

# how well does your team work?





# meet Howard...

the disruptive team member

# what would you have done with Howard?

Fireeeeeee

Fire!

Fire him

Tell him

Asskicking

Talk with him

talk to him

Promote Him



# what would you have done with Howard?

Talk to him

1-man team

Buy him a beer 🍺 or two

Fire or change team

Communicate with him

Give him more money.

Ask him why he does it

Take him out for coffee and ask him if everything is ok, you never know what's going on behind the eyes



# what would you have done with Howard?

Ask him to lead meetings

Invite him for a football

Talk to him

Move him away from the team, one man thing

Slap him (figuratively)

Fire!

ask him why he is behaving the way he does

I will consult him and if he is delivering work - then fine for my business



# what would you have done with Howard?

shared mission / goal

Corporate greed

synergy

mission

teams are not always  
the correct answer



what characteristics make a team a team?





a team is a group of people  
with a **shared purpose**  
who perform **interdependent tasks** and  
work toward achieving a **common goal**



we are fixated  
with creating teams



organisations are  
often too rigid and  
focus on hierarchical structures



**focus on the work,  
not on the structure**



# meet Susan...

the ultimate expert



# what would you have done with Susan?

Talk to her

Let her be lone wolf

Replicate

Clone

make her pair on  
everything (navigator)

One person team

Fire

Mentoring others



# what would you have done with Susan?

Get her to document  
and record videos get it  
out of her head

Turn into AI agent

ask her to mentor others

Dont give her work to do.

Ignore

Help her delegate

Pair her, dissolve the  
knowledge

Support her in sharing  
her knowledge and  
expertise



# what would you have done with Susan?

Isolating

Ideally assign some junior to her as mentor

delegate

Reduce her workload

Let her mentor

Tell her it's ok mum

Nothing

Clone



# what would you have done with Susan?

Fill out a skills matrix

Break the silo



Skill Matrix Template

Skill/Capability Description	Staff Name 1		Staff Name 2		Staff Name 3		Staff Name 4		Staff Name 5	
	SL	Int	SL	Int	SL	Int	SL	Int	SL	Int
SKILL 1	4	2	4	2	1	2	2	1	2	2
SKILL 2	1	2	3	2	4	2	2	1	2	2
SKILL 3	2	2	1	1	1	1	1	2	1	1
SKILL 4	3	2	1	1	3	2	3	1	3	2
SKILL 5	2	2	3	1	2	1	3	2	2	1
SKILL 6	1	1	3	2	2	1	4	2	3	2
SKILL 7	3	2	2	1	3	2	1	1	4	2

skills liquidity



VUCA / BANI



# are you familiar with the terms VUCA and/or BANI?





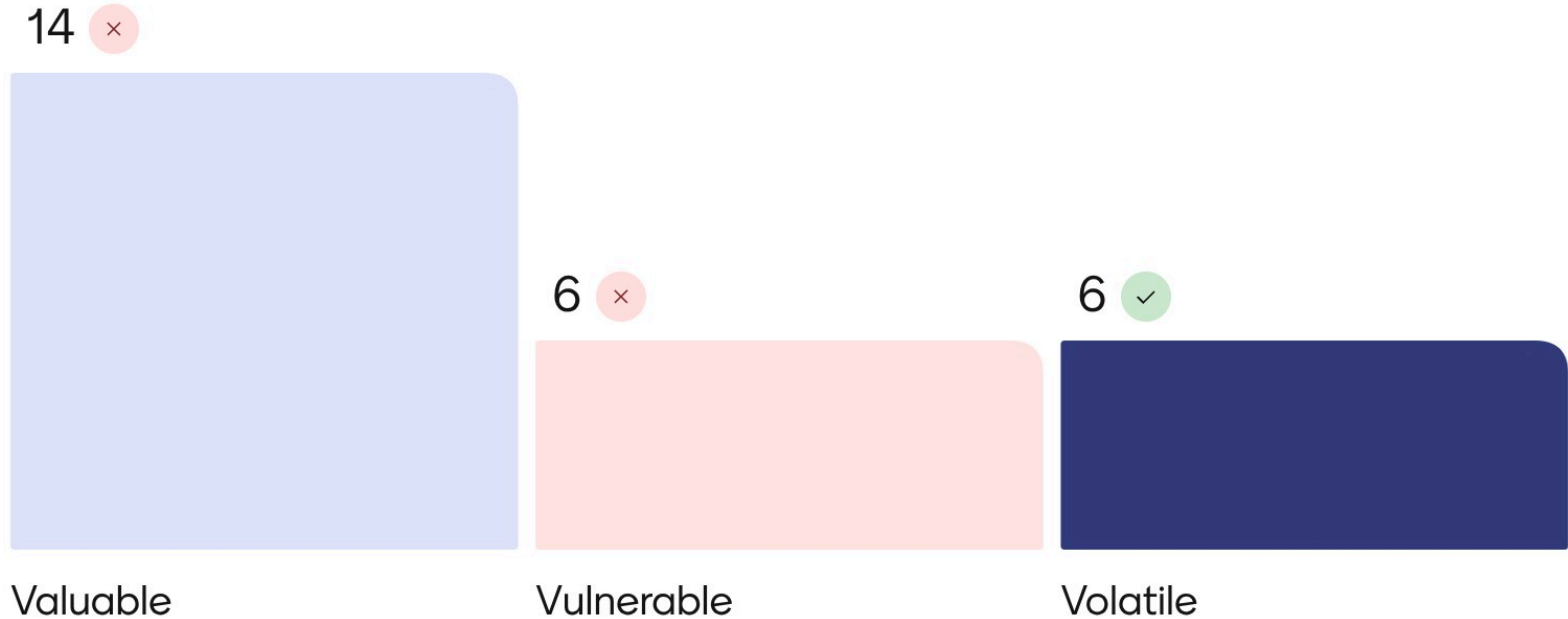


# let's do a quiz!

5 seconds to answer!

