

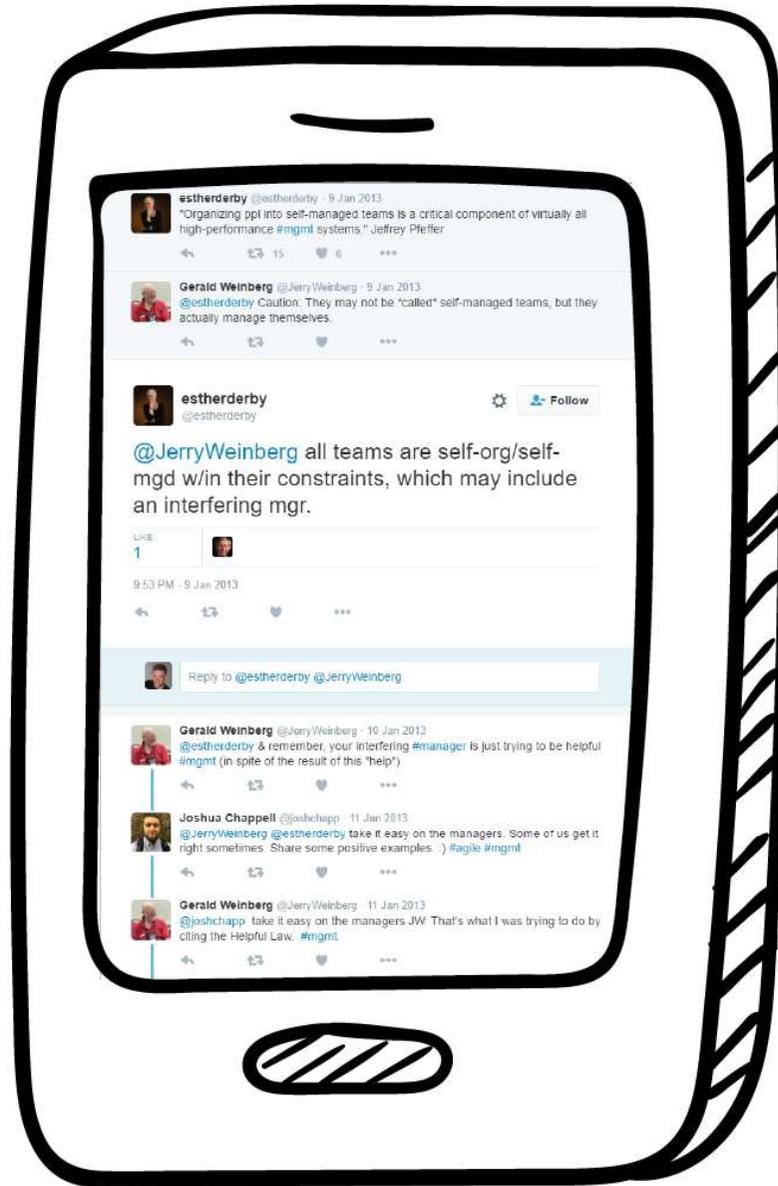
# HILFE

... mein selbstorganisiertes Team  
organisiert sich nicht von selbst!

**Doch, tut es.**

Vielleicht nicht so, wie Du willst

Vielleicht nicht so, wie Du willst,  
aber es organisiert sich von selbst.



**estherderby** @estherderby · 9 Jan 2013  
"Organizing ppl into self-managed teams is a critical component of virtually all high-performance #mgmt systems." Jeffrey Pfeffer

15 6



**Gerald Weinberg** @JerryWeinberg · 9 Jan 2013  
@estherderby Caution: They may not be "called" self-managed teams, but they actually manage themselves.



**estherderby** @estherderby Follow

@JerryWeinberg all teams are self-org/self-mgd w/in their constraints, which may include an interfering mgr.

LIVE 1

9:53 PM · 9 Jan 2013



Reply to @estherderby @JerryWeinberg



**Gerald Weinberg** @JerryWeinberg · 10 Jan 2013  
@estherderby & remember, your interfering #manager is just trying to be helpful #mgmt (in spite of the result of this "help")



**Joshua Chappell** @joshchapp · 11 Jan 2013  
@JerryWeinberg @estherderby take it easy on the managers. Some of us get it right sometimes. Share some positive examples. :) #agile #mgmt



**Gerald Weinberg** @JerryWeinberg · 11 Jan 2013  
@joshchapp take it easy on the managers JW That's what I was trying to do by citing the Helpful Law. #mgmt

Unterstützt die  
Organisationsform das Ziel?



