

20 WAYS
TO RUN RETROSPECTIVE
DIFFERENTLY

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Is it how your team is running Retrospective?

The Secretary ScrumMaster

Hi Ethan,

I decided to hire one or two full-time ScrumMasters for my three teams, could you please kindly help review the JD course I'm a little confused about a ScrumMaster's day-to-day duty...

JD for ScrumMaster role:

- **A ScrumMaster should be responsible for booking meeting rooms for the team.**
- **A ScrumMaster should be responsible for taking the meeting minutes for the team.**
- ...

Thanks,

Mei

The Informer ScrumMaster



The Moderator ScrumMaster



The Dictator ScrumMaster



Andrew Rixon

<http://www.anecdote.com/2006/11/what-kind-facilitator-are-you/>

The Manager Hosts



Complains



<https://mylife-is-mylove.blogspot.com/2014/02/stop-complaining-and-give-thanks-to-god.html>

Fighting



Post Mortem



SILENCE

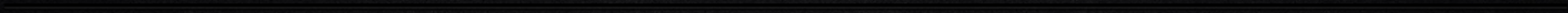
High Tea



<https://theyumlist.net/2016/11/sky-high-tea-at-nobu-kl-where-the-view-is-merely-the-backdrop.html/nobu-kl-sky-high-tea>

