# Heart of Agile Fireside Chat 2020-03-30

Part 1 : What I am doing to keep myself sane?
Part 2 : List - What would you like to talk about today?
Part 3 : Discussion : The Heart of Agile Communities
Part 4 : Questions and discussions for the Heart of Agile Team
Part 5 : Reflection: What I liked, what I learned
Part 6 : Bright ideas for managing the space next time
Finally : Contact info to stay in touch

Banned topics: Politics, Policies, and Predictions

Part 1 : Checkin: What I am doing to keep myself sane?
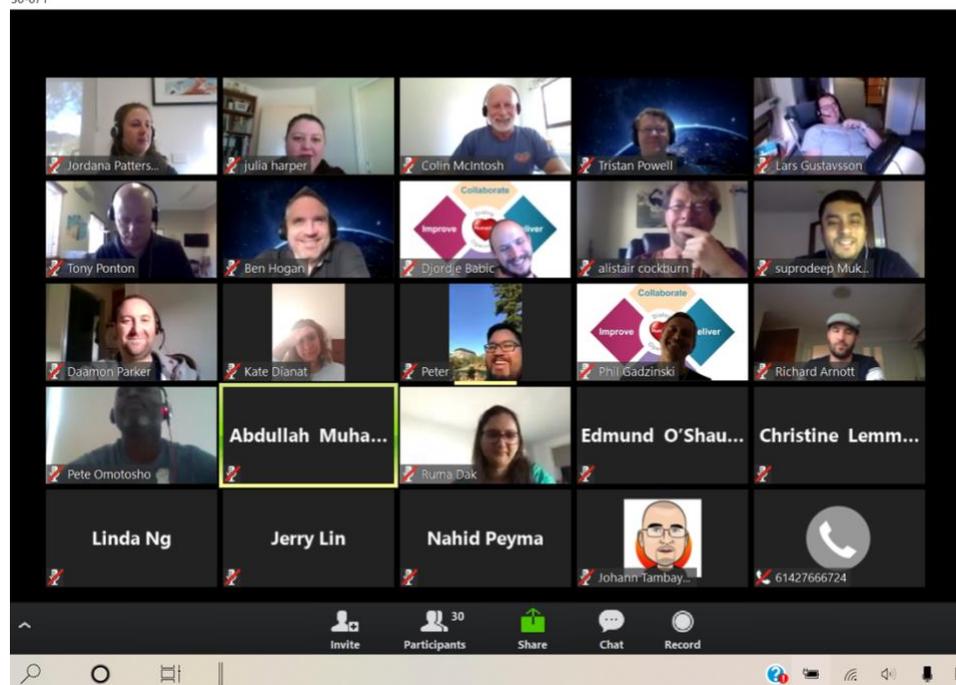
I am making a different meal every day.

Paddleboarding every morning as a family

Limiting my exposure to news (I'm in USA), gardening, going outside

Meditation and exercise daily. Regular zoom hangouts with friends.

Having my "office" face the park window, playing with my child to remind me of joy and fun

Taking time out to connect with my partner, go for walks along the river in Melbourne to the park, lots of zoom calls with friends.

    Starting to learn Spanish each day…
Exercise machine
Sunsets

Personal kanban for myself and the kids, returning some structure

Yoga via video feed from studio

Part 2 : List - What would you like to talk about today?

What new ideas did you try recently with success?

I'm happy listening… Feeling reflective. Daamon

How to engage better in a virtual world… for me this is the first HoA meeting I have been able to attend :)

How can we amplify guest leadership in this environment? - Recognise and reward.
-Coach people to be more present, and be more present as a coach.
- Know the culture, know the level of empowerment that exists in the org/team.

Creating a routine for myself to keep my day structured and keep me focused - I make sure to write it out and refer back to it throughout the day.

How to stay connected without being on 10 conference calls a day

How to stay positive when your entire team is fearful?
-cool hack i tried: - Invited the whole team (dev,po,tl,mng) to a meeting entitled: Collaborative Tools Improvement - when they logged on, i used URL shortener and invited them to a "pictionary" based game, and we played it, while on a video conference for the next 30 minutes

How can we thrive in this new virtual world as an agile community? What can we learn from your experience so far Alistair?

