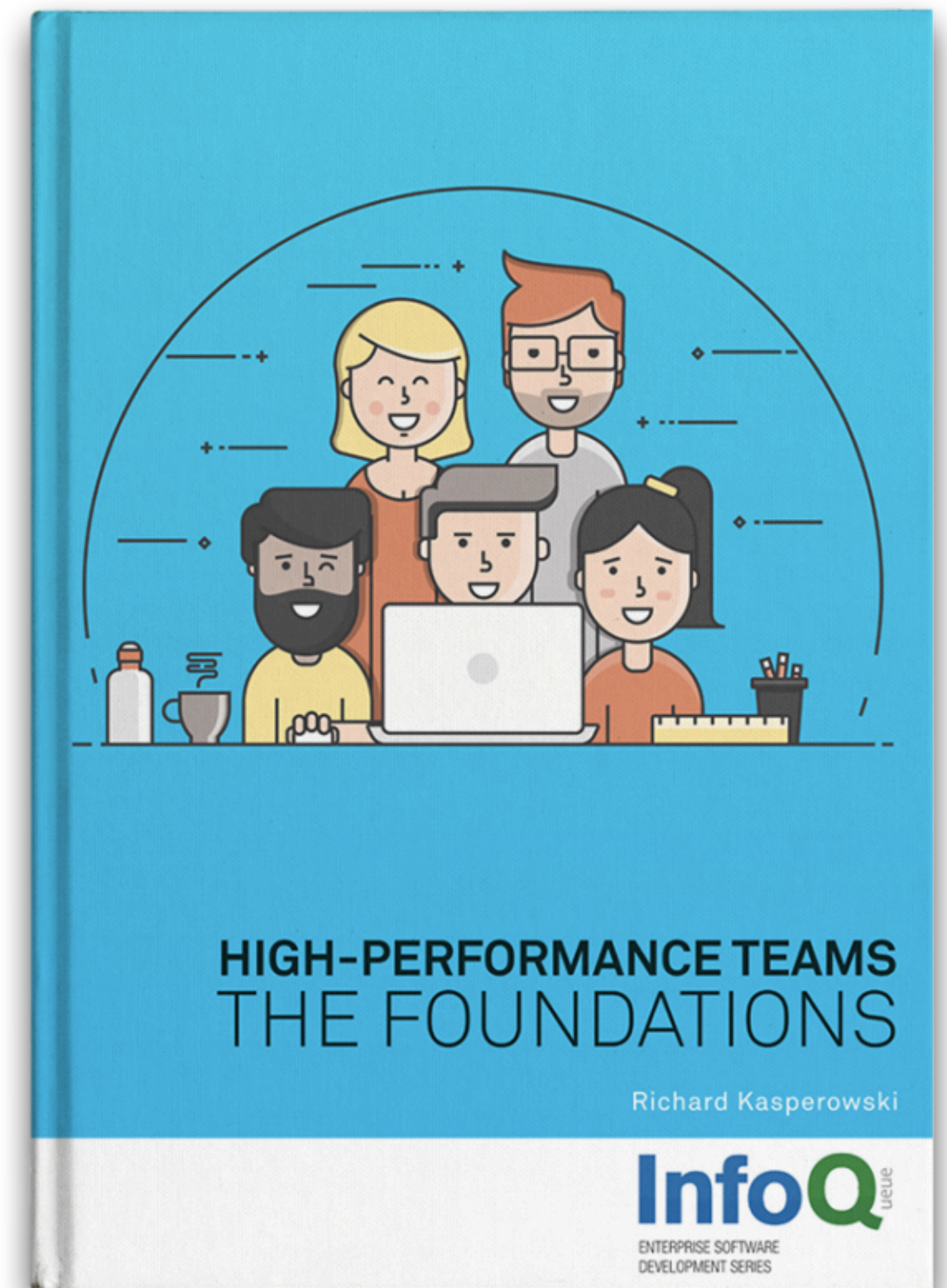


High-Performance Teams

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

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What is the best team you were ever on?



The best team of your life in one word

safe
cohesive
unity
empathetic
fun
happiness
teaching

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!

