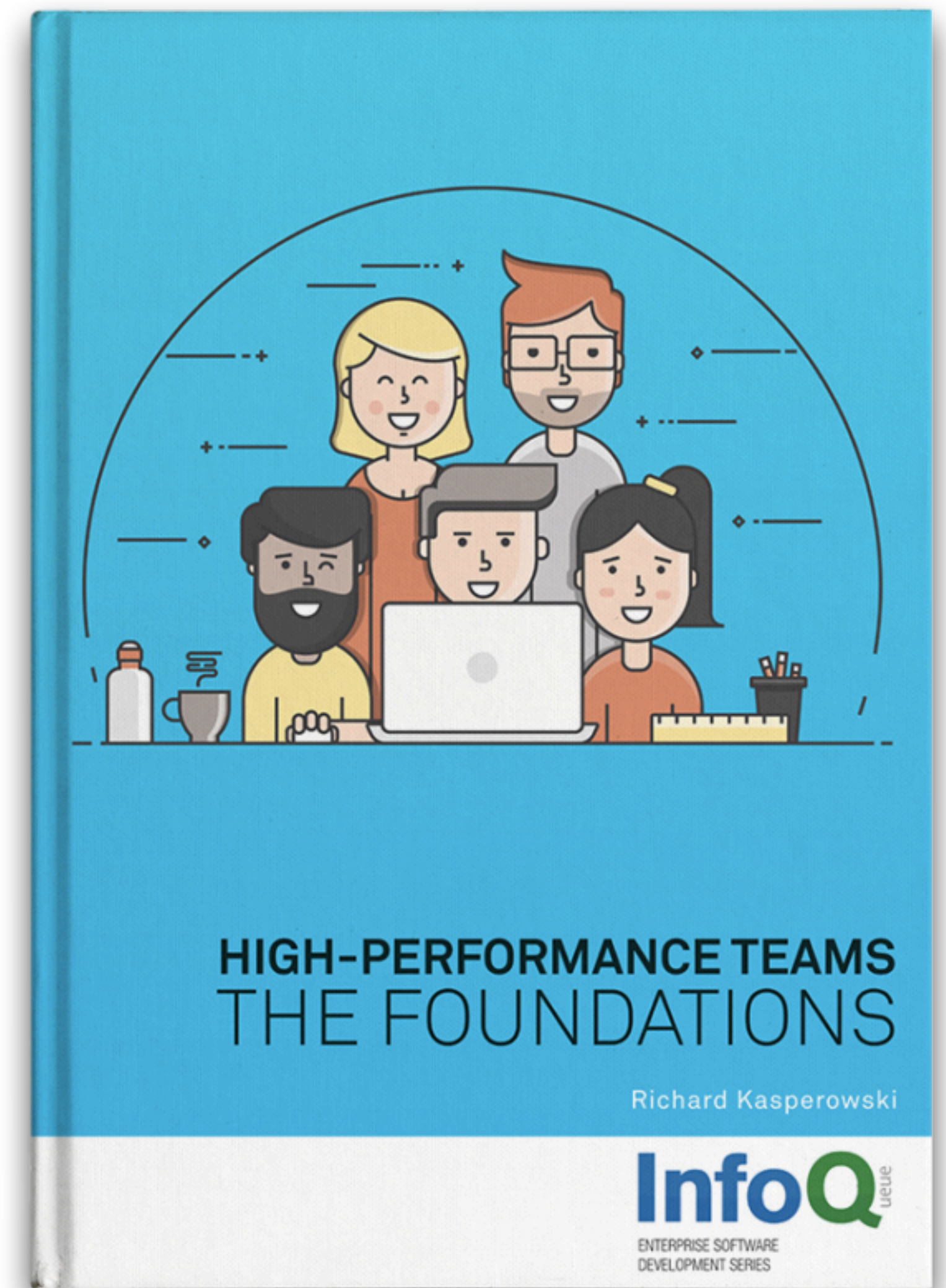


Teaching Agile So It Sticks or anything else

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)



I can design and share
a new learning experience
with future experts

Course Creation Canvas

Title of Learning Module: ...

Learning Module Author: ...

Duration: ...

1) Essential Topic(s)

What is/are the most essential topic(s) everyone should know?



3) Connections

What is/are the most essential topic(s) everyone should know?

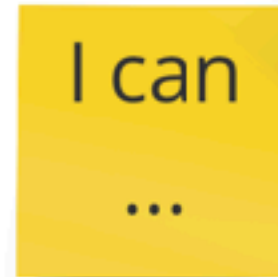


4) Concepts



2) Can-Do Statements

What will learners be able to say they can do by the end of the learning experience?



5) Concrete Practice



6) Conclusion



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Course Creation Canvas

Title of Learning Module: Agile "Requirements"

Learning Module Author: Richard Kasperowski

Duration: ~60 minutes

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What is/are the most essential topic(s) everyone should know?

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vertical
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(aka,
"epics")

How to
decompose
big story to
small stories

The right
size for a
story

Lifespan
of a
story

2) Can-Do Statements

What will learners be able to say they can do by the end of the learning experience?

I can tell a
friend why
user stories
are important.

I can elaborate a
"requirement"
as a well-
articulated user
story.

I can
decompose a
large user story
into small user
stories.

5) Concrete Practice

Activity:
elaborate a
real user story
in small
groups

6) Conclusion

Activity:
your key
takeaway?



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Essential Material

Create a Training Experience

Facilitate a Training Experience

What is your most essential (Agile) topic?

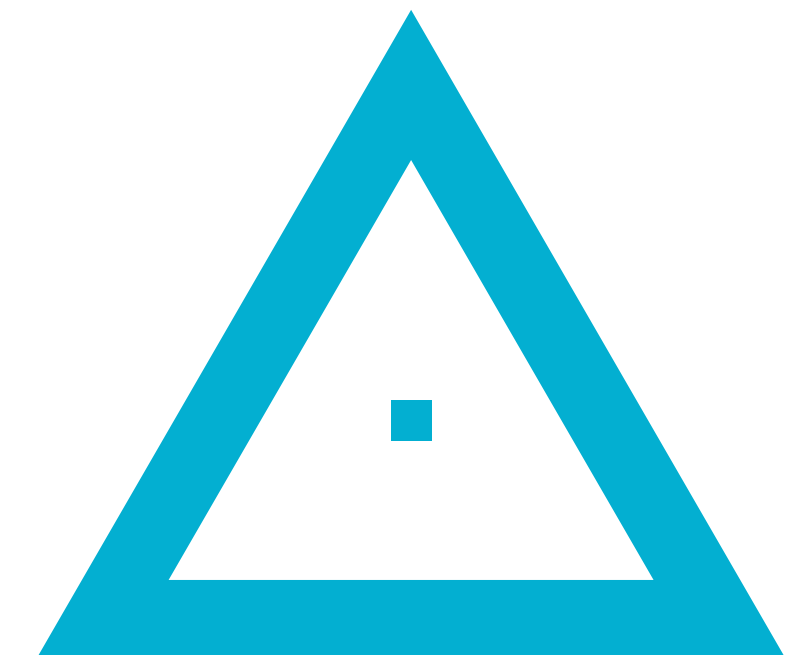
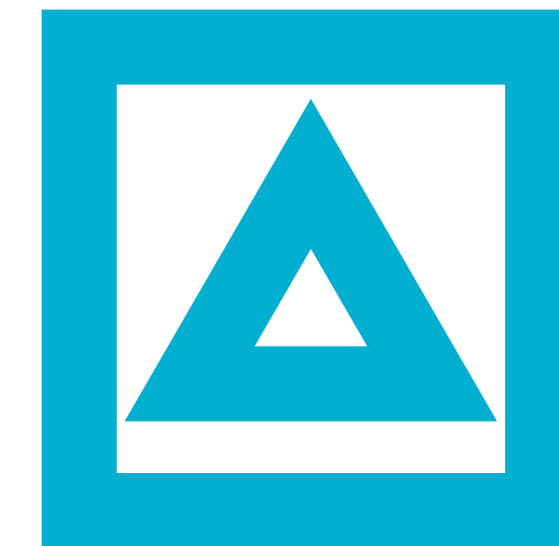
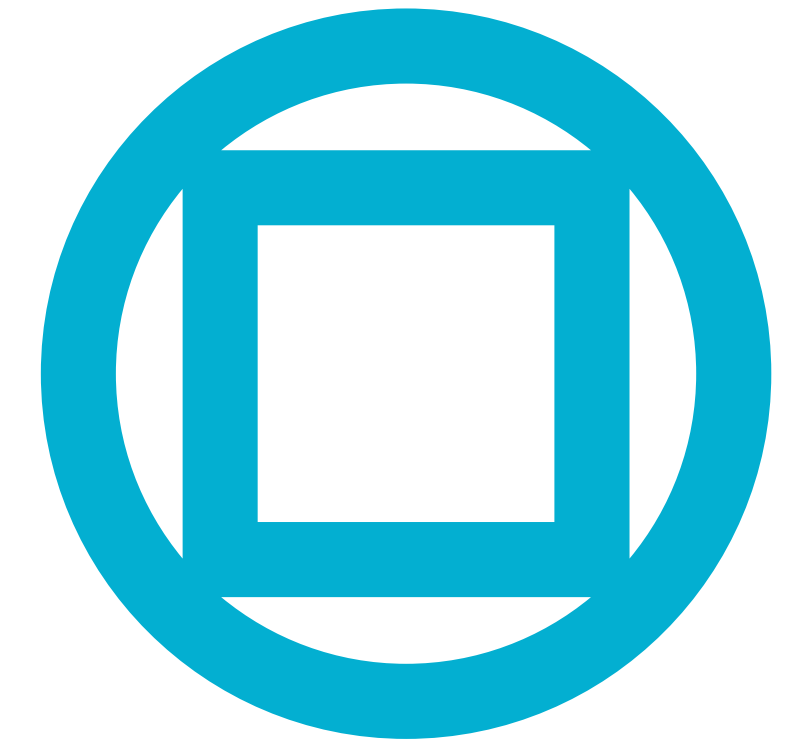
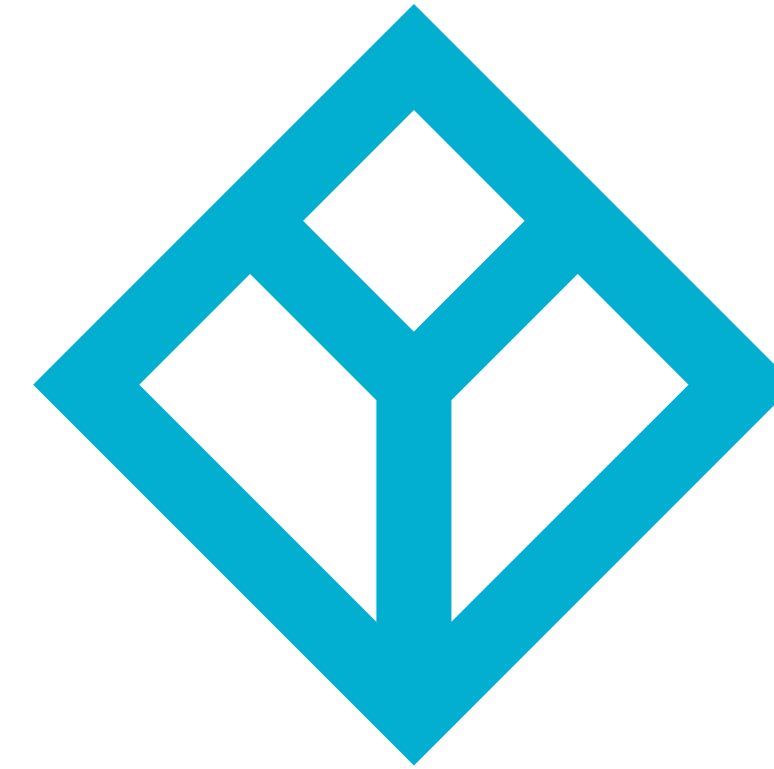


