



Better Teams // Better Software

# Sketch Catalog

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## SKETCH DEVELOPMENT

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SKETCH  
DEVELOPMENT

# CAPABILITIES

drive  
outcomes.

Technology—and specifically software—is accelerating the pace of change at work. Keeping up is the new falling behind. The ability to anticipate customer needs and remain steadfast amidst market volatility is paramount.

# OUTCOMES

determine  
SUCCESS.

At Sketch, we are on a mission to elevate the way people work together to meet modern demands. We do this by delivering designed, time-managed coaching primarily oriented around lean, agile, DevOps, and product management domains.

## CAPABILITIES

Outcomes are driven by fundamental sets of skills that enable your organization to perform certain functions.



## OUTCOMES

You don't care about Agile. You care about these key metrics that determine your success as an organization.



# Offerings



## Assessment Package

We've seen a lot, and that has taught us not to walk into any organization with pre-baked notions of how you operate. Our assessments **measure where you stand across 33 distinct capabilities that drive successful outcomes**. Whether we help you with the change, or you're just looking for some expert advice, our analysis identifies the steps you should take to kick your organization into overdrive.



## Kickstart Package

Sometimes you need a bit of work to set the stage for organizational change. By working with your leadership team to lay the groundwork for change, we help you **build a plan that is tailored to your unique situation and offers the best chance at meaningful improvement across the areas** you care about. We'll also teach you how to own the change, so when we're gone, you have the skills to adapt to whatever comes your way.



## Accelerator Package

Over a 30-day period, Sketch teaches your team how to **apply concepts from lean and agile thinking with a mixture of training, workshops and individual coaching** to powerfully advance the way you work, achieve business goals and deliver value to your customers. We believe successful change only happens when you pair theory with real-world experience in how to make use of it.



## Continuous Growth Package

While the Kickstart and Accelerator packages provide a shock to your system to get you started on the right foot, most of your growth happens in the time that follows. Our Continuous Growth plan helps you **keep up the momentum for change, at the pace that is right for you**. Because your ability to continuously improve and adapt to changing needs is what keeps you ahead of the game.





# Assessments

Let's spend some time unpacking how you work. *Think of it as a multi-point inspection for your organization.*



To make change stick, we have to know where you feel like there is a need for change, where you feel like change is possible/easy to make, and where you're encountering the most friction. Once we have that knowledge, we can help you put together a plan to make meaningful progress.



## Let's Not Start with a "Clean Slate"

We measure where you currently stand across 33 distinct capabilities that we have found to correlate with high-performing organizations. Sketch's analysis identifies the best points of entry for improvement, allowing all of us to hit the ground running with the right focus and objectives.



LEVEL  
**Team**

**1 TEAM**

CAPABILITIES FOCUS

- TECHNICAL
- PROCESS

GOOD FOR

Seeing where a single team is in their processes and practices so we can offer recommendations for improvements.

LEVEL  
**Small Organization**

**1-3 TEAMS**

CAPABILITIES FOCUS

- TECHNICAL
- CULTURE
- PROCESS
- PLANNING
- ORG STRUCTURE
- PRODUCT

Focus Depth:  
LOW

GOOD FOR

Understanding the state of a small organization and how they interact with stakeholders. Good for a small set of teams that are working on related products.

LEVEL  
**Large Organization**

**3+ TEAMS**

CAPABILITIES FOCUS

- TECHNICAL
- CULTURE
- PROCESS
- PLANNING
- ORG STRUCTURE
- PRODUCT

Focus Depth:  
HIGH

GOOD FOR

Understanding how an organization working on large efforts interacts with itself as well as with stakeholders. Good for organizations that need at least one layer of coordination across teams.



If you could unbox a solution, you would have done that before we got here. *What you need is unique to you.*

# Kickstart FOR LEADERSHIP

Our Kickstart package works with your leadership team to lay the groundwork for building a super-charged organization. By helping you create the strategy for change and build alignment at the top layers of your organization, we'll set you up to own your transformation. Change doesn't stop when we leave, so we teach you how to forge an organization that can adapt to anything that comes its way.



We don't do this to you. We teach you so you can do this for yourself.



