Change and the Mindset of Teaming

This is a story about NeSI's teaming journey, presented through a series of micro case studies showcasing the learnings from experimenting with product management and agile practices.



Eirian Perkins

Eirian is one of NeSI's DevOps and Integration developers and holds a masters of engineering in Engineering Management. She has a background and interest in agile management practices.



Will Armitage

Will is NeSI's Agile Portfolio Lead, he has a real interest in aligning organisations around priorities, creating transparency of work and sustainability in teams. Will is a musician at heart.

Why is this important?

Understanding how we work together not only allows us to share our learnings with others, but informs us on where we are going and how we can continue to grow our capabilities as new challenges arise.

As the environment around us continues to shift rapidly, it's important that organisations adapt and become resilient to change. By adapting how we work we are more likely to deliver customers, users, and researchers what they want - when they want it.



Reference: Business Agility Reports
https://businessagility.institute/learn/2019-business-agility-report-raising-the-bar/243
https://businessagility.institute/learn/2020-business-agility-report-responding-to-disruption/497
https://businessagility.institute/learn/2021/business-agility-report-rising-to-the-challenge/849

What's our own situation?

NeSI is powered by a high-performance, multi-disciplinary team who are employed at NeSI collaborator institutions (NIWA, the University of Auckland, University of Otago, and Manaaki Whenua - Landcare Research) and empowered to accelerate research outcomes across New Zealand.

We have complicated work arrangements, and individually, have split duties, loyalties, and focuses.

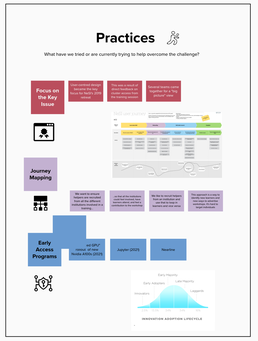
This presents a unique challenge: *How do we work cohesively, both within NeSI and across institutions?*

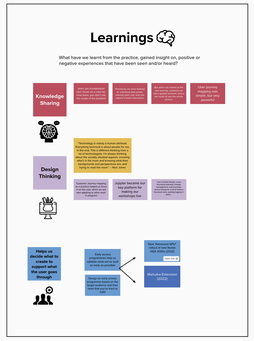
Your facilitator: Eirian

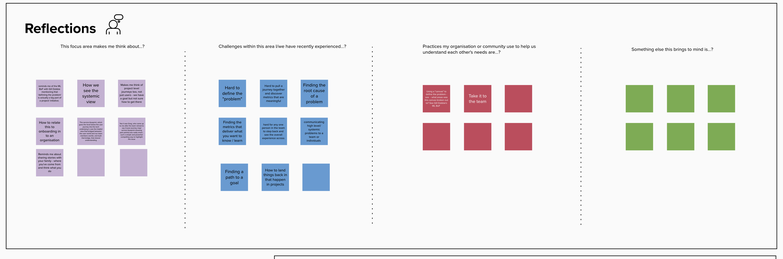
Focus area:
User-Centred Design

Goal:
Collaborating with users to "deliver the right thing"









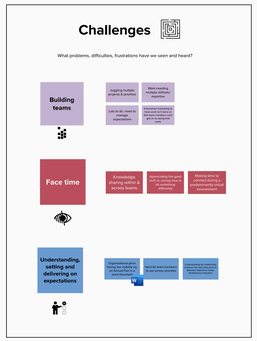
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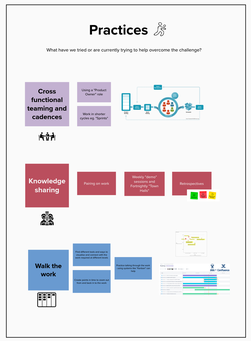
References:
- *Megan Guidry (Training lead at NeSI),*
- *Dinindu Senanayake (Research Support / Applications Support)*
- *Georgina Rae (Science Engagement Manager)*
- *Nick Jones (NeSI Director)*
- *Various training initiatives - e.g. Machine Learning 101, Research Bazaar, etc.*

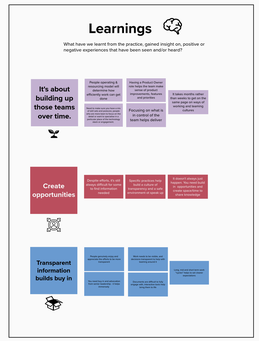
Your facilitator: Will

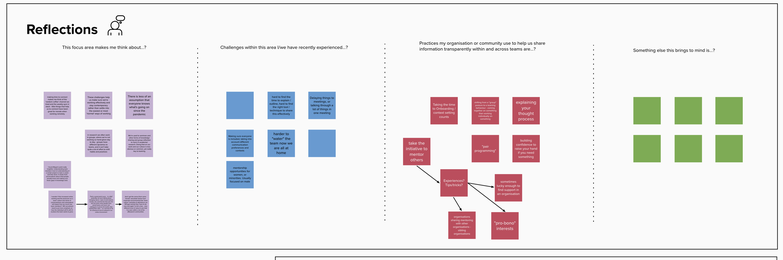
Focus area:
Teaming across work

Goal:
Creating a learning culture where information is shared transparently within and across teams









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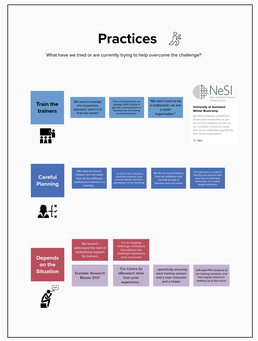
References:
- *Will Armitage (Agile Portfolio Lead at NeSI), Brian Flaherty - (former Product Manager at NeSI), Marko Laban - (former Software Engineering Lead at NeSI)*
- *NeSI Confluence - implementing agile principles in NeSI 1.0*
- *Annual Planning retrospectives and feedback surveys 2020-21*
- *Various initiatives - eg. Nearline, Rakeiora, FlexiHPC with AgResearch*
- *In the field observations and feedback seen/heard from various team members*

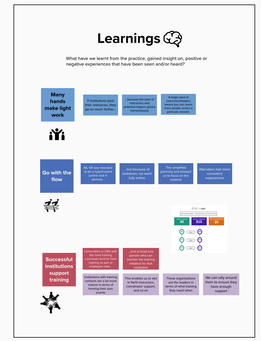
Your facilitator: Megan

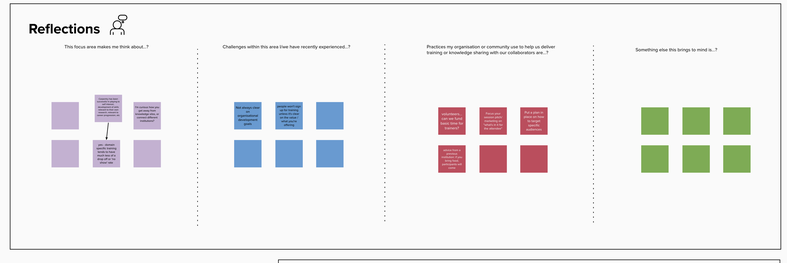
Focus area:
Engagement Team & Training Initiatives

Goal:
Connecting the right external partners so that people aren't left out of initiatives









I'm interested in connecting after, here are my contact details to keep the conversation going...

References:
- *Megan Guidry (Training lead at NeSI),*
- *Growing researchers computational skills to meet future needs*
- *Various training initiatives - e.g. Machine Learning 101, Research Bazaar, etc.*