EMERGING ECONOMIES
INITIATIVE - Colombia

October 5th, 2019

FIRST THOUGHTS – Mid 2018

After successfully launching the Emerging Economies Initiative in South Africa, a desire to expand to other continents began. After all, the intention is to reach as many underserved communities around the world as possible.

INITIAL CONTACT – October 29, 2018

Curiosity and conviction met through the email: one stranger asking questions from one side of the world, another stranger offering kind answers from the other side. Different accents, different ways of thinking, one thing in common: Agile.

FIRST CONVERSATION – March 20, 2019

After a long day of presentations and workshops at the Agile India Conference in Bengaluru, the real conversations started. "It would be wonderful to enter Latin America before the end of the year! What about putting the firs seed in Colombia?"

CONFIRMATION – May 8, 2019

The Emerging Economies Initiative team moved fast and announced the Agile Alliance support of an event in Colombia. What, how, where, when and who were just five out of dozens of questions to be answered –and of course tons of challenges to be addressed.

VISION AGREED – May 19, 2019

Three points were stressed:

1. Providing an opportunity to learn which is not bound to a commercially motivated event.
2. Increasing knowledge sharing between the international Agile community and the local community in emerging economies.
3. Affording underserved communities the access to international speakers and the broader Agile community –at no cost or as free as possible to the local community.

WE FIGURED IT OUT — August 31, 2019

After asking and knocking dozens of doors, we found the right partner to back us up –with no commercial purposes or marketing interests.

According to the culture and specific social norms, we figured out the right balance in terms of tone and design: traditional and formal enough to look familiar, but fresh and innovative enough to look different and generate action.

5 OCTUBRE BOGOTA

ACIS

JORNADA AGILE
CONTEXTOS, METODOLOGIAS Y MAS

AFINN

UTADEO
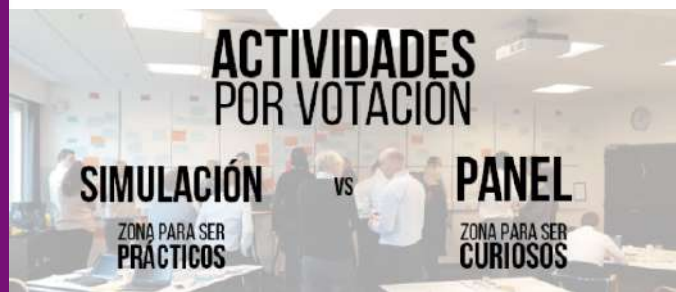
📄 JORNADA AGILE: Contextos, Metodologías y mas

Agile es un área que ha crecido exponencialmente en los últimos 15 años a nivel mundial.

En Estados Unidos, Canadá y Europa se convirtió en la manera estándar de desarrollar software -de una manera u otra, todas las empresas de tecnología entienden sus principios y aplican parte de sus metodologías. En los últimos cinco años, un gran porcentaje de sus conceptos y principios evolucionaron fuera del área técnica (desarrollo de software) y se convirtieron en mecanismos para generar innovación y eficiencia, dentro y fuera de equipos de trabajo.

En ACIS estamos enfocados en brindar a nuestros miembros la oportunidad de tener contacto de primera mano con tecnologías y metodologías de punta. Es así como a través de AGILE ALLIANCE -la organización sin ánimo de lucro más grande a nivel mundial- hemos logrado comprometer a dos Agile Coaches de Norteamérica para viajar a Colombia y presentar una jornada que incluya la mayor parte posible de temas relacionados con Agile.

Buscando el mayor beneficio para los asistentes, logramos que ambos presentadores viajaran exclusivamente para la realización de este evento. Ninguno de los presentadores tiene vínculos con empresas en Latinoamérica, dicta clases, vende productos u ofrece ningún tipo de servicio o consultoría. Por el contrario, ambos presentadores han acumulado experiencias prácticas por años, especialmente transformando empresas privadas, y son miembros activos de la comunidad Agile en Estados Unidos. De esta manera las charlas y actividades serán totalmente libres de patrocinio e intereses comerciales. Contamos con el apoyo del programa de Ingeniería de Sistemas de la Facultad de Ciencias Naturales e Ingeniería de la Universidad de Bogotá Jorge Tadeo Lozano.

