goto;
GOTO
Copenhagen 2021
#GOTOcph

# Retrospectives Antipatterns

Team Meetings That Don't Suck

Aino Vonge Corry, PhD

@apaipi

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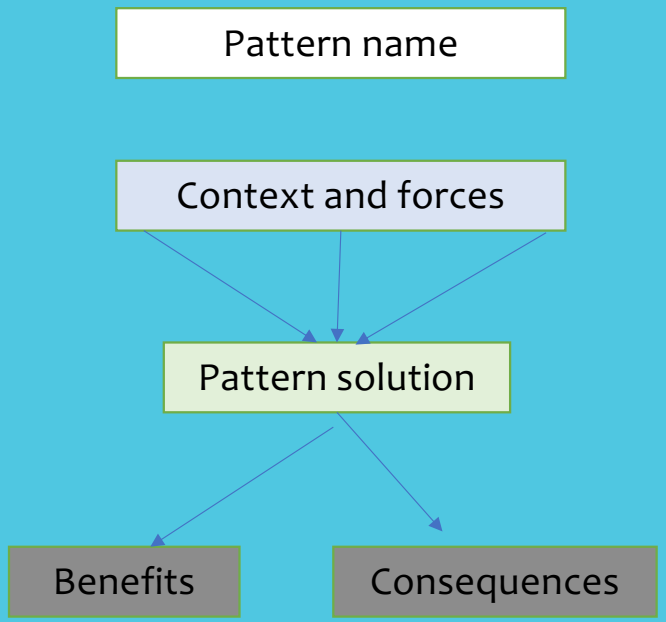
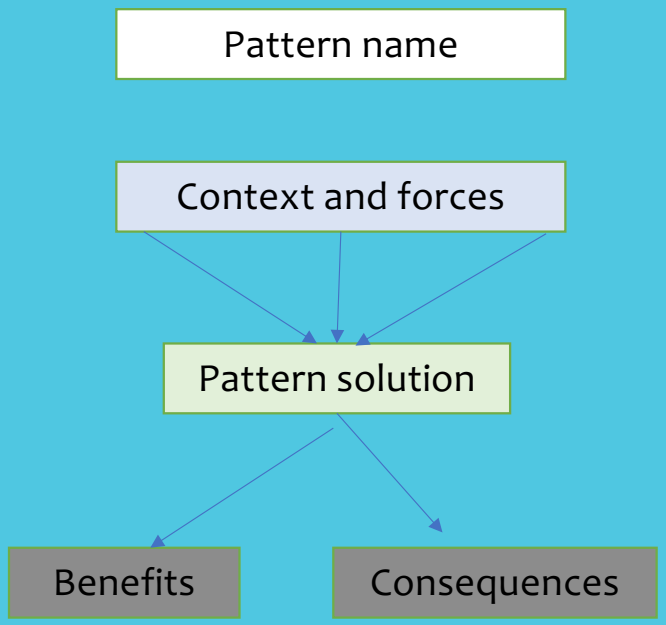
Aino Vonge Corry, aino@metadeveloper.com, @apaipi


Pattern name
Context and forces
Pattern solution
Benefits
Consequences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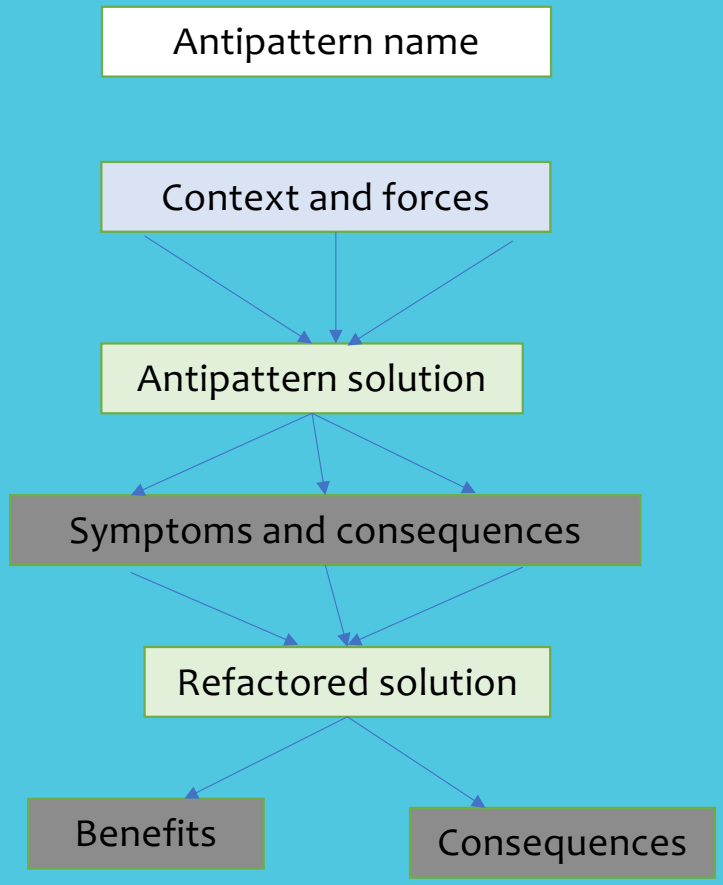
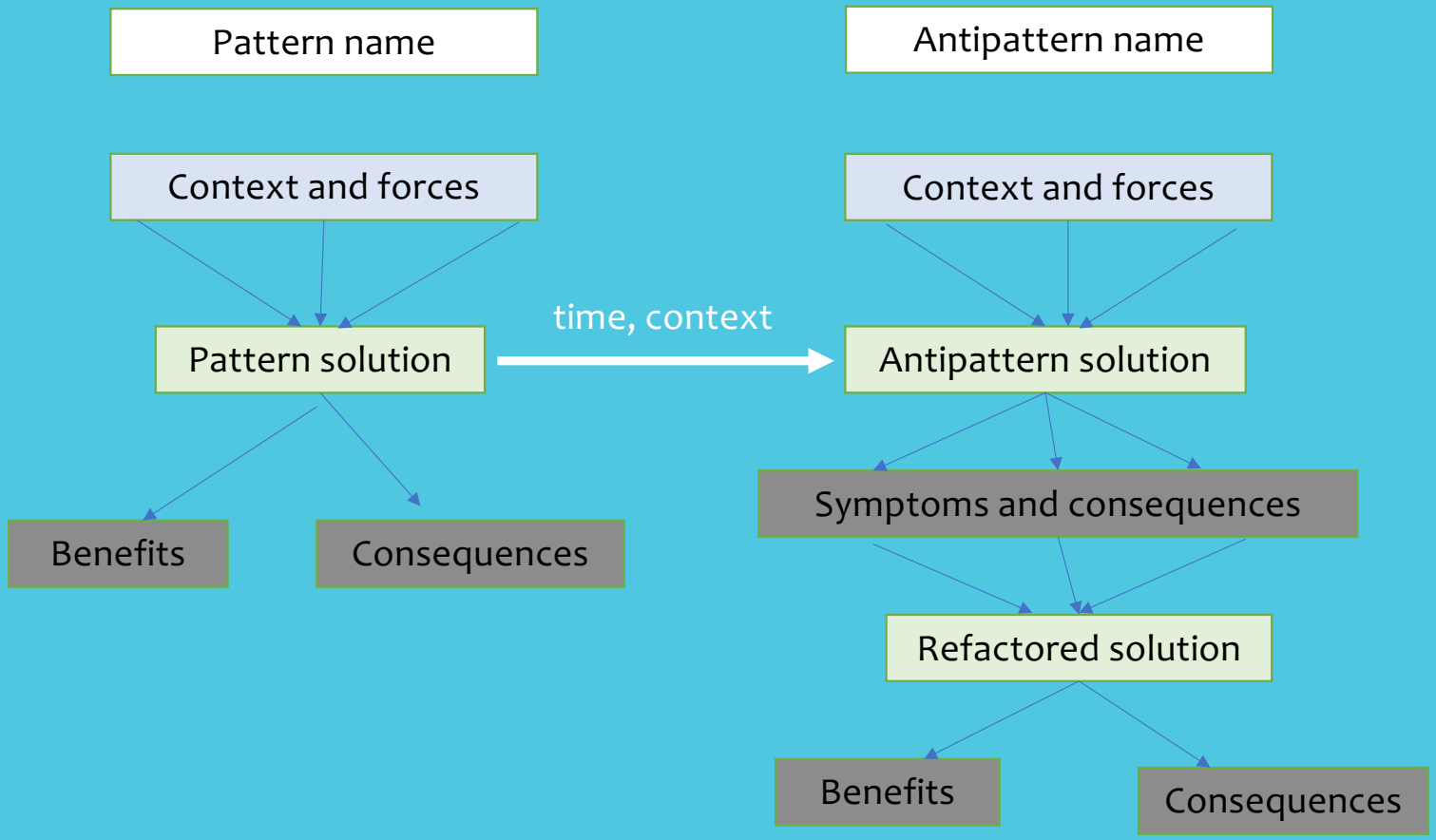
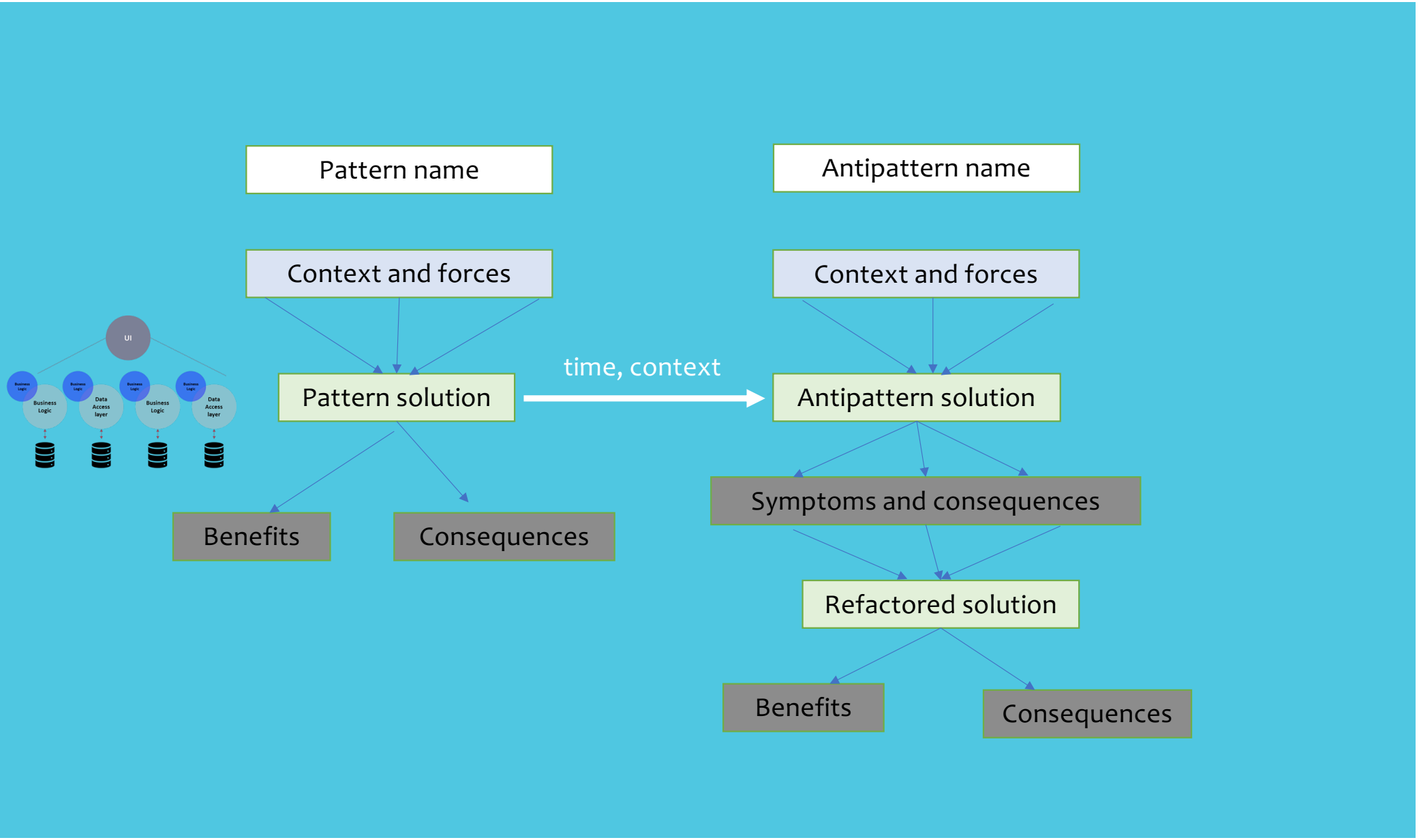
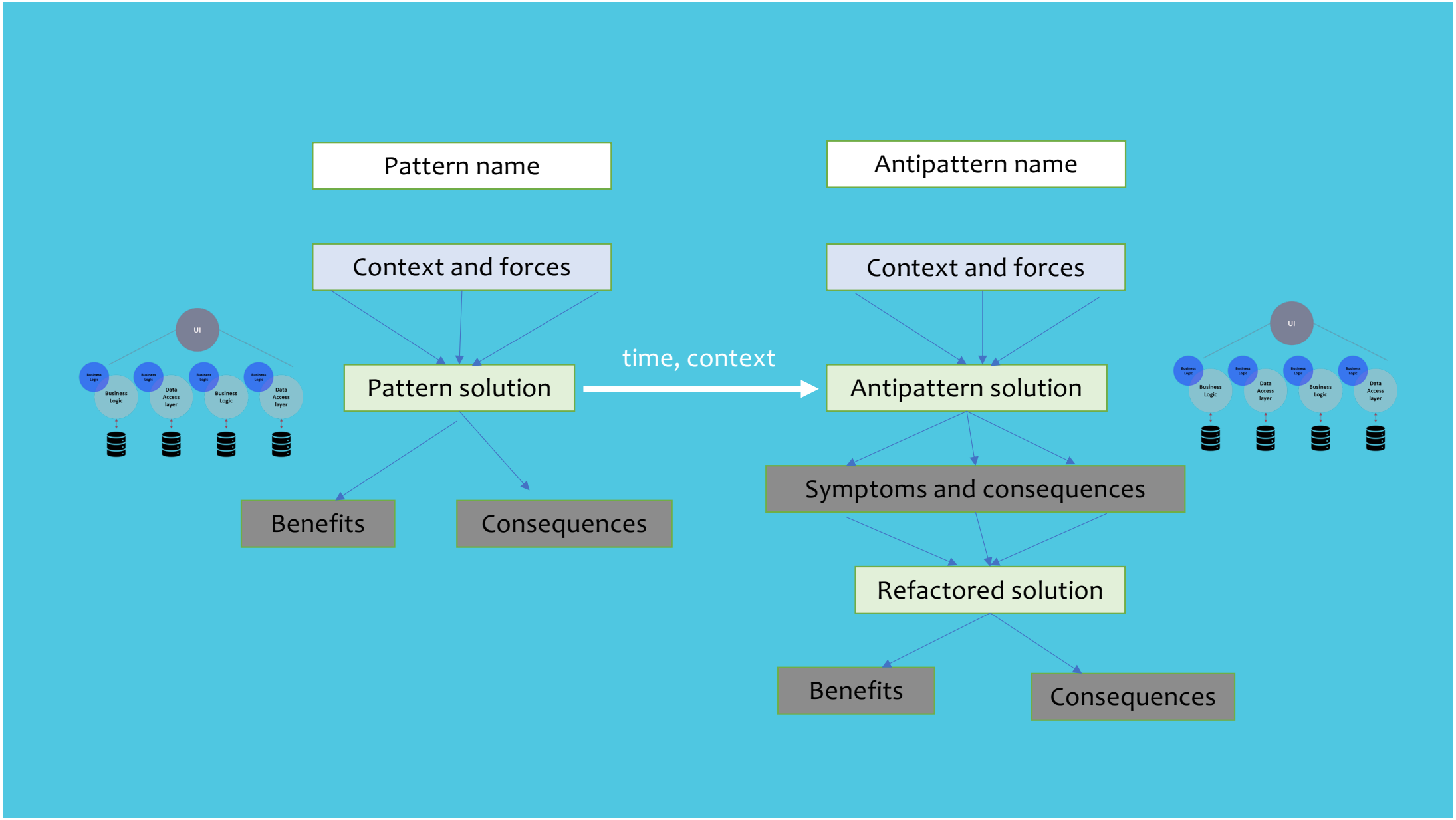

