Give Thanks for Scrum:

Keynote: The Permissionless Organization

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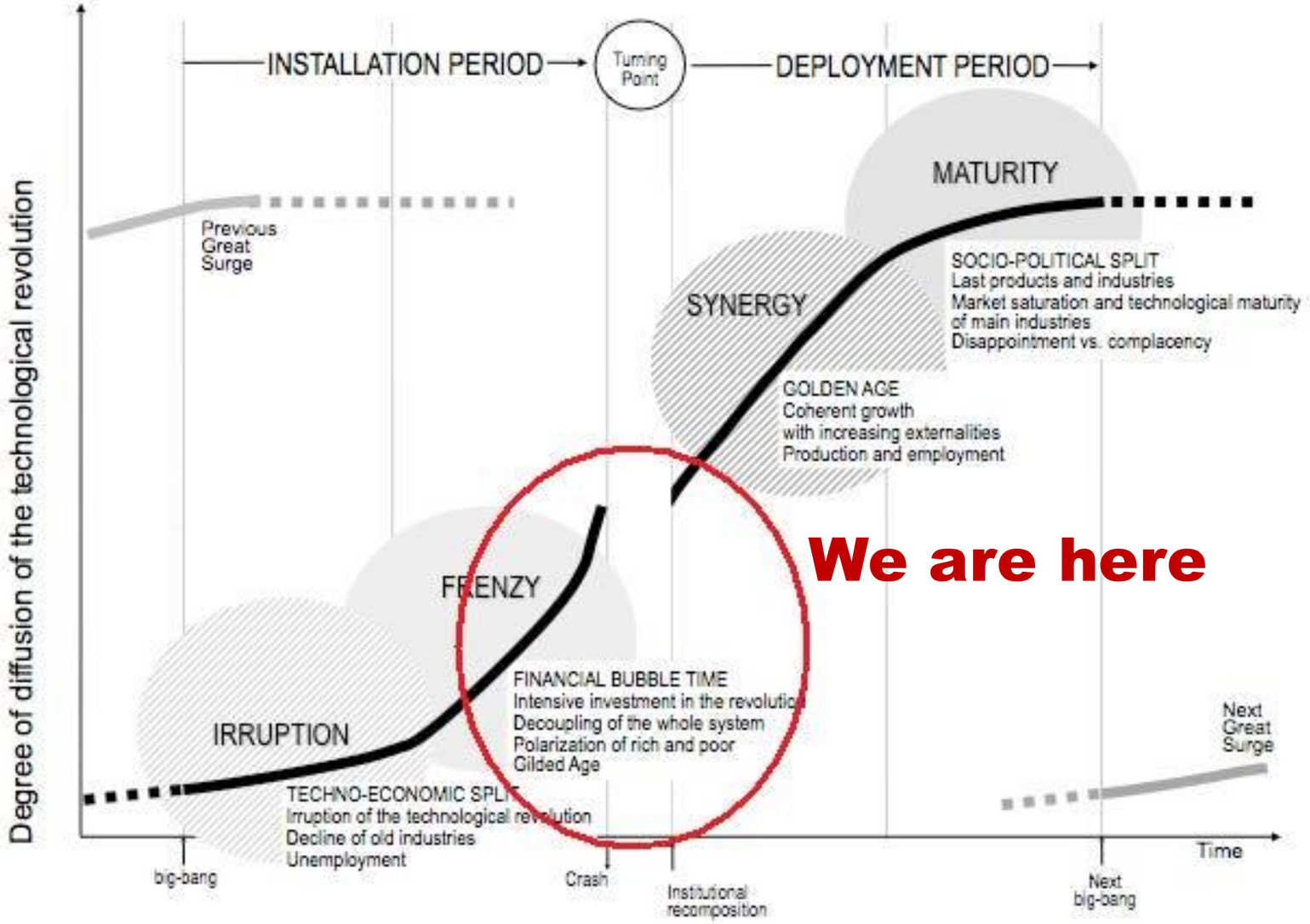
Figure 5.1 Recurring phases of each great surge in the core countries



