



Long Distance Relationships

Teambuilding when your Agile team is not “all there”

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**WELCOME TO YOUR NEW
AGILE TEAM!**



Exercise: In one word - what is the biggest issue you experience with Distributed Teams?



Quick Intro





The first project was an Agile Utopia



**But...the next
project was**



-
- **72%** said that some of their team works remotely.
 - **65%** of distributed employees have not been through a team building exercise
 - **38%** of teams were far located in different countries
 - **28%** said all their entire team worked in the same office.

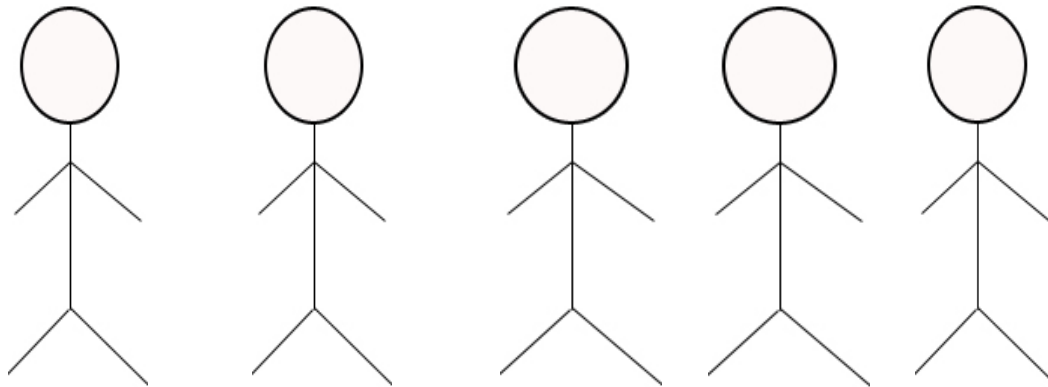




Yeah, but....



There is hope....with a few exceptions



**As a distributed team - Sometimes
you feel like this...**

Welcome to ACME!



- Your customer – Wil. E. Coyote has ordered a large machine in order to catch his nemesis – the Road Runner
- We have had some issues with shipping, quality, customer service in the past with this client
- The management has decided to implement Agile development and you have promised output in 2 weeks or one sprint
- Everyone on the team will be in a remote location after this kickoff

Exercise 10 minutes – Speed Drawing

- Self-organize into groups of 5-7 people around the walls
- draw a blank stick figure and ask a person in your group to tell you about three things that are important to them. Family, Hobbies, etc...
- Then change and have the other people ask questions
- Use the crayons and materials to add details and even a background
- You should have a “picture” of all of your team members
- Doesn't have to be a masterpiece
- Be prepared to share....

SELF-ORGANIZE!

