

No More Buts

Getting Stuck Teams ... UnStuck

When your information radiators or retrospectives highlight a stubborn issue that lies outside your authority, what can you do?

You've asked your boss for help, but still there's no movement.

These issues too often get filed away under "it's just got to be this way here". As these excuses pile up, your process can become a junkyard of "awaited improvements" that don't materialise. This workshop gives you tools to use and to teach when you go back to look at your pile of excuses with a critical eye.

In this one-day workshop we will talk about the need for identifying Important goals (as opposed to the Urgent ones everyone is screaming about). You will learn and practice some thinking tools to move you into action toward these goals, in ways that are responsible, respectful, creative and realistic. We'll identify how tools you already know about can lay the ground to shift a team, practice Powerful Questions to light a fire under them, and see how Linda Rising and Mary Lynn Manns' "Fearless Change Patterns" can give them courage to bring positive change to the workplace.

Our goal: create an action plan for your team, with simple yet powerful ideas we did not think to use before.

Come away with some ideas and tools to add to your own change-agent toolkit




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No more "But"s ... Getting stuck teams unstuck.

Deborah Hartmann Preuss, July 2012

This one-day workshop is for team members and team leaders who suspect their team has stalled short of their true potential.

This may show up as "scrum-but" or simply complacency at being "good enough".

Together we will build a repertoire of concepts for thinking about "stuckness" and try out some activities that raise team awareness and build courage to act.

How do you know if you are stuck?

We'll explore this sentence...
does it ring any bells?

There's a *team*, that *needs* to get something *important* done,
but it requires *change* outside their area of *authority*.
So they just make do ...

Are they really a team?

You might need to turn your "group of people" into a real Team

What's really important?

When an "important" issue is constantly de-prioritised, you need to ask some different questions.

"Need" is subjective - what if they just don't care?

Values cannot be commanded - discover the true values are and align purposes.

But, we really have no authority!!

Even without authority, there are ways to act responsibly, respectfully, with integrity

But NO... not more Change?!? Just let us work!

Influencing change through powerful questions and future-oriented play

So... what can we do to shift this team?

Back to *your* team ... let's design your next steps toward getting unstuck


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No more "But"s ... *Getting stuck teams unstuck*

A 1 or 2 day workshop for teams and change agents

by Deborah Hartmann Preuss deb@deborahpreuss.com <http://abiggega.me>

There's a *team*, that *needs* to get something *important done*, but it requires *change* outside their area of authority. So...

Stuckness

Who is stuck?

Concern - Authority - Influence

Circles and Soup (Esther Derby, Luke Hohmann)

Powerful Questions (Carlton Nettleton, Deborah Hartmann Preuss)

Are they really a team?

Tool: Making the Vision Solid (Deborah Hartmann Preuss)

Book: Liftoff (Ainsley Nies and Diana Larsen)

The Core (Working Agreements) in Book: Software for Your Head (McCarthy)

What's really important? And when is it Done?

Interrogating „important“

Article: Management Tests

Tool: Project Sliders (Thomsett and Augustine)

Article: Cause-Effect Diagrams (Root Cause Analysis)

Blog: Effort-Impact Grid

"Need" is subjective - what if they just don't care?

Motivation and Retrospective

We do get things Done! OK, not Done-Done...

Definition of Done: A Primer

We really have no authority!!

Circles and Soup – actions

Oh, no... not more Change?!? Just let us work!

Influence

Exercise: Powerful Questions

Exercise: How to say No when you can't say No!

Exercise: Fearless Journey Game

So... what do I do next?

Exercise: Plan of Action

Impediment Resolution with Scrum - Some Tips

Article: Build a Kanban Board for a Scrum Team's Impediments

Broken Promises and Moves for Taking Care (Newfield Network)

A Manager's Guide to Building a Relationship with the Team

Discussion: What's next for you?