Know what change needs to happen



Develop a plan to enact that change



Execute in a way that will stick



Build the skills to continue adapting after we've left

We don't quite know what we'll cover until you're working with one of our experienced "been there, done that, got the t-shirt" coaches. But some of the common topics we cover are:

## Success

What does success look like for you? We'll take you through a workshop to define goals for the changes you want to see and identify ways to measure the impact in concrete numbers.

## Value Stream Mapping

How does work in your organization flow from an idea to a delivered product? We'll walk through the steps to produce a value stream map to understand the larger system you should be optimizing. From there, we'll be able to target bottlenecks in your processes to improve the way work is done.

## Team Design

Revisit your team structure to build cross-functional working teams, break down traditional role-based and knowledge silos, and consistently deliver value. Because the structure of your organization has an impact on how fast you move.



# Accelerator

## FOR TEAMS

Hands-on structure and engagement for organizational success.



Theory is great. The 10,000-foot view does lead to insights and epiphanies. But what we know is that those “aha” moments often make you better, but rarely lead to long-term improvements. Theory without real-world practice leaves you with more questions than solutions and ideas instead of habits. We believe that most impactful change happens when you have someone there with you helping apply concepts in real-time as you do the actual work.

Whether you're new to agile concepts, or you just need some help tuning up your delivery model, our accelerator package helps you get things moving. We'll take your team through a series of sketches to get everyone on the same page and speaking the same language, but that's just a fraction of the total package. Most of our time is spent working one-on-one with your people to help them with the challenges they are facing so they learn how to apply the concepts they learn in the settings unique to your organization (think improv vs sketches).

## Accelerator Package CALENDAR



### TRAINING

Takes you out of your work for some book learning

*Duration: About 2.5 days*



### WORKSHOPS

A little learning, and then working time to apply the concepts to your organization

*Duration: 1-2 meetings*



### CONSULTING

In the day-to-day with you, applying concepts to your real-world work

*Duration: Time spent doing your actual work*

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
📅 WEEK 1		Onboarding	Bootcamp		
📅 WEEK 2		Team Design	Working Agreements	Modern Leader	
📅 WEEK 3		Initial Backlog Prep		First Refinement	
📅 WEEK 4		First Sprint Planning		Stand-up Coaching	
📅 WEEK 5			First Demo and Retro		



# Continuous Growth



The journey continues. Real change is never easy. It takes commitment. *It also takes the right team.*

Some consulting firms promise solutions to quickly change your organization into a wonderland of productivity. But as a company made up of people who have actually built products and run teams (instead of just getting certifications), we understand that reality usually means a lot of hard work before you come out on the other side.

Our Kickstart and Accelerator packages get you pointed in the right direction. But our Continuous Growth plan helps you continue evolving the way you work until you have something tailored perfectly to you, like a bespoke suit. And since nothing in business is static, we'll continue helping you build the skills so you can adapt to whatever comes your way in the future.



Assessments



Kickstart



Accelerator



Continuous Growth

## Touchpoints

Whether you just need more time with us to outlast the "we'll just wait you out" crowd, help you teach your stakeholders how these new ways of working impact them, or just drill a bit deeper into the fundamentals, we've got your back. But our goal is always to get you to the point where you don't need us anymore. When we get there, that's what we consider success.

LOW



**One person, one team... one call at a time**

You've got this, you just need a voice at the other end of the phone (it's casual, but it's still a thing)

MED



**A few teams with a little bit to work on**

No judgement, but one or two of your teams isn't ready to say goodbye to us yet

HIGH



**A few teams with a lot to work on or a lot of teams with a little bit to work on**

We've all sat in a room together and said, "Let's be honest. There's still a bunch of stuff that we need to work on. Let's find those opportunities for improvement... together."

# Sketch Descriptions

## CULTURE

### ASSESSMENTS

#### DevOps Capabilities Assessment

This assessment helps the team understand where they stand relative to high-performing teams across 24 different capabilities and offers opportunities for improvement.

