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Retrospectives
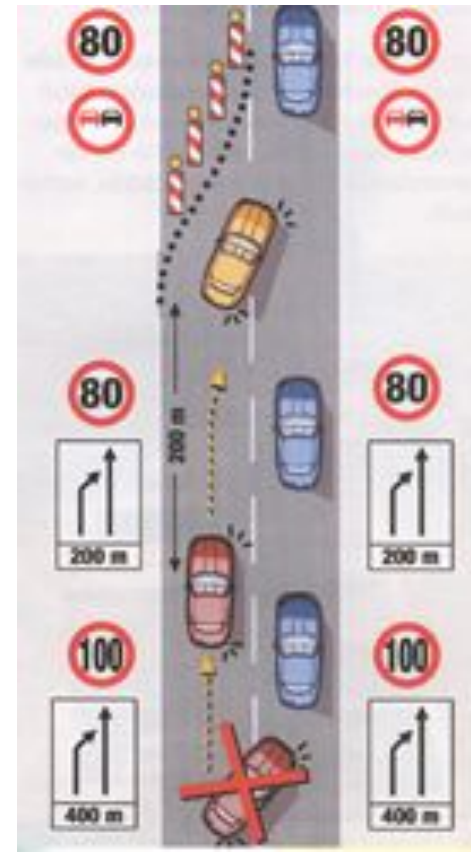
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Public Transportation in Zürich

Public Transportation in Karlsruhe

What does all that has to do with retrospectives?

During retrospectives we reflect on systems and its change.

Teams are systems.

Retrospectives often introduce change.

We value comfort, stability and certainty…

But <u>change</u> is the constant in our lives!

So let's embrace proactively change, and be positive about it.

"retro" for "backwards" or "in past times"

"perspicere" for "perspective" "see through"

"retrospectare" for "look back".

"A retrospective is a meeting where the team makes decisions about how to improve their lives."

\- Ken Schwaber

"Making tradition means breaking tradition."

\- Jochen Krebs

A ritual held at the end of a project to learn from the experience and to plan changes for the next effort.

Why do we often fail with New Year's Resolutions?

Measurement, Transparency, Vague, Size, Length

"This year I am going to exercise more!"

Retrospectives are often seen as optional, but they are essential for agile projects.

Core Agile Values

- Openness

- Courage

- Focus

- Respect

- Commitment

Retrospectives Inspect and Adapt Methods <u>and</u> Teamwork

Facts

- Improved productivity
- Improved quality
- Improved capability
- Increased capacity

When are retrospectives scheduled?

How long are typically retrospectives?

Common Pitfalls and Misunderstandings

- Routine.

- No actions, no change.

- Big items, impossible to tackle.

- Focusing on weaknesses instead of building on strengths.

- No practice with various facilitation techniques.

Common Pitfalls and Misunderstandings

- Retrospectives are not public.

- Not enough preparation by Scrum Master or Project Manager.

- Keep it team and process focus and not "product" focused.

Common Pitfalls and Misunderstandings

- Blame game
- Everyone is happy
- Management involved
- Offline retrospective by email
- Optional attendance
- Too short
- Not facilitated

Fresh New Ideas

- External (organization or coach) facilitation.

- Different rooms, times, locations.

- Combination with other team building activities.

- Use different facilitation techniques.

- Focus on one left-over topic from previous retrospectives. Special theme.

Pattern of Retrospectives

- Set the stage
- Gather data
- Generate insights
- Agree on Actions

Setting the Stage
Working Agreements

Gather Data /Timeline

Generate Insights / Dots

SMART Actions

- Specific
- Measurable
- Achievable
- Relevant
- Timely

- Define "done" for each actions.