

Designing High-Performance into Our Organisations.

What can ScrumMasters, managers and other leaders do to help every team to excel?

About Me.

Simon Roberts

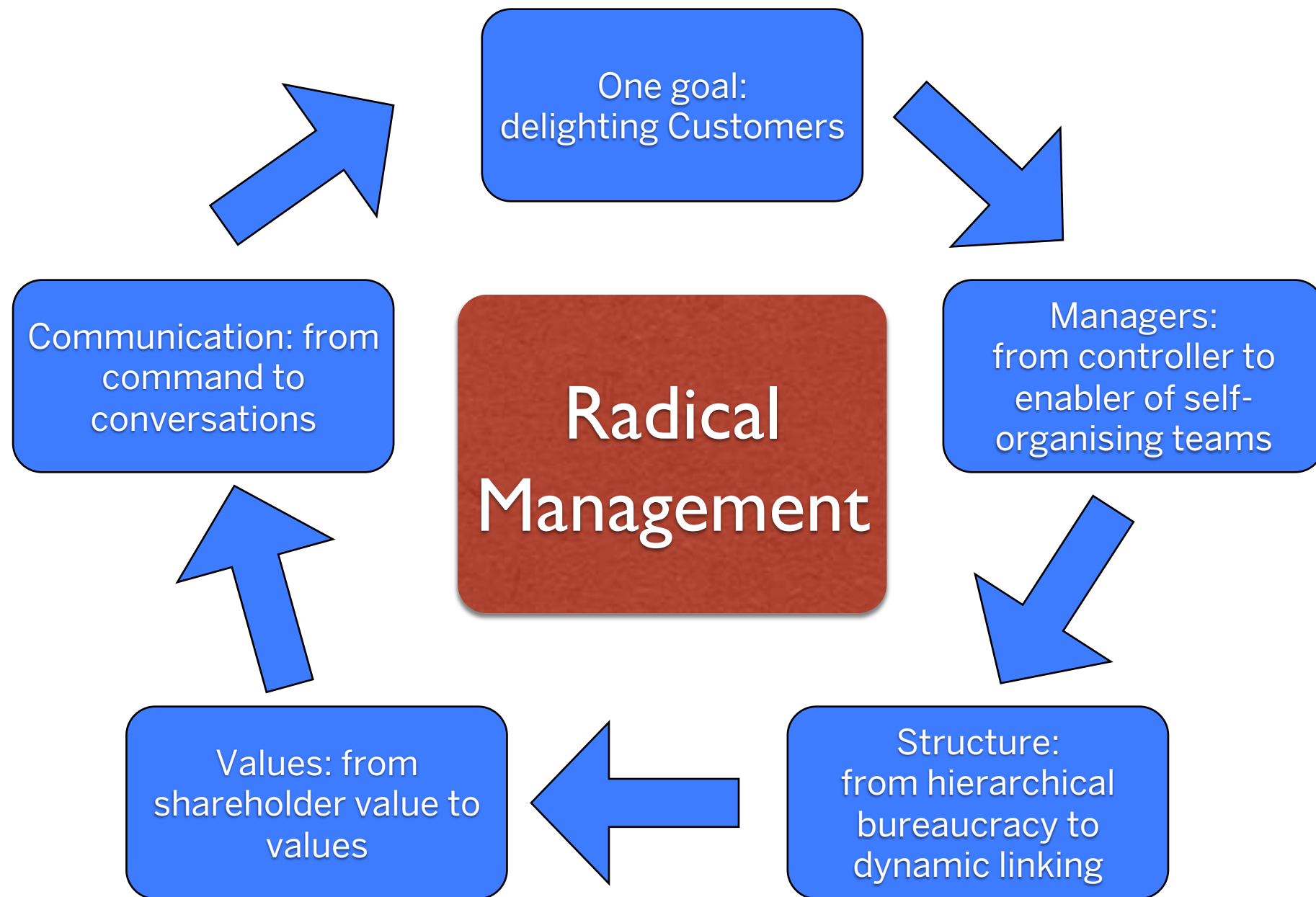
Founder SCRUMCENTER

Management Consultant, Agile Coach and Certified Scrum Trainer

MBA with specialization in creativity, innovation and change

Involved in Agile/lightweight methods since late 1990s

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high performance



high performance

Trust

Stable, collocated, self-organised teams

Cross-functional - all necessary skills

Generalizing specialists (from I to Π)

Diversity of cognitive approach

Intrinsic motivation

Purpose - Autonomy - Mastery

Flow

THOR

A close-up photograph of a group of people wearing bright red long-sleeved shirts. They are huddled together, with their arms and hands visible, suggesting a team huddle or a moment of collaboration. The background is slightly blurred, showing more of the same group and some outdoor greenery.


Stable,
self-organising teams
Bring the work to the people, not
the people to the work



Cross-functional

A photograph of a group of lions in a savanna environment. In the center, a male lion with a light brown mane lies down, looking towards the camera. To his left, a lioness and a cub are partially visible. To his right, two more lionesses are lying down, looking off to the side. The background is filled with green bushes and trees. A semi-transparent grey box is overlaid on the bottom half of the image, containing the text "Collocated (sit together)" in red.

