

Creating Great Teams

How Self-Selection Lets People Excel



Sandy Mamoli

sandy@nomad8.com
@smamoli



David Mole

david@nomad8.com
@molio

Creating Great Teams How Self Selection Lets People Excel

Heidi Helfand



Creating Great Teams How Self Selection Lets People Excel:

Creating Great Teams Sandy Mamoli, David Mole, 2015-11-11 People are happiest and most productive if they can choose what they work on and who they work with Self selecting teams give people that choice Build well designed and efficient teams to get the most out of your organization with step by step instructions on how to set up teams quickly and efficiently You ll create a process that works for you whether you need to form teams from scratch improve the design of existing teams or are on the verge of a big team re shuffle Discover how New Zealand s biggest e commerce company completely restructured their business through Self Selection In the process find out how to create high performing groups by letting people self organize into small cross functional teams Step by step guides easy to follow diagrams practical examples checklists and tools will enable you to run a Self Selection process within your organization If you re a manager who wants to structure your organization into small teams you ll discover why Self Selection is the fastest and safest way to do so You ll prepare for and organize a Self Selection event and make sure your Self Selection participants and fellow managers are on board and ready If you re a team member you ll discover what it feels like to be part of a Self Selection process and what the consequences are for your daily work You ll learn how to influence your colleagues and bosses to be open to the idea of Self Selection You ll provide your manager with a plan for how to facilitate a Self Selection event and with evidence that the system works If you re feeling the pain and chaos of adding new people to your organization or just want to ensure that your teams have the right people with the right skills Self Selection will help you create the effective teams you need

Creating Great Teams, Second Edition Sandy Mamoli, David Mole, 2025-04-29 People are happiest and most productive if they can choose what they work on and who they work with Self selecting teams give people that choice Build well designed and efficient teams to get the most out of your organization with step by step instructions on how to set up teams quickly and efficiently This new edition highlights ten years of additional insights real world case studies and adaptations for remote and hybrid environments Learn from the successes and challenges faced by organizations worldwide as they implemented self selection and discover a practical roadmap to unlocking team potential and fostering a culture of autonomy and engagement Discover the transformative power of self selection in building high performing motivated teams Whether you re a manager seeking to revitalize your team an HR professional looking to innovate recruitment or a leader aiming to cultivate a more agile and responsive organization this book offers the tools and insights necessary to create teams that excel Learn to implement a self selection event a revolutionary approach that forms teams based on mutual interests and strengths leading to increased levels of engagement and productivity Adapt self selection processes for remote and hybrid environments Use step by step guidance on preparing for executing and following up on self selection events to ensure smooth transitions and high team performance Address common obstacles in team formation with innovative solutions that foster dynamic resilient and high performing teams This updated edition enriches the original groundbreaking concepts with

a decade's worth of fresh insights expanded case studies and strategies for navigating the complexities of remote and hybrid work environments Through a blend of practical advice and real world examples the book equips you with everything you need to implement self selection in your organization From the initial groundwork and planning phases to executing self selection events and the crucial steps that follow you'll learn how to create environments where people choose their teams fostering a sense of ownership satisfaction and dynamism What You Need No specific software is required to implement the principles and strategies outlined in this book However access to basic collaborative and communication tools may enhance the self selection process especially in remote or hybrid settings These could include digital whiteboards and video conferencing platforms to facilitate discussions and decision making A foundational understanding of team dynamics and a willingness to embrace change are essential to apply the book's concepts effectively

