

COURAGE

Scrum Team members have courage to do the right thing and work on tough problems

FOCUS

Everyone focuses on the work of the Sprint and the goals of the Scrum Team

COMMITMENT

People personally commit to achieving the goals of the Scrum Team

RESPECT

Scrum Team members respect each other to be capable, independent people

OPENNESS

The Scrum Team and its stakeholders agree to be open about all the work and the challenges with performing the work

Extreme Ownership is about Leadership; the single greatest factor in a team's performance

It also focus on:

- Setting Clear Objectives
- Trust
- Accountability
- Having the right mindset

Only meaningful measure for a leader is whether the team succeeds or fails

The two definitions or characterizations for leaders that matter:

- Effective Leaders
- Ineffective Leaders

1. NO BAD TEAMS, ONLY BAD LEADERS

- Managers are optional in Scrum
- Trust
- Courage

2. BELIEVE

- Focus
- Trust

3. CHECK THE EGO

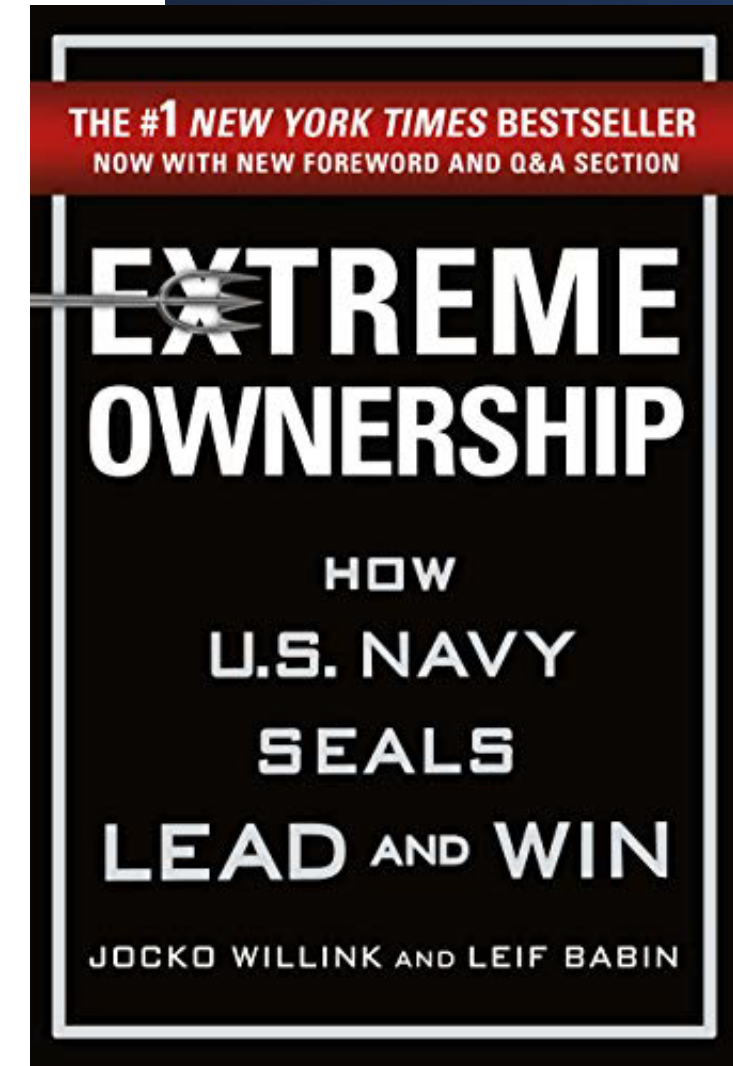
- Courage
- Respect
- Commitment

4. SIMPLE

- Scrum Framework
- Openness
- Inspection
- Adapt
- Transparent

5. PRIORITIZE AND EXECUTE

- Backlog Refinement
- Sprint Planning
- Product Backlog
- Sprint Backlog



6. DECENTRALIZED COMMAND

- Don't dilute the Product Owners role
- Descale (LeSS)
- Managers are optional in Scrum
- Limited roles in Scrum, Nexus, LeSS
- Trust