What agilists say when they
don't want to tell you exactly
what to do

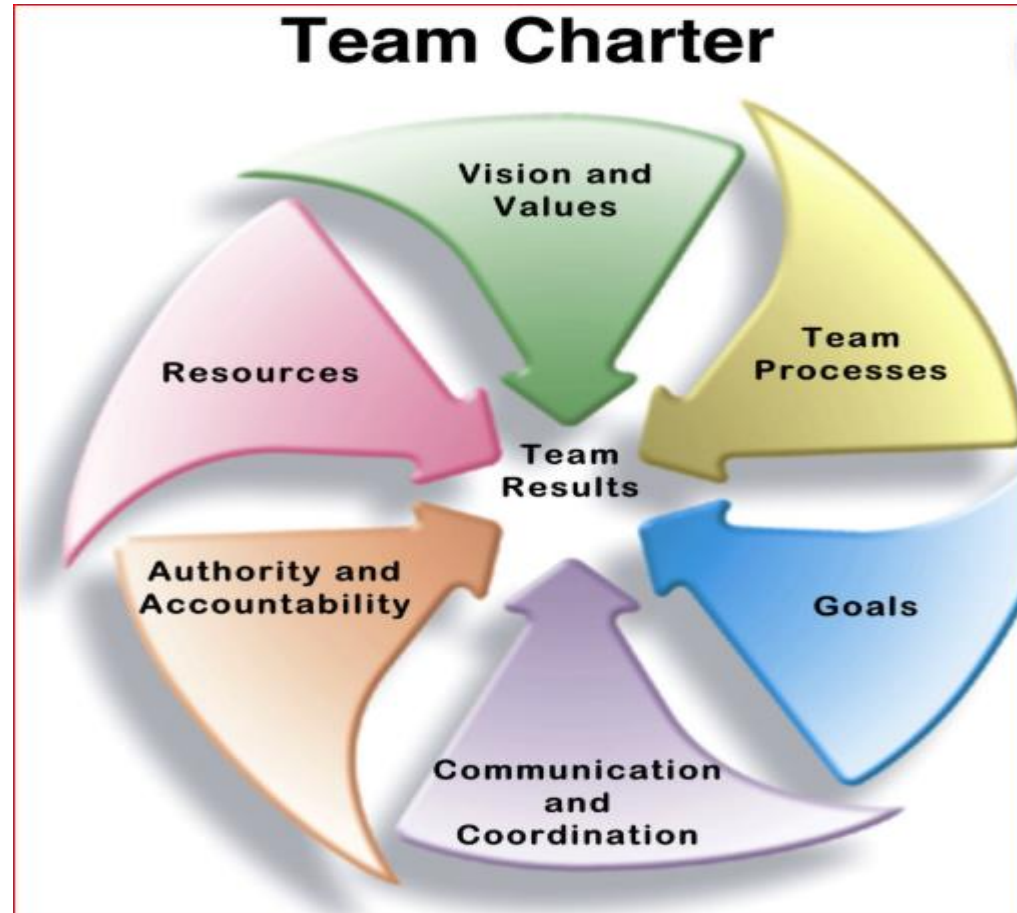
4 Focus areas for your teams

1. Set Expectations
2. Get Personal
3. Master Technology (including Video)
4. Make it fun



Assumptions are the Termites of Relationships

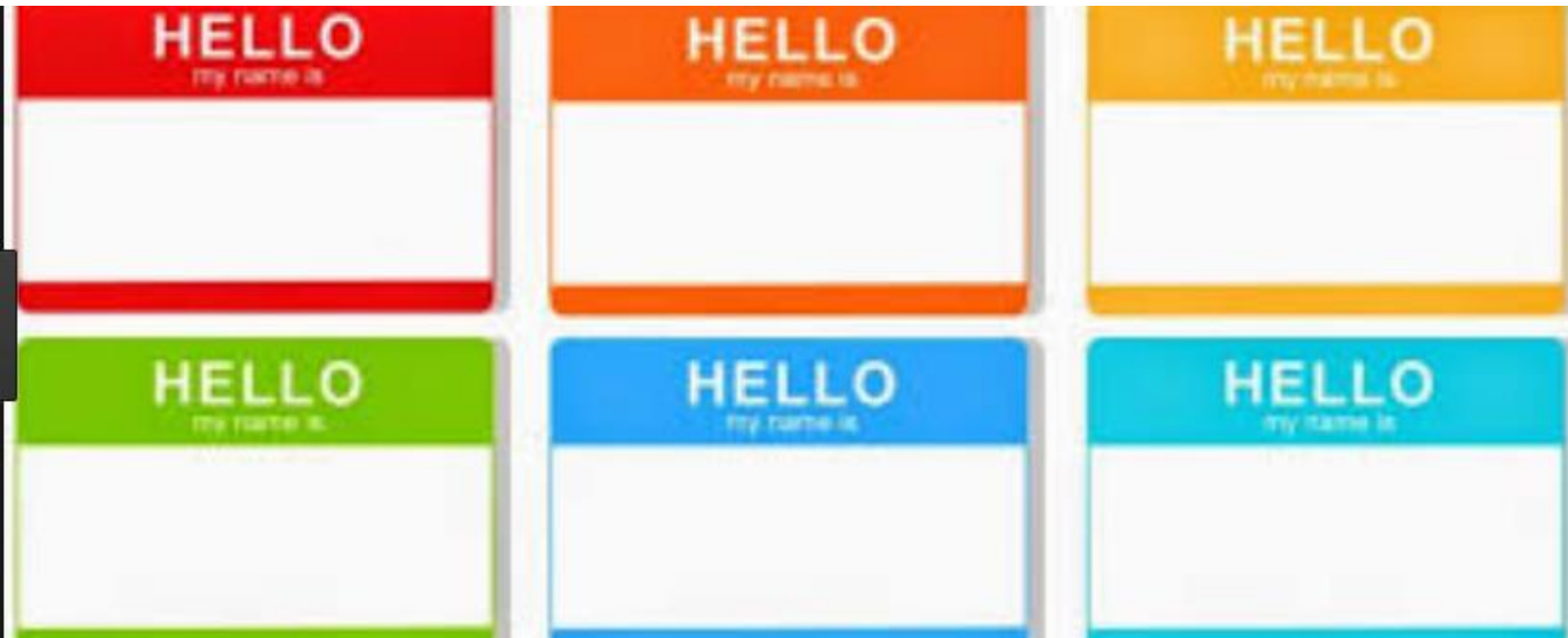
- How will we you work together?
- What devices will you use
- Why are we doing this?
- How do we deal with challenges?



