

# TRIZ SUMMIT 2021

## Shared and Distributed team management within TRIZ tools



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## Definition and Frames

### **Group / Team / Shared Team / Distributed Team**

**Group – pack of individuals - officially accessible workforces, has different quality, availabilities, targets, motivations, etc. No effectiveness of efficiency KPI applicable, or result of it bad.**

**Team – set of people which have same target and good cooperate together.**

**Shared Team – set of staff which in different combination used in different parallel project or independent activities. As Team Manager (as PM or on other role) you archive only part of their time/resources.**

**Distributed Team - set of staff which physically located in different location – permanently or temporarily, as well might appear time zone difference, language issues, intercultural and others.**

**For operational work is possibly to describe right reaction, for project work – not.**

## Definition and Frames from TRIZ perspective

**Team as a system with functions, resources, processes, flows, super and sub systems in the past and future.**

**Where overall function of the team is to delivery result of project with required quality and costs.**

*Remark – even great team not able to bring success if future product or scope, or used technology would fail. To simplify situation we would accepting that the product, scope and other external factors good enough, to focus only on Team Management.*

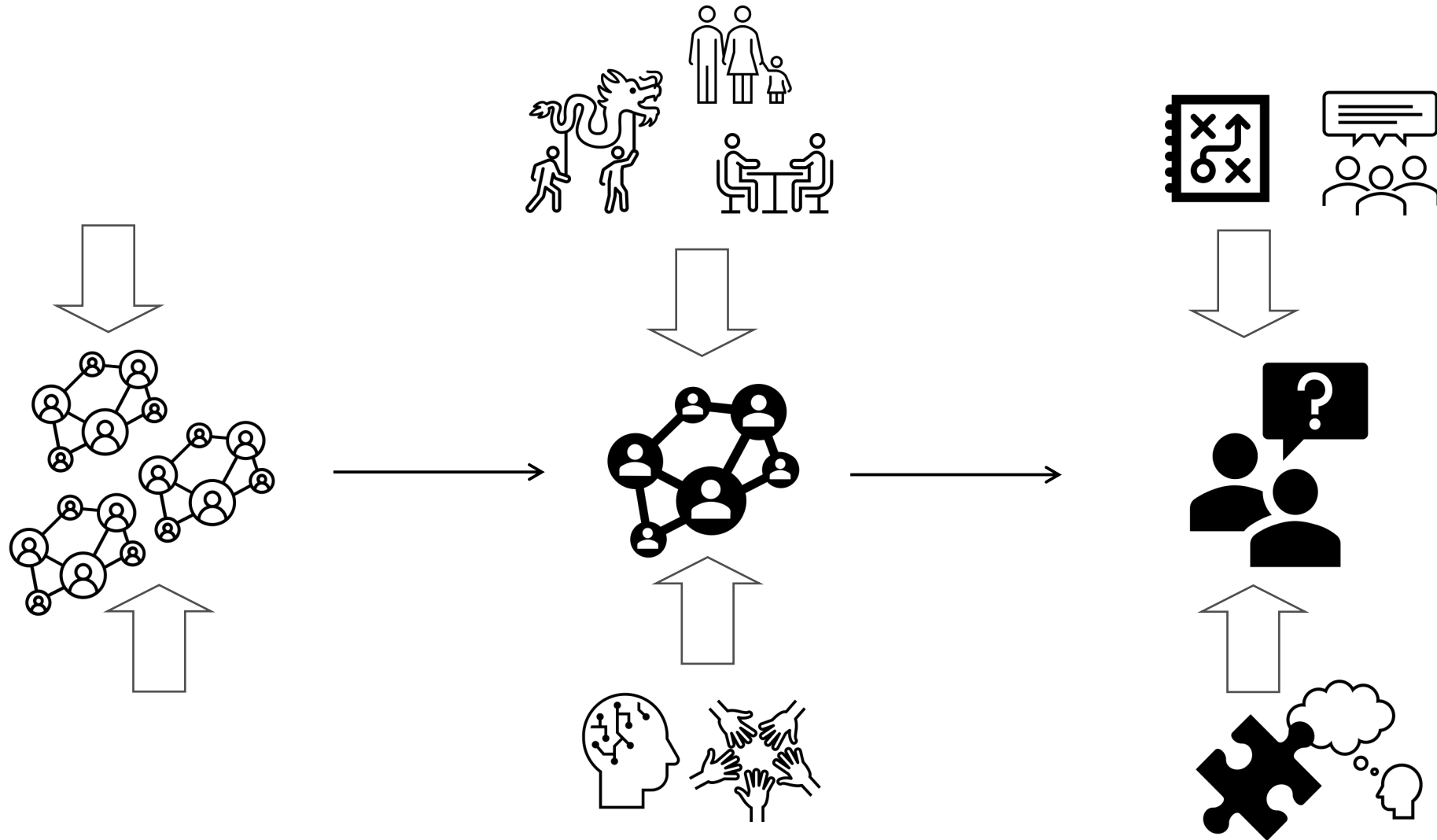
**A decomposition of Team Management gives us:**

