



# Reflect and Improve

Dr. John Pagonis - Agile Greece Meetup,  
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“If you don’t do retrospectives,  
you are not Agile”

# Agile Retrospectives

*“At regular intervals, the team reflects on how to become more effective, then tunes and adjusts its behavior accordingly.”*

from ‘Principles behind the Agile Manifesto’

# 5 stages

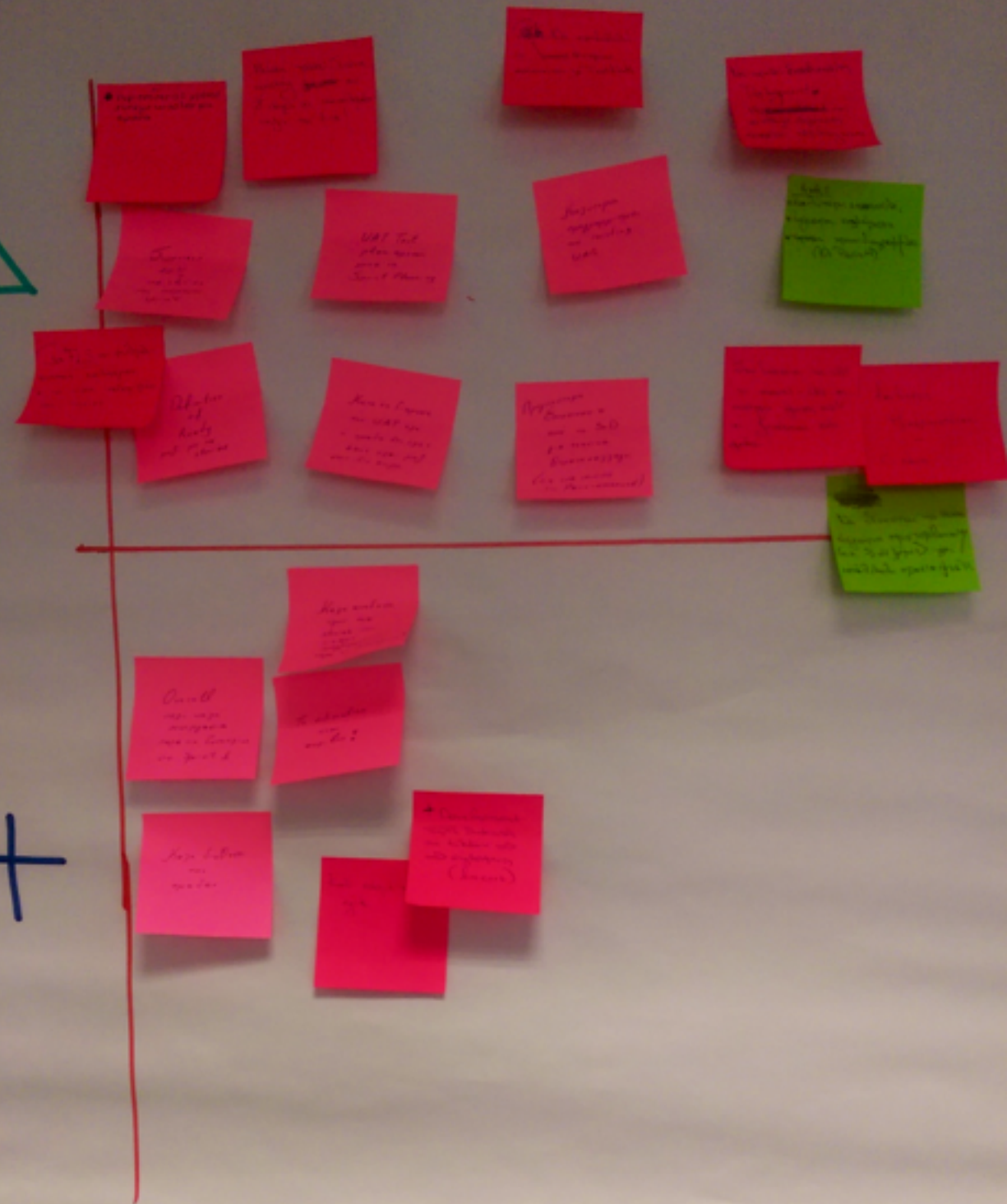
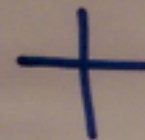
- Set the stage
- Gather data
- Generate insights
- Decide which actions to take
- Close the retrospective

and act!!!

