

The Agile Team in a Nutshell

Shared Values in the Agile Team

DANDY
PEOPLE

Focus
Everyone focuses on the work of the sprint or timebox and the goals of the Agile team.

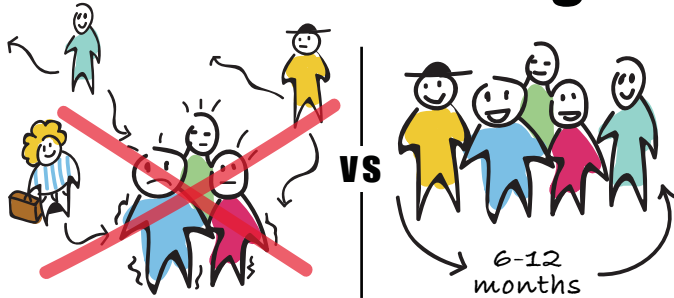
Courage
Agile team members have the courage to do the right thing and work on tough problems.

Openness
The Agile team and its stakeholders agree to be open about all the work and the challenges with performing the work.

Commitment
People personally commit to achieving the goals of the Agile team.

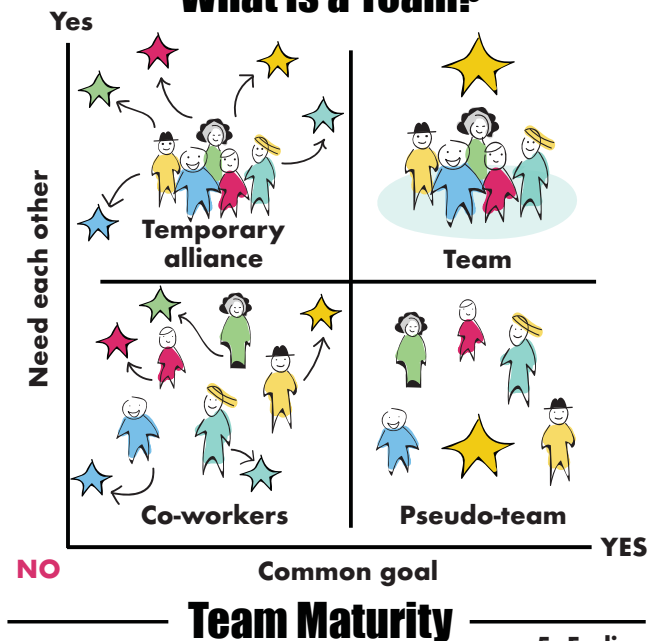
Respect
Agile Team members respect each other to be capable, independent people.

Well Functioning



Keeping teams stable over time is needed to become and stay well-functioning and high-performing teams where smooth collaboration and innovation take place. Any change in the team setup may cause the team to go back to where they were as newly formed. Teams of 5-7 people who are kept together and get to high-performance are 100% faster.

What is a Team?



Type of Agile Teams

Development Team
Develop, maintain and deliver products or services to external or internal customers.

Leadership Team
Acts as Servant Leaders with a growth mindset to several teams, or the full org, to enable them to make quick decisions themselves and maximize flow and value.

Supportive Team
Some Agile teams act as a support for other teams to enable the best possible autonomy & alignment.

Two things are needed to be a team:

