Roles – The Team

In our two previous newsletters we introduced the roles of *Product Owner* (representing the client) and the *Scrum Master* (responsible for the correct application of the LPM process). To complete the area of roles in our LPM methodology, we will talk here about the third role in LPM – the **Team**.

The Team includes all the members responsible of developing the project and bring it to completion. Yes, we have said all members are responsible. Let's focus on the "all", as it is not a trivial point.

The basic ingredients of a good Team are:

- **Small** – between 4 and 8 members. In macro-projects, more than one team can be involved at the same time.
- **Multifunctional** – The members should have complementary skills and expertise.
- **Full dedication of its members** – although there may be exceptions as long as they are known and planned.
- **Self-organized** – There are no titles or predetermined hierarchy.
- **Change of members** can happen between the Project phases of *Sprints*.
- **Discipline** – in the follow up of the work methodology agreed.

Let's keep in mind that one of the members acts as the *Scrum Master* – next to her technical role in the Team.

In case anyone misses it, we can confirm that **there is no mistake about not mentioning the role of Team Leader, because there is not one**. Each of the team members accepts her responsibilities, gets involved and knows she can count with the support of the other team members. **LPM Works from the commitment of all the members.** There is no need for a classic leader.

If one of the members shows low commitment, she will quickly feel offside and uncomfortable, making it difficult to stay in this ambiguous situation for a long time.

When we will cover the work dynamics in the area of *LPM processes,* we will see that **all the team members are always up to date of what is going on with the project**. Everybody is aware of the global overview and of the details. Everybody can contribute at any point in time, something vital when we talk about innovation projects. This avoids inconsistencies and future misunderstandings, providing a sense of commitment and team spirit in front of a common objective. Ideas flow naturally and positively.

As you can see, **the LPM methodology requires that the team functions as a High Performance Team**. There is no alternative. No one feels like cutting stones. They are all building cathedrals.