



DYNAMIC RETEAMING

The Art & Wisdom of Changing Teams

@heidihelfand

Tuckman's Model 1965

FORMING

STORMING

NORMING

PERFORMING

1977

ADJOURNING



A photograph of a forest floor. In the center, a large, smooth rock is covered in vibrant green moss. The ground is a mix of brown pine needles, dry leaves, and patches of green moss. Sunlight filters through the trees, creating dappled light and shadows across the scene. Several tree trunks are visible in the background and foreground. The word "STAGNATING" is overlaid in large, white, bold, sans-serif capital letters across the lower half of the image.

STAGNATING



“Stories are data with a soul.”
—Brene Brown



Grounded Theory

30 people

30+ hours

stories, patterns & anti patterns

about team change

"KEEP TEAMS STABLE FOR PREDICTABILITY"

-Scrum PLoP



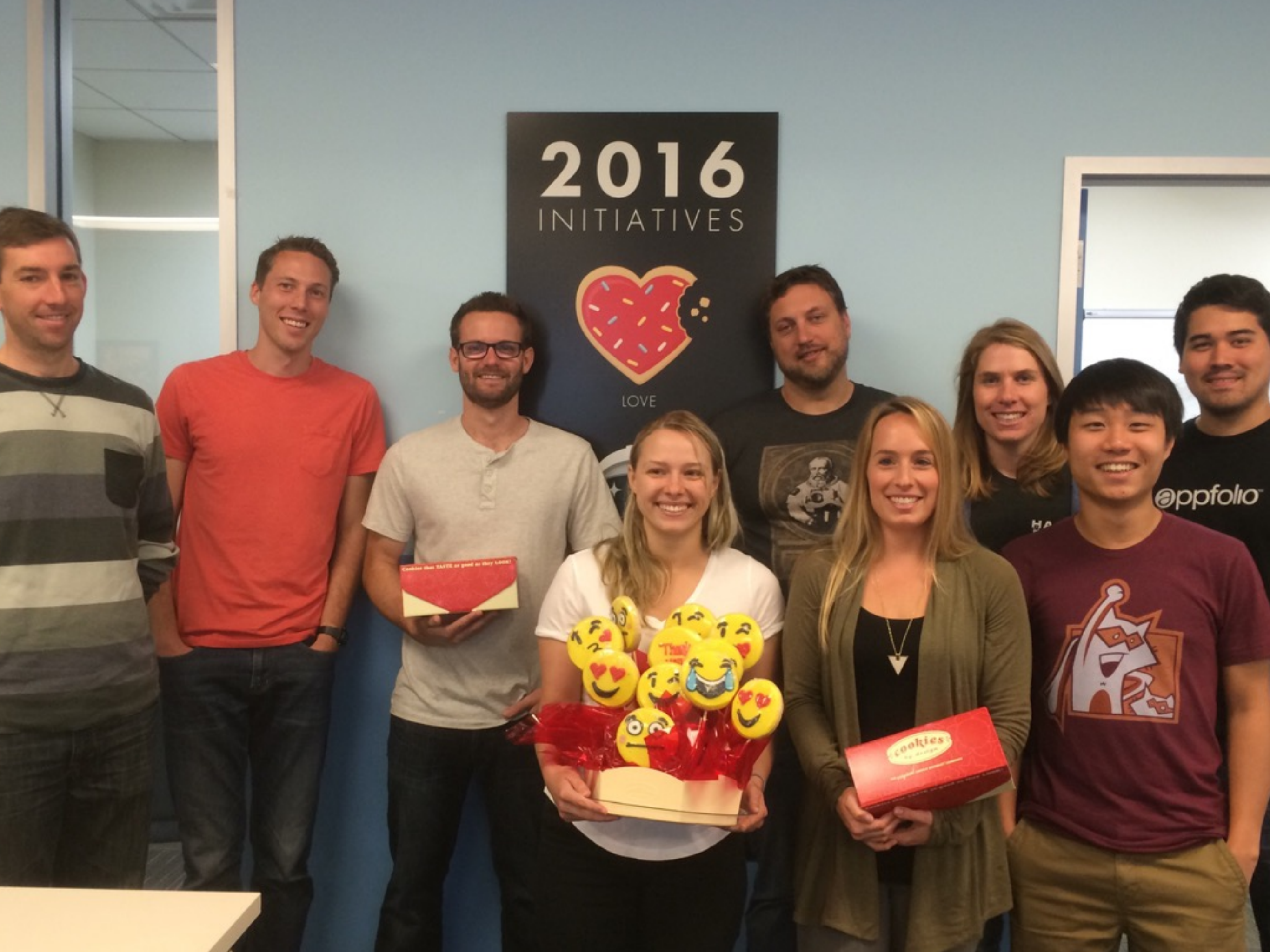
Kai Schreiber, Nao robot demo, Jaume University.

