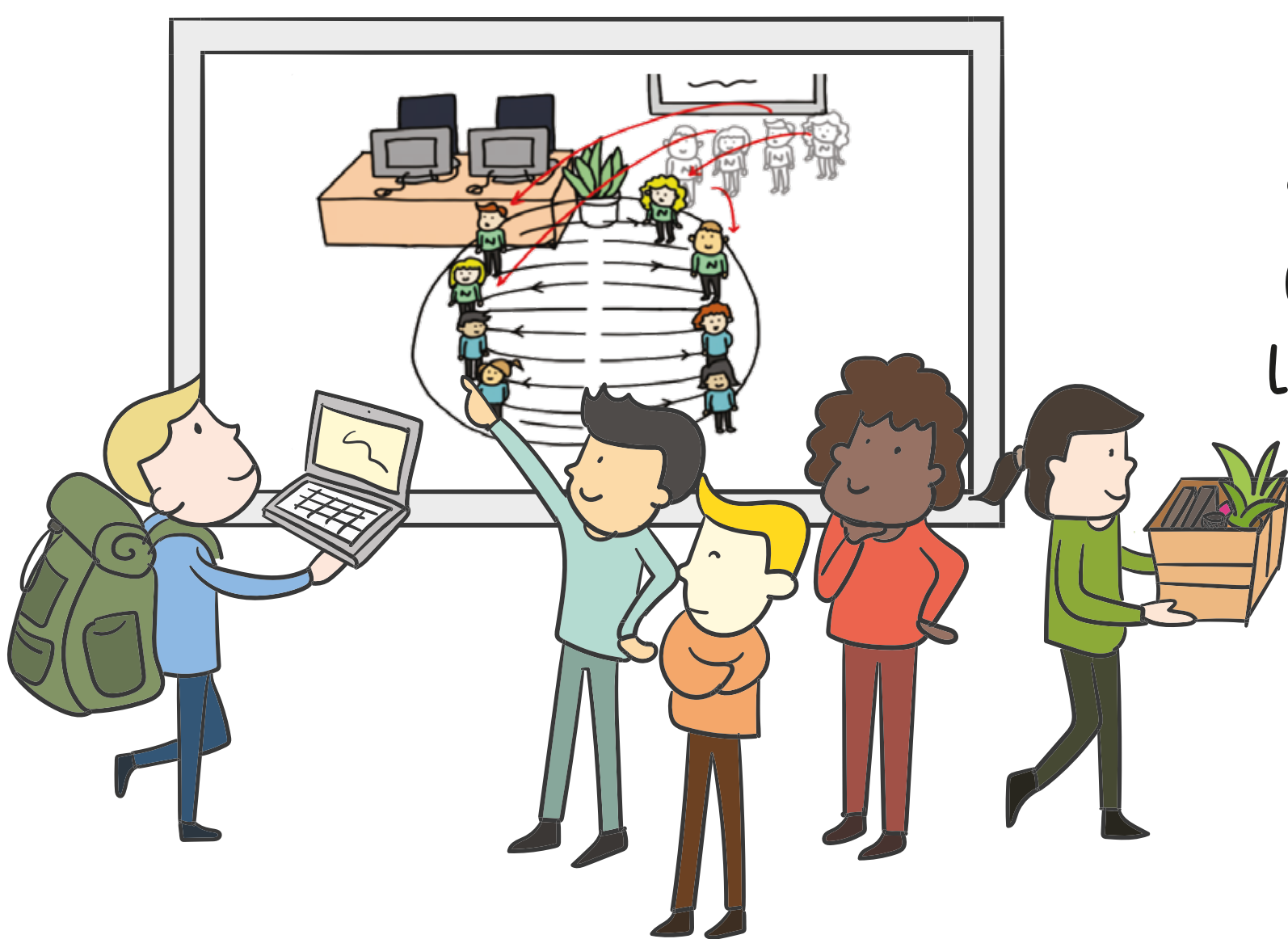


5 Team Dynamics Mistakes - And 5 Ways To Fix Them

AGILE IS GREAT BUT OFFERS NO ANSWERS ON HOW TO EVOLVE HIGH PERFORMING TEAMS. GIVEN THAT LESS THAN 25% OF ALL TEAMS REACH A HIGH PERFORMING STATE, WE NEED TO FIND THOSE ANSWERS ELSEWHERE. HERE ARE 5 MISTAKES, AND THEIR CORRESPONDING SOLUTIONS, THAT CAN PUT THE ODDS IN YOUR FAVOR :

