
Retrospectives

A bit of ceremony can be useful

Take away message

If you leave out a step in your retrospective, you will make problems emerge, that you -

do not understand fully nor find solutions to

coming downstairs now,
bump, bump, bump, bump,
on the back of his head,
behind Christopher Robin. It
is, as far as he knows, the
only way of coming
downstairs, but sometimes he
feels that there is another way,
if only he could stop
bumping for a moment
and think of it.

A. A. Milne

What is a retrospective

A chance to
reflect and learn

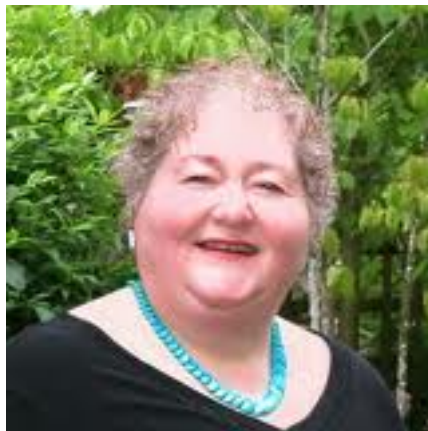
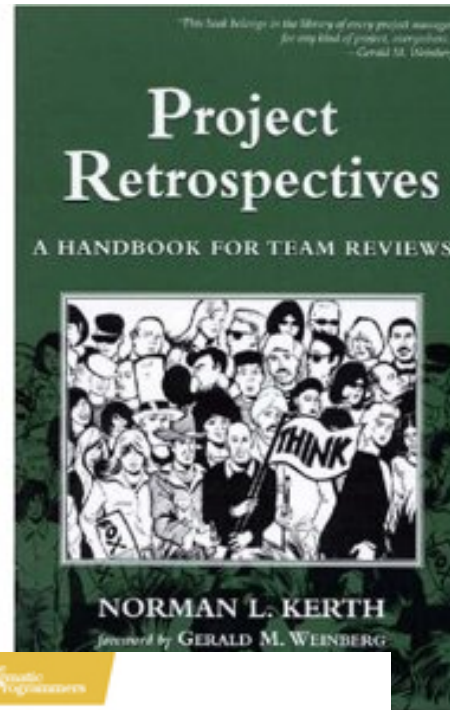


Norm Kerths Prime Directive

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Agile Retrospectives

Making Good Teams Great



Esther Derby
Diana Larsen



Stages and activities

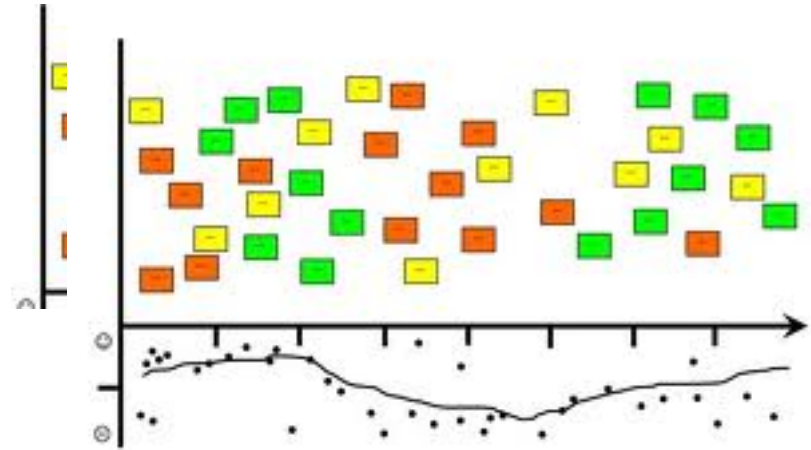
Set the Stage – getting ready

Gather Data – the past

Generate insights – now

Decide what to do – the future

Closing the retrospective



SMART

SPECIFIC

MEASURABLE

ATTAINABLE

RELEVANT

TIME BOUND

Now to something completely different...



* Dating design patterns *

How many times, have you thought:
'Boy, I sure wish there was an easier way
to pick up women, like published API
with code samples?'

What would you say if such
documentation was not only available,
but succinctly put into 22 design
patterns and given formal descriptions
just like the ones in your GoF book?

Surprise Statefulness

Problem

You want to convince the **target female** that you are a package of **extremely desirable resources** and **differentiate** yourself from other **dating service providers**

Forces

Women view men as somewhat self-centered

Women assign significant value to a man who takes the trouble to make her private data persistent

Solution

Use **optimistic persistence** to implement explicit storage and retrieval of her private attributes

Surprise Statefulness

Strategies

Standard **text retrieval** strategy (do you still use that wooden hula hoop ring?)

