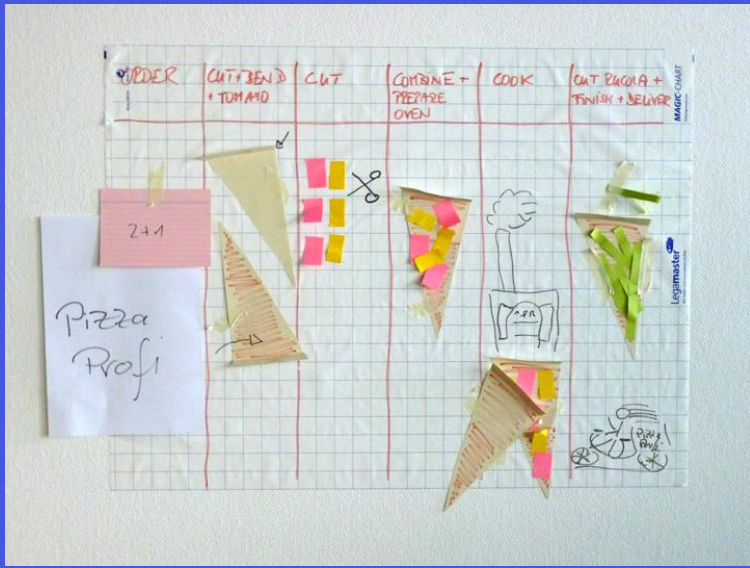


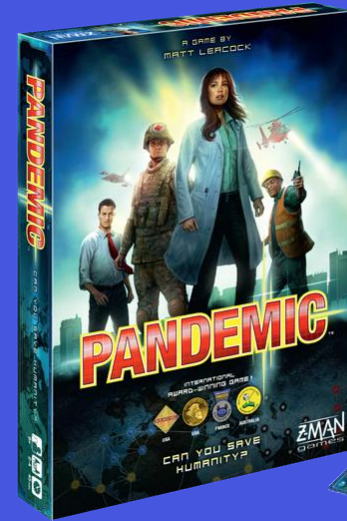


What's your Favorite Game?

Connection Activity



OVERCOOKED!



BLOONS TD6



Baldur's Gate



Today, we're here to talk about one of our favorite games,

Agile Product Delivery

The Game has Changed





Embracing the “New Meta”

AI and the Agile Gamer Mindset

Players



Chris Diller

Operations Leader, The People Side
Principal Coach, Diller Coaching & Consulting

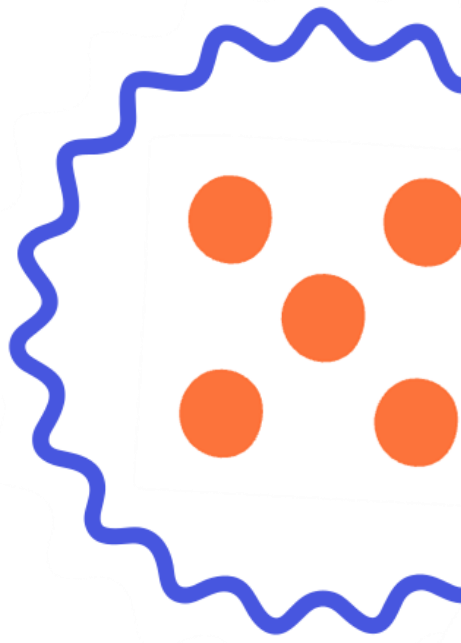
*I help teams and leaders better understand
their work, each other, and themselves*



Dan Bliss

AI Product Manager, Blue Cross Blue Shield of
Minnesota

*I help teams make better things in better ways
to make the world a better place*



Intellectual Lineage

The real heroes.



Catherine Price



Cy Wakeman



Brennan Lee Mulligan



Marissa Fogal



Michael Migliacio



Dr. Ashley Godbold



Thanks to Simon Halder, Greg Dosh, David Klaus, and Ree Thompson

DESTINY 2 UPDATE 9.5.5.5

2h - Destiny 2 Team

D&D
BEYOND

PLAY D&D ▾

RULES ▾

LIBRARY ▾

COMMUNITY ▾

B > POSTS > UPDATES IN THE PLAYER'S HANDBOOK (2024)

Updates in the Player's Handbook (2024)

B by **B DND Staff**
Sep. 3, 2024

Tags: **PLAYER'S HANDBOOK**

This article outlines what has changed between the 2014 and 2024 versions of the [the D&D Beyond changelog](#).

JULY 2025

PATCH NOTES



REVENANT

- + **LEGEND CLASS:** Changed to Assault
- + **TACTICAL:**
- + Minimum pounce velocity increased from 700 to 800, max velocity increased from 1150 to 1400
- + Improved ground detection so guns are faster to come up

ASH

- + **LEGEND CLASS:** Changed to Skirmisher
- + **ULTIMATE:** Max distance reduced from 100m to 75m
- + **UPGRADE:** Charged Knock replaced with Marked for Death, reveals enemy deathboxes on your map

ALTER

- + Increased time for knocked allies to use portal by 1s
- + Replaced Friends upgrade with Controller of Worlds which gives access to Controller perks
- + Increased chase portal open duration from 8.0s to 10.0s
- + Decreased warning time of portal from 3.5s to 2.5s

BALLISTIC

- + Tempest no longer gives speed boost to allies. Ballistic still has speed boost
- + Base tactical charges reduced from 2 to 1

VANTAGE

- + **ULTIMATE:** Reduce laser duration from 15s to 10s
- + **UPGRADE:** Increase Sniper Cover gunshield HP from 40 to 75 and updated the VFX color

WATTSON

- + **UPGRADE:** Increase Ultimate Conductor knock burst from 30% to 50% Ultimate charge

What is a “meta”?

