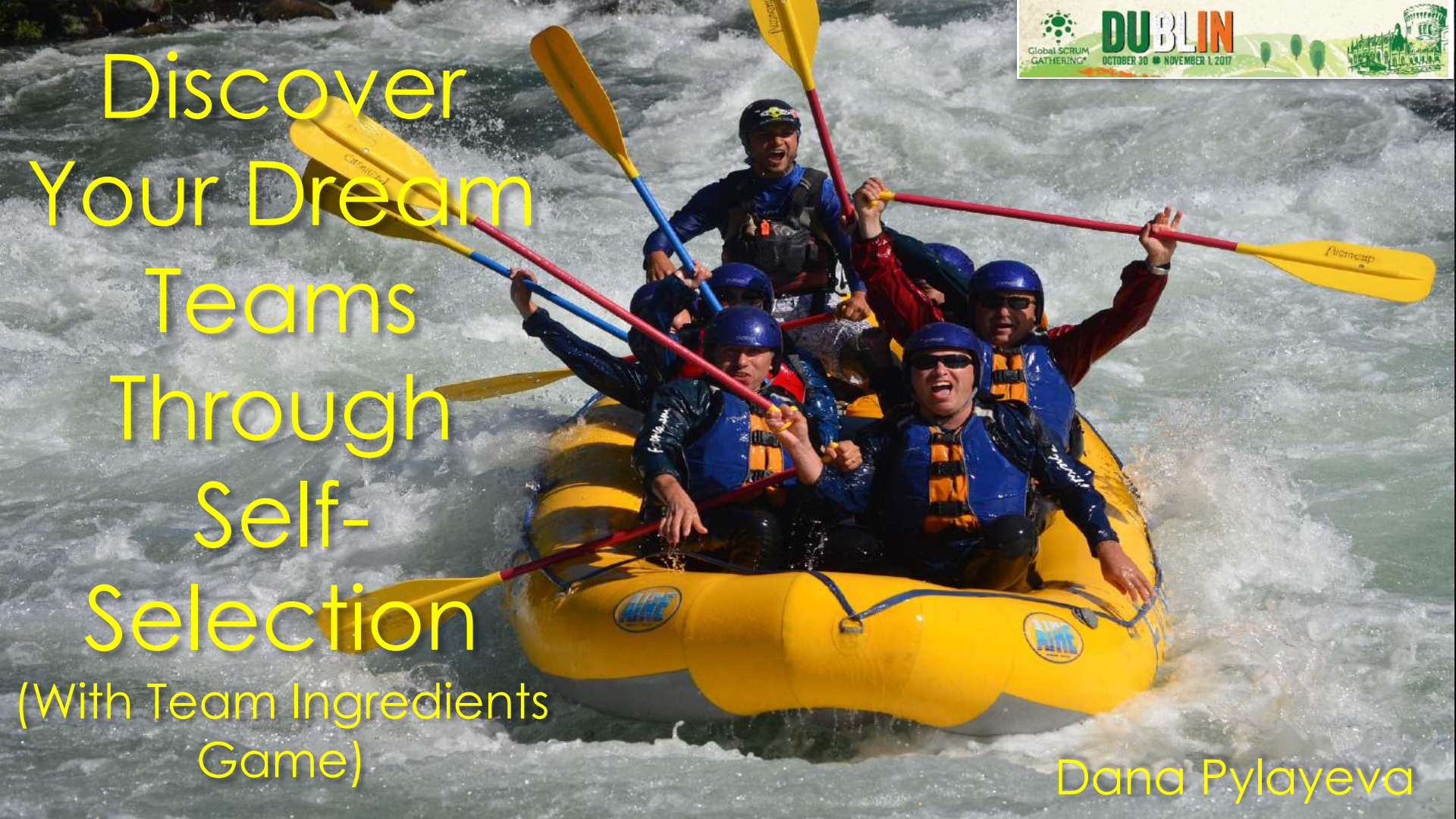

Discover Your Dream Teams Through Self-Selection

(With Team Ingredients Game)

Dana Pylayeva

Turn and Talk

Who creates teams in your organization?

What is the size of your typical team?

