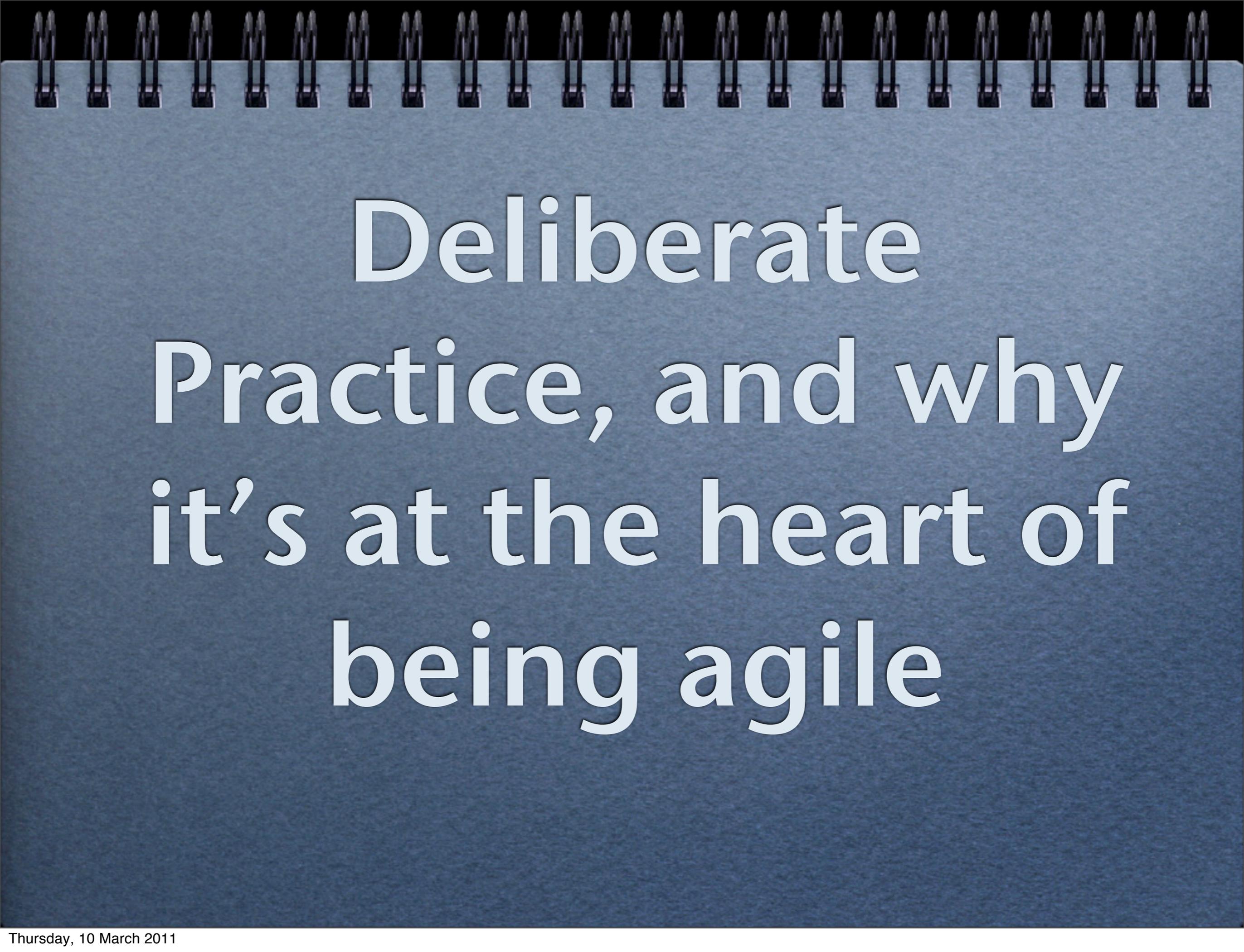




Blog: <http://jonjagger.blogspot.com>

Email: jon@jaggersoft.com

Twitter: @JonJagger

A blue spiral-bound notebook with silver rings at the top. The text is centered on the page in a white, sans-serif font.

Deliberate Practice, and why it's at the heart of being agile

Manifesto for Agile Software Development

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.

What does the
word *Agile*
mean to you?



How fast are
we going? X



How fast can
we change
direction? ✓

Adaptive

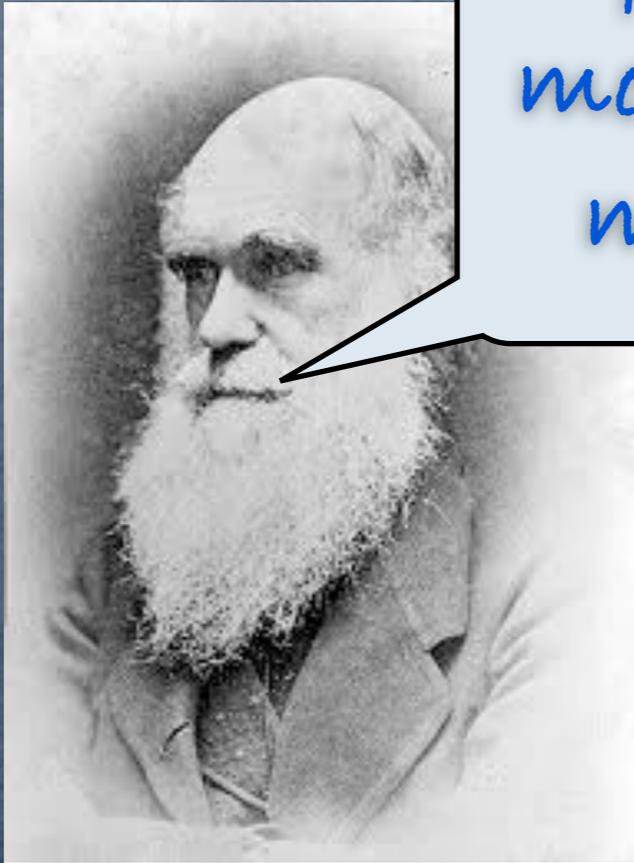
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Charles Darwin

It is not the strongest of the species that survive, nor the most intelligent, but the ones most responsive to change.

Evolution

the better adapted you
are, the less adaptable
you tend to be.



