Surrounded by Programmers

Using behavioural Data to build High-Performing Data Science Teams

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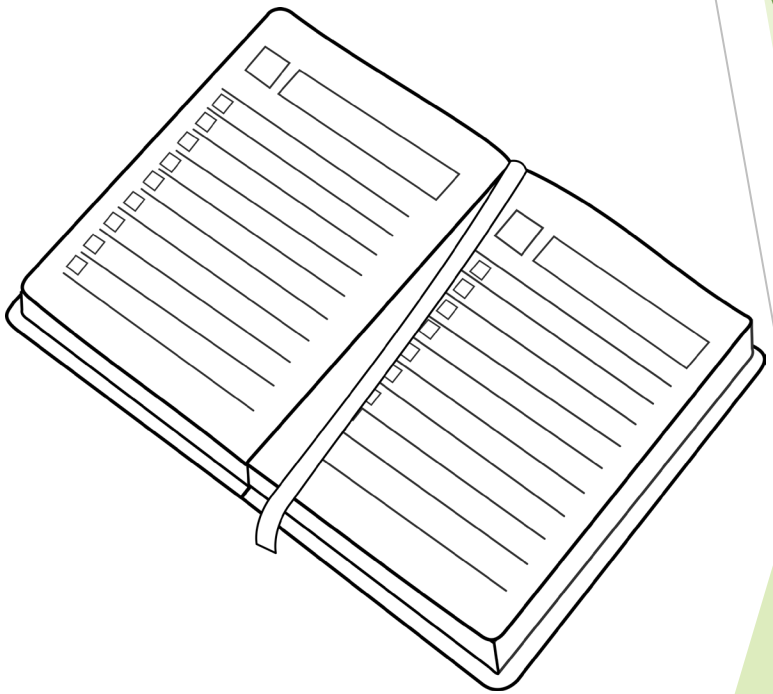
Agenda

- Introduction
- Background
- The four Color Model (Yellow, Green, Blue, Red)
- Color Mix for Success
- Conclusions
- Q&A

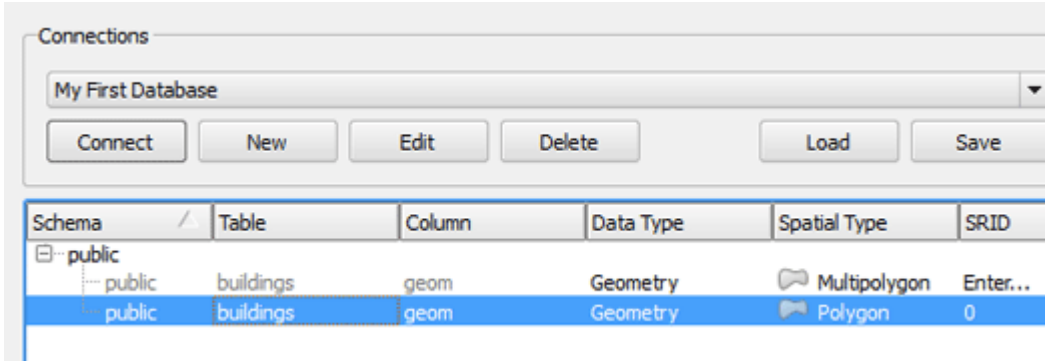


What We Usually Mean by “Data”

- When we say “Data” we think of the Reporting:

- Patient Safety
- Efficacy Endpoints
- Clinical Outcomes

- This is only part of the Picture



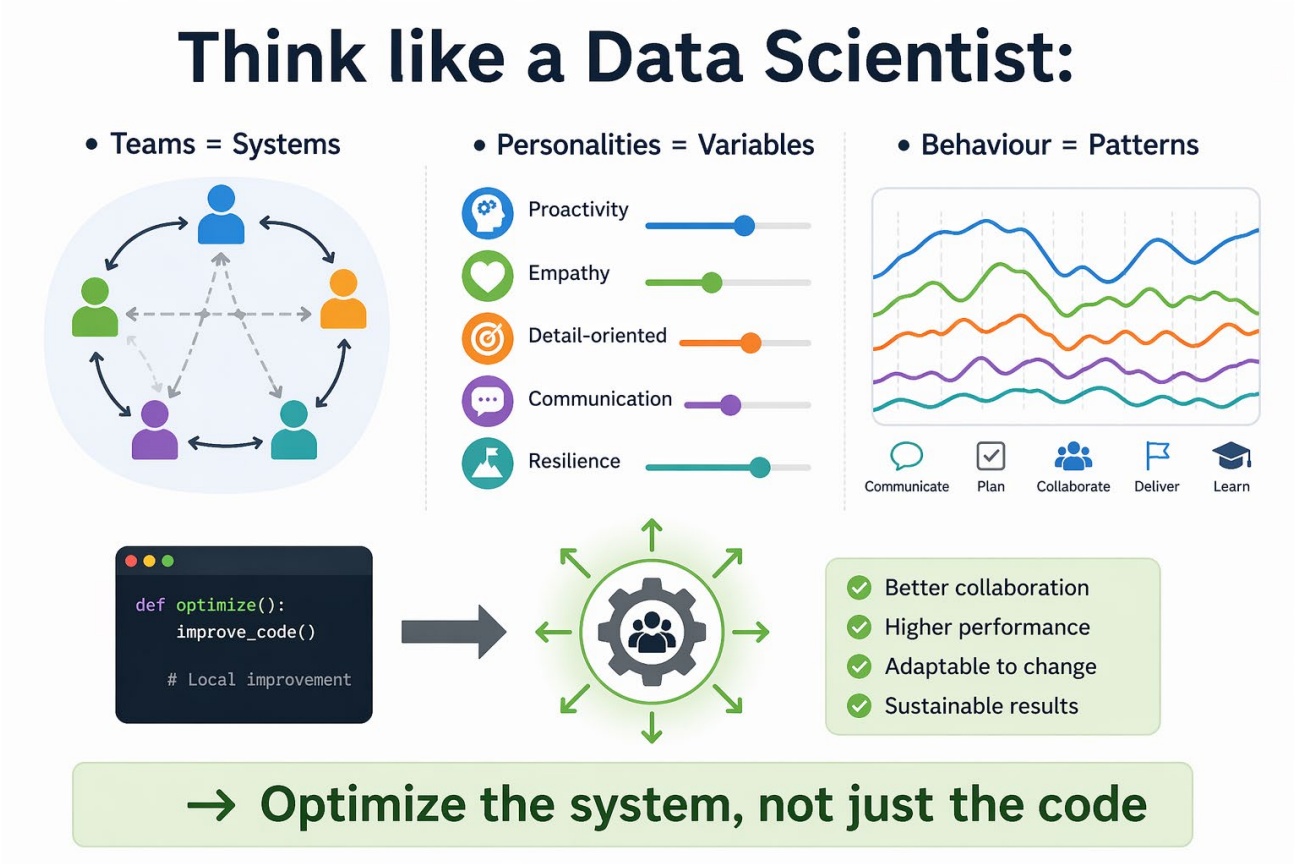
The Missing «Dataset»

