Atlassian

CODING CULTURE

@svenpet

THE FOLLOWING **PRESENTATION** HAS BEEN APPROVED FOR

OPEN AUDIENCES ONLY

BY THE PRESENTATION ASSOCIATION OF MY IMAGINATION

P	**PROFANITY**
	Hypersensitivity to occasional profanity requires covering ears.

OCCASIONAL PROFANITY (SORRY MOM!)

@svenpet

WHAT IS

CULTURE?

SO, WHAT IS CULTURE?

A CULTURE THAT MAKES THE DEVELOPER HAPPY

PING PONG & FREE FOOD

BEER ON TAP

NERF GUNS

THIS IS NOT CULTURE

BAD CULTURE EXAMPLE

WHY ARE COMPANIES DOING THAT?

IT'S HIS FAULT!

FREDERICK WINSLOW TAYLOR

EFFICIENT WORKERS

THINKING MANAGERS

TIMES HAVE CHANGED!

WORK HAS CHANGED!

PEOPLE HAVE CHANGED!

COMPANIES... CHANGE SLOWLY

PAST

NOW

SVEN PETERS

ATLASSIAN EVANGELIST

svenpet.com

@svenpet

HAPPY HALLOWEEN!
Atlassian

F☺RMAL FRIDAY

1

CULTURE

OF

INNOVATION

INNOVATE OR DIE

GO & INNOVATE

$ FOR GOOD IDEAS!

GIVE THEM **TIME** TO TRY

THEIR OWN IDEAS

SHIP IT DAY

THE WHOLE COMPANY EVERY QUARTER

BRAINSTORM

HACK 24 HOURS

SHOW & WIN

Welcome!	You joined the room	
	Jakub Nowak joined the room.	3:04 PM
	Amanda Silva joined the room.	3:04 PM
	Linh Nguyen joined the room.	3:04 PM
Bruce LeShark	@AmandaSilva, I think we have a problem with the server.	3:06 PM
Amanda Silva	What is the problem, @BruceLeShark? EN PT	3:07 PM
Bruce LeShark	The server is not responding	3:07 PM
Amanda Silva	This is not good. We ask @JakubNowak to check it out. I would ask @LinhNguyen, but it's 3 am in Vietnam. EN PT	3:08 PM
Bruce LeShark	Hey @JakubNowak, are you awake?	3:09 PM
Jakub Nowak	I was not. EN PL 🙂 What's going on? EN PL Oh man, everything is fucked up. Did you see the logs? There are serious problems. EN PL	3:09 PM
Bruce LeShark	Understatement of the century, @JakubNowak. Could you try fixing it please? We need them fixed before London wakes up.	3:11 PM
Jakub Nowak	I would rather escalate it @LinhNguyen, I'd rather not break our production servers. EN PL	3:11 PM

Send

Bruce LeShark	Hej @JakubNowak, nie śpisz? PL EN	3:09 PM
Jakub Nowak	Nie byłem.	3:09 PM
Jakub Nowak	🙂	3:10 PM
Jakub Nowak	Co się dzieje?	3:10 PM
Jakub Nowak	O człowieku, wszystko jest popieprzone. Widziałeś dzienniki? Istnieją poważne problemy.	3:10 PM
Bruce LeShark	Niedopowiedzenie stulecia @JakubNowak. Możesz spróbować go naprawić proszę? Potrzebujemy ich na czas przed Londyn obudzi. PL EN	3:11 PM
Jakub Nowak	Wolałbym eskalować to @LinhNguyen, ja	3:11 PM

Send

Jakub Nowak	Eu não estava. PT PL 🙂 O que está acontecendo? PT PL Oh homem, tudo é fodido. Você viu os logs? Há problemas sérios. PT PL	3:09 PM
Bruce LeShark	Eufemismo do século, @JakubNowak. Você poderia tentar corrigi-lo, por favor? Precisamos deles fixado antes Londres acorda. PT EN	3:11 PM
Jakub Nowak	Eu preferia escalar-lo @LinhNguyen, eu prefiro não quebrar os nossos servidores de produção. PT PL	3:11 PM

