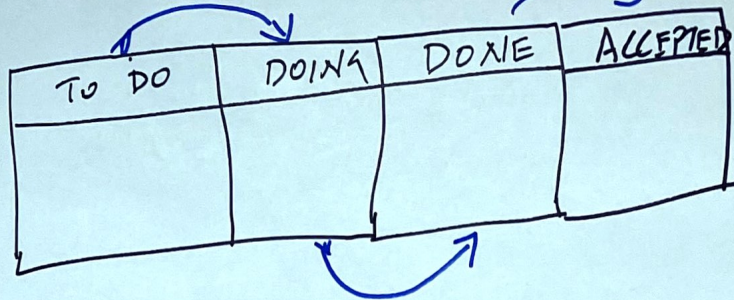


CHALLENGES



"Install" 0 → 100%
Agile

NOT my
Problem

SCOPE
CREEP

"Target State"

No
Road Map?
TARGET STATE
or
VISION

It is
"outsourced"
Leaders are
Platonic

UNVALIDATED
PROBLEMS

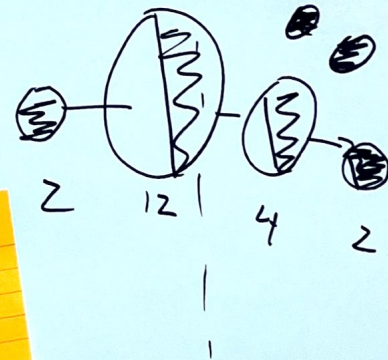
Single Point
Solution

LACK OF
SYSTEMS
VIEW

RESISTANCE

Lack of
Empathy

Inadequate
ISA



AGILE TRANSFORMATION

WHEN IS IT DONE?

TOBY RAO
SATURDAY
10.15 - 11.15

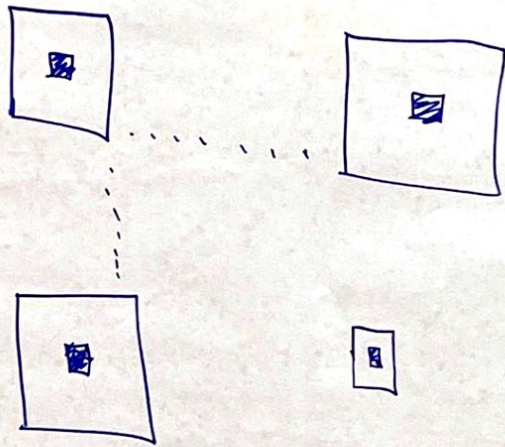
To Do	DOING	DONE
□ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □	□ □ □	★

D.O.D. ✓

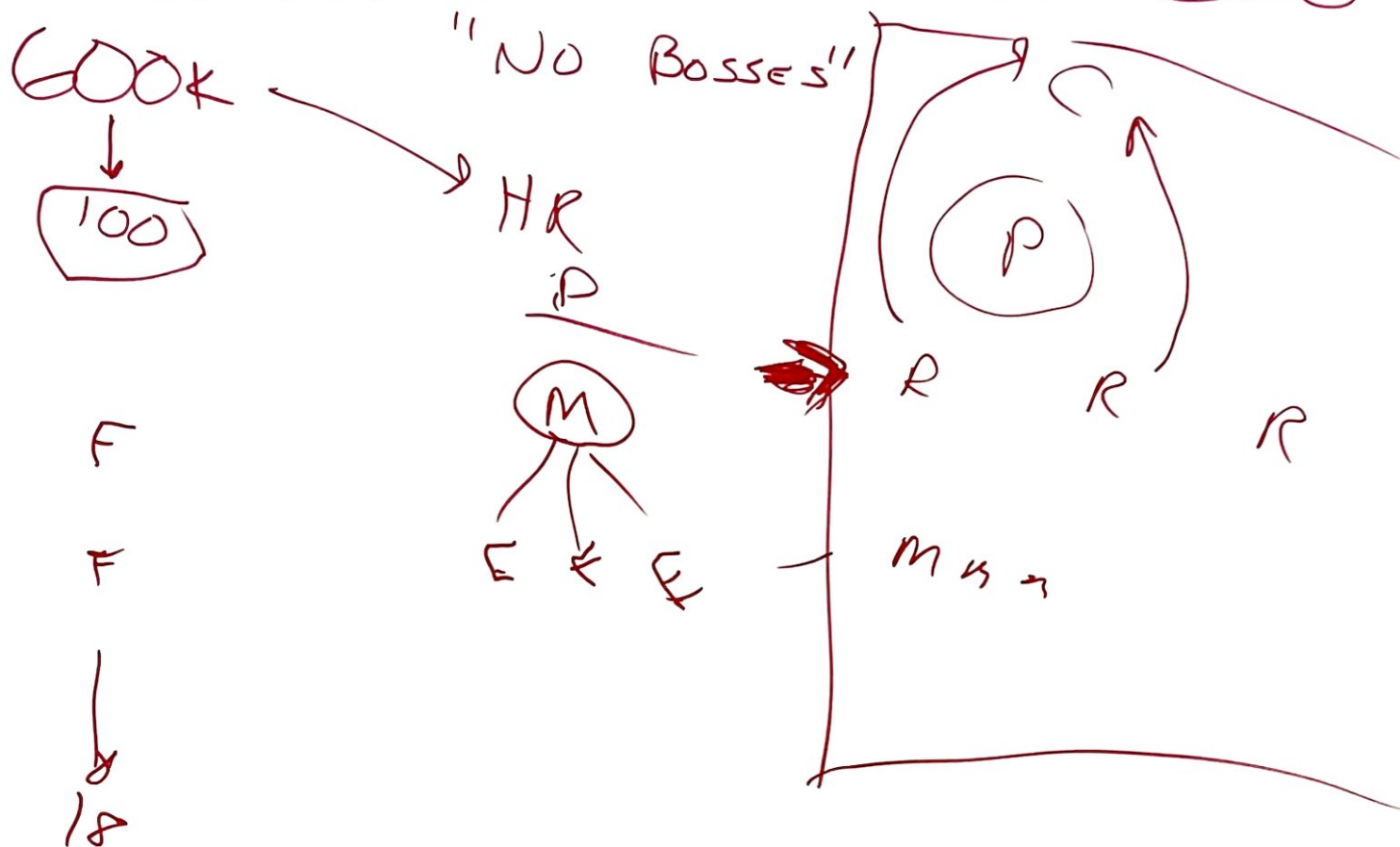
WHAT NEXT?



LEGO QR CODES

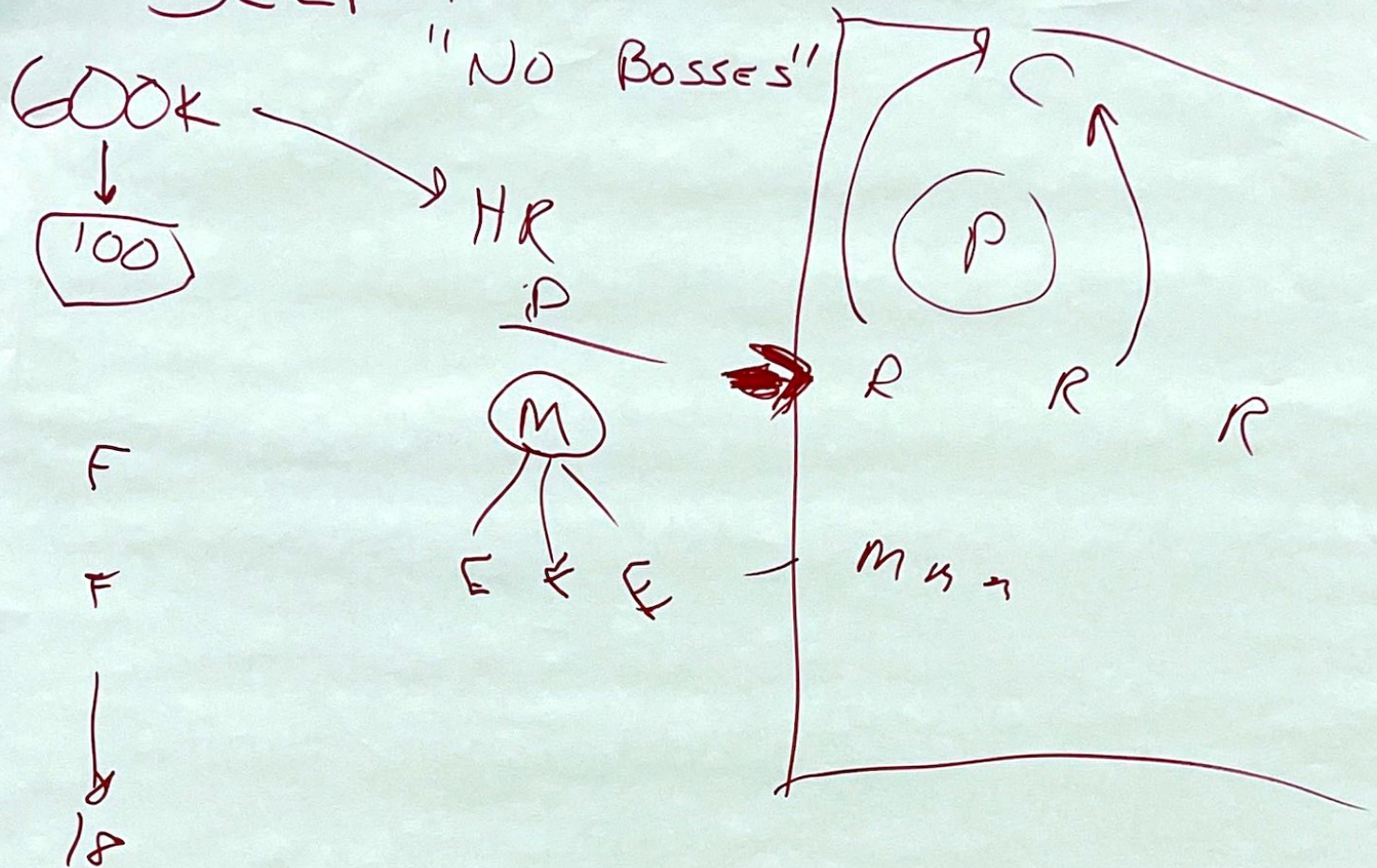


SELF-MANAGEMENT ORG



selfmanagementguide.org

SELF-MANAGEMENT ORG



selfmanagementguide.org

Value vs. Truth

WTF does it mean?

