

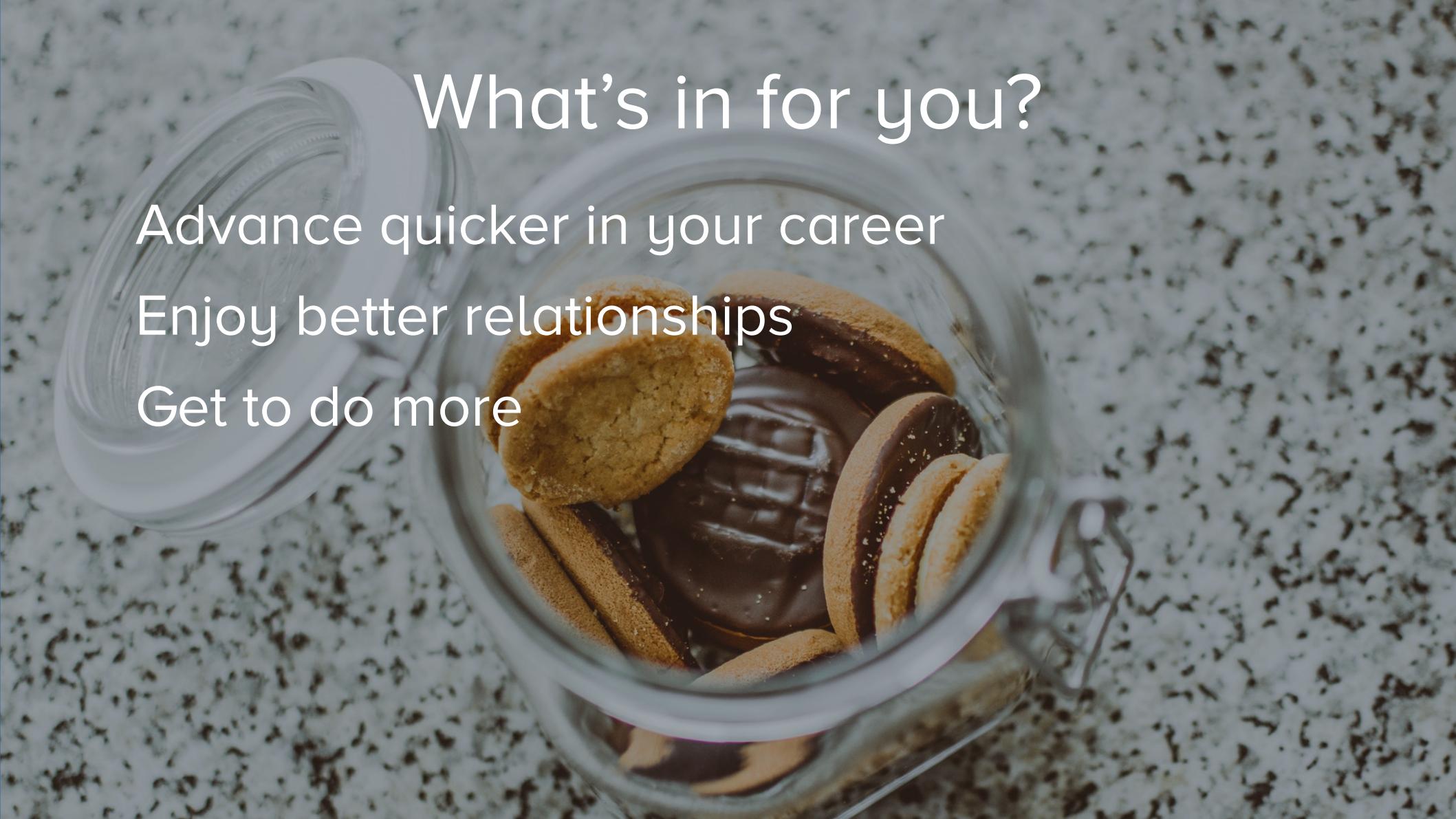
How to Get the Best Out of Your Team as a Software Architect

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Intellectual Apps

A glass jar filled with various cookies, including chocolate-covered ones, sits on a speckled countertop. The jar is partially open, with the lid resting to the left. The cookies are of different shapes and sizes, some with white frosting and others with dark chocolate coating.