I've noticed a trend to larger batch size with remote working, people reverting to less collaboration as videoconf is a little harder

NOTES ON THE GUEST LEADERSHIP DISCUSSION
Emphasize & reward when you see it
Humanizing the leaders as you see them as humans (kids in the background , pictures on the wall)
Amplifies the good/bad qualities of a leader
Downside of GL - how stop the conflicts of unappointed leaders disagreeing?
I see better collaboration and more people stepping up to say things - the introverts have a better voice online??
Counter example of working remote - easy to allign with a co-host co presenter, as you can have a backchannel to make quick adjustments
(type in private chat about something you would signal, or use body language for)

How will we keep these good things when this is all over… ** maybe like facing any obstacle, keep the good practices because we didn't start them because of crisis/ challenge we did them in spite of them :)

i see a huge increase in communication
chat channels exploded and number of them increased
more doc files more repeated meetings
more debrief after meetings

I see we are getting too inclined to tools but yeah we need to find the right balance of human connection -> Use the tools in addition to, not instead of human connection

NOTES ON THE DISCUSSION ABOUT HOW COLLABORATION IS CHANGING
What's the effect of having cameras pointing into people's homes?
- Builds deeper relationships, cuz you can see kids, dogs, teddy bear
- Add humanity to it, they are more exposed - adds connection
- Get a sense of what's going in other people's worlds

Slack has more chat streams now
When can't do vids, show pics of holidays
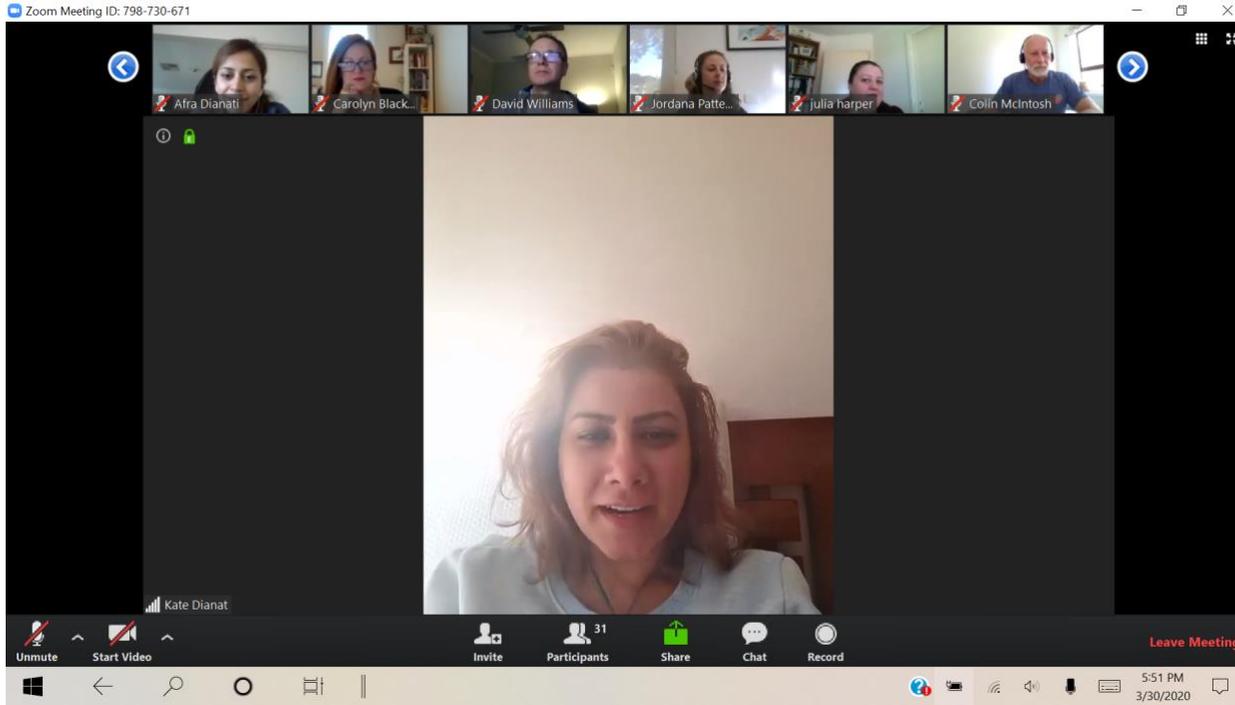Some choosing to vid a little anyway

Drinks hangouts …. Or coffee, virtual lunches and coffees
Always-on HoA zoom ---- that would be really interesting to do that open chat

I noticed that for a team that was reluctant to turn on their cameras after someone brought in their child for a moment, everyone immediately turned on their cameras to say hi.

