IVAR JACOBSON
INTERNATIONAL

Agile Teaming Essentials
Part of the IJI Agile Essentials Practice Pack

Product Ownership Essentials · Product Backlog Essentials · **Agile Teaming Essentials** · Agile Retrospective Essentials · Agile Timeboxing Essentials · Agile Development Essentials · Daily Stand-Up Essentials
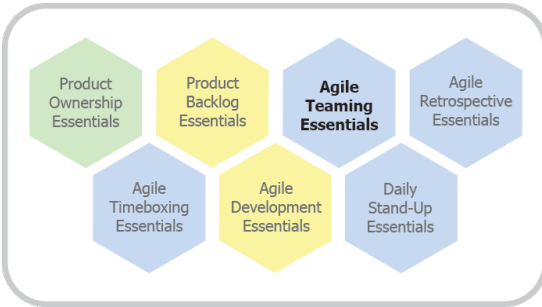
Agile Essentials practices provide a starter kit that describes key common aspects of team-based development. Each practice contains cards that provide succinct advice on how to successfully adopt and apply the practice.

Practice Overview
A self-organizing team maximizes its performance by using a highly-collaborative teaming approach.

Activities – the things we do

- **Team Kick-Start:** The team works together to clarify its mission, agree a strategy for achieving it, and decide how they will work together as a team.
- **Collaborate, Communicate, Coordinate:** The team applies and evolves a way of working that maximizes performance, communication and collaboration, and works to secure the facilities they need.
- **Share Know-how:** The team uses techniques, such as pair-working and knowledge-sharing, to propagate skills across the team, and to hand over work to others when the need for this arises.

Work Products – the concrete things that we work with

- **Team Membership:** Shows who is on the team and how much of their time is committed to the team.
- **Team Way of Working:** How the team will work together to achieve their mission.

Patterns - supporting practice guidance

- **Self-Organizing Team:** The team is acknowledged as the local experts who are best-placed to decide how to best go about achieving their mission and to improve their approach over time.
- **Collaboration Space:** High-performing teams need to be able to collaborate without any delays or barriers, such as a lack of places to meet and work together.
- **Sustainable Pace:** The way of working must be sustainable over time.
- **Agile Facilitator:** Someone who helps the team apply agile values, principles and practices well to their own work context and team challenges.

Resources - referenced external sources of information and content

- This practice description uses the OMG Essence standard, with key concepts like Activities, Work Products, Alphas and Patterns being defined by this standard (http://www.omg.org/spec/Essence/).
- The idea of self-organization dates back to at least 1790 and Immanuel Kant's Critique of Judgment (according to http://en.wikipedia.org/wiki/Self-organization#Principles_of_self-organization). Scrum includes the concept of a **Self-Organizing Team** (see for example http://www.scrumguides.org/).
- The Scrum equivalent of an **Agile Facilitator** is the *Scrum Master* (see for example http://www.scrumguides.org/scrum-guide.html#team-sm).
- Guidance on **Agile Facilitation** can be found in Agile Coaching by Rachel Davies (2009) and Liz Sedley, and in Coaching Agile Teams by Lyssa Adkins (Addison-Wesley 2010).

Creating **winning** teams.