7 Strengths of Highly Diverse Agile Teams
Quick Guidelines

• Your microphones will be muted throughout
• We encourage questions and discussion!
  • Tweet your questions: @scrumdotorg, #ScrumPulse
• Type questions into the webinar questions box:
• Type comments into the webinar comments box:
About Scrum.org – The Home of Scrum

• Improving the profession of software delivery
• Scrum Pulse: Free Webinar by Scrum.org, with unifying themes...
  – Increase agility through empirical management of desired outcomes
  – Continuous delivery of business value
  – Building trust and respect between business and I.T.
• How you can plug-in...
  – Register and view previously recorded webinars at Scrum.org/ScrumPulse or Youtube.com/scrumdotorg
  – Tweet requests for future sessions, mention @scrumdotorg #scrumpulse
Uta Kapp has been on the digital frontier since more than 30 years, being an expert in software development and agile leadership.

She was brought up in Namibia and studied computer science in Cape Town, South Africa in the 1980 before moving back to Germany, where she was born.

As a software engineer, coach and trainer she has supported many companies during their agile transformation. Scrum is one of the pillars in her work.

The question that drives her is, what special gifts women have to offer to the age of digital transformation.
Bio Dave Dame, @DDame

• Dave is a leadership coach, enterprise agile leader and trainer with over 20 years of experience, which he leverages to drive large-scale transformation in complex organizations.

• Focusing on building high performing teams, he has trained over 600 professionals in product management, leadership and agile delivery practices. Dave has worked with technology companies such as OpenText, PTC, and MCAP; in many cases improving delivery times by over 150%.

• In his role as the Global Enterprise Agile leader at Scotiabank, Dave has built up an agile organization across 5 countries with the goal of engaging Scotiabankers across the organization to embrace agility and change.
When We Say Diversity...

• Do we mean...
  • Political Correctness...?
  • Social Responsibility...?

• We mean...
  • Creator of a greater collective intelligence
  • Catalyst for creativity
  • Primer for performance
  • Enabler of a competitive advantage

• Let’s explore how...
Empathy

• Multiple perspectives
• True understanding the personal impact
• What might be convenience for one, might be game changing to another
Humility

• Being vulnerable allows us to connect with others dealing with change or unknown
• You never know what others have to go through to be in front of you
• Social impact vs. Business impact
Openness

- Open mindedness
- The willingness to accept other opinions
- Learn from each other to enable creative intelligence
- Idea flow vs echo chamber
- Why diversity feels uncomfortable
Resilience

• Struggle to do what is difficult
• Try multiple options
• Failure is learning
Communication

• Participative culture
• Space for everybody to freely speak their mind
• Frequent communication
• Non-Violent Communication
• Group dynamics as barriers (HIPPO)
• Questions instead of advice
• Common shared vision and purpose for alignment
Emotional Maturity

• Ability to handle the full spectrum of emotions (fear, rage, grief, joy)
• Is a factor for successful teams according to Chaos Report (Standish Group)
• All human beings have same mimic for emotions

References
• Standish Group Chaos Report - standishgroup.com
• Paul Ekman - paulekman.com
Participative Leadership

• Participative leadership unleashes the power of Diversity
• Scrum as framework for participative leadership
• Frequent communication includes all perspectives
How is the Scrum.org Community enabling diversity

• Diversity in Scrum.org Trainer community:
• Teach diversity to our customers so they can use diversity as a way to build high performing teams
• Enable more diversity in the profession of software delivery as a way of improving our profession
Key Take-Away’s…

• Realize that Diversity is...
  • Neither about political correctness nor social responsibility

• Instead, Diversity is...
  • About appreciating our unique gifts as unique human beings
  • About fielding the best team
  • About going beyond cross-functionality
  • About building valuable products for diverse users
  • About creating a greater collective intelligence
Recap & Q&A

• When We Say Diversity, We Mean...

• 7 Strengths of Highly Diverse Scrum Teams...
  1. Empathy
  2. Humility
  3. Openness
  4. Resilience
  5. Communication
  6. Emotional Maturity
  7. Participative Leadership

• Scrum.org & Diversity
• Key Take-Away’s

Tweet your questions: @scrumdotorg, #ScrumPulse
Connect with the Scrum.org Community

• Have more questions? Tap into the collective experience and expertise of the Scrum.org community.

• [https://www.scrum.org/forum](https://www.scrum.org/forum)
Webcasts and Videos – Learn From Our Trainers

ScrumWebcast is a webcast series designed to help those new to Scrum and those with experience learn and improve. You can hear from experts in the Scrum community including those who have helped to create and evolve Scrum. Professional Scrum Trainers and many others. All of these events are recorded and always available with new webcasts continuously coming.

You can view and search all resources from Scrum.org including Webcasts, Videos, White Papers and much more here.

Upcoming Webcasts

- **Rigorous, Independent Governance & the New Equation for Sustainable Competitive Advantage**
  - Wednesday, March 28, 2018 11:00 PM EDT (03:00 UTC)
  - Read More and Register

- **What is Scrum: An Introduction to the Scrum Framework**
  - Wednesday, April 4th 1:00 PM EDT (17:00 UTC)
  - Read More and Register

- **El Rol del Product Owner como Generador de Valor de Negocio**
  - Special Spanish Edition
  - Thursday, April 12, 2018 11:00 AM EDT (18:00 UTC)
  - Read More and Register
Blog - Read Insights and Tips from Our Trainers

- [https://www.scrum.org/resources/blog](https://www.scrum.org/resources/blog)

- Articles to further your Scrum knowledge and improve your Agile practices.

- Written by our community of world-class Professional Scrum Trainers.
Thank you!