



Scrum.org™

The Home of Scrum

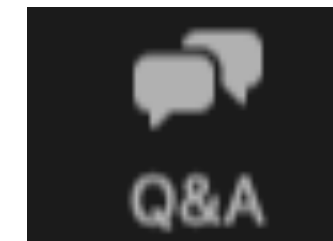
High-Performance Teams

Core Protocols for Psychological Safety and Emotional Intelligence

Richard Kasperowski

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



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

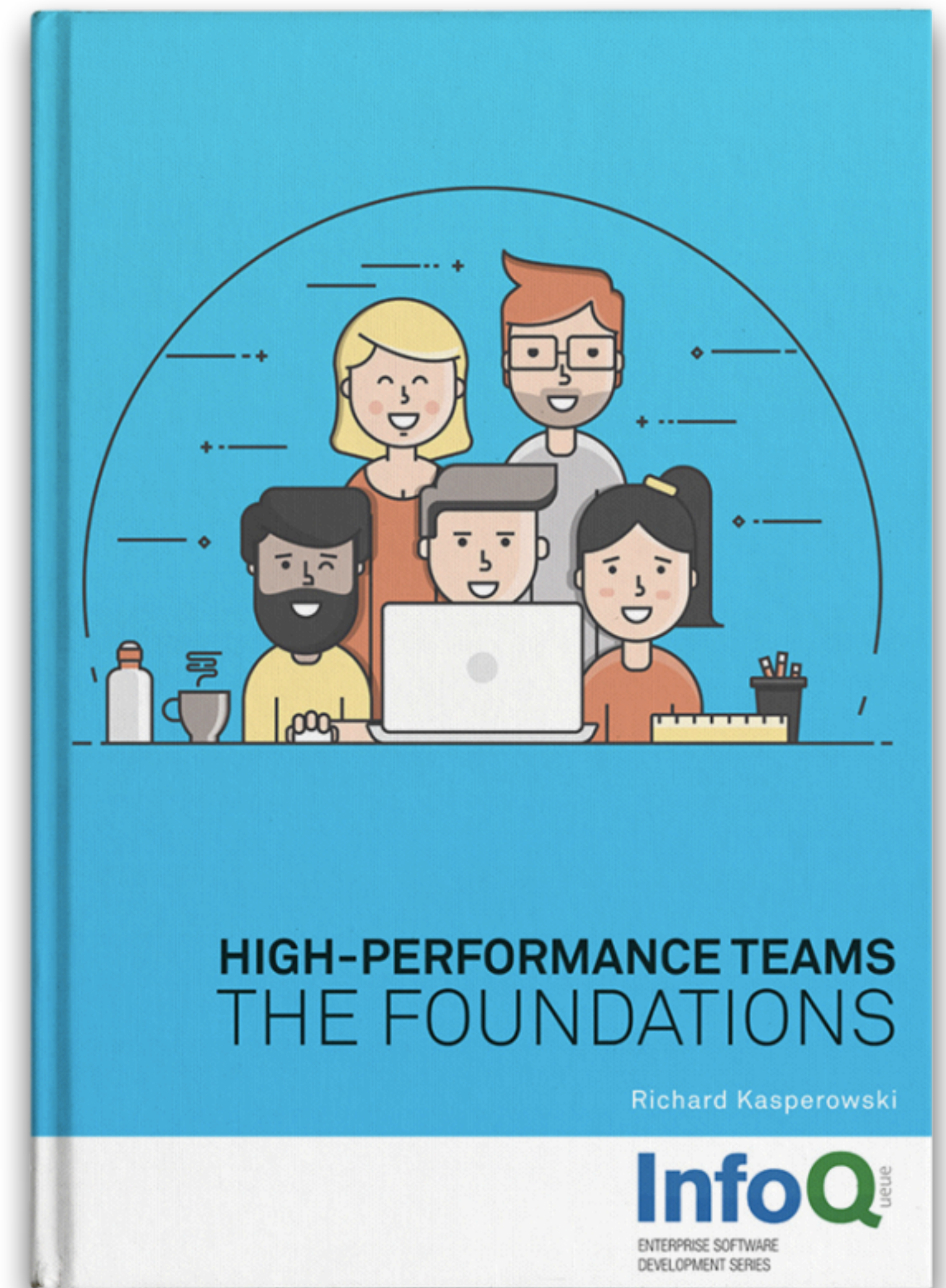


Consistent Global Community

High-Performance Teams

Core Protocols for Psych Safety and EI

Richard Kasperowski | Certified Agile Team Building™



Richard Kasperowski

Certified Agile Team Building™

- High-Performance Team Building™
- Agile & Scrum Foundations
- Agile Product Owner Skills
- Agile Technical Skills
- Agile Team Building Trainer Certification

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What is the best team you were ever on?



