



LeSS Huge Coaching

- 2010 - 2013 -> Technical coaching
- 2013 - 2017 -> Cornerstone Workshops
- 2012 - 2014 -> Leadership off sites
- 2016 - 2017 -> 'Executive' workshops
- 2012 - 2017 -> Management Coaching
- 2015 - 2017 -> Remote Coaching
- 2015 -> Test Automation Workshop

Technical Coaching

- Technical Coaching
- Go See
- Build relationships
- Understand the product



Pairing Tips

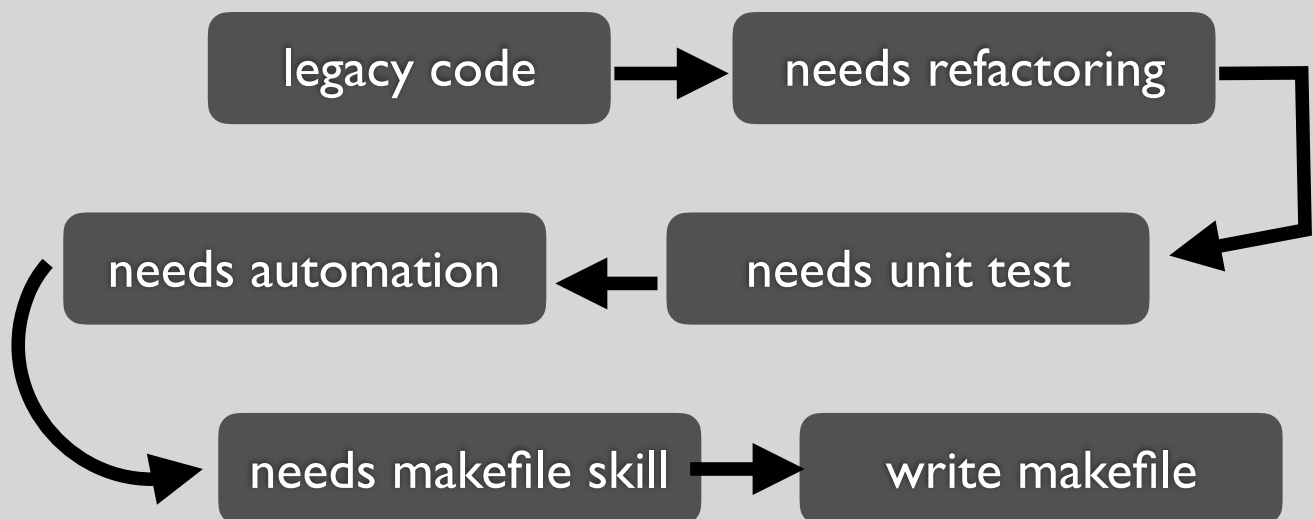
- First listen
- Make pair comfortable
- Focus on your pair more than the code
- Ask question, not too much
- Don't hog keyboard
- Pay attention to environment
- Ask when lunch, leave, etc.
- Coach passion, not practices



Yak Shaving



Agile Coach Writing Makefile



Relationships



Leadership Retreat



Create vision

Management Coaching



Coaches Coaching



Cornerstone Workshop



Purpose of Agile Cornerstone workshops

- Kick-start one/two feature teams by
 - Create similar understanding of Scrum / Agile.
 - Set a 'perfection goal' of where the team wants to be in x years.
 - Create initial improvement actions.
 - Get understanding and support of their direct working environment.
- Four week period of which 2 weeks are on-site training / workshops / pairing / discussions
- Follow-up support
- Input to organization-change need.



Schedule

Week N-7 - 1 Preparation	<ul style="list-style-type: none">- Team: Reading the pre-work material. Doing pre-work test.- Team: Email questionnaire- Together: Clarifications / Discussions (either email or voice conference)- Coach: Browsing through existing code				
Week 1 Onsite	Travel /Preparation	<ul style="list-style-type: none">- Observation / in-person discussions- Pair program	LeSS course (offsite)	LeSS course (offsite)	LeSS course (offsite)
Week 2 Onsite	Technical Practices course	Discussions with Management and Product Owners	Working agreements with Teams and session with Scrum Masters	<ul style="list-style-type: none">- Q&A- Pair work- Observation- Feedback	Travel Back
Week 3 Onsite	Pairing	Pairing	Pairing	Pairing	Travel Back
Week 4 - M Closing / Support	<ul style="list-style-type: none">- Follow-up on support creation- Summary report and proposed organizational actions- Code review, team support				

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Preparation

- Discovering team's environment
- Questionnaire
- Reading
- Pre-course test
- Code analysis

- Scrum introduction by local person

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<http://gource.io/>



Duplicate code



Two pieces of code that
are conceptually the same

Codespicious



README.md

codespicious

Tools for analyzing team behaviour in code

[thub.com/basvodka/codespicious/commit/dc34d4eef5d2935af58b5539b2178f6c411fb175](https://github.com/basvodka/codespicious/commit/dc34d4eef5d2935af58b5539b2178f6c411fb175)

Coaching sessions

- Line Management
- Product Owners
- Scrum Master
- Team -> Working Agreements Session

Management Sessions



Cross-functional



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Goals of this Workshop

- Create a shared understanding of how a LeSS organization would work, and deciding whether and how to move further in that direction.
- Better understand the current problems in development at the moment.
- Discuss the role of Line Manager, especially related to improving the capability of the organization and thus dealing with existing problems in development.
- Strengthen the vision of Continuous Delivery and decide what next steps to take.

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Tuesday

- **Day #1: Focus on basic ideas, existing situation and systems thinking**
 - History of Scientific Management and influence of today
 - Overview of LeSS and LeSS Huge
 - LeSS Principles
 - Systems dynamics and Systems thinking
 - Workshop activity: Use systems thinking tools on existing organizational problems
 - Feature teams and Component teams
- **Output:** Better understanding of existing problems

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Wednesday

- **Day #2: Focus on product, product owner, and product management**
 - Organizing R&D by customer value and Products vs Projects/ Programs
 - What level should you manage a product?
 - Feature Team adoption Map
 - Workshop activity: Use feature team adoption maps to see the previous 5 year changes and direction in development
 - Product Owner
 - Management of Product Backlog for huge product development
 - Coordination between teams and dealing with gigantic requirements
- **Output:** Where did we come from, where are we going, what is needed?

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Thursday

- **Day #3: Focus on line management and organizational perfection vision**
 - Management role within a LeSS organization
 - Adoption and changes
 - Workshop activity: Envisioning an “organizational perfection vision”
 - Workshop activity: Potential first needed steps towards these
- **Output:** Longer-term vision and initial steps.

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Friday

- **Day #4: Focus on open issues, actions, and next steps**
 - Wrap up things that were left or was decided require more emphasis
 - Open Space on issues
 - Further group action generation
- **Output:** Clear next steps

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