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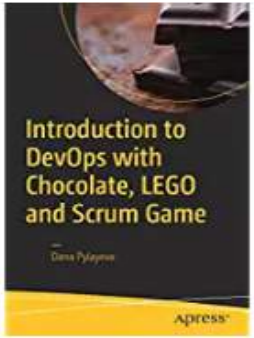
Author



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Co-organizer

NYC Scrum User Group
World Retrospective Day
Big Apple Scrum Day 2018

WRD
WORLD RETROSPECTIVE DAY

Big Apple
Scrum Day 2017

I am speaking:

Regional Scrum Gathering
South Africa

ConTEST NYC by Test
Masters Academy

MISSION: High Performing Teams

IMPOSSIBLE?

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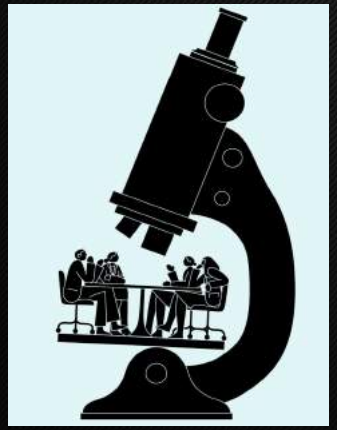
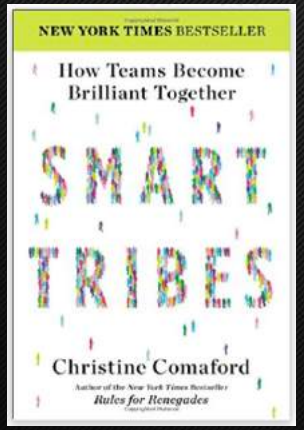
A Working Group

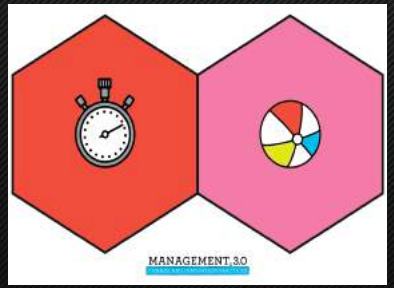
Teams

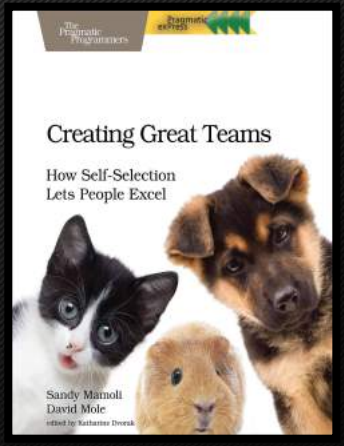
@DanaPylayeva

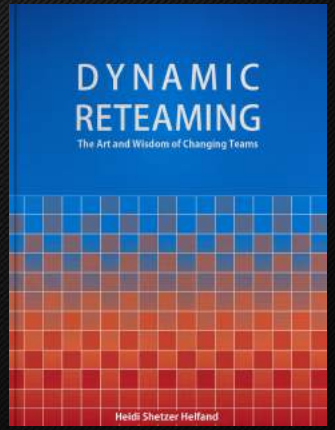
Join the Quest For High Performing Teams











