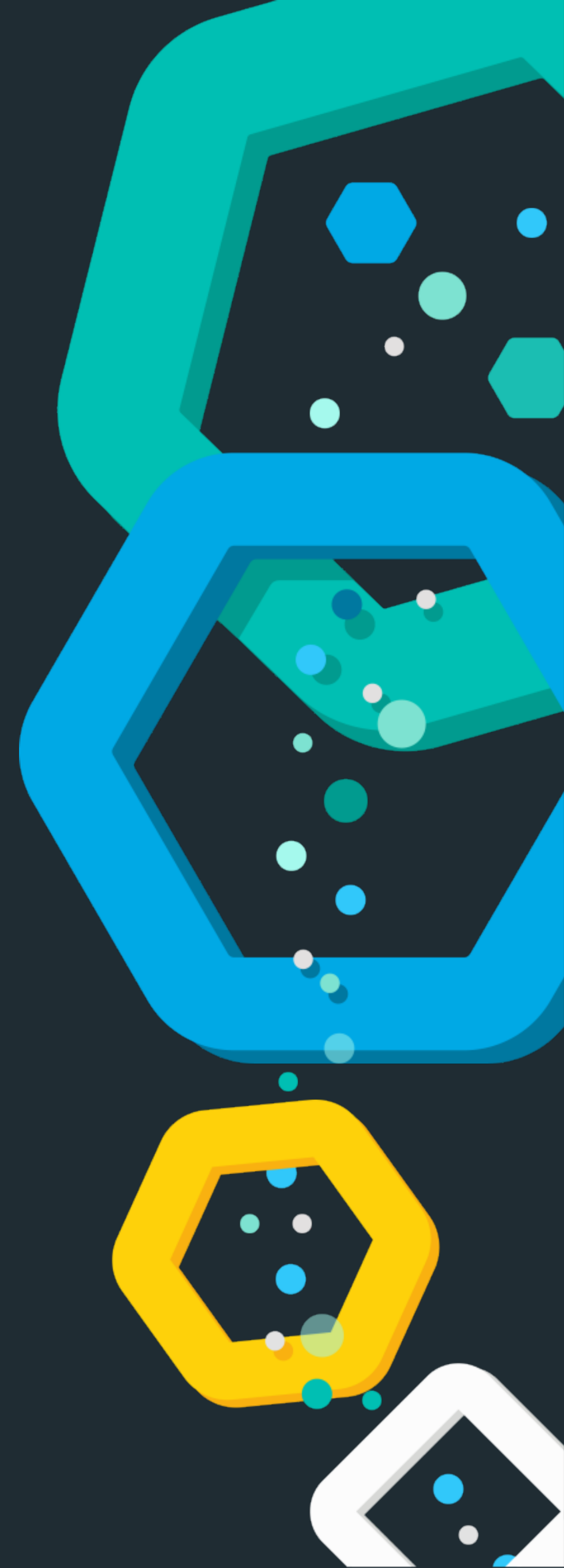
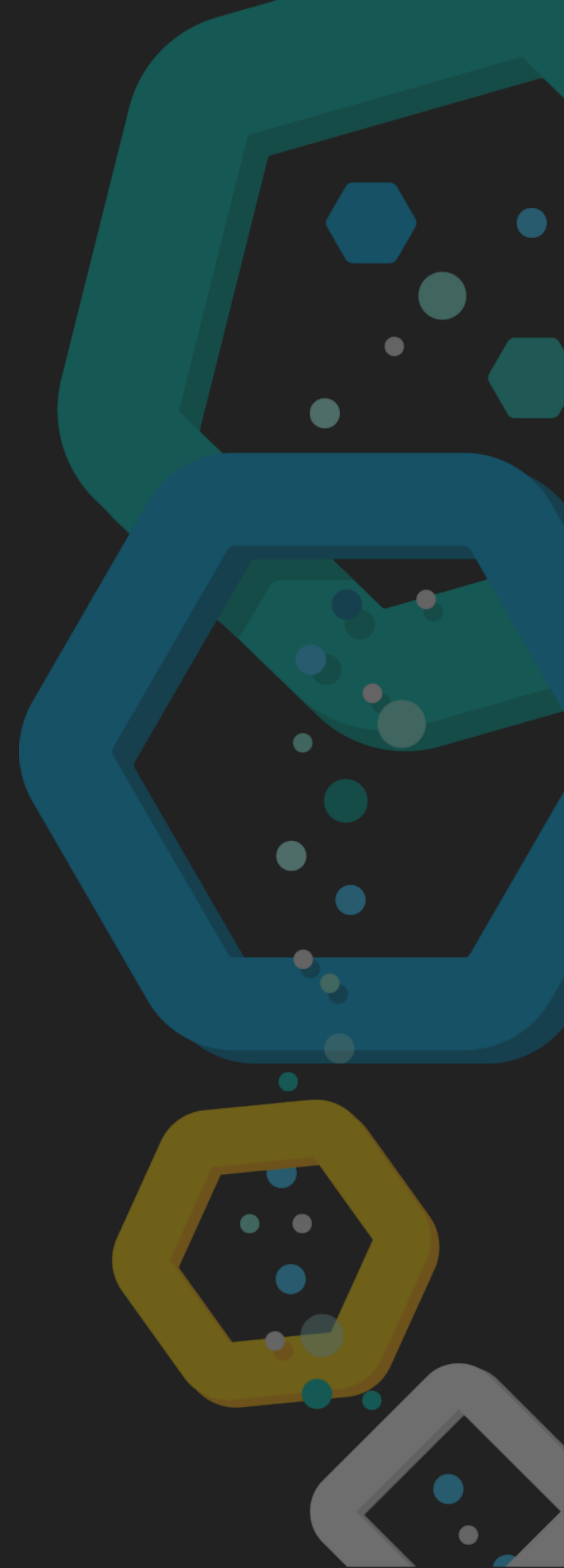


Working distributed

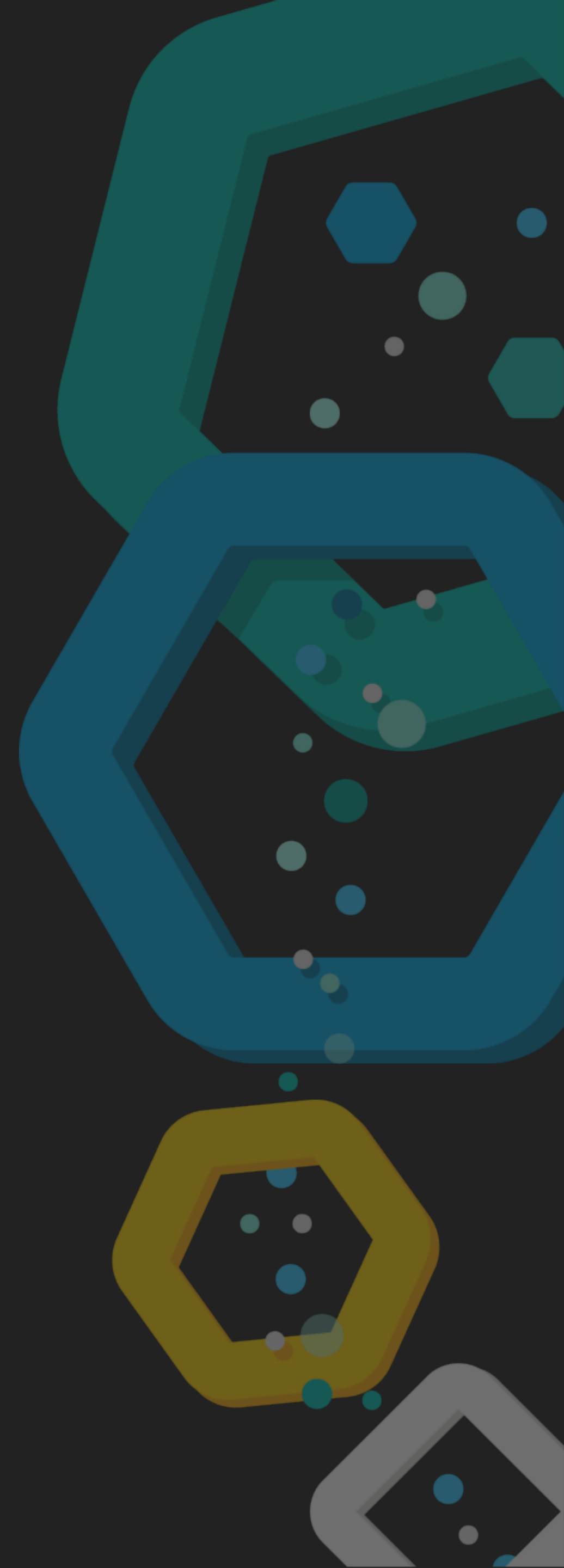
Alexander Reelsen
alex@elastic.co
@spinscale



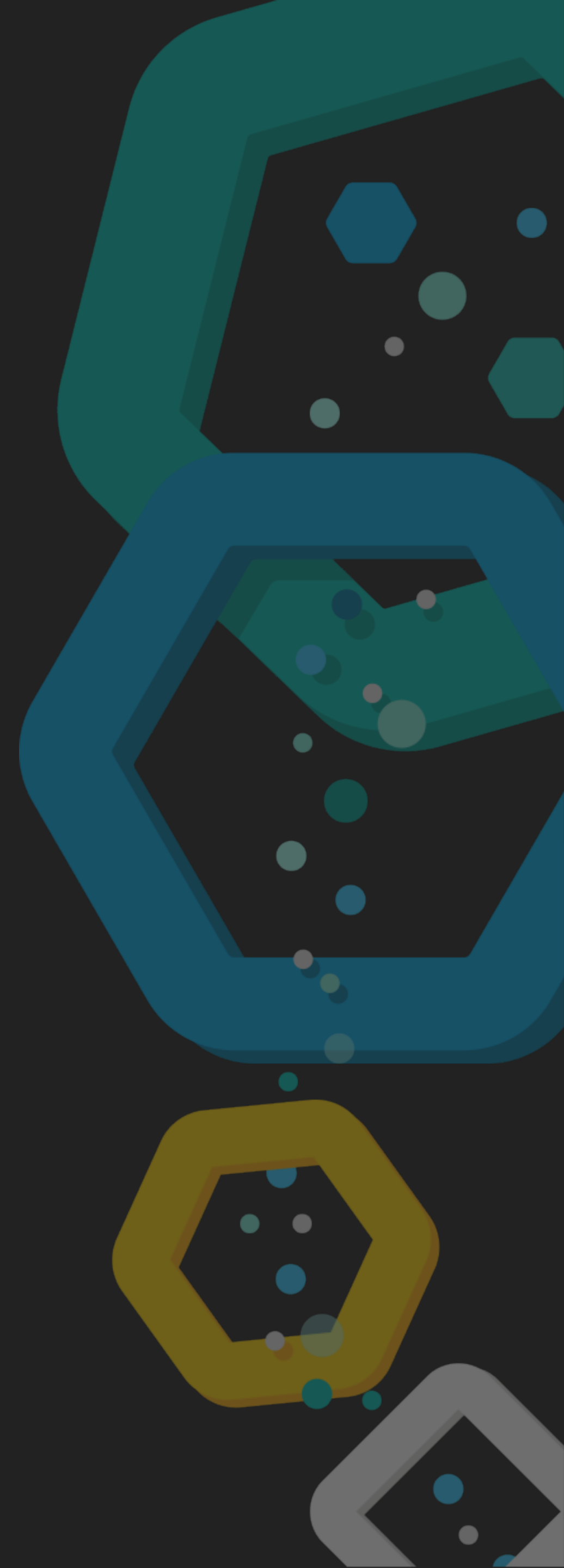
Office?



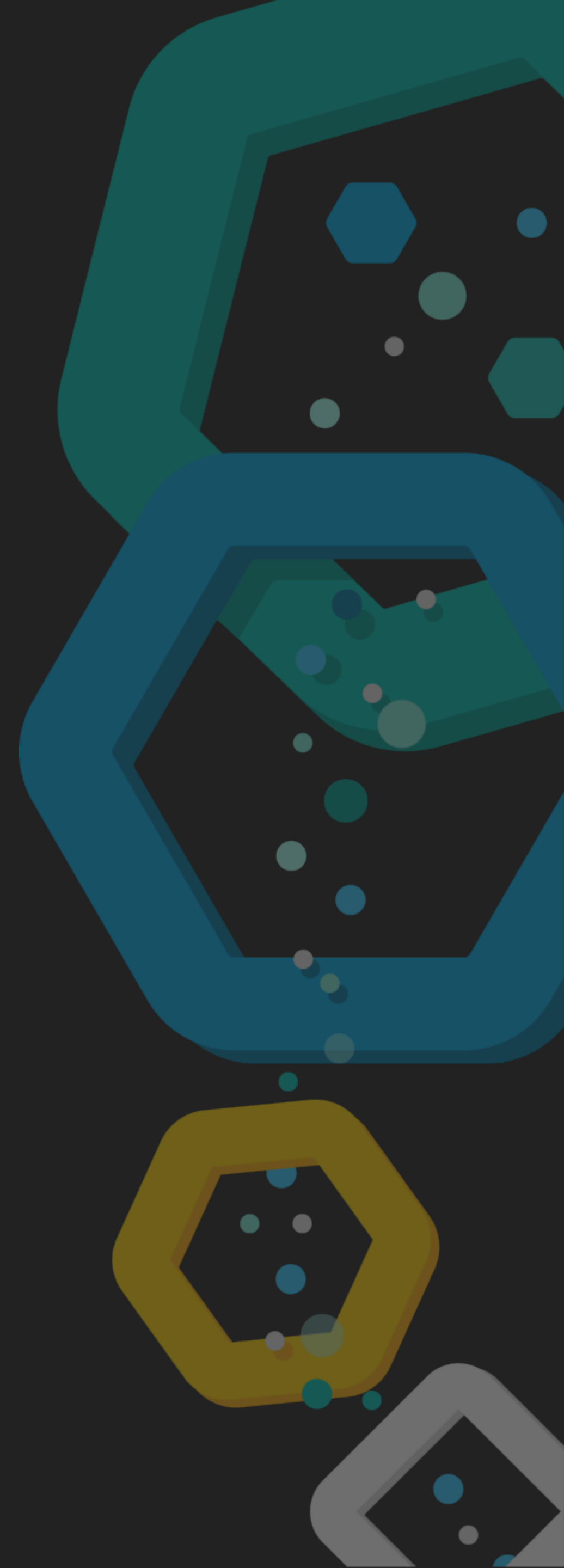
Open Plan Office?



Co-Working?



Home-Office?



Home Office once per week?

Company w/ single location?

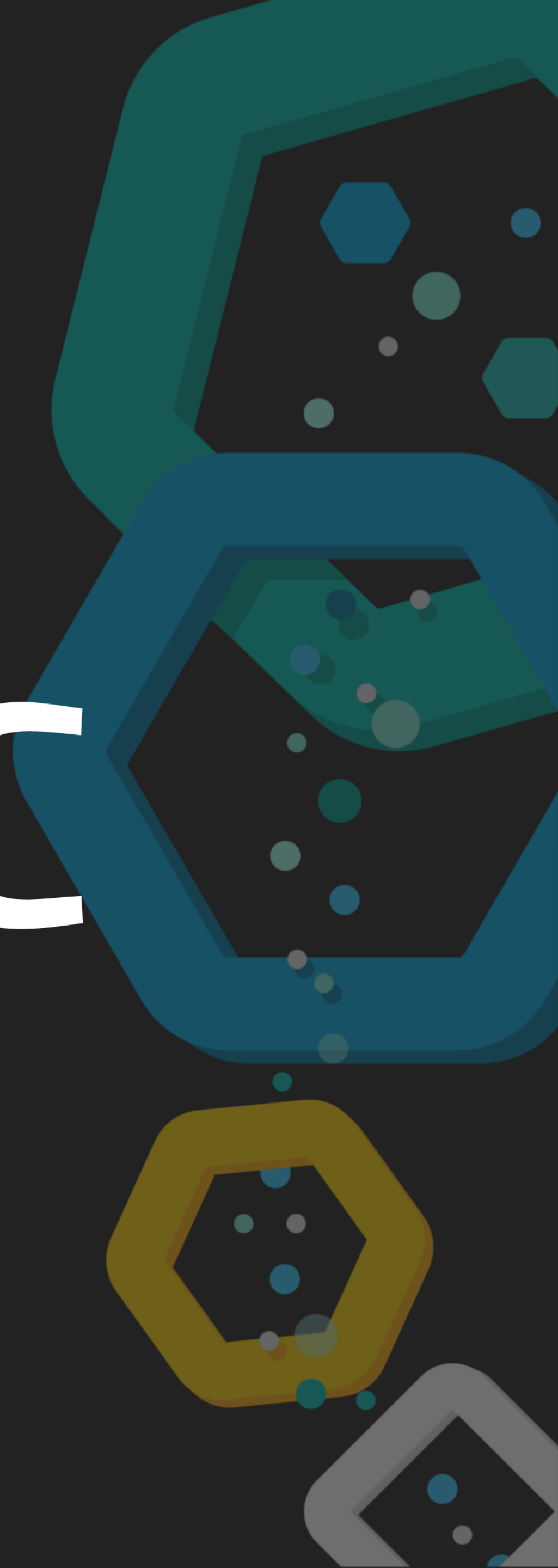
Company w/ several locations?

Company across timezones?

