Distributed Agile Teamwork: Evolution or Delusion
An Audacious Salon at the Agile 2016 Conference

About the Program

Facilitators: Mark Kilby (mark@markkilby.com or @mkilby on Twitter), Michael Herman (michael@michaelherman.com)
Participants: About 50 each day (in a room set-up for 40), gathered around four round tables
Tools utilized: Sococo.com meeting space, Kubi telepresence robots, GoogleSheets
Format: Two 75-minute sessions, on consecutive mornings - review the guide

Purpose

Invite and support ongoing exploration – conversation, experimentation and knowledge sharing – about distributed agile teamwork tools, practices, issues and opportunities – over the next year.

Invitation

The conversations captured here were framed as just the beginning of a new, distributed community of practice. These working notes represent about 8 hours of small group working conversations (eight groups each worked about about an hour together). There is a lot to digest here! Please join us online for continued conversation, experimentation and learning. Review and digest these notes and have some of these conversations in your team(s), organization(s), and user groups. Bring your questions and learnings back to our virtual work spaces and channels.

Join Us!

RemotelyAgile.info - links to stories, resources and conversations
Join the Virtual Team Talk community for extended conversations on working distributed and remotely.

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SUMMARY OF SOME KEY POINTS AND COMMON FINDINGS

Relationships are still central

Personal non-work connections, multi-tasking and distractions, celebrations, transactional vs. social interactions, interpersonal issues, trust, transparency, productivity, decision-making, non-verbal communication, imbalances (in types of work done, quality, tools, engagement), customer connecting, hand-offs, onboarding… Even during the Salon, we noted that some tables with remote participants seemed to have richer conversations if there were prior connections with the people participating.

Co-Located vs. Distributed is a strategic choice

What decisions need to be made at what level(s), consider relative performance of each approach in specific situation(s), business/product needs, labor cost savings vs. cost of distributed coordination, direct benefits of distributed, cost savings from distributed vs. investments required… and personal preference.

Remote is a skillset to cultivate

Small things (practices and experiments) that might make a difference… spontaneous snapshot sharing, standing open monitors and/or open bridge line, watercooler space/time, buddy checks and backchannels during meetings, everyone working "remotely" even when in same room, using video always, new tools (slack, sococo, snapchat, other chat channels), team working agreements, meeting discipline and ground rules, SM and PO located where most of team is, keep product vision/purpose/import in focus, continuous integration, automated code check-ins, personal maps and vision boards, single-day feedback loops, co-locate 1-2x per year, hours agnostic (set your own), designated whole-team work-from-home days, after-meeting meeting space/time, virtual cocktails and coffee breaks…

Distributed Teams Practitioners Unite!

The issues we can work on together include... developing a common language for this work, work/life balance, community formation (for ourselves and our teams/orgs), encouraging more use of video, sharing our experiments and results, matching new tools to specific Agile practice needs, removing the stigma of distributed teams, identifying and raising awareness of benefits/opportunities of distributed organization, integration with and evolution of existing cultural landscape(s)... and some of the personal advantages of working remotely (i.e. zero commute time; closer to family, focus time).

PART ONE: MONDAY 7/25 - 10:45-12:00

Each table addressed a different one of four questions, with participants floating between tables:

TABLE #1 - with Kubi robot

What are the most important and provocative questions about Distributed Agile Teamwork we should be asking and addressing within the Agile practice community?

- How do you deal with #interpersonalIssues between locations
- How do you #celebrate success across locations
- Can distributed teams worldwide effectively perform against a co-located agile teams, agile manifesto, face-to-face simplicity (#performance)
- How do we battle the issue of not knowing whether people are working effectively / hard (#trust / #performance)
- Is #transactional #communication enough
- Can you meet or exceed #performance levels of collocated teams
- how to share the non-verbal parts of communication
- avoid #silo forming
- "Why not?" How do we overcome, "No"?
- #Hand-off-work?
- How are we going to make #decisions if we can't meet face to face
- Overcoming imbalance when some are distributed and some collocated (#hybrid)

- topic being discussed:
- can distributed teams really work as teams? - video on all the time. shared resources they need to be a 4 different meetings at the same time
- why would you want to do collocated when it doesn't fit into the agile manifesto - distributed skills advantage - bring agile up to speed with remote culture
- offshore getting B level work (#remote-as-second-class)

- collocated over remote due to lack of spontaneity
- fuzzy stuff - hard to deal with
- versus hi-def following people around
- is it about the people at the end of the day - need
- Remote is a skill set
- Are offshore companies really cost effective
- distributed doesn't have to be the offshore model
- offshore teams need to be independent and own the work
- follow agile principles - product owners need to go to the offshore team in person
- easier to think of everyone together as the easiest, but try to find a different solution
- what is being given up by a purely collocated or purely distributed

- tools - technology needs to catch up - globally
- unify the available technology across the entire team
- meetings become frustrating with ongoing technical difficulties - makes the meeting take much longer
- what tools are used today - skype for business, webex, google docs

- manage people with optimal technology

- need to meet personally a few times a year
- commitment of time and money to get the team introduced to each other
- huge companies versus smaller or companies
- big company hiring more people in house
- interaction completely changed their minds once the met face to face with teams
- user needs, requirements, validation - once they see the process they understand better the effort being put in
- how to deal with negative impact of team members