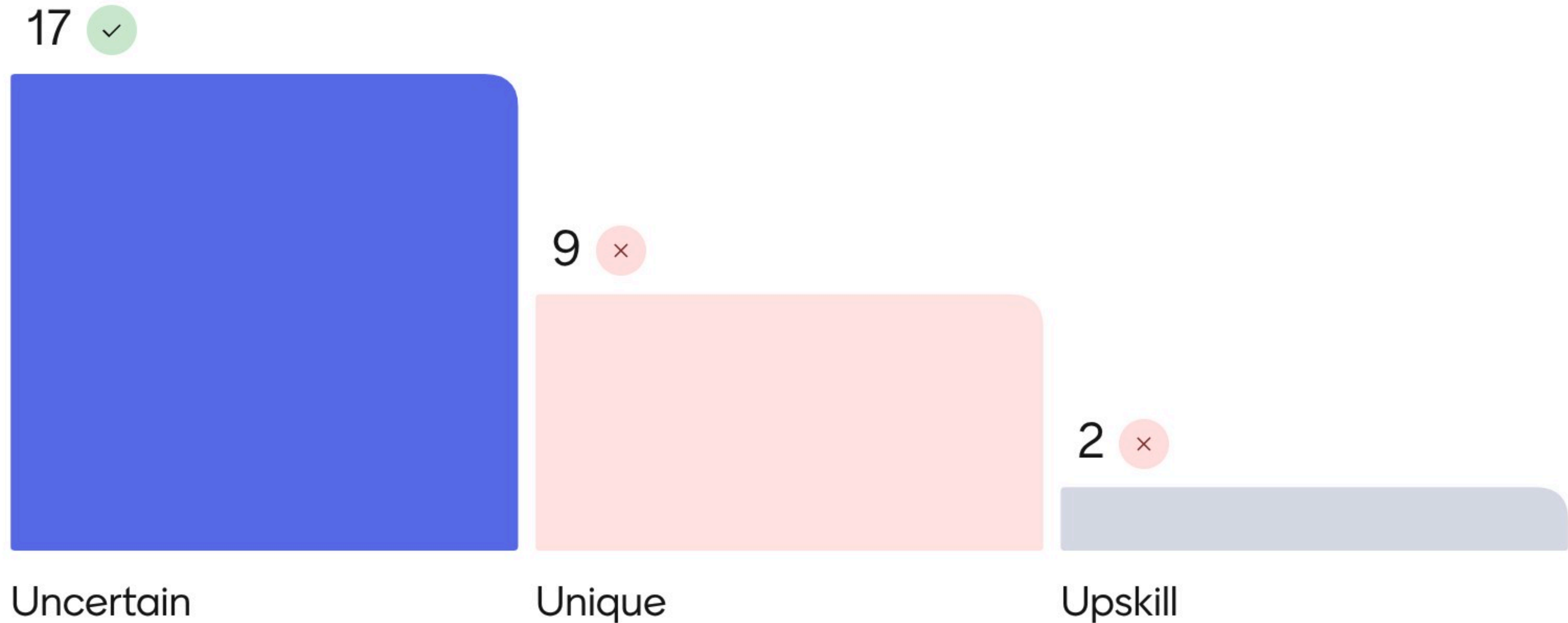


what does the V in VUCA stand for?



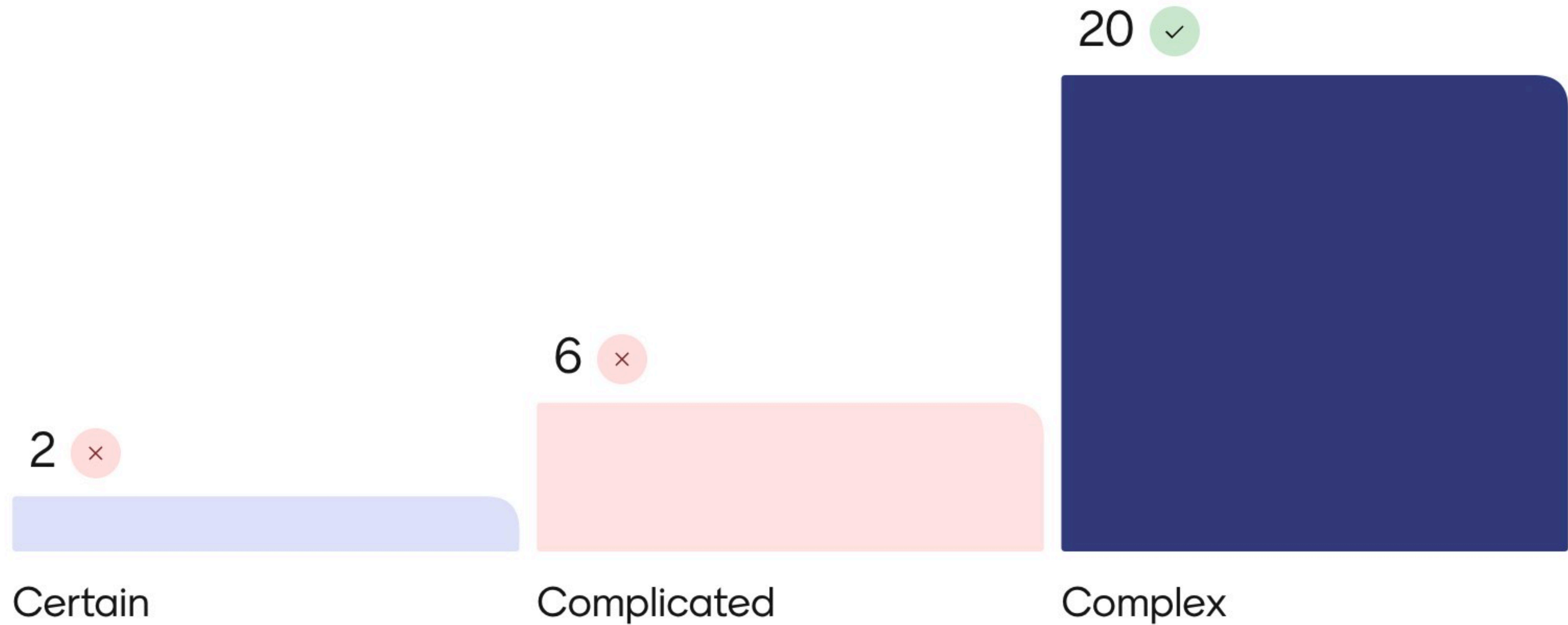


what does the U in VUCA stand for?



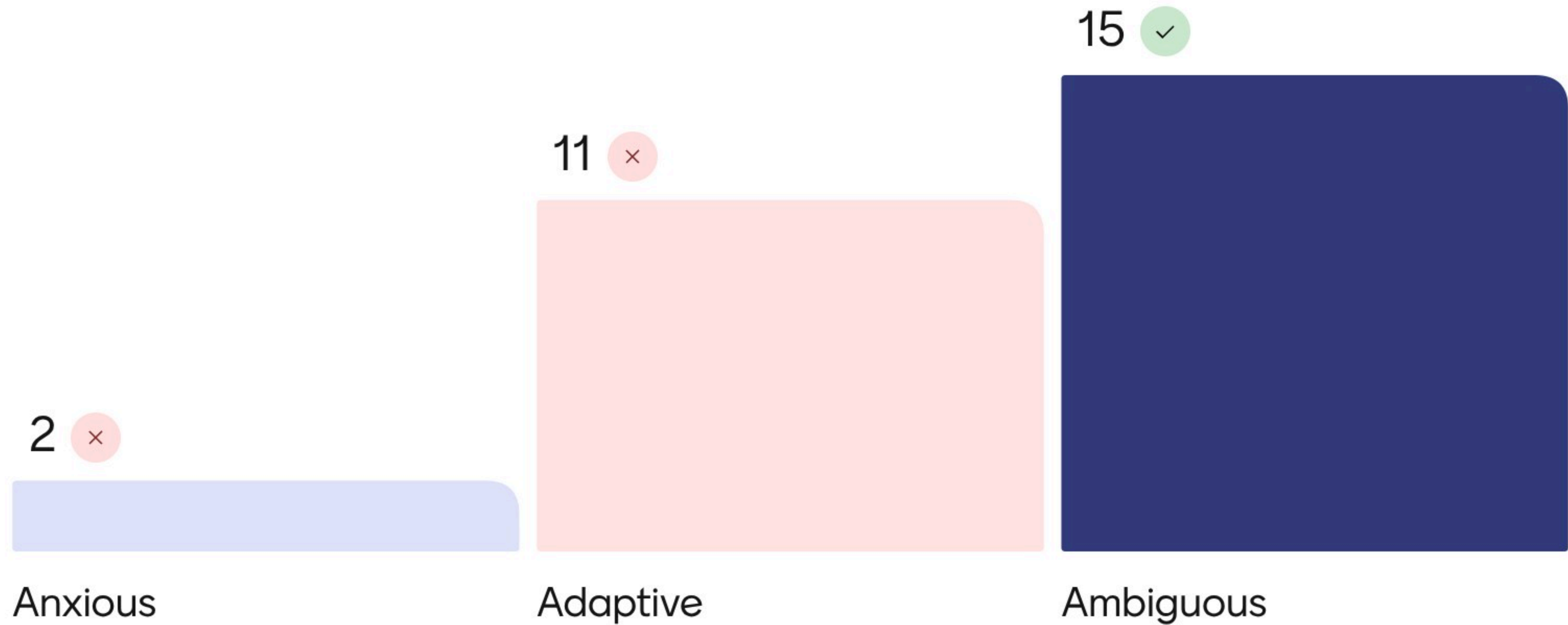


what does the C in VUCA stand for?



