



SPORTS

What we can learn from it

INTRODUCTION.

- Hans Dubois
- Technical Team Lead @ Coolblue

A collection of various sports equipment is arranged on a solid blue background. In the foreground, there is a white golf ball, a white baseball with red stitching, a white tennis racket with a green and white headband, a white hockey puck, and a yellow tennis ball. Behind these, there is a large black and white soccer ball, a brown basketball with black lines, and a brown American football with white laces. The word "SPORTS" is written in large, white, bold, sans-serif capital letters across the center of the image.

SPORTS

A man in a green and black shirt is playing badminton in a gymnasium. He is in a ready stance, looking towards the left. A shuttlecock is visible in the air above him. The background shows other people sitting on the floor, and the gymnasium floor has white lines. The entire image has a blue tint.

BADMINTON



AMERICAN FOOTBALL.



ICE HOCKEY.

TEAMS.





WHY CAN WE LEARN FROM SPORTS?



**SPORT TEAMS ARE
COMPANIES TOO.**



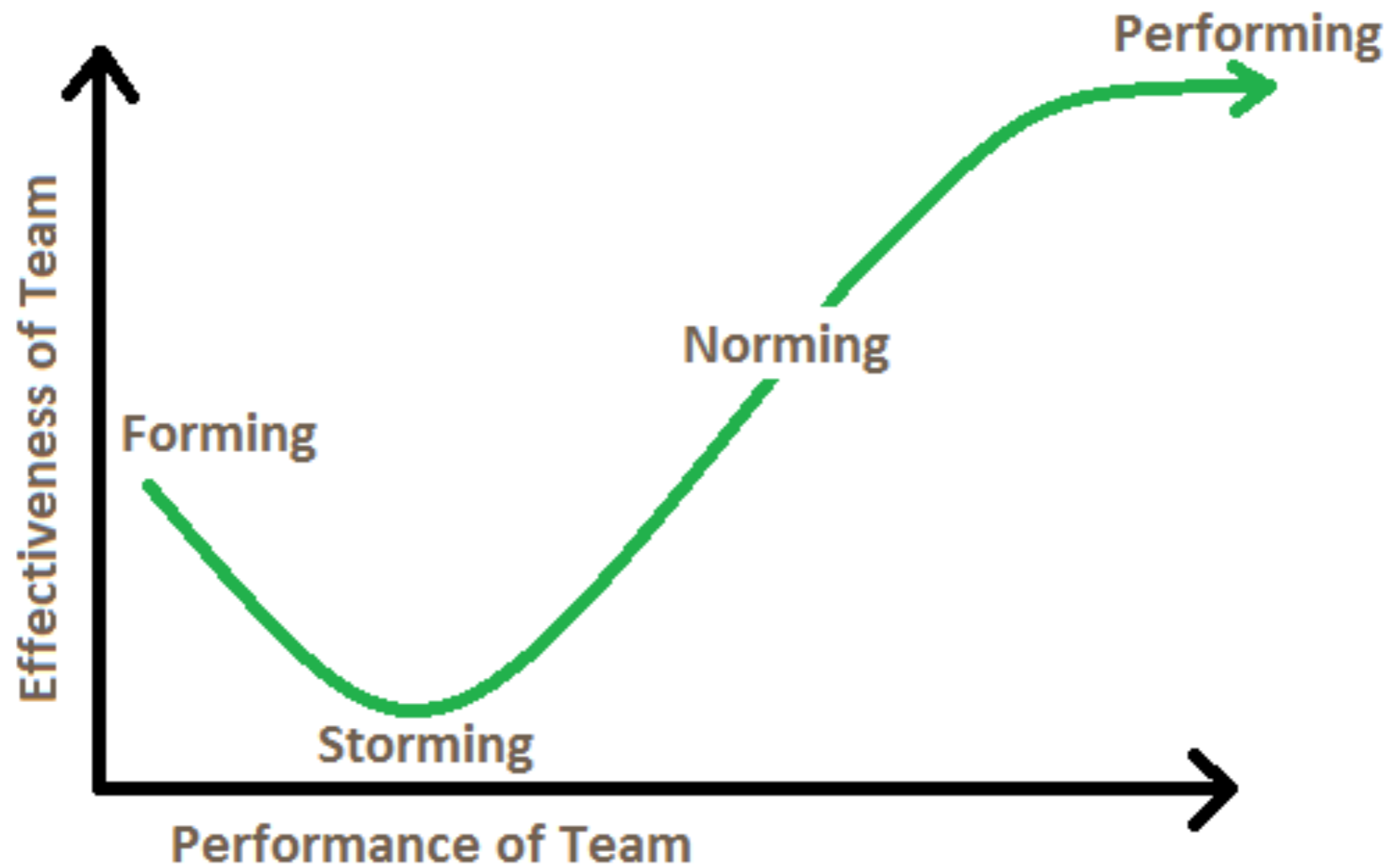
**THEY CAN'T AFFORD
DYSFUNCTIONAL TEAMS**

A dense collage of various NFL team logos is scattered across a light blue background. The logos include the Buffalo Bills, New York Jets, Baltimore Ravens, Seattle Seahawks, Los Angeles Rams, Pittsburgh Steelers, Miami Dolphins, Oakland Raiders, Jacksonville Jaguars, Cincinnati Bengals, Houston Texans, New York Giants, Tampa Bay Buccaneers, San Francisco 49ers, and the Chicago Bears. The NFL shield logo is prominently displayed in the center. The text 'CLOSER LOOK AT TEAMS.' is overlaid in white, bold, sans-serif font across the middle of the image.

CLOSER LOOK AT TEAMS.

BRUCE TUCKMAN'S GROUP DEVELOPMENT CYCLE.

The lifecycle of a team.

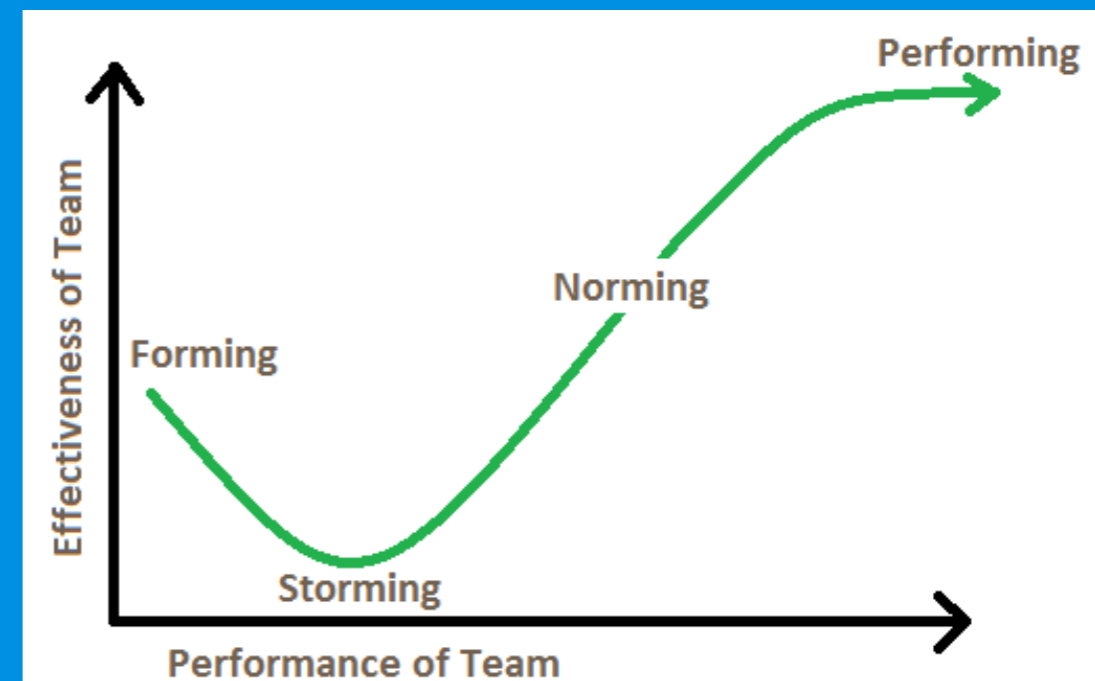


A NEW PROJECT HAS STARTED.

- New team
- Some team members worked together
- Some are new to the company
- A new member was promoted to team lead

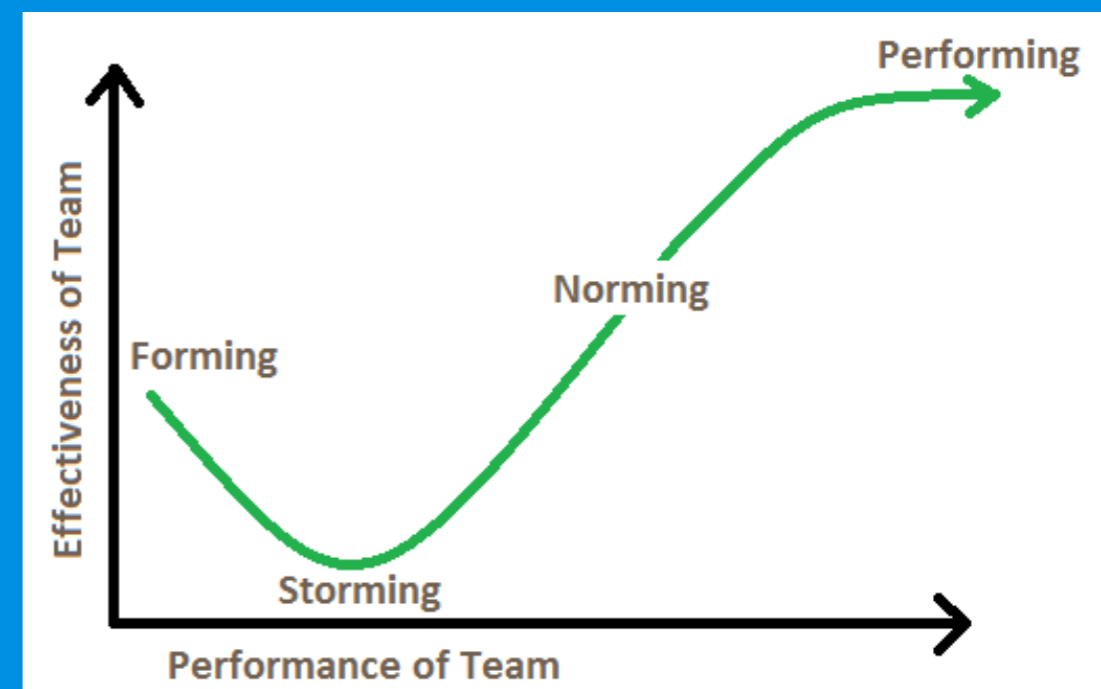
FORMING.

- Team just started in their current form.
- Needs to get used to each other.
- Eager to learn and to start



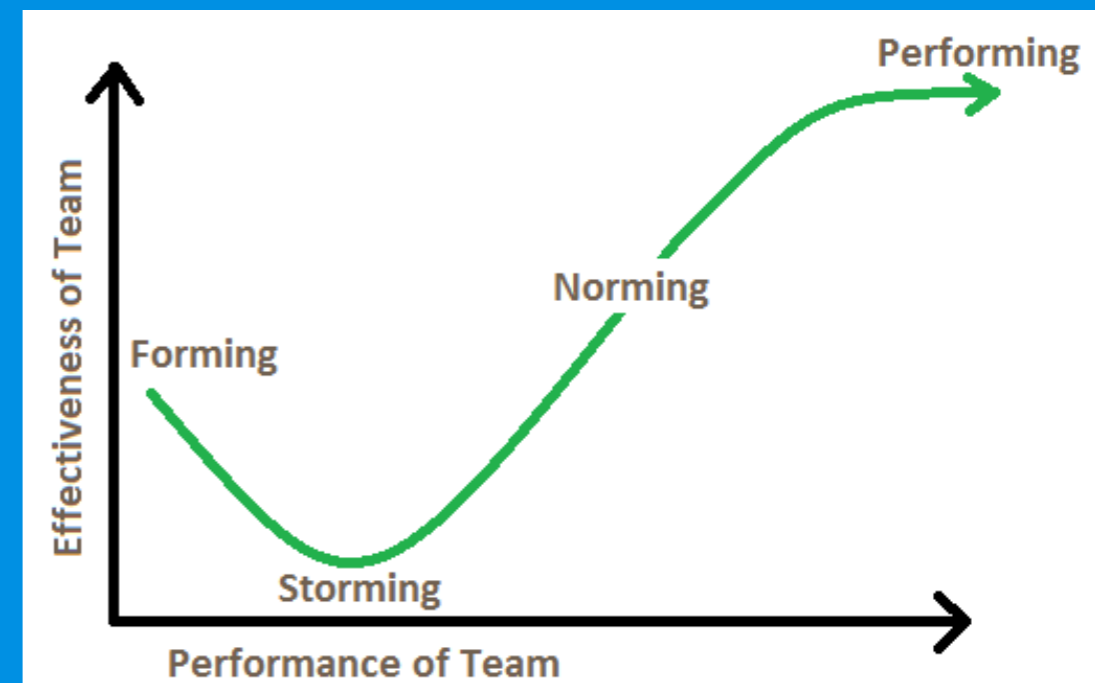
GETTING THROUGH THE FORMING STAGE.