- take away - working remote is a skill set that needs to be coached
- be aware of "reads" from individuals
- job of scrummaster that much more important

Pictures from this table (more):
https://www.dropbox.com/sh/58qp1lf2dpy4zjl/AADOdDno69ot-NejDjeJ2Qo8a?dl=0

1. On-shore/Off-shore overlap
2. Prefer co-location
3. Remote is a skill set
4. Off-shore give the team everything they need to succeed
5. Tools evolving but if mature solves many problems
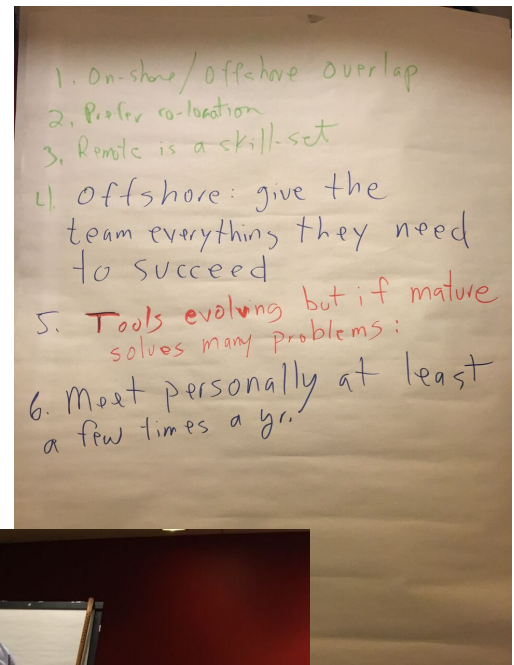6. Meet personally at least a few times a year

TABLE #2 - with Kubi robot

What are the most important issues and questions to be addressed within any organization or team as it experiments with Distributed Agile Teamwork?

- How important is #video Chat?
- Distinctions quality of #Video?
- How do you make personal #connections when remote?
- How do I Know people are #engaged (#trust)?
- Are there missed live opportunities when Teams are distributed (#serendipty)?

- How do budgets impact the opportunity to get people together live (#gatherings)
- Can companies invest in good #video #equipment
- What do people feel about being on #video
- How can customers interact w/ distributed Teams? (out of site, out of mind)
- How does #TimeZone/ hours of operation impact distributed Teams?
- How do we make sure remote is same level of involved? (#engagement)
- Are web cams good enough (#video)
- How many #meetings a day
- What is max length of distributed Team #meeting
- How do you make up for live "ping pnog " in distributed environment
- How do you minimize #multiTasking + #distractions in Distributed Teams
- What happens when the Distribution is base on specialty
- How do you get offshore partners to be transparent
- Who decides on the experiments to try
- How long do you try an experiment
- How do you signal breaks when fully distributed
- How can working agreements help distributed Teams
- How does WFH team members impact a Teams cohesiveness
- Should scrum masters be remote
- Do working agreement need to include guidelines for being away?
- How do you do pair programming in distributed
- How do we do knowledge sharing effectively
- Is face to face important for every ceremony
- How do hallway communication get shared to remote team member
- What are the key remote communication facilitation skills for AGile
- What factors do different Generations play in dist Teams
- Is it important to ask about distributed team in interviews
- What kind of environment does the millennials desire or are interested in working on
- What is the business case to optimize communication
- How do you create a distributed culture org wide
- Is the distributed team approach to solve cost issues or design issues

- Is there, and should there be criteria to be eligible to work on a distributed team
- Who makes the rules for distributed Teams MGmt? or the Teams?
- How does WFH play with true happiness factor
- How important is the role of scrum master w/ distributive Teams

Pictures from this table:
https://www.dropbox.com/sh/90yspv55mmbkbd2/AAC-BlxOujpPrjKh5BvwX6qra?dl=0

TABLE #3 - with Sococo

What are the most important and provocative questions about Distributed Agile Teamwork we should be asking and addressing within the Agile practice community?

- How do we create a common language? (#culture)
- How do we balance time zone constraints with work/life balance?
- How can we promote acceptance of distributied teams or remote workers as a viable work community?
- When distributed, how do we create a sense of community? (#culture)
- How to keep distributed team members included when they are remote and using technology to participate?
- How can we encourage use of video to enhance the remote particpant experience?
- How do we match technology with the specific types of conversations that Agilists need to have?
- How do we share results of our experiments with other Agilists?
- How can we break down organizational and cultural barriers?
- What are ways we can keep the playing field level between co-located and virtual teams?
- What can we do to remove the stigma of distributed teams as truly Agile?
- What are the hidden opporunites of distributed teams?

Pictures from this table
https://www.dropbox.com/sh/2upbdsy2xy2f9ql/AAAI59n550i1xiQ3o9R9VWNua?dl=0

TABLE #4 - no remote connections

(note: due to some logistics issues, this team had no connection to the spreadsheet during the session)

What sorts of beginning or advanced experiments can we design and run in our organizations and teams?

