

WHAT CAN WE LEARN FROM

PROFESSIONAL SPORTS

ME

SPORTS



BADMINTON





AMERICAN FOOTBALL



HOCKEY

SOCCER





TEAMS



WHAT'S TO LEARN?

A stylized, high-contrast logo of a panther's head in profile, facing right. The panther is rendered in black with blue outlines and highlights, giving it a fierce, roaring appearance. The background is a solid dark gray.

SPORT TEAMS ARE COMPANIES TOO.

A close-up photograph of David Tepper, a middle-aged man with light skin and short, thinning hair. He is wearing a dark grey suit jacket over a light-colored dress shirt and a patterned tie. He is gesturing with both hands raised, palms facing forward, as if speaking or explaining something. The background is a blurred blue wall.

2.275 BILLION

DAVID TEPPER

A middle-aged man with light hair, wearing a dark suit, white shirt, and a patterned tie, is shown from the chest up. He is gesturing with both hands as if speaking. The background is a blurred blue. A large white text overlay is positioned across the center of the image.

€1.932.880.204

€22.000.000.000 NET WORTH



**CAN'T AFFORD A
DYSFUNCTIONAL TEAM**

A horizontal collage of Toy Story characters. From left to right: Barbie, Buzz Lightyear, Woody, Mr. Potato Head, and Jessie. Overlaid on the collage is the text "A STORY ABOUT MY TEAM" in large, white, bold, sans-serif capital letters.

A STORY ABOUT MY TEAM



COMPLETE NEW TEAM



**BUILD A NEW VERSION OF
SEARCH**



LET'S DO THIS

**WHEN I'M SAD I STOP
BEING SAD AND BE
AWESOME INSTEAD.**

WE GOT THIS





COWORKERS COLLIDE



A promotional image for the movie 'The Expendables' featuring the main cast members: Jason Statham, Mickey Rourke, Sylvester Stallone, and Bruce Willis. They are standing in front of a city skyline. The text 'MEH-TEAM' is overlaid in the center.

MEH-TEAM

[Alle](#)[Afbeeldingen](#)[Video's](#)[Nieuws](#)[Shopping](#)[Meer](#)[Instellingen](#)[Tools](#)

Ongeveer 5.630.000 resultaten (0,38 seconden)

Tip: Alleen in het **Nederlands** zoeken. Je kunt je zoektaal instellen in de [Voorkeuren](#)

Wetenschappelijke artikelen voor **group dynamics lifecycle**

... passages—diagnosing and treating **lifecycle** problems ... - [Adizes](#) - Geciteerd door 806

... **Dynamics** Associated with Iatrogenic Effect in **Group** ... - [Dishion](#) - Geciteerd door 220

The **lifecycle** and cascade of wechat social messaging ... - [Qiu](#) - Geciteerd door 30

I'M NOT THE ONLY ONE

[Group Development](#) · [Storming](#) · [Performing](#) · [Further developments](#)

Group Life-Cycle - Working in Groups | SkillsYouNeed

<https://www.skillsyouneed.com/ips/group-life-cycle.html> ▼ [Vertaal deze pagina](#)

Learn about the different stages of **group life-cycle** and how the role of its leader and members change over time.

Forming, Storming, Norming, and Performing - From MindTools.com

<https://www.mindtools.com> › ... › [Understanding Team Dynamics](#) ▼ [Vertaal deze pagina](#)

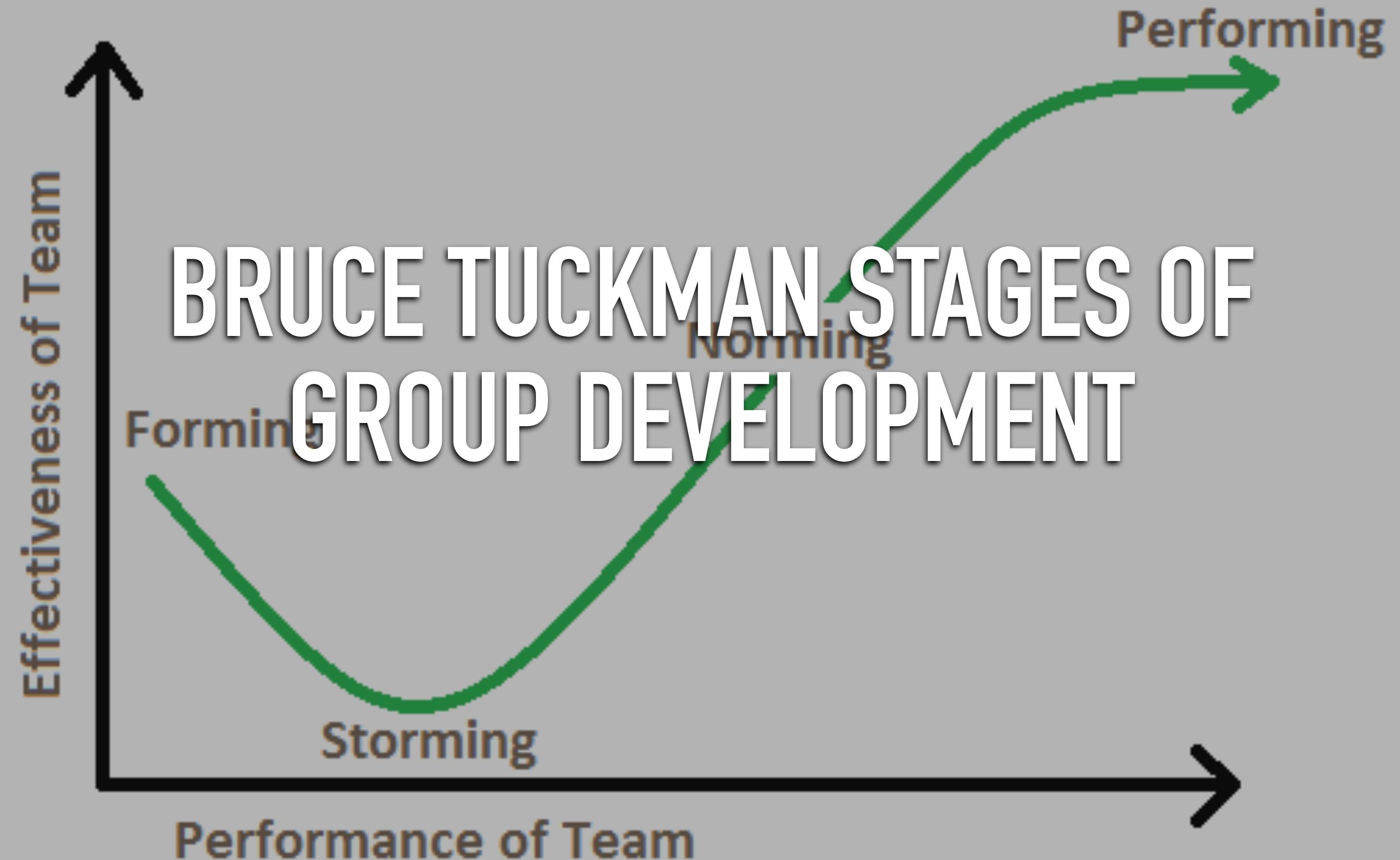
Bruce Tuckman's model helps you to help your new team become effective, quickly, by ... [Home](#) · [Team Management](#) · [Understanding Team Dynamics](#); [Forming](#), ...

Microsoft Dynamics Lifecycle Services - Ad Ultima Group

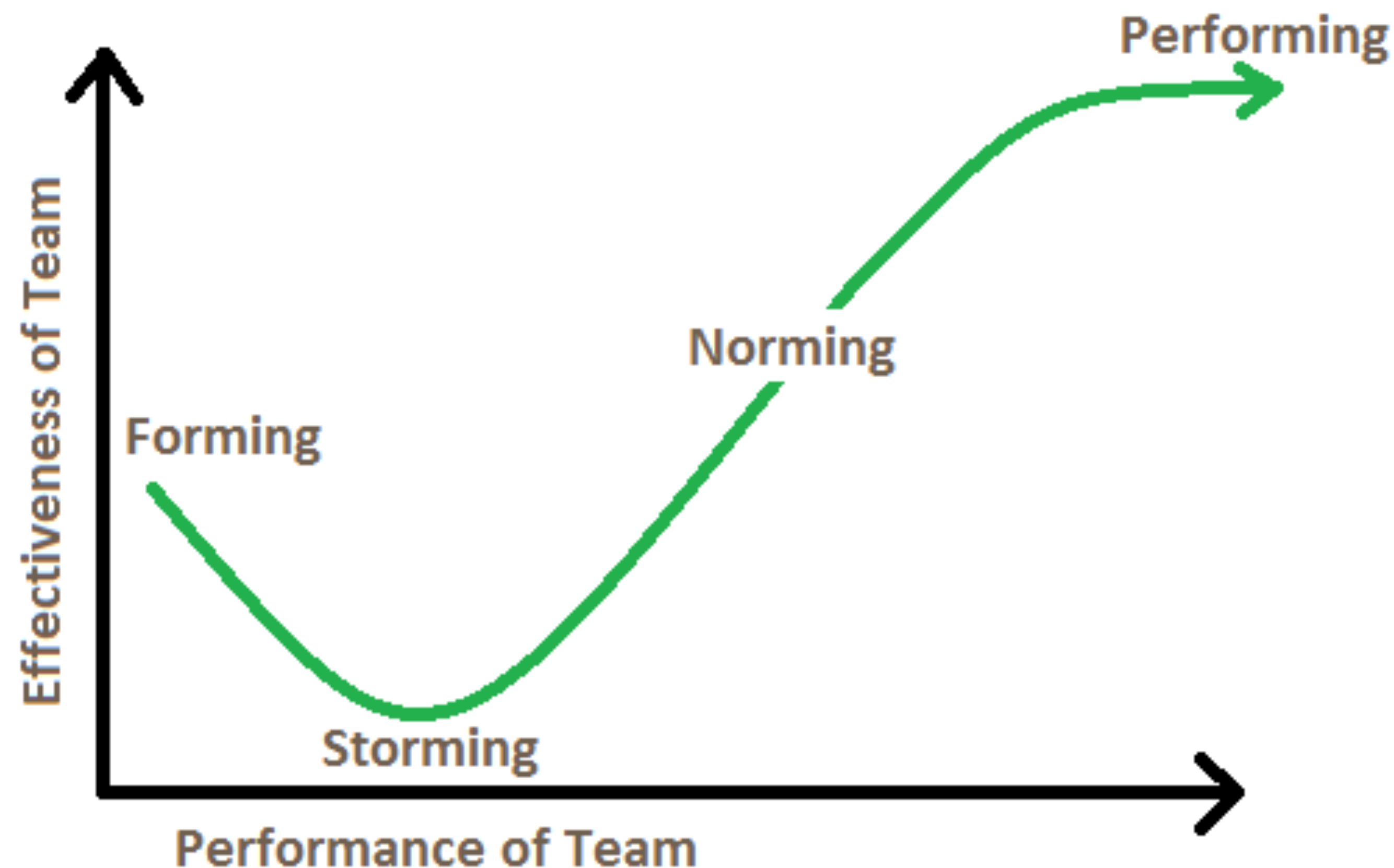
<https://www.adultimagroup.com> › ... › [Microsoft Dynamics AX](#) ▼

Microsoft **Dynamics Lifecycle** Services is een op de cloud gebaseerde werkplek die onze **Dynamics AX** klanten kunnen gebruiken om hun lopende projecten ...

Tuckman's Team & Group Development Model



Tuckman's Team & Group Development Model

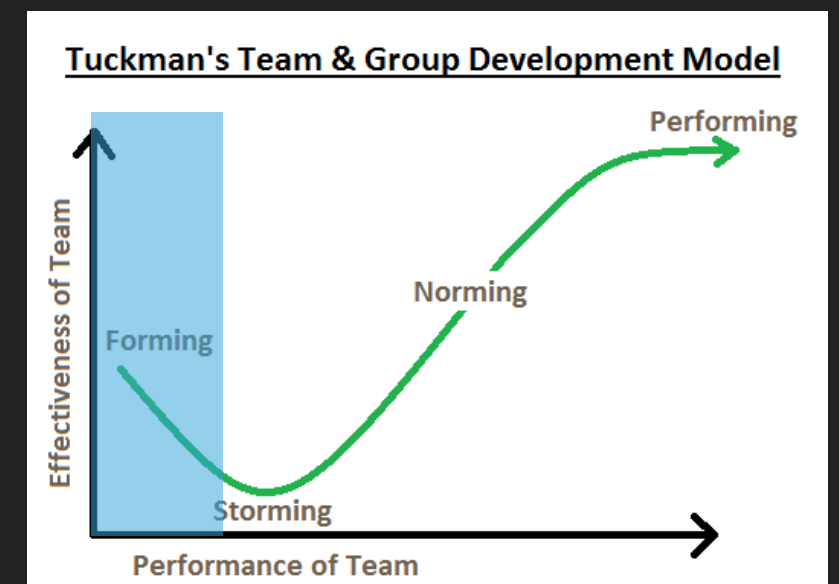




FORMING

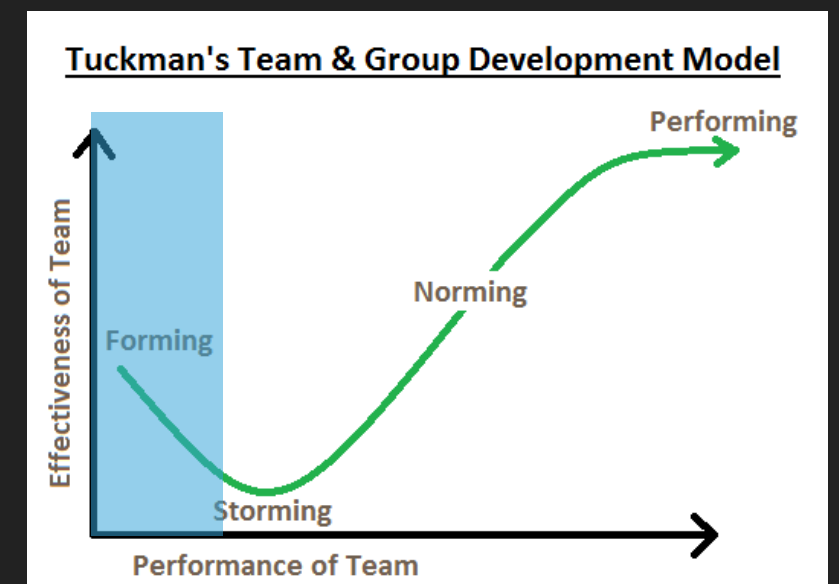
FORMING

- ▶ Team team just started in their current form.
- ▶ Team members need to get used to each other.
- ▶ The team is eager to learn and wants to start.



GETTING TROUGH FORMING

- ▶ Define a clear goal
- ▶ Define rules and guidelines with the team
- ▶ How does this team make decisions?
- ▶ How does this team give and handle feedback?

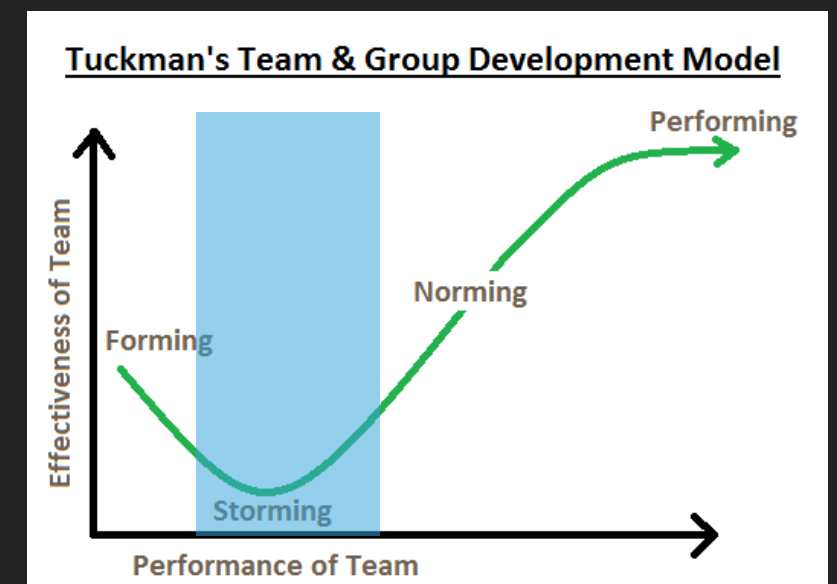


A dramatic, dark storm cloud formation, possibly a supercell or the beginning of a tornado, dominates the sky. The clouds are dark and textured, with some lighter areas where light breaks through. A bright, jagged lightning bolt is visible near the base of the main cloud structure. The foreground shows a dark, flat landscape, likely a field or grassland, under the ominous sky.

STORMING

IDENTIFYING THE STORMING STAGE

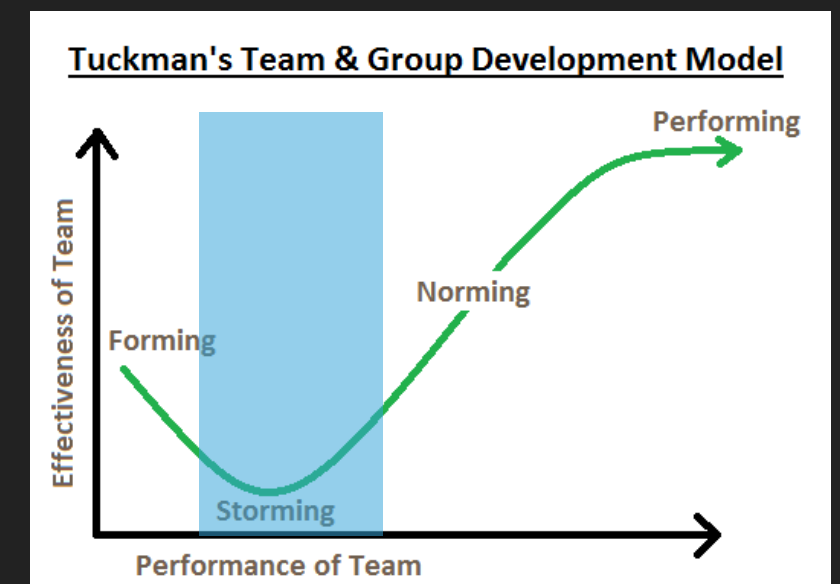
- ▶ Work has started team members are pushing boundaries
- ▶ Conflicts between natural working styles of team members
- ▶ Team members get frustrated with each other
- ▶ Undermining of leadership
- ▶ Lowers motivation





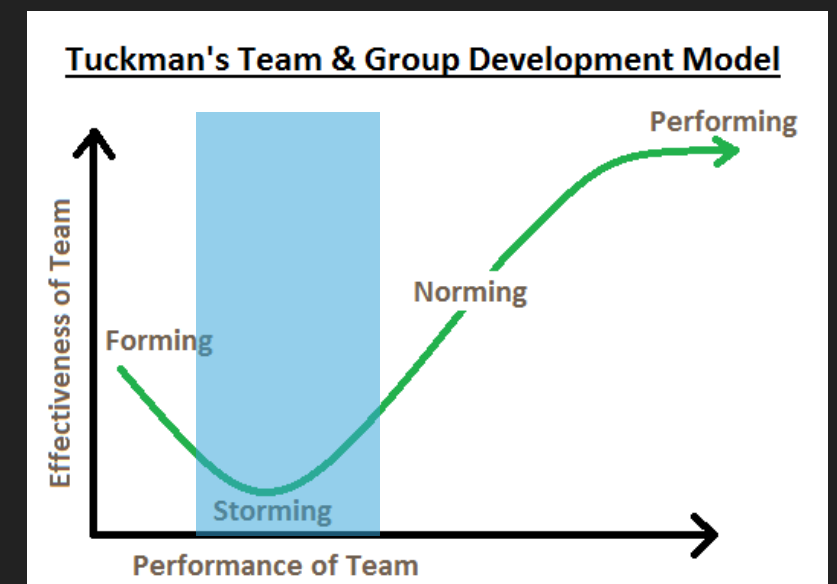
GETTING TROUGH THE STORMING STAGE

- ▶ 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!