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Self-Selection at HBC

39 people, 4 new feature teams

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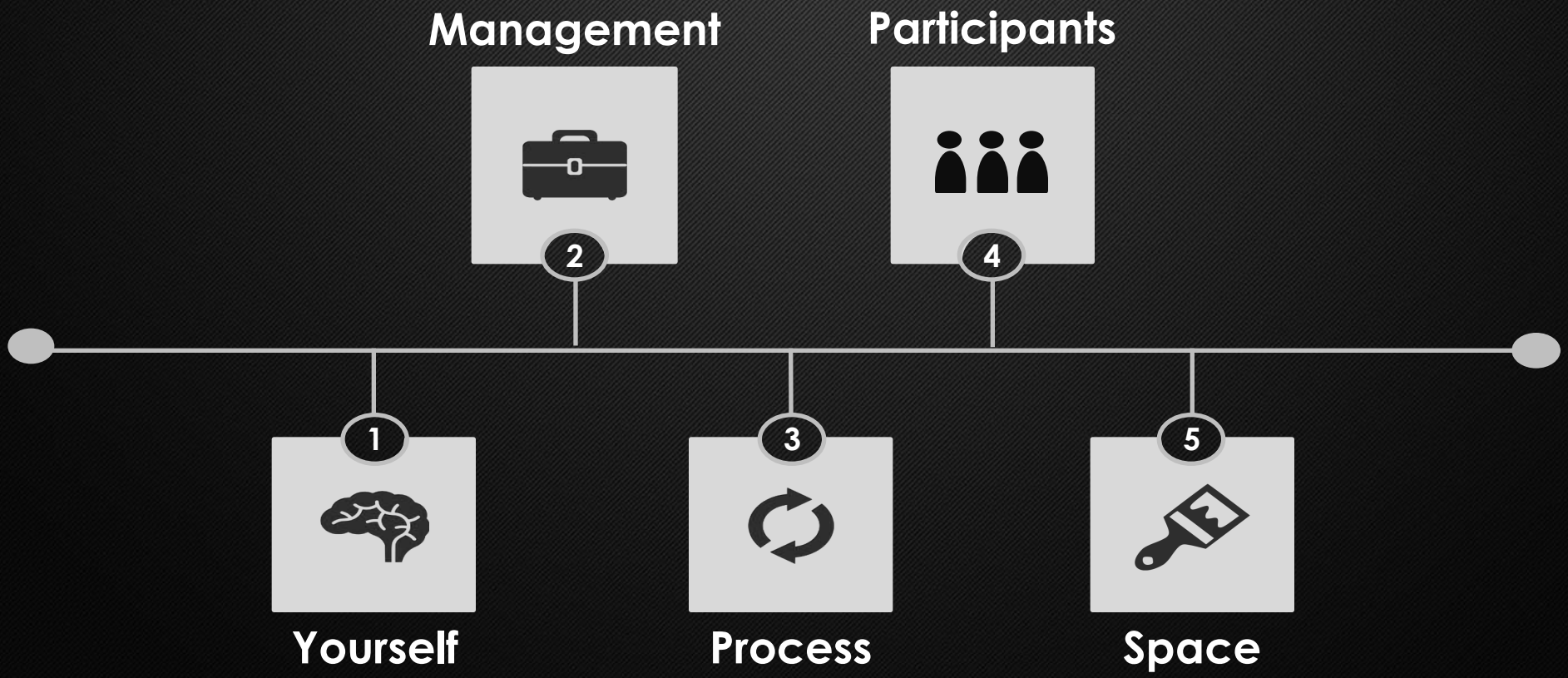
Here is How It Worked For Us

Are You Ready for Self-Selection?



1. Prepare Yourself

- Learn about self-selection.
- Connect with others, who's done it before.
- Get your elevator pitch ready!

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2. Prepare Management

- Help them solve a real issue.
- Frame it as an experiment.
- Build confidence with a small trial run.