Antipattern name
Context and forces
Antipattern solution
Symptoms and consequences
Refactored solution
Benefits
Consequences


Pattern name
Antipattern name
Context and forces
Context and forces
time, context
Pattern solution
Antipattern solution
Symptoms and consequences
Benefits
Consequences
Refactored solution
Benefits
Consequences


Pattern name
Antipattern name
Context and forces
Context and forces
UI
Business Logic
Data Access layer
Business Logic
Data Access layer
time, context
Pattern solution
Antipattern solution
Benefits
Consequences
Symptoms and consequences
Refactored solution
Benefits
Consequences


Pattern name
Context and forces
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Consequences
time, context
Antipattern name
Context and forces
Antipattern solution
Symptoms and consequences
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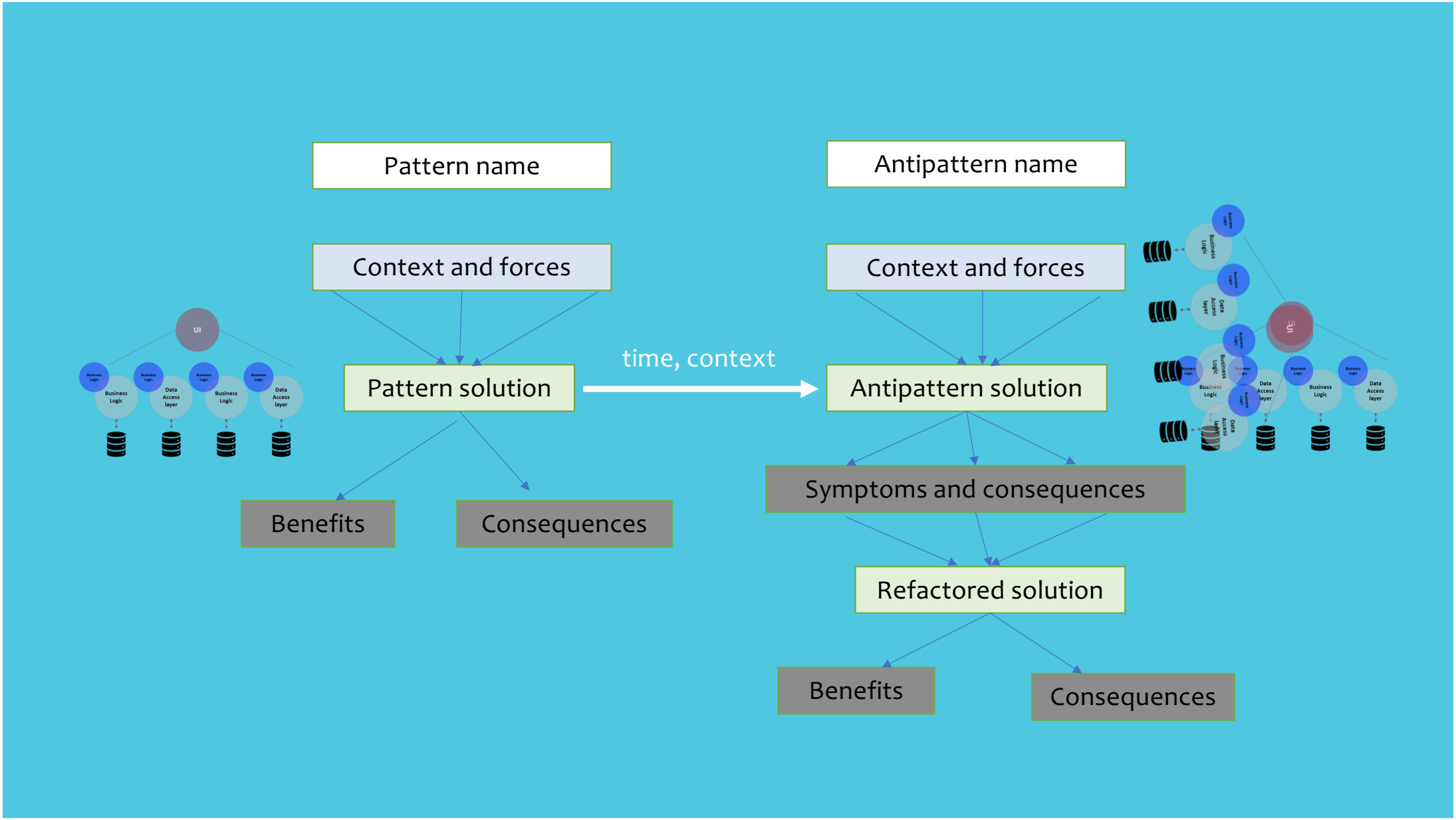
Consequences
UI
Business Logic
Data Access layer
UI
Business Logic
Data Access layer