CREATE ARTIFACTS



IN SPACE EXERCISE

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 our collaboration is:
 - ▶ Too cooperate even better together, I need from you:

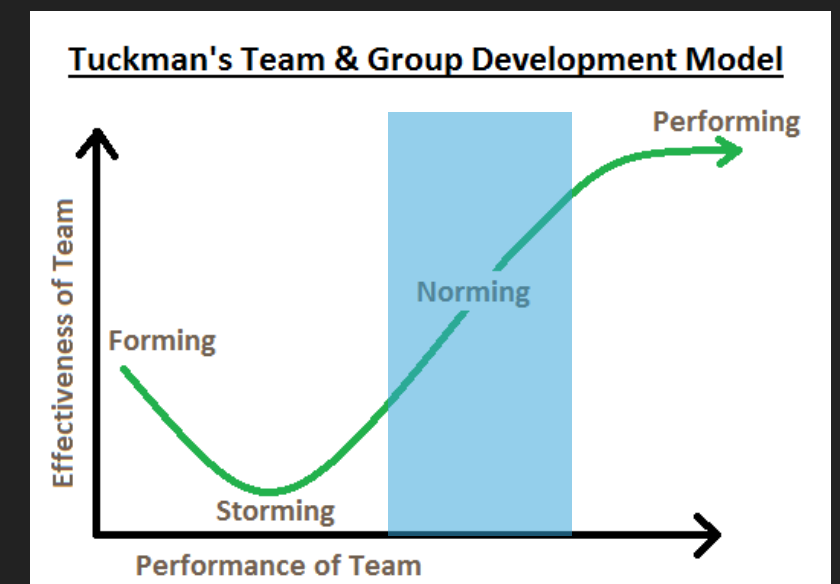


THE BOURNE IDENTITY

NORMING

IDENTIFYING THE NORMING STAGE

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



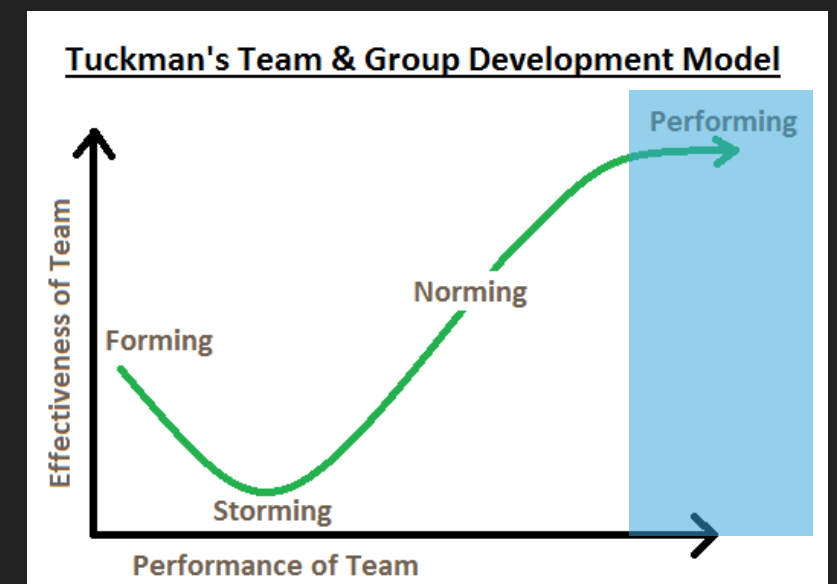


PERFORMING

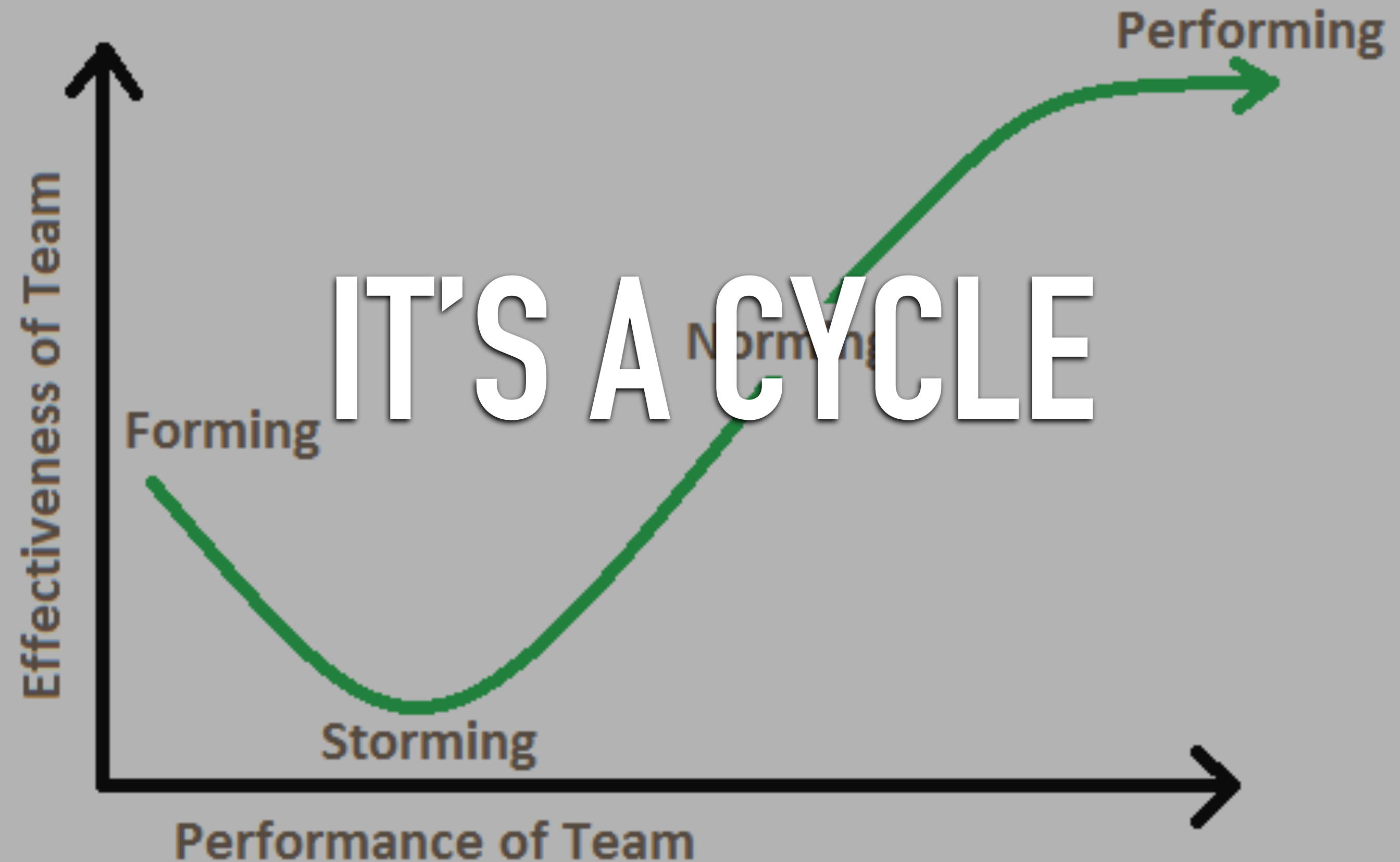
BRIDGE

IDENTIFYING THE PERFORMING STAGE

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



Tuckman's Team & Group Development Model



A portrait of Frank de Boer, a man with short brown hair, wearing a dark suit jacket over a light blue shirt. He is looking slightly to the left with a serious expression. The background is blurred, showing red and white elements, possibly a stadium or event setting.

FRANK DE BOER

- ▶ 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)

- ▶ 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

WHAT CAN WE LEARN?



A dramatic night sky with dark, heavy clouds. A bright, jagged lightning bolt strikes from the upper right, illuminating the surrounding clouds with a purple and white glow. The bottom of the image shows a dark silhouette of a horizon line with a few distant lights.

ACCEPT THE STORMING STAGE

SELECTING YOUR TEAM





NHL EXPANSION DRAFT

TM

LAS VEGAS GOLDEN KNIGHTS



**SELECT 30 PLAYERS
FROM OTHER TEAMS**

PROTECT 8 PLAYERS



STARTED PLAYING



PLAYOFFS





STANLEY CUP FINAL



WHAT CAN WE LEARN?





YOU DON'T NEED A TEAM
FILLED WITH HOT SHOTS



**WELL BALANCED
AND MOTIVATED**



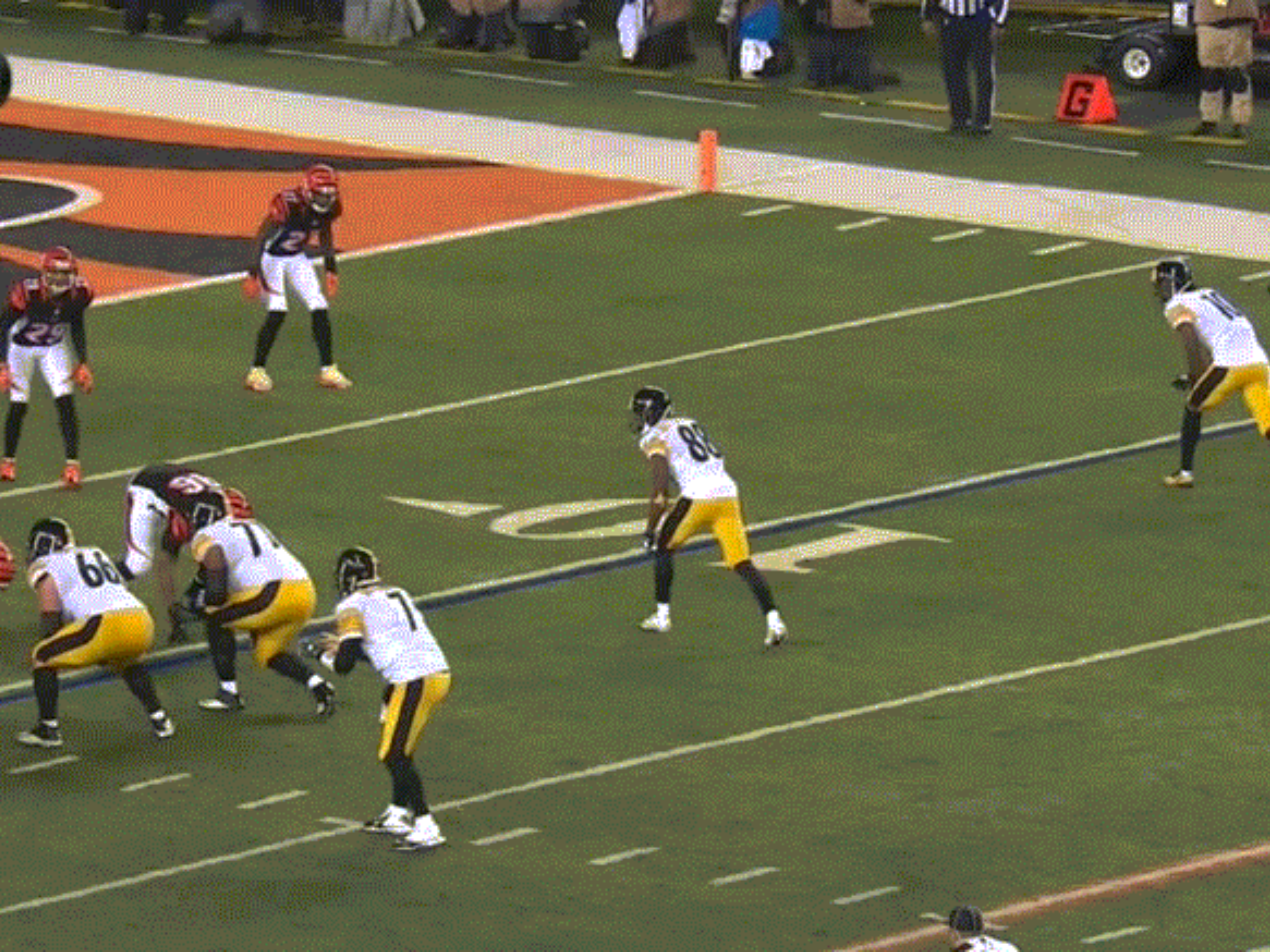
RELIABLE TEAM

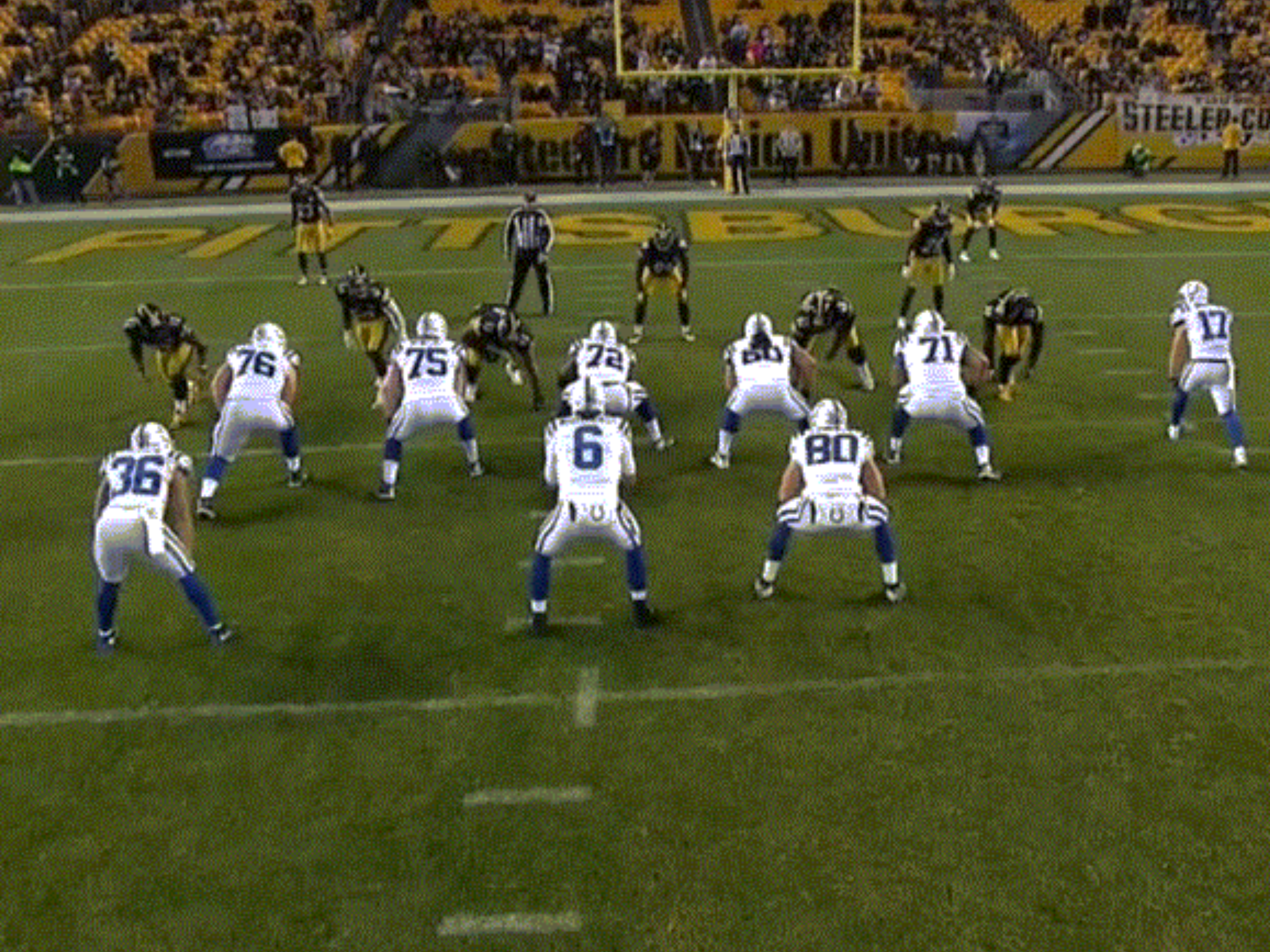


AMERICAN FOOTBALL









A group of Pittsburgh Steelers players in white jerseys and yellow pants, standing in a line. The text "STRONG TEAM" is overlaid in large white letters across the center of the image. The players are wearing helmets with the number 72, 73, 77, and 91 visible. The background is dark and out of focus.

