



# AgilityHealth® ScrumMaster Training

# Purpose: To understand the ScrumMaster role and the activities to be completed before, during and after an AgilityHealth® Retrospective..

## Agenda:



What is AgilityHealth? Purpose of TeamHealth Retrospective



Scrum-Master Roles & Responsibilities Before & During Retro



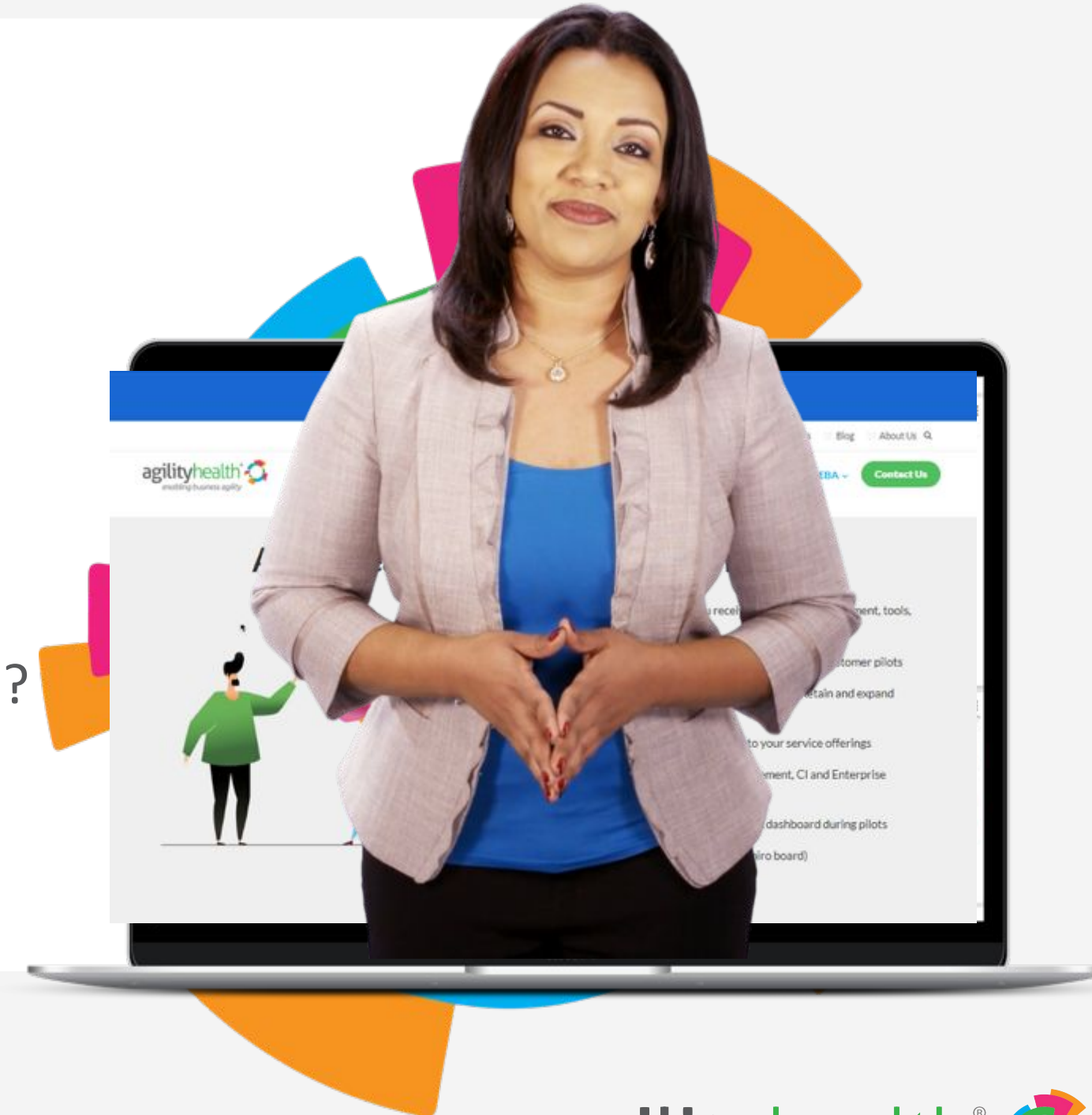
Overview of the TeamHealth Radar Process



AgilityHealth®: What do I do now that the strategic retro is done?



Questions, How to Get Access





# What is the AgilityHealth® Measurement

Platform?

**AgilityHealth®** is the world's leading **measurement & continuous improvement** platform for organizations who want to accelerate their enterprise business agility journey and achieve business outcomes.