# Do we do this?

$\Delta$  : Things to improve  
 $+$  : Things we do well

(after every sprint?)

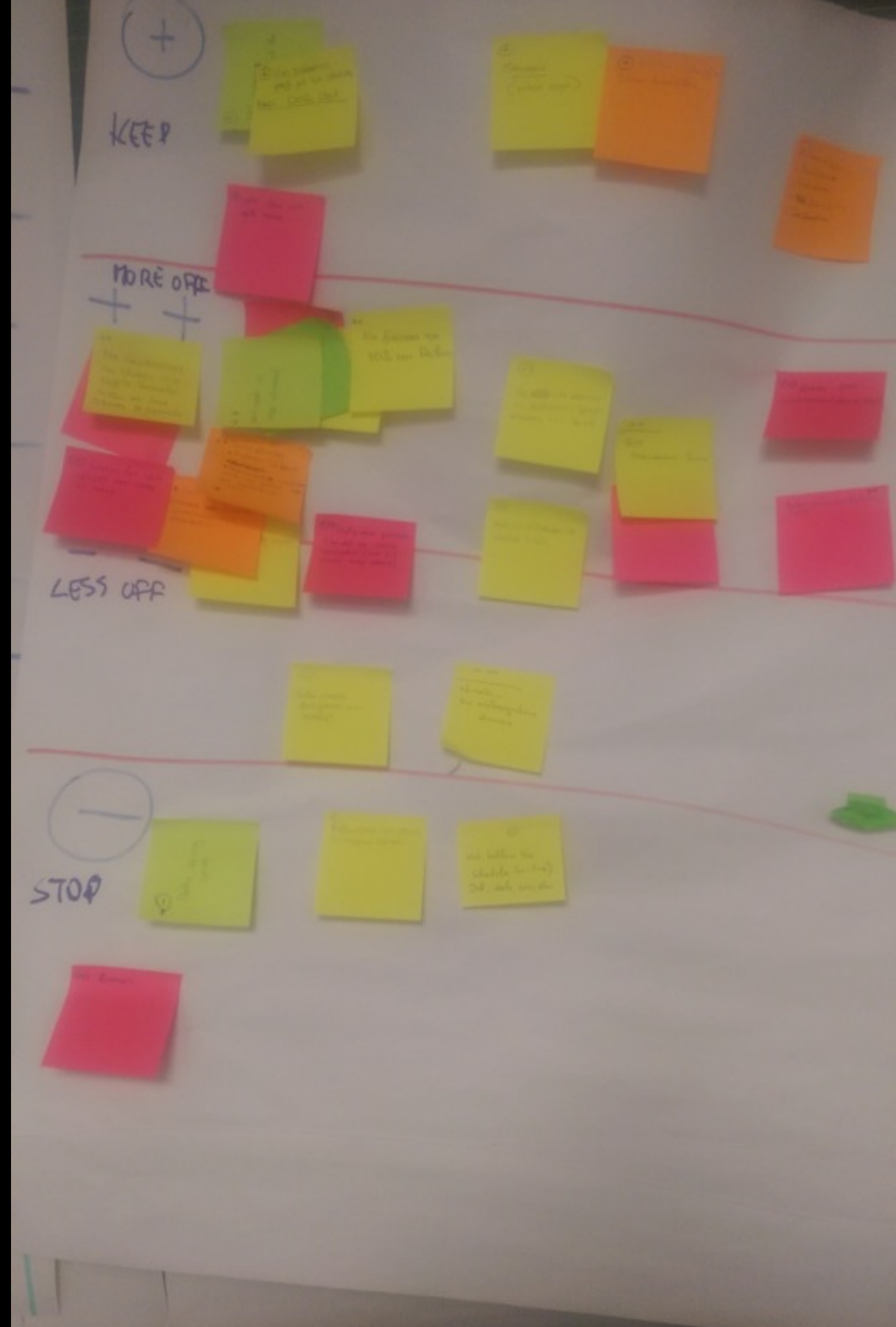




