



Teams

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Teams

- **Types of teams**
- **Stages of team development**
- **Agile teams**
- **Working as a team**
- **Real performance indicators**

- **Functional Teams**

- perform specific functions in an organization
- members are part of the same department and meet regularly.
- a manager holds the primary responsibility, with subordinates reporting to this person
- usually administrative teams

- **Cross-Functional Teams**

- people across functions, or specialties, of the organization make up these types of teams.
- they are usually at about the same hierarchical level and can often make decisions without management
- usually development teams

- **Leadership Teams**

- management takes a strategic role in guiding business decisions.
- they are made up of leaders from various areas/departments.
- the goals of leadership teams are generally aligned with the mission and vision of the company
- usually technical, architectural, testing or design team leaders

- **Self-Directed Teams**

- self-managed
- no one is in a position of authority
- designed to give employees a feeling of empowerment and ownership of the job
- usually agile teams

- **Virtual Teams**

- these are comprised of members who are not located in the same physical place
- they use technology and specific skills to achieve a common goal
- they tend to be more task and project oriented and less about social interaction
- usually distributed teams

- **Quality Circles**

- teams seek to become aware of, analyze and address problems within the workflow of the organization
- they hope to improve performance and make management aware of any issues
- usually top management teams

- **Task Forces**

- experts generally a cross-section of people joined together to solve a well-defined and temporary assignment.
- sense of autonomy and don't need to constantly consult superiors to get things done
- usually presale, consultancy and architectural teams

Team Development

Stages

Forming

Team acquaints and establishes ground rules. Formalities are preserved and members are treated as strangers.



Storming

Members start to communicate their feelings but still view themselves as individuals rather than part of the team. They resist control by group leaders and show hostility.



Norming

People feel part of the team and realize that they can achieve work if they accept other view points.



Performing

The team works in an open and trusting atmosphere where flexibility is the key and hierarchy is of little importance.



Adjourning

The team conducts an assessment of the year and implements a plan for transitioning roles and recognizing members' contributions.



• Forming

- the team has clarified its purpose and strategy for achieving its goals
- it now transitions to a period focused on developing shared values about how team members will work together
- these norms of collaboration can address issues ranging from when to use certain modes of communication, such as e-mail versus telephone, to how team meetings will be run and what to do when conflicts arise

• Storming

- people need clarity about their activities and goals, as well as explicit guidance about how they will work independently and collectively.
- brainstorming ideas and usually various disruption
- during the storming stage members begin to share ideas about what to do and how to do it that compete for consideration
- team members start to open up to each other and confront one another's ideas and perspectives.
- members who are averse to conflict will find it unpleasant or even painful.
- can decrease motivation and effort by drawing attention away from tasks
- patience and consideration toward team members and their views go a long way toward avoiding this.

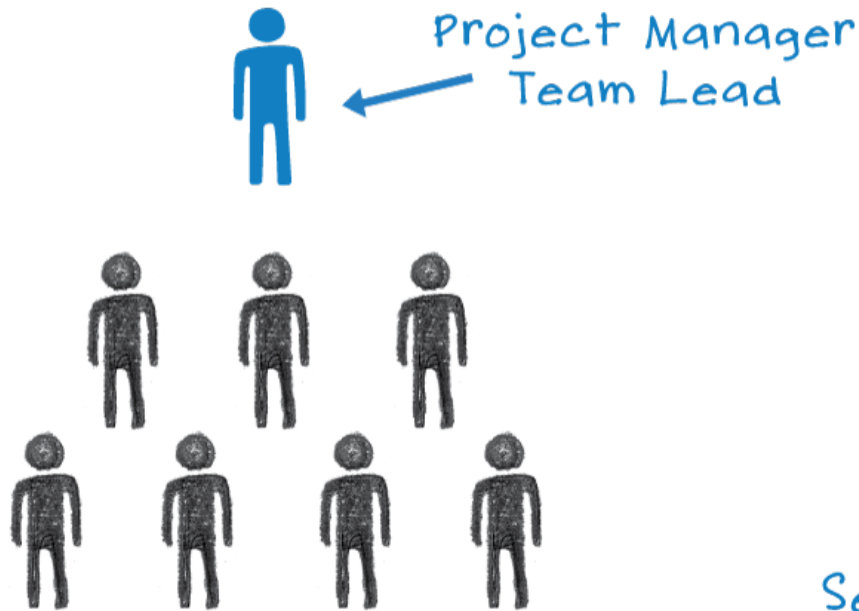
• Norming

- the first step in a team's life is bringing together a group of individuals.
- individuals focus on defining and assigning tasks, establishing a schedule, organizing the team's work, and other start-up matters.
- gathering information and impressions about each other
- usually avoid conflict and disagreement.
- work on their tasks independently, not yet focused on their relationships with fellow team members.

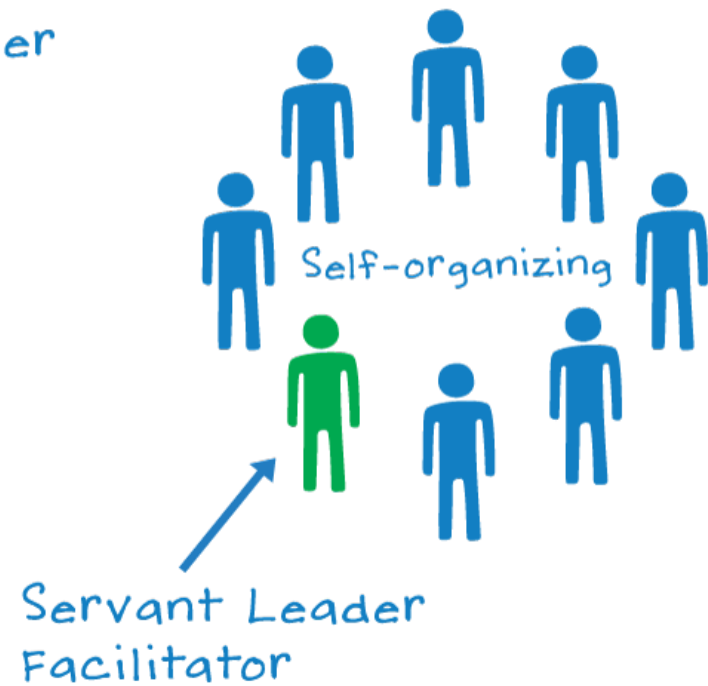
• Performing

- team members work together easily on interdependent tasks and are able to communicate and coordinate effectively
- fewer time-consuming distractions based on interpersonal and group dynamics
- motivation is usually high and team members have confidence in their ability to attain goals

Traditional Teams



Agile Teams



- In Agile there are no roles or hierarchies
- The AM/SM is a facilitator-servant leader
- Everybody else is an agile team member
- They all contribute, help and work the same
- They are self-organizing (they decide the way to move forward)

- **Use agile "ceremonies" to the fullest**
 - Planning: establish, understand and estimate stories that can provide MVP at end of iteration
 - Daily: status update, ask for help, identify blockers
 - Demo: evaluate outcome of MVP and gain new stories
 - Retrospective: identify team improvements and establish actions with responsible
 - Grooming: evaluate current understanding of what needs to be done and ask for clarification
- **Everyone participates as equal contributors**
- **People are accountable for their work and decisions**
- **No decision is taken by a single person**
- **Estimations include time/effort/complexity from each specialization within the team**

- Team involvement and participations
- Equal contribution
- Positive attitude / Good Team mood
- Good code
- Little or no critical bugs

THANK YOU!

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