



Team  
Collaboration  
by Vlad Ungureanu

# Team Collaboration

- **Understanding**
- **Objectives**
- **Types of collaboration**
- **Commitment**
- **Participation**
- **Respect**
- **Core Values**

- **Make sure everyone understands what the end goal is and that everyone is working towards the same direction**
- **Naturally and permanently apply MVP, DOR and DOD**
- **Make sure that everyone understands the current iteration scope**
- **Make sure that everyone has the knowledge and resources to finish their tasks**

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Specific



Measurable



Attainable

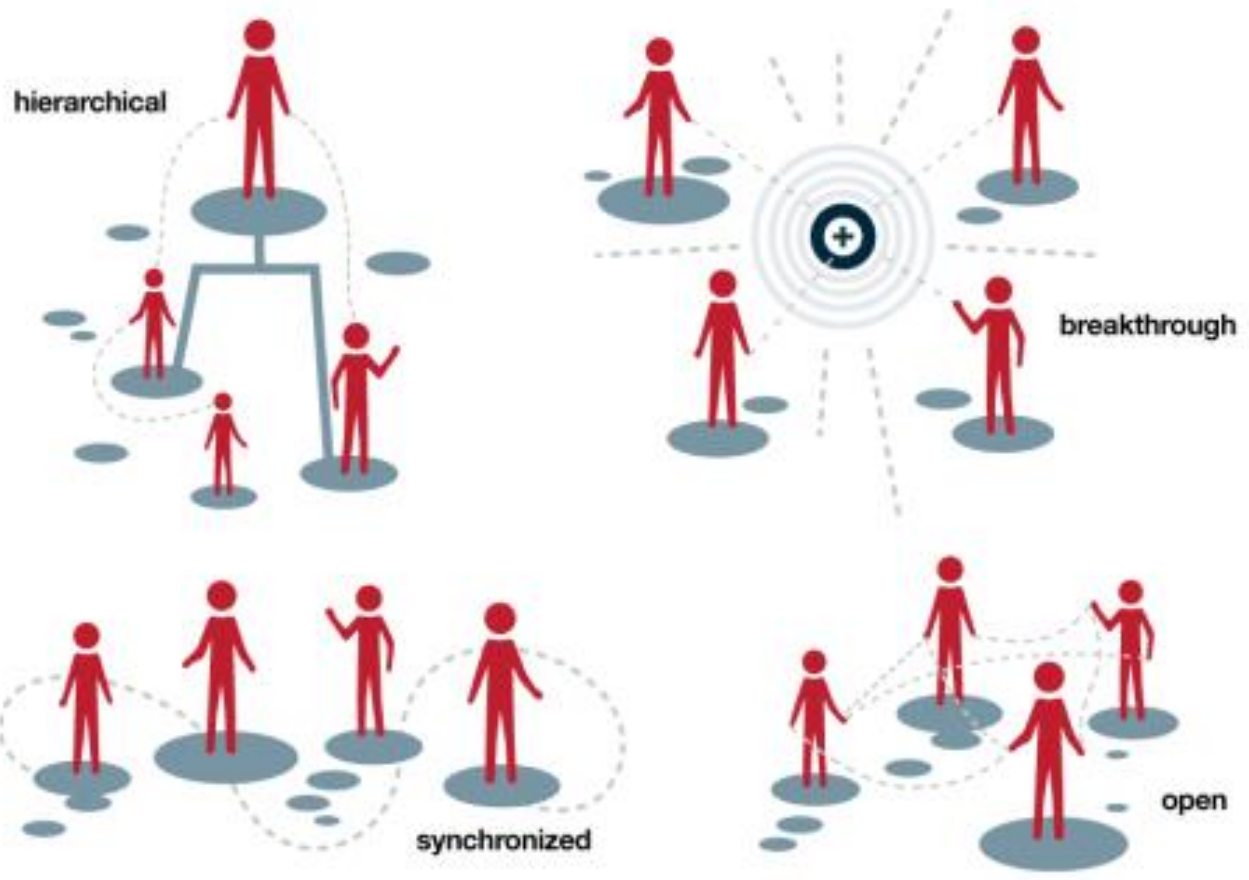


Relevant



Time Based

- Each team requires a set of goals in order to grow and mature, both in terms of relationship and performance.
- **Team goals serve the following purposes:**
  - goals direct action and effort toward goal-related activities and away from unrelated activities.
  - goals energize employees. Challenging goals lead to higher employee effort than easy goals.
  - goals affect perception. Employees exert more effort to achieve high goals.
  - goals motivate employees to use their existing knowledge to attain a goal or to acquire the knowledge needed to do so.



