

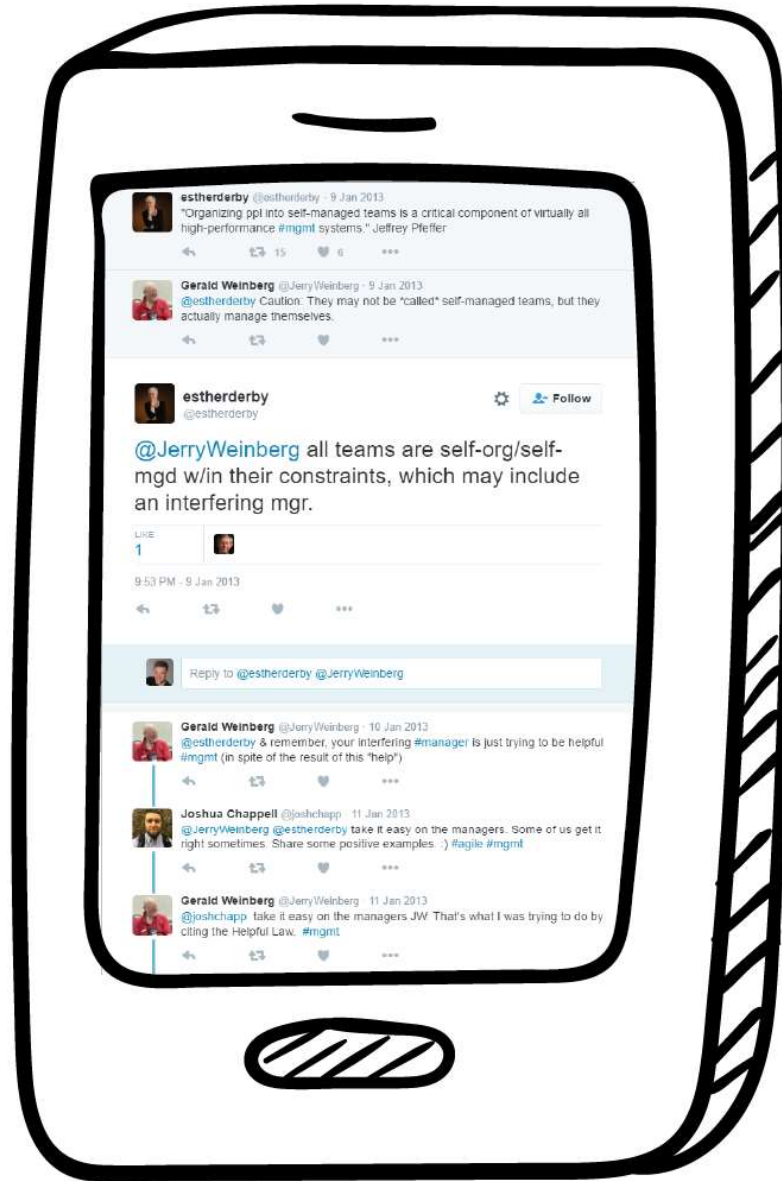
HILFE

... 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")

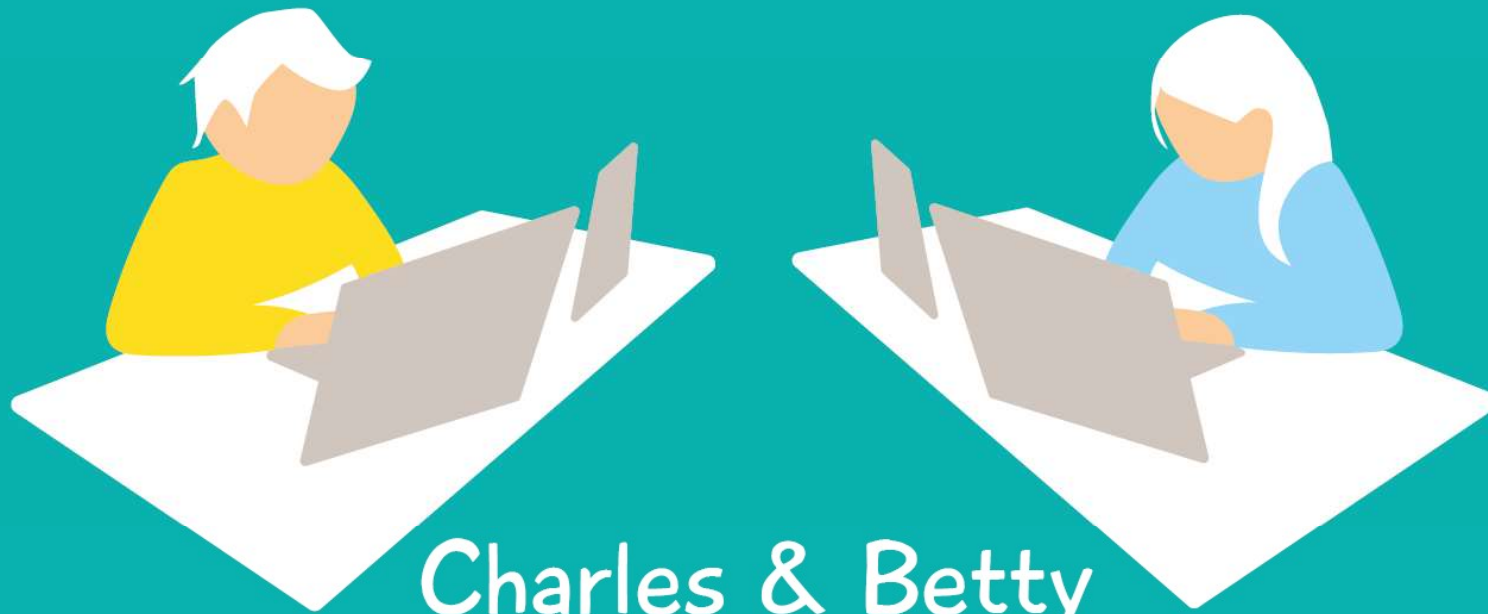


Joshua Chappell @joshchapp · 11 Jan 2013
@JerryWeinberg @estherderby take it easy on the managers. Some of us get it right sometimes. Share some positive examples. :) #agile #mgmt



