WLM 2017 Offsite - Day 1

A personal story

- How did I end up here?
- What is my responsibility?
- Why are we here?

Why are we here?

- **Build the Team:** To build a dream WLM international team together
  - To become more productive and efficient in what we do
  - To build more collaborations across the team
- **Find our direction:** To find our direction and focus for 2017
- **Define our focus:** To identify the problems that we want to solve in 2017
- **Plan for 2017:** To find the people who want to solve those problem with us and to specify timelines

What do we want to achieve by the end of today?

- Define our team's mission
- An overview of the team's internal survey for 2016

What is the schedule?

Start time	End time	Activity
12:30	13:00	Lunch
13:00	13:20	Welcome, goals, logistics (Lily), team introduction
13:20	13:45	Why the team needs a mission? Examples of good and bad missions. (Lily)
13:45	14:15	What does WLM mean to you? (Lily)
14:15	14:30	Share
14:30	14:45	Break
14:45	15:15	What should WLM international team do? (Lily)
15:15	15:45	How should WLM international team do the above? (Lily)
15:45	16:15	Share
16:15	16:30	Break
16:30	17:00	Write first draft of team's mission
17:00	17:30	Share, reiterate, finalize.
17:30	18:00	Internal survey review (Stephen)
18:00	19:00	Do what you like to. :)
19:00	22:00	Dinner with the extended offsite attendees

Rules of the Game

Writing software and achieving our goals is a **team sport**

- None of us is a genius. :) If we want to have output that has impact, we need to work together.
- Hiding is considered harmful (both for productivity purposes as well as for the bus factor)
- Lose self-ego, develop team-pride
- Criticize without questioning someone's character/self and allow to be criticized
- Be patient
- Be open to be influenced

Too many rules to remember?

Remember the following three fundamental pillars

- **<u>H</u>umility**

  you are not the center of the world. You're open to self-improvement.

- **<u>R</u>espect**

  You truly care about others you work with. You treat them as human beings and appreciate their abilities and accomplishments.

- **<u>T</u>rust**

  you believe others are competent and will do the right thing, and you are OK with letting them drive when appropriate.

Let's define our mission

But wait, ...

Why do we need a mission?

Why do we need a mission?

Improved communication in the team

Clear sense of direction, things to do, and things not to do.

The process of arriving at the mission is as important as the mission itself.

- To arrive at a shared understanding of why we are in WLM international team
- To make sure everyone in the team moves toward the same direction
- To be able to identify the problems that we want to work on
- And to be able to say no to the problems that we don't want to work on

Let's define our mission, for real!

Examples of Good and Bad mission statements

Good mission

http://www.gwtproject.org/makinggwtbetter.html#introduction

Bad mission

Building the Dream Team

What is a dream team?

A team that …

- has a clear sense of direction and purpose
- is built on collaborations
- is highly productive and efficient
- volunteers want to contribute to and be part of