- To me?
- To you?
- To them?
- To my organization?
- To my customers?
- to the world/planet?

DATA ?
- Causation
? Correlation

Value is estimation of Known Truth

How do I add Value?

- Prove it to yourself by tying to Vision of org^o
(e.g. speed, engagement, quality)
- Experiment $\rightarrow$ measure Δ 's $\bar{p} + \bar{a}$
- Several experiments $\rightarrow$ to determine which is $>$ value
 - eliminate less valuable

Value - Specific to language

- Find Language valuable to leadership $\rightarrow$ test $\rightarrow$ iterate
- multiple value propositions $\rightarrow$ identify right measure of resonance

How do I prove value?

- get closest to the truth

Align truths as possible $\bar{p}$ meeting & understanding "thrice" truth.

- Don't speculate about value test assumptions
- minimum of 3 mos reassess & reprioritize $\left(\frac{\text{Values}}{\text{Truths}} \right)$

Value =

~~Something someone is willing to pay for.~~

~~Value (actual or perceived; intrinsic vs extrinsic) is derived from transactional viewpoint.~~

~~"What am I getting for what I am spending?"~~

~~Transactional roots in the barter system.~~

I
SAY

BS!

TRUTHS =

- Core beliefs - don't ~~Δ~~ quickly

WHAT Δ's TRUTH

disallusion

- influence / content

- Traumatic / dramatic

- Truth is objective ~~o~~ subjective



market Δ's

Objective

TRUTH = VALUE

focus on the Customer's + truth

→ Facts → what has happened before?

What problem are we trying to solve?

Customer Problem (understood appropriately) = Customer truth

→ guides ~~the~~ provision of Value

? How to prioritize problems to provide $\geq$ Value

Causal Loop Map

Legacy vs. New product.

CURRENT STATE

FUTURE STATE

Framework
"Install"

Coaching
vs.
Consulting

Resist
Change

Solving
others
ignoring
own's
system

Dynamic

PAST

Evolve

Build
Change
Environments

I & A

Rethink
+
Act

Understand
"Coaching"

Reliency
to change
to conditions

future

BUILD POTENTIAL

WHY

Future
Ready

VUCA

Managing
→
Coaching

Future
VISION

WHAT

Coaching
Principles
+
Values

Building "do"
Challenge
"simulate"

Ways
of
Working

Building
Muscle

~~HOW~~ ? What is our way?

Urgent
vs.
Important

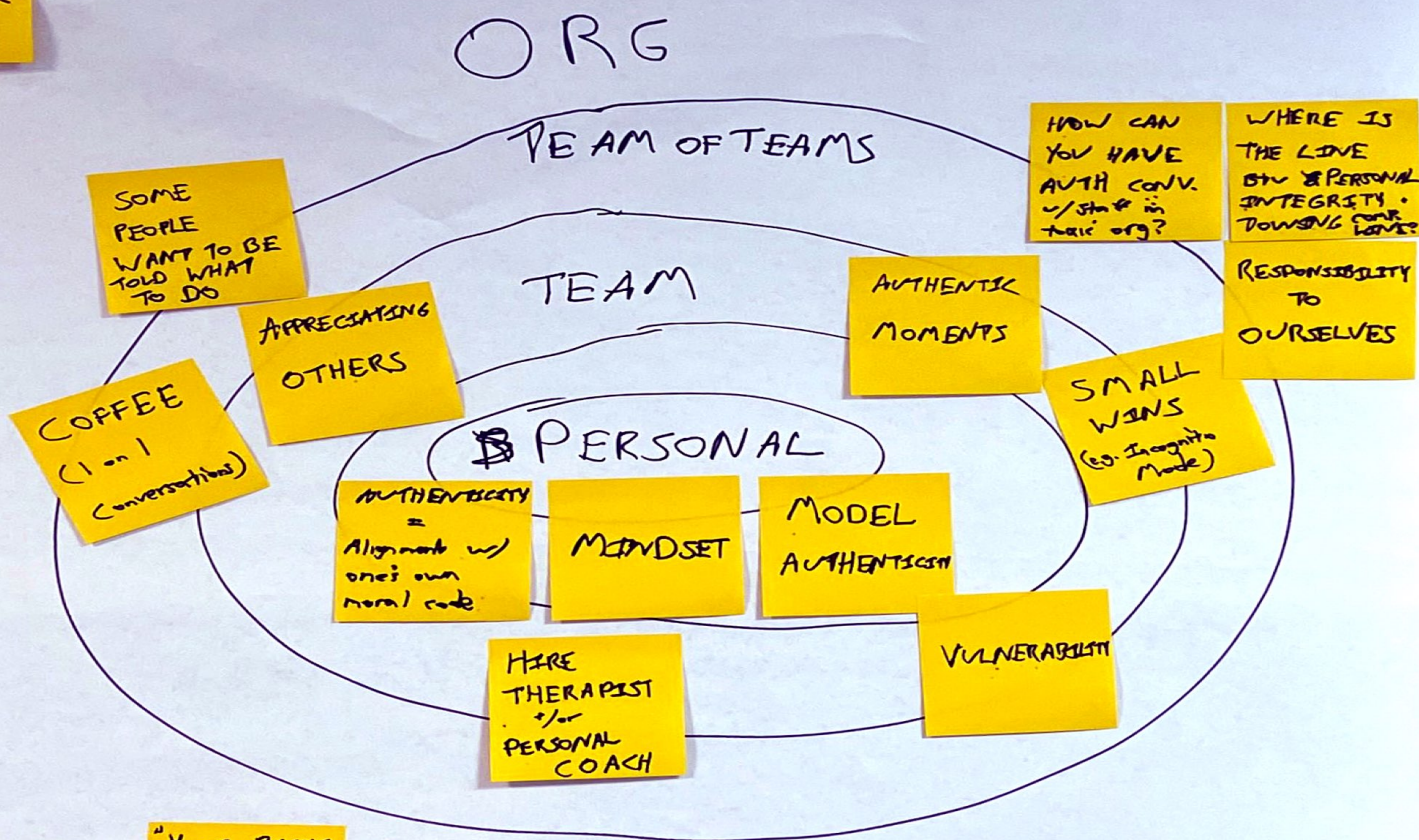
Perspective

Commitment
TO
Future

How To
BRING

AUTHENTICITY IN A Low PSYCH. SAFETY ORGANIZATION

PROTECT
PSYCH SAFETY
IN TOXIC
CULTURE



WHAT
DOESN'T
WORK?

WHAT
WORKS?

"YOUR RIGHT
TO SWING
YOUR FIRST
ENDS WHERE
MY NOSE BEGINS"

SELF -
SACRIFICE

WORDS Matter

"trigger words"

Should / have to

resources

defensive "I'm not —"

best practice

BUT

JUST

Sorry

negative words

Never / Always

Reframe

Consider choose to Kind
want to Useful (how) grace
invitational how can I help
permission acceptance
praising about / normalizing
People Empathize
w/ respect Capacity
not as "other" or less capability

• Useful practice in context

AND. Separate statements
Hold Both not forcing a choice / excuse

• eliminate it!

• eliminate when it's not been
disrespectful.

