

FORMING SELF-SELECTED TEAMS

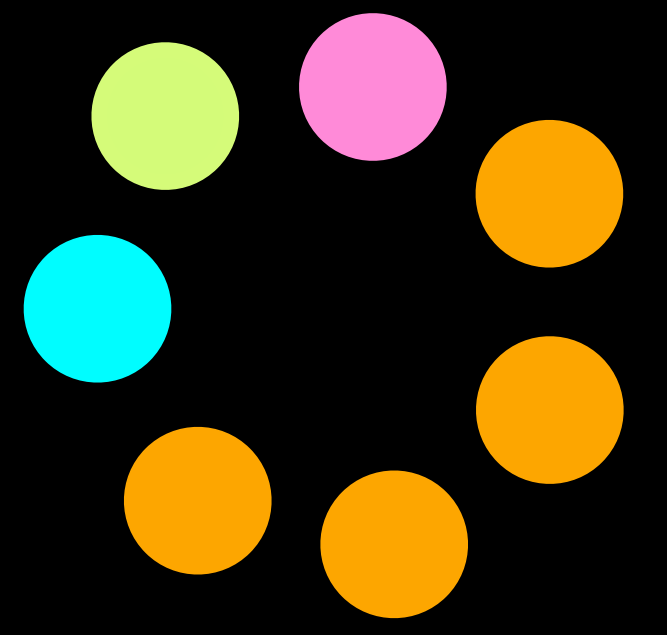
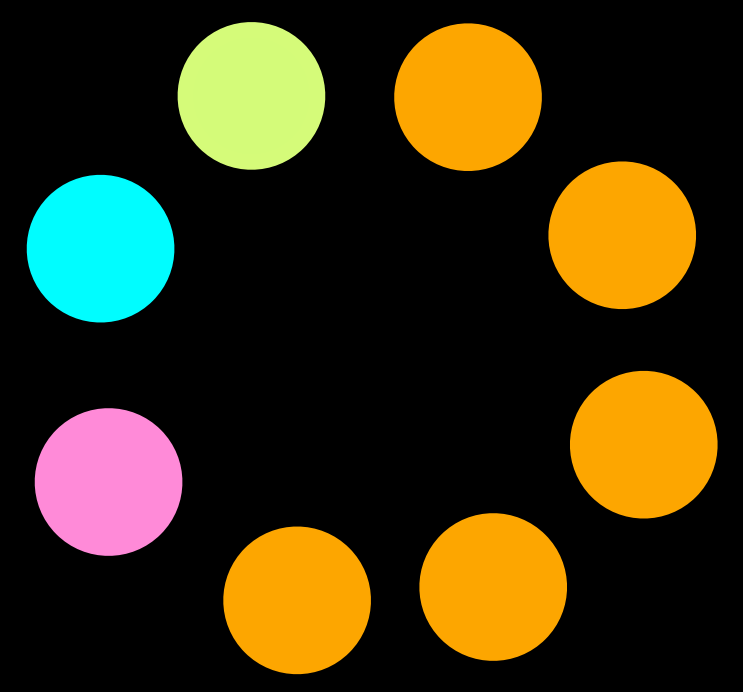
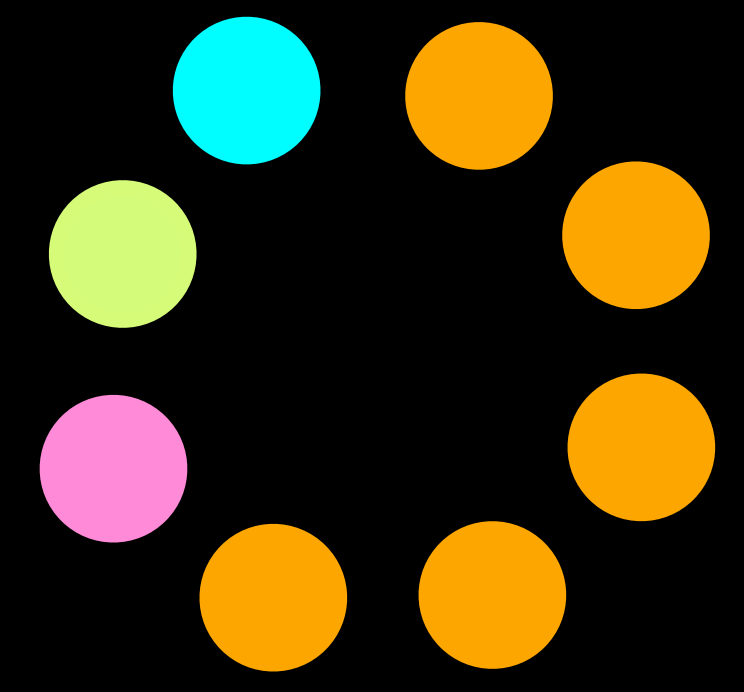
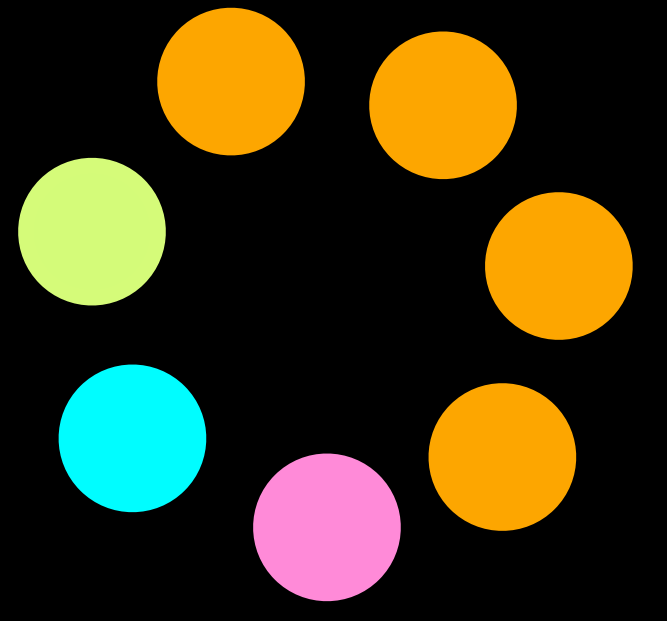
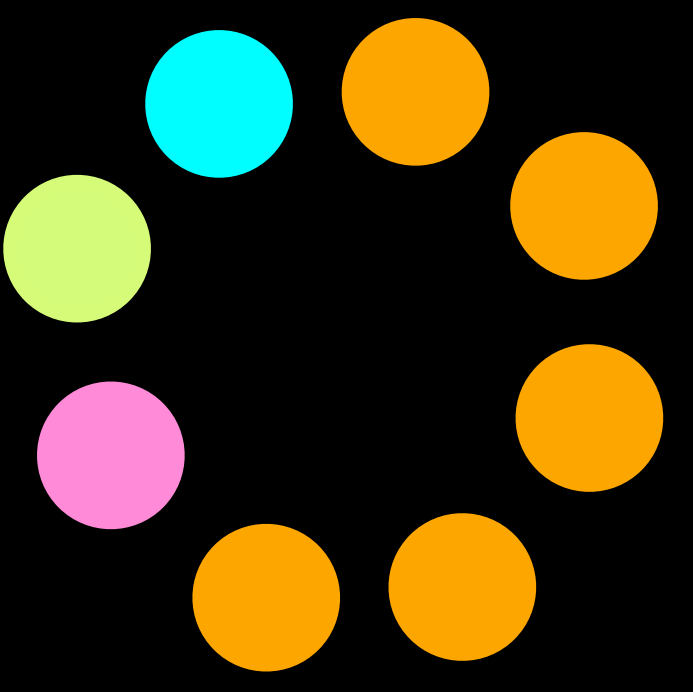
HOW TO CREATE HAPPY, EMPOWERED, AND EFFECTIVE TEAMS

Stale teams?

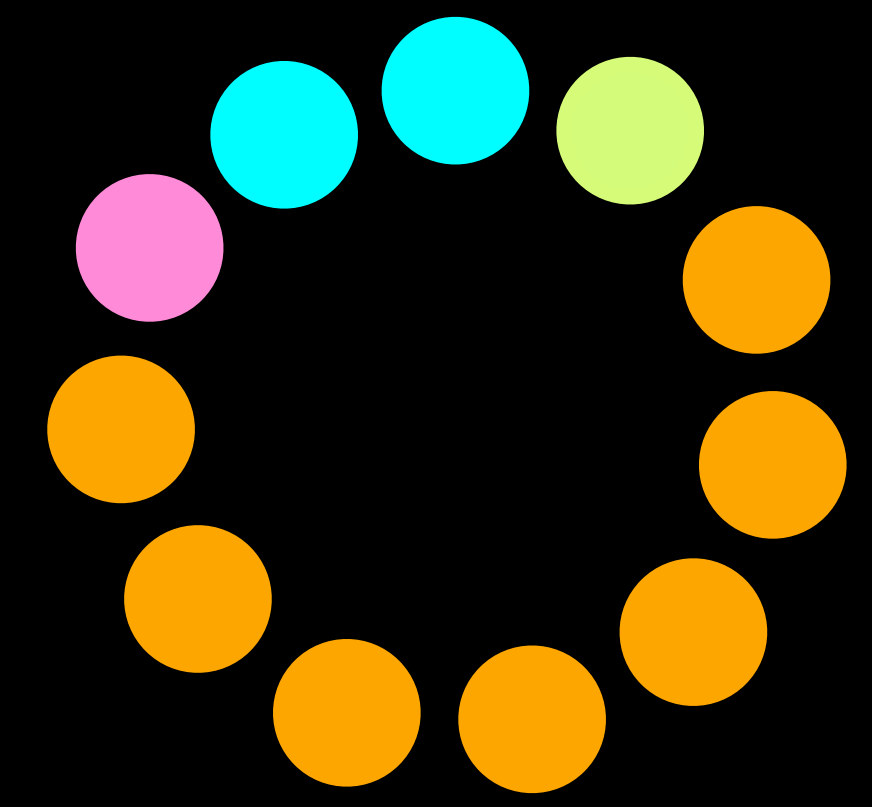
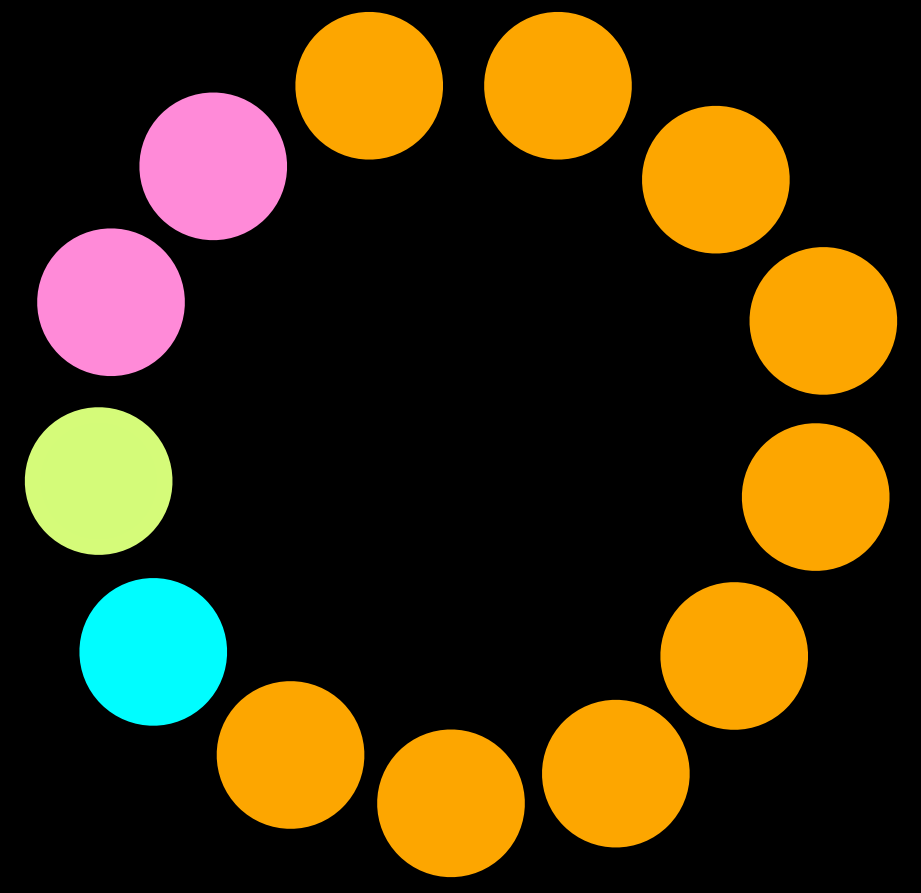
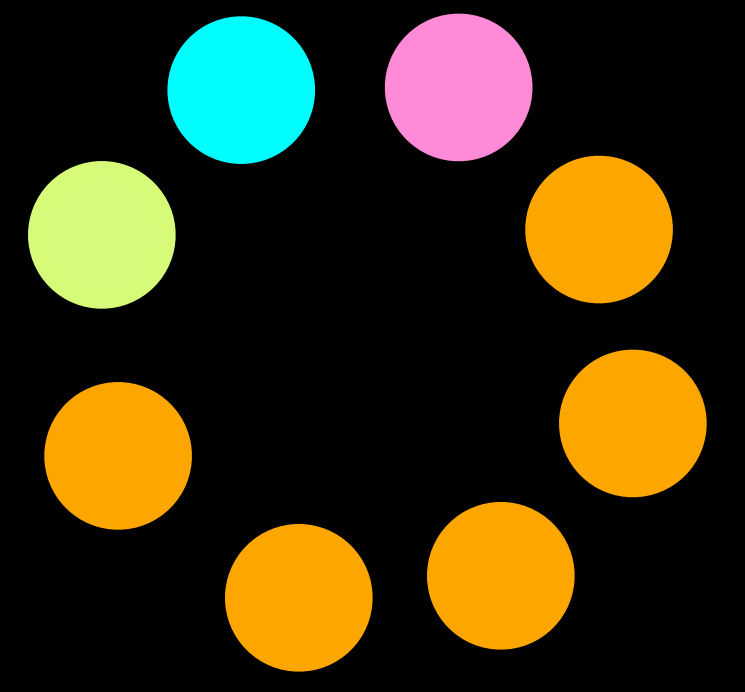
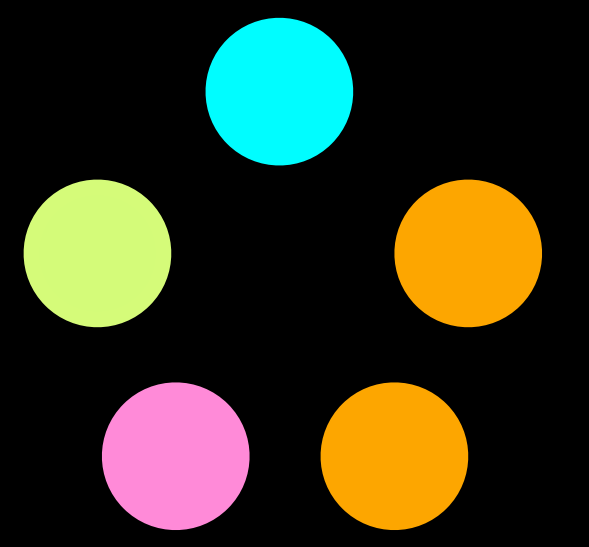
Retention issues?