Your most essential (Agile) topic



Essential material

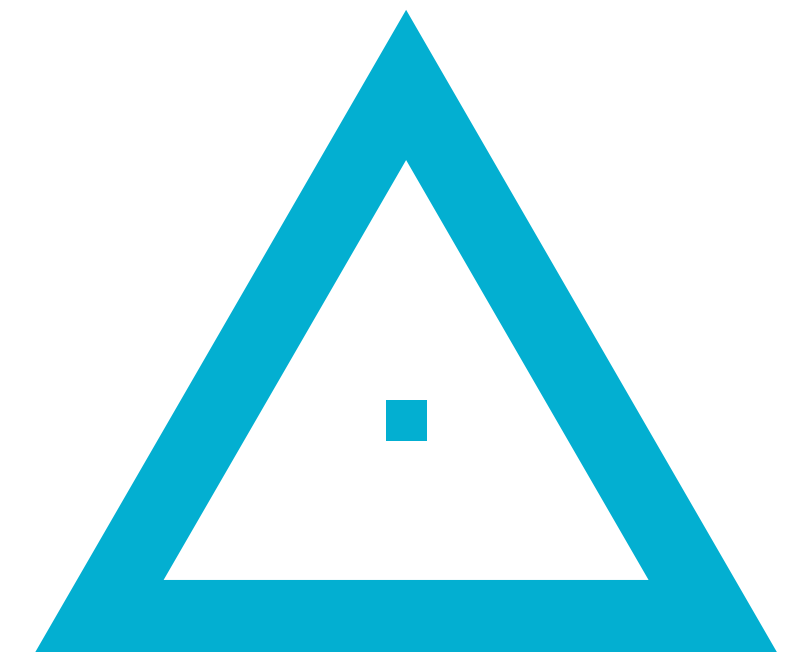
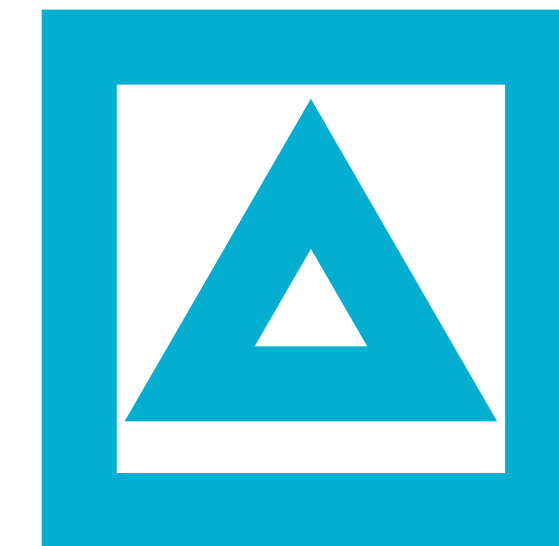
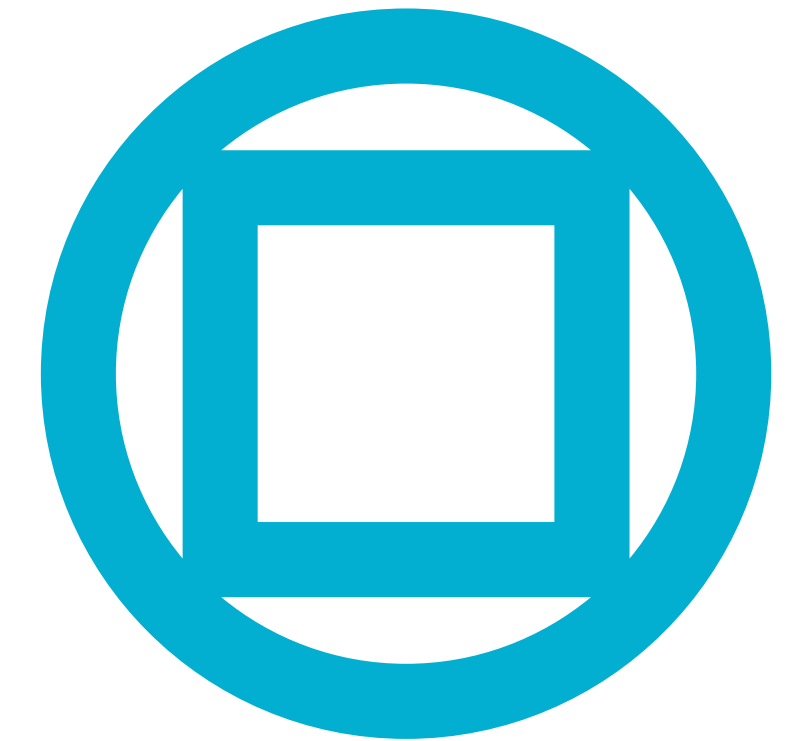
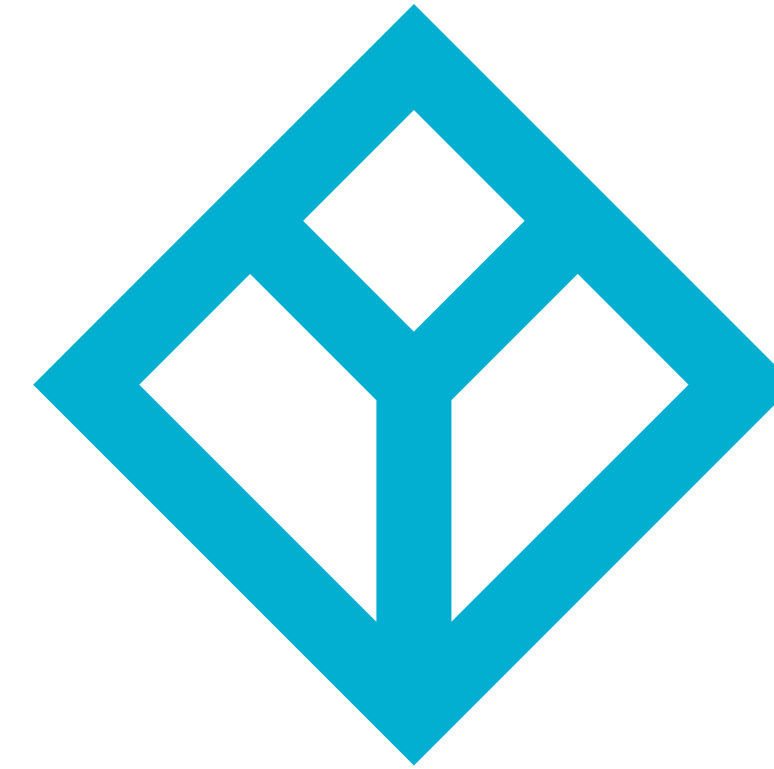
- ✓ The knowledge and skills that the students must gain
- ✓ MVTT: Minimum Viable Thing to Teach
- ✓ Time is a limited resource
- ✓ Teach only the most essential material
- ✓ Design the right exercises to put knowledge to practice



Essential material

✓ Even in a semester-long course

✓ 30–35 classroom hours!



Agile Software Development (Oklahoma State)

Agile Values and Principles
Agile vs Traditional mindset
eXtreme Programing
Scrum
Kanban
Design Thinking
User Stories
User Roles
Story Mapping
Acceptance Criteria
Testing in Agile (TDD/A-TDD/BDD)
Feedbacks/Retrospectives
Coaching
Agile at Scale

Agile Software Development (Harvard)

Agile Manifesto/Principles
Scrum
Product Inception
User Stories
Definition of Done & Ready
Estimating
Forecasting and Project Management
Pair & Mob Programming
TDD
CI, CD, DevOps
Refactoring for Clean Code
High-Performance Teams
BDD and A-TDD
Retrospectives
Agile at Large Scale

Course Creation Canvas

Title of Learning Module: Agile "Requirements"

Learning Module Author: Richard Kasperowski

Duration: ~60 minutes

1) Essential Topic(s)

What is/are the most essential topic(s) everyone should know?

