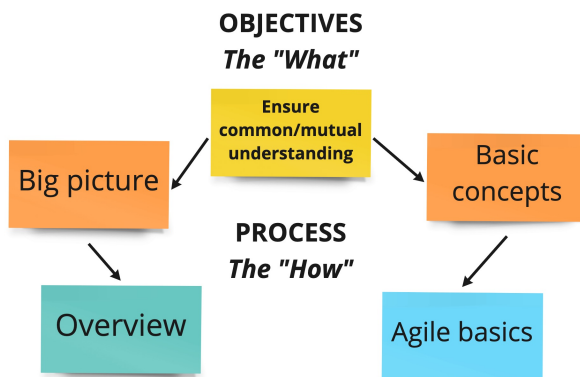
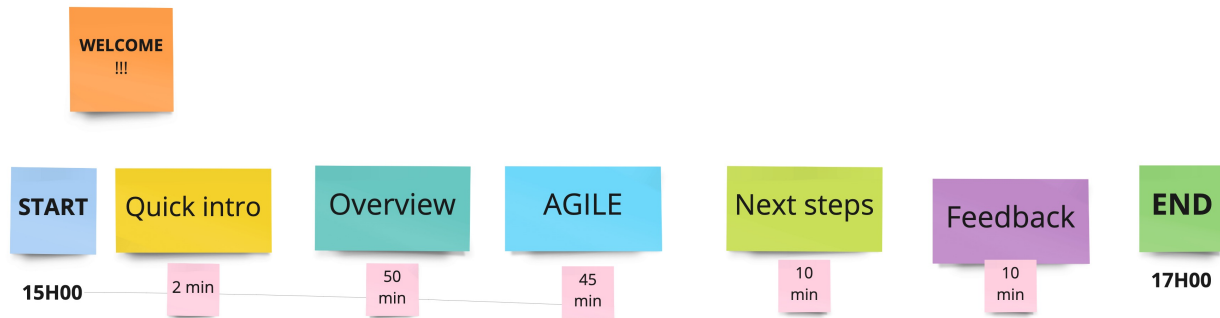


2022-05-12 Back to basics workshop

The purpose of this workshop was to provide the team with a global overview of :

1. What is Agile, in order to ensure a common / global understanding,
2. What is expected from the application of an Agile framework.

On this last point, a metaphor was used in order to give the team a clear understanding of what would be the key differences between the work organisation in place at this time, and an Agile way of working.



IMAGINE : YOU ARE THE MEMBERS OF A SYMPHONY ORCHESTRA



IMAGINE : YOU ARE THE MEMBERS OF A SYMPHONY ORCHESTRA



**You are playing
music notes...**

(i.e. performing tasks or activities)



**...which are organised in a
certain way (the score)...**

(i.e. the processes and work organisation)



**...by using various music
instruments.**

(i.e. skills, knowledge and tool)

WHAT IS/ARE YOUR ROLE(S) IN THIS ORCHESTRA AND WHY ?



Conductor

Interpret the score, provide direction, gives the tempo.

OLIVIER



Concert Master

Manage the musical aspects (instruments), play the solo

FABIO

TAR



Strings

Perform the baseline of the score, play the melody

SIMON

CHARLES

CLAUDE

OLIVIER

Kleber



Brass

Perform the more technical or "behind the curtain" parts

FABIO

TAR

STAN

OLIVIER

Kleber



Percussions

Provide emphasis when needed, signal tensions

CHARLES

TAR

STAN

CLAUDE

SIMON

Kleber



Other

Describe role here

STAN
As having experience on site/regional level, I could provide the site's common standpoint on some discussions

**IN ORDER TO BE MORE IN LINE WITH THE PUBLIC'S EXPECTATIONS
THE DIRECTOR OF THE CONCERT HALL
HAS DECIDED THAT YOU WILL NOW BECOME...**



... A JAZZ BAND !

WHAT DOES IT MEANS ?



**The music notes
are mainly the
same**



**Some of the instruments
change, some stay the
same**



**The score is mainly
different**



**The roles are
changing and the
band focus on
interactions and
collaboration**

(rather than on the score execution)

WHAT IS/ARE YOUR ROLE(S) IN THE JAZZ BAND ?