“Most Effective Tactics Available”

- From the term “metagaming” or “the game outside the game”
- The community’s collective knowledge about what it takes to win in the current environment
- Driven by environmental disruption; changes to the rules and tools of the game.



The Meta That Broke Fortnite

166K views • 2 weeks ago

Reisshub

... fortnite tournament, fortnite chapter 7 meta, fortnite meta, how ...

BLIZZARD W Game Info NEW Expansions News Community Account Try Free Subscribe N

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Community > General Discussion > tags

TOP LATEST BLIZZ TRACKER

Topic	Author	Replies	Views	Activity
World of Warcraft: Midnight Hotfixes - 27 May	Kaivax	104	5.9k	18h
Price Update on Subscription Options and Game Time for World of Warcraft	BlizzardEntertainment	2	5.3k	Apr 22
	Linxy	50	3.4k	Mar 17
	Kaivax	38	5.1k	Dec '25
	Kaivax	31	4.1k	Sep '25

Play the game!



Embrace an Agile Gamer Mindset

Work is a complex, everchanging, multiplayer game.

We take a gaming approach to harness change for the customer's competitive advantage

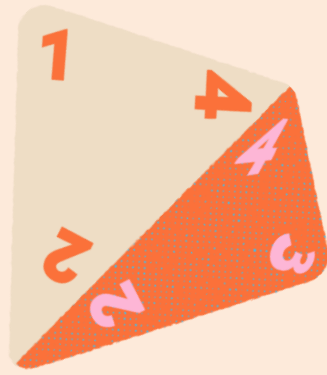
Study the rules, experiment, grind, and face each challenge and change as a gamer would, with curiosity and fun



The Meta is discovered through fun

But what is





The Meta is discovered through fun



Playful

“A spirit of lightheartedness and freedom—of doing an activity just for the sake of doing the activity and not caring too much about the outcome.”

Connected

“The feeling of having a special, shared experience with someone (or something) else.”

Flow

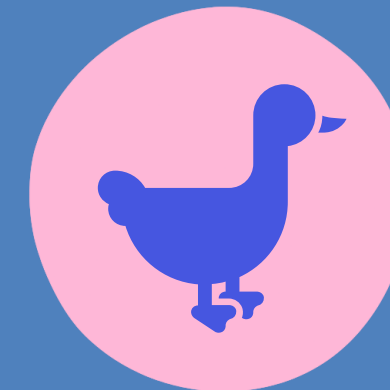
“When you are fully engrossed and engaged in your present experience to the point that you lose track of the passage of time.”

”True Fun” Definition from Catherine Price
Author of *The Power of Fun: How to Feel Alive Again*



Activity: Fun Audit

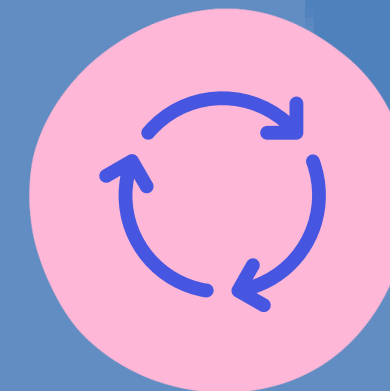
Around your table, in groups, and/or as a large group, answer these questions:



How often does your work feel playful?



In which activities do you feel genuinely connected to your team?



What are some activities or tasks that “capture you in a flow state”?



