

Title

Choosing Team Members: The Good, The Bad & The Ugly

Speaker(s)

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Skill Level

Introductory

To whom is the presentation addressed?

Project managers, team members

Keywords

Project team, social capital

Abstract

The presentation is based on research done for my ongoing M.Sc. Thesis in International Management, which focuses on which factors influence team composition in global virtual software development teams. The formal research is done from a theoretical viewpoint, using interviews with a number of project managers/members as the empirical foundation. The main research question focuses towards how Social Capital influences the choice of team members.

The presentation itself will summarize the findings of the thesis, but also include practical examples drawn from a much wider experience background, as I have access to the experience of a few hundred testing and software development personnel, and will utilize this knowledge in my presentation.

The main points of the presentation will be:

What influences the choice of team members on software development projects?

- Does Project Managers actually have a choice?
 - How is the choice done?
 - How should the choice be done?
 - How can Project Managers influence the decision about which team members they get?
 - How to maximize the situation when your team is not your "optimal" team.
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How can team members influence which projects they get to work on?

- How do you spot the “Good” projects?
- What can you do to get on these projects? Use your Social Capital?
- How to avoid the “Bad” projects
- How can you maximize your experience if you feel your project is “Bad”, and help turn it away from the Dark Side?

3 points:

- Which factors are important when choosing team members.
 - How to assemble the ultimate team
 - How do you end up on the ultimate team
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Biography

Steinar Hovi has 15 years experience from a wide variety of industries and roles within management. He has more than 5 years experience with software testing and test management, and has participated in a number of projects with global, virtual teams. He has been a part of building up a global testing practice, with a total of more than 600 testing practitioners globally, and has recently been leading a team of testing professionals working on multi-site global projects for a major telecommunications company. He currently has his own test consulting company where he works on global projects for major companies in the telecommunications industry.

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