**Measure**



**Grow**



**Accelerate**



# Workshop: Your Top Challenges

*What gets in our way?*

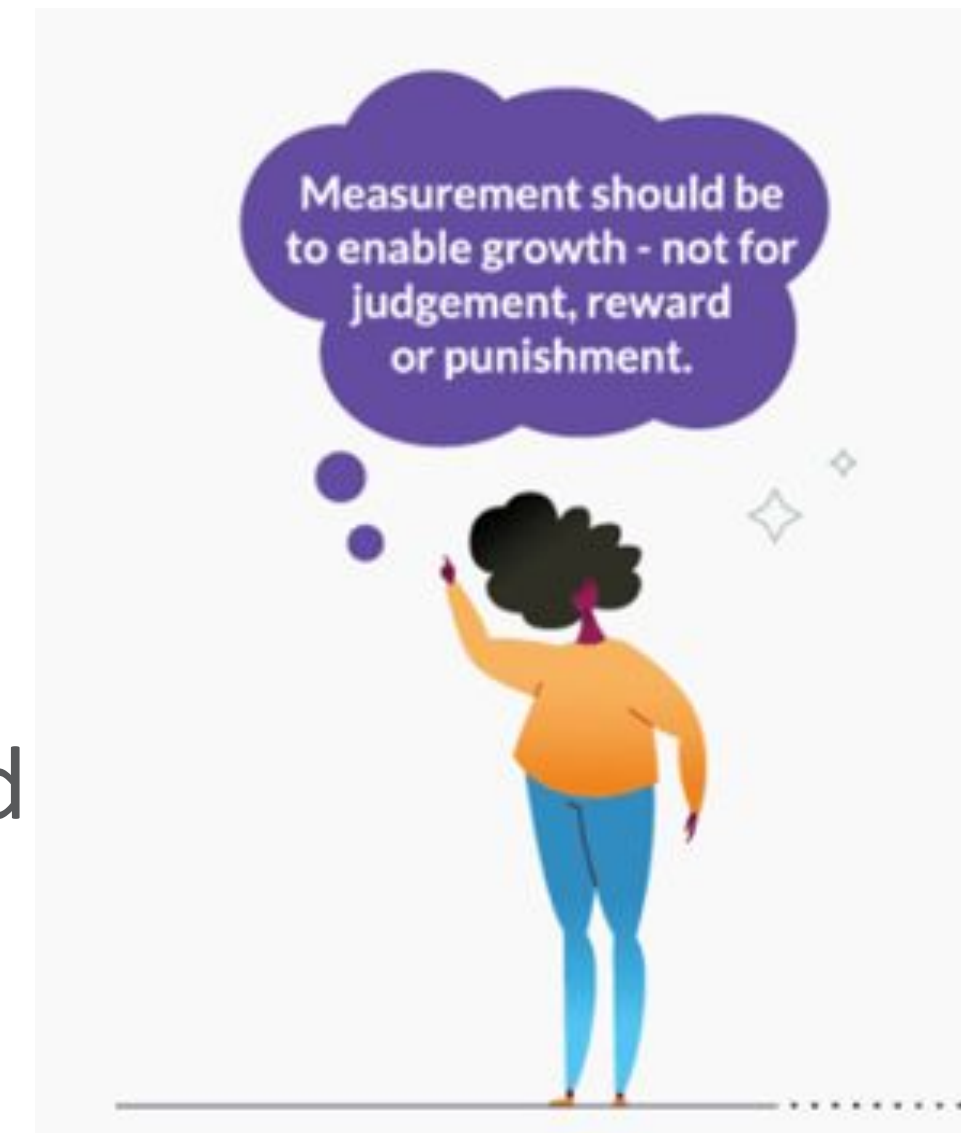
What are the TOP challenges you face with measuring the health of your team?



“How are we measuring this?” Typically, in the past...

- No consistent measurement methodology, subjective opinions
- Data ended up in Excel or survey tools
- Individual approaches weren't repeatable, consistent or comprehensive
- Little to no trending over time, growth isn't measurable
- No cross-team rollup view or analysis
- Not 'hearing the team voice' of where help is really needed

We don't *really* know how we're doing.



