



Scrum.org™
The Home of Scrum

10 Tips to Enable Self- Managing Teams

Ravi Verma & Mike Torrence

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Quick Guidelines

- Your microphones will be muted throughout
- This session is recorded. The recording and slides will be available after the webinar within 24 hours.
- Please ask questions!
 - Submit questions by selecting the Q & A icon:



Who is Scrum.org

Mission:
*Helping People and
Teams Solve
Complex Problems*



Ken Schwaber
Scrum.org Founder,
Chairman and
Co-creator of Scrum



RAVI VERMA



- Founder & Org Whisperer at [SmoothApps](#), & [Al Dente](#)
- Professional Scrum Trainer, EBM Consultant - [Scrum.org](#)
- 20+ Years in I.T. Delivery:
 - Networking • Telecom • Security • Banking • Real Estate •
 - Healthcare • Travel • Sports • Media • Agrotech • Personals •
 - 10 – 10K employees • 1 to 350 Agile Teams •
- Certified Professional Co-Active Coach – Co-Active Training Institute
- Certified ROI Professional – ROI Institute
- Certified Trainer – Training From The Back Of The Room
- Co-founder [Agile For Patriots](#), [Agile DevOps DFW](#)
- Creator of [Sabotagile Manifesto](#) and [Sabotagile Principles](#)
- Co-creator of [Software Code of Ethics](#), [Scrum Pulse Webinars](#) & [Scrum Tapas Videos](#)
- Story-teller: [Agilato Video Series](#), SmoothApps [Agile Blogs](#)



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MIKE TORRENCE



- Scrum Master, Agile Coach, Consultant, Change Agent
- US Navy Veteran
- Former Customer Support and Customer Testing Engineer for a major Telecom Company
- During the pandemic, helped a Scrum Team complete one of the largest, most complex, and most successful multi-product releases in the history of the client organization
- Currently a Senior Consultant for Improving, a leading software development company that offers advanced technology consulting and training
- Relentless learner with multiple certifications in Scrum, Agile, and Coaching
- Values open communication, teamwork, cultural diversity & inclusion, and a drive to continuously improve and innovate for teams' successes



CO-ACTIVE
TRAINING INSTITUTE



THE CHALLENGE

- Issues arise without structures & alignment on new or changing Scrum Teams
- Top 10 issues
- Top 10 practices
- Caveat: Not “best practices”

BARRIERS TO OVERCOME

10 challenges we've seen...

1. Misaligned, unclear accountabilities
2. No unifying, inspiring purpose
3. No service mindset
4. No measurable, outcome-based goals
5. No empirical market feedback
6. Unclear, activity-based Product Backlog
7. Ineffective quality standards
8. Mismatched cultural expectations
9. Ineffective forecasting approach
10. Not "ready" for Sprint Planning

Solution...

1. Define roles, Accountabilities, and responsibilities.
2. Have a clear, inspiring destination
(Product Vision, Product Goal, Sprint Goal)
3. Wear the shoes of other people (Personas)
4. Measurable, Wildly Important Goals (WIGs)
5. Outcome-based Scoreboard
6. Outcome-based Product Backlog
7. Create a Definition of Done
8. Create a Working Agreement
9. Estimation Frames of Reference
10. Sprint Planning Readiness Checklist

What Next...?

1. [7 Steps To Reclaim Your Scrum Master Super Power](#)
2. [10 Steps to Integrate Evidence-Based Management with Scrum in 21 Days or Less](#)
3. [10 Tips To Facilitate Effective Sprint Reviews](#)
4. [Strategic Scrum & Agility as a Choice](#)
5. [Self Managing Teams: 4 Building Blocks and An Evidence Based Approach](#)



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Applying Professional Scrum™ Training

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Solidify Your Knowledge Through Practice

Applying Professional Scrum™ (APS) is a hands-on, activity based course in which students experience how Professional Scrum and the Scrum framework improve their ability to deliver value compared to traditional methods. Scrum provides a better way of working that highlights the use of experimentation, incremental delivery of customer value, frequent feedback loops and the fostering of strong team dynamics.

The course provides an active learning environment for students to engage in discussion, team-based exercises, and individual reflection. During the course, students work in Scrum Teams over a series of Sprints to learn Scrum while using Scrum.

The course also includes a free attempt at the globally recognized [Professional Scrum Master I](#) (PSM I) certification exam.