Object instantiation strategy (give her an old LP of of the first band she ever saw)

Benefits and drawbacks

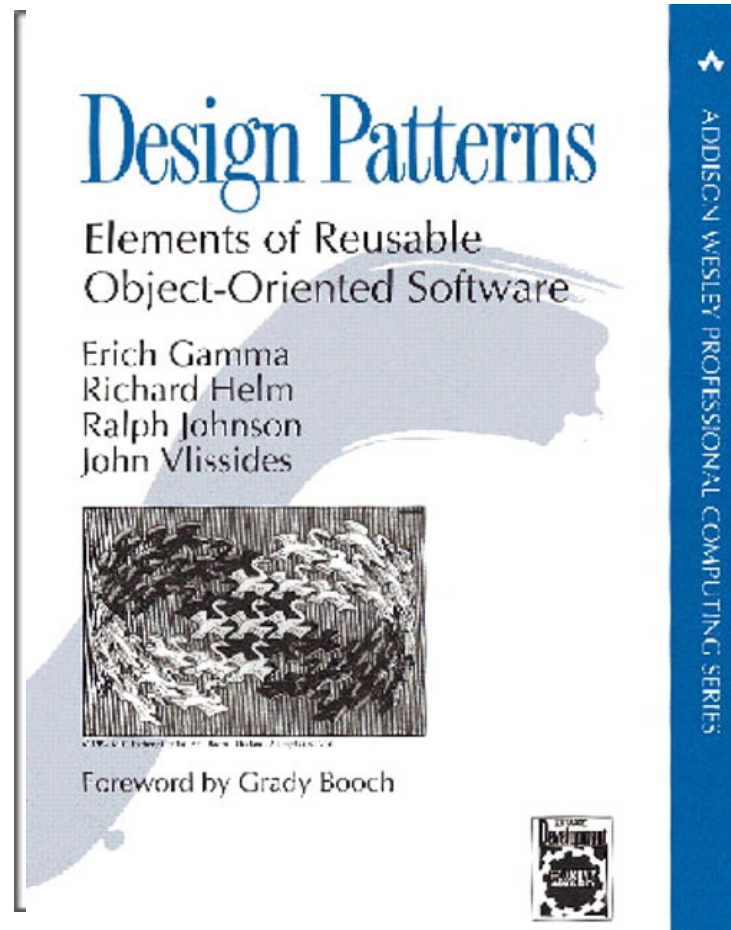
Considerable investment up front

Corresponding high return

Related Patterns

Interested Listener – listen

Design Pattern Books



Back to - Retrospectives

A bit of ceremony can be useful

Stories from the trenches – successful retrospectives



Design Patterns

Elements of Reusable
Object-Oriented Software

Erich Gamma
Richard Helm
Ralph Johnson
John Vlissides



Foreword by Grady Booch



ADDITIONAL PROFESSIONAL COMPUTING SERIES



Interested Listener

Problem

You want to **enter and maintain conversational state** with a client, **high-quality request/response cycles**, without exhausting system resources

Forces

Without knowledge of attributes, maintaining conversational state is difficult

Talking to another person can be boring

Talking about yourself is almost always interesting

Solution

Get the public or private attributes by calling standard getter methods

With these in hand, run more complex methods

Interested Listener

Strategies

**askForDirectionsOrInformation,
askHerAboutHerBook,
askHerAdviceAboutSomething**

Implement **LookLikeYouAreListening**

Benefits and drawbacks

Easier than **thinkOfSomethingClever**

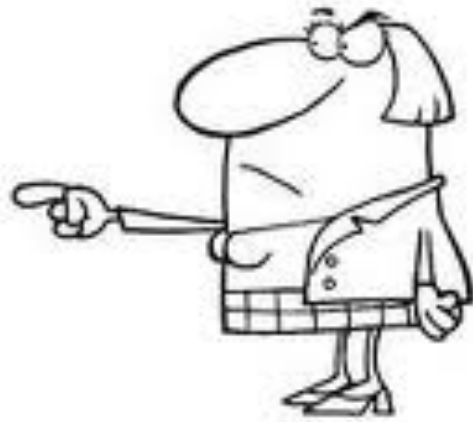
More effective than **seenYouHereBefore**

Sometimes your data is stored in a friendZone cookie

Back to - Retrospectives

A bit of ceremony can be useful

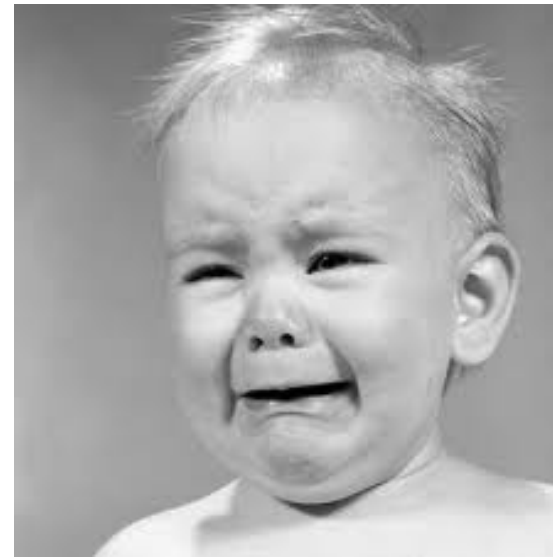
Stories from the trenches - unsuccessful retrospectives