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





Charles & Betty



CC

PM

PDM

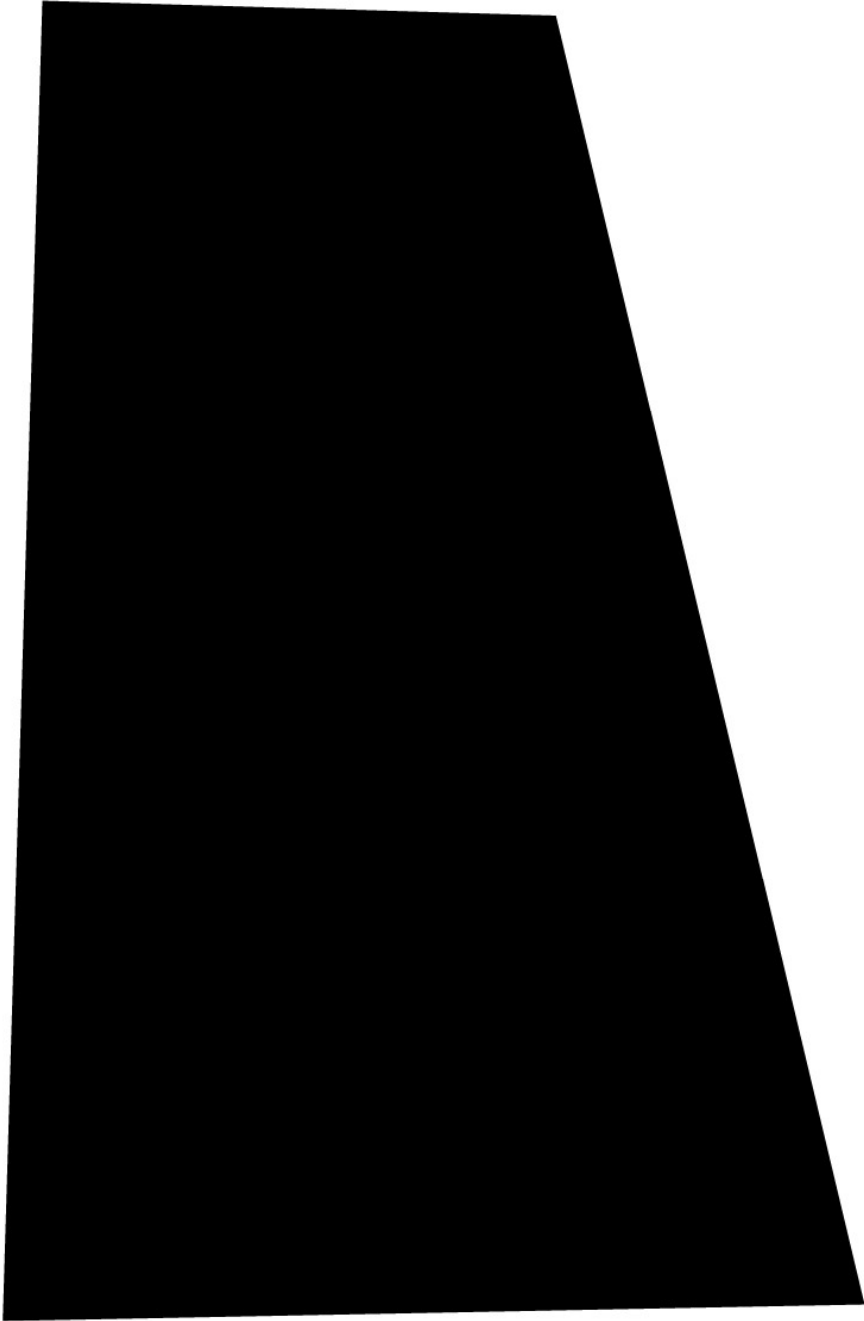
SO

Charles & Betty

Boss

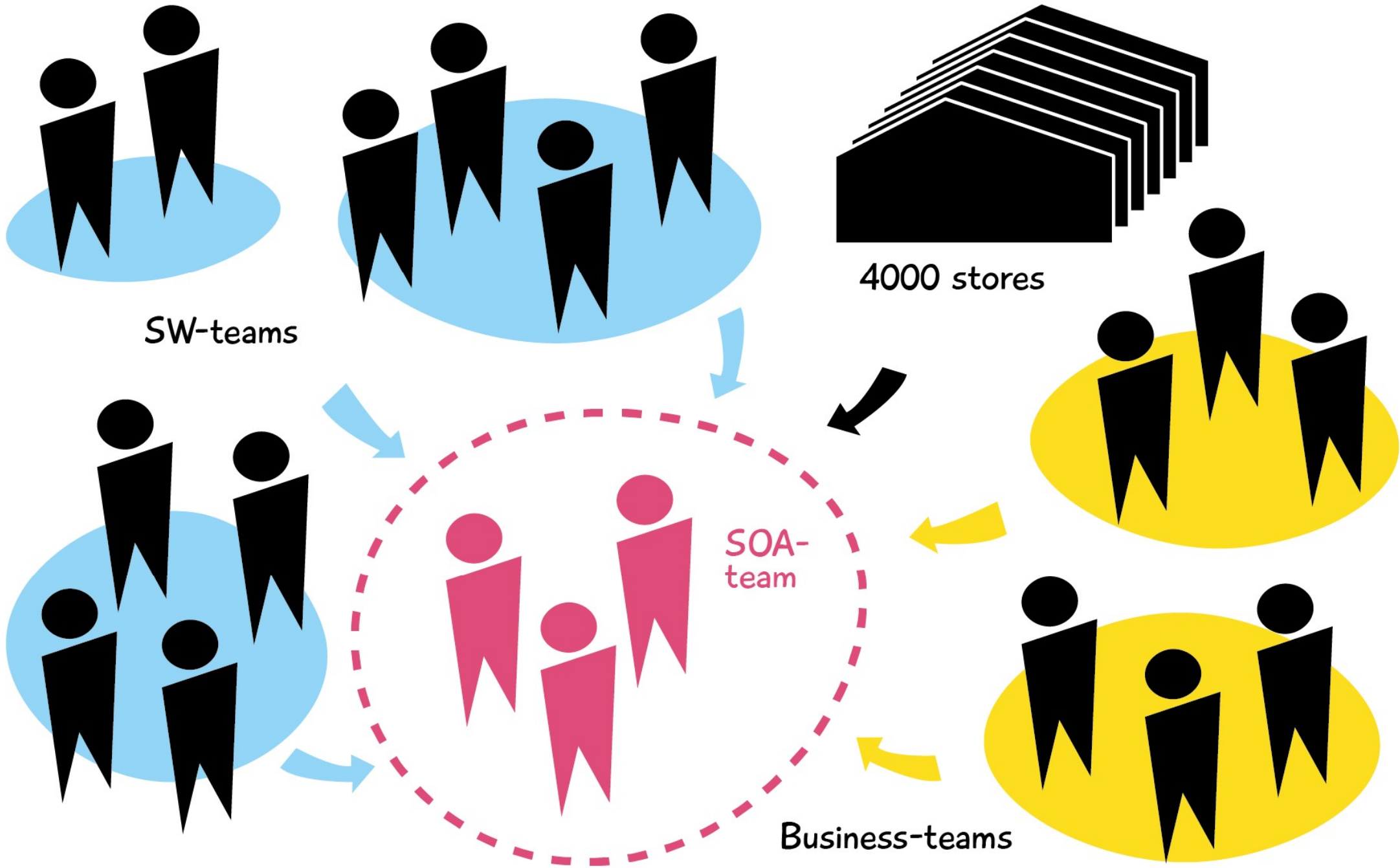
SA

QAM



Charles & Betty





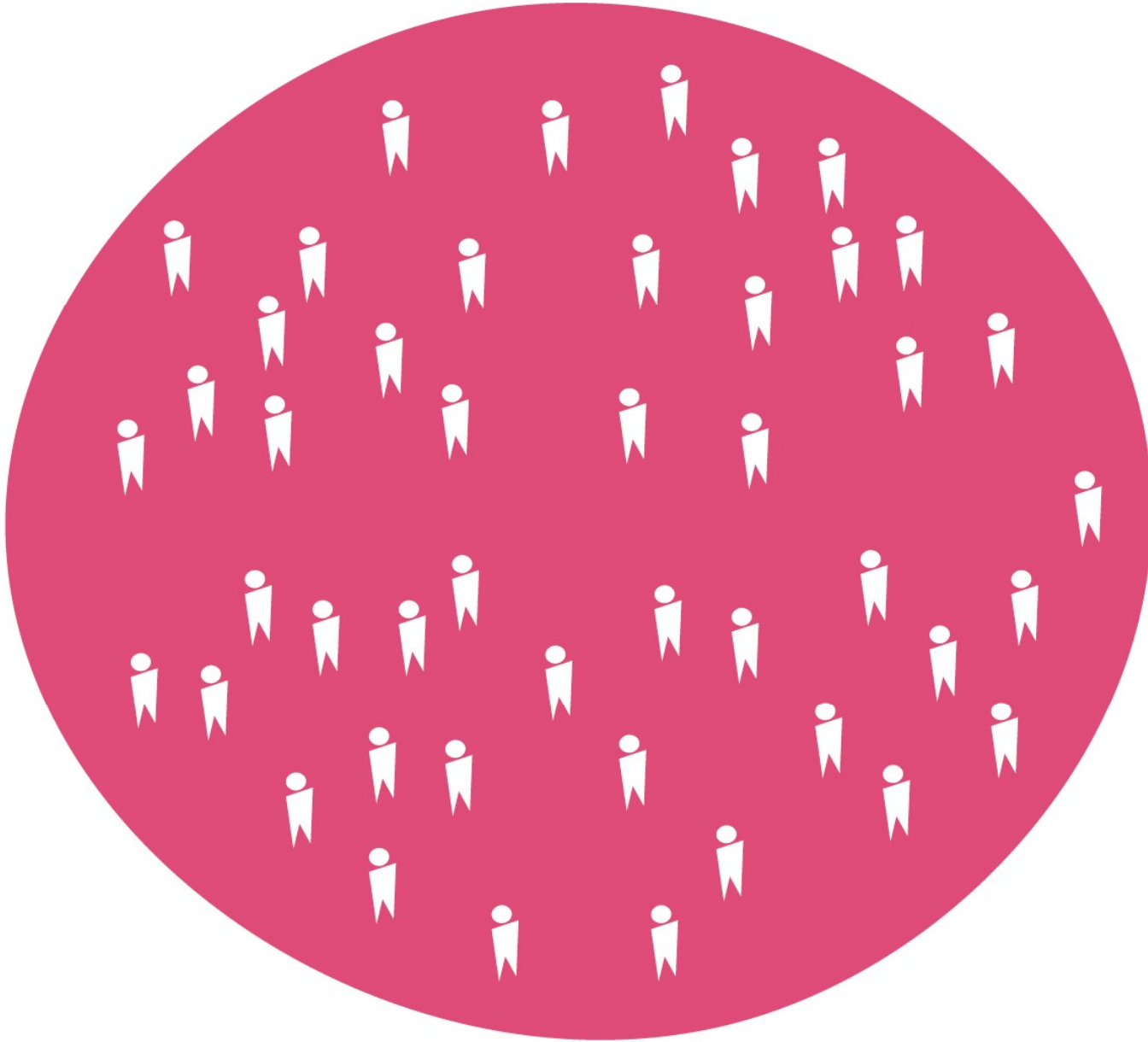


