

# DYNAMIC RETEAMING

The Art and Wisdom of Changing Teams

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The Art & Wisdom of  
Changing Teams

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## Select an expert's bid

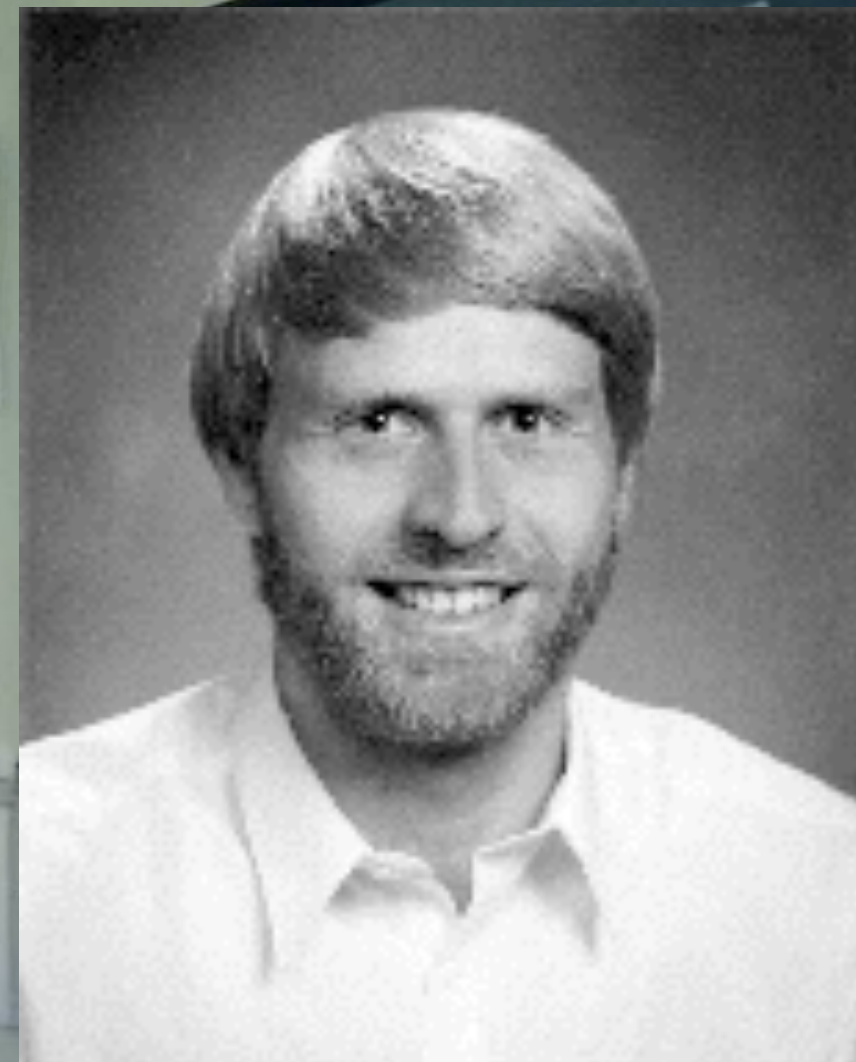
- Our experts have received your request and have up to 2 minutes to respond with bids...
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Bids close in:



