Particular
Software

Solution Architect
Enthusiastic Software Engineer
Microsoft Azure MVP

@danielmarbach
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

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**

how do I know I fit the

culture?

Values

Motivated

Responsible

We live up to being

Mature

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
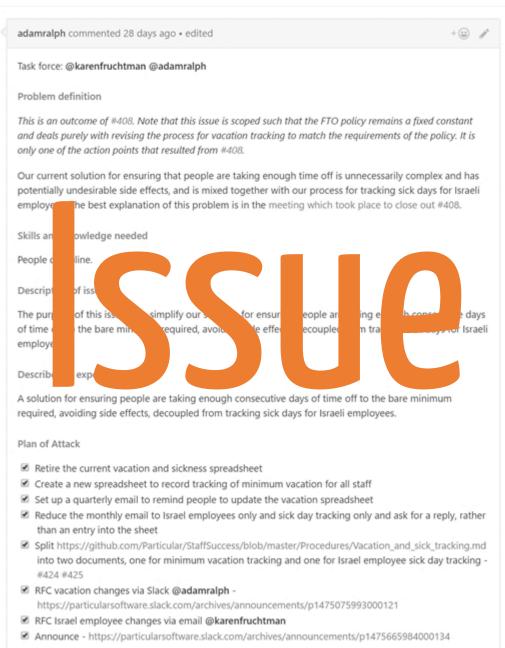
1 : 1

Fostering Peer Feedback

Collaborate

A **change** is just a
Pull Request away

Define a new process for vacation tracking #422

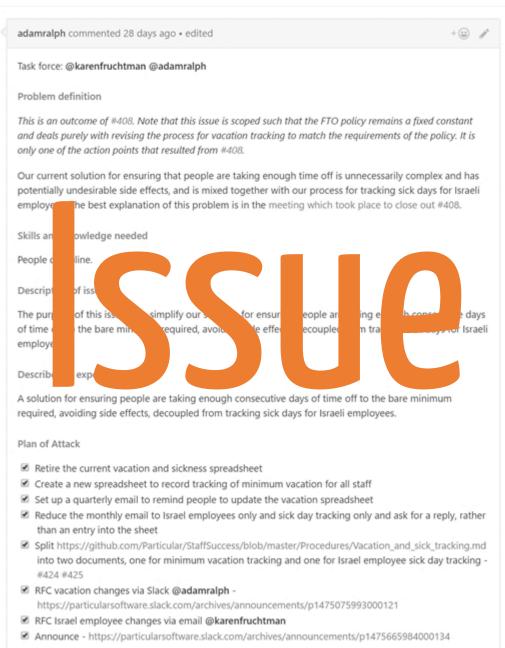🚫 Closed   adamralph opened this issue 28 days ago · 17 comments

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 employee. The best explanation of this problem is in the meeting which took place to close out #408.

Skills and knowledge needed

People discipline.

Description of iss

The purpose of this iss   simplify our s   for ensur   eople ar   ing e   h cons   e days of time o   the bare mi   required, avoi   de effe   ecouple   m tra   ys for Israeli employe

Describe   expe

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

Notifications

🔇 Unsubscribe

You're receiving notifications because you were mentioned.

🔒 Lock conversation

Issue

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 employee. The best explanation of this problem is in the meeting which took place to close out #408.

Skills and knowledge needed

People discipline.

Description of issue

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

Describe the expected

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

Notifications
Unsubscribe
You're receiving notifications because you were mentioned.
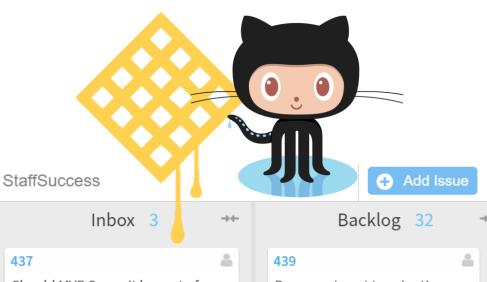
Lock conversation

Issue

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)
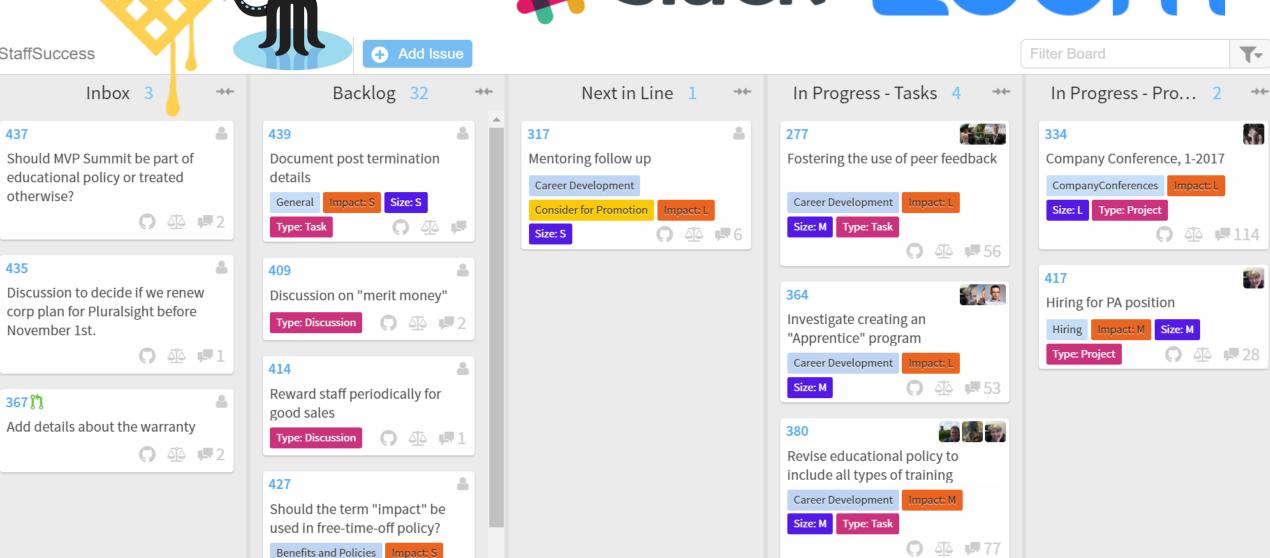
👀 8

StaffSuccess

 # slack zoom

⊕ Add Issue

Filter Board ▾

Inbox 3 ⤜⤛

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

Backlog 32 ⤜⤛

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

Next in Line 1 ⤜⤛

317 👤
Mentoring follow up
Career Development
Consider for Promotion Impact: L
Size: S
⊙ ⚖ 💬 6

In Progress - Tasks 4 ⤜⤛

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

In Progress - Pro... 2 ⤜⤛

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

Customer Success

Collaboration

Developer Education

Platform Dev

Staff Success

Customer Success

Collaboration

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

Decisions

as a group

now, later or..
never

important or urgent

consensus in a

TaskForce

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**

Thanks