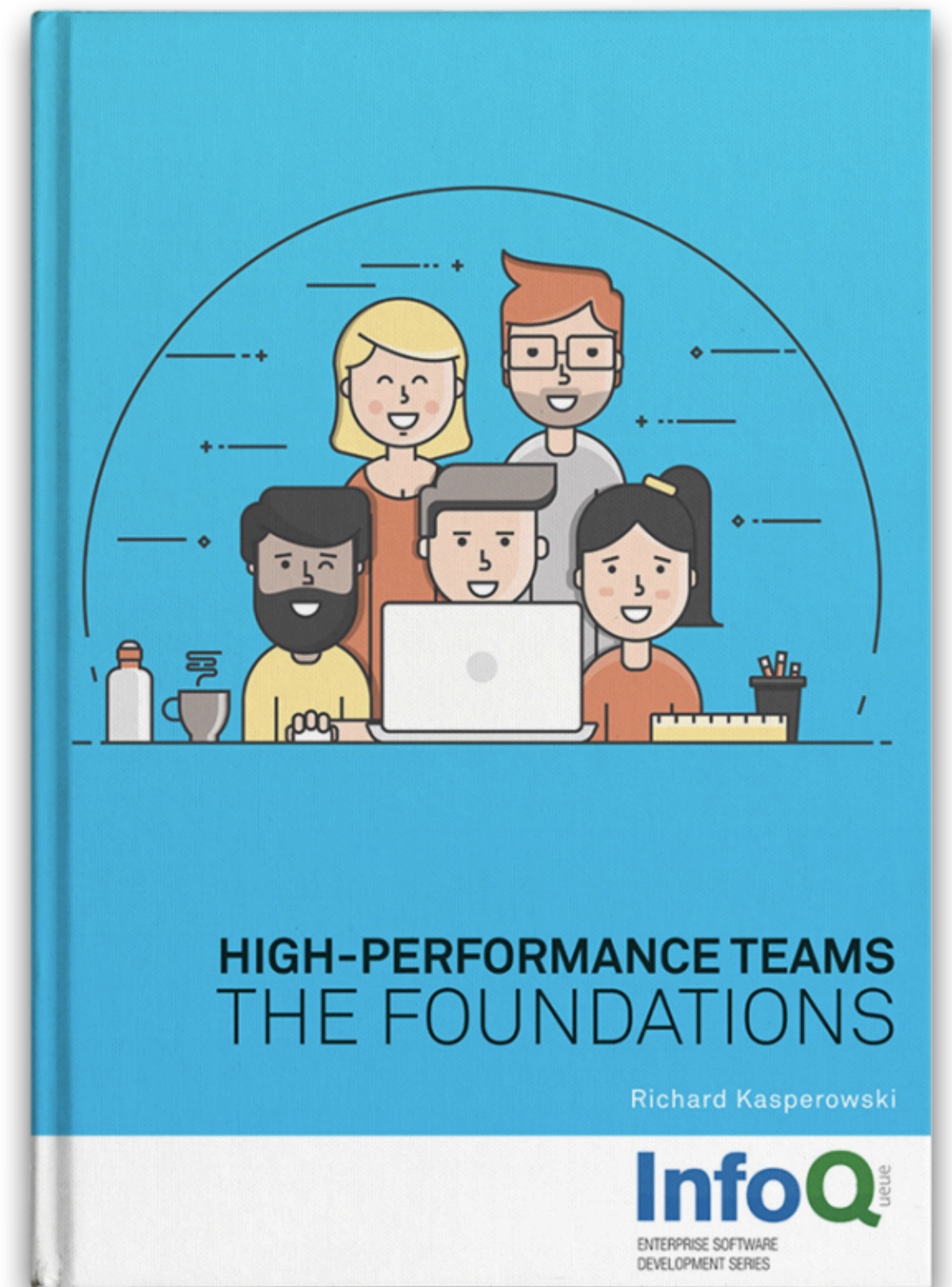


High-Performance Teams

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

 +1 617 466 9754  r@kasperowski.com

 [@rkasper](https://twitter.com/rkasper)  [kasperowski](https://facebook.com/kasperowski)

 [kasperowski](https://linkedin.com/in/kasperowski)  [r.kasper](https://instagram.com/r.kasper)



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!

