Spotify Model Essentials

The Spotify Model Essence practice describes the essential building blocks of the Spotify Model based on Essence. It consists of a set of core beliefs, organizational patterns and activities.

Core Beliefs   Organizational Pattern   Squad Kick-Start   Squad Health Check

Tribe Kick-Start   Tribe Gathering   Resources

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Core Beliefs

The core beliefs define guardrails for the way of working according to the Spotify Model.

Groups: Alignment and Autonomy

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Alignment

The core beliefs related to alignment define guardrails for the way of working according to the Spotify Model.

Groups:
Be autonomous, but don't suboptimize and
We're all in this together

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We're all in this together

A belief in belonging and shared purpose. Instead of creating silos that say "not my job, not my problem" we collaborate and ask: "What is the right thing for the organization to do? How can I help?"

Guides: Way of Working

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Be autonomous, but don't suboptimize

Alignment enables autonomy. The organization clarifies where we want to go and why, at a high level, but let the teams figure out how to get there.

Guides: Way of Working

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Autonomy

The core beliefs related to autonomy define guardrails for the various types of teams and roles according to the Spotify Model.

Groups:
Developing products is about developing people,
Empower and Trust and
Strong teams always beat rock stars

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Developing products is about developing people

"It isn't our responsibility to manage talent, we're here to develop talent." Managers are servant leaders, focused on developing people rather than telling people what to do.

Guides: Roles

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Empower and Trust

"Teams are empowered to decide what to build, how to build it, and how to work together while doing it." Trust is the belief and confidence in the integrity, reliability and fairness of a person or organization. Transparency and autonomy are natural consequences of trusting people.

Guides: Teams and Roles

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Strong teams always beat rock stars

The central unit of the organization is the team, not the individual. A team working together as a cohesive unit outperforms a group of non-collaborating individuals.

Guides: Teams and Roles

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Teams

The teams patterns describe the different types of teams attributed to the Spotify Model.

Groups: ⬒ Chapter, ⬒ Guild, ⬒ POTLAC, ⬒ Squad, ⬒ Tribe, ⬒ Tribe Lead Trio and ⬒ Tribe Leadership Team

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Chapter

A Chapter is a small group of people having similar skills, working within the same general functional/competency area and sharing a technology-related development journey. It is always local to a single Tribe.

Specializes: ◯ Team
Contains: ⬒ Chapter Lead

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Guild

A Guild is an organic and wide-reaching, self-organizing community of interest, i.e. a group of people that want to share knowledge, tools, code, and practices. It usually cuts across the whole organization.

Specializes: ◯ Team

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POTLAC

A POTLAC is a group consisting of the roles Agile Coach, Product Manager and Chapter Lead. They support, challenge and grow an individual Squad and each other.

Specializes: ◯ Team
Contains: ⬒ Product Manager, ⬒ Agile Coach and ⬒ Chapter Lead

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Squad

A Squad is an empowered team with a long-term mission that acts like a mini-startup, i.e. it is autonomous, self-organizing and cross-functional. Its members collaborate closely and have all skills to design, develop and release to production.

Specializes: ◯ Team
Contains: ⬒ Product Manager
Supported By: ⬒ Agile Coach

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Tribe

A Tribe is a collection of Squads that share a mission and work in related areas. Through a strong shared identity and collaboration it increases impact and support people feeling like they have access, are part of establishing direction, are autonomous and trusted, and have a sense of relatedness.

Specializes: ◯ Team
Contains: ⬒ Squad, ⬒ Chapter and ⬒ Tribe Leadership Team

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Tribe Lead Trio

A Tribe Lead Trio is a team consisting of the roles Technology Tribe Lead, Product Tribe Lead, and Design Tribe Lead. They are collectively responsible for all their individual accountabilities and have a jointly shared responsibility for the success of the Tribe.

Consists Of: ⬒ Technology Tribe Lead, ⬒ Product Tribe Lead and ⬒ Design Tribe Lead
Specializes: ◯ Team

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Tribe Leadership Team

A Tribe Leadership Team consists of the Tribe's Tribe Lead Trio, Agile Coaches, Chapter Leads, and Product Owners. Sharing the responsibilities of the Tribe Lead Trio they help support the Tribe.

Contains: ⬒ Tribe Lead Trio, ⬒ Chapter Lead, ⬒ Agile Coach and ⬒ Product Manager

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Roles
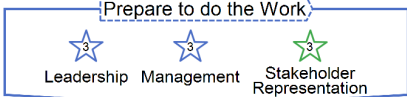
The roles patterns describe the different types of roles attributed to the Spotify Model.

Groups: ⬒ Agile Coach, ⬒ Chapter Lead, ⬒ Chief Architect, ⬒ Design Tribe Lead, ⬒ Product Manager, ⬒ Product Tribe Lead and ⬒ Technology Tribe Lead

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Agile Coach

An Agile Coach supports the continuous improvement of all Teams and Roles. They ensure that Teams evolve and improve their way of working, and leaders are effective at all levels of the organization.

