

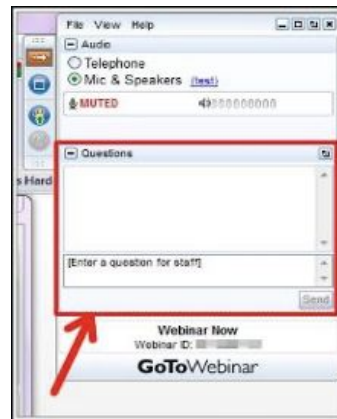
# Zombie Scrum Survival Guide

Start your recovery from Zombie Scrum, today!

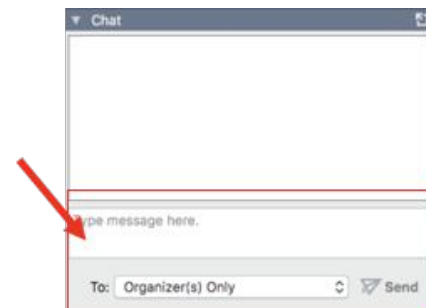


# Quick Guidelines

- Your microphones will be muted throughout
- Please ask questions!
- Type questions into the webinar questions box:



- Type comments into the webinar comments box:



# Who is Scrum.org?



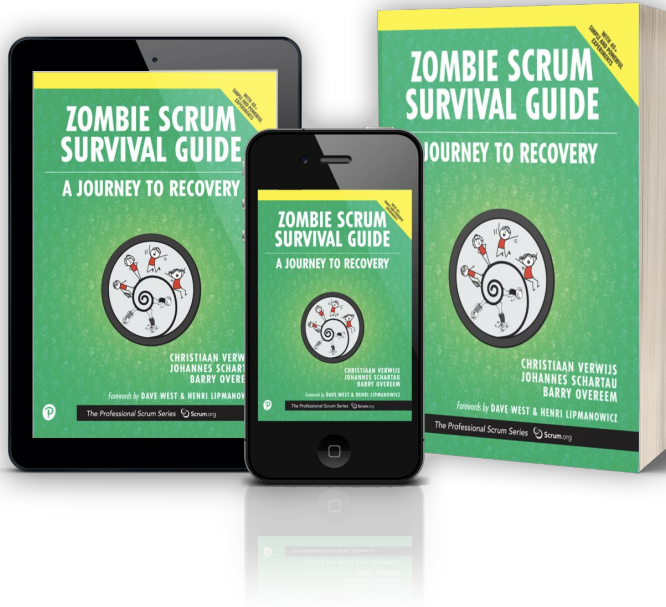
**Ken Schwaber**  
Scrum.org Founder,  
Chairman and  
Co-creator of Scrum



# Purpose of our talk



# The book and its authors

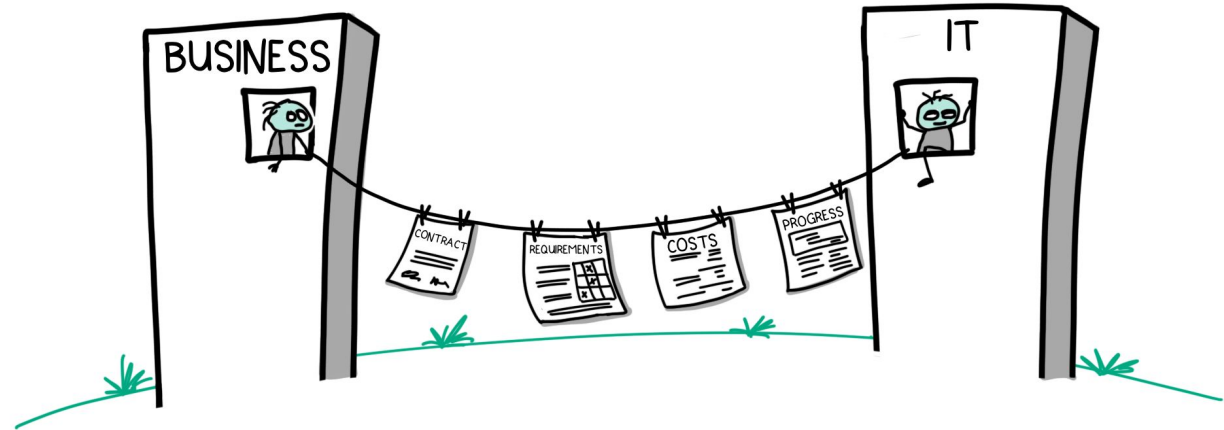


Created by: These illustrations for the Zombie Scrum Survival Guide  
by Christiaan Verwijs, Johannes Schartau & Barry Overeem  
zombiescrum.org