FECHA
SABADO
5 OCT

ITINERARIO

8:30 AM
SESSION NETWORKING

9:30 AM
INICIO DE SESIONES

3:00 PM
PANEL DE CIERRE

4:00 PM
CIERRE

LUGAR
UNIVERSIDAD JORGE TADEO LOZANO
CR 4 # 22-61
SALA ACTIVA 3 MOD 26
BOGOTA D.C. - COLOMBIA

COSTO $50.000+IVA

Paga con PayU

AUDIENCIA:
Este evento está dirigido y se limita únicamente a ESTUDIANTES de Ingeniería de Sistemas y a PRACTICANTES de temas Agiles en SUS TRABAJOS -gerentes de proyecto, líderes técnicos, Scrum Masters, programadores y diseñadores. La organización del evento se reserva el derecho de aceptar vendedores, consultores, trainers, coaches y/o contratistas.

INSCRIPCIONES
QUIERO PARTICIPAR

70 CUPOS

Charlas introduciendo temas específicos Agile de 15-25 minutos, seguidas de actividades/talleres de 35-45 minutos, o simulaciones de 60 minutos.

El evento se cerrará con un panel de una hora: "Pregunte lo que quiera acerca de Agile". En caso de que los participantes quieran, y basado en votación, el evento podría extenderse una o dos horas más para hacer una simulación o continuar el panel.

TEMAS

Los participantes tendrán libertad de ESCOGER los temas específicos a tratar.

Las personas inscritas el 18 de SEPTIEMBRE recibirán un EMAIL con los temas Agile propuestos (fundamentos, principios, metodologías, etc), y tendrán la oportunidad de VOTAR por los que consideren más interesantes y prácticos para su entorno.

Los temas que más votos obtengan serán anunciados una semana después y serán los que se presenten en el evento.

En el panel programado para el final del día, se tocarán rápidamente los temas restantes.

Las posibles opciones que se pondrán a votación -por los inscritos al 18 de SEPTIEMBRE- incluyen:

- ¿Qué es realmente Agile? ¿Por qué Agile? Agile vs PMI?
- Fundamentos, Principios Agiles y conceptos clave
- Introducción a Scrum, dinámica y conceptos
- Introducción a Kanban
- Fundamentos de Design Thinking
- Repaso rápido de los roles en Scrum
- User stories (propósito, técnicas para mejorarlas, ejercicios)
- Priorización del Backlog y Backlog Grooming (propósito, técnicas, ejercicios)
- Técnicas para priorizar proyectos y portafolios
- Story maps (teoría, usos, ejemplos)
- Agile aplicado fuera de software y IT
- Certificaciones vs Conocimiento vs Experiencia
- Cambios Culturales y Liderazgo motivado por Agile (Agile mindset)
- Comunidades de Practica (como crearlas y mantenerlas)
- Retrospectivas (propósito, técnicas, ejemplos)
- Agile at scale (SAFe, LESS) y PI Planning sessions
- Un día en la vida de un Scrum Master (objetivos y tareas diarias)
- Tareas de un Product Owner

PRESENTADORES

MATIAS NIÑO

Matias Niño nació en Argentina y ha vivido en los Estados Unidos desde los 5 años de edad. Después de terminar la escuela secundaria en Nueva York, estudió Ingeniería de Sistemas en la Universidad de Connecticut. Durante los últimos años universitarios, inició su carrera profesional como administrador de bases de datos, desarrollo de websites y proyectos de migración de datos. En los siguientes 10 años trabajó como líder técnico y gerente de proyectos -desde aplicaciones móviles hasta servicios en la nube y soluciones empresariales- aplicando metodologías agiles con equipos tanto para la empresa privada como para agencias gubernamentales. En los últimos siete años ha trabajado como Líder Técnico y Agile Coach para una de las más sólidas empresas de desarrollo de software en Washington D.C. enfocada en agencias gubernamentales. Además, es el líder de una de las comunidades Agiles más grandes en Washington, es padre de dos hijos, dedicado a su familia y le encanta el fútbol.