The best team of your life in one word



Do you want more of that?

- ✓ Science & research on high-performance teams
- ✓ Practical guide to the elements of great teams
- ✓ Practice a subset of Core Protocols
- ✓ Fun activities!



At some point, you will have team dynamics problems.

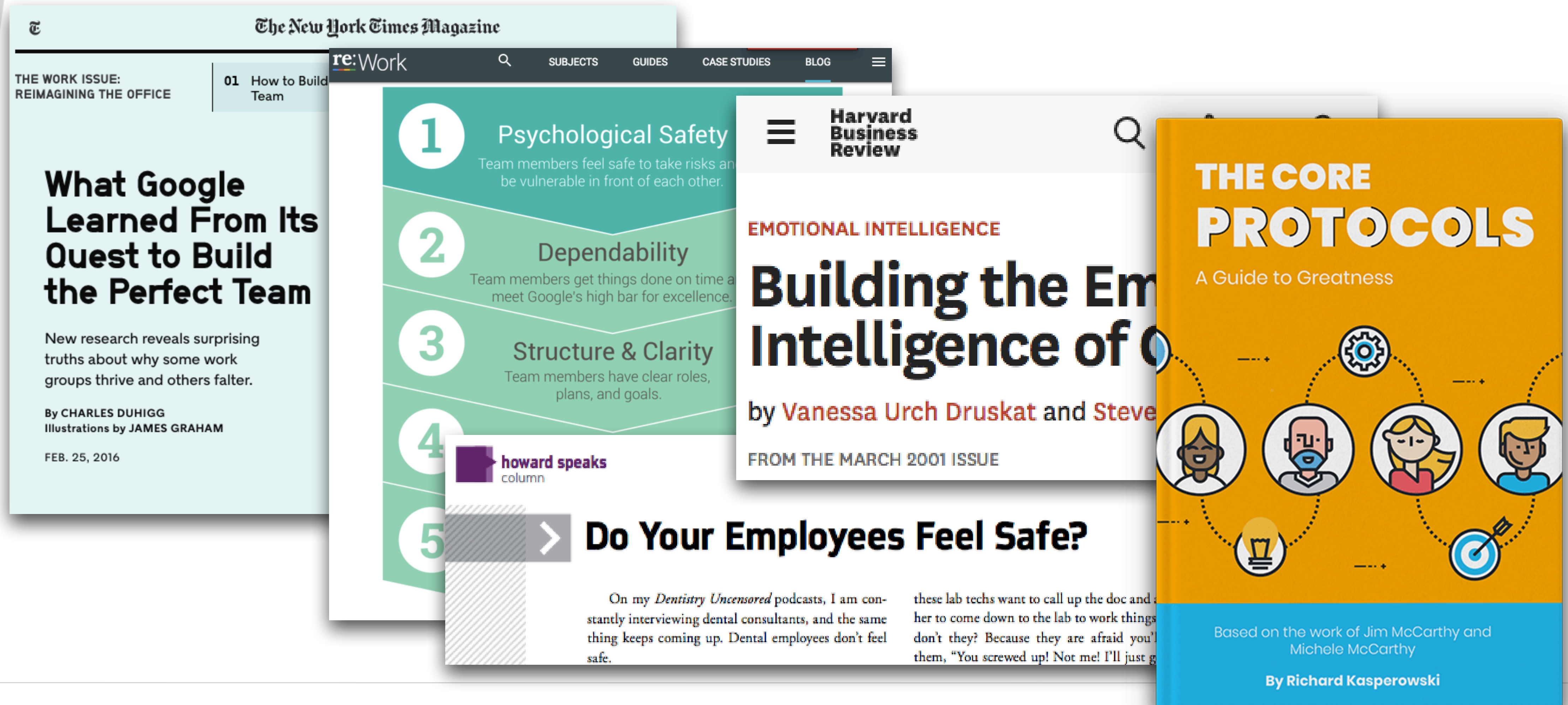
This is a how-to guide to help you overcome those challenges so you can have a great team and build awesome products, all the time.

