

# XTREME T-SHAPING

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FOR SCRUM TEAMS



BY

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# What is T-shaping?

**T-SHAPING (CROSS-SKILLING) IS BROADENING YOUR SKILLS SO YOU CAN TACKLE A WIDER RANGE OF TASKS. IN AN AGILE TEAM THIS ENABLES A BETTER UNDERSTANDING FOR THE PURPOSE AND IMPROVES END-TO-END COLLABORATION.**



**'I-SHAPED' + GENERALIST = 'T-SHAPED'**

**CROSS-FUNCTIONAL TEAMS SWARM AROUND A SPRINT BACKLOG WITH LESS FRICTION.**



# The Mini Sprint

CHOOSE ONE STORY FOR THE TEAM TO FOCUS ON ACROSS A FEW DAYS. WE RECOMMEND TO DO A 3-DAY MINI SPRINT. FIND A SPACIOUS AREA WHERE YOU CAN EASILY COLLABORATE.



**YOU ONLY HAVE ONE CRUCIAL RULE  
FOR THIS MINI SPRINT.**

**YOU CANNOT DO ANY  
WORK ON YOUR OWN JOB  
AT ANY POINT.**

**YOU MUST  
EITHER BE  
WORKING ON A  
TASK THAT'S NOT  
YOUR USUAL ROLE  
OR YOU MAY BE  
TEACHING SOMEONE  
WHO WANTS  
TO WORK ON  
SOMETHING WHICH  
YOU NORMALLY DO.**



**KICK OFF THE FIRST DAY WITH AN ICEBREAKER, THEN GO INTO REFINEMENT AND SPRINT PLANNING. START THE SPRINT AND HAVE THE TEAM BEGIN SWARMING IN PAIRS AROUND THE HIGHEST PRIORITY TASKS; ONE PERSON IS DOING/ LEARNING & THE OTHER IS OBSERVING/TEACHING.**



**YOU CAN HAVE MULTIPLE STANDUPS THROUGHOUT THE MINI SPRINT TO REVIEW THE BACKLOG AND PROGRESS. WHENEVER A TASK IS DONE, ASK YOUR TEAM TO RE-GROUP AND RE-DISTRIBUTE THEMSELVES.**

**DON'T WORRY IF TOO MANY STORY POINTS ARE SET FOR THE SPRINT. THE GOAL IS T-SHAPING. IF YOU HAVE A MINIMUM VIABLE PRODUCT AT THE END, THAT'S A BONUS.**



# The Review

An illustration of a man with a beard, wearing a blue long-sleeved shirt and brown pants, standing and pointing his right hand towards a yellow and blue rocket. The rocket is mounted on a white rectangular pedestal. The background is a light blue gradient.

ASK THE TEAM TO DEMO THE TASKS COMPLETED, AND HAVE THE PRODUCT OWNER INSPECT THE FINAL PRODUCT. IT'S OK IF THERE ARE INCOMPLETE TASKS THAT YOU'LL NEED TO FOLLOW UP ON IN FUTURE SPRINTS. REMEMBER, THE GOAL IS T-SHAPING.

ON REVIEWING POINTS DONE, YOU MIGHT BE SURPRISED TO FIND THE VELOCITY HAS INCREASED, IN SPITE OF THE OBVIOUS T-SHAPING HANDICAP.



# The Retrospective

HAVE A TEAM MEMBER DESIGN  
A RETROSPECTIVE AND  
ANOTHER ONE TO FACILITATE.  
THE POWERFUL FEEDBACK  
YOU CAN EXPECT:

**PRODUCTIVITY**

PERSONAL PROGRESSION

**EMPATHY**

**MUTUAL SUPPORT**

REAL COLLABORATION

**EMPOWERMENT**

TEAM BONDING

**FAST COMMUNICATION**

**SKILLS DEVELOPMENT**

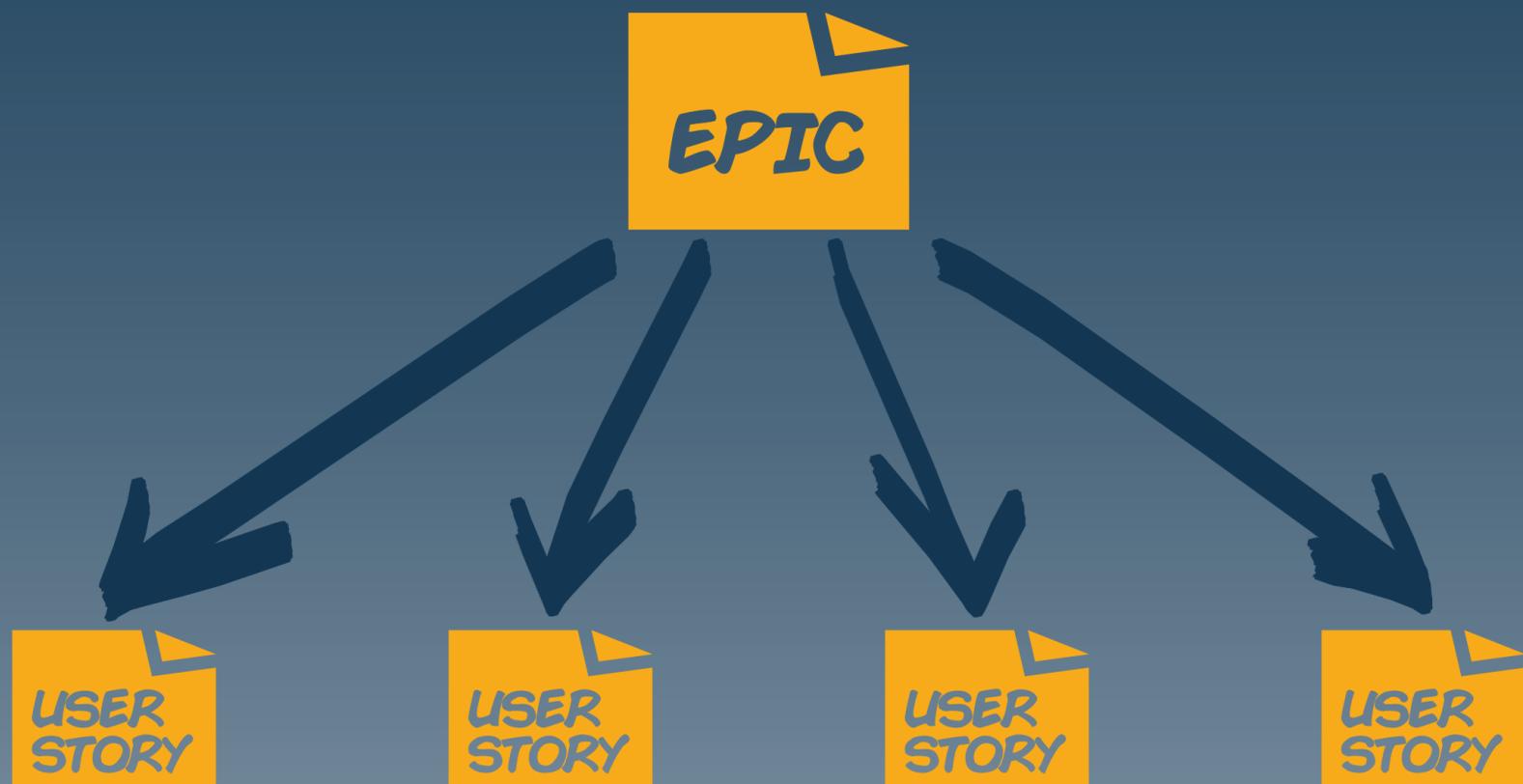
**FOCUS**

BETTER UNDERSTANDING



# Learnings

**XTREME T-SHAPING CAN GIVE YOUR TEAM REVELATIONAL LEARNINGS.**



**FOCUSING ON ONE EPIC ELIMINATES THE WASTE CAUSED BY CONTEXT SWITCHING, ENABLES MORE DIRECT AND FREQUENT COMMUNICATION, REDUCES STRESS AND INCREASES TEAM MORALE AS THE TEAM HAS CLEAR VISION, DIRECTION AND PURPOSE.**



TO READ MORE ABOUT  
XTREME T-SHAPING IN  
SCRUM TEAMS, VISIT  
AGILEAVENGERSHUB.COM