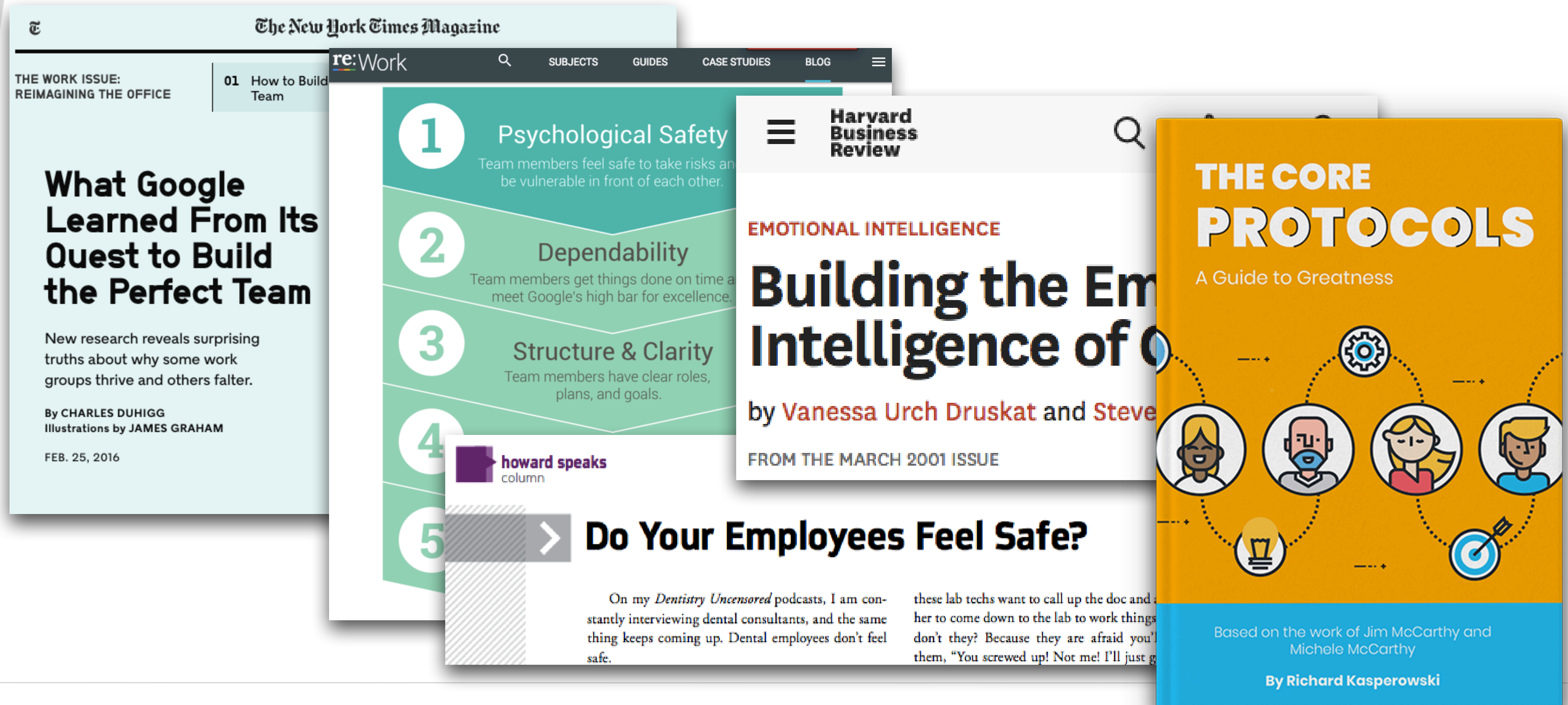


Science & Research

Practical Skills

High-Performance for Your Teams

Core Protocols for TEI & Psych Safety





Science & Research

