



Culture Design for Great Teams and Results: The Core Protocols

Richard Kasperowski

@rkasper

skype:rkasperowski

Google Hangouts: kasperowski

+1 617 466 9754

r@kasperowski.com

www.kasperowski.com

Intentional Culture Design

Non-negativity

No negation

Pretend



Richard Kasperowski

Greatness Guild

Core Protocols

Agile

Open Space Technology

CoderDojo



BEFORE

CORE PROTOCOLS
BOOTCAMP!

AFTER

... and so I want ever you to go through this, to come alive, to have the tools to reach for greatness. I want to install this software in your head - but I won't do that. When someone installs software you don't want onto your hardware, it's called a virus and you protect your system against it, and you delete it, and you get angry at me and you attack me back. I wish I knew how to convince you to install it and try it for yourself, but I don't. So all I can do is tell my story and share the tools with people who want them. And if you want their software running in your head, I'll do everything I can to help you

BAD MARRIAGE DEPRESSED?
SOMETIMES WISHING SHE WOULD DIE
AS THE EARLIEST SON
BROKEN RELATIONSHIP WITH
MY SON (COMMAND-CONTROL PARENTING)

DIVORCED, EMOTIONALLY HEALTHY,
SPIRITUALLY HEALTHY
RELATIONSHIP WITH AMAZING EMO-SPICE
HEALTHY WOMAN. LOVE!

UNALIGNED WITH MY ~~TEAM~~ JOB AS
MANAGER AT BIG CO
CARRYING OUT COMMANDS THAT
HURT PEOPLE (FIRE THE TEAM
IN FINLAND, MOVE THE JOBS TO
BESTON)

REPAIRED! ABLE TO COMMUNICATE WELL,
LISTEN, HELP HIM UNDERSTAND HIS OWN
GOALS AND PASSIONS AND
ACHIEVE THEM
LOVE!

EMOTIONALLY INCAPABLE
AFRAID, COWARDLY
AN UNINSPIRED, MEDIOCRE PERSON
DOING DAMAGE TO THE WORLD!

I LEFT NOKIA ~~AL~~ WITH AN INTENTION A DISTORTION (SHOW MY PLAN)
BUT NOTHING SPECIFIC
THE PERFECT WORK! WORK THAT I WOULD LOVE
TO DO FOR FREE! FINCH-MYSELF HAPPY
THAT PEOPLE PAY ME TO DO STUFF I
WOULD DO FOR FREE! TRAVELING THE WORLD
CONNECTING WITH AMAZING PEOPLE, SHARING
LOVE, HELPING THEM UNDERSTAND WHAT
THEY WANT AND GET IT



EMOTIONALLY AWARE & ARTICULATE
MAKING MUSIC! MAKING VISUAL ART!
SINGING! DANCING! ACTING! CONNECTING
THROUGH ART!

Renaissance!
Cohort!

COURAGEOUS! FREE! LIBERATED
AND NOW I'M WORKING ON PRESENCE
AN INSPIRED, \geq GOOD PERSON, SPREADING
GOODNESS & CONNECTION,
MOVING THE NEEDLE IN A POSITIVE
DIRECTION
I WAS AWAKENED! I CAME ALIVE!



What is the best team you were ever on?

How much better was that team than other teams you've been on?

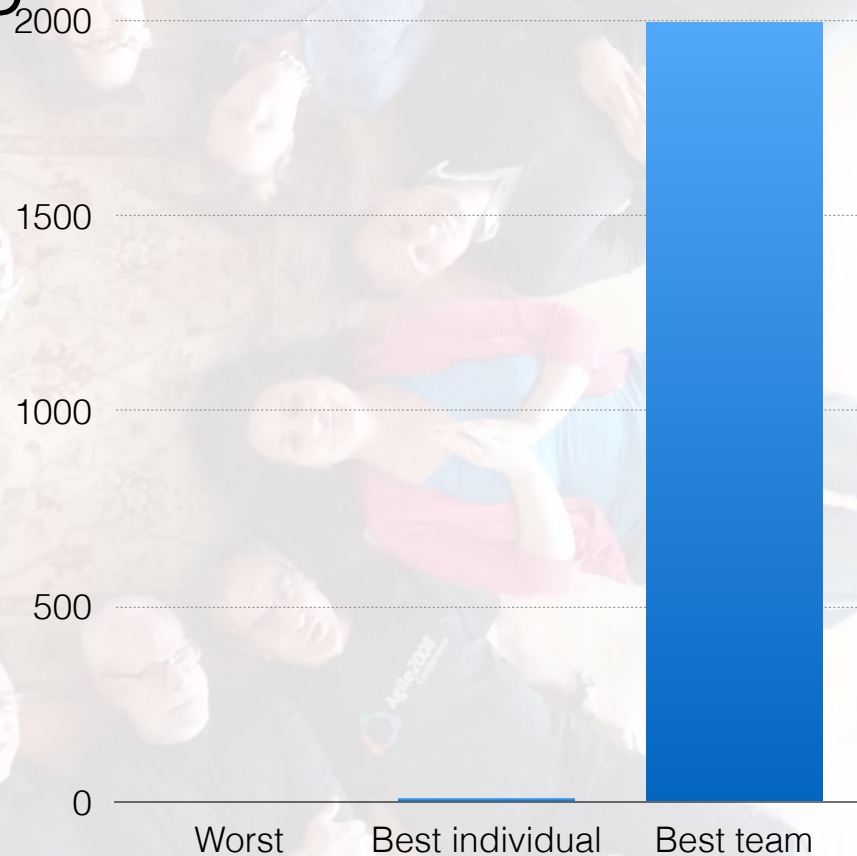
Why focus on great teams?