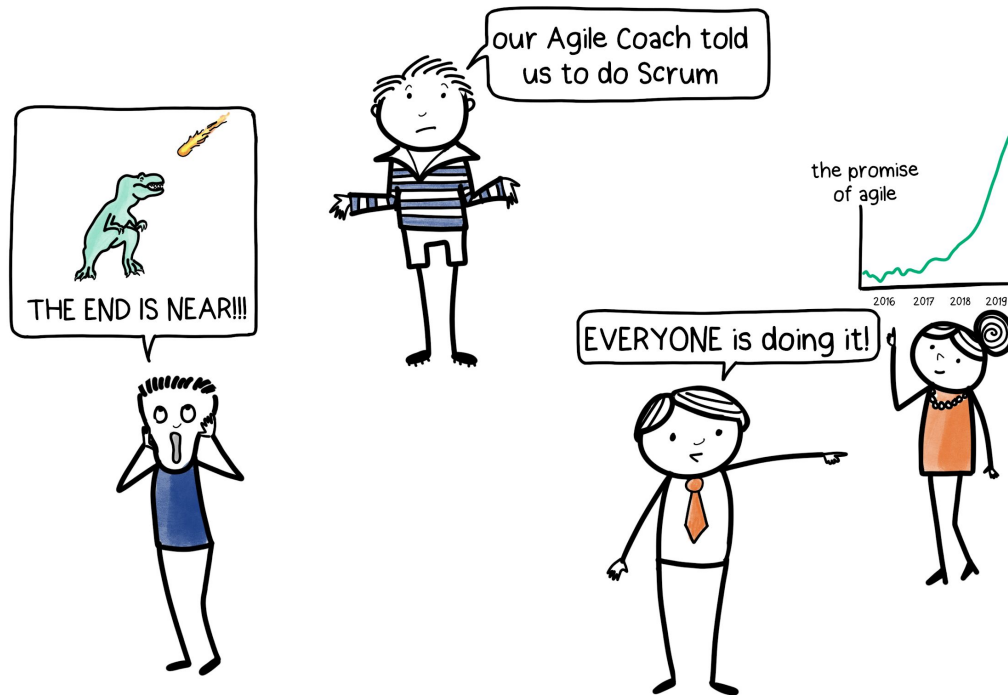
# Part 1: Zombie Scrum Symptoms



# Causes of Zombie Scrum

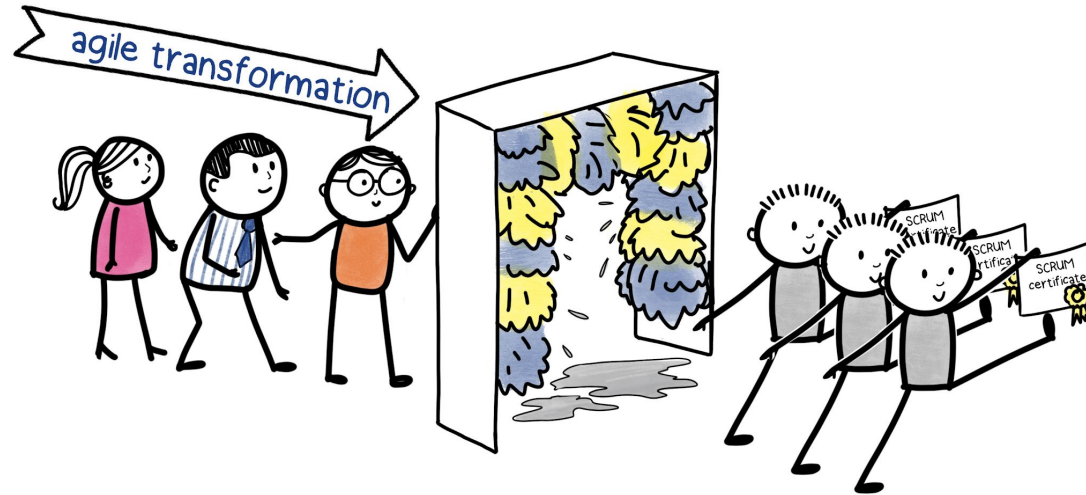


# Another cause...

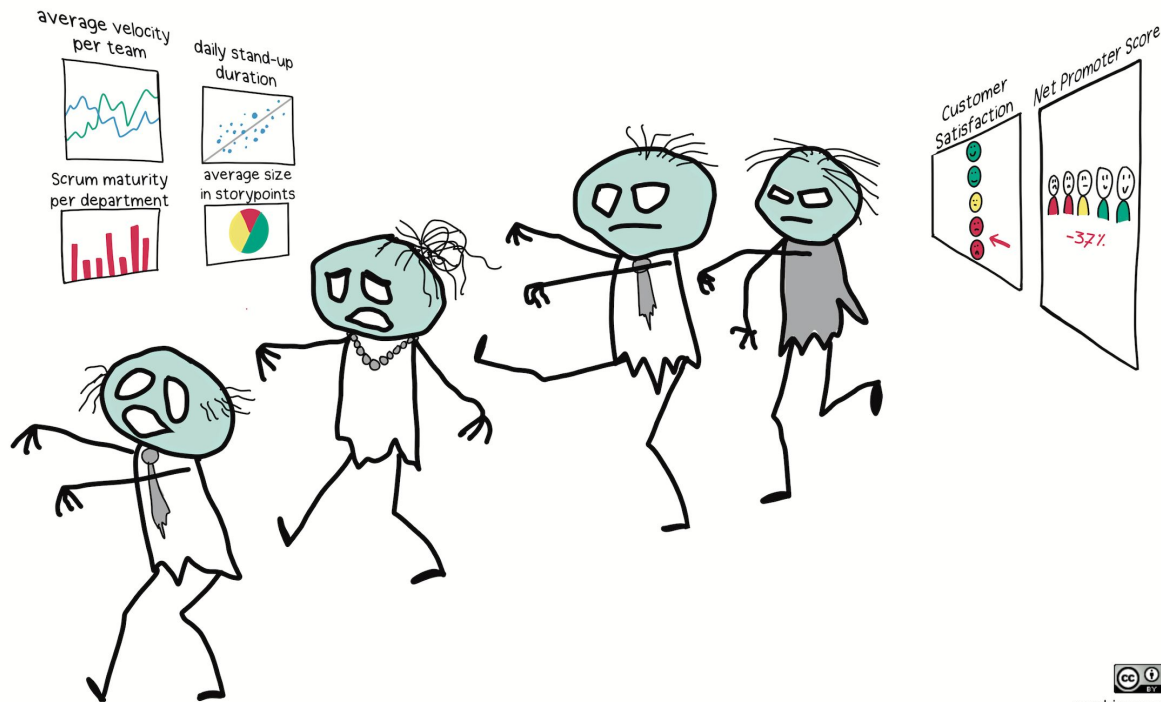




# And... another cause!



# And... another cause!



# So many causes!



Round 1

“What are the symptoms and causes of Zombie Scrum you recognize?”



Round 2

“So what does this mean?  
What patterns or conclusions are emerging?”