Science & Research

Practical Skills

High-Performance for Your Teams

Core Protocols for TEI & Psych Safety





Science & Research

Practical Skills

High-Performance for Your Teams

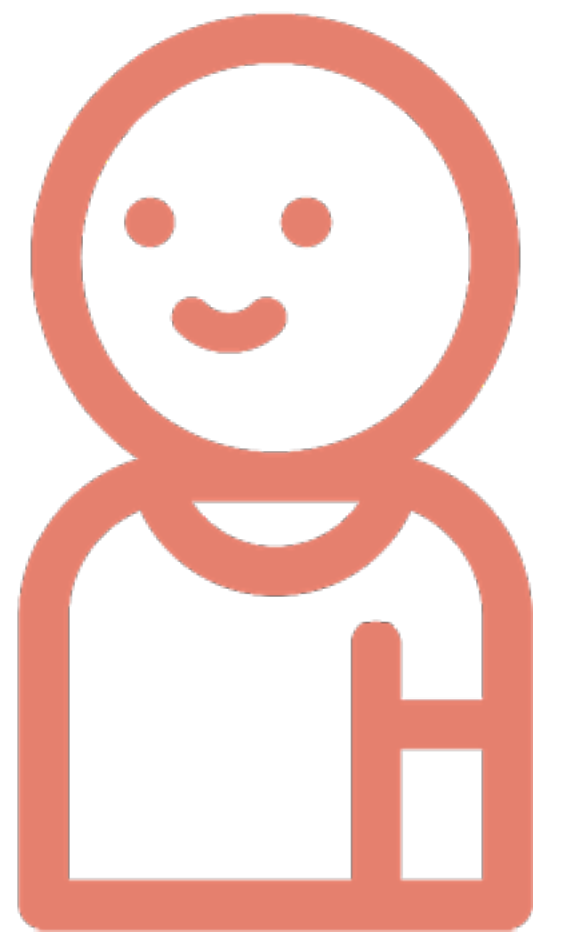
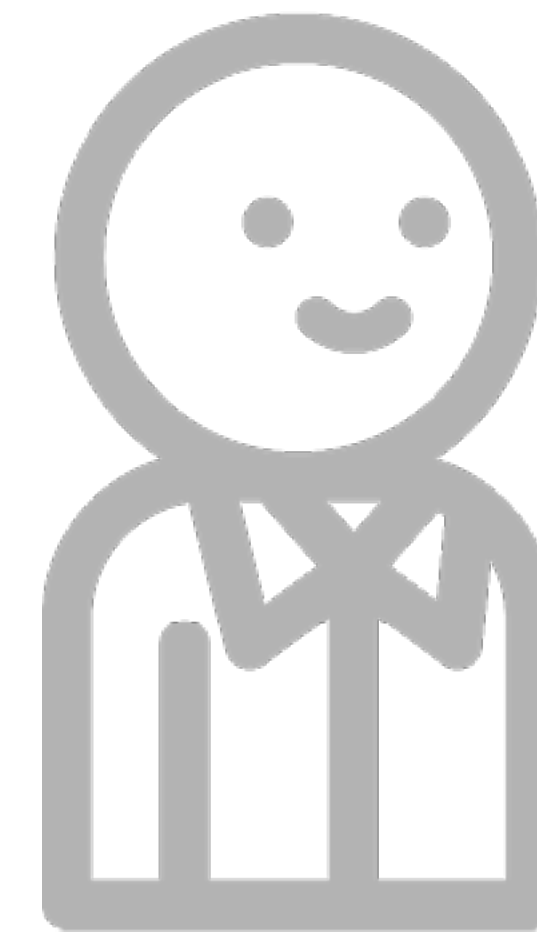
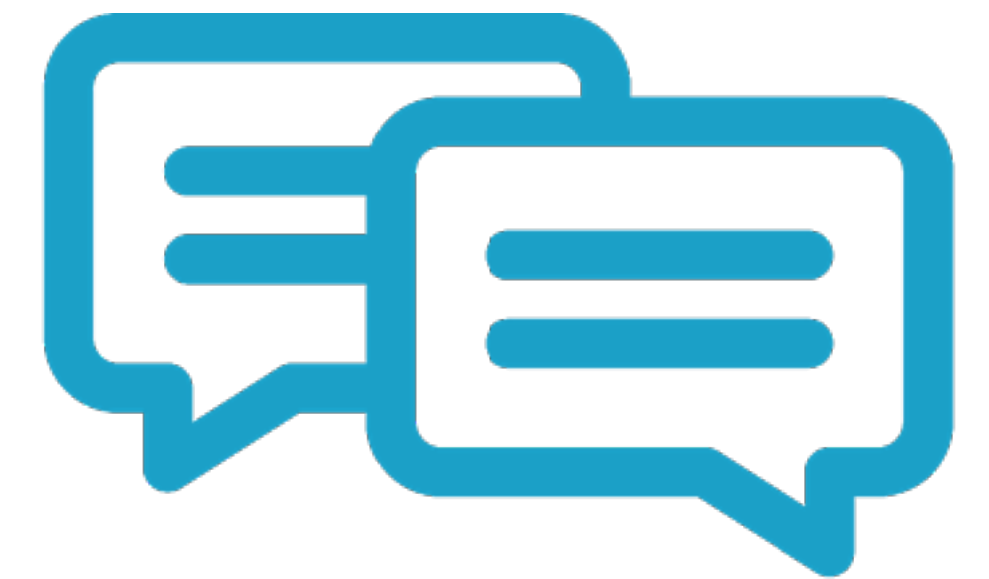
Positive Bias

