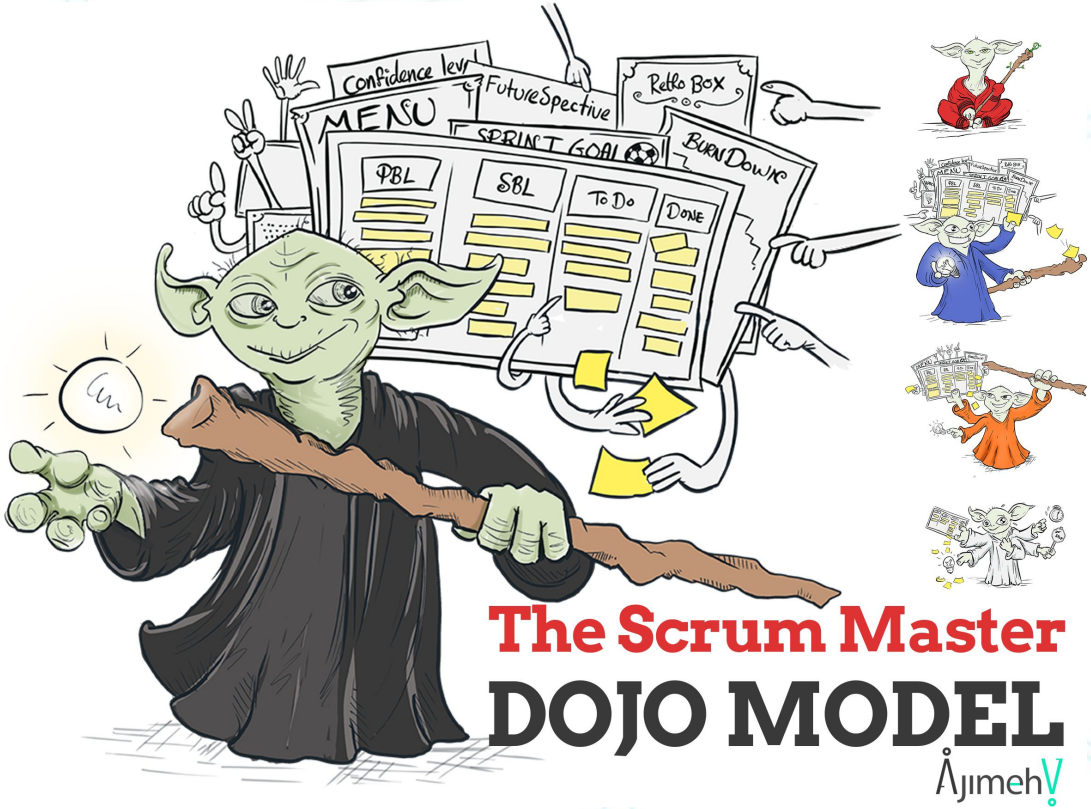
The new era of a Scrum master



AjimehV
Expanding Business Consciousness

“Begin with the end in mind….”

- SM role according to the methodology
- The gaps between the **theory** and the **practical** world
- Familiarity of the **Dojo model** (5 belts of a Scrum master)
- **Self awareness** which level are you or your SM
- How to **move** and assess from one level to a higher one
- Assessment tool
- A First recommendation

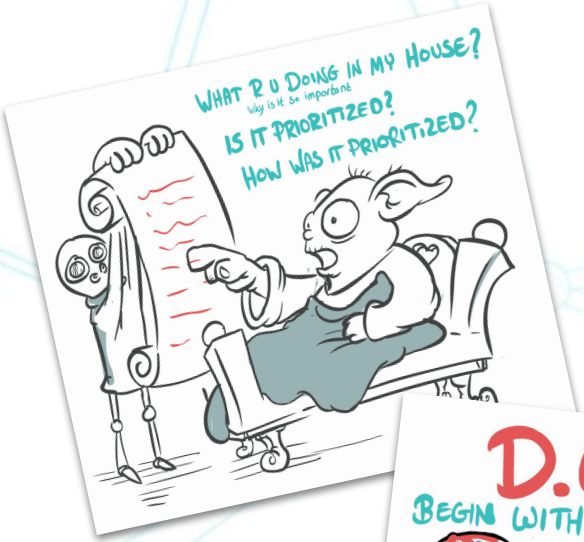
AjimehV
Expanding Business Consciousness

