

Trust()in(g) Teams

Marjan Venema, TDD¹



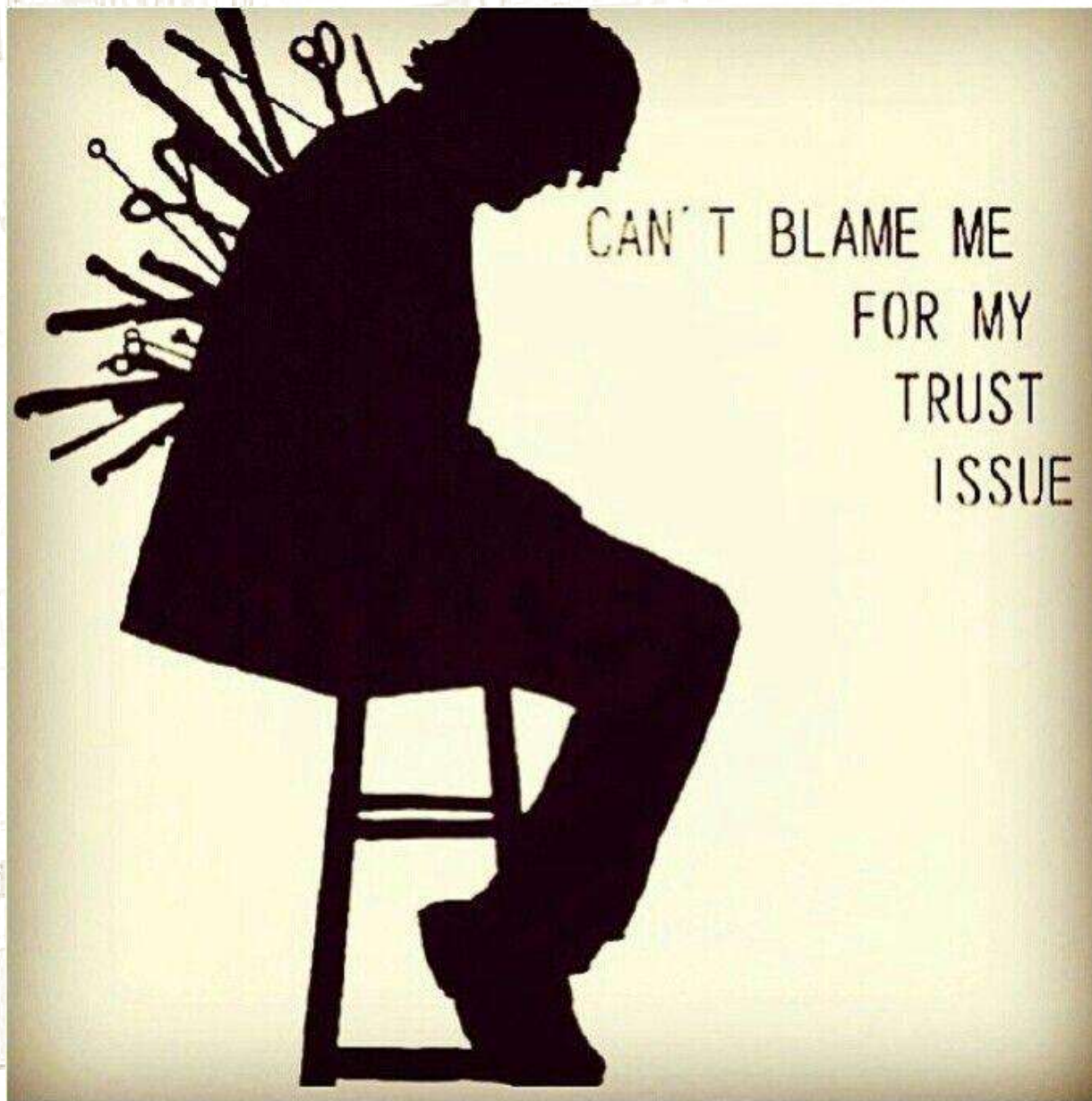
¹ Taiko Drumming Developer



Marjan Venema, TDD (Taiko Drumming Developer)