Sir Ronald Fisher

Non-Deliberate Practice

doing
something you
can already
comfortably
do

↓ effort,
↓ awareness
↓ change



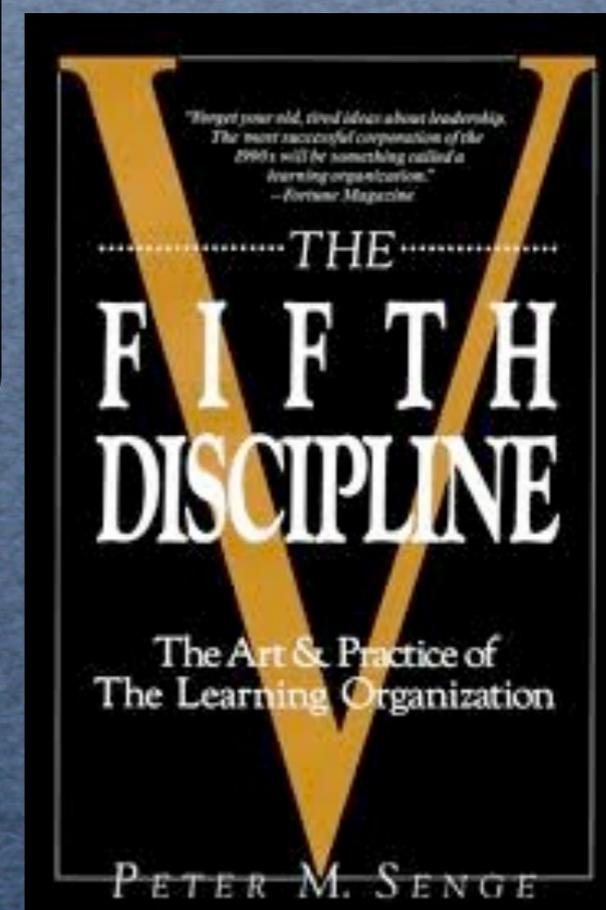
Deliberate Practice

trying
something you
can't
comfortably
do

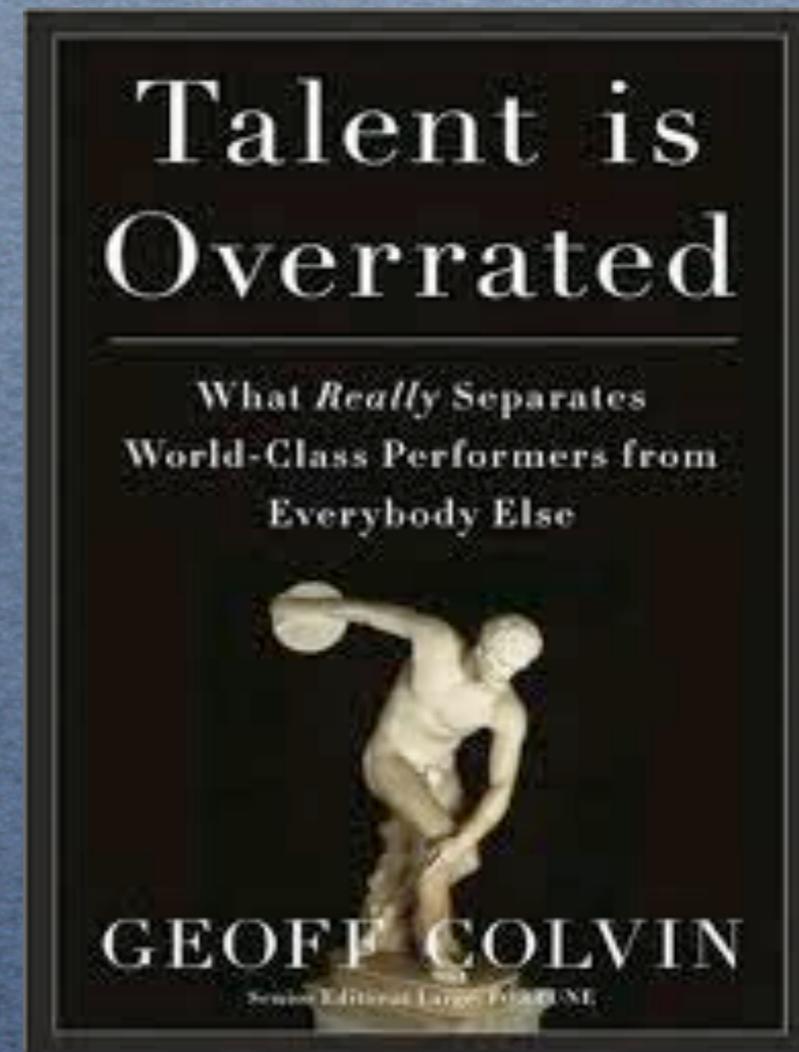
↑effort,
↑awareness
↑change



The total absence of meaningful practice... is probably the predominant factor that keeps... teams from being effective learning units.

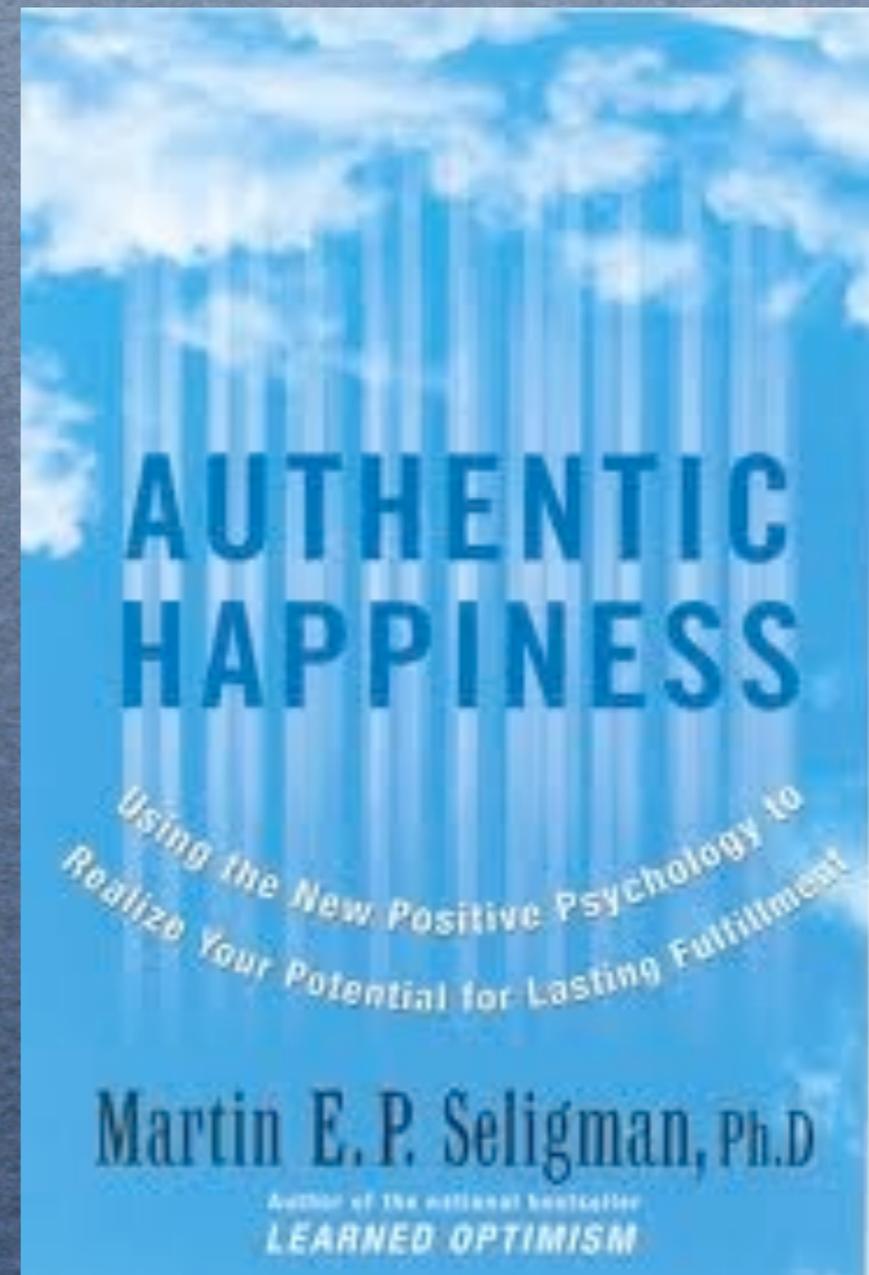


Deliberate practice is designed, so it can be designed well or badly.



There are no known ways to enhance forgetting and suppressing of memory directly.

Addition



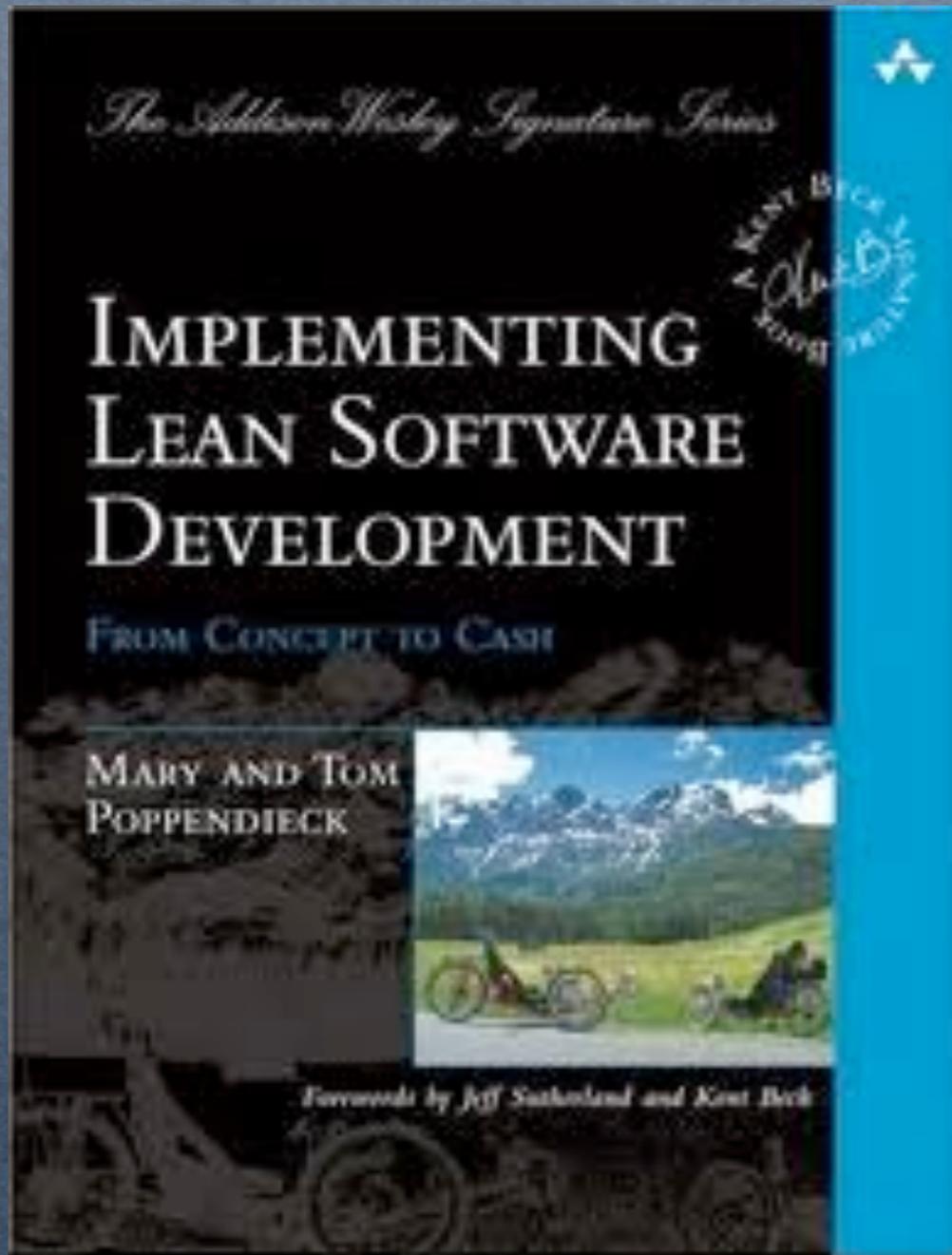
The best way to reduce ineffective behaviour is by adding more effective behaviour



