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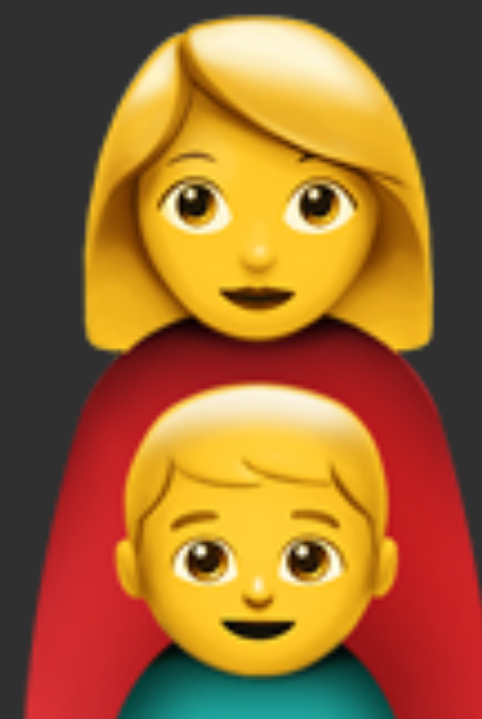
PÅ

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HAR ÅLDRA

**ETT ÅR TILLBAKA**  
**26.9 2016**











**PASSIVA VAL**

**AKTIVA VAL**

**SKYLDIGHET**

**AMBITION**











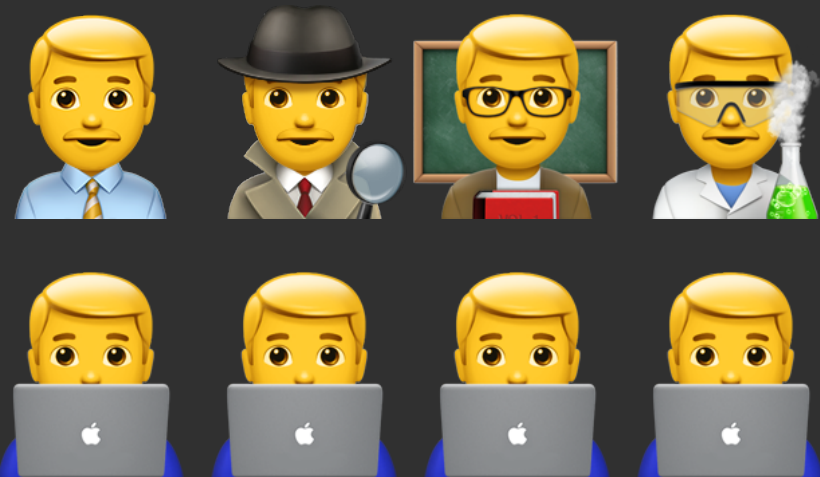
BBC



NOVEMBER 2011

DSP

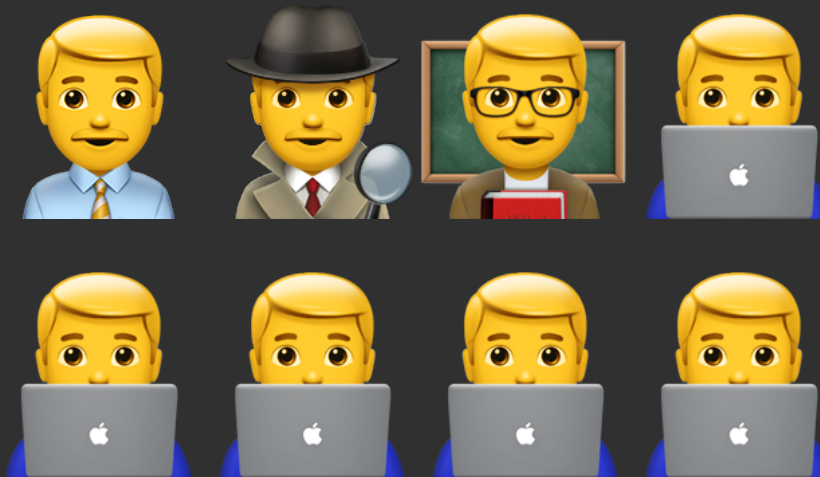