User
Stories

3) Connections

What is/are the most essential topic(s) everyone should know?



4) Concepts



2) Can-Do Statements

What will learners be able to say they can do by the end of the learning experience?

I can
...

5) Concrete Practice



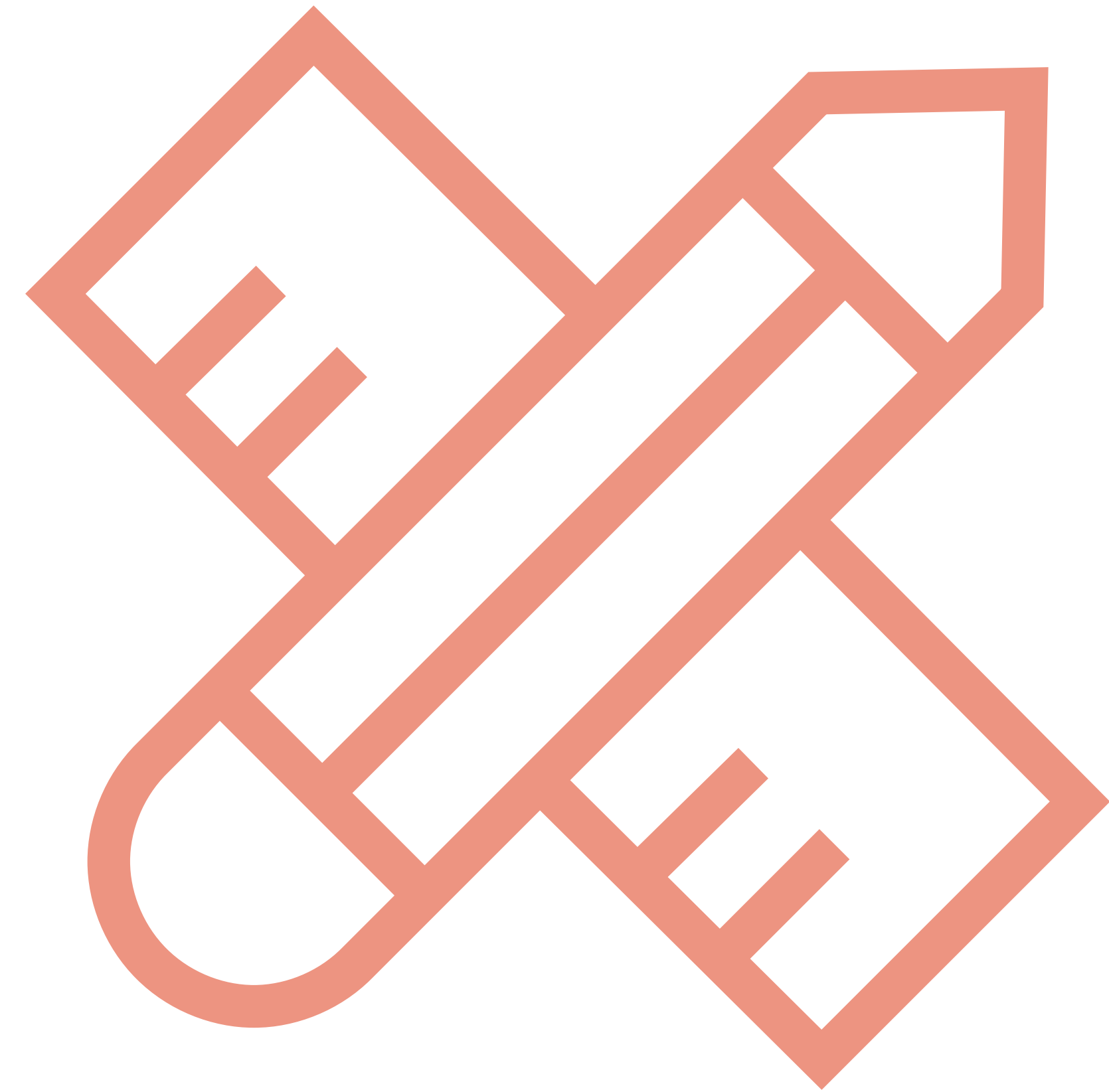
6) Conclusion



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Try it: Essential Material

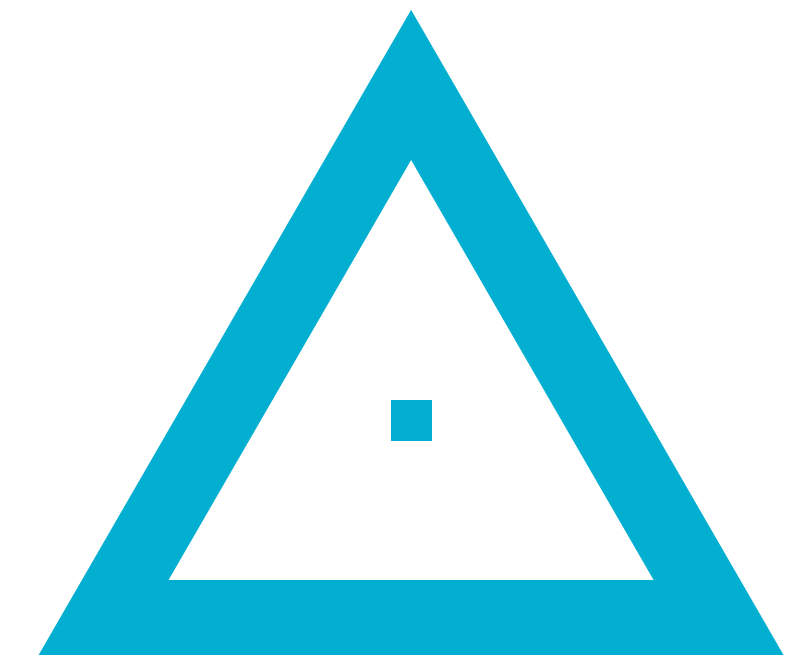
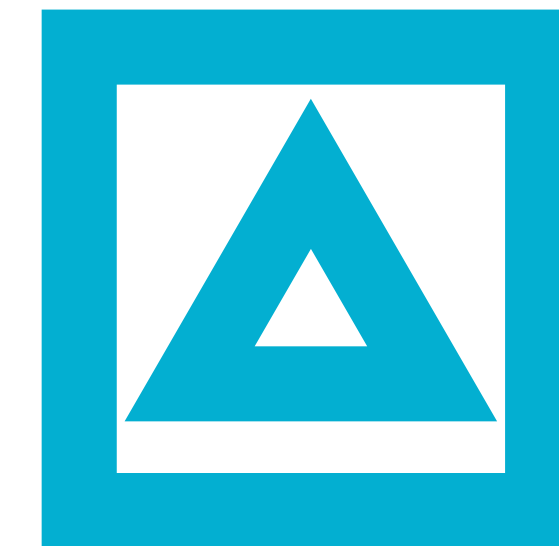
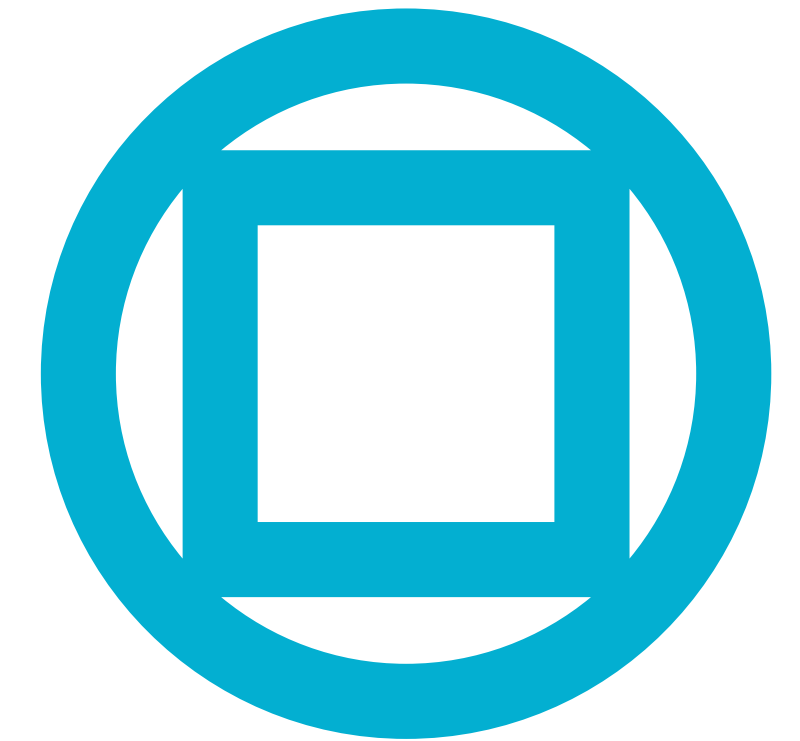
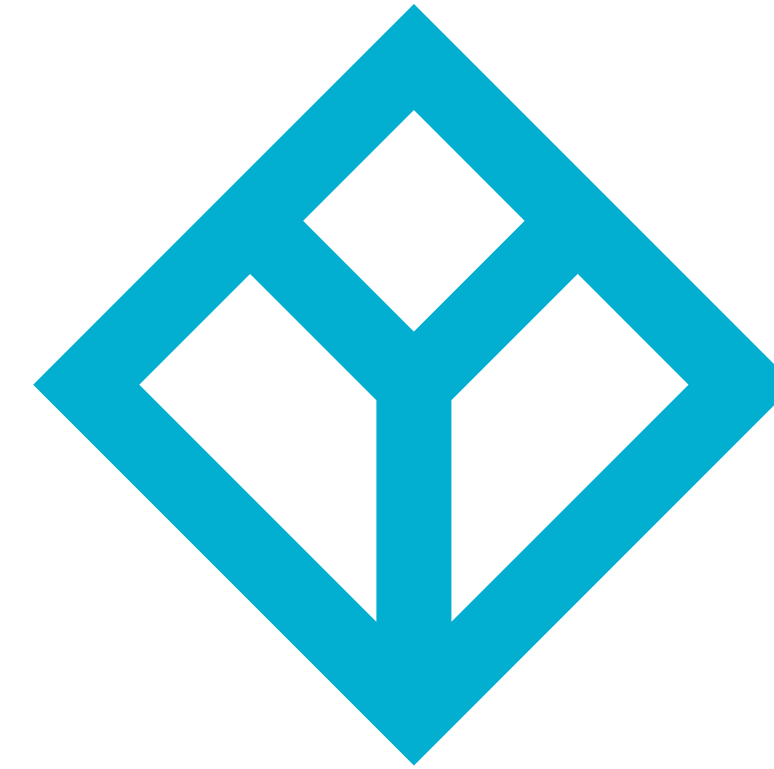
- ✓ What is the most essential (Agile) topic that you think everyone should know?



