For Disturbed Teams – Things to Do

Do's

✔ Communicate shared vision for the project

✔ Spend time to build trust showcasing their progress

✔ Pay for travel among sites and face time among team members

✔ Invest necessary amount to make available tools for high-bandwidth and communication

✔ Enable team members to communicate with each other whenever required, including video communication

✔ Schedule meetings considering splitting up scrum rituals to suit the circumstances of the team

Don'ts

✘ Create artificial barriers like appointing a single point of contact for communication

✘ Exclude team members from ceremonies by having only one or a few representatives attend

Cultural Sensitivity

✔ The tendency to believe one's culture is superior to others

✔ Work to diminish the consequences

✔ Learn and respect other cultures

Cultural Sensitivity

Power-Distance Index (PDI)

The extent to which less powerful members accept unequal distribution of power

Uncertainty Avoidance Index (UAI)

Tolerance of ambiguity

Individualism (IND)

Prefer working as individuals vs. teams

Long-Term Orientation (LTO)

Long term benefits or instant gratification

Achievement Orientation (ACH)

Orientation towards visible indicators of success

Cultural Sensitivity

GOAL		

Not Clear

MPx	xMP
Extreme	Extreme

Clear

TPM	APM
Linear Incremental	Iterative Adaptive