

# The Scrum Master as a Team Coach

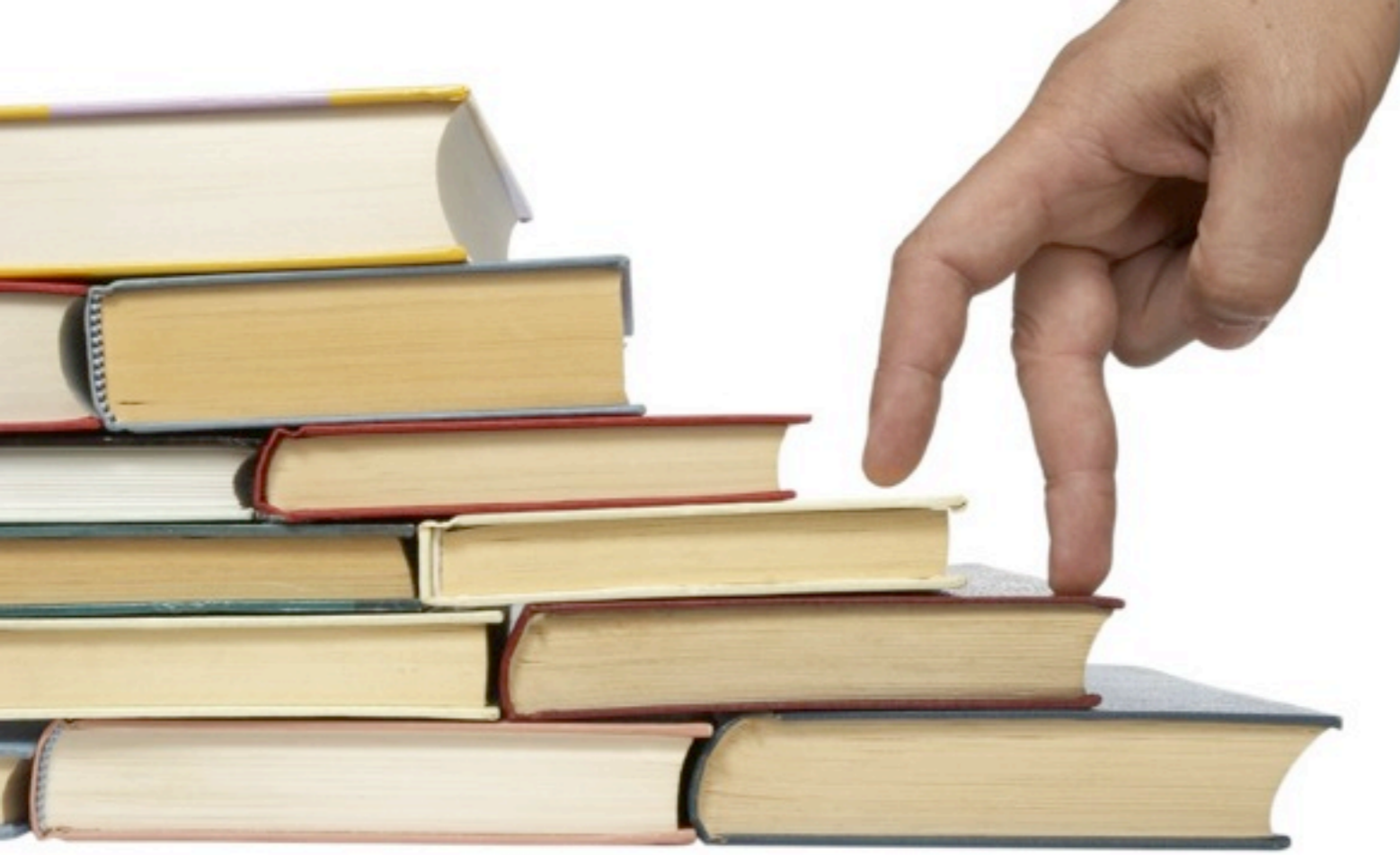
---



Pierluigi Pugliese

ConneXo





What could  
you need?