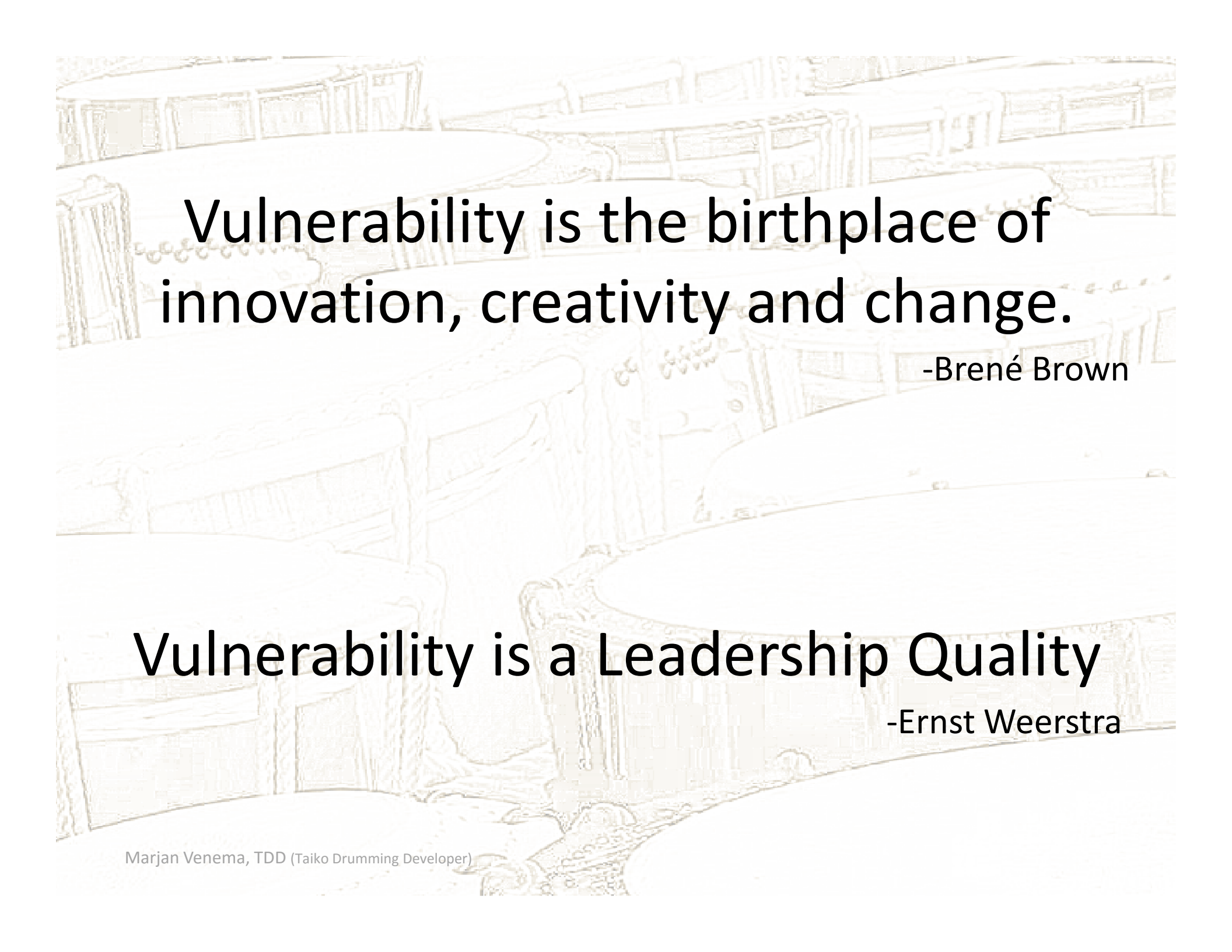


Marjan Venema, TDD (Taiko Drumming Developer)



PICTUREQUOTES.COM

Marjan Venema, TDD (Taiko Drumming Developer)



Vulnerability is the birthplace of
innovation, creativity and change.