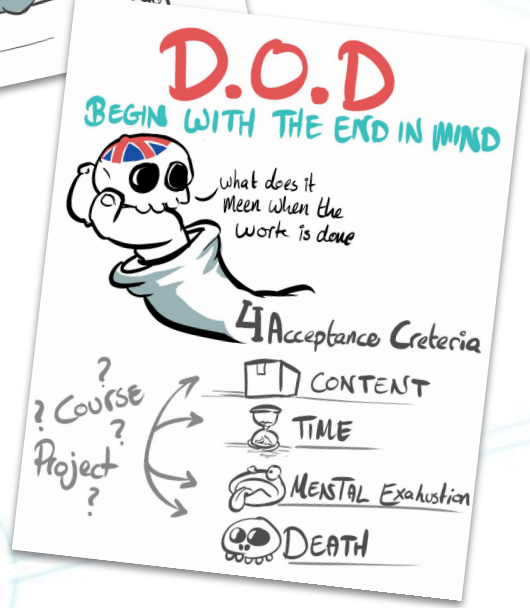
Ajmeh
Expanding Business Consciousness

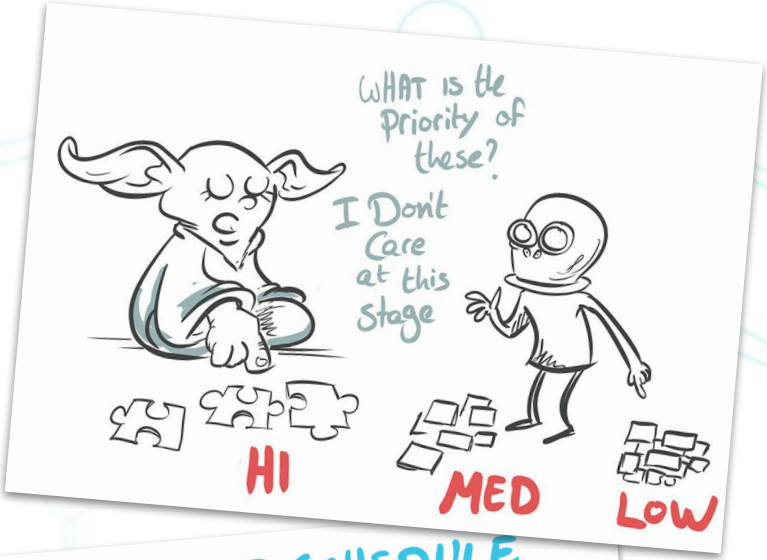
AjimehV
Expanding Business Consciousness

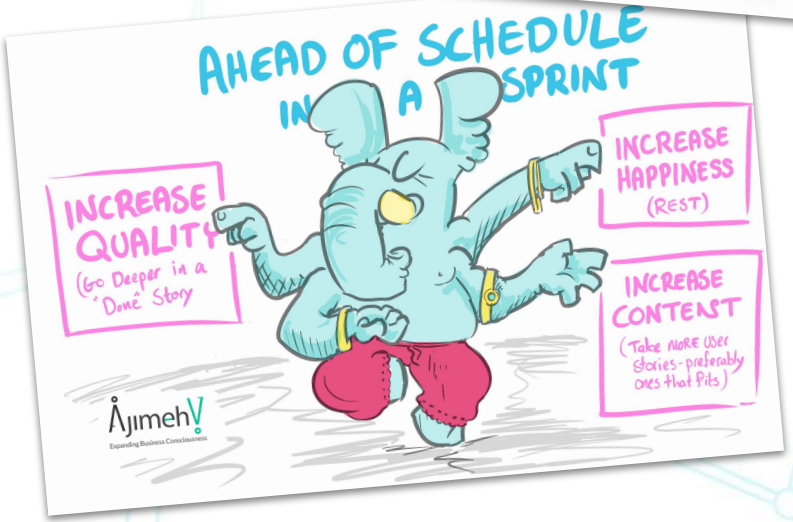
AjimehV
Expanding Business Consciousness

