

# *Agile Practices in Instructional Design*

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Dr. Lisa D Anderson, PhD, CSM, CPO,  
my digital badges HCD, Digital Acumen  
digital transformation specialists

*“Agility is key to thriving as we define the future . . .”*

“How we adapt to change, continue to re-invent learning, training and development and collaborate in distributed new ways is what will carry us forward ”

## Whiteboard

*What is the biggest challenge you're facing in learning today?*

## Whiteboard

*Where is your organization on the Agile journey?*

**Not gonna happen!**

Traditional/  
Waterfall

**Totally Agile!**

We've got this!



# Agile thinking – *description, primer or reminders*

- Design thinking – origins putting the learner and UX at the center
- Persona's - how well do you know your audience
- Journey mapping – defining the customer journey
- Agile framework – key concepts
  - **Time boxing** –
    - Sprint planning, Sprints, Standups – what is what and why
  - **Self-organizing teams** – consistent, small, stick together
  - **Estimation** – T-shirt sizing, Story Points, Planning Poker
  - **Palettes** - Kanban Boards, Product Backlog, Retrospectives, Burn Down charts
  - **Roles** - Scrum Master, Product Owner

Scrum framework – smaller/lean teams, collaborative & iterative ways of working

*Agile is easy but hard to put into practice (transformation)*

## Sprint Planning – primer basics

- 4 hours needed for 2 week Sprint
- 8 hours needed for a 4 week Sprint (1 month)

## Occurs in 2 parts

### **1<sup>st</sup> Part - Product Backlog items** – discussion with the Product Owner

- Team confirm items – sets expectations
- **Sets goal** – 1 sentence description of the outcome of the Sprint
  - Focused on the “shippable increment”
  - Remember Scrum teams are self-organizing and small – they determine based on criteria what can be accomplished

### **2<sup>nd</sup> Part focused on how product backlog items are created**

- No PO on calls
- SM is key

**Output is define the goal and backlog items**

## Daily Sprint (it's Daily – 5 days / sometimes it can be 7 no exceptions)

- 15 minute time box – anything else paused goes on backlog
  - That is why the role of the **Scrum Master** as a “facilitator” is critical
  - This is why projects are broken down into smaller chunks - easier to manage and create “shippable increment”

## Daily Standup – quick round table

- Daily updates
- Progress
- – Done – Doing - Impediments

# Agile principles in ID

- What is it?
- What's in it for me?
- Waterfall or?
- Consider a tailored Agile approach?
- Considerations for your **workflow**
- Working with your teams – change management

**Trend or here to stay?**

A word cloud featuring various terms related to agile and design. The words are arranged in a circular pattern, with some larger and more prominent than others. The terms include: 'low fidelity', 'tailored', 'T shirt sizes', 'personas', 'Scrum master', 'Journey maps', 'facilitate', 'shippable product', 'won't work', 'disruptive', 'product owner', 'lean agile', 'waterfall', 'vs', 'teach', 'Scrum', 'workflow', 'definition of done', 'new', 'prototype', 'Product backlog', and 'sprints'.

**Take away** – be open to nimble ways of working, distributed teams, global talent

# Agile principles in ID – considerations

- **Personas** – who is your audience – what are their dynamics
- **Journey mapping** – knowing the WIIFM – day in the life “surround”
- **Tailoring** – not every organization is ready for Agile or pure Agile – knowing the appetite
- **Visual Storyboards** – clients along for the design ride
- **Prototyping**
- **Real time collaboration** – alignment with time zones or specialty skills
- Finding the **right “lingo”** that works
- **Nimble** – staffing vs pure Agile vs roles and skills
- Distributed teams - leverage global talent and cost efficiencies



# Agile approaches to ID delivery

- What is it?
- What's in it for me?
- Waterfall or?
- Consider a tailored Agile approach
- Considerations for your **workflow**
- Working with your teams – consulting tips
- **Trend or here to stay?**



**Take away** – know the appetite for your organization

# Agile approaches in Delivery – *what works & why*

- ☐ Definition of **done**
- ☐ Team as **self-regulating**
- ☐ Determining the **shippable increment**
- ☐ **Prototype** engagement
- ☐ Managing the **Product Backlog**
- ☐ **Real time development**
- ☐ Scrum Master as **facilitator** vs instructor or teacher
- ☐ Visual Storyboards – clients along for the design ride
- ☐ **Nimble** – staffing vs pure Agile vs roles and skills
- ☐ **Distributed teams** - leverage global talent and cost efficiencies
- ☐ **Speed to market**

*Let's see an example –*

*Agile in practice distributed – collaborative working pallet*

# Resources if this is new to you

If you are not a CSM or CSPO you can still get this free – register for the **subway map**

- <https://www.agilealliance.org/agile101/subway-map-to-agile-practices/>
- <https://scrum.org>