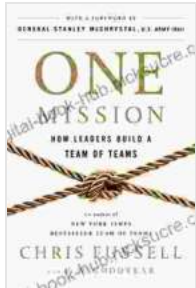


How Leaders Build Teams of Teams: A Comprehensive Guide



One Mission: How Leaders Build a Team of Teams

by Chris Fussell

★★★★☆ 4.6 out of 5

Language : English
File size : 9040 KB
Text-to-Speech : Enabled
Enhanced typesetting : Enabled
X-Ray : Enabled
Word Wise : Enabled
Print length : 298 pages
Screen Reader : Supported



In the fast-paced, interconnected world of today's business landscape, organizations face unprecedented challenges and opportunities. To navigate this complex terrain, leaders must embrace new approaches to team management and organizational design. One transformative concept that has emerged in recent years is the "team of teams" model.

A team of teams is a collection of smaller, interconnected teams that work together to achieve a common goal. This model differs from traditional hierarchical structures, where teams operate independently and may compete for resources.

Building and leading a team of teams is a complex undertaking that requires a deep understanding of organizational dynamics, collaboration,

and effective leadership. This comprehensive guide will provide leaders with the insights, strategies, and best practices to create and manage high-performing teams of teams.

Understanding the Benefits and Challenges of Teams of Teams

Benefits of Teams of Teams

1. **Increased Collaboration and Innovation:** Teams of teams foster a culture of collaboration, where ideas are shared, knowledge is transferred, and new solutions are generated.
2. **Improved Decision-Making:** By leveraging the diverse perspectives and expertise of multiple teams, leaders can make more informed and insightful decisions.
3. **Greater Flexibility and Agility:** Teams of teams are designed to be flexible and adaptable, responding quickly to changing market conditions and customer needs.
4. **Enhanced Performance:** Teams of teams have been shown to deliver superior performance compared to traditional hierarchical structures, due to increased motivation, ownership, and accountability.

Challenges of Teams of Teams

1. **Complexity and Coordination:** Managing multiple teams with different goals, cultures, and workstyles can be complex and challenging.
2. **Communication and Alignment:** Ensuring effective communication and alignment among multiple teams is crucial to avoid silos and confusion.

3. **Conflict and Competition:** Teams of teams may experience conflict or competition for resources, which requires careful management and conflict resolution skills.
4. **Leadership and Support:** Leading teams of teams requires a unique set of leadership skills and support mechanisms to guide and empower the teams.

Building a Team of Teams: Key Considerations

Building a successful team of teams requires careful planning, design, and implementation. Here are some key considerations:

1. Define a Clear Purpose and Goals

Establishing a clear purpose and shared goals is essential for aligning teams and motivating them to work together effectively.

2. Foster a Collaborative Culture

Create a culture of trust, respect, and open communication to encourage collaboration and knowledge sharing among the teams.

3. Design for Interdependence

Structure teams so that they have shared responsibilities and dependencies, encouraging them to work together to achieve common outcomes.

4. Empower Teams

Provide teams with the autonomy and authority to make decisions and take ownership of their work.

5. Provide Leadership and Support

Provide clear leadership and support to the teams, including regular communication, feedback, and conflict resolution assistance.

Leading Teams of Teams: Essential Skills and Strategies

Leading teams of teams requires a unique set of leadership skills and strategies to guide and empower the teams. Here are some essential elements:

1. Servant Leadership

Leaders should adopt a servant leadership mindset, focusing on supporting and empowering the teams rather than dictating instructions.

2. Active Listening and Communication

Effective leaders actively listen to the teams and facilitate open and transparent communication among all members.

3. Conflict Resolution and Mediation

Leaders should be skilled in conflict resolution and mediation techniques to address conflicts among teams and foster a collaborative environment.

4. Strategic Alignment and Coordination

Leaders must align the teams' efforts with the overall organizational strategy and coordinate their activities to avoid duplication and ensure efficiency.

5. Continuous Improvement and Innovation

Leaders should promote a culture of continuous improvement and innovation, encouraging the teams to identify and implement innovative solutions.

Best Practices for Managing Teams of Teams

Here are some best practices for managing teams of teams effectively:

1. Establish Regular Communication Channels

Create various communication channels, such as meetings, video conferences, and online platforms, to facilitate regular information exchange and collaboration.

2. Use Technology to Enhance Collaboration

Leverage technology to support team collaboration, such as shared project management tools, video conferencing software, and cloud-based platforms.

3. Encourage Cross-Team Collaboration Events

Organize regular events, such as team-building workshops or hackathons, to promote cross-team collaboration and idea sharing.

