

# 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

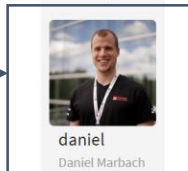


**hadi**  
Hadi Eskandari



**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

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

Motivated  
We live up to being  
Mature Responsible

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

Starr-Hollow Coast Guard Alaska

“Treat colleagues with respect.  
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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 online.

## 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

You're receiving notifications because you were mentioned.



Lock conversation

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## Projects

None yet

## Labels

Impact: L

Size: S

## Milestone

No milestone

## Assignees



adamralph



karenfruchtman

## Notifications

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Lock conversation

# 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



409

Discussion on "merit money"

Type: Discussion



2

414

Reward staff periodically for good sales

Type: Discussion



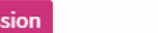
1

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

How on earth do you get stuff

done?

# 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!

# Thanks

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

# Slides, Links...

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

## Decisions without managers

Written by Karen Fruchtmann on August 24, 2017 • 4 Comments

Decision making is tricky business. Decisions often move up and down the chain of command without the input of those best equipped to make those decisions. In smaller companies, there's often too much reliance on the CEO, and that doesn't scale as the company grows. Ultimately, we can easily end up in a situation where the input of those most knowledgeable is not considered.

At Particular Software, we've struggled with these types of issues as our company has grown, and that's led us to rethink our organizational structure. We've eliminated our old departments and switched to working in small groups, bringing together those with the right skills, knowledge and context to get the work done. We've even gone a step further and eliminated our management positions.



Overnight, the former directors were stripped of their titles, but not one of them stormed out in protest. Instead, they chose to trust that their depth and breadth of knowledge would continue to guide staff and positively impact the

[Community](#)[Events](#)[Blog](#)[Discussion group](#)[Community champions](#)

### Async/Await webinar series with Daniel Marbach

See how to avoid common pitfalls in asynchronous code bases

[LEARN MORE →](#)

Learn how to scale applications with microservices and NServiceBus 6 with Roland Guijt

[LEARN MORE](#)



peopletchconnect.slack.com

## Sign in to peopletchconnect

peopletchconnect.slack.com

Enter your email address and password.

Sign in

☒ Remember me

[Forgot password?](#)

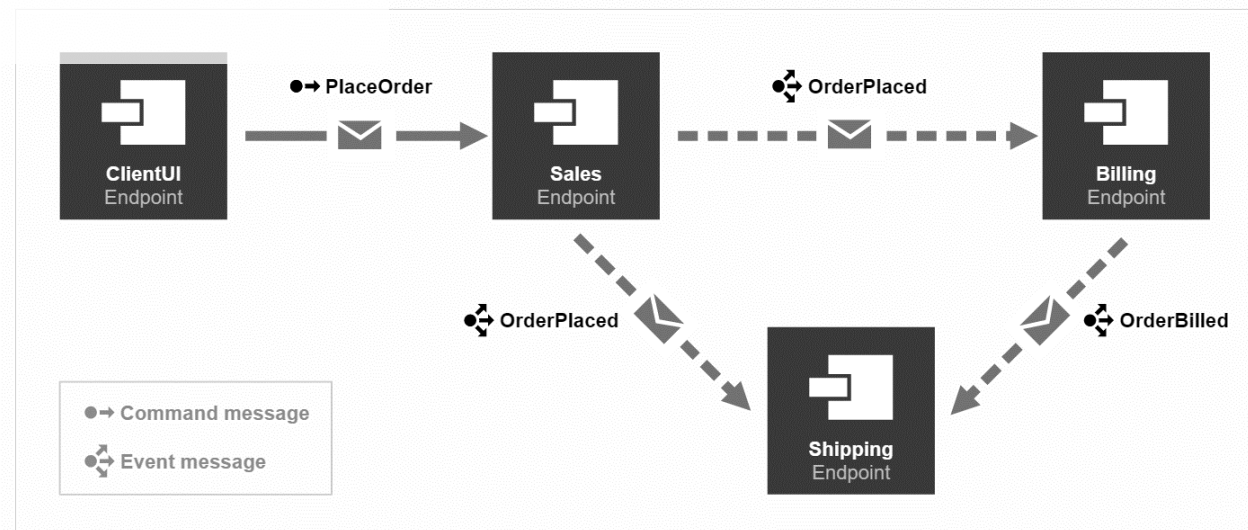
## Introduction to NServiceBus

The best way to get started with NServiceBus is to use it to build something realistic. In doing so you'll learn the architectural concepts behind the software, and start to learn its capabilities. In this tutorial, you'll be building a back end for a retail e-commerce system. You'll learn how to send asynchronous messages between processes, how to use the Publish/Subscribe pattern to decouple business processes, and the advantages of using reliable messaging to enable automatic retries after processing failures.

The tutorial is divided into five lessons, each of which can be accomplished in a half hour or less — perfect for your lunch break.

- **Lesson 1: Getting started** (10-15 minutes) - learn how to set up your development environment and create your very first messaging endpoint.
- **Lesson 2: Sending a command** (15-20 minutes) - learn how to define messages and message handlers, and send your first message.
- **Lesson 3: Multiple endpoints** (15-20 minutes) - learn how to create multiple endpoints and send messages between them.
- **Lesson 4: Publishing events** (25-30 minutes) - learn about the Publish/Subscribe pattern, how to publish events to multiple subscribers, and about the benefits of using this pattern to decouple business processes.
- **Lesson 5: Retrying errors** (25-30 minutes) - learn how to use the Particular Service Platform tools to gracefully recover from exceptions in your code, allowing you to build systems that are resistant to failure.

When you've completed all the exercises, your solution will look like this:



docs.particular.net/  
tutorials/intro-to-nservicebus

### Getting Started

Service Platform

#### Messaging Basics Tutorial

Step by Step Sample

Configuration choices Sample

Concepts

Platform Installer

License

Extensions

Contributing

Architectural Principles

Bus vs. Broker

### Upgrade Guides

### Messaging

### Hosting

### Handlers and Sagas

### Testing

### Recoverability

### Pipeline

### Serialization

### Containers

### Logging

### Security

### Operations

### Transports

### Persistence

### ServiceInsight

# Q & A

# Thanks

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