Agile: Not New, but Now Necessary

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RMC LEARNING SOLUTIONS

1

2

Cornwall 1800's

3

4

Richard Trevithick
1797 High Pressure Steam Engine

5

Invention & Failure Timeline

High Pressure Pump

Coalbrookdale Locomotive

Steam Car

"Catch Me Who Can" Locomotive

Cornish Boiler

Innovations

Developments

Steam tug

| 1797 | 1801 | 1802 | 1803 | 1805 | 1806 | 1807 | 1808 | 1809 |

Disasters

Improvements

Puffing Devil Locomotive Explosion

<Fusible engine plugs>

Greenwich Pump Explosion

<Pressure relief values>

Thames Tunnel Flooding

<Submerged tube tunneling>
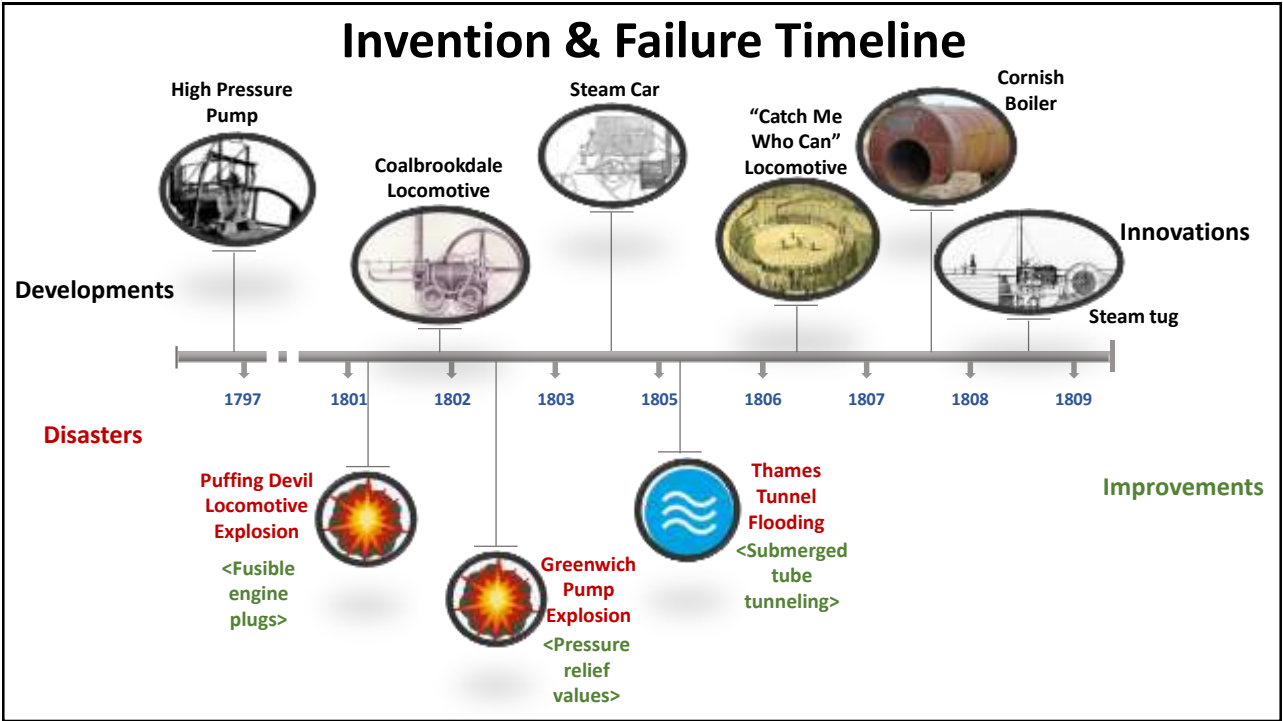
6

#1: Experiment

#2: Iterate

7

Progress and Failures

AI based phone app.
CountThings.com

AI cannot tell the difference
Between dogs and muffins

8

DSDM Experiments 1993 - 1994

James Martin

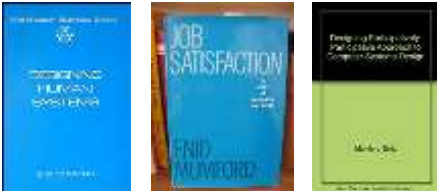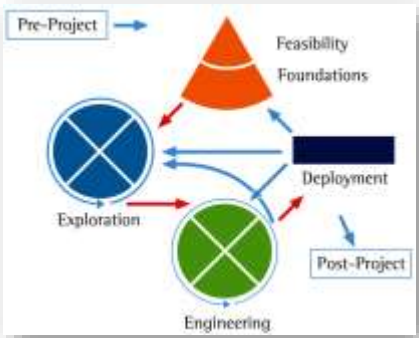Rapid Application Development (RAD)

Dynamic Systems Development Method (DSDM)

Enid Mumford

User Participatory Design