- **All resources – Soft and hard skills of your staff, time and capabilities, their location and time-zones, special accesses and permissions.**
- **Team processes – planning, communication, task over-giving (baton – relay race), testing,-fixing, co-working, training, documenting...**
- **Team information flows - statuses, changes, knowledge transfer, decision taking**

## Usage of the Model of TRIZ

- Following usage of the TRIZ model we can
  - Define criteria of Team performance, benchmarking or KPI and make a comparison if we reach it. As outcome can come list of requirements.
  - Using TRIZ development /evolution law – improve team
  - In case of increasing/decreasing efficiency of the team use analyze based on the TRIZ Model
  - Sabotage analyze to predict risks in Teamwork.

## 9 screens





## Contradictions

- It exists a lot in Team Management, but heavy to detect
  - Staff is not transparent
  - Individual targets are not transparent
  - Wishes are not transparent
  - Lie
- If you able to disclose – you able to solve
  - Contradiction wish to do it goo with
    - abilities
    - Time
    - Safe future
  - Status – deep knowledge
  - Want to be important in the project but don't want to be responsible for a fail

## Ideality in Team Management



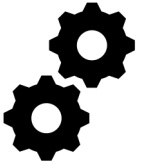
- Team by itself:
- Organize planning – All tasks are assigned, and task with can be progressed in parallel assigned to different people, schedule is created, risk triggers are assigned.

**1<sup>st</sup> way – common session to pick the tasks, and estimate times, determine risk triggers and external requirements**


All together, all able to interact on the same level

**2<sup>nd</sup> way – collect with list of staff – Wish priorities + wish to take a part as beginner.**

Optimizing wishes and achievement



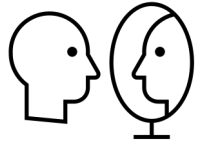
## Ideality in co-working and relay race

- Team members able to give over the work on current stage in any moment “to get a hand”
- Team member can take over the work in any moment understanding requirement and in-out criteria “to give a hand”
- Self-avoiding of bottle-neck
- Self-avoiding of spread responsibilities – no responsible
- Self-re-scheduling
- Risk-triggers 
- Requirements: transparency, one place of true, barrier-free communication.
- If I have free time, what I will do? If I get stuck whom I ask?



## Bonus & appraisal

- Achievement of:
  - Individual target in the project
  - Project targets (all team)
  - Learned something new
  - Teacher other part of team something
  - Found the way to do work more efficiency
  - Take more responsibilities
  - Find the way how to improve communication
  - Find the way improve project



## Tools summary

- TRIZ Model usage
- Pro and cons the same – Different time zones, languages, culture, skills, access...
- 9 screen give a good overview possibilities – transparent successful
- Contradictions is good, but heaby to discloded
- Ideality works good
- Right direction with right motivation
  
- One back step – Functional and Function-cost analyse works great!

## Questions