Individuals: 10x performance difference*

Teams: 2000x performance difference*

Should you focus on optimizing for individual performance or team performance?

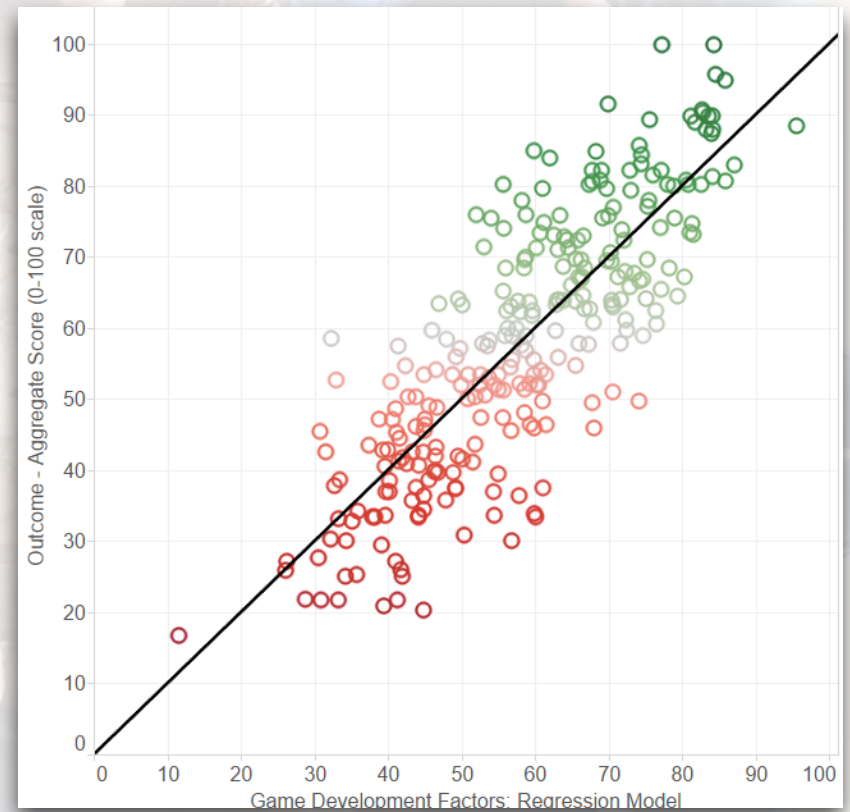
*Sutherland, Jeff (2014-09-30). Scrum: The Art of Doing Twice the Work in Half the Time (pp. 41-43). The Doubleday Religious Publishing Group. Kindle Edition. 10x is from a study of CS students at Yale. 2000x is from a study of 3800 software projects.



What great teams do

Shared vision

Gamasutra study of team practices and results http://www.gamasutra.com/blogs/PaulTozour/20150126/235024/The_Game_Outcomes_Project_Part_5_What_Great_Teams_Do.php



Shared Vision

*Teams in a state of Shared Vision are at least 10x better than teams that aren't.**

**Self-reported by respondents in informal surveys conducted by Jim McCarthy and Richard Kasperowski*



Team == Product

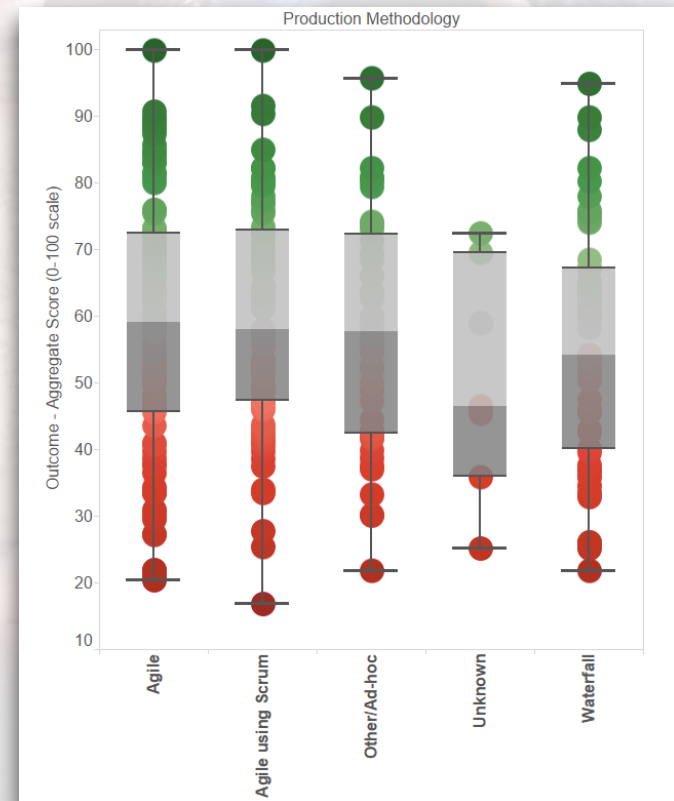
so build a great team



Agile is broken!

