



#FacilitationFTW

A SURPRISING TOOL IN AGILE TRANSFORMATIONS

Twitter: @OopslandBillie @BecksPM

Your poll will show here

1

Install the app from
pollev.com/app

2

Make sure you are in
Slide Show mode

Still not working? Get help at pollev.com/app/help
or

[Open poll in your web browser](#)

Your poll will show here

1

Install the app from
pollev.com/app

2

Make sure you are in
Slide Show mode

Still not working? Get help at pollev.com/app/help
or

[Open poll in your web browser](#)

Today

- ▶ Both corporate transformation using facilitation and personal transformation using facilitation
- ▶ 2 stories from a Fortune 10 company
- ▶ My path to collaborative facilitation
- ▶ Your journey
- ▶ Let's experience Tribes
- ▶ Let's experience Constellations
- ▶ You'll experience Poll Everywhere along the way

Your Role today



Your poll will show here

1

Install the app from
pollev.com/app

2

Make sure you are in
Slide Show mode

Still not working? Get help at pollev.com/app/help
or

[Open poll in your web browser](#)

Can you see the
beautiful prairie
beyond?



The journey wasn't a straight line....



And the picture gives a hint to what it was like.....

Story 1: The Large Group Retrospective

This session followed the planned agenda

This session had great results



Story 2: The Epic Portfolio Kanban Workshop

This session had great planning and prep
But this session had to adapt to the rapids



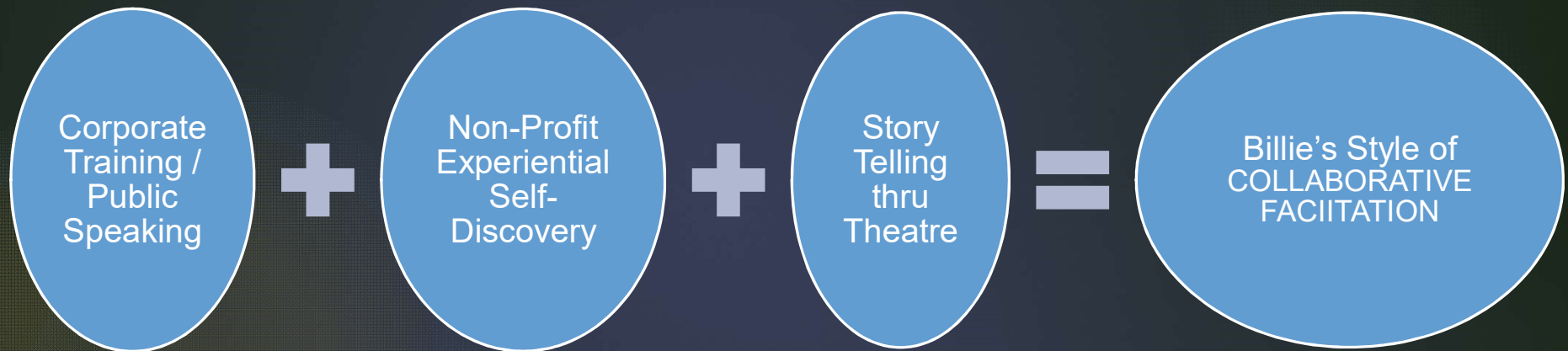
Coaching a new facilitator

Had to learn about designing the agenda vs using the template

Had to learn about holding the space both in the room and for the remote people



Where did you learn these things?



AHA! I could combine all of these things in my background to design a collaborative agenda and hold the space for discovery

How is collaboration facilitation different?

Different
than
training for
me

Different
than when I
used active
learning
techniques

Different
than using
dynamic
facilitation
techniques

This what makes it different

- Most of the agenda for these sessions will be active exercises....drop the powerpoints
- Really dig into their objective statement – what value is this workshop bringing?
- Design the agenda collaboratively with them.....have them define the statements to use in the constellation exercise, etc.
- Practice exercises/games with smaller, friendly groups before you facilitate for a hundred people 😊

A planned tour
(like training)



Or a self-
designed
backpacking
trip



Both have value, you just have to know what is the best fit

Continued.....

