Building a Great Team

No Gimmicks!

DrupalCamp Atlanta | November 10th, 2018

Today’s Agenda

I. Team Misconceptions
II. What Makes a Healthy Team
III. How to Be a Great Teammate
IV. Competitive Advantage
V. Q&A

Mark Shropshire

“shrop”

Open Source Security Lead

/in/markshropshire

@shrop

Mark brings 20 years of experience leading technical teams to his role as Mediacurrent’s Open Source Security Lead. He is a leader in tech community organizing, blogging, podcasting, and public speaking within the Drupal community. Mark is passionate about architecting systems to solve enterprise workflow problems and improve efficiencies using open source software.

Over his 20+ year career leading technical teams, Mark gained experience in IT roles at a large urban research university and nationally recognized, award winning graphic communications company. Through these experiences, Mark has learned to lead others with an eye on the big picture, while getting into the details as a software developer, systems architect and system administrator. One of his proudest accomplishments has been his role in building a stronger technical community in the Charlotte region. For the past two years, Mark has served as the community co-organizer for the Charlotte Drupal Drive-In event. He is also the co-founder of the Charlotte Drupal User Group (CharDug)

About Mediacurrent

Who We Are

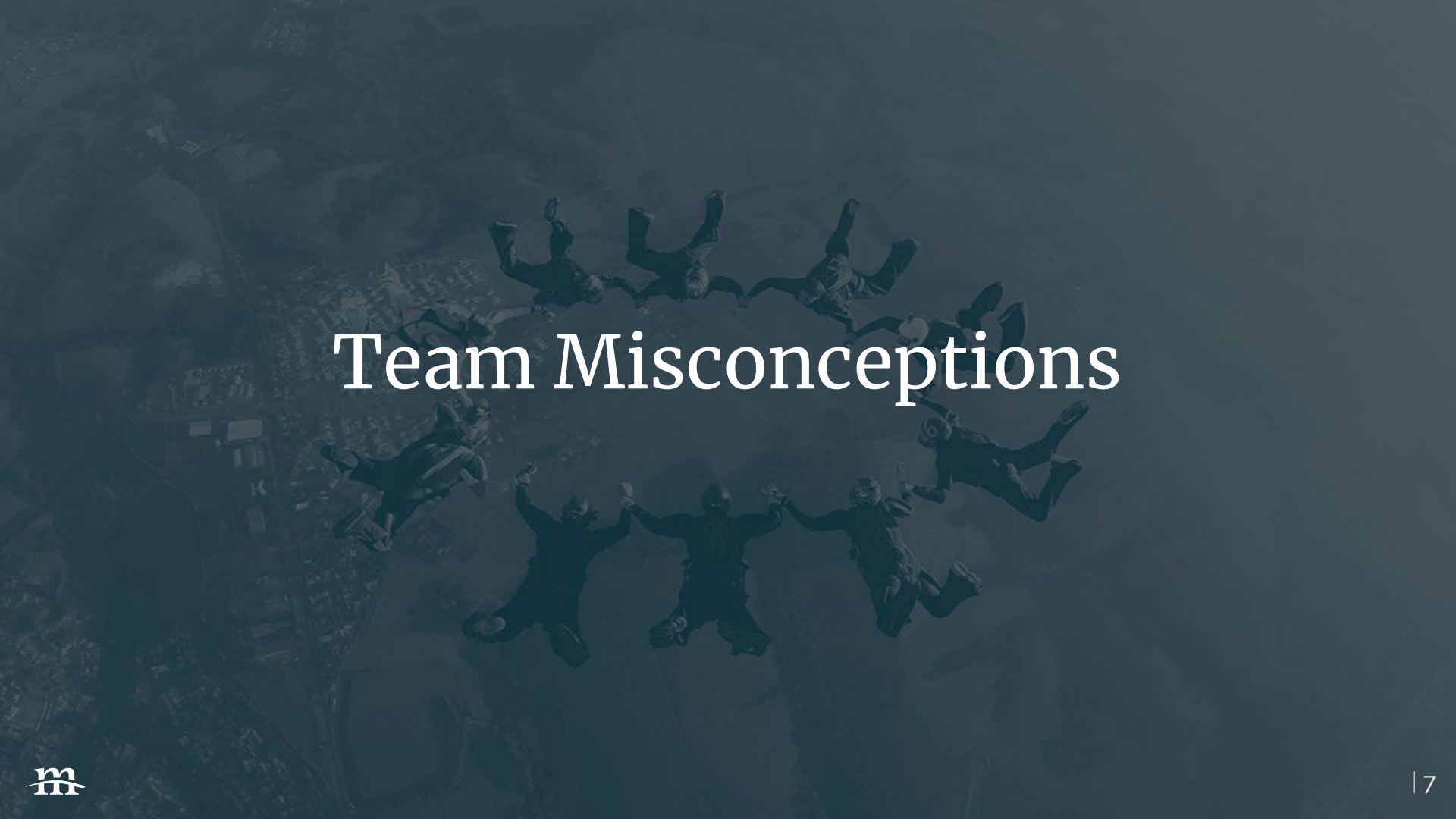
Mediacurrent is a **full-service digital agency** that implements world class **open source software development, strategy and design** to achieve defined goals for **enterprise organizations seeking a better return on investment**.