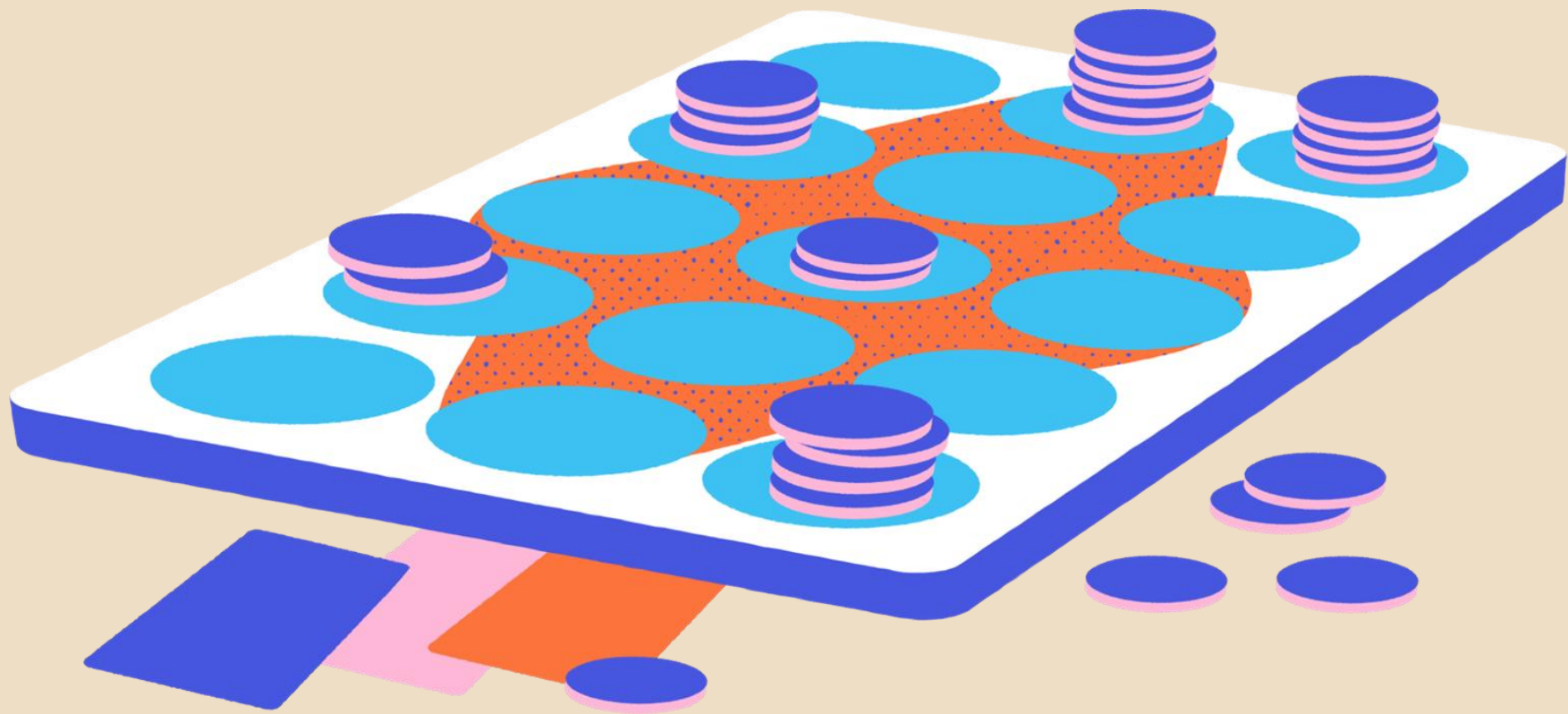
Constraints aren't
dead ends, they're the
playing field

“Your circumstances aren't
the reason you can't succeed
— they're the reality in which
you must.”

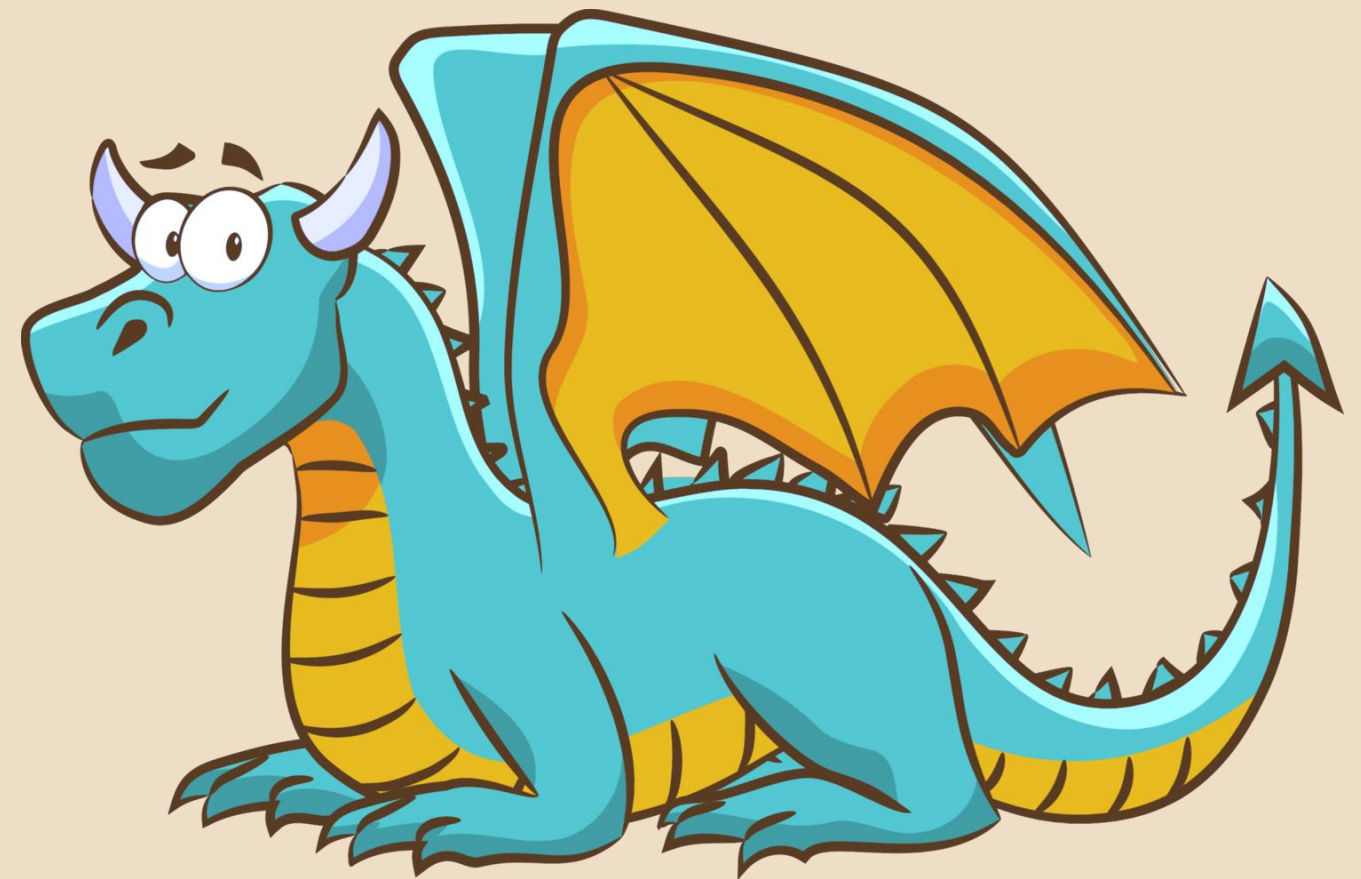
*Based on the work and ideas of **Cy Wakeman**,
author of *Reality-based Leadership, No Ego*, and
Life's Messy, Live Happy”



