

FRAGILE AGILE

Coaching a Tired Team

ANNA OBUKHOVA

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EXPERIENCE:

13+ YEARS IN AGILE
SCRUM, XP, KANBAN
SCRUM MASTER
PROJECT/PROGRAM/
PORTFOLIO MANAGER
AGILE COACH

EDUCATION:

BIOLOGY
COMPUTER SCIENCE
MANAGEMENT
BUSINESS TRAINING
MBA
PSYCHOLOGY...
COACHING...

WHY WE NEED COACHING FOR AGILE ENERGY PHASE?



4 STAGES OF BURN-OUT

1. IDEALISM AND OVERTAXING
2. EMOTIONAL AND PHYSICAL EXHAUSTION
3. LOSING A GOAL / CYNICISM
4. TERMINAL PHASE: LOATHING SYNDROME

TIREDNESS INDICATOR IS BROKEN



BURN-OUT HITS THE BEST PEOPLE



WHENEVER THE EXPECTATION LEVEL IS DRAMATICALLY OPPOSED TO REALITY AND THE PERSON PERSISTS IN TRYING TO REACH THAT EXPECTATION, TROUBLE IS ON THE WAY

AGILE IS IN DANGER ZONE



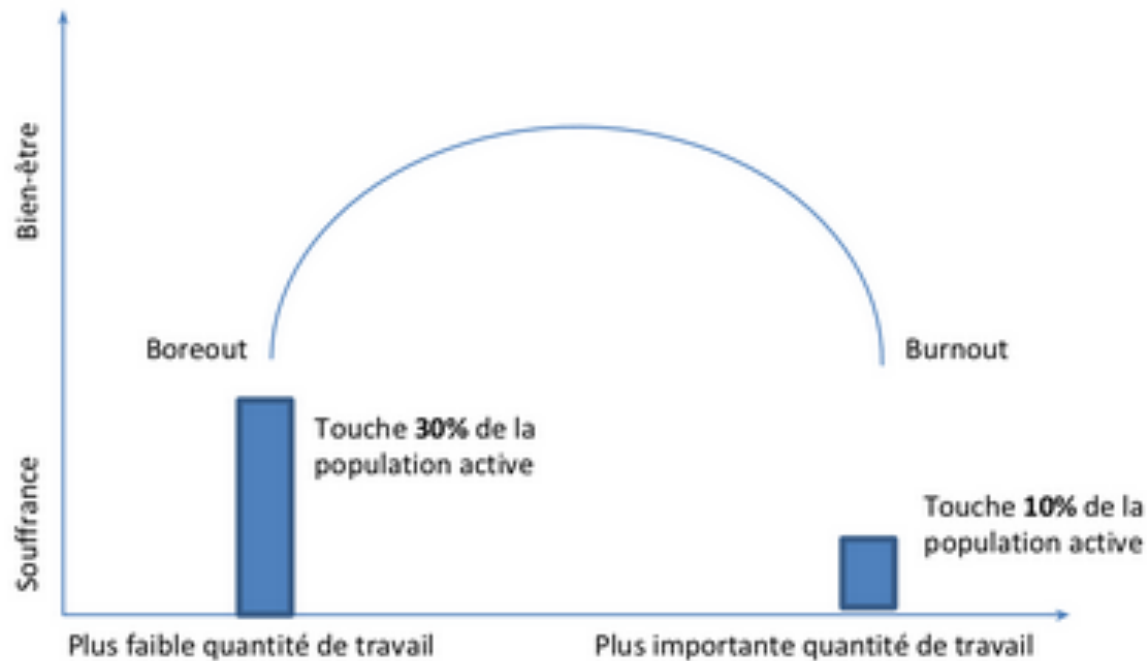
AGILE ENERGY PHASE COMPONENTS