STRONG TEAM

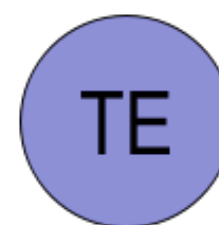
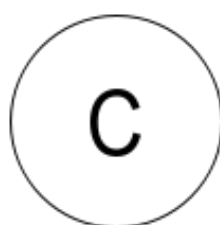


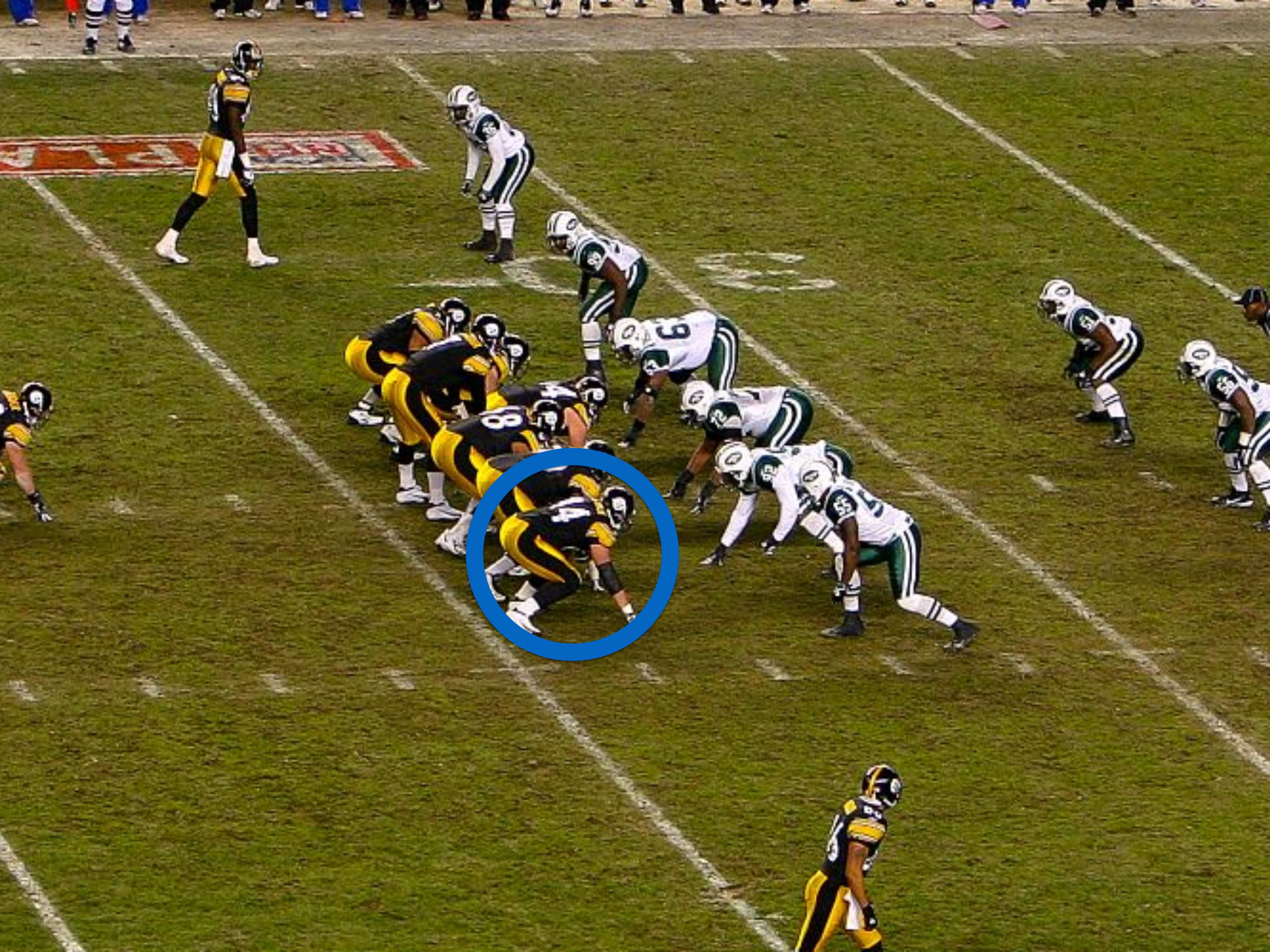
YOU WILL NEED
YOUR TEAM

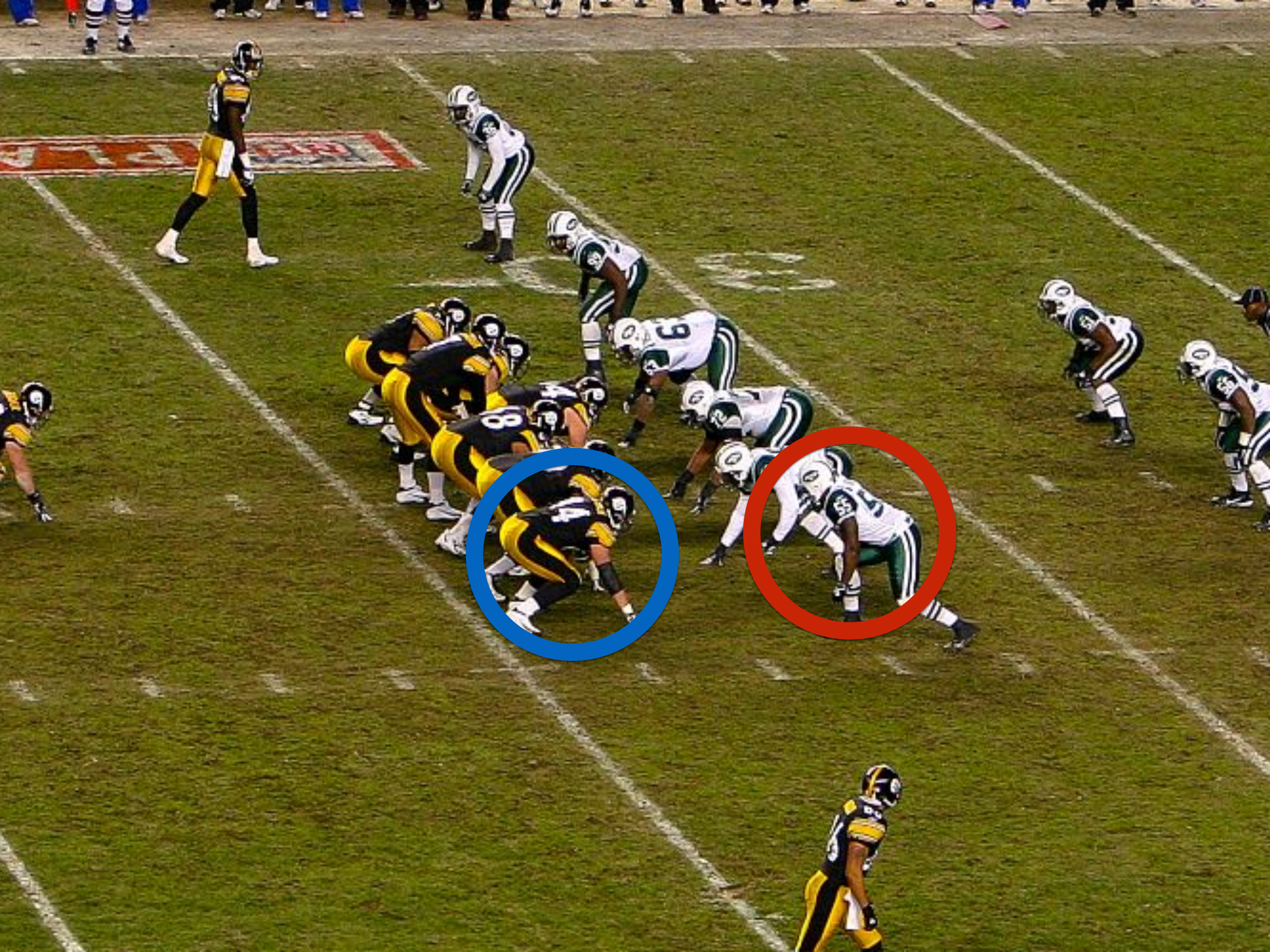


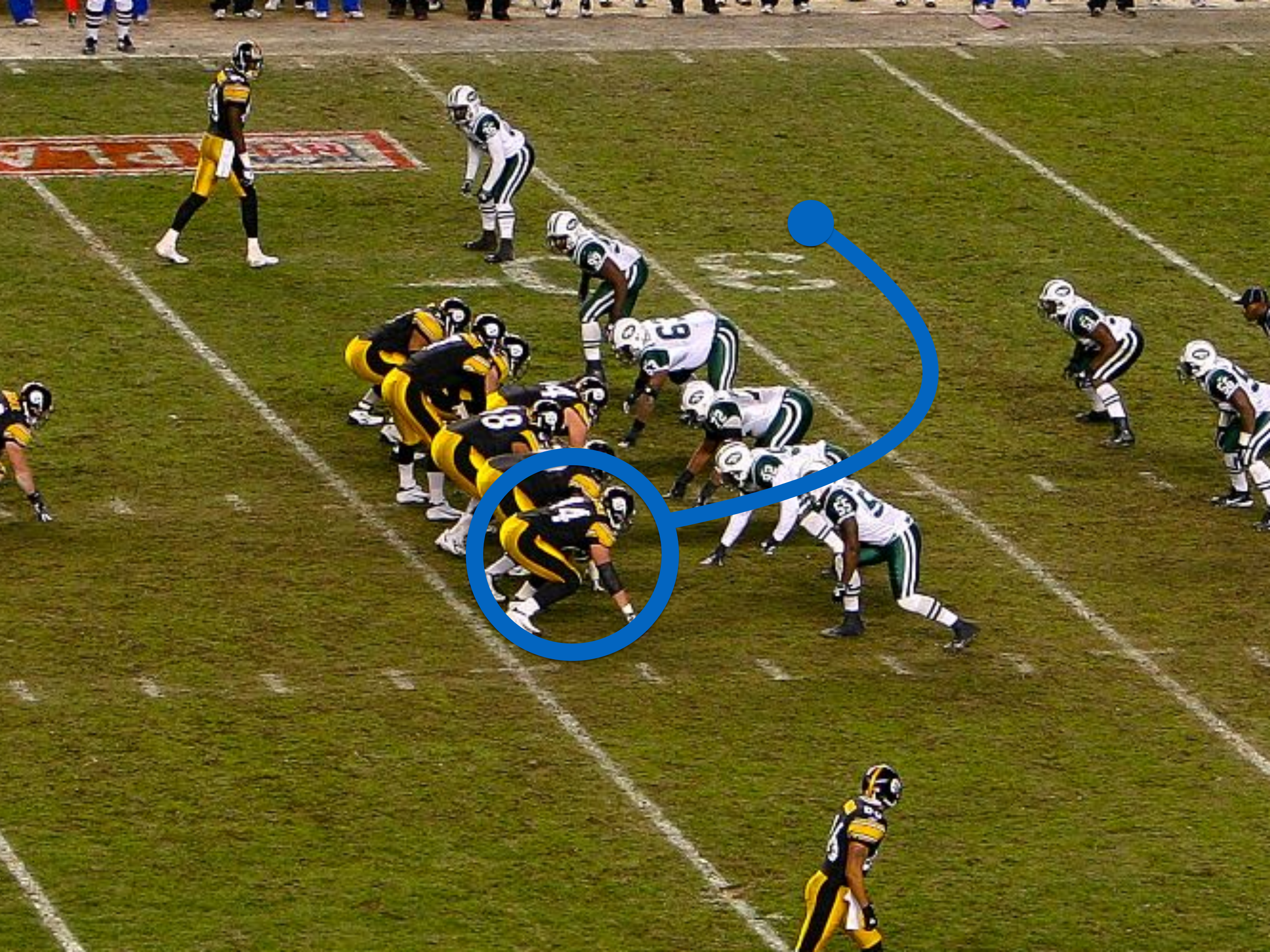
BE LIKE ROB











A close-up photograph of Tom Brady, a professional football player, wearing a New England Patriots jersey. He has black eye paint under his eyes and is looking directly at the camera with a serious expression. The background is blurred, showing stadium lights and other players in similar uniforms.

ALSO PLAYS DEFENSE

WHAT CAN WE LEARN?