Practical Skills

High-Performance for Your Teams

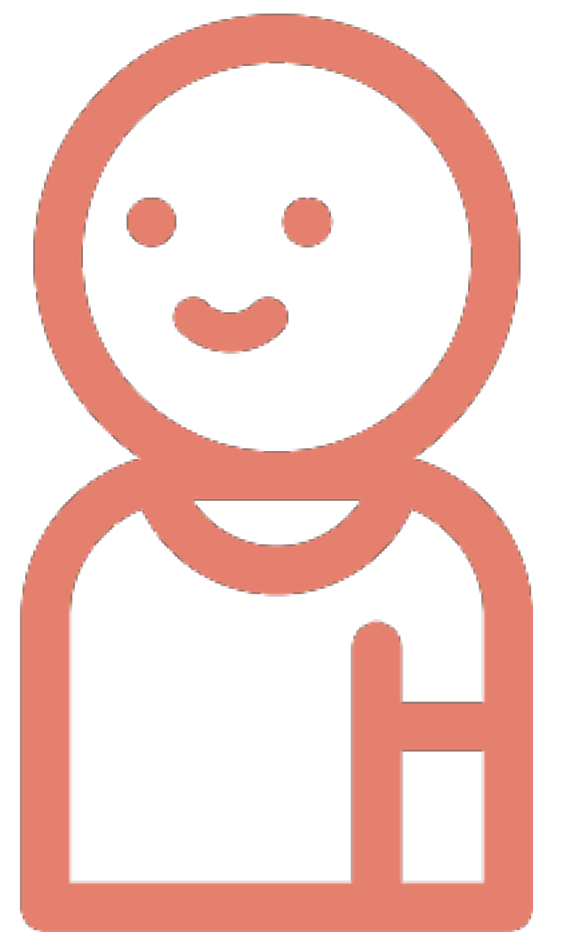
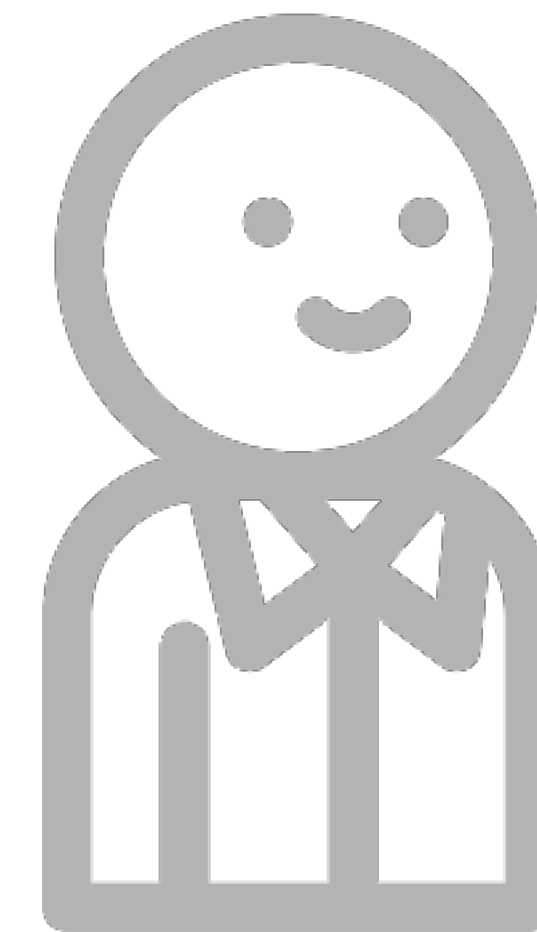
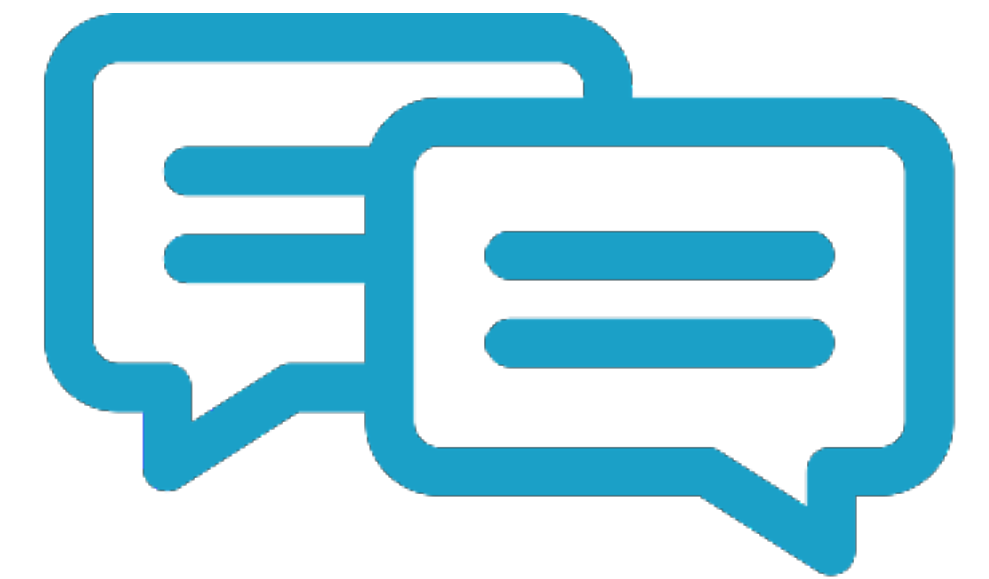
Positive Bias

