



Global Scrum Gathering®

# Minneapolis

April 16-18, 2018



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**Minneapolis**  
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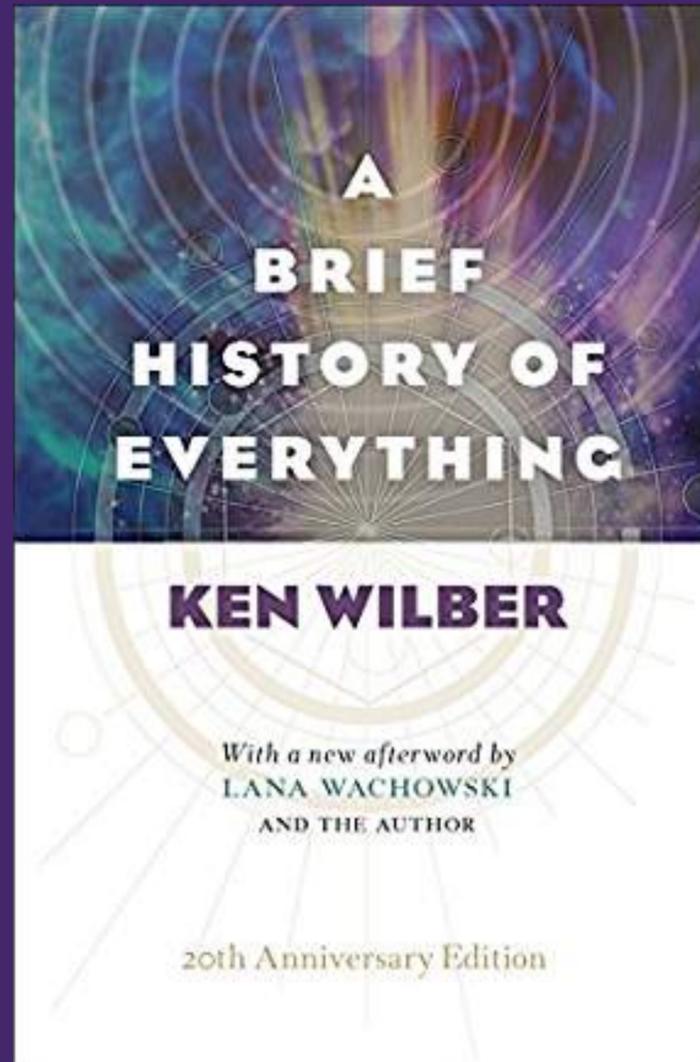
**KIRILL  
KLIMOV**



**Practical integral agility**

# KEN WILBER

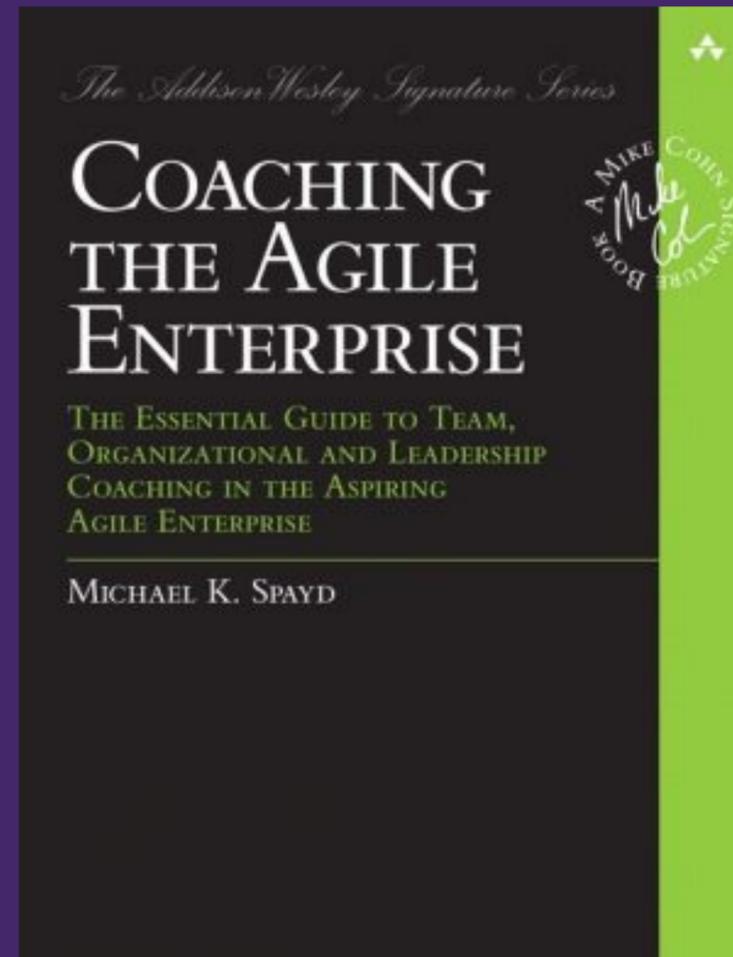
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# MICHAEL SPAYD