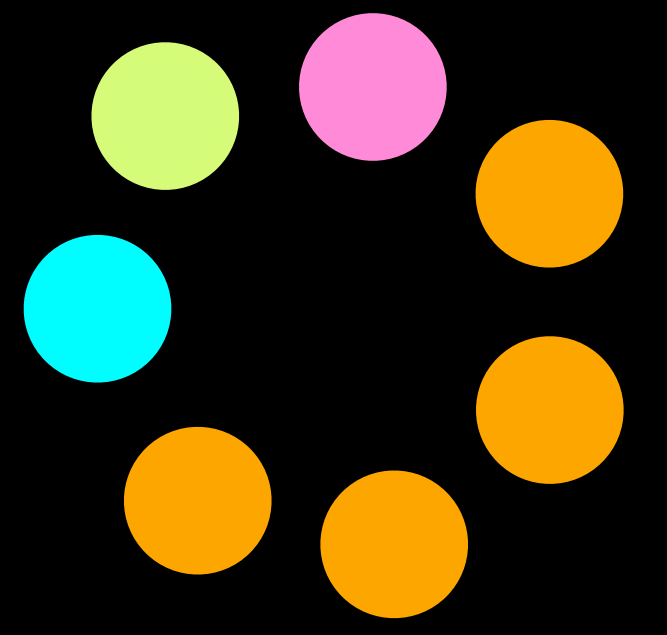
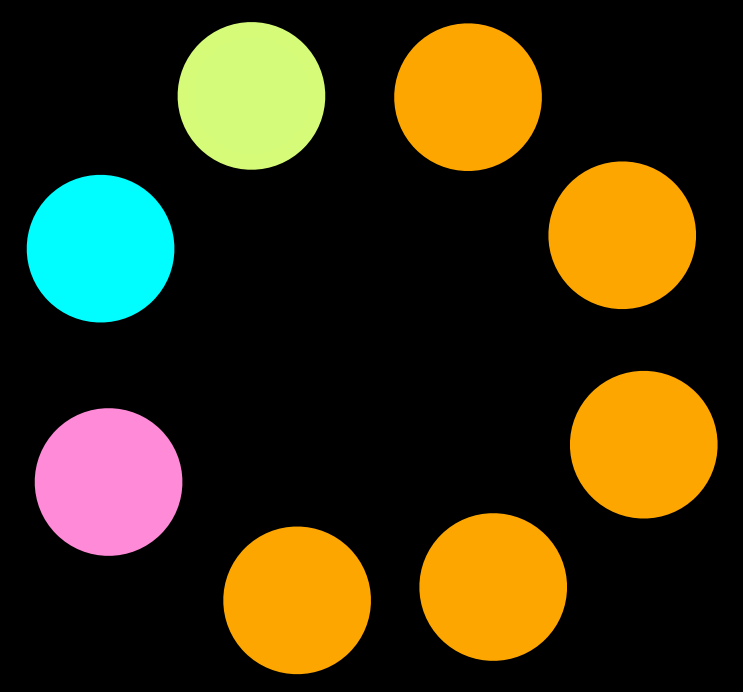
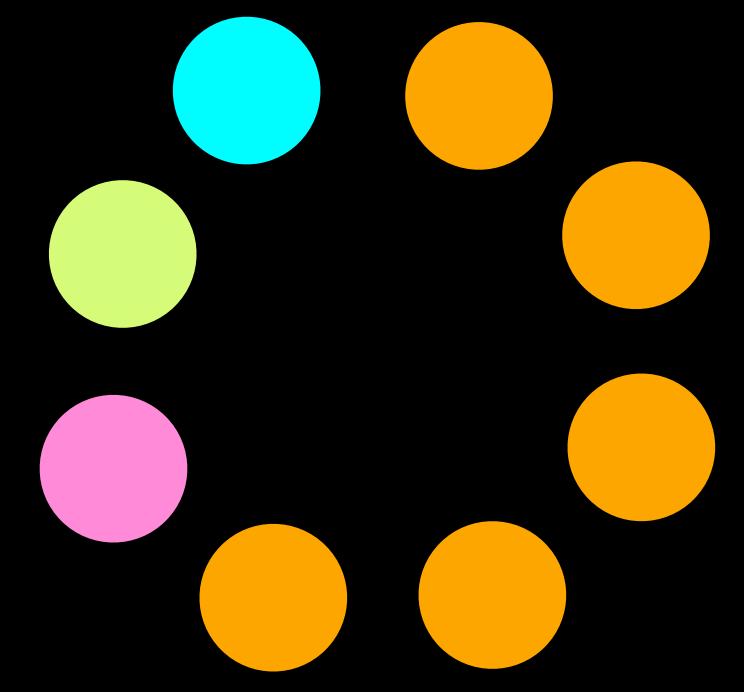
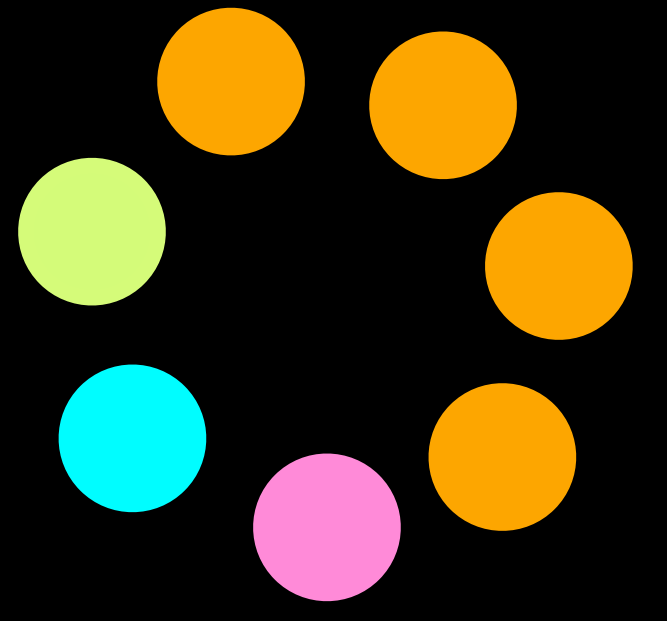
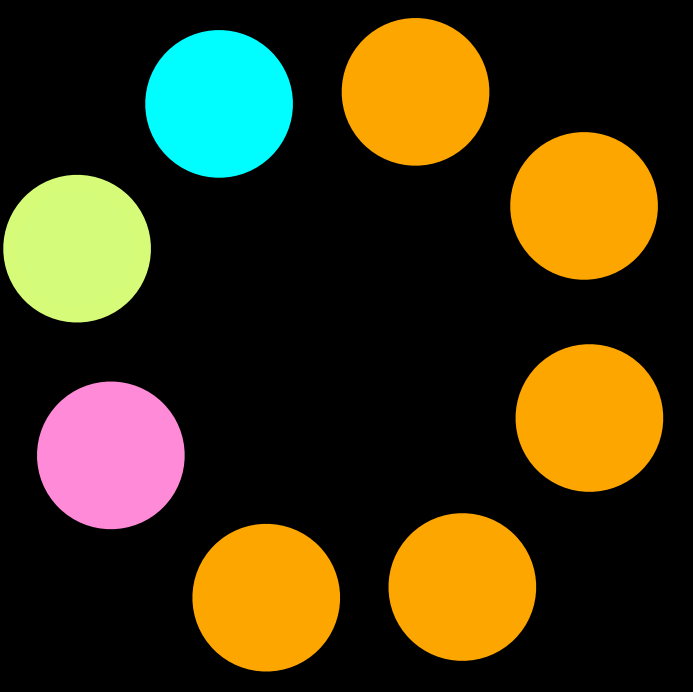
**Team members who would rather
be working on other projects?**

Want to learn a new skill?

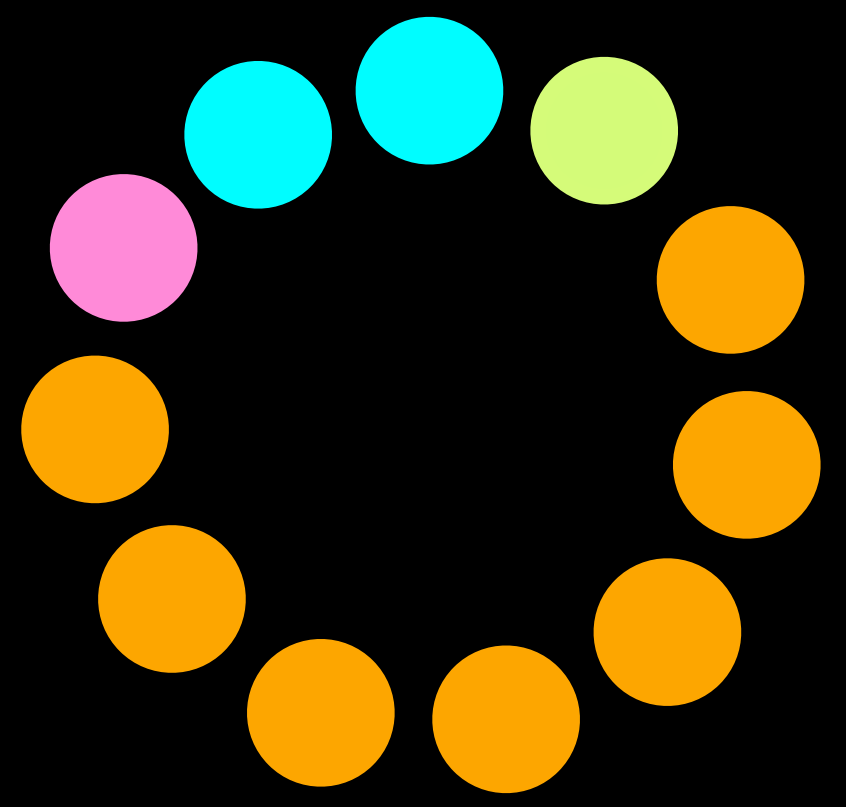
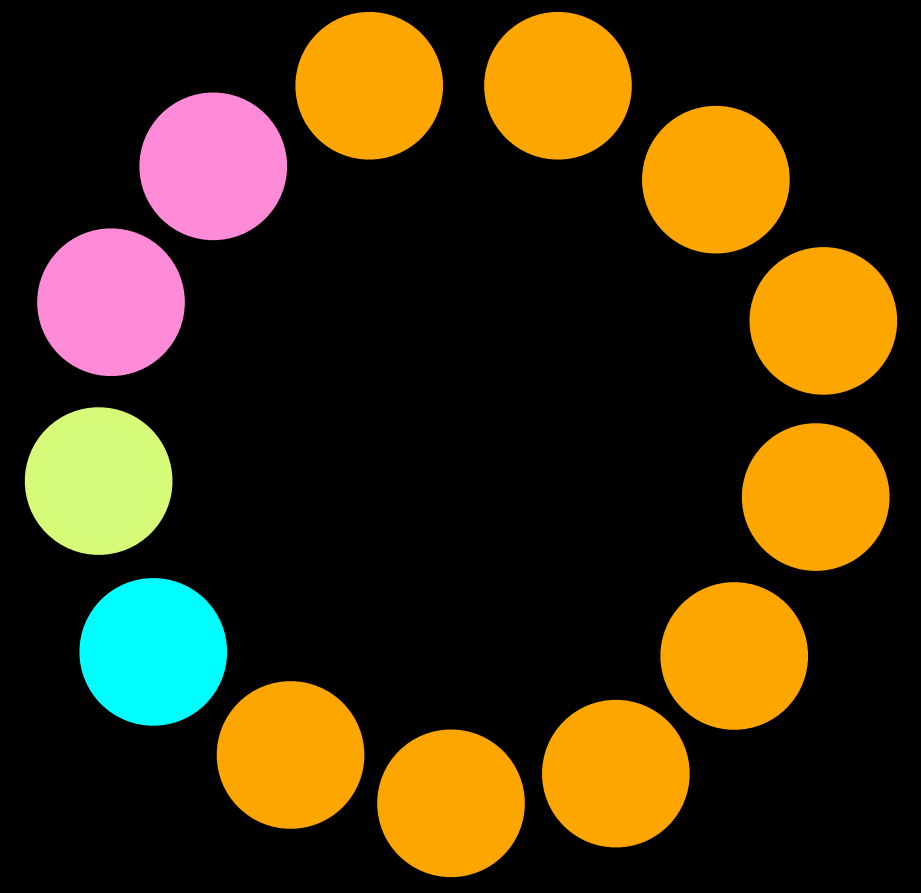
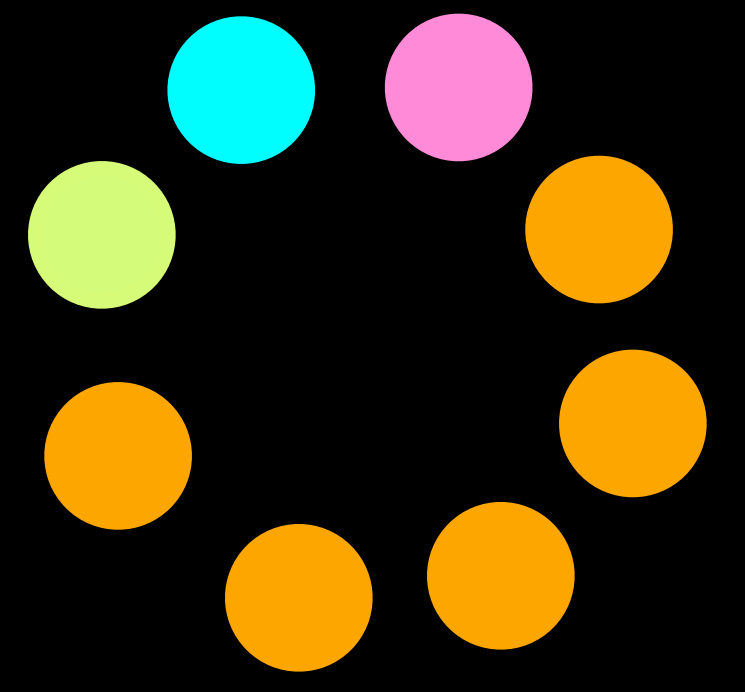
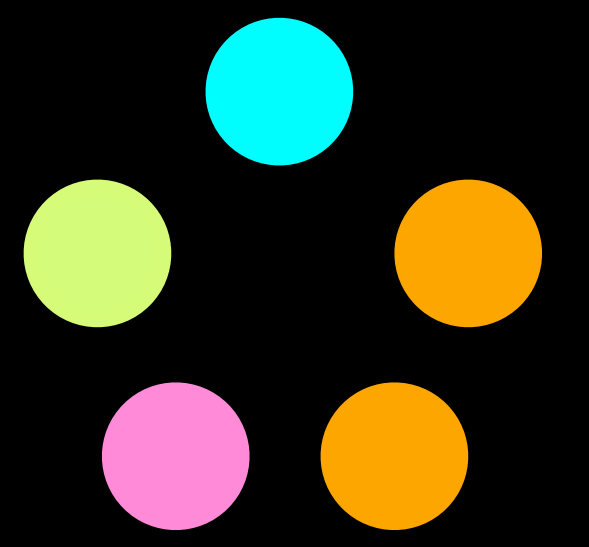


OPOWER CASE STUDY

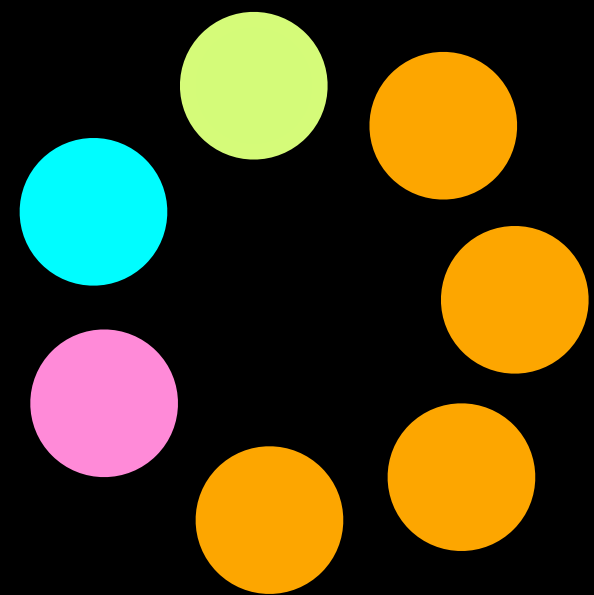
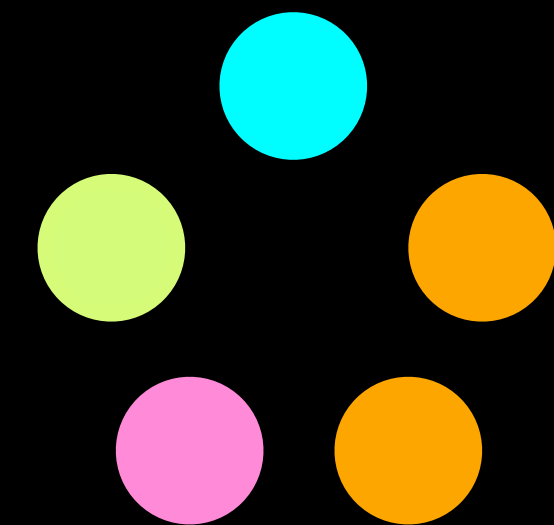
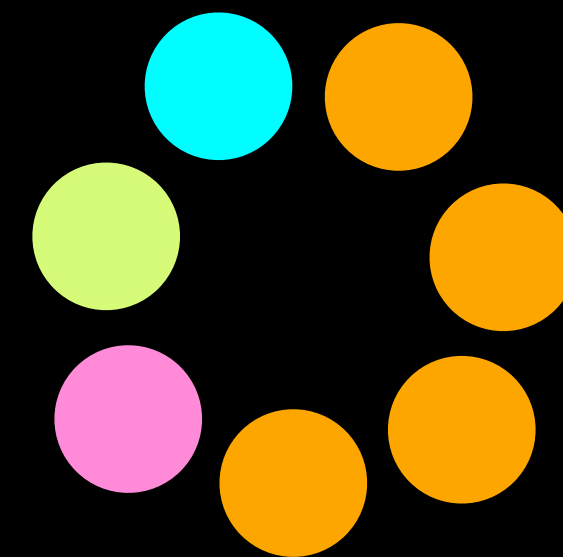
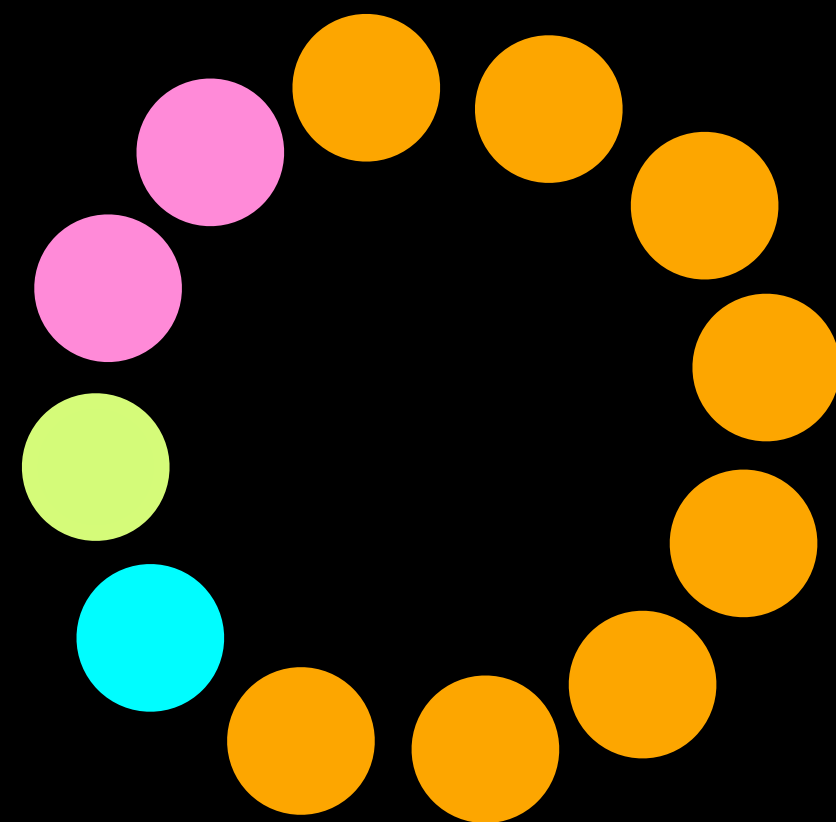
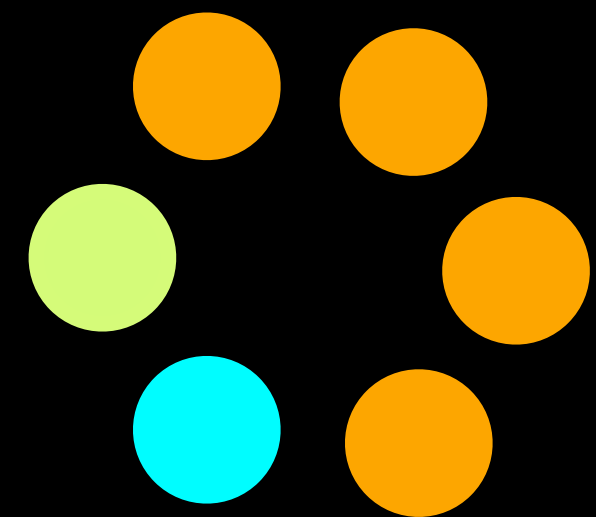
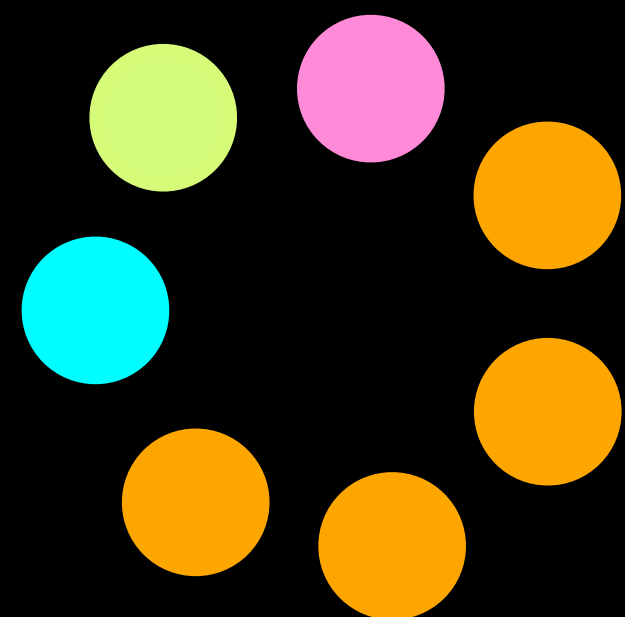
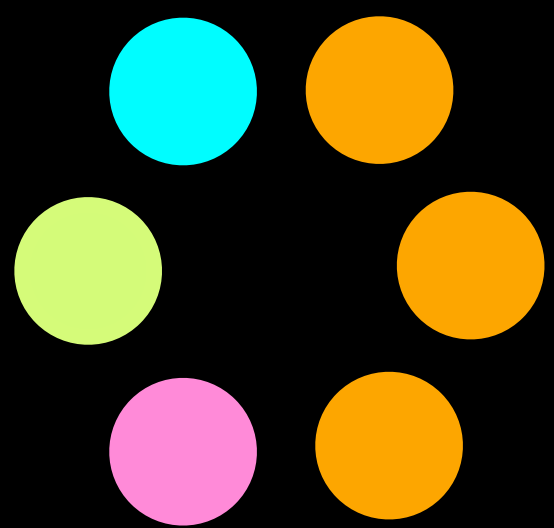


