


# Stop Spinning Your Team's Wheels

*It's Time to Revisit Your **Working Agreements***



**www. Alex Kanaan .com**

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#WorkingAgreements

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Good Morning!!  
Selfie moment  
Strike a **Pose!**



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# What if...

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... **your** team were this awesome!

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This is my story

From **Uh-oh** to **Ta-da!**

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# Becoming the team's **coach**

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**Just like that**

**it was**

**all over!**

Meeting the team

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# My **Uh-oh** moment

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## Pair with a Neighbor

Introduce yourself

## Discuss your Team

Write down Opportunities & Challenges

# Learning Moment 1: **Your Top three Observations**

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- **Time Zones**
- **Agile Mindset**
- **Clarity**
- **Hidden Impediments**
- **Lack of Shared Ownership**

- **Cultural Barriers**
- **Engagement**
- **Communication Technology**
- **ScrumMaster Role**
- **Timebox**

## Top **observations**

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A close-up photograph of a man with short dark hair and a light blue shirt. He has a wide-eyed, surprised expression, with his hands clasped together near his mouth as if he is holding back a reaction. The background is a soft, out-of-focus blue gradient.

**Feedback is a gift!**

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A close-up photograph of a man with short dark hair and a light blue shirt. He has a wide-eyed, shocked expression, with his hands clasped over his mouth as if he is speechless or trying to suppress a reaction. The background is a soft, out-of-focus blue gradient.

Feedback is **not** always a gift!

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*“Trust is knowing that when a team member does push you, they’re doing it because they care about the team.”*

*Patrick Lencioni*

Building **trust**

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*“When Alex tried to break down the barrier of the ‘lead’ being the team spokesman to give everyone a voice, we realized just how much our offshore teammates are giving up to avoid upsetting us, the client”*

*Product Owner*

## The **Aha** moment

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# The team **opens up**

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## Focus

Better Clarity  
Timeboxed Meetings

## Courage

Feel safe to speak your mind  
Strict vegas rules

## Respect

Confirm Understanding  
Mute Self When Silent

## Openness

Everyone Speaks  
Communicate Reality

## Commitment

Bite What you Can Chew / Stop Starting Start Finishing  
Resolve Impediments Quickly

**Scrum values** helped us find our North Star

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# Ta-da!

1. Remember Definition of Ready

2. Commit to less, finish more

3. Stop starting, start finishing

5. Check egos at the door

6. Meetings start & end on time

7. Team discussions stay within

8. Always be fully engaged

10. Speak your mind but be kind

## Working Agreements that matter

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<b>Commitment</b>	<b>Impediments</b>
<b>Engagement</b>	<b>Shared ownership</b>
<b>Meetings</b>	<b>Clarity</b>
<b>ScrumMaster role</b>	<b>Retrospectives</b>

# Outcomes summary

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**Build respect & trust**

**Overcome cultural bias**

**Prompt & be patient**

**Learn from your journey**

**Be human first**

**Leverage scrum values**

**Psychological safety**

**Evolve working agreements**

# Lessons Learned

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**Create Your Team's North Star**

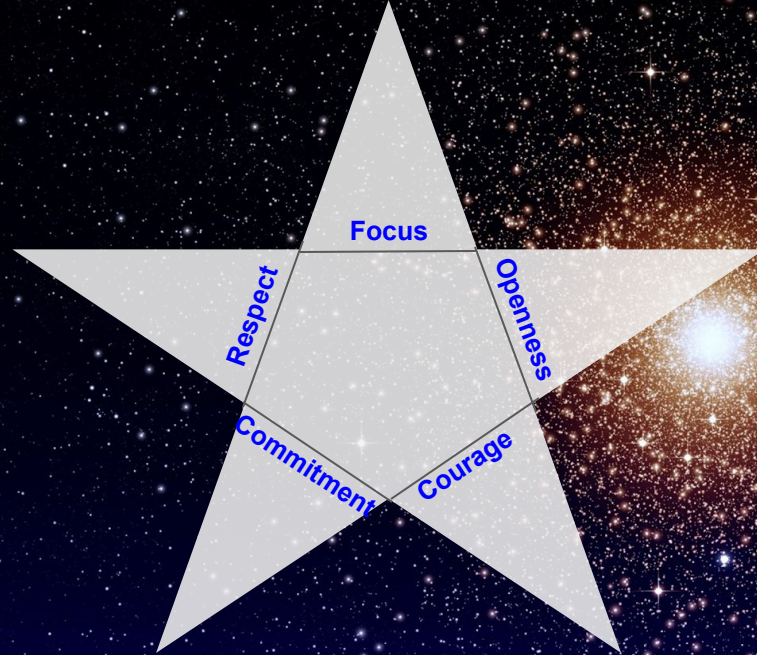
**Aligns Observations to Scrum Values**

**Use your Team Star to Improve**

**Learning Moment 2: Create YOUR North Star**

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**Let's Practice!** Draw your Team's North Star

