Retrospectives

A bit of ceremony can be useful

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Take away message

If you leave out a step in the retrospectives, you will make problems emerge, that you

do not *understand* fully nor
find *solutions* to

Project Retrospectives
A HANDBOOK FOR TEAM REVIEWS
NORMAN L. KERTH

Agile Retrospectives
Making Good Teams Great

And you?

What is a retrospective

A chance to reflect and learn

Here is Edward Bear, coming downstairs now, bump, bump, bump, bump, on the back of his head, behind Christopher Robin. It is, as far as he knows, the only way of coming downstairs, but sometimes he feels that there is another way,
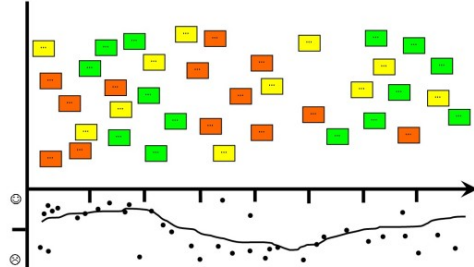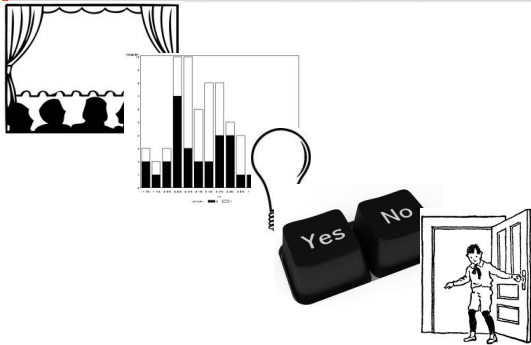

Historically a *postmortem*

Norm Kerths Prime Directive

Regardless of what we discover, we must understand and truly believe that everyone did the best job he or she could, given what was known at the time, his or her skills and abilities, the resources available, and the situation at hand.
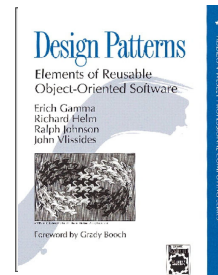
What happens during

An example for retrospection

Design Pattern Books

* Dating design patterns *

"How many times, have you thought 'Boy, I sure wish there was an easier way to pick up women, like published API with code samples?' What would you say if such documentation was not only available, but succinctly put into 22 design patterns and given formal descriptions just like the ones in your UML book? "

Surprise Statefulness

Problem

You want to convince the target female that you are a package of extremely desirable resources and differentiate yourself from other dating service providers

Forces

- Women view men as somewhat self-centered
- Women assign significant value to a man who takes the trouble to make her private data persistent

Solution

Use optimistic persistence to implement explicit storage and retrieval of her private attributes

Surprise Statefulness

Strategies

- Standard text retrieval strategy (do you still use that wooden hula hoop ring?)
- Object instantiation strategy (give her an old LP of of the first band she ever saw)

Benefits and drawbacks

- Considerable investment up front
- Corresponding high return

Related Patterns

- Interested Listener - listen

Interested Listener

Problem

- You want to enter and maintain conversational state with a client, high-quality request/response cycles, without exhausting system resources

Forces

- Without knowledge of attributes, maintaining conversational state is difficult
- Talking to another person can be boring
- Talking about yourself is almost always interesting

Solution

- Get the public or private attributes by calling standard getter methods
- With these in hand, run more complex methods
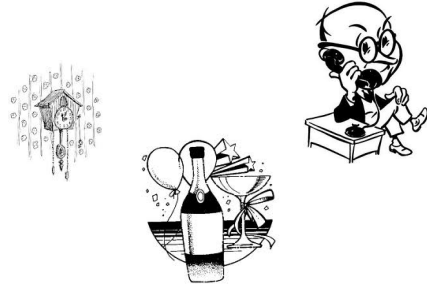
Interested Listener

- Strategies
  - *askForDirectionsOrInformation, askHerAboutHerBook, askHerAdviceAboutSomething*
  - Implement **LookLikeYouAreListening**
- Benefits and drawbacks
  - Easier than thinkOfSomethingClever
  - More effective than seenYouHereBefore
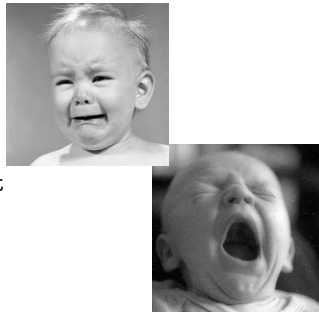 - Sometimes your data is stored in a friendZone cookie

Stories from the trenches

Esther Derbys findings:

Due to lack of
- focus
- participation
- genuine insight
- buy-in
- follow through

More stories

No naming, no blaming!

Identify changes

It is not enough to reflect, you need actions to change things

Specific

Measurable

Attainable   SMART goals

Relevant

Timely

Don't "sell" retrospectives, instead

Sell a way of learning

- how to avoid repeated mistakes

- how to identify and share success

- how to prepare for the next iteration and the next project

Everyone say they want to learn, but very few actually takes the time to do it

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Thank you for your time ☺

Next steps – read and practise

Project Retrospectives, Norm Kerth

Agile retrospectives, Diana Larsen & Esther Derby

The Skilled Facilitator, Roger Schwartz

Facilitators Guide to Participatory Decision Making, Sam Kaner et al,

Facilitating with Ease!, Ingrid Bens

Check out Linda Risings site; www.lindarising.org