

Diana Larsen and Esther Derby
present:

The Secrets of Agile Teamwork: Beyond Technical Skills

Portland, Oregon
December 11-13, 2007

Are you ready to take your Agile team to the next level?

Beyond technical skills, Agile success depends on productive self-organizing teams. How do you develop, grow, and maintain a functioning self-organizing team? It's not magic, yet it doesn't happen automatically either. Effective self-organizing teams rely on effective interpersonal interactions and personal awareness. In this hands-on workshop, we'll discover the secrets to developing the skills you need to succeed and lead on a self-organizing team.

Facilitators Esther Derby and Diana Larsen

Audience Team leaders, team coaches, XP coaches, ScrumMasters and other software professionals leading and working in teams. **Pre-requisites** A desire to be the best team member or team leader possible.

Benefits Team members learn to:

- Improve the quality of interactions with customers and others outside the team
- Increase the speed and effectiveness of feedback
- Contribute to an environment for team success

Course Outline

1. Communication
 - 1.1. External processes of communication
 - 1.2. Internal processes of communication
 - 1.3. Untangling miscommunications
 - 1.4. Communication practice
2. Navigating Conflict
 - 2.1. Four types of conflict
 - 2.2. Recognizing and intervening on conflicts
 - 2.3. Conflict case studies activities
 - 2.4. Navigating conflict practice
3. Feedback
 - 3.1. The goal of peer-to-peer feedback
 - 3.2. Feedback guidelines
 - 3.3. Feedback giver and receiver responsibilities
 - 3.4. Feedback practice
4. Shared Leadership
 - 4.1. Shared leadership behaviors
 - 4.2. Recognizing and encouraging leadership behaviors activities
 - 4.3. Shared leadership practice
5. Team Formation
 - 5.1. Stages of team formation
 - 5.2. Diagnosing team development
 - 5.3. Supporting effective team development
 - 5.4. Team formation practice
6. Personal and Organizational Change
 - 6.1. How change effects individuals and groups
 - 6.2. Strategies to support people through change
7. Transition practice to work

Registration

Workshop registration fee for the three-day workshop is \$1200. To ensure the optimal workshop experience for everyone, registration is limited to no more than 3 individuals from the same organization. (This is the 2004-2007 workshop fee. Registration fees will increase in 2008.)

Register Early

To encourage the highest quality learning and interaction, attendance in this workshop is limited to 10 participants. When the list of registered participants reaches 10, we will start a short waiting list in case of last minute cancellations.

To register, print and mail the attached form. Send form and payment to *Esther Derby Associates, Inc.*

When registering 2 or 3 team members from the same organization, please fill out a separate form for each person, though you may aggregate the payment.

Time

The workshop begins at 9:00 a.m. on Tuesday, Dec. 11, 2007, and continues with day and evening sessions through 5:00 p.m. on Thursday, Dec. 13, 2007. Arrange flights home no earlier than 7:00 p.m., Dec. 13.

Location

We have reserved the school library and an adjoining classroom at The Kennedy School in Portland, OR, for our workshop sessions.

<http://www.mcmenamins.com/index.php?loc=57&category=Location%20Homepage>

We have arranged for a block of rooms in the hotel for our workshop participants. Deadline for reserving a guaranteed room at the hotel is Nov. 9, 2007, though rooms may still be available after that date. Please mention FutureWorks Consulting/The Secrets of Agile Teamwork for the best rate when reserving your room.

The hotel is located 4 miles (about 10 minutes) from Portland International Airport, within easy walking distance (.5 – 1.5 miles) of the Alberta Arts District (<http://www.artonalberta.org/>) with numerous shops and restaurants available, and near a pharmacy and supermarket for incidental purchases.

Past workshop participants say:

“This is the BEST training/learning experience. Everyone should attend, not just leaders of Agile teams.”

“This workshop gives you great skills in communicating with co-workers. Finally, I have a nice, friendly way to tell my co-worker about his annoying habit.”

“I think this is a must-attend workshop for almost all levels of career.”

“Very positive. Worth the time and energy if you want a better understanding of communication with your peers. Informative and useful.”

“Not boring corporate techniques. Real processes that help and accommodate everyone’s feelings.”

“Interesting. Illuminating. Introspective.” “Great workshop! Very thought provoking.”

“A workshop that teaches the principles behind team dynamics and action-able techniques to benefit the entire team.”

“Esther and Diana teach the soft skills that you think you already have down. Attend it and you’ll know the value.”

“A new way to think about Scrum teams and how to solve problems inherent in them.”

“An intense dialogue between peers and experts on the benefits, processes and challenges of creating and developing Agile teams.”

“It was a lot of fun! And unconventional...you learn by doing and by experiencing what you might inflict on others! I expected to get ‘expert answers’ to my questions, instead I have principles which is better...”

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Please print this form and mail it to:

Esther Derby Associates, Inc.

3620 11th Avenue South

Minneapolis, MN 55407

If you are paying by credit card, you may fax the form to 612-724-8115.

Fee for The Secrets of Agile Teams Workshop is \$1200. Participants are responsible for travel and lodging. (This is the 2004-2007 workshop price. Registration fees will increase in 2008.)

Name:

Address:

Address:

Email:

Phone:

Please indicate:

Payment in full (\$1200)

Deposit (\$300, non-refundable. Balance due by Nov. 9, 2007.)

Form of payment:

Check (payable to Esther Derby Associates, Inc.)

Visa o MasterCard o American Express

Card # _____ Expiration MM/YYYY: ____/____

The workshop location is The Kennedy School.

<http://www.mcmenamins.com/index.php?loc=57&category=Location%20Homepage>

For reservations, please contact the Kennedy School directly at (503) 249-3983 or toll-free at (888) 249-3983. ***Be sure to mention "FutureWorks Consulting/ Secrets of Agile Teamwork."***

Refunds and Cancellations: Cancellations will be accepted through Nov. 9, 2007, and a refund given (less the \$300 non-refundable deposit).

After Nov. 9, 2007, we encourage you to find a substitute to take your place in the workshop. Between Nov. 9 and Nov. 21, 2007, we will make a 50% refund (less \$300 non-refundable deposit) for cancellations. Cancellations after November 21, 2007, will not be refunded.