#### Team Health Check (Baseline)

Do you have a true sense for how your team is currently performing? Let's get some clarity. In this sketch, we take a high-level look at your team across 11 different aspects to evaluate where you stand today and identify opportunities for improvement, such as teamwork, health of code base, and speed and ease of release. This level-setting stage helps us chart the course for success

#### Team Health Check (Re-baseline)

We'll take a look at how the team has progressed against the earlier team health check and provide a readout identifying trends, improvements and recommendations.

#### Intensive Assessment

Want more detailed information on the current state of your organization? We'll conduct in-depth interviews with teams and stakeholders to identify key opportunities for improvement. This deeper version of our baseline assessment covers processes, technical practices, product strategies, stakeholder engagement and more.

## CULTURE

### LEADERSHIP

#### Modern Leader Jumpstart

To enable organization-wide success, the leadership team needs to know how their roles change too as the team begins to evolve. We'll explore an advanced approach to leadership that supports the company's progress in order to avoid inadvertently defaulting back to any old, unproductive ways of working.

## CULTURE

### ● // LEADERSHIP

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#### Modern Leadership

You've invested a lot into teaching and supporting your teams as they modernize their way of working. Now it's your turn! Spend a day learning more about the role of leaders in the modern workplace.

#### Leading with Intent

Traditional management practices focus on handing out work and knowing the right answer, but managers today are farther from the actual work than they have ever been. A more effective approach today is to leverage the knowledge of the people doing the work to drive not only how the work is performed, but what the work is in the first place. We'll work through how to empower teams while still maintaining the control needed to keep everyone working toward the right goals.

#### Build a Leadership Backlog

As leaders we want to start practicing the same new ways of working as our teams. Since transparency builds trust, we're going to begin building a backlog of the leadership team's work that can be made visible to everyone.

#### Goal Setting and OKRs

What are the ingredients of a good goal? In this session, we'll review the components of OKRs (objectives and key results) and describe the difference between a goal and a task. By the end, attendees will be able to craft a set of actionable OKRs that focus on outcome.

## CULTURE

### ● // TEAM DYNAMICS

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#### Giving and Receiving Feedback

Continuous improvement is all about feedback cycles, but traditional approaches like annual performance reviews leave a lot to be desired. Learn some more effective ways to give and receive feedback that can produce the results you're seeking.

## CULTURE

### ● // TEAM DYNAMICS

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#### **Working Agreements**

It's vital to set a collaborative tone within a team and establish a "definition of done" (DoD) and a "definition of ready" (DoR). In this sketch, we address core team hygiene, develop a common understanding of what makes a story ready to go and define what can be considered complete.

#### **Minimum Viable Puppets: Radical Candor**

Practice scrum by building sock puppets and using them to learn about communication styles and why candor is crucial in effective organizations.

#### **Minimum Viable Puppets: Developer Interruptions**

Practice scrum by building sock puppets and using them to learn the cost of context switching in tasks that require deep concentration.

#### **High Performing Teams**

This one-hour presentation on the motivations and intent of a high performing team delves into factors related to high performance and how, over time, a team can become high-performing using continuous, deliberate practice.

#### **Extreme Teamwork**

Learn and experience how all roles on a team can work closely together on all aspects, resulting in faster delivery with higher quality and shared understanding. Utilizes a simulation for building a product together.

#### **Distributed Teams – Teamwork and Tools**

Learn how teams which are geographically distributed can have great teamwork. This sketch involves a simulated exercise and covers some software tools for remote engagement.

## CULTURE

### ● // TEAM DYNAMICS

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#### Effective Collaboration Within Teams

Collaboration is critical to fully harnessing the power of a team, and this type of interaction rarely happens by accident. This sketch helps the team build trust and relationships by experiencing challenges together and seeing each other as people first and colleagues second.

#### Conflict Resolution

If you're a team that is running into conflict, stuck in your storming stage, or you want to make sure you're equipped to have healthy conflict then this sketch will help you. We're going to talk about levels of conflict and when it can become unhealthy. We'll go through some techniques and activities that will help you have better navigate conflict as it happens.

