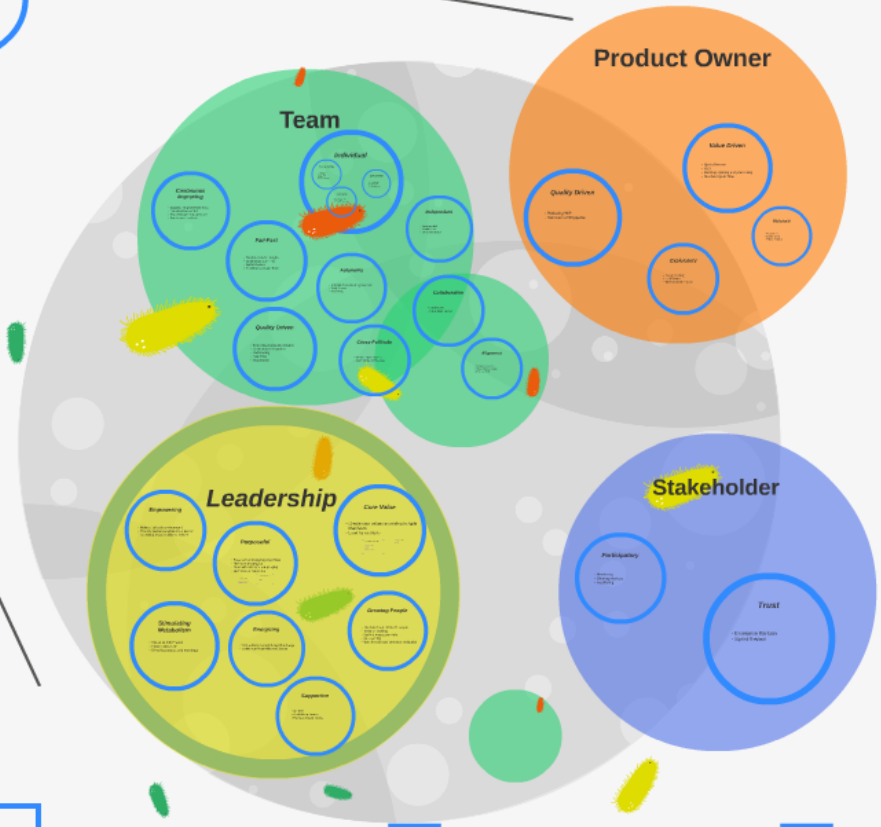
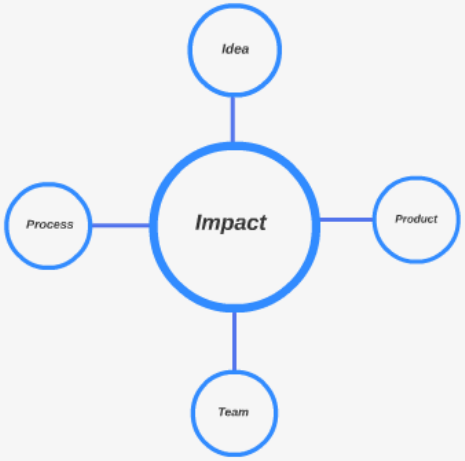
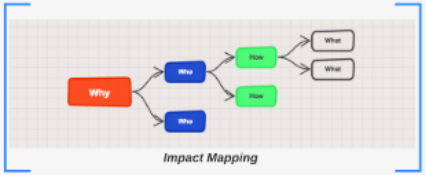
Role Competence Model of the Product Development Eco-system

Who are we







Impact Mapping

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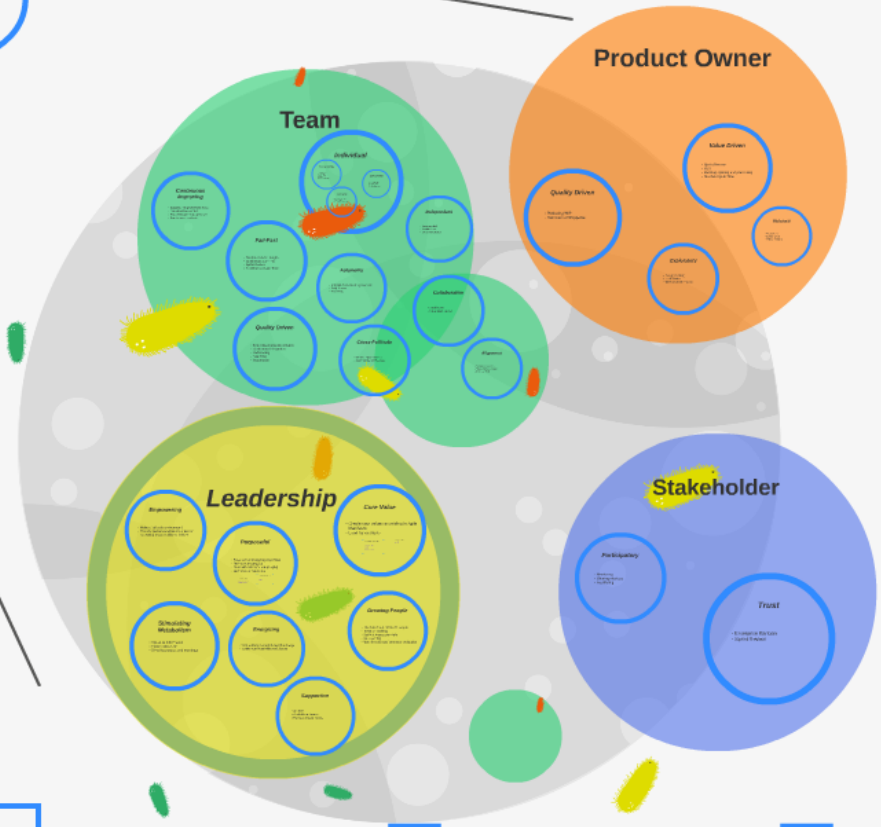

