



| CONFESSIONS |
of a New ScrumMaster

Scrum Gathering 2013 – 5/7/13 #sglas
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Scrum Implementation Excitement



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Scrum Implementation Woes



1. Start slowly

- ▶ Training
- ▶ Positive reinforcement
- ▶ Implement in pieces
- ▶ Build trust
- ▶ Address team concerns
- ▶ Try different approaches



2. Be patient

- ▶ Slow self-organization
- ▶ Infrequently updating tools
- ▶ Longer stand-ups & format straying
- ▶ Old practices being retained



3. Stick to Scrum

- ▶ Protect the team
- ▶ Understand the need to deviate



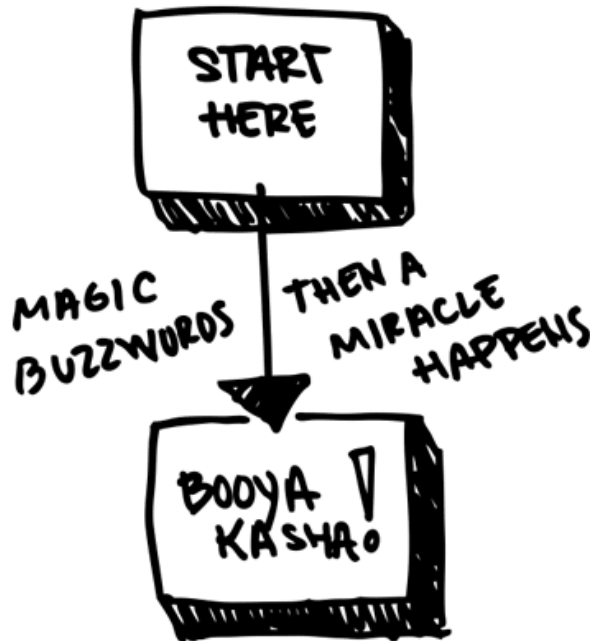
4. Ask, “Why?”

- ▶ Challenge the process
- ▶ Keep asking to find the underlying issue



5. Explain

- ▶ ASK the team
- ▶ Explain why you're asking
- ▶ Understanding, empowerment, purpose



6. Empower the team and yourself

- ▶ First step to self organization
- ▶ Facilitate - don't control
- ▶ Don't provide all the answers



7. Ask for help

- ▶ Ask the team for help
- ▶ Escalate issues when necessary
- ▶ Don't wait too long



8. Ask for and give feedback

- ▶ Don't save for retrospective
- ▶ Constructive not critical
- ▶ Welcome feedback



9. Trust the team



10. Get comfortable being uncomfortable

- ▶ It will not be perfect right away
- ▶ Many unknowns
- ▶ Saying “No”
- ▶ Lack of control

**DISCOMFORT
ZONE**



Thank you!

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▶ Questions?

