



PROCOGIA

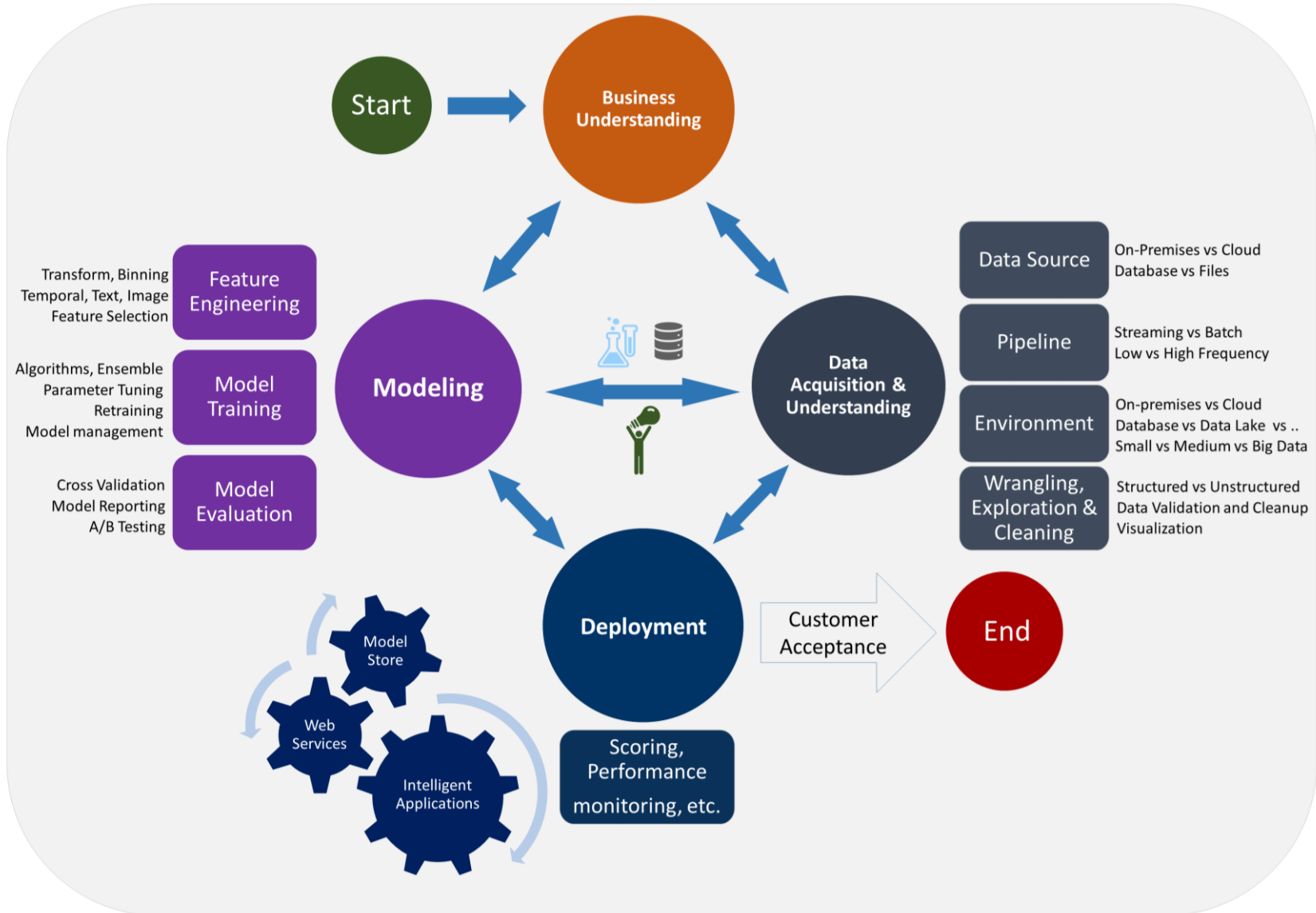
Higher Intelligence. Deeper Insights. Smarter Decisions.