Supports: Teams and Roles

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Chapter Lead

A Chapter Lead is the line manager of all members of their Chapter. The role is responsible for managing, developing and growing skilled people in the Chapter. They facilitate the development of an engineering culture in their Chapter and Tribe.

Leads: Chapter

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Chief Architect

A Chief Architect coordinates the work on high-level architectural issues that cut across multiple systems. The role reviews the development of new systems to make sure that they are aligned with the architectural vision. The feedback is always just suggestions and input, i.e. the decision for the final design still lies with the Squad building the system(s).

Responsible For: Software System

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Design Tribe Lead

A Design Tribe Lead is accountable for a Tribe's delivery of a user experience (UX) that balances local goals and global strategy.

Is Part Of: Tribe Lead Trio

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Product Manager

A Product Manager explores the customers, market, and competition to develop a long-term product vision and strategy. They collaborate with the Squad to ensure that solutions are valuable, usable, feasible, and viable. The role is accountable for product discovery and aligning with the Product Managers of other Squads.

Is Part Of: Squad

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Product Tribe Lead

A Product Tribe Lead is accountable for defining and articulating the Tribe's mission, what the short term and long term goals are and what the strategy to get there is, including how that is measured. The Product Tribe Lead is also accountable for the organizational health of the Tribe, including happiness, resilience and growth.

Is Part Of: Tribe Lead Trio

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Technology Tribe Lead

The Technology Tribe Lead is accountable for delivery of solutions that meet the deadlines and milestones the Tribe has set, and that the Tribe has the means to measure the solutions' impact. Also accountable for sound, maintainable, scalable, robust, stable, durable systems being built as appropriate for the goal at hand.

Leads: Tribe
Is Part Of: Tribe Lead Trio

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Squad Kick-Start

How a squad is initially started affects its chances of success. An empowered team needs a clear and compelling mission, a way of working fit for the purpose, and the right skills and abilities to achieve it.

Team

Prepare to do the Work
3 Leadership   3 Management   3 Stakeholder Representation

Team: Formed or beyond

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Tribe Kick-Start

An event to kick-start a new Tribe and develop things such as mission, success metrics, and leadership team roles and responsibilities.

Team

Prepare to do the Work
3 Leadership   3 Stakeholder Representation   ... and all other competencies

Team: Formed

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Squad Health Check

A self-assessment workshop, in which the Squads assess how they are doing in different areas such as collaboration, delivering value, autonomy, etc.

◯⟩ Team: Formed

Support the Team

⭐3 Leadership ⭐3 Management ... and all other competencies

◯⟩ Team: Collaborating or beyond (contributes to)

Ref: ⬓ Spotify: Squad Health Check Model and

⬓ Crisp: Health Checks for Teams and Leadership

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Tribe Gathering

A regular, co-located "town hall" event with as full attendance as possible from all the Tribe members, every 2 or 3 weeks, with a participant-driven and co-created agenda.

◯⟩ Team: Formed

Support the Team

⭐3 Leadership ⭐3 Stakeholder Representation ... and all other competencies
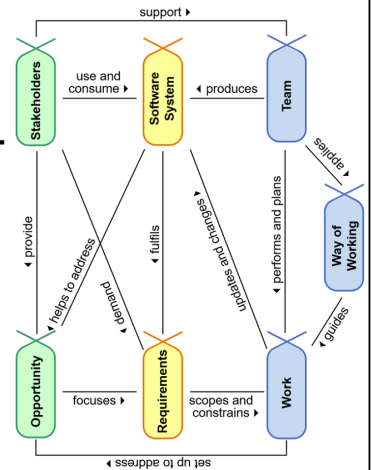
◯⟩ Team: Collaborating or beyond

Ref: ⬓ Tribal Unity and Unity Hour
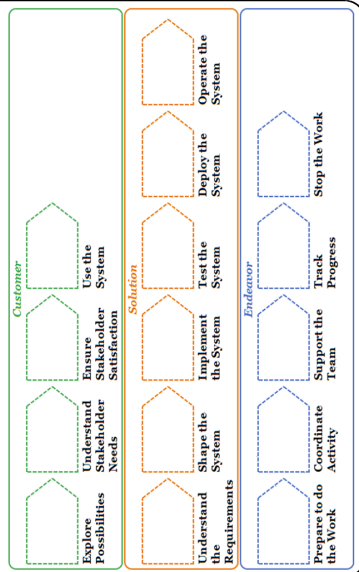
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Essence Kernel Alphas

Essence Kernel Activity Spaces

IJI SUSTAINABLE CHANGE FRAMEWORK

- Achieve consistent and lasting adoption of your agile techniques across your broad communities of practices!
- IJI's Framework and Consulting Services can help guide you.

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IJI PRACTICE WORKBENCH

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