



Better Agile Through Tribes

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source: Michael Heiman, Getty Images <http://www.newsday.com/sports/football/packers-brace-themselves-for-eagles-fans-1.2594620>

is this a tribe?



ed!

is this a tribe?



source: <http://www.daniel-wong.com/2012/01/14/what-campfire-building-can-teach-us-about-achieving-greatness/>

tribe = shared story + venue

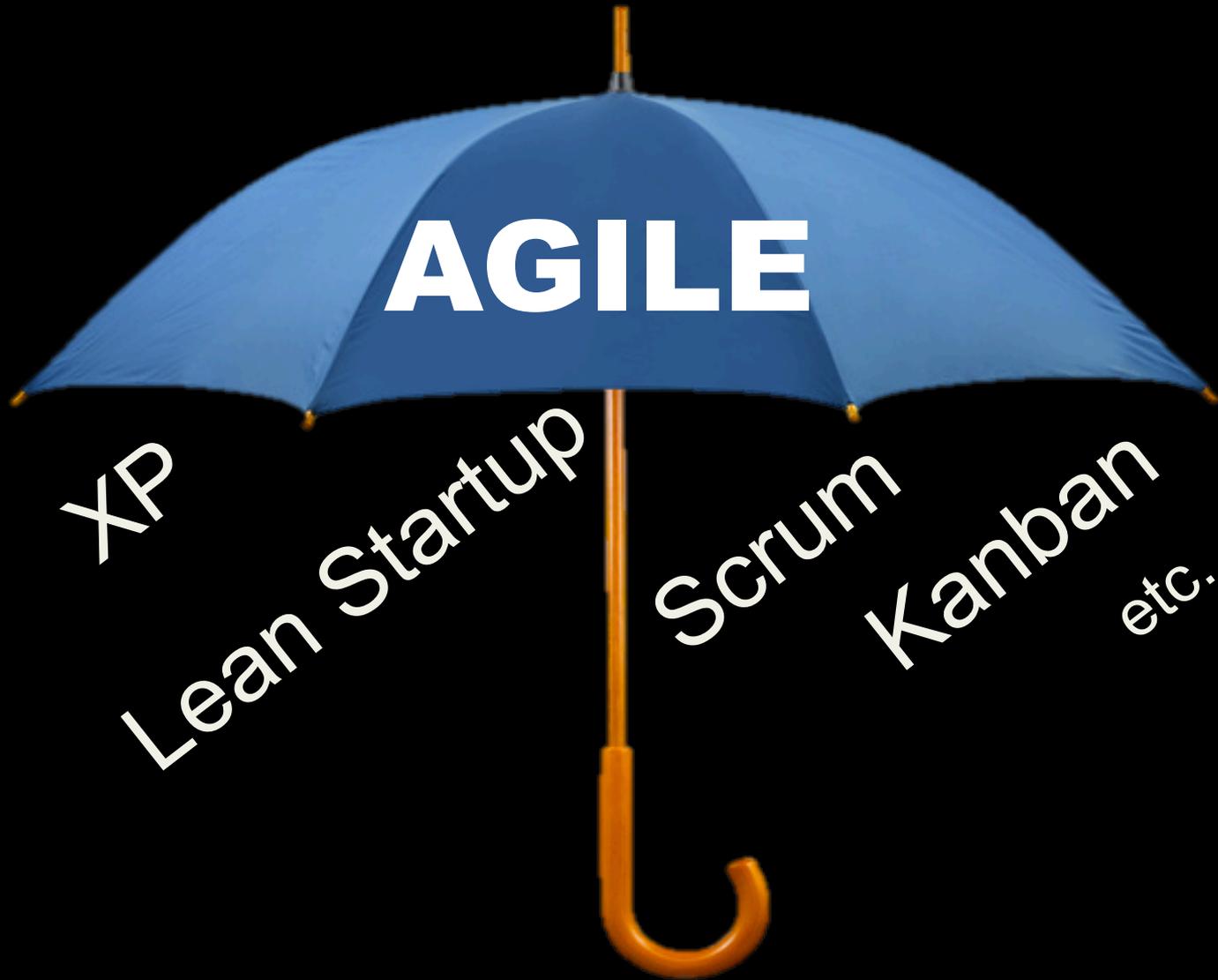




source: <http://www.internetblog.org.uk/post/1426/global-data-center-study-2010-2013/>



Wind Breaker?