Navigate constraints through Iterative Rule Testing



Play is built on affordable failure





can't end
on a loss

“What D&D allows people to do is **practice making heroic decisions**... It’s not about escapism, “Let me do some stuff that I’ve never done in real life”, it’s about exploring.”

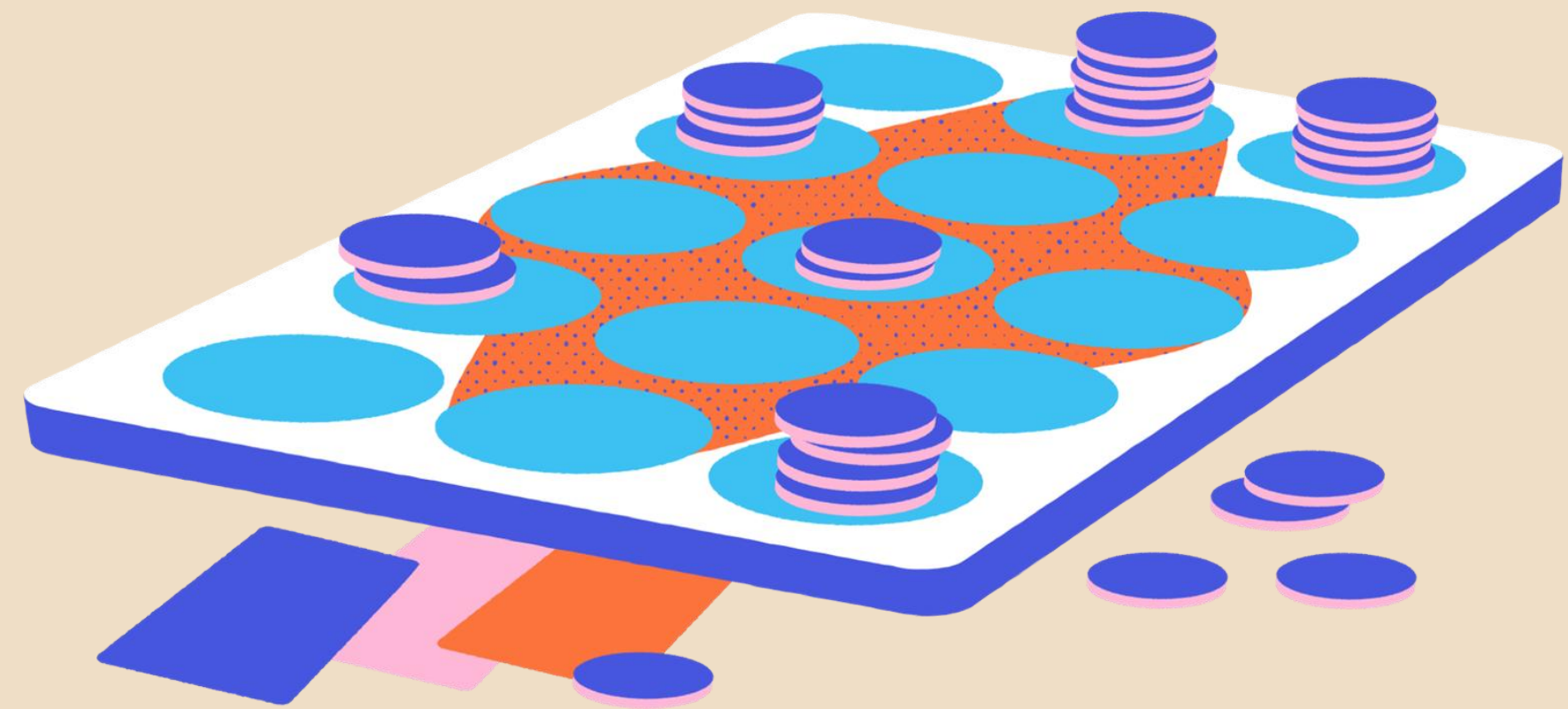
Brennan Lee Mulligan
Game Master & Host of Dimension 20



Failure is data, not defeat

How risky is failure?

