30 Minute Stretch Class

Self Organising Teams

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30 Minute Stretch Class
Self Organising Teams

- What is a "Self Organising Team"?

- Where do I get one?

- What else?

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What is a Self Organising Team

- Self Organising

  - Let the people doing the work manage the work

    - How much work to do

    - How to do the work

    - How to divide the work up amongst themselves

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What is a Self Organising Team

- Team Leaders in Self-Organising Teams

  - Guide the team

  - Like the ScrumMaster™ a Servant-Leader

- Other roles:

  - ✓YES: Mentoring and Coaching

  - ✗ NO: Command and Control

- These teams are *self organising* not *self organised*
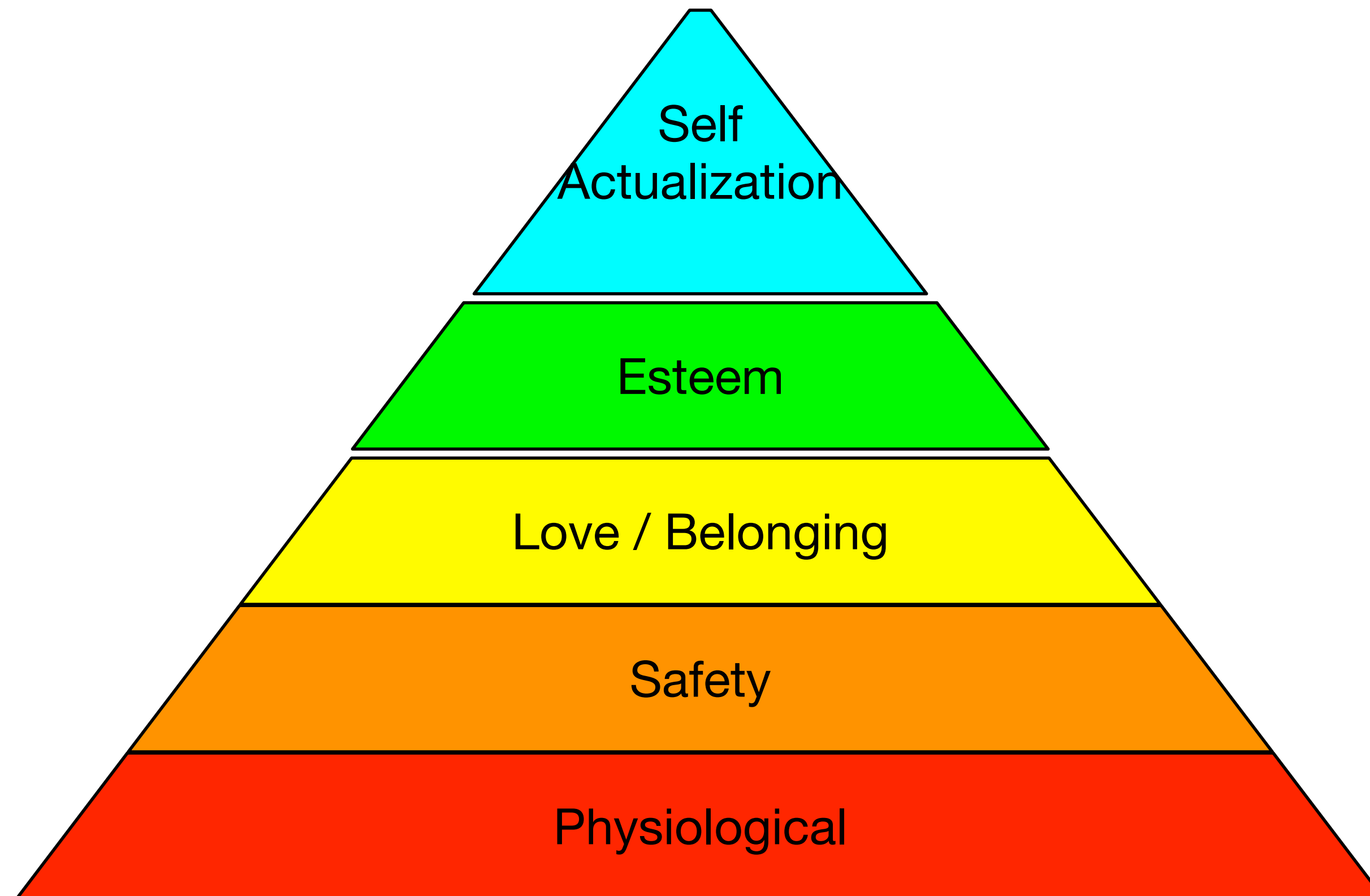
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Where to I get a Self Organising Team