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,





'00 3 14



# LIBERATED FROM WATERFALL

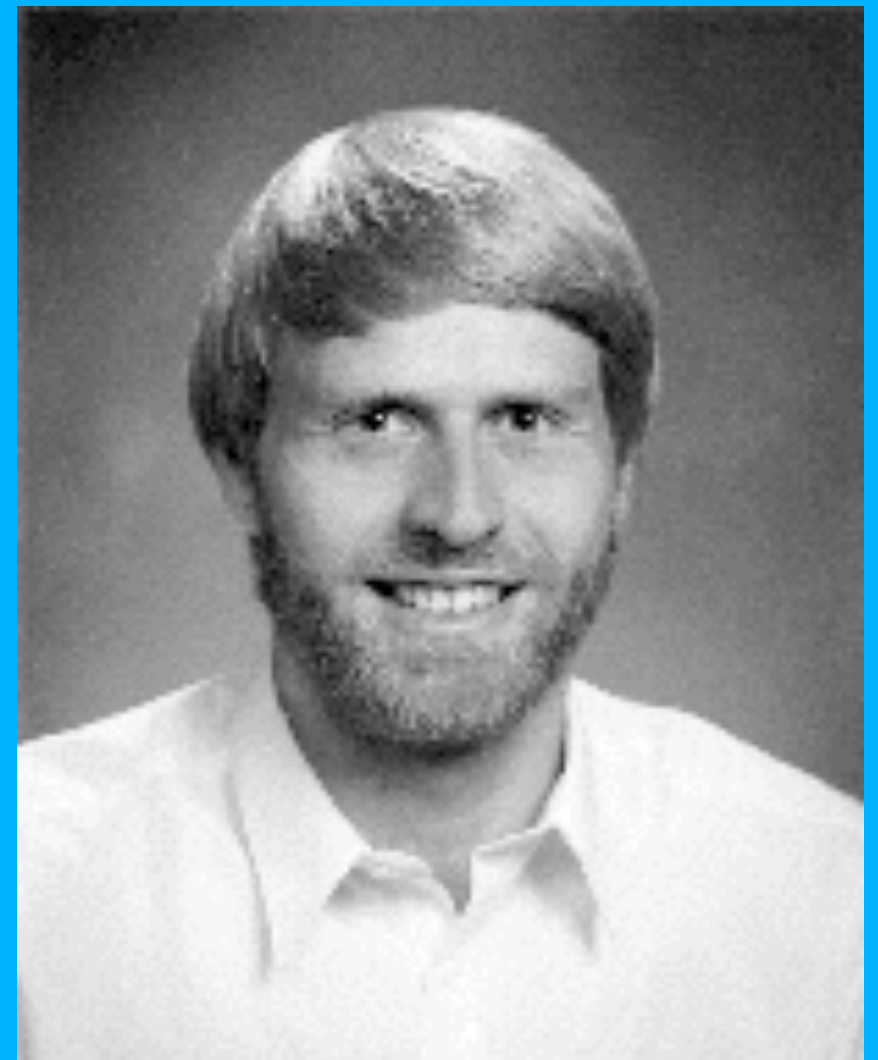


**GoToMyPC®**



# INNOVATION BY ISOLATION PATTERN

- **FORM NEW TEAM**
- **ISOLATE TEAM**
- **GIVE PROCESS  
FREEDOM**





# THIS RETEAMING VALIDATED AN ACQUISITION



**CITRIX**





**LIBERATED FROM 2 WEEK SPRINTS**

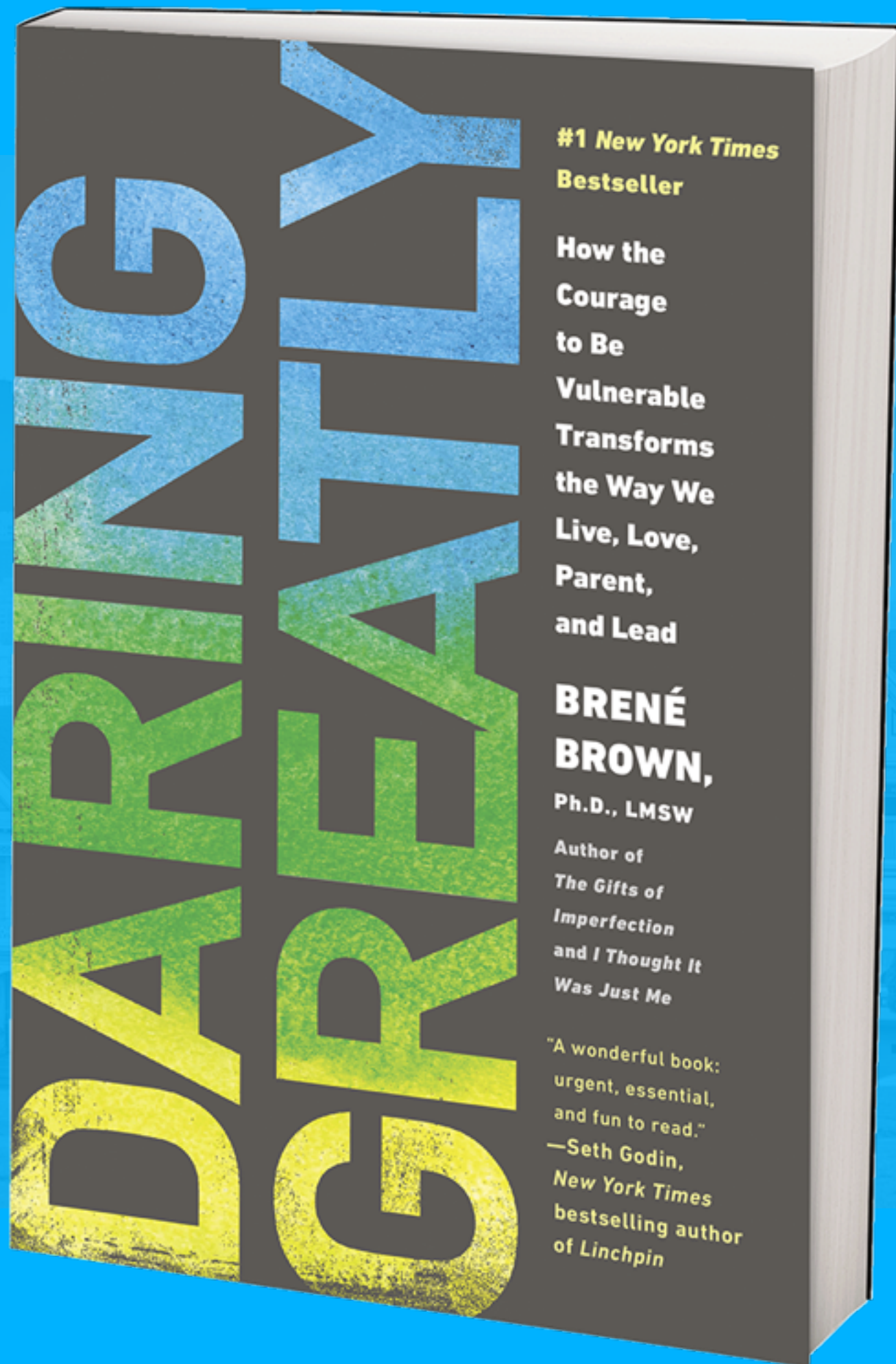
**securedocs**™



# RETEAMING BRINGS FREEDOM







**#1 New York Times  
Bestseller**

**How the  
Courage  
to Be  
Vulnerable  
Transforms  
the Way We  
Live, Love,  
Parent,  
and Lead**

**BRENÉ  
BROWN,**  
Ph.D., LMSW

Author of  
*The Gifts of  
Imperfection*  
and *I Thought It  
Was Just Me*

"A wonderful book:  
urgent, essential,  
and fun to read."  
—Seth Godin,  
New York Times  
bestselling author  
of *Linchpin*





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



Grounded Theory



# 30 people, 30 hours





# **"KEEP TEAMS STABLE FOR PREDICTABILITY"**

***-Scrum PLoP***



Kai Schreiber, Nao robot demo, Jaume University.



# STAGNATION IS REAL









# CHANGE TEAMS FOR FULFILLMENT





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





@ppfolio™





## DeSimone Real Estate Services, Ocala, Florida

They were so thrilled with AppFolio they had an office party to celebrate their 1 year with AppFolio:





# 2016 INITIATIVES



LOVE





**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  
form  
teams?**



# SOME FORM TEAMS AROUND THE WORK







# Joy, Inc.

---

How We Built  
a Workplace  
People Love

---

**Richard Sheridan**

Cofounder and CEO, Menlo Innovations



# 2-PART TEAM FORMATION AROUND WORK





# SOME ASSIGN THE WORK TO TEAMS





# SOME TEAMS PULL IN THEIR WORK





# SO WHAT'S THE BEST WAY?





**How do  
individuals  
get on  
teams?**



# SELF-SELECTED TEAMS

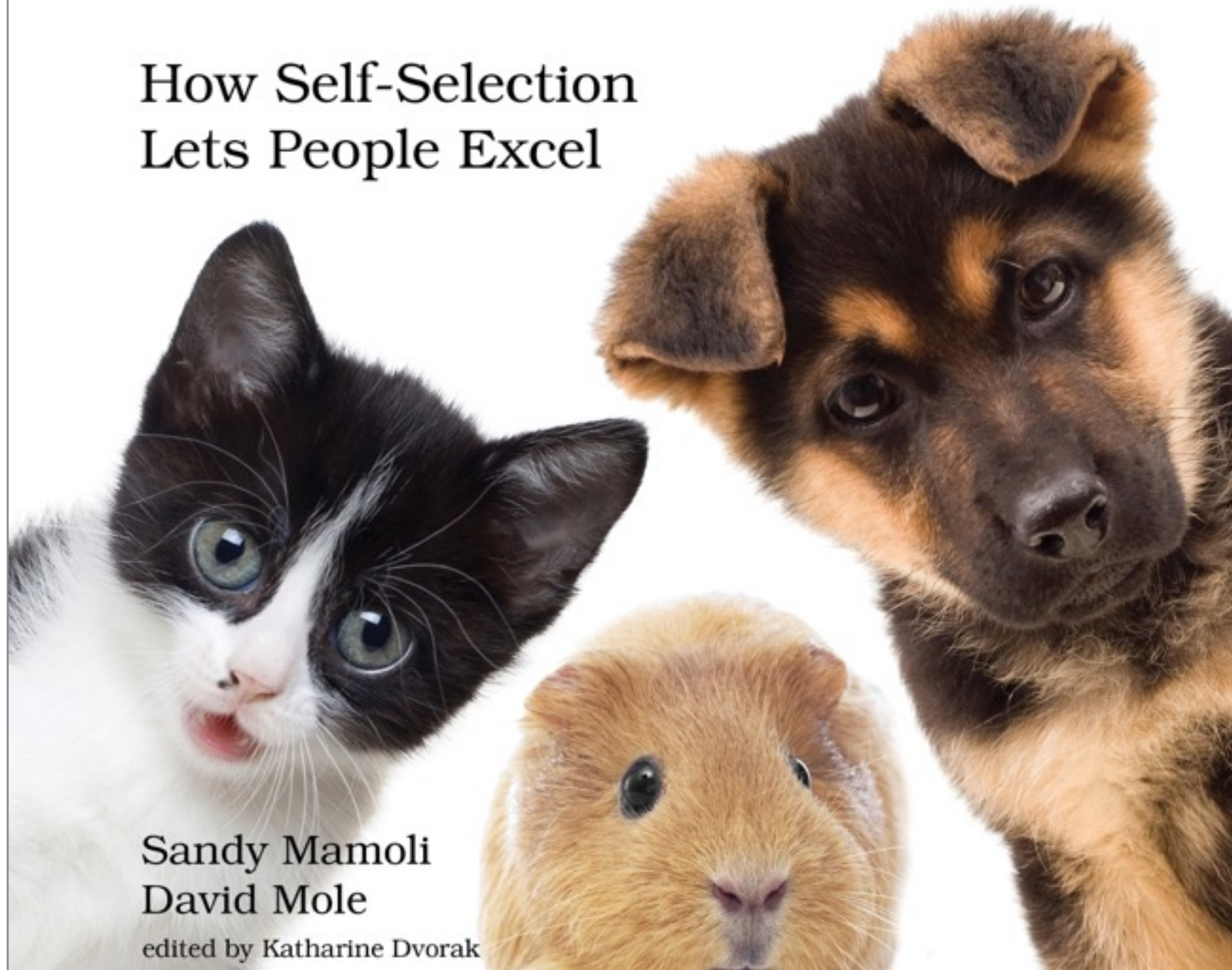


**-High Transparency**  
**-Person-centered**



# Creating Great Teams

How Self-Selection  
Lets People Excel



Sandy Mamoli  
David Mole

edited by Katharine Dvorak



# CHOICE OF TEAM DURING REORG





# SURVEY ABOUT CHANGING TEAMS

## Team Rotation

We're sending this form out to all developers, please use this form to indicate if you're interested on swapping to to work on a different team. Benefits of swapping are that you can broaden your knowledge of products and technology used at Unruly plus we have better sharing of knowledge and working practices between teams.

Please will all of you complete this form by lunchtime on Friday August 2nd.

Your email address ([rachel.davies@unrulygroup.com](mailto:rachel.davies@unrulygroup.com)) will be recorded when you submit this form.

Not [rachel.davies](#)? [Sign out](#)

\* Required

**Would you be interested in working on another team within Product Development? \***

Please indicate how interested you are to change team

**Which team would you like to be considered for?**

Please indicate if you have a preference.

