

The TameFlow Connection Newsletter

The latest news and ideas about the *TameFlow Approach*

TameFlow Connection 24

Hello Friends of Herbie,

Welcome to this "Halloween" edition of the *TameFlow Connection Newsletter!*

Setting up an Outstanding Training Programme

I will continue my reflections from last week's newsletter on how to structure a most compelling proposition for the **Agile Trainers** and **Coaches**, and make them vehemently desire to join and teach the *TameFlow Approach*. There are many elements to consider. One pertains to the *positioning* of the *TameFlow Approach* on the market.

Just a few days ago, as I was engaging in a [LinkedIn thread](#) announcing the upcoming [CCPM Conference](#) (see the events section below for more details), [Jan van Egmond](#) referred to the *TameFlow Approach* as: **Agile in overdrive**. Of course, I was very pleased by that!

Now that kind of portrayal is very significant. It highlights what I think is the positioning of the *TameFlow Approach* in this market of methodologies, frameworks, etc..

The *TameFlow Approach* will stand out as the **High-Performance Alternative**. It can be applied to any pre-existing context - because, remember, it is based on **Alexandrian Patterns** that find a *solution* to a *problem* in a *context* - and turn that context around improving performance in spectacular ways. I often draw this parallel: *TameFlow* is to other approaches as a high-performing car (say a Porsche, Ferrari, or Lamborghini) is to a VW Beetle.

Now here we start to see a problem.

A *High-Performance Alternative* will necessarily bear a *premium price tag*. How can this be introduced into a market that is basically accustomed to buying VW Beetles?

In a series of comments on how we are trying to structure all of this, our very [Daniel Doiron](#) himself, said: "I am never going to be able to sell a class [at such a premium price]!" Higher prices are clearly a challenge to be overcome.

In fact this is why I am structuring the effort with a number of commercial partners. Of course, a trainer, no matter how good at training, cannot sell these services at a premium price. We need skilled corporate sales professionals and marketers to do that job. Such professionals and commercial partners can do the selling *on behalf of* the trainers!

Isn't that a compelling proposition for the Trainers? They will be delivering premium courses, with premium prices, benefiting their own **Financial Throughput**. They would be able to focus solely on developing training skills and delivering training and not waste time in marketing, business development, sales and promotion which, frankly, is not their cup of tea. All this while their pipeline of engagements would always be full, as it would be constantly replenished by the action of the partners.

The purpose of such commercial partners is precisely to overcome the difficulties that trainers would encounter in trying to sell the *TameFlow Training Courses*.

Another very significant advantage is that such trainers, by being empowered to focus solely on training, will refine their training skills even more; and conceivably **become the best trainers in the industry**.

So, if you are an Agile Trainer or Coach: Doesn't that sound interesting? Let me know! Maybe it can happen... And if you want to become a TameFlow Trainer, get in touch!

Books

Competitive Engineering

If you have been following along in these last few months since I had [Tom Gilb](#) as my guest on the [Campfire Talks with Herbie #27](#), in mid September, you know I'm fascinated by Tom Gilb's quantification techniques. I regret that I don't have enough time to work on integrating them properly with *TameFlow*, as I have said is my intention. But that shouldn't prevent you from learning more about Tom's work.

Tom Gilb is kindly making his master piece work, *Competitive Engineering* available as a [FREE PDF DOWNLOAD](#). Grab your copy, read it, and then let me know how you would like to see Tom's ideas being integrated into the *TameFlow Approach*. (NOTE WELL - RESTRICTIONS ON USE: this download is only for use by people reading this

newsletter, courtesy by Tom Gilb! Please do not post the book or the link on a public site. Though you can share the PDF itself with directly selected friends and colleagues!)

Leadership in Times of Crisis

A few months ago, in July, [Sajeev Kumar Menon](#) set out to interview a number of professionals in the industry, asking about leadership during these COVID19 times. He has now collected all these interviews in the book [Leadership in times of Crisis, Conversations with Thought Leaders](#). You can read my interview Chapter 13 of Sanjeev's book.

Sanjeev asked me the following ten questions:

1. What do you consider as the 3 traits that a Project Manager/leader should have to thrive in the new economy?
2. How does a leader respond during a time of crisis?
3. What is the most important part of effective crisis response?
4. How would you keep your team motivated and connected during a crisis?
5. How would you support your employees during a crisis?
6. What is the one of the biggest challenges that you have faced as a Project Manager or a Leader?
7. How do you lead effectively in a virtual workplace?
8. Many companies worldwide were taken by surprise when the Covid-19 pandemic struck. How does one preempt such a risk and factor it into their risk management plan?
9. What do you see as a future for Project Managers?
10. Do you have any words of advice for youngsters who wish to take up a career in Project Management?

