

Creating Winning Teams

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If I had to pick one thing that is critical to the success of a project, it would not be the choice of platform, language, database, or even skillset. That is, a team that works well together and is very productive. -Bill Lenson, Agilist, Architect



Top Factors For Employees Engagement (BCG)

#1 Get appreciated for their work!

#2 Good relationships with colleagues.

#3 Good work-life balance

#4 Good relationships with superiors

Only 13% of employees are engaged worldwide ([Gallup](#))

Team Building Concepts

Tuckman's Model

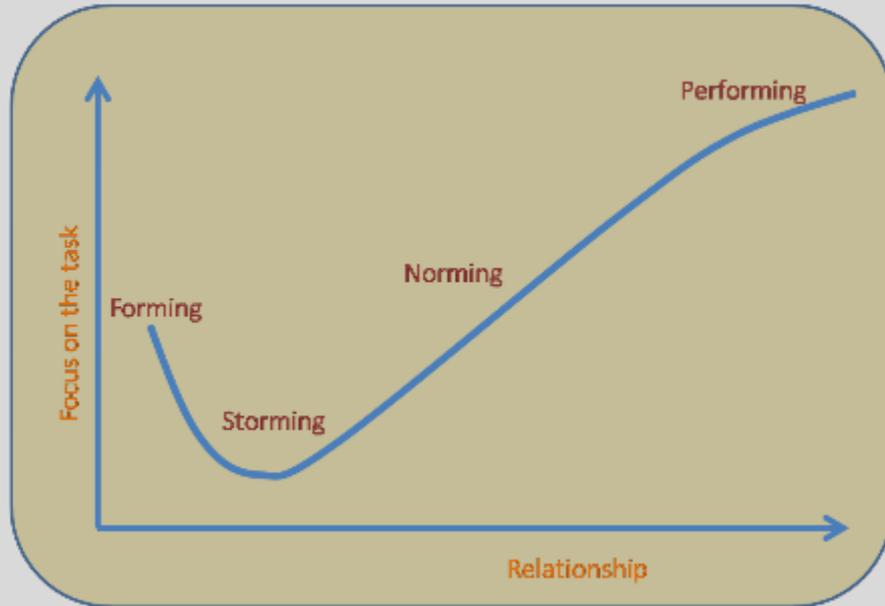
Belbin's Team Roles

MC Gregor's Theory X and Theory Y

Maslow's Hierarchy of Needs

Hartigan's Engagement Pyramid

Tuckman's Stages of Development



Coming together is a beginning; keeping together is progress; working together is success. Henry Ford

You gain experience and knowledge with time. Being patient sometimes is the key to success.

Do things from your heart, not just because it is written on paper.