Send

INNOVATION DAY

REASON WHY WE DECIDED TO BE DEVELOPERS

WORKING PROTOTYPE

HAPPY DEVELOPERS

INNOVATION WEEK

EACH TEAM INDIVIDUALLY

ONE WEEK

IDEAS FOR THE PRODUCT

REGUALARY

amazon

INNOVATION FOR THE MASSES

IDEAS CAN HAPPEN TO ANYONE ANYTIME

INNOVATION HAPPEN

GIVE IT A POSSIBILITY TO GROW

2

CULTURE

OF

HAPPINESS

FUN WITH CO-WORKERS

EOFY PARTY
(GAMES OF CODE)

FAMILY & FRIENDS DAY

TEAM BUILDING

FUN WITH CO-WORKERS

BUILDS RELATIONSHIPS

LEARN ABOUT STRENGTH & WEAKNESSES

LIFE MOVES PRETTY FAST
IF YOU DON'T STOP AND LOOK AROUND ONCE IN A WHILE, YOU COULD MISS IT

STOP & CELEBRATE THE TEAM WINS!

DO A TEAM OFFSITE

BAKE A CAKE

ORGANIZE A RELEASE PARTY

SERVICE TEAM VALUES

THEY BECAME BLURRY
ON A DAY TO DAY BASIS

STOP & CELEBRATE THE CULTURE ROCKSTARS!

STOP & CELEBRATE SMALL & BIG WINS

HELPS US TO FOCUS

MAKES US HAPPIER

HOW HAPPY ARE YOU?

AND YOUR TEAM?

SUCKS & SLOW

Employee Engagement and Satisfaction Survey

Fill in each circle completely using a DARK BLUE or BLACK PEN, not a pencil. Do not use "x" or "/" marks. To ensure your anonymity, mail your completed survey in the postage-paid envelope provided. Upon receipt of your survey, your answers and comments will be added to those of your fellow workers and summarized as a group. The number in the right hand corner of this document is for data processing only and cannot be tracked to any individual's survey responses. If you have any questions or comments contact Best Companies Group at support@bestcompaniesgroup.com.

	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly	Not Applicable
1. Overall, I am very satisfied with my employer	O	O	O	O	O	O

How do you feel about each of the following specific matters? (Fill in a single response for each statement below)

2. This organization's leadership and planning:	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly	Not Applicable
I understand the long-term strategy of this organization	O	O	O	O	O	O
I have confidence in the leadership of this organization	O	O	O	O	O	O
The leaders of this organization care about their employees' well being	O	O	O	O	O	O
Senior leaders live the core values of the organization	O	O	O	O	O	O
There is adequate planning of departmental objectives	O	O	O	O	O	O
There is adequate follow-through of departmental objectives	O	O	O	O	O	O
The leaders of this organization are open to input from employees	O	O	O	O	O	O

3. The organization's corporate culture and communications:	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly	Not Applicable
This organization's corporate communications are frequent enough	O	O	O	O	O	O
This organization's corporate communications are detailed enough	O	O	O	O	O	O
I have a good understanding of how this organization is doing financially	O	O	O	O	O	O
I can trust what this organization tells me	O	O	O	O	O	O
This organization treats me like a person, not a number	O	O	O	O	O	O
This organization gives me enough recognition for work that is well done	O	O	O	O	O	O
Staffing levels are adequate to provide quality products/services	O	O	O	O	O	O
Quality is a top priority with this organization	O	O	O	O	O	O
Safety is a top priority with this organization	O	O	O	O	O	O
I believe there is a spirit of cooperation within this organization	O	O	O	O	O	O
My employer enables a culture of diversity	O	O	O	O	O	O
I like the people I work with at this organization	O	O	O	O	O	O
At this organization, employees have fun at work	O	O	O	O	O	O
I feel I can express my honest opinions without fear of negative consequences	O	O	O	O	O	O
Changes that may affect me are communicated to me prior to implementation	O	O	O	O	O	O

Sample

LEARN

MEASURE

How are you feeling today?
32%
48%
18%
0%
2%
17 votes | Since January 20, 2012

ADOPT

MOOD
Does your manager understand what tasks you love and loathe?

AFTER OUR COMPANY PARTY

ADOPT

http://atlss.in/mood_app

ADOPT

91% HAPPY!

