Building high-performing engineering teams, one pixel at a time

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The most complex systems I know:

Distributed systems of people
We all play a part in building our teams through small, pixel-sized actions.
What makes high performing teams?

Everyone having equal opportunities to contribute, and being able to do their best work:
What makes high performing teams?

Everyone having equal opportunities to contribute, and being able to do their best work:

- Psychological safety
- Dependability
- Structure & clarity
- Meaning
- Impact
Building high performing teams, one pixel at a time

- Connection
- Collaboration
- Communication
Connection
Connection

- Building trust: using small actions and moments to connect
Connection

- Building trust
- Making space for our humanness: connecting as people
I need to meet my team in person every once in a while, to remind myself that they’re actual people.
I need to meet my team in person every once in a while, to remind myself that they’re actual people.
Connection

- Building trust
- Making space for our humanness
- Defining our expectations: surfacing what matters to us
Connection

- Building trust
- Making space for our humanness
- Defining our expectations
- Lifting each other up: mentoring & offering opportunities
Connection

- Building trust
- Making space for our humanness
- Defining our expectations
- Lifting each other up
- Sharing praise: expressing our #gratitude
Connection

- Building trust
- Making space for our humanness
- Defining our expectations
- Lifting each other up
- Sharing praise
- Training our feedback muscle: observation + impact + question
Connection

- Building trust
- Making space for our humanness
- Defining our expectations
- Lifting each other up
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- Training our feedback muscle: observation + impact + question
Connection

- Building trust
- Making space for our humanness
- Defining our expectations
- Lifting each other up
- Sharing praise
- Training our feedback muscle
- Staying aligned: what problem are we trying to solve?
Collaboration
Collaboration

- Staying humble: making space for others
Collaboration

- Staying humble: making space for others
Collaboration

- Staying humble
- Building relationships: strengthening trust
Collaboration

- Staying humble
- Building relationships
- Combatting hero culture: reducing pressure on individuals
Collaboration

- Staying humble
- Building relationships
- Combatting hero culture: reducing pressure on individuals
Collaboration

- Staying humble
- Building relationships
- Combatting hero culture
- Learning together: the power of admitting what we don’t know
Collaboration

- Staying humble
- Building relationships
- Combatting hero culture
- Learning together: the power of admitting what we don’t know
Collaboration

- Staying humble
- Building relationships
- Combatting hero culture
- Learning together
- Experimenting: a mindset to help us embrace change
Collaboration

- Staying humble
- Building relationships
- Combatting hero culture
- Learning together
- Experimenting: a mindset to help us embrace change
Communication

- Avoiding surprises: communicating difficult news
Communication

- Avoiding surprises
- Writing better: being crisp, inclusive, adding emotion
Communication

- Avoiding surprises
- Writing better: being crisp, inclusive, conveying emotion
Communication

- Avoiding surprises
- Writing better
- Editing our writing
Communication

- Avoiding surprises
- Writing better
- Editing our writing

Pre-send-button-checklist

- Message: clear?
- Expectation: what, by when, from whom?
- Anticipation: what can I already answer now?
Communication

- Avoiding surprises
- Writing better
- Editing our writing
- Documenting: investing in our future success
Building high performing teams, one pixel at a time

- Connection
- Collaboration
- Communication
Building high performing teams, one pixel at a time

- Connection
- Collaboration
- Communication
- Continuity
Building a team is never done. It’s an investment we make every single day.
Use connection, collaboration, communication to build your team:
every single day, **one pixel at a time**.
Thank you.

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