

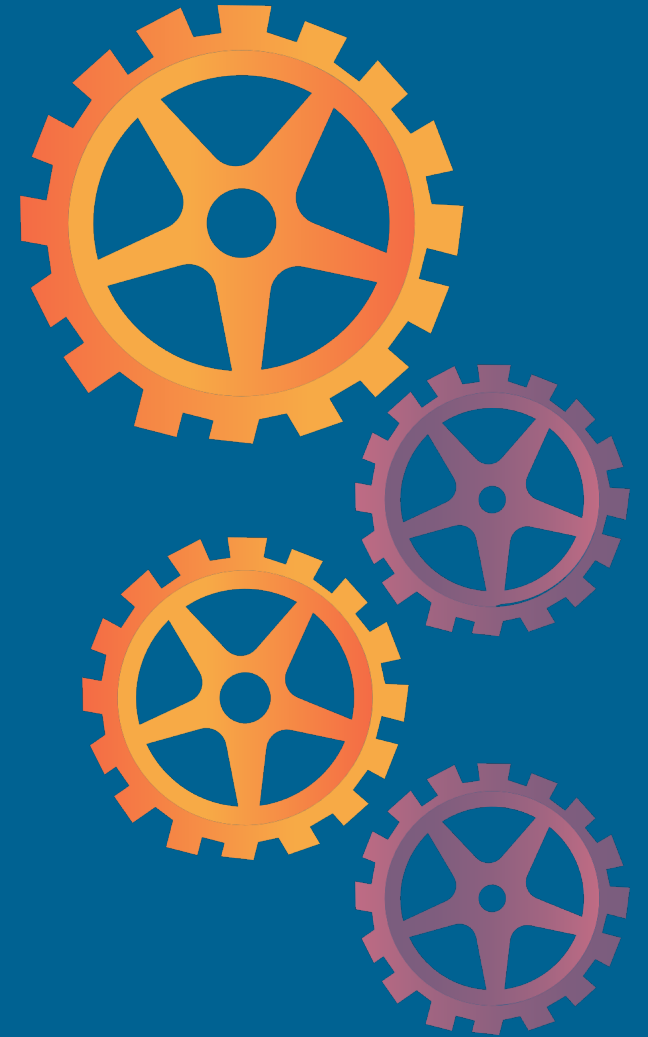
The steps for a self-managed team

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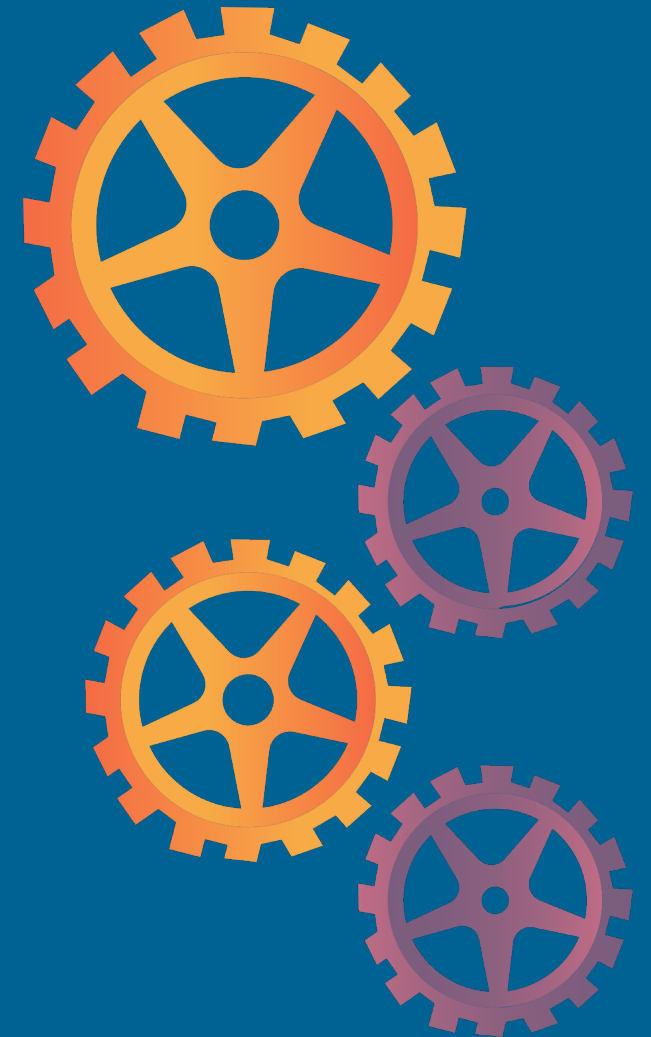
Agenda

