

# The **four components** of high performing teams



# About Me

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# About Me



How do we instill a sense of urgency into the team??



Why is our pace of delivery so slow??



# Debugging teams



**in TOUCH**

**Life & Style**

**heat world**

**EMPIRE**

**MOJO**

**now**  
TO LOVE

**Take 5**

**MCN** 



XCEL MEDIA



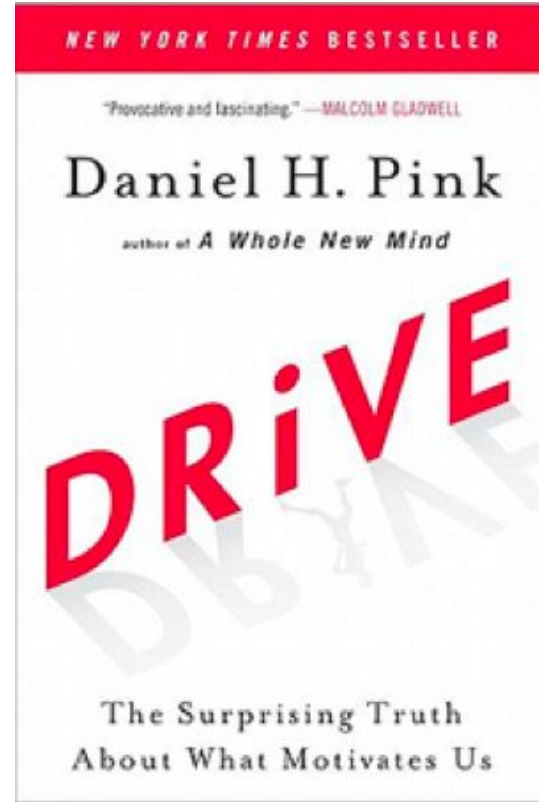




XCEL MEDIA

UNFINISHED

- Mastery
- Autonomy
- Purpose
- Safety



# Mastery



# Autonomy

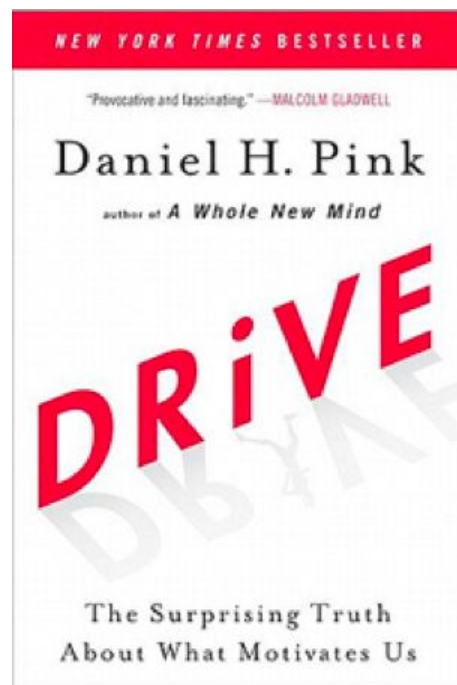


# Purpose



# Safety





# Measuring pace of delivery





# Cycle time



# Safety



# Purpose



# Mastery pt 1

Don't assign stories



# Mastery pt 2

Skills matrix



# Levelling



# Skills matrix

	Technical Skill	Impact	Agile Knowledge	Communication & Leadership	Mentoring & teaching others	Architecture	Recruiting	Helpful books
Junior developer								
	<a href="#">Learning coding best practices (see guidelines here)</a>	Capable of completing well defined sub-tasks	Learning to estimate stories	Communicates status to team	Learning pairing	Learning MVC		Practical Object-Oriented Design in Ruby by Sandi Metz
	Learning coding standards	Capable of providing on-call support for their team's code with assistance from other team members		Asks for help	Learning to respond to PR comments	Learning REST		Clean Code by Robert C Martin
	Learning source control and development tools			Accepts feedback graciously		Learning at least one web or javascript framework		Art of Agile by James Shore
	Learning Ruby on Rails			Learning how to ask for clarification on unclear tasks		Learning how browsers work: request lifecycle, how events work, blocking vs		Growing Object Oriented Software Guided by Tests by Steve Freeman and

# Change toolkit





# Nemawashi

Informal process of quietly laying the foundation for some proposed change or project, by talking to the people concerned, gathering support and feedback