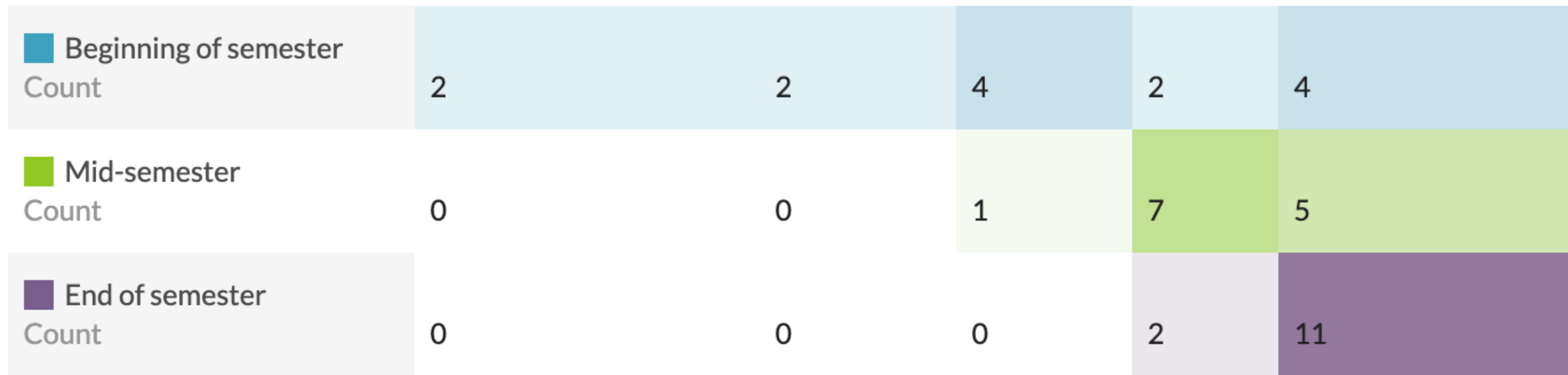
*Groups of 2, 2 minutes

Can-do statements

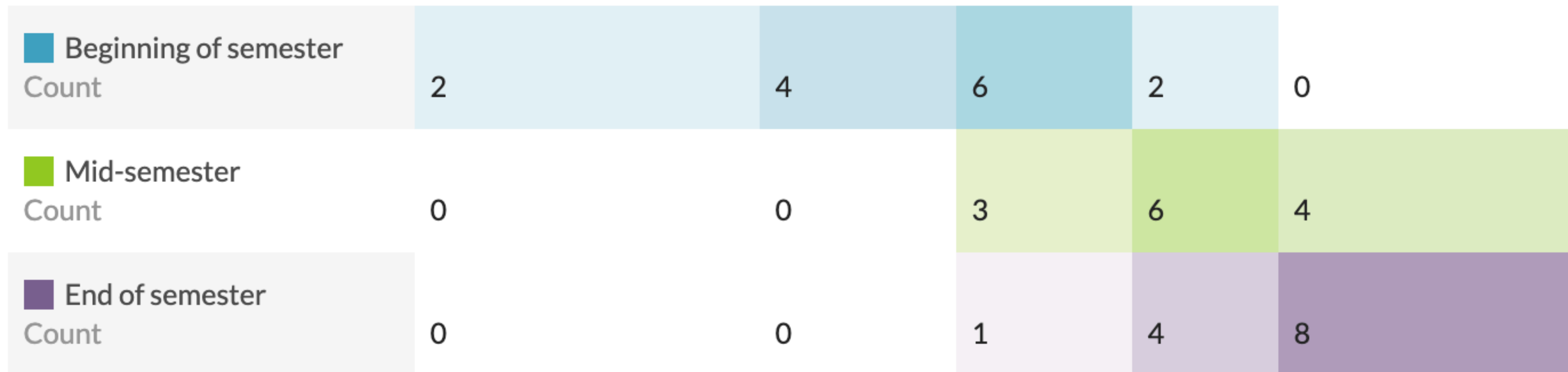
- ✓ What do you want students to be able to say they “can do” by the end of the learning module?
- ✓ “I can write a useful and usable user story.”
- ✓ “I can facilitate an excellent Sprint Planning session.”



I can inspect the state of a software project using a burndown chart.



I can pair program effectively.



I can mob program effectively.



Course Creation Canvas

Title of Learning Module: Agile "Requirements"

Learning Module Author: Richard Kasperowski

Duration: ~60 minutes

1) Essential Topic(s)

What is/are the most essential topic(s) everyone should know?

User
Stories

3) Connections

What is/are the most essential topic(s) everyone should know?



4) Concepts



2) Can-Do Statements

What will learners be able to say they can do by the end of the learning experience?

I can tell a
friend why
user stories
are important.

I can elaborate a
"requirement"
as a well-
articulated user
story.

I can
decompose a
large user story
into small user
stories.