- Building trust - humor, personal maps
- design financial models fo conducting experiments
- online bonding? games, etc.
- dedicate team members to experiments and improvements / regular meetings and experiment design
- measure hits on your videos (e.g. bit.ly)
- signs for remote (video) folks
- remote folks meet in person (to bond) and increase productivity
- timeboxed all-remote - WFH (work from home); use tools at desk
- organize "whole teams" in near time zones
- tool/channel context
- tools to enable "ambient" communication

People / Team Organization
- assumption - multi-tasking context switching negatively effects productivity; how to reduce context switching / multi-tasking with distributed teams
- remote folks left out
- After-meeting meeting
- remote bonding as effective as in-person bonding? video games? personal map sharing meeting? virtual cocktail party?
- Culture: timeliness, precision, language, etc
- add basic constraints: team size, team duration, create wiki and self-organize every quarter
- volunteer bonding activities: how many people attend?
- time zones?

Tools
- difference in fidelity channels
- over-reliance on tools
- tooling: limitations, functionality,
 connectivity/reliability, training

Connectivity
- analog systems integration
- video: segment by meeting type
- meeting alternatives
- what meeting types are effective as
audio vs video

Pictures of in room notes:
https://www.dropbox.com/sh/uyjbqzrjqro4h58/AAC8Wg4BpU4RZzAt0A7WC02ra?dl=0

PART TWO: TUESDAY 7/26 - 10:45-12:00

This day, we asked each table addressed all four questions, with very little floating between tables (even though it was invited and encouraged). Participants were a mix of those who'd attended Part One and those new to our four questions.

Also, we had twice the number of remote participants this day (went from 4 to 8). An interesting side effect is they were so engaged in the initial conversations in the Sococo space that none of them use the Kubi telepresence robots.

TABLE #1 - Kubi (un-used)

What are the most important and provocative questions about Distributed Agile Teamwork we should be asking and addressing within the Agile practice community?

What are the most important issues and opportunities to be addressed in the formation of a distributed community of Distributed Agile Teamwork practitioners?

What are the most important issues and questions to be addressed within any organization or team as it experiments with Distributed Agile Teamwork?

What sorts of beginning or advanced experiments can we design and run in our organizations and teams?

- Local team, how much sense to have the SM and PO distributed
- Does it work with everyone distributed
- If there a minimum of colocation, who needs to be there. Who is critical?
- How much impact from timezones? Does pair and pass things off work
- There is distributed and highly distributed, especially with ceremonies
- Does agile community need to revisit manifesto and agile principles.
    - Time for version 2?
    - Some companies can't use Skype
- Does agile community need to revisit agile roles, so there is a role for virtual SM
- Is there a role for an distributed agile coach? Or coaches
    - Difference between SM and coach
    - When you're self organizing, asking
- How many coaches or coaching should SM do,
    - how much representation to be successful
    - Coaching is not a perm job.
    - How to do coaching remotely
- Could pairing happening virtually?
- How to keep receiving end engaged remotely?
    - Multi-tasking
    - Video conferencing helps with staying engaged
- How to deal with language barriers.
    - language, audio quality, fast talkers
    - is there software to automatically to convert audio to text
- How to deal with video conferencing
    - Sometimes i don't want to get dressed, that's the benefit of working from home
    - Like cable news, have 4 quests at the same time.

- o People will not open video until you ask
- o Video puts emotion, name on face
- How to govern vacation times, coverage
  - o shared calendar
  - o discuss in planning
- Is there a preferred agile process for distributed: kanban vs scrum
  - o difference of two patterns are nature of work.
  - o Should scrum be more colocated
  - o Or should we go back and revisit the purpose of agile
  - o People are agile differently
  - o Knowing your team and knowing how to work together
- How to deal with turnover with distributed teams
  - o Co-located teams deal with turnover better
  - o Easier to onboard
  - o More difficult with turnover
  - o Skill sets - but pairing may help with that
- How to justify to companies for pairing since there is a cost
- How to simulate the water cooler
  - o Don't jump right into work, force coffee talk in sprint ceremonies
  - o Spend 15 minutes trying to be a team
  - o Need to have social interaction,
  - o Teams have to get together physically, especially on the budget
- How to get folks together , on a budget
  - o Virtual bowling, in a room, midnight
  - o have an engineer to go over to 2-3 months
  - o Send rock star offshore engineers
  - o Send them pictures real time, no editing, just snap and send
  - o FaceTime with standup, take a rubber band, stick
- How to handle challenges with shared services
  - o These folks are usually coming in blind when issues come up
  - o Pull in senior managers into chartering sessions.
  - o Pull in senior leaders in planning, who to get
- How will HR adjust to support distributed teams.
  - o What are we doing. We do a lot disable
  - o Performance appraisals, how we hire
  - o Self organize, accepted into community, pair?
  - o HR will have to change and adapt to disperse teams
- How to deal with outlier employees remotely
  - o Individual was very difficult to work with,
- How does a sherpa work within an distributed agile process
- How to deal with organic stuff that happens
  - o Have a standing monitor. If we forget to turn on the monitor, misses so much
  - o Buddy systems
  - o Hallway conversation
  - o They talk on the way out
  - o Fully distributed teams
  - o Some folks at table are
- When hiring an agile team member, what do you look for for distributed
- Communication?
  - o Slack
  - o Conversation in work item, working on a work, commit conversation in Jira
  - o associated conversations with work
  - o Get off email / Take it out of email
  - o How to take snarky comments, personalities