Collocated
(sit together)



Generalizing specialists: From I to Π



DIVERSITY BEATS INTELLIGENCE

Scott E. Page

THE DIFFERENCE

HOW THE POWER OF DIVERSITY
CREATES BETTER GROUPS, FIRMS,
SCHOOLS, AND SOCIETIES

An aerial photograph of a city, likely Vienna, featuring a prominent green dome (St. Stephen's Cathedral) and a tall, slender tower (Fernsehturm) in the background. The foreground shows a large, multi-story building with many windows. The sky is clear blue.

Intrinsic motivation:
Autonomy
Mastery
Purpose

Flow

Clear goals

Immediate feedback

Balance between opportunity and
capacity

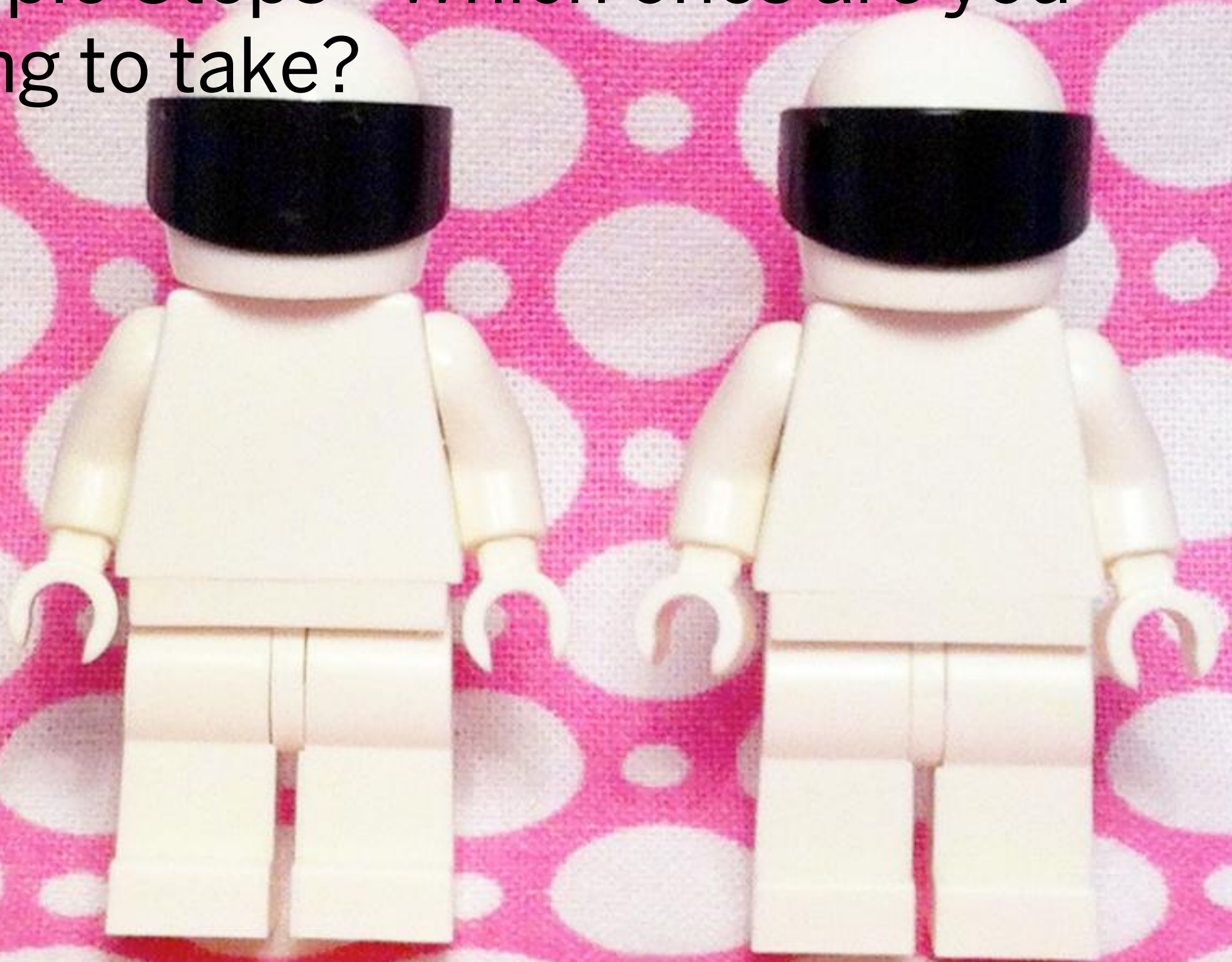
Higher Performance

Some simple steps that you can take to improve performance

Simple Steps - Which ones are you going to take?

Create stable teams, that live longer than just projects - start with just one

Simple Steps - Which ones are you going to take?



Encourage generalizing specialists (start pair working)

Simple Steps - Which ones are you going to take?

Build-in cognitive diversity

Thank You!

**thank
you!**

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