A PRACTICAL LOOK INTO SELF-SELECTING TEAMS

SCRUM GATHERING 2018

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Creating Great Teams

How Self-Selection Lets People Excel

Sandy Mamoli
David Mole
edited by Katharine Dvorak
KEY TAKEAWAYS

▸ Self-selection can work with remote team members
▸ Management selection cannot cater for the traits needed to build high performing teams
▸ Individual and team culture will forever be changed
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Daniel H. Pink

author of A Whole New Mind

NEW YORK TIMES BESTSELLER

“Provocative and fascinating.” — MALCOLM GLADWELL

DRiVE

The Surprising Truth About What Motivates Us
1. Psychological Safety
Team members feel safe to take risks and be vulnerable in front of each other.

2. Dependability
Team members get things done on time and meet Google’s high bar for excellence.

3. Structure & Clarity
Team members have clear roles, plans, and goals.

4. Meaning
Work is personally important to team members.

5. Impact
Team members think their work matters and creates change.
<table>
<thead>
<tr>
<th>Setting overall direction</th>
<th>Management Responsibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Designing the team and its organisational context</td>
<td></td>
</tr>
<tr>
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<td></td>
</tr>
<tr>
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<td></td>
</tr>
<tr>
<td>Manager-led teams</td>
<td>Self-managing teams</td>
</tr>
</tbody>
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The Self-Selection Process

1. Prepare your materials and set up the room
2. Reflect the status quo on the walls from the start
3. Product Owners present squad missions
4. Start assembling your new squads and choosing your agile ingredients
5. Stop when all your squads are full, or people are exhausted
6. Keep going, rinse and repeat
7. Start a timer for ten minutes and ... GO!!
8. Stop and assess every squad. Are they complete? If not, what are they missing?
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Start timer for ten minutes and ... GO!!

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Business Enablement

Our Mission Statement

This team will champion the projects that will help Travelstart achieve the bigger company goals and making sure we’re heading the right direction in the Industry and the Online space in general. (e.g. Seats, GDS Baggage, etc.)

Our Product Owner

Required Expertise

- Java
- Angular

Team Constraints

- Size: 4-6
- Max 2 Junior Engineers

The Team
The Self-Selection Process

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Stop and assess every squad. Are they complete? If not, what are they missing?
On a scale of 1-5, how happy are you with the new team you have joined, or will be joining?

![Bar chart showing the distribution of ratings.](chart1.png)

- 36.36% rated 1
- 9.09% rated 2
- 9.09% rated 4
- 45.45% rated 5

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![Pie chart showing reasons for joining the team.](chart2.png)

- 45.5% I wanted to be of most benefit to Travelstart
- 36.4% I wanted to learn new technical skills
- 9.1% Job security (long term)
- 9.1% I wanted to be on a team with people I like working with
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MANAGEMENT SELECTION CANNOT CATER FOR THE TRAITS NEEDED TO BUILD HIGH PERFORMING TEAMS
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THANK YOU

ANY QUESTIONS?

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BONUS RESOURCE LIST SLIDE

- https://youtu.be/Pni2X_Xi9qs
- https://rework.withgoogle.com/blog/five-keys-to-a-successful-google-team