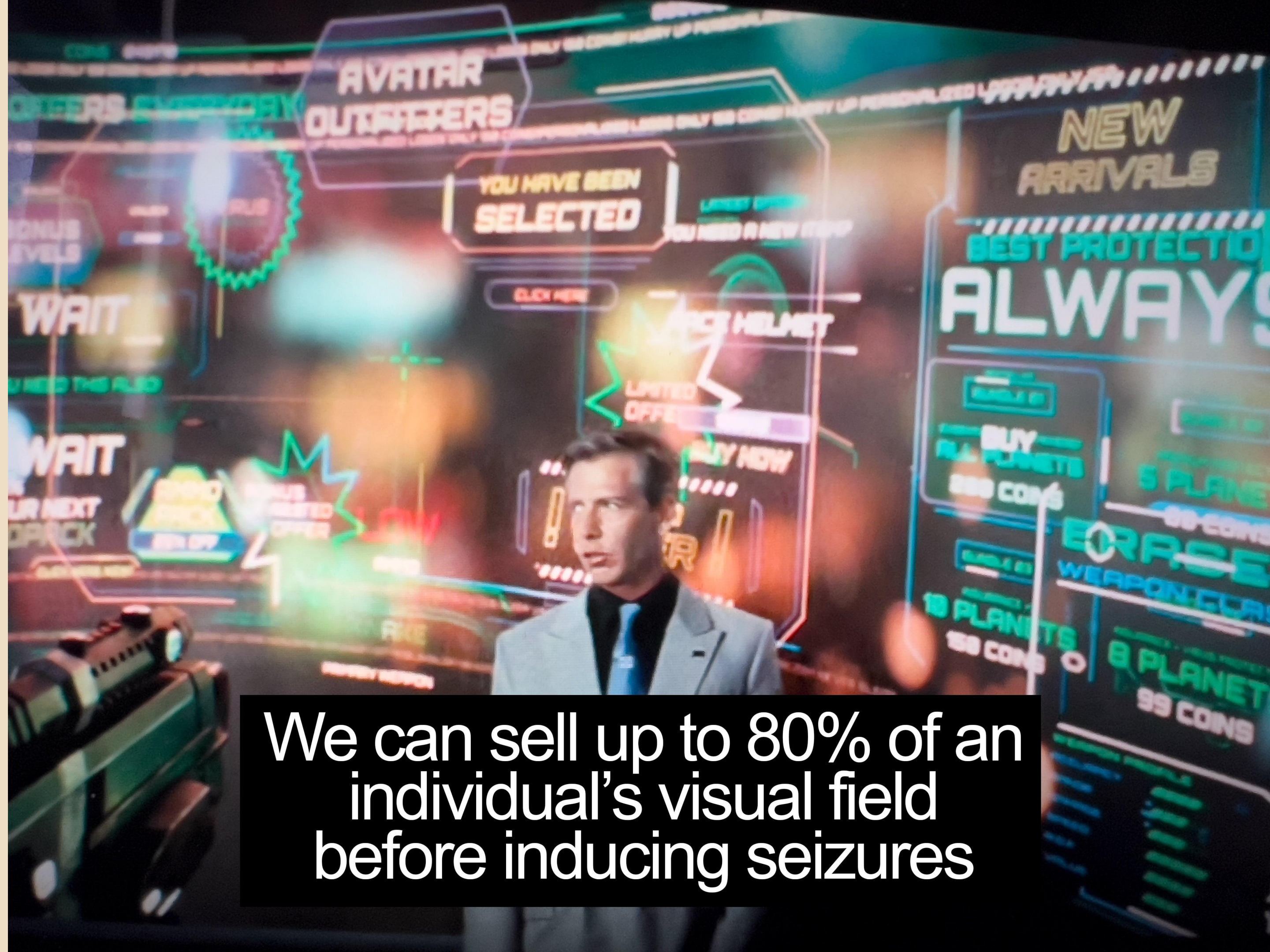
How visible or actionable is the data?



Is your data a HUD or a Distraction?







We can sell up to 80% of an individual's visual field before inducing seizures

Play is social.

Iterative Rule Testing is accelerated when we work together



Communities of Practice

Golden Patterns or Best
Practice Libraries

Playbooks

Lunch & Learns



AI is not the boss battle.

Failure to try, to test, to learn is.

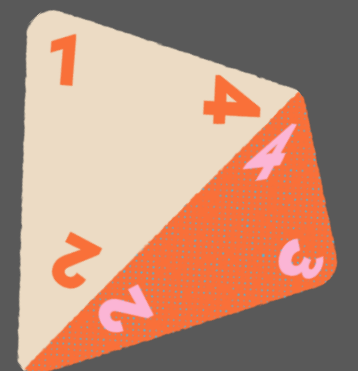


Roll Initiative!



theagilegamer.com/ai-prompt

1. **Perception Check.** Discuss what is holding your team/organization back from embracing AI through iterative rule testing (e.g., Lack of Sandbox, Heavy Process Lag, Resistance to Experimenting). Pick one to fight.
2. **Set the Stage:** Elect a "Scrumgeon Master" to interface with the AI. Copy the provided prompt into your LLM, insert your challenge, and meet your AI-generated boss.
3. **Fight!** Use Agile principles, Scrum values, and your team's collective skills to "defeat" the monster in a text-based RPG combat loop.
4. **Loot the Room:** Debrief. What tactical maneuver or agile practice did you use to win that you can actually apply to your real-world job tomorrow?



Debrief



theagilegamer.com/ai-prompt

1. What monsters did you fight?
2. How did you defeat them?
3. Who asked for help?
4. What would have to change to implement your strategies in the real world?