Charles & Betty



Charles & Betty



Charles & Betty







PM

PDM

QAM

Boss

Charles & Betty





CC

PM

PDM

SO

Boss

QAM

Charles & Betty



CC

PM

PDM

SO

Charles & Betty

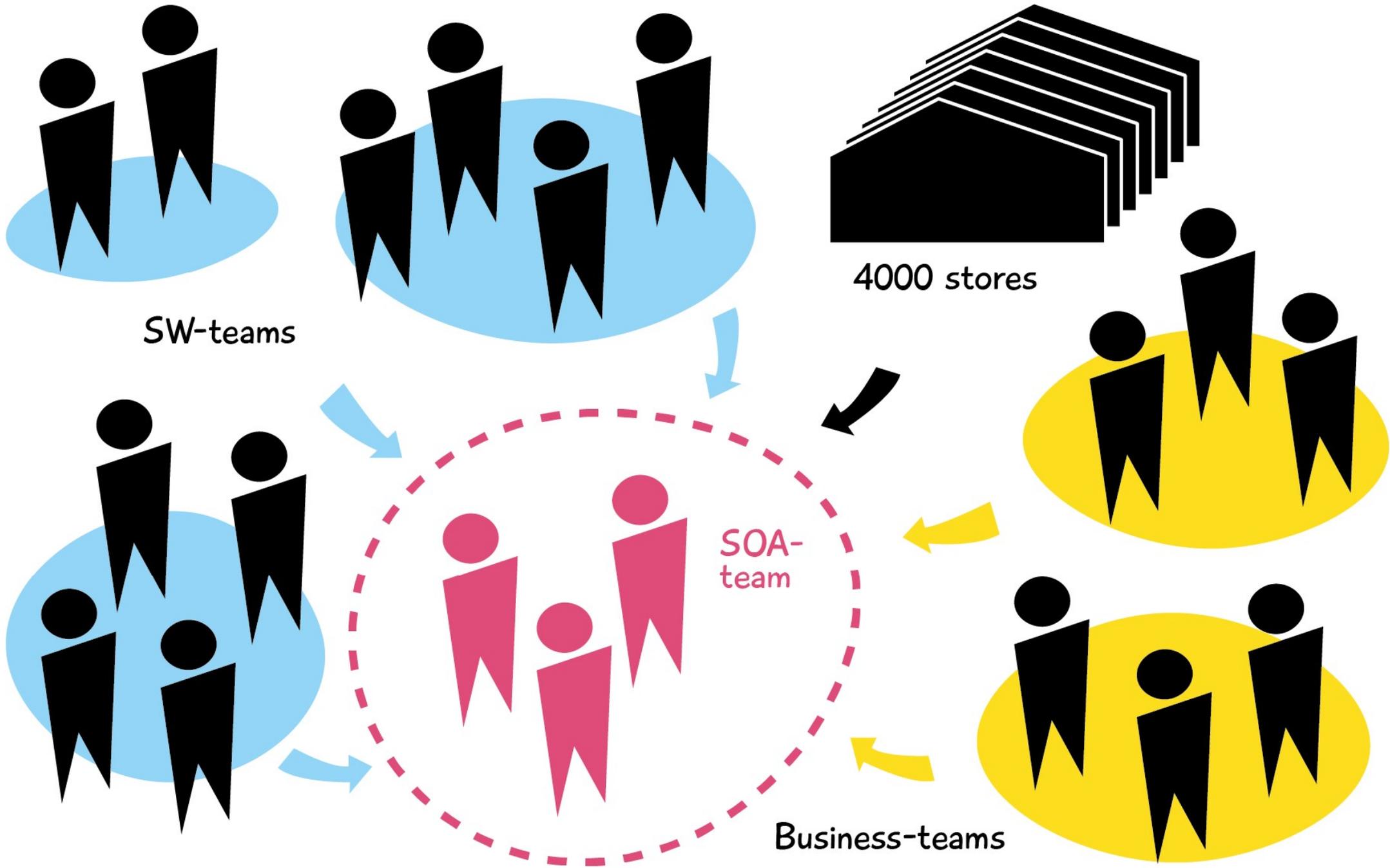
Boss

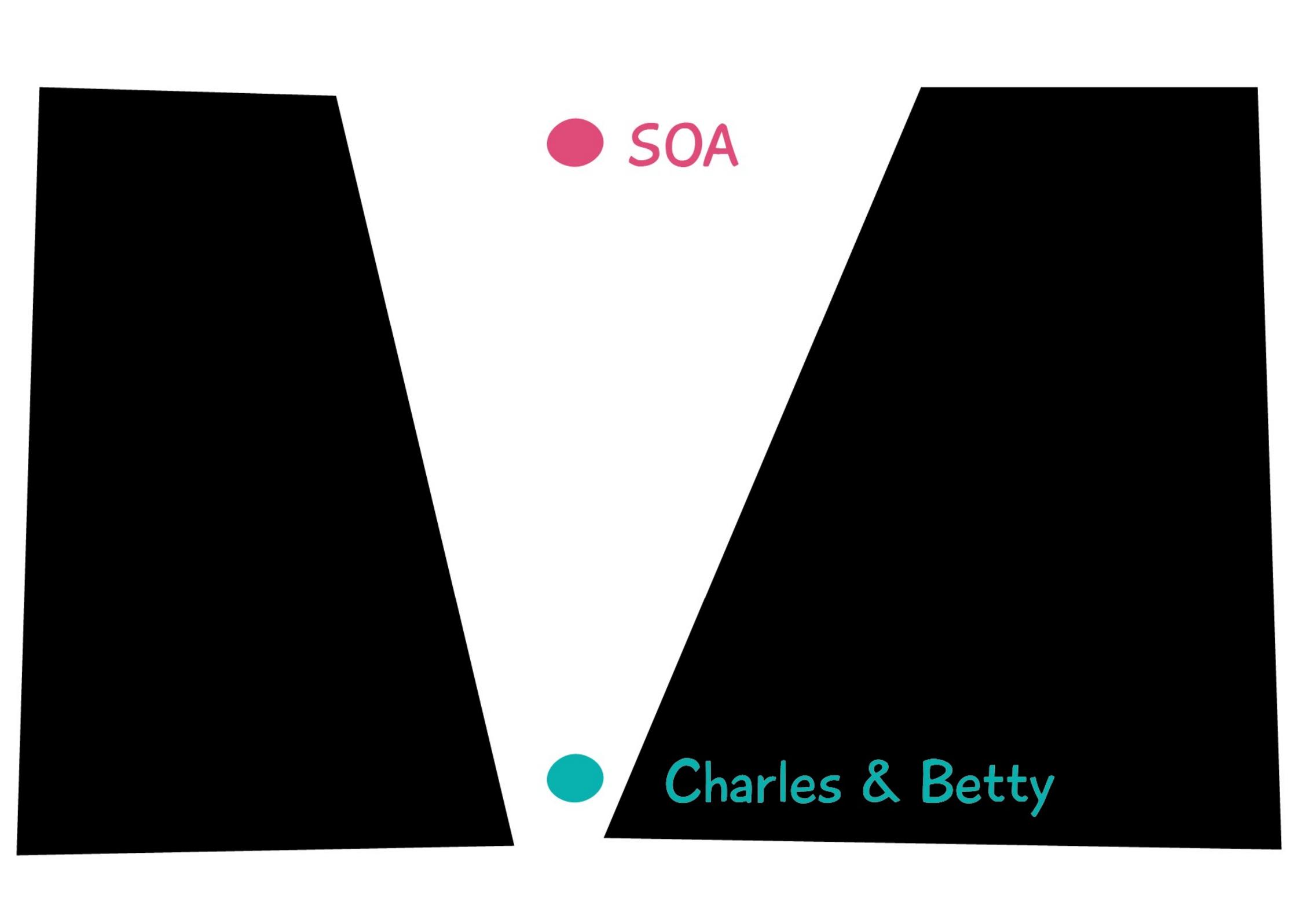
SA

QAM



Charles & Betty