↓

TALKED TO UNHAPPY PEOPLE

↓

94% HAPPY!

rch Linux 3.6.11-1-ARCH (tty1)
rchiso login: root (automatic logi
9.298977] ata1.00: exceptio
0x0 action 0x0
9.299067] ata1.00: BMDMA s
9.299084] ata1.00: failed
9.299104] ata1.00: cmd 2
e0 tag 0 dma 4096 in
9.299104] res 5
e0 Emask 0x9 (media error)
9.299155] ata1.00: statu
9.299170] ata1.00: erro
9.317915] end_request: I ror, dev sector 984
9.317964] Buffer I/O erro device logical k 4
oot@archiso ~ # [11.391098 a1.00: ep n Emasl SAct 0x0 SErr 0x0 action 0x0
11.391152] ata1.00: BMDMA s 0x24
11.391177] ata1.00: failed D DM
11.391210] ata1.00: cmd 25/ 3b/ 0/e0 tag 0 dma 4096 in
11.391210] res 51/40:00:2 2f:00:00/e0 Emask 0x9 (media error)
11.391294] ata1.00: status: { DRDY
11.391319] ata1.00: error: { UNC }
11.404030] end_request: I/O error, dev sda, sector 798717984
11.404071] Buffer I/O error on device sda9, logical block 4

SHARE THE PAIN

SERIOUSLY

NO FINGER POINTING

INFORM & UPDATE

SHARE THE PAIN

WIN AS A TEAM
& LOSE AS A TEAM

MAKES US STRONGER

3

CULTURE

OF

BALANCE PASSION

WHY DO WE CODE?

CODING / CREATING GREAT SOFTWARE MAKES US HAPPY

SUPPORT FROM MANAGEMENT
THE BEST TOOLS
PASSIONATE, TALENTED DEVELOPERS
GREAT CULTURE WITH RESPECT & TRUST
INGREDIENTS FOR GREAT SOFTWARE

WHY DO WE CODE?

GREAT SOFTWARE MAKES THE CUSTOMER HAPPY

CODING / CREATING MAKES US HAPPY

DON'T FORGET YOUR CUSTOMER

AS A USER

I WANT A NEW EVENT BUTTON

SO THAT I CAN ADD EVENTS

USE PERSONAS

TELL STORIES

AS ~~A USER~~ EMMA

I WANT ~~A NEW EVENT BUTTON~~ TO PLAN A TRAINING EVENT

SO THAT ~~I CAN ADD EVENTS~~ MY TEAM RUN EFFECTIVELY

THIS IS YOUR CUSTOMER

Atlassian User Personas

Emma *the* Eager

"I want to learn as much as I can as quickly as possible."

Emma just graduated from computer science at University. She's in her first job and is keen to take things on. Emma wants to absorb everything about her job and tinkers with her own projects on the side. She aspires to know as much as William the Wise and wants to be an awesome technical guru. Emma knows she has a long way to go and brings a high level of enthusiasm to anything asked of her. She frequently experiments with tools and techniques. Emma loves the theory of Agile but needs more practice. She grew up with the internet and can't imagine life without it. She's ambitious, social and loves the latest tech gadgets.

REMINDS US WHO WE BUILD THE SOFTWARE FOR

Emm

Her Company

TEAM SIZE	4
COMPANY SIZE	200
WORKS REMOTELY	No
PURCHASING POWER	End User

Skills

TECH PROFICIENCY	★★☆☆☆
DESIGN	★☆☆☆☆
PROGRAMMING	★★★☆☆
SECURITY	★☆☆☆☆
SUPPORT	★☆☆☆☆
TESTING	★☆☆☆☆
PROCESS EFFICIENCY	★★☆☆☆
ANALYTICS	★★★☆☆
MANAGEMENT	★☆☆☆☆
MARKETING	★☆☆☆☆
DEV OPS	★★☆☆☆
NEW PRODUCT LOVE	★★★★★

Her Career

"I want to learn as much as possible so that I can ultimately become a team lead."

