

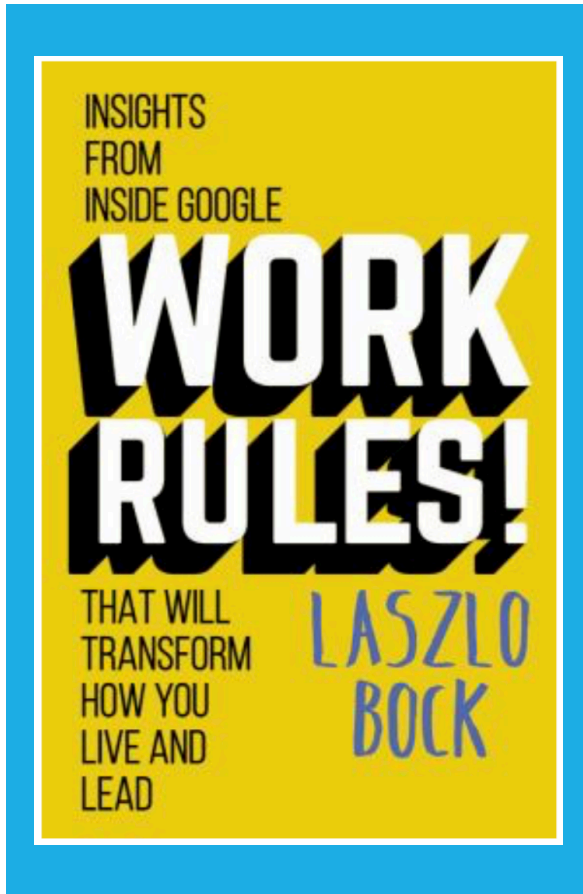


Nearly **60 percent** of employers have jobs that stay vacant for **12 weeks** or longer, costing them **\$800,000** annually, according to CareerBuilder research.



*“The most talented people on the planet are increasingly physically mobile[...] and increasingly discoverable by employers. This global talent wants to be in **high-freedom companies.**”*

Laszlo Bock, Google's Head of People Operations



HOW MUCH FREEDOM DO YOU HAVE IN YOUR ORGANIZATIONS?



1. **What is your name?**
2. **What is your role?**
3. **In your organization, who decides which team you will work on?**

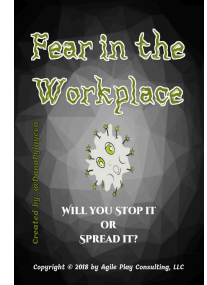
THIS TALK IS ABOUT



- A fundamentally different approach to building teams.
- Five steps to prepare and four steps to run a self-selection.
- How self-selection can help you retain your best people and enable better culture in your organization.



New York
Public
Library



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Agile/DevOps Coach & Trainer, Author, International Speaker



