

BMGF Collaboration Models (2019)

Patterns of team structure and working norms

Pod

A small, tightly knit group of daily collaborators.

- ◆ Daily interaction
- ◆ Usually co-located
- ◆ Often share the same manager
- ◆ Informal knowledge management
- ◆ Favor chat when split across locations



Pool

A group of similarly skilled peers drawing from a shared work pool.

- ◆ Weekly interaction
- ◆ Usually co-located
- ◆ Formal knowledge management
- ◆ Multiple people may touch a single work item
- ◆ Business partners generally not co-located



Satellites

Groups “orbiting” a shared goal with different focus areas.

- ◆ Limited cross-satellite visibility
- ◆ Usually infrequent cross-satellite syncs
- ◆ Usually in the same organizational structure
- ◆ Risk of duplicated work or other inefficiencies
- ◆ Limited consistency in tool usage across satellites



Matrix

Cross-cutting teams who support many business partners.

- ◆ Rarely co-located with partners
- ◆ Relies on formal knowledge management
- ◆ Meetings are often a significant time commitment
- ◆ Likely to rely on collaborative editing of some kind
- ◆ Often results in multiple v-teams and committees

