

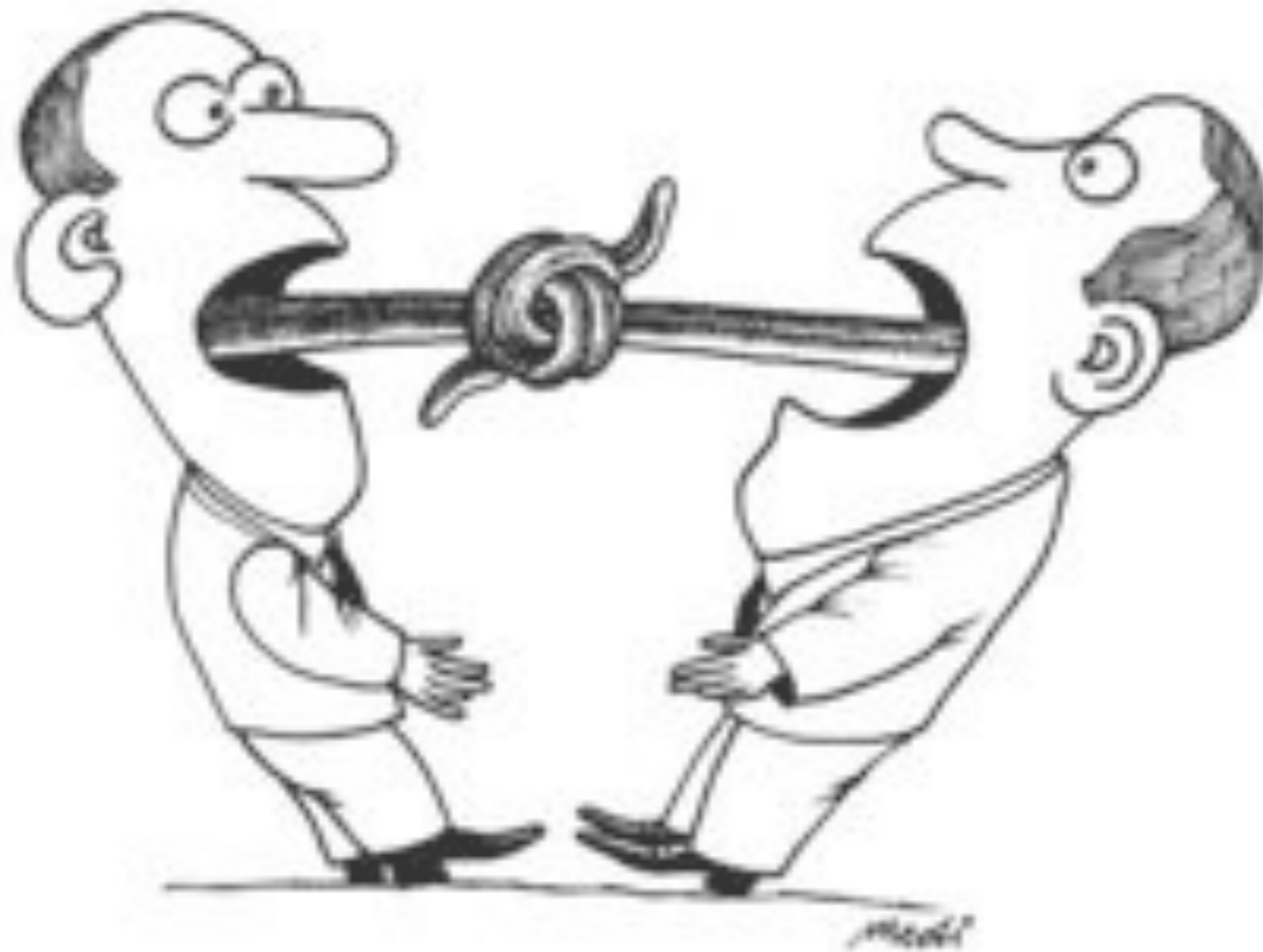
Manager as ScrumMaster



Lv Yi

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Manager as ScrumMaster?



