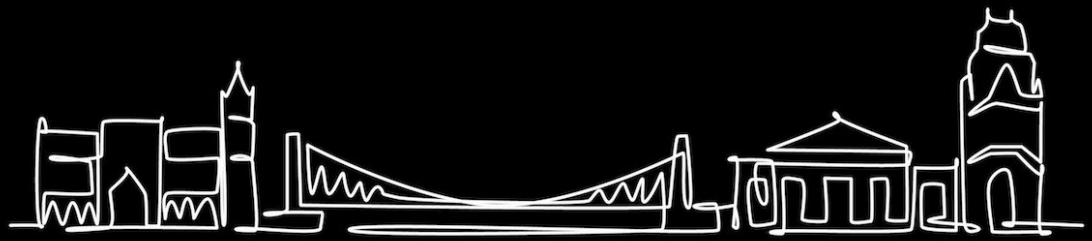
Trust

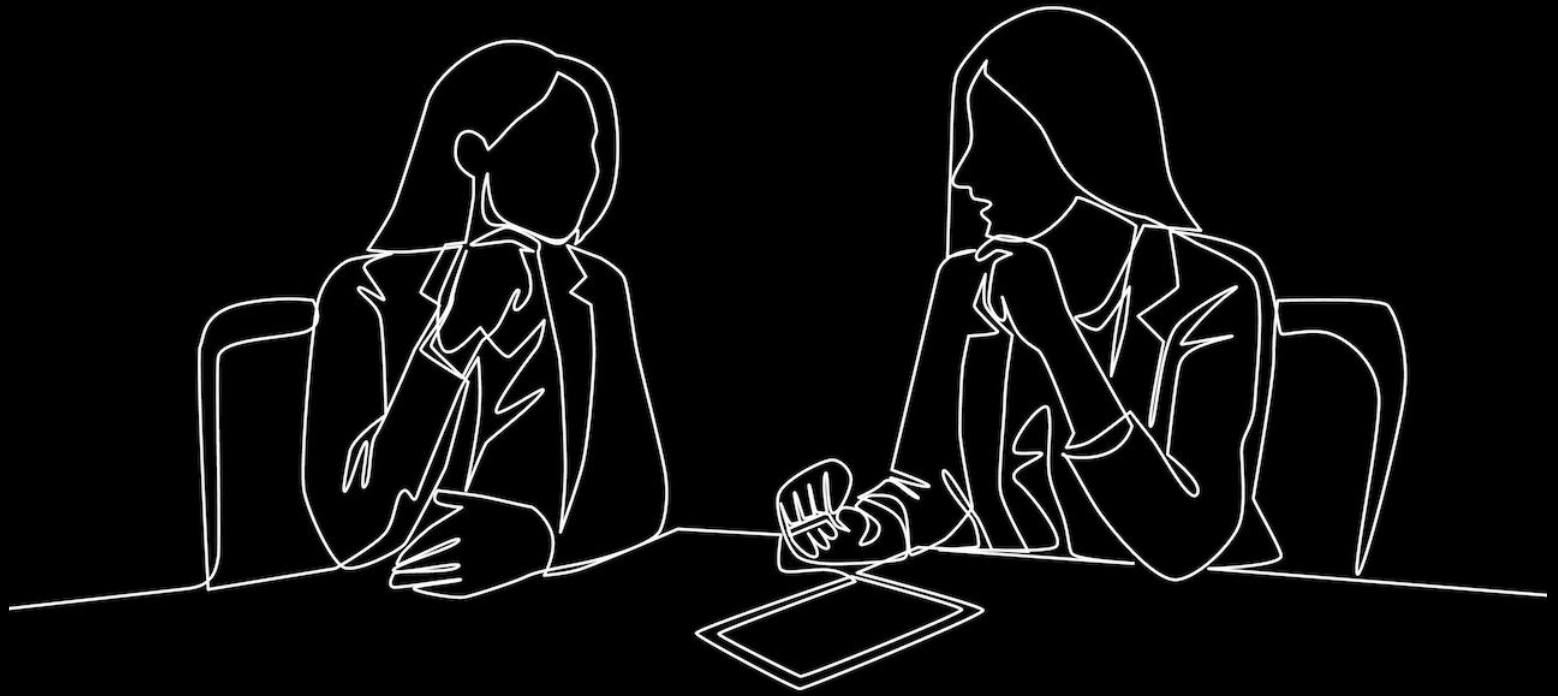
Secret Ingredient of High Performing Team

