

Remote Team Culture Canvas



Team Name



Working Agreement



Artifacts

Artifacts: these "artifacts" are at the surface, those aspects (such as dress) which can be easily discerned, yet are hard to understand.



Espoused Values

Espoused Values: beneath artifacts are "espoused values" which are conscious strategies, goals and philosophies.



Basic Underlying Assumptions

Basic Assumptions and Values: the core, or essence, of culture is represented by the basic underlying assumptions and values, which are difficult to discern because they exist at a largely unconscious level. Yet they provide the key to understanding why things happen the way they do. These basic assumptions form around deeper dimensions of human existence such as the nature of humans, human relationships and activity, reality and truth.

How can we...



Deliver Value Continuously

Delivering value continuously enables us to experiment and learn rapidly. In software development, a safe, continuous deployment pipeline lowers stress by making releasing an easy, almost boring, automated event. If you don't deliver regularly, you delay learning about what delights customers. Delivering value does not necessarily mean releasing a product or feature to the general public. Sometimes it can be as simple as delivering a half-baked idea to someone and quickly receiving feedback.



Make People Awesome

Steve Jobs used to ask his colleagues, "What incredible benefits can we give to the customer? Where can we take the customer?" In modern agile we ask how we can make people in our ecosystem awesome. This includes the people who use, make, buy, sell or fund our products or services. We learn their context and pain points, what holds them back and what they aspire to achieve. How can we make them awesome?



Make Safety a Prerequisite

Safety is both a basic human need and a key to unlocking high performance. We actively make safety a prerequisite by establishing safety before engaging in any hazardous work. We protect people's time, information, reputation, money, health and relationships. And we endeavor to make our collaborations, products and services resilient and safe.



Experiment & Learn Rapidly

You can't make people awesome or make safety a prerequisite if you aren't learning. We learn rapidly by experimenting frequently. We make our experiments "safe to fail" so we are not afraid to conduct more experiments. When we get stuck or aren't learning enough, we take it as a sign that we need to learn more by running more experiments.