RICARDO ABELLA

Ricardo Abella nació en Bogotá y ha vivido en Estados Unidos desde hace ocho años. Es Ingeniero civil y Administrador de empresas. Después de trabajar por diez años en diferentes industrias, especialmente como Gerente de Proyectos, se trasladó a Estados Unidos donde empezó su viaje a través del mundo Agile -inicialmente como Scrum Master, después como Product Owner, y finalmente convirtiéndose en Agile Coach para establecer equipos de alto rendimiento y transformar organizaciones. En los últimos años ha apoyado la realización de las conferencias de Agile más importantes en Minneapolis, San Diego y Washington, y ha sido invitado como presentador en temas de Design Thinking a la conferencia anual Agile en Washington y la más grande que se realiza en Asia. Además de resolver problemas y mejorar procesos al interior de organizaciones; Ricardo es un apasionado total por el Racquetball y la Navegación a vela, actividad que realiza en el Río Potomac al menos dos veces por semana.

Matias y Ricardo aceptaron la invitación a este evento porque creen firmemente que la creación de comunidades autosuficientes, que aprenden y crecen de una manera sostenible, son el motor para reducir la brecha existente entre países desarrollados y Latinoamérica. Siendo este uno de los objetivos primordiales de AGILE ALLIANCE.

We didn't assume anything. We asked questions to find out the right content, the right meals, and the right activities. Each person got a voice and had the opportunity to vote.

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- Tareas de un Product Owner

|	
15	Técnicas para priorizar proyectos y portafolios
15	Agile at scale (SAFe, LESS) y PI Planning sessions
14	Indicadores en general e indicadores en Agile
12	¿Qué es realmente Agile? ¿Por qué Agile? Agile vs PMI?
12	User stories (propósito, técnicas para mejorarlas, ejercicios)
12	Cambios Culturales y Liderazgo motivado por Agile (Agile mindset)
11	Agile aplicado fuera de software y IT
10	Introducción a Kanban
10	Fundamentos de Design Thinking
9	Priorización del Backlog y Backlog Grooming (propósito, técnicas, ejercicios)
9	Desarrollo de software para agilidad
9	MVP (Minimum Viable Product)
7	Story maps (teoría, usos, ejemplos)
6	Fundamentos, Principios Agiles y conceptos clave
6	Introducción a Scrum, dinámica y conceptos
6	Un día en la vida de un Scrum Master (objetivos y tareas diarias)
6	Tareas de un Product Owner
6	El problema de no tener una visión clara y las interdependencias
4	Certificaciones vs Conocimiento vs Experiencia
4	Comunidades de Practica (como crearlas y mantenerlas)
3	Retrospectivas (proposito, tecnicas, ejemplos)
2	Repaso rápido de los roles en Scrum
2	Creciendo equipos auto organizados

¿Qué tipo de trabajo profesional realizas?
37 respuestas
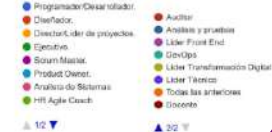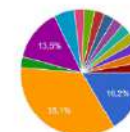
¿Cuál es tu contacto con Agile?
37 respuestas
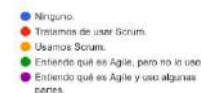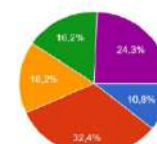
SUPPLIES ALMOST READY — October 1, 2019

OUTLINES ALMOST DONE — October 3, 2019

CITY CHOSEN	VENUE	DATE	TIME

BOGOTA COLOMBIA

JORGE TADEO LOZANO UNIVERSITY

OCTOBER 5TH 2019

8:30 am TO 4:30 pm

META: armar el rompecabezas

1) 4 rondas de 2 minutos.
2) Vision: 3 rondas de 2 minutos.
3) Dependencias: 3 rondas de 2 minutos.

Mover pelotas individuales de bolsa A a bolsa B, pasando por todos los miembros (2 mins)

1) CADA miembro DEBE TOCAR la pelota
2) DOS miembros NO PUEDEN tocar la misma pelota al tiempo
3) La pelota tiene que VIAJAR en el AIRE *(entre miembro y miembro)*
4) Si la pelota CAE al piso, REGRESA a la bolsa original

COMMENTS — October 12, 2019

"I want to thank Agile Alliance for this amazing opportunity. Three months ago, it never crossed my mind."   *MATIAS NINO*

"The only thing we regret is that, for logistical reasons, many people could not be included in the event, and for reasons of time, it was not possible to repeat the conference for a second group."   *BEATRIZ CAICEDO*

"The level of attention, energy and interest of the attendees were evident at all times. It was amazing to see how the presenters took the concept of "conference" to another level."   *ACIS – COLOMBIAN ASOCIATION OF IT PROFESSIONALS*