5) Concrete Practice



6) Conclusion



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Try it: Can-do Statements

- ✓ For your most essential (Agile) topic,
- ✓ Create three can-do statements

*Groups of 2, 2 minutes

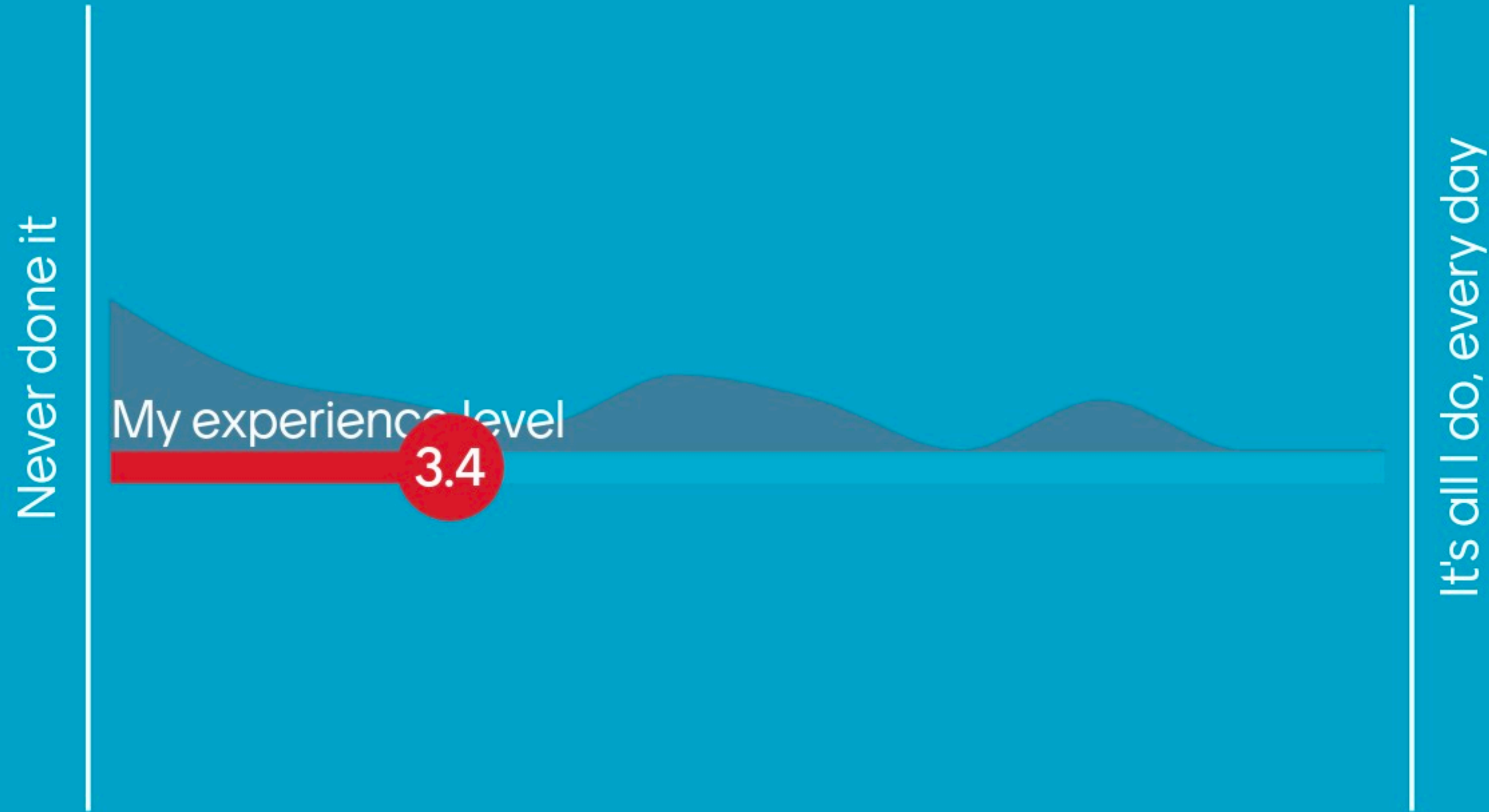


Essential Material

Create a Training Experience

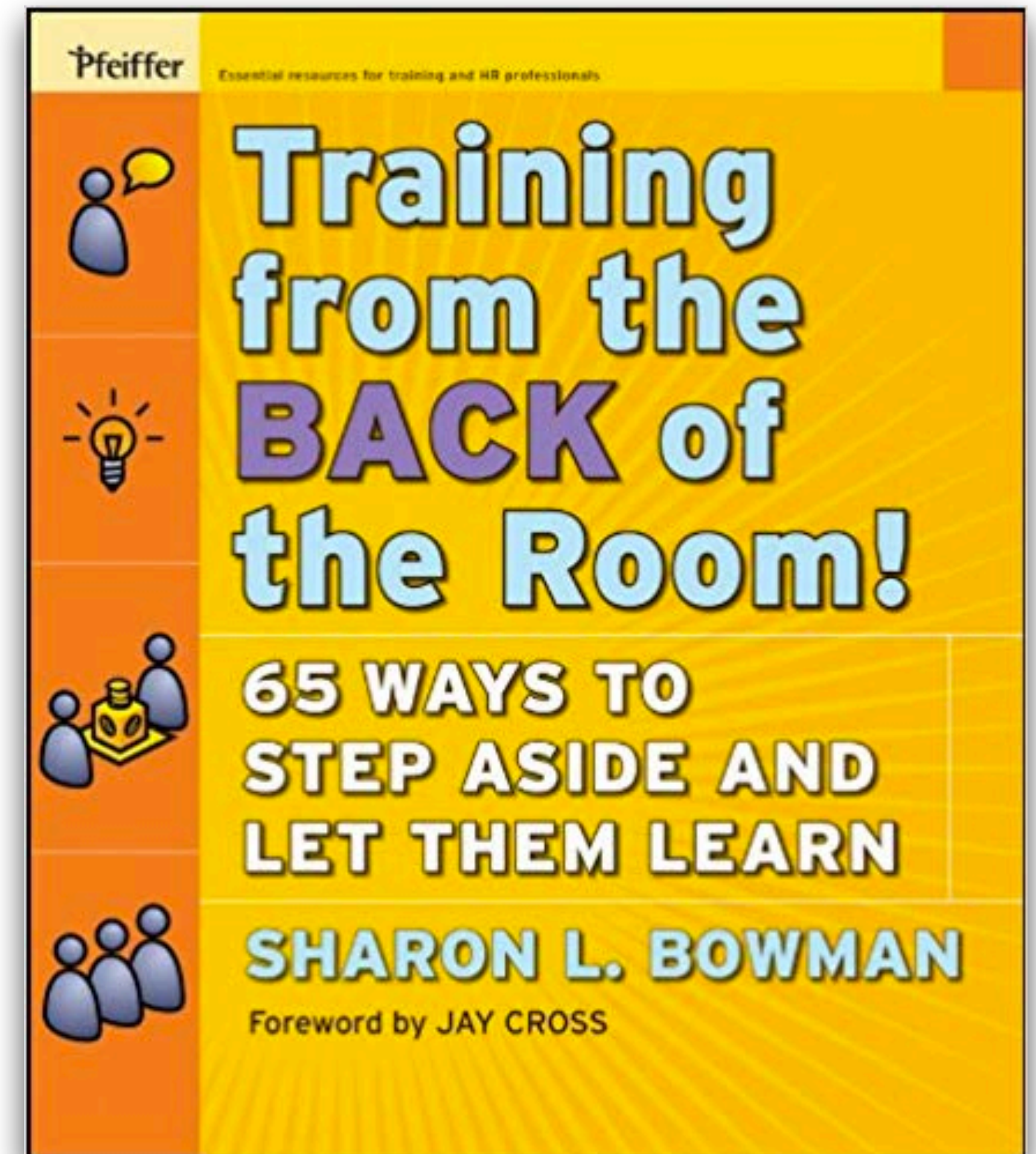
Facilitate a Training Experience

How experienced are you at creating a learning module?



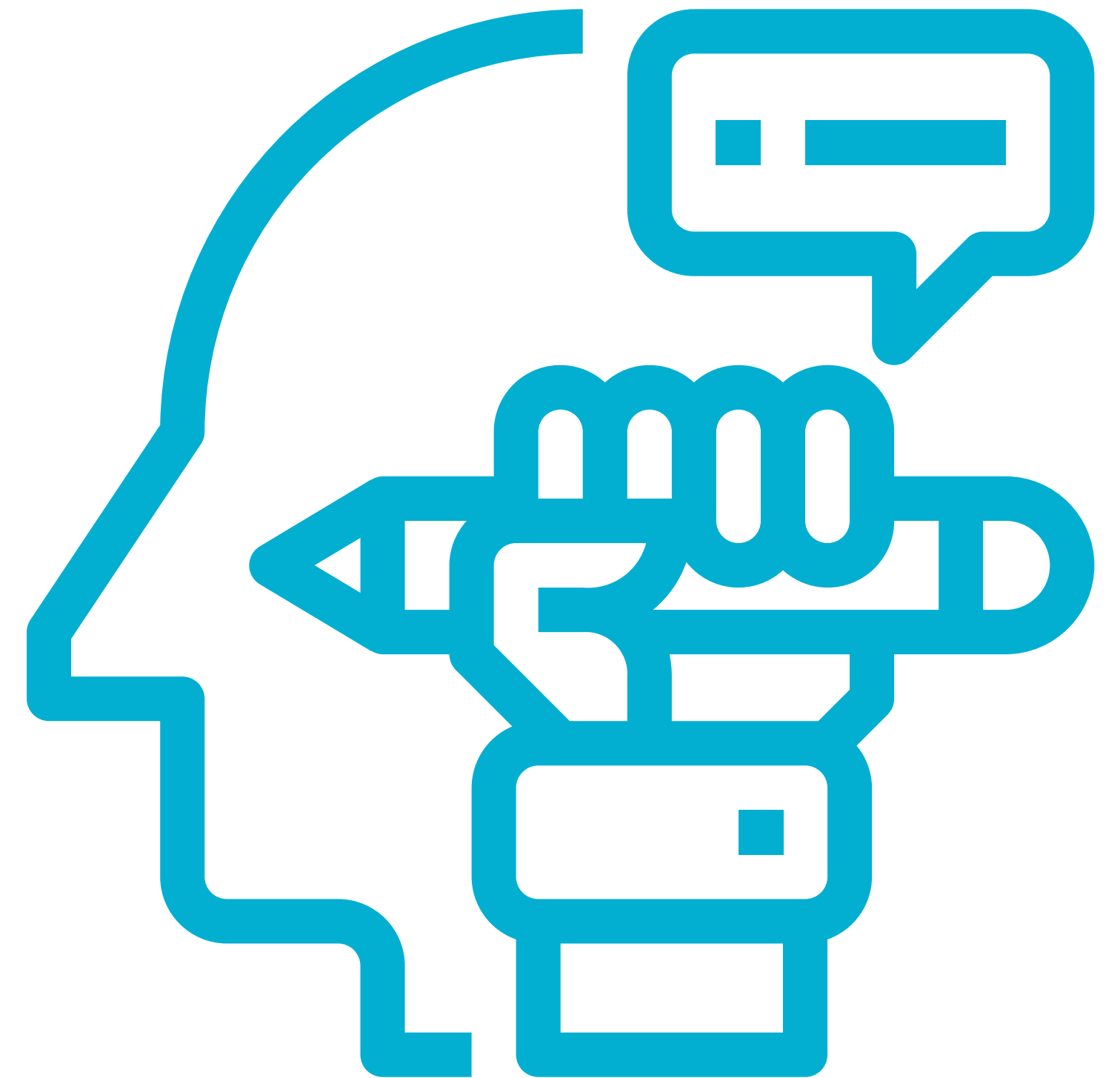
Create a Training Module

- ✓ The 4 Cs:
 - ✓ Connection
 - ✓ Content (aka Concepts)
 - ✓ Concrete Practice
 - ✓ Conclusion



Connection

- ✓ Engage learners, activate latent knowledge
- ✓ Gauge current ability level
- ✓ Alleviate fear
- ✓ Examples:
 - ✓ Write down all the facts you know about the role, "Scrum Master."
 - ✓ Line up by experience level
 - ✓ What do you think is the most essential Agile topic?



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Debrief: title,
template, "once
upon a time",
"they all lived
happily ever
after", ...

