

THE MOVING HOUSE MODEL

adhocracy & remote collaboration

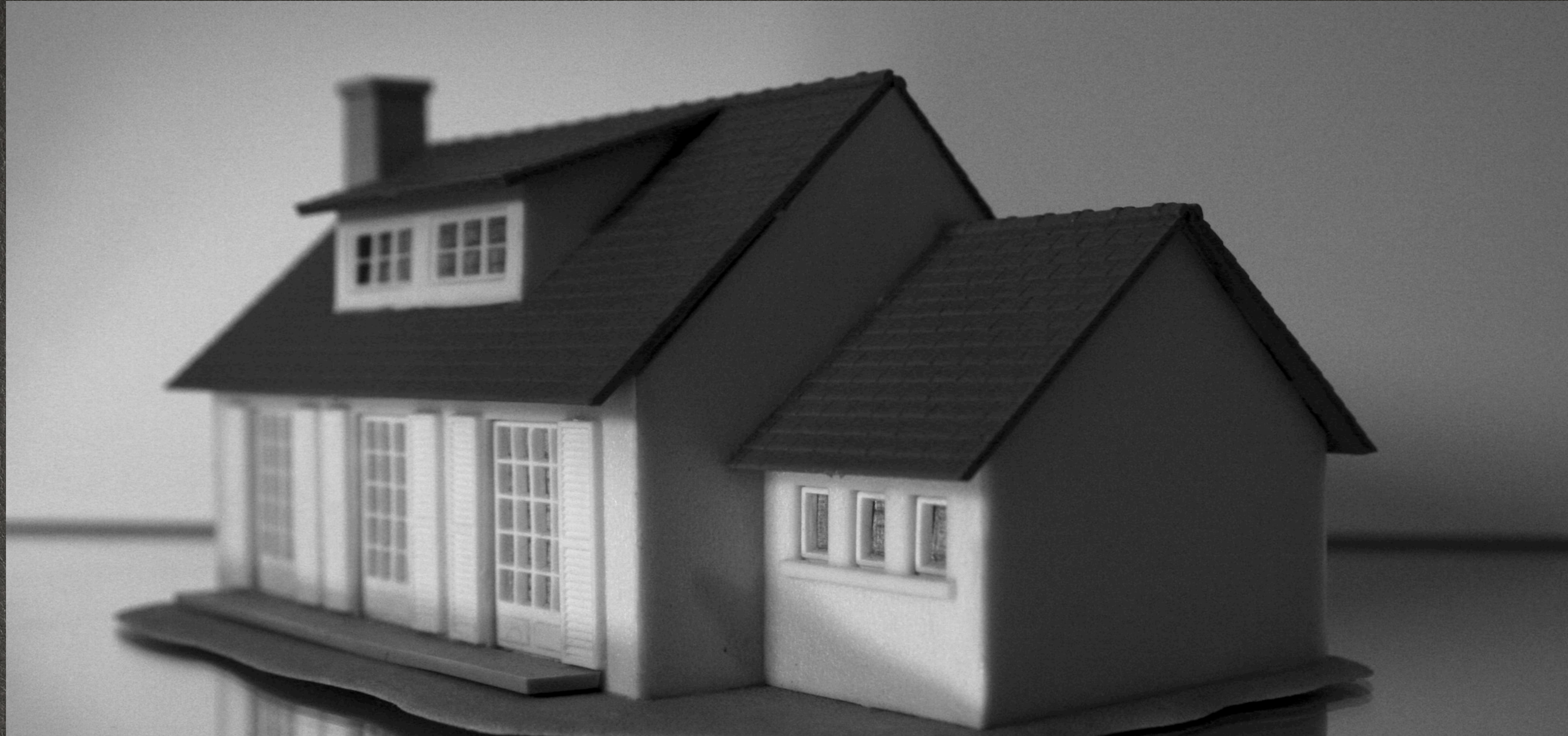
FOSS Backstage 2021 - Bertrand Delacrétaz, Adobe & Apache



THERE ARE MANY PARALLELS..

“Making a Decision”

—Any change implies risk—



YOU DECIDE TO MOVE

"define the project's vision"



YOU ARE A BIT AFRAID

"no guts, no glory"

“Preparing the Move”

—Before the team starts working—



YOU INVITE FRIENDS TO HELP

"assemble the right team"



YOU PUT THINGS IN BOXES

"break the problem in smaller parts"



YOU DON'T FORGET THE LABELS

"foster loose coordination"

“On the Day”

—Enough planning, let's start doing!—



YOU HAVE THE RIGHT TOOLS

"good craftsmen have good tools"



YOU CLEAN UP ALL SHARP THINGS

"provide a safe space for team members"



