



DEAN KYNASTON FEBRUARY 17, 2023

HIGH PERFORMING TEAMS

Supporting and creating teams who deliver faster, better, cheaper and have more fun.

AGENDA

Upcoming Agile Events - James Lang - 5 min

Topic Introduction: High Performing Teams - Dean Kynaston - 5 min

Break-out Groups - 20 min

Share Learnings - 20 min

Closing - 5 min

**HAPPY PEOPLE BUILD BETTER
PRODUCTS FASTER**

DEAN KYNASTON

“When you ask people what it is like being part of a great team, what is most striking is the meaningfulness of the experience. People talk about being part of something larger than themselves, of being connected, of being generative. It becomes quite clear that, for many, their experiences as part of truly great teams stand out as singular periods of life lived to the fullest.”

PETER SENGE

BREAK OUT - 20 MIN

- Discuss as a group your experience of being on a high-performing team
 - What made that team successful?
 - How would you describe the characteristics of that team?
 - What type of environment is needed for enabling successful teams?
 - What coaching would give an organization to develop high performing teams?
 - What coaching would you give individual team members?
- Summarize your findings
- Select a spokesperson to share with the larger group

DEAN'S EXPERIENCE -

- **Adopt scrum values of openness, respect, focus, commitment and courage**
- **Actively use a team working agreement**
- **Establish a team of peers**
- **Small, cross-functional**
- **Work together throughout the day (even if remote)**
- **Invest in building team member and team capability - T-shaped in skill**
- **Remove their impediments - create an environment for their success**
- **Stakeholders are actively engaged giving the team feedback honestly, kindly**
- **Dan Pink - Autonomy, Purpose, Mastery, Belongingness**
- **Psychological Safety**

HIGH PERFORMING TEAMS - WIESE/RICCI

- People have solid and deep trust in each other and in the team's purpose -- they feel free to express feelings and ideas.
- Everybody is working toward the same goals.
- Team members are clear on how to work together and how to accomplish tasks.
- Everyone understands both team and individual performance goals and knows what is expected.
- Team members actively diffuse tension and friction in a relaxed and informal atmosphere.
- The team engages in extensive discussion, and everyone gets a chance to contribute -- even the introverts.
- Disagreement is viewed as a good thing and conflicts are managed. Criticism is constructive and is oriented toward problem solving and removing obstacles.
- The team makes decisions when there is natural agreement -- in the cases where agreement is elusive, a decision is made by the team lead or executive sponsor, after which little second-guessing occurs.
- Each team member carries his or her own weight and respects the team processes and other members.
- The leadership of the team shifts from time to time, as appropriate, to drive results. No individual members are more important than the team.

https://www.huffpost.com/entry/10-characteristics-of-high-performing-teams_b_1536155