



FaST

Fluid Scaling
Technology for Agile

**One Dancing XP Guy Found a Fix to
Dark Agile**

Are You Ready to Follow?



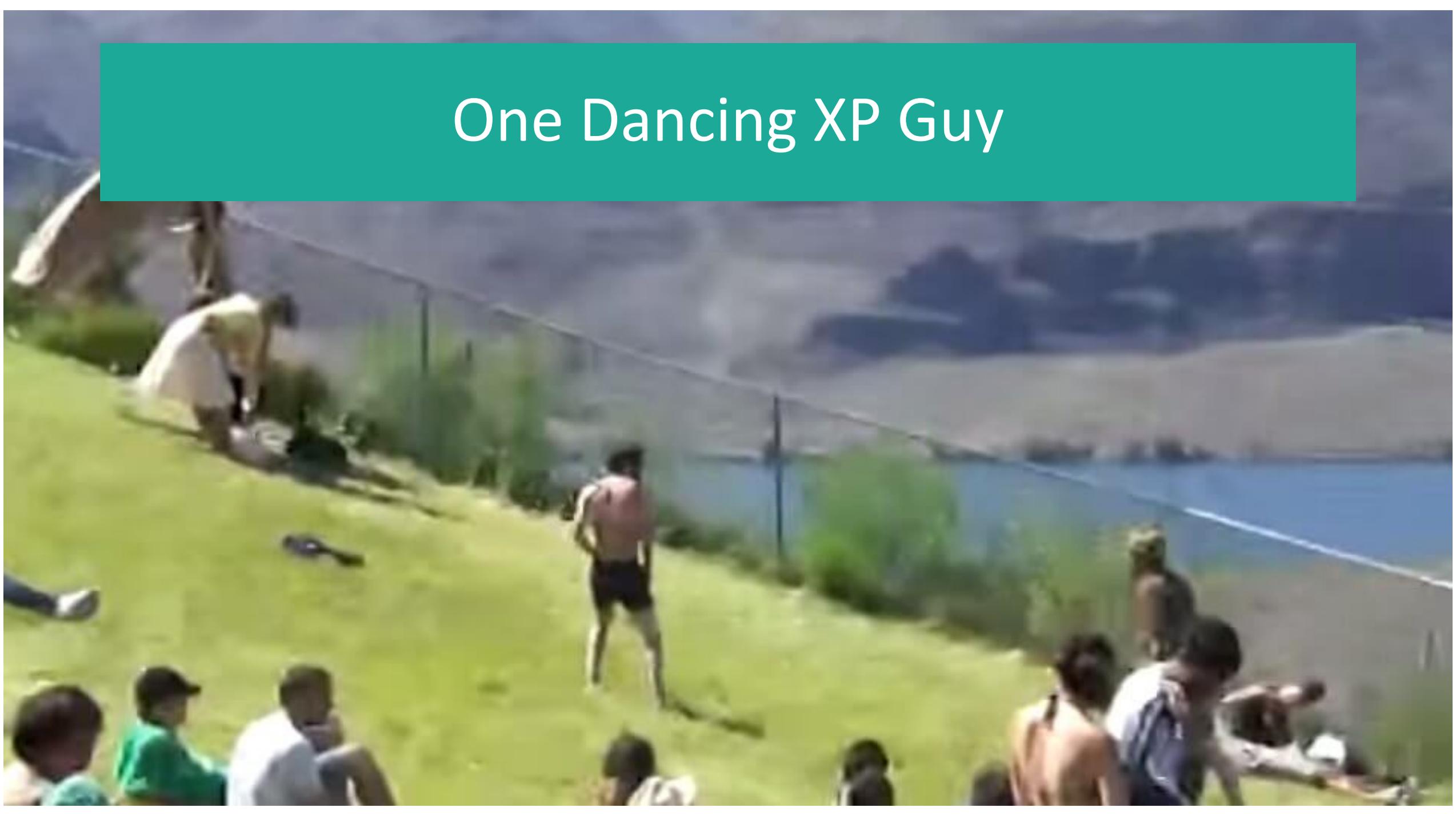
International Programmers' Day

**THERE ARE
10 TYPES OF PEOPLE**

THOSE WHO UNDERSTAND BINARY

AND THOSE WHO DON'T

One Dancing XP Guy



Found a fix to Dark Agile



Are You Ready to Follow?





FaST

Fluid Scaling
Technology for Agile

One Dancing XP Guy Found a Fix to
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Are You Ready to Follow?

Agenda



Story



What



Why



How



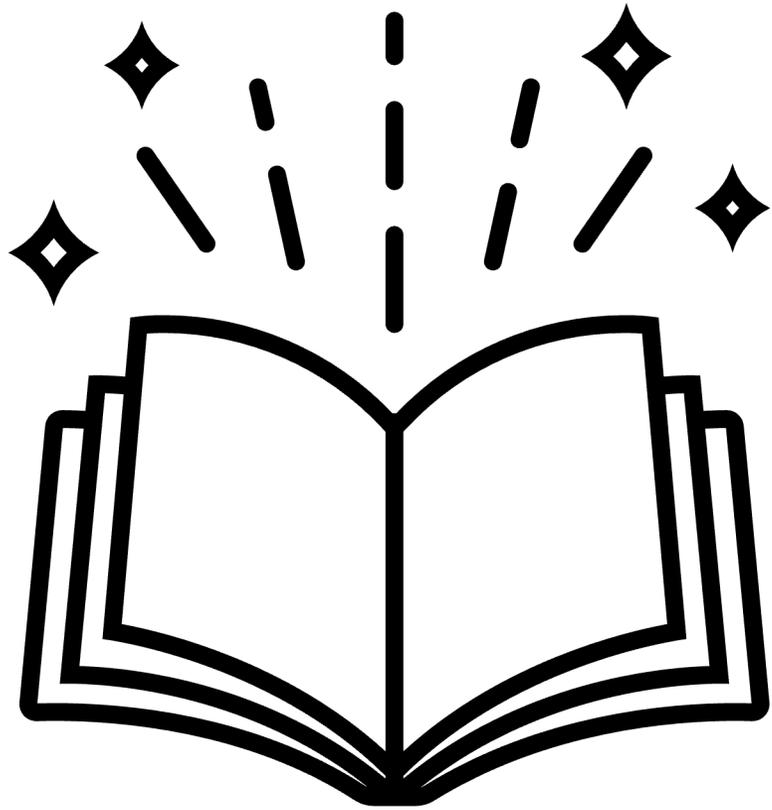
Who is Ron Quartel?