- Team Behaviour is also Data
- It influences:

- Code Quality
- Validation Cycles
- Communication
- Delivery Timelines

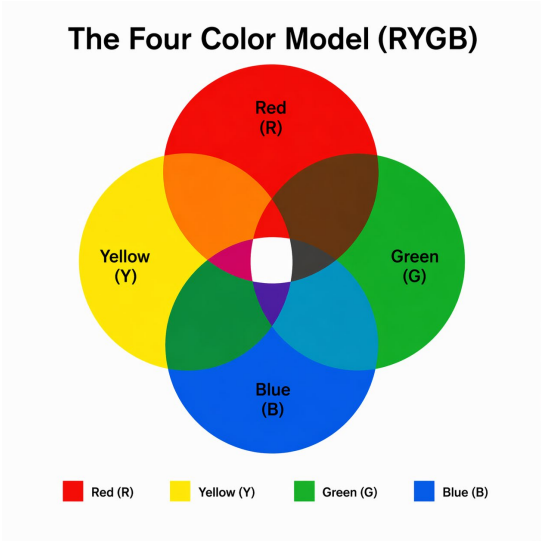
Teams as a System

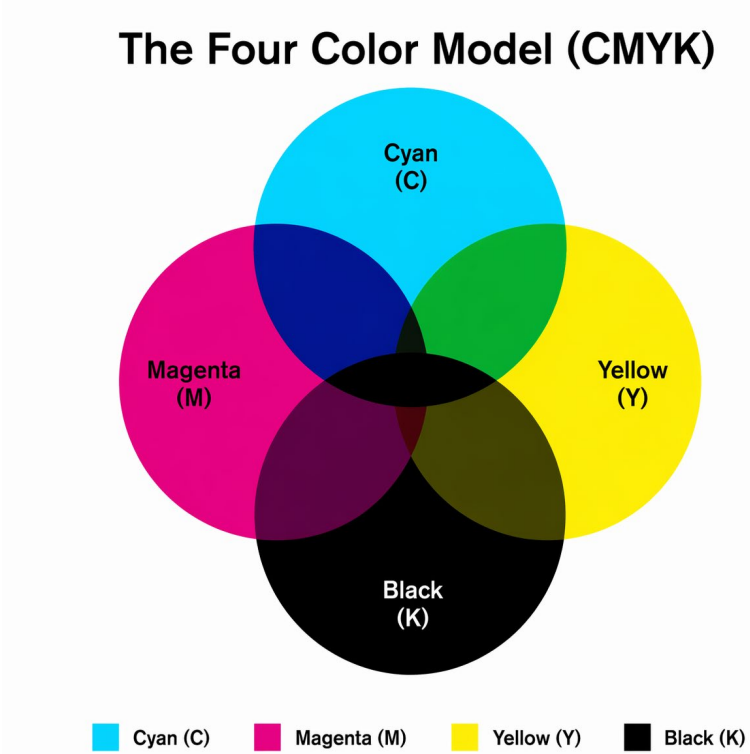
- Think like a Data Scientist:
- • Teams = Systems
  • Personalities = Variables
  • Behaviour = Patterns
- → Optimize the System, not just the Code



The Four Color Model

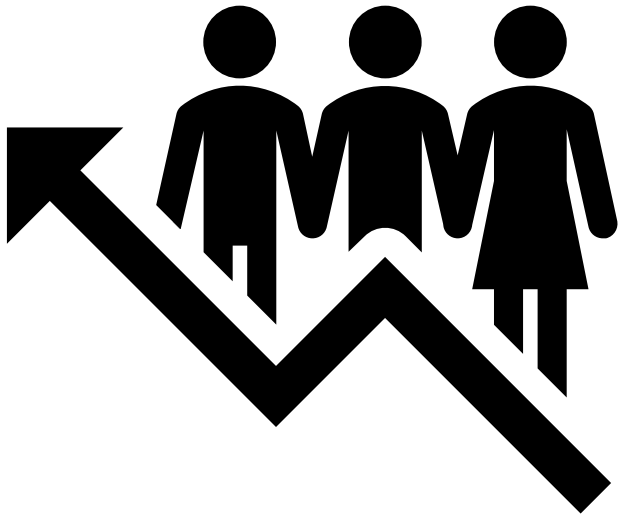
- Four behavioural Tendencies:
- Red – Driven, decisive
  Yellow – Communicative, creative
  Green – Stable, supportive
  Blue – Analytical, Detail-oriented
- Not Labels—just Tendencies