MATH WO(MEN)





PROCOGIA The Data Science Lifecycle



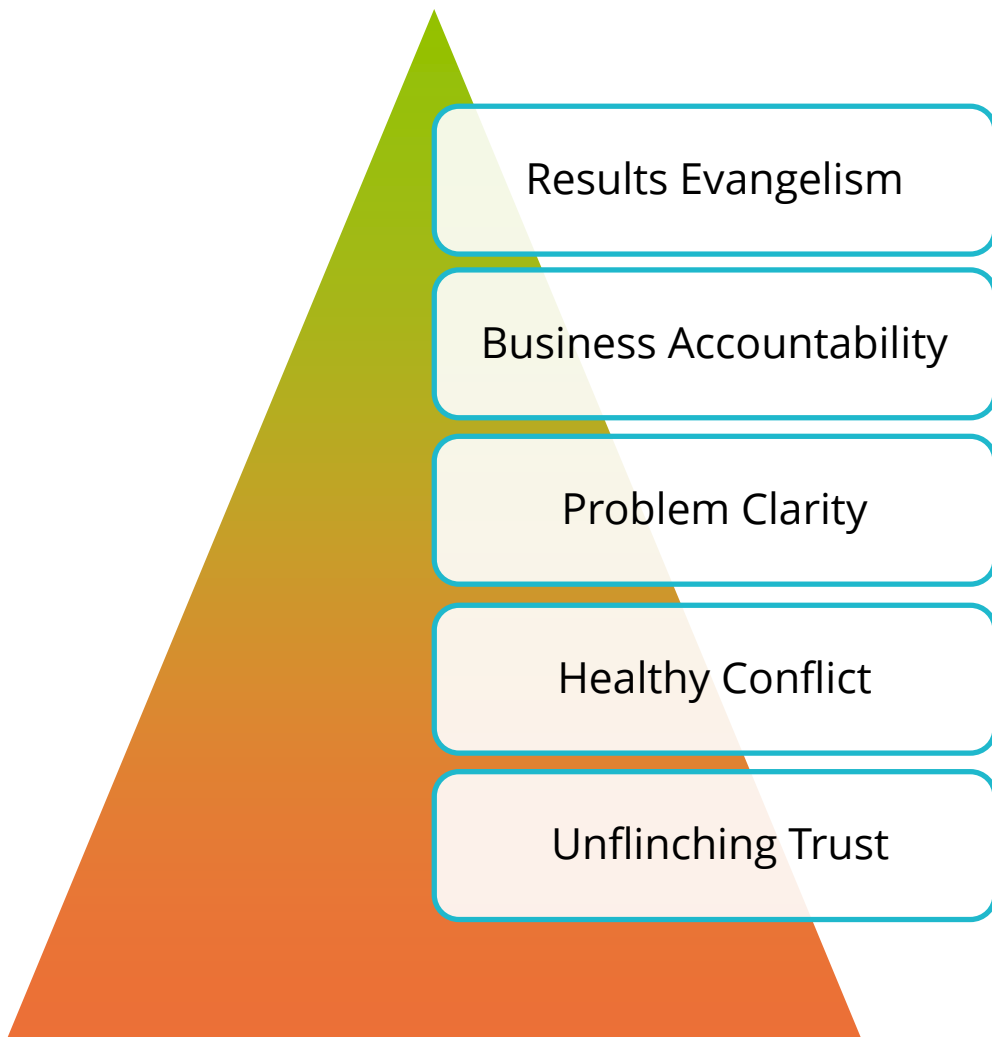


PROCOGIA The Data Science Lifecycle and pillars of team





PROCOGIA The Five Pillars of Data Science Teams

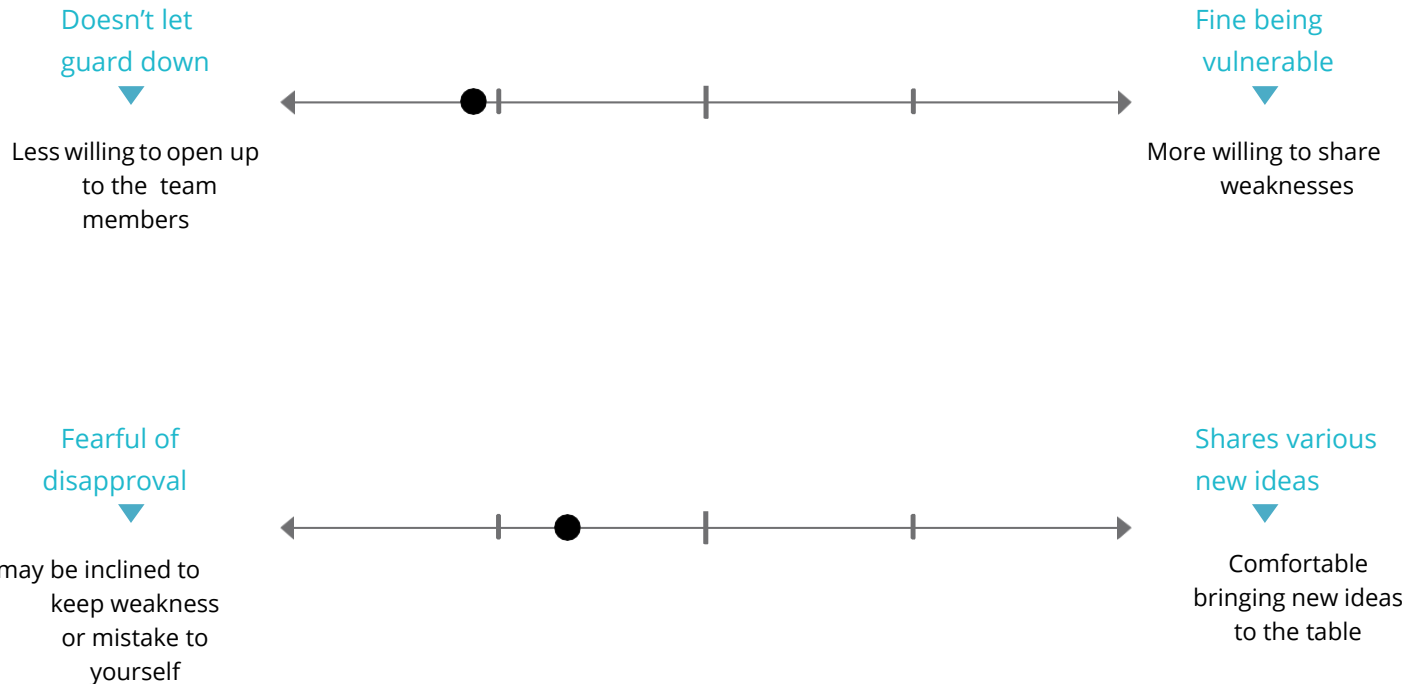


- ▶ Trust one another
 - When team members are genuinely transparent and honest with one another, they are able to build vulnerability-based trust.
- ▶ Engage in conflict around ideas
 - When there is trust, team members are able to engage in unfiltered, constructive debate of ideas.
- ▶ Get comfortable with clarity (or lack of)
 - When team members are able to offer opinions and debate ideas, they will be more likely to commit to decisions and get comfortable with the balance between ambiguity and clarity
- ▶ Hold accountable for business actionability
 - When everyone is committed to a clear plan of action, they will be more willing to hold one another accountable.
- ▶ Focus on achieving and sharing results
 - The ultimate goal of building greater trust, conflict, clarity, and accountability is one thing: the achievement and sharing of results.



PROCOGIA What does it look like to have Trust within a team?

