

GLOBAL SCRUM GATHERING

PARIS 2013

PROGRAM GUIDE



GATHERING CHAIRS: PATRICE PETIT & XAVIER WARZEE

SCHEDULE @ A GLANCE

	Sunday, Sept 22nd	Monday, Sept 23rd	Tuesday, Sept 24th	Wednesday, Sept 25th
9:00 – 9:45		<u>Welcome Remarks & Opening Keynote</u> <i>Auteuil & Bagatelle</i> <u>Henrik Kniberg</u>	45 Min Session** <i>Bagatelle, Auteuil, Tuileries/Trocadero, Pereire, Luxembourg, Monceau, Vendôme/Palais Royal</i>	<u>Open Space</u> <i>Auteuil & Bagatelle</i>
9:45 – 10:30			45 Min Session <i>Bagatelle, Auteuil, Tuileries/Trocadero, Pereire, Luxembourg, Monceau, Vendôme/Palais Royal</i>	
10:30 – 11:00		-- AM Break -- Arc-en-Ciel		
11:00 – 11:45		45 Min Session <i>Bagatelle, Auteuil, Tuileries/Trocadero, Pereire, Luxembourg, Monceau, Vendôme, Palais Royal</i>	<u>Tuesday Keynote</u> <i>Auteuil & Bagatelle</i> <u>Dan Mezick</u> “Open Agile Adoption”	<u>Open Space</u> <i>Auteuil & Bagatelle</i>
11:45 – 12:30		45 Min Session** <i>Bagatelle, Auteuil, Tuileries/Trocadero, Pereire, Luxembourg, Monceau, Vendôme, Palais Royal</i>		
12:30 – 13:30		-- Lunch -- Arc-en-Ciel		
13:30 – 15:00		90 Min Session <i>Bagatelle, Auteuil, Tuileries, Trocadero, Pereire, Luxembourg, Monceau, Vendôme, Palais Royal</i>	90 Min Session <i>Bagatelle, Auteuil, Tuileries/Trocadero, Pereire, Luxembourg, Monceau, Vendôme, Palais Royal</i>	<u>Open Space</u> <i>Auteuil & Bagatelle</i>
15:00 – 15:30	<u>Registration OPEN</u>	-- PM Break -- Arc-en-Ciel		
15:30 – 17:00		90 Min Session <i>Bagatelle, Auteuil, Tuileries/Trocadero, Pereire, Luxembourg, Monceau, Vendôme, Palais Royal</i>	90 Min Session <i>Bagatelle, Auteuil, Tuileries/Trocadero, Pereire, Luxembourg, Monceau, Vendôme, Palais Royal</i>	<u>Closing Remarks & Closing Keynote</u> <i>Auteuil & Bagatelle</i> <u>Dario Nardi</u> “Cultures, Brain, and Personalities – Insights for Teams”
18:00 Onward	18:00 – 19:00 <u>Welcome Reception @ Hotel</u>	<u>Networking Night</u>		

**Note: Some sessions within this timeslot are 30 minutes.

THEME

Global Scrum Gathering Paris 2013 will be a unique opportunity to gather Scrum practitioners and those interested in improving their project management practices. There are more and more success stories proving the positive impact of Scrum in various business areas -- not only IT -- allowing us to experience these various business' standards, practices, and cultures. The culture of an organization is one of the key dimensions in understanding how to transform organizations into "Agile organizations."

Paris is a great place to talk about "culture" as Paris is the great cultural capital, making it a great place to discover how culture may impact the Scrum community! We will examine how to help organizations be agile and use Scrum efficiently in each organization's culture, as well as multi-cultural teams in off-shore projects, and multi-cultural teams in large organizations with stakeholders from different business areas and from different technical domains.

-- Patrice Petit & Xavier Warzee, Global Scrum Gathering Paris 2013 Co-Chairs

TRACKS

Global Scrum Gathering Paris is focusing on the culture of Scrum and your organization. Each session is categorized by track and level of experience. While in the City of Love, ♥ have been used to demonstrate each track's primary level of audience understanding and comprehension.

Target Audience for the Program:

♥ - Entry Level

♥♥ - Intermediate Level

♥♥♥ - Expert Level

EMERGING AGILE CULTURE

This track aims to integrate existing cultures to align them toward culture-oriented values, change, and collaboration that's conducive to Agility.

MANAGING MULTICULTURAL ORGANIZATIONS

This track aims to tackle the complexity of interactions between cultures at different levels: perception of the world, management methods, communication modes, decision-making modes, etc.

EXPANDING AN AGILE CULTURE IN A COMPLEX WORLD

This track aims to define cultural tools (patterns, management practices, methods, etc.), helping to install in a sustainable way an agile culture within organizations. These tools help organizations express their potential to adapt to changes in a complex world and find innovative solutions.

EMPOWER AGILE CULTURE WITH OTHER CULTURES, DOMAINS, AND APPROACHES

This track aims to explore the contribution of innovative domains that can empower the culture agile.

APPLYING AN AGILE CULTURE IN OTHER DOMAINS THAN IT

This track aims to discover domains of use and adaptation of the agile culture to show the power of this culture.

WHAT'S HAPPENING @ #SGCDG

REGISTRATION

When: Sunday, September 22nd – 15:00 – 18:00

Registration is open Sunday evening. We welcome you to register Sunday and get a head start on your Gathering experience. The registration desk will be open throughout the Gathering for Registration as well as answering your Gathering questions.

WELCOME RECEPTION

When: Sunday, September 22nd – 18:00 – 19:00

Where: Details to be confirmed

Come and register Sunday evening to begin your Scrum Gathering with a drink, a chance to network, and receive some key insights to the days ahead. We welcome first time and long-time attendees to share their Scrum expectations and experiences to kick off a successful Gathering.

NETWORKING NIGHT

When: Monday, September 23rd – 18:00 – 20:00

Where: Details to be confirmed

Leave the sessions behind and celebrate a great first day together with Scrum Gathering attendees. Continue your conversations and network with new and old friends while experiencing what Paris has to offer.

SCRUM ALLIANCE INFORMATION DESK

When: Daily from Monday - Wednesday

Want to know what Scrum Alliance has been up to and what it has in store for the community and future Scrum Gatherings? Drop by the Scrum Alliance Information desk to chat with Managing Director, Carol McEwan, Scrum Alliance Board and staff members throughout the week.

OPEN SPACE

When: Wednesday, September 25th – 9:00 – 15:00

Where: Auteuil/Bagatelle & Breakouts

Open Space Guidelines

Bring your topic to Open Space and you can run an informal session on any topic you're passionate about.

How do I propose an Open Space session?

- Think of a topic
- Take an index card and a marker
- Write your topic at the top of the card
- Write your name below – so people know who's running the session
- Post your topic on the Marketplace (sticky wall) picking a timeslot and location

Open Space runs by four simple organizing principles:

- Whoever comes is the right people
- Whatever happens is the only thing that could have
- Whenever it starts is the right time
- When it's over it's over

Use the **Law of Two Feet** to take responsibility for following your own passions. If you feel that you are not contributing or benefitting from a session, please feel free to move on to something else. Remember it's self-organizing so...prepare to be surprised.

SCRUM COACHES CLINIC

When: Daily from Monday - Wednesday

Want some help with specific challenges you have encountered on your way to a more Agile way of working? Come to the Coaches Clinic where you can speak one-on-one with an experienced Agile Coach. We can help you find the right coach to discuss technical practices, organizational change, Scrum, Agile Coaching as a career and many other topics.

The Coaches Clinic will be open each morning before the first session, during breaks and for an hour after conference sessions. You can make an appointment or just walk in. Look for the schedule board in the Clinic area. The Coaches Clinic is a service of the Certified Scrum Coach community.