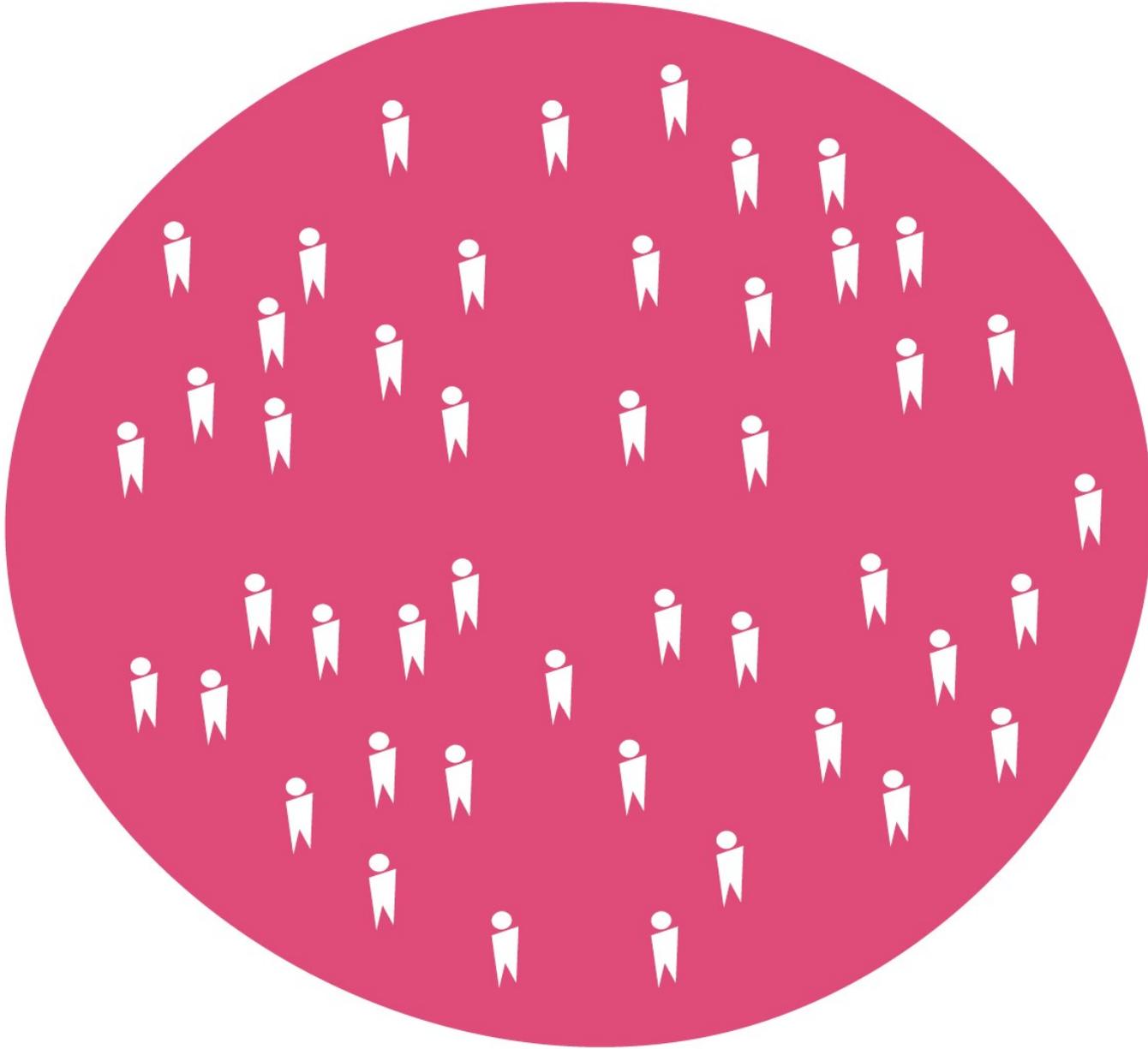


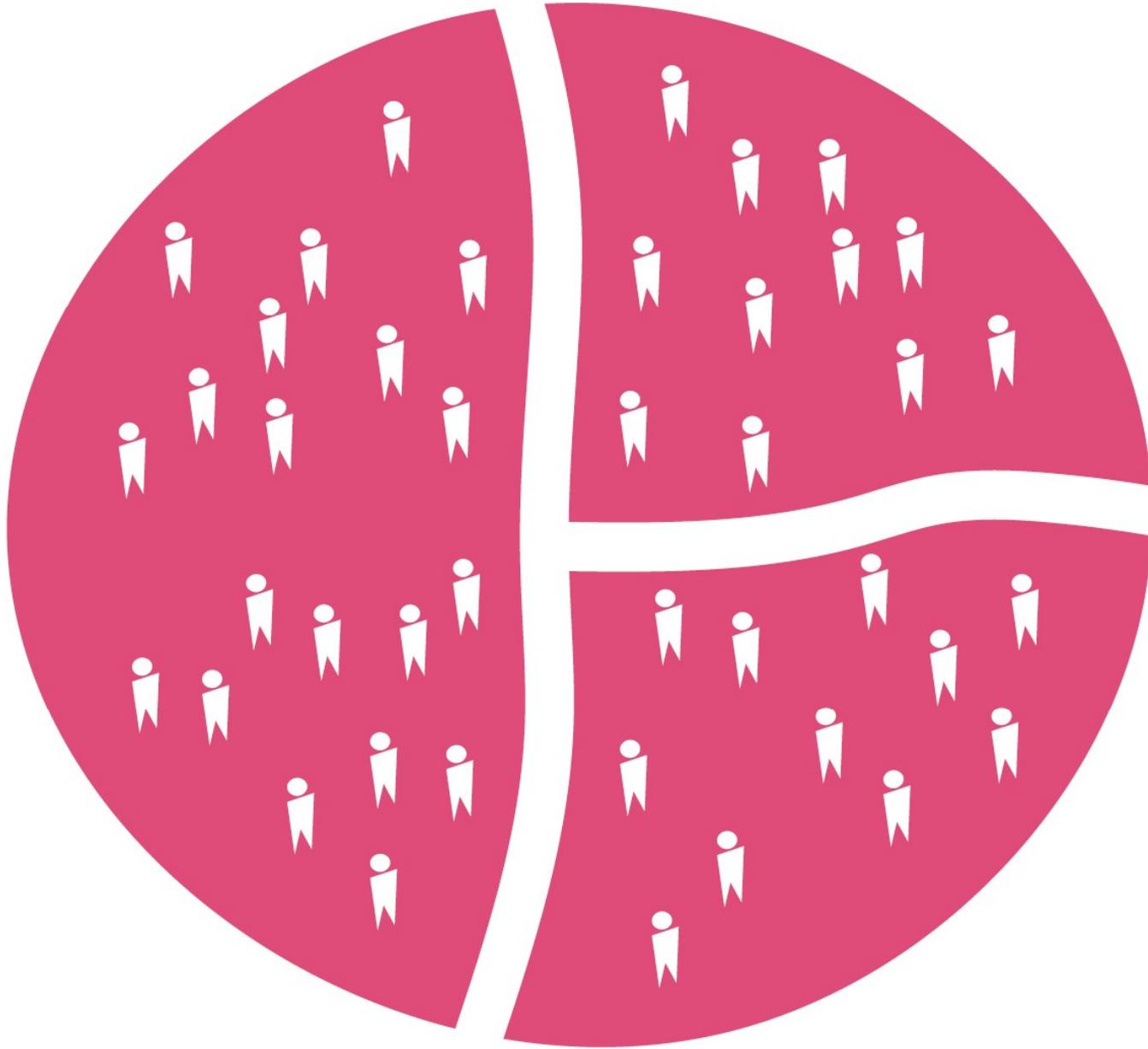
● SOA

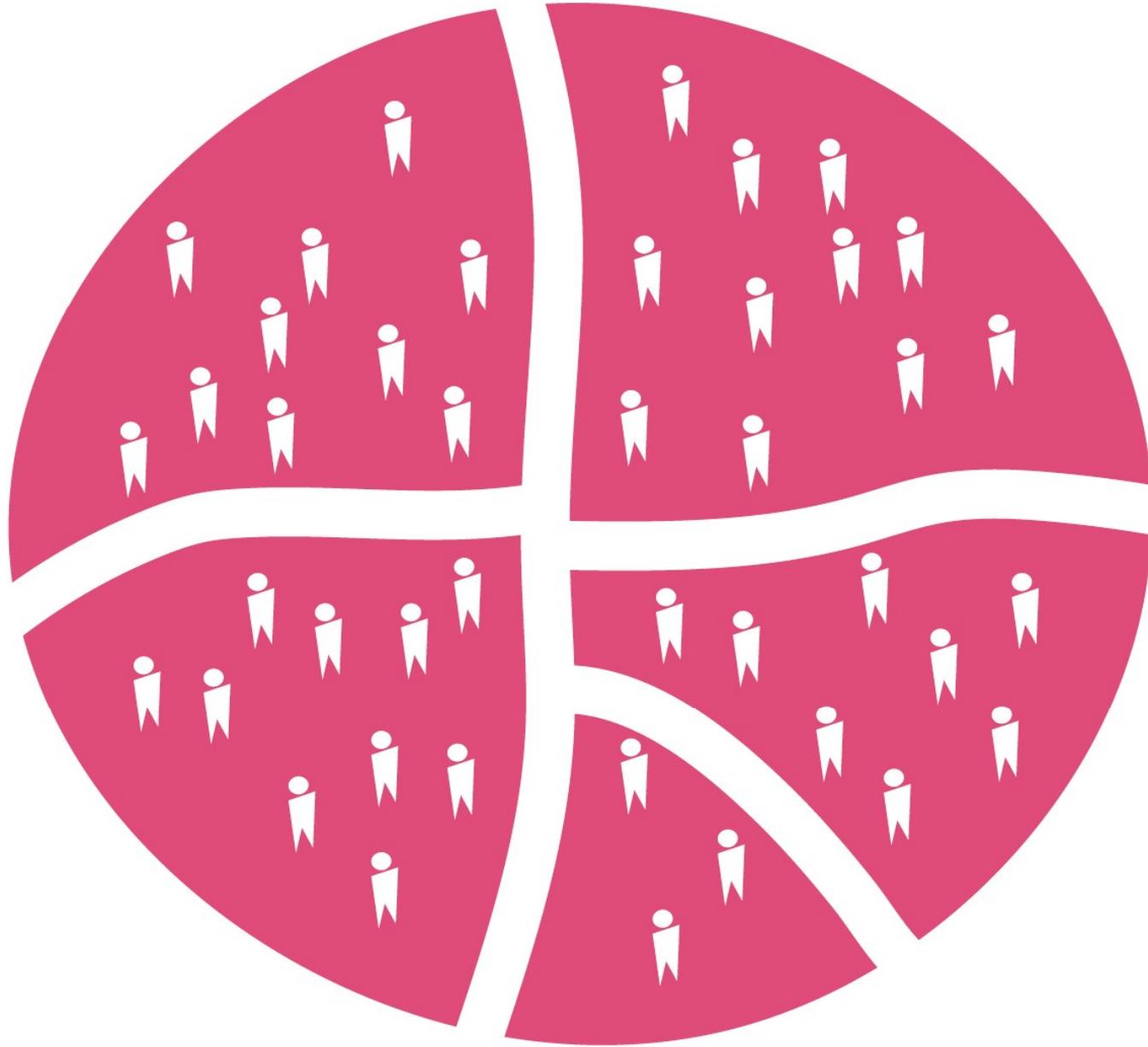
● Charles & Betty

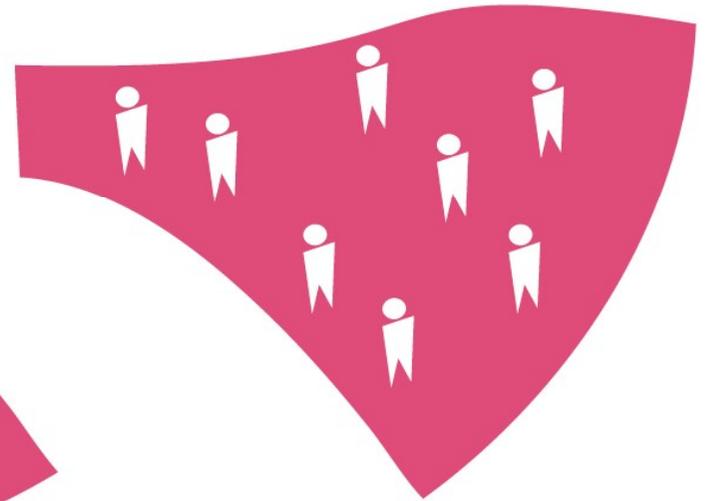
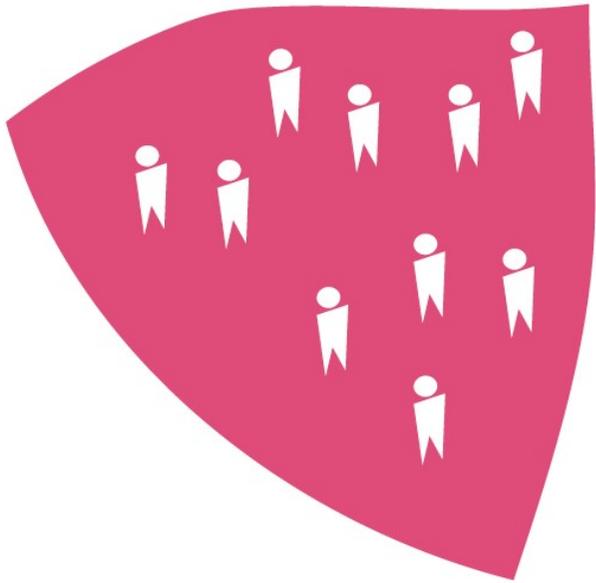
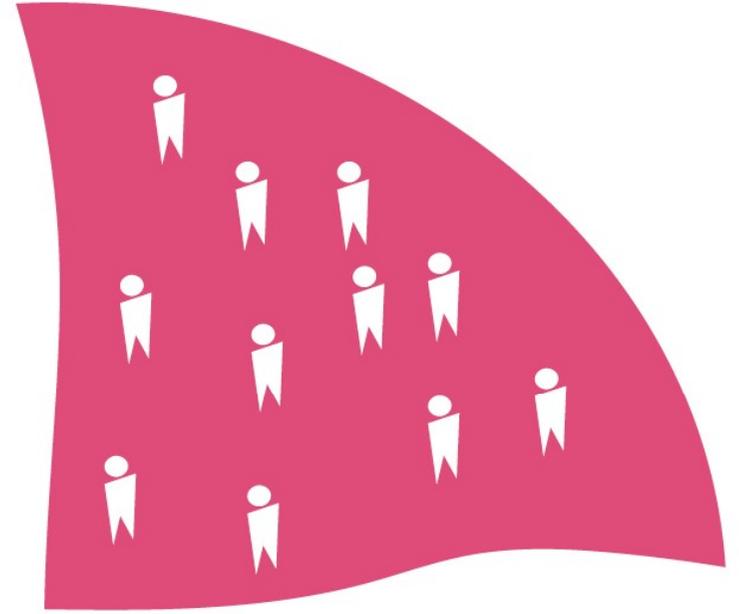
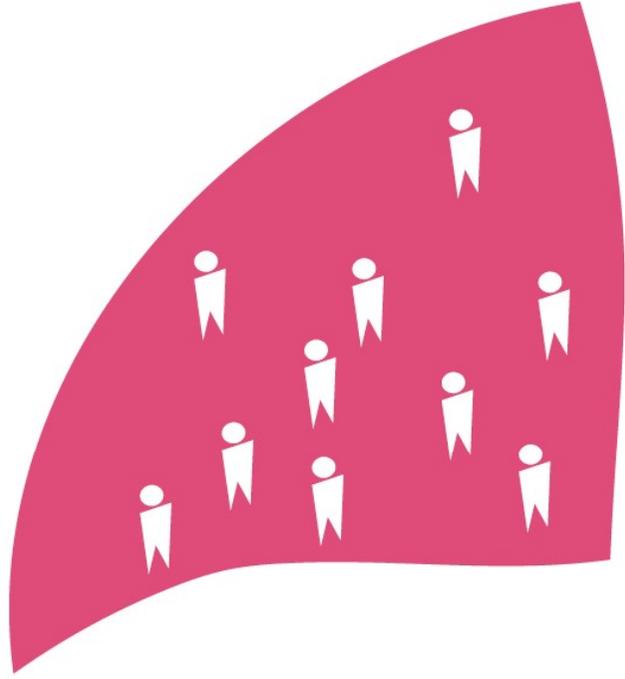