- Define a clear goal; what does the team need to achieve
- Ensure the team forms a set of guidelines and rules
- How does the team make decisions?
- How does the team give and handle feedback?



STORMING.

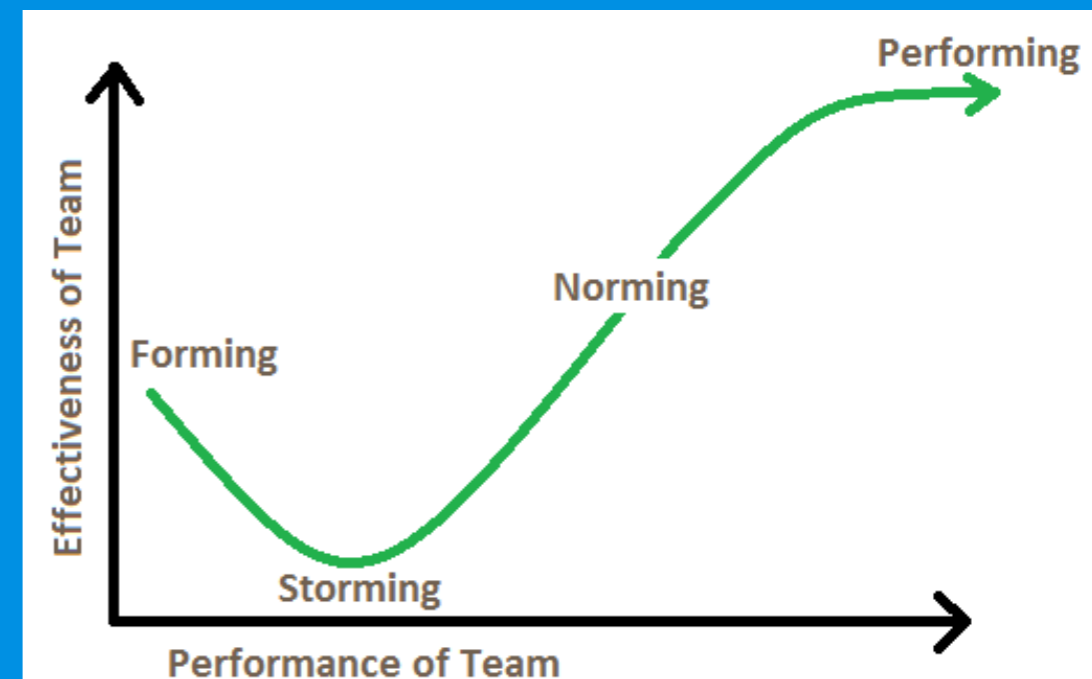
- Work has started team members are pushing boundaries
- Conflicts between natural working styles of team members
- Team members get frustrated with each other
- Undermining of leadership
- Lowers motivation





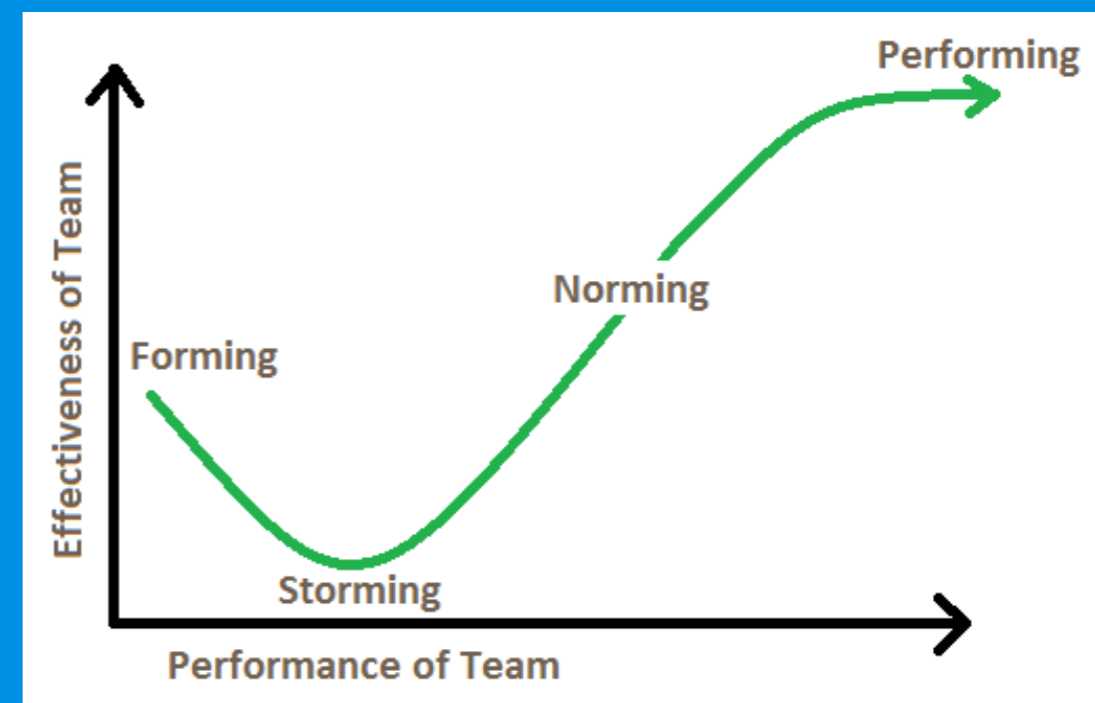
GETTING THROUGH THE STORMING STAGE.

- Accept that this is part of the process
- Coach and bring everyone together
- Make sure everyone shares their perspective and opinion
- As conflicts arise the team finds out how to handle them
- Give each other feedback.
- Share leadership



EXERCISES FOR THE STORMING STAGE.

- Retrospectives
- Way working exercise (<https://medium.com/@CharlesRowat/the-ways-of-working-canvas-651f8f44f288>)
- Have drinks together!
- In space exercise (next slide)





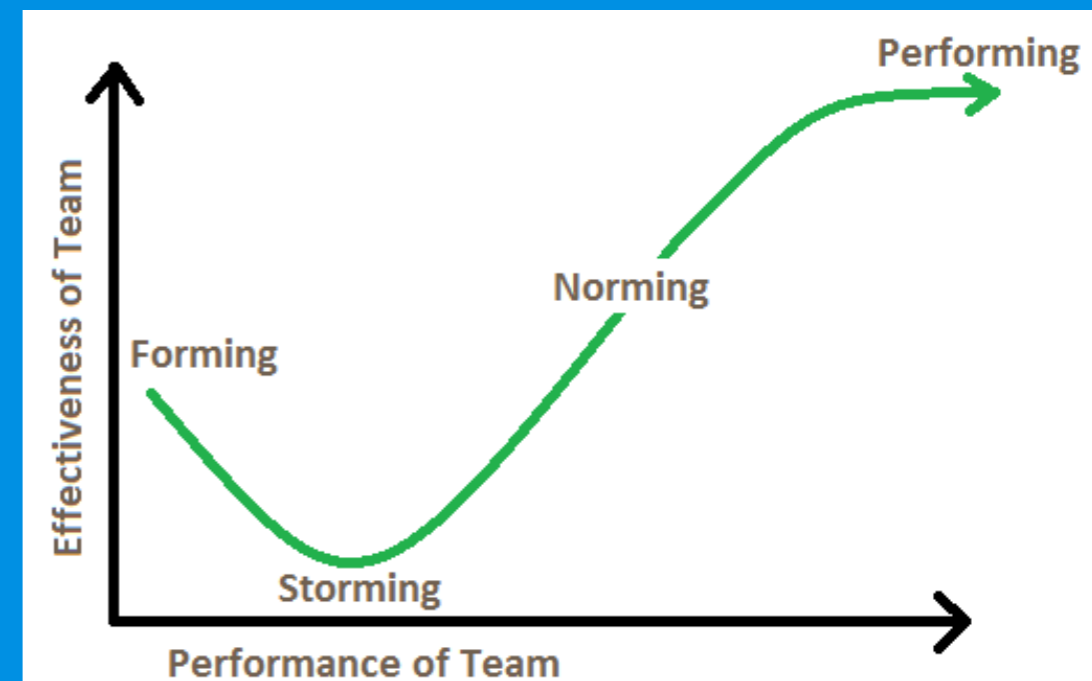
IN SPACE EXERCISE

IN SPACE EXERCISE

1. Walk in a room
2. Find a colleague and tell...:
 1. The thing I appreciate in our collaboration is:
 2. The thing I find difficult in our collaboration is:
 3. Too cooperate even better together, I need from you:

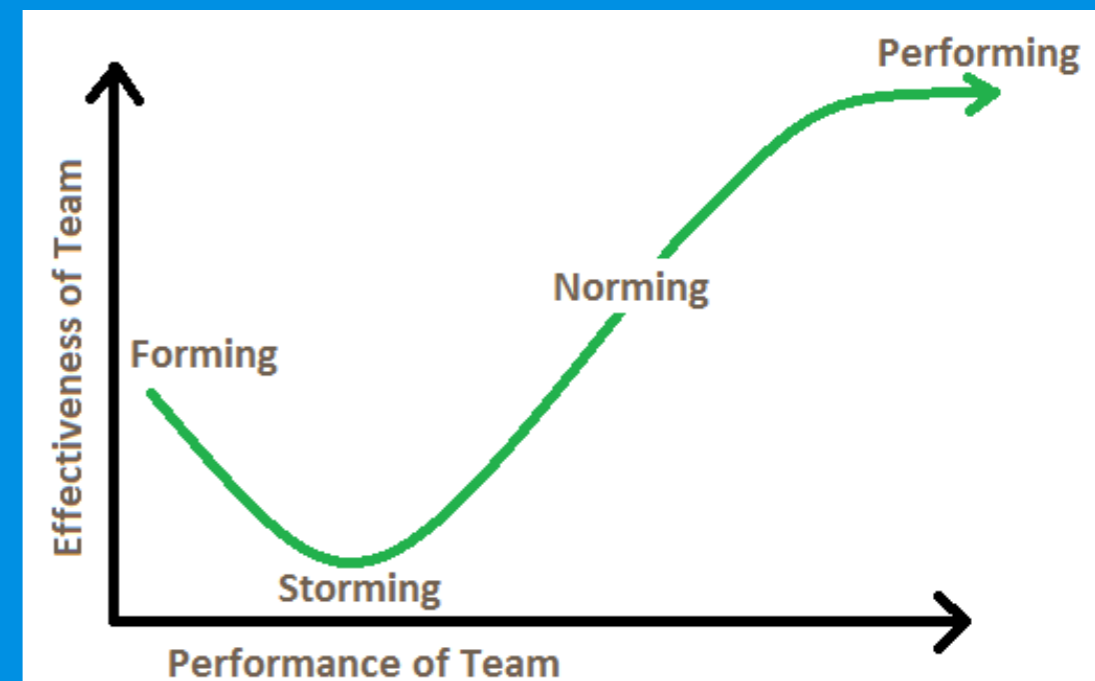
NORMING.

