

# Teaching Agile So It Sticks

Lisa Sieverts | Facilitated Change

Richard Kasperowski | Agile Team Building





# Lisa Sieverts

## Facilitated Change

- PMP, PMI-ACP
- Agile
- Waterfall

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# Richard Kasperowski

## Agile Team Building

- Core Protocols
- Agile
- Open Space Technology

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I can design and share  
a new learning experience  
with future experts



# Essential Material

Create a Training Experience

Facilitate a Training Experience



# What is your most essential Agile topic?



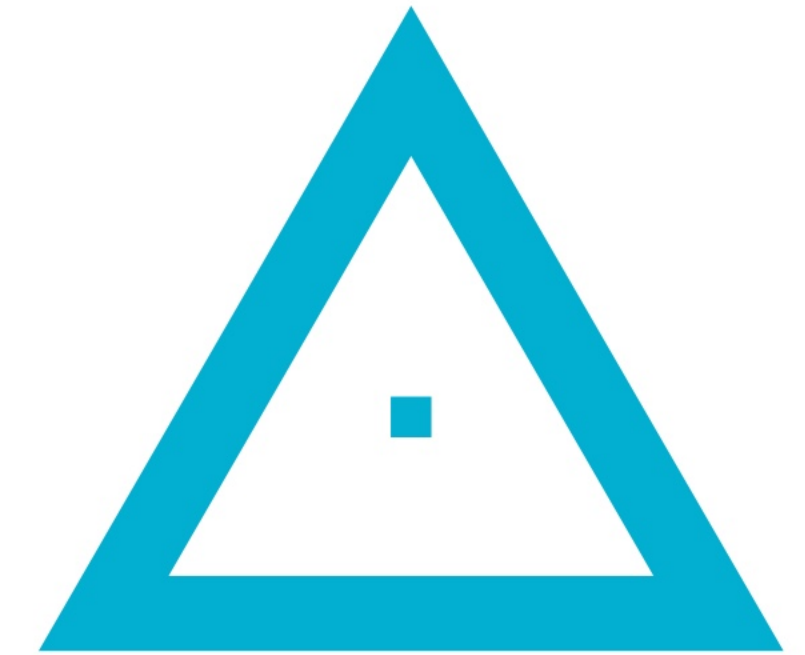
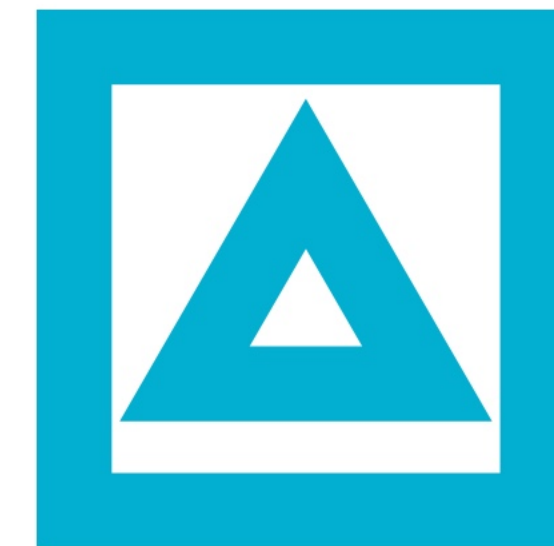
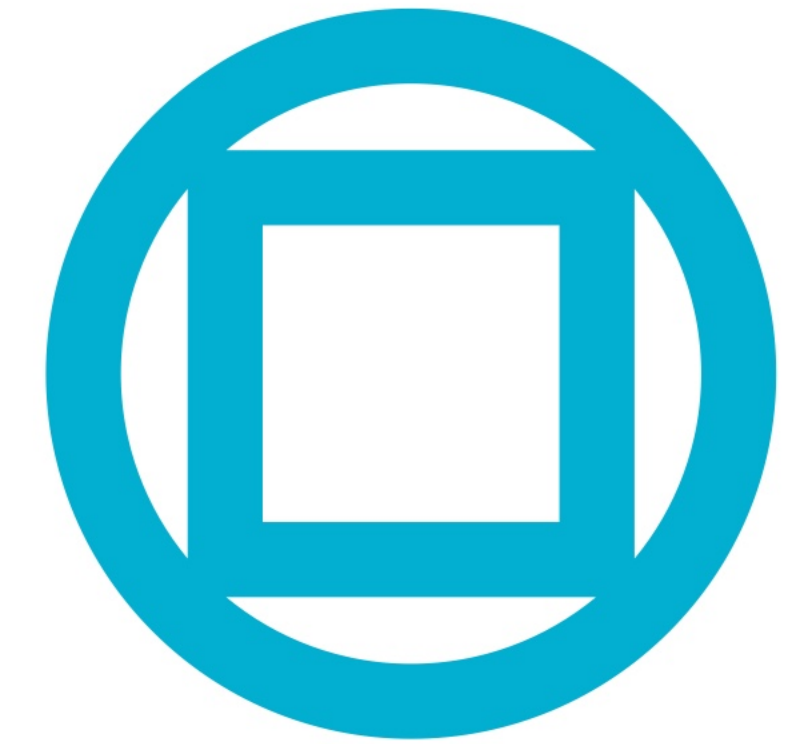
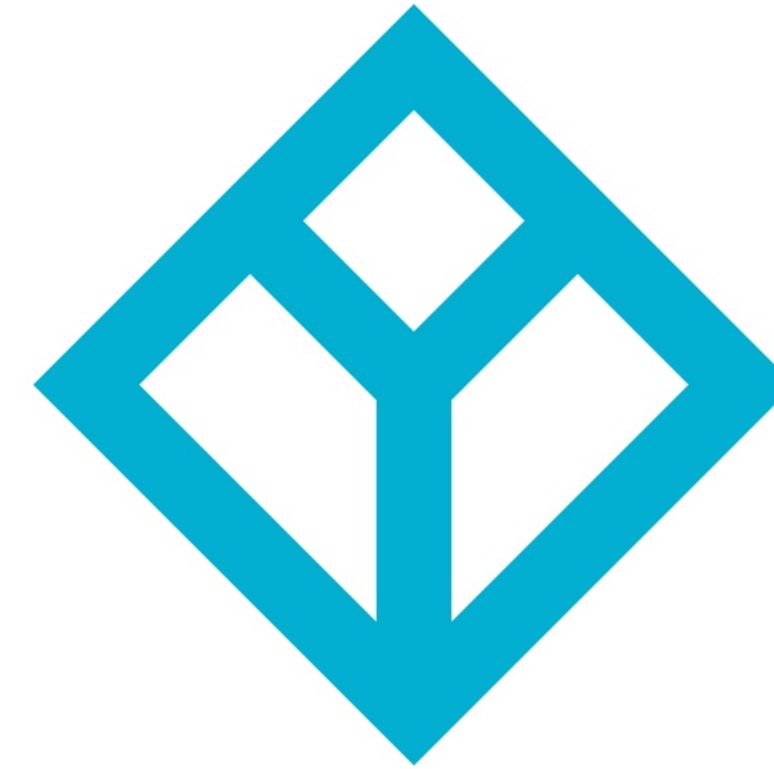