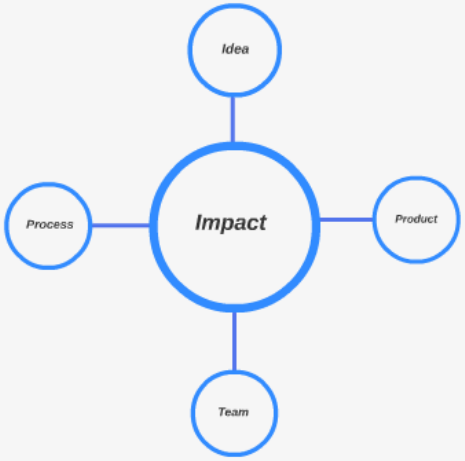

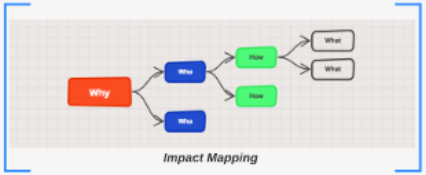

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Jacky Shen

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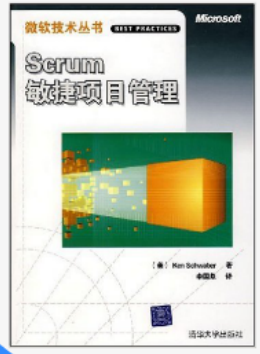

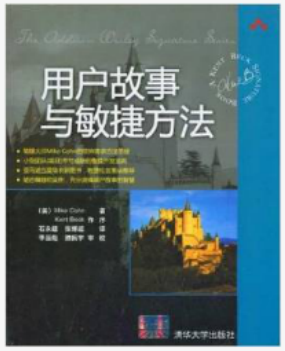

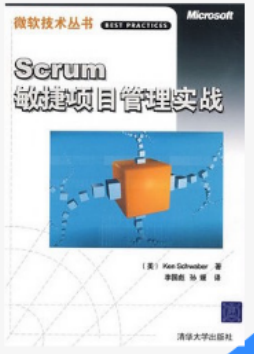

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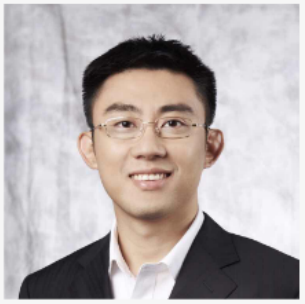

