# Fearless George\*

Fearless George is one of the developers on your Scrum team. While he is not formally the technical lead (no one is), he is by far the most talented and technically competent developers on the team. George feels a significant ownership of the software product the team is developing and has the most domain knowledge of anyone on the team.

George is frequently doing work that is not on the iteration backlog, and generally reviews every line of code checked-in by any other developer, simply changing things he does not like without telling the other developer.  He works mostly behind closed doors, does not interact easily with the team, often misses team meetings, including the daily stand-ups, and often takes days to respond to questions from other members of the team.

As the ScrumMaster, you have been coaching George in an attempt to improve his team skills, but have had little effect.  What do you do next?

* **Read the scenario aloud to your team**
* **Identify a person to act as the spokesperson for the team**
* **Discuss approaches to the scenario leveraging some of the practices from the presentation.**

***Notes***

# Fearless George

The following are some suggestions on how to address the issues found in the Fearless George example. Each of the answers reference a slide in the Presentation material to provide more context.

* **Agile Teams**: *Committed to Success as a Team*: Engage the team on how to solve/address the problem (Slide 33)
* **Agile Leadership***: Fix* *Culture and Values First*. Recognition that George may to be in a different role off of the team (Slide 35)
* **Agile Leadership**: *Understand the Rings of Decision Making*. Releasing George might not be in the capacity of the team or the ScrumMaster (Slide 35)

**To access all the material from the presentation you can visit**:

* <http://robbiemaciver.com/downloads/presentations/33-apln-leadership-summit> or
* <http://www.bryancampbell.com/Downloads/AgileMaturity/>