The Unicorn Project - A Novel about Developers, Digital Disruption, and Thriving in the Age of Data by Gene Kim

"The Unicorn Project" is a follow-up novel to "The Phoenix Project" and it continues the story of the protagonist, Maxine, as she takes on a new role as the Director of Architecture in a large software company named Parts Unlimited. The company is struggling with outdated technology, siloed teams, and a lack of collaboration, which is preventing it from delivering value to customers.

Maxine's mission is to help the company become a "unicorn" - an organization that can deliver software quickly, safely and at scale. To achieve this goal, Maxine must navigate the company's complex political landscape, while also working to break down silos and establish a culture of collaboration, experimentation and continuous improvement. She adopts the principles of the "Five Ideals" which are:

- **Locality and Simplicity:** Breaking down silos and making the system easy to understand and reason about.
- **Focus, Flow, and Joy:** Encouraging teams to focus on high-value work and fostering a culture of flow and joy.
- **Improvement of Daily Work:** Continuously improving the daily work of the team.
- **Psychological Safety:** Creating a culture where people feel safe to take risks and speak up.
- **Customer Focus:** Prioritizing the needs of the customer and delivering value to them.

The book uses real-world examples and practical advice to illustrate how these principles can be applied in practice, and how they can help organizations deliver software quickly, safely and at scale.