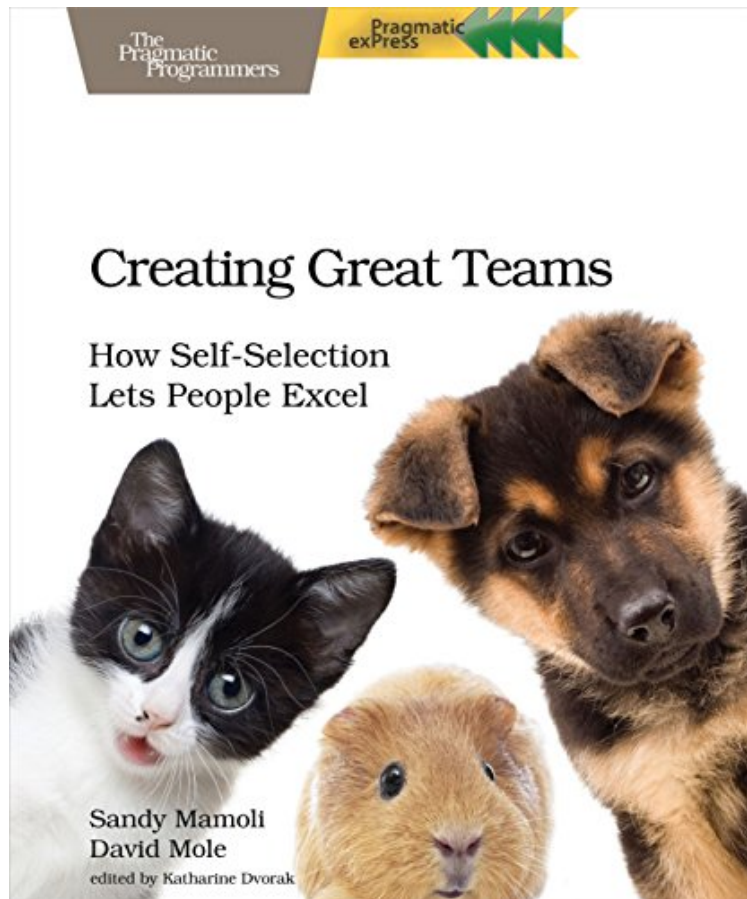


(Download) Creating Great Teams: How Self-Selection Lets People Excel

Creating Great Teams: How Self-Selection Lets People Excel

Sandy Mamoli, David Mole

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Sandy Mamoli, David Mole : Creating Great Teams: How Self-Selection Lets People Excel before purchasing it in order to gauge whether or not it would be worth my time, and all praised Creating Great Teams: How Self-Selection Lets People Excel:

1 of 1 people found the following review helpful. Help your people choose their own teams at work. Find out how in this book. By Heidi S. Helfand I love this book. It has practical information for how you can facilitate "self selection" events - that is, getting the people to choose their teams, as opposed to mandating who goes on which team in a top down way. I buy extra copies of this book and give it to my clients that are interested in self selection so that they can read into the concept and learn from the real, live stories that Sandy and David include in this book. It has very practical, tactical tips and it's a nice, easily digestible size. You can read it in a weekend. 4 of 4 people found the following review helpful. Fantastic resource for anyone scaling agile at a large organisation. By Gojko A few years ago I worked with a large financial institution, where a group of several hundred software delivery people moved to Scrum. One of the most surprising lessons for me was how much everyone, from the group leadership to people on the front lines, valued the fact that people could choose who they work with and on what. Autonomy and purpose are two out of three key pillars of motivation for knowledge workers put forward by Daniel Pink in Drive, and allowing teams to

autonomously form provided a much needed boost to everyone at that company. I didn't know it under that name at the time, but that process is exactly what Sandy and David write about in this book as self-selection. Instead of just five or six people reporting to the same person, teams became groups that could genuinely work together to deliver great results. *Creating Great Teams* is a much needed resource for anyone embarking on improving software delivery at a large organisation. At its core is how to make team self-selection work, with plenty of evidence why it's important, practical tips on how to get started, and valuable guidance for making it stick. Sandy and David use a nice case-study throughout the book, so readers won't be drowning in theory. The closing chapters of the book provide a nice insight into long-term effects and insights that you'll be able to use to motivate people up and down the hierarchy to start with the change. In short, I'd recommend this book to everyone thinking about scaling up agile delivery at a large organisation, especially the people who need to lead the charge.

3 of 3 people found the following review helpful. Want stronger teams? Ignore this book at your own peril. By Gil Broza. Every now and then, a few brave souls try something out that surprises everyone else in its effectiveness. At Agile2014, I had the privilege and good fortune to attend Sandy and David's talk about self-selection at Trade Me. I could tell this was a turning point in a world that's getting used to team self-organization, but remains leery of team self-selection. In their talk, and the book too, Sandy and David made an interesting observation that echoed mine: People's primary consideration in selecting their teams and work areas is their relationships. Done within a guideline of "do what's best to the organization," the results are outstanding. Considering that a team will shift from storming to norming only once every member decides "I *want* to be a part of *this* team", self-selection is a shortcut to solid and therefore high-performing teams. Some changes take a generation. The change toward the Agile mind-set (its values, beliefs, and principles) hasn't even crossed the mid-point yet. Even in the empowered, team-centric Agile environment, team self-selection remains one of the most challenging peaks to conquer. However, I believe we are getting there. Would you like to build a healthy organization and get a head start on your competition? Suspend your disbelief, get a copy of this book, READ IT, and follow its advice.

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.

"I've believed for a long time in the power of self-selection, so I am excited that there is finally a handbook on how to go about it. Sandy and David give concrete advice on facilitating self-selection within an organization and what to look out for. Anyone reading this book will feel prepared to embark on what otherwise might seem like a very scary journey. I will definitely recommend it to coaches and organizations I work with." - Karen Greaves, Agile coach and trainer, Growing Agilenbsp;