DYNAMIC SEMANTIC PUBLISHING



SEPTEMBER 2012

LDP

LINKED DATA PLATFORM



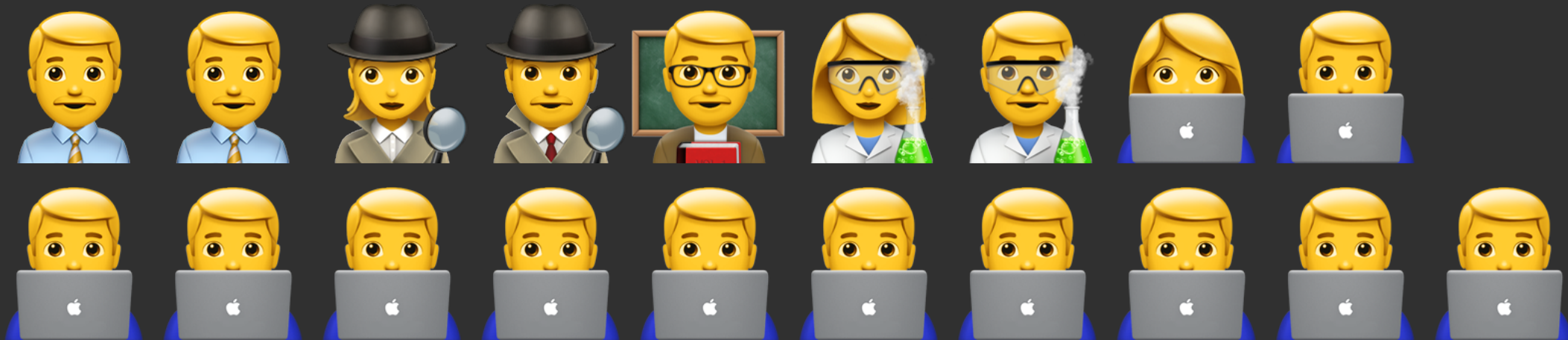
2016

2011

MARS 2012

ODA

OLYMPIC DATA NÅGONTING...



NOVEMBER 2014

iBL

iPLAYER BUISNESS LAYER











D6

START SIMPLE  
DEPLOY ASAP  
EXPERIMENT  
LEARN

JOY  
WORK

>The BBC, online

>Continuous Delivery



# DSP

DYNAMIC SEMANTIC PUBLISHING



# ODA

OLYMPIC DATA NÅGONTING...

