Creating Great Teams
How Self-Selection Lets People Excel

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edited by Katherine Dowsek
Inspire you to try Self-Selection at your work place!
Objectives

• Explain why Self-Selection is the best way to create great teams
• Describe a tried and tested process for Self-Selection that scales to hundreds of people
• Anticipate and address people’s questions and concerns
Stable teams are 60% more productive

Rally research: http://bit.ly/1I TbFb2

@smamol
60% design

30% launch

10% coaching


Image: http://www.drinksandlibations.com
PEOPLE KNOW BEST...
What is Self-Selection?

Self-Selection is a facilitated process of letting people self-organise into small, cross-functional teams.

Based on the belief that people are at their happiest and most productive if they can choose what they work on and who they work with, we think it is the fastest and most efficient way to form stable teams.
Would it work?

- Get together in pairs
- Would self-selection work in your organisation?
- Why?
Would Self-Selection work in your organisation?
What's coming up next?

When are projects done?

Where are those projects at?

Who is working on what?
Scaling Agile @ Spotify
with Tribes, Squads, Chapters & Guilds

Henrik Kniberg & Anders Ivarsson
Oct 2012
Fear!
Self Selection Process

1. Prepare your materials & setup the room
2. Reflect the status quo on the walls from the start
3. Product owners present the squad missions
4. Start assembling your new squads and choose your agile ingredients
5. Keep Going! Rinse & Repeat
   - Stop and assess every squad, are they complete? If not, what are they missing?
6. Start a timer for 10 mins and... GO!
   - Stop when all your squads are full or people are exhausted
Team Design Scenario 1

• Get together in groups of 3 or 4
• Read the scenario
• What would the teams be called?
• What would they do?
What would the teams be called?
What would they do?

05:00
Team Design Scenario 2

- Same groups of 3 or 4
- What should be the principles of team design?
- Should teams support a product, mission, user, platform?
- What are the pros and cons of these?
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• Should teams support a product, mission, user, platform?
• What are the pros and cons of these?
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7. Stop and assess every squad, are they complete? If not, what are they missing?
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Self Selection Process

Reflect the status quo on the walls from the start

Prepare your materials & setup the room

Product owners present the squad missions

Start assembling your new squads and choose your agile ingredients

Keep Going! Rinse & Repeat

Stop when all your squads are full or people are exhausted

Start a timer for 10 mins and... GO!

Stop and assess every squad, are they complete? If not, what are they missing?
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Constraints

- deliver end-to-end
- 3-7 people
- co-located
Challenging scenarios

- Get together in groups of 3 or 4
- Pick 1 scenario
- What would you do?
Scenario 1: What would you do?

05:00
Scenario 2: What would you do?

03:00
Self Selection Process

Prepare your materials & setup the room

Reflect the status quo on the walls from the start

Product owners present the squad missions

Start assembling your new squads and choose your agile ingredients

Stop when all your squads are full or people are exhausted

Keep Going! Rinse & Repeat

Stop and assess every squad, are they complete? If not, what are they missing?

Start a timer for 10 mins and... GO!
When to stop?
The last round
15/16 Full Squads!
Aren’t people going to start arguing and bitching?

How do you deal with people’s fears?

Is some poor person not going to be picked?

How do you persuade management?

Can you please add additional rules and constraints?
Aren’t people going to start arguing and bitching?
Is some poor person not going to be picked?
How do you persuade management?
How do you deal with people’s fears?
Can you please add these additional rules and constraints?
Won’t there be really unpopular areas?
What did we learn?
It's all about relationships!
“I joined Trade Me because I heard that I could pick my own team.”
Trade Me Self-Selects every 6 months...
Why it works
Persuading People

- Get together in groups of 2 or 3
- How would you explain ‘Self-Selection’ to someone?
How would you explain ‘Self-Selection’ to someone?
What would you say to persuade someone to try ‘Self-Selection’?

02:00
5000 people
450 teams
10 countries
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