



When the VP is a Scrum Master, You Hit the Ground Running

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Before sprinting



**On your mark,
Get set
Go**



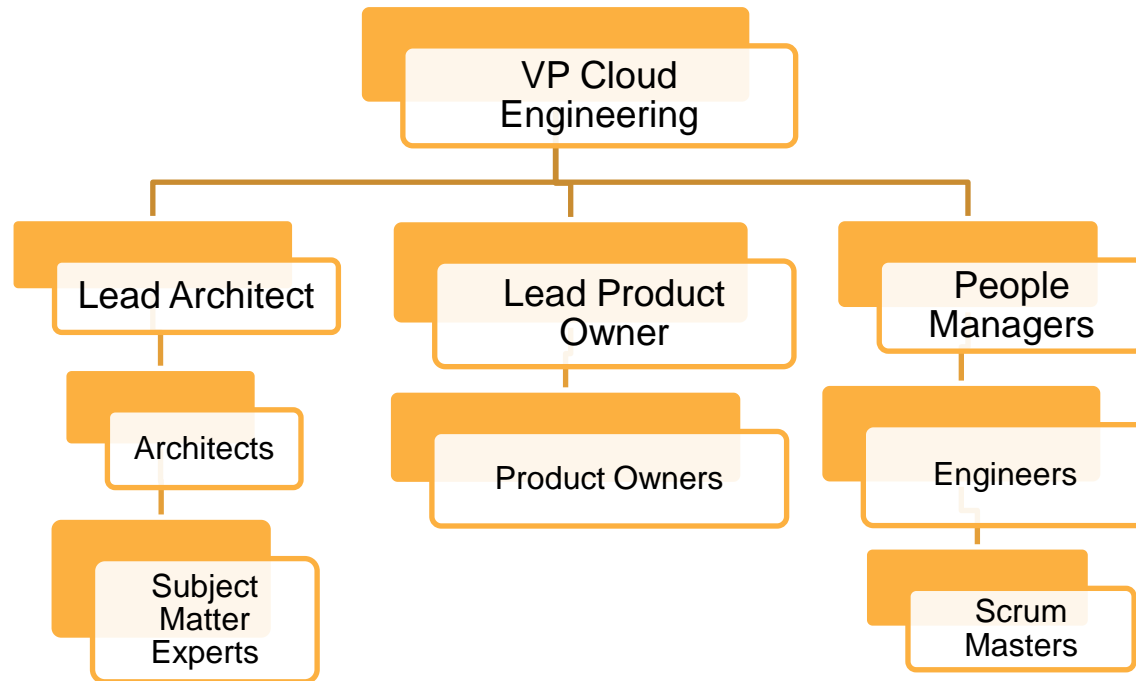
On your mark, get set, go

Got executive sponsorship



On your mark, get set, go

Created a top-down Scrum organization



On your mark, get set, go

Trained management



On your mark, get set, go

- Buy-in from multiple levels of management
- Organizational structure based on Scrum roles
- Training

Why it worked

Why it worked

Experienced workforce receptive to change



Why it worked

Started fresh



Why it worked

Coaching



Why it worked

Coordination



Why it worked

Luxury of time



Why it worked

- Mature workforce
- Good timing
- Fresh start
- A great coach
- Cross-team coordination
- Schedule flexibility

What we learned

What we learned

Allow time for attitude adjustment



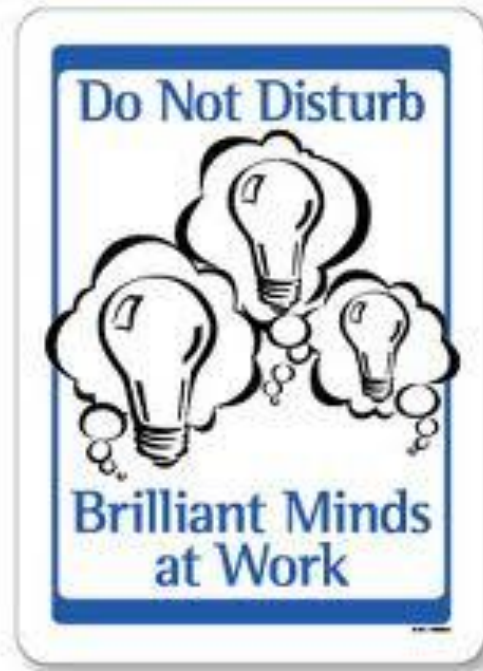
What we learned

Everyone needs support



What we learned

Manage drive-bys



What we learned

Watch for (un)caged birds



What we learned

Formal training for everyone



What we learned

More emphasis on story grooming



What we learned

Don't tinker with scrum*



*if you don't have to

What we learned

- Give people time and support
- Coach people through culture change
- Provide training in Scrum and advanced topics
- Decide where to compromise then address gaps

After the first lap

The VP doesn't have to be a
Scrum Master,



but it might help.

Questions?