- The team reaches a level of consensus
- There is clarity about individual roles
- The norms of the team become clear
- The team develops it's own identity
- The team members open up to each other



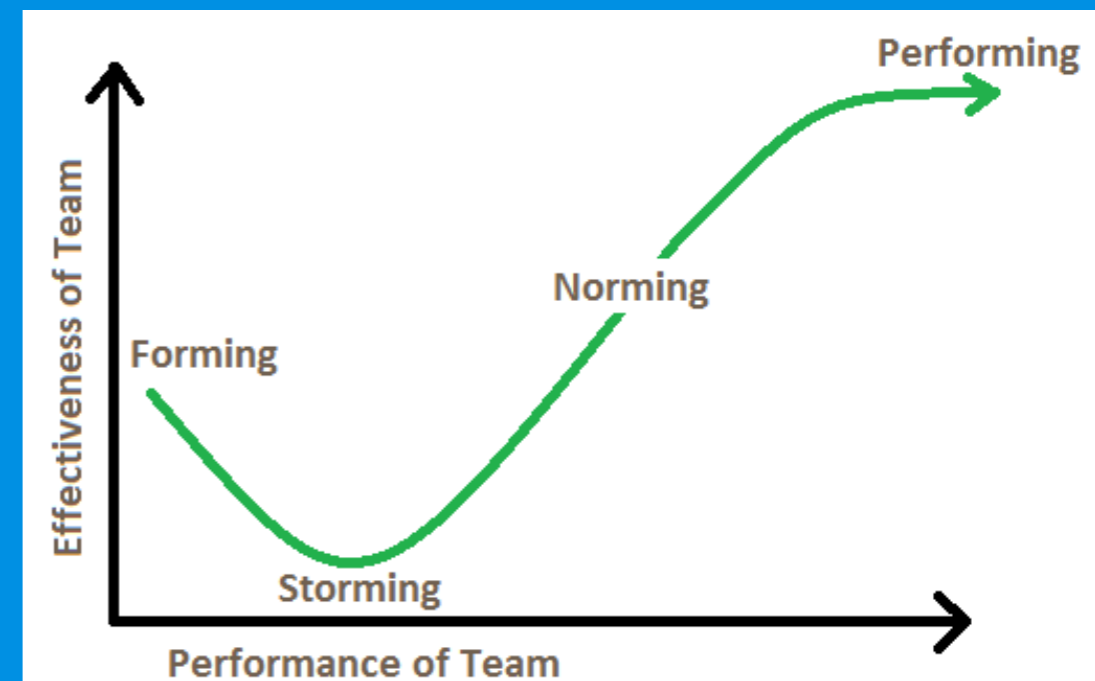
GETTING THROUGH THE NORMING STAGE

- Develop an Identity
- Define Team values
- Own the identity

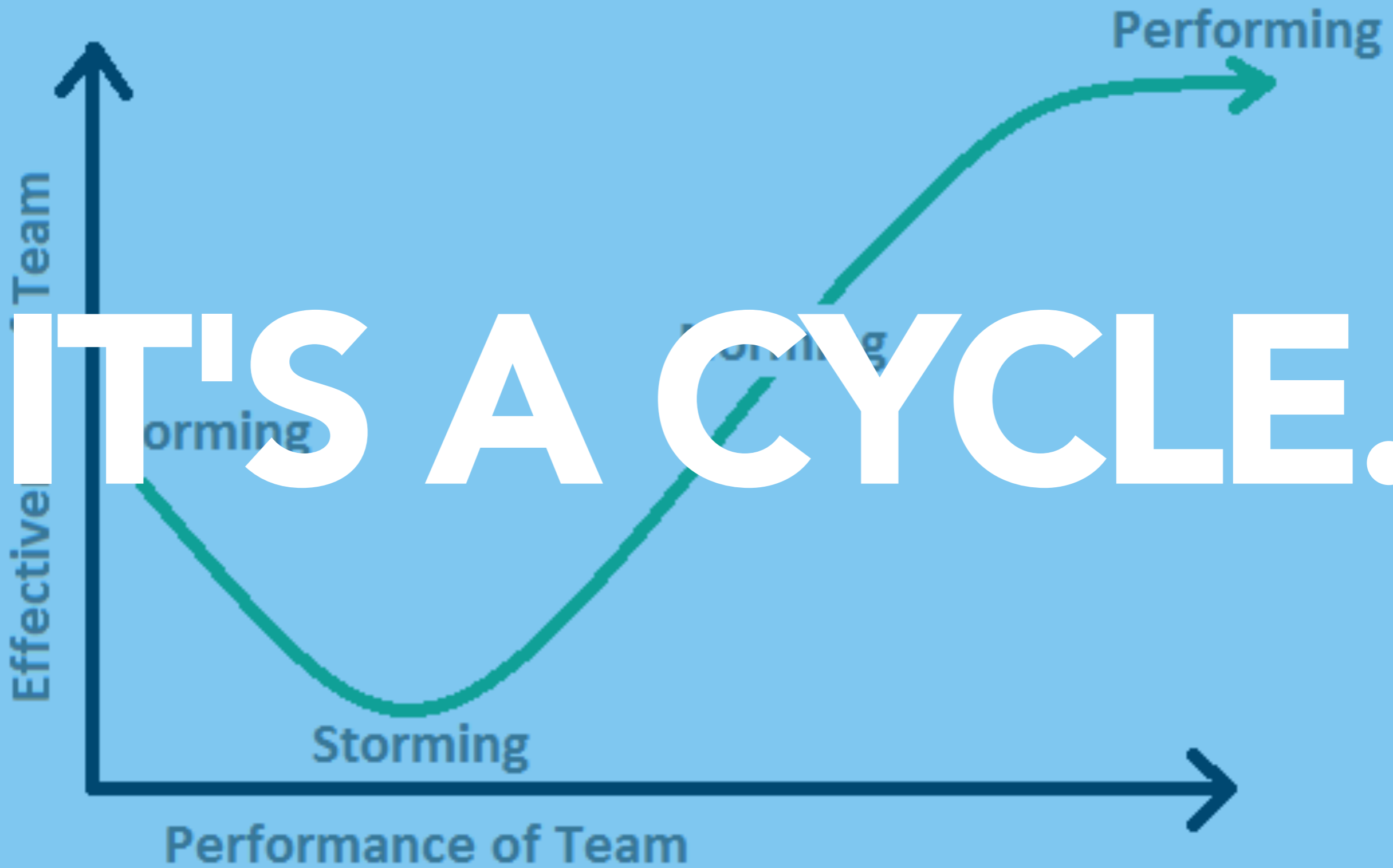


PERFORMING.

- Great energy in the team
- Team roles become flexible
- Team knows how to work together
- Autonomous team







IT'S A CYCLE.



FRANK DE BOER.

FRANK DE BOER AT INTER MILAAN

- Appointed coach 6th of September 2016
- Fired at 1st of November due to disappointing results (12th position in ranking)
- Successor fired in May 2017 due to disappointing results (7th position in ranking)

FRANK DE BOER AT CRYSTAL PALACE

- Appointed head coach 26 June 2017
- Sacked after 77 days (4 games) due to disappointing results
- Still took 3 more games to get the first win (vs Chelsea!) Still in bottom of the league

A dramatic night sky with dark, heavy clouds and several bright, jagged lightning bolts striking across the upper right portion of the frame. The overall color palette is dark blue and purple, with the white and yellow of the lightning providing a stark contrast.

**ACCEPT THE STORMING
STAGE.**

A large crowd of people at a festival, with a human pyramid of people in the center. The pyramid is composed of several levels of people standing on their shoulders, with a few people at the top. The crowd is dense and diverse, with many people wearing red and white clothing. The scene is set outdoors, likely in a large arena or stadium. The overall atmosphere is festive and energetic.

A RELIABLE TEAM



AMERICAN FOOTBALL.



NFL CBS







A Pittsburgh Steelers quarterback is shown in action, wearing a blue jersey with yellow accents and a blue helmet with the Steelers logo. He is holding a football in his right hand and has his left arm extended. The image is overlaid with a blue tint and the text "YOU WILL NEED YOUR TEAM." in white, bold, sans-serif font.

**YOU WILL NEED YOUR
TEAM.**

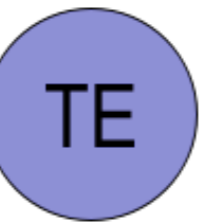
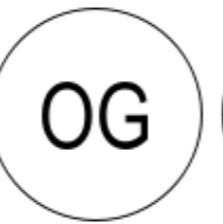
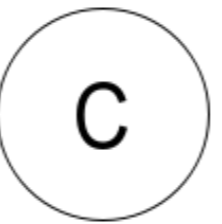
A close-up photograph of Tom Brady, a professional football player, wearing a New England Patriots jersey. He has black eye paint on his cheeks and is looking directly at the camera with a serious expression. The image has a blue color cast. Overlaid on the center of the image is the text "BE LIKE ROB" in a large, white, bold, sans-serif font.