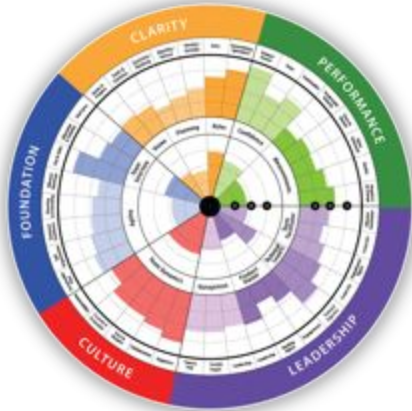
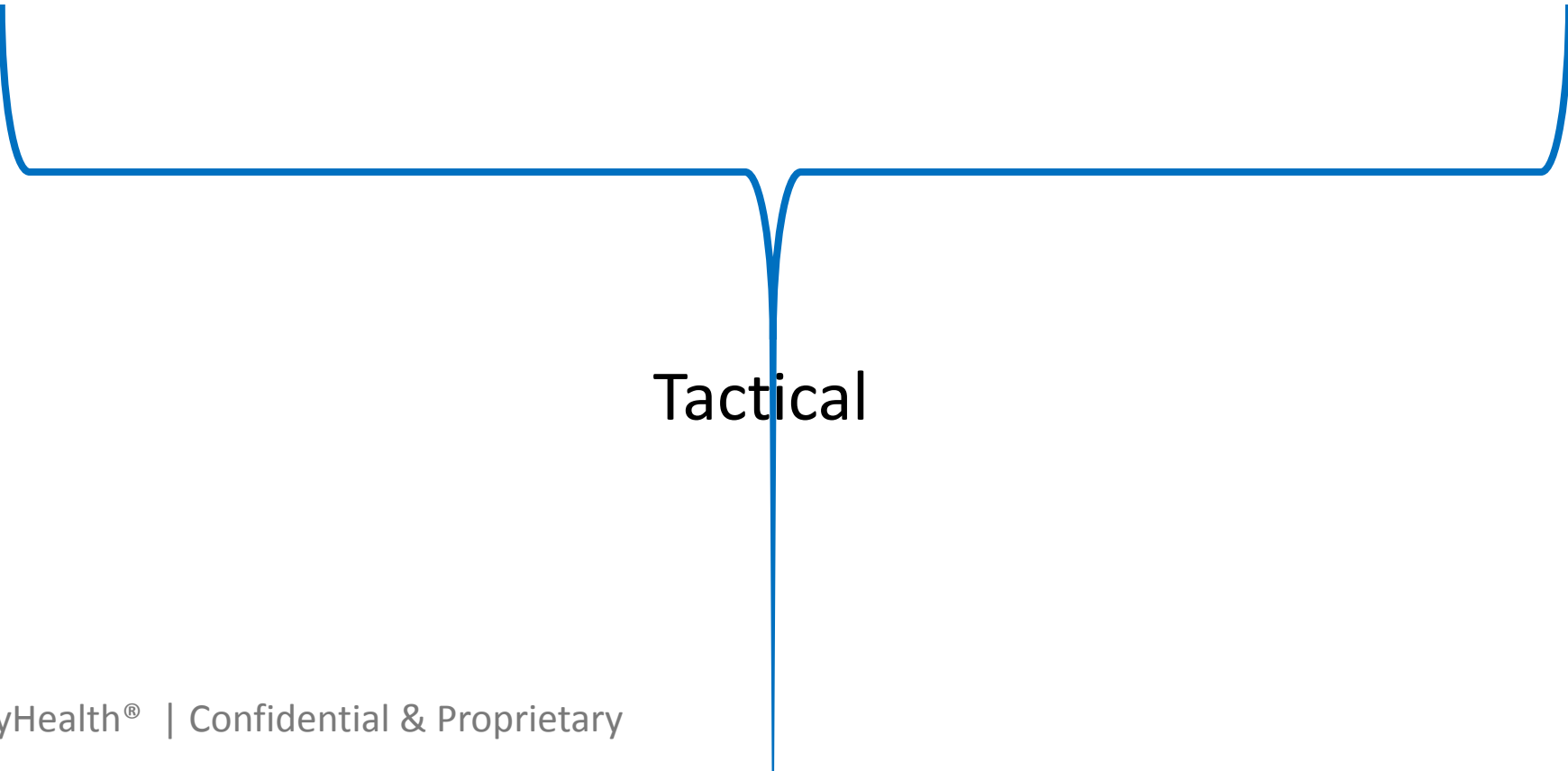
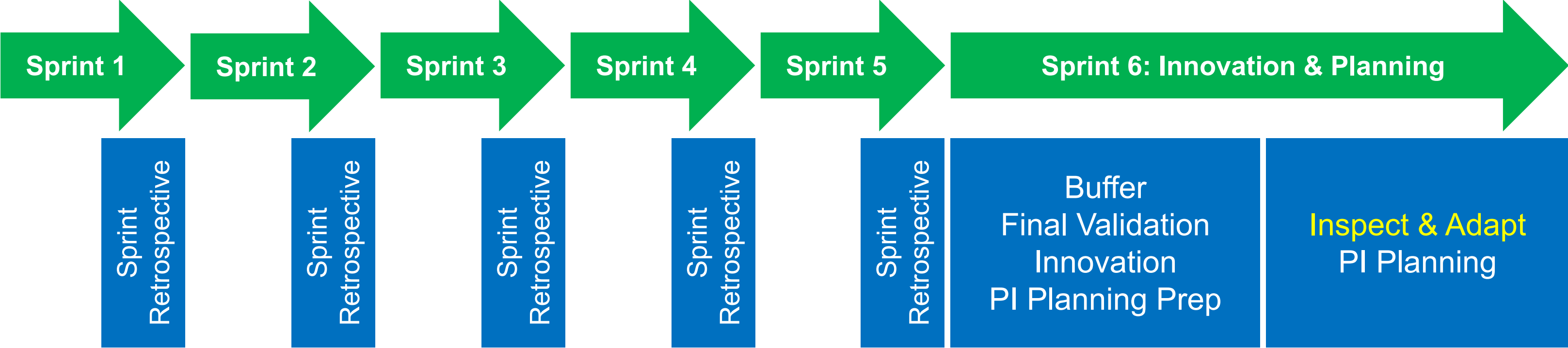


