

Which teams share which infrastructural pieces

I used to write a monthly newsletter for my team and leave them around the cafeteria

Shared Jokes and stories create a feeling of team

Through operational concerns or shared code ownership

"not everything on a map gets built, and not everything that gets built is on a map"

boundaries are constantly being negotiated

Through shared capability delivery or outcome vs. hard tech req

Company values, but also team specific values and agreements

List of who owns what feature/architecture to answer questions (to help all teams know who to reach out to)

Acronyms

Shared vocab

Slack channels

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Meetings

Zoom controls

Regular rituals

Ask, "who do we serve?"

Explicit values

In-jokes

Permissions

Make sure you make enabling constraints SUPER VISIBLE too! Let folks know exactly the preferred "golden pattern" that the organization wants.

Shared stories

Email lists

Shared workspace

Shared calendar

Conversation

Social events

Office hours

Open office policies



Copy the Stars!