Loves

- Beautiful software
- Challenges
- Organising social events with her colleagues
- Curating art online
- Quick wins

Hates

- Hitting road blocks
- Clunky and enterprise software
- Legacy code
- Colleagues with no patience

Software & Languages

- Trello
- Javascript
- JIRA
- CSS
- Confluence
- HTML
- Python
- C + +
- Eclipse
- GitHub

Hang Out Places

- Pinterest
- Boing Boing
- Girl Geeks
- Facebook
- World of Warcraft

She Thinks Atlassian Is...

An Old Dog
Loyal, wants to help but often naps.

"

ob and is
tinkers with
/ise and
o go and
periments
ractice. She
ocial and

REMIND PEOPLE

Atlassian User Persona non Grata

Vernon *the* Voyeuristic

"I like to stare at people going to the bathroom."

If found, please escort this persona out of the building.

PERSONA CARDS

PERSONA CARDS

PLAY SOME CARDS?

ARGUE WITH PERSONAS

VISUALIZE STORIES FOR EVERYONE

BE PASSIONATE ABOUT YOUR SOFTWARE

YOU SPEND 8 HRS A DAY ON IT

YOUR PRODUCT
Rubens

YOUR CODE

HAVE

ENGINEERING VALUES

```java
public boolean isTrue(boolean value) {
    if (value == true) {
        return true;
    } else {
        return false;
    }
}
```

SAY 'NO'

IF YOU FEEL IT WILL HARM THE CODE

DON'T WRITE CRAPPY CODE

```
for(int i=0;i< names.length;i++){
    if (zipFile.getEntry(name[i])!=null){
        return true;
    }
 }
 return false;
```

```
return Arrays.stream(names).anyMatch
   (name -> zipFile.getEntry(name) != null);
```

SCROLL BAR IS A SOLUTION...

TRY AND FIND BETTER WAYS

PRIMADONNA

Stash Projects Repositories Find a repository...

Teams in Space
Apollo UI

Clone Fork Pull Request

Files Commits Branches Pull requests 2

#1 OPEN bugfix/TIS-57-buttons-need-to-be-red → auiplugin-5.0.x

Merge Decline Edit Approve

Bugfix/TIS-57 buttons need to be red

2 Reviewers

Overview Diff Commits

auiplugin / src / main / resources / css / atlassian / **dialog.css** MODIFIED

```
182  182  .aui-dialog .dialog-button-panel button.button-panel-button:active {
183     -     background: #f2f2f2;
       183 +  background: red;
```

Emmet Paris
Shouldn't this be crimson also? The design guidelines say the hover and active states should be the same.
Reply · Edit · 06 Sep 2013

Mitch Davis
No, we need to make an exception here
Reply · 4 mins ago

Emmet Paris
Why? We should always follow the guidlines
Reply · Edit · 3 mins ago

Mitch Davis
Not this time, really do you want to change the guidelines for such a small thing?
Reply · 2 mins ago

Emmet Paris
Change the guidelines or change it back!
Reply · Edit · 2 mins ago

Mitch Davis
I won't change it back and won't change the guidelines! basta
Reply · 1 min ago

Emmet Paris
You will, or I need to change the release date
Reply · Edit · 1 min ago

TURN YOUR PASSION INTO PRODUCTS

WRITE DOWN YOUR

ENGINEERING VALUES

SO YOU CAN REFER TO THEM

BALANCE YOUR PASSION

4

CULTURE

OF

BEING ONE TEAM

12

12

NATURAL TEAM SIZE

6-8

6-8

DEVELOPER TEAM SIZE

YOUR DEV TEAM

YOUR TEAM

YOUR TEAM

WORK TOGETHER SHOW KNOWLEDGE

ISN'T IT JUST LOOPS AND VARS?

PRODUCT MANAGER

WORK TOGETHER SHOW EMPATHY

YEAH... I USED TO CODE...

PRODUCT MANAGER

WORK TOGETHER MOTIVATE BY CHALLENGING

I THOUGHT WE HAD THE WORLDS BEST ENGINEERING TEAM...

PRODUCT MANAGER

WORK TOGETHER MOTIVATE BY CHALLENGING

I'VE SEEN GOOGLE DO IT,
WHY CAN'T WE?