An Amazing Team!

The Hiromi Trio Project feat. Anthony Jackson and Simon Phillips

See them live: https://youtu.be/1rxYw7Y45Eo

Team Misconceptions



"There's no 'I' in team"

FACT: The spelling of "TEAM" does not include the letter "I". However, teams *are* made up of individuals who have value and bring their individual talents and experience.

MISCONCEPTION

“I can do it all myself”

“Alone we can do so little;
together we can do so much.”

Helen Keller

“You can do anything,
but not everything.”

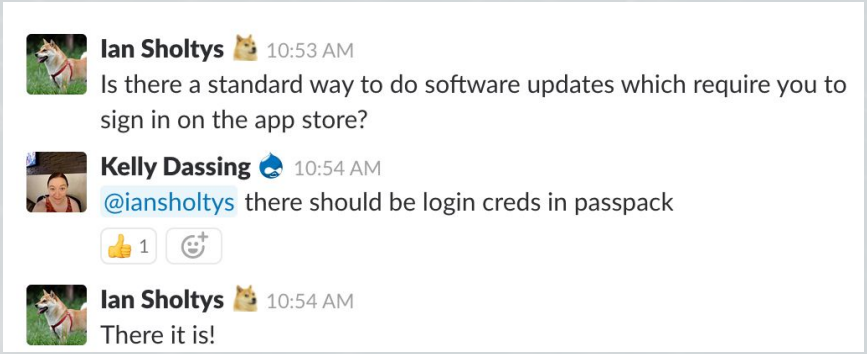
David Allen

MISCONCEPTION

“I don’t need to ask for help”

“The only mistake you can make is *not asking* for help.”