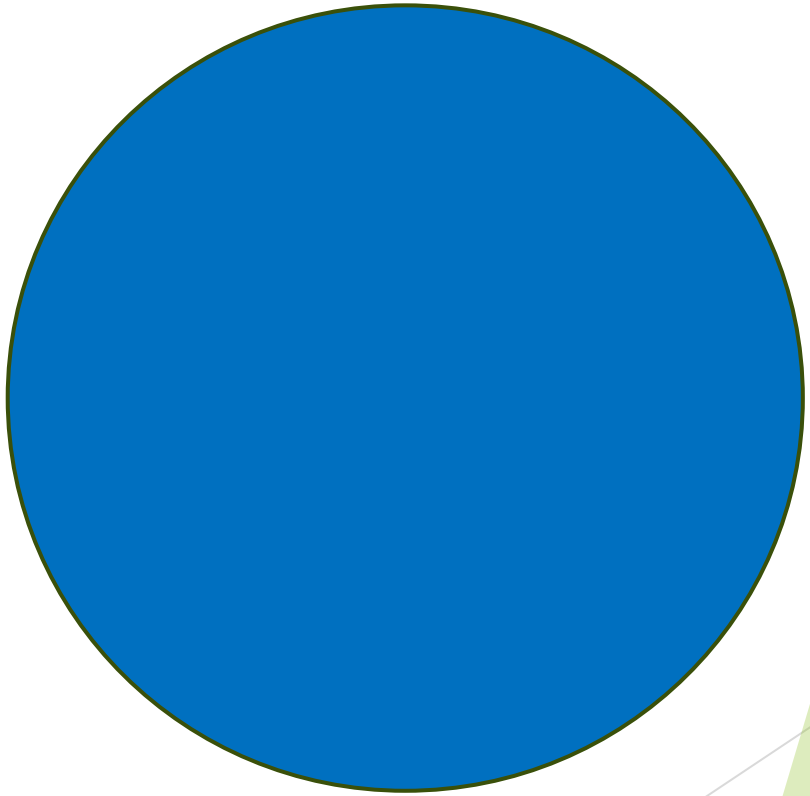
Why this matters in Data Science

- Data Science requires:
  - Precision
  - Reproducibility
  - Collaboration
- Stakeholder Interaction
- Many issues = Style Mismatch, not Skill Gaps



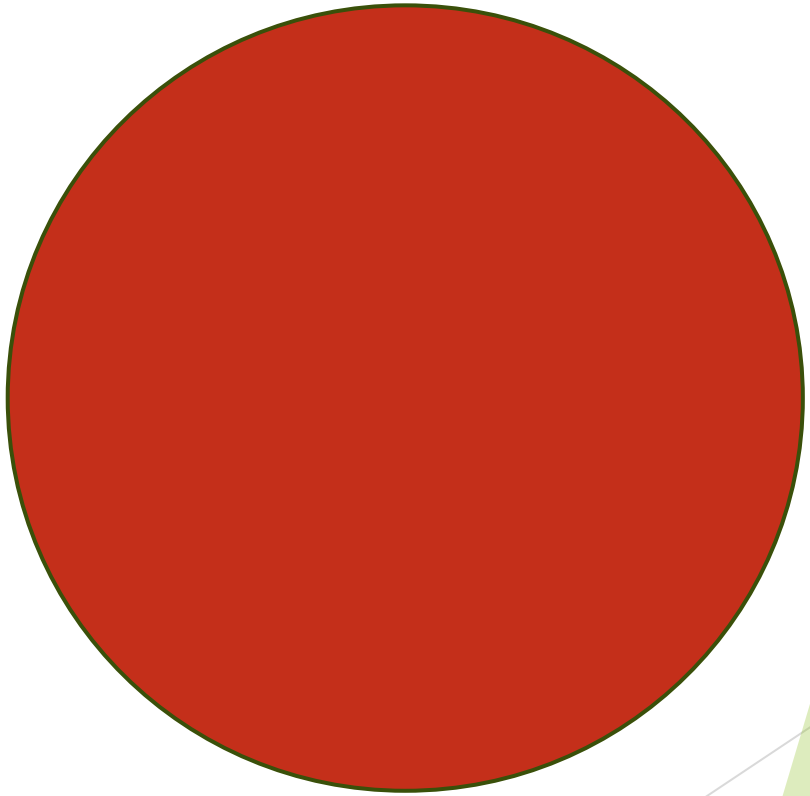
Blue: The Backbone

- Blue (Analytical)
- Strengths:
  - Validation Rigor
  - Documentation
  - Regulatory Alignment
- Risks:
  - Over-Analysis
  - Slower Delivery