How much time do you spent commuting?



elastic



elastic stack



elasticsearch



kibana



logstash



beats

Elastic Stack as a Service



solutions

 app search

 site search

 enterprise search

 logging

 uptime

 apm

 maps

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premier online marketplace

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mall experience online

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Deezer

Connecting 12 million
listeners to the music they



Globo.com

Delivering the news,
entertainment, and sports



LiveChat

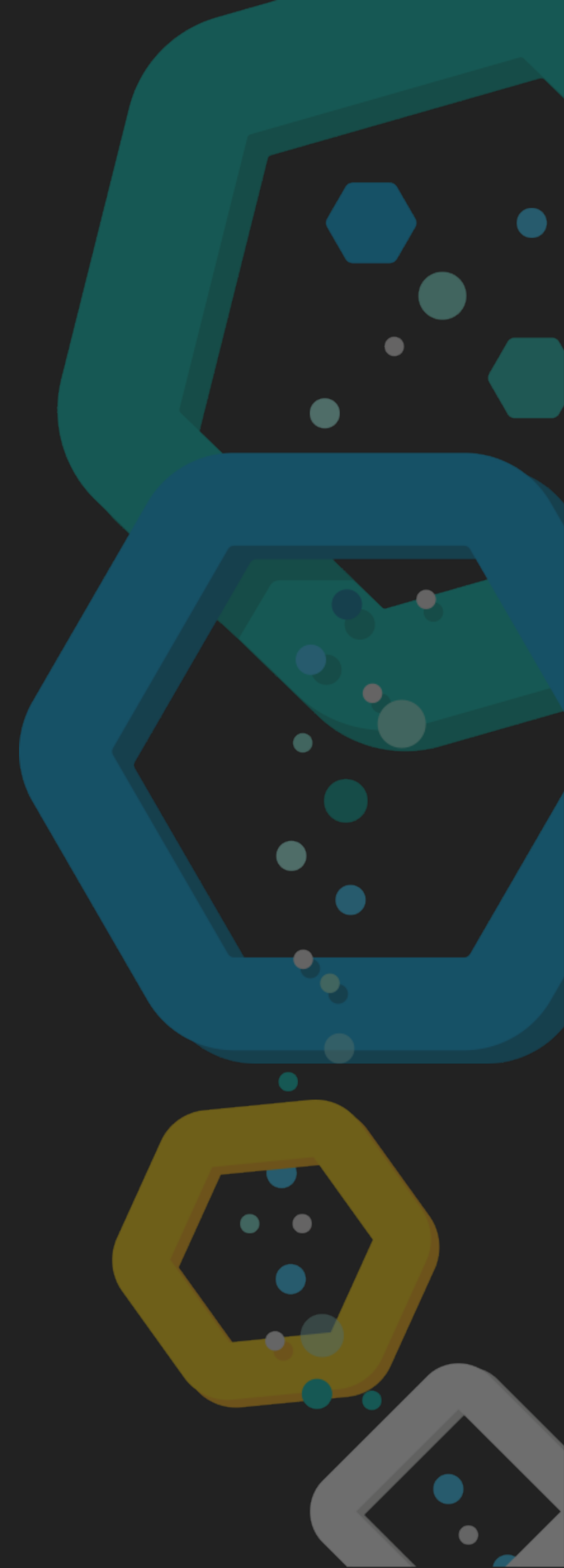
Increasing positive customer
service interactions



