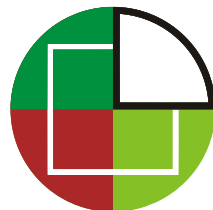


THE GAME OF TEAM CULTURE (HACKING)



FreeStandingAgility.com

A little bit about me:

- A PERSONAL HISTORY OF HABITUAL & HARDCORE CODE ABUSE.....
 - dating back to 1984
- SOFTWARE PATENT Mayhem [Link Here](#)



Your team at work is playing a game

- **Your team at work is playing a game.** Well structured games deliver happiness while poorly structured games are not fun to play. This has implications for your team. If the core requirements for happiness at work are not present, you disengage and check out. If the core requirements are there, you automatically experience fun, satisfaction and potentially, a deeply engaged sense of well-being.



Well structured games deliver happiness... while poorly structured games are definitely not fun to play.

- Your team at work is playing a game. **Well structured games deliver happiness while poorly structured games are not fun to play.** This has implications for your team. If the core requirements for happiness at work are not present, you disengage and check out. If the core requirements are there, you automatically experience fun, satisfaction and potentially, a deeply engaged sense of well-being



This has implications for your team. If the core requirements for happiness at work are NOT present, you disengage and check out.

- Your team at work is playing a game. Well structured games deliver happiness while poorly structured games are not fun to play. **This has implications for your team. If the core requirements for happiness at work are not present, you disengage and check out.** If the core requirements are there, you automatically experience fun, satisfaction and potentially, a deeply engaged sense of well-being



. If the core requirements for happiness **ARE THERE**, you automatically experience fun, satisfaction and potentially, a deeply engaged sense of well-being

- Your team at work is playing a game. Well structured games deliver happiness while poorly structured games are not fun to play. This has implications for your team. If the core requirements for happiness at work are not present, you disengage and check out. **If the core requirements for happiness are there, you automatically experience fun, satisfaction and potentially, a deeply engaged sense of well-being**



Debugging Culture COMPILE ERRORS

- **Error 05647:** Cell phone use by higher-authorized human when you speak
- **Error 95763:** Lack of punctuality by high authorization object
- **Error 48748:** Mandatory meeting attendance
- **Error 47474:** Inconsistent rules in cultural code.

**Culture:
The shared mental model**



Culture Code: HACKABLE

- Software that is not designed runs BAD
 - Culture that is not designed makes you ANGRY
- If you code software for computers, you can code “software for your head”.

**Poorly Designed Culture:
DOESN'T RUN nor COMPILE**



Culture Code: HACKABLE

- Software is coded in a language
 - Culture is coded in a language
- In software, MODULES contain code
 - In culture, STORIES contain the code

**Culture:
The shared mental model**



Daniel Mezick

Executive & Agile Coach, FreeStandingAgility

- 15 years of teaching software developers
- 10 years leading a 50-person tech-services org
- Coaching Agile teams & execs since 2007
 - Coaching 130++ teams from 2007 to 2012
- Keynoting Global Scrum Gathering in Paris
 - ON CULTURE, Sept 23-25, [link here](#)
- Author of THE CULTURE GAME book
 - Link www.TheCultureGame.com



HACK CULTURE LIKE IT'S CODE



Culture as Code

- CULTURE is a shared model of “normal”
- Stories hold the cultural codes
 - Shared values & understandings of “normal”
- Culture Hacking

**Culture Code:
Stories are modules
That refer to VALUES data**



AUTHORIZATION

Authority: The RIGHT to do X or Y

- Formal Authority
- Informal Authority
- Personal Authority
- Social systems are information-bonded
- Power is the EXERCISE of authority

**Authorization:
The RIGHT to do WORK**



Start Hacking

- If you are a manager who convenes meetings
- If you have a team
- If you hire people
- The techniques do not require a budget
- Start (Inattentional Blindness)

**Power:
The exercise of authority**



MEETINGS AS THE ENTRY POINT



Meetings as The Leverage Point

- Typical meetings are soul-sucking death marches from Hell

**Microsociology:
The Study of Small Groups**



Meetings as The Leverage Point

- Your meetings are games
- They have poor structure that does not produce good feelings
- Good meetings are good games

