



WELCOME

Thursday – 1 June 2023

What was your goal for 2022?



Career/Money



Family



Love & Relationship



Mental & Emotional
Health



Fitness

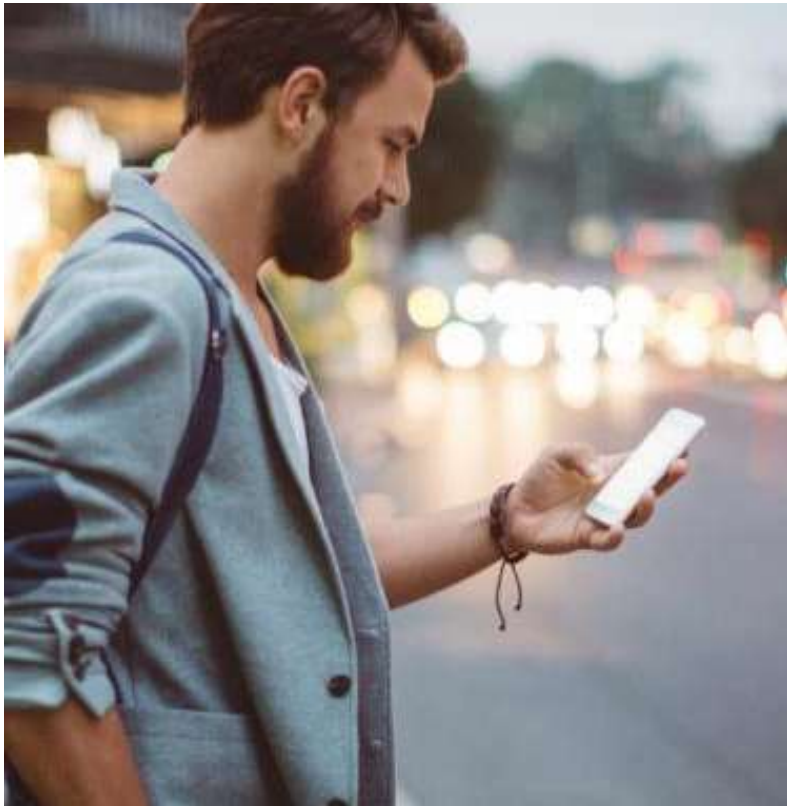


OTHER

**Was your goal a
carryover or partially
incomplete?**



Survey Says...