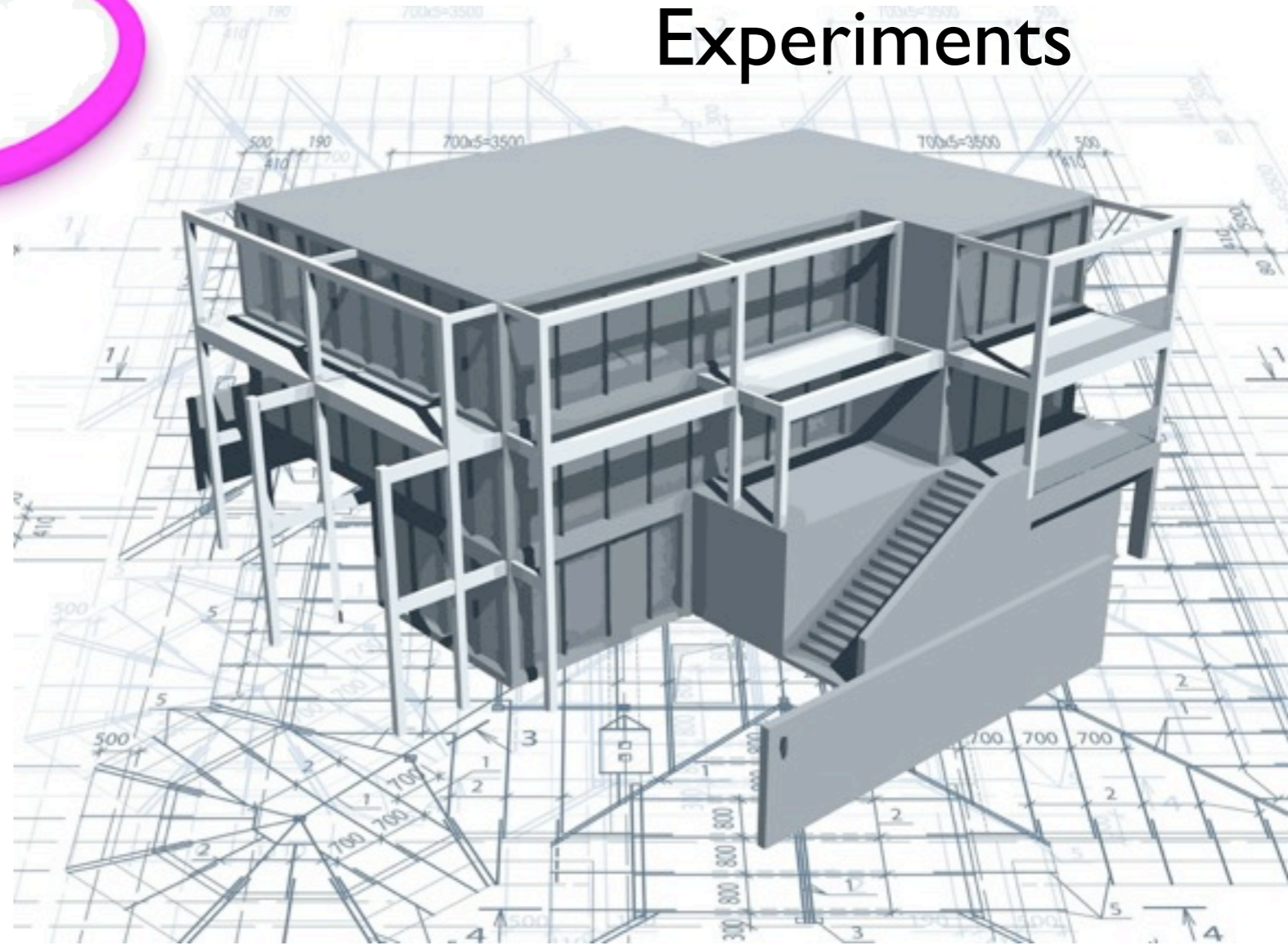


# From heuristic to structure



“My team is doing X how can I have them doing Y?”