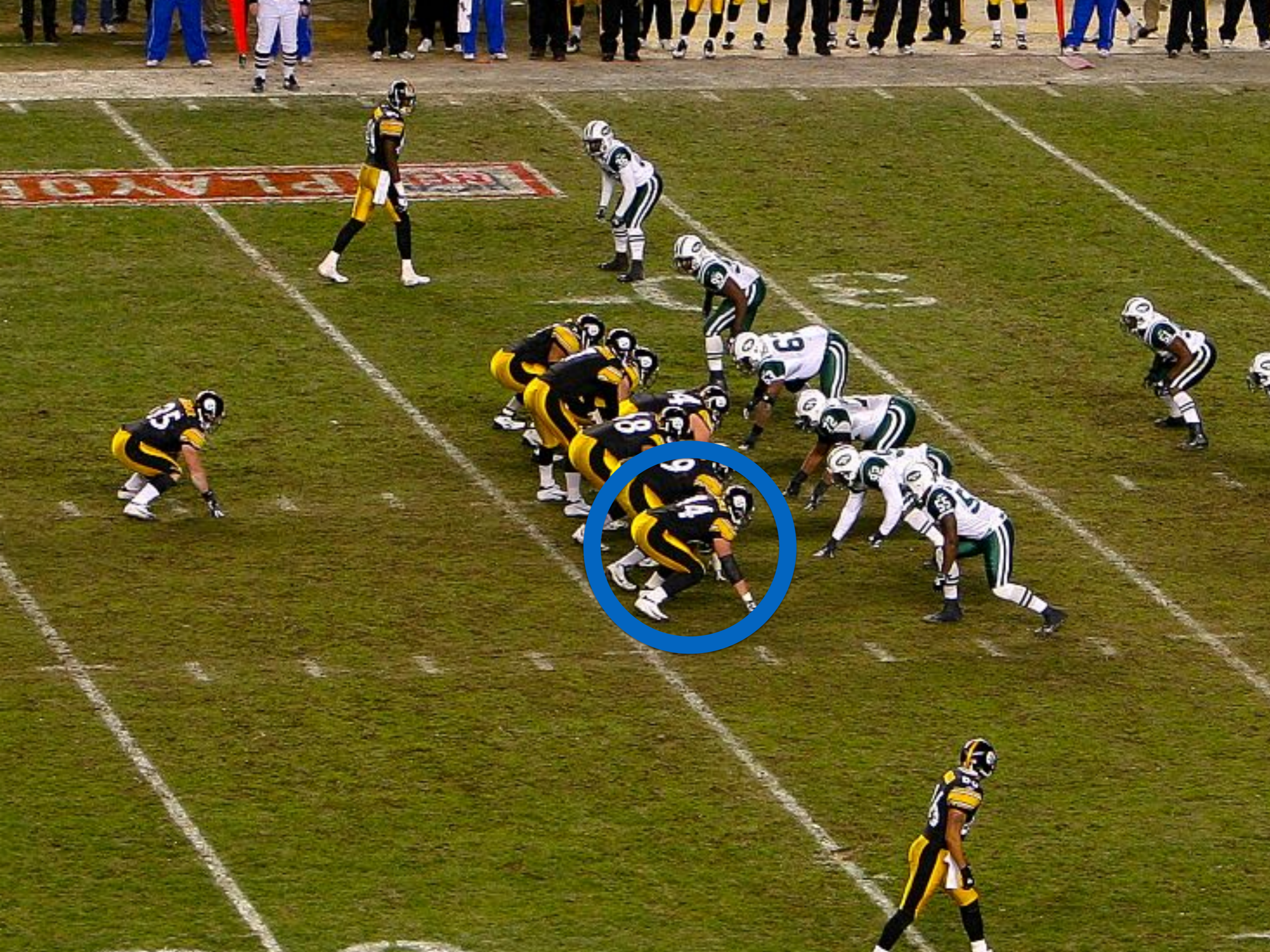
BE LIKE ROB

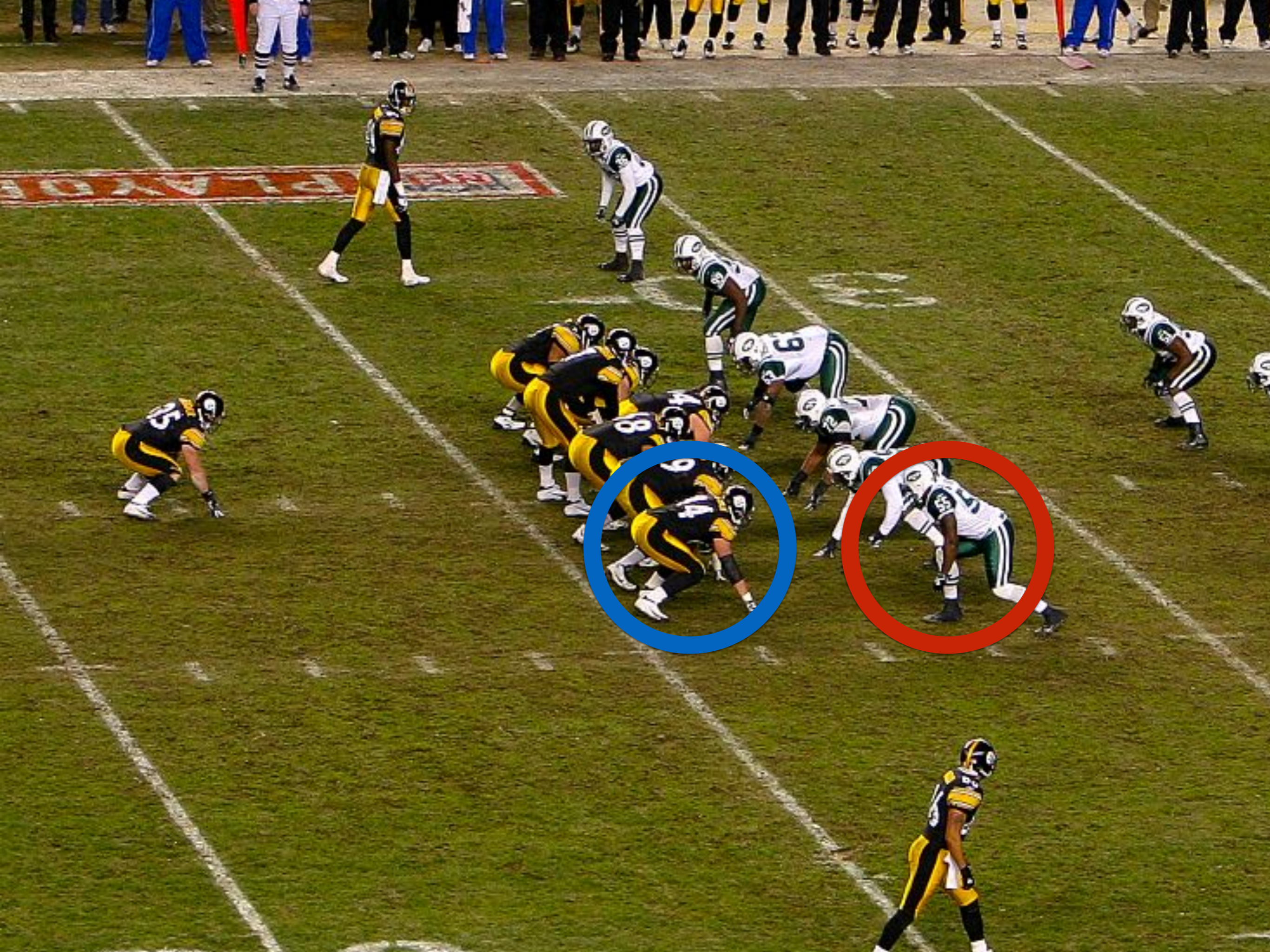


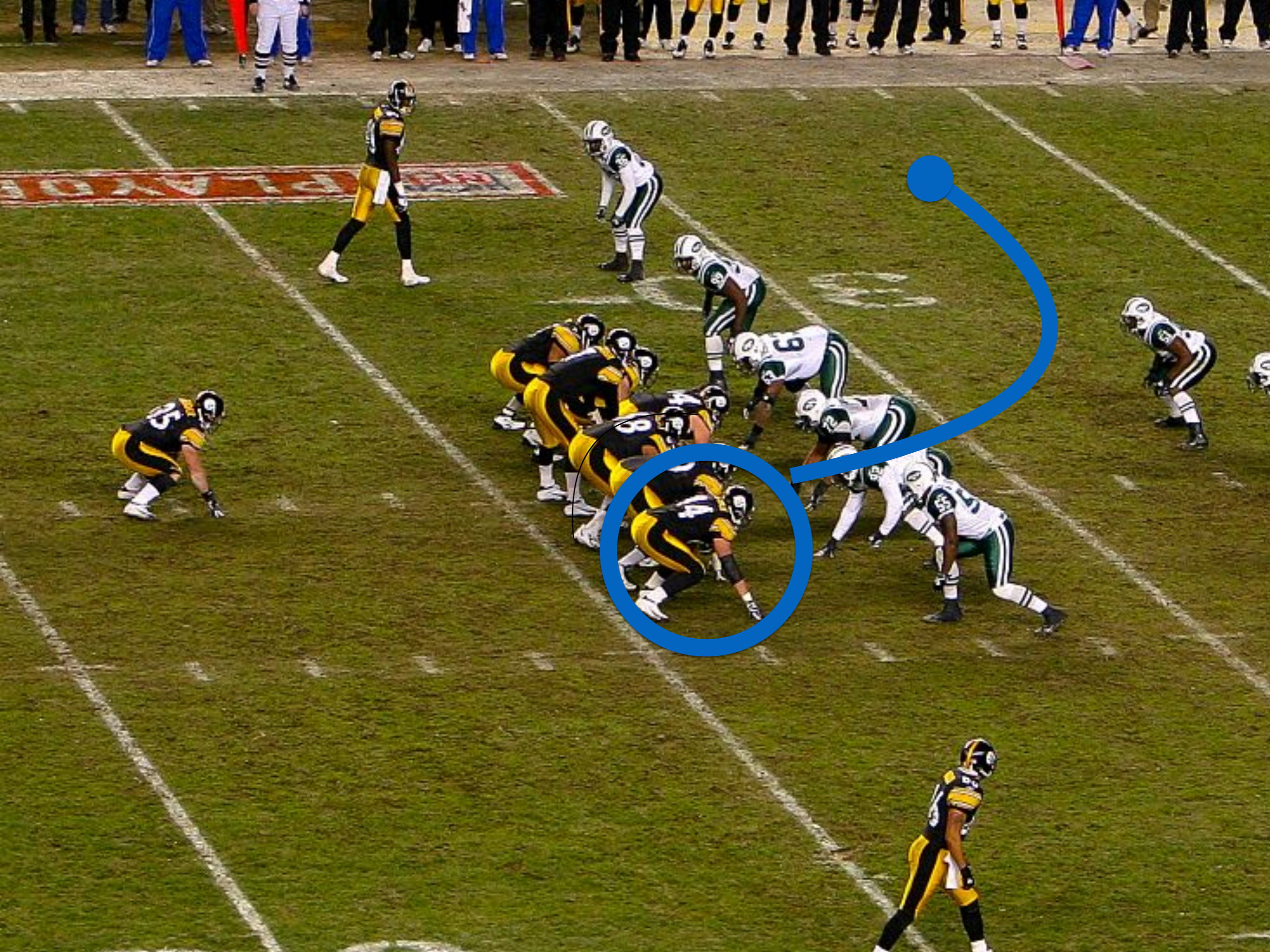
OFFENSIVE LINE

Tight end position







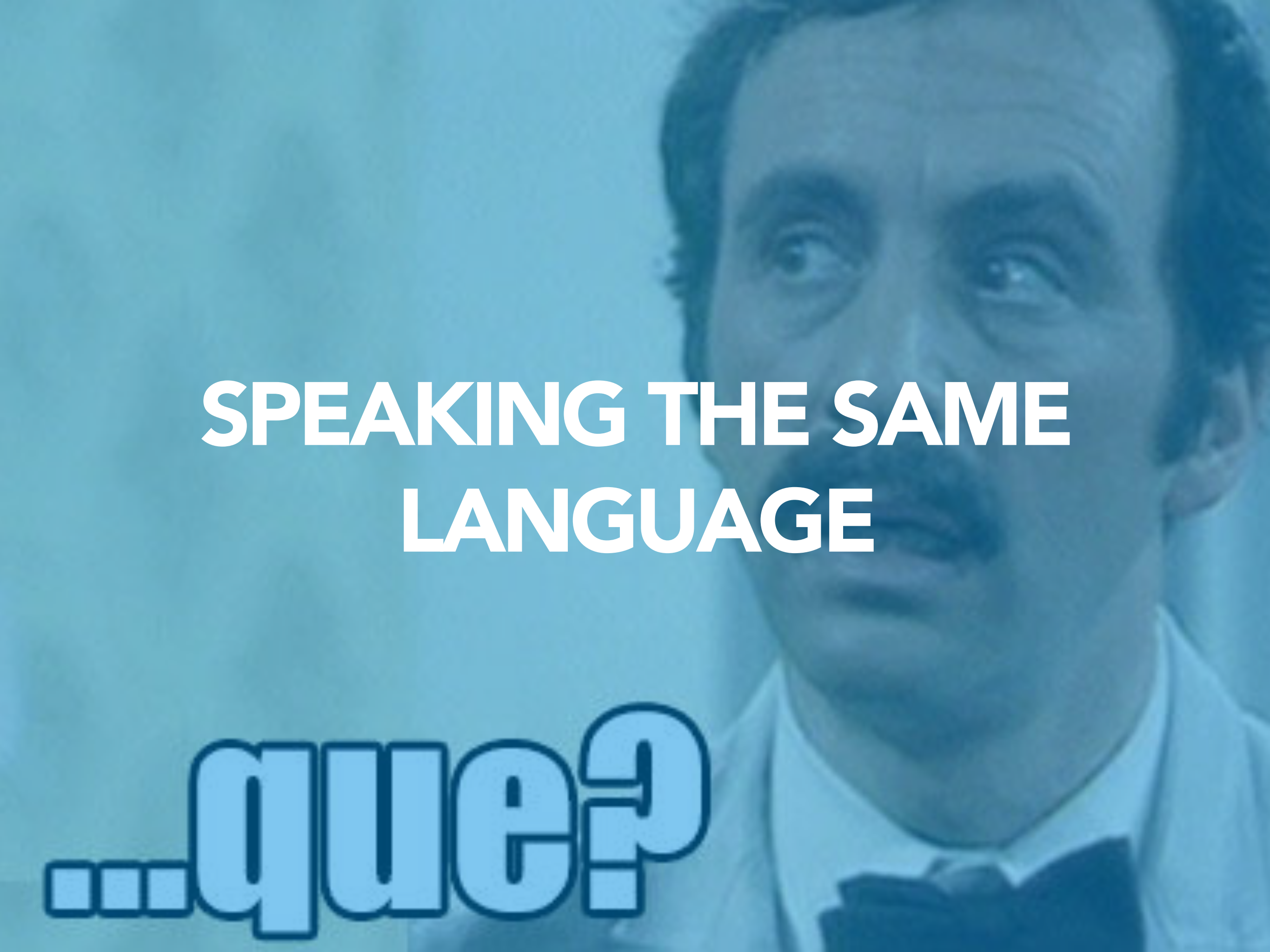


A close-up photograph of Tom Brady, a professional football player, wearing a New England Patriots jersey. The image has a strong blue color cast. Brady is looking slightly to the right of the camera with a serious expression. He has black eye paint on his cheeks. The text "ALSO PLAYS DEFENSE" is overlaid in large, white, bold, sans-serif capital letters across the center of the image. The jersey features the NFL shield logo and the word "PATRIOTS" with the team's logo below it.

ALSO PLAYS DEFENSE

TAKE MULTIPLE ROLES

- Being a developer is not tied to a specific programming language. Your knowledge in one language can be used in another one too.
- Back-end developers can be front-end developers too and vice versa.
- An autonomous team requires all team members to pick up slack.



SPEAKING THE SAME LANGUAGE

...que?