# Types of Teams

@givrteech

## • Hierarchical

- each member of the team has a well-known and accepted role and part in the hierarchy
- instructions travel from top to bottom and are rarely disputed or changed
- issues are escalated and treated at the appropriate level
- the team members experience reflects the hierarchy

## • Breakthrough

- environment chaotic & random, project structures become very unstable as they grow larger
- the core team needs to accommodate and ramp-up new team members in the team
- this requires knowledge transfer and pair programming leading to periods of lower performance for the team as new people are added
- as a particularity, a breakthrough project requires frequent technical spikes and proof of concept which are difficult to centralize
- individuals usually have ownership over parts of the application or specific features
- these teams usually consist of seniors.

- **Synchronized**

- project success dependent on shared vision and common values
- effectiveness requires full commitment by all members to a sufficiently complex vision of mission and objectives.
- shared work and responsibilities are key for this type of collaboration

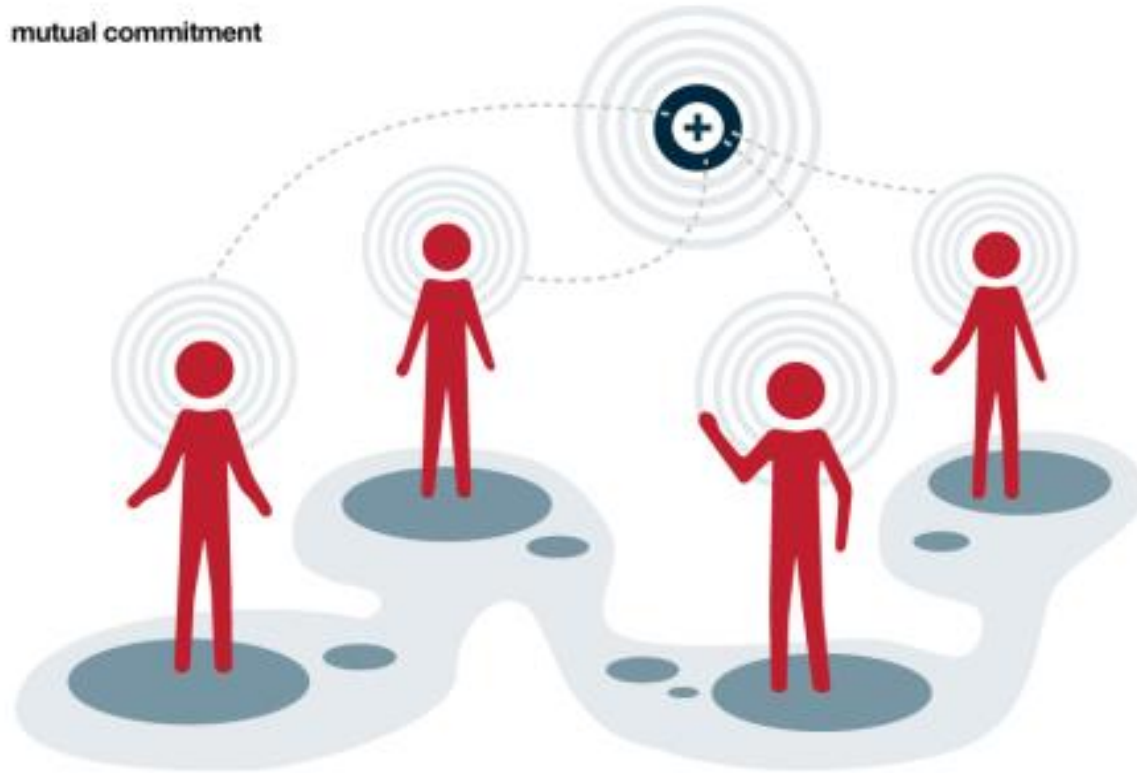
- **Open**

- turbulent & fluid, success requires an open-ended, flexible approach
- Adaptive collaboration is tailored for technical problem-solving
- manifested by truly Agile teams where, aside from sprint preservation anything can change from one iteration to another and the team agrees to this



- Personal values are the general expression of what is most important for you.
- A value expresses the worth of something, and in this case what you categorically like and dislike. So they are like categories for all your preferences in life.
- Values are formed starting in early childhood and are later consciously re-evaluated and can therefore be changed.
- A core value is a value that you commit to at all costs
- A company core value is only a true core value if it has an active influence and if the people or company manage to live by it, at least most of the time.