# Essential material

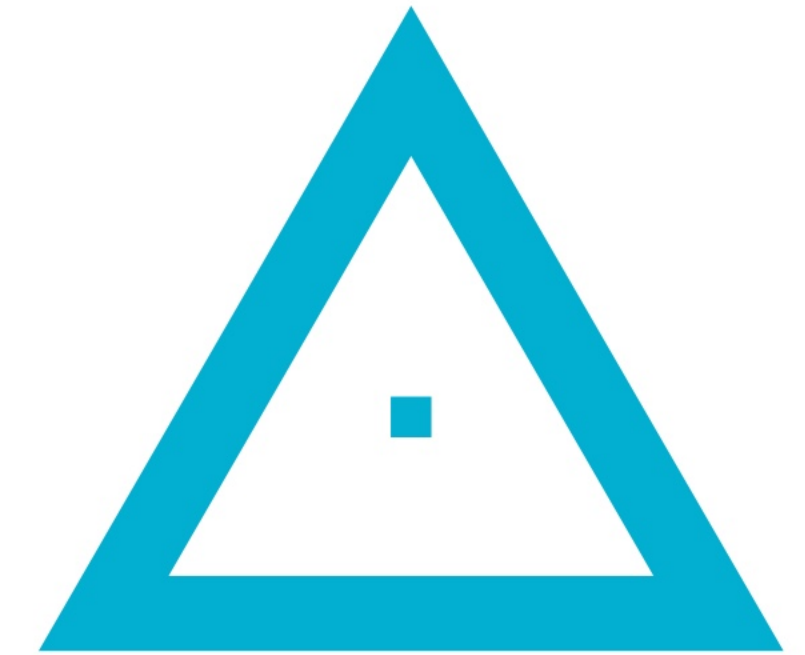
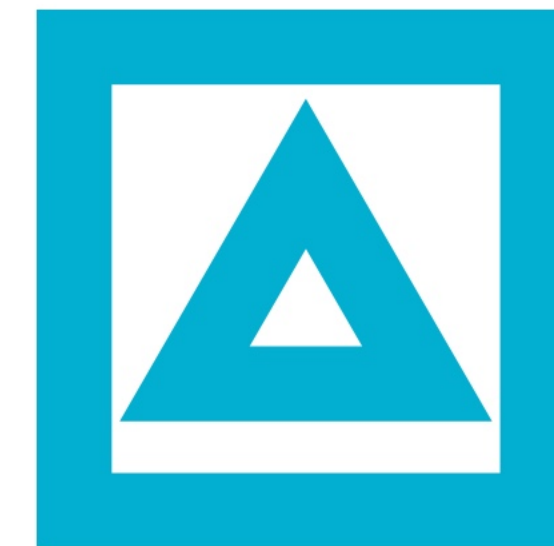
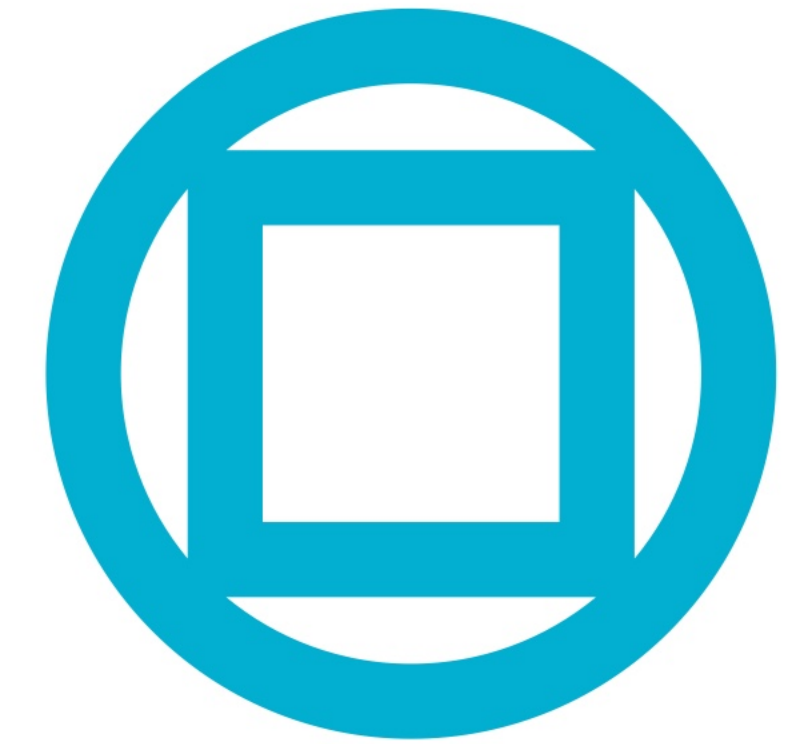
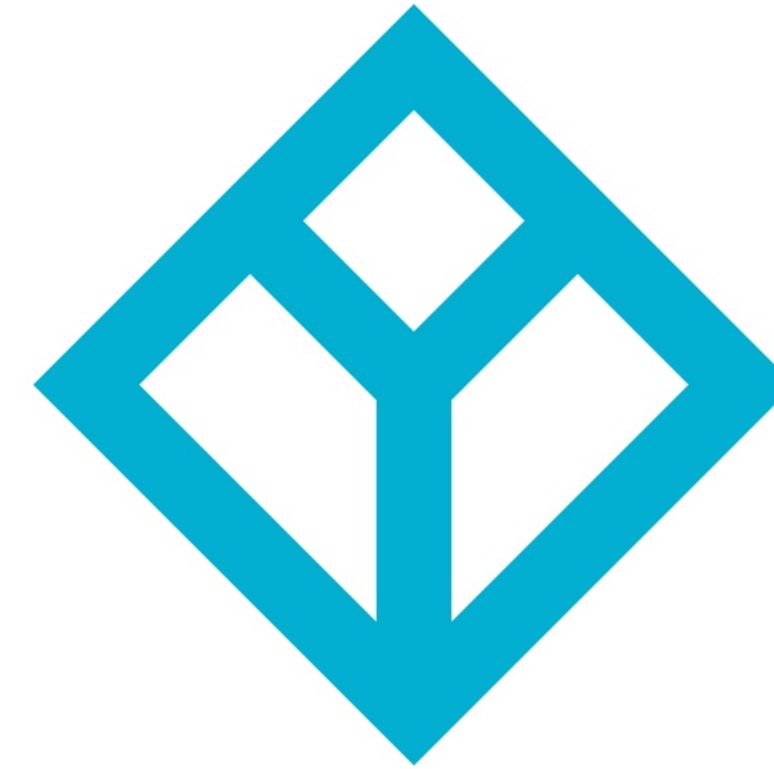
- ✓ The knowledge and skills that the students must gain
- ✓ MVTT: Minimum Viable Thing to Teach
- ✓ Time is a limited resource
- ✓ Teach only the most essential material





# Essential material

- ✓ Even in a semester long course
- ✓ 30-35 classroom hours!





# Agile Project Management

Agile Manifesto/Principles

Stakeholders

Ethics

Project Selection

Scrum

Project Charter

Work Breakdown Structure

User Roles

User Stories

Story Mapping

Acceptance Criteria

Sprinting

Sprint Reviews

Sprint Retrospectives

# Agile Software Development

Agile Manifesto/Principles

Scrum

Product Inception

User Stories

Definition of Done & Ready

Estimating

Forecasting and Project Management

Pair & Mob Programming

TDD

CI, CD, DevOps

Refactoring for Clean Code

High-Performance Teams

BDD and A-TDD

Retrospectives

Agile at Large Scale

Introducing and Sustaining Agile in Your Org



# Try it: Essential Material

- ✓ What is the most essential Agile topic that you think everyone should know?