Jerry Weinberg



Addition



Deliberate practice ... means challenging yourself, doing what you are not good at. It's not necessarily fun.



Challenge

The key is deliberative
practice: challenging
yourself with a task that
is just beyond your
current ability.

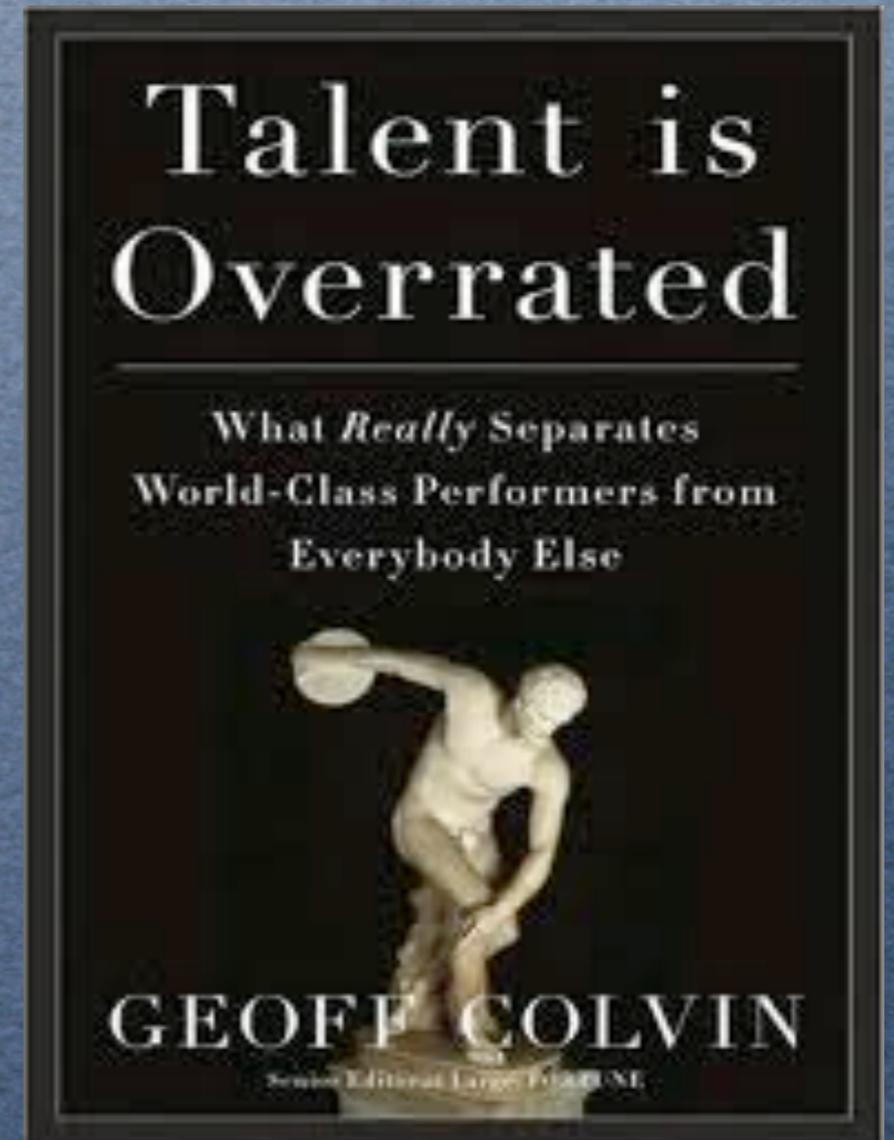
Small Challenge



Peter Norvig

The essence of practice,
is constantly trying to
do things one cannot do
comfortably...

Constant
Small
Challenge





Learn
how to
pare
your
pears in
pairs

Pair Practice

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Homer & Marge

Coaching



Luke Scott

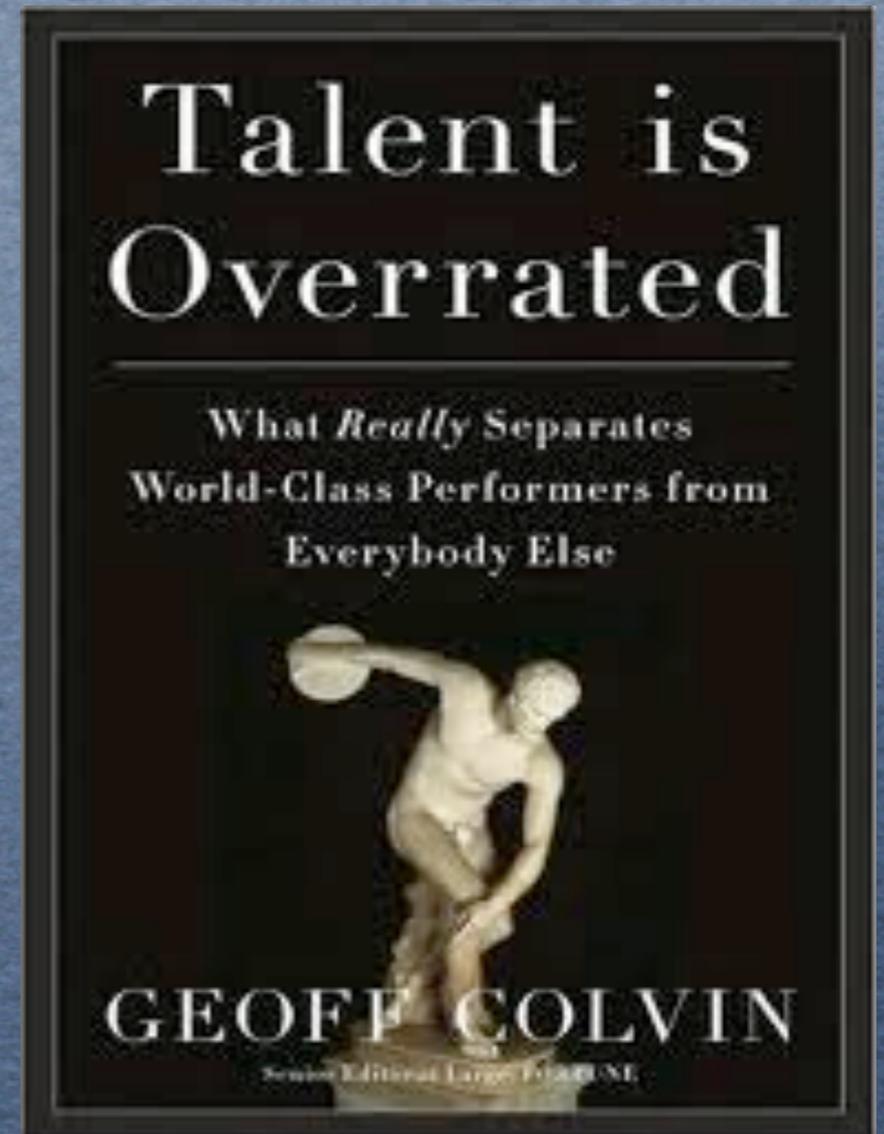




Quote from Toyota Kata
that is too long to fit
here so I'll read it
instead...