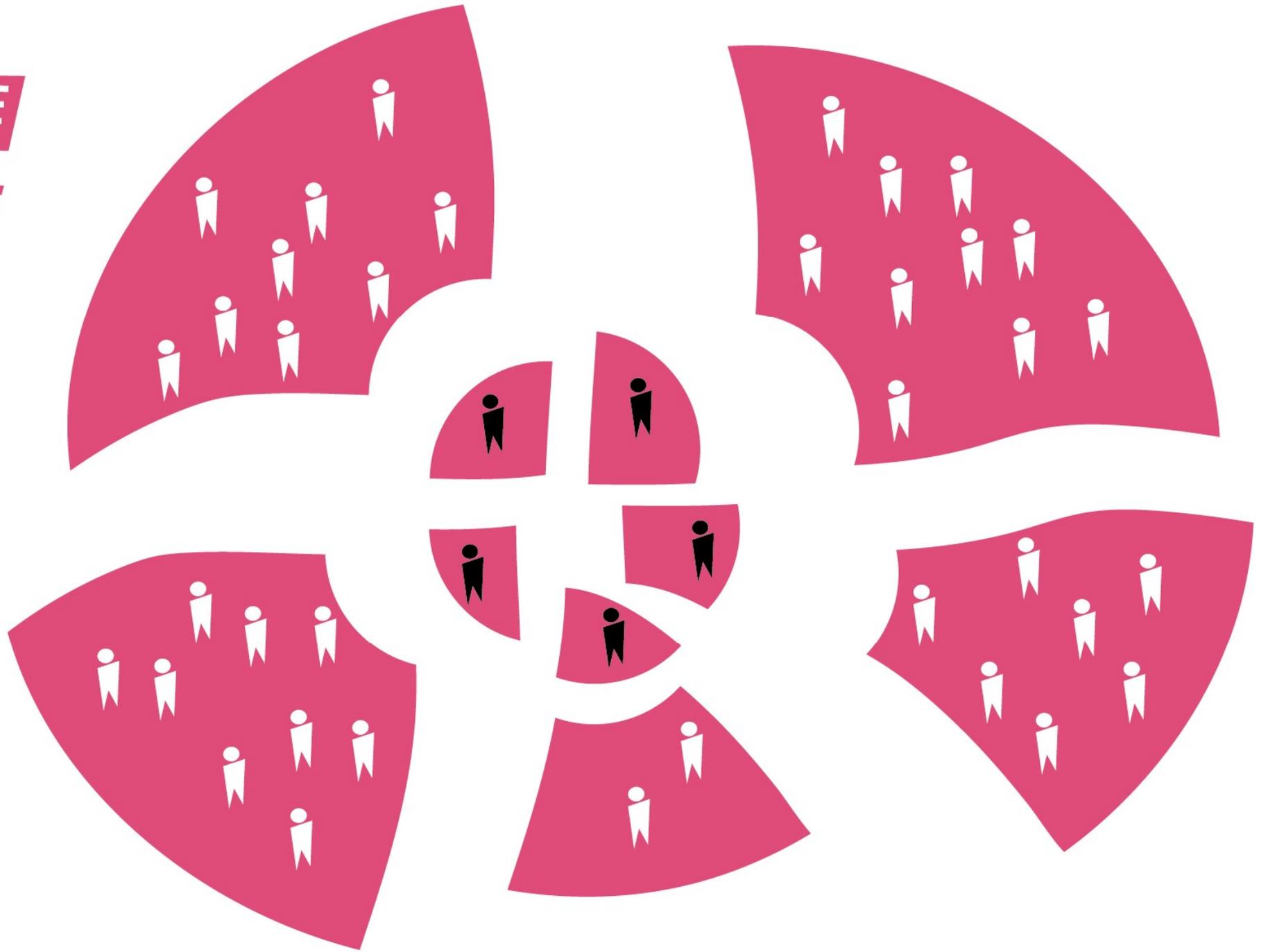


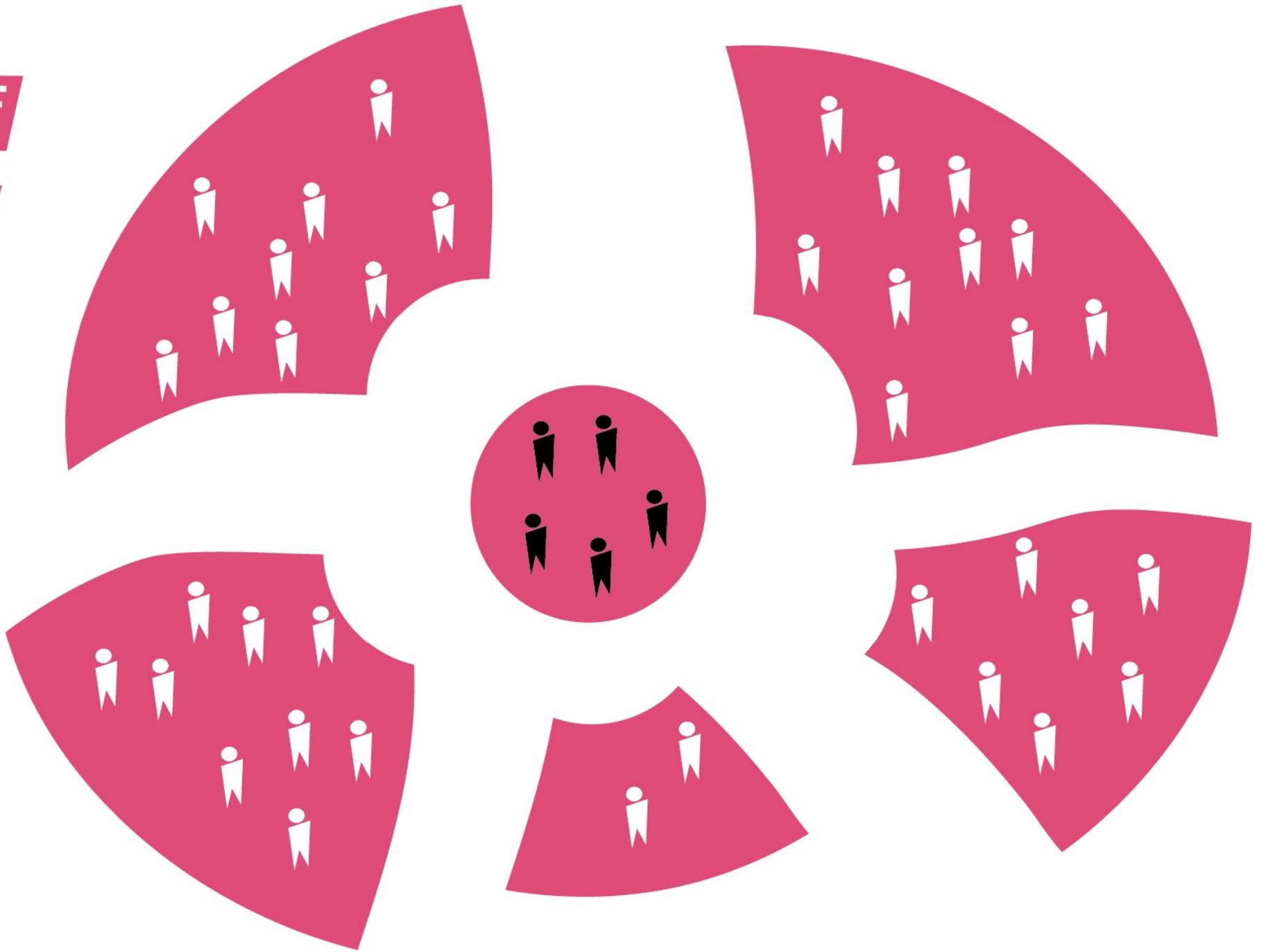












Unterstützt die  
Organisationsform das Ziel?

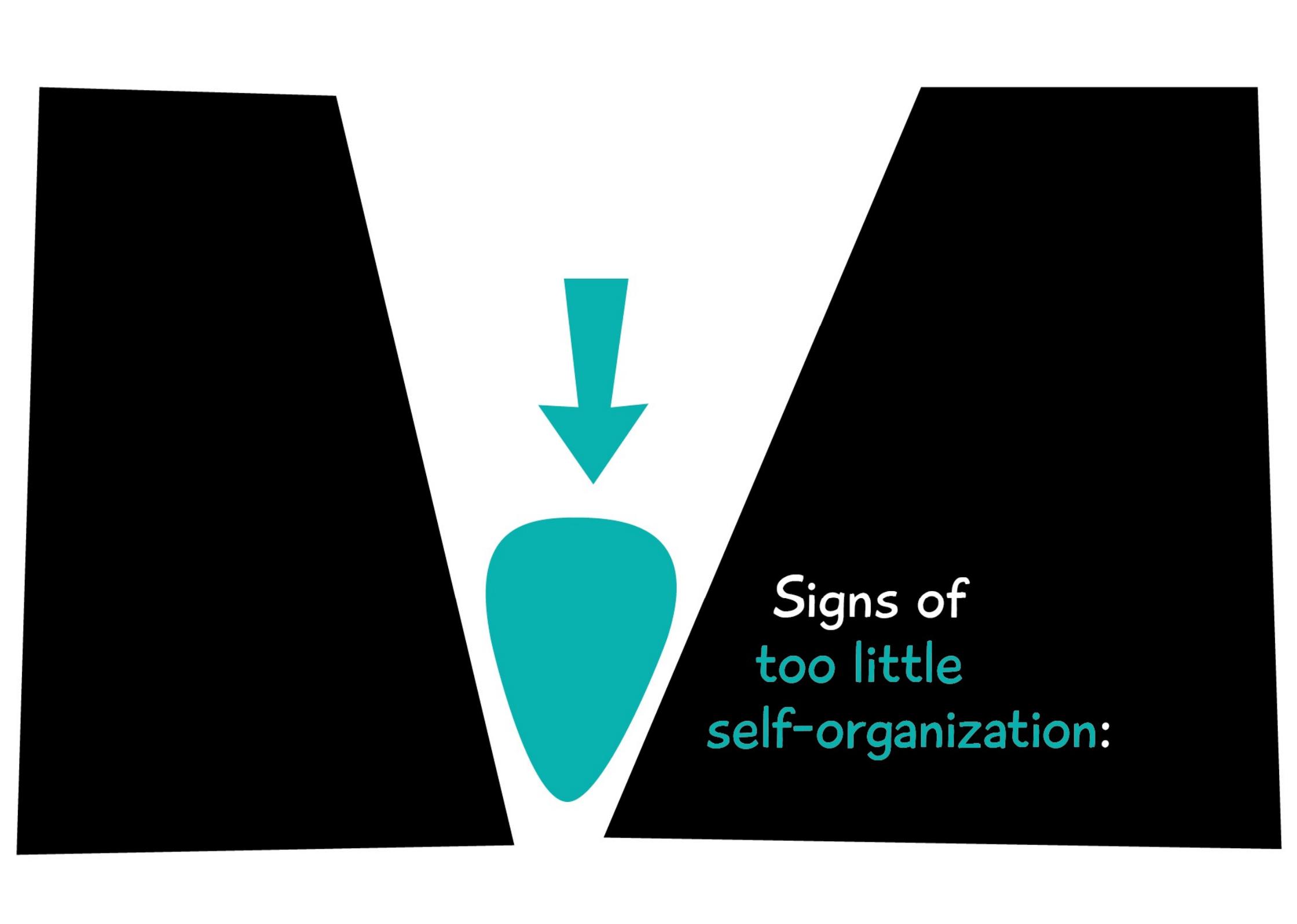
● SOA



AGILE  
SWEET  
AREA



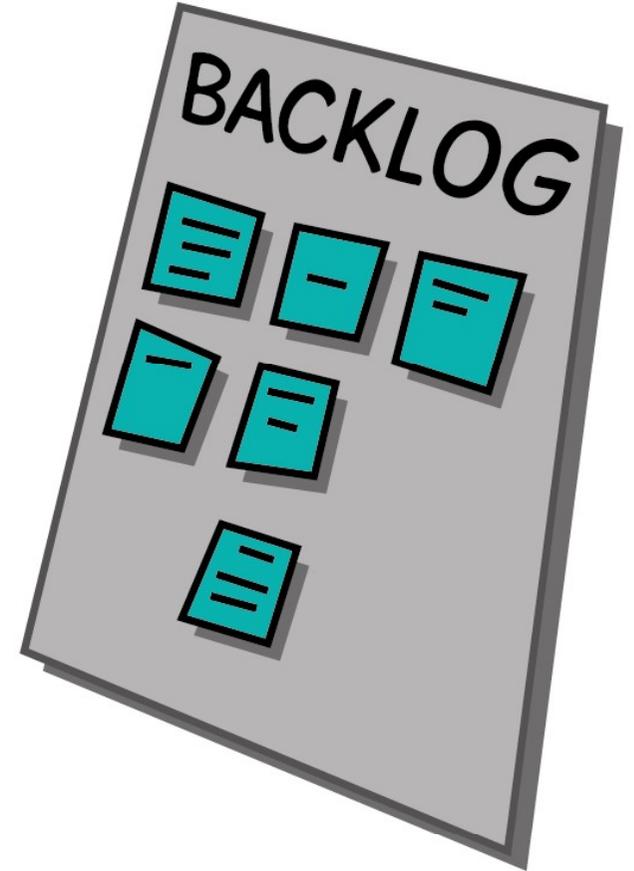
● Charles & Betty

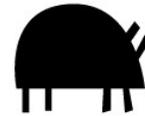
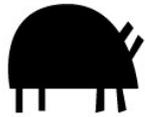
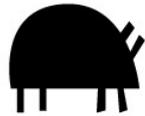
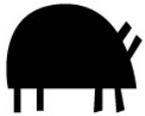
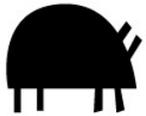
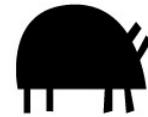
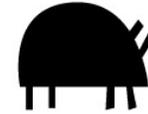
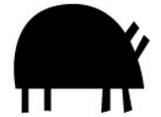
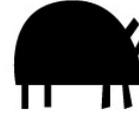
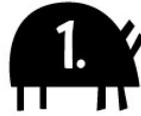
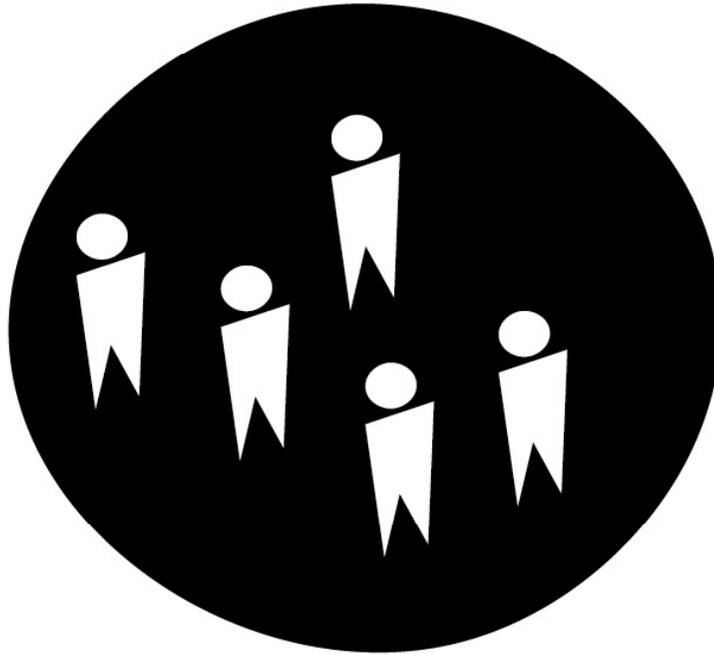