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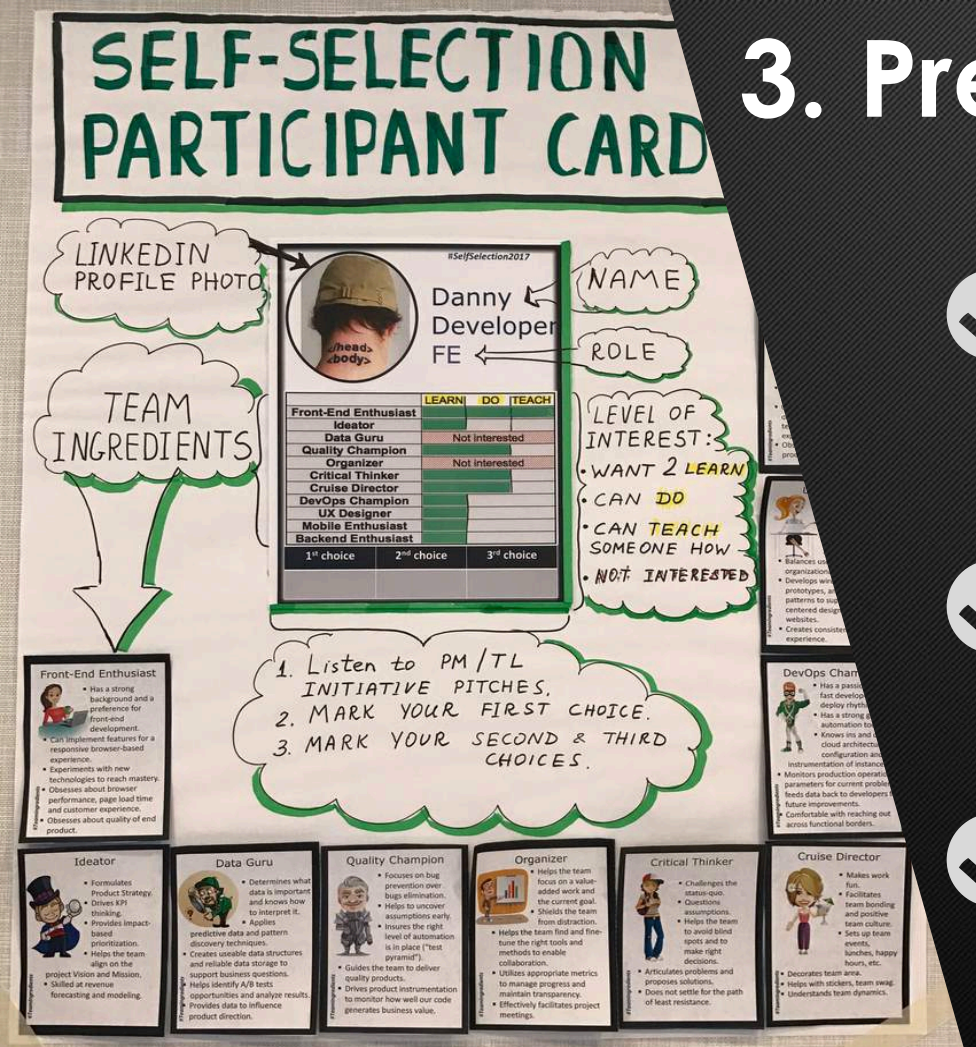

3. Prepare The Process

- Work with team leads (fine-tune the process, create teams' blueprints.)
- Clarify the participants list.
- Define your information sharing strategy.

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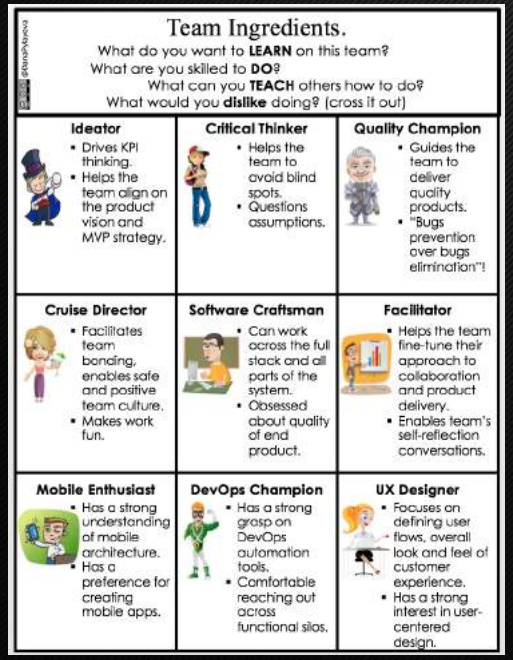
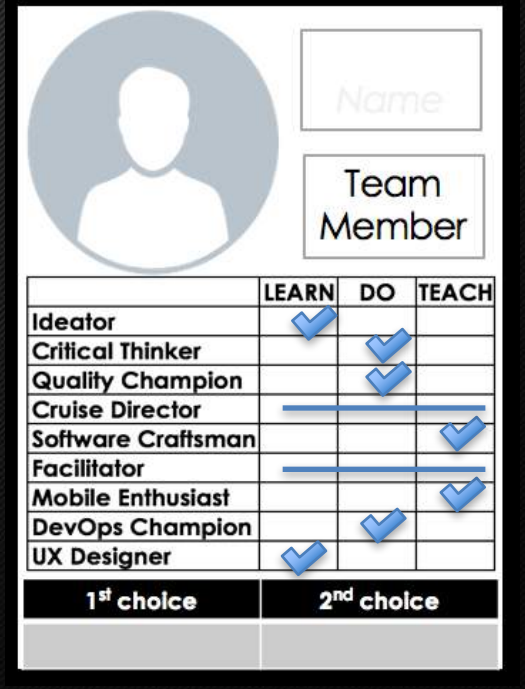
Make Your Own Participant Card (5 min)