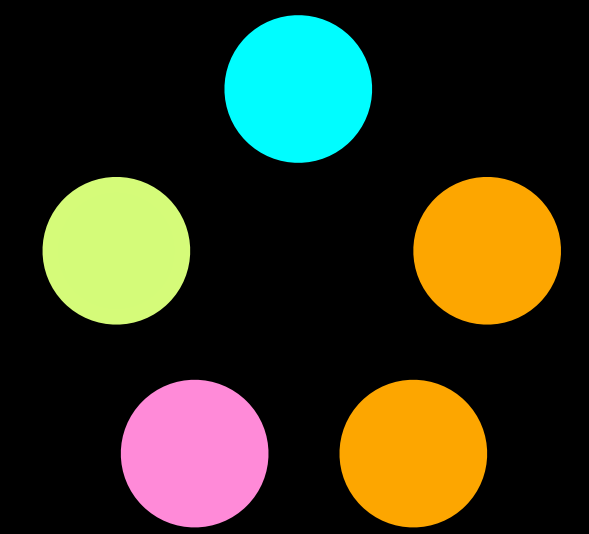
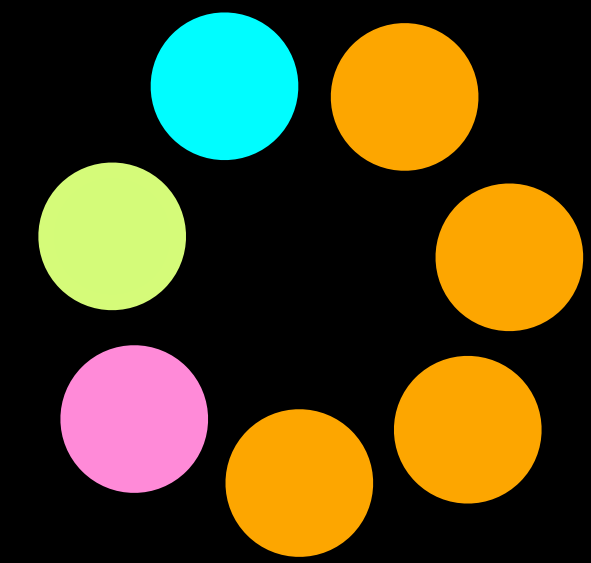
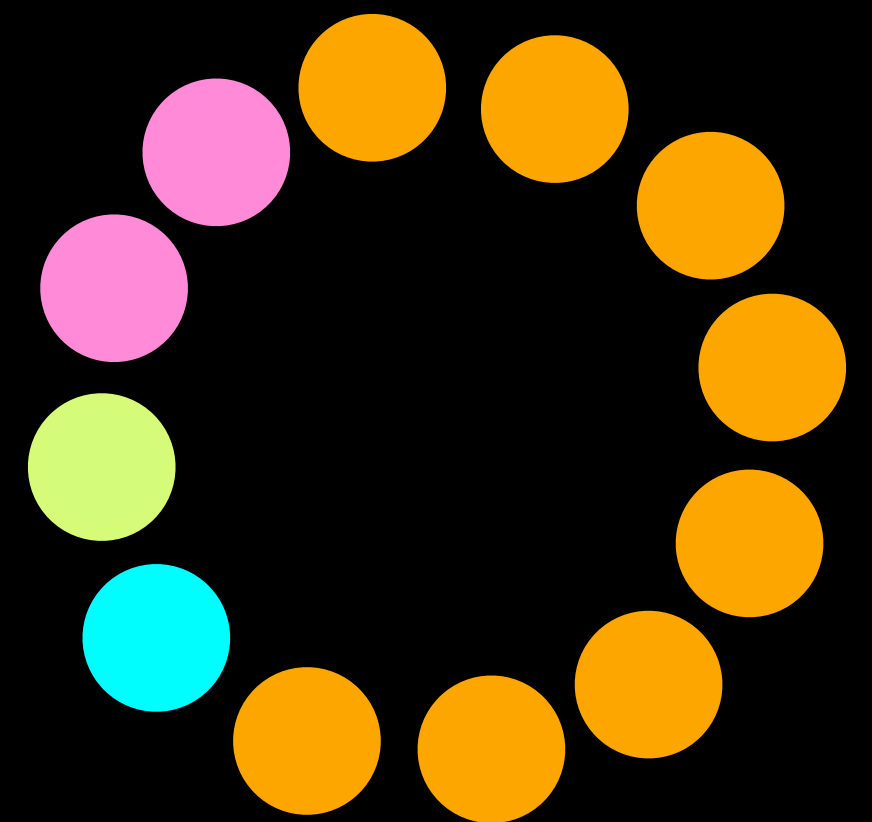
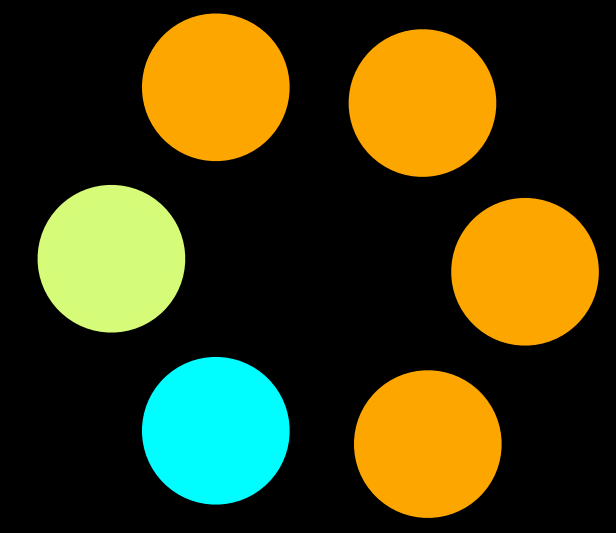
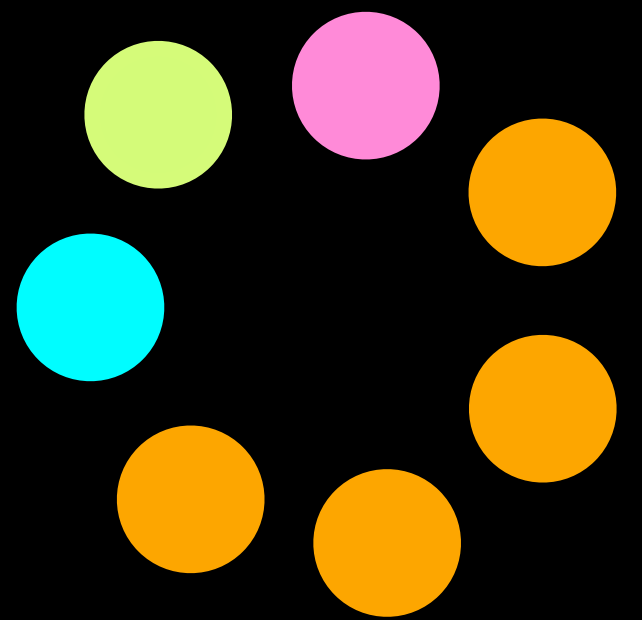
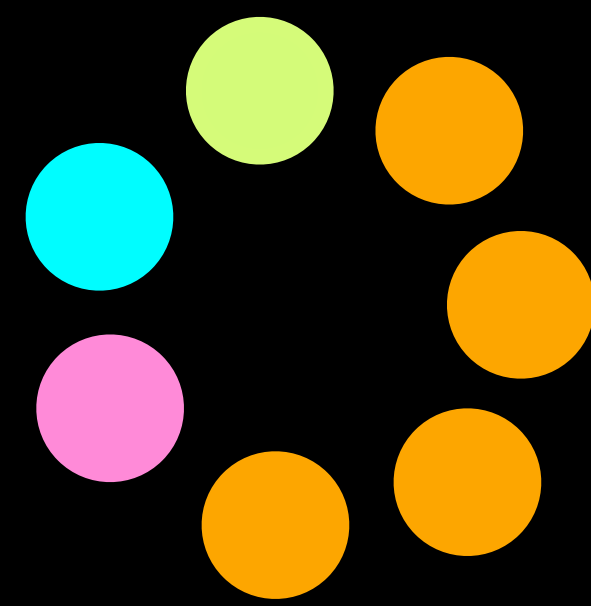
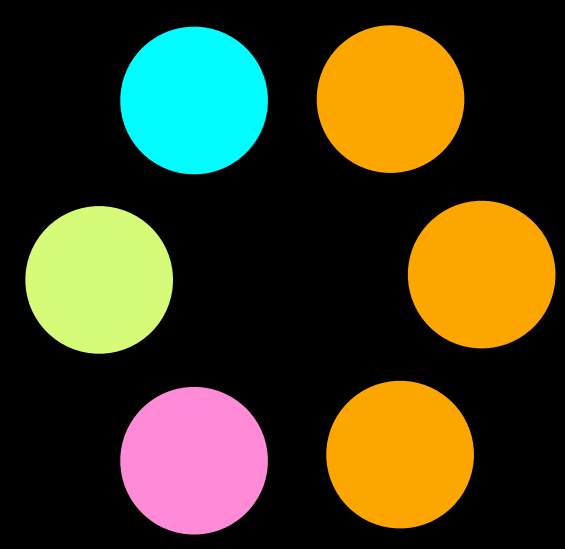


March 2016



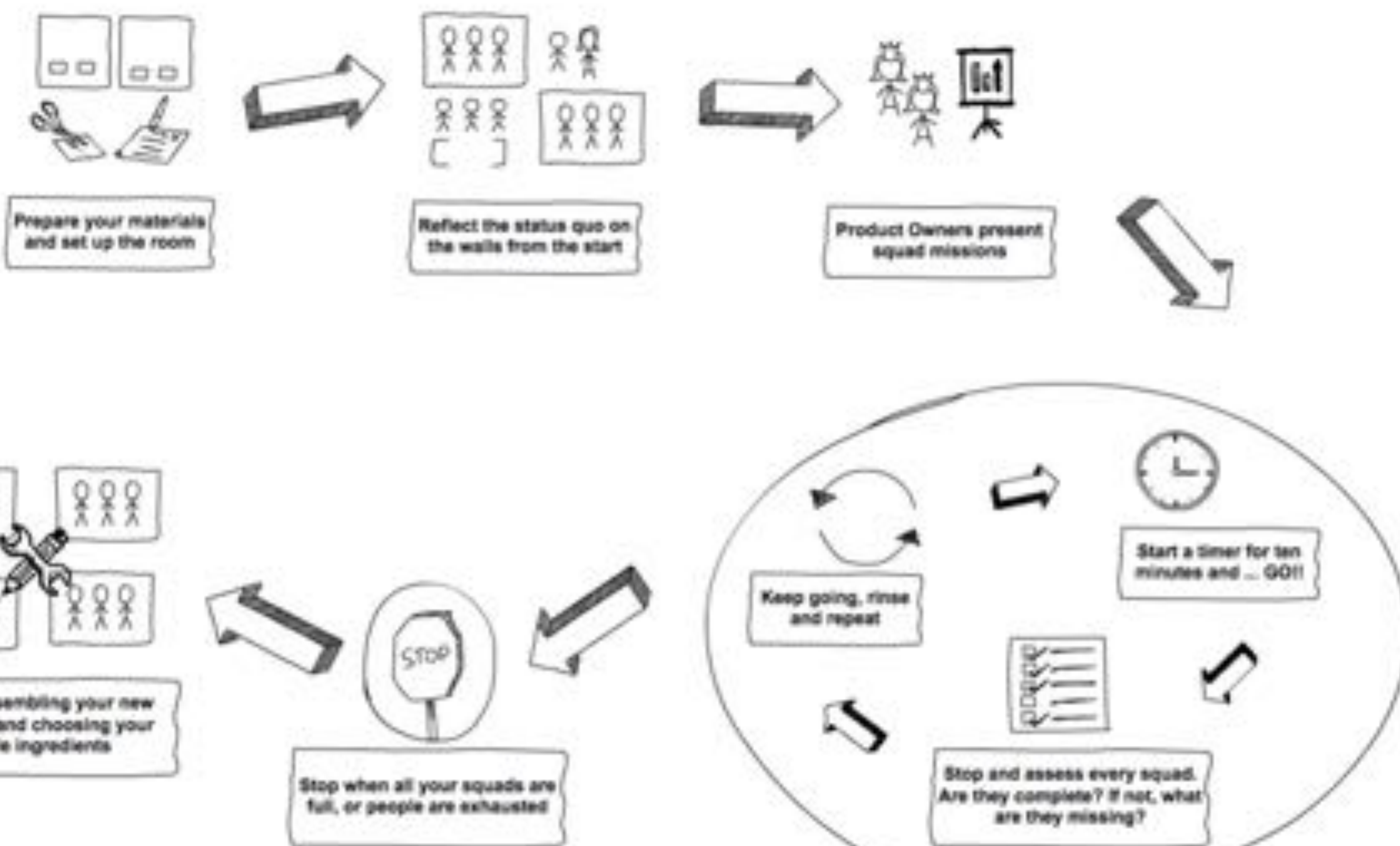
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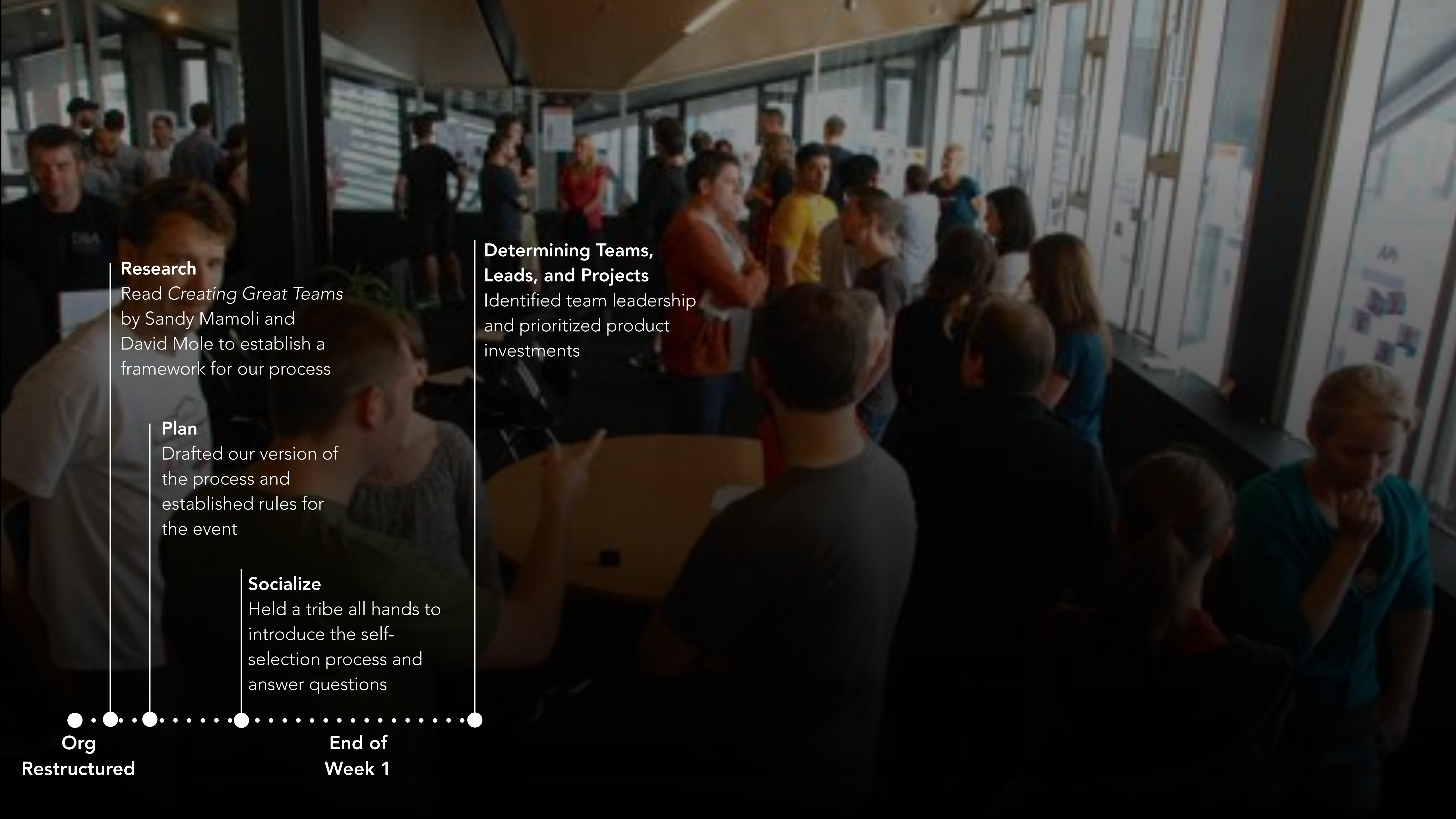