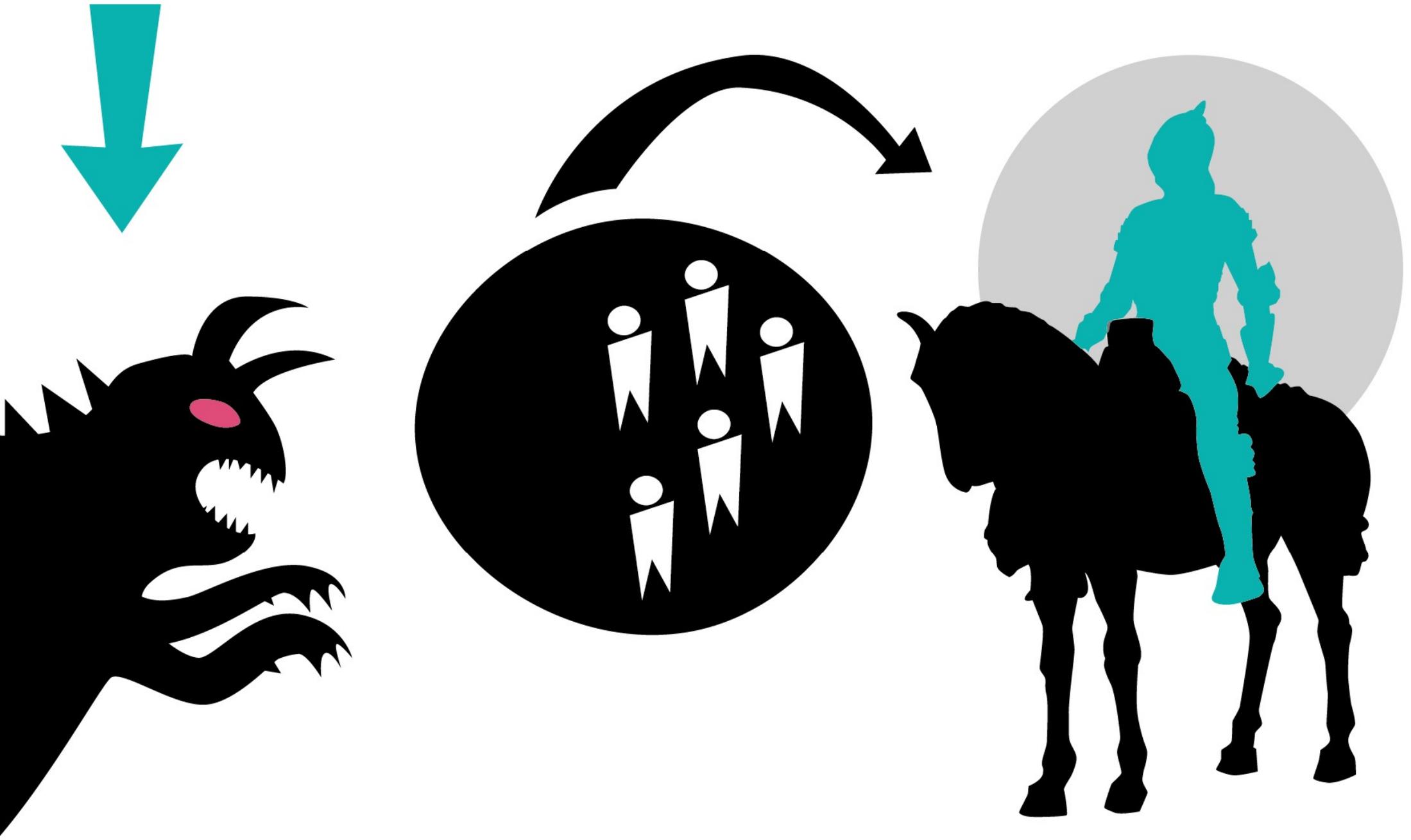
Signs of  
too little  
self-organization:



Yesterday, I did ...  
Today, I'll do ...  
No impediments.

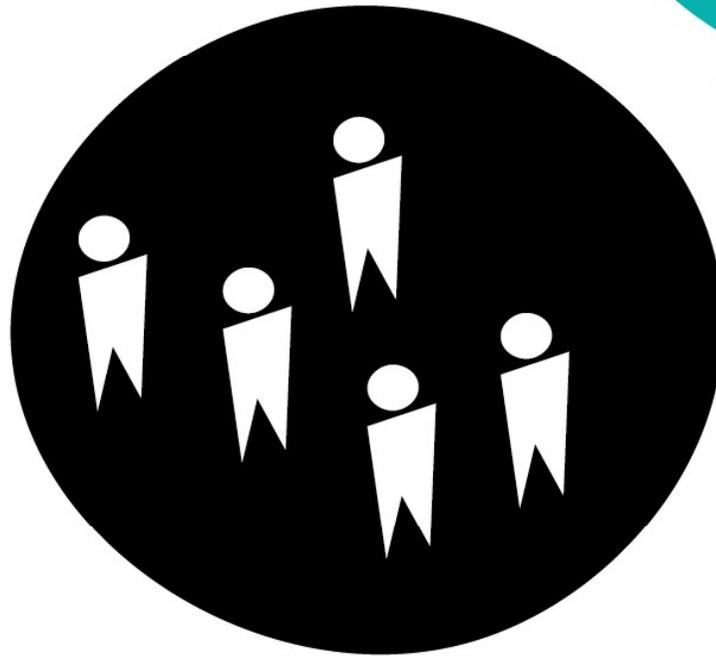






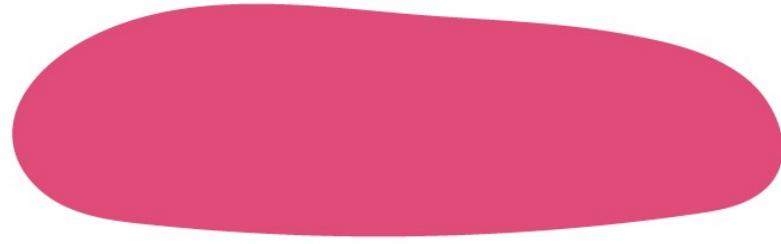


**SHOULD!**



**BUT!**

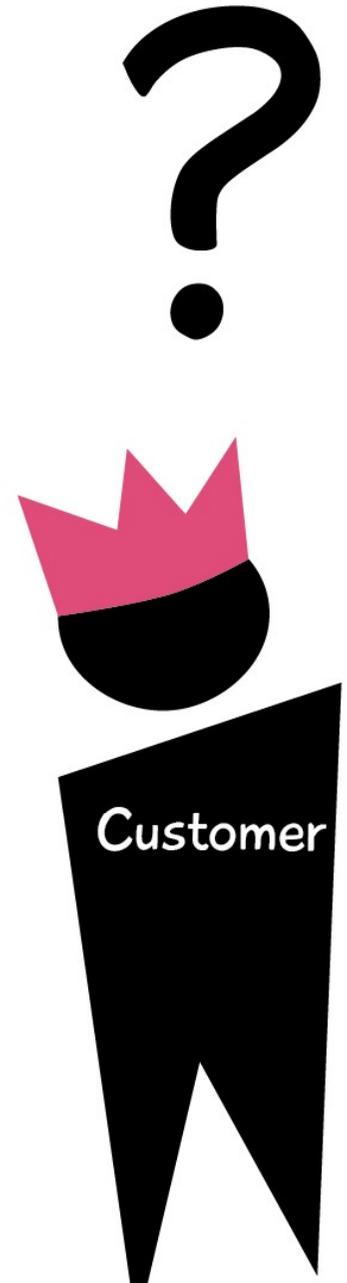
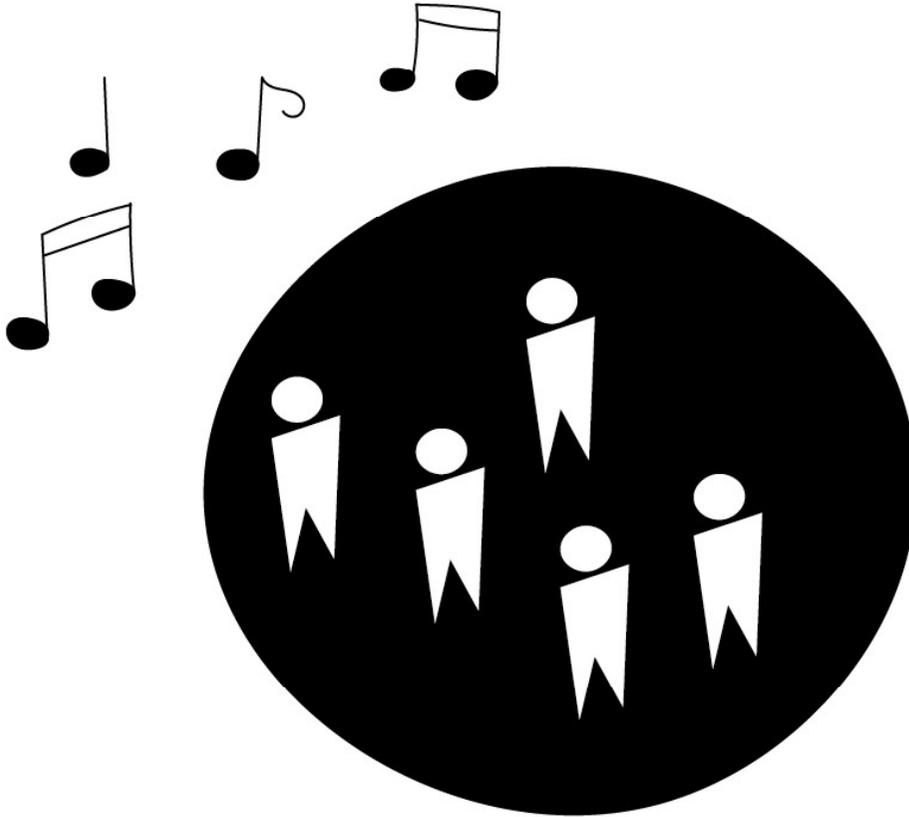
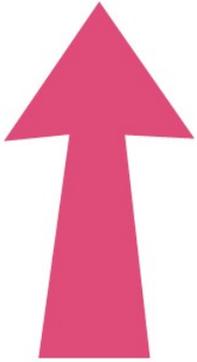
**MUST!**

