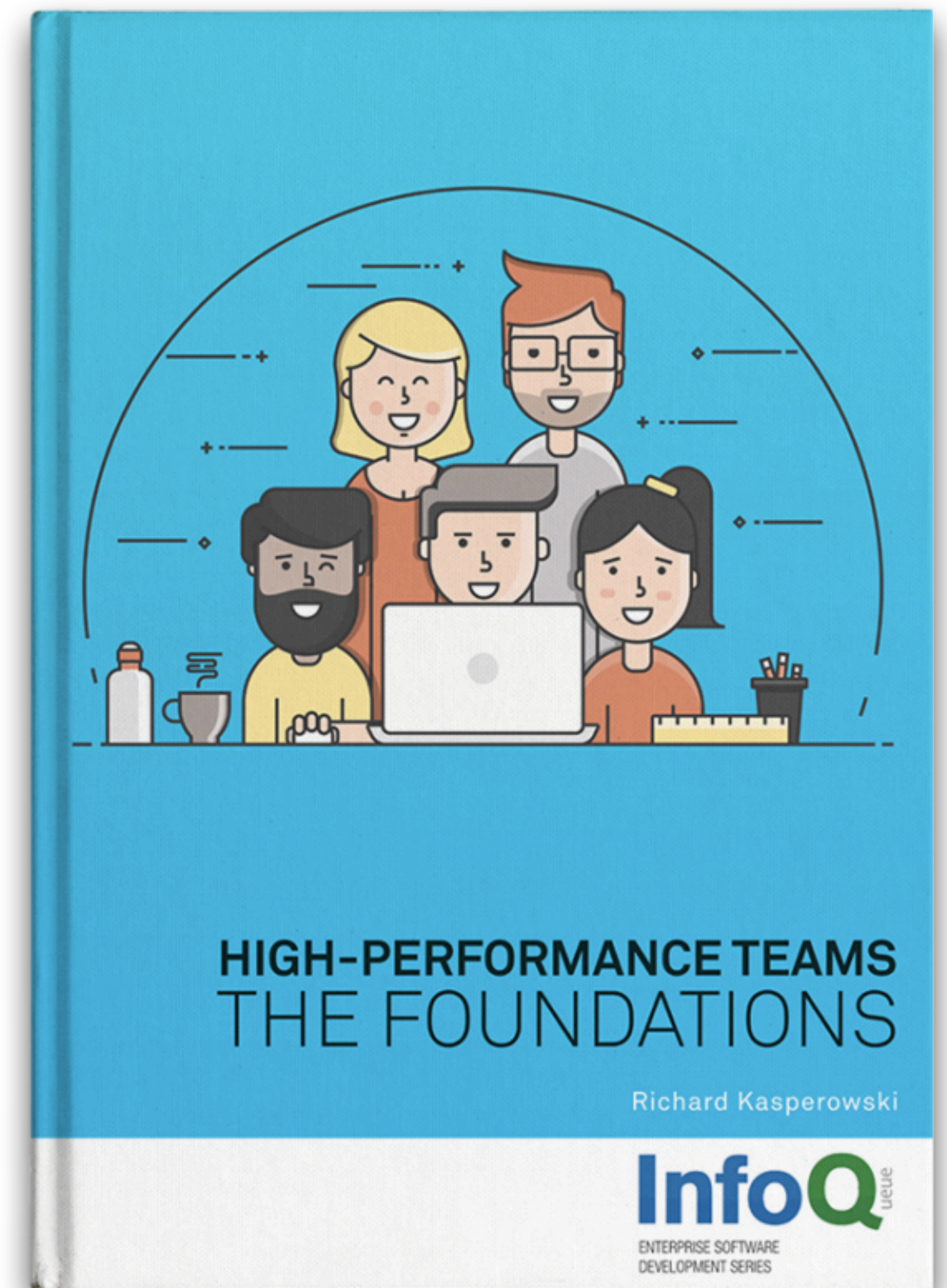


Team Transformation Canvas

Team Building Starts With You

Int'l Bread Baking & Toasting Summit

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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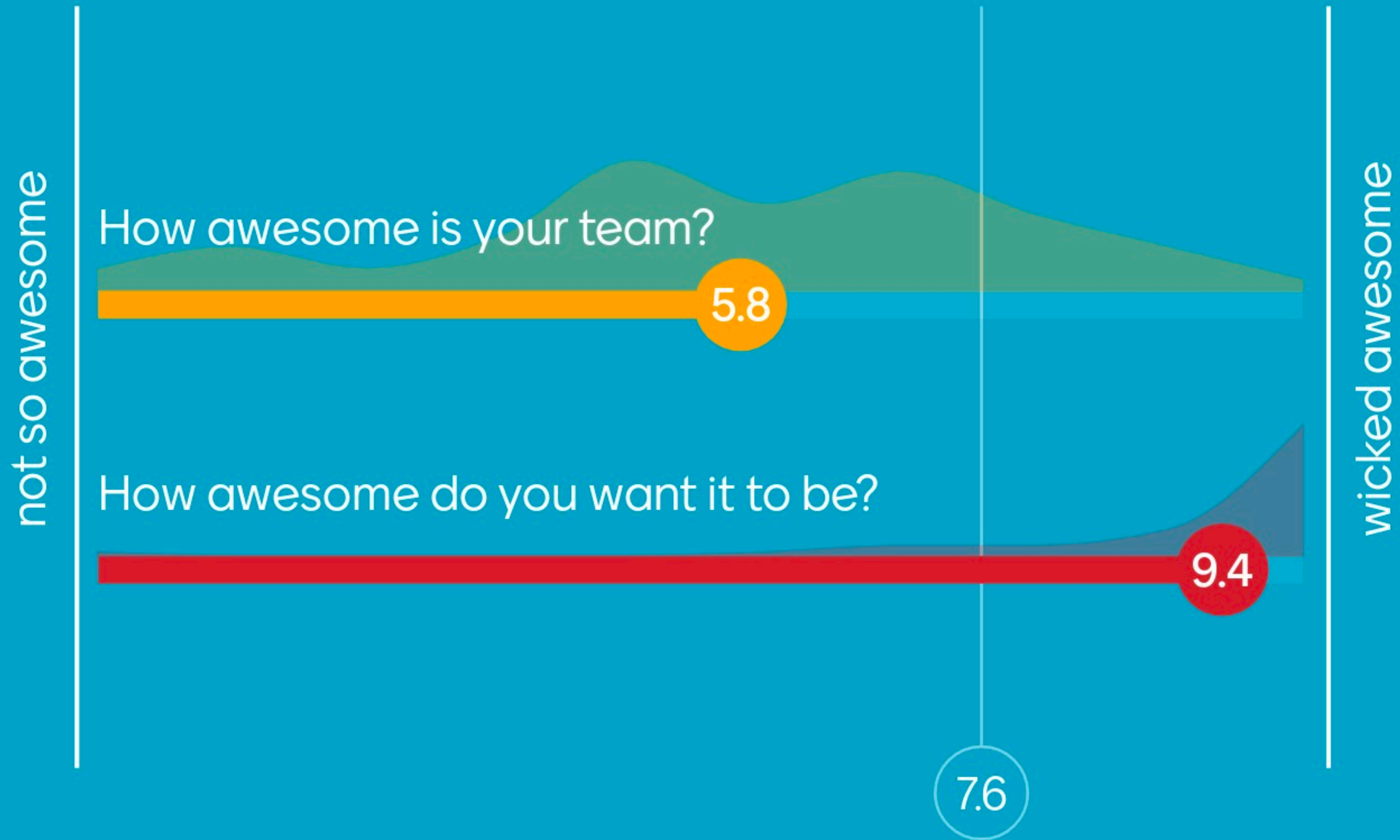