• turn up the positive different words
fact based finding what you want
instead of what you
don't want

Intensity over time

"trigger words"

Guys

Software
craftsmanship

Efficient

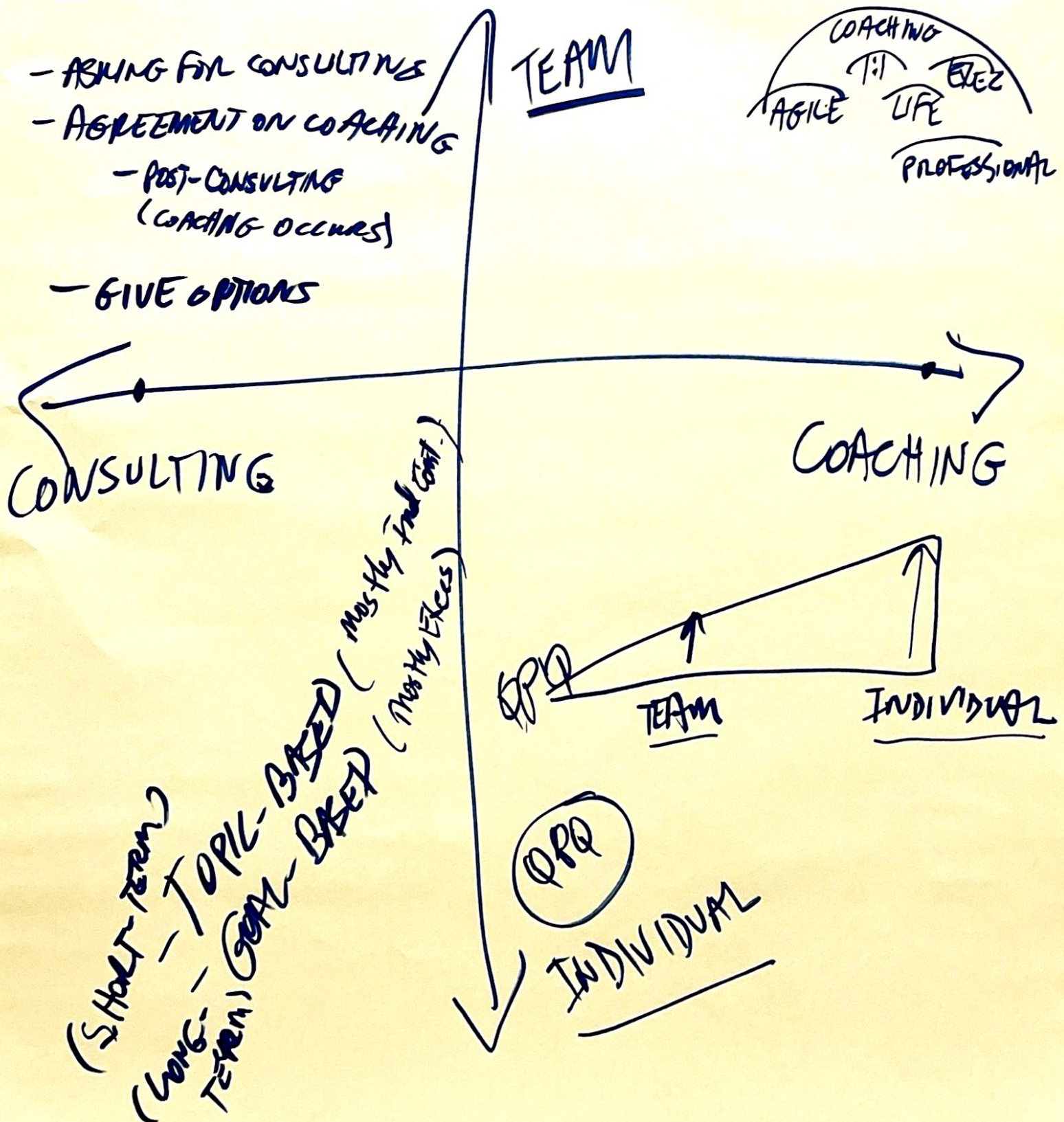
Reframe

folks y'all everyone

Software craftsmanship
design / sound /

Changing
language as the
1st step to change
our thinking & values

"Quid Pro Quo" Coaching (This for That)



Working w/ Ego-People:

How do you move the "I" to "WE"?

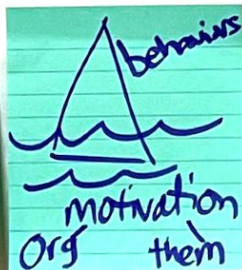
Problem: 3 min



Observations: 3 min



What do they want to accomplish



"Stone Wall"

Beliefs of Craft

Attempts + Options: 3 min



What do you see as an option

Echo + Mirror

Hopes + Fears

Significance = ??? to them

Positive reinforcement

2nd Contrarian opinion

Time Space (4)

Fake Door (1)

ego X ego
Agreement
Faster
easier
better

3 vs 100 options
"Pick from 3"

Shark Tank

NOT THEM

"AGILE" AINT DEAD

Scott Showalter

(but maybe just knock unconscious?)

what's happening

- AGILE GE → delivery enablement
- "agile" → "value"
- quarterly planning + prioritization
- "elevated allergy" to the word "agile"
- hub + spoke → embedded
- "coaches" not coaching much
- "agile" has become subject to the telephone game
- we are fighting a perceptions battle

how might we bring life back into "agile"

-  diverge/converge cycles

- the word "agile" still energizes us
- use the practices to solve problems with it regardless of whether we say it
- what matters more isn't what we say but what we mean
- ask new orgs/leaders/teams which books have been most influential to them so we can understand how they think

ACILE IN NON-ACILE SPACES

Challenge

- * overwhelmed
 - * innovate.
 - * large complex projects
+ rinse + repeat
 - * leadership
 - * cont. improvement
- people changing

Who are they trying to keep happy?

Awareness is
NB

Map out people/system + see what it reveals to them.

Casual Loops +/-

MANIFESTO

"software" →
"value"

Spend time defining this

Speak their language
be aware of
verbage, e.g.
"buy-in"

What is the space they're in?

* experiment mindset

"What's risky to how we're working right now?"

* Where is resistance coming from?

"Even when reality changes, perspective could be clouded"

Offloading Hurt

Managing or discharging emotions when we don't want to feel them.

Bouncing
hurt
Bounce to
someone
else
(Discharge)

Chandeliering
stuff down then
explode

Stockpiling
emotional
hoarder

Numbing
Alcohol, social
media, food
Book, work

Fake nice
super sweet

High
centered
stuck + can't
go

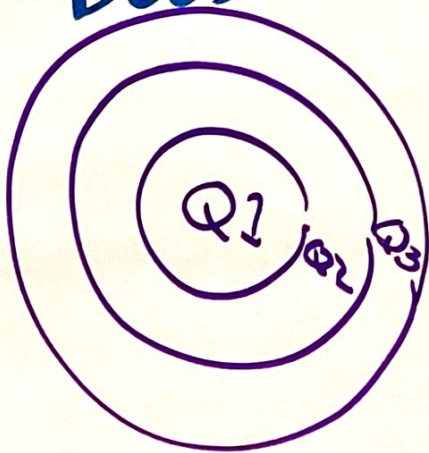
"When you're offloading hurt,
that's like what?"

"X"