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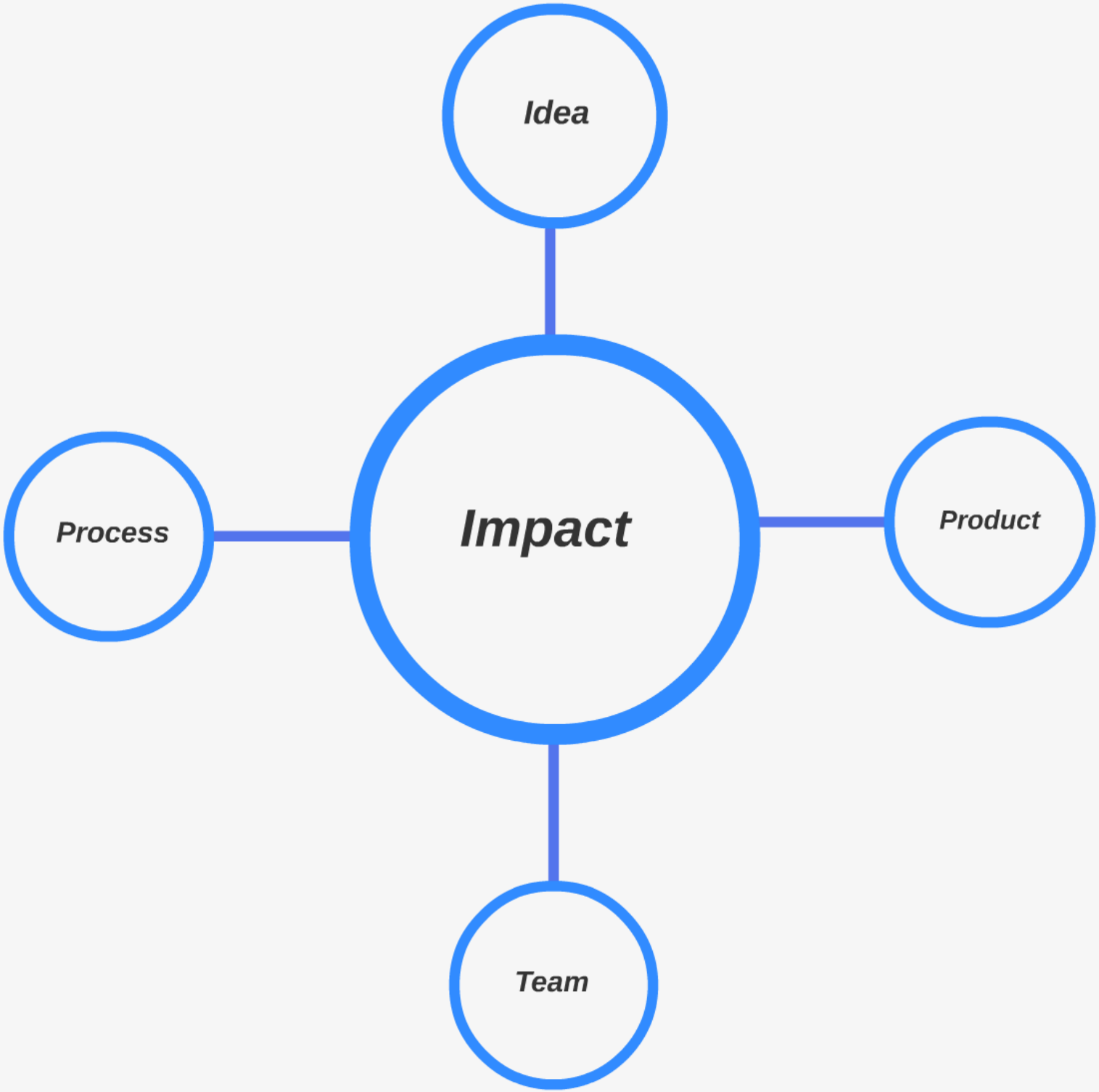
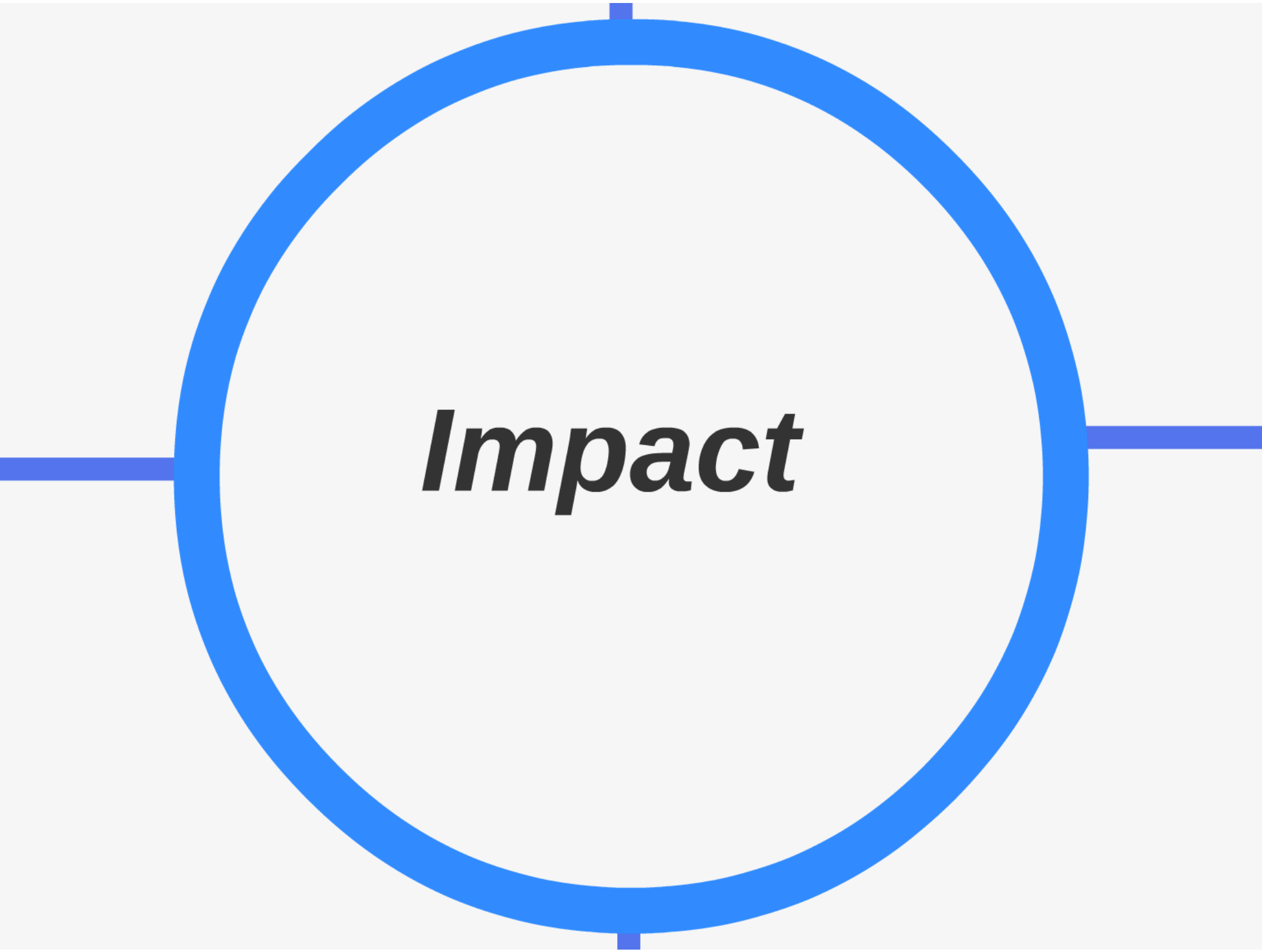