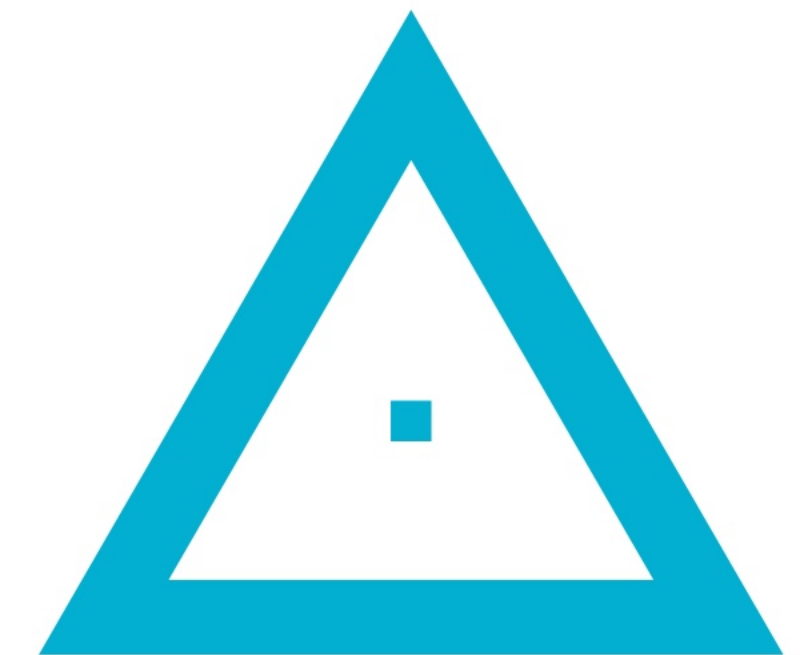
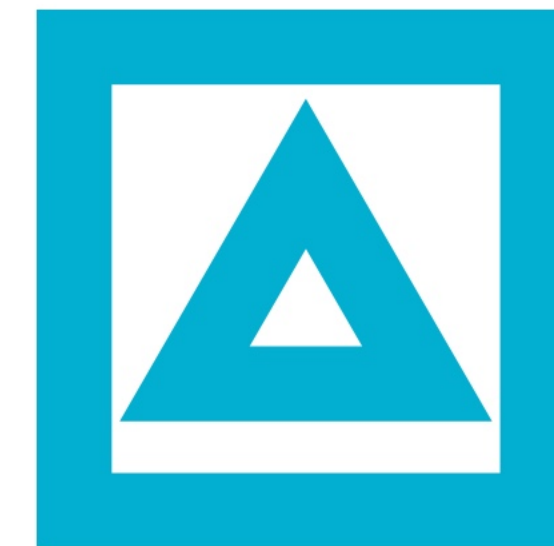
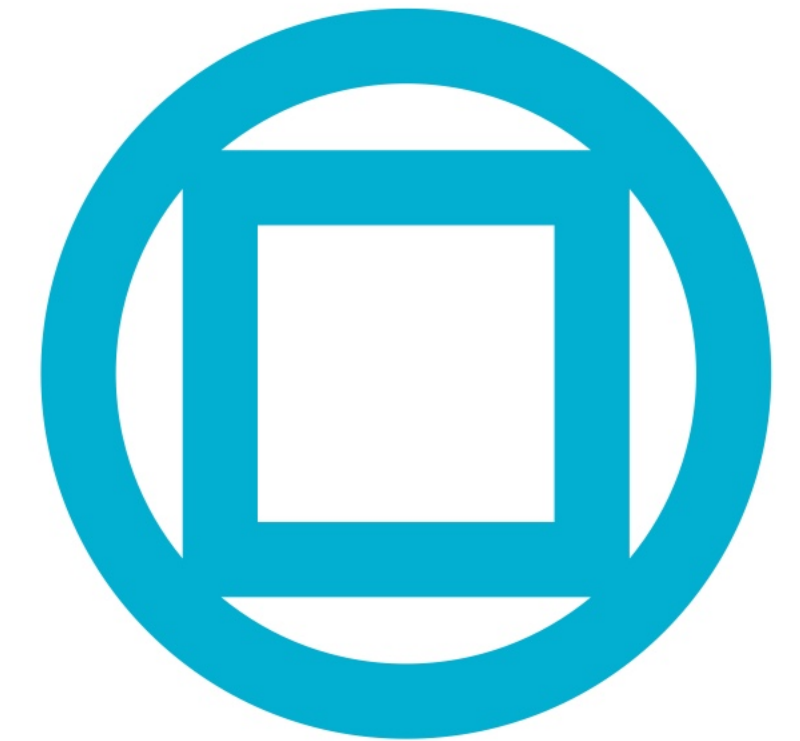
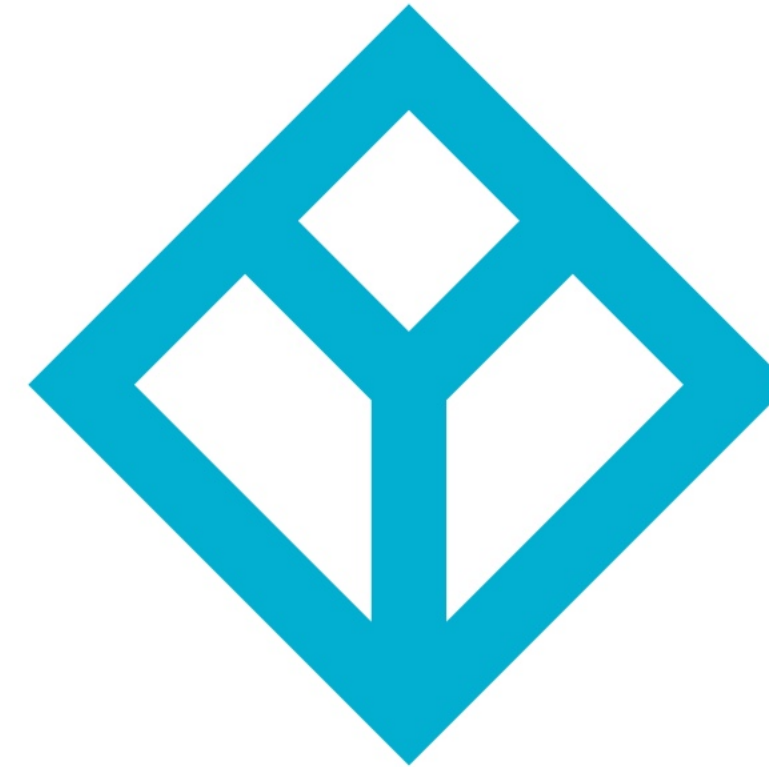