9

Physical vs Digital

< Physical
< Visible
< Tangible
< Production Heavy
< Economies of scale

Virtual >
Invisible >
Intangible >
Design Heavy >
Diseconomies of scale >

10

We are in the Maze Solving Business

- Go fast (with a plan)
- Gather information about progress and dead ends
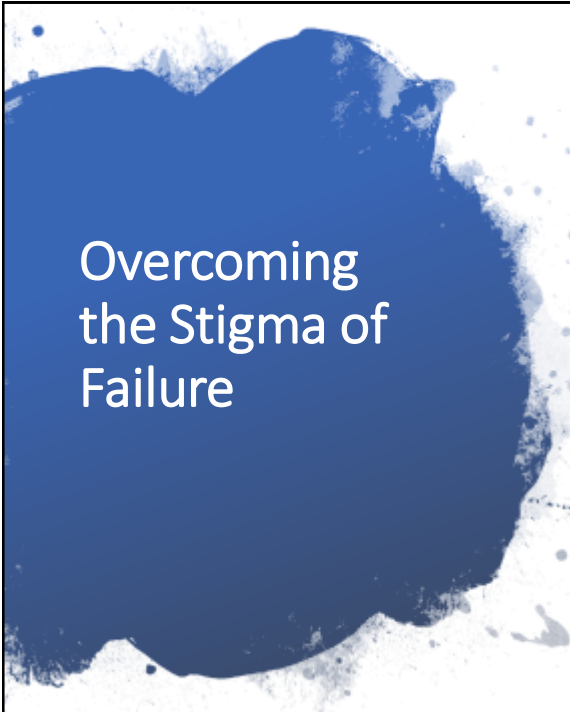- Guide us to our goal

11

Learning in Agile

- Most Retrospectives are broken
- 50% of your experiments should fail
- Seek expansion, not validation
- Stigma of failure

Image credit: Trent Hone, MindSettlers

12

Overcoming the Stigma of Failure

"This is important, don't mess it up"

"We are paying you $x per hour, you'd better be good"

Sprint demo: *"What have you achieved this week?"*

13

"~~Failing to Plan is~~ Planning to Fail"

Every time we fail:
- What failed?
- Why did it fail?
- What did we learn?
- How will we avoid that in the future?
- What should we try next?

14

Fueling Perseverance Beyond Failure

Fun = Failure Fuel
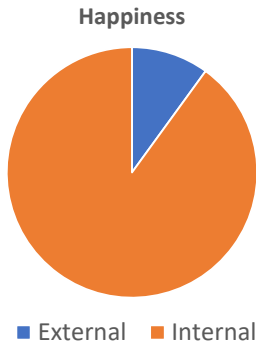
F.U.N. = Fuel Unending Nerdiness