80% Are left incomplete each year

Feel they were successful in reaching goal 9%

2022 US News & World Report

A. Well...now that you mention it

B. Started...but life happened

C. Feeling good and on track!!

AGILE NEW ENGLAND ISLAND Mid-Year Retrospective Goals & OKRS

Garry Miller
1 JUNE 2023

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TEP
TEAL
EDUCATION
PARTNERS



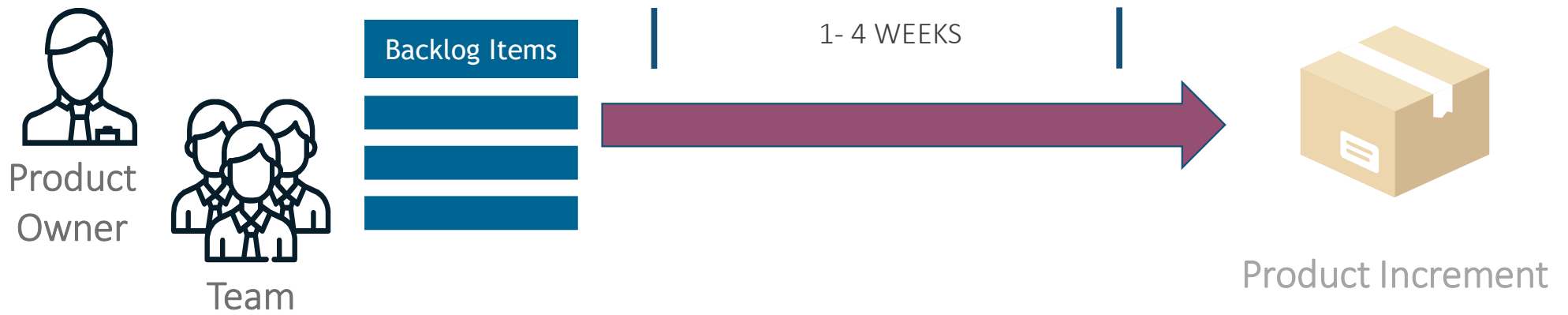
AGENDA

Let's discuss

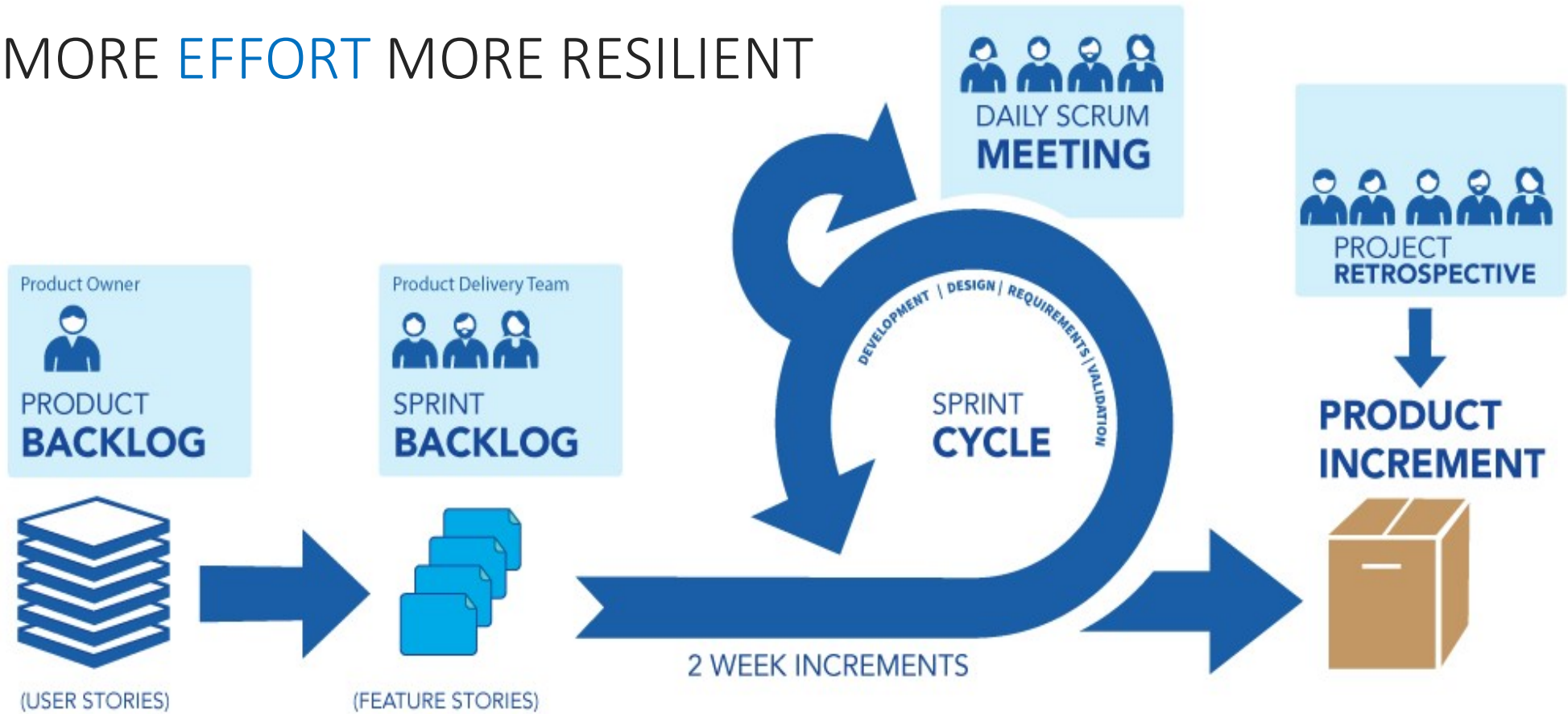
- Kaizen Mindset
- What Scrum team do to improve
- S.M.A.R.T. Goalsetting Strategies



HOW TEAMS GET IT DONE



MORE EFFORT MORE RESILIENT



WHY IS IT DIFFERENT?