You should **NOT** do that!



ScrumMaster

- Leader
- Coach
- Self-organizing



Manager

- **Command & Control**
- **Micro-management**
- **Compliance**





Conflict, thus Separate!




Dissonance

Transform manager



Consonance



An aerial photograph of a sandy beach. A distinct line of footprints is visible, starting from the water's edge in the upper right and extending diagonally towards the bottom left. The text 'Our Story' is overlaid on the left side of the image.

Our Story

Inspect & Adapt

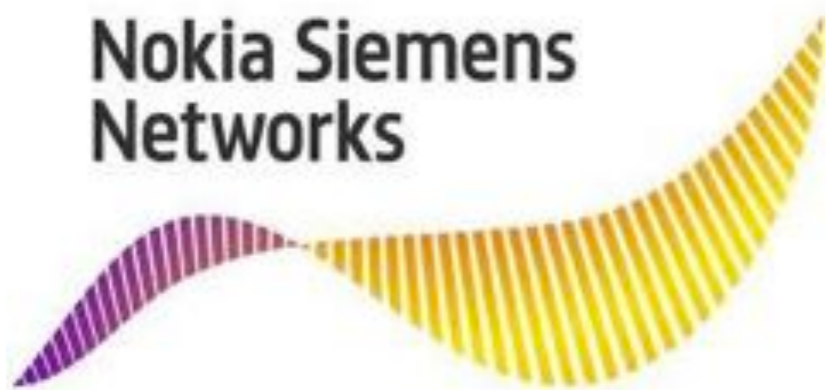
吕毅



Hangzhou, China



Nokia Siemens
Networks



Scrum



Self-organizing into teams



What is the role for Managers?

Who should be ScrumMasters?

Manager as ScrumMaster?



