

Effective Retrospectives

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Axiom 1

Knowledge workers

Axiom 2
Teamwork

Maximize knowledge
and collaboration

ret·ro·spec·tive:

(Latin) “look back”, looking back
at events that have taken place

Effective
retrospectives?

Goals for retrospectives

- Participation
- Actions
- Support evolving team

Keys to effective retrospectives

1. Facilitation

2. Framing

3. Structure

Facilitation

Facilitation

Use an
external facilitator

Facilitation

Work with energy
and dynamics

Facilitation

Prepare

Framing

Framing

Modify retrospective
according to purpose

Framing

Define the goal
and an agenda

Framing

Have a clear
beginning and ending

“Regardless of what we discover, we understand and truly believe that everyone did the best job they could, given what they knew at the time, their skills and abilities, the resources available, and the situation at hand.”

Framing

Make it safe to
participate

Framing

Learn from the
retrospective

Framing

Activity:
Weather Report

Structure

Structure

Structure lets
everyone participate

What happened?

Why did it happen?
How do we feel about
it?

What should we do?

Structure

1. Share context

2. Diverge

3. Converge

Keys to effective retrospectives

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Effective retrospectives
build effective teams