- o Mute a room
- What do we handle handoffs?
  - o Work items, follow the issues
  - o Use TFS, Jira other tools?
  - o Map out process for how to work
- How to work and hand off
  - o Do need to schedule it, it doesn't take 8 hours
  - o Scrum of Scrums in India timezone to get everyone
- How to swarm with distributed offshore teams
  - o Virtual obeya
  - o Create a physical space, a war room
  - o Nike has a good room in Finland
- Pull participation and engagement
- Understand engagements

TABLE #2- - Kubi (un-used)

What are the most important and provocative questions about Distributed Agile Teamwork we should be asking and addressing within the Agile practice community?

What are the most important issues and opportunities to be addressed in the formation of a distributed community of Distributed Agile Teamwork practitioners?

What are the most important issues and questions to be addressed within any organization or team as it experiments with Distributed Agile Teamwork?

What sorts of beginning or advanced experiments can we design and run in our organizations and teams?

Participants at this table: Jon, Jesse Fewell, Sean Baggett, Jennifer Krieger, Mark Osborn, Robert Dunn, Bartosz Zieleznik, Ginger Lowery, Robert Dunn, Carolyn Dotson, Ami Rapp, Te-Wei Wang, Bryan Kocol, Philip Rogers

We just captured the conversation as it evolved, rather than trying to structure the notes to answer the specific questions above:

- What can be done to convince leadership of the value of getting teams together in person? Essentially it comes down to productivity gains and improved team cohesion as a result of in-person sessions. But cost is always a big consideration.

- Does distributed work? It seems like there is some movement away from distributed. From an economic perspective, companies are being told they have to find the cheapest workforce, which drives in the direction of distributed teams. In contrast, find the best people, and that might or might not mean they are remote.

- Given that distributed teams are a reality, how do we overcome timezone related issues, different holidays, etc.?

- How can you replicate the unplanned spontaneous conversations that take place in person?

- How does the whole team benefit from a "hallway conversation?" It requires a behavioral change to consciously involve remote people in the conversation. One way is to have everyone behaving as if they are remote (e.g., all joining via their own device, even if they are collocated). Creative use of chat channels can also be helpful. And during core working hours, it is common to agree to always be reachable during those times. Different channels could also have different communication norms.

- How do you replace the nonverbal queues? Ideally we need to always have video apps in use so we get as much visual connection as possible.

- What about meeting discipline (too many people trying to talk)? It helps to have some ground rules in terms of how you communicate, e.g, via a Team Working Agreement.

- What's the difference between a scrum master for a collocated team and a scrum master for a distributed team? What if ONLY the scrum master is remote from where the rest of the team is? If you're working on a team that is collocated first, then such a team will struggle when distributed team members are added. Conversely, a team that fucntions remote first will tend to struggle when a group of collocated people joins. Ideally try to make sure the Scrum Master is physically present with as many team members as possible. Also, when there is onshore-offshore development, the reality is that typically a Scrum Master is onshore. What they might choose to do is have a loose equivalent offshore -- a "coordinator" -- who performs some of the functions the scrum master performs.

- Another approach is to start teams that will be distributed for a period of weeks collocated, initially. And after the team is well-formed, it becomes a distributed team.

- Something that often gets lost is what teams are working on and why. If this aspect is addressed, any potential impact of being fully distributed can be mitigated.

- Technical practices can also be a life-saver, especially for distributed teams. For instance, Continuous Integration practices, where code check-ins are automated, and where a large percentage of tests are automated.

- There are also potential benefits to distributed teams, for instance, when testing (onshore) uncovers an issue, then a developer (offshore) fixes the issue when they get to work. The biggest drawback here is the potentially long feedback loop, especially if the time differentials exceeds 4 or 5 hours.

- It can also help to make sure particular questions get asked (and answered) in a particular channel (and potentially also captured elsewhere, e.g., on a wiki).

- An additional challenge is coordinating on production definition types of questions, in terms of backlog refinement, etc. It is a very common challenge for the big picture questions/assumptions get lost. This gets back to the need for continuous involvement of the Product Owner (or perhaps a proxy, e.g., Business Analyst) at all times, so that the team does not need to wait for explanation/feedback. A good approach is single-day feedback loop where the team checks in with the PO every day, e.g., here is what we have built since the last time we spoke, give us feedback.

- Also, perhaps Kanban represents a particularly appealing case for distributed teams. If teams have the discipline to have small stories, Kanban has a strong change of success. There always has to be a balance, based on the type of work the teams are doing, to identify the approach that will work best. There is also potentially a stronger argument for shorter (e.g., one week) sprints, given the fact that it forces the shorter feedback loops.

- Another area for potential exploration is the use of tech like VR. For instance, Tabletop Simulator (open source) features remote presence that could be applied in a team construct.

- Question: Are companies in investing in training on how to work remotely effectively? In general, no. It is left up to coaches/teams to solve.