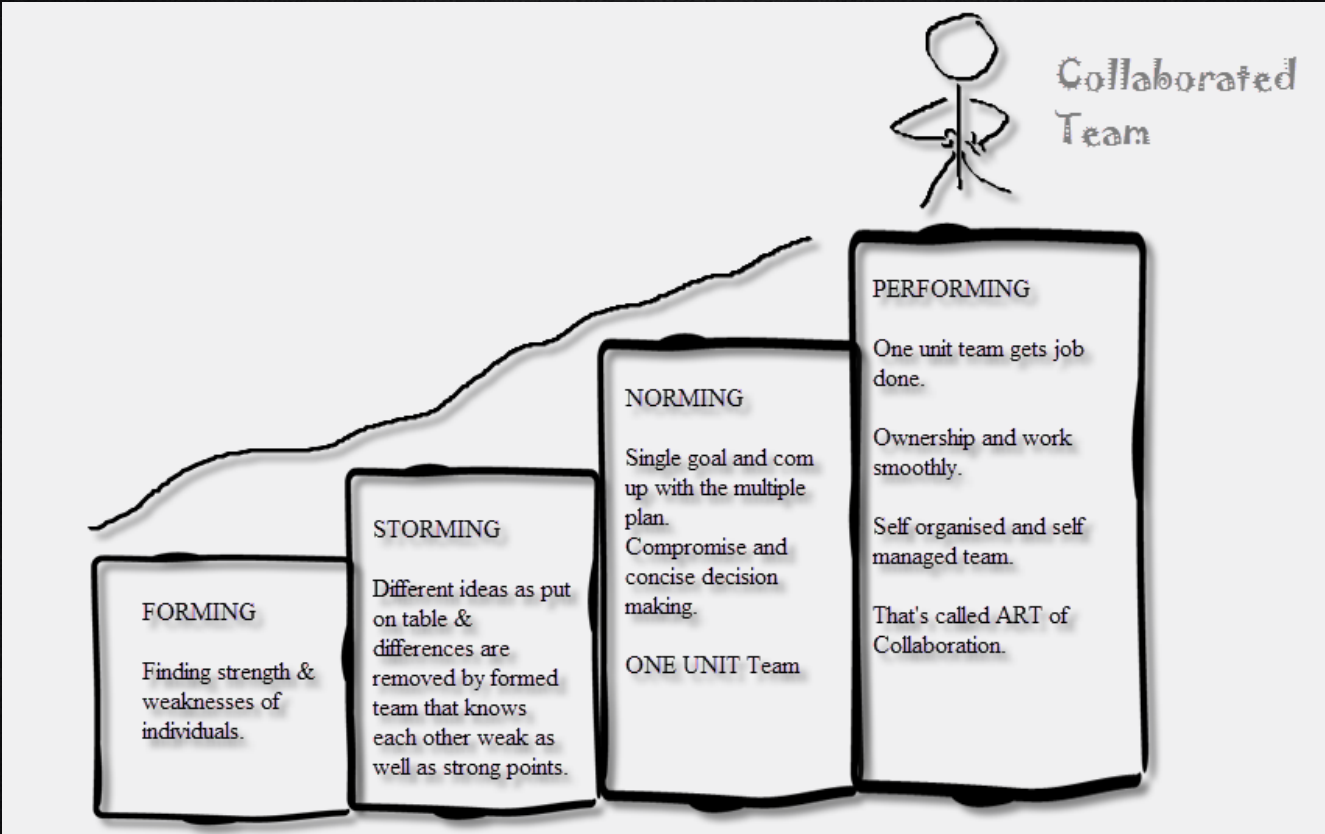
Games





// Retrospective...
// Continues Improvements...
// Team Development

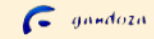
The Tuckman team model



Bruce Tuckman, 1965

Group vs. Team

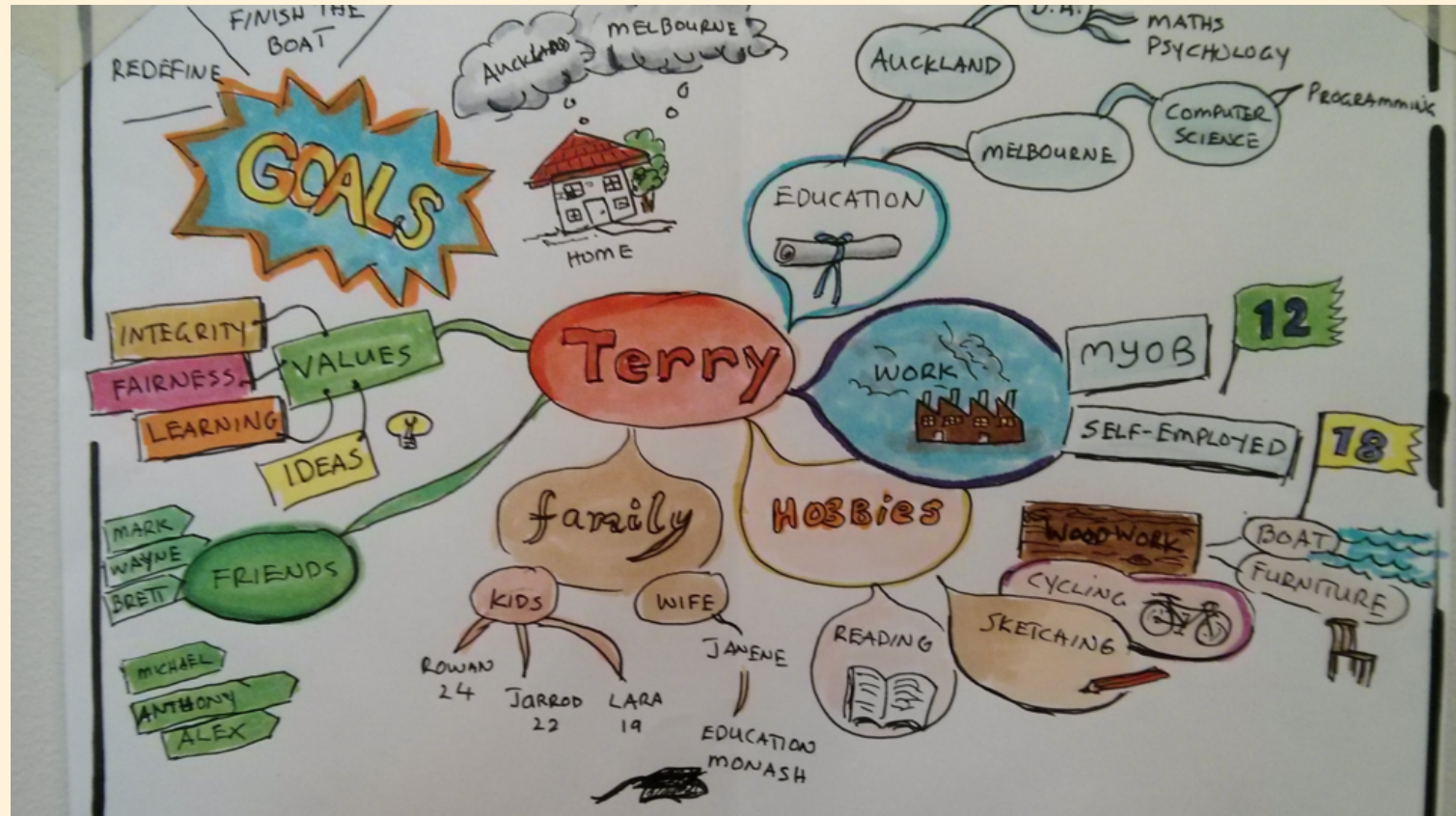
The Monster Machine



Two truths and a lie



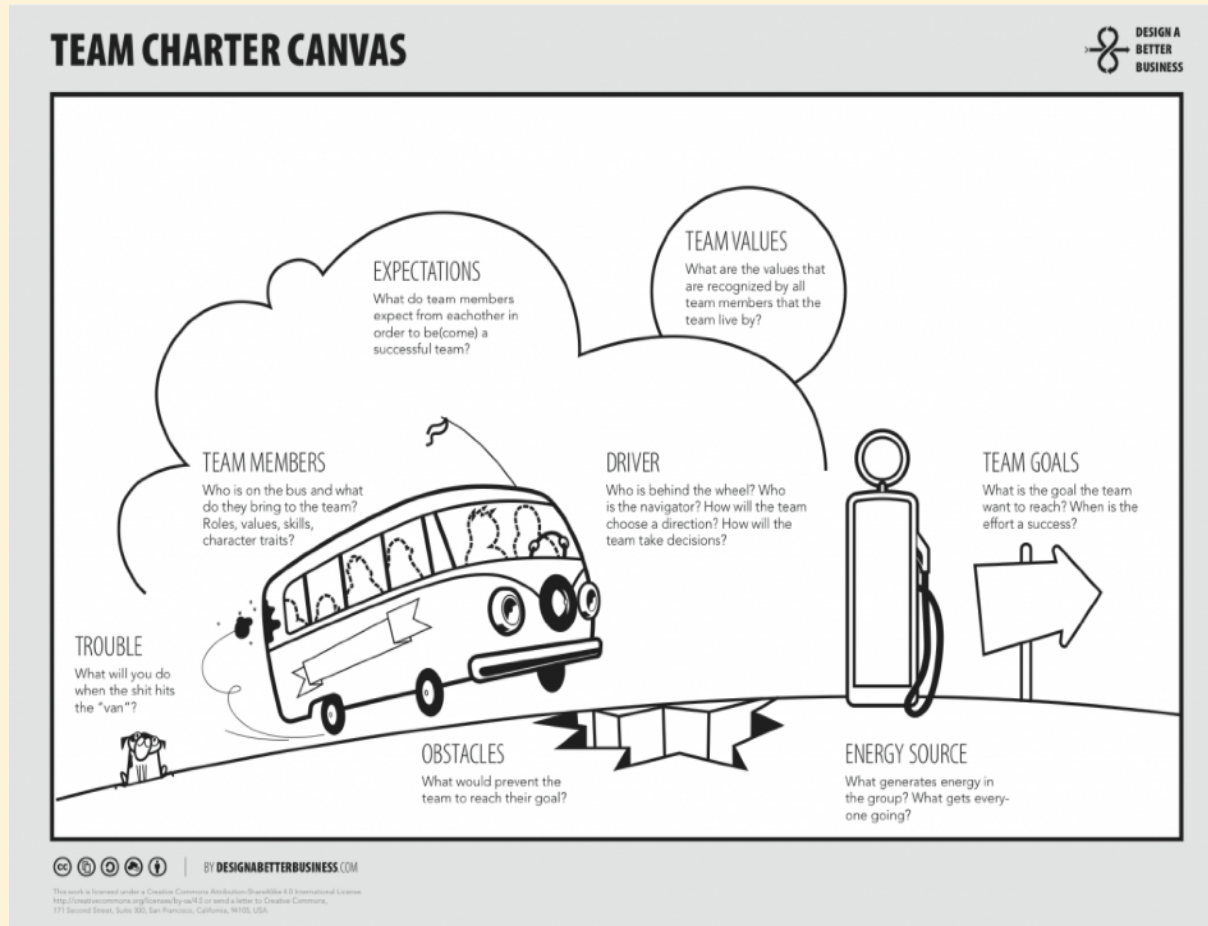
Personal Map



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<https://management30.com/practice/personal-maps/>