CALLING PLAYS

BLUE RT 79 X-HOOK

RED RT SLOT 322 Y STICK

BROWN RT WAGGLE
RT DRAG HOOK

BLUE RT 79 X-HOOK

RED RT SLOT 322 Y STICK

BROWN RT
RT DRAG

RED RT SLOT 322 Y STICK

BROWN RT WAGGLE
RT DRAG HOOK

BLUE RT 79 X-HOOK

RED RT SLOT 322 Y STICK

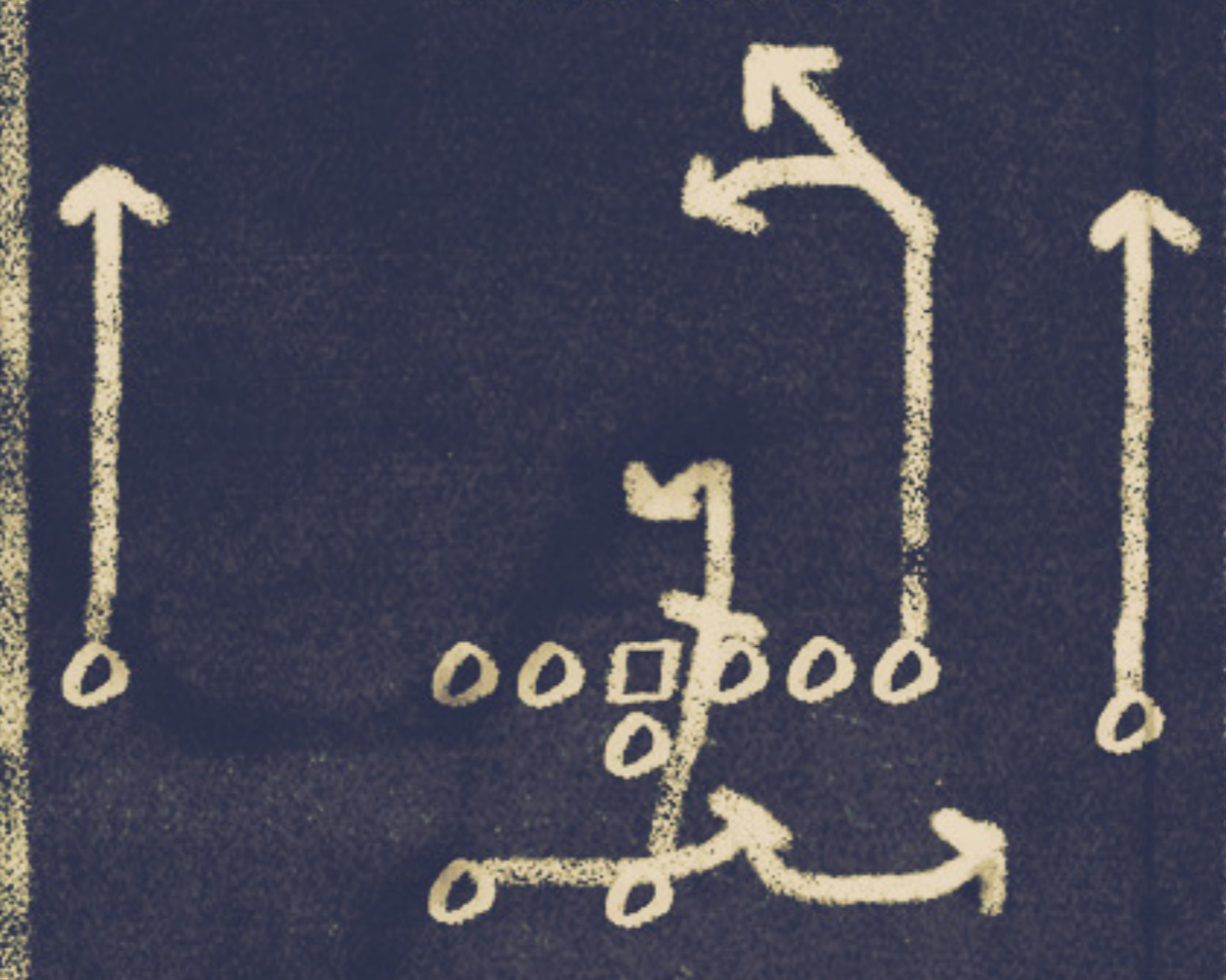
BROWN RT WAGGLE
RT DRAG HOOK

BLUE RT 79





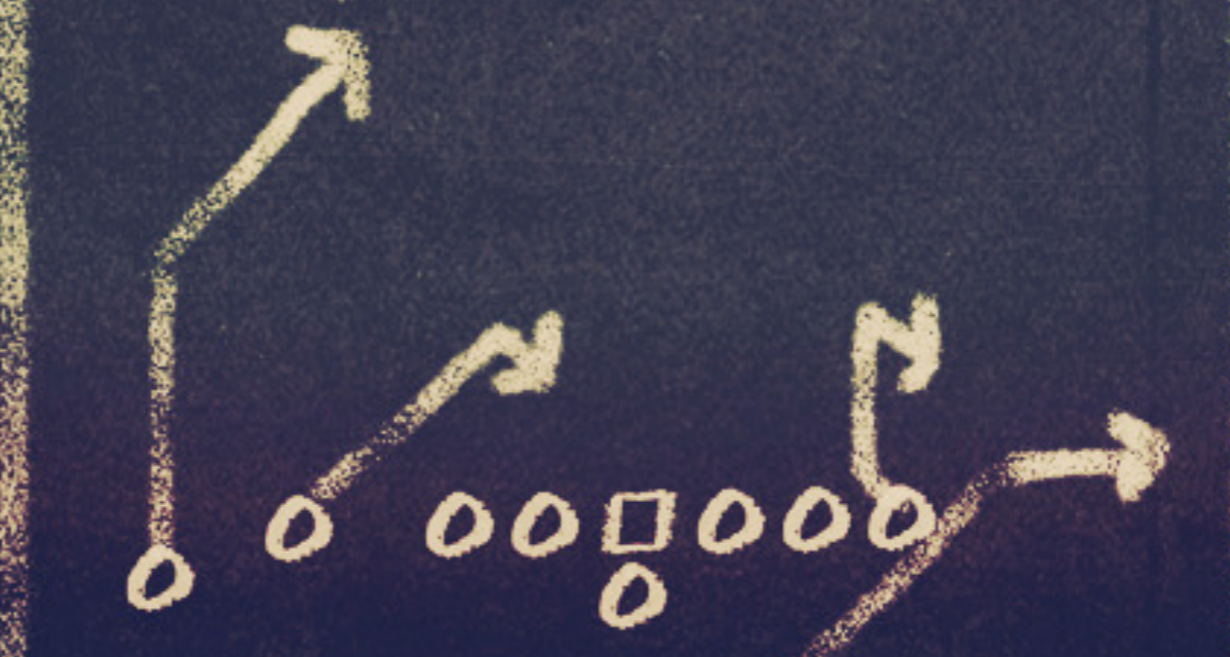
DE RT 79 X-HOOK



RED RT SLOT 322 Y STICK



BROWN RT DR





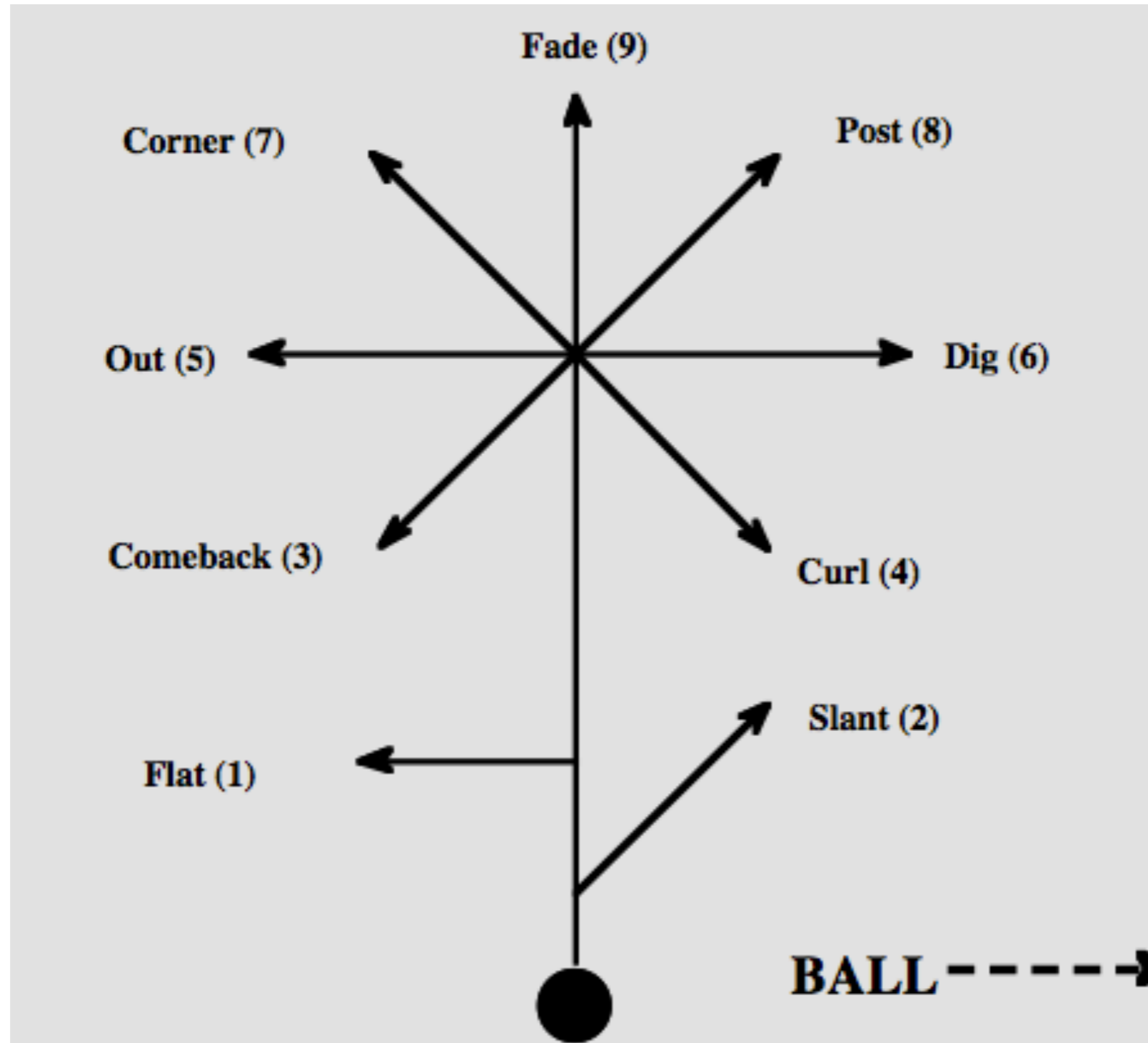


896 H-SHALLOW F-CURL



PASSING TREE.