- ☐ Chutney
- ☐ Marmalade
- ☐ Tabasco

**How soon would you like to try a swap onto another team?**

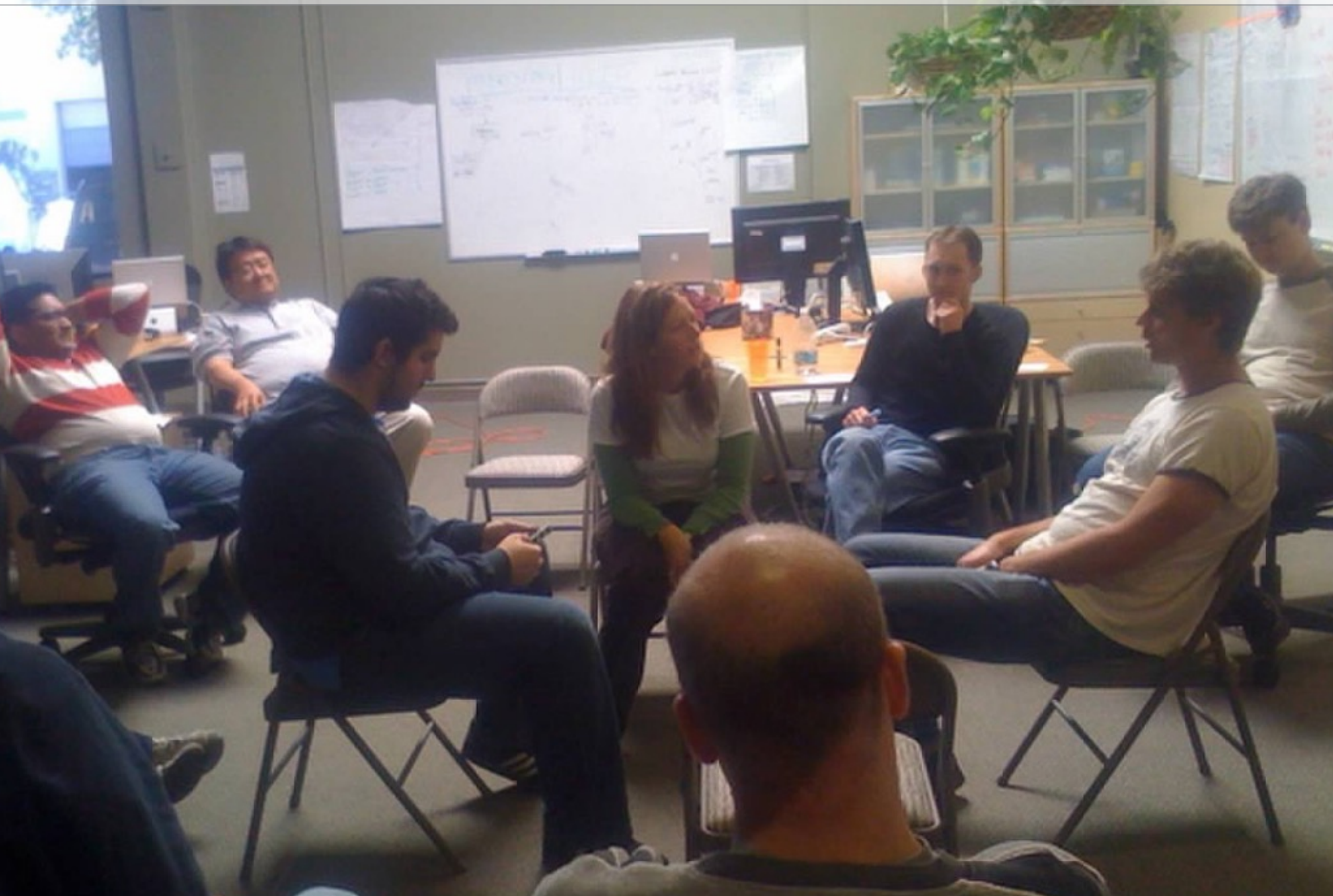
### Notes

Please let us know if there's anything else we should bear in mind.





