



PNSQC

OCTOBER 10-12 2022

Vadiraj Thayur

Leading Successful Teams

About Me



18+ yrs in Quality

8+ yrs in Management

QA Director in Trellix

PNSQC Papers – 2012,
2014, 2015
PNSQC Reviewer - 3 yrs

Travel
Family
Music
Photography

Disclaimer: The views and opinions expressed in this paper are my personal views and opinions and do not represent the views and opinions of my employer.

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Introduction

Challenges :

- Good hiring
- Diversity and implications
- Employee motivation
- Employee development
- Organizational changes
- Technology changes
- Job Market changes



“A team is defined as a group of people who perform interdependent tasks to work toward accomplishing a common mission or specific objective.”

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Approach - Hiring



- Attitude
- Inclusive Hiring
- Employee Referrals

“Hiring the best is your most important task”
— Steve Jobs, Former CEO of Apple

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Approach – Build Trust

- Friendly atmosphere
- Leader's involvement
- Transparency



“A team is not a group of people who work together. A team is a group of people who trust each other.”

- Simon Sinek

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Approach – Always in Sync

- Team is aware
- Leader is aware
- Aware of achievements



“No one can whistle a symphony. It takes a whole Orchestra to play it.”
– H E Luccock

Approach – Ownership

- No micromanagement
- Ensure visibility
- Build next level leadership



“Responsibility equals accountability equals ownership. A sense of ownership is the most powerful weapon a team or organization can have”
– Pat Summitt, Former Tennessee Women’s Basketball Coach

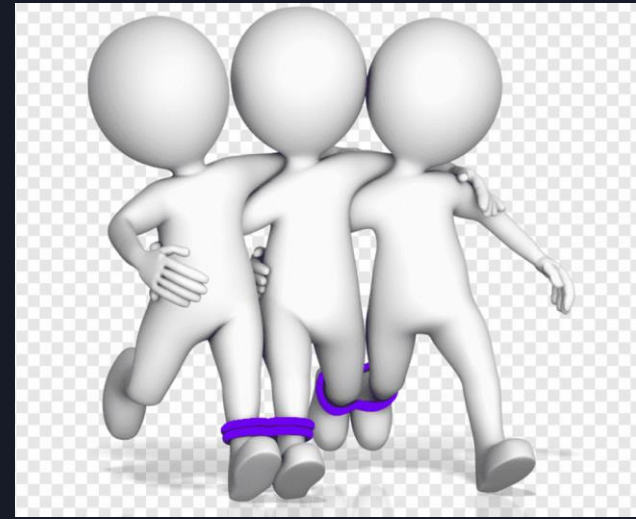
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Approach – Freedom

- No fear of failure
- Employee leaves
- Flexibility



“The ultimate freedom for creative groups is the freedom to experiment with new ideas.”

– Daniel H Pink

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Approach – Career Path

- Build employees' career path
- Higher education
- Alternate career opportunities



“Leadership is unlocking people’s potential to become better”
– Bill Bradley

Approach – Leadership

- Facilitate
- Do not dictate
- Manage conflicts
- Reward and Recognition



“Leadership is the ability to guide others without force into a direction or decision that leaves them still feeling empowered and accomplished.”

— Lisa Cash Hanson

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Approach – Celebrate

- Fun in day-day activities
- Celebrate occasions



“Every win is a celebration not because it’s a win but because of all the hard work that went behind it.”
- Pinterest

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Approach – Separation

- Seek feedback
- Find another role
- Offer help
- Blessing in disguise



*“Appreciate good people.
They are hard to come by”
- Pinterest*

Exceptions

- Micromanagement in crisis
- Abuse of freedom
- Retention only as needed
- Reward judiciously
- Transparency and confidentiality
- Referral hiring
- Company policy
- Pandemic changes



“Nature provides exceptions to every rule.”
- Margaret Fuller



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Leadership is an art
and science.

THANK YOU