# Do we do this?

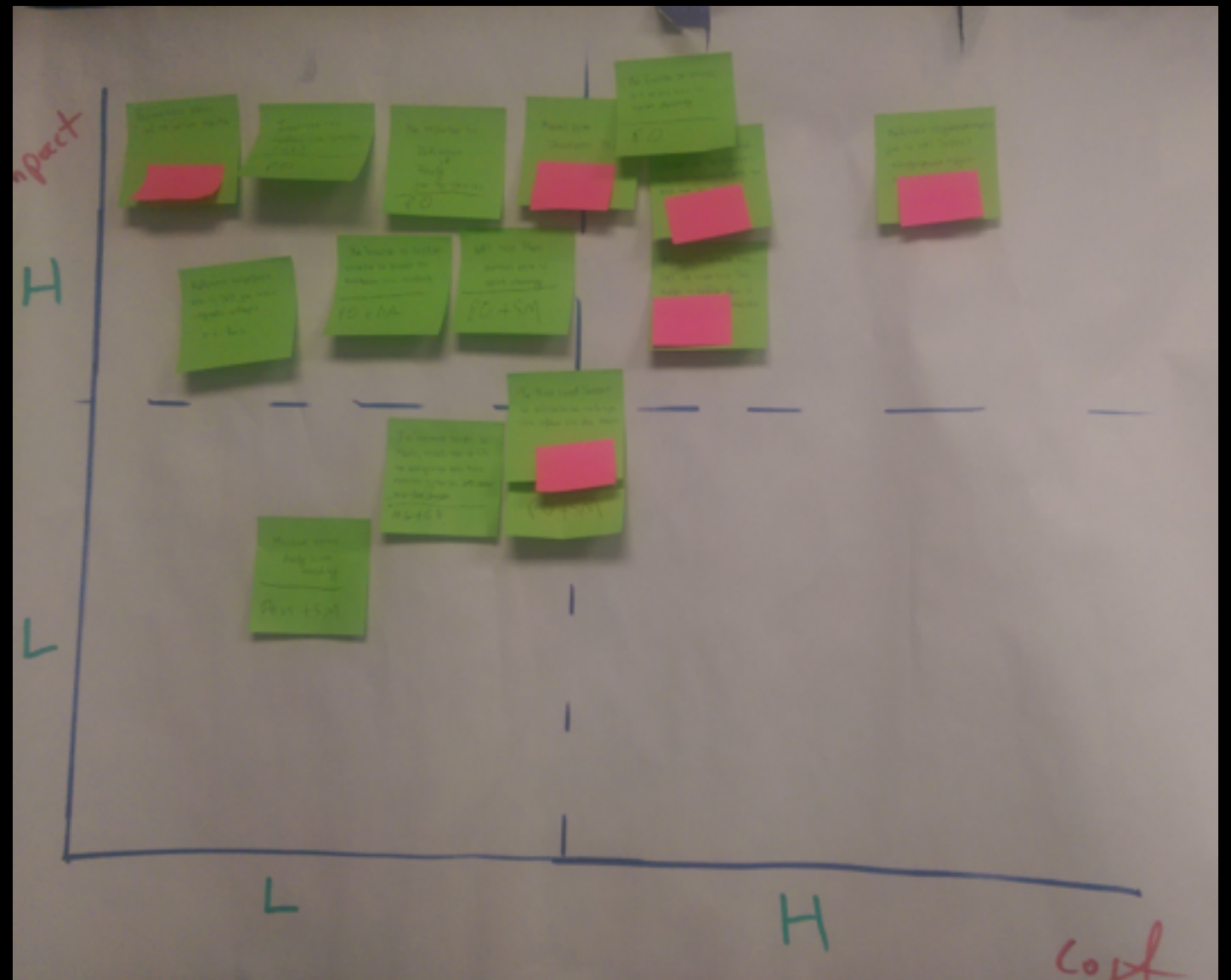
- + : keep doing
- ++ : need to do more of
- : need to do less of
- : need to stop doing

(after every sprint?)