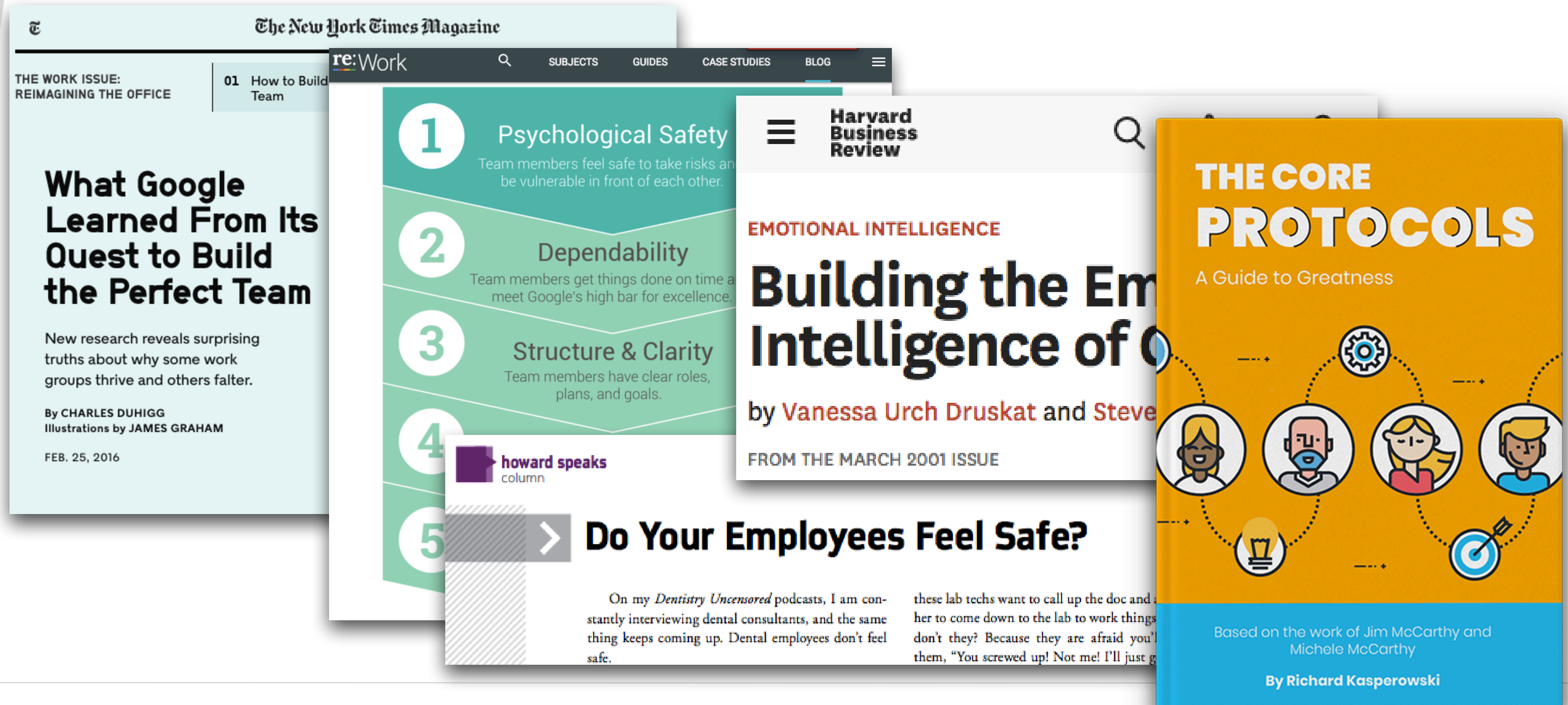


Science & Research

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

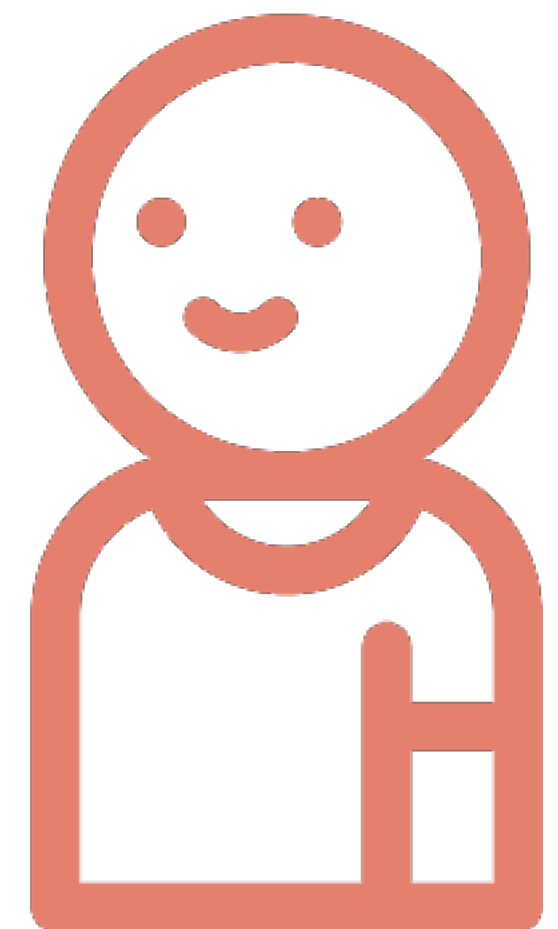
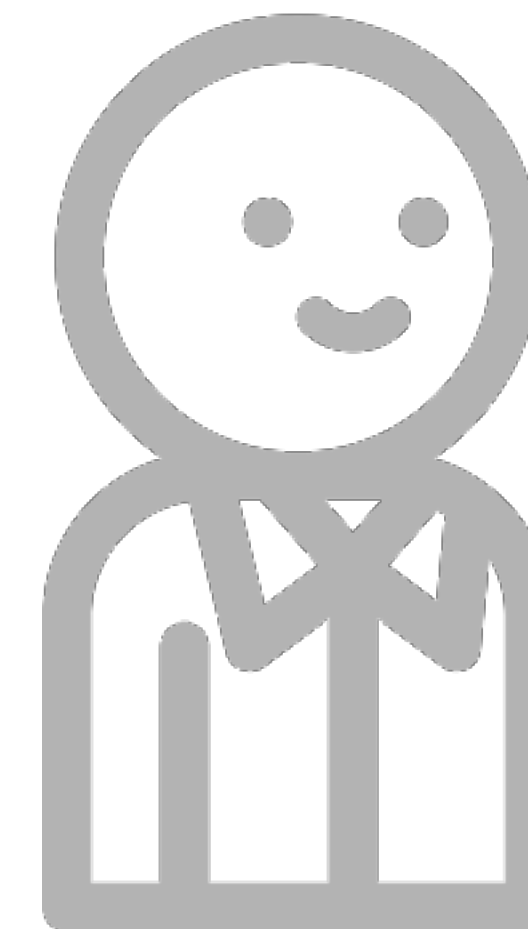
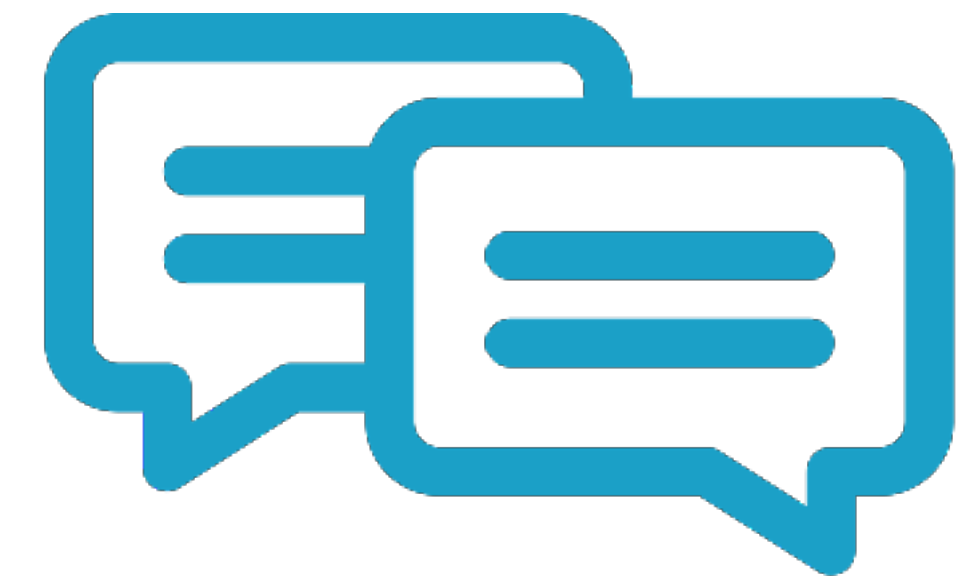


Try it: Yes, but ...

✓ With a partner, make a plan for lunch tomorrow.

✓ Yes, but ... (60 seconds) **00:01:00**

✓ Yes, and ... (60 seconds) **00:01:00**



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)

