

CRASH COACHING

AGILE COACHING FOR DANGEROUS FEEDBACK

THIS IS ME!



O/A

THIS IS ALSO ME!



WELCOME TO MY SUMMER



Sveriges MotorCyklister

- ~ 75.000 MOTORCYCLIST IN SWEDEN
- OVER 400 LOCAL MOTORCYCLE CLUBS
 - (NO, NOT HELLS ANGELS...)



SCHOOL

- OVER 15.000 EDUCATION DAYS/YEAR



THIS IS ME!



O/A

THIS IS ALSO ME!



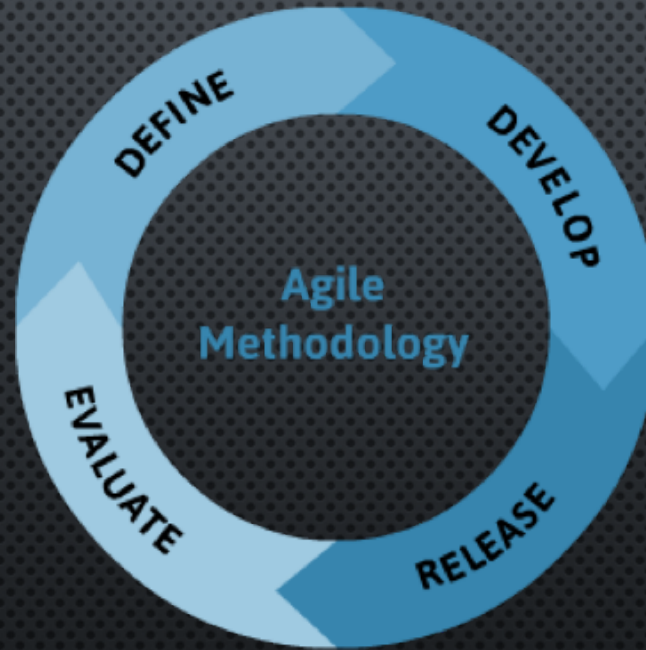
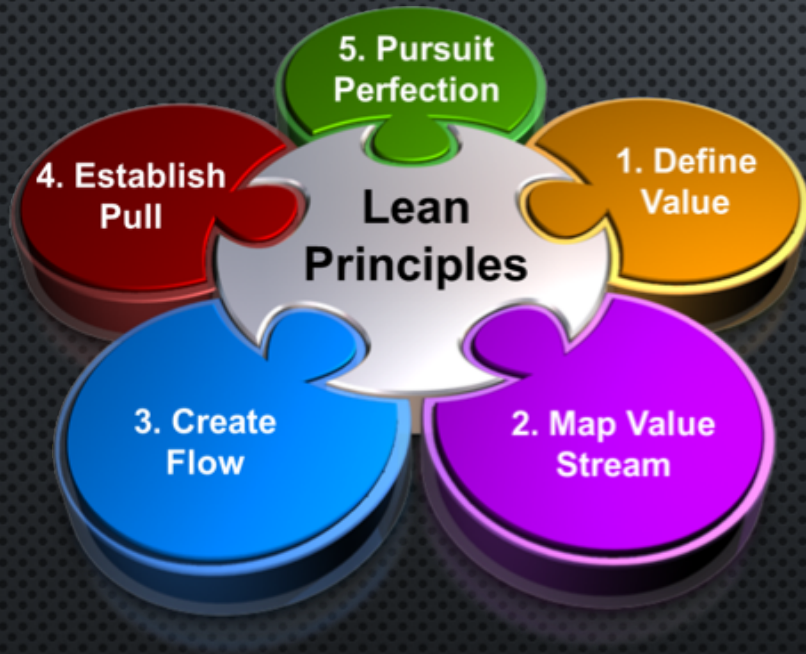
THE CHALLENGE



THE CHALLENGE

- UNKNOWN AND MULTIPLE STAKEHOLDERS
- UNKNOWN JOURNEYS
- MULTIPLE OTHER GROUPS ON THE TRACK AT THE SAME TIME
- A TEAM THAT “JUST KEEP AN EYE ON US”.