- Agile doesn't tell you how to build a great team—what are the steps?
- Scrum doesn't magically give you the skills to do great retrospectives and make amazing improvements.
- Don't settle for the default/incumbent culture.
- You need a toolset like the Core Protocols to get your team aligned and on the path to greatness, and then use Agile to execute with your great team.
- (Agile isn't broken. But you need additional skills to intentionally get your team into a state of shared vision, to be able to always design, implement, and deliver great products on time every time.)

Chart: Gamasutra http://gamasutra.com/blogs/PaulTozour/20141216/232023/The_Game_Outcomes_Project_Part_1_The_Best_and_the_Rest.php





Culture eats
strategy for
breakfast

Peter F. Drucker

The Core Protocols

Jim & Michele McCarthy

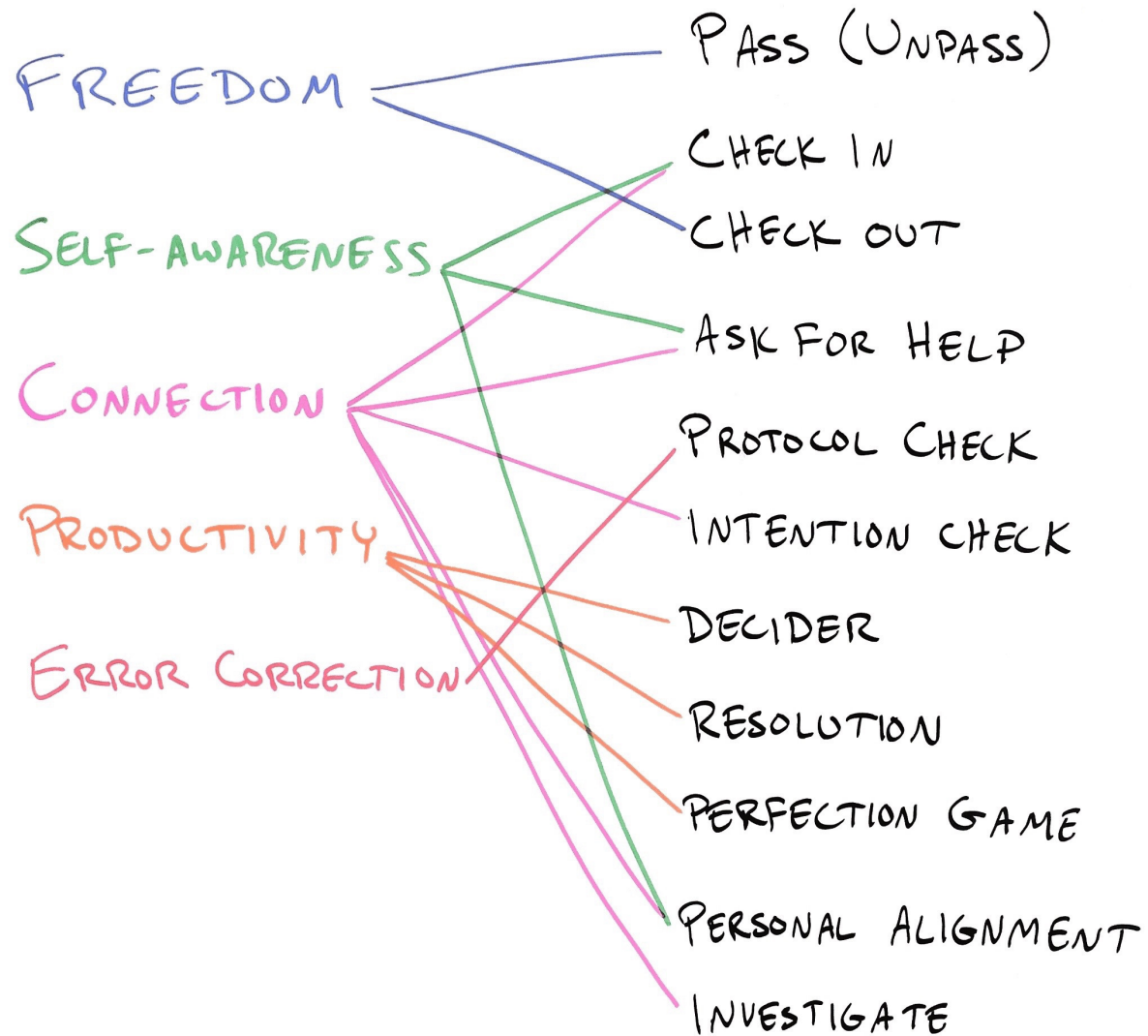
- Study great teams
- Identify key behavior patterns
- Learn and share how to reproduce great teams