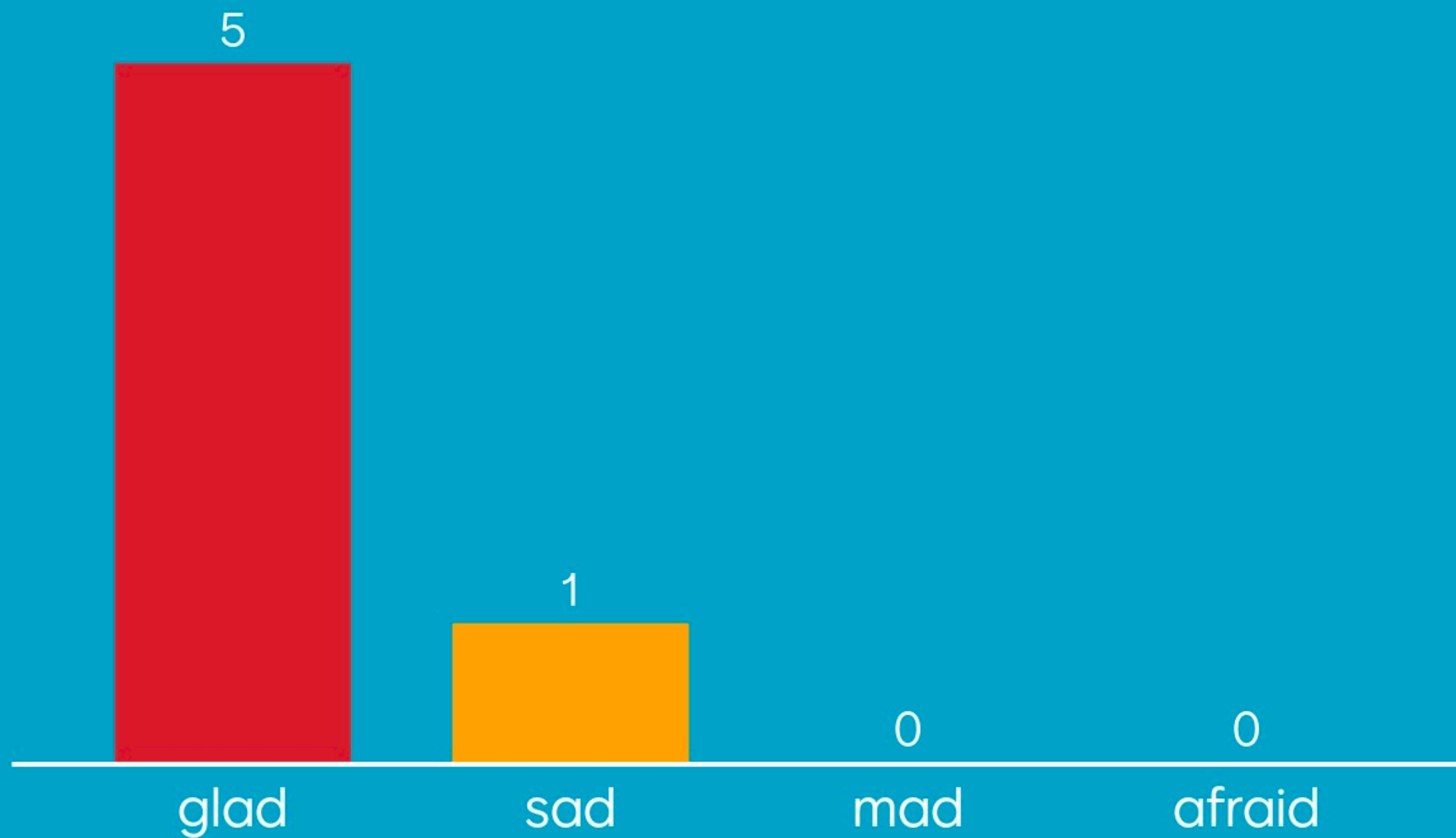


I feel _____ .

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. Speaker may say, "I pass."
4. "I'm in."

