5th Agile Workout

16 April 2018

Hosted by **Agile Consortium** – La Place De Meern A12,
Meerndijk 59, 3454HP Utrecht
FREE for members of the Agile Consortium

After four successful Agile Workouts so far we offer you another opportunity to improve your Agile shape. Go for IT!

Embrace the opportunity to participate in a workshop, facilitated by Agile experts and be inspired! We offer the chance to join one of the high quality workshops. See details about the Agile Workouts in this flyer and the website of the Agile Consortium.

Block your agenda for the Agile Workout on April 16th and register asap via
http://www.agileconsortium.net/uncategorized/5th-agile-workout-apr-16-de-meern/
Only a limited number of seats are available!

Program:
17:00 Doors open: Come in and have a drink
17:30 Meet and eat: Meet other Agilists and enjoy dinner
18:30 Select the workshop you want to participate and go for it!
21:00 Leave inspired and spread the word

FREE entrance for members of the Agile Consortium
Non-members only pay **49 euro** excl. VAT
* Workshops will be in either Dutch or English, depending on the preferences of the attendees.

Workshops and Facilitators
Workshop 1 – Agile Transformation at SVB
"Agile transformation at large organisations"
Participants: minimal tbd, maximum tbd

Agile Transformation

Are you interested in the lessons learned of Agile transformations at large organisations? Come to this work-out for in-depth knowledge and discussions about the Agile transformation at the Sociale Verzekerings bank (SVB). The organization that implements national insurance schemes in the Netherlands. The SVB started the Agile transformation in August 2017 and is in the middle of the change of the way of working, the organizational structures and culture. Based on practical stories we tell more about the approach, the plan, the impact on the organization and the lessons learned so far.

We like to share what our pitfalls and success Tories are and we like to know what you think about it and have open interaction about some practical situations we are dealing with.

What will this workshop bring?

During this workshop you will:

- Get an in depth view on the Agile transformation approach at SVB
- Have interaction with Agile Master and participants and the opportunity to discuss cases
- Share knowledge, learn from the choices made so far
- Reflect on different scenario's

Facilitator: Allarda Keesman, Eva Jongmans-Vlaanderen, Els Verkaik and René Romkes

Allarda Keesman is an experienced IT (Project) Manager. After working as a developer in Software Development Projects, she became an IT manager. As manager of an IT department or project she knows how to motivate people to work together as a team to achieve the best results. Her experiences with leading large projects and organization development has made her enthusiastic for the Agile way of working. At the moment she is member of the team that is working on the backlog of the agile transformation of the SVB.

 Eva Jongmans-Vlaander is one of instigators of the current Agile transformation at SVB and a team member of the team that is working on the backlog of the agile transformation of the SVB. Her enthusiasm for Agile stems from being part of a Scrum DevOps-team at SVB and later from her experience as a teamcoach/team manager. Eva studied international relations and languages and cultures of China, before switching to IT Operations in 2013. Her background in international studies often leads her to creative solutions and helps her convince/enthuse others.

Els Verkaik is an experienced **Agile coach** and know how to move people, processes and technology in large organisations. With her deep knowledge of Agile approaches, like Scrum, in combination with coaching techniques from **NLP** (Neuro Linguistic Programming) she can inspire and motivate people to do their work successful. She is specialized in building high-performing self-organizing Agile teams. Els worked 20 years in the ICT as a **Project Manager** of Customized Software Development Projects before she became an independent Agile coach. For more information see www.elsverkaik.nl

René Romkes is an experienced Agile coach and has helped different large organisations in their transition to Agile. At this moment he is helping the SVB in it's transition. René studied computer science and embraced Agile in 2006. He started RTO in 2001 and worked as a project manager for 5 years before switching to Agile. In his free time he is chairman of **Agile Holland**.

Workshop 2 – People ARE willing to change BUT…

"Working with the Switch! change model"

What is the Switch! change model?

Your organization is doing a major important change. The benefits are obvious, but employees do not want to join. You do not have the power to send people home ... and even if you did, you would still not reach your goal. So you have to do something different. How do you get your target group (team, department, organization) to join you for the next steps in a change.

In this situation, the book "SWITCH - Change when Change is Hard" by Dan and Chip Heath provides a solution. They describe 9 strategies to change human behavior without the use of power. Unfortunately there are no pictures in their book ☹. But do not worry, we have visualized their model and incorporated it into a work form that you can easily apply yourself in your organization to get and keep people moving.