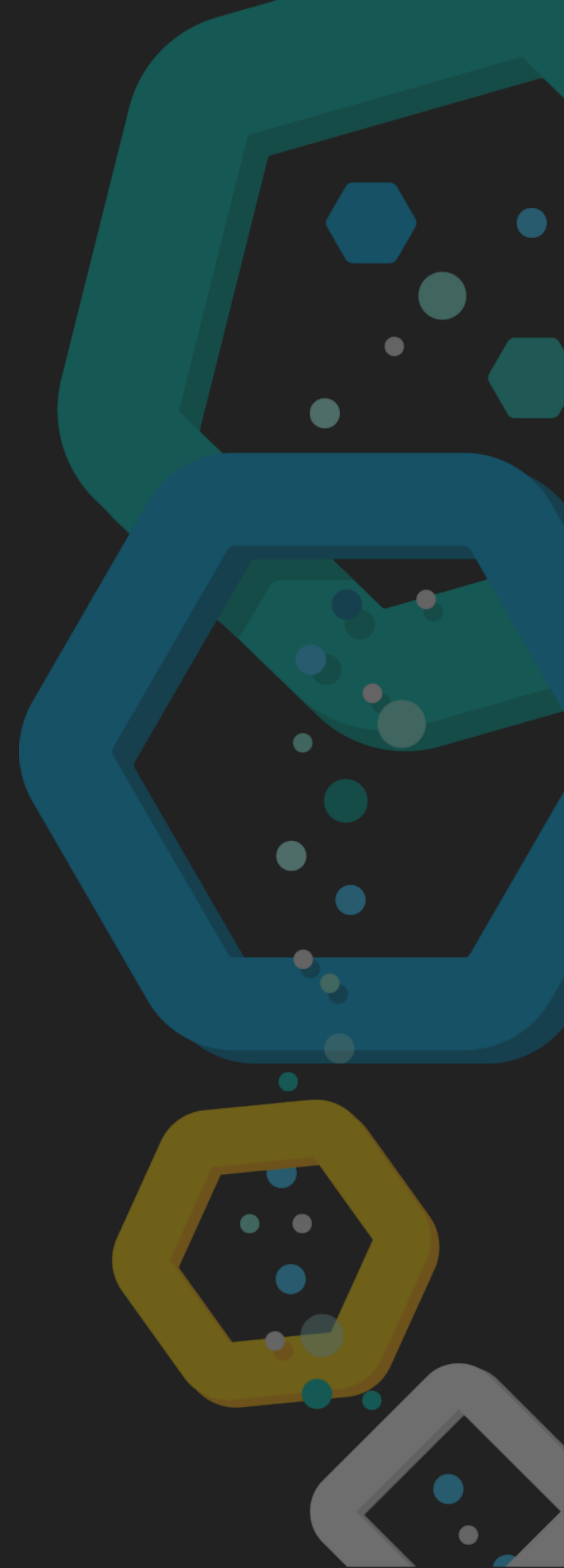
Cogenta

Giving brands a competitive
edge through real-time

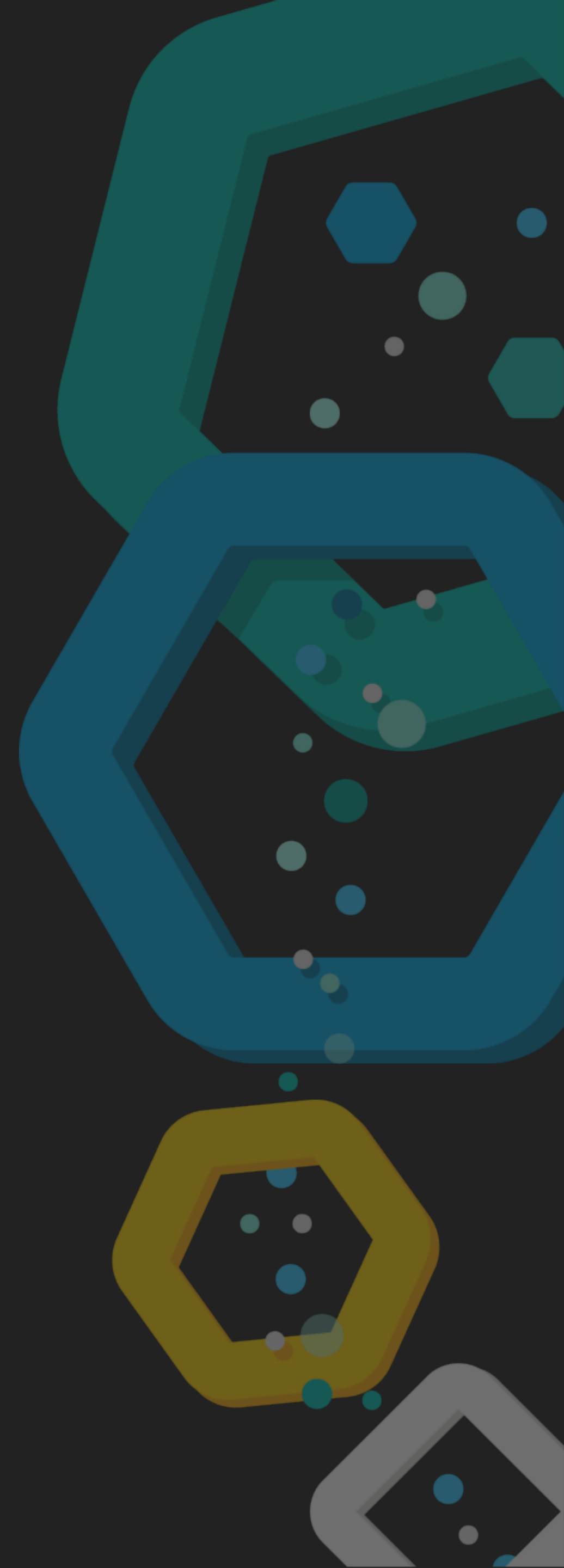
Wikipedia



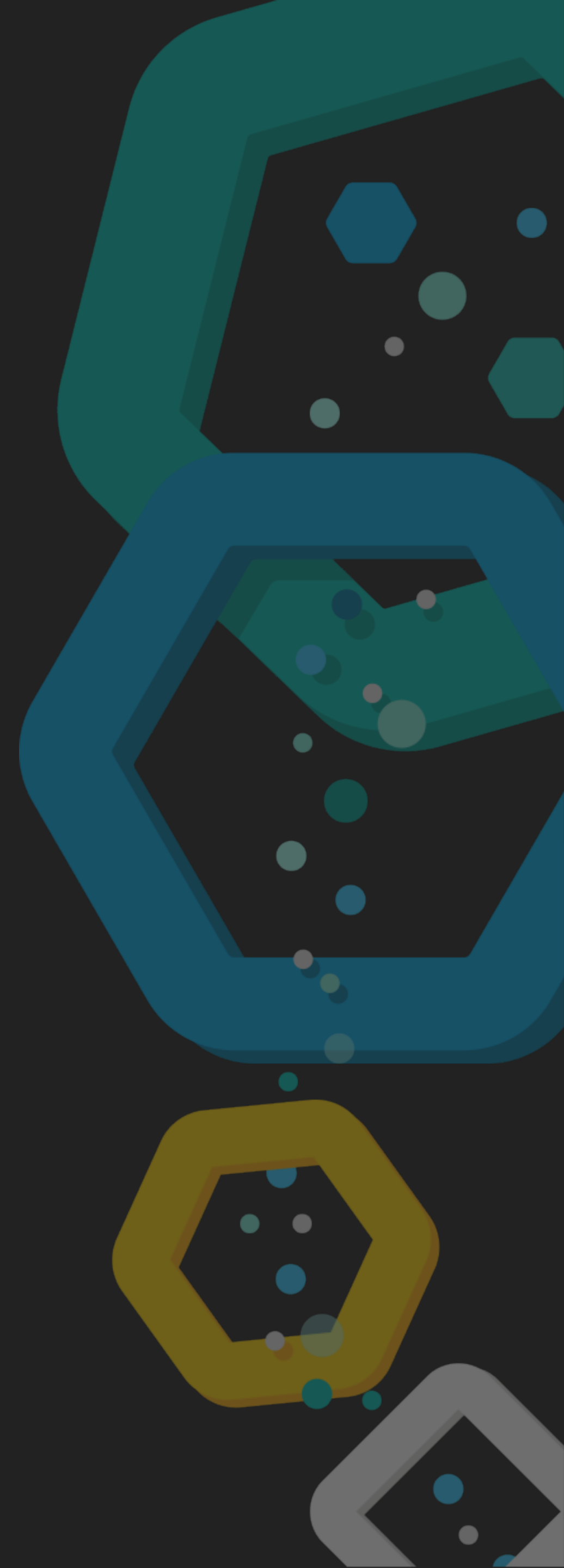
Github



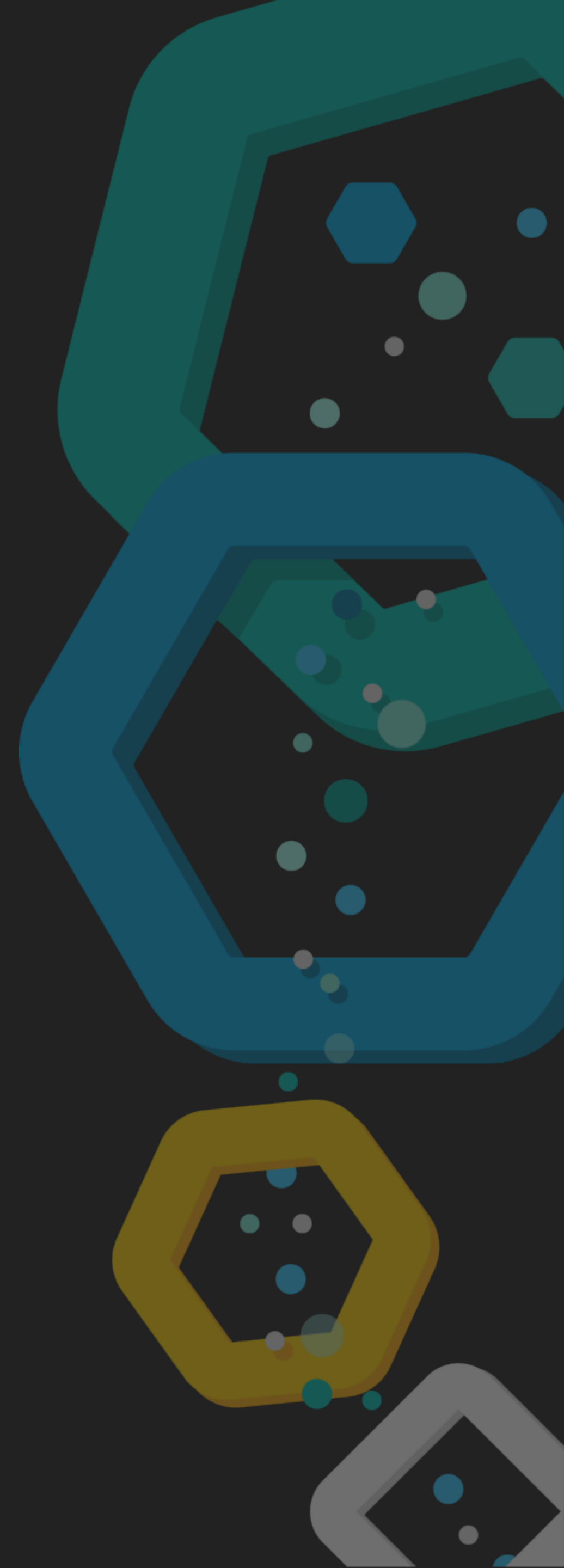
Docker



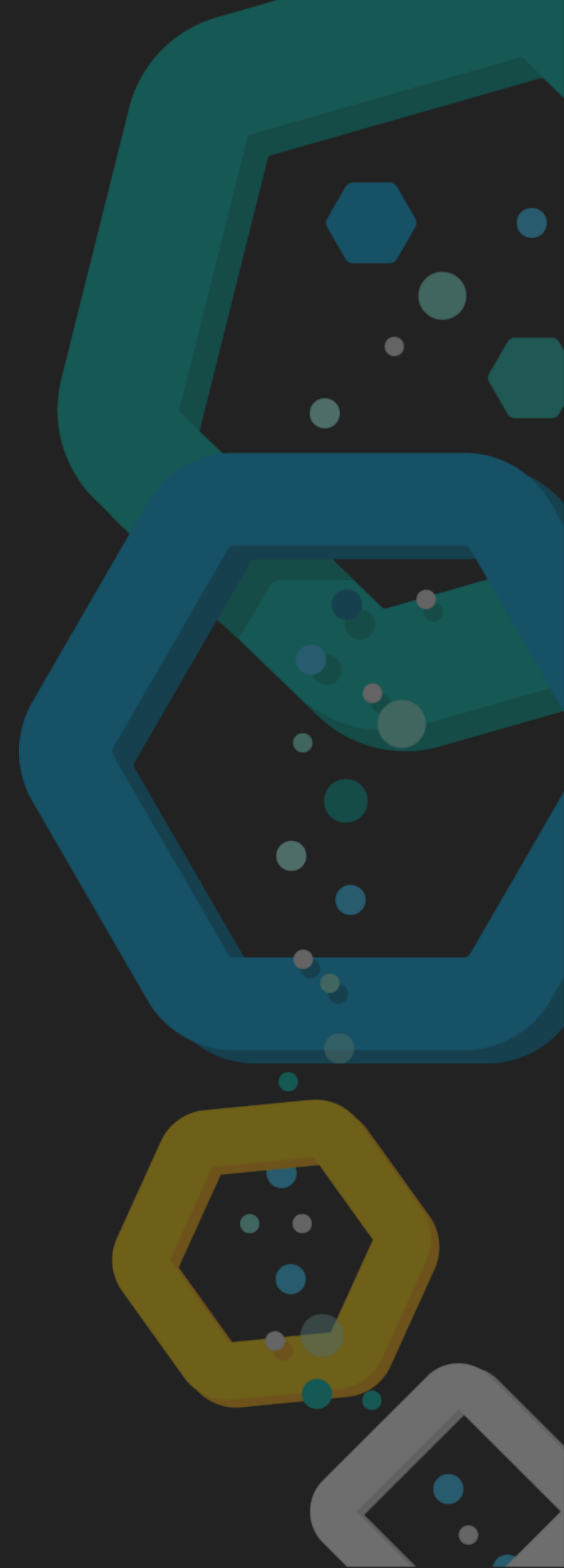
NASA



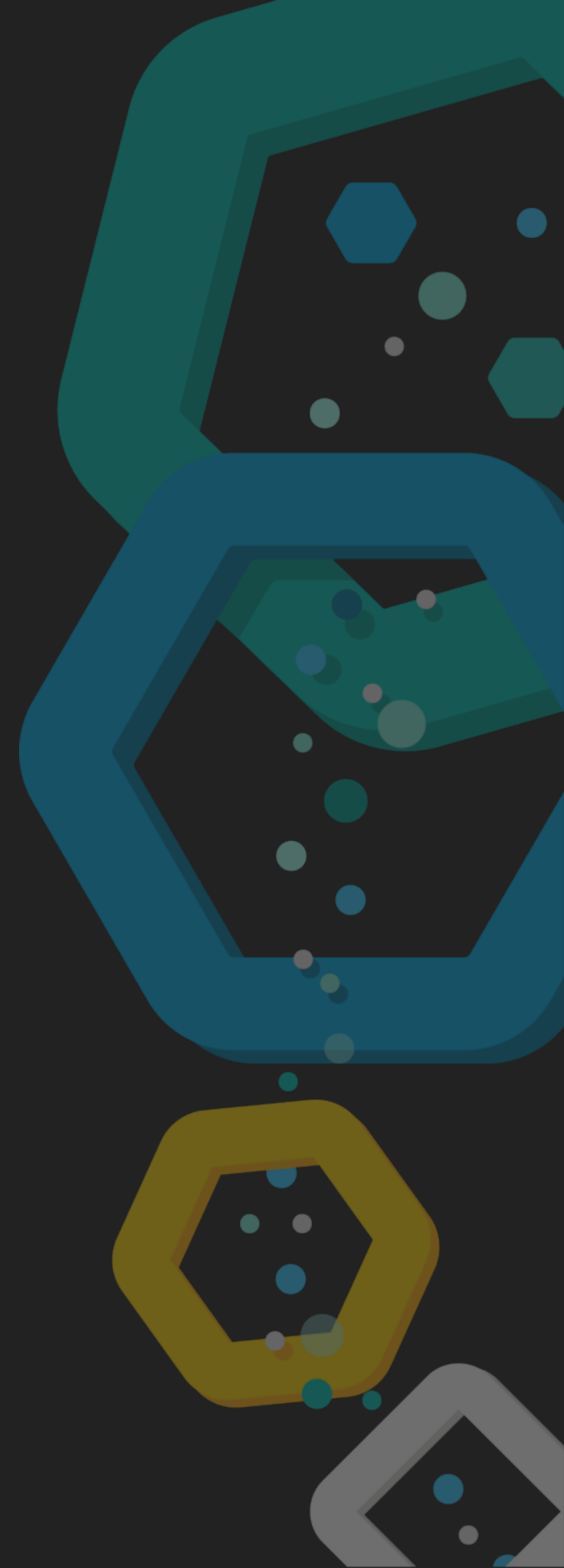
Slack



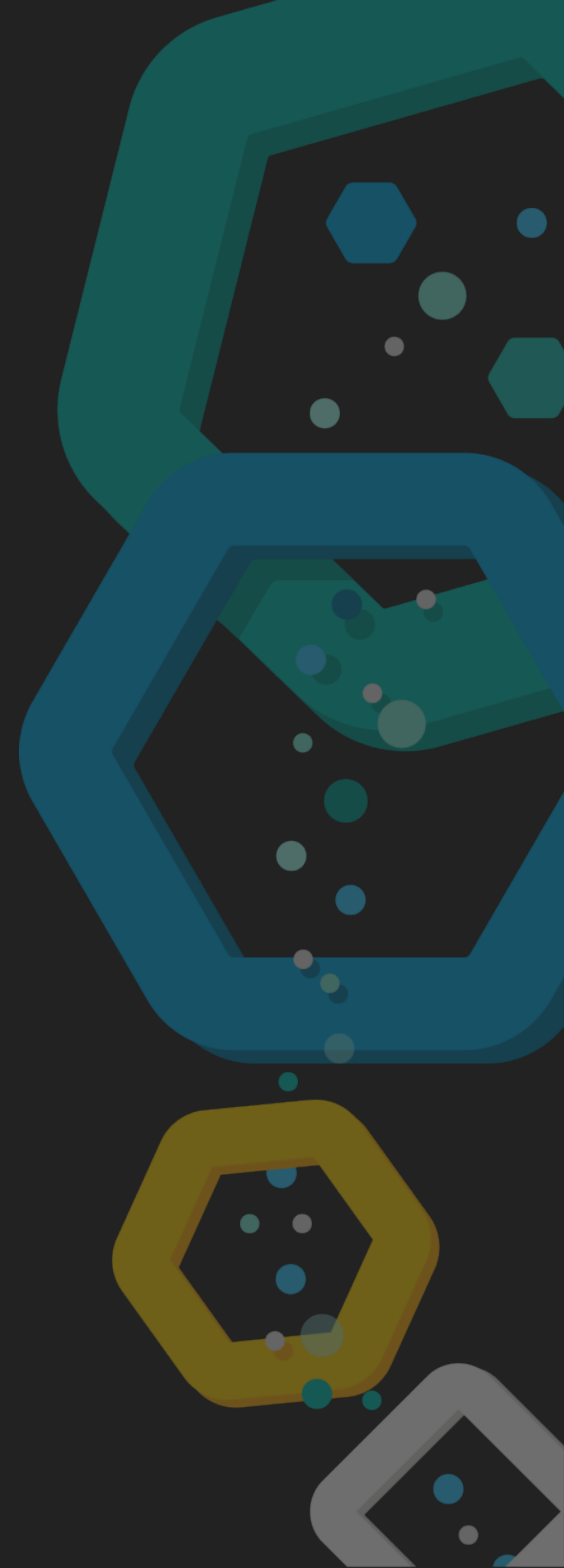
Autoscout24



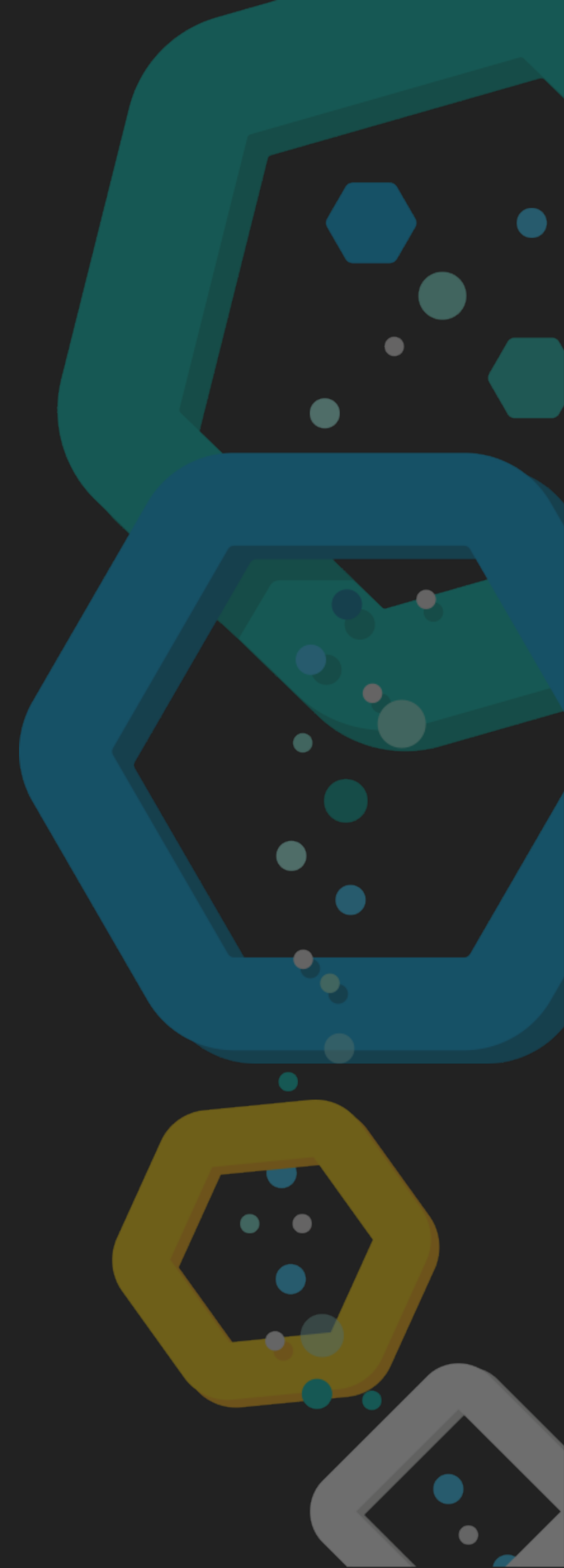