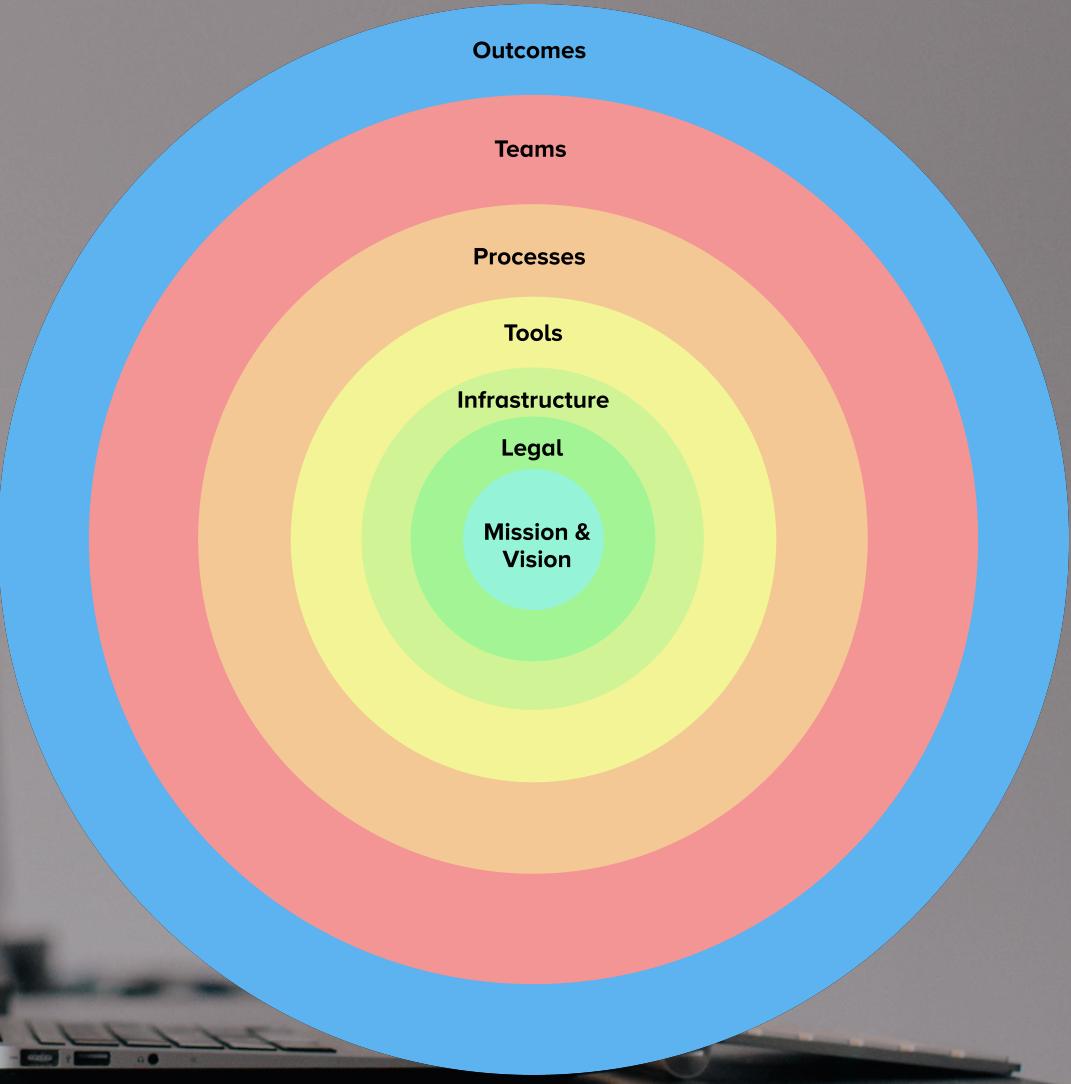
What's in for you?

