

The Stages of Scrum Master Maturity

Grow Your Leadership Through Vertical Development

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How do Scrum Masters perceive feedback?

Welcome feedback (especially if it helps them to achieve their goals and to improve), committed to change behavior and belief in ability to control it	A	
Hold feedback as a natural part of living systems; necessary for learning and change; see it as not fundamentally different from praise, radical acceptance and compassion for one's own and others' humanity	B	
Experience feedback as an attack, provocation; can quickly shift blame or be singularly dismissive, inclination to counter-attack or retaliate	C	
Invite feedback for self-actualization; conflict seen as an inevitable part of viable/multiple relationships, can own one's own contribution to others' experience	D	
View feedback as disapproval or as a reminder of norms, discomfort at being 'shown up', inclined to save face, internal dialogue about intent	E	
Welcome feedback as necessary to uncover hidden aspects of their own behavior, acknowledge own conditioning, interested in diverse perspectives	F	
Take it personally, defend own position; dismiss feedback from those who are not seen as experts in the same field	G	

Source: Vertical Development Academy: <https://www.youtube.com/watch?v=spE6bzzg2S9o>
& Making the case for a developmental perspective (v.2008), Dr. Susanne R. Cook-Greuter

Experiment Canvas

Team:

Experiment Name:

Start:

End:

Hypothesis

We believe that [doing this] for [client] will result in [outcome]

Experiment Results

What were the quantitative and/or qualitative results?

Experiment Description

What form will the experiment take? Who will be involved?

Validated Learning

Summarize what you learned from running the experiment.