Jaycee Cheong @ Immersive Labs

@herecomesjaycee


Bristol

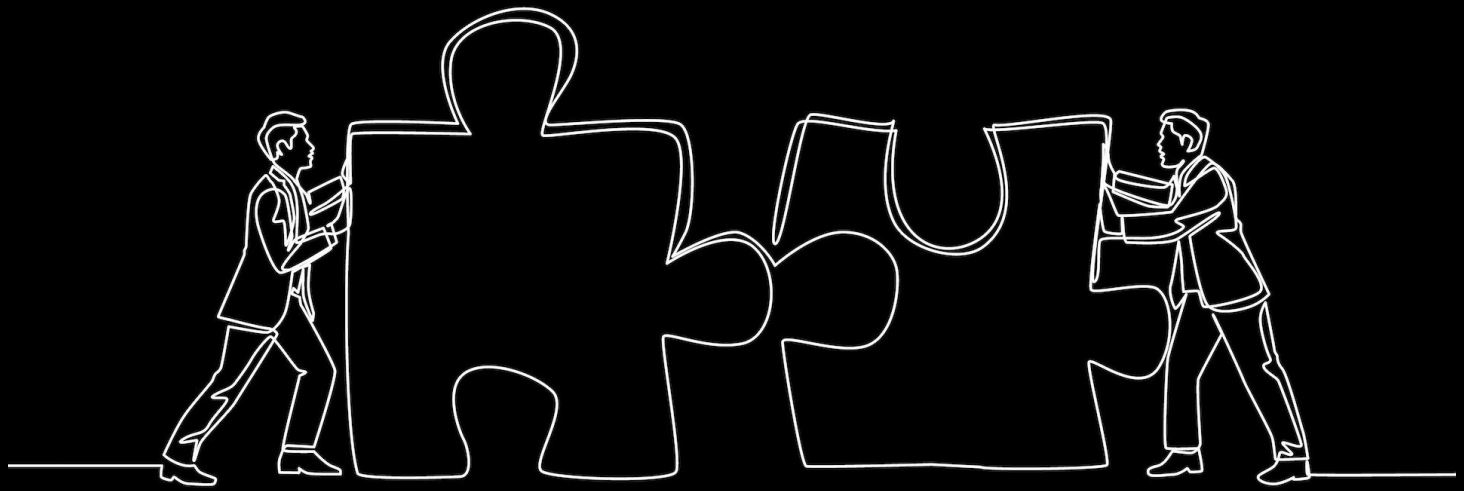
@herecomesjaycee



@herecomesjaycee

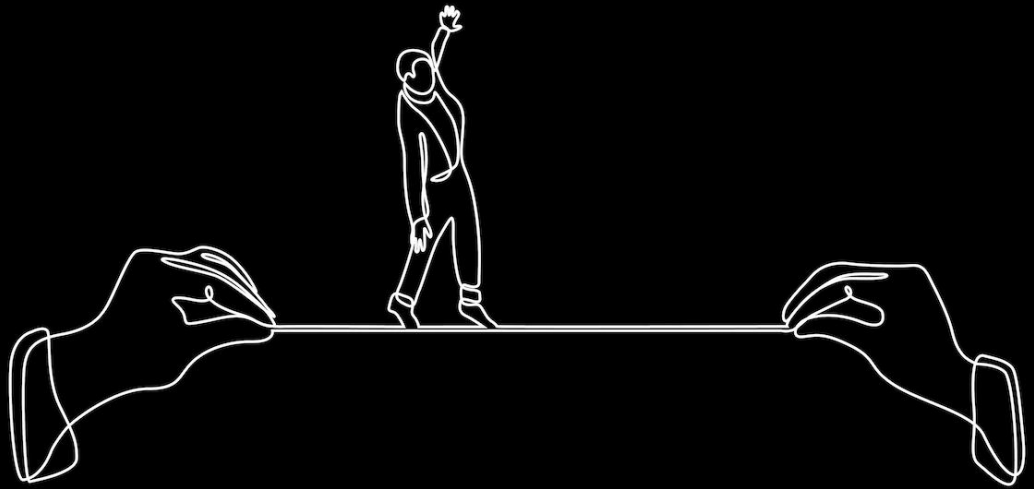
@herecomesjaycee

@herecomesjaycee



@herecomesjaycee

@herecomesjaycee



@herecomesjaycee

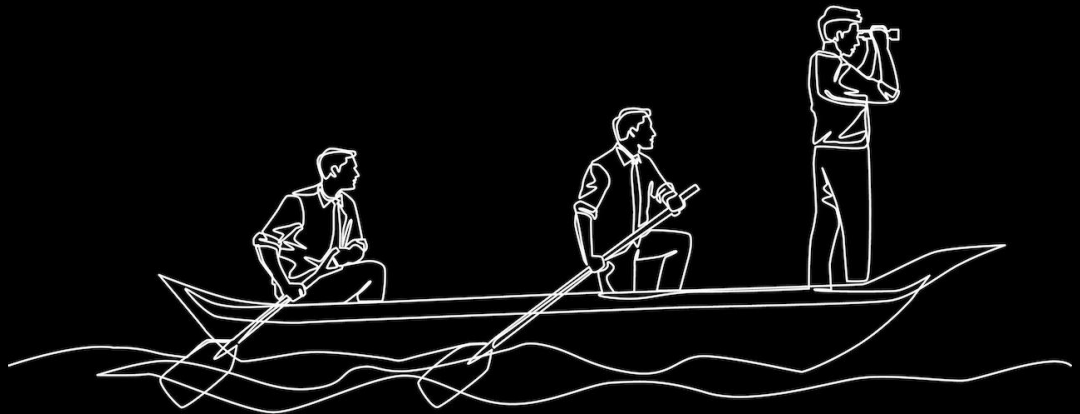
@herecomesjaycee

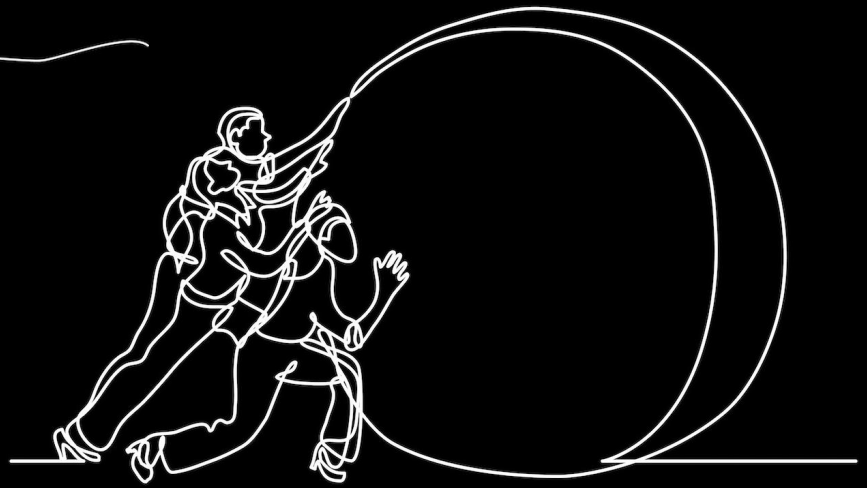
@herecomesjaycee

@herecomesjaycee

@herecomesjaycee

@herecomesjaycee

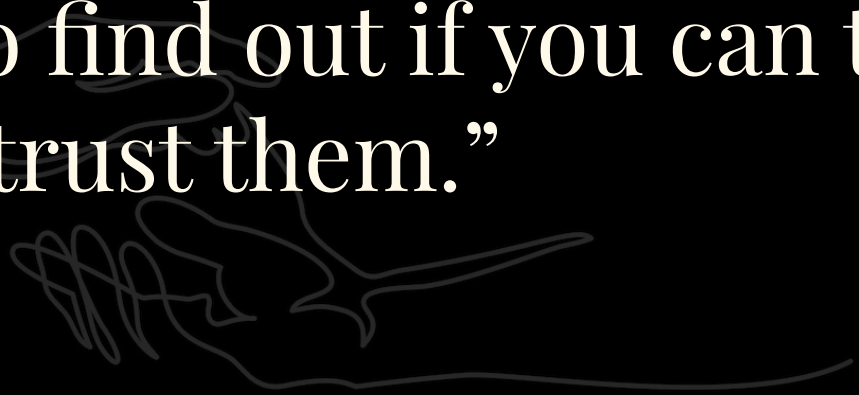




@herecomesjaycee

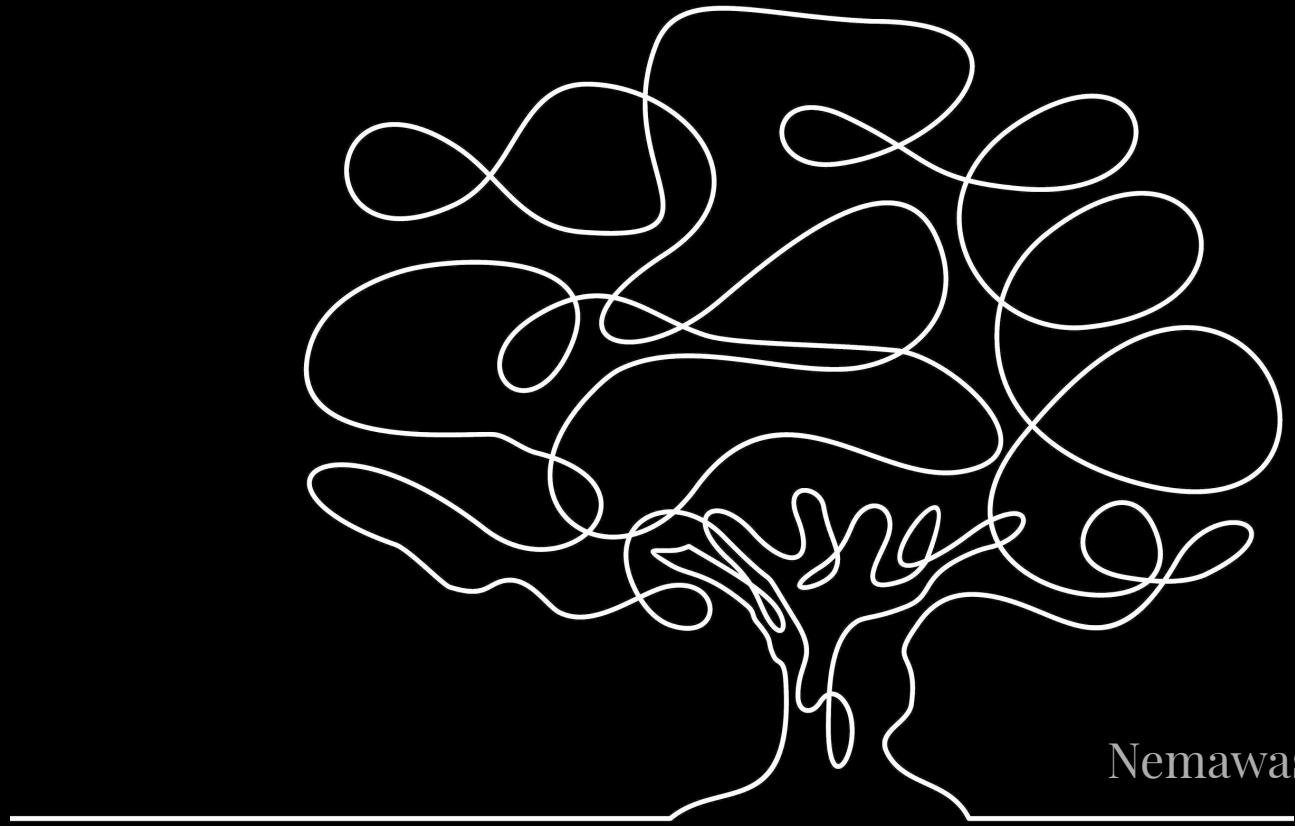