LISTENERS RESPOND,

- "Welcome."

*Groups of 2, 2 minutes

00:02:00

I want _____.

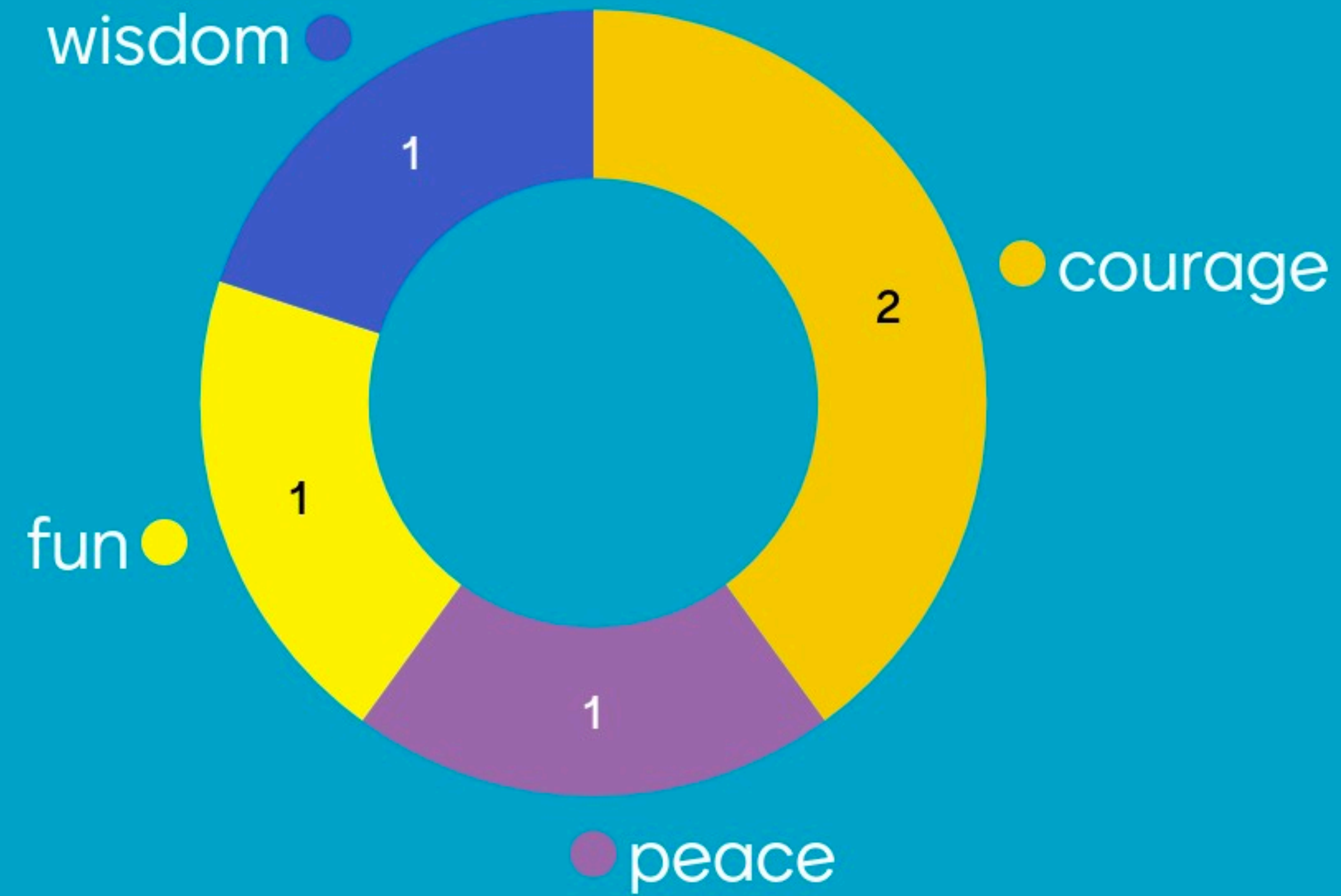
What's blocking you from what you want? _____

