THE 7 SECRETS OF HIGHLY EFFECTIVE RETROSPECTIVES

David Horowitz
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let's run a little EXPERIMENT
David Horowitz
Retrium CEO & Co-Founder

David is the CEO & Co-Founder at Retrium, the world's first and only enterprise-ready retrospective platform.

David has over 12 years of experience working as a software developer, agile coach, and entrepreneur.

In addition to his Master's Degree in Technology Management from The University of Pennsylvania and The Wharton School of Business, he has Computer Science and Economics degrees from The University of Maryland.

He is the father of 3 little ones and is married to his college sweetheart!
Why retrospect?

They say the definition of insanity is doing the same thing over and over and expecting different results.

You've been quoting that cliché for years. Has it convinced anyone to change their mind yet?
Retrospectives: The Basics

Figure 1.1: Retrospective steps as part of an iterative life cycle.

SECRET #1

"PROBLEMS CAN BECOME OPPORTUNITIES WHEN THE RIGHT PEOPLE COME TOGETHER."

- Robert South
we can fix anything...
Circles and Soup

OUT OF OUR CONTROL
"THE SOUP"

ZONE OF INFLUENCE

ZONE OF CONTROL

Idea by Diana Larsen
SECRET
#2

"ALONE WE CAN DO SO LITTLE. TOGETHER WE CAN DO SO MUCH."

- Helen Keller
“If Dante rewrote the inferno, I’m pretty sure the first circle would be conference calls.”

- Umair Haque
if one person is remote...

EVERYONE is remote
Tools won’t make remote work easy. But they **are** needed to make it effective.
SECRET #3

“STRENGTH AND GROWTH COME ONLY THROUGH CONTINUOUS EFFORT AND STRUGGLE.”

- Napoleon Hill
Alternative #1: The Continuous Retrospective
Alternative #3: The Futurespective

Photo credit: chaiNisse via VisualHunt.com / CC BY-ND
SECRET
#4

"LIFE IS AN EXPERIMENT IN WHICH YOU MAY FAIL OR SUCCEED. EXPLORE MORE, EXPECT LEAST."

- Santosh Kalwar
RETROSPECTIVES AS EXPERIMENTS

We hypothesize by <implementing this change>
We will <solve this problem>
Which will have <these benefits>
As measured by <this measurement>
SECRET #5

"IF YOU CHOOSE TWO RABBITS, BOTH WILL ESCAPE"

- Unknown
<table>
<thead>
<tr>
<th>Design</th>
<th>Code</th>
<th>Content</th>
<th>Process</th>
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**Call Fiona MW**

- MOVIES onto comp
- MAP of GARDEN
- PACK LIST

- 14 covers for Sept
- BETTER ORGANIZ
- NEW ADMIN
TO DO:
1. Love
2. Dream
3. Smile
"DON'T WAIT FOR THE STARS TO ALIGN, REACH UP AND REARRANGE THEM THE WAY YOU WANT...CREATE YOUR OWN CONSTELLATION."

- Pharrell Williams
"I AM NOT AFRAID OF SAYING SOMETHING AND GOING AND PURSUING IT. THAT'S IT. I SEE IT IN MY MIND. I SAY IT OUT LOUD. I GO AND DO IT."

- Conor McGregor
# The Retrospective Radiator™

<table>
<thead>
<tr>
<th>Learnings</th>
<th>Talk to Us If...</th>
<th>Hypotheses &amp; Experiments</th>
<th>Action Items</th>
<th>Impediments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communicate with the PO throughout sprint</td>
<td>You want to learn how we reduced bugs by 25% in the last month</td>
<td></td>
<td>In the next sprint, we will get feedback from our PO at least twice a day</td>
<td>Unable to purchase tooling we need</td>
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<td>Pair programming increases code quality</td>
<td>You want to help facilitating your retrospectives</td>
<td></td>
<td></td>
<td>Management increases WIP at the last moment</td>
</tr>
<tr>
<td>Using facilitation software for our retrospectives helps!</td>
<td>You want to hear about our 20% time initiative</td>
<td></td>
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</tbody>
</table>
It's hard to run a good retrospective.

That's why we asked 21 agile experts:

"What's the #1 thing you do to make your retrospectives successful?"

Download the free e-book

http://retrium.com/ebook/become-a-retrospective-rockstar
OR
https://goo.gl/EpYolq
Q&A

give me what you’ve got!