Advance quicker in your career

Enjoy better relationships

Get to do more

Architecture of an organization



Why do you need a team?



Work Efficiency.

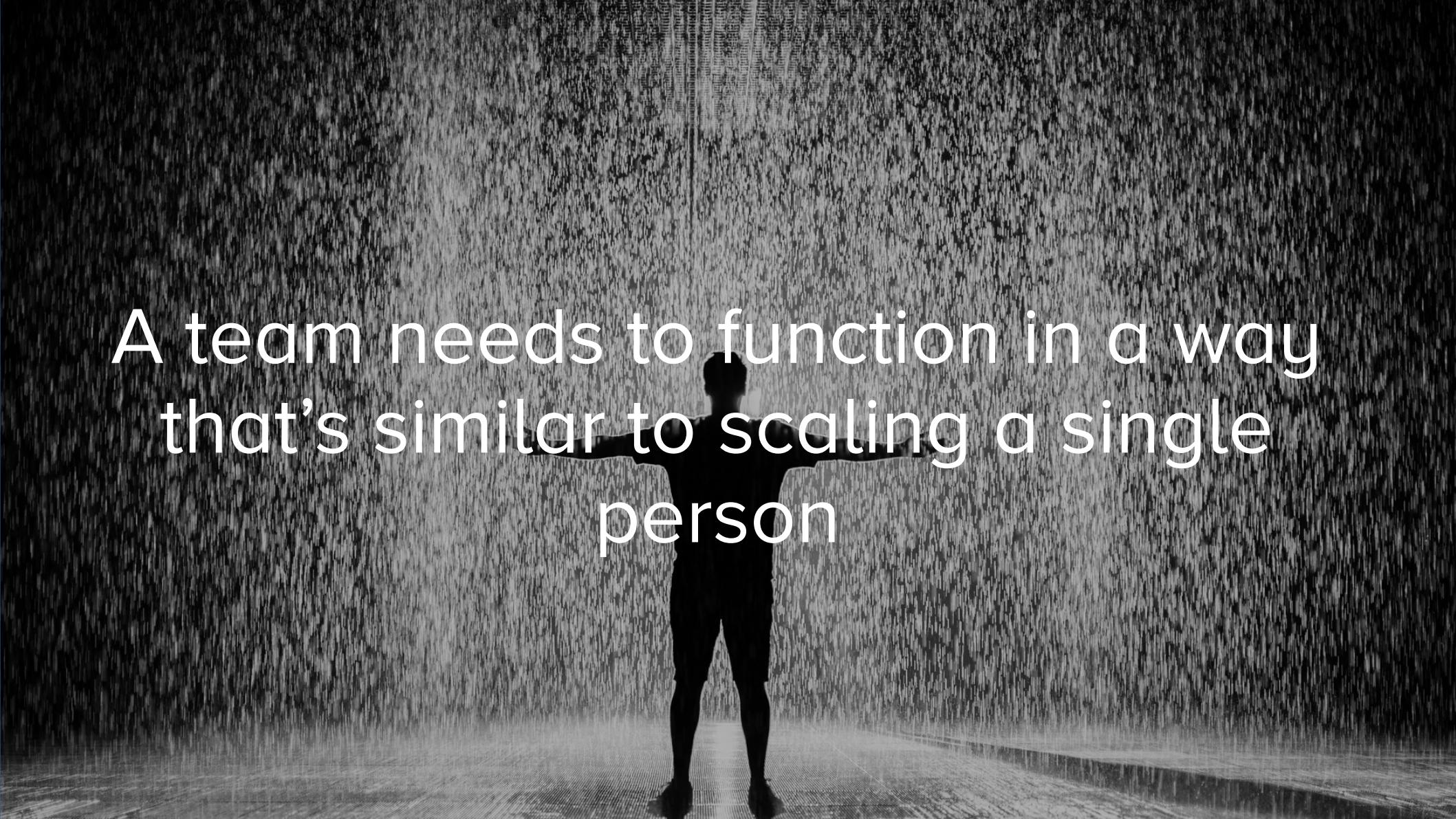
Improved Employee Relations.

