

Lifting Off

Launching Teams that Soar!

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Success = High Value Delivery

What the customer wants and values

That creates value for the business

That the customer will accept & exchange value for

In a timeframe that suits the customers' needs

Easily maintainable and supportable after deployment

In a way that leaves team members ready and eager to work on the next deliverable

**Start with a
Booster**

Benefits of Starting Well

“At PSE,...we have realized significant benefits by providing carefully designed facilitated rituals at the beginning and at the end of projects, called kick-off workshops and project retrospectives respectively. The high return-on-investment for the time spent is unchallenged and confirmed by the regular feedback of developers, project leaders, and managers. They attest a positive influence of these rituals on many subjects such as team cooperation, process effectiveness, quality assurance, know-how sharing, reliability of estimations, and so on. This helps to improve the development cycle and increases the financial success of our projects.”

Frowin Fatjak (PSE, Siemens AG Österreich),
“Kick-off Workshops and Project Retrospectives:
A Good Learning Software Organization Practice”
Wissensmanagement (LNCS Volume) 2005

PSE invests 1-2 days in Lifting Off

Features:

Whole Team participates and contributes

Agenda with variety of activities

Presentations by different people & moderated discussions

Higher awareness of and attention to risks

Success Factors:

Facilitator/Leader contracting

Establishing Trust

Whole Team involvement

Recording Minutes (digital camera)

Offsite Location

Project Liftoff Activities

Collaborative Agile Chartering

Kick-Off Workshops

Iteration/Sprint 0

Boot Camps

Retrospective & FutureSpective

Impact Mapping or Story Mapping

Preparing an Initial Backlog

Internal Open Space Meeting

	Monday February 21	Tuesday February 22	Wednesday February 23	Thursday February 24	Friday February 23	
9:00-10:30	Kick-off (2WTC Plaza)	Intro to Agile (2WTC Oregon Room) CIO, CTO, & Sponsors reinforce purpose	PO/BA/SM Alignment (2WTC Oregon Room)	Agile Servant leadership for Functional Supervisors (TBD)	Sponsor Business Meeting (1WTC BR)	Closing Session: Synchronzied report-out (2WTC A & B) CIO, CTO, & Sponsors listen to all reports & thank everyone
10:30-11:30	Retrospective Part I (2WTC Plaza)					
11:30-1:00		Skeptics Roundtable lunch (2WTC Oregon Room)	PM RoundTable (2WTC Oregon Room)		Pot luck lunch (3WTC 05)	
1:00-2:30	Retrospective Part II (2WTC Plaza)	Impediment Backlog (2WTC Oregon Room)	Tools I (2WTC River Room) Tools for effective user stories	PMO Work Session (2WTC Oregon Room)	Tools II (TBD) Tools for maintaining stable velocity	
2:30-4:00	Team Chartering I: "Purpose" (Various Locations)	Team Chartering II: "Alignment" (Various Locations)	Team meeting: Story time (Various Locations)	Team Chartering III: "Completion" (Various Locations)		

Bootcamp Example

Plenary sessions – for everybody involved in the transition, including teams not scheduled to complete teaming and training until Sprint 30
Agile Foundation – Agile/Scrum at PGE 101 for all teams who are completing teaming and training in sprint 27
Teaming & Training – For Scrum teams including BA, PO, ScrumMaster
Team Leadership – A facilitated session for Product Owners, ScrumMasters, and Business Analysts to develop working norms around their roles.
PM Round Table - Lunch session including Team Leadership and PMO members from IT and Business PMOs
PMO Work session for IT PMO
Functional Supervisors
Sponsors – This track includes a working session for CS Sponsors, and a workshop on Agile Servant Leadership for functional managers.

Provide an Accelerated Start

Plan to Promote Team Cohesion

Acknowledge feelings of newness or confusion

Provide structure, information, and support

Manage participation so everyone has a voice

Set a tone of openness and trust

Focus on the “do-able”

Draft an initial Agile Charter

Clarify working relationships

Initiate iteration retrospectives

Define “done”

Set Conditions for Team Learning

Keep it Alive!

Do it for Real

Setting First

Start Obvious, Stay Obvious

Focus on Flow

Larsen & Larsen.

Quickstart Guide to Five Rules for Accelerated Learning.

<http://leanpub.com/fiverules>

**What do you do to help
project teams get off to a
good start?**

Agile Chartering

Agile Chartering as a Collaborative Process

Living Charter = Chartering

Simple Rules for Agile Chartering

Focus on interrelationships of the whole, the parts,
& the greater whole.

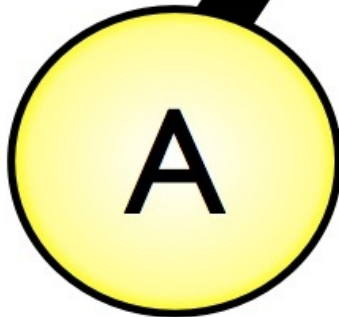
Work together to learn, create, & discover.

Do just enough, resist perfecting.