An aerial photograph of a modern, colorful playground. The equipment includes slides, climbing structures, and arches in shades of blue, yellow, and green. The ground is covered in green safety matting. In the background, there is a pavilion with a red roof and a paved area. The scene is surrounded by trees and a grassy area. The text "Build Systems for Play" is overlaid in a large, bold, dark blue font on a semi-transparent white background.

Build Systems for Play

Leaders have a hand in designing and monitoring the system

- Are teams safe to fail?
- Have we provided the right tools to play (test & iterate)?
- Do we have enough players to play the game?





Innovation is a **co-operative game**



Innovation is a **competitive game**



MATCH RESULTS

GOLD II



OPPONENTS

			Player Score	Opponents Defeated	Objective Final Blows	Zones Captured	Combat Efficiency
—★—		Il RedeMpTiON II	55	34	15	6	2.62
—★—		LastCapture [HULK]	32	18	10	4	1.38
—★—		Nika [E]	23	18	2	3	1.29

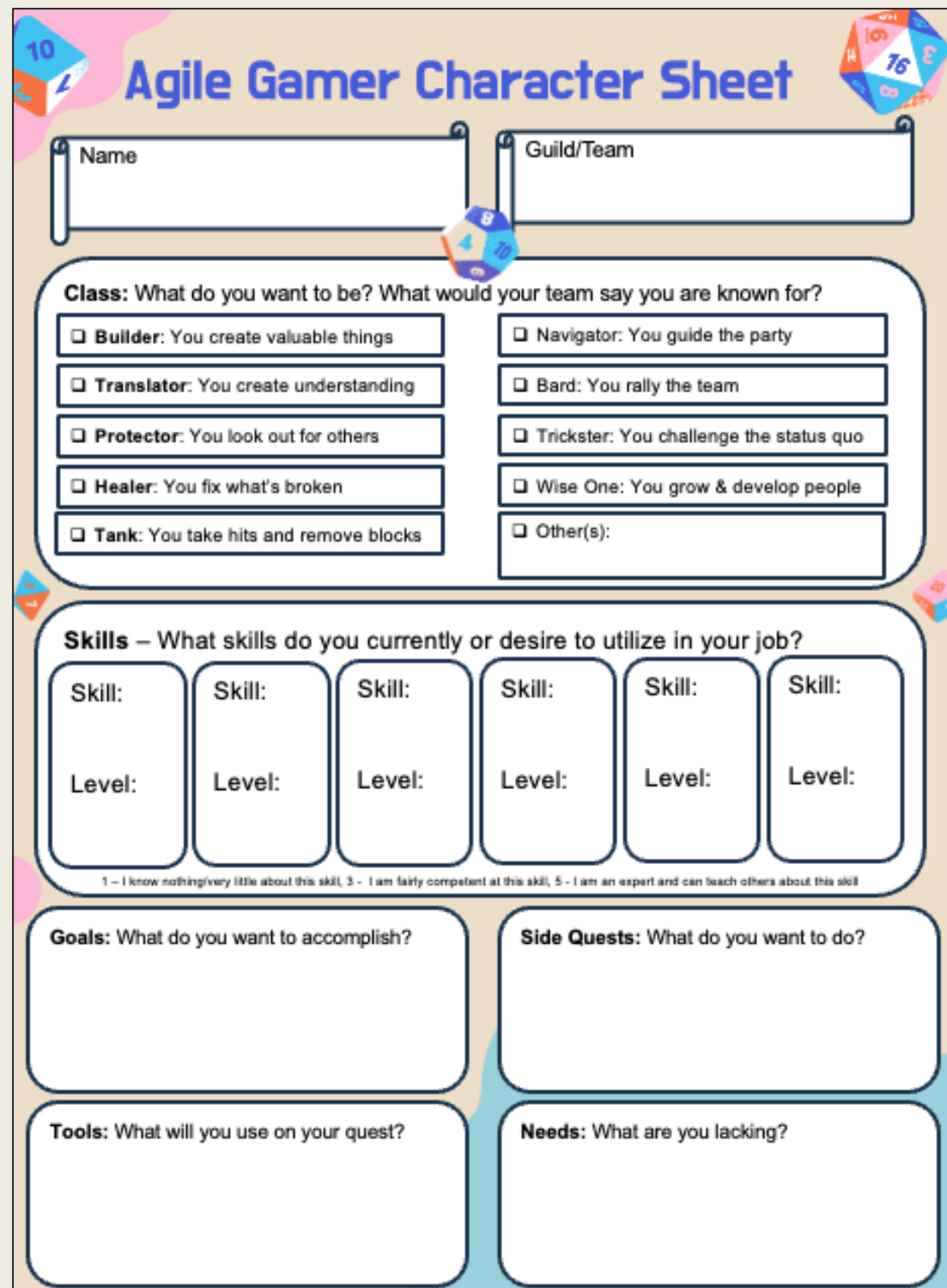
YOUR TEAM

★	1		cerulege [COOP]	41	30	9	2	1.76
★	1		The Boy Savior [GoT]	26	17	7	2	0.94
—★—			TMPerry	16	9	4	3	0.6



Play systems involve **skill-based match making (self-organizing teams),**

Build Your Character Sheet



Agile Gamer Character Sheet

Name: _____ Guild/Team: _____

Class: What do you want to be? What would your team say you are known for?

