

- 1. Why this sprint is valuable
- 2. What product backlog items can be Done to address this Why, and
- 3. How the work will get done as collaborative effort.

**1** Why is our upcoming sprint valuable?



+/- 10 minutes

- PO Team expresses their wishes towards the teams (focus)
- Q&A Round (brief):
  - Answer questions on announced wishes
  - Information that might change PO Team's ideas?
  - Any other pertinent information required for this sprint?



**2** Get an understanding of your available capacity for new work

+/- 20 minutes

**Teams meet independently and determine:**

Capacity for next sprint, taking into account:

- Definition of done
- Any vacation, training, non-scrum meetings or events... ? Check personal calendars + [team calendar](#)
- Based on the accomplishments of past iterations, what is reasonable safe to take into account for this sprint?
- What's already on the plate? Tugboat items, issues to solve, improvements to do (ex: retrospective actions)...

Understanding the PO Team's wish, have glance at "urgent outside deliverable focus" items

- See which ones can get "done" in upcoming sprint?
  - Items selected should be "done" by the end of the sprint
  - Split larger ones in smaller pieces where appropriate, add "newly created" icon

[Urgen](#) →  
[Items](#)  
[frame](#)

Factor in  
Holiday on  
August 7th  
(and 4th for  
some people)

# Coordination and Communication Improvements through effective routines



# VECIMA

Kerry Hjertaas  
Development Product Owner – Commercial Video  
Sept 27, 2023

# A bit about Kerry Hjertaas

- From Saskatoon, Saskatchewan, Canada
- 17.5 years at Vecima
  - 15 years dev/team lead
  - 2 years SM
  - 6 months PO
- Led initial LeSS adoption at Vecima
- 3 more product groups within Vecima have implemented LeSS because of our success with Commercial Video.



# What is Vecima?

Let's provide some  
context!

# What does Vecima do?

Vecima is primarily a hardware company. Designs and manufactures Cable TV and Internet delivery appliances.

This is Vecima hardware running Vecima software.

Focus is on internet delivery over Remote-PHY and PON, and Commercial Video via solutions for installation within Hotels, Hospitals, Universities and other similar facilities.



## What is Commercial Video Product Group?

- Group of development teams responsible for Vecima's commercial video products.
- Started as a single team in 2020 after the company's pivot to scrum.
- Grew to four teams in 2021.
- Back down to two teams since early 2023

- All team members currently in Saskatoon.
- Everyone working mostly from home since COVID and happy that way!
- In person gatherings of the whole team every two or three months

# Coordination tools used by Commercial Video Teams

Tool	What it is used for:
 Excel	Product Backlog, metrics, tracking customer engagements
 miro	Short-term view of backlog, Refinement, Sprint Planning, Continuous Improvement Community, end of sprint report
 JIRA	Team sprint backlog, Worklogs, Bug tracking
 Confluence	Meeting notes, Longer-lived documentation, Automated Test Reporting
 Mattermost	Instant-messaging, Automated test status notifications
 zoom	All remote meetings. <ul style="list-style-type: none"><li>• Captions very useful for English as Second Language team members!</li></ul>



Meetings have  
agendas and  
timeboxes



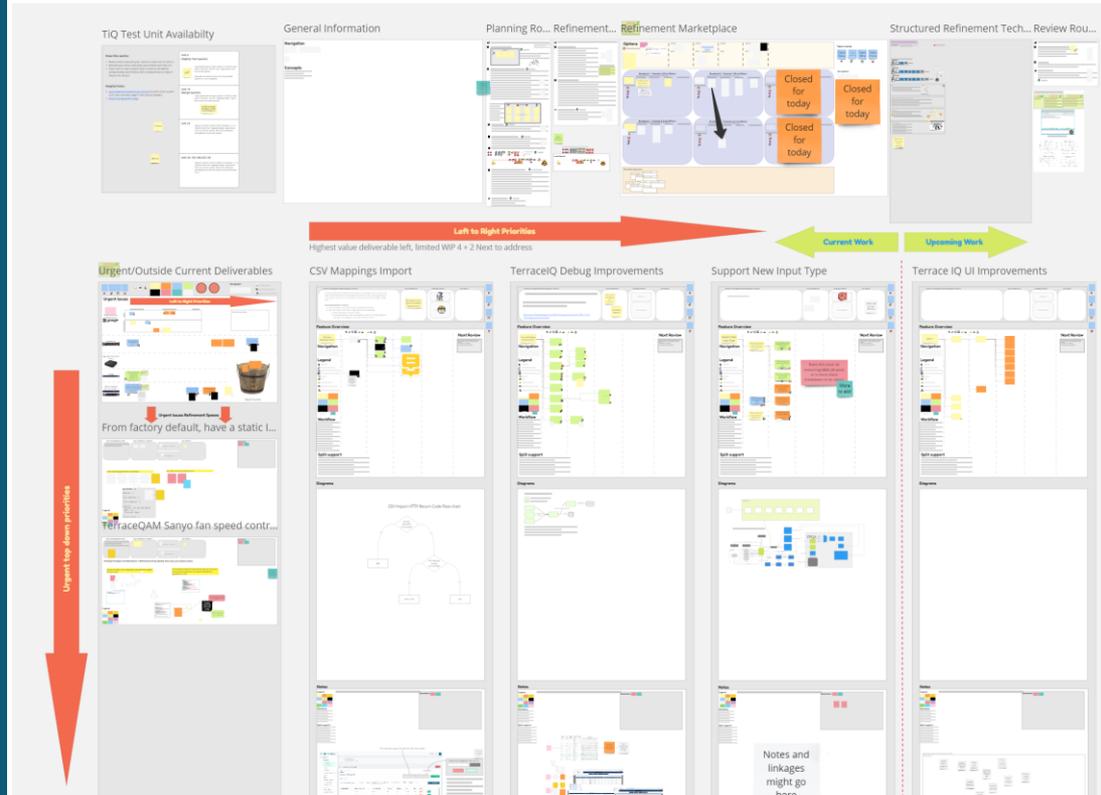
Meetings have  
facilitators and  
discussion is  
kept on topic



Meetings have  
the correct  
audience or  
attendees

# Coordination and Collaboration Routines

How Commercial Video Teams work together



# Multi-Team Board Overview



1. Planning and Refinement Routines
2. Refinement Marketplace
3. Structured Refinement Techniques
4. Urgent items (not part of deliverables)
5. Urgent items refinement
6. Deliverables Descriptions
7. Deliverables Backlog Items
8. Deliverables Refinement Material

# Refinement routine

1. Refinement Routine
2. Refinement Marketplace
3. Refinement Areas



# Pre-Refinement

 Design solutions to problems and with the acquired insights split items up into small enough pieces teams can get to "done" in a single sprint. Getting ready to plan & deliver valuable pieces of the puzzle.

## 1 Prepare the refinement to come

Who? SM representatives, PO Team representatives, Leading Team representatives

- Clean up "refinement marketplace" and "refinement options" spaces.
- Review bugs in [JIRA](#) to see if something must be added in the "urgent" space.
- Check "urgent" space to see if there are items there that potentially need refinement. Copy-paste the ones that do in "Refinement Options" space.
- Check "deliverable" list left-to-right to see if there are items there that potentially need refinement. Copy-paste the ones that do in "Refinement Options" space.
- Check product backlog xls sheet for items marked as "to be refined" and adjust options if needed.
- Group items into breakout rooms on the refinement marketplace
- Add link to refinement space for each item listed, on the sticky itself. (one refinement space per deliverable, one for each different urgent item)
- Identify what we aim to achieve during the refinement (high level, ready to work on next sprint, reduce risk...)
- Identify any stakeholders that need to be in the room (Devs, CAES, Sales, Sales Engineering, Customers...)
- Send out communication template in mattermost
- Ensure that the feature description and acceptance criteria has been written as well as the other header fields for the feature (Leading team, targeted customer).
- If the deliverable is likely to finish soon, check with leading team on the topic if the work that is encompassed there is going to meet the DoD or if it needs more refinement

Leading team only:

- identify suggested refinement practice & interaction patterns.
- prepare refinement space to have an effective session (templates, work methods...)



### Communication Template

@here Refinement marketplace for tomorrow is setup.  
Link: <https://miro.com/app/board/uXlVP88wKZ0=?moveToWidget=34587645405355246888&cot=14>

\* If you think something should be refined tomorrow and isn't there, please add it and reply here.  
\* If you think someone in particular should be present, please add them to the board, and forward the invite for refinement tomorrow to them.  
\* If you're interested in being a driver/navigator for refinement, you should identify yourself on the board.