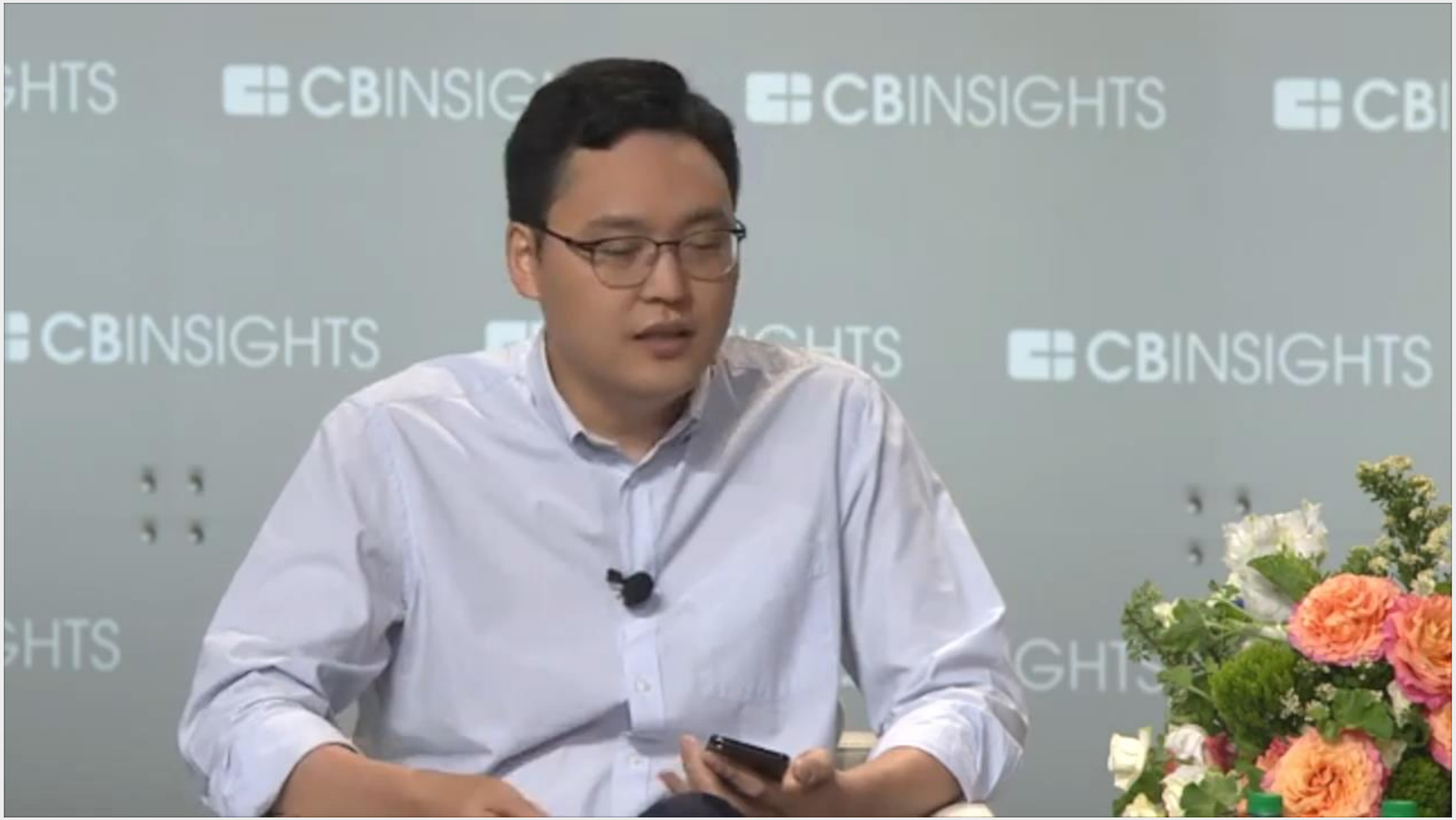
Bayer CEO Bill Anderson

- “There was a time for hierarchical, command-and-control organizations – the 19th century, to be exact, when many workers were illiterate, information traveled at a snail’s pace, and strict adherence to rules offered the competitive advantage of reliability. Today, the opposite is true. Our workforce is highly skilled and educated. Communication happens at the speed of light. And today, the most reliable companies are the most dynamic.”