SOLUTION??



A DAY AT THE RACE TRACK – THE ESTABLISHMENT

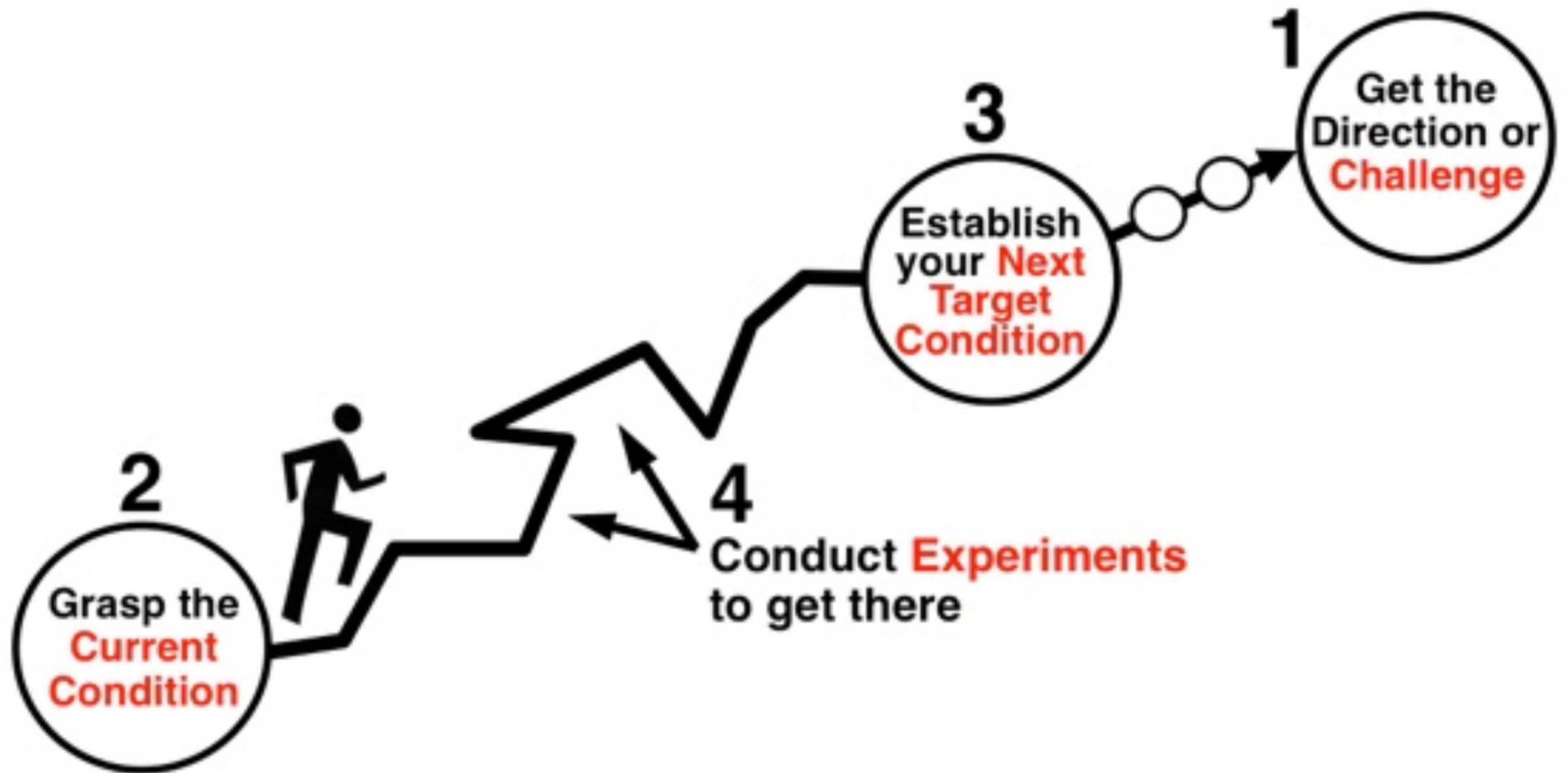


A DAY AT THE RACE TRACK – THE ESTABLISHMENT



A DAY AT THE RACE TRACK – THE BACKLOG





EXPERIMENT!