Xing



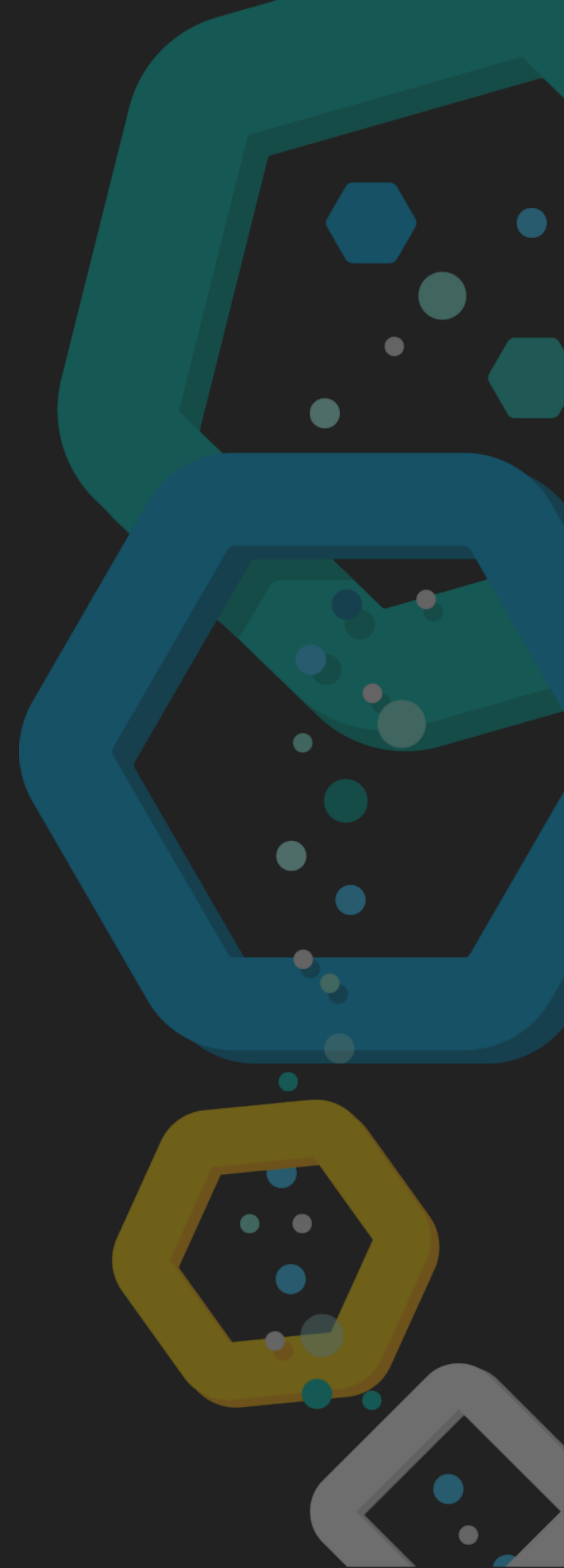
support



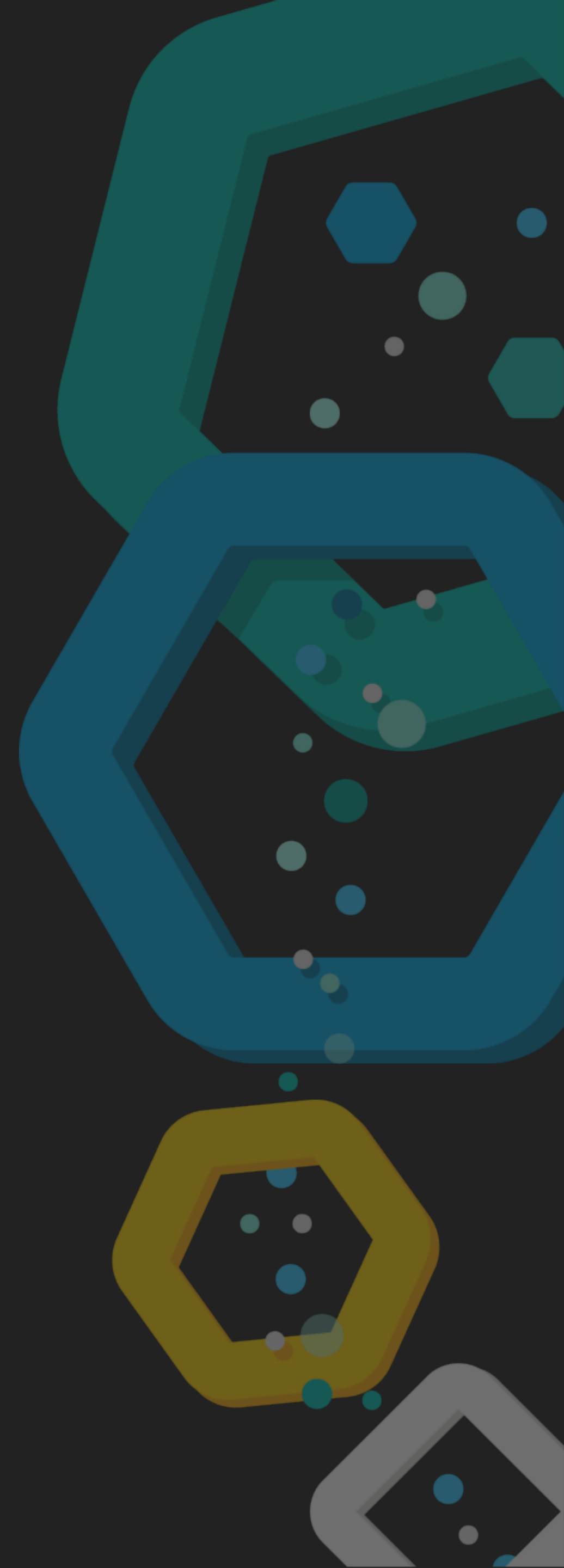
consulting



training

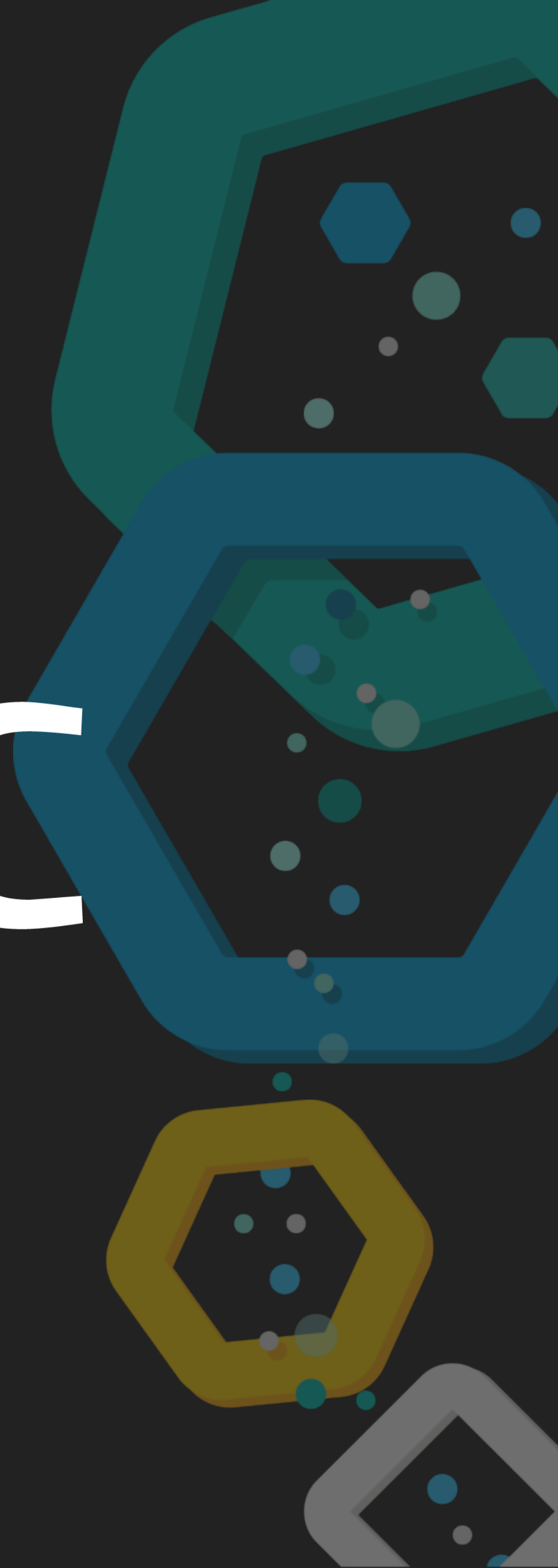


certification

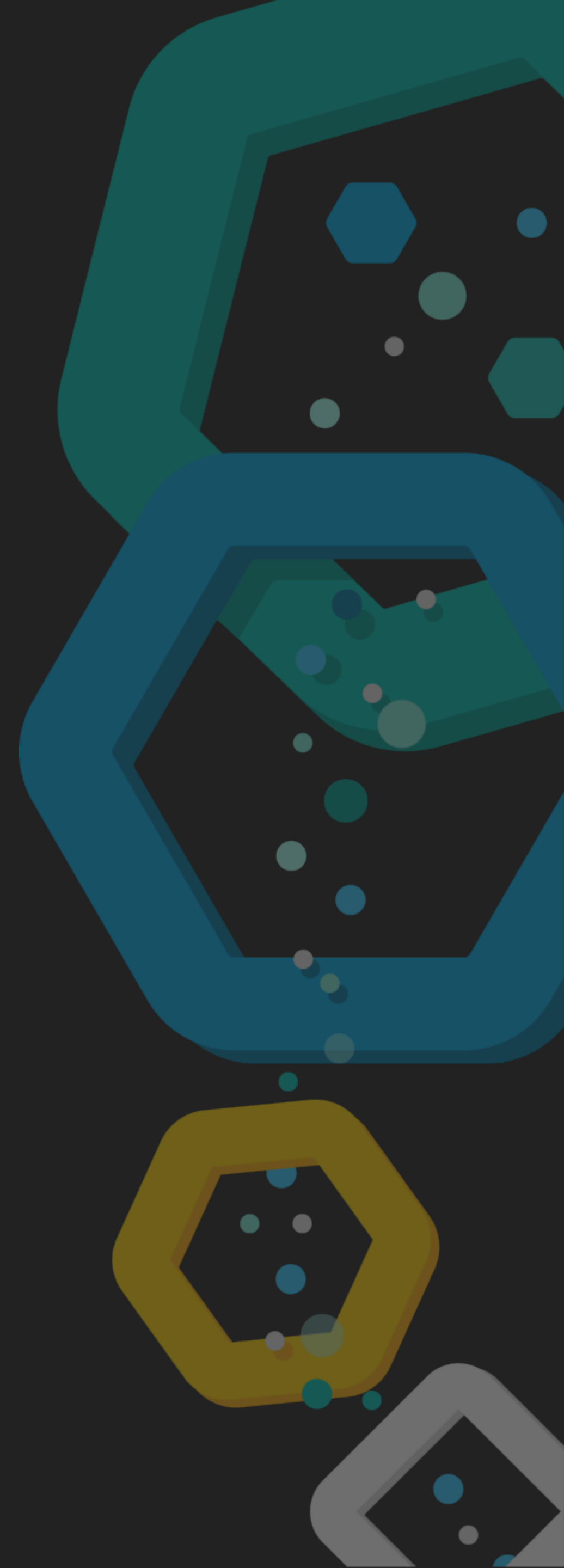




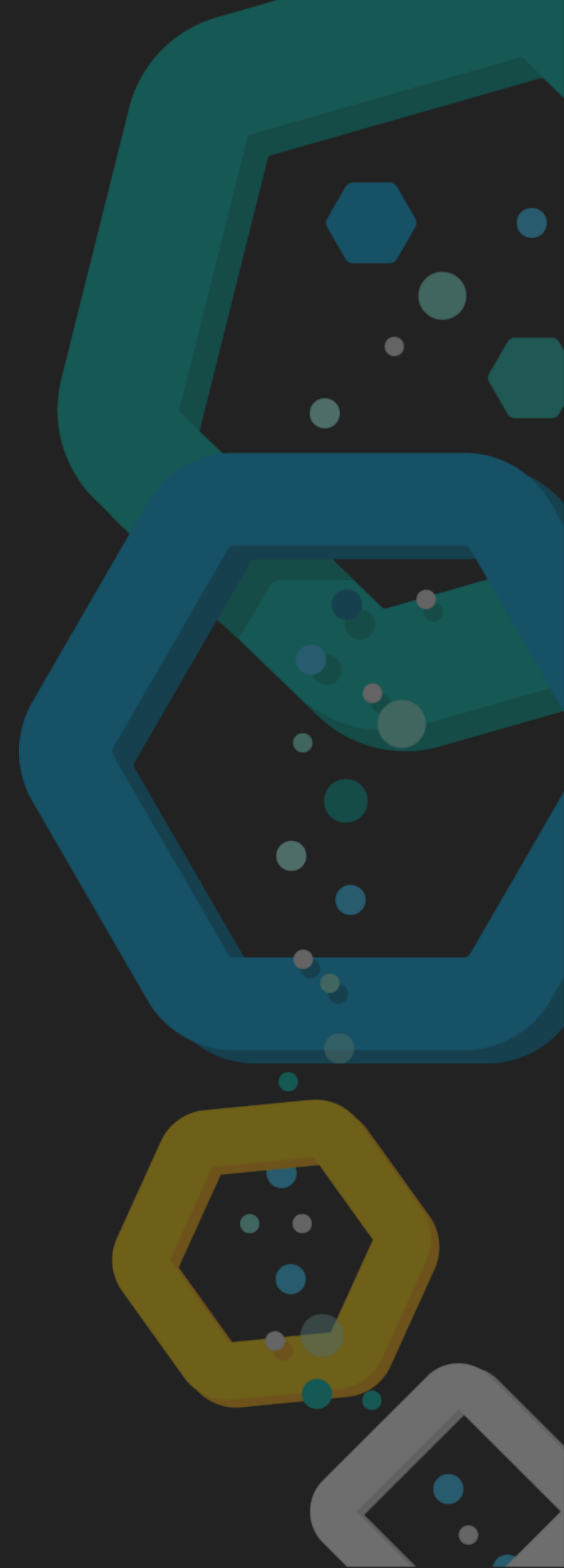
elastic



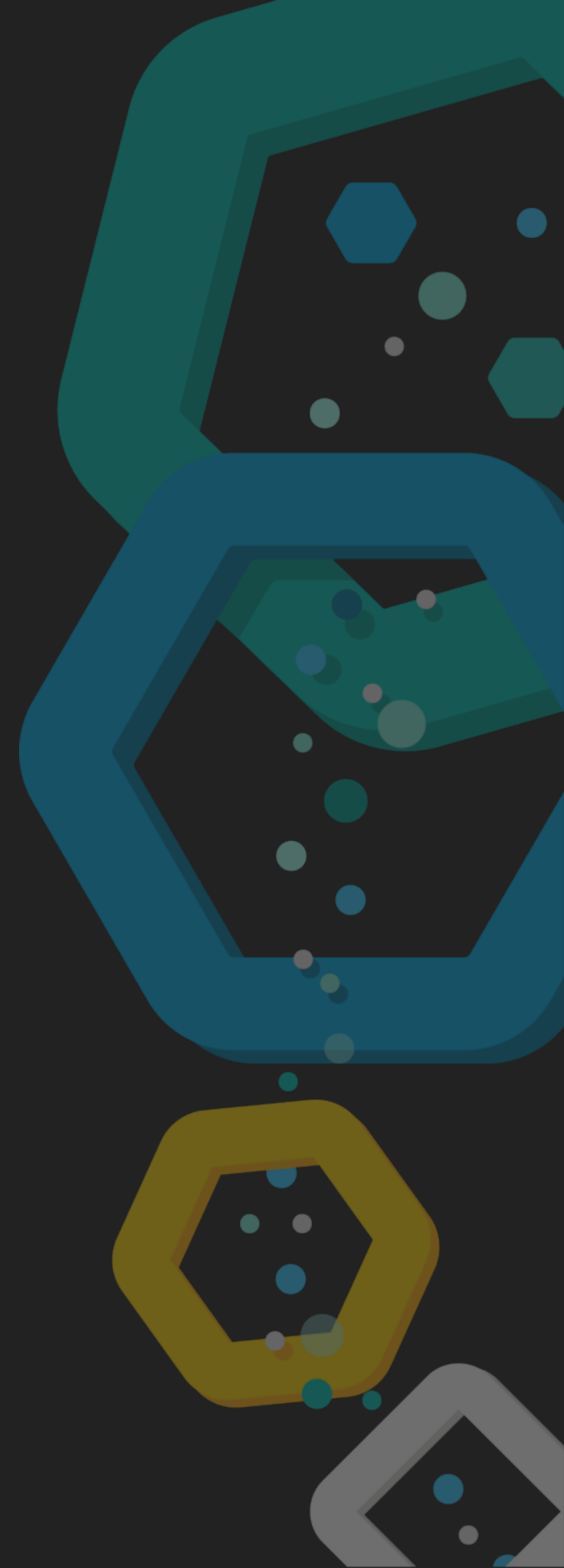
2012



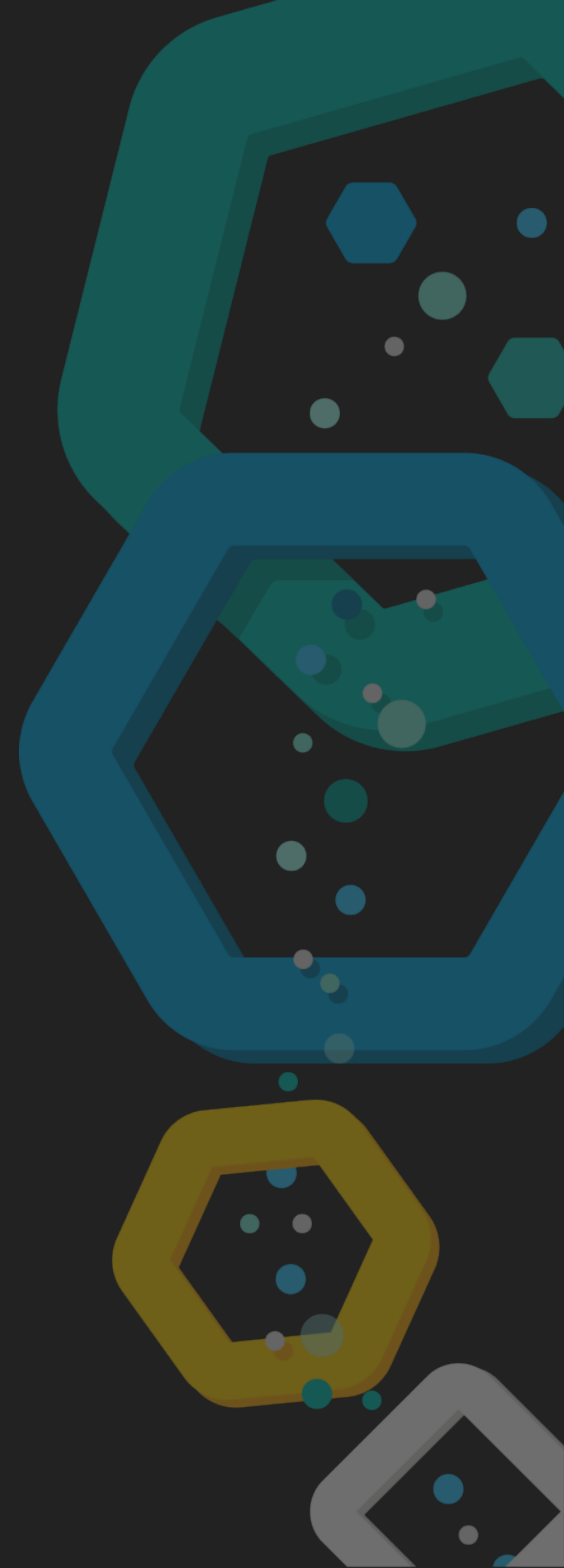
> 1500 employees



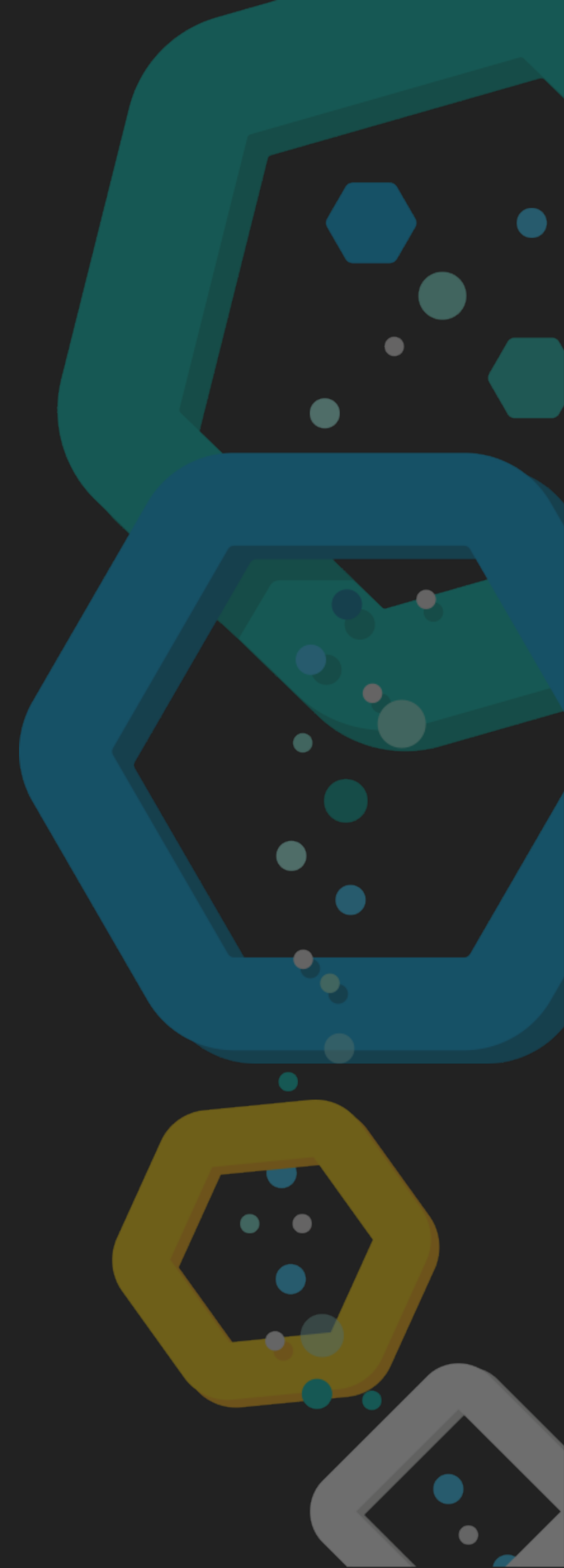
