

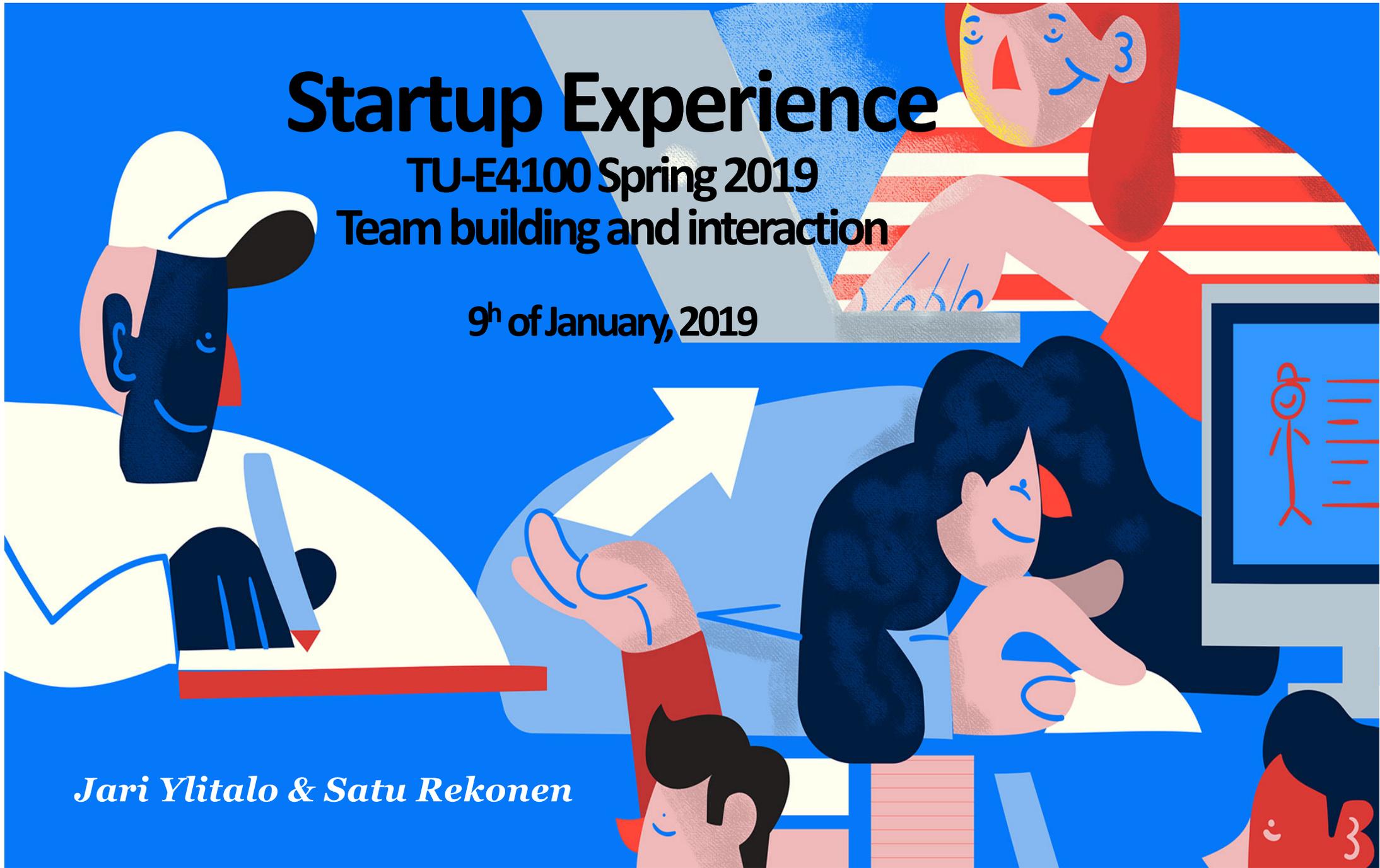
Startup Experience

TU-E4100 Spring 2019

Team building and interaction

9^h of January, 2019

Jari Ylitalo & Satu Rekonen



Orientation discussion

How significant/important good interaction and relationships with others is for success of a startup?

Pick a number from 1 to 10 in which 1 represents lowest possible significance and 10 highest possible.

1-----10
lowest highest

Share your numbers in groups of three persons, and discuss why did you pick the number you did

Team building

Opening

About social reality and communication

About diversity in teams

Workshop: Team building recipes

Break

Presentations/pitches

Wrap up: what all makes a good team?