"Time passed very quickly, but it was worth every hour in the room. I'd like young people like me have a similar experience."   *DAVID A. RODRIGUEZ*

Escriba un pensamiento, frase o reflexión para describir el "Antes vs Después" del evento:

13 respuestas

Interesante y nueva imagen
Todo el conocimiento adquirido es gratificante
Reforzar concceptos
Mejoré mis conocimientos y ahora tengo mas herramientas para poner en práctica esta metología
Es necesario reforzar los conceptos y mentalidad de agilismo en nuestro país
Mas conocimiento y con ganas de aprender mas.
Más dudas.
antes: rapido, despues:mejoramiento continuo
Me abrió las puertas a una mentalidad Agile
..
Agilismo es disciplina y organización

¿Qué le gustó? ¿Qué quiere que se mantenga o se repita?

13 respuestas

Las actividades, más práctica
Las jornadas en general
Ejemplos practicos
Las actividades
1. Las actividades estuvieron bien encaminadas y dirigidas. 2. El lugar estuvo bien para el evento. 3. Seguir trayendo gente con experiencia
La forma autodidacta como se presento el evento
Actividades de aprehensión de conocimiento
las actividades
La calidad de los conferencistas y la metodologia de trabajo
La energia generada por las actividades entre secciones de la expocision fue asertada
Este tipo de eventos de temas que son tendencia y entender los términos o lineamientos de los mismos, aunque muy general.

ONE THOUGHT/SENTENCE/REFLEXION TO DESCRIBE "BEFORE-AFTER" THE EVENT:

"Interesting and fresh format." "All the knowledge acquired is gratifying." "Reinforced concepts."   "I improved my knowledge and now I have more tools to roll-out this methodology."   "It's necessary to reinforce Agile concepts and mindset in our country."   "More knowledge and eager to learn more." "More questions."   "Before: faster. After: continuous improvement."   "Opened my mind to an Agile mindset."   Agile means discipline and organization."

ATTENDEES - ACIS electronic survey

WHAT DID YOU LIKE ABOUT THE EVENT ? WHAT WOULD YOU LIKE TO KEEP?

"The activities." "The whole event." "Practical examples."   "1. The activities were focused and well executed. 2. The venue was ok for the event. 3. Keep bringing people with real experience."   "The self-learning environment." "The activities for knowledge retention."   "Speakers" quality and format used." "The energy generated from the activities; the schedule was the right one." "The type of event, trendy topic and foundations, even though it was broad."

ATTENDEES - ACIS electronic survey

1. A well-done event in a different country, where people are not paying for a certification or specific training, is a difficult endeavor for any person. Elements of **culture, language, and education has to be carefully taken into account when selecting topics and activities** that will resonate with the audience. Even then, you have to be prepared to face unexpected circumstances and adapt on the fly to fulfill your original intent as an instructor.

2. The power of the Emerging Economies Initiative lies on the fact that Latin America generally idolizes anything and anyone from the United States. Half of an event's success comes from that fact alone; the other half come from the quality of the talks and **how well the examples and activities are tailored to the Latino culture**.

3. Having supplies, activities, materials, snacks and lunch organized in advance and/or ready to use is critical to success.

4. Having at least **two presenters is ideal, especially for events with more than 30 people and/or longer than three hours**. If it's true that having 25 or 35 people per event might be acceptable, it is nice to take advantage of all this work to reach out a larger group.

5. Offering meals such as **breakfast and lunch to attendees is not a must** in Latin America. However, **certain perks and communications** in advance **are required**.

6. Only about **15 percent of the attendees were fluent in English**. Generally speaking, that aligns with the percentage of people in Latin America from educated segments who are able to speak in English.

7. Being able to speak in the local language is a requirement for successfully executing an event. However, being **a native speaker** (or being well articulated / or understanding and using native expressions) **is ideal for keeping people engaged and excited** and really makes for a great event.

8. The academic community in Latin America is a key focal point for unbiased learning that is free from commercial manipulation and intervention. A few attendees worked for large international consultancies, yet everyone was there simply to learn.

9. Communities of agile practice in Colombia are often run by **independent consultants** whose **primary interest is growing their own private consulting business often at the expense of real learning**.

10. Everyone knows that creating an agenda and preparing presentations and activities is a lot of work. However, that is not the biggest challenge. **The real challenge is finding a starting point for the whole endeavor**. Then working out the logistics of **finding the right attendees, working out a venue, paperwork, authorizations,** and all the little details is what makes the dream unrealistic if not daunting.