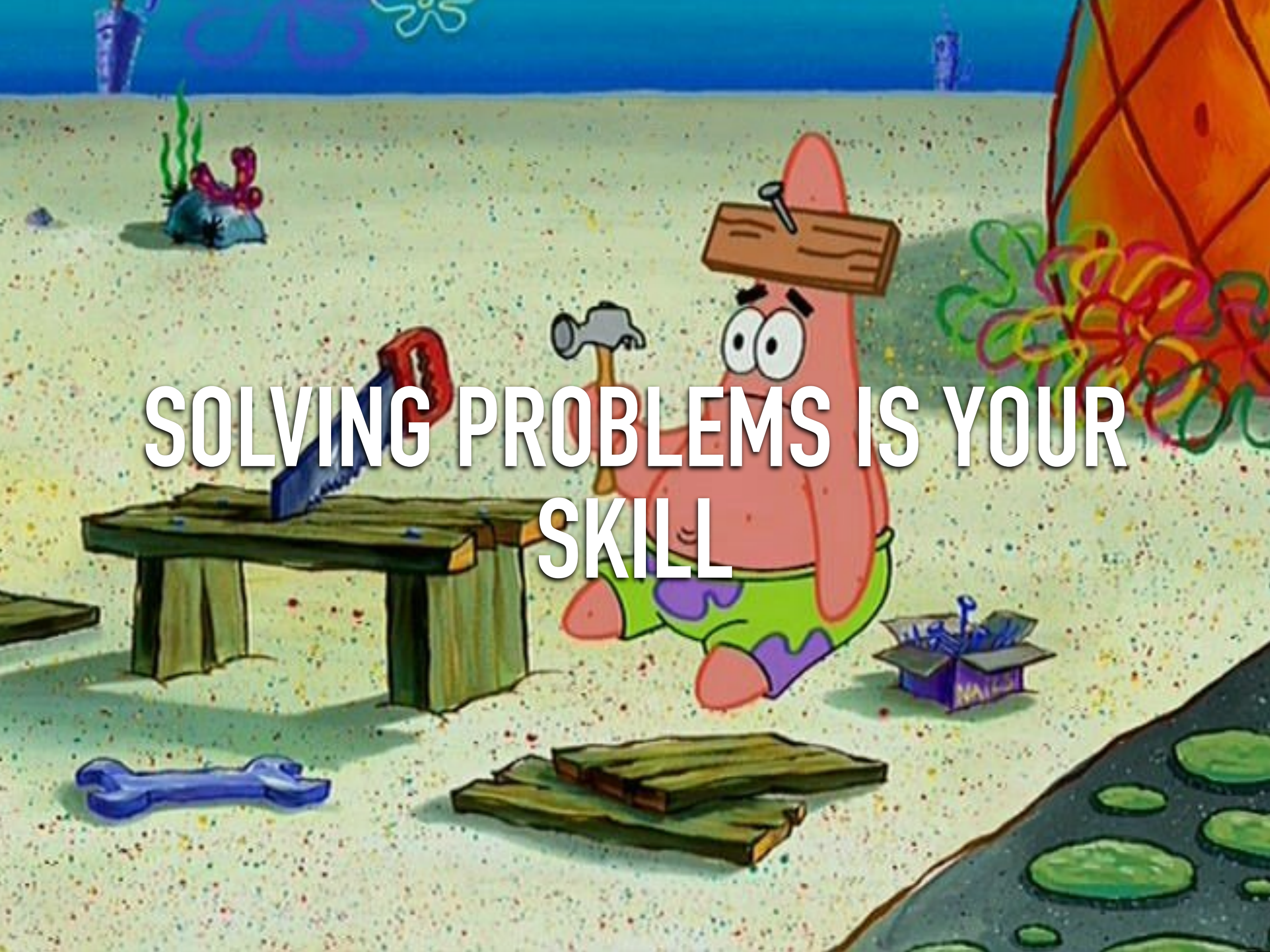




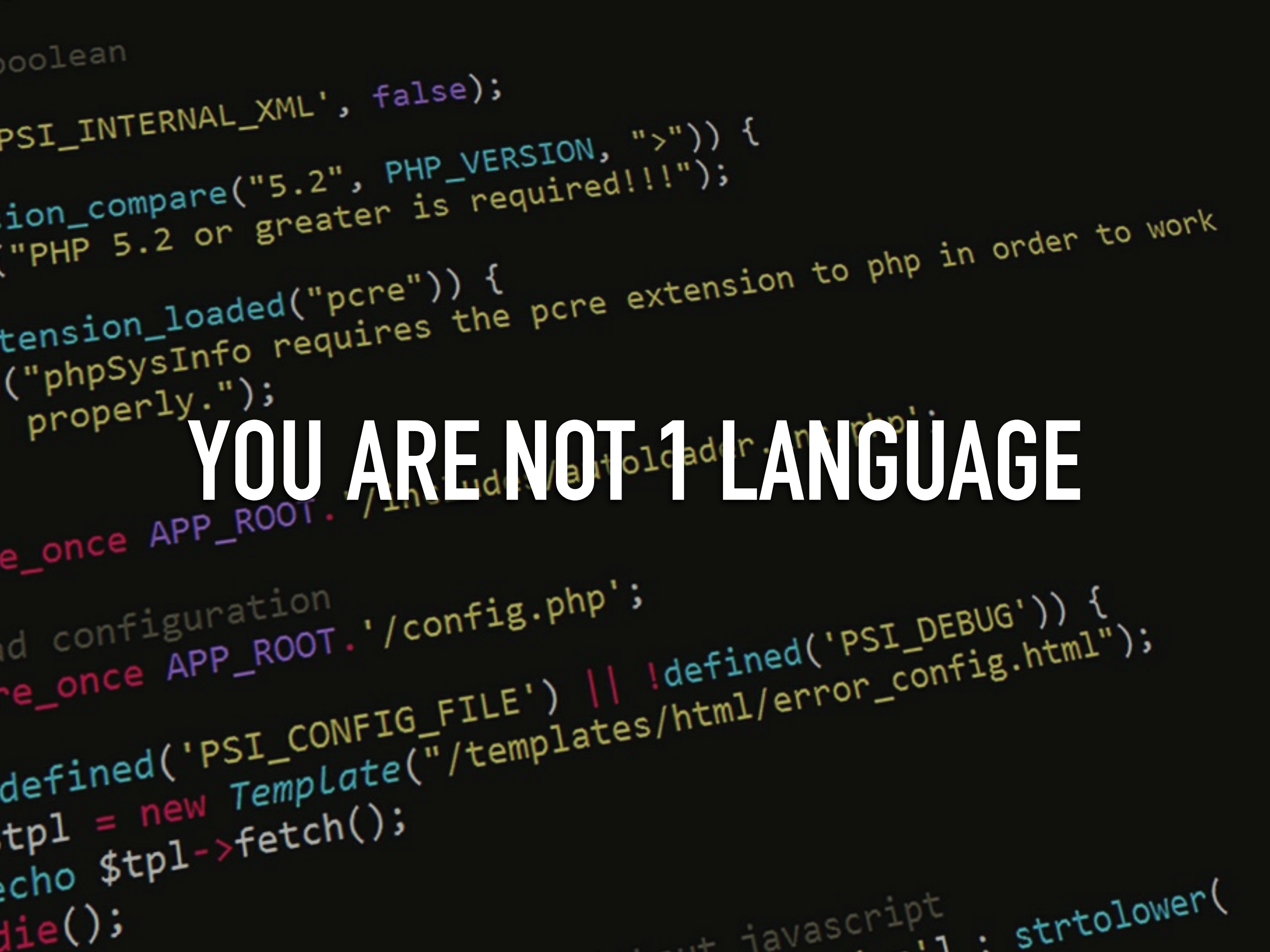
A DEVELOPER HAS MULTIPLE
FORMS



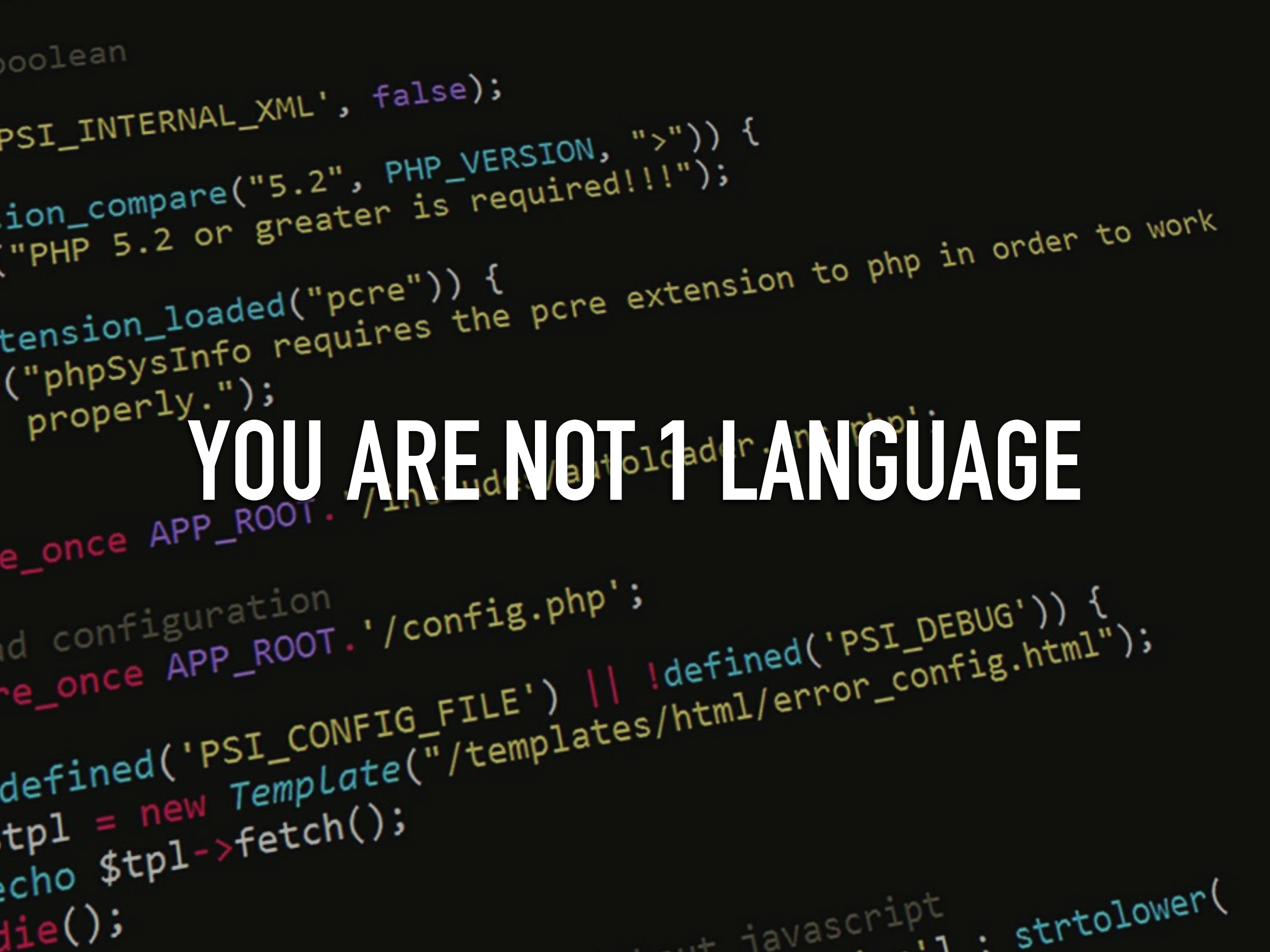
HELP YOUR TEAM MEMBERS IN TIMES
OF NEED

A cartoon illustration of Patrick Star from the animated series 'SpongeBob SquarePants'. He is a pink, star-shaped character wearing green and purple shorts. He is standing on a sandy beach, holding a hammer in his right hand and a wooden plank with a nail in his left hand. He is looking at a wooden bench he is working on. A saw is lying on the bench. In the background, there is a large orange and yellow structure, possibly a house or a tent, and some colorful coral. The text 'SOLVING PROBLEMS IS YOUR SKILL' is written in large, white, bold letters across the center of the image.

**SOLVING PROBLEMS IS YOUR
SKILL**



YOU ARE NOT 1 LANGUAGE



boolean

```

PSI_INTERNAL_XML', false);

ion_compare("5.2", PHP_VERSION, ">")) {
    "PHP 5.2 or greater is required!!!");

tension_loaded("pcre")) {
    ("phpSysInfo requires the pcre extension to php in order to work
    properly.");

e_once APP_ROOT.' /includes/autoload.php';

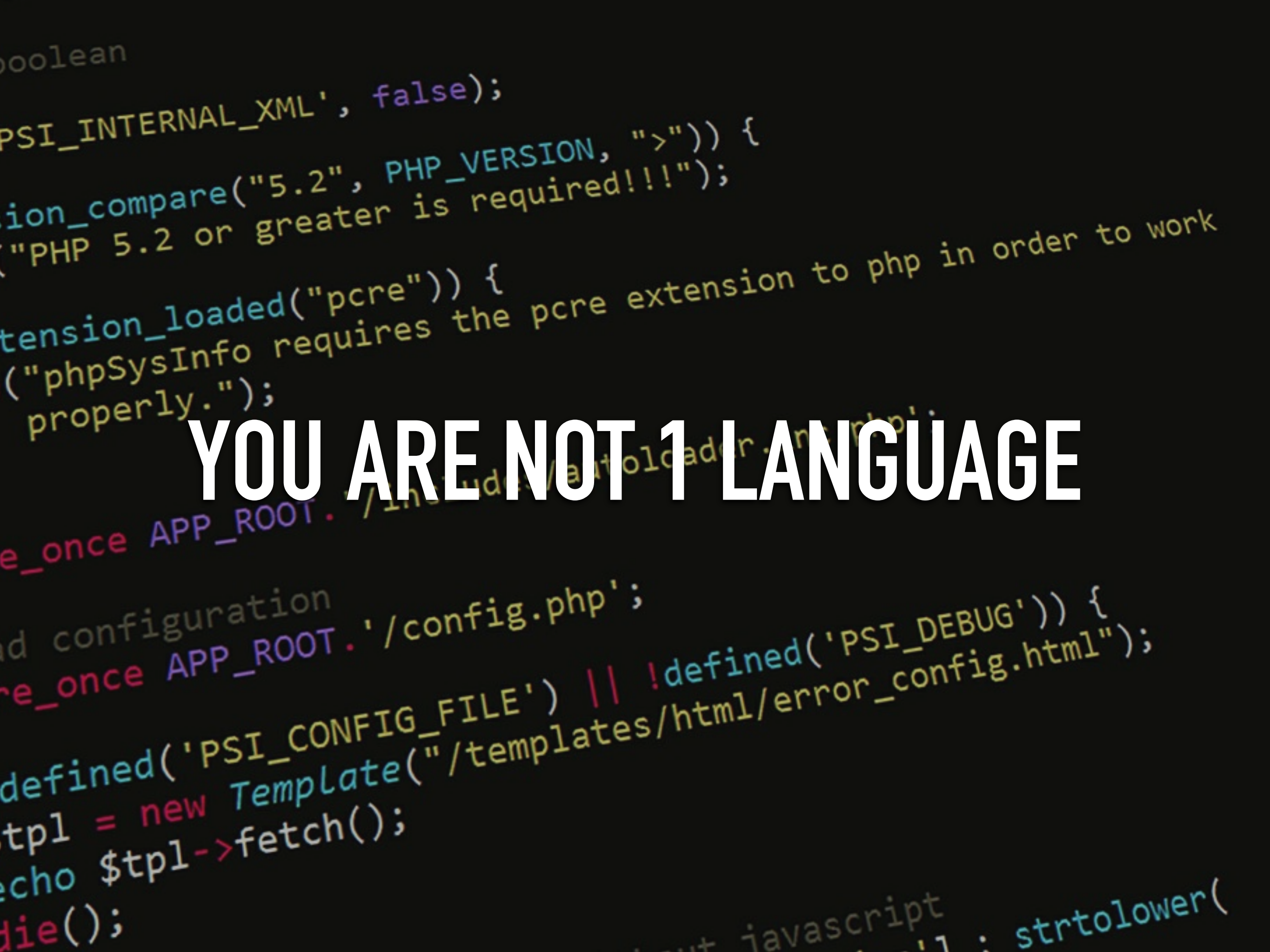
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e_once APP_ROOT.' /config.php';

defined('PSI_CONFIG_FILE') || !defined('PSI_DEBUG')) {
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    die();

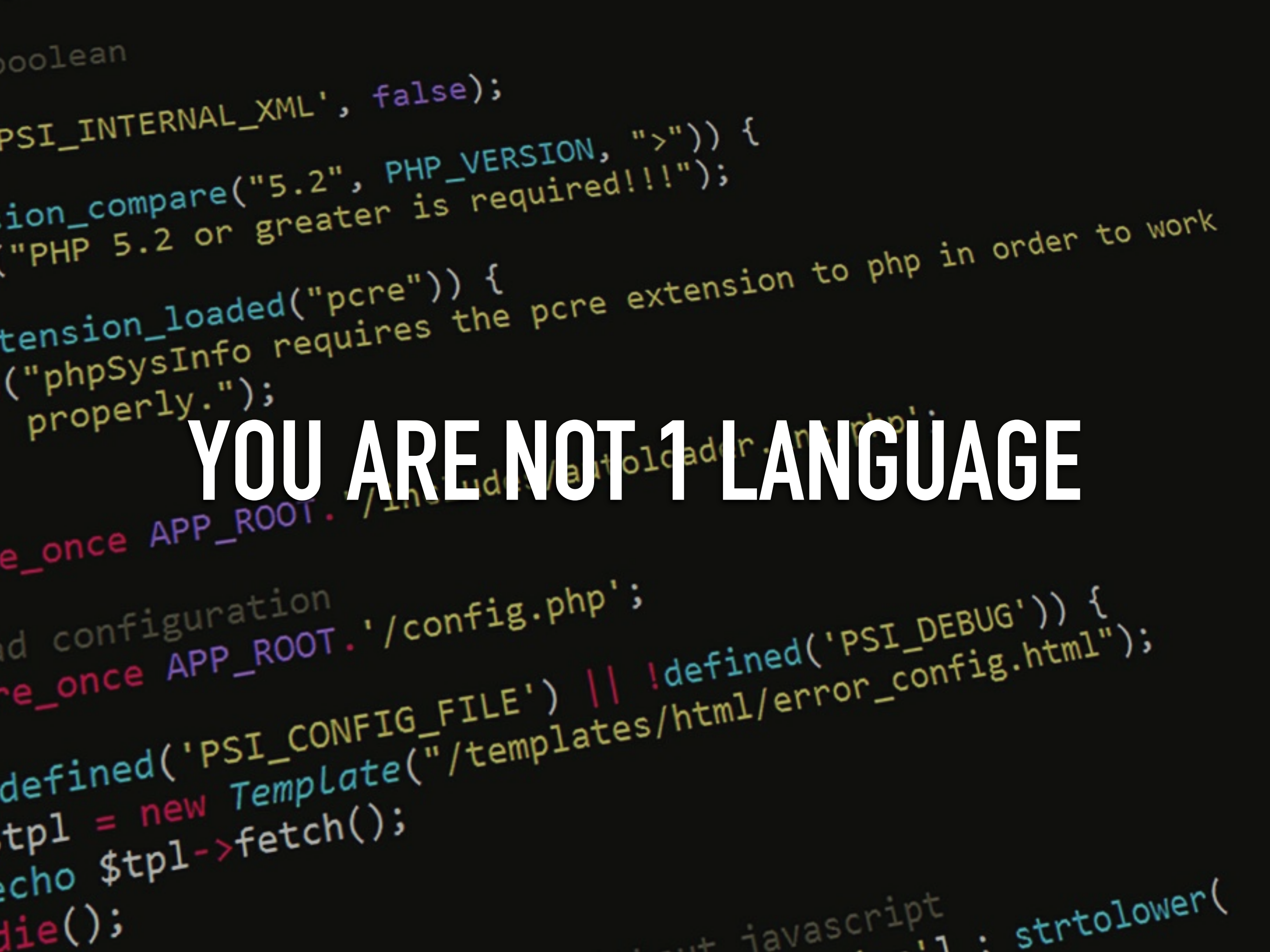
    javascript
    : strtolower(

```

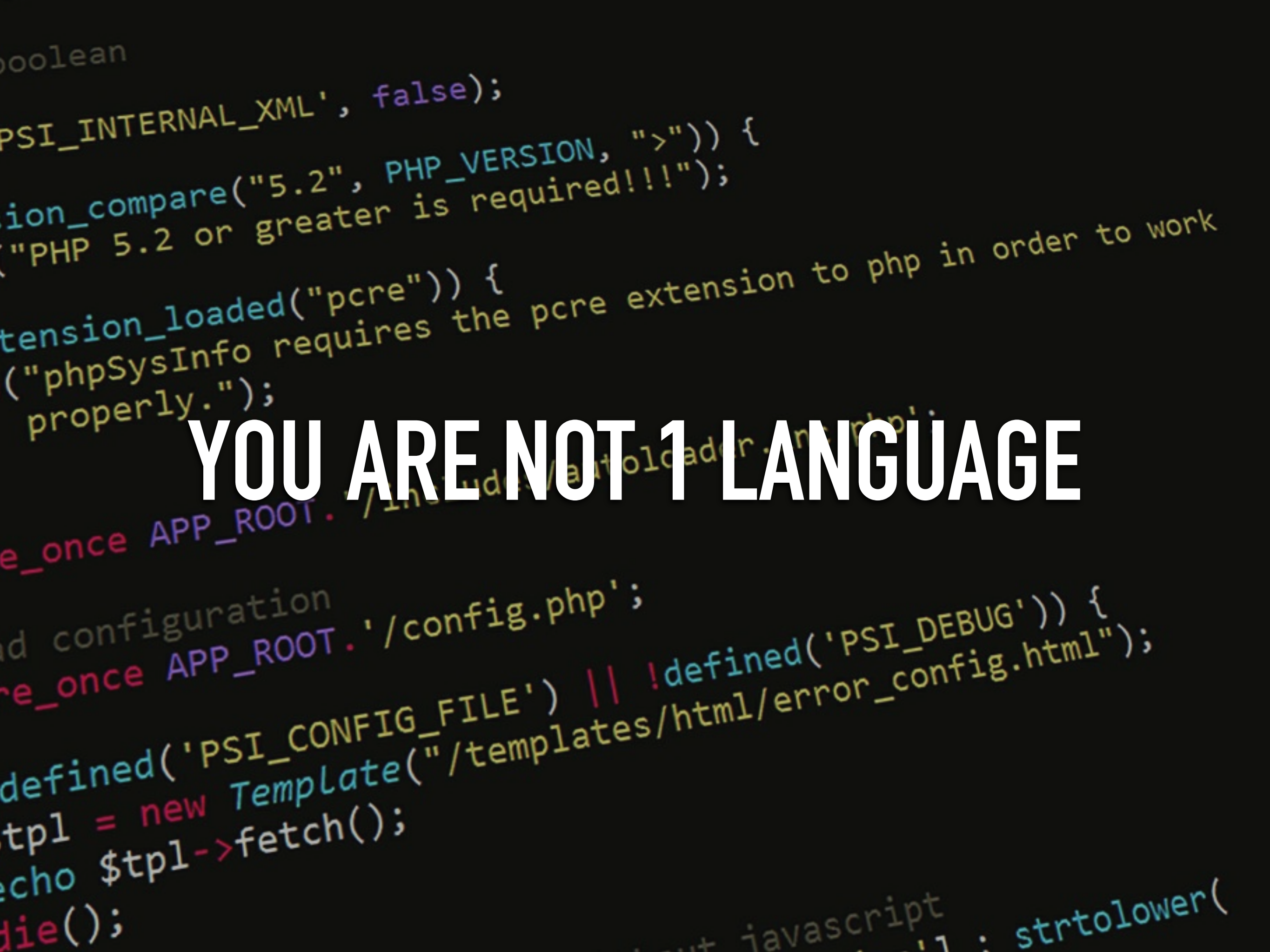
YOU ARE NOT 1 LANGUAGE



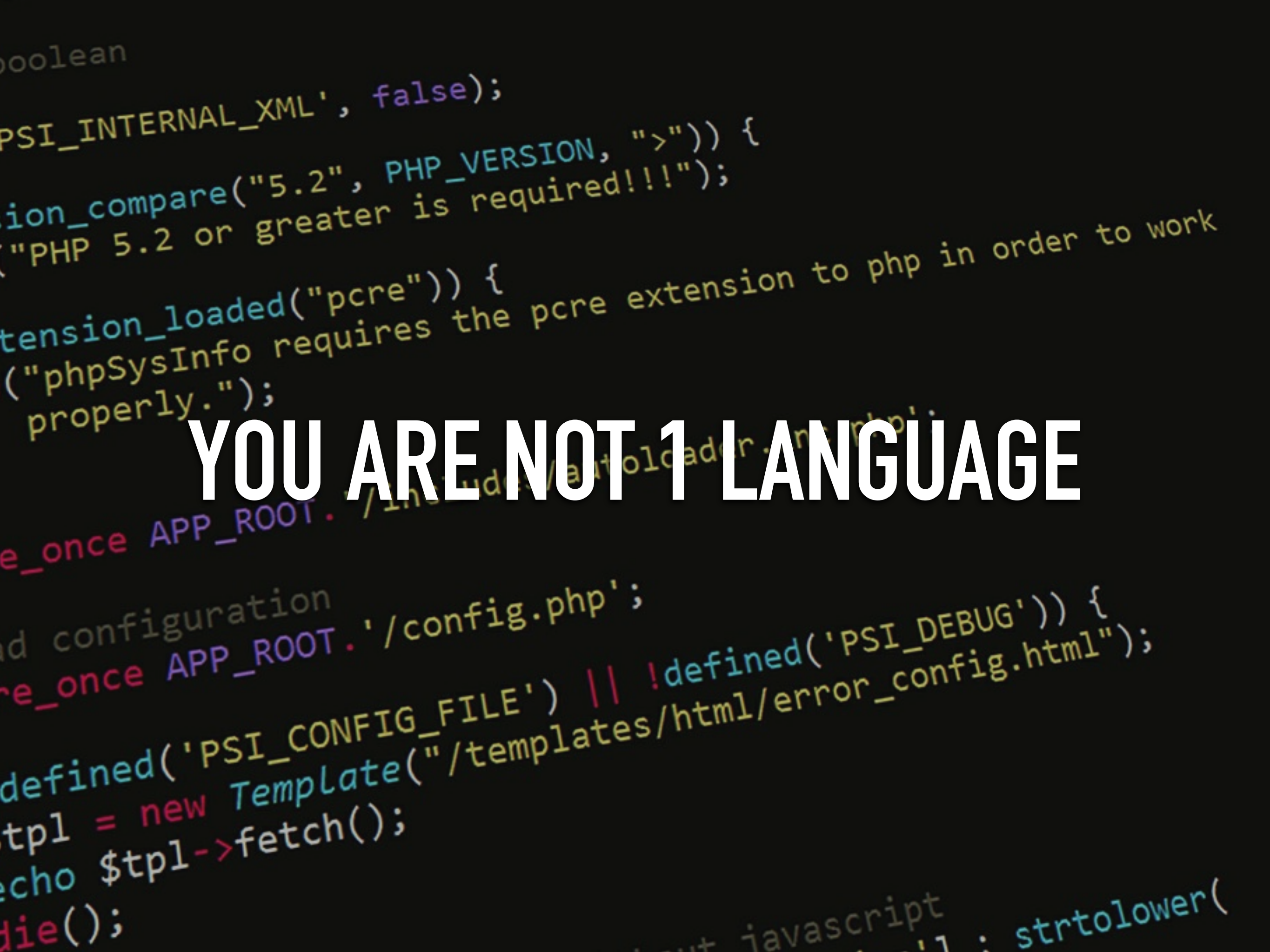
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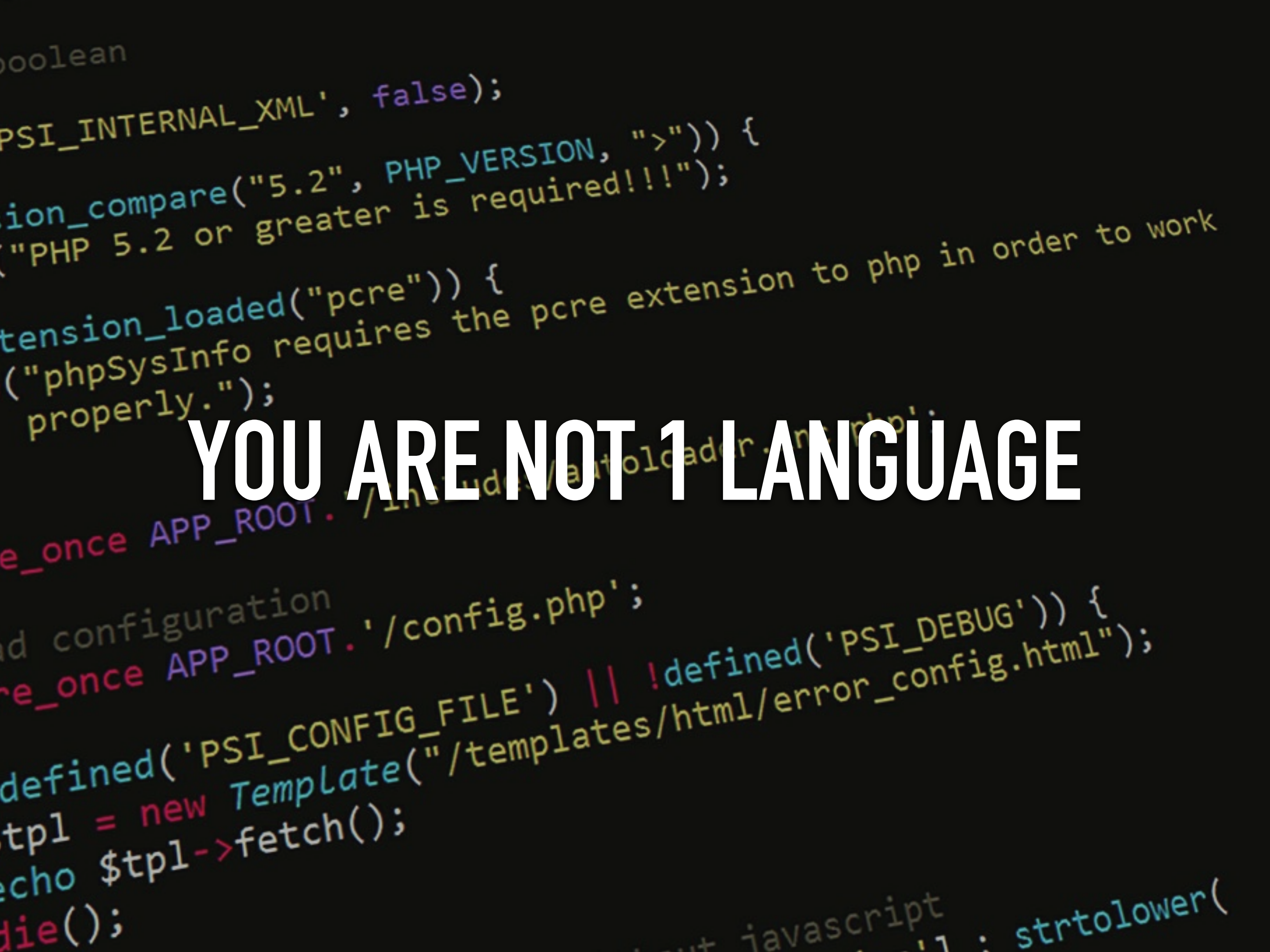
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YOU ARE NOT 1 LANGUAGE