19 offices



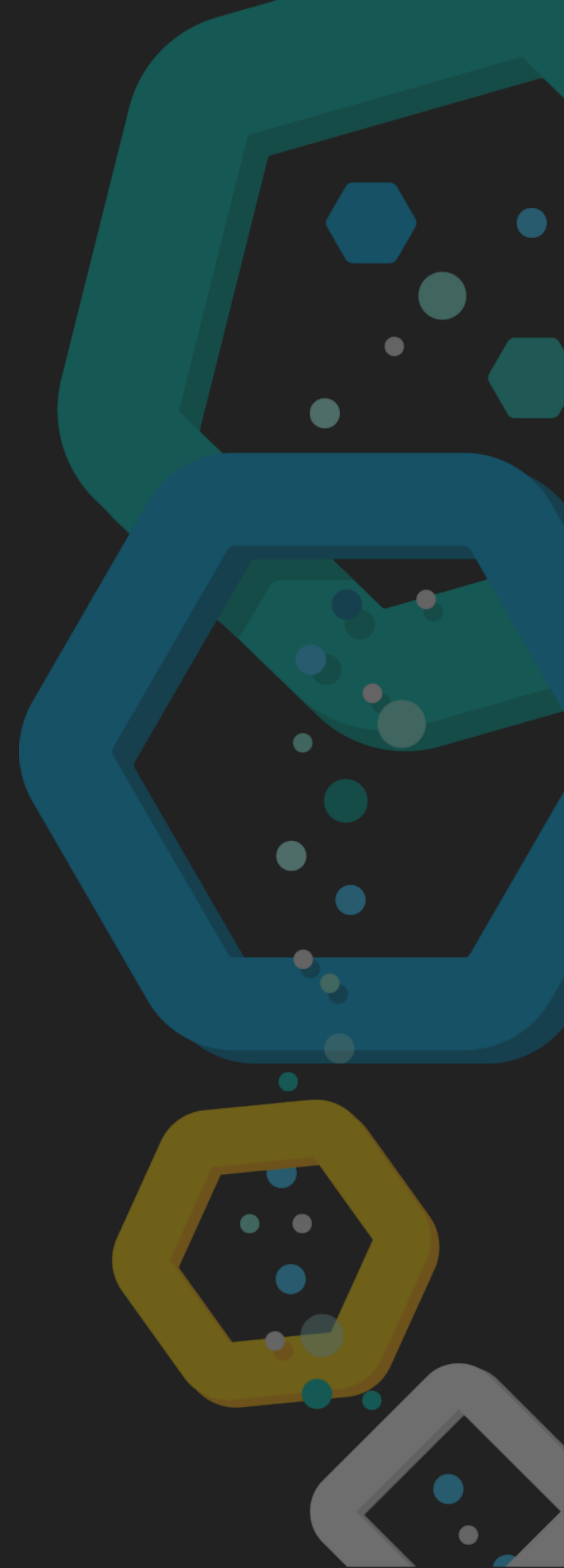
> 35 countries



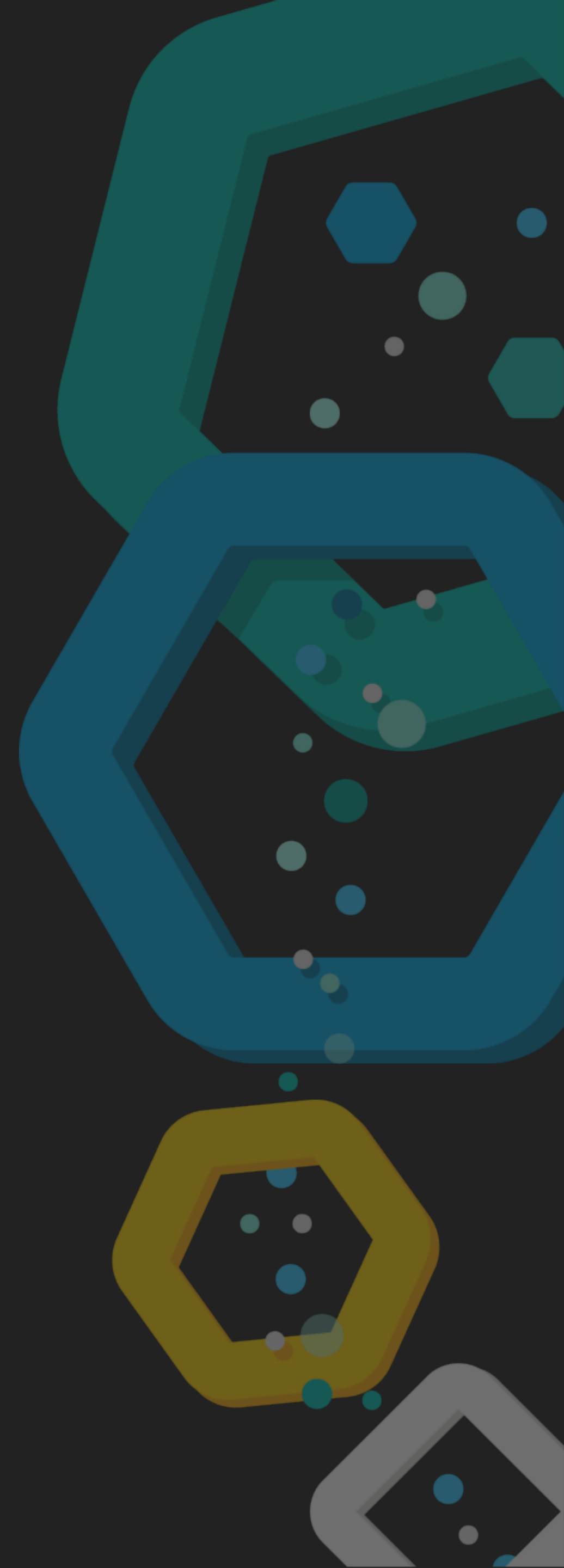
> 30 languages



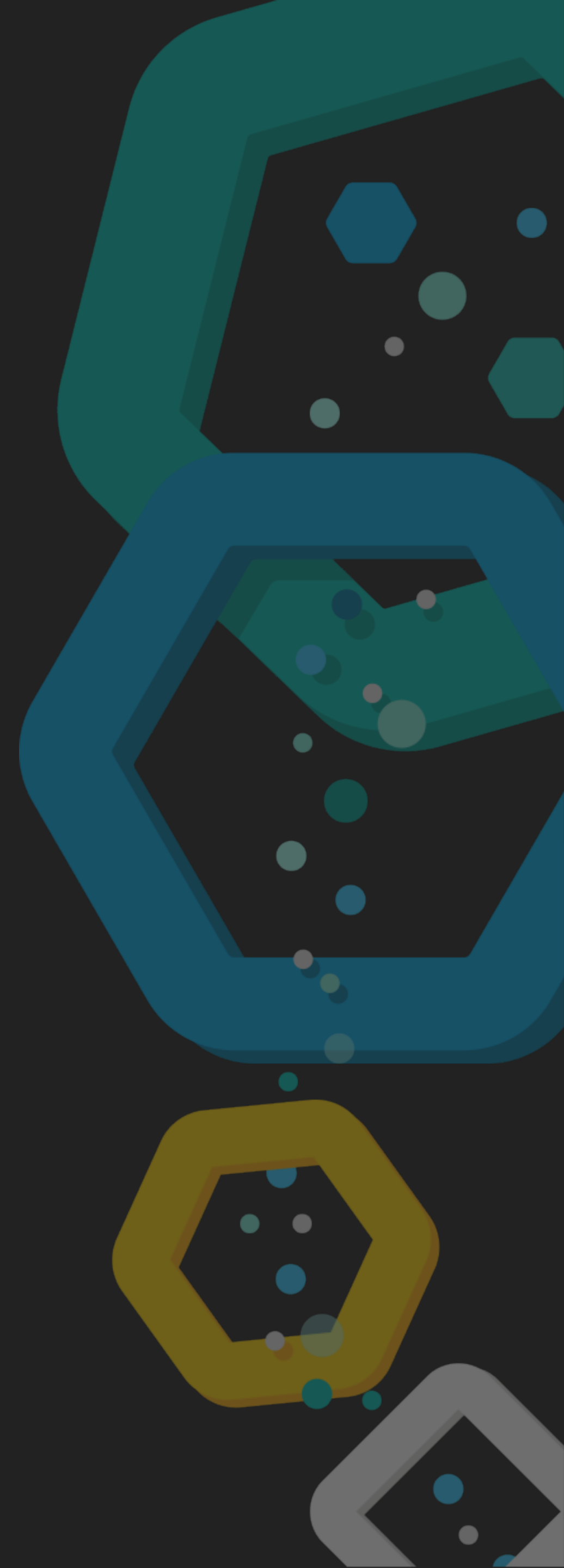
> 19 timezones



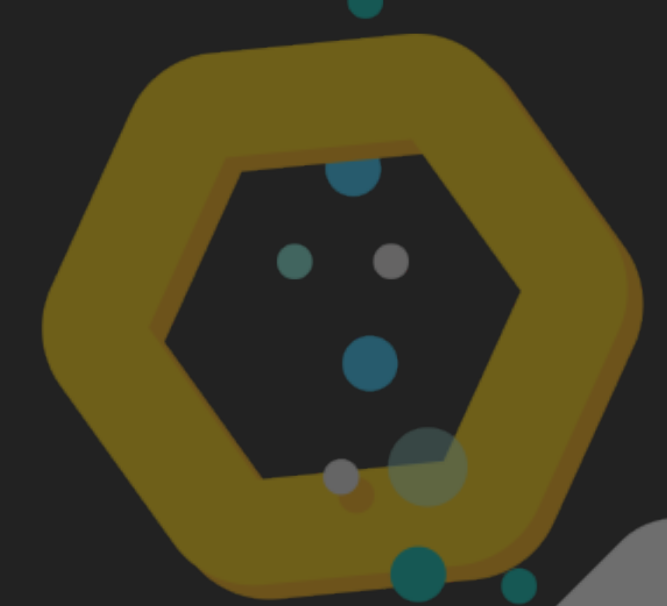
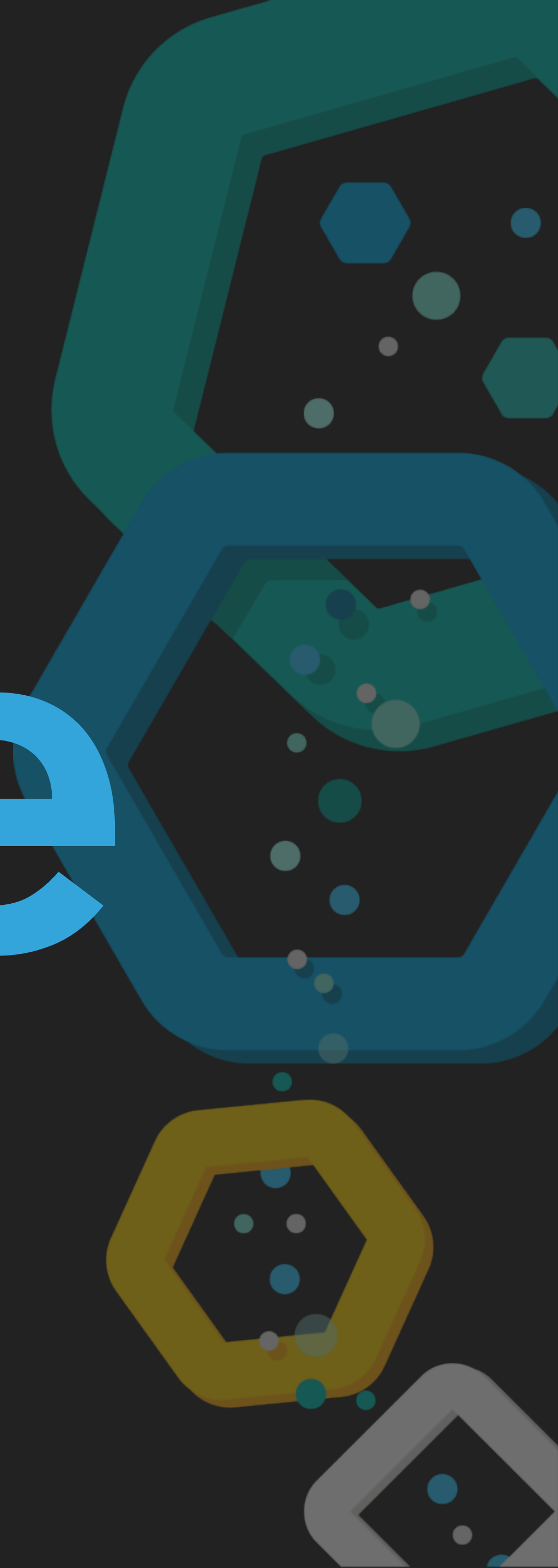
distributed



scalable

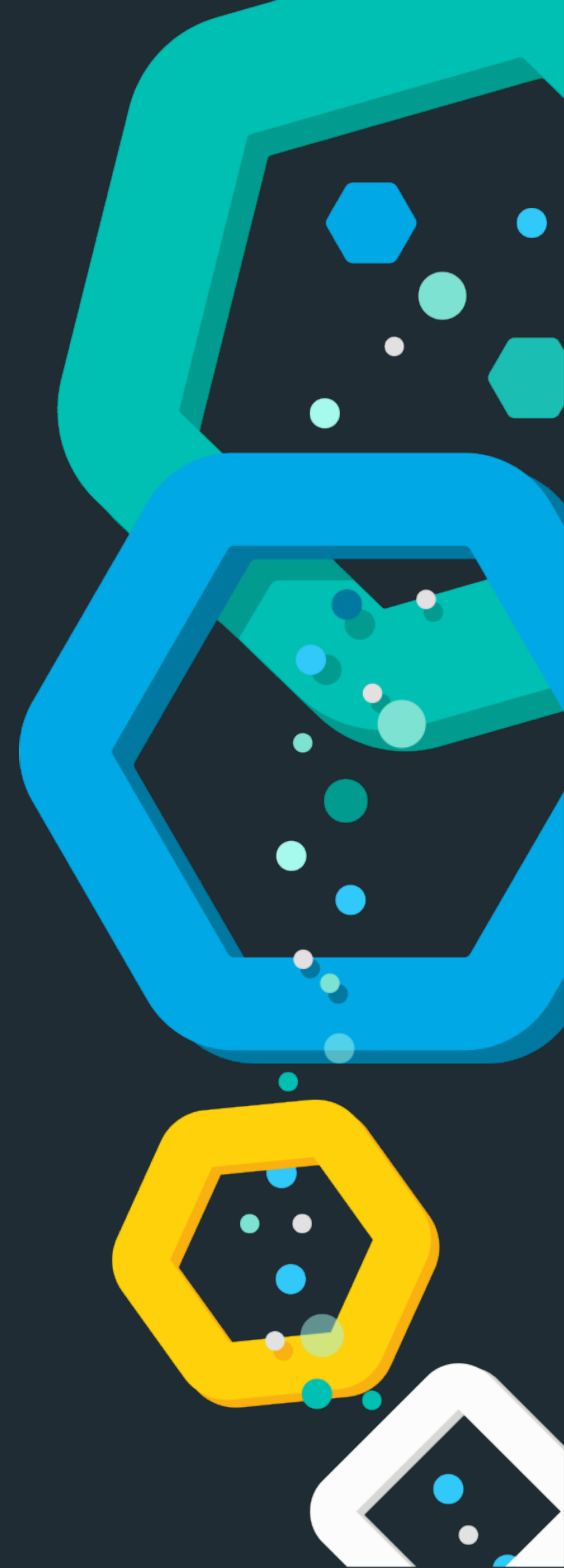


scalable

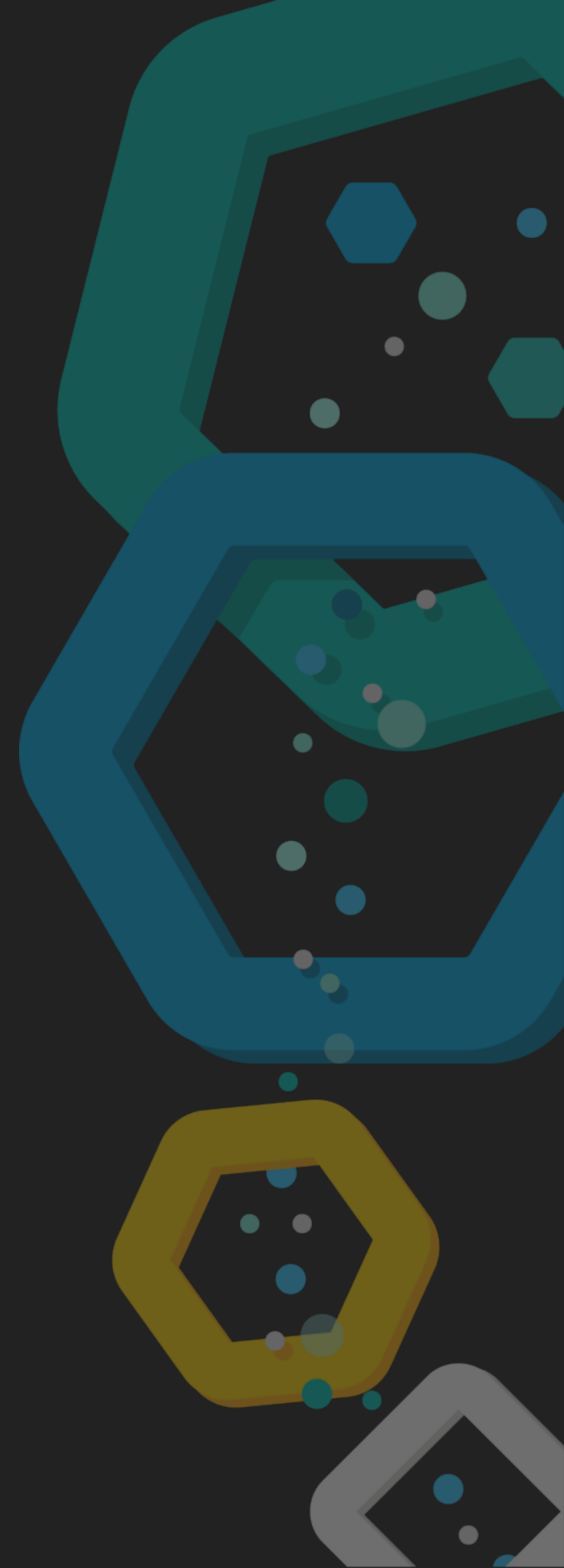


How do you work together?