- Internal rules for employees covered 1,362 pages!

toss

Highly aligned, loosely coupled



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Designing Permissionless Structures:
6 Questions

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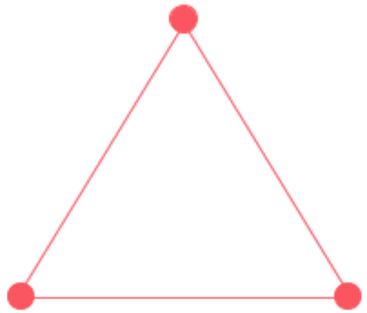
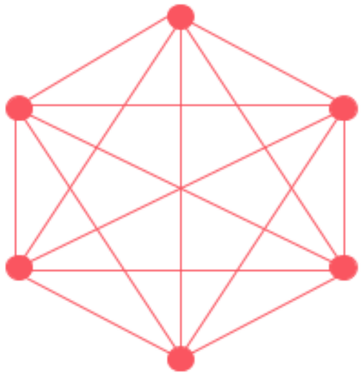
Have we made things as simple as possible?

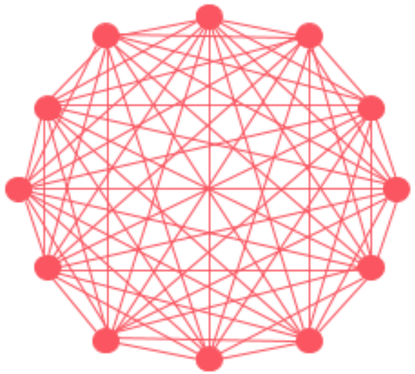
Do we leverage loosely coupled small teams?



3 members
3 links



6 members
15 links

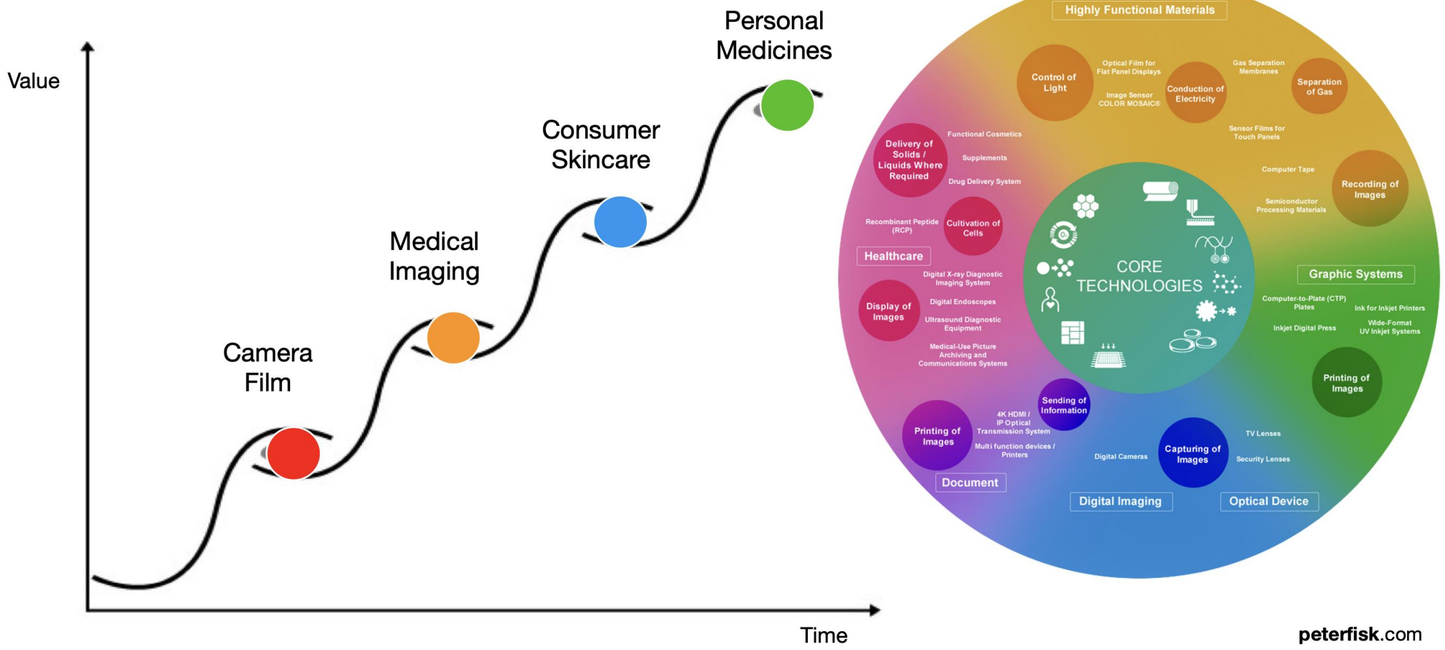


12 members
66 links

50+ members
1225+ links

Do we take a stewardship Perspective?