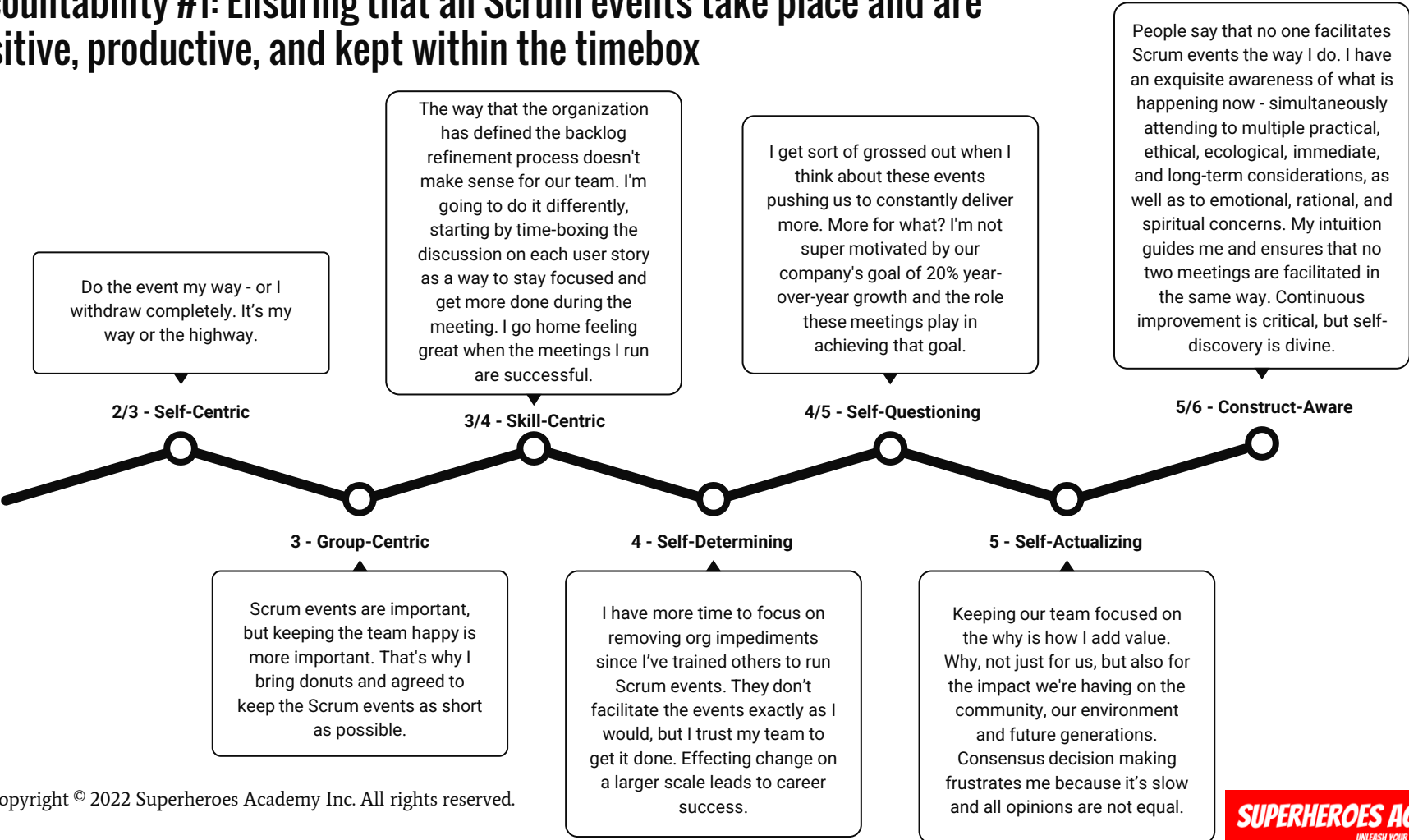
Success / Fail Criteria

How will we measure our hypothesis (quantitatively / qualitatively)?

Next Steps

What will we do based on this experiment? What else should we explore?

Accountability #1: Ensuring that all Scrum events take place and are positive, productive, and kept within the timebox



Experiment Canvas

Team:

Experiment Name:

Hypothesis

We believe that [doing this] for [client] will result in [outcome]

Experiment Description

What form will the experiment take? Who will be involved?

Success / Fail Criteria

How will we measure our hypothesis (quantitatively / qualitatively)?

Start:

End:

Experiment Results

What were the quantitative and/or qualitative results?