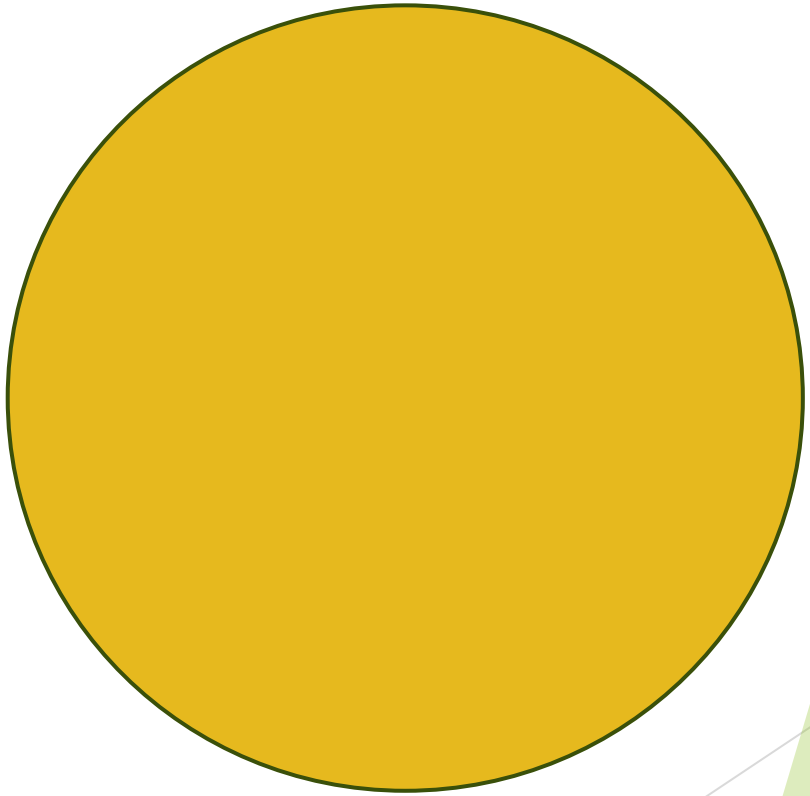
Red: The Driver

- Red (Driven)
- Strengths:
  - Fast Decisions
  - Deadline Focus
- Risks:
  - Cutting Corners
  - Limited Communication
- Lack of Empathy



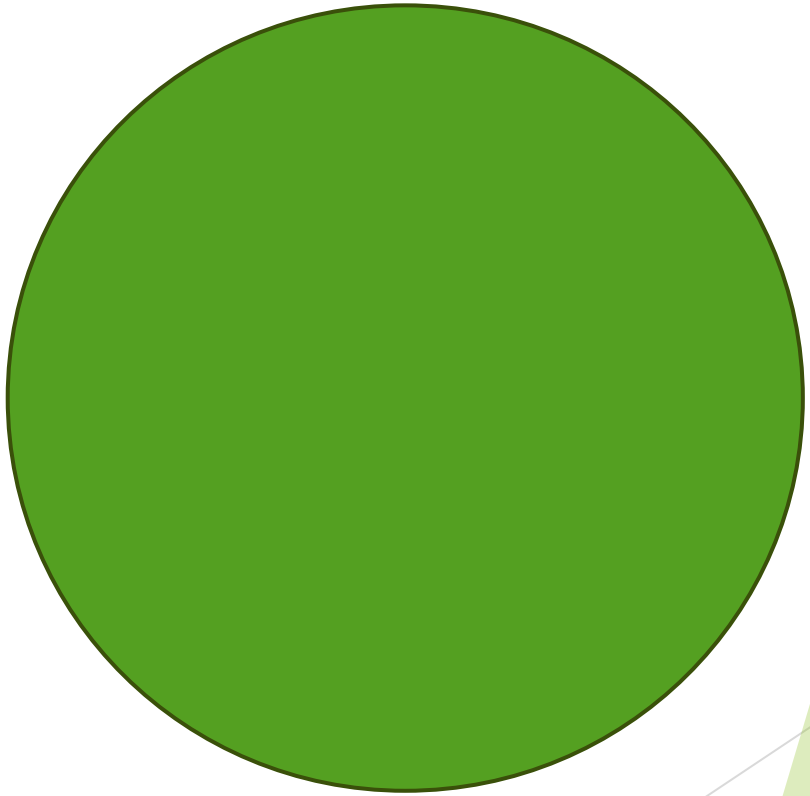
Yellow: The Translator

- Yellow (Communicative)
- Strengths:
  - Stakeholder Engagement
  - Storytelling with Data
    - Early Adopters
- Risks:
  - Less detail Focus