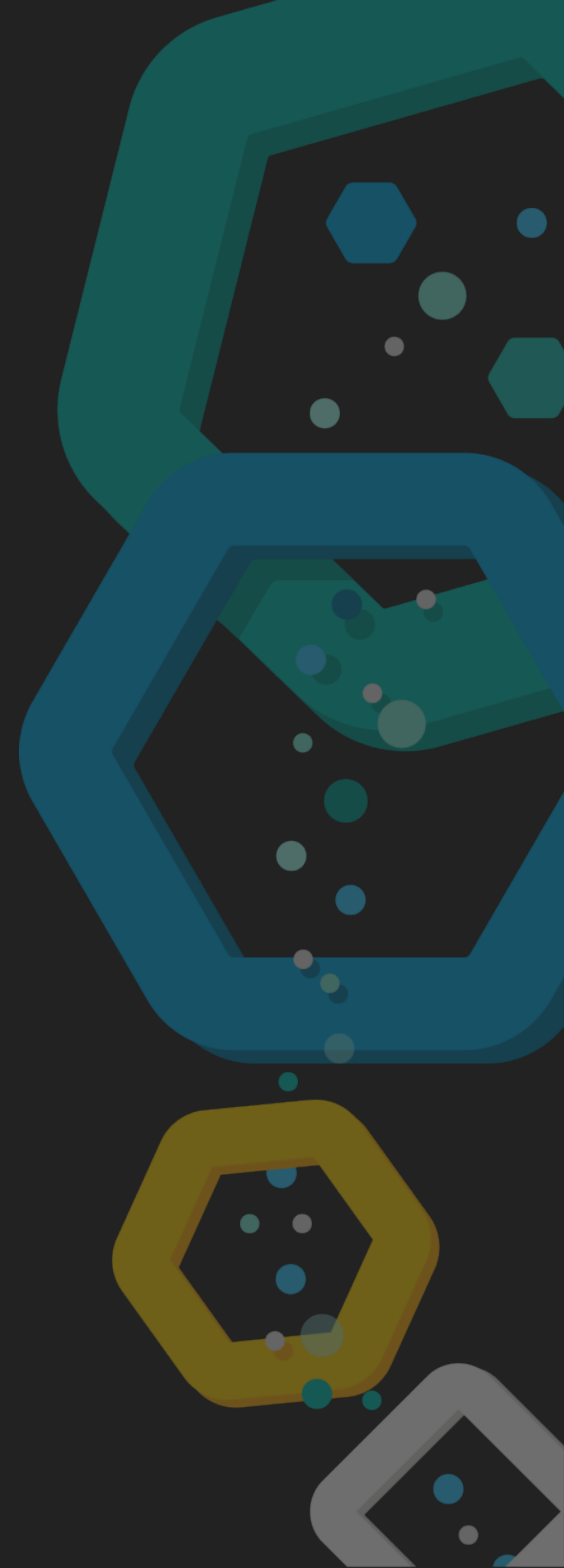
... culture, tools, processes



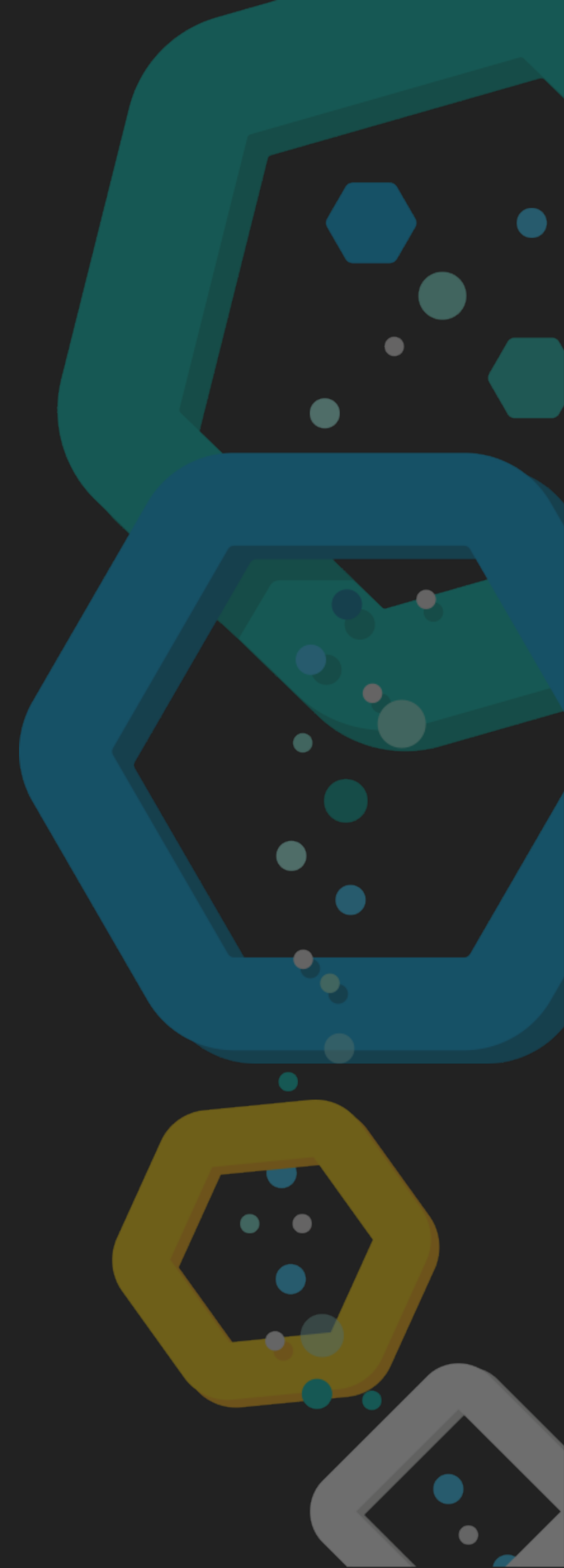
culture



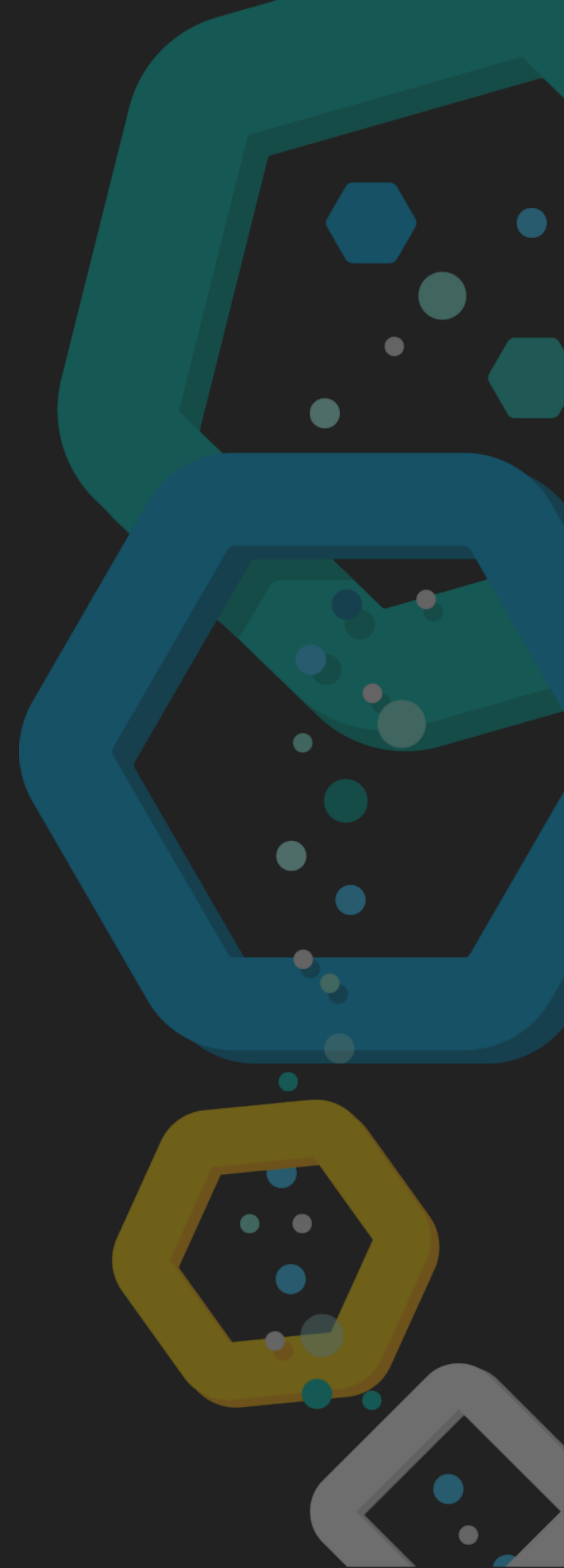
trust



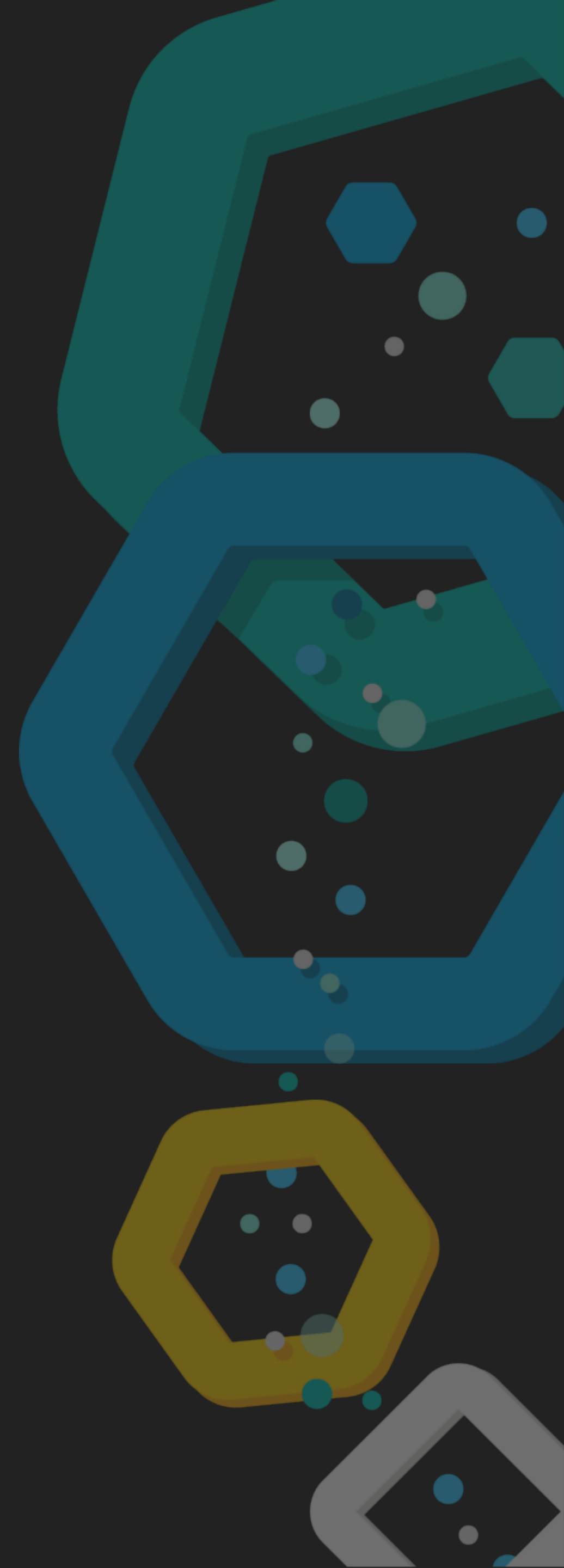
intrinsic motivation



extrinsic help

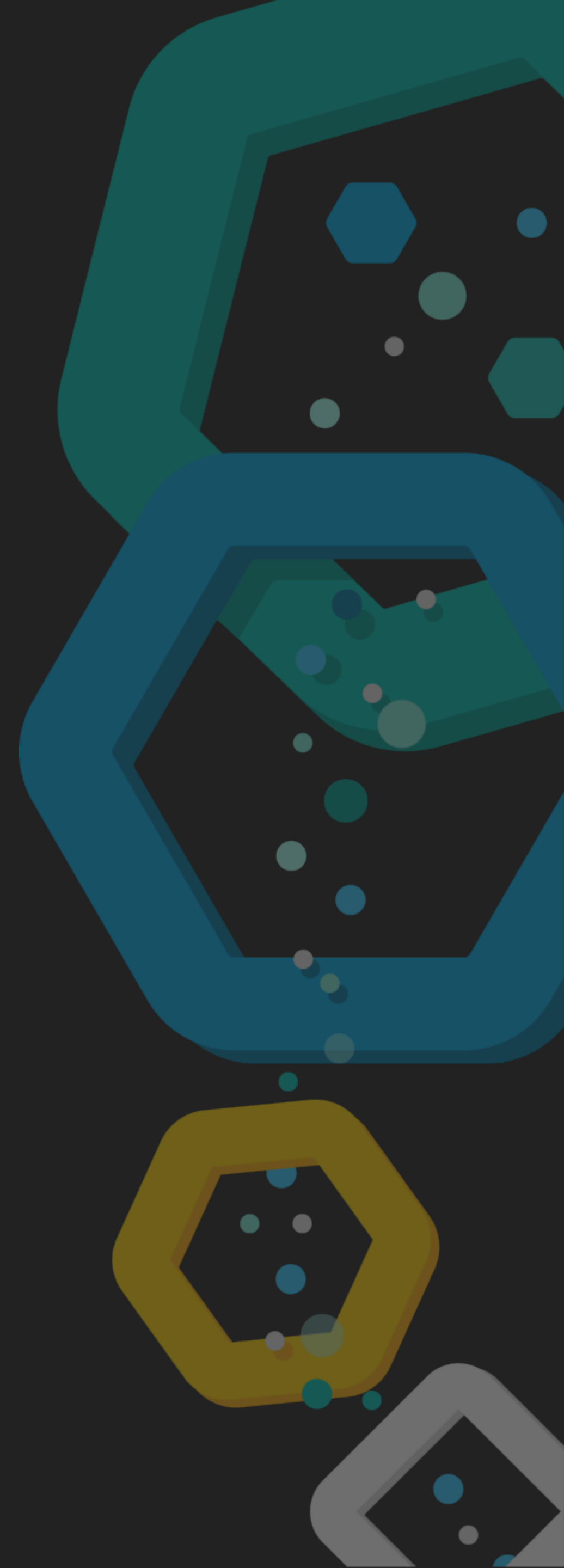


equipment



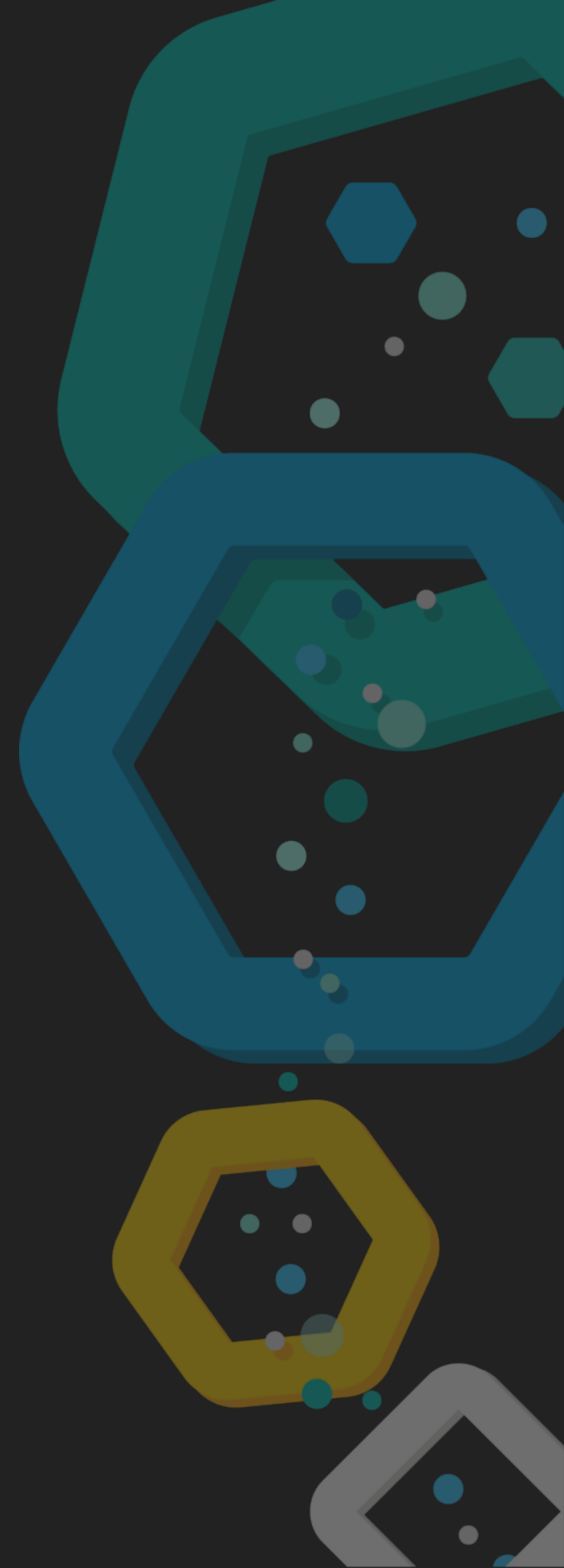
16 weeks paid parental leave

timezones

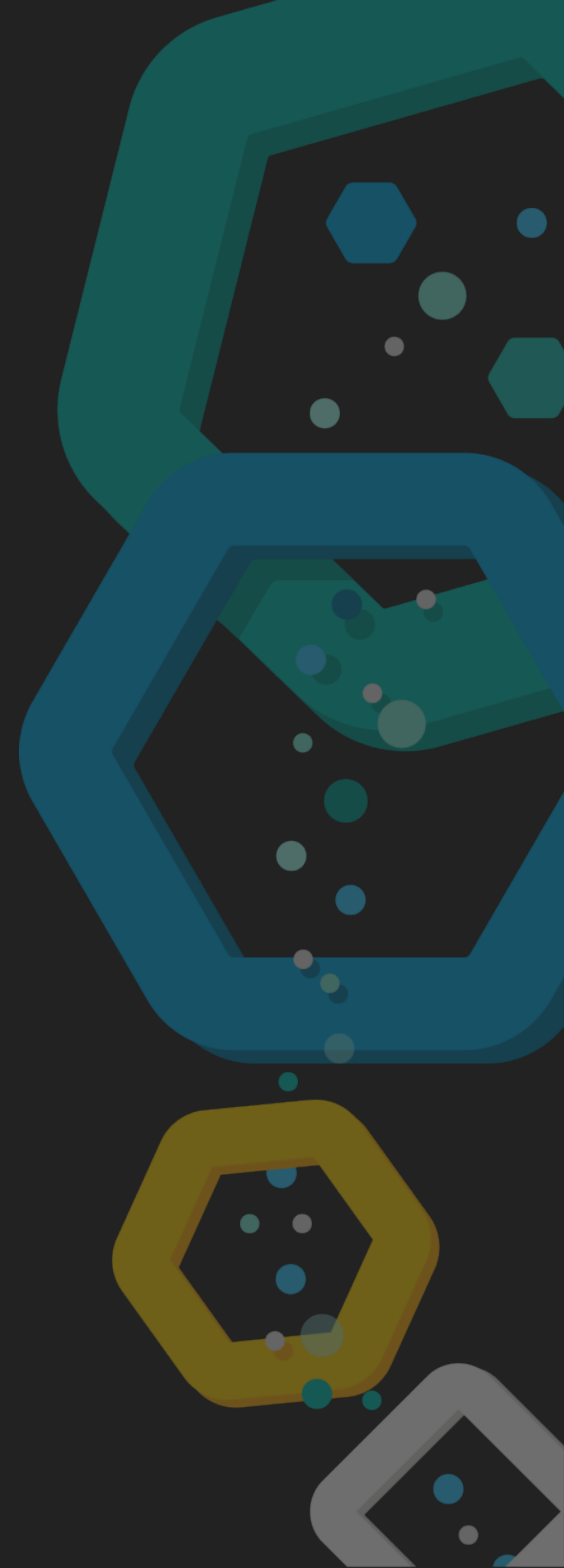


