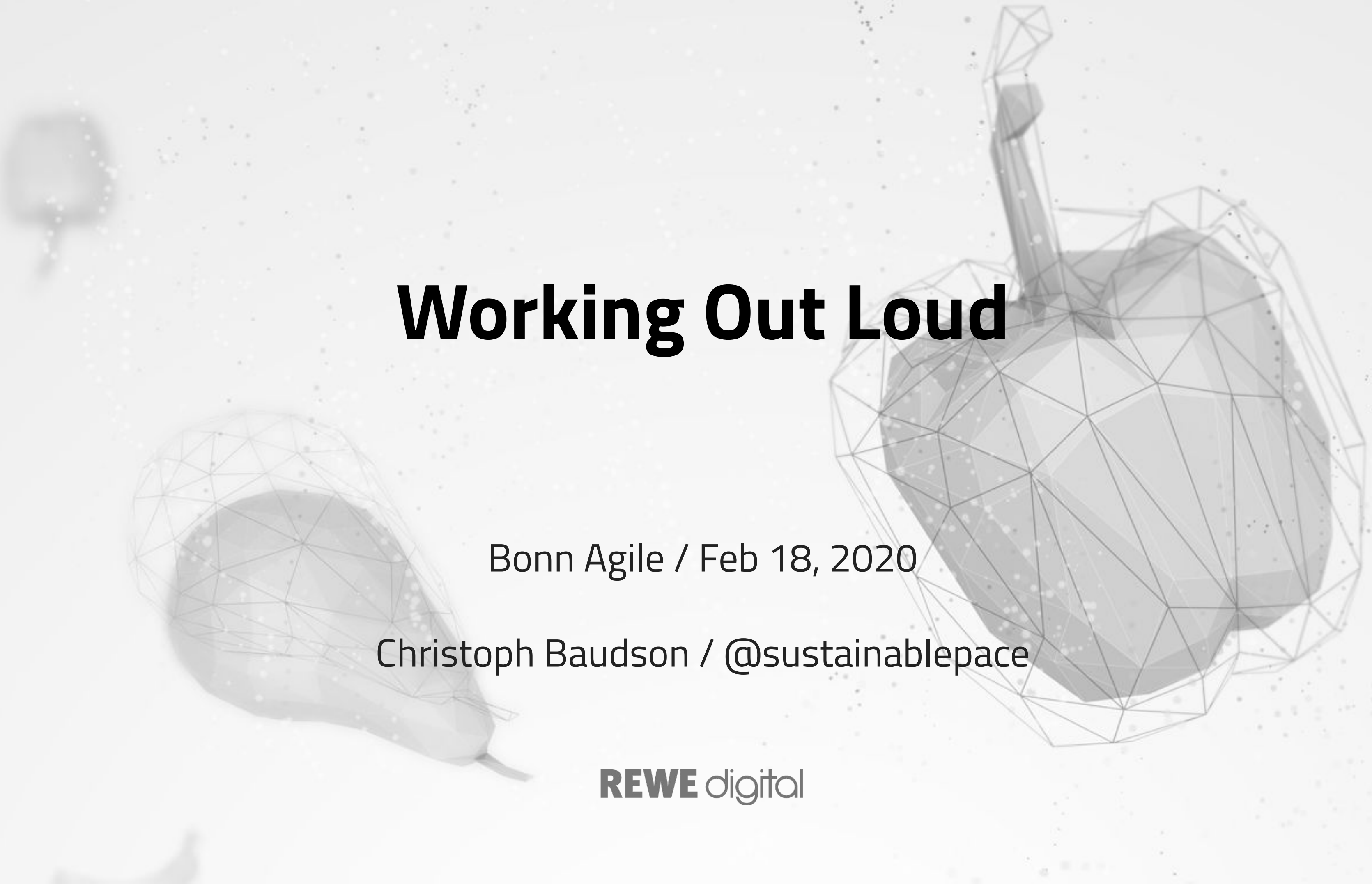


Working Out Loud

Bonn Agile / Feb 18, 2020

Christoph Baudson / @sustainablepace

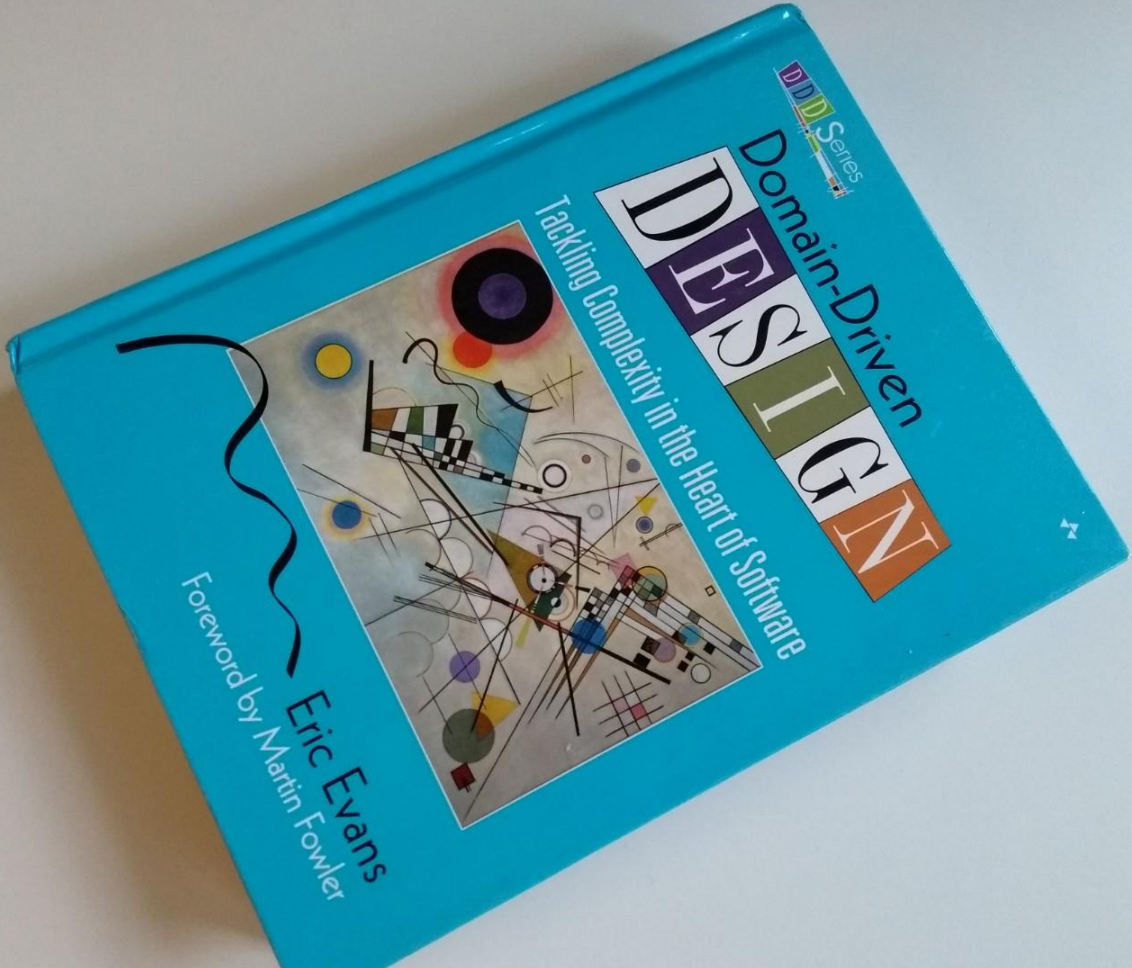
REWE digital

Christoph Baudson

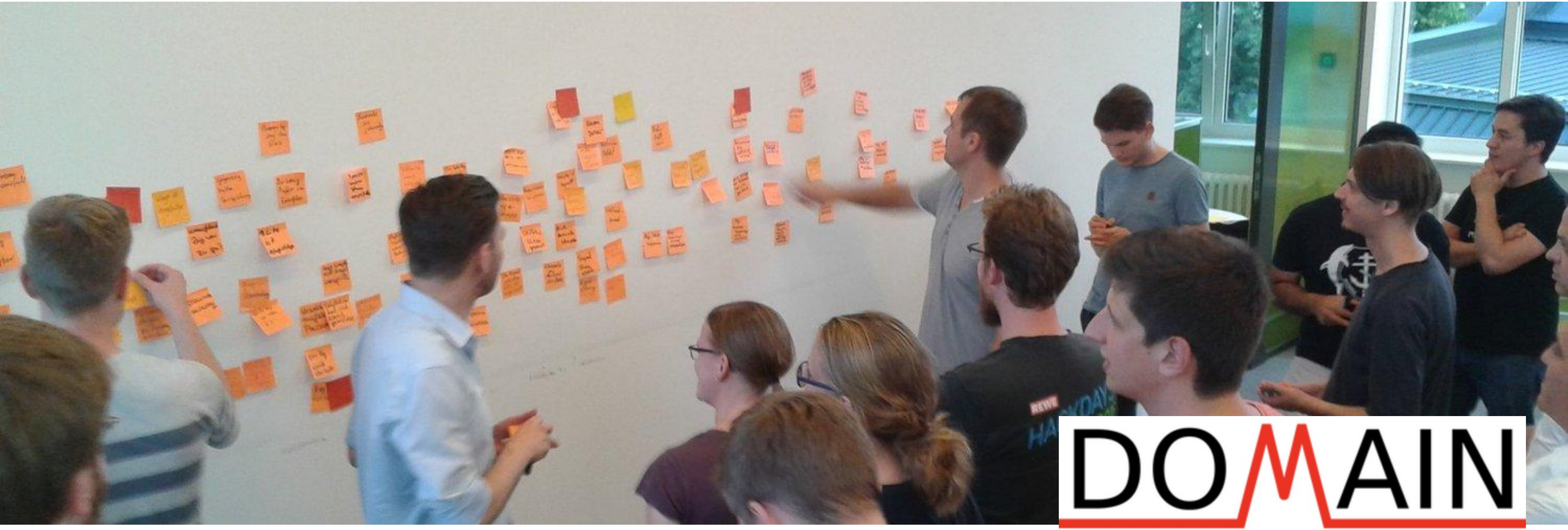
- **Software developer** at **REWE Digital** since 2015
- **Organizer** of several meetups
- @sustainablepace / sustainablepace.net
- **Working with WOL since mid-2018**

#KDDD
EXPLORE DDD
CONFERENCE

2019


DDD Series
Domain-Driven
DESIGN
Tackling Complexity in the Heart of Software
Eric Evans
Foreword by Martin Fowler

