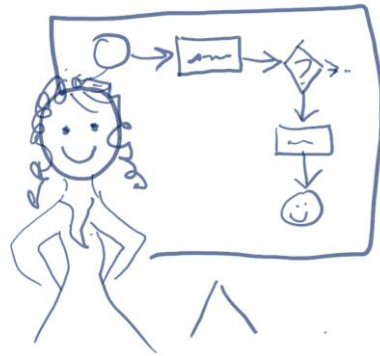




WE GET IT. WE'LL HELP YOU GET IT TOO.

The Project Team: One Big Happy Family



Ali Cox
MBA, CBAP, PMP, PMI-PBA, SAFe Agilist, CSM
General Manager / Senior Instructor

Stay in Touch



acox@b2ttraining.com



[linkedin.com/in/aliorrcox](https://www.linkedin.com/in/aliorrcox)



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Key Ideas

- Why aren't we one happy family?
- Where to focus your attention
- Guiding collaborative relationships

Teamwork Is Big and Great!

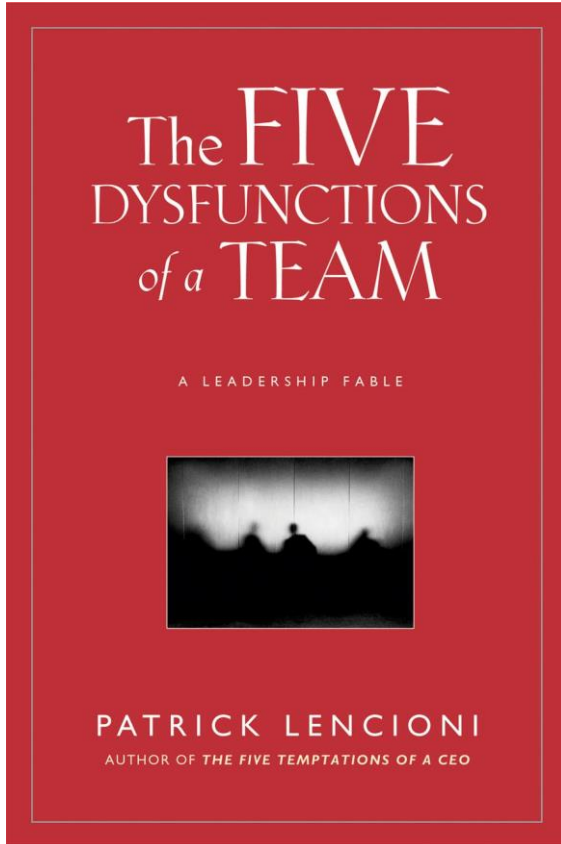
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The Five Dysfunctions of a Team

.....



Defeat the Absence of Trust

Minimize individualistic behavior

Avoid distractions

Encourage team collaboration

Defeat the Fear of Conflict

Solve problems quickly

Be transparent on critical topics

Have 'good' meetings!

Defeat the Defeat the Lack of Commitment

Understand vision and strategy

Learn from mistakes

Make timely decisions

Defeat the Avoidance of Accountability

Have goals and publicize them

Self-organized teams

Everyone pitches in when necessary

Defeat the Inattention to Results

Team work

Avoid distractions

Focus on the GOOOOOOOOOOOOOOL!