- ✓ 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)

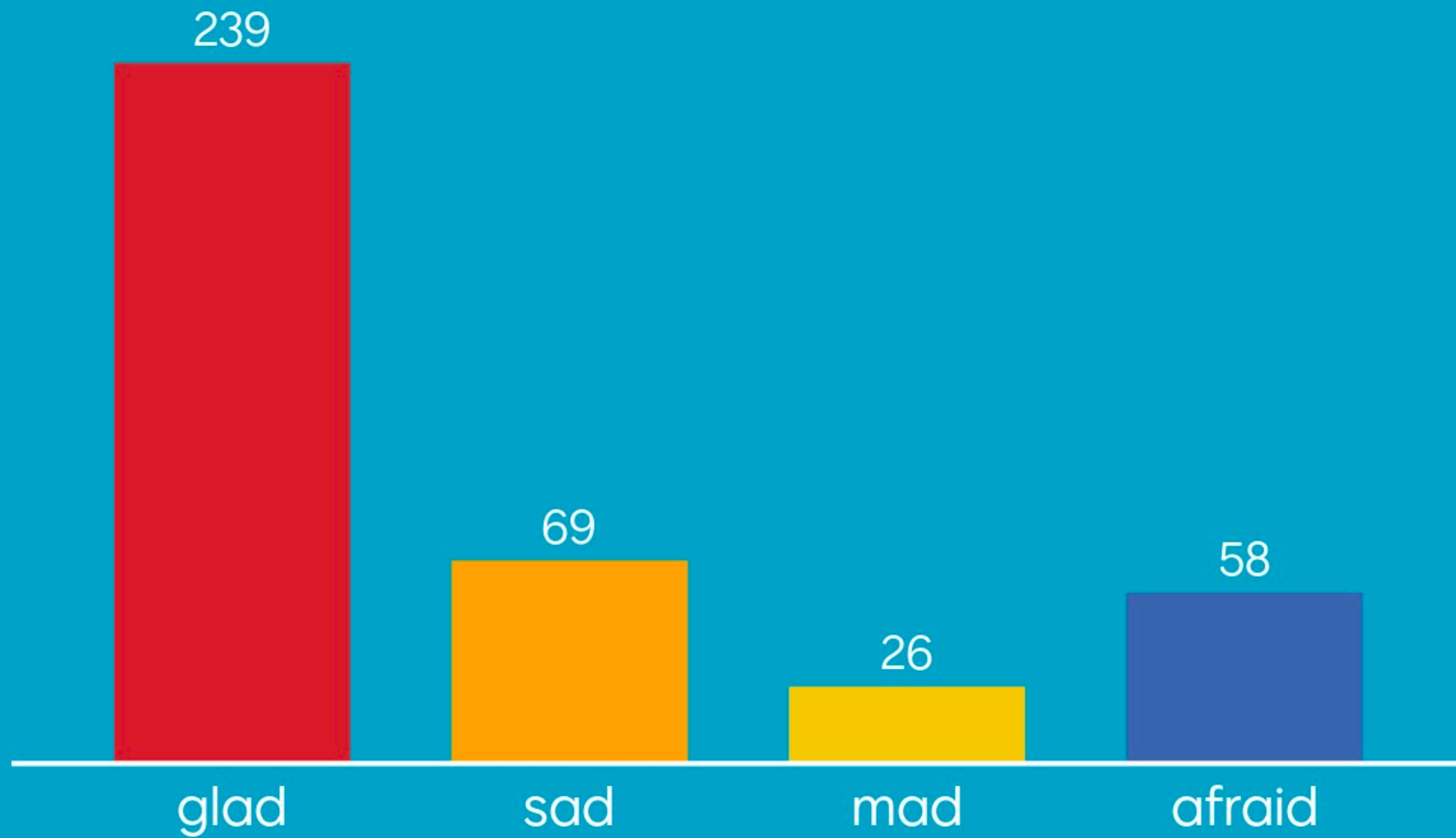


I feel _____ .

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."

*Groups of 2, 3 minutes

I want _____.