MY EXPERIENCE WITH SELF-SELECTION



**FAST-
GROWING
COMPANIES**



**ORGANIZATIONS
AFTER MAJOR
LAYOFFS**

QCon
by InfoQ

SIMPLE RULES THAT GUIDE A SELF-SELECTION





**2. Make
Informed
Choices**



**4. Check
Teams'
Blueprints**



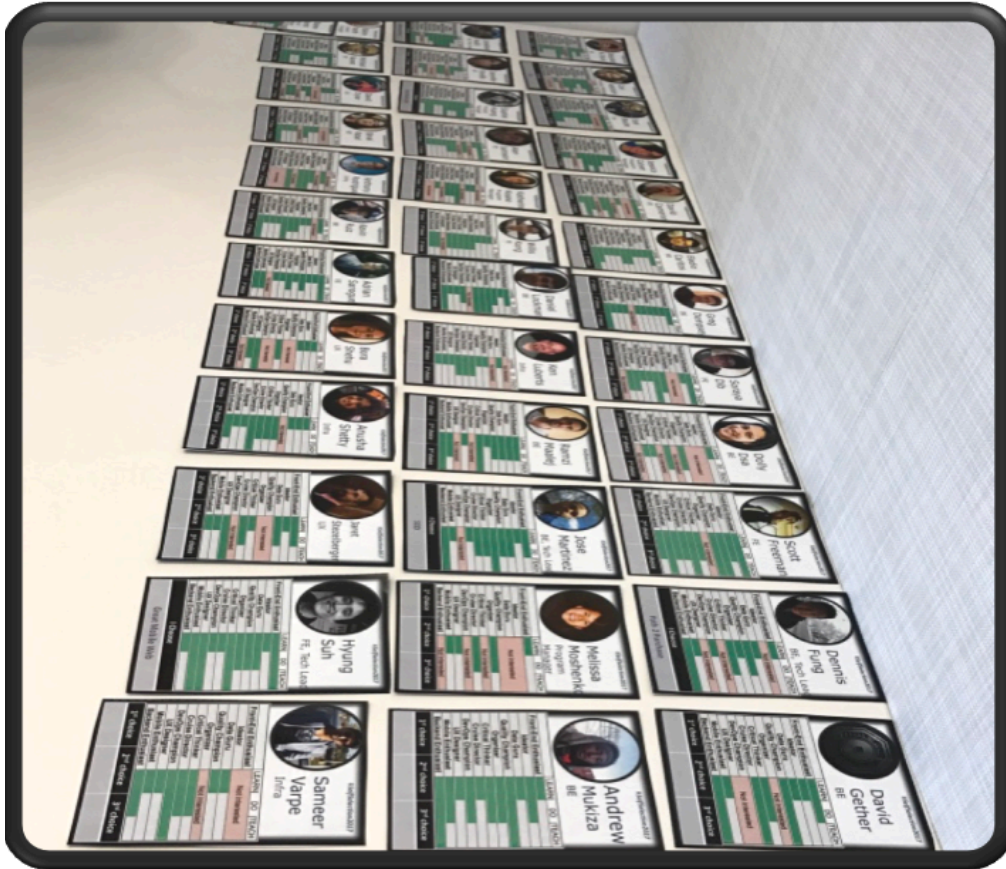
**1. Find
Your
Card**



**3. Select
a
Team**

4 hours

FOUR STEPS OF SELF-SELECTION



STEP I: FIND YOUR CARD



SAMPLE PARTICIPANT'S CARD

#SelfSelection2017

John Smith
Developer



	LEARN	DO	TEACH
Domain Expert	█		
Critical Thinker	█	█	
Quality Champion	█	█	█
Cruise Director			█
Software Craftsman	█	█	
Facilitator			█
SQL Star	█	█	
DevOps Champion	█	█	
Front-end Focused	█	█	