- Note that Bill Krebs hosts an Agile3d Distributed Agile Study Group on meetup.com. There is also an annual distributed work conference.

- Personal maps (aka vision boards) are a great way for remote people to connect.

- Another resource that was mentioned during group discussion: virtuallyagile.com (they want feedback)

TABLE #3 - with Sococo participants

What are the most important and provocative questions about Distributed Agile Teamwork we should be asking and addressing within the Agile practice community?

- Is distributed an end or a transition state?
- Is it for survival?
- Delivery guarantee / quality
- Is it a C-suite question?
- work hours when not in same time zone (verbal F2F communication)
- Productivity if not in the same time zone
- Is distributed an opportunity for follow-the-sun delivery (24 hours vs 8 hours / day)
- How does silent work impact distributed teams?

What are the most important issues and opportunities to be addressed in the formation of a distributed community of Distributed Agile Teamwork practitioners?

- Length of meetings
- co-locate at least once / twice per year
- communications / requirements
- How to build connections and maintain engagement?
- Time zone
- Do we need a DABOK (Distributed Agile Body of Knowledge)? Distributed Manifesto? ICAgile Path?
- use of tech with budget
- Issue: All must co-lo / Share successes of engagement via Agile Alliance site

What are the most important issues and questions to be addressed within any organization or team as it experiments with Distributed Agile Teamwork?

- How to best do knowledge transition / onboarding
- Budget for coaches to travel
- Connecting People
- Face-to-face adds another dimension
- 2 Projectors / Open Bridge
- Can you do effective pair/mob programming
- How can we make ambient information available?
- How will people see each others' work and how will we know our work is seen?
- River of Life
- communications / relation building / team satisfaction / happiness
- personal mind map

- dealing effectively with large timezone differences
- keep engagement
- keeping turnover to a minimum / detachment / leave company
- How will we notice when someone is feeling anxious?
- Being a team group
- team culture & ways of working together
- ensuring the people in the room don't "control" the conversation
- how do you become self-organized remotely?

What sorts of beginning or advanced experiments can we design and run in our organizations and teams?

- high performing teams already agile
- for next video call, everyone dails in from their desk as equals
- start with a 2-location team and start from there
- virtual always available room
- rituals for virtual team building
- team designs experiments
- hours agnostic; work whenever you want
- working agreement
- put the experiment in the backlog
- Monday = work from home day
- hurricane / snow day - try it

TABLE #4 +Sococo.com

What are the most important and provocative questions about Distributed Agile Teamwork we should be asking and addressing within the Agile practice community?

- Overhead of engagement for remote participants
- How do we get people into the same attention zone? (Bill)
- What are the characteristics of a team that is collaborating evenly? How do you know when you're connecting?
- How do relationships become less transactional and more social
- Is it OK to allow remote relationships to be transactional?
- Hybrid teams need to have agreements - how to form them? How to set expectations with this configuration and build into the system?
- Should everybody be remote if just one is "really" remote?

What are the most important issues and opportunities to be addressed in the formation of a distributed community of Distributed Agile Teamwork practitioners?

- How can we deal with bandwidth issues?
- How can you keep people engaged?
- Timezones / context
- Cultural issues
- Techonology
- Distractions
- Opportunities: hire the best people and allow them to work where they are most productive
- "What is going on?" - shared clarity about goals. Where's the "canonical source of vision?"
- Leadership / Facilitation - advanced planning, meeting design, best practices, checklists
- Good "first interactions"
- Agreement on how meetings with be run / buddies / moderator / ground rules
- "end of interaction" feed back loops, not during
- Great tools help great teams, but even the best tools can't help poor teams. I am really starting to appreciate that thought more and more.
- Chartering / Liftoffs - Diana Larsen + Ainsley Nies
- Rules of engagement

What are the most important issues and questions to be addressed within any organization or team as it experiments with Distributed Agile Teamwork?   (none)

Where to start experimenting in your team/organization?

- Fail to learn
- Small scale, high frequency, short feedback loops
- Immediate, high functioning team, disperse them, identify obstacles
- collaborationsuperpowers.com
- http://virtualnotdistant.com/
- Shared slack space? VirtualTeamTalk.slack.com
- experimenting with different tools
- start by having fun (agile games)
- important to have a facilitator (identify when we are failing)
- start with teams that are culturally similar

The Online Experience

Transcripts from our Slack backchannel #audacious-salon

Day One

pilar_orti [8:25 AM]
Looking forwards to this! I'll do my best to join at the half, but I might be a bit late.

markkilby [9:46 AM]
ah .. well .. we were even cooking up an "experimentation" conversation for you @pilar_orti .. but no worries. See you soon

zach.bonaker [10:10 AM]
joined #audacious-salon

pilar_orti [10:34 AM]
almost there...

lisette [10:35 AM]
We're waiting for you!

markkilby [10:36 AM]
if you want to jump on a Kubi now kubivideo.me/call/A-breakout01

[10:38]
second Kubi available at kubivideo.me/call/A-breakout02

pilar_orti [10:38 AM]
I'm at kubi

zach.bonaker [10:38 AM]
Trying to resolve these permission issues on a work laptop... hopefully be in soon.

hm_phythyon [10:39 AM]
joined #audacious-salon by invitation from @lisette

lisette [10:40 AM]
@hm_phythyon: can you see this channel?