A ubiquitous language

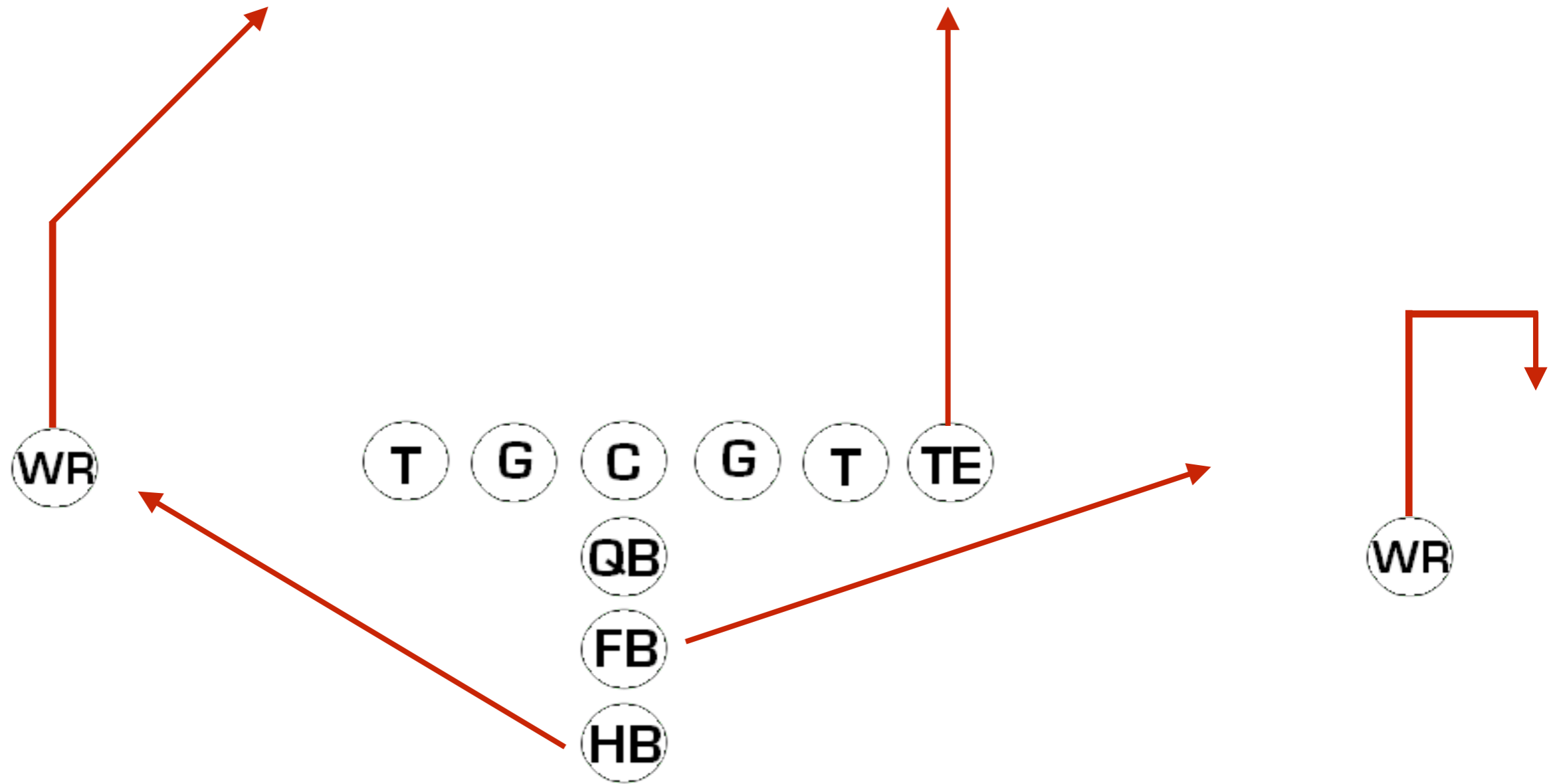


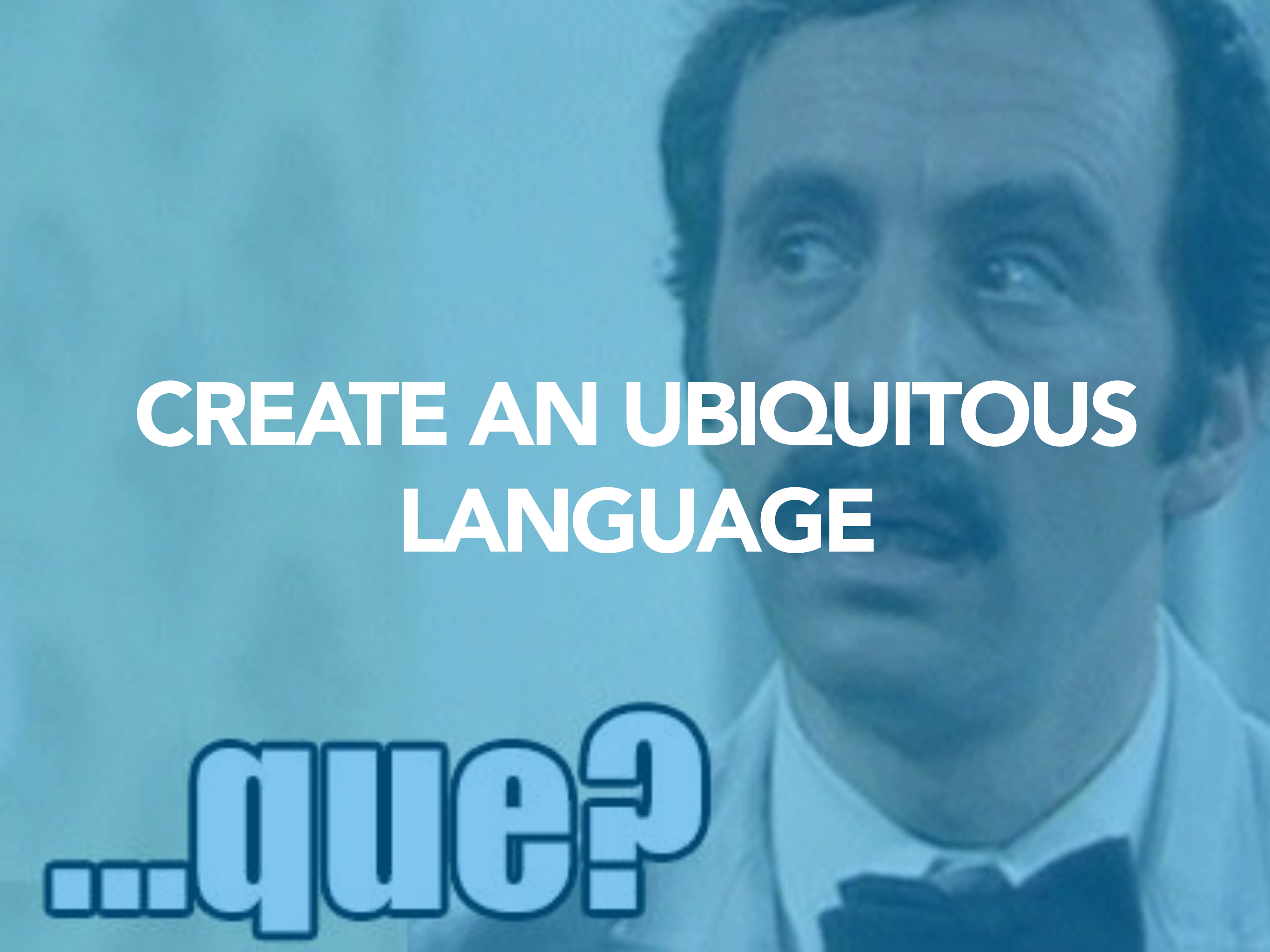
896 H-SHALLOW F-CURL.

- 1st receiver runs **POST**
- 2nd receiver runs **GO**
- 3rd receiver runs **CURL**
- Half back runs **SHALLOW**
- Full back runs **CURL**

896 H-SHALLOW F-CURL.

The route





CREATE AN UBIQUITOUS LANGUAGE

...que?

WHY A UBIQUITOUS LANGUAGE

A ubiquitous language let's developers speak the language of domain experts. This avoids miscommunication, delays and errors.

(http://www.jamesshore.com/Agile-Book/ubiquitous_language.html)

CREATE A UBIQUITOUS LANGUAGE

- Developers should speak the language of their domain specialists, not their own language.
- Use this language in your software, this avoids mental translation between domain and code
- Store the language in an artefact so you can share it with new team members or domain specialists.