- Essential steps to build a successful self-managed team
- Advantages of a self-managed team



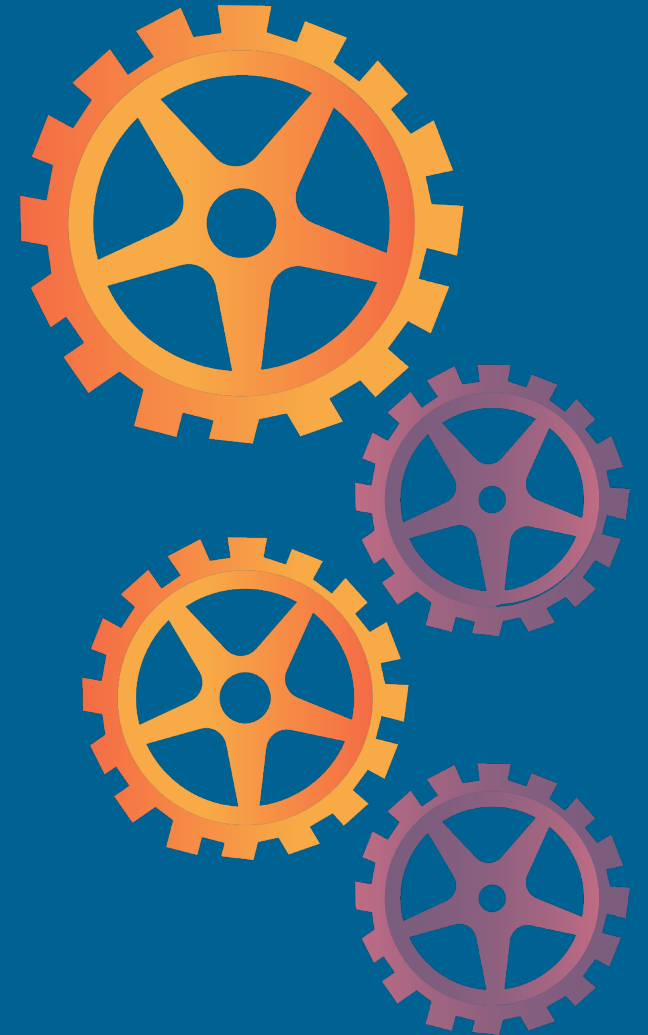
Define what self-managed team is before you begin

- Creation of clear mandate and structure the self-managed team to ensure members and the team, know what is required
- Definition of the type of SMT: fully-autonomous team, limited supervision team, problem-solving team, combination of the three, etc.
(<https://recruitee.com/articles/self-managed-teams#1>)