Ajmeh
Expanding Business Conso

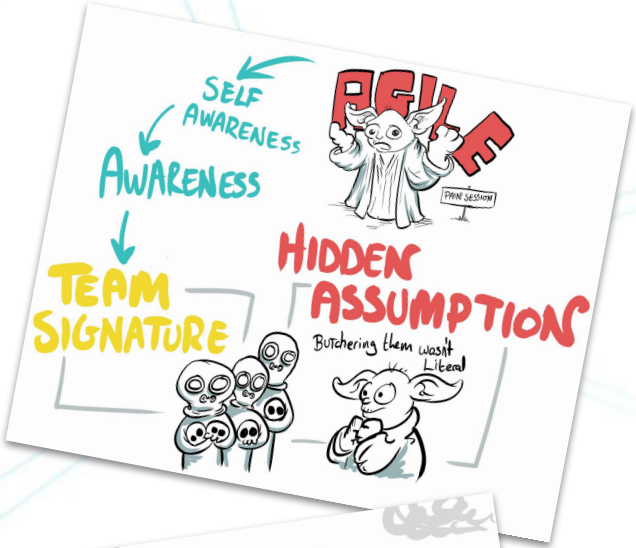


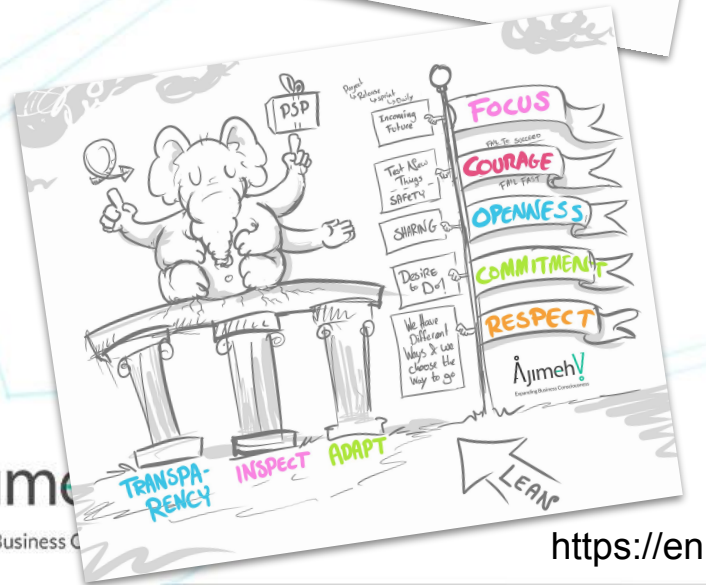






AjimehV
Expanding Business Consciousness





https://en.wikipedia.org/wiki/42_(number)

Ajimeh

Expanding Business Consciousness

Ajimeh

Expanding Business Consciousness

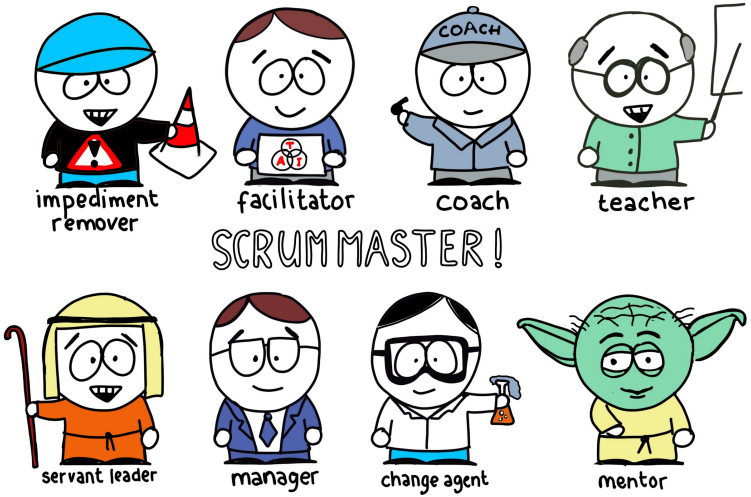
AjimehV
Expanding Business Consciousness

What does it mean to be a Scrum master?

