Agile Practices Webinar

## Building a Community of Continual Learning – Hire Right

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Things to Know…

- All participants will be on mute

- Questions are welcome

- Use the question box to ask questions

- Training session is valid for 1 PDU

- Must be in attendance for full session

- PDU certificate sent by the end of today

- Recording and slides will be sent within 24 hours

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Moderator
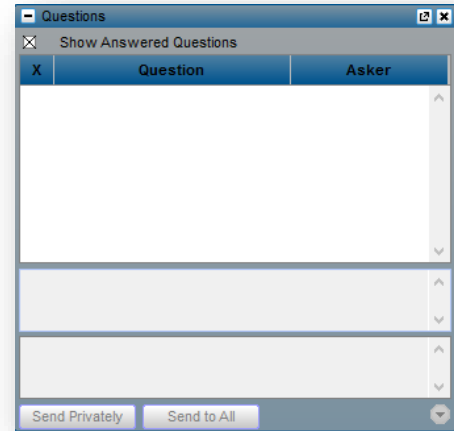
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Presenter

Dave Cornelius, DM, MBA, PMP, PMI-ACP, CSP, SPC

IT and Business Professional

Founder of 5 Saturdays Education Outreach Program

Author and Speaker

Agile Coach and Trainer

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"Believe we can make a difference."

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Echoes 16-June-2016

- *Juan C. (Bogota)*: What is the best practices to present results (good or bad) with the sponsors? How many times in the month?

- *Dr. Dave Response*: I would recommend once a month or schedule a semi-quarter meeting to demonstrate the value your team created for customers and the organization.

- *Patrick F. (California)*: My current understanding of Agile approaches is that co-location of team members is important. How about dedicated team members? Or, is it important that the team members are 100% dedicated to a single project?

- *Dr. Dave Response*: Dedicated team members is best whether agile or traditional projects are being executed. Rotate team members every six months to ensure that you are keeping them engaged.

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Echoes 16-June-2016

- *Caroline H. W. (USA)*: The approach is very good. Does the speaker have business case that confirms that the training is cost effective?

- *Dr. Dave Response*: There are many business cases that training is cost effective. Visit the www.SclaedAgileFramework.com website for references. Also, this is one of the few trainings that you will put into practice immediately, if done at work.

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Topics

- The community of continual learning

- Leadership Engagement

- Selecting, hiring and retaining the right people

- Holacracy Culture

Learning Objectives

At the conclusion of the presentation you will be able to:

- – The community of continual learning

- – Leadership Engagement

- – Selecting, hiring and retaining the right people

- – Holacracy Culture

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Employees Google Seek

▶ Emergent leaders

▶ Able to tackle difficult problems

▶ Owners not employees

▶ Cognitive ability

▶ Analytical skills

Leadership Engagement

▶ Fosters a supportive and psychologically safe environment

▶ Entertains alternative points of view

▶ Challenges thinking beyond the status quo

▶ Create an organization built for reliability and adaptability

Selecting, Hiring, Retaining People

- ► Culture fit

- ► Seek candidates with the ability to interact and communicate

- ► Curious and creative thinkers

- ► Character of trust and loyalty

"The only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do." – Steve Jobs

Holacracy Culture

- ▶ Autonomous work without micromanagement

- ▶ Roles defined around the work and not people

- ▶ Decisions made locally

- ▶ Transparent rules for everyone

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What are attributes of the right hire?

A) Culture fit

B) Good communications and collaboration skills

C) Curious and creative thinker

D) Trust worthy and loyal

E) All of the Above

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The Community of Continual Learning

- People skilled at creating, acquiring, and transferring knowledge

- A culture of open discussions and tolerance

- Teams sharing new ideas

- Holacracy – Self-managed teams

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What Should We Learn?

- Agile practices
    - Collaboration
    - Iterative delivery
- Customer patterns
    - Loyalty (Net Promoter Score)
- Organization culture
    - Strengths & weaknesses

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Why It Matters?

- ▶ Unpredictability is present daily

- ▶ Too many bench warmers and not enough active participants

- ▶ Global competition

- ▶ Engaged employees produce more value

Learning Strategy & Opportunities

▶ Aspiration – Ambition to learn new things

▶ Self-Awareness – Aware of gaps in knowledge and experience

▶ Curiosity – Relentless drive by asking I wonder?

▶ Vulnerability – Understand our weakness and incrementally improve

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Group Engagement #2

Engaged employees produce more value

to the organization.

▶ True

▶ False

Lunch-n-Learns

▶ A cost effective way to build a community of shared learning

▶ Set up a schedule

▶ Be creative and market topics

▶ Have tangible take-aways for attendees

▶ Be interactive and have fun

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Open Space Sessions

▶ Topics defined by the learning participants

▶ People select topics and groups to contribute

  ▶ The law of two feet

  ▶ Follow your passion

▶ Explore different groups for topic of interest

▶ Butterfly

  ▶ Take time to reflect and share in water cooler conversations

▶ Bumblebee

  ▶ Cross pollinate from group to group

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Get out of the Building

- ▶ Attend local, regional, and national conferences

- ▶ Join a meet-up group

- ▶ Become a member of a professional development organization

- ▶ Write white papers and blog

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Retrospectives

▶ Collaborate and discover about the past

▶ Reflect on what went well, what to stop doing, what to improve

▶ Define steps to improve in the present and future

▶ Prioritize and select the top 1 to 3 improvement opportunities

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Science Fair

▶ A creative way for teams to demonstrate innovation

▶ Invite cross-functional participation in the organization

▶ Develop collaborative and team building experiences

▶ Tangible outcomes that can be used for future projects or products

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Group Engagement #3

Which of the following does not produce

collaborative learning?

▶ A) Lunch-n-Learns

▶ B) Open Space Sessions

▶ C) Sit at my desk and watch YouTube

▶ D) Retrospectives

▶ E) Science Fair

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Evaluate the Learning

▶ Clearly state learning objectives for each program

▶ Request a journal of learning experiences

▶ Have learning participants define learning objectives and measures

▶ Use surveys and retrospectives to get feedback

▶ Discover the affect on the organization's innovation and problem solving ability

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Sustain Learning

▶ Make learning an event and experience

▶ Create real world challenges that is contextual

▶ Encourage participation by everyone

▶ Build team and individual competitions

▶ Recognize winners and encourage

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Group Engagement #4

Why is it important to evaluate and sustain

learning experiences?

▶ A) Build consensus

▶ B) Discover the affect on the organization's innovation and problem
solving ability

▶ C) Discover if people are learning

▶ D) Promote self-organization

▶ E) Discern when to stop learning programs

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Summary

- Select, hire, and retain employees that are:
  - Curious and creative thinkers
  - Problem solvers
  - Character of trust and loyalty
- Develop a multi-faceted learning culture that:
  - Supports self-organization
  - Empower leaders to emerge
- Evaluate the learning outcomes
- Sustain the learning opportunities

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Q&A

Is there anything that was presented that I can clarify?

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- TRAINING
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