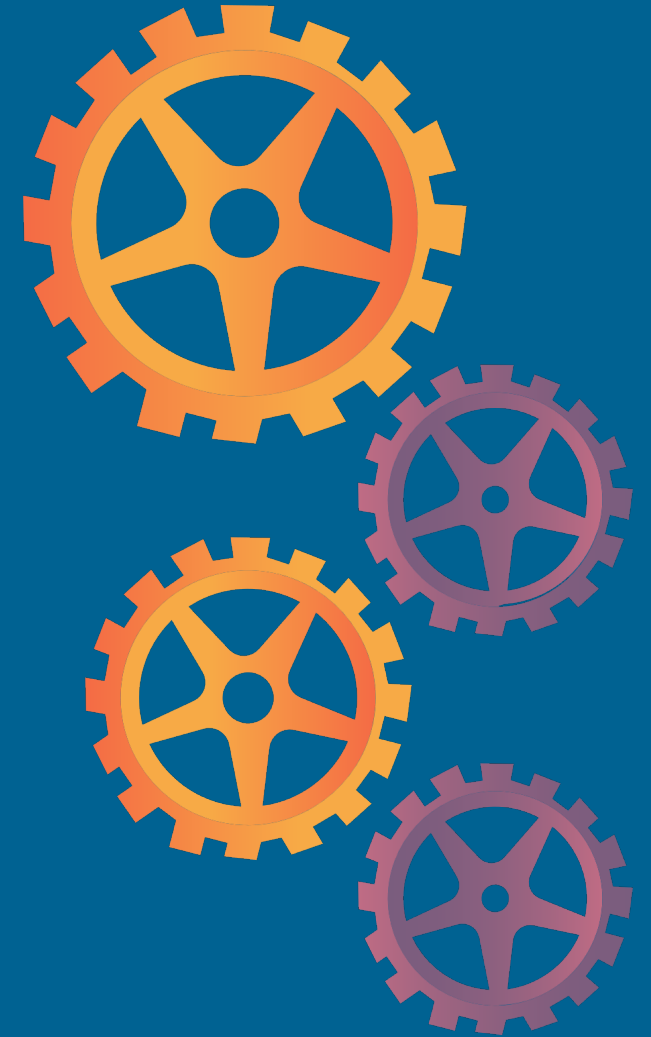
Communicate goals and benefits

- Give a clear understanding of the direction, the expectations and the benefits for the organization
- Explain reasoning and potential impact of switching to a self-managed team



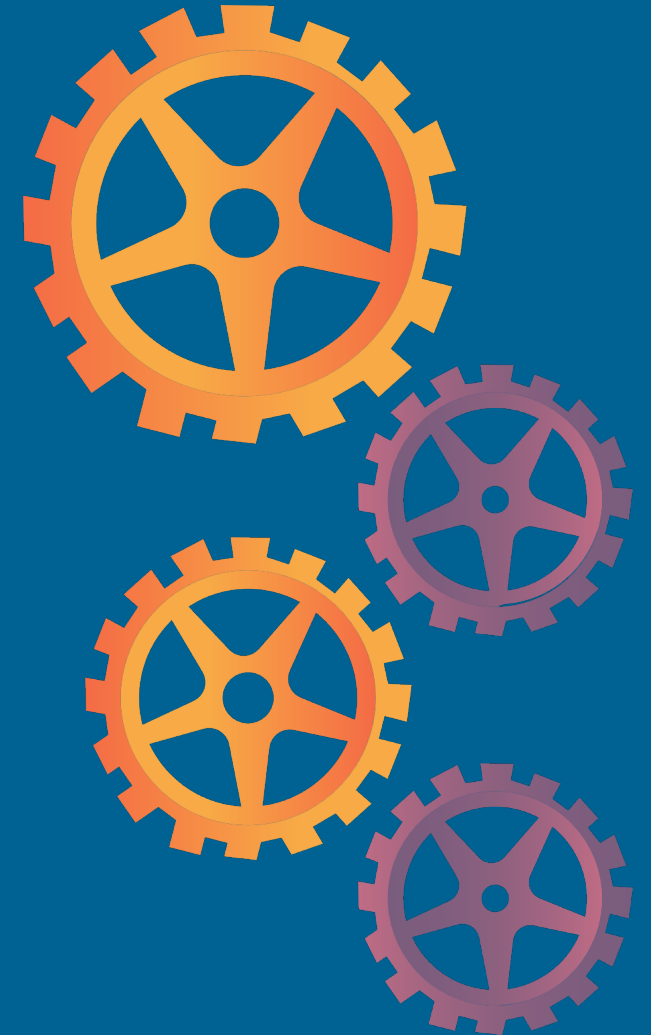
Provide clear direction

- Make to everyone clear the desired outcomes from the project
- Present the expected outcomes and desired impact
- Set scope of the project and determine boundaries
- Help members create guiding principles for task management and communication



