

# Lightstream handbook (WIP)

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## Cocoon and the hive

Personally I'm a huge believer in tracking off as individuals, never under-estimate individual thought, all the best works of art through history has been created via individual thought and autonomy, then regrouping as a team to get feedback riff of each other and improve/refine on top of the individual efforts. Tracking-on Track-off, TRACKING-on, track off. And so forth.

## Tech-department is lord supreme, sorry

We define what to build and when. We listen but we decide. Or else we become a consultancy for management. The reason why so many tech people are dissatisfied and so many big companies fail at tech is because of the reverse, when management is lord supreme.

## Unanimous vote or hang the jury

Champion your cause. Intern or Lead, doesn't matter. To change established direction be prepared to fight for it with rational. Or else we risk pivoting out of control.

## HQ

Head quarter is in Oslo. We will rent an office together with friends

at the opening soon Mesh in young's-target. 16k a month, so about 4k each for 4 people. It will be a silent office, so phone-calls and meetings are taken in the common areas. The office is for focusing undisturbed. We will have tall plants for oxygen and clean desk policy. First come first serve long tables and chairs, it's nice to move around. The office will look like we just moved in every Monday, need individuality? Paint a wall at home or something. A small lounge-couch for contemplation, reading. When we hire contractors / interns etc. We buy them individual co-work passes in the same building. Other than that you are free to work wherever/when-ever you want. Just drop by once a week/month or something. What ever makes you do your best work. There might be periods where we do more team oriented work exercises like design workshops. But those last no longer than a week etc. Go to Bahamas if you wish, we don't care. Just keep them keyboards clicking. And then deliverables / commits pushing.

## Scoping

You are given areas/problems to work within. Set your own tasks and your own deadlines to best achieve them, need 3 days or 3 months on a project? Champion your cause, and we will give you the time, if we need it faster, let's see if we can limit the scope, or maybe divide the project into multiple deliverables from the start. You are responsible for your own "micro-management". No ever growing complicated kanban boards set by other people. Todo-lists on post-it? great. Whatever makes you happy. All we want is consistent throughput of quality commits or if you are a non-dev: bodies of work published or other deliverables delivered. In a digital company it's basically all about hitting keys on a keyboard. Quality over quantity of course. And no agile or kanban bullshit. "Google dark-agile" if you don't already know. We do it the open source-way. Where PR's, patches and commit history is king. Give man

freedom and he will work twice as efficient as a shackled slave etc.

## **Bureaucracy consequres**

As a company grows, bureaucracy is inevitable. And tech companies need their employees to have calmness and full focus. Need help with a payslip discrepancy, install a software, fix the coffee machine, internet bill, phone bill problem, license for a SAAS service, is the air bad, need someone to pickup a package? or hours just not adding up trying to hit a milestone. Don't slack your lead. She is busy with real work, slack the consequre and he will fix it. done. Now back to focus. Consequres are usually students or interns, great way to test and recruit business controllers / hr / project managers or automation engineers, etc. The point is, if you burn out because life/work doesn't add up for a period. Then we are in deep shit as a company. So we rather make you less fragile by helping you with stuff that is easy to do, but may take away focus from more important things at work. We all have these periods from time to time. Life and work is never linear, rather very asymmetric, sometimes these asymmetries coincide at work and at home. Thats when even the best of us needs some help/slack. This safety-net is in place so you can take risks and do the best work you have ever done.

## **This declaration is not set it stone**

It won't degrade, but as new generations come in, new expectations and needs must be met to be able to hire/retain the best people. Every now and then we let the new generation revise this declaration. New revisions will be applied to GitHub, so we see the declaration over time. New additions are trail based. To see if they are something we need or not. Some may go some may come. But everyone has a vote and say in what we prioritise. Think of it as

a state budget. Where democracy decide.