Me as a team member

Closing discussion



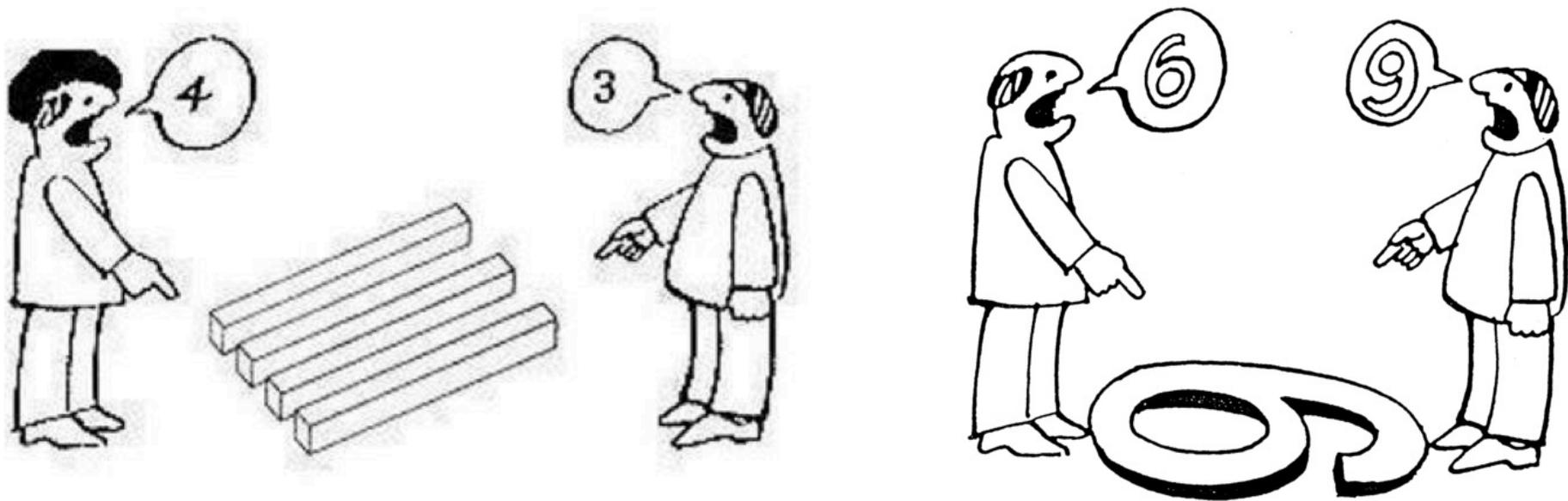
About social reality...

About social reality...

“The belief that one's own view of reality is the only reality is the most dangerous of all delusions”

