Role Deficiencies can wreck agile teams

Helena Barke
Team-reflection

Self-reflection

May 28th 2019

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Role Deficiencies can wreck agile teams

Causal condition: Self-organized team
- autonomy
- corporate culture
- team maturity
- agile values
- agile working process
- sprint/project goals

Phenomena: Role Clarity

Self-reflection
- S0 level of intrinsic self-reflection
- S1 area of responsibility
- S2 skills
  - S2a quality of work
  - S2b velocity
  - S2c independency
- S3 result: self-confidence

Team-reflection
- T1a: extend
- T1b: content
- T2: consensus

Interaction: cooperation
- communication
- culture of critique
- knowledge-transfer
- level of proactivity

Consequence
- team survival

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Starting point: Self-organized team

Cooperation

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Gaining Role Clarity!

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Peer-to-peer advice in groups of 3-5 People

1. Please describe one critical situation in one team.
2. Where is Role Clarity likely missing? (Self-reflection? Team Reflection? Both?) Mark it on the model.
3. What tool could help in that situation to gain clarity and/or find consensus?
4. Was the model helpful? Why?
5. Any more ideas? Feedback?
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Thank you!

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