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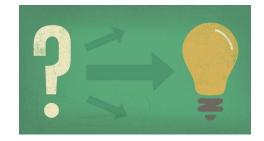




Encouragement

Make other people powerful

- High expectations
- Education
- Lead with questions! => ?





Trust



dare to be vulnerable

How to build trust?
sharing personal details
team events

Feedback Loops

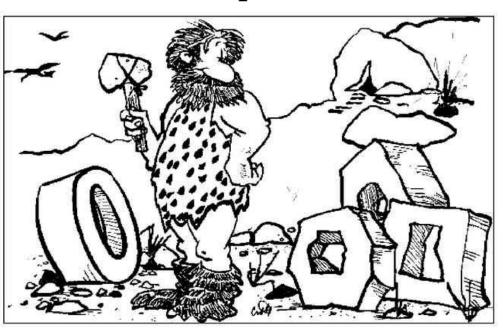
make it painfully **visible**

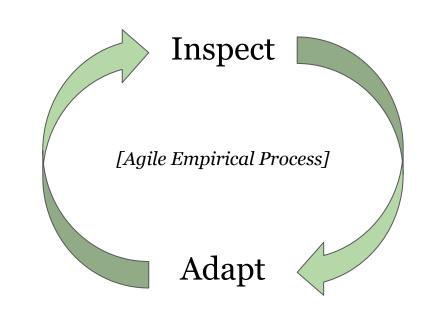
organise workflow for fast feedback



Constantly improving

Retrospective





Learn from failures and good practices

Mastery

urge to get better at stuff

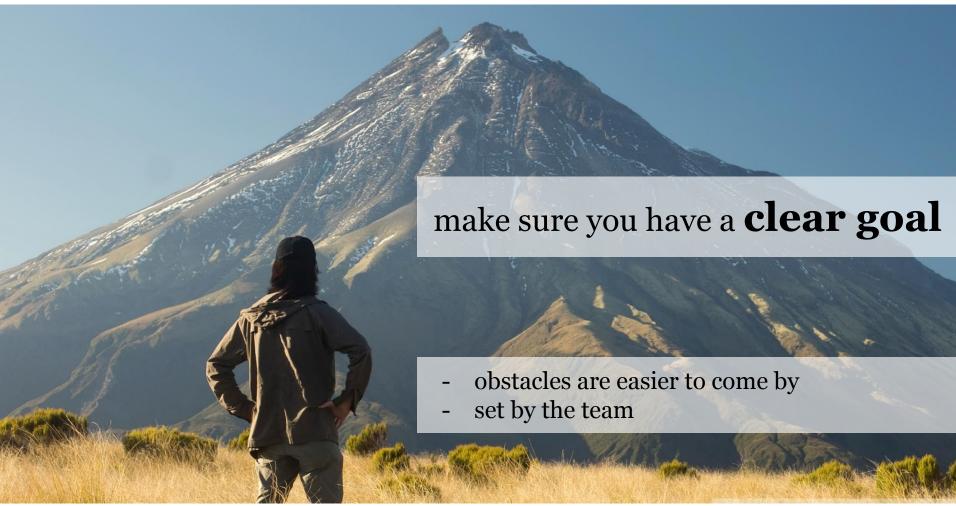
- improvement
- small achievements
- making contribution
- overcome challenges



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Purpose ~ Vision ~ Why





Autonomy

desire to be self directed

- What, Who, How, When
- roles, responsibility
- delegate decisions
- close to customer

=> self managing team





Resources (1)

Positive Attitude, Encouragement

Rich DeVos: Ten Powerful Phrases for Positive People

Dale Carnegie: How to Win Friends and Influence People

Simon Sinek: Love your work https://youtu.be/jDIZS4IQIQk

Böjte Csaba: Utak egymáshoz (HUN) https://youtu.be/CGeAs0TQ3lE

Protect

Simon Sinek: Leaders Eat Last (https://youtu.be/ReRcHdeUG9Y)

Trust

Patrick Lencioni: The Five Dysfunctions of a Team: A Leadership Fable

Multiply the Trust Factor Inside Your Organization - https://www.entrepreneur.com/article/239832

Feedback Loops

importance of early testing -> Marshmallow Challenge

http://www.tomwujec.com/design-projects/marshmallow-challenge/

Constantly Improving

http://retrospectivewiki.org/

any agile book (like Essential Scrum)

Resources (2)

Mastery

Dan Pink: Drive: The surprising truth about what motivates us(https://youtu.be/u6XAPnuFjJc)

Purpose

Simon Sinek: Start With Why (https://youtu.be/u4ZoJKF VuA)

Autonomy

Niels Pflaeging - Organize for Complexity http://www.ustream.tv/recorded/79460705

http://www.holacracy.org/

Spotify Engineering Culture https://youtu.be/Mpsn3Wal_4k

Other (I haven't read them)

Kenneth H. Blanchard: The One Minute Manager

Jim Collins: Good to Great

Fish: A Proven Way to Boost Morale and Improve Results https://www.fishphilosophy.com/

Nonviolent communication

Rachel Davies: Agile Coaching