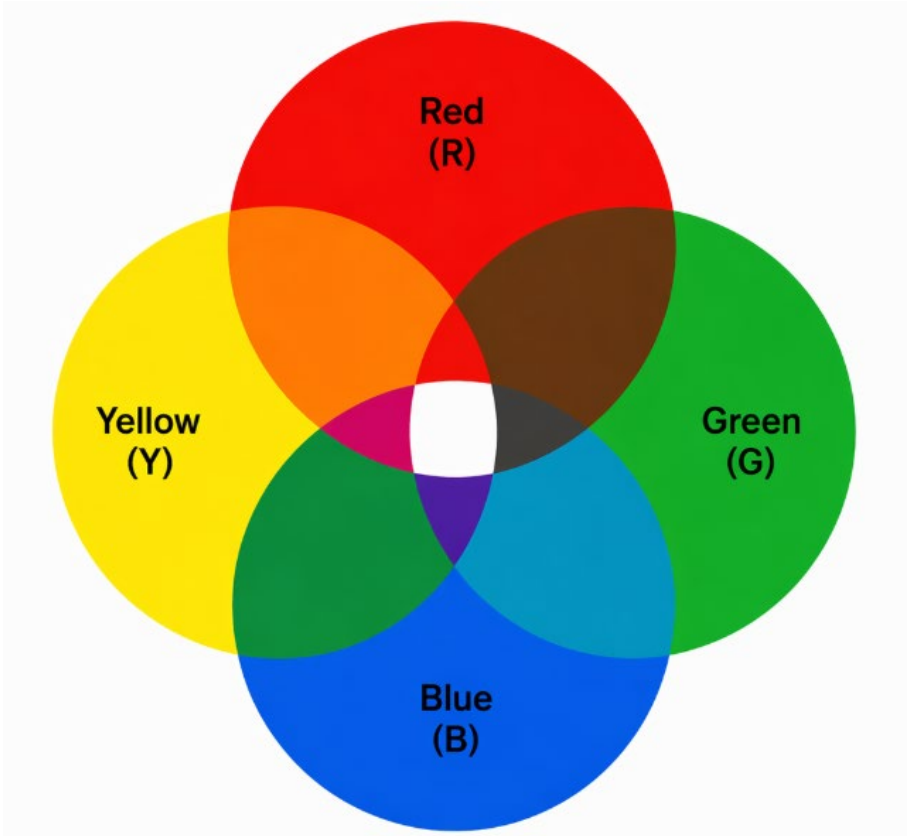
Green: The Stabilizer

- Green (Supportive)
- Strengths:
  - Consistency
  - Team Cohesion
- Risks:
  - Resistance to Change



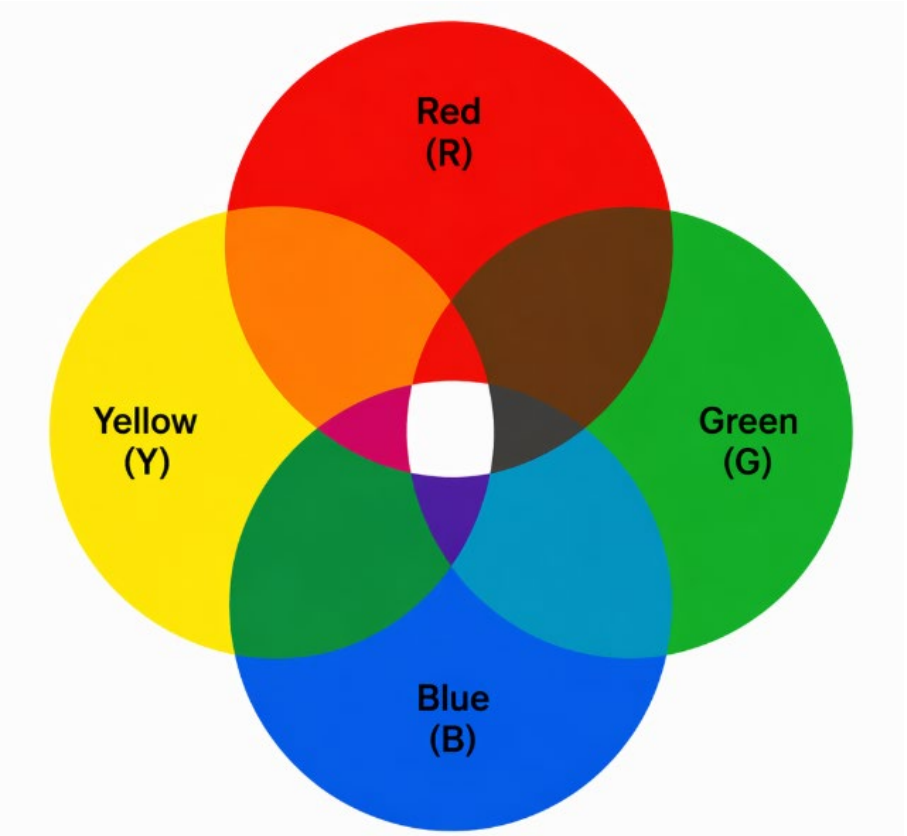
The Problem: Imbalance

- Unbalanced teams lead to:
- • Too many 🔵 → Slow Delivery
  • Too many 🔴 → Quality Risks
  • Missing 🟡 → Poor Communication
  • Missing 🟢 → Instability



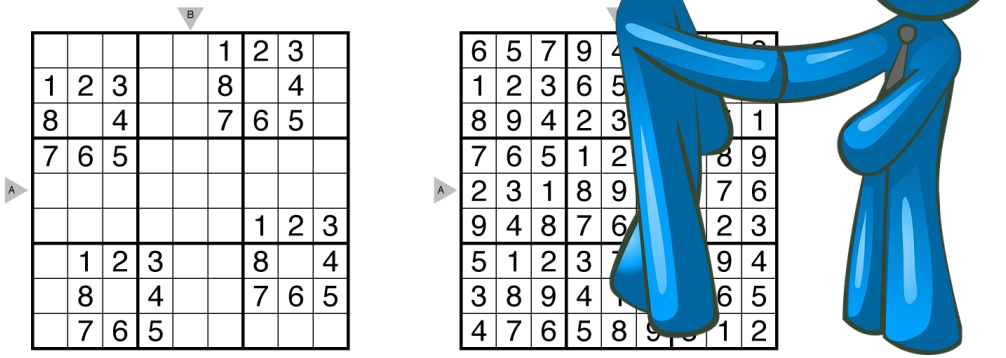
The Solution: Team Design

- Design teams intentionally:
- • 🔵 + 🔵 → Strong Validation
  • 🔵 + 🟡 → Analysis + Storytelling
  • 🔴 → Drives Delivery
  • 🟢 → Ensures Continuity
- Build Systems, not random Groups



