

EXTRA MATERIALS

Roman Lobus

Team Autonomy Unleashed: A Blueprint for Self-Management



CDE Model

<https://www.hsdinstitute.org/assets/documents/5.1.1.3.cde-30apr16.pdf>

<https://www.hsdinstitute.org/assets/documents/secure/5.2.3.14-cde-dissertation-excerpt.pdf>

Richard Hackman's five factors of team effectiveness

<https://www.bitesizelearning.co.uk/resources/hackman-model-team-effectiveness>

<https://leadcase.net/topics/hackman>

Richard Hackman 'Leading great teams' (2002)

A framework for Self-Management

<https://less.works/less/management/self-managing-teams>

<https://www.scrum.org/learning-series/self-managing-teams/characteristics-of-self-managing-scrum-teams>

<https://www.scrum.org/resources/self-managing-teams-4-building-blocks-and-evidence-based-approach>

<https://www.scrum.org/resources/blog/two-ingredients-self-management-no-recipe-possible-though>

Journey to a self-managed team

Based on Transactional Analysis (Eric Berne)

<https://agilebusinessinnovation.com/team-coaching-what-do-you-look-at-when-youre-team-coaching/>

<https://agilebusinessinnovation.com/team-coaching-what-are-the-links-between-the-diagnostic-levels/>

<https://agilebusinessinnovation.com/team-coaching-what-are-the-diagnostic-levels-of-team-coaching/>

<https://agilebusinessinnovation.com/team-coaching-what-is-the-level-of-dynamics/>

Establishing structure



COACHING INTERVENTIONS



**Design Definition
of Done (DoD)**



WINFY
*Scrum Master, Product
Owner, Developers*



Outcome goal setting
Product goal, Sprint goal



**Applied
Professional
Scrum (APS)**



**Product backlog
structure**
*Enables incremental
value delivery*



**Pair programming
/ Swarming**



Team agreement

<https://www.scrum.org/learning-series/definition-done>

<https://www.liberatingstructures.com/24-what-i-need-from-you-winfy/>

<https://www.scrum.org/learning-series/developing-valuable-product-increments/aligning-sprint-goals-with-customer-outcomes>

<https://www.scrum.org/resources/blog/are-scrum-masters-sufficiently-focused-valuable-outcomes>

<https://www.scrum.org/resources/sprint-goal>

Untangling relationships



COACHING INTERVENTIONS



The Four Horsemen

*Criticism, Contempt,
Defensiveness,
Stonewalling*



Skillful feedback

SBI (R)



Frequent Appreciation

Appreciation loop, Kudos cards



Design Team Alliance (DTA)



2% Truth



Cycle of Resistance (Discounting) vs. Accounting

<https://www.gottman.com/blog/the-four-horsemen-recognizing-criticism-contempt-defensiveness-and-stonewalling/>

https://crrglobal.com/wp-content/uploads/attachments/orsc_tools-at-a-glance.pdf

<https://www.agile-moose.com/coaching-mindset-1>. (mentions 2% truth)

<https://agilebusinessinnovation.com/dev/back-to-basics-executive-coaching-series-5-ways-of-discounting-and-why-you-should-be-careful/>

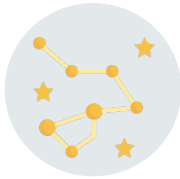
<https://www.agile-moose.com/design-team-alliance>

<https://desertspring.org.uk/wp-content/uploads/Designing-the-Team-Alliance-Guide.pdf>

Revealing the hidden dynamics



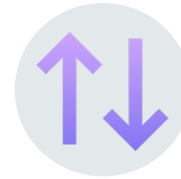
COACHING INTERVENTIONS



Constellations
(Informal)



**Bringing down
the vision**



**High/Low Dream or
Reclaiming the High
Dream**



De-triggering

<https://www.youtube.com/watch?v=Sc3aXdefa8A>. Bringing down the vision

<https://www.crruk.com/constellations-exercise/>

<https://www.agile-moose.com/roles>

<https://www.agile-moose.com/dreaming>