4) Concepts



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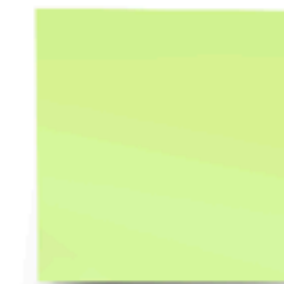
I can elaborate a
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I can
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large user story
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5) Concrete Practice



6) Conclusion



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Try it: Connection

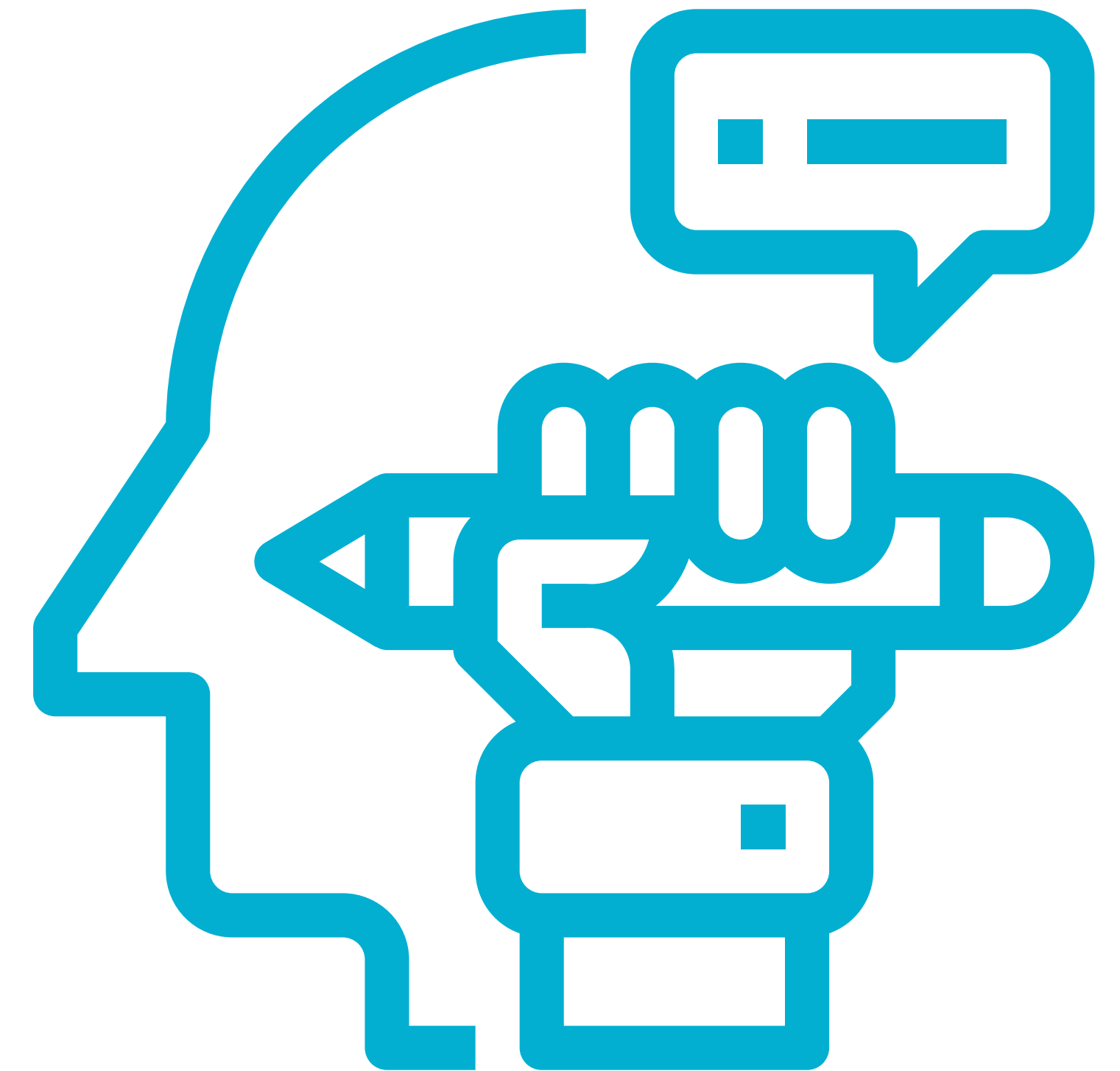
- ✓ For your essential Agile topic,
- ✓ Identify and describe one Connection activity

*Groups of 2, 2 minutes



Content/Concepts

- ✓ The information you want learners to acquire
- ✓ First half of getting to “can-do”
- ✓ Examples:
 - ✓ **Short** explanation
 - ✓ Screencast or video
 - ✓ Demonstration
 - ✓ Reading
 - ✓ This section of our talk



Course Creation Canvas

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Storytelling
throughout
human
history

Problem
statements,
not solution
statements

User
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user story
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3 Cs,
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Thin
vertical
slices

Avoid big
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(aka,
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How to
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The right
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Lifespan
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Try it: Content/Concepts

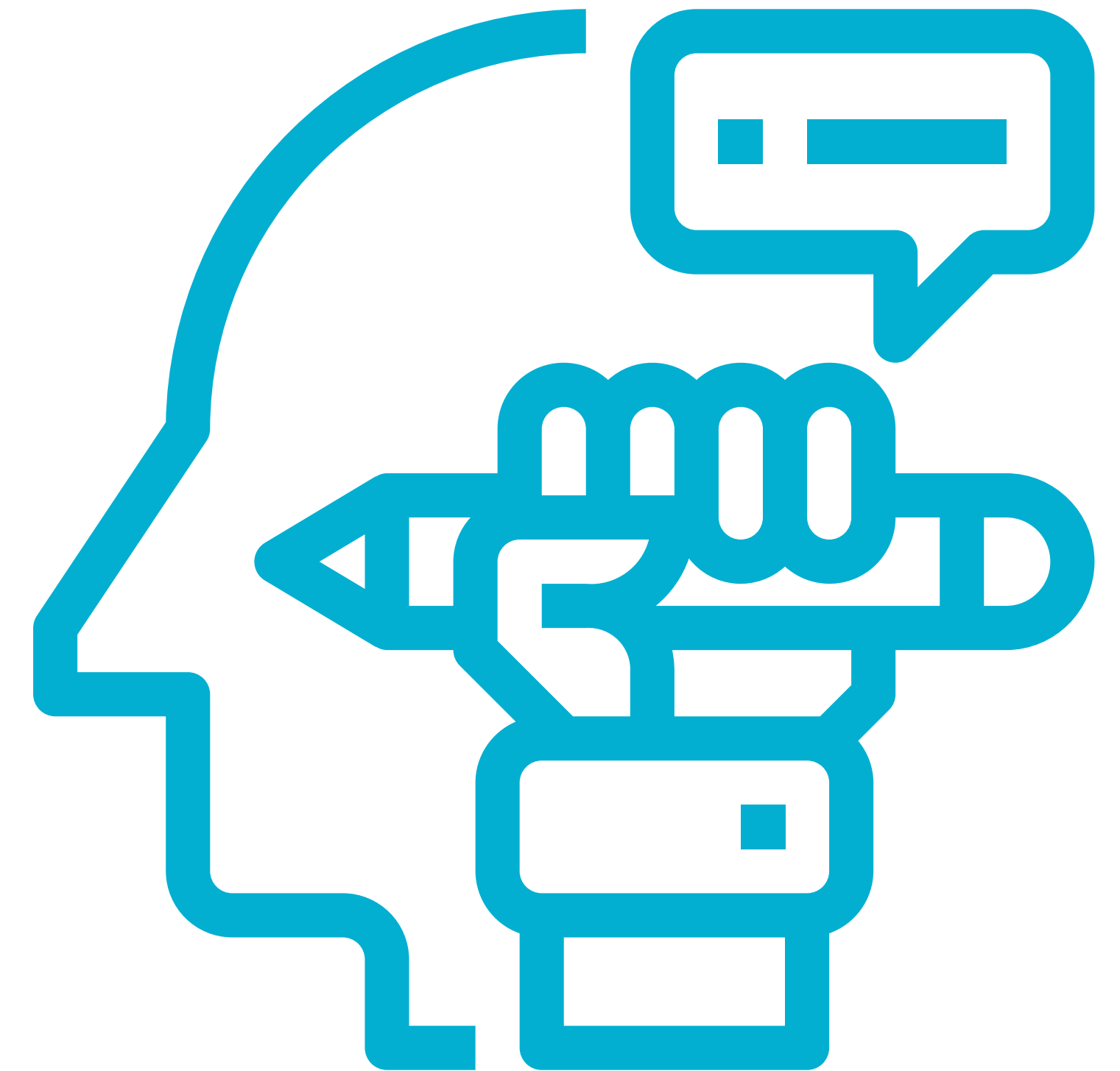
- ✓ For your essential Agile topic,
 - ✓ Review your three can-do statements
 - ✓ What are the three main points you want learners to acquire?
 - ✓ Exactly what will you do to share the content with them?

*Groups of 2, 2 minutes



Concrete Practice

- ✓ Learn by doing, not by listening to a lecture
- ✓ Second half of getting to “can-do”
- ✓ Examples:
 - ✓ Create a charter for a project
 - ✓ Write a user story
 - ✓ Write acceptance criteria
 - ✓ Experience Agile
 - ✓ Scrum and build a real software product together



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Activity:
elaborate a
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groups