Start With You

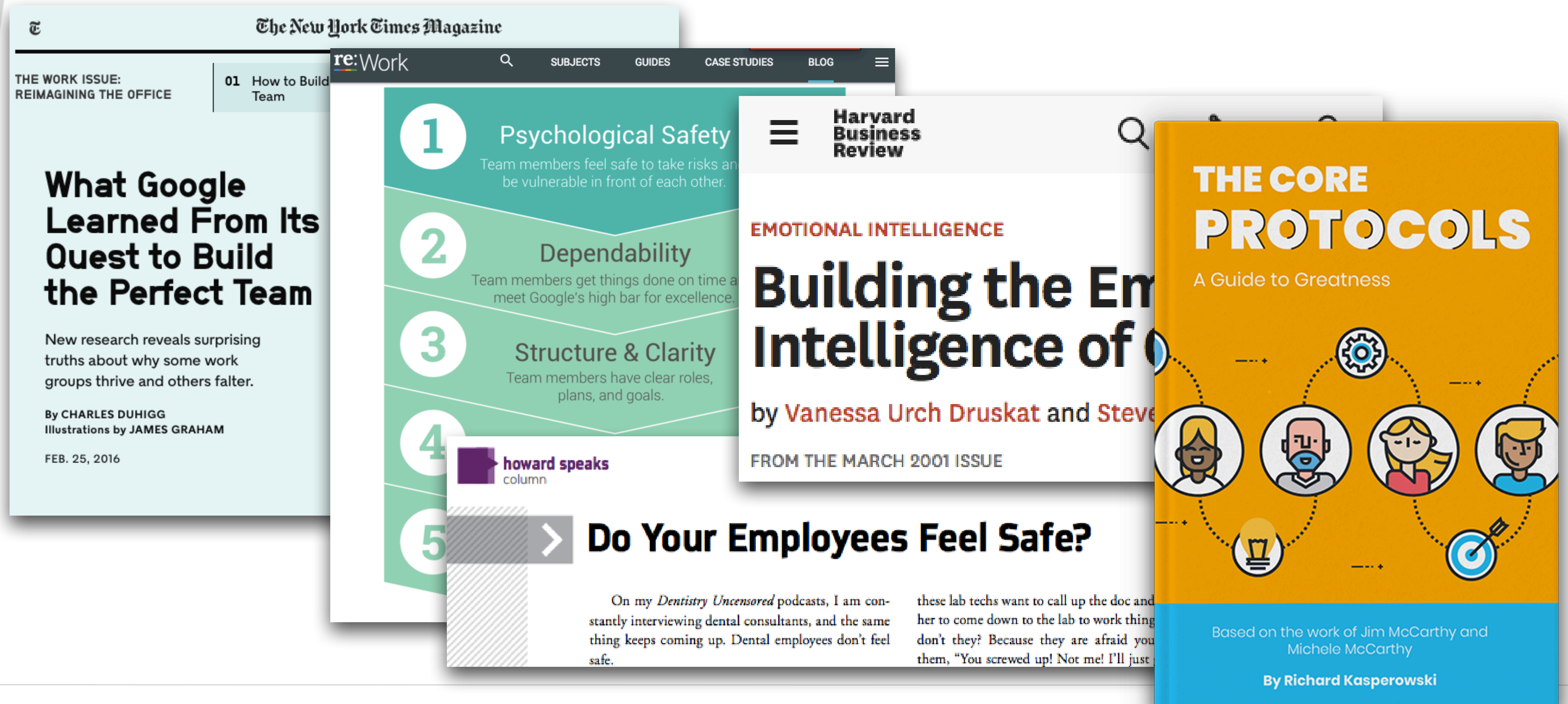
Team Transformation Canvas

Your Next Steps

How awesome is your team?



Core Protocols for TEI & Psych Safety





???

How to learn these skills
with your team, fast?

Positive Bias

- ☐ I will use positive language, including phrases like, "Yes, and..."
- ☐ I will bias my action toward positive outcomes for me and for the people around me.

Emotional State

1) I feel ...

Complete the sentence with any word or phrase.

2) I feel *glad / sad / mad / afraid*

Complete the sentence with one or more of the words glad, sad, mad, and afraid.

3) More Information about how I feel right now :

...

Help

Ways I will ask for help:

...

Name ...

Signature ...

Date ...

Team Transformation Canvas

Freedom & Autonomy

- ☐ I can opt out of any activity at any time for any reason.
- ☐ I can exit any situation at any time for any reason.

Personal Alignment

1) I want ...

Complete the sentence with your biggest, most important want.

2) What's blocking me from what I want:

...

3) I want ...

Complete the sentence with one of these words:

<i>self-awareness*</i>	<i>presence</i>
<i>integrity</i>	<i>self-care</i>
<i>courage</i>	<i>fun</i>
<i>passion</i>	<i>wisdom</i>
<i>peace</i>	<i>health</i>

4) My signal and response:

When I ...

I want my friends and colleagues to ...

5) How I will practice my alignment:

...

Investigating Myself

- What does your alignment word mean to you?
- How will a friend be able to observe that you are practicing your alignment?
- Is there anything else about your alignment?
- What would you like to have happen?

...

Perfecting My Alignment

1) Score from 1 to 10: ...

2) Positive attributes about my alignment:

...

3) What else it would take to make it a perfect 10:

...

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Start With You

Team Transformation Canvas

Your Next Steps

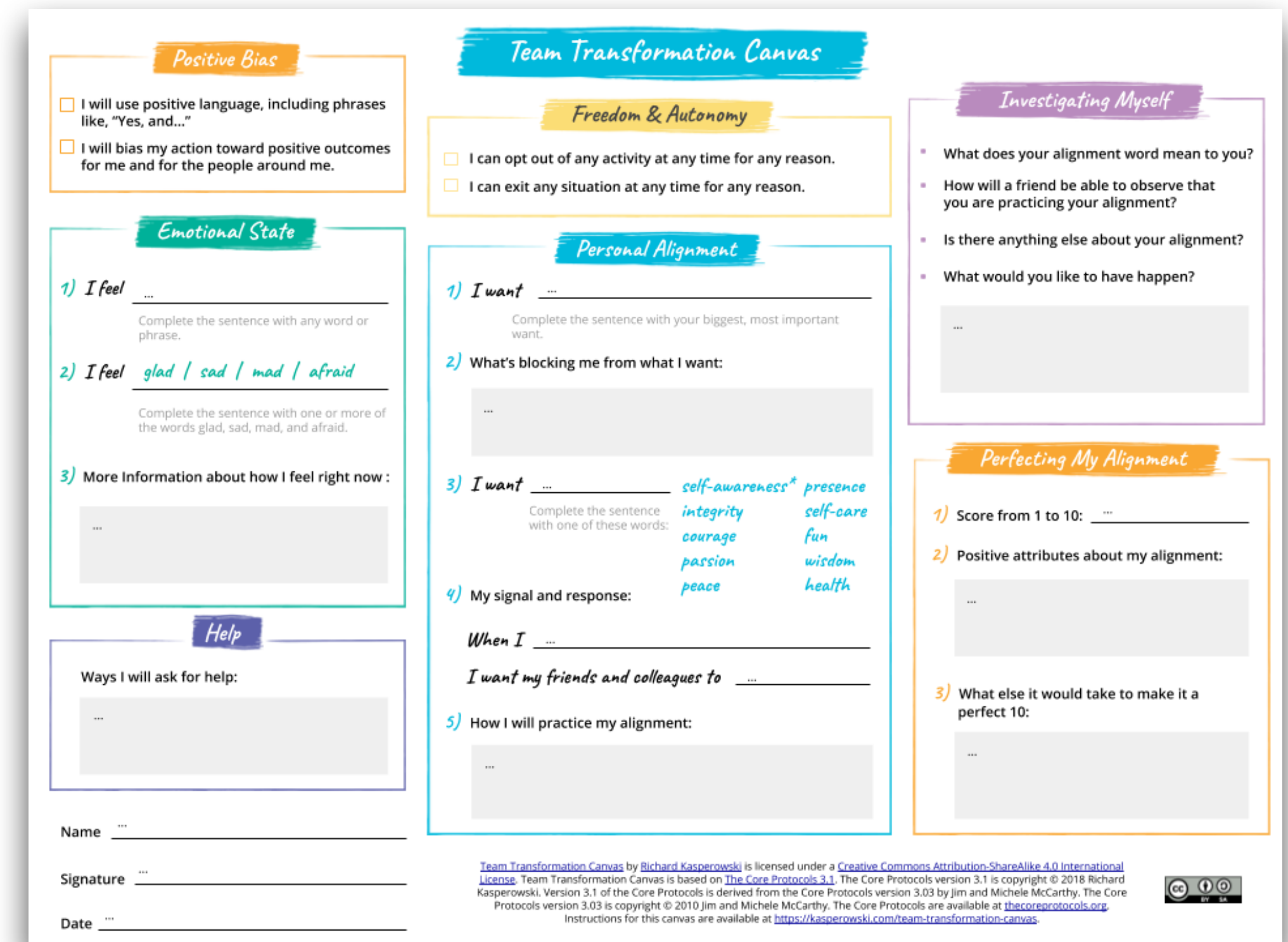
Your very own canvas!

