How to drive pace in teams



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Pace is value delivered at speed 💫



I'm not going to talk about metrics 12/34



- Setting team defaults
- Optimise your projects
- 🏃 Encourage individual pace
- What could go wrong
- Know your boundaries

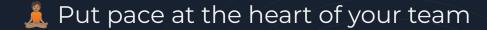


Set your team defaults





Keep motivation levels high 👋



Give lots of room for autonomy

☐ Transparent by default

Create some hype



Optimise your projects 🎇



- 🤼 Keep projects short, very short
- **U** Keep things simple
- **%** Do the hard bits first
- ₩ Work done > work started
- Regroup when something changes



Encourage individual pace 🏃





Encourage individual pace 🏃

- Find their superpower
- 33 Be laser focused on value
- Beat deadlines
- ☐ Don't stay stuck
- Pain is expected, and ok.



What could go wrong



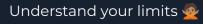
- 🥯 Too much pressure
- Poor code quality
- Unhealthy competitiveness
- Focus on speed rather than value
- False sense of speed



Understand your limits •







 → What are you are willing to be flexible with?

What are you not willing to compromise on?

☐ What do you expect from your team?

📝 Write it down, talk about it often.



Let's recap quickly ••



- Get your team onboard set expectations
- Optimise your projects short projects
- Encourage individual pace find the superpowers
- Understand your limits what are you not willing to compromise on



Thanks for listening 6







- Code quality
- 1 Internal/External comms
- Mental health



Set some ground rules 👮



Set some ground rules 🤵

Avoid working late

 \square Spreading responsibility

Share loudly; transparency is key

Take it easy on yourself







- Code quality
- 1 Internal/External comms
- Mental health



How do you know if it's working? 🧐





How do you know if it's working? 🧐

Toxic vibez

Pressure

繦 Rushing

Poor quality



1. Default to incidents 🔼

If in doubt, declare an incident



1. Default to incidents 🔼

If in doubt, declare an incident