Increased Accountability.

Learning Opportunities.

Aggregate and Leverage Strengths.

If you want to go fast, go alone. If you want to go far go together – African proverb

A black and white photograph of a person standing in a dark, rain-swept environment. The person is positioned centrally, facing away from the viewer, with their arms outstretched horizontally to the sides. The background is filled with numerous small, vertical rain streaks, creating a sense of motion and atmosphere. The overall mood is contemplative and powerful.

A team needs to function in a way
that's similar to scaling a single
person



Why teams don't work



Poor coordination and motivation

A photograph of a young Black man with curly hair, seen from the side and back, looking out of a large window. He is wearing a dark t-shirt and has a black backpack with orange accents on his shoulder. The window looks out onto a bright, green outdoor area with trees and playground equipment. The foreground is partially obscured by the leaves of a large indoor plant.

Constantly changing team members

A close-up photograph of a wrench and a screwdriver against a yellow background. The wrench is positioned in the lower-left foreground, its head facing towards the center. A screwdriver is partially visible behind it, pointing upwards. In the upper-right corner, the handle of a hammer is visible, showing its dark wood grain. The background is a solid yellow.

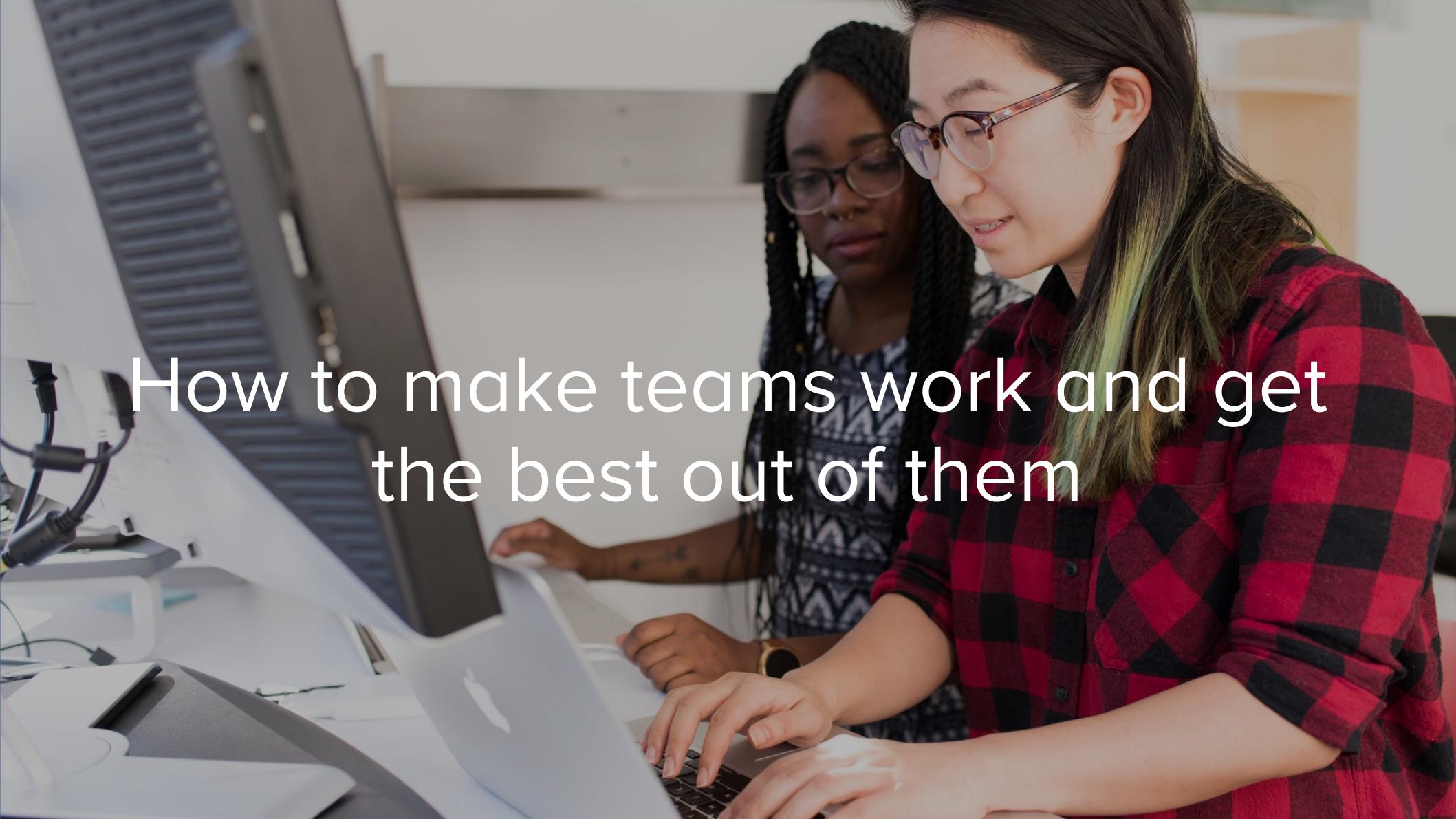
Unclear team goals and
expectations



Poor communication

Leader disconnect



A photograph of two women working together at a desk. One woman, wearing glasses and a red plaid shirt, is in the foreground, focused on a laptop screen. The other woman, also wearing glasses, is standing behind her, looking at the same screen. There are multiple computer monitors on the desk, suggesting a collaborative work environment.

How to make teams work and get
the best out of them

Avoid the bad things

Proper coordination and motivation.

Fight to keep team members.

Set clear goals and objectives.

Maintain good communication.

Be present, your team is important.

Nurture your team

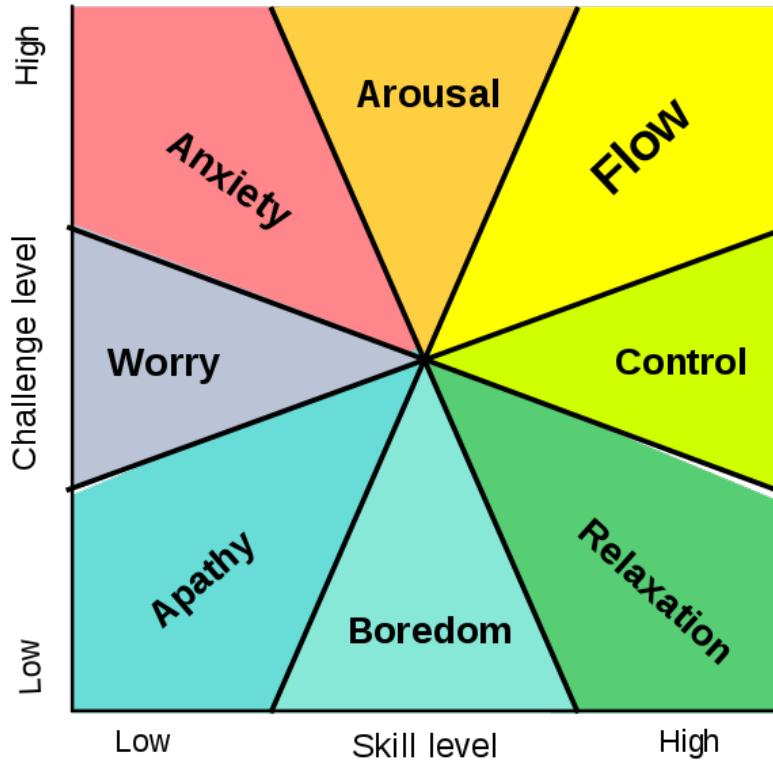
The challenge for a leader, then, is to find a balance between individual autonomy and collective action.



A photograph of a round wooden folding table with a dark brown finish and a black metal X-shaped base, positioned in the foreground on a bed of fallen leaves. The background is a dense, misty forest with tall trees and dappled sunlight filtering through the canopy.

