



BITS Pilani

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SS ZG622: Software Project Management Contact Session # 11

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Organizing and managing teams



- Team organization
- Motivating teams
- Stress management
- Managing attrition

	Experience/skills	Personal details
Suresh	PMP certified project manager with 15 years of experience in the IT industry. He has been managing projects for the last four years (less familiar with present development tools).	Married and has two young children attending a primary school near his apartment complex. Is a fitness enthusiast and works out daily in the morning.
Vijay	Good at UI/UX design; Highly experienced in frontend development; recently attended a 5-day training on React – Javascript Library	Engaged recently; to be married in six months; enjoys different cuisines; good team player
Krishna	Very good at database design (both SQL and NOSQL) and backend application development	Bachelor lives with parents; travel time between home and office can be up to two hours each way; plays tennis regularly on weekends; likes to work alone
Rahul	Experienced with MEAN stack (Mongodb, Express, Angular and Nodejs); Good at architecture and design	Bachelor lives with friends; extrovert; likes partying a lot; spends a couple of days every month on social service (teaching adults)
Rekha	Worked recently on a cloud-based software development project; good experience with testing and deployment on cloud environments	Twins born last year; husband frequently travels on work; frequently thinks out-of-box and comes up with new ideas
Madhu	A certified Scrum Master; good at connecting and/or integrating different part of development environments	Both his parents are aged and not that healthy; extremely caring and hardworking; rarely misses any deadlines
Vishal	Has excellent knowledge of business operations; Very good at requirements gathering, analysis and modeling	Pursuing a part-time MBA; may make a career move after graduation; does not like coding
Deepti	Worked on front-end application development in several projects; enthusiastic in learning the backend development as well	Recently married to one of her undergrad classmates who is working as a web application developer; loves watching movies
Manoj	Experienced with MERN stack; Good at architecture and design	Bachelor lives with friends; enjoys playing tennis during weekends
Aparna	Worked on UNIX-based software development project (Java); good experience with testing environments	Two young children; husband - also a software developer - works from home
Priya	Worked on a mobile ticketing project during her studies; has good experience with full-stack mobile application development	Recently graduated from a top institute; interested in pursuing higher studies abroad

Activity 8#1: MuxCore Project



Team Organization

Assuming the role of Suresh (project manager), which one of the following options for structuring your team you would choose? And, why?

- Option 1 – one Scrum team
- Option 2 – two Scrum teams (front end, and backend & support)
- Option 3 – two Scrum teams for Admin and Sales

Activity 8#2: MuxCore Project

Team Organization



Assuming that you have selected the two teams option #3 with you as the PO and Madhu as the SM for both the teams, assign the remaining nine members to the these teams:

- Mux-Admin team
- Mux-Sales team

Activity 8#3: Managing Motivation



After three sprints, you noticed that motivation in both the teams is below expectation (resulting in reduced sprint velocities). How will you address this issue?



Activity 8#4: Managing Stress

After six sprints, you noticed that Madhu, Rekha and Priya are stressed out. How will you handle this issue?

Activity 8#5: Managing Attrition



As the project manager, you were successful in addressing the motivation problem (resulting in very good sprint velocities) and the stress situation. However, during the 9th sprint you started to feel that Vishal and Priya are quite likely to leave the company. How will you address this issue?