1. Transparency
2. Inspection
3. Adaptation

HOW DID I GET HERE?

TRANSPARENCY

1. Don't be ambiguous about what you want
2. Focus and Commitment
3. Required for Data Collection

INSPECT

1. How are we doing according to plan?
2. Is the return worth the investment?
3. Leading vs Lagging indicators



BBRY 15.02 +0.21 +1.42%

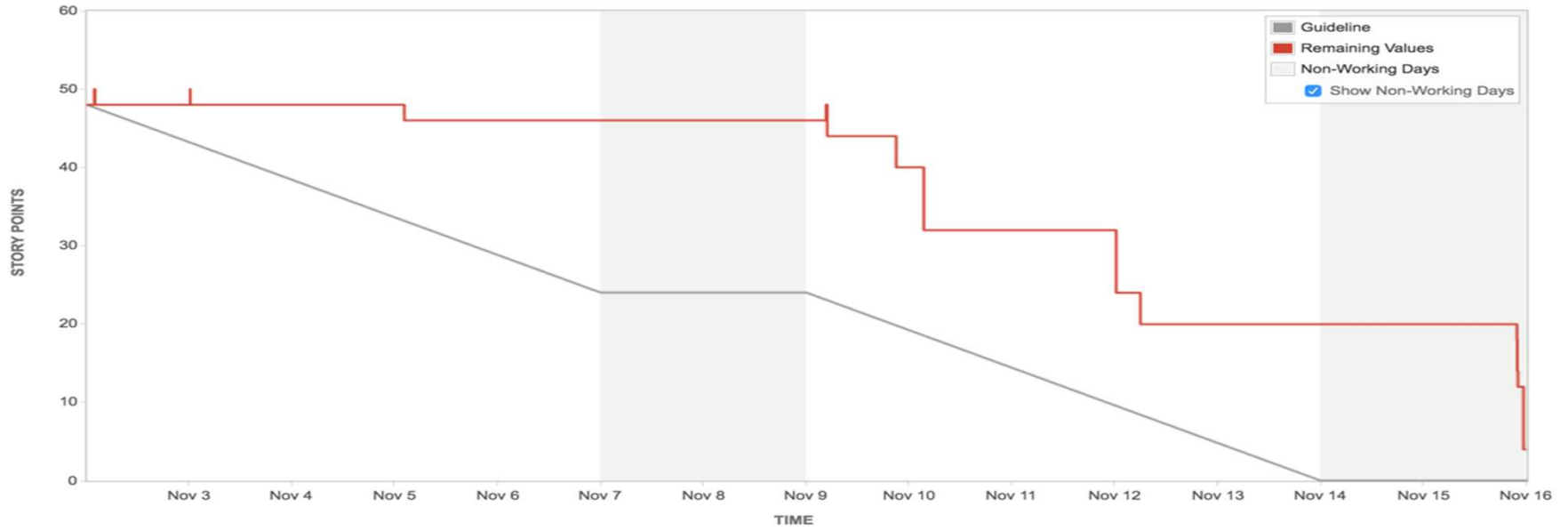


Burndown Chart [Switch report](#)