@ tony - i am planning to do a similar thing for my god daughter - do a Zoom for her birthday with rooms labeled "kitchen" "Terrace" "living room" game room … so people can "move around" and different music and topics are in different rooms   (ill even send the link to some people she didn't invite so she has "party crashers")
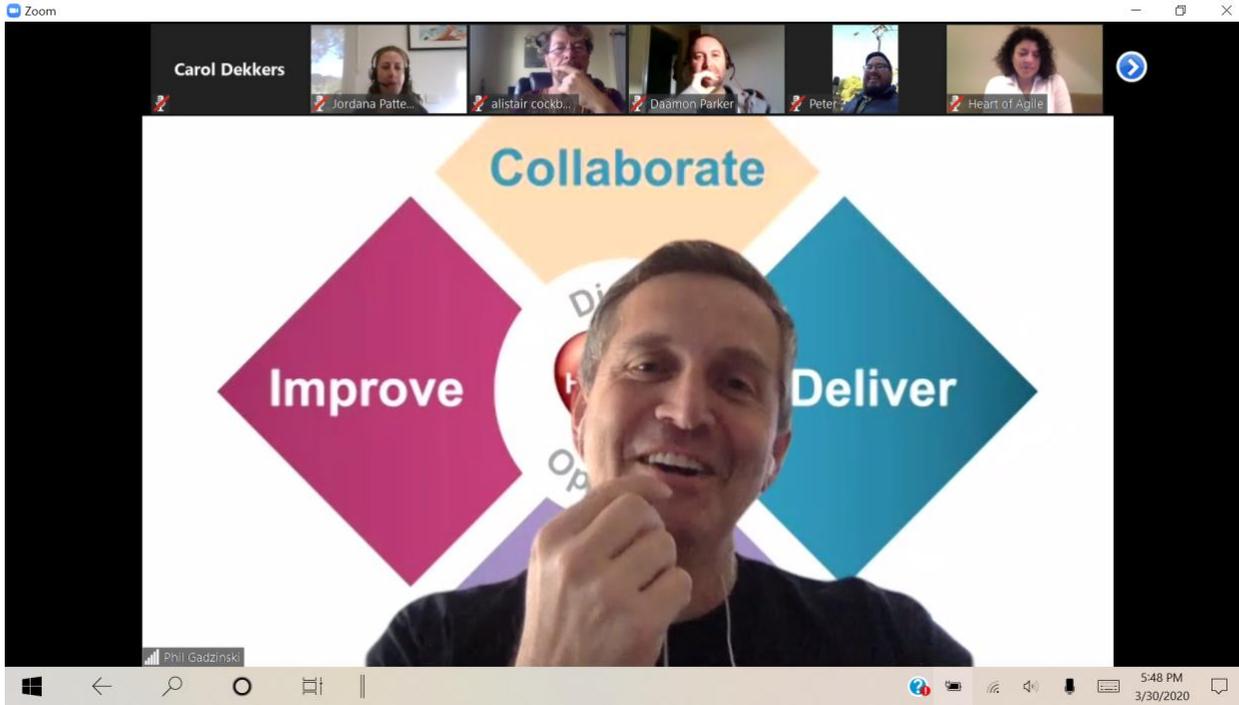From Heart of Agile to Everyone: (06:29 PM)
 there is a app call remo that you can set up an entire party w different tables and even a stage

Part 3 : Discussion : The Heart of Agile Communities :

Part 4 : QUESTIONS FOR THE HEART OF AGILE TEAM :

NAME	QUESTION
Phil	Collaboration - what techniques are people using in the shift to remote working to continue connectedness to work, outcomes, missions, goals, etc?

NOTE : Please feel free to write in here your notes as you listen! Then others can see what you're thinking :) .