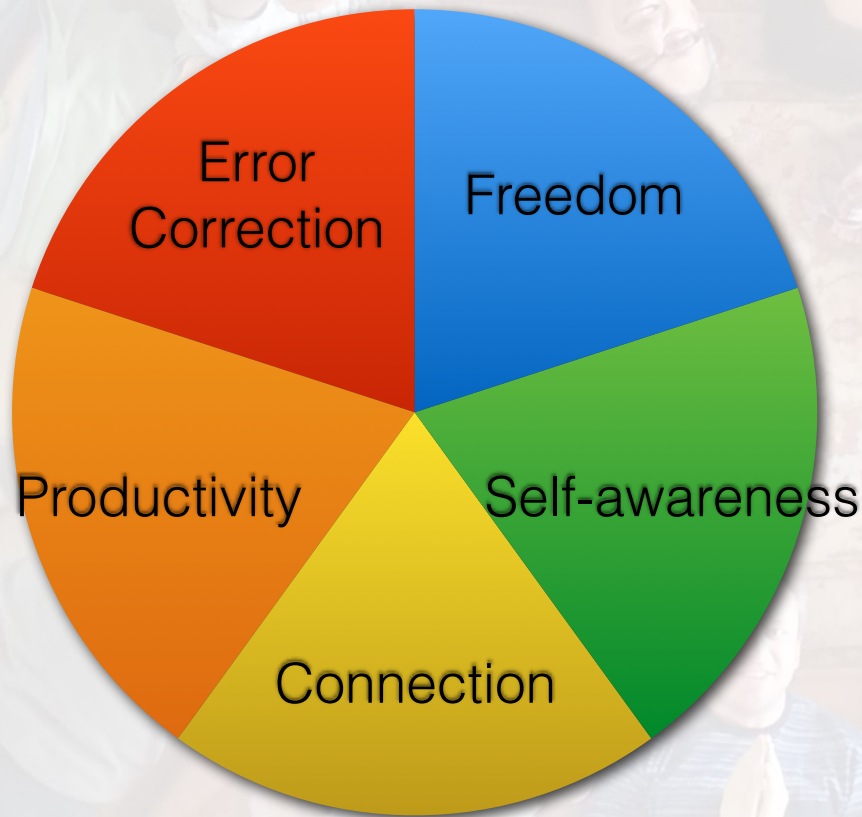
The Core Protocols

- Tools to reproducibly create culture of great teams and results
- Intentionally get into state of shared vision
- 11 behavior patterns / recipes / checklists





The Core Protocols



- **The Core Commitments & Protocols**
- **Intentional behavior patterns & culture design for great teams and results**
- **5 groups of protocols**
- **thecoreprotocols.org**

Freedom

- **Why**

- Basis of great culture

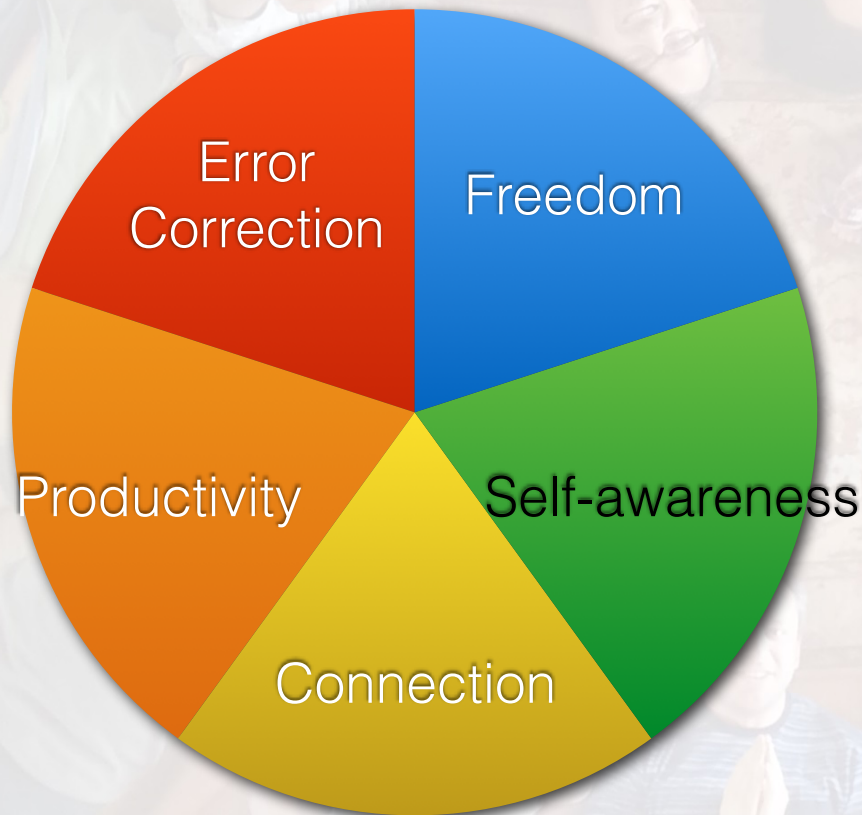
- **How**

- The Core Commitments (p. 3)
- Pass (Unpass) (p. 5)
- Check Out (p. 7)

- thecoreprotocols.org



Self-awareness



- **Why**
 - A great self is atomic unit of a great team
- **How**
 - Check In (p. 6)
 - Ask For Help (p. 8)
 - Personal Alignment (p. 18)
 - thecoreprotocols.org



I feel _____.



I feel _____.