"And X. And when X, <clean q>?"

~~~~~ CLEAN QUESTIONS ~~~~~

- Is there anything else about X?
- What kind of X is that X?
- Does X have a size or a shape?





How to coach Leaders who are getting in the way

- GOVT -  
COMMAND & CONTROL →

AGILE ORG

- HIGH DEFECTS
- STATIC CULTURE
- SURVEY → ROADMAP
- ALL CHANGE MUST PASS THROUGH "LEADERSHIP"
- NO BRAINWASHING
- SMART PEOPLE
- DELIVERY OF VALUE COULD BE "BETTER"
- FEAR OF FAILURE
- NOT ALLOWED TO DO "THINGS"
- MANDATED OPTIMIZATION

- WHAT DOES "BETTER" LOOK LIKE?

- SET LIMITATIONS

- WILL-DO / DON'T

- LEVEL SET EXPECTATIONS

- FOCUS ON BUSINESS OBJECTIVES

- DO THEY KNOW WHY THEY WANT THE REQUEST?

- FIND A CHAMPION / CHANGE AGENT

- ROOT CAUSE ANALYSIS

- BUILD AUTHENTIC RELATIONSHIPS

- TRUST



# THERE ARE NO AGILE COACHES



- transfer ownership to a leader
- own xform'n outcomes
- exercise
- facilitate
- support
- enable
- influence
- inspire

we have to help

- product
- process
- technical

w/ permissions

"food truck  
vs retail chain"

"experiments +  
insights teams"

What new skills

"solvation"  
—Toby

Coaching Beyond Teams  
Esther Derby

- What to remove from what coaches do (trim the fat)
- preaching xD
  - ignoring known problem
  - don't assimilate (go native) to non-bought-in teams/cultures (after being there a while)
  - strict adherence to specific methodology?
  - "ridgidity"
  - introducing risky ideas to a collective of people in org
  - certs (g)

2 reasons for being hired

- responsibility for improvement
- observation
- responsibility for expertise/advisory
- show what's possible
- planning for change/improvement
- partnership

leads to roles/stresses

Our Value:

- identify objectives/at least
- help discover higher value + deliver
- identifying where each individual

End State of Xform

- "where do you expect me to stop?"
- maturity vs Fluency level
- learning organization
- identify and transition to new champions

Why is agile coaching not seen as-as valuable—what shifted?  
• leadership sees themselves as needing to lead transformation

"I'm sweating  
with all the wisdom  
I've gained"  
—Toby

"synergistic  
ecosystem"  
"I.I.P.O."  
"Learning Immersed  
Prod. vet.  
over new ideas or"



~~TRANSFORMATION~~

✓  
EVOLUTION

---

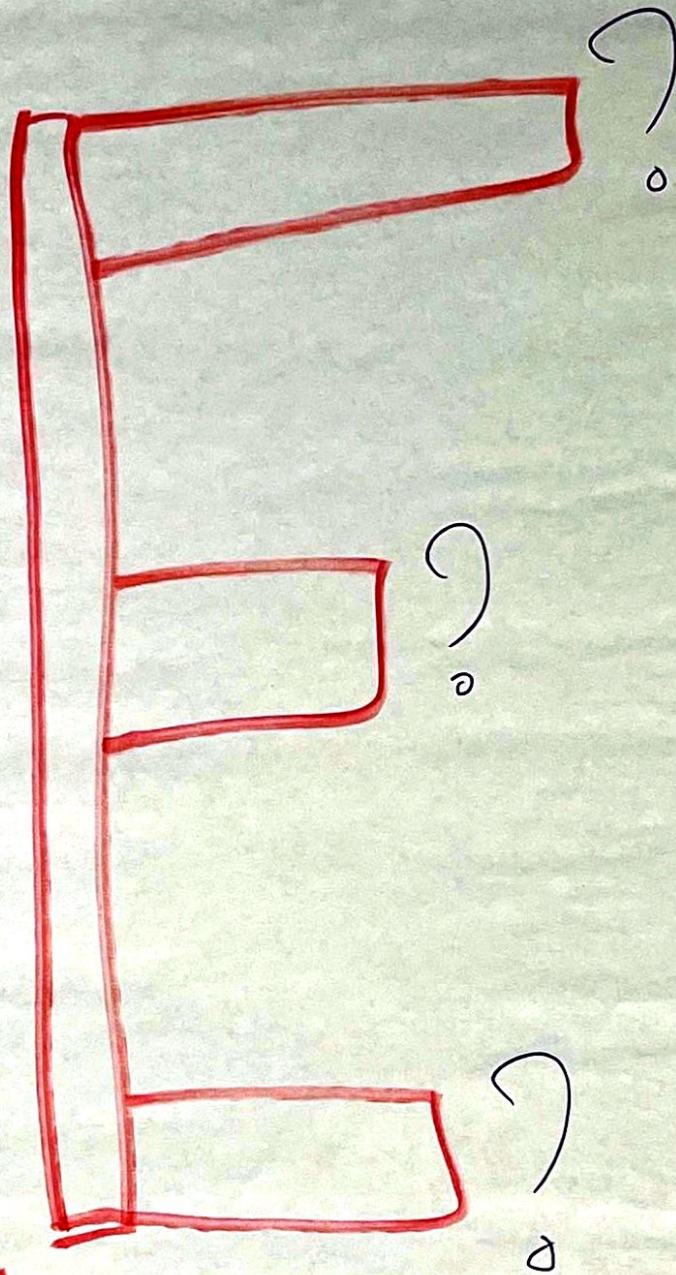
OKR

objectives

key

results





AGILE  
COACH



# Evolution:

INFORMAL  
ORGANIC

Darwin

EONS

Continuous  
change to  
adapt

Different

Lots  
of  
Money

Long  
time

ECOSYSTEM

flow

LIVE +  
DIE

SMALL

growth

Continual  
Growth

forever

WORKS IN  
COMPLEX  
SYSTEMS

Never  
Done

Agile

Continuous

cycle

Changing  
over  
time

Change

emergent

No way  
back to  
original

Incremental  
adaption



# Transformation:

FORMAL  
Big Bang

There is  
an end  
state

One  
+  
Done

Change

Some one  
is in charge  
+ knows the  
answer

TOTAL

One and  
done

caterpillar  
Go  
butterfly

New

BEFORE  
DURING  
AFTER

Becoming

BODY

RADICAL

Bad  
to good

spiky

metamorphosis

END

No  