✓ TeamTransformationCanvas.com

✓ Print your own (also in the email we sent you before the conference)

✓ ... or use the Miro template

✓ ... or draw your own as we go



The image shows a 'Team Transformation Canvas' form with several sections for personal reflection and team alignment. The sections include:

- Positive Bias:** Two checkboxes for using positive language and biasing actions toward positive outcomes.
- Freedom & Autonomy:** Two checkboxes for opting out of activities or exiting situations at any time.
- Emotional State:** Three prompts for reflecting on feelings, with a list of words (glad, sad, mad, afraid) for the second prompt.
- Personal Alignment:** Five prompts for reflecting on wants, blockers, signals, and practice.
- Investigating Myself:** Three prompts for reflecting on alignment words and practices.
- Perfecting My Alignment:** Three prompts for scoring and reflecting on alignment.

At the bottom, there are fields for Name, Signature, and Date, along with a Creative Commons license notice and a QR code.

Team Transformation Canvas

Positive Bias

- ☐ I will use positive language, including phrases like, "Yes, and..."
- ☐ I will bias my action toward positive outcomes for me and for the people around me

Freedom & Autonomy

- ☐ I can opt out of any activity at any time for any reason.
- ☐ I can exit any situation at any time for any reason.

Investigating Myself

- What does your alignment word mean to you?
- How will a friend be able to observe that you are practicing your alignment?
- Is there anything else about your alignment?
- What would you like to have happen?

Emotional State

1) I feel ...

Complete the sentence with any word or phrase.

2) I feel *glad / sad / mad / afraid*

Complete the sentence with one or more of the words glad, sad, mad, and afraid.

3) More Information about how I feel right now :

...

Personal Alignment

1) I want ...

Complete the sentence with your biggest, most important want.

2) What's blocking me from what I want:

...

3) I want ...

Complete the sentence with one of these words:

self-awareness presence
integrity self-care
courage fun
passion wisdom
peace health*

4) My signal and response:

When I ...

I want my friends and colleagues to ...

5) How I will practice my alignment:

...

Perfecting My Alignment

1) Score from 1 to 10: ...

2) Positive attributes about my alignment:

...

3) What else it would take to make it a perfect 10:

...

Help

Ways I will ask for help:

...

Name ...

Signature ...

Date ...

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Positive Bias

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Team Transformation Canvas

Positive Bias

- ☐ I will use positive language, including phrases like, "Yes, and..."
- ☐ I will bias my action toward positive outcomes for me and for the people around me.

Freedom & Autonomy

- ☐ I can opt out of any activity at any time for any reason.
- ☐ I can exit any situation at any time for any reason.

Investigating Myself

- What does your alignment word mean to you?
- How will a friend be able to observe that you are practicing your alignment?
- Is there anything else about your alignment?
- What would you like to have happen?

Emotional State

- 1) I feel ...
Complete the sentence with any word or phrase.
- 2) I feel *glad / sad / mad / afraid*
Complete the sentence with one or more of the words glad, sad, mad, and afraid.
- 3) More Information about how I feel right now :
...

Personal Alignment

- 1) I want ...
Complete the sentence with your biggest, most important want.
- 2) What's blocking me from what I want:
...
- 3) I want ...
Complete the sentence with one of these words:

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<i>integrity</i>	<i>self-care</i>
<i>courage</i>	<i>fun</i>
<i>passion</i>	<i>wisdom</i>
<i>peace</i>	<i>health</i>
- 4) My signal and response:

When I ...

I want my friends and colleagues to ...
- 5) How I will practice my alignment:
...

Perfecting My Alignment

- 1) Score from 1 to 10: ...
- 2) Positive attributes about my alignment:
...
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...

Help

Ways I will ask for help:

Name ...

Signature ...

Date ...

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Freedom & Autonomy

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Team Transformation Canvas

Positive Bias

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- ☐ I will bias my action toward positive outcomes for me and for the people around me.

Emotional State

- 1) I feel ...
Complete the sentence with any word or phrase.
- 2) I feel *glad / sad / mad / afraid*
Complete the sentence with one or more of the words glad, sad, mad, and afraid.
- 3) More Information about how I feel right now :
...

Help

Ways I will ask for help:

...

Name ...

Signature ...

Date ...

Freedom & Autonomy

- ☐ I can opt out of any activity at any time for any reason.
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Personal Alignment

- 1) I want ...
Complete the sentence with your biggest, most important want.
- 2) What's blocking me from what I want:
...
- 3) I want ...
Complete the sentence with one of these words:

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<i>courage</i>	<i>fun</i>
<i>passion</i>	<i>wisdom</i>
<i>peace</i>	<i>health</i>
- 4) My signal and response:

When I ...

I want my friends and colleagues to ...
- 5) How I will practice my alignment:
...

Investigating Myself

- What does your alignment word mean to you?
- How will a friend be able to observe that you are practicing your alignment?
- Is there anything else about your alignment?
- What would you like to have happen?

...

Perfecting My Alignment

- 1) Score from 1 to 10: ...
- 2) Positive attributes about my alignment:
...
- 3) What else it would take to make it a perfect 10:
...

...

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Emotional State

1) *I feel*

Complete the sentence with any word or phrase.

2) *I feel* *glad / sad / mad / afraid*

Complete the sentence with one or more of the words glad, sad, mad, and afraid.

