

Building Great Teams

Agile 2011 - Salt Lake City, UT

Don Gray

Tuning People, Processes and Projects to Power Results



Team

- 5-9 members
- Stable membership
- Shared history
- Compelling work goal
- Interdependent work

from "The Wisdom of Teams", Katzenback and Smith, Harper 2003, ISBN 978-006052201 pp 43-64

- Cross functional
- Self organizing



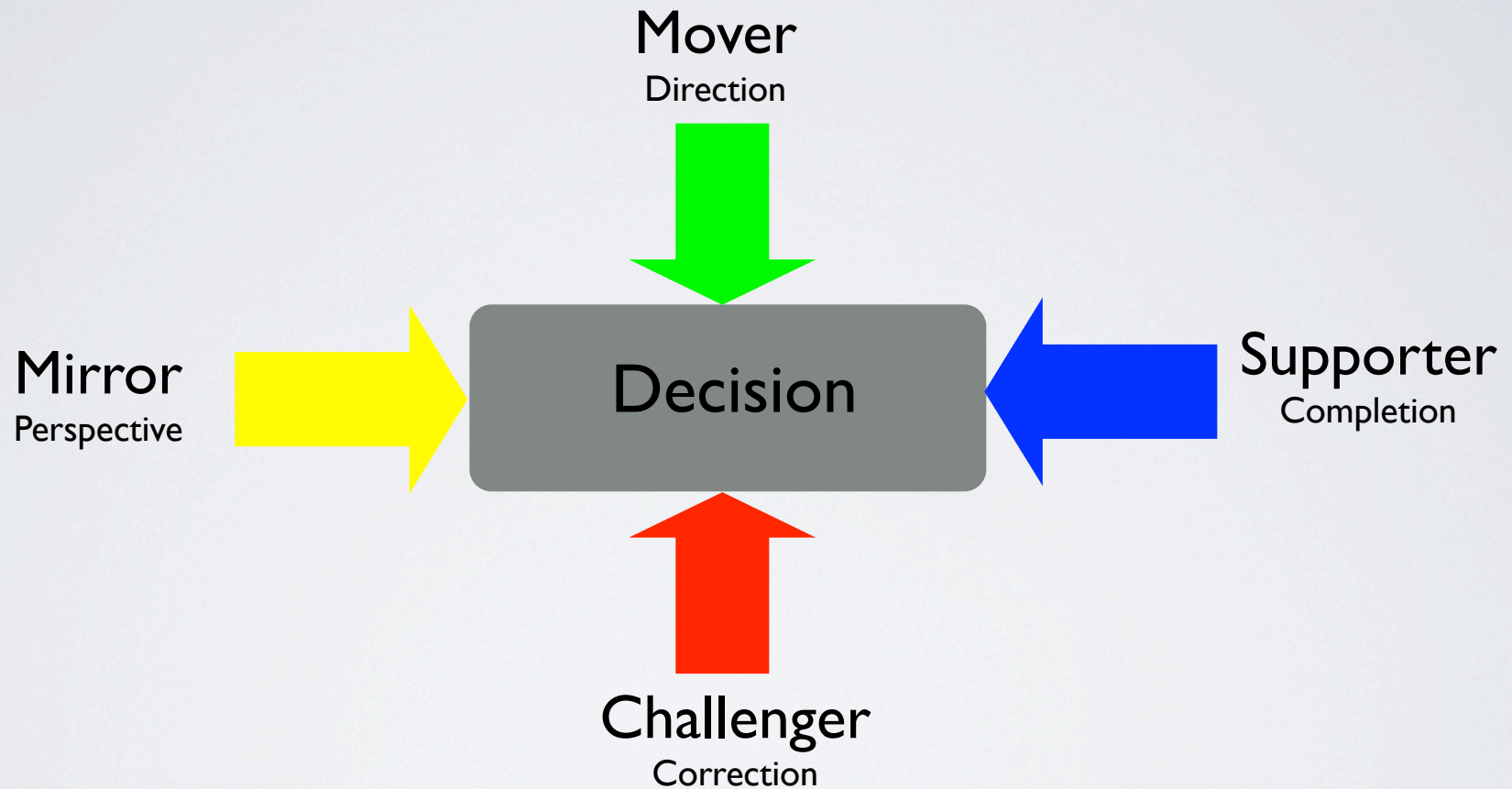
Understanding Models

If your only tool is a hammer, every problem looks like a nail. - A. Maslow

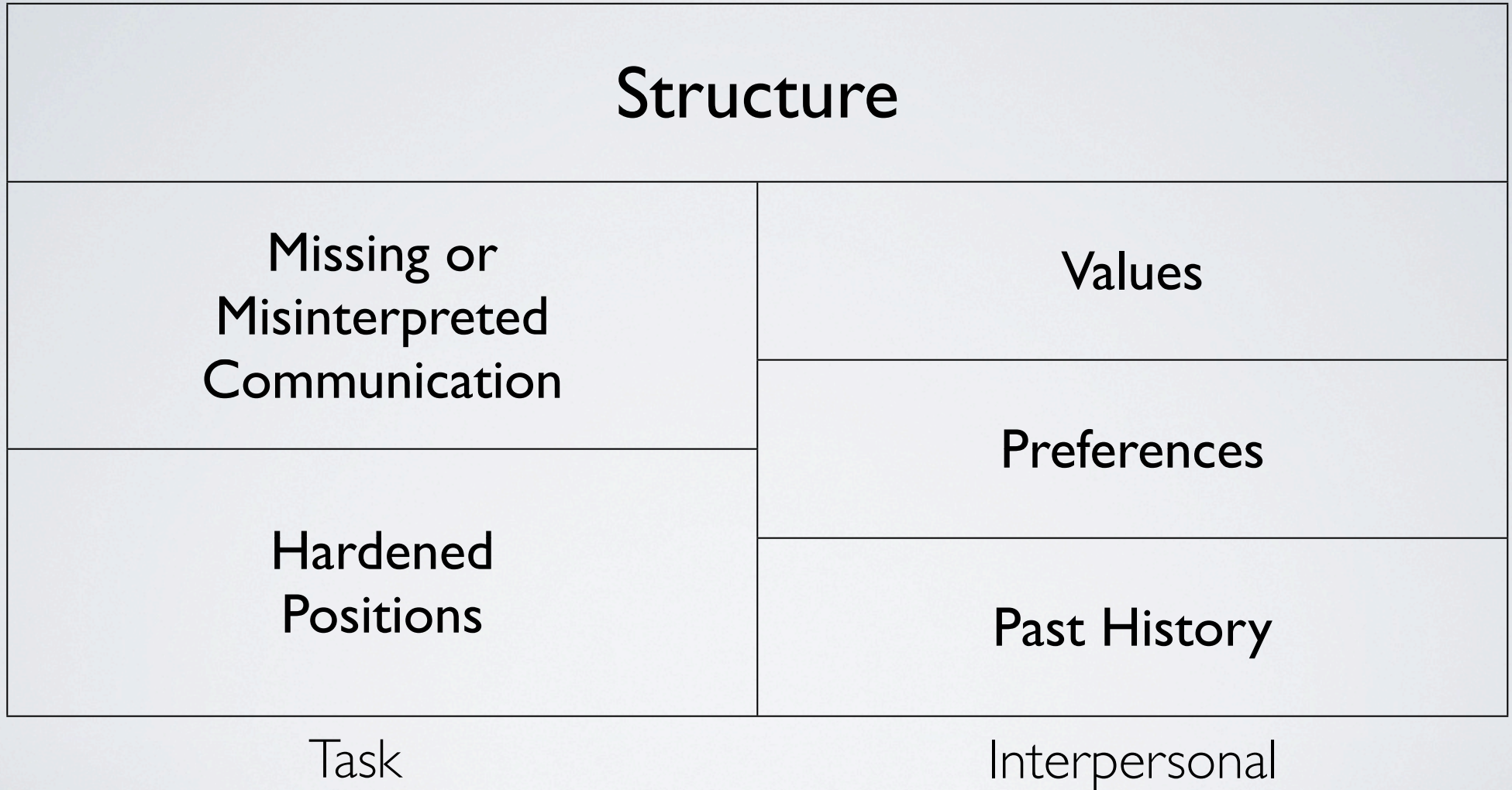
Essentially, all models are wrong, but some are useful - George E. P. Box



