Product Management Festival: Gibs on Biddle from Netflix

Highlight from #pmf19 – Product Management Festival 2019

Gibson Biddle from Netflix

Don't copy culture. You can't. Don't bother trying.

Be transparent of firing and why! <– *Same experience here. Be careful how you frame and phrase this.*

Be transparent of firing and why!

The DEL model

Model DEL

Healthy Culture

Define it	Edit it	Live it!
Timing, ownership	First principles	Mechanisms
Star behaviors/skills	Experiments	Hire, fire, promote
Hard choices	Cases/roleplay	Question, challenge
Magnets, repellants	New stars	Celebrate!

Highlight:

Role playing of "What If" scenarios

ROLE PLAYING

"WHAT IF"

- ACTOR GROOMS CHILDS
- EMPLOYEE...TAKES PAPER FROM PRINTER
- INSIDER TRAINING

Thanks [Gibson Biddle](#) for lots of inspiration

[More highlights on the overview page.](#)

We Go Beyond Agile

Beyond Agility
Zürich - Switzerland