

Risks and Benefits of Agile Practices in Distributed Organisations

2020, right?

There is no going back to The Old Normal

Many workers would like to telework after the pandemic is over; transition to working from home has been relatively easy for many

Among employed adults who say that, for the most part, the responsibilities of their job can be done from home, % saying they _____ all or most of the time

Worked from home before the coronavirus outbreak

20%

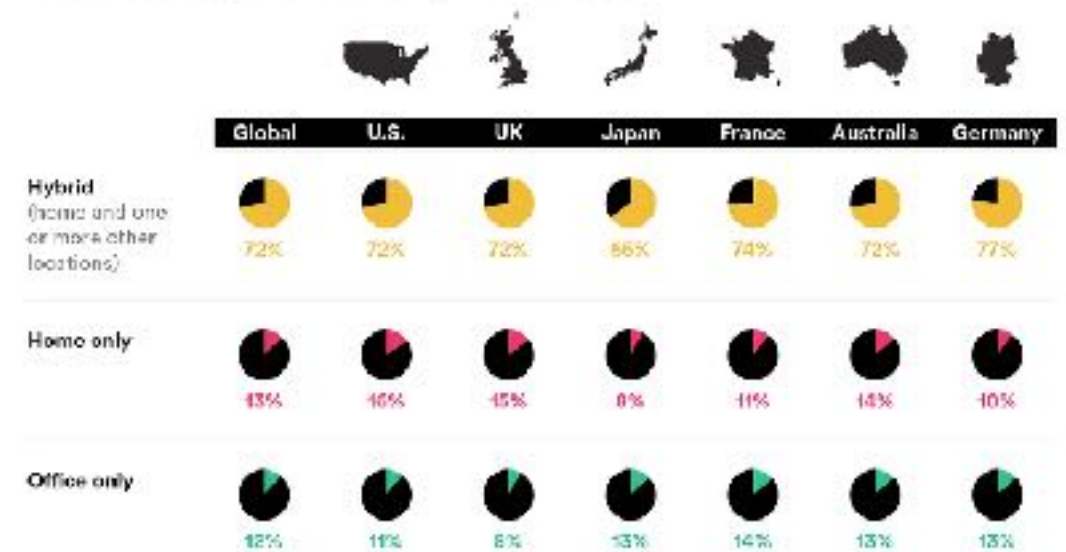
Currently are working from home

71%

Would want to work from home after the coronavirus outbreak ends

54%

Hybrid, home or office: A global breakdown of working location preferences



Source: <https://www.pewsocialtrends.org/2020/12/09/how-the-coronavirus-outbreak-has-and-hasnt-changed-the-way-americans-work/>

Source: <https://slack.com/intl/en-at/blog/collaboration/workplace-transformation-in-the-wake-of-covid-19>

If everyone's on Earth, and
you're on the Moon, how
would that be like?

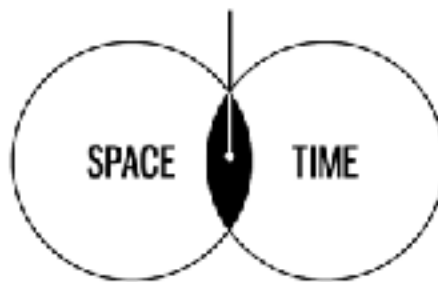


“Same Place” is a continuum

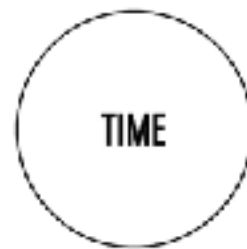
The definition of “same place” was once limited to only a few means of connecting, but now we’re faced with many options — especially with modern technologies.

