## **☑** LEARNING OBJECTIVES **EARNING OUTCOME Behavior** Insight "I am excited about how working agile Continuous Excited and can improve the quality of our improvement confident through frequent products and our working relationship iterations and with Sunny Side Up. I am also excited collaborations to learn a new way of working that will allow me to collaborate with my team more effectively and in a fun way. Now Skill that I have a better understanding of Knowledge how it works, I feel confident that I can -Clearly How does it work? make the switch to an agile workflow." communicate ideas -Find creative What are the steps of the agile solutions —Manage time workflow? effectively -Collaborate **PEOPLE © CHARACTERISTICS** —Harry: Experienced, long-term .—Henk Breuking, Prolutions CEO employee who is hesitant to change "what's always worked" —Prolutions employees and prefers working independently -Harry Gorter,

implementation consultant

-Jimmy van Oosthoven,?

—Family and friends who will judge

-Sunny Side Up employees who will

benefit from the new agile

—LX designer

and support

workflow

-Lisa de Jong, sales engineer

—Lisa: New employee who is excited to shake up how things are done at Prolutions; a digital native who wants to energize her fellow employees in a positive way; enjoys a team approach

—Jimmy: mid-career employee who acts as a bridge between the older, "set in their ways" employees and the younger, "let's try everyhing" crowd; sees the benefits of both sides

## **STRATEGY**

If the employee has reservations about working in a new way (agile), we need to design something that will allow them to try that style of working in a fun way, maybe change their minds a little with a positive experience.

If the employee is excited about working agile, we need to design an experience that teaches them how to use it effectively while helping them learn how to be sympathetic to their coworkers who might struggle or be more resistant to an agile workflow.

If the employee is curious about agile but not convinced one way or the other that it's the best workflow, we need to design an experience that will allow them to try it out.

If the employee is team-oriented, we need to design an experience that will allow them to enjoy collaborating with their coworkers.

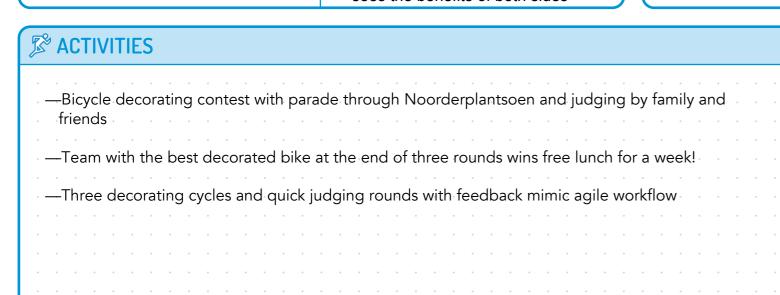
If an employee prefers working individually, we need to design an experience that helps them maintain a sense of autonomy while working as part of a group.

	⊗ ENVIRONMEN	NT	○ LOCATION
<	Physical  Bicycles and materials for decorating them  Places for spectators to sit  Social  —Cooperative  —Excited  —Active  —Silly	Virtual  Not applicable  Cultural  —Different age groups and perspectives  —Informal	Noorderplantsoen city park in Groningen  Meet at the pavilion; we will ride bikes around the park, beginning and ending at the pavilion
	⊘ CONSTRAINTS		₹ RESOURCES
	—Space to gather and spend the day without too many distractions		—Medium budget

-Prolutions employees

—Family and friends to cheer on/judge

-LX designer



**PROCESS** 

Welcome and introduction > What you will do and why you should care (15 mins)

—Limited time: activity must fit into

one Saturday

Round 1: Initial decorating phase (1 hour) > Parade of decorated bikes for judges (5 mins) > Judging and feedback (30 mins)

Round 2: Revision of bike decorations (1 hour) > Parade of decorated bikes for judges (5 mins) > Judging and feedback (30 mins)

LUNCH

Round 3: Final revision of bike decorations (1 hour) > Final parade of decorated bikes (5 mins) > Final judging and feedback (30 mins)

Award presentation and reflection on experience (1 hour)