The Self-Selection Process





Research

Read *Creating Great Teams* by Sandy Mamoli and David Mole to establish a framework for our process

Plan

Drafted our version of the process and established rules for the event

Socialize

Held a tribe all hands to introduce the self-selection process and answer questions

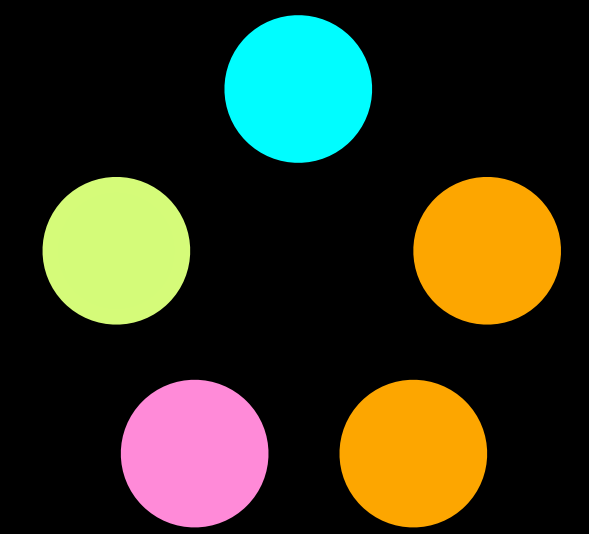
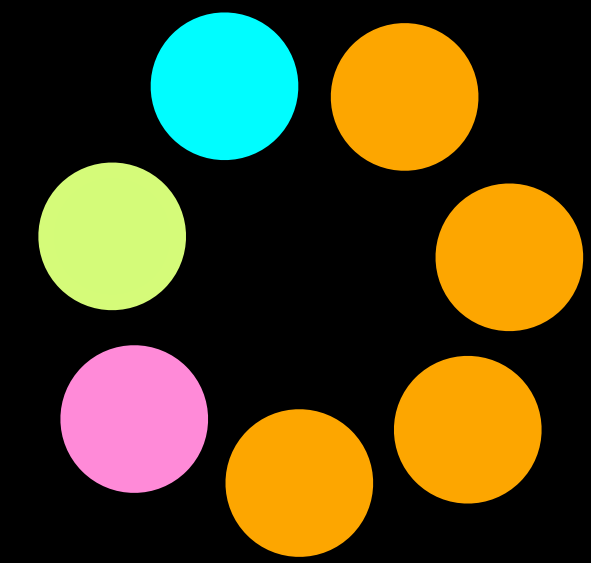
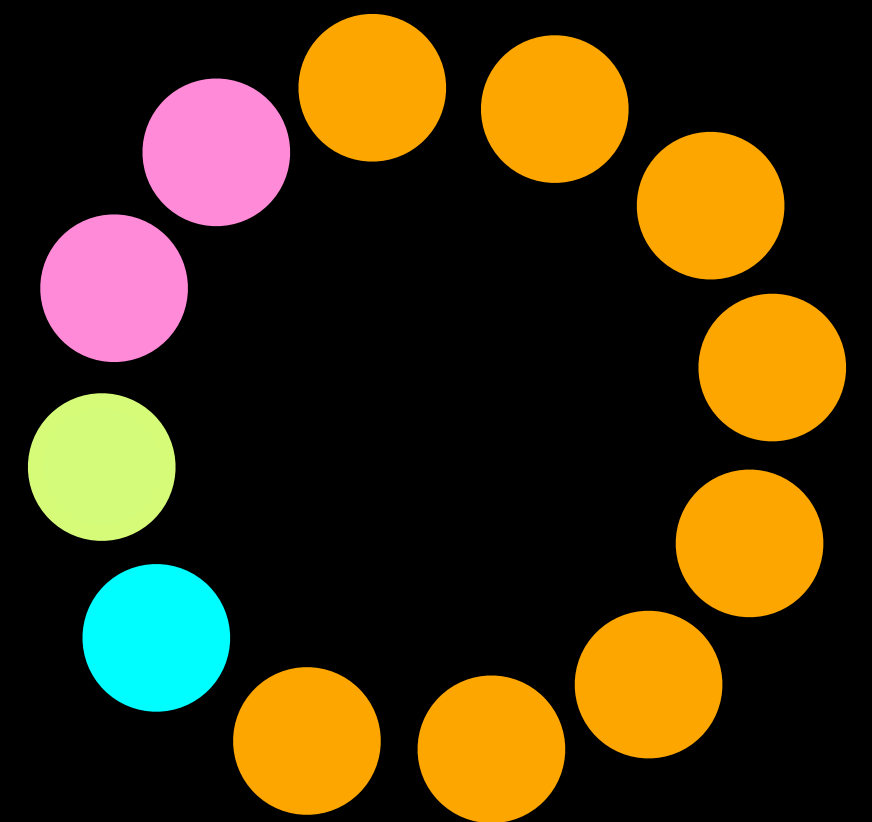
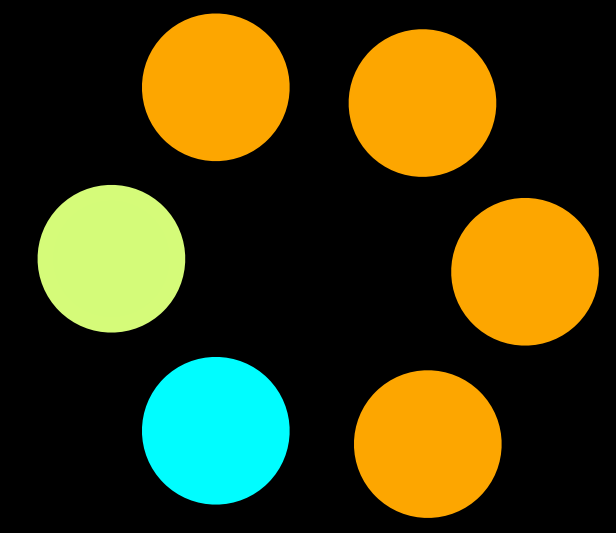
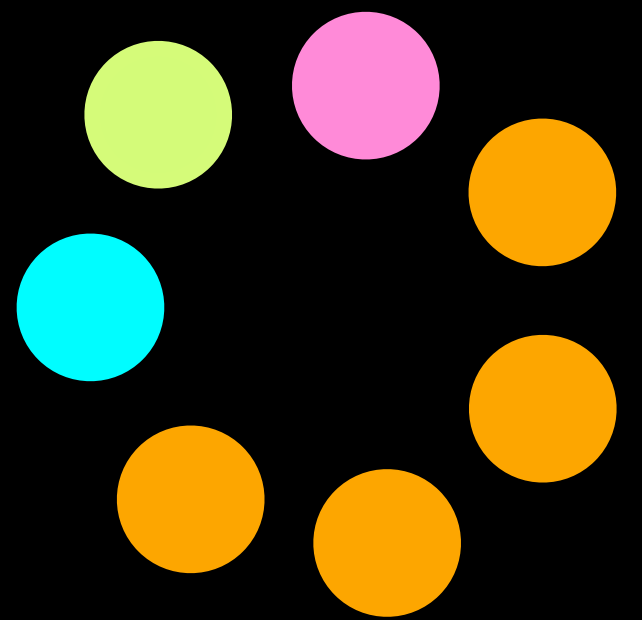
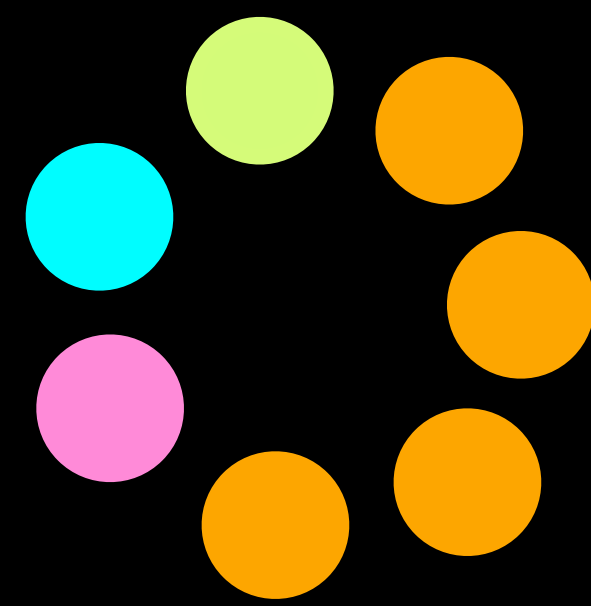
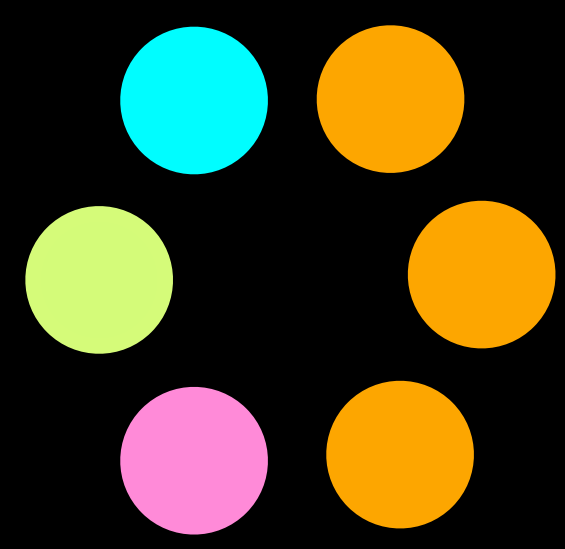
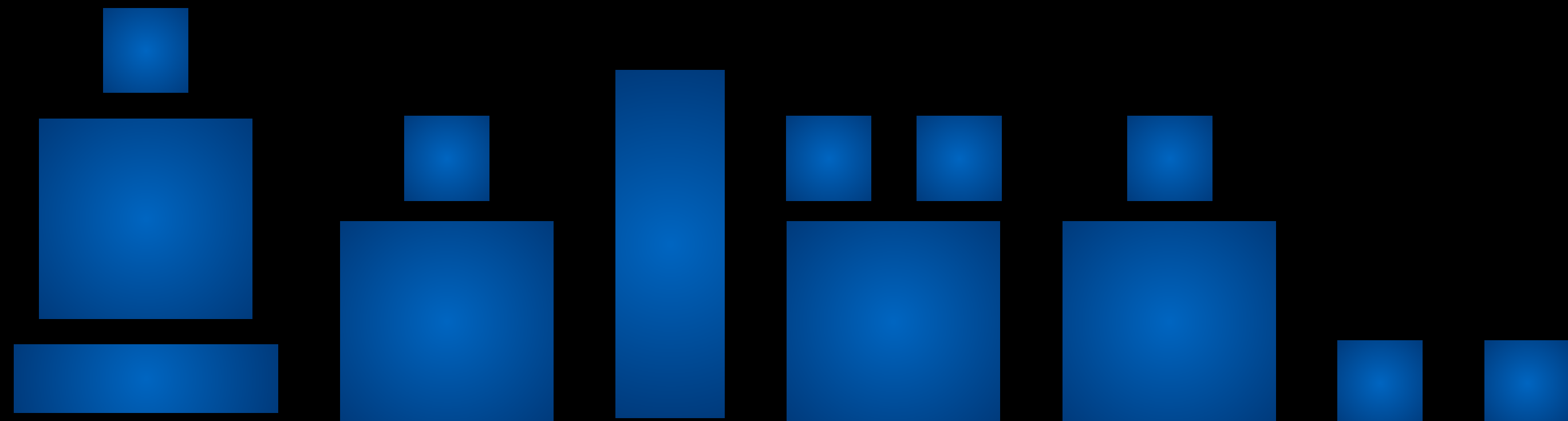
Determining Teams, Leads, and Projects

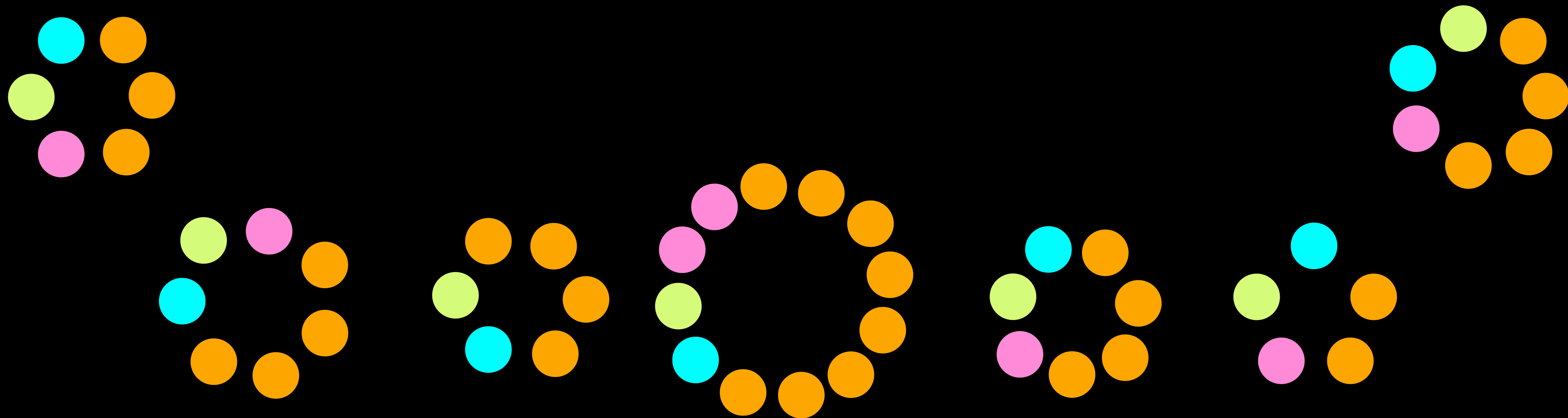
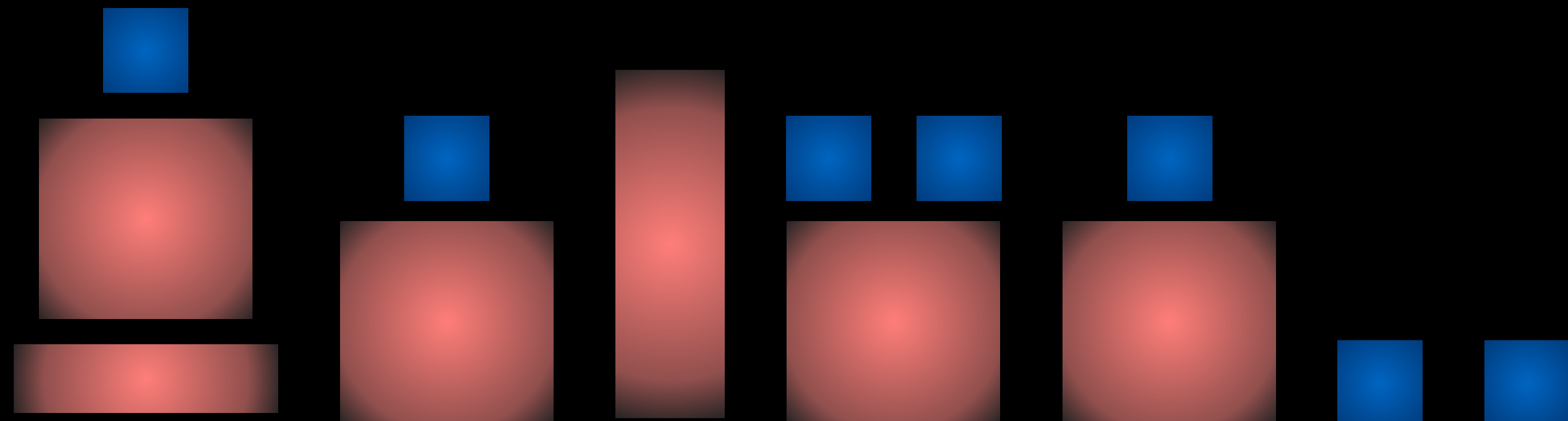
Identified team leadership and prioritized product investments

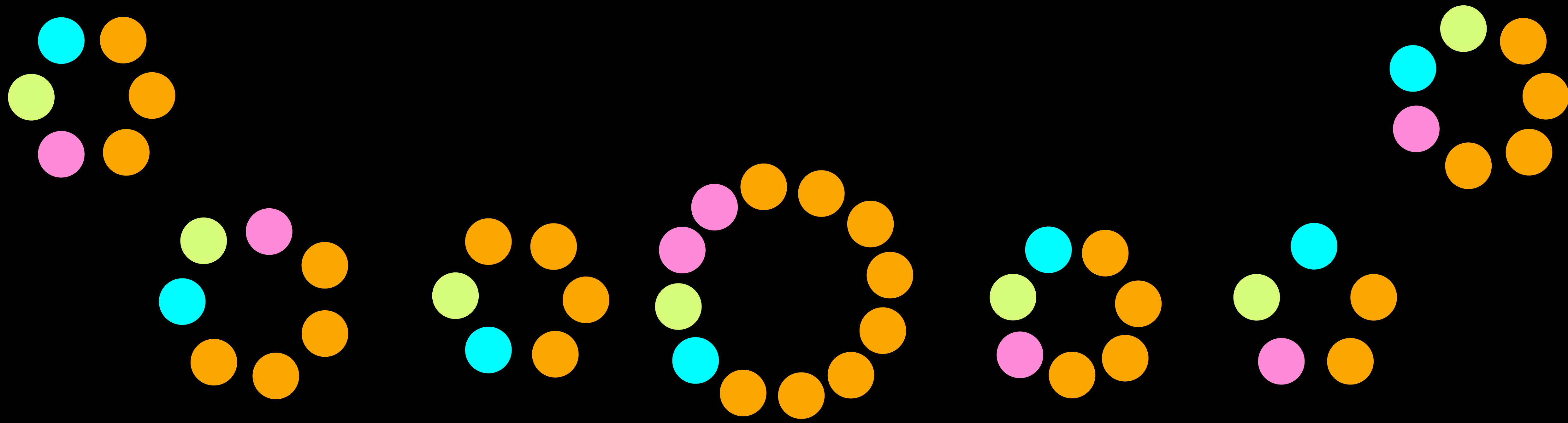
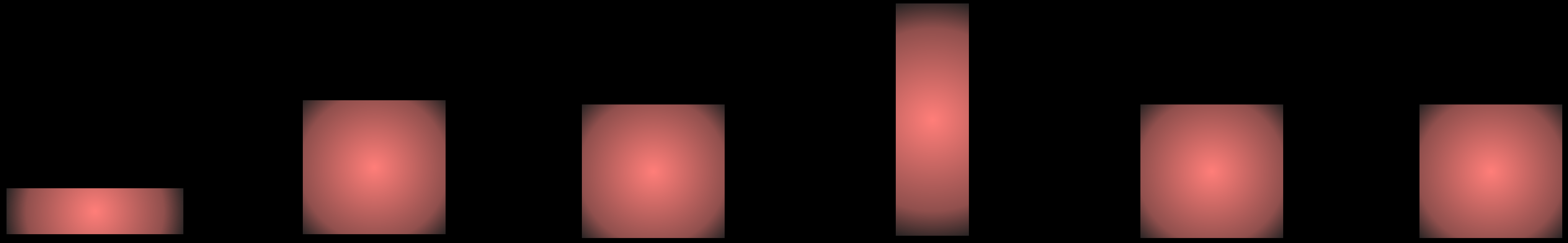
Org
Restructured