3) **More Information about how I feel right now :**

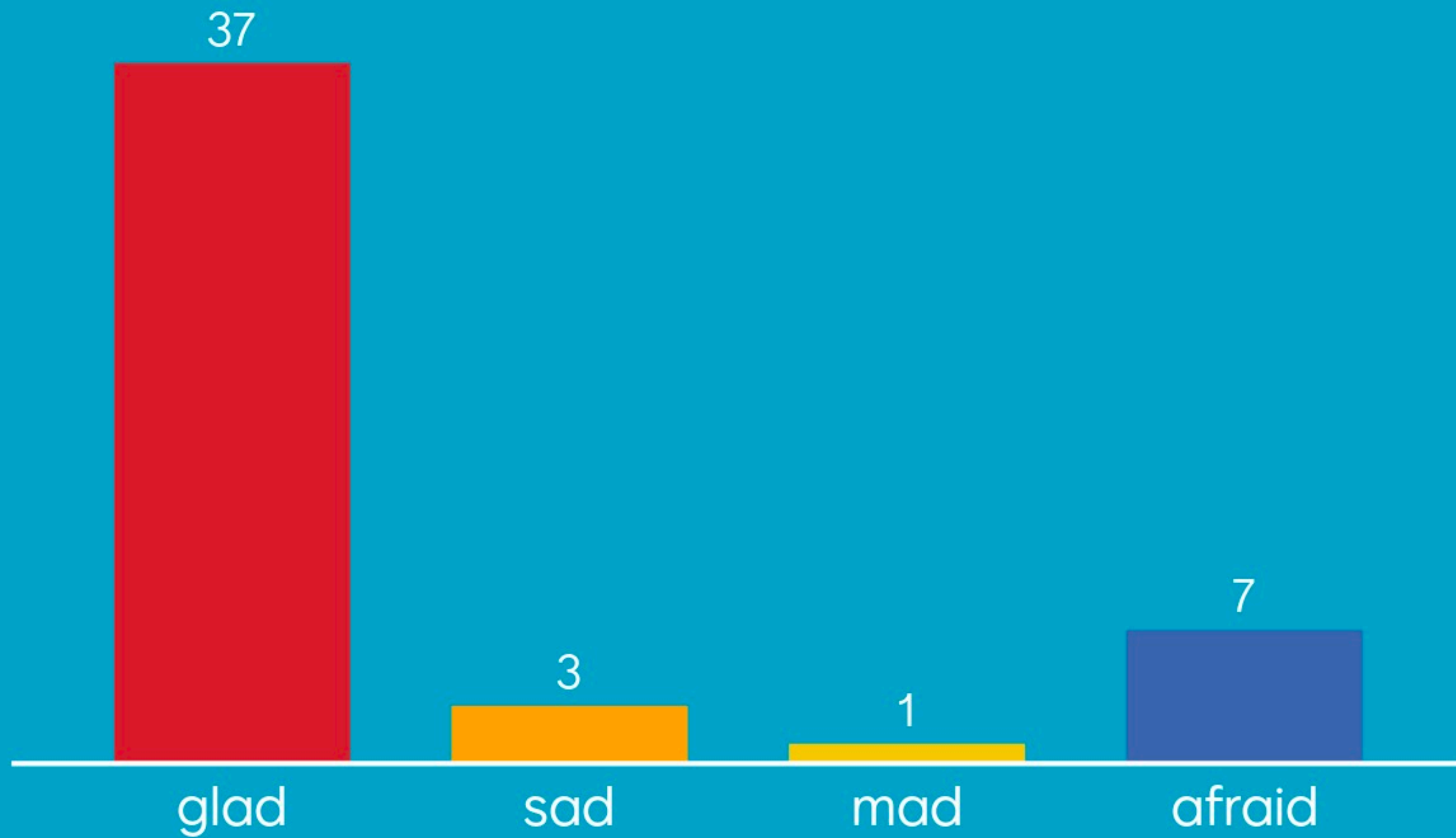


Bonus points!

Find a partner.

Share how you feel.

I feel ____.



Team Transformation Canvas

Positive Bias

- ☐ I will use positive language, including phrases like, "Yes, and..."
- ☐ I will bias my action toward positive outcomes for me and for the people around me.

Emotional State

- 1) I feel ...
Complete the sentence with any word or phrase.
- 2) I feel *glad / sad / mad / afraid* ...
Complete the sentence with one or more of the words glad, sad, mad, and afraid.
- 3) More Information about how I feel right now :
...

Help

Ways I will ask for help:

...

Name ...

Signature ...

Date ...

Freedom & Autonomy

- ☐ I can opt out of my responsibility at any time for any reason.
- ☐ I can exit any situation at any time for any reason.

Personal Alignment

- 1) I want ...
Complete the sentence with your biggest, most important want.
- 2) What's blocking me from what I want:
...
- 3) I want ...
Complete the sentence with one of these words:

<i>self-awareness*</i>	<i>presence</i>
<i>integrity</i>	<i>self-care</i>
<i>courage</i>	<i>fun</i>
<i>passion</i>	<i>wisdom</i>
<i>peace</i>	<i>health</i>
- 4) My signal and response:

When I ...

I want my friends and colleagues to ...
- 5) How I will practice my alignment:
...

Investigating Myself

- What does your alignment word mean to you?
- How will a friend be able to observe that you are practicing your alignment?
- Is there anything else about your alignment?
- What would you like to have happen?

...

Perfecting My Alignment

- 1) Score from 1 to 10: ...
- 2) Positive attributes about my alignment:
...
- 3) What else it would take to make it a perfect 10:
...

...

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Personal Alignment

1) I want _____

Complete the sentence with your biggest, most important want.

2) What's blocking me from what I want:

3) I want _____

Complete the sentence with one of these words:

self-awareness*	presence
integrity	self-care
courage	fun
passion	wisdom
peace	health

4) My signal and response:

When I _____

I want my friends and colleagues to _____

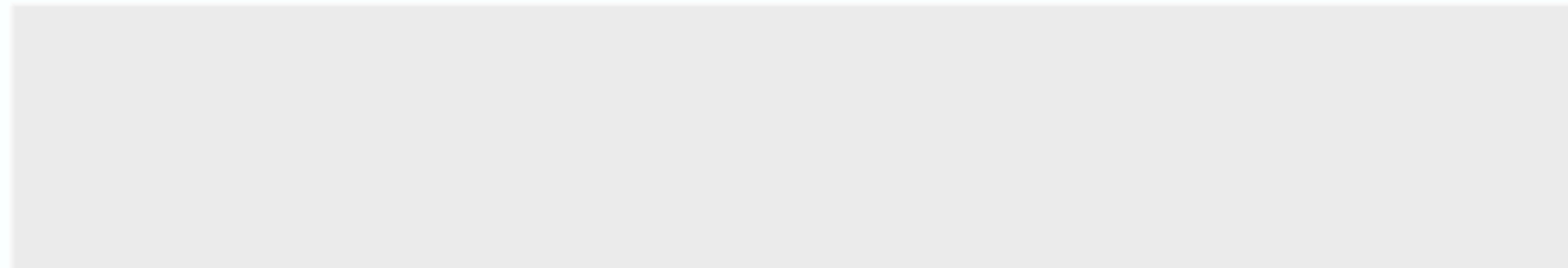
5) How I will practice my alignment:

Personal Alignment

1) I want _____

Complete the sentence with your biggest, most important want.

2) What's blocking me from what I want:



3) I want _____

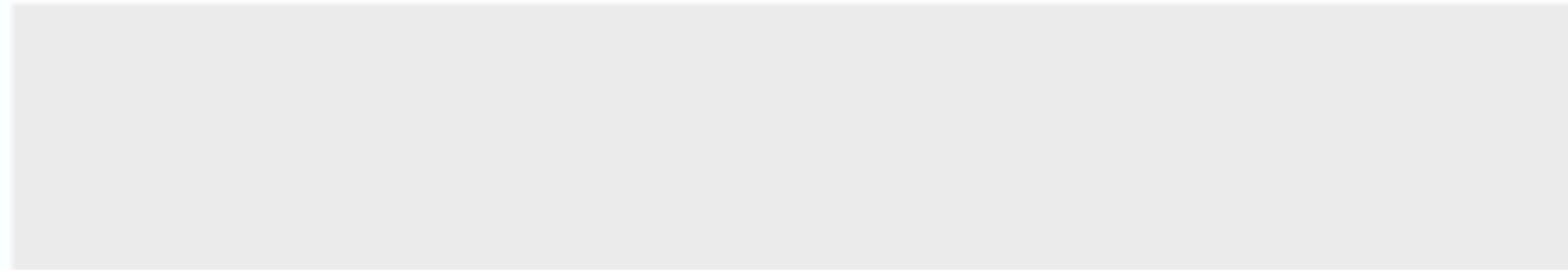
Complete the sentence with one of these words:

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courage	fun
passion	wisdom

1) I want _____

Complete the sentence with your biggest, most important want.