- 10 minutes, occurs weekly
- SM, PO, Team representatives meet before refinement each week
- Determine what needs refining this week, and set up refinement marketplace
- Ensure someone is going to prep a space on the board to refine each item

# Refinement Marketplace

Refinement Marketplace

### Options

Urgent outside deliverable focus

API sometimes times out communicating to MPT's Mapper  
YSDV-6136

Improve Config Import error messaging  
YSDV-6135

Change GCD to be used in the new product  
YSDV-6136

Deliverable? Support New Input Type  
Item(s)?

Deliverable? CSV Mappings Import  
Item(s)?

Deliverable? Check against DOD for deliverable?

Deliverable? new feature Z?  
Item(s)?

Deliverable? Some customers will eventually want this

Add feature Z to product x vs create new module for product x to support feature Z?

#### Breakout 1 - Timeslot 1 (First 30min)

\* connect slides from left to right using arrow or line connectors so its clear what belongs where

Item(s) to refine today: Lab Video Server info session - adding content (jeff)

Teams involved in the past: [Icons]

To which level to refine? Info session to better prepare the team to fix things if test infrastructure fails

Who must be there? Jeff

Patterns to use in refinement? NOTE: will be recorded and put on confluence later.

#### Breakout 2 - Timeslot 1 (First 30min)

\* connect slides from left to right using arrow or line connectors so its clear what belongs where

Item(s) to refine today: New Input Type

Teams involved in the past: [Icons]

To which level to refine? Understand client/server interactions

Who must be there? Trevor, Sean

Patterns to use in refinement? Create sequence diagram, Breakdown work as needed, Sequence Diagrams

#### Breakout 1 - Timeslot 2 (Last 30min)

\* connect slides from left to right using arrow or line connectors so its clear what belongs where

Item(s) to refine today: upgrade yocto to Kirkstone

Teams involved in the past: [Icons]

To which level to refine? Review repos which require changes

Who must be there? Steven

Patterns to use in refinement? Determine how much of our codebase will be impacted, Determine approximate effort required.

#### Breakout 2 - Timeslot 2 (Last 30min)

\* connect slides from left to right using arrow or line connectors so its clear what belongs where

Item(s) to refine today: deliverable sticky with link to refinement space

Teams involved in the past: [Icons]

To which level to refine? [Blank]

Who must be there? continuing

Patterns to use in refinement? [Blank]

- Options are prepared ahead of time (PO or team members) or at pre-refinement.
- Refinement marketplace is the agenda for next refinement meeting!

# Refinement

## 2 Running the refinement session itself

### Opening:

- Has everyone had an opportunity to check what is planned for today, anything that is there that should not be refined today? Anything that is not there that we should refine today?
  - Adjust marketplace accordingly
  - PO Team has final decision on what to refine or not refine
- 2 minute introduction to each breakout session & what is expected (preferably done by Leading Team or PO Team representatives)
- GO! Open up the breakout rooms.

### Refinement in breakout sessions:

- Leading Team representative:
  - Check if all attending understand the topic at hand, if not provide a brief introduction.
  - Check if all attending understand the refinement practice you want to use for this session, if not provide a brief introduction.
  - Repeat or state what the purpose of today's refinement is, where do we want to get to?
- All involved:
  - Actively participate in sharing idea's or learn about the topic at hand.
  - Help to make sure all information discussed is captured (preferably in a structured way)
- 5-10 minutes before the end:
  - Go back to the relevant "deliverable" overview space and see how and if the items discussed need to be split or not.
    - Add items into the tree and add "new" icon (👉) to them
    - Colour the items appropriately (yellow: needs further refinement, can not be tackled in a single sprint / dark orange: small enough to easily get done in a single sprint)
  - Go to the mini-retrospective space and leave some comments or tips/tricks to make next refinement more valuable and pleasant.



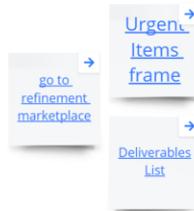
## Post refinement administration



+/- 15 minutes

### Product Owner and Scrum Masters meet to:

- Add new items into the [backlog spreadsheet](#) (remove items splitted into smaller ones)
- Estimate the new items using the estimation matrix and add the numbers in the spreadsheet.
- Remove the "new" icon from the items on the Miro board.
- Review the mini retrospective items and check if a new experiment should be initiated or not.
- Check urgent items and estimate anything unestimated. Anything more than 8 story points should be changed to a deliverable

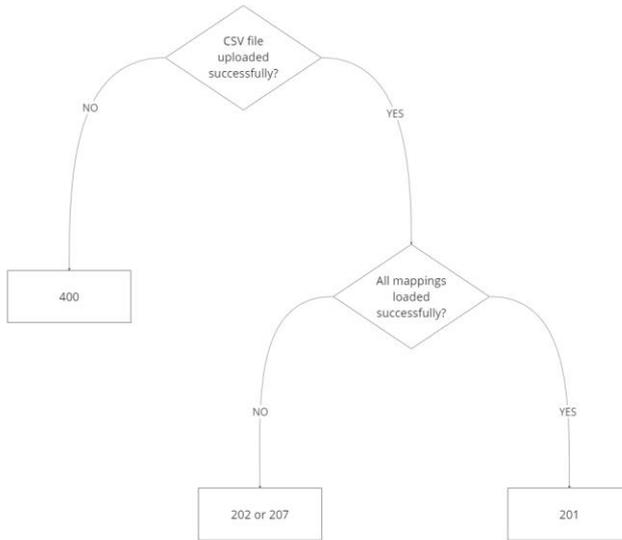


- 1 hour, Occurs weekly
  - Material will be prepared outside of this by leading teams.
- Review marketplace info; discuss briefly.
- Opportunity to bring up new topics that may have come up since prep.

# Refinement (examples)

## Diagrams

CSV Import HTTP Return Code Flow chart



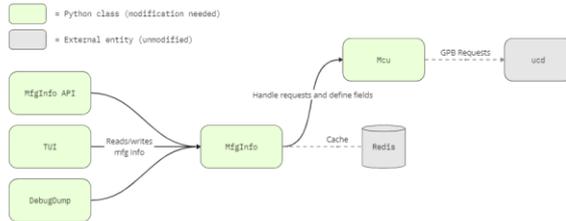
Refinement:

- Create diagrams

# Refinement (examples)

## Diagrams

### Manufacturing Info Refactor Proposal



#### Overall Design

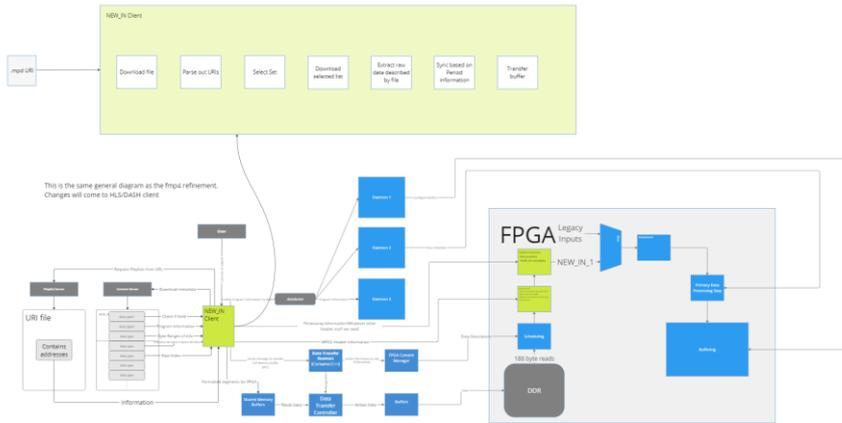
- MfgInfo will make calls to the Mcu class on boot to get the manufacturing info and then store the results in Redis.
  - The manufacturing info field names can be retrieved from the Mcu class as well.
    - This should be retried 3 (3) times if the data looks invalid.
- Anyone who wants to read/write manufacturing info should use the MfgInfo class.
- Read requests to MfgInfo will get the information stored in Redis instead of querying Mcu again.
- Write requests to MfgInfo will forward the request to Mcu and then update Redis with the new info.

## Refinement:

- Create diagrams

# Refinement (examples)

## Diagrams



- Refinement:
  - Create diagrams

# Refinement (examples)

## Notes

Keep things relevant (scratch things not relevant, use colours, use connections where appropriate...)