15

#3: Plan to Fail

#4: Serious Fun

16

Motivation and Happiness

Happiness

10% External: What we get
90% Internal: How we process events

■ External ■ Internal

Happy ⟶ Success

17

Switches on many more learning circuits in the brain

- **Brain 31% more productive**
- **Doctors 19% more accurate at diagnosing correctly**
- **We are 37% better at sales**
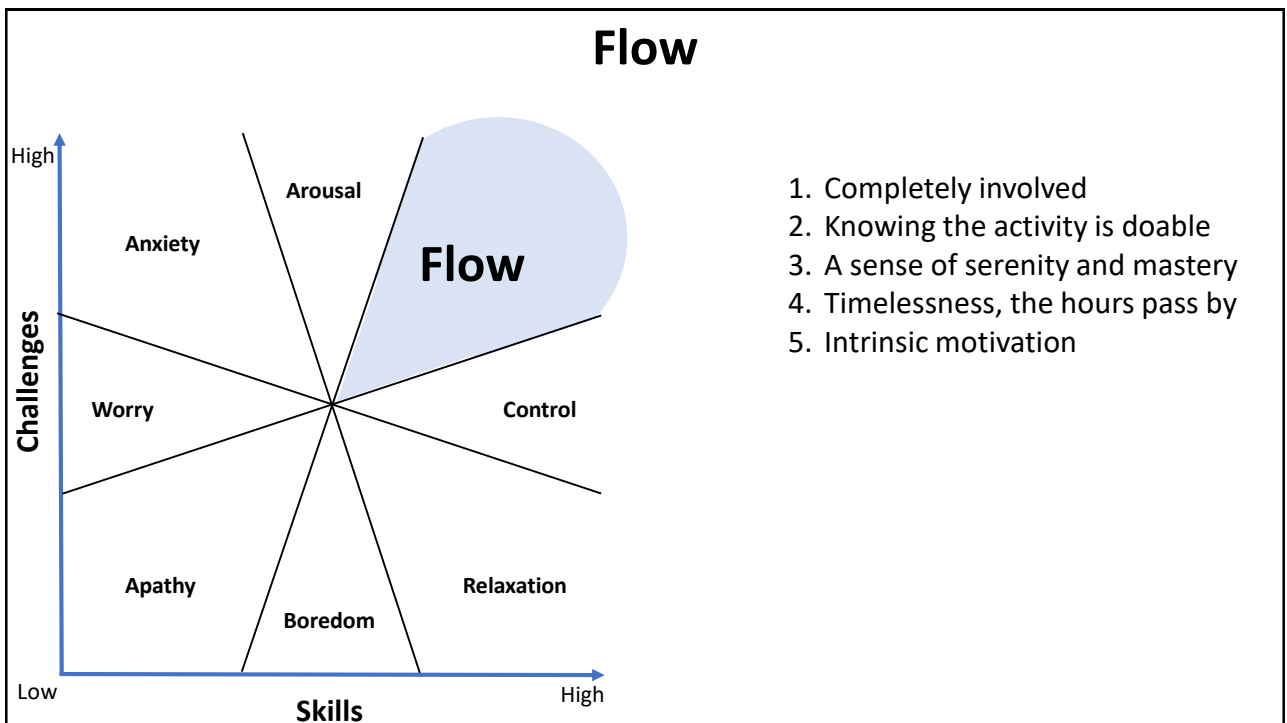
30 minutes for 21 days measurable increase in dopamine

18

Creating lasting positive change:

- **3 Gratitudes** [Emmons & McCullough, 2003]
- **Journaling** [Slatcher & Pennebaker, 2006]
- **Exercise** [Babyak, 2000]
- **Meditation** [Dweck, 2007]
- **Random Acts of Kindness** [Lyubomirsky, 2005]

19

Flow

Flow

1. Completely involved
2. Knowing the activity is doable
3. A sense of serenity and mastery
4. Timelessness, the hours pass by
5. Intrinsic motivation

20

Conclusion

🧪 Experiment – Learn

🔄 Iterate – Improve

🙂 Enjoy – Endure

21

"The future is already here – it's just not evenly distributed" – William Gibson

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22