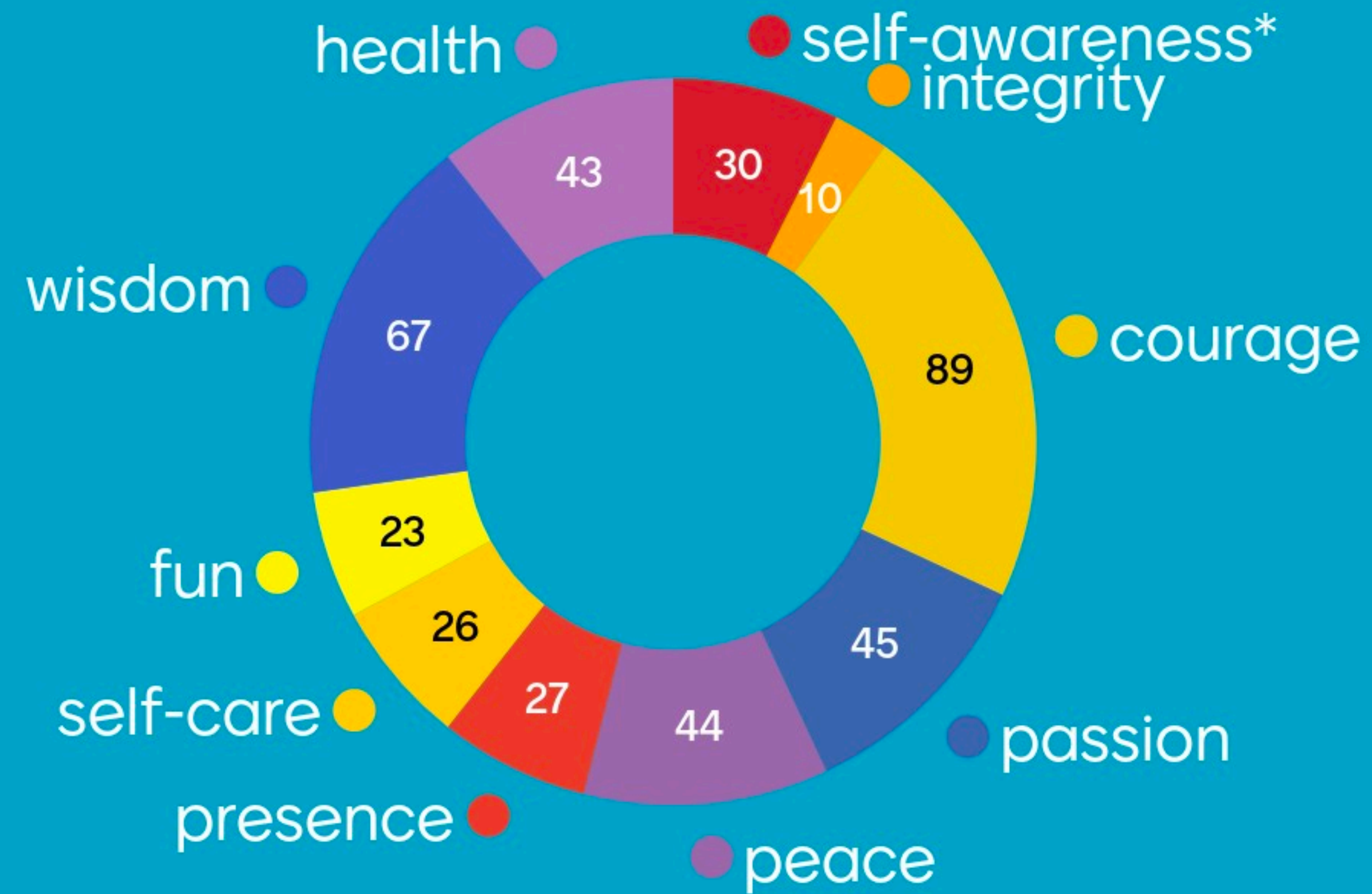
What's blocking you from what you want? _____

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)



???

I'm curious.

Will you tell me more about _____ ?

Try it: Investigate

- ✓ Ask open questions to learn about your partner's Personal Alignment.
- ✓ Be curious. Avoid leading questions. Don't push help on your partner.
- ✓ Try opening with a question like, "What do you want?", "What is the most important thing in the world to you?", or "What is your Personal Alignment?"