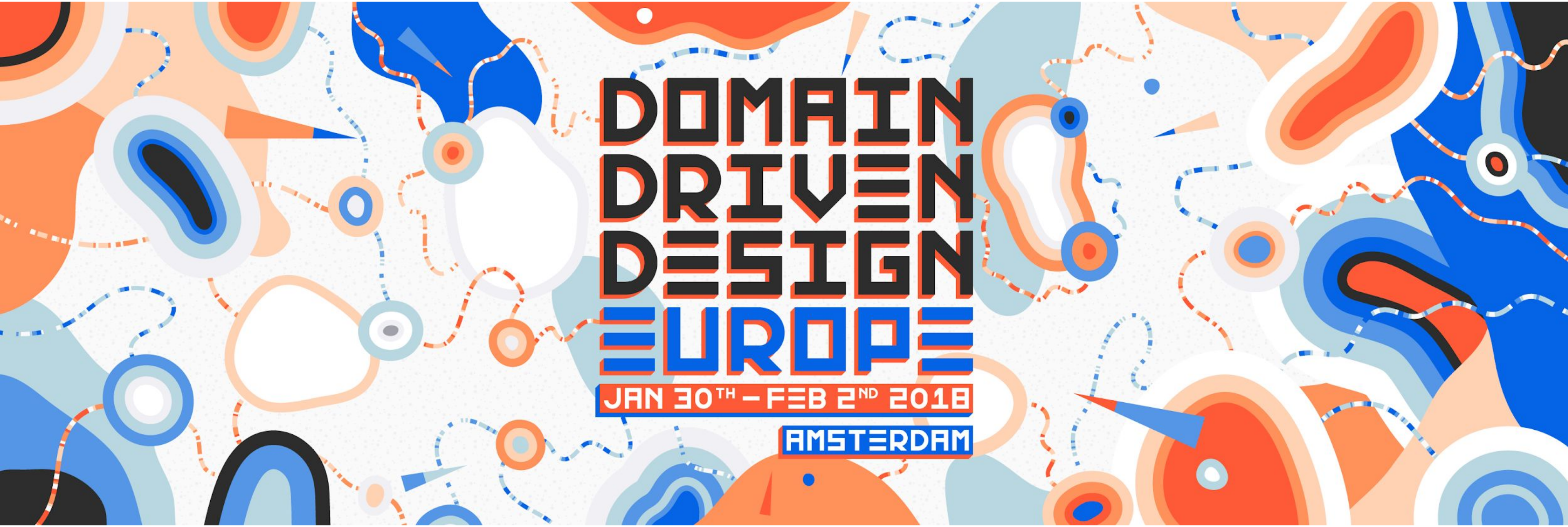
2016



DOMAIN
DRIVEN
DESIGN

2017

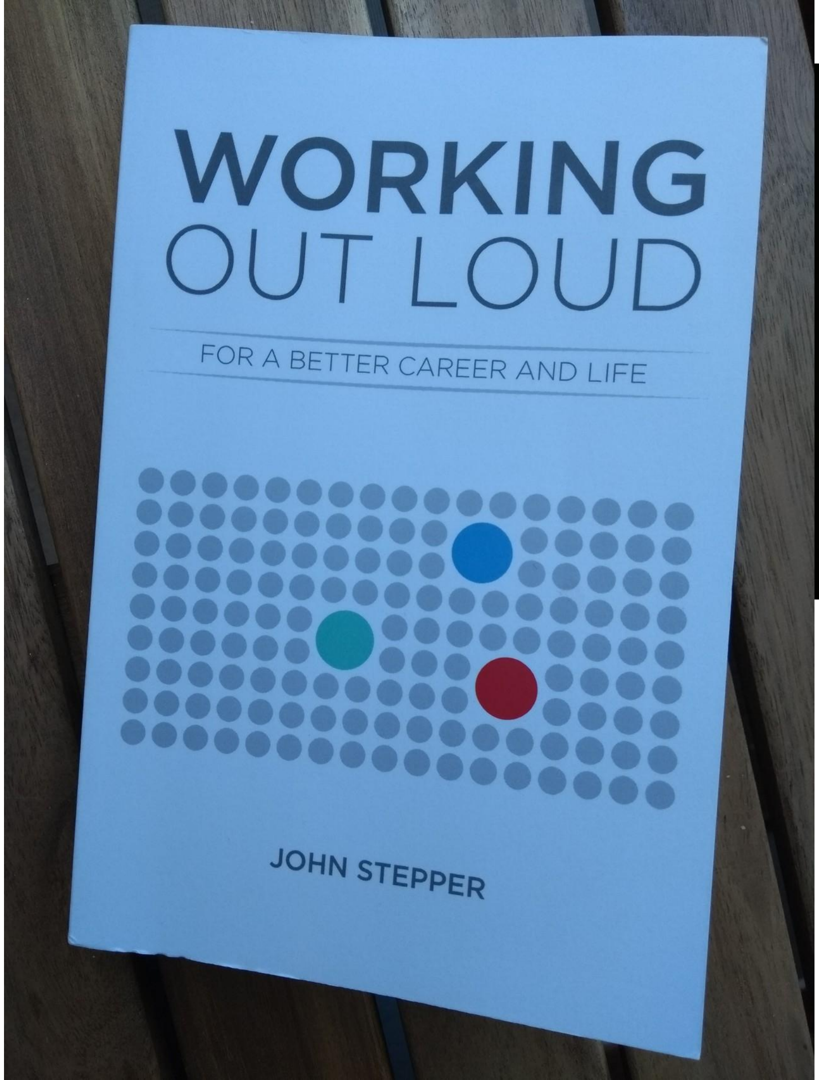
REWE digital


DOMAIN
DRIVEN
DESIGN
EUROPE
JAN 30TH – FEB 2ND 2018
AMSTERDAM

2018

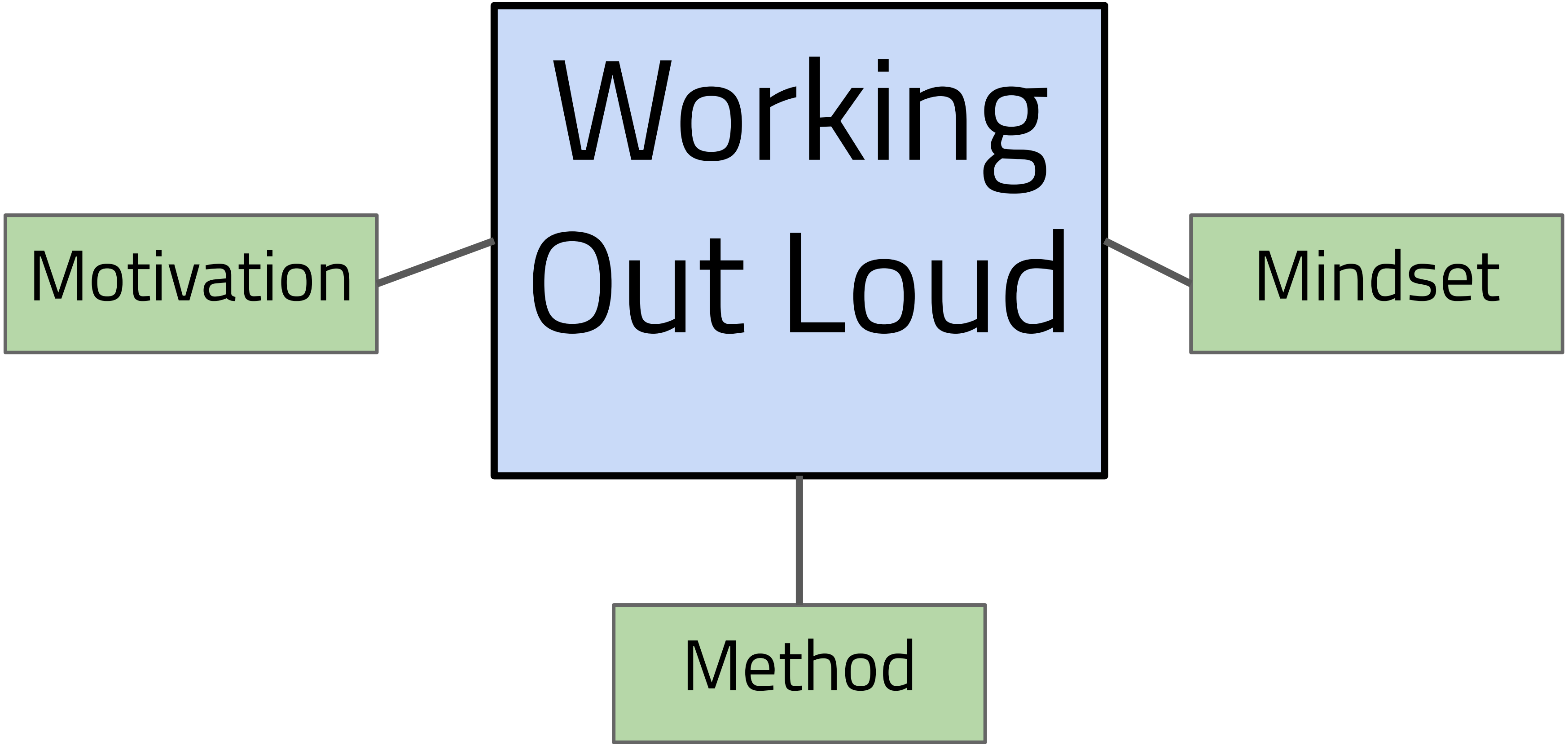
#KDDD
EXPLORE DDD CONFERENCE

2019


WORKING
OUT LOUD
FOR A BETTER CAREER AND LIFE
JOHN STEPPER

John Stepper
“Working Out Loud”
2014

Working Out Loud

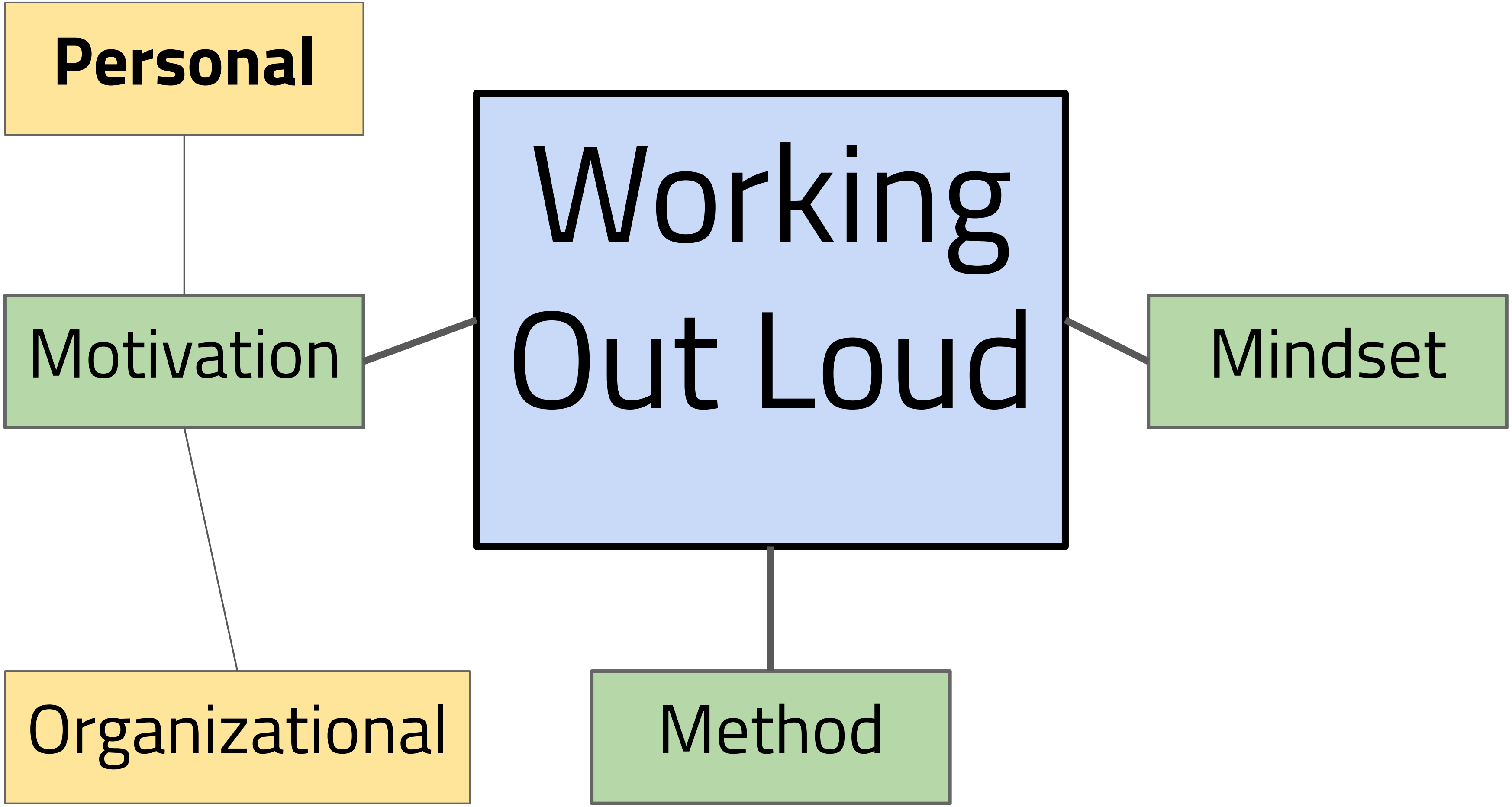


Working Out Loud

Motivation

Mindset

Method



Personal

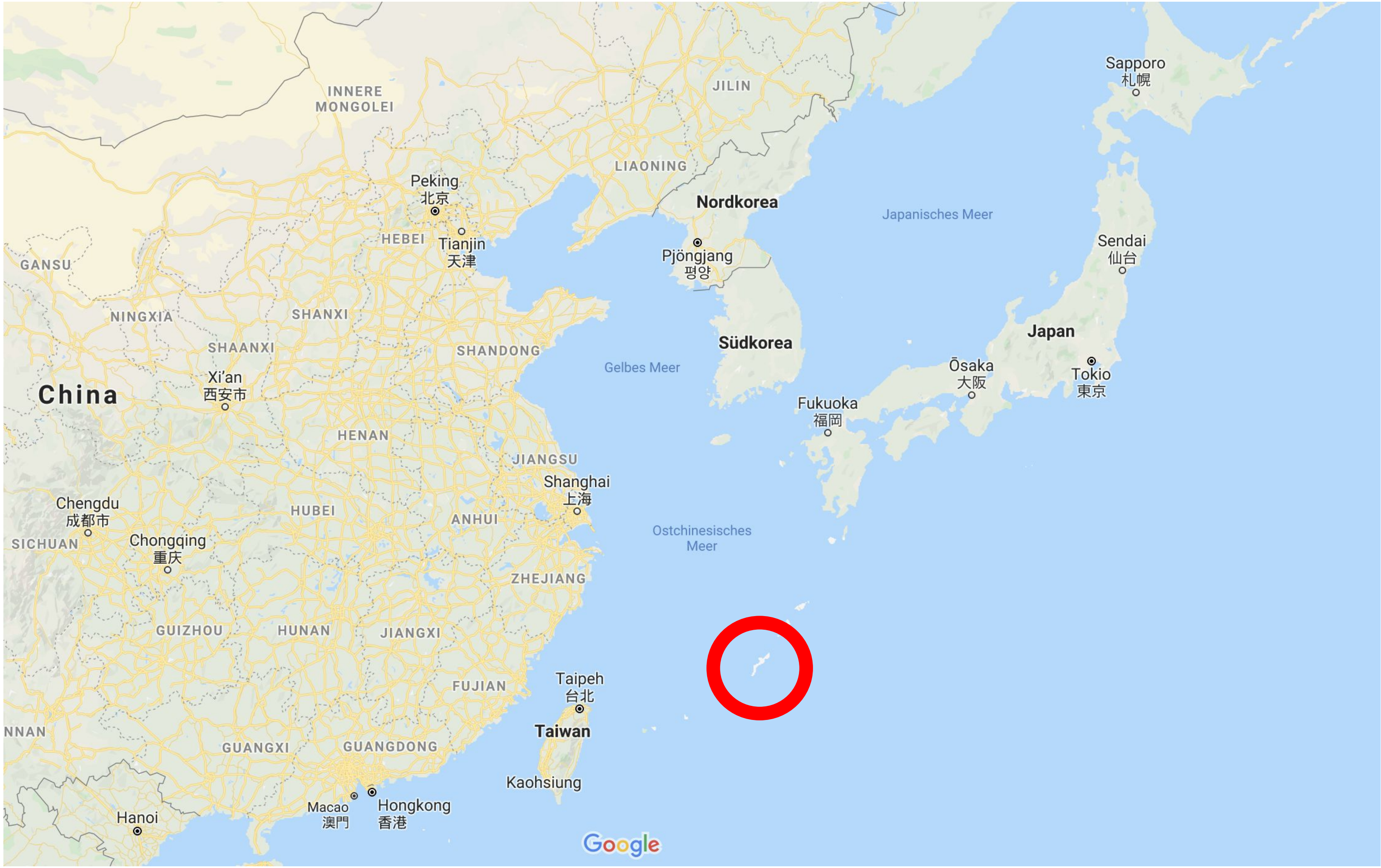
Motivation

Organizational

Working Out Loud

Mindset

Method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Japanisches Meer
Sapporo
札幌
Sendai
仙台
GANSU
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SHANXI
SHAANXI
SHANDONG
Gelbes Meer
Südkorea
Japan
Ōsaka
大阪
Tokio
東京
China
Xi'an
西安市
Fukuoka
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HENAN
JIANGSU
Shanghai
上海
Chengdu
成都市
HUBEI
ANHUI
Ostchinesisches Meer
SICHUAN
Chongqing
重庆
ZHEJIANG
GUIZHOU
HUNAN
JIANGXI
FUJIAN
Taipeh
台北
Taiwan
NNAN
GUANGXI
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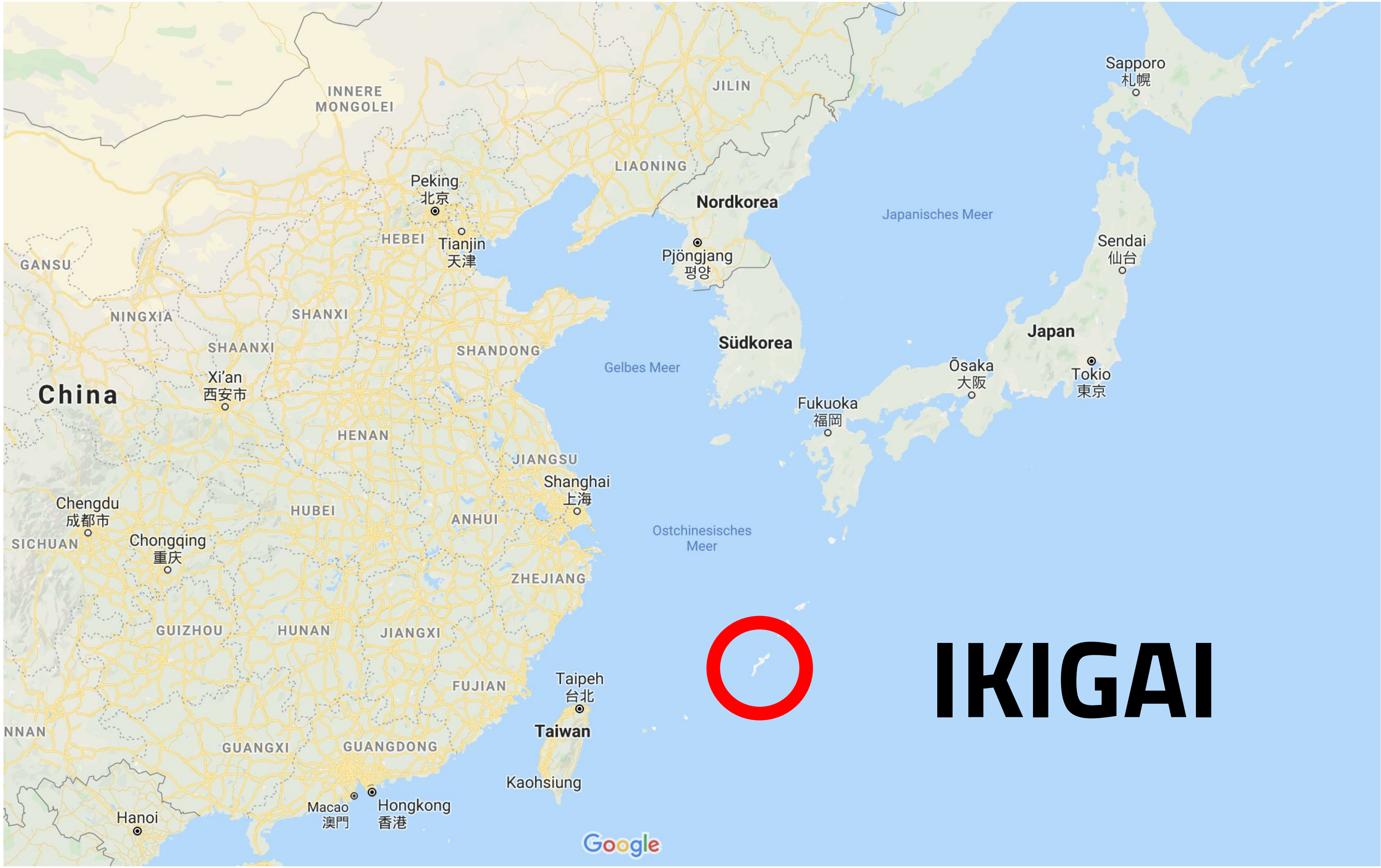
REWE digital

IKIGAI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Japanisches Meer
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札幌
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NINGXIA
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SICHUAN
Chongqing
重庆
Ostchinesisches Meer
ZHEJIANG
GUIZHOU
HUNAN
JIANGXI
FUJIAN
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Taiwan
NNAN
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Kaohsiung
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澳門
Hongkong
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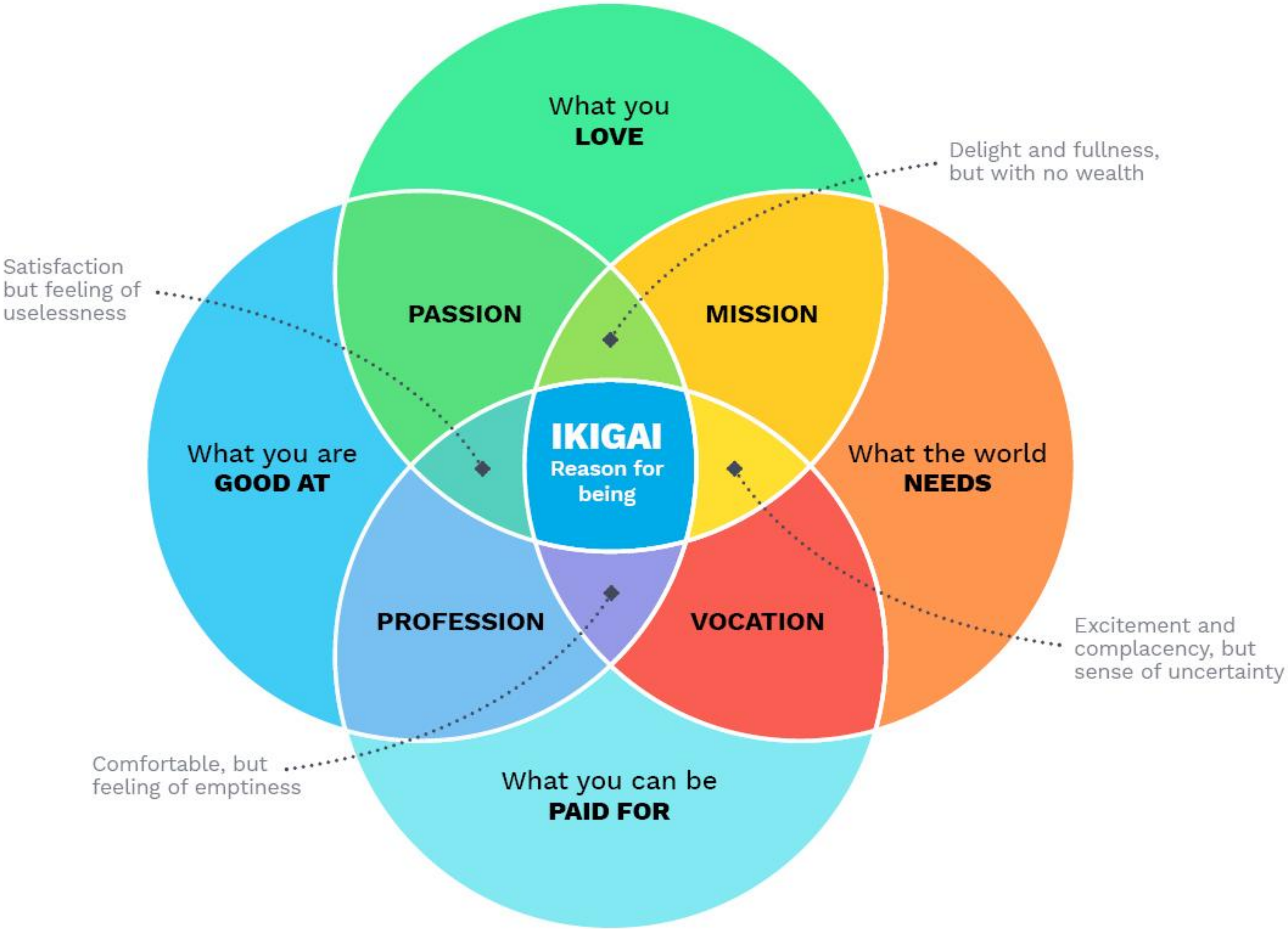
Hanoi
Google

https://maps.google.com



What you
LOVE

What you are
GOOD AT

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PASSION

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PROFESSION

VOCATION

IKIGAI
Reason for
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Satisfaction
but feeling of
uselessness

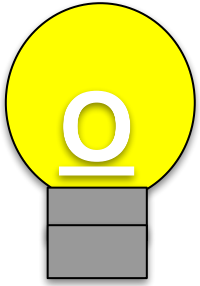
Delight and fullness,
but with no wealth

Excitement and
complacency, but
sense of uncertainty

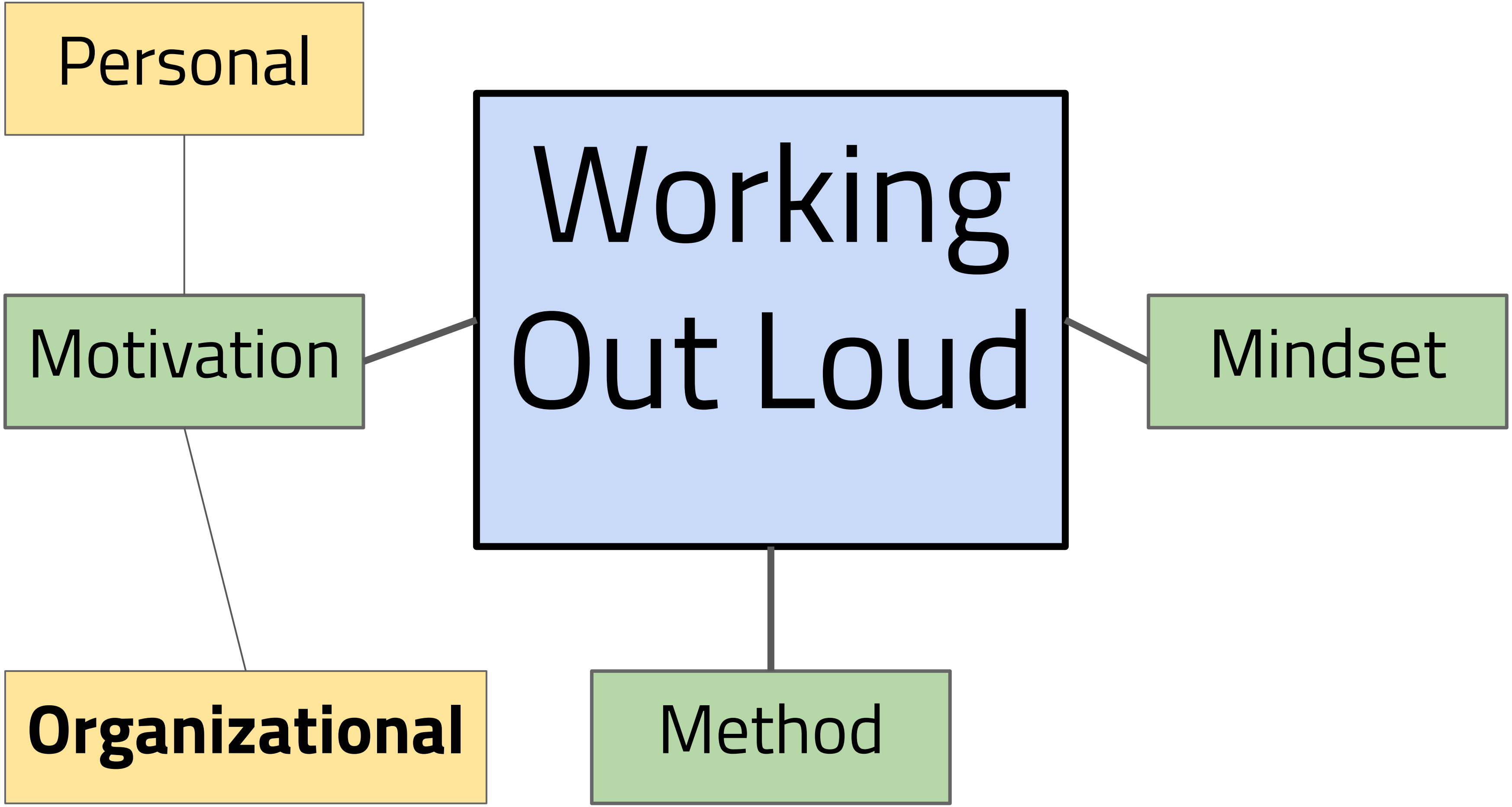
Comfortable, but
feeling of emptiness

https://al.guru/

Working Out Loud as...



a catalyst for
personal growth



Personal

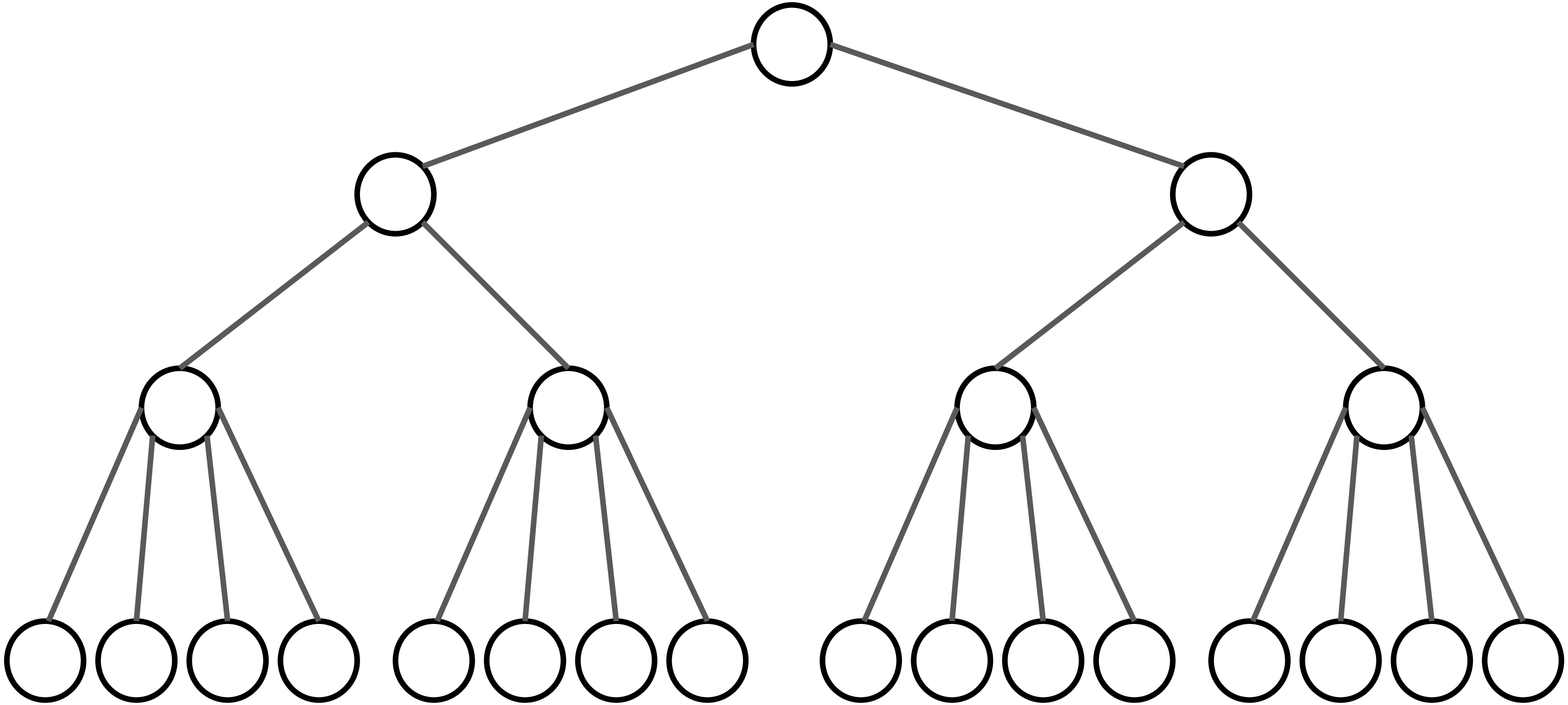
Motivation

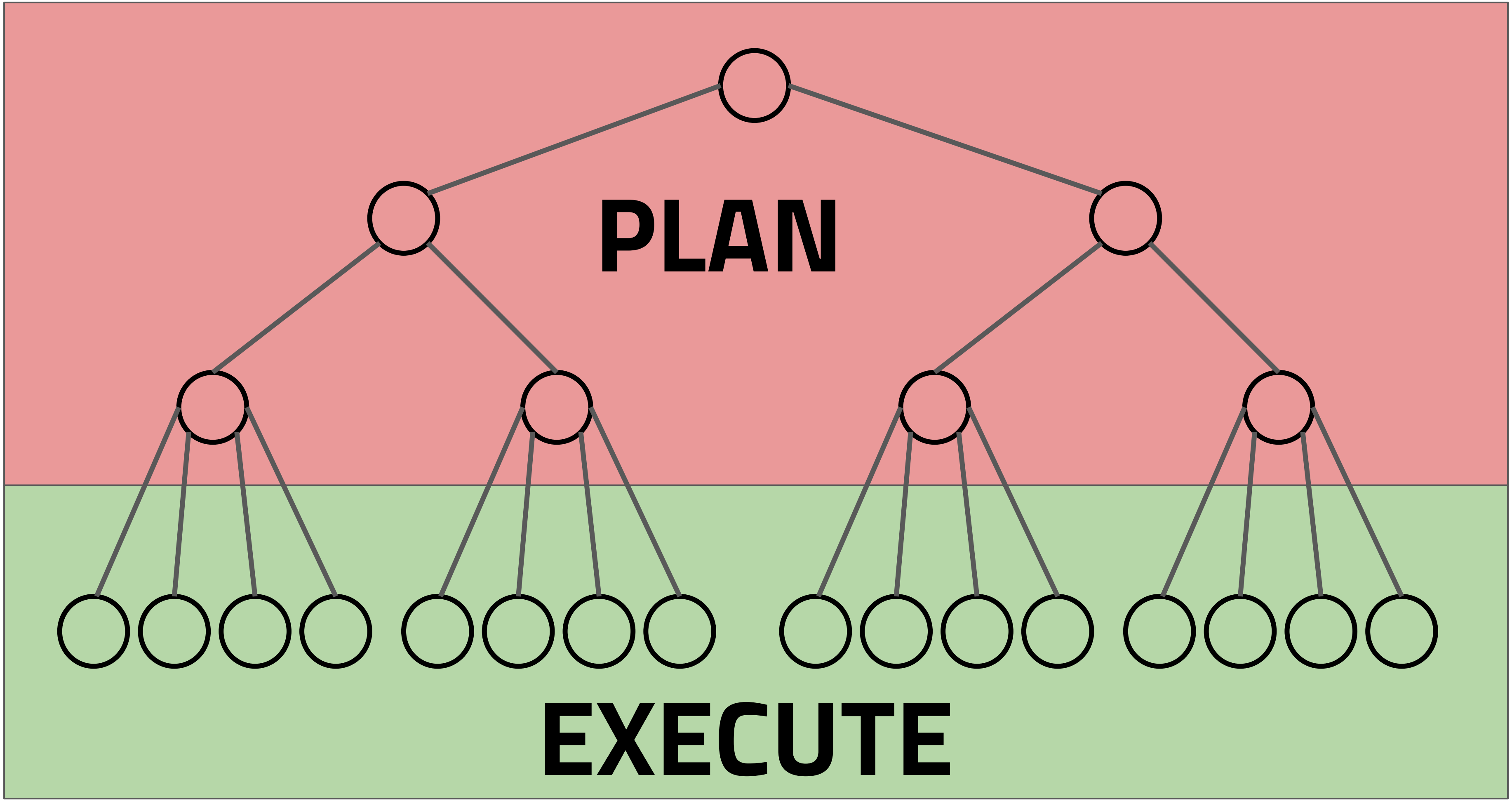
Organizational

Working Out Loud

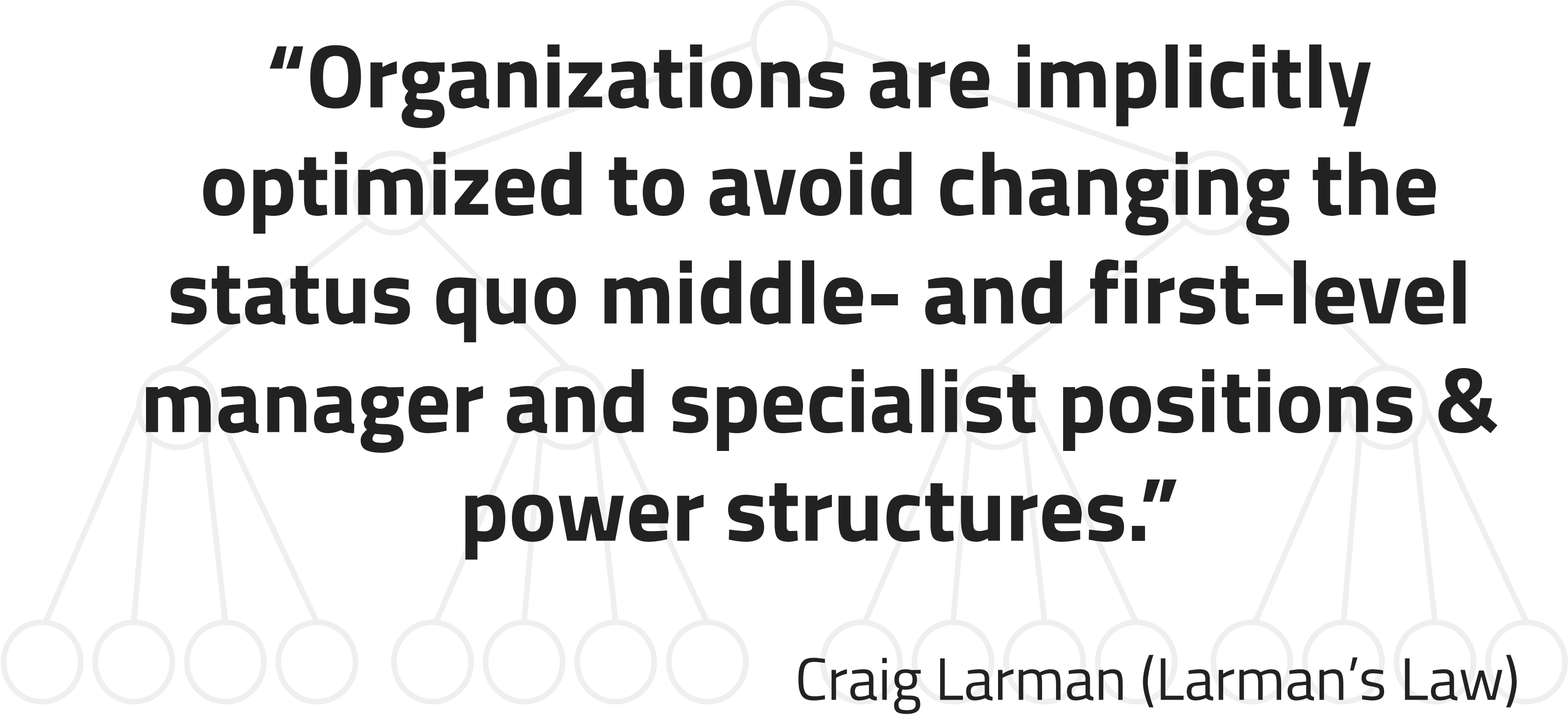
Mindset

Method



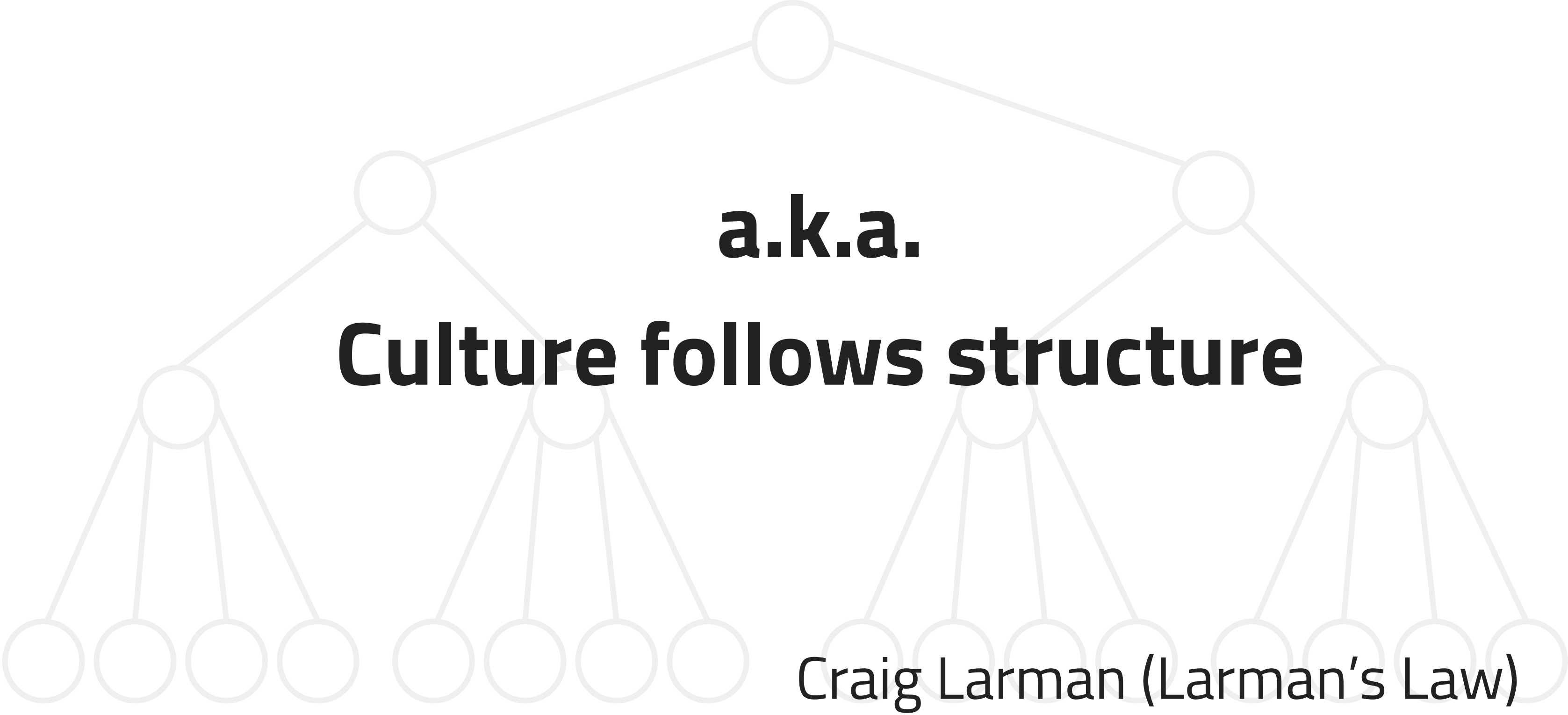


PLAN
EXECUTE



“Organizations are implicitly optimized to avoid changing the status quo middle- and first-level manager and specialist positions & power structures.”