asynchronous discussions

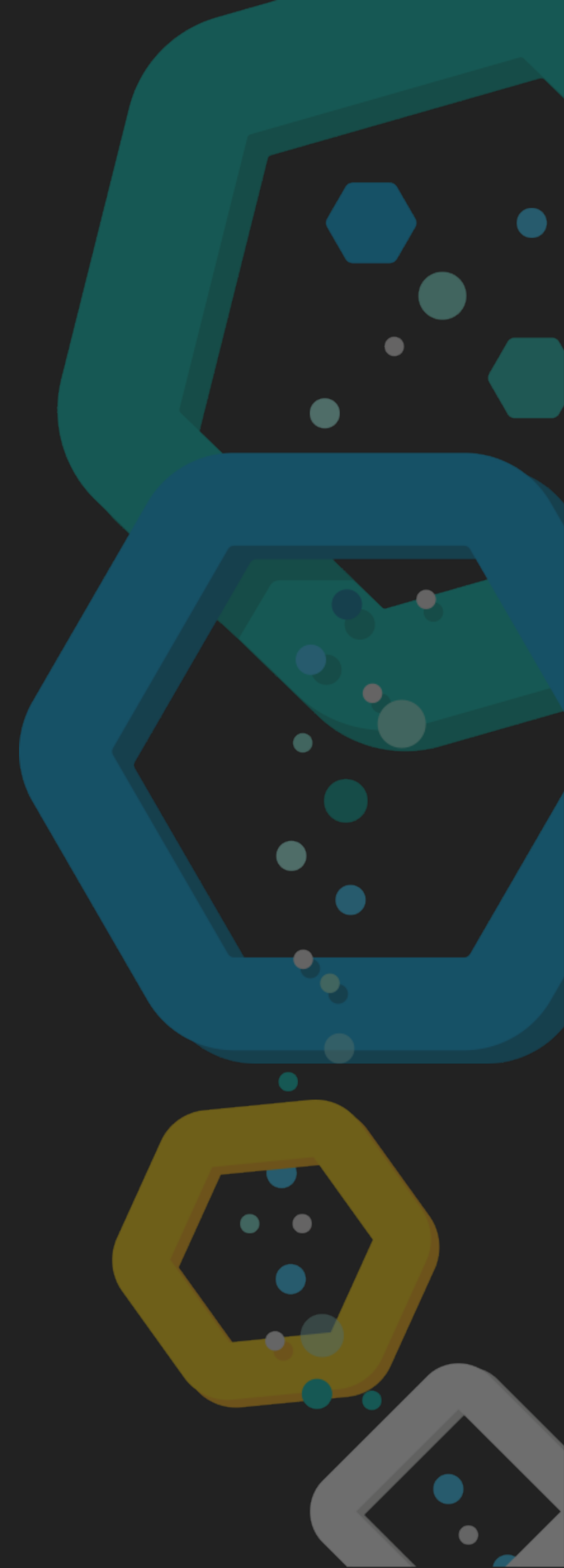
communication



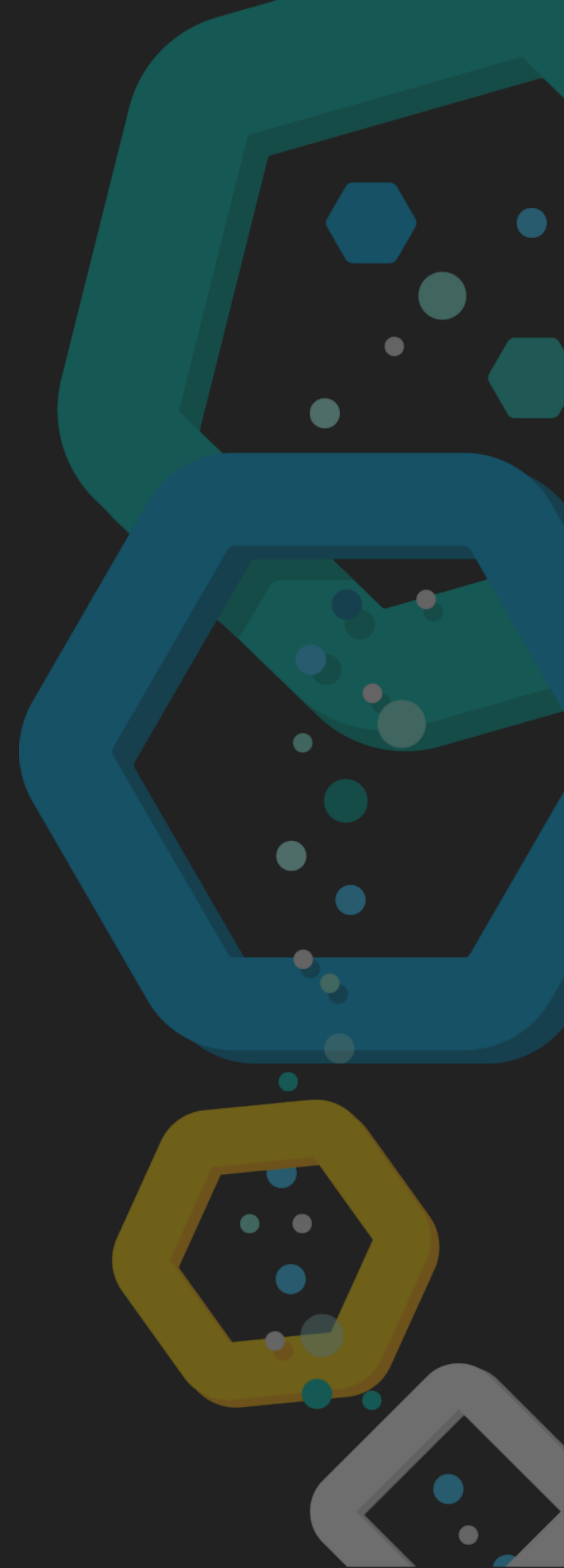
slack



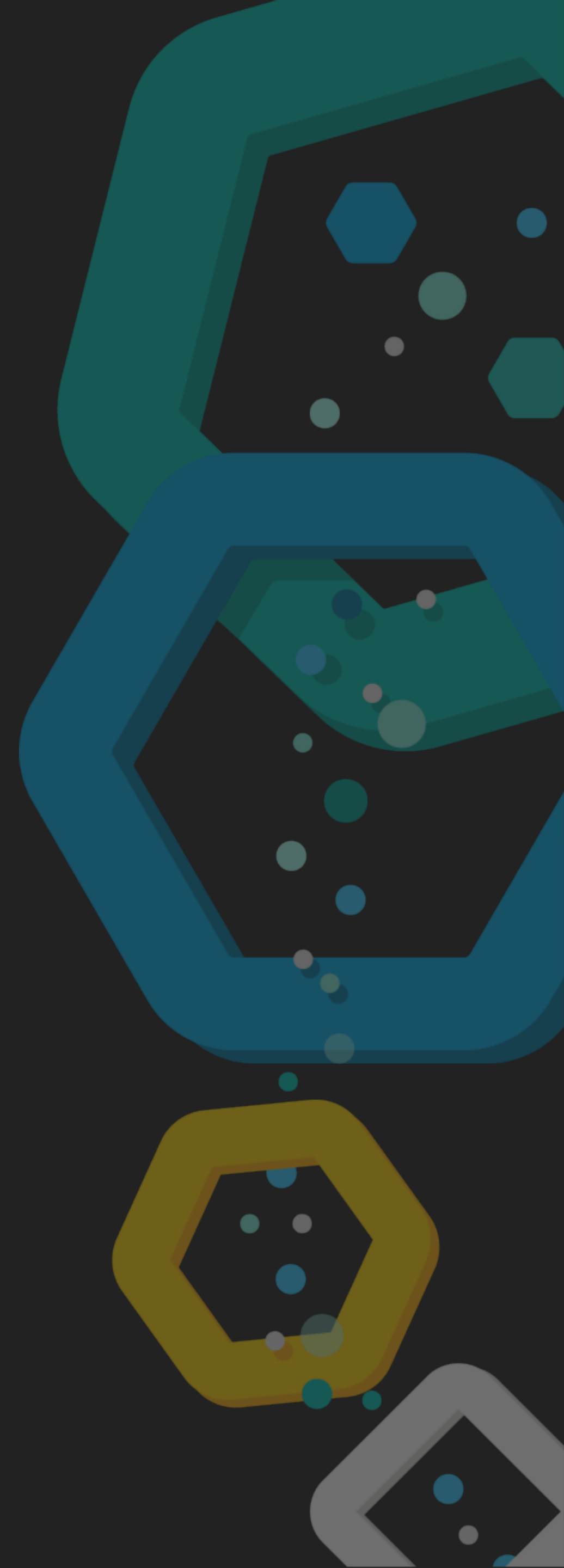
github



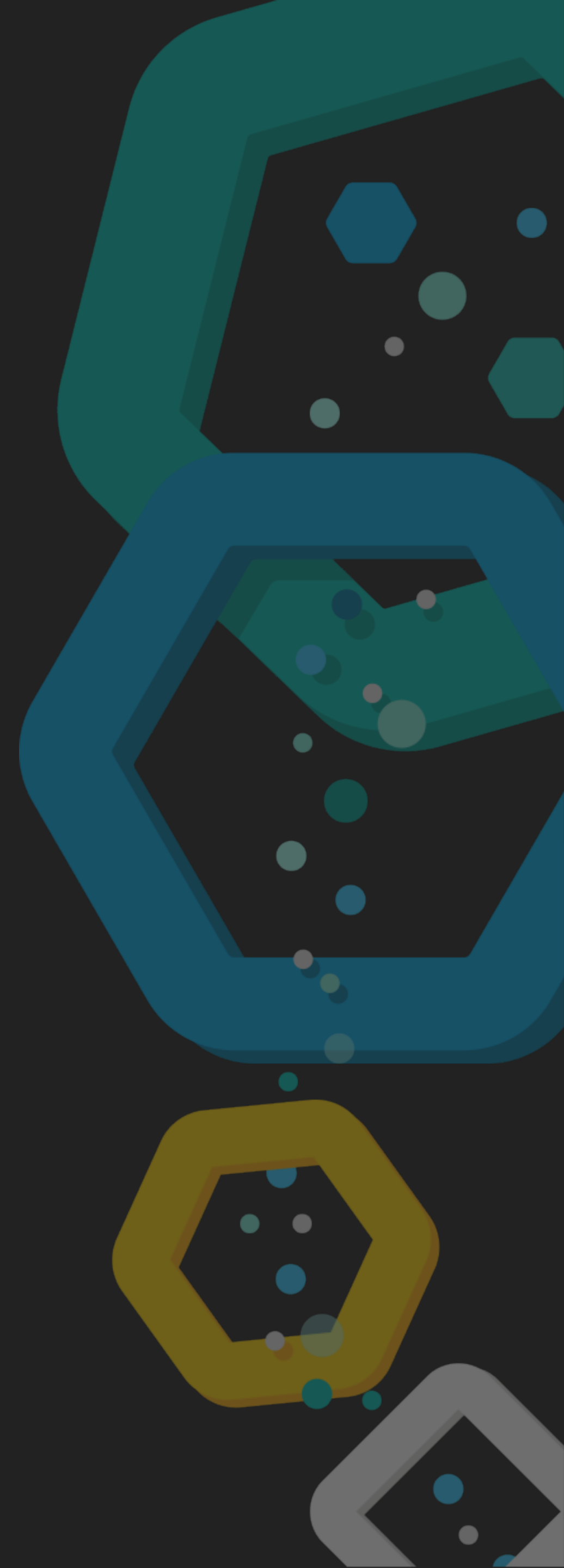
email



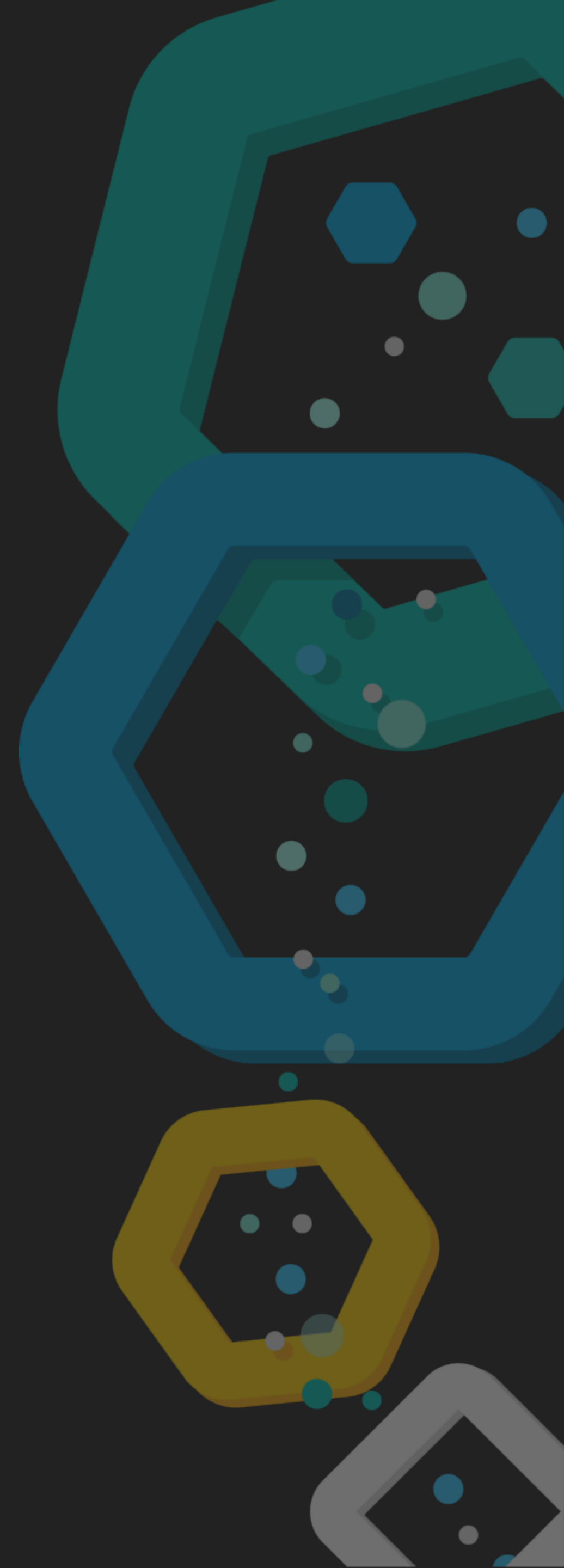
salesforce



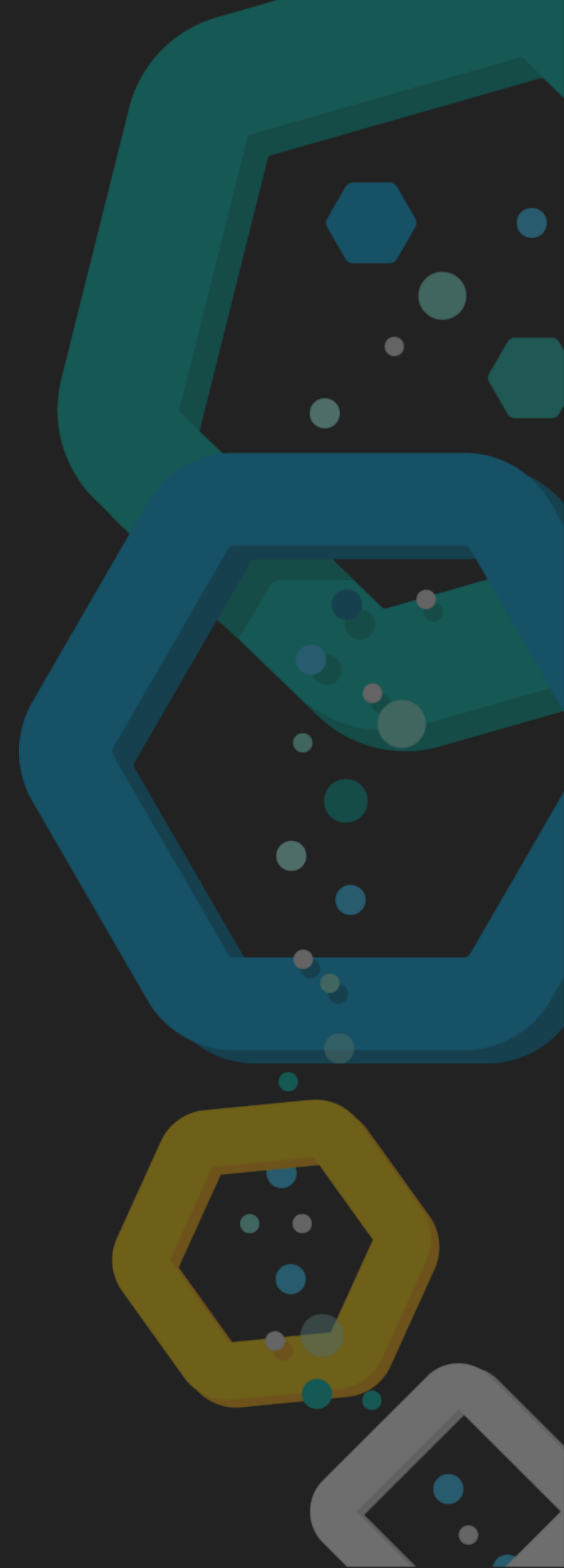
discourse

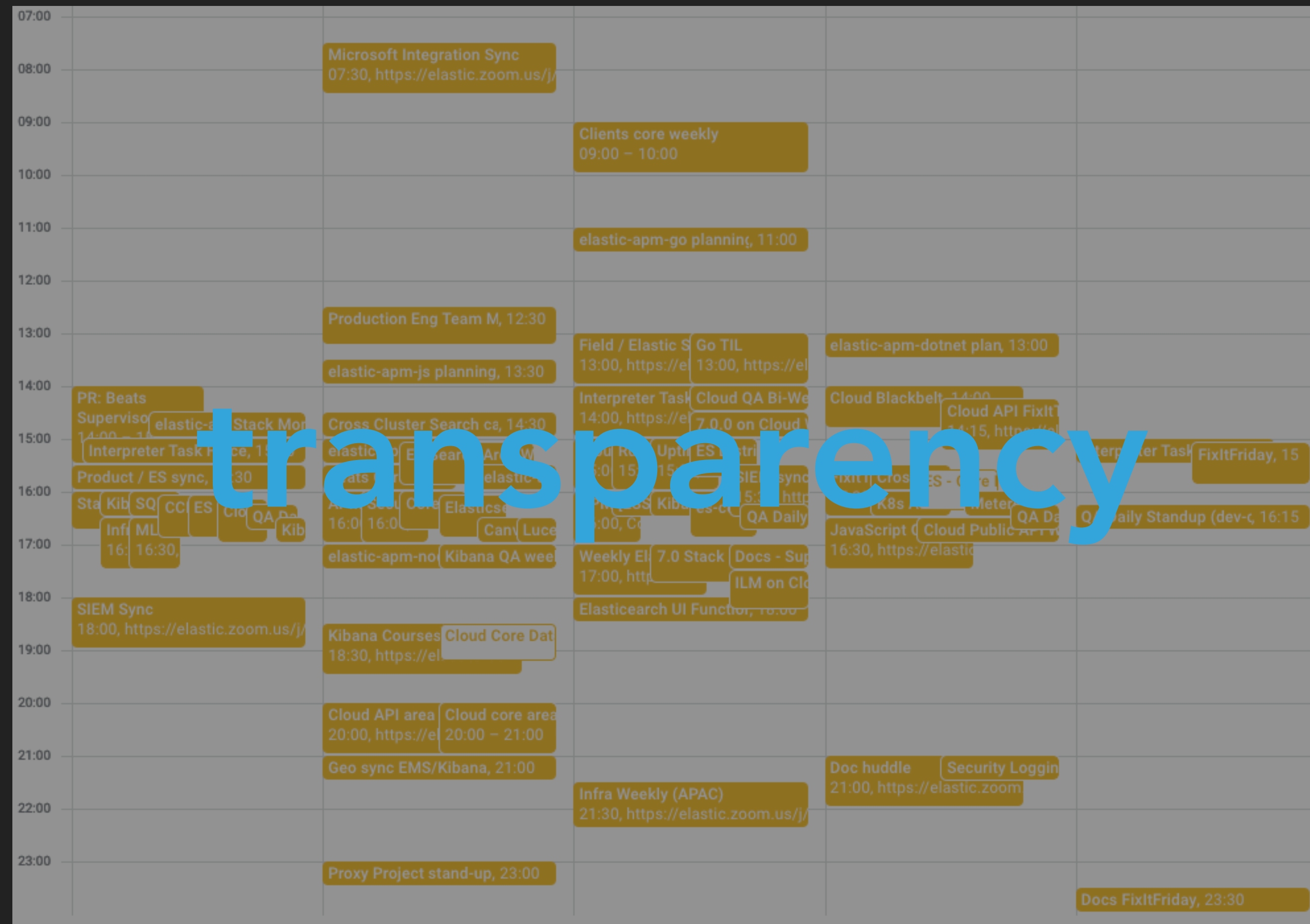


zoom

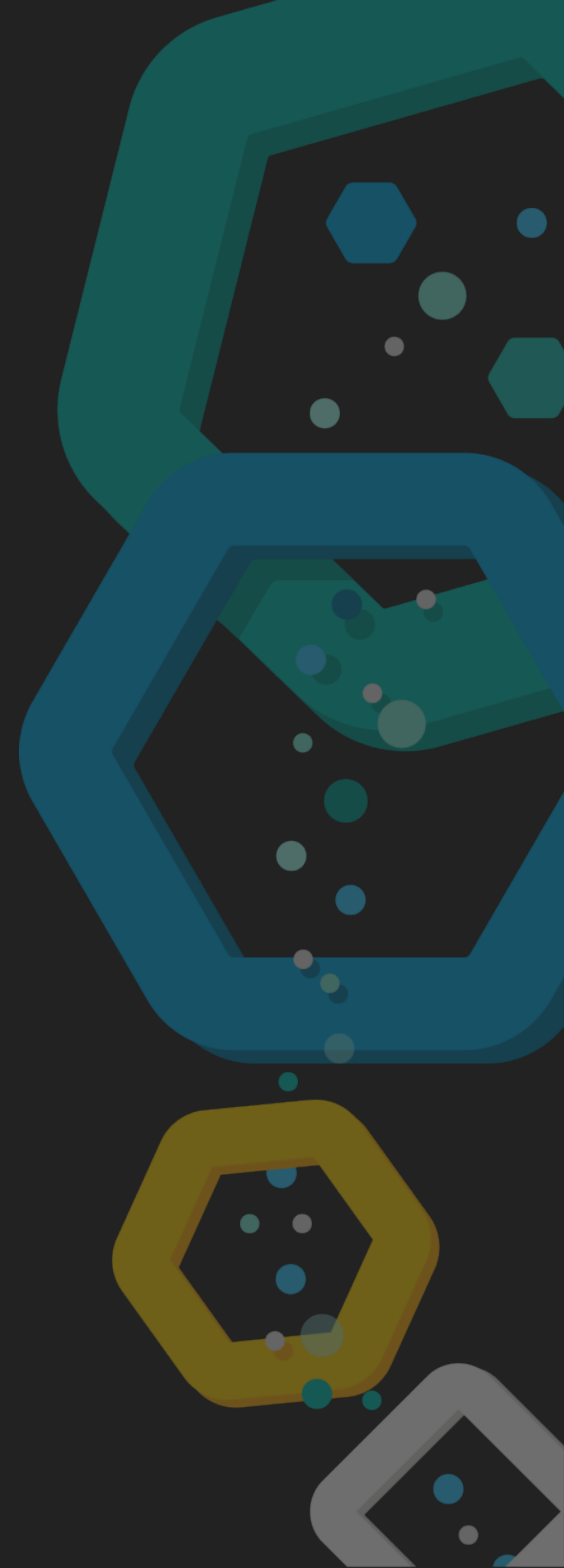