## CULTURE

### ● // CONTINUOUS IMPROVEMENT

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#### Root Cause Analysis

We all know we should treat root causes instead of symptoms, but how do you get to the root cause of the complicated problems we all face? You will learn lean techniques to dive deeper and extract the information you need to solve problems for good, usually cheaper and more efficiently than treating the symptoms.

#### Community of Practice Kickoff

One of the best ways to keep change momentum going is to stand up internal Communities of Practice (CoP). Learn what makes them more likely to be successful and create a plan to kick off a CoP of your own with help from people who have done it before.

#### Value Stream Mapping

How does work in your organization flow from an idea to delivered product? We'll walk through the steps to produce a value stream map to understand the larger system you should be optimizing. From there, you'll be able to target bottlenecks in your processes to improve the way work is done.

## CULTURE

### ● // CONTINUOUS IMPROVEMENT

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#### Developer Handcuffs

What's inhibiting your developers? We'll help you identify the policies and behaviors that are having the biggest negative impact on productivity. Using statistical analysis techniques, we will teach you how to use that information to identify how much these practices are costing you and build a plan to help people become more effective.

## CULTURE

### ● // OTHER CULTURE

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#### Open Space

You have great people with great ideas, but sometimes it's hard to share those ideas when everybody is working in their own silos. We'll help you organize and run an open space conference so you can take advantage of the knowledge you already have in your organization, with very little overhead. After your first one, you'll be running open spaces all the time!

## PLANNING

### ● // ESTIMATES & FORECASTING

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#### Don't Just Estimate, Forecast

Estimates are out of date as soon as they're made. You'll learn forecasting techniques using flow theory and probability to help you manage work that's in flight so you can respond to situations as they develop. Good project management isn't fire-and-forget.

#### Reference Story Workshop

After you've been through a few sprints, you will have a better understanding on how big stories are. Reset your team's shared understanding of story point estimates by identifying reference stories for each size and improve your consistency and accuracy for the future.

## PLANNING

### ● // METRICS

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#### Using Effective Team Metrics

In this session, we review how to craft a set of balanced metrics to avoid harmful over-optimization and focus metrics on team productivity and results. We discuss the pros and cons of using metrics to manage teams and walk through how to measure the seemingly unmeasurable.

#### Measuring Value

How do you determine how much good a team is doing? Earned Value accounting doesn't represent real value acquisition, so what are some other ways?

#### Measuring Unmeasurables

W. Edwards Deming said, "You can't manage what you don't measure," but how do you measure productivity? We'll walk through techniques to quantitatively measure challenging subjects so you can manage effectively.

## PRODUCT

### ● // MARKET EXPLORATION

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#### Personas

Understanding your buyers and users is crucial to achieving a good product market fit. We'll explore the concept of personas and how they can help you create products that customers love and build some of your very own.

#### Design Sprint

Let's solve a real problem! We'll facilitate a highly structured week-long process to identify, design, build and test a solution to a business problem you want to tackle. You will validate your solution in at the end of the 5 days, accelerating your time to market and dramatically improving your chances of product-market fit.

## PRODUCT

### ● // MARKET EXPLORATION

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#### Market Problem Identification and Solution Definition

BYOMarketProblems. In this sketch, we define problems from the user or buyer perspective, identify KPs related to useful problem statements, and create hypothesis-driven features in order to drive ideal results.

## PRODUCT

### ● // PRODUCT STRATEGY

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#### Product Vision

Get your team aligned behind the product goal by building a simple but powerful product vision. Your team will understand the difference between a product vision and roadmap and be able to create a product vision statement that enables everyone to understand what is being built, why and how it's different from other offerings on the market.

#### Roadmapping

An effective roadmap prevents situations where team members are kept busy—but ineffective—because of an overpacked product roadmap. We'll help the team understand the level of detail appropriate for a roadmap and build a plan for the next several iterations.

#### Enterprise Backlog Management

Stories are nice, but what about major efforts that span months or even years? And across multiple teams? Learn how to manage your backlogs at higher levels.

## PRODUCT

### ● // PRODUCT EXECUTION

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#### Story Writing

What makes a good story? Your team will gain a common understanding of what the story entails, what "done" means, and how to avoid excessive back-and-forth in discussion. This sketch offers your team experience crafting stories for real work.