Course Overview

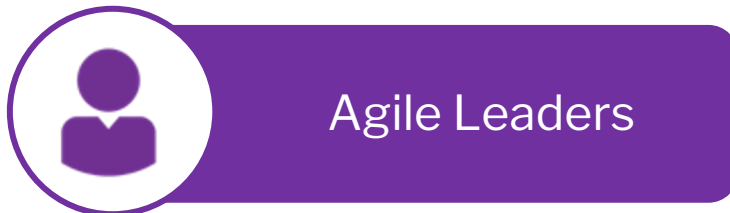
In this two day class* students learn to apply Professional Scrum. They experience new, agile ways of working that enable teams to deliver more value, satisfy stakeholders and work better together. Students work together as a team in a series of Sprints to solve complex problems, facing similar challenges that they face outside of class and learning how to use Scrum to address them. These Sprints enable students to see the practical application of Scrum and to understand the value of an Agile mindset. Additionally, these Sprints expose common missteps and misunderstandings often seen while using Scrum, allowing students to develop an awareness of the associated symptoms and how to correct them. Students not only learn Scrum; they learn how to use Scrum well.

This class is taught both publicly and privately. In a public setting individual students, or multiple colleagues from the same company, will join other students and benefit from diverse experiences. Organizations can also contact [Professional Scrum Trainers](#) to hold a private class just for their organization.

View the different [Focus Areas](#) covered within this class and others.

* When offered in-person, this course is generally delivered over two consecutive days. When offered as a Live Virtual Class, the course may be broken up into more, shorter days.

Each role has a clear Learning Path



Product Owner Learning Path

★★★★★ 4.9 from 5 ratings

Unwatch

As described in the [Scrum Guide](#), a Scrum Product Owner is responsible for maximizing the value of the product resulting from the work of the Development Team. How this is done may vary widely across organizations, Scrum Teams, and individuals.

The learning path is organized by a set of [Professional Scrum Competencies](#) which each contain a number of focus areas. Resources are laid out in a prescribed order, however it is your journey, so follow in the best way that helps you learn.

▼ Understanding and Applying the Scrum Framework

Empiricism

Scrum Values

Scrum Roles

Scrum Events

Scrum Artifacts

Sprint Goal

Done

Scaling Scrum

► Managing Products with Agility

Understanding and Applying the Scrum Framework / Empiricism

The Agile Manifesto

Created by 17 visionaries in 2001, the Agile Manifesto was developed to look at the core principles and values for Agile software development. [0:04:00]

★★★★★ 4.8 from 6 ratings

Completed

Empiricism, the Act of Making Decisions Based on What Is

Ken Schwaber writes about commitment and Scrum as an empirical process. [0:03:30]

★★★★★ 4.8 from 7 ratings

Completed

The Three Pillars of Empiricism (Scrum)

READ THE SCRUM GUIDE

VIEW THE SCRUM FRAMEWORK

THE SCRUM GLOSSARY

FIND TRAINING

GET CERTIFIED

<https://www.scrum.org/pathway/scrum-master>

<https://www.scrum.org/pathway/product-owner-learning-path>

<https://www.scrum.org/pathway/team-member-learning-path>

<https://www.scrum.org/pathway/agile-leader-learning-path>

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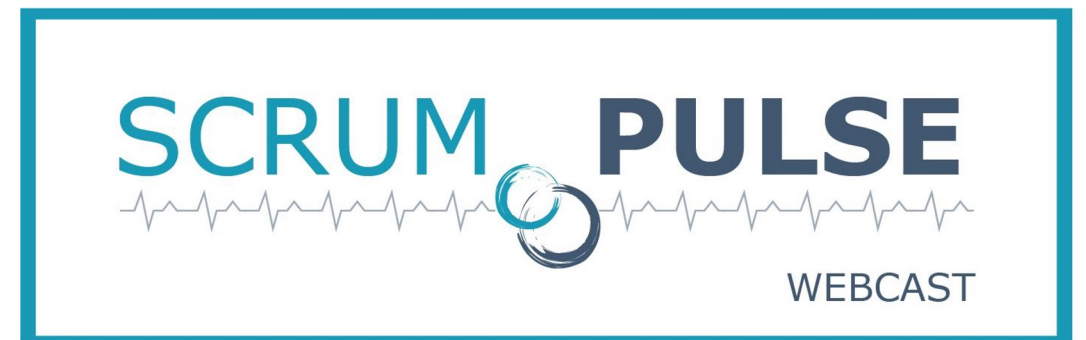
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Thank you!