1

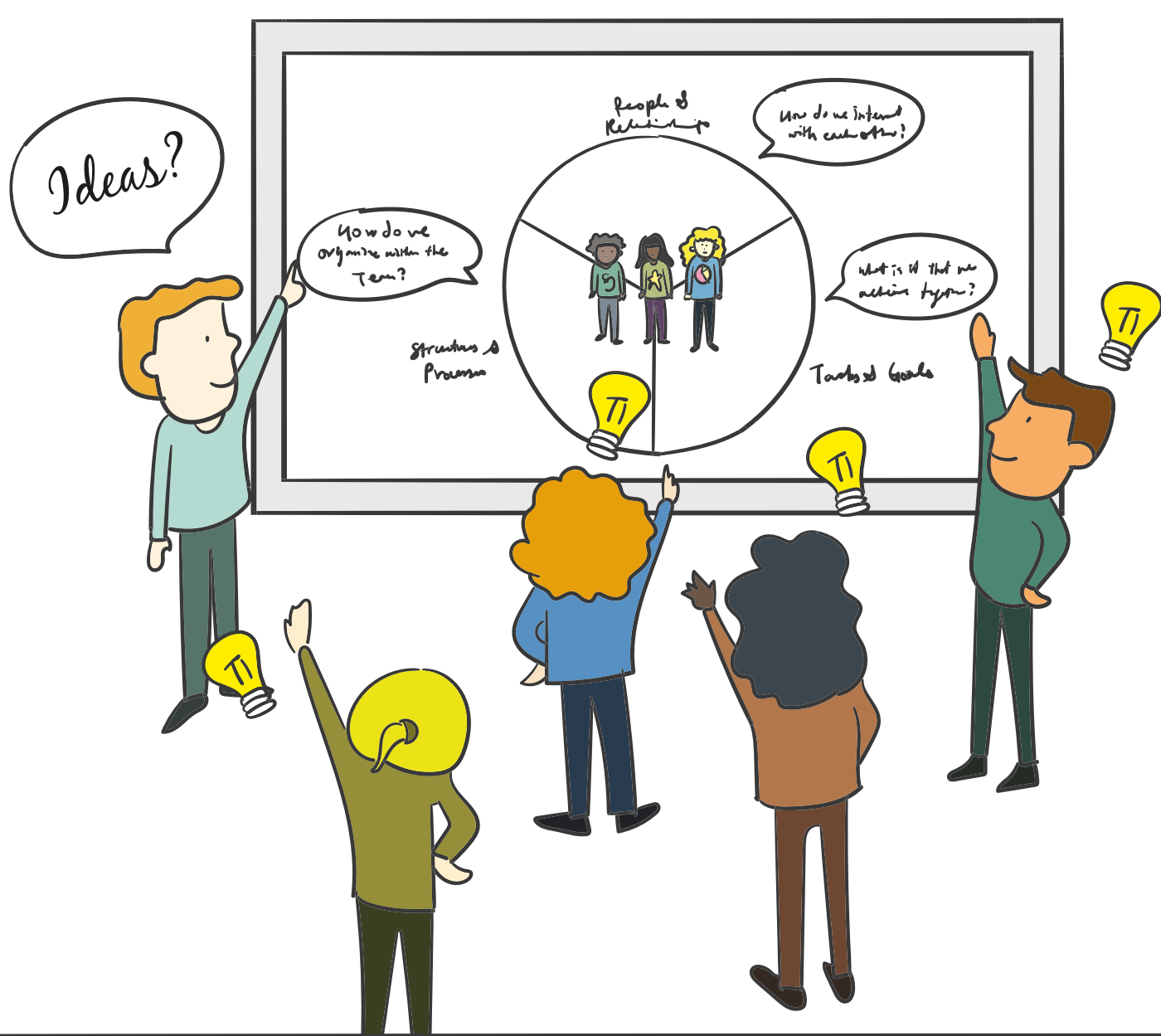
IN THE BEST-CASE SCENARIO, TEAMS NEED 6-9 MONTHS TO REACH A HIGH PERFORMING STATE. BUT MOST TEAMS HAVE A LIFESPAN SHORTER THAN THAT.



SET AN ORGANIZATIONAL GROWTH STRATEGY THAT LIMITS TEAM COMPOSITION CHANGES.

2

NOT PAYING ATTENTION TO THE TEAM DYNAMICS THAT ARE AT PLAY. DIFFERENT STAGES REQUIRE VERY DIFFERENT LEADERSHIP WITHIN THE PEOPLE, PRODUCT, AND PROCESS DOMAINS.



