

Engineering Culture



3/28/2018

Culture in a Nutshell

Trust over control

Commitment over Compliance

Data over authority

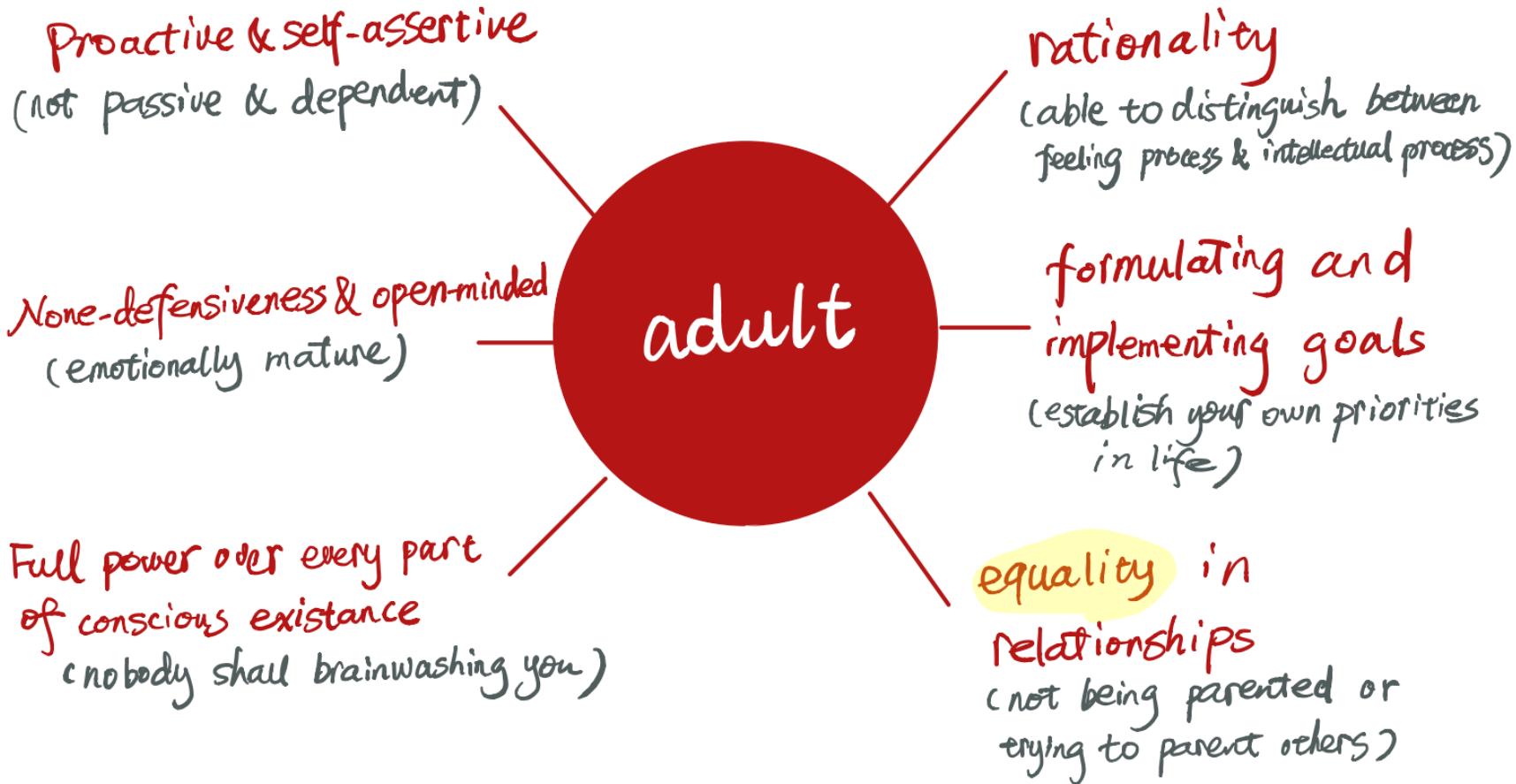
Fail recovery over fail avoidance

Proud to be the OWNER

Talk is cheap, delivery rules !

Trust is given by default
unless one breaks it, and we block it
(we treat you as an adult)

It takes courage to grow up and become who you really are - e.e.cummings



Commit ! and keep your promise

- Tasks are assigned based on consensus
 - share your voice, be part of decision-making
- Once commit it, you **own** it
 - Reach out to seek for support
 - Your leaders shall be your assistant
↳ leaders, your role is to clear the blocks

Data is the King !