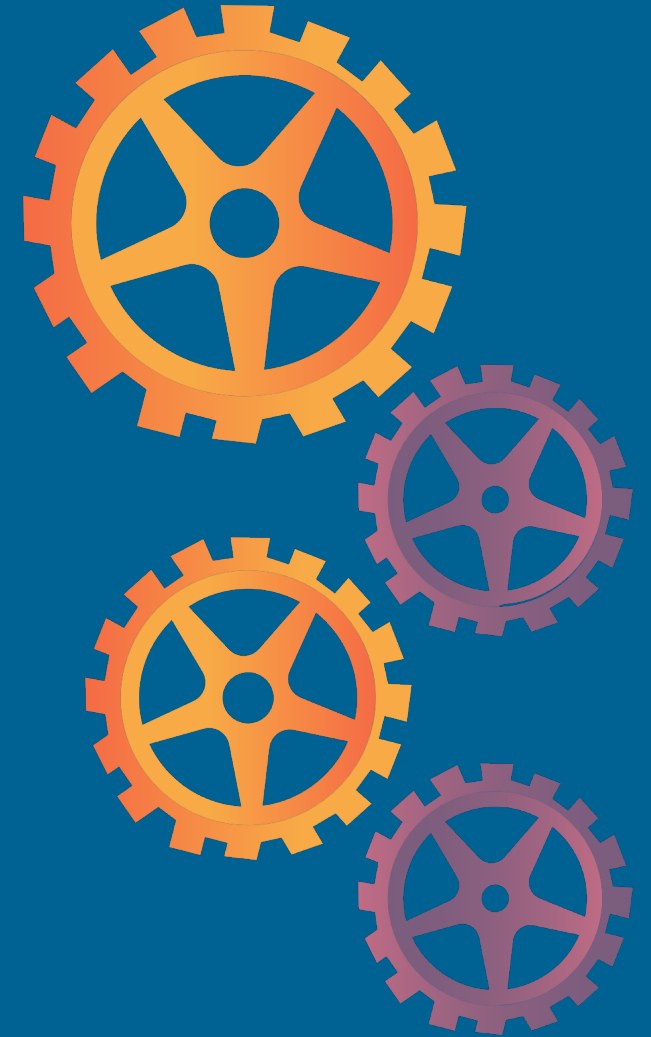
Establish decision-making processes/1

- Outline each team member's strengths and their expected contributions to the team
- Determine how decisions will be made
- Determine how conflict or stalemates will be overcome
- Establish processes and frameworks that can be used when required