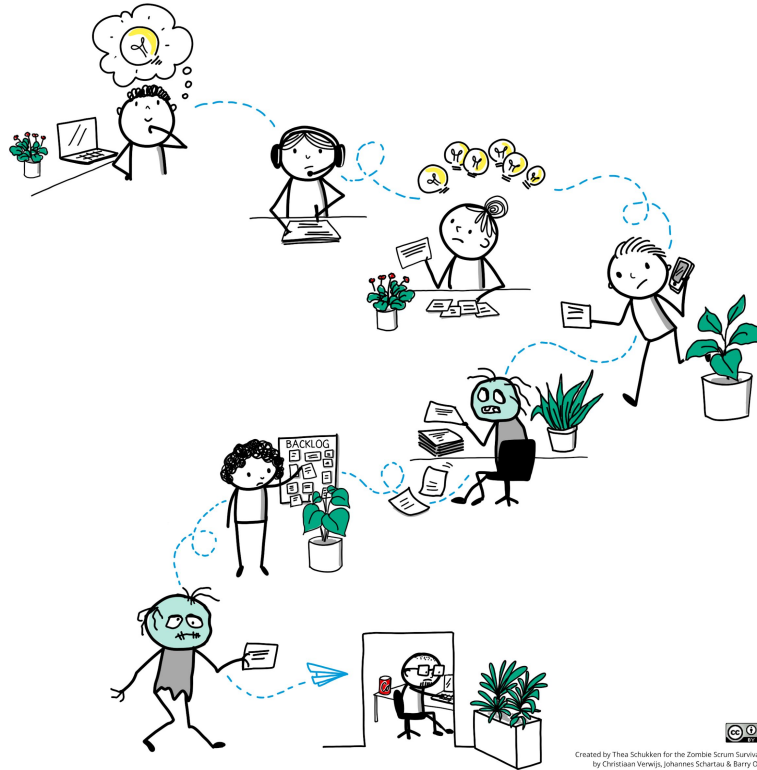


### Round 3

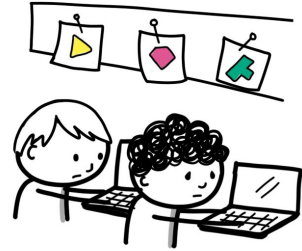
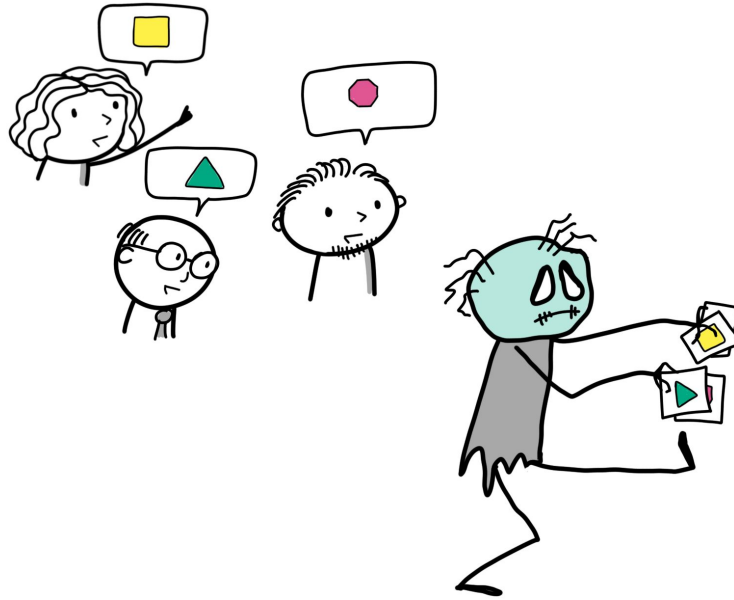
“Now what questions, thoughts, or concerns do you have about preventing or fixing Zombie Scrum?”



# Part 2: Build What Stakeholders Need



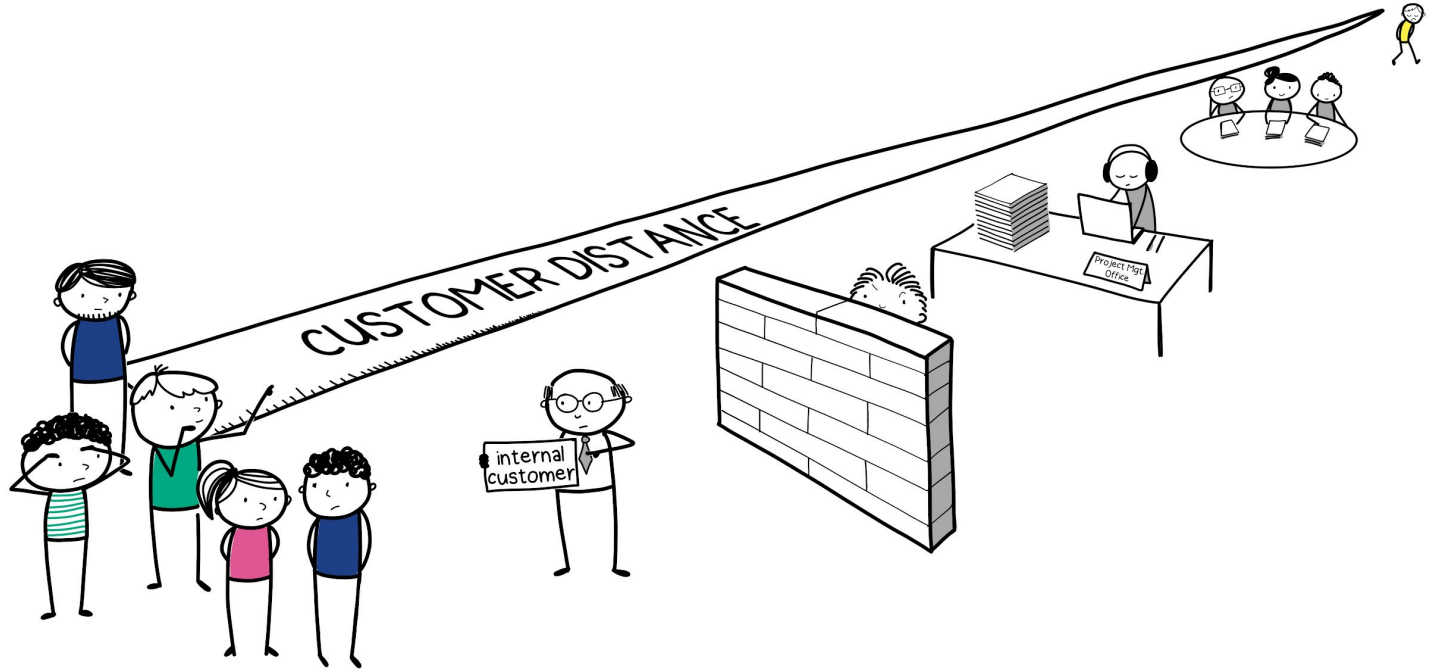
# What you don't want...