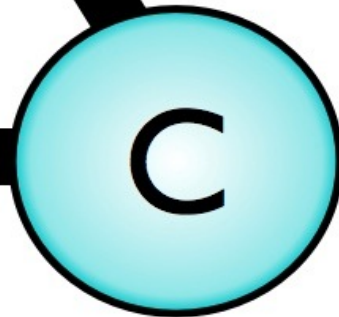
Begin each endeavor in a context of possibility.

Learn as the work unfolds.

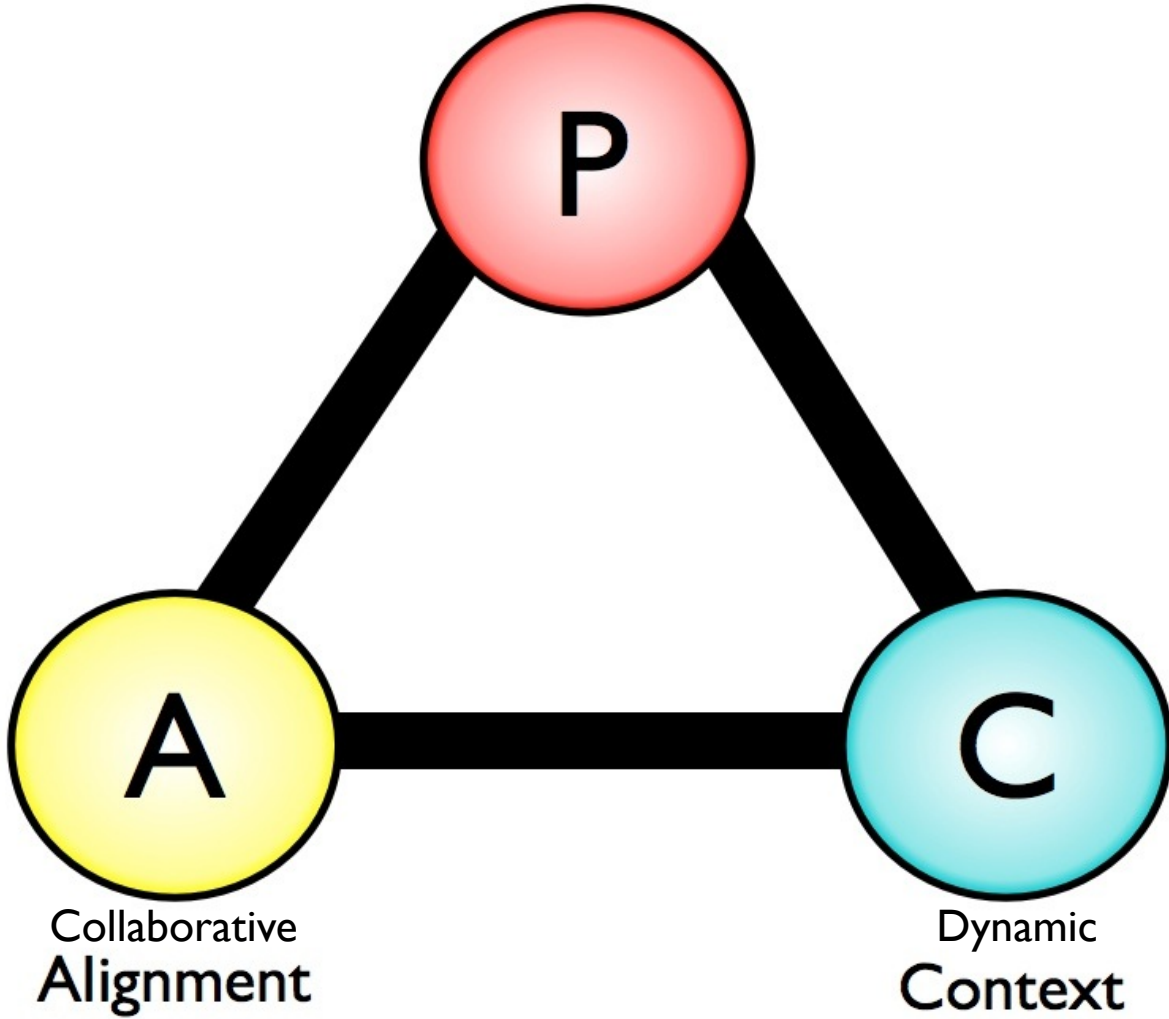
Inspiring
Purpose



Collaborative
Alignment



Dynamic
Context





Purpose



Inspiration

Significance

Motivation

Success



Product Vision

Team Mission

Mission Tests

**What's your current
project purpose?**



Alignment



Unity

Trust

Collaboration

Commitment



Simple Rules


Core Team

Working Agreements

**How quickly do your
teams align on teamwork
and process?**



Context



See the System
Understand Fit
Recognize Risk

A large, thin black circle is centered on the page. Inside the circle, three lines of text are stacked vertically. The text is in a bold, black, sans-serif font. The first line is "Boundaries &", the second line is "Interactions", and the third line is "Committed Resources".

**Boundaries &
Interactions**

Committed Resources

Prospective Analysis

**What difference would it
make to understand more
about your project context
right from the beginning?**

**What new
ideas have you
gained for your
Liftoffs?**

Liftoff

Launching Agile Teams & Projects



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