Idea
Process
Impact
Product
Team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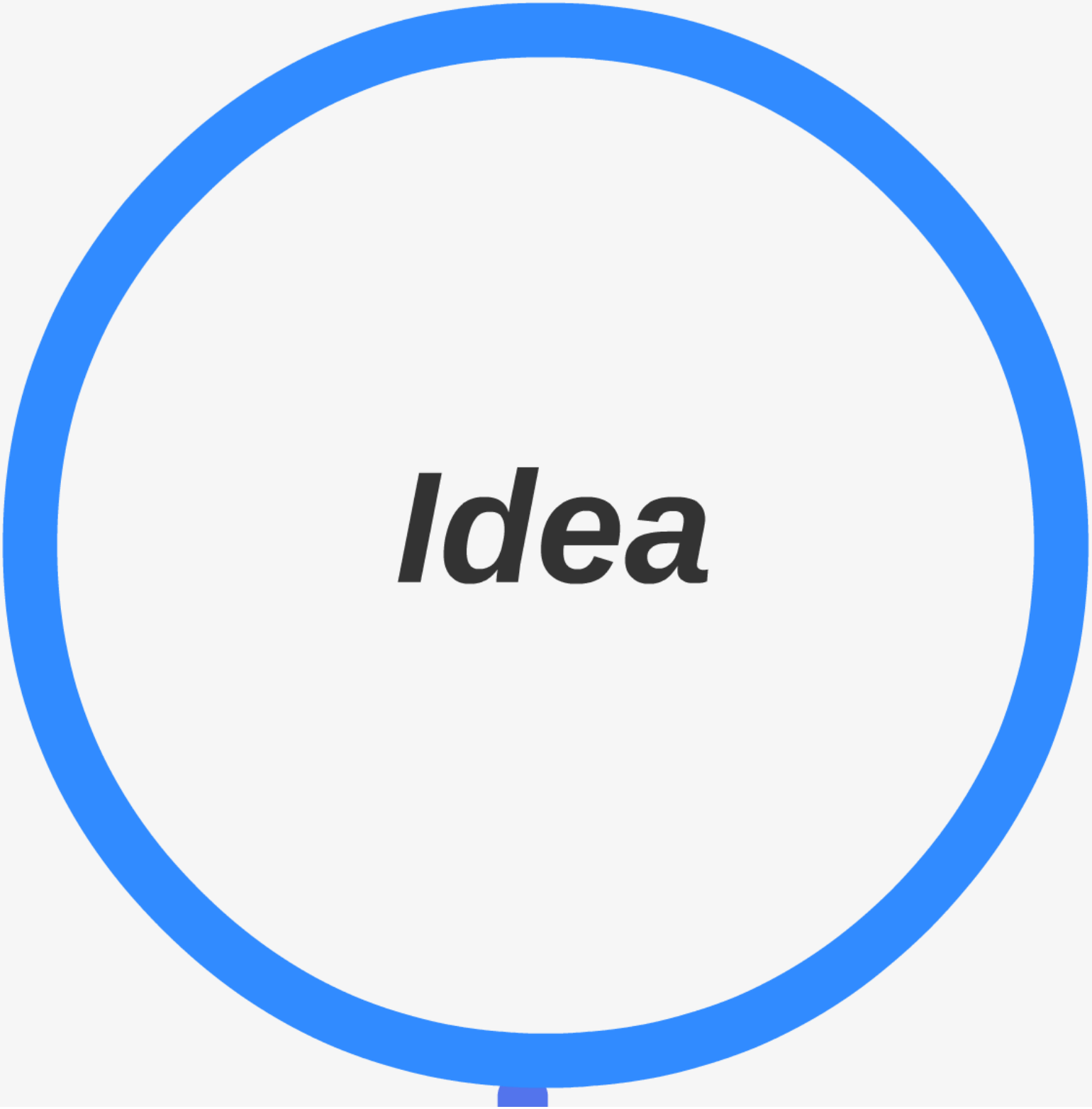
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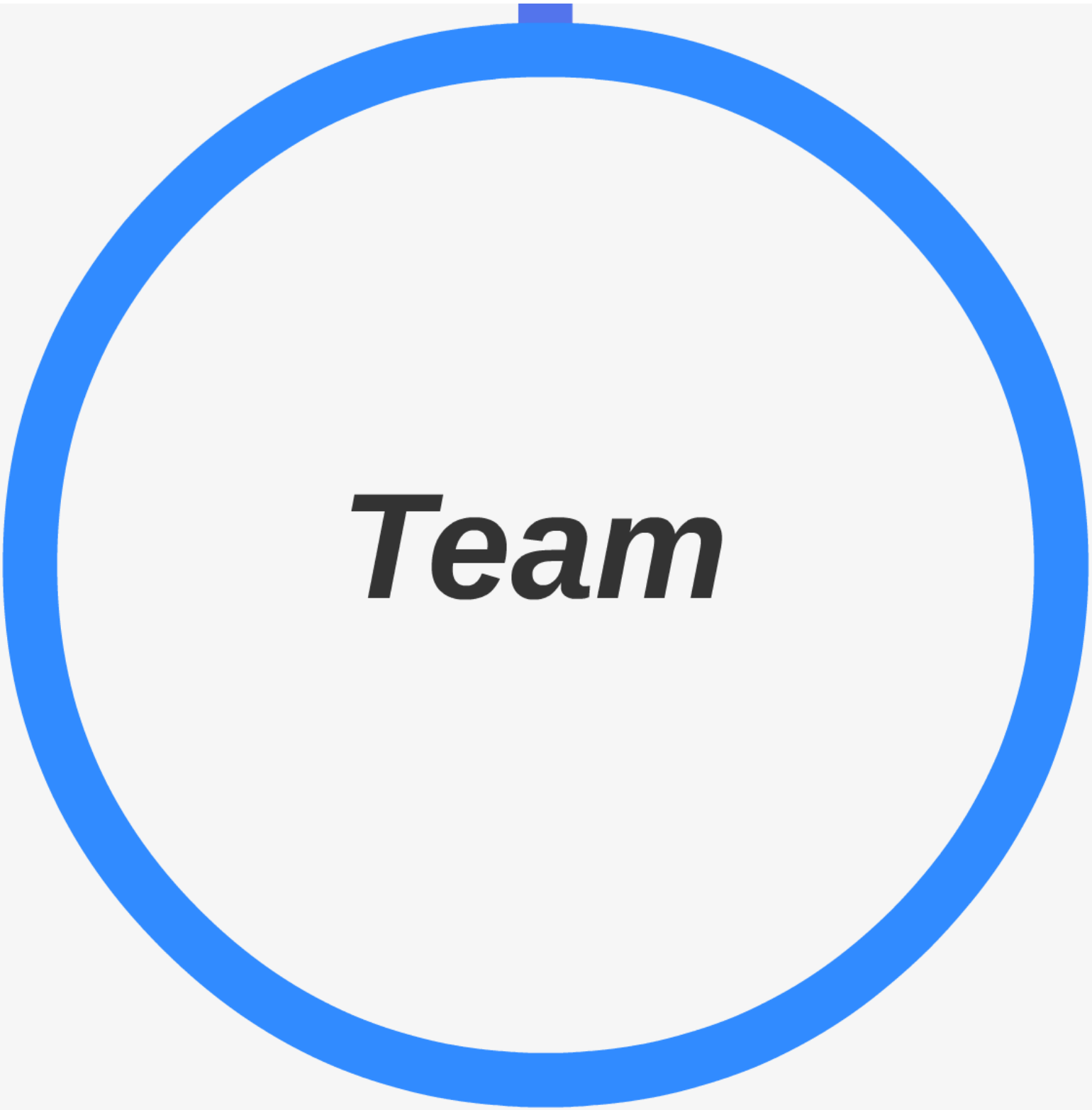
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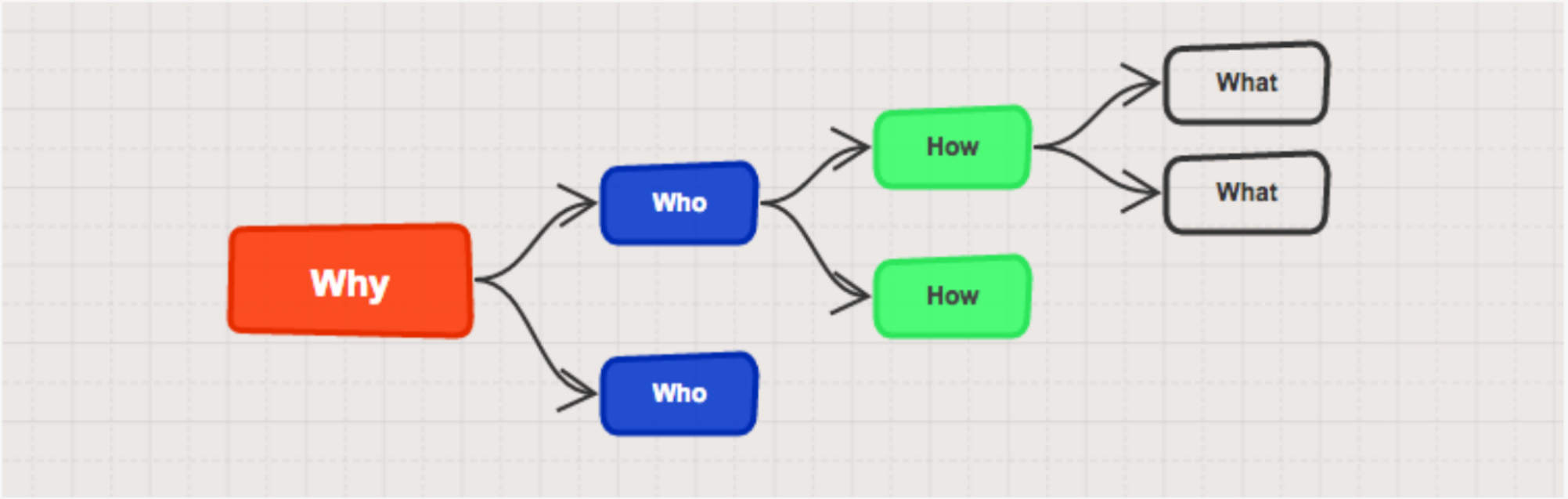

