

# Lessons & Learning in People Ops at the EF

Retrospective of two years of experiments

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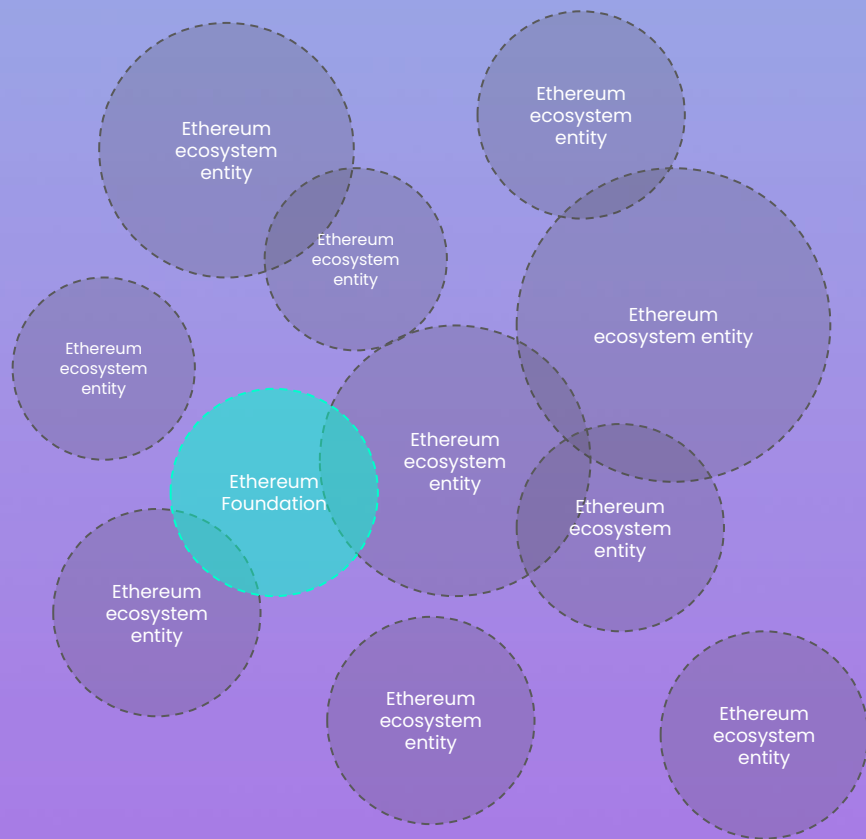
**What I'll be talking about**



# **Some brief context about how the Ethereum Foundation operates**

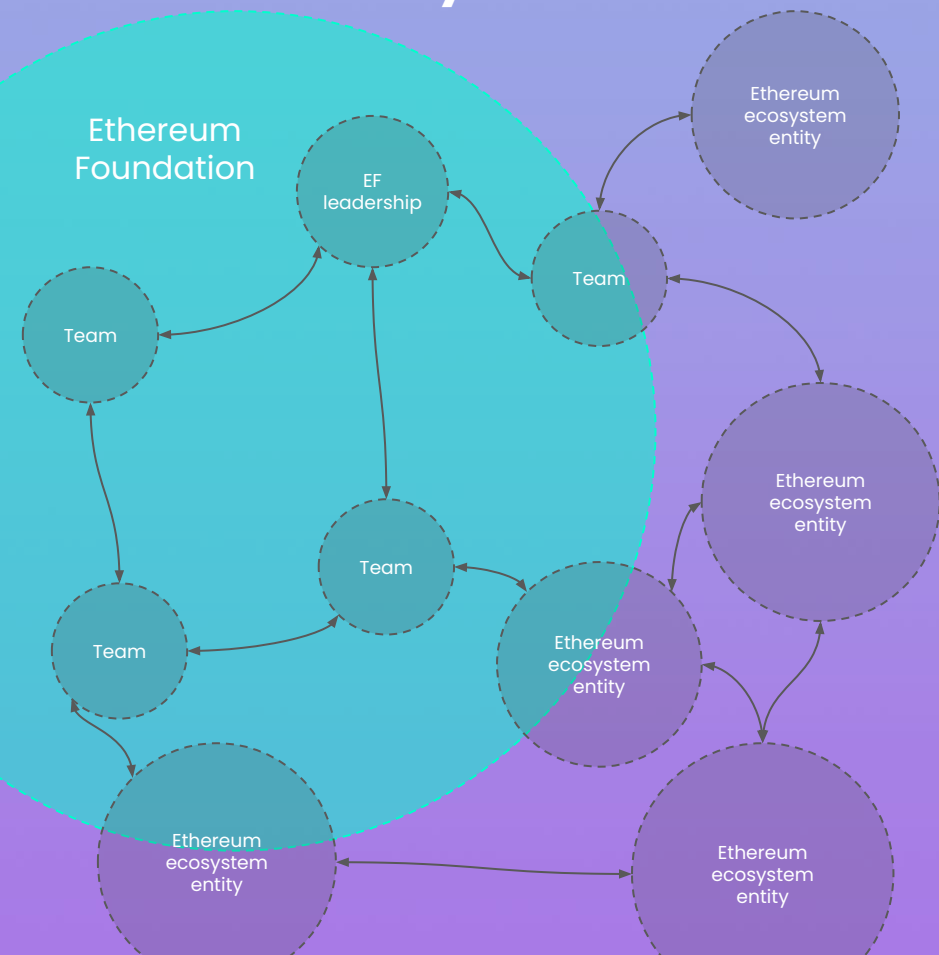


# Ecosystem



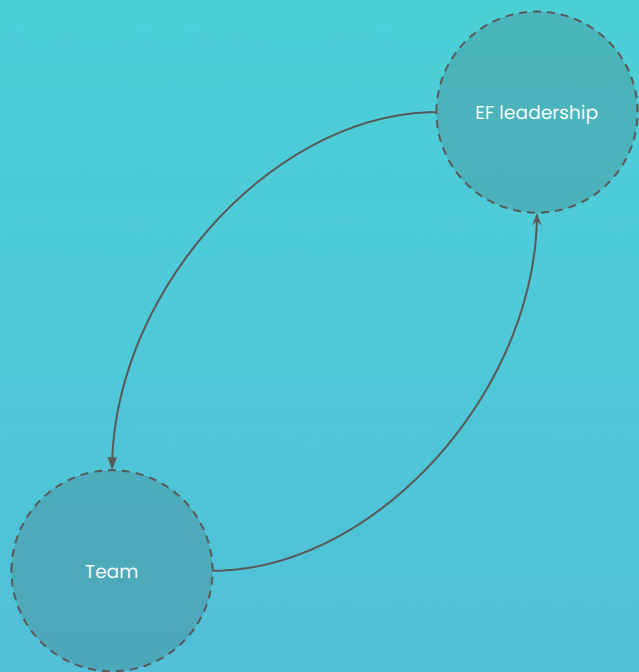
**The EF is (a small) part of  
a much larger ecosystem**

# Ecosystem



**The EF is a community  
of teams**  
(which may or may not have clear  
frontiers)

Ethereum  
Foundation



**EF teams are largely  
autonomous**





# **How this impacts People Ops**

# Recruitment





**Recruitment**

**Different teams  
=  
different subcultures  
=  
different ways of working**

# **People Experience & Development**



**People Experience &  
Development**

**Unstructured learning &  
unstructured career paths**

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# Offboarding



**Offboarding**

**Contribution › Contract**

A decorative floral pattern in shades of green and blue, located on the right side of the slide, partially overlapping the dark blue background.



**The future**



# Thank you!

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