# Do we do this?

(at every retrospective?)



'Impact vs Cost' analysis for every improvement action

hint: extra colour coding denotes support needed to take action from outside the team

# Do we do this?

(at every retrospective?)

Safety check



Calibration based on how comfortable people are being  
there for the retrospective!

hint: if for some strange reason beyond your control you have managers sitting in you must do it, trust me!



# Basic retro session plan

- Intro (“we all did our best and we are here in order to improve”)
- Safety check
- Action plan review
- Recall, capture and understand what happened (first individually and then as a team)
- Identify strengths
- Identify impediments
- Identify actions for improvement
- Impediments chart impact vs cost of solving
- Action plan (who , how, when)
- Update team agreement if needed / capture best practices
- Feedback on retro usefulness



**Learning & improving**

“The standard ‘what worked well/what shall we do differently’ is short, but really takes the team directly into analysis, bypassing data gathering. ”

*–Diana Larsen, author of ‘Agile Retrospectives’*

“...when team skip the data part, each person works from his own data (which other people may not know) and his own interpretations (which other people may not share).

That means that the team is less likely to come up with actions that have broad support. ”

*–Esther Derby, author of ‘Agile Retrospectives’*

# FRIM

- team writes in sticky notes about the events, impediments, and boons of the last sprint (preferably each one alone)
- team tries to capture as many as possible!
- SM sets a 6x6 grid (preferably on a flip chart)
  - impact on the vertical dimension
  - frequency on the horizontal dimension
- team then reviews the overall “story”
- team then moves to analysis and insight generation