YOU ARE NOT 1 LANGUAGE



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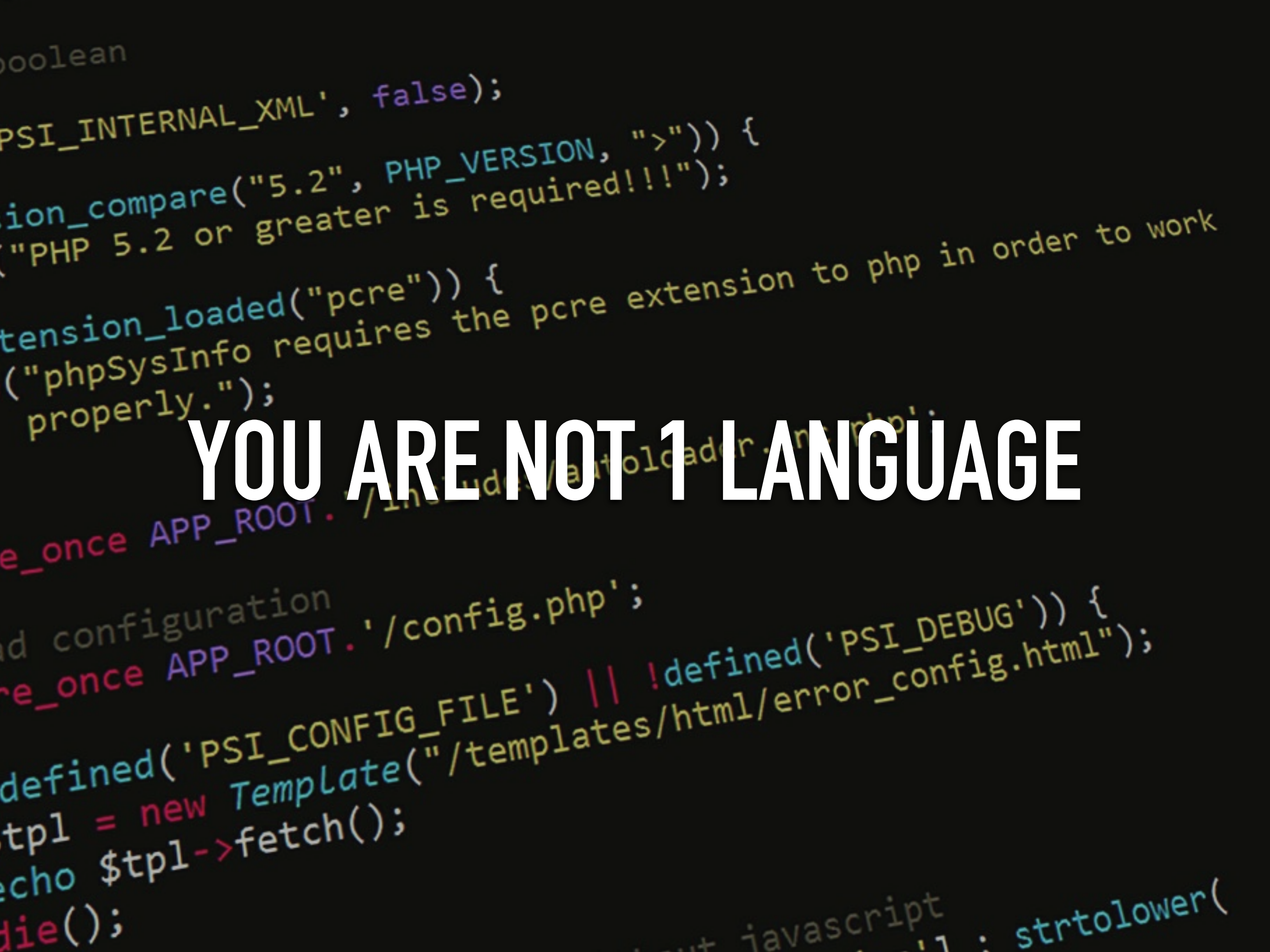
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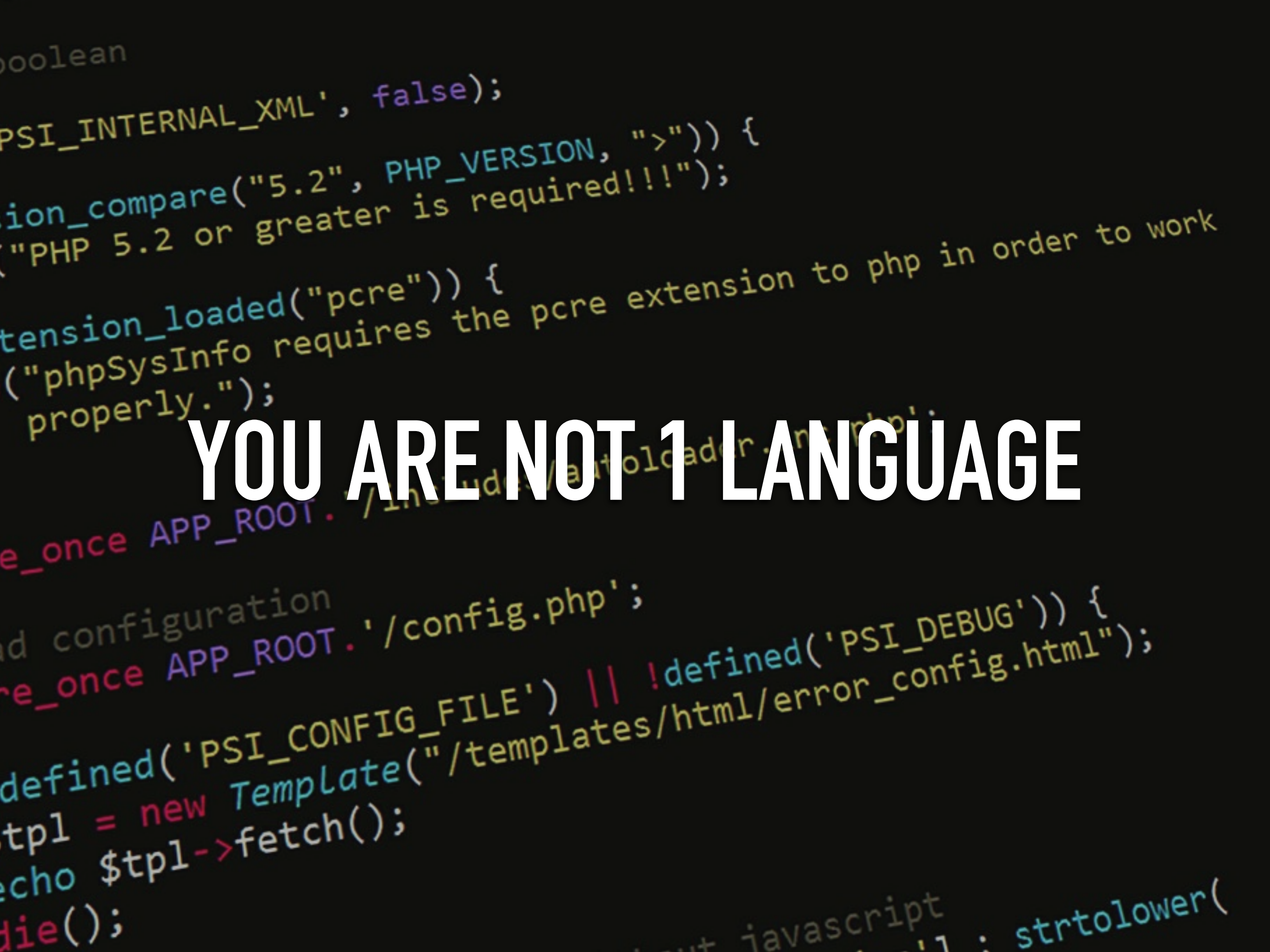
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```

YOU ARE NOT 1 LANGUAGE

A close-up shot of a man with dark, wavy hair and a prominent mustache. He is wearing a white dress shirt and a dark bow tie. His eyes are wide open and looking upwards and to the left, with a slightly open mouth, conveying a sense of confusion or uncertainty. The background is a plain, light-colored wall.

SPEAK THE SAME LANGUAGE

...que?

CALLING PLAYS

The background is a dark green chalkboard. Faintly drawn on it is a football play diagram. It features a horizontal line of seven circles representing offensive players. Above this line are several 'X' marks representing defensive players. Two large, curved arrows indicate a sweep or end-around play, starting from the ends of the offensive line and curving around the defensive backfield.