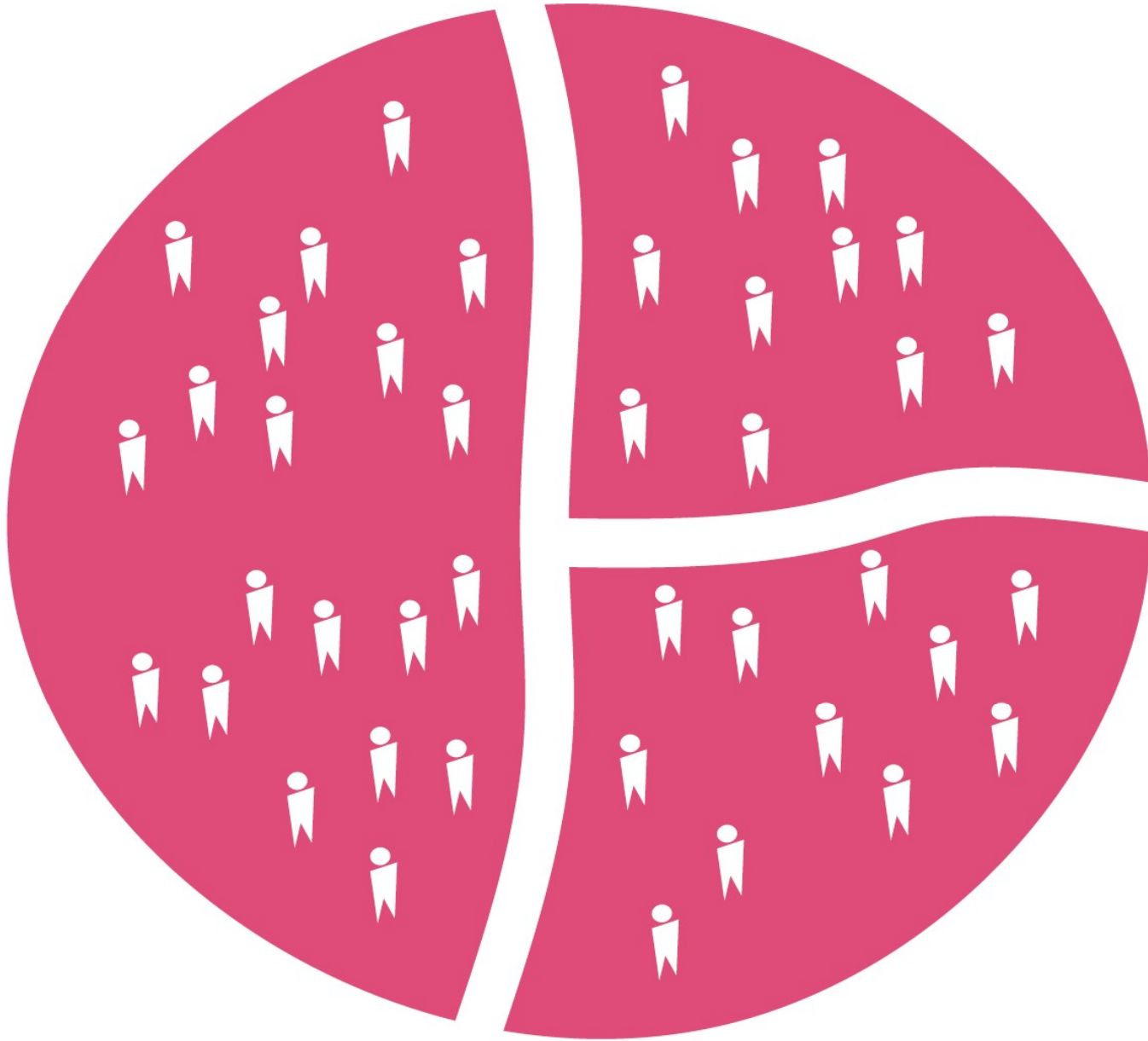
● SOA

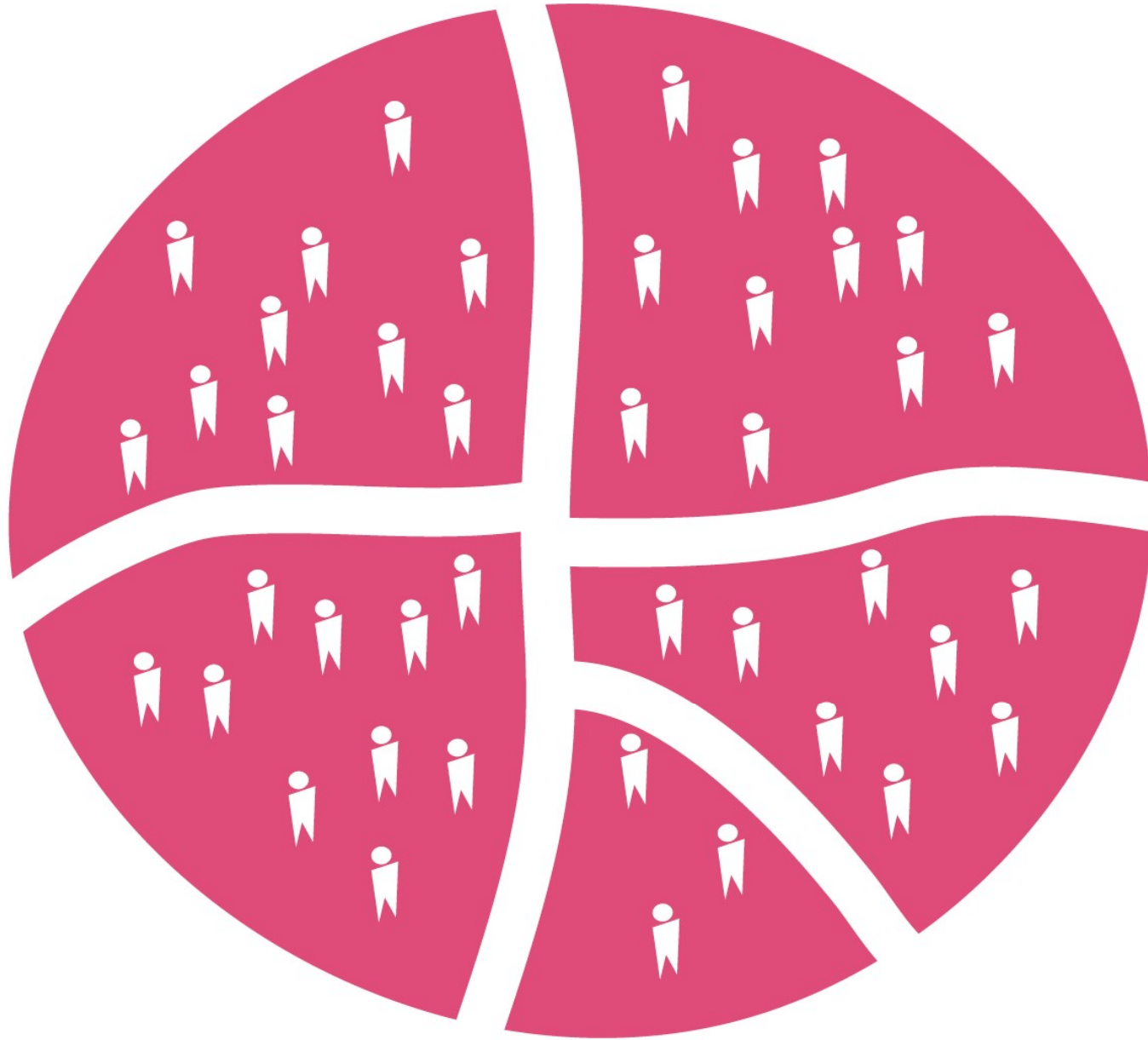
● Charles & Betty

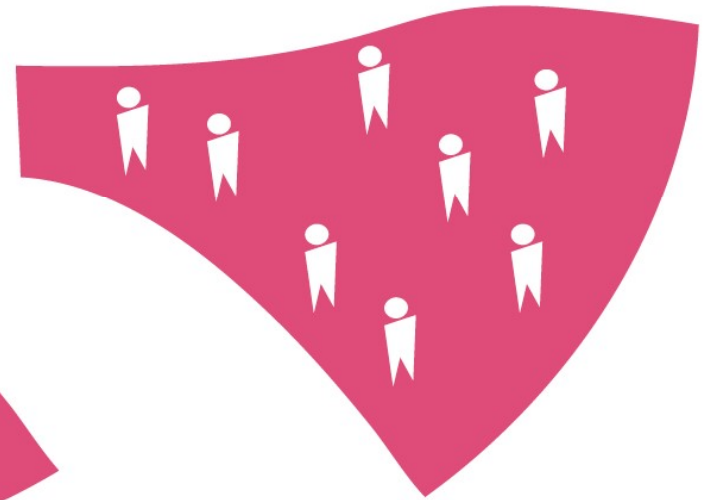
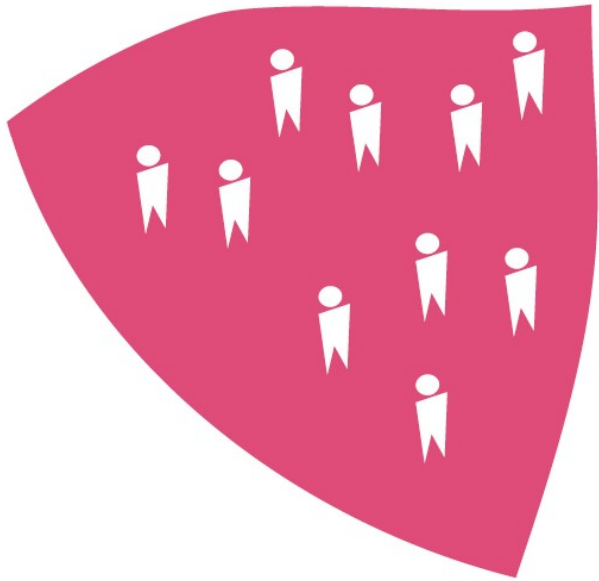
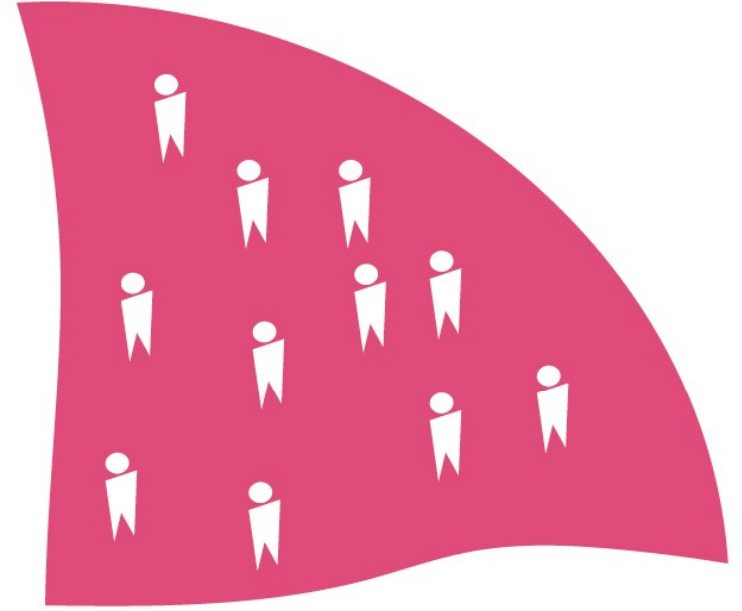
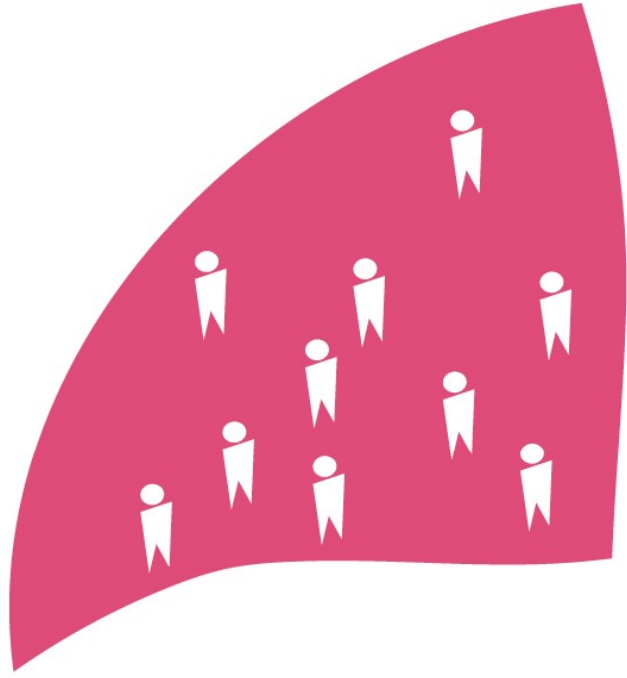