AGILE

XP

Lean Startup

Scrum

Kanban

etc.

Why Agile?

Reduce time-to-market

Increase quality

Reduce waste

Better predictability

Better morale

The Forrester logo consists of the word "FORRESTER" in a white, serif, all-caps font, with a registered trademark symbol (®) to its upper right. The text is centered within a dark green, horizontally-oriented oval background.

FORRESTER®

25%
**INCREASED
PRODUCTIVITY**

50%
FASTER TO
MARKET

83%
STAKEHOLDER
SATISFACTION

75%

of those organizations **using Scrum**

will not succeed in

getting the **benefits**

that they hope for from it.

Race Day Magic



source: <http://cmc-yonemitsu.blogspot.com/2011/04/boston-marathon.html>

Quick: How Many Words?

A tribe is viewed, historically or developmentally, as a social group existing before the development of, or outside of, states. Many anthropologists used the term tribal society to refer to societies organized largely on the basis of kinship, especially corporate descent groups (see clan and kinship).

Some theorists hold that tribes represent a stage in social evolution intermediate between bands and states. Other theorists argue that tribes developed after, and must be understood in terms of their relationship to, states.

It is important to note that the word 'tribe' is a contested term due to its roots in colonial anthropological foundations and the connotations that these hierarchical definitions have. It is common practice to use alternative terms like 'ethnic group', or nation.

Considerable debate takes place over how best to characterize tribes. This partly stems from perceived differences between pre-state tribes and contemporary tribes; some reflects more general controversy over cultural evolution and colonialism. In the popular imagination, tribes reflect a way of life that predates, and is more "natural", than that in modern states. Tribes also privilege primordial social ties, are clearly bounded, homogeneous, parochial, and stable. Thus, many believed that tribes organize links between families (including clans and lineages), and provide them with a social and ideological basis for solidarity that is in some way more limited than that of an "ethnic group" or of a "nation". Anthropological and ethnohistorical research has challenged all of these notions.

Anthropologist Elman Service presented a system of classification for societies in all human cultures based on the evolution of social inequality and the role of the state. This system of classification contains four categories:

- Gatherer-hunter bands, which are generally egalitarian.
- Tribal societies in which there are some limited instances of social rank and prestige (see Chieftdom).
- Stratified tribal societies led by chieftains.
- Civilizations, with complex social hierarchies and organized, institutional governments.

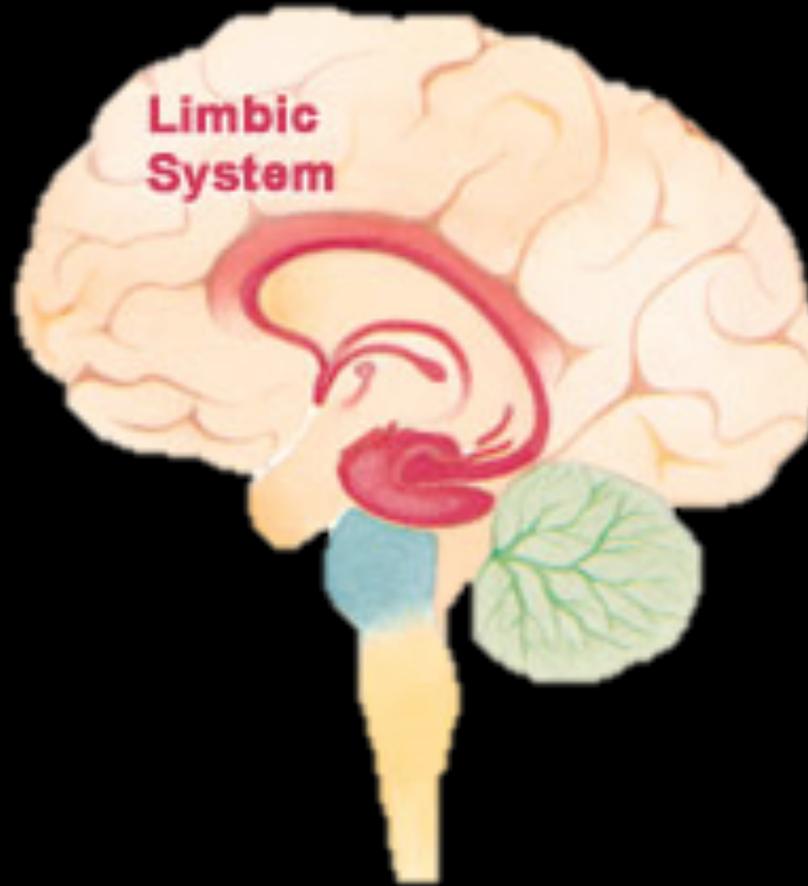
Shout it out!
How Many Words?