-Brené Brown

Vulnerability is a Leadership Quality

-Ernst Weerstra



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CHANGING THE FACE OF A BUSINESS

An experience report

Molly Dishman

April 11, 2015

Finally, some good news on women in tech

By JOHN PLETZ |  

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From
17%
women

ThoughtWorks developers Chelsea Komlo, from left, and Molly Dishman, and North American Managing Director Joanna Parke

Photo by MANUEL MARTINEZ

April 11, 2015

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From
17%
to
35%
women

Photo by MANUEL MARTINEZ
ThoughtWorks developers Chelsea Komlo, from left, and Molly Dishman, and North American Managing Director Joanna Parke

THE SCIENCES

How Diversity Makes Us Smarter

Being around people who are different from us makes us more creative, more diligent and harder-working

How Diversity Leads to Economic Growth

A new study suggests that countries with high levels of diversity are better able to adapt new technologies and ideas

RICHARD FLORIDA |  @Richard_Florida | Dec 12, 2011 |  28 Comments

Why Diverse Teams Create Better Work

Plenty of evidence says this is the case, but you have to make sure to manage the potential rifts.



BY ADAM VACCARO Staff Writer, Inc.



4:28

Does Diversity On Research Teams Improve Quality Of Science?

March 21, 2014 · 5:00 AM ET
Heard on [Morning Edition](#)

HOW DO YOU FIX THINGS?



Our three-part Mission guides our decision making.



Our Product Mission drives us to make fantastic ice cream – for its own sake.

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Our Economic Mission asks us to manage our Company for sustainable financial growth.

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Our Social Mission compels us to use our Company in innovative ways to make the world a better place.

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<http://www.benjerry.com/values>



Run a sustainable
business



Champion software
excellence and
revolutionize the IT
industry



Advocate passionately for
social and economic
justice.



WiLD

(Women in Leadership Development)

TSLD

(Technologist Specialist Leadership Development)

WiLD

(Women in Leadership Development)

TSLD

(Technologist Specialist Leadership Development)

WiLD

(Women in Leadership Development)

EELD

(Emerging Economies Leadership Development)

BEING INCLUSIVE

- Awareness
 - Social and economic justice sessions
 - Culture of feedback
- Improvement
 - Gender Diversity & Inclusivity Training
 - Unconscious Bias Training
 - Anti-harassment policies
- Reflection



25 NOV 2015

The Makings of Enduring Organizational Culture



Sameer Soman

Managing director - INDIA

Career Hacks »

Inclusivity »

Bangalore »

<https://www.thoughtworks.com/insights/blog/makings-enduring-organizational-culture>

The Makings of Enduring Or

- Encourage people to pursue what they're passionate about
- Investing in meaningful leadership development
- Encourage to question what you don't understand & seek clarity
- Cultivate an open mindset



Why ThoughtWorks Cares About Immigrant Families



Felipe Sousa-Rodriguez



Joanna Parke

Group Managing Director -

[Society and Technology »](#)

[Atlanta »](#)

[Chicago »](#)

[Dallas »](#)

[New York »](#)

[San Francisco »](#)

24 MAY 2016

Born for it: How the Image of Software Developers Came About



Birgitta Böckeler

Lead Developer

[Inclusivity »](#)

3 JUN 2016

For Women in Tech, Ageism is Getting Old

10 DEC 2015

Practical Steps Men can Take to Support Feminism



V Moschetta

GET-IT-DOnE'r

[Inclusivity »](#)

[Brazil »](#)

[Career Hacks »](#)

WE CAN DO BETTER

- Create a North Star
- Remove blinders
- Change at every level
- Create avenues for awareness, reflection and change
- Celebrate what people are passionate about