- **Dev** - writing software since my teens
- **Agilist** since 2002 - (XP)
- **Teal and Agility Consultant**
- Founder of Fluid Scaling Technology (FAST Agile)
- Full name is Quinton Ronald Quartel

FaST Weak Points:

- Early days for FaST
- Support materials are still in infancy
- Bootstrapped (no big \$\$'s behind it)
- Largest collective tried is 60
- Can be unappealing to linear/orange/traditional minded



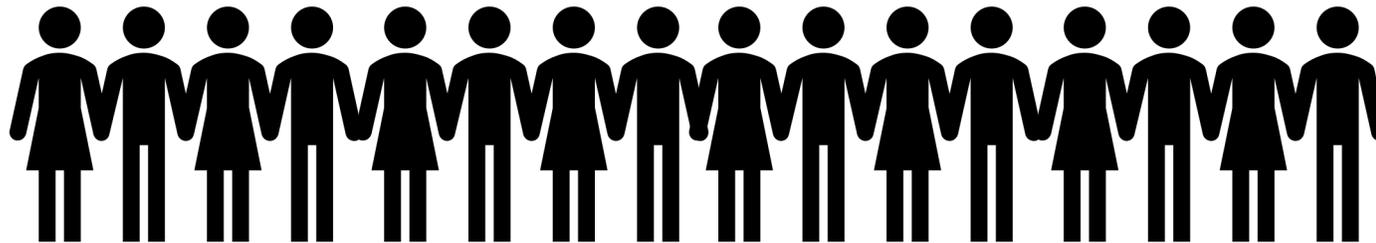
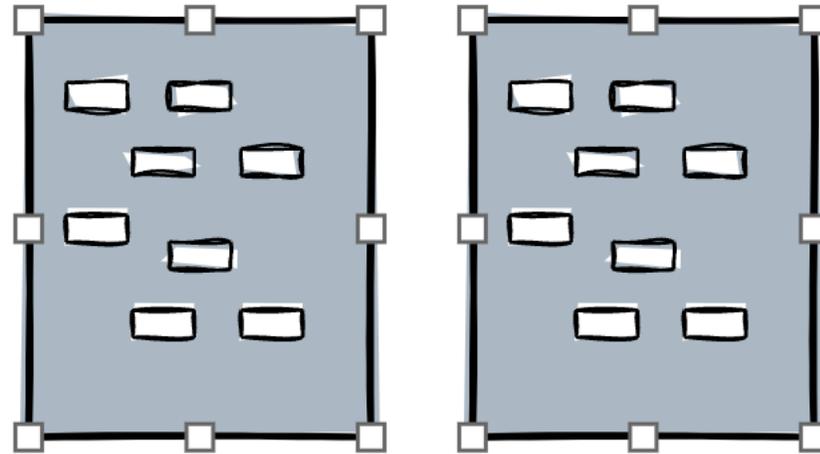


Origin Story of Fluid Scaling Technology



2016 – Inside a Traditional Organisation

Challenge: Two Products – One team





**Who goes on
which team?**

Who am I to play
chess with people?