**Microculture:
The Culture of a Small Group**



Meetings are Games. Good games have:

- Clear GOALS
- Clear and uniformly applied RULES
- The ability to inspect feedback and track progress
- Opt-in participation

**Meeting Microculture:
The goal, rules,
& Feedback loops**



Disruptive Ideas:

- All meetings are games
- All classes are meetings
- Every interaction is a game
- Meetings, classes & interactions are
LEVERAGE POINTS for hacking culture

**Artful interactions are
critical to creating great
results**



Meetings create a small culture:

- A Microculture
- Bounded by the goal, rules, feedback mechanics, and TIME
- Meetings are a laboratory for studying micro-sociology & micro-culture
- HACK THEM NOW

**Meeting Microculture:
The goal, rules,
& Feedback loops**



By hacking the meeting, you can:

- Start now without a budget
- Engage in 'touches' with people from heterogenous groups in your company
- Spread patterns, practices, stories & MEMES
- HACK THEM NOW

GAME YOUR MEETINGS:
Your meetings are
games



SPECIFIC HACKS FOR CULTURE CHANGE



Encouraging LEARNING in the CULTURE with MEETING HACKS

- Facilitate Your Meetings
- Name the goal, the rules
- Always have a visible agenda for tracking progress
- Use a clock
- Track progress by time, and by items complete

**Culture:
CULTURE is a GAME**



Games Deliver Happiness

- The CULTURE GAME Daniel Mezick
- DELIVERING HAPPINESS Tony Hsieh
- REALITY IS BROKEN Jane McGonigal
- TRIBAL LEADERSHIP Dave Logan
- FIFTH DISCIPLINE Peter Senge

**CULTURE is a GAME that
you PLAY**



Good Games have:

- A clear goal
- Clear rules, uniformly applied
- A Way to get feedback & track progress
- OPT-IN PARTICIPATION

DECIDING to PLAY
associates with a sense
control & membership



Happiness Requires:

- MANDATORY:
 - A sense of control
 - A sense of progress
- OPTIONAL:
 - A sense of belonging & membership
 - A sense of collective purpose

**MicroCulture is a small GAME
that you PLAY in teams**



Good Games Deliver Happiness:

- **Control:** via clear goals, opt-in participation
- **Progress:** via the readily available feedback
- **Membership:** via everyone playing by the same rules
- **Purpose:** If the game is BIG ENOUGH, participants “locate themselves” in the story of the game

**CULTURE is a GAME
that you can PLAY BIG**



SPECIFIC HACKS FOR CULTURE CHANGE



CULTURE Hacks Derived from Agile

- Learning is individual AND TRIBAL
- Team/tribal learning is NOT RANDOM
- You intend it as a group, otherwise:
 - it DOES NOT OCCUR

**Tribal Learning:
Collective team/org learning**



CULTURE Hacks Derived from Agile

- www.TheCultureGame.com
- Game Your Meetings. Facilitate Your Meeting. Be Punctual. Structure Your Interactions. Be Playful. Pay Explicit Attention. Examine What's Normal. Get Coached. Socialize Books