- ✓ Non-negativity
- ✓ No negation
- ✓ Pretend



Try it: Yes, but ...

- ✓ With a partner, make a plan for lunch tomorrow.
- ✓ Yes, but ... (60 seconds)
- ✓ Yes, and ... (60 seconds)



Freedom



✓ Why: Basis of great culture

✓ How

✓ The Core Commitments (kspr.co/corecommitments)

✓ Pass (Unpass) (kspr.co/pass)

✓ Check Out (kspr.co/co)



Self-awareness

- ✓ Why: A great self is atomic unit of a great team
- ✓ How
 - ✓ Check In (kspr.co/ci)
 - ✓ Ask For Help (kspr.co/help)
 - ✓ Personal Alignment (kspr.co/pa)

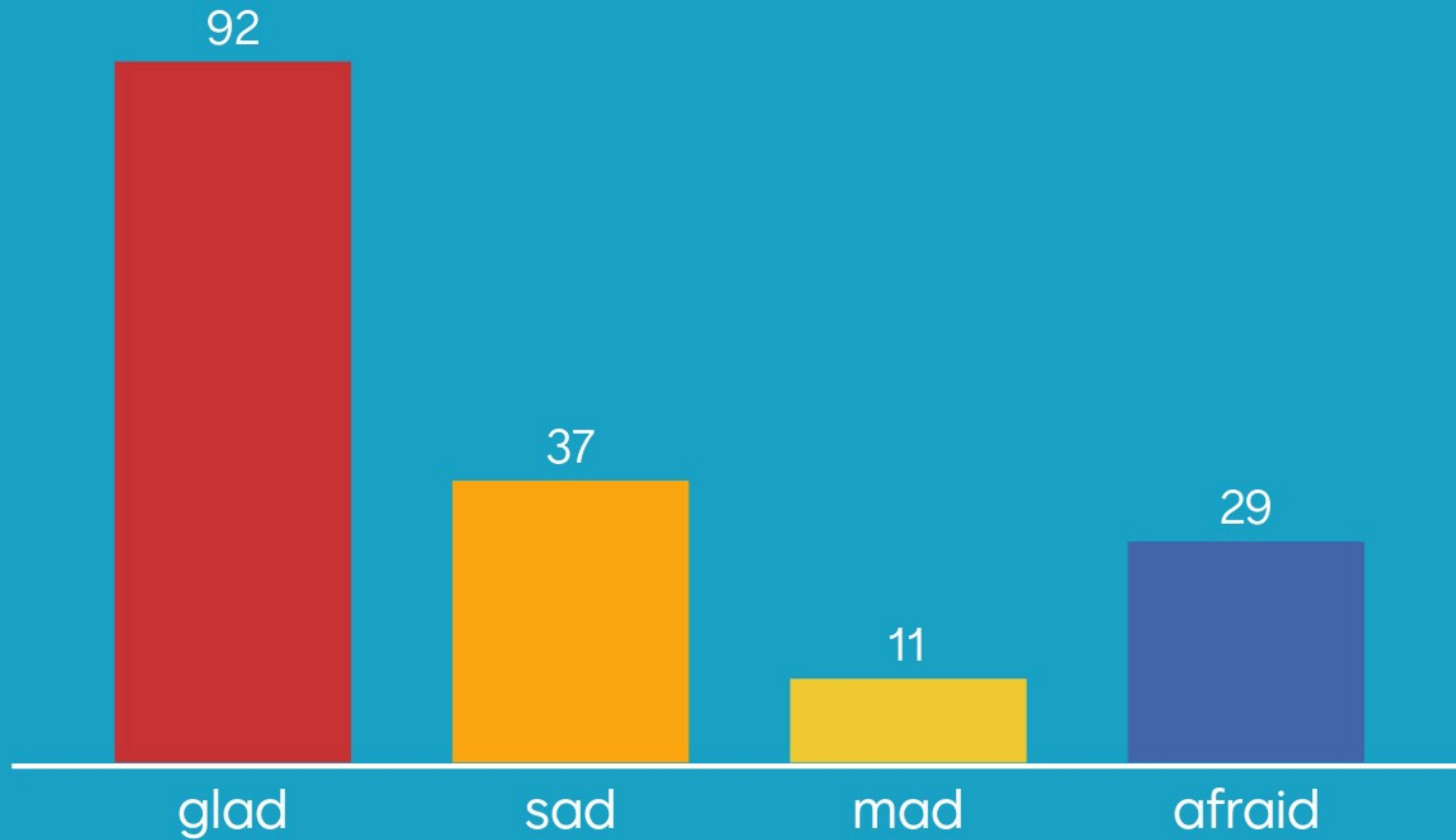


I feel _____ .

GLAD, SAD, MAD, AFRAID

Describe to yourself why you feel that way.

I feel ____.



Try it: Check In

SPEAKER SAYS,

1. "I feel [one or more of GLAD, SAD, MAD, AFRAID]."
2. Speaker may add a brief explanation.
3. (Or, instead of 1 and 2, speaker may say, "I pass.")
4. "I'm in."

LISTENERS RESPOND,

- "Welcome."

I want _____.

What's blocking you from what you want? _____

I want _____.

- Self-awareness*
- Integrity
- courage
- Passion
- Peace
- Presence
- Self-care
- Fun
- Wisdom
- Health

This is your
"Personal
Alignment".

I want ____.



Connection

- ✓ Why: Connect great people into a great team, totally cohesive and support each other toward a shared goal
- ✓ How
 - ✓ Check In (kspr.co/ci)
 - ✓ Ask For Help (kspr.co/help)
 - ✓ Personal Alignment (kspr.co/pa)
 - ✓ Intention Check (kspr.co/intention)
 - ✓ Investigate (kspr.co/investigate)



Love

Friendship

```
4 #
5 # Use this script to build and maintain an awesome team.