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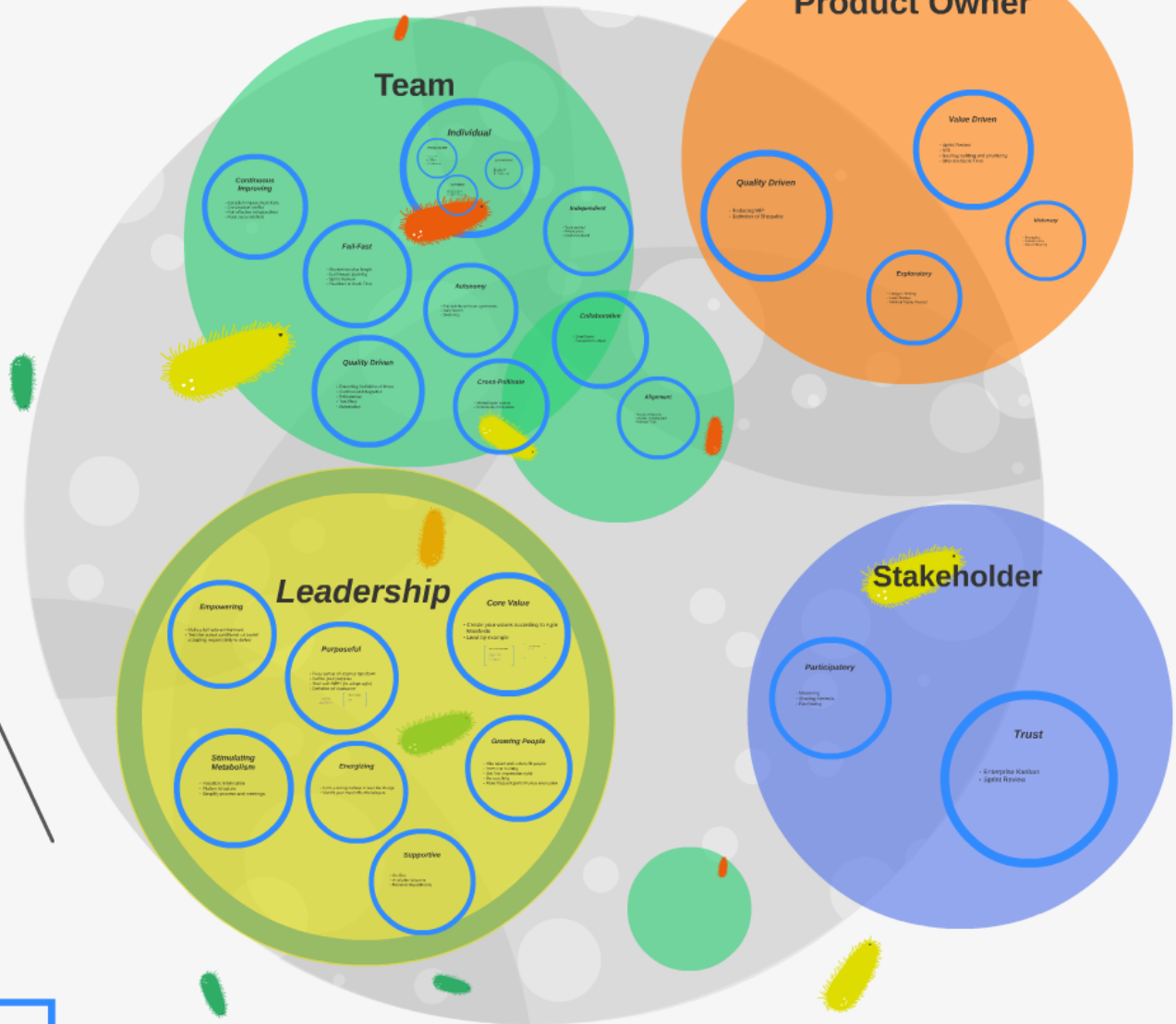