### Legend

- Yellow: New
- Green: Existing
- Red: Deleted
- Blue: Disabled
- Grey: Hidden
- Black: Deleted
- White: Hidden

### Workflow

- 1. Select a mapping to edit
- 2. Click on the mapping to edit
- 3. Select the mapping to edit
- 4. Select the mapping to edit
- 5. Select the mapping to edit
- 6. Select the mapping to edit
- 7. Select the mapping to edit
- 8. Select the mapping to edit
- 9. Select the mapping to edit
- 10. Select the mapping to edit

### Split support

Has a split support

- 1. Split support
- 2. Split support
- 3. Split support
- 4. Split support
- 5. Split support
- 6. Split support
- 7. Split support
- 8. Split support
- 9. Split support
- 10. Split support

### Questions

- 1. Question
- 2. Question
- 3. Question
- 4. Question
- 5. Question
- 6. Question
- 7. Question
- 8. Question
- 9. Question
- 10. Question

## Refinement:

- Create diagrams
- UI Mockups

This will just export the file directly. No modal.

Input Stream ID	Destination IP Address	Source IP Address	UDP Port	Interface	Type	Status	Actions
1	232.21.5.1	10.0.101.2	5001	Gbe1	Multicast	✓	[Stop] [Refresh] [Edit] [Delete]
2	232.21.5.6	10.0.101.2	5006	Gbe1	Multicast	✓	[Stop] [Refresh] [Edit] [Delete]
3	232.21.5.7	10.0.101.2	5007	Gbe1	Multicast	✓	[Stop] [Refresh] [Edit] [Delete]
4	232.21.5.7	10.0.101.2	5040	Gbe1	Multicast	✓	[Stop] [Refresh] [Edit] [Delete]
5	232.21.7.17	10.0.101.2	7017	Gbe1	Multicast	✓	[Stop] [Refresh] [Edit] [Delete]
6	192.168.1.1	10.0.101.1	8080	Phys	Unicast	✓	[Stop] [Refresh] [Edit] [Delete]

Could maybe do a drag and drop as well, if possible

### Import UDP Mappings From CSV File

Name of selected file:

Buttons: [Cancel] [Import]

- Options for writing new imported mappings:
1. Wipe all old mappings and just import the new ones
    - I.e. A complete override.
    - We would need to warn the user that the old mappings will be deleted.
    - Seems like a good MVP option since this is what the config import currently does.
  2. Leave existing mappings and append the new ones
    - What do we do with conflicts? Throw an error or overwrite? This complicates things.

# Refinement (examples)

## Notes

### Legend



### Workflow

Workflow description text.

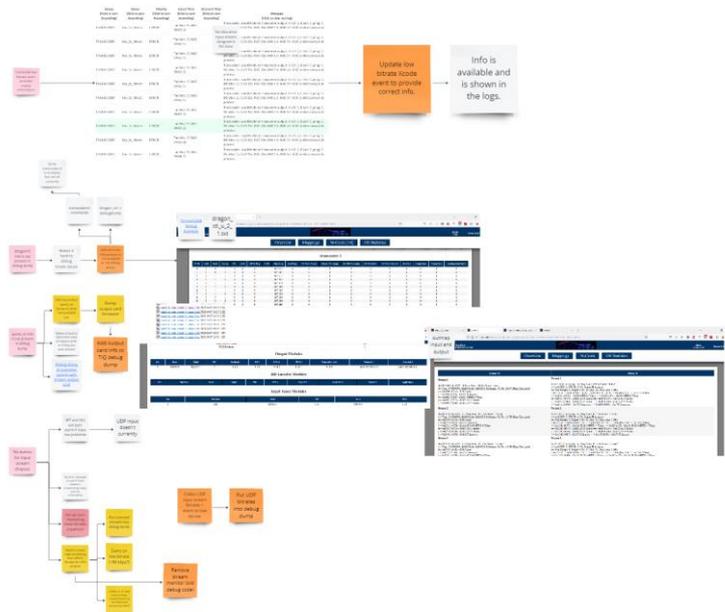
### Split support

Split support description text.

Keep things relevant (scratch things not relevant, use colours, use connections where appropriate...)

### Questions

Questions text.



## Refinement:

- Create diagrams
- UI Mockups
- Flowcharts/other notes

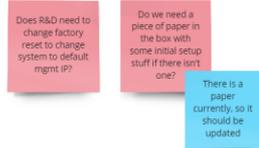
# Refinement (examples)

Rep from Manufacturing Participated in session

Is this something production can handle?



Does R&D need to contribute here?



```
qam_blocks: []
---
mappings: []
---
input_mappings: []
---
output_mappings: []
---
networks:
- Address: 192.168.100.100/24
  DHCP: 'no'
  Interface: Gbe4
---
network_routes: []
```

Do we need to add / update a piece of paper that is in the box?

Jack (Production) will check if we put anything in right now.

## legend

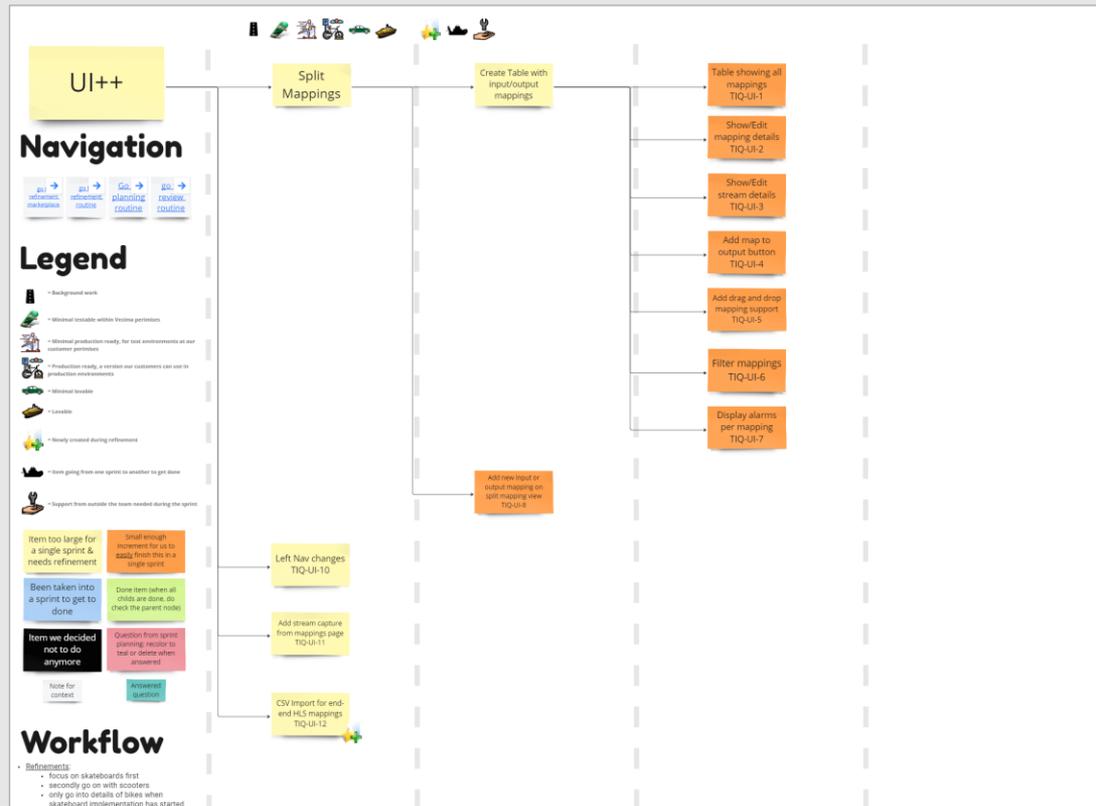


Refinement:

- Create diagrams
- UI Mockups
- Flowcharts/other notes
- Develop high level understanding with off-team stakeholders

# Refinement (examples)

## Feature Overview



## Refinement:

- Create diagrams
- UI Mockups
- Flowcharts/other notes
- Develop high level understanding with off-team stakeholders
- Create and split backlog items