CREATING GREAT TEAMS, SECOND SANDY. MOLE MAMOLI (DAVID.),2025 Dynamic Reteaming Heidi Helfand,2020-06-12 Your team will change whether you like it or not People will come and go Your company might double in size or even be acquired In this practical book author Heidi Helfand shares techniques for reteaming effectively Engineering leaders will learn how to catalyze team change to reduce the risk of attrition learning and career stagnation and the development of knowledge silos Based on research into well known software companies the patterns in this book help CTOs and team managers effectively integrate new hires into an existing team manage a team that has lost members or deal with unexpected change You'll learn how to isolate teams for focused innovation rotate team members for knowledge sharing break through organizational apathy and more You'll explore Real world examples that demonstrate why and how organizations reteam Five reteaming patterns One by One Grow and Split Isolation Merging and Switching Tactics to help you master dynamic reteaming in your company Stories that demonstrate problems caused by reteaming anti patterns *The Art of Avoiding a Train Wreck (paperback)* Em Campbell-Pretty,Adrienne Wilson, Empowered Agile Transformation Alexandra Stokes,2023-07-21 To be adaptive and thrive in a world of accelerating change your organisation must attain the ability to Transform Alexandra Stokes co founder of ReBoot Co About the Book Most Agile Transformations fail because there is a 10-20 year knowledge gap in the leaders that run companies that need transforming Most C suite leaders have never worked in Agile teams themselves As a result they reach for the wrong tools and fall into the consulting trap by investing in large consultancies and trademarked one size fits all Framework approaches That is a recipe for expensive failure In Empowered Agile Transformation Beyond the Framework author Alexandra Stokes reveals how corporations both large and small have achieved a successful transformation without large consultancies or heavy Agile frameworks Better yet you'll discover the simple steps you can begin taking today that will empower you to achieve successful transformation as well Inside these pages you'll also find Answers to over 100 of the most commonly asked questions and objections corporate leaders have when trying to transform 30 real world cases studies from companies that have used the principles inside Empowered Agile Transformation to radically transform their organisations

The simple approach you can apply to your own teams to experience success without heavy frameworks About the Author Alexandra Stokes is a speaker author and the co founder of Reboot Co which helps companies of every size to achieve the transformation they need to drive greater success To learn more visit Rebootco.com.au

SAFe® Coaches Handbook
Darren Wilmshurst,Lindy Quick,2023-07-28 Written by experienced Agile coaches SPCTs and a SAFe Fellow this guide is packed with real world examples use cases and anecdotes and offers valuable guidance to help you avoid common pitfalls and successfully implement SAFe Key Features Understand how to tailor SAFe practices to meet your organization s needs Avoid common mistakes encountered while adopting SAFe at team ART and portfolio levels Discover practical tips and best practices to plan teams ARTs events and Lean Portfolio Management Book DescriptionThe Scaled Agile Framework SAFe is widely recognized as an effective methodology for implementing Agile practices at the Enterprise level However the complexity of SAFe can make it challenging for Teams and organizations to determine which practices can be safely adapted to their unique needs Although SAFe is a framework rather than a set of rules promoting adaptation it s crucial to understand why SAFe practices are designed the way they are along with the consequences of modifying them The SAFe Coaches Handbook is a comprehensive resource that goes beyond a how to guide providing a deep understanding of SAFe principles and practices The chapters are designed in a way to teach you how to successfully implement SAFe in your organization and effectively manage the Team s Backlog while avoiding common pitfalls You ll discover optimal ways to create SAFe Teams and run successful Events You ll also learn how to plan Agile Release Trains ARTs manage the ART Backlog conduct PI Planning and grasp the importance of Value Stream Identification in driving value delivery By the end of this book you ll be armed with practical tips and advice to help you successfully customize the Scaled Agile Framework to your Enterprise s needs while preserving the aspects that make it work successfully What you will learn Discover how to set up Agile Teams to attain maximum effectiveness Avoid common mistakes organizations make with SAFe Find out how to set up the Agile Release Train Discover common mistakes enterprises make that affect the success of the ART Understand the importance of Value Streams and learn how to work with them successfully Start using the best ways to measure the progress of Teams and ARTs at an Enterprise level Recognize the impact of successful SAFe adoption on Enterprise strategy and organizational structure Who this book is for If you re a SAFe Practice Consultant SPCT Scrum Master Team Coach or Release Train Engineer tasked with implementing SAFe within an organization you ll find this book indispensable It offers valuable insights into aspects of SAFe and helps ensure success in delivery and execution with practical uses you can adopt Product owners and product managers will also benefit from this book by gaining a deeper understanding of how to function effectively within a SAFe environment A basic understanding of SAFe agile and DevOps is recommended to get the most out of this book