# Introduction: What is the TeamHealth Radar?



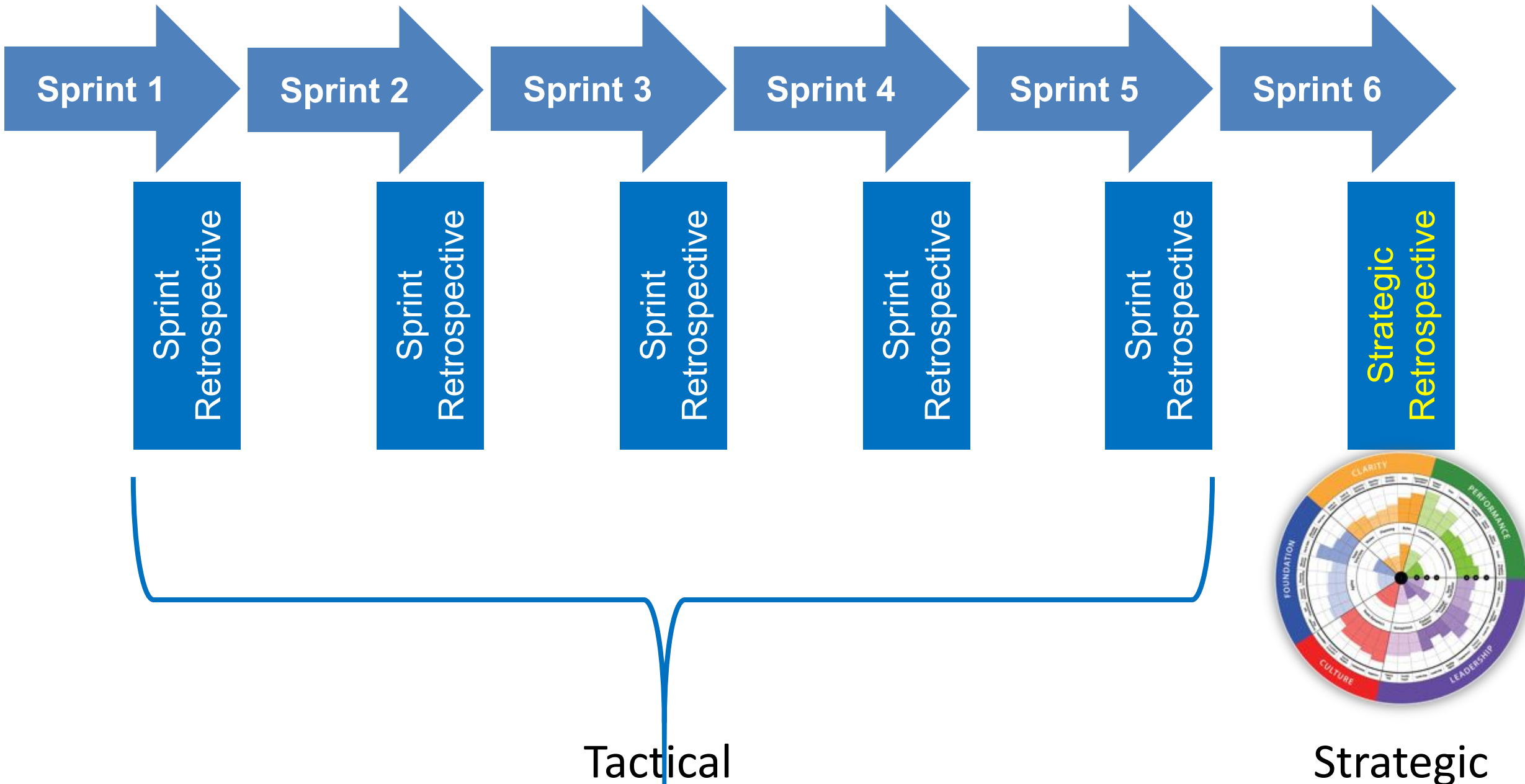
Watch the [TeamHealth® Overview Video](#)

# Sprint vs Quarterly Retrospectives: Train Formations



Strategic

# Sprint vs Quarterly Retrospectives: Non-Train Formations





# TeamHealth® Retrospective

**STRATEGIC RETROSPECTIVE:** A retrospective that aims to help teams reflect on their last quarter or release and improve the next one. Facilitated by certified AgilityHealth® Facilitators.

**PART 1** Team members complete the assessment

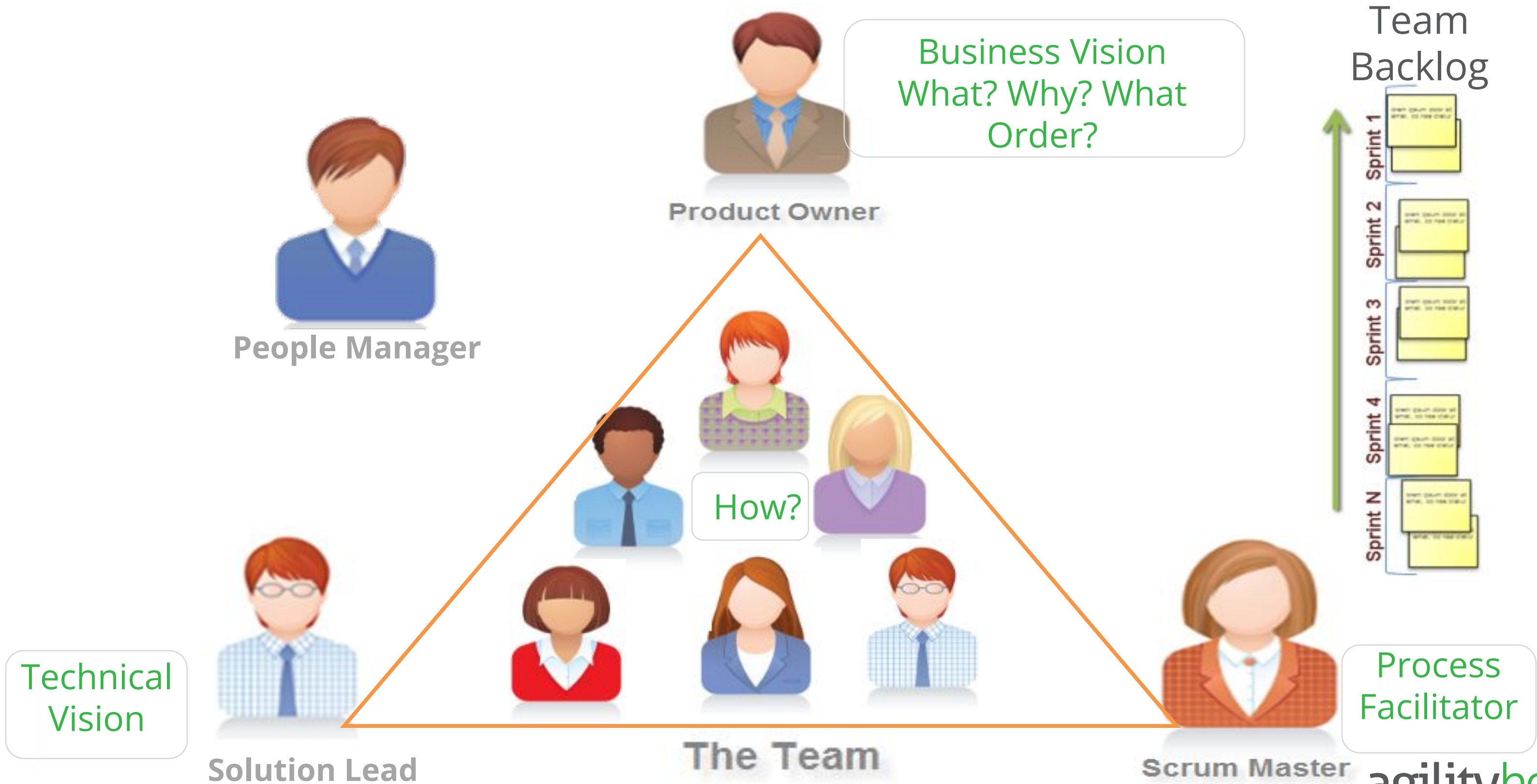
**PART 2** Analyze real-time radar and textual responses. Have “real” conversations

