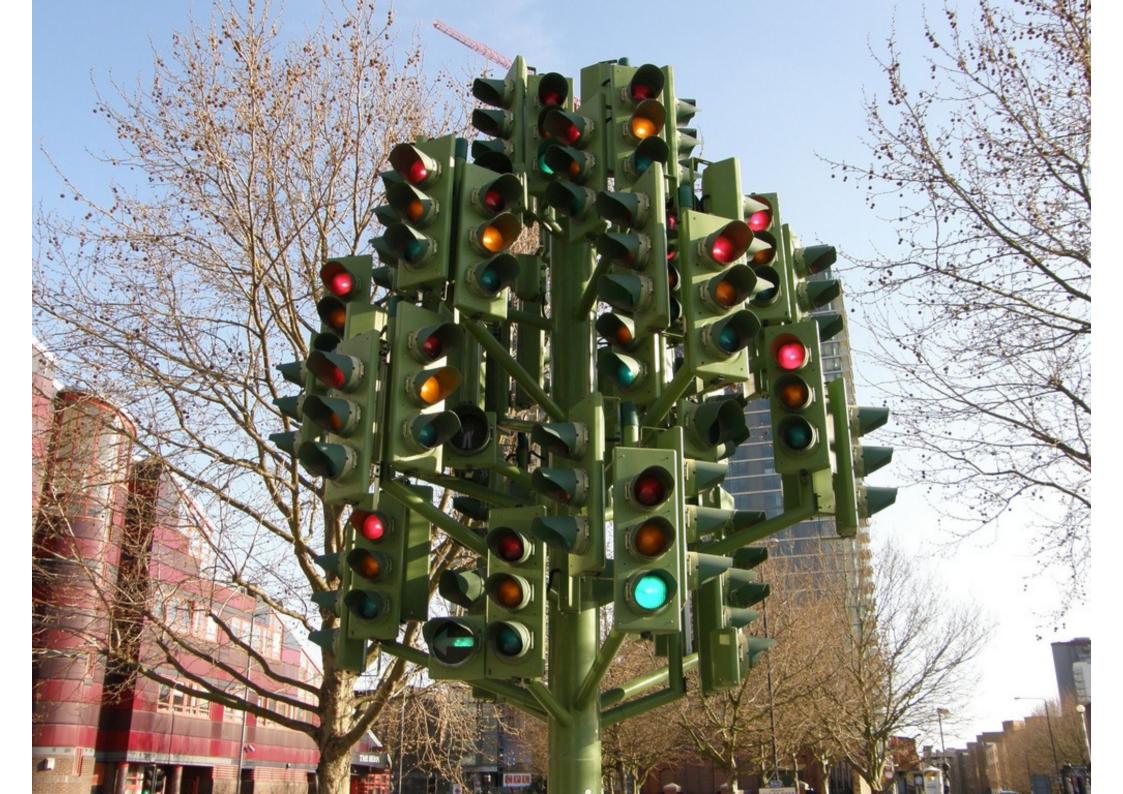
How Self-Selection Lets People Excel







The art of team design





Dedicated teams are 60% more productive



Team design accounts for 60% of performance variability





People know best







Self-selection

Google Search

I'm Feeling Lucky



When you feel fear and excitement you're in the right place!



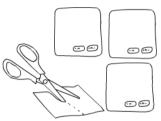


The Self-selection process

- 1. Welcome & kick-off
- 2. Product owner pitches
- 3. 10 minute SS iterations (1..n)
- 4. Wrap up & close



