

Creating Great Teams

Second Edition

How Self-Selection
Lets People Excel



Sandy Mamoli and David Mole

Foreword by Esther Derby

edited by Katharine Dvorak

Creating Great Teams How Self Selection Lets People Excel

SANDY. MOLE MAMOLI (DAVID.)



Creating Great Teams How Self Selection Lets People Excel:

Creating Great Teams Sandy Mamoli, David Mole, 2015-11-11 People are happiest and most productive if they can choose what they work on and who they work with Self selecting teams give people that choice Build well designed and efficient teams to get the most out of your organization with step by step instructions on how to set up teams quickly and efficiently You ll create a process that works for you whether you need to form teams from scratch improve the design of existing teams or are on the verge of a big team re shuffle Discover how New Zealand s biggest e commerce company completely restructured their business through Self Selection In the process find out how to create high performing groups by letting people self organize into small cross functional teams Step by step guides easy to follow diagrams practical examples checklists and tools will enable you to run a Self Selection process within your organization If you re a manager who wants to structure your organization into small teams you ll discover why Self Selection is the fastest and safest way to do so You ll prepare for and organize a Self Selection event and make sure your Self Selection participants and fellow managers are on board and ready If you re a team member you ll discover what it feels like to be part of a Self Selection process and what the consequences are for your daily work You ll learn how to influence your colleagues and bosses to be open to the idea of Self Selection You ll provide your manager with a plan for how to facilitate a Self Selection event and with evidence that the system works If you re feeling the pain and chaos of adding new people to your organization or just want to ensure that your teams have the right people with the right skills Self Selection will help you create the effective teams you need

Creating Great Teams, Second Edition Sandy Mamoli, David Mole, 2025-04-29 People are happiest and most productive if they can choose what they work on and who they work with Self selecting teams give people that choice Build well designed and efficient teams to get the most out of your organization with step by step instructions on how to set up teams quickly and efficiently This new edition highlights ten years of additional insights real world case studies and adaptations for remote and hybrid environments Learn from the successes and challenges faced by organizations worldwide as they implemented self selection and discover a practical roadmap to unlocking team potential and fostering a culture of autonomy and engagement Discover the transformative power of self selection in building high performing motivated teams Whether you re a manager seeking to revitalize your team an HR professional looking to innovate recruitment or a leader aiming to cultivate a more agile and responsive organization this book offers the tools and insights necessary to create teams that excel Learn to implement a self selection event a revolutionary approach that forms teams based on mutual interests and strengths leading to increased levels of engagement and productivity Adapt self selection processes for remote and hybrid environments Use step by step guidance on preparing for executing and following up on self selection events to ensure smooth transitions and high team performance Address common obstacles in team formation with innovative solutions that foster dynamic resilient and high performing teams This updated edition enriches the original groundbreaking concepts with

a decade's worth of fresh insights expanded case studies and strategies for navigating the complexities of remote and hybrid work environments Through a blend of practical advice and real world examples the book equips you with everything you need to implement self selection in your organization From the initial groundwork and planning phases to executing self selection events and the crucial steps that follow you'll learn how to create environments where people choose their teams fostering a sense of ownership satisfaction and dynamism What You Need No specific software is required to implement the principles and strategies outlined in this book However access to basic collaborative and communication tools may enhance the self selection process especially in remote or hybrid settings These could include digital whiteboards and video conferencing platforms to facilitate discussions and decision making A foundational understanding of team dynamics and a willingness to embrace change are essential to apply the book's concepts effectively

CREATING GREAT TEAMS, SECOND SANDY. MOLE MAMOLI (DAVID.),2025

Dynamic Reteaming Heidi Helfand,2020-06-12 Your team will change whether you like it or not People will come and go Your company might double in size or even be acquired In this practical book author Heidi Helfand shares techniques for reteaming effectively Engineering leaders will learn how to catalyze team change to reduce the risk of attrition learning and career stagnation and the development of knowledge silos Based on research into well known software companies the patterns in this book help CTOs and team managers effectively integrate new hires into an existing team manage a team that has lost members or deal with unexpected change You'll learn how to isolate teams for focused innovation rotate team members for knowledge sharing break through organizational apathy and more You'll explore Real world examples that demonstrate why and how organizations reteam Five reteaming patterns One by One Grow and Split Isolation Merging and Switching Tactics to help you master dynamic reteaming in your company Stories that demonstrate problems caused by reteaming anti patterns

