



Team Self Formation

After the honeymoon

Debbie Wren – Head of Agile Coaching

We are agile .. We want the autonomy



Translated means taking control of our lives



.. And so we set out on that journey



..... To let our people form their teams



.. not forgetting the Scrum Masters

- The teams should both “hire” and “fire their Scrum Masters
- This is a shock to the system – “pitching” to your peers is not easy





It's scary so manage the fears



I am the "Last kid
on the play
ground"

We are now in teams with identity



... and need to forget the pecking order



A mental shift:
We are all “**team
members**”





But there is the expectation to just



Coach former managers

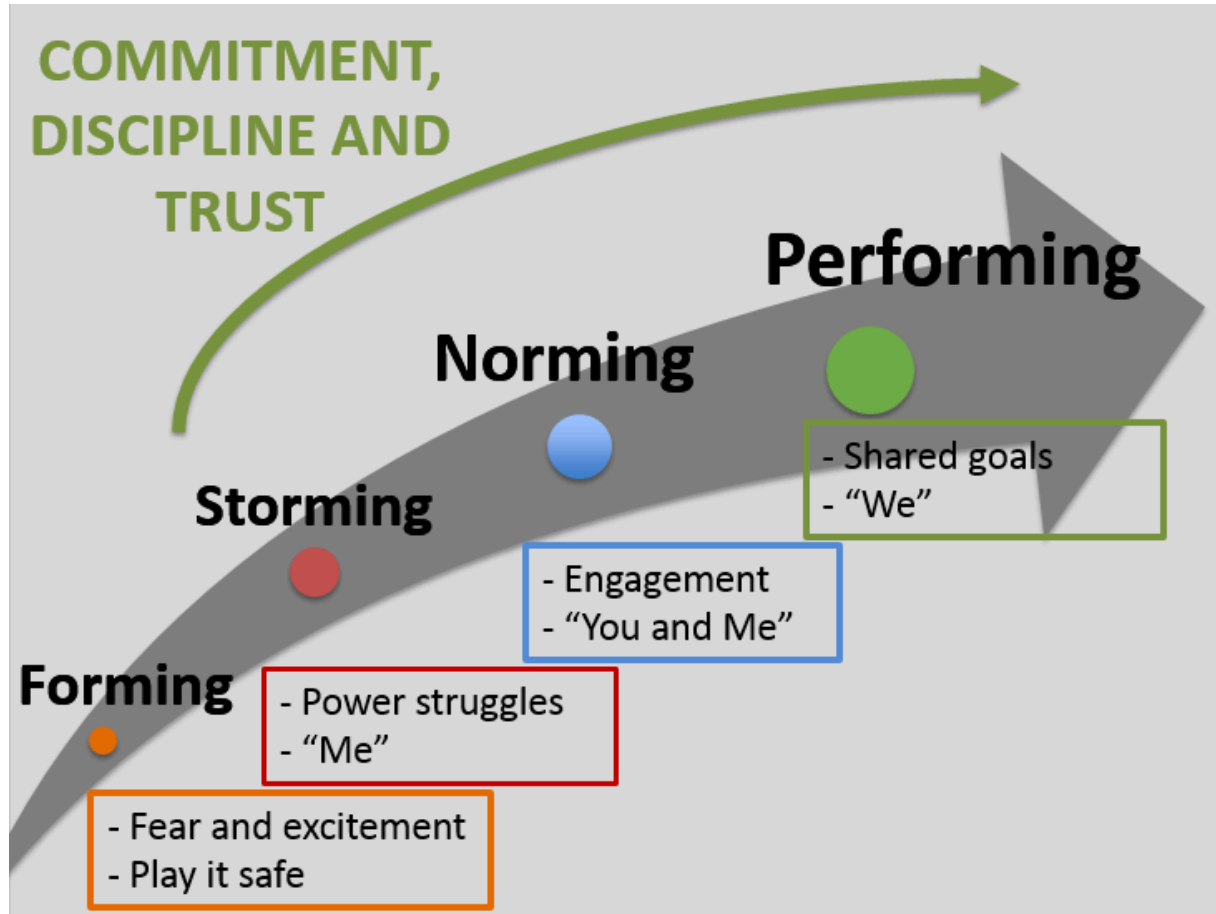
Remember we are working with people



..... And their emotions

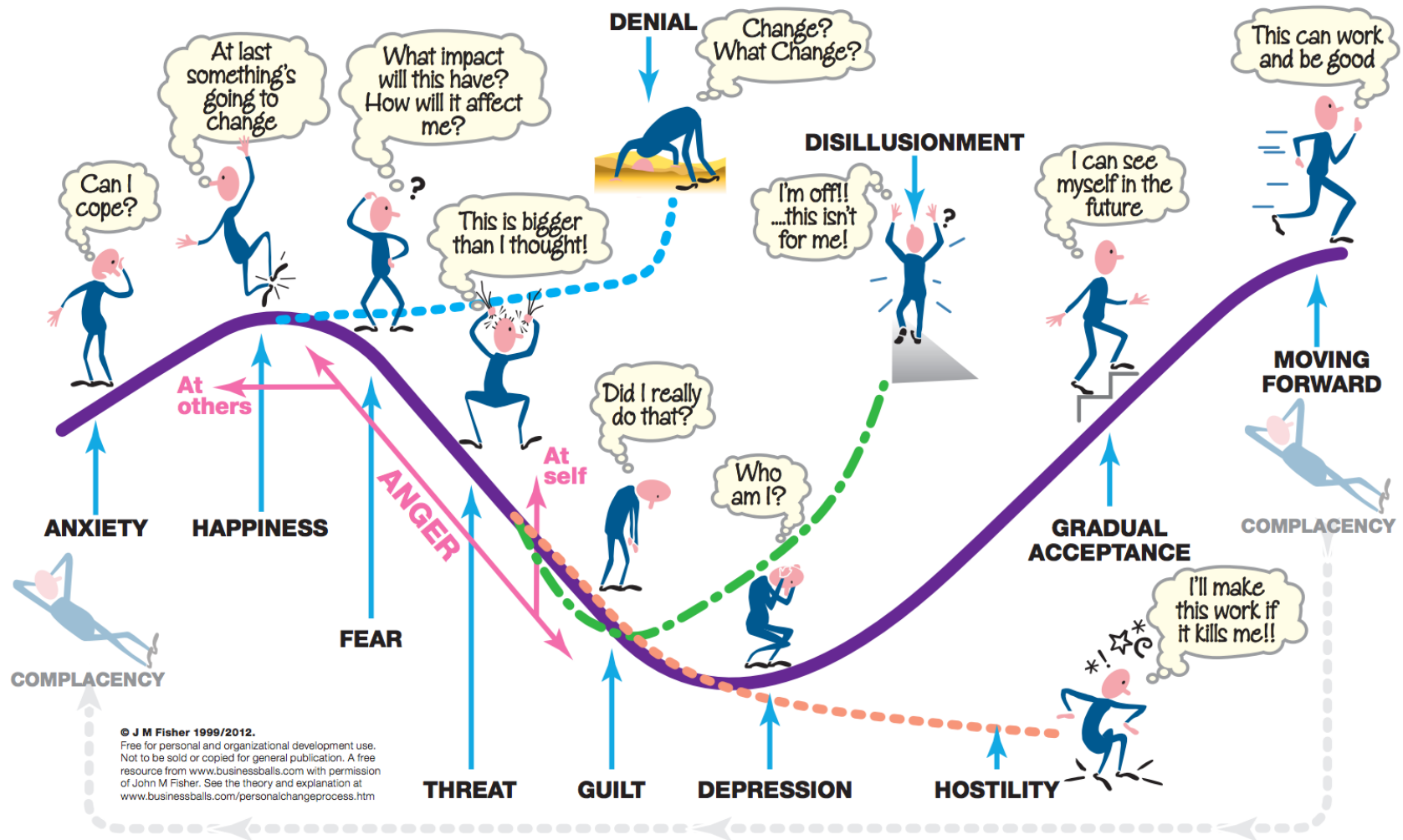


So don't forget the Tuckman



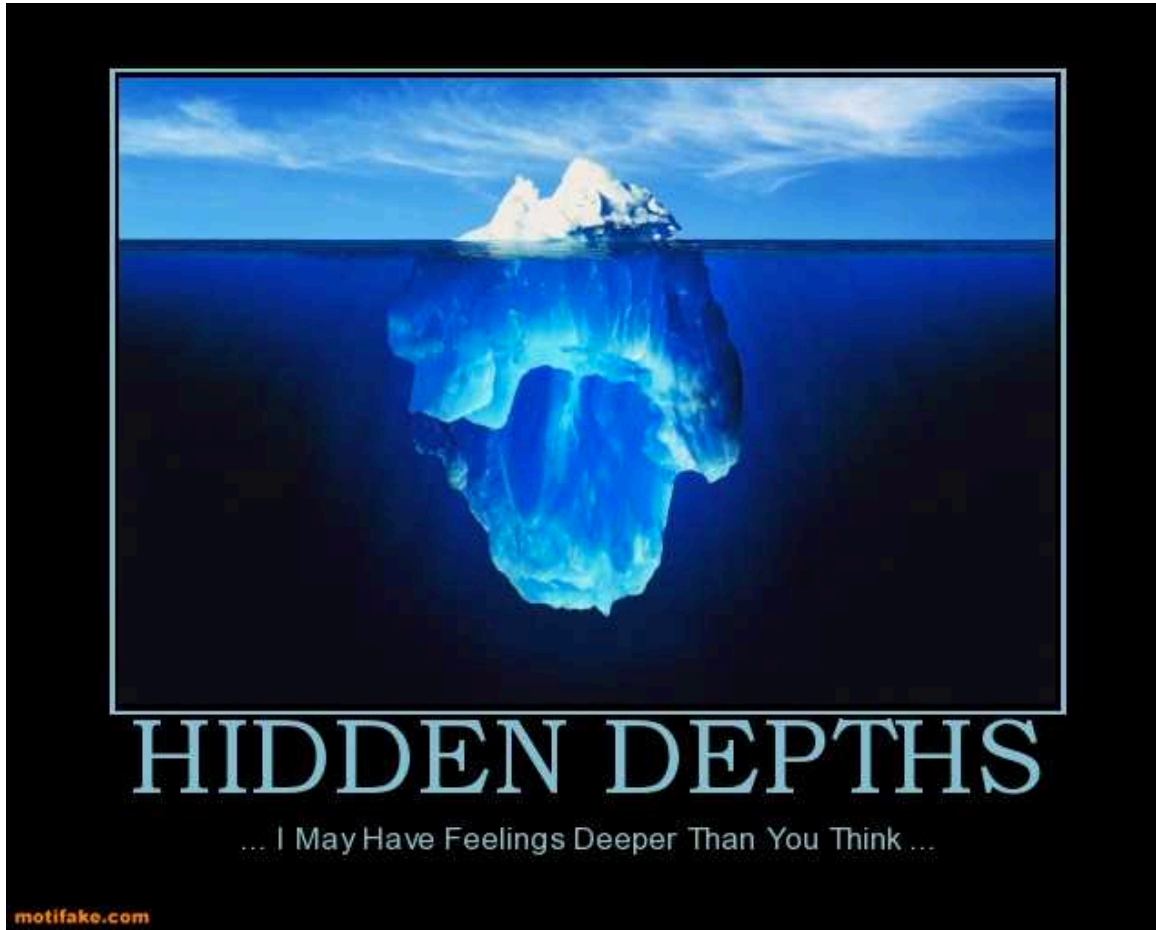
Watch for the interactions with UNDONE & other specialist teams