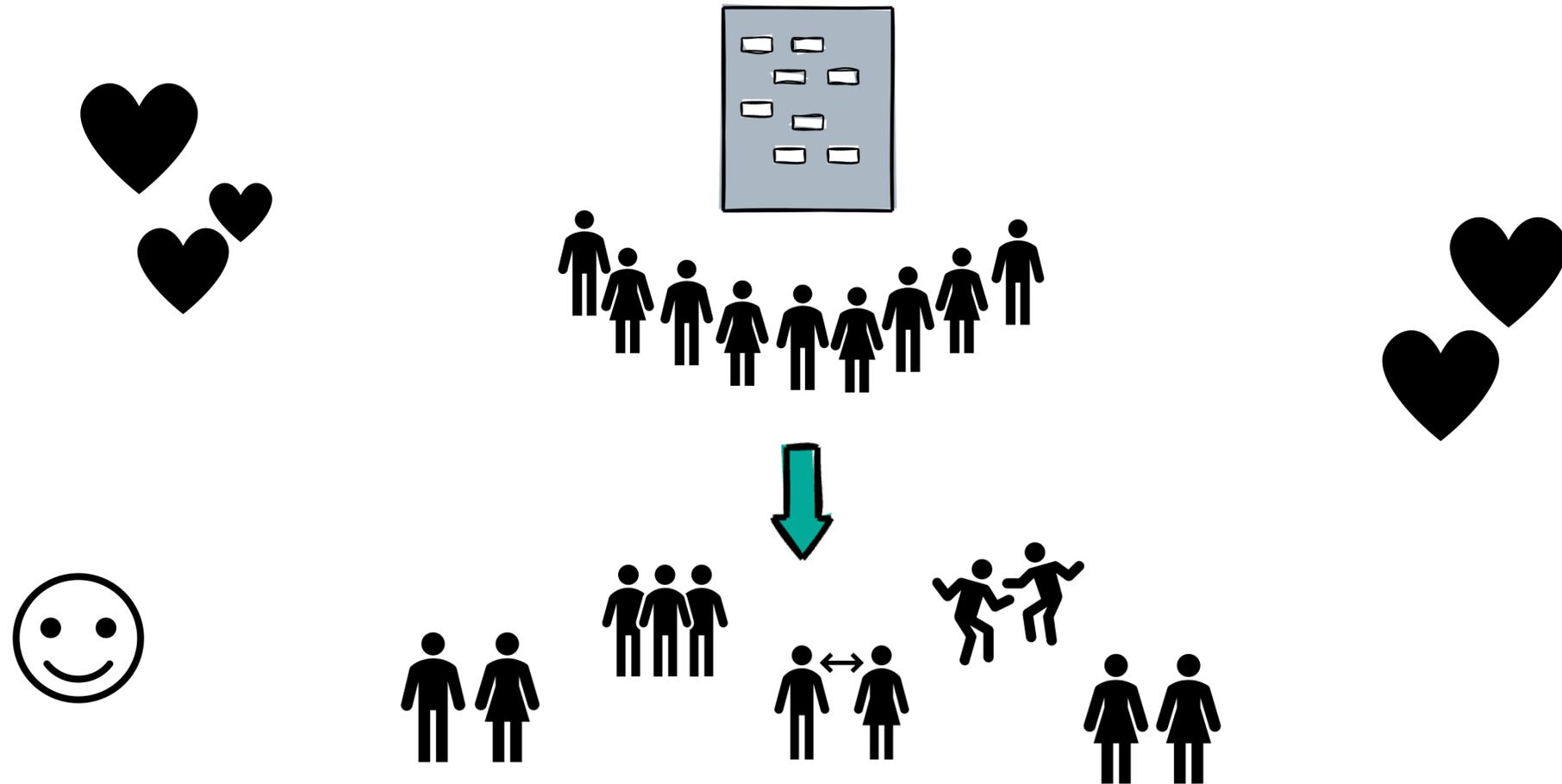
Chapter 1

2002 – Far South of England

A dev falls in love
(with Agile)

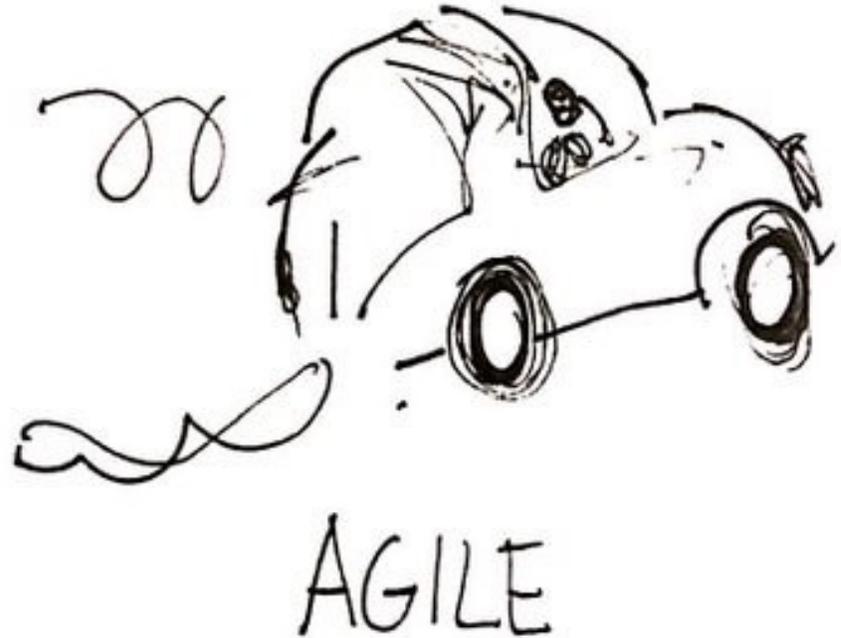


Dev Discovers XP & Self-Organization



The Agile this Dev fell in love with...

- **Self-organization**
- **Small releases**
- **Resilient to team changes**
- **Social**
- **Fun**
- **Clean code / mastery / craftsmanship**





Chapter 2

2007 – Seattle

A dev becomes an Agile Consultant
(and has his heart broken)





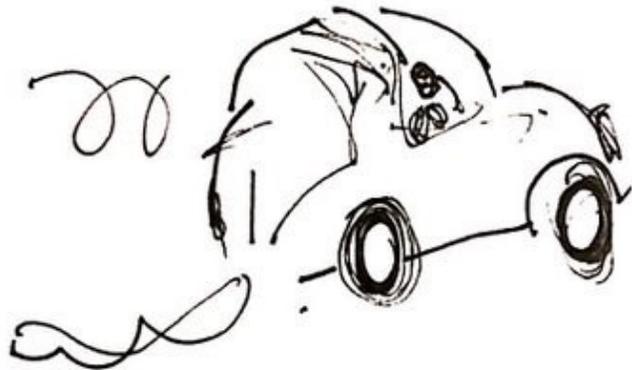
Created by Thea Schükken for the Zombie Scrum Survival Guide
by Christiaan Verwijs, Johannes Scharlau & Barry Overbeem
zombiescrum.org



Zombie/corporate agile made me sad ☹️

Yay Agile

~~Yay Agile~~



AGILE



CORPORATE
AGILE

- ~~Self-organization~~
- ~~Small releases~~
- ~~Resilient to team changes~~
- ~~Social~~
- ~~Fun~~
- ~~Clean code /~~
Mastery



SCALED
AGILE

Scaled Agile also
made me sad 😞



2014 – New Orleans @ Agile Conference

A Consultant has a Eureka Moment!