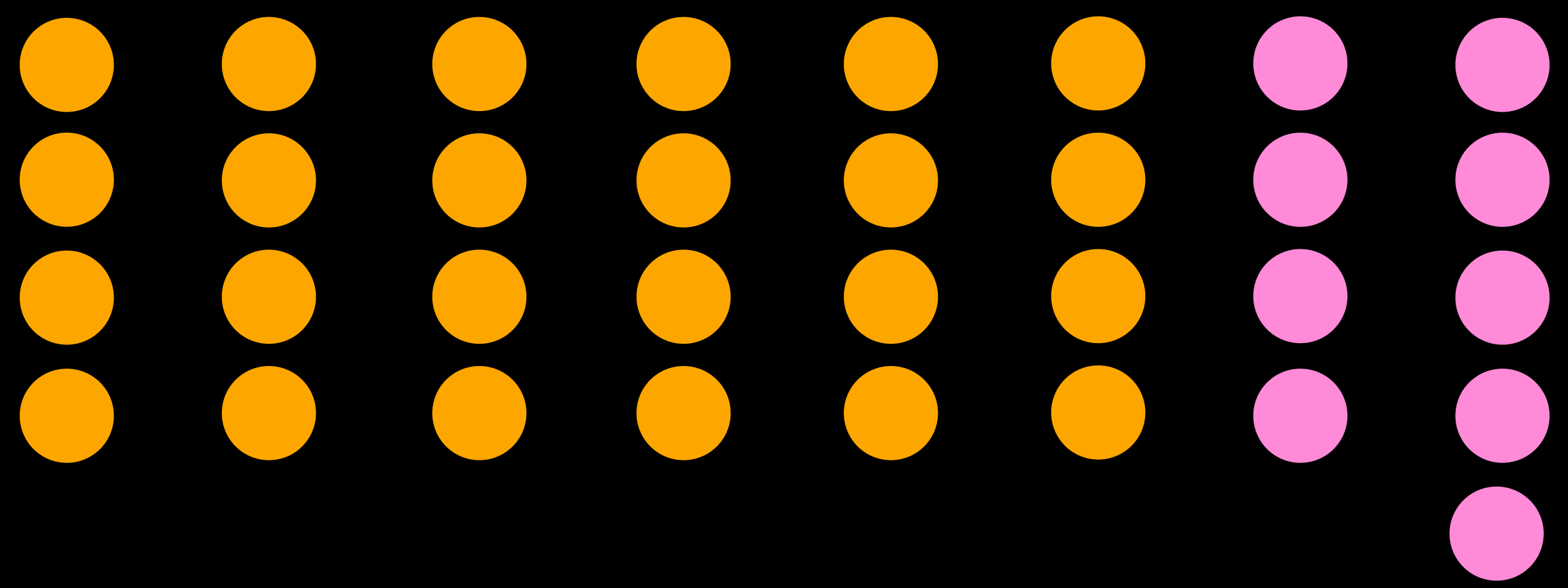
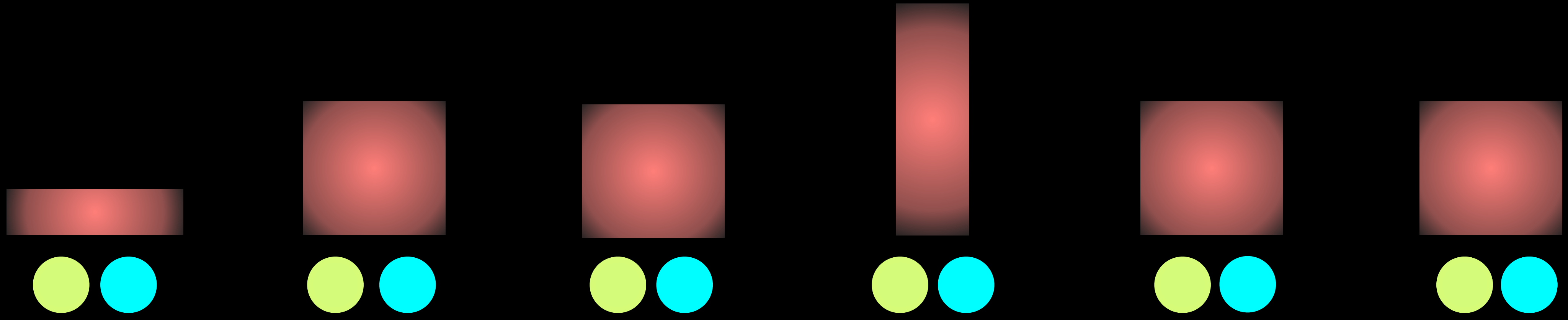
End of
Week 1

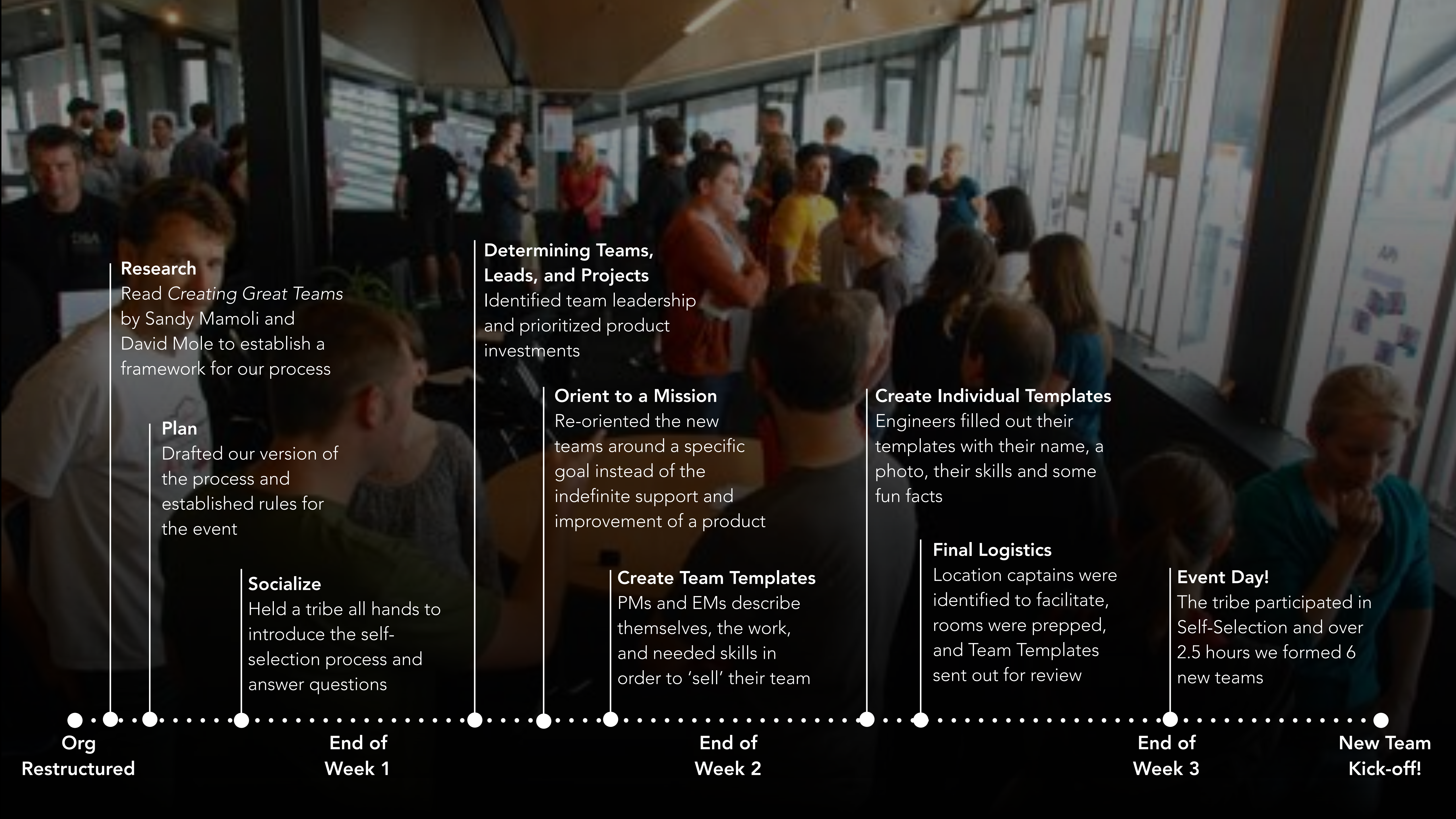












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Determining Teams, Leads, and Projects

Identified team leadership and prioritized product investments

Orient to a Mission

Re-oriented the new teams around a specific goal instead of the indefinite support and improvement of a product

Create Team Templates

PMs and EMs describe themselves, the work, and needed skills in order to 'sell' their team

Create Individual Templates

Engineers filled out their templates with their name, a photo, their skills and some fun facts

Final Logistics

Location captains were identified to facilitate, rooms were prepped, and Team Templates sent out for review

Event Day!

The tribe participated in Self-Selection and over 2.5 hours we formed 6 new teams

Org
Restructured

End of
Week 1

End of
Week 2

End of
Week 3

New Team
Kick-off!

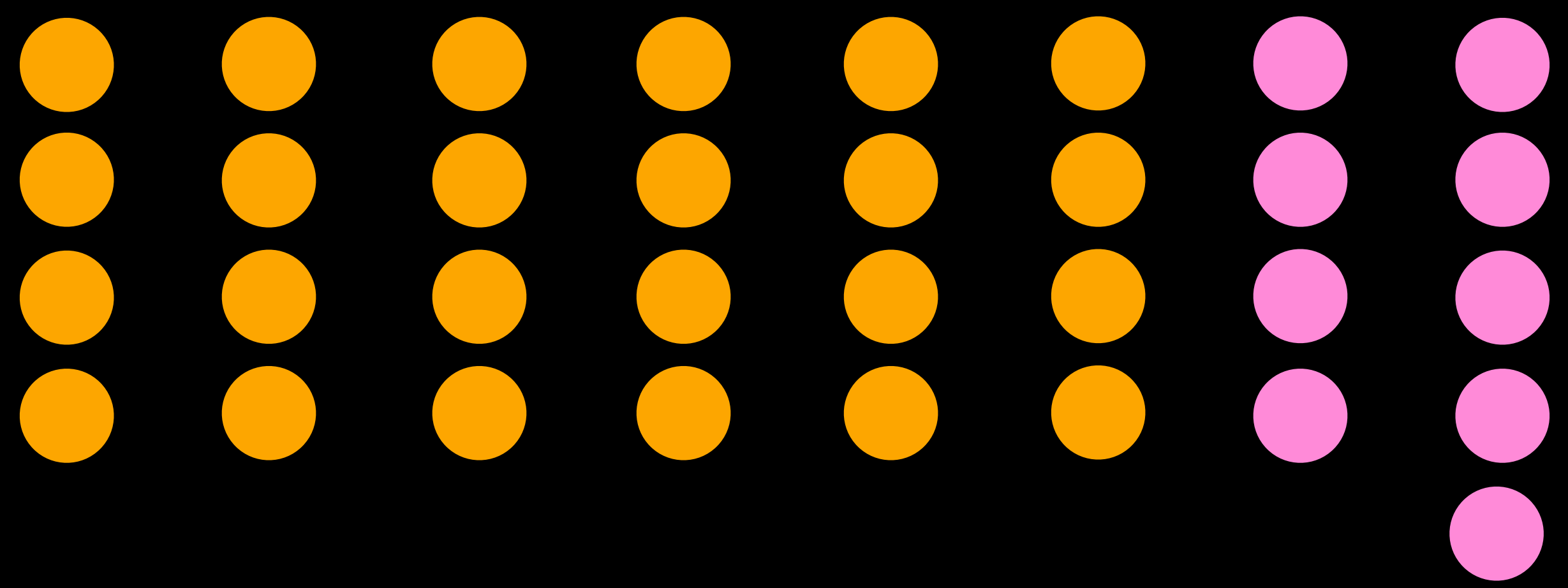
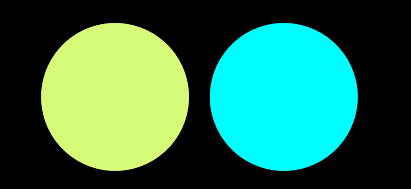
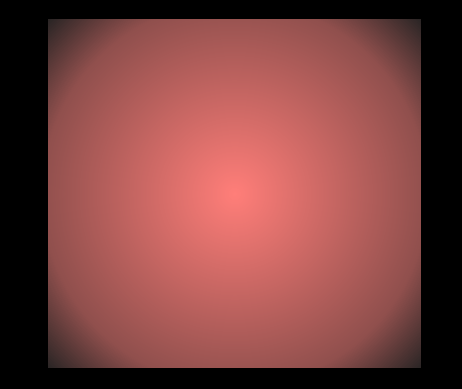
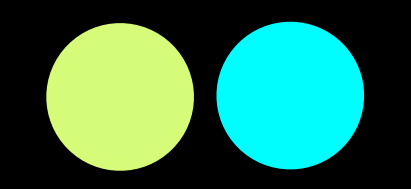
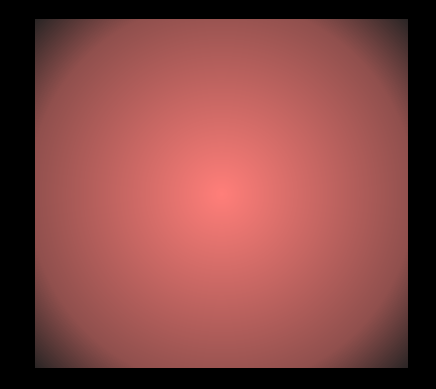
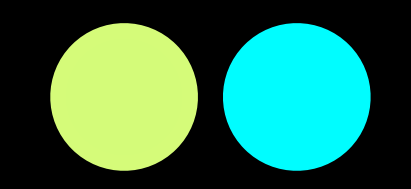
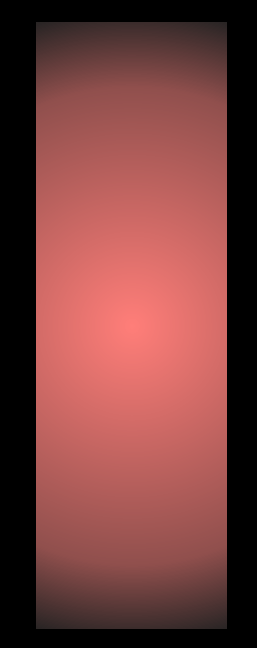
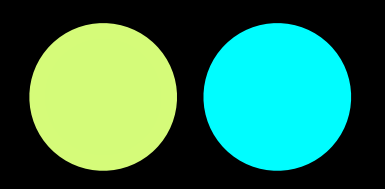
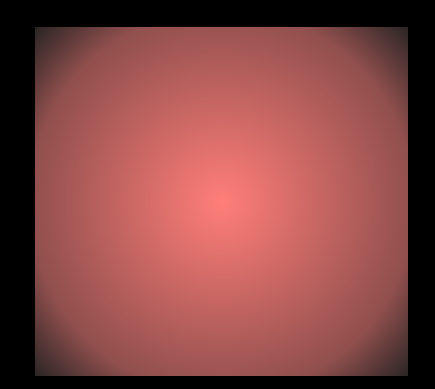
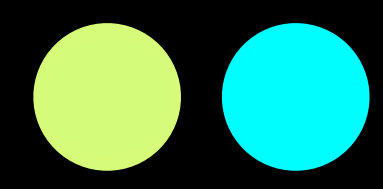
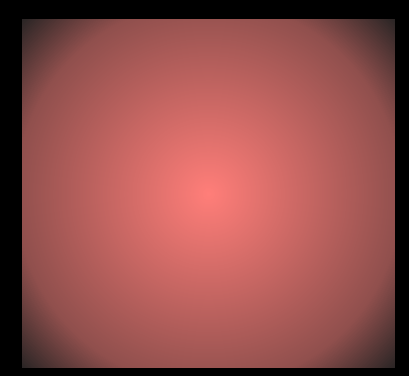
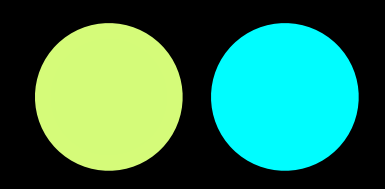
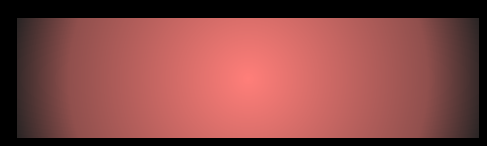
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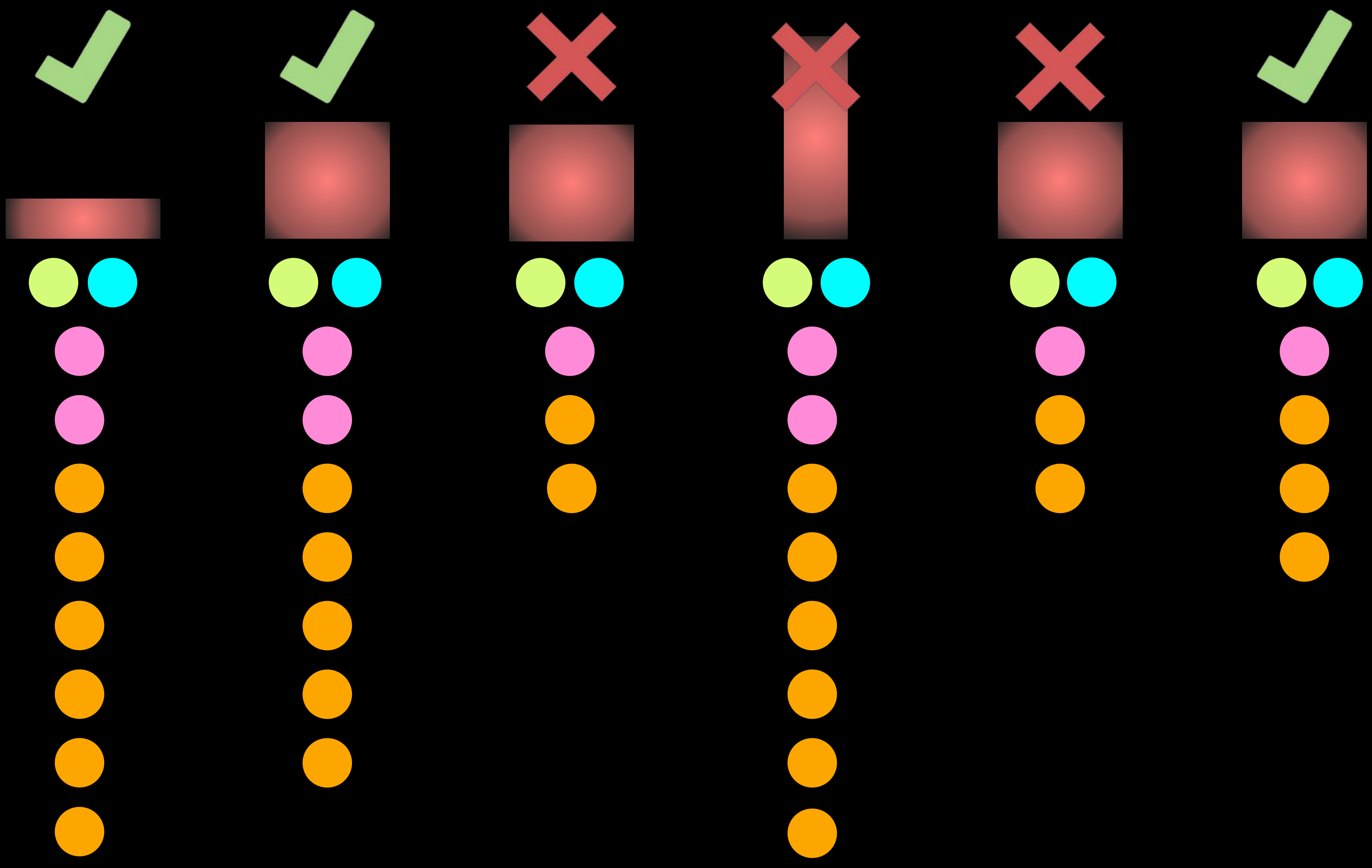
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GO!