Based on a visual model on the ground, we walk participants through the Switch! changemodel and connect its strategies to their personal experiences. Subsequently, participants work in subgroups to put what they have learned into practice using a dialog sheet. We provide a sample case but participants can also get started with their own case to apply the 9 strategies on.

What will this workshop bring?

During this workshop you will:

- Get to know the 9 strategies and experience when and how to apply them
- Get a visual model and a dialog sheet to take home
- Share ideas and experiences with other participants

Facilitators: Remi-Armand Collaris and Linda Dorlandt

Remi-Armand Collaris: I believe the main challenge of today's organizations is to create an environment in which people can blossom in cooperation with others. Autonomy and teamwork are important ingredient for that. In my work as organizational coach I help teams to improve team results by taking ownership over their way of working and employing team learning practices. Agile, Scrum, LeSS and Lean are some of my sources of inspiration for practices to make continuous improvement engaging and provocative. http://www.linkedin.com/in/racollaris

Linda Dorlandt: I am momentarily involved in managing business change initiatives at Facility Management at the Dutch National Police. In this work I facilitate connections between team members and encourage them to take responsibility and in doing so I help self-organizing teams to emerge. Before that I was a project and change manager at FloraHolland and a Works Council member for six years. This Works Council was transforming itself to be more innovative and as second chairman of the council one of my responsibilities was, putting together the training program to get there. I did my Bachelor thesis in Business Psychology on the influence of empowerment on business results. That explains my interest in new insights in improving peoples ways of working and in Agile and Scrum as tools to reach that goal. http://www.linkedin.com/in/lindadorlandt

Workshop 3 – Provocative coaching | Play cards against Agility
"We laugh when we recognise. Laughing is the shortest distance between people"
Participants: minimal 6, maximum 15

What is Provocative coaching and Cards Against Agility?
Stop running around in circles. Change your paradigm. And just speak the truth we all know to be true. These are some ingredients of provocative coaching. Looking for change by provoking new thoughts, beliefs and assumptions. To explore strange new thoughts, to seek out new possibilities and new ways of doing, to boldly go where no man has gone before.

Cards Against Agility is a fun game to create an open mindset, provoke creativity and gently touches sensitive subjects with a sledge hammer. Good team work is hard. If working together, trusting each other and coping with change were easy we would not need Lean, Agile or any other management theory.
To cope with the rapid changes in the market, many companies want the results Agile gives.
They take the tools and try to copy them. They print out the principles and pay them lip service. But the true strength of any management method is in the day to day habits, the beliefs and social organisation, which is implicit. Which we do not talk about. The culture.

To build on the Agile culture you can play Cards Against Agility. With a set of provocative questions and answers a team tries to make as much fun as possible. To make fun everyone needs to understand what's being said. In this way the team is stimulated to:
- understand each other;
- be open to bizarre (funny) suggestions;
- create energy.

A solid basis for creating serious business results.

What will this workshop bring? During this workshop you will:
- Learn what provocative coaching is
- Get insights on how to apply provocative interventions in agile environments
- Learn to play Cards against Agility
- Contribute suggestions and feedback for perfection of this demonic game
- Have chance to win a limited edition 1.0 version of Cards Against Agility

Facilitators: Sybren Eikenaar, Mariëlle Roozemond & Patrick Verheij

Sybren Eikenaar has been described by his customers as walking the line between irritation and inspiration. He is driven by tangible results by letting people excel. He has 13 year experience as change consultant in Lean, Agile, Opex & strategy execution in the service industry. With his company dagstartcaoch.nl he focusses on helping Lean and Agile teams continuously improve their communication habits that underpin the successful creation of value/results.

Mariëlle Roozemond is driven by the desire to contribute to new marcoms; i.e. to go beyond creating merely financial value and engage in the continuous search for meaningful services and products that are used by real people. Agile philosophy, tools and techniques prove to be very helpful, so she initiated the start of an Agile MarComs community of Agile Consortium. She combines a lectorship at Rotterdam University of Applied Sciences with her work as an independent Agile MarComs coach and trainer.

Patrick Verheij helps people in organizations gain deep understanding of the Manifesto for Agile Software Development and the many concepts behind what everybody calls "agile", so they can decide why they want to become agile and then properly communicate that to everybody in their organization.
Once an organization decides it needs to become more agile and is able to tell how much agility they think is needed, I help people on all levels in that organization to get there, step by step. One of the techniques Patrick uses along the way is provocative coaching.