

Self-Selection

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A way of letting people choose which team to work in

A facilitated process of letting people self-organise into small, cross-functional teams. It is the fastest and most efficient way to form stable teams and is based on a belief that people are at their happiest and most productive if they can choose what they work on and who they work with.

WHY

*Happier,
more
stable
teams*

From the data we collected we know that self-selected teams are:

- More stable
- Happier
- More productive
- More motivated

Self-selection honours the principles of trusting people to be responsible adults who can solve complex problems and organise in a way that's best for the organisation and themselves.

We believe that organisations get the best results when people can choose what they work on and who they work with.

Rules

- Rule No.1 - Do what is best for [insert company name].
- Squads should be 3-7 people
- Co-located if possible
- Capable of delivering end-to-end.

Resist the urge to add more rules. It will just add complexity and have flow on effects.

HOW

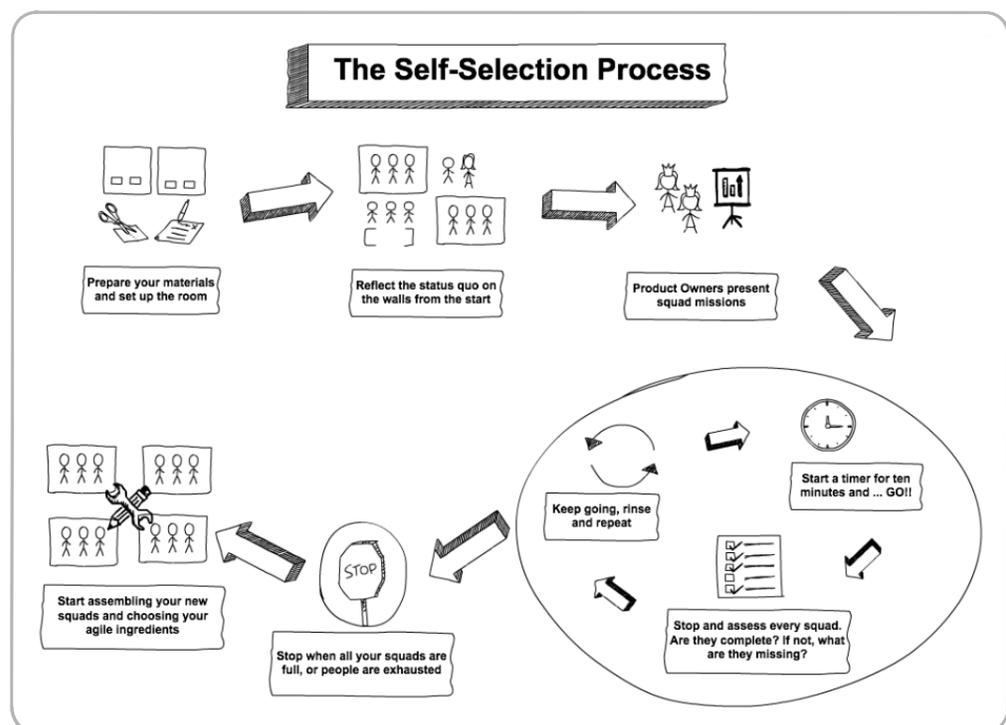
*Run a
self-
selection
event*

Organise an event where everyone gets together and chooses which team they want to work in.

WHAT IF

- No one wants to work in a particular area?
- Everyone wants to work on a particular team?
- No one wants to work with this guy?
- People get into fights?
- They get the wrong mix of seniors and juniors?

We worried about all of those scenarios... but you know what? None of them happened!



Would this work for you?

You probably have some fears or some what-if scenarios running through your head so if you aren't sure, then you could try running a 'Ship-it' day and observe how people interact and form self-selecting teams. It is never certain but with trust and empowerment it can work anywhere.

*Try a
"Ship-it"
day!*

Get the kit!

We have made some templates, a sample run sheet and other good stuff for you to use:

<http://nomad8.com/what-we-do/self-selection>

We'd like to hear from you!

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