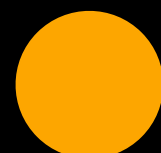
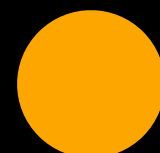
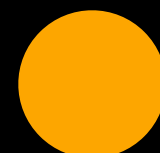
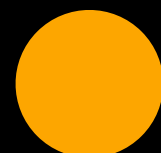
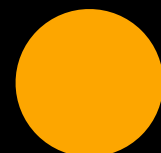
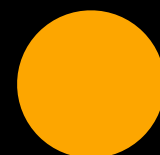
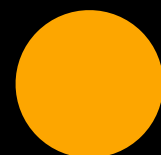
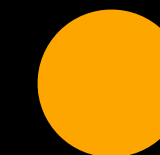
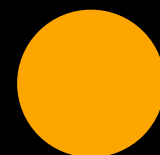
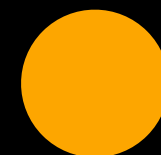
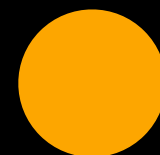
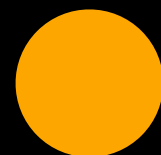
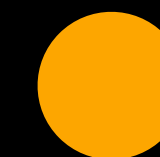
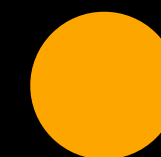
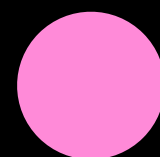
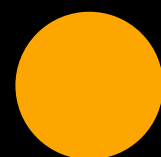
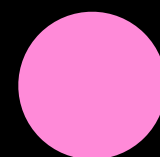
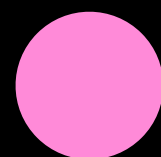
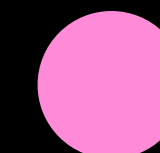
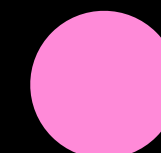
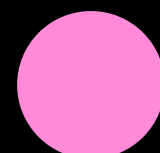
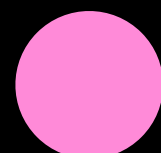
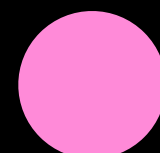
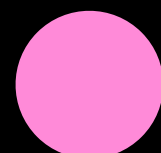
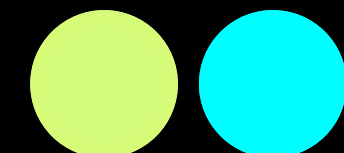
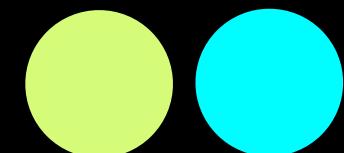
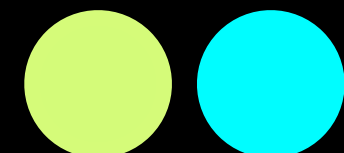
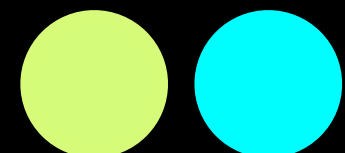
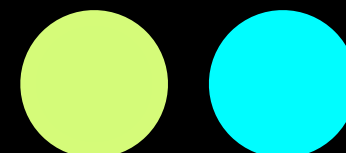
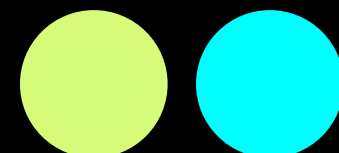
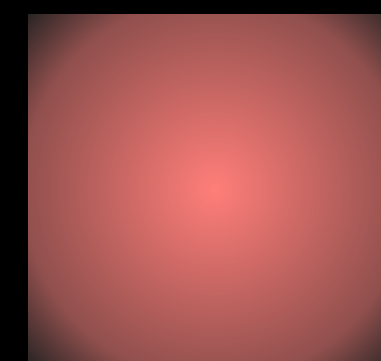
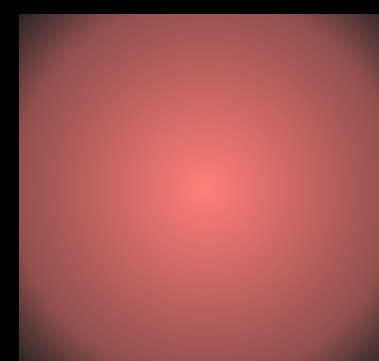
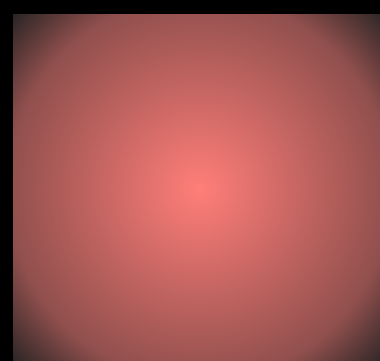
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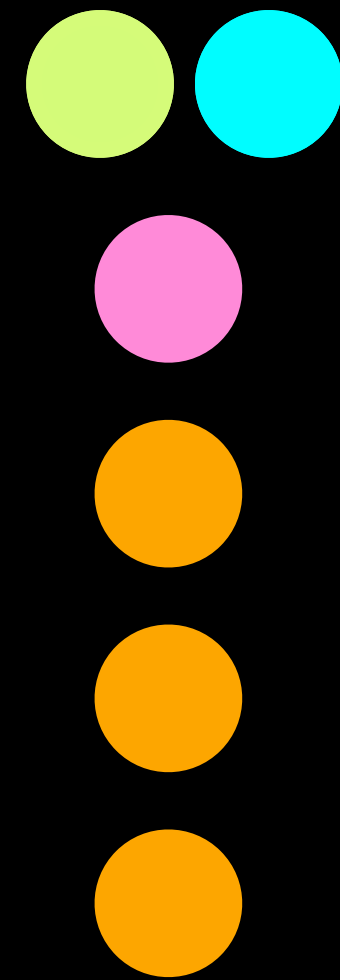
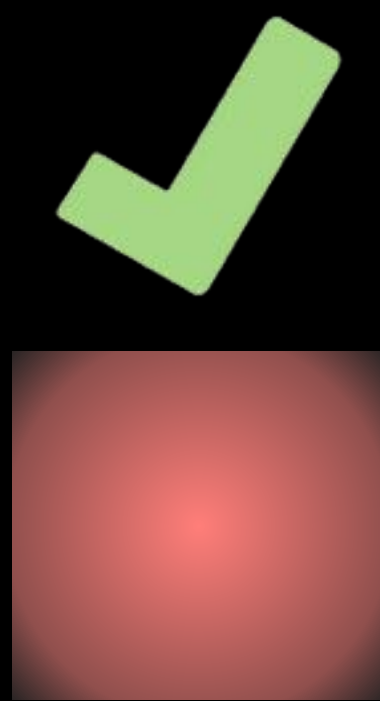
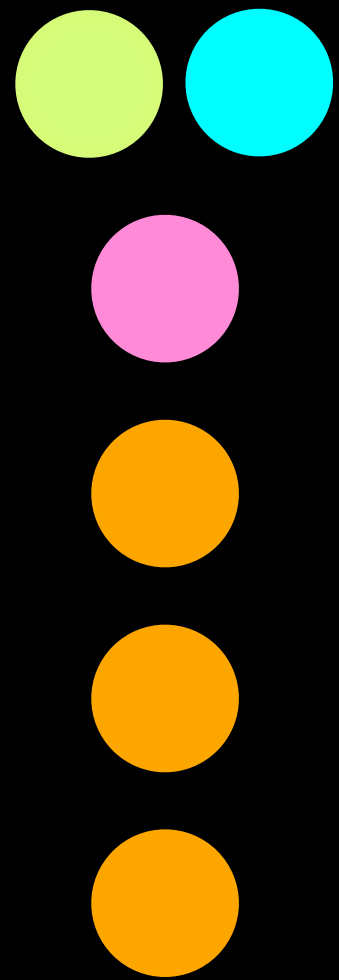
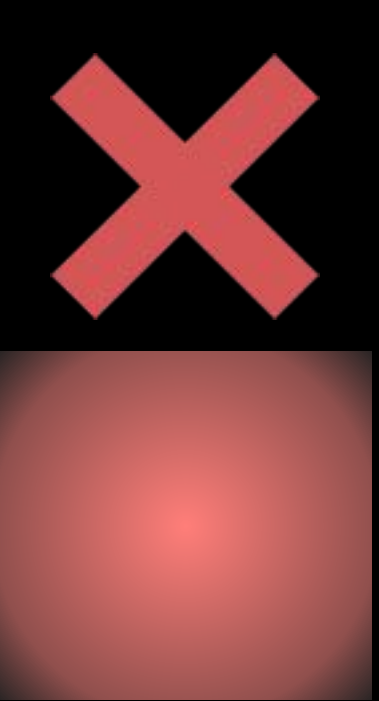
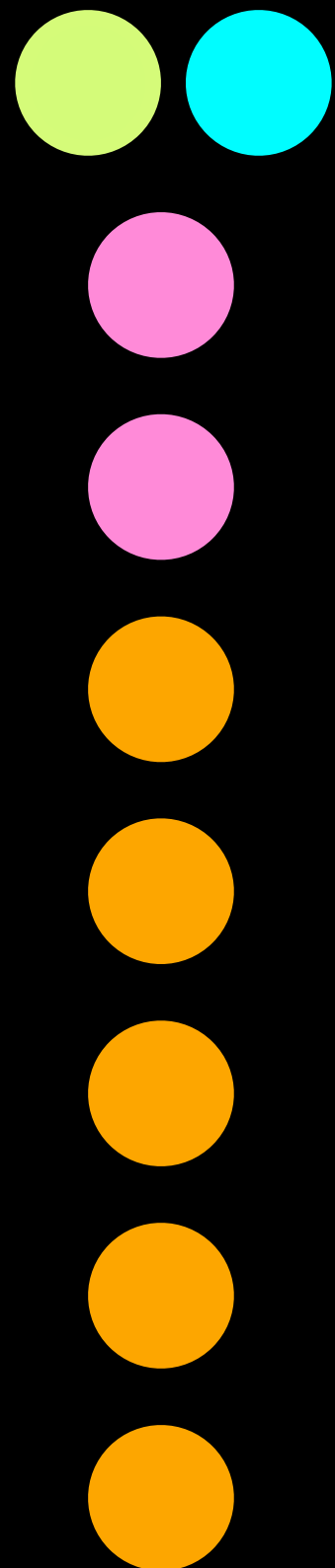
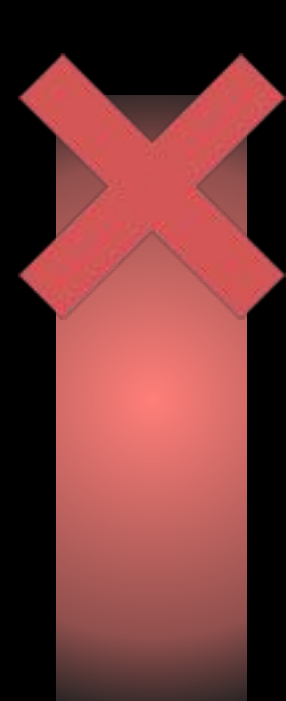
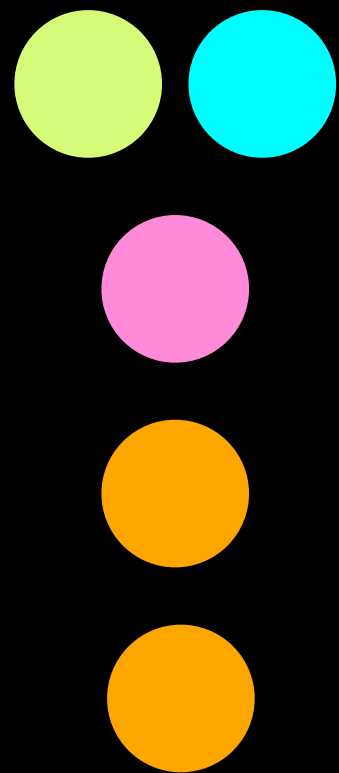
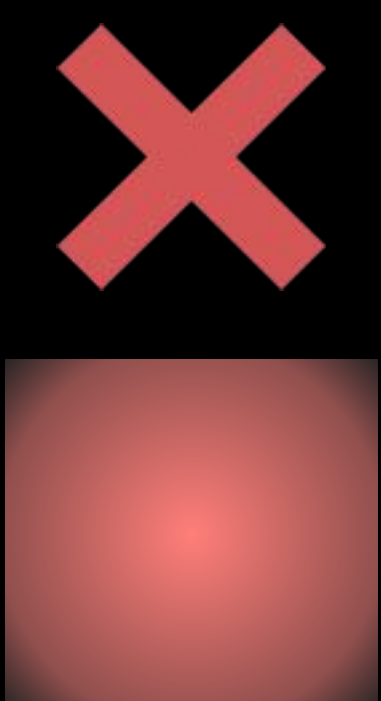
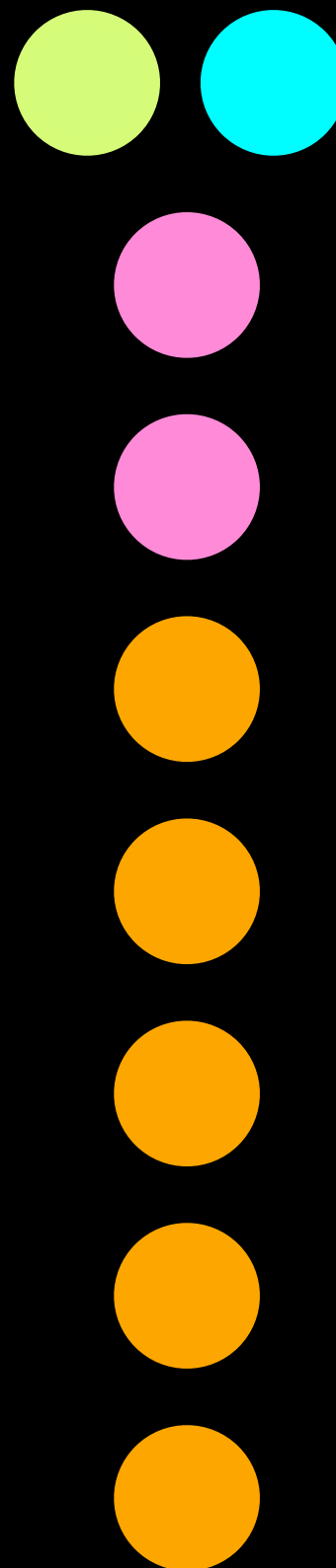
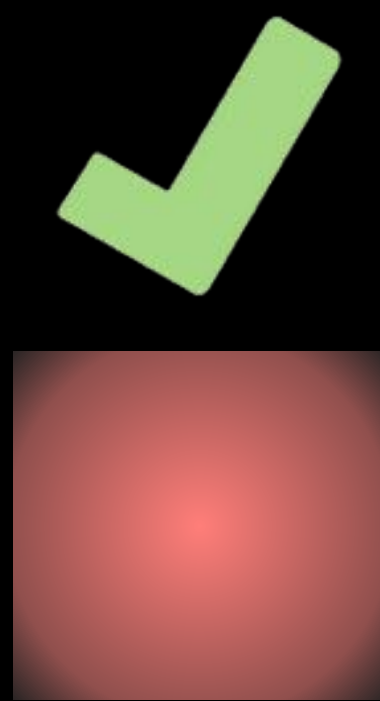
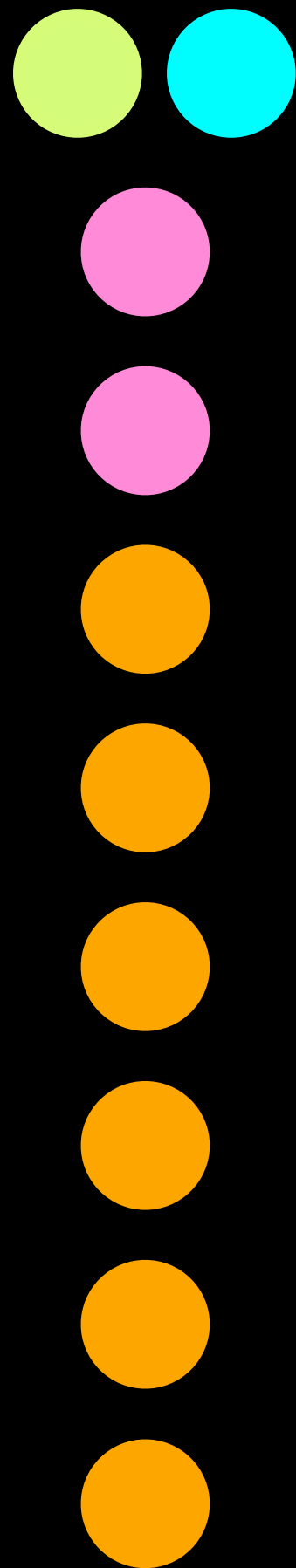
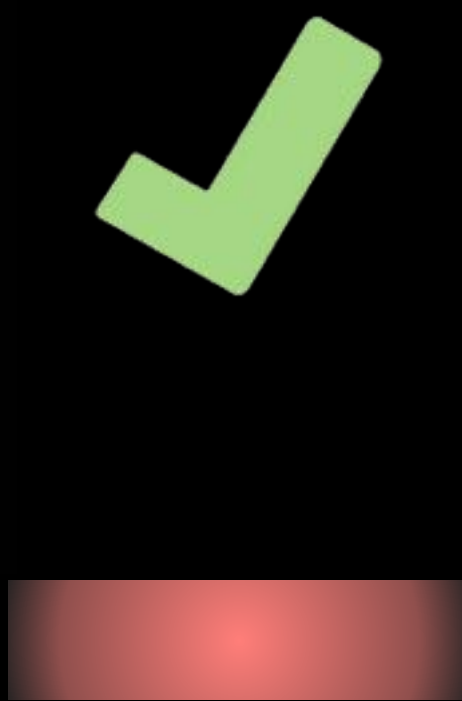
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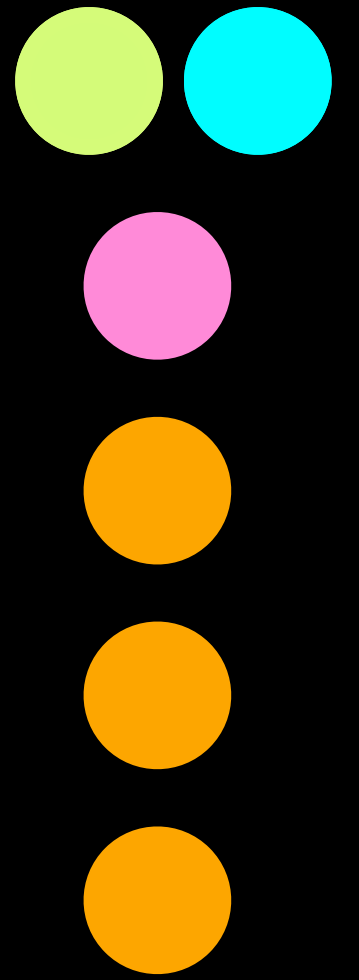
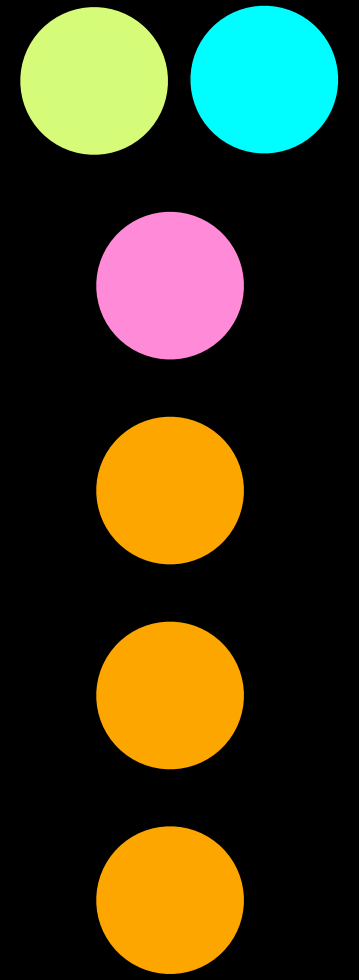
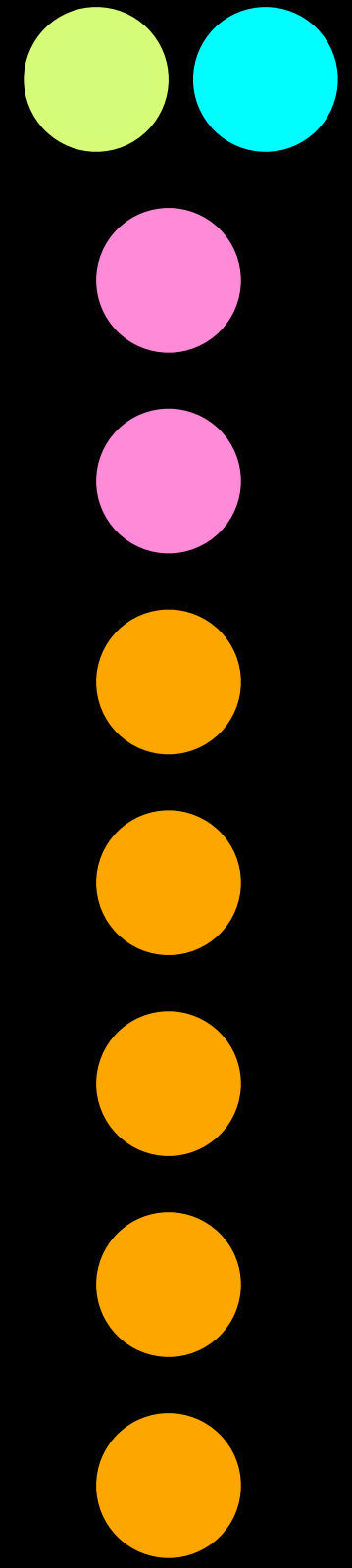
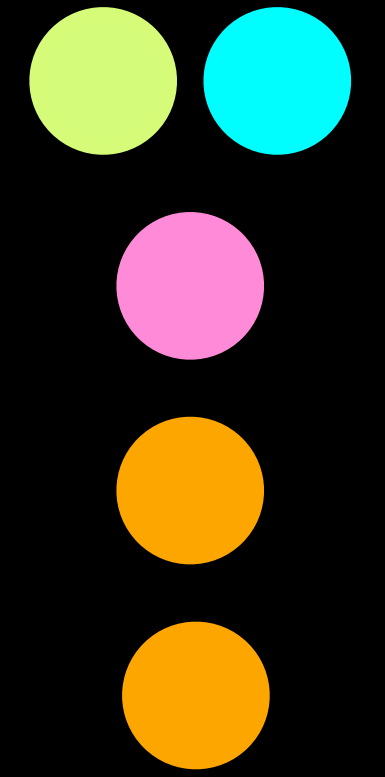
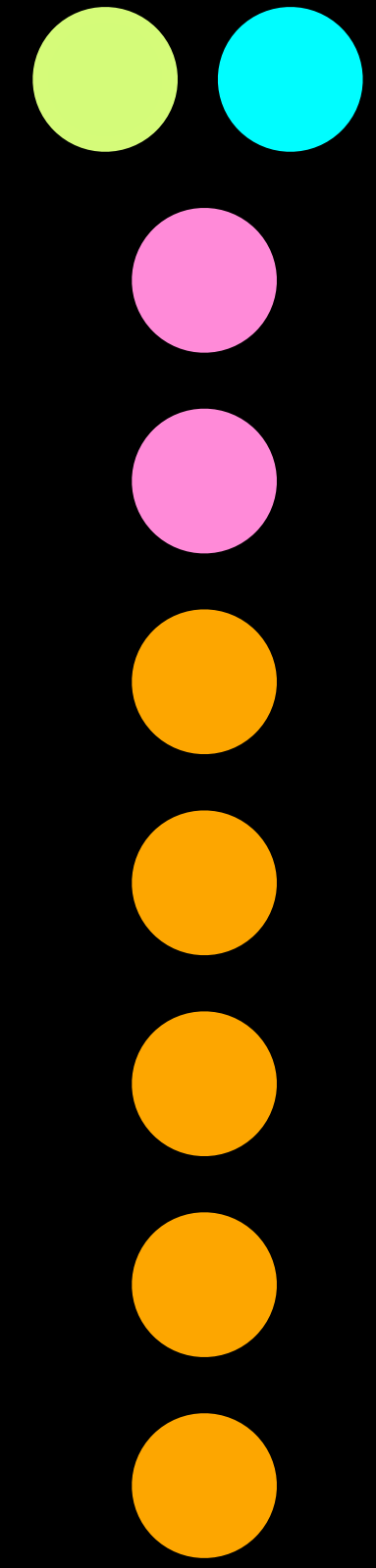
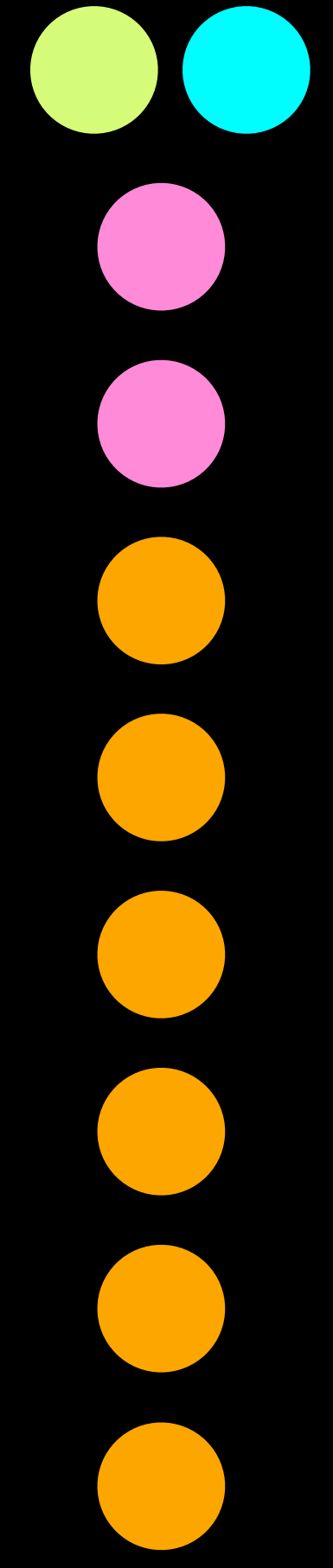
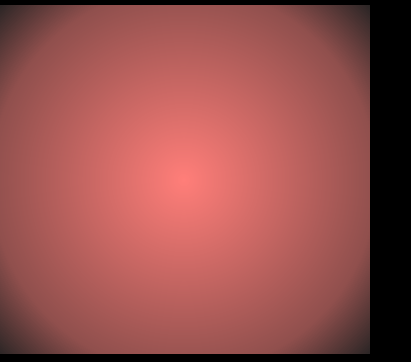
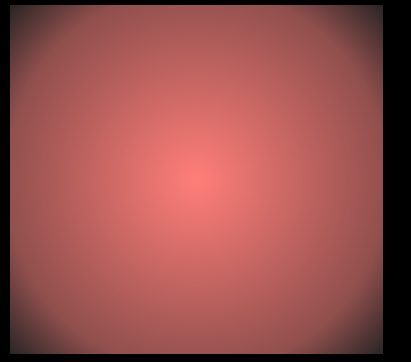
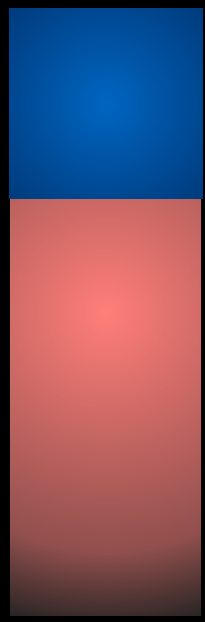
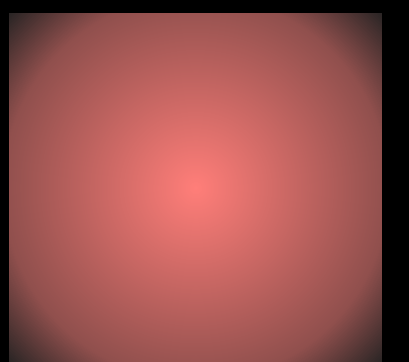
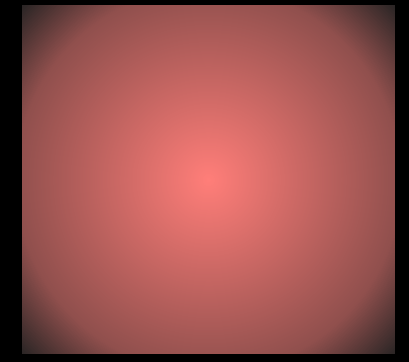