**PART 3** Build actionable growth plan for the team and for their leaders

Duration: ~3 hrs  
Repeat: Every quarter/release



# Agile Team Structure



# ScrumMaster Responsibilities



- 1 Meet with the AgilityHealth® Facilitator
- 2 Participate in the Assessment & Retrospective (Metrics!)
- 3 De-duplicate, Prioritize & Organize OGIs
- 4 Follow Through – TGIs



# Moving Towards A Growth Mindset



We're doing the best we can  
and have no time for growth

We can continuously improve  
our way of working

Strategic Retrospectives help a team adopt a Growth Mindset.  
In order to have a Growth Mindset, the team must make **time**  
and **space** for Intentional Growth.

# 1 Prepare for the Assessment

Meet with the AgilityHealth Facilitator

Schedule the date/time for the Retro

- We want you to utilize your retrospective

Validate the Team members are correct

Add Stakeholders or Use Excel Upload

- Direct Managers of Team Members (Manager of SM, PO, Development Team, QA, etc.)
- Customers the team would like to get feedback from

Share any information about the team that might be relevant in order to effectively facilitate the retrospective

- Team Challenges
- Recent events
- Unhealthy behaviors

Resources:

[\\*How to add/remove team members and stakeholders](#)



## 2 Participate in the Assessment & Retrospective

Prepare to answer Quantitative Questions

Assist the AgilityHealth Facilitator

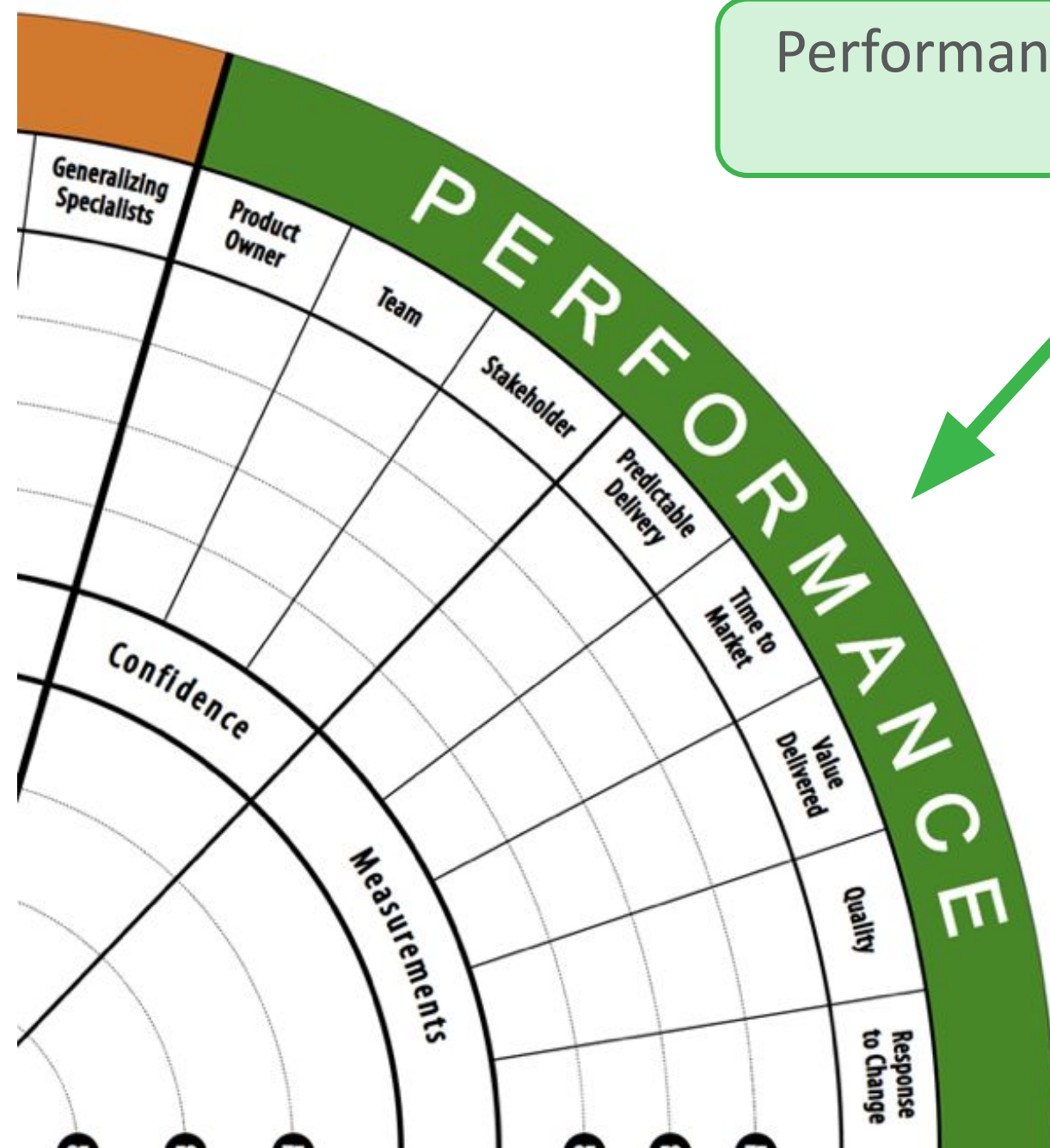
- Help capture/refine growth items during the Retrospective session
- Bridge the relationship gap between the facilitator and the team