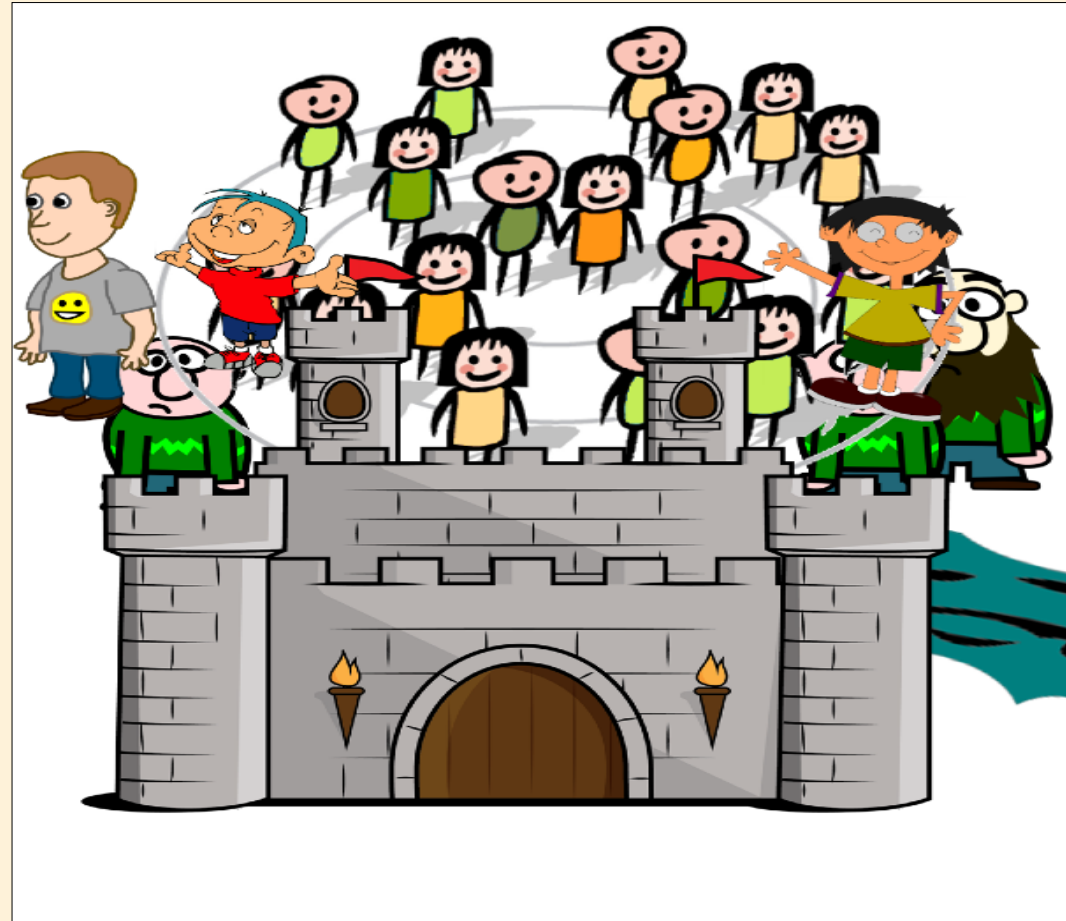
Team Charter

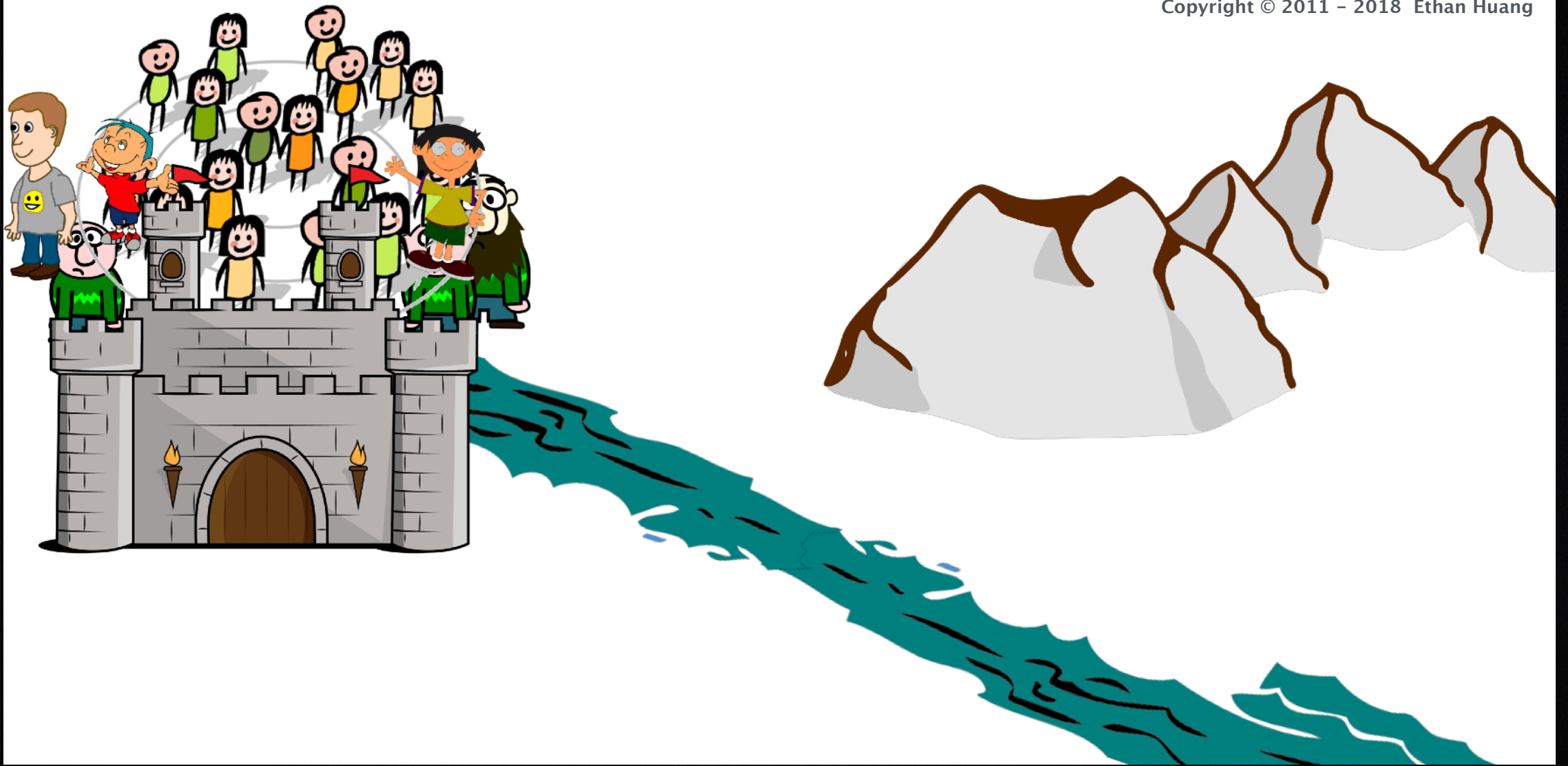


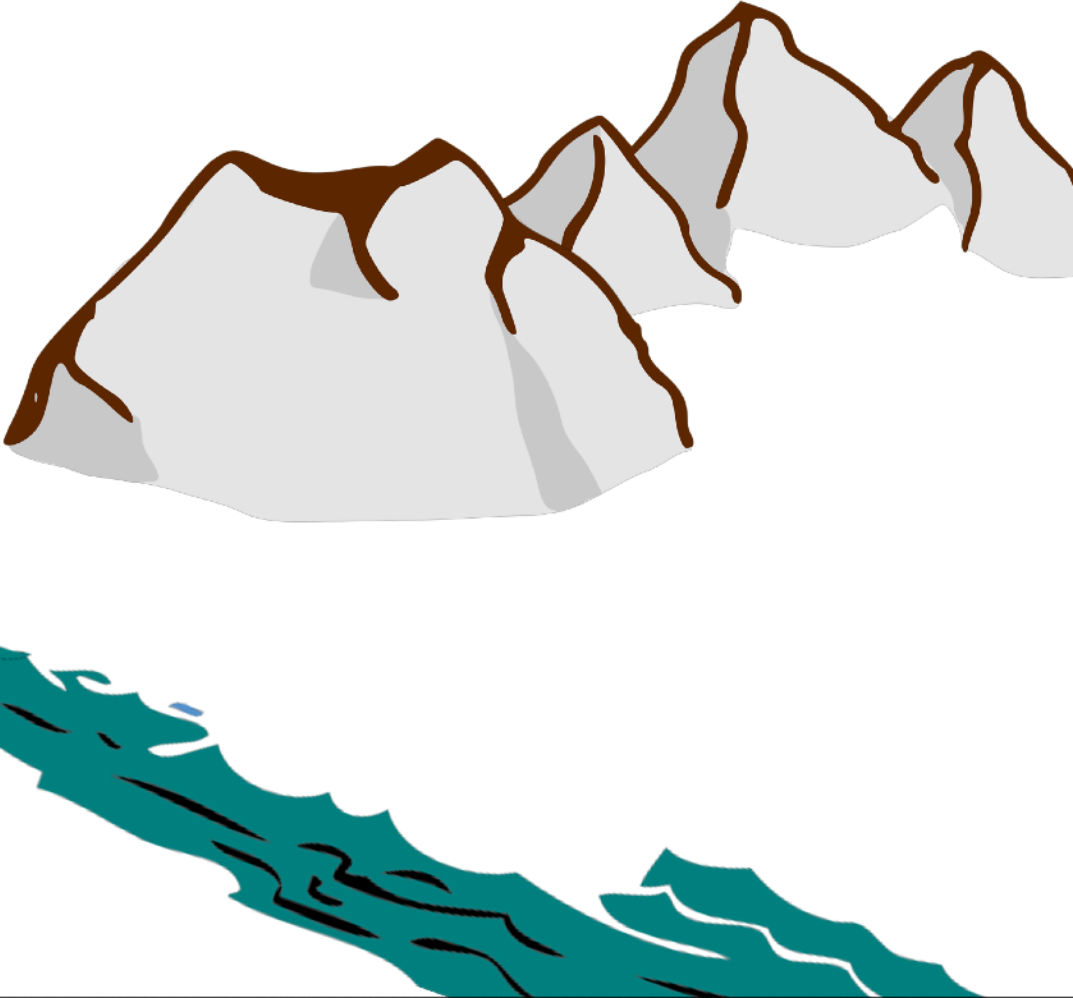
- ## TEAM CHARTER
- MAKE SURE WE TAKE TIME OUT TO PLAY
 - BE PART OF MAKING BOOST AN ENJOYABLE PLACE TO WORK
 - PUT YOURSELF IN YOUR TEAM MATE'S SHOES
 - TAKE PRIDE IN SHARING KNOWLEDGE
 - THE CLIENT IS PART OF THE TEAM
 - SUPPORT EACH OTHER
 - APPROACH R+D DAY WITH PURPOSE AND AN OPEN MIND
 - RAISE CONCERNS PROMPTLY
 - NO BLAME
 - TAKE PRIDE IN YOUR WORK