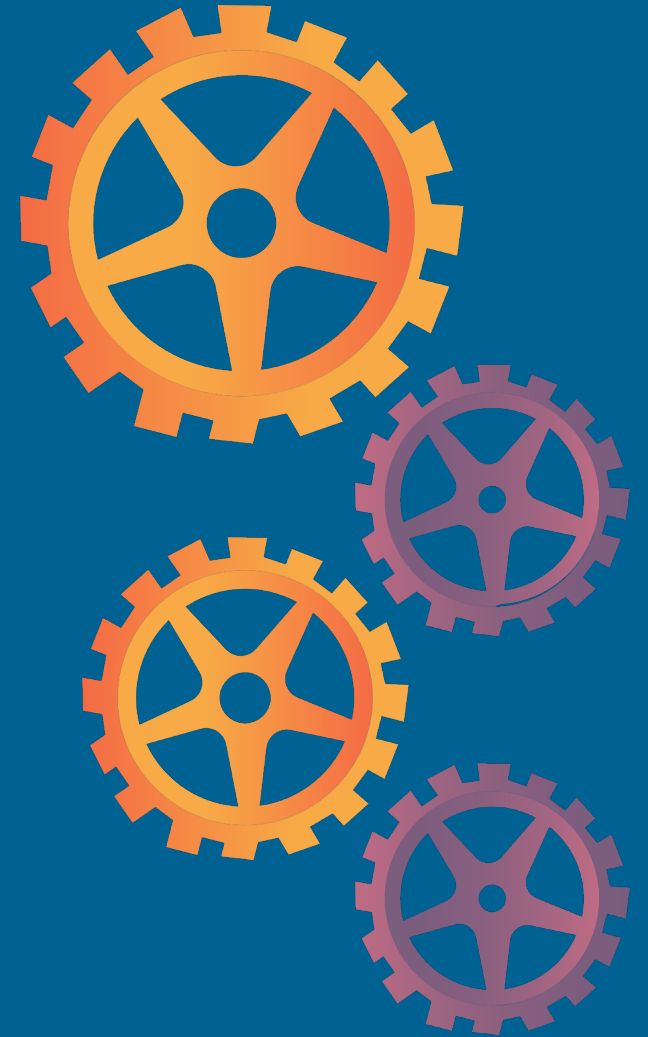
Establish decision-making processes/2

- Force the team to make their own decisions - Give freedom to make decisions but also to make mistakes
- Put the most motivated, eager and excited members in mentorship roles with members weaker in certain areas in order to motivate, encourage and develop their skills



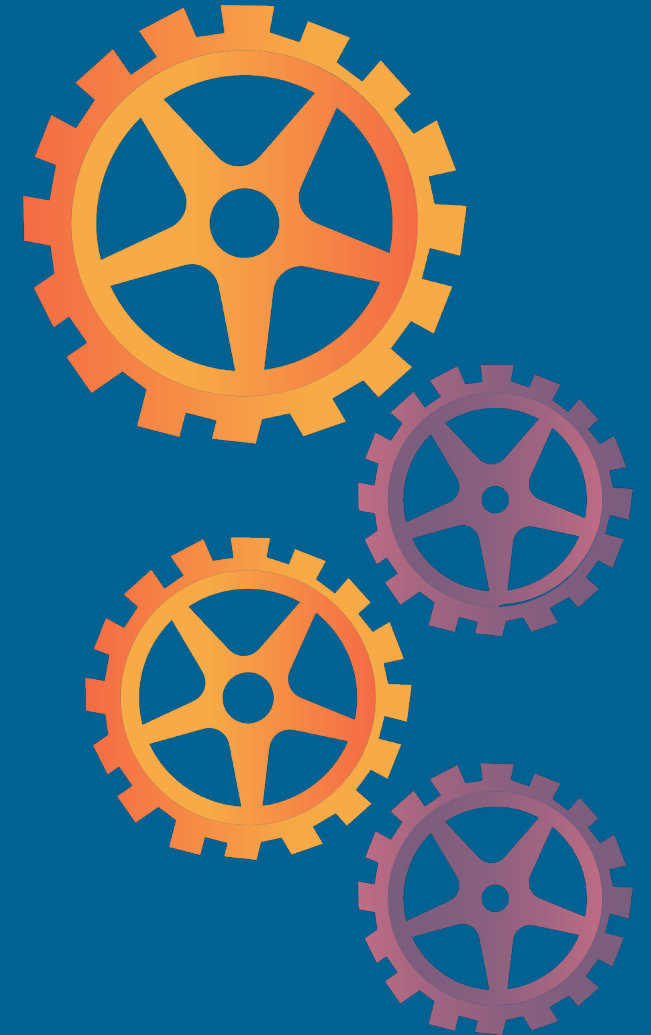
Allocate resources

- Give members a direction, establish rules and provide them with the resources to carry out their duties
- Let them determine how best to spend their resources (this will allow them to find innovative and efficient ways to use their resources as needed)