Complex Adaptive Systems => Contextually aware Experiments



# Your many **Roles** as Scrum Master

---

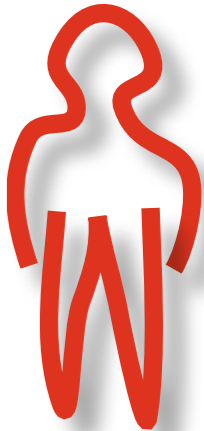
# Agile coaching = Many roles



# Many roles at once - I



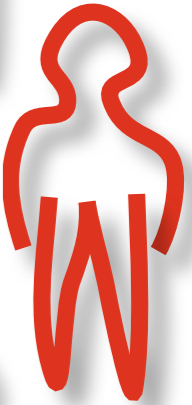
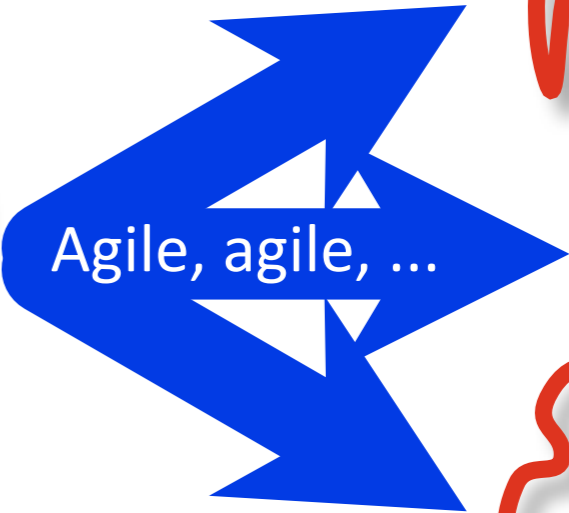
Technical Expert