\*Groups of 2, 2 minutes



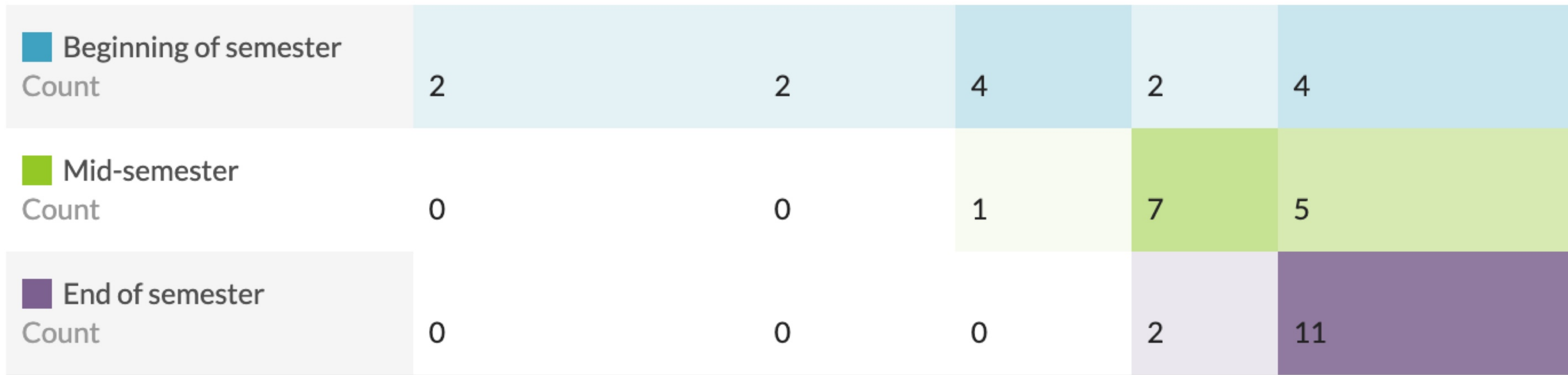
# Can-do statements

- ✓ What do you want students to be able to say they “can do” by the end of the learning module?
- ✓ “I can write a useful and usable user story.”
- ✓ “I can facilitate an excellent Sprint Planning session.”

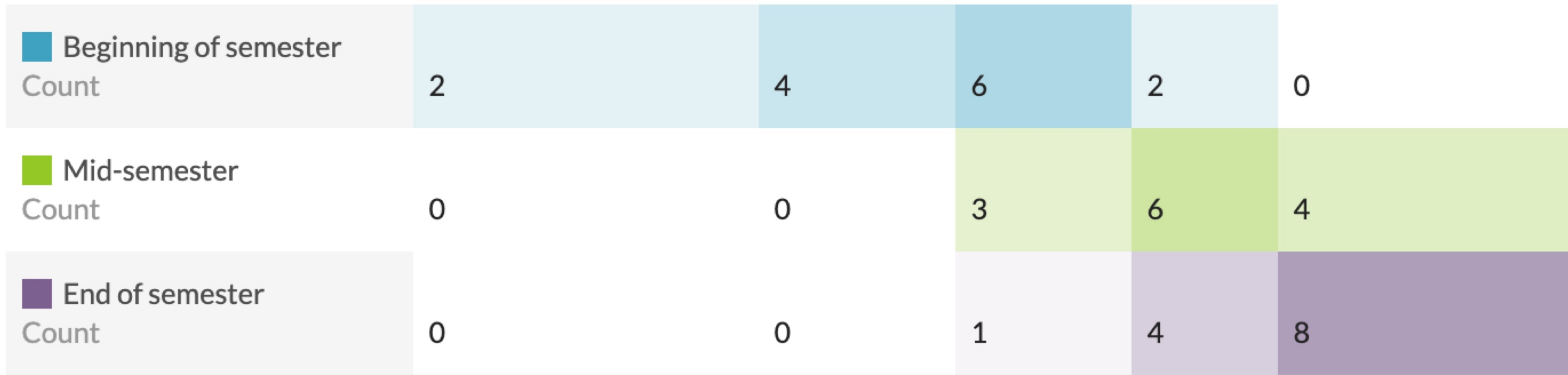




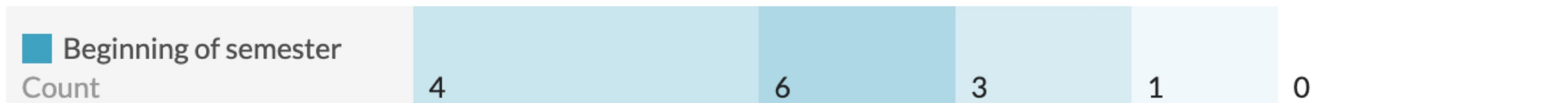
**I can inspect the state of a software project using a burndown chart.**



**I can pair program effectively.**



**I can mob program effectively.**





# Try it: Can-do Statements

- ✓ For your most essential Agile topic,
  - ✓ Create three can-do statements

\*Groups of 2, 2 minutes





Essential Material

Create a Training Experience

Facilitate a Training Experience

# How experienced are you at creating a lesson?

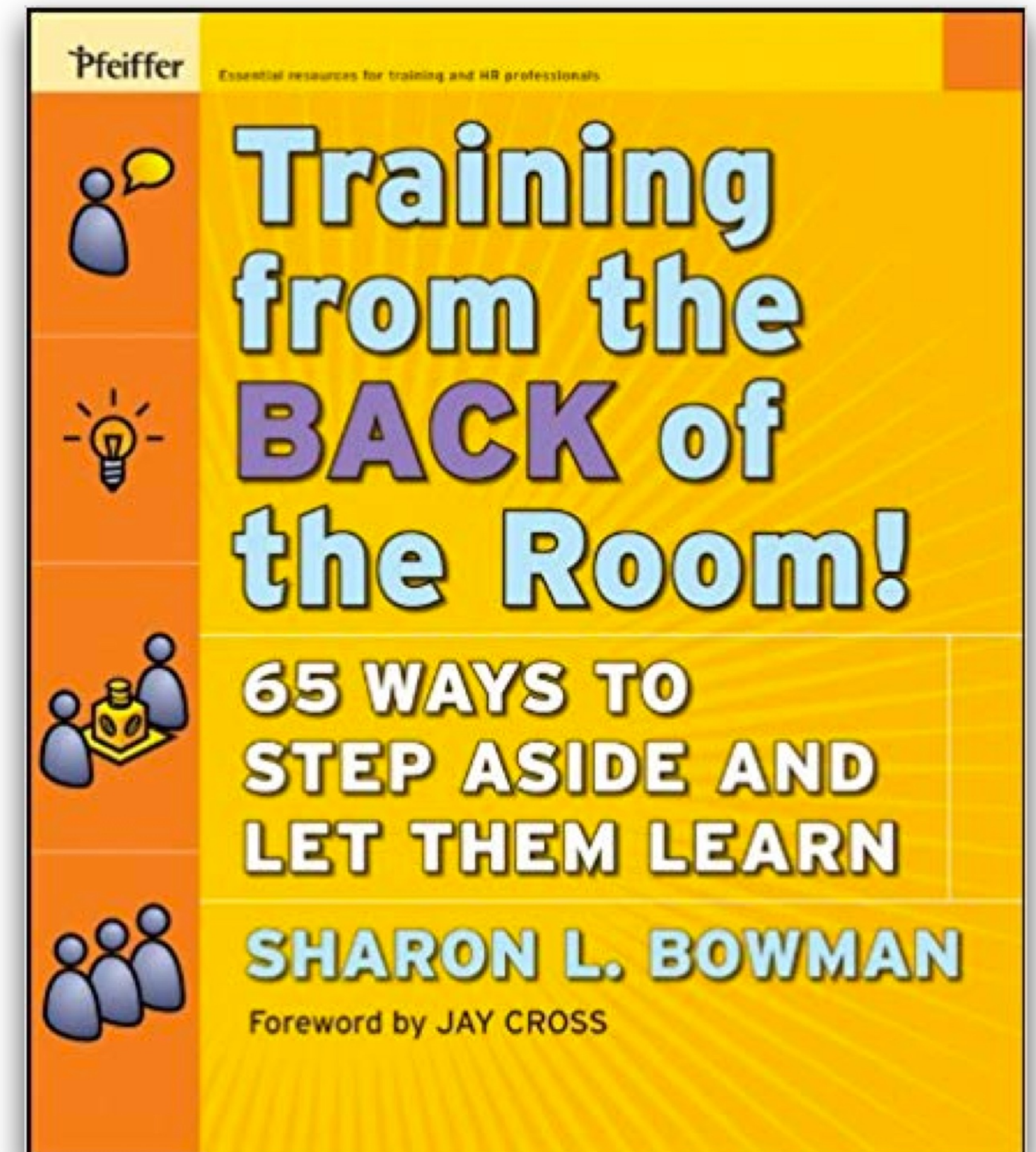


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# Create a Training Module

- ✓ The 4 Cs:
  - ✓ Connection
  - ✓ Content
  - ✓ Concrete Practice
  - ✓ Conclusion