Bring something to the table

Flow



Mihaly Csikszentmihalyi

Know thy team

Dr. No

Raging Bull

Still Water

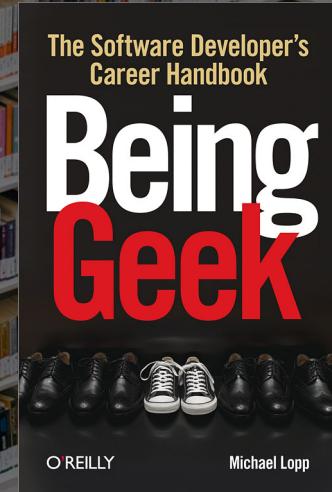
Distiller

The Handler

My Bad

We're Doomed

I Quit



People are STARs

S_tructured

T_echnical

A_ction

R_elationships



There's no team without trust

A bronze statue of a smiling man with short hair, wearing a dark t-shirt. He is leaning against a red brick wall with his left hand resting on it and his right hand near his face. The statue has a textured, metallic finish.

Listen

Verbal and non-verbal.

Observe.

Ask questions.

A stack of several Amazon cardboard boxes is shown on a dark, textured conveyor belt. The boxes are yellow with the Amazon smile logo and the website 'amazon.com.br' printed on them. One box in the foreground has a large, hand-drawn black smiley face on it. A metal conveyor belt frame is visible on the left side.

Be yourself

You are not Jeff Bezos.

Neither are you Steve Jobs.

Surely not Elon Musk.

Just be you.

Show some empathy

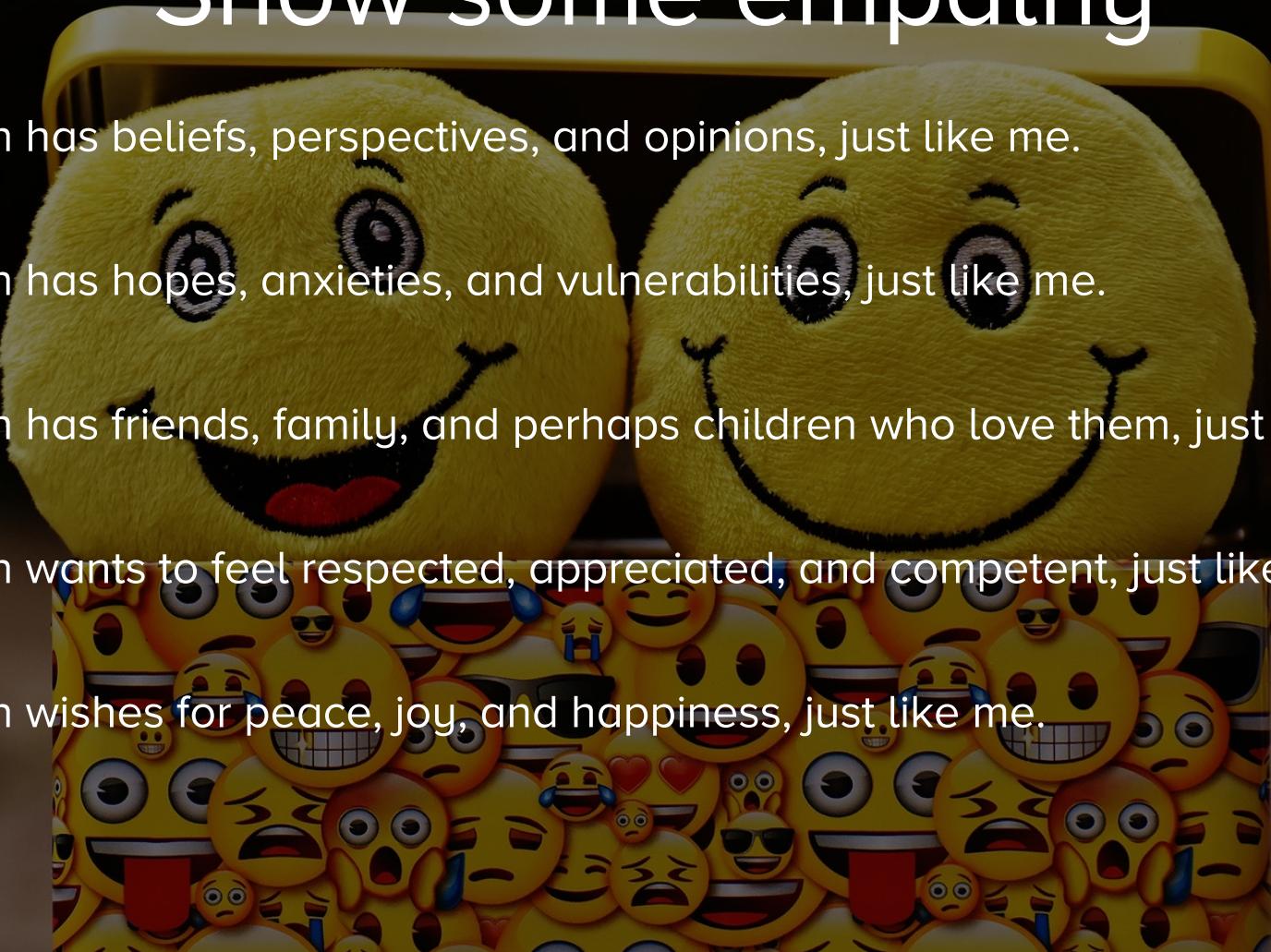
This person has beliefs, perspectives, and opinions, just like me.