@herecomesjaycee

“The best way to find out if you can trust somebody is to trust them.”



Ernest Hemingway, novelist

@herecomesjaycee



Nemawashi (根回し)

@herecomesjaycee

@herecomesjaycee

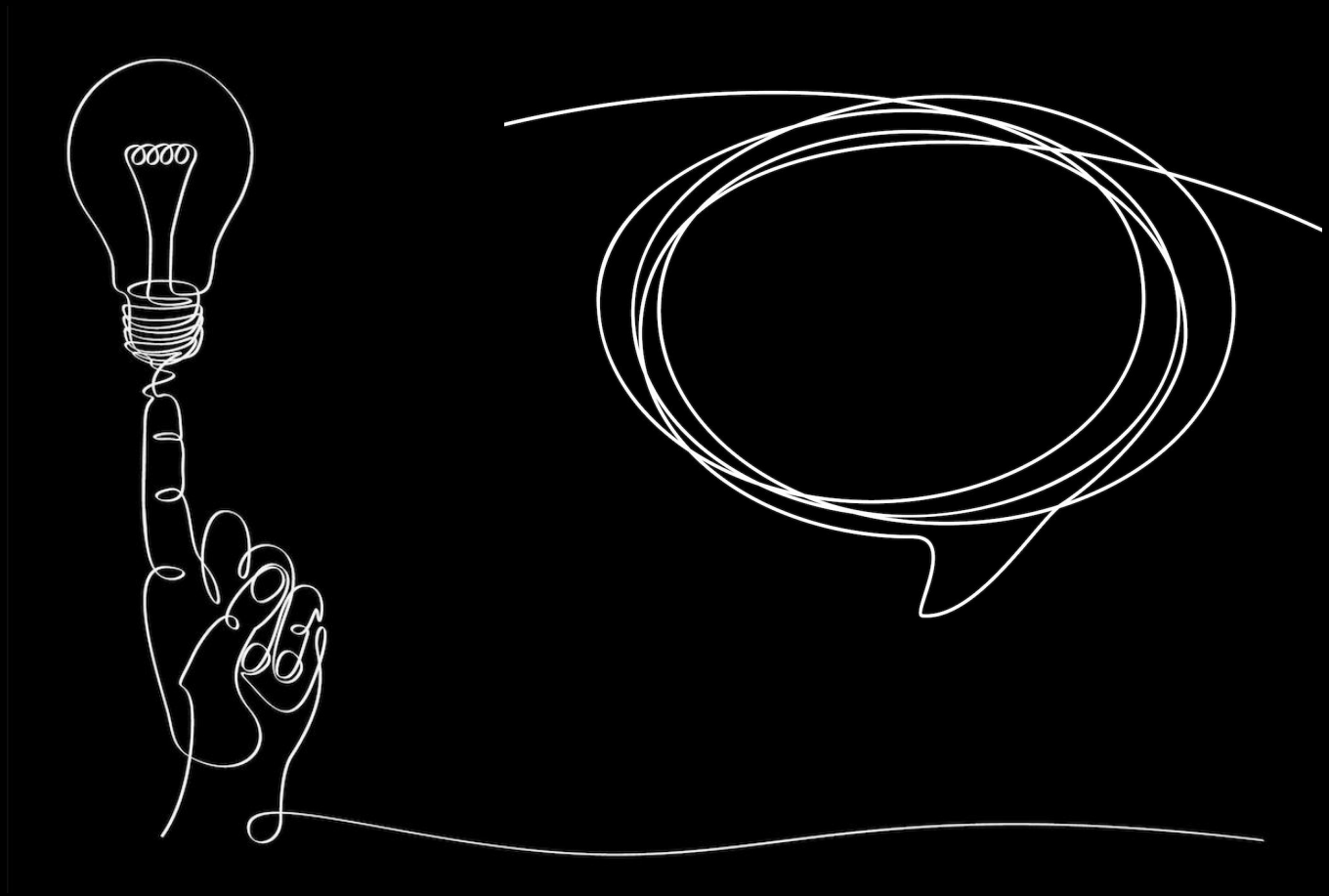
@herecomesjaycee

@herecomesjaycee

Jaycee 17:11

Hi Martin, I have an idea on how to tackle the technical debt the team discussed previously. Would you be happy to spend 30 minutes with me to walk through what I have in mind, please see attached design implementation. (edited)

