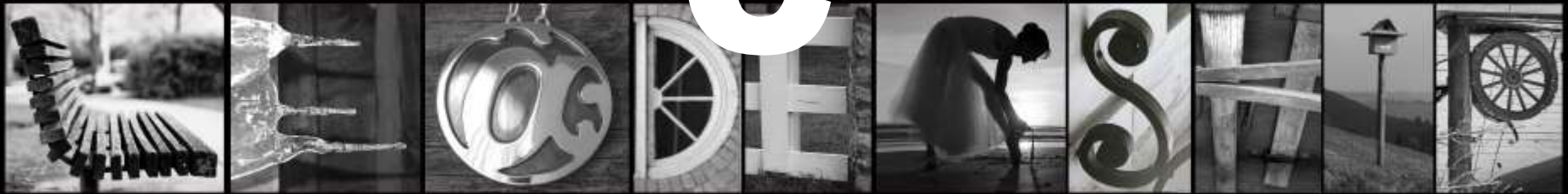


# ELASTIC



**@ROYOSHEROVE**  
**5WHYS.COM**

**2 DAYS**

**LEAD**

**BETTER**

**WORKSHOP**

**5WHYS.COM**

**WAR  
STORIES  
S**

# **THE ONE WITH ALL THE FIRES**

**THE ONE WHERE THE  
TEAM KNOWS WHAT  
THEY'RE DOING**

**THE ONE WHERE THERE  
WAS NO SOURCE  
CONTROL**

**THE ONE WHERE I WAS  
THE PERFECT TEAM  
LEAD**

**HOW DO WE  
KNOW WE'RE  
DOING OK?**

**NOBODY  
TEACHES US**

