

Beyond Agile: D.D.E. Model

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After publishing the [D.D.E. model](#) a few days ago, one of the most interesting comments was made by Mr. Kazuyoshi Tsuyukusa [[linkedin.com/in/kazuyoshi-tsuyukusa-83785a5/](https://www.linkedin.com/in/kazuyoshi-tsuyukusa-83785a5/)]:

"I haven't noticed a word about employees. How your system intends to take care of them? They are supposed to enter human-machine cooperation. How will that make them happy?"

D.D.E. model is based on 'self-organizing' concept. Teams are formed and changed according to the work to be done. And these dynamic interactions are NOT controlled by a management layer!!! Actually, there is very little 'management' in our model. Effectively, employees are themselves taking care of them and of the others, in any ways they seem fit! That is the expression of 'self-organize' concept.

Every member of the staff is responsible towards self and towards peers. Peers' accountability at its best!

By being responsible for self-organization, each individual remains himself, instead of being 'shaped' according to organizational needs.

The happiness of employees is facilitated in form of a free to express ones' self. Interaction with others is not subject to 'company politics'.

D.D.E. model is based on high levels of social intelligence and emotional intelligence of those involved. That excludes 'command and control' or 'stick and carrot' practices!

In our model, 'machines' are simple tools and the interaction with tools is based entirely on practicalities. Again, humans are using the tools, instead of becoming their 'slaves'! By performing the innovative work, employees are actually creating the future 'repetitive' activities and delegate them to the 'machines'!

And that makes the difference between 'having to work' and 'loving to work'!