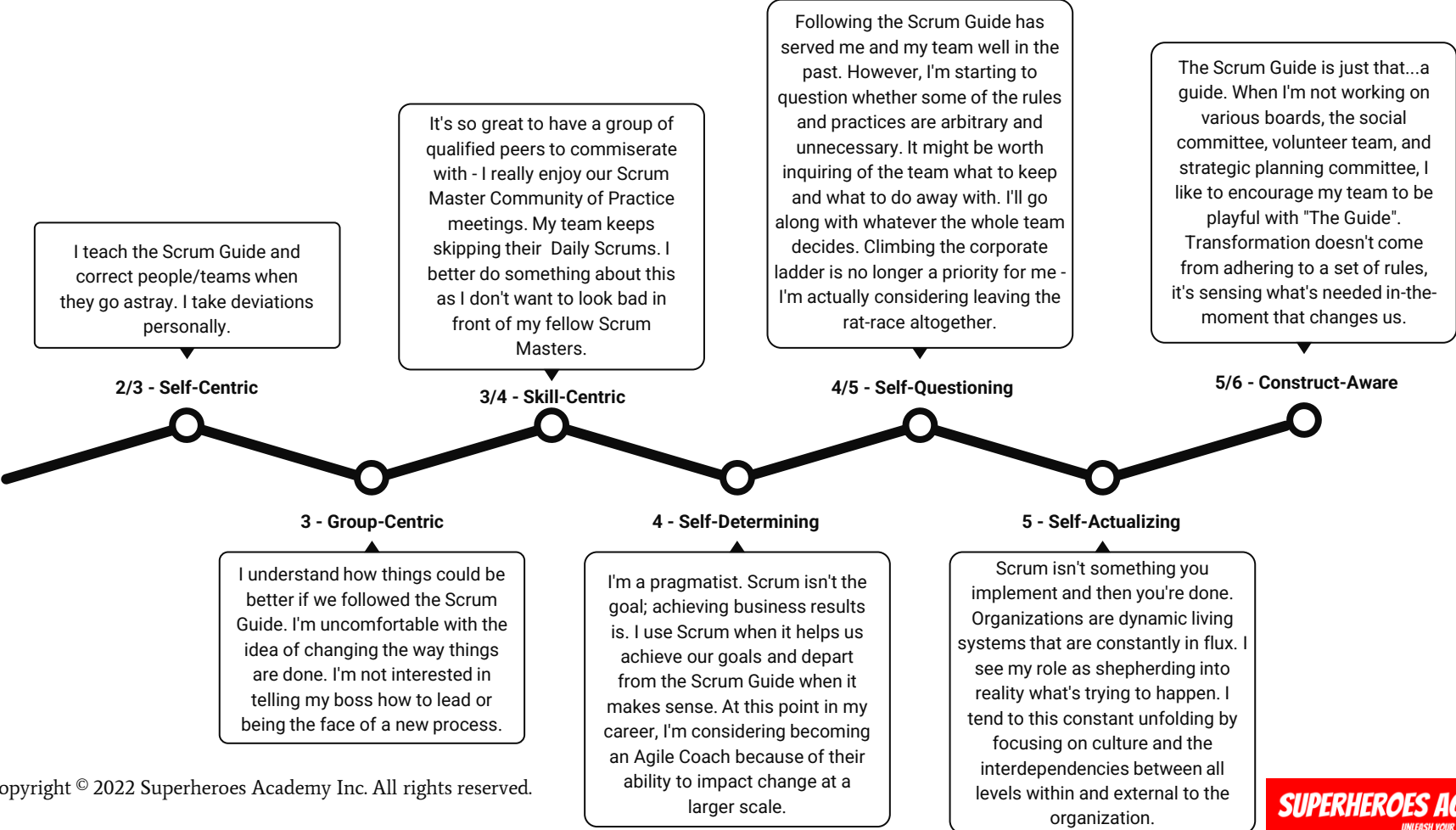
Validated Learning

Summarize what you learned from running the experiment.

Next Steps

What will we do based on this experiment? What else should we explore?

Accountability #2: Establishing Scrum as defined in the Scrum Guide



Experiment Canvas

Team:

Experiment Name:

Start:

End:

Hypothesis

We believe that [doing this] for [client] will result in [outcome]

Experiment Results

What were the quantitative and/or qualitative results?

Experiment Description

What form will the experiment take? Who will be involved?

Validated Learning

Summarize what you learned from running the experiment.