PRODUCT MANAGER

WORK TOGETHER NEVER SHOW A WEAK SPOT

LET'S DO THAT IN PHASE TWO

PRODUCT MANAGER

PRODUCT MANAGER

BUILD RELATIONSHIPS

HAVE A BEER TOGETHER

BUILD RELATIONSHIPS

HAVE A COFFEE TOGETHER

BUILD RELATIONSHIPS

HAVE LUNCH TOGETHER

6-8

150

150

DUNBAR'S NUMBER

150

MAINTAIN STABLE RELATIONSHIP

SILO PROBLEM

SILO PROBLEM

LEGAL

DEVELOPER

BRING PEOPLE → ← TOGETHER

LEGAL DEVELOPER

G'day. I'm Benjamin Humphrey :) – Benjamin Humphrey – Extranet

Confluence Spaces People Calendars Create

Blog / 2013 / May / 21

Watch Share Tools

G'day. I'm Benjamin Humphrey :)

10 Added by Benjamin Humphrey, last edited by Benjamin Humphrey on May 22, 2013 (view change) show comment

INTRODUCE YOURSELF

Some photos first, because everyone likes photos:

Me in San Francisco last year.

This is my car - 1976 fully restored Mini 1000. Unfortunately I had to leave it in New Zealand ☹

SOME PERSONAL STUFF

As an extra treat, that's me playing some guitar with my friend Kate Butson - she's a great singer/songwriter.

I'll start with a little story from my first day. While I was waiting for Jade, this other chap sat down beside me, also a new recruit. The conversation between us went something like:

G'day. I'm Benjamin Humphrey :) - Benjamin Humphrey - Extranet

Justus Pendleton

Jesus, just imagine what he's like **after** he's had coffee 🙂. Welcome to JIRA New Markets!

Reply • Like • 4 people like this • May 21, 2013

Garret Heaton

Welcome aboard! Good luck with the apartment search. 🙂

Reply • Like • May 21, 2013

Steve Cross

Great! Welcome.

Are you B1 or B2?

Reply • Like • May 21, 2013

Benjamin Humphrey AUTHOR

I'm not sure that will ever be resolved.

Reply • Like • Steve Cross likes this • May 22, 2013

Emily Posner

Welcome aboard, fellow designer! Great blog.

Reply • Like • May 21, 2013

Denise Romero

Welcome to Atlassian! 🙂

Reply • Like • May 21, 2013

Eduardo Garcia

Welcome! And you're right, everyone loves photos 😀

Reply • Like • May 21, 2013

Paul Slade

Sounds like its going to be one of those new starter lunches where they do all the talking - love it!!

START CONVERSATIONS

TRANSPARENCY

WINS

FAILS

DECISIONS

QUESTIONS

We won a design for experience award

Created and last modified by Jurgen Spangl yesterday at 11:35 PM

WIN!

Congratulations Atlassians. We just won our first design award. What makes me especially proud is that we won in the category "Promoting Empathy for Users" and that it was a true cross-functional team achievement of Design, PM, Engineering, QA, Marketing, Support, Talent, ... It's awesome to get the external recognition from the design community:

> The judges were impressed with their enthusiasm for customers and, on a more granular level, their devotion to helping developers understand customers better. They also did a good job of providing examples of these things in action.

You can read the full article in the UX Magazine – Announcing Winners in the International Design for Experience Awards and our detailed submission at the awards site.

Why 20% is Broken and How we can Fix it

FAIL!

Created by Nick Menere, last modified on Apr 04, 2013

This is a long post but I believe an important one. 20% is an emotion filled topic and one that raises its head every year or so. This blog post is an attempt to drill down into the real issues around 20% and even offer a possible solution. If you have opinions about 20%, either good or bad, please read.

First up - This is not a rebuttal of Daz's excellent thought provoking blog post from the other day. He raised some excellent points, but I am not sure it got to the bottom of why 20% is currently broken. 20% reluctantly given is not a long term solution to the problem.