# RETRO ON TEAM COMPOSITIONS





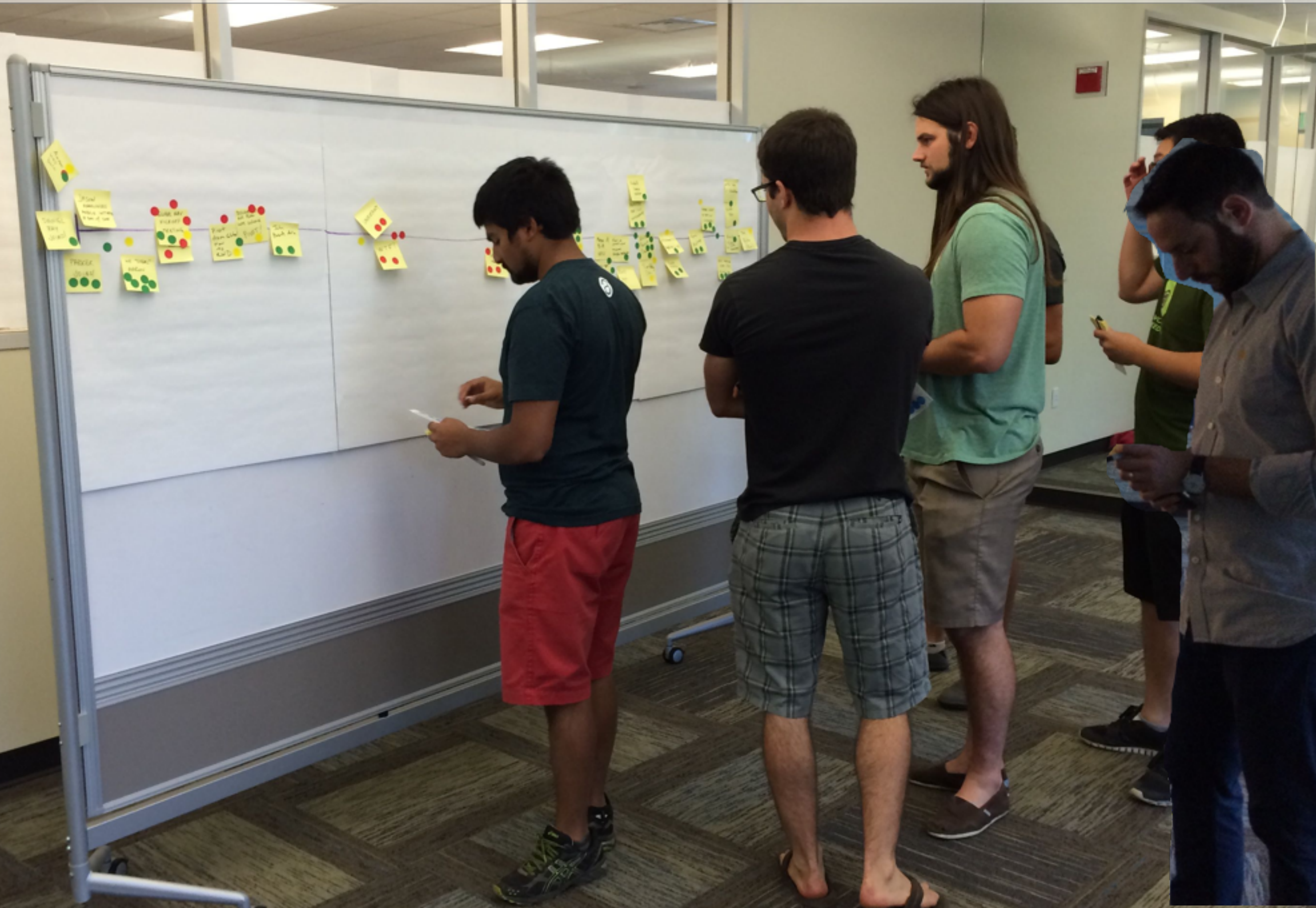
# TEAM MEMBERS NEGOTIATE TRADES



**Hunter®**



# DISAPPEAR ANTIPATTERN





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

**-Deming**



# (Re)teaming from Abstract to Concrete

Less Transparency

**People don't know who puts them on the team**

**Managers put people on teams without their input**

**Managers tap into people's interests/needs**

**Managers arrange self-selection events**

**Team members trade places, later tell managers**

More Transparency

**What else?**



**Why do we  
reteam?**



# Companies Reteam...

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



# MITOSIS PATTERN





# TEAM IDENTITY





# BREAKING THE FELLOWSHIP



***UNRULY***



# COMBINING TEAMS



trademe 



**RETEAMING**

**FOR**

**SUSTAINABILITY**



# RETEAM TO COMBAT KNOWLEDGE SILOS





# RETEAM FOR ORG FLEXIBILITY

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



CLOUD  FOUNDRY



# **RETEAMING FOR FULFILLMENT & LEARNING**



# DYNAMIC RETEAMING



# RETEAM TO LEARN NEW SKILLS





# RE-ROLE TO GROW CAREERS





# PROCORE<sup>®</sup>





**RETEAMING TO  
FREE PEOPLE  
