

Lean Coffee

ONLINE Women in Agile Europe 2021

Date and Time:

19 November 2021 - All items on the board
13:44 (UTC+00:00)

Facilitator:

Harry Nieboer

Attendees:

Jujubean, pipo, Harry, Rini, Évi, Cansel Sörgens, Jan F., Ellen, Cornelia R. , Rini ,
Julya, Anna , Juliane, marian, Évi, Radila, Virpi, Kasia, Veronika, Magda, Dani
Fontainha, Ranjitha R, Evelien, Dani Fontainha

Summary:

Lean Coffee session held at ONLINE Women in Agile Europe 2021.
We used the tool <https://www.leancoffetable.com/>
This pdf was automatically generated and edited (added minor details) later.

Actions:

Organize a Women in Agile Europe Lean Coffee on a regular basis.

Learnings:

Lean Coffee is a fast and fun way to discuss a lot of topics in amazing depth.

Topics discussed:

What would a fully diversified organisation be better at?

Votes: 6

Suggested by: Julya

Comments:

- Harry Nieboer
Plenty of proof around
- Harry Nieboer
Better understanding of end users (as end users are diverse too)
- Harry Nieboer
Better at recruiting
- Ranjitha R
innovation
- Harry Nieboer
Deliver better quality
Innovation build on innovation, you have to have tension
- Veronika
Real Cross-functional teams for Creating real and better Products - Today's Talk from Maryse Meinen
Jutta Eckstein
- Harry Nieboer
In a homogenous org this would not happen
- Ranjitha R
innovation - hands down!
- Harry Nieboer
85% better bottom line because of better decision making
- Ellen
Prof. Dr. Kruse on creative and innovative organizations - you need the tension. German video: https://www.youtube.com/watch?v=oyo_oGUEH-I
- Harry Nieboer
everybody has different character. different characters in team are helpful for good discussions
- Harry Nieboer
Better environment to grow in, people believe in you
- Harry Nieboer
Can you all share links to %%%%
- Julya
Better organisations to grow

How to support people (as a servant leader) who do not see, or do not want to admit that they need help.

Votes: 6

Suggested by: marian

Comments:

- Harry Nieboer
Tips wanted
- Jan F.
Ask for objectives
- Harry Nieboer
Radical Candour
- Radila
Introduce: What do you need? Into the organisation.
- Harry Nieboer
Ask: what is your objective, do you reach your objective with your behaviour?
- Juliane
Ask for counterproposals if your proposed way isn't accepted and look how both sides can match. Review it after a while
- Ranjitha R
Speak with data and stick to the context while helping
Likes:1
Already tried: showing own vulnerability, creating safe environment, asking to review mails before they go out
- Harry Nieboer
Sometimes, after failure it is harder to ask for help
- Ranjitha R
showing one's vulnerability might not help as psychologically he/she does not think that it is a problem
Likes:1
- Harry Nieboer
try not to be the helping leader, but let the group help. Maybe with pairing, so they learn from each other
- Harry Nieboer
one on one is easier than in a group
- Harry Nieboer
maybe they don't need help
Likes:1
- Harry Nieboer
Is the problem only in your head?
- Harry Nieboer
Can you reframe the situation from another perspective?
- Harry Nieboer
Dont tell them how to solve, but help them with questions
Likes:1
- Ranjitha R
if you are a servant leader, sometimes its imperative that we help even when they dont seek one

Is there a limit to being inclusive? How much is too much?

Votes: 6

Suggested by: Rini

Comments:

- Harry Nieboer
Every time you include one group you exclude another group
- Harry Nieboer
Can you give women too much space on a conference?
- Harry Nieboer
We need to think about ourselves (women), maybe all open up a bit about our biases
- Harry Nieboer
It's all about biases
- Harry Nieboer
Should be about honest conversations where you can ask questions

What are the key points that make a workplace the way that women feel invited (to join/thrive/grow etc.)...and just like to be there?

Votes: 5

Suggested by: Cornelia R.

Comments:

- Veronika
The right values
- Harry Nieboer
pink and fluffy and green tea??
- Harry Nieboer
In Finland both parents have equal rights
- Anna
Kindergarten inside the company
- Harry Nieboer
Talking about your children, not about cars
- Ellen
Flexible Working hours
- Harry Nieboer
Being able to work less than 40hr a week
- Juliane
Not celebrating men for starting a family while punishing women for the same (not only family, also for other topics)
- Harry Nieboer
when there are multiple women in the board, indicates possibilities for growth
- Harry Nieboer
CEO of ?? said "you are expected, not accepted"
- Harry Nieboer
Man gets credits for just being there, woman has to work hard.
- Harry Nieboer
Visibility in the team, respect, acceptance, welcoming stage
- Harry Nieboer
Men like women in the team, because of energy shift. So you need a balance
- Rini
Previous CTO of Monzo "go where you feel expected instead of accepted"
- Harry Nieboer
Feel safe to say something about what happened in a meeting
Likes:1
- Harry Nieboer
It does not need to be you correcting things, would be great when "others" step in
- Juliane
Not thinking automatically that women want to talk about family/ kids etc. -> we also have hobbies and love career topics and not every woman wants to start a family or is interested in such topics.
- Harry Nieboer
When others amplify your voice
Likes:1
- Harry Nieboer
Policies how to handle family, kids, health issues can be encouraging

What is a organisation without hierarchy? Neither full hierarchy nor full circle/network org might work.

Votes: 4

Suggested by: Jan F.

Comments:

- Julya
Use of sociocracy is upcoming in organizations
- Harry Nieboer
Some organisation of 200 pp did not have any hierarchy. They apply other decision making (holocracy?)
- Harry Nieboer
Is hierarchy simply invoked by men?
- Harry Nieboer
Hierarchy is not necessarily wrong, it is how you play it.
- Harry Nieboer
Influenced by culture
- Harry Nieboer
Sociology says: men like hierarchy
- Harry Nieboer
Sociology says: women have no respect for authority??
- Harry Nieboer
Note: attendants do not really feel that way (sociology says)
- Harry Nieboer
In agile environment, hierarchies can be very disturbing
- Harry Nieboer
Telling can be bad.
- Harry Nieboer
And hierarchies can be effective
- Harry Nieboer
can you summarize Kasia?
- Harry Nieboer
Book about male economy, mind blowing learnings
- Harry Nieboer
Different perspectives on e.g. economy (male/female)
- Harry Nieboer
using situational leadership, hierarchy does not so much influence

Topics voted on but not discussed:

How to discover in myself or help others find their unconscious biases, blind-spots in equality?

Votes: 3

Suggested by: Évi

[Comments:](#)

Where to start in a company where more than 50% of the people have changed

Votes: 2

Suggested by: Radila

[Comments:](#)

What best practices do you know for finding high quality diverse staff?

Votes: 1

Suggested by: Julya

[Comments:](#)

What are the biggest challenges from your experience while living and practicing agile AND diversity/ inclusion?

Votes: 1

Suggested by: Juliane

[Comments:](#)

Suggested topics with no votes:

How would a hybrid WIA conference look like?

Votes: 0

Suggested by: Harry Nieboer

[Comments:](#)