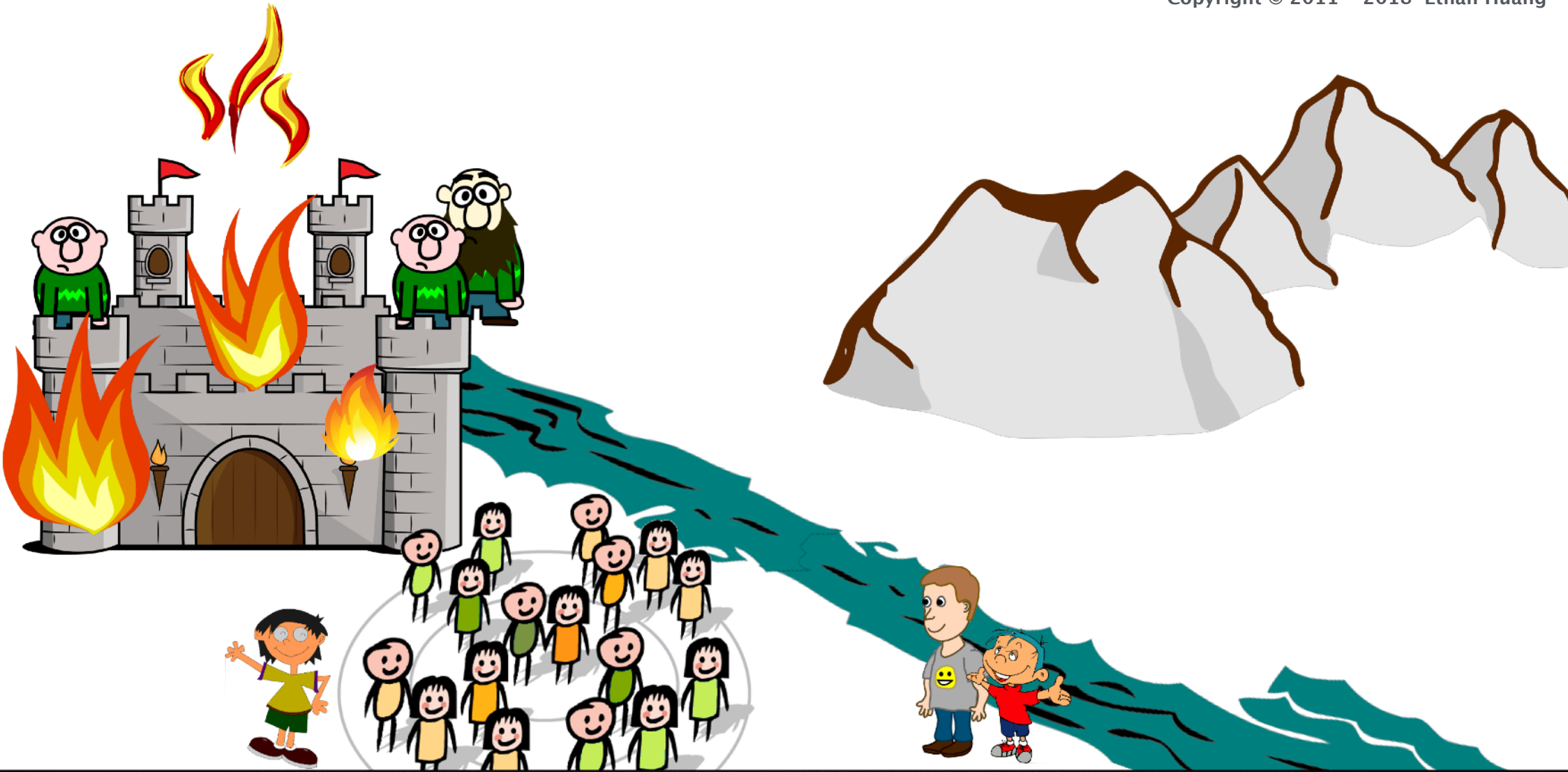
<https://www.boost.co.nz/blog/2017/04/team-charter-building-better-teams>