IF ONLY.. I  
HAD THE  
PERFECT  
PEOPLE



**EXCUSE**

**GREAT  
TEAMS ARE  
GROWN  
NOT HIRED**

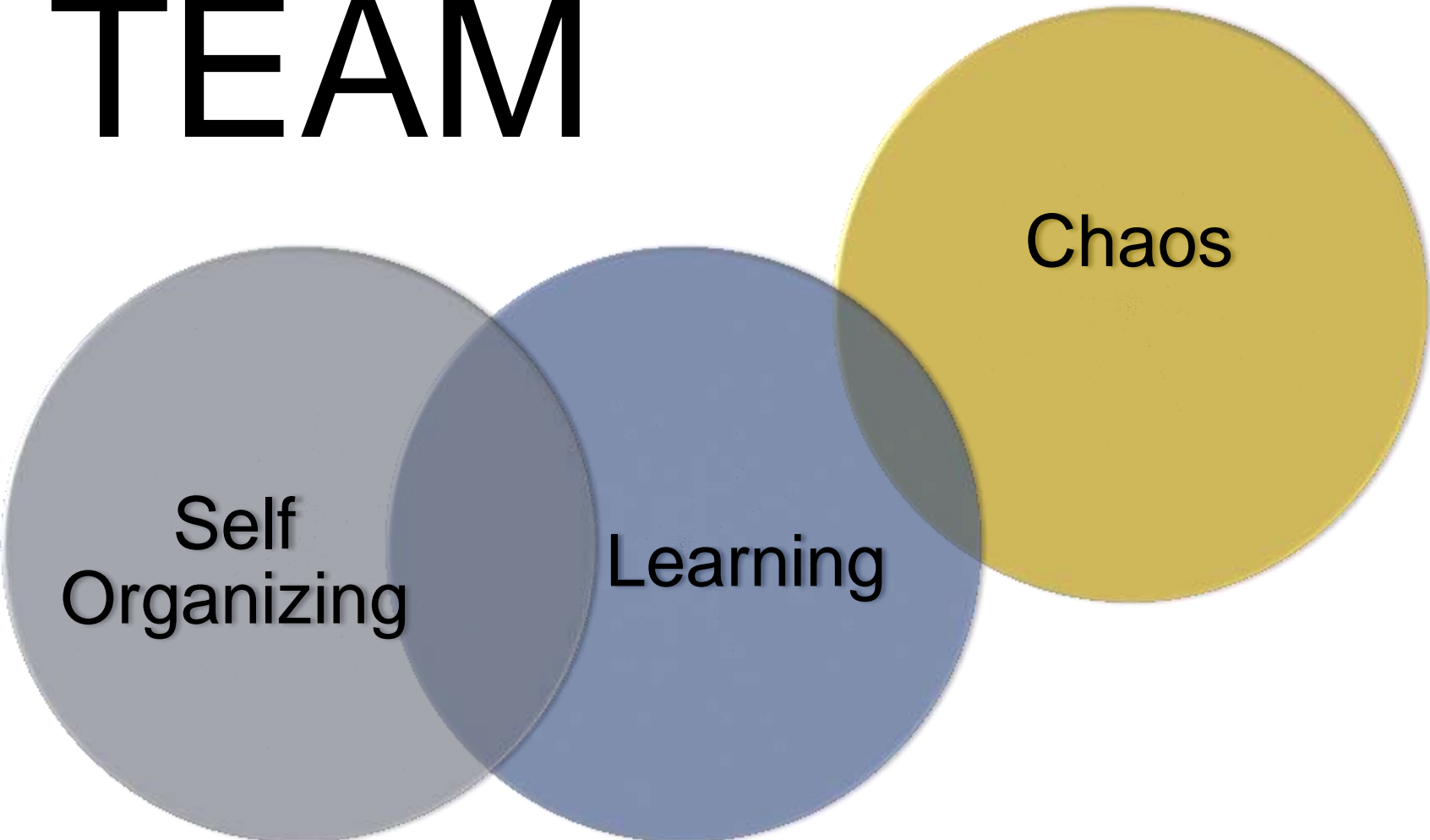
**RETHINK**

**LEADERSHIP**

**WHAT IS THE  
PURPOSE OF  
A LEADER?**

# GROWING YOUR TEAM

# GROWING A TEAM



**CHANGE  
LEADERSHIP  
STYLE  
BASED ON  
TEAM NEEDS**

**DEFINED:**

**No time to learn**

**(Slack!)**



**Chaos**

**BEWARE!**

# **The Chaos Addiction**



**Chaos**

**YOUR JOB:**

**Rescue The Ship**



**Chaos**

**HOW?