Disciplined Play

What happens when you **play more** and work less in the Agile Enterprise?
Klaus
INTRODUCING SCOTT AMBLER + ASSOCIATES

Successful adoption of Agile in the enterprise is hard. We can help you get there faster.
AN ADULT

CHURCH OF RIGHTS
AND FREEDOMS

Guarantee of Rights and Freedoms

3. The Canadian Charter of Rights and Freedoms guarantees the rights and freedoms set out in it subject only to such reasonable limits prescribed by law as can be demonstrably justified in a free and democratic society.

Fundamental Freedoms

1. Everyone has the following fundamental freedoms:
   (a) freedom of conscience and religion;
   (b) freedom of thought, belief, opinion and expression, including freedom of the press and other media of communication;
   (c) freedom of peaceful assembly; and
   (d) freedom of association.

Democratic Rights

1. Every citizen of Canada has the right to vote in an election of the members of the House of Commons of Canada or the legislative assembly of a province, as the case may be. This right can be exercised by any person who is a Canadian citizen and who is a qualified elector for the electoral district in which the person resides.

Mobility Rights

1. Every citizen of Canada has the right to reside in any part of Canada and the right to work and move about within Canada, without being subjected to any discrimination in respect to the place of residence or work.

Equal Rights

1. Everyone is equal in the enjoyment and benefit of the law without discrimination and, in particular without discrimination based on race, national or ethnic origin, colour, religion, age, sex, mental or physical disability, or on the absence of any of these characteristics.

Official Languages of Canada

1. English and French are the official languages of Canada and have equal status and equal rights and privileges as to their use in all institutions of the Government of Canada. In all communications in Canada, English and French are the official languages of New Brunswick, with equal status.

Minority Language Educational Rights

1. Canada recognizes the right of English and French minority groups to establish and maintain their own institutions of elementary and secondary education.

Enforcement

1. Anyone whose rights are breached as guaranteed by the Charter, has the right to apply to the court for a declaration that the rights and freedoms guaranteed by the Charter have been breached, and for such other remedy as the court considers appropriate.

General

1. The guarantee in this Charter of certain rights and freedoms shall not be construed to deny or limit any of the other rights and freedoms guaranteed by the Constitution of Canada, including any right that is in conflict with those guaranteed by the Constitution of Canada, or any right that is in conflict with any other law or authority.

Application of Charter

1. The Charter applies to all levels of government in Canada, including to the federal government and to all provincial governments.

Legal Rights

1. Everyone has the right to liberty and security of the person and the right not to be deprived thereof except in accordance with the principles of fundamental justice. Everyone has the right to the security of the person and the right not to be subjected to any searches or seizures except in accordance with the principles of fundamental justice.

Enforcement

1. Anyone whose rights are breached as guaranteed by the Charter, has the right to apply to the court for a declaration that the rights and freedoms guaranteed by the Charter have been breached, and for such other remedy as the court considers appropriate.
What **words** would you use to describe this?
Playful
Fun
Happy
Laughter
Energized
Excited
Cheerful
Optimistic
What is the single most important competency for CEOs to have in order to navigate an increasingly complex world?

a) Communication  
b) Multitasking  
c) Creativity  
d) All of the above
What is the single most important competency for CEOs to have in order to navigate an increasingly complex world?

a) Communication
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Source: IBM Survey of 1500 CEOs in 2010
Thinking back to your *childhood*, would you say you are more creative today, the same, or less creative today?
When was the last time that you played?
Probably quite a while ago
So, what is play?
“Almost all creativity involves purposeful play”

Abraham Maslow
“Play is the brain’s favourite way of learning”

Diane Ackerman
“Play is the highest form of research”

Albert Einstein
“You cannot hide in play”

Klaus Boedker
“It energizes us and enlivens us. It eases our burdens. It renews our natural sense of optimism and opens us up to new possibilities.”

Stuart Brown
So, what is disciplined play?
It is play with a purpose!
Then, what is agile?
High performing teams

Building the right products

Building the right products, the right way, in the right amount of time
Competitive advantage dealing with change and disruption
Envision

Get going in right direction

"To do"

Collaboratively build a consumable solution in an evolutionary manner

Next release

Release solution

Operate & support

Decommission solution

Change requests

Concept    Inception

Construction    Transition    Production    Retire

Delivery

DevOps

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1 2 3 4 5 6 7 8 9 10
cognitive empathy
#12

At regular intervals, the team reflects on how to become more effective, then tunes and adjusts its behavior accordingly.

Sail = what has made us go faster in the past two weeks?

Anchor = what has slowed us down in the past two weeks?

Icebergs = what risk do we see on the horizon?
celebrity rescue
Grow Team Members

- Improve Skills and Knowledge
  - Assess skills/knowledge
  - Book clubs
  - Coach “office hours”
  - Communities of Practice (CoPs)/Guilds
  - Embedded coach
  - Hackathons
  - Mentoring
  - Non-solo work
    - Open spaces
    - Training (face-to-face)
    - Training (virtual)
  - 360 degree review
  - Annual review
  - Continuous/regular feedback
    - Manager review
    - Self assessment
    - Team lead review

- Provide Feedback
  - Coaching
  - Mentoring
    - Sustainable pace
    - Whole team

Sustain Team

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How we solve problems as a team

Team inter-relatedness, team spirit or moral
Tell your story
No text, just pictures.

ペチャクチャ
Play around with the format that suits your team and situation best
So, what actually happens when you play more?
we have fun and laugh together
we get a squirt of endorphins and oxytocin
lowers stress and anxiety
conversations feel less risky
we lean in, not out
we strengthen our social bonds
we strengthen empathy and trust
we uncover more creative and innovative ideas
learning sticks better
Among leadership, creativity is a more sought-after skill than communication.
We get more creative as we get older.
You can insert play just about anywhere in Disciplined Agile.
Play lowers stress, anxiety, and frustrations.
Play is the opposite of work
I had fun today!
thank you for playing along today
Public Webinars
Choose Your WoW! (your Way of Working)

DevOps in the Enterprise
Friday, 26 October @ 7:00 am EDT
Friday, 26 October @ 12:00 pm EDT
Monday, 5 November @ 8:00 pm EST

A Disciplined Approach to Agile Transformations
Monday, 5 November @ 12:00 pm EST

How to Become an Agile Business
Monday, 26 November @ 12:00 pm EST
Tuesday, 27 November @ 7:00 am EST
Tuesday, 27 November @ 8:00 pm EST

Agile Across all of IT
Thursday, 13 December @ 7:00 am EST
Thursday, 13 December @ 8:00 pm EST
Friday, 14 December @ 12:00 pm EST
DISCIPLINED AGILE Training

Hamburg, Germany
The Disciplined Agile Experience
22-24 October

Victoria, BC, Canada
DevOps for the Enterprise
25 October

Virtual
Disciplined Agile in a Nutshell
6-7 November
28-29 November

Bucharest, Romania
Introduction to Disciplined Agile
10-11 November

Mexico City, Mexico
The Disciplined Agile Experience
13-15 November

London, UK
Introduction to Disciplined Agile
6-7 December
27 November 2018
A walkthrough of the new book
Choose Your WoW!
A Disciplined Agile Delivery Handbook
for Optimizing your Way of Working
With Scott W Ambler, co-author

22 January 2019
Topic TBA

19 February 2019
Topic TBA

19 March 2019
Topic TBA
Please type your questions into the Q&A window