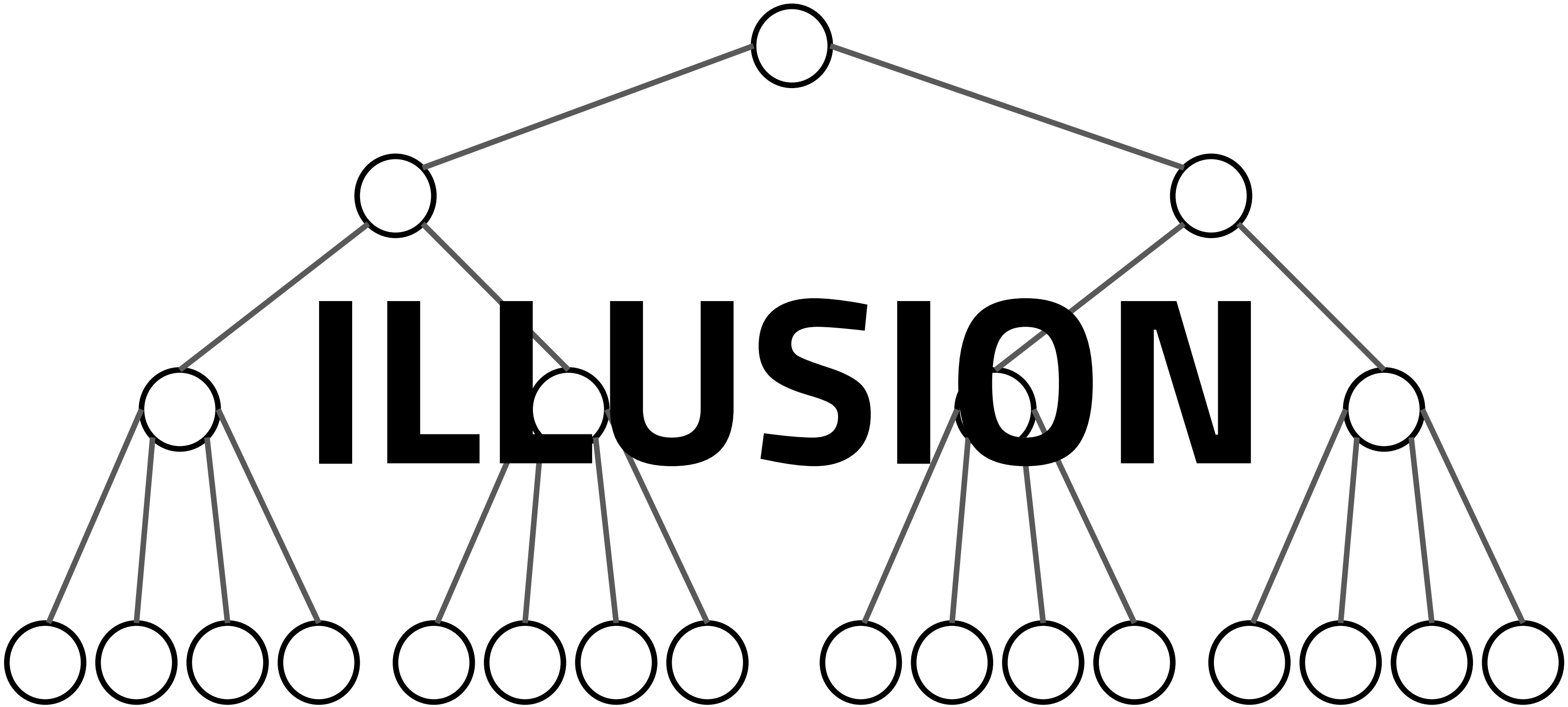
Craig Larman (Larman’s Law)



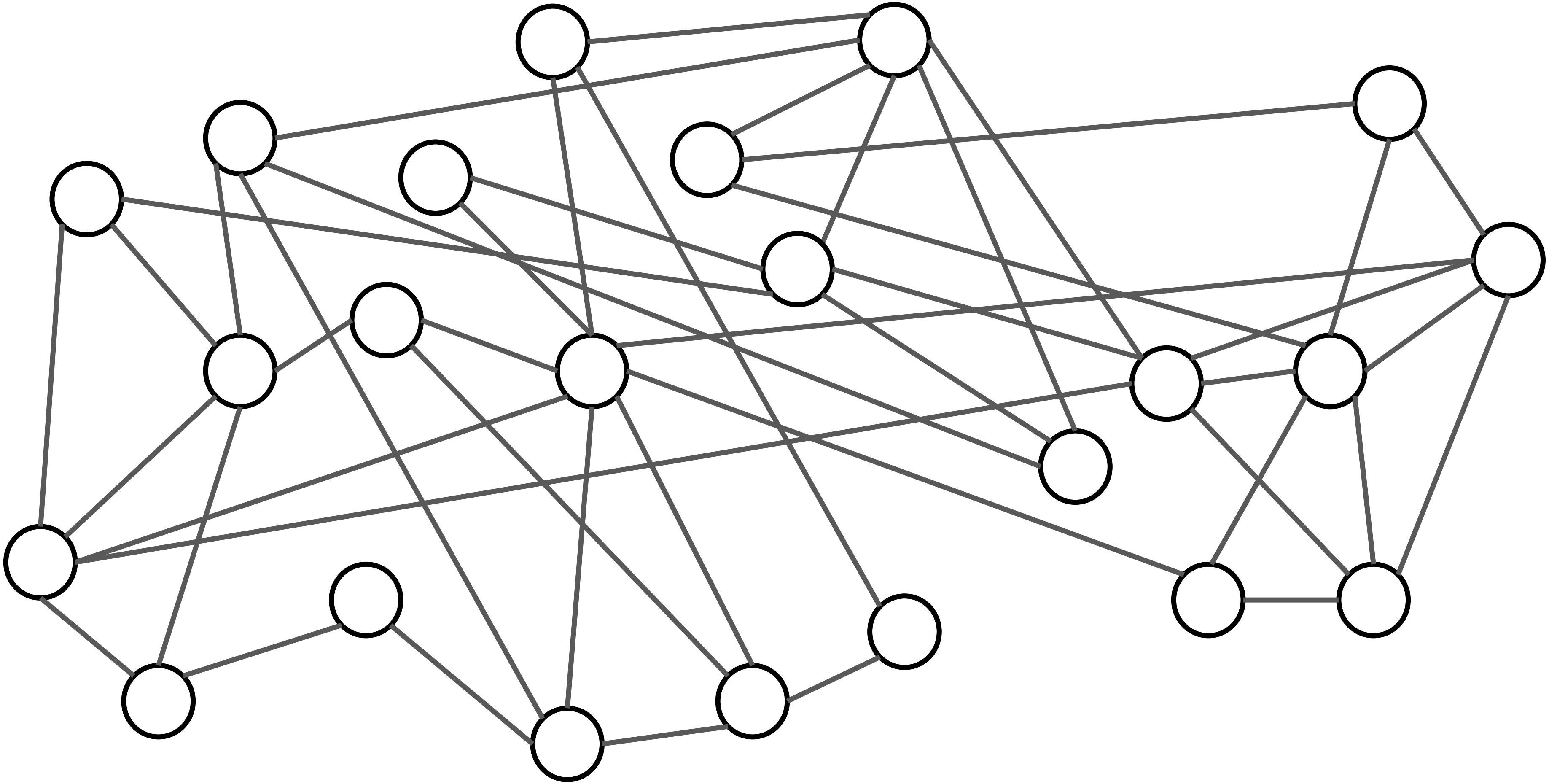
a.k.a.

Culture follows structure

Craig Larman (Larman’s Law)

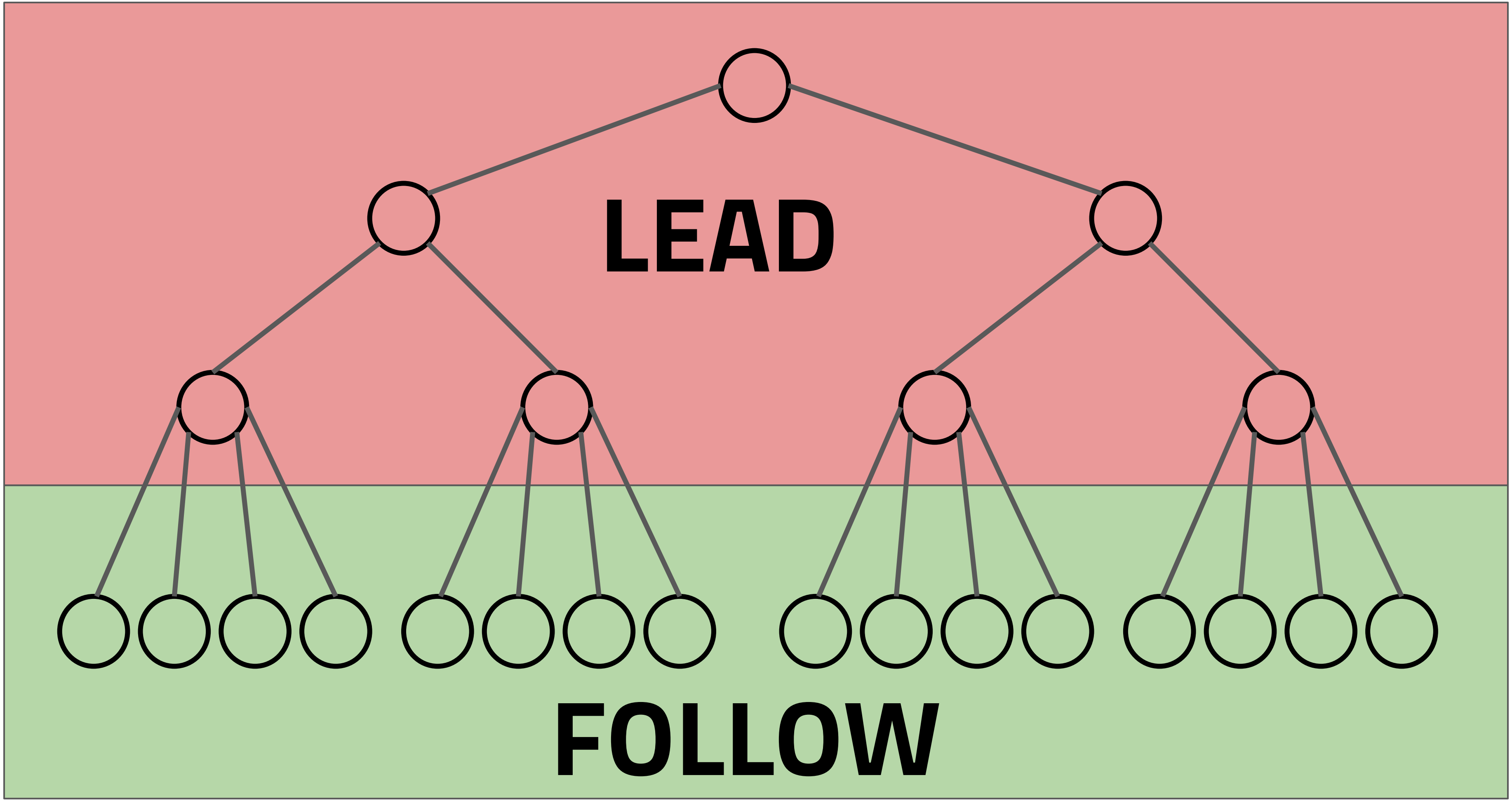


ILLUSION



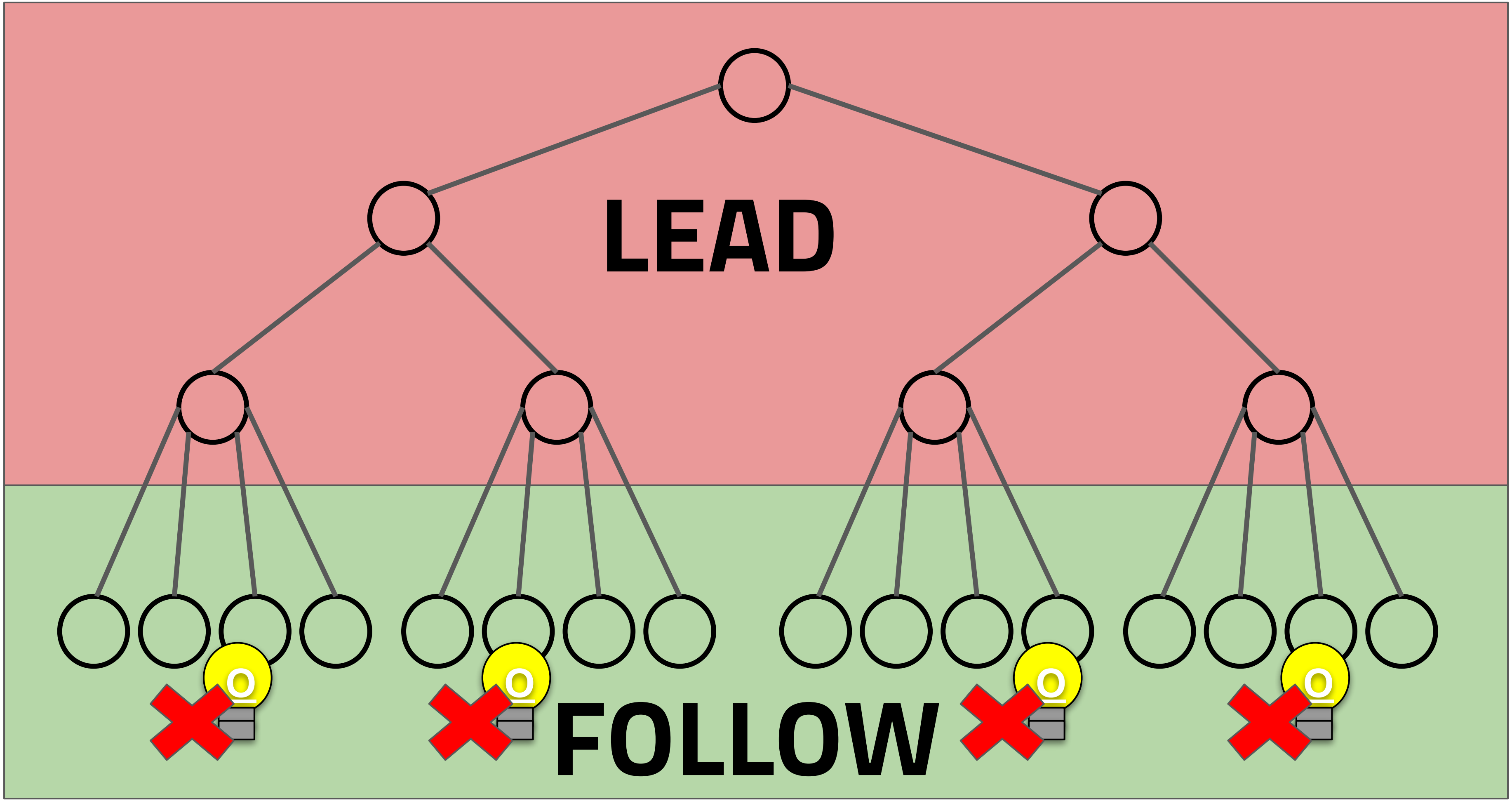
Working Out Loud as…

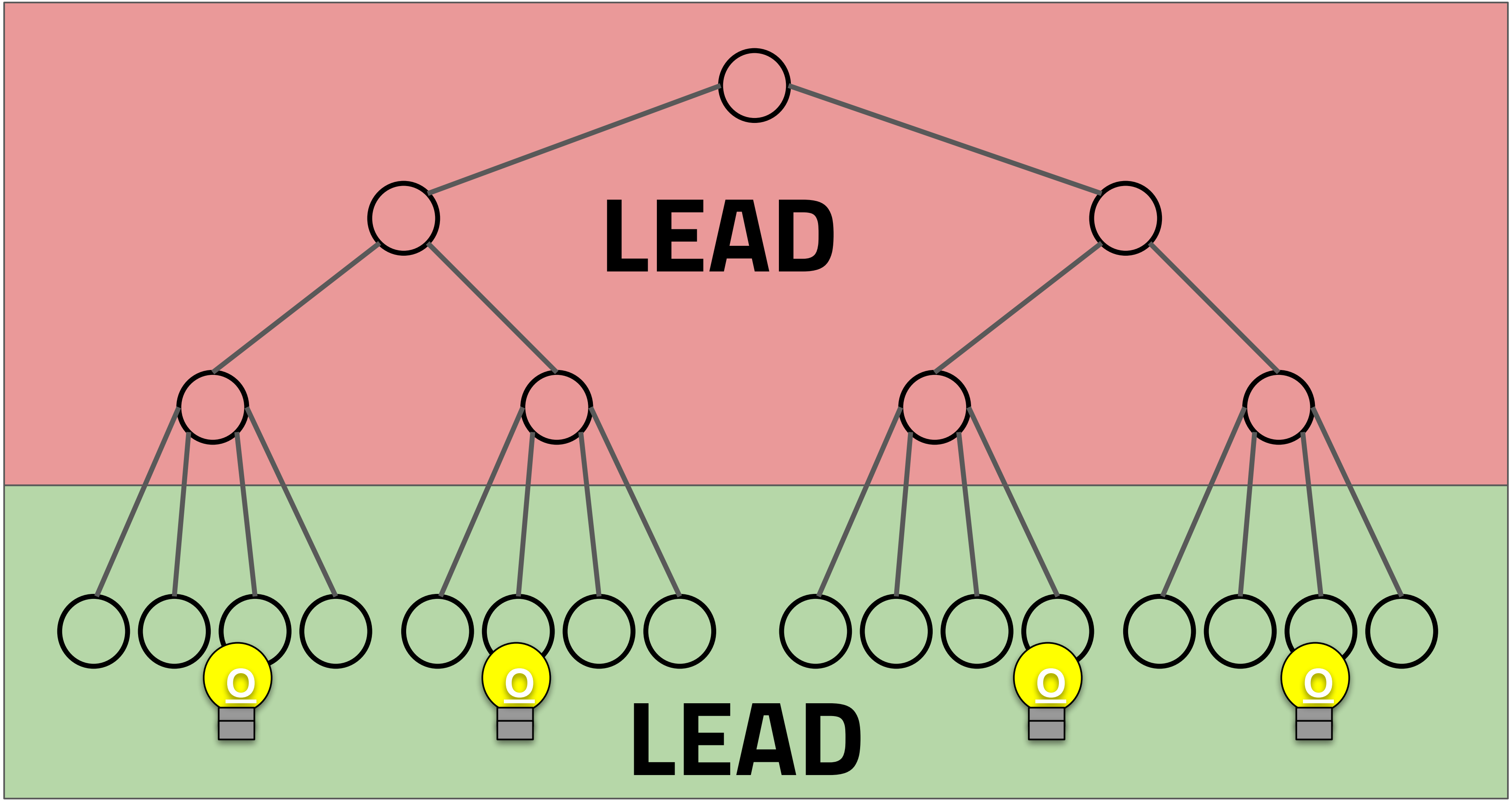
an organizational
hack towards
cultural change