“in real life (IRL)”

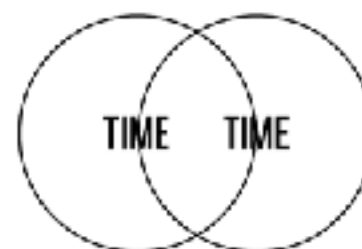
working in the
same place at
the same time



working at the
same time in the
same timezone

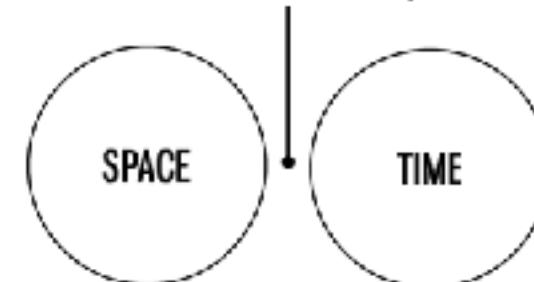


working at the
same time in
different timezones



“asynchronous”

working in the same
headspace but not in the
same timezone or space



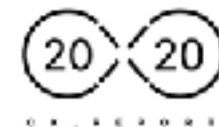
basic

level of difficulty to master

guru

Automattic CEO and WordPress pioneer Matt Mullenweg in “Coronavirus and the Remote Experiment No One Asked For”: “If you can minimize the number of real-time meetings, do so. Embrace asynchronous communications.”

Source: @johnmaeda @automattic @photomatt



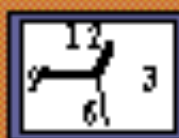
Individuals and Interactions

over

Processes and Tools



Jan 2



**Nathan, to start a
program just click on it.**

To see the programs in this
room, hold down the F1 key.



Other options

EXIT

~~Individuals and Interactions~~

Over-Process and Over-Tool

It's not enough to just go
through the motions.



So, what has
changed?

Rituals.

That
Meeting
Could Have
Been An
E-mail

UCE INJ AND KEEP NO
DON'T UNNING

HALL

Question your Rituals

Rituals are how we create togetherness, and how we convey information and meaning.

Now is a great time to question the reason why our rituals exist, and if there is a better way to fulfil these goals.

If we want to convey information, could the weekly staff meeting be a blog post? If we want to create togetherness, should the meeting take up another form?

Who led the digital transformation of your company?

A) CEO

B) CTO

C) COVID-19

Leadership.