[Becoming an Agile Software Architect](#) Rajesh R V,2021-03-19 A guide to successfully operating in a lean agile organization for solutions architects and enterprise architects Key FeaturesDevelop the right combination of processes

and technical excellence to address architectural challengesExplore a range of architectural techniques to modernize legacy systemsDiscover how to design and continuously improve well architected sustainable softwareBook Description Many organizations have embraced Agile methodologies to transform their ability to rapidly respond to constantly changing customer demands However in this melee many enterprises often neglect to invest in architects by presuming architecture is not an intrinsic element of Agile software development Since the role of an architect is not pre defined in Agile many organizations struggle to position architects often resulting in friction with other roles or a failure to provide a clear learning path for architects to be productive This book guides architects and organizations through new Agile ways of incrementally developing the architecture for delivering an uninterrupted continuous flow of values that meets customer needs You ll explore various aspects of Agile architecture and how it differs from traditional architecture The book later covers Agile architects responsibilities and how architects can add significant value by positioning themselves appropriately in the Agile flow of work Through examples you ll also learn concepts such as architectural decision backlog the last responsible moment value delivery architecting for change DevOps and evolutionary collaboration By the end of this Agile book you ll be able to operate as an architect in Agile development initiatives and successfully architect reliable software systems What you will learnAcquire clarity on the duties of architects in Agile developmentUnderstand architectural styles such as domain driven design and microservicesIdentify the pitfalls of traditional architecture and learn how to develop solutionsUnderstand the principles of value and data driven architectureDiscover DevOps and continuous delivery from an architect s perspectiveAdopt Lean Agile documentation and governanceDevelop a set of personal and interpersonal qualitiesFind out how to lead the transformation to achieve organization wide agilityWho this book is for This agile study guide is for architects currently working on agile development projects or aspiring to work on agile software delivery irrespective of the methodology they are using You will also find this book useful if you re a senior developer or a budding architect looking to understand an agile architect s role by embracing agile architecture strategies and a lean agile mindset To understand the concepts covered in this book easily you need to have prior knowledge of basic agile development practices

The Art of Agile Development James Shore,Shane Warden,2021-10-12 Most companies developing software employ something they call Agile But there s widespread misunderstanding of what Agile is and how to use it If you want to improve your software development team s agility this comprehensive guidebook s clear concrete and detailed guidance explains what to do and why and when to make trade offs In this thorough update of the classic Agile how to guide James Shore provides no nonsense advice on Agile adoption planning development delivery and management taken from over two decades of Agile experience He brings the latest ideas from Extreme Programming Scrum Lean DevOps and more into a cohesive whole Learn how to successfully bring Agile development to your team and organization or discover why Agile might not be for you This book explains how to Improve agility create the conditions necessary for Agile to succeed and scale in your organization Focus on

value work as a team understand priorities provide visibility and improve continuously Deliver software reliably share ownership decrease development costs evolve designs and deploy continuously Optimize value take ownership of product plans budgets and experiments and produce market leading software **Problem? What Problem?** Ben

Linders,2020-07-19 Agile emphasizes to establish teams and give them whatever they need to do their work This book on impediments explores how teams can effectively deal with the problems that will happen in their daily work In agile these problems are called impediments anything that slows down a team and needs to be dealt with Agile teams need to be able to handle impediments This is the first book specifically about dealing with impediments using agile thinking with problem solving practices In this book I explain why dealing with impediments matters The book also provides approaches for you to effectively handle impediments in teams and beyond the teams I m also sharing experience stories from my practice I based this book on my experience as a developer tester team leader project manager quality manager process manager consultant coach trainer and adviser in Agile Lean Quality and Continuous Improvement This book dives into problem solving and impediments viewing them from different perspectives and provides ideas suggestions practices and experiences that will help you to become more effective in dealing with impediments This book is for agile teams Scrum masters tech leads agile coaches consultants developers and testers project managers line managers and CxOs basically anyone who is looking for an effective way to handle impediments or support people in doing that With plenty of ideas suggestions examples and practical cases on impediments this book will help you to become more effective in dealing with impediments **The The Agile**