McGregor's Theory X

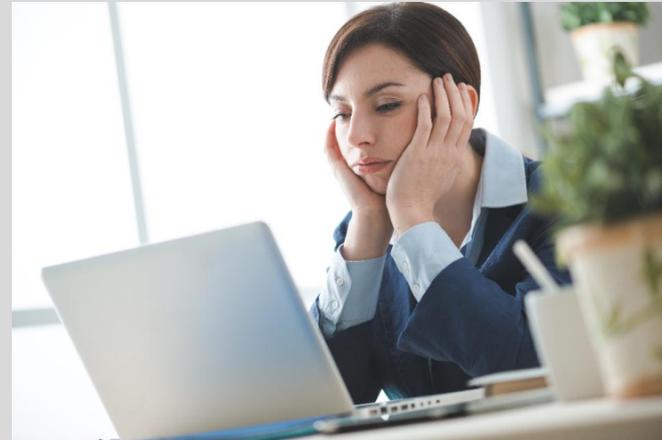
Dislike working

Avoid responsibility and need to be directed

Have to be controlled, forced, and threatened

Need to be enticed to produce results

No ambition to work



Take responsibility and are motivated

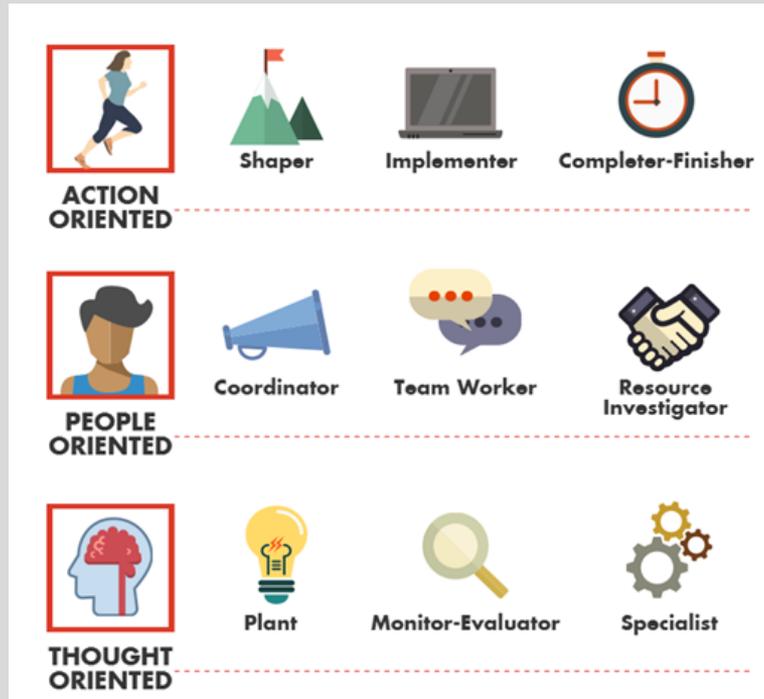
Do not need much direction

Consider work as a natural part of life

Solve work problems imaginatively



Belbin's Team Roles



For a team to be successful it needs to have combination of different roles.

Most people have 2 or 3 Team Roles that they are most comfortable with, a few others that they can manage to cover if they need to; and finally the rest that they prefer not to adopt at all.



Anatomy of a Great Business Team

Active Participants

Mutual Respect

Positivity

Adaptability

Vision

Diversity

Bonded

Support

Risk Takers

Leadership

Recognition

Adaptability

Defined Roles

Communication

Maslow's Pyramid

Self Actualization

Esteem

Love/Belonging

Safety

Physiological

Hartigan's Hierarchy

Engaged

Committed

Satisfied

Secure

Employed

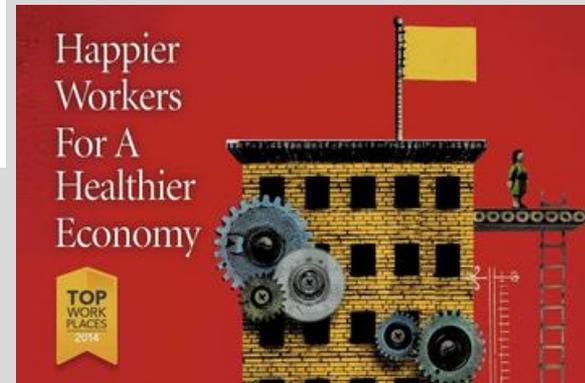


Benefits of Employees Engagement

Organizations with a high level of engagement do report 22% higher productivity.(Gallup)

Highly engaged organizations have double the rate of success of lower engaged organizations. (Gallup)

Customer retention rates are 18% higher on average when employees are highly engaged ([Cvent](#)).



ESTIMATED COST OF REPLACING AN EMPLOYEE



UP TO 200% OF THEIR
ANNUAL SALARY

Agile Manifesto

Individuals and Interactions over Processes and Tools

Working software over Comprehensive Documentation

Customer Collaboration over Contract Negotiation

Responding to Change over Following Plan



Self Organized Teams are the Core of Agile

Secret Sauce of a Winning team is true Trust

From Idea to Product

Idea+Motivated Software Team+Involved Customers =Great Product

People build and use the product

Happy Teams can create great products

Great products will bring happy customers

Happy customers will define project success

2014 Invesp Pii Testing full launch

Use Case: Invesp

Clear goal

Continuous Trust, Respect

Listening to the team needs

Customers feedback was important for our daily decisions.



2014 January

Invesp opens its first overseas office in Istanbul, Turkey.

Invesp releases beta version of MVT testing engine

2013 October



2013 June

Invesp releases beta version of AB testing engine



Use Case: Invesp: Working Process

Things still go wrong or not as expected?

Communicate

Get feedback

Make tomorrow better



Mr. Happy Client

Focus on the work done

Replan Continuously

Use Case: Invesp: Lessons Learned



Each individual has potential to deliver the great results in the right environment.

Common goal, mutual trust were keeping us together.

Patience was the key of our success.

Communication - the human connection -
is the key to personal and career success.

Paul J. Meyer



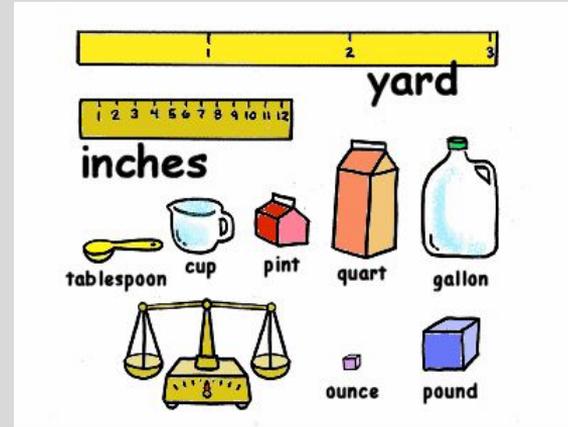
How to Measure Progress?

Agile Principles:

Our highest priority is to satisfy the customer through early and continuous delivery of valuable software

Working software is the primary measure of progress.

[Agile Principles](#)



Working Software-Work Done

Frequent Delivery

Customer Satisfaction

When team members connect and build strong relationships, they don't just work with each other. They work for each other.-
Jon Gordon

