

Team Contract

<https://lmgfby.app/?q=secrets+of+high+performing+teams>

Set Your Team Up For Success

“In the agile, startup-infused culture of most workplaces today, it is increasingly likely for managers to find themselves responsible for new teams that have never worked together before. The members of the team may be entirely new to the organization, or they may have been brought together from other teams. They may have varying levels of familiarity with one another and with their manager ... No matter what each team member’s background, the goal is the same: to get everyone working together in this new arrangement as effectively as possible, as soon as possible.”

<https://losspreventionmedia.com/how-to-set-up-a-new-team-for-success-from-day-one/>

Four Stages of Team Building [1]

1. Forming - The earliest stage when everyone is getting to know one another, the organization, and the work itself.
2. Storming - The stage when conflicts and complications are most likely to arise, as everyone is testing their new working relationships.
3. Norming - the team begins to truly develop and become a cohesive unit. Upward spirals of performance that have been facilitated by the manager from day one start to gain momentum.
4. Performing - This is the ultimate ideal state of any high-performing team, where members manage the work and working relationships effectively day to day.

[1] Tuckman, B. W. (1965). Developmental sequence in small groups. *Psychological Bulletin*, 63(6), 384-399.

Four Stages of Your Team

1. Forming - NOW! Sprint 1
2. Storming - Sprints 1-2
3. Norming - Sprints 2-3
4. Performing - Sprints 3-5

Team Building

“The best initial team building should establish the norms and procedures of working together; set expectations for communication, feedback, and accountability”

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Norms & Procedures == Team Contract

Team Contract Components

1. Team Identity
 - Roles
2. Team Procedures
 - Working Hours
 - Pairing
 - Tools: Scrum & VCS
3. Team Norms
 - Communication
 - Decision Making
 - Feedback Protocol