FROM MISERY**



# NO MORE IRRELEVANT MEETINGS







I'm so  
sick of  
this guy



# RETEAM TO FIND CHEMISTRY



-Geek Joy coined by Mike (Geepaw) Hill



**RETEAM  
BECAUSE THE  
CODE NEEDS IT**



# SOLVE CHALLENGE ~ DISSOLVE TEAM







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

**-Nayan Hajratwala**



**Practices to  
Make  
Reteaming  
Easier.**

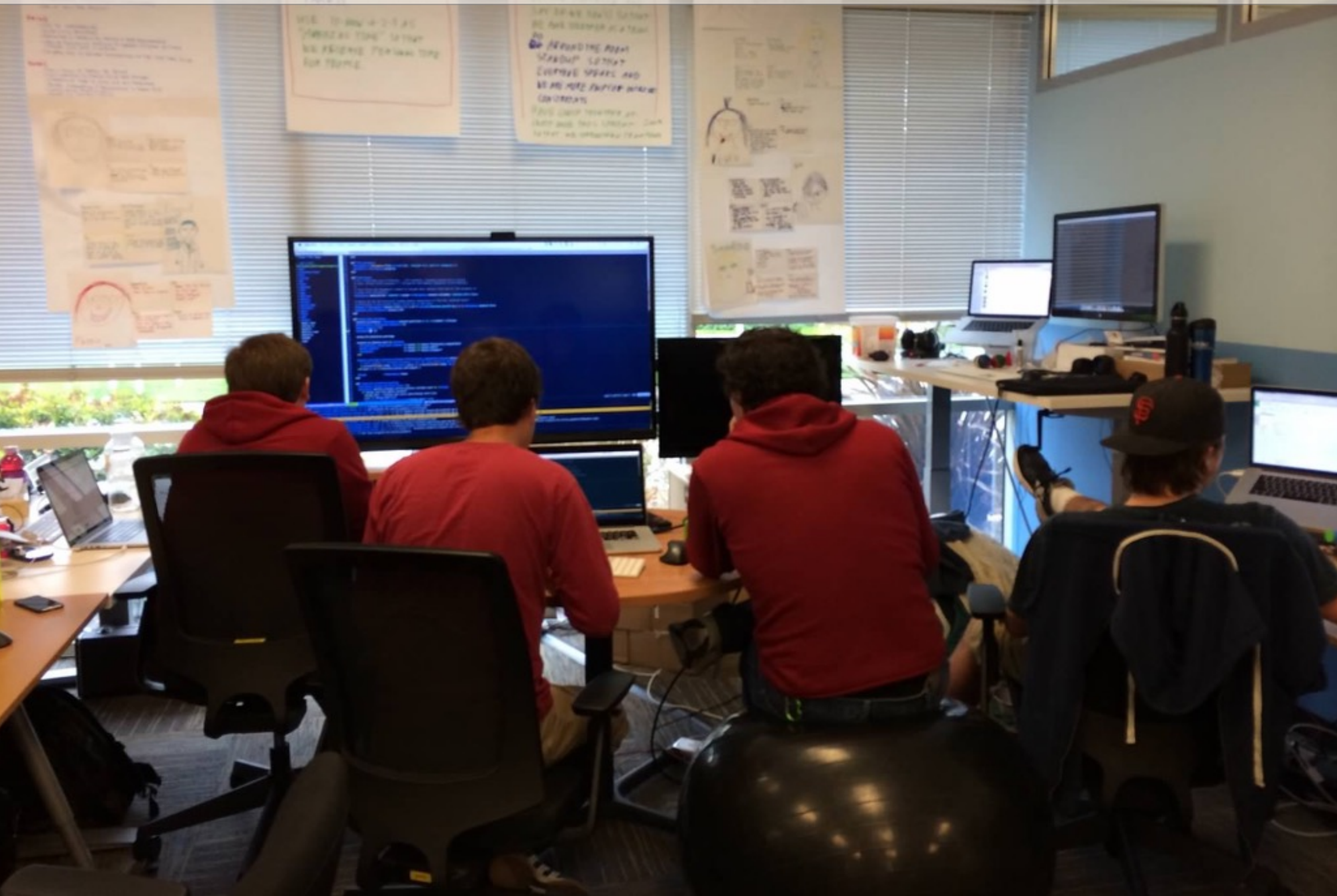


# PAIR PROGRAMMING





# 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



# GREAT BUSINESS TEAMS

Cracking the Code for Standout Performance



HOWARD M. GUTTMAN





# RULES FOR LIVING TOGETHER



# SHARE ABOUT OURSELVES

A group of five people are gathered in a meeting room, standing and looking at three whiteboards. The whiteboards contain handwritten notes and sticky notes, with names like "Robin", "E.L.I.", and "Joey" visible. The room has large windows overlooking a garden. In the foreground, a table is set up with markers, sticky notes, and a container of supplies. A sign on the window reads "BAY 16".