oyko

June 5, 2016



Luftha

907

Frankfurt

Boarding

9:10 AM

Seat

A22

ONBOARDING PROCESS

Terminal
Boarding area D

Gate
D10

Boarding priority

1 2 **3** 4

Departing 9:40

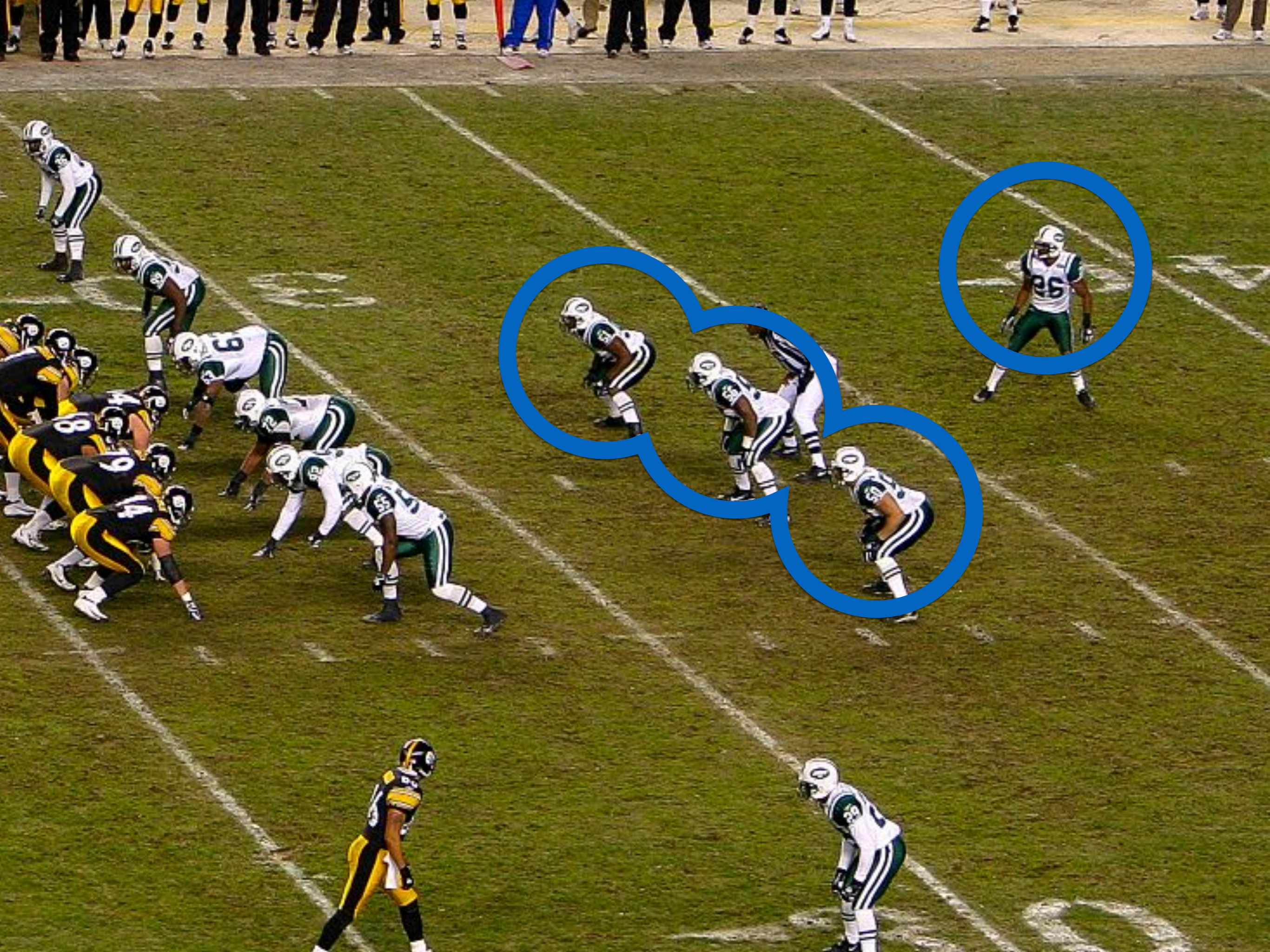


In Frankfurt
take Sky Train to Terminal

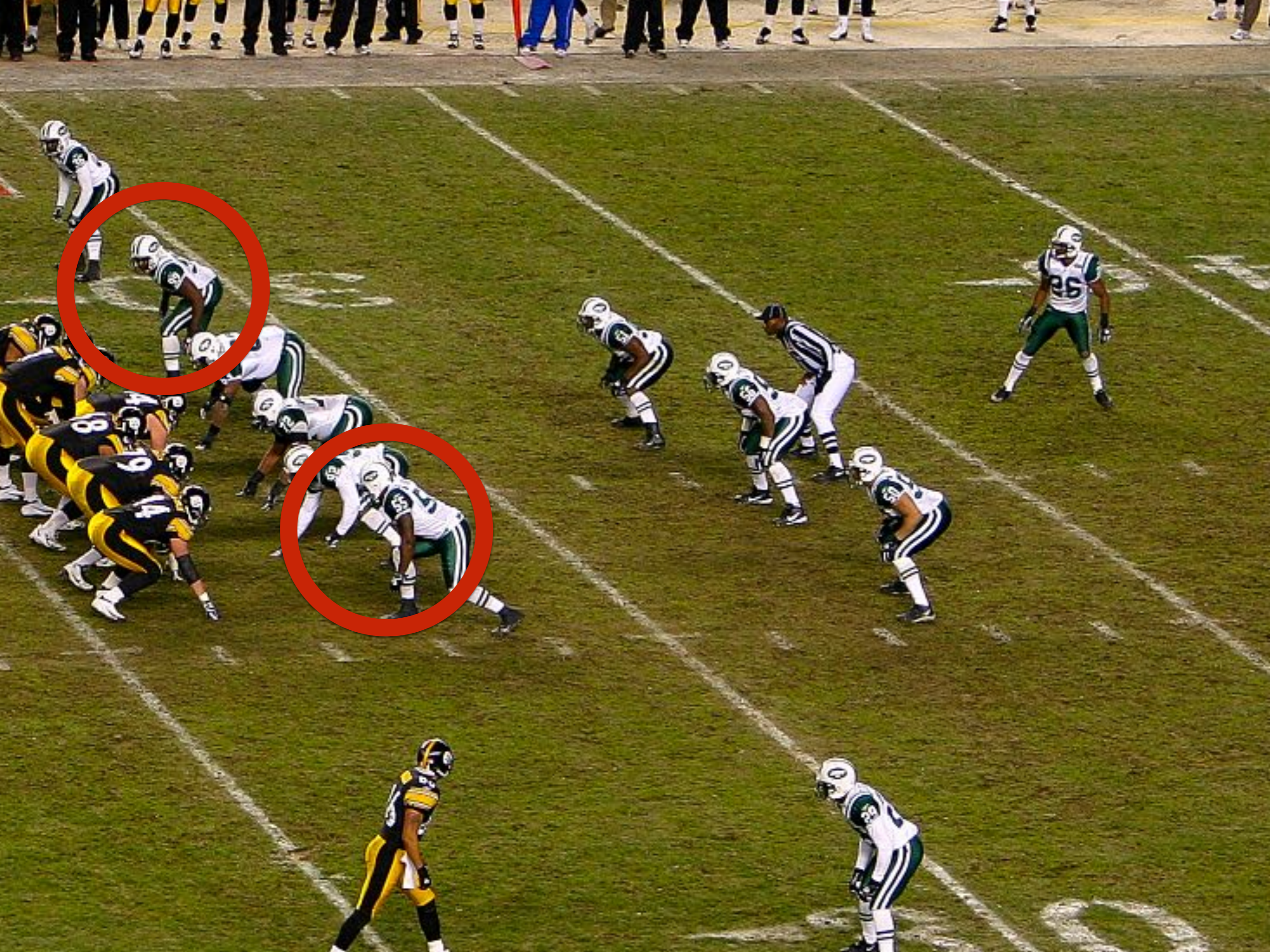




896 H-SHALLOW F-CURL

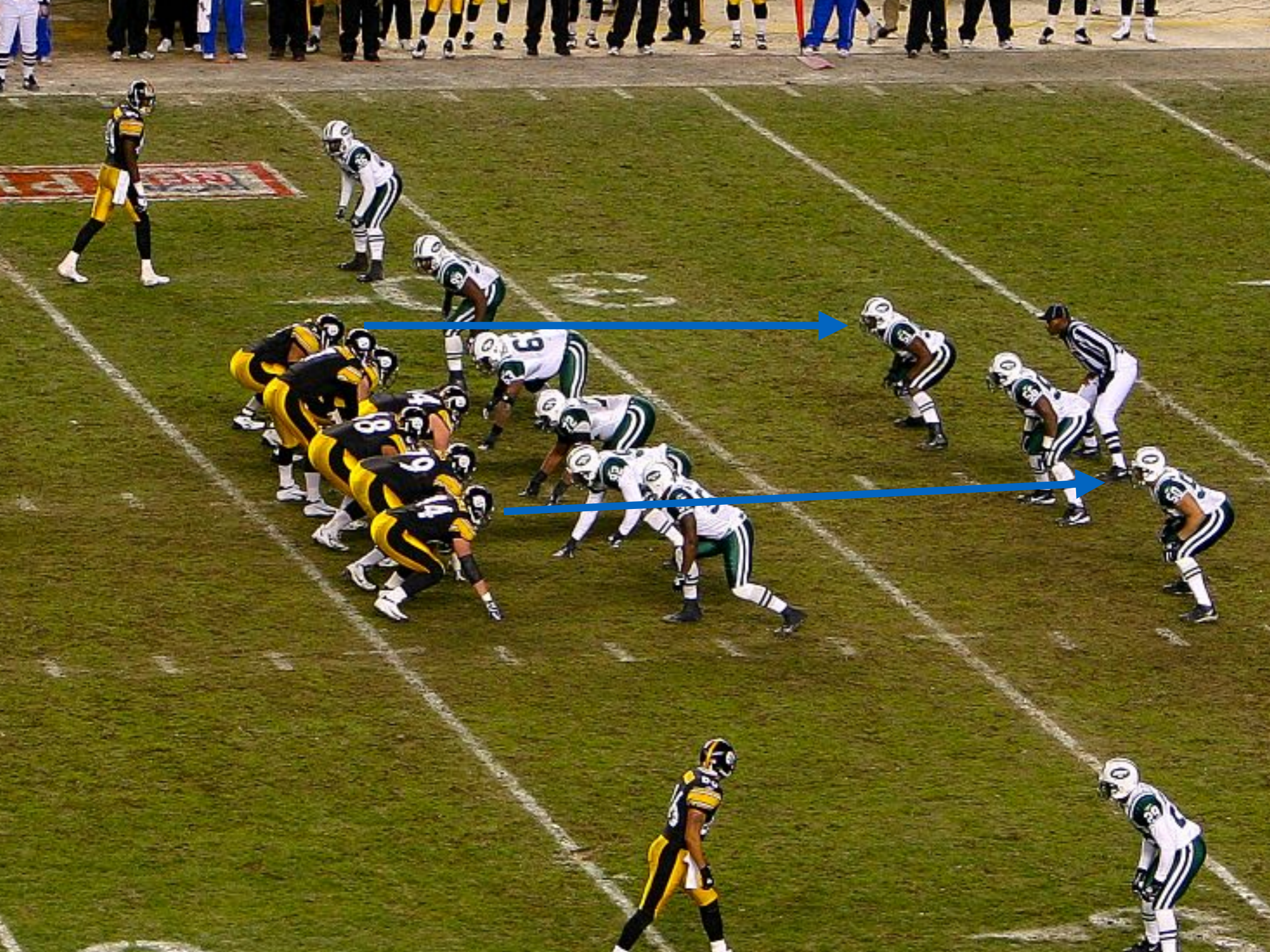


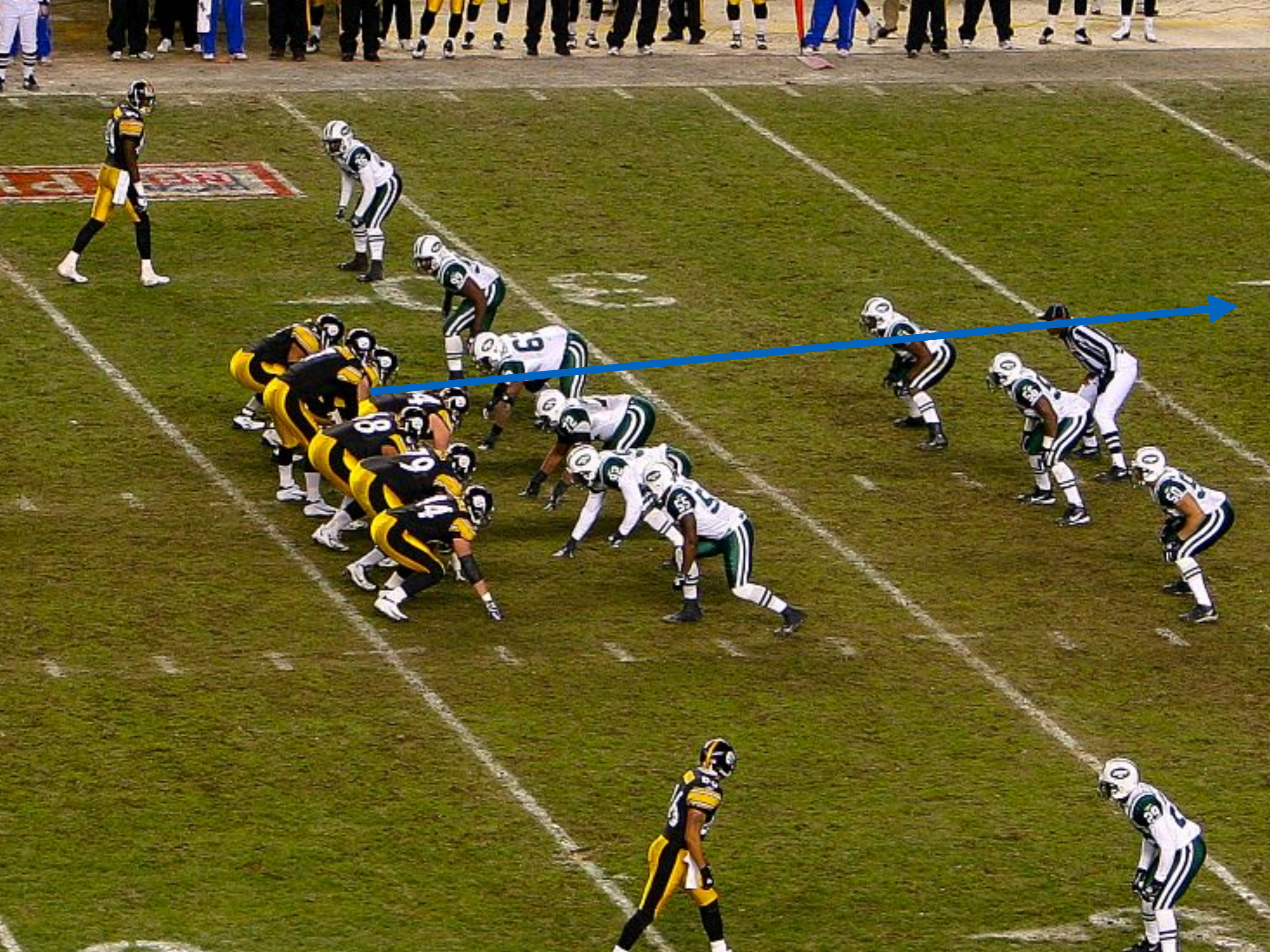






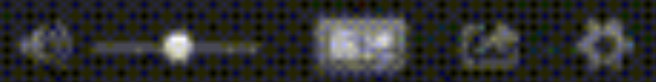








Tarik Wright 2 Rec 48 YDS TD



ONBOARDING PROCESS

- Don't throw the new member too much in the deep.
- Your team cycle restarts when the new members join.
- Discuss with the team what your expectations are.
- Walk the new member through the artefacts of the last cycle.

A photograph of biathlons in a snowy field. Several athletes are visible, each aiming a rifle. They are wearing racing suits with various sponsor logos like 'WÜRTH', 'AUDI', 'e-on', and 'odlo'. The athletes are positioned behind numbered markers (2, 3, 4, 5, 6). The background shows a snowy landscape with trees and a crowd of spectators. The word 'BIATHLON' is overlaid in large white letters across the center of the image.