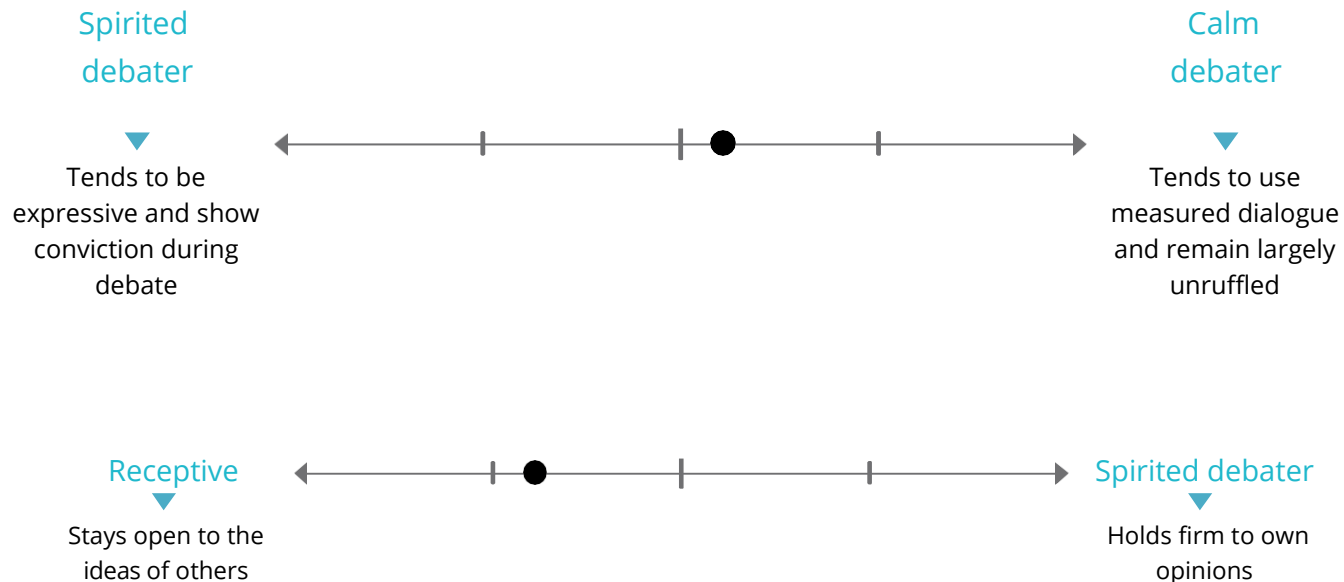
- ▶ Being unguarded and genuine with one another
- ▶ Giving one another the benefit of the doubt rather than jumping to conclusions
- ▶ Asking one another for help and input regarding your areas of responsibility
- ▶ Apologizing and being open about weaknesses and mistakes





PROCOGIA How can you have productive Conflict on a team?

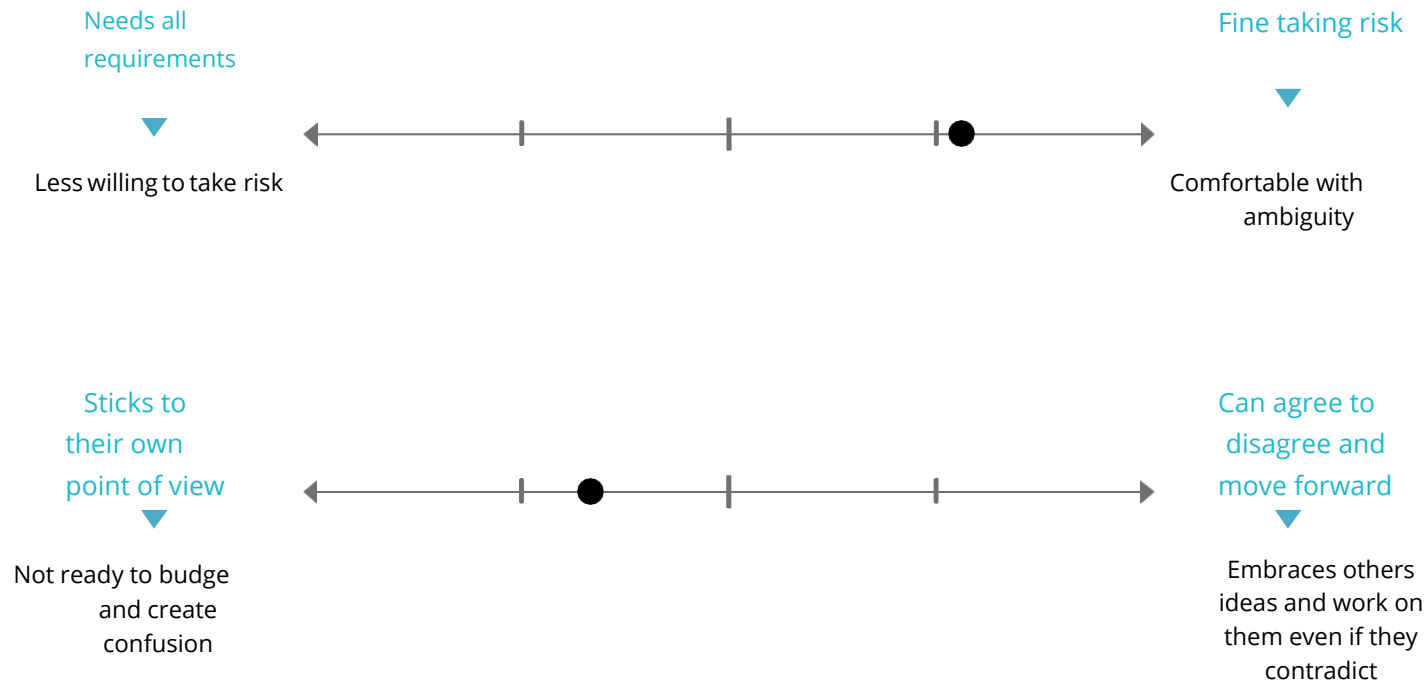
- ▶ Voicing your opinions even at the risk of causing disagreement
- ▶ Seeking out your teammates' opinions during meetings
- ▶ Confronting and dealing with the most important— and difficult—issues
- ▶ Exploring everyone's ideas to uncover the best solutions





