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	-	**complementary skills**, 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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Four common
solutions

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

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Thanks!