# FRIM

5 = Maximum Impact

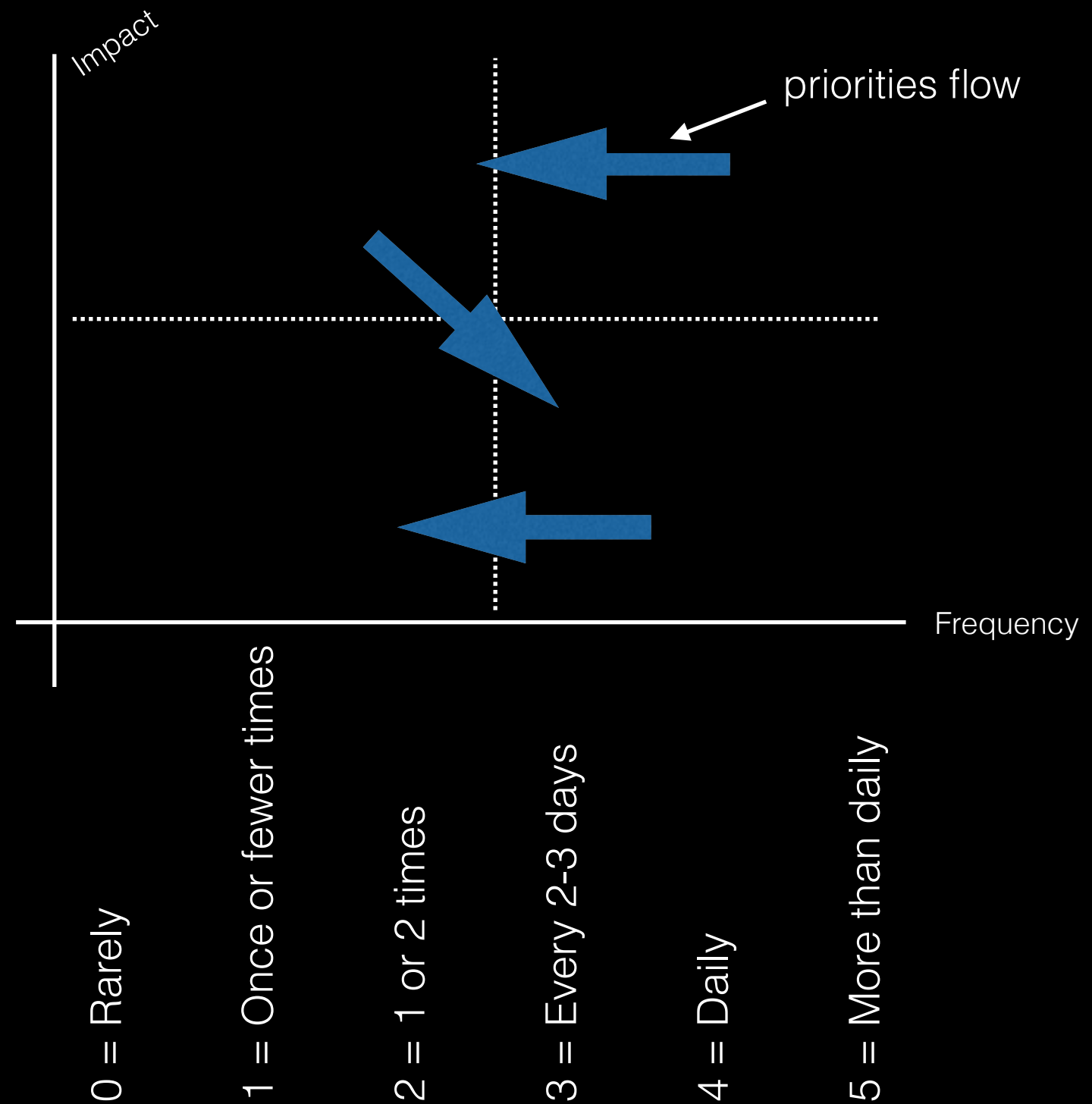
4 = Significant Impact