1. SLOW DOWN
2. GET SUPPORT
3. RE-EVALUATE GOALS AND
PRIORITIES

TIRED TEAM COACHING PRINCIPLES

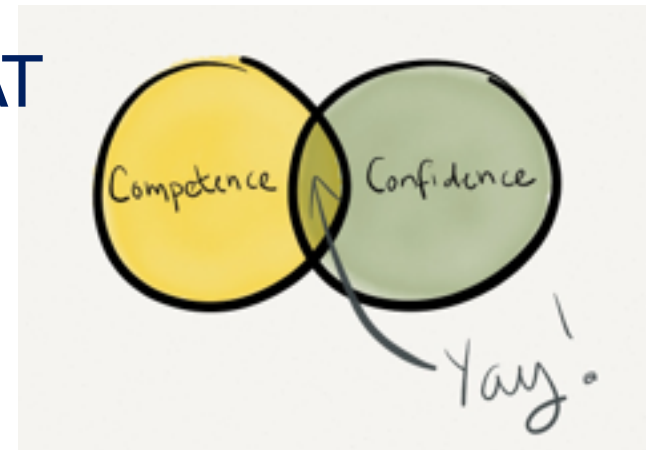
1. BURN-OUT OR BORE-OUT
2. COACHING COMPETENCE
3. OXYGEN MASK PRINCIPLE
4. DEATH-MARCH PROJECT
5. REMOVE MISMATCH
6. REMOVE ACTIVITIES, DON'T ADD
7. INDIVIDUAL COACHING FIRST
8. LEARNING BY DOING
9. NO SELF-ORGANISATION
10. MICROMANAGE THE PROCESS

BURN-OUT OR BORE-OUT



COACHING COMPETENCE

1. WHAT IS THE GOAL
2. HOW WE UNDERSTAND IT IS DONE
3. WHAT IS HAPPENING NOW
4. WHAT IS ALREADY DONE
5. WHAT CAN BE THE NEXT STEP
6. WHAT IS THE NEXT STEP
7. WHEN
8. WHAT WE LEARN FROM THAT
9. SUMMARY



OXYGEN MASK PRINCIPLE

Life Lesson: Put on your own oxygen mask before assisting others.



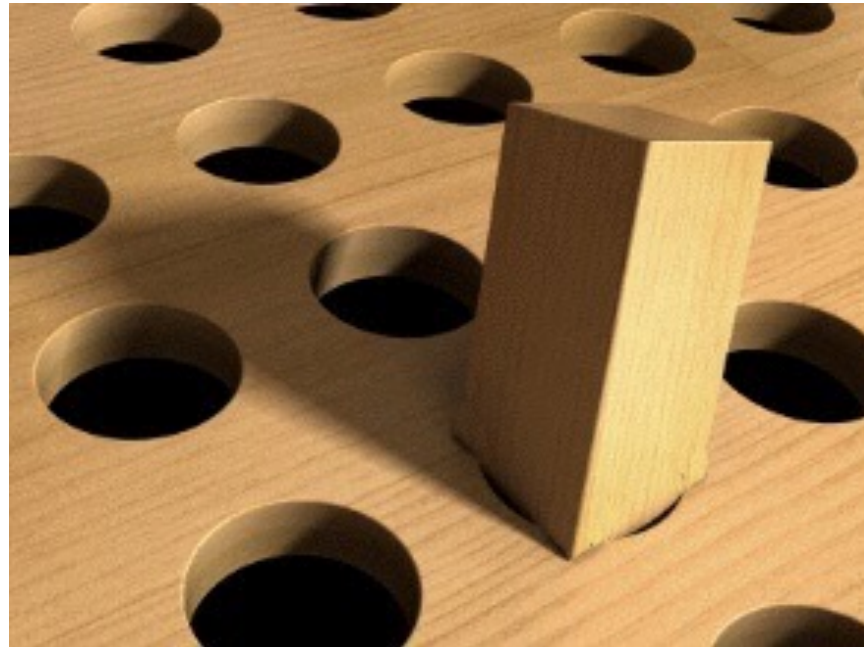
*seriously.
you can't help anyone if you're dead.*