OPEN SPACE TECHNOLOGY

A User's Guide

Third Edition

Revised and Expanded



HARRISON OWEN

Originator of Open Space Technology

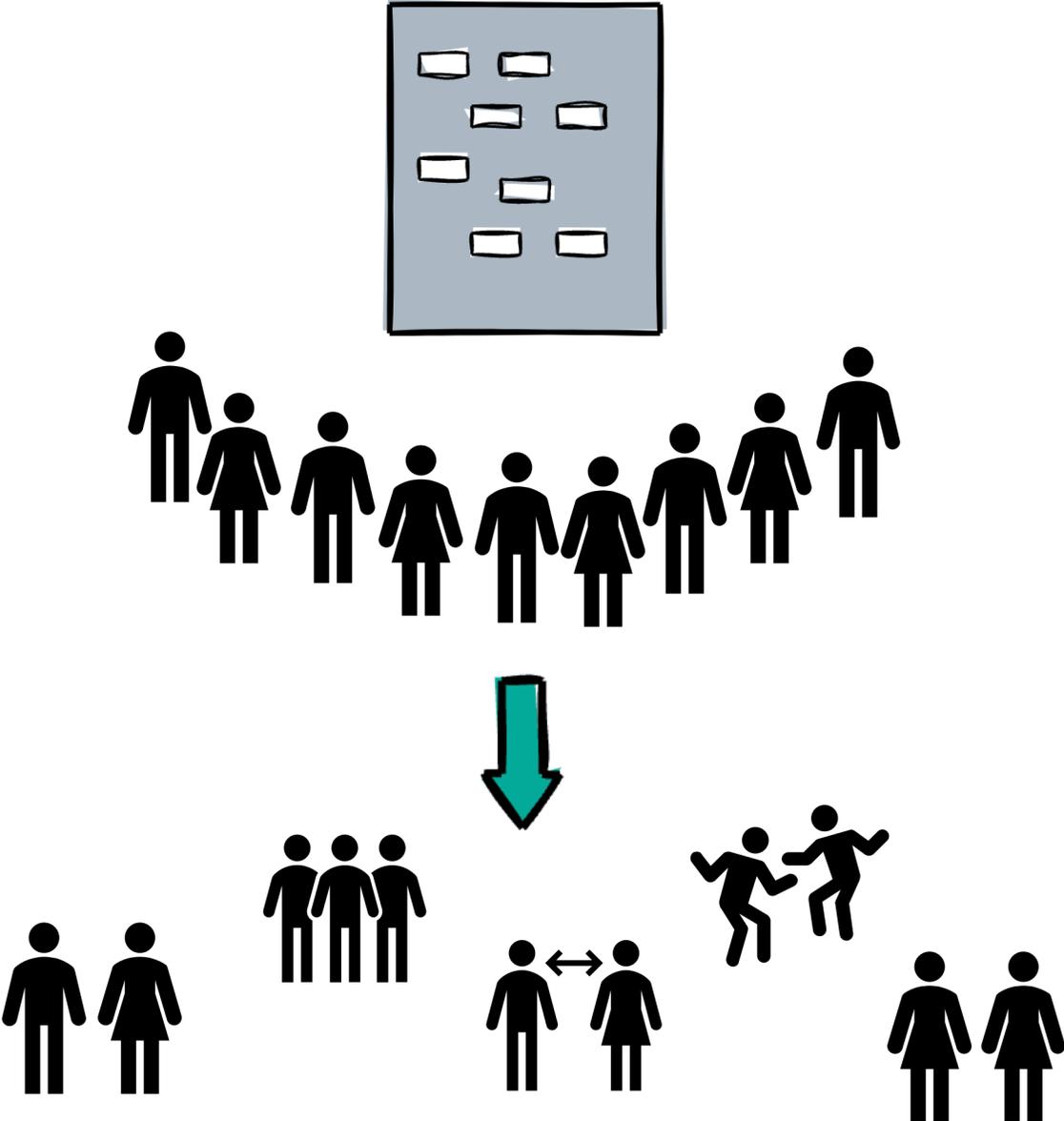




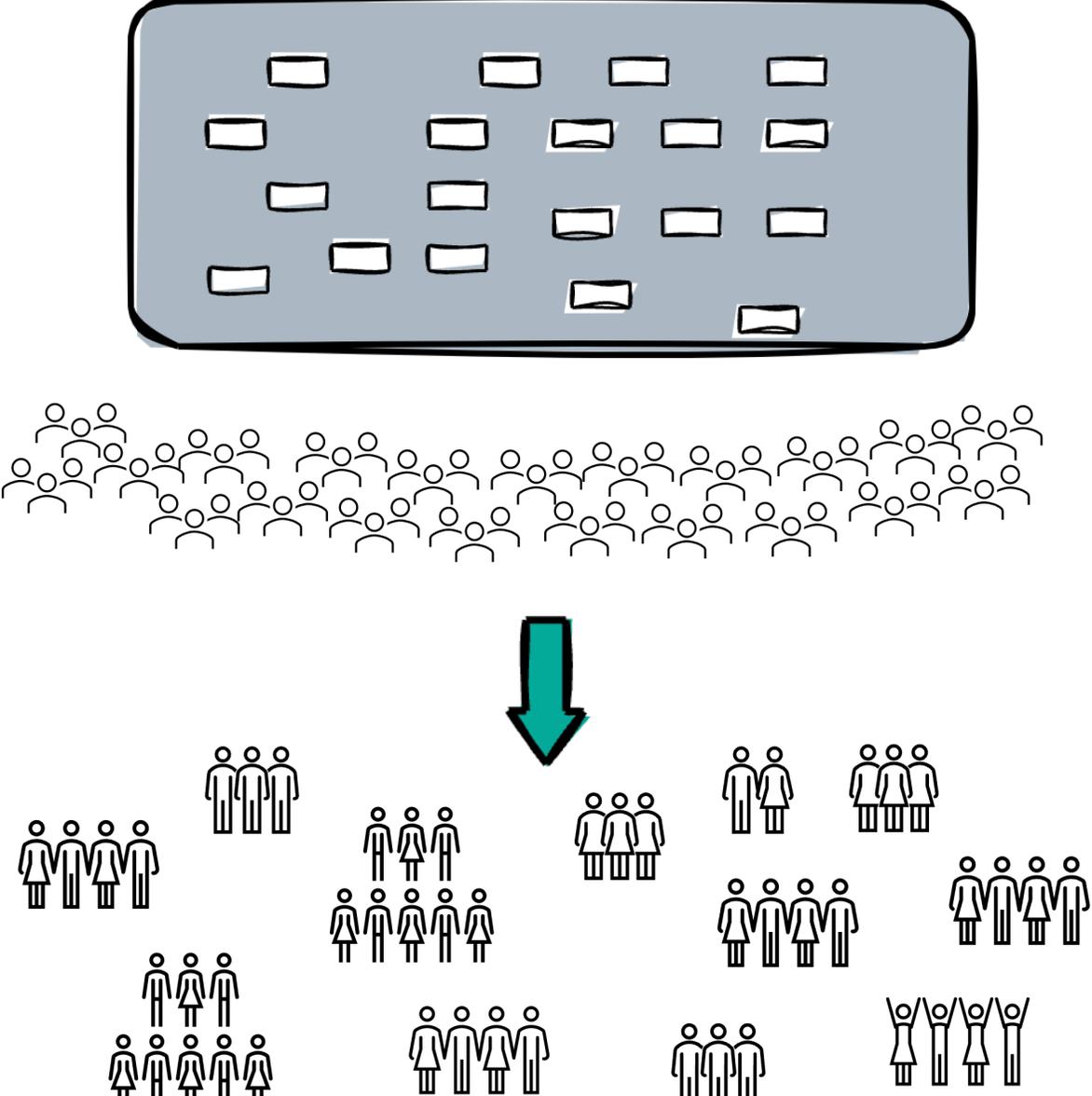
E {50 PEOPLE} BUILDING C - RM 210	F {45 PEOPLE} BUILDING C - RM 235	G {100 PEOPLE} BUILDING C - RM 260	H {90 PEOPLE} BUILDING C - RM 370	I {25 PEOPLE} MARINA ROOM	J {20 PEOPLE} PICNIC TABLES	
IMPACT WANT TO MEASURE STRENGTH TO THE WORLD	BACK OFFICE STARTUP SERVICES Social Media: Listening & Speaking in a Digital World @Peter Kaminski	Social Media: Listening & Speaking in a Digital World @Peter Kaminski		WAYS TO GET SEED MONEY FOR GREAT IDEAS! DAVE FRIEDMAN	Working With USAID et al Glenn Strachan	10:00AM
INVESTMENT GOALS + METRICS + SCORES	UNIVERSITY STARTUPS TO CHANGE THE WORLD	CLEAN CONTINUOUS ENERGY BENSON LEE	Rosetta Stone TODD JOHNSON	THE SOCIAL GOODIES CONSIDERING SMALLER IDEAS INTO DISRUPTIVE SOCIAL VENTURES	Poverty + Education + ICT Profit TODD JOHNSON	11:00AM
FORUM 5.00 SOCIAL STARTUPS + FINES	Family 101 GROWING THE FAMILY OFFICE Financial Health Advisor for more on 2014	how do we put our SPIRITUALITY into the conversation?	FRANCHISING SOCIAL VENTURES MOBILE MEDICAL J. BREEMAN	HOW CAN DESIGN THINKING INCREASE THE IMPACT OF YOUR RESOURCES? SPEAK MANAGEMENT + MARKUS SEARS 1980	Opportunities to influence coming regulation to benefit Social Impact Startups Bruce Cochran	12:00PM