Developer's Handbook Paul Flewelling,2018-02-27 Agile software development helps to minimize the risk of failure in product development as it enables you to quickly adapt to the changing environment and the varying needs of your customers by improving your communication and collaboration skills **Liftoff** Diana Larsen,Ainsley Nies,2016-06-10 Ready

set liftoff Align your team to one purpose successful delivery Learn new insights and techniques for starting projects and teams the right way with expanded concepts for planning organizing and conducting liftoff meetings Real life stories illustrate how others have effectively started or restarted their teams and projects Master coaches Diana Larsen and Ainsley Nies have successfully lifted off numerous agile projects worldwide Are you ready for success Every team needs a great start If you re a business or product leader team coach or agile practice lead project or program manager you ll gain strategic and tactical benefits from liftoffs Discover new step by step instructions and techniques for boosting team performance in this second edition of Liftoff Concrete examples from our practices show you how to get everyone on the same page from the start as you form the team You ll find pointers for refocusing an effort that s gone off in the weeds and practices for working with teams as complex systems See how to scale liftoffs for multiple teams across the enterprise address the three key elements for collaborative team chartering establish the optimal conditions for learning and improvement and apply the GEFN Good Enough for Now rule for efficient liftoffs Throughout the book are stories from real life teams lifting off as

seasoned coaches describe their experiences with liftoffs and agile team chartering Focused conversations help the team align form and build enough trust for collaborating You ll build a common understanding of the teams context within business goals Every liftoff is unique but success is common

Practical Ways to Lead an Innovative Organization Johanna Rothman,2020-10-30 Would you like your organization to innovate more Start with your management practices You might never have seen innovation in management You are not alone Learn to create an environment where people can innovate See how to use the organization s purpose to manage for better outcomes Free people to work better and faster Based on research and backed up by personal stories you ll see how modern managers practice innovation Through questions and stories learn how you can Create management teamwork at all levels Reduce management decision time Manage for effectiveness to promote innovation Plan by value Welcome experiments and learn from them Move from change management to embracing change And much more With its question and myth each chapter offers you options to rethink how you can create management innovation Change your practices and free the people to deliver better outcomes Become a modern manager Learn to lead an innovative organization

Engineering Manager's Handbook Morgan Evans,2023-09-08 A comprehensive guide to engineering management packed with tips tricks and techniques to drive results Key Features Acquire the necessary skills to manage engineers across various settings Gain valuable insights into engineering leadership people management and driving organizational change Discover pitfalls to avoid as a new engineering manager and understand their causation Purchase of the print or Kindle book includes a free PDF eBook Book DescriptionDelightful and customer centric digital products have become an expectation in the world of business Engineering managers are uniquely positioned to impact the success of these products and the software systems that power them Skillful managers guide their teams and companies to develop functional and maintainable systems This book helps you find your footing as an engineering manager develop your leadership style balance your time between engineering and managing build successful engineering teams in different settings and work within constraints without sacrificing technical standards or team empathy You ll learn practical techniques for establishing trust developing beneficial habits and creating a cohesive and high performing engineering team You ll discover effective strategies to guide and contribute to your team s efforts facilitating productivity and collaboration By the end of this book you ll have the tools and knowledge necessary to thrive as an engineering manager Whether you re just starting out in your role or seeking to enhance your leadership capabilities this handbook will empower you to make a lasting impact and drive success in your organization What you will learn Pitfalls common to new managers and how to avoid them Ways to establish trust and authority Methods and tools for building world class engineering teams Behaviors to build and maintain a great reputation as a leader Mechanisms to avoid costly missteps that end up requiring re work Strategies to increase employee retention on your team Techniques to facilitate better product outcomes Who this book is forThis book is a valuable resource for software engineers and developers

transitioning into engineering management roles equipping you with best practices and insights to navigate the new responsibilities effectively Whether you re a newly promoted engineering manager or an experienced one seeking immediate answers to challenges this comprehensive and up to date guide provides the support you need Familiarity with the software development lifecycle including concepts like version control code review and deployment is required