KEYNOTE SPEAKERS

OPENING KEYNOTE

HENRIK KNIBERG

WHEN: Monday, September 23rd – 9:00 – 10:30

WHERE: Auteuil & Bagatelle



[Henrik Kniberg](#) is an Agile/Lean coach at [Crisp](#) in Stockholm, currently working with [Spotify](#). He enjoys helping companies succeed with both the technical and human sides of software development. During the past 15 years he has been CTO of three Swedish IT companies and helped many more get started with Agile and Lean software development.

Henrik is a former board member of the [Agile Alliance](#) and works regularly with Mary Poppendieck, Jeff Sutherland, Alistair Cockburn, and other thought leaders. He is the author of “[Scrum and XP from the Trenches](#)” as well as “[Kanban and Scrum, Making the Most of Both](#)” and “Lean from the Trenches.” These books are available in over 12 languages, have more than 500,000 readers, and are used as a primary guide to Agile and Lean software development by hundreds of companies worldwide.

TUESDAY KEYNOTE

DAN MEZICK – “OPEN AGILE ADOPTION”

WHEN: Tuesday, September 24th – 11:00 – 12:30

WHERE: Auteuil & Bagatelle

The Agile journey may be best characterized as a tribal rite of passage. Those who are taking the next step always do so as a group. During the journey, all the participants share the same basic status. Successful participants find themselves in a new and very unfamiliar place. And lastly, anyone who wants to complete the journey must also be willing to leave many things behind.

- In tribal societies, passage rites from start to finish are led by a “master of ceremonies.”
- Is the modern journey into agile actually a passage rite... for modern tribes?
- Is the Scrum Master in fact the master of ceremonies in a modern rite of passage for teams and organizations?

In this session, together we explore the surprising answer. We also explore how to specifically leverage Open Space as a tool for helping to create authentic and lasting Agile adoptions.



Daniel Mezick is an authority on culture, self-management, and self-organizing teams. An expert on culture design and business agility, Dan’s client list includes Zappos Insights, CIGNA Insurance, and hundreds of smaller organizations.

Applying Agile practices since 2006 and coaching teams and organizations since 2008, Daniel is the author of “The Culture Game: Tools for the Agile Manager.”

Describing 16 proven patterns of group-learning behavior derived from Agile, the book also provides a proven way to spread these learning patterns throughout the wider culture of your entire organization.

Daniel is a founder and executive coach at www.FreeStandingAgility.com, a team of Agile coaches based in Boston, MA, U.S. He is also the founder of www.AgileBoston.org, one of the largest Agile user groups in the U.S.

You can reach Daniel by mail via dan@newtechusa.net, by phone at (203) 915-7248, on Twitter via [@DanMezick](https://twitter.com/DanMezick), and on the web at www.DanielMezick.com.

CLOSING KEYNOTE

DARIO NARDI – “CULTURES, BRAIN, AND PERSONALITIES – INSIGHTS FOR TEAMS”

WHEN: Wednesday, September 25th – 15:30 – 17:00

WHERE: Auteuil & Bagatelle

How can we all better program together? Culture, cognition, and career choice all contribute to one's brain development. And when we know how the brain works, our human OS, we have more leverage over ourselves.

In this lab, Dario Nardi studies people's brain activity as they engage in various tasks, including socializing, creativity, and work. While we are equipped with a similar toolkit, as individuals we have favorite tools. Which tools we use – and how we utilize them together – depend on culture, personality, and career choice. Moreover, people who favor similar brain patterns seem to communicate and work well together. Thus, teams face extra challenges when they are composed of different cultures, personalities, and career skills. Fortunately, we can now assess how a person's brain works and chart a team's cognitive strengths and pitfalls. We can locate linkages to smooth teamwork and foster resonance.

Dario Nardi will provide an overview of key insights about teams and brains and offer some advice to help us get and stay on the same wavelength.



Dario Nardi, Ph.D., is a fellow at the University of California Los Angeles. From 1998 to 2011, he taught computing, complexity theory, group dynamics, and a blend of these: computer modeling and simulation of social systems. He has won teaching awards for “Innovative Use of Technology in the Classroom” and was named UCLA's 2011 Distinguished Teacher of the Year. His academic background includes engineering, linguistics, and creative writing. Dario has been a Myers-Briggs personality type certified presenter, trainer, and author since 1994. His publications include *Neuroscience of Personality: Brain-Savvy Insights*, *8 Keys to Self-Leadership*, *16 Personality Types: Descriptions for Self-Discovery*, *Quick Guide to the 16 Personality Types in Organizations and Character* and *Personality Type: Discovering Your Uniqueness*. Dario is the founder and president of Radiance House, a books and media publishing company. For the past six years, Dario has conducted hands-on neuroimaging using EEG technology, with a focus on links to personality, sociality, and skills development.

[Back to Top](#)

SESSION TIMETABLE

Monday, September 23rd – AM Sessions

WELCOME & OPENING KEYNOTE - 9:00 – 10:30		
<p>Welcome Remarks <i>Patrice Petit + Xavier Warzee & Carol McEwan</i></p> <p>Opening Keynote Scrum: TITLE TBC <i>Henrik Kniberg</i></p>		<p>ROOM</p> <p>Auteuil & Bagatelle</p>
AM BREAK – 11:00 – 11:30		
45 MINUTE SESSIONS - 11:00 – 11:45		
SESSION & SPEAKER	TRACK	ROOM
<p>The SCRUM and the willpower: how neuroscience can boost your productivity <i>Anna Obukhova</i></p>	Empower Agile Culture with others cultures, domains and approaches	Auteuil
<p>Scrum for Hardware and Co-Design <i>Timo Punkka</i></p>	Applying an Agile Culture in other domains than IT	Bagatelle
<p>Removing cultural barriers in an Agile Team <i>Luis Castro</i></p>	Managing Multicultural organizations	Trocadero/Tuileries
<p>Trial and Error to Finding Lean Success Across Distributed Environments <i>Leonardo Mattiazzi</i></p>	Expanding an Agile Culture in a Complex World	Pereire
<p>Agile Transformation across Multiple Businesses at Euromoney Institutional Investor <i>David Hicks, Ken Lehmann, Rod Kesterton</i></p>	Managing Multicultural Organizations	Luxembourg
<p>What's in behavioral traits of an agile team? <i>Nancy Sharma</i></p>	Emerging Agile Culture	Monceau
<p>Two Cultures, One Goal <i>Hong Xiang</i></p>	Managing Multicultural Organizations	Vendome
<p>Selling Scrum Transformation in a Rol-driven Organization <i>Dr. Arpad Zsolt Bodo, Istvan Margetin</i></p>	Expanding an Agile Culture in a Complex World	Palais Royal

Monday, September 23rd – AM Sessions (continued)

45 MINUTE SESSIONS - 11:45 – 12:30		
SESSION & SPEAKER	TRACK	ROOM
<u>How to get rid of waterfall cultural influence while setting up a large distributed Scrum?</u> <i>Patrick Sarfati</i>	Managing Multicultural Organizations	Auteuil
<u>Combat Agile</u> <i>Steve Johnson</i>	Expanding an Agile Culture in a Complex World	Bagatelle
<u>User Experience in an Agile World**</u> <i>Laurie Roshak</i>	Emerging Agile Culture	Trocadero/Tuileries
<u>Unity in diversity - ScrumCoach/Scrum Master in INDIAN IT service company</u> <i>Maris Prabhakaran Mariappan</i>	Expanding an Agile Culture in a Complex World	Pereire
<u>Agile À La Mode? The Long-Term Viability of an Agile Culture in France</u> <i>Petra Skapa, Mack Adams</i>	Expanding an Agile Culture in a Complex World	Luxembourg
<u>Show me the money, or: how to pay employees in an agile organization</u> <i>Christof Braun</i>	Emerging Agile Culture	Monceau
<u>A Case Study – When things go badly wrong with Agile Transformation Programmes: the Pitfalls of a Torrid Marriage.</u> <i>Naveed Ghaffar, Ahmed Syed</i>	Managing Multicultural Organizations	Vendome
<u>A War Story of the Rise and Fall of an "Agile" Company</u> <i>Jan De Baere</i>	Applying an Agile Culture in other domains than IT	Palais Royal