Pattern name
Context and forces
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Consequences
time, context
Antipattern name
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Antipattern solution
Symptoms and consequences
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Benefits
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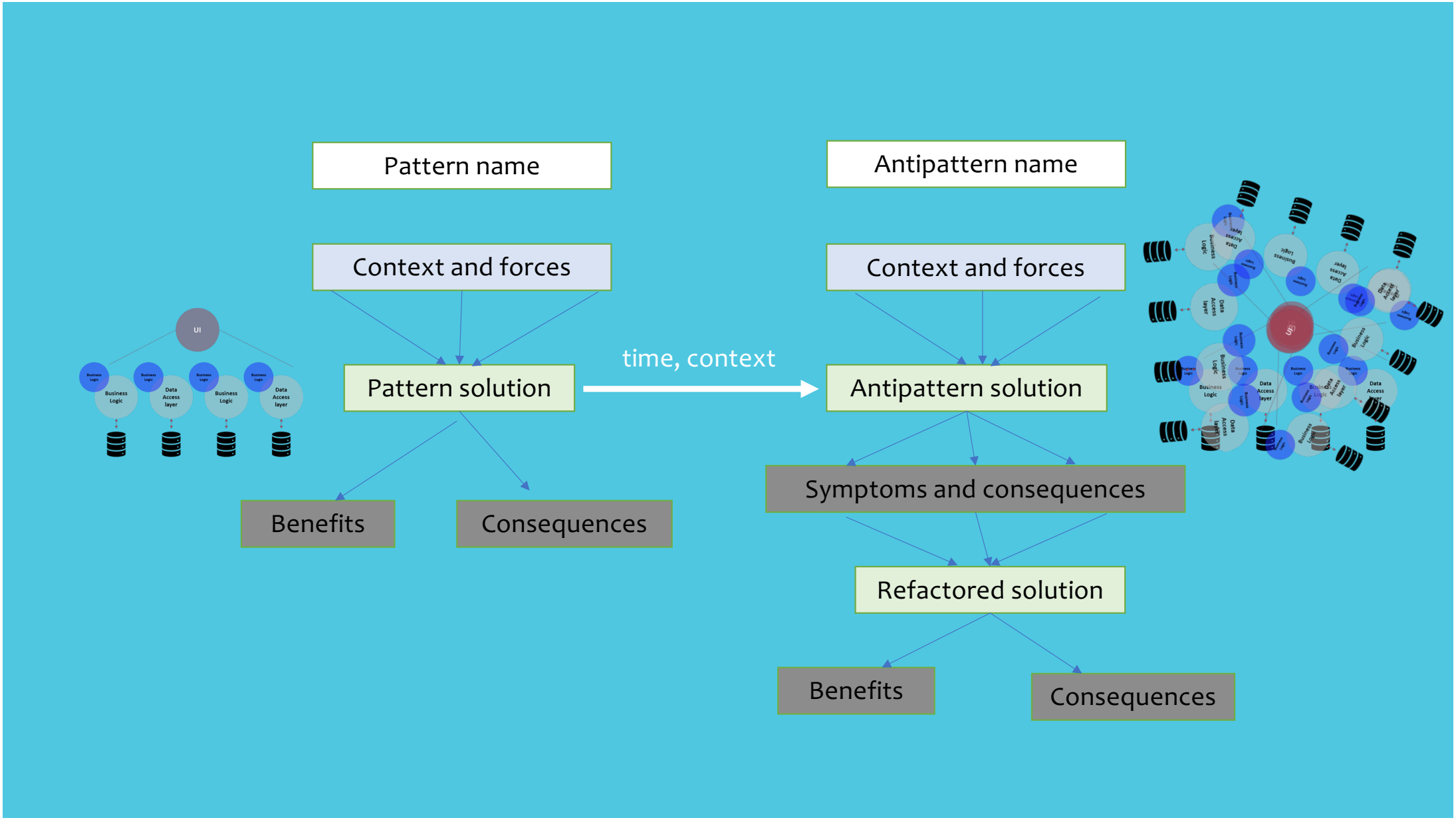
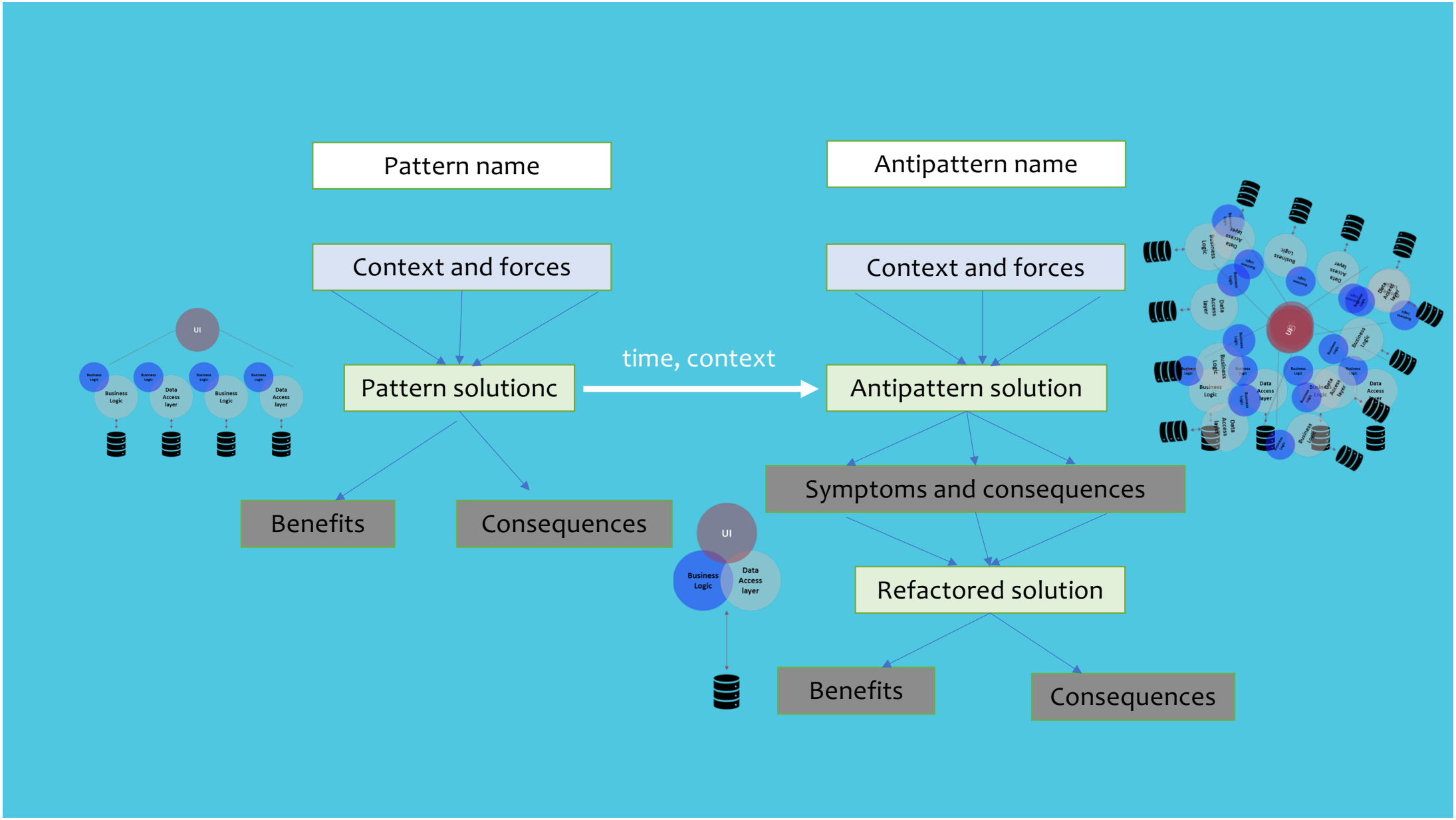
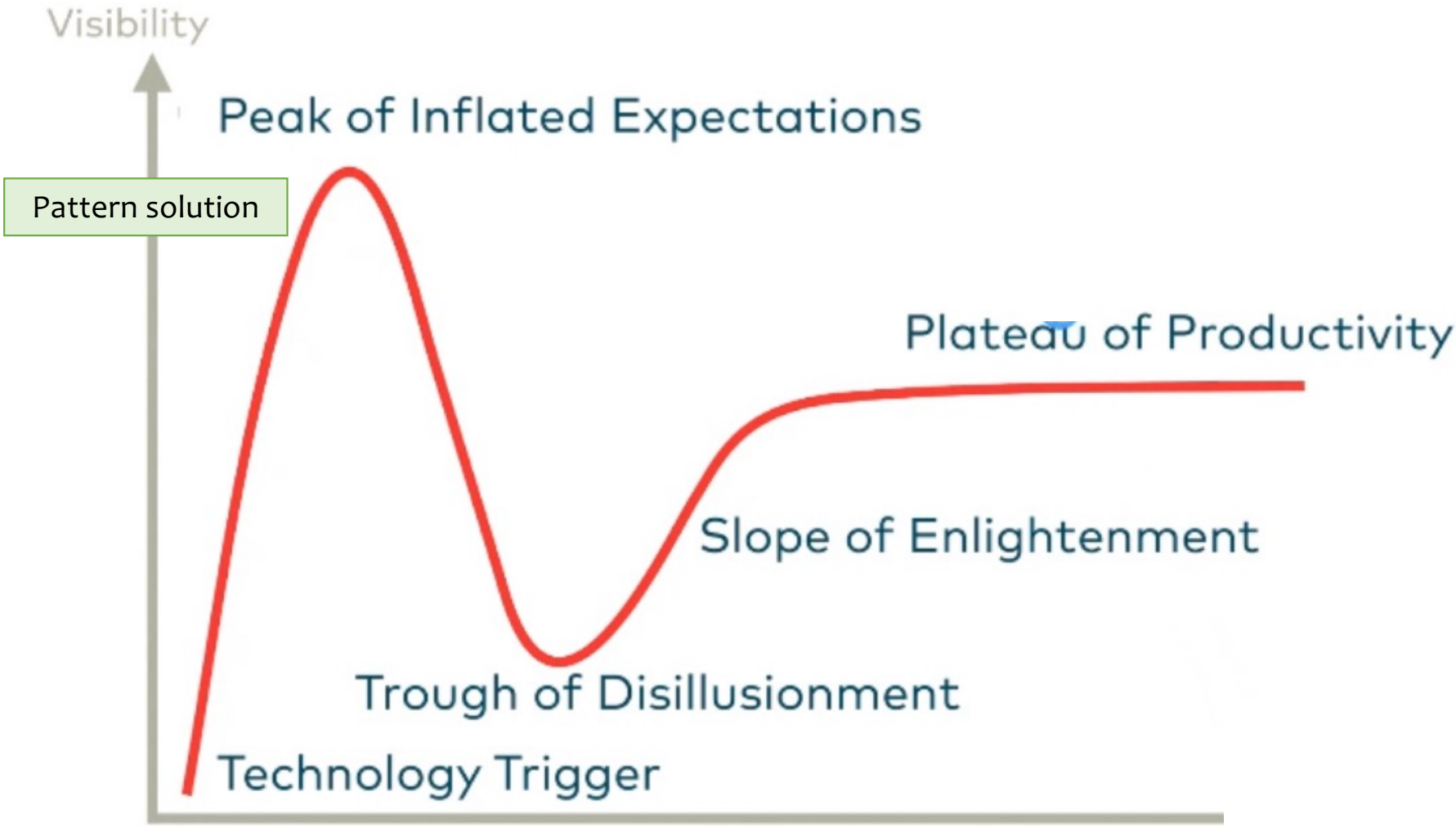

Pattern name
Context and forces
Pattern solution
Benefits
Consequences
time, context
Antipattern name
Context and forces
Antipattern solution
Symptoms and consequences
Refactored solution
Benefits
Consequences

