

# Building your team

Wikimania 2017\_Michael Jahn







**What could possibly  
go wrong?**



# Challenges, ...just a few

Examples of challenges...	...for the existing team	...for the “newbie(s)"/responsible person
Joining a team of volunteers	knowledge gaps, “overstepping”	knowledge gaps, exclusion
(co-)creating a team of volunteers	-	complementary skills, cultural fit
Joining a mixed team (volunteers, staff)	knowledge gaps, “overstepping”	roles
(co-)creating a mixed team	-	<b>complementary skills</b> , cultural fit
Joining a staffed team	“overstepping”, roles, status quo	exclusion, team politics
Building a staffed team	- / selection process	goals, skill sets, restrictions
Hiring people	-	scheduling, behavior, on-boarding

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**Establishing a clear  
understanding of  
what to achieve**

**Laying the  
groundwork for a  
thriving team culture**



# **Avoiding common challenges**

**Meeting deadlines,  
expectations, budgets**

**clear  
understanding  
of what to  
achieve**

- purpose  
    #why
- shared assumptions  
    #what
- documentation  
    #how

# Groundwork for a thriving team culture

- We're all **smupid!**
- **unboxing** hierarchy
- **feedback** culture
- **rules** of engagement

# Avoiding common challenges

- trust people over text
- storytellify
- driver vs passenger seat



# Meeting deadlines, expectations, budgets

- ask'n'insist
- done is better than perfect
- show don't tell
- Dr. Failure and Mr. Learn

# Tools

- **Purpose**
  - **shared assumptions**
  - **documentation**
  - We're all **smupid!**
  - **unboxing** hierarchy
  - **feedback** culture
  - **rules** of engagement
  - trust **people over text**
  - **storytellify**
  - **driver** vs passenger seat
  - **ask'n'insist**
  - **done** is better than perfect
  - **show** don't tell
  - **Dr. Failure and Mr. Learn**
- goals, mission, rationale...
  - subject, ethics, roles, commitments...
  - wikis, email, task & project management
  - AGF, reasoning as default...
  - define roles/dismiss roles, stick to either
  - “perception” over “truth”, offer solutions
  - values, stand-ups, spotlights
  - face-to-face, Hangouts, clarification
  - define phases, summarize, repeat
  - celebrate milestones, baby steps, U-turns
  - task description, checklist, confirmations
  - use MVP's, scenarios, accept imperfection
  - communicate tangibles, revisit promises
  - evaluation, iteration, “release early/often”

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**Thanks!**