Monday, September 23rd – PM Sessions

LUNCH – 12:30 – 13:30		
90 MINUTE SESSIONS - 13:30 – 15:00		
SESSION & SPEAKER	TRACK	ROOM
Disruptive innovations & fast feedback cycles – product management is facing new challenges stepping towards an innovation and learning culture <i>Nils Bernert</i>	Applying an Agile Culture in other domains than IT	Auteuil
Cultural change, should we even bother? <i>Gideon Zondervan</i>	Emerging Agile Culture	Bagatelle
Culture eats Agile for breakfast lessons learned in Europe and Africa <i>Dr. Siegfried Kaltenecker, Peter Hundermark</i>	Emerging Agile Culture	Trocadero
How can NLP help to get an Agile mindset? <i>Els Verkaik</i>	Empower Agile Culture with others cultures, domains and approaches	Tuileries
Culture, Scrum and Outsourcing: A Highly Explosive Mix <i>Juan Banda</i>	Managing Multicultural Organizations	Pereire
The Art of Servant Leadership <i>Michael Leber</i>	Emerging Agile Culture	Luxembourg
Understanding how non-IT Scrum helps raise productivity, boost profits: An IAD framework perspective <i>Anthony Montgomery</i>	Applying an Agile Culture in other domains than IT	Monceau
Changing Cultural DNA with Spiral Dynamics to become thoroughly Agile <i>Dajo Breddels</i>	Expanding an Agile Culture in a Complex World	Vendome
Soft(ware)ball <i>Olivier Azeau</i>	Expanding an Agile Culture in a Complex World	Palais Royal

Monday, September 23rd – PM Sessions (continued)

BREAK – 15:00 – 15:30		
90 MINUTE SESSIONS - 15:30 – 17:00		
SESSION & SPEAKER	TRACK	ROOM
<u>The Systemic Consensus Principle - A New Decision Making Culture</u> <i>Dr. Karl Kollischan</i>	Managing Multicultural Organizations	Auteuil
<u>Better Conflict Resolution, Communication, Behaviour Change and Decision Making by Understanding Your Mind – The Most Complex and Powerful Decision Making System</u> <i>Steve Clymer</i>	Emerging Agile Culture	Bagatelle
<u>No easy road to freedom: Building tomorrow's workforce and learner/teacher capabilities through conceptualising Agile Pedagogy in Education.</u> <i>Royle Karl, Jasmina Nikolic</i>	Applying an Agile Culture in other domains than IT	Trocadero/Tuileries
<u>Barbarians at the gate - Scrum meets product management and the PMO</u> <i>Dr. Jarno Vähäniitty, Santeri Korri</i>	Emerging Agile Culture	Pereire
<u>Changing Culture from the Top: Radical Management in Practice</u> <i>Simon Roberts, Andrea Maier</i>	Expanding an Agile Culture in a Complex World	Luxembourg
<u>Training from the back of the room</u> <i>Jef Cumps, Kris Phillipaerts</i>	Empower Agile Culture with others cultures, domains and approaches	Monceau
<u>building Agile Data Warehouse</u> <i>Nimesh Soni</i>	Expanding an Agile Culture in a Complex World	Vendome
<u>Agile Antipatterns: The Scrum Master's Guide to Traps, Tripwires, and Treachery</u> <i>Adam Weisbart</i>	Emerging Agile Culture	Palais Royal

Tuesday, September 24th – AM Sessions

45 MINUTE SESSIONS - 9:00 – 9:45		
SESSION & SPEAKER	TRACK	ROOM
Effects-driven Scrum development using Business Impact Maps** <i>Sara Lerén</i>	Emerging Agile Culture	Auteuil
Learning from Agile: Towards New Product Subscription Landscape on Cloud.** <i>Priyanka Pundhir</i>	Expanding an Agile Culture in a Complex World	Bagatelle
Test Automation Strategy and Practices for Scrum Projects** <i>Eliane Collins</i>	Emerging Agile Culture	Trocadero/Tuileries
Financial Services Agile Adoption Clinic. Lessons learned from leading Agile adoption in the UK's biggest banking groups.** <i>Adrian Potter</i>	Emerging Agile Culture	Pereire
Agile yes, but why? <i>Klaus Bucka-Lassen</i>	Expanding an Agile Culture in a Complex World	Luxembourg
Badgile** <i>Leon-Cosmin Lupu</i>	Emerging Agile Culture	Monceau
Agile in a Beauty Salon, it is possible! <i>Pavel Dabrytski</i>	Applying an Agile Culture in other domains than IT	Vendome/Palais Royal
45 MINUTE SESSIONS - 9:45 – 10:30		
SESSION & SPEAKER	TRACK	ROOM
Step Away From the Waterfall: You Really Can Use Agile on ERP Projects <i>Jason Fair</i>	Expanding an Agile Culture in a Complex World	Auteuil
Reduce risk and increase buy-in with non-technology Scrum adoptions <i>Anthony Montgomery, Jeff Davis</i>	Applying an Agile Culture in other domains than IT	Bagatelle
Essential Scrum Developer Practices <i>David Bernstein</i>	Emerging Agile Culture	Trocadero/Tuileries
Deconstructing Agile: The Madness Behind The Methods <i>Daniel Gullo</i>	Expanding an Agile Culture in a Complex World	Pereire
Agile Devil's Workshop: Lessons in Killing Agility <i>Madhur Kathuria</i>	Emerging Agile Culture	Luxembourg
Hypnosis, Agility and Creativity <i>Irwin Fletcher, Stephen McAinsh</i>	Empower Agile Culture with others cultures, domains and approaches	Monceau
To Be SNIPer <i>Daniel Teng</i>	Expanding an Agile Culture in a Complex World	Vendome/Palais Royal

**Note: These sessions are 30 minutes in length.

Tuesday, September 24th – AM & PM Sessions

AM BREAK – 10:30 – 11:00		
KEYNOTE - 11:00 – 12:30		
Keynote Tribal Learning <i>Dan Mezick</i>		ROOM Bagatelle & Auteuil
LUNCH – 12:30 – 13:30		
90 MINUTE SESSIONS - 13:30 – 15:00		
SESSION & SPEAKER	TRACK	ROOM
Scrum meets Management 3.0 - how to apply the latest management ideas to strengthen Scrum <i>Arne Åhlander</i>	Empower Agile Culture with others cultures, domains and approaches	Auteuil
Thinking Environment - Do you have one? <i>Dinesh Sharma</i>	Empower Agile Culture with others cultures, domains and approaches	Bagatelle
Art&Agile, Scrum&Sketching <i>Dov Tsal Sela</i>	Applying an Agile Culture in other domains than IT	Trocadero/Tuileries
The Agile Girl Scouts <i>Dave Prior, Karen Prior</i>	Applying an Agile Culture in other domains than IT	Pereire
What Organisational Culture am I working with and how Agile is it? <i>Rowan Bunning</i>	Emerging Agile Culture	Luxembourg
Worlds Apart in One Team – Exploring Intercultural Agility <i>Nicole Belilos, Jenni Jepsen</i>	Managing Multicultural Organizations	Monceau
The Ups and Downs of Cultural Diversity <i>Glenn Smith</i>	Managing Multicultural Organizations	Vendome
Kano AND Scrum = Learning <i>Nigel Baker</i>	Empower Agile Culture with others cultures, domains and approaches	Palais Royal