BUYING THROUGH EFFECTIVE SPENDING to improve impact	KINANSING SUSTAINABLE AGRICULTURE US focus ERIC SEWELL	Investing in Energy Access for the Poor Chloe Soper	Non Profit + on Loc and and	What is your feedback on Socap 08? What would you like to see at Socap 09? How can we collaborate with the other side to achieve the same goals? And what about social impact?	TO USE OUR BUYING POWER Bruce Cochran	1:00PM LUNCH
Using Connections To Help Assess Social Value Ted & Annabel	INVESTING IN WATER + SANITATION FRANCISCO NUNEZ	SME'S West Africa Chloe Soper	So IN POPULAR CULTURE XANDER PAGE	TIRES PIPES & INFRASTRUCTURE An RFP For Social Sector Bruce Cochran	RESEARCHING AND REPORTING SOCIAL IMPACT RESULTS	2:00PM



Extreme Programming – Self Organization



Open Space (& FAST) – Self Organization





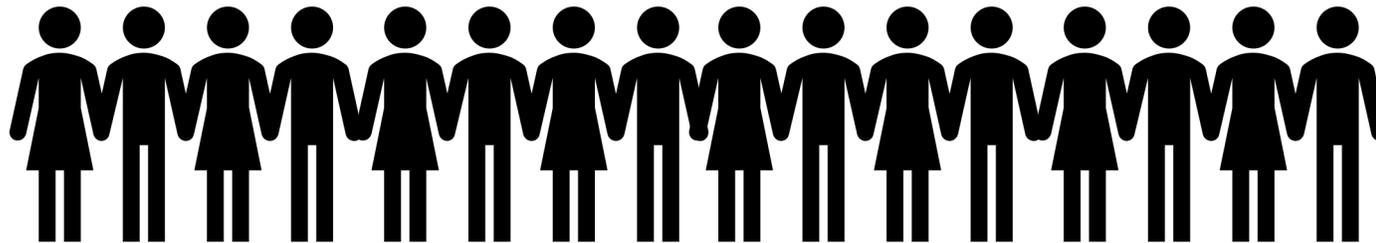
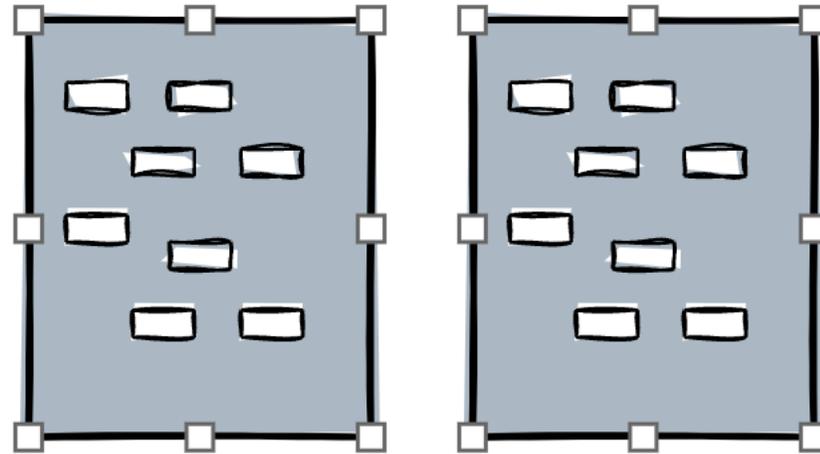
2016 – Seattle

Agile Scaling challenged solved.
And a whole new agile method forms.



2016 – Inside a Traditional Organisation

Scaling Challenge: Two Products – One team



What if...