Practising without feedback is like bowling through a curtain... if you can't see the effects you won't get any better and you'll stop caring.

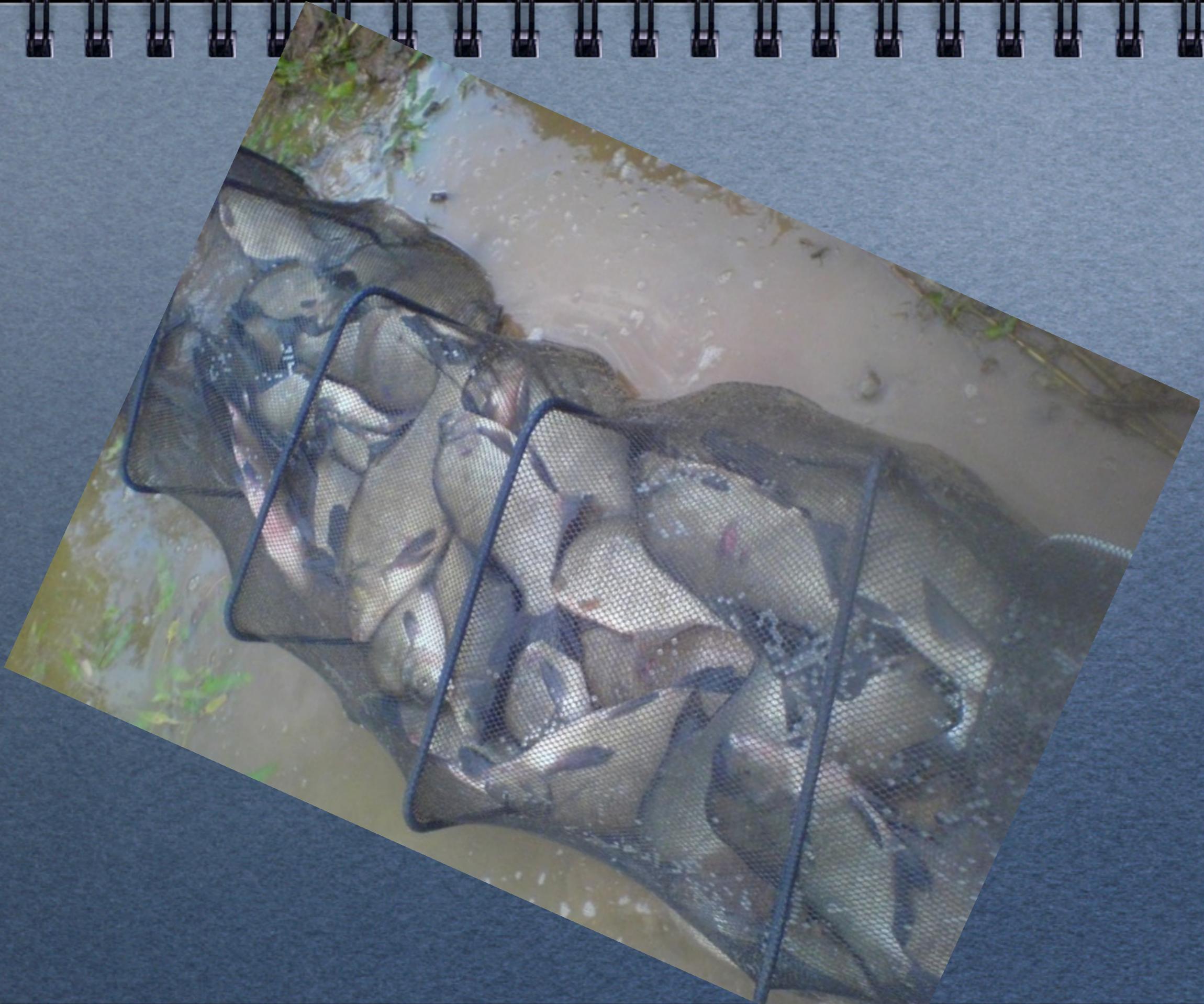
Feedback



XP Value

Visibility





Thursday, 10 March 2011

Just calling it "feedback"
doesn't mean that it has
actually fed back.

It hasn't fed back until the
system changes course.

Fed back?