Of course, I replied to these questions from a *TameFlow* perspective. So if you want to know how *TameFlow* thinking can be used in these times, get hold of Sanjeev's book.

Watch

Leadership in Times of Crisis Interview - the Video

My interview just mentioned above is also available for your viewing pleasure on Youtube [here](#)!

Down the Memory Lane - The World of Objects (1991)

The LinkedIn feeds brought me this video: [The World of Objects \(1991\)](#), which features [Philippe Kahn](#) explaining what object oriented programming is. At the end, there are even short contributions by

legends like Alan Kay, Marvin Minsky, Bjarne Stroustrup, Joseph Weizenbaum, and Niklaus Wirth.

Of course, this has nothing to do with the *TameFlow Approach* - At least not directly. But, Philippe Kahn was the CEO of Borland International in those epic years of the personal computer revolution. As you probably know - especially if you have read the first two chapters of my "[Hyper](#)" book - the story of Borland International has had a huge influence on the shaping of the *TameFlow Approach*. So I thought it would be amusing for you to watch and listen to Philippe Kahn, that somehow is the "root cause" of *TameFlow*. And, yes, he was a sax player, and accomplished musician too.

If you want to have a more recent impression of Philippe, check this too: [US Safer Internet Day 2020: Camera phone inventor Philippe Kahn interviewed by Larry Magid](#). The line to take away is at around the 20th minute: "*to make things that make a difference in people's life.*" - That is what the *TameFlow Approach* is really about! So now you know where that comes from!

Read

Primacy of Systems Thinking, Finding Flow, and FOCUS.

I keep on discovering pearls of insights from [David Hodes](#). In [Systems Thinking: the Primacy of the Whole](#), David elaborates on his **Spaceship** metaphor or how to look at your organization as a rocket center launching all sorts of initiatives (the "spaceships"). Each spaceship needs to be considered as part of the overall system and as a system in its own right. It might look overwhelming, but David explains it all so it does not seem like rocket science... or does it?

Another great post is [Finding flow is hard, but possible](#). David brings to light the importance of **Psychological Flow** and how to nurture it in a work setting.

Finally, in [The 5 Step FOCUS - Defining the System](#) David examines the *5 Focusing Steps* (5FS), and changes a bit of terminology to make them more acceptable. The important insight here is that before even trying to apply the 5FS, first we must establish what are the *boundaries* of the system and actual be very clear and articulate what *The Goal* is. At the end, David relates it all to *mythology*. Yes, mythology! And it makes a lot of sense.

Chaos in Roam

In my continuous exploration of the [Roam Research](#) personal knowledge management tool, I came across this post: [Embrace the Chaos in Roam](#). It gives a relaxing relief on how to approach using the tool. In a nutshell: dump all your thoughts into it, use tags liberally, and

do not worry about structure. The structure will surface on its own. Eventually. When you need it and you start to see the connections between notes and ideas emerge. This gives a great degree of freedom for any sort of creative work where writing is the primary means of expression.

Re-read Saturday

[Tom Cagley](#), the host of the *Software Process and Measurement Cast*, continues with the weekly [Re-Read Saturday](#), the chapter by chapter review of [Tame your Work Flow](#) book. This time he comments about Chapter 18, *Full-Kitting as Ongoing Executive Activity*. Funnily, last week Tom commented on Chapter 19, skipping this one, which now he recovered - he explains that as his ability to time travel! Tom never ceases to surprise.

Tom gives a good description of how portfolio-level **Full-Kitting** happens, with a **Portfolio Board**. On top of Tom's comments, I'd like to highlight among the activities of the "human factors" column, the **Ranking** column, is also the **Escalation Process**. It wires the vertical **Information Flow** and limits the amount of negotiation and "horse trading" that is allowed to happen. This escalation process dramatically increases speed of decision making, tie-breaking and ultimately execution of the whole process. It is something that is missing entirely in other approaches that focus mostly on teams (like Scrum) or value streams (like Kanban) alone. As always, you can tune-up other approaches with the *TameFlow Approach*!

Upcoming Events

Mark your calendars for the following upcoming events.