More  
money

A Formula/  
Process

Chance  
to  
return to  
beginning

end  
state

Remember  
it's from  
Traditional  
processes!



# VISTTING COACHES

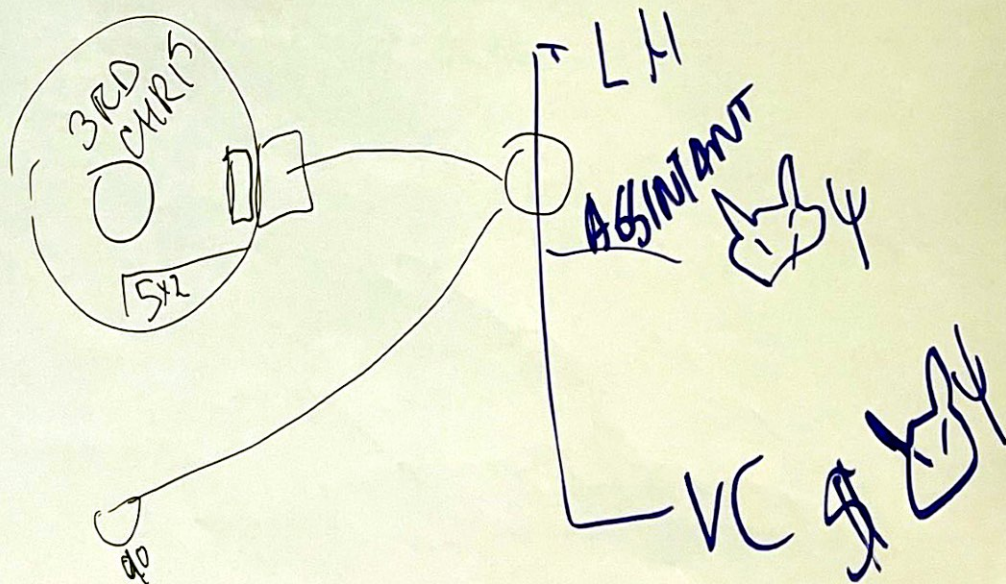
## LEARNING HOUR SWAP

LogSeq - Michael Carducci

Parrot Refsitory - Clare Sudbury

VISIT FULL-TIME FOR 2 WEEKS

[1, A]  
[A, 1]





# POPCORN LEARNING

CDES -

Human  
systems  
Dynamics

Containers  
Differences  
Exchange  
Seeing the  
System

Integral  
Agile Framework

Inner / Outer  
Individual  
Collective

SCENARIO  
PLANNING

(ORG)  
CULTURE

CULTURAL  
DIFFUSION

Core  
Values  
2

The  
Responsibility  
Process

Team  
Spectrograph



# OF HUMAN INTERACTION...

JOSEPH LUFT

Helping  
Ed Shein

Center,  
Enter,  
Turn

Esther Derby  
Don Gray

Known

Unknown

JOHARI  
WINDOW

AAE

OPEN

Known >

HIDDEN

OTHERS

FEEDBACK  
✓

EXPLORATION

Rumsfeld  
Model

Known  
Knows

Known  
Unknowns

Unknown  
Unknowns



Modeling  
Better  
Decisions  
• Com

Dustin

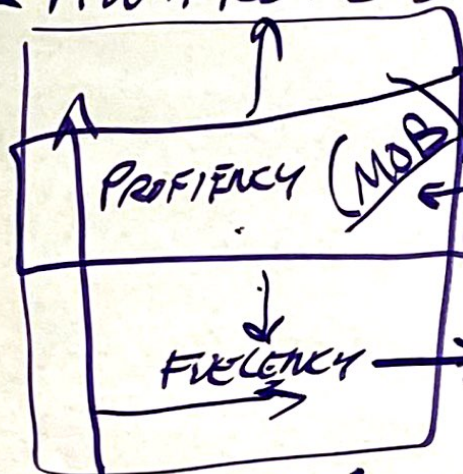


# BROKE!

DIRECT APPLICATION

POOR DOC

AWARENES



SYNCED TO USE  
DECAY

MEASURE AGAINST TARGET

CAREER  $\Delta$  - REWARD  
STANDARD AMONG LEARNERS  
THEORY

EARLY  
REGRET

RETRN  
ROOM

# FIX IDEAS

TEAMS  
COHORTS

REPETITION

PAY BACK

SYNCED TO APPL.

MANAGE LOAD

CONFIDENCE V. CAPABIL.

EXAMINE MODELS

TOPICAL BEFOREHAND

ANTICIPATE DIS-  
AGREEMENT

APPLICATION

$\Delta$  PEOPLE!

SAFETY NET

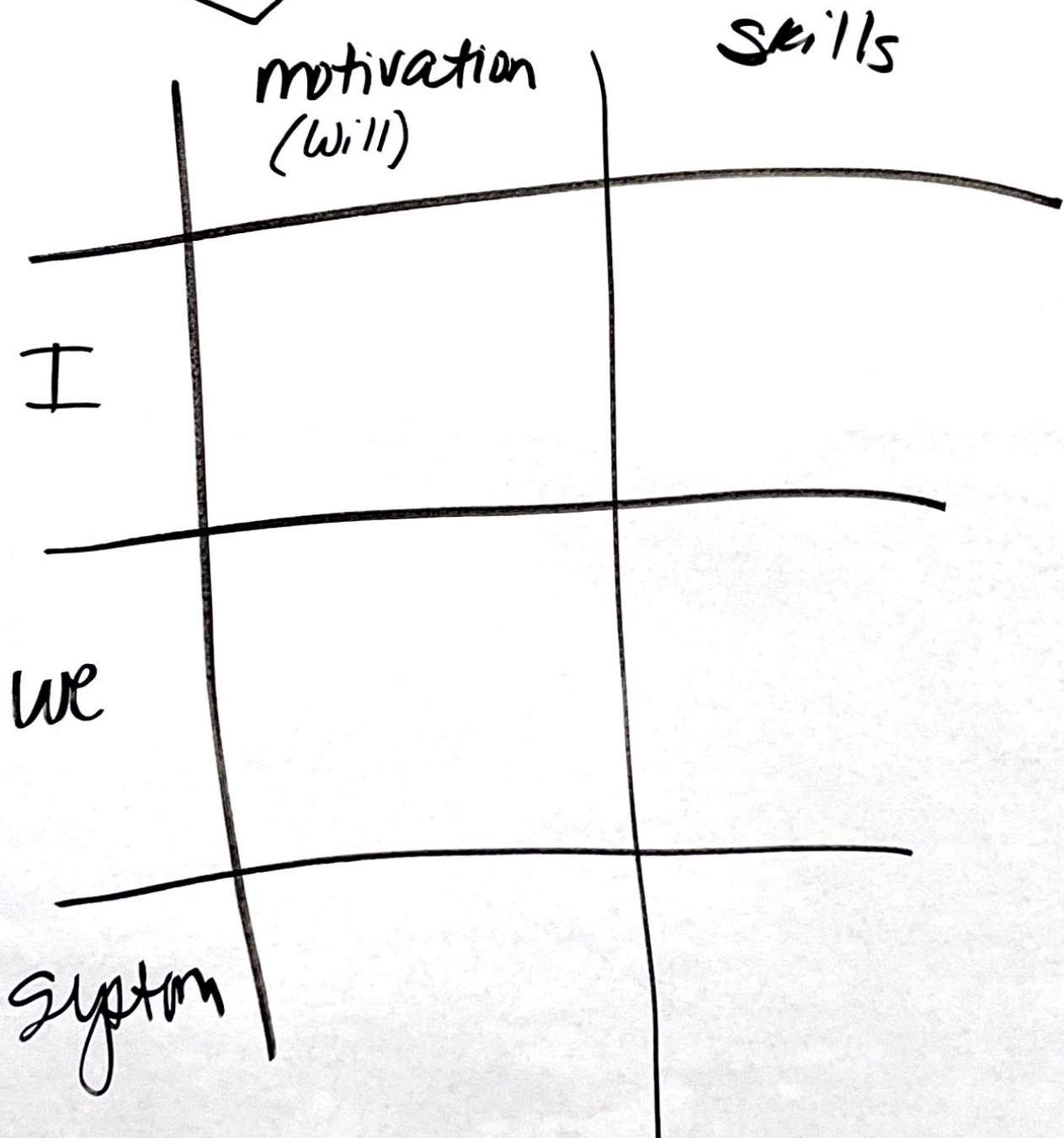
RIGHT TO DEPART

FUEL V. BURN

PRESSURE TEST

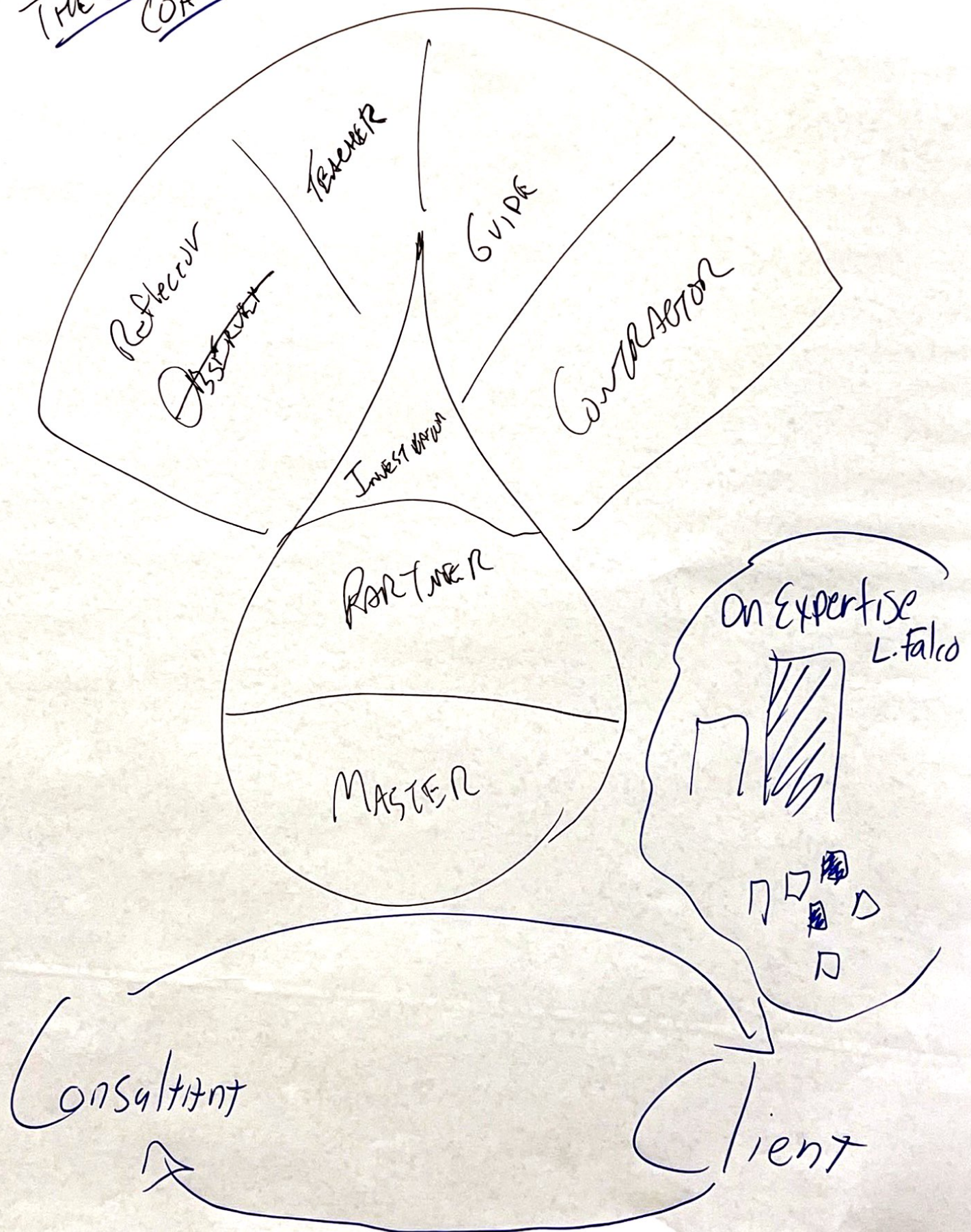


# Over-determining Successful Influencer Change





# THE MINDFUL COACH





## COACHING ETHICS — WHAT'S NEXT??

REVISIT PERIODICALLY SO THAT

- IT DOESN'T GET STALE
- IT REMAINS RELEVANT
- TRANSPARENT AMENDMENT PROCESS

ADD MORE SCENARIOS

- WHICH MAY REQUIRE UPDATES TO THE CODE

"ENFORCEMENT"? OPPORTUNITY TO RECOGNISE  
A COMPLAINT.

REGISTRATION PROCESS?

HOW DO WE INFLUENCE THE MIXING  
BODIES? RECRUITING

GET INFLUENCERS TO PROMOTE THIS CODE

RESTORATIVE  
JUSTICE

RECONCILIATION  
PROCESS



# RELATIONSHIPS — How

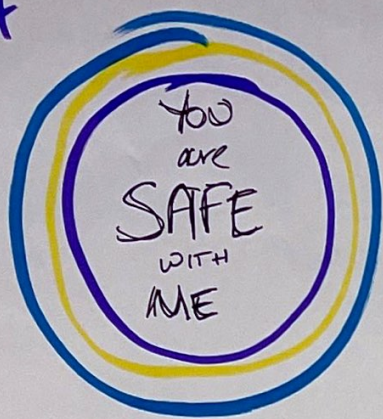
TODD  
MACZURA —  
- RAPPORT MAPPING

- MAINTAIN CONSISTENCY BUSINESS / PERSONAL
- ARE WE NEGLECTING PEOPLE AND HOW THEY SHOW UP
- BE AUTHENTIC
- BE CURIOUS
- BE VULNERABLE
- MOVING MOTIVATORS
- BE HUMAN
- COACH CULTURE CANARY
- BE + DELAY AGENDA
- COACHING RELATIONSHIP
- GET TO KNOW THE WHOLE PERSON
- BUILD TRUST / PATIENCE — DEPOSIT / WITHDRAW
- BE TRANSPARENT
- HAVE HARD CONVERSATIONS
- MODEL THE BEHAVIOR YOU WANT
- REMEMBER THE LITTLE THINGS
- MUTUAL RESPECT
- WHEN POSSIBLE SHARE SPACE
- PERSONAL JOURNEY MAP
- MIND MAP — ONLY QUESTIONS

$$R = (U + M_e) \times \text{depth}^{\text{freq. convy}}$$



1st



# WRITING A PLEDGE behind the BADGE/PIN/BUTTON

EXPLICIT AGREEMENT  
understanding what it means

Prioritize the most VULNERABLE

NOT RAINBOW? SCALABLE = SOMETHING

NOT SPECIAL e.g.  
Safety Pin

How To ENGAGE APPROPRIATELY

LIMITED ACCESS  
MIGHT PREVENT  