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Scrum

Scrum

Leadership

Empowering

- Make a fail-safe environment
- Transfer power conditional on teams' accepting responsibility to deliver

Purposeful

- Pass sense of urgency top-down
- Define your purpose
- Start with WHY (to adopt agile)
- Definition of Awesome

Core Value

- Create your values according to Agile Manifesto
- Lead by example

Stimulating Metabolism

- Visualize information
- Flatten structure
- Simplify process and meetings

Energizing

- Form a strong nucleus to lead the charge
- Identify your most influential players

Growing People

- Hire talent and culture fit people
- Invest on training
- Get first impression right
- Be coaching
- More frequent performance evaluation

Supportive

- Go See
- Available to teams
- Remove impediments

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Core values of UPerform

"Eat your own dog food"

"Fail fast"

"Get your hands dirty"

Core Value of Google

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"Develop animated films with memorable characters and heartwarming stories with technologies"

Purpose of UPerform

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Team

Individual

T-shape Skillful

Self-motivated

Self-aware

Continuous Improving

- Establish Improvement Kata
- Constructive conflict
- Run effective retrospectives
- Root cause analysis

Fail-Fast

- Shorten iteration length
- Continuous planning
- Sprint Review
- Hackthon & Slack Time

Independent

- Team symbol
- Servitization
- Cross-functional

Autonomy

- Principle-based team agreements
- Daily Scrum
- Swarming

Collaborative

- Small team
- Visualized Kanban

Quality Driven

- Extending Definition of Done
- Continuous Integration
- Refactoring
- Test First
- Automation

Cross-Pollinate

- Internal open source
- Community Of Practice

Alignment

- Scrum of Scrums
- Shared infrastructure
- Release Train

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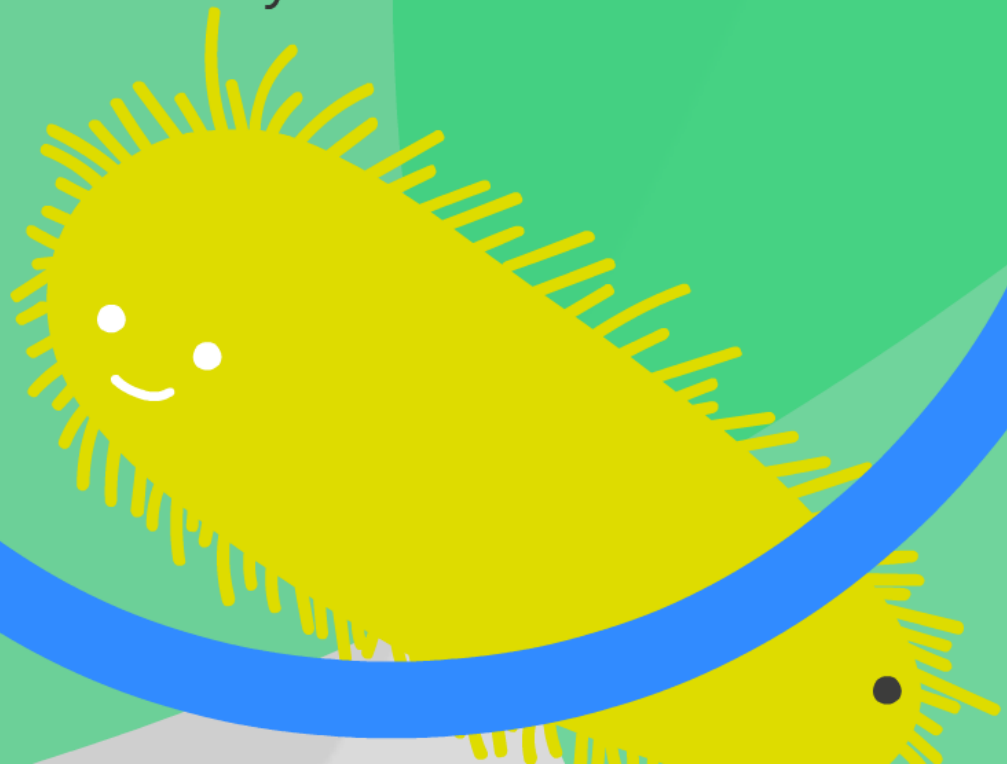