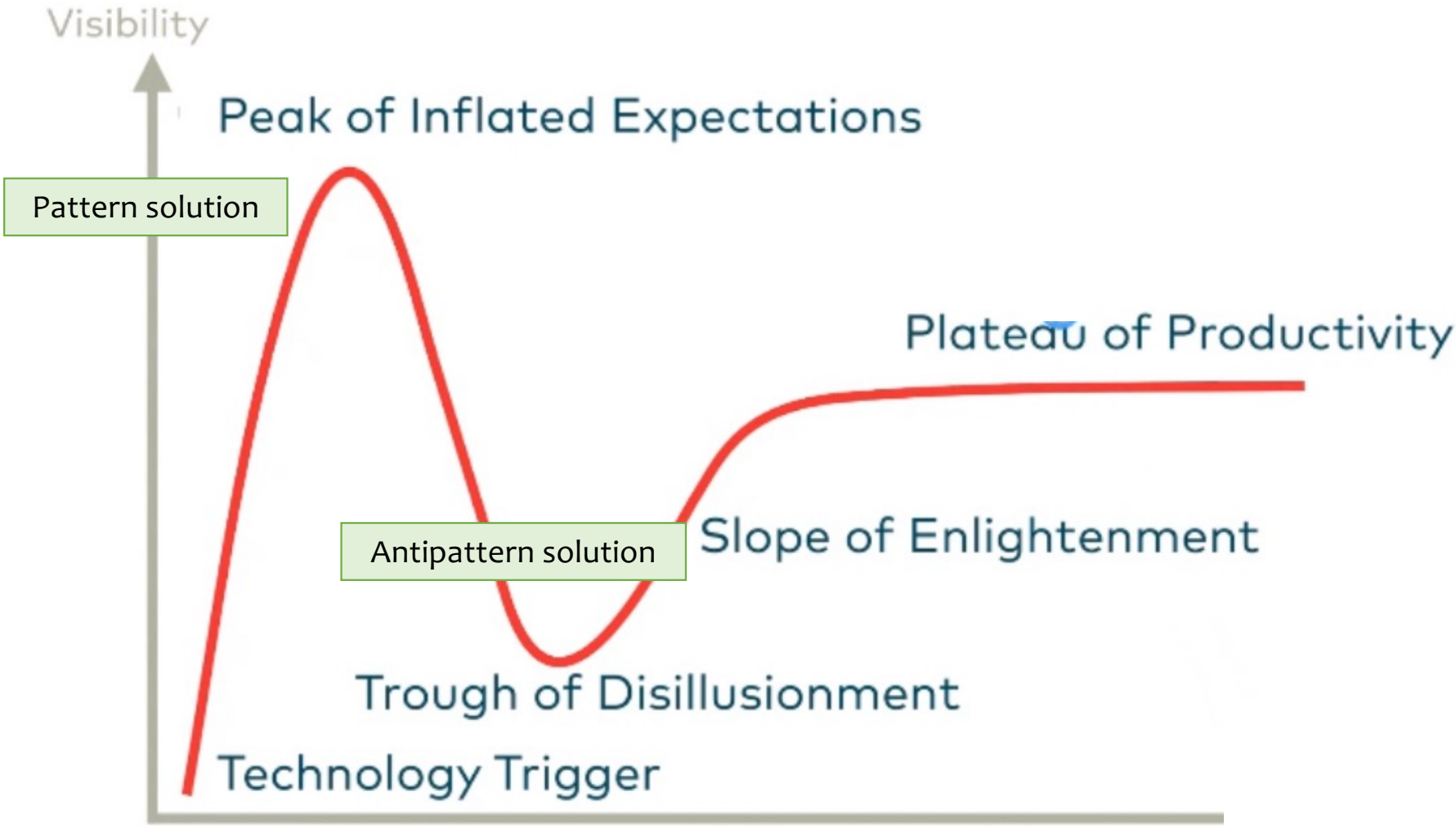

Pattern name
Context and forces
Pattern solutionc
Benefits
Consequences
time, context
Antipattern name
Context and forces
Antipattern solution
Symptoms and consequences
Refactored solution
Benefits
Consequences
UI
Business Logic
Data Access layer