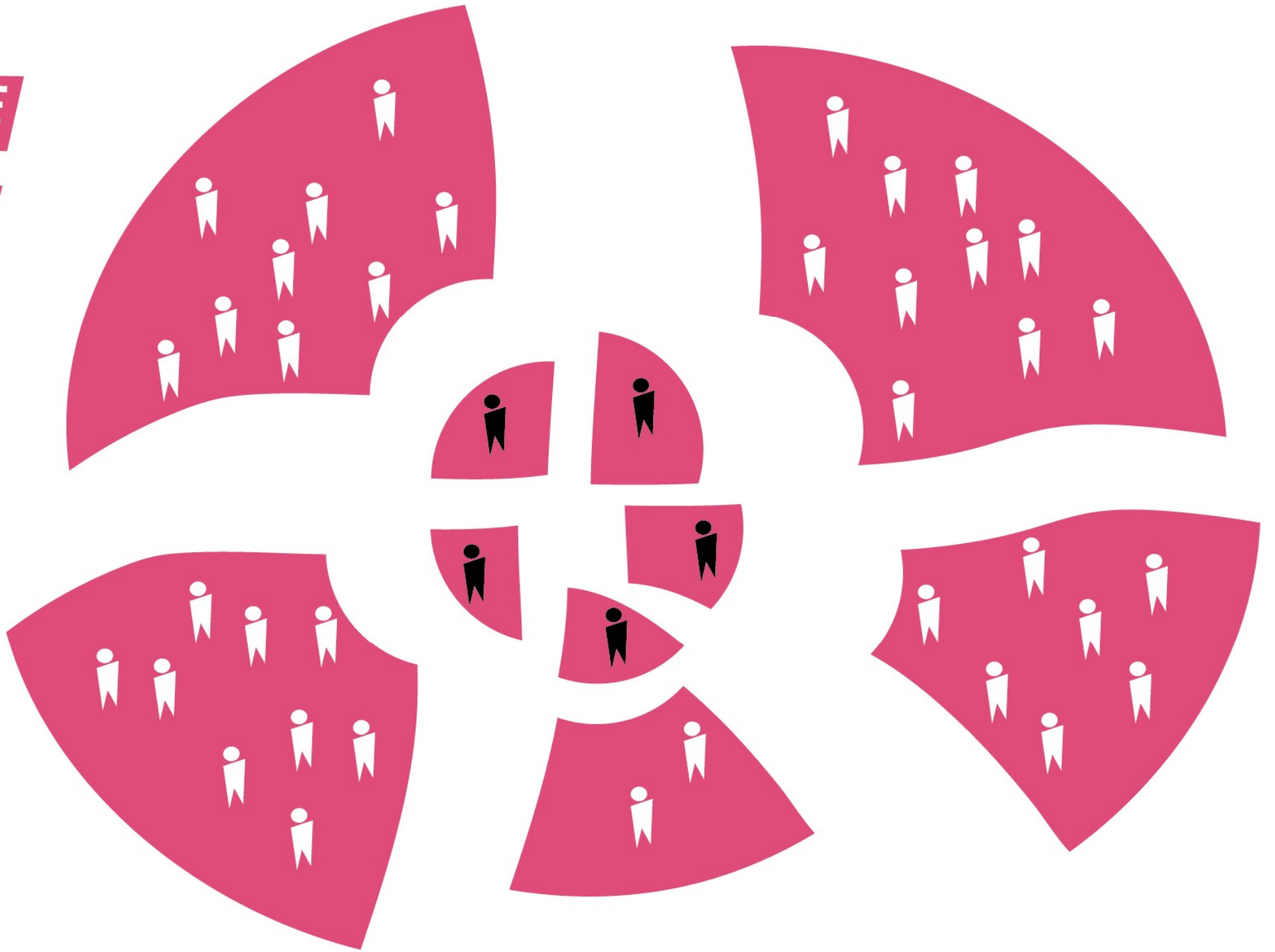


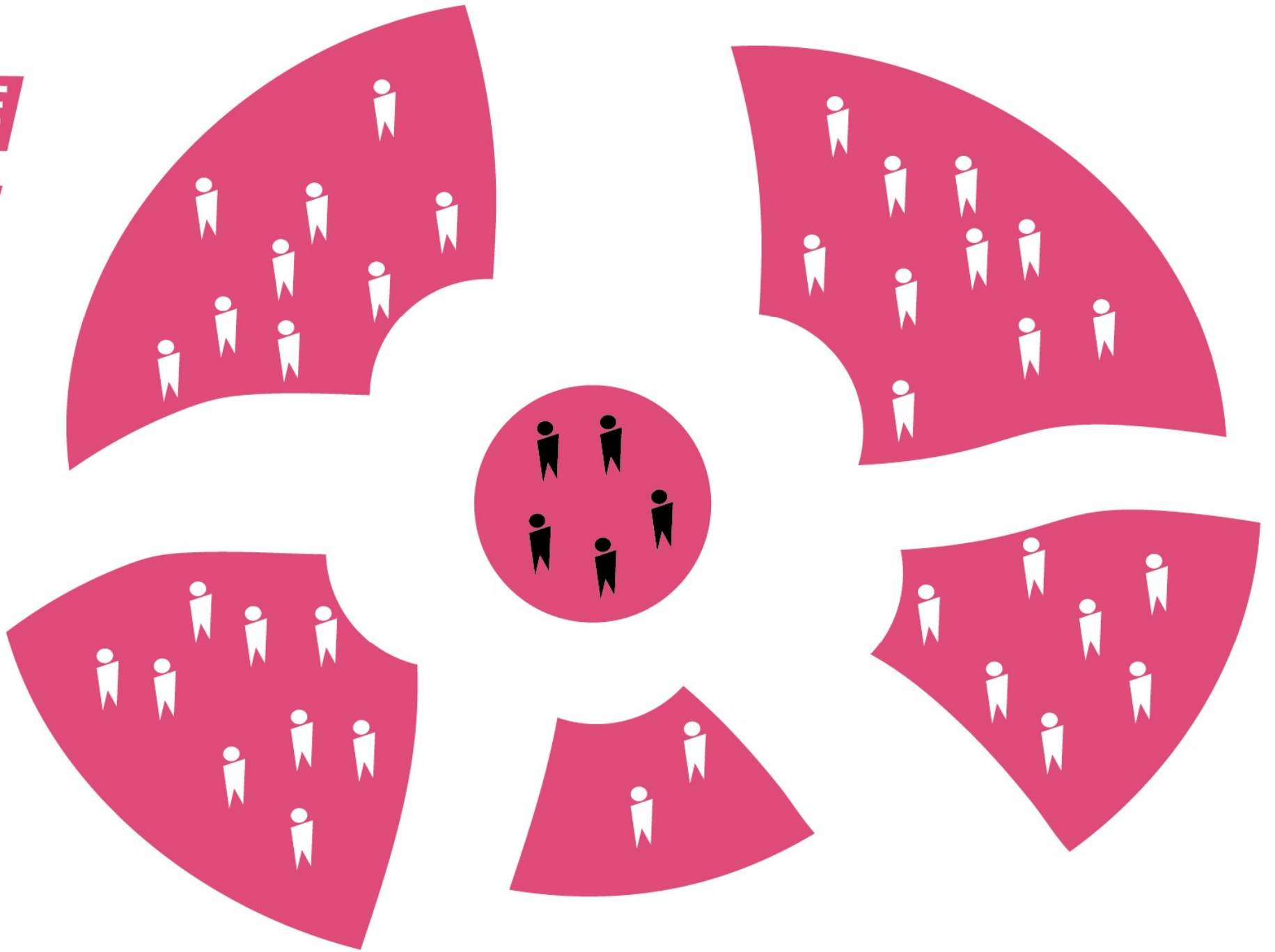












Unterstützt die
Organisationsform das Ziel?

● SOA



AGILE
SWEET
AREA



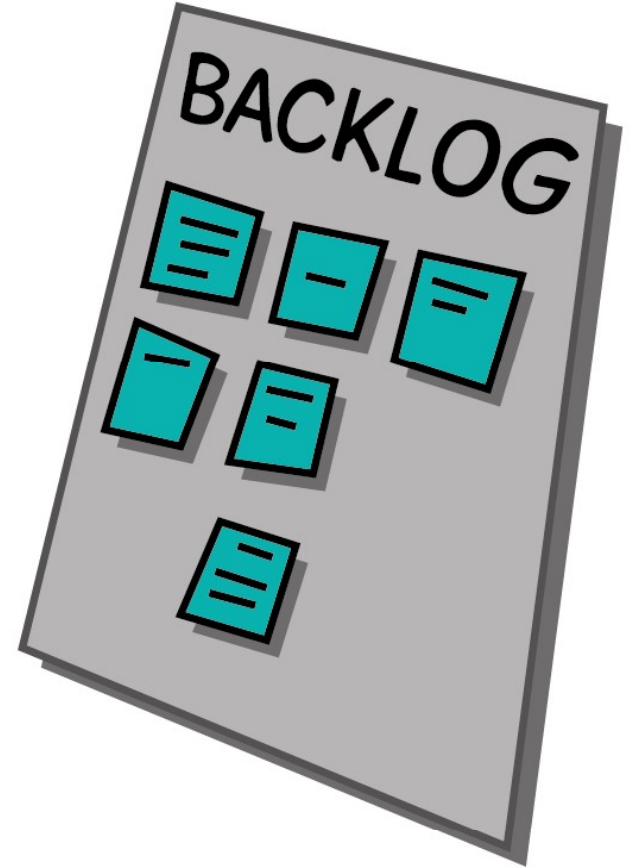
● Charles & Betty

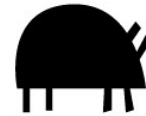
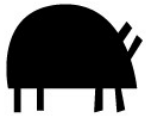
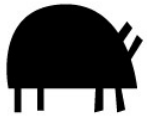
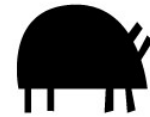
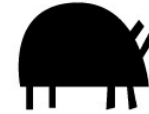
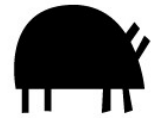
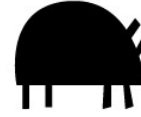
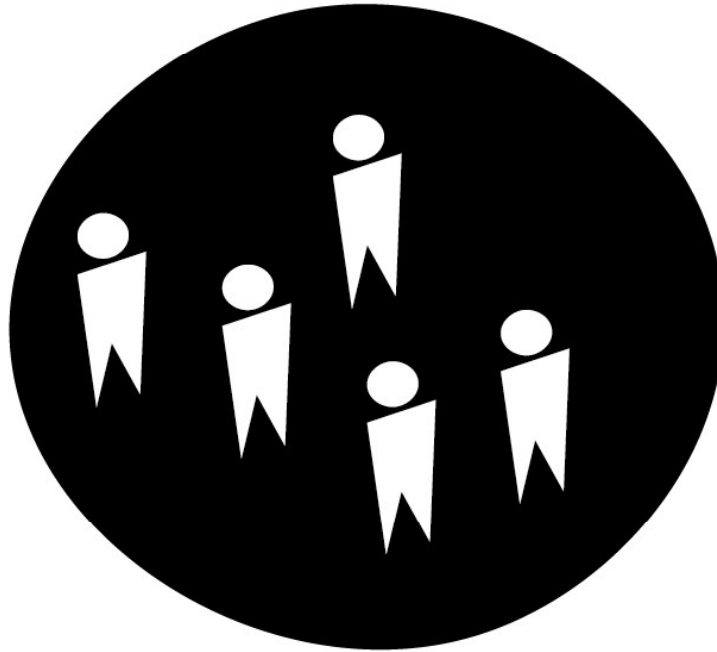


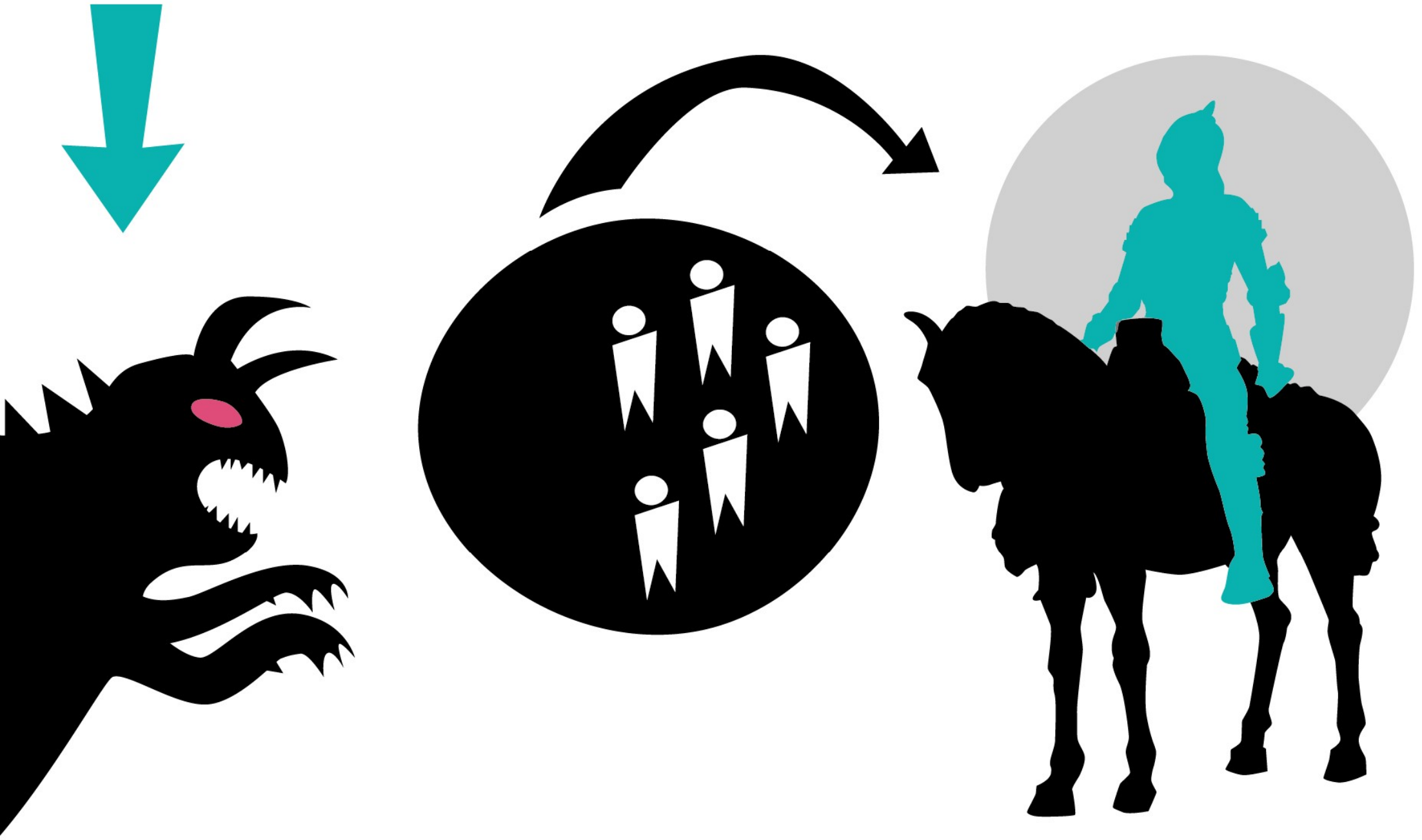
Signs of
too little
self-organization:

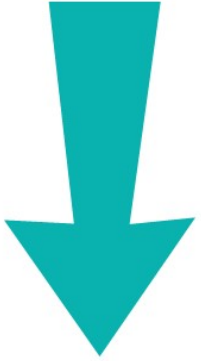


Yesterday, I did ...
Today, I'll do ...
No impediments.