E RT 79 X-HOOK

RED RT SLOT 322 Y STICK

BROWN RT
RT DRA



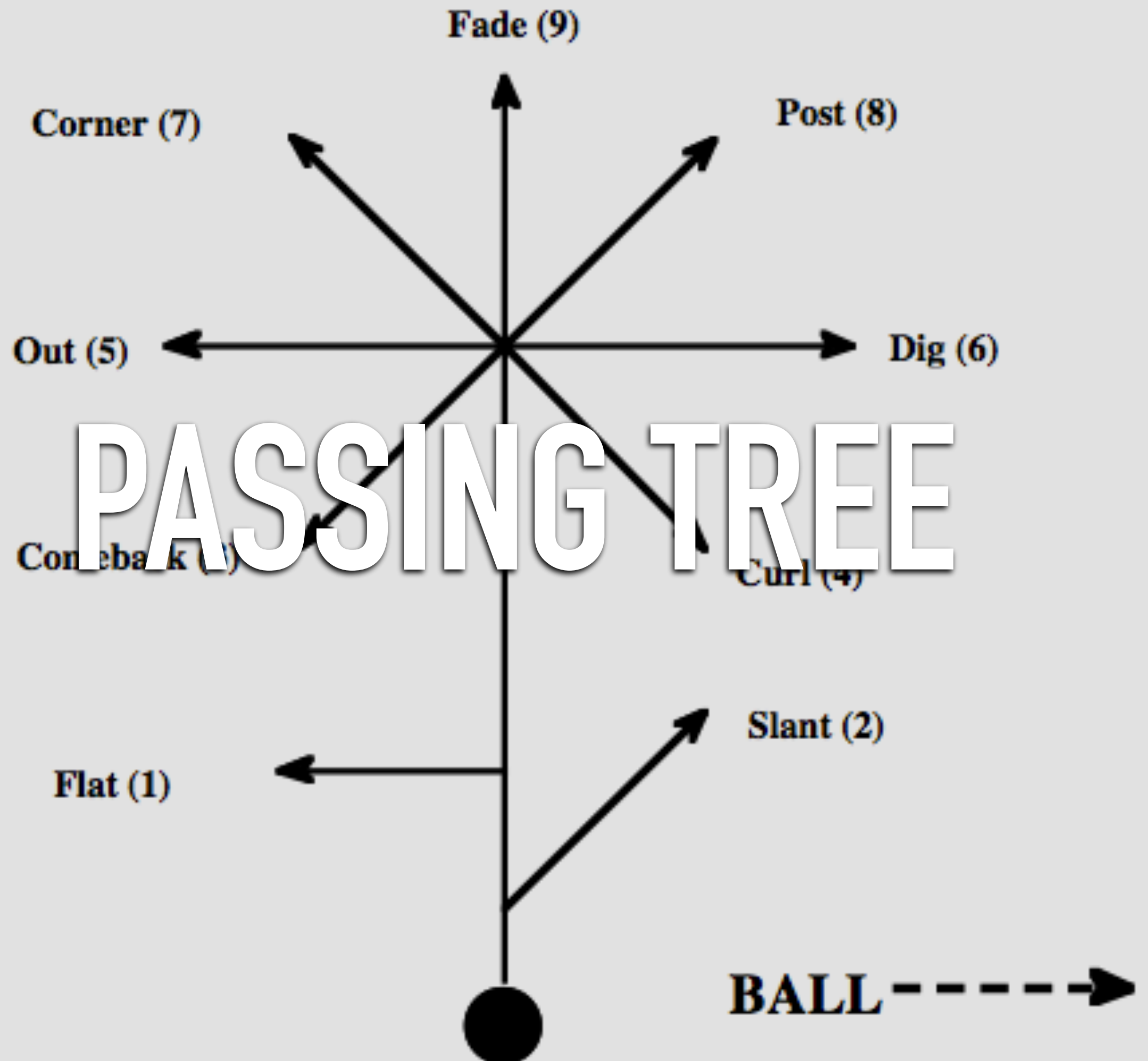


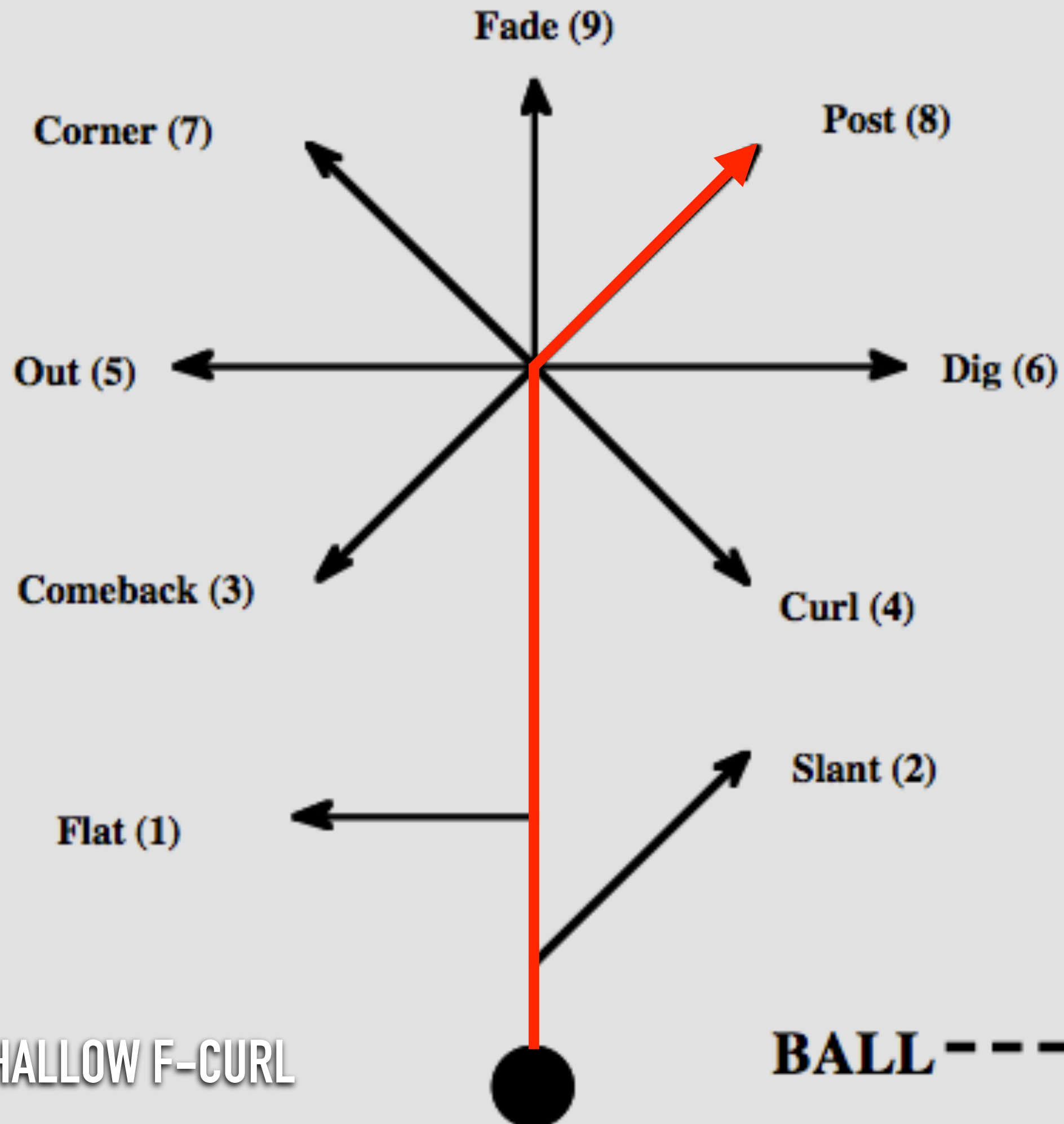


896 H-SHALLOW F-CURL

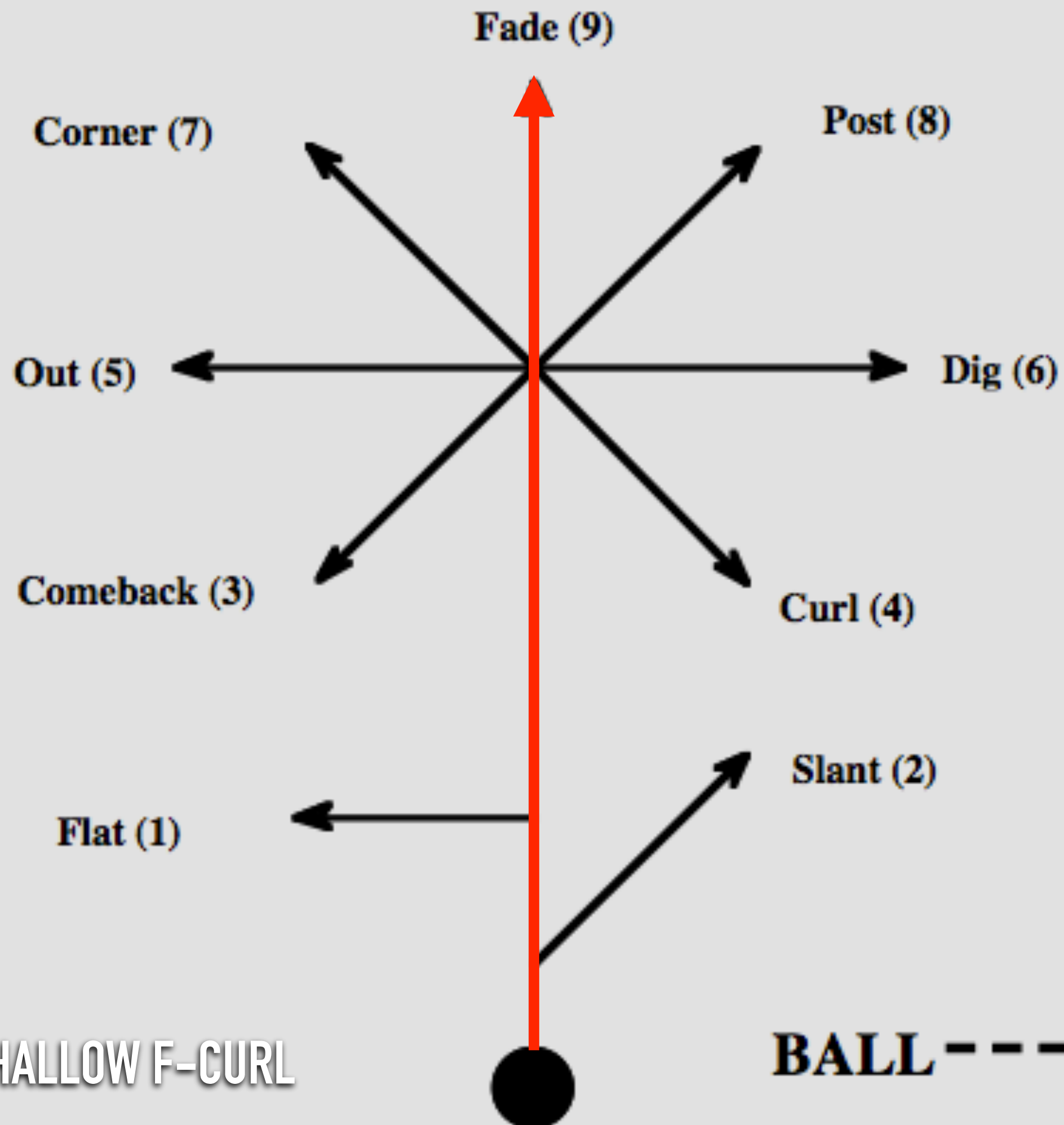
A close-up shot of a man with a beard and short dark hair, wearing a brown jacket over a yellow shirt. He has a wide-eyed, open-mouthed expression of shock or surprise. The background is dark and out of focus, with some green and white light sources visible on the left.

WHAT?!

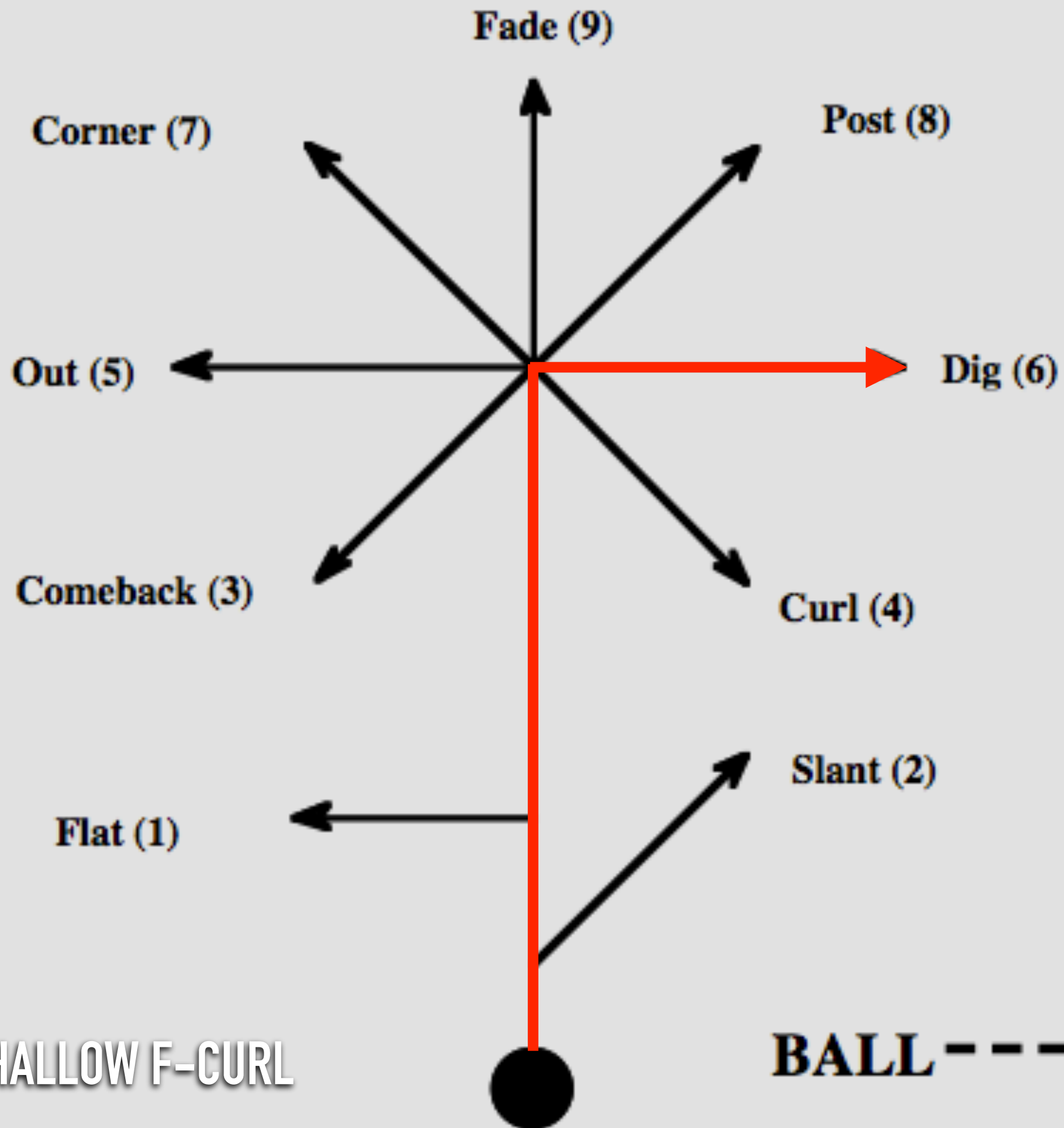




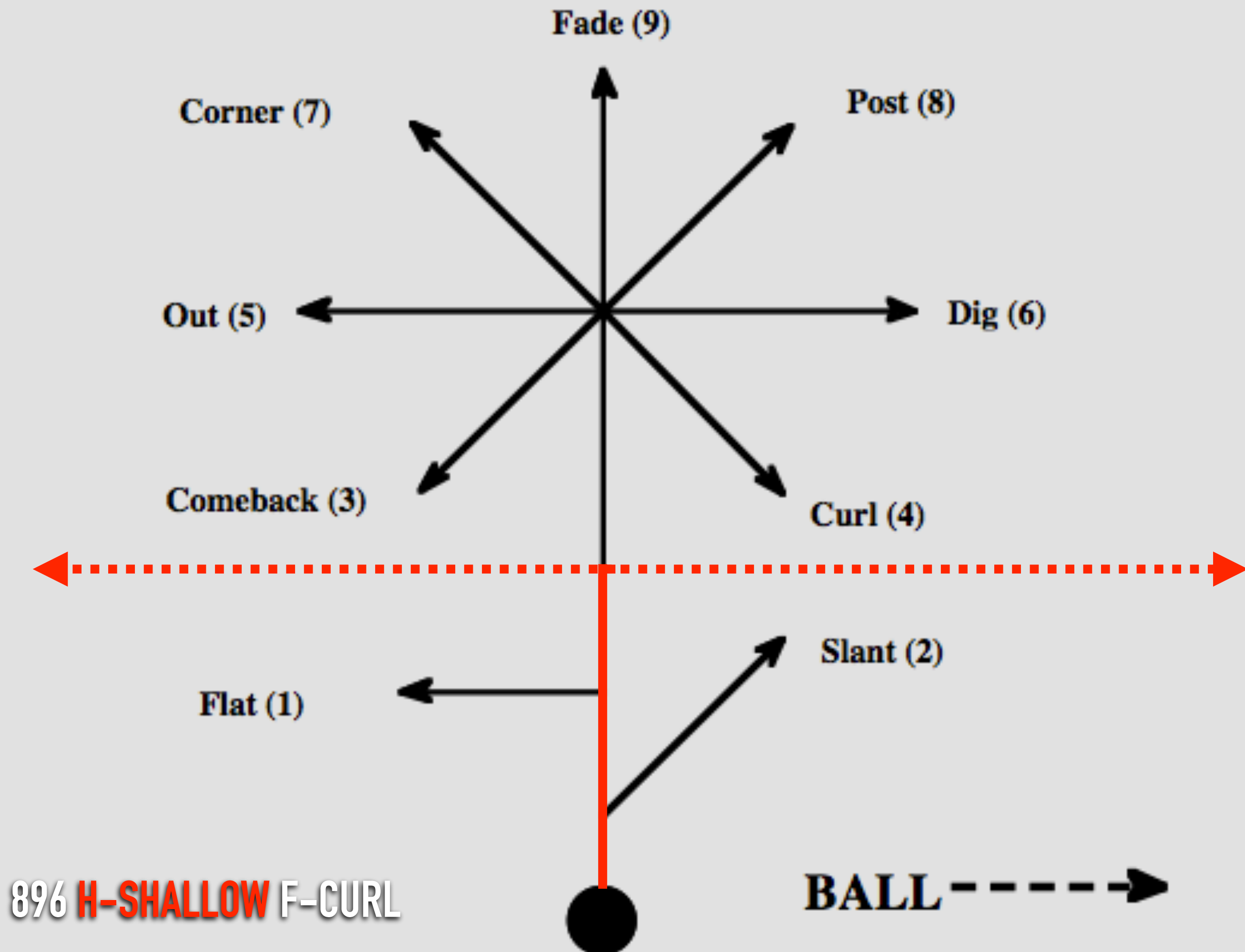
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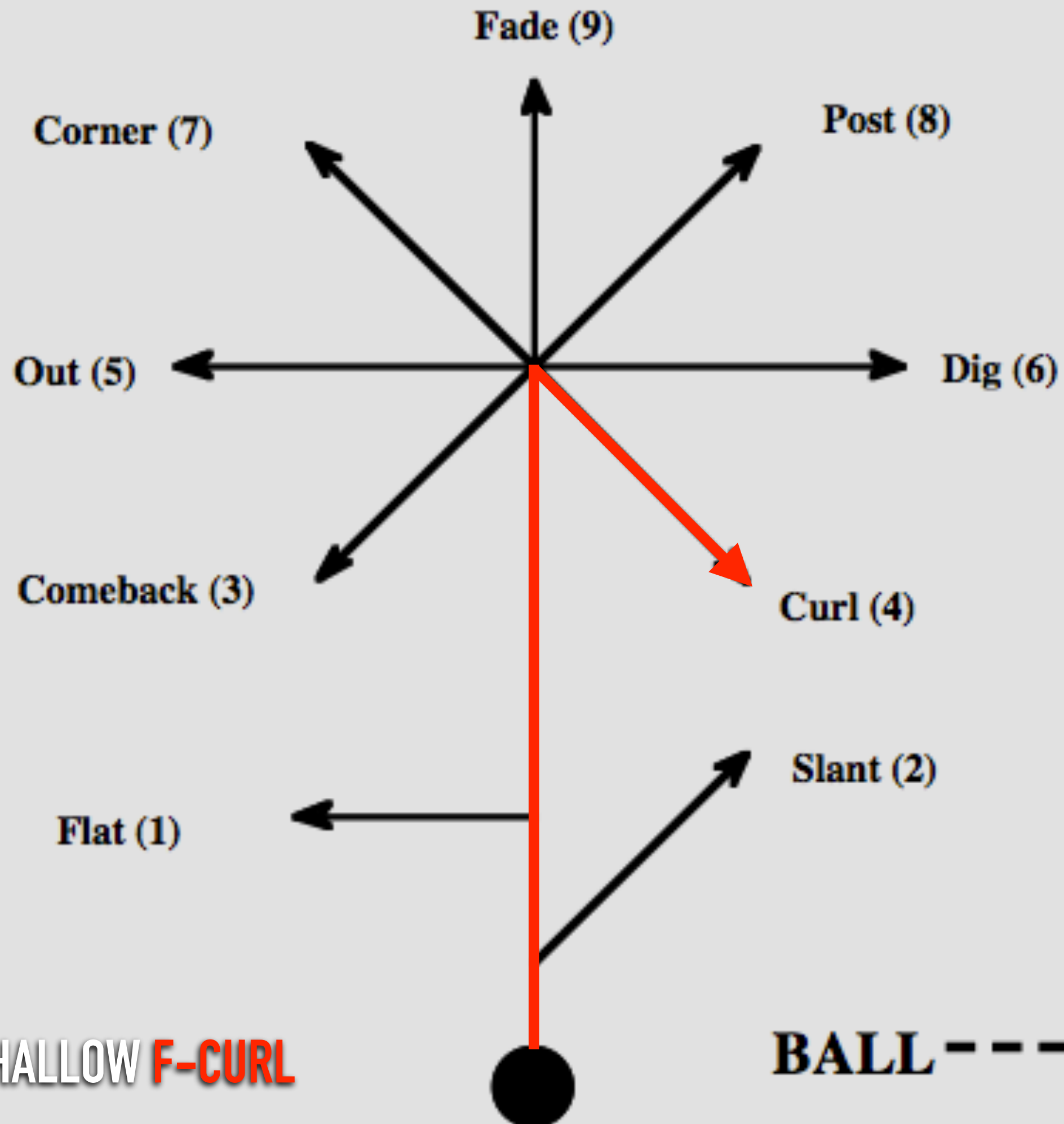


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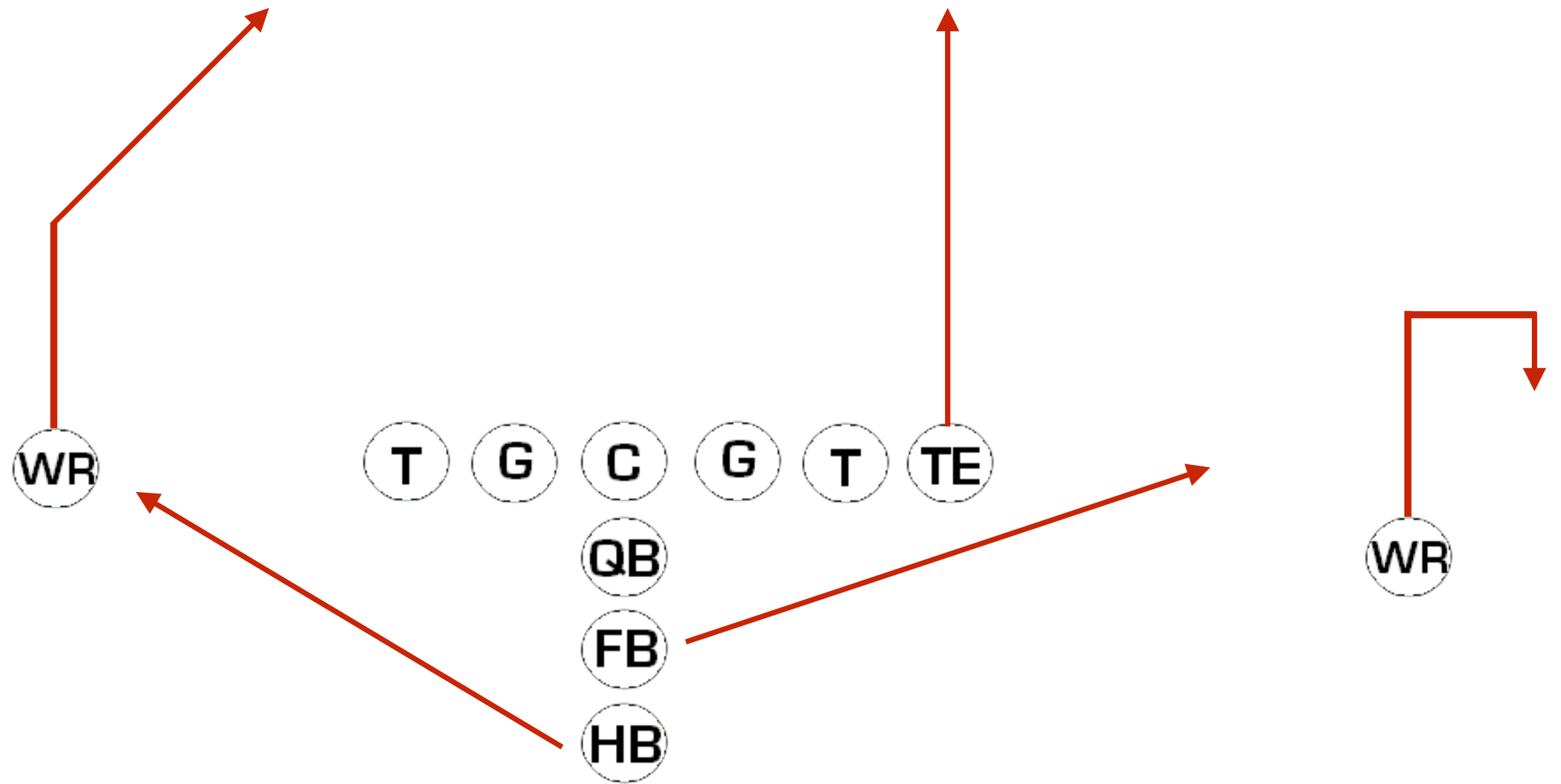


