

# Welcome

1 Company / 45 employees

in 10 time zones



03:33

-07:00



**boblangley**  
Bob Langley



**indu**  
Indu Alagarsamy

04:33

-06:00



**sean.feldm...**  
Sean Feldman

05:33

-05:00



**david**  
David Boike



**joeratzloff**  
Joe Ratzloff



**kyle.baley**  
Kyle Baley

06:33

-04:00



**brandon**  
Brandon Ording



**codyjohnson**  
Cody Johnson

07:33

-03:00



**donaldb**  
Donald Belcham

11:33

+01:00



**sean.farmar**  
Sean Farmar

12:33

+02:00



**adamralph**  
Adam Ralph



**aga**  
Aga Stypula



**alxrz**  
Alex Razumau



**andreas**  
Andreas Öhlund



**britt.king**  
Britt King



**daniel**  
Daniel Marbach



**dennis**  
Dennis

13:33

+03:00



**aleks.samila**  
Aleks Samila



**hindy**  
Hindy Lambrozo



**karen.fruch...**  
Karen Fruchtmann



**kim**  
Kim Abratt



**lilliane.oks**  
Lilliane Oks



**drori.ori**  
Ori Drori



**ryan**  
Ryan

18:33

+08:00



**mike**  
Mike Minutillo

20:33

+10:00



**greg**  
Greg Biellemen

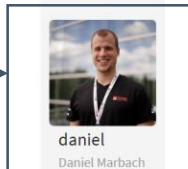


**hadi**  
Hadi Eskandari



**simon**  
Simon Cropp

That's me 😊



**daniel**  
Daniel Marbach

remote  
Wherever  
you want

freedom  
Whenever  
you want

vacation

How much  
you like

life / work balance

However

you prefer

your decision  
Whatever  
you want

sounds like

Chaos



Almost ;)

Experience says

Most of the wrong decisions  
were made by a single individual

Experience says

Authority and strict rules  
generate submission and adaption

Experience says

Matrices bring people  
to **cheat** the system

this is

pure

Chaos

fail small, learn big

Values

Organizational Roles

Strategies

A place to collaborate

how do I know I fit the

culture?



# Values

Motivated  
We live up to being  
Mature Responsible

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“Treat colleagues with respect.  
Make eye contact.  
Give honest feedback.”

Starr-Hollow Coast Guard Alaska

Mentoring / Coaching


1:1

Fostering Peer Feedback

Collaborate

A change is just a  
Pull Request away

# Define a new process for vacation tracking #422

[Edit](#)[New issue](#) Closed

adamralph opened this issue 28 days ago · 17 comments



adamralph commented 28 days ago · edited



Task force: @karenfruchtman @adamralph

## Problem definition

*This is an outcome of #408. Note that this issue is scoped such that the FTO policy remains a fixed constant and deals purely with revising the process for vacation tracking to match the requirements of the policy. It is only one of the action points that resulted from #408.*

Our current solution for ensuring that people are taking enough time off is unnecessarily complex and has potentially undesirable side effects, and is mixed together with our process for tracking sick days for Israeli employees. The best explanation of this problem is in the meeting which took place to close out #408.

## Skills and knowledge needed

People on the line.

## Description of issue

The purpose of this issue is to simplify our solution for ensuring people are taking enough consecutive days of time off to the bare minimum required, avoiding side effects decoupled from tracking sick days for Israeli employees.

## Description of expected outcome

A solution for ensuring people are taking enough consecutive days of time off to the bare minimum required, avoiding side effects, decoupled from tracking sick days for Israeli employees.

## Plan of Attack

- ☒ Retire the current vacation and sickness spreadsheet
- ☒ Create a new spreadsheet to record tracking of minimum vacation for all staff
- ☒ Set up a quarterly email to remind people to update the vacation spreadsheet
- ☒ Reduce the monthly email to Israel employees only and sick day tracking only and ask for a reply, rather than an entry into the sheet
- ☒ Split [https://github.com/Particular/StaffSuccess/blob/master/Procedures/Vacation\\_and\\_sick\\_tracking.md](https://github.com/Particular/StaffSuccess/blob/master/Procedures/Vacation_and_sick_tracking.md) into two documents, one for minimum vacation tracking and one for Israel employee sick day tracking - #424 #425
- ☒ RFC vacation changes via Slack @adamralph - <https://particularsoftware.slack.com/archives/announcements/p1475075993000121>
- ☒ RFC Israel employee changes via email @karenfruchtman
- ☒ Announce - <https://particularsoftware.slack.com/archives/announcements/p1475665984000134>