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 _____ ?

Investigate: Example Questions

- ✓ What is your Personal Alignment?
- ✓ What is the most important thing that you want?
- ✓ What does _____ mean to you?
- ✓ What is blocking you [from thing-you want]?
- ✓ What will you do to practice your Personal Alignment?
- ✓ How will I be able to observe that you've been practicing your Personal Alignment?
- ✓ Is there anything else about _____?
- ✓ What would you like to have happen?

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, 2 minutes **00:02:00**



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
```

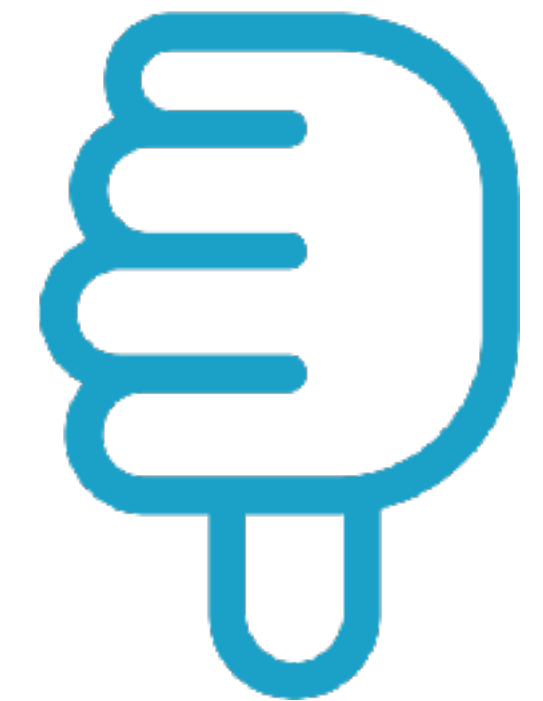
Productivity

- ✓ 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.



Decider in Slack



richard Today at 9:28 PM