### C1- Connections

Move Speak Draw Listen Write



### C2- Concepts

Move Speak Draw Listen Write

### C3 - Concrete Practice

Move Speak Draw Listen Write



### C4- Conclusion

Move Speak Draw Listen Write



# USER STORIES

🕒 40

C1-Connections

Pop up:  
What is a user story

Move Speak Draw Listen Write 2 🕒

C3 - Concrete Practice

Move Speak Draw Listen Write 20 🕒  
Online Pizza Store 3  
Write 3 requirements/  
user stories 5  
swap w other group +  
improve the stories 10  
+share 1 improvement 2

As a...  
I want...  
So that...  
or.  
What + Why  
in english

In order to...  
I want...  
not how

C2-Concepts

🕒 8 Move Speak Draw Listen Write

🕒 10 Move Speak Draw Listen Write

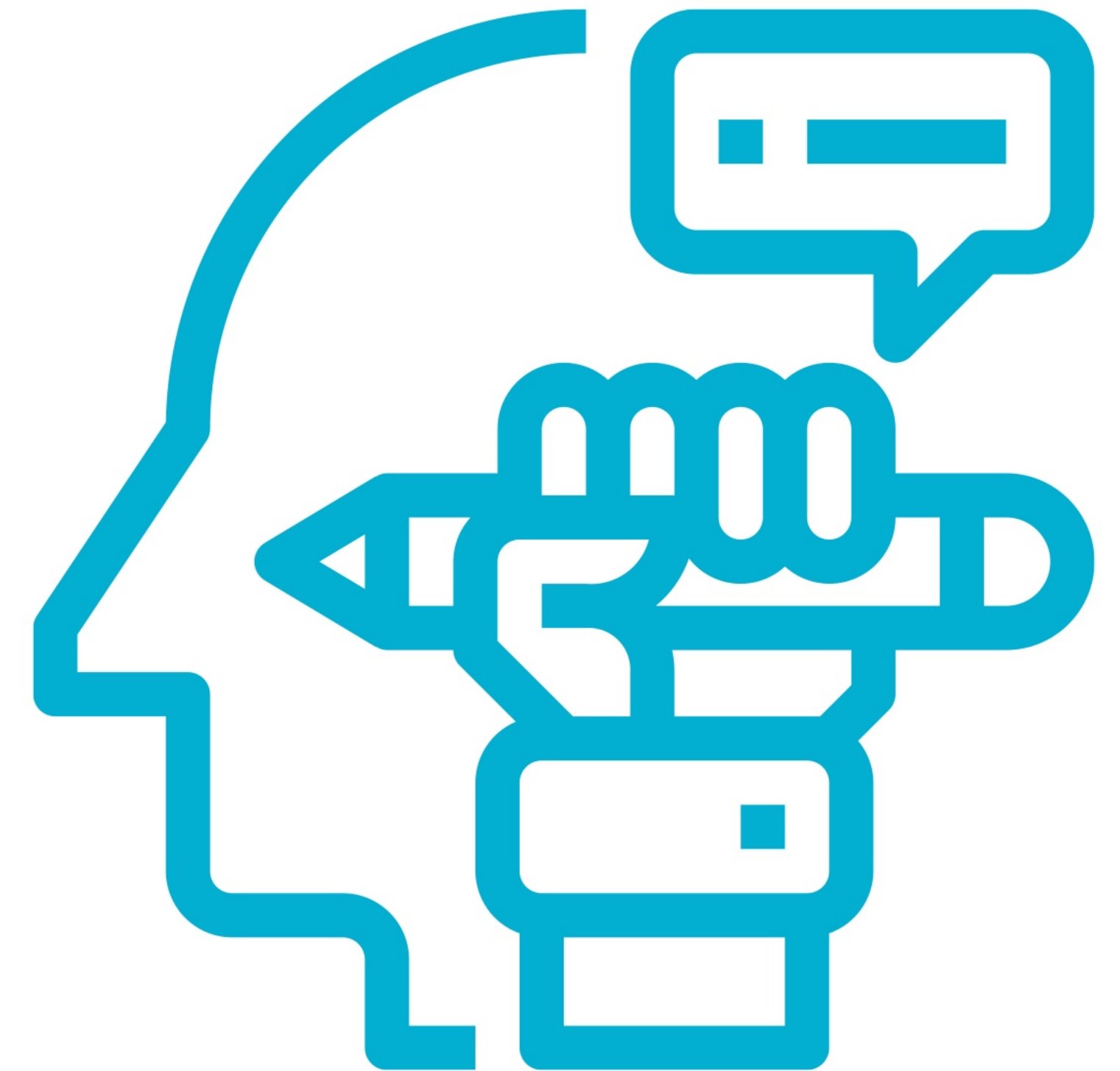
now try it on a  
real requirement  
write it 5  
swap + improve 5

C4-Conclusion



# Connection

- ✓ Engage learners, activate latent knowledge
- ✓ Gauge current ability level
- ✓ Alleviate fear
  
- ✓ Examples:
  - ✓ Write down all the facts you know about the role, "Scrum Master."
  - ✓ Line up by experience level
  - ✓ What do you think is the most essential Agile topic?





# USER STORIES



C1-Connections

Pop up:  
What is a  
user story

Move

Speak

Draw

Listen

Write

2



Move

Speak

Draw

Listen

Write

C3 - Concrete Practice

Move

Speak

Draw

Listen

Write



Move

Speak

Draw

Listen

Write

C2-Concepts

C4-Conclusion



# Try it: Connection

- ✓ For your essential Agile topic,
  - ✓ Identify and describe one Connection activity