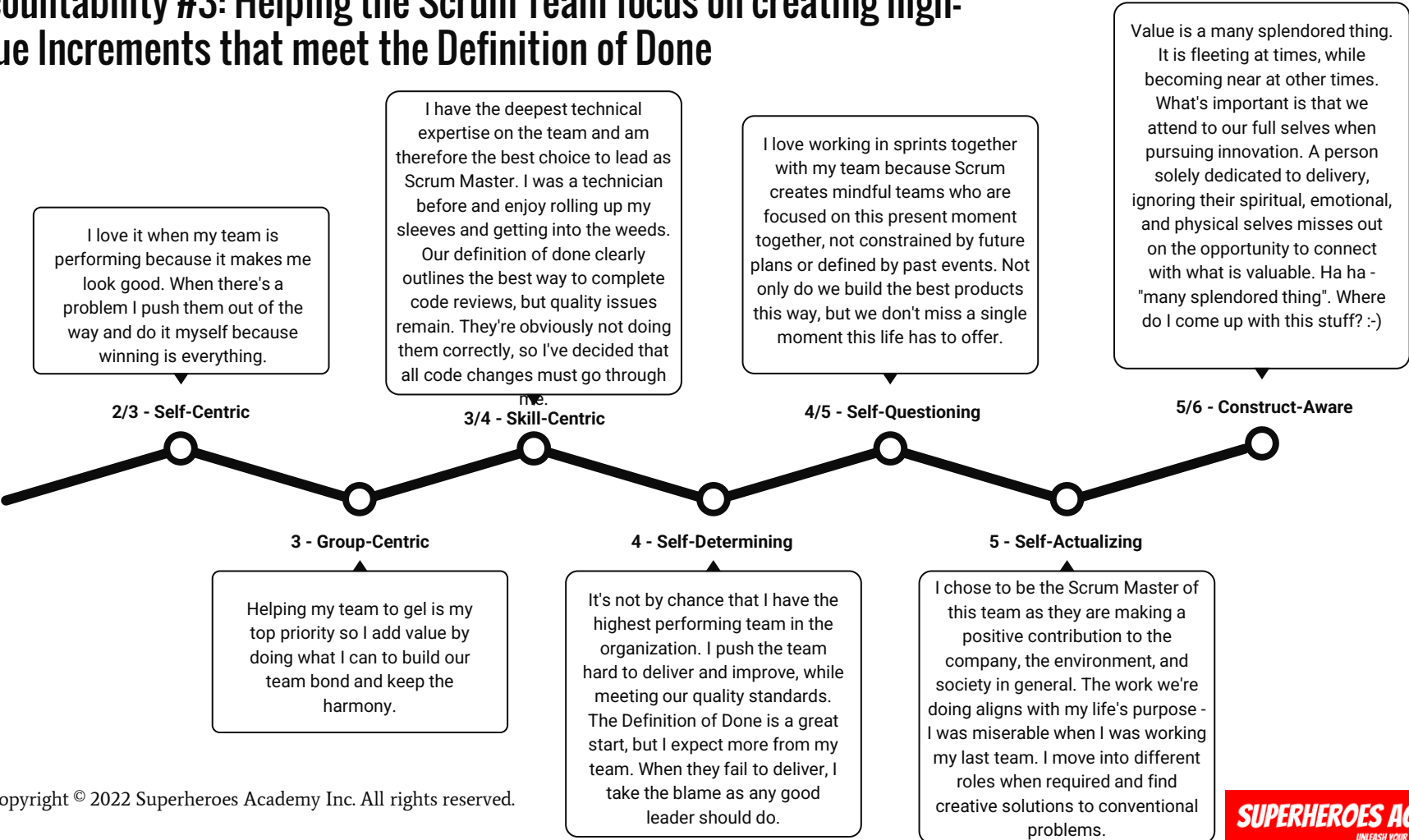
Success / Fail Criteria

How will we measure our hypothesis (quantitatively / qualitatively)?

Next Steps

What will we do based on this experiment? What else should we explore?

Accountability #3: Helping the Scrum Team focus on creating high-value Increments that meet the Definition of Done



Experiment Canvas

Team:

Experiment Name:

Start:

End:

Hypothesis

We believe that [doing this] for [client] will result in [outcome]

Experiment Results

What were the quantitative and/or qualitative results?

Experiment Description

What form will the experiment take? Who will be involved?

Validated Learning

Summarize what you learned from running the experiment.