- Open conflict, use the **fact**, not the title to argue
 - this is our **goal**, not the status-quo yet
 - leaders shall especially pay attention to it !
 - implication: everybody shall know how to access **data**

Try and Fail, and Recover

- fail early and fail fast
- When you're new or young, we allow you to make silly mistakes
 - but please learn from failure
 - repetitive failure is a shame
- Do things that won't fail, won't get you to next level

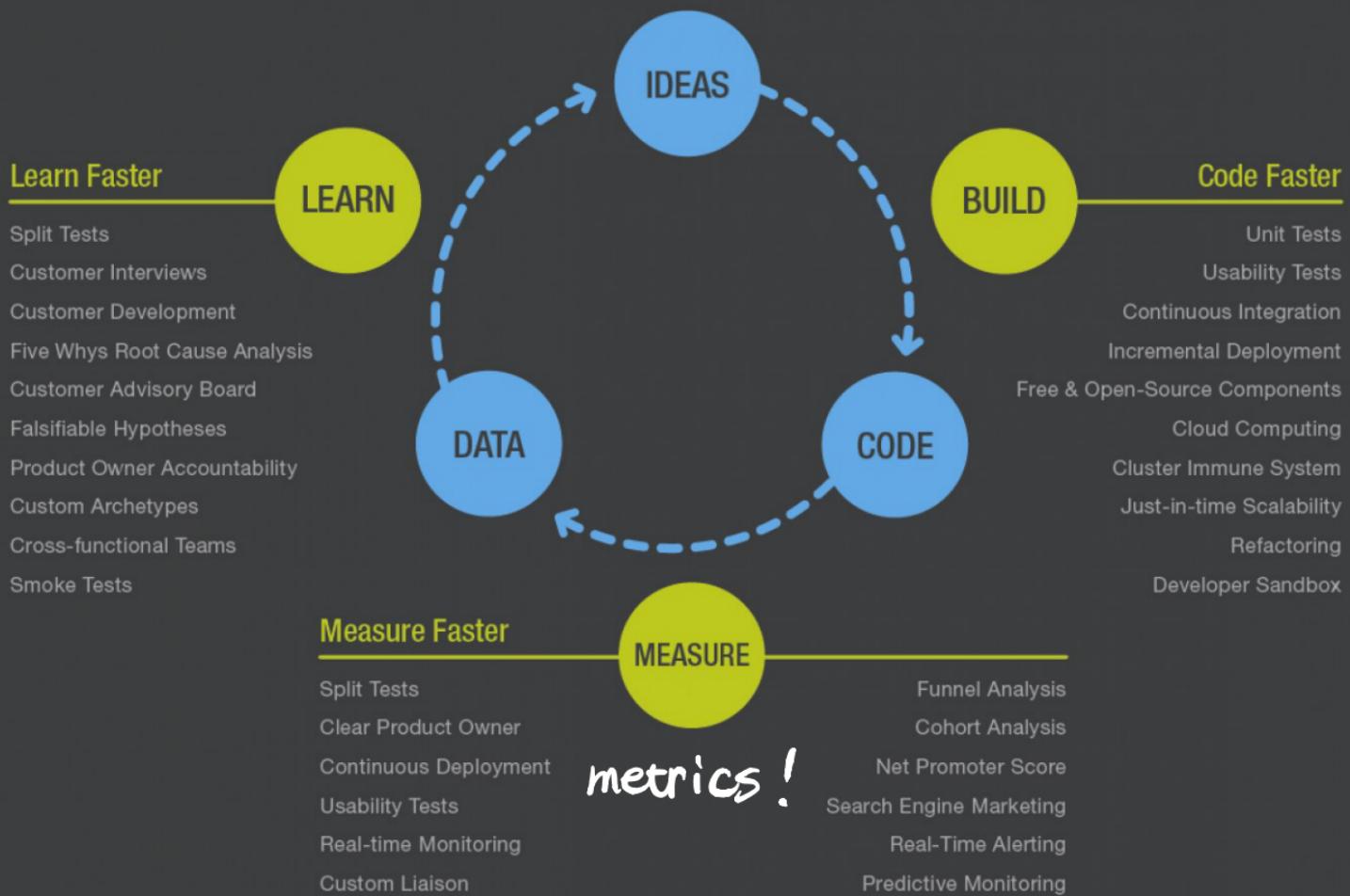
don't get me wrong, you might still get promoted based on contribution

Really OWN stuff !

- Own : ideation, implementation, deployment and monitor
- Proud to be the OWNER !
- Owner is not a dictator , but a parent
 - You still need to communicate to get consensus
 - You want to keep improving your stuff without an order
 - You felt shame, guilty when things failed
- Owner is a driver
 - You got idea, you educate stake holders, find resources and deliver !

Deliver ! Deliver ! Deliver !

- Your stuff is valuable only if it is in production
- Key to build-measure-learn cycle
- Your performance is based on your delivery
 - Not how much you talked
 - Well letting others know your contribution is important!



One more thing -

always have a passion to be an AWESOME eng !

Def: AWESOMENESS

- understand **why** we build stuff
- Strong sense of **ownership**
- Really **deliver** with full-fledged solutions
- Zero tolerance to **SHIT** in product
- Zero tolerance to **recurring** tasks and bugs
- Being **expert** to sht., but willing to switch tech stack & methodology
- Always **make your team** a better team

How tos

- How to be an effective leader?
- How to drive projects across region?
- How to make your teammate better?
- How to build your influence?

Thank
you