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THANK YOU

Molly Dishman
@mollydishman

Perform like an Olympian

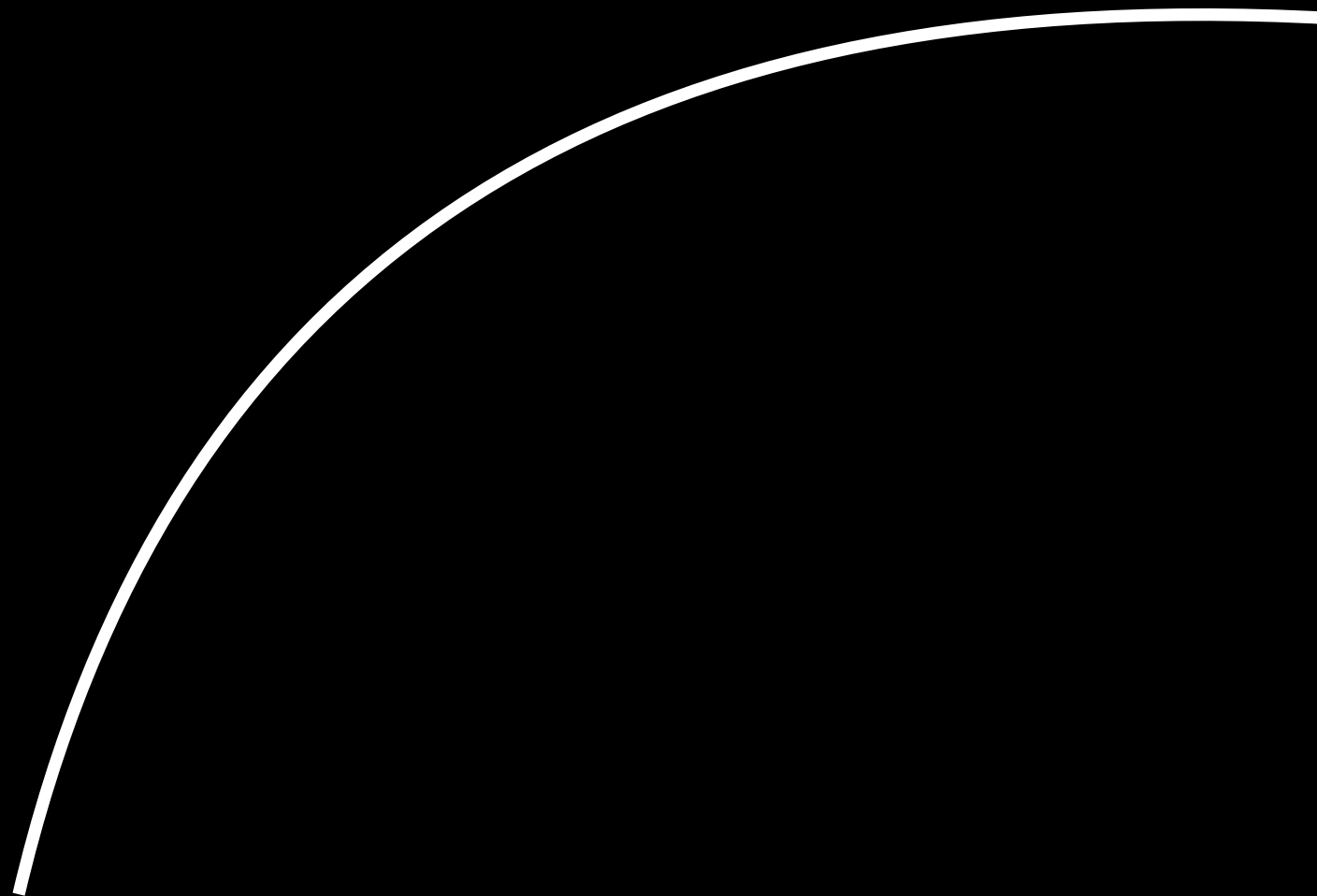
@rickbeerendonk





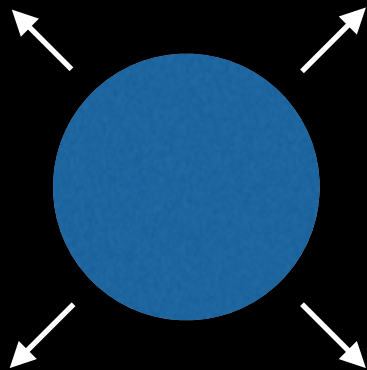
instagram.com/j.reijns

Improvement curve

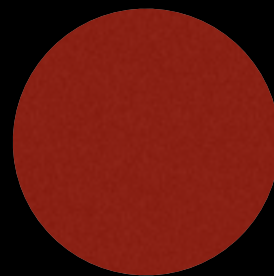


How to break the
curve?