896 H-SHALLOW F-CURL



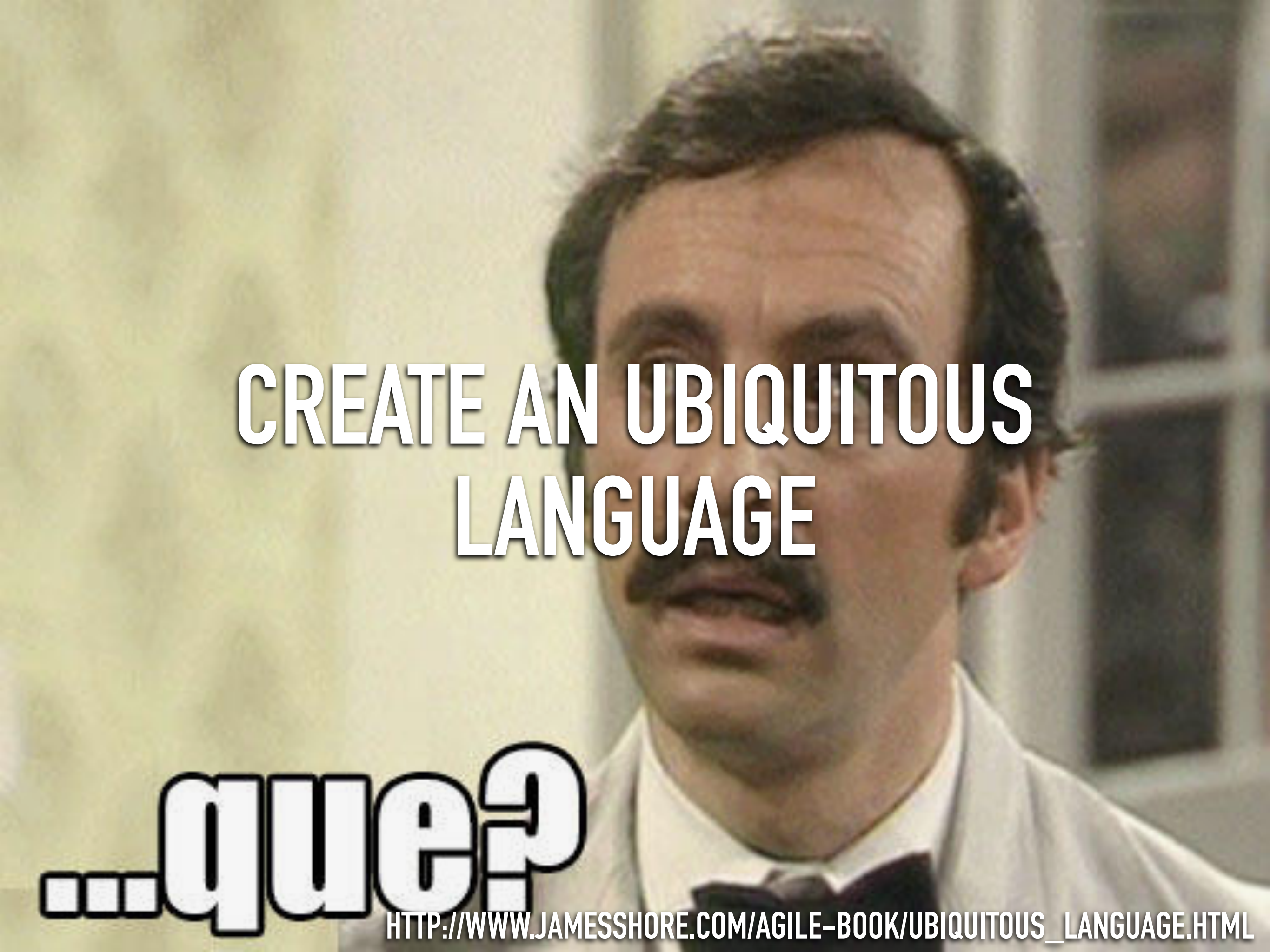


896 H-SHALLOW **F-CURL**



WHAT CAN WE LEARN?



A man with a mustache, wearing a white shirt and a dark bow tie, is shown from the chest up. He has a confused or questioning expression on his face, with his eyebrows slightly furrowed and his mouth slightly open. The background is a plain, light-colored wall.

**CREATE AN UBIQUITOUS
LANGUAGE**

...que?

[HTTP://WWW.JAMESSHORE.COM/AGILE-BOOK/UBIQUITOUS_LANGUAGE.HTML](http://www.jamesshore.com/agile-book/ubiquitous_language.html)

HELLO

I AM...

**TALK THE SAME LANGUAGE AS
YOUR DOMAIN EXPERTS**

AN EXPERT



**AVOIDS MENTAL TRANSITION DURING
KEY MEETINGS**

Boyko

June 5, 2016



Lufthansa

907
Frankfurt

Boarding
9:10 AM

Seat
A22

Wings

Terminal
Boarding area D

ONBOARDING PROCESS

Gate
D10

Boarding priority
1 2 **3** 4



Departing 9:40 AM

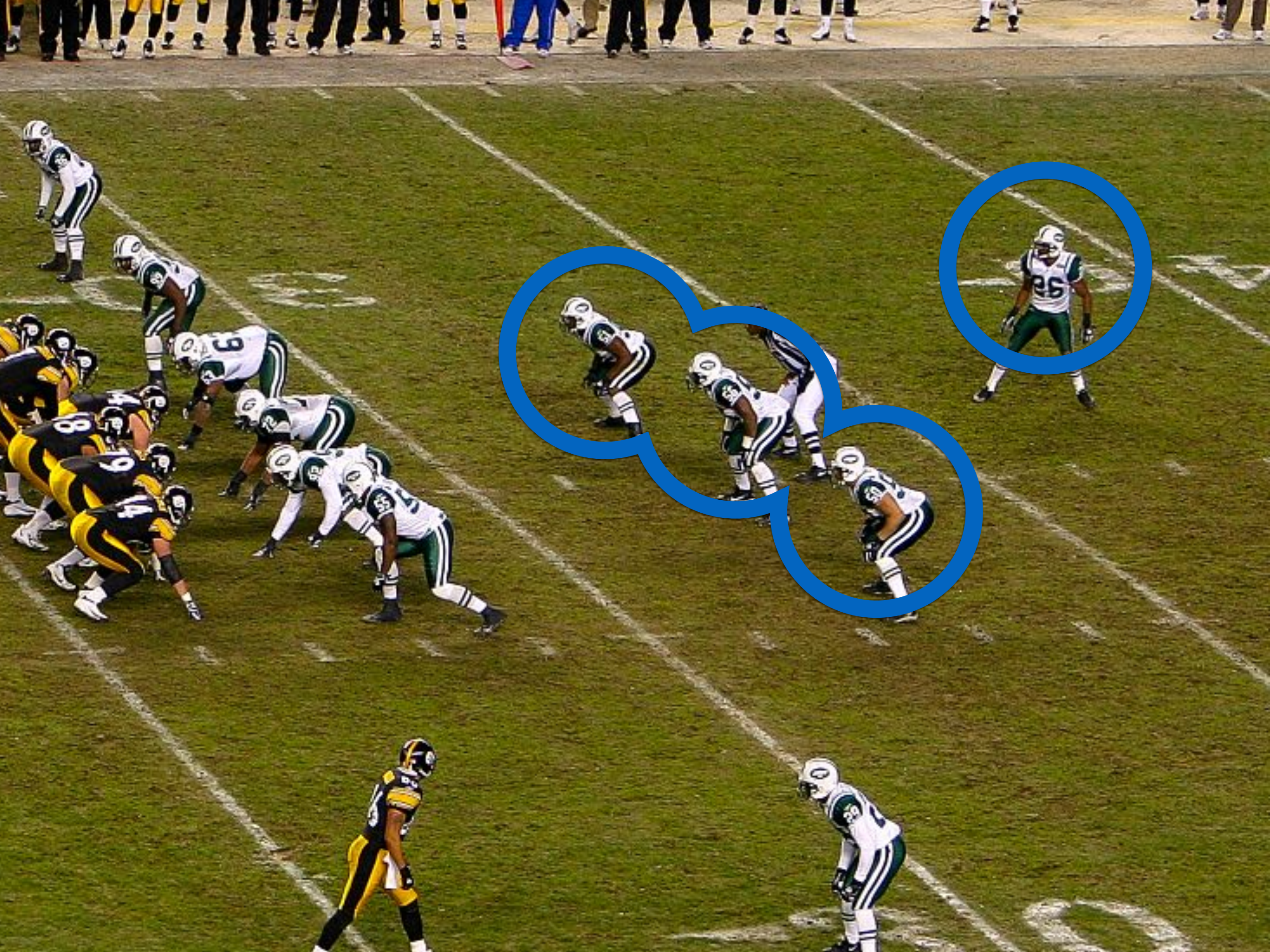


In Frankfurt
take Sky Train to Term

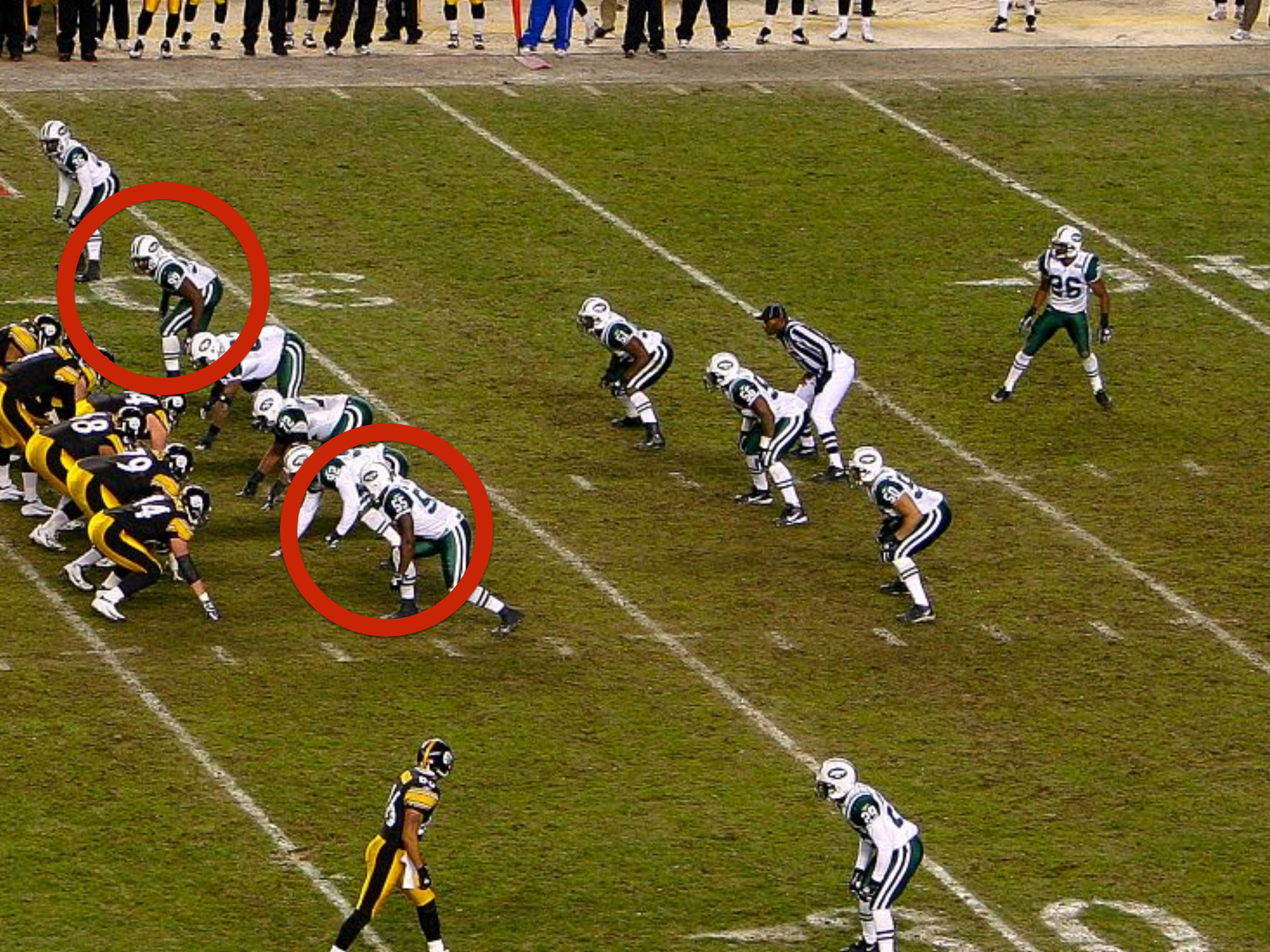




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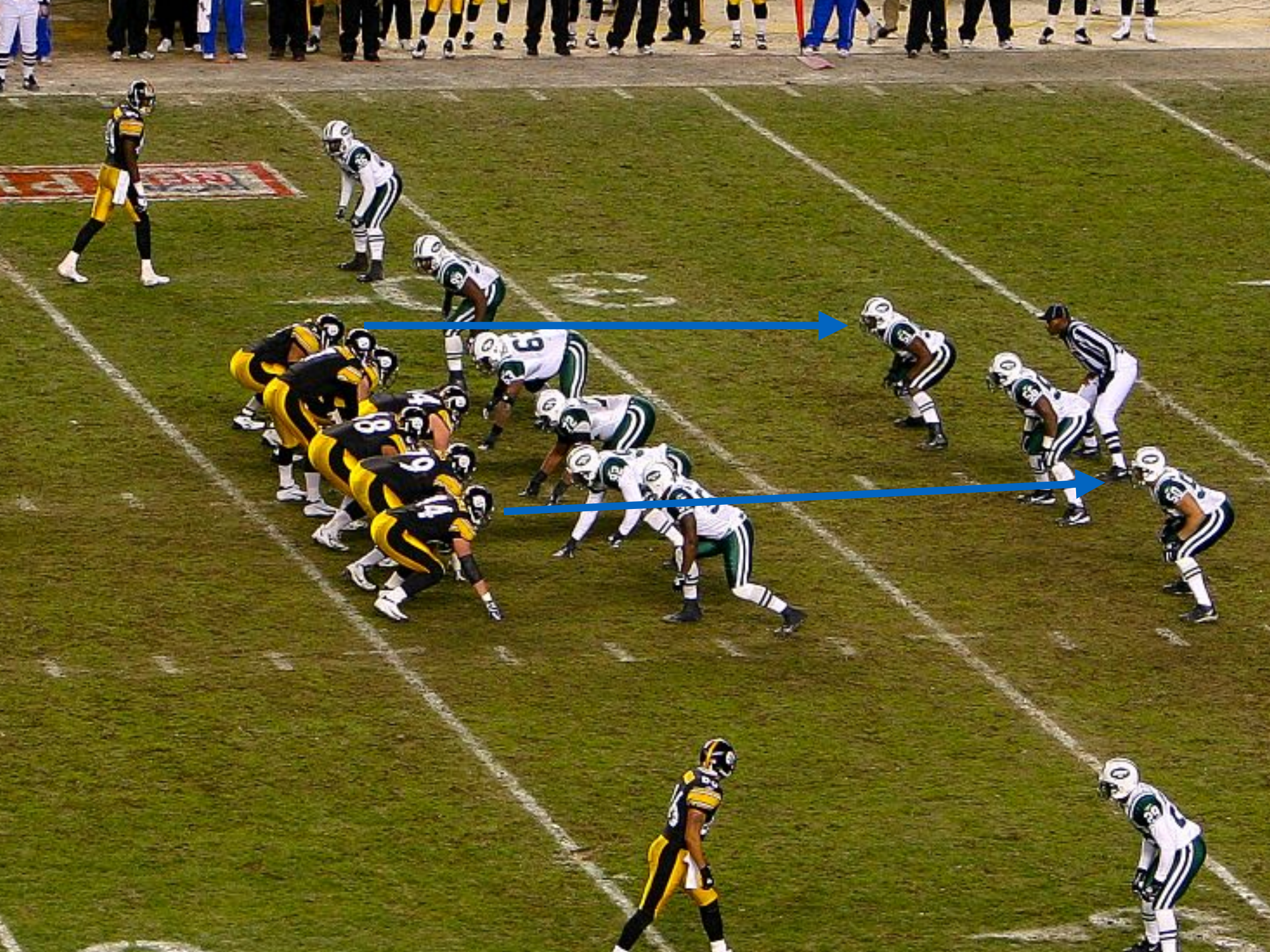