Self Selection Process



materials & setup the room





Reflect the status quo on

the walls from the start

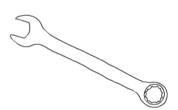












Start assembling your new squads and choose your agile ingredients





Stop when all your squads are full or people are exhausted







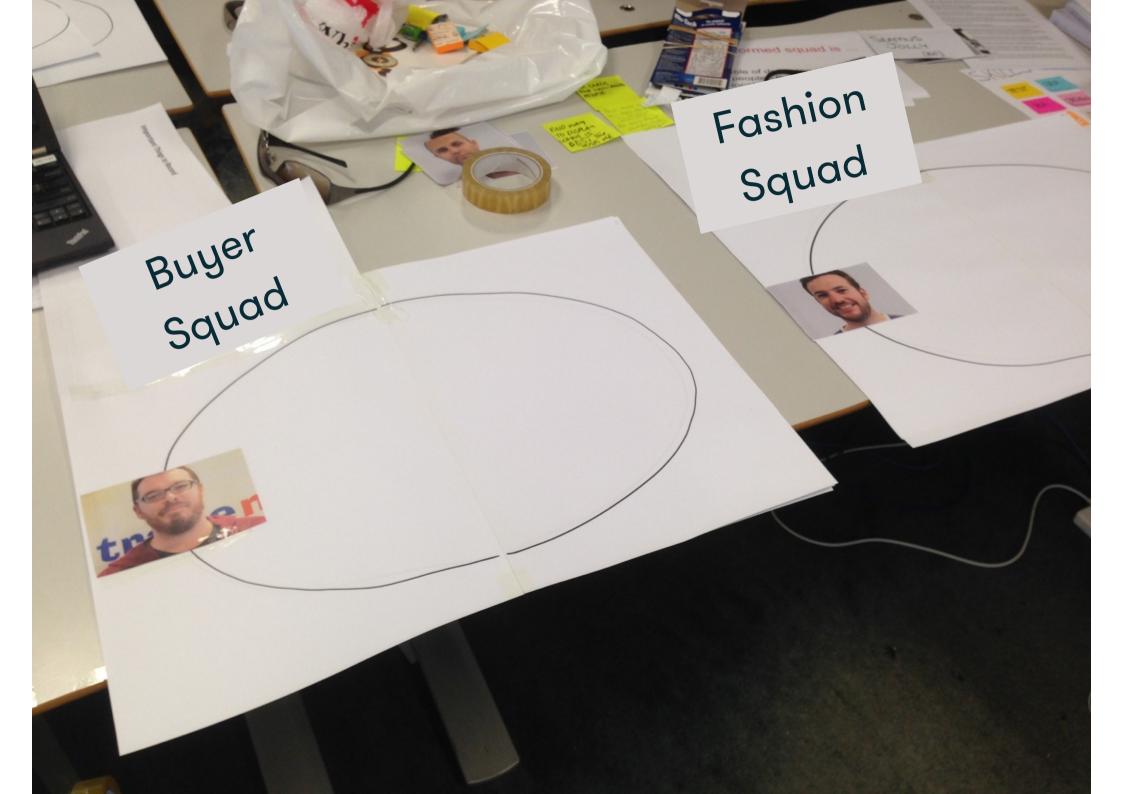
Start a timer for 10 mins and... GO!





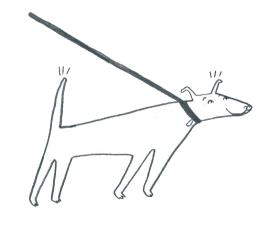
Stop and assess every squad, are they complete? If not, what are they missing?