- You grow them

- By:

  - Grouping people together

  - Building trust

  - Moving slowly from smaller tasks to bigger ones
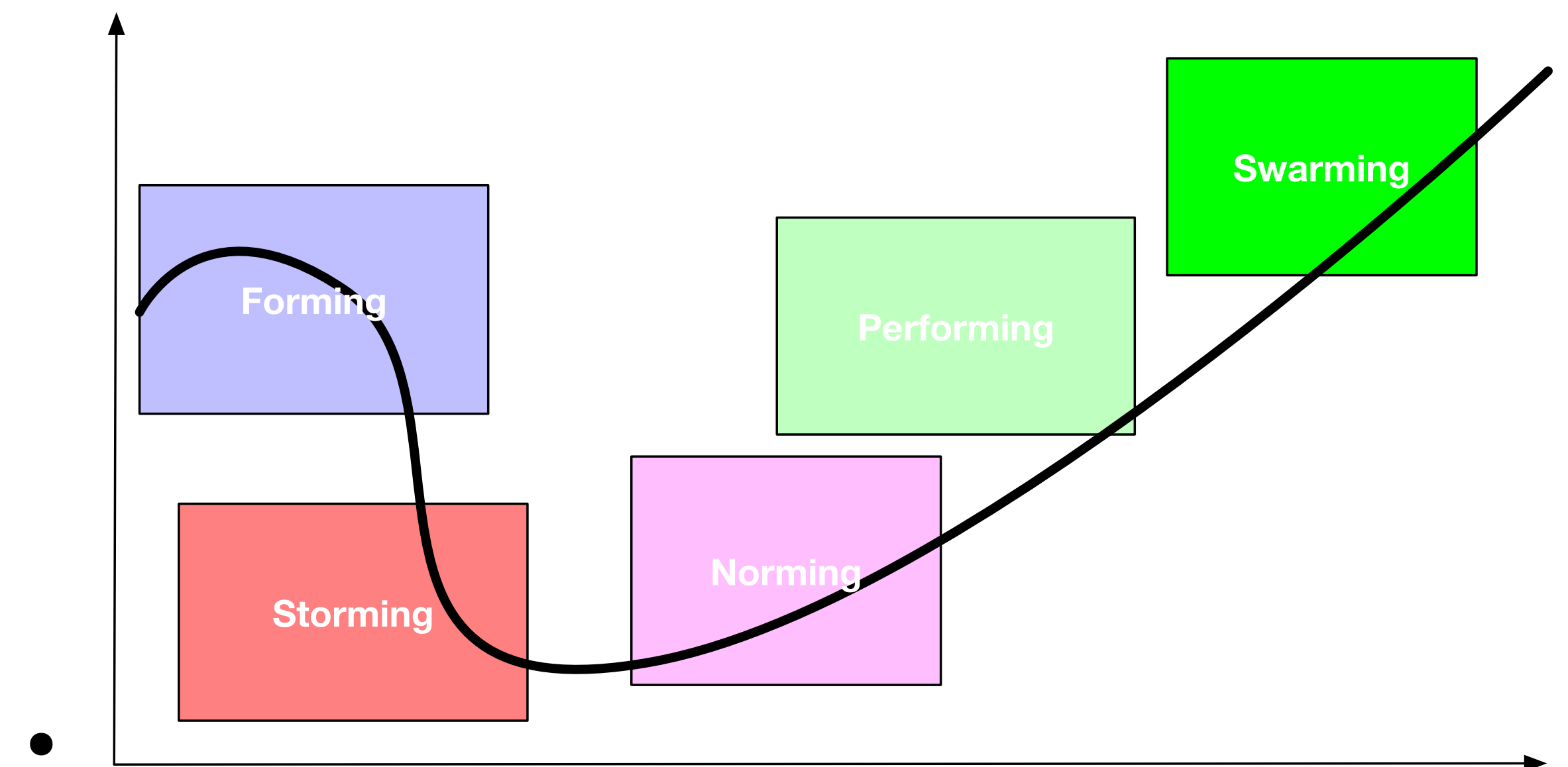
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Where to I get a Self Organising Team

- Maslow's Hierarchy of Needs

Self Actualization

Esteem

Love / Belonging

Safety

Physiological

- Team Performance

Forming

Storming

Norming

Performing

Swarming

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What Else about Self Organising Teams

- How do you wreck one

  - Destroy trust

  - Impose command and control ie tell them how to do it

- Things to note

  - Quite fragile

  - Great to work in and can be highly efficient and effective

  - Everyone must work at maintaining them