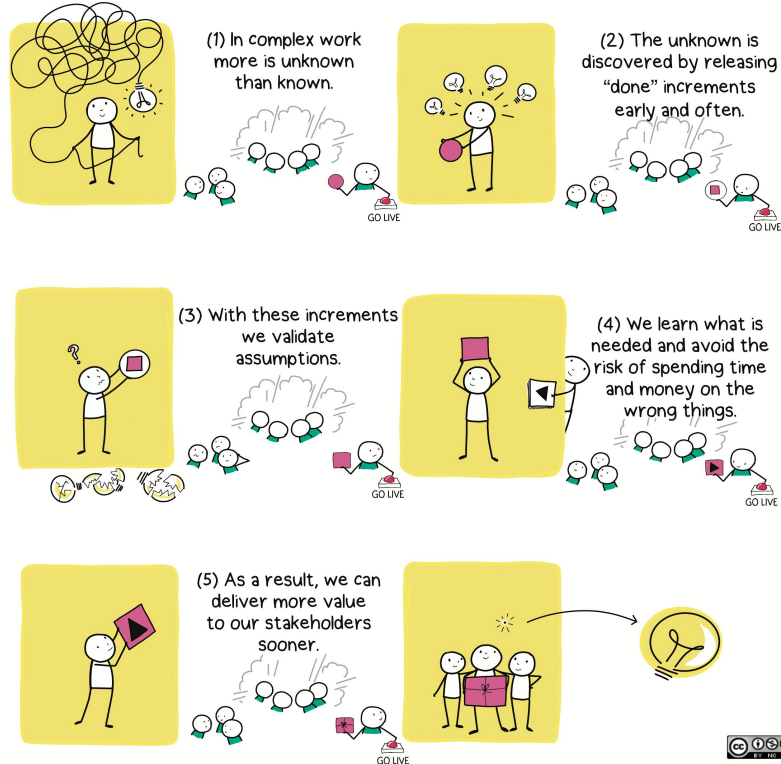
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[zombiescrum.org](http://zombiescrum.org)



