

Atlassian

Atlassian, a software company started in 2002 by Australians, Scott Farquhar and Mike Cannon-Brooks, has produced cutting edge technology such as JIRA, Confluence, and other tools to browse, review, test, and manage code. One of their latest apps is HipChat, a hosted private chat service for your company and team where they can share ideas and files, hold video chats, and do business on the go.

To produce a fun work environment and to spark even more creativity, Cannon-Brooks decided to set aside one day a quarter for engineers to work on any problem they wanted, but it must be something not part of their regular job. He calls this his Fed Ex day, because you have to deliver overnight. It begins at 2pm one afternoon and lasts until the following afternoon. At that time they show the rest of the company what they have designed, developed, uncovered.

Atlassian believes autonomy is the motivator, especially autonomy over: what people do, when they do it, how they do it, and with whom they do it.

But Fed Ex days had one drawback. While many new ideas emerged from these days, it did not allow developers to continue to work on a new idea. So Atlassian partners, Farquhar and Cannon-Brooks, decided to institute a 20% rule. Developers could now spend 20% of their time working on any project they wanted. It has resulted in greater product development and much lower turnover in employees.

Atlassian's website clearly shows that their purpose is different. In pointing out their core values, they state, "These aren't your typical corporate values. They steer every decision we make, whether it's about products, brand, or people."



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Open company, no bullshit



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Build with heart and balance



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Don't #@!% the customer



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**Play,
as a team**



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Be the change you seek

Directions:

Read and review the case studies of the business.

Questions:

Based on what you have discovered about Montessori's principles of autonomy, purpose, and mastery, can this model be replicated in business?

What elements have been attempted in the business case?

How has this element affected the autonomy, purpose, and/or mastery of employees of the business?

Can it be duplicated in the business of education?