BIATHLON

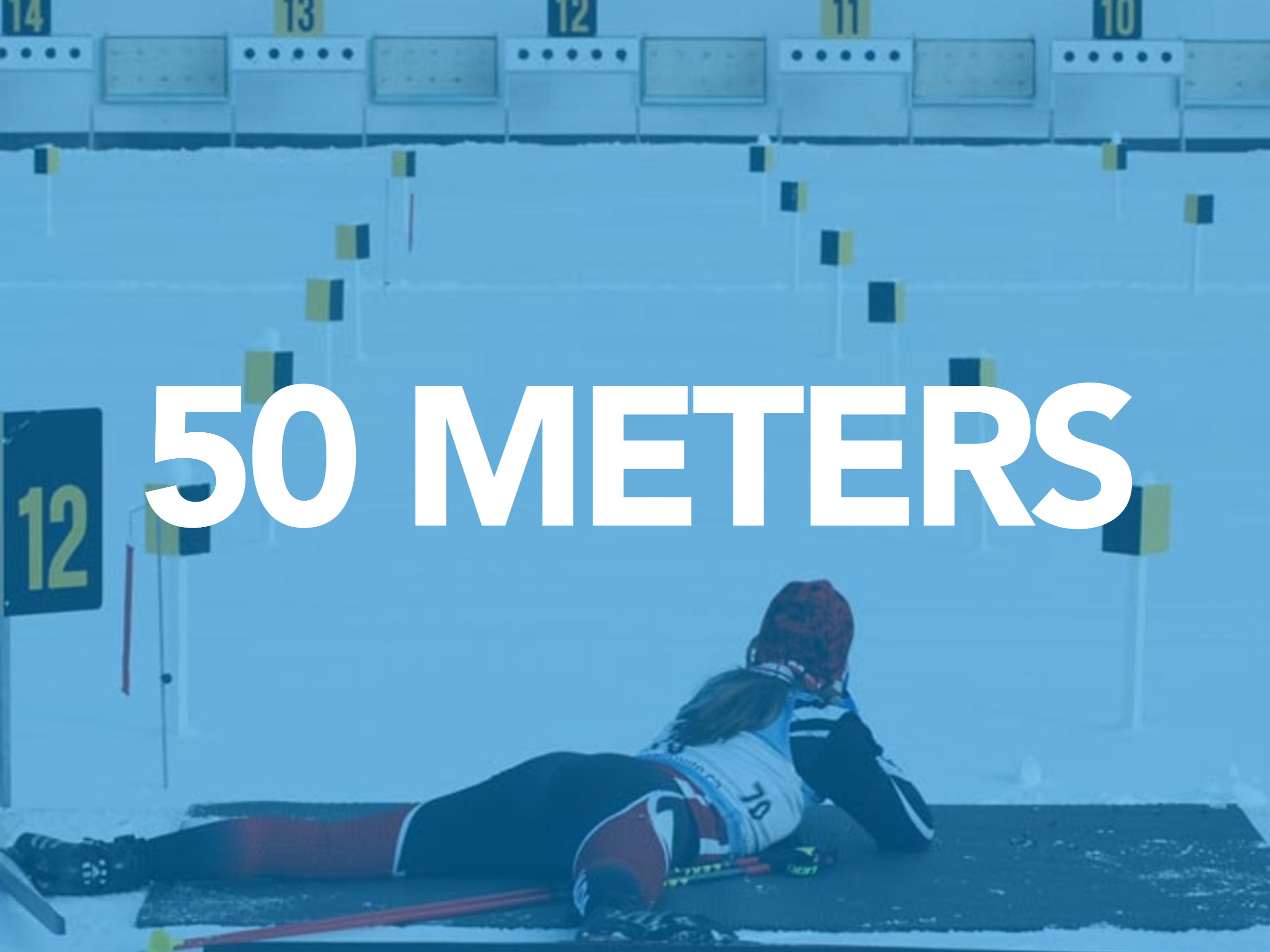
A group of cross-country skiers competing in a race on a snowy slope. The skiers are wearing colorful racing suits with various sponsor logos. The central skier is wearing a yellow and blue suit with a BMW logo and 'Somfy' branding. To his right, another skier wears a red and white suit with 'e-on' and the number '3'. Other skiers in the background wear suits with 'DNB' and 'EDUET' logos. The scene is set in a snowy, wooded area with a blue tint.

SKIING

A photograph of biathletes in a shooting competition, overlaid with a blue tint. The athletes are in a prone position, aiming their rifles. They are wearing bibs with numbers 2, 3, 4, 5, and 6. Various sponsor logos like Würth, Audi, e-on, and Odlo are visible on their gear. The word "SHOOTING" is written in large white letters across the center of the image.

SHOOTING

50 METERS





45 MILLIMETRES TARGET



SPRINT RACE



PURSUIT

A group of cross-country skiers in a race, wearing colorful bibs and gear. The central skier is wearing a yellow and blue bib with a BMW logo. To his right, another skier wears a red and white bib with 'e-on' and the number '3'. The background is a snowy, hazy landscape. The entire image has a blue tint.

PENALTY LOOP (150 METERS)

TAKING RISKS

ACHEVA	BLR		+36.7	7	PREUSS	GER		+44.6
	GER		+37.2	8	BESCOND	FRA		+47.3
ER	ITA		+42.4	9	GREGORIN	SLO		+51.4
SHOOTING 1			+57					

	KUMMER
	CRAWFORD
	SOUKALOVA
	BURDYGA
	DUBAREZAVA
	GWIZDON
	DUNKLE
	OLSON
	FIALKOV
	DZHYMA
	BOLLIET
	VITKOVA
	SEMERENKO VA
	LATUILLIERE
	LAUKKANEN

The image features a solid light blue background. A dark blue ECG (heart rate) line is drawn across the center. The text "TAKE A STEP BACK" is written in a bold, white, sans-serif font, centered horizontally and overlaid on the ECG line. The text is split across two lines: "TAKE A STEP" on the top line and "BACK" on the bottom line.

**TAKE A STEP
BACK**

TECHNICAL DEBT.

- With cutting corners/ making fast decisions technical debt comes.
- Take time to reconsider your solutions, breath in breath out.
- Agree with your team when to take technical debt.
- Agree with your team when to fix technical debt.

TECHNICAL DEBT EXERCISES

- Technical debt with LEGO (http://www.gargoylesoftware.com/ex/technical_debt)
- Technical debt Game: <https://agilevelocity.com/technical-practices/technical-debt-game/>
- How to tackle technical debt (<https://inviqa.com/blog/how-tackle-technical-debt>)

A cartoon illustration of SpongeBob SquarePants from the Nickelodeon animated series. He is depicted from the chest up, wearing a white dress shirt, a red necktie, and a brown suit jacket. He has a wide, happy smile, showing his teeth, and his eyes are closed in a content expression. He is holding a large, blue, 3D letter 'O' with both hands. The background is a stylized, colorful scene with a blue sky, green hills, and a blue body of water with white waves. The overall style is bright and cheerful.

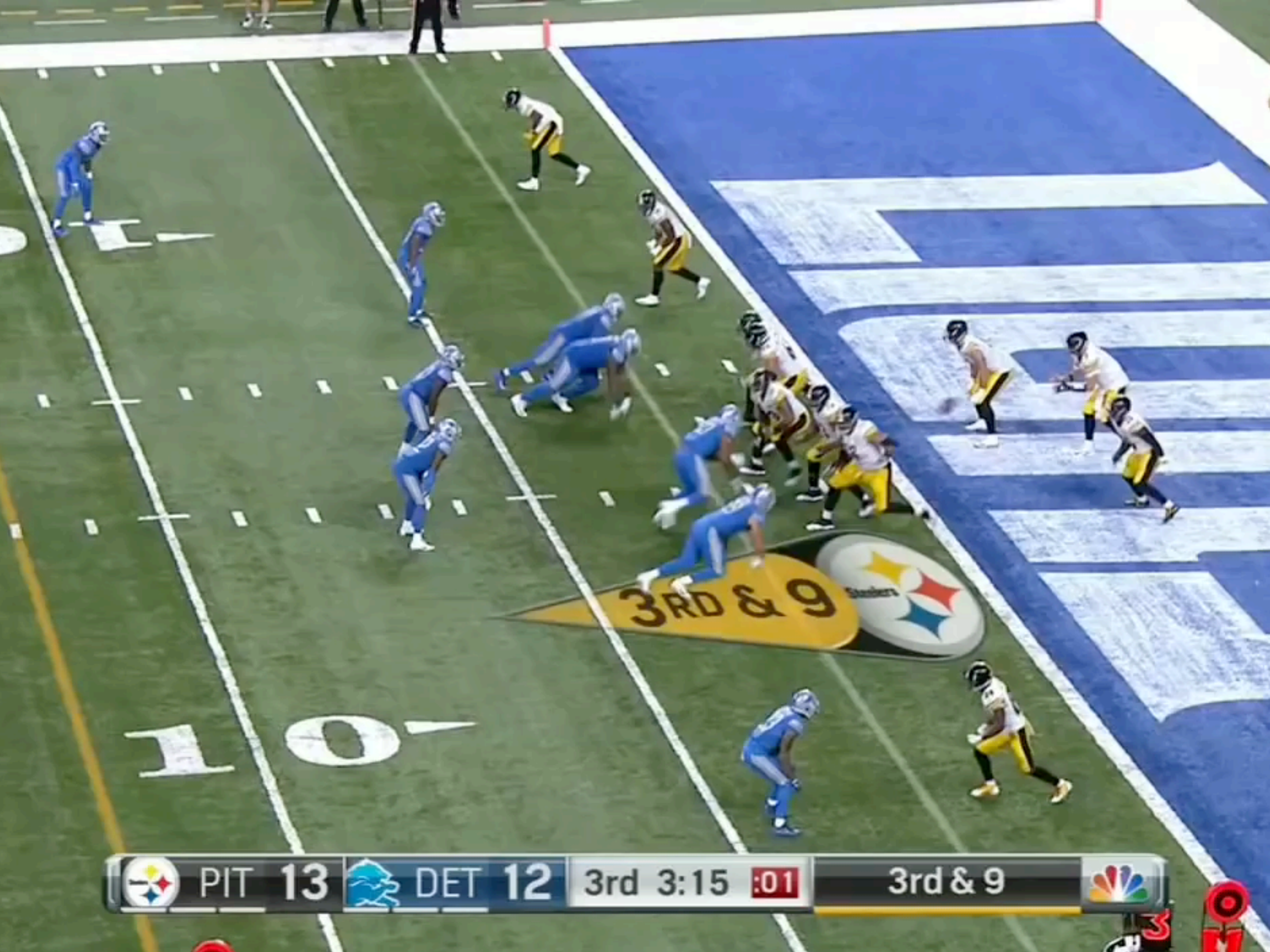
HAVE FUN ON THE JOB





TOUCHDOWN CELEBRATION



JUJU SMITH SCHUSTER



 **PIT 13**  **DET 12** 3rd 3:15 :01 3rd & 9 



A cartoon illustration of SpongeBob SquarePants smiling broadly, wearing a white shirt, red tie, and brown pants. He is standing in front of a large, stylized sign that says 'FUN' in blue letters. The background is a blue sky with green hills and a blue body of water. The text 'HAVE FUN ON THE JOB' is overlaid in white, bold, sans-serif font across the center of the image.

HAVE FUN ON THE JOB

A large crowd of people is shown from a high angle, celebrating. The scene is filled with a dense shower of multi-colored confetti (red, yellow, green, blue) falling from above. The entire scene is bathed in a strong blue light, creating a vibrant and energetic atmosphere. Many people in the crowd have their arms raised, and several individuals are holding up their smartphones to capture photos or videos of the event. The overall mood is one of joy and triumph.

CELEBRATE YOUR WINS



DRINK SOME BEERS

TAKEAWAYS

- Accept the Storming fase, help your team trough it.
- Create a ubiquitous language
- Take a hard look at your on boarding process
- Take educated risks and battle technical debt
- HAVE FUN ON THE JOB!

Building teams, what can we learn
from professional sports

PHPBENELUX.HANSDUBOIS.NL

Learn from professional sports. This exercise is given
at PHPBenelux 2018. Here you can find resources that you can use to
improve your team right away!

[Download presentation](#)

[Rate talk on JOIND.in](#)

HTTPS://JOIND.IN/TALK/E3F54

e Tuckman Small p Development

(1965) reviewed fifty five
dealing with stages of small
velopment in an attempt to
ose concepts common to the

Way of working exercise.

The way of working exercise can be use
to define team norms together.

[View](#)

In space exercise

- Walk in a room
- Find a colleague and tell...:
- The thing I appreciate in our
collaboration is:
- The thing I find difficult in
collaboration is:

SHOOTING RANGE

A photograph of three people at a shooting range booth. Two men stand in the background, both wearing blue hoodies and holding red and white toy guns. A woman in a blue hoodie is kneeling in the foreground, also holding a toy gun. The background wall is blue with repeating 'cool blue' logos and 'TRAINEN' text. A table with a yellow top is visible on the right side of the frame.

A man in a blue t-shirt and lanyard stands in front of a wall of blue boxes. The boxes are stacked and feature the 'cool blue' logo in a red circle. The man is smiling and looking at his phone. In the background, a woman is visible at a table with water bottles. A screen on the wall displays the text 'Training is the best solution'.

CAREERSATCOOLBLUE.COM

QUESTIONS?