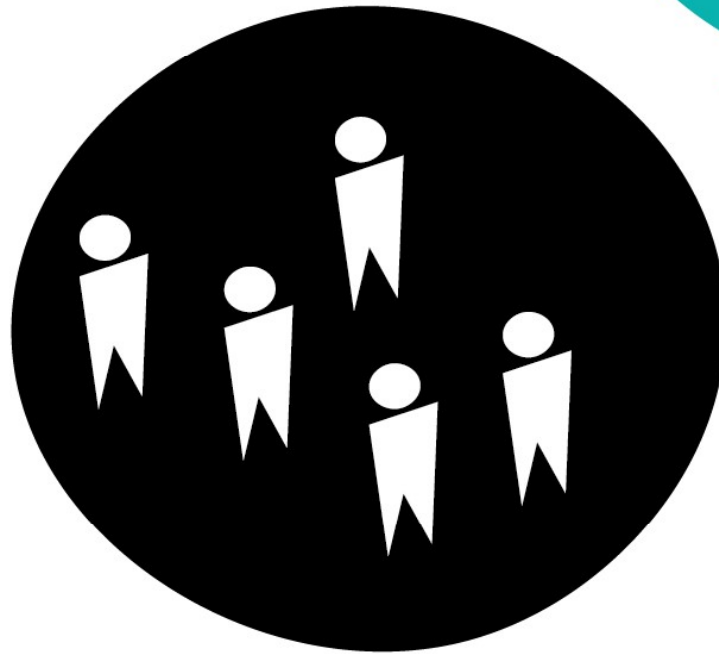






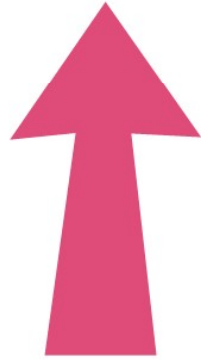


SHOULD!

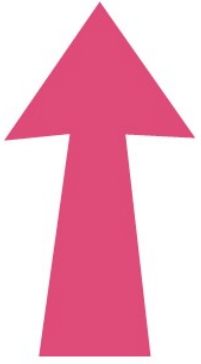


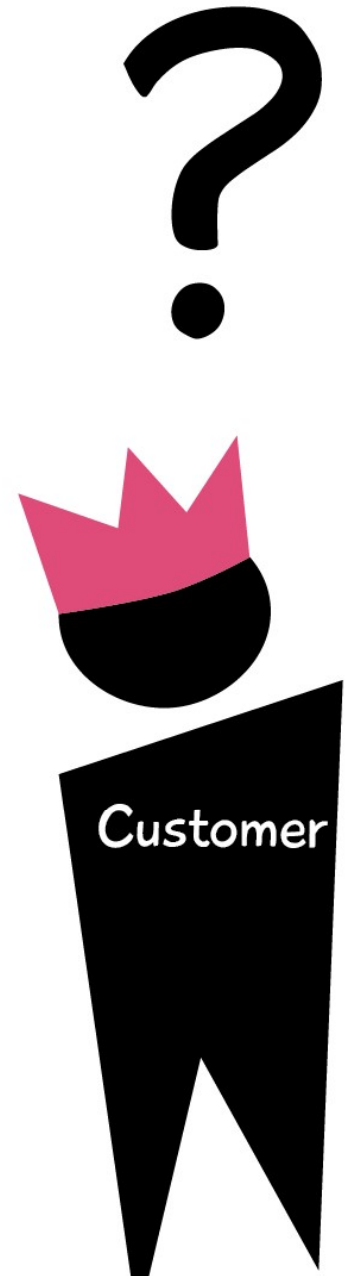
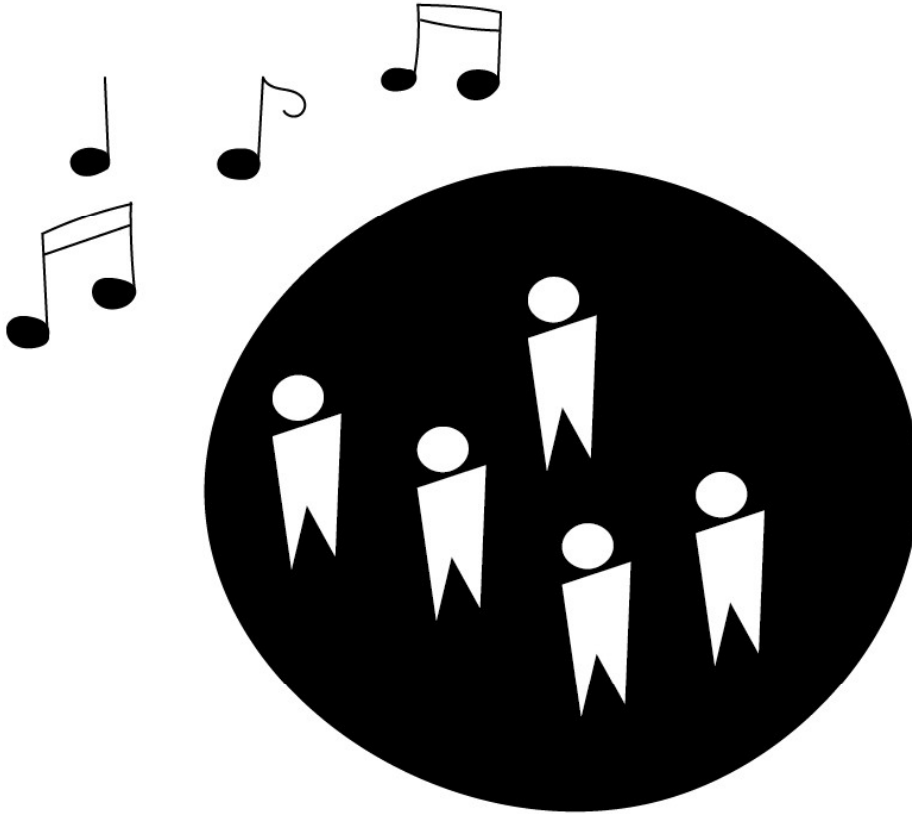
BUT!

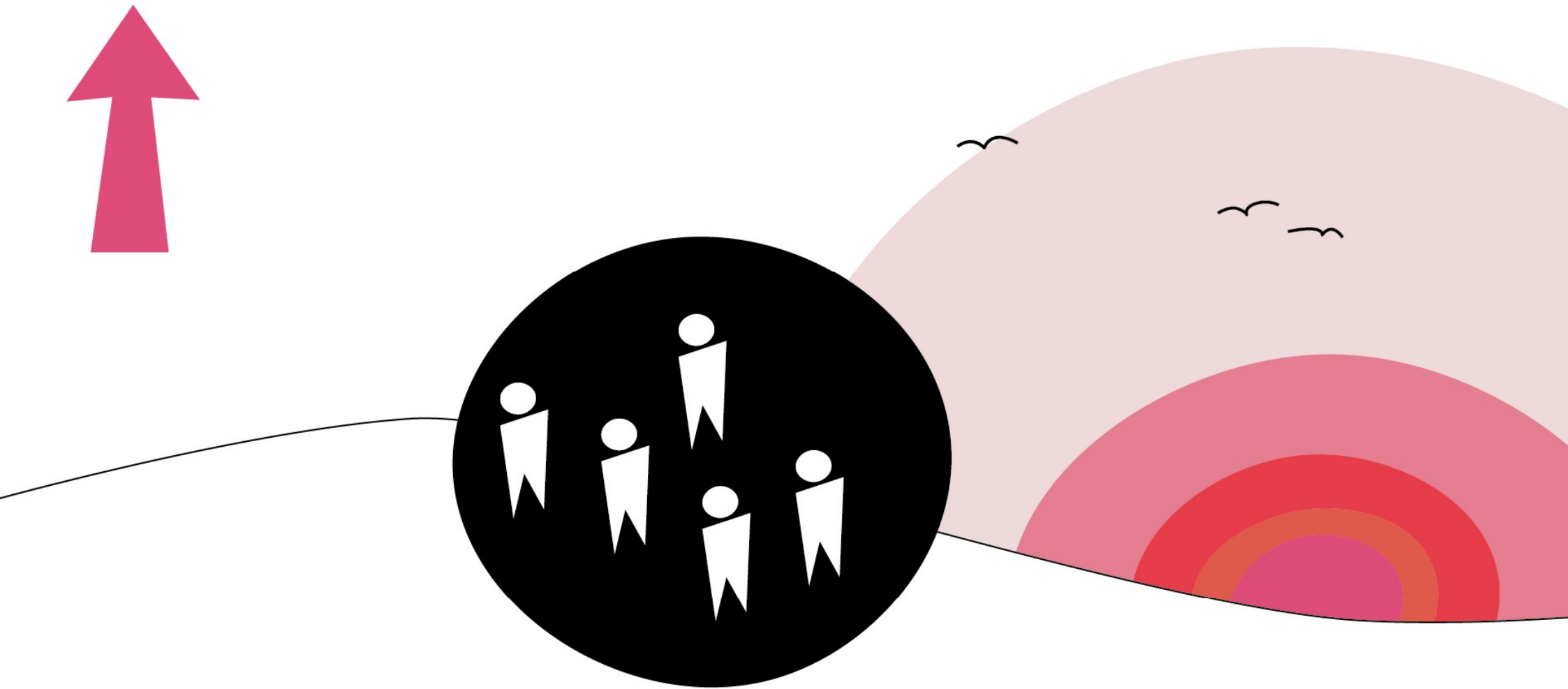
MUST!



Signs of
too much
self-organization:

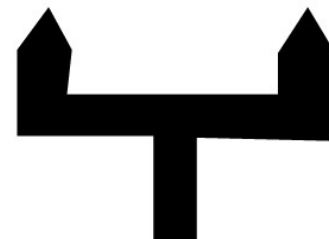


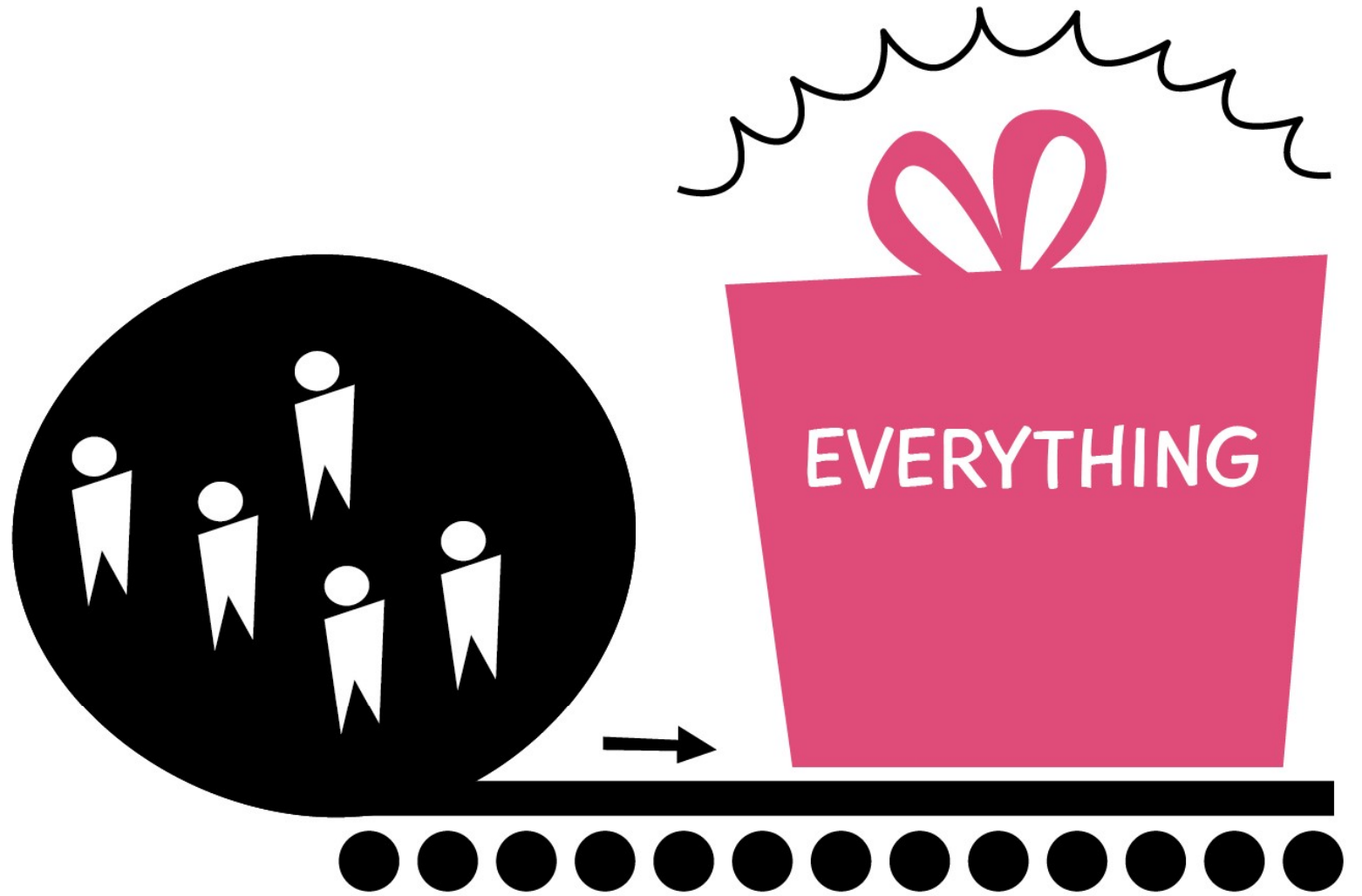
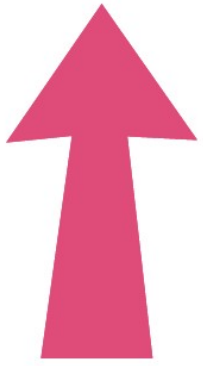




YES?