1 st choice	2 nd choice	3 rd choice

Team Ingredient,
contextual to an
organization

Current skills and
learning interests



Product Owner's pitches



5-10 min per product

- Mission/Vision
- Technology
- Team
- Ingredients/Culture

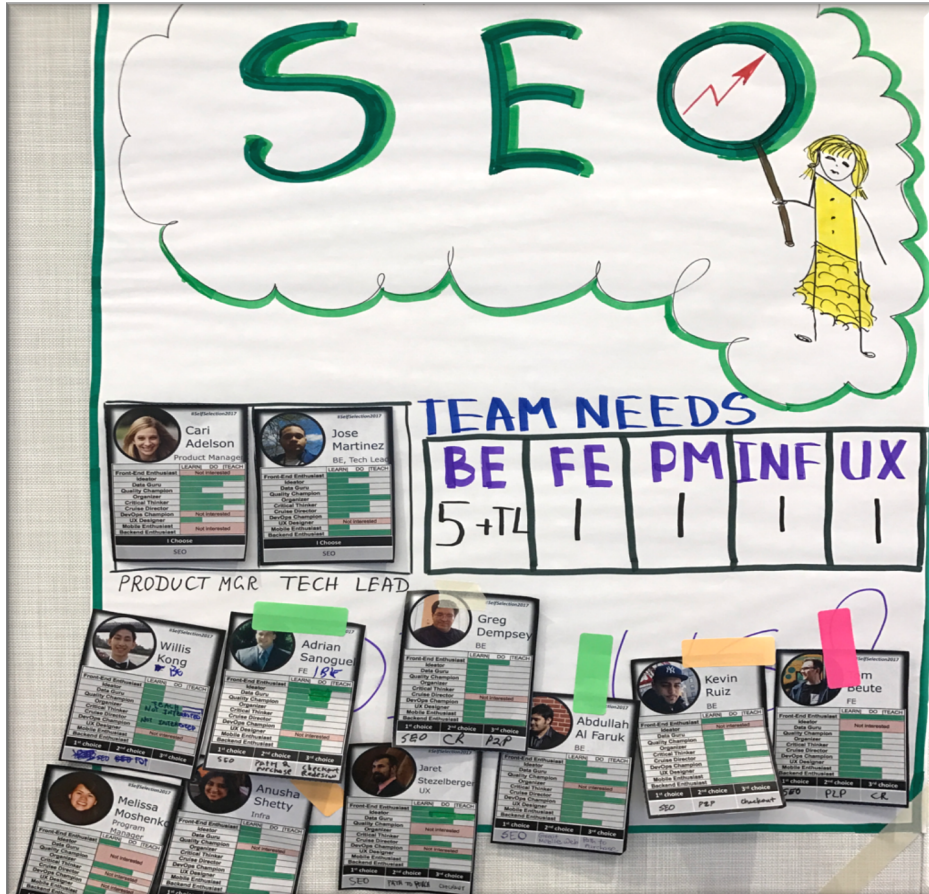
STEP 2:
MAKE
INFORMED
CHOICES





STEP 3: SELECT-A- TEAM





STEP 4: CHECK TEAMS' BLUEPRINT





WHAT
COULD
POSSIBLY
GO
WRONG?





**THE BIGGEST
SURPRISE IN MY
FIRST
SELF-
SELECTION**

“People often get the most afraid just before they are about to step out into the creative unknown, into a new possibility.”

Gay and Kathlyn Hendricks





**Fear of
Loosing
Control**

**Fear of
Unknown**

**Fear of
Missing Out**

**Gym
Memories**

Preparing for a First Self-Selection

Management



2

Space



4

1-3
months

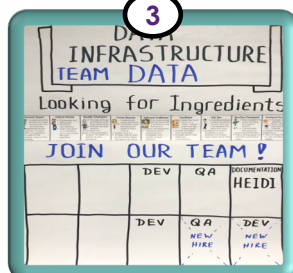


1



Facilitator

3



Process

5



Participants

QCon
by InfoQ




**Gamified Simulation:
Getting Comfortable with
the Unknown**

SIMULATION SETUP:



- You work for a young, fast growing company
- For our new product we need to learn everything about local cultures in 5 locations around the World.
- We are forming 5 teams. Which one will you join?

SIMULATION: MAKE YOUR CARD




Name

Product Owner

	LEARN	DO	TEACH
Domain Expert			
Critical Thinker			
Quality Champion			
Cruise Director			
Software Craftsman			
Facilitator			
SQL Star			
DevOps Champion			
Front-end Focused			

1st choice




Name

Scrum Master

	LEARN	DO	TEACH
Domain Expert			
Critical Thinker			
Quality Champion			
Cruise Director			
Software Craftsman			
Facilitator			
SQL Star			
DevOps Champion			
Front-end Focused			

1st choice



Name

Write-in your role

	LEARN	DO	TEACH
Domain Expert			
Critical Thinker			
Quality Champion			
Cruise Director			
Software Craftsman			
Facilitator			
SQL Star			
DevOps Champion			
Front-end Focused			

1st choice

2nd choice

KYOTO
 - ~~20~~ people
 - 8

Team selection cards visible: Daniel, Pan, Senior Researcher, Design Engineer, Product Engineer, User Interface, User Experience.



CAPE TOWN

5 - ~~6~~ people

Team selection cards visible: Galin (Product Owner), Dean (Design), Ricardo (QA), Oya (Developer), Jason (QA).

DUBLIN

~~6~~ - ~~12~~ people
 4 - 6

Team selection cards visible: QA, Product Owner, Product Designer.



YOUR TURN: WHICH TEAM WOULD YOU JOIN?

Kyoto, Japan



Chicago, USA



Zurich,
Switzerland



Cape Town,
South Africa



Dublin, Ireland



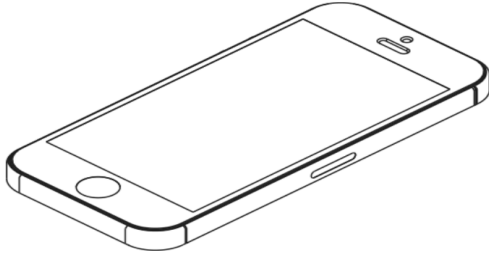
I can join
Any Team!



QCon
by **InfoQ**

Your Turn to Try!