MAD, SAD, GLAD, AFRAID



Activity: Check In (solo)

- **How are you?**
 - Complete this sentence: “I feel _____.”
 - Fill in the blank with a feeling from this list:
 - MAD, SAD, GLAD, AFRAID
- **Solo, 1 minute**



Activity: Check In

- **Check In**

- Speaker says, “I feel [one or more of MAD, SAD, GLAD, AFRAID].” Speaker may add a brief explanation. Speaker may say, “I pass.”
- Speaker says, “I’m in.”
- Listeners respond, “Welcome.”

- **Groups of 3, 3 minutes**



I want _____.



I want _____.

Self-awareness*

Integrity

Courage

Passion

Peace

Presence

Self-care

Fun

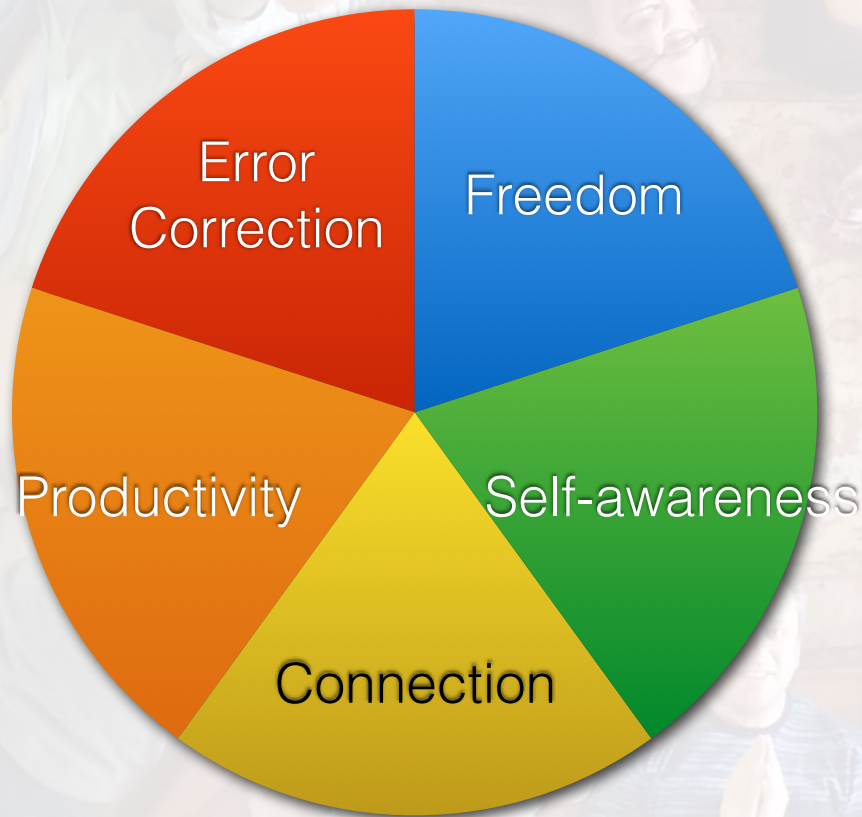
Wisdom

Health

Activity: Super-fast Personal Alignment

- **Complete this sentence:**
 - “I want _____.”
 - Fill in the blank with a virtue from this list:
Self-awareness (default answer), Integrity, Courage, Passion, Peace, Presence, Self-care, Fun, Wisdom, Health
- **To guide you:**
 - Imagine it is the only thing you want.
 - Imagine you single-mindedly pursued it.
 - Imagine that if you had all of it that the universe has to offer, you could obtain everything else you want.
- **Solo, 2 minutes**
- **See Personal Alignment & Personal Alignment Express at thecoreprotocols.org**

Connection



- **Why**

- Connect great people into a great team, totally cohesive and supporting each other toward shared goal

- **How**

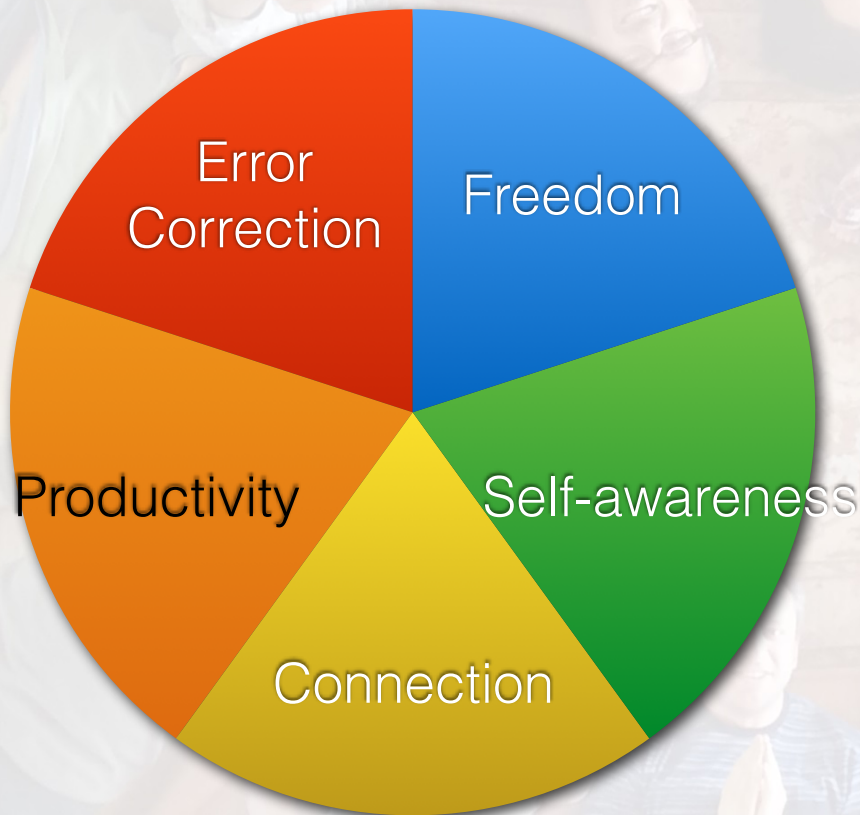
- Check In (p. 6)
- Ask For Help (p. 8)
- Intention Check (p. 11)
- Personal Alignment (p. 18)
- Investigate (p. 20)
- thecoreprotocols.org