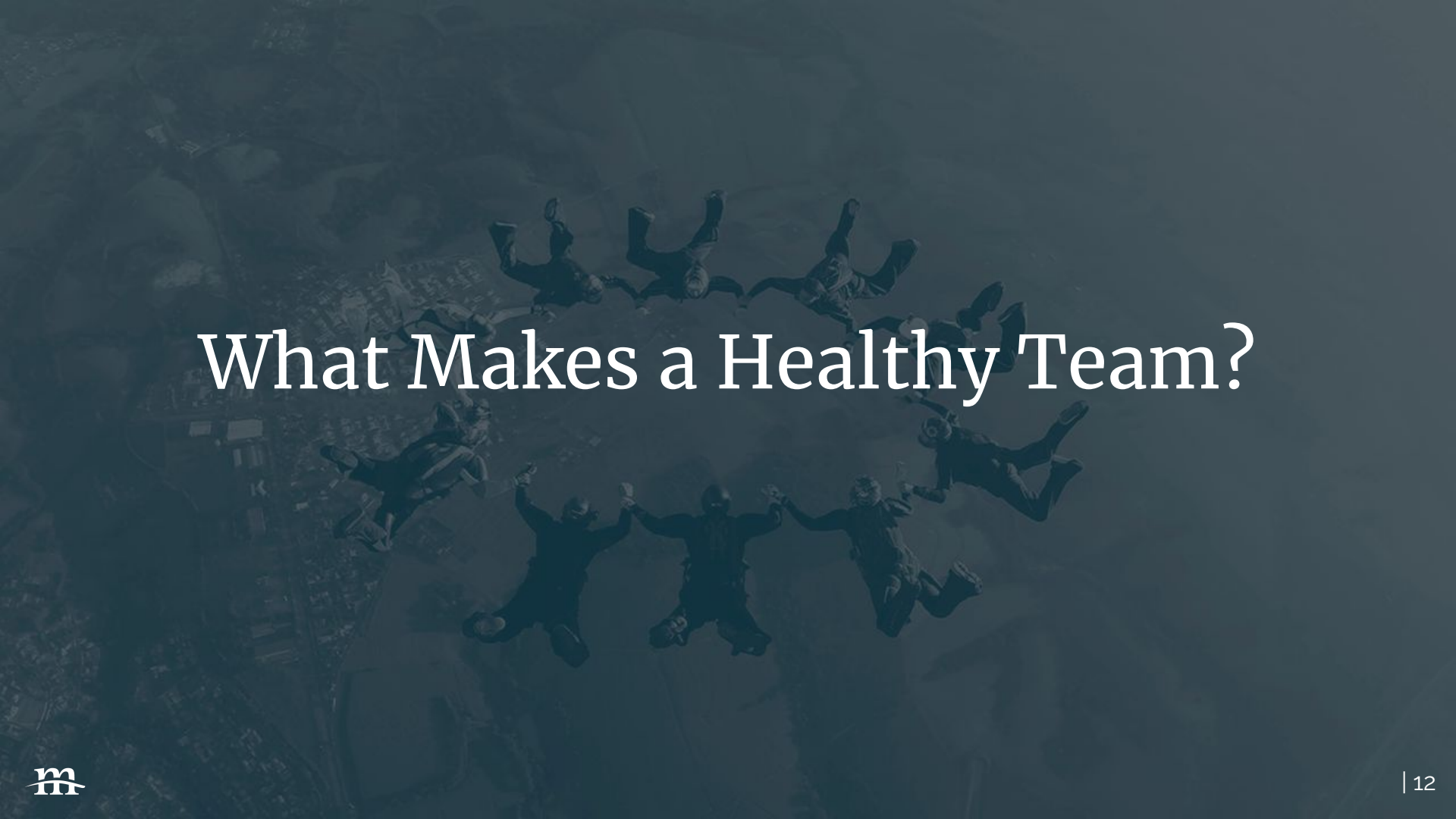
Sandeep Jauhar



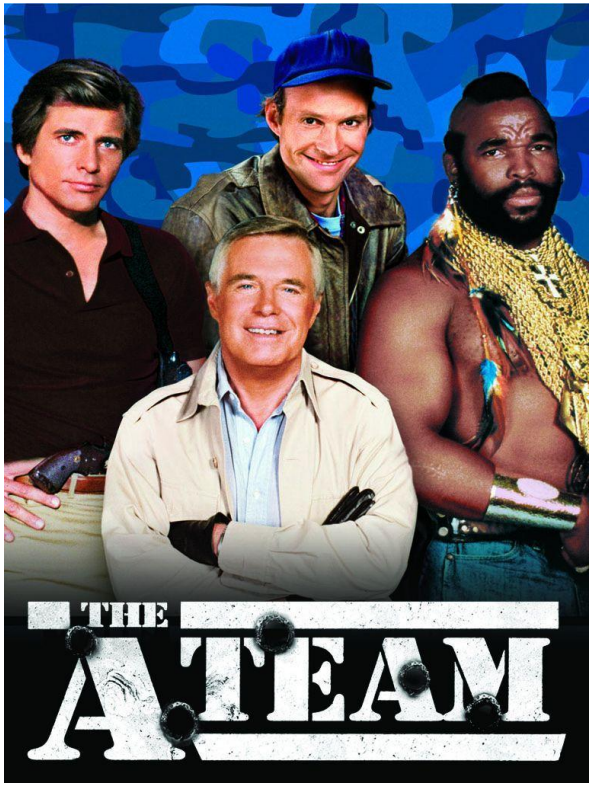
“Make the most of introverts’ strengths – these are the people who can help you think deeply, strategize, solve complex problems, and spot canaries in your coal mine”

– Susan Cain from her Ted Talk, “The Power of Introverts”

What Makes a Healthy Team?



They make it look easy and have a cool van



What Makes a Healthy Team?