- A common goal
- Needing each other

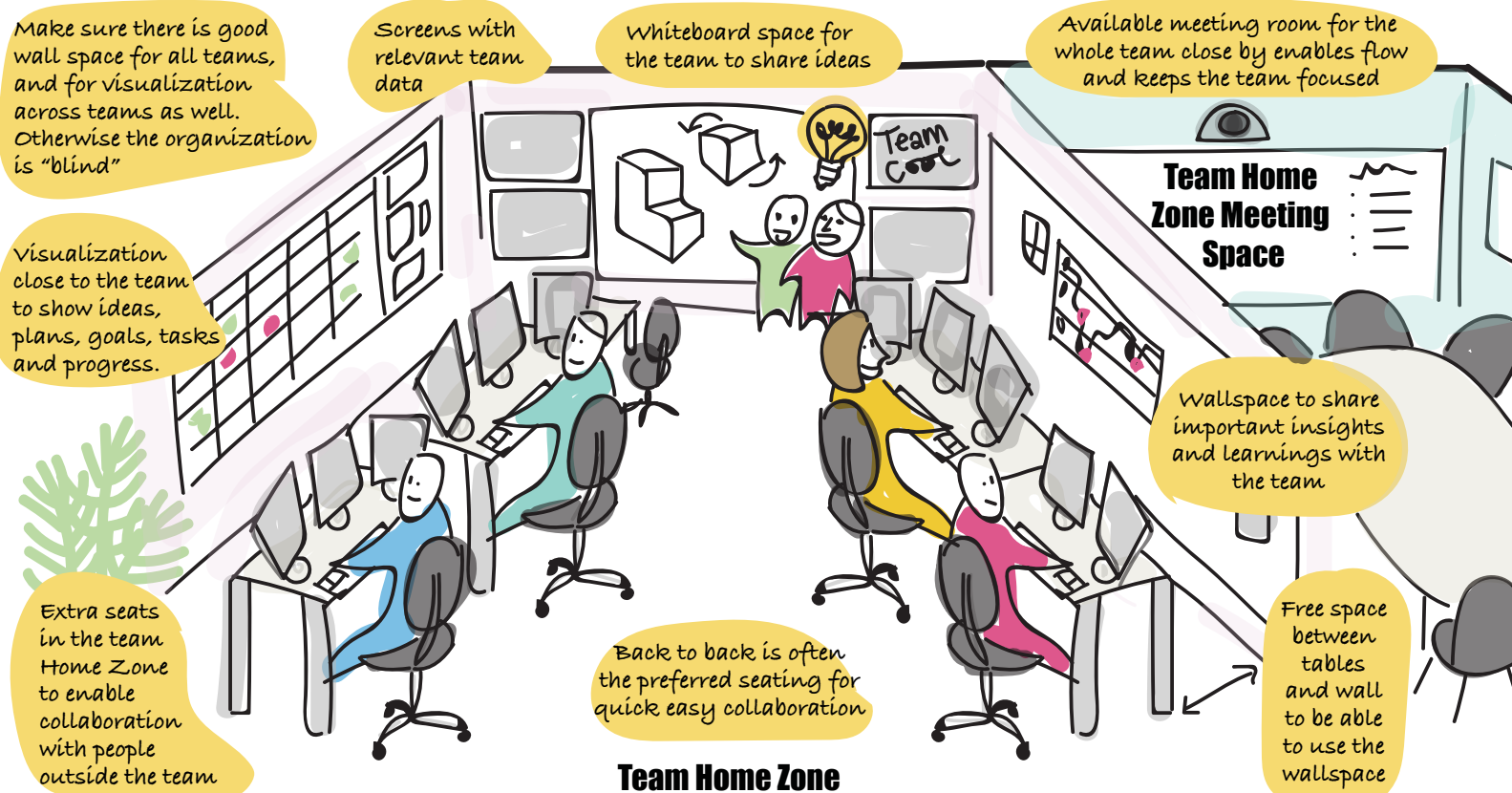
Roles of an Agile Team

Product Owner
Responsible for optimizing value delivered by the Team & keeping the backlog transparent. Owns the product backlog & the vision (the WHAT) for the product & has the mandate to make business decisions. It is the Product Owner (PO) who is responsible for realistic expectation management, which means saying NO to non-value-adding ideas & deadlines - and it is the PO who sets the goal for each sprint to enable continuous value delivery. Responsible for facilitating stakeholder and customer collaboration.
NOT a project manager.