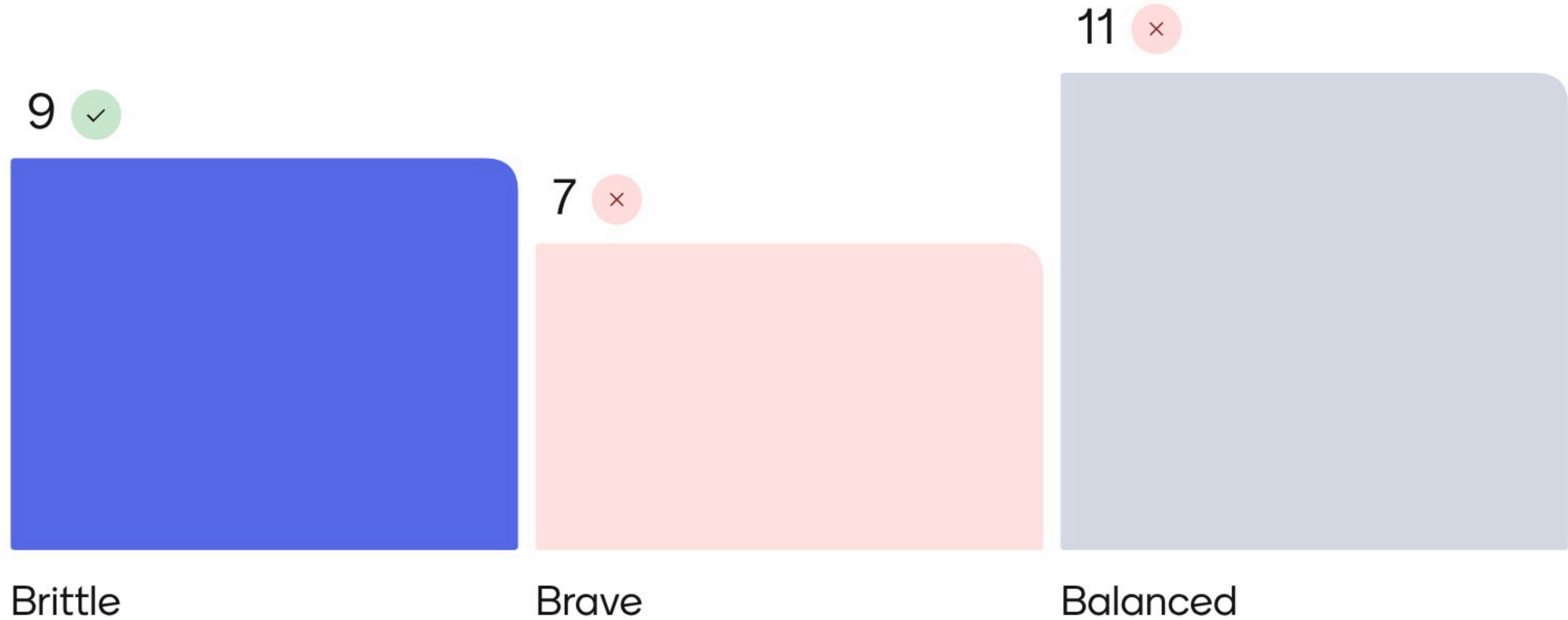


what does the A in VUCA stand for?



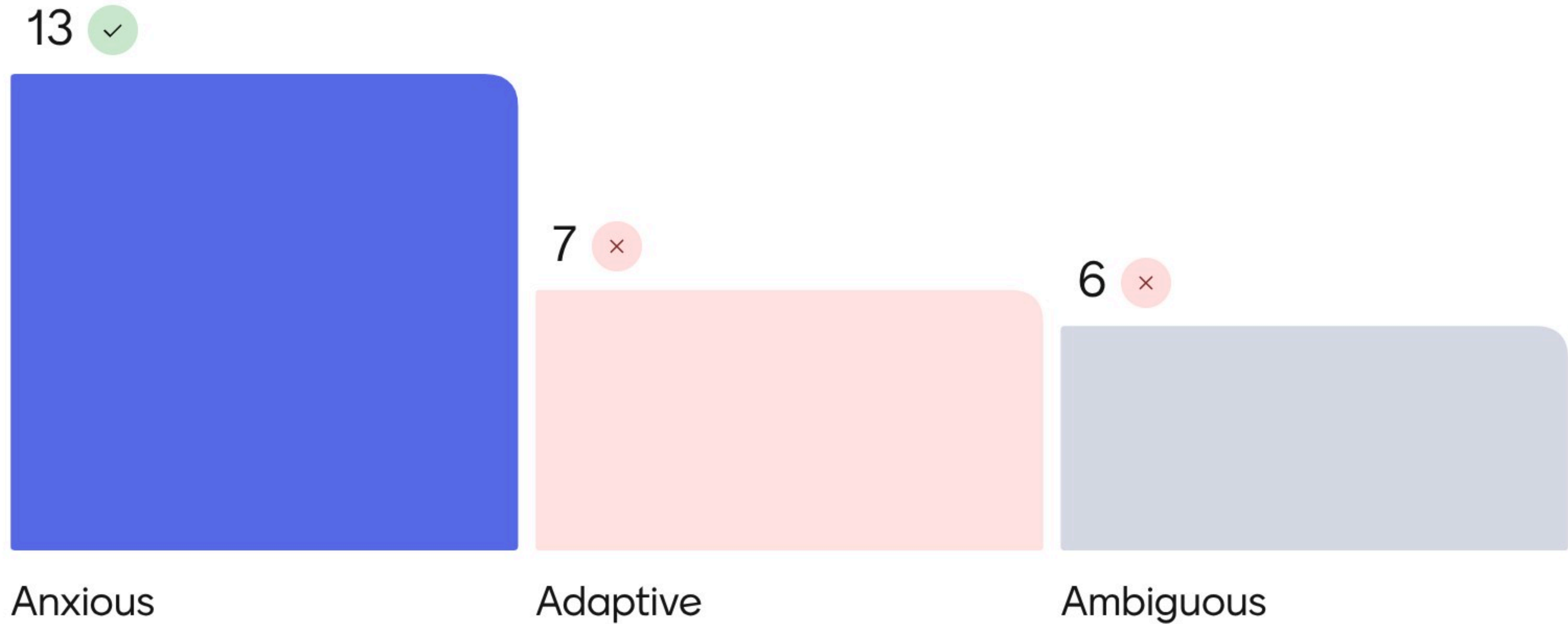


what does the B in BAN stand for?