IN NUMBERS

ATTENDEES
93

WOMEN
37%

UNDER 21
12%

pingpong balls	dice	puzzles	card decks	whistles
700	**300**	**10**	**15**	**12**

SPEAKERS FROM THE UNITED STATES

MATIAS NINO

RICARDO ABELLA

INITIATIVE CHAIR

ANGIE DOYLE

ORGANISER

RICARDO ABELLA

BEATRIZ E. CAICEDO R.
Directora Ejecutiva

direccion@acis.org.co
www.acis.org.co

Bogota (Colombia), October 10th, 2019

Dear
Agile Alliance
Emergent Economies Initiative
USA

c.c. Ricardo Abella

First, we want to thank you for having chosen Bogota as a starting point to spread Agile principles and practices not only in Colombia but also in Latin America.

In recent decades, Colombia has become the strongest economy in the region: it set the pace in terms of education, it is a pioneer in countless industries, and it became a technology leader.

For ACIS (Colombian Association of IT Engineers, a non-profit organization that brings together professionals in information technology), it was an honor and a privilege to be chosen as a point of support for the event held on October 5th, organized by the Agile Alliance Emerging Economies Initiative.

When Ricardo Abella contacted us in mid-July 2019, we found it strange and intriguing at the same time. Nowadays there are many scams, companies offering products and services, and organizations trying to access databases like ours.

Certainly, the idea of bringing two international presenters to talk about one of the most relevant topics in the business world, without expecting anything in return, seemed strange and somehow suspicious. In fact, no person or organization suddenly appears to offer training or sharing knowledge at no cost.

However, the communications received from Ricardo were always well articulated and the telephone conversations persuasive enough to generate trust and high expectations.

It was a pleasure for us to serve as back up to secure the venue and lunch, to facilitate the dissemination of the event among our members, and to simplify the collection and transfer of registration money. It is still hard to believe that the registration cost was absolutely small, which has no precedented in this industry. As it was mentioned in the invitations and subsequent event-related emails, we clearly understood that was possible only through the invaluable support and generous collaboration of Agile Alliance.

The event as a whole brought a number of interesting surprises:

o Despite Ricardo's warnings regarding the characteristics of the event, we all expected formal lectures, perhaps with small group activities; after all, that's the custom and standard for conferences in Latin America. However, once the event started, we really understood what it means to be immersed in an Agile experience.

o It was amazing to see how, for most of the event, we counted on two presenters, speaking simultaneously and complementing each other in every way: language, explanations and examples. Although Matias and Ricardo said this was the first time they had performed together, it seemed that they had been working together for years.

o From start to finish, the promise was kept: not having sponsorships, no allusion to products or services, and no offering courses or consulting work. It is perhaps the first event we have seen with this characteristic in many years.

o The level of attention, energy and interest of the attendees were evident at all times. It was amazing to see how the presenters took the concept of "conference" to another level. Those of us who were outside the room —supporting logistics, snacks and lunches— noticed so much energy and excitement in the room, that at times we couldn't refrain from get in, see what was going on and take pictures.

o As it was originally promised, all implements were supplied by Agile Alliance. We were surprised that not only those mentioned in previous conversations were ready (markers, sharpies, sticky notes, printed material, name tags, tape, etc.), but also those which were not mentioned (700 ping-pong, 20 containers, 300 dice, and 10 puzzles among others). Clearly the preparation took several days.

o The commitment of giving away two books to some attendees was also honored. A few dozens of the "Manual de Kanban" (90 pages) and "Guía de Scrum" (429 pages) were distributed among the attendees. In the same way, Ricardo kindly accepted our request of signing the Attendance Certificates received by the attendees.

o Between attendees and guests, there were 93 people. 35 people were women and about 12 were under the age of 21. Certainly, these numbers are out of the ordinary in fields like technology and innovation.

Matías and Ricardo were the best choice to present in Bogota. Throughout the day, attendee after attendee came to us to congratulate us and thank us for the event. In fact, the general comment was "could we have a second session, perhaps a two-day event? "

Simply put, this event completely exceeded everyone's expectations in terms of topics, preparation, presentations, supplies, aids, and execution.