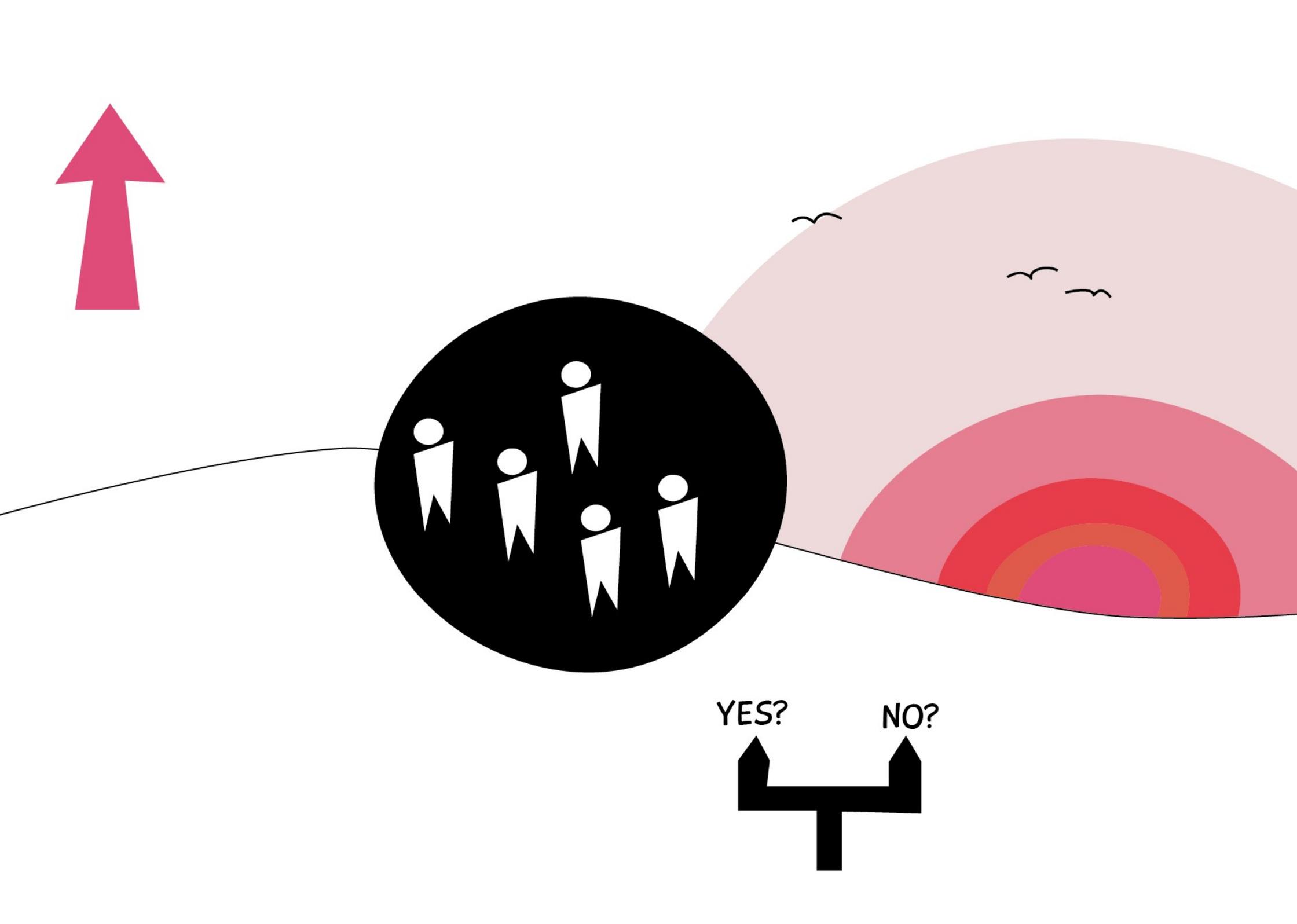


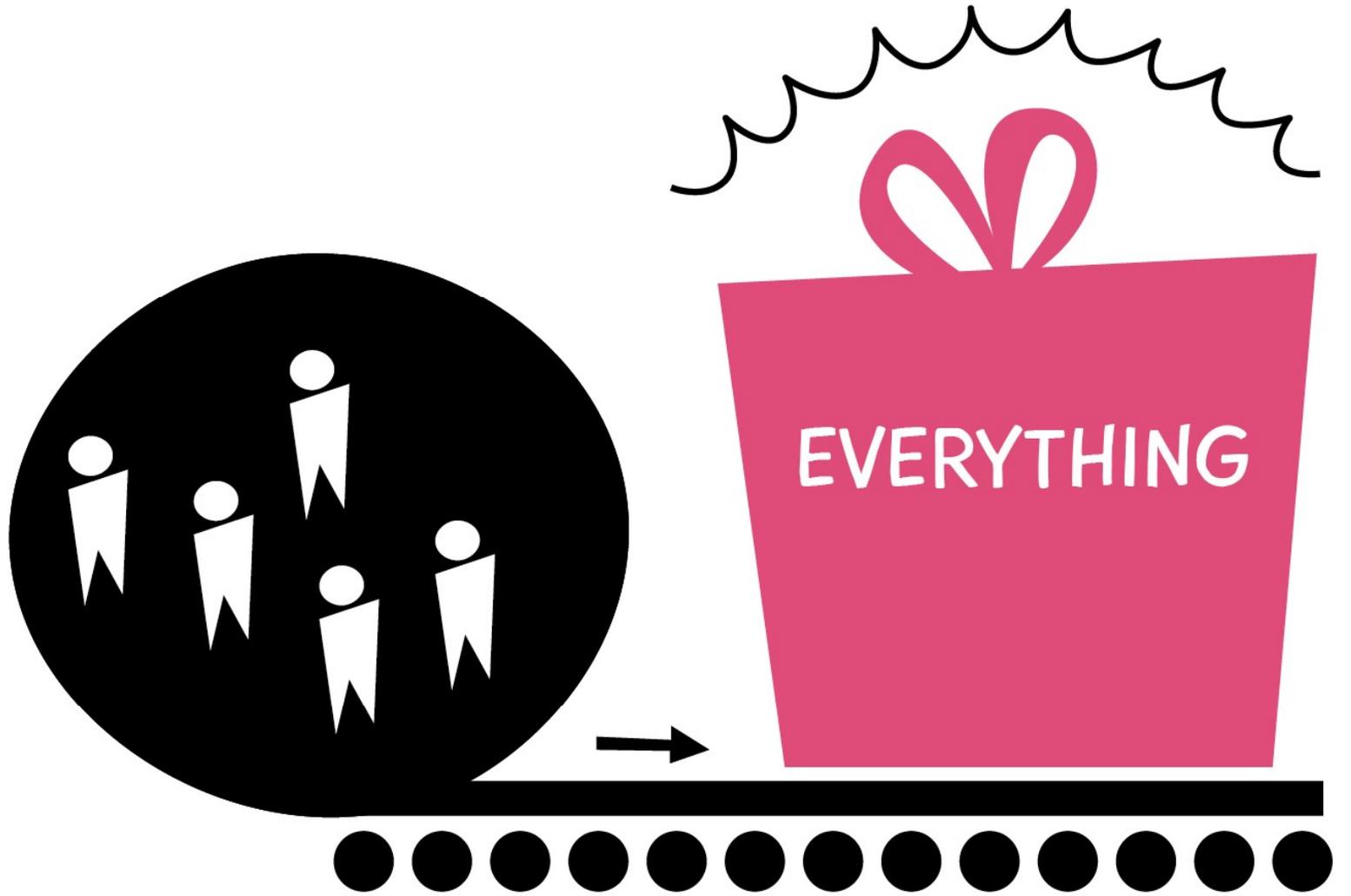
Signs of  
too much  
self-organization:













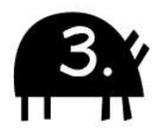
MUST!



BUT!

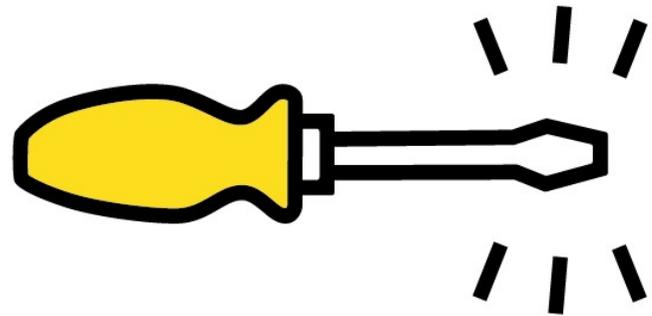
Blah Blah

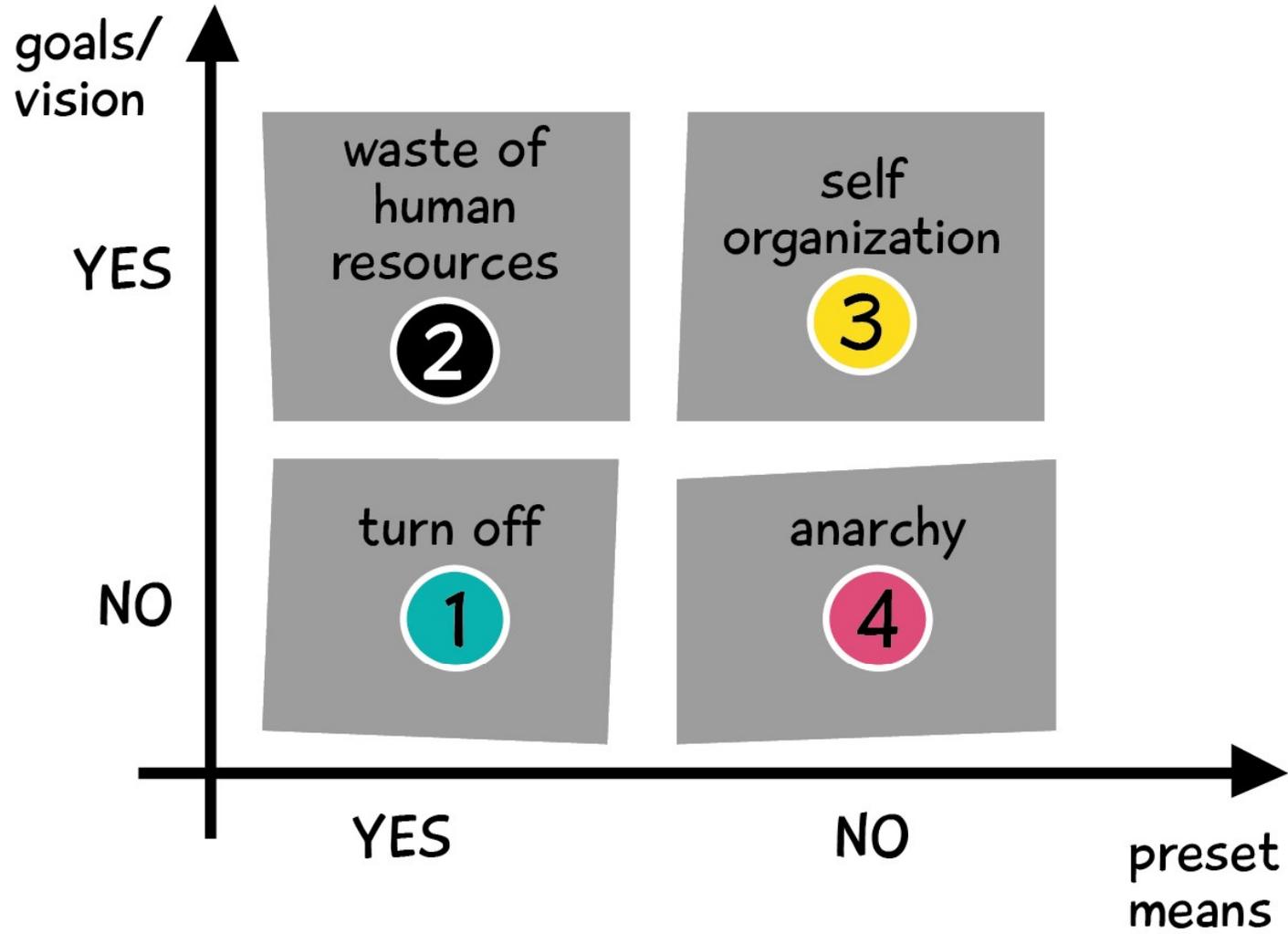
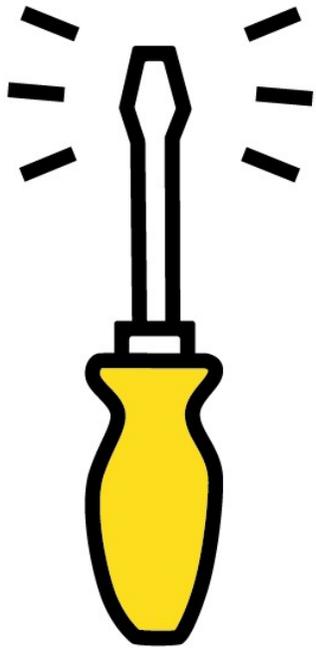
Blah! Blah! Blah! Blah?! Blah?! Blah?! Blah?! Blah!