1. Grab your phone



2. Scan the QR-code



OR 2. Open your browser and

Go to www.menti.com and use the code 80 01 35



SIMULATION DEBRIEF WITH A SPOOKY QUESTIONS GAME

2:00

SAMPLE SPOOKY QUESTIONS

SPOOKY QUESTIONS

Q13. When will I start with my new team?

SELF-SELECTION



@DanaPylayeva



SPOOKY QUESTIONS

Q2. What if people want to join a team they are totally unskilled for?

SELF-SELECTION



@DanaPylayeva



SPOOKY QUESTIONS

Q12. How would I know what team to choose?

SELF-SELECTION



@DanaPylayeva



A FEEDBACK LOOP



SPOOKY QUESTIONS

Q13. When will I start with my new team?

SELF-SELECTION

@DanaPylayeva

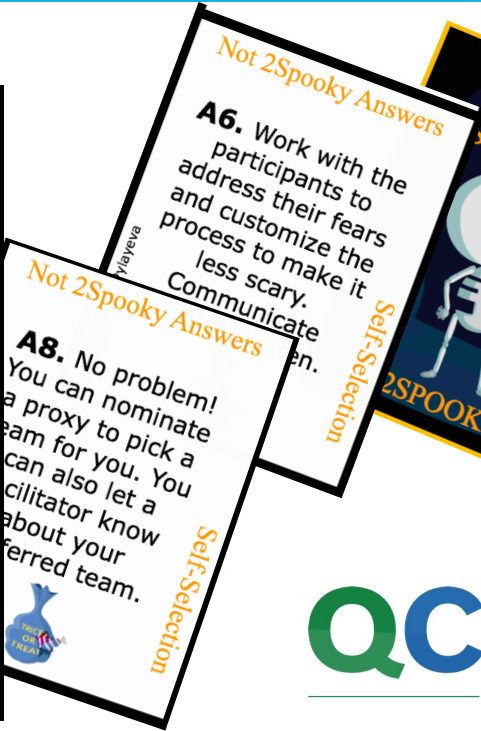
SPOOKY QUESTIONS

Q2. What if people want to join a team they are totally unskilled for?

@DanaPylayeva



SELF-SELECTION

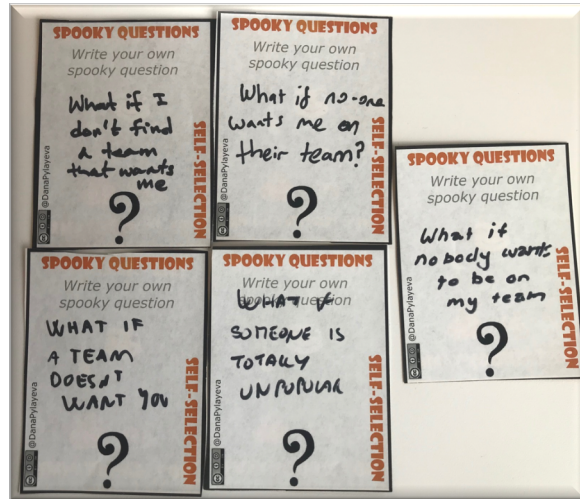




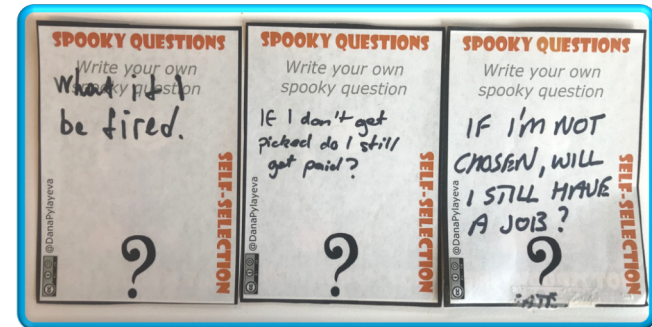
SPOOKY QUESTIONS DISCOVERED IN SELF-SELECTIONS

WHAT IF...

