Successful Teams

We must all hang together or assuredly, we shall all hang separately.

Ben Franklin
Project Timeline

- Apr 3, 2008: Project Proposals
- Apr 18, 2008: System Reqs
- Apr 30, 2008: Zero Feature
- May 19, 2008: Customer Exposure
- Jun 5, 2008: Final Release

- System Design: Apr 28, 2008
- Beta Release: May 12, 2008

May 1, 2008: Today
Five dysfunctions of a team

- Inattention to Results
- Avoidance of Accountability
- Lack of Commitment
- Fear of Conflict
- Absence of Trust
Building trust

Takes time but can be accelerated

- Sharing experiences (stories, ropes courses)
- Personality assessments

• One activity to try at your next team meeting:
  - For each member
    - Share your greatest strength
    - Share one area in which you recognize you need to improve
Developing healthy conflict

- Acknowledge that conflict is productive
- Recognize if someone is avoiding conflict and give them *permission* to engage in it
- Assign a person to champion discussions that might otherwise fizzle out due to conflict avoidance
Ensuring commitment

- Review decisions at the end of meetings to make sure everyone is aligned

- Create clear deadlines for when decisions will be made

- Discuss contingency plans upfront, to feel safer in making a decision (… that could be a bad one …)
Ensuring accountability

- Publish (team and individual) goals and standards
- Progress reviews
- Team rewards
Focussing on results

- Make results clear and reward actions that contribute to those results

- Commit publically to specific results
What else affects team success?

- Presence of a shared mission and goals
- Motivation and commitment of team members
- Experience level
- Team size, organization and open atmosphere
- Reward structure within the team
- Continual monitoring of progress and direction
What IS success?

- What criteria will you use to determine if your team is successful?

Get with your team and brainstorm your top 3 team success criteria
Successful team criteria

- From Spring 08
  - CoupleRater: Two successful matches (as in marriages)
  - Made good peer-contacts that persist after class
  - Proud of the project
  - Notepad: Song makes Billboard top 100
  - Learn something new
  - Team members all received same project grade*
  - Group of outside users continue to use the product post class

Post your team’s criteria on your wiki (common vision)