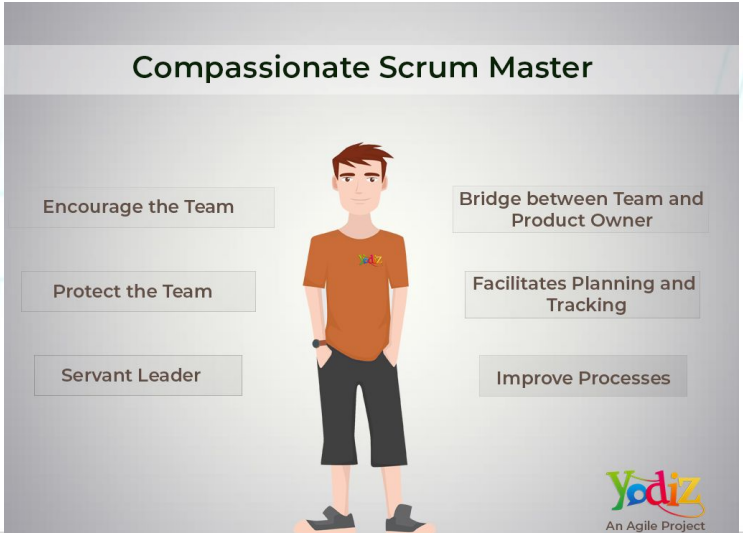
Ajimeh

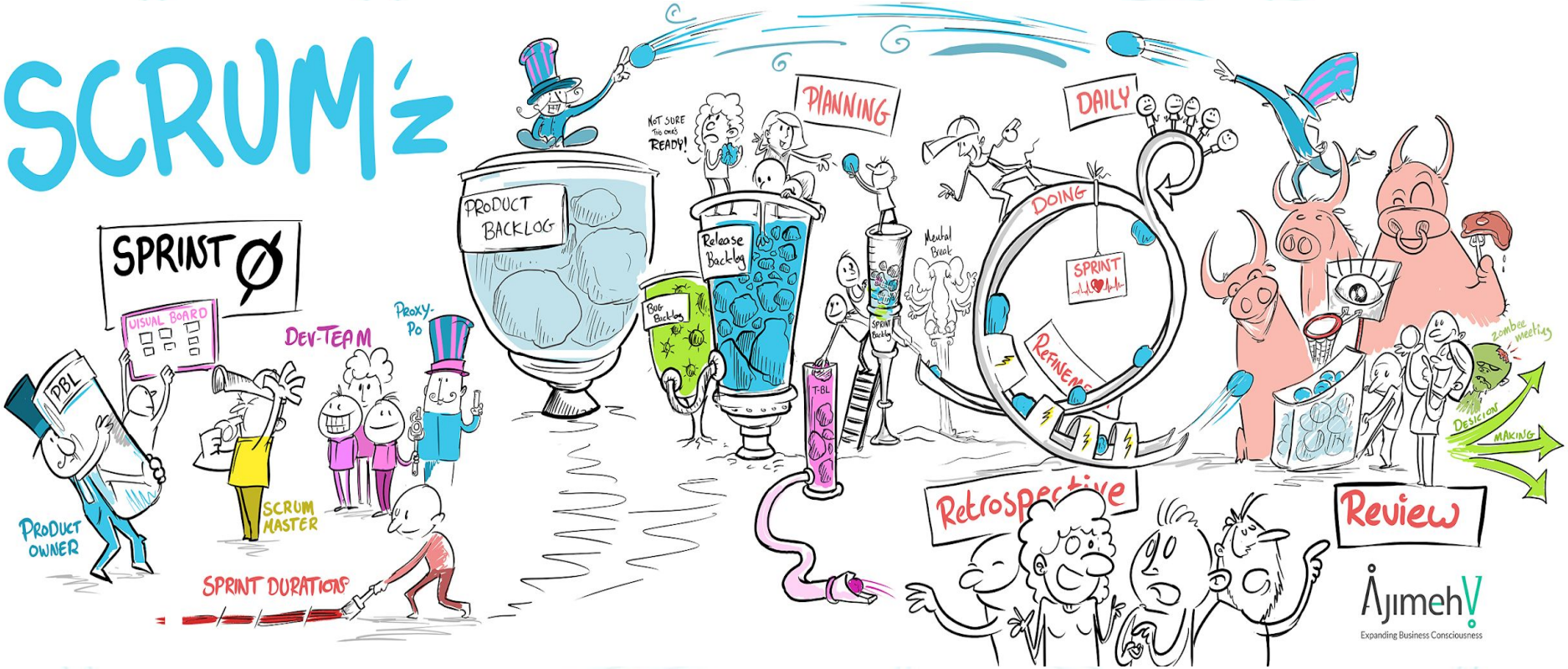
Expanding Business Consciousness

Here are all the things a Scrum Master Does
Change
Mirror
Other Tasks
Meetings
Team Dynamics
Learning
Product
Big Picture


impediment remover
facilitator
COACH
coach
teacher
SCRUM MASTER!
servant leader
manager
change agent
mentor

WHAT IS A SCRUM MASTER?
LEADER
FIREMAN
DOCTOR
GARDENER
FOOTBALL COACH
PROTECTOR
MECHANIC


Compassionate Scrum Master
Encourage the Team
Protect the Team
Servant Leader
Bridge between Team and Product Owner
Facilitates Planning and Tracking
Improve Processes
Yodiz
An Agile Project



AjimehV
Expanding Business Consciousness

The Dojo model of a Scrum master

Ajimeh

Expanding Business Consciousness

White belt - (No experience) Scrum worker

- Schedule meetings
- Send summaries
- Stressed
- Doesn’t call for help (doesn’t see who can help)
- The ultimate worker
- Does not know how to use the mental and technical tools
- Team: Serves the team
- Too stress to lead
- Focus on himself + Scrum
- Tries to protect the team at any cost

Ajimeh

Expanding Business Consciousness

Very stressed, does not fully understand the role, focus on the technical aspects of being a scrum master

Orange belt - (The perfect) Scrum worker

- The ultimate Scrum master worker
- Does everything by himself
- Knows how to use the technical tool
- Still embarrassed to call for help
- Solves all impediment and by himself
- Looking only on his team
- Focus on the Scrum (Scrum is the target)
- **Cool** and **calm** in respect to the work
- Manages to protect the team by himself

AjimehV
Expanding Business Consciousness

Does the same job of a white belt but with no stress and with almost no mistakes

Blue belt - Coach

- The team coach
- Team Player-Coach
- Focus on the team with understanding of the group
- Urge the team to find a solution but execute the solution by himself
- Leading by example
- Focus on team results

Ajmeh

Expanding Business Consciousness

Start focusing on the team, challenge them with finding the solutions but execute the solution by himself

Black belt - Coach and Mentor

- The ultimate team coach
- Creates between-groups interactions and activities
- Leading by intent, example and soft presence
- Constantly challenges the team
- Creates a safe zone within boundaries around him without effort
- Acting effortless, and creating easy atmosphere
- Leads psychological safety
- Focus on team's improvement, learning and influence
- Understand that this is the beginning of the journey

Encourage the team to think on the solution and to execute it. No Ego…..