As we mentioned several times to the two representatives of Agile Alliance, we would like to hold similar events in other cities in Colombia. We are open and willing to do whatever is in our power to make this new project a reality.

As the Emerging Economies Initiative was conceived, one of the best ways to close the gap between developed and developing countries is through international presenters who share their knowledge and experience through talks and activities specifically tailored to our culture and social environment. We believe it was precisely the success of this event, which became the seed to form a real Agile community in Bogota.

The only thing we regret is that many people could not be included in the event for logistical reasons, and it was not possible to repeat the conference for a second group for reasons of time.

Once again, we would like to thank you and to express our interest and willingness to support the altruistic purpose of this initiative. We are at your disposal to replicate the event in other cities and/or to repeat the conference in Bogota for a second or third group.

If it deems it appropriate, we could join efforts to design even a city-circuit: if Agile Alliance is willing to support us again, we are willing to coordinate a four or five-day tour through four or five different cities; if the organization can support us in the exact same way, we could figure out how to find and cover the cost of the venues, breakfast or lunch, or internal transportation in Colombia. Feel free to contact us directly or through Ricardo –he became a great point of contact and can help us with the language barrier.

Sincerely,

Beatriz Caicedo
ACIS Executive Director
93 No. 13-32 Oficina 102
Bogota, Colombia

Dear Agile Alliance,

Thank you for inviting me to an unforgettable experience on October 5th, 2019 – the Agile Conference 2019 in Bogota (Colombia).

My name is David Alejandro Rodríguez Pinilla, I am 17 years old, and I am in the last year of school. On Tuesdays, I attend some classes on hardware at a small IT institute. In my free time I try to get involved in software installation and hardware maintenance. I like it a lot and that is what I would like to do in the future.

I had never heard about Agile, and I didn't know Ricardo Abella either. However, last September he contacted my mom, told her that there would be an Agile conference the following month, and offered a spot for me. My mom didn't understand the subject, but still she told me about it and I got a bit interested. We found very nice that he offered not only the ticket for the event but also lunch, snacks and even a taxi to go to the venue (Jorge Tadeo University) and come back.

When I arrived at the venue at 8:30 am, Ricardo came to the door, met me and took me to the classroom. In order to get me involved, he asked me to place some flyers along the walls and to pack hundreds of ping-pong balls in bags. I thought that was strange but at the same time a little bit interesting. Somehow, I thought that the event would be for kids –"most likely my day is going to be very boring."

After the introductions, the presenters began to talk about topics I didn't understand –Manifesto, Lean, Principles. I thought it was boring. However, after about 45 minutes everything changed: through various simulations and activities that Ricardo and Matías organized I began to understand that those topics had to do with software.

For the first activity, the presenters split the attendees into small groups. By using hundreds of ping-pong balls, they demonstrated some Agile principles: collaboration, self-organization, estimates and the fact that we do not need bosses to be effective. It was surprising to see the energy of the ten groups. After four rounds no one wanted to stop the activity and we all complained because Ricardo said it was time for a final discussion. It was very funny to hear almost everyone saying "oh, no! Let us continue the activity!"

Then there were other talks; this time I put full attention. Now everything seemed really interesting –I couldn't believe I started the day being distracted and bored. So I started to take notes. It was difficult for me to understand large and complex topics, but still I tried. Overall, small concepts that the presenters explained over and over again, with real examples and concrete cases, were absolutely clear to me and to everyone else.

Then the second activity took place –it became my favorite. It was amazing that by playing with dice we all understood that companies with traditional bosses work poorly. We also learned what it means to work in pairs, and we understood that when we work in large groups everything becomes more complex. When the speakers finished the activity, we all again complained aloud because we wanted to keep learning and reflecting through the game.

When lunchtime came, we realized food were not allowed in the room. So the presenters proposed a one-hour break to move to the backyard and eat. Not surprisingly, all of us said aloud that we only needed 20 minutes or half an hour: we preferred to continue with the talks and activities as soon as possible. So the lunch was fast but very good: nice taste, nice quantity and great variety.

The talks continued with topics such as how to scale Agile and how to measure progress. An hour later we did a big simulation. Ten groups with nine people each began to work independently on their projects. After two cycles or sprints, we all understood that we all needed to know the vision, as well as holding planning meetings to coordinate our work –since success would depend on what we could accomplish together. I think the topic is called Scale Agile and it is meant for companies with a lot of teams working on the same program.