3 = Moderate Impact

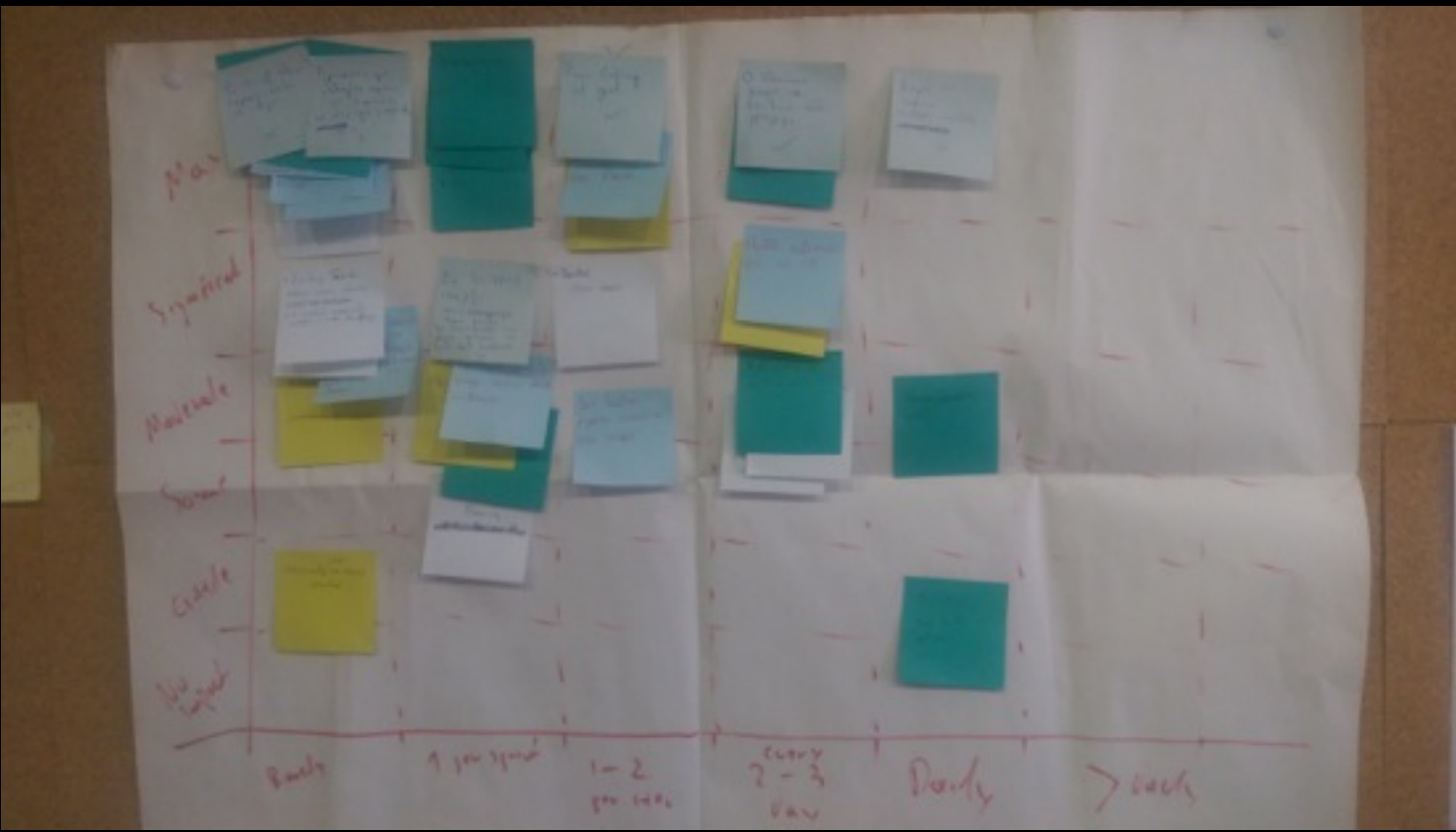