2) What's blocking me from what I want:



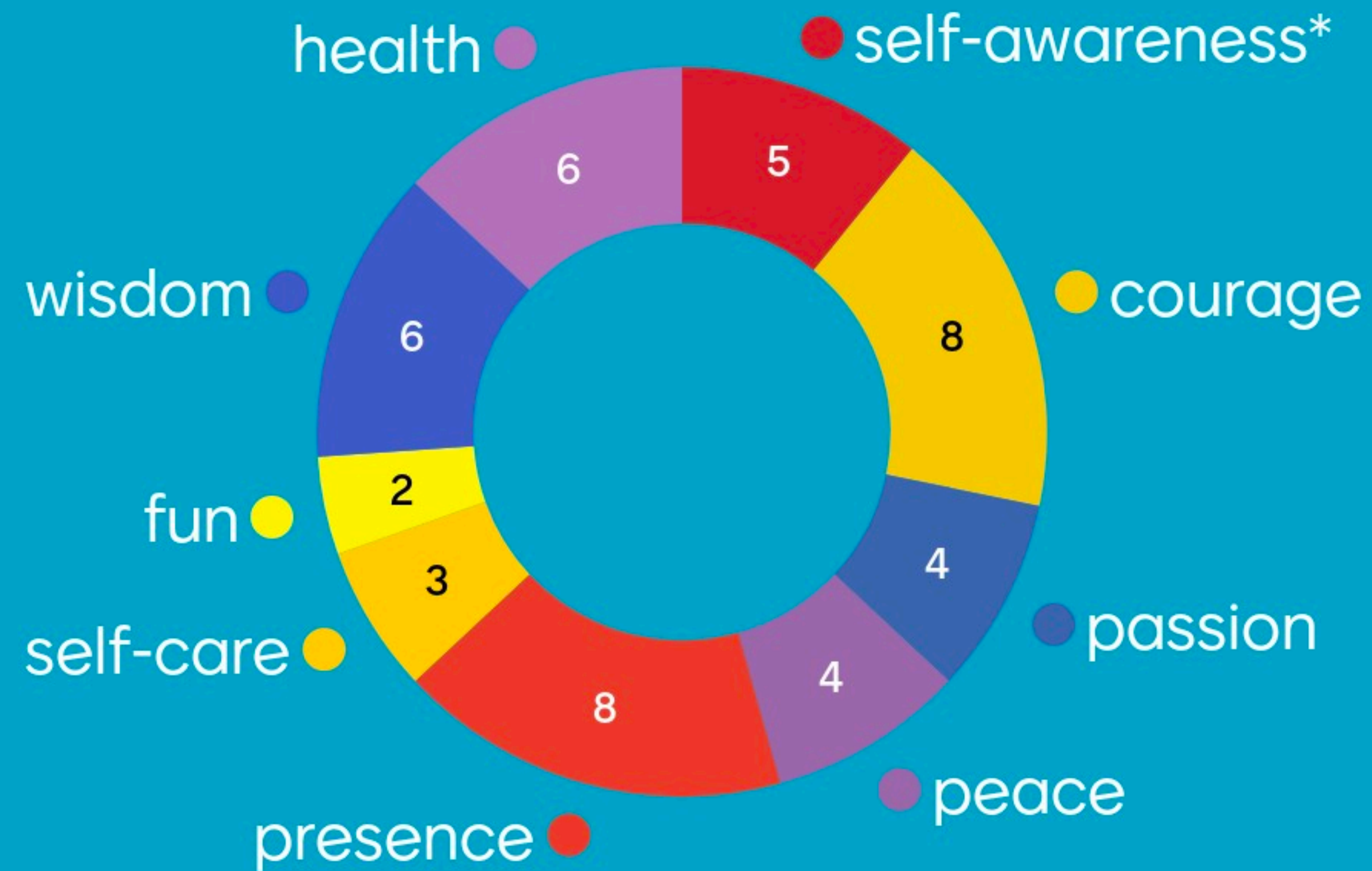
3) I want _____

Complete the sentence with one of these words:

self-awareness* presence
integrity self-care
courage fun
passion wisdom
peace health

4) My signal and response:

I want ____.



3) I want _____

Complete the sentence
with one of these words:

self-awareness* presence

integrity

self-care

courage

fun

passion

wisdom

peace

health

4) My signal and response:

When I _____

I want my friends and colleagues to _____

5) How I will practice my alignment:

Complete the sentence
with one of these words:

integrity

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wisdom

health

4) My signal and response:

When I _____

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5) How I will practice my alignment:

Positive Bias

- ☐ I will use positive language, including phrases like, "Yes, and..."
- ☐ I will bias my action toward positive outcomes for me and for the people around me.

Emotional State

1) I feel ...

Complete the sentence with any word or phrase.

2) I feel *glad / sad / mad / afraid*

Complete the sentence with one or more of the words glad, sad, mad, and afraid.

3) More Information about how I feel right now :

...

Help

Ways I will ask for help:

...

Name ...

Signature ...

Date ...

Team Transformation Canvas

Freedom & Autonomy

- ☐ I can opt out of any activity at any time for any reason.
- ☐ I can exit any situation at any time for any reason.

Personal Alignment

1) I want ...

Complete the sentence with your biggest, most important want.

2) What's blocking me from what I want:

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When I ...

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5) How I will practice my alignment:

...

Investigating Myself

- What does your alignment word mean to you?
- How will a friend be able to observe that you are practicing your alignment?
- Is there anything else about your alignment?
- What would you like to have happen?

...

Perfecting My Alignment

1) Score from 1 to 10: ...

2) Positive attributes about my alignment:

...

3) What else it would take to make it a perfect 10:

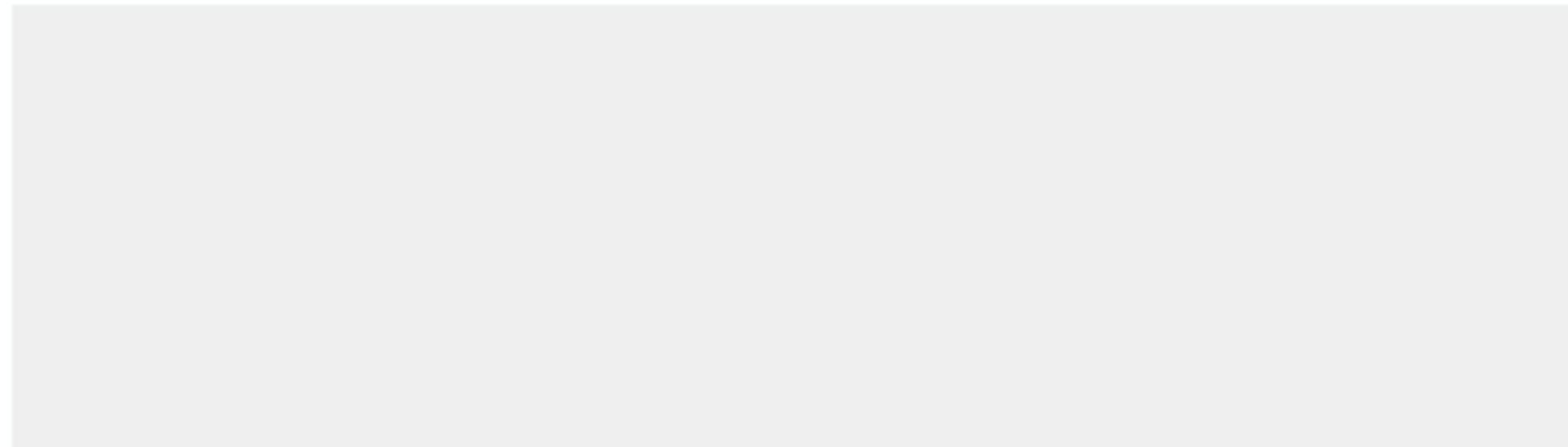
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Investigating Myself