Board ⌵ ⌴

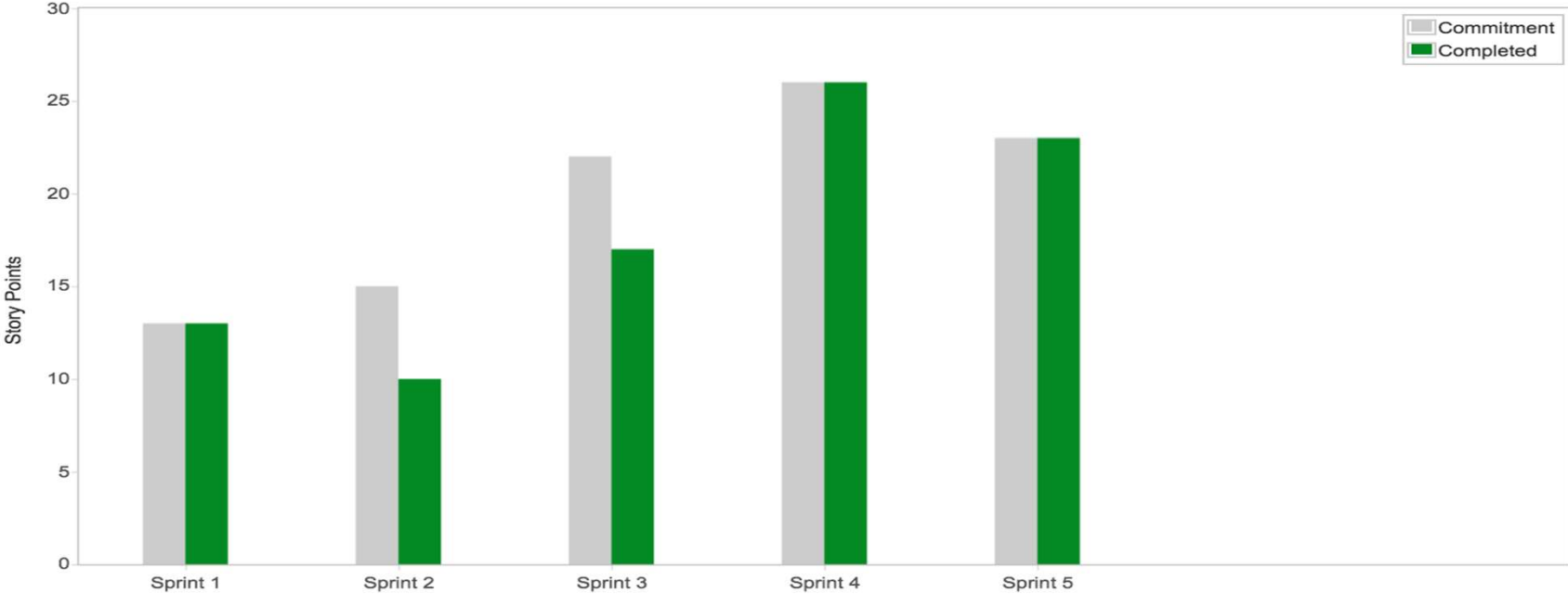
Sprint 3 ⌵ Story Points ⌵ [? How to read this chart](#)

[Reopen Sprint](#)



Date	Issue	Event Type	Event Detail	Story Points		
				Inc.	Dec.	Remaining
02/Nov/2015 12:14 AM	JRA-36493 JRA-37038 JRA-37489 JRA-40856 JRA-41228 JRA-43275	Sprint start		4		


Velocity Chart



Sprint	Commitment	Completed
Sprint 1	13	13
Sprint 2	15	10
Sprint 3	22	17
Sprint 4	26	26
Sprint 5	23	23

ADAPT

1. Doing the Same thing, expecting a different outcome
2. Data-informed decision making



Learning is living, and if you are not adapting you are being left behind.

WHAT DO WE DISCUSS?



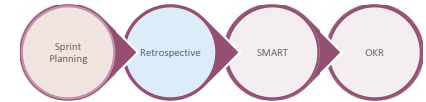
Similar to the Daily Scrum

1. What worked well this sprint?
2. What did not go as planned?
3. What would we do differently if had the chance?
4. What behaviors or practices are hurting us?
5. How can we evolve?

ADDITIONAL TOPICS INCLUDE

- a. Alert Status or Confirmation
- b. System Health Checks
- c. CI/CD - Dashboards