Finally, a very interesting part came, which from my point of view, it is something I had never seen before. It began as a panel of experts, with Ricardo and Matías answering questions. Then, very quickly, they involved all the attendees. Everyone contributed, everyone suggested, everyone asked, and everyone answered. It was very interesting since everyone shared their ideas and opinions. We continued with that format until the university had to close the doors of the entire building. So we had to move fast to pick up the material, clean up the room and get out of the venue. If they didn't get us out, most likely we would have continued for two or three more hours.

During the day I heard that no one expected an event with this format. Most attendees thought there would be an expert speaker, standing on the stage, talking for hours and showing PowerPoint slides. But it was quite the opposite. Obviously, they were experts, but their way of teaching was completely different: very dynamic, with plenty of activities, using tons of examples, and with one speaker complementing what the other one said. It seemed that they had practiced and prepared everything for a long time. It was really creative.

This is the first time I've ever attended such type of conference. I had never been around people who come from another country just to teach, and much less around professional presenters who absolutely dominate a topic and the audience. I had never seen anyone explaining topics with large activities and simulations. And I had never seen an auditorium totally excited, full of energy and asking for "more, more please."

After this event I would like to learn more about Agile. Now I'm more eager of working in software, and I also understood that I must learn English –least learn how to read and write. I will never forget the way the presenters described the concept of community that exists in the United States, how people help each other, how they all share what they know, and how they progress together. Here we work very differently, with many bosses, and each concerned only about their own things.

At the end of the event many people asked Matías and Ricardo to return, and actually to hold two-day events. I would like this to be repeated frequently since it was a very enriching and unforgettable experience –I would like that young people like me have a very similar experience.

Thank you to Agile Alliance for this opportunity and experience. At first, I didn't know what to expect. In the end, I wanted to have more activities and learn more concepts. Time passed very quickly, but it was worth every hour in the room.

David Alejandro Rodríguez Pinilla

College Student - Last Year
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MESSAGE FROM MATIAS NINO (ONE OF OUR SPEAKERS)

ACIS Jornada Ágil 2019 at UTADEO, Bogotá, Colombia

When I heard about the Agile Alliance's Emerging Economies Initiative, I was deeply inspired by its purpose - closing the gap between developed countries and frontier markets through affordable access to premium Agile learning and events. It resonated with my personal ambition of helping to create and sustain learning communities of agile practitioners.

I was born in Argentina, one of the Latin American countries identified in the emerging economies group. Although there is a thriving industry of software development in Argentina, I have often found myself wondering how Agile ways of working (both in and beyond software development) would manifest themselves in that part of the world. This made me dream of what it would be like to connect with an emerging community of practitioners and share my experiences with people from my heritage who mostly likely have not had access to the same opportunities I've had. I would imagine this is quite common for most expats who at an early age moved away from their native countries with their families seeking a better way of life in North America or Europe.

Unfortunately, that dream is extremely difficult to realize when you have a family and work full time in an industry that never sleeps. Becoming involved in such endeavors requires many personal resources that I simply do not have. Being a co-founder and organizer of a local agile meetup community in my local region gave me a good sense of just how difficult it would be to organize something similar halfway around the world.

Everyone knows that creating an agenda and preparing presentations and activities is a lot of work. However, that is not the biggest challenge. The real challenge is finding a starting point for the whole endeavor. Then working out the logistics of finding the right attendees, working out a venue, paperwork, authorizations, and all the little details is what makes the dream unrealistic if not daunting.

This is where the Agile Alliance came into play as the trigger and the support system for making these things happen.

When I was asked if I would be willing to travel to a Latin American country and give a foundational Agile talk, I didn't think twice. I had many questions though – how, where, when, why and whom were just the beginning of the list. However, the Emerging Economies Initiative group made sure that every single of my questions received a quick and solid answer. In a matter of weeks, the group took care of every single detail and solved one by one all of the challenges faced in these types of projects while I constantly received updates regarding the whole operation.

Traveling to Bogota was an amazing experience and a dream come true.

From the moment I left home in Washington DC, I felt comfortable, supported, and never alone. It gave me enough peace of mind to focus on preparing the talks and presentations with Ricardo Abella, who was my co-presenter named by the Agile Alliance. Although we had prepared outlines for each topic and activity in advance, traveling together allowed us to go deeper in some topics and get on the same page in terms of talking points, activities, and debriefs.

