

Erlebte Workshops

- [team kickoff](#)
- [# okr workshop](#)
- [2 day ws](#)
- [Ein Roadmapping-Workshop](#)

team kickoff

team kickoff - as planned

goal work on the teams vision and mission

15 people

6.5h with 1h lunch in between

wish to include lego

start

impromptu networking ending with "and that its why i am here"
a sociocratic round afterwards to learn from the group.

driver setup

the four parts of the s3 driver topics on the tables.

idea: one group is building the current situation, the other is building the needed environment.

the matching consequences and impact can be made during the review of the built figures.

hopefully this makes it a fun exercise to formulate a driver.

or in other words: the left side in lego, the right side with interpretations using cards.

mission or plan

after hopefully consenting to the driver we can go on inviting them to an ecocycle planning. so all todos can be sorted and prioritised according to the fresh formulated driver.

part 2

25/10 everyone takes one most important card. after 25/10 the backlog is ready to be worked on.

what really happened

setting the stage

first we made the impromptu networking, followed by a s3 round. resulting in people who are in one half clueless what to expect, the other with clearer wishes what should happen.

collecting data?

s3 driver with lego. so current situation and effect, later needs and consequences.

current situation

setup were 4 tables to put some legos on. the 18! people split themselves into groups. on each table each person was invited to build their personal current situation in lego. after ten-ish minutes, we made the serious play thing to present in a round on their own table to the other 3 or 4. clearing questions, have a common understanding.

imagined a combination of those current situations i ask each table to write down notes to describe the current situation and also the effect of it. in the end each table had both.

in the meantime i put 4 chairs into the middle of those 4 tables. preparing a fishbowl. so representatives of the 4 tables can start presenting and also discussing their points. together with the table members in the back to support arguments.

we resulted in two flipcharts with all cards combined. describing the current situation and the according effect.

needs and consequences

oops, lunchtime. i made the "copperfield hands" thing to wake them up again. i skipped the idea of the ecocycle planning and offered more time formulating the driver.

i let them mix again, so 4 maximal different groups could be created. those groups had the task to build the needs directly together and watch for consequences of them that are hopefully in place imagined the needs are satisfied.

after observing the groups and remembering them to have correlating consequences with value. and hopefully and imagined a price for the needs that is resulting in a even more value consequence.

ha, gave them the opportunity to merge two tables and their cards into one. giving them more time to discuss.

then merging the two merged tables. like 1:2:all but with a lego "thing".

it resulted really in one consented artifact.

tadaa.

i used that interrupt to invite them to write a two sentence vision from each person. and put them into a 25/10. that was fun. so we had a vision sentence winner or the best 4. and closed it with a last s3 round for how was it for you and maybe one wish.

and now i am tired but happy ;)

okr workshop

okr workshop

i had my first workshop to collaboratively write and commit to OKRs for the upcoming quarter. some overarching objectives were already there. i was live deciding what happened next. this is how it went.

first i started with a silent minute i am used that just for @maren@friends.librescrum.org ;) so we dreamed the realistic dream of how it feels after the summer, after the quarter, having christmas coming up again and what realistically was achieved of the stuff that we could put into okr's.

then i used "impromptu networking" to let everyone explain what will happen during the next quarter and end after one minute with "that's why i am here, today". just to sharpen the dream content and to practice courage to share it with others

next up we made a 25/10 so we could create a first order for key results without thinking of the Os. that was a lot of fun like always and i used a beatboxed version of "march of the gladiators" to give it a #circus feeling running around and exchanging key results. afterwards we ordered ourselves according to the sum and put the post-its to a flipchart along and S so it fits into space and i didn't paint a large Z for reasons. i prepared myself for bingo stuff that's nearly meaning the same to put it together and sum it up, but that doesn't happen. so each person had a unique goal. #homework what to do with that.

i placed then after a coffee break the 4 objectives inside the rounds of the large S and asked if there are relations from the key results to the Os. and yes it was a from O to KR some one to many relations. what also surprised me and made it easier.

after this step i placed the 4 Os and their KR's on 4 different tables to try somehow a world cafe to add real measurements to the raw goals that we named key results. having 4 teams to visit one station after the other to improve or add measurements it ended up with a looot of post-its. One participant was observing that and told the others what about slicing that down more to the essence.

so the group self managed to refine all the pieces and ended up in taking away superfluous cards as "activities" for the upcoming sprint instead of being OKRs.

the cleaned up result was fine for all of the participants and i was lucky to survive the first okr collaborative writing & committing workshop. it made me even like OKRs for the first time. ;) thanks to this team.

