COURSE DURATION

- Half-Day Discovery

WHO SHOULD ATTEND

- All Agile Team Members

- Product Owners & Scrum Masters

- Developers, Testers & Engineers

- Architects & support roles

WHAT WILL YOU LEARN

- Identify innate talents

- Understand team talents

- Create Team Strengths Profile

- How to align talents to team goals

PREREQUISITES

- Complete the 30 minute online
  Strengths Assessment

Optimizing Self-Organizing Teams

*"The best architectures,
requirements, and designs emerge
from **self-organizing teams**."*

- Agile Manifesto, Principle #11

What is a Self-Organizing Team?

One of the characteristics of self-organizing teams is the blend of talents and backgrounds seen in the team. For self-organizing teams to prosper, they need to be self-sustaining. This is difficult to do with a group of single-minded and skilled experts. Cross-functional teams, however, consist of team members who complement each other with their different skills, experiences, insights, and perspectives.

" …people not only need to have strong technical skills but also to be able to function well in teams.
Poor team dynamics can crush even the most talented individuals."

- McKinsey & Company
"The new tech talent you need to succeed in digital."
Sept 2016

CliftonStrengths® Discovery Course for Self-Organizing Teams

Becoming an optimized, self-organized team begins when you apply your unique talents. This course will change the way you work in teams and will impact the rest of your life. You will learn how to identify what you do best and how to maximize your potential by using your CliftonStrengths.

Understanding one's natural talents is just the beginning of your strengths discovery journey. This course will take participants beyond a foundational awareness of their strengths to help them identify ways to intentionally invest in their innate talents to apply in their work and life.

What You Can Expect

During this course, participants will get new strategies to help them apply their talents to increase their effectiveness in their Scrum Teams, work and life.

During this course, self-organizing team members will:
- discover how to make a difference in their Teams by doing more of what they naturally do best
- acquire tools and insights that will help them apply their strengths to achieve greater productivity, engagement and happiness
- understand how all of their CliftonStrengths themes, separately or together, influence their work and personal life
- develop strategies to help them use their strongest CliftonStrengths to accomplish specific team and individual targets, goals and aspirations
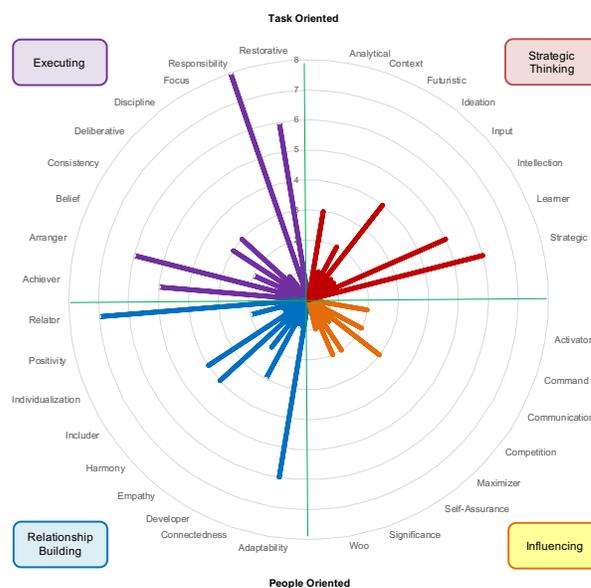- practically combine their talents with others' in their teams to achieve greater success

Background and Context

Over the years, Gallup has studied tens of thousands of teams to learn more about the issues and challenges they face, the techniques used to create highly engaged teams, and most importantly, the things that high-performing teams do that distinguish them from others. The most productive self-organizing teams exhibit these same three findings.

MORE INFORMATION

- CliftonStrengths® is the leading strengths-based assessment

- Over 20 million people have completed a CliftonStrengths® assessment.

- 95% of Fortune 500 companies have used Gallup® team solutions.

- Accenture have rolled out CliftonStrengths® to over 400,000 employees globally.

- Visit GallupStrengthsCenter.com

1. **They share a mission and purpose.**
   Team success ultimately depends on the team's ability to identify and focus on a clear and compelling performance challenge or common purpose.

2. **Everyone is great at some things and not very good at others.**
   Team members are aware of their unique talents and how they can help the team achieve their goals. They also know how the others on the team can best contribute. As such, they self-organise and act interdependently.

3. **Team members are aware of each other's talent filters.**
   They have an understanding of how each person is inclined to think, act, and feel. This awareness helps the team navigate the issues all teams encounter. Certain talents make team members adept at conflict management, documenting the team's work, setting directions, influencing others, etc. In short, they understand how the team can work best together.

Benefits

Gallup research has found that when Strengths-Based, Self-Organizing Teams do what they do best, they:

- perform better at work

- are more likely to achieve goals

- are more engaged at work

- are more confident

- experience less stress

- have higher levels of energy and vitality

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