THE SYSTEMS BIBLE

THE BEGINNER'S GUIDE
TO SYSTEMS LARGE AND SMALL

BEING

THE THIRD EDITION OF SYSTEMANITICS

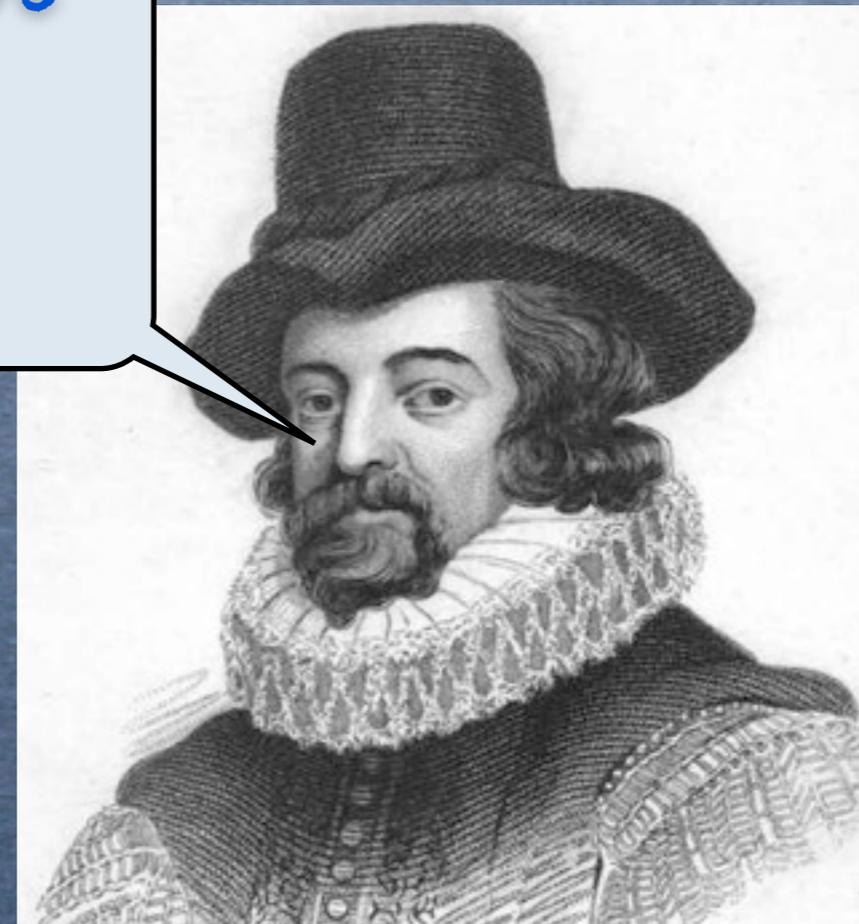
BY

JOHN GALL

GENERAL SYSTEMANITICS PRESS WALKERMINSTER

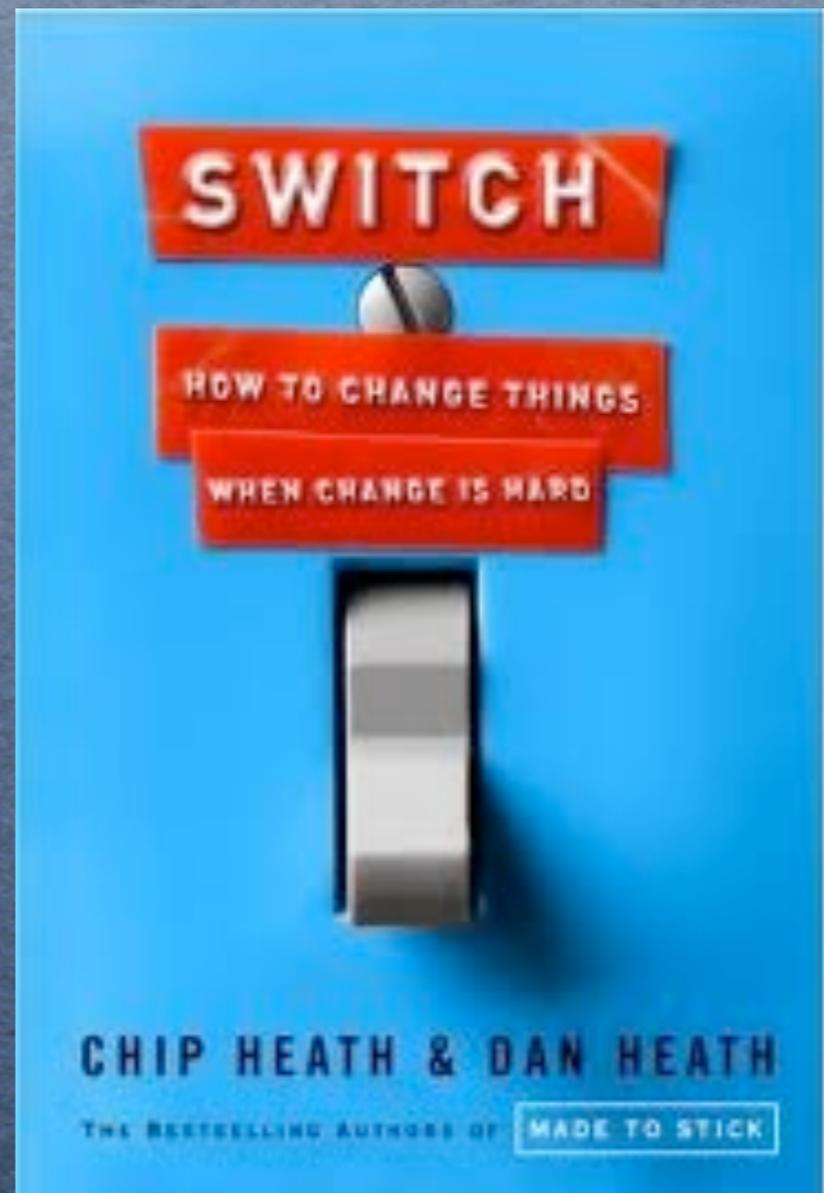
Man prefers to believe
that which he
prefers to be true.

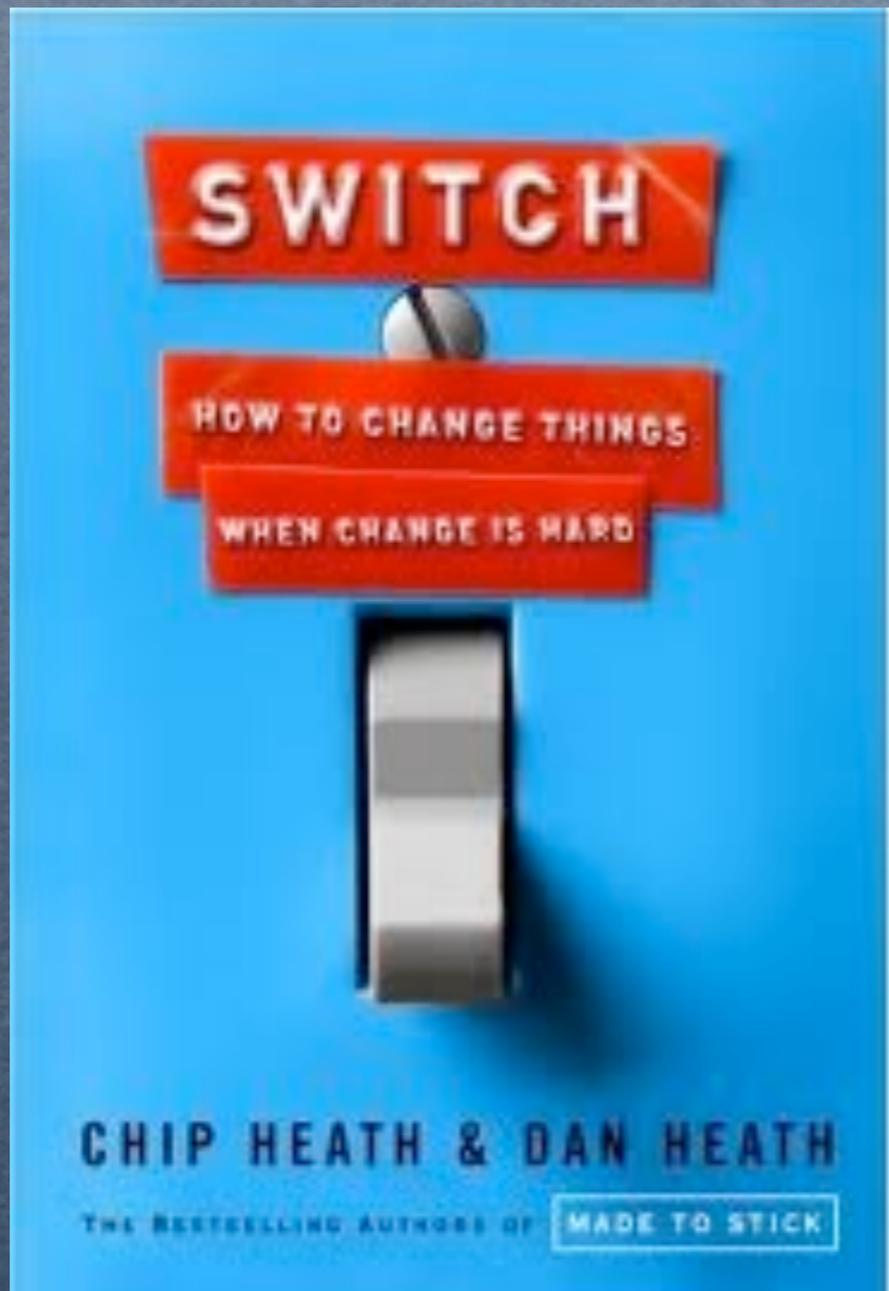
Unbiased Feedback?



Francis Bacon 1561-1626

2% of high school seniors believe their leadership skills are below average.





We are all lousy
self-evaluators.





Learn
how to
pare
your
pears in
pairs

Pair Practice

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Homer & Marge

There is absolutely no evidence of a 'fast track' for high achievers.