AjimehV
Expanding Business Consciousness

Shodan (初段)

Shodan (初段), literally meaning "beginning degree," is the lowest black belt rank in Japanese martial arts[1] and the game of Go. The 2nd dan is higher than *Shodan*, but the 1st dan is called *Shodan* traditionally and not "*Ichidan*". This is because the character 初 (*sho*, alternative pronunciation: *hatsu*) also means first, new or beginning in Japanese.

Also frequently referred to as "first dan", it is a part of the *kyū*/*dan* ranking system common to modern Japanese martial arts. The term may be used to describe both the rank a person holds, as well as the person (i.e., it is proper to say that a person holds the rank of shodan, and it is also appropriate to say, "I *am* a shodan in 'x' martial art").

AjimehV
Expanding Business Consciousness

Red - Mentor

- The ultimate coach
- Leads a vibrant and thriving atmosphere
- Leading by high-presence, intent and example
- Creates bonds and ties between groups and teams
- Mentors people and teams and groups
- Leads a sense of safety and well being
- Acting effortless, and creating easy atmosphere
- Grows other mentors around him

AjimehV
Expanding Business Consciousness

Focus on the mindset / organizational DNA / growth of others and especially the Scrum masters (change agents)

Dojo model assessment:

After interviewing the scrum masters in your organization, enclosed please find the **average** results

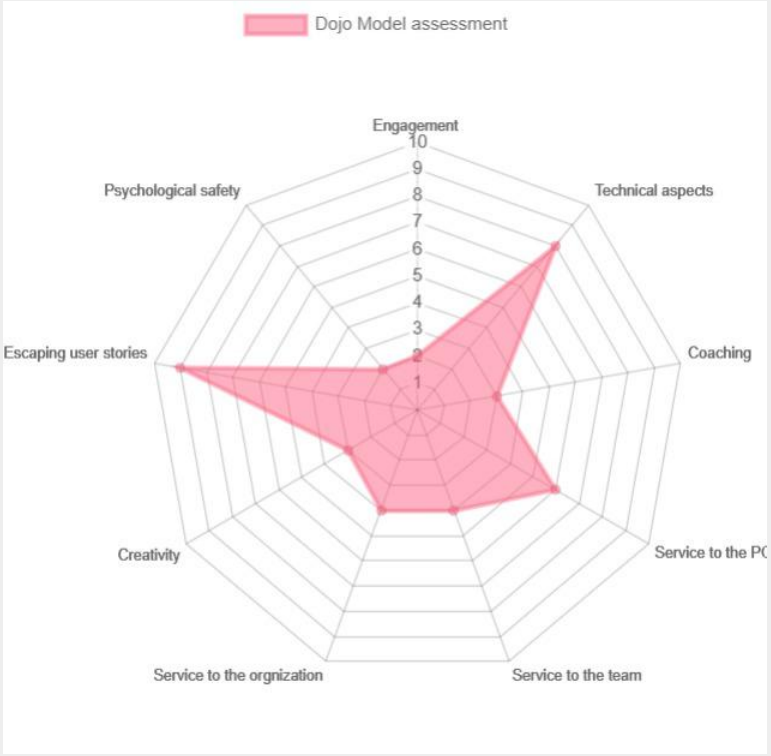
Summary:

Your scrum masters are focusing on the technical aspects in a very good way hence they fit to be recognized as **ORANGE BELT**

Here are the detailed nodes:

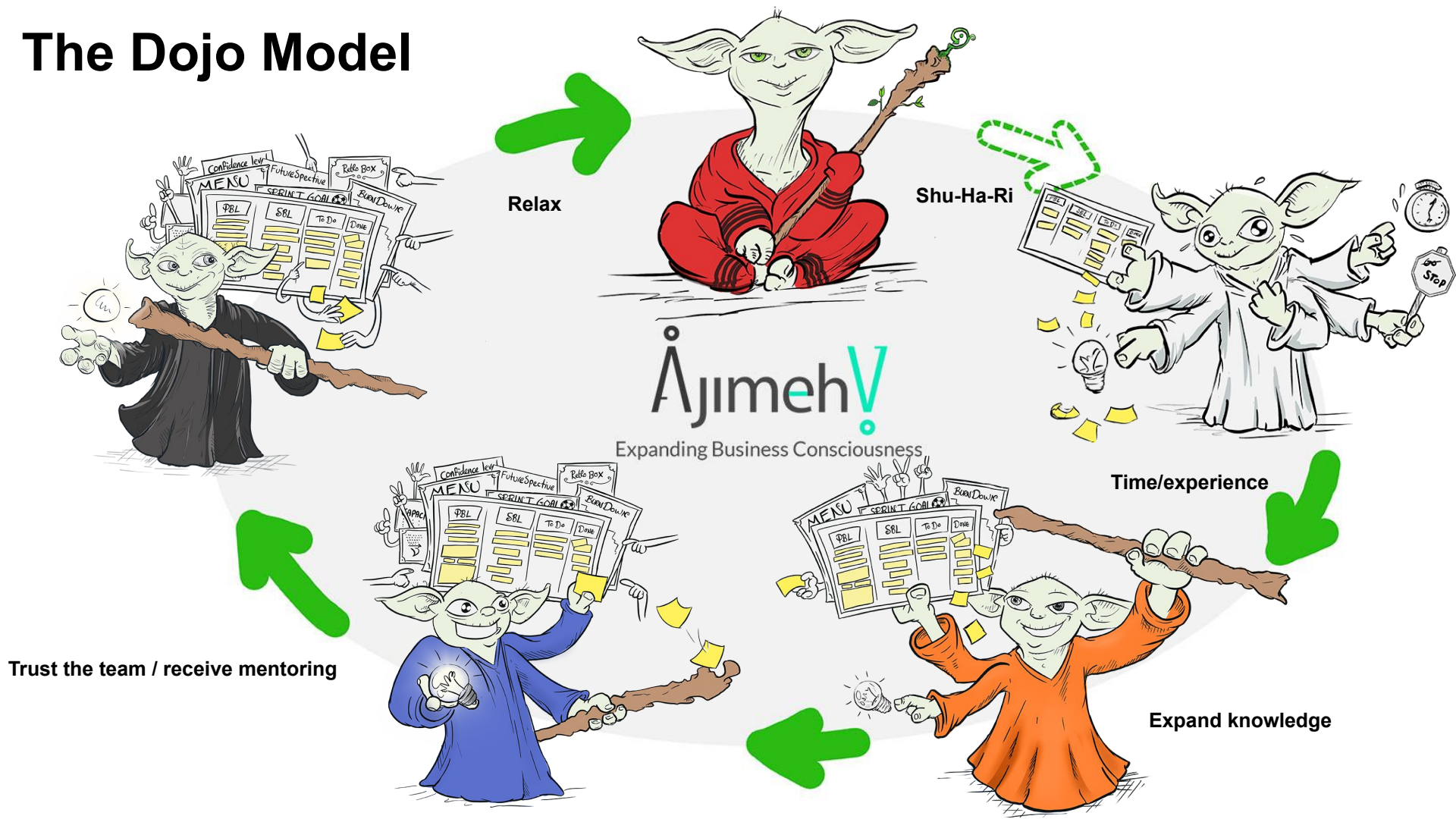
Technical aspects:
The Scrum masters at your organization tend
to understand and follow all technical aspects of scrum in respect to meetings, artifacts and roles.
Each of the 5 meetings are being facilitated well by the Scrum masters

Coaching:
The Scrum masters are focusing on achieving all the user stories without focusing on coaching the teams new technical or mental skills and by that the issue of self managed teams will suffer from