Wisdom of Crowds (the borg)



source: <http://www.searchenginepeople.com/blog/game-on-matt-1st-to-500-twitter-followers-wins.html>

Mind Melding



Also: Pattern Recognition Genius

We are uncovering better ways of developing software
by doing it and helping others do it. Through this work we have come to value:

Individuals and interactions

over processes and tools

Working software

over comprehensive documentation

Customer collaboration

over contract negotiation

Responding to change

over following a plan

Team vision and discipline

over individuals and interactions
(or processes and tools)

Validated learning

over working software
(or comprehensive documentation)

Customer discovery

over customer collaboration
(or contract negotiation)

Initiating change

over responding to change
(or following a plan)

—Kent Beck, 2010

STORY WALL

Story	To Do	In Progress	To Verify	Done
				
				

STORY WALL

Story	To Do	In Progress	To Verify	Done
				
				

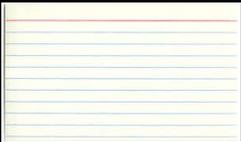
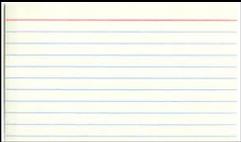
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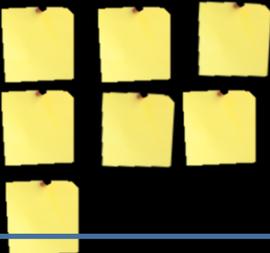
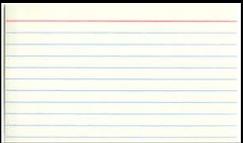
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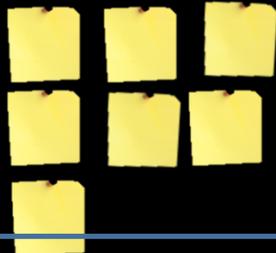
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Story	To Do	In Progress	To Verify	Done
				
				

STORY WALL

Story	To Do	In Progress	To Verify	Done
				
				

STORY WALL

Story	To Do	In Progress	To Verify	Done
				
				

**“ Plans are useless but
planning is indispensable**

Dwight D. Eisenhower

Be a Team Player (Derbier)

- Take care of yourself
- Connect fully
- Be present & engaged on this team
- Believe that **TEAM = PRODUCT**

talent is overrated



underrated:

Ask for HELP

Announce your Intent

the GIFT ECONOMY



Shared Story (vision)

WHAT > HOW

Yoga:
fake it
'till you
make it

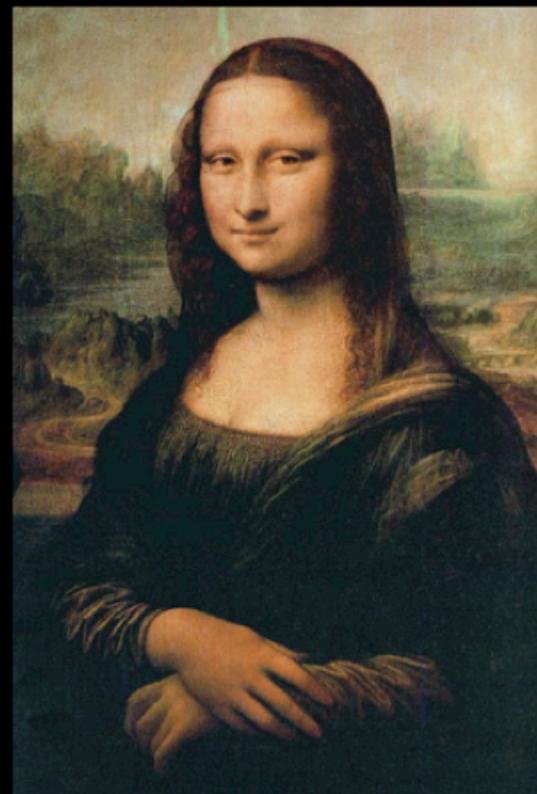


“Failing fast”