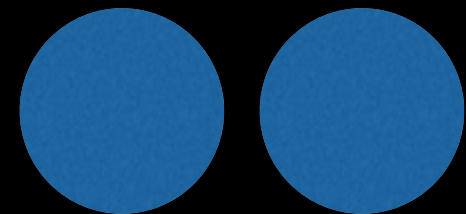
Same Activity



Volume



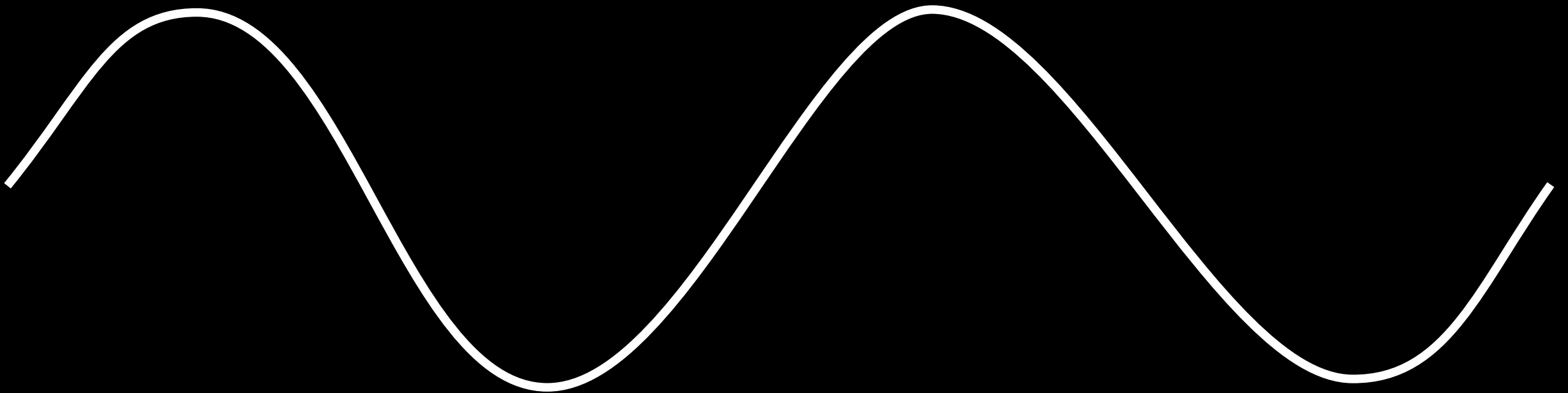
Intensity



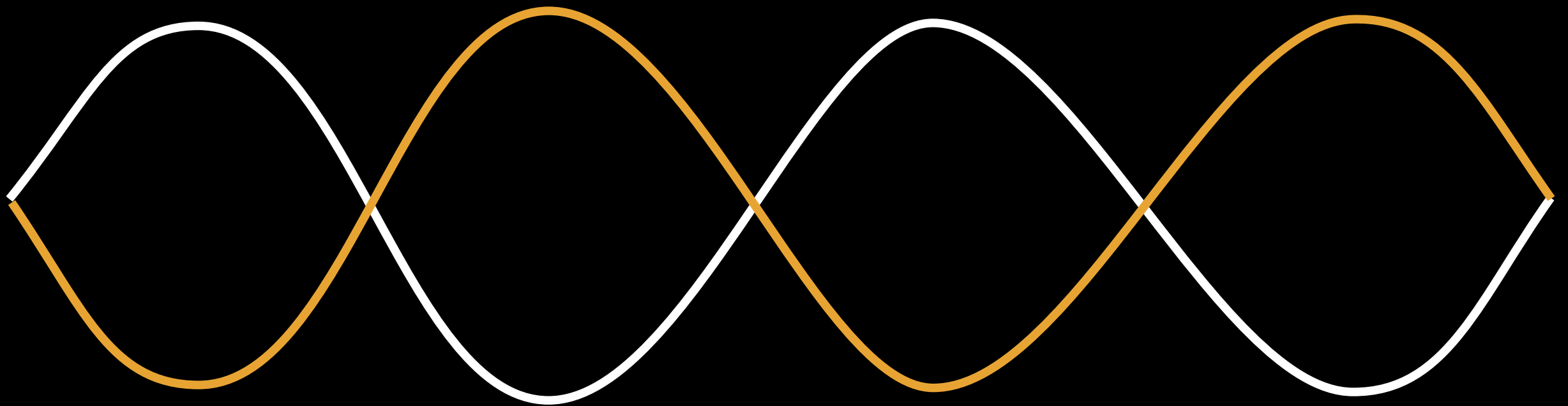
Frequency

Waves

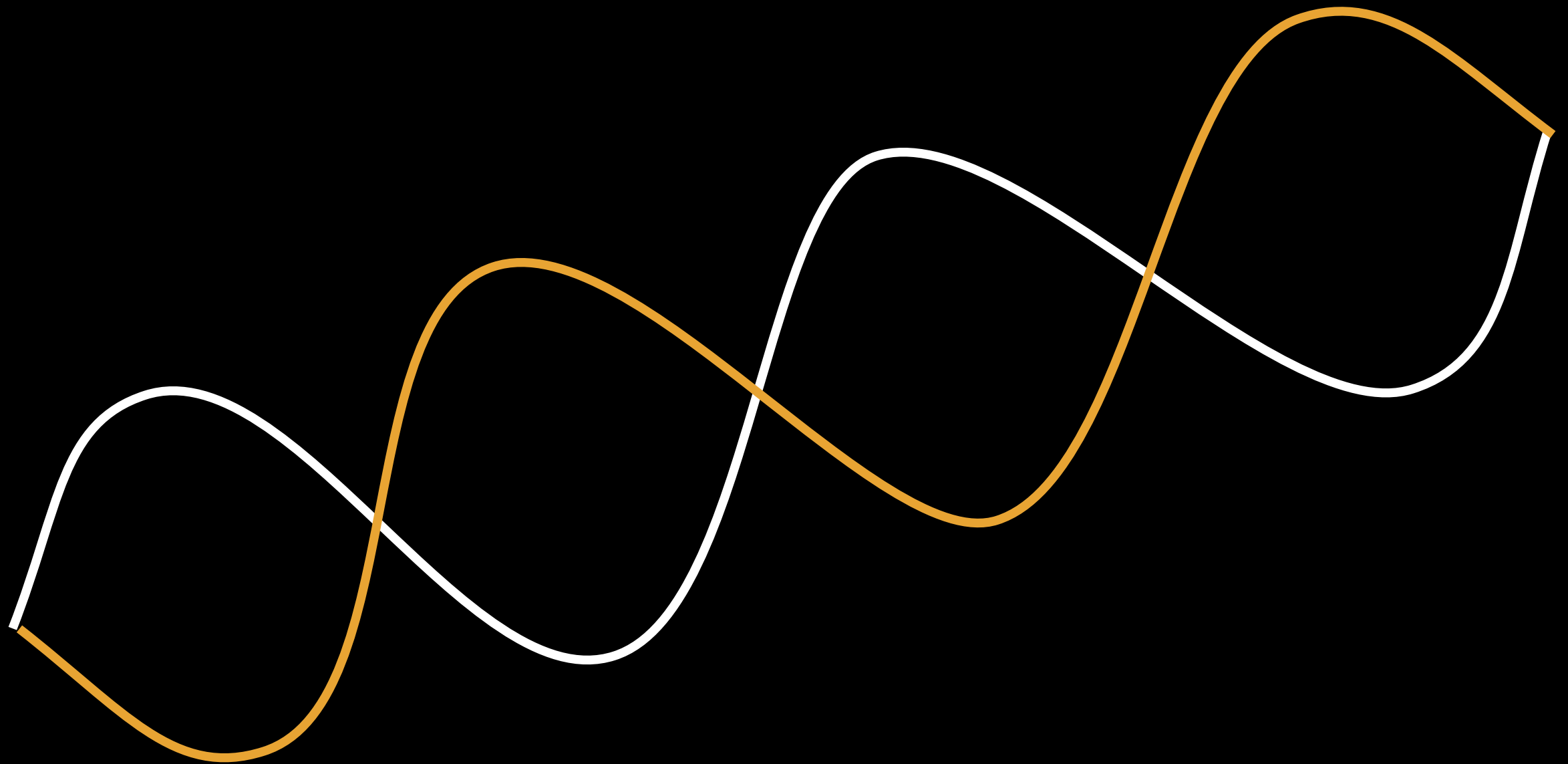
Active - Rest



