

Welcome

1 Company / 50 employees

in 10 time zones



Solution Architect
Enthusiastic Software Engineer
Microsoft Azure MVP

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particular.net/blog
planetgeek.ch



Intro

Process

WrapUp

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



Intro

Process

WrapUp

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

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 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 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

4 participants



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

4 participants



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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 and sick tracking

 Update Vacation and sick tracking

 Grammar, typos and minor wording improvements

Projects

None yet

Labels

None yet

Milestones

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.

11 participants



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?



435

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



367

Add details about the warranty



439

Document post termination details

General Impact: S Size: S

Type: Task



409

Discussion on "merit money"

Type: Discussion



414

Reward staff periodically for good sales

Type: Discussion



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



277

Fostering the use of peer feedback

Career Development Impact: L

Size: M Type: Task



364

Investigate creating an "Apprentice" program

Career Development Impact: L

Size: M



380

Revise educational policy to include all types of training

Career Development Impact: M

Size: M Type: Task



393



334

Company Conference, 1-2017

CompanyConferences Impact: L

Size: L Type: Project



417

Hiring for PA position

Hiring Impact: M Size: M

Type: Project



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

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

Metrics

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!



Pattern

Build It

WrapUp

Slides, Links...

github.com/danielmarbach/RemoteWorking

Q & A

Thanks