

Way-of-Working

From the first moment, in the group it has been established a good channel of communication and honesty that allowed us to collaborate efficiently despite our diverse backgrounds and initial challenges. We indeed had long discussions to organize our work, ensuring that everyone was aligned on the principles and constraints that would guide our efforts.

Compromises , Work Distribution and Initial Challenges

One of the key aspects of our Way-of-Working was our ability to find good compromises as well as a balanced workload distribution. Each team member focused on their strengths, which allowed us to overcome individual limitations. Despite differences in skill levels, we ensured that every task was assigned in a way that maximized expertise. Our team was particularly variegated, consisting of members from different parts of the world, including two exchange students. Some of us had never used Git or Go or Java before, while others were still in their undergraduate studies. These differences presented an initial challenge, as we were not used to the tools and conventions primarily used in this context. However, through support from one another, we adapted quickly to the unfamiliar software and methodologies.

Progression Through Way-of-Working States

We successfully progressed through the early states of Way-of-Working (as stated in the checklist, p.60 of Essence):

- **Principles Established:** We set clear principles and constraints that were agreed upon by all team members. These included how to divide work fairly, how to make decisions collectively, and how to ensure both synchronous and asynchronous communication among the different group members.
- **Foundation Established:** We identified and integrated key practices and tools necessary for our workflow, ensuring a structured foundation for our work. We also analyzed gaps in knowledge and adjusted our expectations accordingly by writing a list of our competences. We managed to choose tools, software and programming language that each of us agreed to.
- **In Use:** We actively implemented our agreed-upon methods. Each member started using Git and Java and Go at their own pace, gaining familiarity with the required tools.
- **In Place:** Eventually, our Way-of-Working became the standard for all team members. Despite initial difficulties, everyone was effectively using the established processes and tools to accomplish their tasks. The adaptation to unfamiliar software and methodologies was well-accomplished validating this way our approach.
- **Working Well:** our team now is touching the working-well state. We are finally understanding each other's way of working. We know we can count on them. From the team perspective we absolutely don't have any complaints. We are used to concise but effective communication. We are all using independently the main tools required in these projects. We act both as independent developers(ex. work splitting) but also as a unified entity.

However, not all team members reached such a high level of proficiency with these tools. While we managed to use them effectively to complete the assignment, they did not become second nature for everyone in daily work. This is the main reason why we consider our Way-of-Working to have reached a premature state of "Working Well".