TOKENISM?

ACTION > WORDS  
EMPATHY > SYMPATHY

Speak up  
on your behalf

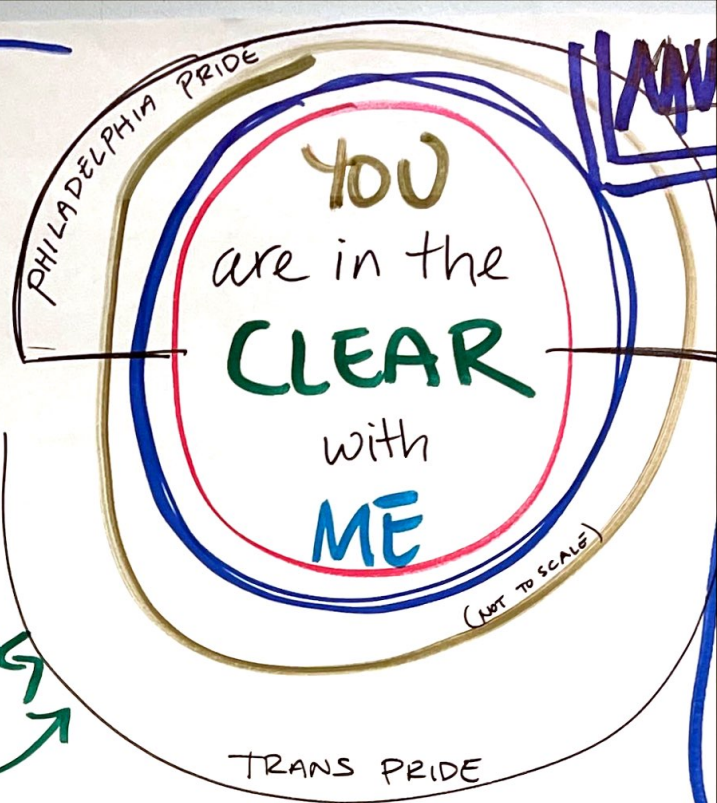
Listen to you,  
help you find  
what you need/  
want

pay attention

copy AGILE  
MANIFESTO  
format?  
OUTSIDE  
DON'T?



WHY: REAL RISK  
TO MARGINALIZED  
GENDERS + BIPOC



WHAT: BY WEARING  
THIS BADGE

I AM ENTERING A SOCIAL CONTRACT

I WILL BE

CURIOUS

EMPATHIC

LISTENING

ACTION-ORIENTED

REFLECTIVE

Note: This is <sup>The MVP</sup> ~~the MVP~~. We will do the best we can until we learn better, then we will do better. <sup>OR MAYA</sup> ~~OR MAYA~~ <sup>ANGELOU</sup> ~~ANGELOU~~  
Nothing for us without us.  
Tobey ~~will~~ <sup>will</sup> gathering consensus from those most affected. It is not official - this is grass roots.

To the NEEDS of  
THE MOST  
VULNERABLE

Inspired by ~~Kim Crayton~~ Kim Crayton

MORE ON HOW:

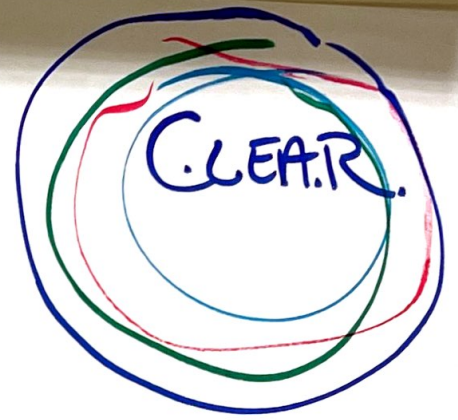
5Ds of BYSTANDER INTERVENTION

[RIGHT TO BE.ORG/guides/bystander-intervention-training](https://righttobey.org/guides/bystander-intervention-training)

[bit.ly/5dvideos](https://bit.ly/5dvideos)



# OPEN QUESTIONS / TO DO



- ☒ In a word
- ☒ In a sentence
- ☐ In a paragraph
- ☐ Examples ← go to [bit.ly/5dvideos](https://bit.ly/5dvideos) for how to ~~intervene~~ intervene as a bystander (more safely)
- ☐ Practice time at the conference
- ☐ Scaling?
- ☐ How might someone ask a badge-wearer for help?
- ☐ ~~WRITE-UP~~ WRITE-UP / LINK TO WHY / RISKS
- ☐ A sentence for each letter?
- ☐ Fundraising?
- ☐ Process of editing/versioning



I WILL BE

CURIOUS

LISTENING

EMPATHETIC

~~A STATEMENT~~  
ACTION-ORIENTED

REFLECTIVE

to the needs of the most VULNERABLE

WHY: REAL RISK

WHAT: A WRITTEN, SHAREABLE  
STATEMENT/CONTRACT

Summary  
of Risks

MVP

I want I assert I am

I write this...

CURIOUS  
~~EMPATHETIC~~  
LISTENING  
EMPATHETIC  
ACTION-ORIENTED  
REFLECTIVE

to the needs of the  
SCENARIOS most

- LINK OUT TO

SD's

Link out?

to BOB's

LI Post

I will be  
you can be  
CLEAR  
with you

CONTRACTING  
requires  
PARTIES to be  
defined

LACE

LISTEN  
ACTION  
CURIOSITY  
EMPATHY

~~DO BETTER~~  
DO BETTER THEN DO  
BETTER

CURIOSITY  
LISTEN  
EMPATHY  
ACTION  
REFLECT

Choose the  
CLEAR  
with  
ME

TRANS  
PRIDE





28

CURIOSITY > CONTEMPT

LISTEN > RESCUE

# HOSPITAL

SAFE + PASS

## how to use

alarm

Y T I N G U ' S H

WEEP  
PHEE  
W  
V

IN THE  
moment  
we freeze  
low free  
high risk



# SEMANTICS - WHY ARE WE ALLOWING WORDS TO CLOUD OUR OUTCOMES?

MATURITY?

BUY IN?

GROOMING?

TRANSFORMATION?

AGILE?

RESOURCES? SAFE?

WORDS ARE HARD / HUMAN STRUGGLE

CONTEXT / DEFINING — MERGE UNDERSTANDING

WALKING ON EGGSHELS — CULTURE

AWARENESS OF CHOSEN "WORD"

SCRUM BEFORE KANBAN

BEING OPEN + HONEST w/ GUARDRAILS

SHARE OUR INTENTIONS

RADICAL CANDOR — BUSINESS EMPATHY

PSYCH SAFETY?

TRIGGERS

DEFINE FOR ORG TO AVOID ASSUMPTIONS + ALIGNMENT

SHOW/DEFINE THE VALUE BEHIND THE "WORD"

SHARED UNDERSTANDING

AVOIDING BUZZ WORDS — / CREATE BUZZ WORDS