Paul Watzlawick

Individual as a perceiver

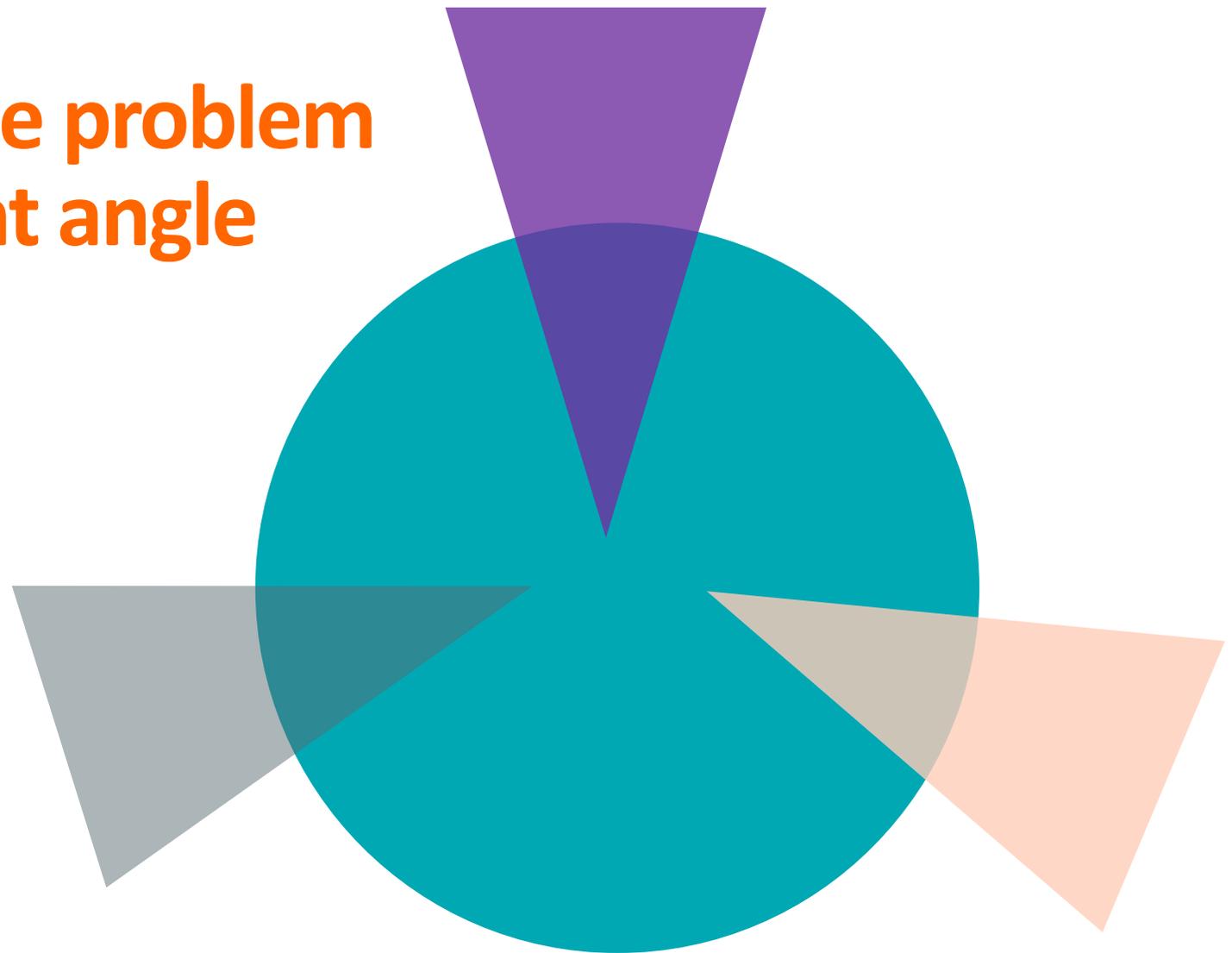


Are we still prone to presume that others perceive and experience the world and situations similarly with us?

