AGILE
What Happens in the Retrospective
Stays in the Retrospective
The retrospective takes approximately 30 minutes and focus on the things that are going well. It helps if focus on success is needed in the team. Quote for the retrospective: “Positive thinking will let you do everything better then negative thinking will”

1. Introduce the Oscar Nominations and tell that this time there are new categories and the possibility to nominate is in the team!

2. Tell the team that every person can nominate one event for every category

3. Give the team members Max 5 minutes to come up with their nominations.

5. Give every team member time to introduce his notes with a simple: I want to nominate......because of.....

6. (optional) If you like you can choose a winner based on most votes in each category to make it more fun... with some optional small prizes.
OSCAR NOMINATIONS

Best Action/Idea
Best (code) design
Best Teamwork
Best (test) Scenario
RETROSPECTIVE LIBRARY

▷ The team Car!

The retrospective takes maximum 30 minutes and it requires thinking in metaphors.

1. The Scrum Master asks the team to write down what kind of brand and or type of car you can compare with the Scrum team.

2. Second question. What part of this car you like the most and how does this relates to the team

3. What part of the car you want to replace…..and how does this relates to the team
What brand and or Type?

What is the part you want to replace?

Favorite part of the car?
This retrospective is very simple and effective. 2 lines and 4 possibilities

1. The Scrum Master telling the options:
   I. Planned & Successful
   II. Planned but failed
   III. Unintended but successful
   IV. Unintended and failed

2. Scrum Master will ask the team to come up with their points for the different categories and give the team some minutes to prepare their notes.

3. Share and discuss the input of each individual member
PLANNED/UNPLANNED & FAILURE AND SUCCESS

- Planned and successful
- Unintended, but successful
- Planned but failed
- Failed and not planned
The Facebook Retrospective

This retrospective is again very simple and effective. Everybody knows Facebook and everybody knows the concept of Likes and Dislikes.

1. The Scrum Master explains the options:
   - Give one example of what you liked during this sprint.
   - Give one example of what you disliked during this sprint.

2. Scrum Master will ask the team to come up with their points for the two different categories and give the team some minutes to prepare their sticky notes. Some team members can make the sticky notes for the colleagues which are offshore.

3. Share and discuss the input of each individual member. Pay some extra attention to explore what made the experience a like or dislike and what can the team learn form it!

4. The Scrum Master notes "actions items" coming out of the "don't like" list, so that there are some improvements agreed that the team will act on in the coming sprint.
THE FACEBOOK RETROSPECTIVE
This is a very sweet retrospective and takes not that much of time and taste very well ;-) 

1. Buy yourself a box of mini candy’s (celebrations can be very helpful) If you working with team members in India make sure you ask one member of the offshore team to arrange the same. 
2. Instructions are very simple: Every team member is free to take one candy out of the box…only not for himself/herself but for another person in the team and hand it over with a compliment. 
3. You can play this several rounds and it helps when the Scrum Master starts with the first compliment to a member in the team to break the ice. 

Note: Its always good to see what is happening. Maybe one person is receiving a lot of compliments and someone else nothing. In balanced teams you will see that this is not happening and compliments will divide equally across team members. So this retrospective is saying more then you think ;-) 

Enjoy, 

Dennis and Rob
THE CANDY BAR
RETROSPECTIVE LIBRARY

Glad, Sad or Mad

This retrospective takes approximately 30 minutes and gives a good insight of what went well and what should be improved.

1. Two columns with smileys: one for the happy flow and the second one for the sad or mad flow.
2. Ask the team to give from both flows input. (one point from each team members per column)
3. Share and discuss the outcome with the team.
4. Ask the team how to avoid that the next sprint the team members will be sad or mad again.
<table>
<thead>
<tr>
<th>GLAD</th>
<th>SAD OR MAD</th>
</tr>
</thead>
<tbody>
<tr>
<td>😊</td>
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<td>😡</td>
<td>😓</td>
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</tbody>
</table>
This retrospective takes approximately 30 minutes. It gives the team another angle on mistakes. Mistakes are our best teacher. You can learn from it as a team. At least you learned what does not work right and that it is time to figure out another way or try other things. So it is not about who is to blame. It is an opportunity to learn from!