PO

Woodwind

Play the melody and order the songs to be played

CLAUDE

CHARLES

OLIVIER

TAR

KLEBER

FABIO



Dev

Brass

Play the songs together in close coordination

TAR

CHARLES

STAN

SIMON

KLEBER

OLIVIER

FABIO



S.C

Rythm

Gives the tempo, makes sure the band plays smoothly

SIMON

CHARLES

OLIVIER

FABIO

**NOW KEEP ALL WHAT WE JUST SAW IN MIND
AND THINK OF THE ONE VOICE PROJECT IN AN AGILE ENVIRONMENT**



**The activities are
mainly the same**

**Some of the tools and
knowledge you use on a
daily basis change, some
stay the same**

**The processes and
work organisation
are mainly different**

**The roles are
changing and the
team focus on
interactions and
collaboration**

(rather than on the processes)

**AS OF TODAY, IT IS AS IF WE WERE TRYING TO PLAY JAZZ
USING THE ORGANISATION/ROLES AND SCORE OF AN ORCHESTRA**



**NOW LET'S TURN INTO A REAL JAZZ BAND !
(in fact into 3 Jazz bands)**

AGILE

Agile

Write down what you think Agile is. What does it mean to you to be Agile? 🤔

is allowing the project members to do the best job possible, joyful, sustainable

Stan:
Flexibility

Flexibility and Agility to delivery service and increase power of member of team to take decisions and move forward to decide things

Cheryl:
High flexibility and ability to adjust to the resources. Change direction as needed to get around obstacles and fit to customer's needs. Less formalism, faster delivery smaller chunks, faster and smoother collaboration among team members.

A set of tools and a structure that help a team by giving visibility, flexibility in a fast paced environment.

Working environment. Healthy. Agile, working. Collaboration.

Agile is:

..a mindset and it's a set of values and principles. Agile is a way of thinking and acting. Agile is all about short cycles, iterative and incremental delivery, failing fast, getting feedback, delivering business value to customers early and about people, collaboration and interaction. Agile is a mindset which is all about transparency, inspection and adaptation. Agile however doesn't consist of any roles, events or artifacts. It's a mindset.

Agile manifesto

Individuals and Interactions	Over Processes and Tools
Working Software	Over Comprehensive Documentation
Customer Collaboration	Over Contract Negotiation
Responding to Change	Over Following a Plan

12 Agile Principles

<p>1. Individuals and Interactions Safely for customer through early and continuous delivery of valuable software.</p>	<p>2. Working Software Working software is the primary measure of progress.</p>	<p>3. Customer Collaboration Business people and developers must work together.</p>
<p>4. Responding to Change Build projects around motivated individuals. Give them the support they need. Trust them.</p>	<p>5. Collaboration Working together is the primary means of self-organizing.</p>	<p>6. Transparency The most efficient and effective method of conveying information is face-to-face conversation.</p>
<p>7. Inspect and Adapt Continuous attention to technical customer and self-organizing.</p>	<p>8. Self-organizing Teams The best architectures, requirements, and designs emerge from self-organizing teams.</p>	<p>9. Simple and Practical The team reflects on how to become more effective and adjusts its behavior accordingly.</p>

Agile Frameworks

Feedback

What is your feeling on today's workshop ?

What I liked

visually, interactivity, content perfect combo (professional teacher level). Congrats

Jazz

Work all together to define correct way to move forward and take best decision for Program.

It is better to organize this call to ensure the understanding of Agile and bring everyone on the same page.

Levelling everyone along on Agile basics.

Good exchange and interesting visuals.

Bring the team together and step back to reflect.

Overview metaphors to understand way of working

Take time to a step back and review way of working

What I propose

More linked to project/program

help us put in practice

Need more links and inputs from the reality of our program.

Must also cover how to translate theoretical into reality.

eco system around the squads must eventually be cleared up, involved, (think business, PMO gates, milestones, deliverables)

Stan:
To trust each other (in the Jazz Band) we need to understand the program/project deliverables... on the same way/level of understanding and to believe that they are good for business.

perhaps it will help us to ask your coaching during 1st sprint and we can experiment ourselves on next sprint. Later we can compare, understand the gap and improve

Some background music (jazz, orchestra)

To play jazz

Something else to say ?

Let's focus on what we need to do and achieve and less on tools and artefacts