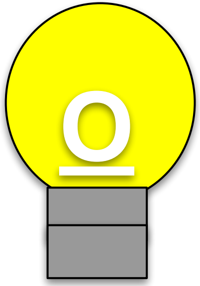
LEAD

FOLLOW


LEAD
FOLLOW


LEAD
LEAD

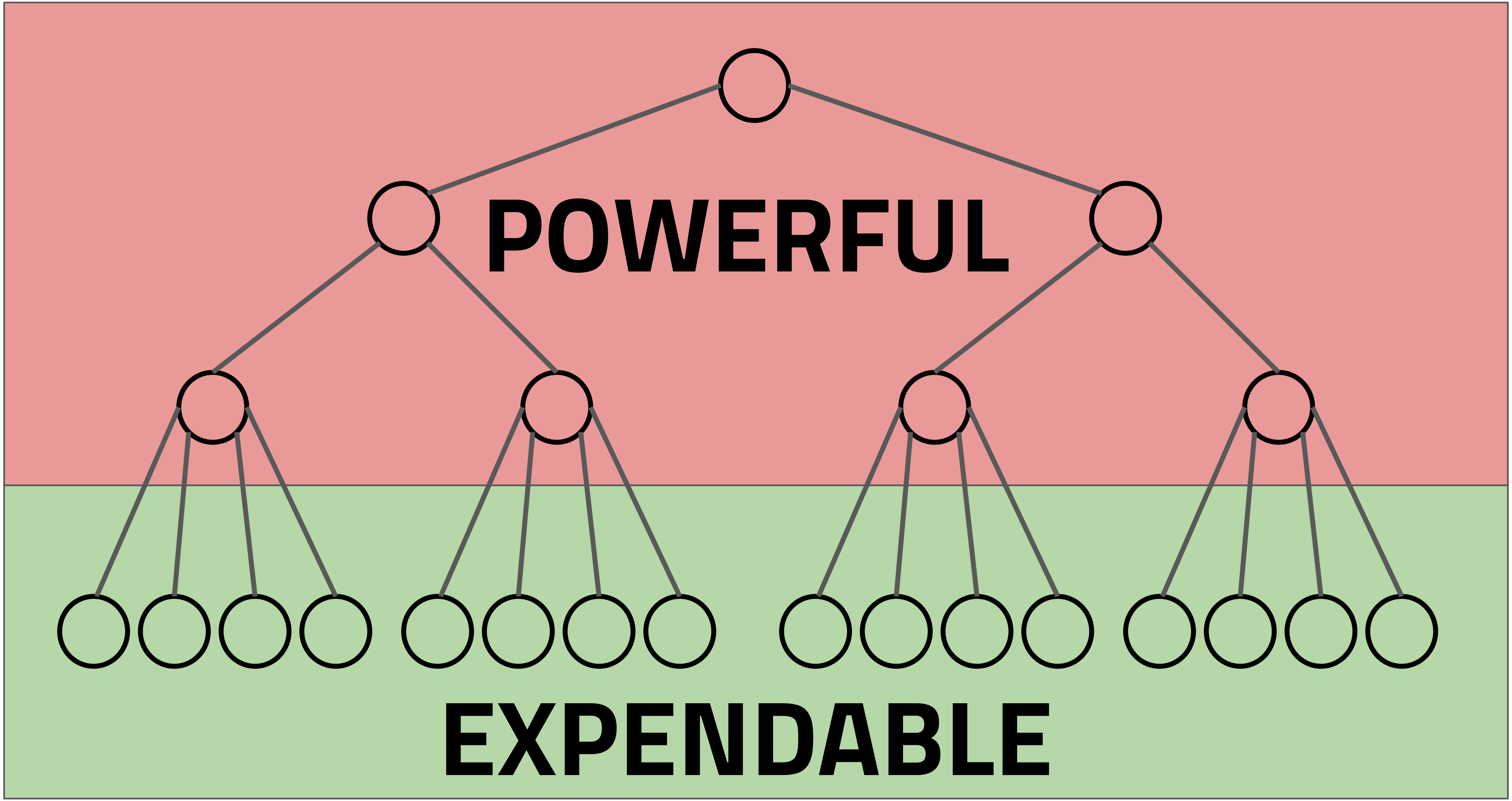
Working Out Loud as…



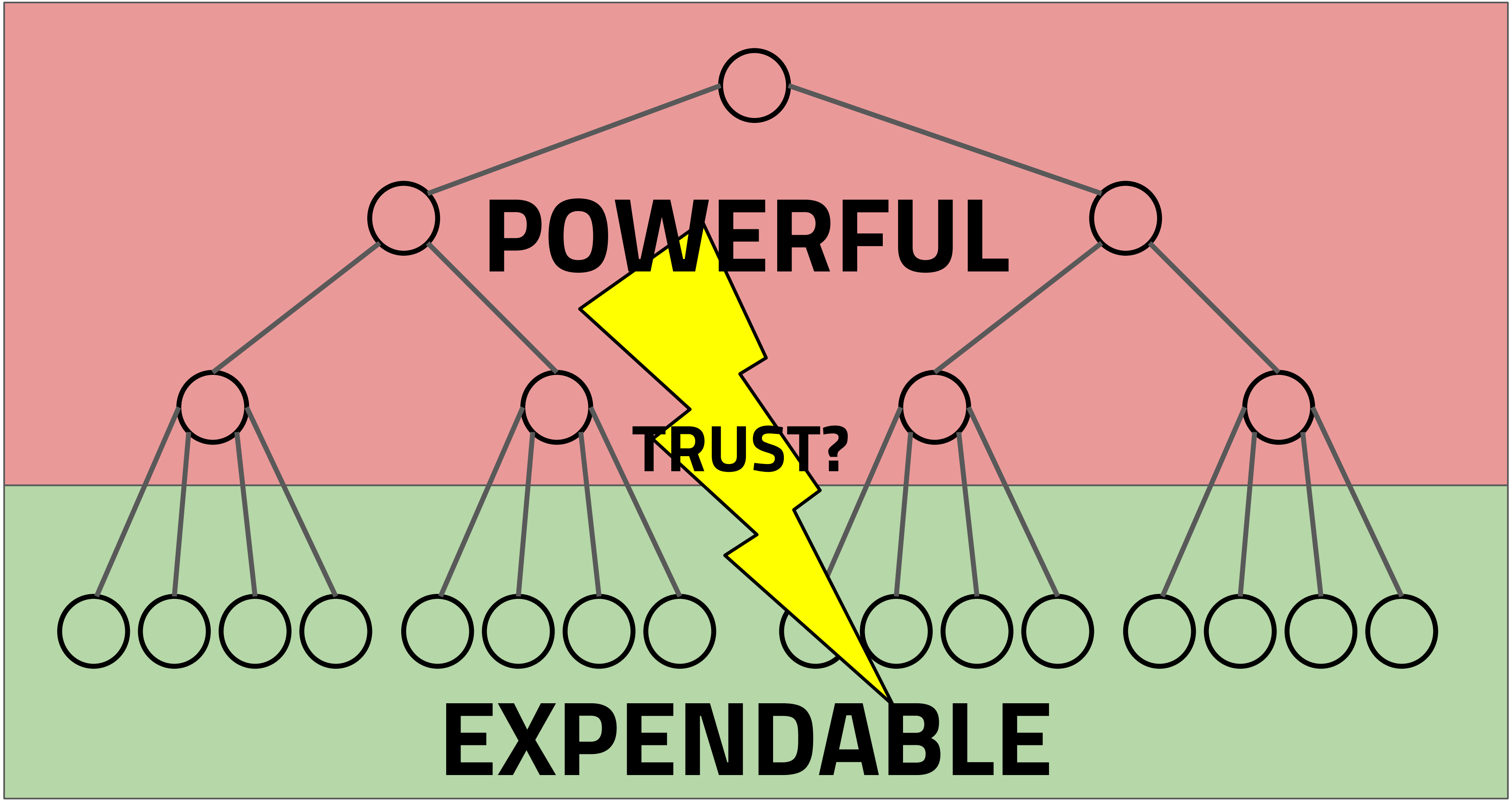
an enabler of

self-management

and innovation


POWERFUL
EXPENDABLE

REWE digital

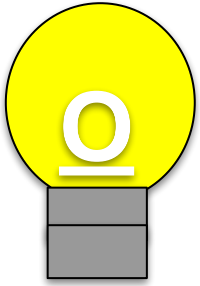


POWERFUL

TRUST?

EXPENDABLE

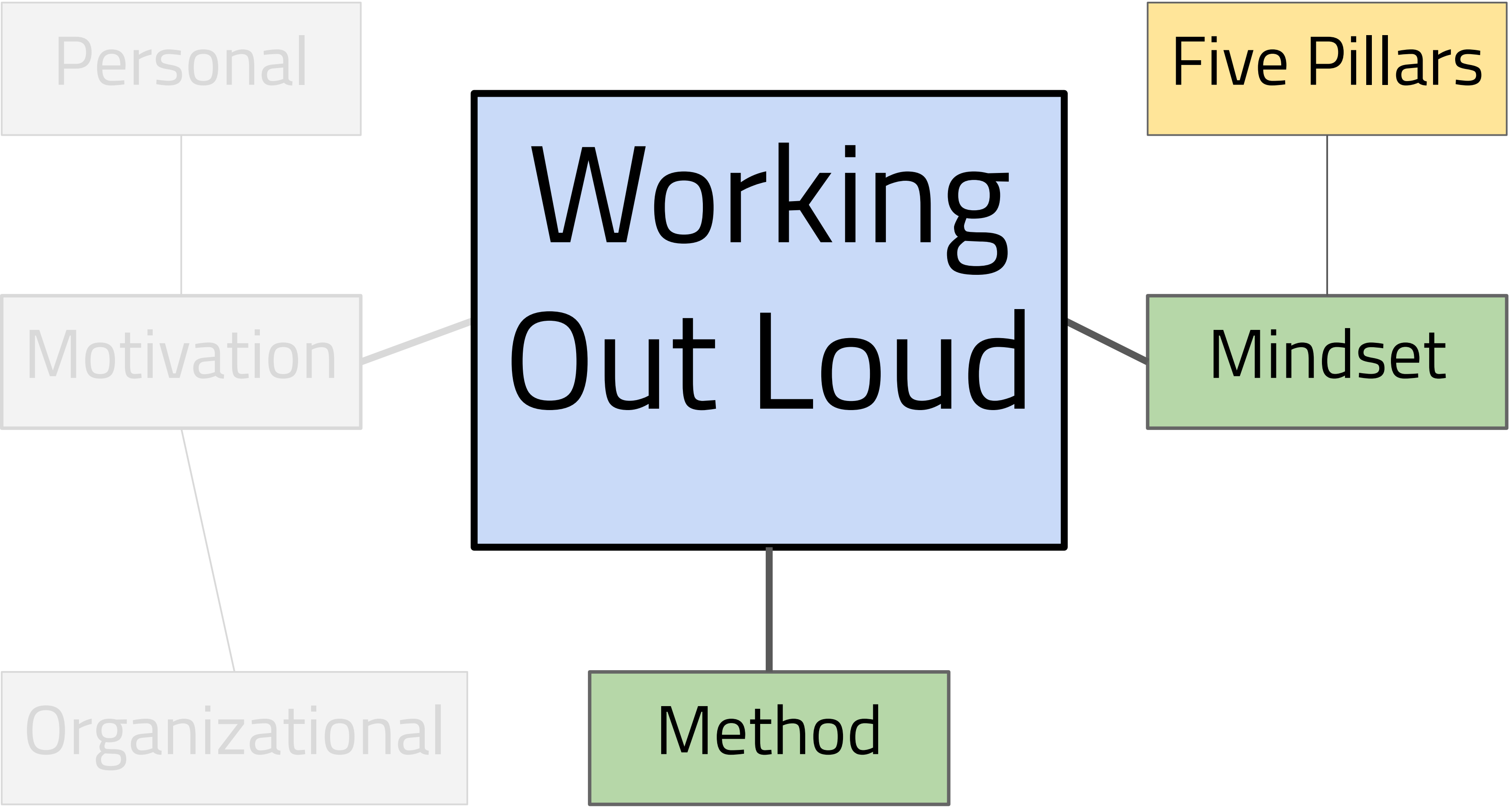
Working Out Loud as...



a space for
building trust and psychological safety

Practice time!

1. Form **groups of five** - with people you don't know
2. Write a list of **10 facts about you**
3. **Pass the list on** to the person to the right
4. **Introduce yourself** in context of your neighbour's list



Personal

Motivation

Organizational

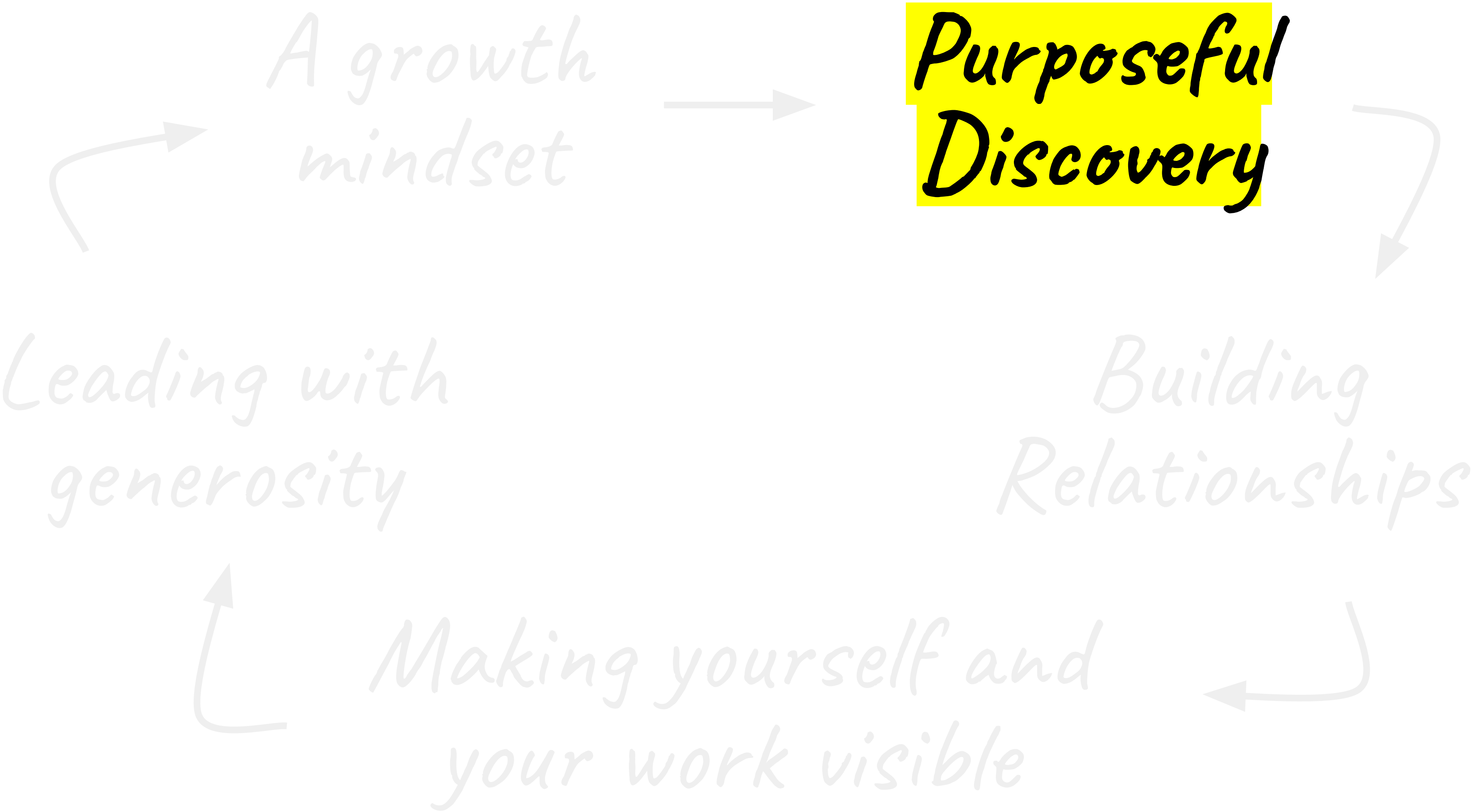
Working Out Loud

Five Pillars

Mindset

Method

REWE digital



A growth mindset

Purposeful Discovery

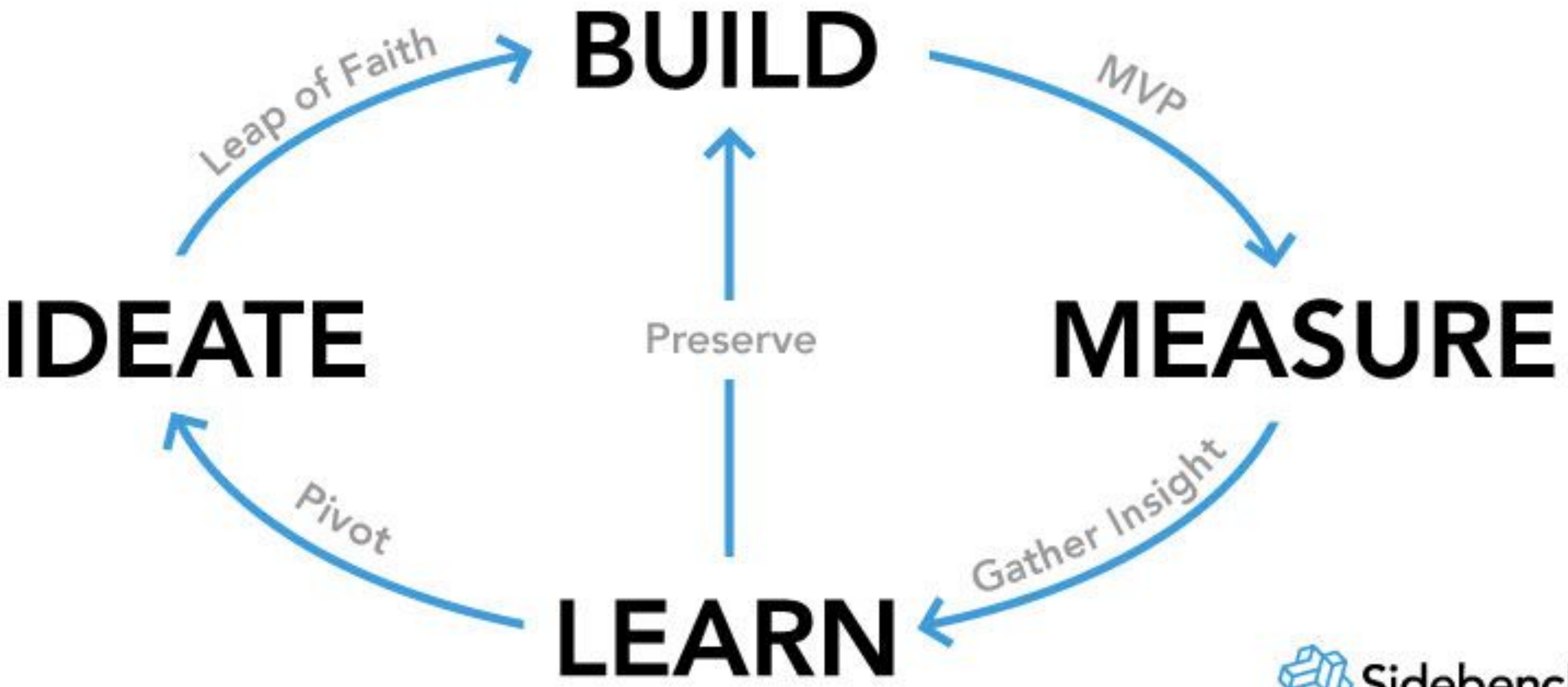
Building Relationships

Making yourself and your work visible

Leading with generosity

“Most important thing about climbing?

Know where the mountain is.”



BUILD

Leap of Faith

MVP

IDEATE

Preserve

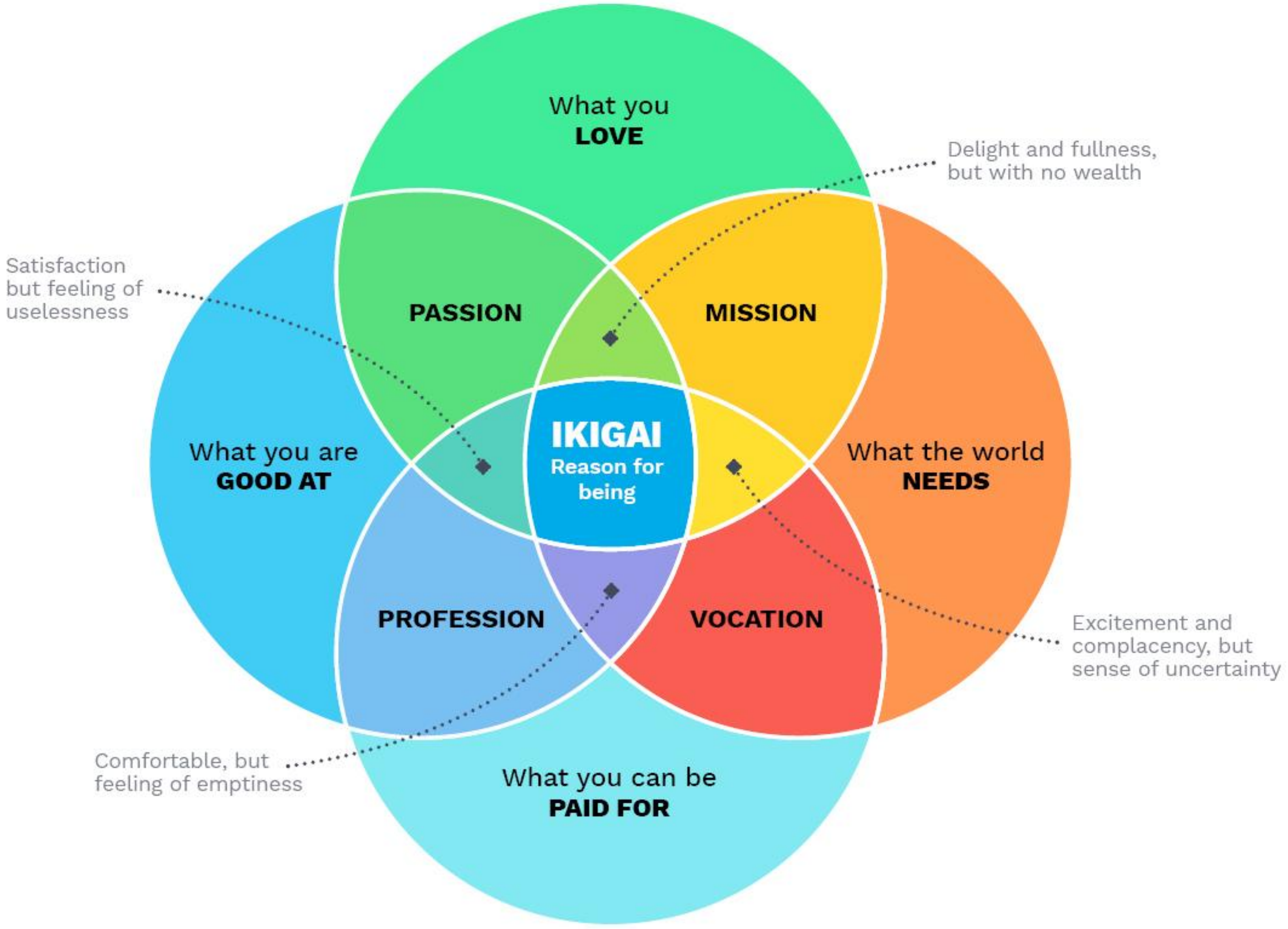
MEASURE

Pivot

Gather Insight

LEARN

Sidebench



What you
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What you are
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What the world
NEEDS

What you can be
PAID FOR

PASSION

MISSION

PROFESSION

VOCATION

IKIGAI
Reason for being

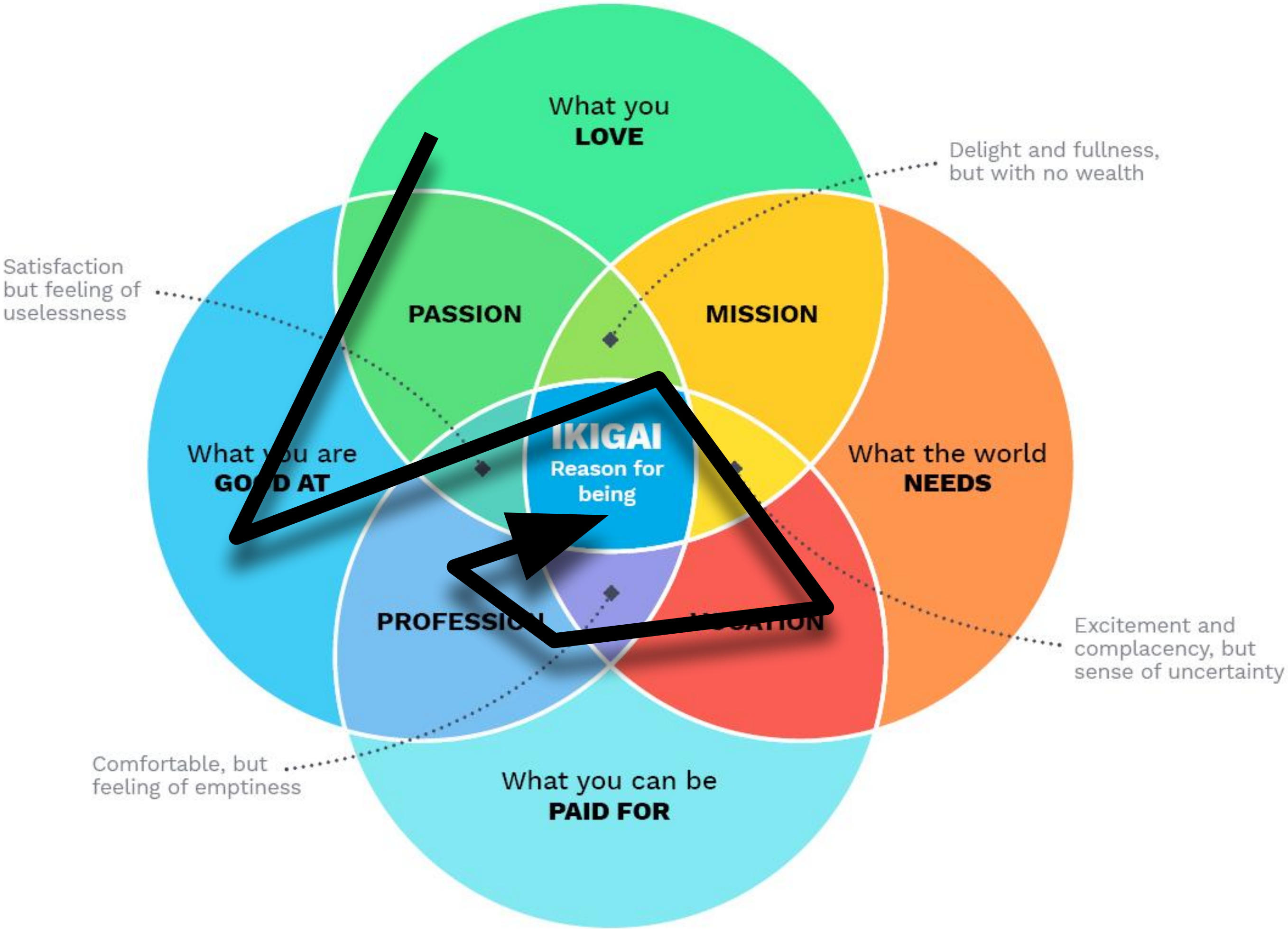
Delight and fullness,
but with no wealth