November 4th, 2020 at 23:00 CET

I will be the guest speaker on **Agile Maine**'s webinar **This is an Agile Heresy Manifesto**, hosted by [Miljan Bajic](#). Sign up [here](#). This will be a bit controversial; as you will read on the sign-up page, I introduce the topic like this:

This is an Agile Heresy Manifesto!

We have come here to bury Agile, not to praise it!

We are uncovering better ways of managing knowledge-work by doing it and helping others do it. Through this work we have come to value:

Sheer individualistic, egotistical selfishness that exploits the power of the Ego over Servant Leadership

Rational and scientific Patterns and Mental Models over feel-good Values and Principles

Real bottom-line results over proclaimed customer-value focus.

Scale free solutions over Don-Quixote lost battles of scaling the wind mills.

That is, while there is value in the items on the right, we value the items on the left more. By thinking outside the box, we create high-performance, humane and sustainable cultures unlike any other.

November 10th, 2020 at 13:00 CET

Campfire Talks with Herbie 29. The guest will be [Peter Merel](#). Of course we will talk about his **XSCALE** and see how it compares to the *TameFlow Approach*. To make sure you don't miss this or any forthcoming *Campfire Talks with Herbie* events, subscribe to the [Campfire Events Notification List](#), and you will receive the broadcast links ahead of the event.

November 17th-21st, 2020

[Daniel Doiron](#) and [Anna Sikorska](#) will present some leading edge TameFlow content at this year's virtual edition of the **Agile Tour Montréal**. One of the worlds largest Agile Tour events, it is a bilingual event with French and English content. You can book tickets [here](#) and check the full programme [here](#). Daniel and Anna will be speaking at these times:

- **November 17th, 2020 at 13:00 EST:** Daniel Doiron on **Flow Efficiency Kanban Boards** (English).
- **November 20th, 2020 at 10:30 EST:** Daniel Doiron on **Little's Law and Throughput Accounting** (French).
- **November 21st, 2020 at 15:00 EST** Daniel Doiron and Anna Sikorska on **Timeboxing and Science - Not compatible** (French).

November 23rd-24th, 2020

I will have a talk at the **Critical Chain Project Management Virtual Conference 2020** organized by the TOCICO. The conference will be targeted at *traditional* project managers that might only have a summary understanding of CCPM and are trying to "uncover better ways" to do their job. Naturally, one such better way will be via the *TameFlow Approach*. For more information, see the new conference website: [Critical Chain 2020](#).

- **November 24th, 2020 at 15:00 CET:** my talk on **Breakthroughs in managing knowledge-work**. I will touch on the history of the

TameFlow Approach, how to use *Flow Time Distributions*, *Ageing Charts*, *MOVEs*, *Little's Law*, *Fever Charts* and *Bubble Fever Charts*. All in just 30 minutes, which will then be followed by an interactive Q&A session. The presentation is geared particularly to "conventional" project managers to whom I will introduce the more "agile" (Haha!) ways afforded by the *TameFlow Approach*.

December 3rd, 2020 at 20:00 CET

We will have the first ever **Campfire Panel Discussion** event on the *Campfire Talks with Herbie 30*. The panel will be moderated by our very own [Mark Jørgensen Chaudhry](#) a.k.a "Question Mark" because when he is around, no question will be left unasked! The topic will be: **Ready now for building the future-proof organization**. We will explore the future of organizations, touching on themes like: resilience, sustainability, diversity, social responsibility, power structures, hierarchies, networks, complexity, etc. and who knows how many other lines of thought will be developed. In addition to myself, the panel will include these great professionals:

- [Niels Pflaeging](#), a leadership philosopher, management exorcist, speaker, author, advisor. Founder at BetaCodex Network. Thanks to Niels: the idea of this panel was developed with his input!
- [Pamela Dukes OLY](#), an enterprise agile coach & trainer, and a Hall of Fame Olympic athlete who is focused on helping teams through servant leadership and self-reliance strategies;
- [Ritu Ward, FACHE](#), a Healthcare executive with success delivering quality, growth, and strategy while leading high performing teams;
- and last, but not least, [Nigel Thurlow](#), former Chief of Agile of Toyota and the co-creator of The Flow System.

That's it for this time.

Have a great week!

Steve

P.S.

Do you enjoy this newsletter? Spread the word and tell your friends and colleagues to subscribe to this [TameFlow Connection Newsletter](#) – or just forward them a copy of this issue. And invite everyone to watch the [Campfire Talks with Herbie](#) live streams. Or invite them to join the [TameFlow Community](#).



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FORWARD EMAIL

Villa Malitah 15, Triq il-Mediterran, San Giljan, Malta

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