"MARKETPLACE": CO-CREATING the AGENDA

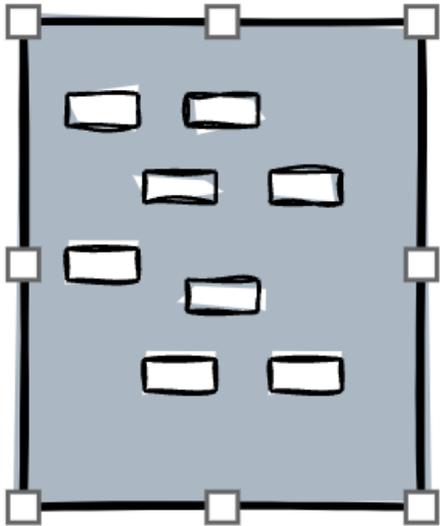
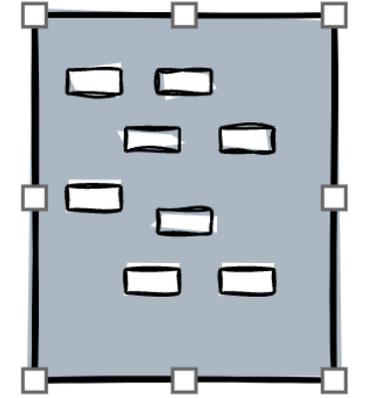
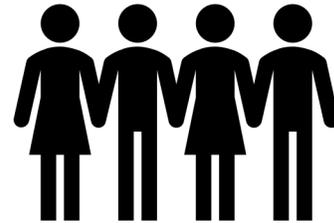
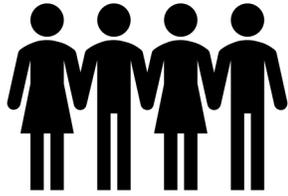
ROUND
1



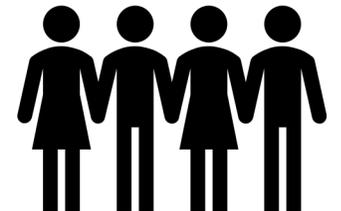
← plus
space for
the NAME
of THE
HOST

ROUND
2

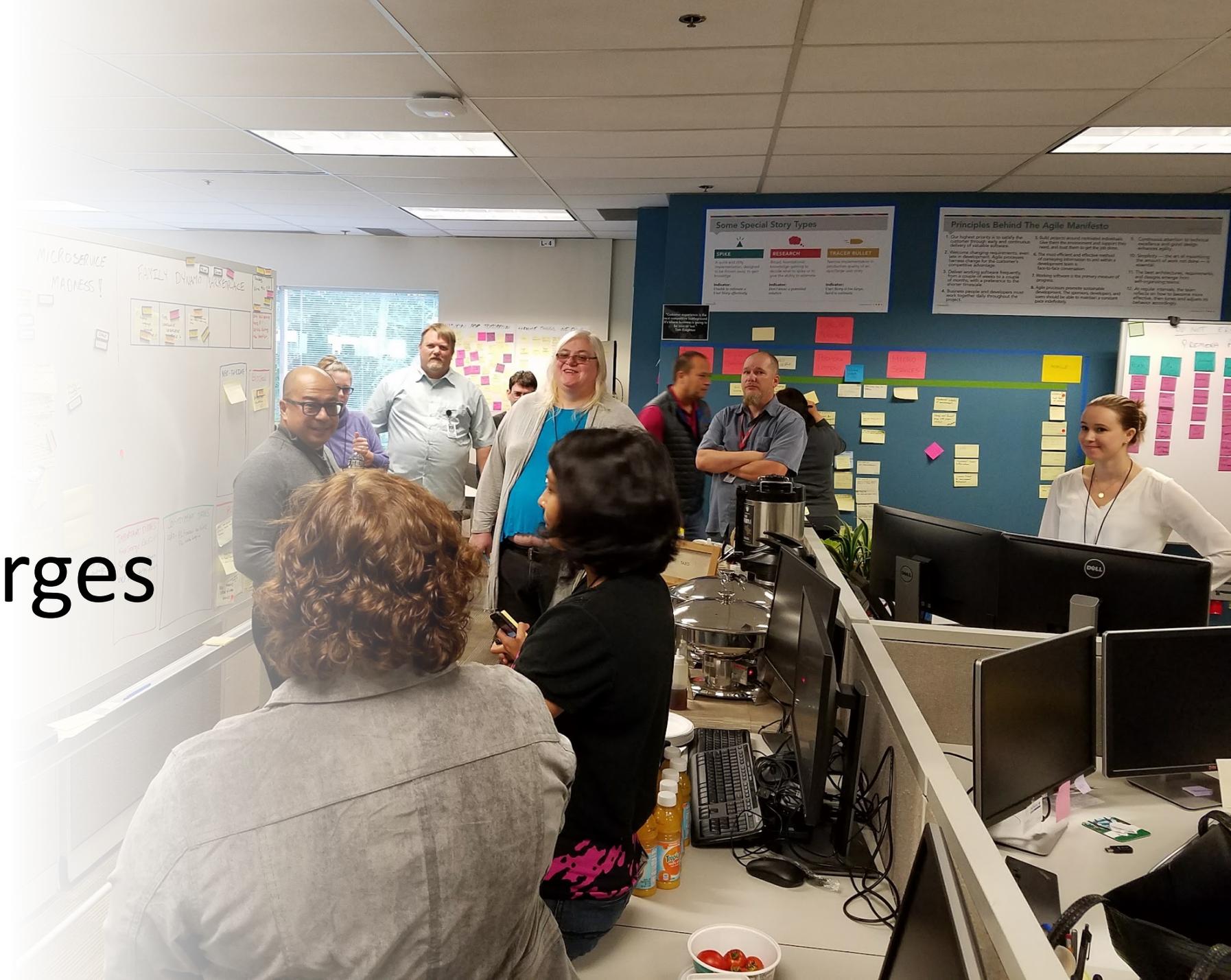




If all the work get's
done, I don't care who
does the work



FaST Emerges



FaST Evolves & Scales!