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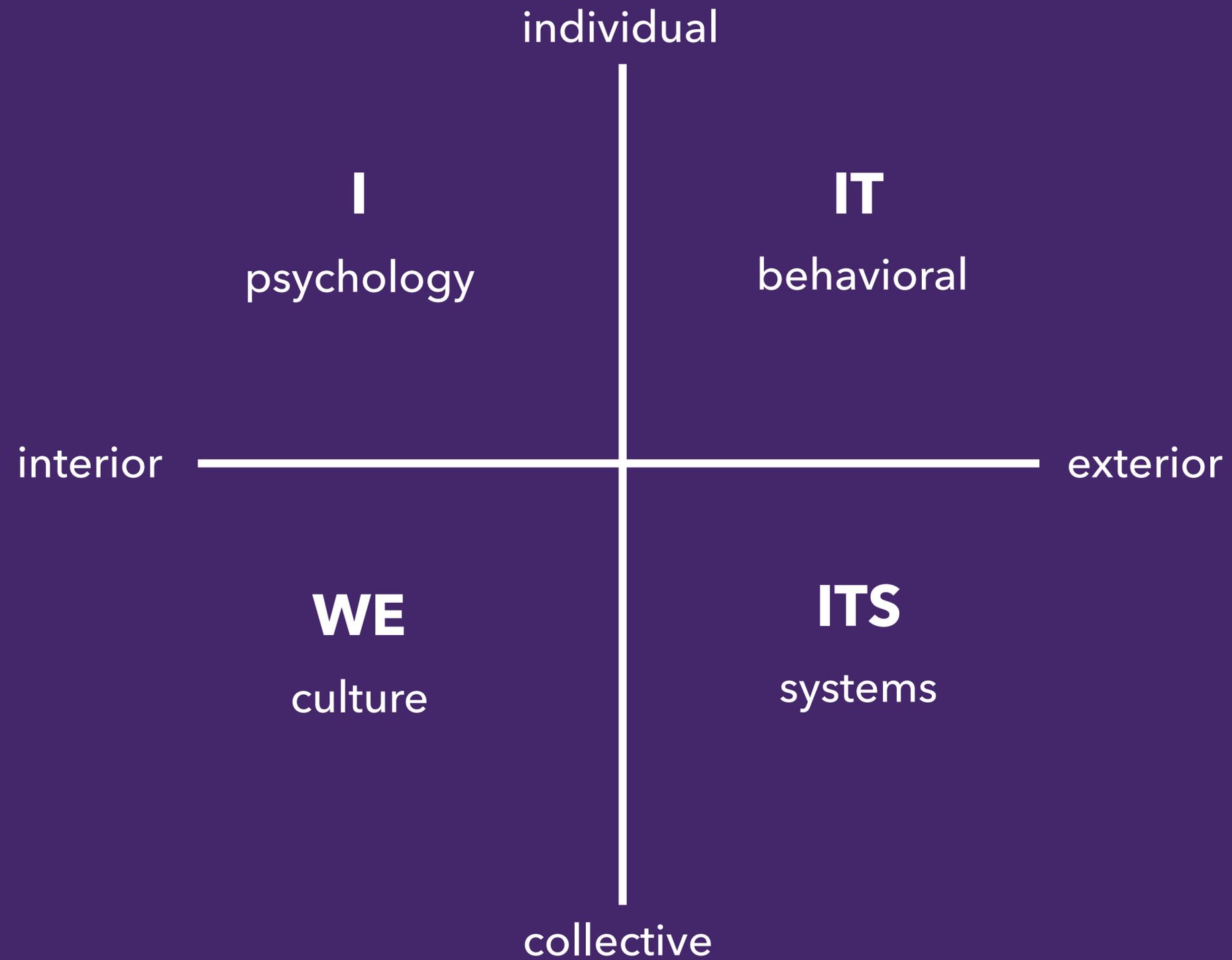
## INTEGRAL AGILE TRANSFORMATION FRAMEWORK