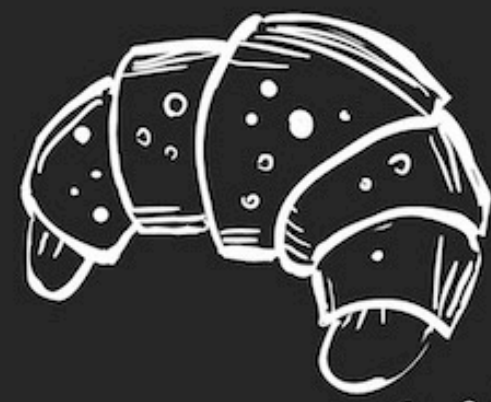
salad



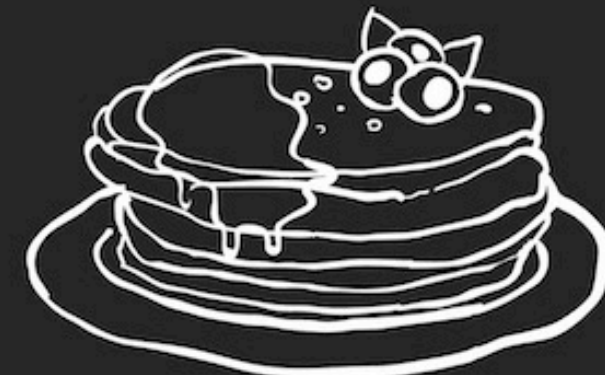
soup



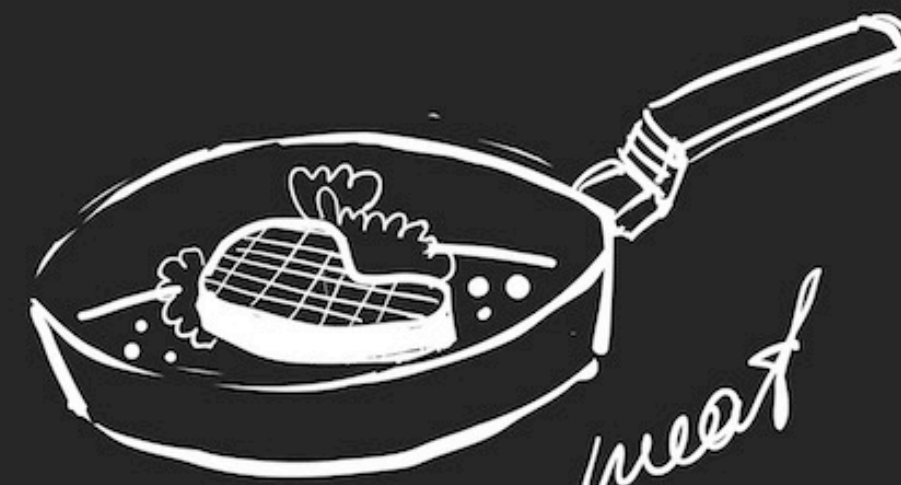
cornish pasties



croissant



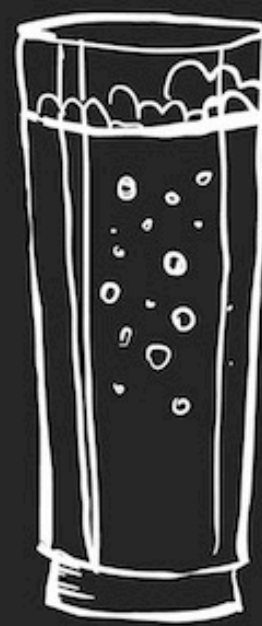
pancakes



meat



ice-cream



beer



tea



pretzel



cake



burger

YOU PROVIDE FOOD & BEVERAGES

"create a productive and sustainable environment"



YOU SHARE THE PLAN

"make sure everybody has the same information"



PEOPLE START MOVING THINGS

"stop talking, start doing!"



SPECIALISTS TAKE SPECIFIC TASKS

"we're not fully interchangeable"

“At Destination”

—Let's ship this thing!—



YOU WELCOME AND ORIENT PEOPLE

"think before doing"



YOU PROVIDE CLEAR INSTRUCTIONS

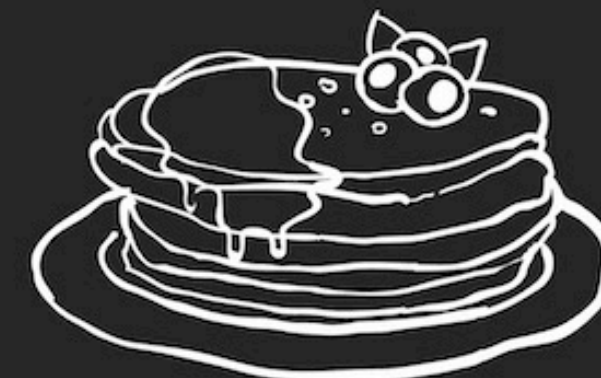
"the power of the written form"



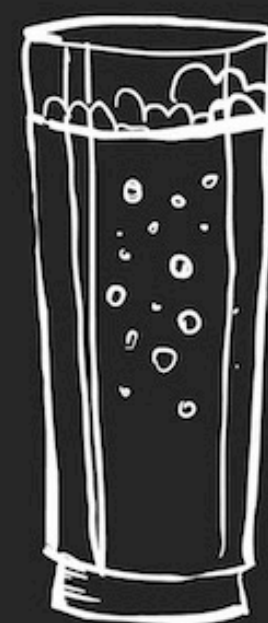
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YOU CHECK FOOD & BEVERAGES

"keep the team productive and engaged"



YOU ARE HERE TO HELP

"self-service information only goes so far"

“The Last Mile”

–It's not finished until it is–



YOUR TEAM CONTINUES TO HELP
"autonomous agents"

*Adhocracy ...is defined by a **lack of formal structure** ...it is characterized by an **adaptive, creative and flexible integrative behavior...***



YOU ALL PRACTICE ADHOCRACY

"adaptive, creative and flexible behavior"

“We are There!”

—Know when to stop—



YOU REACH "GOOD ENOUGH"

"nothing's ever 100% finished, we need to let go"



YOU INVITE PEOPLE TO STOP

"don't overdo it"



YOU ALL CELEBRATE!

"team achievements deserve celebration"



YOU ARE TIRED BUT HAPPY!

"nothing comes for free"

“Coda”

—It worked, we moved!—



THERE ARE MANY PARALLELS

"simple principles go a long way"