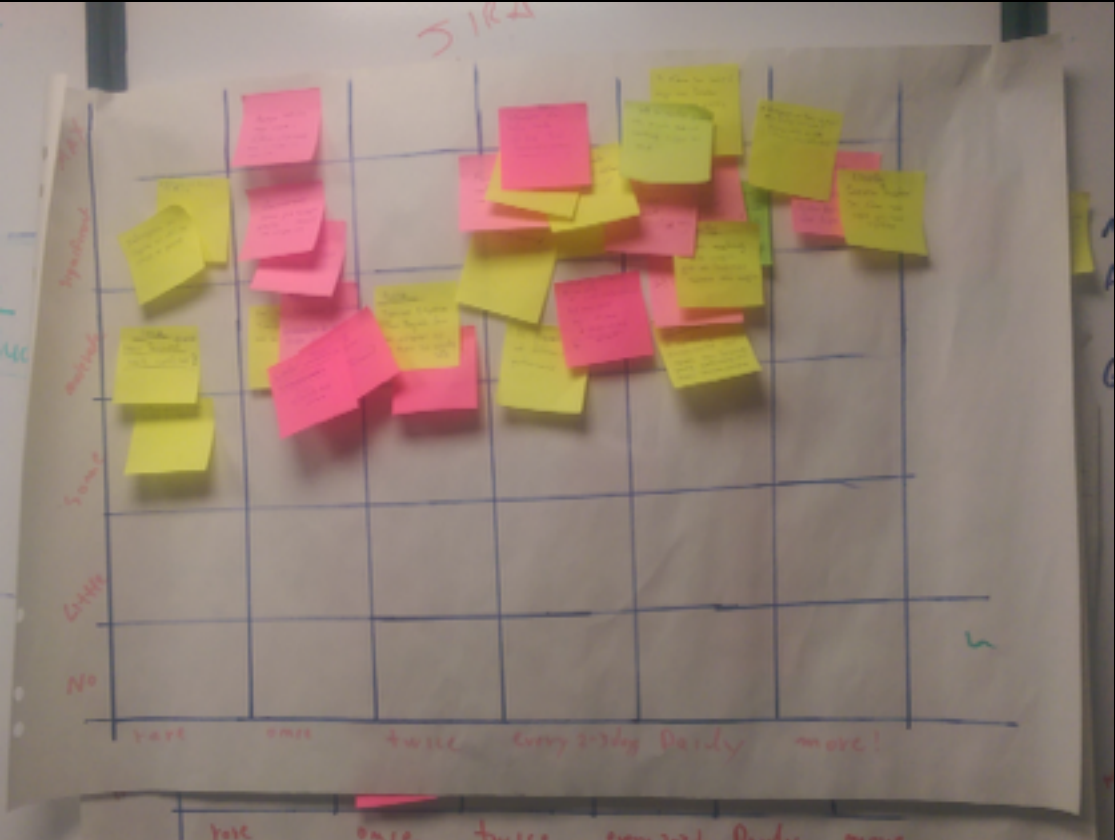
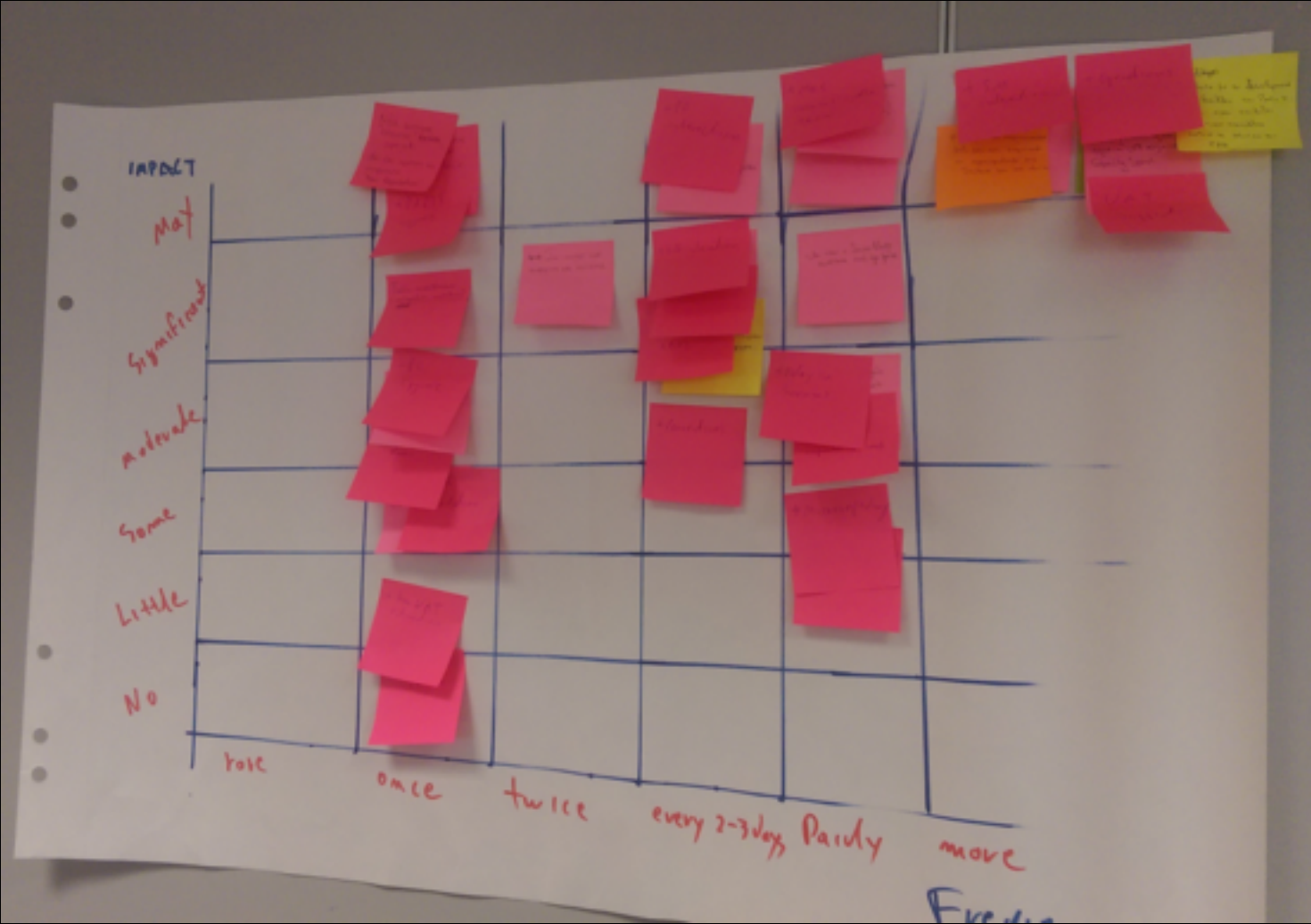
2 = Some Impact