Tuesday, September 24th – PM Sessions

PM BREAK – 15:00 – 15:30		
90 MINUTE SESSIONS - 15:30 – 17:00		
SESSION & SPEAKER	TRACK	ROOM
<p><u>TRUST:</u> <i>Dr. Sallyann Freudenberg, Rachel Davies</i></p>	Expanding an Agile Culture in a Complex World	Auteuil
<p><u>How simple maths and BELIEF can help you coach people and teams to change</u> <i>Geoff Watts</i></p>	Empower Agile Culture with others cultures, domains and approaches	Bagatelle
<p><u>Scrum Team that Harmonizes</u> <i>Robie Wood, Jody Wood</i></p>	Empower Agile Culture with others cultures, domains and approaches	Trocadero/Tuileries
<p><u>Shifting Culture from "Us and Them" to "How can we help?"</u> <i>Tom Howlett</i></p>	Emerging Agile Culture	Pereire
<p><u>Whole-Team Dynamic Organizational Modeling</u> <i>Raj Mudhar, Catherine Louis</i></p>	Managing Multicultural organizations	Luxembourg
<p><u>Learn different leadership styles with Star Wars Coaches</u> <i>Bruno Sibile</i></p>	Expanding an Agile Culture in a Complex World	Monceau
<p><u>Behaviour Driven Culture Transition with Pick A Deck</u> <i>Olivier Lafontan</i></p>	Expanding an Agile Culture in a Complex World	Vendome
<p><u>Understanding team dynamics by understanding the brain</u> <i>Jukka Lindström</i></p>	Empower Agile Culture with others cultures, domains and approaches	Palais Royal

The SCRUM and the willpower: how neuroscience can boost your productivity

Anna Obukhova

Track: Empower Agile Culture with others cultures, domains and approaches

Room: Auteuil

Type: -

Level: ♥♥

There are a lot of evidences that SCRUM improves the developer's productivity. Yes, it works. But why does it work?

I will describe the model of relationship between the willpower related brain metabolism on neurological level and the SCRUM practices. SCRUM addresses the productivity of the people's brain using 3 different flows simultaneously. There are tips that make these productivity flows working or not. You can make Agile productive, you can have non-productive Agile. I will show you where the difference is.

Scrum for Hardware and Co-Design

Timo Punkka

Track: Applying an Agile Culture in other domains than IT

Room: Bagatelle

Type: Lecture

Level: ♥

Agile methods are gaining foothold in embedded software development.

Embedded software is not developed in isolation, but it has dependencies to hardware development. The system development is facing the demands of ever increasing amount of change and learning. Agile methods aim at helping in these challenges. This talk summarizes authors observations on hardware development teams using Scrum during the past 10 years. Teams have varied in terms of disciplines involved and collocation.

Come to this session to get the practitioner's view on using Scrum beyond embedded software development.

Removing cultural barriers in an Agile Team

Luis Castro

Track: Managing Multicultural organizations

Room: Trocadero/Tuileries

Type: Lecture

Level: ♥♥

A Canadian businessman goes to China to close a deal. He is having a very good meeting with the Chinese client, and at the end of the meeting he is asked about some details. He replies he has to go back to his office and talk to some of his peers to make a final decision. He never hears back from them. Why?

In this session you'll discover not only the answer to this question, but also the importance of culture when interpreting the values of the agile manifesto, and how, by taking culture into account, multicultural and geographically dispersed teams can avoid similar "unexplained" outcomes.

Trial and Error to Finding Lean Success Across Distributed Environments

Leonardo Mattiazzi

Track: Expanding an Agile Culture in a Complex World

Room: Pereire

Type: Lecture

Level: ♥♥

This presentation will discuss the roadblocks the presenter encountered when working to complete development projects with teams located in distributed environments. Leonardo Mattiazzi, VP, international business at Ci&T, will discuss the problems his teams experienced when beginning these projects, and the steps they utilized to integrate a Lean philosophy successfully to derive value from development teams in multiple locations across the globe.

Agile Transformation across Multiple Businesses at Euromoney Institutional Investor

David Hicks, Ken Lehmann, Rod Kesterton

Track: Managing Multicultural organizations

Room: Luxembourg

Type: Lecture

Level: ♥♥

This case study presentation will tell the story of Euromoney's agile initiative, its successes, challenges and lessons learned. It will focus in particular on the complex issues of;

- 1) dealing with very separate and distinct business customers with their own cultures, drivers, requirements and budgets.
- 2) integrating remote off-shore third party suppliers into the Agile process when they have different geographic and organisational cultures.
- 3) moving a traditional centralised IT function towards Agile from a culture of up-front planning, risk management and traditional QA.

What's in behavioral traits of an agile team?

Nancy Sharma

Track: Emerging Agile Culture

Room: Monceau

Type: Lecture

Level: ♥♥

We talk of Agile Methodologies as the sane way of developing quality software. But is the team equipped to work in an Agile environment? By equipped, I do not mean white boards, TV screens, good microphones, backlogs etc but the other important aspect of making happy and successful Agile Teams - MINDSET.

One of the most critical attribute to a team's success yet the least talked about.

According to a recent survey, out of the many failed Agile projects, two thirds attribute failure to integrate the right people or to teach a team-based culture.

Two Cultures, One Goal

Hong Xiang

Track: Managing Multicultural organizations

Room: Vendome

Type: Lecture

Level: ♥♥

What happens when Confucius trying to translate the Scrum mechanics to German Culture and Journalist? This is a story about a Chinese SM working with a German Team and stakeholders editorial journalist as stakeholders. There are two cultures: Scrum and classical project management policy; Chinese and German; Software Developer and Journalist. No wonder that we have got Culture Shocks and Clashes again and again. But many things changed with the time, fusion, combination, integration, we are geared up towards our goal: to implement own team and project agile culture in using scrum framework.

Selling Scrum Transformation in a RoI-driven Organization

Dr. Arpad Zsolt Bodo, Istvan Margetin

Track: Expanding an Agile Culture in a Complex World

Room: Palais Royal

Type: Lecture

Level: ♥♥

Scrum Transformation is an expensive venture. In today's RoI-driven culture, decision-makers are always eager to see numbers and to understand both the cost and the estimated RoI of any change. Even if we succeed in selling Scrum to the organization, we need to prove that the benefits of Agile have been achieved for the project to be considered a great success.

We will match the well-known expected benefits of Agile with metrics that will help companies both in forecasting and proving their achievements with the new methodology, so that the cost/benefit ratio can be clearly visualized.

Monday, September 23rd – AM Sessions - 45 MINUTE SESSIONS - 11:45 – 12:30

How to get rid of waterfall cultural influence while setting up a large distributed Scrum?

Patrick Sarfati

Track: Managing Multicultural organizations

Room: Auteuil

Type: Lecture

Level: ♥♥

How to get rid of waterfall cultural influence while setting up a large distributed Scrum?

Scrum is simple but seems not sufficient to address very large distributed Projects. Some companies are then trying to set up distributed scrum within a strong waterfall, command and control culture

How to switch from (false) impression of control to real trust and empowerment on large and exposed projects

This Lecture will be based on feedbacks provided by 2 real cases: a good example which used largely agile values and an example influenced by non-agile culture that needed a strong refactoring

Combat Agile

Steve Johnson

Track: Expanding an Agile Culture in a Complex World

Room: Bagatelle

Type: -

Level: ♥♥♥

Combat Agile is an application of military doctrine to the practice of Agile and Lean software development. Striking similarities exist between the U.S. Marine Corp methods for waging war and the Agile concepts of a self-organizing, adaptable team.

Steve Johnson examines these parallels and adds his own observations from years of experience in the software development arena.

Faithful reproduction of the "commander's intent" -- a military term focused on the end goal and providing authority to team members to deviate from plan when needed, is the key to running successful Agile teams -- whether in a supportive or non-supportive agile organization.

You may like these ideas or hate them, but you're sure to come away with material you can use with your current and future Agile teams.