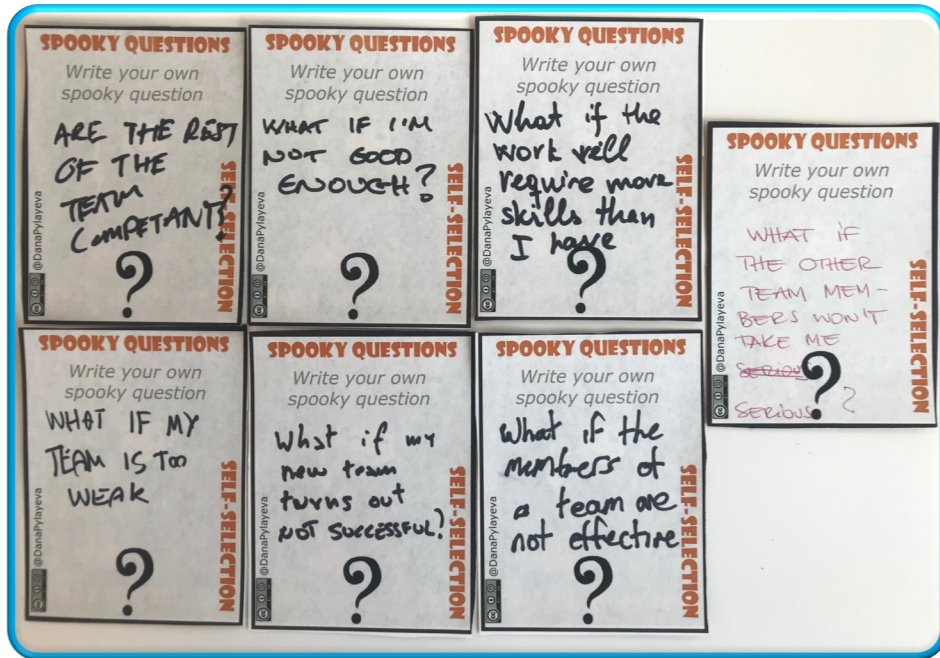
...I am not selected?



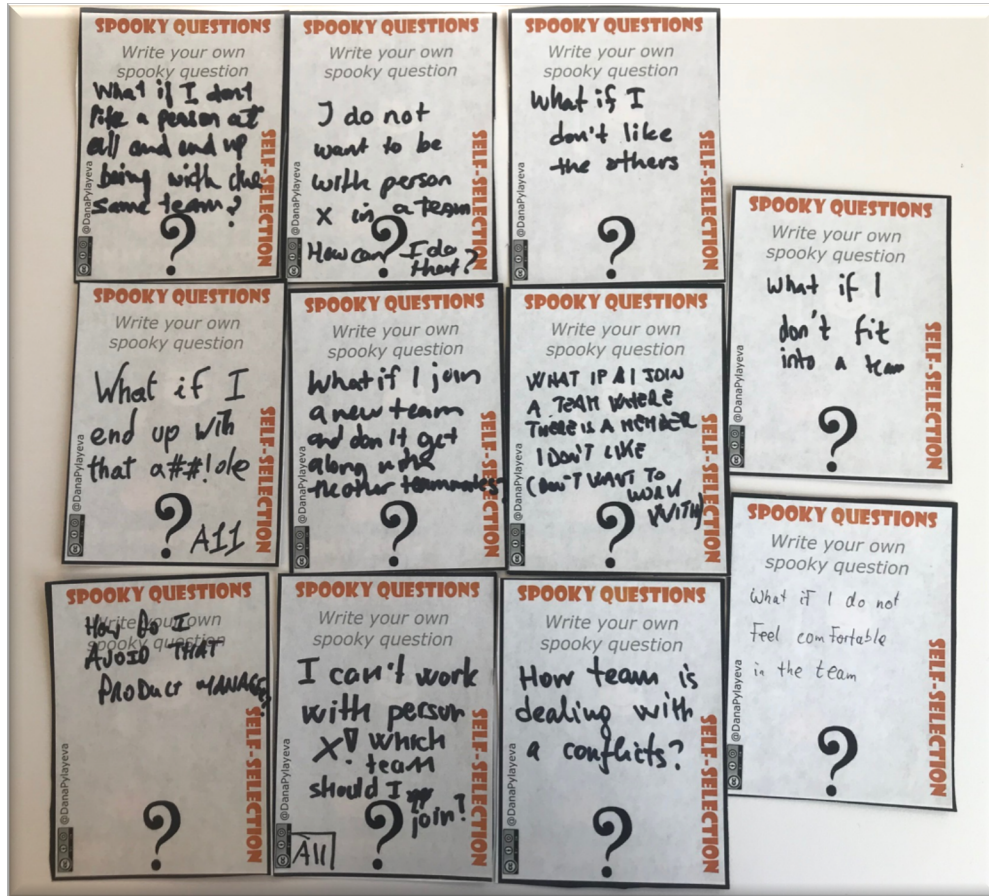
... I lose my job?