- What does your alignment word mean to you?
- How will a friend be able to observe that you are practicing your alignment?
- Is there anything else about your alignment?
- What would you like to have happen?





Bonus points!

Find a partner.
Investigate them
about their Personal
Alignment.

Positive Bias

- ☐ I will use positive language, including phrases like, "Yes, and..."
- ☐ I will bias my action toward positive outcomes for me and for the people around me.

Emotional State

1) I feel ...

Complete the sentence with any word or phrase.

2) I feel *glad / sad / mad / afraid*

Complete the sentence with one or more of the words glad, sad, mad, and afraid.

3) More Information about how I feel right now :

...

Help

Ways I will ask for help:

...

Name ...

Signature ...

Date ...

Team Transformation Canvas

Freedom & Autonomy

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Complete the sentence with your biggest, most important want.

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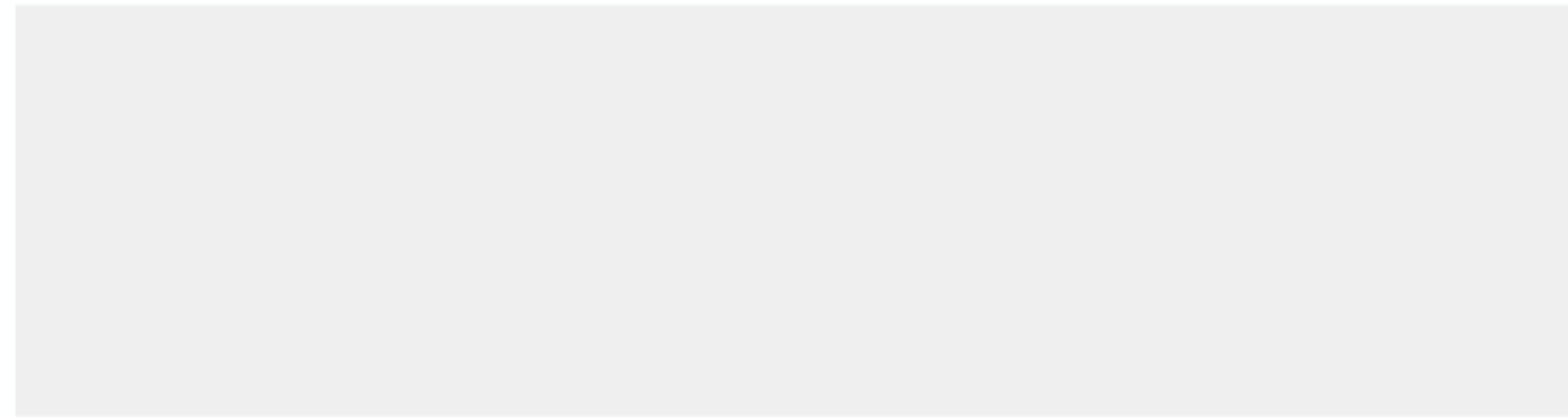
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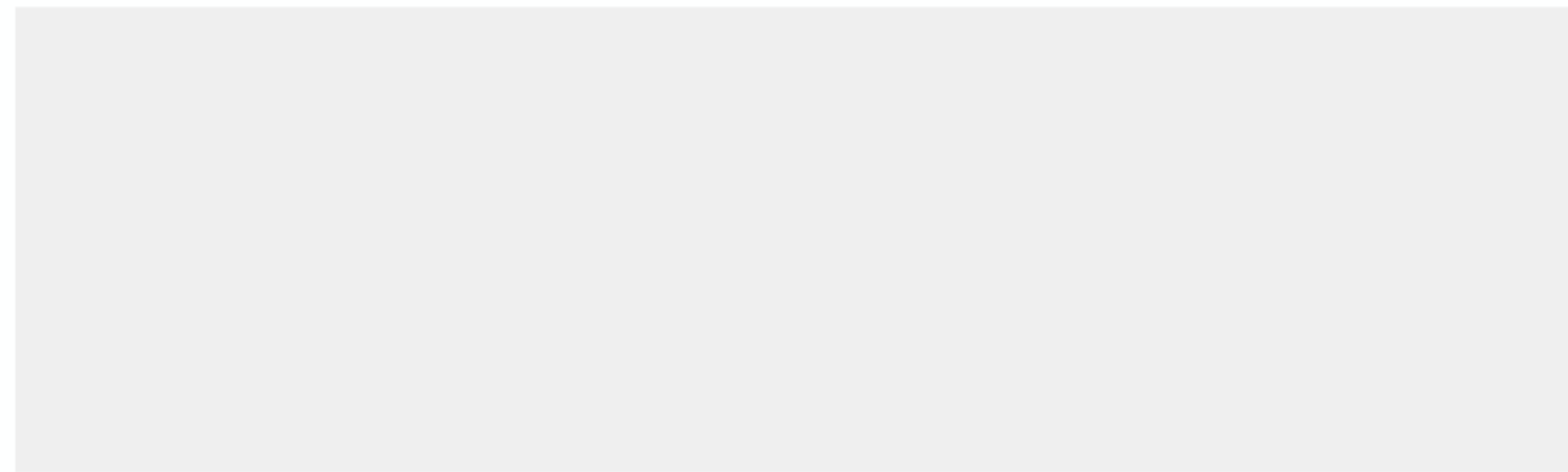
Perfecting My Alignment

1) Score from 1 to 10: _____

2) Positive attributes about my alignment:



3) What else it would take to make it a perfect 10:



Team Transformation Canvas

Positive Bias

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- 4) My signal and response:
When I ...
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Investigating Myself