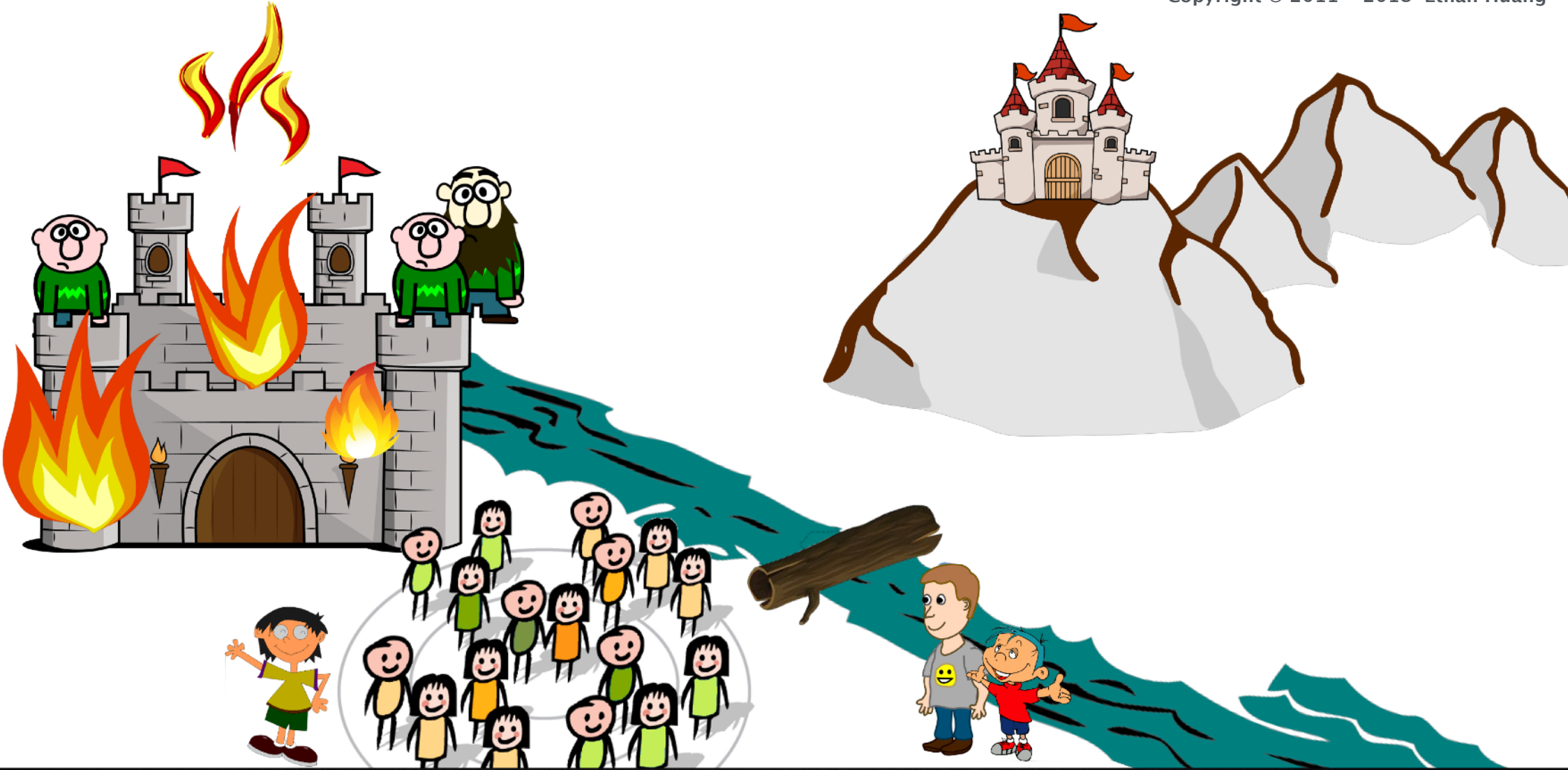
Set the fire









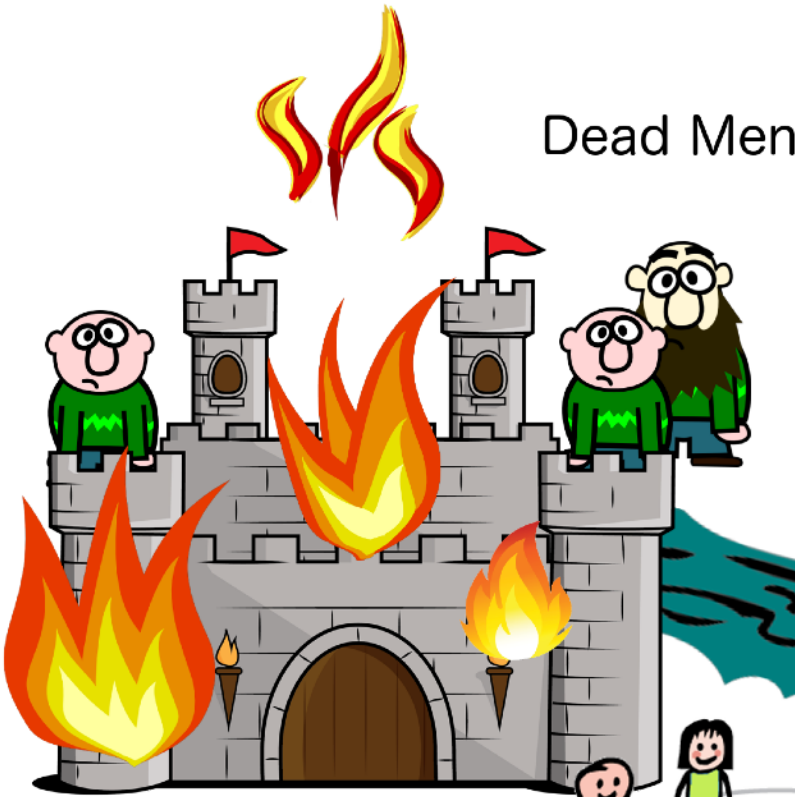


SAFE!!



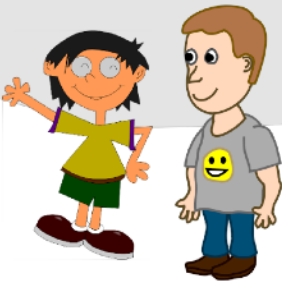
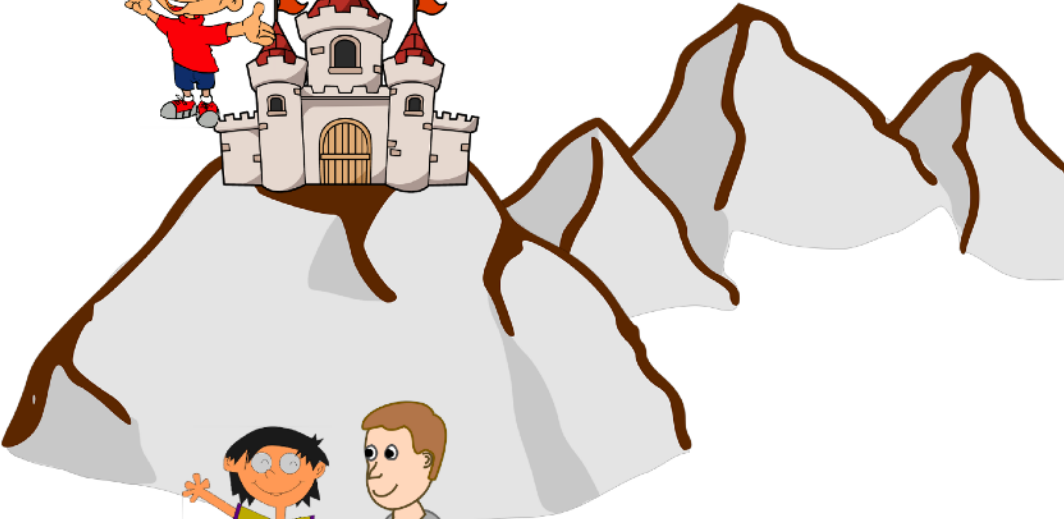
SAFE!!





Dead Men

Pioneer
SAFE!!