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Findings: (Esther Derby, me, others)



Leaving out a step - without:

- Setting the stage - **No trust nor focus**
- Gather data - **The retrospective is ungrounded**
- Generate insights - **Habitual thinking**
- Decide what to do - **What's the point**
- Close the retrospective - **You get Groundhog day**

Fifth Position Break

Problem

You want to easily find women and create sessions by exposing desirable services and attributes

Forces

Women love dancing

Very few men engage in this behavior



Solution

Use Fifth Position Break to meet and impress extensive numbers of women on demand

Fifth Position Break

Strategies

There's no business like show business
Swinging with girls of unknown pleasure

Benefits and drawbacks

A magic button for creating instant dating objects
Requires significant resource investment of time and money



Related Patterns

Exposed Collector – engage in a variety of activities to meet women

Pandimensional Renaissance Differentiator – learning a variety of skills and interests

Back to - Retrospectives

A bit of ceremony can be useful

They might also just be bored...

Change may spice it up!

- Futurespective - time travel
- de Bono's 6 thinking hats - parallel thinking
- Dialogue sheets - planned already
- Appreciative retrospective
- Rotate the facilitator role
- External facilitator

Distributed Retrospectives

- Cultural
 - Careful of outsiders
 - Talking stick (Italian vs. Japanese)
- Technologies



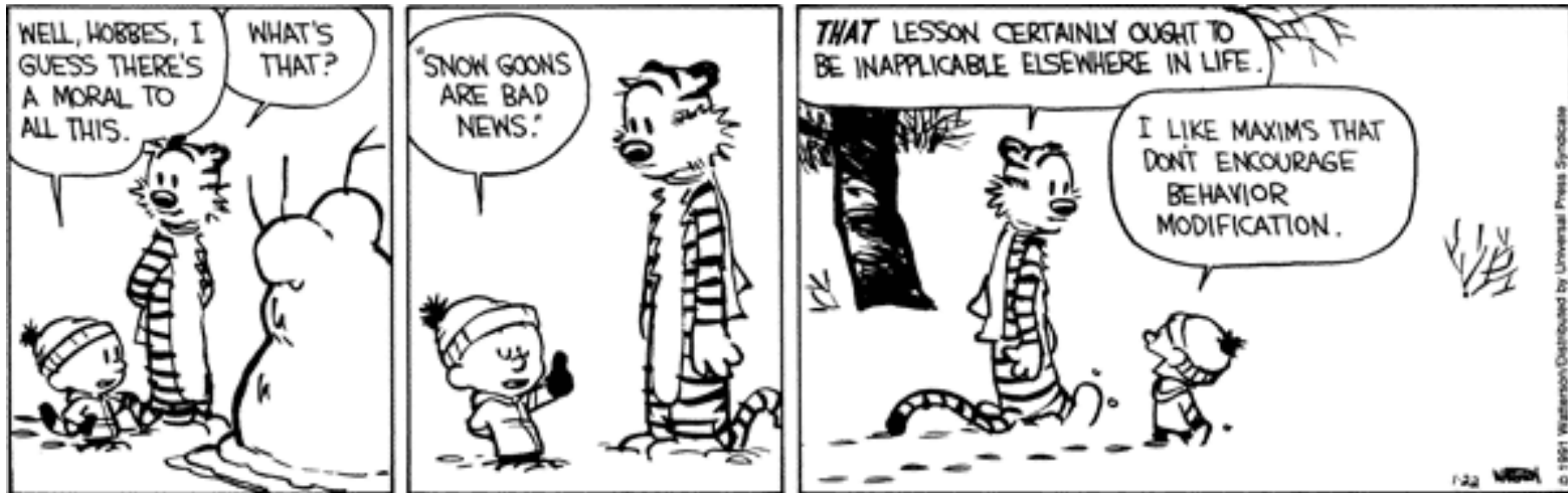
- Avatars
- More preparation

Take away message

If you leave out a step in your retrospective, you will make problems emerge, that you -

do not understand fully nor find solutions to

Thank you for your time 😊



Next steps – read and practise

Project Retrospectives, Norm Kerth

Agile retrospectives, Diana Larsen & Esther Derby

The Skilled Facilitator, Roger Schwartz

Facilitators Guide to Participatory Decision Making,
Sam Kaner et al,

Facilitating with Ease!, Ingrid Bens

The Retrospective Handbook, Patrick Kua (e-book)

Check out **Linda Risings site**, www.lindarising.org