#### Story Splitting

It's not uncommon for work to exceed capacity when a single story is either too large or has objectives that need to be split into two or more smaller stories. That's where story splitting comes in. Your team will learn the value of delivering in smaller increments and techniques for breaking down large blocks of work into smaller stories that still offer end-to-end improvements.

#### Story Mapping

Your team will understand the value of incremental and iterative delivery and be able to design end-to-end feature increments.

#### Product Owner 101

What does it mean to be a product owner? In this session, we'll put it all in context, clear up the roles, jobs and relationships of the Product Owner and review how Product Owners function within the agile lifecycle. We'll go through requirements, priorities, vision and on into story mapping.

#### Product Owner Feature Writing and Business Value

This workshop helps product owners write product visions focused on good hypothesis-driven features, assessing the value of features and epics using cost of delay and weighted shortest job first, and other fast estimation methods.

## TECHNICAL

### ● // AUTOMATED TESTING

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#### Unit Testing

Unit tests not only improve quality by providing simpler debugging and early bug detection, but can also enhance your design, provide for simpler integration, and serve as additional documentation. Good unit test coverage will give your team confidence in refactoring, which will improve teamwork and reduce costs.

In this session you will learn the tools and techniques to create a first-rate unit test suite for your software product.

#### Integration Testing

Take the next step on your testing journey with integration testing. Learn the techniques to make sure your interactions and connectivity to outside systems - APIs, databases, and other services - continue to operate as they should

#### End-to-End Testing

So you have your unit tests and integration tests, and everything is automated. Still want more?

End-to-end testing can be automated, too. Learn how to use tools to automate app and web interactions to repeat end-to-end testing quickly and effectively, reducing your regression test cycle dramatically.

#### Test Doubles

Fakes and mocks and stubs, oh my!

Knowing the difference between the various test doubles and when to use them can be invaluable to the success of your automated tests. In this session you will learn about test doubles like fakes, mocks, and stubs, the differences between them, and when - and when not - to use them.

#### Test Data Management

Test data management is an important part of application testing for performance and scalability. Learn the tools and techniques to create quality, and the necessary quantity, of data in your test systems to better understand how your application will behave in a live production environment

## TECHNICAL

● // GIT

### Working with Git - Intro

Git is a version control system that allows you to manage and share code. In this session you will learn the key concepts of Git and how it is used in the software development process.

### Working with Git - Advanced

If you've been a software developer for any amount of time, you're probably so comfortable with git that you almost never need to think about it anymore. In this session, we go deep on the parts of git that most people rarely think about, so that you can handle even the most arcane aspects of version control with confidence.

## TECHNICAL

● // CLOUD

### Serverless

Managing servers is nobody's idea of fun. Imagine a world where you just create a function in your favorite language and just configure it to run in the cloud whenever you need it and at whatever scale you need. In this magic world, you would always be running on the latest hardware on the latest security patched OS, and you would pay nothing except for the short time your function was executing. Learn how AWS Lambda makes this a reality and with Node.js you can be up and running quickly.

### Secrets Management

When you're spinning up and tearing down new cloud environments and nodes willy-nilly, you need a way to manage configuration in a way that protects sensitive credentials from prying eyes. Jump in to the clandestine world of secrets management and learn how to secure your private data the right way.

## TECHNICAL

● // CI/CD

### Continuous Integration Basics

Continuous Integration is crucial for maintaining a clean codebase, and every developer should know how to set up and maintain a basic CI system. We'll run through some hands-on exercises to configure a CI system that triggers off commits, builds your application and runs your tests. We'll also discuss how architectural decisions can make CI easier to achieve and more valuable in increasing team productivity.

Available for: Jenkins/Cloudbees, GitLab CI, and AWS codebuild

### Continuous Delivery Basics

The ultimate automated deployment goal is to get it all the way to production without any manual steps along the way. In this sketch, we'll do just that as you build your own CD pipeline that follows code changes from commit, through automated builds, testing, and deployment to a live cloud environment.

