

The 60-30-10 Reset Canvas

Map your team's current state against Hackman's three performance zones. Be structurally honest — use names and numbers, not adjectives. Bring the completed canvas to a leadership conversation within 48 hours.

HOW TO USE: **Step 1:** Describe Current State using specific names, numbers, and allocation percentages. **Step 2:** Name the Structural Gap — what design decision created this, and who made it? **Step 3:** Write ONE change (move a line on the org chart or change an allocation %). **Step 4:** Bring to your next leadership conversation.

	Current State <i>What is actually happening right now?</i>	Structural Gap <i>What design decision created this state?</i>	One Change <i>Move a line. Change a %. Fix the architecture.</i>
60% TEAM DESIGN Membership · Stability · Boundaries · Purpose	► Is team membership stable sprint to sprint? <i>Same people, no rotating cast</i> ► How many projects is each person split across? <i>List names & allocation percentages</i> ► Is the PO fully dedicated to this team? <i>Or shared across multiple products?</i> <i>Write your response here:</i>	► What design decision created this state? <i>Who made it? Who has authority to change it?</i> ► Does leadership know what this costs? <i>Have you calculated the context-switching tax in \$?</i> <i>Write your response here:</i>	► One org chart line to move: <i>Name the change — who, what %, by when</i> ► What does 100% dedication look like here? <i>Specific names, percentages, and timeframe</i> <i>Write your response here:</i>
30% TEAM LAUNCH Shared Norms · Vision Goals · Relationships	► Can every member state the Sprint Goal in one sentence? <i>And explain why it matters to a real customer?</i> ► Were team norms explicitly set at launch? <i>Working agreements, decision rights, DoD?</i> ► Does the team know WHY their work matters? <i>Strategic outcome, not feature list</i> <i>Write your response here:</i>	► Was there a real team launch? <i>Kickoff with shared goals, norms, and relationships?</i> ► What foundation is missing? <i>Vision? Trust? Decision clarity? All three?</i> <i>Write your response here:</i>	► What launch investment is overdue? <i>Half-day session? Goal alignment? Norm reset?</i> ► Who needs to be in the room? <i>PO, SM, devs — all of them, together, at the same time</i> <i>Write your response here:</i>

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10% COACHING Facilitation · Execution Behavior · Events	► Which team events and meetings are producing real value? <i>Name the event and the specific outcome</i> ► Where is your coaching energy currently focused? <i>Events, skills, or structural advocacy?</i> ► Are you working in the 10% or the 60%? <i>Honest answer — this is the diagnosis, not the report card</i> <i>Write your response here:</i>	► Is coaching masking a design problem? <i>Would this team improve if the design changed?</i> ► What event or meeting fix have you tried that failed? <i>What structural issue was it actually hiding?</i> <i>Write your response here:</i>	► What coaching practice should you stop? <i>If the design were fixed, what would be unnecessary?</i> ► Where should you redirect this energy? <i>Design advocacy, exec conversation, backlog surgery?</i> <i>Write your response here:</i>
PRIORITY ACTION PLAN Your single highest-leverage structural fix	My #1 structural fix is: <i>Name the specific org chart change or allocation shift. Be concrete — no generalizations.</i>	The conversation I need to have: <i>Who needs to say yes? What data will you bring? What's the specific ask?</i>	I will do this by: <i>Name a date — not "soon." Specific commitments have 3× follow-through.</i>
WHAT TO DO NEXT with this canvas	STEP 1 Photograph your completed canvas Take a photo before you leave the room. The canvas is your evidence base — not your notes.	STEP 2 Lead with the cost of inaction Don't open with the fix. Open with the number. "We are paying a 60% context-switching tax — that's \$_____ per year."	STEP 3 Use the Executive WIP Brief Download it free at GreatFishAgility.com/Focus. It prepares your complete ask so an executive can say yes or no in one meeting.