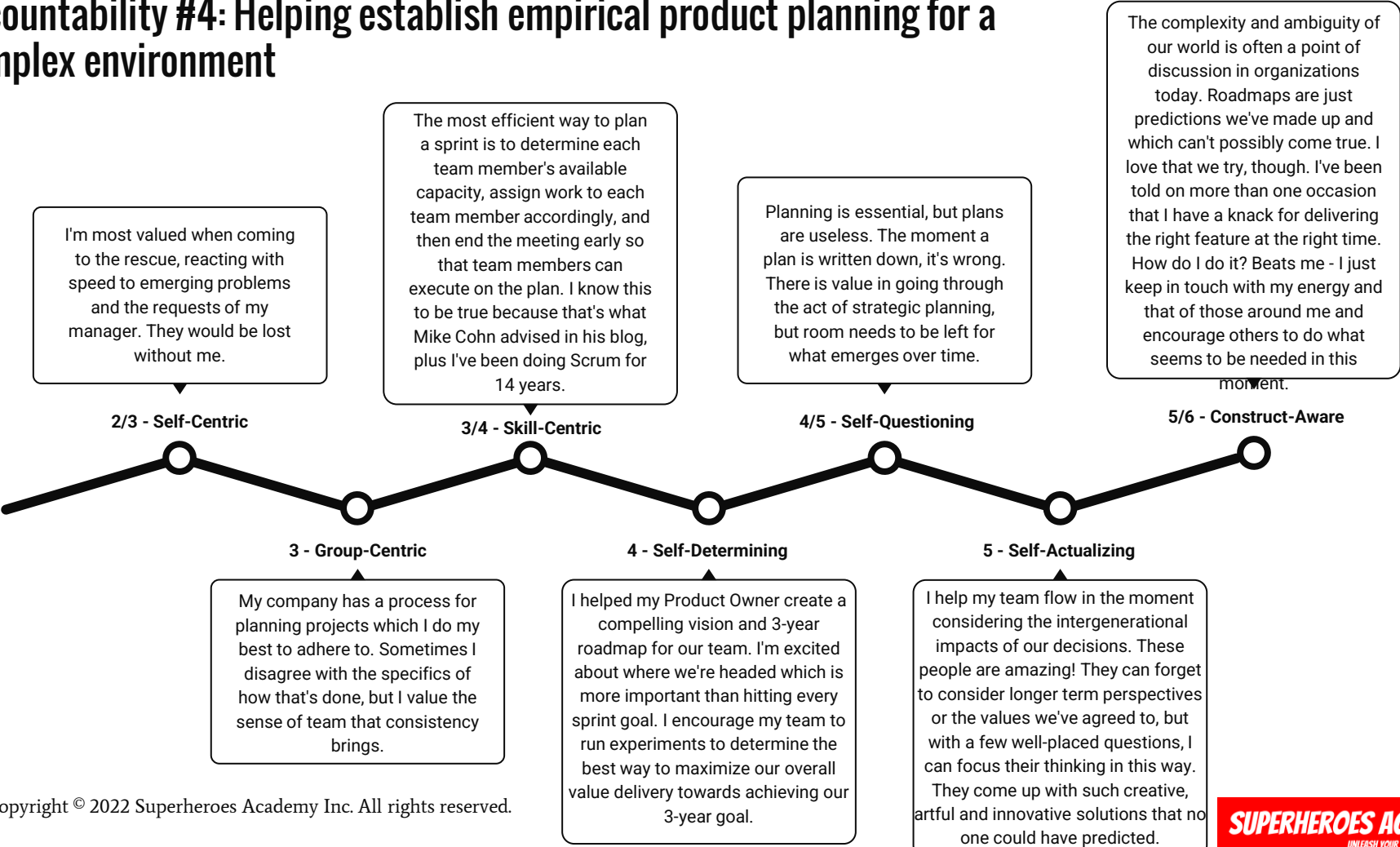
Success / Fail Criteria

How will we measure our hypothesis (quantitatively / qualitatively)?

Next Steps

What will we do based on this experiment? What else should we explore?

Accountability #4: Helping establish empirical product planning for a complex environment



Experiment Canvas

Team:

Experiment Name:

Hypothesis

We believe that [doing this] for [client] will result in [outcome]

Experiment Description

What form will the experiment take? Who will be involved?

Success / Fail Criteria

How will we measure our hypothesis (quantitatively / qualitatively)?

Start:

End:

Experiment Results

What were the quantitative and/or qualitative results?