# Gartner Hype Cycle

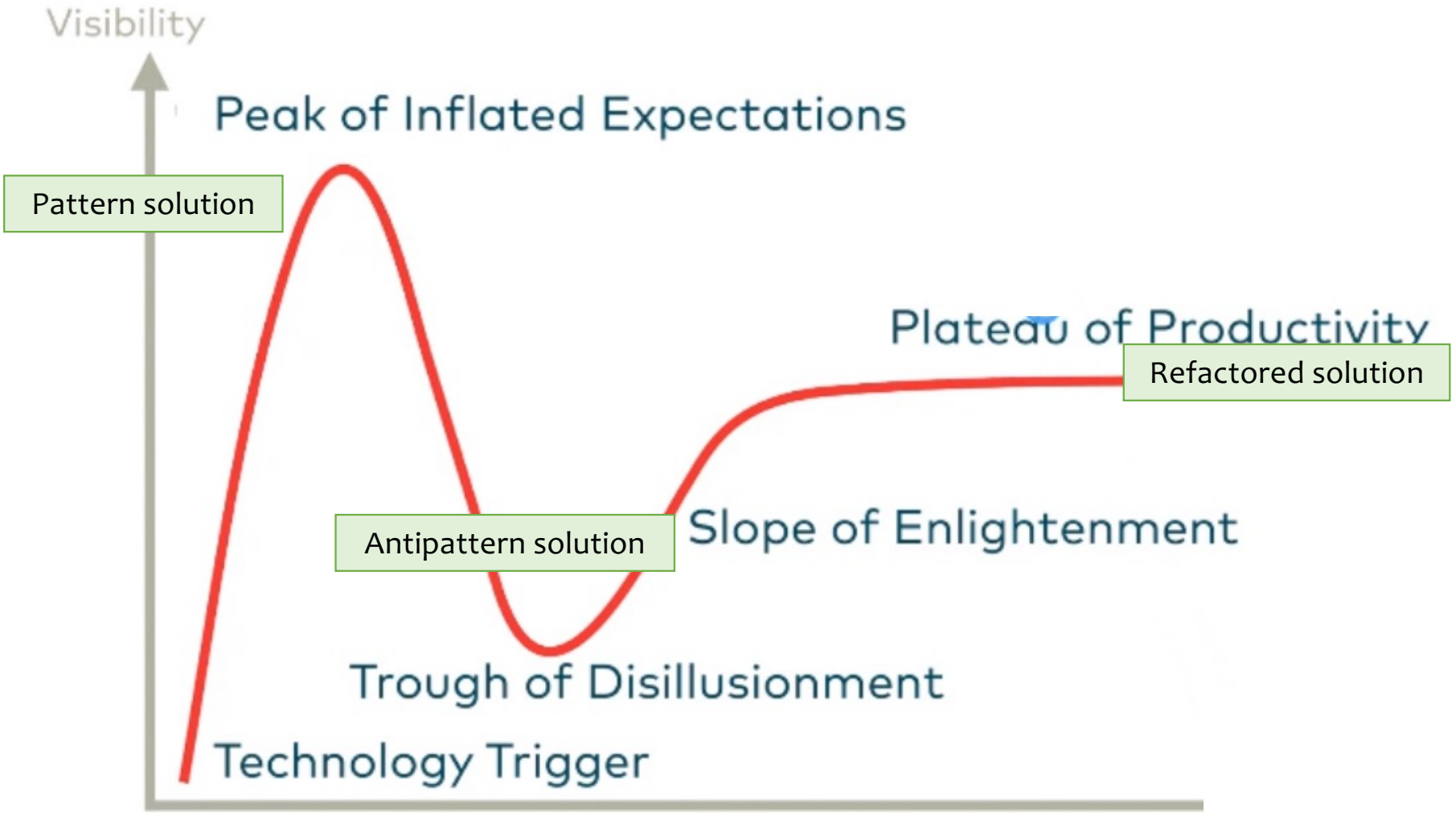



Pattern solution

# Gartner Hype Cycle



# Gartner Hype Cycle



Share

Share

Appreciate

Share

Appreciate

Learn

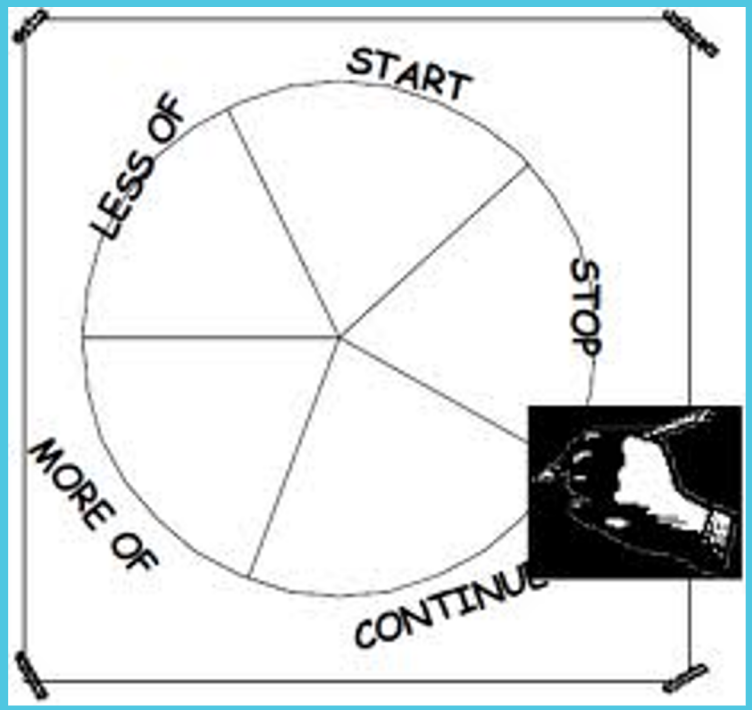
Share

Appreciate

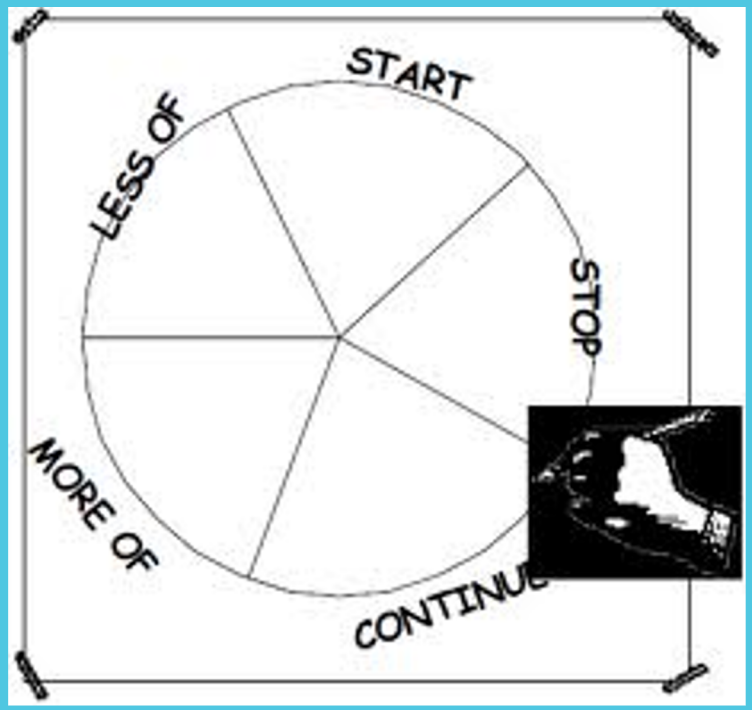
Learn

To understand everything is to forgive everything

# Wheel of Fortune

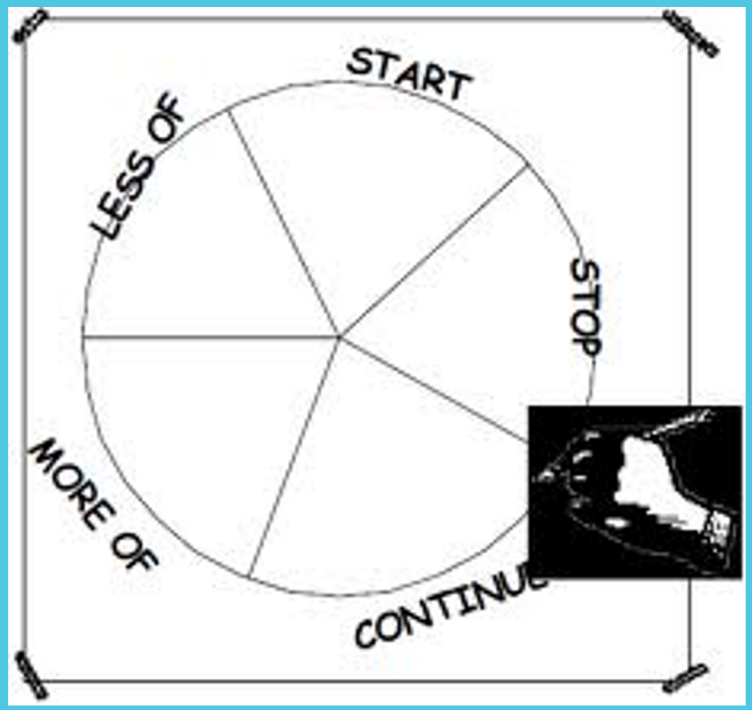

START
STOP
CONTINU
MORE OF
LESS OF

More pair programming



More pair programming

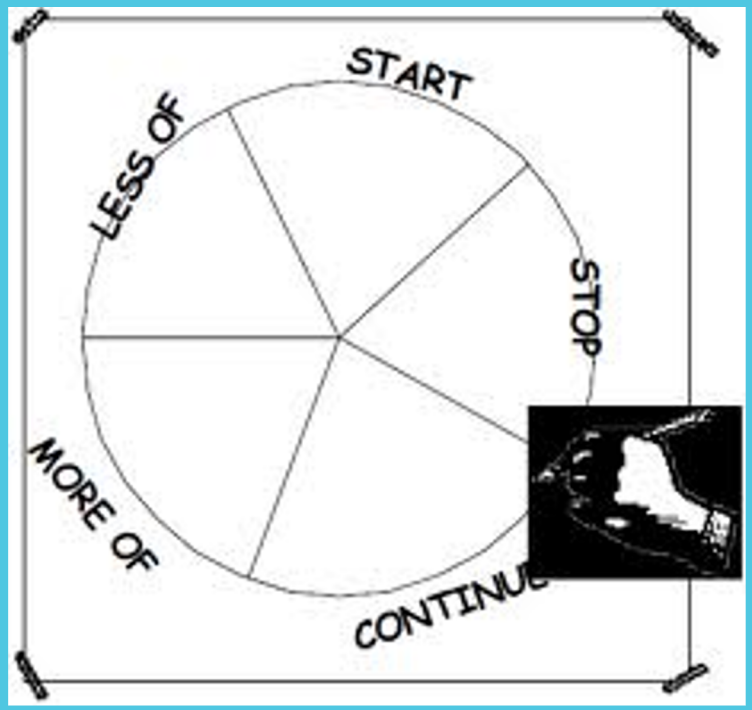
Less meetings



More pair programming

Less meetings

Stop ignoring PR



# **Set the Stage –** getting ready

**Set the Stage –** getting ready

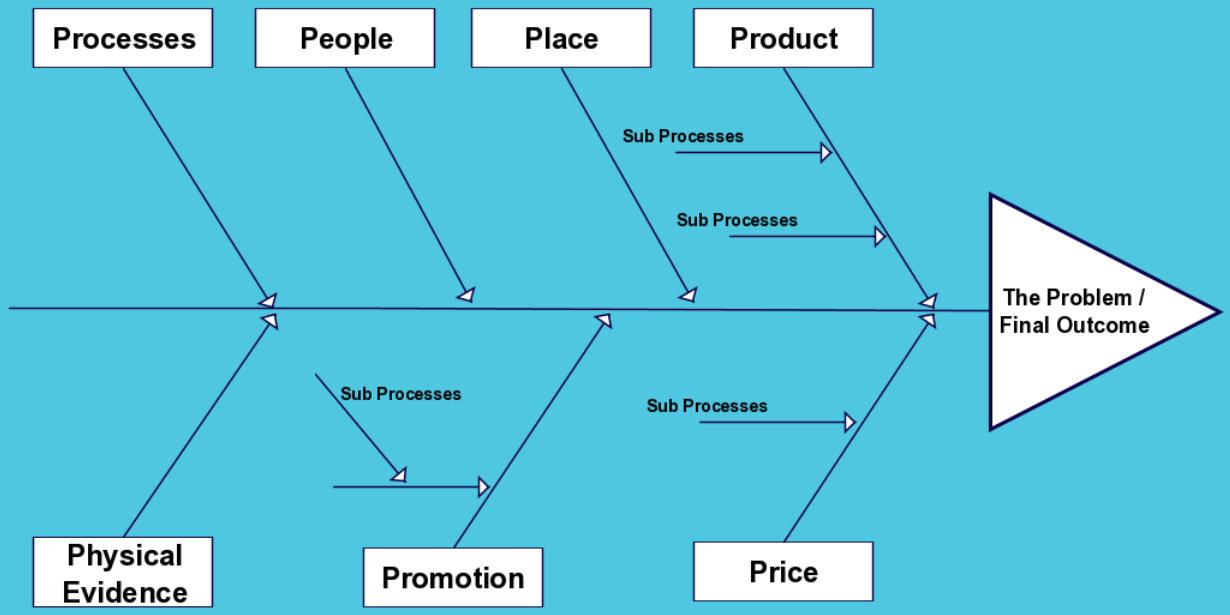
**Gather Data –** the past

**Set the Stage –** getting ready

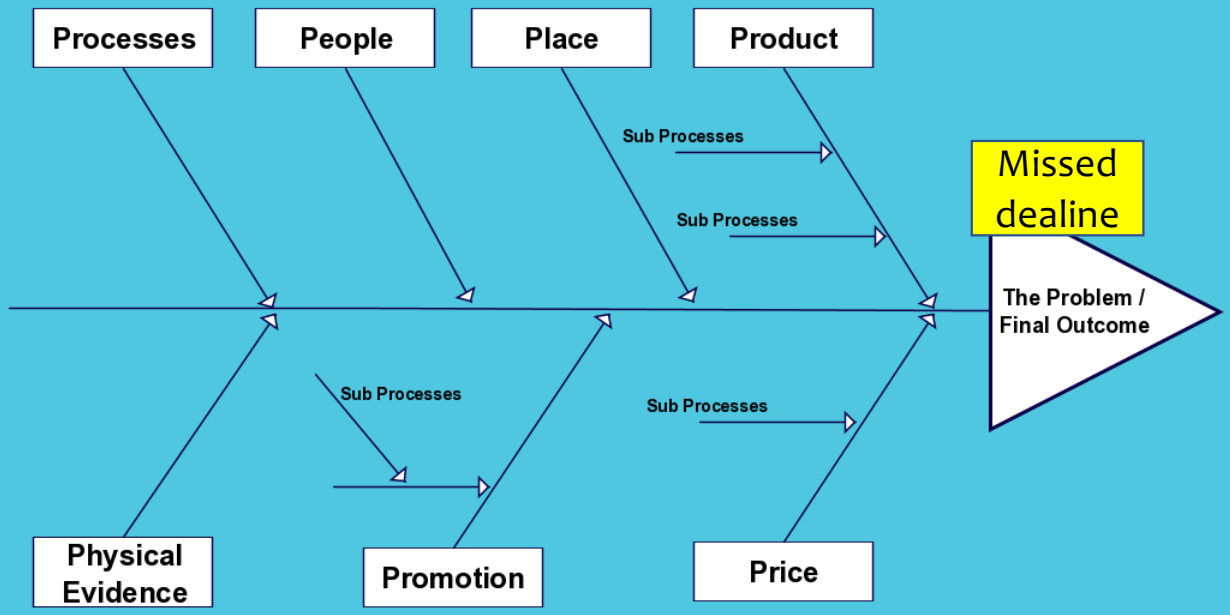
**Gather Data –** the past

**Generate insights –** now

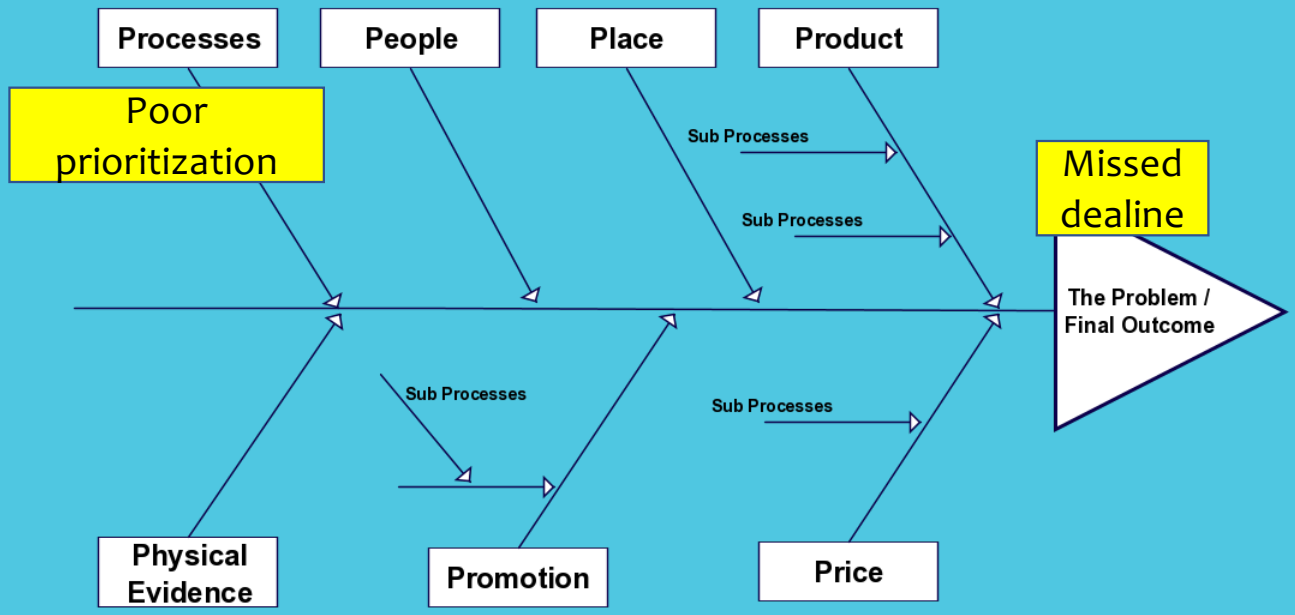
# Generate insights – now



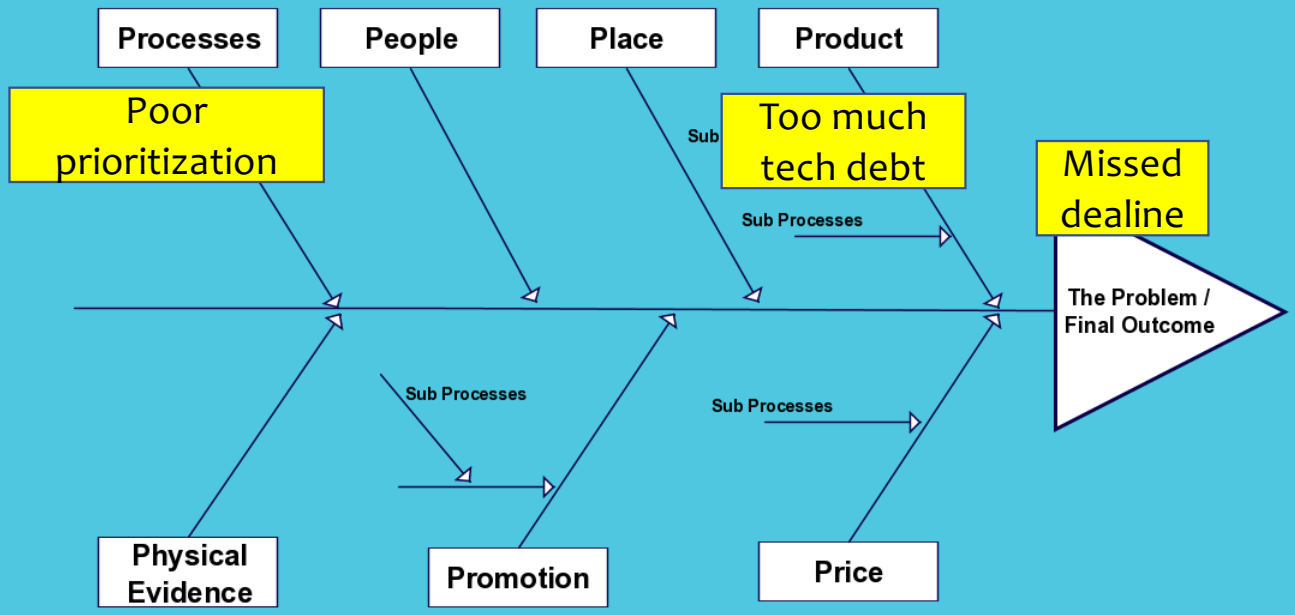
# Generate insights – now



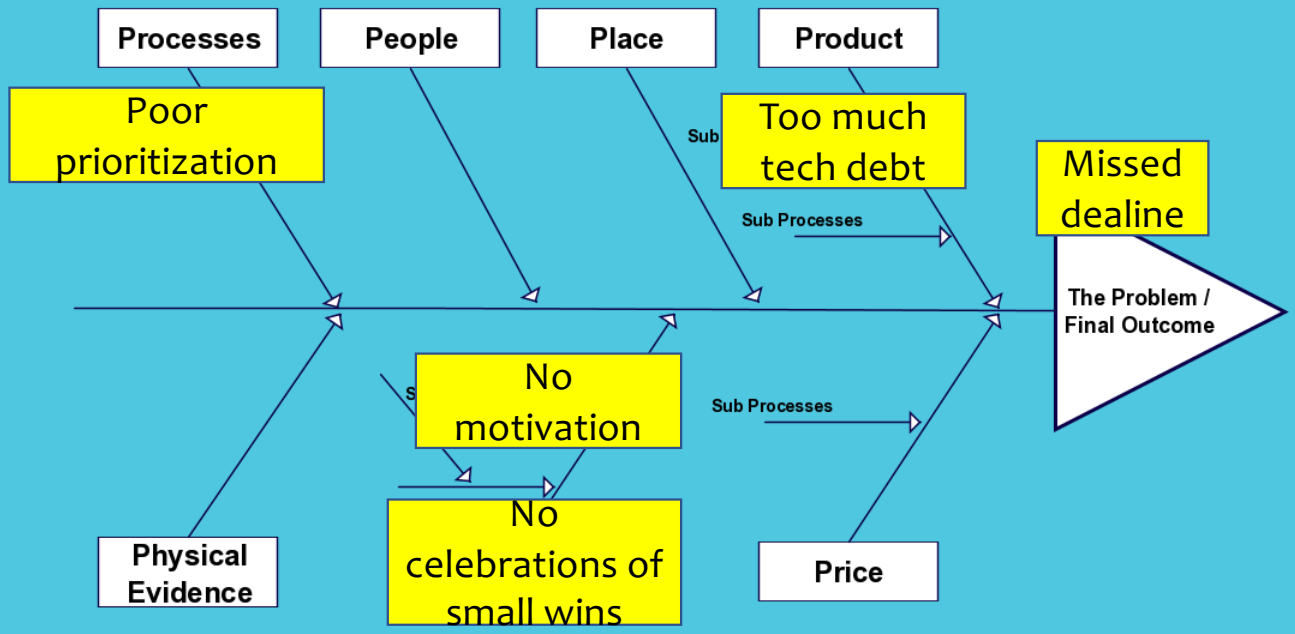
# Generate insights – now



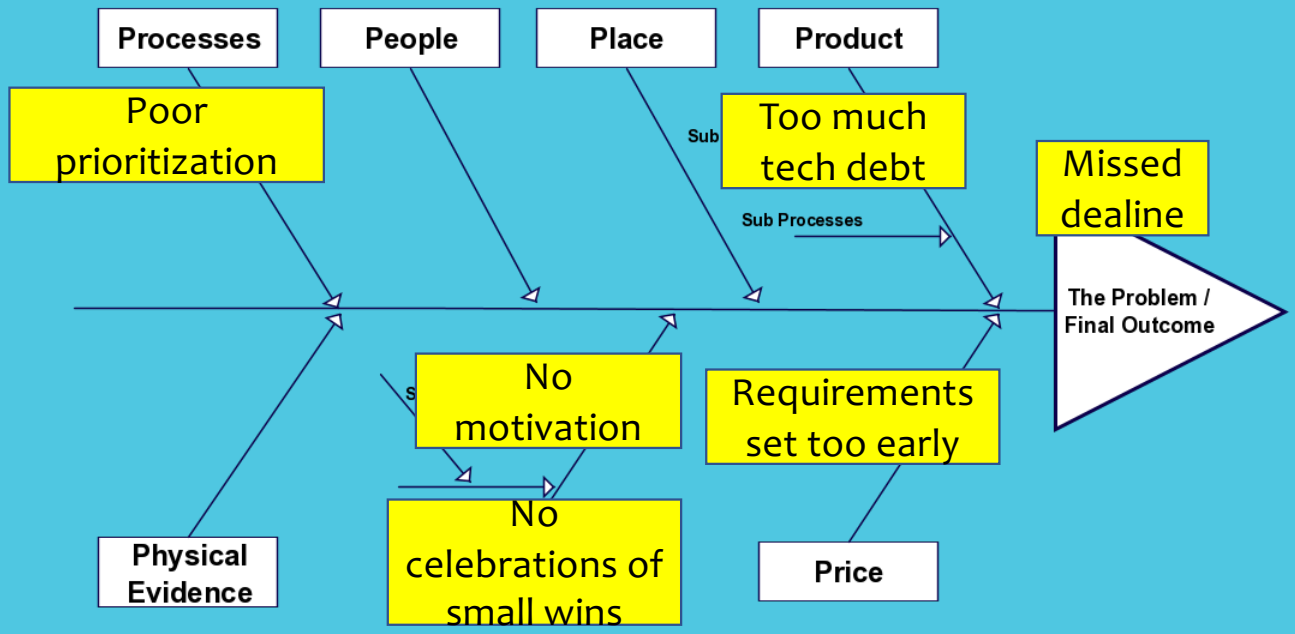
# Generate insights – now



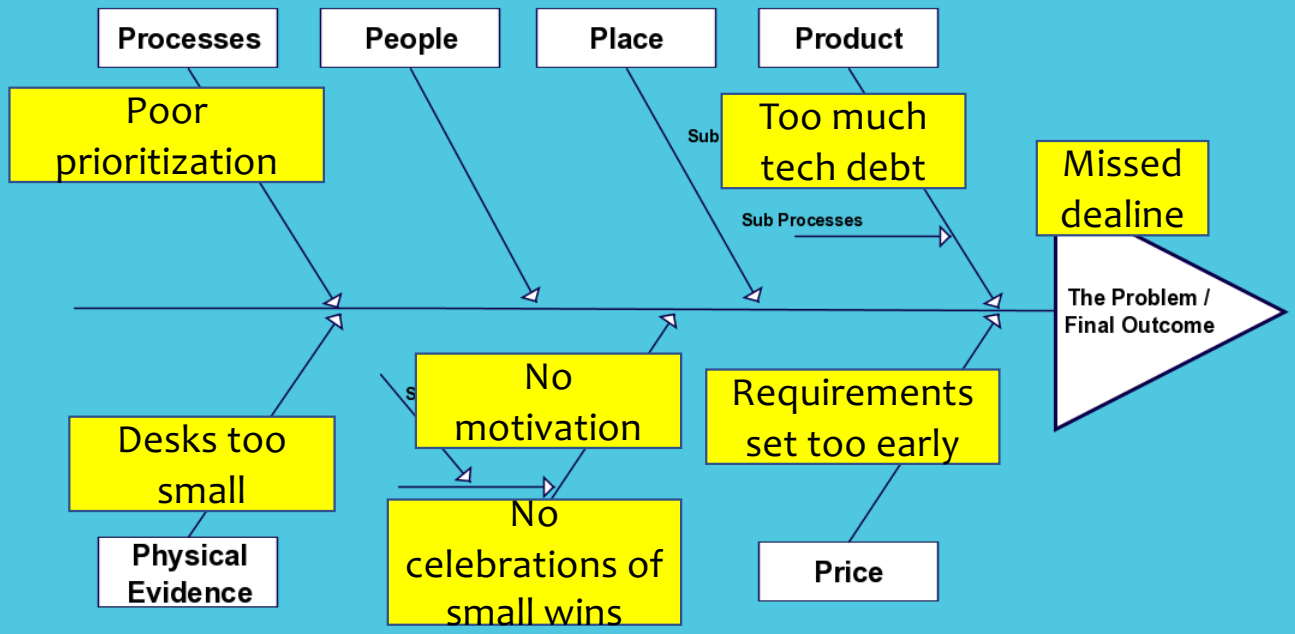