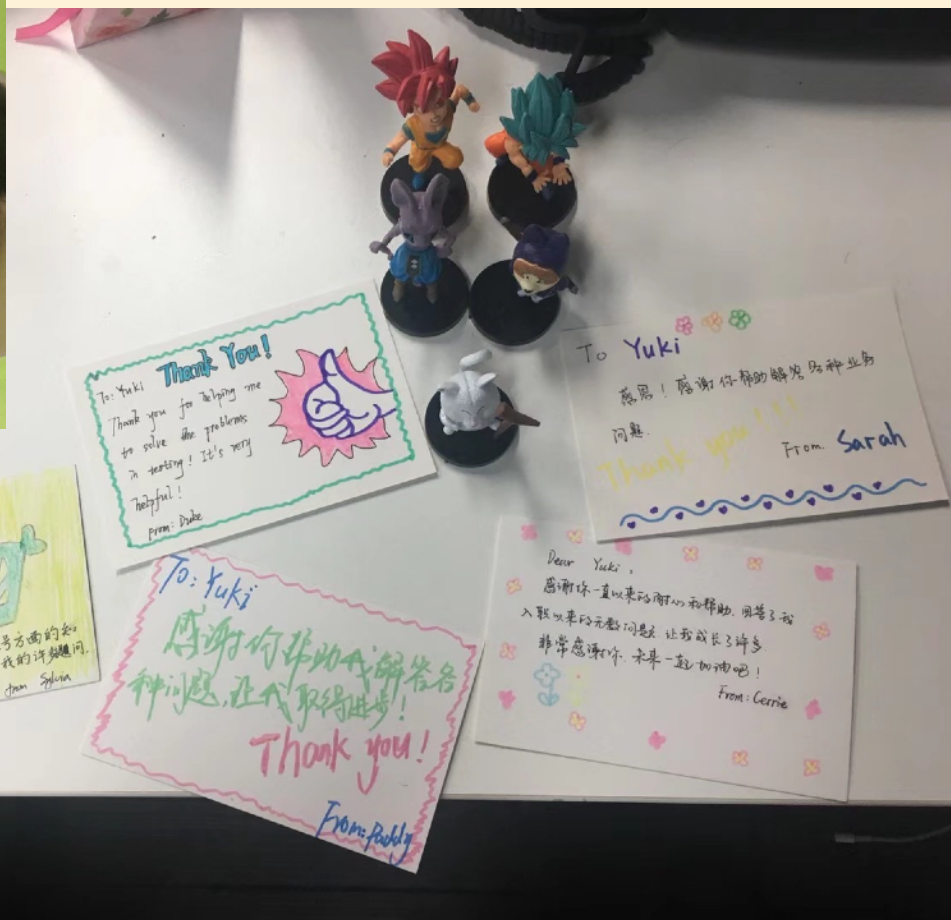


Leaders



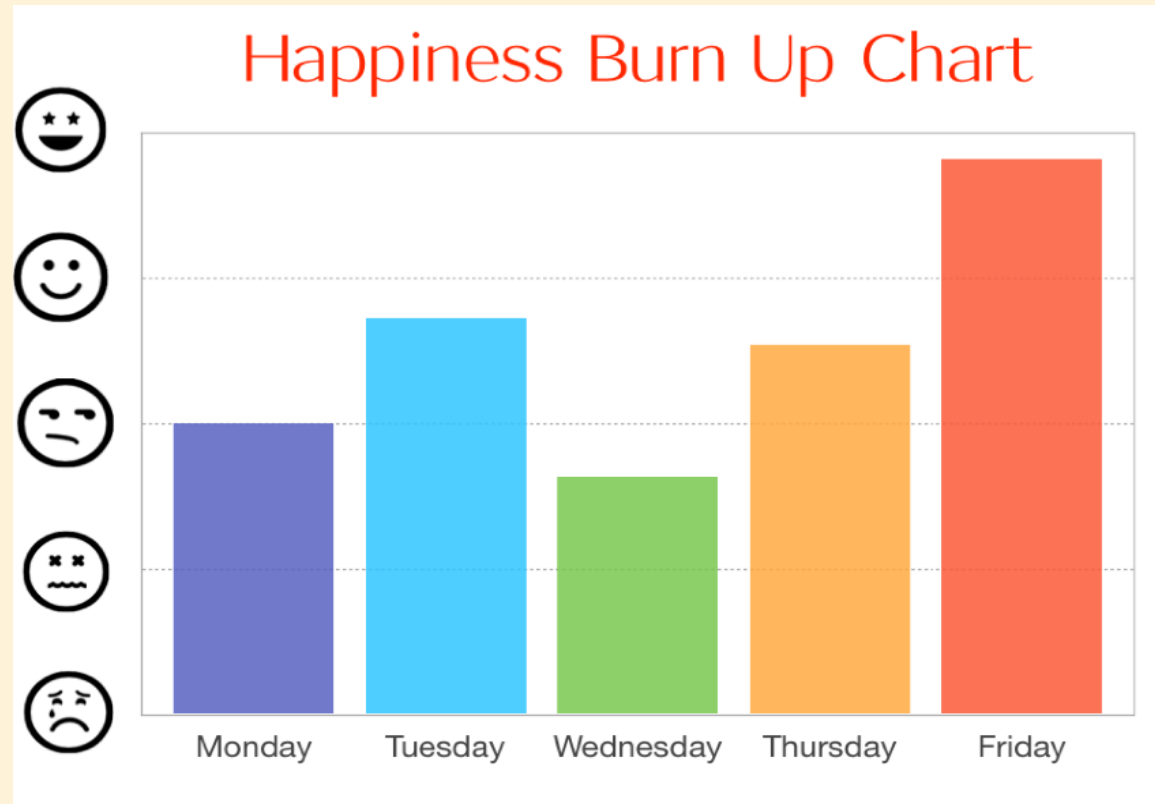
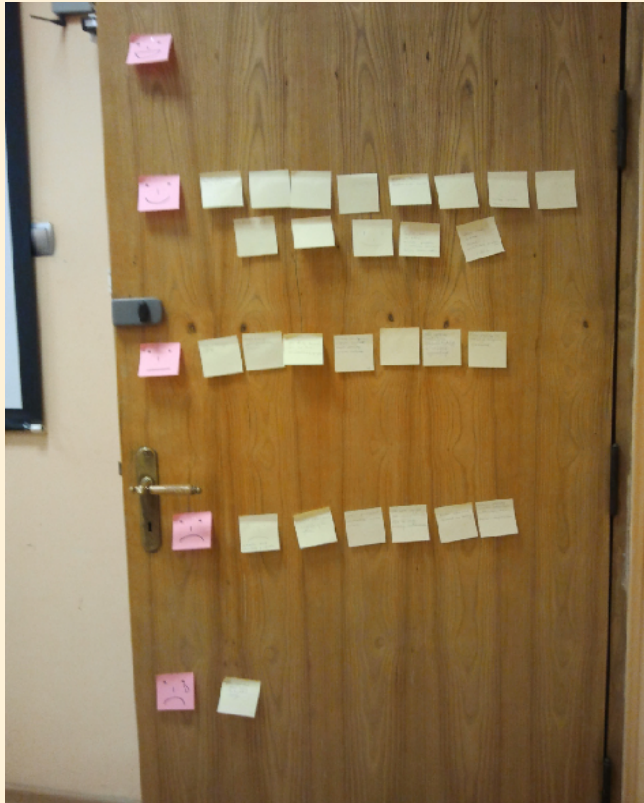
Followers

Kudo Card



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<https://management30.com/product/kudo-cards/>

Happiness wall



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Love letter vs. break-up letter