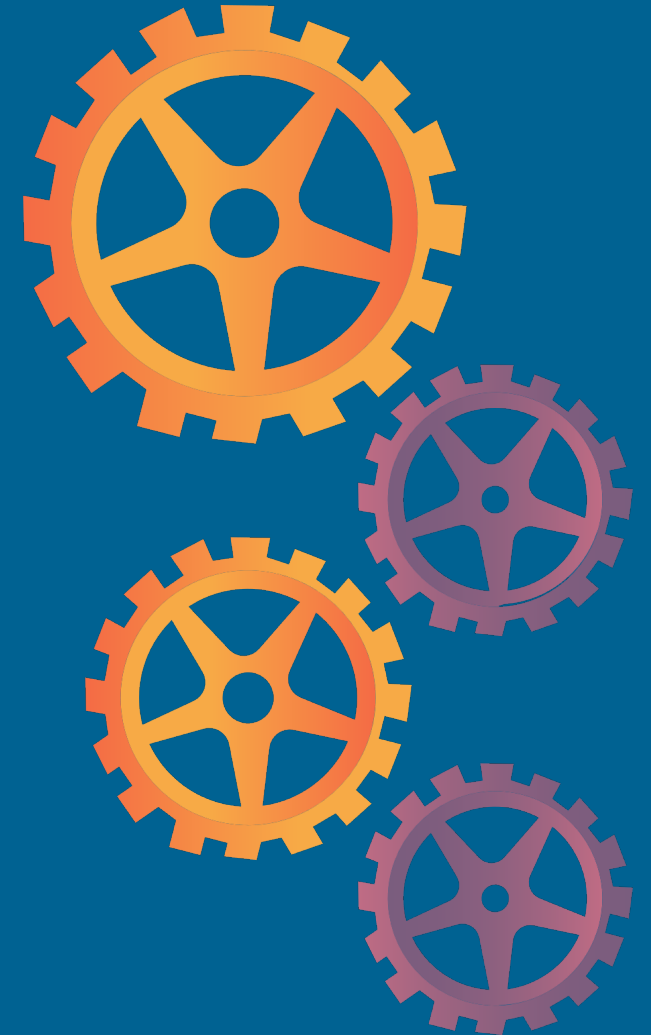
Advantages of a self-managed team

- Increased productivity
- Enhanced innovation
- Highly motivated members
- Greater ability to respond to complexity
- Reduction barriers and conflict frequency
- Information sharing,
- Fostering a climate of psychological safety (Bunderson & Boumgarden, 2010)