- Have alternate plans in your head – the happy path rarely happens
- Watch and sense the energy in the room to make facilitation decisions. This is a bit beyond what we do in a formal training session to decide when to take breaks.
- Make the room visual. If possible, duplicate for remote participants and use video
- Hold the space.

Hold the space and allow
them to just BE



A Few Facilitation Influencers and Favorites *(too many to list them all)*

- ▶ Lyssa Adkins: “Coaching Agile Teams” Addison-Wesley, 2010
- ▶ Agile Coaching Institute: <http://www.agilecoachinginstitute.com/agile-coach-bootcamp/>
- ▶ Esther Derby and Diana Larsen: “Agile Retrospectives: Making Good Teams Great” Pragmatic Bookshelf, 2006
- ▶ Sam Kaner: “Facilitator’s Guide to Participatory Decision Making” Jossey-Bass Business & Management Series 3rd Edition, 2014
- ▶ Jessie Shternshu & Mike Bonifer: “CTRL Shift” BDI Publishers, 2015

A Few of My Go-To Exercises:

- ❑ Tribes and Constellations
- ❑ Rotating Flip Charts
- ❑ Speedboat and other creative exercises from Innovation Games website
- ❑ Silent brainstorming and mind mapping to allow all voices to be heard
- ❑ Lean Coffee facilitation concepts like collaborative agenda creation and timed discussions with voting (I've expanded these into many types of meetings)
- ❑ ROTI: Return on Time Invested

Remember this?



Your poll will show here

1

Install the app from
pollev.com/app

2

Make sure you are in
Slide Show mode

Still not working? Get help at pollev.com/app/help
or

[Open poll in your web browser](#)



Time to MOVE!

ACTIVE LEARNING WITH TRIBES AND CONSTELLATIONS

Tribes

Purpose:

- ▶ Increase energy in the room
- ▶ Build familiarity within the larger team

Method:

1. One person steps into the center of the circle and makes a statement about something they like
2. Others that have the same passion, then step into the center
3. This creates the “tribe” of people
4. Step back out to the larger circle
5. Repeat

Example: “I love kayaking in the summer”

Constellations

Purpose:

- ▶ Visual, non-verbal expression of feedback
- ▶ Non-confrontational method to look at some tougher topics

Method:

- ▶ Stand in one large circle
- ▶ The center of the circle = **What's true for me**
- ▶ Move towards outside of the circle = **Less true for me**

Example statement:

"I am a morning person"

Move towards the center if you ARE a morning person

Move to the middle if it doesn't really matter

Move to the far outer edge if you hate mornings ☺



I am a morning person.

INSTRUCTIONS:

- Move towards the center if this is true for you
- Move to the middle if it is less true
- Move to the far outer edge to demonstrate it's not true for you at all

CONSTELLATIONS

Our Sprint was successful

INSTRUCTIONS:

- Move towards the center if this is true for you
- Move to the middle if it is less true
- Move to the far outer edge to demonstrate it's not true for you at all

CONSTELLATIONS

Stories were well groomed at Sprint start

INSTRUCTIONS:

- Move towards the center if this is true for you
- Move to the middle if it is less true
- Move to the far outer edge to demonstrate it's not true for you at all

CONSTELLATIONS

Stories were right-sized

INSTRUCTIONS:

- Move towards the center if this is true for you
- Move to the middle if it is less true
- Move to the far outer edge to demonstrate it's not true for you at all

CONSTELLATIONS



I completed everything I committed to

INSTRUCTIONS:

- Move towards the center if this is true for you
- Move to the middle if it is less true
- Move to the far outer edge to demonstrate it's not true for you at all

CONSTELLATIONS



Debrief Constellations

Billie Schuttpelz
Bschuttpelz@gmail.com
Bschuttpelz@solutionsiq.com

Twitter:
@OopslandBillie

Becky Hartman
Becky.Hartman@agilethought.
com

Twitter:
@beckspm

Questions

Put questions on the flip chart paper with
your twitter and we'll tweet out an
answer

Sample Facilitation Guides

Give me your email address/card and I'll
send you some example facilitation guides
I have used over time

Resource links for Tribes & Constellations

Below is a great consolidated link for Tribes and Constellations from Matt Carlson where he also has Lyssa Adkin's documents

<http://www.meetup.com/Lean-Kanban-St-Louis/files/>