RETROSPECTIVE



SCRUM TEAM

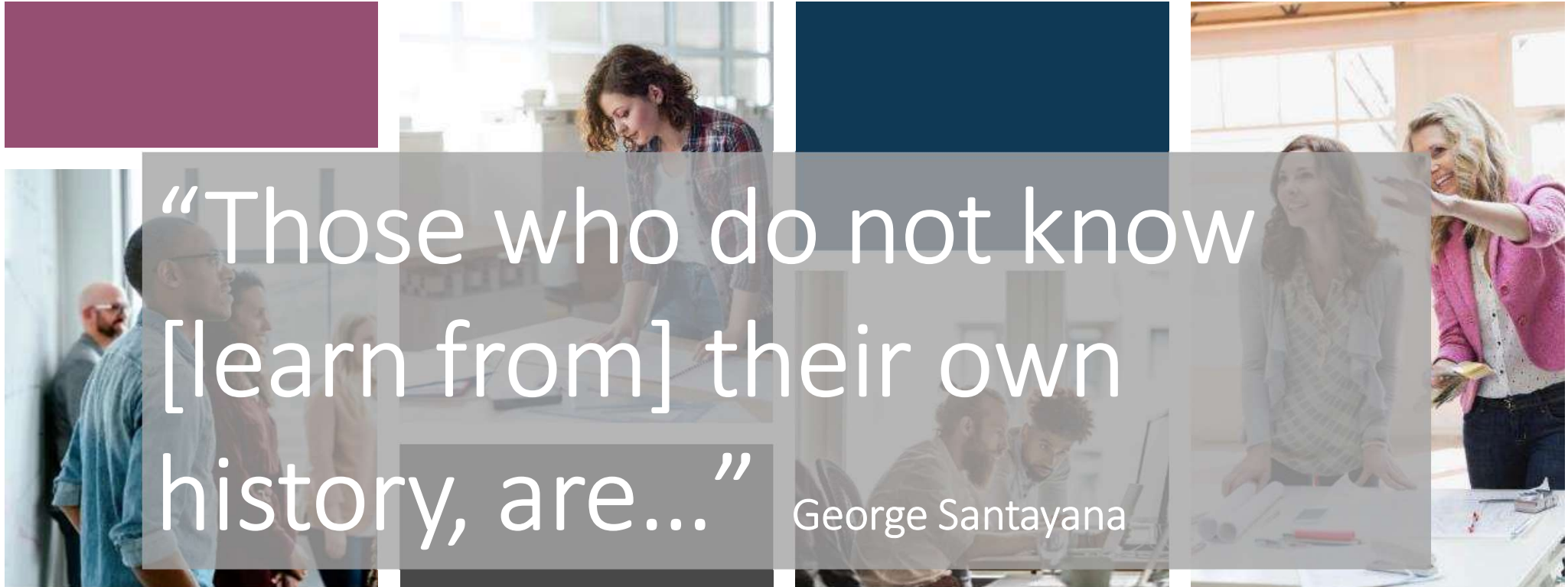
- Bottled up emotions
- Extreme resentment
- Idle resources and skills
- Frayed cultural fabric

Invested in:

1. Team norms
2. Team outings
3. Change Control
4. User Stories – Functional, NF, Kaizen
5. Deming Cycle

INDIVIDUAL

- Step on the Scale; no shame because we refine.
- Be Kind, Rewind
- Counseling, Therapy, Coaching
- Be Present and Appreciate the Process
- Look at your Infrastructure, System and Inputs (5W)



“Those who do not know
[learn from] their own
history, are...”

George Santayana



SMART Goal Setting

S

SPECIFIC

Well-defined requirements and success criteria

M

MEASURABLE

OKPI's, Metrics, Speed vs Acceleration

A

ACHIEVEABLE

Logical progression in scale from current state

R

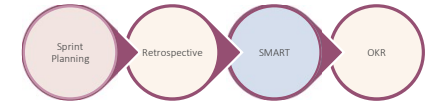
REALISTIC

Is your best enough?

T

TIMEBOUND

When do I need this realized?



Management by Objective

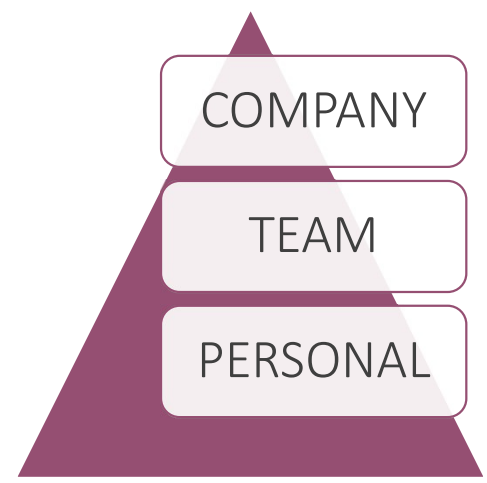
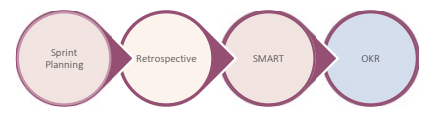


OBJECTIVES

- Ambitious
- Qualitative
- Time Bound
- Actionable

KEY RESULTS

- Measurable
- Quantifiable
- Demonstrable



Are these Objectives or Key Results?