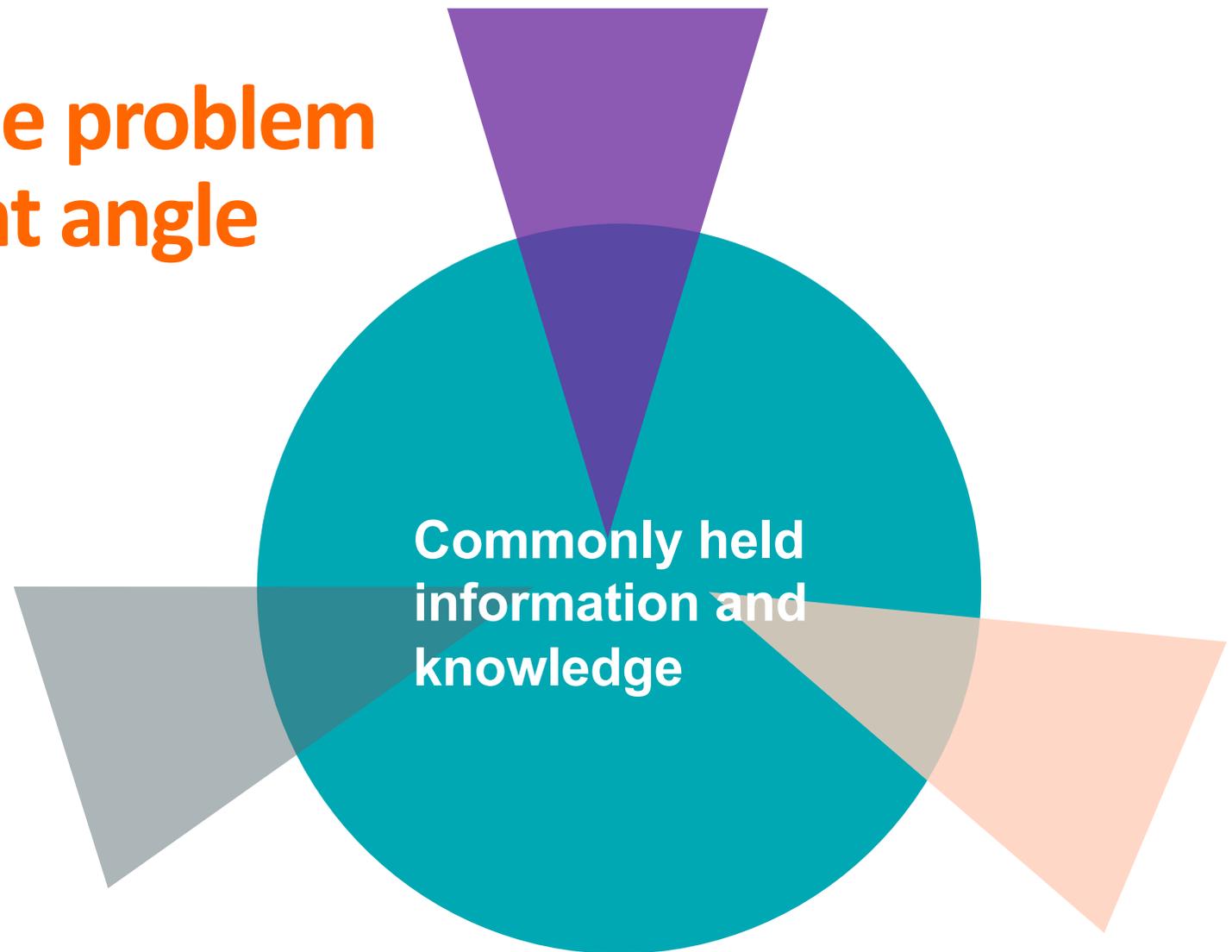
About diversity in teams

Looking at the problem from different angle

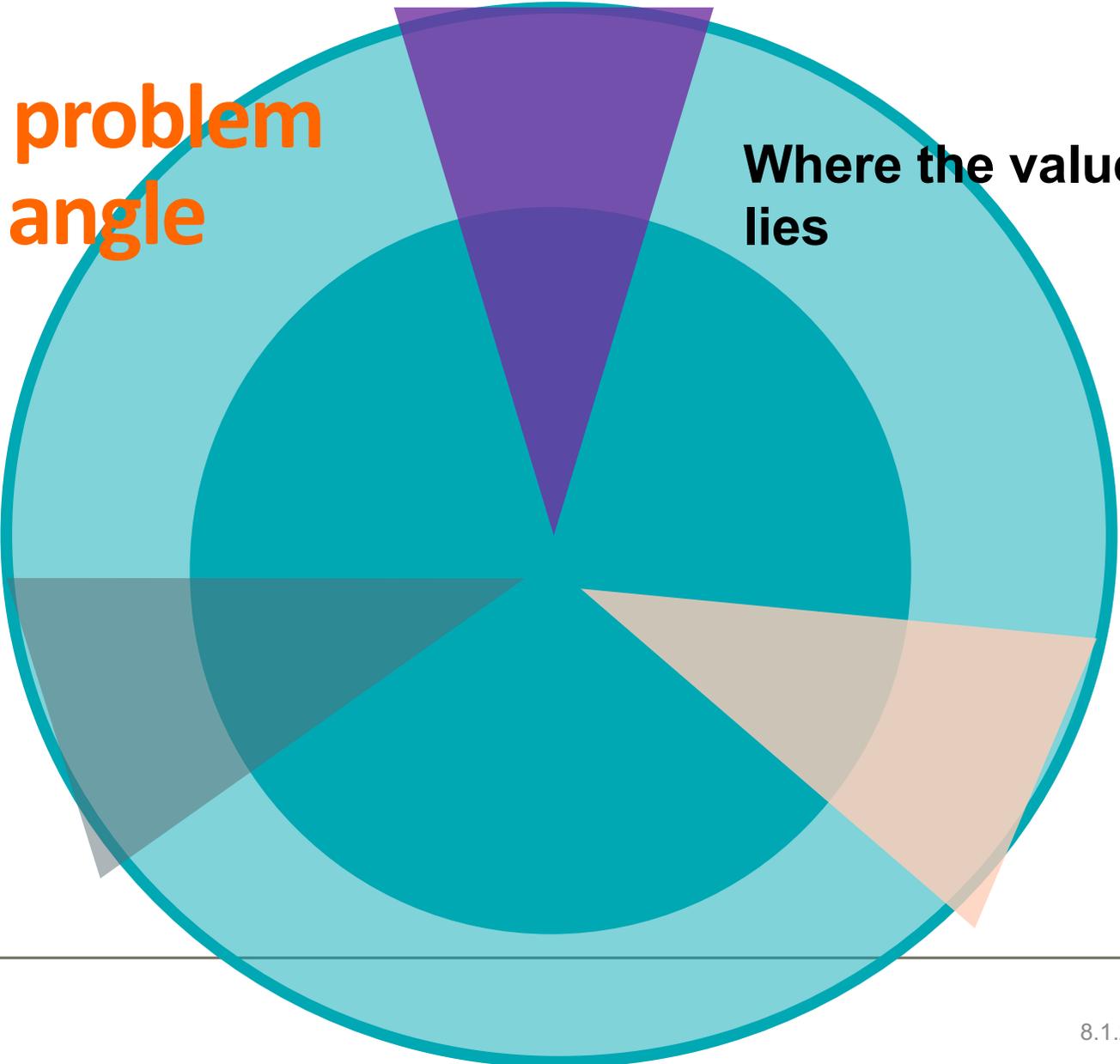