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- Be a presenter
- Be a technical excellent

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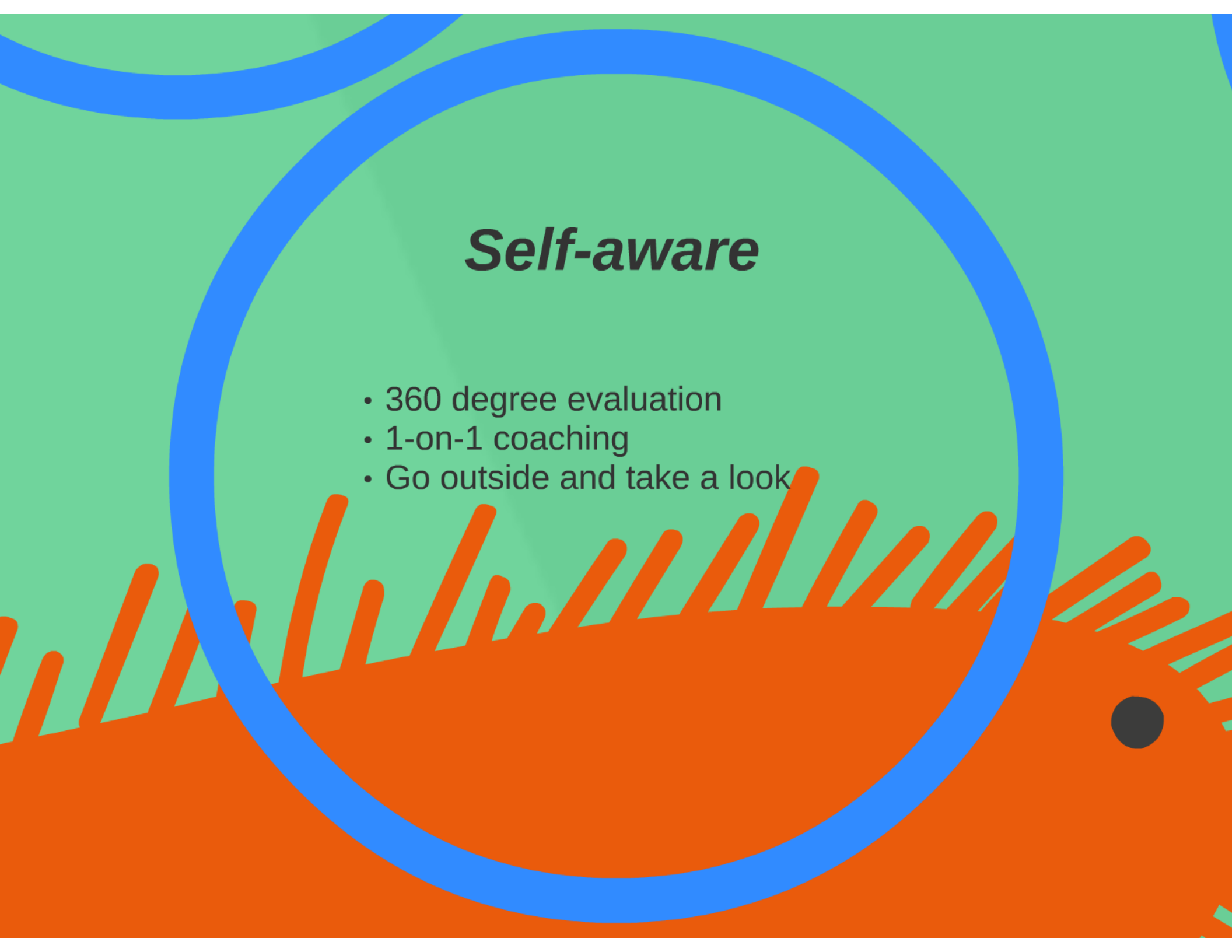