The Art of Avoiding a Train Wreck (paperback) Em Campbell-Pretty,Adrienne Wilson,

Empowered Agile Transformation Alexandra Stokes,2023-07-21 To be adaptive and thrive in a world of accelerating change your organisation must attain the ability to Transform Alexandra Stokes co founder of ReBoot Co About the Book Most Agile Transformations fail because there is a 10-20 year knowledge gap in the leaders that run companies that need transforming Most C suite leaders have never worked in Agile teams themselves As a result they reach for the wrong tools and fall into the consulting trap by investing in large consultancies and trademarked one size fits all Framework approaches That is a recipe for expensive failure In *Empowered Agile Transformation Beyond the Framework* author Alexandra Stokes reveals how corporations both large and small have achieved a successful transformation without large consultancies or heavy Agile frameworks Better yet you'll discover the simple steps you can begin taking today that will empower you to achieve successful transformation as well Inside these pages you'll also find Answers to over 100 of the most commonly asked questions and objections corporate leaders have when trying to transform 30 real world cases studies from companies that have used the principles inside *Empowered Agile Transformation* to radically transform their organisations

The simple approach you can apply to your own teams to experience success without heavy frameworks About the Author Alexandra Stokes is a speaker author and the co founder of Reboot Co which helps companies of every size to achieve the transformation they need to drive greater success To learn more visit Rebootco.com.au

SAFe® Coaches Handbook
Darren Wilmshurst,Lindy Quick,2023-07-28 Written by experienced Agile coaches SPCTs and a SAFe Fellow this guide is packed with real world examples use cases and anecdotes and offers valuable guidance to help you avoid common pitfalls and successfully implement SAFe Key Features Understand how to tailor SAFe practices to meet your organization s needs Avoid common mistakes encountered while adopting SAFe at team ART and portfolio levels Discover practical tips and best practices to plan teams ARTs events and Lean Portfolio Management Book DescriptionThe Scaled Agile Framework SAFe is widely recognized as an effective methodology for implementing Agile practices at the Enterprise level However the complexity of SAFe can make it challenging for Teams and organizations to determine which practices can be safely adapted to their unique needs Although SAFe is a framework rather than a set of rules promoting adaptation it s crucial to understand why SAFe practices are designed the way they are along with the consequences of modifying them The SAFe Coaches Handbook is a comprehensive resource that goes beyond a how to guide providing a deep understanding of SAFe principles and practices The chapters are designed in a way to teach you how to successfully implement SAFe in your organization and effectively manage the Team s Backlog while avoiding common pitfalls You ll discover optimal ways to create SAFe Teams and run successful Events You ll also learn how to plan Agile Release Trains ARTs manage the ART Backlog conduct PI Planning and grasp the importance of Value Stream Identification in driving value delivery By the end of this book you ll be armed with practical tips and advice to help you successfully customize the Scaled Agile Framework to your Enterprise s needs while preserving the aspects that make it work successfully What you will learn Discover how to set up Agile Teams to attain maximum effectiveness Avoid common mistakes organizations make with SAFe Find out how to set up the Agile Release Train Discover common mistakes enterprises make that affect the success of the ART Understand the importance of Value Streams and learn how to work with them successfully Start using the best ways to measure the progress of Teams and ARTs at an Enterprise level Recognize the impact of successful SAFe adoption on Enterprise strategy and organizational structure Who this book is for If you re a SAFe Practice Consultant SPCT Scrum Master Team Coach or Release Train Engineer tasked with implementing SAFe within an organization you ll find this book indispensable It offers valuable insights into aspects of SAFe and helps ensure success in delivery and execution with practical uses you can adopt Product owners and product managers will also benefit from this book by gaining a deeper understanding of how to function effectively within a SAFe environment A basic understanding of SAFe agile and DevOps is recommended to get the most out of this book