@herecomesjaycee



@herecomesjaycee

@herecomesjaycee

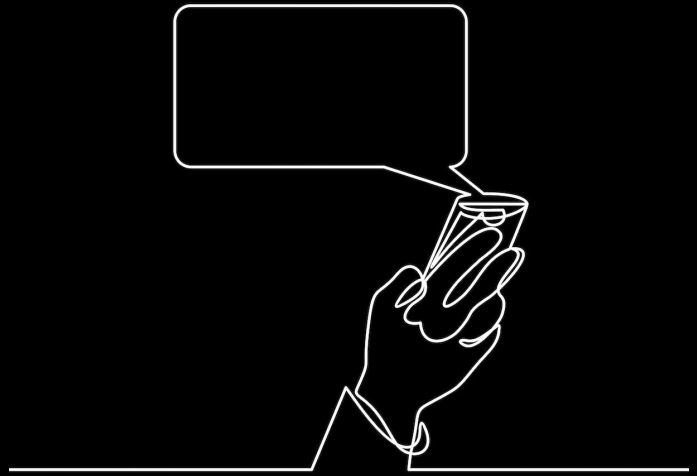
@herecomesjaycee

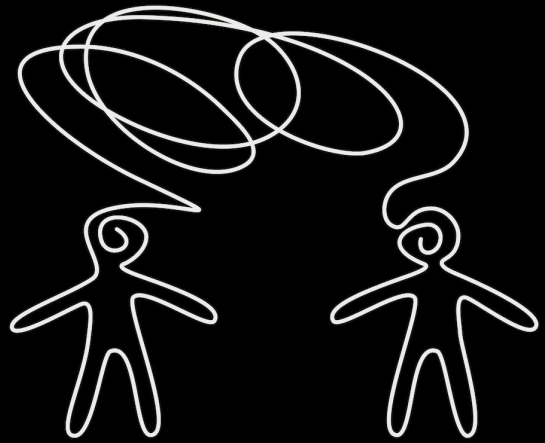
Jaycee 09:26

Hola! You okay with me asking some feedback based on the points below on our session yesterday?

- What worked for you?
- What didn't work for you?
- Effectiveness of my language (the terms I've used/tone?)
- Any other feedback? (edited)