PROCOGIA What does it look like to have Clarity on a team?

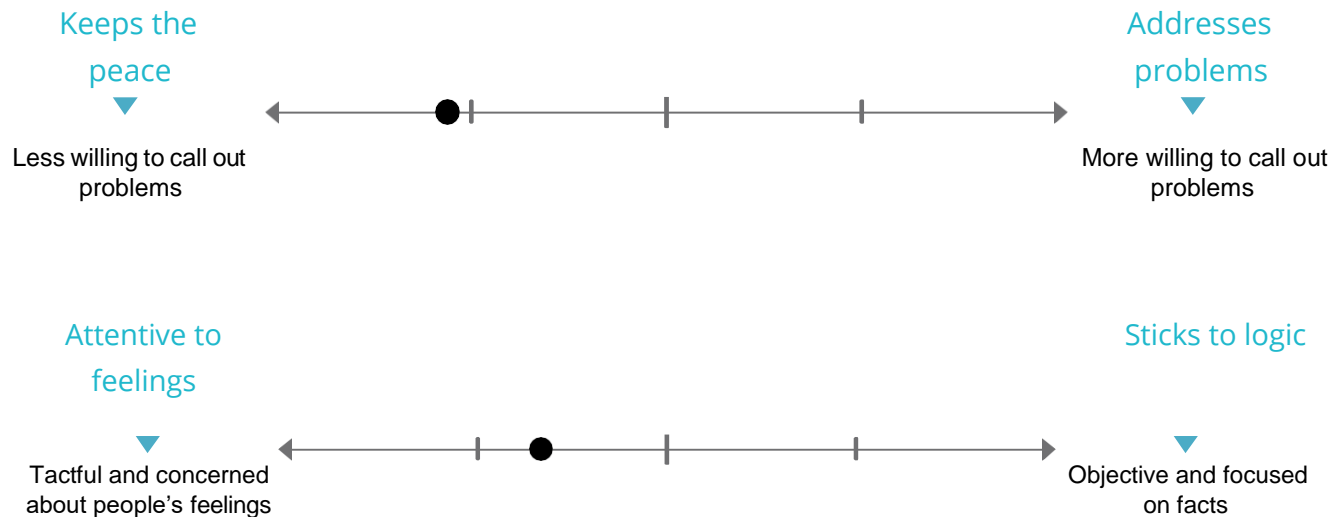
- ▶ Supporting group decisions even if you initially disagree and embracing some risk
- ▶ Being clear about the team's overall direction and priorities
- ▶ Ending discussions with clear and specific resolutions and calls to action
- ▶ Leaving meetings confident that everyone is committed to the decisions that were agreed upon





PROCOGIA What does it take to have Accountability in team?