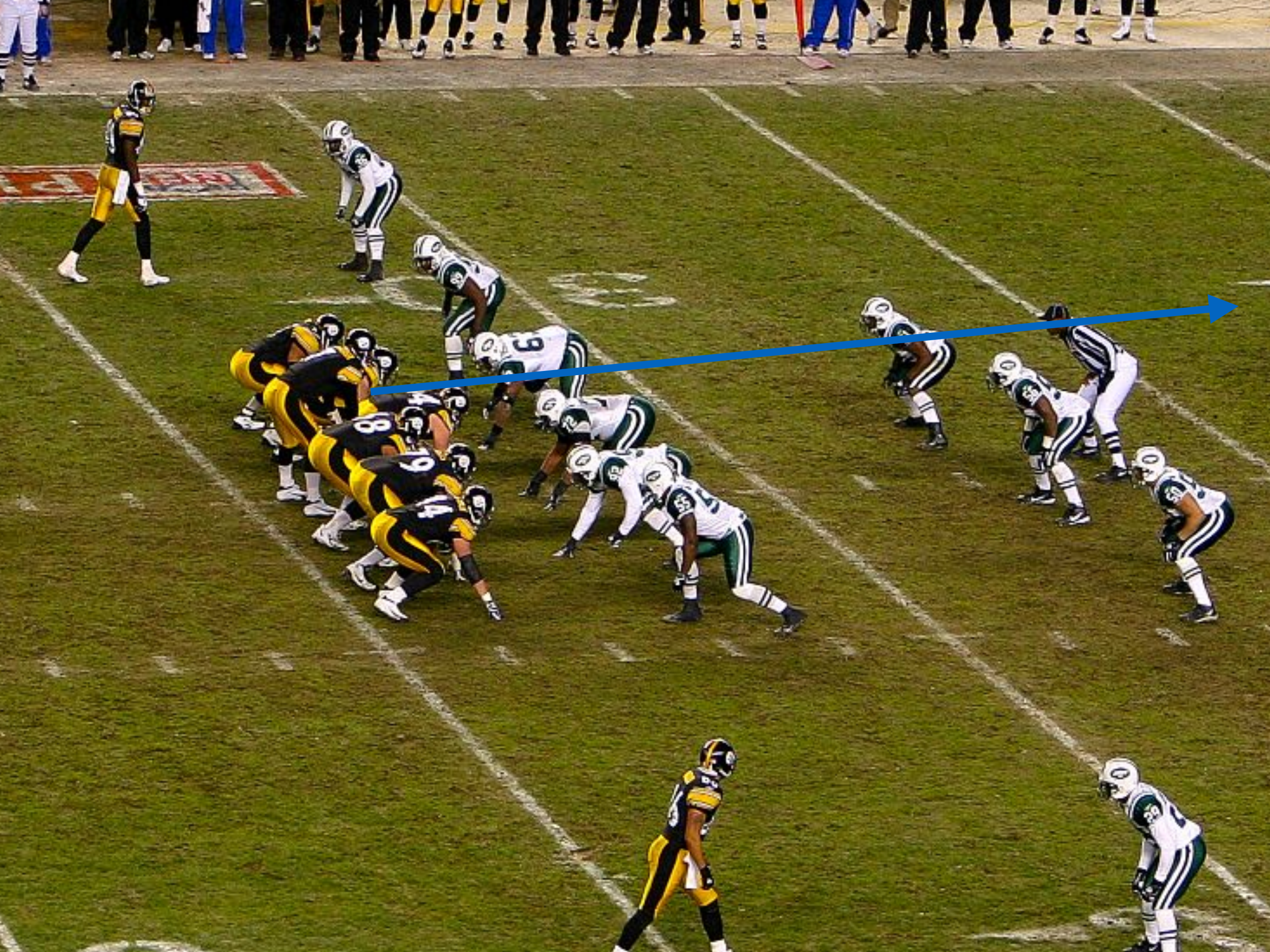














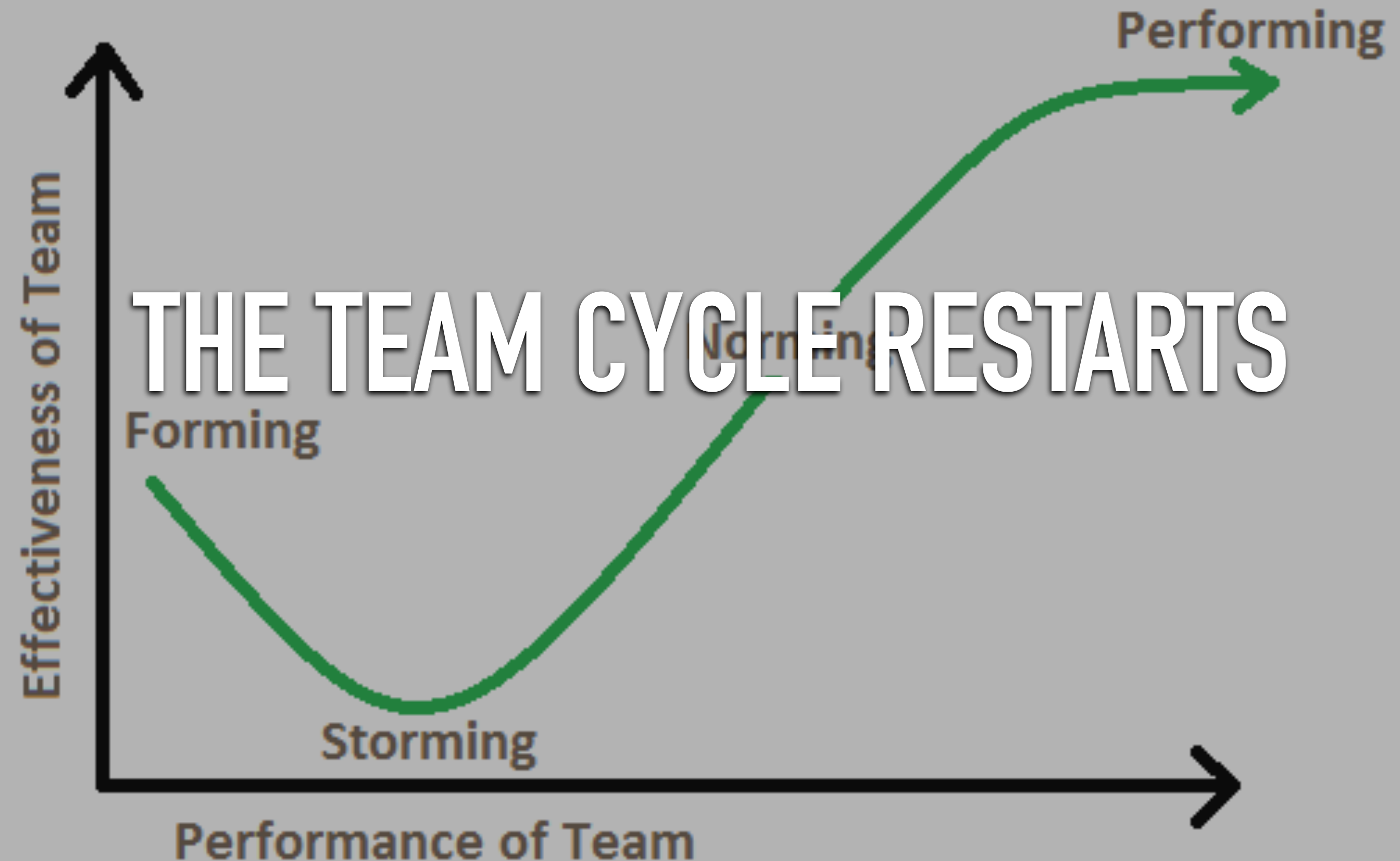
WHAT CAN WE LEARN?



A group of young men are gathered around a swimming pool. One man is being thrown into the water by another. The man being thrown is wearing a pink shirt and green shorts. The man throwing him is wearing a black tank top and white shorts. Two other men are standing nearby, one in a blue shirt and one in a green shirt. A fourth man is in the foreground, wearing a black shirt and purple shorts, looking towards the pool. The background shows a wooden fence and trees.

**DON'T THROW YOUR NEW MEMBER IN
THE DEEP**

Tuckman's Team & Group Development Model





SHOW YOUR ARTIFACTS

BIATHLON



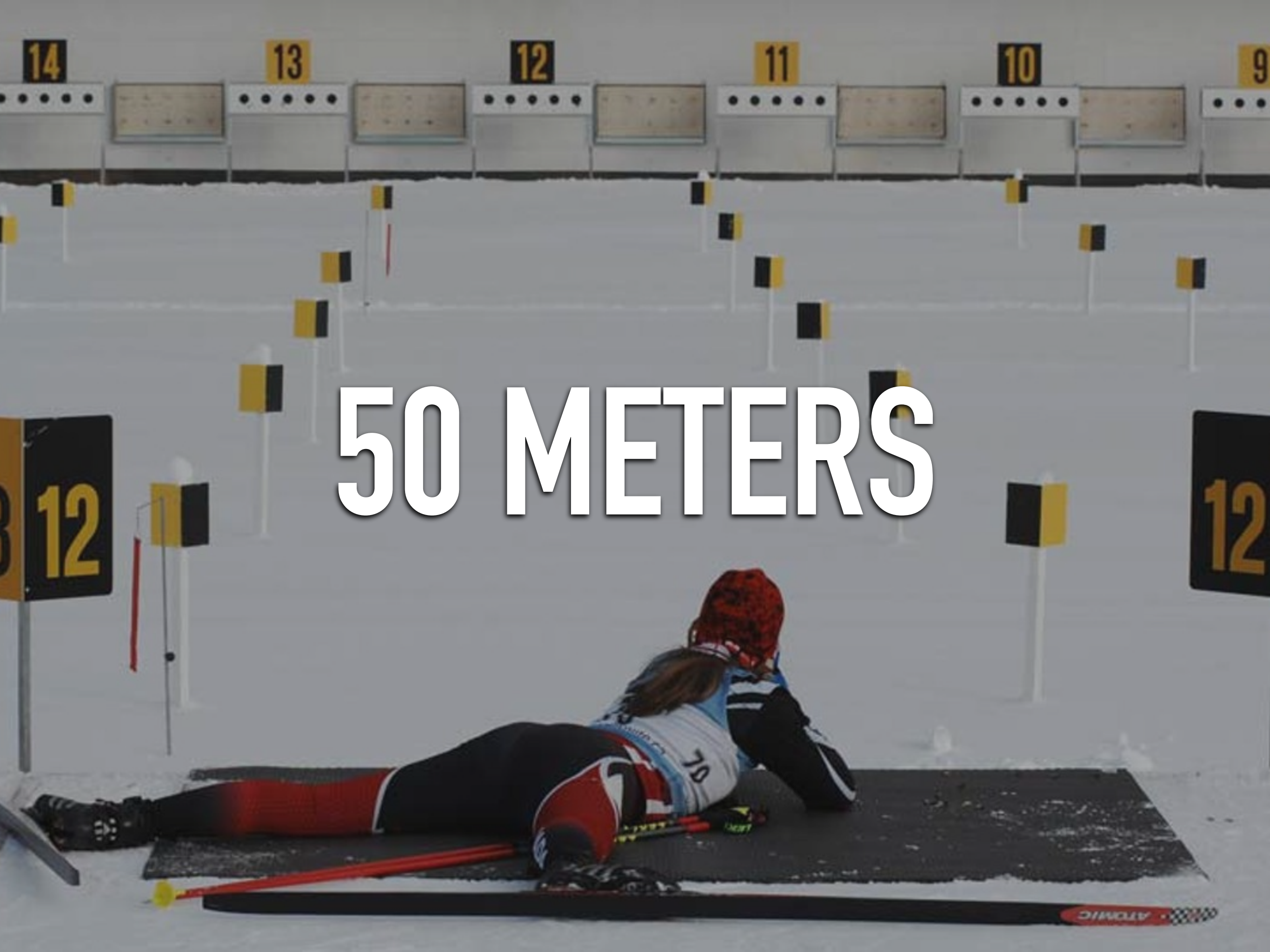
SKIING



SHOOTING



50 METERS



A black circular target with concentric rings, centered on a light gray background. The target has a dark center and several concentric rings of varying shades of black and gray. The text "45 MILLIMETRES TARGET" is overlaid in white, bold, sans-serif font across the center of the target.

45 MILLIMETRES TARGET

SPRINT RACE



PURSUIT




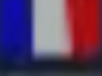





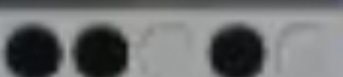


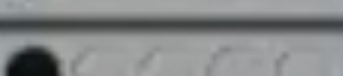


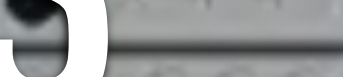

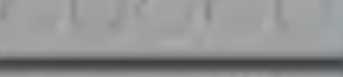
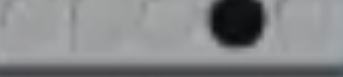
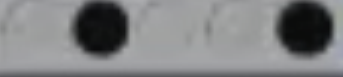
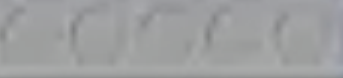
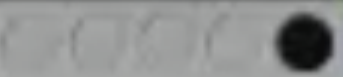
PENALTY LOOP

150 METERS



TAKING RISKS

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

	KUMMER
	CRAWFOR
	SOUKALOV
	BURDYGA
	DUBAREZA
	GWIZDON
	DUNKLEE
	OLSBU
	FIALKOVA
	DZHYMA
	BOLLIET
	VITKOVA
	SEMERENKO
	LATUILLIER
	LAUKKANE



FRANCE MIXED RELAY

Beelden met dank aan Eurosport

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WHAT CAN WE LEARN?





**WITH CUTTING CORNERS
TECHNICAL DEBT COMES**

A sepia-toned photograph of a person standing on a gravel path that leads into a field. A bare tree stands on the left, and a fence post is on the right. The text "TAKE TIME TO DECIDE WHICH APPROACH YOU WILL TAKE" is overlaid in white, bold, sans-serif font.

**TAKE TIME TO DECIDE WHICH
APPROACH YOU WILL TAKE**



**AGREE WHEN YOU WILL FIX
TECHNICAL DEBT**

PLAY A TECHNICAL DEBT GAME



[HTTPS://DPC.HANSDUBOIS.NL](https://dpc.hansdubois.nl)

HAVE FUN ON THE JOB

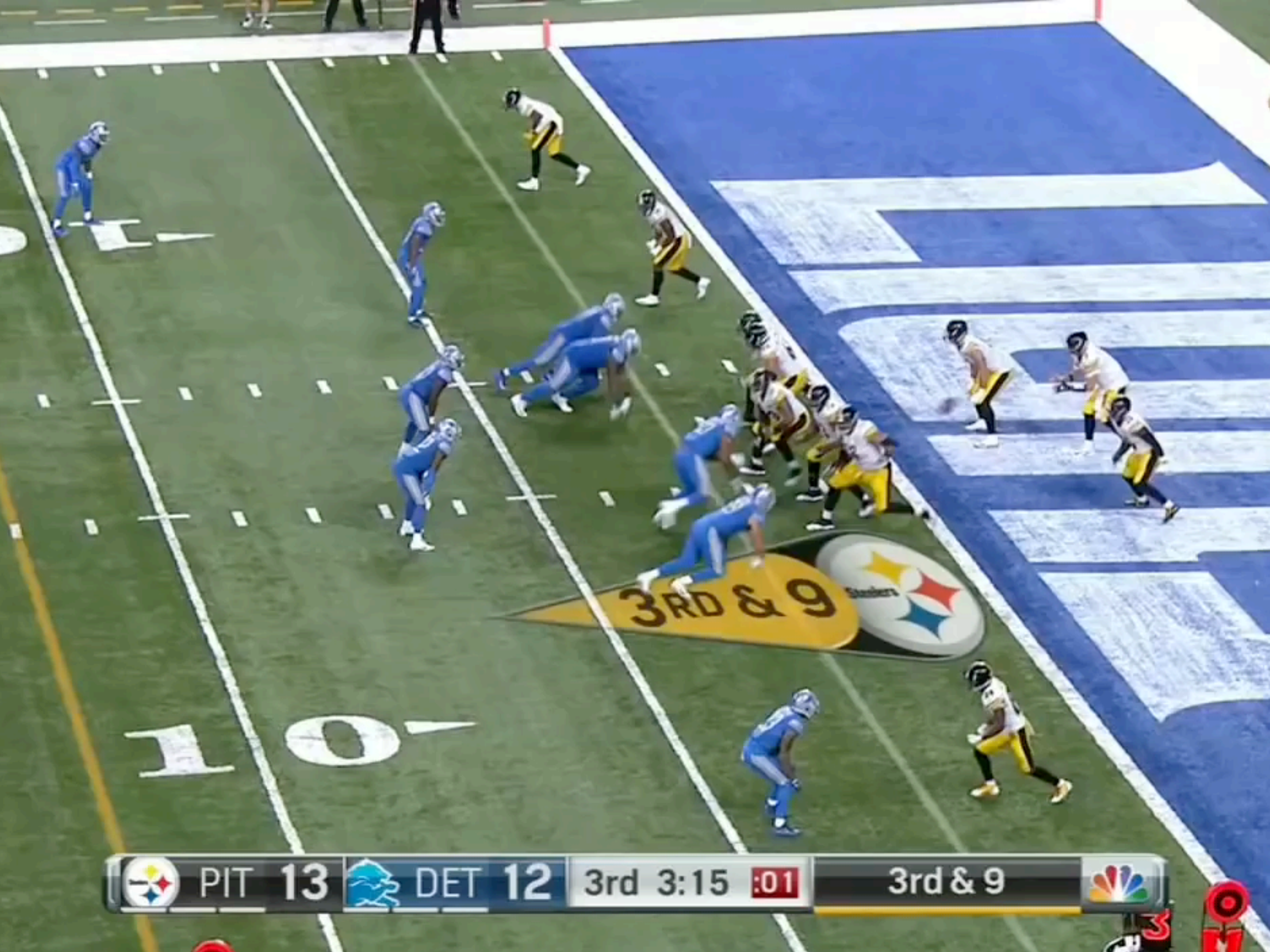





A photograph of New England Patriots players celebrating a touchdown on a football field at night. The players are wearing blue jerseys with white and red accents, and silver helmets with the Patriots logo. One player in the foreground is holding a football high in the air with his right hand. Other players are visible in the background, some with their arms raised in celebration. The field is green with white yard lines, and the stadium lights are visible in the background.

TOUCHDOWN CELEBRATION

A photograph of Juju Smith-Schuster, a wide receiver for the Pittsburgh Steelers, on the field during a game. He is wearing his black home jersey with the number 19 in white. He has black gloves on and is looking off to the side with a focused expression. The background shows a blurred stadium with yellow seats and other players in white jerseys.

JUJU SMITH SCHUSTER



	PIT 13		DET 12	3rd 3:15 :01	3rd & 9	
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WHAT CAN WE LEARN?



HAVE FUN ON THE JOB





WALK THE EXTRA MILE

A large, diverse crowd of people is shown from a low angle, looking up. Their arms are raised high in the air, many holding up smartphones to capture photos or videos. The scene is filled with a thick, colorful shower of confetti in shades of red, blue, yellow, and green. Bright, out-of-focus lights create a festive, celebratory atmosphere. The overall mood is one of joy and triumph.

CELEBRATE YOUR WINS



ENJOY DRINKS TOGETHER



RECAP

A dramatic night sky with dark, heavy clouds. A bright, jagged lightning bolt strikes from the upper right, illuminating the surrounding clouds with a purple and white glow. The bottom of the image shows a dark silhouette of a horizon line with a few distant lights.

ACCEPT THE STORMING STAGE



**WELL BALANCED
AND MOTIVATED**



BUILD A RELIABLE TEAM

A man with dark hair, wearing a white dress shirt and a dark bow tie, is shown from the chest up. He has a confused or questioning expression on his face, with his eyebrows slightly furrowed and his mouth slightly open. His hands are clasped together in front of his chest. The background is a plain, light-colored wall.

**SPEAK THE SAME LANGUAGE AS
YOUR DOMAIN EXPERTS**

...que?

Boyko

June 5, 2016



Lufthansa

907

Frankfurt

Terminal 2

Boarding area

Boarding

9:10 AM

Gate

Boarding priority

1 2 **3** 4

Seat

A22

Wine




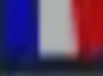
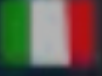

TAKE A LOOK AT YOUR
ONBOARDING PROCESS

Departing 9:40 AM



In Frankfurt
take Sky Train to Term

AGREE ON DEBT

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

	KUMMER
	CRAWFOR
	SOUKALOV
	BURDYGA
	DUBAREZA
	GWIZDON
	DUNKLEE
	OLSBU
	FIALKOVA
	DZHYMA
	BOLLIET
	VITKOVA
	SEMERENKO
	LATUILLIER
	LAUKKANEN

HAVE FUN ON THE JOB



Building teams, what can we learn from professional sports

HTTPS://DPC.HANSDUBOIS.NL

There is a lot to learn from professional sports. This presentation was given at PHILADELPHIA 2018. Here you can find the slides and you can use them to improve your team right away!

[Download presentation](#)[Rate talk on JOIND.in](#)

HTTPS://JOIND.IN/TALK/B53AC

Bruce Tuckman Small Group Development

Tuckman (1965) reviewed fifty five articles dealing with stages of small group development in an attempt to isolate those concepts common to the various studies and produce a generalizable model of changes in group

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 our collaboration is:
- Too cooperate even better together. I need from you:



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QUESTIONS?