Activity: Investigate

- **Investigate**
 - Learn about your partners' Personal Alignment
 - Be curious. Don't ask leading questions.
 - Try opening with, "What do you want?"
- **Same group of 3, 5 minutes**

Productivity



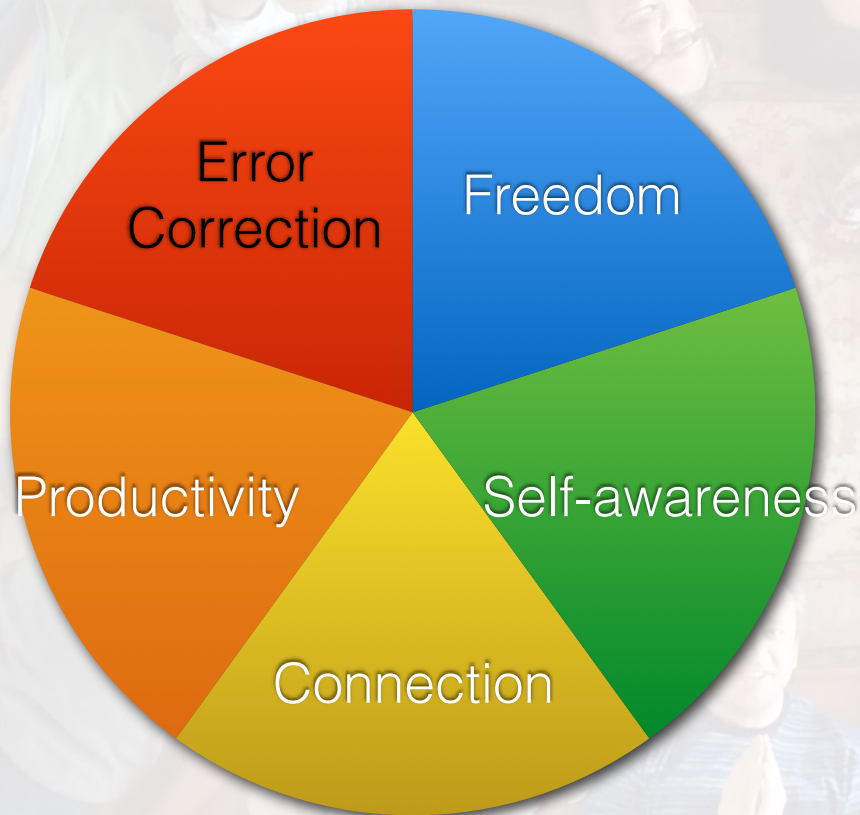
- **Why**

- Align together, deliver great products, achieve great results

- **How**

- Decider (p. 12)
- Resolution (p. 15)
- Perfection Game (p. 16)
- thecoreprotocols.org

Error Correction



- **Why**
 - Ensure we are maintaining freedom, self-awareness, connection, and productivity
- **How**
 - Protocol Check (p. 10)
 - thecoreprotocols.org

Shared Vision

- **Why**

- These recipes enable us to connect, to understand ourselves and each other.
- Eliminate Headgap
- Collective intelligence
- Group genius: total alignment, total trust, total vulnerability

- **How**

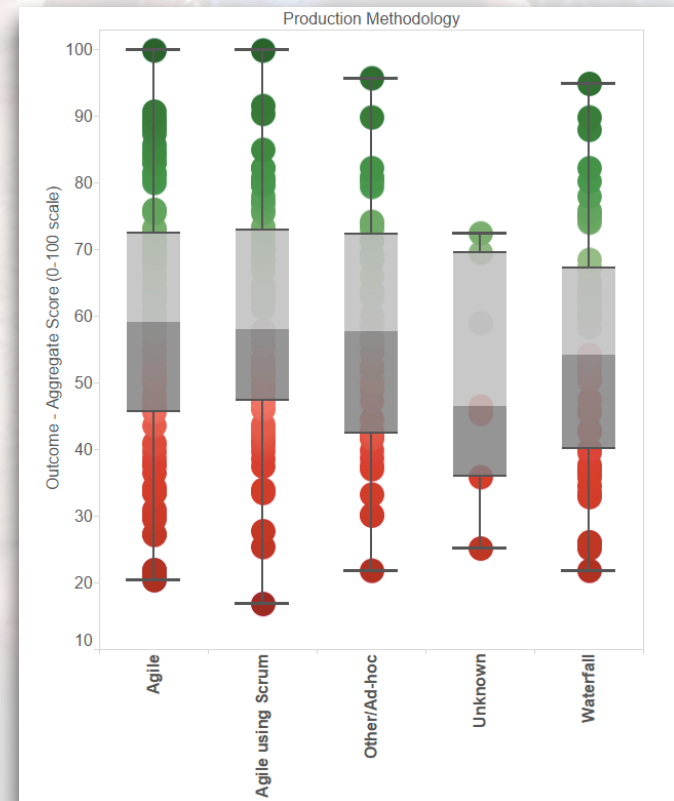
- Core Commitments & Protocols
- Web of Commitment
- Shared Vision