How to Lead in Product Management: Practices to Align Stakeholders, Guide Development Teams, and Create Value Together Roman Pichler,2020-03-10 This book will help you become a better product leader Benefitting from Roman Pichler s extensive experience you will learn how to align stakeholders and guide development teams even in challenging circumstances avoid common leadership mistakes and grow as a leader Written in an engaging and easily accessible style How to Lead in Product Management offers a wealth of practical tips and strategies Through helpful examples the book illustrates how you can directly apply the techniques to your work Coverage includes Choosing the right leadership style Cultivating empathy building trust and influencing others Increasing your authority and empowering others Directing stakeholders and development teams through common goals Making decisions that people will support and follow through Successfully resolving disputes and conflicts even with senior stakeholders Listening deeply to discover and address hidden needs and interests Practising mindfulness and embracing a growth mindset to develop as a leader Praise for How to Lead in Product Management Roman has done it again delivering a practical book for the product management community that appeals to both heart and mind How to Lead in Product Management is packed with concise direct and practical advice that addresses the deeper personal aspects of the product leadership Roman s book shares wisdom on topics including goals healthy interactions with stakeholders handling conflict effective conversations decision making having a growth mindset and self care It is a must read for both new and experienced product people Ellen Gottesdiener Product Coach at EBG Consulting Being a great product manager is tough It requires domain knowledge industry knowledge technical skills but also the skills to lead and inspire a team Roman Pichler s How to Lead in Product Management is the best book I ve read for equipping product managers to lead their teams Mike Cohn Author of Succeeding with Agile Agile Estimating and Planning and User Stories Applied This is the book that has been missing for product people Roman has created another masterpiece a fast read with lots of value It s a must read for every aspiring product manager Magnus Billgren CEO of Tolpagorni Product Management How Lead in Product Management is for everyone who manages a product or drives important business decisions Roman lays out the key challenges of product leadership and shows us ways of thoughtfully working with team members stakeholders partners and the inevitable conflicts Rich Mironov CEO of Mironov Consulting and Smokejumper Head of Product

Clearly Agile Giles Lindsay,2024-04-08 The future is CLEAR the future is AGILE Clearly Agile is more than just a book on business agility It s an essential guide for anyone aspiring to lead successfully in a fast changing business world Step into the future with confidence equipped with the knowledge and tools to master the art of business agility and

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The Nexus Framework for Scaling Scrum Kurt Bittner, Patricia Kong, Eric Naiburg, Dave West, 2017-12-04 Improve and Accelerate Software Delivery for Large Distributed Complex Projects The Nexus Framework is the simplest most effective approach to applying Scrum at scale across multiple teams sites and time zones Created by Scrum org the pioneering Scrum training and certification organization founded by Scrum co creator Ken Schwaber Nexus draws on decades of experience to address the unique challenges teams face in coming together sharing work and managing and minimizing dependencies The Nexus™ Framework for Scaling Scrum is a concise book that shows how Nexus helps teams to deliver a complex multi platform software based product in short frequent cycles without sacrificing consistency or quality and without adding unnecessary complexity or straying from Scrum's core principles Using an extended case study the authors illustrate how Nexus helps teams solve common scaling challenges like reducing cross team dependencies preserving team self organization and transparency and ensuring accountability Understand the challenges of delivering working integrated product increments with multiple teams and how Nexus addresses them Form a Nexus around a new or existing product and learn how that Nexus sets goals and plans its work Run Sprints within a Nexus provide transparency into progress conduct effective Nexus Sprint reviews and use Nexus Sprint Retrospectives to continuously improve Overcome the distributed team collaboration challenges