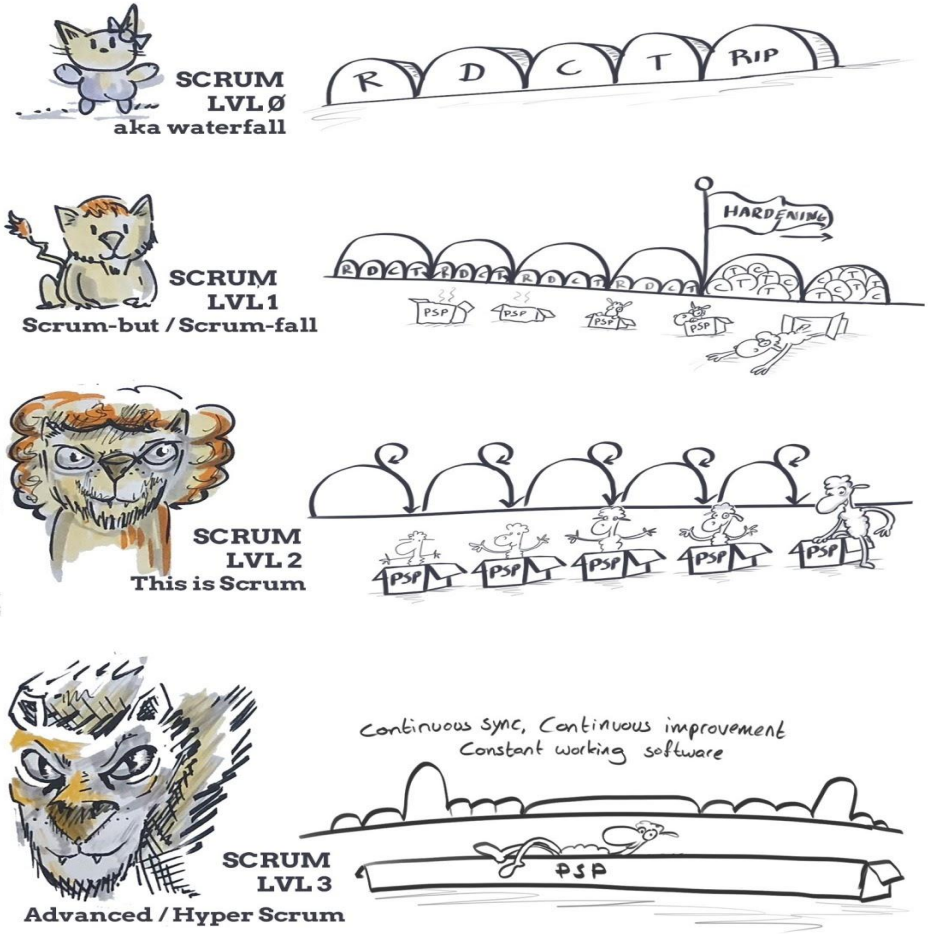


Ajmeh
Expanding Business Consciousness

The Dojo Model



The maturity levels of Scrum



Ajimeh
Expanding Business Consciousness

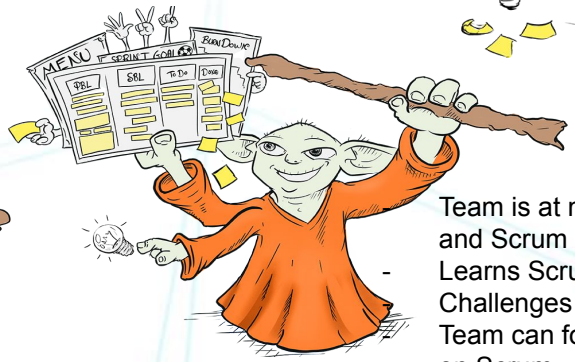
Effect on Team, Effect on organization

- Advanced team
- Accepts responsibility and ownership on themselves and on product
- Challenging their Scrum master, PO, managers
- Organization is affected in good communication and cont. improvement

- Master team who teaches other teams, and creates good professional and interpersonal connection
- Organization feels a growing and ever challenging vibe

- Team is at beginner level, needing alot of help
- Learn Basic Scrum from him
- Can focus on work with limited thought on Scrum

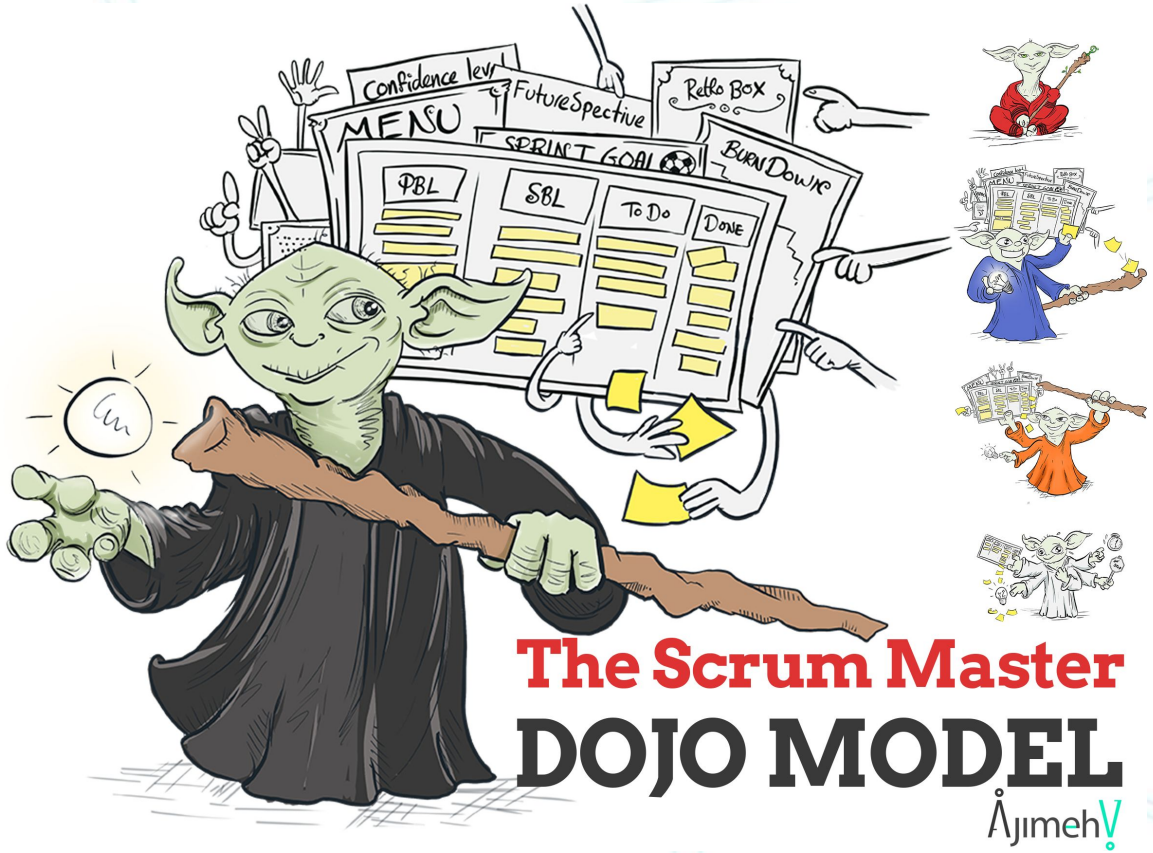
- Team is in mid-advanced level and starts to understand their responsibility
- They are challenged by Scrum master to take ownership and manage themselves, but can trust SM
- They are mastering technical Scrum, and can view the next level mindset