6 #
7 # Greatness Guild
8 # email    IAmIn@greatnessguild.org
9 # twitter  @greatnessguild #awesometeams
10 # web      www.greatnessguild.org
11
12 # Positive bias
13 export POSITIVE_BIAS=true
14
15 # Freedom
16 export PASS=optional
17 export CHECKOUT=optional
18
19 # Self-awareness
20 selfawareness = {}
21 until [[ selfawareness >= adequate ]]; do
22     selfawareness += `checkin --solo --any-emotion-word`
23     selfawareness += `checkin --solo --primary-emotions`
24     selfawareness += `checkin --together --primary-emotions`
25
26     selfawareness += `personalalignment --solo --any-want`
27     selfawareness += `personalalignment --solo --virtues`
28 done
29
30 # Connection
31 connection = {}
32 until [[ connection >= adequate ]]; do
33     connection += `personalalignment --with-investigate --together`
34 done
35
36 # Productivity
37 # Now that you have the foundation of a great team, try tools like
38 # Scrum and Open Space.
39 #
40 # Use protocols like Decider and Perfection Game to amplify team's
41 # efficiency and productivity.
42
43 # Error handling
44 if [[ `protocol-violation` || `corecommitments` == broken ]]; then
45     protocolcheck
```


Productivity

- ✓ Why: Align together, deliver great product, achieve great results
- ✓ How
 - ✓ Decider (kspr.co/decider)
 - ✓ Resolution (kspr.co/resolution)
 - ✓ Perfection Game (kspr.co/pgame)



Error Handling

- ✓ Why: Ensure we are maintaining freedom, self-awareness, connection, and productivity
- ✓ How
 - ✓ Protocol Check (kspr.co/pcheck)