Give engineers power to  
control change

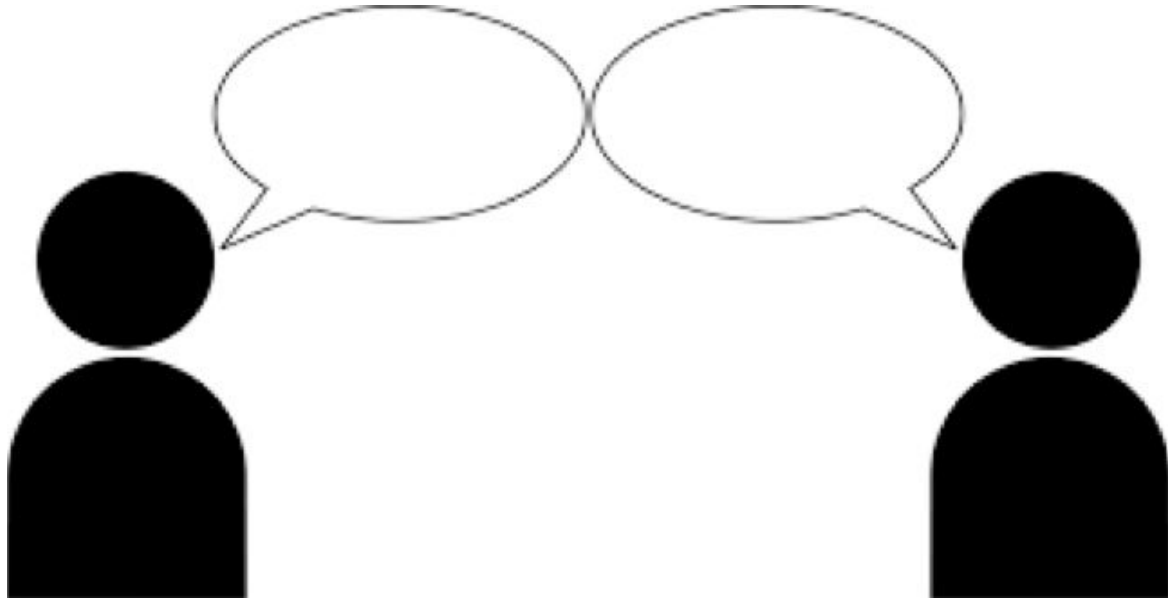


# Kaizens

Small experiments that lead to "continual improvement "

Lean manufacturing - Toyota Way

# Reward hard feedback



Admit when I'm wrong



# End Result



*meetup*



*meetup*

**Top  
5**



# Safety



# Quality



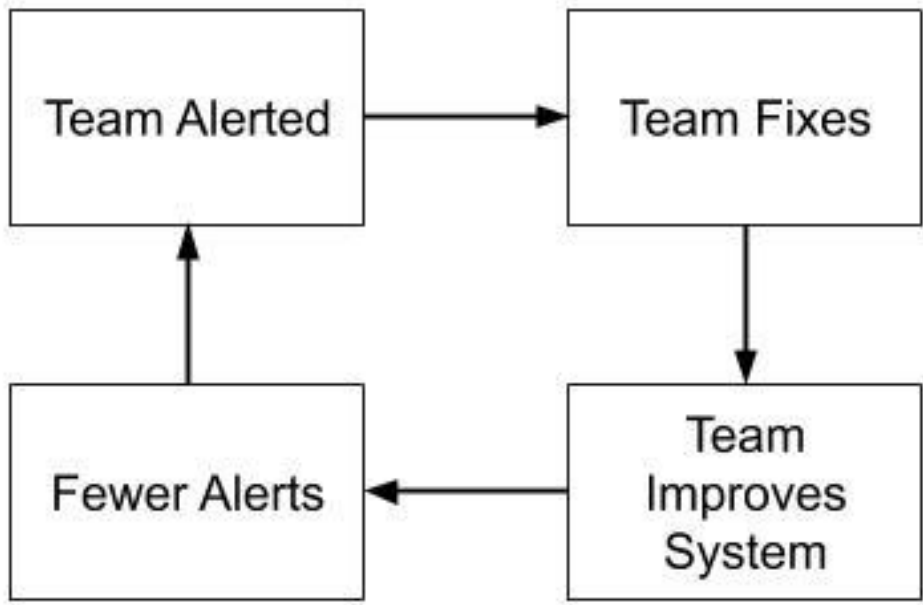
# Mastery

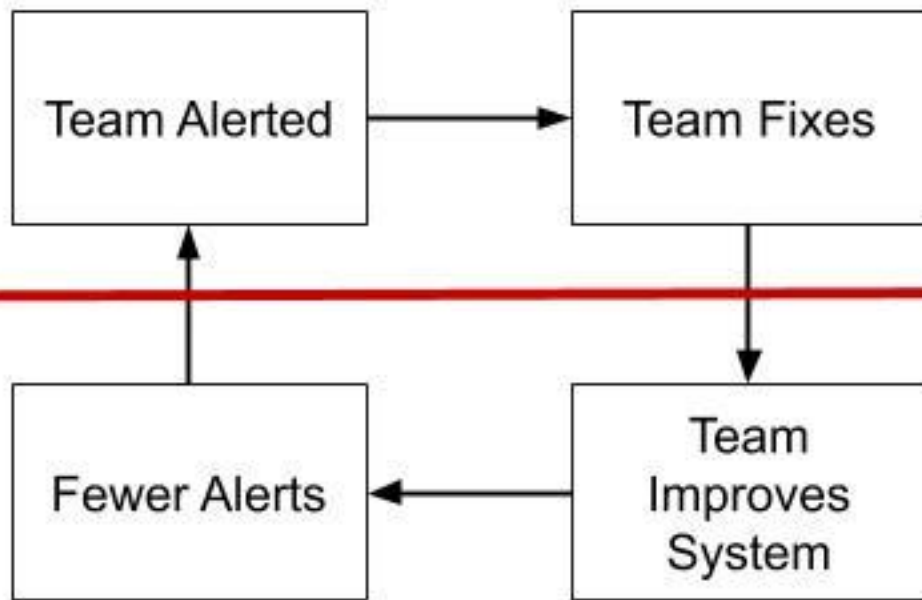


# Autonomy pt 1

## Operational ownership







Team 1

Team 2

pagerduty

# Cycle time





# Autonomy pt 2

No sub tasks



# End Result



How do we instill a sense of urgency into the team??



# What to look out for..



You get what you measure....



# Safety



# Mastery



# Autonomy





# Purpose



# Questions?