[Becoming an Agile Software Architect](#) Rajesh R V,2021-03-19 A guide to successfully operating in a lean agile organization for solutions architects and enterprise architects Key FeaturesDevelop the right combination of processes

and technical excellence to address architectural challengesExplore a range of architectural techniques to modernize legacy systemsDiscover how to design and continuously improve well architected sustainable softwareBook Description Many organizations have embraced Agile methodologies to transform their ability to rapidly respond to constantly changing customer demands However in this melee many enterprises often neglect to invest in architects by presuming architecture is not an intrinsic element of Agile software development Since the role of an architect is not pre defined in Agile many organizations struggle to position architects often resulting in friction with other roles or a failure to provide a clear learning path for architects to be productive This book guides architects and organizations through new Agile ways of incrementally developing the architecture for delivering an uninterrupted continuous flow of values that meets customer needs You ll explore various aspects of Agile architecture and how it differs from traditional architecture The book later covers Agile architects responsibilities and how architects can add significant value by positioning themselves appropriately in the Agile flow of work Through examples you ll also learn concepts such as architectural decision backlog the last responsible moment value delivery architecting for change DevOps and evolutionary collaboration By the end of this Agile book you ll be able to operate as an architect in Agile development initiatives and successfully architect reliable software systems What you will learnAcquire clarity on the duties of architects in Agile developmentUnderstand architectural styles such as domain driven design and microservicesIdentify the pitfalls of traditional architecture and learn how to develop solutionsUnderstand the principles of value and data driven architectureDiscover DevOps and continuous delivery from an architect s perspectiveAdopt Lean Agile documentation and governanceDevelop a set of personal and interpersonal qualitiesFind out how to lead the transformation to achieve organization wide agilityWho this book is for This agile study guide is for architects currently working on agile development projects or aspiring to work on agile software delivery irrespective of the methodology they are using You will also find this book useful if you re a senior developer or a budding architect looking to understand an agile architect s role by embracing agile architecture strategies and a lean agile mindset To understand the concepts covered in this book easily you need to have prior knowledge of basic agile development practices

The Art of Agile Development James Shore,Shane Warden,2021-10-12 Most companies developing software employ something they call Agile But there s widespread misunderstanding of what Agile is and how to use it If you want to improve your software development team s agility this comprehensive guidebook s clear concrete and detailed guidance explains what to do and why and when to make trade offs In this thorough update of the classic Agile how to guide James Shore provides no nonsense advice on Agile adoption planning development delivery and management taken from over two decades of Agile experience He brings the latest ideas from Extreme Programming Scrum Lean DevOps and more into a cohesive whole Learn how to successfully bring Agile development to your team and organization or discover why Agile might not be for you This book explains how to Improve agility create the conditions necessary for Agile to succeed and scale in your organization Focus on

value work as a team understand priorities provide visibility and improve continuously Deliver software reliably share ownership decrease development costs evolve designs and deploy continuously Optimize value take ownership of product plans budgets and experiments and produce market leading software *Problem? What Problem?* Ben Linders, 2020-07-19

Agile emphasizes to establish teams and give them whatever they need to do their work This book on impediments explores how teams can effectively deal with the problems that will happen in their daily work In agile these problems are called impediments anything that slows down a team and needs to be dealt with Agile teams need to be able to handle impediments This is the first book specifically about dealing with impediments using agile thinking with problem solving practices In this book I explain why dealing with impediments matters The book also provides approaches for you to effectively handle impediments in teams and beyond the teams I m also sharing experience stories from my practice I based this book on my experience as a developer tester team leader project manager quality manager process manager consultant coach trainer and adviser in Agile Lean Quality and Continuous Improvement This book dives into problem solving and impediments viewing them from different perspectives and provides ideas suggestions practices and experiences that will help you to become more effective in dealing with impediments This book is for agile teams Scrum masters tech leads agile coaches consultants developers and testers project managers line managers and CxOs basically anyone who is looking for an effective way to handle impediments or support people in doing that With plenty of ideas suggestions examples and practical cases on impediments this book will help you to become more effective in dealing with impediments

Creating Great Teams How Self Selection Lets People Excel Book Review: Unveiling the Magic of Language

In an electronic era where connections and knowledge reign supreme, the enchanting power of language has become much more apparent than ever. Its power to stir emotions, provoke thought, and instigate transformation is really remarkable. This extraordinary book, aptly titled "**Creating Great Teams How Self Selection Lets People Excel**," published by a very acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound effect on our existence. Throughout this critique, we will delve into the book's central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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