# Experiment: Create Transparency with the Customer Distance Metric



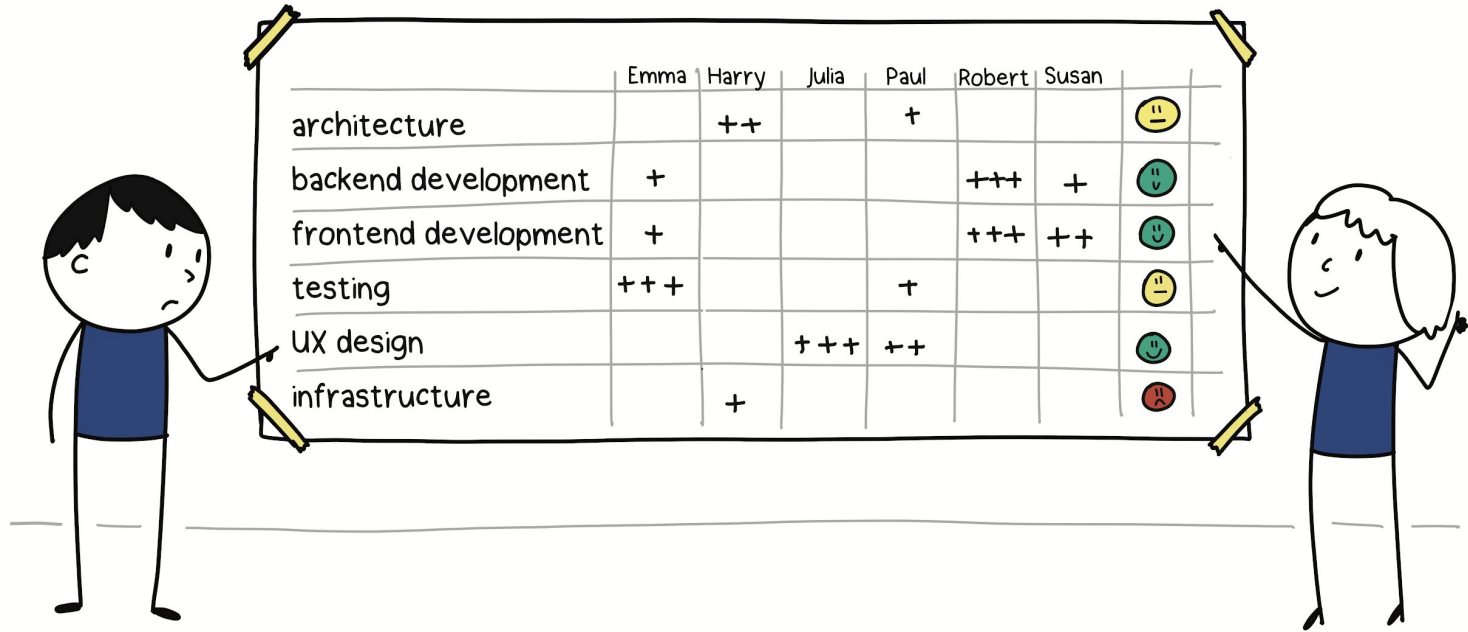
# Part 3: Ship it Fast



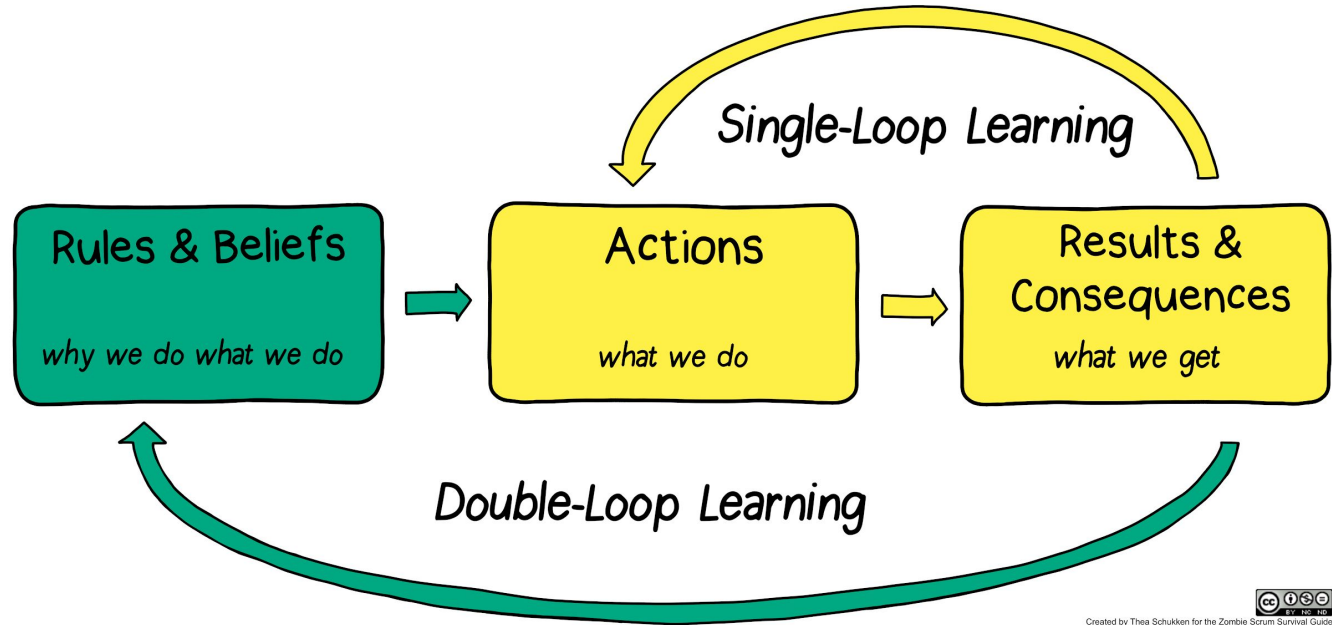
# What you don't want...



# Experiment: Increase Cross-Functionality with