Agile is broken!

- Agile doesn't tell you how to build a great team—what are the steps?
- Scrum doesn't magically give you the skills to do great retrospectives and make amazing improvements.
- Don't settle for the default/incumbent culture.
- You need a toolset like the Core Protocols to get your team aligned and on the path to greatness, and then use Agile to execute with your great team.
- (Agile isn't broken. But you need additional skills to intentionally get your team into a state of shared vision, to be able to always design, implement, and deliver great products on time every time.)

Chart: Gamasutra http://gamasutra.com/blogs/PaulTozour/20141216/232023/The_Game_Outcomes_Project_Part_1_The_Best_and_the_Rest.php



Team == Product

so build a great team



Shared Vision

*Teams in a state of Shared Vision are at least 10x better than teams that aren't.**

**Self-reported by respondents in informal surveys conducted by Jim McCarthy and Richard Kasperowski*



Intentional Culture Design

Non-negativity

No negation

Pretend



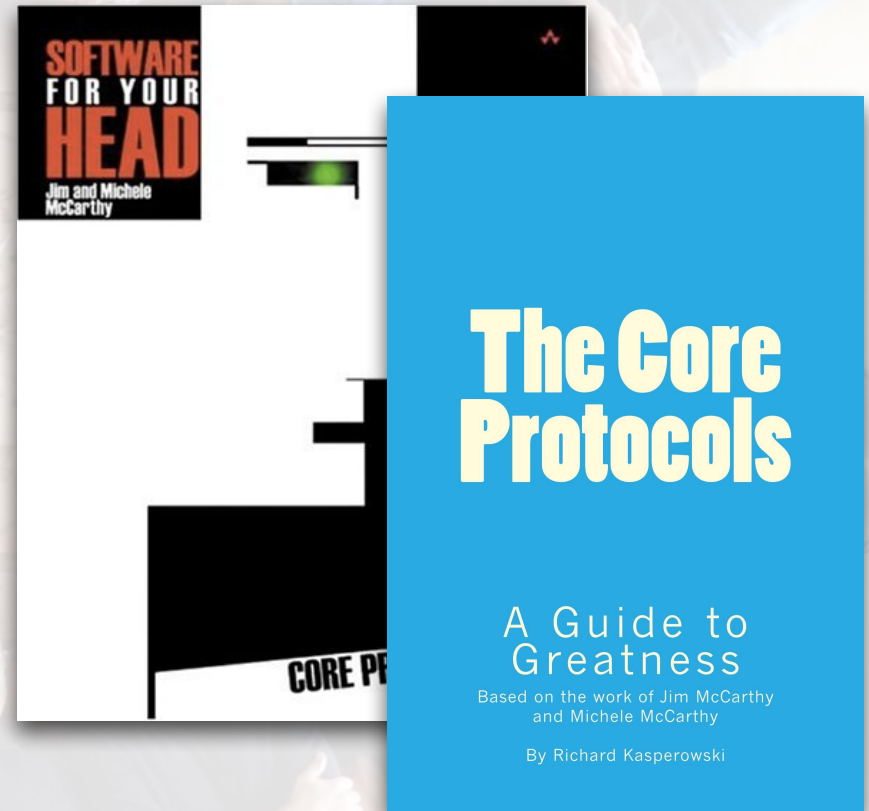
To Learn More

- **Web**

- thecoreprotocols.org
- greatnessguild.org
- kasperowski.com

- **Books**

- *Software for Your Head* by Jim and Michele McCarthy
- *The Core Protocols: A Guide to Greatness* by Richard Kasperowski