Satisfaction
but feeling of
uselessness

Excitement and
complacency, but
sense of uncertainty

Comfortable, but
feeling of emptiness

https://al.guru/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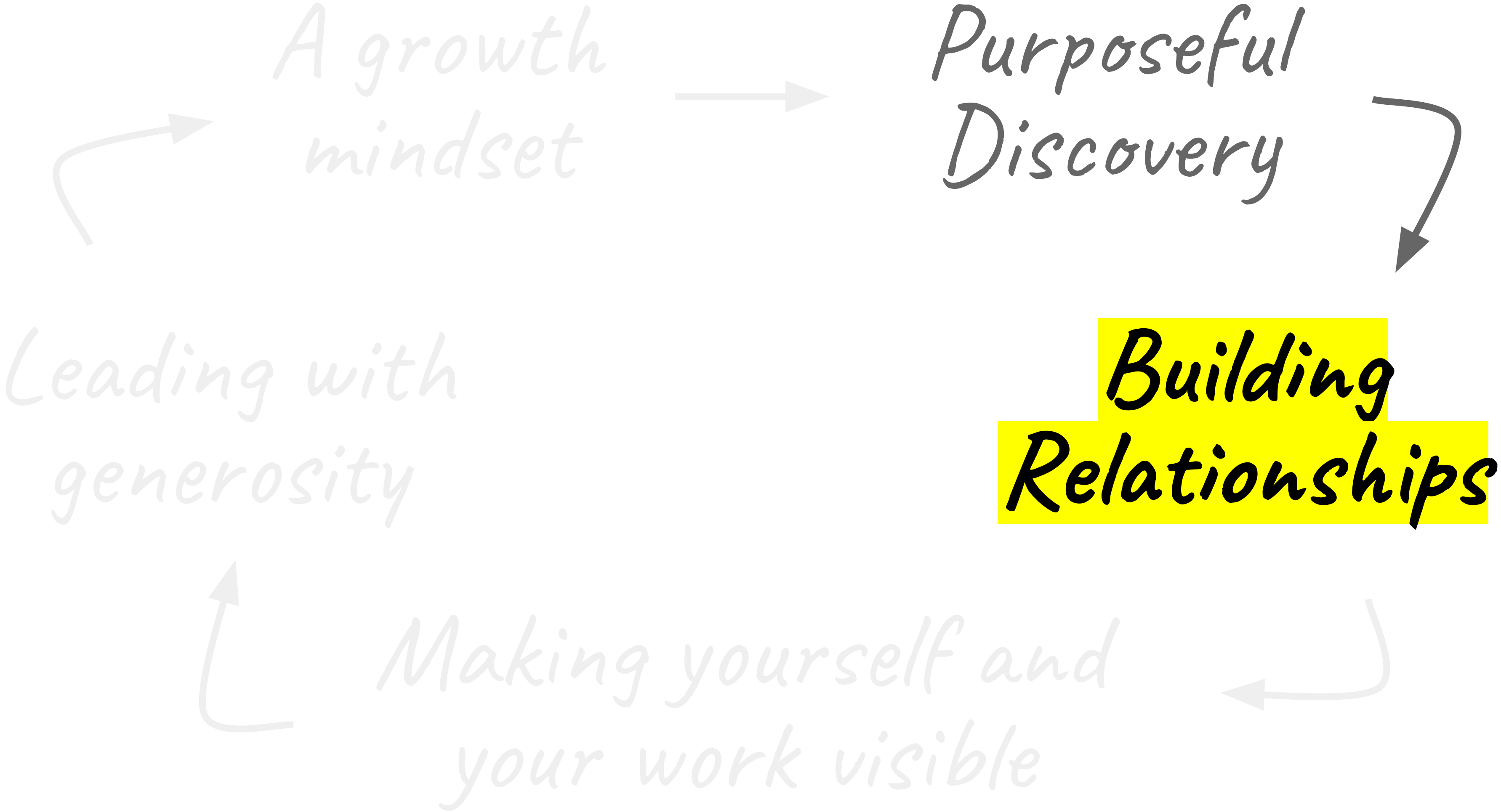

A growth mindset

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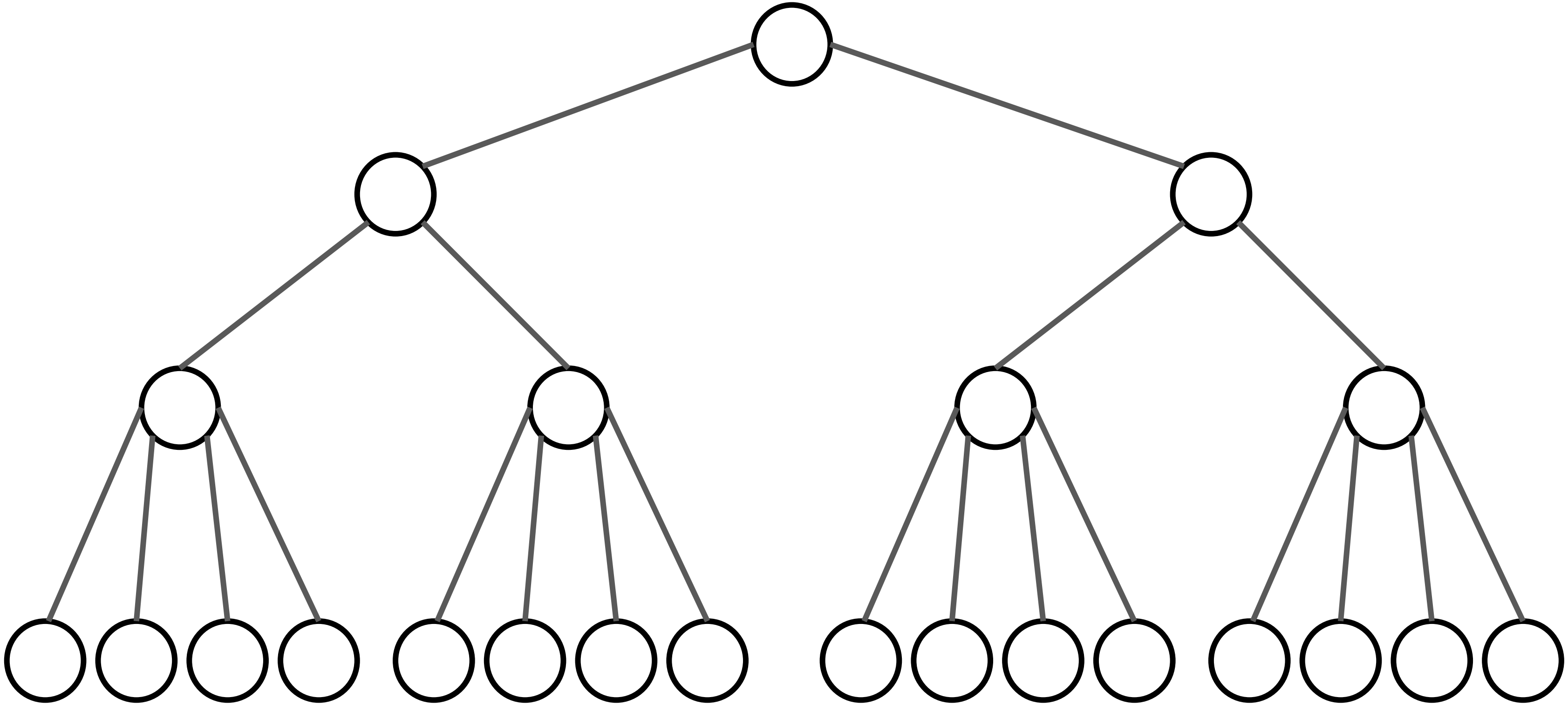
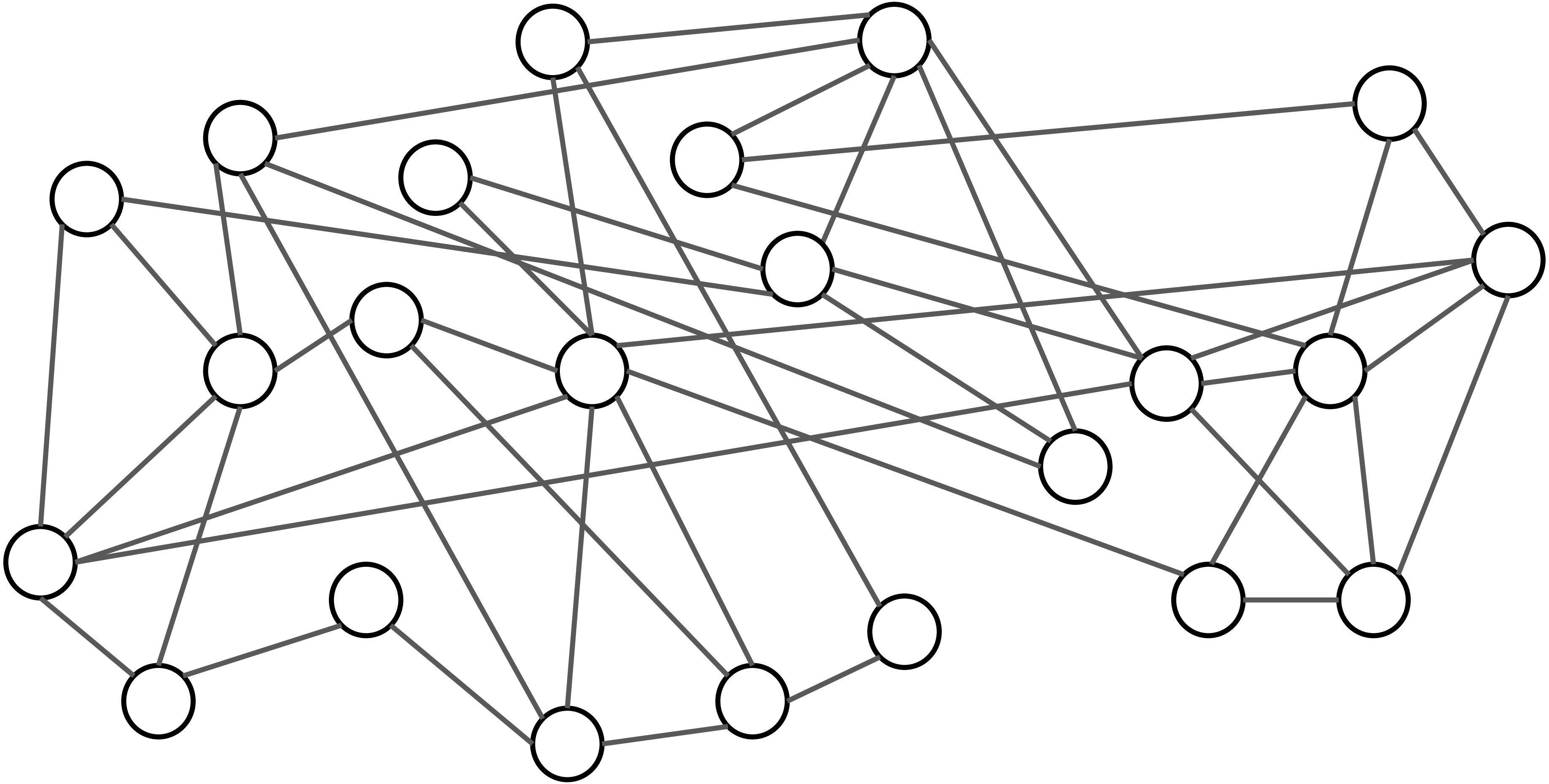
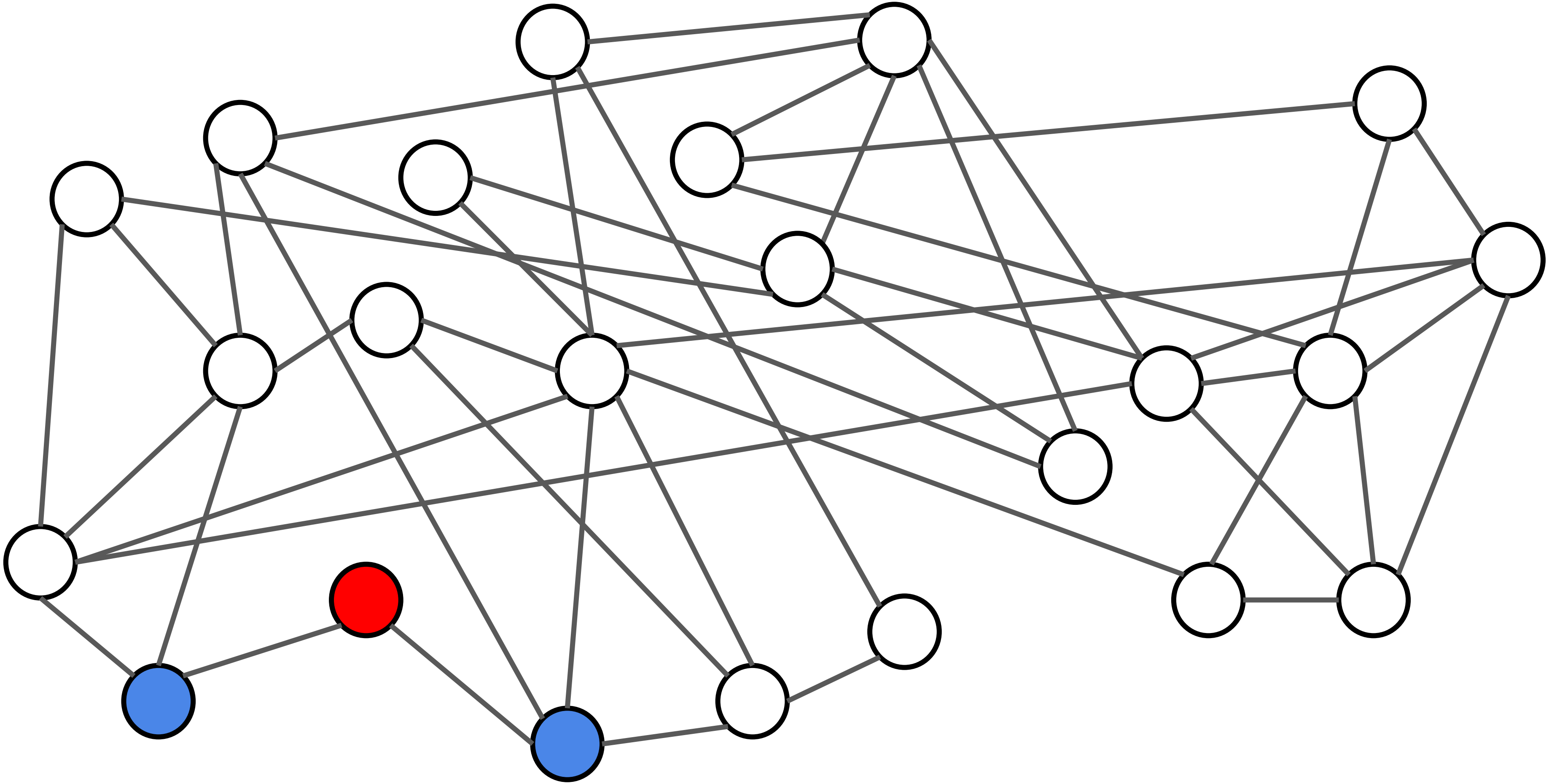
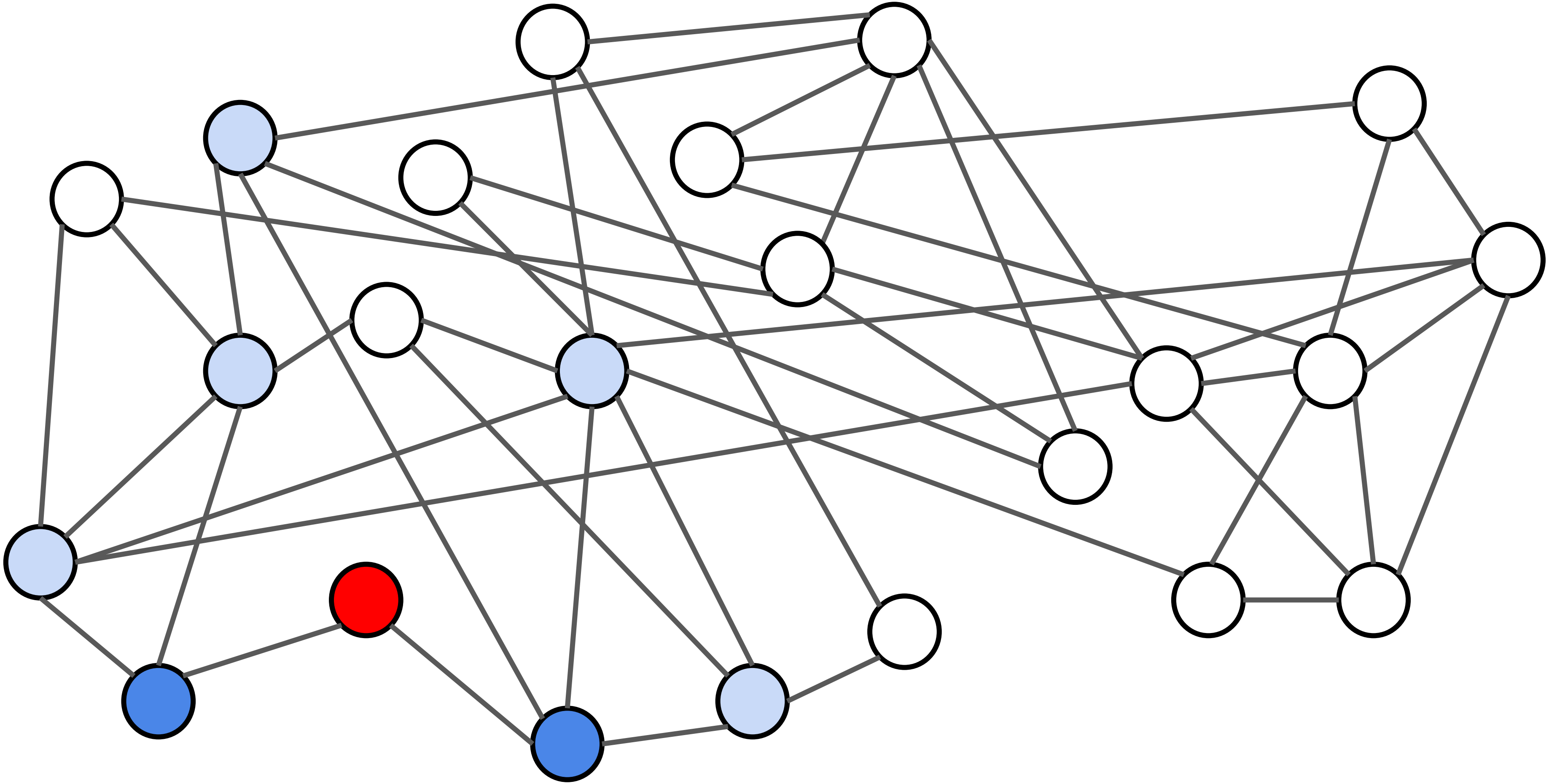
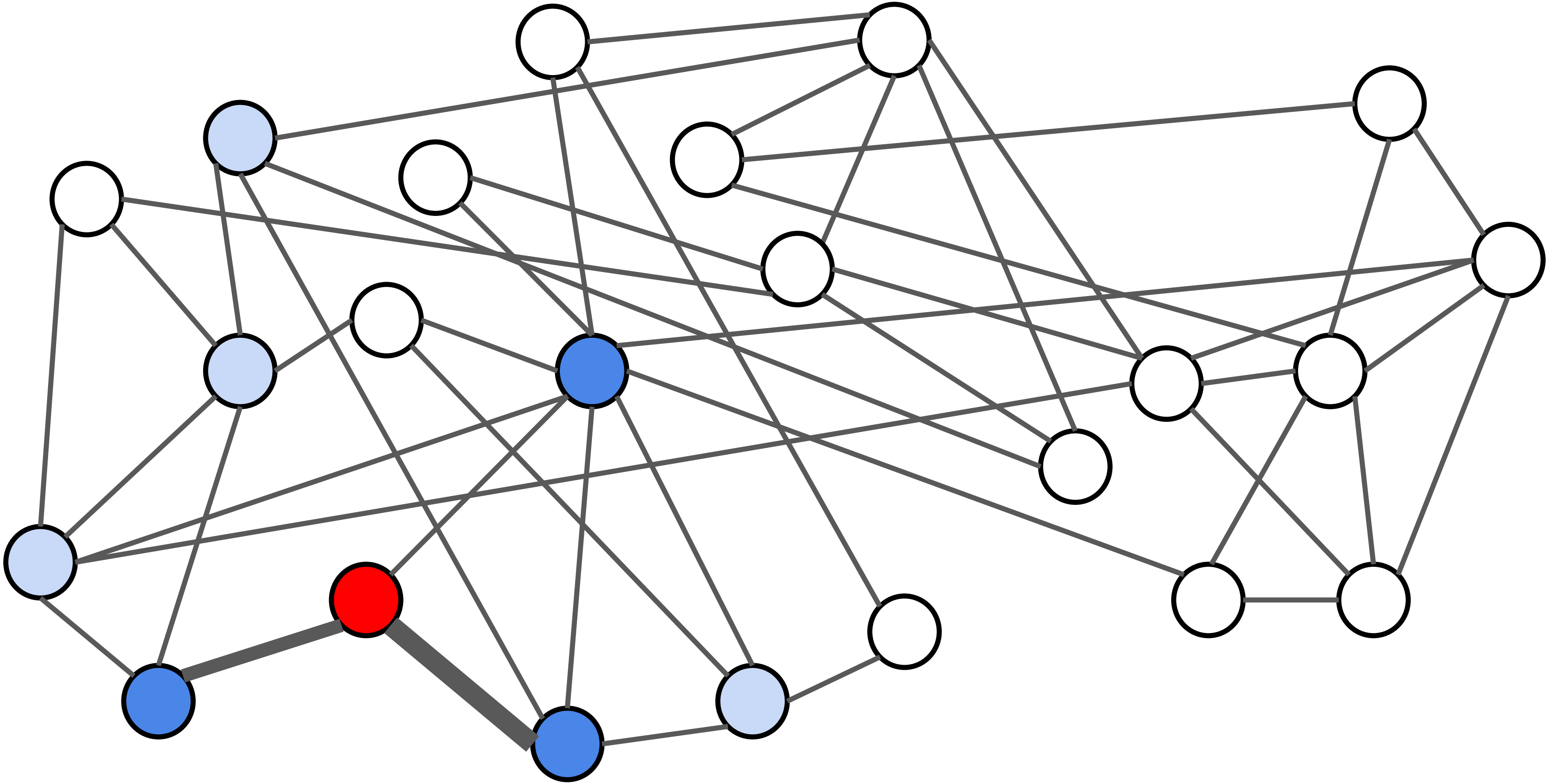
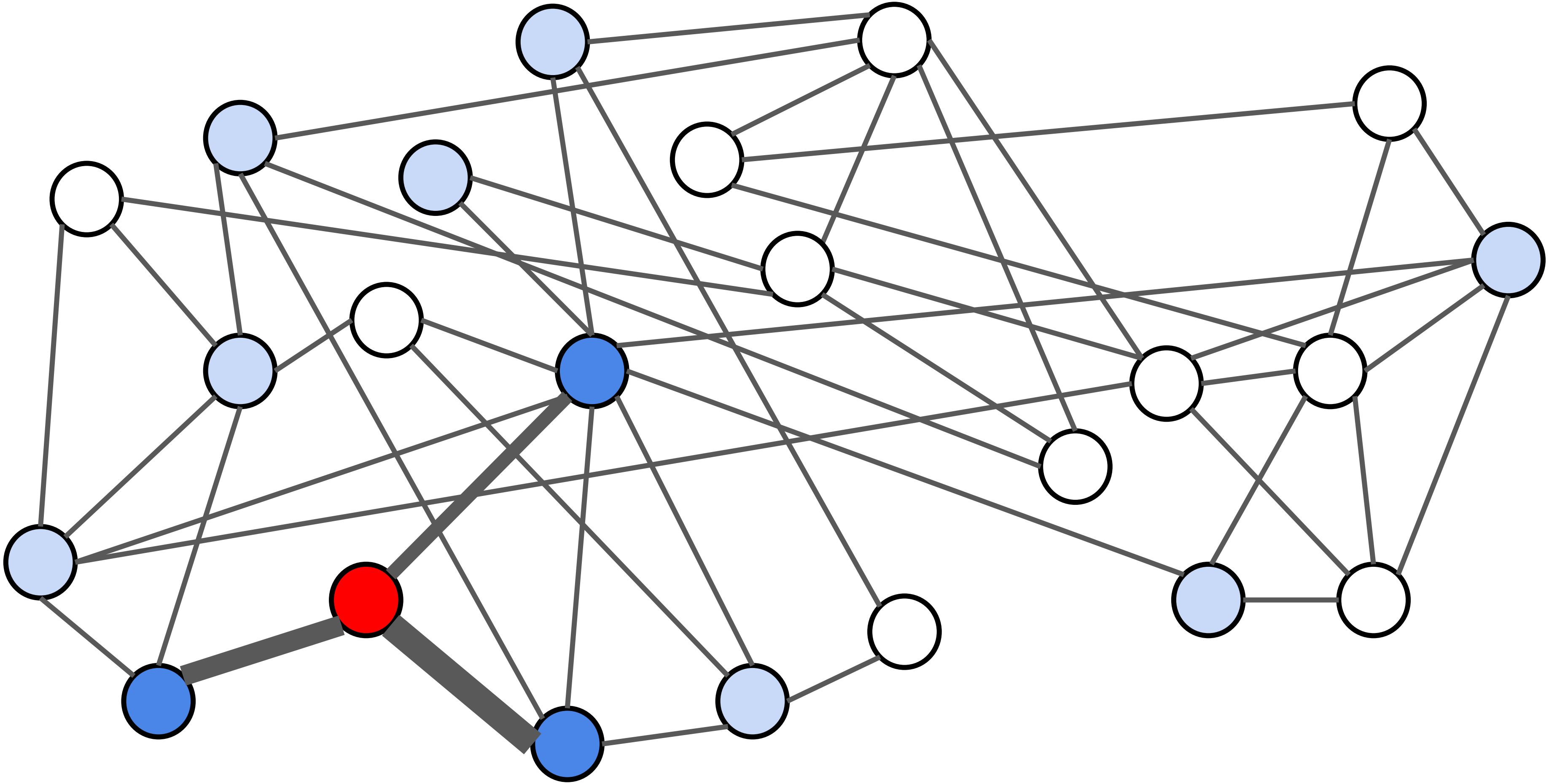


