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# Retrospectives

A bit of ceremony can be useful

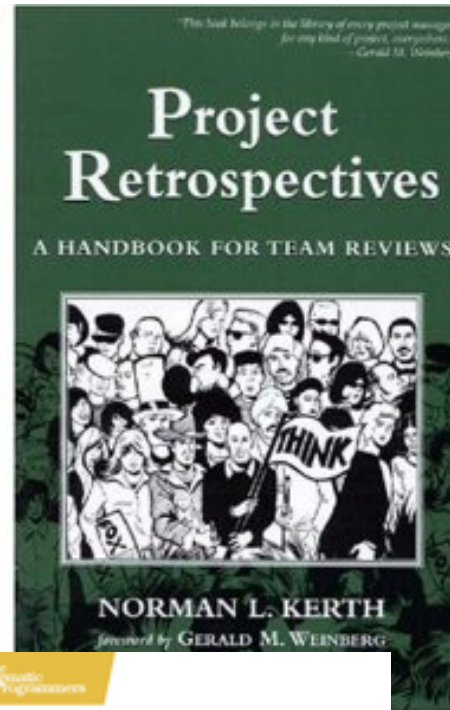
Aino V. Corry [aino@trifork.com](mailto:aino@trifork.com)

# Take away message

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If you leave out a step in the retrospectives,  
you will make problems emerge, that you

do not *understand* fully nor  
find *solutions* to



## Agile Retrospectives

Making Good Teams Great



Esther Derby  
Diana Larsen



# What is a retrospective

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*A chance to  
reflect and  
learn*



Historically a  
*postmortem*

Here is Edward Bear,  
coming downstairs now,  
bump, bump, bump, bump,  
on the back of his head,  
behind Christopher Robin. It  
is, as far as he knows, the  
only way of coming  
downstairs, but sometimes he  
feels that there is another way,  
if only he could stop

# Norm Kerth's Prime Directive

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*Regardless of **what** we discover, we must understand and truly believe that **everyone** did the **best job** he or she could, given what was known at the time, his or her **skills** and **abilities**, the **resources available**, and the **situation at hand**.*

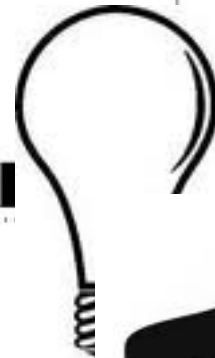
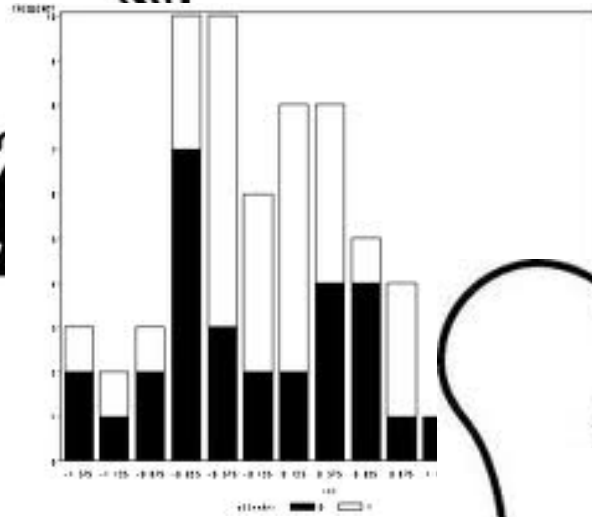
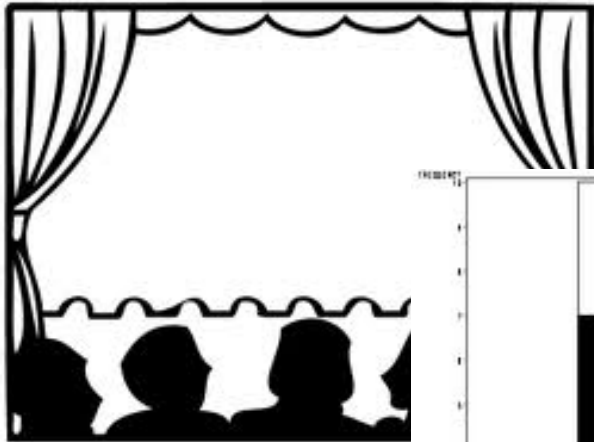