Exercise (8 minutes)

At your Boards – talk about what will be in your distributed team agreement and write some ideas.
Pick a spokesperson

Solving challenges that haven't happened



Getting Personal



Icebreakers - start the conversation

Team members send through instant message – two things that are true and one that are untrue
On a conference call or through a Home Base. Other team members need to determine which one is the lie

Usually you will get follow-up questions – i.e. why did you go bungee jumping over skydiving



2 Truths – one Lie (No Dare)

New Team Members
Have them send 3
pictures that are
important to them
Most people will pick
family, hobbies, etc....
Expect follow-up
questions



Three Pictures



Team members send through Instant Message to the organizer – their best vacation that they went on. Teams get to match



Dream Vacation

Scavenger

Voice Charades

Favorite

Virtual Lunches

Virtual

Instant Message

Pictionary

WALL OF FAME

Conferencing

FAME

Breakout Story

The ideas are there.... Just do it

Virtual office Tour

Exercise – Break the Ice!

- For 5 minutes brainstorm the ideas that you will use to break the ice with your teams!



Master Technology and Video

<https://www.revolverobotics.com>



Actual Virtual Offices with multiple rooms

<https://www.sococo.com/>



**Remove
your
background
without a
green screen**

**Embrace Video!!!! – use the tools
you are given**

<https://www.chromacam.me/>



Have a Homebase or What happened to MySpace?

Home base



Exercise – Bringing it Home!

- Exercise (8 minutes)
Brainstorm with your teams
– which home base you will use and items that you will put on your home base