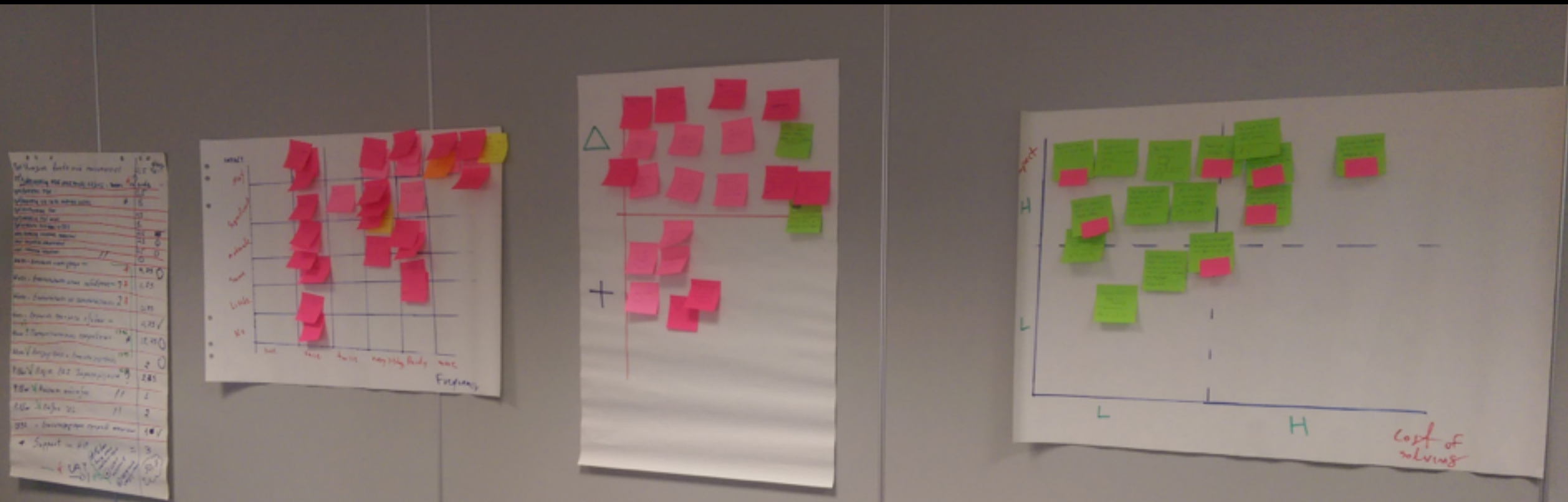
1 = Little Impact

0 = No Impact



Spot any patterns?





# Retro Wall

Sprint backlog -> FRIM chart -> Delta/Plus chart -> Impediments cost chart -> Actions



# Thank you!

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