### Static Analysis Tools and Code Metrics

Continuous Integration is great, but with a little more effort you can get a ton of insight into your code using tools that validate the source code itself. We'll try out a little bit of everything, from linters that enforce style rules, to analyzers that can detect potential performance problems, dead code and possible simplifications, to security scans that can identify vulnerabilities as part of your CI process. These tools allow you to know what's actually going on with your code before you ship it and knowing is half the battle.

### Database Migrations

Databases are hard. While you can wipe out and deploy code from scratch every time, your databases need to persist across deployments. Database migrations help you manage the evolution of a data system so you can deploy your database changes automatically along with your code. We'll teach you the basics, and write some migrations using tools that keep the process sane for teams of all sizes.

## TECHNICAL

### ● // OBSERVABILITY

#### Tooling Code for Effective Logging

Writing code that generates meaningful logs can be the difference between finding answers in minutes vs. months. On top of that, logging is often an afterthought for teams under deadline pressure. Let's take a step back from the relentless push to ship new things to learn how to elevate logging to an integral part of your development flow. With modern tools and techniques, it doesn't have to be a burden anymore.

#### Log Analysis

The best outages are the ones you avoid. We'll show you some modern tools that can help you identify developing issues so you can avoid them turning into outages. And if things do go bad, we'll dive into the tools that help you dig through your logs to find the causes in minutes.

## TECHNICAL

### ● // TECHNICAL COLLABORATION

#### Pairing & Mobbing

Good collaboration can speed up development, drive up quality and achieve a shared understanding of the code base. Bad collaboration can be a time sink that demoralizes a team. We'll walk you through the dos and don'ts of pairing and mobbing (with hands-on practice!) so you can get the most out of these powerful team collaboration techniques.

#### Conducting Effective Peer Reviews

Getting the most out of your peer reviews is about more than what you discuss. We'll teach you how to set yourself up for good reviews with effective branching and merging strategies, commit comments, and using static analysis tools so you can focus your time on the things that really matter.

#### Onboarding New Team Members

First impressions are the ones that stick. Unfortunately, most organizations treat onboarding new team members as an afterthought, so new hires and transfers are behind curve right from the start. We'll show you some strategies for onboarding so your people can start making contributions on day 1.

## TECHNICAL

### ● // EXPERIMENTATION AND USAGE METRICS

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#### Observing User Behavior

Up to 80% of software features are never used, and often teams are oblivious to what happens when code is released. Learn how to instrument your systems to capture data you can use to tune your current offerings or uncover untapped opportunities. Because the most accurate feedback you can get is data on how users interact with your systems.

#### Feature Toggles

Continuous deployment dramatically simplifies operations and logistics for software applications, but depends on being able to deploy code that isn't turned on until it's ready. Feature toggles are a powerful tool to enable dark launches, but come with a cost. Get hands-on experience with building and using feature toggles and the understanding you need to use feature toggles like a pro.

#### A/B Testing

The best way to decide which option is best is to test them all! We'll introduce you to tools and techniques that you can use to add A/B testing functionality to your codebase today.

## PROCESS

### ● // TRANSPARENCY & VISIBILITY

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#### Making Work Visible

We need clarity in order to make improvements to the way we work. In this sketch, we crank up the dial on transparency and pull the curtain back on our work and processes.

#### Basic Tool Customization

Don't end up shackled to tools that slow you down. We'll help you set up your work management tools (e.g. Jira, VersionOne, Azure DevOps, etc.) for effective team visibility, and to the tools working for you, not the other way around.

## PROCESS

### ● // MEETINGS & EVENTS

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#### First Backlog Refinement

The process of reaching an agreeable estimate for work can be painstaking. In this sketch, we help everyone focus on developing directionally correct estimates without reaching analysis paralysis.

#### First Sprint Planning

When the work is ready, it's time to drop it into a sprint. But first, we need to avoid overcommitment and ensure we are achieving optimal capacity. We'll review how to prevent distracting backlog refinements during sprint planning and make preparations quick and easy.

#### First Sprint Review and Demo

It's critical to a project, product and overall business' success to provide a healthy environment in which stakeholders can provide candid feedback about what has been built to the development team. Without frequently demonstrating the progress of each sprint, the development team and stakeholders miss priceless opportunities to unite to ensure quality and value are being delivered at each stage of the product's lifecycle. We'll discuss how to understand the stakeholder audience and remove feedback layers that cloud effective communication.

