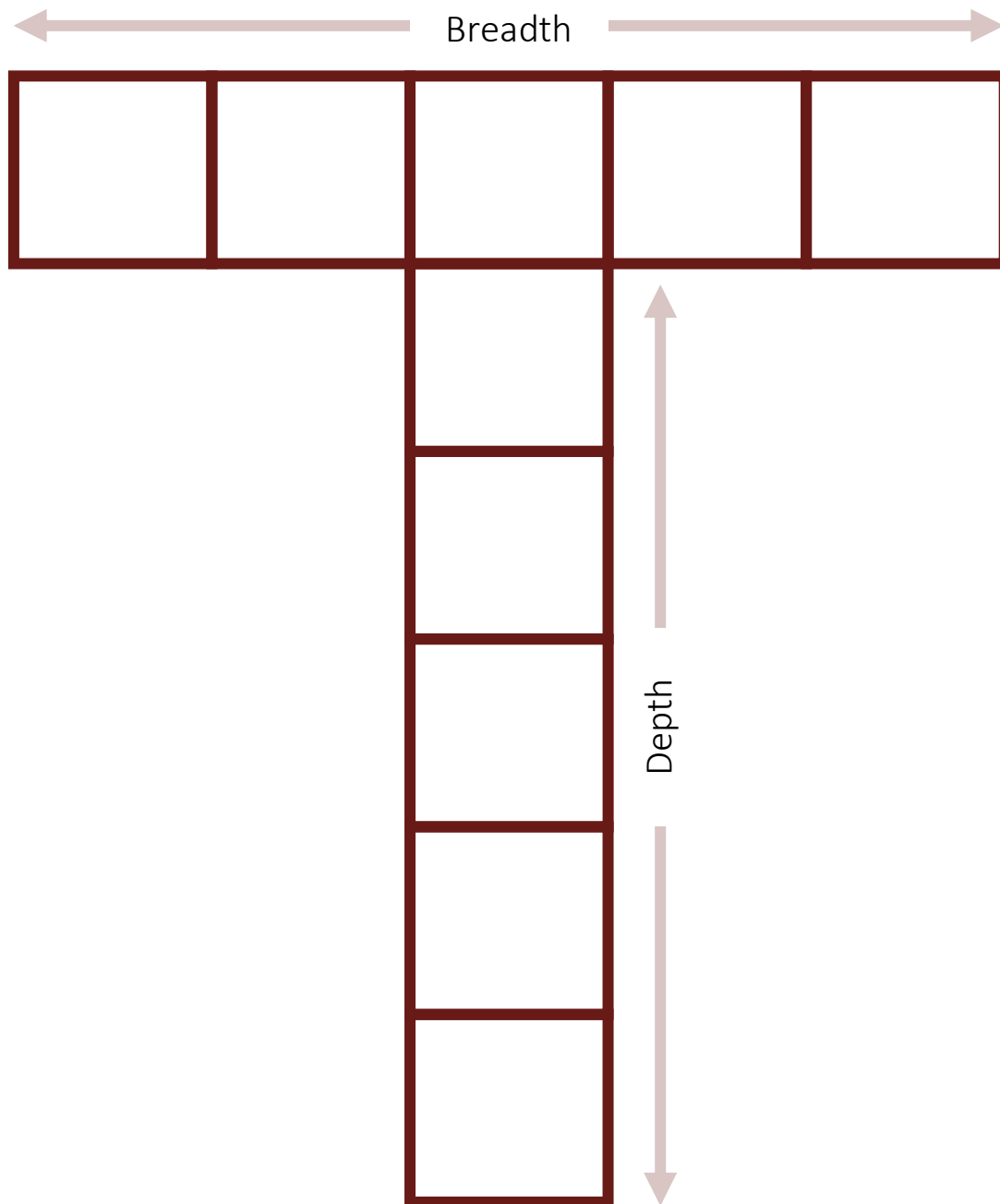


You've Lost that Leader Feelin' | Developing Your Team

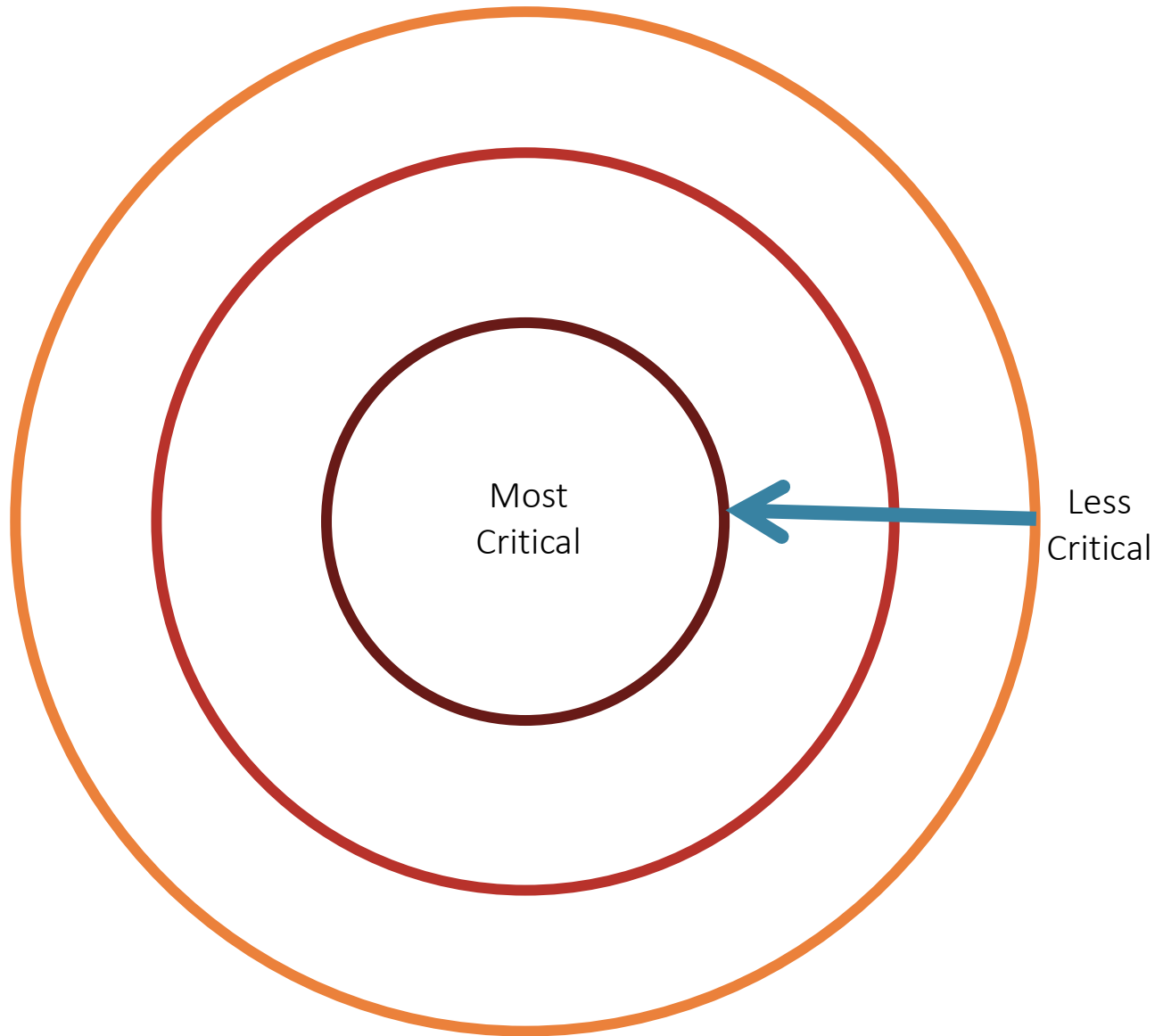
One of the keys to a successful team is interdisciplinary composition. A key driver of these types of teams is the idea of **T-shaped people**, which is the idea that individuals have deep expertise and passion in a few areas and are supported by a breadth of interest and experiences across others. This means you don't have I-shaped people (an expert at one thing), or —shaped people (generalists who are capable in a lot of things), but that you're building a team that is capable in many things and an expert in one.

Encourage your team to complete their Ts and share with each other—where can they each help each other learn and grow?



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Think about all the work your team has in flight or upcoming. Map out all the work your team is doing and rate its level of importance by where you place it in the diagram. What work is the most critical to get done?



Now that you have the work mapped out, write in who on your team is responsible for each piece of work.

Debrief: Have you made the right matches between the people and the work? Do you see any connections between development goals or passion and the work each individual has? Do you see any delegation opportunities? Is anybody at risk for burnout? How can you mitigate your bias in assigning work and providing opportunities?