Tribal Unity (paperback) Em Campbell-Pretty, 2016-10-11 Are you ready to create a one team culture Tribal Unity is a real world practical guide for leaders committed to making their organisation a great place to work Based in the true story of how one inspiring leader transformed a highly toxic organisational culture into an internationally recognised case study of success Tribal Unity shares proven patterns that are revolutionising the way teams of teams connect and perform Em Campbell Pretty is an internationally acclaimed business strategist speaker and one of Australia's leading Enterprise Agile consultants After 20 years in senior business roles within multinational blue chip corporations Em discovered Agile and became passionate about

the chance it provides to align business and IT around the delivery of value Today Em is instrumental in empowering Australia s largest enterprises in improving the effectiveness of their teams *Guiding Star OKRs* Staffan

Nöteberg,2025-04-29 Tired of traditional OKRs that stifle innovation and demotivate teams The Guiding Star OKR framework offers a refreshing new approach to goal setting emphasizing purpose unified direction and adaptability Bestselling author Staffan Nöteberg distills knowledge from diverse industries teaching you to create a compelling Guiding Star vision that inspires aligns and empowers teams Learn to foster intrinsic motivation embrace continuous adaptation and unlock strategic agility for sustainable success in today s ever changing business world Tired of goals that feel like a chore only to be abandoned when things get tough The Guiding Star OKR framework offers a refreshing new approach to goal setting one that emphasizes purpose unified direction and the freedom to adapt when needed Unlike traditional OKRs that can stifle innovation and demotivate teams this book teaches you to create a compelling Guiding Star vision that inspires everyone to pull in the same direction Discover how to foster intrinsic motivation giving your team the autonomy to pursue their goals with passion and creativity Establish a clear and inspiring vision that illuminates a common way forward for the organization Learn to embrace continuous adaptation making sure your organization stays agile in a rapidly changing world Whether you re a leader looking to transform your company culture or a team member seeking greater purpose in your work the Guiding Star OKR framework offers a proven path to sustainable success The Professional Product Owner Don McGreal,Ralph

Jocham,2018-06-04 The Professional Product Owner s Guide to Maximizing Value with Scrum This book presents a method of communicating our desires cogently coherently and with a minimum of fuss and bother Ken Schwaber Chairman Founder Scrum.org The role of the Product Owner is more crucial than ever But it s about much more than mechanics it s about taking accountability and refocusing on value as the primary objective of all you do In The Professional Product Owner two leading experts in successful Scrum product ownership show exactly how to do this You ll learn how to identify where value can be found measure it and maximize it throughout your entire product lifecycle Drawing on their combined 40 years of experience in using agile and Scrum in product management Don McGreal and Ralph Jocham guide you through all facets of envisioning emerging and maturing a product using the Scrum framework McGreal and Jocham discuss strategy showing how to connect Vision Value and Validation in ROI focused agile product management They lay out Scrum best practices for managing complexity and continuously delivering value and they define the concrete practices and tools you can use to manage Product Backlogs and release plans all with the goal of making you a more successful Product Owner Throughout the authors share revealing personal experiences that illuminate obstacles to success and show how they can be overcome Define success from the outside in using external customer driven measurements to guide development and maximize value Bring empowerment and entrepreneurship to the Product Owner s role and align everyone behind a shared business model Use Evidence Based Management EBMgt to invest in the right places make smarter decisions and reduce risk Effectively

apply Scrum's Product Owner role artifacts and events Populate and manage Product Backlogs and use just in time specifications Plan and manage releases improve transparency and reduce technical debt Scale your product not your Scrum Use Scrum to inject autonomy mastery and purpose into your product team's work Whatever your role in product management or agile development this guide will help you deliver products that offer more value more rapidly and more often Register your book for convenient access to downloads updates and or corrections as they become available See inside book for details

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