CHANGE TEAMS FOR FULFILLMENT



**If you change
your teams,
you're not
doing it wrong.**





**Dynamic
Reteaming is
when you
change your
teams.**

ADD OR REMOVE 1 PERSON=NEW TEAM





DYNAMIC RETEAMING



RETEAM THE DYNAMIC



READ THE EMOTIONAL FIELD





BE CURIOUS

A group of people are gathered in a modern office space with large windows. In the foreground, a woman with long blonde hair is seen from behind, wearing a blue t-shirt with a graphic of a city skyline and the text 'PLAY HARD'. She is standing on a patterned carpet floor. To her right, a man in a dark shirt and jeans is looking towards a woman in a black top who is gesturing with her hand. Further right, another woman with long blonde hair is standing with her back to the camera, wearing a striped shirt and jeans. On the far right, a woman in a red and yellow plaid shirt is also visible. The floor is marked with purple lines and several yellow sticky notes are placed on it. Large windows in the background show a view of trees and a parking lot with cars.

DON'T MESS WITH GEEK JOY



-Geek Joy coined by Mike (Geepaw) Hill

**How do
companies
reteam?**

SOME FORM TEAMS AROUND THE WORK



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Joy, Inc.

How We Built
a Workplace
People Love

Richard Sheridan

Cofounder and CEO, Menlo Innovations

2-PART TEAM FORMATION AROUND WORK



SOME BRING THE WORK TO TEAMS



SOME TEAMS PULL IN THEIR WORK



SO WHAT'S THE BEST WAY?