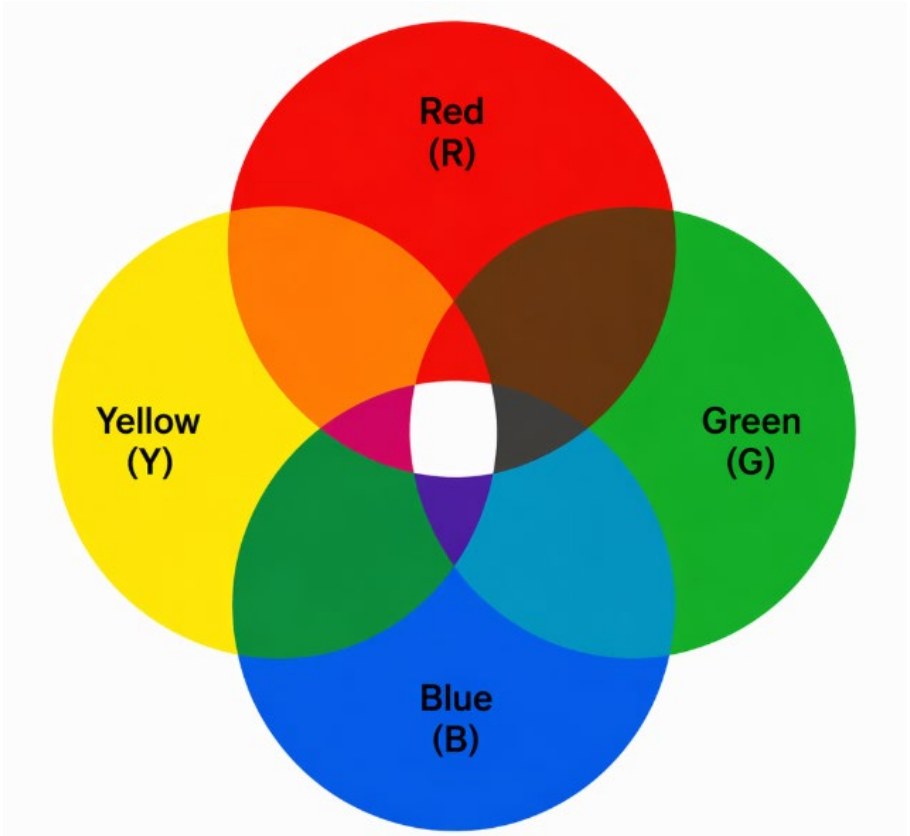
Case Example

- Before:
  - Rework Cycles
  - Miscommunication
- After:
  - Faster Validation
  - Clear Ownership
  - Better Stakeholder Alignment



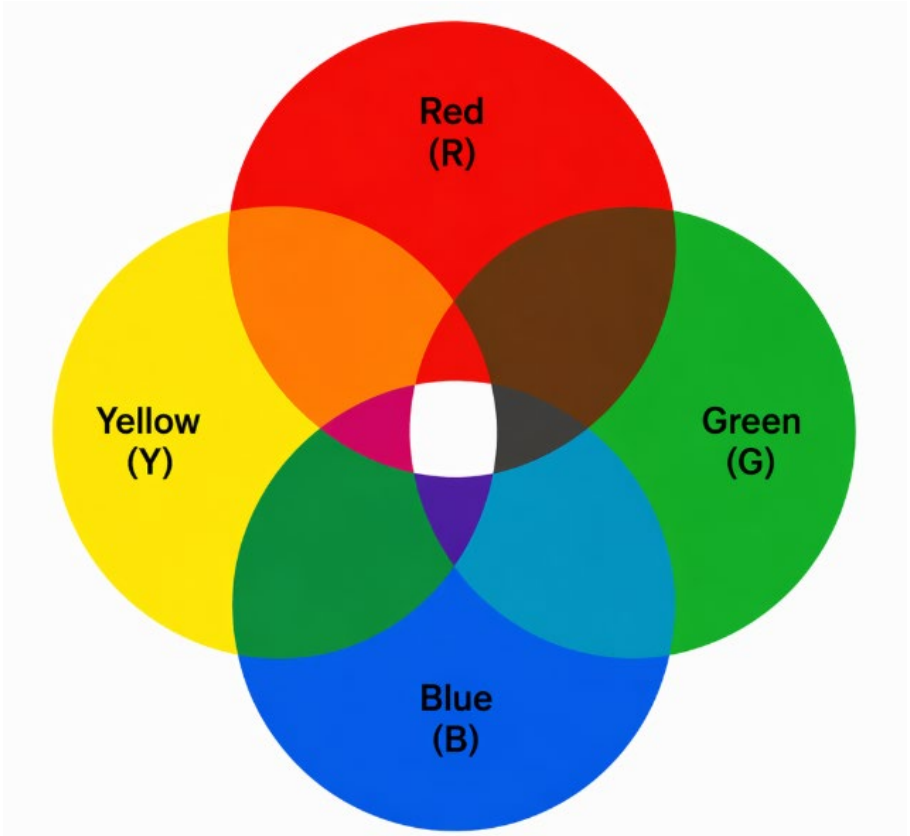
Role Mapping

- Align Roles with Strengths:
- • QC → 🔵
  • Stakeholder Meetings → 🟡
  • Planning → 🔴
  • Coordination → 🟢



