The HUMAN SIDE of AGILE
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How to Help Your Team Deliver

Supplementary resource for the book *The Human Side of Agile*. More at www.TheHumanSideOfAgile.com

Agile Team Leader Responsibilities Snapshot (SAMPLE)

The snapshot on the next page is for an ATL – a former business analyst – who leads a delivery team of nine full-time programmers and testers. All nine report to functional managers. Three are experienced veterans who are frequently requested to provide temporary assistance to other teams and to managers. The product owner is generally available for backlog management and occasional questions, but rarely more than that; she struggles to translate between small-scale sprint-level progress and overall objectives. This is the first team out of a possible six to adopt Agile in the company, so senior managers are paying extra attention to the goings-on. The team works on an established .NET platform with an "average" level of technical debt and dependencies on other teams. Team members sit in high-partition cubicles and although they are friendly and professional with each other, they have no history of significant collaboration. Agile sounds like a good idea to them, but they are not fired up about it.

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	Needed of me (0-5)	The % I fulfill effectively	How much I've yet to do
People			
Head off distractions	5	50	2.5
Protect the team from undue pressure	4	75	1
Foster collaboration	4	50	2
Hold people accountable	2	10	1.8
Support personal growth and development	1	0	1
Procure resources	2	100	0
Product			
Ensure the flow of business value	2	100	0
Maintain tactical-strategic alignment	3	75	0.75
Keep the stakeholders in the loop	3	100	0
Coordinate externally	1	50	0.5
Process			
Assume process stewardship	4	75	1
Remove impediments	2	50	1
Manage knowledge, information sources, artifacts	2	25	1.5
Track progress, trends, and metrics	2	50	1
Lead meetings	3	100	0
Promote organizational Agility	1	25	0.75
Project			
Establish a suitable team, secure sponsors' support	3	75	0.75
Kick off the effort properly	4	50	2
Provide data for budgeting and forecasting	1	50	0.5
Identify, manage, and mitigate big-picture risks	2	75	0.5
Report needed information	3	75	0.75

Summary	Avg. needed of me	Avg. I fulfill
People	3	1.62
Product	2.25	1.94
Process	2.33	1.46
Project	2.6	1.7

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