NO?





YES? NO?

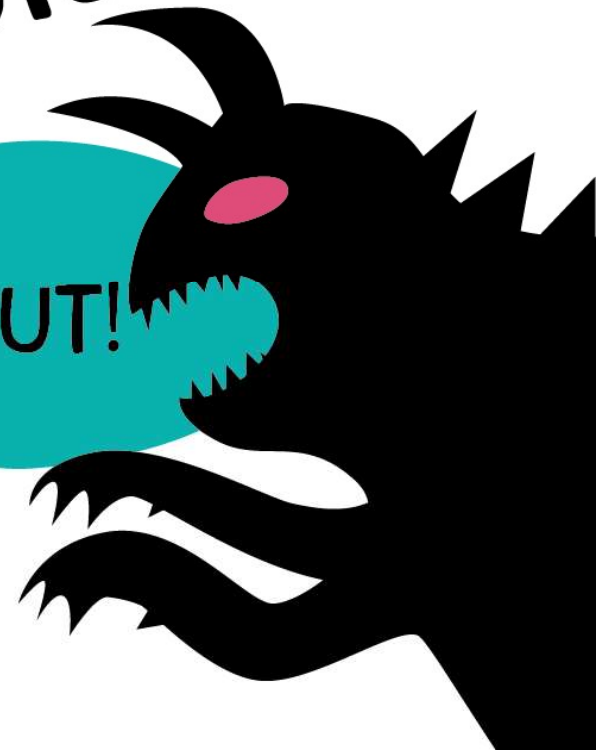
BACKLOG

MUST!

BUT!

Blah Blah

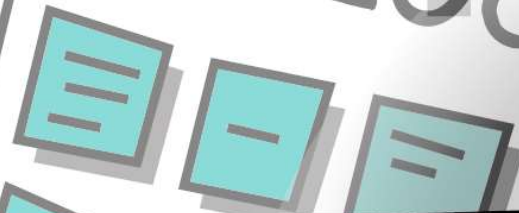
Blah! Blah! Blah! Blah?! Blah?! Blah?! Blah?! Blah?



YES?

NO?

BACKLOG



Blah!

Blah

Blah!

SHOULD!

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

Should we attend to all these single problems?

MUST!

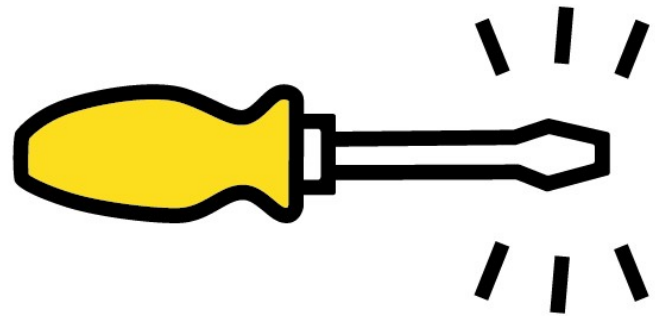


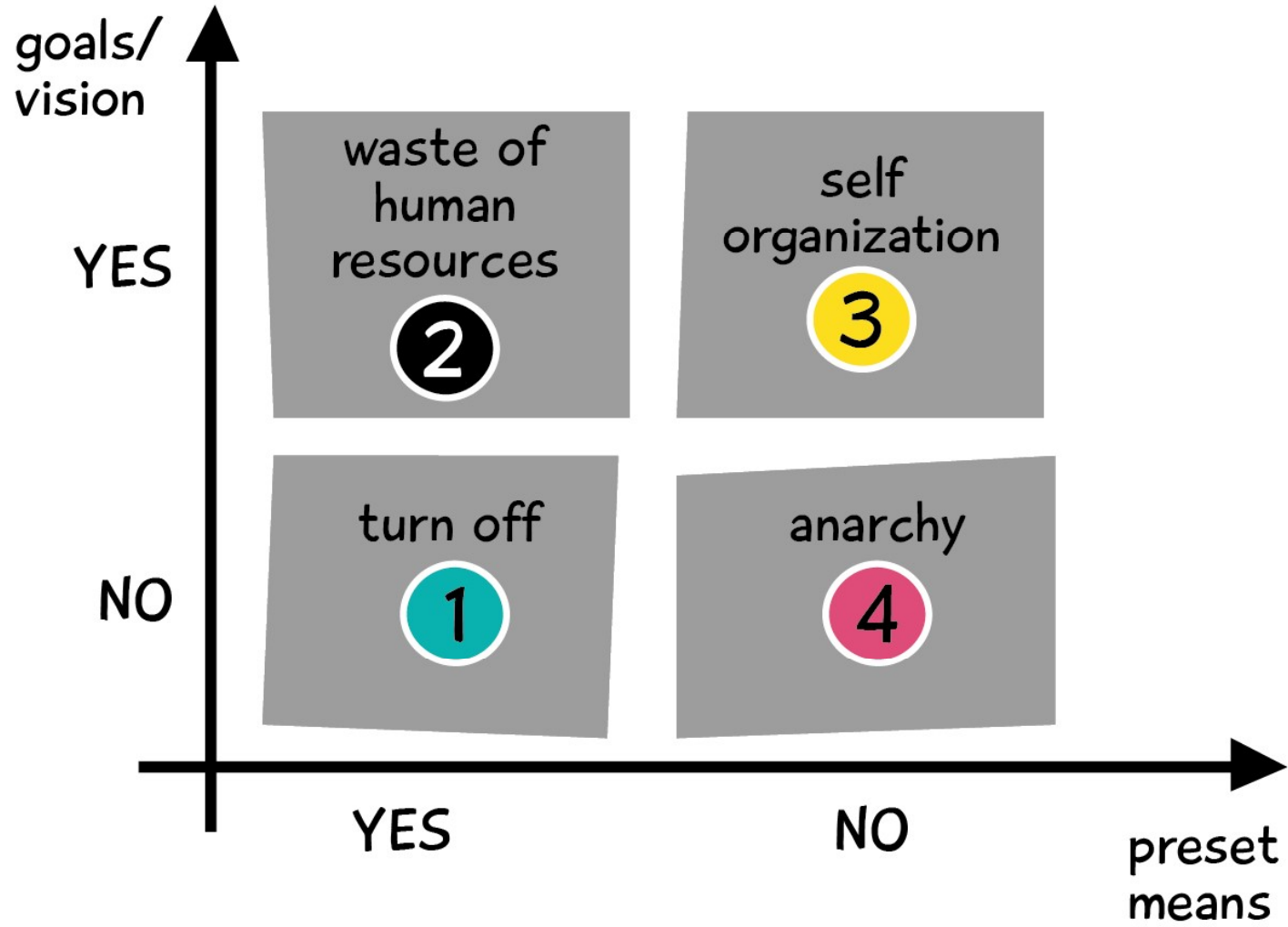
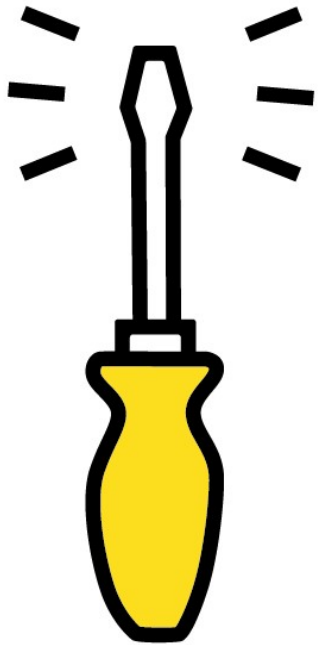
BUT!