7. COVER AND MOVE

- Teamwork
- Retrospective
- Sprint Planning
- Sprint Backlog

8. PLAN

- Commitment
- Product Goal / Vision
- Sprint Planning
- Backlog Refinement
- Nexus Sprint Planning (~~Big Room Planning~~)
- ~~Sprint 0~~

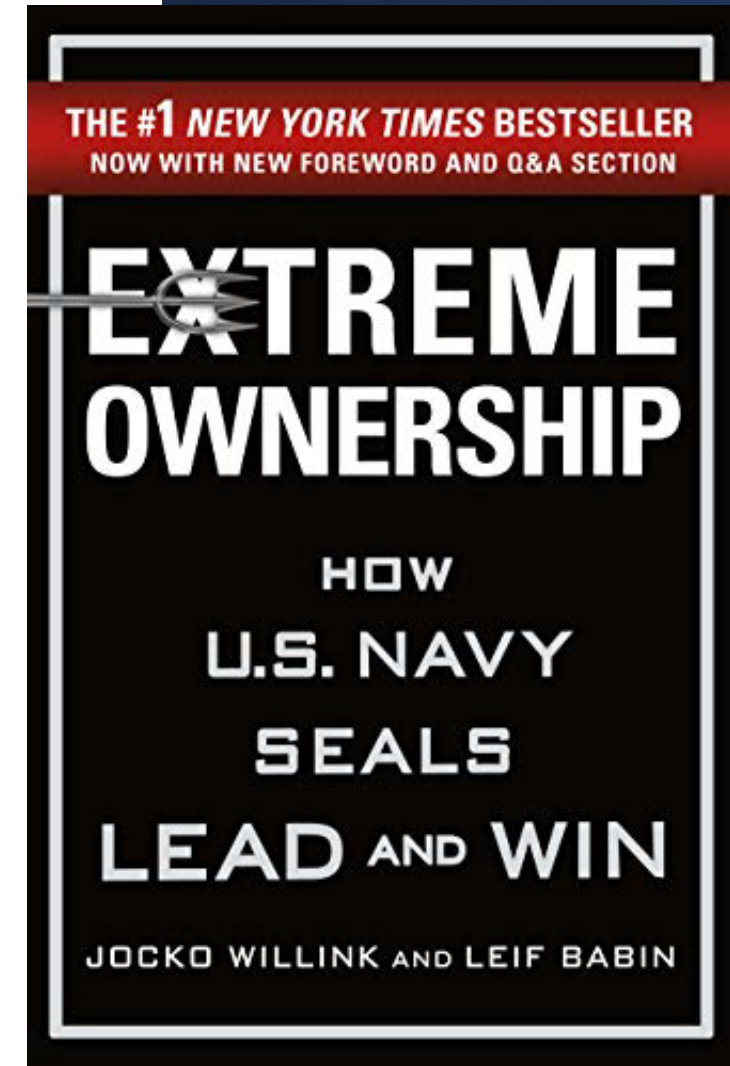
9. LEADING UP AND DOWN THE CHAIN OF COMMAND

- Deploying scrum and working with people is H.A.R.D.
- **H**onest
- **A**ccountability
- **R**espect
- **D**irect
- Courage
- Openness

10. DECISIVENESS AMID UNCERTAINTY

- Courage
- Trust
- Respect

“The best SEALs I worked with were invariably the most disciplined. They woke up early, they worked out every day, they studied, they practiced. Just as an individual excels when he or she exercises self-discipline, a unit that has tighter, and more disciplined procedures and processes will excel and win.”



The Dichotomy of Leadership

Confident but not cocky

Courageous but not foolhardy

Competitive but a gracious loser

Attentive to details but not obsessed with them

Strong but have endurance

A leader and a follower

Humble not passive

Aggressive but not overbearing

Quiet not silent

Calm but not robotic

Close with the team but not too close

Extreme Ownership while exercising decentralized command

