NURTURING A PRODUCTIVE DATA TEAM

Infantile Stage

- AD HOC
- FRAGMENTED
- RISK AVERSE
- PASSIVE
- UNKNOWN

- SCALABLE
- COLLABORATIVE
- RISK TAKING
- CREATIVE
- ACCLAIMED

Juvenile Stage

- AD HOC
- FRAGMENTED
- RISK AVERSE
- PASSIVE
- UNKNOWN

- SCALABLE
- COLLABORATIVE
- RISK TAKING
- CREATIVE
- ACCLAIMED

Adolescent Stage

- AD HOC
- FRAGMENTED
- RISK AVERSE
- PASSIVE
- UNKNOWN

- SCALABLE
- COLLABORATIVE
- RISK TAKING
- CREATIVE
- ACCLAIMED

Mature Stage

- AD HOC
- FRAGMENTED
- RISK AVERSE
- PASSIVE
- UNKNOWN

- SCALABLE
- COLLABORATIVE
- RISK TAKING
- CREATIVE
- ACCLAIMED

Data Team Characteristics

**AD HOC**
Working on data projects as they come up and as necessary; general lack of rigid organizational structure and automated processes.

**SCALABLE**
Having a system for prioritization and organized completion of data projects; automated processes in place for project maintenance and putting new projects into production.

**FRAGMENTED**
Working on projects individually without a central way to share knowledge or collaborate.

**COLLABORATIVE**
Working on projects collectively as a data team with central tools, processes, and the ability for multiple people to contribute to the same project.

**RISK AVERSE**
As a team, taking on only projects that don’t have large impact on the business and that are guaranteed wins; individually for members of the team, not developing or learning new skills and technologies.

**RISK TAKING**
As a team, agreeing to take on large, impactful projects where the effect on business is completely unknown; individually for members of the team, taking on new responsibilities and developing new skill sets.

**PASSIVE**
Working reactively or only on the most obvious data projects and not thinking outside the box.

**CREATIVE**
Coming up with new ways to address business problems with data without being asked (proactive).

**UNKNOWN**
Not yet viewed as a go-to team to solve business problems; other teams around the company don’t think to approach the data team yet with their questions or problems.

**ACCLAIMED**
A track record for coming up with solutions to business problems for data; in-demand across the company among all teams.