Constraints

- 1. Deliver end-to-end
- 2. 3-7 people
- 3. Co-located







Self-selection day







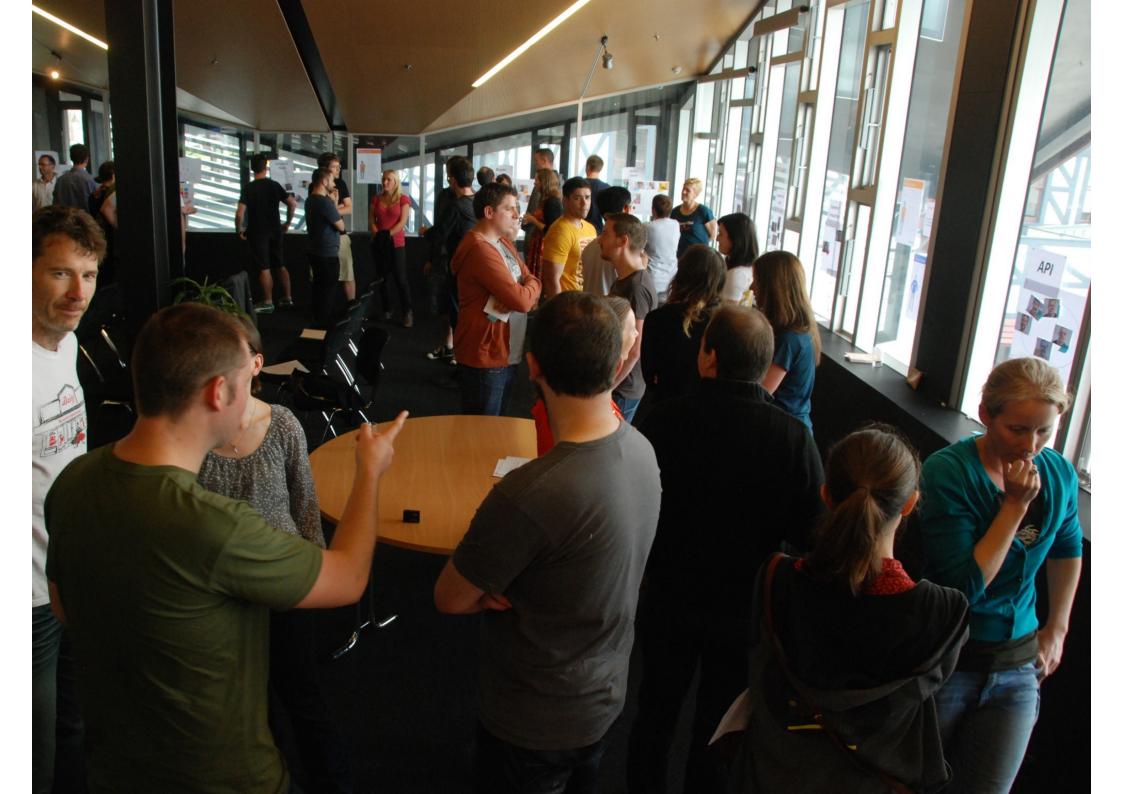












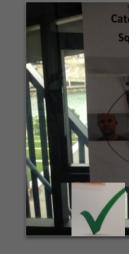










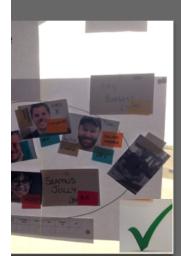




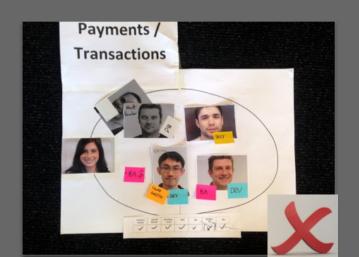






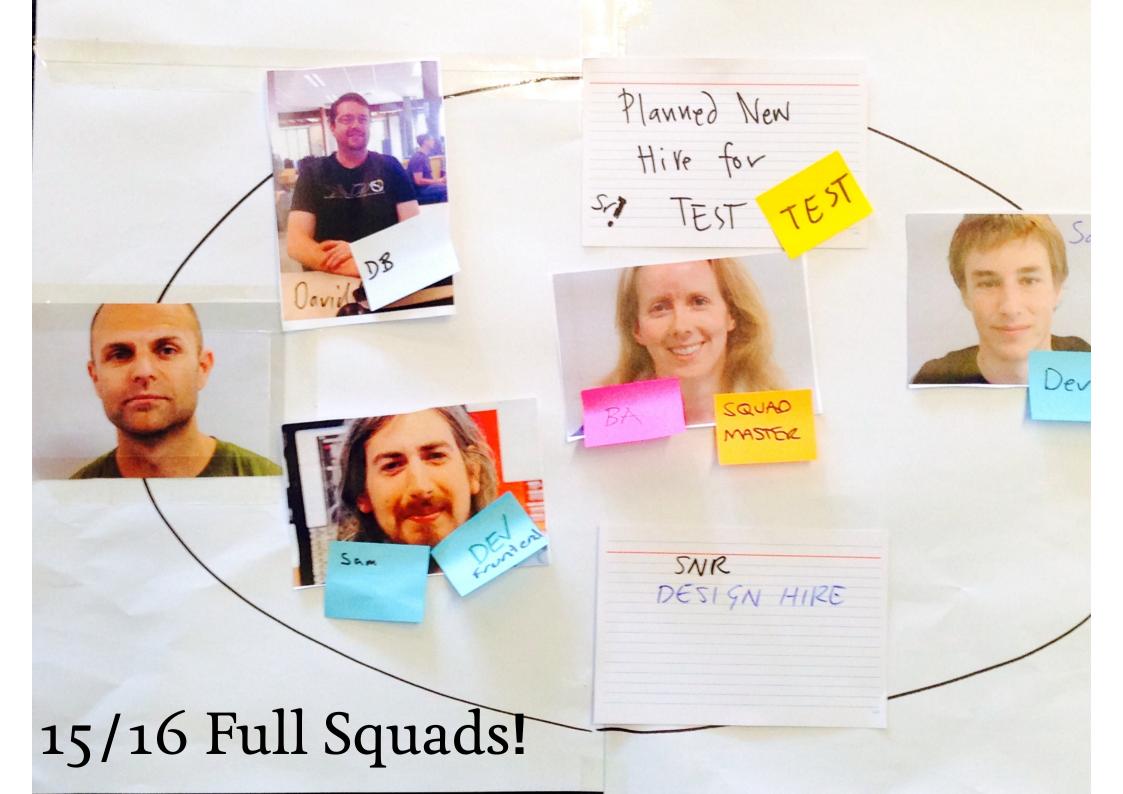












What did we learn?









Aren't people going to start arguing and bitching?