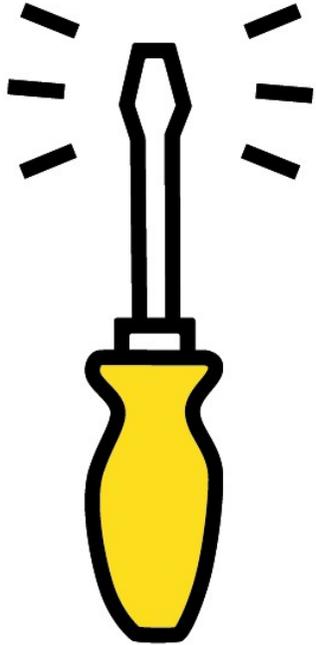


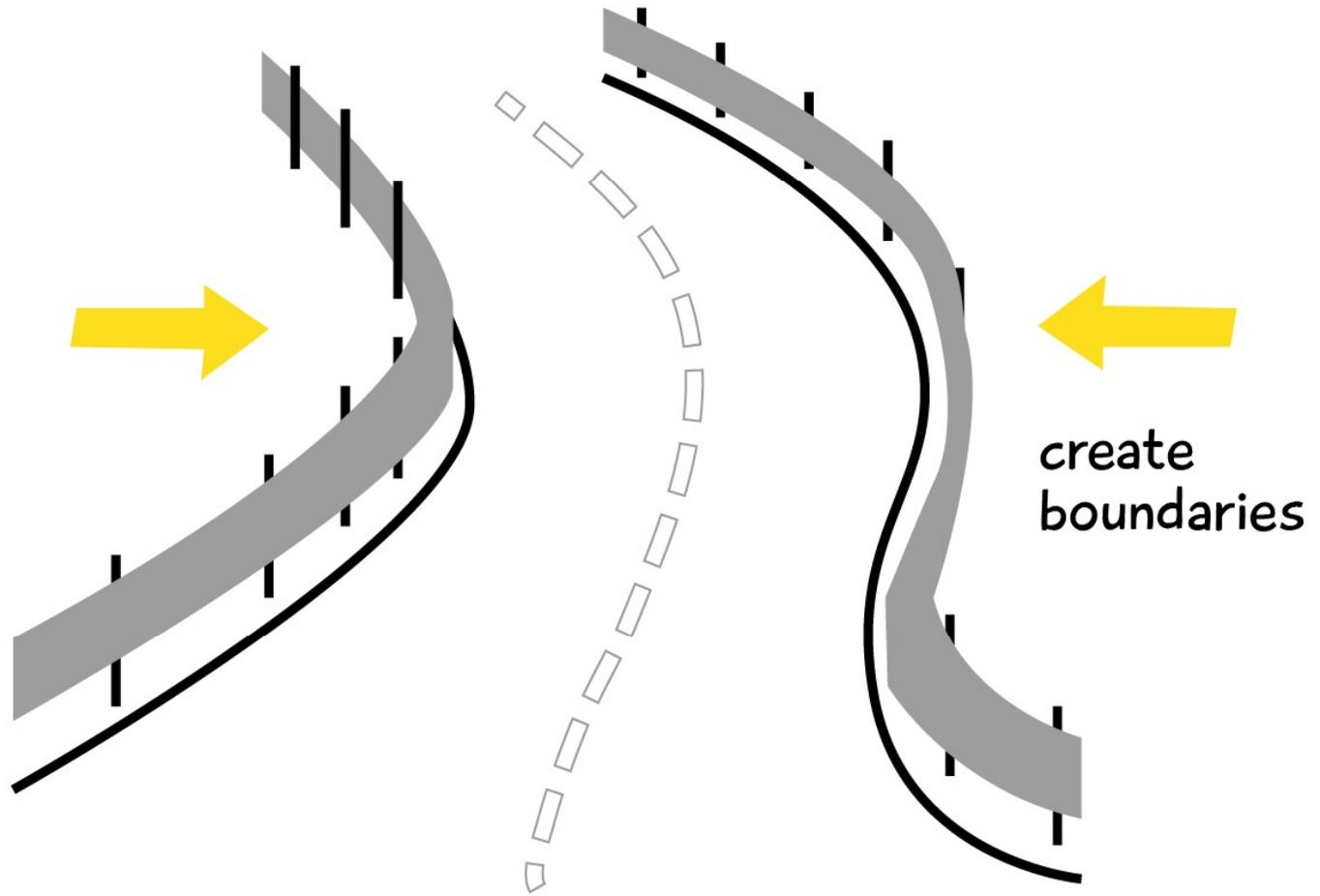
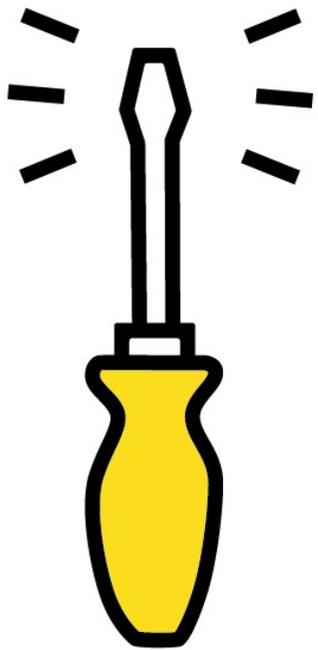
WHAT TO DO?



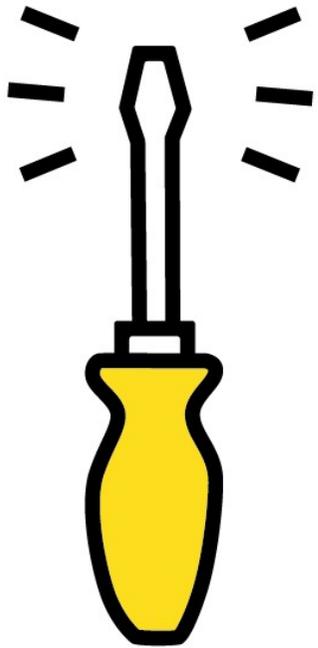


GOAL

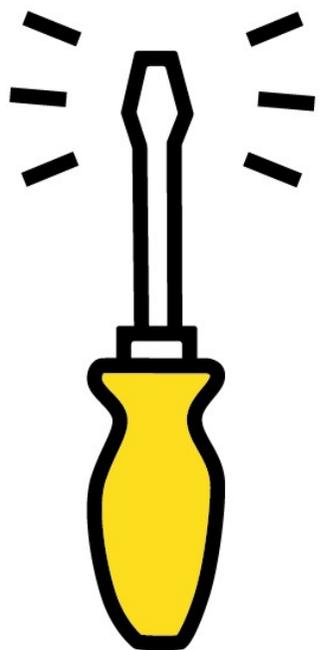


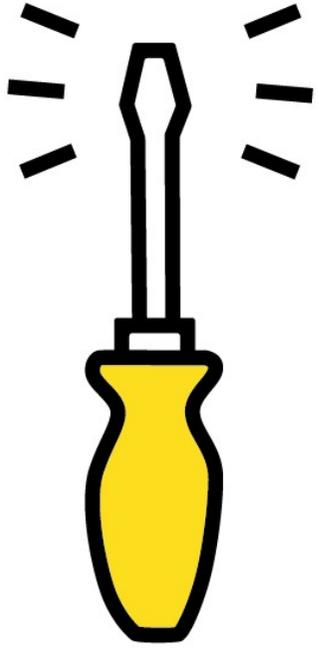


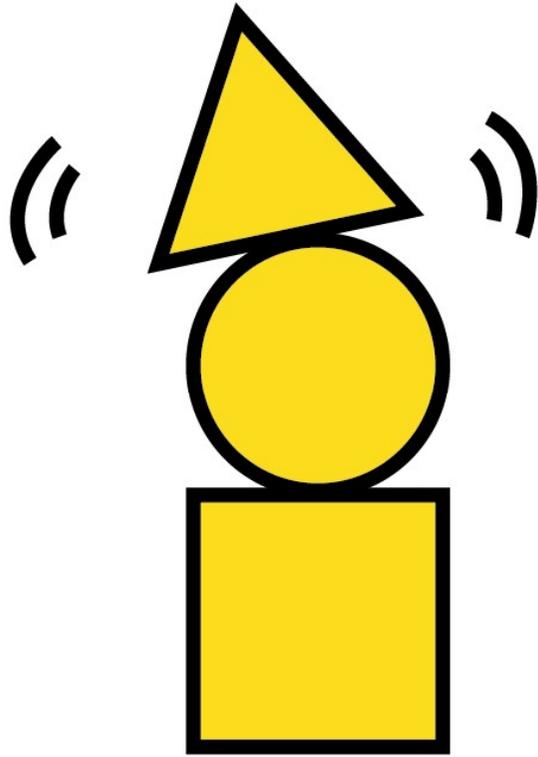
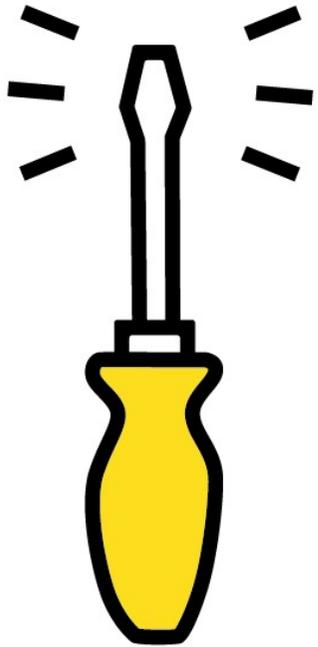
Teach the team to work with boundaries



