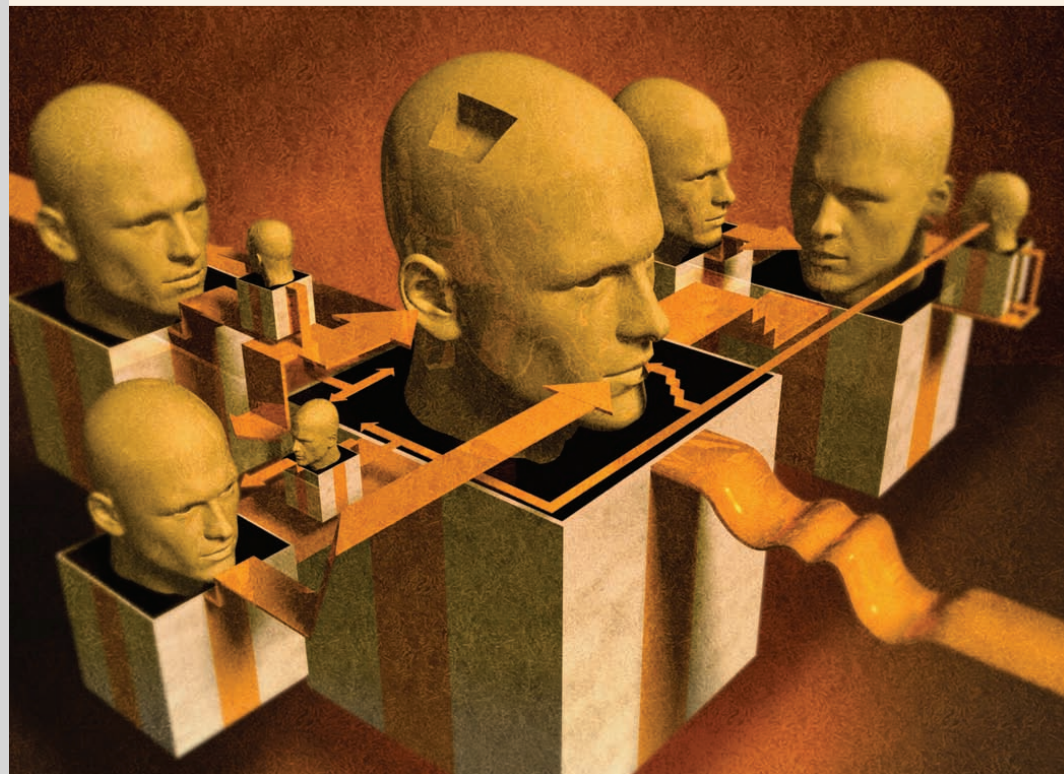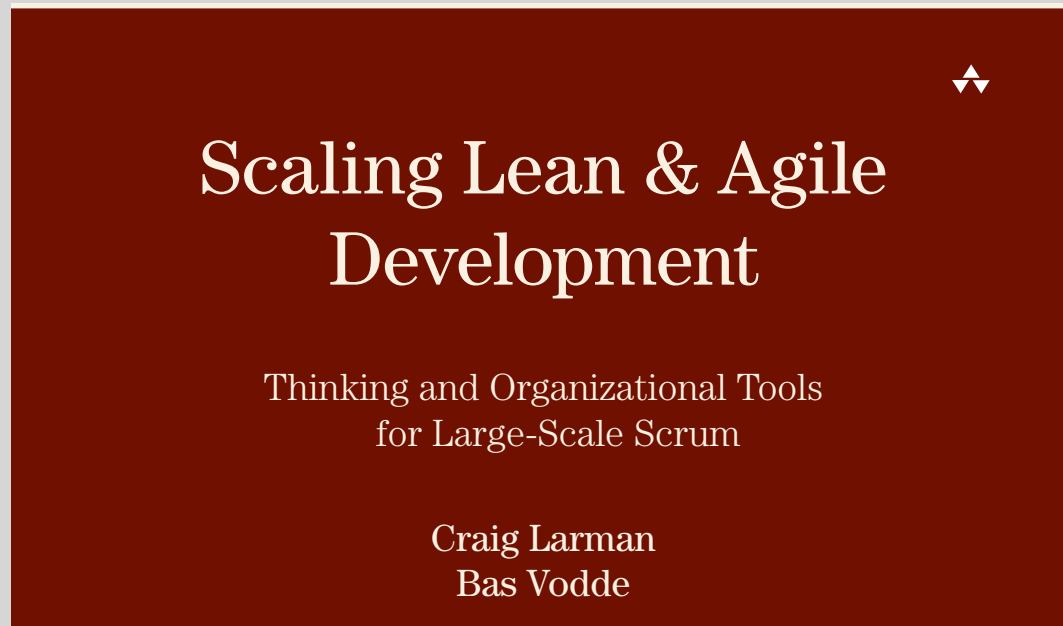
Thank you

steven@odd-e.com

stanly@odd-e.com