1. Start with creating a mindset within the team that making mistakes is human and are opportunities to learn from. It is not about who is to blame or failure.
2. Invite the team to be open about the mistakes which were made during the sprint, without blaming somebody. In the end the whole team is responsible! The input can be written on sticky notes.
3. Share the outcome with the team.
4. Ask the team what they learned from it and how they can do things differently in the next sprint.
Your best teacher is your last mistake.

“You can learn great things from your mistakes when you aren't busy denying them.”
This retrospective takes around 45 minutes and looks from different angles to the team performance and challenges they are facing.

1. Show the picture and explain the concepts of the different 4 angles:
   I. Engine: What is keeping the team running or makes the team fast.
   II. Parachute: What is holding the team down or what makes it slow
   III. Rocks: What are the impediments/challenges for the team
   IV. Bridge: What keeps the team safe or is needed to solve a challenge or impediment.

2. Give the team members 5 minutes of time to come up with input for the different angles.

3. Share the input with the team and discuss the addressed points. These can be used to work on in future sprints.
The future retrospective

This retrospective takes around 30 minutes and gives the team the opportunity to look forward to discuss personal and team challenges.

1. Show the picture and explain that this is not today's retrospective but actually a retrospective of one year ahead.
2. Ask the team members to write down three notes:
   1. What are they most proud of that they will have achieved in one year of time
   2. What did they enjoy the most
   3. What was the most difficult part
3. Discuss the input of each team member and see if there is any learning points what you can take already as a lesson for the future.
4. Keep the points and after one year its nice to look back on the notes.
THE FUTURE RETROSPECTIVE
Its time for a pitstop…. Take the Pitstop as a metaphor and show the picture to your team and introduce the concept that a pitstop is actually a retrospective to see if the car is on track or need to have some small adjustments to speed up the process again. Now its time for some questions:

1. What will give us fuel?
2. What is needed to make us faster?
3. What do we need to fix?
4. Discuss the input of each team member and see if there is any learning points

Enjoy the pitsop!

Dennis and Rob
THE PITSTOP
RETROSPECTIVE LIBRARY

The 5 star

Show the star with the names in each field to the team and ask them to give input on:

1. What should we stop doing?
2. What should we keep?
3. Where do we need to start with?
4. What should we do less?
5. What should we do more?

• Discuss the input of each team member and see if there are any learning points
THE 5 STAR

Less
Stop
More
Keep
Start
RETROSPECTIVE LIBRARY

✉️ A High Five by Brigitte Ligt

This retrospective is added by Brigitte and its called the “High Five”.

**Approach:**
- Let the team members draw a hand and each finger is related to a question (see the next slide for the questions).
- Give everybody 5 minutes to answer the questions on sticky notes.
- The sticky notes can be placed on each finger of the hand.
- Discuss the input of each team member and see if there are any learning points
RETROSPECTIVE LIBRARY

▷ One Word

This Retrospective is an easy way to stimulate conversations in your Retrospective.

Approach:
• Post-its and pens is all you need! (if you are working with a distributed Agile team you can use https://awwapp.com/)
• Each Team Members place one word on the board that highlights the sprint for them
• One team member selects a word of the board. Everyone except the person who put it up on the board discusses what they think the team member meant by the word. The thoughts are captured. When everyone has said all they want to say, the team member who put the word up shares his meaning.

After the team member shares all the words, the team discusses
• What did we just hear from everyone?
• Are there some underlying feelings, issues that we need to solve?
RETROSPECTIVE LIBRARY

One sprint in the role of....

This Retrospective let the team members look from another angle than the role they have in the Scrum Team.

Approach:
• Post-its and pens is all you need! (if you are working with a distributed Agile team you can use https://awwapp.com/)
• You invite the team members to imagine that they are the Product Owner, Scrum Master of Development team member for one sprint.
• Ask them what they would like to keep, what they would like to change and what they would like to add if they had that role for one sprint.
• Discuss the results and see if the team would like to adapt the changes and the add-on's.
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The Mirror

This Retrospective let the team members reflect on their own behavior within the sprint/within the team. Take care that the team members feel safe and that all that is discussed stays within the team. Eventually you can also ask the team if they are willing to do this retro format. Then you have commitment. If they are not willing to do it, than you cab start a discussion with the team about the Mindset and Behavior which is important within Scrum. With Scrum it is important to be transparent, open and eager to learn from mistakes. To be able to do this, you also have to have an open discussion about behavior.