## Projects

None yet

## Labels



Impact: L

Size: S

## Milestone



No milestone

## Assignees




adamralph



karenfruchtman

## Notifications

 Unsubscribe

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Lock conversation



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## Projects

None yet

## Labels



Impact: L

Size: S

## Milestone



No milestone

## Assignees



adamralph



karenfruchtman

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# Update for new FTO tracking #424

[Edit](#)

 **Merged** adamralph merged 7 commits into master from Update\_FTO\_tracking 21 days ago

 Conversation 24  Commits 7  Files changed 2

+15 -25 ■■■■■











karenfruchtman commented 26 days ago • edited



Connects to #422

(This related PR to define the new process for Israel employees is #425.)

karenfruchtman and others added some commits 26 days ago

-   Update for new vacation tracking
-   Update Vacation tracking
-   Update Vacation tracking
-   Grammar, typos and minor wording improvements

Projects

None yet

Labels

None yet

Files

No milestones

Assignees

No one—assign yourself



adamralph approved these changes 26 days ago

[View changes](#)

@karenfruchtman this LGTM.

I made a couple of small tweaks. Please review the latest version.

I'm happy for this to be merged as is.

Notifications

 Unsubscribe

# Pull Request

# Request for Comments



**Adam Ralph** 17:19

@channel [RFC] a PR has been raised for "Define a new process for vacation tracking" <https://github.com/Particular/StaffSuccess/pull/424>. The RFC will end Monday 3rd Oct. Comments in the PR please or in [#staff-success](#) (edited)





slack

zoom

StaffSuccess

+ Add Issue

Filter Board



Inbox 3



Backlog 32



Next in Line 1



In Progress - Tasks 4



In Progress - Pro... 2



437



Should MVP Summit be part of educational policy or treated otherwise?



2

435



Discussion to decide if we renew corp plan for Pluralsight before November 1st.



1

367



Add details about the warranty



2

439



Document post termination details

General Impact: S Size: S

Type: Task



2

409



Discussion on "merit money"

Type: Discussion



2

414



Reward staff periodically for good sales

Type: Discussion



1

427



Should the term "impact" be used in free-time-off policy?

Benefits and Policies Impact: S

Size: XS Type: Discussion

317



Mentoring follow up

Career Development

Consider for Promotion Impact: L

Size: S



6

277



Fostering the use of peer feedback

Career Development Impact: L

Size: M Type: Task



56

364



Investigate creating an "Apprentice" program

Career Development Impact: L

Size: M



53

380



Revise educational policy to include all types of training

Career Development Impact: M

Size: M Type: Task



77

393



60

334



Company Conference, 1-2017

CompanyConferences Impact: L

Size: L Type: Project



114

417



Hiring for PA position

Hiring Impact: M Size: M

Type: Project



28

so I can work on

Anything?

Really?

Almost ;)

# Strategies



Collaboration

Customer Success

Developer Education

Platform Dev

Staff Success

Collaboration

Customer Success

Developer Education

Platform Dev

Staff Success

# Initiative vs Project

# Roles



# Guild

<http://www.iowabeer.org/>



# Mentor

<https://www.linkedin.com/in/willie-levy-7690b51>



# Mentor

<https://www.linkedin.com/in/willie-levy-7690b51>

there are more



# Decisions

as a group

now, later or..  
never

important or urgent

consensus in a

Task Force

# Metrics

so everything is

transparent?

even Finance



but nothing that would  
harm your  
personal rights

so everything is

perfect?

Almost ;)

# Challenges

You have to engage

There is no ladder  
to climb

Communication is  
f... hard

Change *never* ends



but

Hey!

I love

challenges!

# Slides, Links...

[github.com/danielmarbach/RemoteWorking](https://github.com/danielmarbach/RemoteWorking)

# Q & A

# Thanks

@danielmarbach  
[particular.net/blog](https://particular.net/blog)  
[planetgeek.ch](https://planetgeek.ch)