I propose that we spend the weekend pair-programming the first iteration of our MVP. 1-2-3

To vote, add a reaction to this message:

- 👍 for Yes, I support this proposal
- 🙌 for I support the team's decision
- 👎 for No, I do not support this proposal (and add your Resolution idea in a response thread)

Voting ends on Friday at noon Boston time.



2 replies



Josh Grob 3 minutes ago

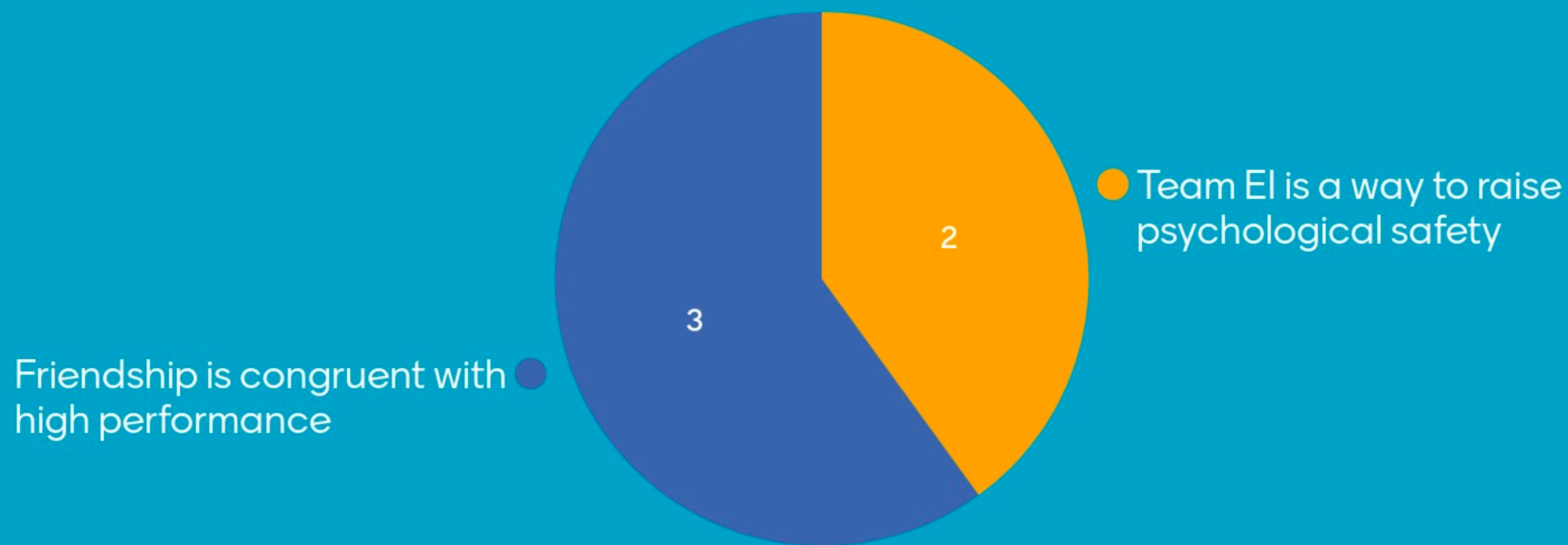
I am so close to being in. To get me in would like to see time a window set for each day so I can plan my weekend. Eg. Sat 10am-12pm EST, Sun 9-11am EST

Error Handling

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

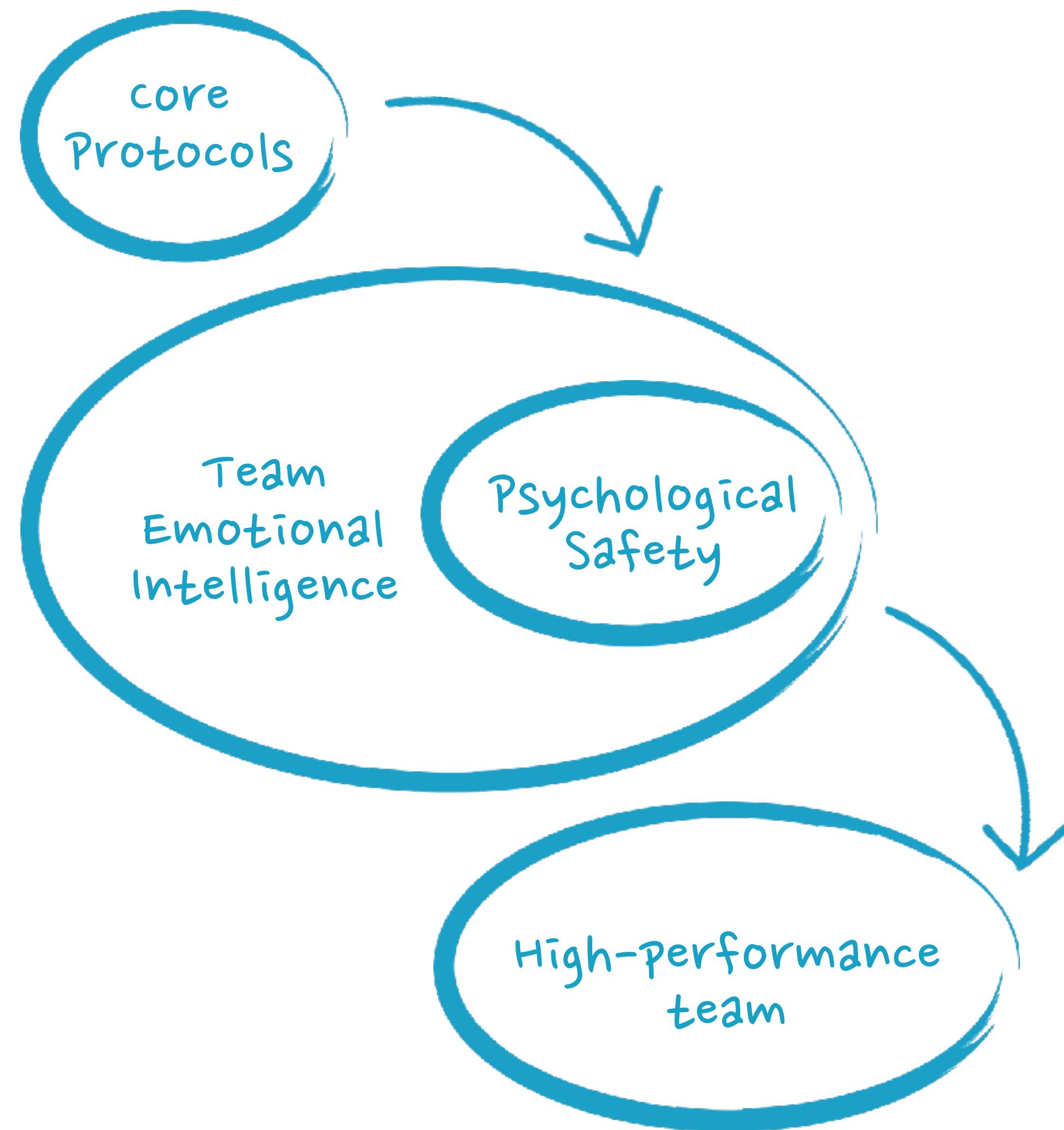


What is your key take-away?



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

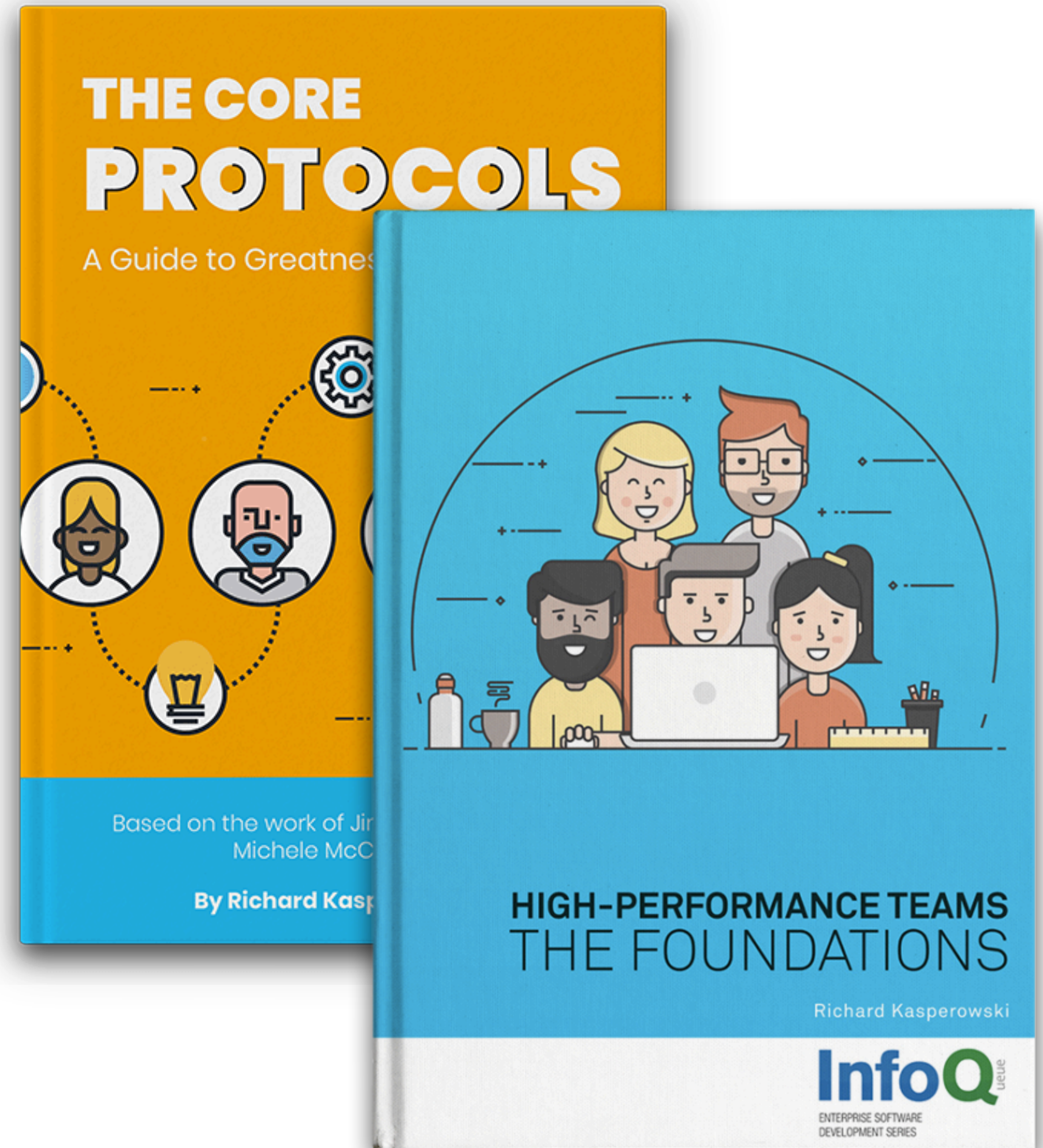