Amplify and reward the behaviors you see

Take the time to have virtual events for your teams : Our company had Friday afternoon virtual drinks - we set up a main room everyone comes along and chats about there week- we also have other rooms set up - sport - music etc and people can drift in and out of them as they wish . We also had virtual trivia as well. Using Zoom or video facilitator
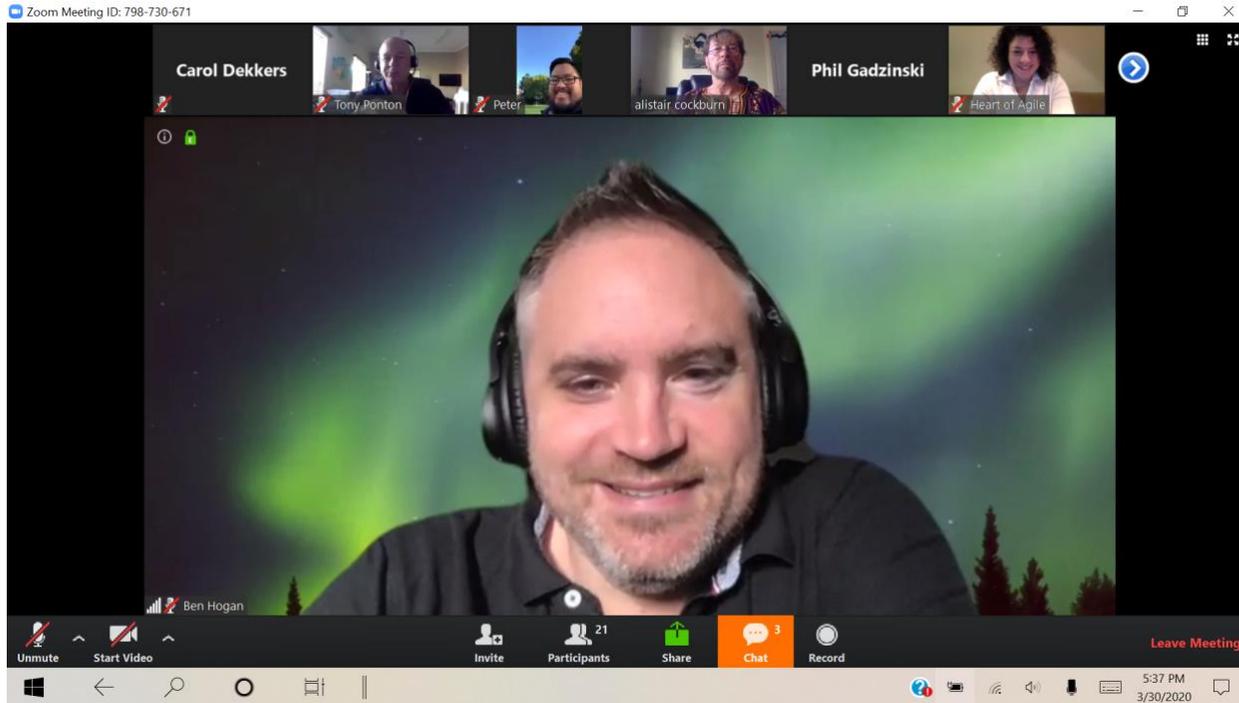
Part 5 : End of Session Reflection: What I liked, what I learned

What i Liked:	What I learned:
Everyone being super mindful of others, allowing the time to speak, paying attention	HoA is more open than I imagined.
Enjoyed the Conversation around Guest Leadership	Gave me some food for thought: how I can contribute more at work
I had not heard about guest leadership before.	Loved hearing everyone's ideas around increasing the humanity in our

	interactions
Seeing loads of familiar faces and meeting some people by video (Tony) who have only been pictures before. Daamon	The format of this was good. Seeing familiar and new faces.
Seeing lots of new faces … :-) I le	To look after myself a bit better - take time out for me. Connect with nature.
Seeing Alistair virtually	Ways to re-introduce humanity into our interactions
Feeling energised after seeing everyone and sharing our experiences	
That some are seeing managers become more human / better as well as amplifying poor behaviour.	I learnt about guest leadership. How to continuously invent ideas to collaborate with people during these times
Hearing from others about their situations and experiences	I learned about Guest Leasdership
The conversation on how we're personalising our professional relationships	We're very focused on Leadership, guest, and formal.
Keen to see people	Virtual drinks/hangouts idea
The need to ensure culture is ready to use guest leadership	
	We're all in this together and dealing with very similar challenges
Seeing this community's interaction in the Aus timezone !!	Different aspects of Guest Leadership :)
Virtual drinks in different times zones !! Beer at 8am ???? Listening to people around the globe having similar thoughts	
Seeing people I know and like	New ideas for connection and we are together in this
The variety of possibilities for creating more personal connections	I can try to introduce more collaborative techniques to my work group to encourage stronger personal connections to sustain the group as a whole
The idea of coming together with almost common purpose	We are all human, video meetings brings out the human in us all
Chat about leadership was really good	Different ways to collaborate even when you are remote.
See the community adapting to this new scenario of working virtually	The importance to turn the camera on

Part 6 Bright ideas for next time :

We could focus on 4-5 ten minute conversations instead of an open discussion.

What can we do beyond our immediate teams to keep our wider community functioning and sane?

Once a month could we have a 'themed' meetup - like funny hat chat etc

Started working on Agile in Education… a hackathon here in Singapore and Agile teaching guidelines for French parents on how to create a framework to help to keep up with the learning during this period working from home… And you? which new project are you involved in that are influenced by this change?

Finally: Your contact if you want to connect

(We will delete this section when we publish the notes)