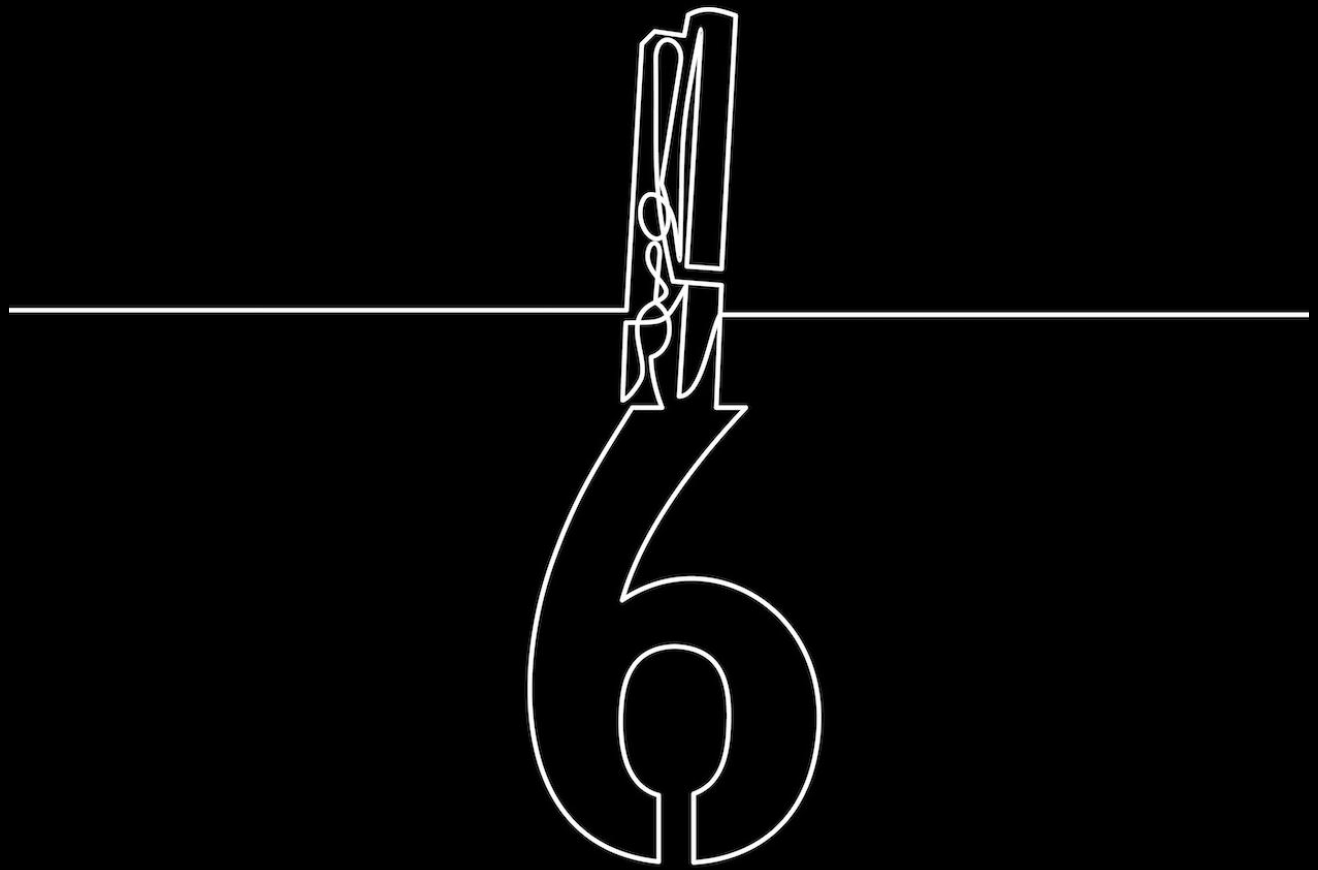
@herecomesjaycee



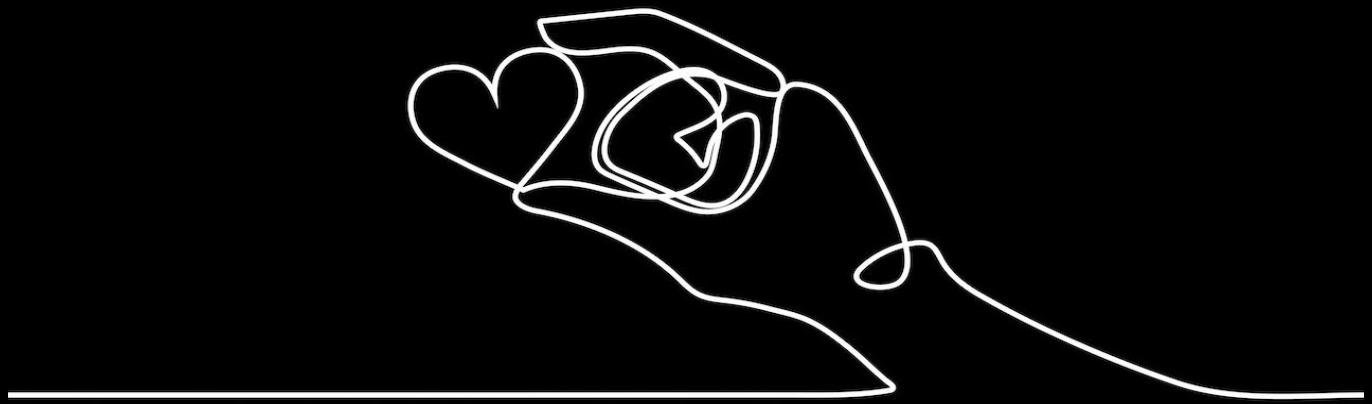


@herecomesjaycee

@herecomesjaycee



@herecomesjaycee



@herecomesjaycee

09:38

YO!

yeah ofcourse

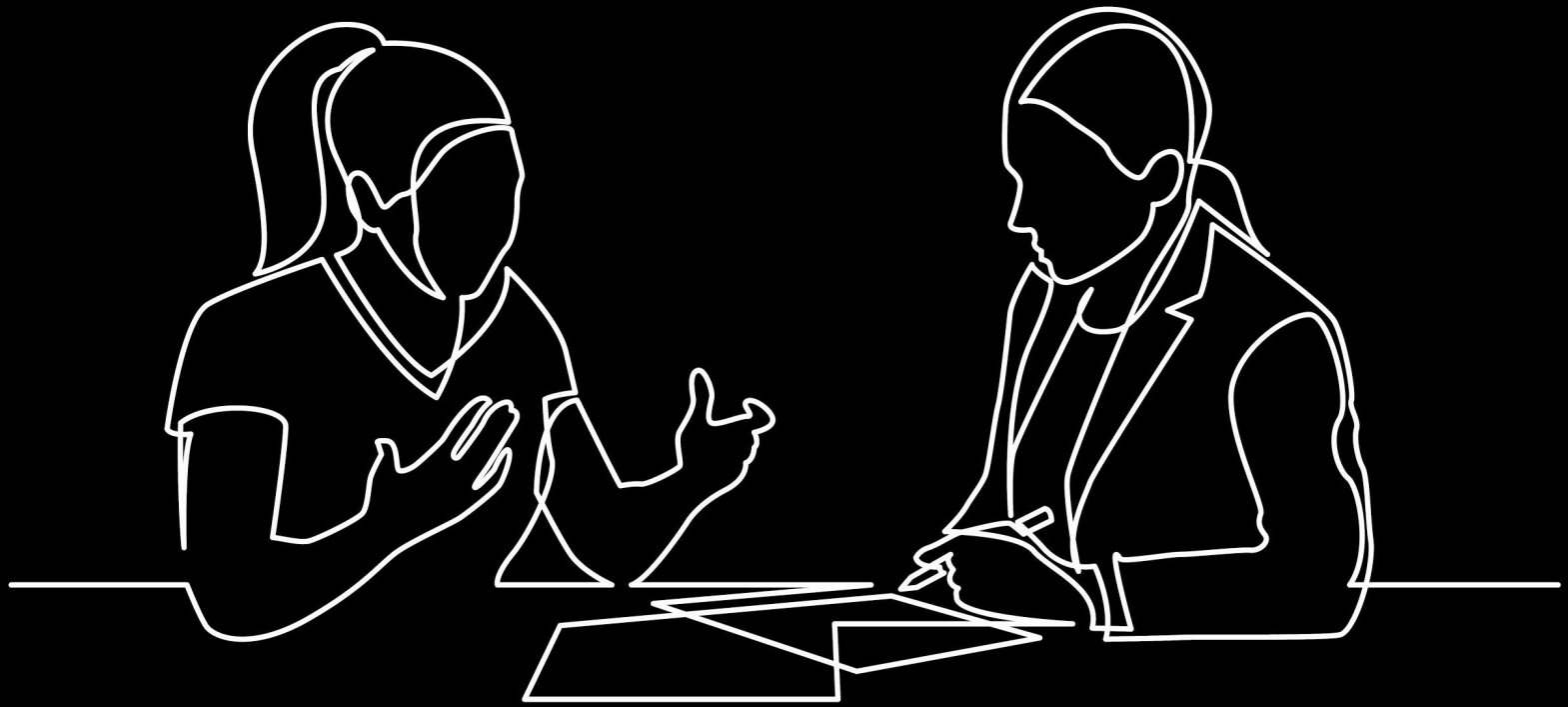
What worked for me - You were able to talk from experience and gave really valid suggestions.

What didn't work for me - Nothing! i really appreciate you spending the time and offering suggestions on how i can better myself going forward

