

Topic 5

TEAM PERFORMANCE

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LEARNING OUTCOMES

OUTLINE

- Focus on Team
- Servant Leadership
- Team Formation
- Work As a Team
- Team Empowerment
- Case Study

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FOCUS ON TEAM

Why Focus On Team

- Team Performance in agile is associated with the agile manifesto, which is "We value individuals and interactions over processes and tools."
- Individual and interaction we relate to team building, and related to team performance.
- How interaction between teams is needed in maintaining team work in carrying out projects.

Why Focus On Team

- As a servant leader, one of your tasks is to protect your team from distractions. This necessitates striking a delicate balance between allowing business personnel to collaborate with the team while also keeping them from diverting the team from their task. The project manager aims to bring the team and business people together by expressing the project vision, which is something you'll do often throughout an agile project.

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SERVANT LEADERSHIP

Servant Leadership

- Not a command and control
- The project manager and leader in agile should act as the coach to the team
- The target is to make the team as the whole team and can manage their work by themselves
 - Self organizing team

Servant Leadership

- You'll defer project decisions to the team because the project manager in agile isn't a command-and-control leader.
- You may be more active in helping the team make decisions early in the project, but as the project progresses, you let go of leading the team and allow emergent leadership to flourish, allowing the project team to make judgments on how to complete the project work.

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TEAM FORMATION

Team Formation

- The team need to create a ground rules
- To create team cohesion and increase team members' commitment to shared results, collaborate with other team members to develop ground rules and internal processes.
- Assist in the formation of a team with the interpersonal and technical capabilities required to meet all known project objectives and provide business value as quickly as possible.

Work as A Team

- In Agile, the team is actively to pull out the Sprint backlog
- There are no team leader or coordinator
- The team work as a whole
- The team should solve their problems without any interruption from PO or Scrum Master or the leader
- Working as a generalizing specialist (T-Shapped)

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TEAM EMPOWERMENT

Team Empowerment

- To decrease team size and bottlenecks, and to develop a high-performing cross-functional team, encourage team members to become generalizing specialist
- Help the work self-organize by empowering others and promoting emerging leadership in order to come up with effective solutions and handle complexity.
- Continually identify team and personal motivators and demotivators in order to maintain strong team morale and productive team members throughout the project.

The Team and Product Owner

- In agile, there is a Product Owner who is responsible for determining the requirements of the project. Requirements are defined by user stories and documented in the form of a product backlog.
- The Product Owner works closely with the development team in determining the priority of product backlog items
- The Product Owner is also responsible if there are change requests from stakeholders

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CASE STUDY

Case Study

- Usually in organizations, the process of team building does require a process
- A cohesive team cannot be formed instantly by itself, but through a series of processes, for example, what is called team maturity
- The project manager or team leader acts as a coach or servant leadership in facilitating the team so that they can do self-organizing

Thank You