[10:42]
@hm_phythyon: Try
second Kubi available at kubivideo.me/call/A-breakout02

hm_phythyon [10:42 AM]
Yes, in now, thanks!

pilar_orti [10:43 AM]
@lisette: This is going really fast, how can I slow down the controls?

hm_phythyon [10:46 AM]
How do I give someone else a turn? Does everyone have a Kubi?

[10:46]
I can hear Mark

andreachiou [10:47 AM]
joined #audacious-salon by invitation from @lisette

lisette [10:47 AM]
Hi @andreachiou

markkilby [10:55 AM]
sorry .. trying to move the camera best I can

andreachiou [10:58 AM]
I hohpe they don't forget to send us the link to the spreadsheet.

markkilby [11:05 AM]
link to spreadsheet
https://docs.google.com/spreadsheets/d/1ijyJXz2xXS5ZVTGqp5V13T6zpdrw-iM8M5TLbWOPT4U/edit?u
sp=sharing

[11:06]
you should all be able to edit

markkilby [11:11 AM]
@pilar_orti: are you able to engage in conversations at your table?

lisette [11:17 AM]
Shall we make notes about our experiences here so we can capture them as we go?

hm_phythyon [11:18 AM]
@markkilby: Can you move Pilar's Kubi?

markkilby [11:18 AM]
We worked it out

lisette [11:19 AM]
Experience notes: we are more listening than participating - it's too difficult to interject

[11:20]
Experience notes: An onsite Facilitator is needed to remind the in person people that we are here

markkilby [11:21 AM]
gotcha … buddy system is a little different in Sococo

[11:24]
@andreachiou: are you able to hear everyone?

hm_phythyon [11:24 AM]
Experience notes: Takes a moment to turn Kubi to the person who is talking so helpful for Remote
participants to know who will be talking next. Team norm

[11:26]
Ah- person speaking is mentioning training, having training to work with this tech and these teams

pilar_orti [11:27 AM]
@markkilby: Thsi group just ignores me.., (It's fine, really interesting.)

markkilby [11:29 AM]
Yes. Giving thoughts on debriefing

lisette [11:31 AM]
Experience notes: We have *some* involvement, but are definitely not "at the table" with the others
This seems analagous to offshore teams

[11:32]
Experience notes from Andrea: I think most people don't know how to be inclusive to begin with....
thoughts? Judy, that diagram that Caitlin draws.... with the dots and lies... comes to mind...

markkilby [11:34 AM]
Would like to hear more later @lisette

lisette [11:36 AM]
No problem - I'm just using this as a place to keep notes

markkilby [11:36 AM]
@pilar_orti:
https://docs.google.com/spreadsheets/d/1ijyJXz2xXS5ZVTGqp5V13T6zpdrw-iM8M5TLbWOPT4U/edit?t
s=5790592d#gid=765428603

judyrees [11:50 AM]
Experience notes: the table was too big - we had more than ten people including those of us online

[11:50]
Background noise was a big problem

[11:51]
the model Andrea mentioned: http://judyrees.co.uk/collaboration-the-shape-that-says-your-teams-doing-it/
 Judy Rees
Collaboration: the shape that says your team's doing it - Judy Rees
Everyone wants collaboration in their team, don't they? Brilliant minds connecting over great ideas,
creating effective solutions to the world's probl
Dec 9th, 2014 at 5:38 AM

[11:52]
as @lisette said, we needed more "presence" - one laptop per person, would have been better if everyone
was dialled in

hm_phythyon [11:53 AM]
11:52 lost connectivity to Sococo, trying to reconnect. Not sure what happened

[11:53]
Pilar you were making a good point about opportunity

pilar_orti [11:53 AM]
Oh @hm_phythyon just as I was talking about connectivity... Hee

pilar_orti [11:58 AM]

@markkilby: @michaelherman @mandyross Thanks for organising that, A-MA-ZING! Brought up SO much stuff.

[12:02]
I found hard a couple of things: 1) BEing able to read the postits on the flipchart, even when some kind soul picked me up and took me there, so I couldn't vote. (Not that it mattered in this instance, but it might be a good idea to remind the group that that is a challenge to be faced.) 2) When a new group came to the table, I didn't really know what was going on. It might be a good idea to remind people that when they arrive a table with remote participants, to introduce themselves, or whatever, just to acknowledge they're there. Also, to make sure the sightlines are ok for the people online, I had one body masking another one for quite a while. 3) The interesting thing about all of this of course is that people forgot about me or, it was too much work - something that can easily happen when only some people are remote. Fascinating. The tech got all the attention at first but was then forgotten about.