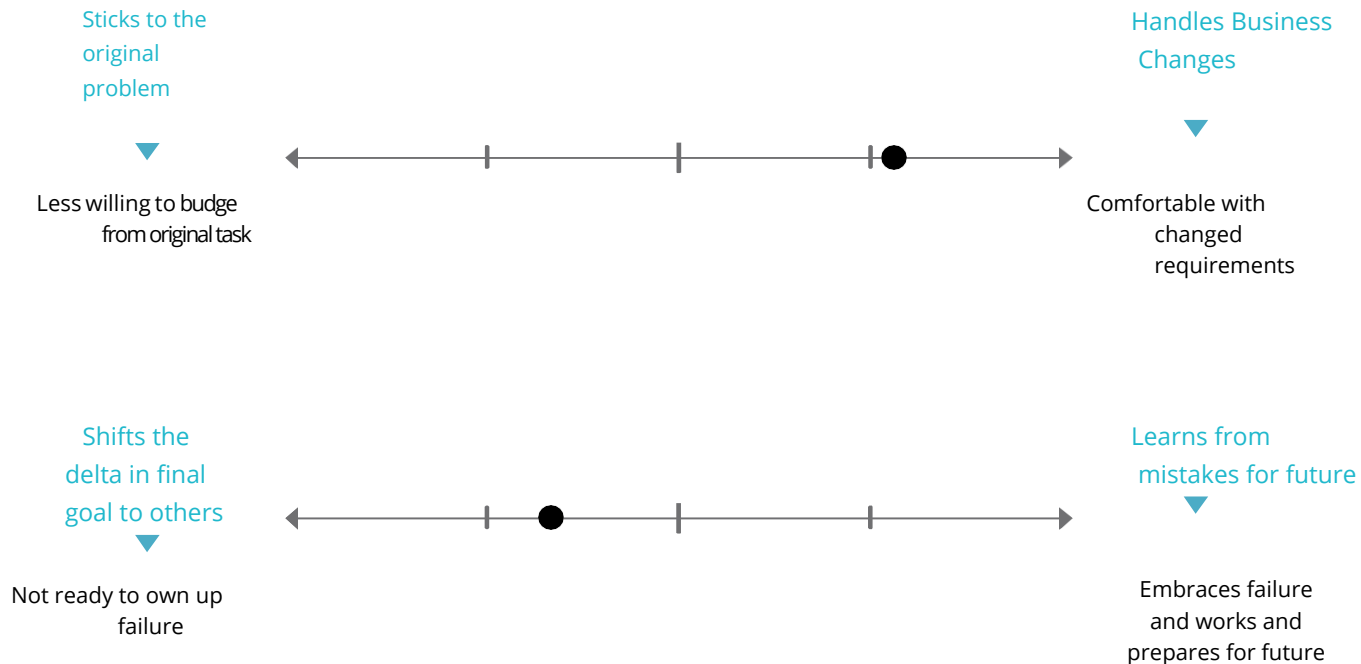
- ▶ Finding areas of actionability in the solution being deployed
- ▶ Feeling pressure from your peers and the expectation to perform
- ▶ Confronting peers about problems in their respective areas of responsibility
- ▶ Questioning one another about current approaches and methods





PROCOGIA How can you share your Business Results?

- ▶ Valuing the business solution and its impact versus the technology stack being used
- ▶ Willingly making sacrifices in your area for the good of the team
- ▶ When the team fails to achieve collective goals, taking personal responsibility to improve the team's performance
- ▶ Being quick to point out the contributions and achievements of others





PROCOGIA Sample individual self profile

You might excel at...

You might struggle with...