User Experience in an Agile World**

Laurie Roshak

Track: Emerging Agile Culture

Room: Trocadero/Tuileries

Type: Lecture

Level: ♥

Lessons learned on how product delivery teams have continued to refine their approach to Agile and User Experience Design to better align the two. Best practices, tips, examples, and templates will be provided to help teams transition from waterfall to Agile. Time will be allocated for questions and answers to address specific issues teams may be encountering.

Unity in diversity - ScrumCoach/Scrum Master in INDIAN IT service company

Maris Prabhakaran Mariappan

Track: Expanding an Agile Culture in a Complex World

Room: Pereire

Type: Lecture/Workshop

Level: ♥♥

Each IT hub(Delhi,Chennai,Bangalore,Hyderabad,Cochin,Pune) in India have different cultural context and also have multicultural.Each team will have different combination of culture. Each team is different .

Scrum Coach have to be smart enough to coach and train the team for the different cultural context in India .

This session will help scrum Coach/Scrum Master/Agile leaders to understand the cultural context and challenges of different agile culture in India and also will Provide Different technique to motivate the team.

[Back to Session Timetable](#)

Agile À La Mode? The Long-Term Viability of an Agile Culture in France

Petra Skapa, Mack Adams

Track: Expanding an Agile Culture in a Complex World

Room: Luxembourg

Type: Lecture

Level: ♥♥♥

The adoption of Agile, Scrum and other progressive practices is on the rise in France, one of the world's largest economies. However, there are also many deep seated factors that make the adoption of agile values & practices particularly challenging.

The verdict is open as to whether the economic and cultural drivers in France will continue to expand the footprint of agile, or if the exodus of young people and inertia of legacy organizations will keep agile in a niche.

Show me the money, or: how to pay employees in an agile organization

Christof Braun

Track: Emerging Agile Culture

Room: Monceau

Type: Lecture

Level: ♥♥

Now that your teams are working self-organized and deliver customer value each sprint, you understand that yearly performance reviews by the manager are not appropriate. Incentivizing with money may even be counter-productive. But raises are expected and HR wants to know from you who will get how much. This presentation will discuss how to account for team performance but also acknowledge individual contributions; how to achieve fairness in the distribution of available budget and how to reward rather than incentivize.

A Case Study – When things go badly wrong with Agile Transformation Programmes: the Pitfalls of a Torrid Marriage.

Naveed Ghaffar, Ahmed Syed

Track: Managing Multicultural organizations

Room: Vendome

Type: Lecture

Level: ♥♥

You hear about the agile success stories, what about when things go wrong ? This is a true and recent case study of an 'Agile' programme that went badly wrong. You will learn a frank and 'no-holds barred' evaluation of a 120 person / 13 Team Programme :

- A Frankenstein process with no unified heart or soul
- \$60 million phase one spend – approximately \$40 million more than comparable trading system implementation programmes of this nature
- Huge slippages
- 'Death March' of project resources for 7 months prior to the eventual go live

WARNING : Do NOT attend if you are squeamish !

A War Story of the Rise and Fall of an "Agile" Company

Jan De Baere

Track: Applying an Agile Culture in other domains than IT

Room: Palais Royal

Type: Lecture

Level: ♥

The director of our IT consultancy company decided to drastically change the culture of our company. The command and control style didn't make sense anymore for him. Together with a change agent he took the whole company on a journey towards an Agile culture. We changed our way of working, the recruitment process, the appraisal system... The journey was bumpy and we had forces fighting us from the inside and the outside. We learned, had fun and a lot of energy but the day came...

Build up during 8 years and destroyed in one day.

What happened? What tools did we use? Lessons learned?

Disruptive innovations & fast feedback cycles – product management is facing new challenges stepping towards an innovation and learning culture

Nils Bernert

Track: Applying an Agile Culture in other domains than IT

Room: Auteuil

Type: Workshop

Level: ♥♥

Are you facing the challenge of creating new innovations in your company? Are you struggling to create & formulate new ideas quickly?

With an innovation game you can help your team to think out of the box and to use the creativity and know-how of the whole team

Want to know how to use canvases in product management for shaping ideas?

Want to get a competitive edge by having a higher learning speed by using short Build-Measure-Learn feedback cycles?

We will create innovations with an innovation game and get them from idea to the first UserStory supported by using different canvasses.

Cultural change, should we even bother?

Gideon Zondervan

Track: Emerging Agile Culture

Room: Bagatelle

Type: Lecture

Level: ♥♥♥

Cultural change, often talked about, harder to implement. Is it even worth trying? Where to start? By focusing on value rather than talking about culture what seems murky at first becomes clear and resistance to change can be overcome. Gideon has personally applied change management principles to two large scale Scrum implementations in organizations that were reluctant to change. A quick walkthrough of change management principles, spiced up with some funny personal anecdotes and concrete tools and practices. If you are interested in change management around Scrum, make sure you attend!

Culture eats Agile for breakfast | lessons learned in Europe and Africa

Dr. Siegfried Kaltenecker, Peter Hundermark

Track: Emerging Agile Culture

Room: Trocadero

Type: Workshop

Level: ♥♥

No doubt, culture is a complex as well as a powerful phenomenon. Part of its power stems from its invisibility: in every organisation culture sums up the natural way of how we do things around here. What happens...if we are keen to change this natural way? ...if we challenge the processes and daily routines that appear as a given? ...if we are even crazy enough to introduce Lean-Agile methods in order to improve these processes and routines?

How can NLP help to get an Agile mindset?

Els Verkaik

Track: Empower Agile Culture with others cultures, domains and approaches

Room: Tuileries

Type: Workshop

Level: ♥♥

As long as there is no pill to change people's mindset into an Agile mindset, Agile coaches have to work hard to deal with resistance during Agile transitions. As long as there is no truly believe that Agile will help and people are convinced that there is no need to do things differently, the transition to Agile will not fully succeed. This session is about how we can use simple and effective techniques from NLP (Neuro Linguistic Programming) to become more open-minded. Because who open-minded is, stays open for options and who stays open for options, stays open for another way of working.

Culture, Scrum and Outsourcing: A Highly Explosive Mix

Juan Banda

Track: Managing Multicultural Organizations

Room: Pereire

Type: Workshop

Level: ♥♥

Outsourcing and Scrum are powerful trends that work well separately. Temptation is often times to great and organizations jump in to the outsourcing boat in the attempt to expand/upgrade their Scrum teams, and here comes the third ingredient of the explosive mix: culture. In this workshop attendees will use the Schneider's model to identify organization's cultures. More importantly attendees will feel why is important to seek for a match between team's cultures when working in outsourced Scrum teams.

The Art of Servant Leadership

Michael Leber

Track: Emerging Agile Culture

Room: Luxembourg

Type: Workshop

Level: ♥♥

Scrum is by far the most wide-spread agile method within the world of IT. The role of the Scrum Master is supposed to contribute significantly to success. But "servant leadership" means leading without guaranteed power by means of org charts. This session will dive deep on the art of leading as a servant, and on how the Scrum Master can become a source of credible leadership. We will encounter the leader as change agent as driver for organizaitons. the And we may finally even ask, if "servant leadership" is a mission of teams.

Understanding how non-IT Scrum helps raise productivity, boost profits: An IAD framework perspective

Anthony Montgomery

Track: Applying an Agile Culture in other domains than IT

Room: Monceau

Type: Lecture

Level: ♥♥

Are you tasked to do more with less? Is your organization held back with inefficiency? How can organizations achieve more results for the same cost? The answers lie in applying agile methodologies in domains other than IT to improve work team productivity, which also helps transform the overall organizational culture. This occurs because agile methodologies create the necessary social constructs and reshape the social interactions critical to successful teams. Moreover, savvy business leaders can leverage agile methodologies and positively influence these social elements to magnify the gains.

