

Growing self- organizing teams using the Montessori Method

Alexey Pikulev, Unusual Concepts
@AlexeyPikulev

Alexey Pikulev

Agile Coach at Unusual Concepts

- Certified ScrumMaster
- Certified Scrum Product Owner
- Certified Scrum Professional
- Management 3.0 Licensed Trainer



Alexey Pikulev

Agile Coach from Kindergarten

- Certified ScrumMaster
- Certified Scrum Product Owner
- Certified Scrum Professional
- Management 3.0 Licensed Trainer



How to grow a self-organized team?



The Montessori method

“Help Me Do It Myself...”

Maria Montessori



The Montessori method

- Psychological principles
- Pedagogical principles
- Empowering environment





Pedagogical principles

Freedom



Self-correction



Multi-Age Groupings



Children are active participants
in the learning process



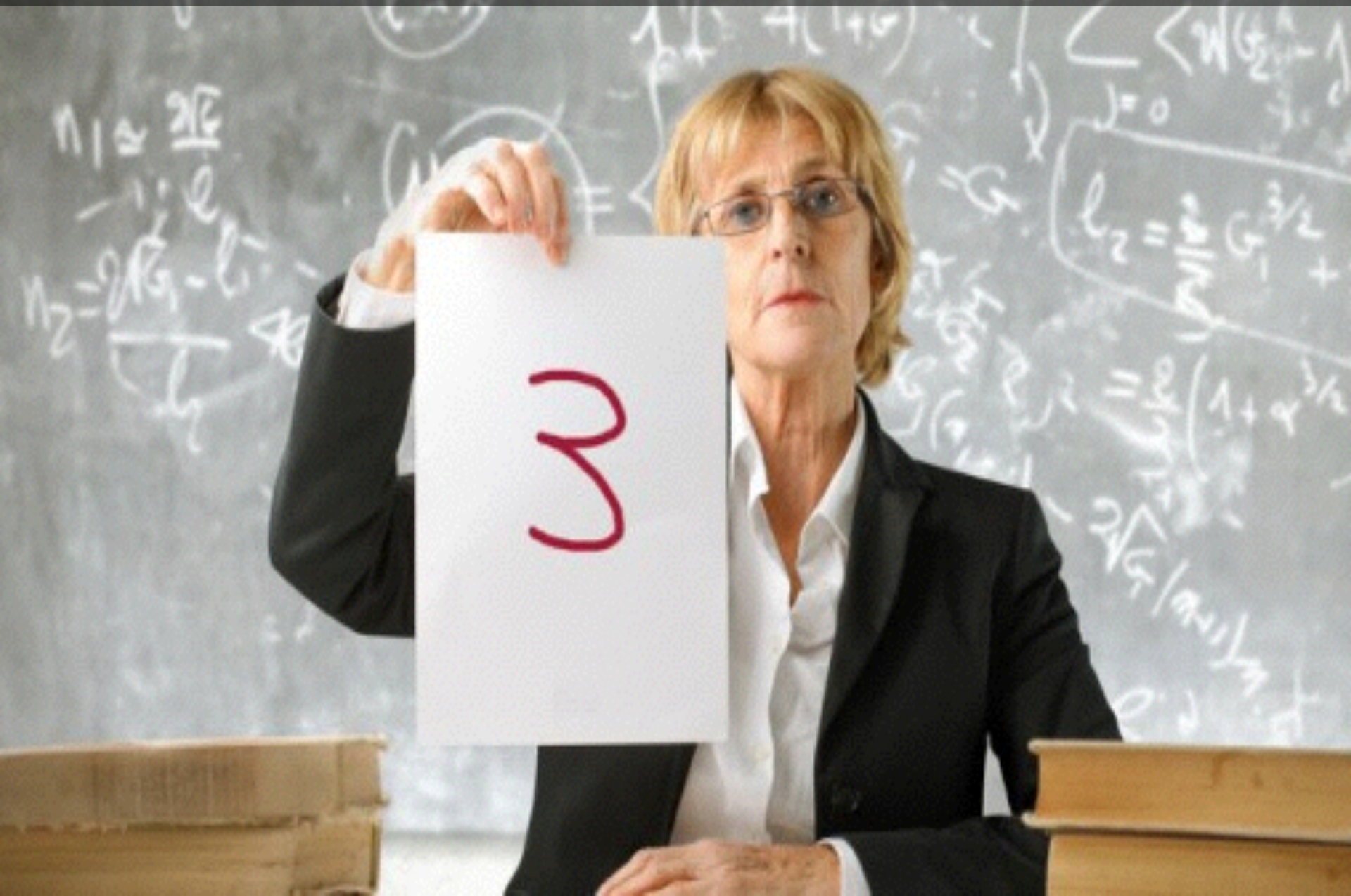
A photograph of a young child sitting on a light-colored carpeted floor, hunched over with their head buried in their arms, suggesting a state of distress or withdrawal. The child is wearing a dark blue long-sleeved shirt and dark pants. They are positioned against a wall with peeling, light-colored paint. A semi-transparent dark grey horizontal band is overlaid across the middle of the image, containing the text "Psychological principles" in white.

Psychological principles

Minimizing a teacher's help



All estimation sucks! ;)



A pair of adult hands is shown holding a small green seedling with three leaves and a bit of soil. A child's hand is reaching up towards the seedling. The background is a soft-focus green, suggesting an outdoor setting. A semi-transparent dark grey horizontal band is overlaid across the middle of the image, containing the text.

Empowering
environment

Classroom and Learning Materials



The Teacher as “Guide”

Helps
Facilitates
Does not interfere
Consults
Gives feedback
Motivates



A group of approximately ten children are lying on their stomachs on a dark floor, arranged in a circle. They are all smiling and looking towards the camera. Their faces and clothing are covered in numerous colorful paint splatters in shades of red, yellow, green, and blue. The children are wearing light-colored, short-sleeved shirts. The overall atmosphere is joyful and creative.

How we have adopted
the Montessori method

Form pilot teams



Art Vision Studio

Lead by example



Help us do it ourselves



Help them to learn



Game the work



And enjoy...



Questions?

Thank You!

Agile Coach at Unusual Concepts

- Certified ScrumMaster
- Certified Scrum Product Owner
- Certified Scrum Professional
- Management 3.0 Licensed Trainer

alexey@u-concepts.com

twitter: @AlexeyPikulev