*Same group of 2, 5 minutes



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
```

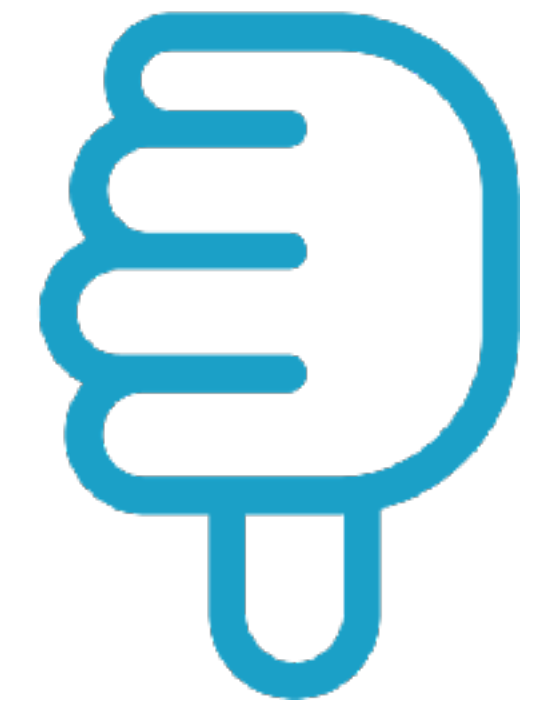

Productivity

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



Decider Protocol

- ✓ I propose _____. 1-2-3
- ✓ Thumb-up: Yes, absolutely!
- ✓ Flat hand: I support the team's decision
- ✓ Thumb-down: No, and I have an easy way to improve your proposal.

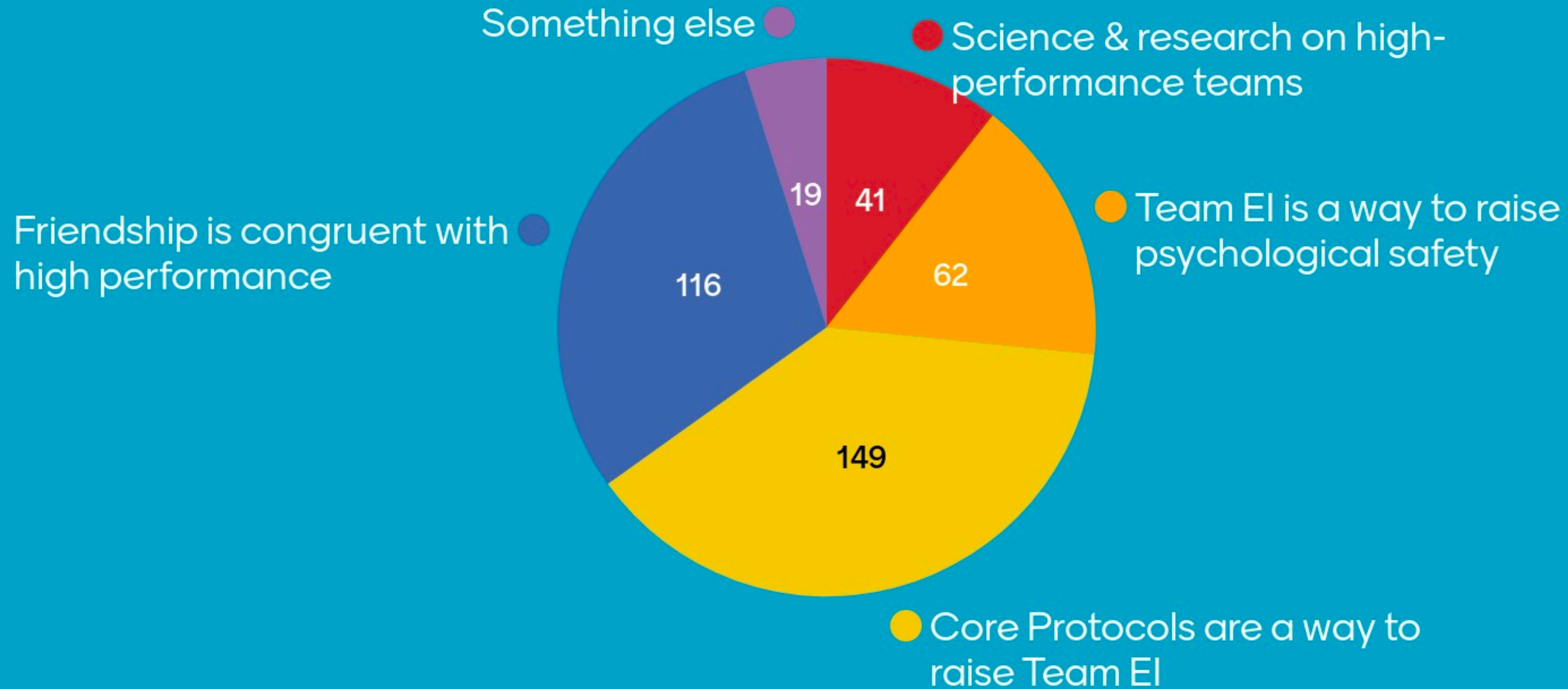


Error Handling