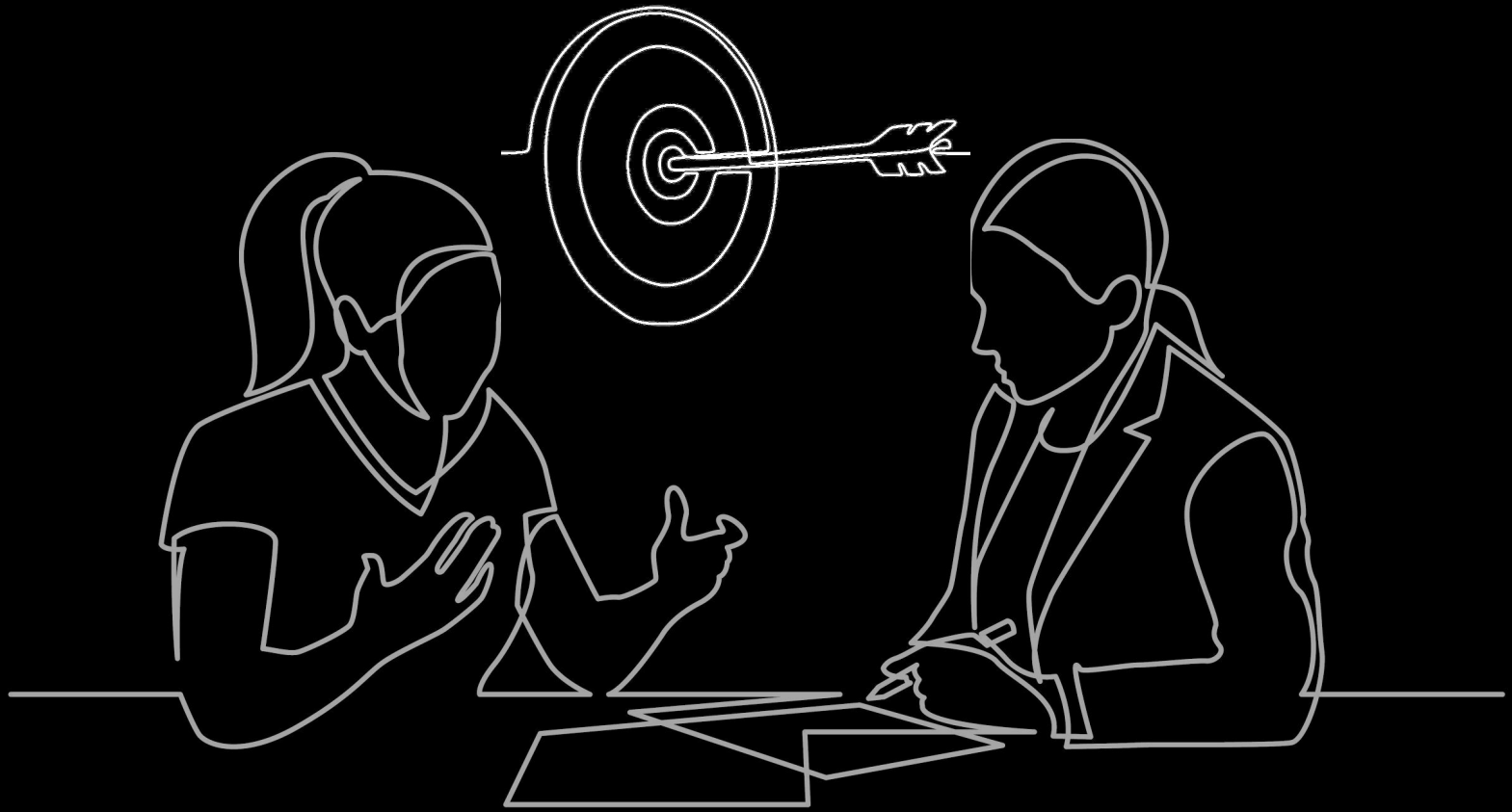
Effectiveness of language - You were really positive and each time you offered or suggested ideas you backed them up with examples which enabled me to think outside the box and gather thoughts