# What happens during

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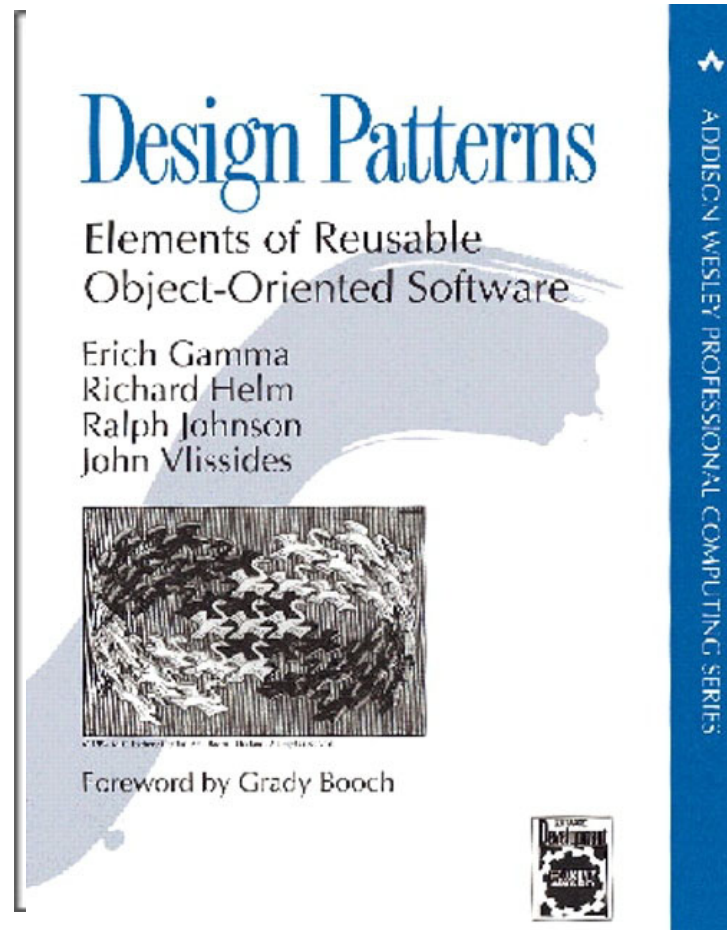
- Set the Stage – *getting ready*
  - Examples: Create Safety, I'm Too Busy
- Gather Data – *the past*
  - Examples: Artifacts Contest, Timeline
- Generate insights - *now*
  - Examples: fishbone, 5 whys, patterns and shifts
- Decide what to do - *the future*
  - Examples: Making the Magic Happen, SMART goals
- Closing the retrospective – *retrospective summary*
  - Examples: What helped what hindered, delta

# An example for retrospection



# Design Pattern Books

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## \* Dating design patterns \*

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*"How many times, have you thought 'Boy, I sure wish there was an easier way to pick up women, like published API with code samples?' What would you say if such documentation was not only available, but succinctly put into 22 design patterns and given formal descriptions just like the ones in your UML book? "*

# Surprise Statefulness

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## Problem

You want to convince the target female that you are a package of extremely desirable resources and differentiate yourself from other dating service providers

## Forces

- Women view men as somewhat self-centered
- Women assign significant value to a man who takes the trouble to make her private data persistent

## Solution

Use optimistic persistence to implement explicit storage and retrieval of her private attributes

# Surprise Statefulness

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## Strategies

- Standard text retrieval strategy (do you still use that wooden hula hoop ring?)
- Object instantiation strategy (give her an old LP of of the first band she ever saw)

## Benefits and drawbacks

- Considerable investment up front
- Corresponding high return

## Related Patterns

- Interested Listener - listen

# Interested Listener

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## Problem

- You want to enter and maintain conversational state with a client, high-quality request/response cycles, without exhausting system resources

## Forces

- Without knowledge of attributes, maintaining conversational state is difficult
- Talking to another person can be boring
- Talking about yourself is almost always interesting

## Solution

- Get the public or private attributes by calling standard getter methods
- With these in hand, run more complex methods

# Interested Listener

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- Strategies
  - *askForDirectionsOrInformation*,  
*askHerAboutHerBook*,  
*askHerAdviceAboutSomething*
  - Implement **LookLikeYouAreListening**
- Benefits and drawbacks
  - Easier than *thinkOfSomethingClever*
  - More effective than *seenYouHereBefore*
  - Sometimes your data is stored in a *friendZone* cookie

# Stories from the trenches

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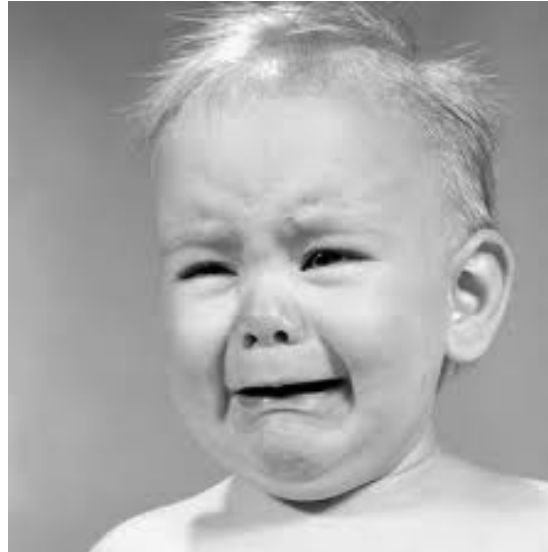


# Esther Derbys findings:

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Due to lack of

- focus
- participation
- genuine insight
- buy-in
- follow through



# More stories

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# No naming, no blaming!

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# Identify changes

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It is not enough to reflect, you need actions to change things

**S**pecific

**M**easurable

**A**ttainable

**R**elevant

**T**imely

SMART goals

# Don't "sell" retrospectives, instead

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Sell a way of learning

- how to avoid repeated mistakes
- how to identify and share success
- how to prepare for the next iteration and the next project

*Everyone say they want to learn, but very few actually takes the time to do it*

# Take away message

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you will make problems emerge, that you

do not *understand* fully nor  
find *solutions* to

# Next steps – read and practise

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*Project Retrospectives*, Norm Kerth

*Agile retrospectives*, Diana Larsen & Esther Derby

*The Skilled Facilitator*, Roger Schwartz

*Facilitators Guide to Participatory Decision Making*,  
Sam Kaner et al,

*Facilitating with Ease!*, Ingrid Bens

Check out Linda Risings site; [www.lindarising.org](http://www.lindarising.org)

# Thank you for your time 😊