a Skill-Matrix



# Part 4: Improve Continuously



Source: Argyris, C. On Organizational Learning, Cambridge, MA: Blackwell, 1993

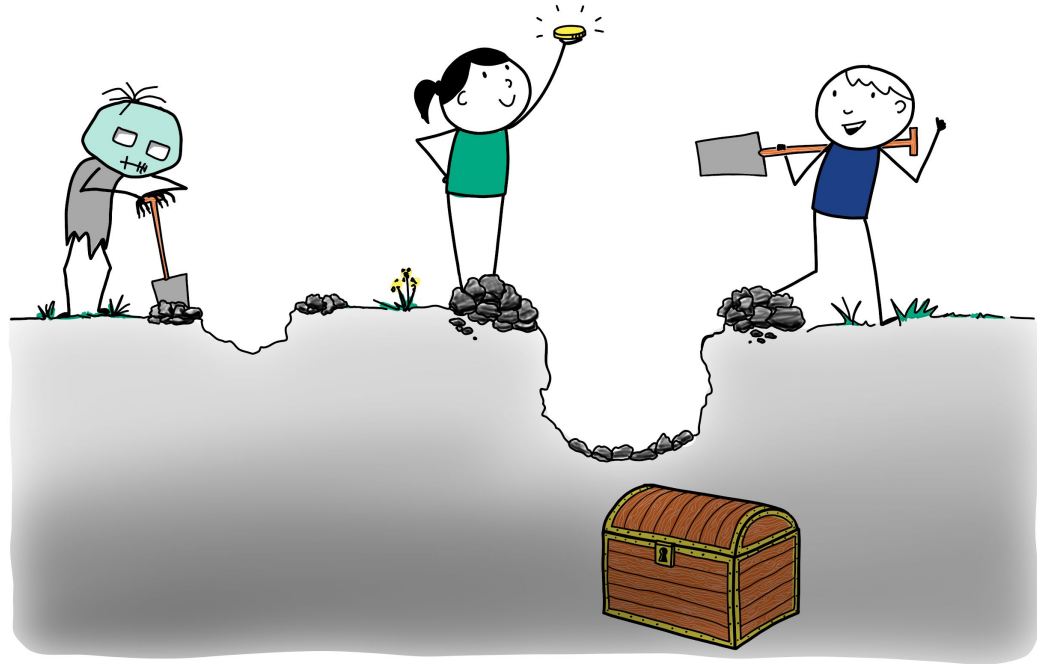
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# What you don't want...