**

**Command & Control**

**Set Reachable Goals**

**Make time**



**Chaos**

# **HOW DO YOU KNOW YOU SUCCEEDED?**



**Chaos**

**There is time to learn,  
and you're using it.**

**DEFINED:**

**You Have time to learn.**

**Your team does not know how to solve its own problems**



**YOU JOB:**

**Teach them how to  
solve their own  
problems**



Learning

**HOW?**

**Coach/Commander**

**Grow them.**

**Challenge Them.**

**Intervene when there is not enough  
time to fix mistakes**



# HOW DO YOU KNOW YOU SUCCEEDED?

**You can disappear  
for a week.**



Learning

**DEFINED:**

**You can disappear  
for a week without  
worrying.**

**Your team knows  
how to solve its own  
problems**



Self  
Organizing

**YOU JOB:**

**Keep Growing them**

**Manage Exchanges,  
Containers and  
interactions**



Self  
Organizing

**HOW?**

**Coach**

**Grow them.**

**Challenge Them.**



Self  
Organizing

# HOW DO YOU KNOW YOU SUCCEEDED?

**You can disappear  
for a week.**

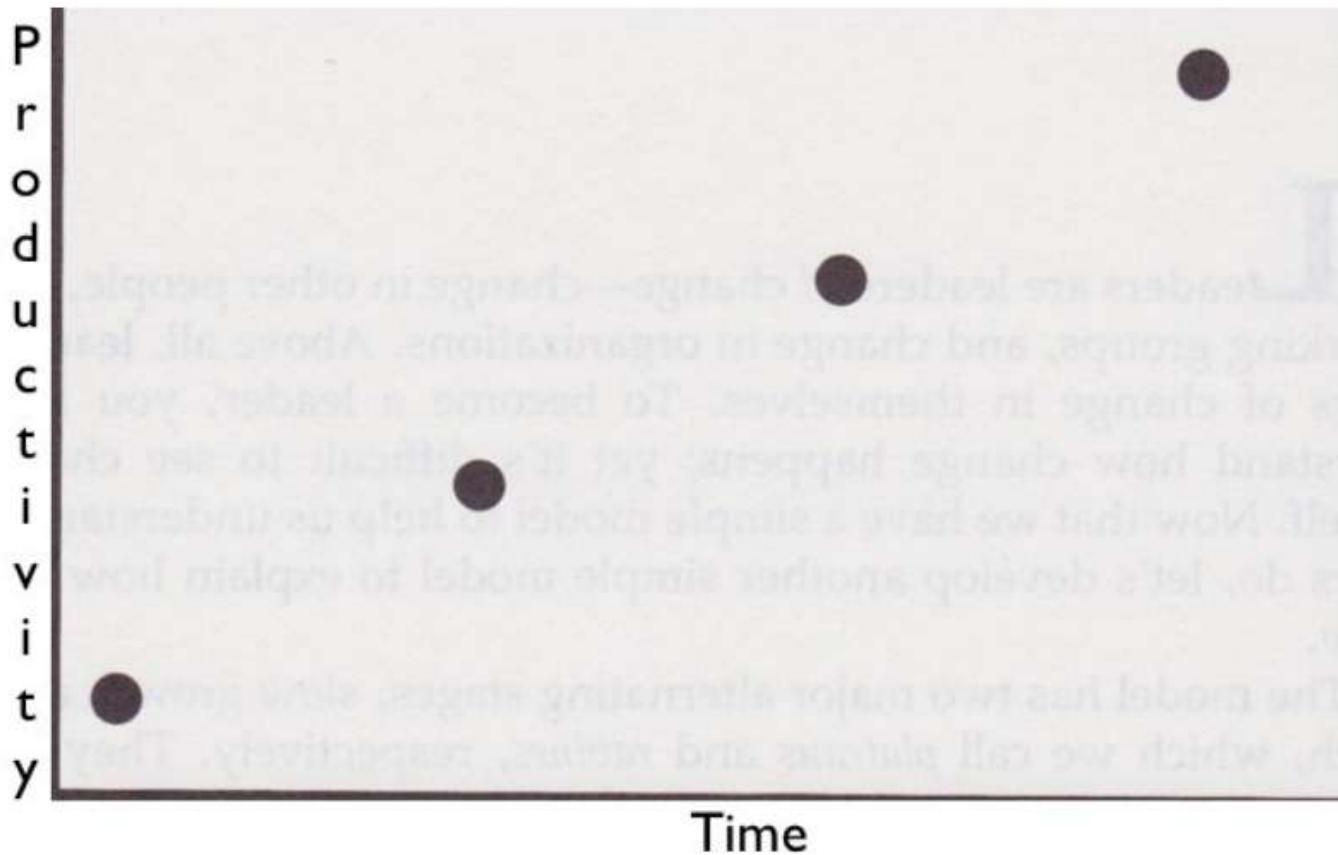


Self  
Organizing

**WONT WORK  
FOR ME**

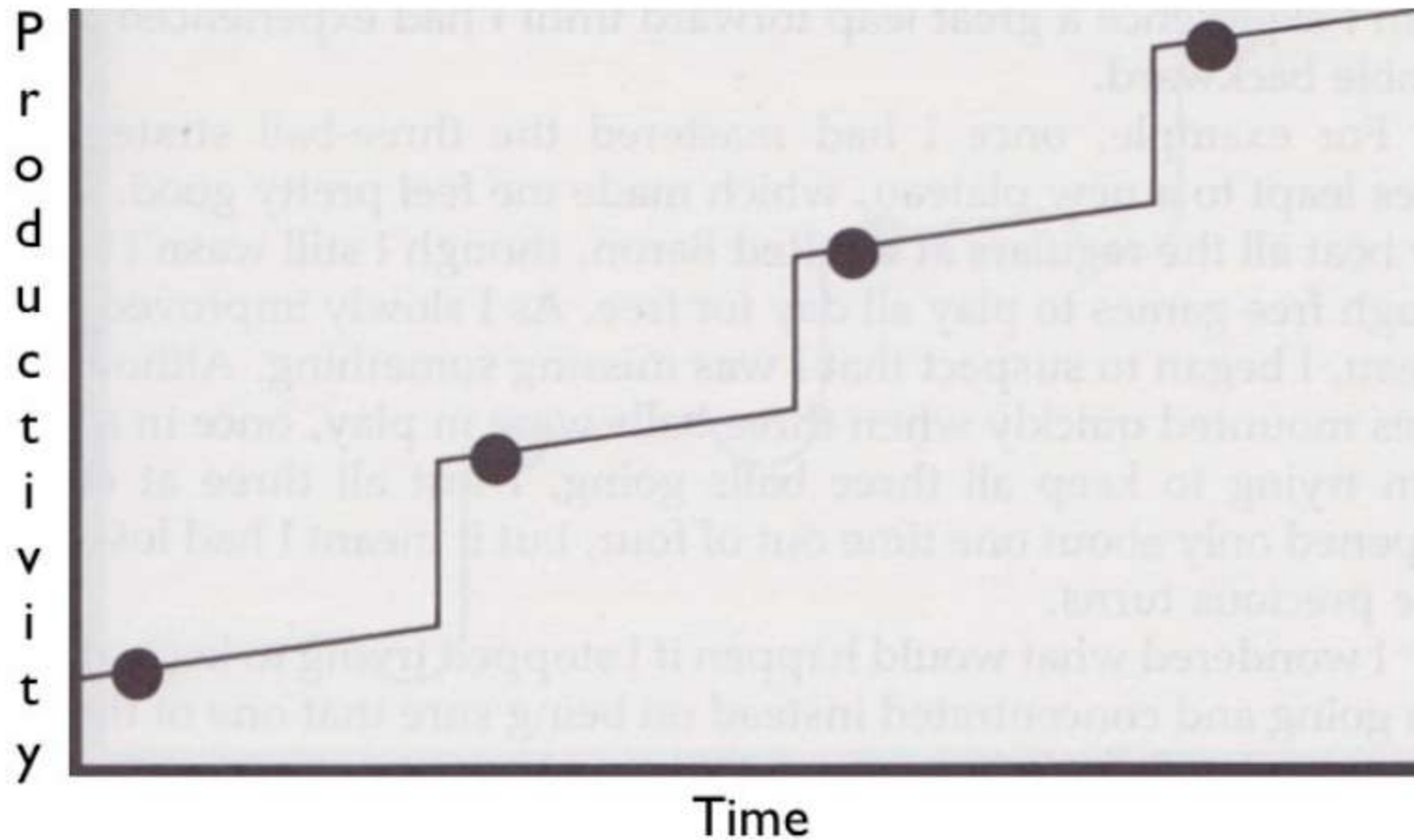
# LEARNING

## Steady Growth (plateau)

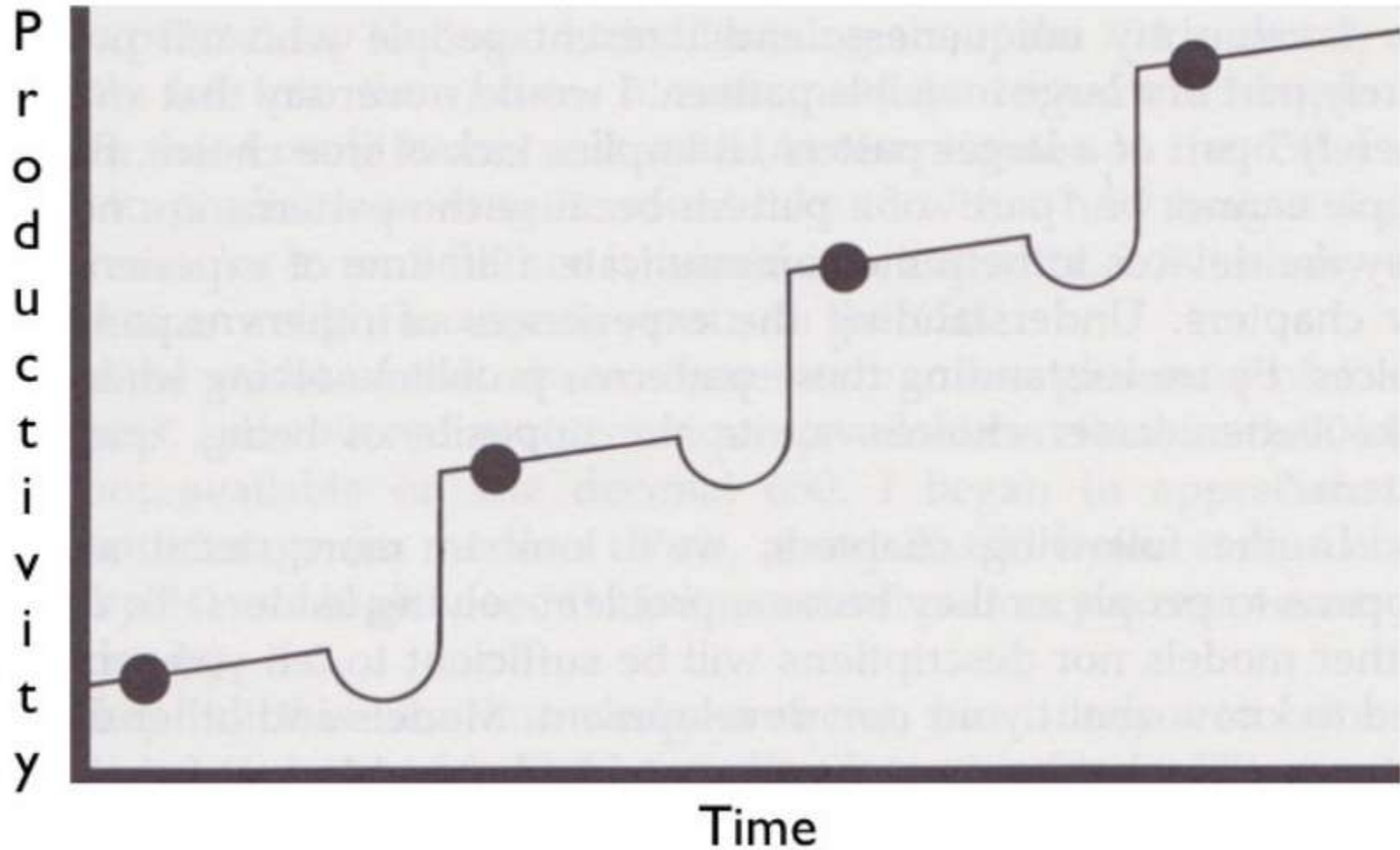


Gerald M. Weinberg – “becoming a technical leader”