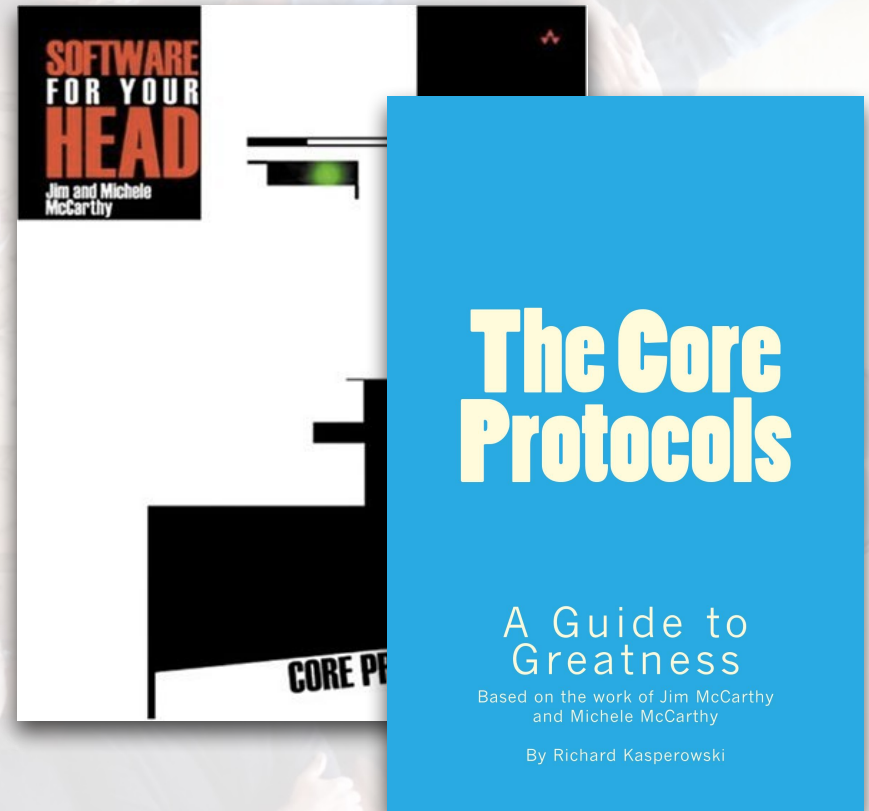


To Learn More

- **Keynotes, presentation, and workshops**

- Coming up:

- Sep 25: AgileCamp Silicon Valley
- Oct 20: Toronto Agile Conference (keynote)
- Oct 26: Agile Delaware (with Julia Ivashina)
- Oct 28: Agile Philly (with Julia Ivashina)
- Dec 2: PMI-NH
- Dec 7: Agile NYC



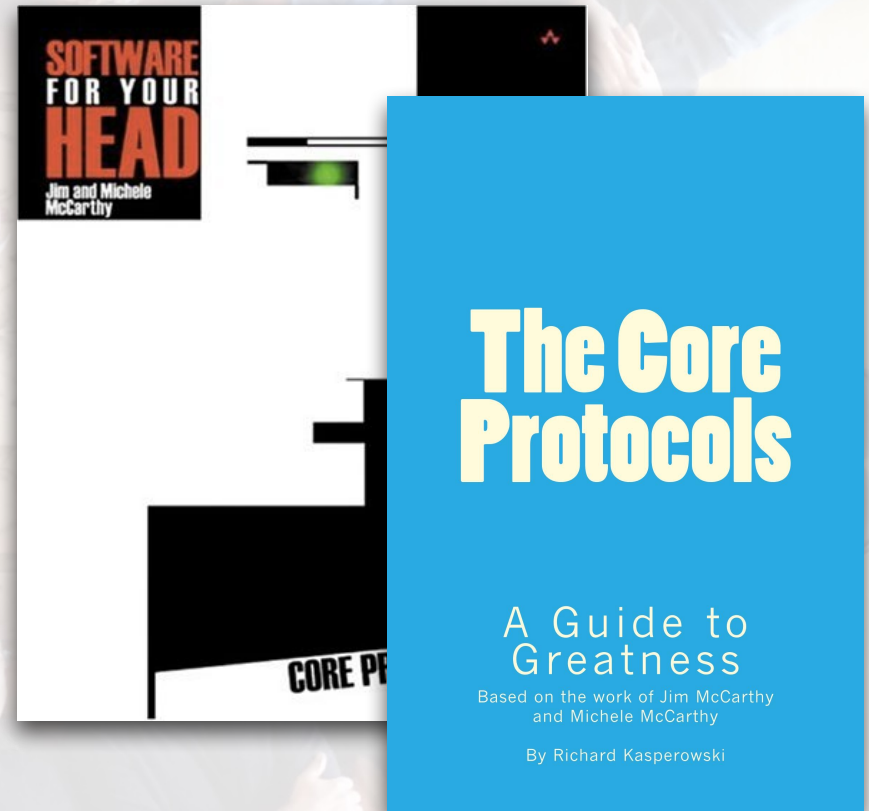
To Learn More

- **Coaching**

- Learn and practice Core Protocols to get into a state of shared vision, then apply Agile to design, implement, and deliver great products and services
- Wanted: great coaching clients that want to radically transform their team to be incredibly successful. Does that sound like you?

- **Classes**

- 1/2 day to 5 days: learn, practice, and embody Core Protocols to be a great team
- 5 day classes are taught by Jim and Michele McCarthy (register at gr8p.pl/bootcampfall15)



Thank you!

Richard Kasperowski

@rkasper

skype:rkasperowski

Google Hangouts: kasperowski

+1 617 466 9754

r@kasperowski.com

www.kasperowski.com

gr8p.pl/corebook

gr8p.pl/bootcampfall15



**The Core
Protocols**

A Guide to
Greatness

Based on the work of Jim McCarthy
and Michele McCarthy

By Richard Kasperowski