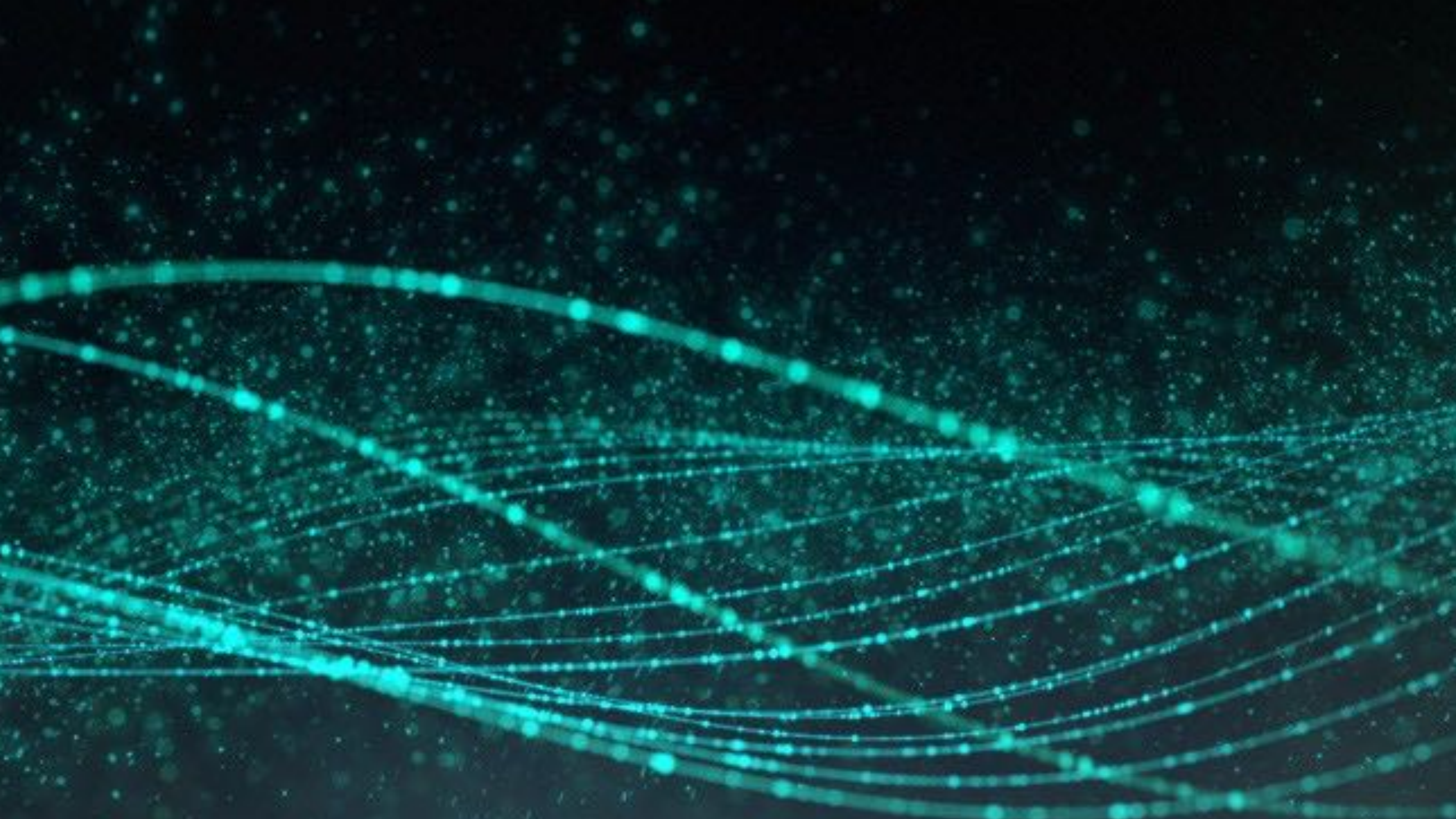
Check your Leadership Style

From giving direction to giving advice

Help your contributors to move forward

Leadership means being a mentor and a coach

Being available instead of checking in



Collaboration.

The case against many, many small meetings

Anyone who ever schedules meetings with developers, please burn this image into your brain, thanks

9am	
	9:45 – 10:30
10am	Don't want to get into anything because meeting is coming
	10:30 - "Super Quick" Meeting
11am	11 – 11:45 Ramping back up after being distracted by meeting
12pm	

Rethink how you collaborate

- Move from ad-hoc to purposeful, and bundle face time
- Make sure the quiet ones get heard
- Embrace Multi-Projects



Oral and Written Culture.

Move from an oral to a written Culture

- Async communication unlocks the ability to work distributed over time and space. Learn how to master it.
- Create a Single Source of Truth, combat fragmentation early on.
- Deliberately move as much information sharing as possible to written communication channels.

Culture.



Be very explicit about your Culture

- There's no way to sense how the place is working. There's no implicit learning by watching.
- You need to be very specific, and very explicit about your culture.
- Especially important for new people on the team.

Transparency.



Create Open Channels

- Different kind of leadership also means different kind of transparency.
- Pull instead of push. Set goals and objectives, and check on them. Self-Organisation means that goals need to focus on outcomes, not on steps how to get there.
- Transparency needs trust.

**OK. What are
the benefits?**



What you get when you remove all those Anti-Patterns

- Autonomy
- Self-Organisation
- Outcome-driven Action

Change is
always
emotional.

the
future
will be
confusing

- Change is always emotional. And this is a big change!
- Not everyone is super stoked on working in such a way. A lot of people are afraid right now - for their future, their safety, their families. And if their skills are relevant anymore. Reach out to them. Acknowledge that difficulty.

But most of all

**It's a rare chance to redefine how
we're working and collaborating.**

Enjoy it!



Thank you!
Questions?