Information
assymetry is the
starting point



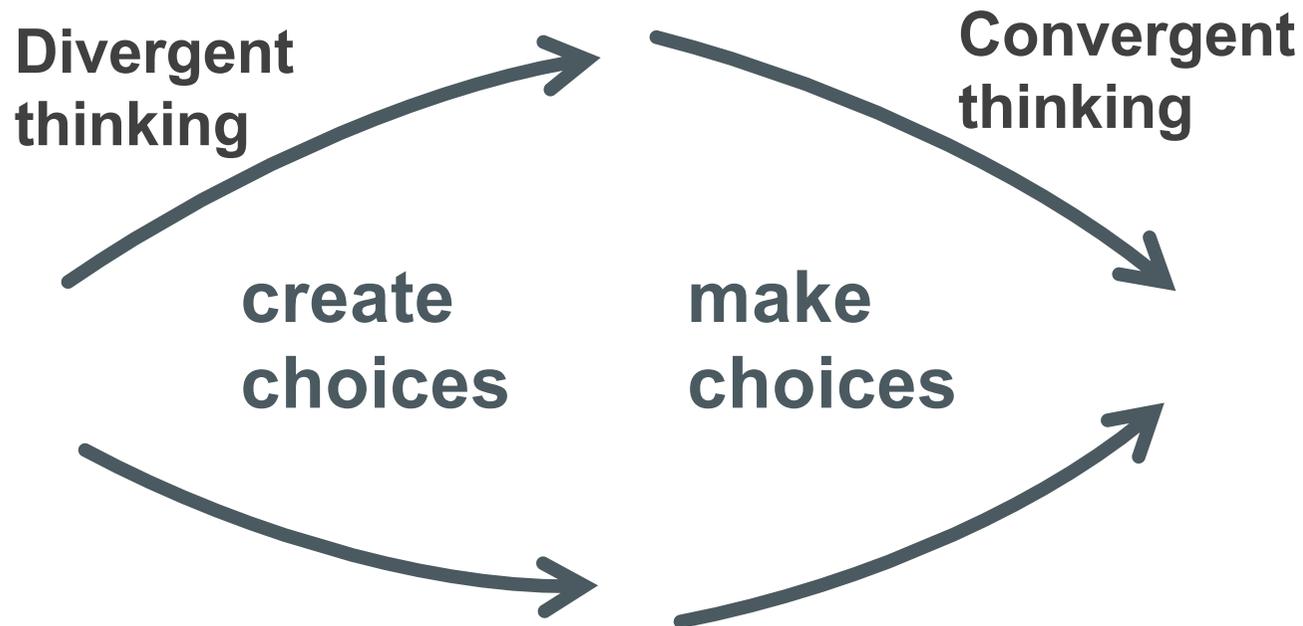
Looking at the problem from different angle