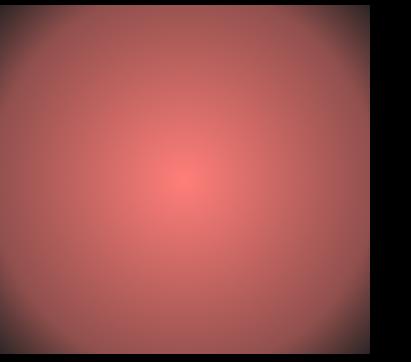
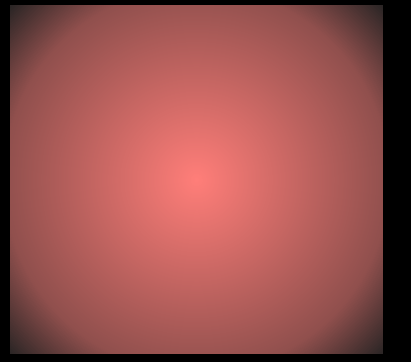
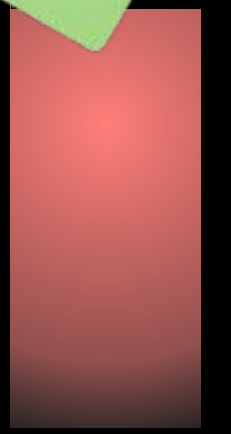
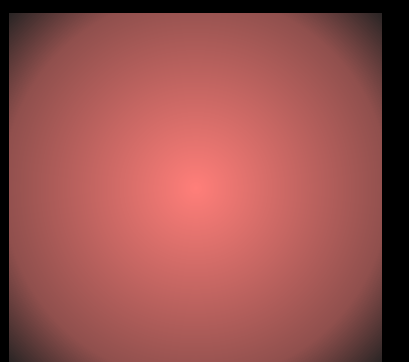
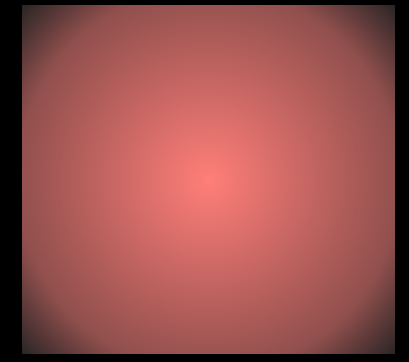
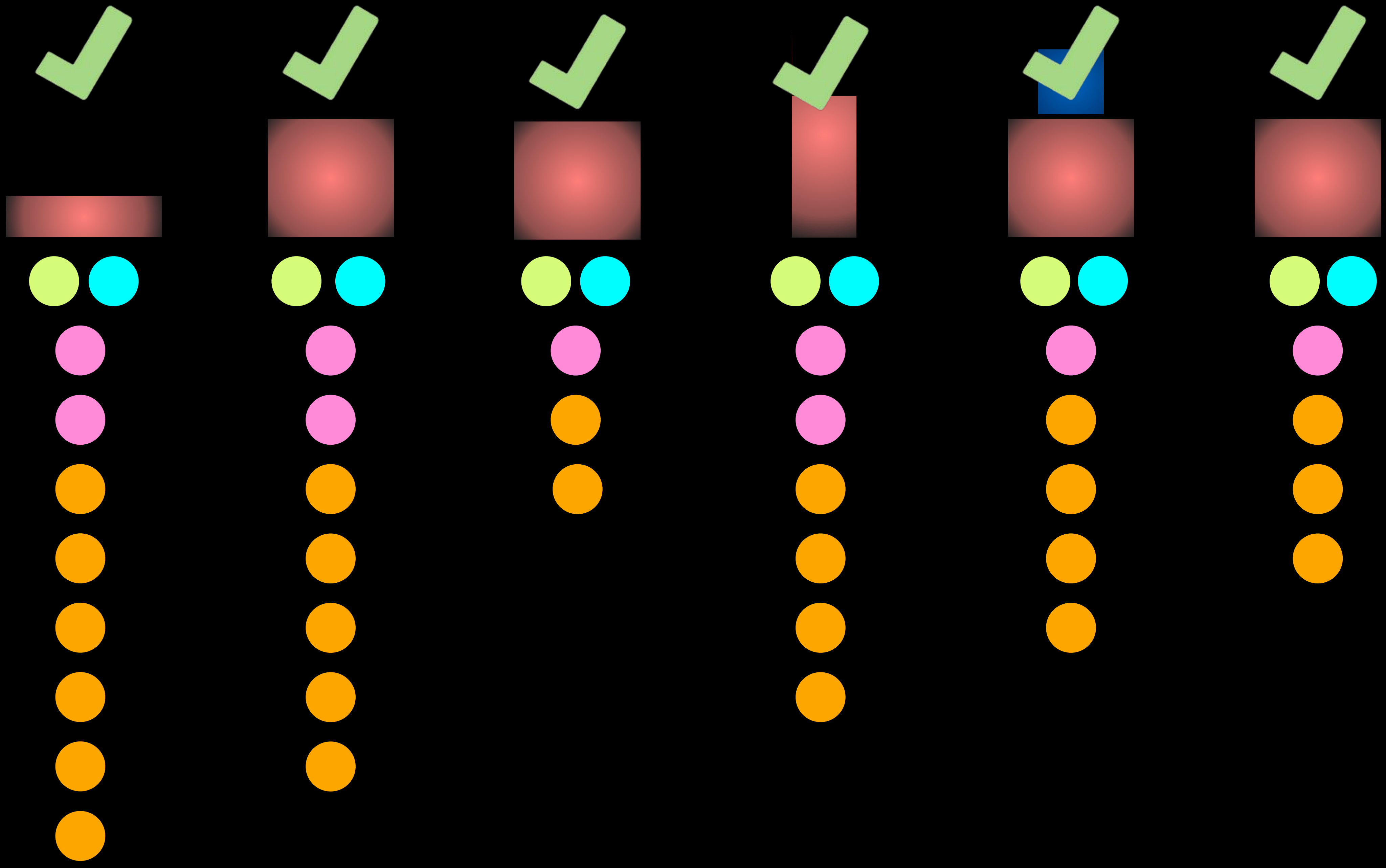
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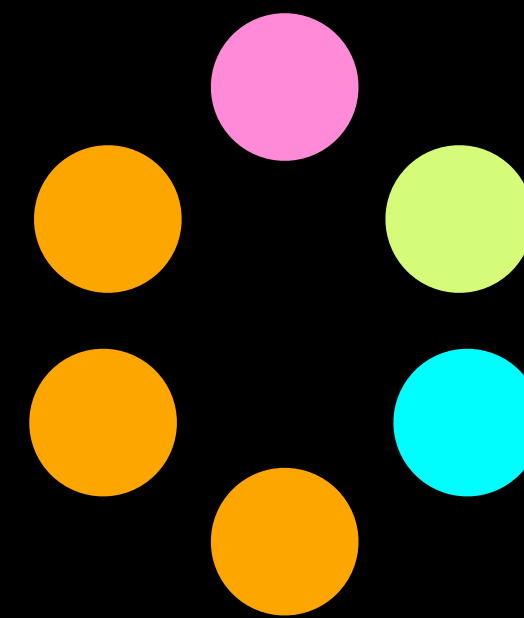
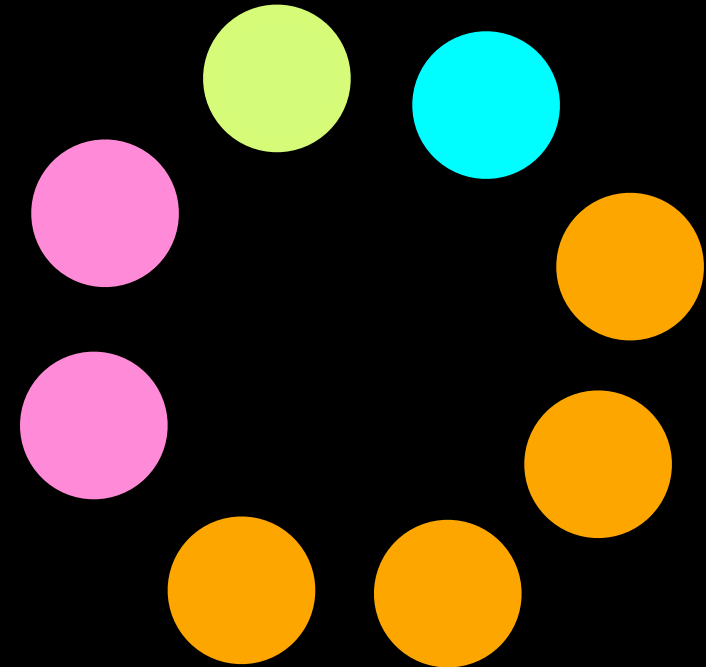