## Before:

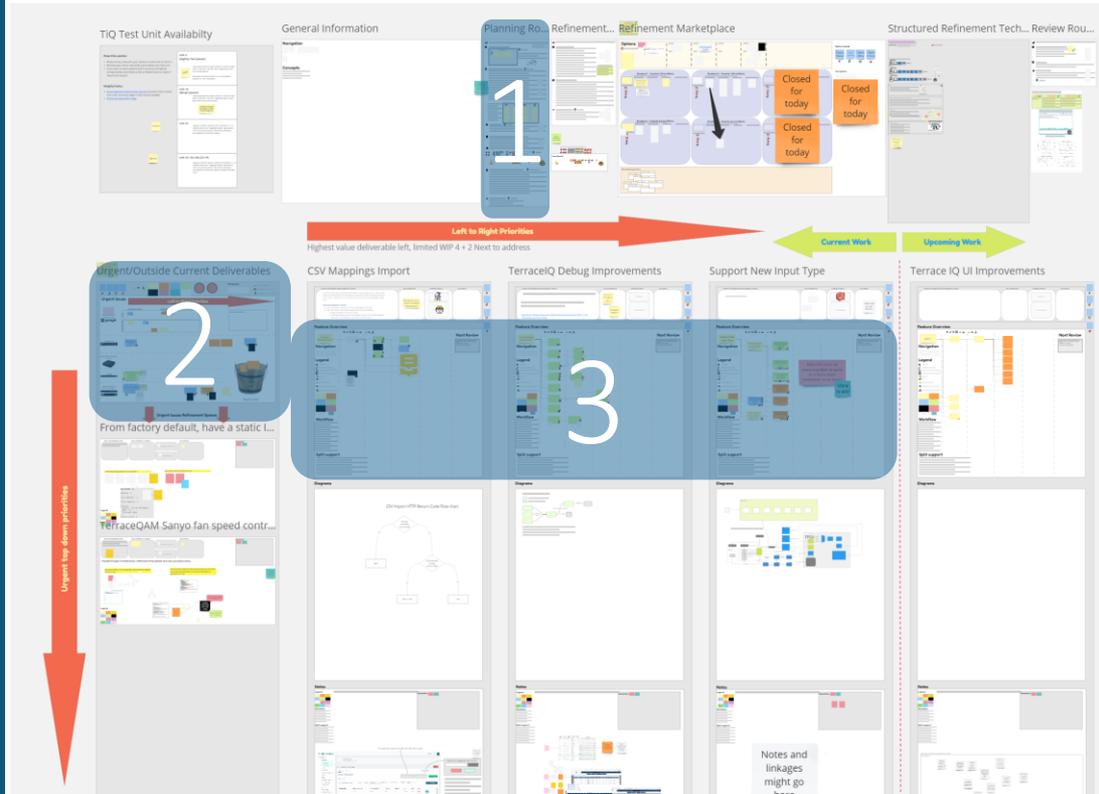
- Cross-team collaboration on upcoming work was difficult
- Refinement generally consisted of creating Jira tickets to encompass work.
- Many of these would never get worked on or were lacking context so people didn't remember what they were when it came time to work on them.

## Now:

- Structure encourages cross-team learning
- Structure allows stakeholders to participate effectively
- Different teams are able to work on the same deliverable
- Context is in the same place as the work to be done

# Planning Routine

1. Planning Routine
2. Urgent Items
3. Backlog Items in Deliverables



# Planning Routine – PO Wishes

Planning Routine



Define the next step forward in delivering customer value & design how to collaborate to make it happen.

1

Why is our upcoming sprint valuable?

Purpose: of sprint planning

To have a common understanding amongst all team members about

1. Why this sprint is valuable
2. What product backlog items can be Done to address this Why, and
3. How the work will get done as collaborative effort.



+/- 10 minutes



- PO Team expresses their wishes towards the teams (focus)
- Q&A Round (brief):
  - Answer questions on announced wishes
  - Information that might change PO Team's ideas?
  - Any other pertinent information required for this sprint?



- Review PO wishes (highest value outcomes this sprint), opportunity for team to ask questions.
- Ensures everyone on the team is aligned on the focus for the upcoming sprint.

# Planning Routine – Pre-Planning

**2** Get an understanding of your available capacity for new work  +/- 20 minutes

**Teams meet independently and determine:**

Capacity for next sprint, taking into account:

- Definition of done
- Any vacation, training, non-scrum meetings or events... ? Check personal calendars + [team calendar](#)
- Based on the accomplishments of past iterations, what is reasonable safe to take into account for this sprint?
- What's already on the plate? Tugboat items, issues to solve, improvements to do (ex: retrospective actions)...

Understanding the PO Team's wish, have glance at "urgent outside deliverable focus" items

- See which ones can get "done" in upcoming sprint?
  - Items selected should be "done" by the end of the sprint
    - Split larger ones in smaller pieces where appropriate, add "newly created" icon
    - Recolour stickies where appropriate (yellow/dark orange)
  - Recolour the sticky of items been taken into the sprint to blue & add team icon
- Identify if you need help from outside the team during the sprint to get the item done where appropriate
- Questions? Post them on the thing you're wondering about using "red" stickies

[Urgent Items frame](#)

Understanding the PO Team's wish, go left-to-right "deliverables" list

- See which items can get "done" in upcoming sprint?
  - Items selected should be "done" by the end of the sprint
    - Split larger ones in smaller pieces where appropriate, add "newly created" icon
    - Recolour stickies where appropriate (yellow/dark orange)
  - Recolour the sticky of items been taken into the sprint to blue & add team icon
- Identify if you need help from outside the team during the sprint to get the item done where appropriate
- Question? Post them where they belong using "red" stickies

[Deliverables List](#)

Stop when you have enough work for the team to collaborate on during the sprint and feel confident you can get it all "done".

Write up a sprint focus (may become sprint goal, might just inform the sprint goal) for your team on a sticky and put it in the Sprint Focus box to the right below the team icon

Write up things your team is likely going to be able to demo at the sprint review.

Once we converge back into one meeting room, the PO team will review the sprint focus and demo ideas with the teams before moving onto reviewing specific backlog items.



- Split into breakout rooms for individual teams.
- Each team determines capacity for next sprint
- Each team claims items in the urgent items section of the board (by putting team icon on the sticky)
- Each team picks items from deliverables, moving from left to right until they've hit their capacity for the sprint.
- Each team fills out individual sprint focus

# Planning Routine – Planning 1

Write up a sprint focus (may become sprint goal, might just inform the sprint goal) for your team on a sticky and put it in the Sprint Focus box to the right below the team icon

Write up things your team is likely going to be able to demo at the sprint review.

Once we converge back into one meeting room, the PO team will review the sprint focus and demo ideas with the teams before moving onto reviewing specific backlog items.



## 3 Urgent items - Review +/- 5 minutes

- Go to urgent items frame.
- Address open questions, red stickies.
- Check if all real urgent work has been picked up by a team, if not discuss.
- Check if urgent work is not pinpointed to a single team and somewhat distributed.
- Go over "support" needs and clarify + ask for commitment of all involved it can get done in the sprint.

[Urgent Items frame](#)

- Close breakout rooms, everyone back in main room
- PO Reviews sprint focus for each team, asks questions if needed
- Next, PO Reviews Urgent Items with the teams.

# Planning Routine – Planning 1 – Urgent Items Review

1. PO reviews urgent items with teams
2. If things that need to be done this sprint are unclaimed, determine which team will take those items and any tradeoffs needed
3. Negotiation may result in some items being pushed out until next sprint.



Change Factory reset (without preserving network settings) to change Management port IP address to 192.168.100.100 with no gateway  
SUS-20230328-1  
Refinement Area

Review logs relating to Slowness of output mappings on TIQ (make gauge tests randomly fail)  
SUS-20230328-2

Rewrite MPTS Mapper to use FPGA mmap instead of fpgad  
SUS-20230328-3

Team claim marker

Completed Item  
(this would be removed before planning)

High Split Converter (HSC)



Create new TC600E releases with eCM 4.5.0.8  
TC600E-SUS-3

System Release ✓  
eCM 4.5.0.8  
New release for TC600E-SUS-3  
SUS-20230328-3

7.12.9 release is for systems with no cable modem, so script causes continuous console spam on the serial port, making it unusable. Other release branches should keep the script.

TC600E



Create 7.12.9 TerraceQAM Release which no longer triggers Ryan's new "check if the certs on the modem are wrong" script.  
SUS-20230328-2

System Release ✓  
7.12.9 release is for systems with no cable modem, so script causes continuous console spam on the serial port, making it unusable. Other release branches should keep the script.

Other Products (IVC, TQ, TC600 ...)