mutual commitment



**Core Values**

@gavireech

- In order to achieve mutual commitment everyone shares responsibility for making it happen
- team activities are mandatory and knowledge is shared freely
- there are no individual decisions and no one deviates from the team established plan
- people might end up doing things they find easier and risk deviating from the plan
- It is up to the team to self-diagnose and when finding people with difficulties to provide support
- the more common victories a team has the more likely they are to want to work towards the same goal

mutual participation

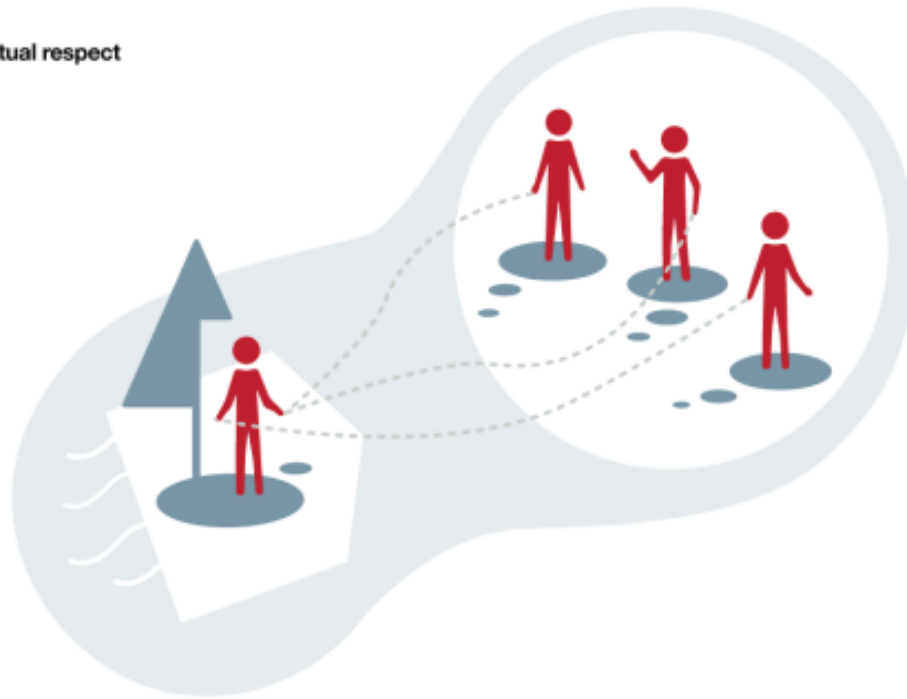


**Core Values**

@gavtreech

- every team member should have the freedom to express themselves, and the commitment of the team to understand that particular perspective
- though every member will not contribute equally, each must have the ability to contribute in key ways
- establishing an environment in which people are listened to ensures transparent communication and strengthens mutual commitment
- also refers to participating in all meetings required by the agile process, understanding requirements and sharing knowledge

mutual respect

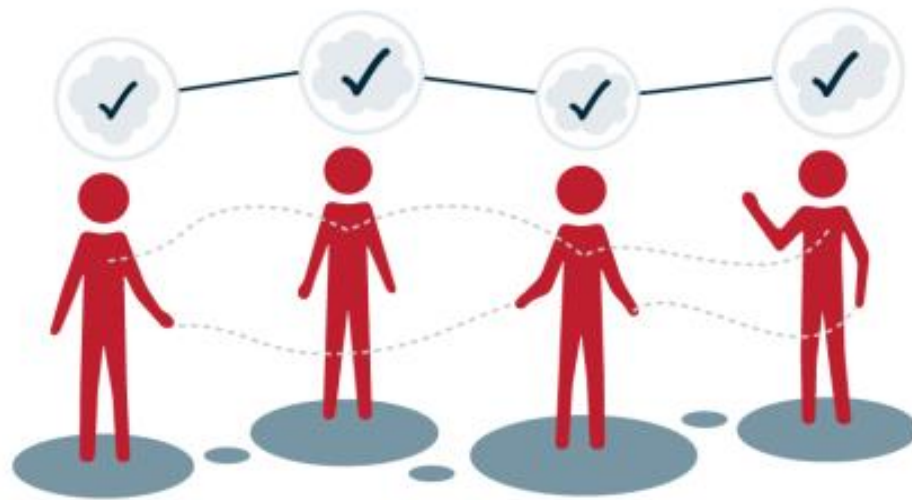


## Core Values

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- Obviously, respect
- Equality
- Team activities
- Value peoples skills
- Accept their flaws as they are
- Find common things that you can share or talk about

mutual trust



**Core Values**

@givrteech



- There are three components of trust:
  - **Honesty**: telling the truth (not telling everything that is true, but things that are related to the team and the project)
  - **Safety**: an ability to voice ideas an opinion without fear of ridicule or rejection.
  - **Dependability**: knowing others will accomplish the tasks assigned to them in time and according to plan.
- Trust is built up by:
  - showing respect to others
  - doing what we commit ourselves to do
  - being honest and forthright in our dealing
  - not playing politics
- Trust is not a replacement for accountability

**THANK YOU!**

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