Approach:
• Post-its and pens is all you need! (if you are working with a distributed Agile team you can use https://awwapp.com/)
• Ask them which behavior they like to keep in and what behavior they would like to change or improve. It should be a reflection of their own behavior! To make it more fun, you can give them a small mirror as a present.
• Discuss the results and ask the team members to commit on their improvement goal on behavior.
RETROSPECTIVE LIBRARY

The Team Park rides!

It's time for a funny Retrospective and still you want to have some very nice insight of the obstacles you facing in your team?

The metaphor is based on a theme park with all kind of rides. And the question for each team member is to describe the team and the current flow as a ride in the theme park! Based the ride on the team behaviour and challenges that it is facing currently

Approach:
- Explain the concept
- Give every team member 5 minutes of time to describe the team ride and let him or her write down why this ride is the best metaphor and let him tell something what is very nice about the ride and what can be added to make it even a better ride!
- Let everyone explain their rides.
- Ask every team member to choose out of all the rides that are introduces his favourite Team Park Ride and if there is one common action that can be done to make it even better!
- Mark this action as a learning point!
Invite the customer

Normally we say that the retrospective is the moment that you look back with the team on the past sprint. But we understand that you and the team will get bored. And it is time for another aspect that you can add to have a different retrospective and some other insight for the team. Invite your customer!

Ask a customer that was involved in (some) user stories in the last couple of sprints. And probably participated within refinement sessions and demo/review meetings. Ask the team to prepare additional questions

Approach:
• Split the session in two parts:
  • Part 1
  • Let the customer explain what helped him in working Agile & Scrum with the team.
  • Ask the customer to give some positive remarks about the team
  • Let the customer explain what will really help him/her further.
    • Part 2
  • Ask the team to explain what them really helped in working with the Customer
  • Do they have positive remarks on the contribution of the customer in refinement sessions and review/demo sessions
  • Do they have suggestions for improvements in collaboration with the customer
  • Discuss the outcome and see if the team and the customer would like to adapt possibilities for improvement.
RETROSPECTIVE LIBRARY

The Cocktail/Mocktail

It's time for a small cocktail party ;-) and you not have to be an cocktail expert to join this retrospective. Also if you doesn't drink alcohol you still can join with a Mocktail in this retrospective?

Approach:
Ask the team to come up with a nice cocktail/mocktail for the team and give an answer on the following questions:
- What makes it sweet?
- What makes it bitter?
- What makes it that you want to taste a second one?
- What is giving you a headache?

- Discuss the outcome and see if the team and the customer would like to adapt possibilities for improvement.
RETROSPECTIVE LIBRARY

How (Fr)Agile is our Scrum Team?

This retrospective gives the team an opportunity to have a look again at the principles of the Agile Manifesto and to reflect these on the team…how Agile is our team at this point?

Approach:
• Divide the meeting room in two parts (left and right)
• Ask the team if they know the four principles of the Agile Manifesto. Help them if they don’t know all the principles.
• Mention again that while there is value in the items of the right side, we value the items of the left side more!
• Show the first Agile principle and ask the team members to walk to the side they think the team is.
• Ask why the team members choose for the left/right side and what they can learn from it.
• Repeat this for all the principles from the Agile Manifesto

Discuss in advance with the team how offshore can participate or decide yourself how you want to involve offshore. For example: If they have a webcam and a meeting room, they can participate in the same way. Else they can just mention on which side they are.
• Discuss the outcome and see if the team want to adapt possibilities for improvement.
COMPLIMENT & ADVICE TO THE TEAM

Short and easy retrospective

With this retrospective you create the opportunity to give positive feedback and share best practices.

Approach:

- Ask each member to give an answer on 2 items:
  - A person in the team that they would like to give a compliment of their work in last sprint.
  - A General Advice to the team how we can do things better in the next sprint.

Celebrate the compliments together and discuss the advice.

This you can align with the team and plan a new best practices for the next sprint.