**Who puts
people on
teams?**

SELF-SELECTED TEAMS

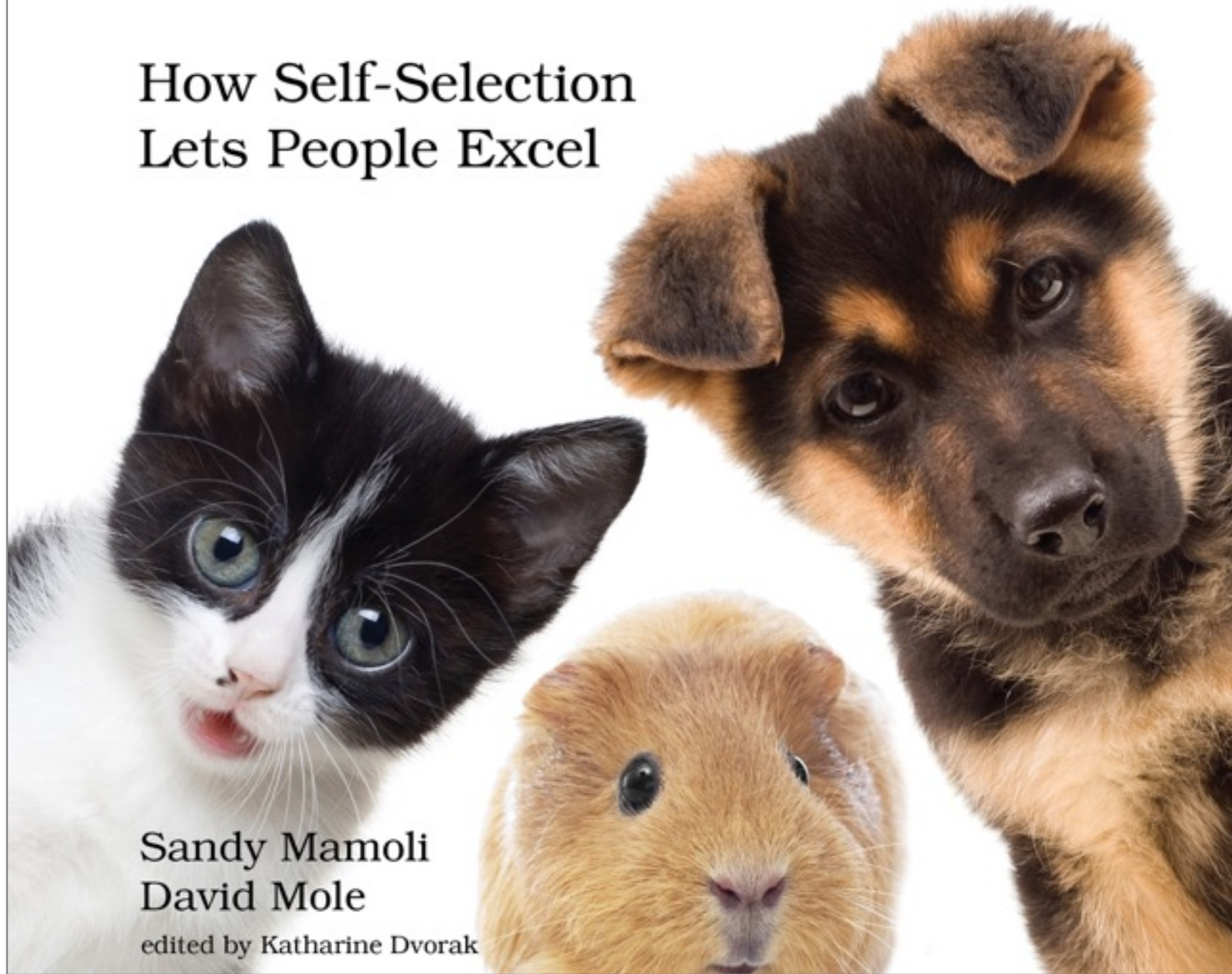


- High Transparency
- Learner-centered
- Montessori



Creating Great Teams

How Self-Selection
Lets People Excel



Sandy Mamoli
David Mole

edited by Katharine Dvorak

CHOICE OF TEAM DURING REORG



RETRO ON TEAM COMPOSITIONS



TEAM MEMBERS NEGOTIATE TRADES



Hunter®

DISAPPEAR ANTIPATTERN



**A leader's job is to
drive fear *and*
ambiguity out of the
room.**

-Deming

**Why do we
reteam?**

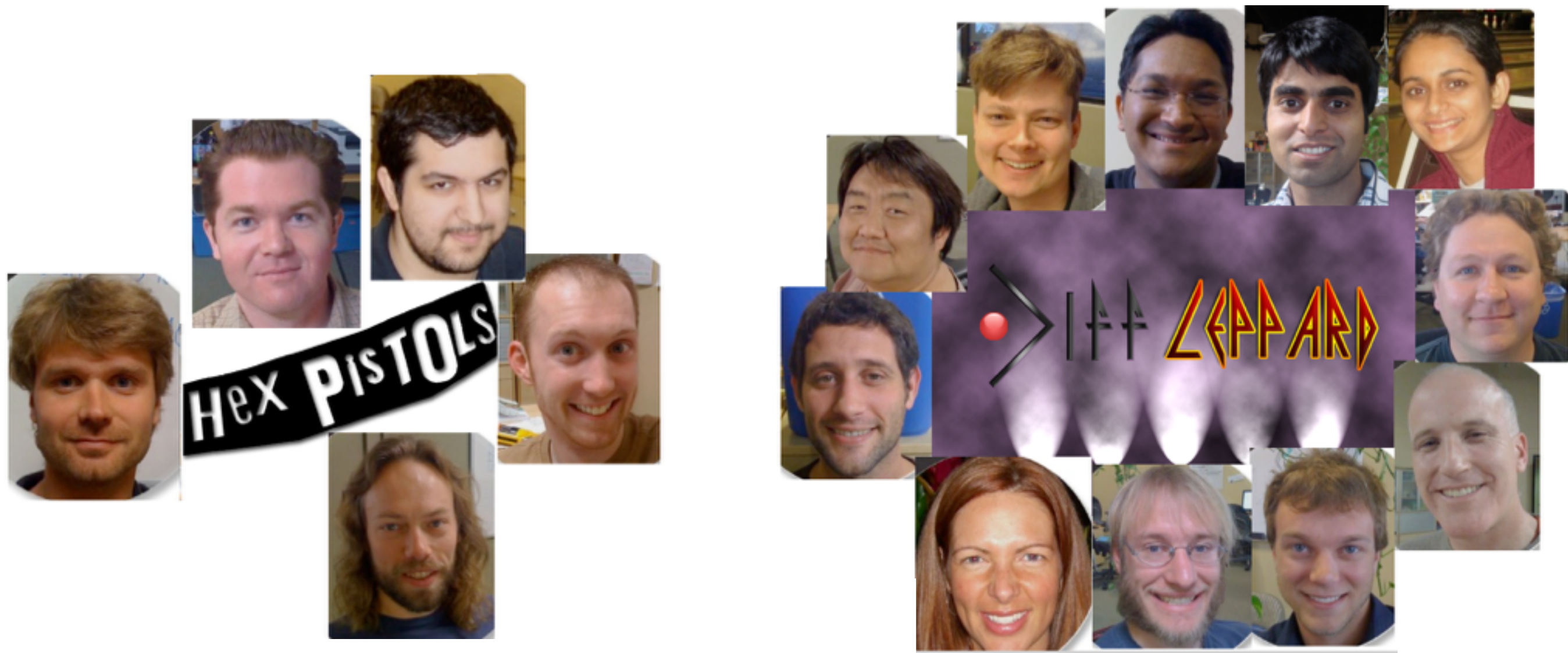
Companies Reteam...