Changing Cultural DNA with Spiral Dynamics to become thoroughly Agile

Dajo Breddels

Track: Expanding an Agile Culture in a Complex World

Room: Vendome

Type: Workshop

Level: ♥♥♥

A lot of organizations fall back to old behavior after the Agile Coach leaves. This is because it's much harder to implement the Agile mind-set than it's to tell people about processes, artifacts and events. This mind-set is a system of specific values. Spiral Dynamics is addressing these value systems and gives tools how to assess and change them. During this session you will learn how to discover the dominant values in organizations and how to transform them using the natural flow of value system evolution.

At the end you will have a list of concrete steps and actions you can use.

Soft(ware)ball

Olivier Azeau

Track: Expanding an Agile Culture in a Complex World

Room: Palais Royal

Type: Workshop

Level: ♥

Can you help a demanding customer that changes her mind every other minute?

Are you a king of emergent design?

Do you handle refactoring like no other?

Come and play Soft(ware)ball to improve your skills by programming human components!

No computer knowledge required. No keyboard shortcut wizardry.

Just a team and a ball. A fun and collaborative game of software design for the whole family of product development from business people to hardcore coders.

[Back to Session Timetable](#)

The Systemic Consensus Principle - A New Decision Making Culture

Dr. Karl Kollischan

Track: Managing Multicultural organizations

Room: Auteuil

Type: Workshop

Level: ♥

The Systemic Consensus Principle is a new highly effective decision-making model. It is conflict solving and leads to sustainable and broadly accepted solutions. The method is easy to understand and simple to use. In teams, which decide by the Systemic Consensus Principle, it effects a total change in behavior away from power oriented towards a respectful and cooperative culture. In this workshop you will learn the basics of the SCP and how to apply it for decision-making in your team. You will understand the role of SCP as a powerful tool for organizational change management.

Better Conflict Resolution, Communication, Behaviour Change and Decision Making by Understanding Your Mind – The Most Complex and Powerful Decision Making System on the Planet

Steve Clymer

Track: Emerging Agile Culture

Room: Bagatelle

Type: Lecture

Level: ♥♥

Resolve conflict. How? We examine a proven process to greatly enhance listening, understanding and empathy.

We look at rational and irrational views and the distinction between the automatic operations of the fast subconscious mind and the controlled operations of the slow conscious mind.

More sprint planning sessions result in the amount of work being underestimated than being overestimated. Why? The latest research on human decision making processes can help.

How are habits born and why they so hard to change? Forming new habits is the very essence of improving agility.

No easy road to freedom: Building tomorrow's workforce and learner/teacher capabilities through conceptualising Agile Pedagogy in Education.

Royle Karl, Jasmina Nikolic

Track: Applying an Agile Culture in other domains than IT

Room: Trocadero/Tuileries

Type: Workshop

Level: ♥♥

This highly interactive Agile Pedagogy session presents a case study of how scrum can be integrated into education highlighting the issues involved when transferring agile practices into education value systems. It invites participants to create and design a learning object using scrum rather than traditional pedagogical stances. This will allow participants to re examine their own educational experiences and those of their children in a fresh light. Participants will be asked to identify common barriers to implementation.

Barbarians at the gate - Scrum meets product management and the PMO

Dr. Jarno Vähäniitty, Santeri Korri

Track: Emerging Agile Culture

Room: Pereire

Type: Workshop

Level: ♥

The product backlog is usually described as a list of work items. This hides many of the planning mechanisms in Scrum, such as planning horizons, progressive refinement and just-in-time elaboration, and can lead product management and development to view each other as "barbarians at the gate", attempting to seize areas where they seem to lack training, background and competence. To overcome this culture clash, this workshop explores how the traditional product management duties of release planning, roadmapping and portfolio management fit with Scrum.

Changing Culture from the Top: Radical Management in Practice

Simon Roberts, Andrea Maier

Track: Expanding an Agile Culture in a Complex World

Room: Luxembourg

Type: Workshop

Level: ♥♥

Many organizations are based on a hierarchical bureaucracy, where functional managers direct workers, relay commands and report on progress. This approach is not compatible with much twenty-first century work, which is knowledge based and best carried out in self-organized teams.

Building on Steve Denning's "Radical Management", we provide guidance on what managers should do to best support the work of agile teams.

We will tap into experience gained during Deutsche Telekom's large scale Scrum transition, which has involved a dramatic change in management culture.

Training from the back of the room

Jef Cumps, Kris Phillipaerts

Track: Empower Agile Culture with others cultures, domains and approaches

Room: Monceau

Type: Workshop

Level: ♥♥

How do people learn new things? And what's the best way to teach people new stuff? This session provides some initial answers to these questions.

Or no, even better, this session will allow and facilitate you to find the answer to these questions yourself! And you'll be triggered to further explore the world of training and facilitation.

This session provides the main concepts from Sharon Bowman's bestseller 'Training from the back of the room' to make you a better facilitator and trainer.

building Agile Data Warehouse

Nimesh Soni

Track: Expanding an Agile Culture in a Complex World

Room: Vendome

Type: Workshop

Level: ♥♥

Incremental build and continuous delivery of data warehouse.

Does your customer have to wait for a big-bang delivery of data warehouse? Would you like to deliver data warehouse in smaller increments? You have tried incremental approach, and have struggled building data warehouse in incremental fashion?

Come to this session, get the recipe for a cocktail that will address lot of your concerns and issues while enabling you to build and deliver data warehouse, incrementally!

Agile Antipatterns: The Scrum Master's Guide to Traps, Tripwires, and Treachery

Adam Weisbart

Track: Emerging Agile Culture

Room: Palais Royal

Type: Workshop

Level: ♥♥

Knowing the basics of Scrum is essential for any team member, but out in the trenches, a good ScrumMaster must be ready to identify and deal with Agile Antipatterns quickly to help his team and organization move forward.

What's an Agile Antipattern? Something that at first blush may seem useful, but in practice is usually harmful to an agile initiative. It's important to be able to sniff these out since they can damage your organization, and are often slippery to catch.

You'll leave this workshop with a set of powerful tools to help you defuse antipatterns in the field.

Effects-driven Scrum development using Business Impact Maps**

Sara Lerén

Track: Emerging Agile Culture

Room: Auteuil

Type: Lecture

Level: ♥

Well-functioning Scrum teams are generally quite good at delivering working software, but that does not necessarily mean that they deliver optimal business value. A more business oriented culture can be created by focusing on end-user needs and the effects needed to satisfy them. Business impact maps with measurable effect goals is a light weight tool for visualizing the business needs and creating a common vision. In this presentation you'll learn how to make great use of Business impact maps in Scrum development.

Learning from Agile: Towards New Product Subscription Landscape on Cloud.**

Priyanka Pundhir

Track: Expanding an Agile Culture in a Complex World

Room: Bagatelle

Type: Lecture

Level: ♥♥

Modern IT Product organizations are rapidly moving towards the Cloud, extrapolating learning from Agile to extend their product portfolio on the Cloud can be their main differentiator. In this complex landscape, foundations of Agile: quick learning and turn around time, collaboration and reinvention can become the building blocks of their success in Cloud. To be early adopters of Cloud, it is essential to innovate a 'Customer-Centric' Cloud product subscription Models. This presentation elaborates how Agile can help IT organizations to create customer-centric product subscription model on cloud

Test Automation Strategy and Practices for Scrum Projects**

Eliane Collins

Track: Emerging Agile Culture

Room: Trocadero/Tuileries

Type: Lecture

Level: ♥♥♥

According to Global Survey in test automation, just 15% of companies in EUA automate regression tests and 56% can't maintain the test automation even using testing tools. It can also be seen in many companies around the world. Where these companies are missing? This paper answers this question through some observations in industrial projects that shows that test automation is more than use of tools but requires planning, effort, procedures, team collaboration and agile values to be well succeeded in projects that use Scrum. Results and best practices will be discussed in this presentation

Financial Services Agile Adoption Clinic. Lessons learned from leading Agile adoption in the UK's biggest banking groups.**

Adrian Potter

Track: Emerging Agile Culture

Room: Pereire

Type: Workshop

Level: ♥♥

Over the last 18 months Adrian Potter has had the privilege of supporting two of the UK's leading banking groups in their adoption of Agile. Both clients operate in the same market, had similar cultures and faced similar challenges, only one client succeeded. In this clinic Adrian will briefly present two case studies, giving real examples of enabling and blocking behaviours. Attendees will learn from his experience and be able to apply to their own future agile adoption challenges.