Looking at the problem from different angle

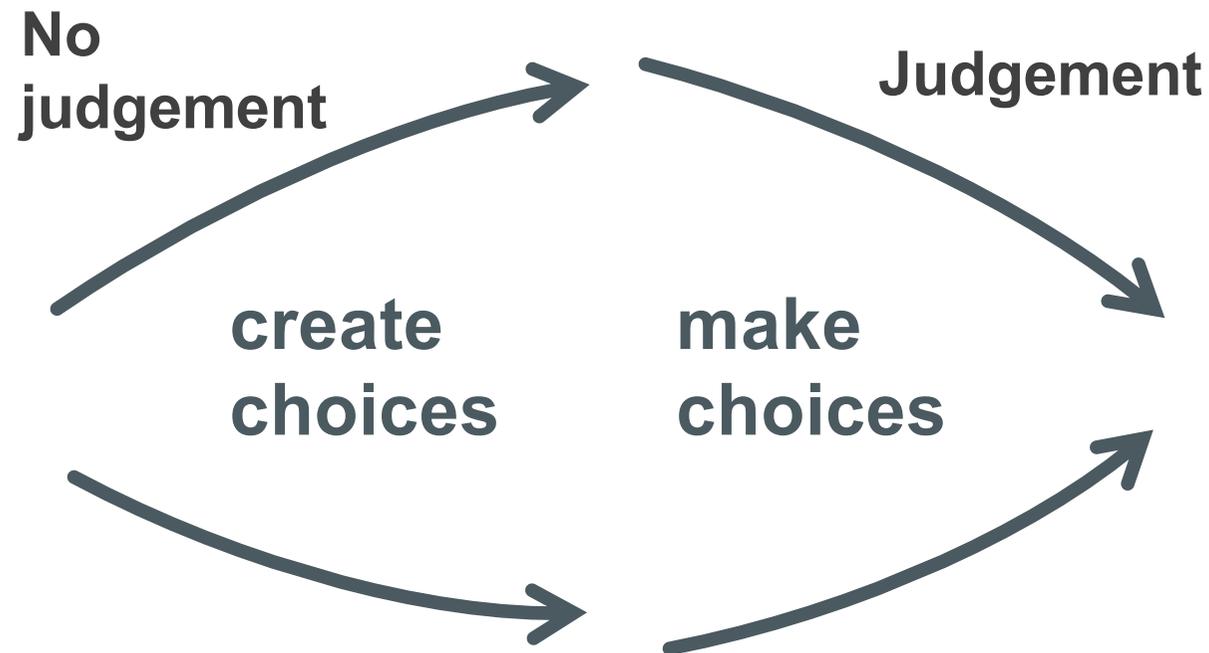


Dual responsibility of team members

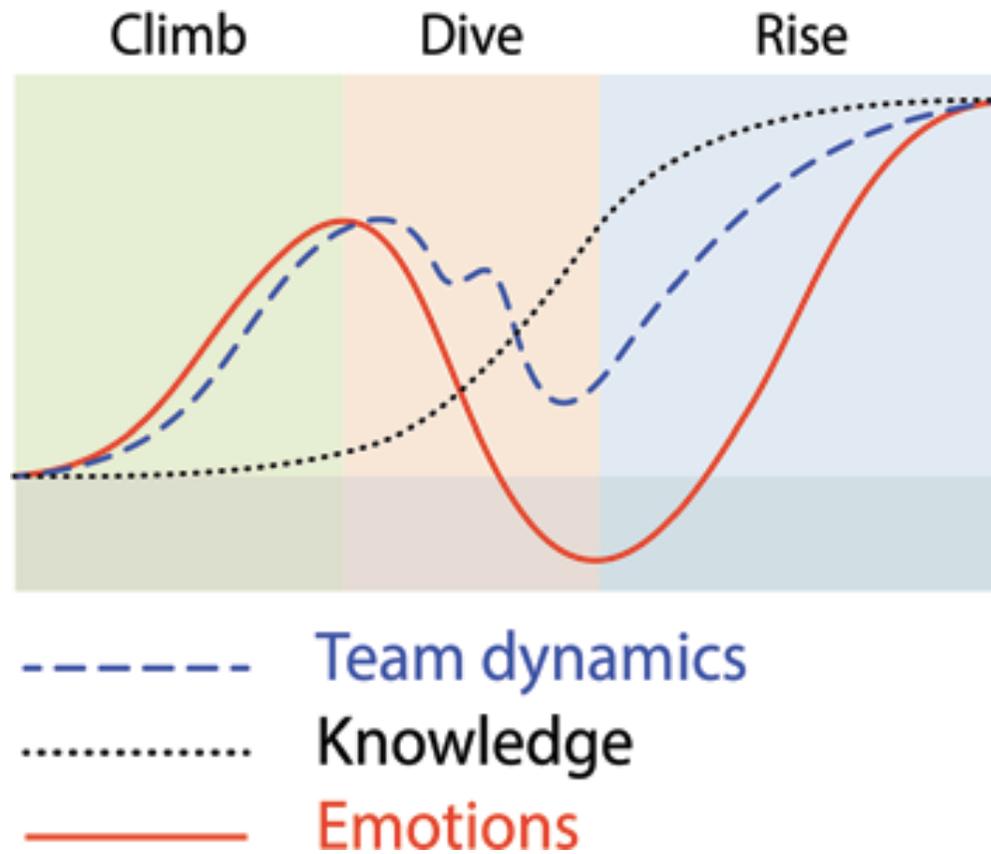


Team members need to share their point of views and be interested to hear those of others.

Dual responsibility of team members



Team members need to share their point of views and be interested to hear those of others.



Rill & Hämäläinen, 2018

Break 10 min

Team building

Team experiences – individual consideration

Take a moment by yourself

Memorize your previous group and team experiences – successful and unsuccessful

Write a list of characteristics of a good team and good team practices

- how team members communicate and function individually and collectively



Characteristics of a good team

Let's form groups of five persons

Generate a mutual recipe for a good team – what all characterize a good team? What must be in place?

Everyone must take notes for the next stage

In the end take a count from one to five within the group



20 min

Characteristics of a good team 2

Let's form new groups of five persons according the numbers you took before the break

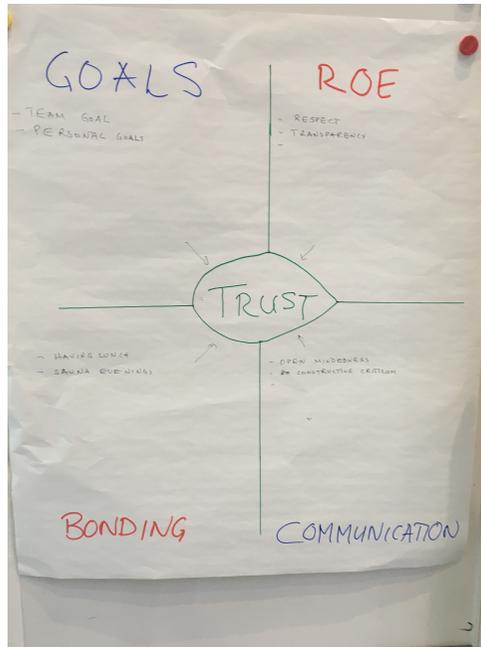
Share your ideas of a good team from the previous discussion. Generate a mutual recipe to build a good team. Write your recipe to a flip chart.



Prepare a three minute pitch to others

20 min

- ### Building trust
- Clarify expectations, motivations and understand skillssets, agree on common practices (schedules, values)
 - Defining goals and tasks, assign roles
 - Open communication, mutual feedback
 - Decision making: Diverge-Converge, role-specific decisions
 - Time efficient meetings - setting agendas, standups
 - Retrospect and iterate process
 - Fun Factor - celebrating success
 - Empathy and consideration



- | | |
|--|--|
| <h3>Communication</h3> <ul style="list-style-type: none"> • open, informal • feedback culture • Appreciate & celebrate successes • share skillset + expectations | <h3>Responsibility</h3> <ul style="list-style-type: none"> • Set roles • leader / decision-maker in certain situations • outsource & delegate |
| <h3>Mission & Goals</h3> <ul style="list-style-type: none"> • shared values • have personal goals | <h3>Teambuilding</h3> <ul style="list-style-type: none"> • build trust • teambuilding events • respect others goals |

- ### TEAM 1B
- SHARE COMMON GOALS
 - RESPECT & TRUST
 - CONSTRUCTIVE FEEDBACK
 - TEAM BONDING (OUTSIDE WORKPLACE)
 - CODE OF CONDUCT
 - CONFLICT RESOLUTION
 - DEFINE CLEAR ROLES
 - EMPATHY