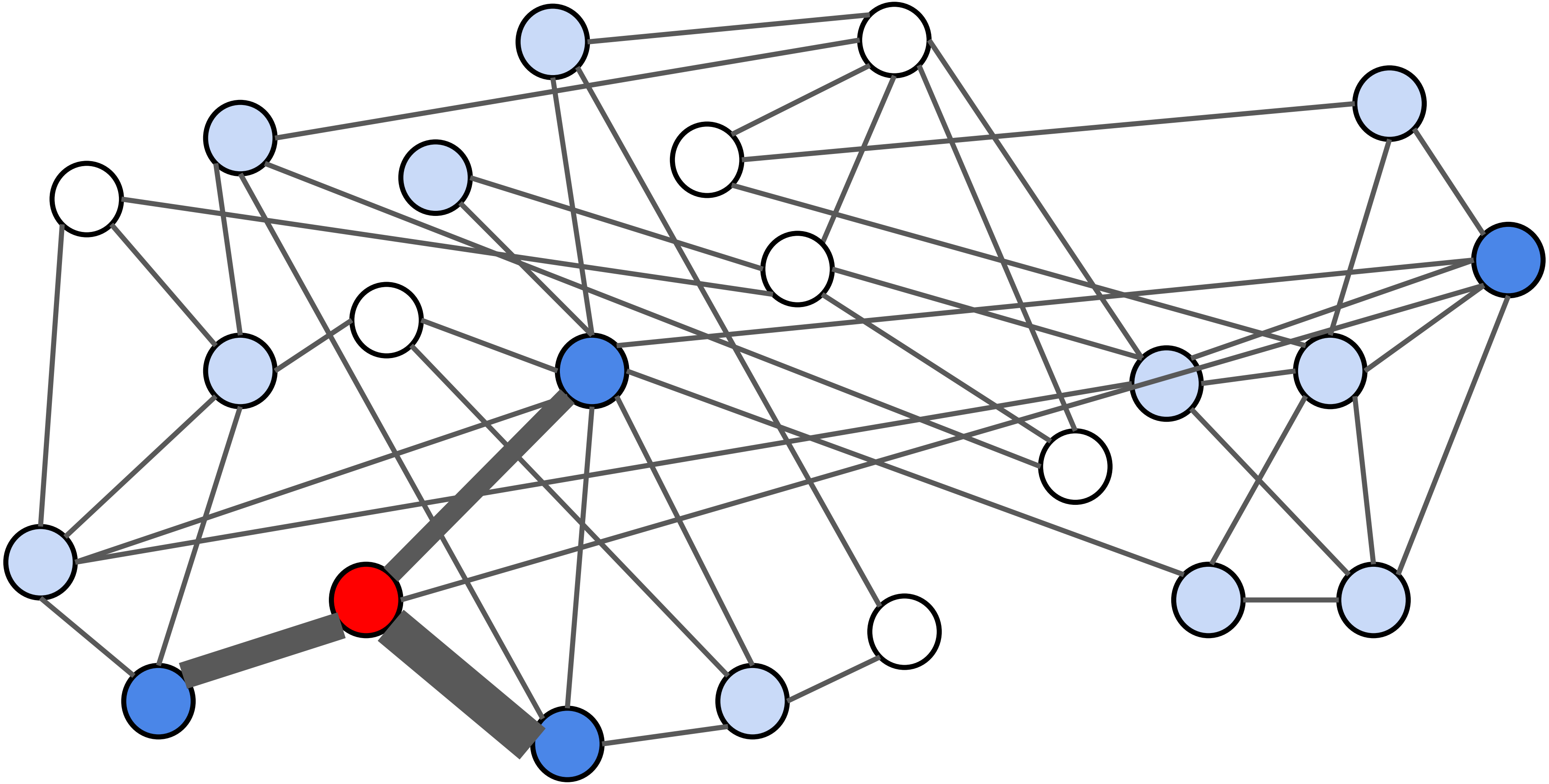










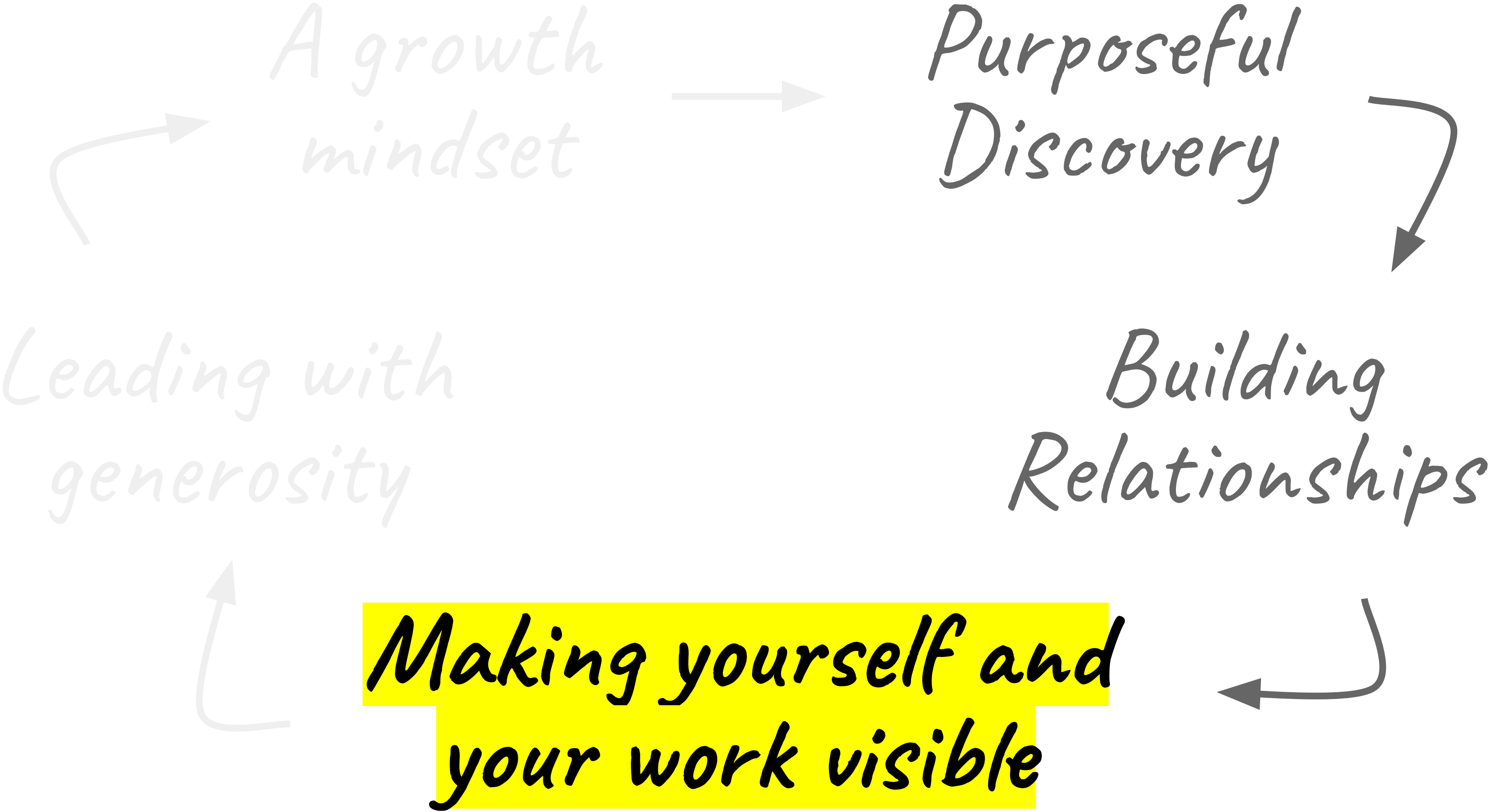


Intimacy Levels in a relationship list

1. The person doesn't know you exist.
2. You're connected in some way. (e.g., you follow them online)
3. You've had one or more interactions.
4. You've collaborated, even in a small way.
5. You regularly interact, exchange ideas, and help each other.

Practice time!

1. Return to your **groups**
2. Imagine spending **20%** of your work time on a **project** - **what would you do?** Write down **five ideas! Pick one!**
3. **Who could help** you with that? Name **five people!**
4. **Discuss!**



A growth mindset

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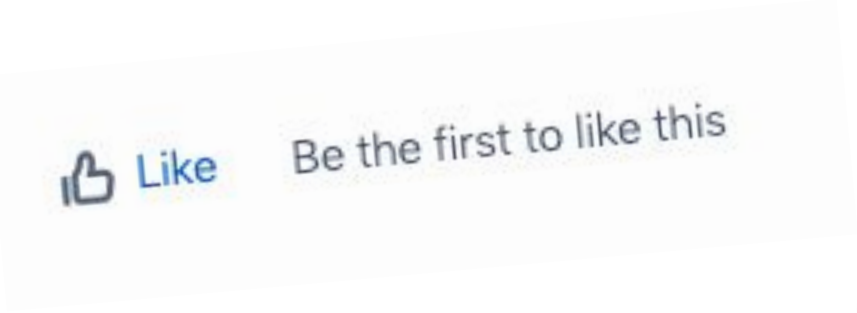

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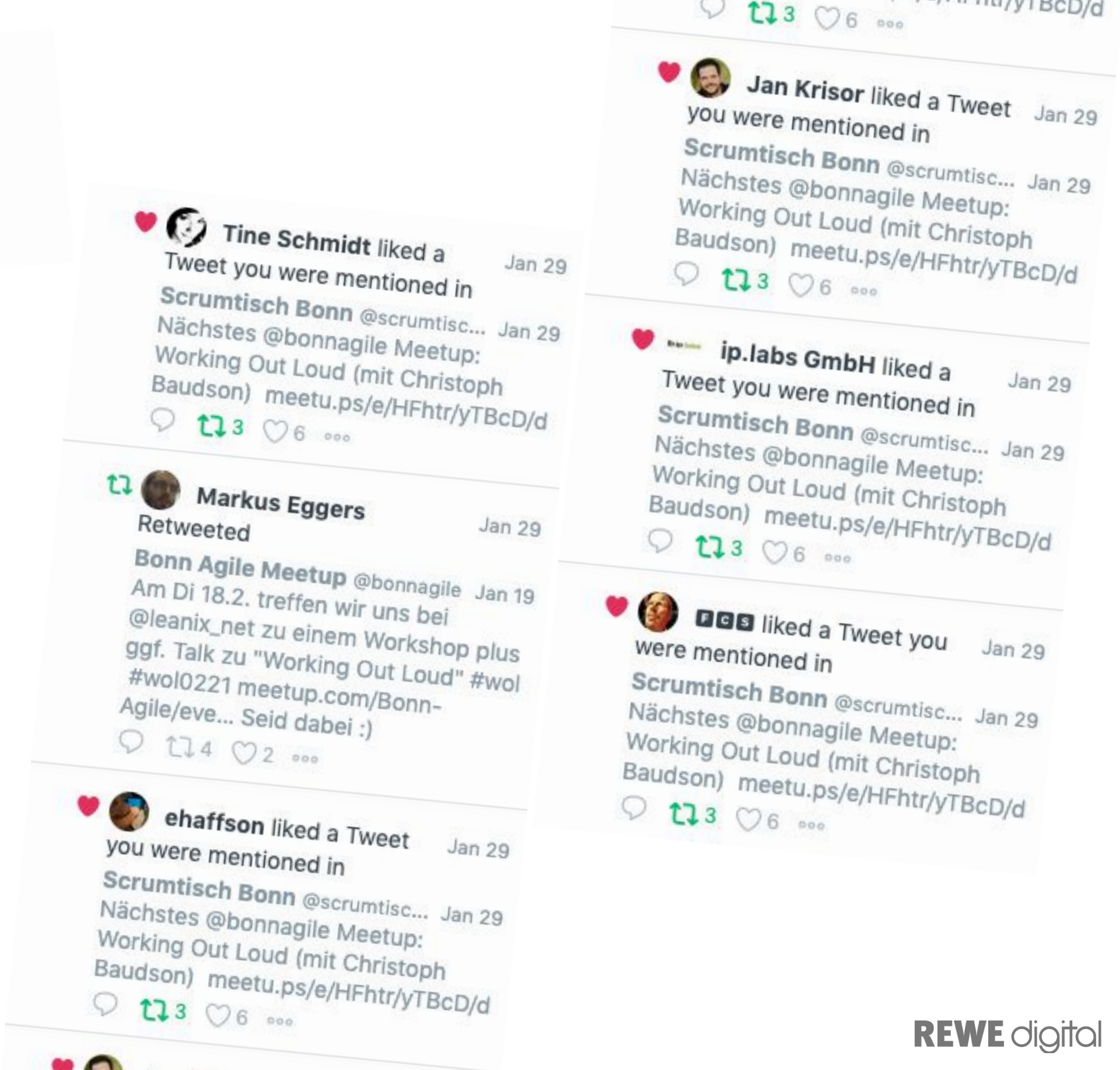

Tine Schmidt liked a Tweet you were mentioned in Jan 29

Scrumtisch Bonn @scrumtisc... Jan 29
Nächstes @bonnagile Meetup: Working Out Loud (mit Christoph Baudson) meetu.ps/e/HFhtr/yTBcD/d
3 6

Markus Eggers Retweeted Jan 29

Bonn Agile Meetup @bonnagile Jan 19
Am Di 18.2. treffen wir uns bei @leanix_net zu einem Workshop plus ggf. Talk zu "Working Out Loud" #wol #wol0221 meetup.com/Bonn-Agile/eve... Seid dabei :)
4 2

ehaffson liked a Tweet you were mentioned in Jan 29

Scrumtisch Bonn @scrumtisc... Jan 29
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Jan Krisor liked a Tweet you were mentioned in Jan 29

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3 6

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Nächstes @bonnagile Meetup: Working Out Loud (mit Christoph Baudson) meetu.ps/e/HFhtr/yTBcD/d
3 6

FCS liked a Tweet you were mentioned in Jan 29

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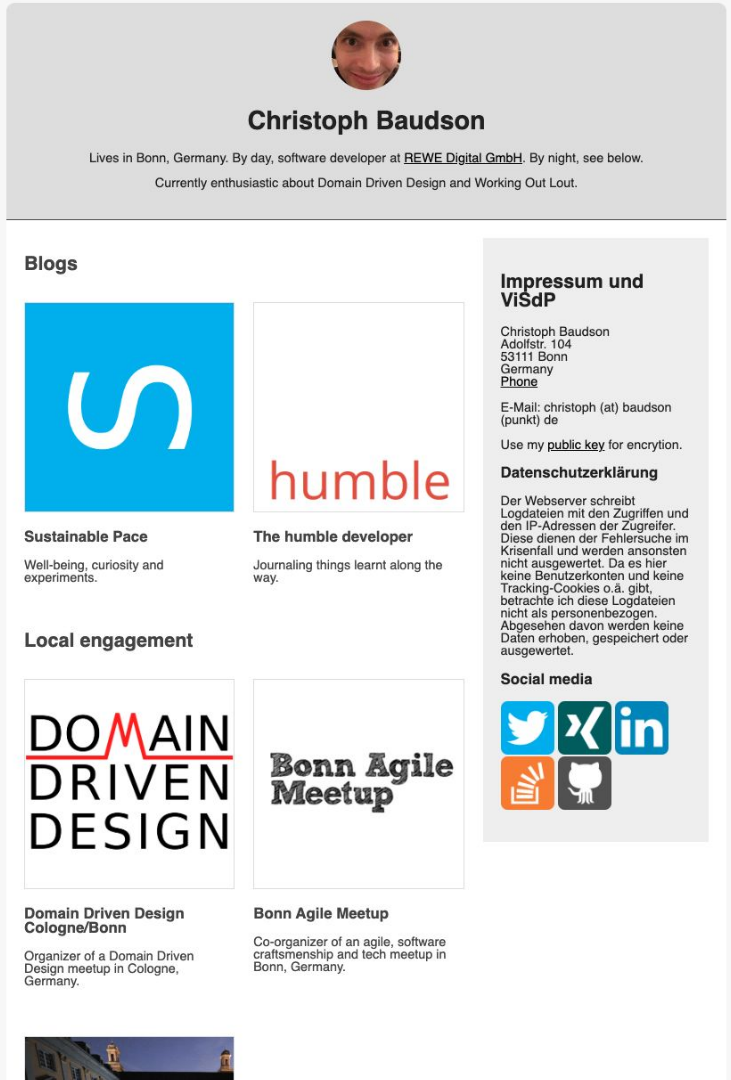
Nächstes @bonnagile Meetup: Working Out Loud (mit Christoph Baudson) meetu.ps/e/HFhtr/yTBcD/d
3 6

Practice time!

1. Google yourselves!
2. Share what you find - is it what you expected?



Christoph Baudson

Lives in Bonn, Germany. By day, software developer at REWE Digital GmbH. By night, see below.

Currently enthusiastic about Domain Driven Design and Working Out Lout.

Blogs

Sustainable Pace

Well-being, curiosity and experiments.

The humble developer

Journaling things learnt along the way.

Local engagement

Domain Driven Design Cologne/Bonn

Organizer of a Domain Driven Design meetup in Cologne, Germany.

Bonn Agile Meetup

Co-organizer of an agile, software craftsmenship and tech meetup in Bonn, Germany.

Impressum und ViSdP

Christoph Baudson
Adolfstr. 104
53111 Bonn
Germany
Phone

E-Mail: christoph (at) baudson (punkt) de

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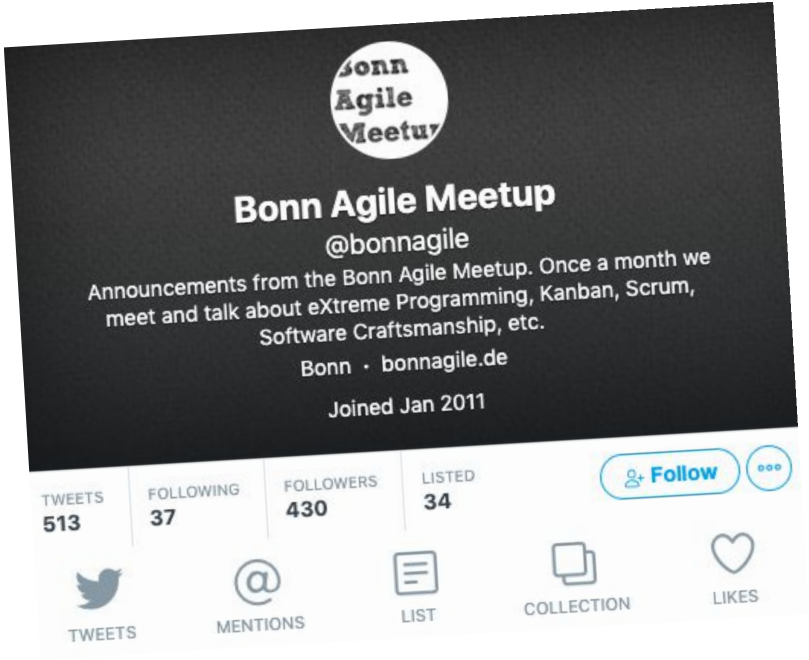


Bonn Agile Meetup

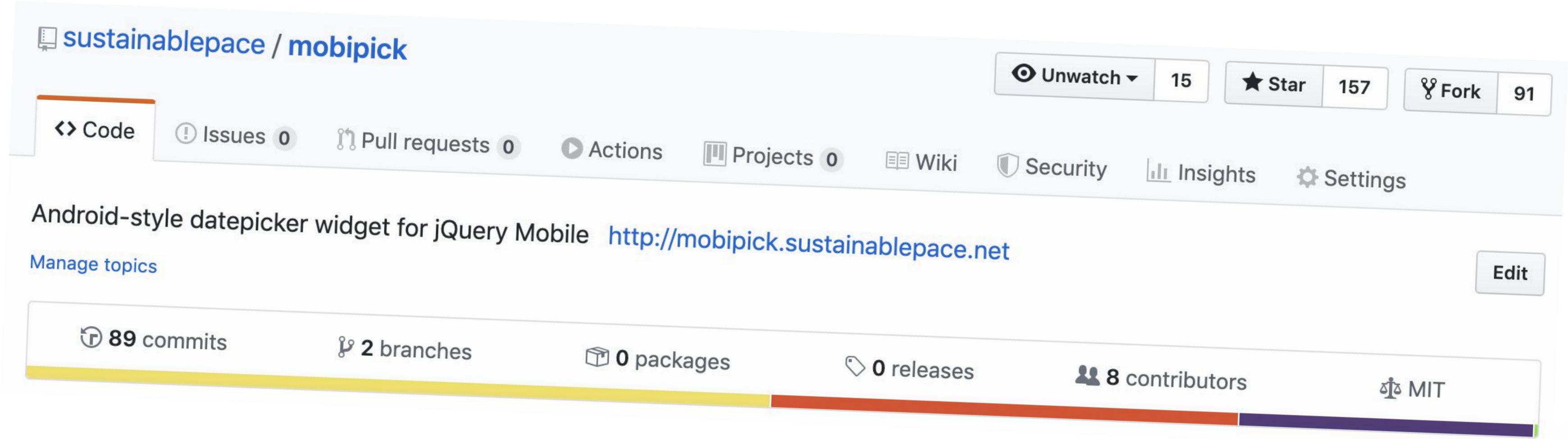
@bonnagile

Announcements from the Bonn Agile Meetup. Once a month we meet and talk about eXtreme Programming, Kanban, Scrum, Software Craftsmanship, etc.

Bonn · bonnagile.de

Joined Jan 2011

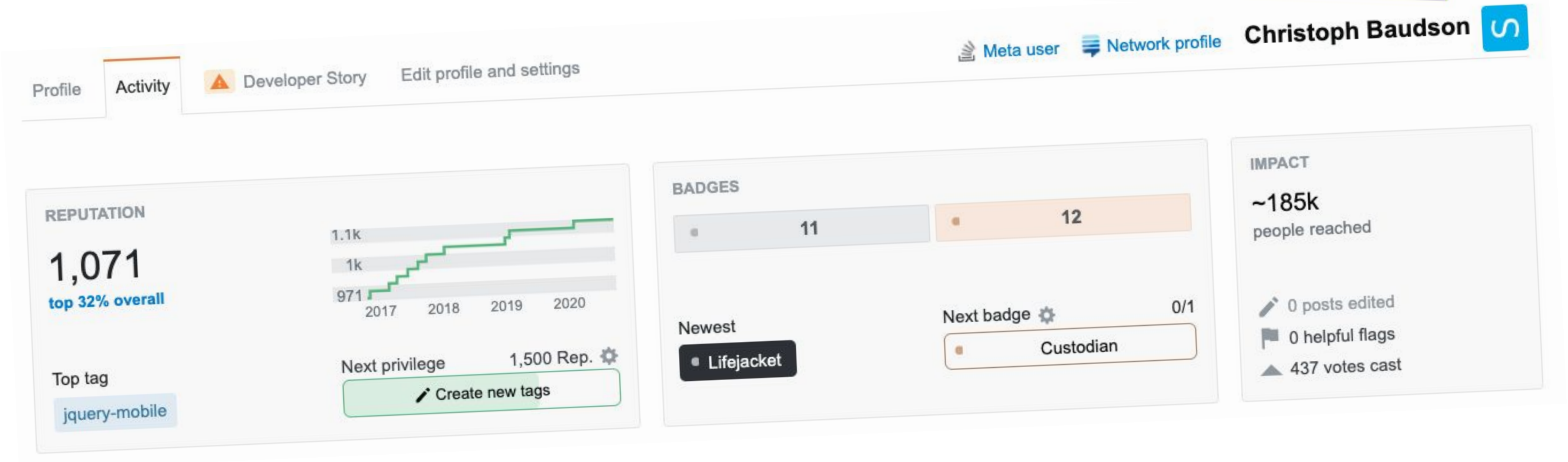
TWEETS	FOLLOWING	FOLLOWERS	LISTED
513	37	430	34


Unwatch 15
Star 157
Fork 91
<> Code
Issues 0
Pull requests 0
Actions
Projects 0
Wiki
Security
Insights
Settings
Manage topics
Edit
MIT

sustainablepace / mobipick

Android-style datepicker widget for jQuery Mobile http://mobipick.sustainablepace.net

89 commits
2 branches
0 packages
0 releases
8 contributors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Activity
Developer Story
Edit profile and settings
Meta user
Network profile
1.1k
1k
971
2017
2018
2019
2020
Create new tags

Christoph Baudson

REPUTATION

1,071

top 32% overall

Top tag: jquery-mobile

Next privilege: 1,500 Rep.