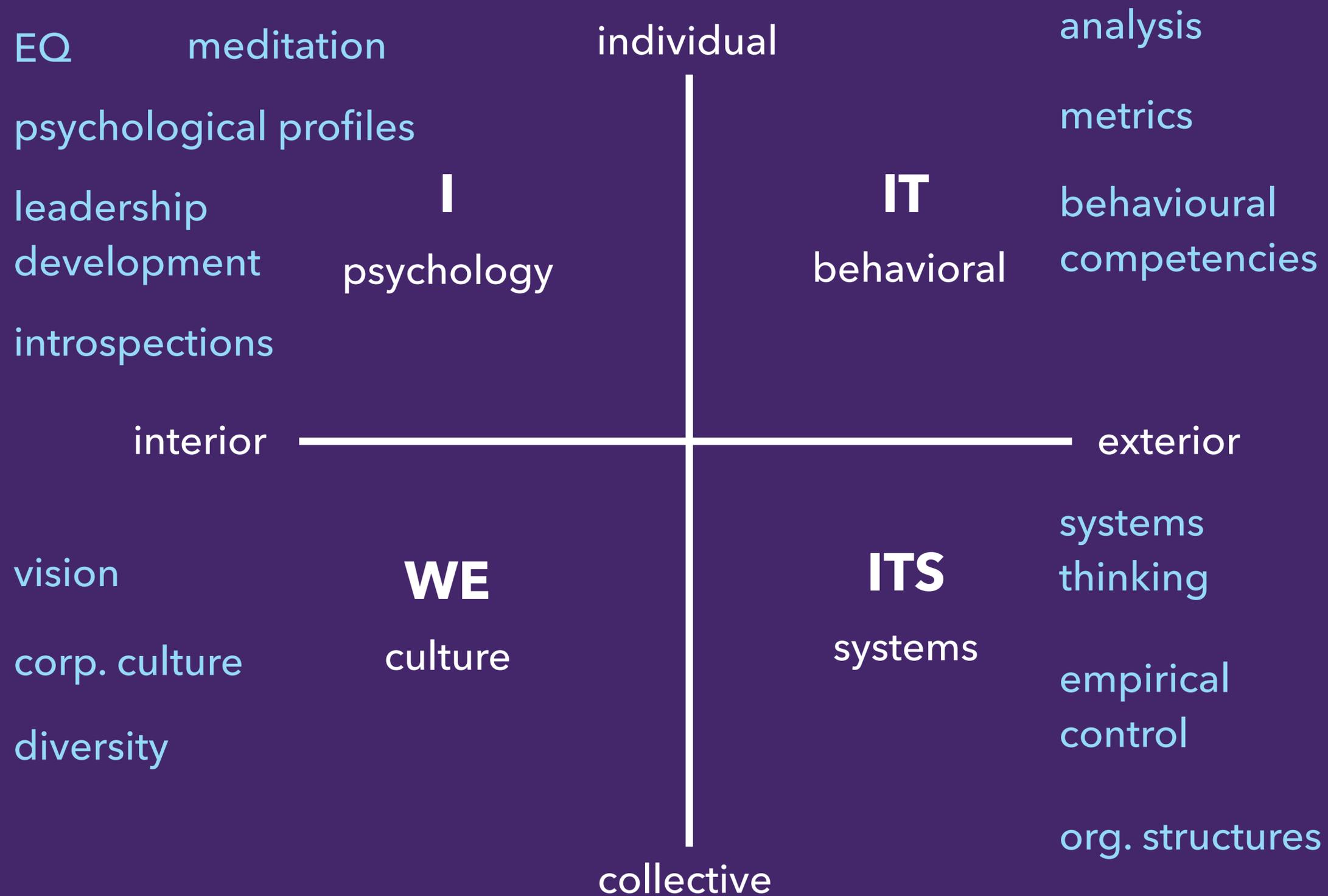
<http://www.trans4mation.coach/pre-order/>