FaST Works Small and Large Scale

Small Scale FAST



Large Scale FAST

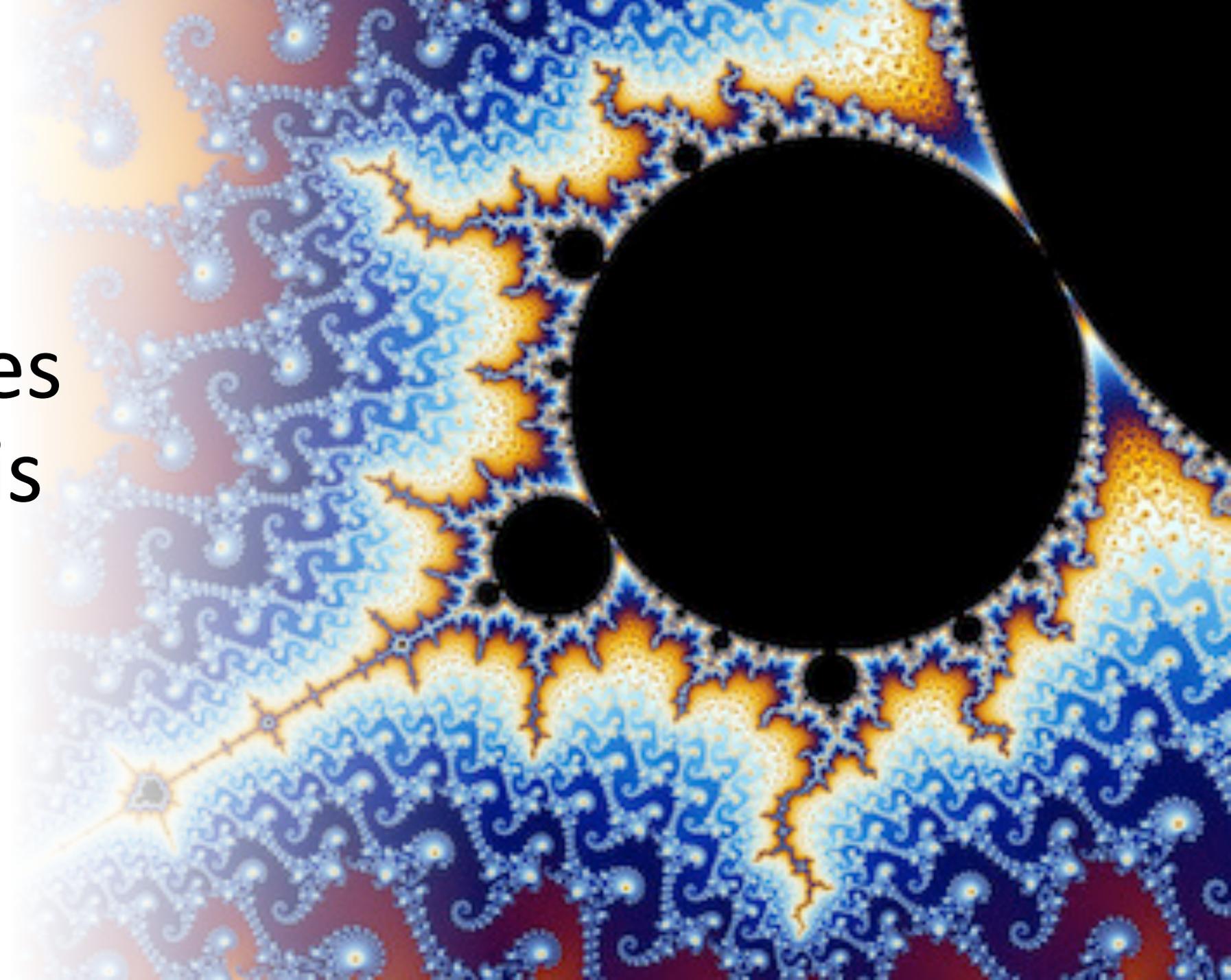




~~Scrum~~



FaST Scales
itself – it is
Fractal





Closing

FAST Achieves its Goal

Problems FAST Set out to Solve



AGILE



CORPORATE
AGILE



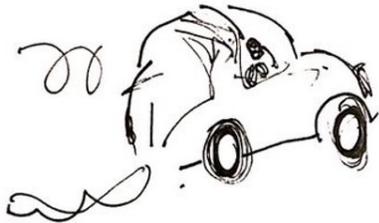
SCALED
AGILE

Agile Pain Solved

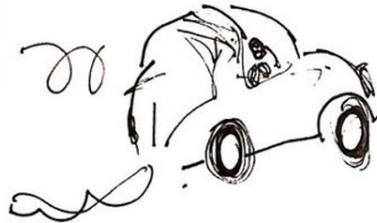


FAST
AGILE

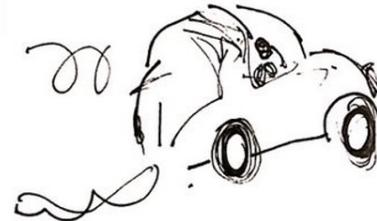
AGILE



CORPORATE
AGILE



SCALED
AGILE





And so Agile
lived happily
ever after
thanks to FaST

The End

WHAT?

What is FAST?