BADGES

11 12

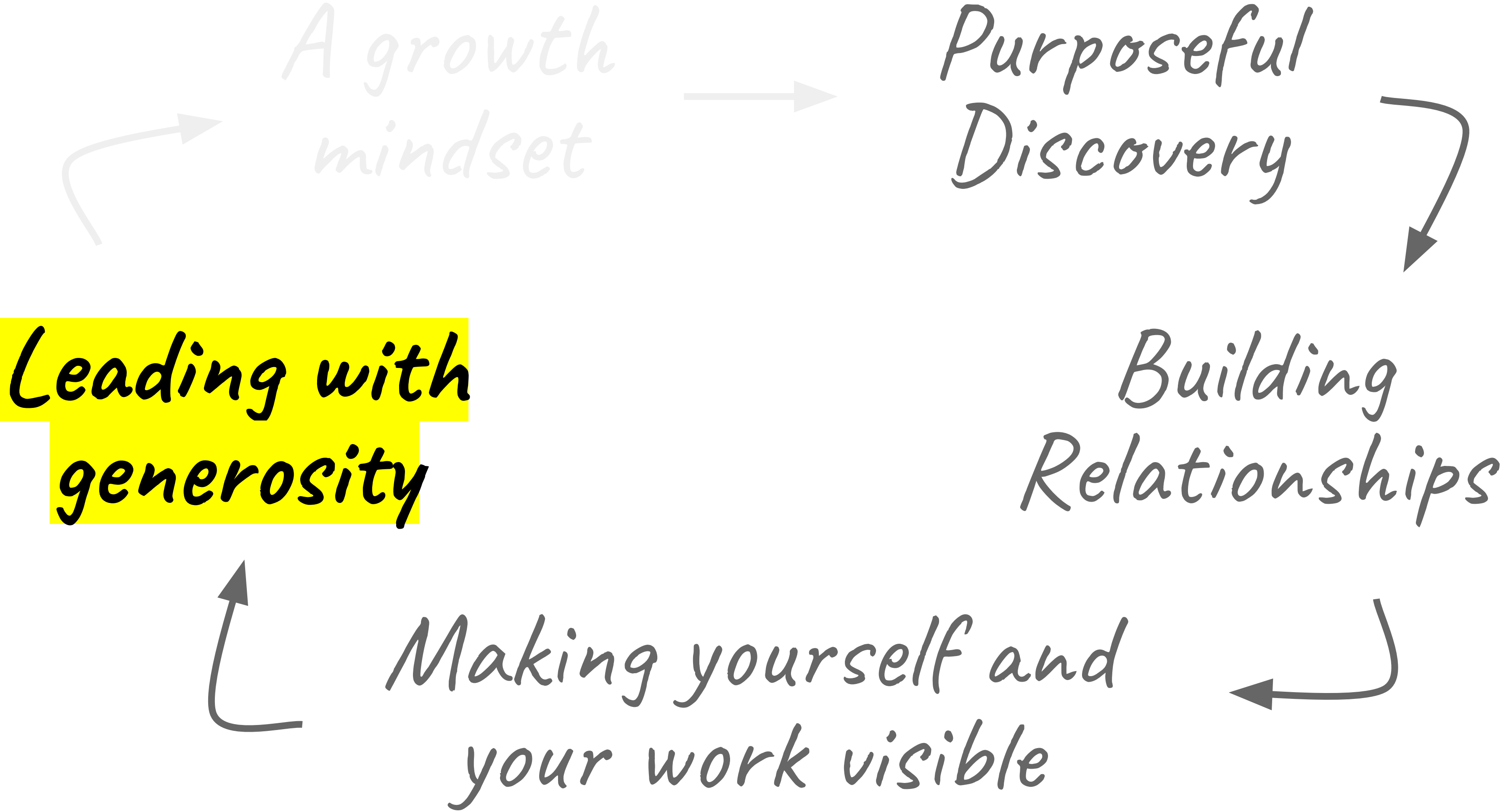
Newest: Lifejacket

Next badge: Custodian 0/1

IMPACT

~185k people reached

0 posts edited
0 helpful flags
437 votes cast



A growth mindset

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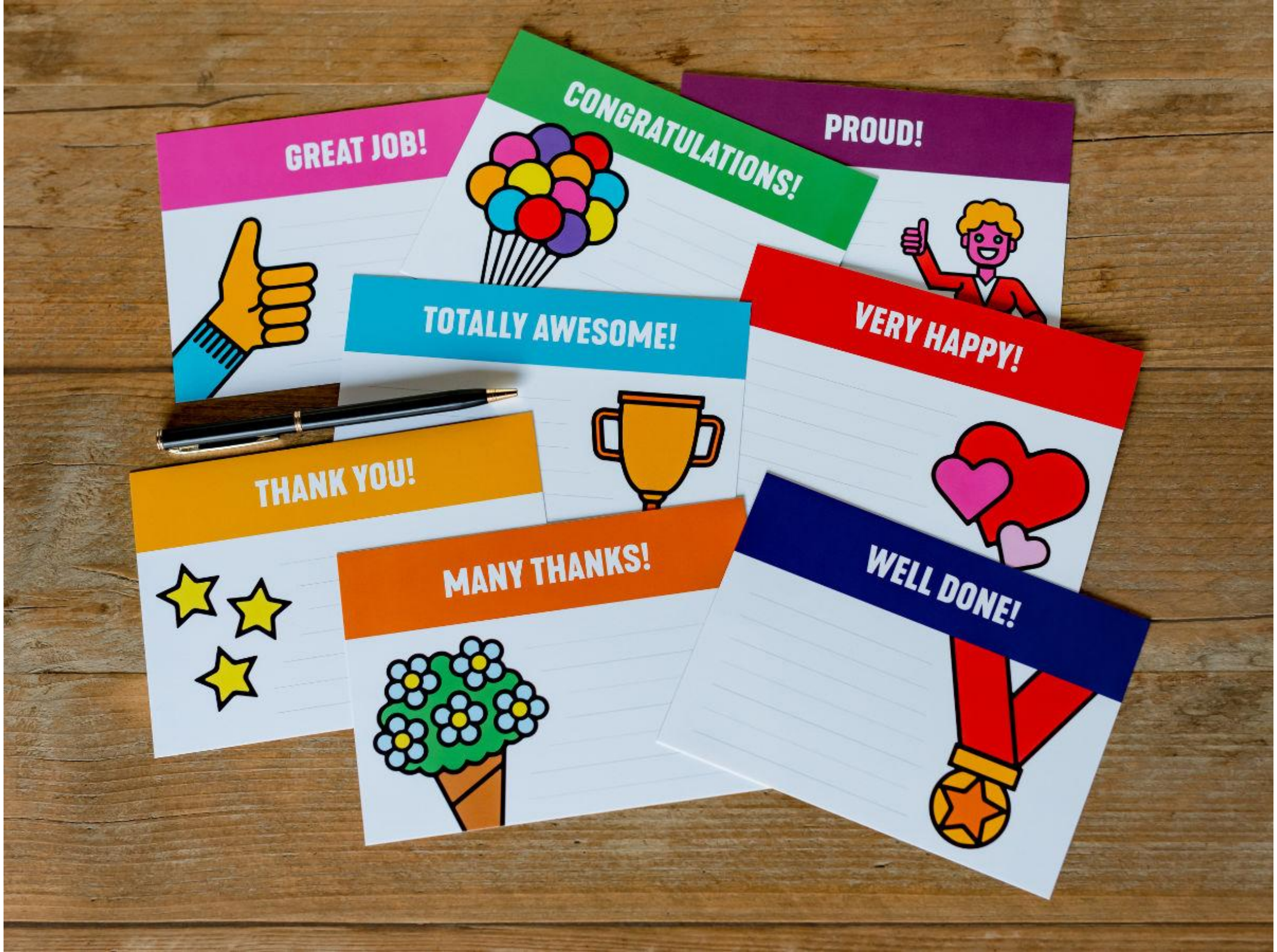
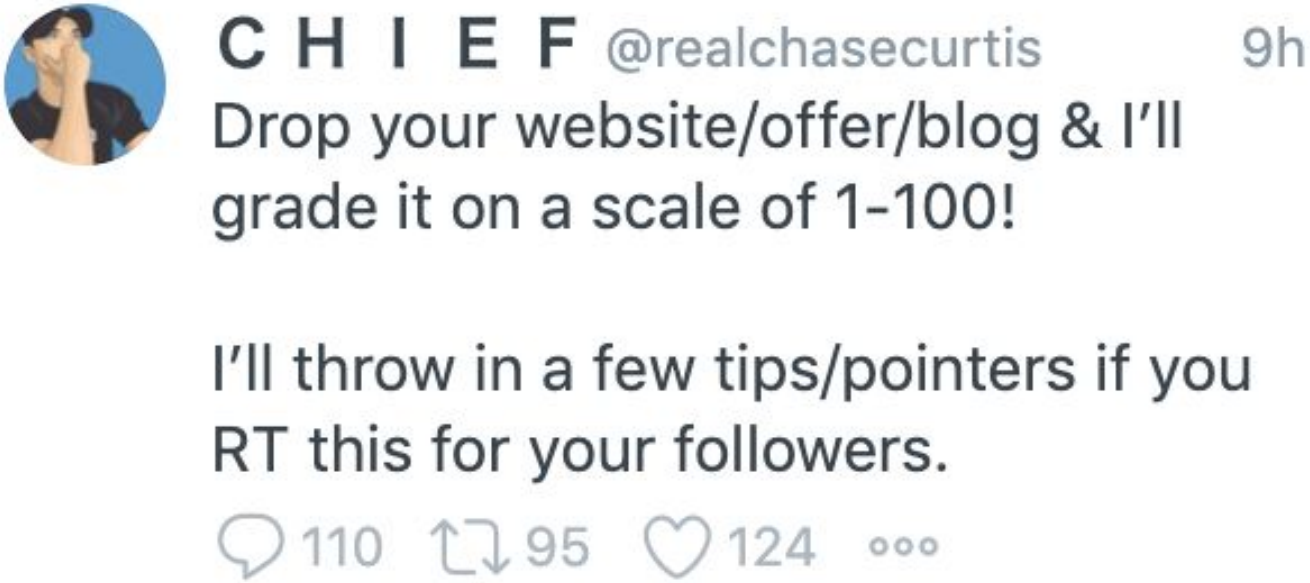
Making yourself and your work visible

Leading with generosity


GREAT JOB!
CONGRATULATIONS!
PROUD!
TOTALLY AWESOME!
VERY HAPPY!
THANK YOU!
MANY THANKS!
WELL DONE!

https://management30.com/shop/kudo-cards/



CHIEF @realchasecurtis 9h

Drop your website/offer/blog & I'll grade it on a scale of 1-100!

I'll throw in a few tips/pointers if you RT this for your followers.

FREDERIC LALOUX
FOREWORD BY KEN WILBER
"Impressive! Brilliant! This book is a world changer!"
— JENNY WADE, Ph.D. author of Changes of Mind
Reinventing Organizations
A Guide to Creating Organizations Inspired by the Next Stage of Human Consciousness

Frederic
Laloux

“Reinventing
Organizations”

2014

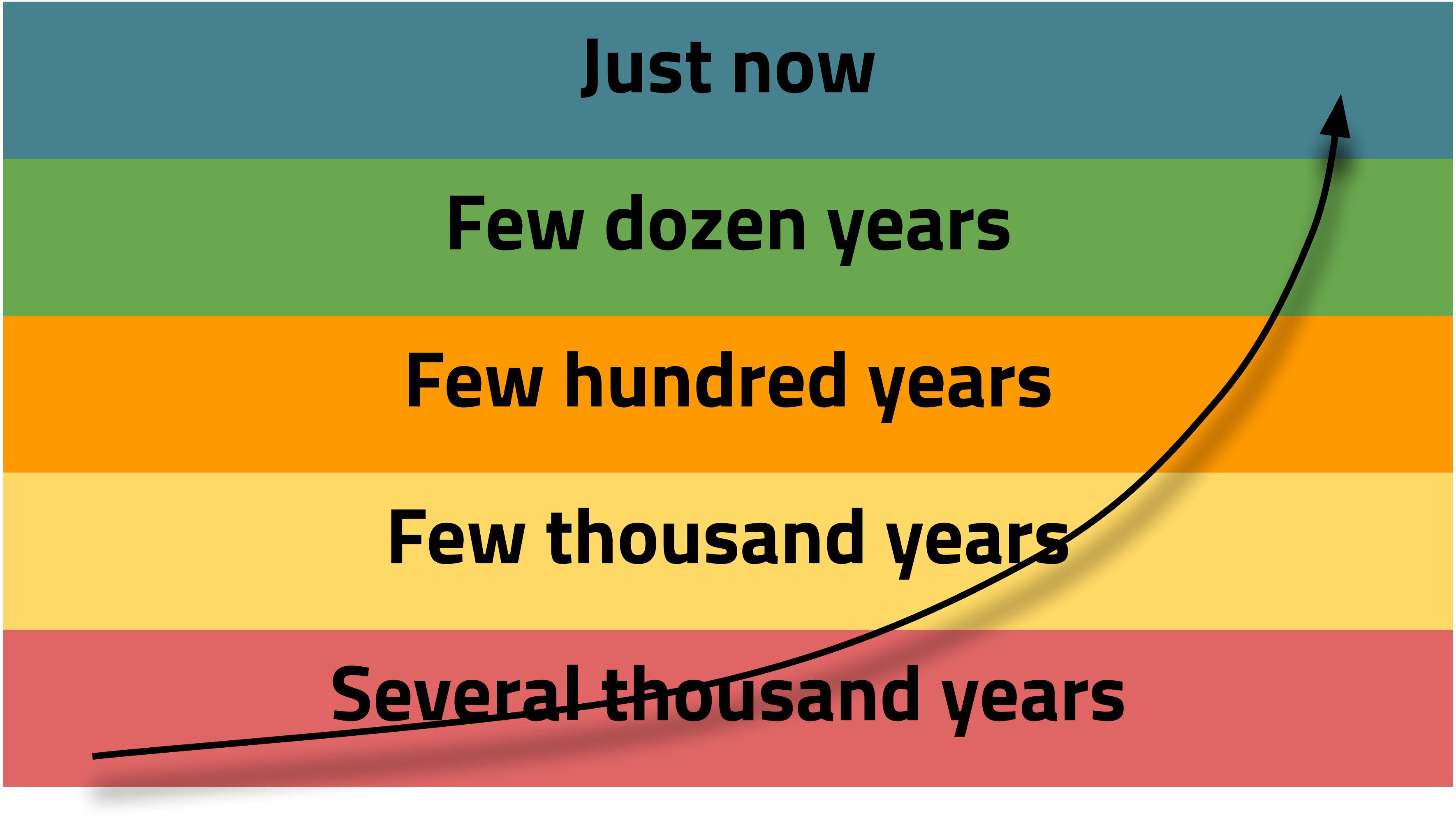
Teal

Green

Orange

Amber

Red



Just now

Few dozen years

Few hundred years

Few thousand years

Several thousand years

Wholeness - Integrality - Purpose

Civil Rights - Environmentalism

Capitalism - Meritocracy - Taylorism

Church - Military - Command & Control

Dictatorships - Mafia - Street Gangs

“We are for each other and the whole”

“We are in this together”

“I’m in this for me”

“You scratch my back, I scratch yours”

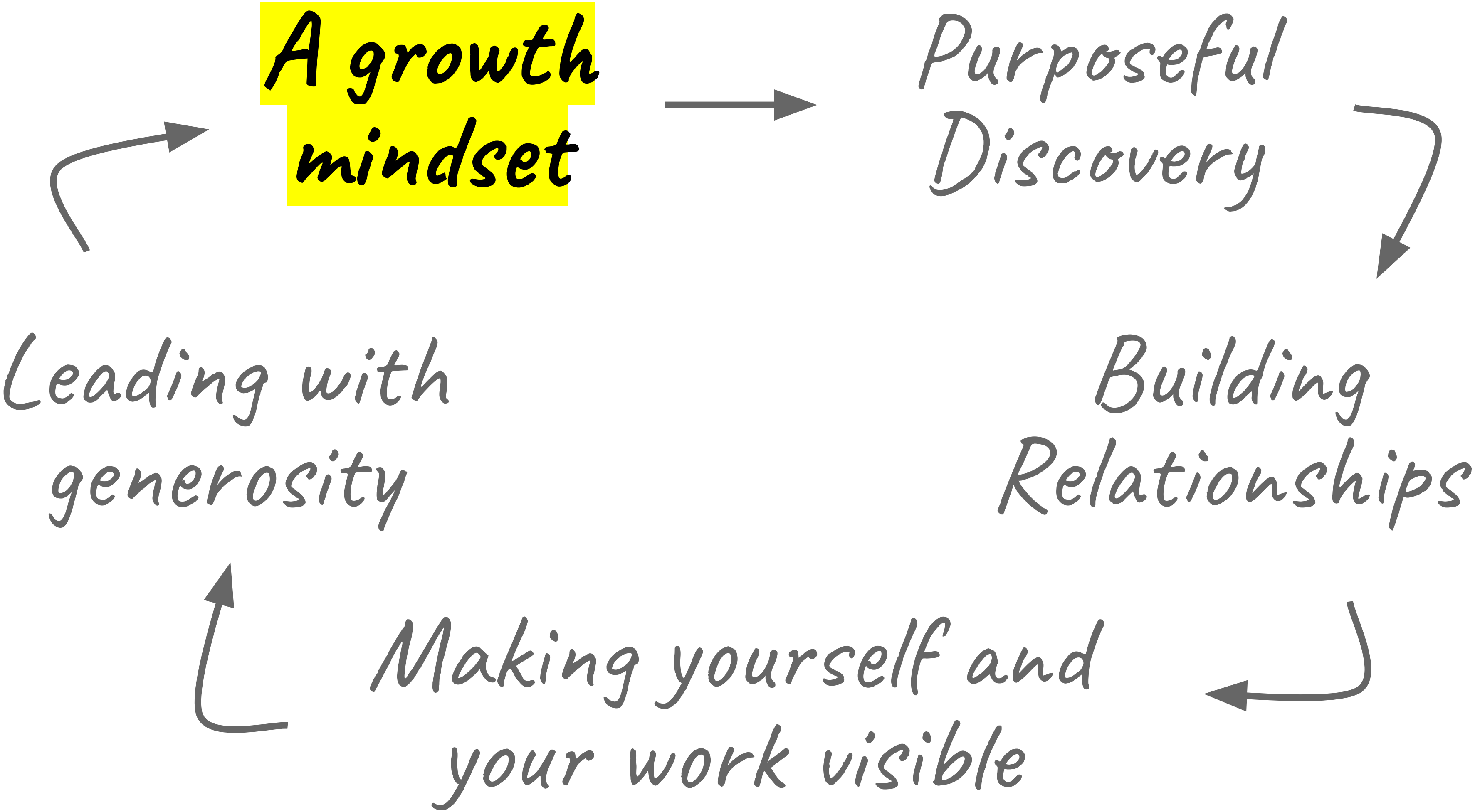
“I will use you” / “I will defeat you”

KEN WILBER
Integrale Meditation
WACHSEN, ERWACHEN UND INNERLICH FREI WERDEN
O.W.BARTH

Ken Wilber

“Integral Meditation”

2016



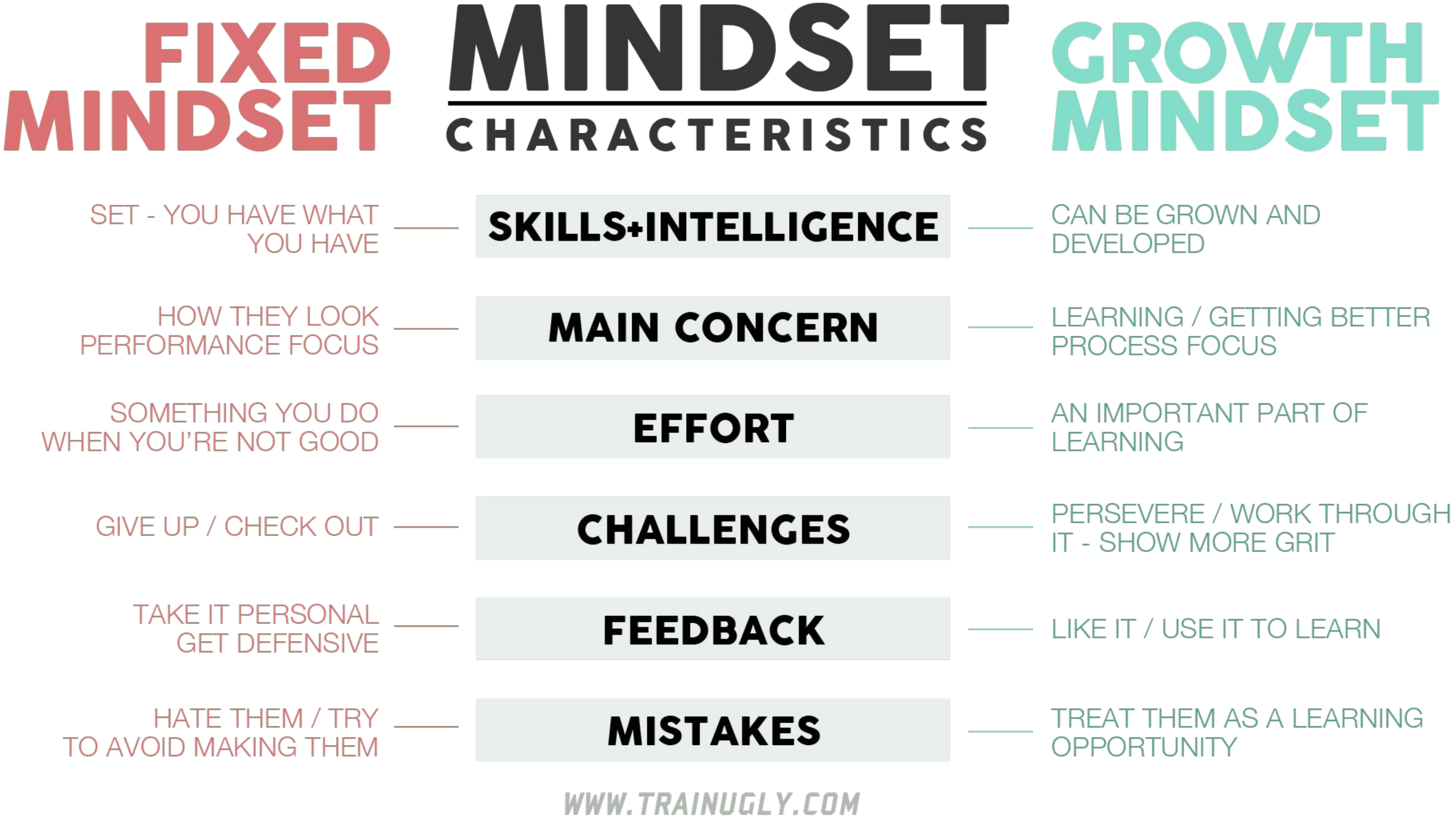
A growth mindset

Purposeful Discovery

Building Relationships

Making yourself and your work visible

Leading with generosity

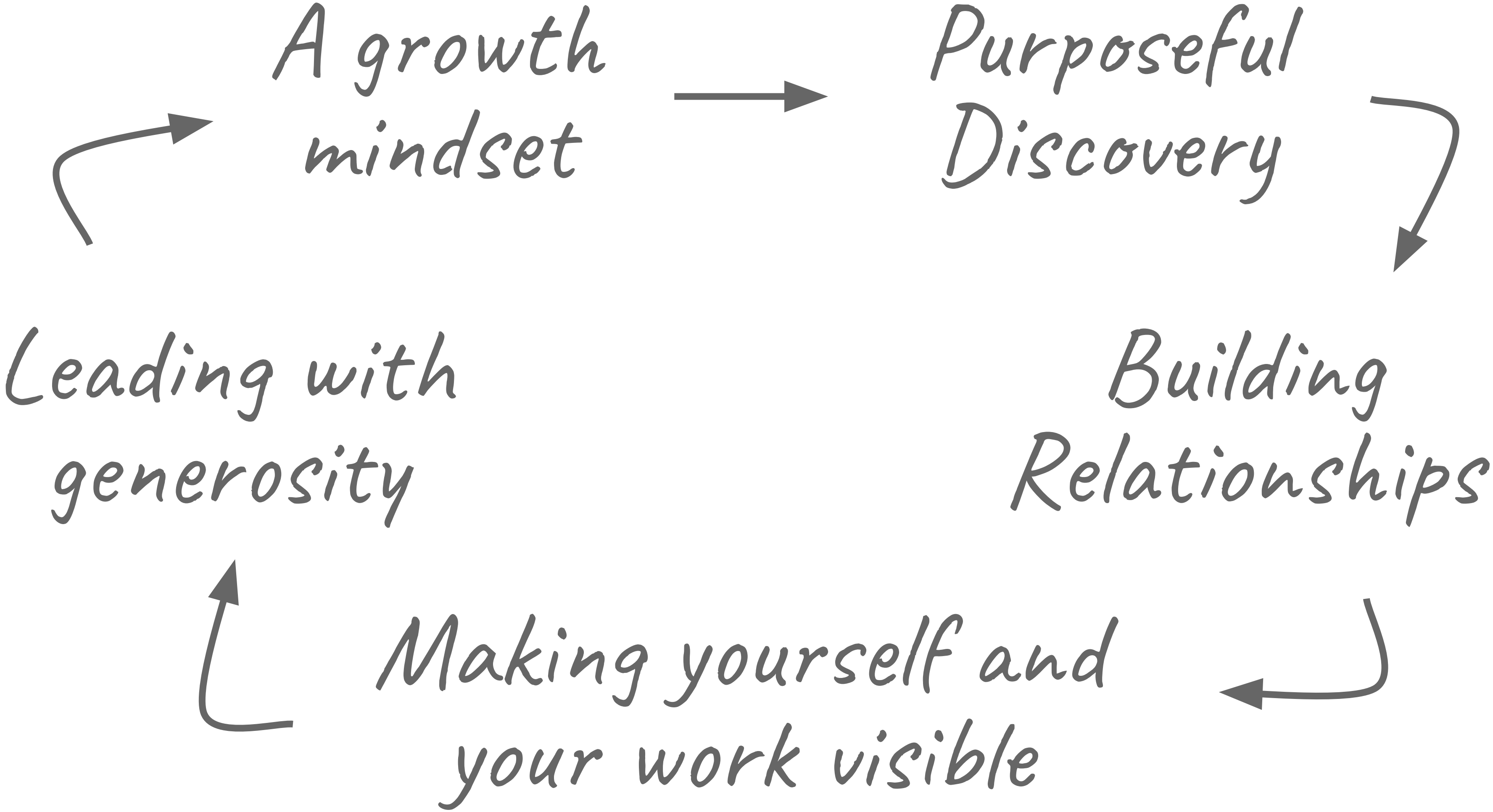


MINDSET CHARACTERISTICS

FIXED MINDSET	MINDSET CHARACTERISTICS	GROWTH MINDSET
SET - YOU HAVE WHAT YOU HAVE	**SKILLS+INTELLIGENCE**	CAN BE GROWN AND DEVELOPED
HOW THEY LOOK PERFORMANCE FOCUS	**MAIN CONCERN**	LEARNING / GETTING BETTER PROCESS FOCUS
SOMETHING YOU DO WHEN YOU'RE NOT GOOD	**EFFORT**	AN IMPORTANT PART OF LEARNING
GIVE UP / CHECK OUT	**CHALLENGES**	PERSEVERE / WORK THROUGH IT - SHOW MORE GRIT
TAKE IT PERSONAL GET DEFENSIVE	**FEEDBACK**	LIKE IT / USE IT TO LEARN
HATE THEM / TRY TO AVOID MAKING THEM	**MISTAKES**	TREAT THEM AS A LEARNING OPPORTUNITY