CHEF I TEAMET  
1-2-1 VARJE VECKA  
AMBITIÖS CHEF

ANSÖKTE OM BEFODRAN  
GÖRA SIG UMBÄRLIG  
10%-TID

**ALLA GJORDE ALLT  
GOOGLE OKR  
OBJECTIVES-TID**



# GOOGLE OKR

## OBJECTIVES AND KEY RESULTS

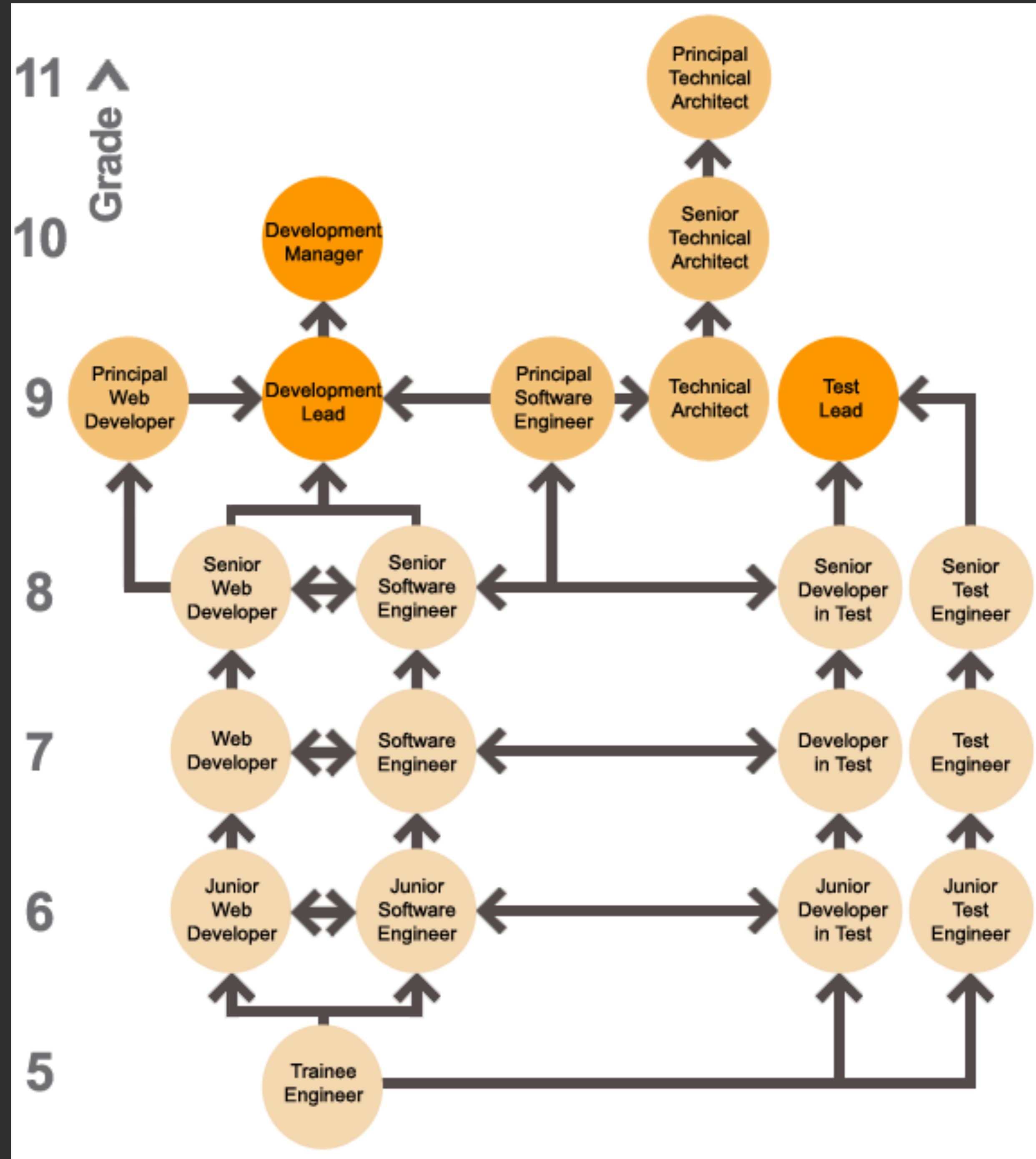
### BLI BÄTTRE PÅ ATT TALA OFFENTLIGT

1. HÅLL I ETT TEAM-MÖTE
2. PRESENTERA EN TEKNISK LÖSNING FÖR TEAMET
3. HÅLL EN PRESENTATION PÅ *AGILE ISLANDS*

# BBC

BRITISH BROADCASTING CORPORATION

TYDLIGA GRÄNSER  
ANSÖKA OM BEFODRAN  
SJÄLVSTÄNDIGA TEAM



# SENIOR SOFTWARE ENGINEER

## **Behaviours/Competencies**

- Communication/Influencing & Persuading (Level 2)
- Analytical & Creative Thinking (Level 2)
- Orientation for Learning (Level 1)
- Managing relationships & Team Working (Level 1/2)
- If Line Manager - Managing People & Developing Others (Level 1)
- Drive for results (Level 1/2)
- Resilience & Flexibility (Level 1/2)
- Planning and organising (Level 1/2)



### Communication/ Influencing & Persuading

- Gets messages across in ways others can understand
- Uses range of influencing strategies appropriate to audience/situation

**-VE**

- Doesn't listen
- Lacks proactive communication
- Lacks accuracy, brevity, clarity
- Uses wrong communication method

**Lv 1**

- Speaks & writes clearly & concisely
- Able to present opinions to peers
- Uses appropriate body language
- Proactive communication

**Lv 2**

- Uses range of techniques to influence, adapts to situation
- Handles objections assertively
- Delivers hard/difficult messages well

**Lv 3**

- Skilfully uses range of influencing & negotiation techniques, adapting to wide range of audiences/situations
- Demonstrates exceptional political skills

### Analytical & Creative Thinking

- Simplifies complex problems
- Considers wider consequences of decisions
- Comes up with creative solutions

**-VE**

- Paralysed by over analysing
- Makes assumptions, jumps to conclusions, unstructured approach
- Procrastinates

**Lv 1**

- Simplifies problems into parts
- Identifies key data needed to support decision
- Sees range of potential applications

**Lv 2**

- Simplifies complex problems
- Gathers data from range of stakeholders, distils quickly
- Pushes boundaries in solving problems

**Lv 3**

- Thinks strategically when problem solving. Big picture awareness.
- Facilitates or leads effective problem solving in meetings or groups

