# Article information:

Spotify’s Failed #SquadGoals  
<https://www.jeremiahlee.com/posts/failed-squad-goals/>

# Article summary:

1. Spotify's famed "squad model" was never fully implemented and failed the company as it grew.

2. The model fixated on team autonomy and lacked a common process for cross-team collaboration, leading to organizational chaos.

3. Collaboration is a skill that requires knowledge and practice, and businesses should study past failures to pick better areas for innovation in their organization structure.

# Article rating:

Appears moderately imbalanced: The article provides some useful information, but is missing several important points or pieces of evidence that would be required to present the discussed topics in a balanced and reliable way. You are encouraged to seek a more balanced perspective on the presented issues by exploring the provided research topics and looking at different information sources.

# Article analysis:

The article "Spotify’s Failed #SquadGoals" provides a critical analysis of the Spotify model, which was introduced in 2012 as a way to maintain the speed and nimbleness of a small team in a large organization. The author, who worked at Spotify, argues that the model failed because it fixated on team autonomy, assumed collaboration as a competency, solved the wrong problem with matrix management, and created mythology that was difficult to change.

The article provides insights into potential biases and their sources. For example, the author's experience working at Spotify may have influenced their negative view of the company's model. Additionally, the article cites multiple sources who have criticized the Spotify model, suggesting that there is a consensus among experts that it did not work well.

The article presents one-sided reporting by focusing solely on the flaws of the Spotify model without exploring any potential benefits or successes. While it is important to identify areas for improvement, presenting only one side of an issue can lead to an incomplete understanding.

The article makes unsupported claims when it suggests that the Spotify model will fail other companies without providing evidence or examples to support this assertion. Similarly, when discussing why matrix management did not work well at Spotify, the article does not provide evidence or data to support its claims.

The article misses points of consideration by not exploring potential counterarguments or alternative perspectives. For example, while the author argues that collaboration was an assumed competency at Spotify, it is possible that some employees were able to effectively collaborate without extensive training or guidance.

The article does not include promotional content but may be partial in its presentation of information. By focusing solely on criticisms of the Spotify model and not exploring any potential benefits or successes, the article may present a biased view.

Possible risks are noted in the article when discussing how autonomy can lead to cross-team dependencies and reduced productivity if processes for collaboration are not defined. However, these risks are presented without exploring potential solutions or mitigating factors.

Overall, the article provides a critical analysis of the Spotify model but may be one-sided and biased in its presentation of information. Readers should consider alternative perspectives and seek out additional sources to gain a more complete understanding of the topic.

# Topics for further research:

* Benefits of the Spotify model in large organizations
* Success stories of companies implementing the Spotify model
* Strategies for effective collaboration in matrix management
* Best practices for maintaining team autonomy while minimizing cross-team dependencies
* Criticisms of alternative management models to the Spotify model
* Research on the impact of team autonomy on productivity and innovation in large organizations

# Report location:

<https://www.fullpicture.app/item/2f6d50286f6db43c6baa60bdde0c0d75>