The Instant Expert Myth

Talent is Overrated

What *Really* Separates World-Class Performers from Everybody Else



GEOFF COLVIN

Senior Editor at *Forbes* MAGAZINE

This
idea of
ability and
skill is
nonsense

very little practice

lots
of
"natural"
ability

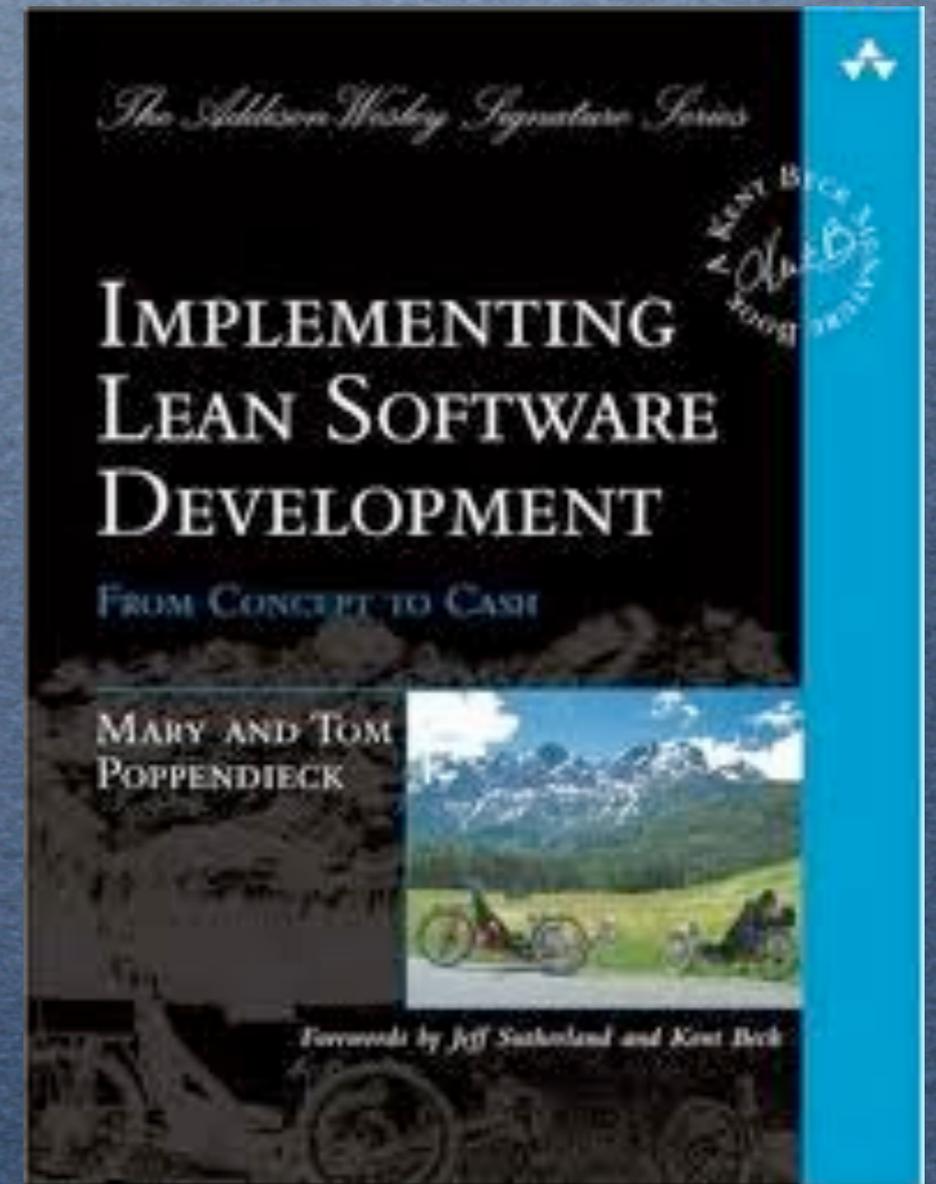
lots
of
practice

a little "natural"
ability

lots
of
practice

a bit more
"natural" ability

There is broad industry consensus... that inborn talent does not account for much more than a threshold; ... the people who excel are the ones who work the hardest.



if people knew how hard I
worked to get my mastery,
it wouldn't seem so
wonderful after all.

Who said
this ?



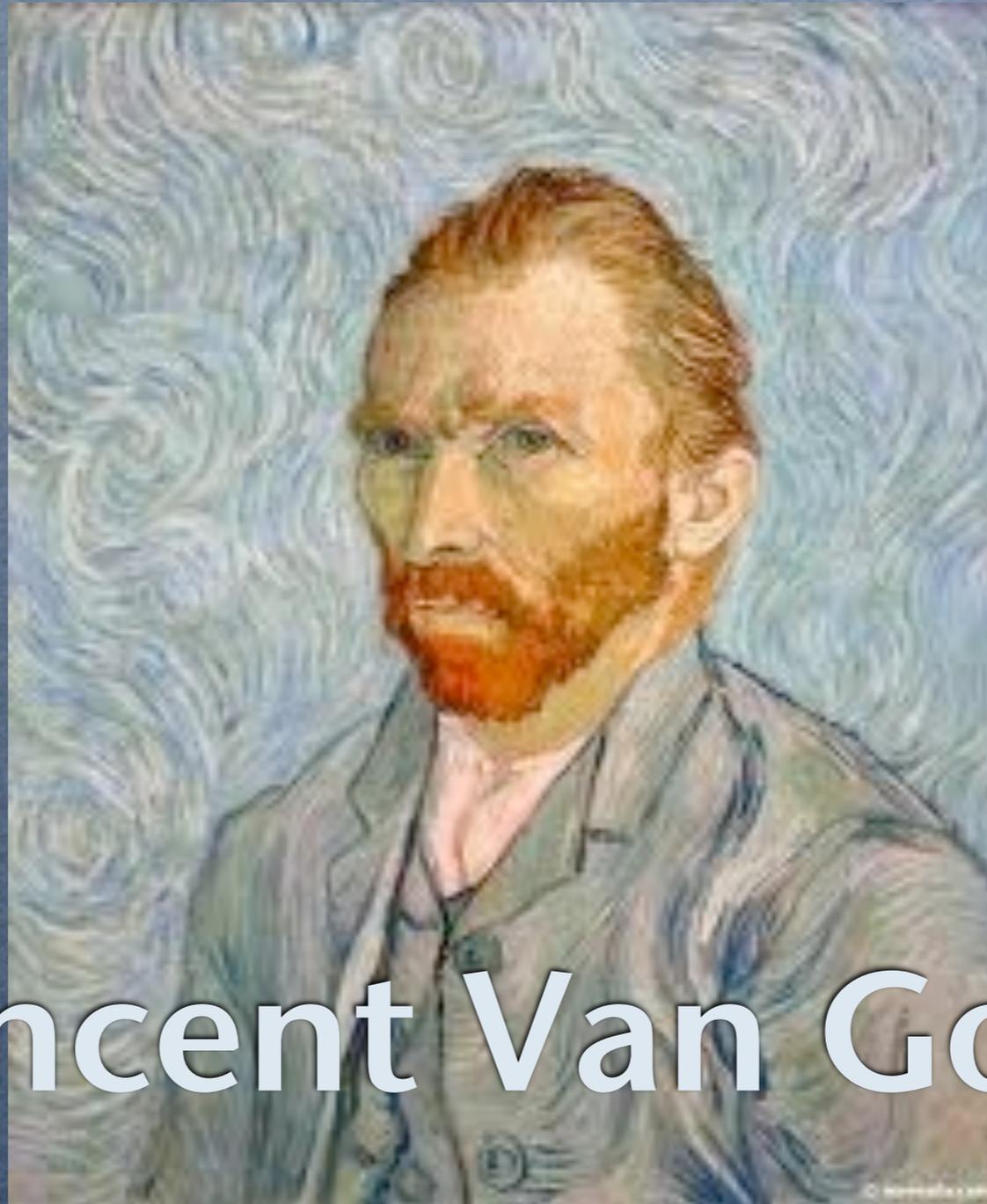
Copyright © Casa Buonarroti, Florence

Michaelangelo



Who wrote this ?

“At the time you spoke of my becoming a painter, I thought it very impractical and would not hear of it. What made me stop doubting was reading a clear book on perspective... a week later I drew the interior of a kitchen... before it had seemed ... drawing was witchcraft or pure chance.”



Vincent Van Gogh

Who are band X ?

**As teenagers, band X
worked in
Hamburg, ... doing
8 hour sets,
7 days a week,
for months on end**

The Beatles



Who is this?



"If you manage any people or if you are a parent (which is a form of managing people), stop everything and read *Mindset*."
—Ken Keselov, author of *The Art of the Start*

mindset

THE NEW PSYCHOLOGY OF SUCCESS

HOW WE CAN
LEARN TO FULFILL
OUR POTENTIAL

- parenting
- business
- school
- relationships

CAROL S. DWECK, Ph.D.

Effort is one of the things that gives meaning to life. Effort means you care about something.



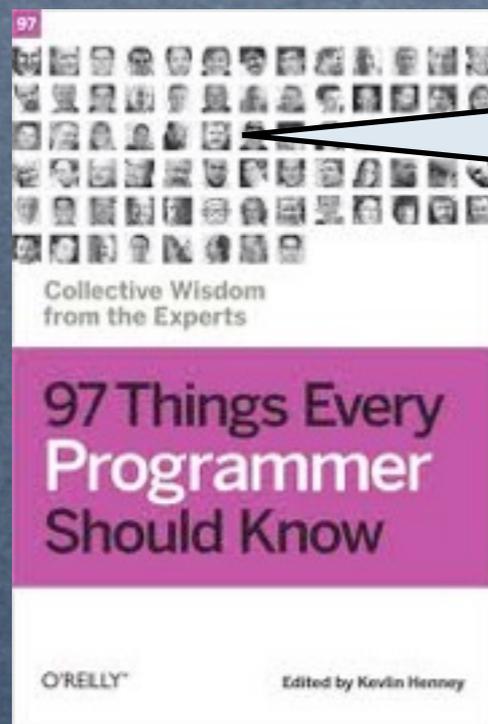


Improvement
is easier than
perfection

Chinese saying



You do deliberate
practice to improve your
ability to perform a
specific task, not to
complete it