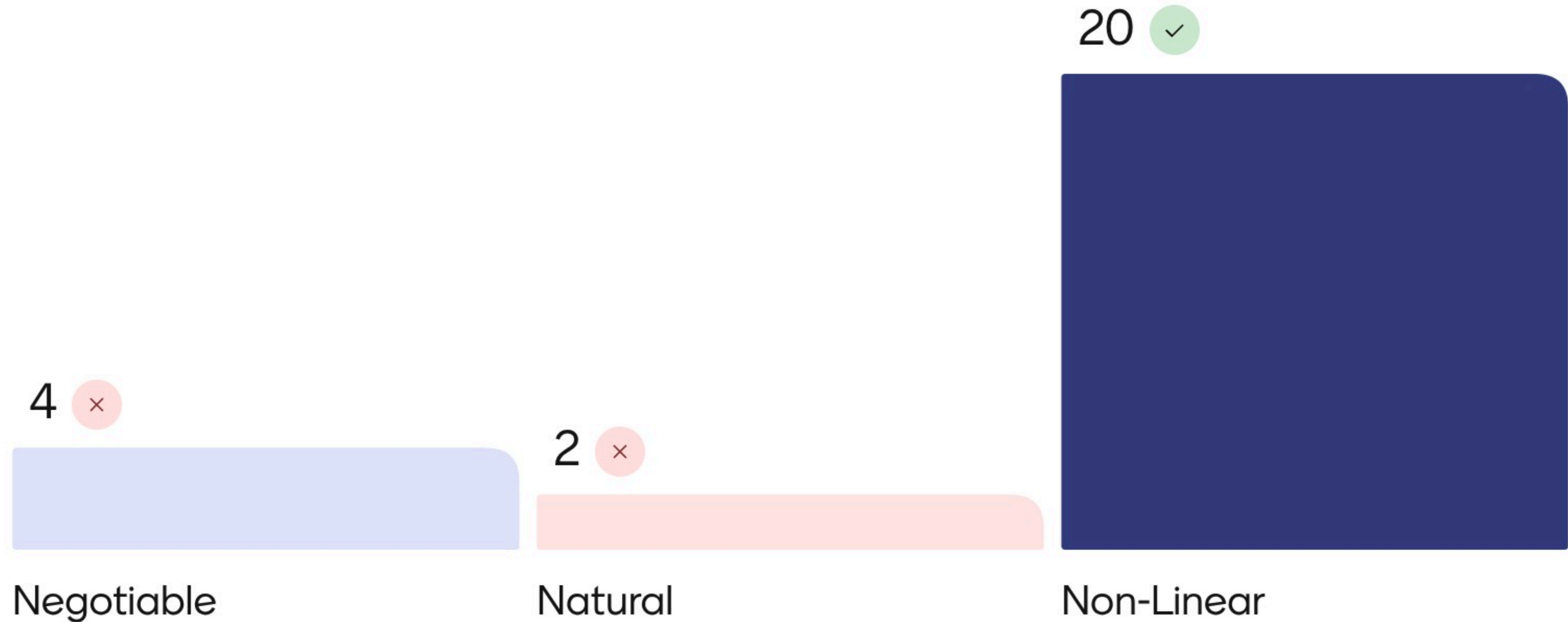


what does the A in BANI stand for?



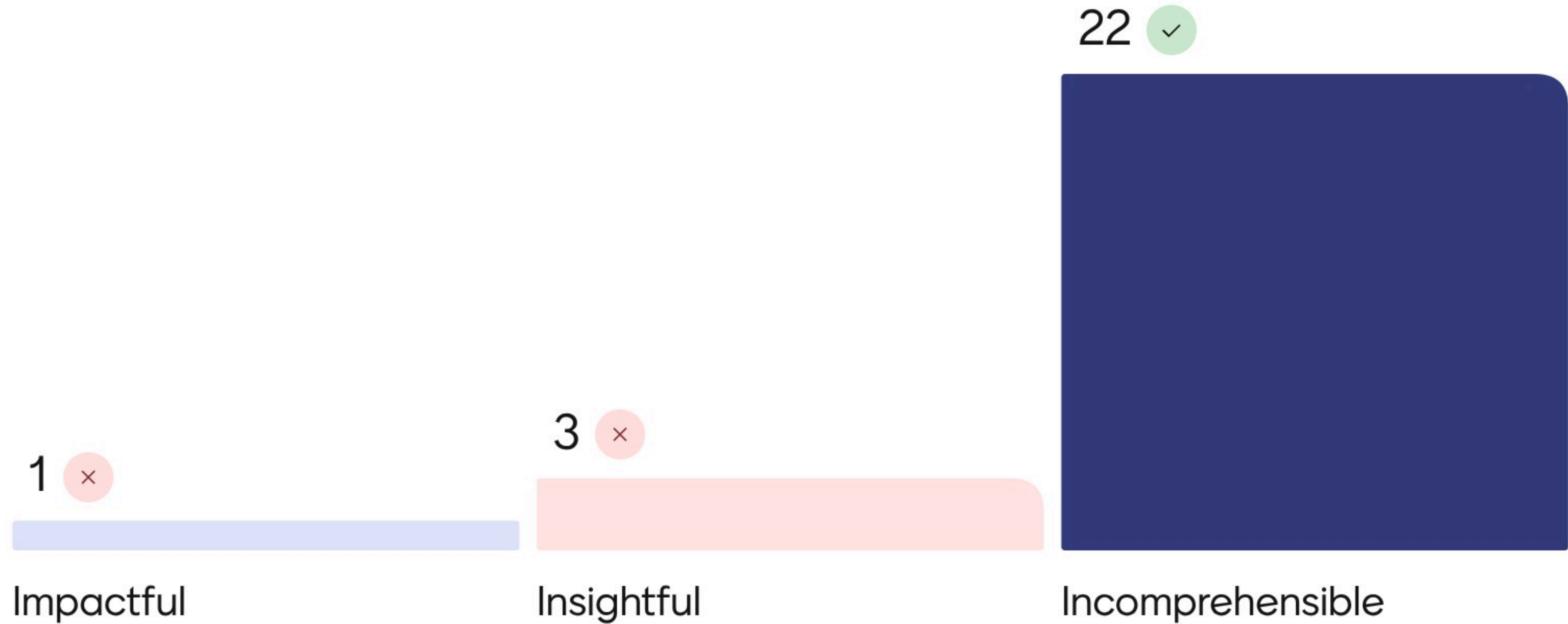


what does the N in BANl stand for?





what does the I in BANl stand for?