<input type="checkbox"/> Builder: You create valuable things	<input type="checkbox"/> Navigator: You guide the party
<input type="checkbox"/> Translator: You create understanding	<input type="checkbox"/> Bard: You rally the team
<input type="checkbox"/> Protector: You look out for others	<input type="checkbox"/> Trickster: You challenge the status quo
<input type="checkbox"/> Healer: You fix what's broken	<input type="checkbox"/> Wise One: You grow & develop people
<input type="checkbox"/> Tank: You take hits and remove blocks	<input type="checkbox"/> Other(s): _____

Skills – What skills do you currently or desire to utilize in your job?

Skill:	Skill:	Skill:	Skill:	Skill:	Skill:
Level:	Level:	Level:	Level:	Level:	Level:

1 - I know nothing/very little about this skill, 3 - I am fairly competent at this skill, 5 - I am an expert and can teach others about this skill

Goals: What do you want to accomplish? _____

Side Quests: What do you want to do? _____

Tools: What will you use on your quest? _____

Needs: What are you lacking? _____

Take a minute to look over the provided worksheet
Feel free to fill in what you'd like (Don't worry about finishing)

Once you're done, introduce yourself/character to your table/party.

- **What do you notice about your party?**
- **What skills are shared?**
- **What are you the expert in?**
- **Where do you have gaps?**

Discuss: How might this type of tool affect how you plan work as a leader or as a self-organizing team?



AI is changing the
meta of our favorite
game



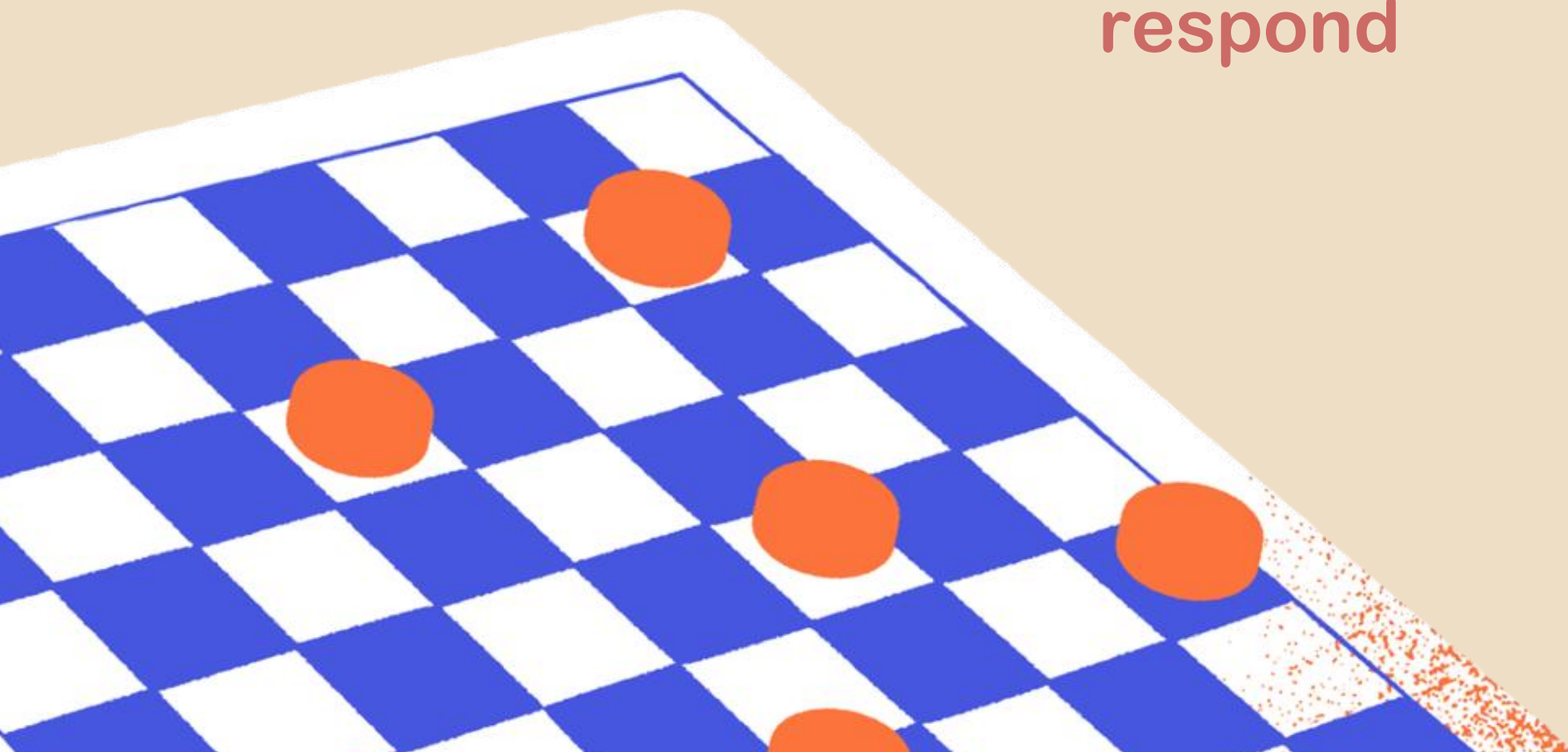
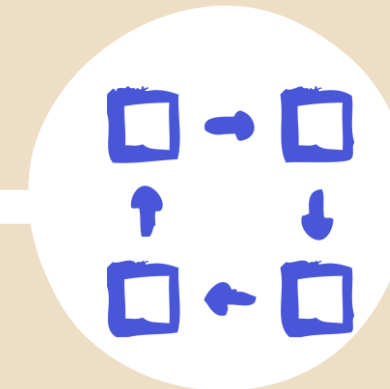
We adopt an
Agile Gamer
Mindset to
respond

The Big Idea

Surprise to no one, it's a collection of incremental ideas...