Fujifilm's relentless transformation



Do we operationalize for healthy diversity?

Member	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10
Greg	X	X			X		X			X
Jeff	X	X			X		X			X
Rose			X		X		X		X	X
Chantelle		X		X			X	X		X
Alexi	X	X					X	X	X	
Isaac			X			X		X	X	X

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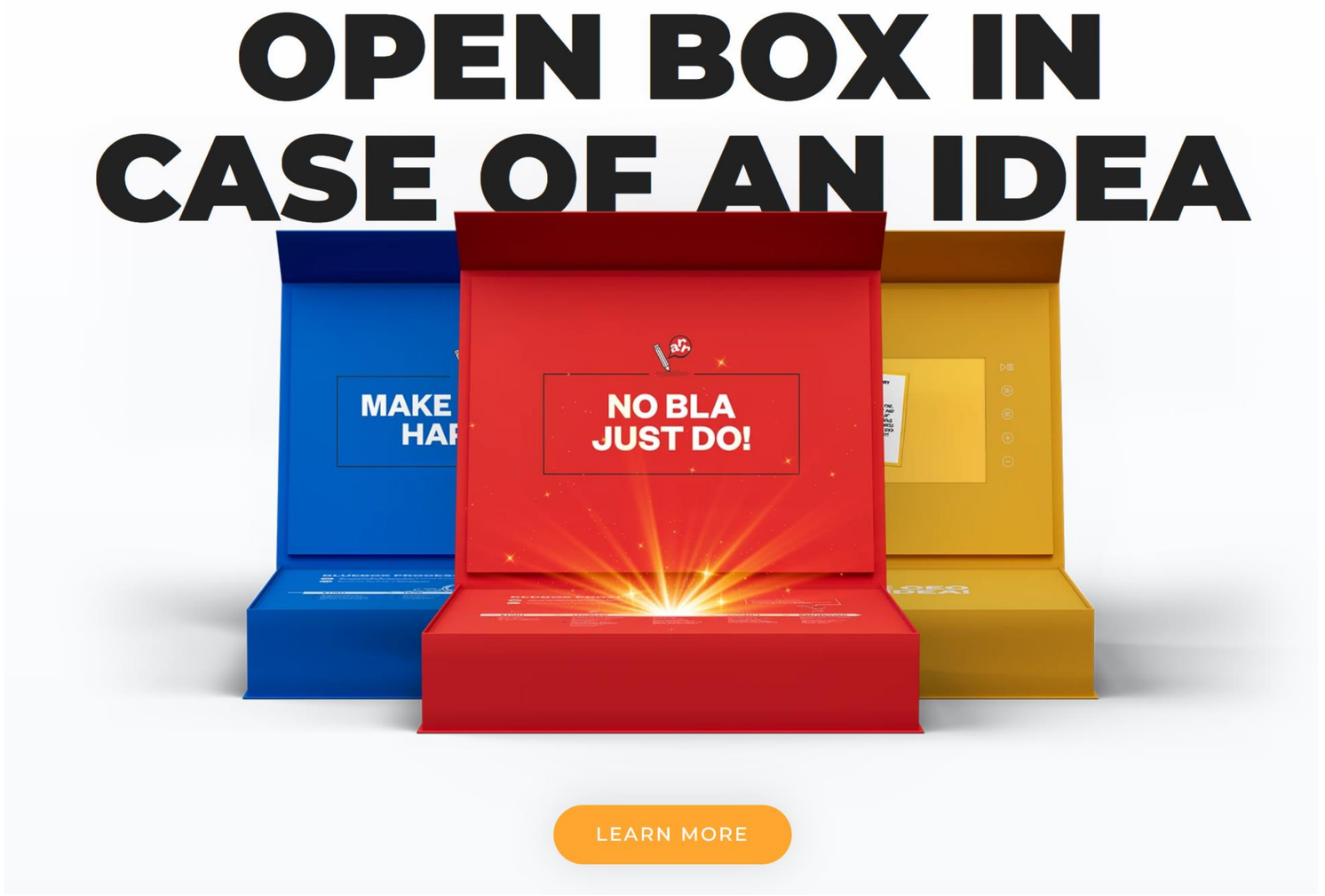
Have we built in trial-and-error learning and feedback loops?