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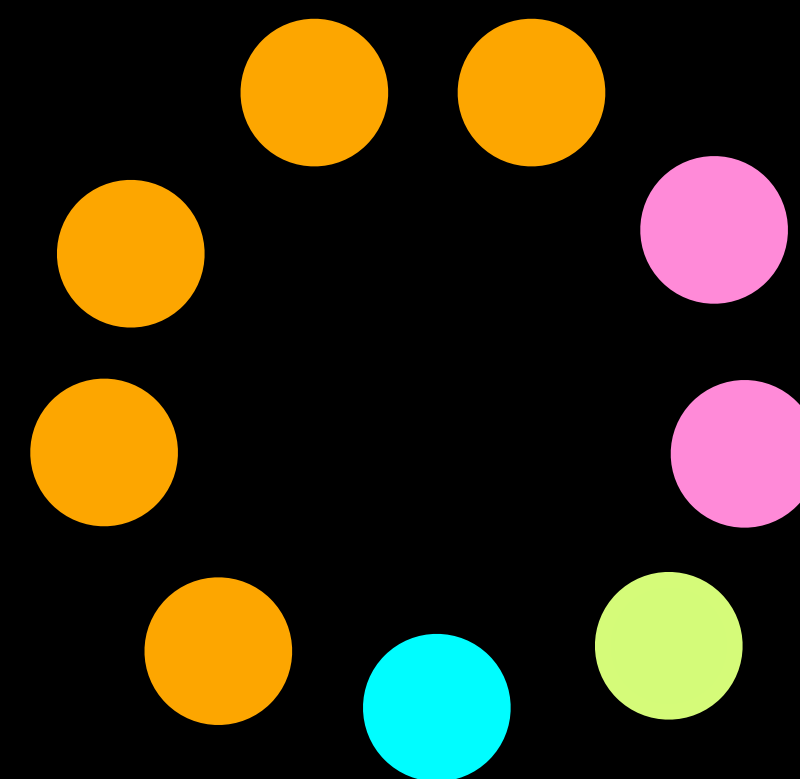
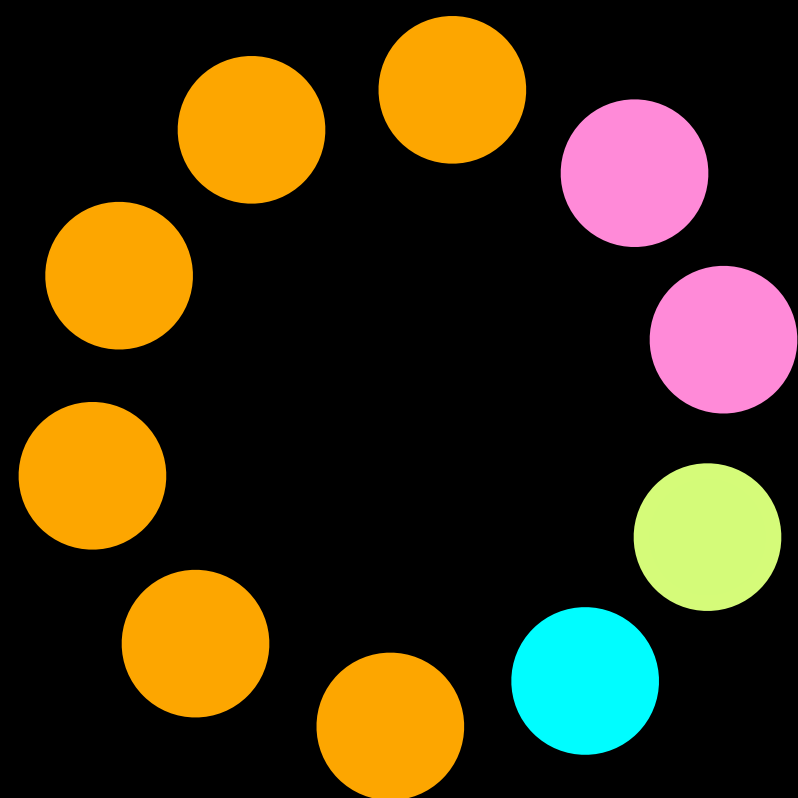
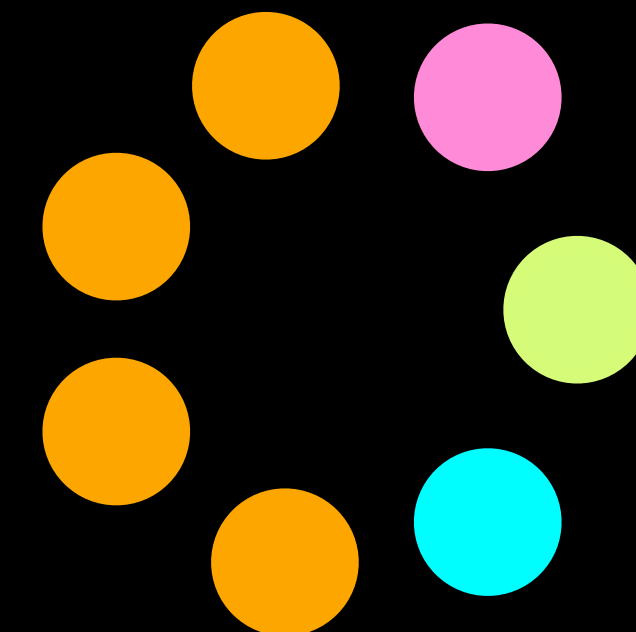
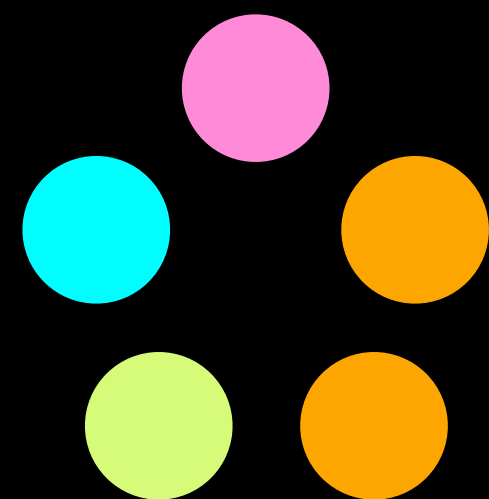








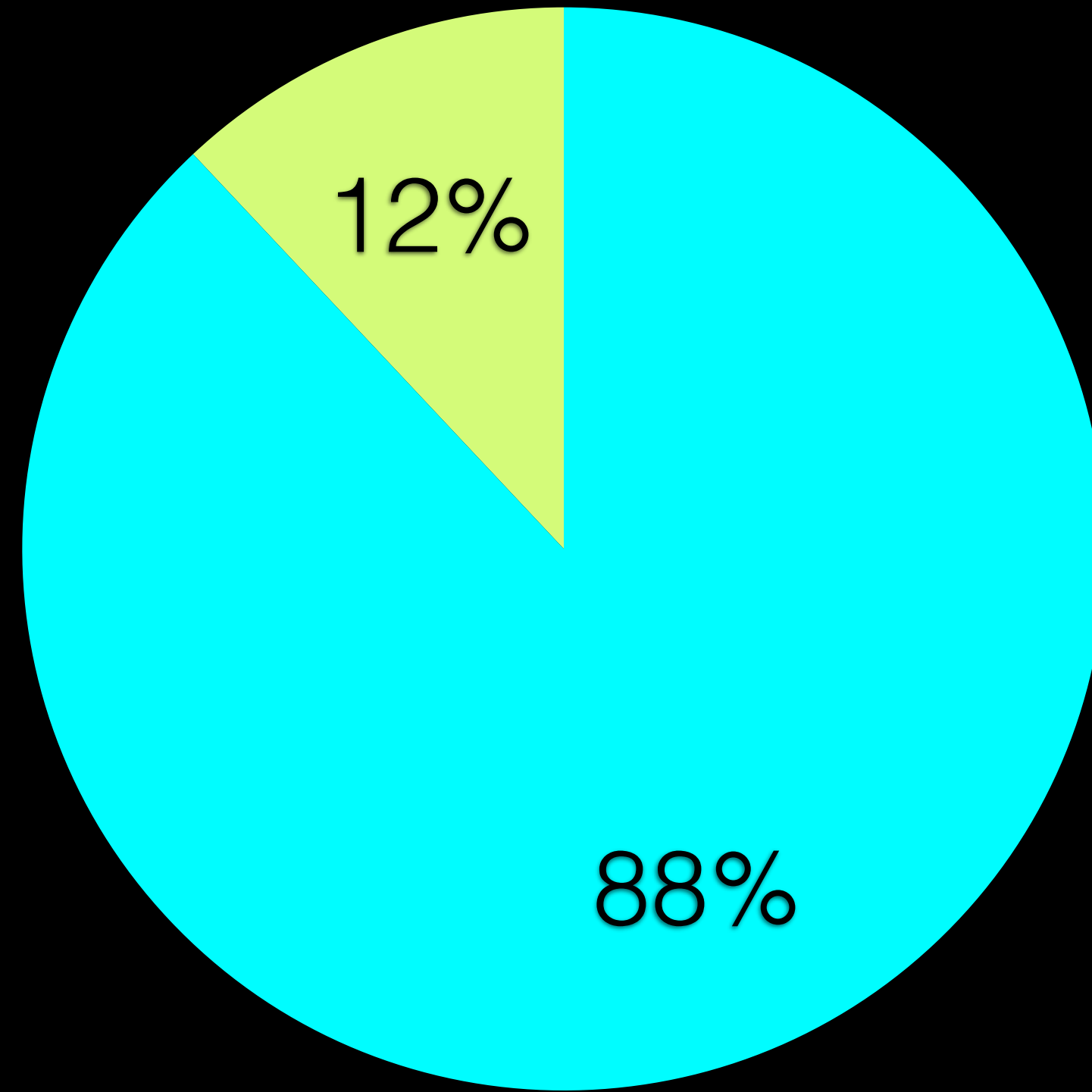
RESULTS &
LESSONS LEARNED



● Yes

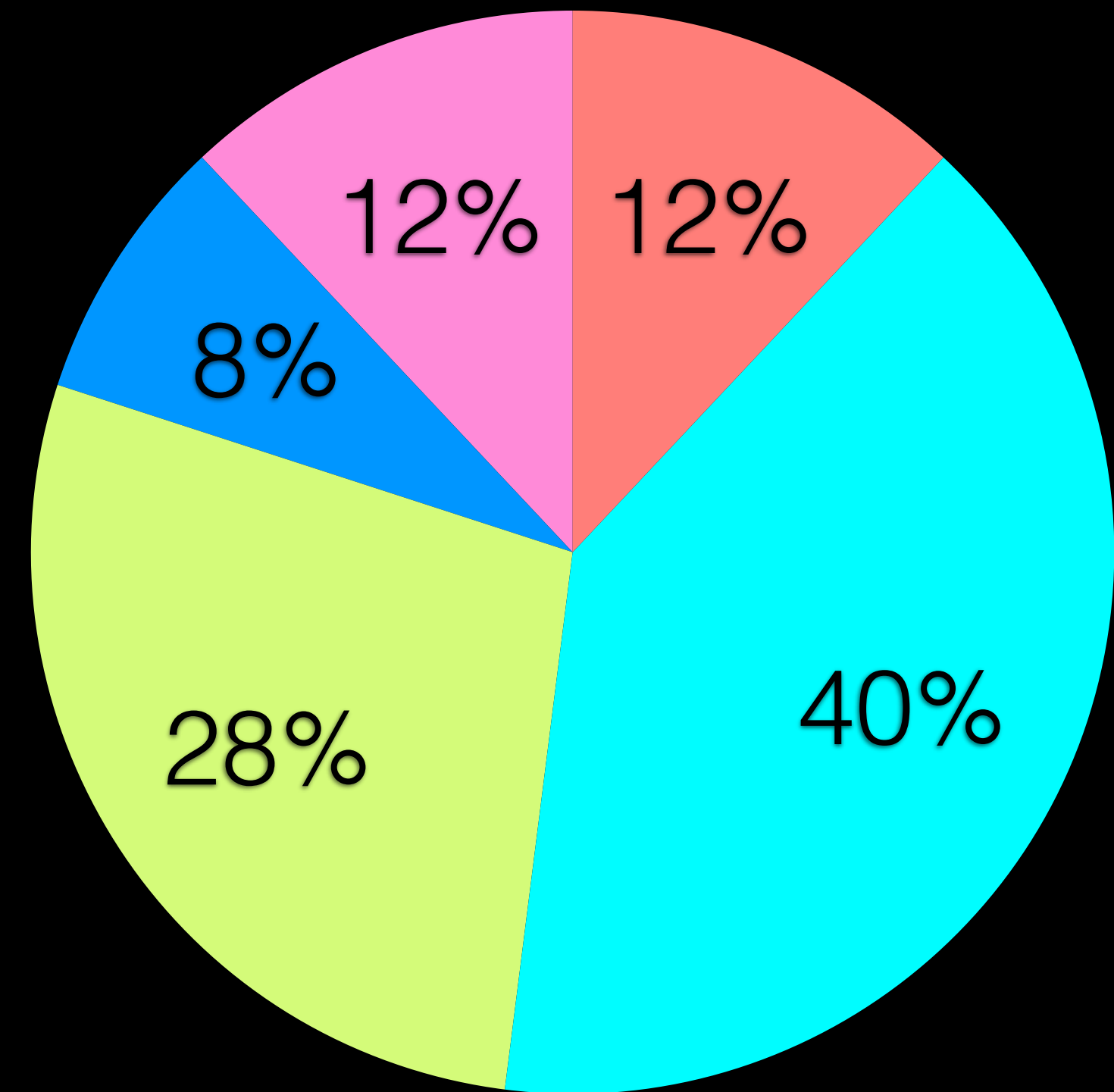
● No

● Other



Results: Are you happy with the team you will be on?

- 12% ● Type of Work
- 40% ● Doing What Was Best for the Company
- 28% ● People you did want to work with
- 8% ● Skills Growth
- 12% ● Other
- 0% ● Product Owner
- 0% ● People you did NOT want to work with



Results: What primarily drove your self-selection choices?

“Looking at the outcome of the process, it is difficult to argue against. Each team appears well-suited to meet its short term needs and the teams are reasonably well-distributed. If we had done this through another process 100 times, I believe that most of the outcomes would not have been as good as this one.”

–Josh Essex

Lessons Learned

- Set expectations
- Don't share team information ahead of the event
- Have moderators
- Developers love full stack!
- Keep spectators (including directors!) out
- Hold the event in person (when possible)

More Resources

- [Opower's Case Study](#)
- [Nomad8's Self-Selection Kit](#)
- [*Creating Great Teams*](#) by Sandy Mamoli & David Mole
- More Questions: [Contact Us](#)

Q&A



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