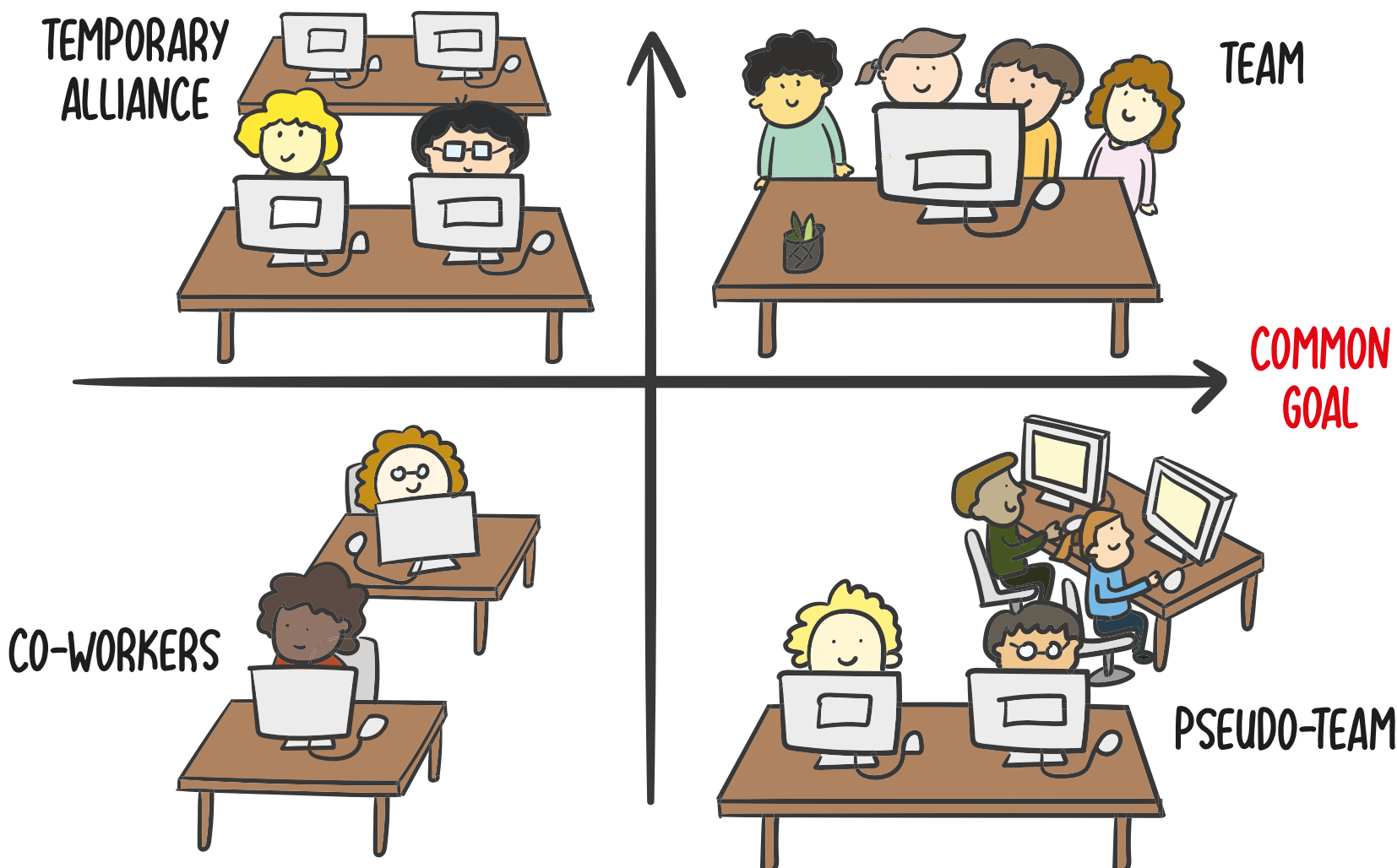
BE MORE HANDS-ON IN THE EARLY STAGES, BUT HAND OVER MORE AND MORE DECISION MAKING RESPONSIBILITY AS THE TEAM LEARNS TO COLLABORATE TOGETHER.

3

DIFFERENT TYPES OF WORKING GROUPS

NEED EACH OTHER

EXPECTING THAT BY CALLING A WORKING GROUP A TEAM, THEY'LL MAGICALLY BECOME ONE.



TO BE A TEAM, GROUPS NEED TO HAVE BOTH A SHARED GOAL AND A NEED FOR EACH OTHER. UNLESS BOTH OF THESE ARE TRUE, DON'T FORCE YOUR GROUP TO BE A TEAM.

