

The Collaboration Book

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There is your goal and there is how you achieve it. The outcome of a project matters less than understanding how you got there.

All teams are about

creating trust

solving problems

achieving goals

while being flexible.

Amazon team size has the 2 pizza rule, which means a team should be small enough to be fed by two pizzas. That means 6 to 8 people at best.

Teamwork is a roller coaster ride. A team's mood will go up and down, as will the team spirit and needless to say its output.

Teams aren't a lottery, you have to work on them, they don't simply come together. Turning a loose array of people into a strong team is a process.

Microsoft conducted an investigation which showed that wfh is good for existing teams, when you form new teams, you need a combination of work from office and work from home, else people will never get to know each other.

When people work remotely, relationships stagnate.

**Old pay : salaries are negotiated
individually**

**New pay :a salary scheme that everyone
agrees is fair.**

Devils advocates are merely an expression of their character rather than any constructive contribution to the team.

Having to make a decision as a team vs solo is one of the trickiest aspects of a job.

**Top down and bottom up are both bad ways
to make decisions**

If you need to be bold, you need to feel safe

Psychological safety should not be confused with fake smiles, forced optimism or constant praise. It doesn't mean that everything has to be nice and pleasant.

Conflicts can only be resolved if each party knows where the other is coming from. So, if we assume something about someone, we should check if the assumption is right.

When a group has a bad apple, the team tend to perform 20 to 30 % lower than other groups.

If one person in a team behaves like a jerk, chances are it will spread to others. Watch for this.

You have to help others and let others help you if you want a reciprocity ring.

Transparency means being upfront about the issue in front of everyone, not the old praise in public, pull up in private.

Ask a simple question

who would I be if I didn't have this job?

Any mountaineer will tell you not to look up at the mountain before you start your climb. Look at your feet and the few steps you take.

To reach an extraordinary goal, you need to use extraordinary measures.

Servant leadership was first defined in 1970 by Robert Greenleaf.
Leading means serving, leading means enabling others, leading means surrounding yourself with people better than you.

Spotify co founder Daniel Ek once said ” we aim to make mistakes faster than anyone else”

Children are allowed to make mistakes, but adults are not. In fact adults try to avoid mistakes.

Vision : What will our future look like

Mission : What guides our day to day work

Purpose : Why do we do what we do

Many organizations try to find individual solutions to structural problems

We always ask- can I trust this person
we rarely ask, can this person trust me?

A good leader understands what it feels for people to work for them

We instinctively trust people who are similar to us – background, studies etc.

A hierarchy's chief strength is that everything goes to plan – the process, the result etc.

A hierarchy's chief weakness is ironically that everything goes to plan. There is no room for the new.

Ask 3 questions of yourself :

1. How much do I talk compared to the others

2. How often do I interrupt, ignore or cut other people off

3. When I speak, do I make statements or how often do I ask questions