XSCALE Ecosystems Thinking Principles

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March 2020

XSCALE is the most powerful approach to agile de-scalability to date. Developed by Peter Merel, it includes business agility, product management, and an ecosystem approach to DevOps.

XSCALE considers organizations to be networks of mutually balanced interconnectedness, which is what we call ecosystems. In an ecosystem you think bread-first instead of depth-first, meaning that you consider not only the issue or need at hand but how it relates to its context, and to that context's contexts, including how they relate to each other bidirectionally.

XSCALE Ecosystems thinking has twelve principles:

1. Observe and interact: business, design and technical stakeholders must work together as peers face to face to design solutions that fit each other's constraints

2. Capture and store learning in small, autonomous cross-functional teams: as these teams satisfy the current constraints they become capable of breaking through future bottlenecks

3. Obtain a yield: teams must measure and optimize their contribution to top-line business throughput as the result of the work they are doing

4. Align teams into self-managing value streams that continuously adapt their work priorities to changing market feedback

5. Share resources and services across streams as much as possible: motivate mutual benefit for teams and streams to reduce silos, dependencies, and missed opportunities

6. Mercilessly refactor value streams: reuse, recycle or reduce all the outputs their streams produce until nothing goes to waste

7. Design breadth-first. Step back to see patterns in and between markets and value streams. These form skeletons of designs that we can detail as we learn more

8. Collaborate rather than delegate: the right people are in the right relationships when conversations develop between them, so they work together and support each other

9. Take time to simplify and automate solutions: simple, automated systems are easy to maintain than big, manual ones, taking less work to make more useful outcomes

10. Use and value experimentation: experiment to reduce risk and adapt each product to the unique constraints of your organization and its markets

11. Enrich interfaces and serve under-developed markets: spaces between market segments are where most opportunities for innovation and productivity occur.

12. Creatively embrace change: research new ways to open current market bottlenecks and mutually beneficial channels to and between future market opportunities

Ecosystems is a natural gateway to transition from silo thinking to ecosystems thinking.

For more information visit https://xscalealliance.org/