



Behind Closed Doors

Secrets
of Great
Management



James H. Collins
and Porac Management



Behind Closed Doors Secrets Of Great Management

Johanna Rothman



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The Stress Equation Marcus Lagre, 2024-08-13 Workplace stress is not the weakness of individuals it s caused by systemic problems Armed with the insights in this book you can identify analyze and systematically reduce the factors that lead to poor health low productivity and personal burnout This book gives you a framework for understanding stress and a vocabulary to make it easier to discuss it among colleagues Stress can be fixed find out how The interviewer asks How well do you cope with stress Your response should be Let s fix your environment so we don t have to Work related stress is one of the leading causes of mental illness among white collar workers It hurts companies projects and most importantly people Stress is a burden that s created when teams stop working well The Stress Equation is a model and a tool to help talk about stress as a systemic issue By exploring how pressure complexity and security interact in software teams we move focus away from the individual so that we can talk about stress from a team and organizational perspective By exploring external factors we discuss how to solve problems rather than cope with the consequences Whether you re an individual feeling stressed or a manager who can help you ll learn the causes of fixes for and how to talk about stress We regulate pressure by how we decide how much work we have to do and when it needs to be finished Complexity is decided by how we handle our product and organization design Our security is less about our pay and benefits and more about the support and trust we feel Stress should not be a given Instead it s a symptom of a diseased organization With this book you can begin the healing process What You Need No special requirements

Agile Retrospectives, Second Edition Esther Derby, Diana Larsen, David Horowitz, 2024-02-23 In an uncertain and complex world learning is more important than ever before In fact it can be a competitive advantage Teams and organizations that learn rapidly deliver greater IP Ser value faster and more reliably Furthermore those teams are more engaged more productive and more satisfied The most effective way to enable teams to learn is by holding regular retrospectives Unfortunately many teams only get shallow results from their retrospectives This book is filled with practical advice techniques and real life examples that will take retrospectives to the next level whether your team is co located hybrid or remote This book will help team leads scrum masters and coaches engage their teams to learn improve and deliver greater results For nearly two decades scrum masters team leads and coaches have relied on the first edition of Agile Retrospectives as an essential resource to facilitate better retrospectives This edition builds on recent research reflects the authors experiences over two decades and shares wisdom gleaned from the global retrospective community Find practical advice to level up retrospective skills Address the challenges of remote and hybrid retrospectives head on Take advantage of expanded guidance on designing and facilitating retrospectives based on

the questions and concerns of practitioners worldwide Gain insight into choosing a broad or narrow focus for retrospectives Explore how to use both objective and subjective data to enable more effective conversations Learn how to make decisions that stick Understand the importance of psychological safety and how to foster it in retrospectives Elevate issues and engage managers in systemic change Learn from many real life stories that demonstrate how our advice has impacted retrospectives at organizations around the globe Finally find a set of recommended flows that reveal the authors thought process in designing retrospectives for scenarios teams faced in real life

Manage Your Project Portfolio Johanna Rothman,2016-08-01 You have too many projects and firefighting and multitasking are keeping you from finishing any of them You need to manage your project portfolio This fully updated and expanded bestseller arms you with agile and lean ways to collect all your work and decide which projects you should do first second and never See how to tie your work to your organization s mission and show your managers your board and your staff what you can accomplish and when Picture the work you have and make those difficult decisions ensuring that all your strength is focused where it needs to be All your projects and programs make up your portfolio But how much time do you actually spend on your projects and how much time do you spend on emergency fire drills or waste through multitasking This book gives you insightful ways to rank all the projects you re working on and figure out the right staffing and schedule so projects get finished faster The trick is adopting lean and agile approaches to projects whether they re software projects projects that include hardware or projects that depend on chunks of functionality from other suppliers Find out how to define the mission of your team group or department with none of the buzzwords that normally accompany a mission statement Armed with the work and the mission you ll manage your portfolio better and make those decisions that define the true leaders in the organization With this expanded second edition discover how to scale project portfolio management from one team to the entire enterprise and integrate Cost of Delay when ranking projects Additional Kanban views provide even more ways to visualize your portfolio

From Chaos to Successful Distributed Agile Teams Johanna Rothman,Mark Kilby,2019-03 Distributed agile teams have a terrible reputation They don t deliver on time and too often they don t deliver what the customer needs However most agile teams have at least one remote team member And agile approaches are here to stay Don t blindly apply agile practices designed for collocated teams Instead learn to use three mindset shifts and the agile and lean principles to create your successful distributed agile team Use the tips and traps to help your team succeed Leave the chaos of virtual teams behind See how to help your distributed team succeed

[The Art of Agile Development](#) James Shore,Shane Warden,2021-10-12 Most companies developing software employ something they call Agile But there s widespread misunderstanding of what Agile is and how to use it If you want to improve your software development team s agility this comprehensive guidebook s clear concrete and detailed guidance explains what to do and why and when to make trade offs In this thorough update of the classic Agile how to guide James Shore provides no nonsense advice on Agile adoption planning development delivery and

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My Job Went to India Chad Fowler,2005 The American IT job market is slowly coming apart at the seams and it s all our fault Most of us have been stumbling around letting our careers take us where they may and now we re surprised when our companies are shipping our jobs overseas for a fraction of the price It s time to take control of our careers and in the process learn to stay both relevant and employed This book will show you how to take action to avoid becoming yet another casualty of offshoring

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