Activity 1 - Activity 2



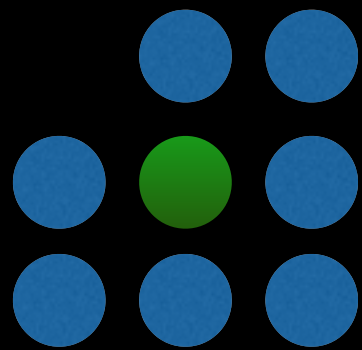
Recover without detraining



Swimming
=
Planning Waves

Software Development
=
Planning Waves

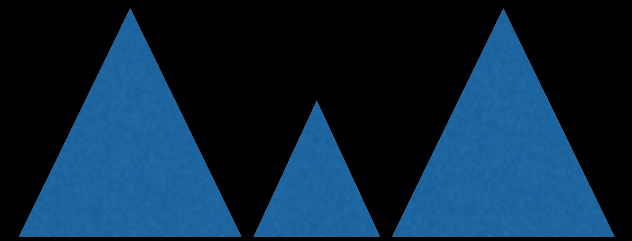
People waves



Availability



Alternation

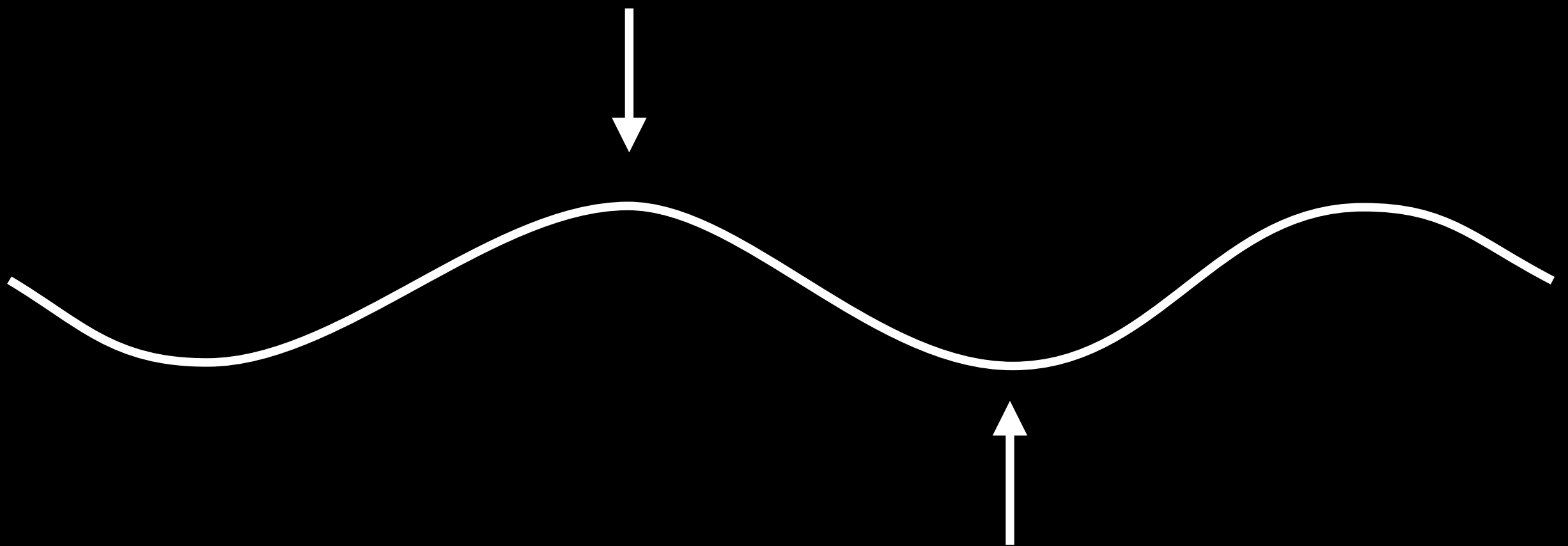


Recovery

Change Angle

object oriented - functional

Blood sugar



make waves
to reach your full potential



make waves
don't let the waves make you



Please

**Remember to
rate this session**

Thank you!