Blah Blah

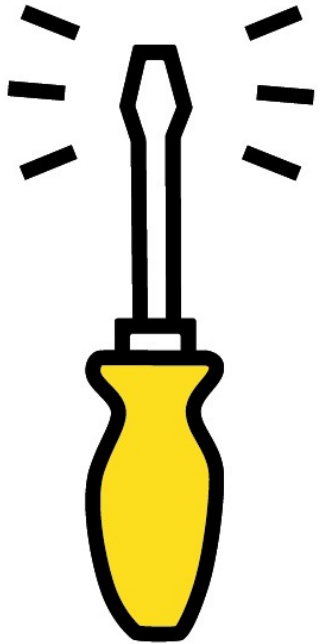


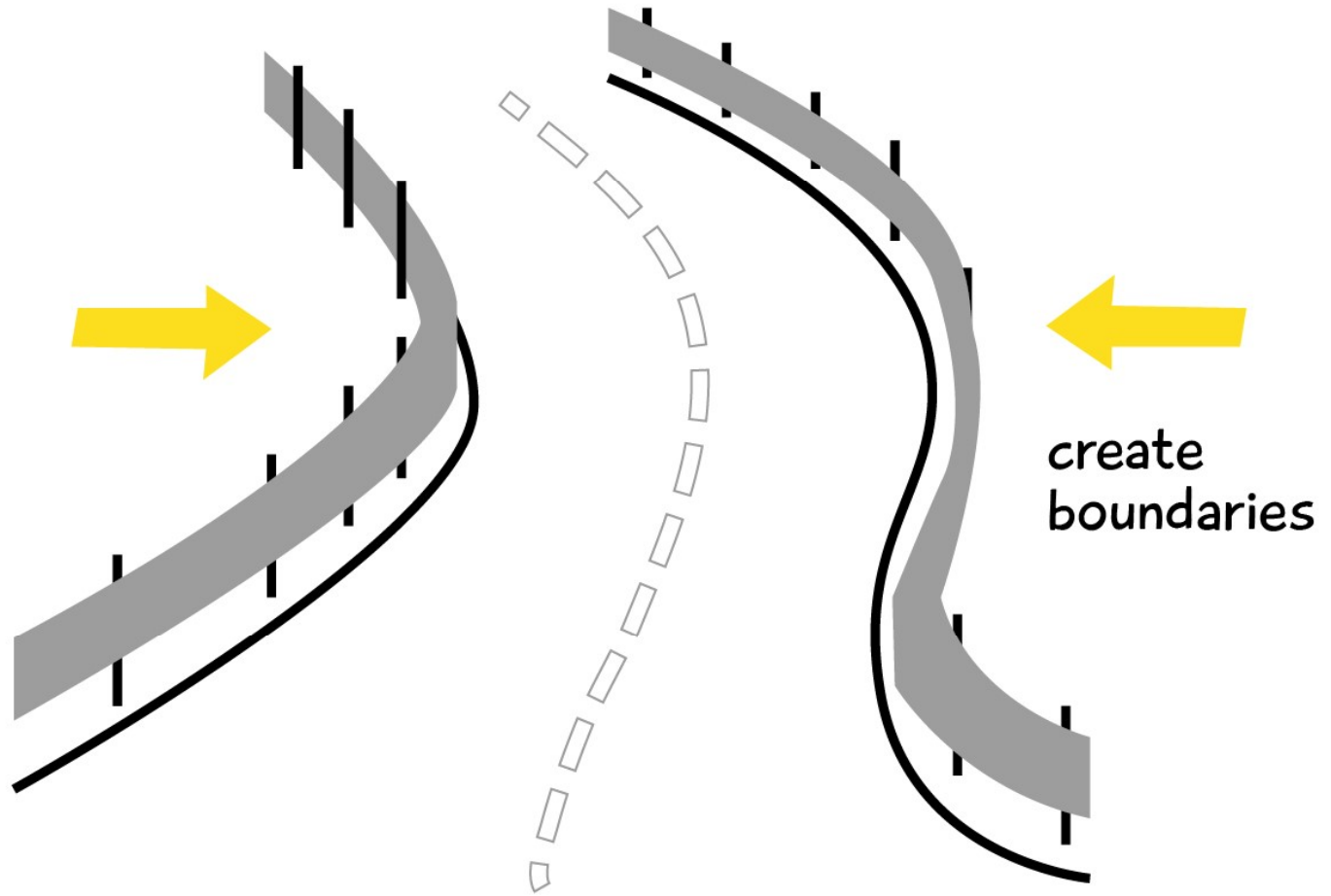
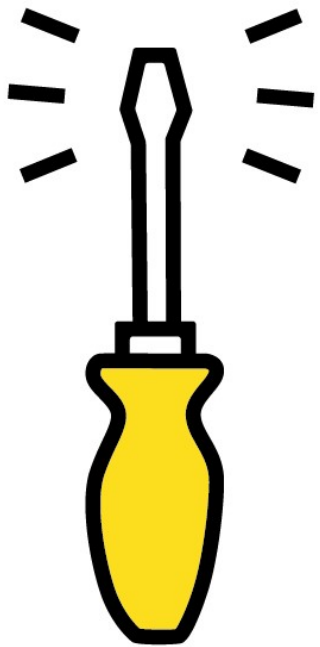
WHAT TO DO?



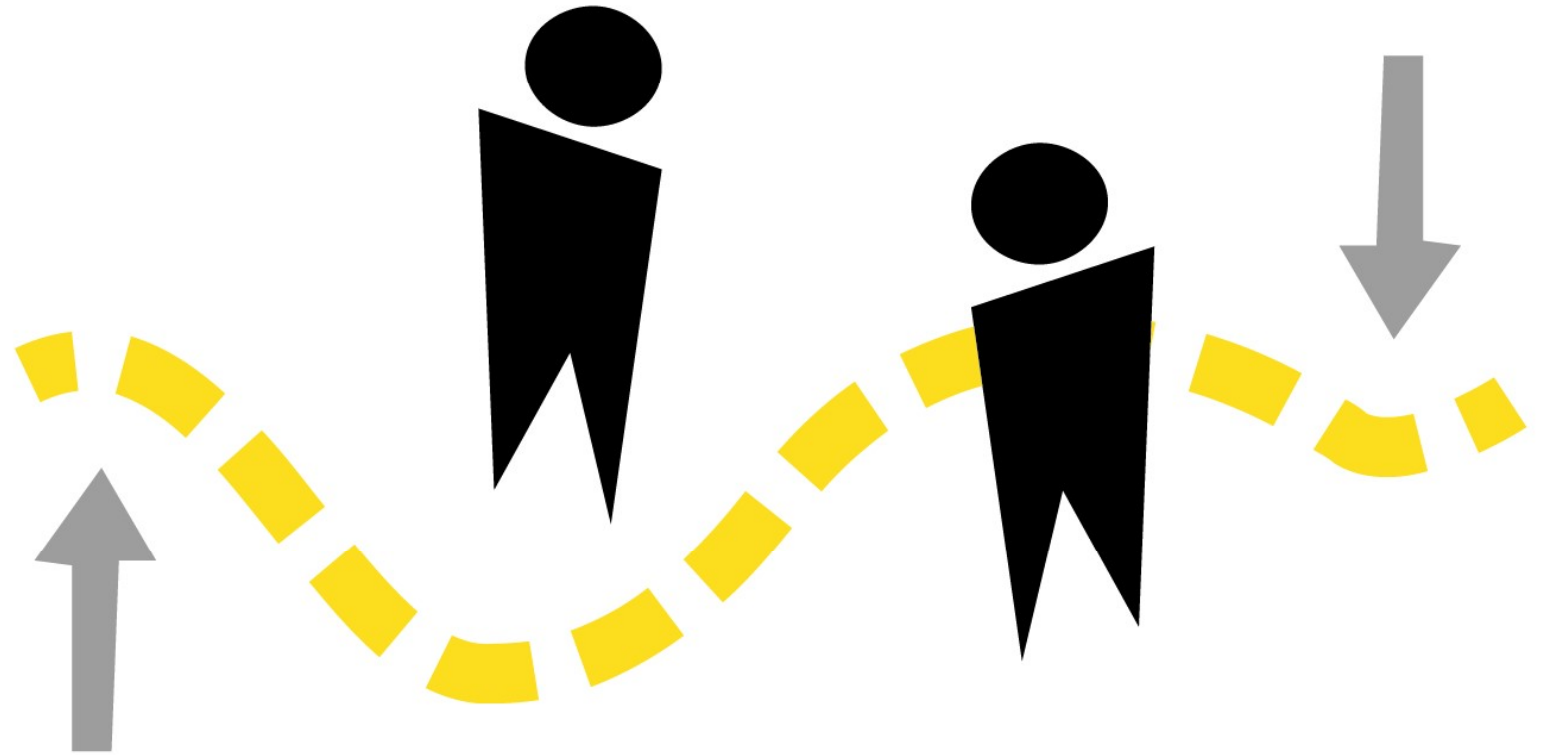
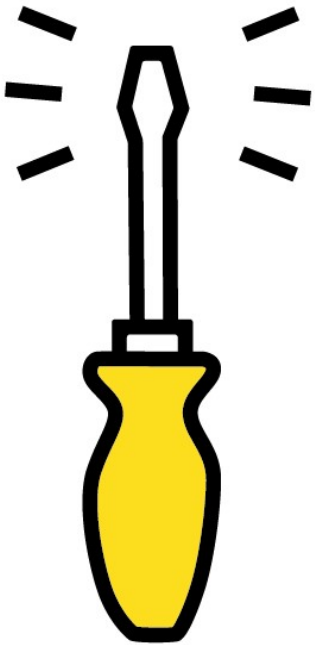


GOAL

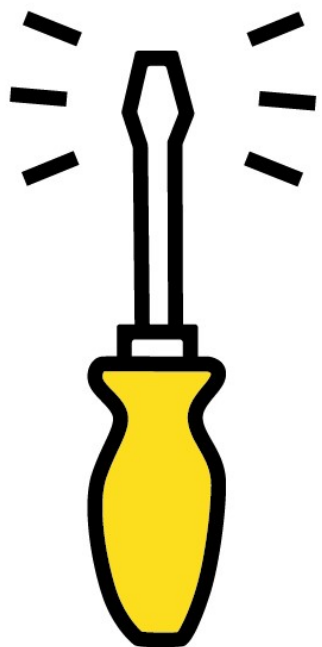


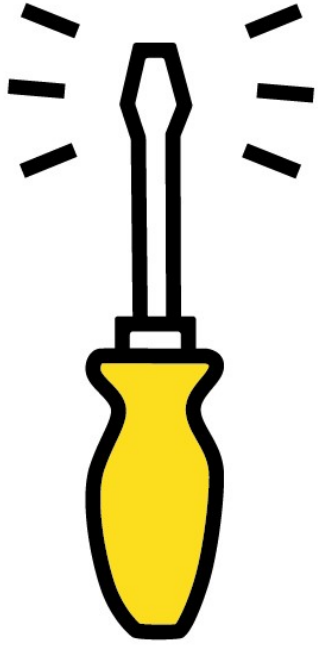


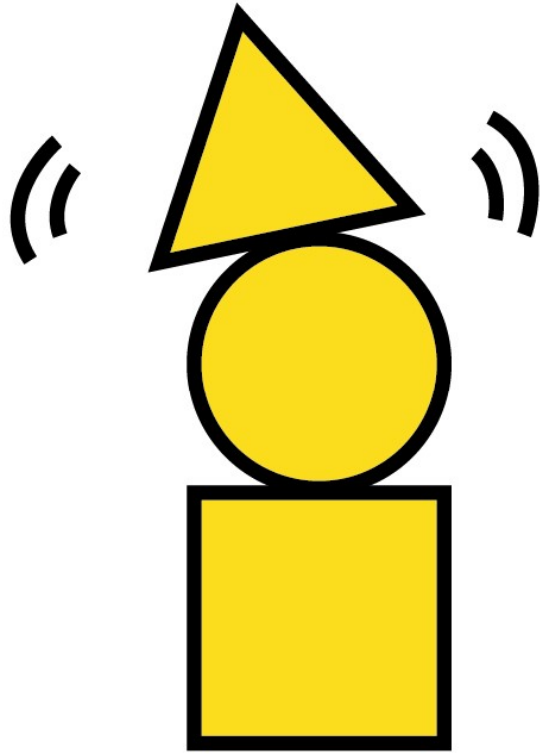
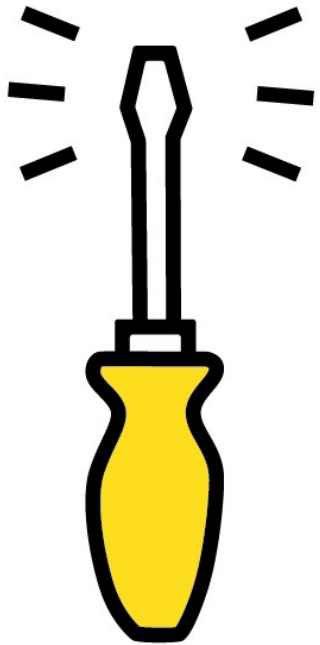
Teach the team to work with boundaries