What is 20%

Lets throw "website" and "eac" definitions of "20% time" out the window and define what the real reasons for 20% are:

- **Crowd Sourced Ideas** - We got lots of big/creative brains. Lets use them. As we know, great ideas can come from anywhere. Not only for features but products as a whole.
- **Motivated/Happy Devs** - Devs will feel empowered, devs will take ownership, devs will be happier all round. It is also meant to bring variety into your work. This one is not hard to understand.
- **Marketing** - Let's be honest. As a company we LOVE saying that we give devs 20% time. And it has been a great marketing tool. Nearly all the devs that apply for Atlassian are aware of it, it is on our website, it is mentioned in tech write ups....
- **Investment** - For Atlassian, 20% time is a strategic investment. They are investing 20% of their employee's time hoping to get more than 20% of the employee's value out of them. Whether it is in the form of new ideas or more motivated/efficient use of time, if Atlassian is not getting at least 20% of its value from 20%, it is a bad investment.

What 20% is NOT

- **Your time** - 20% Time is not "your time". It is still Atlassian's time and you should be working to add the most value to Atlassian that you can. You are still accountable to Atlassian, and in the future, share holders for this time.
- **Mandatory** - 20% should not be mandatory. If you believe you will be adding more value to Atlassian by doing roadmap work, you should be doing that.

My History with 20%

I have been a keen observer and participant of 20% from the very first day it was introduced. I have been both a developer and a manager and I understand the frustrations on both sides. As a developer I have had many successful projects and even more unsuccessful ones. As a manager I overseen many devs completing successful projects and even more unsuccessful ones. I have seen all types of 20% time succeed and fail - "one day a week", "one week out of five", 20% weeks, Innovation Weeks, Innovation Teams, Incubators, ... I have been responsible for 3 overhauls in JIRA's 20% time with each showing initial improvements but then tapering off. I am now running the JIRA Incubator designed to help devs during innovation. I have interviewed devs, Team Leads, Product Managers & managers regarding 20% time and

Can some one explain why try catch classes are not lazy loaded

QUESTION?

Brad Baker • Sep 11, 2015

9

We recently ran into a problem where OSGi optional classes are eagerly loaded by the JVM

Normally most class loading in Java is lazy. If you test for the existence of classes or OSGi services by name you can avoid losing the class optional class and every one goes home happy.

Not so with exception classes - they eagerly loaded.

Here is an example code

https://bitbucket.org/bbaker/classloadingpuzzle/

https://bitbucket.org/bbaker/classloadingpuzzle/src/d959b70633cc23b75c8f646d6de55a4265167c6d/src/com/test/classloading/LazyLoadedClass.java?at=master&fileviewer=file-view-default

```
public class LazyLoadedClass
{

    public MethodReturnedClass runMethod(MethodReferencedClass methodReferenc
edClass)
    {
        System.out.printf("\n\n**** Running runMethod\n\n");
        try
        {
            return runCode();
        }
        //
        // comment this out and things change
```

QUESTIONS ANYONE?

Sydney April All Hands

Presentation

Apr 23, 2015 3:30 PM - 5:00 PM

SPEAKERS

Scott Farquhar

Mike Cannon-Brookes

What do you want to know? Ask question

QUESTIONS

72 Why are there no women on the board/executive team/general managers? Are we actively trying to recruit one? Twitter was widely criticised during its IPO with an all male board, but our WAC leadership page is all men.

58 I hear Joe Hockey and a bunch of other suits were in the office in early April. Is there anything you can share about that?

54 Do you ever worry that we are fighting on too many fronts

32 Many growth charts recently have show us killing it on revenue but coming up short on acquiring new customers. What's your interpretation?

32 Is ther any updates on hiring a VP of Engineering?

31 When do we take over level 3 and George 343?

29 Do you ever feel that with our extensive hiring and growth as a company, we are introducing more process, thumb-twiddling meetings and paper pushers?

25 If Slack is "worth" $2B what would HipChat be "worth" and how does

QUESTIONS

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25 If Slack is "worth" $2B what would HipChat be "worth" and how does that impact Atlassian's overall valuation?