1. Personalize a card with your name and a self-portrait sketch.
2. Complete the card with your team ingredients.



4. Prepare participants

- Coach team leads on their Initiative pitches.
- Create individual Participants' Cards (with team ingredients)
- Host Q&A sessions, 1x1s, create a Slack channel.

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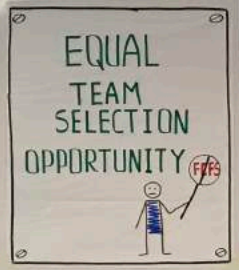
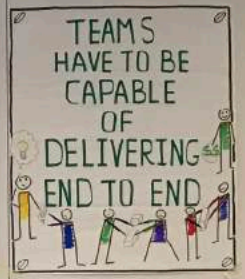
5. Prepare The Space





- A Large room with an ample space for initiative pitches and team corners.
- Rules Posters, Teams' Blueprints, Participants Cards.
- Don't forget the food and beverages!

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Quick Draw (5 Min)

1. At your table, discuss what you learnt about self-selection preparation.

2. Draw a "Self-Selection Prep" poster together.

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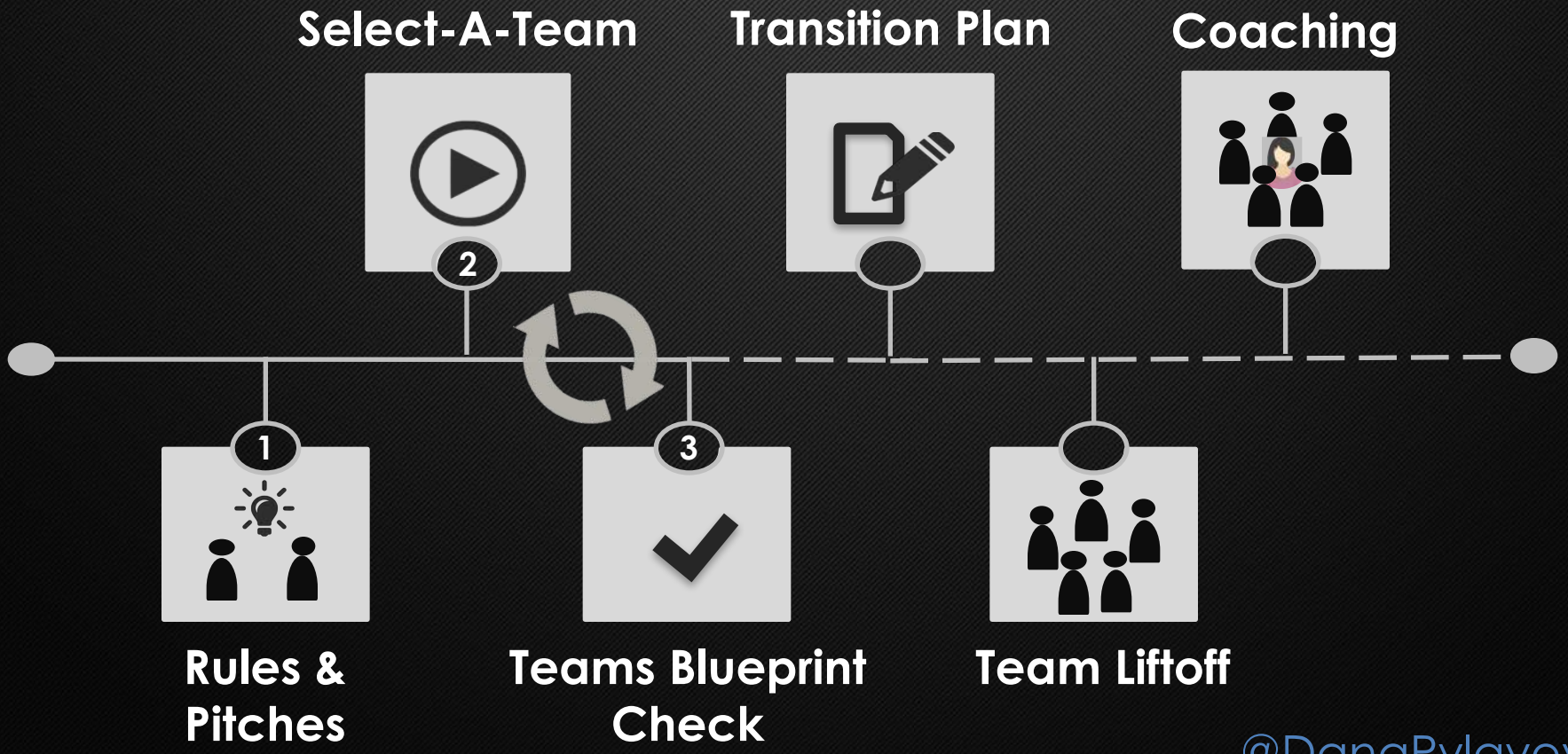
Self-Selection and Beyond