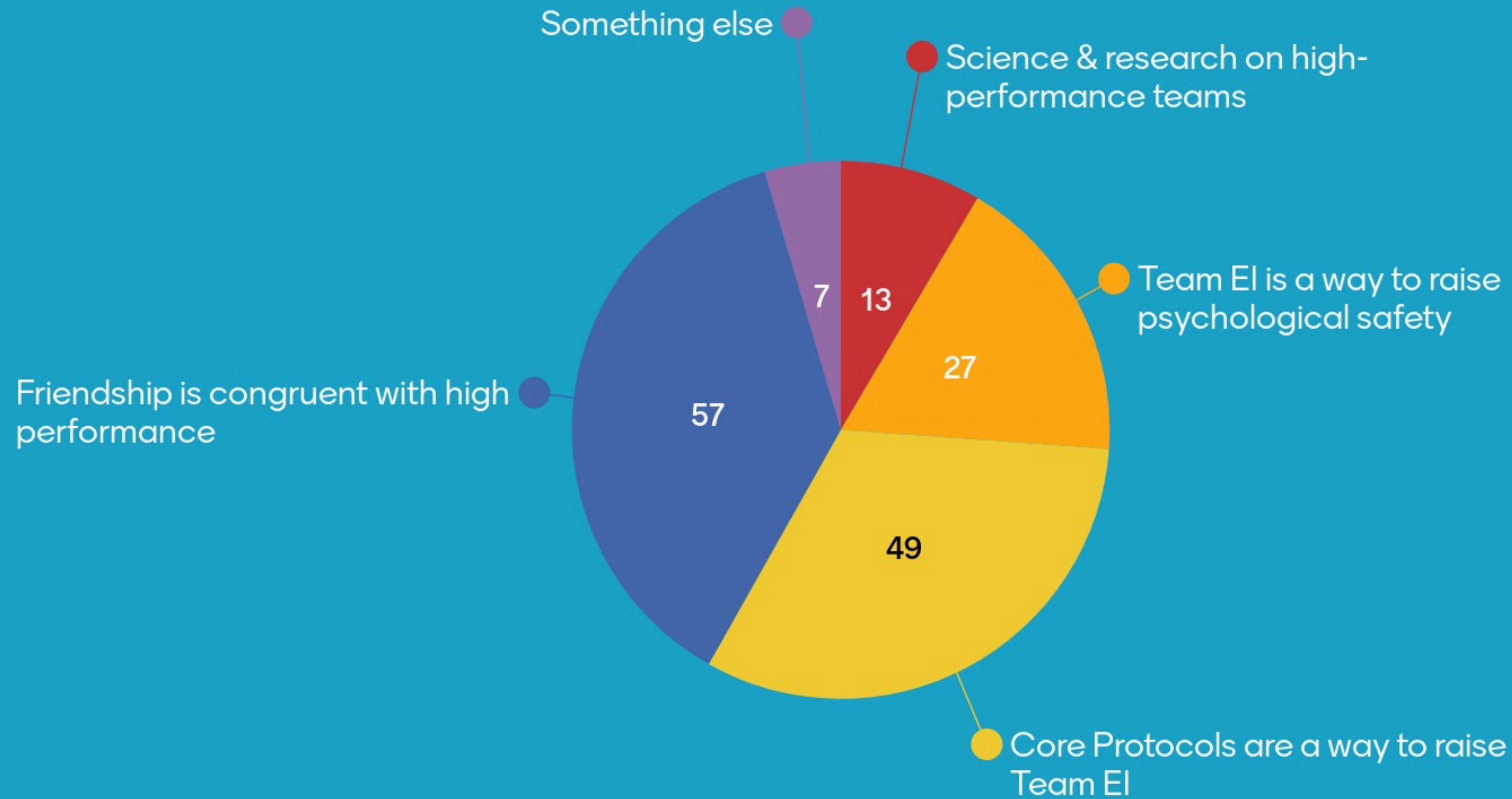
What will you do?



I will [change I want in myself] .