- | | |
|---|--|
| <h3>PRACTICES</h3> <ul style="list-style-type: none"> * WELL-DEFINED MEETING AGENDA. * TEAM BONDING * WELL-DEFINED GOALS & TIMETABLES * CODE OF CONDUCT & RULES OF ENGAGEMENT * PROPER PATHS TO CONFLICT RESOLUTION * COMPLIMENTING EACH OTHER'S WORK | <h3>Characteristics</h3> <ul style="list-style-type: none"> * Efficiency * Trust * Transparency * Empathy * Sense of duty * Respect * Being open-minded |
|---|--|

- ### A good team has...
- play to your strengths
 - define roles
 - multi disciplinary
 - shared goal/mission/passion/vision/motivation
 - open & Respectful Communication
 - trust
 - cooperation
 - coordination
 - Enjoy yourselves
 - celebrate success
 - make time to relax
- Reliability* *Coffee*

- ### Recipe for a good team:
- 1) Common goal
 - 2) Direct collaboration
 - 3) Shared responsibility
 - 4) Sense of trust
 - 5) Mutual understanding of skillset
 - 6) Culture of feedback
 - 7) Explicit appreciation
 - 8) Efficient decision making
 - 9) Inclusion of ideas
 - 10) Sincere team bonding

- ### Good team recipe
1. Motivation & Interest
 2. Mutual trust & safety
 3. Communication & Platform
 4. Team bonding, informal time spent, celebrate
 5. Bring yourself up! & your resources, too!
 6. Multidisciplinary
 7. Feedback in constructive way, appreciate ideas
 8. Plan well, distribute work, cooperate with others
 9. Have a life!
 10. Have FUN! Make pictures
 11. Make decisions fast

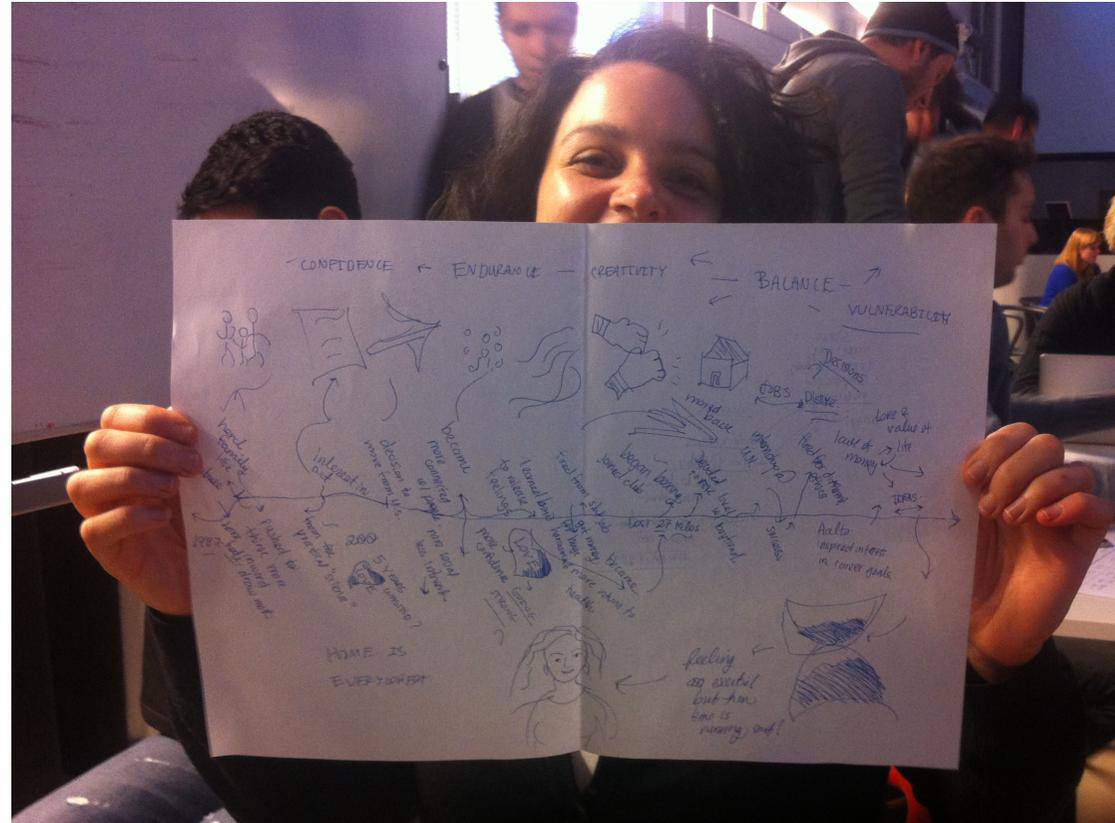
Pitches



Checklist for capitalizing on the team's potential

- 1. Be aware of the capabilities of the team and utilize them**
- 2. Make your skills and knowledge explicit in the early phase of the project**