DEATH-MARCH PROJECT

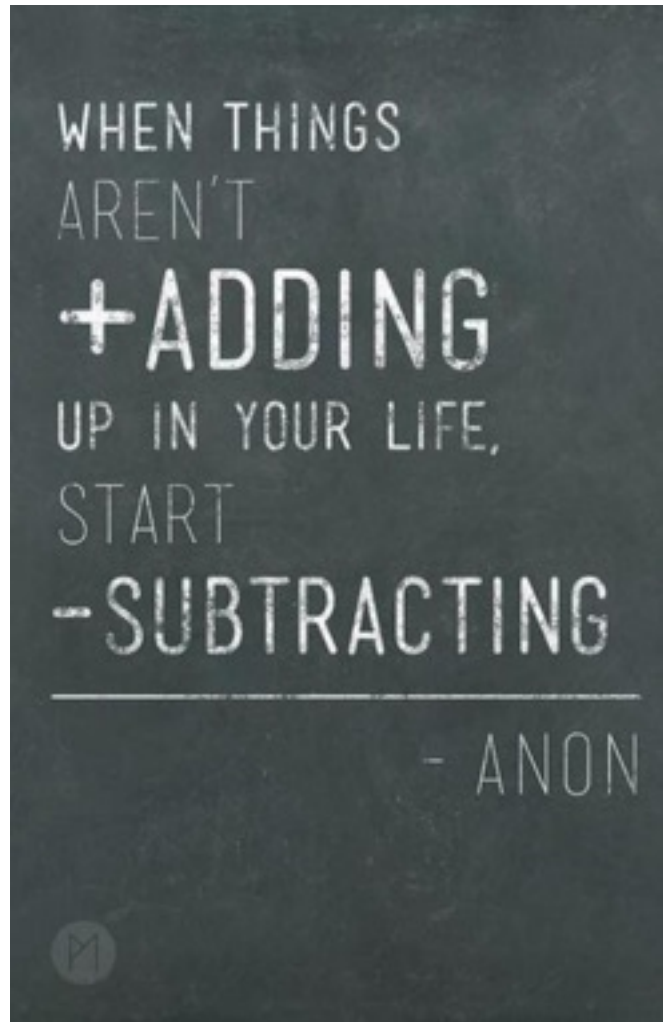


“This is a major project of utmost importance, but it has no budget, no guidelines, no support staff, and it’s due in 15 minutes. At last, here’s your chance to really impress everyone!”

MISMATCH



DON'T ADD THINGS



REMOVE THINGS -
THE SIMPLER THE
BETTER

PROTECT THE TEAM
FROM EXTERNAL
DISTURBANCES

121 COACHING FIRST



LEARNING BY DOING

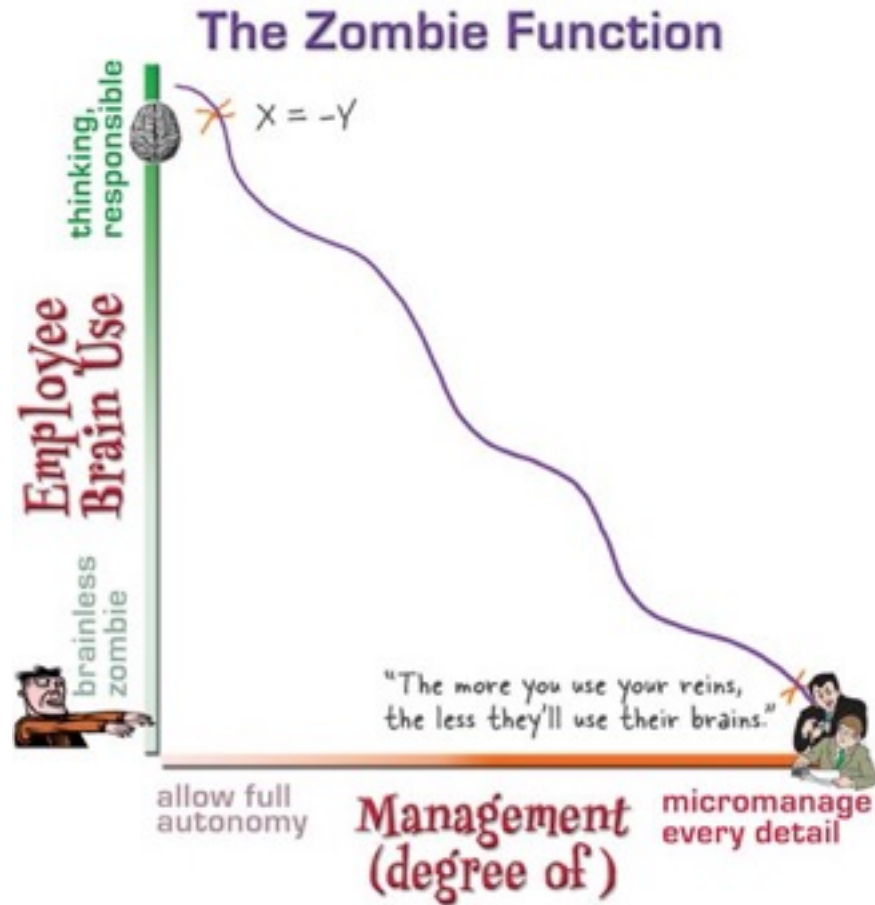


BUT 90% WILL BECOME 50% IN YOUR CASE

NO SELF-ORGANISED TEAM



MICROMANAGE THE PROCESS



TIRED TEAM COACHING PRINCIPLES

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THANK YOU

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