# VUCA

**Complexity and  
challenges**



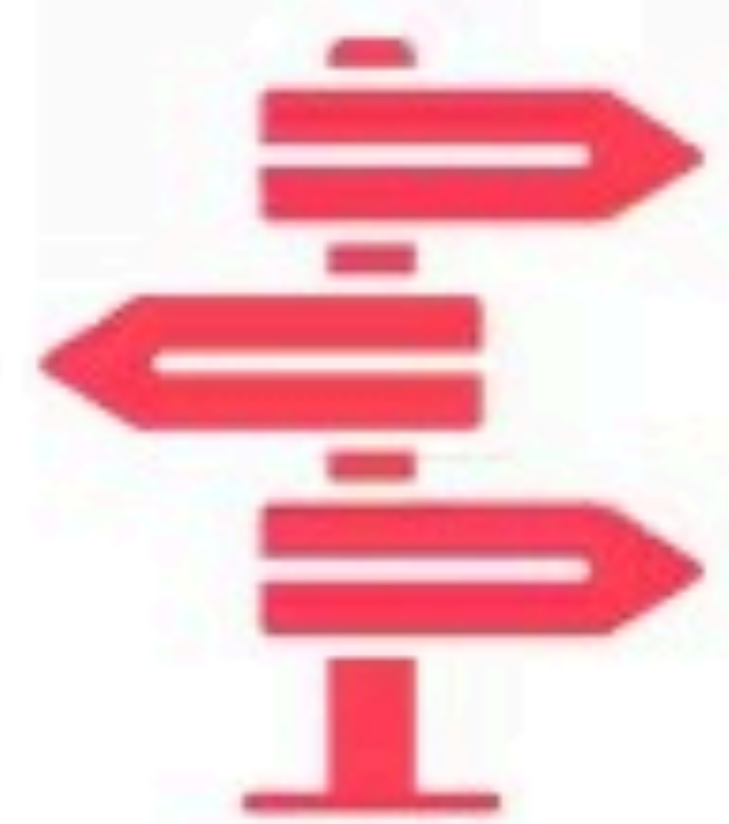
**volatile**



**uncertain**



**complex**



**ambiguous**



# BANI

**Forward-Thinking  
Business Practices**



**brittle**



**anxious**



**non-linear**



**incomprehensible**



treat work like a virus

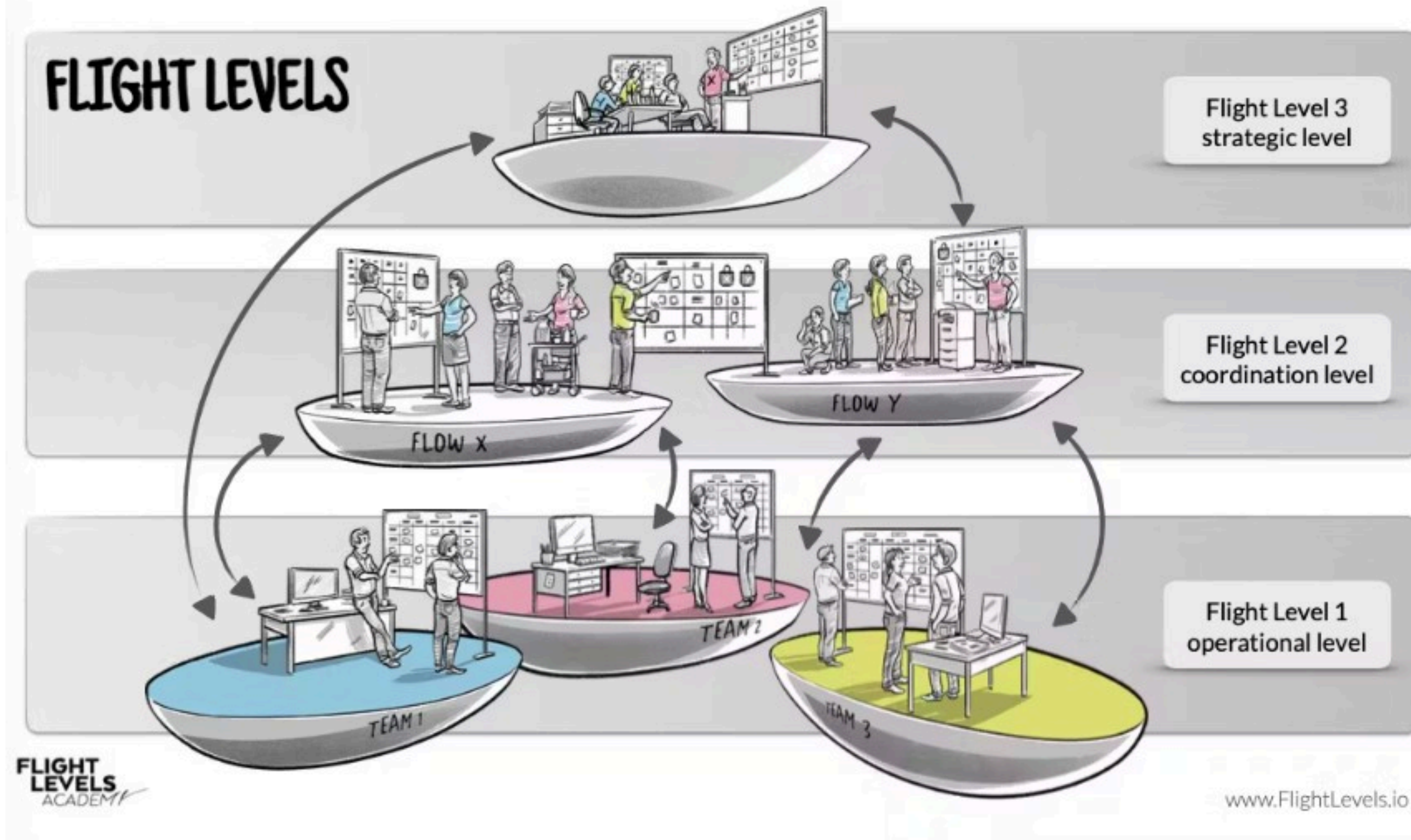


new work?  
new team.  
repeat.