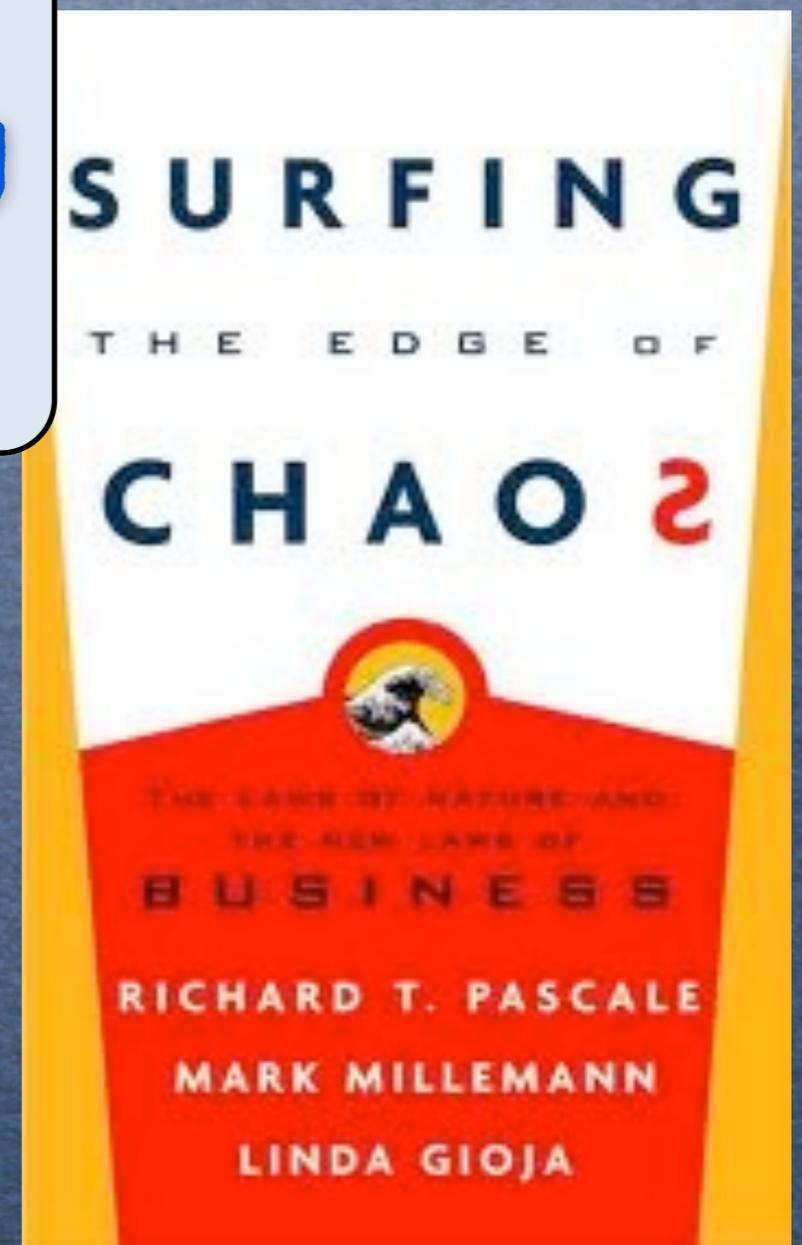


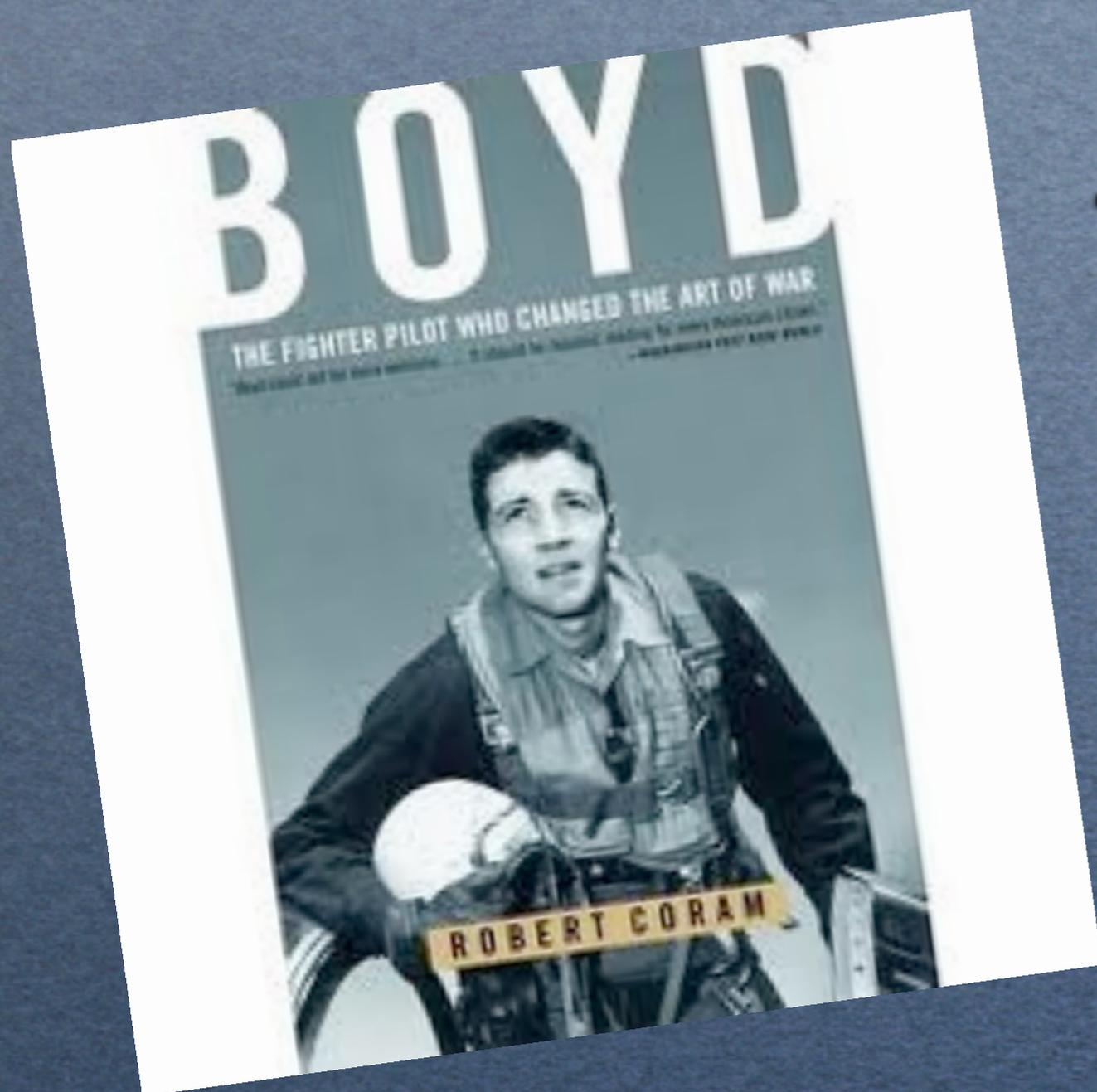
Jon Jagger

Improvement,
not completion

Adults are much more likely to act their way into a new way of thinking than to think their way into a new way of acting.

Acting





Boyd's Law
The speed of
an iteration
trumps the
quality of an
iteration

how to *show* hard
work in a *slide*?

Westley and Princess Buttercup are about to enter the fireswamp...

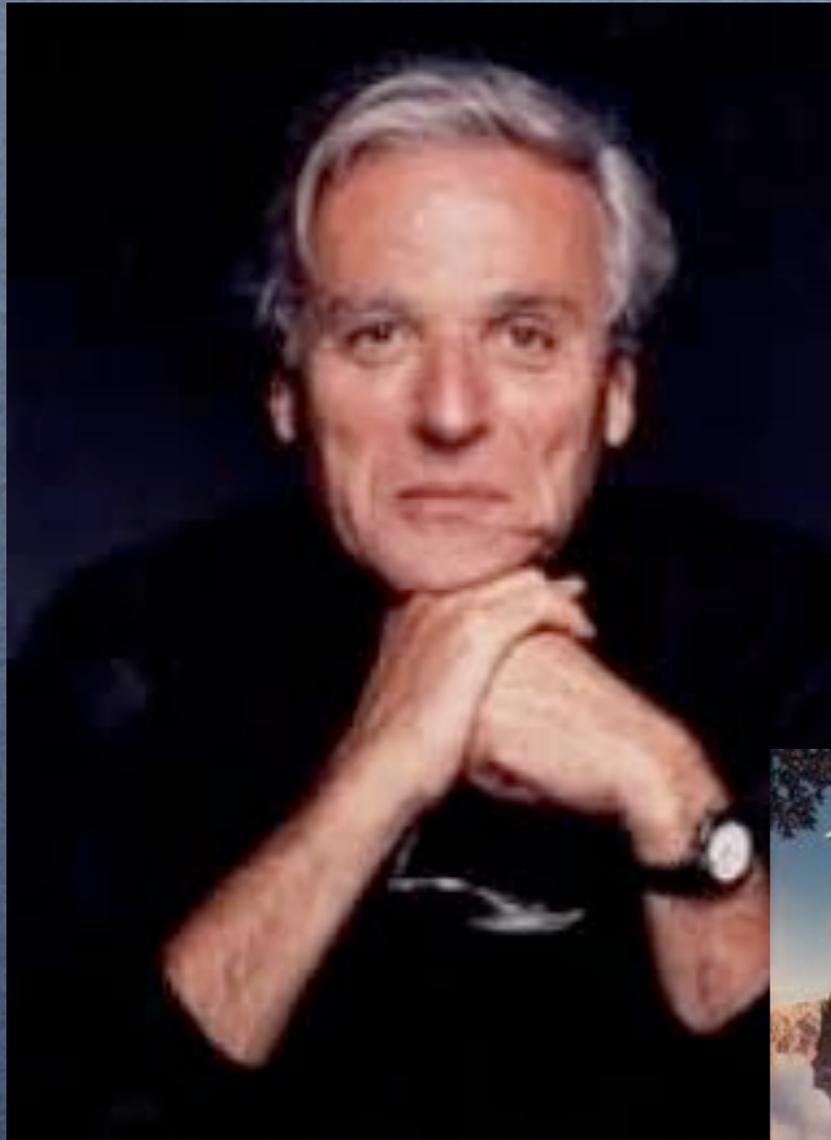
Buttercup: “We’ll never survive”