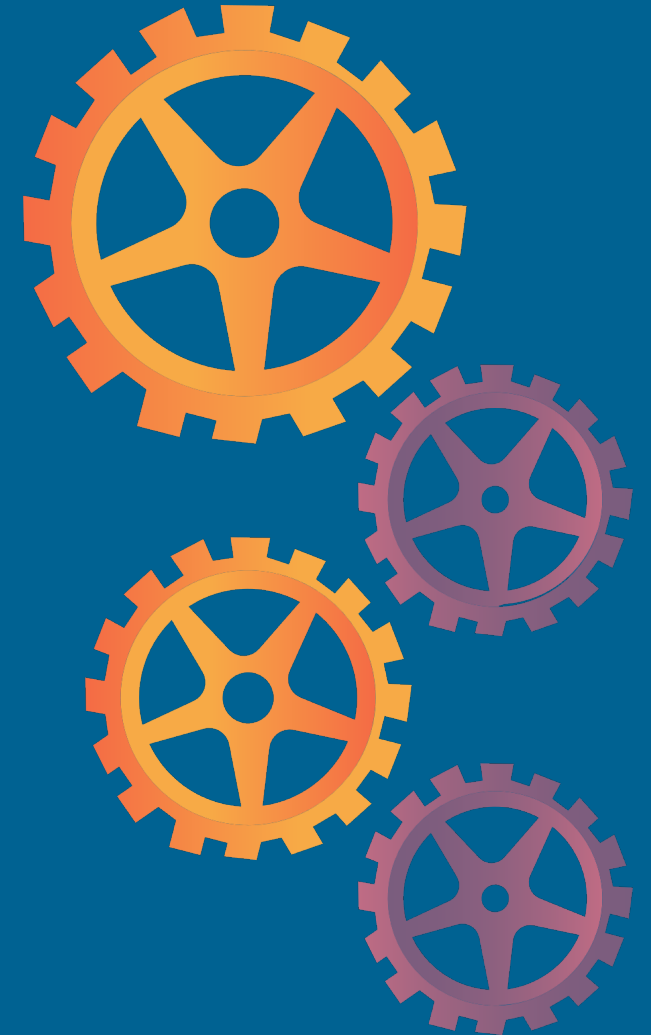
Conclusion

- Creating self-managed teams is an iterative process as it requires a mindset shift in the philosophy of teamwork and thus takes several attempts to succeed
- Strong communication is the key for a successful self-managed team
- Keep open lines of communication with the members to determine opportunities for improvement and refinement

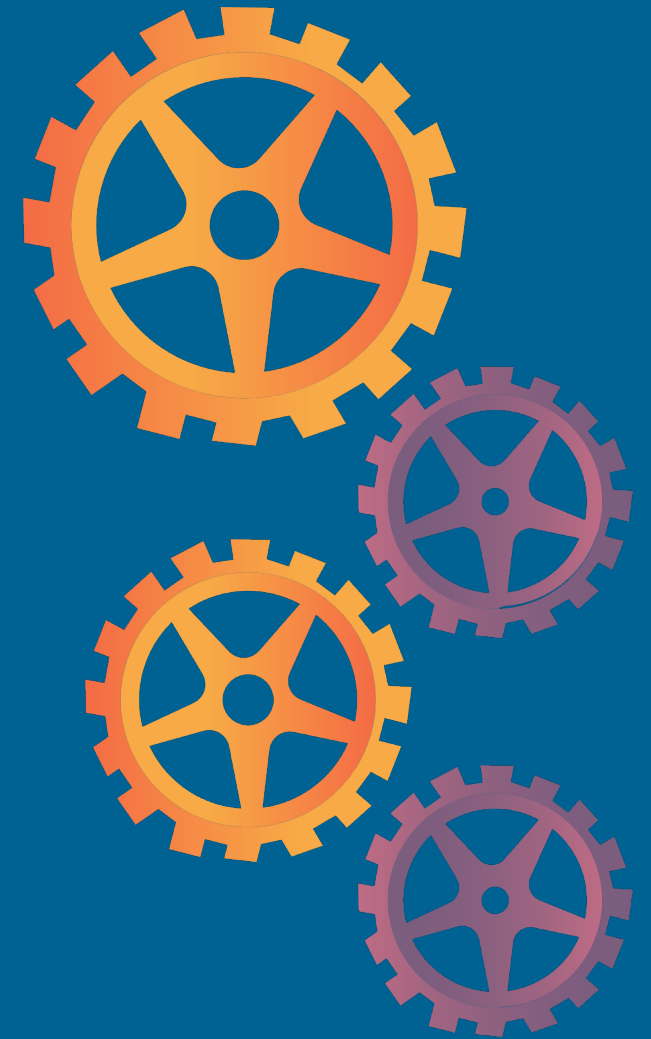


References

- Bunderson, J. S., & Boumgarden, P. (2010). Structure and learning in self-managed teams: Why “bureaucratic” teams can be better learners. *Organization Science*, 21(3), 609-624.
- <https://recruitee.com/articles/self-managed-teams#1>



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Thank you.

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