# Planning Routine – Planning 1 – Deliverable Review

Left-to-Right, Deliverable by Deliverable - Review

 +/- 15 minutes

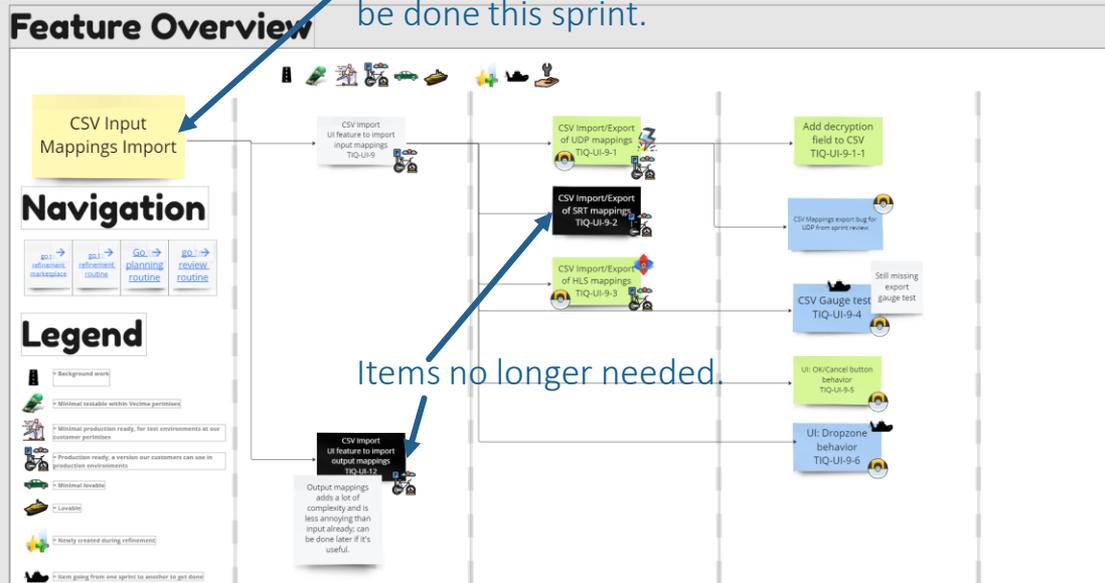
- Go to deliverable list and start at the top.
- Address open questions, red stickies.
- Check if more teams can collaborate to get dark orange stickies done within the sprint
- Check if there are at least 2 teams collaborating to get the entire deliverable done in the (near) future
- Check "support" needs and clarify + ask for commitment of all involved it can get done in the sprint
- Discuss shortly (2-3 minutes) what do we expect to see at review? What do we expect to have learned?
- Note the expectation for review down in the **Next Review** area

[Deliverables List](#)

We would expect this deliverable to be done this sprint.

Items no longer needed

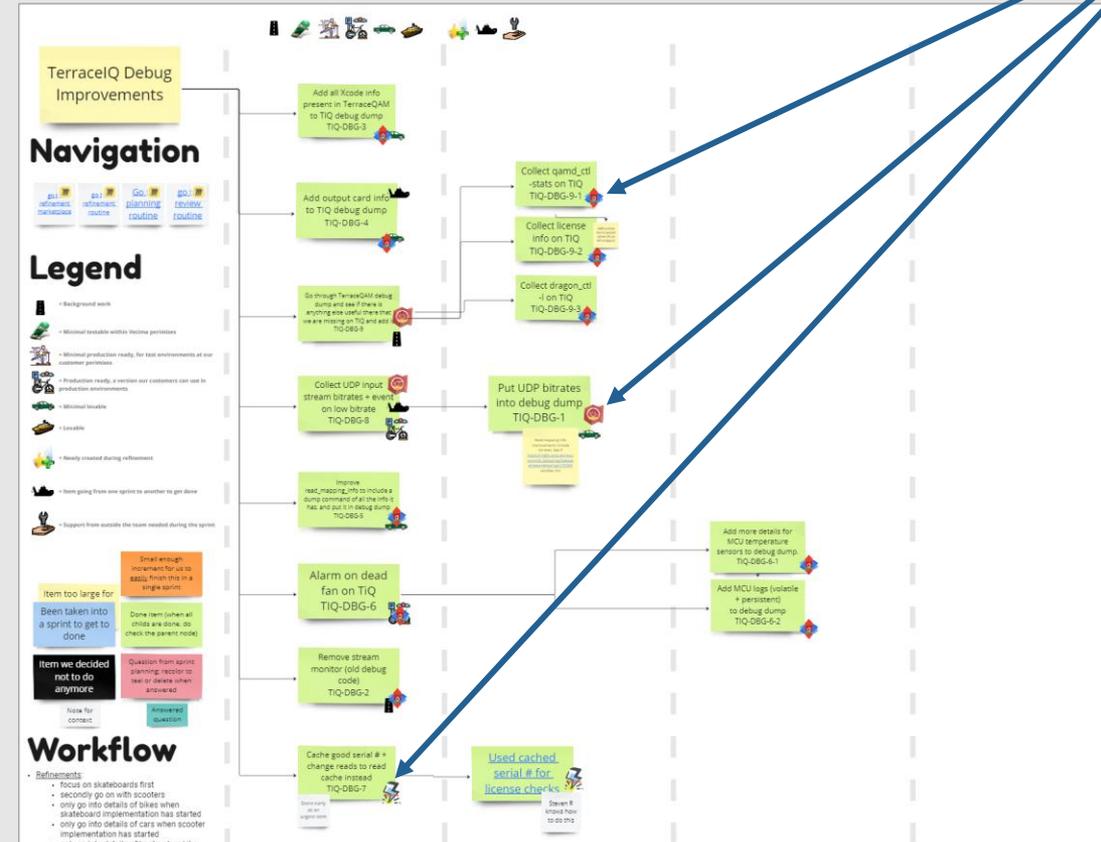
- Same as urgent items, PO reviews with teams and may negotiate with teams on tradeoffs to get more urgent items done sooner if needed.



# Example - Complete Deliverable

- Note that several teams completed items for this deliverable.
- A completed deliverable would be moved out of the backlog area, and the refinement space archived on another miro board.

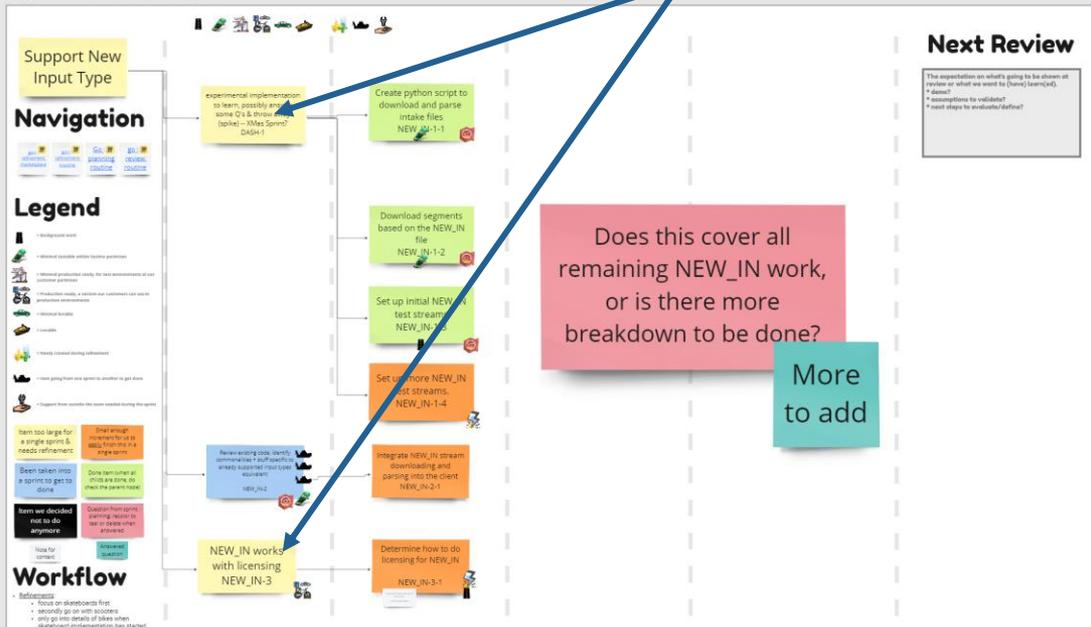
## Feature Overview



# Example - Not fully refined deliverable

Additional refinement needed

## Feature Overview



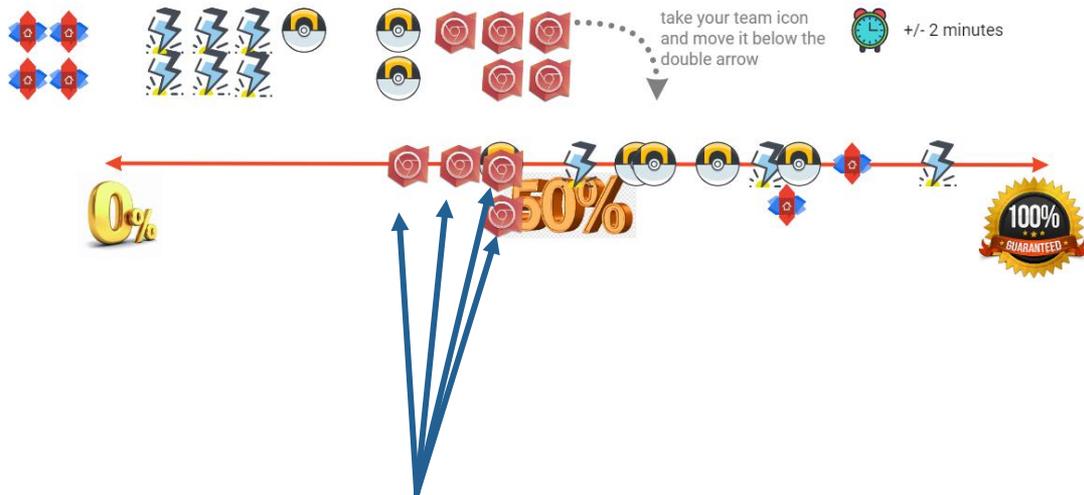
- Shows how board can be used to communicate the state of refinement

- Some early work here has been done, some is ready to do, but more breakdown is needed to cover all the work for this deliverable.