Agile yes, but why?

Klaus Bucka-Lassen

Track: Expanding an Agile Culture in a Complex World

Room: Luxembourg

Type: Workshop

Level: ♥

According to the most recent "State of Agile Survey" 83% of the respondents plan to implement agile in future projects. But do they understand why? Does the management understand why agile is an answer to the ever increasingly complex challenges we are confronted with? Do they understand why centralized command and control most probably will not work? This interactive talk will provide you with arguments and tools that will help you convince people - for instance your boss - why agile is not just a hype.

Badgile**

Leon-Cosmin Lupu

Track: Emerging Agile Culture

Room: Monceau

Type: Lecture

Level: ♥

Transform the long journey of Agile adoption and perfection at corporation level into an exciting game of pride.

Agile techniques introduction has its ups and downs and is particularly difficult when attempted on large scale. How are we keeping it alive in Alcatel-Lucent Romania with a limited number of coaches and with a scrum master community that is still learning and finding its ways?

Get to know our intricated "Agile badge game" – teams being pushed beyond their limits by curiosity, secrecy and pride in a smart schema of levels, and gradual unlock of challenges and lock of reputation.

Agile in a Beauty Salon, it is possible!

Pavel Dabrytski

Track: Applying an Agile Culture in other domains than IT

Room: Vendome/Palais Royal

Type: Lecture

Level: ♥

Have you ever thought about an Agile Beauty Salon? I did. This session is based on more than 2 years of experience in applying Agile techniques outside of IT. The essence of success is in 5 things you need to consider upfront. And these 5 principles are applicable to any domain: Logistics, Publishing, Teaching, IT and even the Beauty Industry! After the session you will have better understanding on how to start your project. Or maybe, you will finally understand what went wrong applying agile in your project and how to reboot it now.

**Note: These sessions are 30 minutes in length.

Step Away From the Waterfall: You Really Can Use Agile on ERP Projects

Jason Fair

Track: Expanding an Agile Culture in a Complex World

Room: Auteuil

Type: Lecture

Level: ♥

Have you ever wondered how to deliver your project quicker and realize business value sooner from your ERP implementations?

Have you ever wondered how to improve efficiency and productivity of your existing ERP teams, doing “more with less” in today’s economy?

Consideration of Lean concepts and Agile techniques to accelerate the time to delivery and the realization of benefits is becoming more prevalent. Project Managers are challenging the ways of traditional waterfall ERP implementations and are seeking new approaches.

This discussion provides an overview to Lean and Agile ERP Projects.

Reduce risk and increase buy-in with non-technology Scrum adoptions

Anthony Montgomery, Jeff Davis

Track: Applying an Agile Culture in other domains than IT

Room: Bagatelle

Type: Lecture

Level: ♥♥

How can you reduce your risk during an enterprise agile adoption? The key is focusing on parallel implementations in domains other than IT. Work teams beyond software development can significantly benefit from the Scrum framework in their operational efforts, and these efforts serve to create shared understanding, buy-in and collaboration during enterprise agile adoption. Scrum in these non-IT areas yield a familiar way for the business teams to function and interface with technology. Moreover, these non-IT teams experienced the productivity gains and became believers in the Scrum framework.

Essential Scrum Developer Practices

David Bernstein

Track: Emerging Agile Culture

Room: Trocadero/Tuileries

Type: Lecture

Level: ♥♥

Building software in sprints requires different skills from those used in traditional software development. When done correctly, Scrum and the practices of Extreme Programming (XP), such as continuous integration, pair programming, emergent design, test driven development, and refactoring let development teams build quality software more rapidly and with fewer defects. In this session, we look at the key developer practices for successfully implementing Scrum, why they work, and how to use them effectively.

Deconstructing Agile: The Madness Behind The Methods

Daniel Gullo

Track: Expanding an Agile Culture in a Complex World

Room: Pereire

Type: -

Level: ♥♥♥

The concepts presented in this class have been presented hundreds of times and will be tailored to the 90 minute timebox. There will be an introduction and overview, discussion of numerous topics with questions interspersed, a summary including the importance of seeing the bigger picture beyond just the practices, followed by Q&A at the end.

A fundamental knowledge of Agile Values and Principles Knowledge of common Agile frameworks such as Kanban, Scrum, etc. would be helpful.

Agile Devil's Workshop: Lessons in Killing Agility

Madhur Kathuria

Track: Emerging Agile Culture

Room: Luxembourg

Type: Workshop

Level: ♥♥

Patterend on the lines of the book "Agile Devils Lesson", This workshop is a hands-on workshop for the participants on identifying Agile Myths and AgileSmells and how to tackle them. This includes Focus on processes and behaviors . The description provided as a narrative from the Agile Devil provides more details about the session.

Hypnosis, Agility and Creativity

*Irwin Fletcher, Stephen
McAinsh*

Track: Empower Agile Culture
with others cultures, domains and
approaches

Room: Monceau

Type: Workshop

Level: All levels

Abstract: Agile success is founded on people and interactions. This presentation will give you five techniques, adapted from clinical hypnosis, that have proven successful in the Agile process, including project visioning and goal setting, improved team communication and business collaboration as well as advancing team retrospectives and reviews.

Presented and facilitated by Irwin Fletcher and Stephen McAinsh, who have both led agile transformations in the public and private sectors. Irwin is also a qualified Cognitive Behavioural Hypnotherapist and NLP Business Change Practitioner.

To Be SNIPer

Daniel Teng

Track: Expanding an Agile Culture
in a Complex World

Room: Vendome/Palais Royal

Type: Lecture

Level: ♥♥

If you give kids broccoli and tell them it is good for their health. Most likely, you will still get a no. Little kids don't care about being healthy. Broccoli principles applies to agile adoption as well. Simply telling and pushing new ideas and practices don't help very much because It is about changing people's mindset and way of thinking. One key factor for sustainable adoption is to lit the desire to learn, from individual, team, to organization level. Rather than being pushed a lot of ideas, team will come for help and guidance, to pull idea from coach then apply in their context.

Scrum meets Management 3.0 - how to apply the latest management ideas to strengthen Scrum

Arne Åhlander

Track: Empower Agile Culture with others cultures, domains and approaches

Room: Auteuil

Type: Workshop

Level: ♥♥

Many Scrum implementations suffer from poor management understanding and support. In this presentation you will learn how ideas and practices from Management 3.0 can be used and applied to strengthen Scrum.

We will take a look at how the six views views on organizations from Management 3.0 (energize people, empowering teams, align constraints, develop competence, grow structure and improve everything) can be used to deliberately strengthen a Scrum implementation.

Thinking Environment - Do you have one?

Dinesh Sharma

Track: Empower Agile Culture with others cultures, domains and approaches

Room: Bagatelle

Type: Lecture/Workshop

Level: ♥♥♥

Thinking environment is based on ten behaviours (from Time to Think – Nancy Cline) that generate the finest thinking, and have become known as The Ten Components of a Thinking Environment. These components are

Attention, Equality, Ease, Appreciation, Encouragement, Feelings, Information, Diversity, Incisive Questions and Place. Each Component is powerful individually, but the presence of all ten working together gives this process its transformative impact.