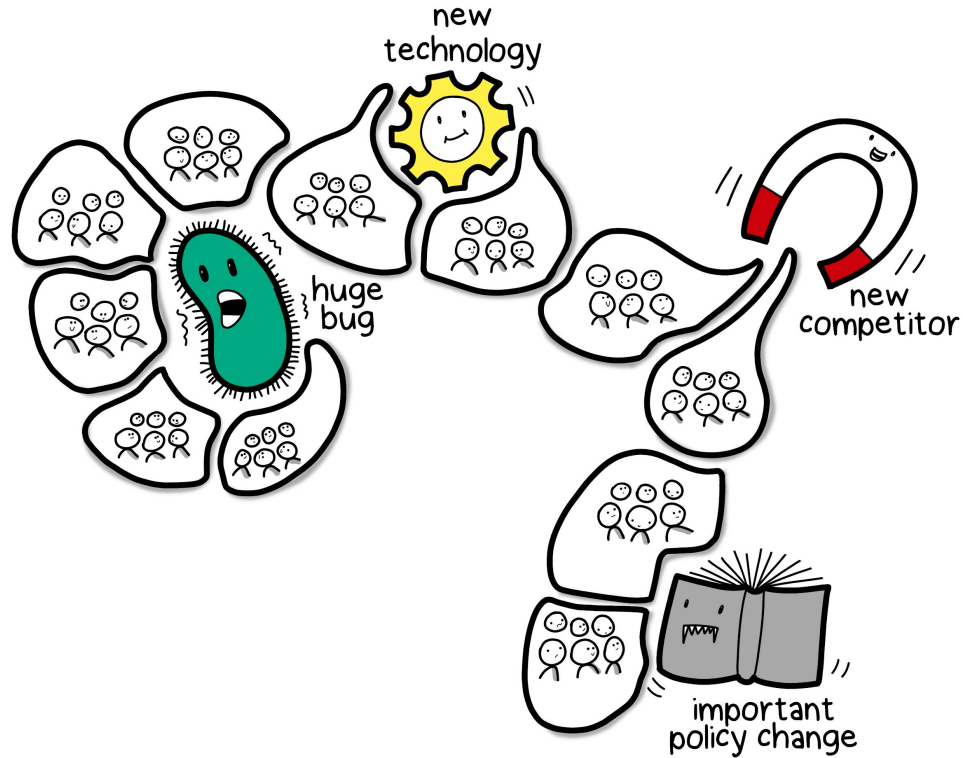


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# Experiment: Dig Deeper into Problems and Solutions, Together