FaST in Five Sentences

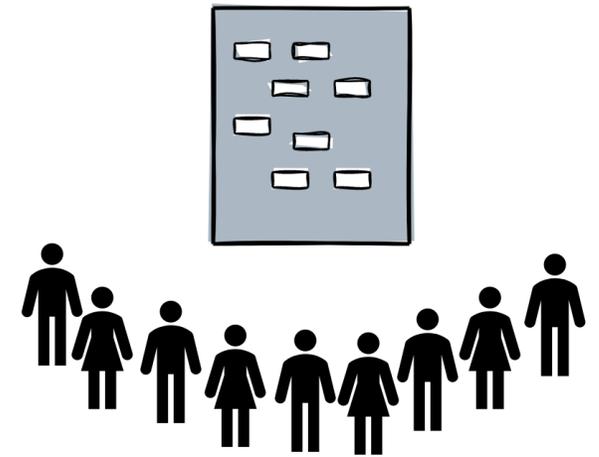
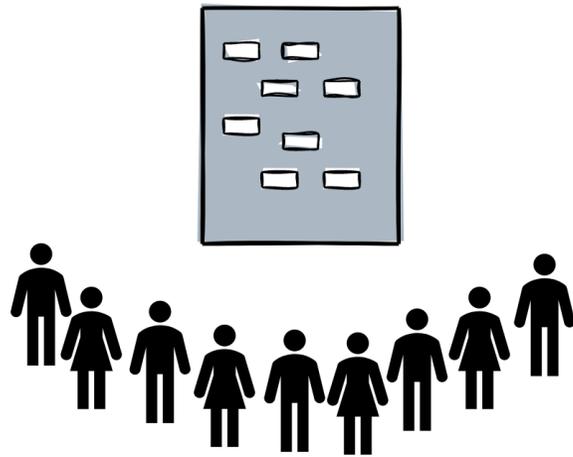
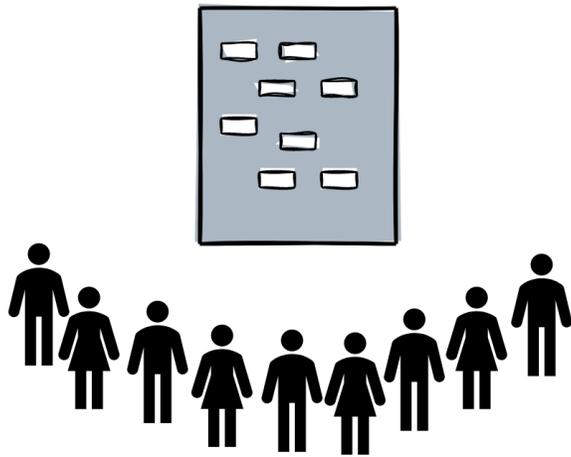
One Time Setup / Preparation

1. Merge teams together into a collective
2. Throw combined work on a wall to create a big picture

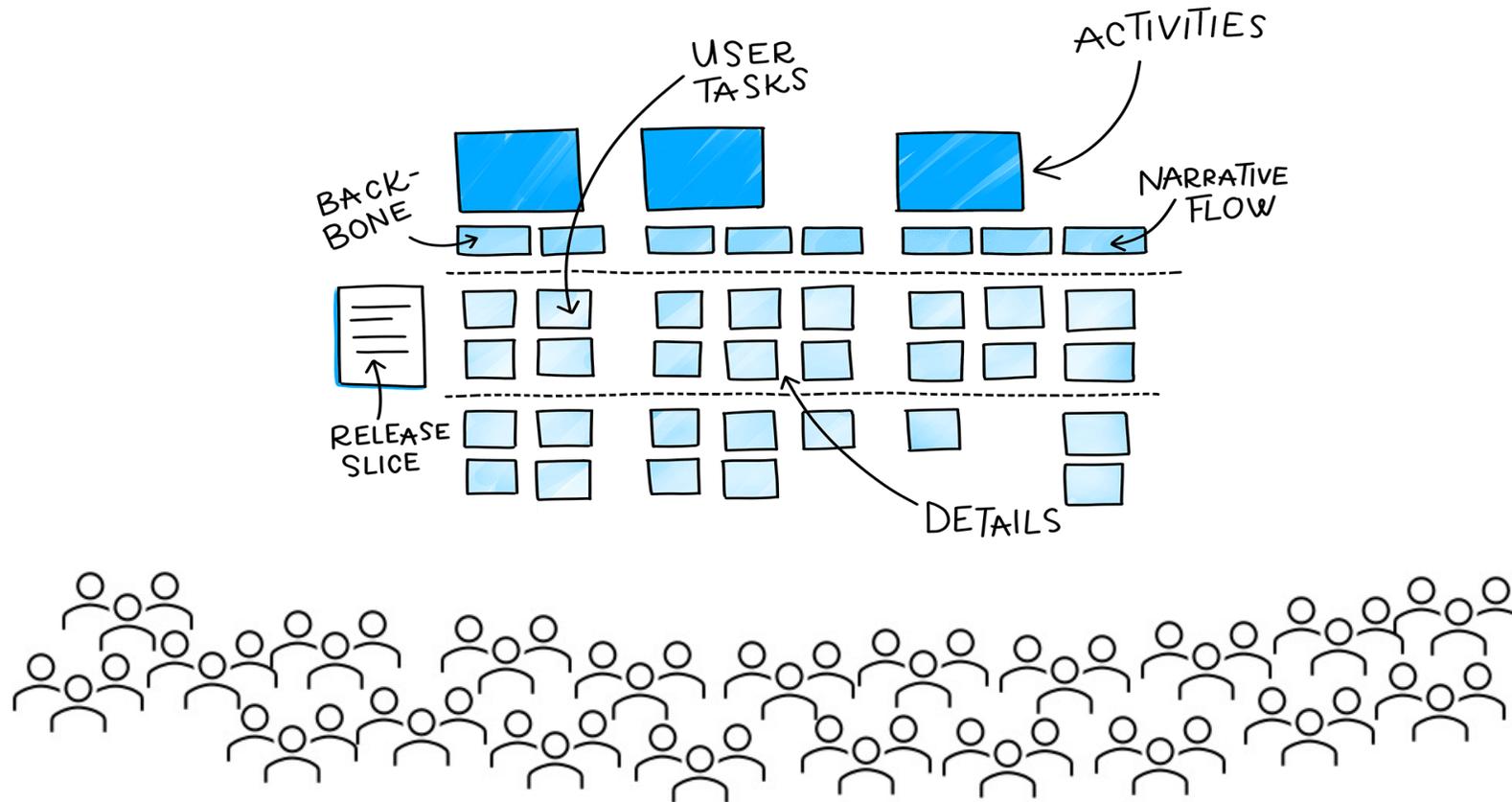
Run and Repeat

3. Have a meeting where people self-organise around work
4. Work
5. On a short cadence meet back together to sync and share progress

1 - Merge Teams Together into a Collective



2-Throw combined work on the wall to create a Big Picture



Run and Repeat (3-5)

3 – Have a meeting where people self-organize around work.

4 – Work

5 – On a short cadence meet back together to sync and share progress.