### Resources:

[\\*TeamHealth Quantitative Questions](#)



# TeamHealth® | Performance Dimension



Performance metrics are quantitative and are answered by the ScrumMaster, we'll ask Product owners to mark (N/A). **Source of truth** (JIRA, Excel)

## Measurements:

- Predictable Delivery
- Time To Market
- Value Delivery
- Quality
- Response To Change

View the questions here: [TeamHealth®](#) quantitative questions

# 3 De-Duplicate, Prioritize & Organize OGI

Organizational Growth Items

Finish OGI not completed during the retrospective

Meet with Facilitator / Coach (Cont. Improvement Champion CIC)

- Deduplicate
- Identify Themes
- Prioritize

Assist in prep for ART Leadership Readout (Presented by CIC )

Resources:

[Growth Plan Basics](#)

# Organizational Growth Item Format

## The Problem - Impact Format

### **Problem:**

Harry Potter team has been unable to reduce or control technical debt because of new feature development timelines. In fact, we are creating more because of how fast we're being asked to move.

### **Impact:**

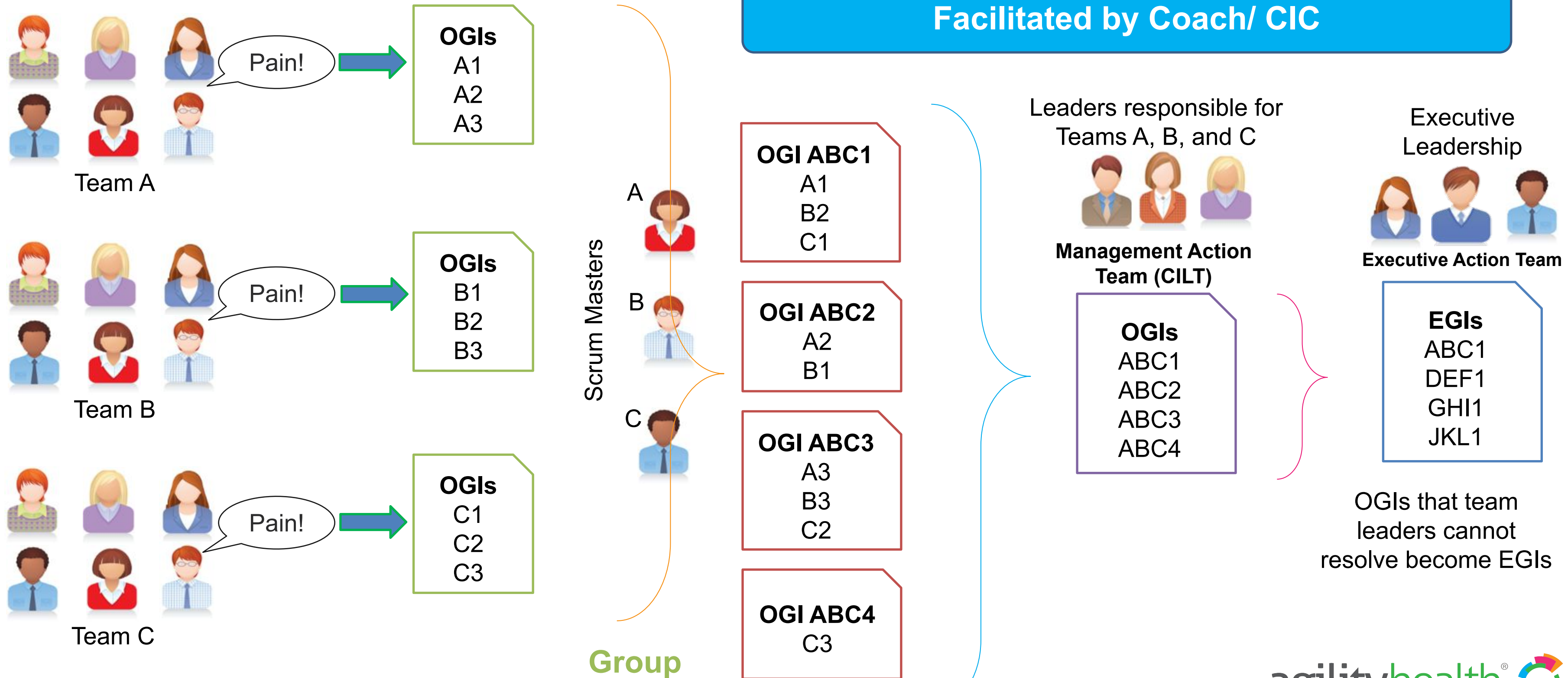
- We have missed sprint goals every sprint this quarter because the codebase is so brittle that we are forced to react to production issues and escaped defects (we had x escaped defects last quarter)
- We have users on a deprecated system. We have no time to help them migrate off so we're supporting two platforms at once.

