**Experience on Team Leading practices**

Out of 11.10 years of experience in Software Industry, I have 6 years of Experience in Leading Teams in 3 different organizations and different projects. Teams were of different size and different culture.

It was great journey and learning in terms of Leading , mentoring, people management.

There were certain practices that did work for me, and also some practices did not work. we will cover some of them with short details here.

1. **Dividing the workload based on capabilities, skills and approach:** Everyone has their own capability and recognising them based on that is not bad. What is more important is delivery on time. Dividing the workload withing the team should be part of our planning.
2. **Discussion, brainstorming within the team**: it does workout if we do more discussion brainstorming within the team. Taking/giving suggestion, sharing ideas out of present scope opens many doors. It is very important to have communication within the team beyond necessity.
3. **Time management** : its very important to work on strategies that how you manage your time and encourage your team members to do the same and shop around for a time management strategy that works best for them.

e.g.

*The GTD Method* :  catalogue information in an external tool so you can use your brainpower for high-impact work.

*Time Blocking* : Group similar tasks to work on all at once and schedule those time blocks in your calendar.

*The Eat The Frog Method* : In order to get your best work done, you should tackle your biggest task (your frog) at the very beginning of the day.

1. Managing the complete work lifecycle in sprint will help you to track down the gaps.
2. **Setting smart goals and motivation**: setting smart goals (Specific, Measurable, Achievable, Relevant, Time Bound) , mapping it to your tasks and working on them from day 1 does take you to expected finish line. Also its very important that your team is motivated though out. Discussing with each one is really important to understand and resolve the conflict. It also helps to understand where your team is stuck.
3. **Diving own workload** : I mostly divided my work as 60 percent to Technical and 40 percent in team management. And some points percent changes.

Wearing multiple role hat is a challenging job, and sometimes it does not work for me.

Specially when a team member is Out Of Work and taking his workload upfront does change plan for you.

1. Discussing the gap or failure of achievement(s) of milestone in a combined discussion does not work. I did change my approach to reach individually to point out the mistake, discuss the possible alternate approach to achieve the goal. A friendly discussion with motivation is helpful.
2. Micromanagement within the team does not work for me and neither for others I feel.

We have a process stablished and if we stick to that like a regular update, a daily sprint meet, a channel to resolve blocker it would solve the problem which attracts micromanagement.