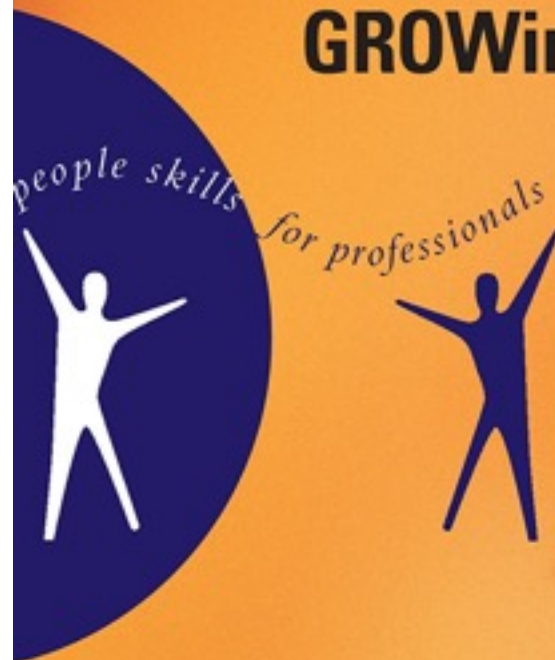


**John Whitmore**

# COACHING for PERFORMANCE

**GROWing human potential and purpose**

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



**FOURTH EDITION**



# EQUALIZE LOCAL & REMOTE





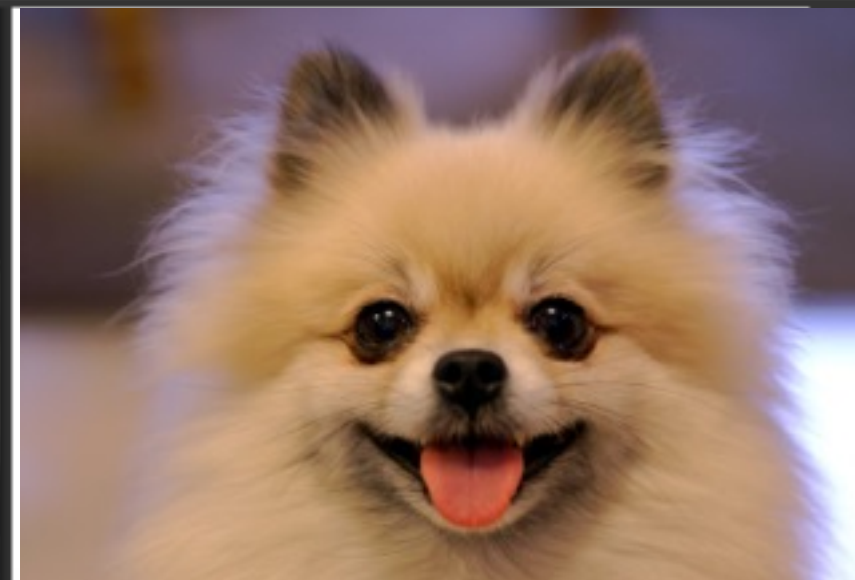
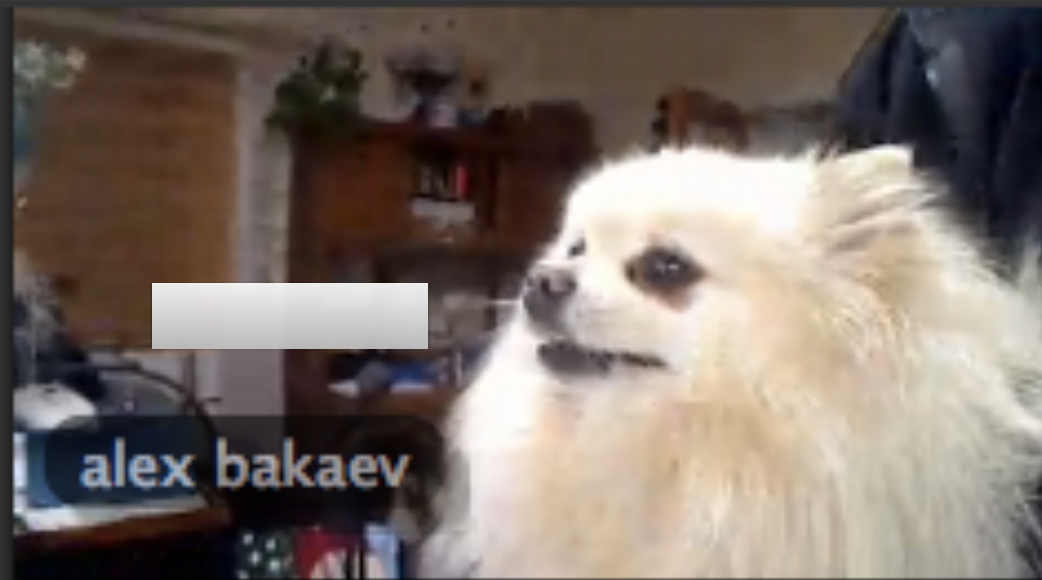
# LEVEL PLAYING FIELD





# GET TO KNOW EACH OTHER

GoToMeeting Viewer



2016-12-05 05:45 AM

Report to



PEOPLE WILL LEAVE



TALK ABOUT IT



**WHEN GOING THROUGH LAYOFFS**



**TALK ABOUT IT**



# ENCOURAGE CONNECTION





# MEET IN PERSON



Meltwater



# SPORTS TOGETHER





# RETEAMING WILL HAPPEN



## HOW WILL YOU RESPOND?



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