What is most important to you?
and why x5



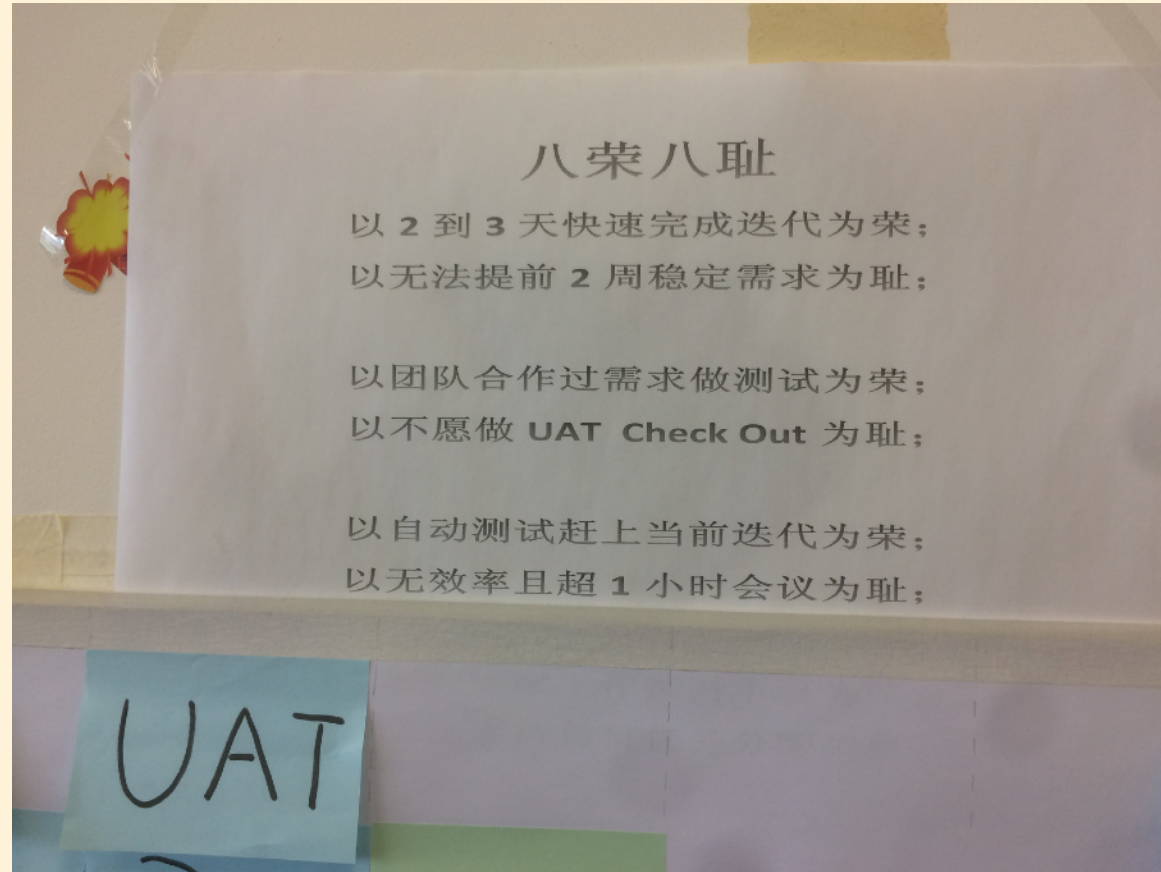
The team from the hell



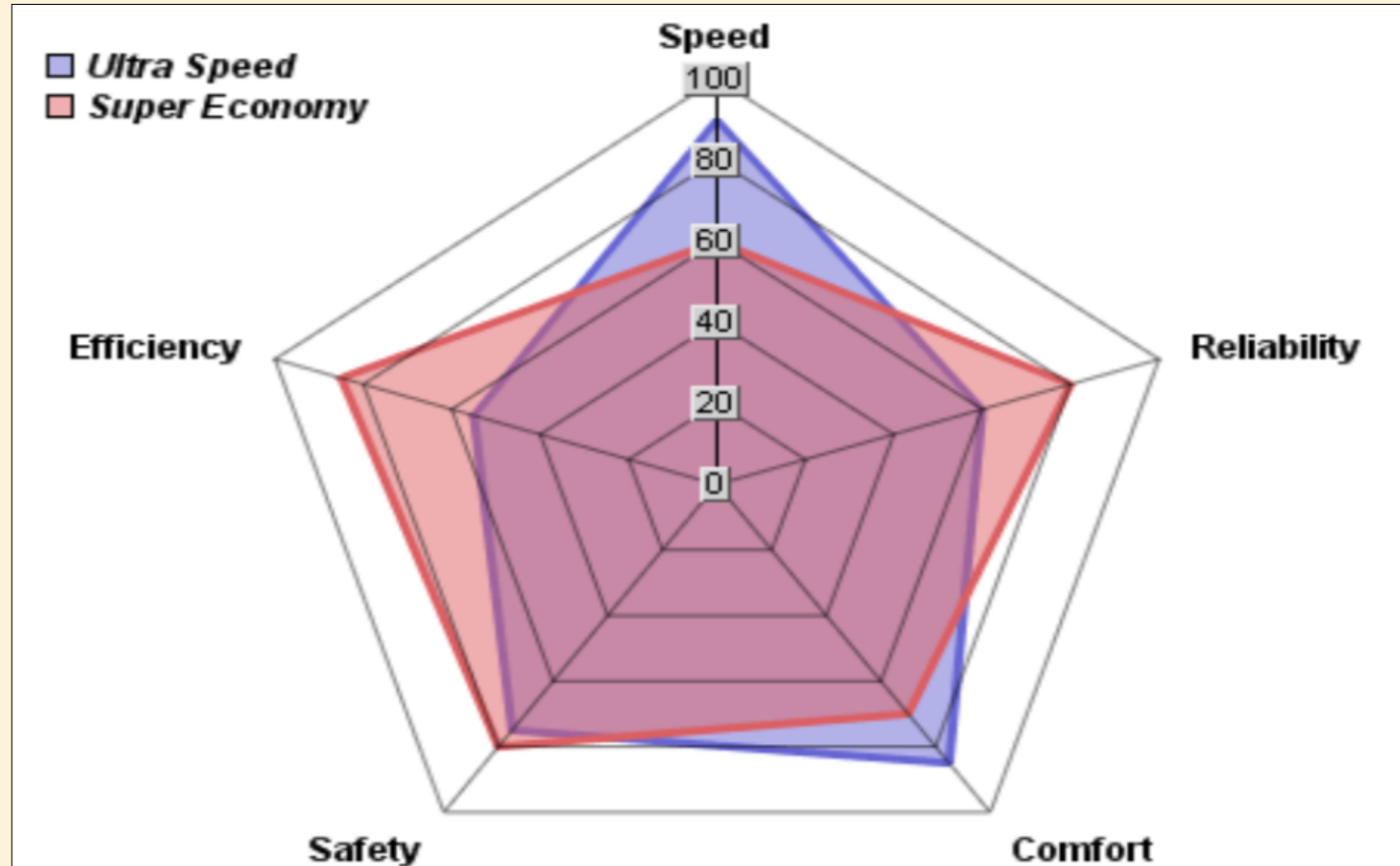
The team from the heaven




The team value/vision statement



My Dream Team



Team/Player Profile




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Eagles Roster

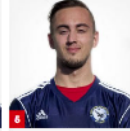
Defender




2 Ron Emrich




3 Herschel Bahringer




6 Mark Garrard




12 Santosa Msoatae



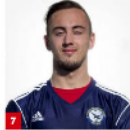
17 Karl Wardell




18 Leandro Cadorette




4 Octavio Thurgood





7 Caryw Casja





8 Elbert Dajernette







Latest Results

June 26, 2016
 **1 - 1** 
EAGLES V TIGERS

Next Match

KANGAROOS V BULLS

31 days 12 hrs 45 mins 59 secs

July 2016


S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

« Jun Aug »

Standings

Pos	Team	W	L	Pts
1	Sharks	7	1	22
2	Budgies	6	1	20
3	Blakings	5	2	17
4	Eagles	3	3	12
5	Tigers	3	3	12
6	Kangaroos	3	4	11
7	Foxes	3	4	11
8	Bulls	2	5	8
9	Horns	2	5	8
10	Gookies	1	7	4

[View full table](#)





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2 Ron Emrich



Nationality  Chile

Position Defender

Height 1.75 m

Weight 67 kg



Current Team Eagles

This is a player page, where you can display the player's profile, career statistics with a detailed breakdown by competition and season, and other relevant information.

The player's squad number is displayed next to his or her name, and directly below that is a photo and a detail box that can be fully customized to include additional user-defined data.

Below this profile text, the player's statistics can be displayed by competition and by season. Each statistic is calculated automatically based on the player's performance in attended matches.

Latest Results

June 26, 2016
 **1 - 1** 
EAGLES V TIGERS

Next Match

KANGAROOS V BULLS

31 days 12 hrs 44 mins 42 secs

July 2016

S	M	T	W	T	F	S
						1
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

« Jun Aug »

Primary League

Season	Team	Goals	Assists	Yellow Cards	Red Cards
Last Season	Eagles	0	2	1	0
Next Season	Eagles	0	0	0	0
This Season	Eagles	0	1	2	0

Career Total

Season	Goals	Assists	Yellow Cards	Red Cards
Last Season	0	2	1	0
Next Season	0	0	0	0
This Season	0	1	2	0