Coach

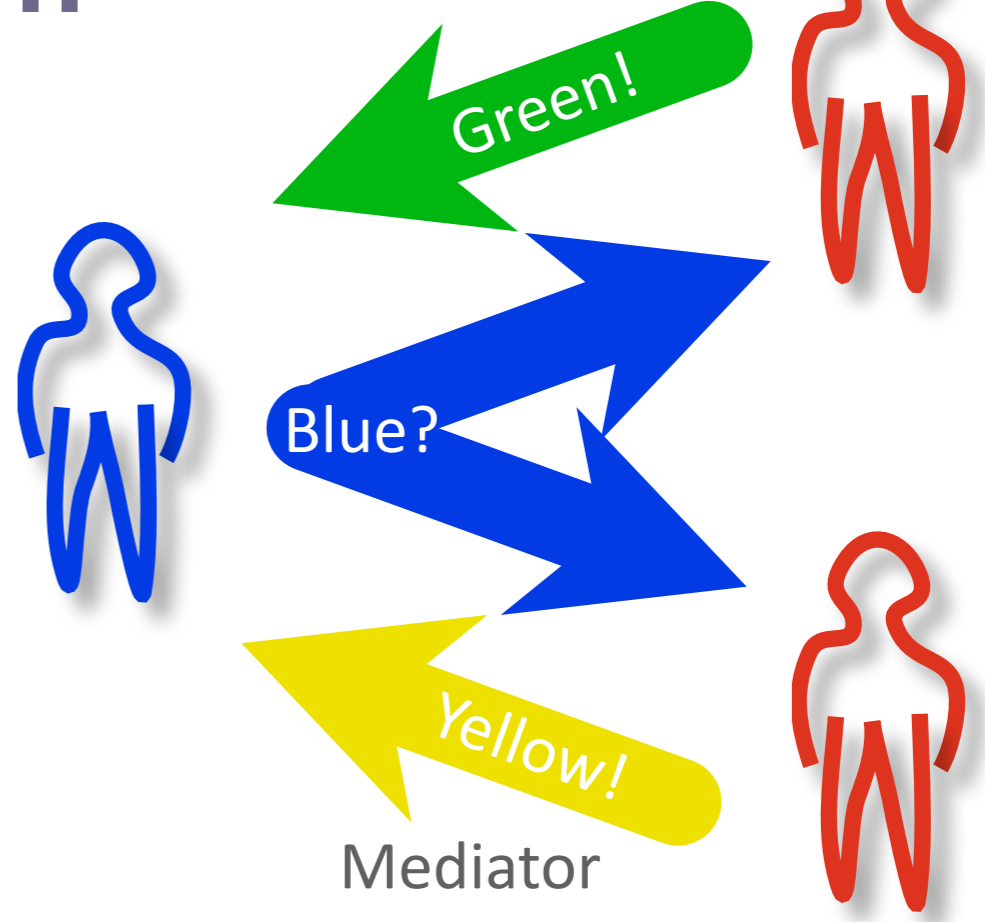
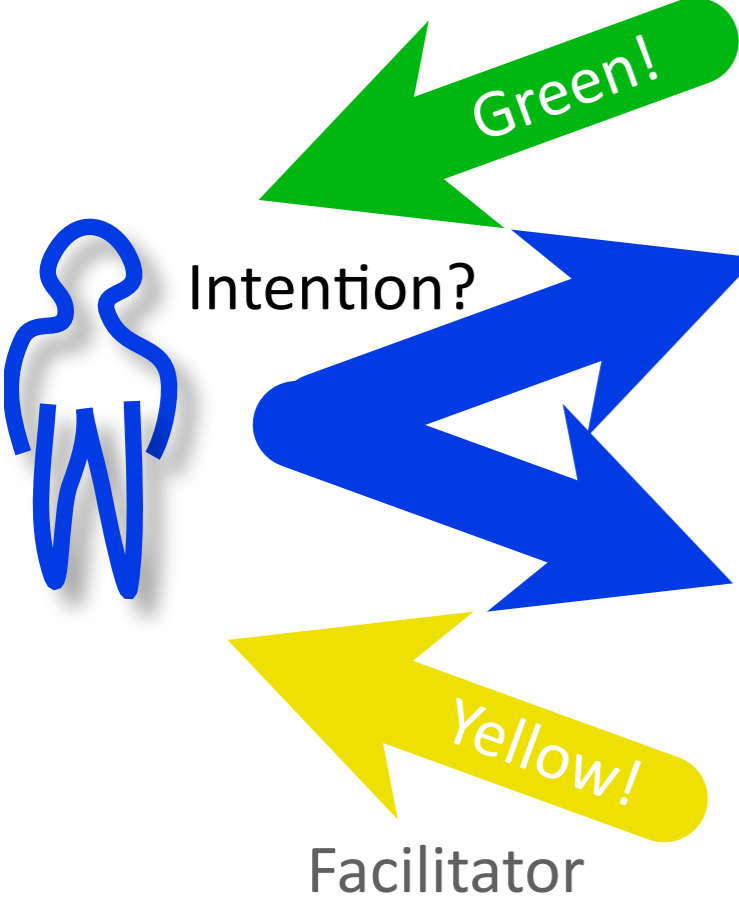