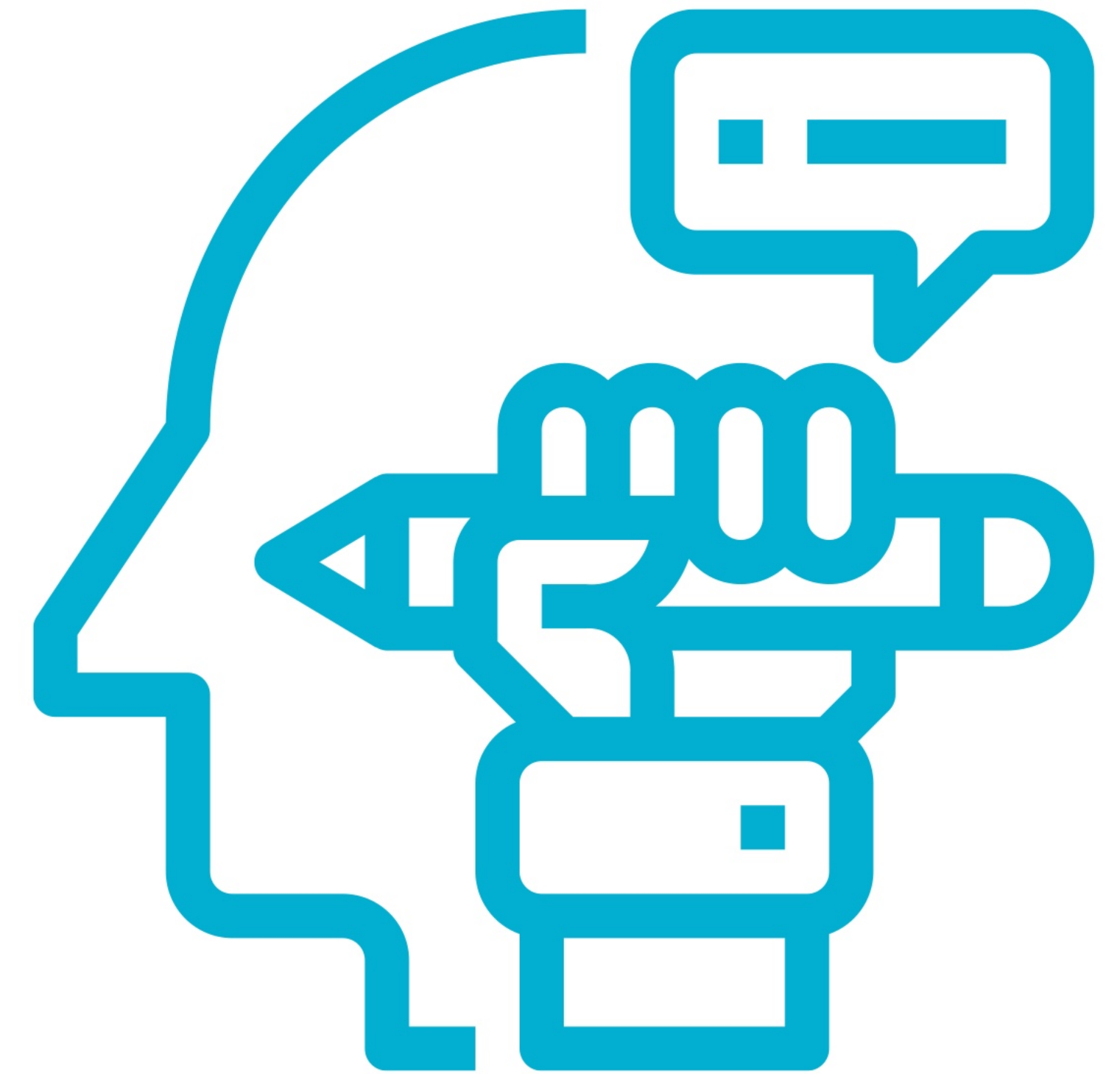
\*Groups of 2, 3 minutes





# Content

- ✓ The information you want learners to acquire
- ✓ First half of getting to “can-do”
  
- ✓ Examples:
  - ✓ **Short** explanation
  - ✓ Screencast or video
  - ✓ Demonstration
  - ✓ Reading
  - ✓ This section of tonight’s talk



# USER STORIES

 40

C1-Connections

Pop up:  
What is a  
user story

Move Speak Draw Listen Write

2 

As a...  
I want...  
so that...

or:  
What + Why  
in english

In order to...  
I want...

not how

C2-Concepts

 8 Move Speak Draw Listen Write

C3 - Concrete Practice

C4 - Conclusion



# Try it: Content

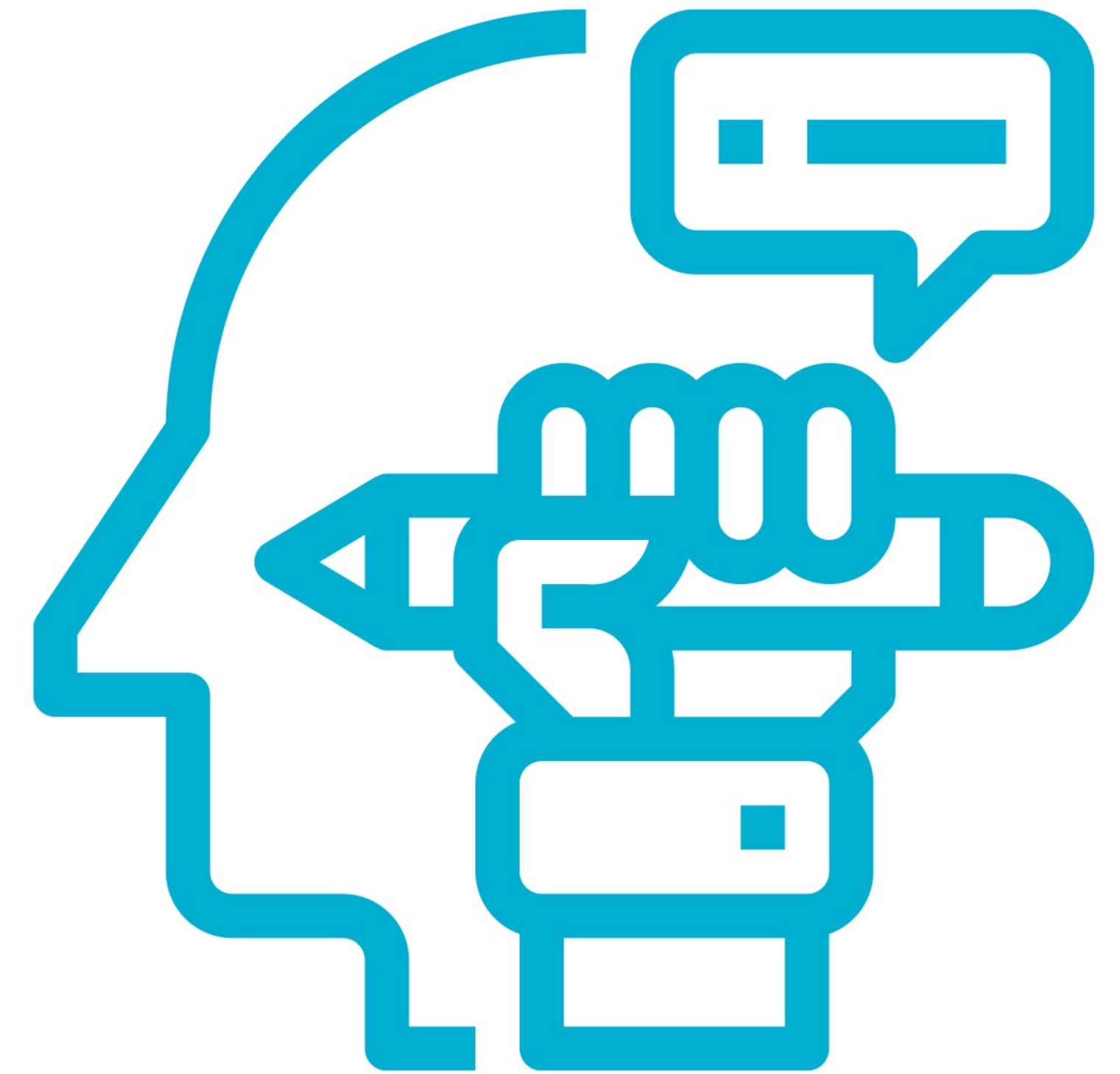
- ✓ For your essential Agile topic,
  - ✓ Review your three can-do statements
  - ✓ What are the three main points you want learners to acquire?
  - ✓ Exactly what will you do to share the content with them?