1. Rules & Pitches

- Facilitator: Remind the rules of the event.
- Team Leaders - Pitch the business values and learning opportunities of your initiative.
- Participants: Mark the choices on your card, prioritize.

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2. Select-A-Team

- Place your card on your #1 choice team (or "Available to Help") poster.
- Talk to team leaders and new teammates.
- Balance your interests with the needs of the company.

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3. Teams Blueprint Check

- Have all teams got enough people interested to work on each initiative?
- Do the new members bring all the required team ingredients in every team?
- Do we need one more round to rebalance the teams?

Dealing With Fear

- Self-selection after a major re-structuring.
- “Gym class” memories.
- Fear of unknown.

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Not2Spooky4Me Game (5 Min)

Spooky Questions

Q3. What if I end up standing in a corner and no

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Spooky Questions

Q4. What if one team is extremely

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Spooky Questions

Q8. I will not be in the office on day of the sel selection ever What should do?

?

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Self-Selection

Not 2SPOOKY4ME

Self-Selection

Not 2SPOOKY4ME

Not 2Spooky Answers

A6. Work with the participants to

Self-Selection

Not 2Spooky Answers

8. No problem! u can nominate proxy to pick a m for you. You can also let a cilitator know about your referred team.

Self-Selection

Not 2Spooky answers

A4. Talk to others in that team. Is

Inspired by Sandy Mamoli and David Mole “Creating Great Teams: How Self-Selection Lets People Excel”

Joker Card

Find an Answer With Your Team!

Self-Selection Simulation (10 Min)

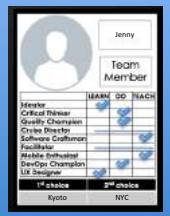
We need new Teams to build
Mobile Apps
for 6 local markets.

Each team will get to spend 1 month in their region to learn about local culture.

5 – 9 people
(including Product Owner and Scrum Master).

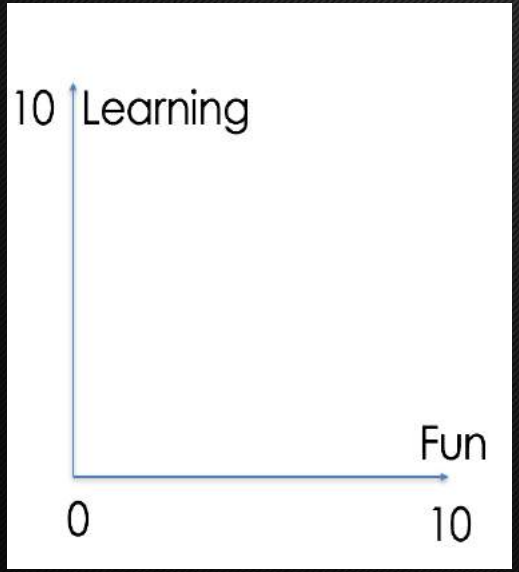
Mark #1 & #2 choice on your card

Add Your Card to a Team Poster of Your Choice



Benefits of Self-Selection

Your Feedback is a Gift



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