4. Foster a Sense of Community

Create opportunities for team members to connect on a personal level and build a sense of community, which can enhance collaboration and trust.

5. Recognize and Reward Collaboration

Publicly recognize and reward teams for successful collaboration and innovation to encourage a culture of teamwork and shared success.

Case Studies: Successful Implementations of Teams of Teams

1. Google's "Stack and Stack" Approach

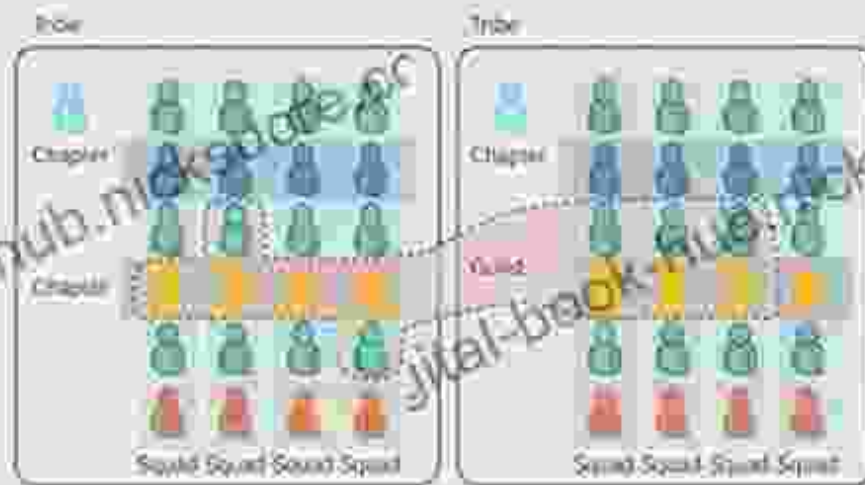
Google's "stack and stack" approach involves assembling teams of teams, each focusing on specific projects or areas of expertise.

The image is a screenshot of a webpage titled "Local Google Sites Authority Stack" with the subtitle "Advanced Google Sites Link Network for Local SEO". The page features a list of services on the left, including "On-Boarding Strategy", "On-Boarding Content Strategy", "Google Analytics Configuration", "Powerful Content Links", and "Fast On-Page Links". A central diagram shows a network of icons representing various Google services like Gmail, Google Drive, Google Maps, and Google+ connected to a central cloud labeled "Hub". At the bottom, there is a green "Complete Now" button and a red banner stating "Complete Packages are Selling 60,000% Now Includes Google Cloud and Amazon Cloud Links for even More Powerful SERP Results". The page is overlaid with a large, diagonal watermark that reads "digital-book-hub.nicksucre.com".

2. Spotify's "Squads, Chapters, and Tribes" Model

Spotify's "squads, chapters, and tribes" model consists of small, cross-functional teams (squads) that are grouped into larger units called chapters and tribes.

EXHIBIT 2 | Organizing the Spotify Way



- SQUAD**
- The primary working unit
 - Self-organizing and self-managing
 - Long-term mission

- TRIBE**
- A collection of squads that work on related areas to solve a specific business problem
 - Tribes support squads

- CHAPTER**
- A group of people with similar capabilities across squads
 - Responsibility for personnel development and training

- GUIDE**
- An external group that provides guidance

Source: Spotify

3. Netflix's "Autonomy and Alignment" Principle

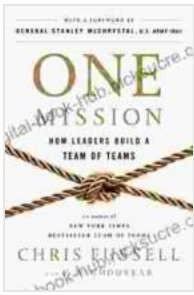
Netflix emphasizes autonomy and alignment, providing teams with significant freedom while ensuring they are aligned with the overall organizational strategy.

Team alignment and autonomy



Part inspired by www.crip.ie

Building and leading teams of teams is a transformative approach that can unleash the potential of organizations. By fostering collaboration, innovation, and flexibility, leaders can create high-performing teams that drive exceptional results. This comprehensive guide has provided leaders with the knowledge, strategies, and best practices to successfully implement and manage teams of teams. Embracing this model can empower organizations to navigate the challenges of the modern business landscape and achieve sustained success.

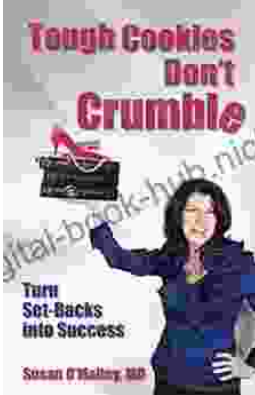


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