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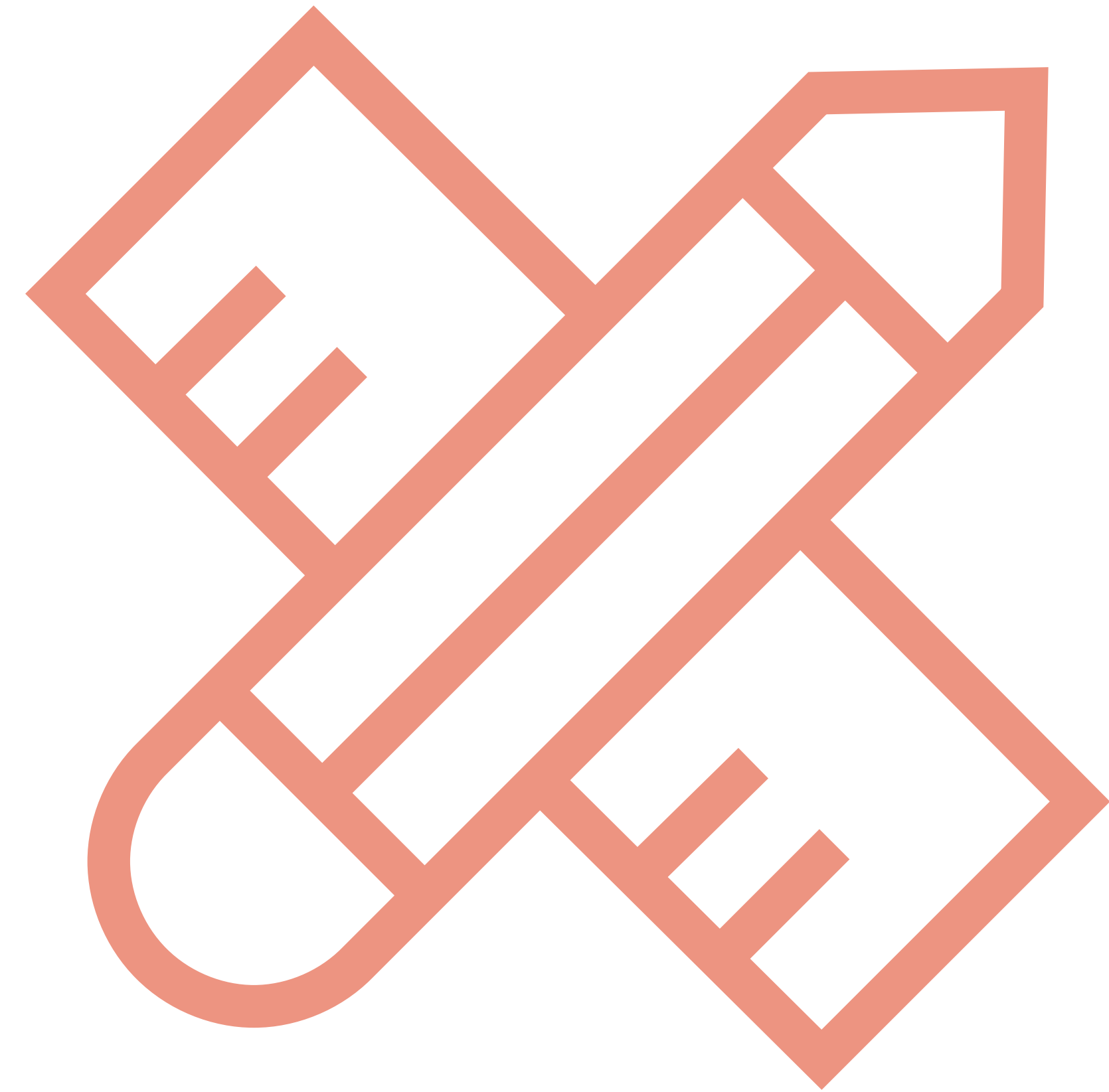


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Try it: Concrete Practice

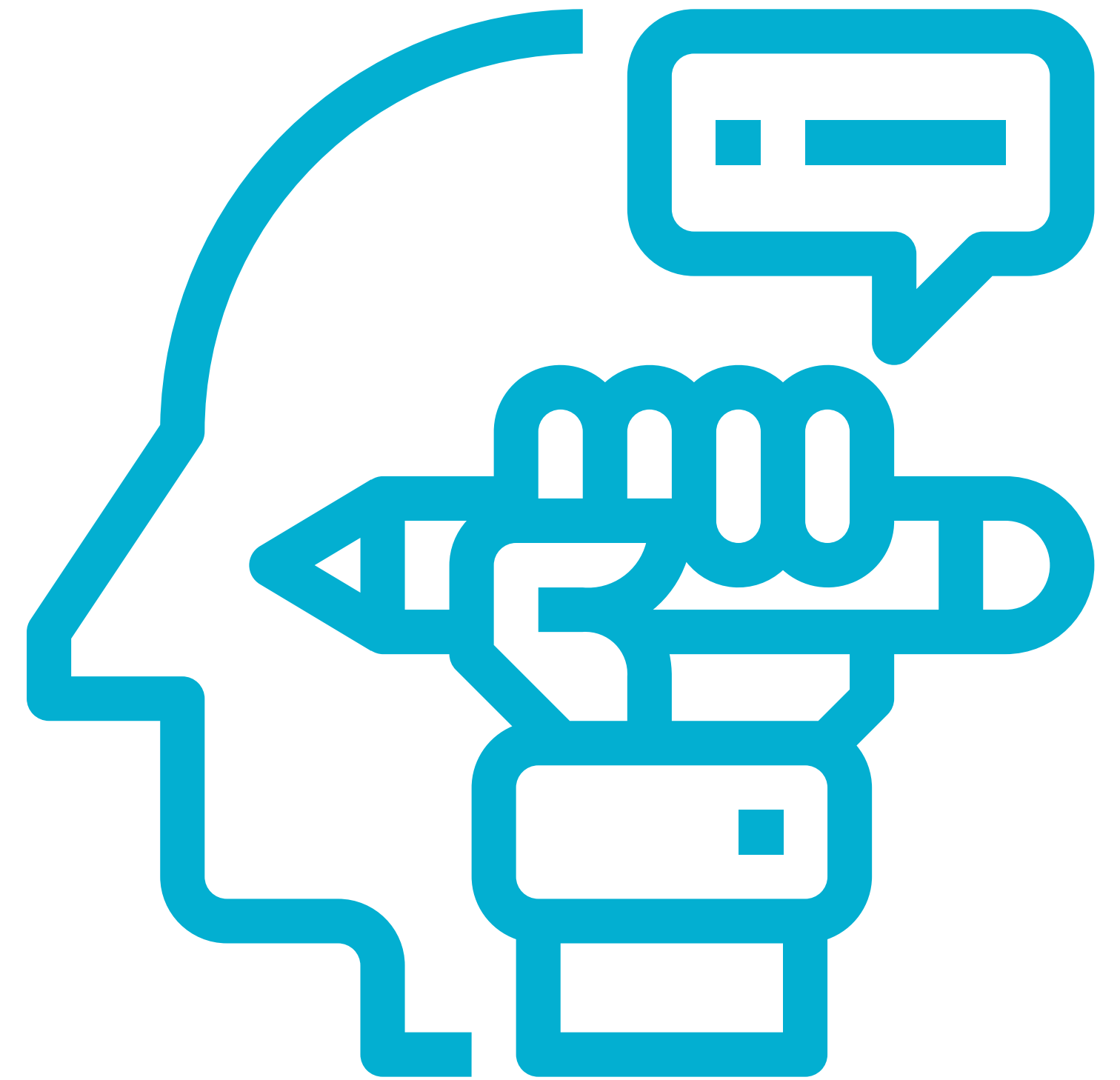
- ✓ For your essential Agile topic,
- ✓ Identify an activity that reinforces the content
- ✓ Exactly what will learners do to practice and acquire the skill?

*Groups of 2, 2 minutes



Conclusion

- ✓ Learners synthesize and integrate their new knowledge
- ✓ Examples:
 - ✓ What is the most important/interesting thing you heard/learned in this segment?
 - ✓ How did you feel?
 - ✓ Did anything surprise you?
 - ✓ How will you use this in your everyday work?



Course Creation Canvas

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Activity:
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6) Conclusion

Activity:
your key
takeaway?



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Try it: Conclusion

- ✓ For your essential Agile topic,
- ✓ Exactly how will you conclude the learning experience?

*Groups of 2, 2 minutes



Essential Material

Create a Training Experience

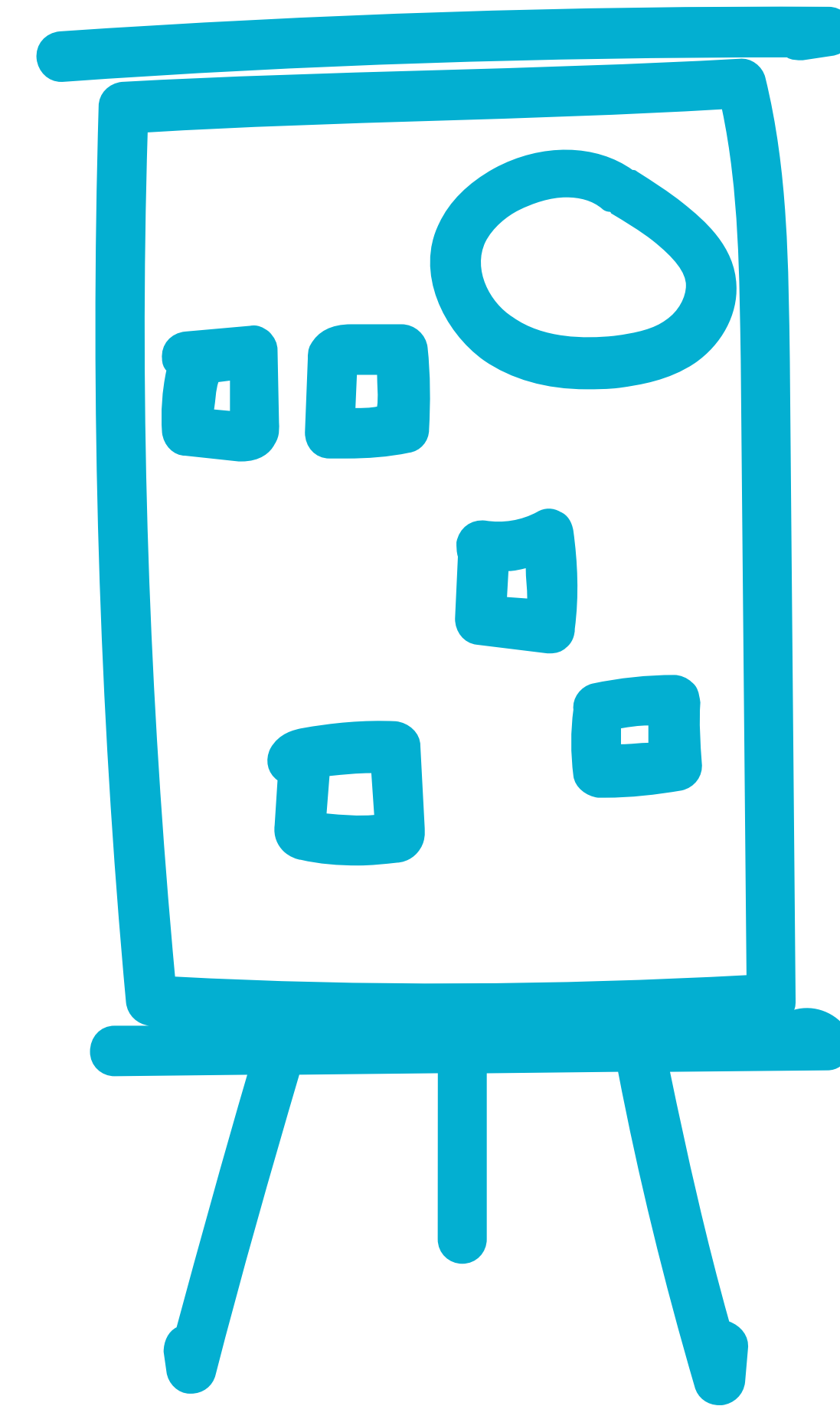
Facilitate a Training Experience

The best training you've ever experienced

collaborative
lively
handson
fun
stories
impactful
interactive
active participation
simulation games
expansive
movement