Complete 20 hours of OSHA Training on job site safety

Be the Number One destination for luxury travel for Caribbean vacations.

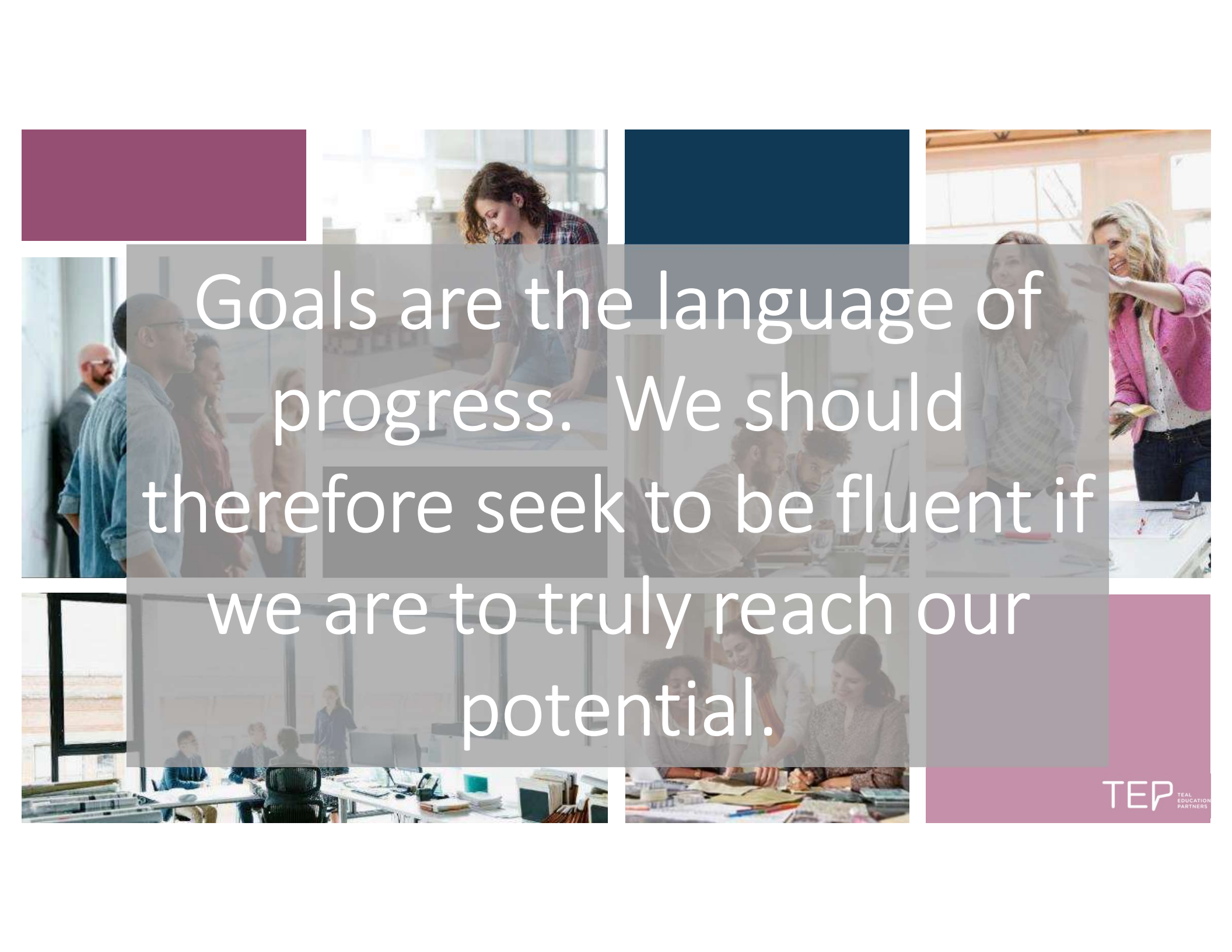
Process 20,000 Secure credit card transactions leveraging 2FA.

