

Double-O Agile

Creating a modern, agile company with the help of James Bond

James Bond? Who?

<< **James Bond, Agent 007**, is a fictional secret agent of the MI-6 created by Ian Fleming.>> (Wikipedia)



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- Software Ingenieur
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007 as an (agile) problem solver



- Rarely has the full picture from the beginning
- Keeps his mission in focus
- Reprioritizes his tactics frequently
- Chooses the appropriate course of action and tools depending on the situation
- **Works autonomous and aligned with the mission**

The „James-Bond-Package“

- Well trained and skilled
- Motivated
- High initiative and self reliance
- Creative problem solver
- Well connected – also with his adversaries
- Loyal
- Employed for a long time

007 

James Bond – More than a man

- "Just" a role
- Role-Title "00"
- Developed and refined since the 60ies
- Every James Bond has his own personality and style



Top, left to right: Sean Connery, George Lazenby, Roger Moore; Bottom, left to right: Timothy Dalton, Pierce Brosnan, Daniel Craig (Photos: Eon Prod.)

Reality Check! 😞

Q: How can we hire James Bond?

A: You can't. He's a fictional character

But that is OK!:

Our problems are often far less dramatic than the ones of James Bond

James Bond in reality

*We don't need a single James Bond, we can achieve the same with **cross-functional, empowered teams**.*



MI-6: James Bond's Employer

- British Secret Service
- Independent division in the British Foreign Ministry
- Split into sections geographically
- Has multiple specialized branches
- Classical Matrix organisation



MI-6: Operating Principles

- value generated by able and skilled employees
- Clear mission statement
- Focussed on results
- Provides supporting services for its agents
- Trusts in the abilities of its agents



Employee Utilisation - Slack time

„James Bond has slack time between missions”

- R&R and Training
- Networking
- Internal Tasks
- **Be ready for the next crisis**



Mission Briefing



- Mission appointment
- Knowledge synchronisation
- Questions
- Definition of mission constraints

An explicit mission statement creates alignment

The briefing in detail

- **Face to face**, not by e-mail or memo
- Main stakeholders are present
- Always a dialog not a monolog
- James Bond contributes expert knowledge
- Defines constraints and opportunities
- A collaborative meeting

Internal Support

“James Bond doesn’t buy his own plane tickets”

- Allows focussing on mission
- No budget questions
- “Administration” is proactive and thinks ahead
- Supporting services know how field work is
- Standard procedures are automated



Autonomy & Trust



- James Bond acts autonomous
- M (almost) always informed
- M knows that 007 possesses the abilities needed
- James Bond knows that MI-6 stands behind him **unconditionally**

James Bond and MI-6 in real life

- Instead of a single James Bond a Team of Mini-Bonds
- Take the time to build up your 00-agents
- Work towards MI-6s principles:
 - Clear mission statement
 - Focus on results
 - Mutual support, also across team boundaries
 - Trust each others
 - Be transparent