

A Simple Model with Complex Implications

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A very recent feedback around my [D.D.E. model](#) was 'what are the managers doing?' and here is my answer:

in D.D.E. there are no manager roles!!!

That is, while minimal managerial activities being a fact, under this organizational model everybody acts as 'manager' at a certain point, but nobody is a 'manager' all day long, 7 days a week and so on.

The principle of '*flat hierarchy & interchangeable leadership roles*' prevents the appearance of a layer of employees 'managing' the rest.

In concurrence, the principle of '*dynamic multi-functional teams of cross-skilled individuals*' prevents the existence of semi-skilled staff in need of being managed. A cross-skilled individual at professional maturity is absolutely self-managing and self-organizing and responsible.

Then, the '*knowhow-based authority*' principle is making sure that decision is made by the person with the most knowledge of the problem. Another problem in a different field, another person with knowhow in that field ...

The '*flexible modular structures*' principle is also preventing the existence of roles 'carved in stone': it refers to both technical structures (of the platform level at layer 1) and staff structures! Even more here, when you factor the End-client being part of the same team of D.D.E. at least until his problem is solved!

As per the title of this post:

a very simple model with complex implications :)

Enjoy it!