# FAST GROWTH



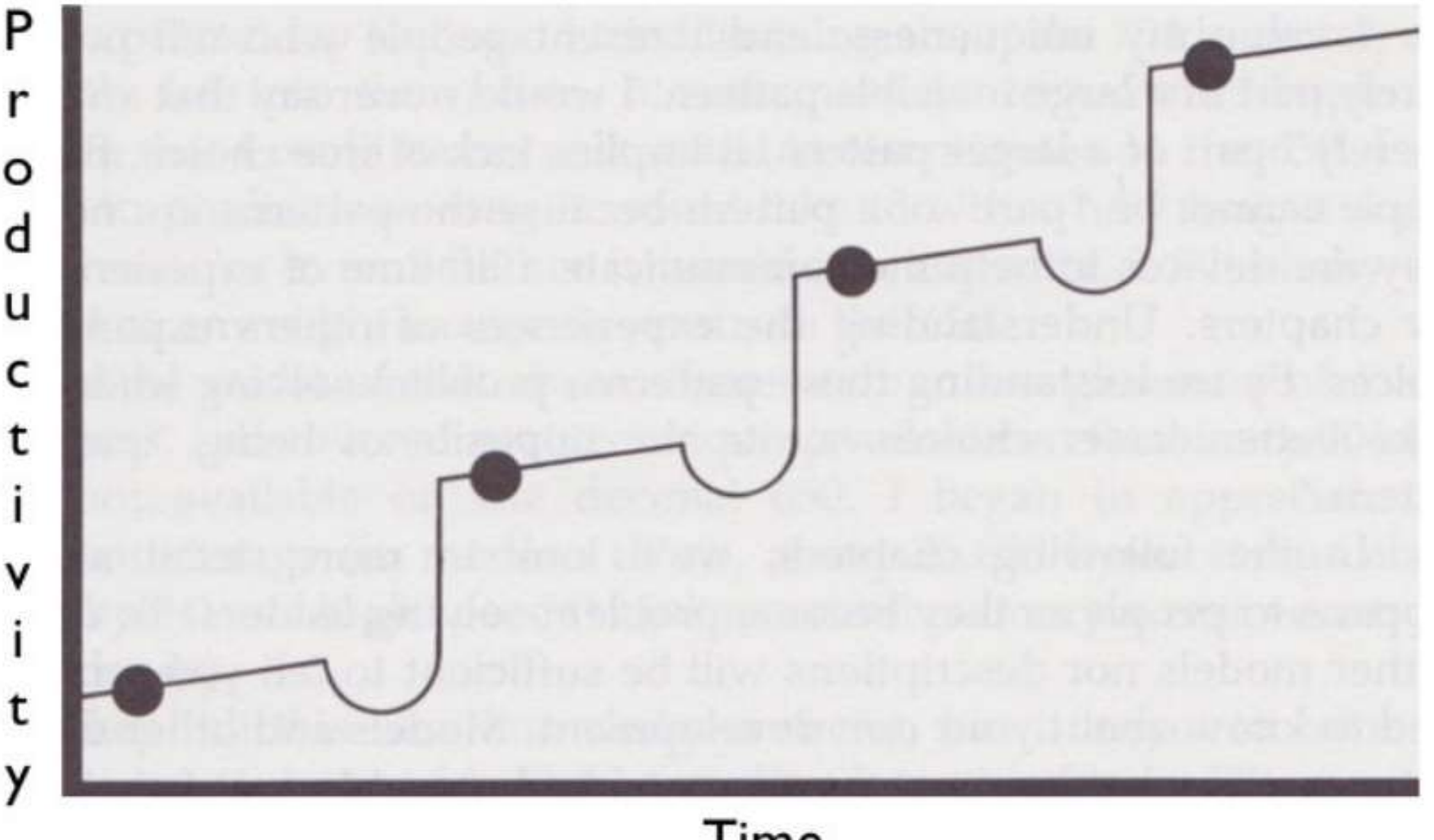
# RAVINES BEFORE FAST GROWTH



# **ELASTIC LEADERSHIP**

- IS..**
- About team context  
& learning
  - Personal learning  
& fear
  - Highly effective  
& difficult

# ELASTIC LEADERSHIP IS..



**THANK YOU**

**@ROYOSHEROVE**

**2 DAYS**

**LEAD BETTER**

**WORKSHOP**

**DETAILS: [5WHYS.COM](http://5WHYS.COM)**