WWW.TRAINUGLY.COM

https://trainugly.com



A growth mindset

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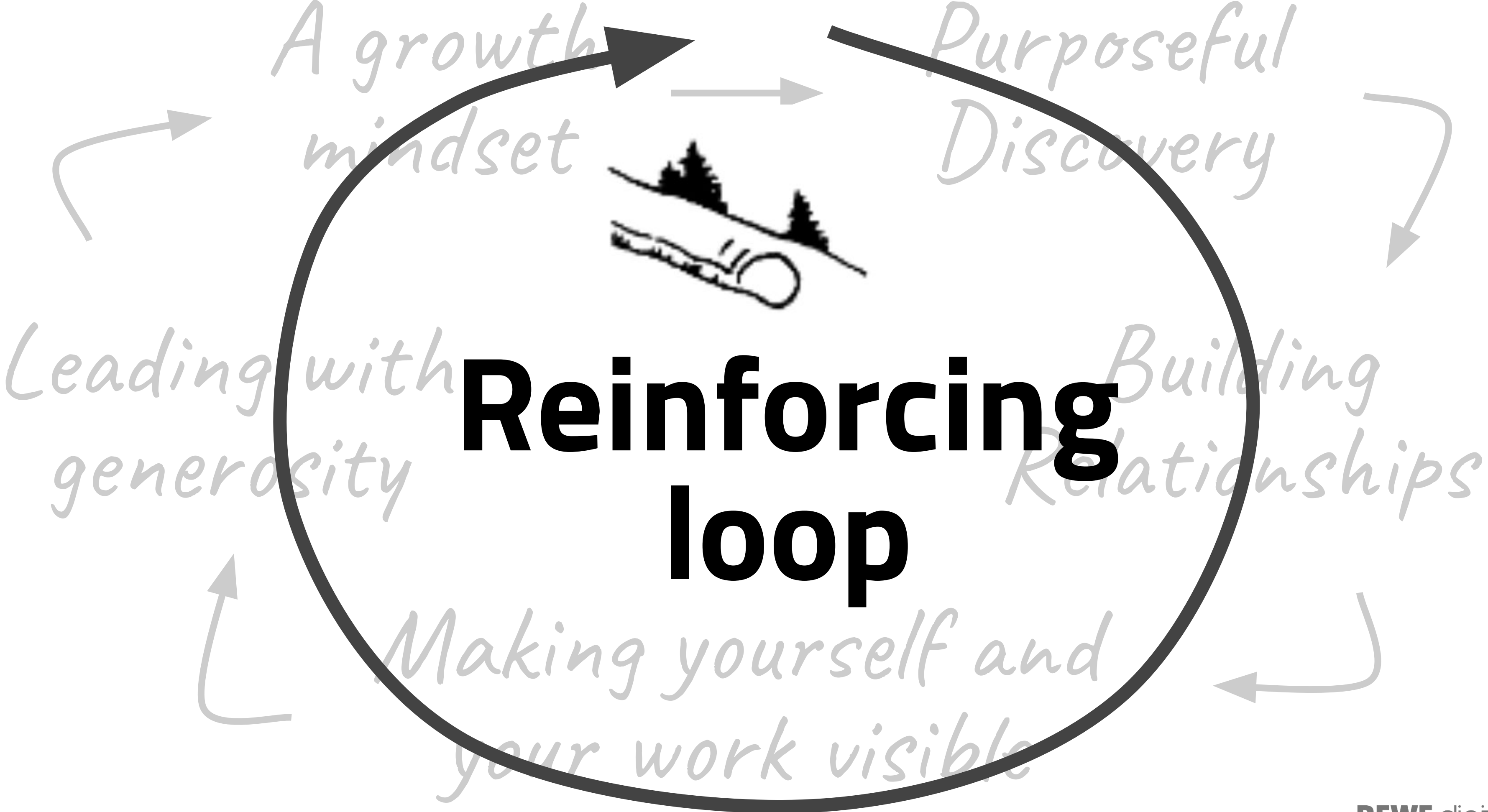
A growth mindset
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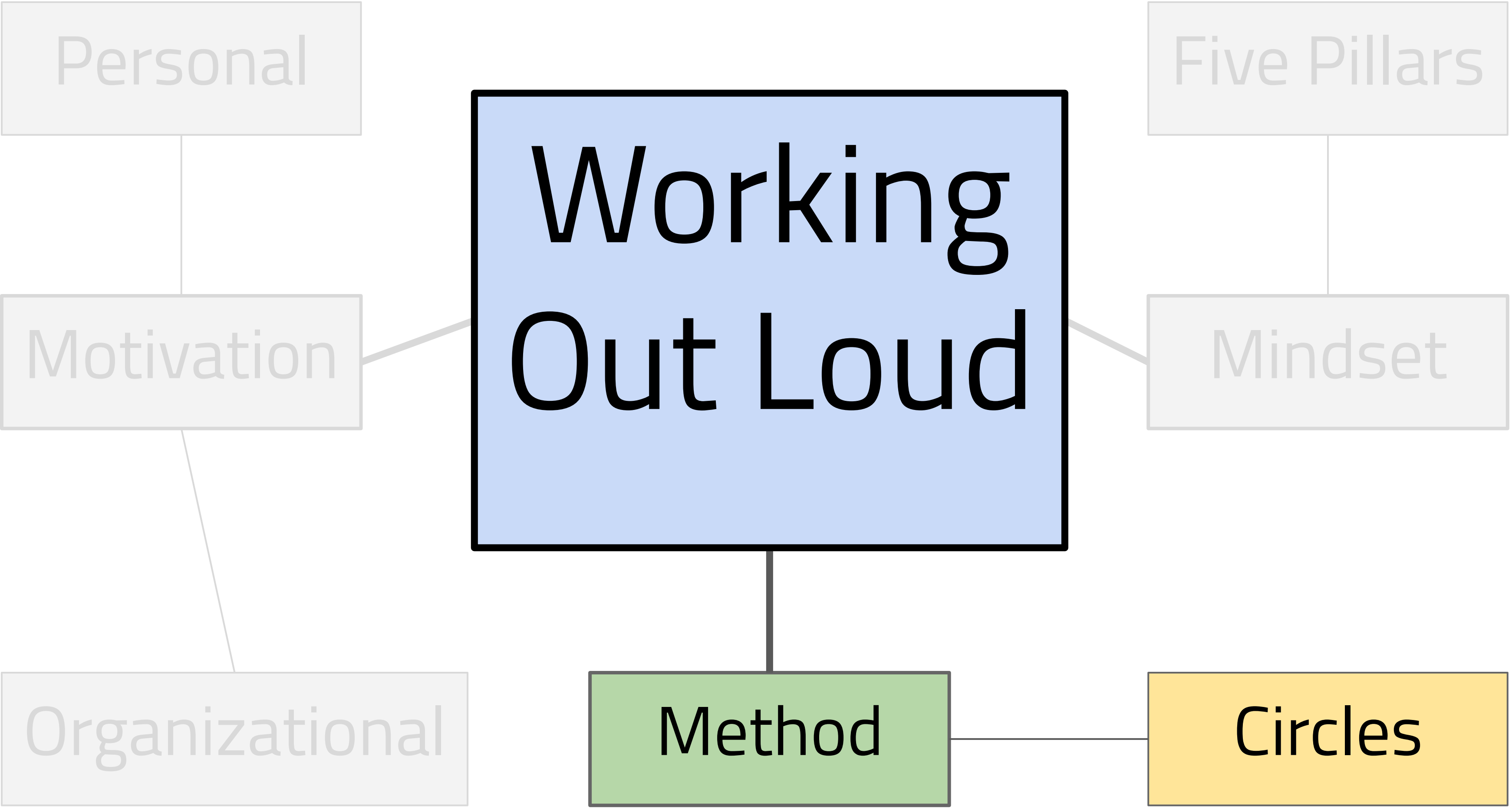
Reinforcing loop



Personal

Five Pillars

Working Out Loud

Motivation

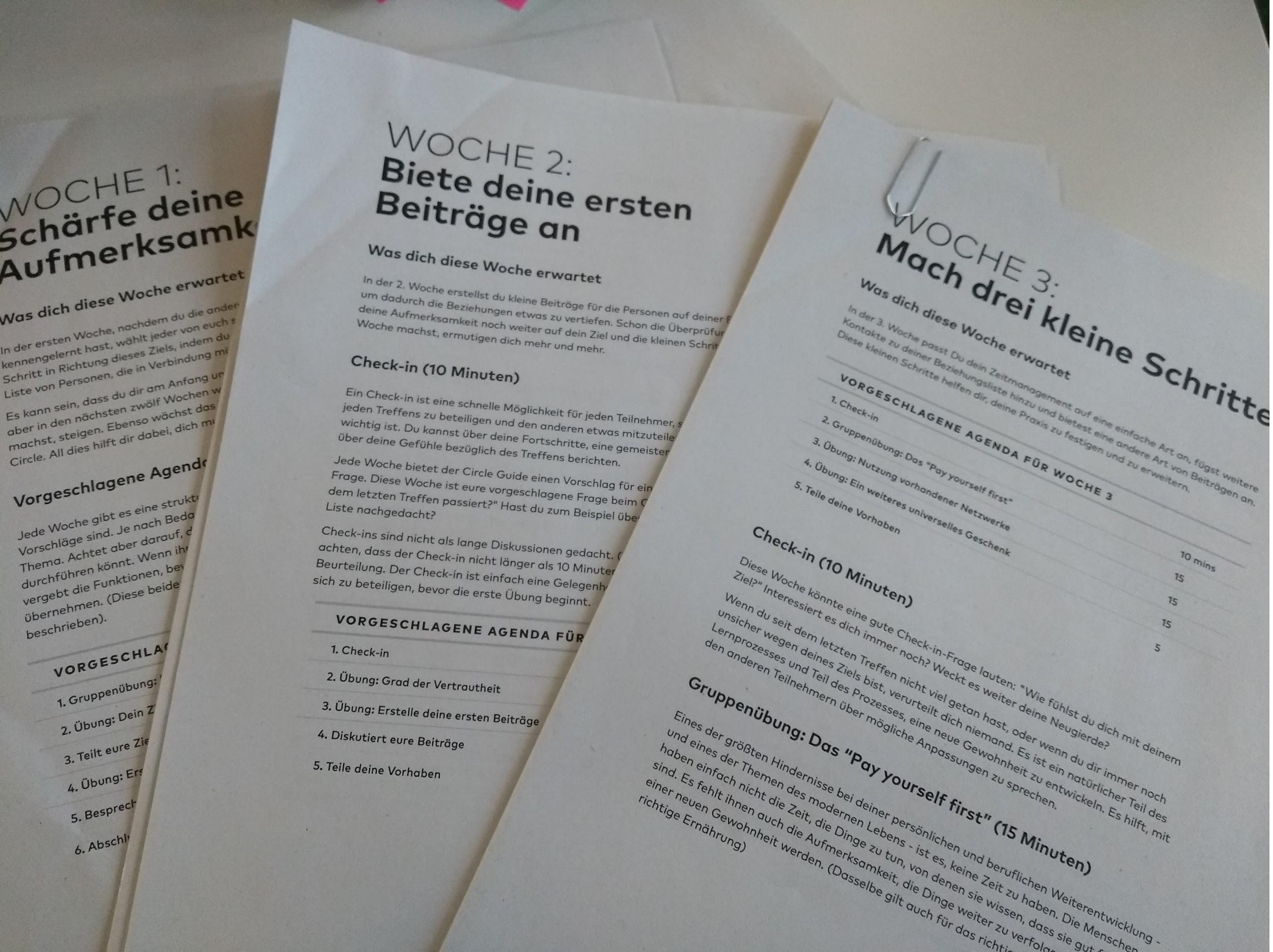
Mindset

Organizational

Method

Circles

REWE digital



WOCHE 1:
Schärfe deine Aufmerksamk

Was dich diese Woche erwartet

In der ersten Woche, nachdem du die ander
kennengelernt hast, wählt jeder von euch s
Schritt in Richtung dieses Ziels, indem du
Liste von Personen, die in Verbindung mi

Es kann sein, dass du dir am Anfang ur
aber in den nächsten zwölf Wochen w
machst, steigen. Ebenso wächst das
Circle. All dies hilft dir dabei, dich m

Vorgeschlagene Agend

Jede Woche gibt es eine strukt
Vorschläge sind. Je nach Beda
Thema. Achtet aber darauf, d
durchführen könnt. Wenn ih
vergebt die Funktionen, be
übernehmen. (Diese beide
beschrieben).

VORGESCHLA

1. Gruppenübung:
2. Übung: Dein Z
3. Teilt eure Zie
4. Übung: Ers
5. Besprech
6. Abschl

WOCHE 2:
Biete deine ersten Beiträge an

Was dich diese Woche erwartet

In der 2. Woche erstellst du kleine Beiträge für die Personen auf deiner
um dadurch die Beziehungen etwas zu vertiefen. Schon die Überprüfur
deine Aufmerksamkeit noch weiter auf dein Ziel und die kleinen Schrit
Woche machst, ermutigen dich mehr und mehr.

Check-in (10 Minuten)

Ein Check-in ist eine schnelle Möglichkeit für jeden Teilnehmer,
jeden Treffens zu beteiligen und den anderen etwas mitzuteile
wichtig ist. Du kannst über deine Fortschritte, eine gemeister
über deine Gefühle bezüglich des Treffens berichten.

Jede Woche bietet der Circle Guide einen Vorschlag für ein
Frage. Diese Woche ist eure vorgeschlagene Frage beim
dem letzten Treffen passiert?" Hast du zum Beispiel übe
Liste nachgedacht?

Check-ins sind nicht als lange Diskussionen gedacht.
achten, dass der Check-in nicht länger als 10 Minuten
Beurteilung. Der Check-in ist einfach eine Gelegenh
sich zu beteiligen, bevor die erste Übung beginnt.

VORGESCHLAGENE AGENDA FÜR

1. Check-in
2. Übung: Grad der Vertrautheit
3. Übung: Erstelle deine ersten Beiträge
4. Diskutiert eure Beiträge
5. Teile deine Vorhaben

WOCHE 3:
Mach drei kleine Schritte

Was dich diese Woche erwartet

In der 3. Woche passt Du dein Zeitmanagement auf eine einfache Art an, fügst weitere Kontakte zu deiner Beziehungsliste hinzu und bietest eine andere Art von Beiträgen an. Diese kleinen Schritte helfen dir, deine Praxis zu festigen und zu erweitern.

VORGESCHLAGENE AGENDA FÜR WOCHE 3	
1. Check-in	10 mins
2. Gruppenübung: Das "Pay yourself first"	15
3. Übung: Nutzung vorhandener Netzwerke	15
4. Übung: Ein weiteres universelles Geschenk	15
5. Teile deine Vorhaben	5

Check-in (10 Minuten)

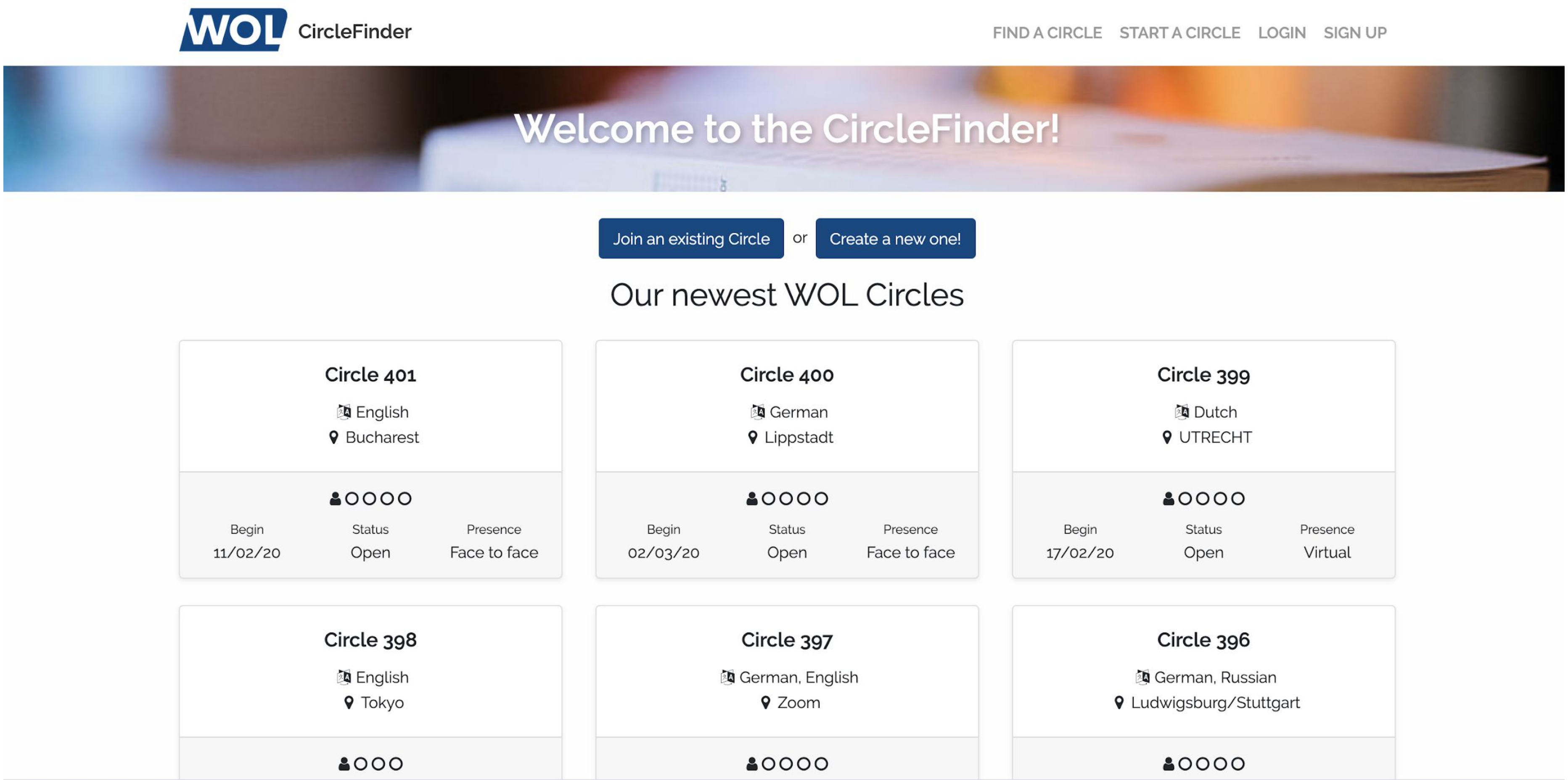
Diese Woche könnte eine gute Check-in-Frage lauten: "Wie fühlst du dich mit deinem Ziel?" Interessiert es dich immer noch? Weckt es weiter deine Neugierde?

Wenn du seit dem letzten Treffen nicht viel getan hast, oder wenn du dir immer noch unsicher wegen deines Ziels bist, verurteilt dich niemand. Es ist ein natürlicher Teil des Lernprozesses und Teil des Prozesses, eine neue Gewohnheit zu entwickeln. Es hilft, mit den anderen Teilnehmern über mögliche Anpassungen zu sprechen.

Gruppenübung: Das "Pay yourself first" (15 Minuten)

Eines der größten Hindernisse bei deiner persönlichen und beruflichen Weiterentwicklung - und eines der Themen des modernen Lebens - ist es, keine Zeit zu haben. Die Menschen
haben einfach nicht die Zeit, die Dinge zu tun, von denen sie wissen, dass sie gut
sind. Es fehlt ihnen auch die Aufmerksamkeit, die Dinge weiter zu verfolg
einer neuen Gewohnheit werden. (Dasselbe gilt auch für das richti
richtige Ernährung)

- 4-5 people
- 1 h / week
- 12 weeks


WOL CircleFinder
FIND A CIRCLE
START A CIRCLE
LOGIN
SIGN UP
Join an existing Circle
or
Create a new one!

Welcome to the CircleFinder!

Our newest WOL Circles

Circle 401
English
Bucharest
●○○○○
Begin 11/02/20
Status Open
Presence Face to face

Circle 400
German
Lippstadt
●○○○○
Begin 02/03/20
Status Open
Presence Face to face

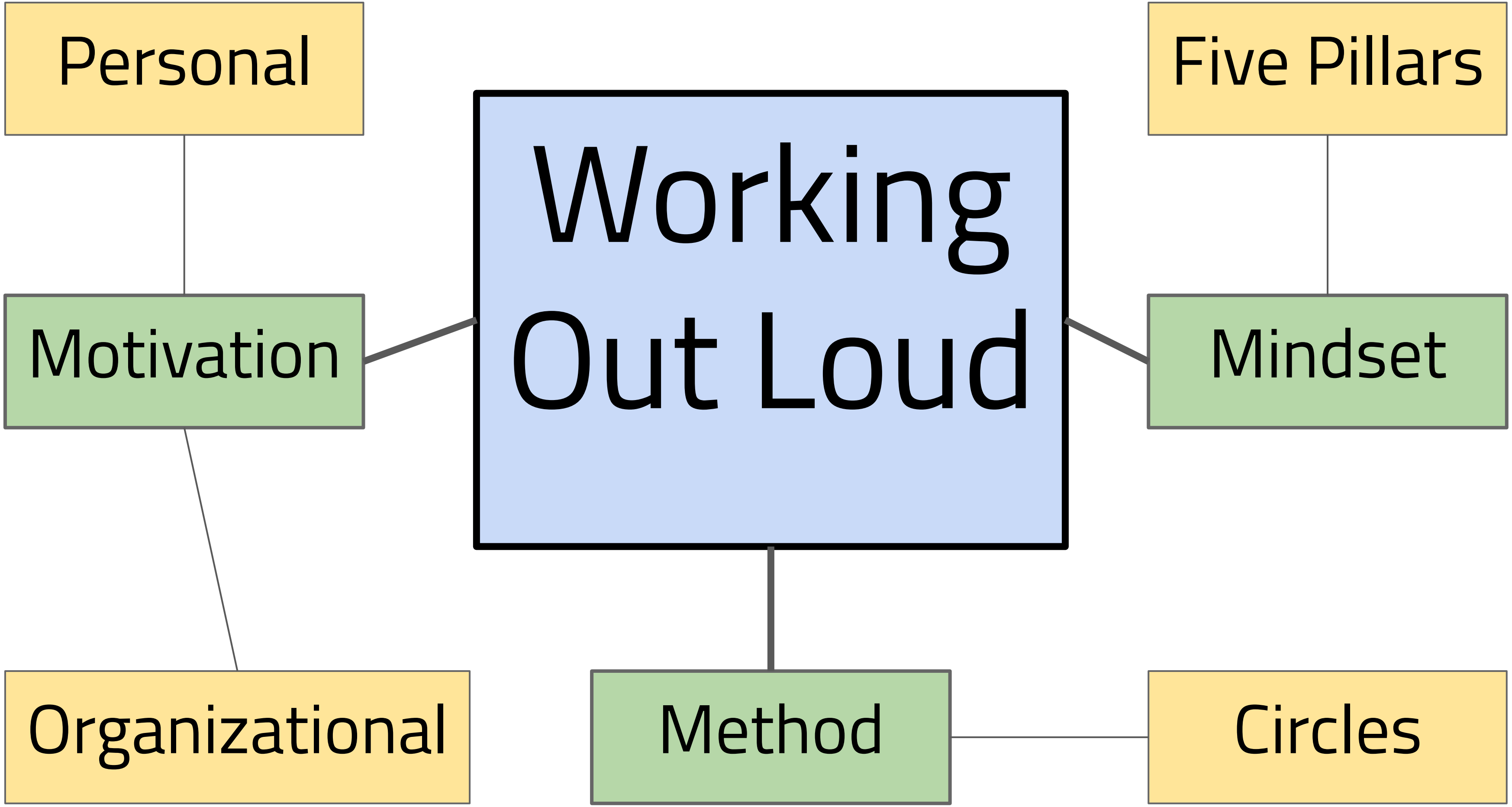
Circle 399
Dutch
UTRECHT
●○○○○
Begin 17/02/20
Status Open
Presence Virtual

Circle 398
English
Tokyo
●○○○

Circle 397
German, English
Zoom
●○○○○

Circle 396
German, Russian
Ludwigsburg/Stuttgart
●○○○○

https://circlefinder.workingoutloud.com



Working Out Loud

Motivation

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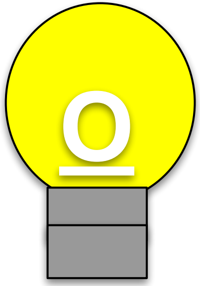
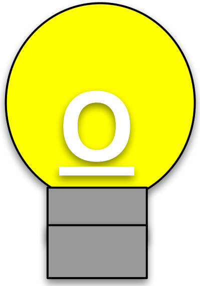
Working Out Loud as...



a catalyst for
personal growth

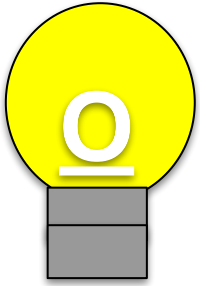
Working Out Loud as...



an enabler of

self-management and innovation

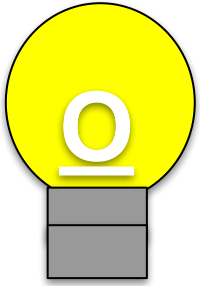
Working Out Loud as...



a space for

building trust and emotional safety

Working Out Loud as...



an organizational
hack towards
cultural change

2019

COMO CAMP

2020

REWE digital

Thank you!

…and now go and join a circle ;-)

Christoph Baudson / @sustainablepace

REWE digital