Make it Fun



Celebrate and Build a Reservoir of Trust

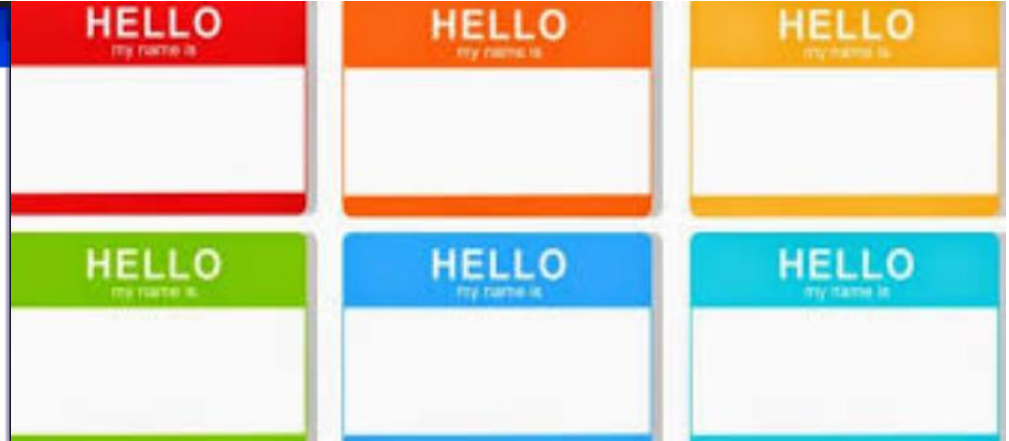


You are not just an email – you are not just a voice and neither is your team

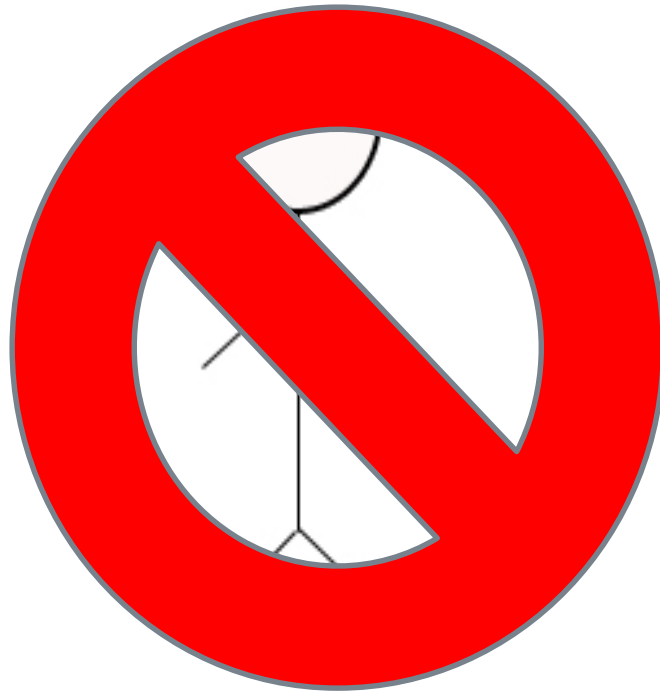
Course

An example of a Team Charter

Issues	The Team	Critical Success Factors
<ul style="list-style-type: none"> H2 inspire delivery H2 maintain momentum within the extended team H2 ensure the changes that we make are sustainable H2 balance financial delivery with personal development H2 maintain delivery focus whilst extending influence outside the team in an environment of increasing demands on our skills H2 manage individual immunity H2 to be a more effective link between the team and the management team H2 ensure sufficient resourcing 	<p>Live Blaggs - Clients Arthur Smith - Facilitator Sally Brown Gregoria Bank</p> <p>Scope</p> <ul style="list-style-type: none"> All team members All Clients associated with the team Leadership Team members Key stakeholders identified in mobilisation plans <p>Deliverables</p> <ul style="list-style-type: none"> Motivated/professional team Clear communicated resource, development and succession plans A fully implemented performance management process An inspired team transformation trip Leadership team interventions to provide inspiration, energy and development leadership A communication and mobilisation plan A management team demonstrably operating all project processes 	<ul style="list-style-type: none"> Ongoing communication of the need for change Plans for short-term delivery Efficiently resolution of difficult issues Focal commitment to management and the team Ongoing management support for the team Exhibit behaviours that value the team in a period of individual immunity <p>Measures</p> <ul style="list-style-type: none"> Steering management processes - TCO Performance review - 360 Employed quality of work life charter followed by clear resourcing action Creation and ongoing monitoring of transformation map Visible benefits tracking Clear Post-Op-Review process with Traffic Lights system
Objectives		
<ul style="list-style-type: none"> Support the project for delivery Lead near domains outside sphere agreed to leadership team Create sustainable 'best practice' and ensure it is adopted and delivered Facilitate personal growth, assisting self-awareness of strengths/weaknesses and managing weaknesses 		



Putting it all together





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LinkedIn



Next Steps

- ⑩ Questions?
- ⑩ Determine WHAT you will implement WITH YOUR TEAM
- ⑩ Experiment – IT MAY JUST WORK



That's all Folks!