# Planning Routine – Planning 1

## Wrap up

- 5 How likely do you feel it is that all selected blue items your team has taken on will turn green by the end of the sprint?



Low confidence from Prime Team

- Team members do a quick vote on this timeline.
- This is mostly just for fun, but can occasionally be a reality check if we're seeing some low success outliers.
- May provoke some discussion and change if confidence is low.

# Planning Routine – Planning 2

## 6 Teams design how to collaborate to get their items to "done"



+/- 30 up to 120 minutes

Teams Meet Independently (or as a group of teams with cross-team coordination requirements) and:

- When appropriate, duplicate the item from the Miro board into [JIRA](#) and create cross links to both in order to be able to follow up on complete item completion
  - Add URL to JIRA on sticky in Miro
  - Add URL to Miro in JIRA ticket
- If multiple teams are working together, determine how to effectively split work on items involving both teams, and how coordination will happen between the two teams during the sprint.
- Create tasks in [JIRA](#) based on how the team wants to accomplish the backlog items they have selected for the sprint. (or you might want to experiment having tasks & other relevant information on a team based Miro board and do not hesitate to keep working from within the refinement space where the item is part of)
- Estimate the required work in whatever way the team is comfortable with.
- Determine what the team thinks it can accomplish during the sprint.  
Use the following to prioritize work if unsure:
  - Anything the PO specifically highlighted as urgent
  - Any ongoing bugfixes or incomplete functionality from previous sprints.
  - New issues selected during pre-planning or Planning 1, with an emphasis on completing entire issues rather than partially doing several (Stop Starting, Start Finishing)
- Go back to the multi-team board, and remove the team icon and recolour sticky from any new items the team had selected earlier that won't be able to be done this sprint.
- Inform the PO of any items that were not taken on, and that your team has started their sprint.

## Jira sprint backlog

Ultra Sprint 98 Switch sprint

5 days remaining Complete sprint Agile Poker Board

QUICK FILTERS: Only My Issues WVC TCK00E HSC Bugs Recently Updated

TO DO	IN PROGRESS	IN REVIEW	IN TEST	DONE
<ul style="list-style-type: none"><li>VS0V-6205</li><li>VS0V-6206</li></ul>	<ul style="list-style-type: none"><li>VS0V-6201</li><li>VS0V-6202</li></ul>	<ul style="list-style-type: none"><li>VS0V-6172</li></ul>		
<ul style="list-style-type: none"><li>VS0V-6207</li></ul>	<ul style="list-style-type: none"><li>VS0V-6203</li></ul>	<ul style="list-style-type: none"><li>VS0V-6204</li></ul>		
<ul style="list-style-type: none"><li>VS0V-6208</li></ul>				

- Split into breakout rooms
- Each team creates Jira items for the work they are doing this sprint. This will often involve further breakdown into tasks.
- Teams also do their own relative estimation of the work once they break it down for the upcoming sprint and may adjust their plan. If a large change is needed, they will discuss with PO.

# Planning Routine – After planning



## Sprint rollover administration



+/- 15 minutes

Product Owner and Scrum Masters meet to:

- Mark any done items as done in the [backlog spreadsheet](#)
- Move any new items taken on by the teams into current sprint in the backlog
- Update metrics based on end of sprint/start of new sprint info
- Update external facing roadmap and disseminate it to stakeholders

- PO with assistance from SMs.
- Take results of sprint review and planning into the backlog spreadsheet.
- Produce an updated Roadmap and disseminate to stakeholders.

## Before:

- Devs often didn't know what other teams were working on
- Cross-team collaboration on same deliverable in same sprint was difficult.
- Didn't always close the loop back to PO of which work the team decided they could take on.

## Now:

- Improved consideration of team capacity, factoring in vacation, stat holidays, etc...
- Better communication between PO and dev teams; improved ability to make tradeoffs if needed.
- Improved communication with stakeholders

## Daily Scrum Routine

- Added a few minutes of extra time at the end of the daily scrum to do **group code review**.
- Code is reviewed earlier, and developers like the practice.
- This is a practice that is *more effective* in a remote setting than in person.



Image Credit: Sam Falco  
"Going Beyond Three Questions with the Daily Scrum"  
<https://www.scrum.org/resources/blog/going-beyond-three-questions-daily-scrum>

# Cross-team Meeting Example

## Attendees:

- Developers
- Scrum Masters
- Product Owner
- Product Line Manager

22 Jun 2023

Announcements:

- Kerry will be at HITEC in Toronto next week; expect less timely responses than usual, but should still be able to answer eventually. May be able to make it to some meetings. *Have team members will likely get faster responses that way if there is something urgent.*

additional actions there?

- g Python (Zuul, nightly tests, gauge)
- Holiday next week
- ending this meeting

Production wants their COOL boards/systems back that we used for the clock chip integration in November last year.

- Any reason to hold onto them now?
  - Nah let them have them back
- Anyone know where these systems are? Jack thinks they're in the server room, is that the case?
  - Some are in the server room, telling Jack to follow

Open Floor

Sales Update:

- [redacted] for [redacted] units of TerracelQ.
  - Had a very productive call with their tech [redacted] yesterday afternoon showing him some of the features of the system he wasn't aware of.
- Very good [redacted] call yesterday discussing [redacted]
  - [redacted] seemed fairly open to that argument
  - Would consider deploying [redacted]
    - Likely will want another feature beyond [redacted]

Recurring:

How is each team doing on their Sprint Goal ?

Team	Product	Goal	Customer	How are we feeling
Prime	TerracelQ	Generate 1.6.0 with remaining bug fixes.	[redacted]	Zuul could torpedo everything, too soon to tell
Ultra	TerracelQ	Pass program in the clear in P.I output QAM	[redacted]	Making lots of progress, working through many issues, software should be able to test at end of

What work do we have planned that will need cross team coordination?

- 1.6.0 will want features from Ultra if they're available on time

What work are we doing that requires notifying Ben about documentation updates?

- Flag Erickson's UI changes for Pro:Idiom
- 1.6.0 release notes

Annotations:

- Sales update keeps things customer focused
- Announcements and discussion topics prepared before meeting
- Results of discussion added during meeting
- Open Floor allows anyone to bring up a new topic
- Sync up on sprint progress can be an opportunity for cross-team collaboration
- Added to make sure we don't forget to notify our technical writer about documentation changes

# Sprint Review

1. Review sprint results
2. As this is the only meeting sales engineering attends regularly, we include a brief update on customer engagements; helps inform other stakeholders as well.
3. Demos + feedback on them. Actions to take are **bolded**.
4. Other accomplishments
5. Other stakeholder feedback
6. Attach video recording to view later.

**Date** 21 Jun 2023

**Participants** @ Kerry Hjerbaas

Off-team stakeholders attending:

Sprint Retrospective	Product	Sprint Goal	Did We Deliver the Sprint Goal?	Scope Re-negotiation?
Ultra Team Retro - Sprint 91	Terrace IQ	Pass program in the clear in P1 output QAM	No	No
Prime Team Retro - Sprint 91	Terrace IQ	Generate a 1.6.0 Release with additional HLS bug fixes.	No	Yes, decided to put more bug fixes in before generating.

### Feedback from Sales Engineering

If anyone from sales engineering is present, we'd like to allocate 5 minutes to collect feedback from them.