Room for Assumptions

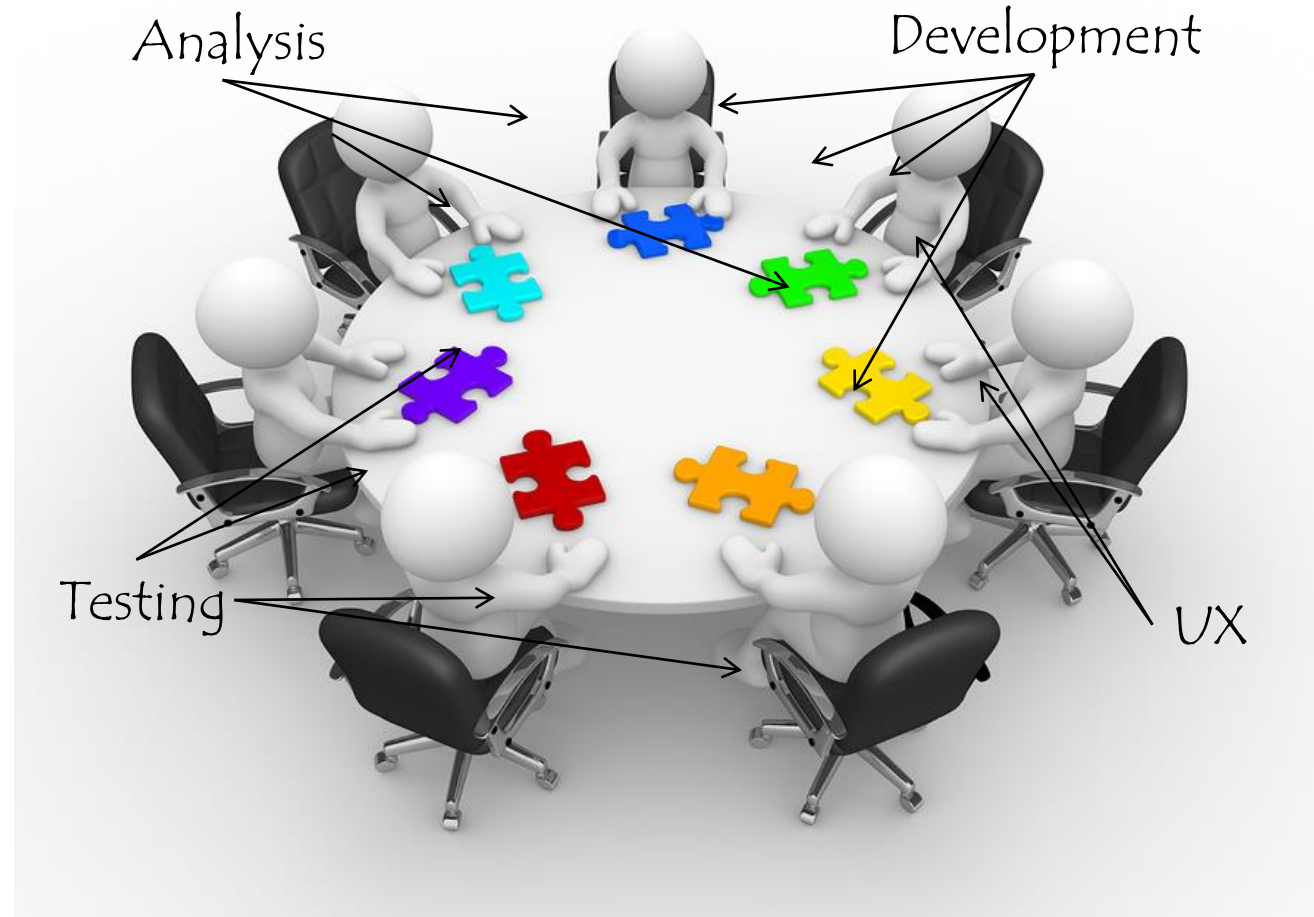


Room for Assumptions



Build a Team Based on Skills

.....



Collaborative Relationships

.....



Self Assessment

- Understand your role within your organization
 - What are your strongest skills?
 - What are your areas for improvement?
- What tasks do you most enjoy?

Get To Know Each Other!

.....

Interview each other:

- Work history (brief!)
- Strengths, challenges
- What tasks you enjoy

Together: 3 things in common

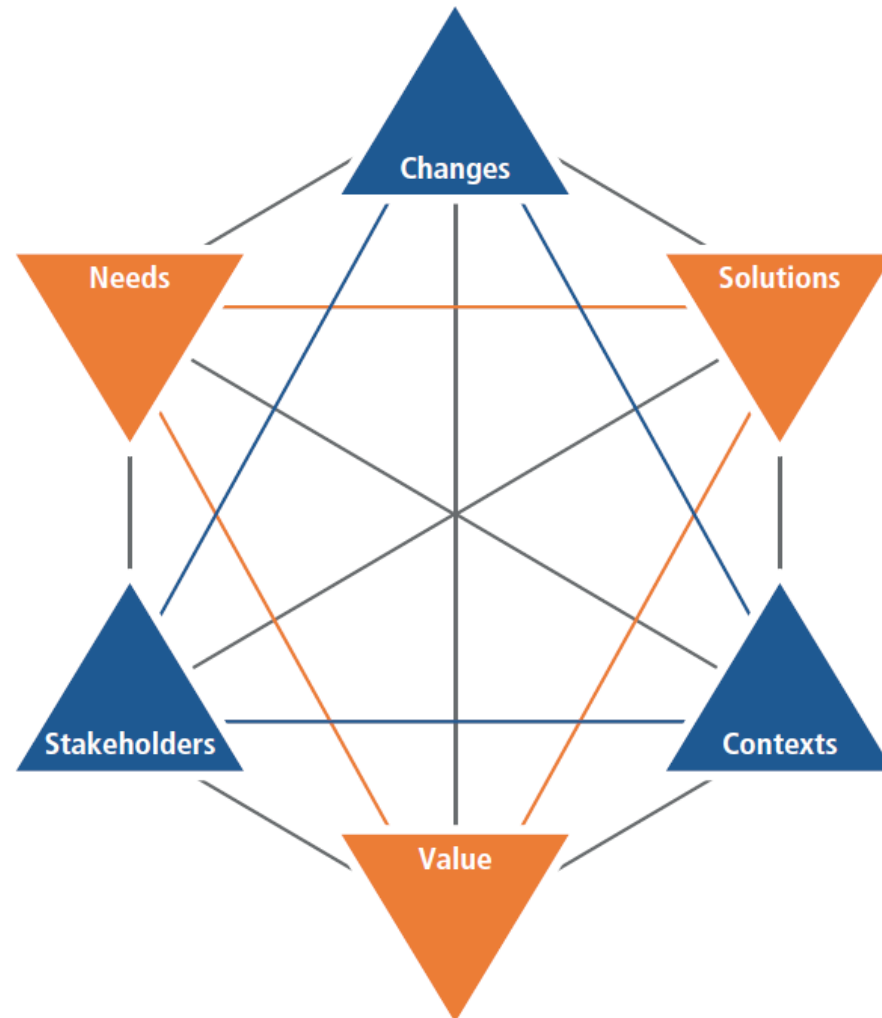


Let's Discuss Project Characteristics



Let's Discuss Project Characteristics

.....



Discuss Team Member Needs

- What decisions does each team member need to make?
- What information or ***help*** do you need to do your job?
- What information do your team members need from you to do their jobs?

What It Takes to Make a Decision

- What's being decided?
- Who decides?
- What information do they need?
- Where do we get the information?
- Consensus? Unanimity?



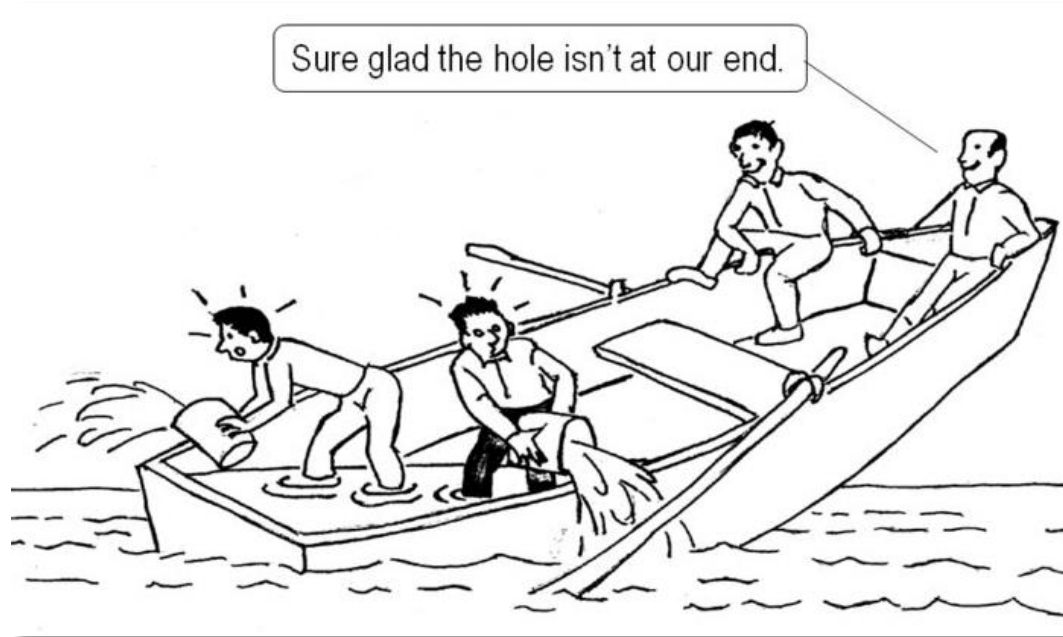
Build a Feedback System

- Ask for Feedback
- Be Appreciative not Defensive
- Implement Feedback
- Provide Feedback on Feedback

It's About Responsibilities

.....

- Someone needs to take responsibility for tasks
- Collaboration is a must
- People do stuff they like and are good at
- How does your company outline roles...where do you need improvement



Never Say "It's Not My Job"

.....

The official winner of the "not my job" contest...



Who's the Boss?

- Someone needs to take the lead
- Everyone should take the lead



Multi-Tasking – Be Careful

- Multi-tasking is not effective.
- People do not multi-task. They switch rapidly between areas of focus.