You can have high-performance teams!

Here's how ...



To Learn More

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



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:

- Nov 18 - Office Hours (every Wednesday)
- Nov 20 - WEtalk Wicked Problems
- Dec 1 - Product Inception Canvas
- Dec 3 - Agile Dojo (first Thursday of every month)

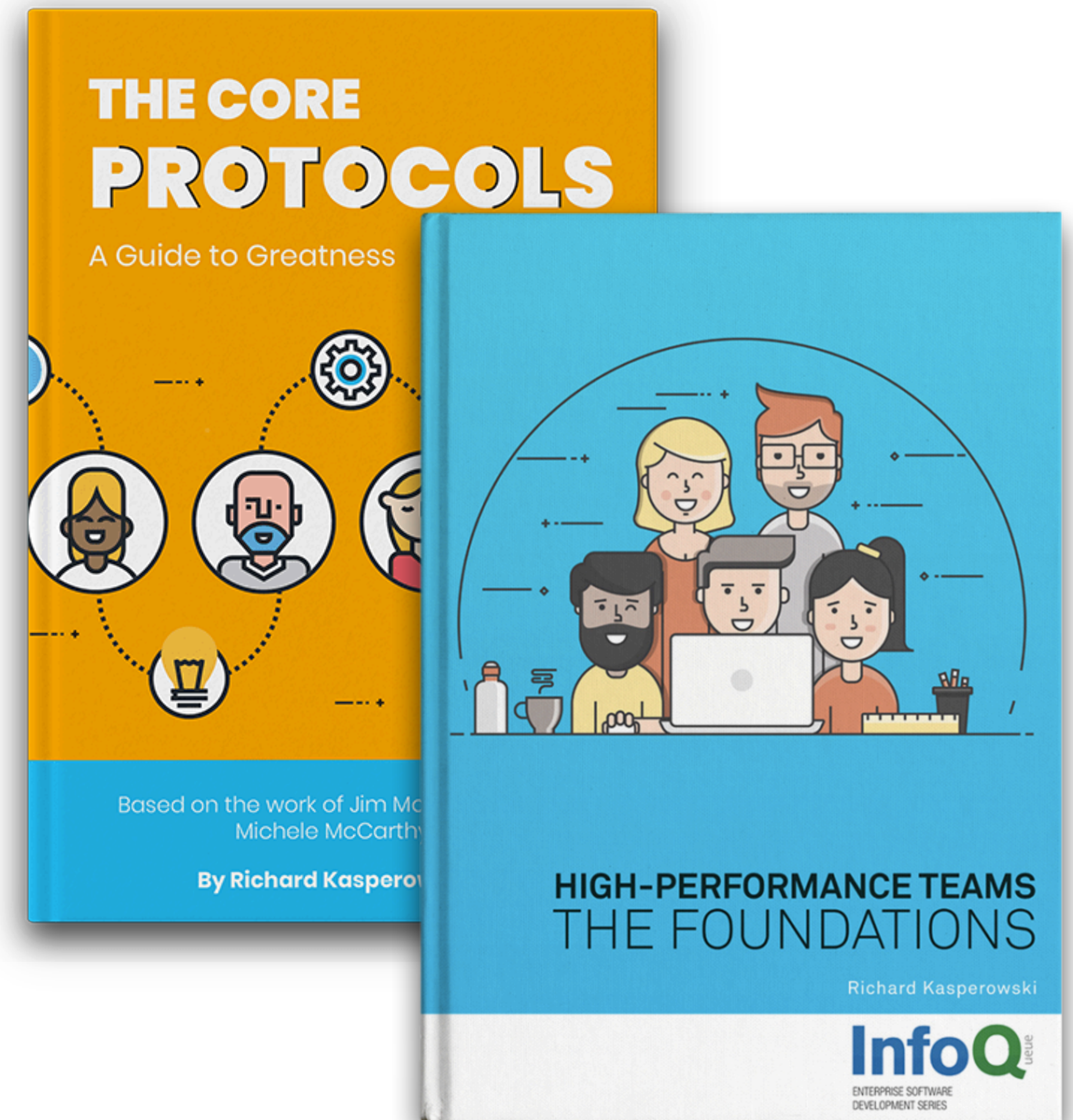
... or book a private class for your organization.



Book a class for your teams

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- Agile & Scrum Foundations
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- Agile Technical Skills
- Agile Team Building Trainer Certification



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

Perfection Game



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