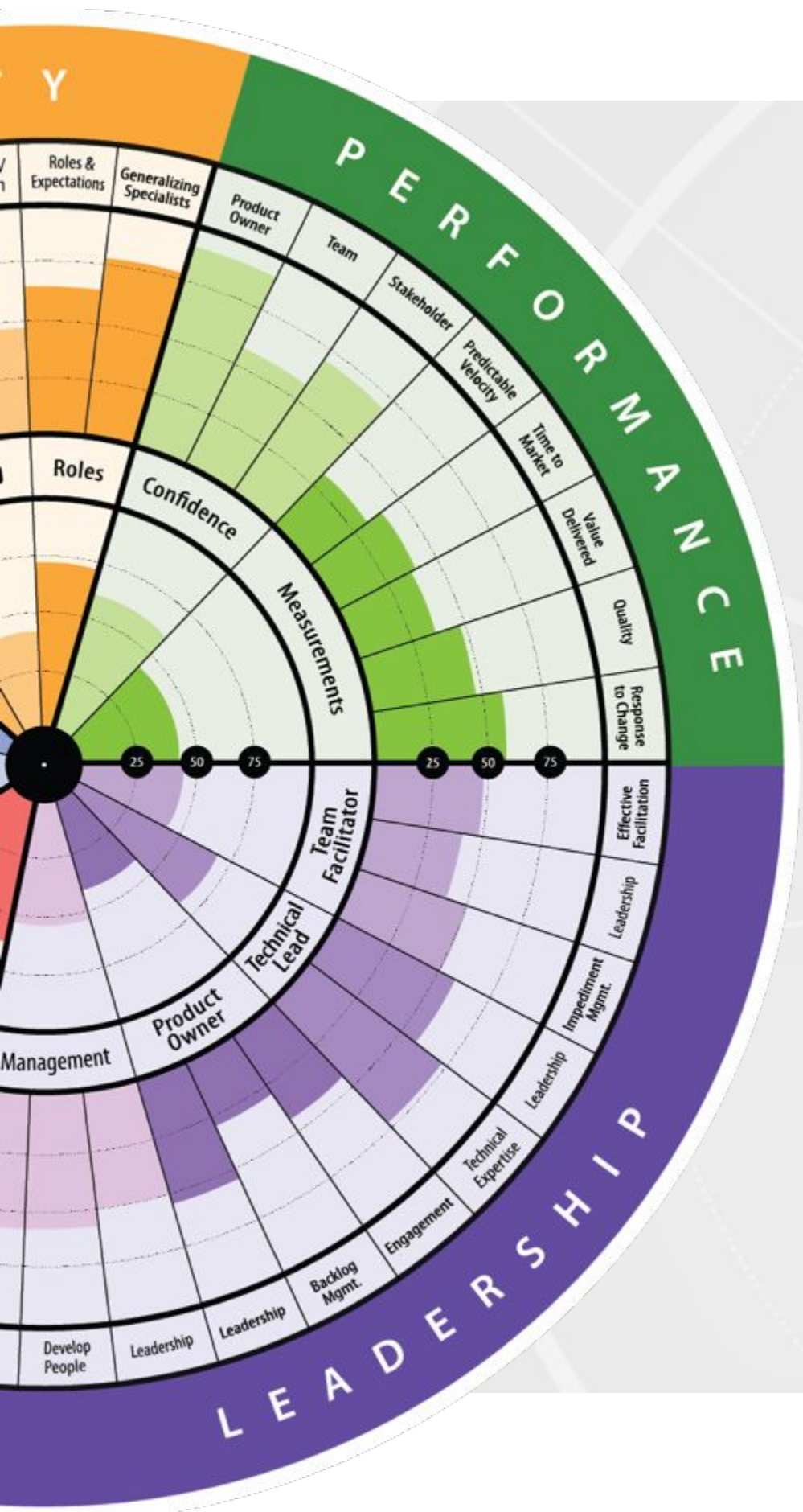
### **How We Will Measure Success:**

- Technical debt stories can be resolved
- Our old system is decommissioned



# The Life of an Organizational Growth Item (OGI)





# Multi-Team Demo

[Open Multi-Team Demo Radar](#)

## 4 Your Most Important Job! Follow Through on TGIs

Keep Team Growth Items (TGIs) Visible

Finish TGIs not completed during the retrospective

Breakdown TGI during team backlog refinement

Work with Product Owner to prioritize improvement actions

Discuss TGI progress during the Sprint Retrospective

Resources:

[Execute the Growth Plan](#)



# Team Growth Item Format

## The User Story Format

As the Harry Potter team, we need to reduce the amount of technical debt in our codebase so that we can respond faster to additions and changes from the business.