... and Satir models



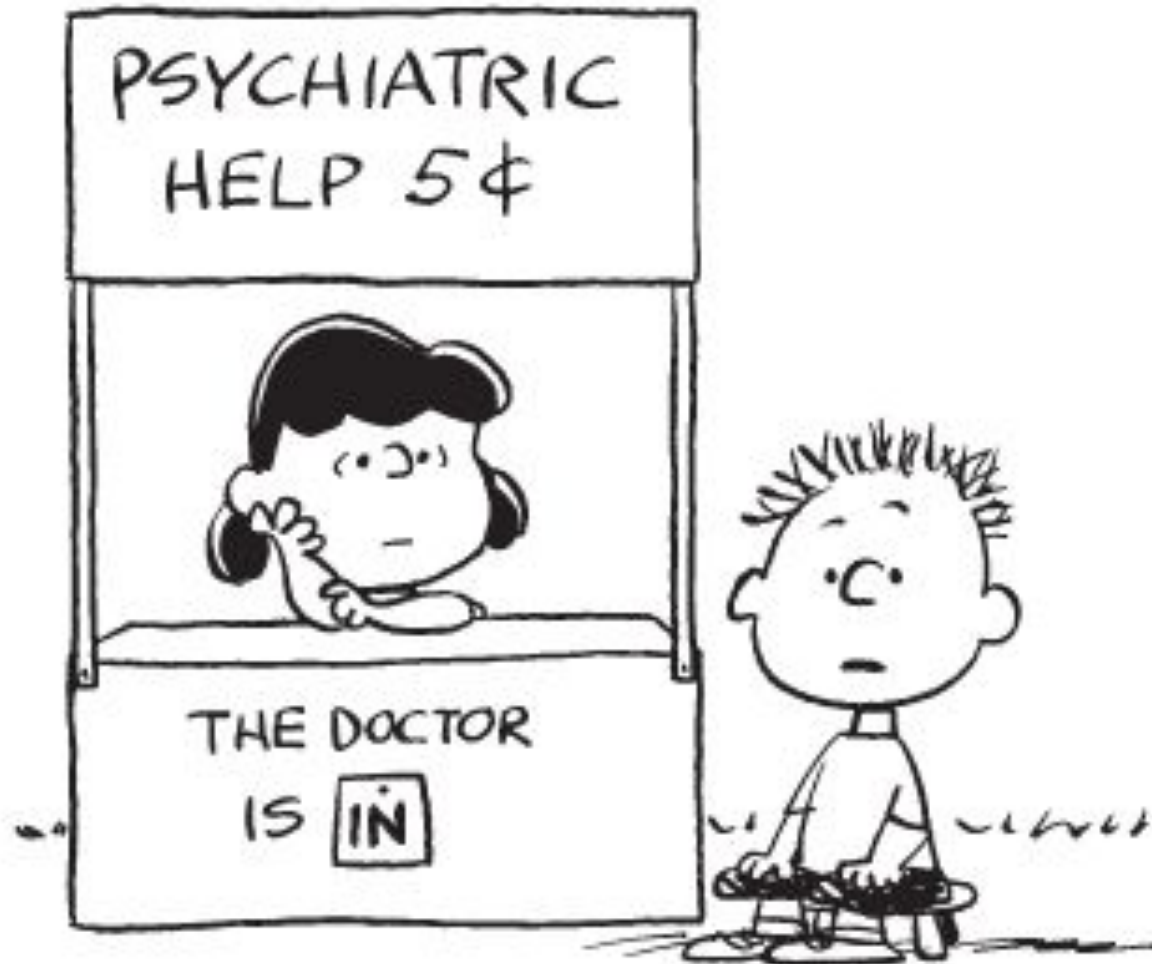


Remember we can only see the top



..... People do react to change differently

You will feel like a psychologist



We need to up the collaboration



Product teams can isolate themselves



So watch out for some of these



Expect fast results



Stop believing in themselves



Get stuck in the past



Dwell on mistakes



Fear the future



Resist change



Give up their power



Believe in their weakness



Feel the world owes them something