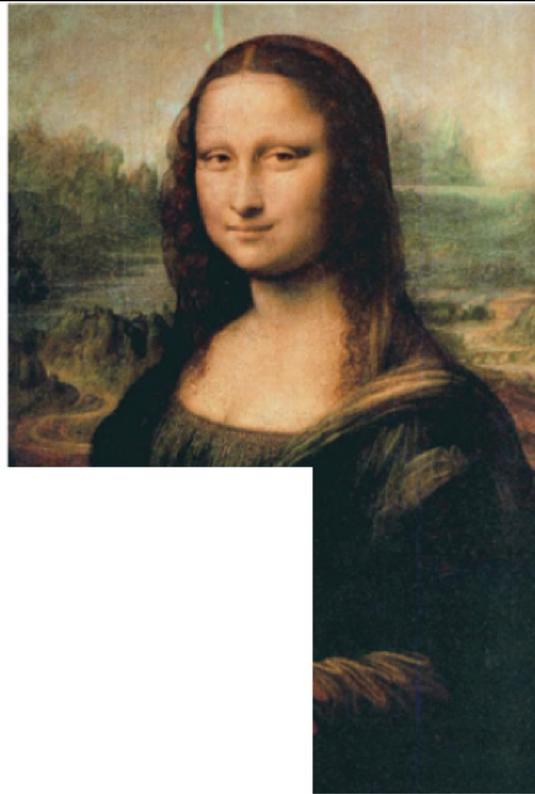
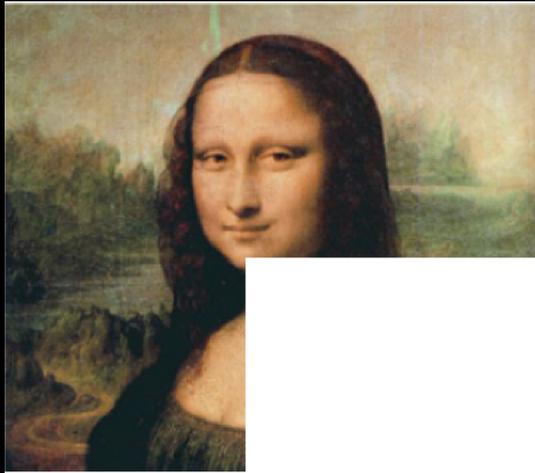
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LEARNING

Iterative



Incremental



we are not so good at
estimating

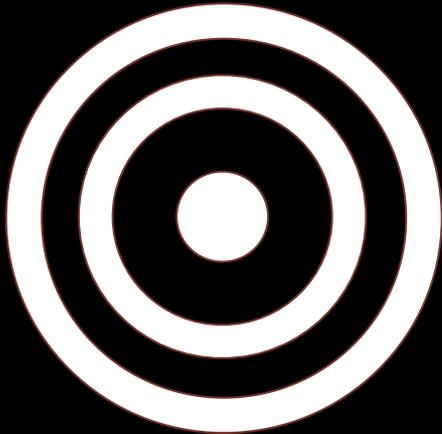


we are good at
comparing

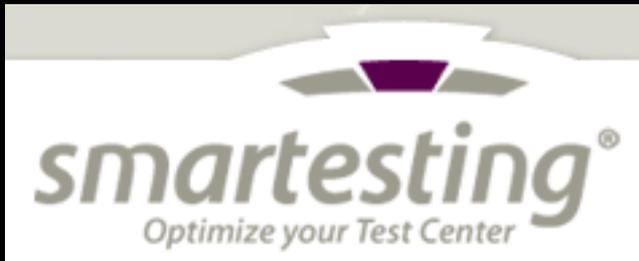


Employees

50



100,000



Being a Good

TRIBE MEMBER

- **No suggestions/diagnosis**
- **Stay curious / no agenda**
- **Ask what & how, not why**
- **Dig into the unsaid**
- **Only give opinion when asked**

Result of

TRIBAL SUPPORT

- **Dedication to excellence** (& discipline)
- **Innovation** (& safety to make mistakes)
- **Surpass Dunbar's #?** (us vs them)

CULTURE

personal **transcend**
support **bureaucracy**

scaleable **noble**
triads **purpose**

CULTURE GAME

- **Opt-in**
- **Explicit rules**
- **Clear feedback**

The Silver Bullet?

TRIBES

Source: <http://sports.espn.go.com/espn/thelife/gallery?id=4427008>



Thank you!

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Scaling Software Agility

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