Facilitate a training experience

- ✓ Facilitate learning, aka “teach”
- ✓ Facilitate for engagement
 - ✓ Room layout
 - ✓ Slides vs flip charts
 - ✓ Lecture vs activity
 - ✓ Tactile
 - ✓ Stand up, move around
 - ✓ Food



Facilitate a training experience

- ✓ Facilitate learning, aka “teach”
- ✓ Facilitate for engagement
 - ✓ Online “space”
 - ✓ Slides vs hand-drawn
 - ✓ Lecture vs activity
 - ✓ Tactile
 - ✓ Stand up, move around
 - ✓ Food



Try it: Facilitate

- ✓ For your essential Agile topic,
- ✓ With the learning experience you just created
- ✓ Facilitate the learning experience

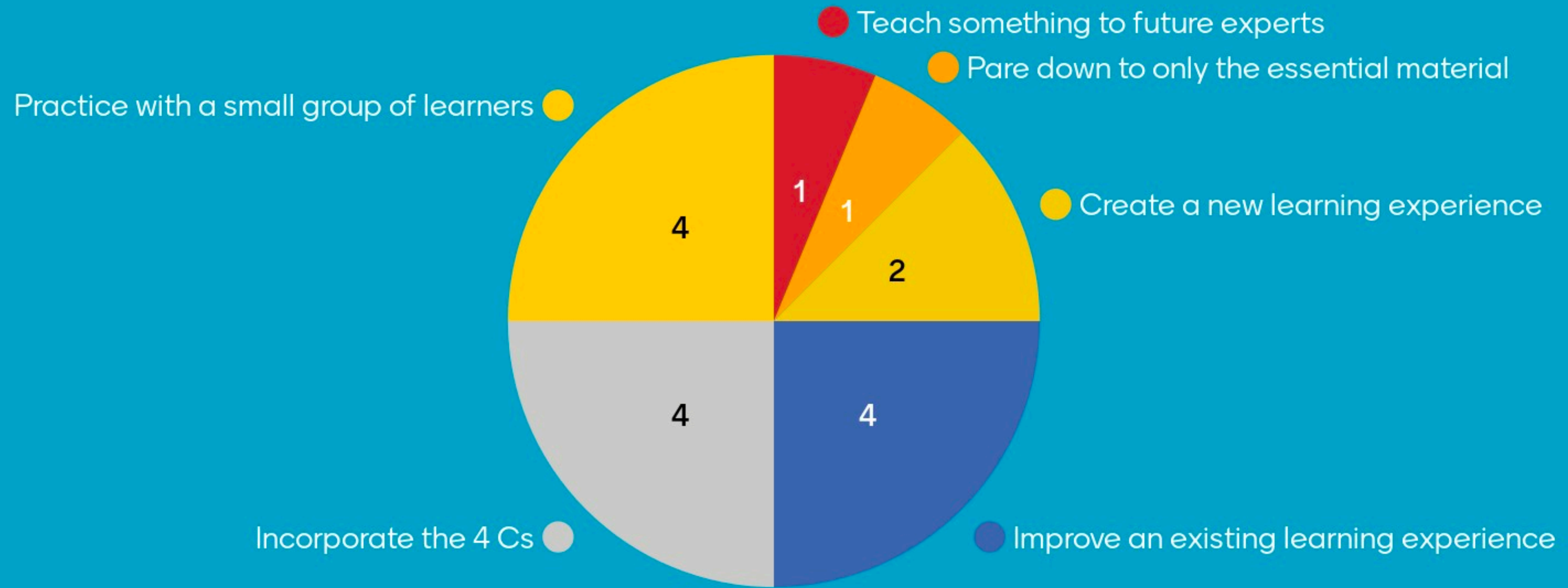
*Groups of 2, 75 minutes





How will you use this
in your everyday work?

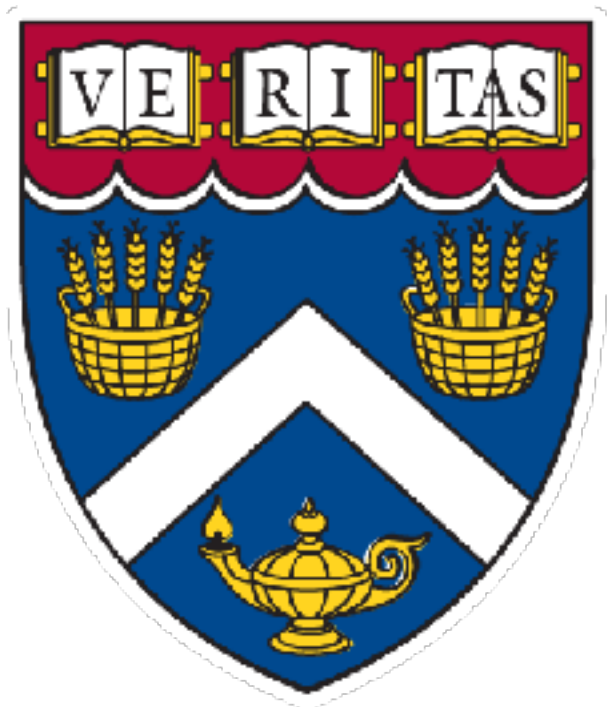
How will you use this in your everyday work?



I can design and share
a new learning experience
with future experts

Our courses

- ✓ Agile Software Development (CSCI E-71, CSCI S-71, MGMT E-5042)
- ✓ Agile Software Development (CS4070, CS5070)



HARVARD
Extension School



HARVARD
Summer School



Want help with your workshops?

- ✓ Ask us for help
- ✓ We love designing curriculum!
- ✓ We love facilitating learning experiences!
- ✓ We'd love to help you with yours



Photo by Alice Achterhof on Unsplash

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:

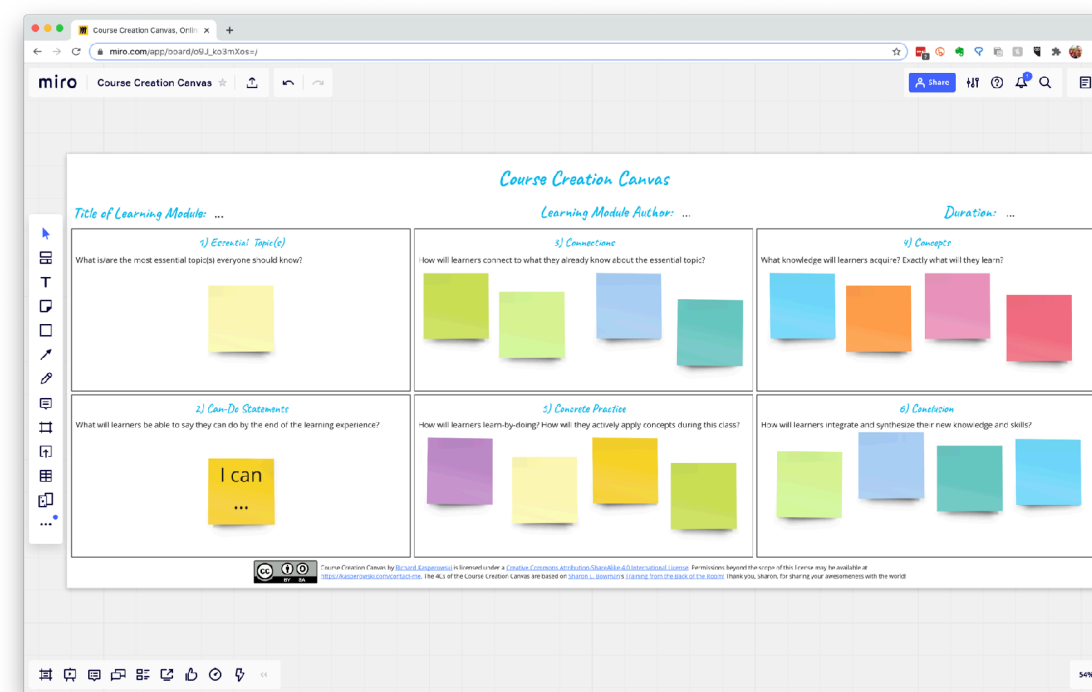
- **Oct 27 - Agile Point Game Facilitator Training**
- Oct 28 - Office Hours (every Wednesday)
- Nov 5 - Agile Dojo (first Thursday each month)
- Nov 6 - High-Performance Teams in a Virtual World (Agile Toronto closing keynote)
- **Nov 11 - Building Great Teams class**

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



Will you help us
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

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