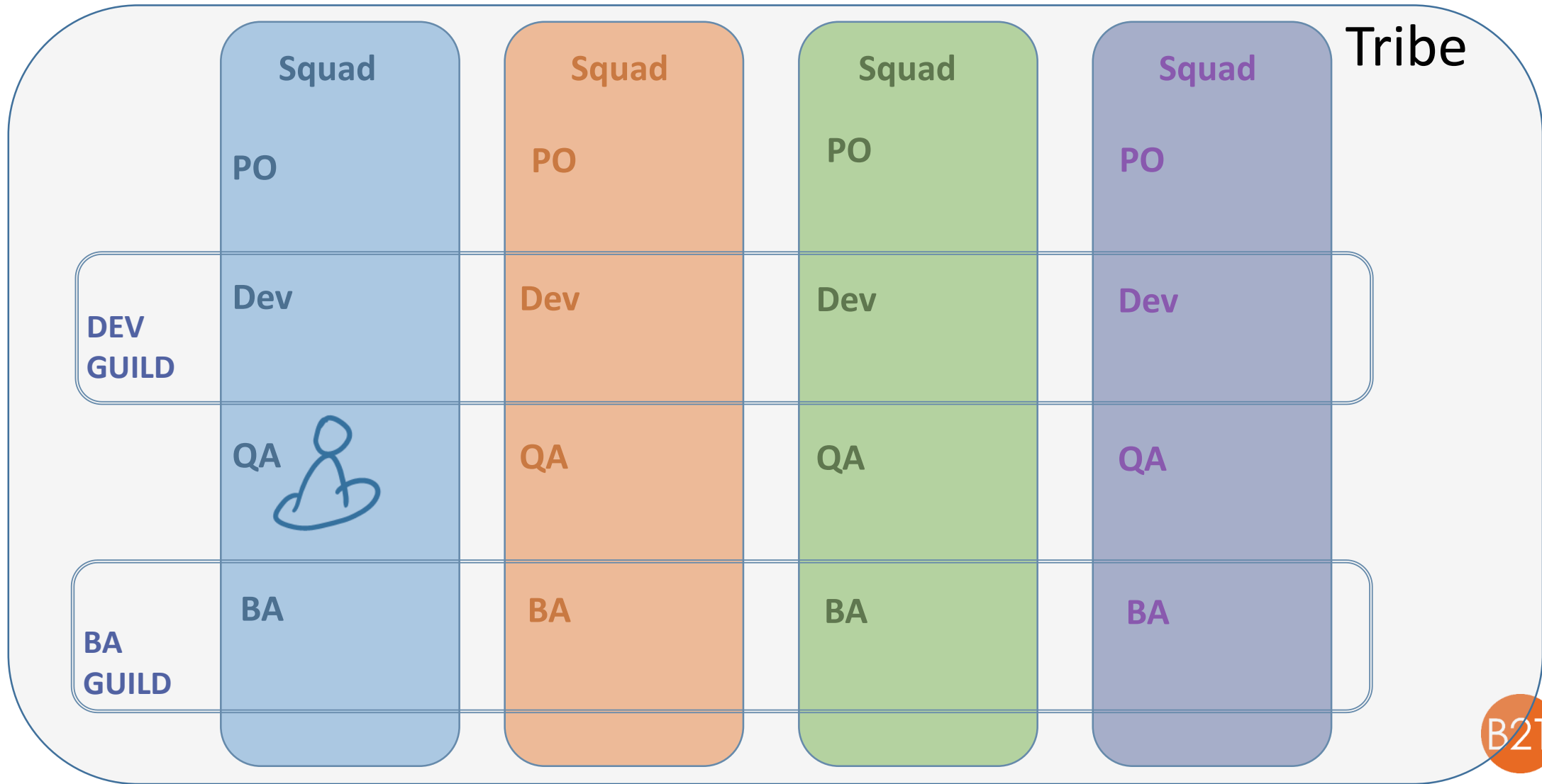
Multi-Tasking – Exercise



Capital Letter	Number	Lower Case Letter	Roman Numeral		Capital Letter	Number	Lower Case Letter	Roman Numeral
A	1	a	I					

Agile Teams! Even if you aren't 'agile'

Squads and Chapters



Agility?

Ten Agile Axioms That Make Managers Anxious

First Law Of Agile: The Law Of The Customer

1. Firms make more money by not focusing on making money
2. There are no internal customers
3. There are no B2B corporations
4. Better products often make no money

Second Law Of Agile: The Law Of The Small Team

5. Forget economies of scale: your market is one person
6. Don't scale up: descale complexity down
7. Agile is not a process
8. Talent drives strategy, not vice versa.

The Third Law Of Agile: The Law Of The Network

9. Control is enhanced by letting go of control.
10. Lead like a gardener, not a commander

Image: Steve Denning

Ten Agile Maxims

Source: <https://www.forbes.com>

Final Thoughts

- Focus on the work, not the title
- Teams need to collaborate to come up with the best approach
- Think in terms of making your team members job easier



Questions?



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acox@b2ttraining.com



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