Opportunity



Risk

Manager as ScrumMaster



Rule: Not the team directly under own line



Peer group

- ScrumMaster/Non-manager
- ScrumMaster/Manager
- Product Owner

ScrumMaster/Manager

- Team
- Organization





Separate ScrumMaster with Manager



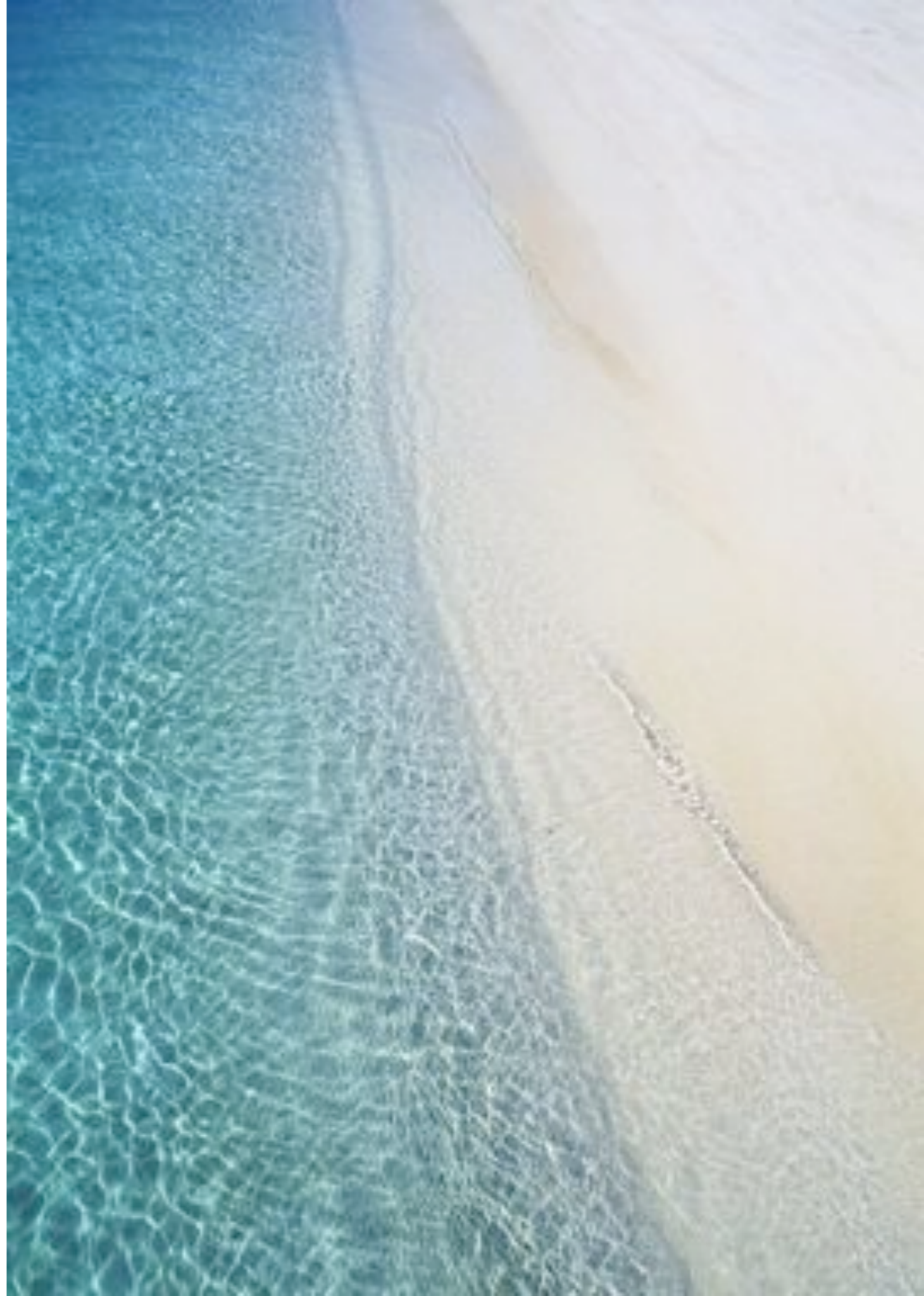


Group of Manager



Community of ScrumMaster

- **Good ScrumMaster improves organization**
- **Good Manager does “go see” onto team**





Promote ScrumMaster to Manager

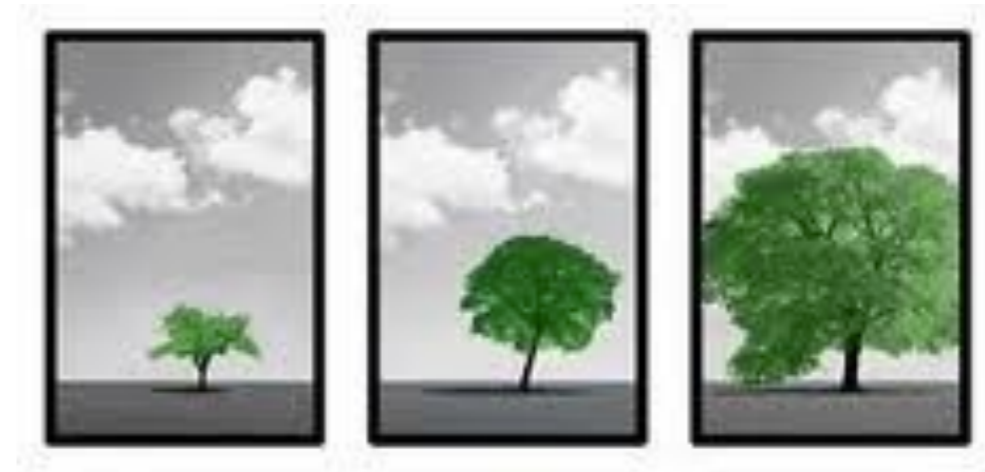


Manager as ScrumMaster!

Sustainability



Consistency



People change

Contact

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