# Generate insights – now



# Generate insights – now



# Generate insights – now



**Set the Stage –** getting ready

**Gather Data –** the past

**Generate insights –** now

**Decide what to do –** the future

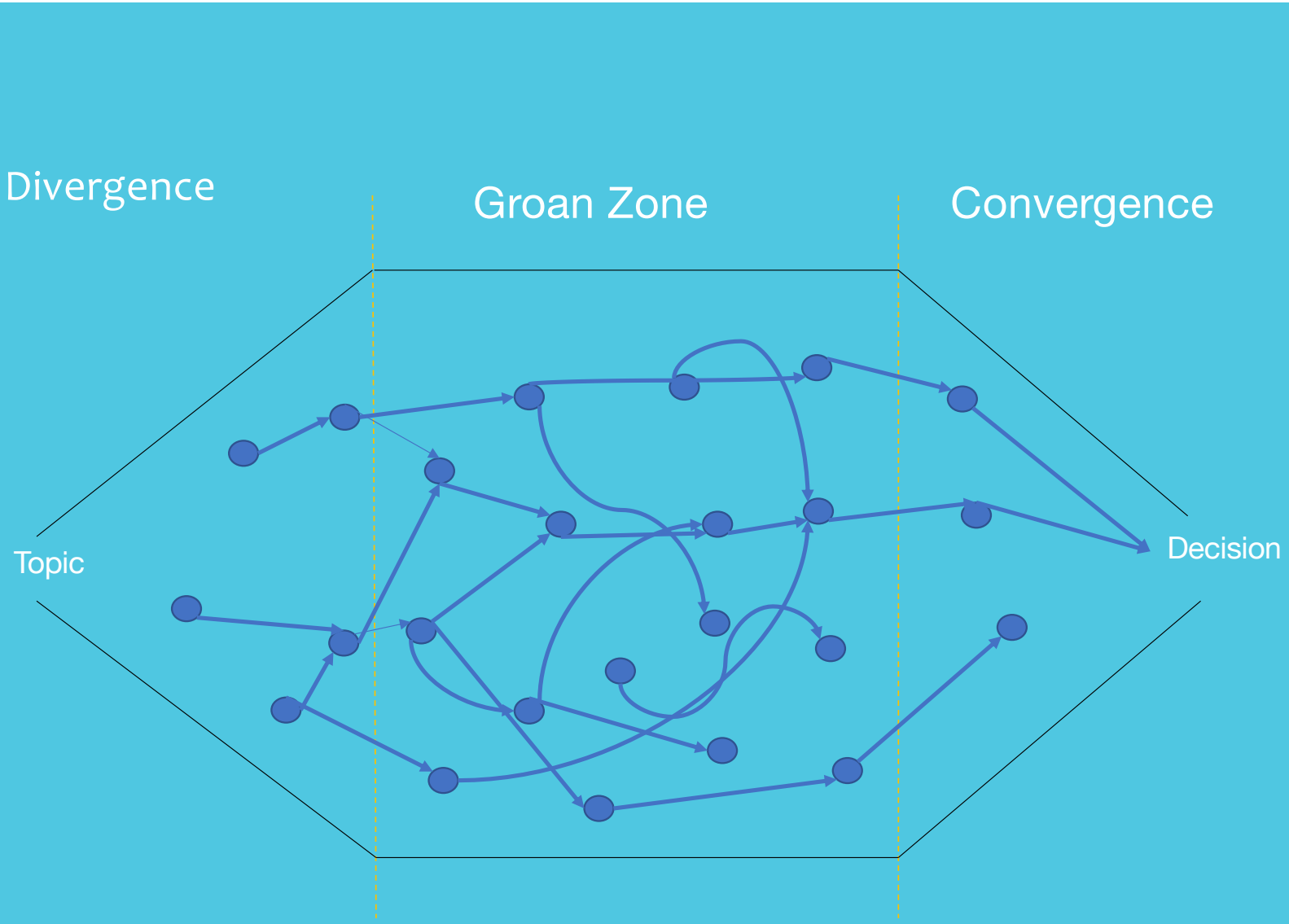
**Set the Stage –** getting ready

**Gather Data –** the past

**Generate insights –** now

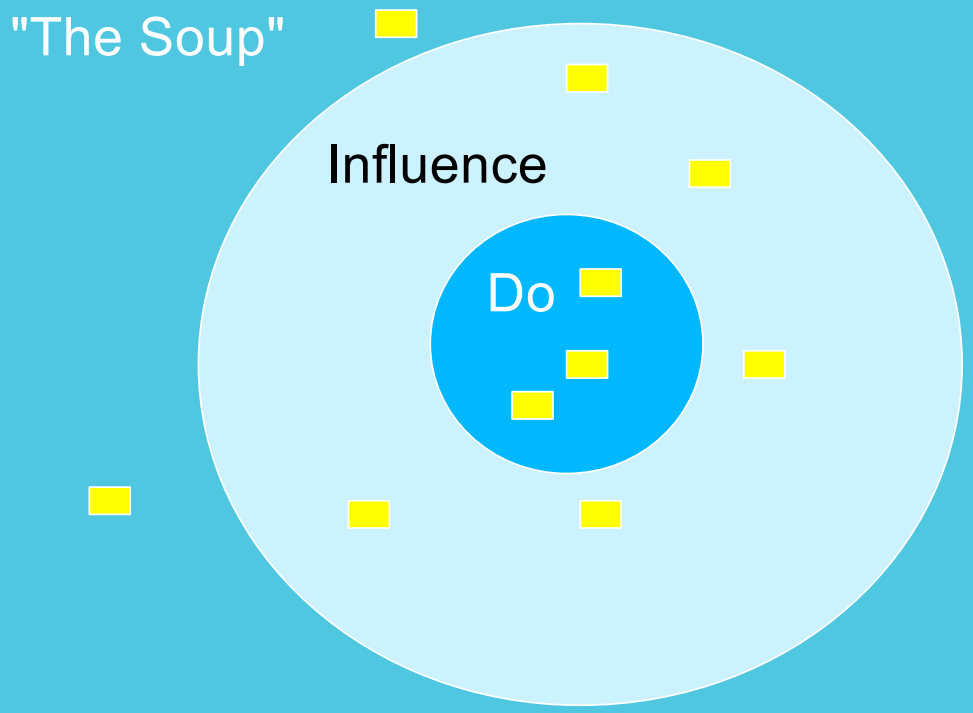
**Decide what to do –** the future

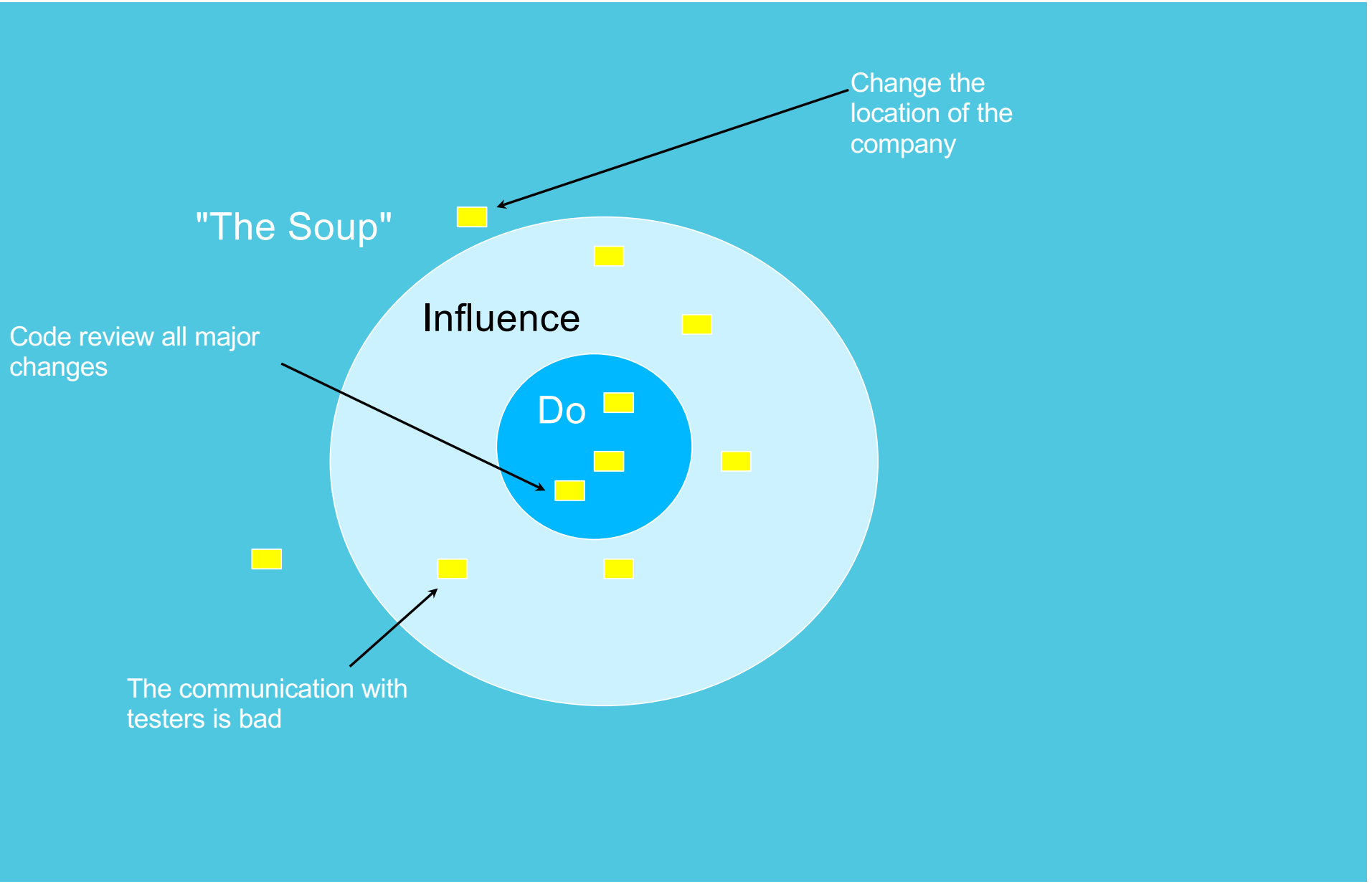
**Closing the retrospective –**summary

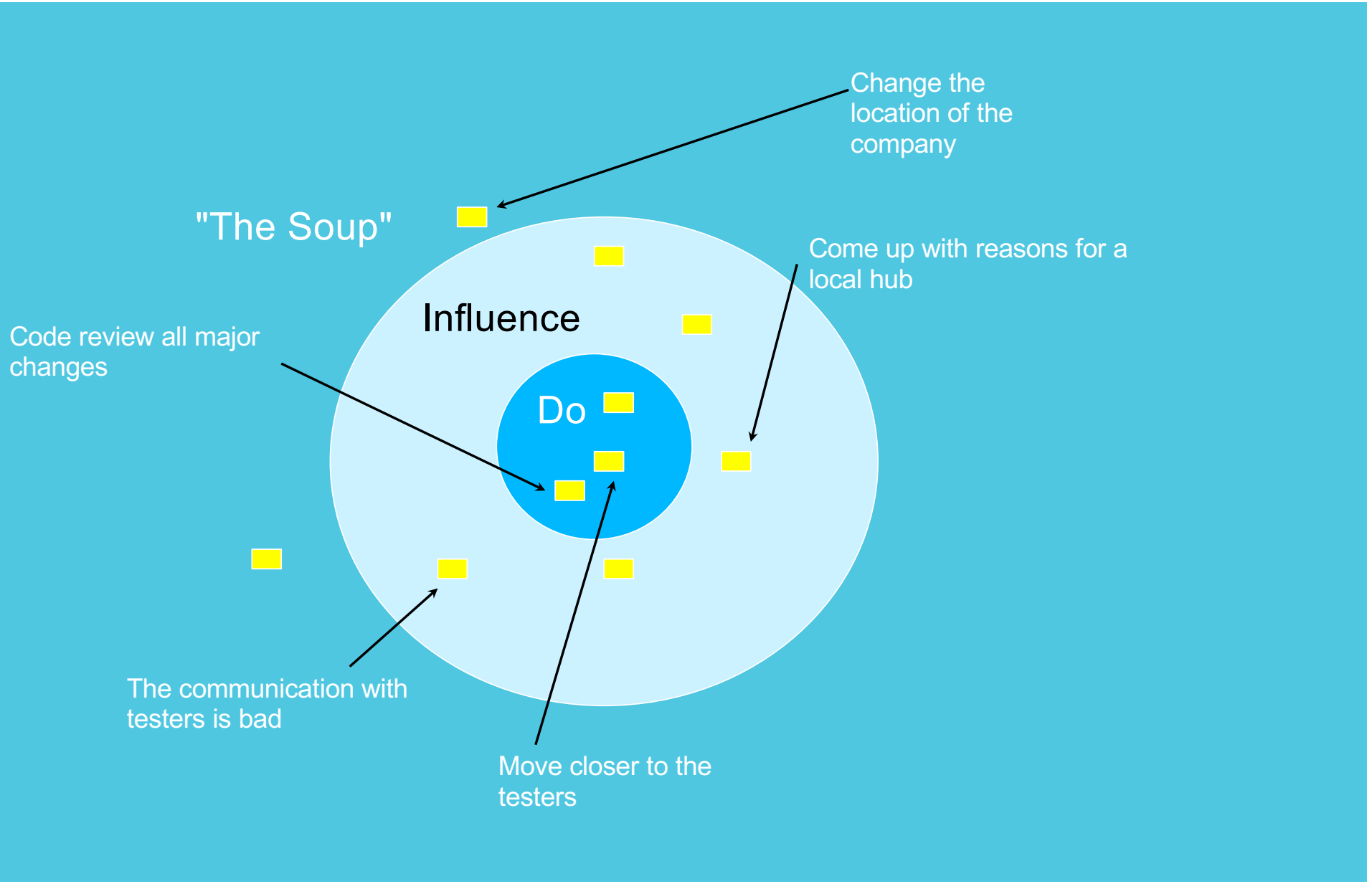

Divergence
Groan Zone
Convergence
Topic
Decision

Wheel of Fortune

In the Soup


"The Soup"
Influence
Do


Change the location of the company
"The Soup"
Influence
Code review all major changes
Do
The communication with testers is bad


Change the location of the company
"The Soup"
Come up with reasons for a local hub
Influence
Code review all major changes
Do
The communication with testers is bad
Move closer to the testers

In the Soup

# Prime Directive
# IGNORANCE

## Prime Directive

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.

Norm Kerth

# Bring the Prime Directive

# Bring the Prime Directive – on a whiteboard

Bring the Prime Directive

– on a whiteboard

– in an email

Bring the Prime Directive

- on a whiteboard
- in an email