This person has hopes, anxieties, and vulnerabilities, just like me.

This person has friends, family, and perhaps children who love them, just like me.

This person wants to feel respected, appreciated, and competent, just like me.

This person wishes for peace, joy, and happiness, just like me.

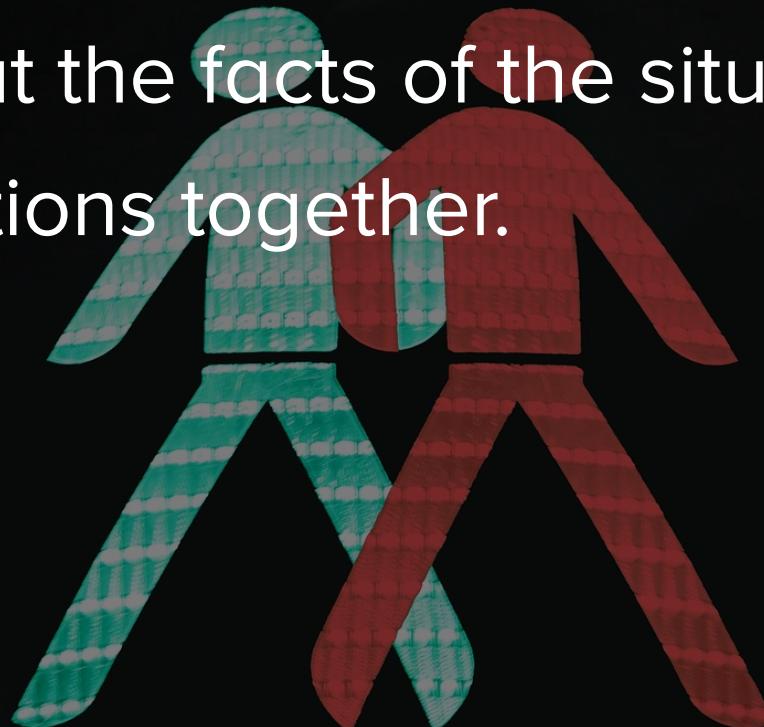


Get comfortable with conflict

Listening to others' points of view.

Knowing what the facts of the situation are.

Exploring options together.



A scenic landscape featuring a range of mountains with patches of snow on their peaks. In the foreground, there is a vibrant turquoise lake with a winding road that curves along its edge. The surrounding terrain is a mix of green grassy slopes and rocky mountain faces. The sky above is a clear blue with some wispy white clouds.

Know and improve thy self

Understand your personality

Take responsibility when things go wrong

Celebrate and reward high performing team members

Read books on leadership

Thanks for listening