**16 Hacks:
Derived from GREAT Agile teams**

SOURCES OF MORE CULTURE-HACKING KNOW-HOW



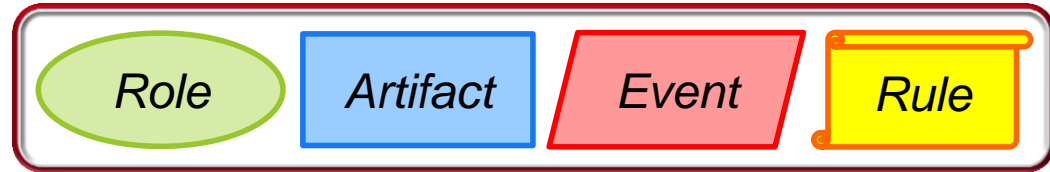
Find more Know-How

- www.TheCultureGame.com
- www.DanielMezick.com

**16 Hacks:
Derived from GREAT Agile teams**

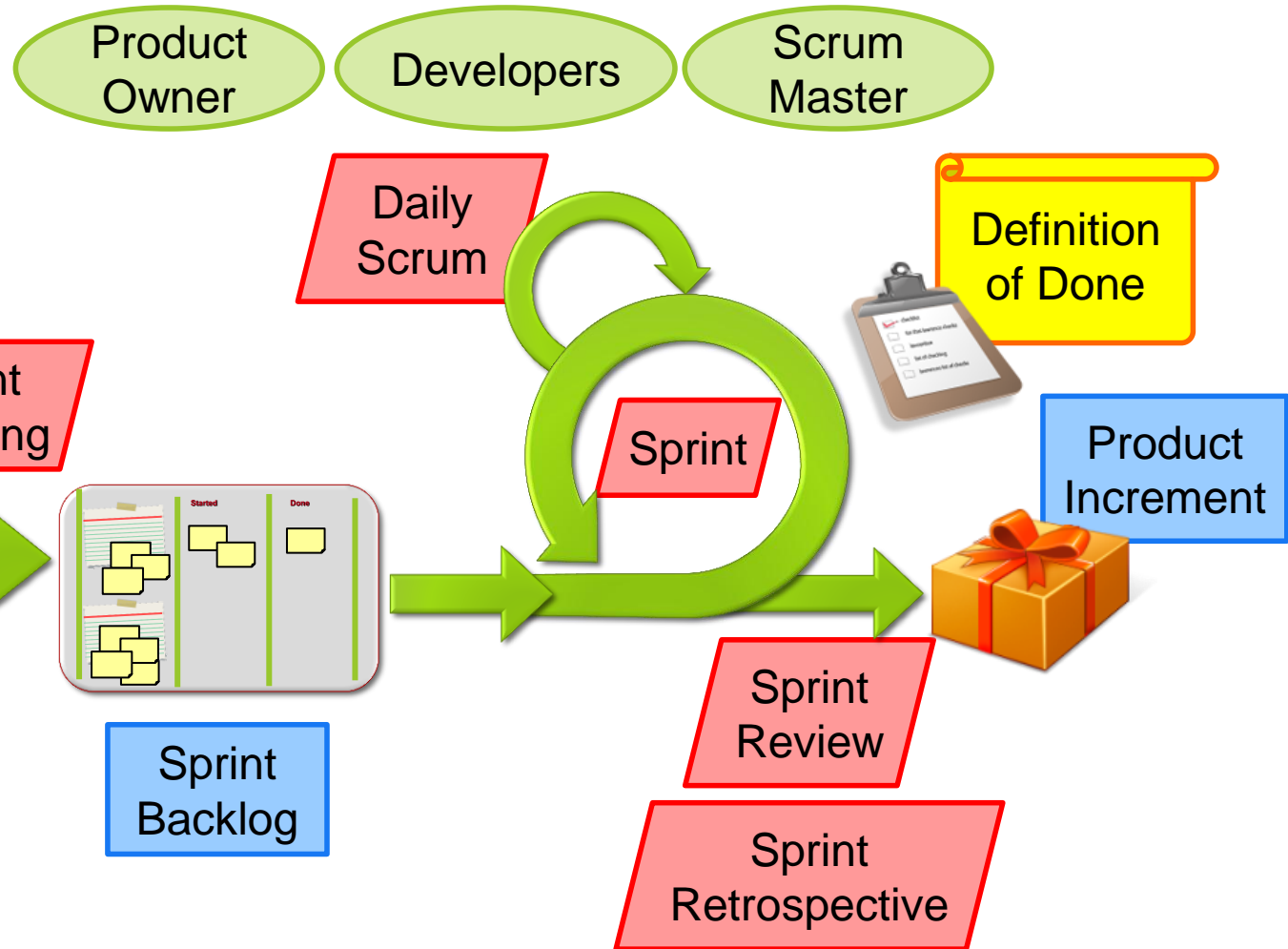


Scrum