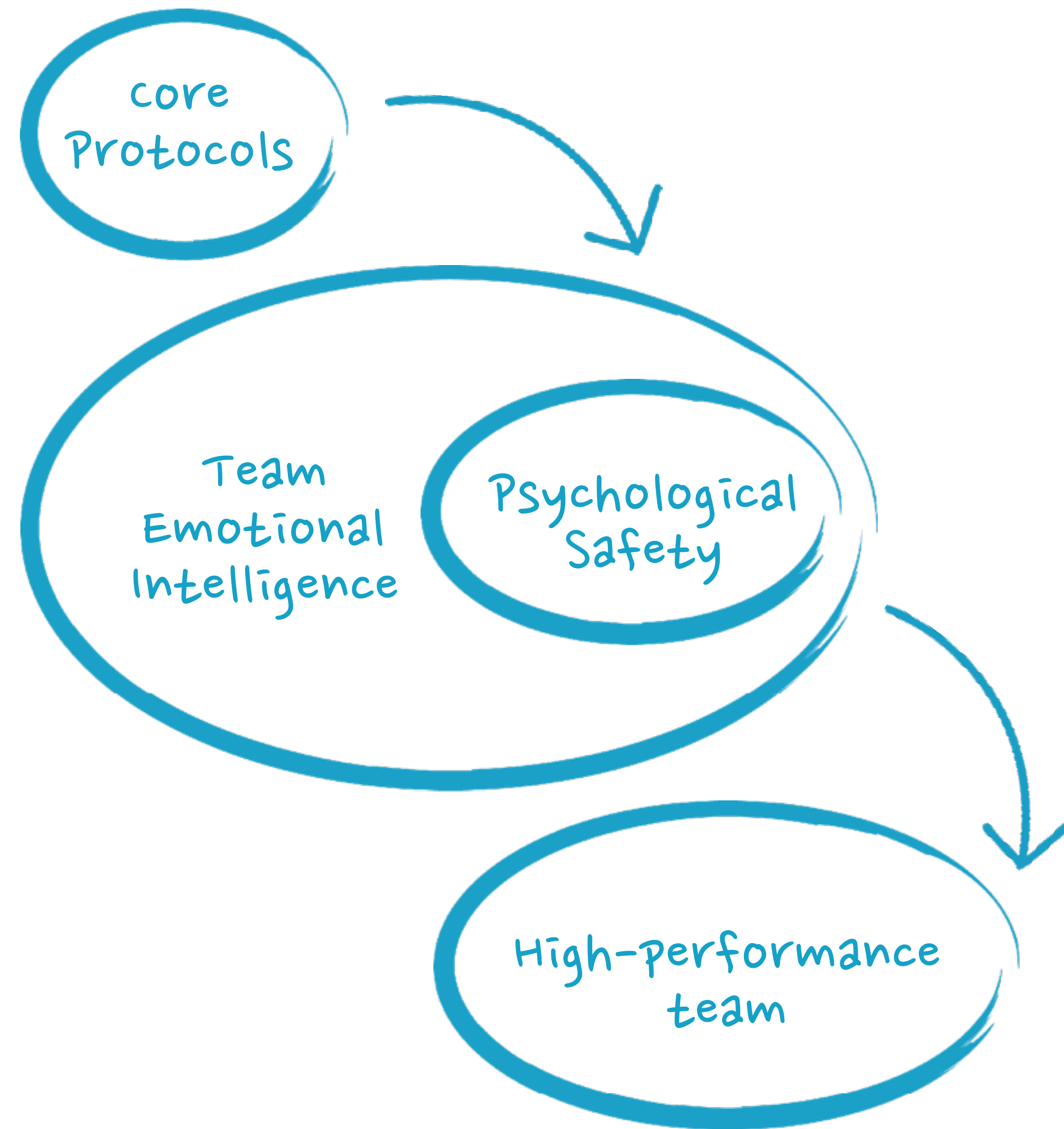
And I will do it by [date] .

What is your key take-away?



Key take-aways

- ✓ The attributes and behaviors of high-performance teams are known and learnable.
- ✓ Core Protocols →
 - team emotional intelligence →
 - psychological safety →
 - high-performance team
- ✓ Continuous teaming:
 - ✓ Turn up the good!
 - ✓ Team building is good.
 - ✓ Use Core Protocols to do team building all the time.



At some point, you will have team dynamics problems.

This is a how-to guide to help you overcome those challenges so you can have a great team and build awesome products, all the time.

Science & Research

Practical Skills

High-Performance for Your Teams

You can have high-performance teams!

Here's how ...



To Learn More

- ✓ Visit kasperowski.com
- ✓ Ask Richard for help
- ✓ Visit thecoreprotocols.org



More learning and events

Want to learn and embody these behaviors?