[12:03]
Might be a good idea to remind participants at the beginning to monitor themselves throughout this - use the experience to enhance the learning. The conversations are on part of it, but the other part is interacting with the remotees. How did it feel? Did you have the patience? Did you feel more/less connected? Did you do any chitchat with them like you did with others?

markkilby [12:44 PM]
Thank you @channel for your participation today. I'll get notes up later today and more about the week. If you blog about the experience, please let me know so I can share via remotelyagile.info

[12:44]
Also, let me know if you are IN for tomorrow's session. It may be a little different ;)

zach.bonaker [2:07 PM]
Sorry I wasn't able to get through and participate... I figured I would participate from my office, but the equipment here is locked down pretty tight. We use Slack, so that was no problem, but I couldn't get IT to unlock Kubi. Hope everyone has a blast at Agile 2016 - or, following along, like me :wink:

hm_phythyon [2:14 PM]
Thank you for organizing all of this, Mark! This was an interesting setting to use the Kubi in. On the Website there are examples of an in-home care setting where one doctor or health practitioner is giving instructions to a patient via the Kubi so one-on-one. There is another example of a student participating in a classroom but in this setting, the "facilitator" teacher has a lot of control and most often there would be direct-instruction versus collaborative discussion. I wonder if group size is a factor for Kubi remote participants to be included more? With less team members, is the remote participation enhanced?

pilar_orti [2:44 PM]
@markkilby: Here you go: http://virtualnotdistant.com/audacious-salon/

markkilby [3:38 PM]
Sorry you couldn't connect @zach.bonaker ... We were full 15min before start and I had my hands full

[3:39]
Thanks @pilar_orti ... Will add it to the site asap

[3:40]
Yes @hm_phythyon ... Recently used Kubis in a 70 person open space but with much smaller breakouts. Worked well, but breakouts were more septated

andycleff [4:30 PM]

Looking forward to participating Tuesday!

hm_phythyon [10:24 PM]
@markkilby: Sometime I would be interested to know what it was like for you as a facilitator. Any unexpected challenges? Things that went more smoothly than anticipated? It was a very full room and many aspects to manage at once and in real-time. You seemed calm. Did it feel crazy? 12pm came really quickly!

markkilby [10:40 PM]
I've done a few sessions similar .. but chaotic in their own ways. Short answer is I have learned MUCH from facilitating open space and @michaelherman :wink: But happy to have a longer conversation in the VTT community (and maybe see if @michaelherman can join the conversation as he has unique experience as well)

Day Two

agilebill4d [3:09 AM]
Congrats on Day 1 - looking forward to day 2!

pilar_orti [5:16 AM]
Great question @hm_phythyon - I'd like to know more too. I think it's podcast time with @markkilby ...

[5:18]
@markkilby: One other thought, not for this event but as learning for those wanting to run hybrids like this one: in addition to tech for remote people, worth thinking about tech for those in the space. So microphones connected to system so that remote can hear facilitators clearly would be good; even hand mics for those participants during whole group discussion.

[5:18]
@andycleff: @agilebill4d I hope you enjoy it!

judyrees [5:39 AM]
@markkilby: blog post http://judyrees.co.uk/choose-remote-working-technology-team/
 Judy Rees
How To Choose Remote Working Technology For Your Team - Judy Rees
How should you choose the technology to help your geographically-dispersed team work better together?
This interesting question was highlighted by o
July 26th at 5:30 AM

markkilby [5:48 AM]
thanks for that @judyrees .. and thanks for the email letting me know you did not hear my intro but you heard Michael's. We knew this event would be messy as it is (IMO) a worst-case scenario for distributed work (some co-located and some remote using different technologies and unfamiliar technology for some)

andycleff [10:25 AM]
Just wrapping up my daily stand ups. in Sococo

agilebill4d [10:27 AM]

Hi all, I'm sitting in Sococo ready for today's fun!

markkilby [10:34 AM]
cool .. we are quickly setting up. I'll be monitoring this backchannel

hm_phythyon [10:37 AM]
Can't wait to hear about it!

agilebill4d [10:37 AM]
Hi Mark, thanks again for all you do!

hbesbin [10:39 AM]
second the emotion! :slightly_smiling_face:

markkilby [10:39 AM]
one kubi available kubivideo.me/call/A-breakout01

agilebill4d [10:39 AM]
Also, I hope to get you @markkilby as a speaker for the 8:30pm Aug 11 session of our Distributed Agile
group (our chapters series - topic, impressions from Agile2016, esp the salon!)

markkilby [10:40 AM]
second kubi available kubivideo.me/call/A-breakout02

[10:40]
if you are on a kubi .. please mute audio and video on Sococo @here

markkilby [10:55 AM]
Can you hear Michael?