Leadership

Mentorship

Service

Team Members Lead

- All on the team can lead
- Step up to leadership opportunities
- Put others first and care about the team
- Good leaders give others a chance to lead

Leaders Must Promote Team Trust

Listen

Delegate

Protect

Team Members Mentor

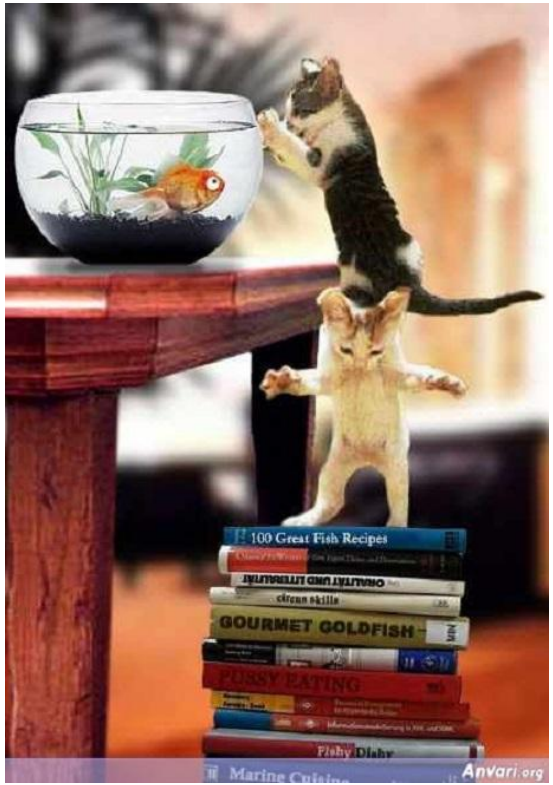
- All on the team can mentor
- Step up to mentorship opportunities
- Share knowledge and experiences
- Care about the growth of others

Team Members Serve

- All on the team serve each other
- The team serves clients
- Help others even when they are busy
- Never say “That’s not my job”

How to Be a Great Teammate

Everyone brings their individual skills!



https://twitter.com/stevekinney/status/959127713356374016?s=17

How to Be a Great Teammate

Be more **empathetic** and don't assume intent

Communicate effectively and appropriately

Listen and **value** the input and opinions of others

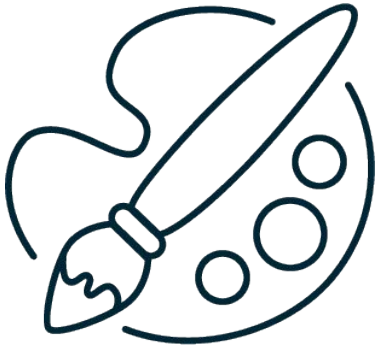
Give **authentic** praise

Understand it's **okay** to be wrong and to **ask** for help

Encourage and **respect** each other

Hold each other **accountable** and learn from mistakes

Be **appreciative** and embrace each other's strengths and weaknesses



Be creative and experiment

Our Competitive Advantage

mediacurrent
OUR MISSION
IS TO BRING TOGETHER
TALENTED
TEAM MEMBERS
THAT PROVIDE OPEN SOURCE
SOLUTIONS FOR THE WEB
WE BELIEVE IN
TAKING CARE OF OUR TEAM FIRST
CREATING A POSITIVE
COLLABORATIVE
& SUPPORTIVE ENVIRONMENT
OPEN SOURCE SOFTWARE PRINCIPLES
THAT PROMOTE SHARING AND GIVING BACK
WE WILL DO THIS BY
1 REALIZING THAT
CULTURE
IS OUR ONLY SUSTAINABLE
COMPETITIVE ADVANTAGE
2 CREATING NEW
LEARNING
OPPORTUNITIES &
PROFESSIONAL
[FOR OUR TEAM]
3 SETTING EXCEPTIONALLY
HIGH STANDARDS
AND MAKING SURE
OUR CUSTOMERS
ARE WILDLY SUCCESSFUL

C.A.R.E.

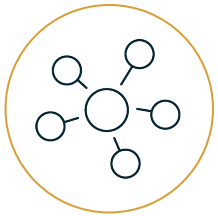
Compassion | Action | Respect | Empathy

People: Our Competitive Advantage

Talented Team

Growth opportunities

Authenticity and transparency



Client team integration

Q&A

Thank you!

@Mediacurrent

facebook.com/mediacurrent

Mediacurrent.com