Chaos Monkey is responsible for randomly terminating instances in production to ensure that engineers implement their services to be resilient to instance failures.

See how to deploy for instructions on how to get up and running with Chaos Monkey.

Once you're up and running, see configuring behavior via Spinnaker for how users can customize the behavior of Chaos Monkey for their apps.

Are we making space for emergence and self-organized innovation?



The value-creating enterprise.

- “Simple, clear purpose and principles give rise to complex intelligent behavior.
- Complex rules and regulations give rise to simple, stupid behavior.”
- Dee Hock, founder of VISA

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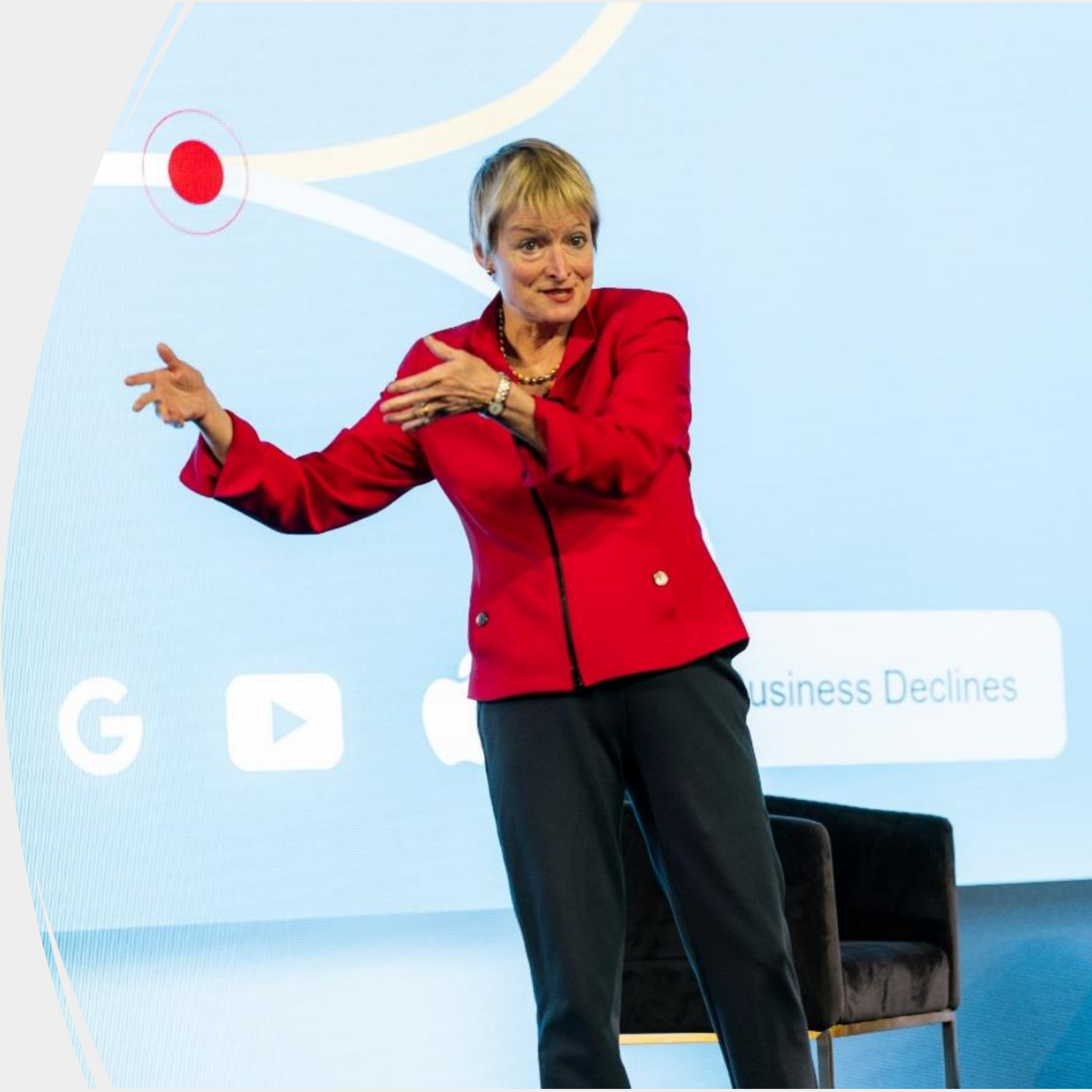
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