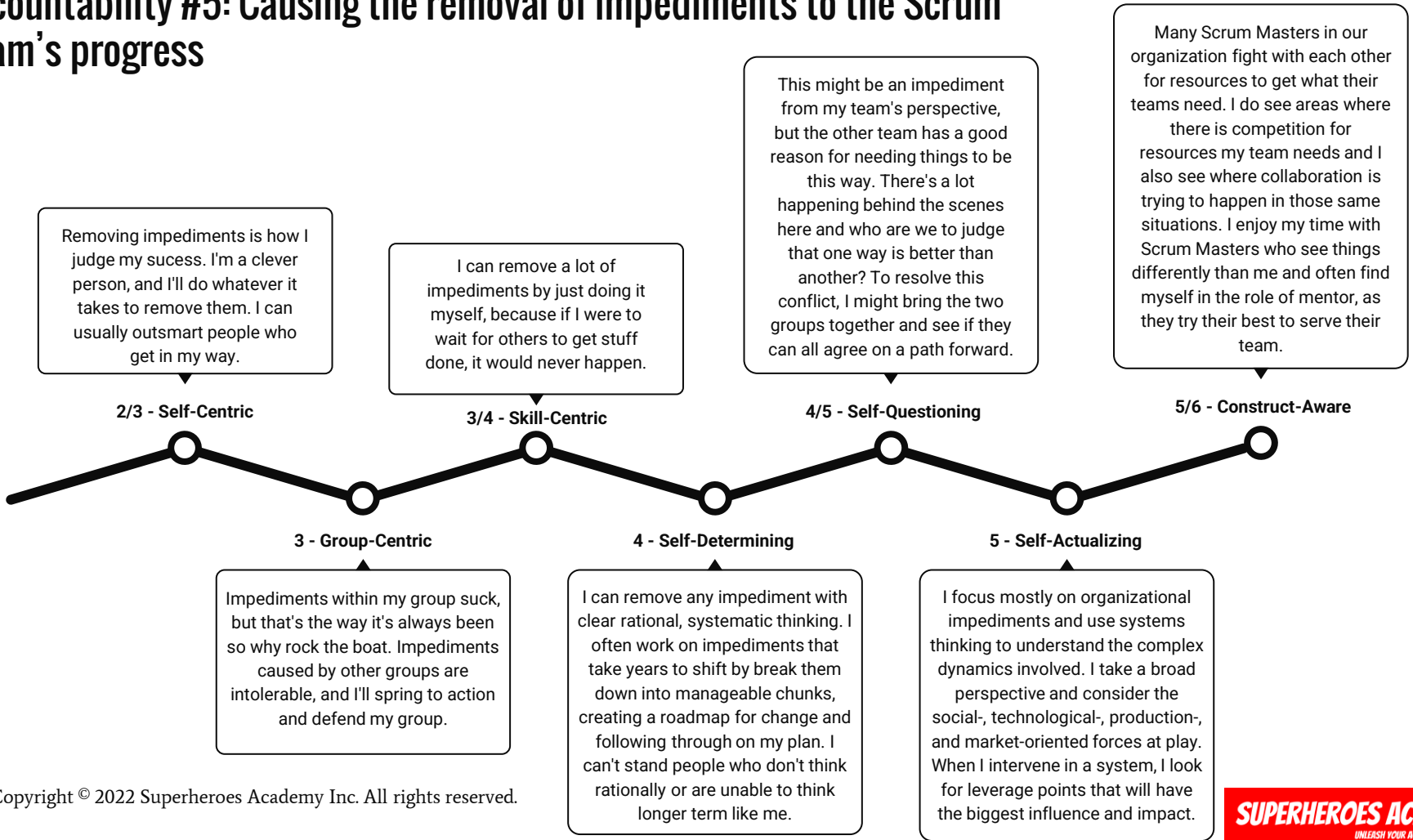
Validated Learning

Summarize what you learned from running the experiment.

Next Steps

What will we do based on this experiment? What else should we explore?

Accountability #5: Causing the removal of impediments to the Scrum Team's progress



Experiment Canvas

Team:

Experiment Name:

Hypothesis

We believe that [doing this] for [client] will result in [outcome]

Experiment Description

What form will the experiment take? Who will be involved?

Success / Fail Criteria

How will we measure our hypothesis (quantitatively / qualitatively)?

Start:

End:

Experiment Results

What were the quantitative and/or qualitative results?

Validated Learning

Summarize what you learned from running the experiment.

Next Steps

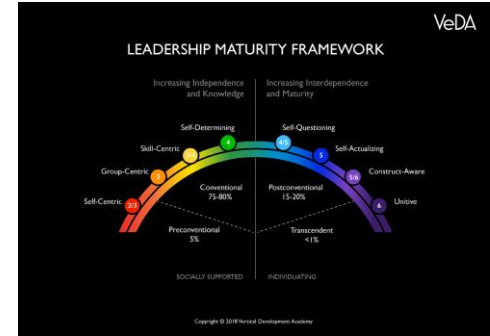
What will we do based on this experiment? What else should we explore?

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The MAP is the most customized, tailored and finely tuned leadership development profile available today.



<https://www.superheroes.academy/store/p/the-map-experience>



Vertical Development has been identified as the 1st of 4 trends in Leadership Development emergent for the next decade.

Source: Petrie N, Dec 2022, "Future Trends in Leadership Development", a white paper, Greensborough, NC, Center for Creative Leadership

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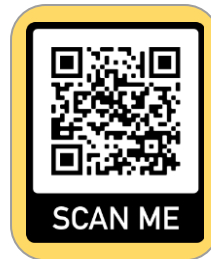


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Resources

- Map Brochure
 - https://bit.ly/map_brochure
- Book your Maturity Assessment Profile (MAP) with a Superheroes Academy Certified Leadership Maturity Coach (LMC)
 - <https://www.superheroes.academy/store/p/the-map-experience>
- Vertical Development Academy
 - <https://www.verticaldevelopment.com/>
- Making the case for a developmental perspective - Dr. Susanne R. Cook-Greuter
 - https://www.researchgate.net/publication/241580387_Making_the_case_for_developmental_perspective