WHAT IF...



... my new team or I don't have enough skills?



WHAT IF I
JOIN A TEAM
WITH A
TEAM
MEMBER I
DON'T LIKE?

YOUR TURN TO PLAY!



Imagine Yourself in a Self-Selection at Your Organization

What would be your Spooky Question?



**What would be
your Spooky Question?**

WITH A PARTNER
Imagine Yourself
in a Self-
Selection at Your
Organization

2:00

5:00



**FIVE MINUTES IN GROUPS OF FOUR:
WHAT IS THE MOST CHALLENGING QUESTION YOUR
GROUP HAS ABOUT SELF-SELECTION?
CAN YOU FIND THE ANSWER?**

A Better Culture


Retention



Resiliency

**Freedom to self-select into
your own teams can be
exciting and scary.**



A group of four people in wetsuits are performing a high takeoff on a red windsurfer. The windsurfer is tilted at a steep angle, and the people are hanging from the boom, their bodies parallel to the water. The background shows a blue ocean wave with white foam, and a blurred coastline with buildings and greenery in the distance. The overall scene is dynamic and action-packed.

**Breezing into your fears
will bring you a step closer
to a culture of engagement,
experimentation and learning.**

© Dana Pylayeva 2019

Take Time to Prepare for Your First Self-Selection Event

Management



2

Space



4



1



Facilitator

3



Process

5



Participants

**1-3
months**

QCon
by InfoQ



2

**2. Make
Informed
Choices**



4

**4. Check
Teams'
Blueprints**



1

**1. Find
Your
Card**



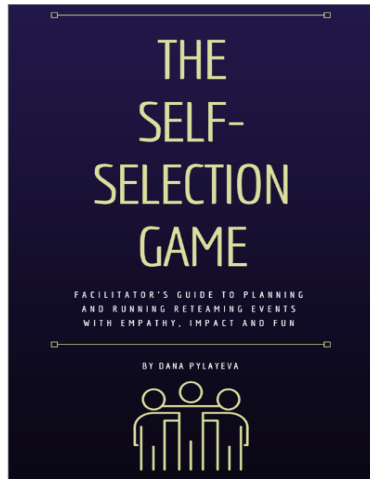
3

**3. Select
a
Team**

4 hours



**RUN A SELF-SELECTION EVENT WITH A
SMALL GROUP**



[https://leanpub.com/
selfselectiongame](https://leanpub.com/selfselectiongame)

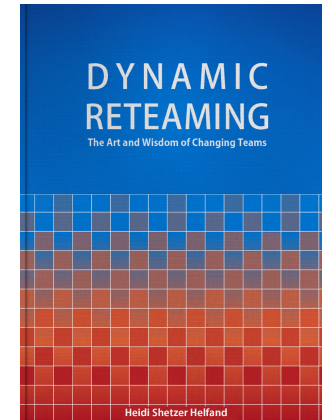
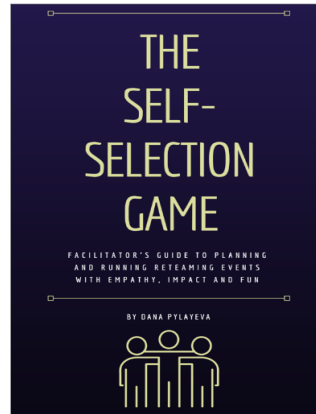
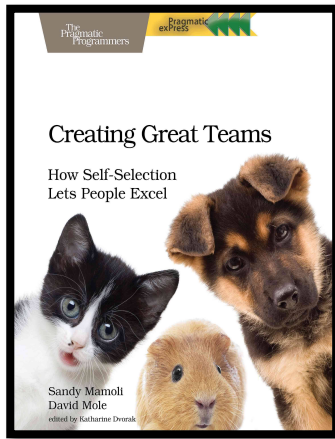


OR, YOU CAN
START WITH

MINIMUM
VIABLE
EXPERIMENT

—
A SIMULATION!

Where to Learn More About Self-Selection?



Let Me Know What Worked for You!

 @DanaPylayeva

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 <https://www.linkedin.com/in/danapylayeva>