# QUADRANTS

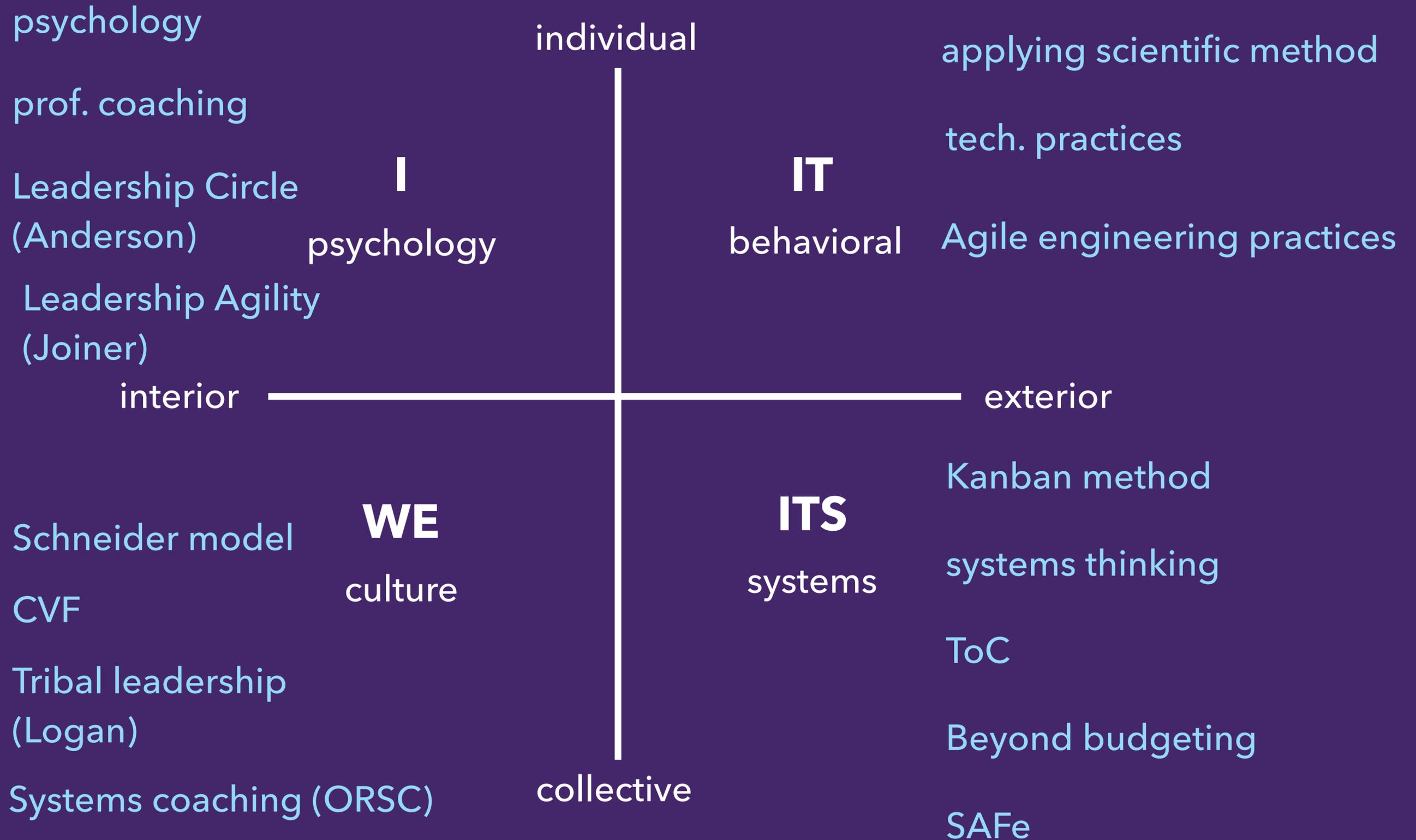
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# QUADRANTS: EXAMPLES



# QUADRANTS: EXAMPLES AGILE



# EXERCISE

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- ▶ Groups of 2-3 people sitting next to each others
- ▶ Quick introduction (name, role)
- ▶ For every session that you attended, think about:
  - ▶ One main point / take-away
  - ▶ Which quadrant it belongs and why

*Discuss it in your small group*

**PRACTICALITY IS  
NOT THAT PRACTICAL**



**ALL MODELS ARE WRONG,  
SOME ARE USEFUL.**

**George Box**

# DAILY STANDUP 1: MANAGER SHOWS UP

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Shallow reason: micromanaging us, want to know when it is going to be done



# DAILY STANDUP 2: NEVER-ENDING USER STORY

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Shallow reason: estimation mistake with story points (again), when these developers would learn to estimate



# PLANNING: HOW MUCH SHOULD WE TAKE

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Shallow reason: velocity

Am I ready to admit  
that I'm completing a  
little?