- Call with [redacted]
  - Richard to add Bill to this call
- [redacted] no longer interested in TerraceIQ because their customer didn't want to do commercial video.
  - Liked it, but have no customers
- [redacted] has a quote for [redacted]
  - Need to meet with [redacted] to make sure he has what he needs
  - Bill and Jeff to follow up.
- [redacted] - Has not yet deployed the system at [redacted]
  - Still have to run fiber to the property, supposed to be done this week
  - They have the second unit now which they will set up in the lab, no timeline for that.

### Demos

- Demo template
  - What do we want to learn here?
  - Notes on demo
- Planned Demos
  - New Prodiom bypass column for program info on output mapping
    - Suggestion: Prodiom encrypted
      - **Show checkmark when encrypted, or "-" when not encrypted (like Transcode)**
      - Prodiom encryption column will not appear as well when license is not present
      - **Please flip CDQC update to yes on Jira ticket for UI change there.**
  - New "do not apply prodiom encryption" checkbox on output program mapping.
    - Checkbox will gray out if there is no P1 license.
    - Checkbox appears when making output mapping from input side as well
- Impromptu Demos
  - XXXX

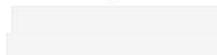
### Accomplishments

- Released TerraceIQ 1.5.1 release and provided to [redacted] and other customers
- Fixed a number of additional minor HLS bugs
  - Didn't quite get everything done we wanted for 1.6.0 so that will be delayed a few more days.

### Stakeholder Feedback

Person	Topic	Comment

### Video Recording



# Team Retrospective

1. Team fills in end state of sprint
2. Team discusses how the sprint went, and takes notes
3. Team highlights items they want to discuss in the overall retro.
4. Determine actions to take next sprint
5. Includes a reminder to update the Miro board, as that was getting forgotten!

## Prime Team Team Retro - Sprint 97

Created by Kerry Hjertaas, last modified by Jeff Gratton on Sep 13, 2023

Date: 13 Sep 2023

Participants: @Trevor Hamm @Yige Huang @Jeff Gratton @Sean Wilson

### Retrospective

Team	Participants	Start Date:	Product	Sprint Goal	Did We Deliver the Sprint Goal?	Scope Re-negotiation?	Meets DOD?	Defects Found
Blue Prime	@Trevor [redacted] @Yige [redacted] @Jeff [redacted] @Sean [redacted]	30 Aug 2023	TIQ	[redacted]	No...95-99% there, but built code is seg-faulting. Should work once seg-fault is resolved	no	no	<span style="color: red;">+</span> VBSV-6204 - python3-mappings unit tests take over 5min to run <code>BACKLOG</code>

#### What did we do well?

- Trevor retained most of his sanity
- We did move forward with [redacted] Very close to completing sprint goal and we can still move on to the next milestone.
- Jeff had a very productive start of the sprint, but then it trailed off

#### What should we have done better?

- Would have been better to have more sync-up meetings with Ultra this sprint
  - The meetings we did have were useful, but not soon enough
- Sprint was one day too short because of labor day and Yige's vacation
- Lots of unexpected customer issues popped up during sprint.
  - Kept Jeff away from sprint work
- Nightly test failures were impossible to recreate outside of the nightly runs
  - We need to characterize why that is
- Need a better solution to merge dependent code changes
  - Doesn't happen often, but when it does, it really slows down progress
  - Would be nice to not have it fall on Peter to resolve

### Additional Discussion

#### Things to bring up in Overall Retro

Things that went well	Things that could have gone better	Other discussion Points
<ul style="list-style-type: none"> <li>• We did move forward with [redacted] Very close to completing sprint goal and we can still move on to the next milestone.</li> </ul>	<ul style="list-style-type: none"> <li>• Nightly test failures were impossible to recreate outside of the nightly runs                             <ul style="list-style-type: none"> <li>◦ We need to characterize why that is</li> </ul> </li> <li>• Need a better solution to merge dependent code changes                             <ul style="list-style-type: none"> <li>◦ Doesn't happen often, but when it does, it really slows down progress</li> <li>◦ Would be nice to not have it fall on Peter to resolve</li> </ul> </li> </ul>	

#### Actions from last Retro

Plan accordingly for the shorter sprint.

#### Actions

Plan to have more sync-up meetings with Ultra

\*\*\*\*\*  
REMINDER TO RECOLOUR MIRO TICKETS AND ADD TUGBOATS  
 \*\*\*\*\*

# Overall Retrospective

1. Review and discuss a previous change.
2. Evaluate how we did on Definition of Done

## Retrospective

### Evaluate a change that we have made

Sprint / Approximate Time	What We Changed	Our Evaluation of the Change Now
Many sprints ago	Moving Nova and Lightning off of Saltspring onto new projects	<ul style="list-style-type: none"> <li>• With only two teams multi-team collaboration is easier. Less co-ordination overhead +2</li> <li>• Feels like we're understaffed +3                             <ul style="list-style-type: none"> <li>◦ Everyone is asking for more people, but limited appetite to hire more employees to fill this void</li> <li>◦ Not going to happen for a few months</li> </ul> </li> <li>• Kerry is very impressed with everybody</li> <li>• The new teams meshed seamlessly (mostly Ultra reforming, Prime is mostly the same)</li> <li>• +3 thumbs up</li> <li>• Ultra wants their other Kyle back                             <ul style="list-style-type: none"> <li>◦ Team Kyle represent</li> </ul> </li> </ul>

### Definition of Done

## Commercial Video - Definition of Done

### Task

- If the task involves coding:
  - Code Review
  - Merge

### Deliverable

- Obtain Product Owner Approval
- Fix or accept any known defects
- Develop and complete a validation process. Either:
  - automated testing
  - manual test plan
  - a combination of the two
- Any automated tests still pass after changes are merged
- All backlog items up to **Production Ready** are complete
- Relevant documentation has been created
  - Confluence page or other equivalent
  - Documentation department notified of any required updates to external documentation

### System Release

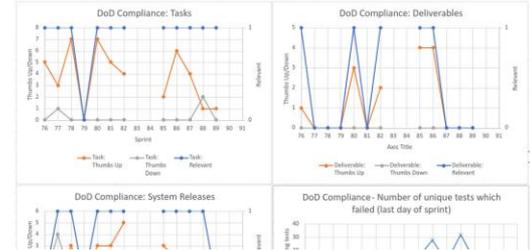
- Release has been signed (if required)
- Release images have been backed up somewhere
  - feanortftp or other server
- Release test plan has been created
- Release test plan has been executed, and known issues documented
- Release / SCM page has been created or updated to track release details
  - Documentation department notified to make external release notes
- Release is tagged as required in version control systems

### This Sprint

You will do a quick thumbs-up/ thumbs vote for each category on how well we did on it. Discussion can occur afterward if desired, this is just to increase our own transparency.

	Task	Deliverable	System Release
Complete this sprint?	Yes	No	Yes
#Thumbs Up	6	N/A	2
#Thumbs Down	0	N/A	0

### Historical Data



# Overall Retrospective

1. Review and discuss a previous change.
2. Evaluate how we did on Definition of Done
3. Discuss items from team retros that teams wanted to bring up with larger group
4. Discuss other items
5. Review past actions and add any new ones that came from discussion.

From subteam retros

Team Retro Link	Things that went well	Things that could have gone better	Other discussion Points
Prime Team Retro - Sprint 90		<ul style="list-style-type: none"><li>• Not having a working unit for Kyle is causing issues.<ul style="list-style-type: none"><li>◦ One unclaimed unsecured unit has issues.<ul style="list-style-type: none"><li>• Worst take licenses<ul style="list-style-type: none"><li>• May have just fixed this</li></ul></li></ul></li><li>◦ Kyle's other unit is still bricked.</li></ul></li></ul>	
Ultra Team Retro - Sprint 90			Close to a point where we need access to Verimatrix Server to retrieve keys for a given manifest using the [REDACTED]. This will get us to the point of [REDACTED].

