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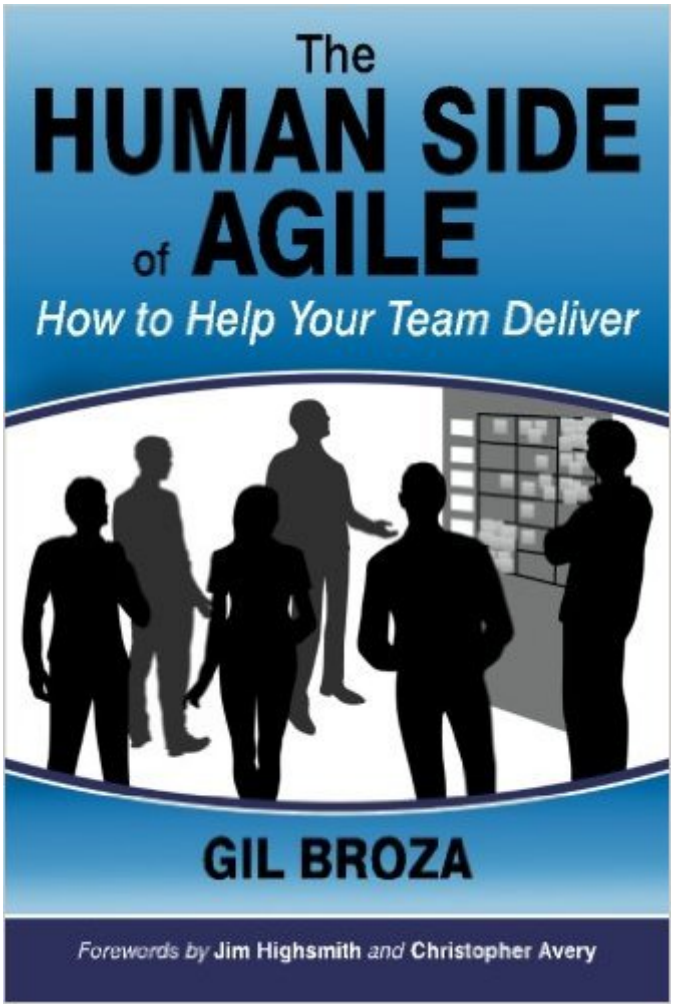
The Human Side Of Agile - How To Help Your Team Deliver



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Synopsis

As an Agile team leader, your biggest challenge is also your biggest asset. The human side of Agile is tricky. It’s the least manageable, understood, and appreciated asset in an Agile environment. Even if your customers are reasonably happy and your developers seem to be doing okay, you know your team is capable of more: delivering great products and staying ahead of ever-changing demands. You need a team thatâ ™s self-organized, energetic, and flexible, even in tough situations. But how do you build it and lead it? Whether you’re a ScrumMaster, project manager, functional manager, or team leader, you want to feel good about using Agile and to create the conditions for great results. But the project management skills you honed in traditional environments don’t always apply to the role of Agile team leader. The Human Side of Agile fills this gap, guiding you to: Establish yourself as a confident and capable leader who adds value Build and lead an engaged team that can handle almost any challenge Cultivate collaboration and a continuous improvement mind-set Reap the full benefits of Agile in the real world with real people "I just found the next must-read book for our entire leadership team." Tricia Broderick, Director of Development, TechSmith "This book is up there with Peopleware, with concrete examples you can use immediately." Dave Rooney, Sherpa, Shopify "Agile teams need effective leaders who ’get’ the people stuff. Without that you’re merely going through the Agile motions." Scott W. Ambler, co-creator of Disciplined Agile Delivery While readable from cover to cover, the book is written as practical answers to the 80+ most relevant and pressing questions that team leaders ask, such as: â œHow Can I Help the Team Buy In?â • â œWhat If I Can’t Work Full-Time as the Teamâ ™s Leader?â • â œWhat Actions Will Build the Team’s Trust in Me?â • â œHow Can I Mitigate the Damage of Performance Reviews?â • â œWhat If a Member Doesn’t Fit With the Team?â • â œHow Can We Focus on Our Work With So Many Meetings?â • â œHow Do I Get Stakeholders and Managers on My Side?â • â œHow Can I Make Changes Stick?â • â œHow Do We Avoid Reverting to Old Behaviors?â • (Click on Look Inside to browse the complete table of contents.) The book’s forewords are by Jim Highsmith and Christopher Avery. Gil Broza, founder and chief specialist at 3P Vantage, has successfully mentored Agile leaders and their teams since 2004. Gil’s guidance helps professionals adopt effective, humane, and responsible approaches to software development.

Book Information

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Customer Reviews

There are books on leadership and books on agile, but with this book Gil has combined both into an excellent guide and a valuable reference. In doing so he covers the major aspects of becoming a truly effective Agile Team Leader (ATL). No matter where you are in your agile journey, this guide should be by your side.Implementing agile processes is the comparatively easy part. The really difficult part is in transforming the culture to one that embraces agile. From one perspective this book is like a roadmap to guide one through the many challenges encountered when becoming an agile organization. From another it is like a cookbook that shows you exactly how to accomplish these things and how to overcome the many challenges you will face along the way. The downloadable supplemental resources referenced at the end of the chapters are worth many times the cost of the book.Leading and managing agile teams requires a focus on people, relationships and interactions. While the agile manifesto states that â œwe value individuals and interactions over processes and toolsâ • too many agile consultants and coaches teach the mechanics of agile yet leave the leaders to figure out the â œindividuals and interactionsâ • part on their own. Gilâ ™s book fills that gap. Additionally, the leadership requirements change as the team matures. Gil guides you through the various team stages and exactly what leadership characteristics are most critical at each stage.The traditional command and control management style is not appropriate for knowledge workers. Telling individuals what to do and micromanaging them to ensure they do it does not produce the best results. Agile promotes the model of a â œservant leaderâ • where the key to success is to â œlead from behindâ •.

Book Review: "The Human Side of Agile...How to Help Your Team Deliver," by Gil BrozaA decade ago, I was standing in my company’s booth at an Agile Conference, trying to sell facilitation skills training to Agilists. A bonafide Agile guru came up to the booth and told me I was wasting my time,

because "...good Agile project teams `self-organize,' and don't need any of this facilitation stuff." Over much of the next decade I watched "self-organized" agile teams flounder. I watched Agile morph again and again as agile guru after guru set the pace with their own versions of Agile, most of which did indeed bypass the value of that "facilitation stuff." They lumped it into the coaching role or otherwise downplayed it in the agile repertoire.I wondered, how could the Agile Manifesto say, "...Individuals and Interactions Over Processes and Tools," and disregard the proven skills facilitators use every day to help project teams be successfully self-governing and self-organizing?Enter Gil Broza with his new book, "The Human Side of Agile...How to Help Your Team Deliver." Written from his perspective as a CPF and as a practicing Agilist, this book is needed by anyone who is struggling with the people side of projects, agile or otherwise. Although the book delivers practical solutions to "people problems" associated with every phase of an agile project, the questions Gil poses are the questions every project leader encounters.If you lead or facilitate projects, this book will be coffee-stained, dog-eared and priceless on your desk. The unbelievable strength of this book is its question-and-answer, pick-and-choose as you need it format.

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