17 Are you having fun? What is the one thing that makes it fun : why not;

17 When was the last time you had a watercooler chat with any random employee. What it made you think?

14 Do you feel that as a company we listen to and respond to as much customer feedback as we should be (e.g. JAC)?

14 In Sydney we certainly live by "Open company, no bullshit", but is the same true for other offices?

TRANSPARENCY

BRING PEOPLE → ← TOGETHER

TRANSPARENCY

SPREADS THE CULTURE

5

CULTURE THAT SCALES

DESIGNER

DESIGNER
DEVELOPER WITH
DESIGN SKILLS

6-8

6-8

6-8

ONE PRODUCT

6-8

SIMPLIFY

6-8

ENTERPRISE

6-8

FIRST IMPRESSION

6-8

6-8

DON'T USE A TOOL

6-8

USE TOOL X

6-8

DAILY MEETINGS

6-8

6-8

MEET WHEN NECESSARY

6-8

6-8

6-8

AUTONOMY

6-8
6-8
6-8
NEED SUPPORT

CAN WE GET SUPPORT FROM YOUR TEAM?
YOU HAVE TO WAIT 2 SPRINTS
WE HAVE DIFFERENT PRIORITIES

6-8

6-8

6-8

JUST DO IT

DO-OCRACY

DO-OCRACY

AUTONOMY

TRUST

DO-OCRACY

AUTONOMY

TRANSPARENCY

TRUST

Confluence Page Layouts Spec

Created by Sherif Mansour, last modified on Jan 28, 2014

Goal

The main problems we want to solve are:

1. Make it intuitive for users to create basic page layouts
2. Make it easy to create and modify basic page layouts
3. Eliminate the need for `{section}` and `{column}` for basic page layouts

Background & Strategic Fit

Whilst the section/column experience has improved in Confluence 4.0, it still isn't as WYSIWYG as we would like it to be. Page layouts takes us a step further in this direction, helping us differentiate the editing experience in Confluence from our competitors. In addition, page layouts will also make our lives easier in the future when we tackle the "in-position" editing use case (see "Other Notes" below).

Assumptions

- Most of this spec is driven off @Agnes Ro's FedEx project.
- Some use cases for basic page layouts:
  - "Team Landing Pages"
  - "Project Home Pages"
  - "Default Space Homepage"
- Examples of existing page layouts:

Customer	Examples
Optus	Here are some screenshots from the internal Optus Wiki with some of their "team/project" landing pages. Some of these become more complex with nested layouts, some are basic: 3 Column Layout + No layout up the top and bottom 3 Column layout, different width Two column layout + Four column nested layout (slightly more complex)

CHANGING **OTHER PEOPLE'S CODE?**

THERE IS NOT SUCH THING

CODE REVIEWS

WHO'S THE BEST TO CHECK IT?

AUTO SUGGEST REVIEWERS

PREVIOUSLY CHANGED FILES

STATE OF THE DEVELOPMENT
DEMOS
REGULAR - OPEN - HONEST
Atlassian
SHIP IT
30

DO-OCRACY

GIVES LIGHT WEIGHT CONTROL

AUTONOMY

TRANSPARENCY

TRUST

DO-OCRACY

SCALES BY KEEPING DEVELOPMENT SPEED

MAKE SURE NEW PEOPLE

FIT INTO YOUR CULTURE

BE PICKY!

- ✓ PROGRAMMING
- ✓ EXPERIENCE
- ✓ PASSION
- BEER TEST

- ✓ PROGRAMMING
- ✓ EXPERIENCE
- ✓ PASSION
- ✗ SIDEWALK TEST

NO HIRE

- ✓ PROGRAMMING
- ✗ EXPERIENCE
- ✓ PASSION
- ✓ SIDEWALK TEST

HIRE

THE BROGRAMMER EFFECT

DON'T HIRE FOR YOUR CULT

HIRE FOR A DIVERSE CULTURE

HARD TO GET INTO A STRONG CULTURE

HAVING A
BUDDY

NEW ATLASSIAN
DRINKS
BEER
BIKE

THE FIRST DAY AT WORK

NOW DO SOMETHING AWESOME!

BUT WE CAN HELP
SPEED IT UP A BIT
LEARNING FROM
MAKING MISTAKES

BOOTCAMP

LOADING....