Additional discussion

What feedback do we want to give to outside groups? **Different Product Group, Leadership, Infrastructure**

N/A

Topic	Discussion
Not having a working unit for Kyle causing issues. <ul style="list-style-type: none"><li>• One unclaimed unsecured unit has issues.<ul style="list-style-type: none"><li>◦ Worst take licenses<ul style="list-style-type: none"><li>• May have just fixed this</li></ul></li><li>• Kyle's other unit is still bricked.</li></ul></li></ul>	<ul style="list-style-type: none"><li>• Jeff may have fixed the specific issue referenced here<ul style="list-style-type: none"><li>◦ Not the bricked unit, one of the unsecured units [REDACTED]</li></ul></li><li>• HOWEVER, we have several units in dubious / unclear states<ul style="list-style-type: none"><li>◦ #10 and #20 need fixing</li><li>◦ #20 is bricked</li><li>◦ #10 seems to be powered off, need to check the physical unit at Cardinal</li></ul></li></ul>
Close to a point where we need access to Verimatrix Server to retrieve keys for a given manifest using the [REDACTED]. This will get us to the point of [REDACTED].	<ul style="list-style-type: none"><li>• Kerry reached out to CDS to set up mediascale to do this<ul style="list-style-type: none"><li>◦ Will CC Ultra on the email chain</li></ul></li><li>• Firewalls between offices make cross office collaboration annoying, BUT the firewalls exist to protect us from intrusion<ul style="list-style-type: none"><li>◦ Specifically the firewalls protected us from [REDACTED]</li><li>• This is a BIG DEAL and the firewalls will continue to exist</li></ul></li><li>• Kerry will continue to take actions to resolve any cross-office collaboration we need<ul style="list-style-type: none"><li>◦ We may need more ports for [REDACTED]</li><li>• We definitely need more ports, but which ones specifically we're still determining</li><li>◦ We probably need to allow connections from Duluth to our office to access our mediascale</li><li>◦ We'll continue to loop IT into this conversation</li></ul></li><li>• We can just give Duluth our queries so they can make them directly, rather than making them request it via our TIQ</li></ul>
We have a broken build. RPHY pushed a patch to event manager that broke our build	<p>It looks like they added an extra column to event master.</p> <ul style="list-style-type: none"><li>• We can add this column to our own event manager to resolve the conflict</li><li>• We can lock down our event manager so we don't pull in breaking changes<ul style="list-style-type: none"><li>◦ We should lock down our event manager (and anything else) anyway<ul style="list-style-type: none"><li>• we're surprised things don't break more often considering this</li></ul></li></ul></li><li>• There doesn't seem to be an updated release related to event manager, which makes it difficult to reproduce builds<ul style="list-style-type: none"><li>◦ The repo states only effectively exist in the nightly build</li></ul></li><li>• If you need event manager working before we lock down our versions you'll have to manually revert the last commit for event manager before running a build</li></ul>

Actions from last retro

- Create test best practices confluence page
  - Started Automated Test Best Practices
- Test password change in next mob test
- For next mob test, dig through release notes to decide what we should be testing?
- Make preliminary release notes page before next mob test
- Ultra to allocate time into the sprint next time it's their turn to maintain.
- Contact CDS and IT to see if we can get notification about changes that might affect our connectivity to [REDACTED]
- @ Kerry Hjertaas Set up mob test time and environment (working system, miro page, test item descriptions)
- @ Kerry Hjertaas Release notes for coming Saltspiring release

Actions

- @ Kerry Hjertaas Add items to lock down event manager version to backlog
- Create test best practices confluence page
  - Started Automated Test Best Practices
- Ultra to allocate time into the sprint next time it's their turn to maintain.
- @ Kerry Hjertaas Contact CDS and IT to see if we can get notification about changes that might affect our connectivity to our various office servers

# Continuous Improvement Community

- PO, SMs, dev team representatives
- Monitor strategic capabilities we want to improve.
- Create, maintain and review metrics
- Track improvement actions

# Cont. Improv. Board Overview



1. Routines
2. Strategic Capability Definitions
3. Metrics
4. Actions
5. Inbox

# Drive Performance

- Every second Thursday after new sprint starts
- 1 hour timebox
- Review and action metrics

Per capability

⚠ What problems are hindering our desired levels of performance?  
 What must we do as a team to solve these problems?  
 Are we as a team capable of solving existing problems?

🌱 What did we learn since our previous session?  
 What relevant content should be shared with our team?  
 Do we need to change focus and related metrics?

If there is significant change, discuss.

**How frequently we examine results of previous changes from retrospectives**

**Retrospective actions lead to improvements & progress**

**Rating of Change + Discussion Quality**

Updated August 2

**How frequently we gather information from sales**

**Amount of Sales Rep feedback acquired**

**Sales Info**

Updated August 2

**Measure delivery variance over time**

**Variance over time of done items versus planned items**

**How do we measure?**

Week	Actuals	Planned	Days of Variance						
2023-08-05	25	30	100%	100%	100%	100%	100%	100%	100%
2023-08-12	40	30	133%	133%	133%	133%	133%	133%	133%
2023-08-19	35	30	117%	117%	117%	117%	117%	117%	117%
2023-08-26	42	28	150%	150%	150%	150%	150%	150%	150%

**When should the metric turn 'red'?**

**How frequent will we update / refresh data?**

**Who is owning this metric?**

Updated August 2

**Verify Reporting Scores**

**Reliability of Autom**

**APPROX N. MERGES W/ ISSUES**

Updated August 2

**Reliability of Autom**

**% unique tests which failed (first day of sprint, 5 day running average for TIQ)**

Updated August 2

**Title of the Metric**

**Track releases per product + total releases each sprint**

**How frequent will we update / refresh data?**

**Who is owning this metric?**

Updated August 2

**Nbr of deliverables and outside work in progress**

**NUMBER OF DELIVERABLES AND "OUTSIDE" ITEMS IN PROGRESS**

**still need to wrap up TC000**

Updated August 2

**Refinement Prep done ahead of time**

**Was refinement prep done ahead of time?**

**Refinement Prep Done Ahead of Time**

Updated July 24

**Keep dialing this in and ensuring questions asked is being properly tracked**

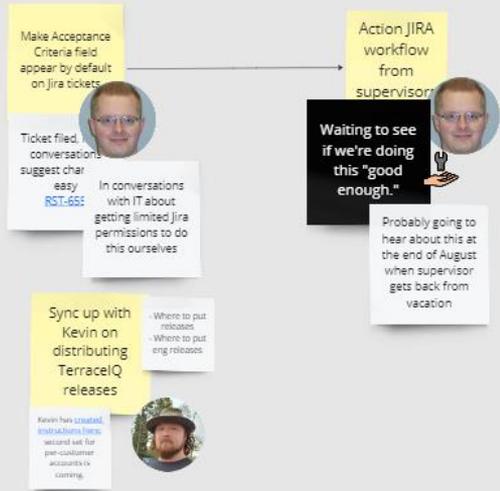
**Story point size vs # sprints to complete. Do chart once for last 3 months?**

**Create 3rd metric?**



# Act & Respond

- Every Monday, 30 minute timebox
- Address new problems or requests
- Review done items
- Review ongoing items, see if anyone needs help.
- Review agenda items (recurring items every sprint).



✉ What new problems are there to address? Can we make a decision or what action do we need to take to have some progress made?  
 ✉ What new requests are there to address? Can we make a decision or what action do we need to take to have some progress made?

👤 Check "done" items for questions towards important context. Delete those if all has been shared.  
 🤖 Check "ongoing" items, are we able to adequately perform the agreed actions? Can we help each other?  
 📅 Check "agenda" items, are we able to adequately perform on what is needed? Can we help each other?

📌 Relevant context: Are there any developments that we should know about?

📅 Schedule any follow-up discussions on the context (content time slot?)  
 📌 Are the actions and decisions from today's meeting captured on the board? Optionally summarize actions if group is larger  
 🗨️ Agree on who/what to communicate upwards/downwards/outside  
 📌 Did we follow the routine and was our session effective? Anything to improve on?

Make sure to mention the time discussion items, discussion items, discussion items

# What do the developers think of these routines?

Cross-team meeting is good to make sure we're staying on top of things.



Eric

I like the sales update during the cross-team meeting, makes the product feel more real.



Kyle

Routines are like comments in code. It's great to have the steps where you're already looking.

Routines are massively valuable – especially when new – to make sure we don't forget steps.



Jonas

Routines on Miro boards are very useful!



Kyle



Jonas



Sean

There isn't anything we do that I massively dislike.



Sean

# Why are routines important?

The power and value of  
routines

- Routines lead to predictable meetings
- People can step up to facilitate a meeting because the routine is right there – facilitator redundancy!
- Routines make sure you don't forget steps in what you're doing
- Routines can be adjusted over time to improve outcomes
- Routines are the first step to forming habits; good habits can lead to great outcomes!



Change Your Life – One Tiny Step at a Time

YouTube · Kurzgesagt – In a Nutshell  
Jun 7, 2022

# Let's summarize!

# Where did our routines drive improvements?



Transparency  
of upcoming and  
in-progress work

Transparency  
of customer  
needs

Effective system  
of Continuous  
Improvement

# Takeaways



Put Routines where the eyeballs are!



Strong facilitation the first few times is critical to get a new routine to stick



Routines can be used for almost any recurring activity



Take advantage of existing habits and add routines to drive them toward improved outcomes

# Thank You