hope thats ok? Let me know if you would like more detail

@herecomesjaycee



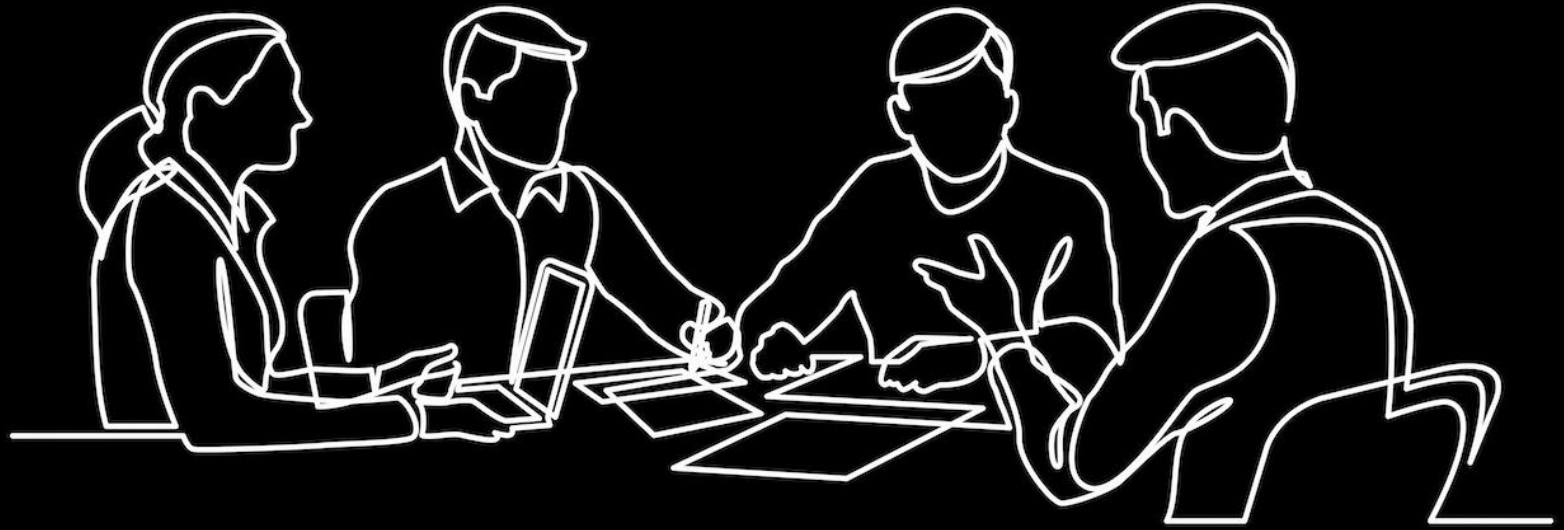
@herecomesjaycee



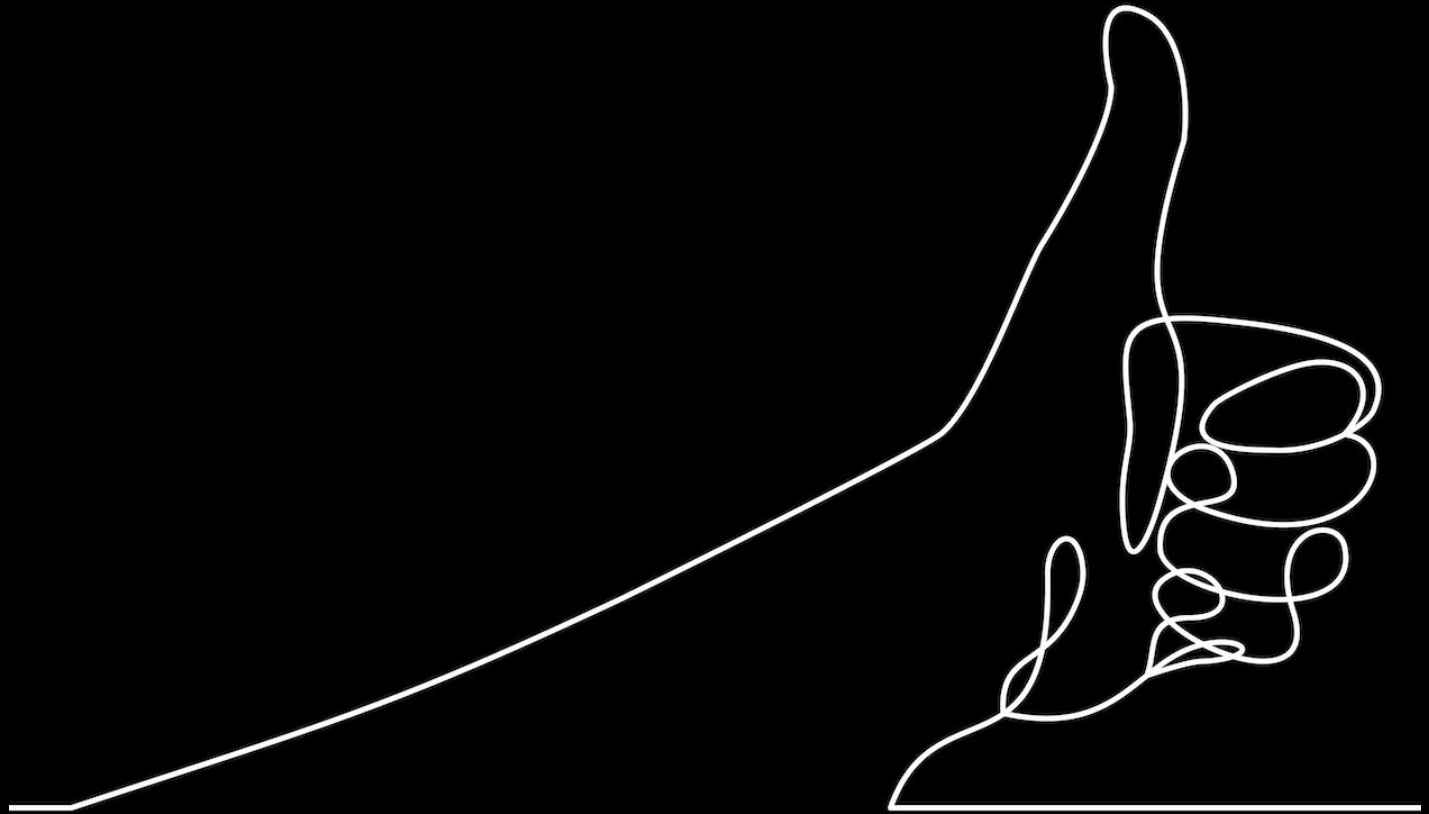
@herecomesjaycee

@herecomesjaycee

@herecomesjaycee



@herecomesjaycee



@herecomesjaycee

Peer sponsorship

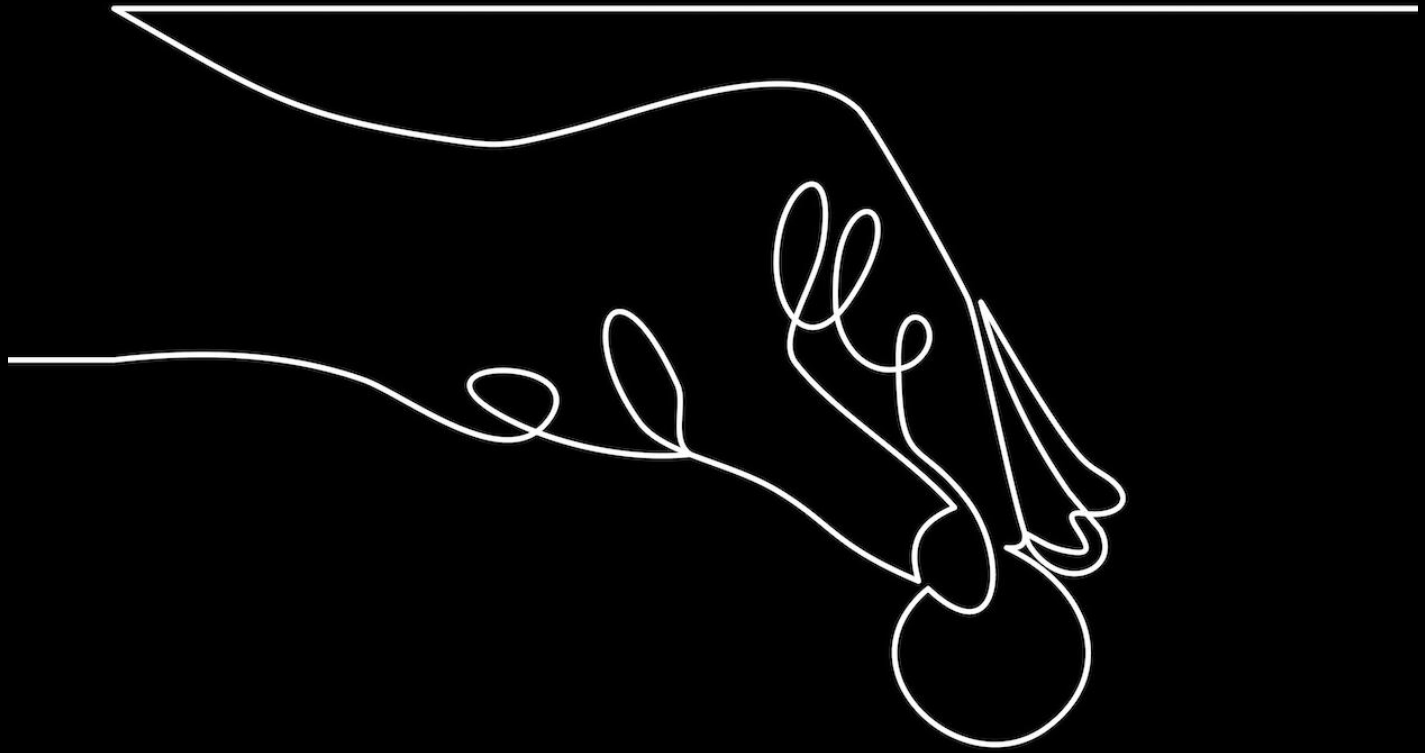
@herecomesjaycee

@herecomesjaycee

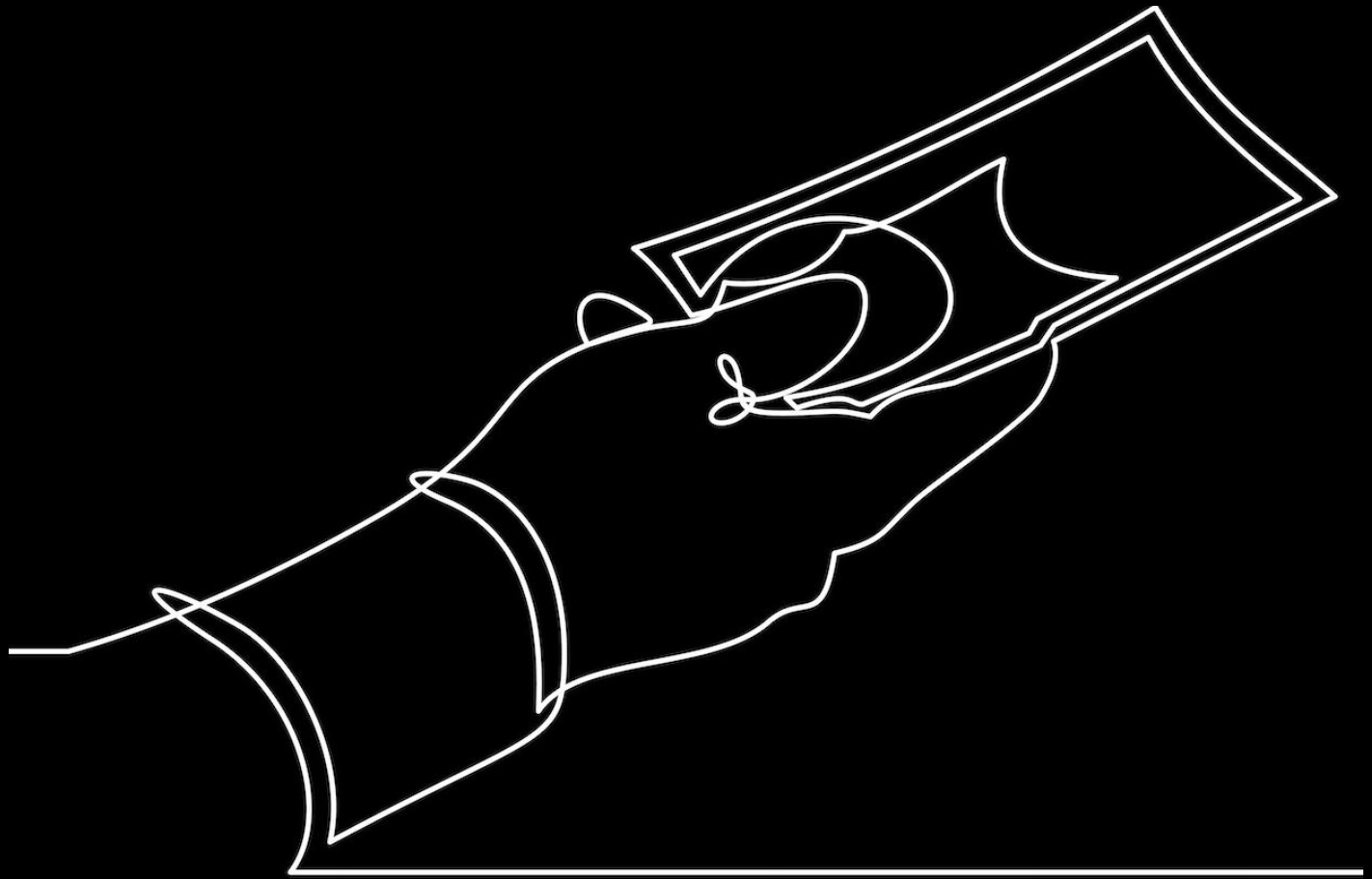
@herecomesjaycee

@herecomesjaycee

@herecomesjaycee



@herecomesjaycee



@herecomesjaycee

Jaycee 09:48
Hi all, I'm researching auto merge options and came across this, relevant to the previous SoP point:
https://github.com/tibdex/autosquash/tree/2aac7f4dbd29190dfaa3f8ef05ec0ed615f35f73#why-squash-and-merge

M 09:51
#teamSquashy over here

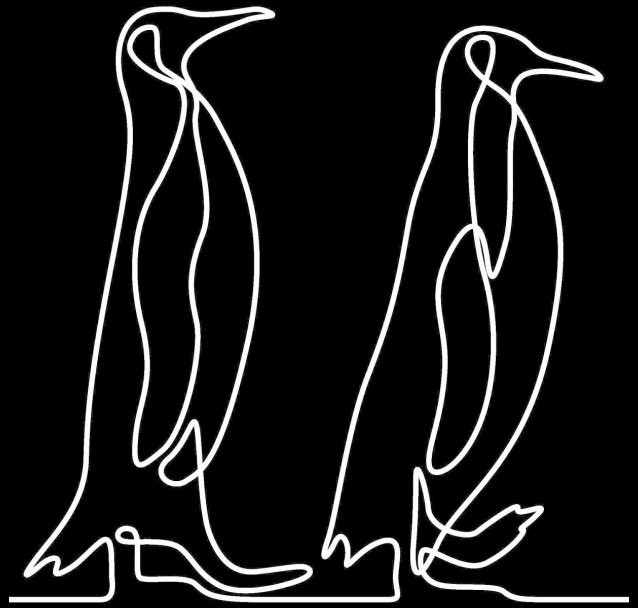
B 09:54
> It's nice to make small and atomic commits inside a big pull request but it's even nicer to make small and atomic pull requests.