andycleff [10:56 AM]
yes

uploaded an image: Slack for iOS Upload
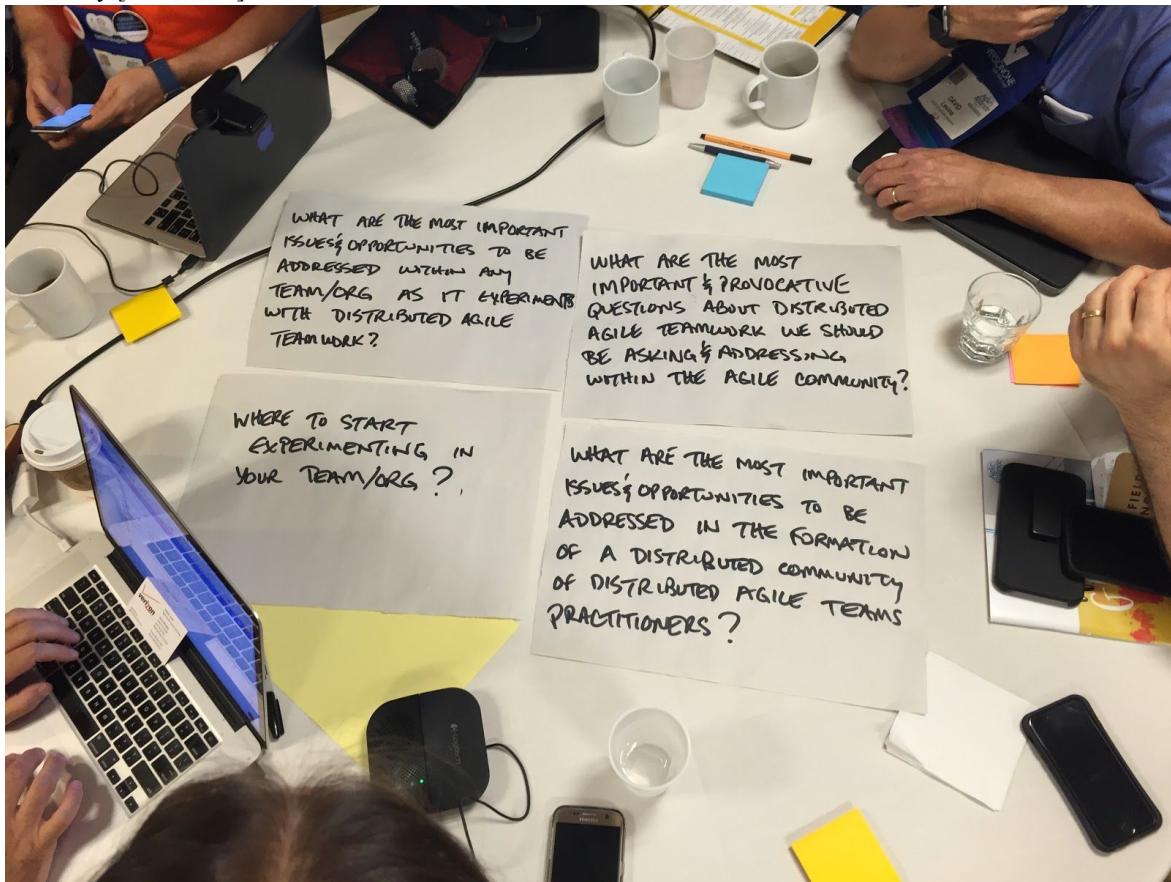Add Comment

[10:56]
audio is great

markkilby [10:56 AM]
Cool. Had problems yesterday

andycleff [10:56 AM]
+1 on fix

markkilby [10:57 AM]

markkilby [10:58 AM]
46 in room

markkilby [11:03 AM]

uploaded an image: Slack for iOS Upload
Add Comment

markkilby [11:04 AM]
remember .. kubis are available

[11:04]
Table 1 Kubi - available kubivideo.me/call/A-breakout01

[11:04]

Table 2 Kubi - available kubivideo.me/call/A-breakout02

markkilby [11:15 AM]
FYI - Mandy had to step out from table 4

[11:17]
It's interesting that no one has jumped on a kubi

[11:17]
We are giving folks in there room a chance to move

agilebill4d [11:18 AM]
Great stuff - I need to run to my Serious Games talk in NC - I look forward to the debrief! BRAVO!!

markkilby [11:18 AM]
Thanks @agilebill4d

markkilby [11:25 AM]
Feel free to leave feedback in the moment @here and feel free to jump on a kubi next round

markkilby [11:27 AM]

uploaded an image: Slack for iOS Upload
Add Comment

markkilby [11:33 AM]
Kubis available ...

[11:33]
Table 1 Kubi - available kubivideo.me/call/A-breakout01

Table 2 Kubi - available kubivideo.me/call/A-breakout02

[11:33]
if you want to check out another table

markkilby [11:51 AM]
Where would you continue?

[11:51]
Try out new approaches

[11:51]
Talk to clients

[11:51]
Distributed agile is different and tested different

[11:52]
Any comments?

hbesbin [11:54 AM]
Thank you very much for organizing this great event within the event!

markkilby [11:55 AM]
Table 1 Kubi - available kubivideo.me/call/A-breakout01

Table 2 Kubi - available kubivideo.me/call/A-breakout02

markkilby [12:06 PM]
thanks everyone .. I will send out more info?

mandyross [12:13 PM]
Mark - I have a blog post about yesterday's event going out today!

pilar_orti [2:03 PM]
Looks like it went well today too!!!!!!!

markkilby [2:08 PM]
Slightly different structure but also did well... Michael and I will debrief rookie tomorrow at lunch. Want to get a retrospectives catcher up soon

pilar_orti [2:47 PM]
@markkilby: Can I use some of your pics for my blog post?

markkilby [2:52 PM]
Yes!

pilar_orti [4:27 PM]
Thanks   @markkilby   I   used   the   one   with   the   questions   on   the   table:
http://virtualnotdistant.com/hybrid-meetings/