A PRACTICAL LOOK INTO SELF-SELECTING, DISTRIBUTED TEAMS
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KEY TAKEAWAYS

▸ Self-selection can work with remote teams and team members

▸ Management selection alone cannot cater for the traits needed to build high-performing teams

▸ Self-selection is not just an event, it will radically change your team’s culture and how they engage
Bevan Williams

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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.
Leading Teams
Setting the Stage for Great Performances
J. Richard Hackman
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Manager-led teams  | Self-managing teams  | Self-designing teams  | Self-governing teams

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OTHER SELF-DESIGN IDEAS

- Hackathons
- Self-Designing Sprint
- Team-Election
Creating Great Teams

How Self-Selection Lets People Excel

Sandy Mamoli
David Mole
edited by Katharine Dvorak
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. Stop and assess every squad. Are they complete? If not, what are they missing?

8. Start a timer for ten minutes and ... GO!!

Source: Squadify with Self-Selecting Teams by Sandy Mamoli and David Mole
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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
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On a scale of 1-5, how happy are you with the new team you have joined, or will be joining?

![Bar Chart](chart1.png)

- Rating 1: 0.00%
- Rating 2: 9.09%
- Rating 3: 36.36%
- Rating 4: 9.09%
- Rating 5: 45.45%

![Pie Chart](chart2.png)

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

ANY QUESTIONS?

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