the rebase stuff we discussed, but why wrt regular merge, thats a compelling argument

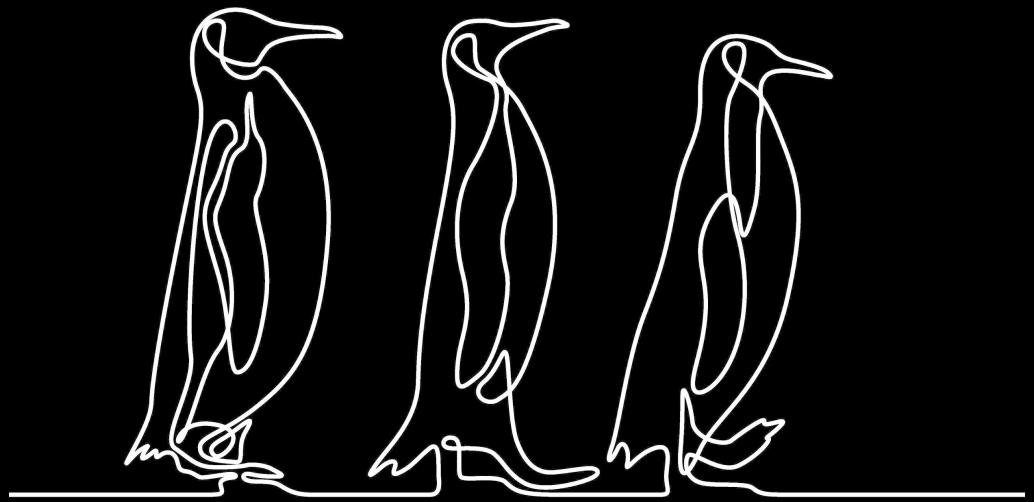
it would also mean people had no incentive to rebase against master all the time

@herecomesjaycee

@herecomesjaycee



@herecomesjaycee



@herecomesjaycee

“When a gifted team dedicates itself to unselfish trust and combines instinct with boldness and effort, it is ready to climb.”

Patanjali, Yoga Sutra

@herecomesjaycee

References

- Psychological Safety, Trust, and Learning in Organizations: A Group-level Lens
- re:Work by Google on high performing team
- How effective feedback can build trust and confidence
- " Nemawashi " A Technique to Gain Consensus in Japanese Management Systems: An Overview
- What does sponsorship looks like?
- First follower. How to start a movement.