### Acceptance Criteria:

1. We have removed legacy code from the Horcrux module
2. We have decommissioned the Quidditch app and migrated everyone over to Cleansweep 7.0

### Tips:

- Even though these are written in story format, they should be feature-level improvements.
- Try to avoid breaking the work down too far at this stage. Just capture the outcomes the team expects at the end.
- Break the work down into smaller stories during the team's regular backlog refinement meeting

# The Growth Portal | Enable Self-Learning

The Growth Portal provides Just-in-Time recommendations and resources for teams to help themselves for the target competency they want to improve. They can also request a coach/mentor to help them.



TeamHealth > Foundation > Stability and Allocation

## Stability and Allocation

Stability and allocation are measures of how 'focused' team members are on getting their work 'Done'.



Health



Recommendations



Videos



Resources



Training



Coaching

# Rollout Implementation Steps

1

## Facilitated Retrospectives

Facilitate the team retrospective assessments using Big Room Retros or individual team format. Build Team Growth Items and debrief with managers.



3 hrs

2

## Data Analysis & Insights

Rollup data across teams, identify patterns and opportunities. Develop insights for key areas to target and recommended next steps.



2 hrs

3

## CI Planning for Managers/Leaders

This continuous improvement planning workshop helps leaders refine the Org Growth Items, prioritize them and commit to action.



2 hrs

4

## Leadership Readout & Action

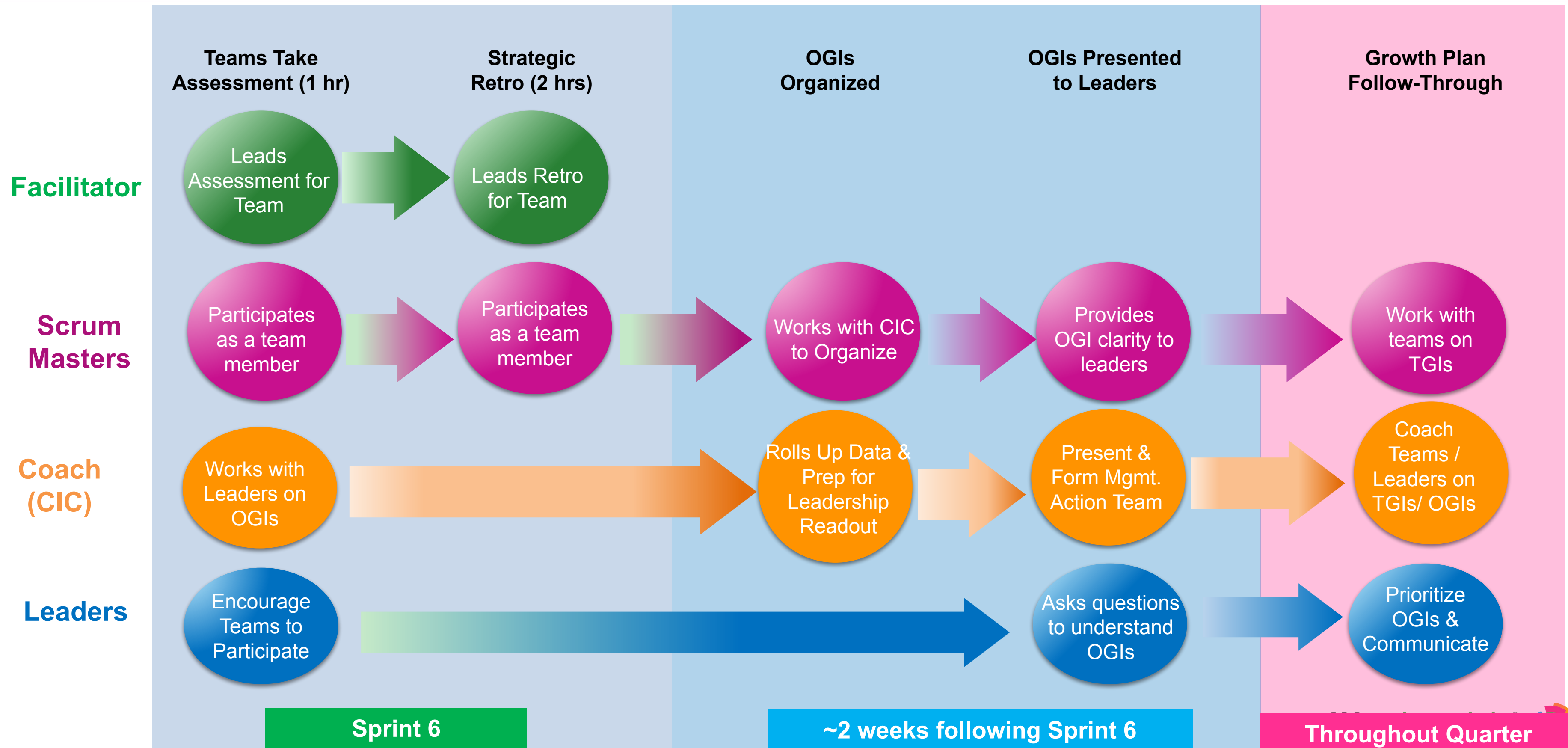
Review data and results with senior leaders, share insights and recommendations. Review org and enterprise growth items, commit to growth.



1.5 hrs



# The Process Each Quarter






# Thank You!





[Link to Support Center](#)


# Team Information: ABC Team

 Worktype:  
Software Delivery, service & support, business ops

 Manager(s):  
 Scrum Master:

 LOB:  
 Sponsor:

 RTE/Program Mgr:

 Date Formed:

First Name	Last Name	Email	Role (SM, PO, Developer, Tester, Analyst..)	Participant Tag (Contractor/Employee or Location)