

bioteams ref. card ⁽¹⁾

A **BIOTEAM** is a team with a life of its own *in addition to that of its Team members* and typically employs COLLECTIVE LEADERSHIP, SHORT MESSAGING, GROUPS within GROUPS, SWARMING and LEVERAGED ENGAGEMENT.

5 Criteria for a bioteam

1. The group is not co-located and may only occasionally meet physically
2. No single channel (e.g. email or web) suits the communications of the entire group
3. The group has fluid and/or complex structures
4. There is no obvious single point of command
5. The group has to be formed via an incubation process

BIO-SCORE
CALCULATOR



Quick check of whether a group needs to be treated as a bioteam:

<http://tinyurl.com/a4a2jb>

5 Bioteam Zones

The Zones are listed in the broad sequence they should be addressed (starting with 1, then 2 etc) and each zone is broken down into a number of "Beliefs" or "Rules".

1. Beliefs Zone
2. Leadership Zone
3. Connectivity Zone
4. Execution Zone
5. Organization Zone

Instant Bioteams Test



Quick check of how well a group is operating as a bioteam:

<http://tinyurl.com/6tyd7w>

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1. Beliefs Zone

Team beliefs about Co-operation, Consequences and Confidence

- Belief 1.** Clear and Public Accountability
- Belief 2.** Trusted Competency
- Belief 3.** Give and Take
- Belief 4.** Total Transparency
- Belief 5.** Shared Glory
- Belief 6.** Meaningful Mission Value
- Belief 7.** Outcome Optimism

2. Leadership zone

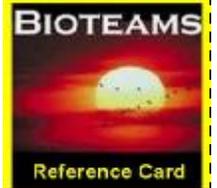
Treat every team member as a leader

- Rule 1: Stop Controlling**
Communicate information not orders
- Rule 2: Team Intelligence**
Mobilize everyone to look for and manage team threats and opportunities
- Rule 3: Permission Granted**
Achieve accountability through transparency not permission

3. Connectivity zone

Connect team members, partners and networks synergistically

- Rule 4: Always-On**
Provide 24*7 instant "in-situ" message hotlines for all team members
- Rule 5: Symbiosis**
Treat external partners as fully trusted team members
- Rule 6. Cluster**
Nurture the team's internal and external networks and connections



4. Execution zone

Experiment, cooperate and learn

Rule 7: Swarm!

Develop consistent autonomous team member behaviors

Rule 8: Tit-for-Tat

Team members must learn effective biological and interpersonal cooperation strategies

Rule 9: Genetic Algorithms

Learn through experimentation, mutation and team review

5. Organization zone

Establish sustainable self-organization

Rule 10: Self-Organizing Networks

Define the team in terms of "network transformations" - not outputs

Rule 11: Porous Membranes

Develop team boundaries that are open to energy but closed to waste

Rule 12. Emerge

Scale naturally through nature's universal growth and decay cycles

Key Bioteams Links

Bioteams Blog: <http://www.bioteams.com/>

Bioteam Manifesto: <http://tinyurl.com/3jswlt>

Bioteams Book: <http://tinyurl.com/823ng4>



bioteams ref. card (2)

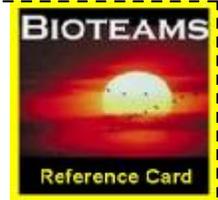
Technique	Objective
T1 - Symbiosis (Team Synergy Discovery)	To discover the critical synergies and gaps in a team that are normally very well hidden.
T2 - Predator-Parasite (Ground Rules)	Develop effective team <i>Ground Rules</i> , to guard against team predators and parasites.
T3 – Metabolism (Team Karma)	Determine the Team 'Karma' - what members want out and what they will put in to get it!
T4 - Swarming (Autonomy & Responsibility)	Create responsible self-management in team members. [See <i>ORGANIC</i>]
T5 - Tit for Tat (Personal Collaboration Strategies)	Provide team members with effective long-term personal collaboration strategies which can survive conflict. [See <i>TFT</i>]
T6 - Team Ties (Social Network Analysis)	Identify key external relationships needed for team success, and the best team members to manage them.
T7 - Cell Division (Effective work groups)	Find the smallest viable sub-group, for making something happen in a larger team or group.

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NOTE: There is no standard bioteams road-map. The best way to use these techniques is "just-in-time," in the context of a current problem or opportunity. Techniques T1-T3 are foundational – they should generally be used in the team mobilization stages. Techniques T4-T7 are operational – they should generally be used in the team execution stages.

Bioteams Ground Rules Checklist (T2)

- 1. Trust Damagers:** What will damage trust?
- 2. Trust Destroyers:** What will destroy trust?
- 3. Conflicts of Interest:** What are the most likely scenarios to arise and how should they be handled?
- 4. Team Boundaries/Member Types:** What are the boundaries of the team and types of member participation (e.g., Core, Reviewer, Expert, Other)?
- 5. Information Sharing:** Where to be transparent and where to be private?
- 6. Issue/Conflict Resolution:** How will we resolve issues/conflicts, and what will be the main stages in this practice?
- 7. Decision-Making Practices:** How will we make decisions in the main categories: Strategic: Wide Operational (affects most project members), Narrow: Operational (affects only a few project members)?
- 8. Meetings:** What will be the team meetings? Purpose, frequency, attendees and channels (face to face, phone, online)?
- 9. Induction/Mentoring/Buddying:** How will we handle new team members joining?
- 10. Communications Tools:** Which tools will we use for which type of communications (urgent, important), and what will be the agreed "Reply by" Times?
- 11. Sanctions:** What sanctions will we employ and how will we agree on them? Red Card/Yellow Card or Penalty Points?



O-R-G-A-N-I-C

7 Team member behaviors (T4)

The following seven behavior rules are a good discussion starter on consistent, autonomous member behavior (*swarming*) in teams:

- 1. Outgoing** – get to know all your team colleagues
- 2. Recruit** – look out for new external partners to strengthen the team's network
- 3. Go!** – network widely outside the team
- 4. Ask** – constantly ask for and offer help to other team Members
- 5. Note** – keep aware/abreast of issues of "team intelligence"
- 6. Investigate** -when you see something interesting, investigate it for the rest of the team
- 7. Collaborate** – join at least one team workgroup as an active member; don't just be a "reviewer"

4 Principles of Tit for Tat (TFT) (T5)

TFT is based on four simple principles:

- 1. Never be the first to defect**
- 2. Retaliate only after your partner has defected**
- 3. Be prepared to forgive after carrying out just one act of retaliation**
- 4. Make it clear to all your team members that these are the principles you work by**

Bioteams: High Performance Teams Based on Nature's Most Successful Designs

by Ken Thompson

Published by Meghan-Kiffer Press (Jan 2008)