- just say it in your own words

Bring the Prime Directive

- on a whiteboard
- in an email
- just say it in your own words
- remind those that need it…

# Prime Directive
# IGNORANCE

# The LOUDMOUTH

# Avoid plenum discussions

Avoid plenum discussions

Talk to the Loudmouth 1–1

Avoid plenum discussions

Talk to the Loudmouth 1–1

Make a sign to use

Avoid plenum discussions

Talk to the Loudmouth 1–1

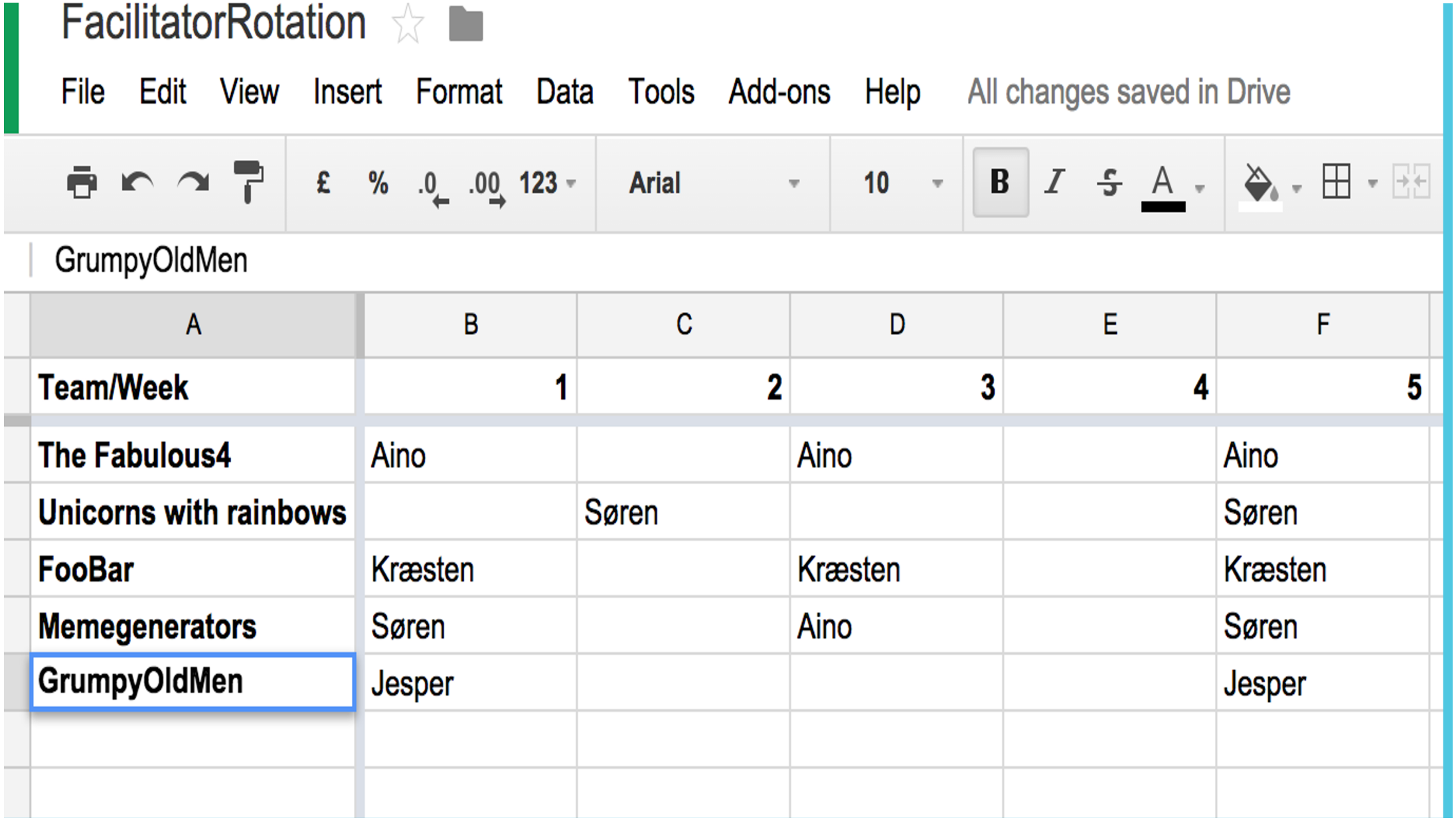
Make a sign to use

Let them know that they can speak later

# The LOUDMOUTH

# DO IT Yourself

FAIL
failblog.org




| | A | B | C | D | E | F |
|---|---|---|---|---|---|---|
| | **Team/Week** | **1** | **2** | **3** | **4** | **5** |
| | **The Fabulous4** | Aino | | Aino | | Aino |
| | **Unicorns with rainbows** | | Søren | | | Søren |
| | **FooBar** | Kræsten | | Kræsten | | Kræsten |
| | **Memegenerators** | Søren | | Aino | | Søren |
| | **GrumpyOldMen** | Jesper | | | | Jesper |
| | | | | | | |
| | | | | | | |

## Food

The coffee situation

The cucumber conundrum

## Process

What is happening with the daily stand ups?

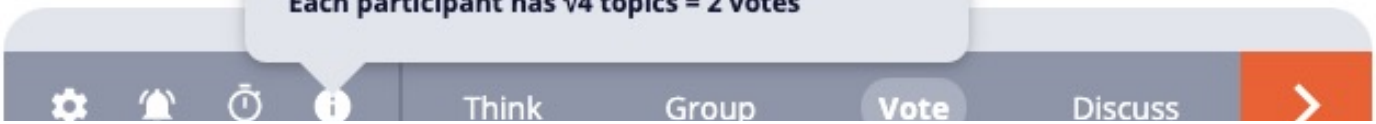
Should we have longer retrospectives

Proces

**Vote privately**

Vote on topics to prioritize discussion. Private voting helps to avoid bias. The number of votes each participant is given is based on the number of groups you have up for discussion.

**Each participant has √4 topics = 2 votes**



# DO IT Yourself

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Send an email the day before

Send an email the day before

Send an email 15 minutes before

Send an email the day before

Send an email 15 minutes before

Insist on video for all

Send an email the day before

Send an email 15 minutes before

Insist on video for all

Make sure everyone is equal

Send an email the day before

Send an email 15 minutes before

Insist on video for all

Make sure everyone is equal

Use an avatar if needed

Send an email the day before

Send an email 15 minutes before

Insist on video for all

Make sure everyone is equal

Use an avatar if needed

Prepare a strict agenda, and an alternative

Send an email the day before

Send an email 15 minutes before

Insist on video for all

Make sure everyone is equal

Use an avatar if needed

Prepare a strict agenda, and an alternative

Don’t record it….

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Aino Vonge Corry, aino@metadeveloper.com, @apaipi

goto;

Don’t forget to
**vote for this session**
in the **GOTO Guide app**