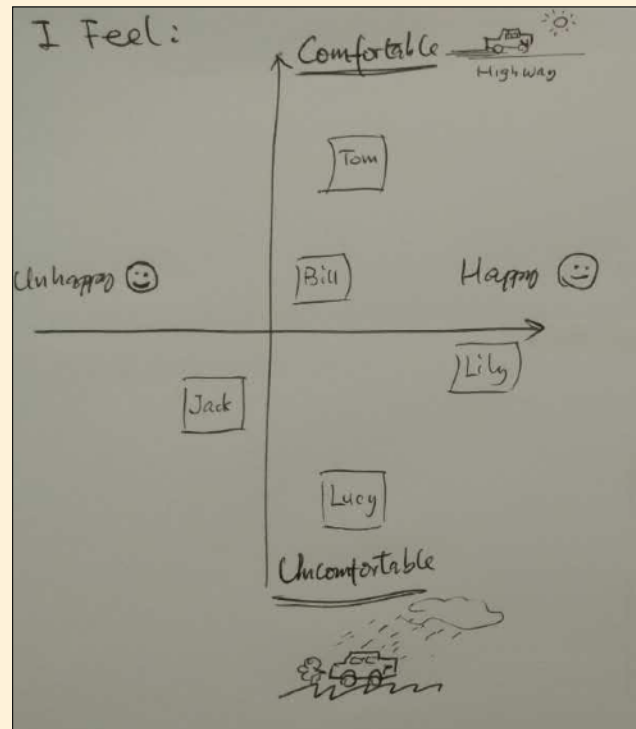
All stats per 90



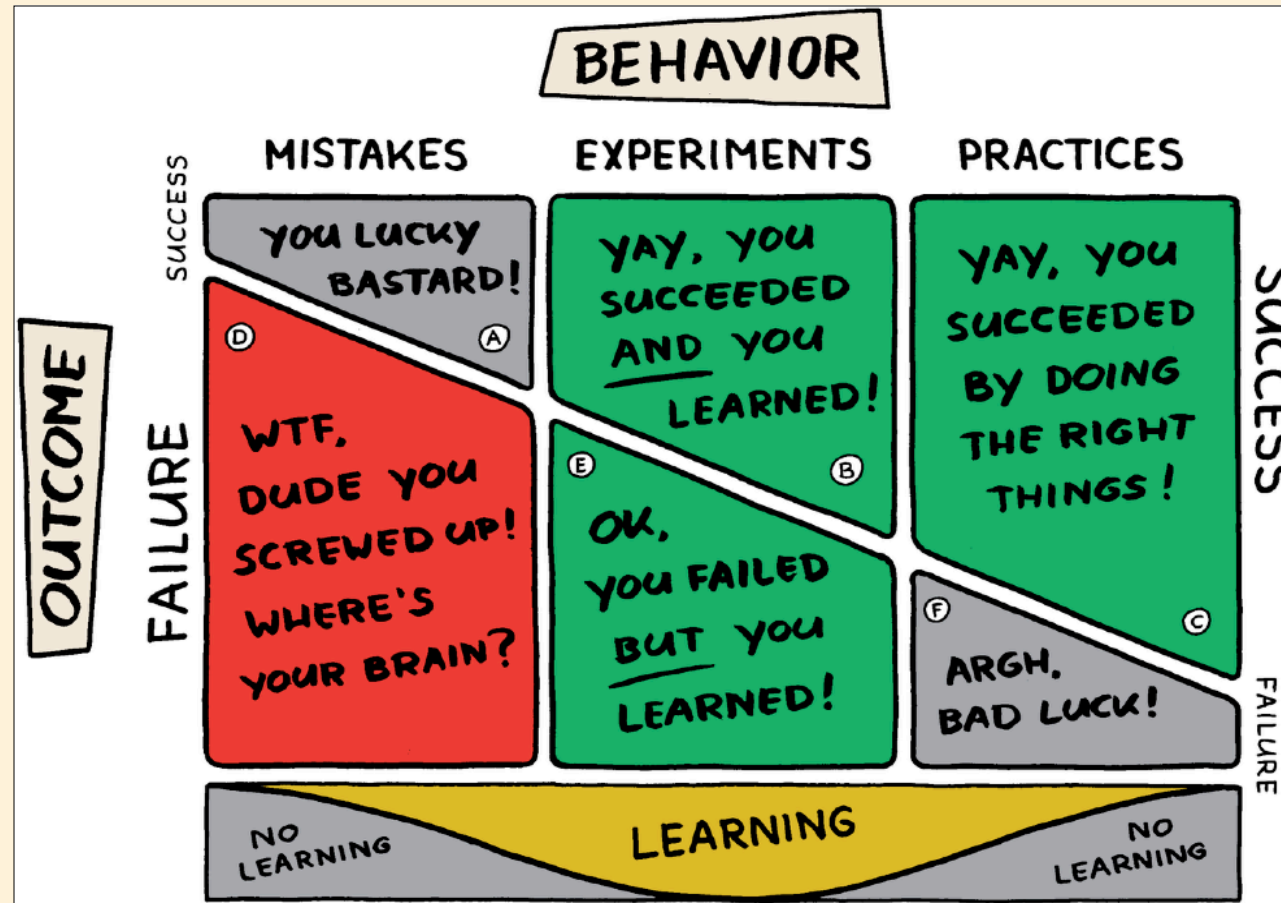
Stataweb.com

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Happiness/Comfort Matrix



Celebration Zone



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Delegation Poker/Board

The 7 Levels of Delegation

Distributed control in a complex system is achieved when authority is pushed into all corners of the network.

However, people prefer not to "lose control". Therefore, in order to make them feel safe we must play along with the assumption that they have at least some control over their situation. That's why delegation can benefit from the use of the **seven levels of delegation**.



1. Tell

You make a decision for others and you will tell them about it. A discussion about it is neither desired nor assumed.

2. Sell

You make a decision for others but you try to convince them that you made the right choice, and you help them feel involved.

3. Consult

You ask for input first, and you take it into consideration, before making a decision that respects people's opinions.

4. Agree

You enter into a discussion with everyone involved, and as a group you reach consensus with each other about the decision.

5. Advise

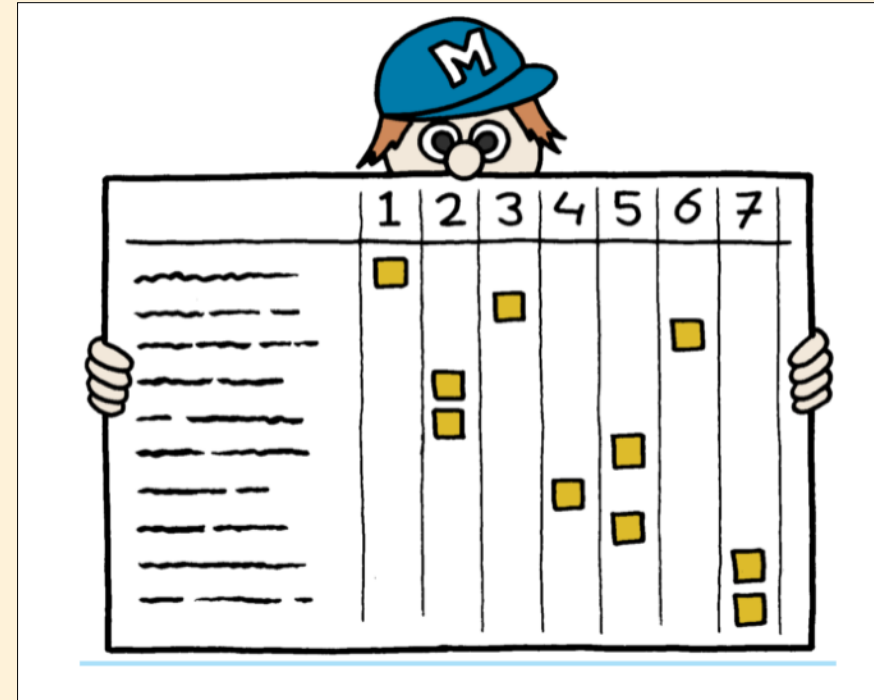
You will offer the others your opinion and you hope they listen to your wise words, but it will be their decision, not yours.

6. Inquire

You first leave it to the others to decide, and afterwards you ask them to convince you about the wisdom of their decision.

7. Delegate

You leave the decision to them and you don't even want to know about details that would just clutter your brain.



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The merit money





Q&A

THANKS!

Ethan Huang, CST & Agile Coach