2 day ws

2 day ws

firmware update beepy

day 1

to get everyone starting in an energising way, we made an impromptu networking with the question: i know this about this project and because ... thats the reason i am here.

how was your experience as an s3 round.

vision presentation and hello as proposal
consent good enough for now, safe enough to start?

driver first iteration

in two seperate steps. 1-all first for current situation and observed things. and also possible for first effects from that. directly in one step.

next the same for needs and impact.

after it was all on the table, we acknowledged that this is our combined and shared understanding of our driver.

details still matching?

details touchpoints of touchpoints

i thought about using the sociocracy3.0 team canvas, but decided silently to use it as a checklist for questions to ask during the diskussions.

not knowing what to do next, i brought that to the team using 25x10 as the next liberating structure. after that in cleared up and people wanted to dig deeper. difficult here was the following situation:

the two guys were earlier put into the project and wanted to invite the other people, so that they all own it collaboratively. a difficult balance between showing to much and paving the way or finding the path together.

day 2

to create more concrete todos, we did an ecocycle planning. i was not sure if it can really help, but as cards were put into the 6 different fields it was overwhelming how good it worked for us. along with great diskussions we managed to put the big picture into a frame that looked more stable. a good baseline to go on and refine those items into a backlog.

we didn't achieve that in two days, which was a very high goal to ourselves, but I think we created the maximum possible for us within the given time.

Next up is creating a concrete backlog to start with.

For later we put a "key result connection game" to place all items in a strategy-compliant way.

Ein Roadmapping-Workshop

Ein Roadmapping-Workshop

☐ Voraussetzung.

Um diesen Workshop durchführen zu können, benötigen wir einiges an Material, um dies zu tun.

- * großer Raum
- * große Tische
- * viele kleine ausgeschnittene Karten (jedes große Thema in seiner eigenen Farbe)
- * das berühmte rosa Klebeband
- * eine Uhr
- * die Zimbel

☐ Bühne frei

Alle gemeinsam stimmen dem Fahrer zu und wir stimmen der ersten Idee und dem Weg dorthin zu. Wir öffnen unsere Gedanken über unsere Situationen und verbrennen gemeinsam das "Alte", um loszulassen und Platz für das Neue zu schaffen.

Wir suchen die Verantwortung für die großen Themen, um einen Anfang zu machen.

☐ Erstellung von Inhalten

Jeder schreibt in seine eigenen Themenkarten. Jeder für sich. Erstellt sie einfach oder überarbeitet sie, wenn sie schon erstellt wurden. Am Ende haben wir viele Karten. Jeder Punkt auf seiner eigenen Karte.

☐ Magische Einschätzung

Jetzt mischen wir alle Karten. Leicht zu erkennen durch die Farbgebung. Jede Person bekommt einen Stapel mit aufgeschnittenen Themen. Wir legen sie auf den Tisch und machen eine agile Schätzungsmethode, die "magische Schätzung". Wir können zum Beispiel zwei Ergebnisse erhalten:

- * Wir fördern ein gemeinsames Verständnis, anstatt nur gemeinsame Dokumente zu haben.
- * wir lernen, was wir mit unseren Karten meinen, weil wir versuchen, Gründe zu finden, warum wir die Komplexität so unterschiedlich eingeschätzt haben

Am Ende haben wir alle Karten nach ihrer Komplexität sortiert und die "Story Points" auf jeder Karte aufgeschrieben. Dies ermöglicht den Weg für eine empirische Prognosemethode.

☐ In die Zeit schwenken

Wir sammeln alle von uns geschätzten Komplexitätspunkte und ordnen sie in eine lange Zeitleiste ein. Dabei achten wir auf eine Unterscheidung von Problemen und möglichen Lösungen. Wir behalten uns selbst und das wachsende Gesamtbild im Auge und fügen Dinge hinzu, die wir übersehen haben, indem wir die Intelligenz der Vielen nutzen.

☐ Heranzoomen

Wir entscheiden gemeinsam, wie viel Zeit wir brauchen, um einen Mehrwert für das Gespräch zu schaffen. Wir nehmen an, dass es eine Spanne von drei Monaten ist. Wir legen diesen Zeitrahmen auf eine Tabelle in der gleichen Größe wie zuvor. Mit genügend Details, um Informationen hinzuzufügen und auch um konkrete Beziehungen zu anderen Elementen herzustellen. Zum Beispiel eine Abhängigkeit oder verwandte Ereignisse.

Nach diesem Teil schließen wir mit einem Aktionsplan für die nächste Phase ab, der darauf wartet, ausgeführt zu werden.

☐ Unsere eigene Rolle im Spiel reflektieren

Mithilfe der Netzwerkkarten für "befreiende Strukturen" untersuchen wir die Muster der Beteiligung an diesen Elementen. Wir sammeln auch Leute, die beteiligt sein sollten, und überlegen, wie wir Leute einladen können, die wir nicht kennen, die aber dabei sein sollten, damit es ein Erfolg wird.

☐ Durchführung

Nach all diesen Schritten haben wir am Ende einen konkreten Aktionsplan für die nahe Zukunft. Wenn wir dem zustimmen können, können wir Zeit investieren, um darüber nachzudenken, wie wir die nächste Zeitspanne danach ausführen können. Wie können wir diesen Plan immer wieder überprüfen? Wie können wir ihn kontrollieren? Wie können wir ihn von anderen kontrollieren lassen? Welche Strukturen gibt es, um eine selbstorganisierende Arbeitskultur zu fördern, wenn dies erforderlich oder gewünscht ist?

=> ./shot-liberating-structures-network-patterning-cards.png karten