anticipate flow needs





# flight levels



**focus on the work,**  
not on the structure



# meet Bogdan & Christina...

the specialised role



# what would you have done with Bogdan and Christina?

let them Focus on the work

Hire more people

Escape meetings

File them

only invite when we need her in meetings

make them a team

Service team

Hire more Bogdans



# what would you have done with Bogdan and Christina?

Take him off teams and  
set him for specific work

More coffee

Ask Claude

make them educators

Asynchronous  
meetings/reports

Talk with them

Report hr

Create new sub-team

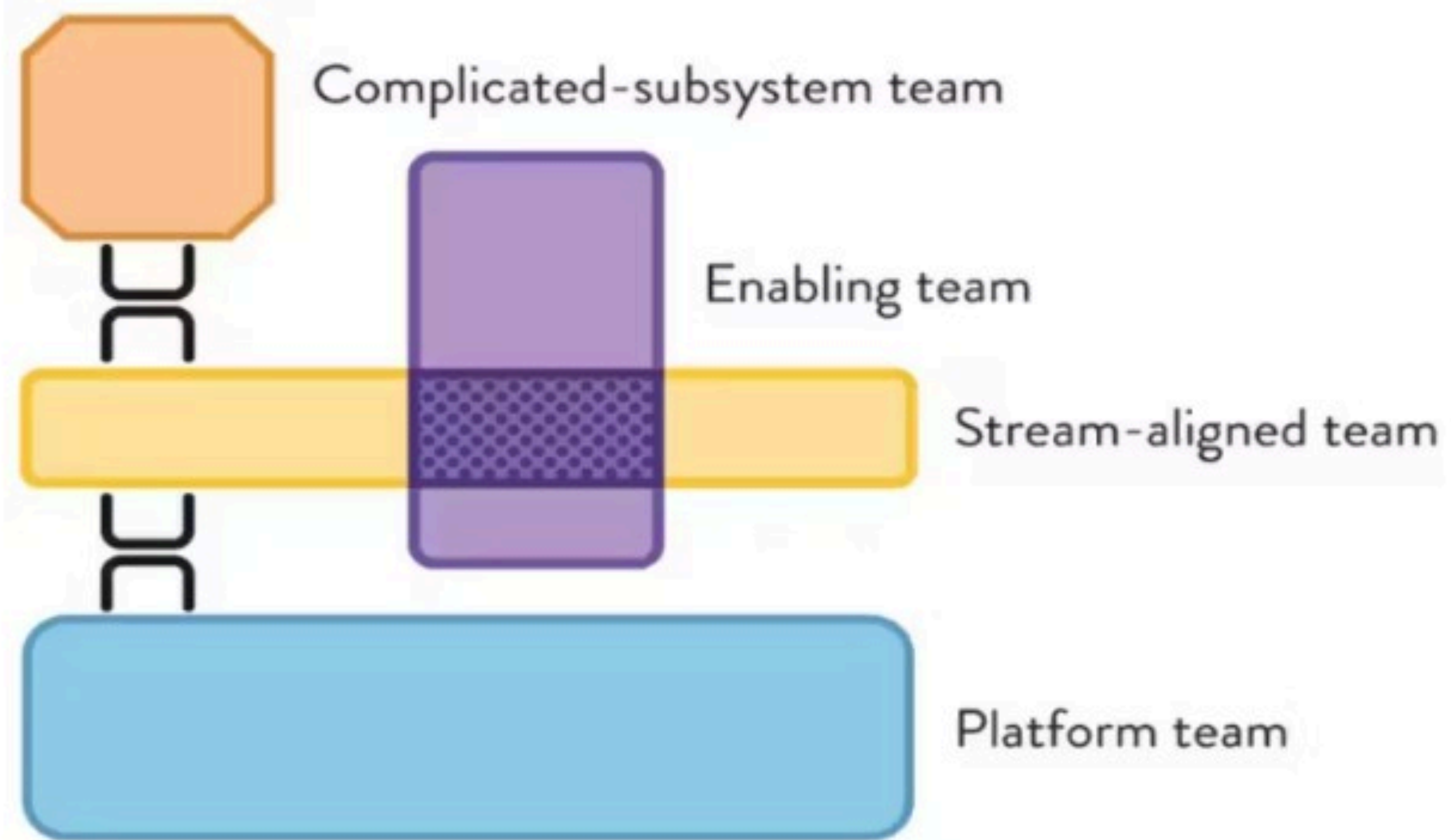


# what would you have done with Bogdan and Christina?

Split & hire more UX



## Four team topologies



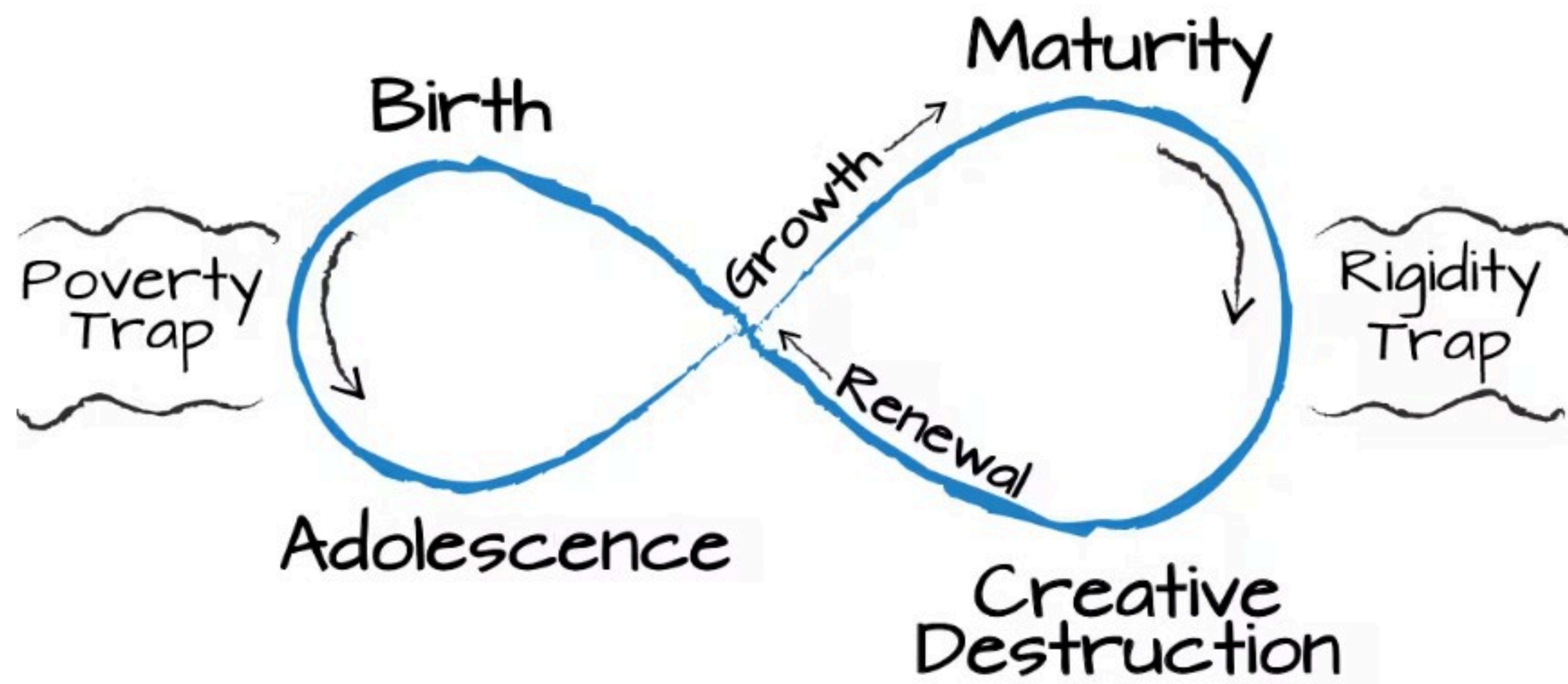
## Interaction models



# team topologies

Based on Team Topologies by Manuel Pais and Matthew Skelton





# dynamic reteaming



**focus on the work,**  
not on the structure



with self-organisation in mind, how can you apply this to your work context?