Lifeline exercise



Checklist for capitalizing on the team's potential

1. Be aware of the capabilities of the team and utilize them
2. Make your skills and knowledge explicit in the early phase of the project
3. **Create common ways of working and team culture at the beginning of the project**
4. **Make sure that the atmosphere is appreciative, encouraging and supportive**
5. **Be open to everyone's crazy, funny and impossible ideas without judging them immediately**
6. **Remember to give positive and constructive feedback to your team members**

I... LIKE WISH = *a facilitated team feedback method*

<https://likeiwish.org>

Checklist for capitalizing on the team's potential

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6. Remember to give positive and constructive feedback to your team members
- 7. Organize informal gatherings with your team**

Team building highlights - considerations

First and early experiences are significant

- Practices, roles, attitudes adopted in early stages of a team have strong tendency to become permanent
- Pay attention to agree on assessment practices – when, what, how

Team values & principles

- Discuss and list your team values – what are the guiding principles you want to follow in your team?
- Operationalize your values – what do they mean in practice, how they are manifested through your everyday way of working?
- There is a risk that values remain just a nice list of idealistic intentions!

Team agreement

- Mutually agreed and signed document how are you going to work as a team
 - Will serve you as a reference point when assessing your team performance
-

Team agreement - contents

1. Communication and interaction

- how are you going to ensure good flow of information? what are your communication and interaction key principles?

2. Performance and delivery

- how are you going to ensure that your team is performing well and delivering what is agreed and requested? what are your principles for meeting deadlines and keeping your promises?

3. Decision making

- how are you going to make decisions? how will you ensure that each of you are aware of and committed to mutual decisions and agreements?

4. Conflict resolution

- what will you do when a conflict emerges? how are you going to resolve conflicts? how can you solve the situations even before they become conflictual? what will you do if someone is not taking care of his/her share?

Team agreement - contents

5. Support and help

- how will you help and support each other? how help and support is requested within the team? how will you support other teams if requested?

6. Learning and improvements

- how will you support collective and individual learning in a team? how will you evaluate your team practices and performance? how will you make necessary changes in your team practices? how will you evaluate the appropriateness of these principles?

7. Positivity and fun

- how will you ensure that the team atmosphere remain good throughout the course?

8. Respect and appreciation

- how will you ensure that all team members feel that they are respected and appreciated within the team?

9 . Optional issues

- What else should you agree on? IPR? Something else?

Individual consideration – me as a team member

Take a moment by yourself

Think yourself and your forthcoming contribution as a team member. What would you like that others will tell about you as a team member and collaboration partner in the end of this course? Generate a description.

Take a pair and share your stories. What effort will it require from you to generate desired experience?



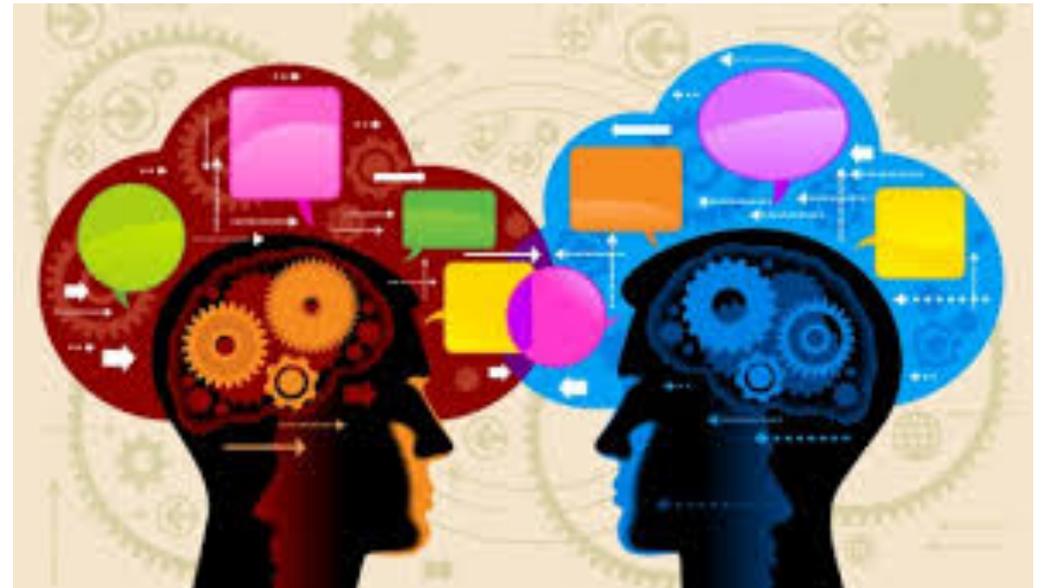
Team support and reflection events

- **Rewrite you personal vision – you as a team member, and submit it to Mycourses in your personal file**
- **CEO discussions - 11.1. at 12.15-13.45 or 14.1. at 9-10.30 am**
- **Team formation workshop 15.1. at 9.15 am**
- **Mid-term team evaluation – 19.-20.3. (I wish, I like –excercise)**
- **Reflection and assessment session in the end of the course**
 - Individual feedback and assessment (personal visions as reference points)
 - Team reflection and assessment (team agreements as reference points)

Reflection

Discuss shortly with a person next to you

- What were the most important insights for me from this workshop?



Sharing together