How do you deal with people's fears?

Is some poor person not going to be picked?

How do you persuade management?

management?
Can you please add additional rules and constraints?



Aren't people going to start arguing and bitching?



Is some poor person going to be not picked?



How do you persuade management?



How do you deal with people's fears?

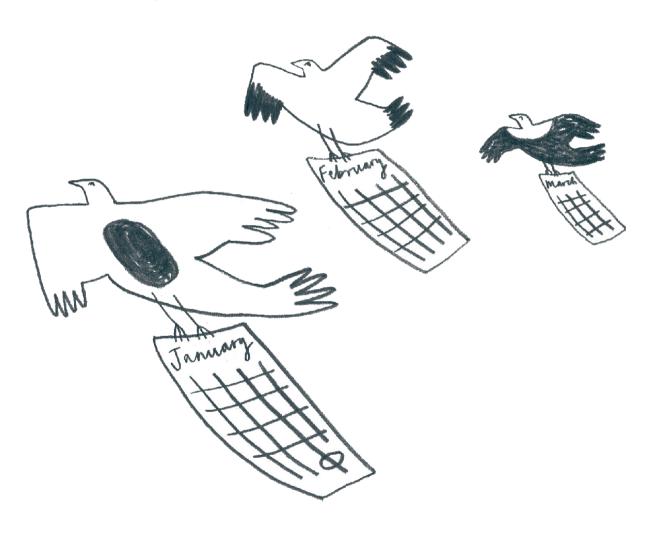


Can you please add these additional rules and constraints?