### Orientation to Learn

- Constant interest in learning
- Takes full charge of own career
- Self aware

**-VE**

- Lacks self awareness
- Unreceptive to feedback
- Fails to keep up to date professionally, or learn new technology/techniques

**Lv 1**

- Vigorously pursues own development
- Always willing to accept new, or extra work to stretch abilities
- Mentors/coaches less experienced

**Lv 2**

- Actively seeks feedback from multiple sources
- Contributes to wider community in own area of expertise

**Lv 3**

- Manages career with clear self analysis, vision & direction
- Not frightened to take career risks that lead to development

### Managing Relationships & Team Working

- Quickly builds and maintains relationships across/outside BBC
- Shares best practice, ideas etc
- Networks effectively

**-VE**

- Isn't willing to help, fails to share information with others
- Ignores activities or needs of others
- Only relates to certain types of people

**Lv 1**

- Builds strong int/ext relationships
- Actively participates in team working
- Builds bridges where none existed
- Treats others with courtesy

**Lv 2**

- Supports a collective effort to resolve problems
- Valued mediator or diplomat
- Uses strengths of team to deliver increased value

**Lv 3**

- Creates org-wide value by pulling together different parts of BBC
- Initiates valuable relationships with wider industry & 3<sup>rd</sup> parties

### Managing People & Developing Others

- Sets clear expectations & provides regular feedback
- Develops team members
- Creates a high performing team

**-VE**

- Fails to set objectives & give feedback
- Fails to use different approaches to develop team members
- Ignores training/development needs

**Lv 1**

- Sets clear expectations & provides regular feedback
- Discusses potential and career dev
- Understands what motivates team

**Lv 2**

- Distributes team workload for optimal performance
- Values differences
- Creates viable succession plans

**Lv 3**

- Track record of building high performing teams
- Consistently scores high on staff survey
- Proactive about managing talent

### Drive for Results

- Delivers on time, on budget, on spec
- Is proactive and takes initiative
- Takes responsibility & ownership
- Always focused on end result

**-VE**

- Fails to meet deadlines
- Lacks initiative
- Produces min effort to get by
- Fails to keep audience impact in mind

**Lv 1**

- Has a can do attitude
- Delivers ahead of expectations
- Takes ownership & accountability
- Puts in sustained effort

**Lv 2**

- Manages others' performance to ensure delivery
- Always focused on audience impact
- Anticipates & tackles problems

**Lv 3**

- Consistently delivers through large team
- Manages risk & takes appropriate risks where necessary

### Resilience & Flexibility

- Maintains a positive outlook
- Positive about change & receptive to ideas, adapts to changing situations
- Proactive promotes change to others

**-VE**

- Lacks flexibility in face of change
- Reacts negatively to new ideas
- Uncaring or unable to help others adapt to change

**Lv 1**

- Positively embraces new ways of working
- Challenges status quo
- Is consistently positive

**Lv 2**

- Proactively promotes change to others
- Proactively finds out more about proposed changes
- Ability to respond quickly to changes

**Lv 3**

- Convincingly communicates change to others
- Contributes to business development
- Proactively manages change transition

### Planning & Organising

- Manages workload of self/others to optimal capacity
- Uses effective tools/techniques to track progress to get initiative done

**-VE**

- Unaware of wider plans
- Unable to adjust plan
- Inability to estimate task completion time or order dependencies

**Lv 1**

- Keeps track of own workload & makes effective use of own time
- Keeps appropriate people well informed of plans, progress, etc.

**Lv 2**

- Sets clear/challenges targets for team
- Priorities demand to make efficient use of resources
- Effectively deals with problems

**Lv 3**

- Manages portfolio
- Develops efficient work plans for complex projects
- Sets broad or complex plans



# COMMUNICATION/INFLUENCING & PERSUADING (LEVEL 2)

- GETS MESSAGES ACROSS IN WAYS OTHERS CAN UNDERSTAND
- USES RANGE OF INFLUENCING STRATEGIES APPROPRIATE TO AUDIENCE/SITUATION

# COMMUNICATION/INFLUENCING & PERSUADING (LEVEL 2)

- USES RANGE OF TECHNIQUES TO INFLUENCE, ADAPTS TO SITUATION
- HANDLES OBJECTIONS ASSERTIVELY
- DELIVERS HARD/DIFFICULT MESSAGES WELL



**SKYLDIGHET**

**AMBITION**

# FRÅGOR?

*Q&A* GENAST EFTER