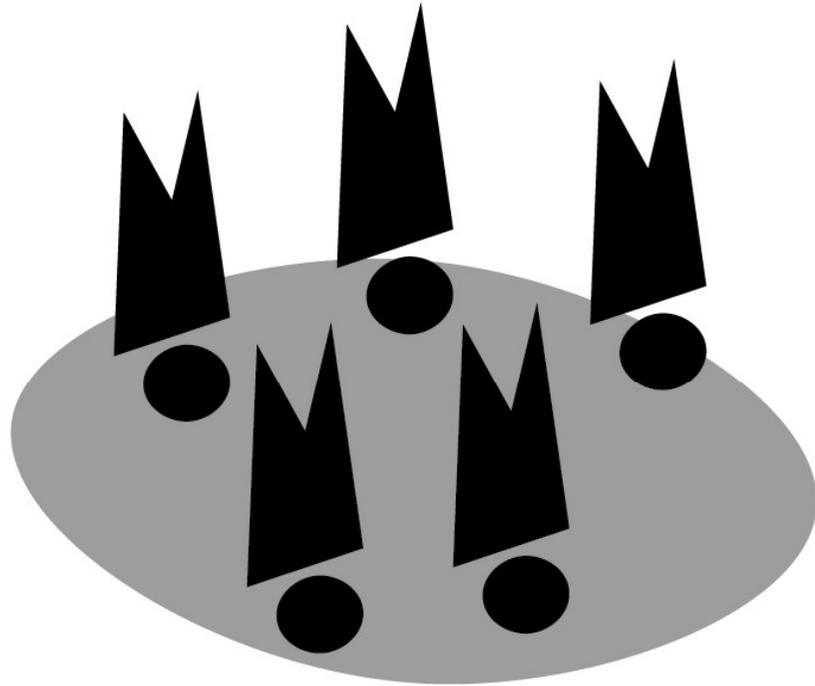
# The room



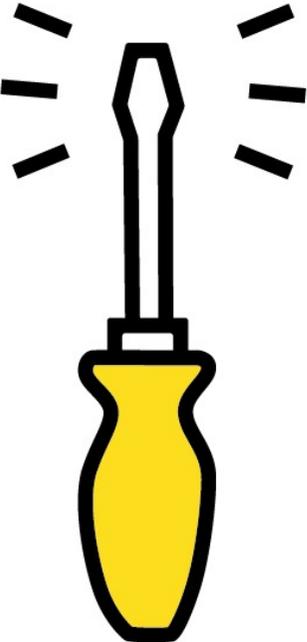
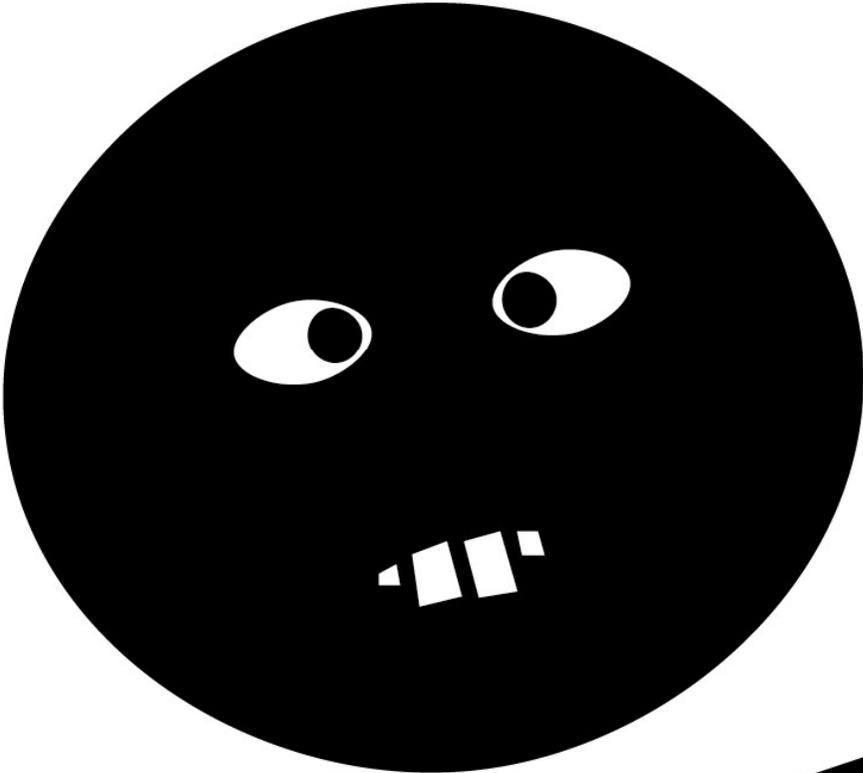


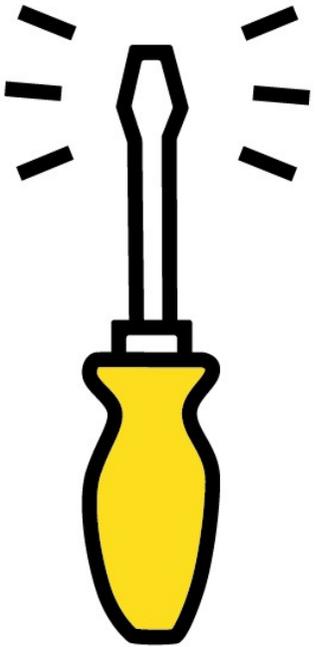
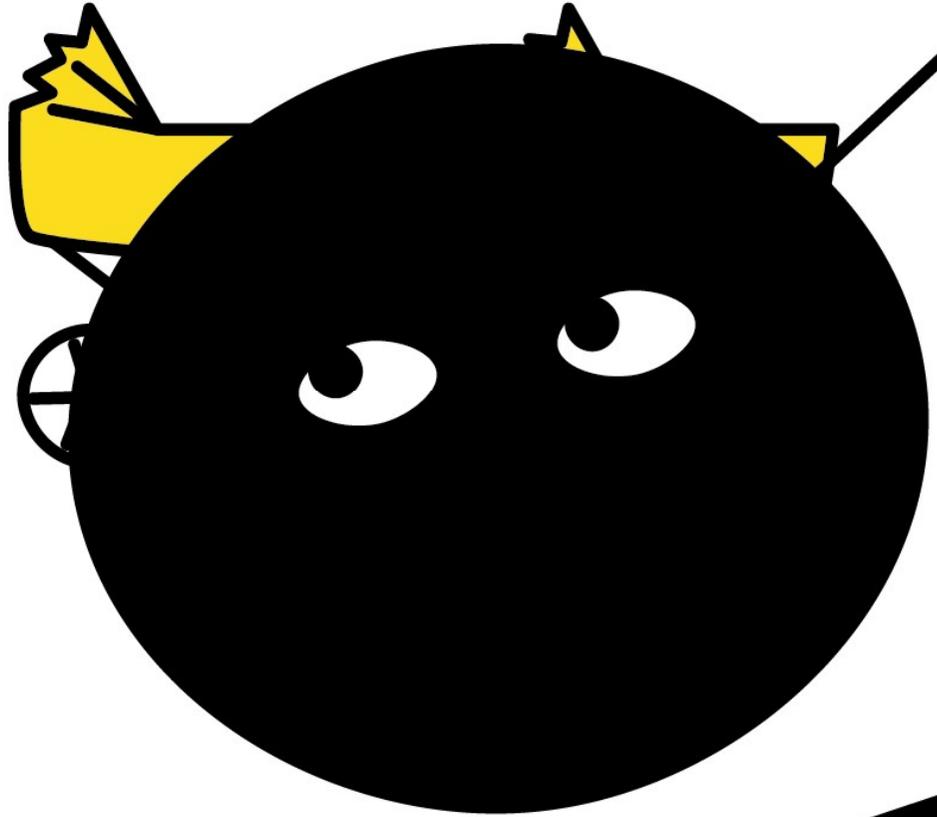


experiment



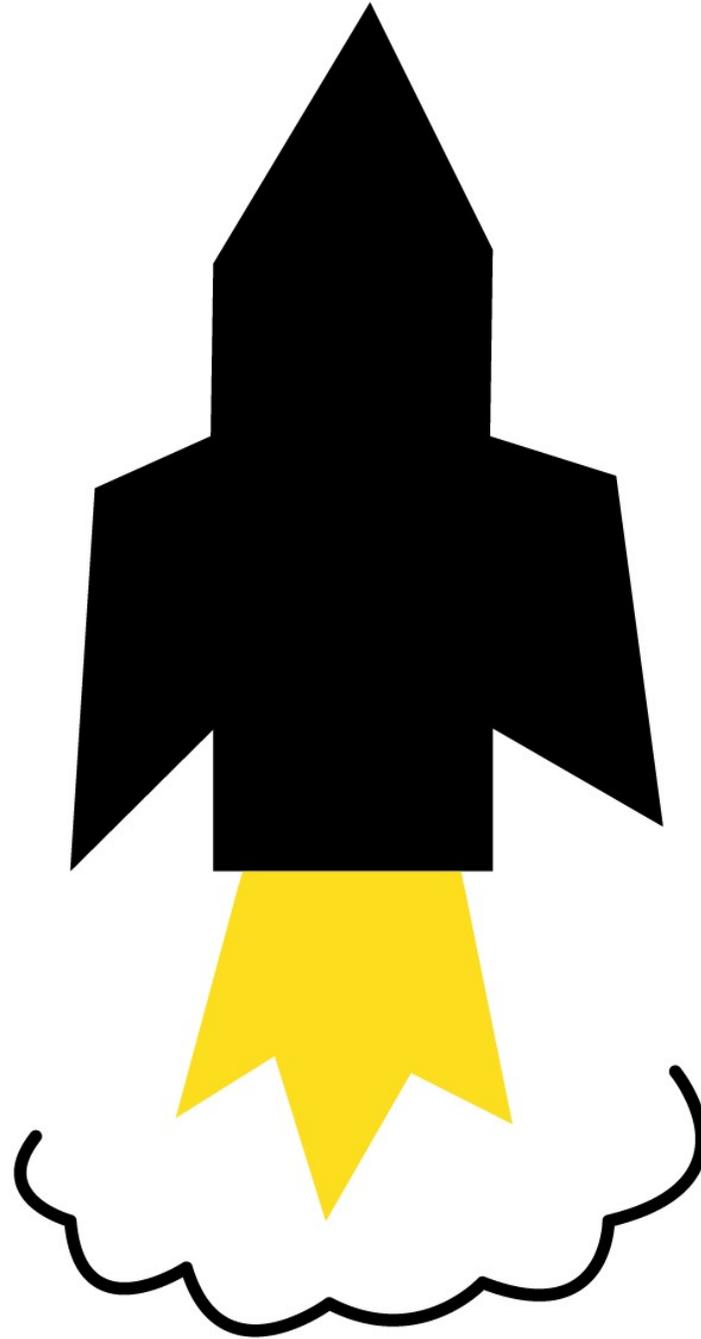
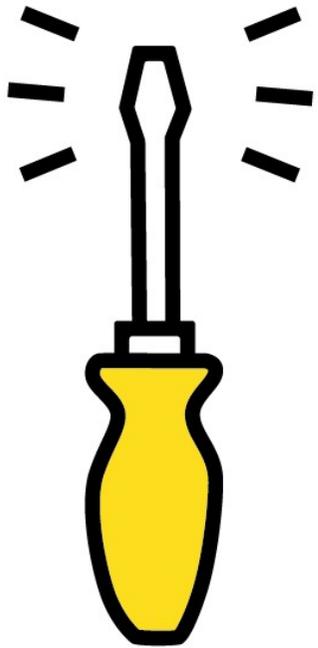
My own behavior



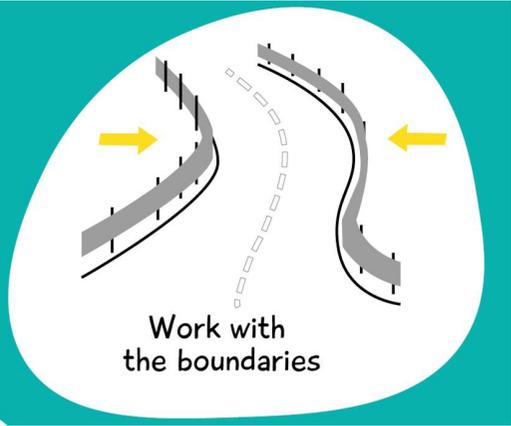


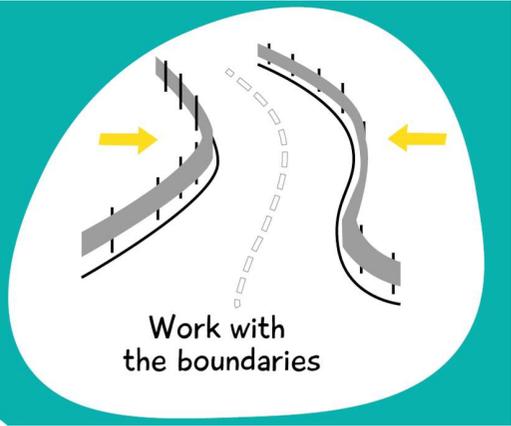
My expectations





**LIFTOFF  
KICKOFF**





# RESPECT



Have fun  
with the team!