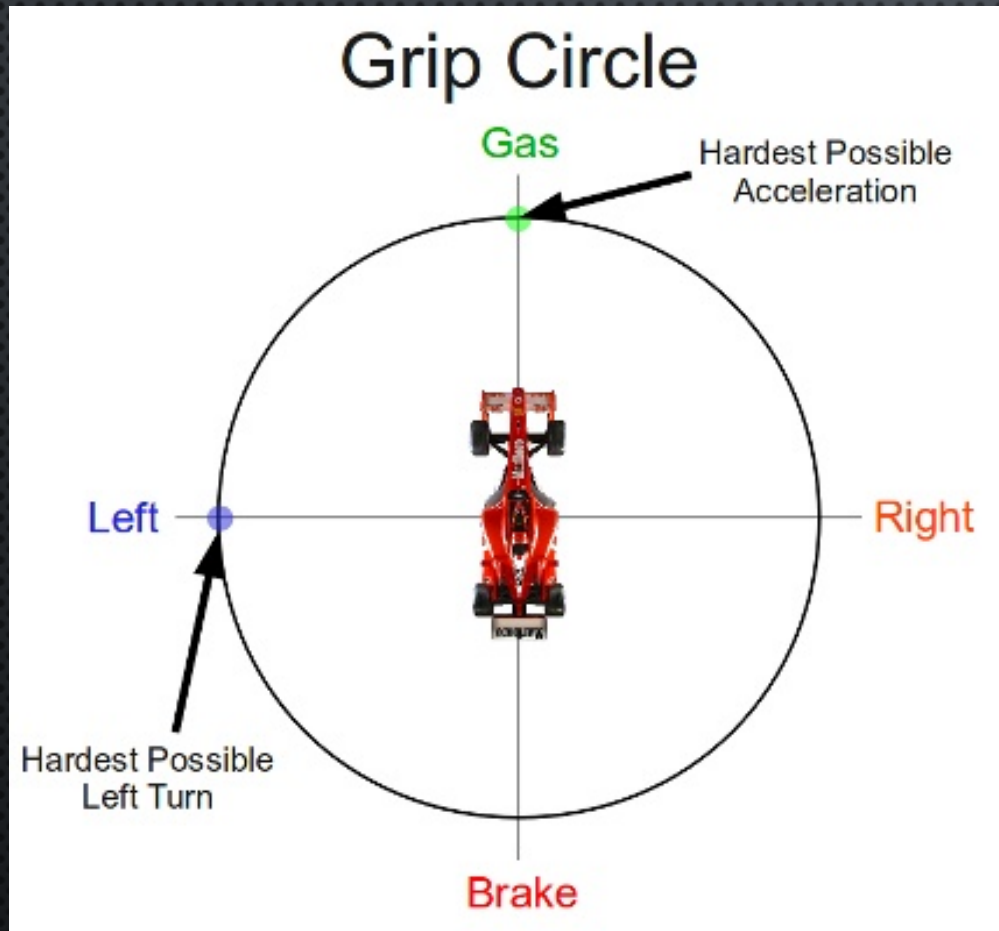


PAIR PROGRAMMING



ARVIDZONE SE

SAFE IMPROVEMENT



• 80%

SPEED GROUPS

- ALL TEAMS ARE EQUAL
- NOT ALL TEAMS CAN HAVE THE SAME VELOCITY
- FASTER GROUPS IS AN INSPIRATION





TRANSFORMATION



SUMMARY

- SAFE ENVIRONMENT TO SUCCEED (AND FAIL)
- COMMONLY AGREED RULES
- COMMON GOALS
- FAST ITERATIONS
- AUTONOMY
- CONSTANT COMMUNICATION AND FEEDBACK
- EVERYONE IS PARTICIPATING AT THEIR LEVEL
- CONSTANT IMPROVEMENT
- THE RIGHT SUPPORT ORGANIZATION
- TRANSFORMATIONAL LEADERSHIP