- Team is at mid-beginner level, needing help, and Scrum management
- Learns Scrum from him
- Challenges work and improvement
- Team can focus on work with limited thought on Scrum

AjimehV
Expanding Business Consciousness

Which level are you as a scrum master?

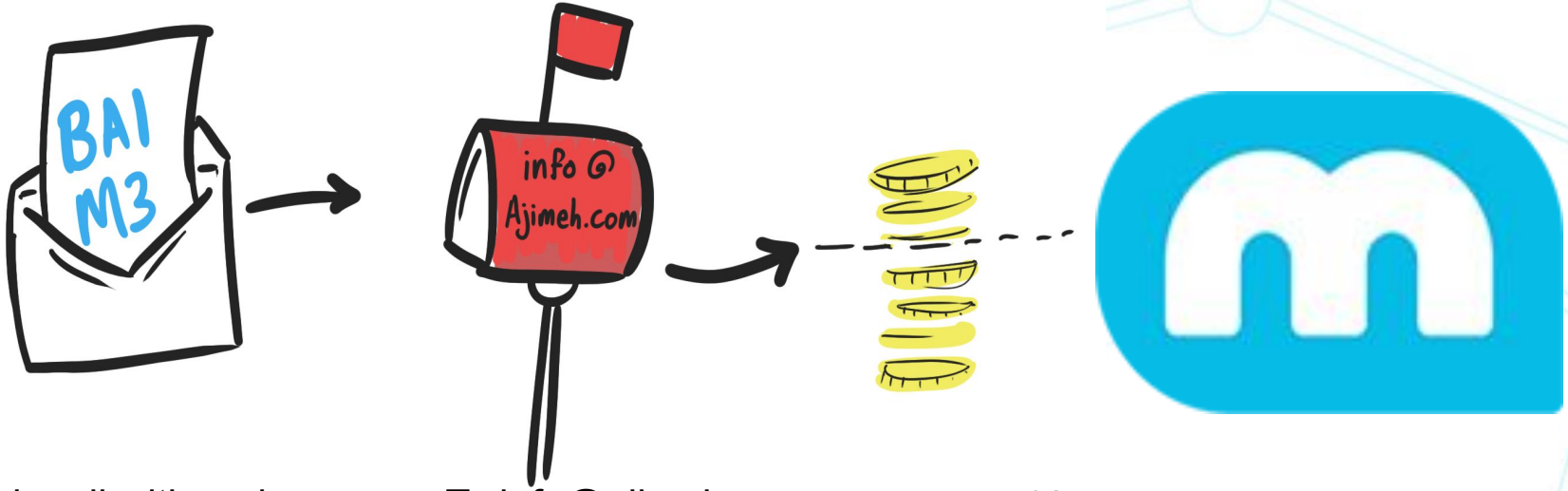


AjimehV
Expanding Business Consciousness

Go to www.menti.com and use the code 59 74 89 4

What do you need to do in order to advance one level?

Ajmeh
Expanding Business Consciousness



Send mail with code:
BAI-M3

To info@ajimeh.com

20% discount
On Certification

Management 3.0
21-22.3.20

AjimehV
Expanding Business Consciousness

Thank you!

Those are my principles, and if you don't like them ... well, I have others.

~ Groucho Marx

Boaz Fine
Boaz@ajimeh.com
https://www.linkedin.com/in/boaz-fine-93393a1

Danny (Danko) Kovatch
Danko@Ajimeh.com
https://www.linkedin.com/in/dkovatch/

AjimehV
Expanding Business Consciousness

- What is Parkinson law?
- How many backlogs are there in Scrum?
- What is Student syndrome
- What are the four criterias to stop a project?
- What are the four options if you finish the committed user stories before the end of the sprint?
- Does each and every user story have a unique priority?
- How many values do we have in Scrum and why only 5?
- What do you do if the team keeps failing in creating a shippable product at the end of the sprint?
- What is the meaning of life?