DISCUSS + DEFINE THE "WORD"

MEETING THEM WHERE THEY'RE @ / COMPLEMENT

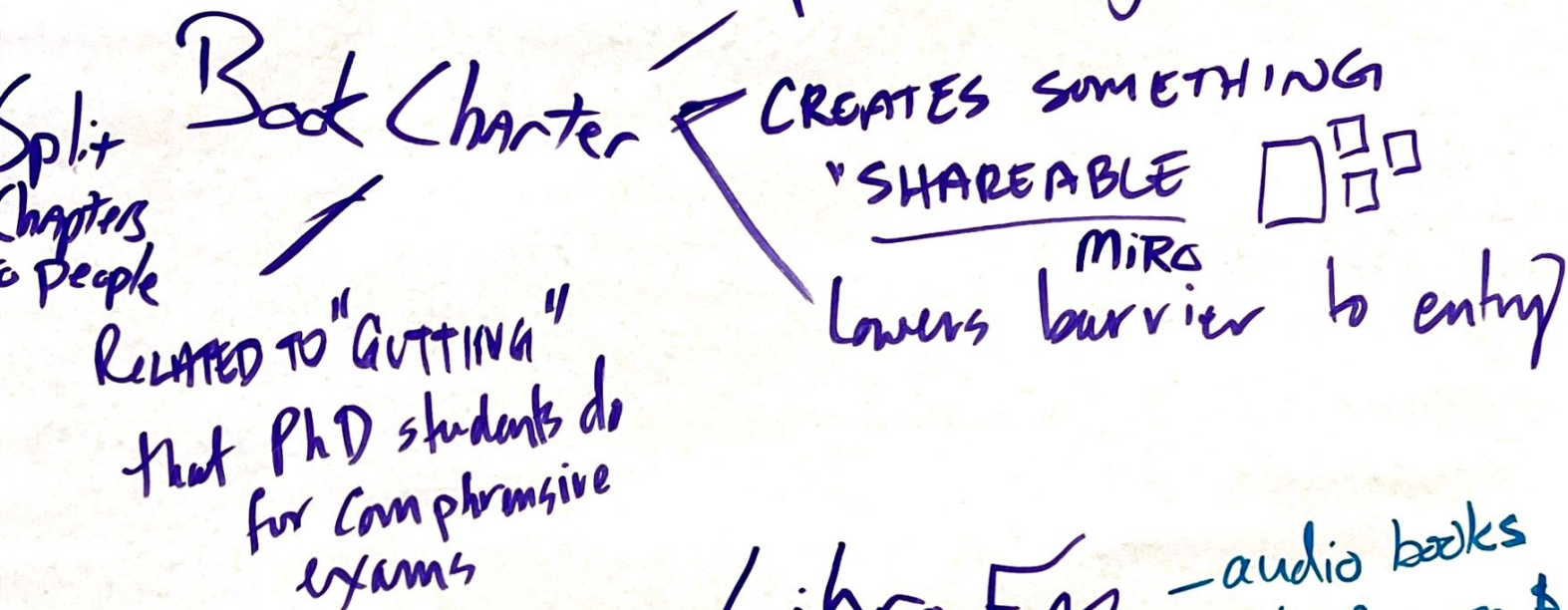
CHECK-IN ON OUR DEFINED / DESIRED MEANING



# Book Club

182

Techniques & Topics Positive Intelligence



Libro FM - audio books  
w/ Amazon

BSS+1

Turn The Ship Around

Drive

P.O. in a Nutshell

Utilization Trap

The Responsibility Process

How to Tame Your

Advice Monster

Trillion Dollar Coach

Time To Think



# BOOK CLUB

2 of 2

- How do you pick books

1 Crowd  
Source  
TOPICS

2 VOTE

3 Ask for

~~TOPICS~~

4 RECS for  
Books

5 PICK

- BETTER BOOK CLUB generates

- Rewards (not free)  
SI

- REGULAR CADENCE!

W

- Stickers for attendance, # of pages

# of recs, note taker



# LEARNING THAT OUR COACHING IS WORKING... VALUABLE...

— — — — —

## • USING/TALKING SAME

CONCEPTS  $\left\langle \begin{array}{l} \text{"COACHEE" SINGLE} \\ \text{"COACHEES" MANY} \end{array} \right\rangle \uparrow \text{ENERGY}$   
[w/o "YOU" BEING THERE]

## • SEEING "COACHEE" STARTING TO

GUIDE/TEACH OTHERS

• CO-CREATING + TEAM/ORG/MGR "OWNING IT"

• COMING TO ASK Qs/OPINIONS — AMP-UP

— ASKING FOR REGULAR FEEDBACK

• ASK ~~IF~~ WHAT KEY TAKEAWAYS/A-HA'S

• HOW WELL ARE WE MEETING

EXPECTATIONS

• REFERRALS/GOOD PAST PERFORMANCE

• IMPROVEMENT ON KEY METRICS

• CONTRACT RENEWAL/CONTINUATION



## 3/ LEARNING . . .

- CHAMPION GROWTH
- WIP CONTROL
- COMPLETION RATE
- ACCEPTING 'NO, WHY' (PSYCH SAFETY)
- EXPLICIT/IMPLICIT FEEDBACK



# Analogies

Right Key in  
Right Lock

- Asking the Wrong Question

Xavier  
Amador  
L.S.A.P. method



# Acknowledge Commit

Explore, Experiment  
Execute etc



# TESTING Change

untested

Adopt  
Story  
Points

Move from  
From Scrum  
to Kanban

Train  
our people  
in agile

tested

New  
PMR  
Process

IT  
Newsletter

?

New  
Intake  
Process

Early  
CX deliverables

# ORGANIZATIONAL CONDITIONS

Behind untested changes

Perceived  
low-risk

Needed  
Predecessor

Change  
is demanded  
by senior  
executive

RAPID  $\Delta$   
DESIRE

Change  
Affects  
Many Groups  
in Many Ways

ADVICE OF  
AN AUTHORITY

Behind tested changes

Culture where  
failure is  
allowed and  
encouraged

Small  
organization  
or  
small  
scope for change

We have  
existing  
data streams

Coaches  
Discuss Potential  
Problems w/ Execs

When culture  
expects affect  
groups to be  
consulted, the  
feedback, turning  
+ testing are more  
likely.

Change  
Included  
dissenters  
in decisions

Stratification  
exists  
(can be separated)

Pilots easier  
when small  
low-risk  
pulled by the uniting

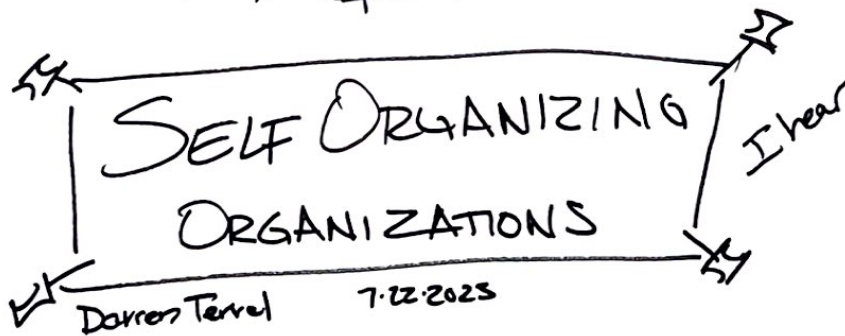
Lobby for  
a control  
group who  
doesn't implement  
the change

Don't try to  
stop untested  
changes authorized  
by senior execs

Do small  
changes



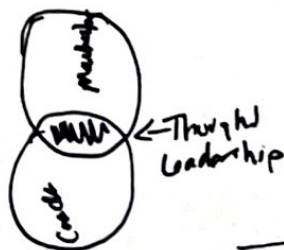
# WIFI



- Things that we need to
- ① Transparency
  - ② Use of Skills
  - ③ Veto
  - ④ Not explicit/updates
  - ⑤ ~~Structure~~ <sup>Structure</sup>



Lowest Strong  
WLU  
Be Levels



| Burn | Dans |