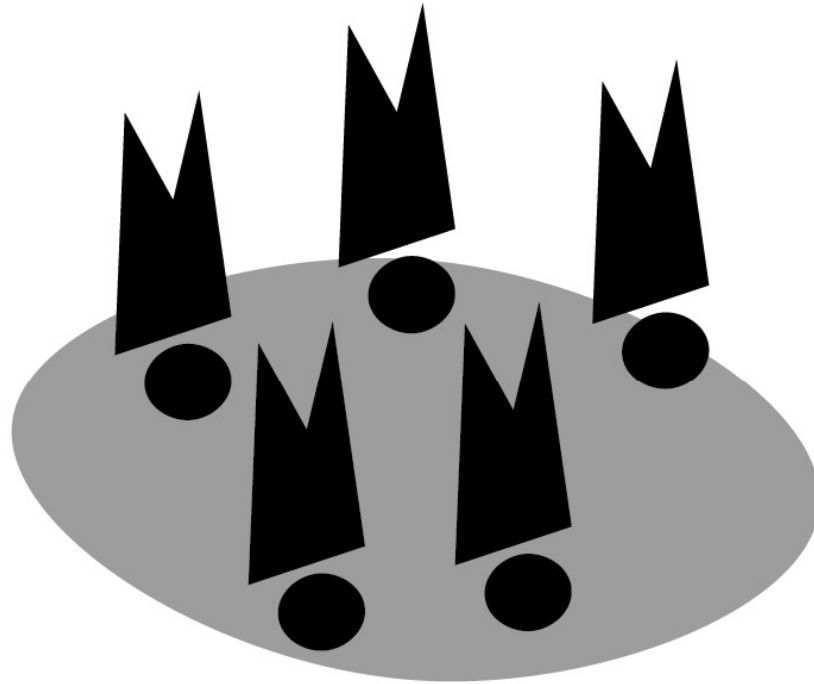
The room



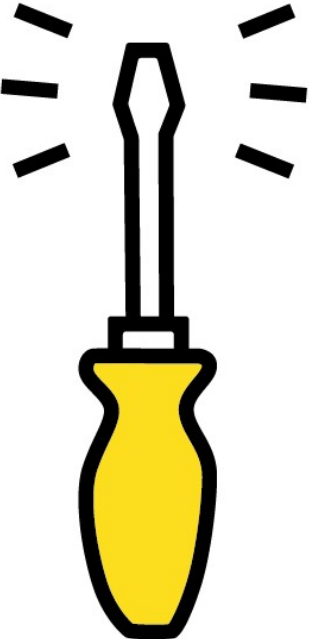
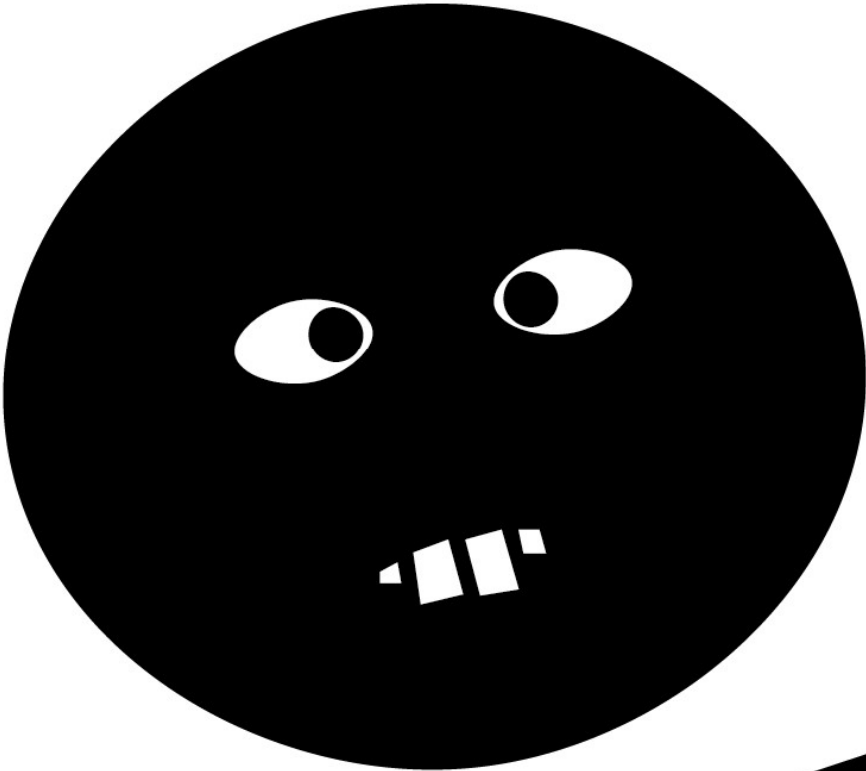


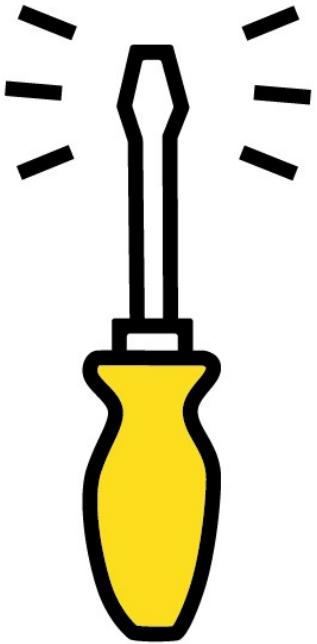
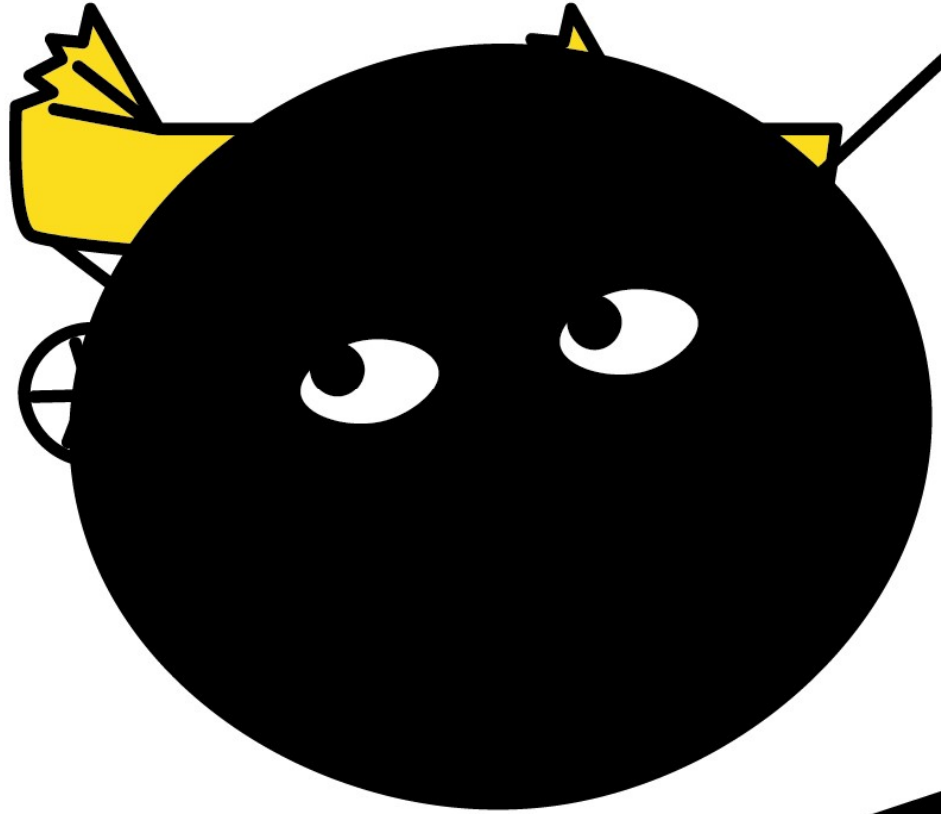


experiment



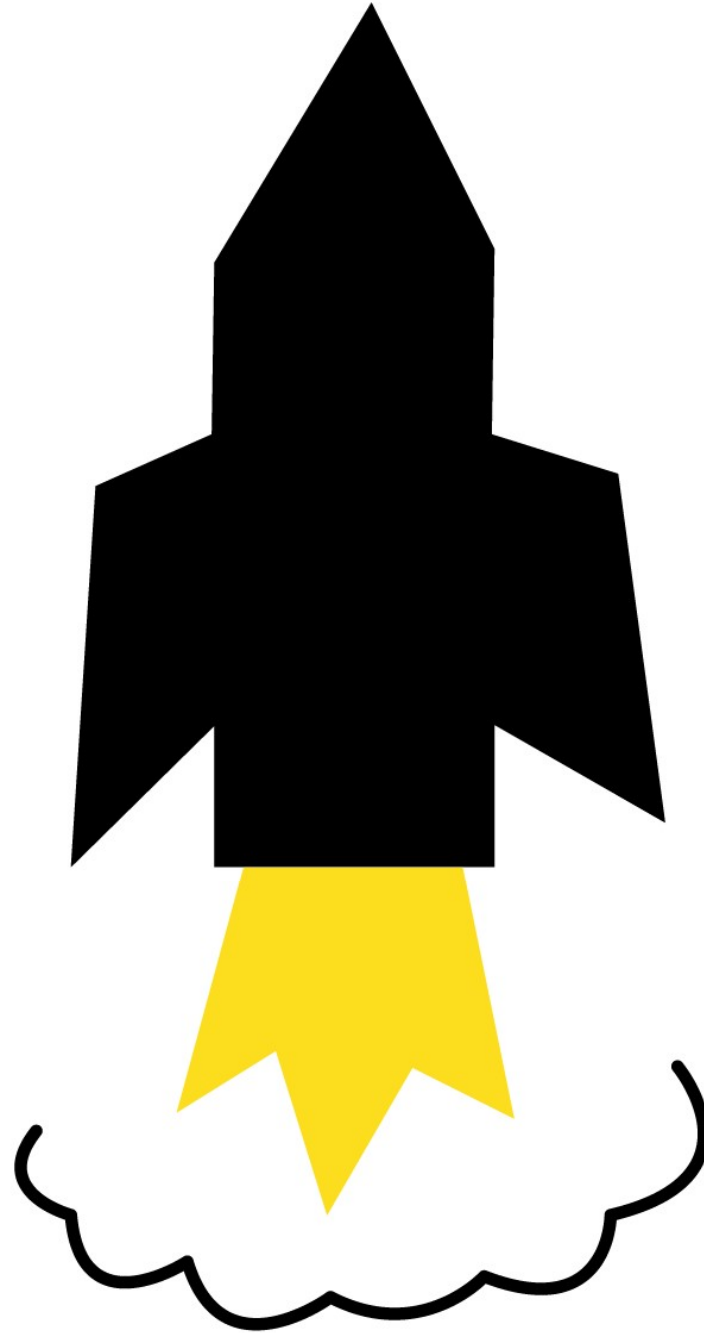
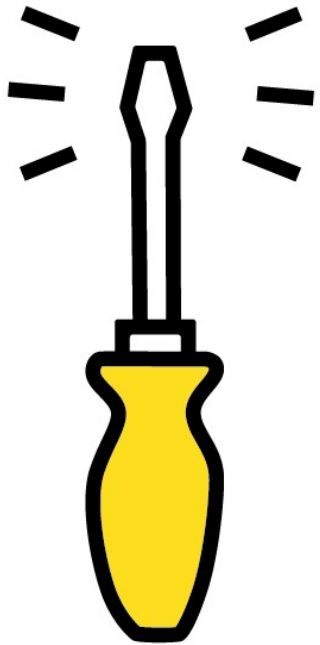
My own behavior



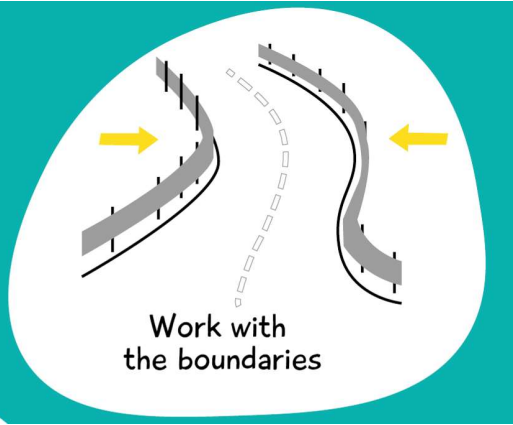


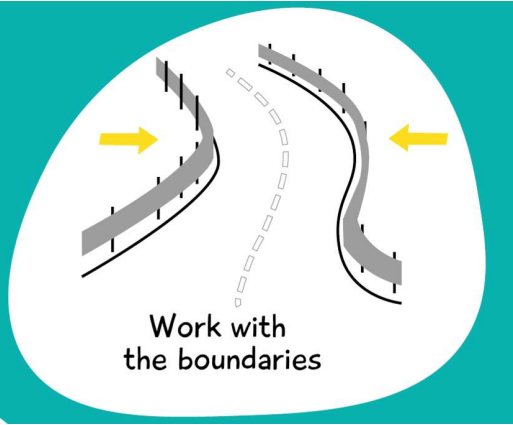
My expectations





**LIFTOFF
KICKOFF**





RESPECT



Have fun
with the team!

