

Cultivating Culture in a New Team



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Agenda

- ▶ Using shared phrases
- ▶ Agile Moment (Micro-dose Teaching Moments)
- ▶ Hiring - Prime the Pipeline

Great Teams

List the **best teams** you've seen...



- ▶ Why were they Great Teams?
- ▶ What could you count on to happen?
- ▶ What would not happen there (that happened other places)?

Cultivate Culture using Shared Phrases

CULTURE OBJECTIVE:

Safe space for learning:

learning new development skills and tools

learning domain knowledge

PHRASES:

When you are stuck go and ask someone who might know

If there is problem: ask it into the room or on your team



ask it into the room

Ex 1: Successful at asking questions into the room
PUBLIC praise *using* the PHRASE.

Ex 2: Failed to Ask a timely question
Private coaching conversation



ACTIVITY:

Create Shared Phrases for cultivating culture

- ▶ Form Teams around the
Selected Characteristics
(3-4 people in each team)

Cultivate Culture using Agile Moment(s)

When Something Goes Well:

Observe what they did well

Cultivate Culture with Interviewing: Prime the pipeline

If applicable say:

You will fit in really well here,
because in our culture:

When we are really stuck we go and
ask someone who might know

And we:

ask it into the room or on your team



Cultivating Culture - Your Experiences

Discussion:

What have you done to influence culture of teams you've been on?

Good luck: Cultivating Culture for your teams!



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Contact me with questions!