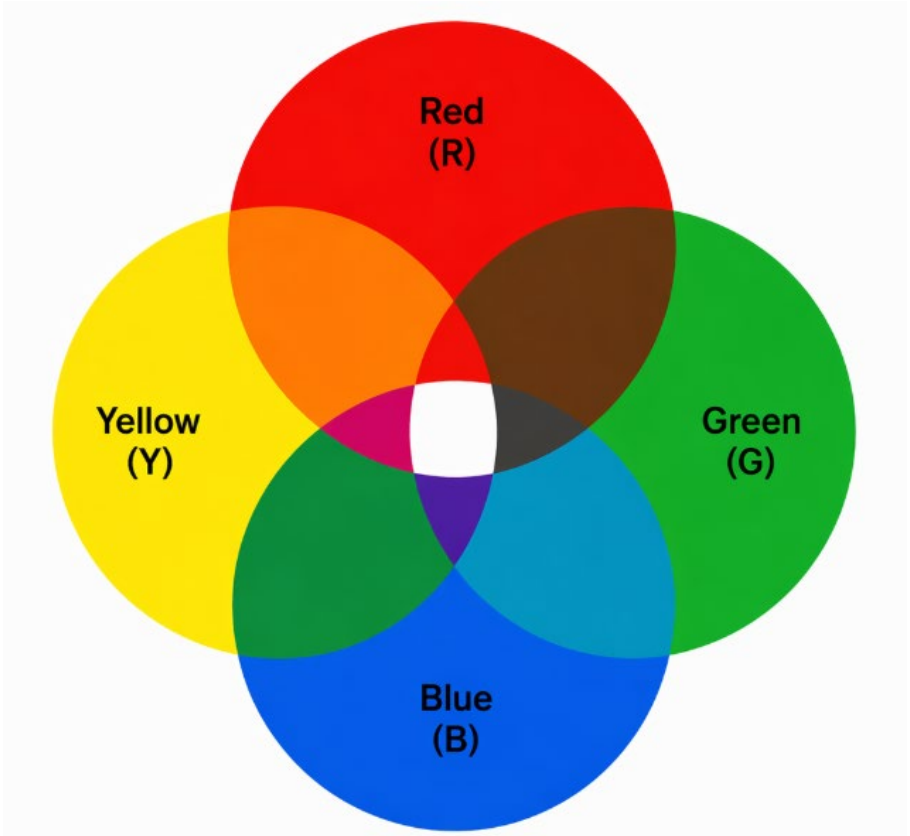
Tailored Feedback

- Adapt communication style:
- Data-driven
  Outcome-focused
  Conversational
  Supportive



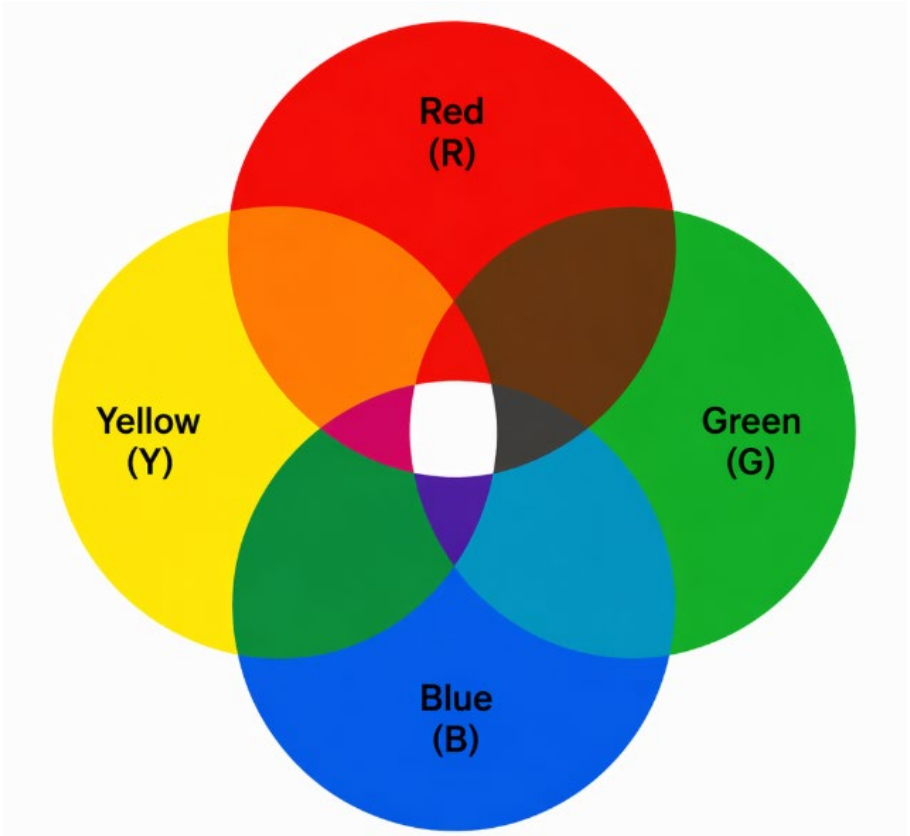
Communication Norms

- Define Team Standards
- • Documentation ( )
  • Decision Speed ( )
  • Meetings ( )
  • Collaboration ( )