Westley: “Nonsense. You’re just saying that because no one ever has.”

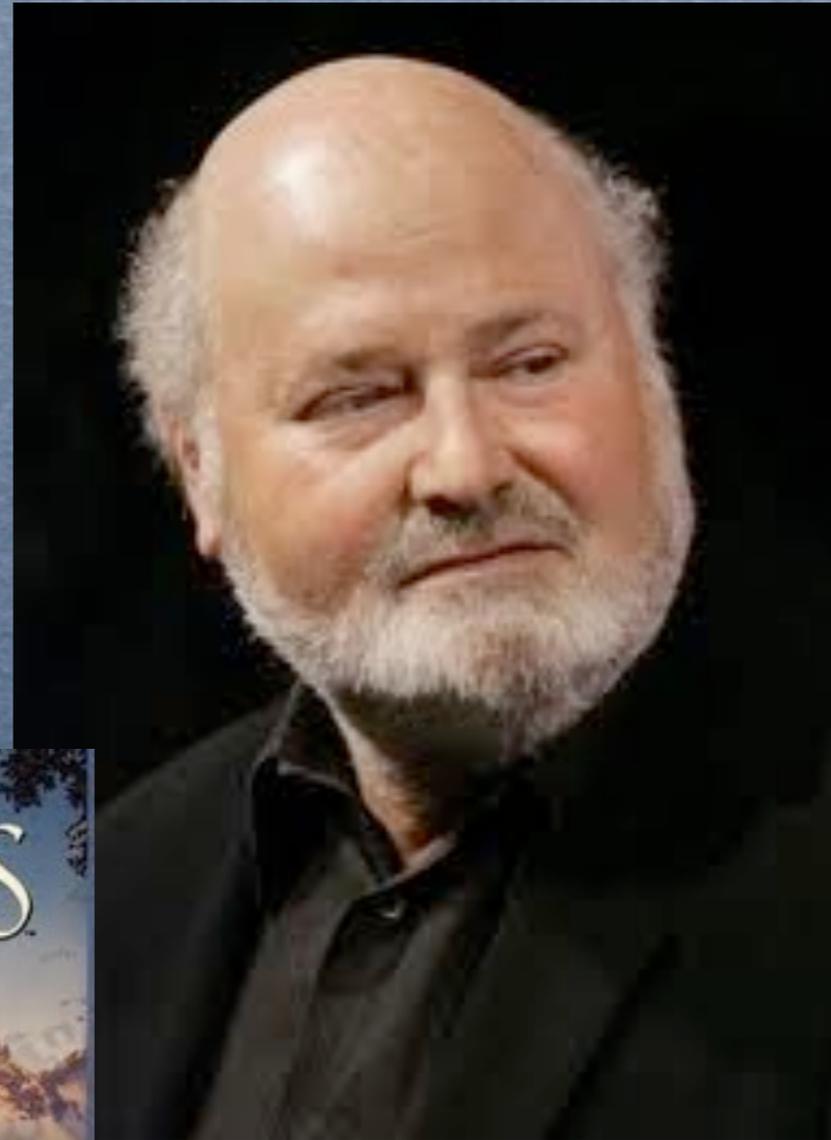
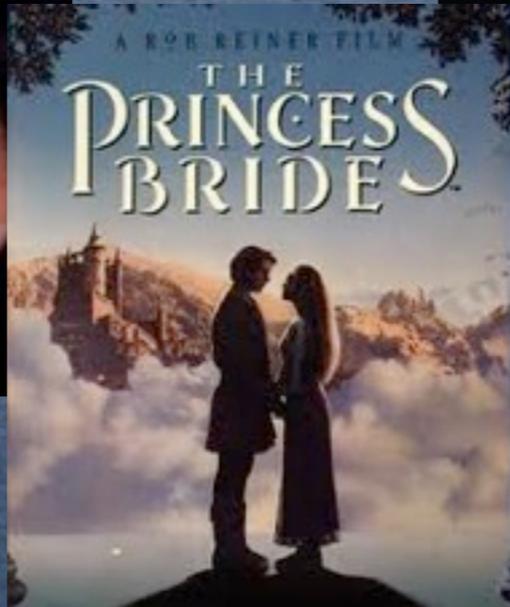
XP quote



A Kent Beck Favourite



Bill Goldman
author



Rob Reiner
director



Rob Reiner

I went to see Bill Goldman...

Princess Bride is my favourite thing I've ever written in my life. I want it on my tombstone.



What are you going to do with it?
How are you going to f*ck it up?



Rob Reiner

I went to see Bill Goldman...

Princess Bride is my favourite thing I've ever written in my life. I want it on my tombstone.

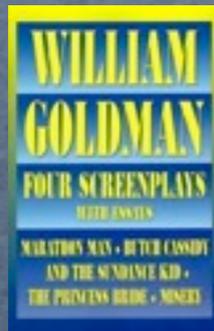


What are you going to do with it?
How are you going to f*ck it up?

I thought, 'Oh my God.'



Rob Reiner



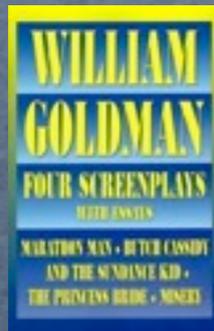
In the original screenplay...it says:

“What you are about to see is the greatest sword fight in film history.”





Rob Reiner



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“What you are about to see is the greatest sword fight in film history.”



I thought ‘*Oh my God*’.



Rob Reiner

Not only did there have to be a great sword fight, but... both of the dualists had to be equally good right and left handed. That's described.





Rob Reiner



Not only did there have to be a great sword fight, but... both of the dualists had to be equally good right and left handed. That's described.



I said, 'Oh my God.'



Rob Reiner

...every Errol Flynn, every
Douglas Fairbanks, you
know all the
swashbuckling movies.
I watched them all.





Rob Reiner



Mandy Patinkin (*Inigo*) and Cary Elwes (*the man in black*) studied with Olympic fencing masters... Mandy... for 8 months... and Cary... for about 6 months. They both studied like crazy.



Rob Reiner

It took 10 days to shoot... Every single frame of sword play is done by them... There are no doubles...



Rob Reiner

Mandy and Cary did all the sword
play, left and right handed...



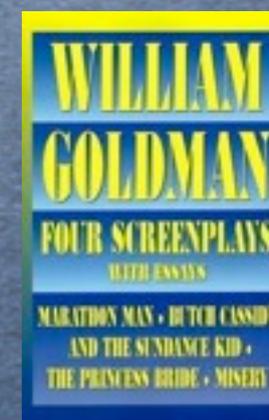
Rob Reiner

I'll put that sword fight up
against any sword fight that's
ever been done.

part of



“What you are about to see is the greatest sword fight in film history.”



Left Handed



Right Handed



Summary

Constant Small Challenge
Work Hard but Work Smart

Coaching

Principle of Addition

Act Your Way Into a New Way of Thinking

Feedback Feeds Back

Care and Effort

Improvement not Completion

Improvement not Perfection

Boyd's Law