\*Groups of 2, 3 minutes



# Concrete Practice

- ✓ Learn by doing, not by listening to a lecture
- ✓ Second half of getting to “can-do”
- ✓ Examples:
  - ✓ Create a charter for a project
  - ✓ Write a user story
  - ✓ Write acceptance criteria
  - ✓ Experience Agile
  - ✓ Scrum and build a real software product together





# USER STORIES

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C2- Concepts

🕒 8 Move Speak Draw Listen Write

C4- Conclusion



# Try it: Concrete Practice

- ✓ For your essential Agile topic,
- ✓ Identify an activity that reinforces the content
- ✓ Exactly what will learners do to practice and acquire the skill?

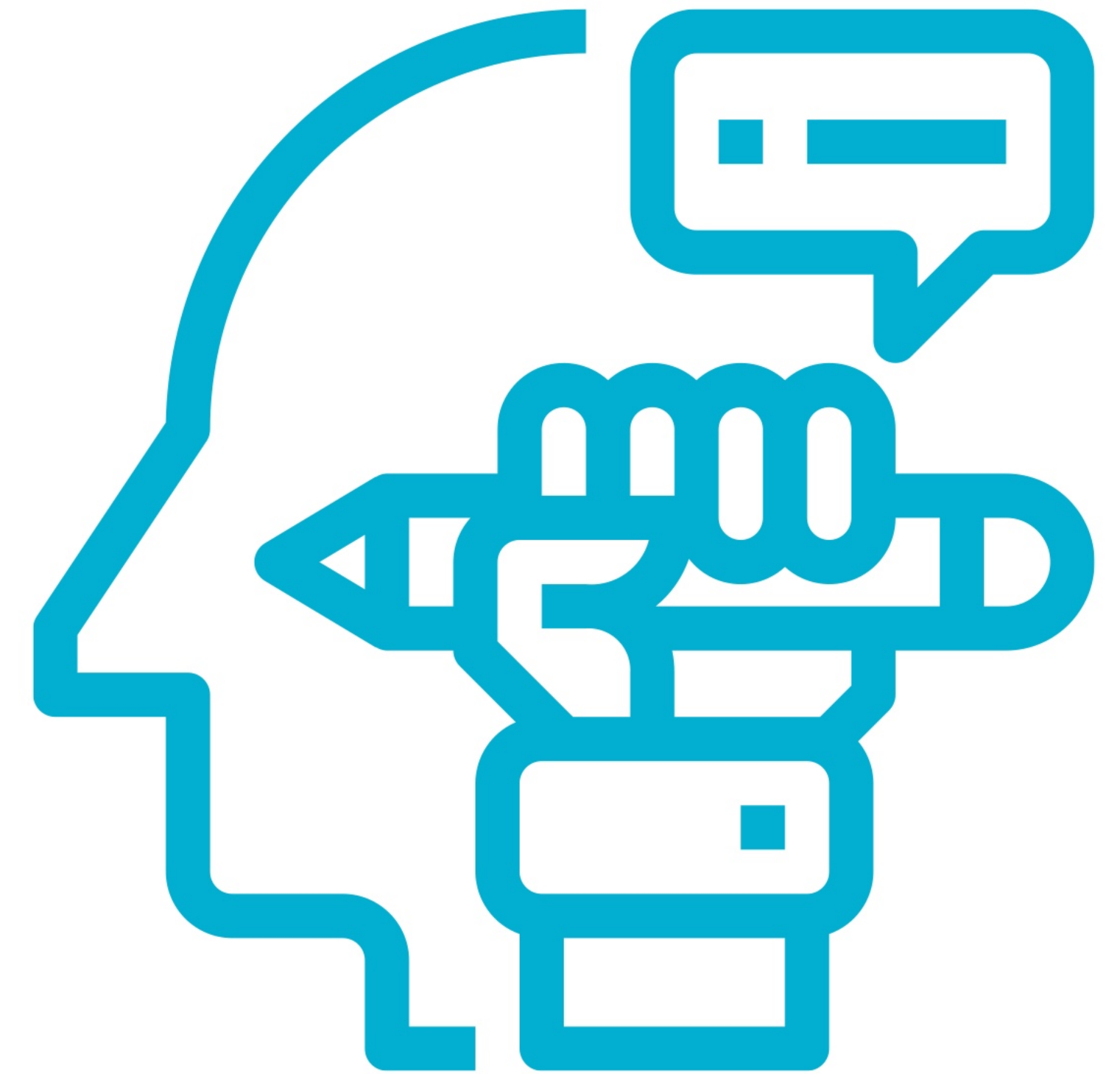
\*Groups of 2, 3 minutes





# Conclusion

- ✓ Learners synthesize and integrate their new knowledge
- ✓ Examples:
  - ✓ What is the most important/interesting thing you heard/learned in this segment?
  - ✓ How did you feel?
  - ✓ Did anything surprise you?
  - ✓ How will you use this in your everyday work?





# USER STORIES

🕒 40

C1- Connections

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What is a user story

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C3 - Concrete Practice

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C2- Concepts

🕒 8 Move Speak Draw Listen Write

🕒 10 Move Speak Draw Listen Write

now try it on a  
real requirement  
write it 5  
swap + improve 5

C4- Conclusion



# Try it: Conclusion

- ✓ For your essential Agile topic,
- ✓ Exactly how will you conclude the learning experience?