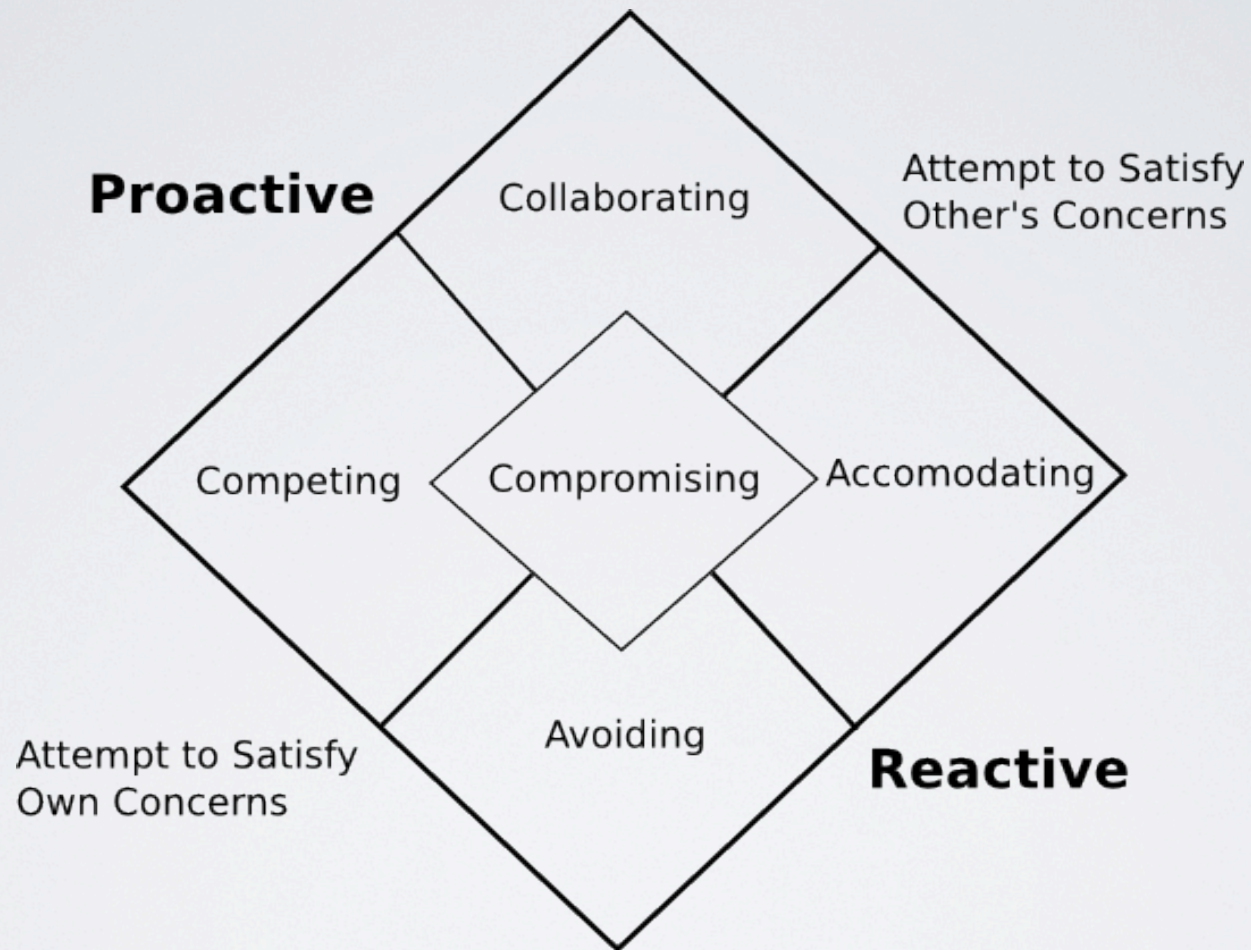
Kantor Four Player Model



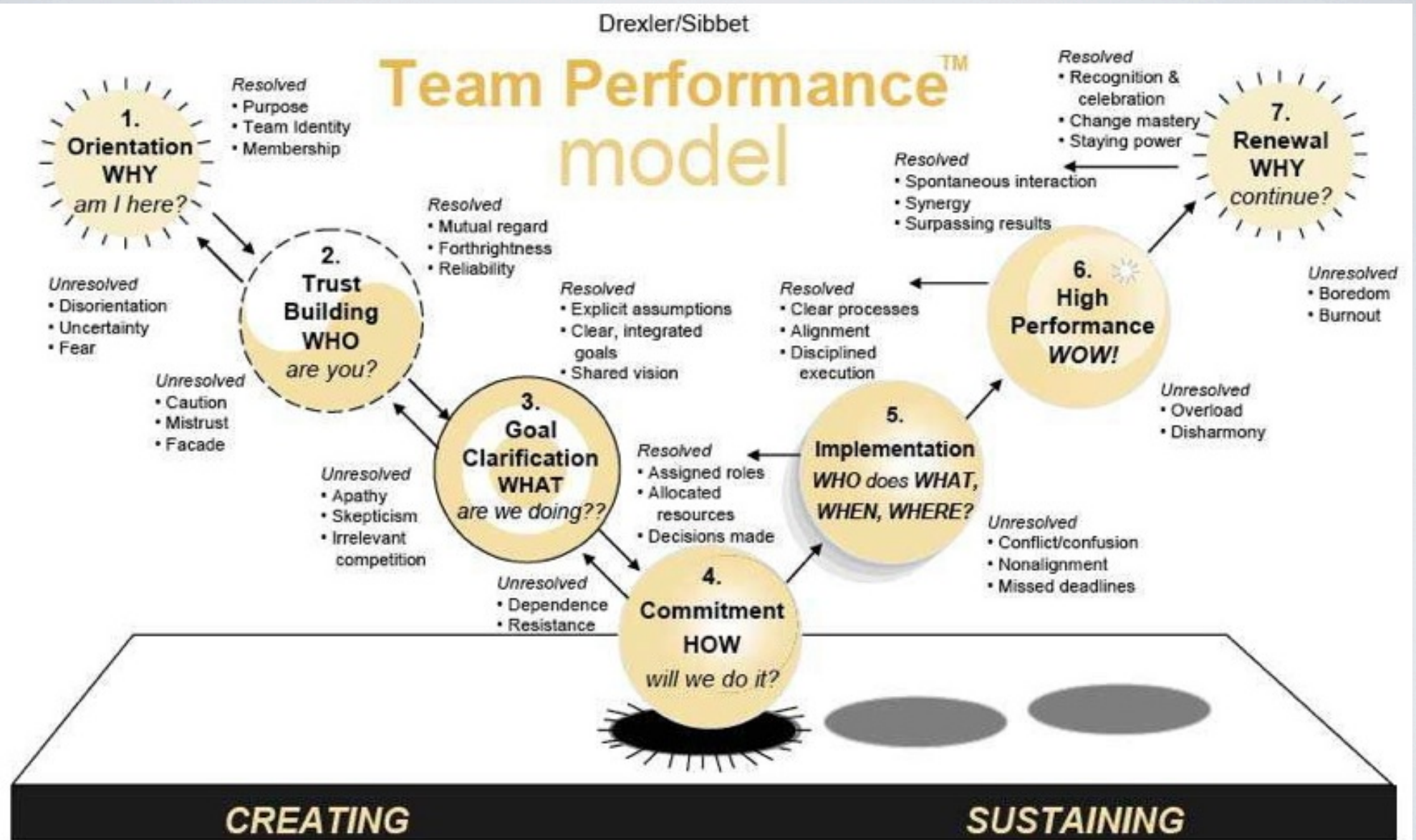
Sources of Conflict



Thomas-Kilman Conflict Mode



Drexler-Sibbet



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Debrief

- What did you notice during our discussion on teams?
- What surprised you?
- Have you noticed this at work?
- What will you do differently when you get back to the office?



For More Information

- StickyMinds.com
 - No Group is a Team on Day 1
- Systems thinking, teams, communication, and models:
 - Articles: <http://www.donaldegray.com/category/article/>
 - Blog posts: <http://www.donaldegray.com/category/blog/>
 - * a series of blog entries on safety starts on February 14, 2011