Let's compare better  
(with estimation net)

I IT

WE ITS

Why it is not OK to take  
few items?

Let's consider that we  
are taking more work  
than completing all  
the time

# RETROSPECTIVE

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- ▶ Set the Stage
- ▶ Gather Data
- ▶ Generate Insights
- ▶ Decide What to Do
- ▶ Close





# CHALLENGES

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user story sign-off

Lack of motivation

Not accepting feedback

I

IT

WE

ITS

Unstable environment

Lack of refactoring

Inability to accept reality

Disrespect to timing

Deploy dependencies

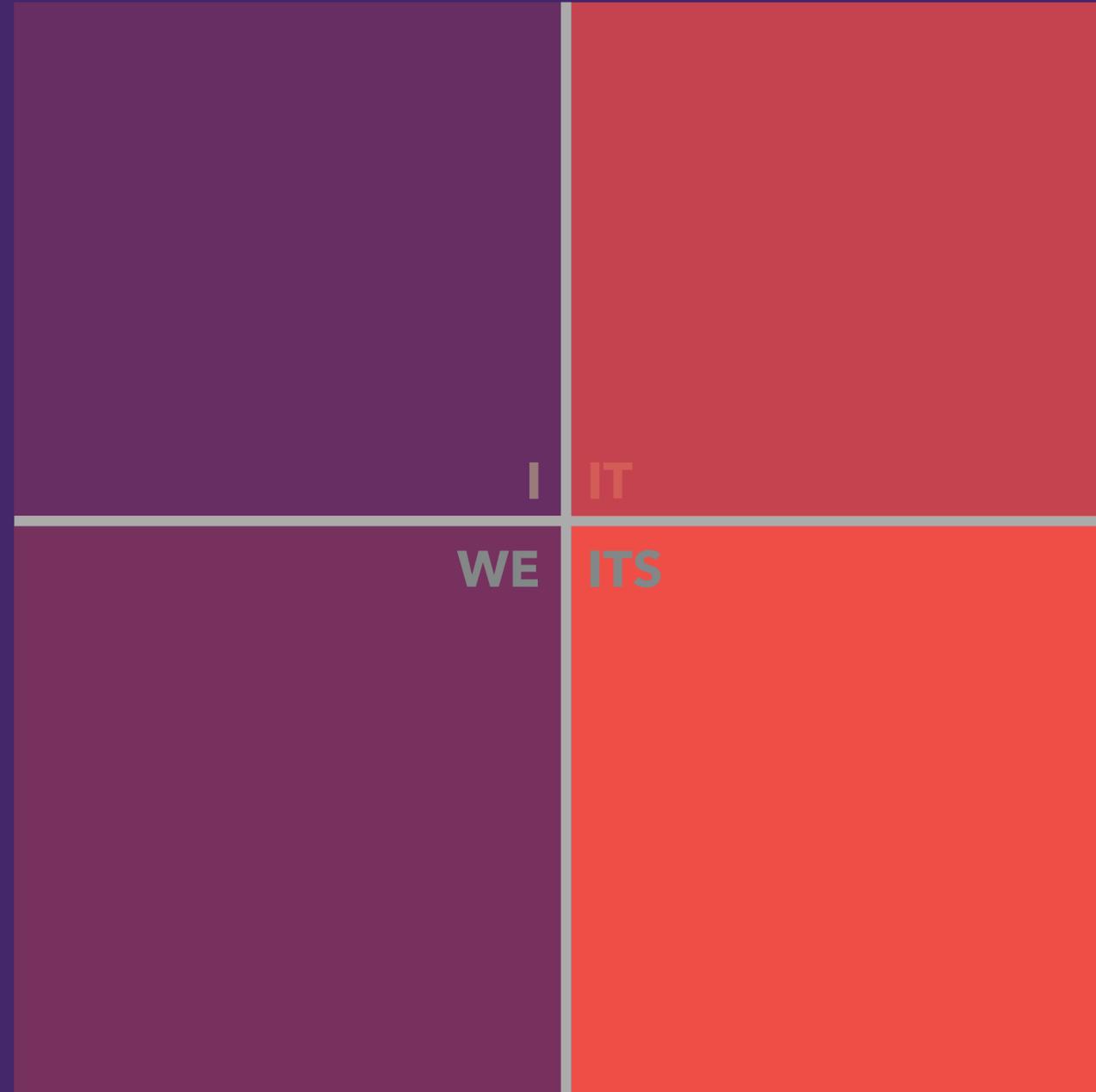
Reporting expectations

Multi-tasking

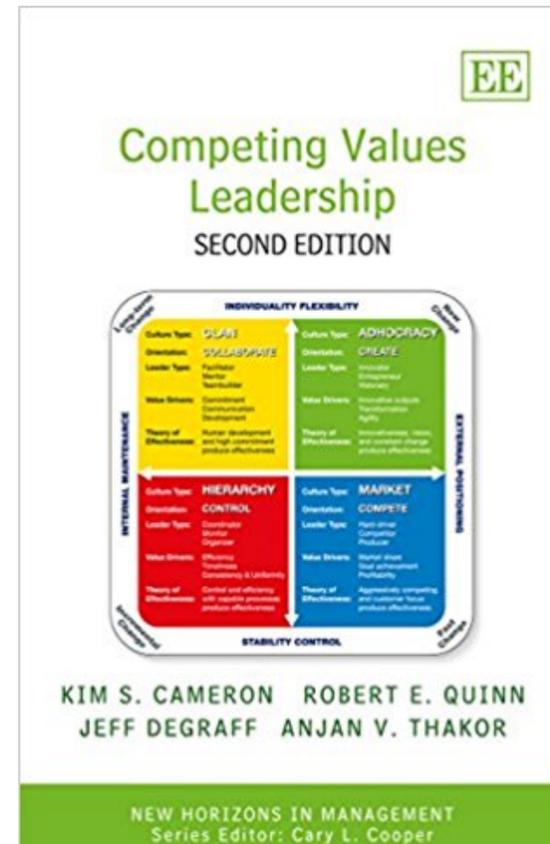
ScrumMaster Role ambiguity

# TRANSFORMATION TOUCHES ALL QUADRANTS

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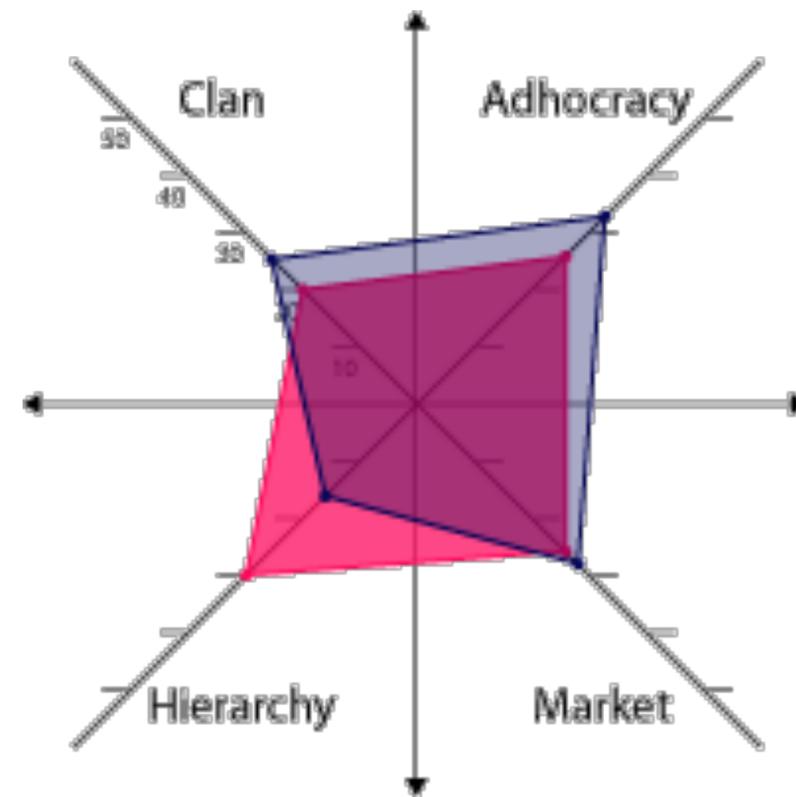