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Perfecting My Alignment

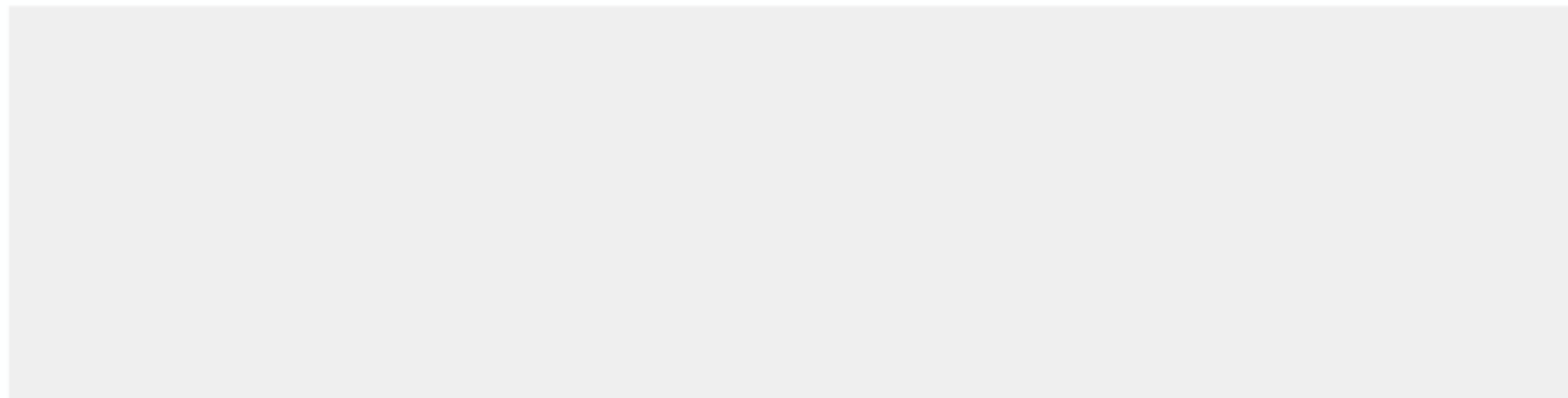
- 1) Score from 1 to 10: ...
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Help

Ways I will ask for help:

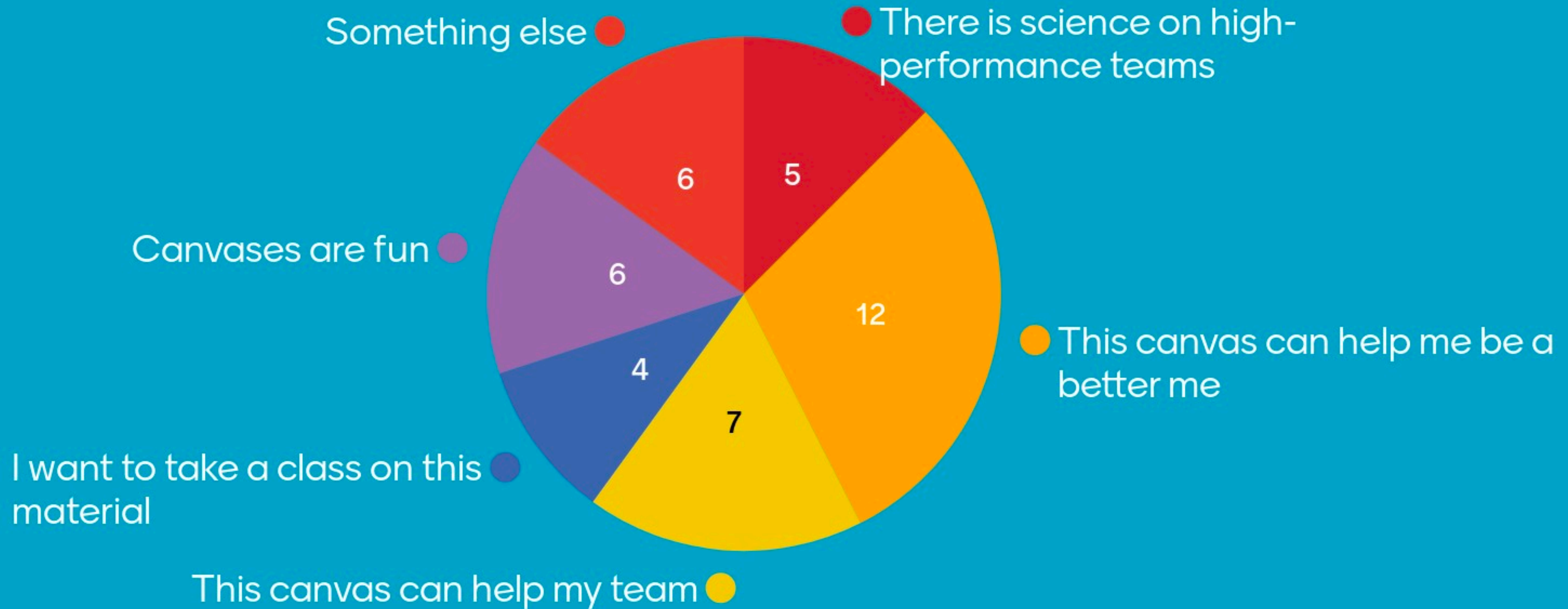


Start With You

Team Transformation Canvas

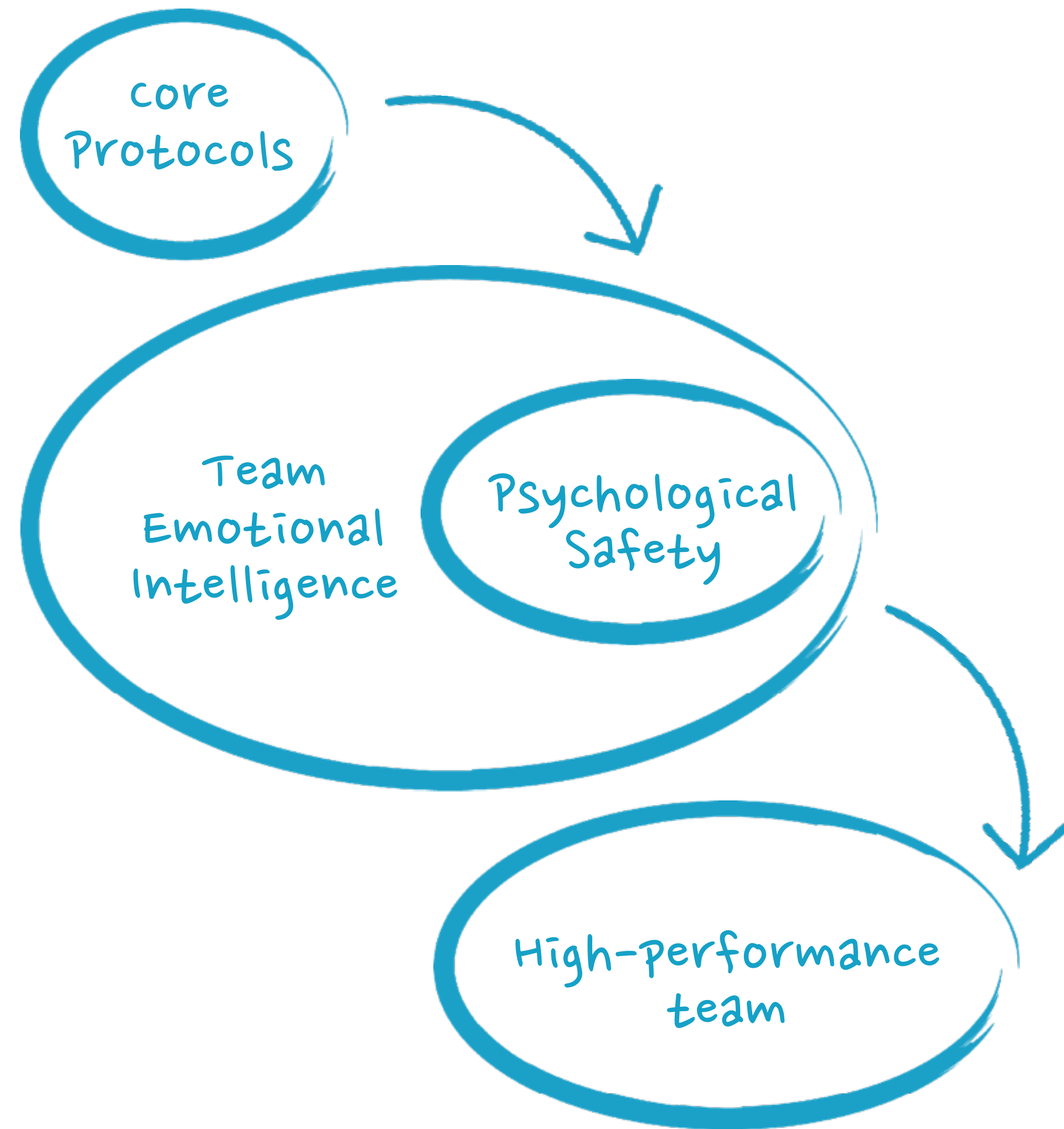
Your Next Steps

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
- ✓ Accelerate with the Team Transformation Canvas



You can have high-performance teams!