Product Owner

Value Driven

- Sprint Review
- ROI
- Backlog splitting and prioritizing
- Shorten Cycle Time

Quality Driven

- Reducing WIP
- Definition of Shippable

Visionary

- Evangelize
- Golden Circle
- Impact Mapping

Exploratory

- Design Thinking
- Lean Startup
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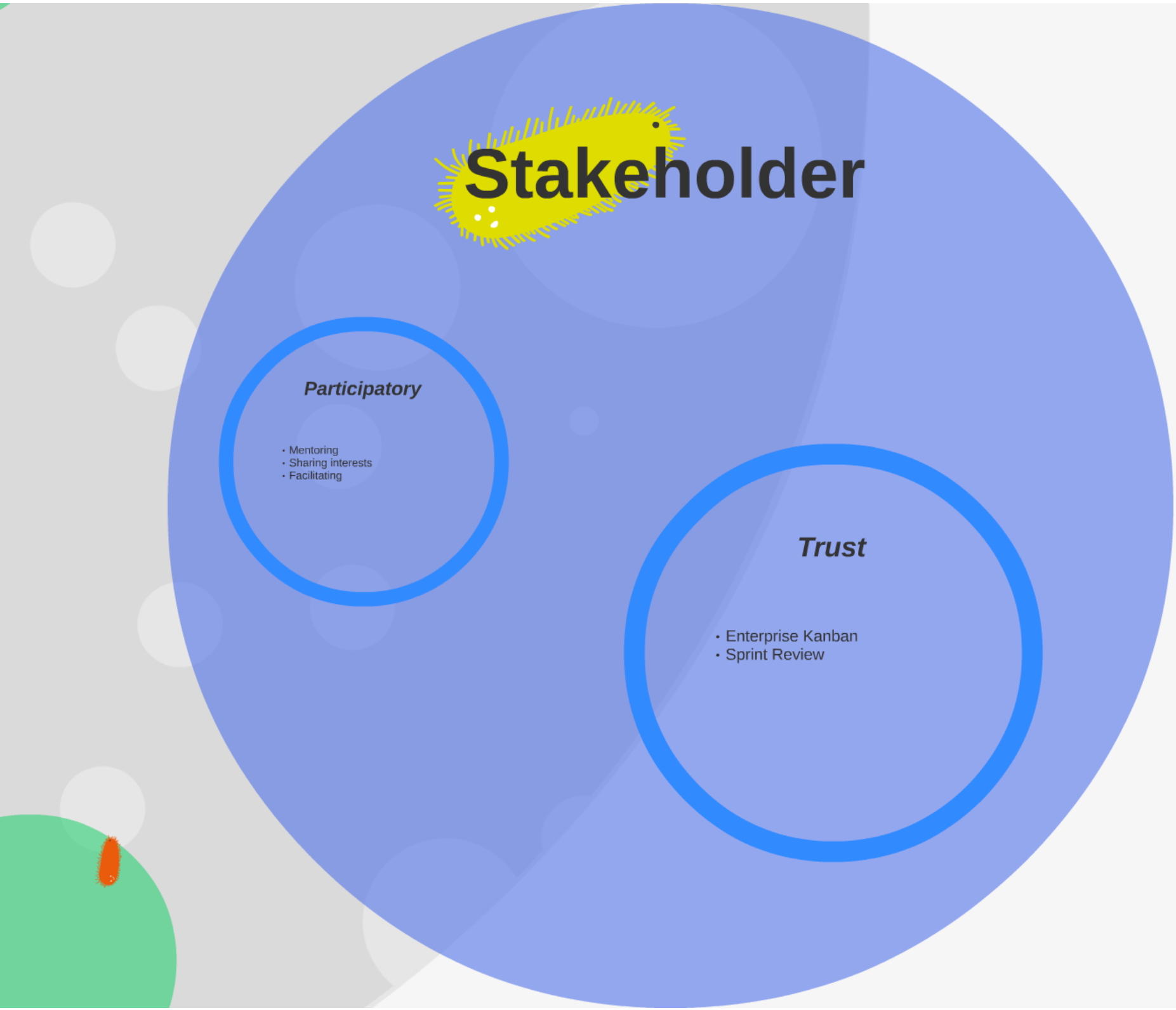
Stakeholder
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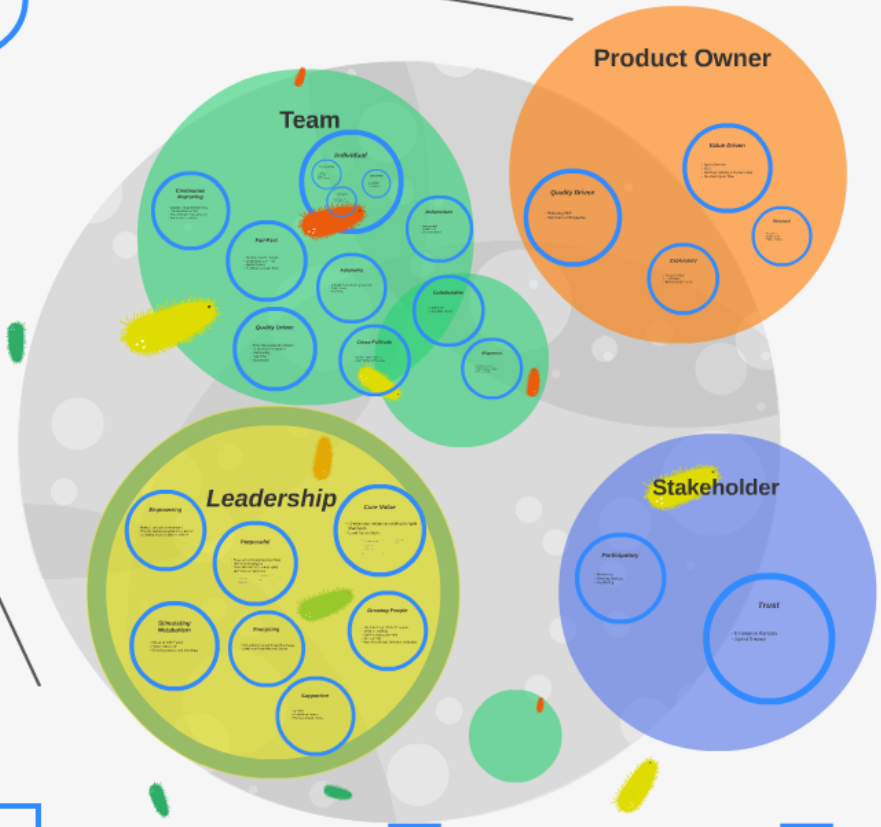

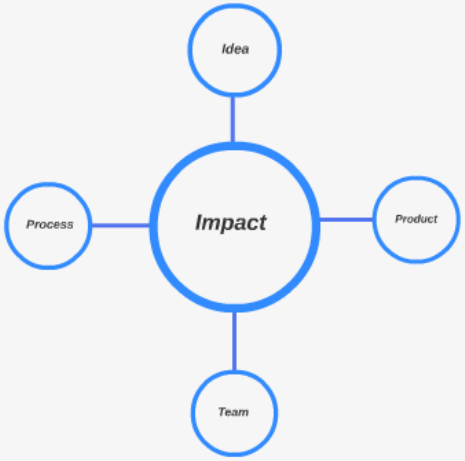

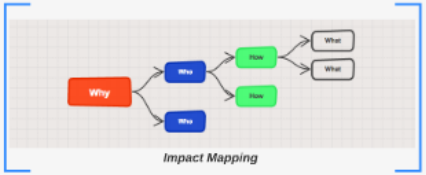

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