# COMPETING VALUES FRAMEWORK

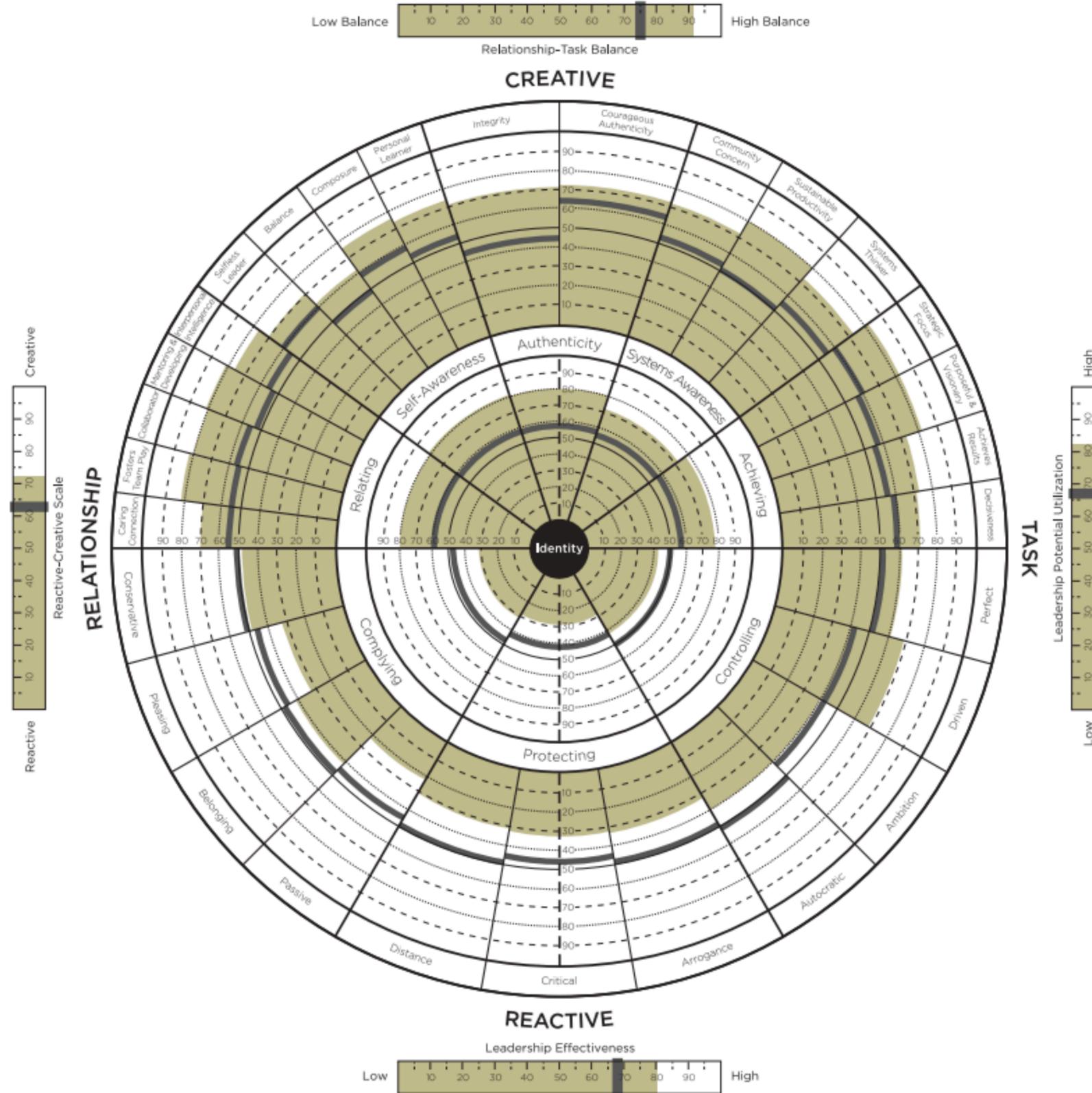


# MEASURE

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# THE LEADERSHIP CIRCLE PROFILE



# EXERCISE

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- ▶ The same groups of 2-3 people
- ▶ Questions:
  - ▶ 1-2 points from this presentation that effected you most

*Discuss in a group*

- ▶ 1-2 ideas of what you are going to do after this presentation

*Discuss in a group*

# KEY POINTS

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- ▶ Practicality is not that practical  
(as we wish and want)
- ▶ Integrality of transformation

**SCRUM  
GUIDES**  
Empower Change



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