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Agile Project Management for Performance Support Projects

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So that’s the status. We’re behind schedule, but more work is being added to the project. We’ll need more IDs to finish on time.

How about you use Agile project management?

Agile doesn’t mean “getting more work done with fewer people.”

Then let’s find a buzzword that does.
“Do more of what works, and do less of what doesn’t.”

Kent Beck, author of Extreme Programming (XP) Explained
Practice > Principle
LLAMA
LOT LIKE AGILE MANAGEMENT APPROACH
Projects have to keep up with an ever-increasing rate of change.
THE AGILE MANIFESTO: We are uncovering better ways of developing software by doing it and helping others do it...
We are uncovering better ways of creating learning experiences by doing it and helping others do it.
Through this work we have come to value: Individuals and interactions over processes and tools.

source: www.agilemanifesto.org
Through this work we have come to value: working software over comprehensive documentation
Through this work we have come to value: customer collaboration over contract negotiation.
Through this work we have come to value:
responding to change
over
following a plan

source: www.agilemanifesto.org
Debts. All debts from the Declaration of Independence on shall be paid and satisfied.

Further, we believe in the power of education, as the key to a brighter future. We shall work towards the establishment of free education for all, and the eradication of illiteracy.

We, the people, do hereby constitute and frame a Constitution of the United States of America. We thus establish a government under which we shall live in peace, with liberty and justice.

We do hereby declare, for ourselves and posterity, the independence of the United States of America.

This Constitution shall be the supreme law of the land. Its provisions shall be binding on all states, and all persons subject to its jurisdiction.

In witness whereof, we have hereunto set our hands and signed the same.

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High-performing Agile teams do these things well:

**AGILE MANIFESTO**
We are uncovering better ways of developing software by doing it and helping others do it.
Through this work we have come to value:

- Individuals and interactions over processes and tools
- Working software over comprehensive documentation
- Customer collaboration over contract negotiation
- Responding to change over following a plan

That is, while there is value in the items on the right, we value the items on the left more.

**PLAN & MANAGE WORK VISIBLY**
- Index cards
- Kanban boards
- LEGO® boards
- Online tools

**KEY:** Work-directed work teams need visibility to work and status.

**PLANNING FOR ITERATIONS**
1. You always have something usable.
2. You catch errors early.
3. You don’t get too far off track.
4. It’s easier to estimate.
5. It’s psychologically way more satisfying.

**ESTIMATE WORK IN SMALL BATCHES**
1. The person who does the work estimates it.
2. Estimate with no padding.
3. Estimate in increments (1, 2, 4, 8, 16, 32)
4. An estimate is just an estimate.
5. Estimate the unknown.

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The 5 Moments of Learning Need

New
More
Apply
Solve
Change

5 Moments of Learning Need: Gottfredson & Mosher
The 9 Moments of Learning Need

5 Moments of Learning Need: Gottfredson & Mosher
9 Moments of Need: Torrance
DEFINE SCOPE WITH STORIES

END STATE:
Write learner stories and story cards to define scope and plan the project
Stories are the core of the scope definition and project planning process.
As a <who>
I want <what>
so I can <why>
use Agile story mapping for building tools, things & software.
Use Cathy Moore’s Action Mapping to define stories for Agile learning projects.
What do they need to know? do

Latest posts

Let me tell you everything you need to know! Or not.

You're going to work in Zekostan! How would you like to prepare for the cultural differences? Do you want me to tell you everything and then quiz you? No? What's the alternative? Learn more.

Do you work in a course factory? Do you care?

Are you a cog in the course factory, or are you a performance consultant? Does it matter? Learn more.

On this site, you'll find ideas that will help you design lively training for working adults. It's written by Cathy Moore.

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Sign up to get the latest tips plus this free 23-page ebook on how to create challenging, relevant training.

Get tips by email

Join more than 14,000 subscribers.

http://blog.cathy-moore.com/
Practice in Training

- Design a solution to meet stated needs
- Remove a kidney stone
- Provide verbal feedback to teammates
- Collect & enter data accurately
- Nail roof shingles safely

Business Goal that solves a Business Problem

Adapted from: Cathy Moore
Key question: Why don't they do it now?
As a <who> I want <what> so I can <why>
LATHER, RINSE, REPEAT. (Iterate)

END STATE:
Plan for small, meaningful iterations that allow for review and adjustment
Make small mistakes faster.
Skip the big mistakes.

Agile Explained, Menlo Innovations
Iteration 1

Iteration 2

Iteration 3

A

I/E

D

D
LEAVING ADDIE FOR SAM
An Agile Model for Developing the Best Learning Experiences

Preparation Phase
Iterative Design Phase
Iterative Development Phase

BACKGROUND
PROTOTYPE
DESIGN

EVALUATE
IMPLEMENT
DEVELOP
EVALUATE

Information Gathering
Savvy Start
Project Planning
Additional Design
Design Proof
Alpha
Beta
Gold

ROLLOUT

MICHAEL ALLEN with Michael Allen
The Minimum Viable Product
How to iterate?

- Alpha > Beta > Final
- By Project Phase
- By Delivery Medium
- By level of finish
- By depth of functionality
- By language
- By audience
The 9 Moments of Learning Need

Before
Prepare

New

More

Remember

Apply

Solve

Change

Teach

5 Moments of Learning Need: Gottfredson & Mosher
9 Moments of Need: Torrance
Case Study!

Iterative approach

Focus on New, More and Apply (some Solve)

Learning from mistakes while still inexpensive
Webinar for existing users
Text & Screenshot steps
Concept videos for new users
Context & configuration sensitivity
The 9 Moments of Learning Need

5 Moments of Learning Need: Gottfredson & Mosher
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