At first, the idea of filling an eight-hour event with enough content seemed daunting, especially when everything fell on just two people to organize, present, teach, and facilitate. However, after all was said and done, the day felt like it went by very fast and it was extremely rewarding to see attendees at the end of the day wanting to continue on and on.

Surprises and Takeaways:

•   At least 35 percent of the attendees were women –although the Initiative put a lot of effort on finding the right mix of attendees, it was amazing to see how many women were found and brought to the event. I truly believe the world of work is severely limited by the lack of neurodiversity and the fact that there was a great representation of women participating was the greatest joy and it truly reflected in the amount of creativity seen from the groups.

•   About 10 people were students who drove three hours from a small town called Girardot. I suspect that was the first time they have ever had contact with people from another country.

- About 80 percent of the attendees were involved in technology / software development and have used or heard about Agile. That was great to see, although it was clear that only a very small percentage of them truly understood the value and principles behind Agile.

- The Agile Alliance took care of everything in advance, from stationary (banners, flyers, branded card decks) to food, supplies and material for activities and simulations (ping-pongs, puzzles, dice). That was immensely helpful.

- With the right topics and activities, Latin Americans do not shy away from engaging and being fully collaborative with each other and letting conversations emerge continuously. Often it took much energy and effort to get them to finish something and prepare for the next task.

Lessons Learned:

- A well-done event in a different country, where people are not paying for a certification or specific training, is a difficult endeavor for any person. Elements of culture, language, and education has to be carefully taken into account when selecting topics and activities that will resonate with the audience. Even then, you have to be prepared to face unexpected circumstances and adapt on the fly to fulfill your original intent as an instructor.

- The power of the Emerging Economies Initiative lies on the fact that Latin America generally idolizes anything and anyone from the United States. Half of an event's success comes from that fact alone; the other half come from the quality of the talks and how well the examples and activities are tailored to the Latino culture.

- Having supplies, activities, materials, snacks and lunch organized in advance and/or ready to use is critical to success.

- Having at least two presenters is ideal, especially for events with more than 30 people and/or longer than three hours. If it's true that having 25 or 35 people per event might be acceptable, it is nice to take advantage of all this work to reach out a larger group.

- Only about 15 percent of the attendees were fluent in English. Generally speaking, that aligns with the percentage of people in Latin America from educated segments who are able to speak in English.

- Being able to speak in the local language is a requirement for successfully executing an event. However, being a native speaker (or being well articulated / or understanding and using native expressions) is ideal for keeping people engaged and excited and really makes for a great event.

- The academic community in Latin America is a key focal point for unbiased learning that is free from commercial manipulation and intervention. A few attendees worked for large international consultancies, yet everyone was there simply to learn.

- Communities of agile practice in Colombia are often run by independent consultants whose primary interest is growing their own private consulting business often at the expense of real learning.

After the event, I was delighted that the Emerging Economies Initiative planned for me to receive a personalized tour of the local district, including some night-life sightseeing, a good meal of local fare, all in time to be back at the hotel by midnight, and packed in time to go to the airport at 4AM. On my way home, I had several thoughts about the whole experience:

- Even though the preparation was very time critical and required a lot of hard work, including two six-hour flights in less than 48 hours, I found it extremely exciting to be a part of.

- I consider this to be one of the great experiences of my life – and the best part about it was shaking all the hands of the large number of attendees who lined up to give me thanks for helping them at the end of the day. I truly felt like I had given back to the community from which I've learned so much the last few years.

- Ricardo and I had a great dynamic and we made a great team. The event we designed was truly unique and valuable because of our vastly diverse yet common backgrounds. The synergy was noticeable to all and being able to equally alternate talking was effortless.

- The agenda, emails, topics, presentations, dynamics, activities and simulations can be easily replicated anywhere in Latin America. I believe we truly have found a great formula for creating unbiased community-driven learning.

- When there is a great guiding purpose and a desire to be helpful, not only to those in frontier markets, but also to the greater agile community as a whole and to Agile Alliance, a speaker doesn't need to be picky: an economy flight, simple, modest accommodation, and some supplies is all it takes.

I want to thank Agile Alliance for this amazing opportunity. Three months ago, it never crossed my mind. Now, I can't stop thinking about how to replicate the experience in other Latin American countries - Mexico, Peru, Ecuador, Chile, and, of course, Argentina.

Matías Niño