FIRST WEEKS

LESSONS BY EMPLOYEES

Class	Presenter	Target Audience	Details	Materials
AUI	@Ben Wong	Engineering	ADG, AUI and how to develop for AUI. Suitable for developers who will be contributing to AUI or developing with AUI.	See links on class page
Build System Overview	@Peter Leschev @Cintia Calvo	Engineering	Bamboo and Continuous integration overview. How we build stuff in Atlassian. How to get help with your builds. Problems with and improvements to the build system.	Bootcamp - Build System Overview
Building with Heart and Balance: The Atlassian Community	@Robyn Dunn	Everyone	Atlassian foundation and the social side of Atlassian.	
Concurrency 101	@Jed	Engineering	Concurrency and parallelism: what is it, why does it matter and how to make it work in Java. The class consists of a 90 minute presentation, followed by a 30 minute practical.	Bootcamp - Concurrency 101 notes
Dev Cycle for Confluence	TBA	Engineering	An introduction to the development cycle for Confluence. Useful if you're joining the Confluence team or you want to commit code to Confluence.	Dev Cycle for Confluence
Intro to FishEye and optimal code reviews	@Geoff Crain	Engineering	Showing off some of the more powerful features of FishEye, and an overview of what makes a good code review. Useful if you have never (really) used FishEye, or if you want to get the most out of your code review process (learning, teaching, producing your best code).	FishEye & Crucible
Dev Cycle for JIRA	@Andreas Knecht @Marty Henderson	Engineering	An introduction to the development cycle for JIRA. Useful if you're joining the JIRA team or you want to commit code to JIRA.	jiradevprocess.pdf JIRA Development Handbook
Dev Cycle and Architectural Overview for Atlassian OnDemand	@Robin Fernandes	Engineering	An introduction to the development cycle for OnDemand. Useful if you're joining the OnDemand team or you want to commit code to an OnDemand service. Also useful for other developers who want to consider OnDemand while developing for their product (which is you).	OnDemand Bootcamp Presentation (keynote)
Experience Canvas	@Karen Cross	Everyone	The experience canvas is both an activity and an asset that ensures our work is user-centered, business-focused, and technically sound. It ensures that all of the activities you need to complete to reach quality standards and build great things are covered by the team.	Experience Canvas (SF)

GRADUATES

GRADUATES

ONE WEEK

ONE HOUSE

Atlassian

HACKHOUSE

Atlassian HACKHOUSE

ORIENTATION

TEAM

Atlassian

CULTURE

HAVE THE CUSTOMER IN MIND

BE ONE TEAM

TRANSPARENCY

BALANCE YOUR PASSION

AUTONOMY & TRUST

CULTURE IS FLUFFY
BUT ALIVE

Atlassian

CULTURE

HAVE THE CUSTOMER IN MIND

BE ONE TEAM

TRANSPARENCY

BALANCE YOUR PASSION

AUTONOMY & TRUST

Atlassian

CULTURE

HAVE THE CUSTOMER IN MIND

BE ONE TEAM

OPEN COMPANY, NO BULLSHIT

BALANCE YOUR PASSION

AUTONOMY & TRUST

Atlassian

CULTURE

HAVE THE CUSTOMER IN MIND

BE ONE TEAM

OPEN COMPANY, NO BULLSHIT

BALANCE YOUR PASSION

BE THE CHANGE YOU SEEK

Atlassian

CULTURE

HAVE THE CUSTOMER IN MIND

PLAY, AS A TEAM

OPEN COMPANY, NO BULLSHIT

BALANCE YOUR PASSION

BE THE CHANGE YOU SEEK

Atlassian

CULTURE

HAVE THE CUSTOMER IN MIND

PLAY, AS A TEAM

OPEN COMPANY, NO BULLSHIT

BUILD WITH HEART & BALANCE

BE THE CHANGE YOU SEEK

Atlassian

CULTURE

DON'T #@!% THE CUSTOMER

PLAY, AS A TEAM

OPEN COMPANY, NO BULLSHIT

BUILD WITH HEART & BALANCE

BE THE CHANGE YOU SEEK

Atlassian

VALUES

DON'T #@!% THE CUSTOMER

PLAY, AS A TEAM

OPEN COMPANY, NO BULLSHIT

BUILD WITH HEART & BALANCE

BE THE CHANGE YOU SEEK

VALUES

GIVES YOUR CULTURE STABILITY

REMIND PEOPLE

ONE MORE THING

PRODUCTS COME & GO

PRODUCTS COME & GO

CULTURE STAYS

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MORE ICONS

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