#### First Retro

Continuous improvement is the cornerstone of every endeavor. This sketch helps your team avoid the common mistakes caused by neglecting to identify what went right in the prior sprint and opportunities to improve so delivery is fine-tuned over time. We address the importance of collectively developing action items with an emphasis on effective follow-through.

#### Initial Backlog Prep

A lot of time can be wasted when backlog items make it into the queue before they are reasonably ready. We explore the value of working with a smaller audience to get stories ready to present to the team, an element of the DoR. We'll learn how to do the right amount of work up front to ease the process and prevent backlog refinement from taking forever. We'll also discuss the dangers of handing unclear stories to the team or pulling in overstretched resources from across the business to serve in a product owner capacity.

## PROCESS

### ● // MEETINGS & EVENTS

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#### Establishing a Triad

How do you make good decisions quickly? By getting the right voices together to work through the implications and avoid getting bogged down in committee churn. We'll help you find the right people to involve in your product's core decision-making group so you can move fast and stay focused.

#### Scrum Event Reboot

This ain't your first (scrum) rodeo, but maybe you're building up a bit of cruft that you need to shake off. We'll help you reset your events, identify patterns to avoid and keep things lean and effective.

#### Effective Meetings

When facilitation is done well, it looks easy. This sketch teaches facilitation techniques and activities that you can use to have more effective meetings with your stakeholders.

## PROCESS

### ● // AGILE BASICS

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#### Agile Bootcamp

The Agile Bootcamp is a 2-day course introducing the concepts of Agile. Topics such as Agile frameworks, methodologies, and terminology will be presented and discussed. An overview of Agile roles, planning, requirements, design, and estimation will be provided. These topics will be taught through the use of lecture and several breakout group exercises. This course prepares participants to begin the process of incorporating Agile practices and principles into their daily work and culture.

#### Zombie Kanban

The zombie apocalypse is real and you can manage your way out with Kanban. A quick, fun introduction to Kanban concepts for anyone in your organization.

## PROCESS

### ● // AGILE BASICS

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#### **Mindset**

Learn about growth and fixed mindset. We'll do an activity to discover where you encounter each in yourself and at work. We'll do another activity to help you stretch your mindset further.

#### **Agile vs. Traditional – LEGO Exercise**

We're going to take theory and put it into practice as your team experience both ways of working by using Legos. Your teams will be able to FEEL the difference!

#### **Agile and Lean Antipatterns**

We've been down this road a few times and organizations sometimes get tripped up along the way. Here are a few of the common patterns we see that lead to "doing Agile" instead of "being agile" so you can avoid falling into the same traps.

#### **Scrum Lego City**

Practice scrum events while building a city on the moon...with LEGO! This fun, team-building exercise gives you a taste of how scrum works in practice and how teams work together to create amazing things.

## PROCESS

### ● // SCRUM MASTERY

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#### **Scrum Master 101**

Learn the fundamentals about the role of an effective scrum master, including facilitation of team flow, understanding team dynamics, principles and practices of agile, and aspects of scrum master as servant leader.

## PROCESS

### ● // SCRUM MASTERY

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#### Standup Coaching

Effective daily standup meetings keep the work flowing in a steady rhythm. In this sketch, we review how to get crisp, short, valuable standups and team engagement that drives value.

#### Scrum Role Antipatterns

It's one thing to know the definitions for each of the scrum roles, but another to live them. Learn some of the mistakes people make that lead to ineffective behaviors so you can avoid making them yourselves.

## ORGANIZATIONAL STRUCTURE

### ● // TEAM DESIGN

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#### Basic Team Design

Your team will learn how to build effective cross-functional working relationships, break down traditional role-based and knowledge silos, and consistently deliver value.

#### Enhanced Team Design (Teams@Scale)

If you have a bunch of teams working on something bigger, how do you structure them? Organizing teams with minimal but effective interdependencies. Understand where you'll need to beef up your teams so they can be cross-functional. You don't want the highway to be 100% full.