We seek to be the #1 Real Estate brokerage in New England

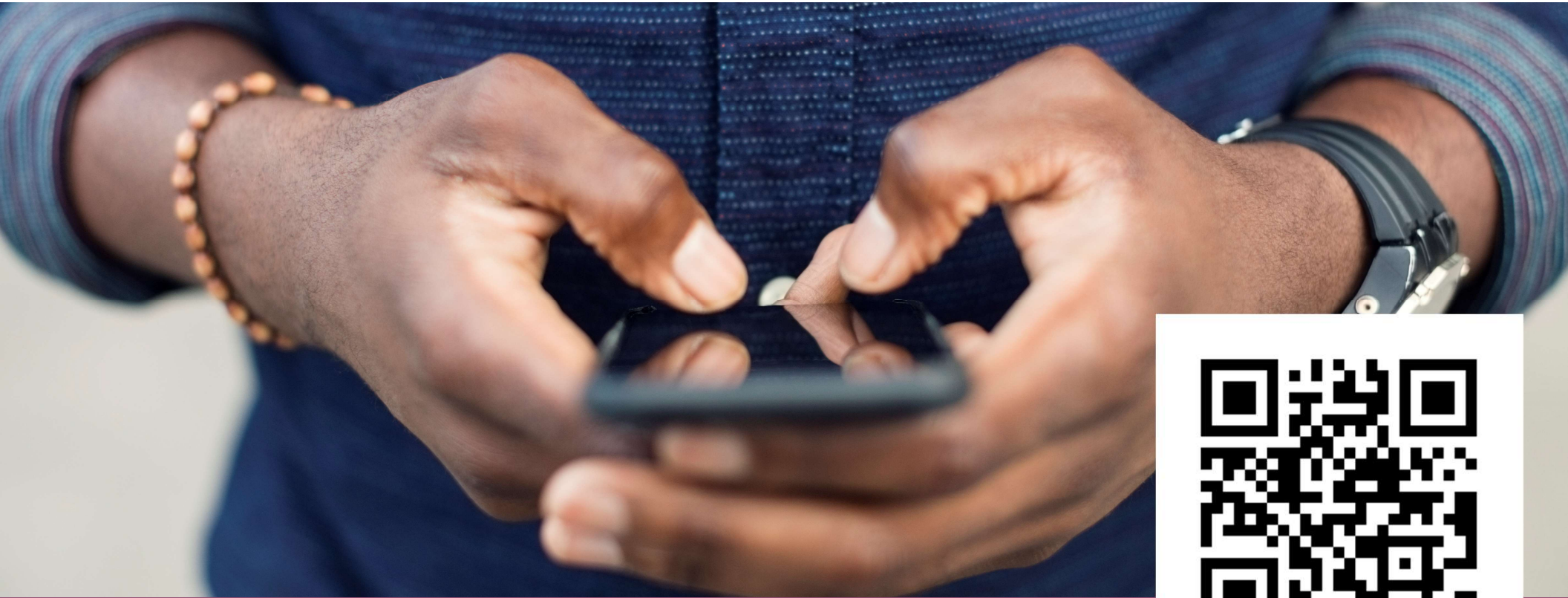
Create a comprehensive database of Medicaid and Medicare providers, identifiable by a single NPI

Reach 1M impressions on social media for Super Bowl ad placement.

Be a premiere learning organization that introduces and cultivates our members understanding of Agile Principles and Values by Engaging Speakers, Relevant Content and networking opportunities to allow them to build their professional community.

The image is a collage of various scenes related to education and professional work. It includes a woman looking at documents, two women talking, a man and woman in a meeting, a woman pointing at a screen, a man and woman working at a computer, a woman presenting to a group, and a woman working at a desk. The central text is overlaid on a semi-transparent grey rectangle.

Goals are the language of progress. We should therefore seek to be fluent if we are to truly reach our potential.



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Thank You

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