

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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**December 11-13, 2007**  
Portland, Oregon

*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.