- To Grow/Shrink
- For Sustainability
- For Learning/Fulfillment
- To Liberate
- For the Code

GROW & SPLIT PATTERN



TEAM IDENTITY



BREAKING THE FELLOWSHIP



UNRULY

COMBINING TEAMS



trademe 

**INNOVATION
BY ISOLATION
PATTERN**

Select an expert's bid

- Our experts have received your request and have up to 2 minutes to respond with bids...
- Use the pull-down menus on bids to select an expert or view their resume; send email or request a chat.

Bids close in:



Expert	Available	Bid Details
 <u>Melissa S.</u> ★★★★★ 1692 Sessions	Now    	Mail merges are really quite simple once you've been shown properly by an expert. I'd be happy to show you ... \$10.00 Est. 15 min ✓ Select Expert View Resumé Send Email Request Chat
 <u>Cindy L.</u> ★★★★★ 1098 Sessions	About 20 min  	I am MCSE and Brainb adept at performing Ma \$5.00 Est. 10 min Select Expert
 <u>Josh S.</u> New expert 10 Sessions	About 5 min  	I'm certified by Microsoft and can demonstrate that for you :-) \$8.00 Est. 10 min Select Expert
 Chris K	Possibly	If you're publishing for a large audience,

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securedocs™

RETEAMING

FOR

SUSTAINABILITY

COMBAT KNOWLEDGE SILOS



RETEAMING FOR FLEXIBILITY, KNOWLEDGE SHARING

- “Allocations”
- Increase empathy
- Outsmart the “Mythical Man Month”



