6ᵗʰ Agile Workout

11 February 2019

Hosted by **Agile Consortium** – Central location tbd
FREE for members of the Agile Consortium

After five 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.
All participants will receive the new book "Agile focus in besturing, pocketguide voor executives in transformatie", written by Marjolijn Feringa and Jeroen Venneman.

Block your agenda for the Agile Workout on February 11ᵗʰ and register asap via http://www.agileconsortium.net. 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 Inspired when you leave 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 – Liberating Structures
"Engaging interaction over suffocating structures"
Participants: 6+

Get acquainted with a set of easy to apply facilitation formats that provide just enough structure to get creative results; the sweet spot in between mind numbing and chaos. The 33 Liberating Structures are suitable for use in a small group, such as a single team, but can just as easily be applied on a much larger scale. In this workshop we'll let you experience Liberating Structures to make you a more effective facilitator.

Facilitators: Anko Tijman and Wim Heemskerk

You hire me, **Wim Heemskerk**, when you want your path to agility to be inviting and engaging for all involved. I believe in us, humans, and the great things we can accomplish. Therefore I help organisations multiply the value they create by embracing the full power of the people in and around them. I do this through facilitation, coaching, training, and mentoring.

I help management & development teams to be agile in their practices. Two areas get special attention in my coaching and facilitation, as I have found them in need:

- the opportunities for management and leadership to be a driving force towards agility
- the opportunities to include and unleash everyone in an organisation

You can do much better than hoping management will simply step aside and the chaos will be temporary!

Anko Tijman - Agile in Public and Education
WHAT I AM - Senior team coach in both Agile and DevOps. Strong background in Testing and Quality. Excellent communicator and true bridge builder between teams and departments. I encourage people, teams and organizations (managers included!) to self-organise, embrace change and focus on delivering valuable results to their clients.

WHAT I BELIEVE - As a society we're on the edge of a major shift in how our work is organized and organizations are managed. Traditional linear, top down management control is no longer effective, as people want to be valued, inspired and empowered. Only then organizations can utilize the potential of their workers. The demands of the customer driven market are high - complete and integral designed products are essential. To enable this, cross-functional teams need to be empowered by management.

Workshop 2 – Working agile with senior leadership
Participants: max. 12

When addressing the agile mindset within an organisation, senior leadership within that organisation will be involved. They will either start an agile initiative or jump on a rolling bandwagon. But how do they think and what do they need? These questions need to be investigated before expecting something from them. Senior leaders are of the aim of complaints and mockery when agile tends to go awry. Do they really deserve that or could they be massive allies in becoming agile? And if so, how exactly? That is what we will look for in this workshop, aimed at anyone who cares for senior leadership involvement in adopting an agile mindset. This session will include and relate to content from the new book "Agile focus in besturing, pocketguide voor executives in transformatie", written by Marjolijn Feringa and Jeroen Venneman.

Facilitator: Patrick Verheij, Jeroen Venneman

Patrick Verheij helps people find options and move forward. He has seen many organisations and projects and has worked with a multitude of people in those. He focuses on creating awareness about how people think about their work and the work of their colleagues and clients. He uses the agile mindset as a driver for continuous reflection to increase performance, interaction, craftmanship and fulfilment.

Jeroen Venneman has 20+ years of experience in Agile Transforma-tion consultancy, training and coaching. He started the company EnterAgile in 2017, the Agile Masterclass Institute and a collabora-tion with Agile360 in 2018. Enter the Agile Mindset is his motto. Jeroen is inspired by and trying to inspire others with Agile. Creating and growing an agile community inside and cross organizations, connecting people with the same passion, unleashing the potential entrepreneurship within people, teams and organizations. His new book is available februari 2019: "Agile focus in besturing, pocketguide voor executives in transformatie".

Workshop 3 – Lean Budgeting
"Een nieuwe manier van financieel besturen die aansluit op productgericht, agile werken"
Participants: tbd

In deze workshop maak je kennis met een alternatieve manier van budgetteren die beter aansluit bij een agile manier van werken, en die het beter mogelijk maakt om in te spelen op een veranderend portfolio. Dit noemen we 'Lean Budgetting'.

Bij het werken met Scrum maken we al de paradigma verschuiving: 'Van vaste scope naar vaste kosten en vaste doorlooptijden'. Dat betekent al dat je eigenlijk anders om zou moeten gaan met het budgetteren van IT innovatie en onderhoud. Maar de meeste organisaties blijven star vasthouden aan hun bestaande manier van besturen.
Uiteindelijk is er altijd een CFO die zowel aan control- als aan accountingregels moet voldoen. Hoe kunnen we nu de CFO alsnog de hulpmiddelen bieden voor zijn/haar accounting verantwoordelijkheid en tegelijkertijd omarmen dat we niet meer met aparte project budgetten willen werken maar met vaste productteams met vaste kosten.