Mentor

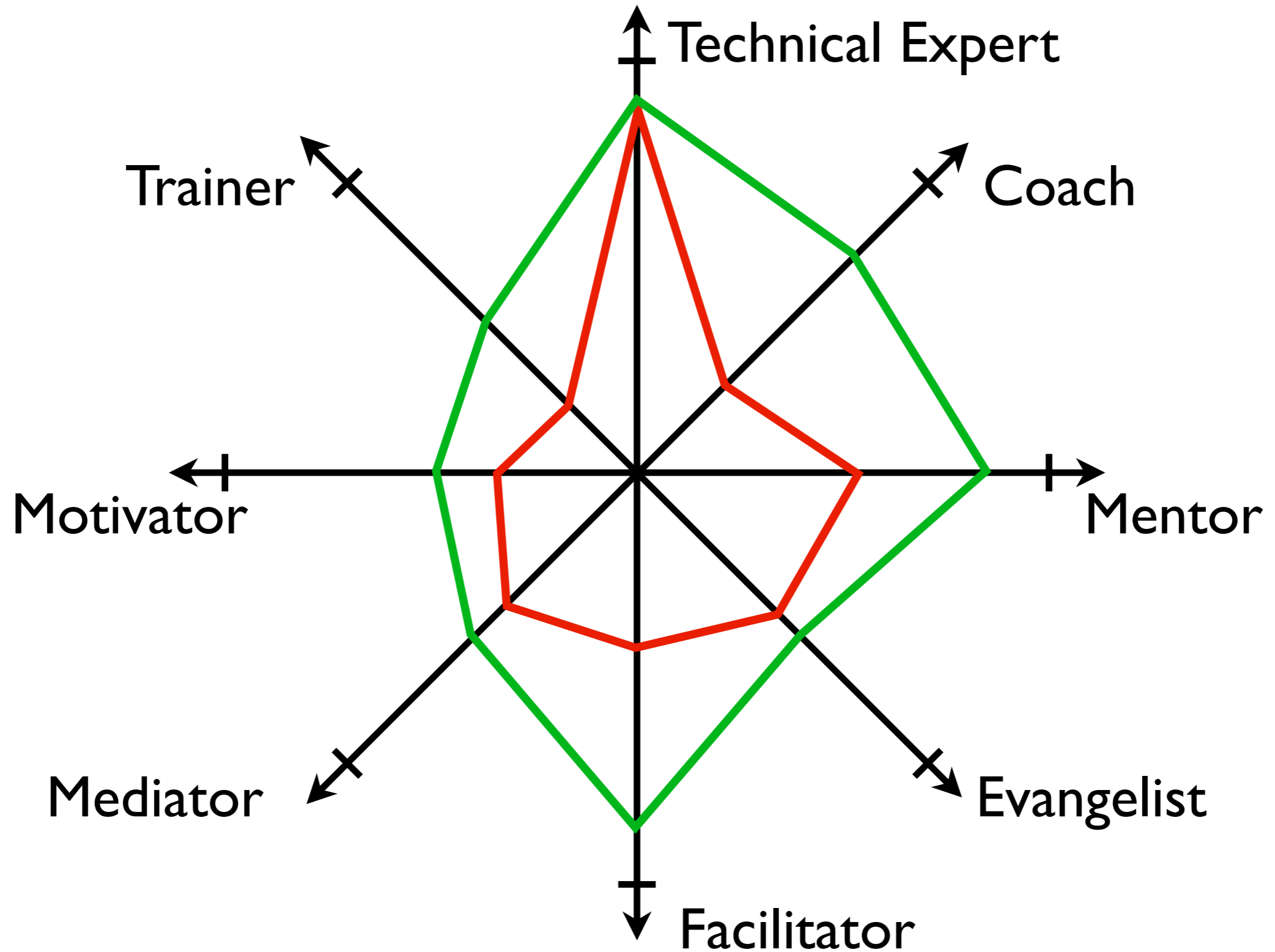


Evangelist

# Many roles at once - II



# What are your **real** roles?





What “glasses” do you use?

---

# How do you approach the SM role?



Trust



Cognition

Organisation



# What does it mean for you?

- Chances?
- Blind spots?



Organisation



Trust



Cognition

# What does it mean for your team?

- Chances?
- Blind spots?
- How do they approach their daily problems?
- What is limiting them?
- How could you support them?



# Ecology

---

# Ecology

NO CHANGE?

Advantages of  
the old

Disadvantages  
of the new

CHANGE?

Advantages of  
the new

Disadvantages  
of the old

# Values

---

# What are Values?

- How do you use them?

*Simplicity*

*Reliability*

*Communication*

*Quality*

*Honesty*

*Courage*

*Feedback*

*Transparency*





# Values: Nominalisations

- Example: Honesty  
=> be honest



# Solution...

- Avoid “Values”
- Boundaries, emergence
- Define behaviours
- Set Goals
- Challenge Beliefs
- Reflection processes
- Support group dynamics



# Questions?



Now or per email ppugliese: [at] connexo [dot] com



Pierluigi Pugliese

Connexxo



<http://blog.connexxo.com>