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

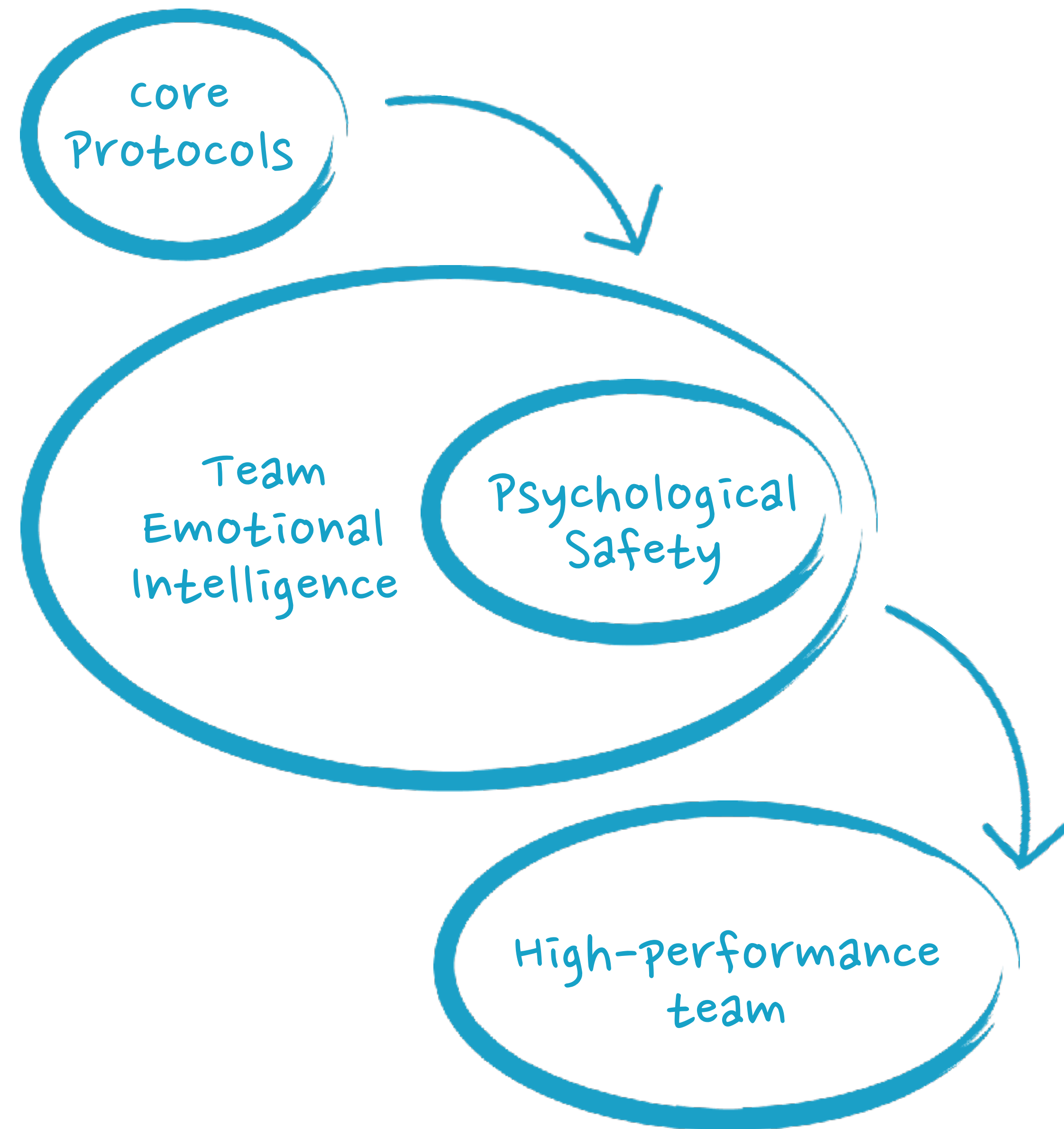


What is your key take-away?



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.



Science & Research

Practical Skills

High-Performance for Your Teams

You can have high-performance teams!

Here's how ...

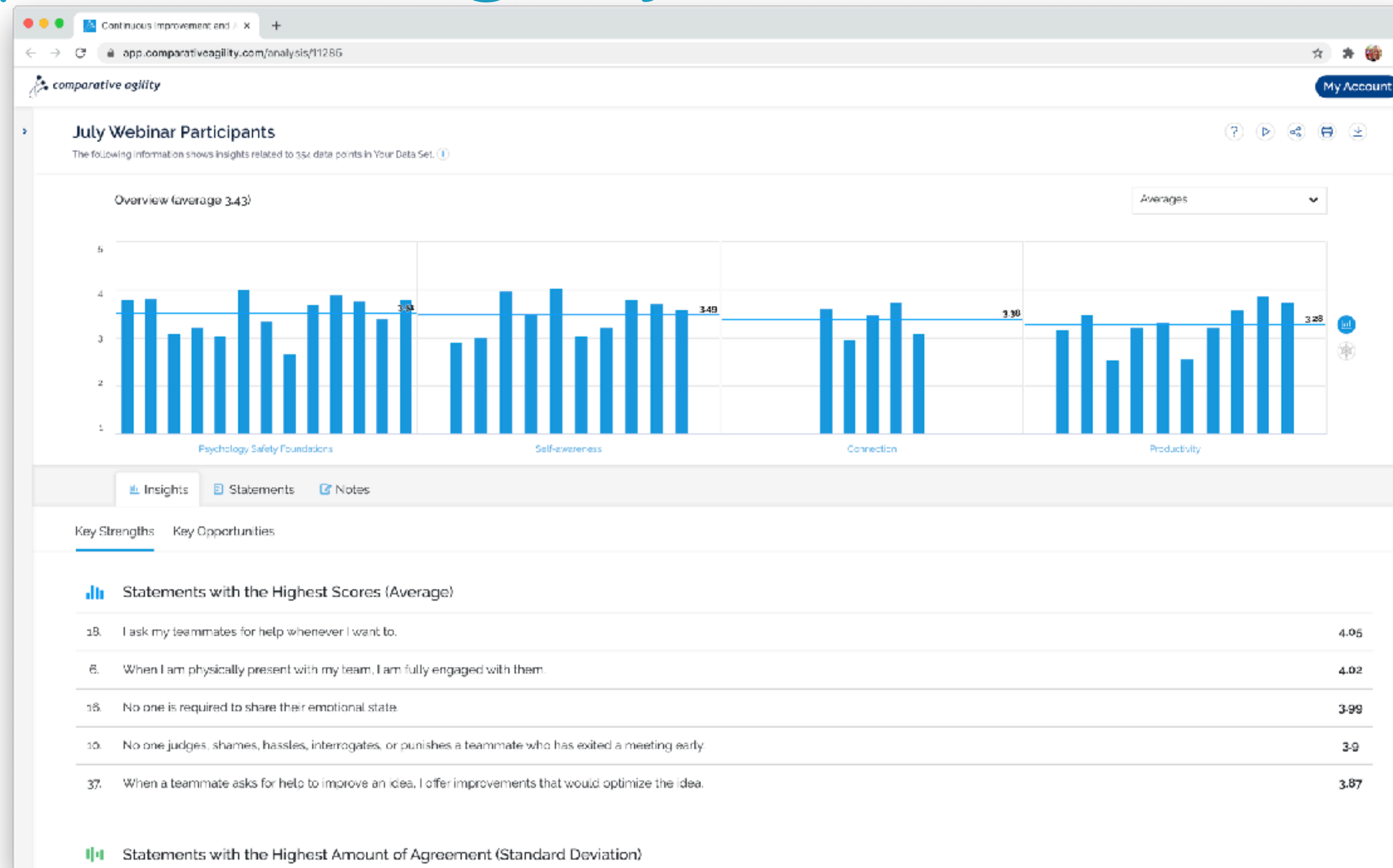


To Learn More

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



ComparativeAgility.com



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:

- July 18 - Team Transformation Canvas
@ Agile Games Summit
- Aug 6 - Agile Dojo @ Agile New England
- Fall semester - Agile Software Development
@ Harvard University

... or book a private class for your organization.



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

Perfection Game



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

 +1 617 466 9754  r@kasperowski.com

 @rkasper  kasperowski

 kasperowski  r.kasper

