

How to drive pace in teams



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Pace is **value** delivered at **speed** 

I'm not going to talk about metrics




What I will be talking about

 Setting team defaults

 Optimise your projects

 Encourage individual pace

 What could go wrong

 Know your boundaries

Set your team defaults



Keep motivation levels high 🙌

🧘 Put pace at the heart of your team

👨 Give lots of room for autonomy

☐ Transparent by default

🙌 Create some hype

Optimise your projects



👔 Keep projects short, very short

😊 Keep things simple

🔧 Do the hard bits first

🚦 Work done > work started

👤 Regroup when something changes

Encourage individual pace



🦸 Find their superpower

👁 Be laser focused on value

🕒 Beat deadlines

☐ Don't stay stuck

😓 Pain is expected, and ok.

What could go wrong | 

😓 Too much pressure

😬 Poor code quality

🏃 Unhealthy competitiveness

⚡ Focus on speed rather than value

🐇 False sense of speed

Understand your limits 🙊

🤸 What are you are willing to be flexible with?

🔒 What are you not willing to compromise on?

☐ What do you expect from your team?

📝 Write it down, talk about it often.


Let's recap quickly 👁️👁️

Let's recap quickly 🗣️

 Get your team onboard - set expectations

 Optimise your projects - short projects

 Encourage individual pace - find the superpowers

 Understand your limits - what are you not willing to compromise on

Thanks for listening



Know your boundaries 🙋

🔒 Security

✨ Code quality

📩 Internal/External comms

🙋 Mental health

Set some ground rules



Set some ground rules 🧑🏻‍🎓

🕒 Avoid working late

☐☐ Spreading responsibility

🗣️ Share loudly; transparency is key

💖 Take it easy on yourself

Know your boundaries 🙋

🔒 Security

✨ Code quality

📩 Internal/External comms

🙋 Mental health

How do you know if it's working? 🤔

How do you know if it's working? 🤔

 Toxic vibez

 Pressure

 Rushing

 Poor quality

1. Default to incidents



If in doubt, declare an incident

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If in doubt, declare an incident