Scrum Master
A Servant Leader for the team and the PO. Responsible for helping everyone change their interactions and behaviors to maximize the flow and the value created by the Agile Team. Helps the team increase engagement and grow a strong team with the right capabilities and a learning culture.
NOT managing the people.

Team
A self-organized team that is responsible for the HOW- the solution. Works together with the PO to understand the value of the business and the customer and decides how the solution should work to solve the prioritized problems. Everyone in the team commits to the goals of the team. The team strives to have all the capabilities needed to deliver new impact while still maintaining the old services.
NOT with individual priorities.

Optimized Team Seating for Well Functioning Teams



ROI of an Agile Team

Clear Purpose **100%**
Purpose leads to focus, which increases the speed and value delivered by the teams by 100%.

Mandate **100%**
A clear mandate minimizes bureaucracy, which increases the speed & possible innovation of the team by 100%.

Small & Stable Teams - "Brooks Law" **100%**
Team size really matters. Teams of 5-7 people who are high-performing are 100% faster.

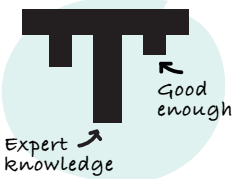
Employee Engagement **100%**
Being in a team gives a sense of belonging and context, which increases employee engagement by 100%.

T-shape **100%**
T-shape increases the speed of team deliveries by 100%.

T-shape

V. 2.1

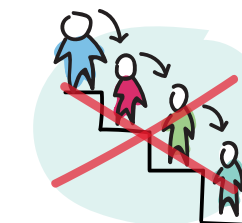
In cross-functional teams skills are more important than roles. Team members who have a T-shaped competence profile improve the team's collaboration, delivery flow and reduces the dependency on specific individuals. T-shaped team members double the velocity of the team.



Visualizing Teams T-shape

	Design	Coding	So Me	Financial	Legal	
Mia	😊	😞	😊	😞	😞	😊 Like it!
Jennie	😊	😊	😊	😊	😞	😊 OK
Mathias			😞	😊	😊	😞 Hate it
Michael			😞	😊	😊	😊 Expert
			😞	😊	😊	😊 Good enough
			😞	😊	😊	😊 Beginner

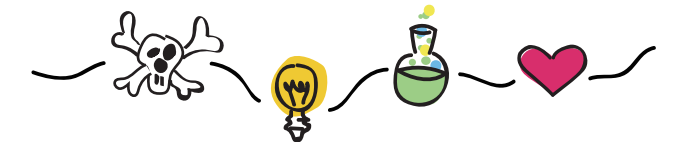
The team can visualize their T-shape in connection to their team purpose to support valuable learning in the daily work.



Mini-Waterfall

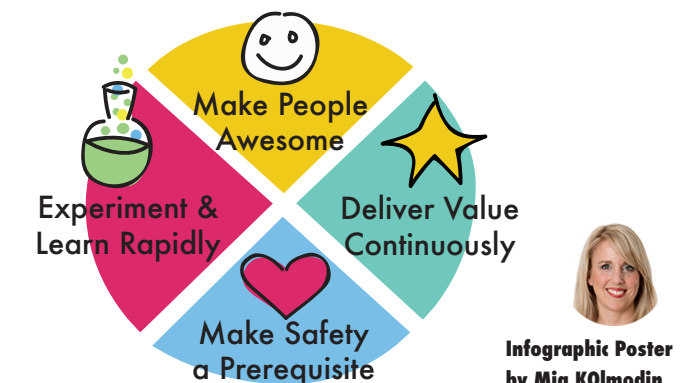
T-shape helps minimize a common anti-pattern called mini-waterfall, which means hand-offs and knowledge silos within the team.

Continuous Improvement



The retrospective is the improvement function of Agile Teams. It is the most important practice and is usually done every second week. The team looks at how to do more of what worked, and what to improve. The team makes actions clear and adds improvement work to the next sprint backlog.

Modern Agile Principles



Infographic Poster
by Mia Kolmodin