

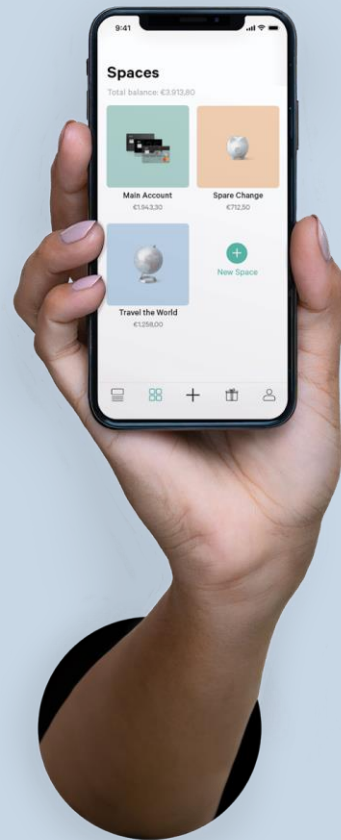
Fintech Founders Forum

---

# Diversity and High Performing Teams

Georgie Smallwood  
*@georgie\_smalls*

Chief Product Officer @ N26



# Diversity

The condition of having or being composed of **differing elements**

An instance of being composed of differing elements or qualities: an **instance of being diverse**

## In Relation to High Performing Teams

The **inclusion of different types of people** (such as people of different races or cultures) in a group or organization.

Diversity

# Why does Diversity matter?



There are **many challenges** in building diverse teams

Creates  
friction

Challenges,  
assumptions and  
bias

Forces people to work  
harder

## So **why** should we bother?

Friction  
forces us to  
think harder

Assumptions &  
unconscious  
bias kill  
innovation

Friction forces us to think harder  
rk  
Clear  
communication,  
sharing ideas,  
having robust,  
respectful  
discussion...  
is hard

Diversity

# What are essential ingredients in building high performing teams?



# 01

## Hard Skills

What do you need in the teams?

- ✓ Product Management understanding
- ✓ People Management (team or managers)
- ✓ Project Management
- ✓ Customer Journey Mapping
- ✓ Platform Architecture
- ✓ Agile Methodologies
- ✓ SQL, Kotlin
- ✓ Test Automation

# 02

## Team Skills

What elements do you need within the team?

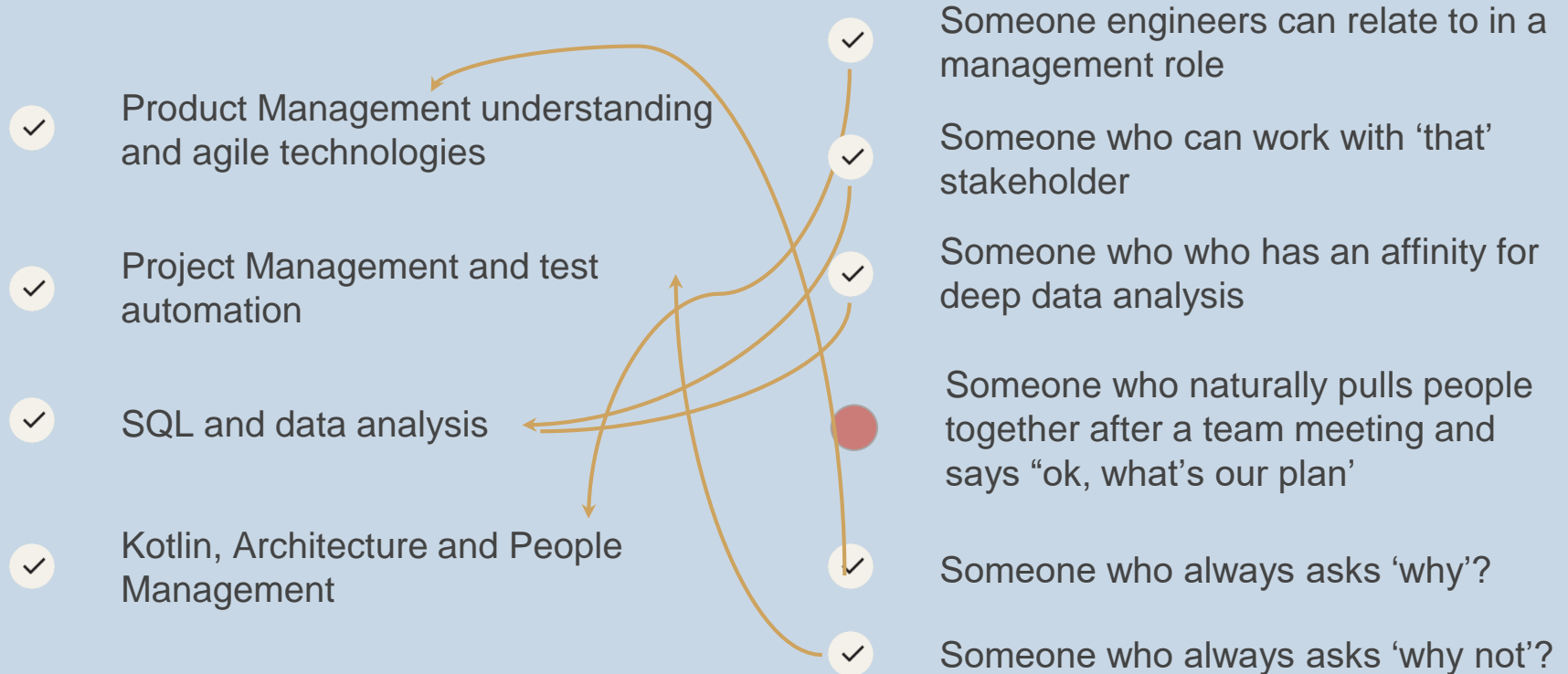
- ✓ Someone engineers can relate to in a management role
- ✓ Someone who can work with 'that' stakeholder
- ✓ Someone who who has an affinity for deep data analysis
- ✓ Someone who naturally pulls people together after a team meeting and says "ok, what's our plan"
- ✓ Someone who always asks 'why'?
- ✓ Someone who always asks 'why not'?



# 03

## Building the Teams

How to form teams?



**‘A team full of Diversity does not make a High  
Performing team’**

**@georgie\_smalls**

1

## Environment

Open and honest  
leadership

A sense of familiarity

A learning mindset

2

## Expectations

Stretch goals

Clear Vision and Direction

All in

3

## Relationships

Respect and partnership

Time to build

Understanding of each  
others preferred style

# Diversity and belonging at N26

An outcome that is essential to a high performing team

