



| CONFESSIONS |
of a New ScrumMaster

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#AgileDC

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**THOMSON
REUTERS**

Scrum Implementation Excitement



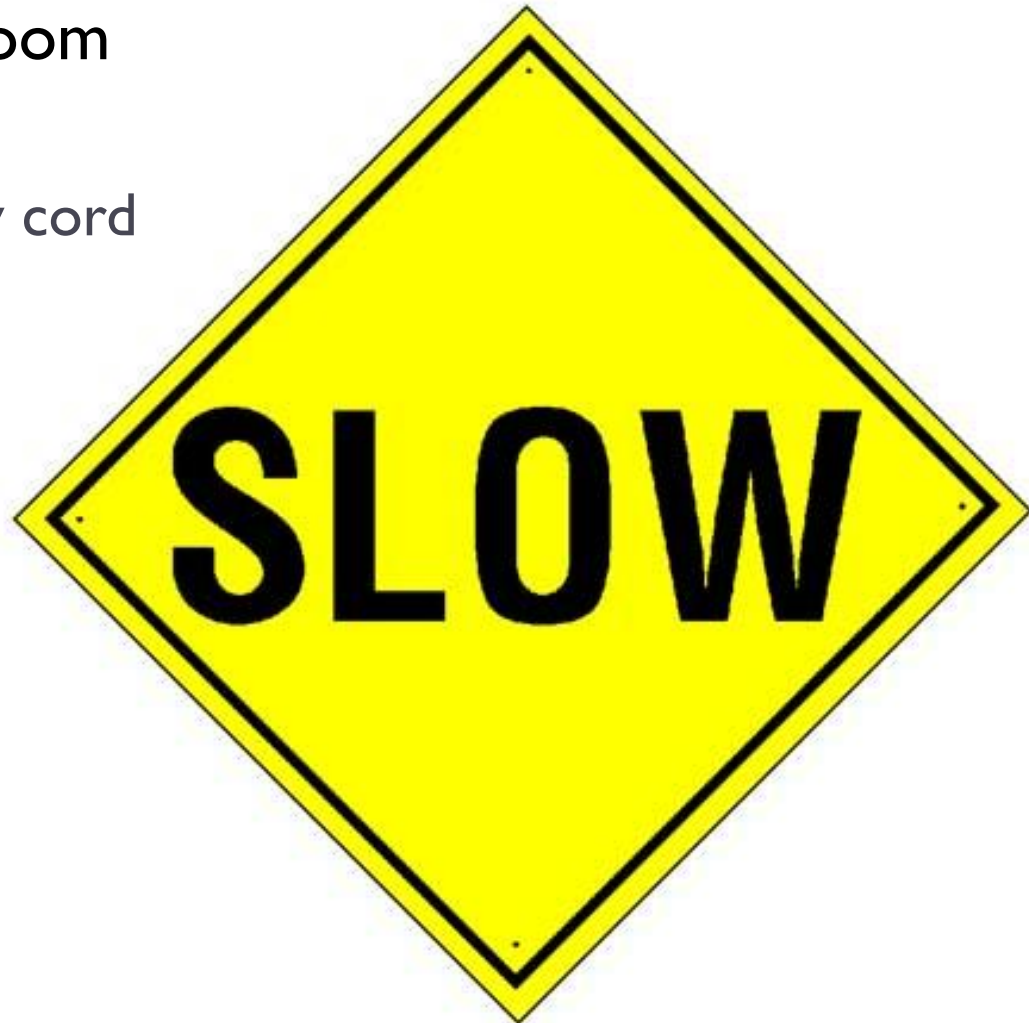
Scrum Implementation Woes



1. Start slowly

- ▶ The battle of the Agile room
 - ▶ Video conference
 - ▶ Laptop is dying, forgot my cord
 - ▶ Chairs suck
 - ▶ Agile room setup

- ▶ Slow transition process
- ▶ Be the example to follow



2. Be patient

- ▶ **What does self-organization look like?**
 - ▶ Stand-up? More like sit back...
 - ▶ Agile books, materials
 - ▶ Problem solving around the white board



4. Ask, “Why?”

- ▶ Timeboxing doesn't work
 - ▶ “Creative” work
 - ▶ Bottlenecks
 - ▶ Feedback/Reviews
 - ▶ External pressure...



5. Explain why

- ▶ “Creativity” vs. Timeboxing
 - ▶ Initial problem
 - ▶ Makes sense
 - ▶ Benefits



6. Empower the team and yourself

- ▶ Stand up practices
 - ▶ Bite my tongue
 - ▶ Watched from afar
 - ▶ Bite tongue again
 - ▶ Don't always be the hero or the expert



7. Ask for help

- ▶ **Being Vulnerable**
 - ▶ Don't have all the answers
 - ▶ Hierarchy gets in the way
 - ▶ Pick your battles



8. Ask for and give feedback

- ▶ **Staying true**
 - ▶ Adjust style accordingly when necessary
 - ▶ Try not to take it personally
 - ▶ Don't get defensive
 - ▶ Determine how far you can deviate



9. Trust the team

- ▶ **The Super ScrumMaster**
 - ▶ Meetings, demos etc...
 - ▶ Multiple teams
 - ▶ Can't be everything to everyone
 - ▶ Does it always work?



10. Get comfortable being uncomfortable

- ▶ You're outta here!
 - ▶ Protect the team
 - ▶ Put yourself out there
 - ▶ Be firm, candid and respectful



Thank you!

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▶ Questions?