RETEAMING FOR FULFILLMENT & LEARNING



RETEAM TO LEARN NEW SKILLS



RE-ROLE TO GROW CAREERS, MAKE ORG STICKIER



**RETEAMING TO
FREE PEOPLE
FROM MISERY**

NO MORE IRRELEVANT MEETINGS





I'm so sick of
this guy

LET GEEK JOY THRIVE



-Geek Joy coined by Mike

Reteam
Because the
Code Needs it



SOLVE CHALLENGE THEN DISSOLVE TEAM



**“Reteaming
is inevitable.
You might as
well get
good at it.”**

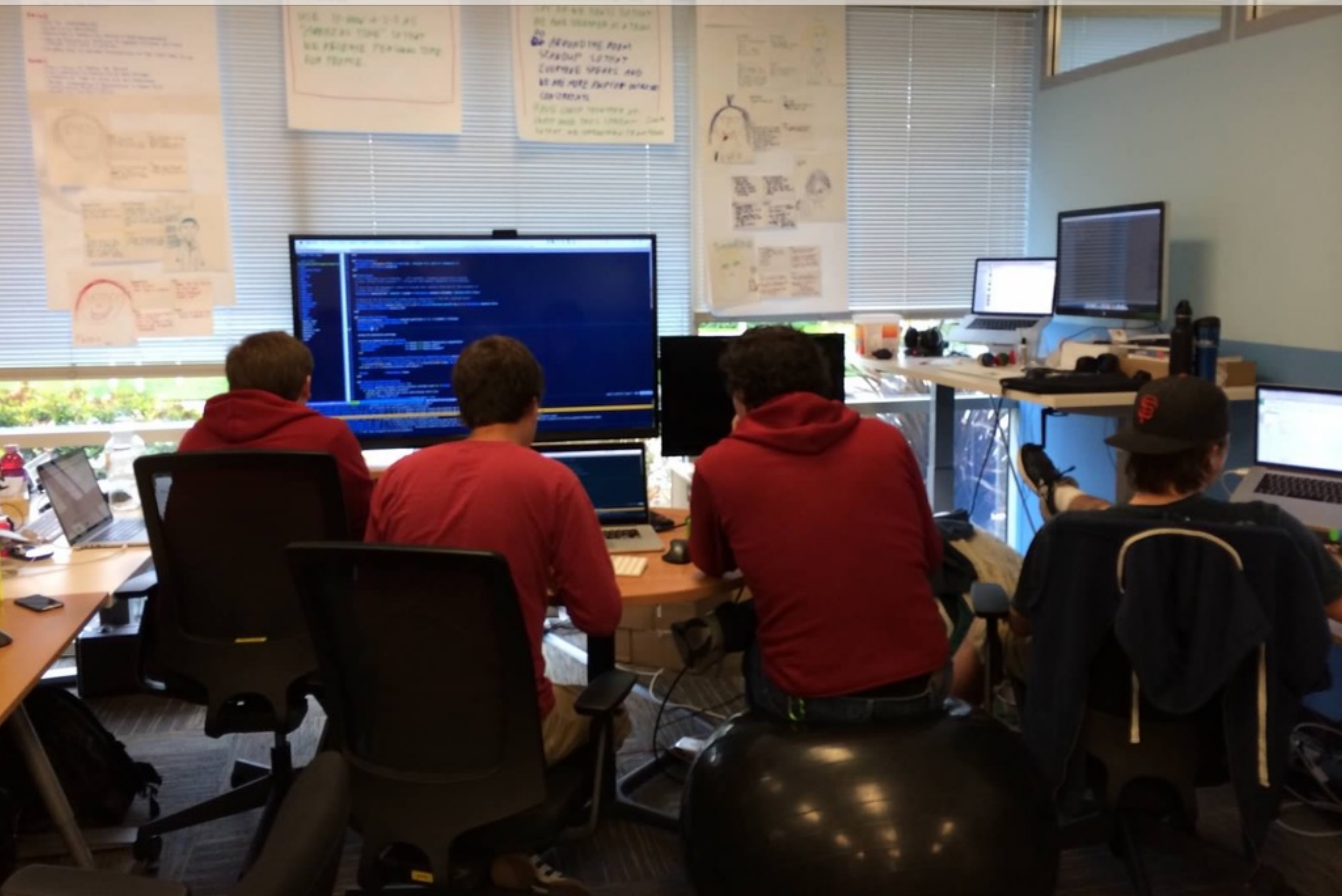
-Nayan Hajratwala

**Practices to
Make
Reteaming
Easier.**

PAIR PROGRAMMING



MOB PROGRAMMING



ONE ON ONES TO DERIVE NEEDS



TEAM COACHING



CREATING INTELLIGENT TEAMS

Leading with Relationship Systems Intelligence

Anne Rød
Marita Fridjhon

DELIBERATE ORG & TEAM DESIGN

Atmosphere / Culture

CAN REQUEST + RECEIVE HELP
(SUPPORTIVE)

OPTIMISM

CONSTANT COMMUNICATION

MUTUAL RESPECT &
RESPECT FOR DIFFERENCES

TRUST

FUN

IDEA HIGH; COLLABORATION
& PASSION

When things get difficult...

OPENNESS + COMMUNICATION

STAYING CONSTRUCTIVE

What makes team awesome?
What is needed so all flourish?