# Part 5: Self-Organize

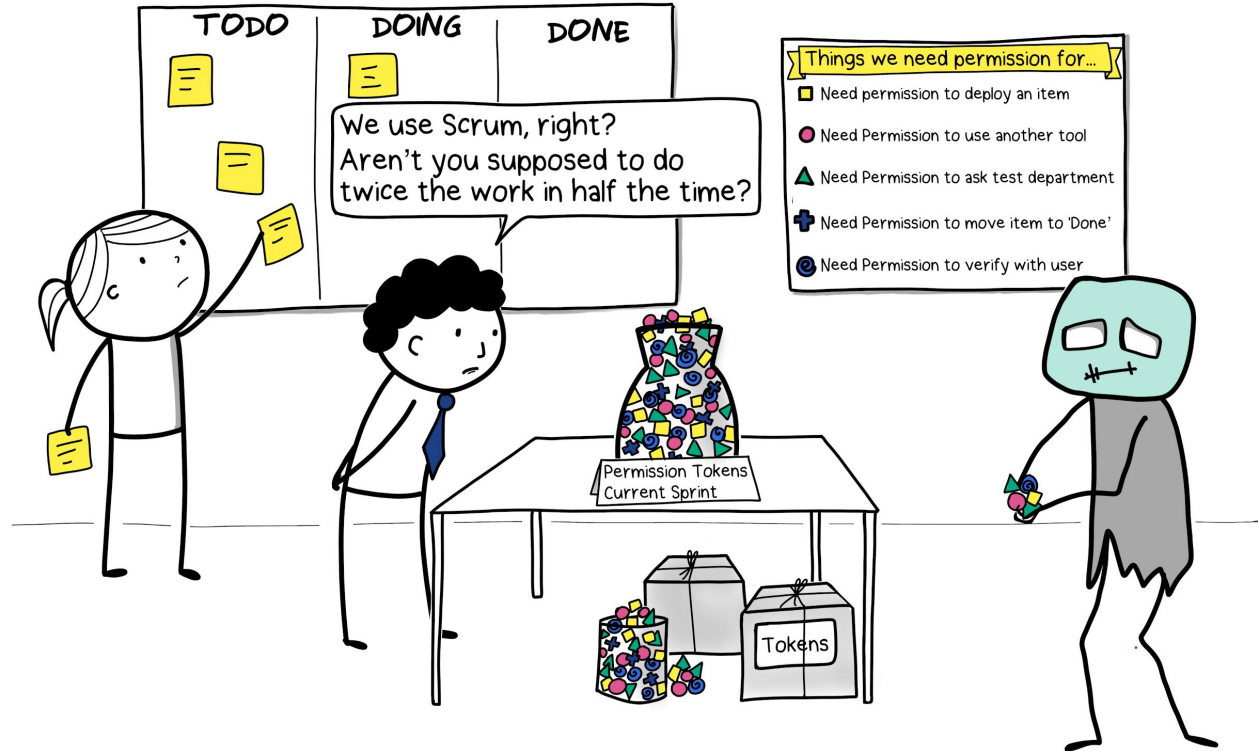




# What you don't want...



# Experiment: Make the cost of low autonomy transparent with Permission Tokens



# The road to recovery



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[zombiescrum.org](http://zombiescrum.org)

# Do the free Zombie Scrum Survey

## Inspect & adapt

Does your team benefit from Scrum? Or does it merely look like Scrum from a distance and lacks a beating heart? Together, diagnose your team periodically and improve continuously.

3527 teams  
have already  
diagnosed  
their Scrum

Start

## Why you should try

1. 100% free. No registration.
2. Invite your team and your stakeholders.
3. Focus on the real impediments and validate if your improvements worked.
4. Receive detailed feedback, helpful experiments and exercises.
5. Continuously refined with input from Scrum Teams.
6. We use scientifically validated metrics.
7. Created by Scrum Masters for Scrum Teams.
8. We don't sell your data or send you spam.

1. INVITE YOUR TEAM 2. RESULTS 3. SCRUMIFY? 4. HOW WHO? 5. FIND HELP 6. FOLLOW UP

### Sample team

#### Team Report

You

Team (24 people)

Ship It Fast

Most Issues

HEALTHY SCRUM

HEALTHY SCRUM

HEALTHY SCRUM

HEALTHY SCRUM

HEALTHY SCRUM

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#### Badges Earned

You Rock (1x)

Thank you for participating in the extended survey. Not only is your feedback more accurate, your data will help our on-going research.

Craftsmanship (1x)

This team has made it to their craftsmanship, making sure software is tested and of high quality.

Badges Almost Earned

Delivering working software to stakeholders is hard work. It makes all

HEALTHY SCRUM

HEALTHY SCRUM

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Christiaan Verwijns



Johannes Schartau



Barry Overeem

## Real-time results

### Ship It Fast



### Improve Continuously



### Build What Stakeholders Need



### Self-Organize



### Valuable Outcomes



Teams Stakeholders Range

# Start experimenting



# Our visual illustrator: Thea Schukken



# Learn more...

- Our book, the [Zombie Scrum Survival Guide](#)
- Upcoming meetups in [The Liberators Network](#)
- Our [Medium page](#) with articles about Scrum and Liberating Structures
- Try the [Scrum Team Survey](#)
- Get the [Zombie Scrum First Aid Kit](#)
- Join the [Zombie Scrum workshop](#) by Holisticcon

# 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 12 visionaries in 2001, the Agile Manifesto was developed to look at the core principles and values for Agile software development. (10-04-01)

★★★★★ 4.8 from 6 ratings

Completed

Empiricism: the Art of Making Decisions Based on What Is

Ken Schwaber writes about commitment and Scrum as an empiricism process. (11-03-21)

★★★★★ 4.8 from 7 ratings

Completed

The Three Pillars of Empiricism (Scrum)

READ THE SCRUM GUIDE

VIEW THE SCRUM FRAMEWORK

THE SCRUM GLOSSARY

THIS 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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**RSS**  
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**Scrum.org** | Blog

Insights from Scrum.org's community of experts

## SCRUM PULSE

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