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Agile techniques, for example, have been shown to be a better way of developing software in many settings than the traditional waterfall model. 13 See, for example, Jeff Sutherland, *Scrum: A revolutionary approach to building teams, beating deadlines, and boosting productivity*, London: Random House Business Books, 2014.

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Adhocracy for an agile age The agile organizational model gives primacy to action while improving the speed and quality of the decisions that matter most. Julian

Birkinshaw and Jonas Ridderström 1 Two influential books that summarize a lot of these studies are Nicholas Carr, *The Shallows: What the Internet Is Doing to Our Brains*, New York: W.W. Norton, 2010; and Daniel Kahneman, *Thinking*

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Adhocracy is mostly utilized in organizations that engage in non-routine tasks and use sophisticated technology. The primary goal of an adhocracy is innovation and the need for rapid adaptation to

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Birkinshaw: Adhocracy is an organizational archetype or ideal, and Agile is a set of methodologies that are a manifestation of adhocracy. So conceptually they are very close to each other. In the

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Adhocracy is a type of flat organisation because it eliminates some, if not all, layers of management and promotes increased involvement of employees in the decision-making process. Adhocracy is anti-hierarchy and pro-collaboration.

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