Results

- ▶ Expressing yourself openly and honestly

- ▶ Recognizing when your exuberance might put off reserved teammates

Accountability

- ▶ Voicing your thoughts and opinions

- ▶ Raising difficult or sensitive issues

Clarity

- ▶ Drawing out your teammates to make sure everyone has their say

- ▶ Slowing down to ensure clarity is achieved

Conflict

- ▶ Using encouragement to help teammates meet expectations

- ▶ Speaking up about a teammate's poor behavior or performance

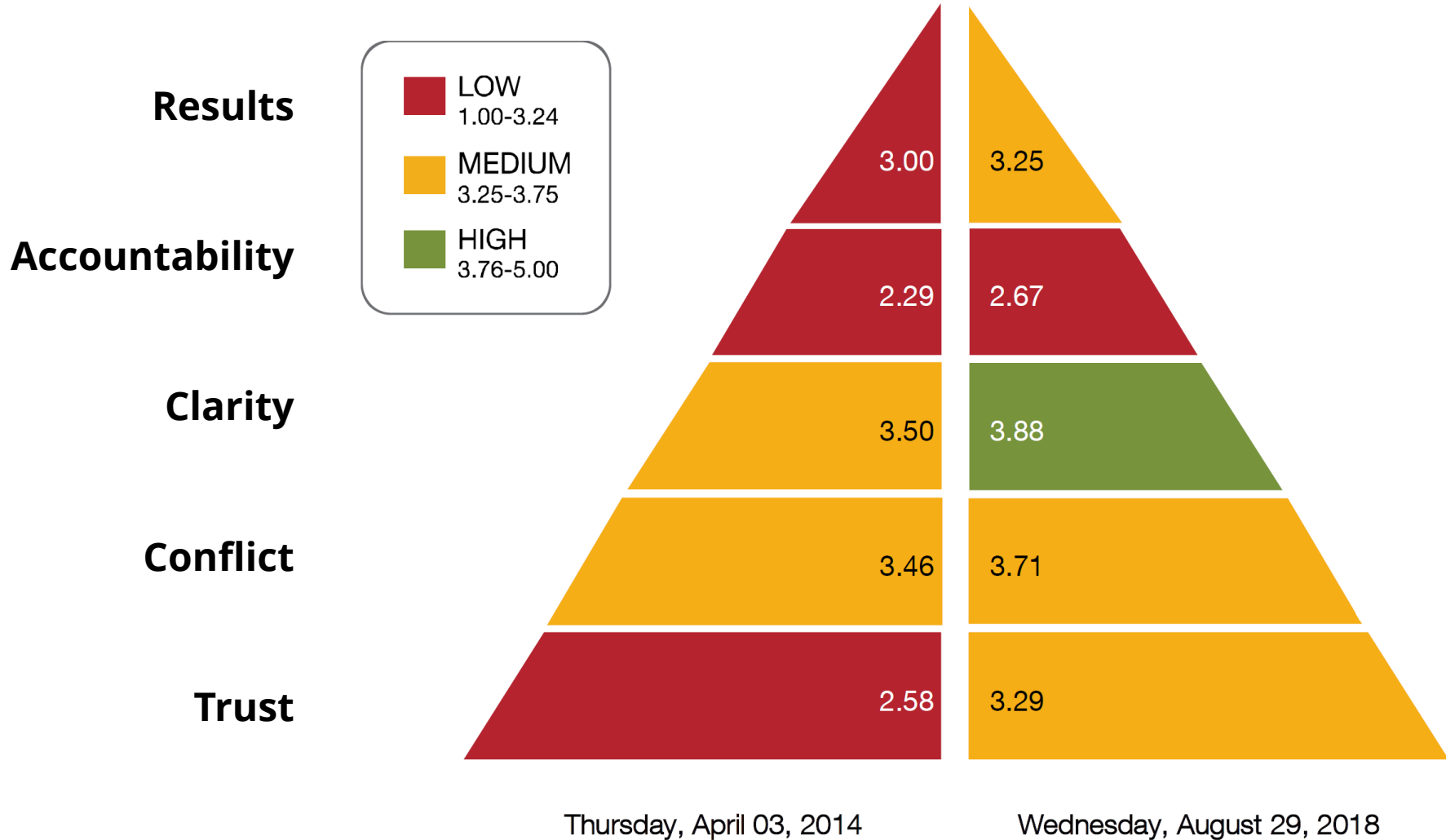
Trust

- ▶ Creating a sense of shared enthusiasm about the end goal

- ▶ Resisting distractions that can take your focus off the end goal



PROCOGIA Sample team profile over time





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MATH TEAM