In de workshop zullen we oefenen, discussiëren en handvatten meegeven voor eventuele implementatie ervan binnen je eigen organisatie.

Facilitators: Brian Teunissen en Johan Vink

Brian Teunissen heeft ervaring in toepassen en implementeren van agile frameworks sinds 1999. Sinds 2013 gebruikt hij met name het Scaled Agile Framework als leidraad om gehele organisaties te helpen kantelen en wendbaar te worden. Lean Budgetting maakt onder meer onderdeel uit van het Scaled Agile Framework. Brian heeft onder andere de CFO van Transavia geadviseerd voor de invoering van Lean Budgetting. Brian is gecertificeerd als *Agile Master* bij het Agile Consortium, als *SAFe Program Consultant* bij Scaled Inc. en als *Professional Scrum Master* en *Professional Product Owner* bij Scrum.org.

Johan Vink is onafhankelijk Agile consultant. De missie van Johan is om mensen en organisaties te helpen succesvol te zijn in het wendbaar maken van denken en doen. Sinds enige tijd is hij zich gaan verdiepen in "Beyond Budgeting". Dit onderwerp heeft zijn aandacht omdat hij ontdekte dat deze benadering voor het besturen van organisaties de wendbaarheid van organisaties sterk vergroot.
Johan verzorgt regelmatig presentaties, workshops en trainingen op het gebied van Agile. Hij is gecertificeerd als Scrum Master en Product Owner bij de Scrum Alliance. Daarnaast is hij gecertificeerd LeSS practitioner.

Workshop 4 – Agile and Politics
"How to deal with the paralyzing monster"

You have THE BEST team EVAR. You can achieve ANYTHING.
Yet you are not...nothings seems to work and everything you try seems to run into a wall.

Politics within companies and the impact on success
This wall, especially in more traditional companies - even if they have committed to Agile -, is often politics. Hidden agendas, egos, management games, little fiefdoms in the big empire that you call the company.

This session will go into the subject of politics within companies. Is it a big hairy paralyzing monster that you don't want to touch with a twenty-foot pole or something you have to deal with and have to find out how to use it to your advantage?

As coaches and mentors we should be aware that the people we work with are often influenced with internal organization politics. The teams, management and individuals we coach need to be able to deal with anything that can influence their success. Politics can be a large influence on this success. Politics influences the transparency and cooperation in an organization and these are large drivers of Agile. For instance when we look at Scrum the Product Owner has to deal with Stakeholders and management and their politics. Scrum Masters need to be aware of politics in an organization to be successful in handling any organizational impediment.

What will this workshop bring?
In this interactive session I will go into organizational politics and the effects of it. I will present result on research I have done on this subject in the past year. The presentation is based on my own experience and that of people in multiple organizations and roles that I have interviewed so far.
We will also interact together on your own experiences and issues on politics in your own organization. Together we will investigate how to deal with issues and how to make use of politics by being more aware of it or to turn it to your advantage.

Facilitator: Julya van Berkel

Educated as chemical and computer sciences engineer Julya started her career as software developer in insurance and high tech companies. She has also been a manager in a small consultancy firm and worked a lot in R&D.
Julya has been familiar with Agile since 2002. At that time she got involved with a team that used XP. Her next main experience with Agile frameworks was in 2005 when her employer decided to start using Scrum. As Scrum Master Julya has been helping teams since 2006 and getting more confident to train and coach Agile to others she now considers herself more an Agile coach.
Working for large system integrator companies as a consultant Julya has worked in many different areas yet mainly in software development organizations. Companies she worked with vary largely from service, logistics, airlines, public transportation, government, energy, financials and high tech.
Julya currently works as a freelance Agile coach and trainer for different organizations. Helping whole organizations transform though also helping on a team or individual level. Teaching Scrum and Agile courses in open of company trainings and sometimes speaking on conferences on subjects that include Agile or topics linked to Agile.

Workshop 5 – The Good, the Bad and the Ugly Agile practices…
"Learn from others and prevent to step into the same pitfalls…"

What Agile practices work and what not?

What Agile practices you experienced made you feel being in heaven?
And which made you feel utterly frustrated?

What will this workshop bring?

In this session, we will take you on a journey to heaven and share our best practices with you. We will also share some frustrations and of course we will give you hints and tips how to avoid these. When you already feel frustrated, we will provide advice how you can take an exit on this road and take the path to heaven. Join this session and share your best and worst practices.

Facilitators: Dick Croes and Theo Gerrits

Dick and Theo are two of the most experienced Agile coaches in the Netherlands. Theo works for the leading Agile company Xebia and Dick is an independent contractor. Together they have over 40 years of experience in Agile projects and transformations. Both are Agile Masters and examiners.