Fire middle  
management

Gather the people I work  
with around me

Talk to humans not just  
to prompts

Fire everyone

Identify our Susans and  
give them wings

Motivate professionals  
to teach others



Leave corp work and  
live in woods

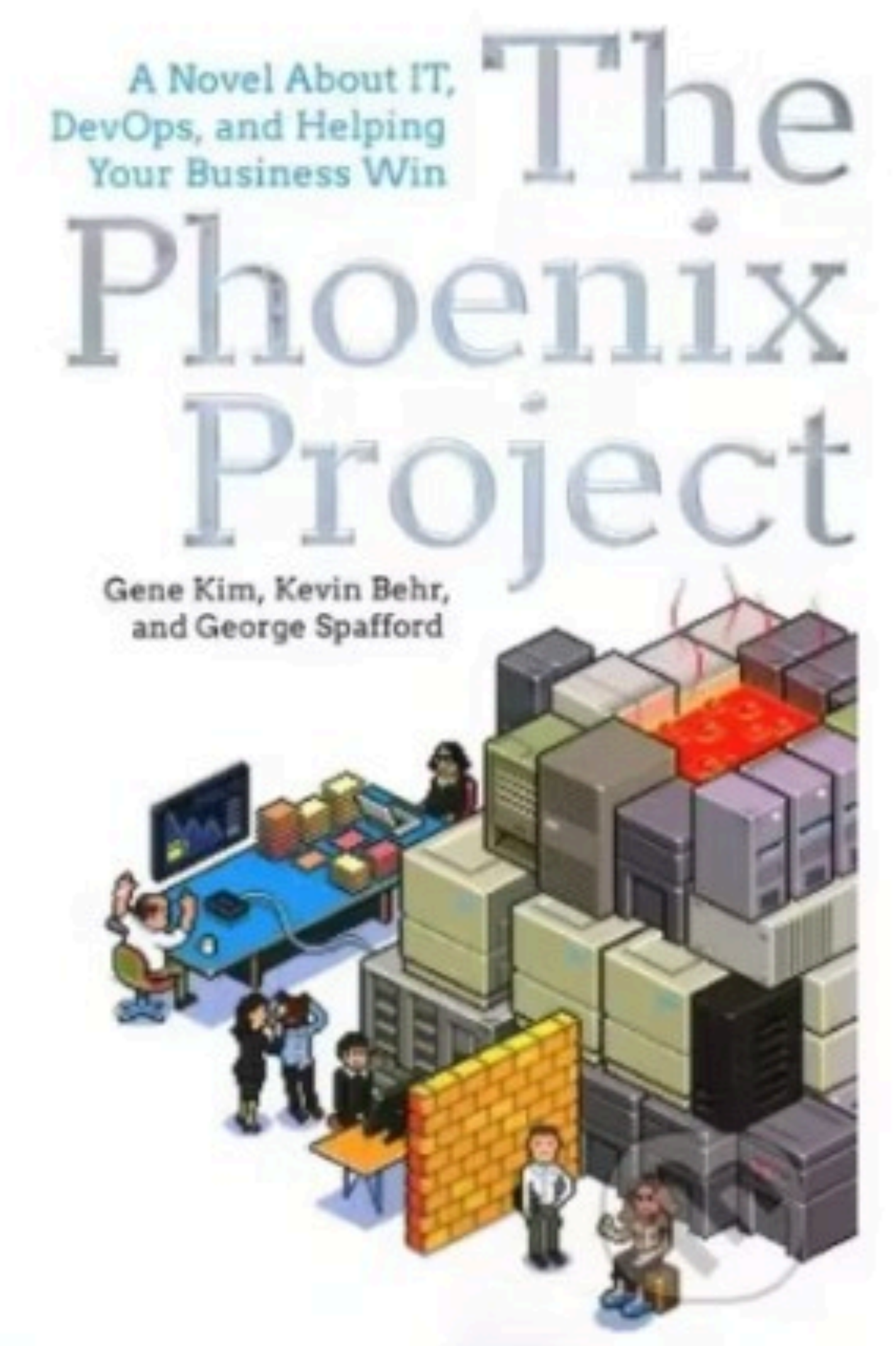
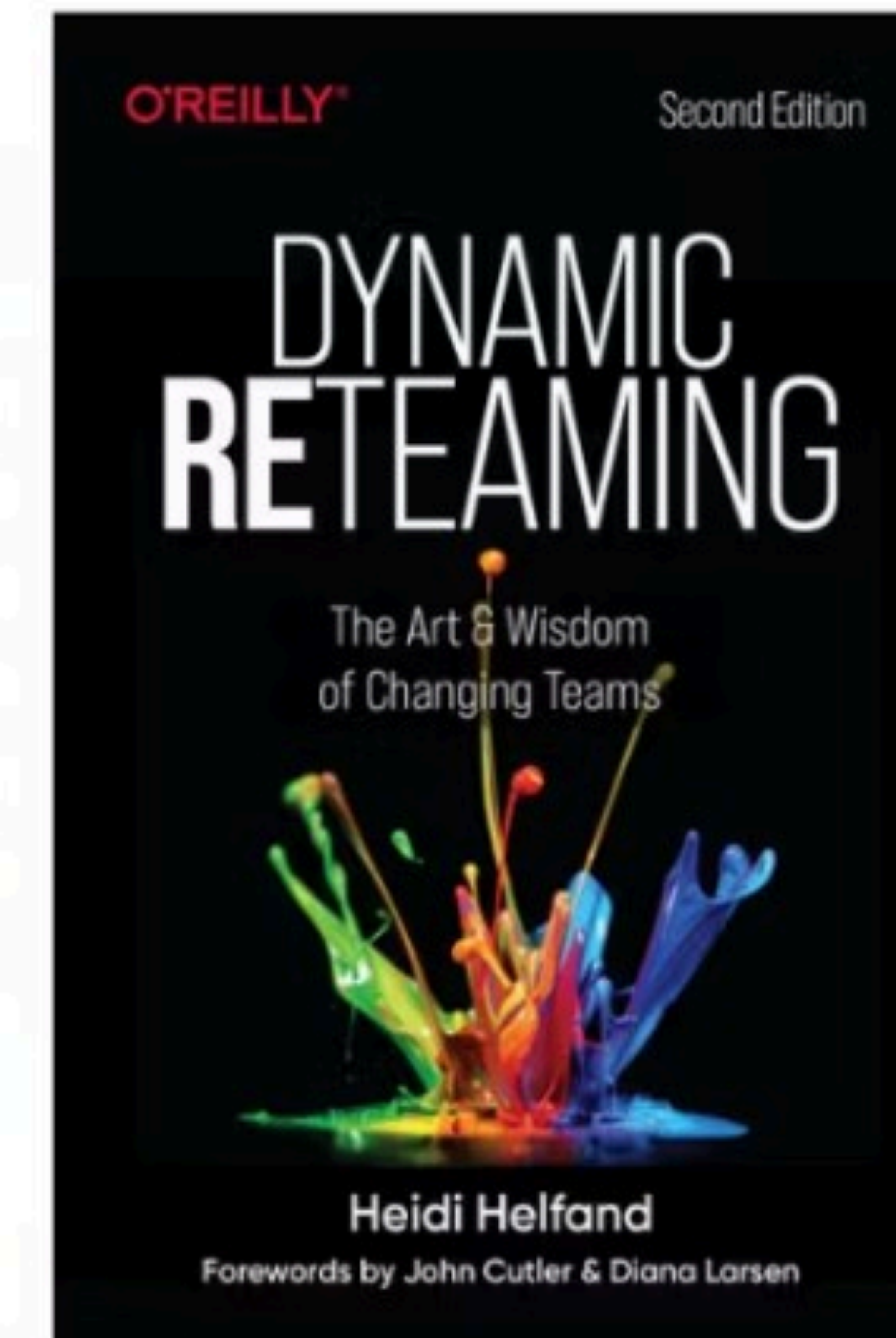