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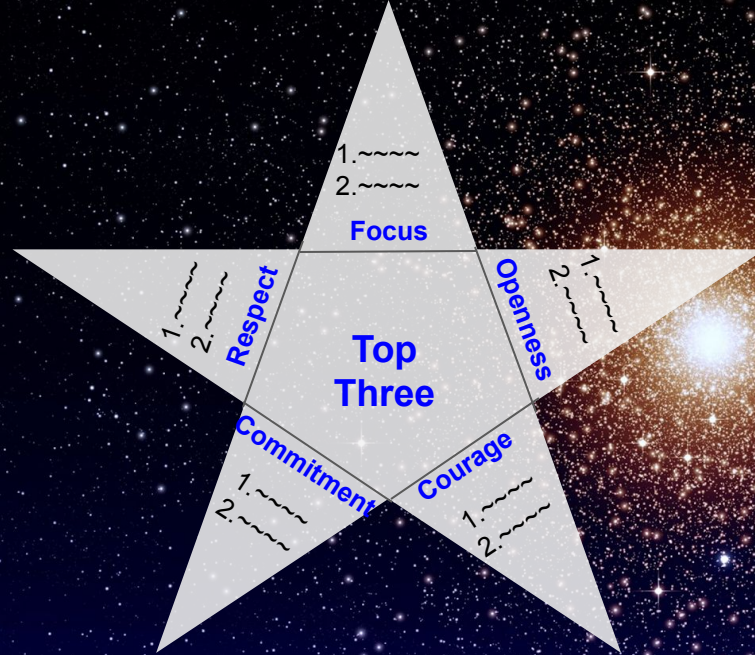
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Add your Top Three **Observations**

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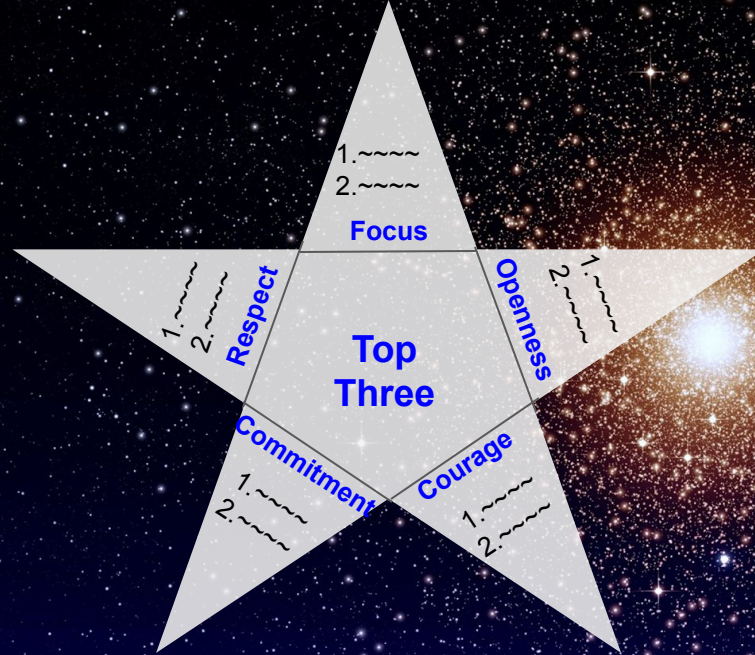
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# Add Two Opportunities per **Scrum Value**

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# Use your Team North Star to **Retrospect**

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**Learn from the Journey**

**Create safety in the team**

**Strength in Diversity**

**Create Team Star**

**Leverage Scrum values**

**Evolve Working Agreements**

# Summary



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A black and white photograph of Winston Churchill. He is wearing a dark suit, a white shirt, and a dark bow tie. He is making a V-sign gesture with his right hand, with his index and middle fingers pointing upwards. The background is slightly blurred, showing other people in the distance.

“To improve is to change, to be perfect is to change often”

Winston Churchill

Immortal **Words**

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Like **my session**? Please rate it!

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**STOP**