

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.

NO BEST PRACTICES

First principles	Outcome
Required processes	Talent density + context
Vacation tracking	Unlimited vacation
Confidential compensation	Open compensation
2 week/year severance	Generous severance
Loyalty	"A great company to be from"

ALL VISIBLE

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

Product Management Festival: Gibson Biddle...

by Peter Gfader -

<https://beyond-agility.com/highlight-from-pmf19-product-mangement-festival-gibson-biddle-from-netflix/>

COFFEE, FOOTBALL BEER ☺
MISTAKES: -> COOLIFY TOO EARLY
NO ONE RESPONSIBLE
CEO, HR, HEAD OF
PLACEHOOD OF WATER COOLER
ADAPT OVER YEARS

Be transparent of firing and why!

The DEL model

Model DEL



Highlight:

Role playing of "What If" scenarios

ROLE PLAYING

"WHAT IF"

- ACTOR GROOMS CHILOS
- 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