\*Groups of 2, 3 minutes



Essential Material

Create a Training Experience

Facilitate a Training Experience

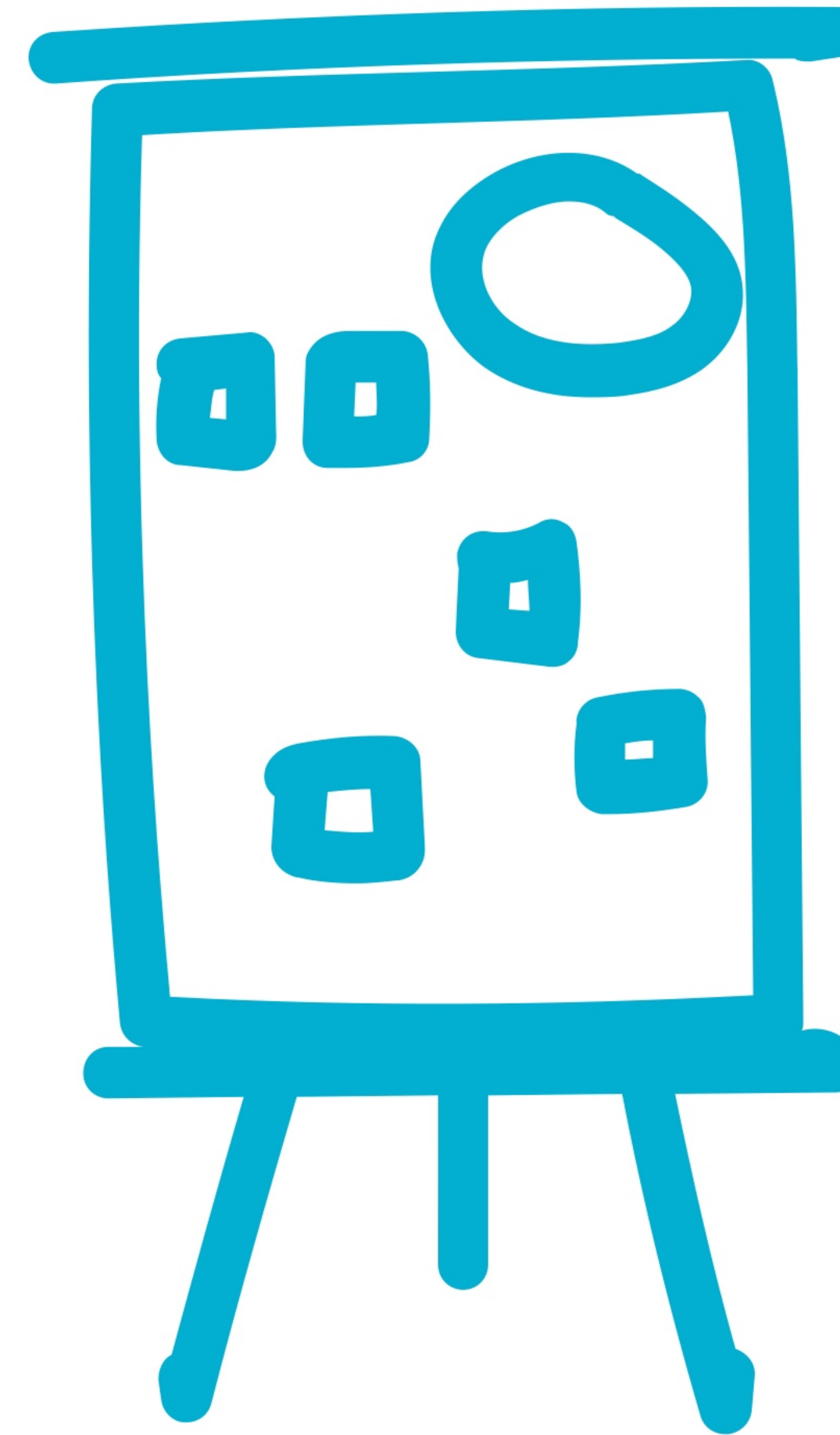


# The best training you've ever experienced



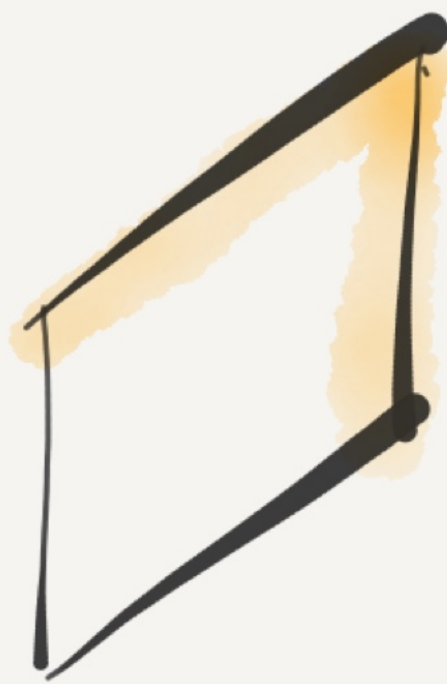
# Facilitate a training experience

- ✓ Facilitate learning, aka “teach”
- ✓ Facilitate for engagement
  - ✓ Room layout
  - ✓ Slides vs flip charts
  - ✓ Lecture vs activity
  - ✓ Tactile
  - ✓ Stand up, move around
  - ✓ Food





# CLASSROOM LAYOUT



Projector or large TV screen



Table for teacher's laptop



2 flipchart stands



Seating for attendees: round tables, 5 people per table

# Try it: Facilitate

- ✓ For your essential Agile topic,
- ✓ With the learning experience you just created
- ✓ Facilitate the learning experience

\*Groups of 2, 75 minutes

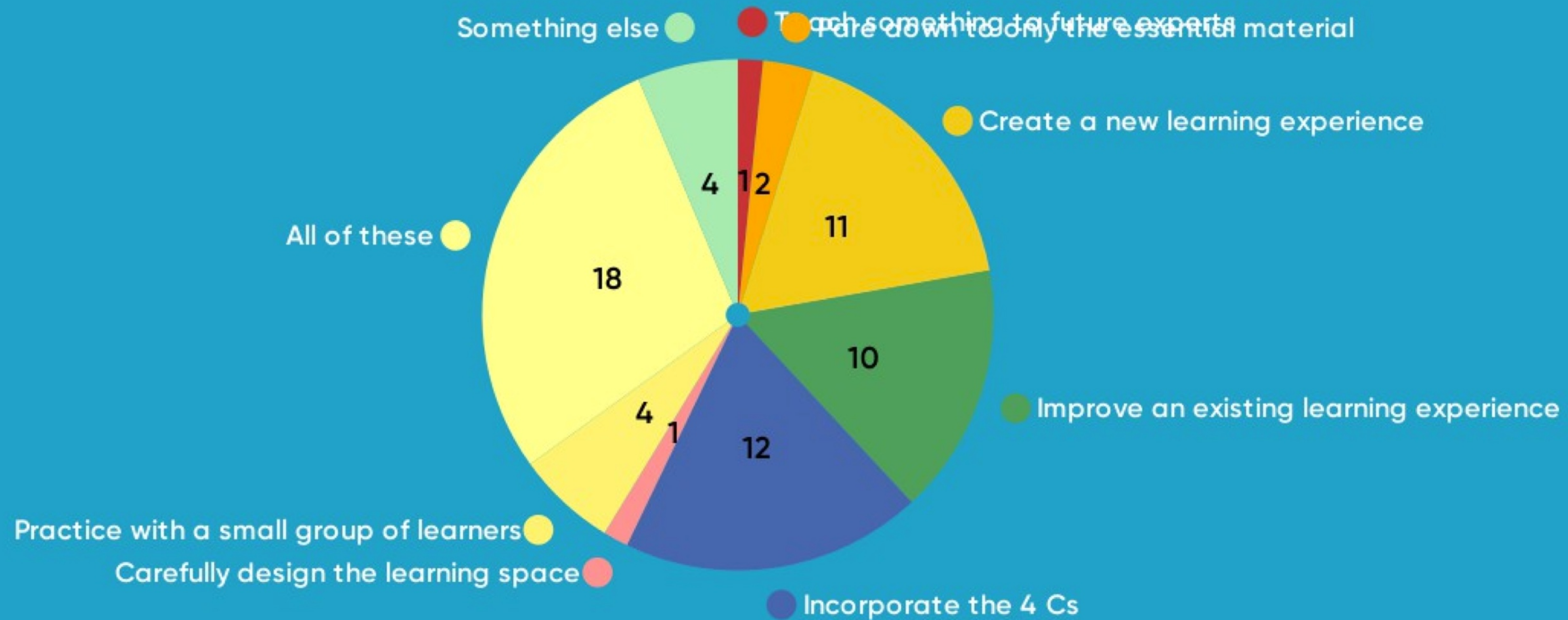






How will you use this  
in your everyday work?

# How will you use this in your everyday work?



63



I can design and share  
a new learning experience  
with future experts

# Our courses at Harvard

- ✓ Agile Project Management (ISMT E-101)
- ✓ Agile Software Development (CSCI E-71, S-71)



**HARVARD**  
Extension School



**HARVARD**  
Summer School



# Want help with your workshops?

- ✓ Ask us for help
- ✓ We love designing curriculum!
- ✓ We love facilitating learning experiences!
- ✓ We'd love to help you with yours



Photo by Alice Achterhof on Unsplash



# Stay connected with Lisa

- ✓ Connect on LinkedIn @lisasieverts
- ✓ Bring Lisa to your organization for Agile coaching and training
- ✓ Let Lisa help you think through project challenges





# Stay connected with Richard

Subscribe to Richard's newsletter:

- [kasperowski.com/events](https://kasperowski.com/events)

Upcoming classes:

- Serbia - May 15
- Hartford - May 30
- Boston - Jun 12
- Harvard - Jun 24 - Jul 11

... or book a private class for your organization.





Will you help us  
make this presentation  
the best it can be?

Perfection Game





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