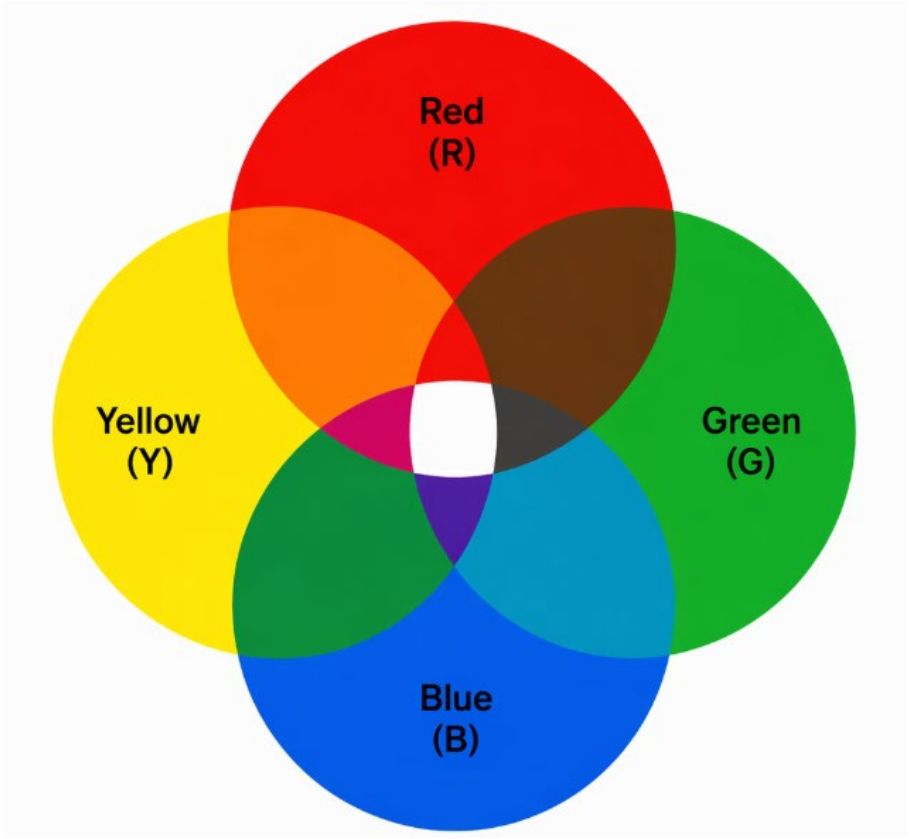
Training Approach

- Build complementary Skills:
- • → Storytelling
  • → Quality Awareness
  • → Technical Depth
  • → Adaptability



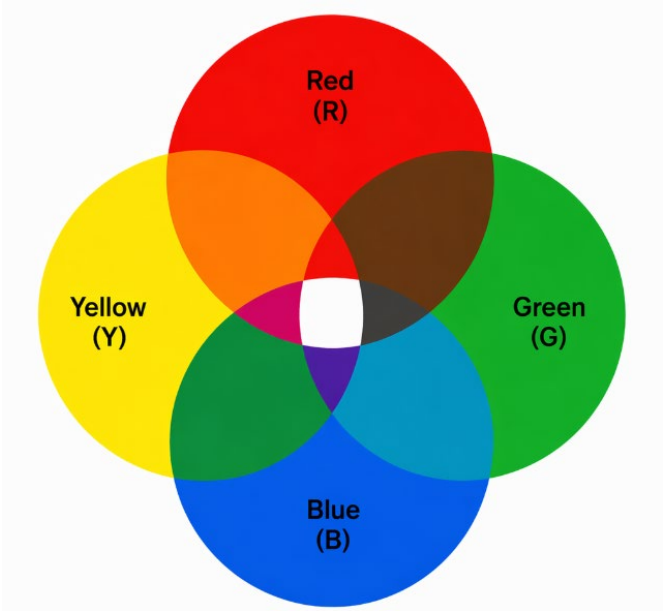
Measurable Results

- Impact on Delivery:
- • Less Rework
  • Shorter Cycle Time
  • Better Audit Readiness
  • Higher Team Satisfaction



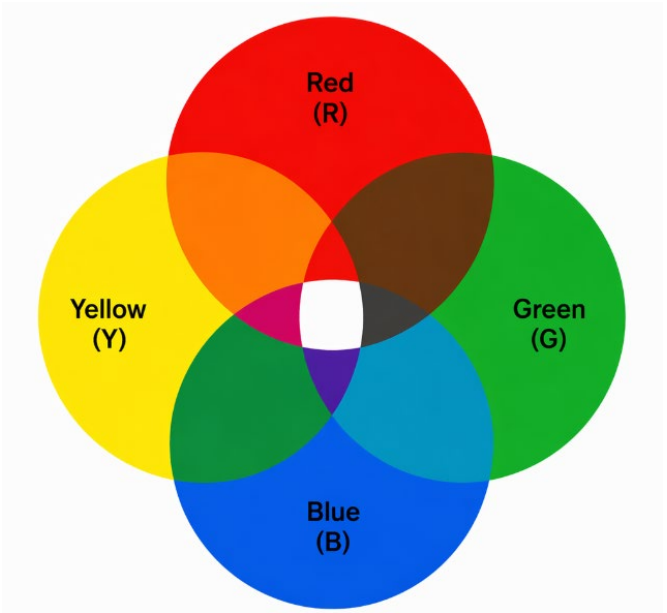
Key Takeaways

- • Teams are Systems
  • Behaviour is operational Data
  • Balance drives Performance
- → Design your Team like you design your Analysis



Closing

- Better Data doesn’t just come from better Code
- It comes from better Collaboration



Q&A

- Questions?