SHARED VISION

CELEBRATE SUCCESS
Refreshing Beverages ☺

SAFETY to FAIL

APPRECIATION

RULES FOR LIVING TOGETHER



SHARE ABOUT OURSELVES



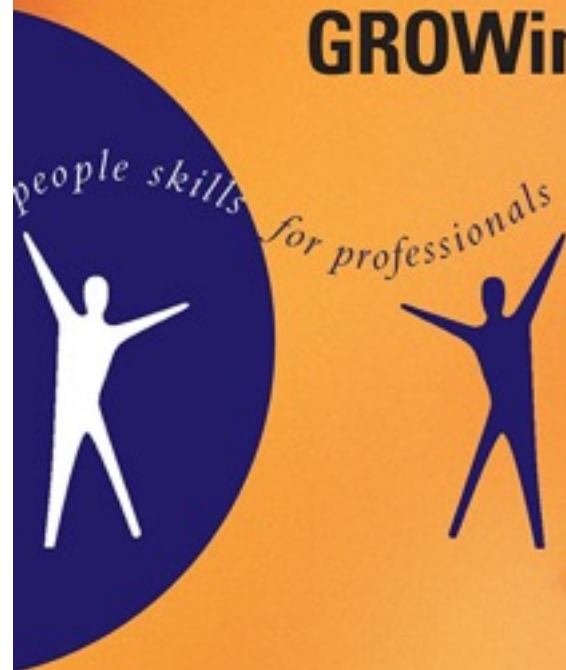


John Whitmore

COACHING for PERFORMANCE

GROWing human potential and purpose

**The principles and practice of
coaching and leadership**



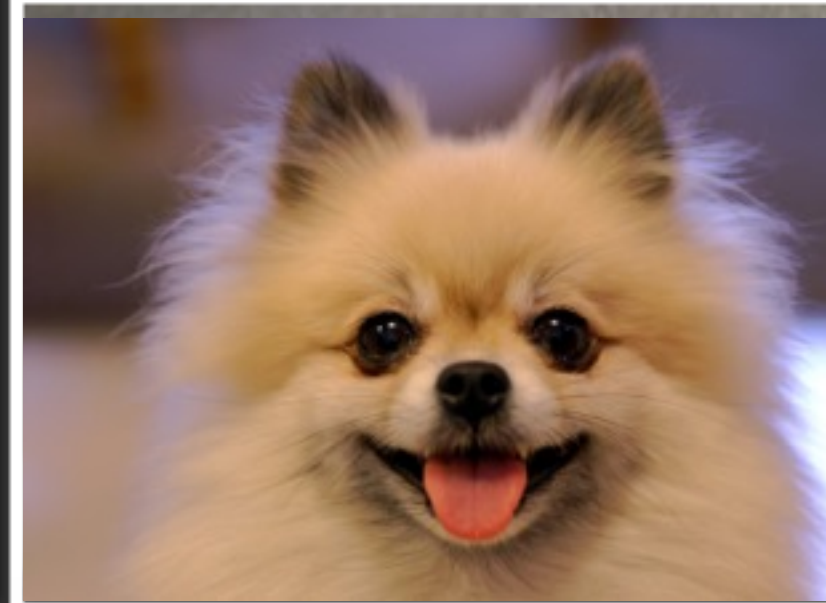
FOURTH EDITION

TURN ON THE VIDEO



REALLY, TURN ON THE VIDEO!

GoToMeeting Viewer



2016-12-05 5:45 AM

Report

PEOPLE WILL LEAVE



TALK ABOUT THAT

WHEN GOING THROUGH LAYOFFS

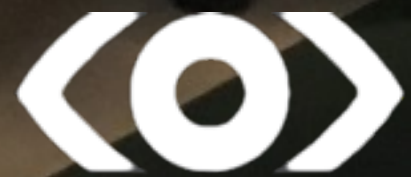


TALK ABOUT IT

ENCOURAGE CONNECTION



REMOTE OFFICE GATHERINGS



Meltwater

SPORTS TOGETHER



RETEAMING WILL HAPPEN



HOW WILL YOU RESPOND?

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www.heidihelfand.com

**leanpub.com/
dynamicreteaming**

@heidihelfand

heidi.helfand@gmail.com