Here's how ...





Positive Bias

- ☐ I will use positive language, including phrases like, "Yes, and..."
- ☐ I will bias my action toward positive outcomes for me and for the people around me.

Team Transformation Canvas

Investigating Myself

- What does your alignment word mean to you?
- How will a friend be able to observe that you are practicing your alignment?
- Is there anything else about your alignment?
- What would you like to have happen?

Emotional State

1) I feel ...
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2) I feel *glad / sad / mad / afraid*
Complete the sentence with one or more of the words glad, sad, mad, and afraid.

3) More Information about how I feel right now :

Personal Alignment

1) I want ...
Complete the sentence with your biggest, most important want.

2) What's blocking me from what I want:

3) I want ...
Complete the sentence with one of these words:

<i>self-awareness*</i> <i>integrity</i> <i>courage</i> <i>passion</i> <i>peace</i>	<i>presence</i> <i>self-care</i> <i>fun</i> <i>wisdom</i> <i>health</i>
--	---

4) My signal and response:
When I ...
I want my friends and colleagues to ...

5) How I will practice my alignment:

Perfecting My Alignment

1) Score from 1 to 10: ____

2) Positive attributes about my alignment:

3) What else it would take to make it a perfect 10:

Help

Ways I will ask for help:

Name _____

Signature _____

Date _____

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TeamTransformationCanvas.com

Positive Bias

- ☐ I will use positive language, including phrases like, "Yes, and..."
- ☐ I will bias my action toward positive outcomes for me and for the people around me.

Emotional State

1) I feel ...
Complete the sentence with any word or phrase.

2) I feel glad / sad / mad / afraid
Complete the sentence with one or more of the words glad, sad, mad, and afraid.

3) More Information about how I feel right now :
...

Help

Ways I will ask for help:
...

Name ...

Signature ...

Date ...

Team Transformation Canvas

Freedom & Autonomy

- ☐ I can opt out of any activity at any time for any reason.
- ☐ I can exit any situation at any time for any reason.

Personal Alignment

1) I want ...
Complete the sentence with your biggest, most important want.

2) What's blocking me from what I want:
...

3) I want ...
Complete the sentence with one of these words:

self-awareness*	presence
integrity	self-care
courage	fun
passion	wisdom
peace	health

4) My signal and response:
When I ...
I want my friends and colleagues to ...

5) How I will practice my alignment:
...

Investigating Myself

- What does your alignment word mean to you?
- How will a friend be able to observe that you are practicing your alignment?
- Is there anything else about your alignment?
- What would you like to have happen?
...


Perfecting My Alignment

1) Score from 1 to 10: ...

2) Positive attributes about my alignment:
...

3) What else it would take to make it a perfect 10:
...

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To Learn More

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



Certified Agile Team Building™ Training

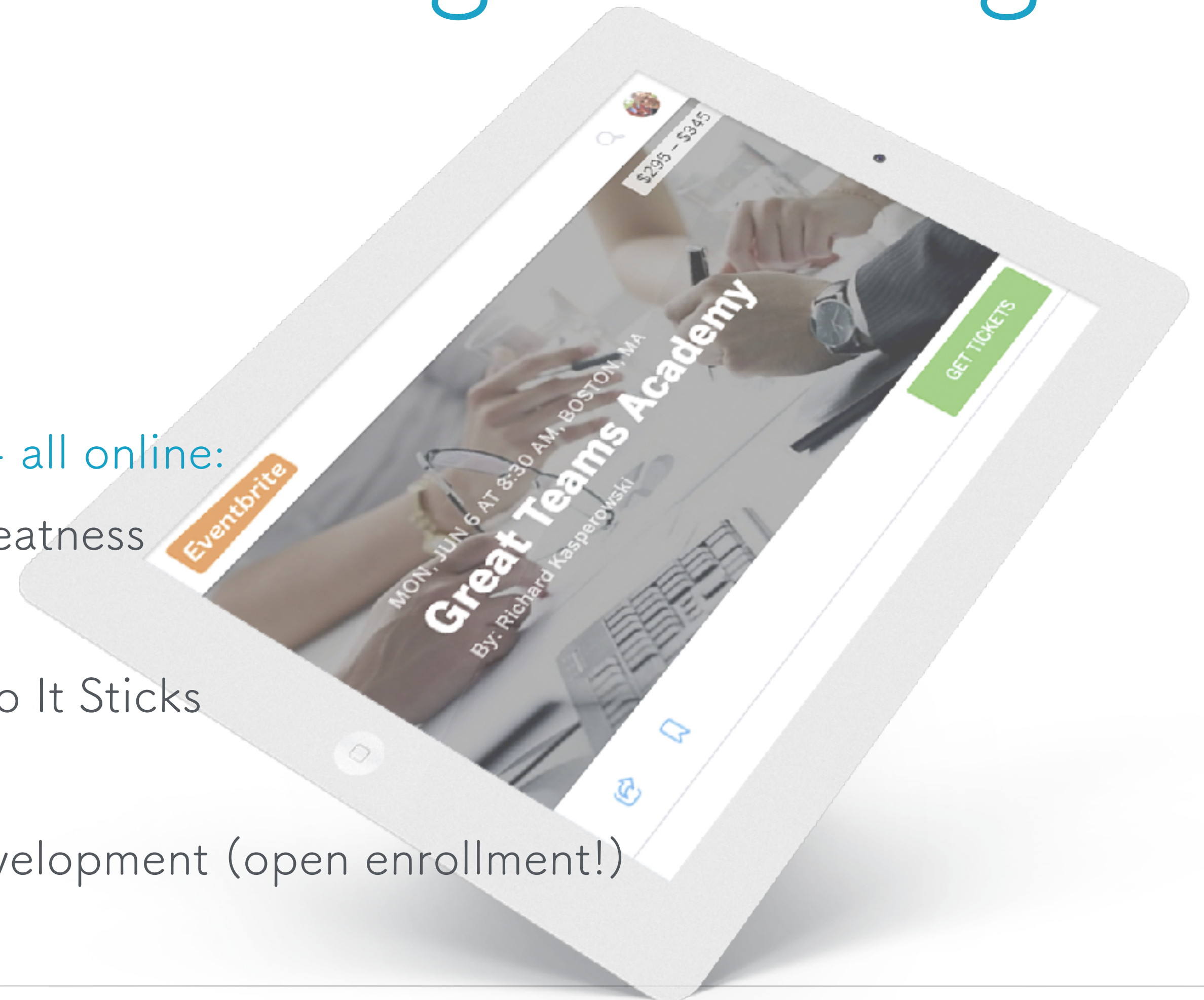
Want to learn and embody these behaviors?

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

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

- July 21 - The Core Protocols: A Guide to Greatness
- July 22 - Campfire Talks with Herbie
- July 23 - Teaching Agile (or Anything Else) So It Sticks
- Aug 6 - Agile Dojo
- Fall semester - Harvard - Agile Software Development (open enrollment!)

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



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

Perfection Game



Richard Kasperowski

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

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