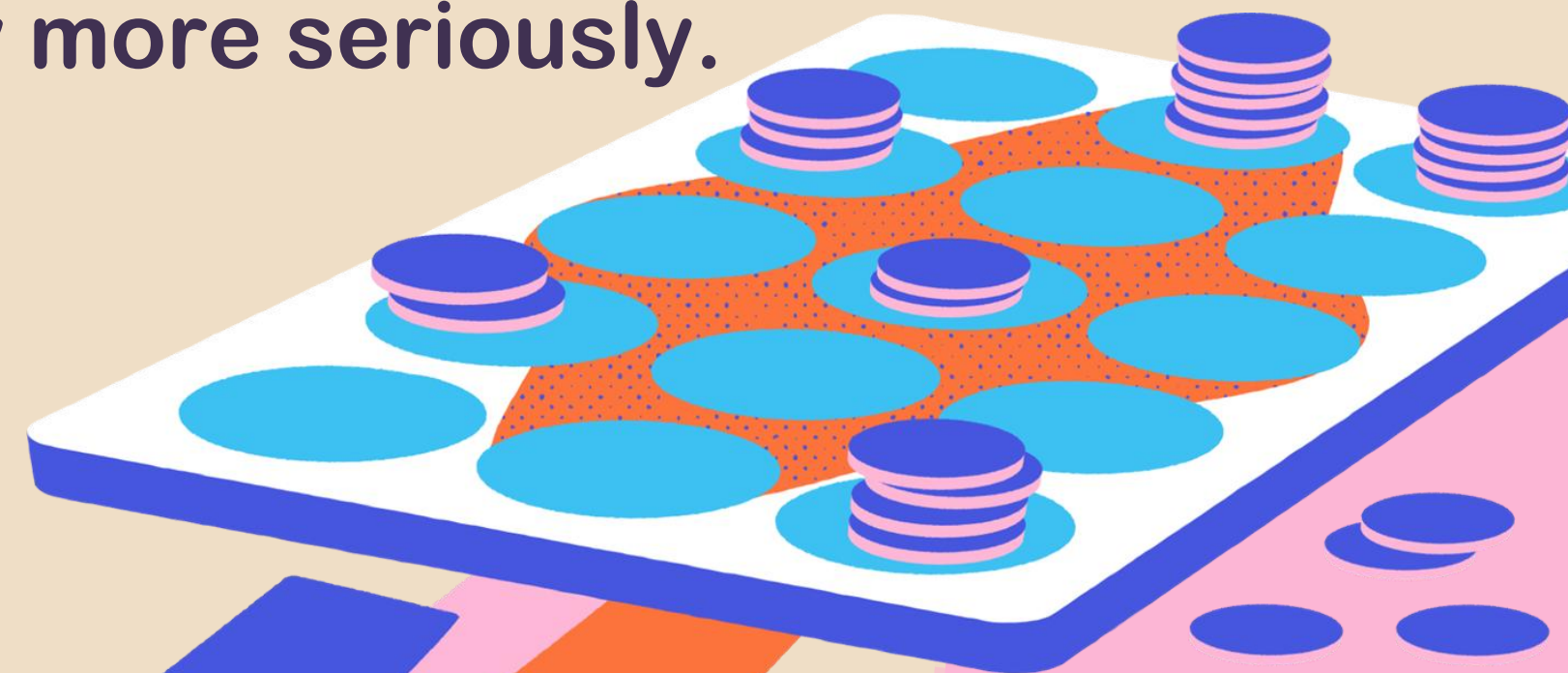
We iteratively
test the new
rules and tools
of the game

And continuously
improve our systems
that enable this play

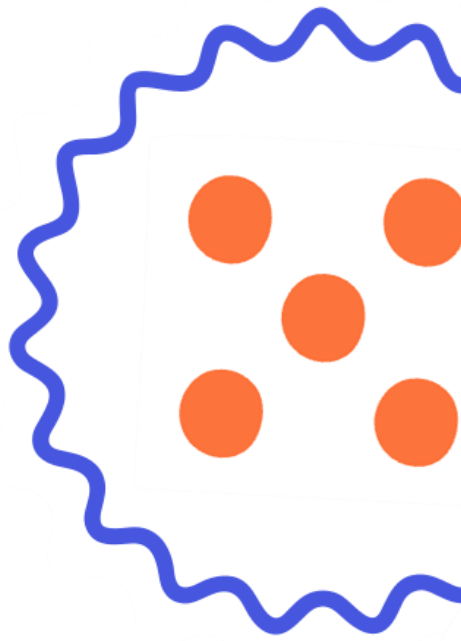


What are you going to do to have fun?

We're not asking you to take AI less seriously;
we're asking you to take play more seriously.



Let's Play Together



Chris Diller

/in/cddiller/

Unleash your Awesome



Dan Bliss

/in/danielsbliss/

Make work more

Blissful



theagilegamer.com/new-meta

*All materials, including
slide deck available for
download*