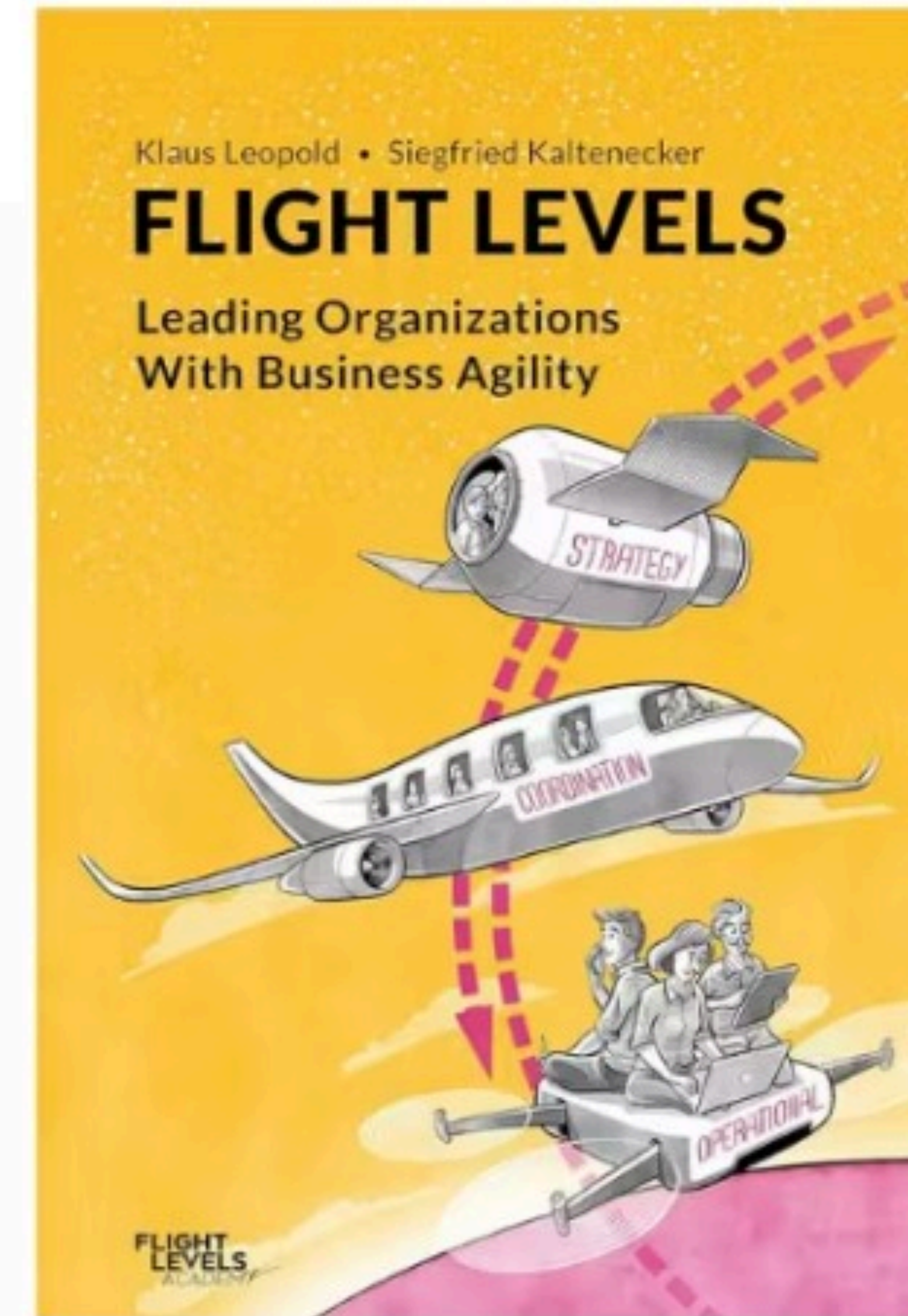
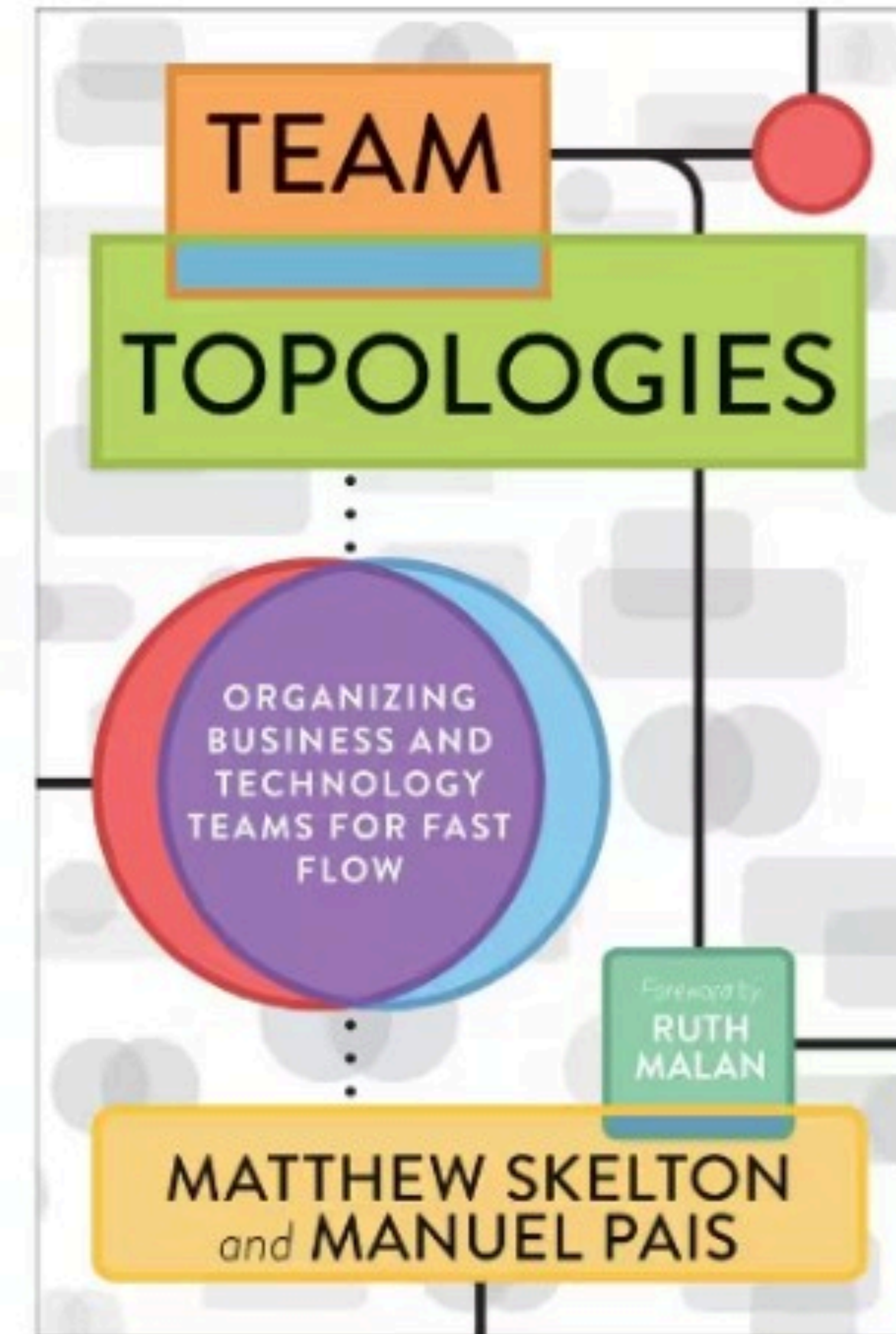
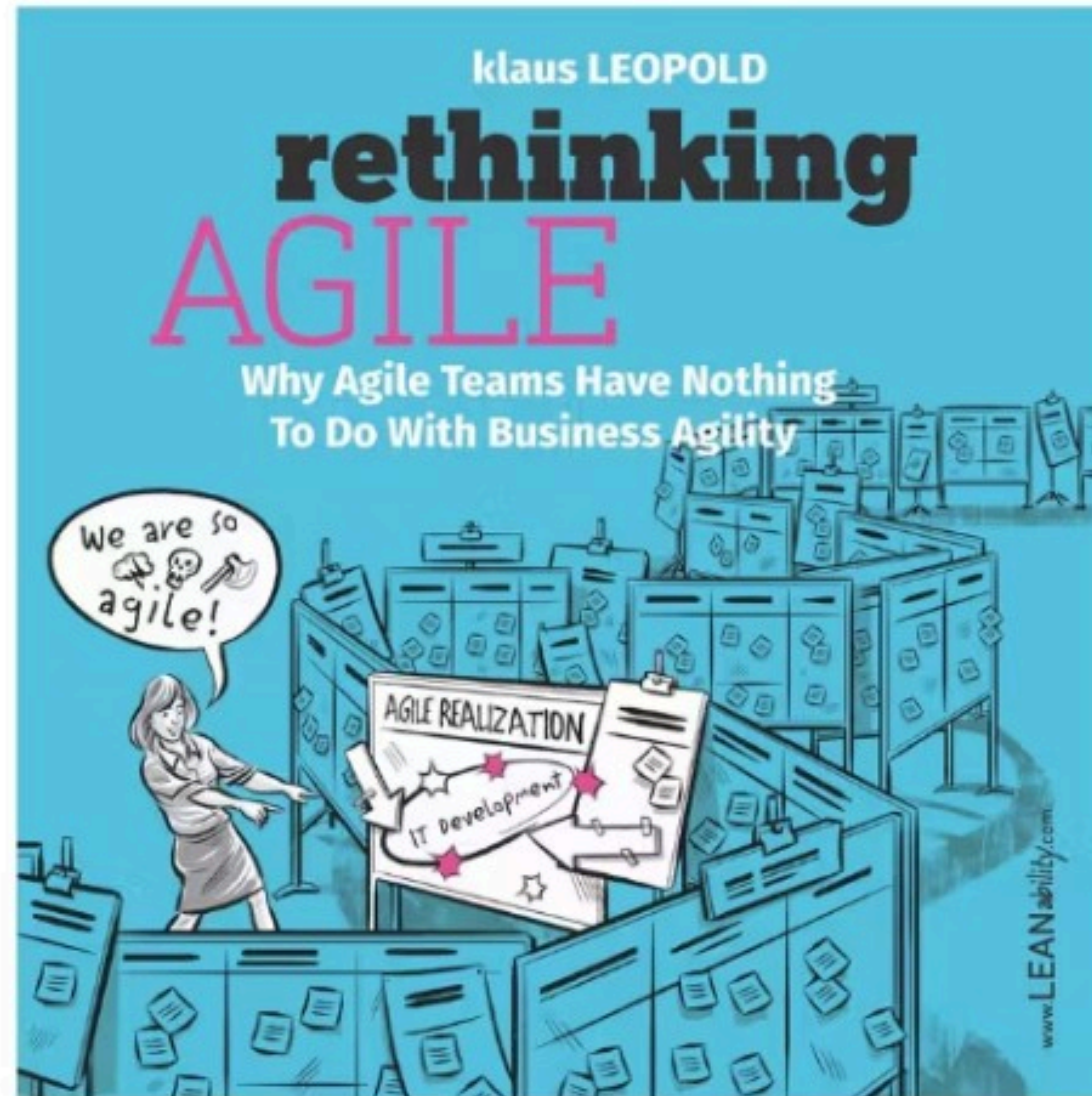


with self-organisation in mind, how can you apply this to your work context?

Less meeting more work

Beer!





if you want to find out more...





Treat work like a virus and teams like the immune system

Thank you for your feedback!