Fear failure more than desire success



Never visualize what is possible



Feel they have something to lose



Overwork



Assume their problems are unique



See failure as a signal to turn back



Feel sorry for themselves



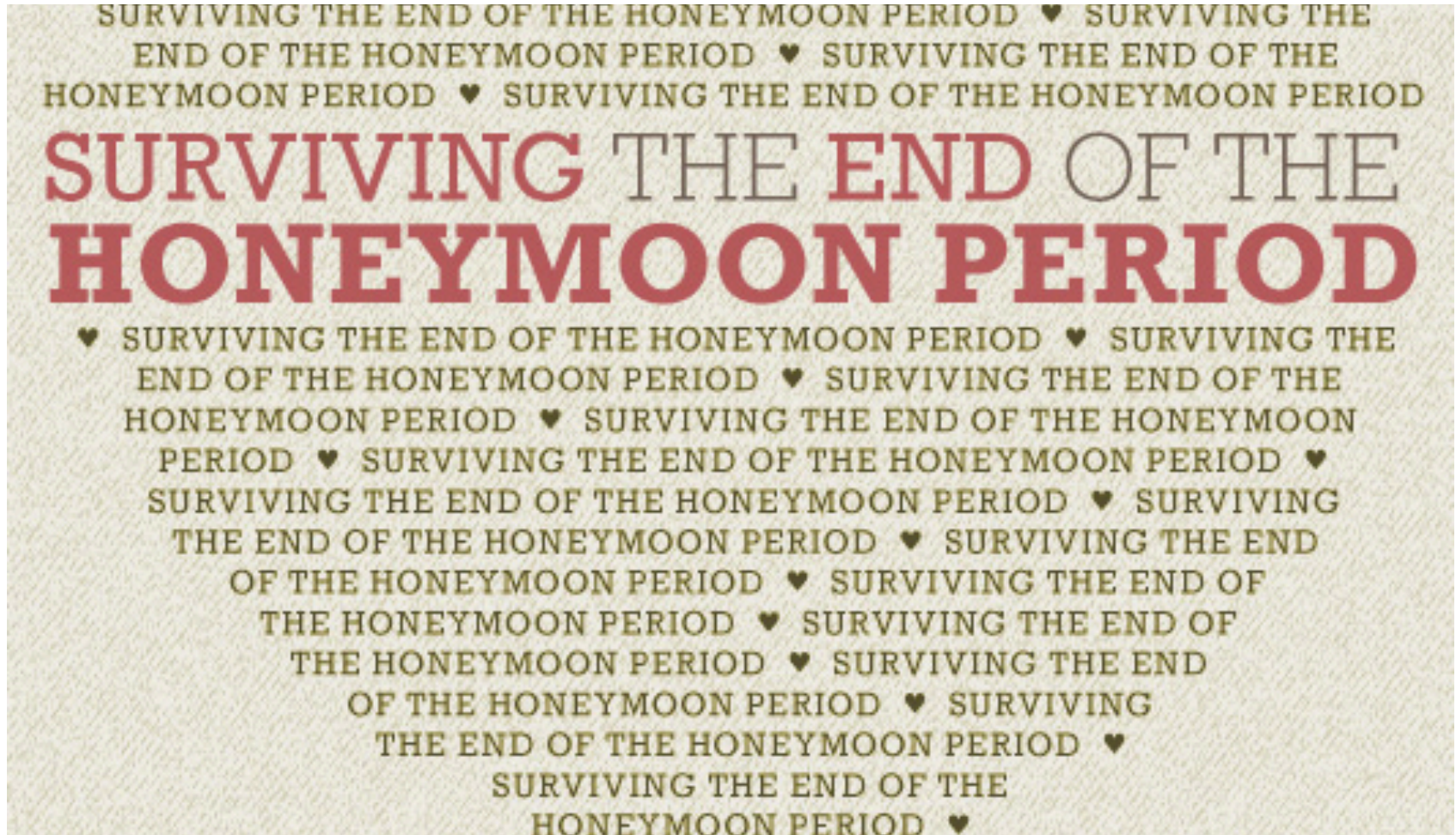
Have a team & individual barometer



..... Mood boards are good



Embrace the emotion of it all



Good disagreement is central to progress

And create that psychological safety





Thank you

we are Sainsbury's 