4

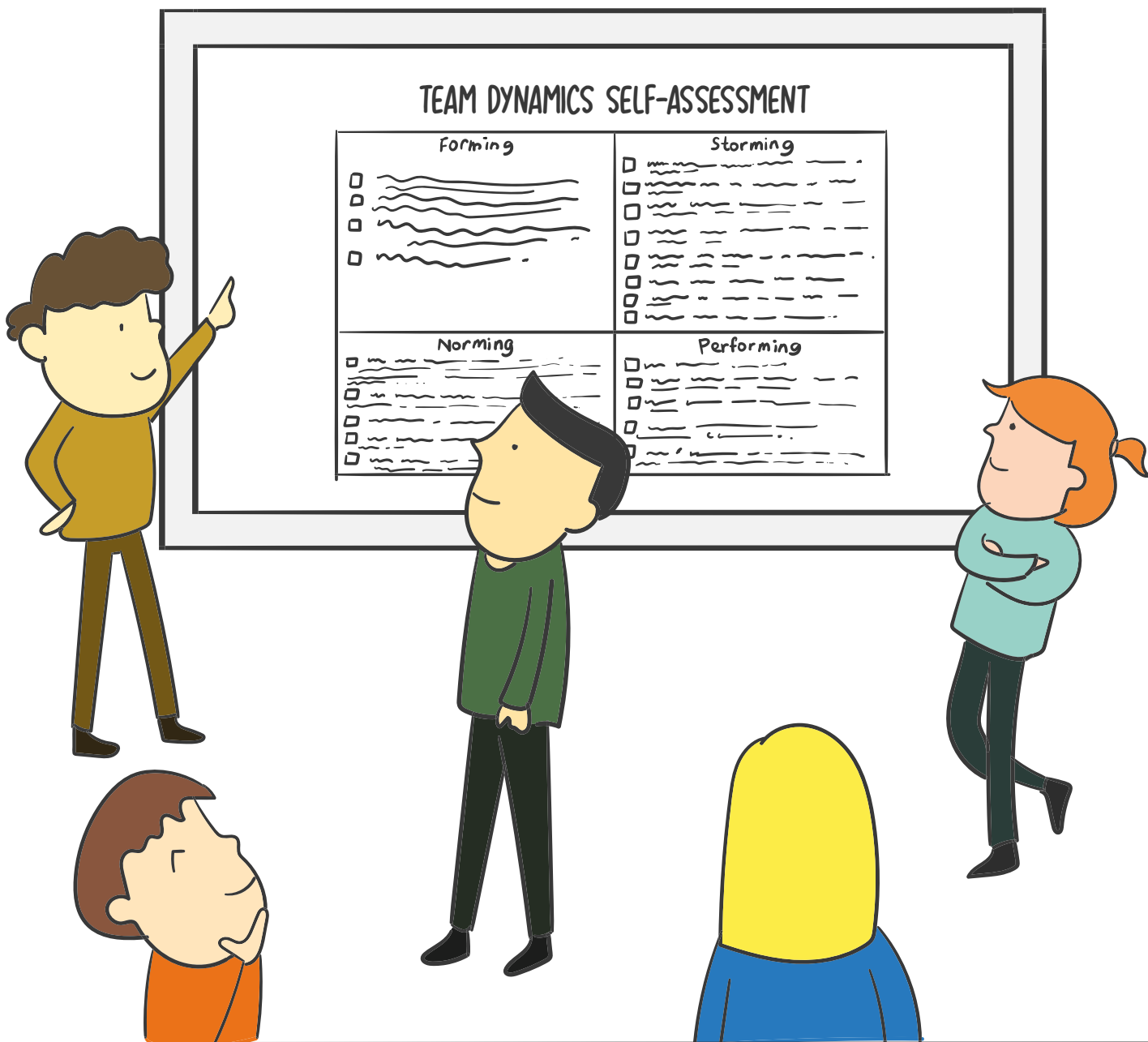
TRYING TO SOLVE ORGANIZATIONAL DYSFUNCTION BY COACHING TEAMS. PERCEIVED TEAM DYNAMICS ISSUES OFTEN STEM FROM ORGANIZATIONAL DESIGN FLAWS.



MAKE SURE YOUR TEAMS HAVE A COMPELLING MISSION, THE NECESSARY SKILLS, AND THE MANDATE TO MAKE DECISIONS. IF THEY DON'T, EXPLORE POTENTIAL ORGANIZATIONAL ISSUES.

5

DISBANDING HIGH PERFORMING TEAMS HOPING THEY'LL STABILIZE OTHER TEAMS OR DYSFUNCTIONAL TEAMS THINKING THE PROBLEM LIES IN THE TEAM.



VISUALIZE HOW THE ORGANIZATIONAL STRUCTURE IMPACTS TEAM PERFORMANCE. IS IT OVER OR UNDER CONSTRAINED?

WANT TO MASTER TEAM DYNAMICS? CONTACT US!



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