|------|------|
| 1    | 16   |
| we   | 167  |



Deal w Top of it  
STRUCTURE

## How Create Vision

- Outcome Based
- Leaders w/ Draft
- All modify

3yr goal  
4yr Met  
5yr Met  
6yr Met  
7yr Met  
8yr Met  
9yr Met  
10yr Met

Not going to get  
100% (20%)

Doug  
4 months ago  
11 months ago

Life Manager  
Performance Manager



# Sensemaking

SPRYNG.IO

WORKING W/STORIES  
- KATHERINE KURTZ  
PARTICIPATIVE NARRATIVE INQUIRY  
SENSE & RESPOND

Cynefin - Sensemaker <sup>- JEFF GUTHRIE</sup>

"How we structure the unknown  
to make sense of it"

the cynefin.co - David Snowden

?s thru narrative  
perception

sensemaking

Complex - Lean Startup

Input

Unknown  
Unknowns

Build - Measure - Learn  
Pivot or Persist

Complicated / Scrum / Kanban

Build for Quality



# EFFECTIVE TEAM OFFSITES

DON'T  
Misalignment  
of Activities  
+ what the  
team needs

## CONTEXT

- Current Publishing team
- 5 sites
- Mix of new + old team members

MANAGING  
THE FLOW  
OF  
ENERGY

PERSONAL  
USER  
GUIDE

"We are here  
as individuals  
working  
together."

AMAs  
w/  
LEADERS

Knowledge  
Sharing

## PREP

- Use recent Retros to inform Agenda
- Strategic Vision
- Problems team wants to solve

PRE-  
MORTEM

Postcard from  
the future

## AGENDA

MIND  
MAPPING  
or  
Personal  
Maps

Quiet time  
for introverts

### DAY 1

(ICE BREAKER)  
Strategic Vision

### DAY 2

TEAM BUILDING

HAVING  
LEADERS  
SIT w/  
TEAMS

LUNCH + MOVEMENT

Problem Solving

- Opening
- Working Sessions
- Knowledge Sharing

CONSTELLATIONS  
(Ice Breaker)



MAKING  
GOALS  
EXPLICIT,  
Inc.  
HUMAN GOALS

TRUE  
COLORS  
Personality  
Types

PARKING  
LOT

ENGAGING  
PEOPLE  
DURING  
LUNCH

DEBRIEF

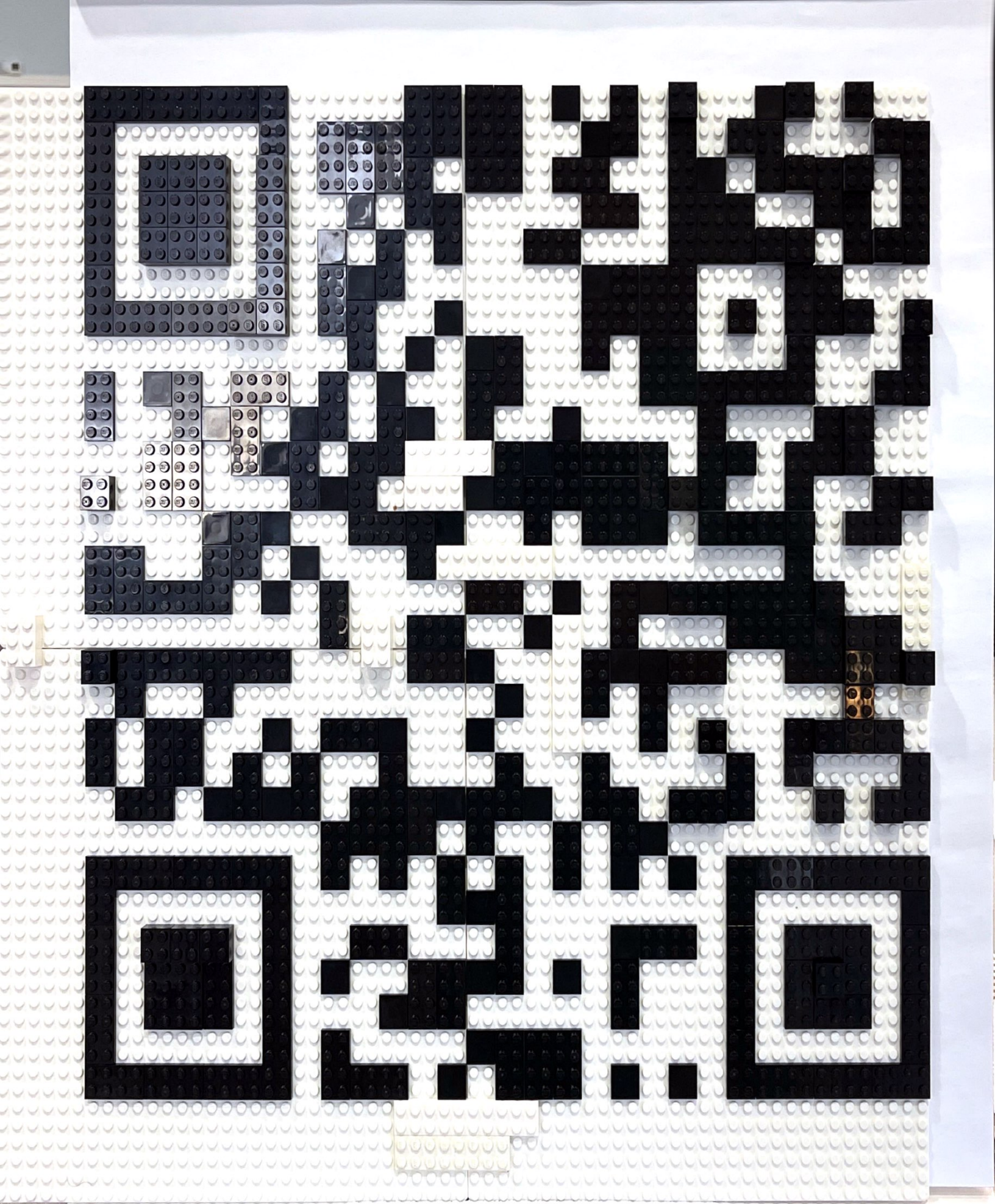
## FOLLOW UP?

ACTION Post-Offsite  
ITEMS Retro about  
w/ Action  
Commitment Items

## DURATION

Logistics  
Cancellation/Fin time  
Problem Solving  
Strategy





Fold here

Fold here



ADHD

FOCUS

TIME (NOW / NOT NOW)

TAKE BREAK FOR A SONG

VISIBLE TIMER

POMODORO

DOPAMINE MENU

WALK DOG

YOGA

FIDGETS

BALANCE BOARD

DELIBERATE DISTRACTION

PAIR / MOB



LIVE (NOMINATION)  
LOCAL

## AUDIO BOOK

- WALK
- CLEAN
- READ
- SPEED
- SUBTITLES (VIDEO)

## INTERRUPT HYPER F.

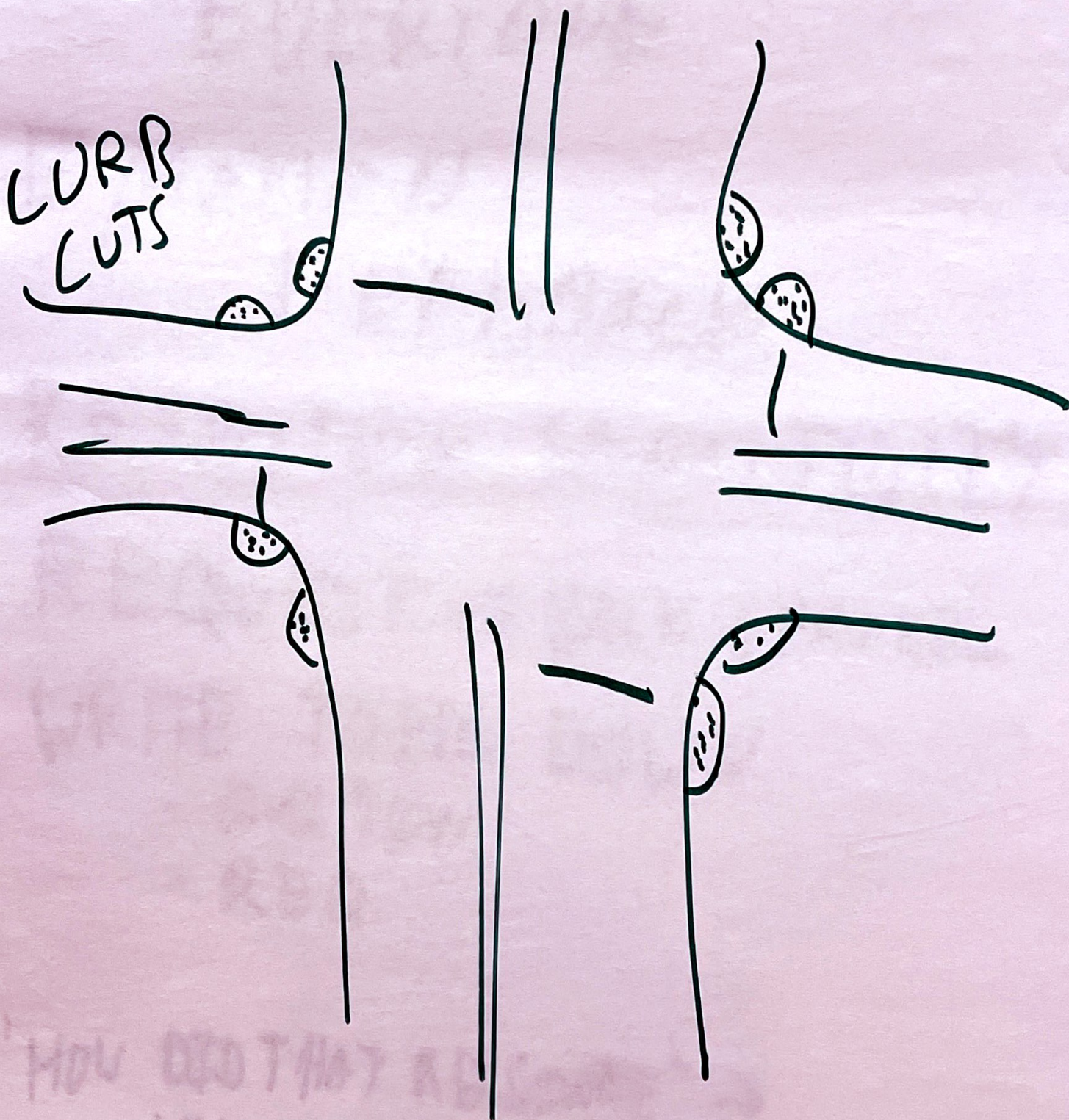
- THROW ~~THE~~ A BALL
- PHYSICAL

## SC HOOOL

- ~~THE~~ HOW TO ENGAGE KID



N.D. BUT UNDIAG.





# TECHNIQUES FOR EVERYONE

EMOTION

FEEDBACK

REJECTION SENSITIVITY

REQUEST → BACK CHANNEL

WRITE TOPIC DOWN

- QUESTION

- REQ.

"HOW DID THAT RESONATE" →  
- WHAT DID YOU HEAR



# TEACHING

MIX:

- WRITE
- KINETIC
- AUDIBLE

MIRO, WHITEBOARD, STICKY

SCONE = BISOLVIT

HOW TO ADHD



BLACK GIRL LOST KEYS



STORAGE

SHELVES

WIKI, ETC



M.I.T.M. CHANGE BULB   
SAFE GUARDING

PRODUCTIVE PROCRASTINATION

STUCK  $\rightarrow$  ASK FOR PAIR

PEN + POST-IT IN EACH ROOM

WALK THROUGH DOOR  $\rightarrow$  SWITCH CONTEXT

DEMAND AVOIDANCE vs. AGENCY

AGILE SLICING

JOIN A MOB

ESSAY  $\rightarrow$  OUTLINE + FILL IN



MOST IMPORTANT FIRST