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Effective Self Organization Techniques in an Agile Environment

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The skill is using self-organizing teams to the organization's advantage
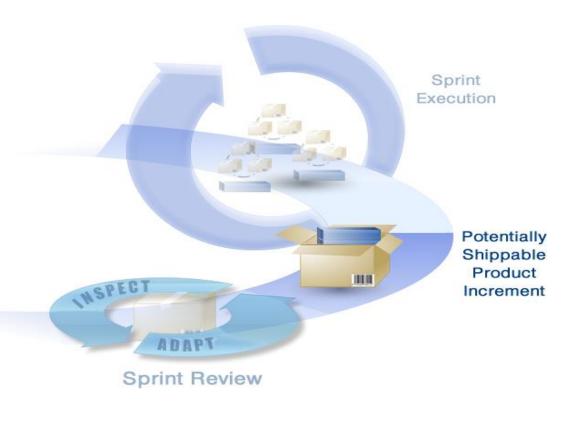
Self-Organization

- A structure or pattern appears in a system without a central authority or external element imposing it through planning

- It is a primal behavior in nature
  - Swarms
  - Flocks
  - Herds

10 Effective Self-Organization Techniques

1. No one (not even the Scrum Master) tells the Development Team how to do the work
2. Select a realistic and challenging amount of work for the Sprint
3. Ask clarifying questions from the Product Owner
4. Determine how best to meet requirements and create tasks
5. Decide who does what and when
6. Decide who is needed on the team and not
7. Ask help with external disruptions (Impediments) when needed
8. Define and improve their technical practices
9. Select their own Scrum Master
10. They take responsibility for their work

Effective Self-Organization Techniques

No one (not even the Scrum Master) tells the Development Team how to turn Product Backlog into Increments of potentially releasable functionality

Sprint Execution

Potentially Shippable Product Increment

INSPECT

ADAPT

Sprint Review

Effective Self-Organization Techniques

Team selects a realistic and challenging amount of work for the Sprint

Effective Self-Organization Techniques

Ask clarifying questions from the Product Owner

Effective Self-Organization Techniques

Determine how best to meet requirements and create tasks

Effective Self-Organization Techniques

Decide who does what and when

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Effective Self-Organization Techniques

Decide who is needed on the team and not

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Ask help with external disruptions (Impediments) when needed

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Define and improve their technical practices

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Select their own Scrum Master

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Effective Self-Organization Techniques

They take responsibility for their work

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Productive Self-Organization

- Requires skill
  - In the domain at hand
  - In the constraints of the framework
  - In the software development craft
- Skills needed in software teams using Scrum
  - Scrum itself
  - The business domain
  - Useful technologies
  - Practices of software craftsmanship
  - The science of user experience
  - Languages and frameworks
  - Levels of testing
  - Mastery of development tools
  - Build and deploy automation
  - Emerging architecture or design
  - Many, many more

The biggest impediment to Agile is the ingrained obsession with controlling individuals"

- Gunther Verheyen, Scrum Caretaker

Thank You!

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