Art&Agile, Scrum&Sketching

Dov Tsal Sela

Track: Applying an Agile Culture in other domains than IT

Room: Trocadero/Tuileries

Type: Lecture/Workshop

Level: ♥♥♥

Understanding and practicing Agility and its implementations by a different viepoint

The Agile Girl Scouts

Dave Prior, Karen Prior

Track: Applying an Agile Culture in other domains than IT

Room: Pereire

Type: Lecture

Level: ♥

The lecture will present our experience of introducing Agile practices and adapting Certified Scrum Master training so that it can be used to help transform a troop of Girl Scouts from Oklahoma into a troop of Agile practitioners. We will explain the step-by-step process we went through in introducing the concepts, the challenges we experienced in adapting the material and games, how it impacted the members of the troop. One of the presenters is a Certified Scrum Trainer and the other is a Girl Scout leader. The ages of the kids involved range from 13 to 17.

What Organisational Culture am I working with and how Agile is it?

Rowan Bunning

Track: Emerging Agile Culture

Room: Luxembourg

Type: Workshop

Level: ♥♥

You may have heard that Agile is a certain culture. If you have ever experienced friction between Scrum and your organisation's dominant corporate culture, this is the session for you.

Organisational psychologist William E. Schneider groups organisational cultures into four types. Which is your organisation and what does that mean? We will answer that in this session. We will also identify which cultures Scrum and Agile most closely represent. This session will raise your awareness of the challenges and opportunities your organisation has in embracing Scrum as a vehicle for cultural change.

Worlds Apart in One Team – Exploring Intercultural Agility

Nicole Belilos, Jenni Jepsen

Track: Managing Multicultural organizations

Room: Monceau

Type: Workshop

Level: ♥

Our world is getting smaller and we face cultural differences everyday. Our Agile teams have members from all parts of the world. Sometimes co-located, often not. But are we really prepared for working in this global world? Do we know how to interact? Do we understand the values that drive our colleagues?

In this session, we explore cultural differences and how they affect the way we work. Through role-playing, you will experience other cultures and their effect on you. You will act out common challenges multicultural teams face.

Come and play and learn about cultures and about yourself!

The Ups and Downs of Cultural Diversity

Glenn Smith

Track: Managing Multicultural organizations

Room: Vendome

Type: Workshop

Level: ♥

Cultural Diversity can sometimes be seen as a negative, but it has the power to take teams and projects to places never thought possible. This hands-on workshop will allow you to explore Culture Diversity, working through the benefits and hindrances it can bring to a project. Cultural Diversity occurs in all teams, not just those spread across the world. You will investigate how to unlock the diversity within your teams and leave with practical ideas to facilitate a similar session with your own teams after the conference.

Kano AND Scrum = Learning

Nigel Baker

Track: Empower Agile Culture with others cultures, domains and approaches

Room: Palais Royal

Type: Workshop

Level: ♥♥

Kano Analysis is a powerful and enlightening tool for Product Owners to identify which features enhance and which subtract from that most crucial of factors - Customer Satisfaction. It is my favourite prioritisation method by far.

But have you ever thought of applying Kano TO Scrum? Which parts of Scrum are exciting? Which are mandatory? What about Kanban? What about XP? In this workshop we will go all "meta" and apply the Kano technique to the famous Agile methods, and see what results come out!

TRUST:

*Dr. Sallyann Freudenberg,
Rachel Davies*

Track: Expanding an Agile Culture
in a Complex World

Room: Auteuil

Type: Workshop

Level: All levels

Trust is absolutely key to an agile culture.

Without trust we lack transparency, honesty and it is very hard for us to be courageous.

Here we look at some background on what Trust means and then consider how we can build trust and what inhibits it.

We will also share common themes in our previous findings on the subject of trust.

How simple maths and BELIEF can help you coach people and teams to change

Geoff Watts

Track: Empower Agile Culture
with others cultures, domains and
approaches

Room: Bagatelle

Type: Lecture

Level: ♥♥

Change is hard. Coaching for change is hard. How do you help generate some inertia for people to begin a change? Why do people sometimes choose to change and sometimes not? How can you increase the chances of people changing and how can you be an effective coach for people who want to change? And then, how do you know you are being effective as a coach?

Scrum Team that Harmonizes

Robie Wood, Jody Wood

Track: Empower Agile Culture
with others cultures, domains and
approaches

Room: Trocadero/Tuileries

Type: Workshop

Level: ♥♥

How can we positively charge and orient Scrum Team members toward effective participation in the conversations, activities and innovation necessary to deliver business value? Let's get team members to Harmonize. To maintain team Harmony, we can draw on examples from the Arts where Harmony is sustained by using improvisation to adapt to changing complexity. The "Scrum Team that Harmonizes" workshop employs improvisation exercises from the Acting world that are designed to work on the specific skills needed by team members to perform effectively in each of the four types of Scrum Meetings.

Shifting Culture from "Us and Them" to "How can we help?"

Tom Howlett

Track: Emerging Agile Culture

Room: Pereire

Type: Workshop

Level: ♥♥

"Us and Them" culture is deeply engrained in our organisations and can easily derail our efforts to become Agile by hindering cross functional collaboration. If we are to deliver software effectively we must find ways that change the mindset from one of blame to one where fellowship is the norm. This practical workshop explores ways to initiate this mindset shift. We'll learn how to lay the foundations by building mutual respect with listening and empathy and progress to understanding each others needs and collaborating with ease.

Whole-Team Dynamic Organizational Modeling

Raj Mudhar, Catherine Louis

Track: Emerging Agile Culture, Managing Multicultural organizations

Room: Luxembourg

Type: Workshop

Level: ♥♥

In large global organizations where the size of the product exceeds what a single Scrum team can deliver, we think through the best way to organize teams and work. In this hands-on workshop, we navigate through the process of developing & assessing large organizations using Lego. Unlike traditional paper-based "box and line" org charts, these models are physical, are built collaboratively, and provide insights into the psychology of the organization and its people. At Agile2012, this session was standing-room-only! Read about it on InfoQ here: <http://tiny.cc/bs1duw>

Learn different leadership styles with Star Wars Coaches

Bruno Sbille

Track: Expanding an Agile Culture in a Complex World

Room: Monceau

Type: Workshop

Level: ♥

If you are part of a self-organized team, how can leadership styles and management styles be an asset to you?

Do you want to discover, great collaboration techniques that are usually only taught to managers?

First, based on movie extracts of the epic Star Wars, we will discover different styles. Then, through intensive role play, you will learn, through practice, how to use these styles and how to use them appropriately according to a person and a context.

Although pop-corn won't be served, you'll have the occasion to be the actors of this session! You will be coached by Yoda and Darth Vader

Behaviour Driven Culture Transition with Pick A Deck

Olivier Lafontan

Track: Expanding an Agile Culture in a Complex World

Room: Vendome

Type: Workshop

Level: ♥♥

Want to change your culture? Describe your target behaviours in the form of failing tests, distribute these tests to people and teams, wait for them to find a way to implement the behaviours, share the solutions with everyone, improve these behaviours... Pick A Deck is an online tool which allows your organisation and teams to do just that, come and try it!

Understanding team dynamics by understanding the brain

Jukka Lindström

Track: Empower Agile Culture with others cultures, domains and approaches

Room: Palais Royal

Type: Workshop

Level: ♥♥

There are team situations where everything just seems to flow well and others where things suddenly fall apart. What makes these situations different? The social aspects of the brain have a huge influence on how teams work.

In this workshop we explore different team situations that are brain-friendly and others which are not, so that we can start to understand the team dynamics from the brain's perspective. By joining this workshop you get concrete ideas on what to pay attention to when working with teams that will help the team to be much more effective.

[Back to Session Timetable](#)