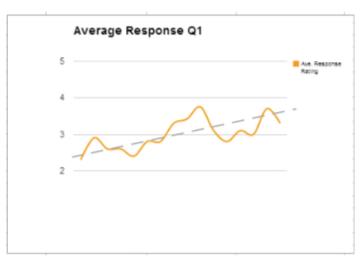
Won't there be really unpopular areas?

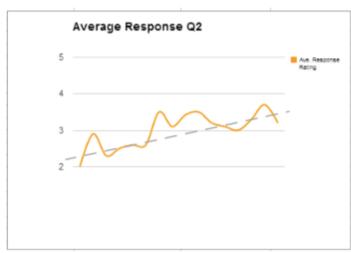
6 years later ...

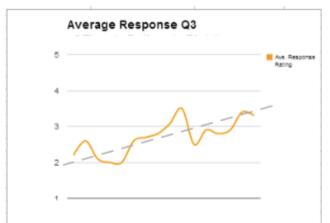


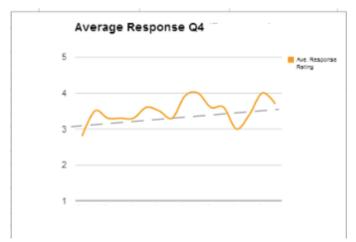


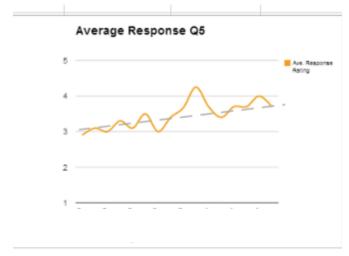
People getting happier







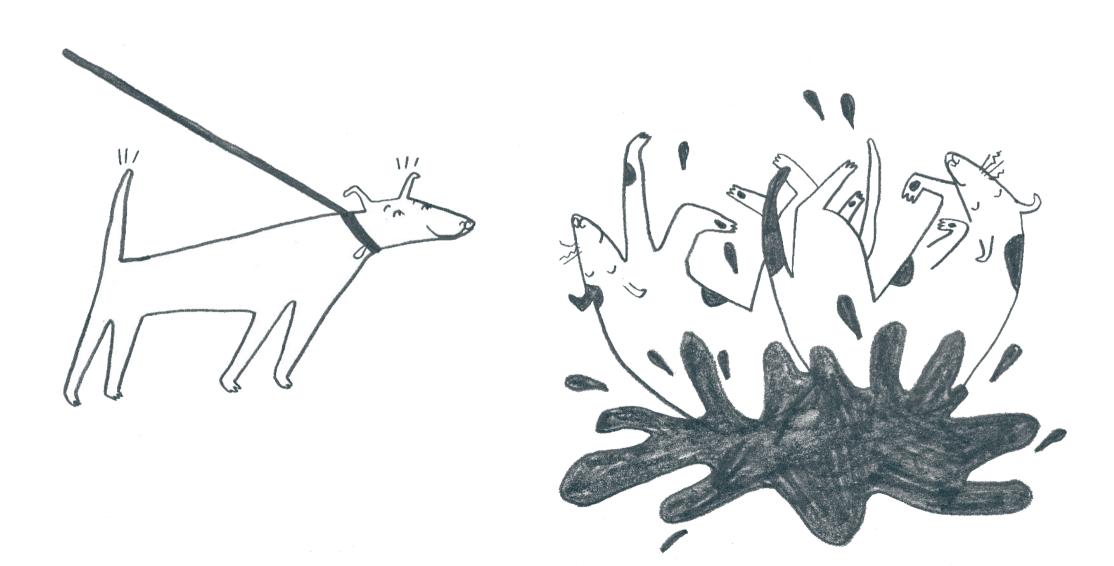




"I joined this company because I heard I could pick my own team."



Self-selection every 6 months







5000 people 550 teams 15 countries





Nomad8: Self-selection case studies

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