- kasperowski.com
- Respond on feedback form to stay informed

Some of Richard's upcoming classes and events – all online:

- Office Hours (every Wednesday) – Apr 6
- Agile Dojo (first Thursday each month) – Apr 7
- **High-Performance Team Building™ class – Apr 21-22 – 50% off with code SCRUMORG50**

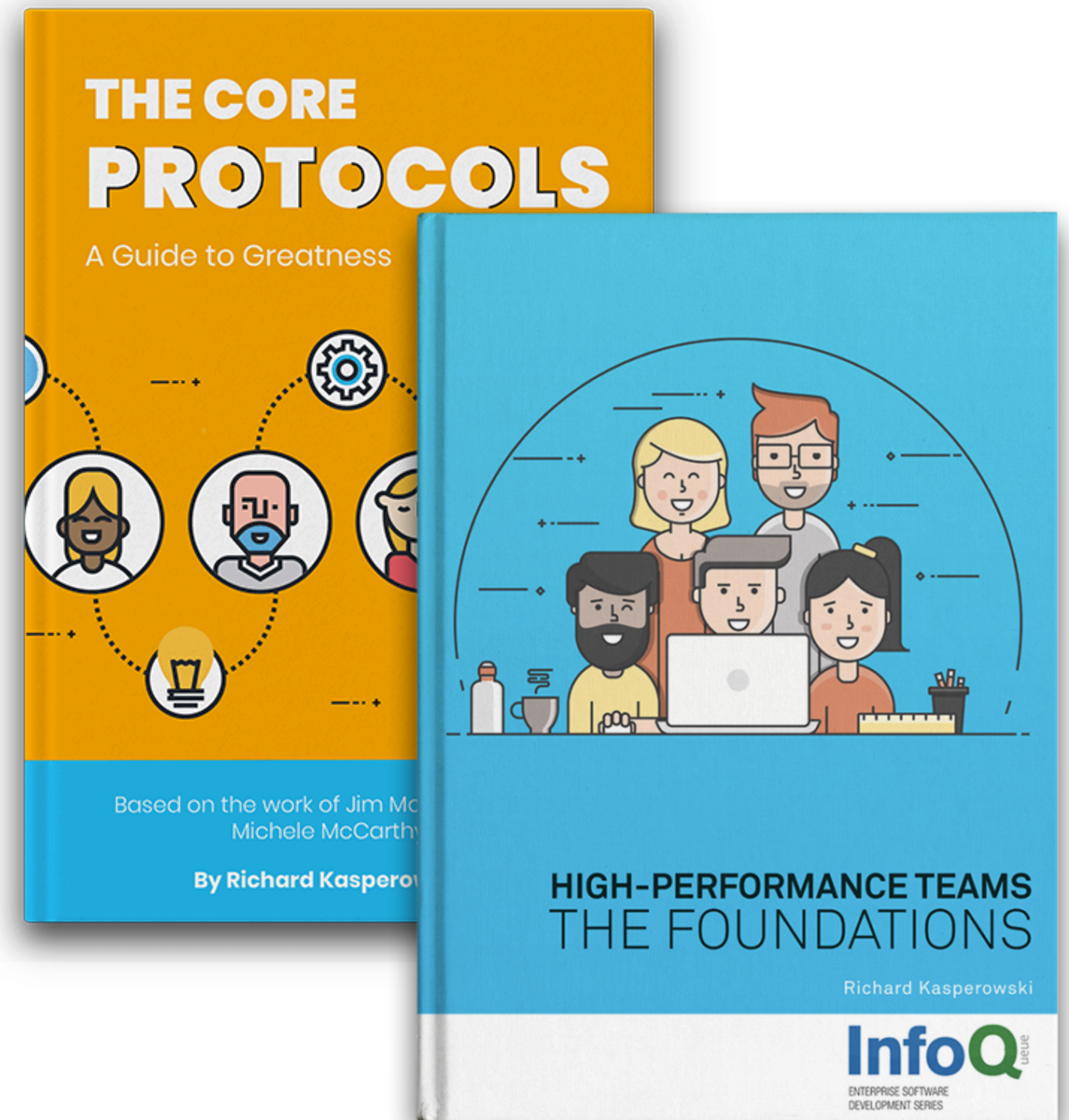
… or book a private class for your organization.



Book a class for your teams

Certified Agile Team Building™

- High-Performance Team Building™
- Agile & Scrum Foundations
- Agile Product Owner Skills
- Agile Technical Skills
- Advanced Agile Technical Skills
- Agile Team Building Trainer Certification



Will you help me
make this presentation
the best it can be?

Perfection Game



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Each role has a clear Learning Path

Product Owner

Developers

Scrum Master

Agile Leaders

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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org



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RSS
Scrum.org/RSS



SCRUM PULSE

A free monthly webcast by Scrum.org **Professional Scrum Trainers** addressing common challenges faced by the software profession.

Thank you!