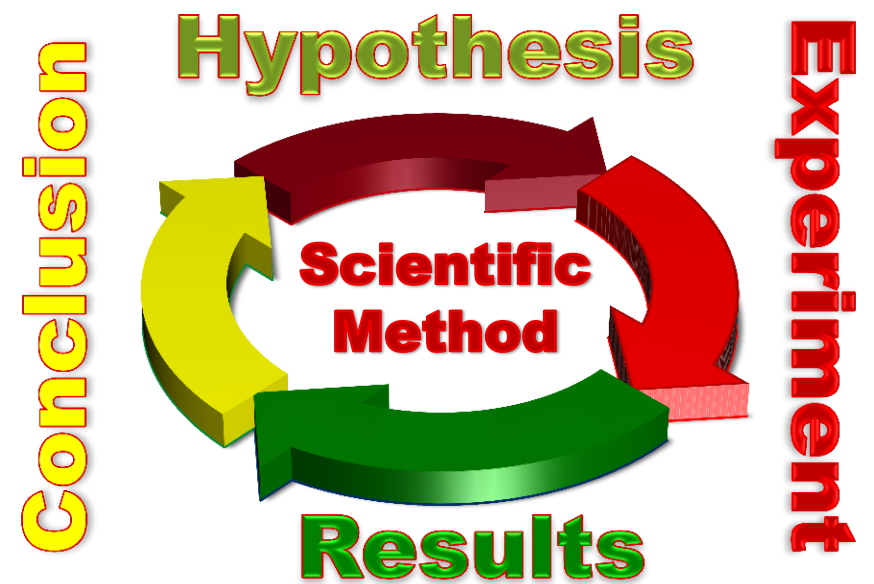
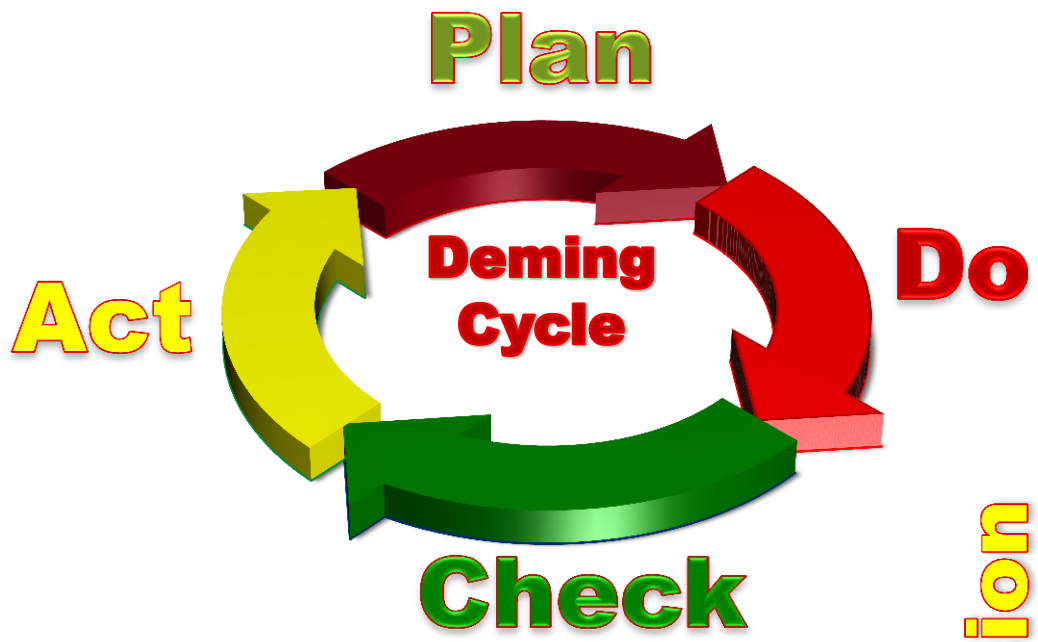


Values

- Commitment
- Focus
- Openness
- Respect
- Courage



Agile is a Learning Framework



CLOSING

Q&A. Grateful Thanks. Reaching Me:

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**CULTURE is a GAME that
you PLAY**