transparency





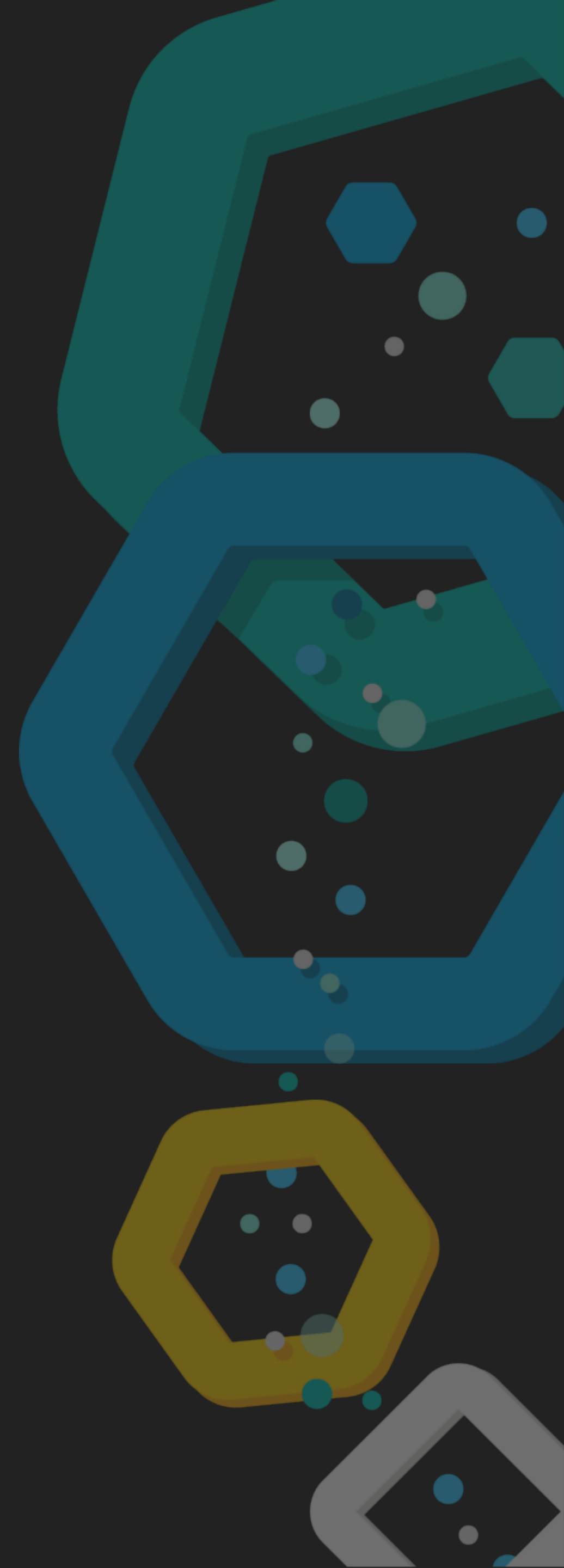
communication overflow



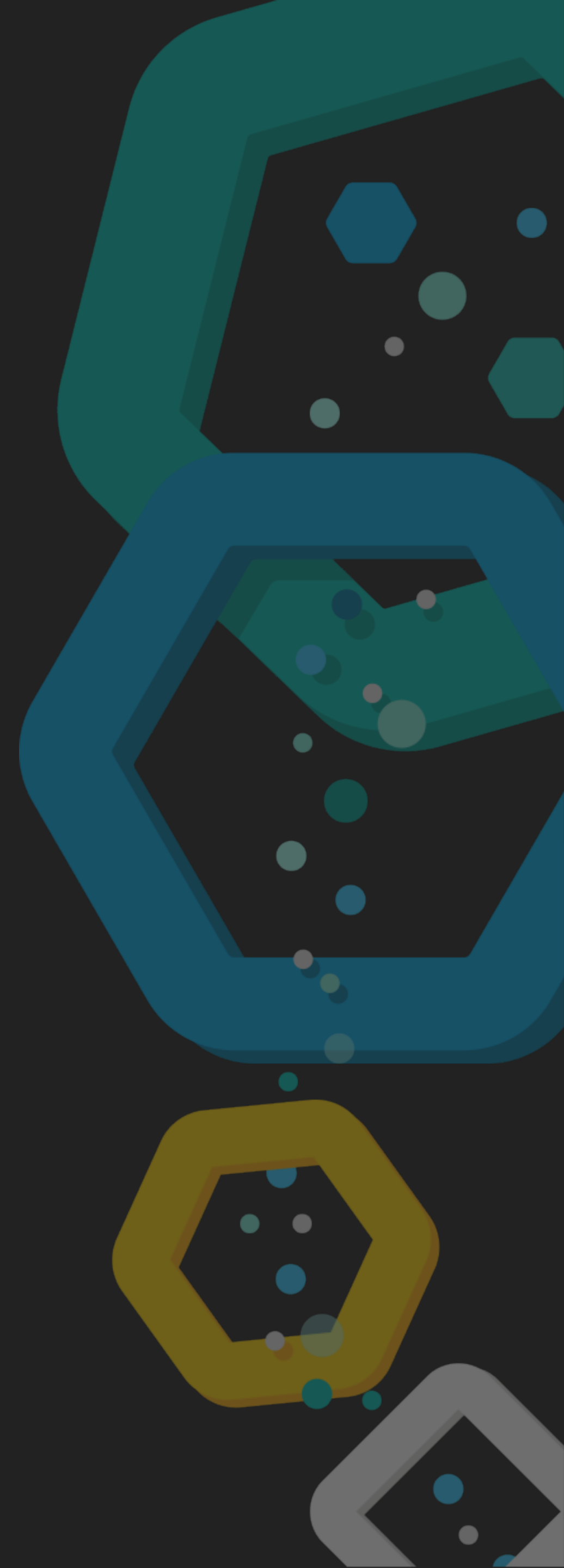
weekly email updates

monthly department updates

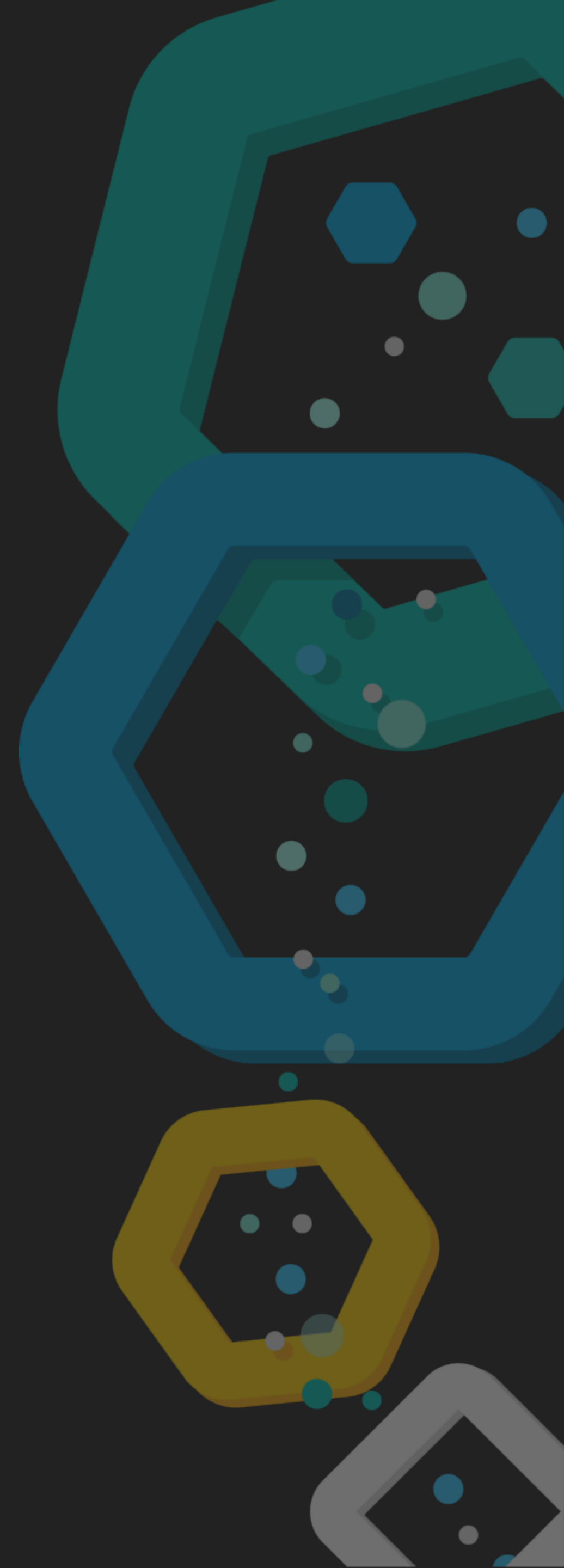
monthly all hands



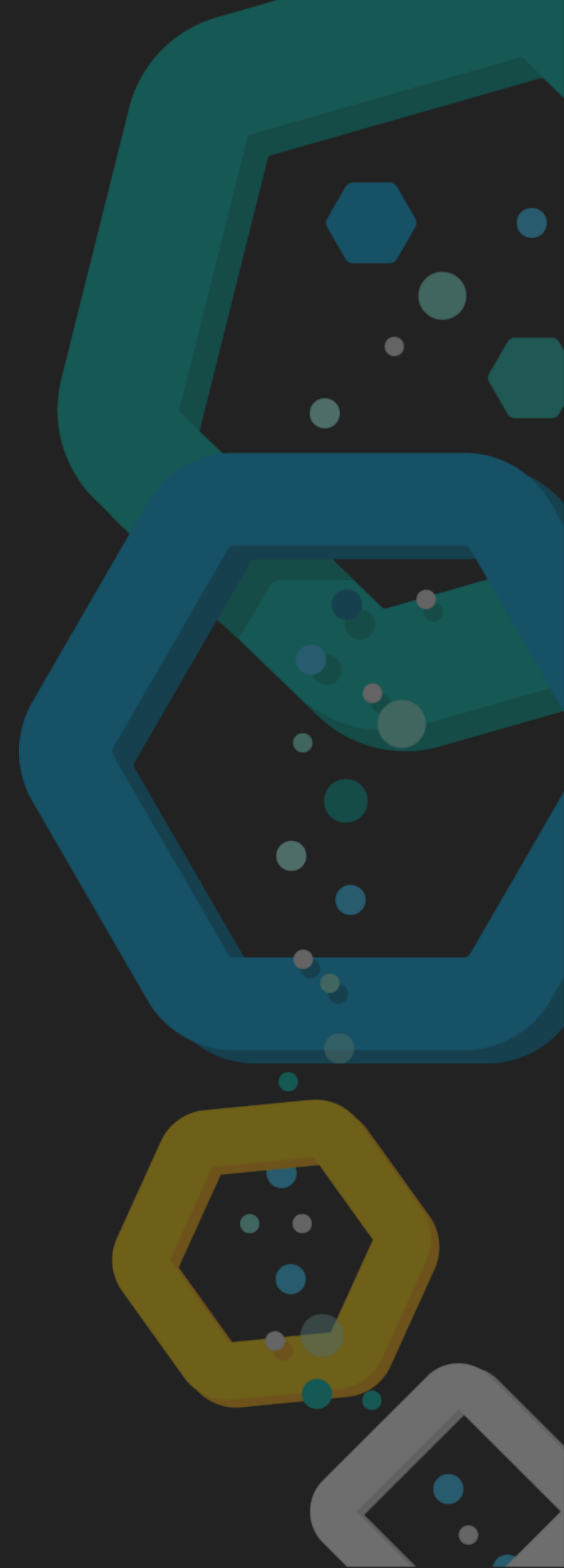
isolation



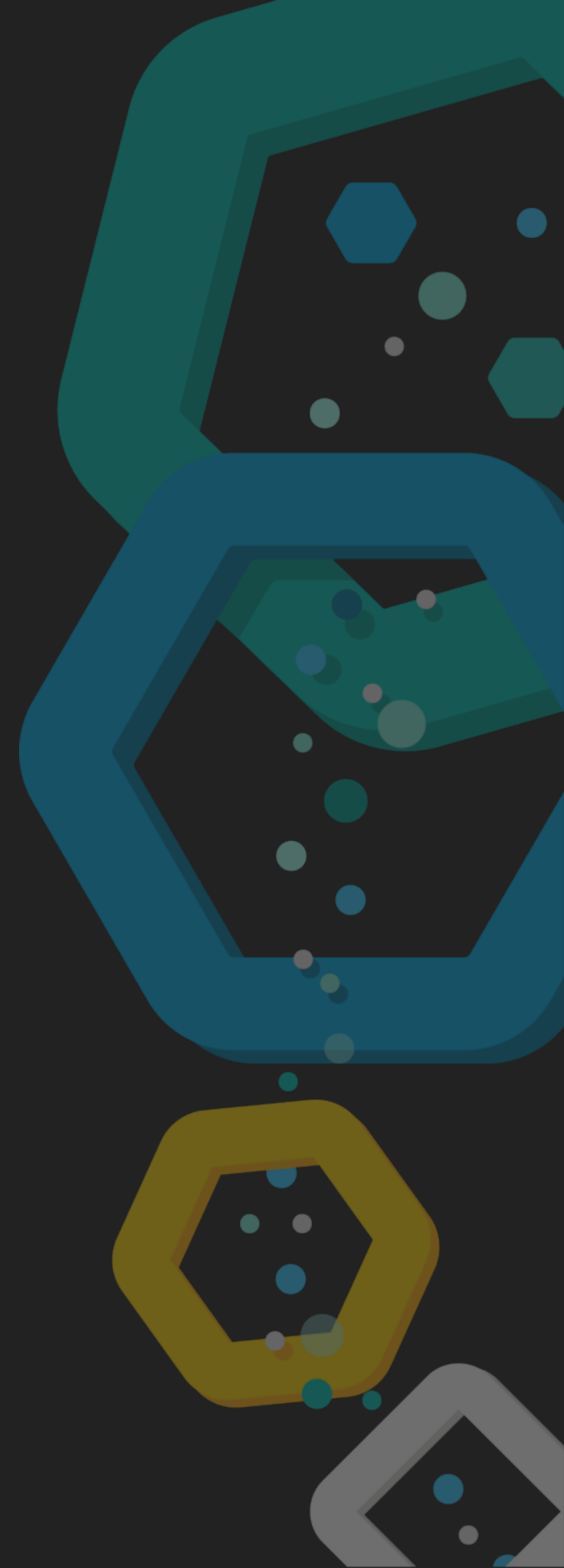
x-school



mentoring

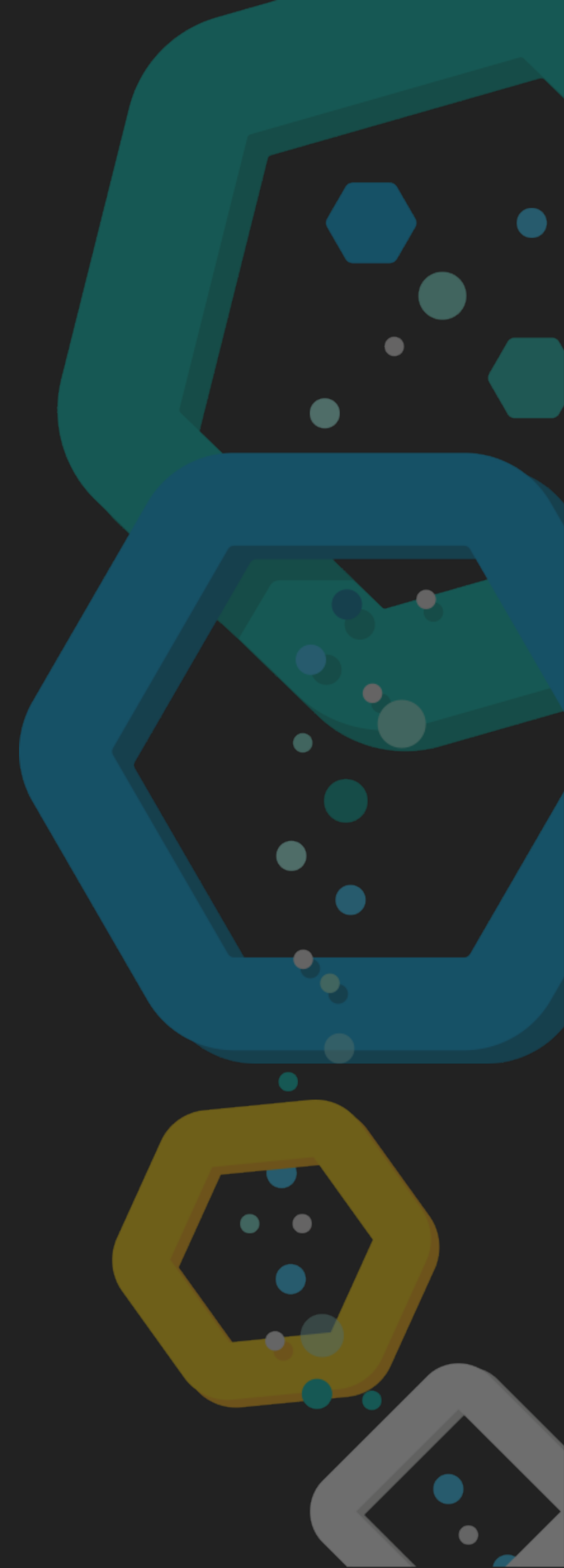


always on

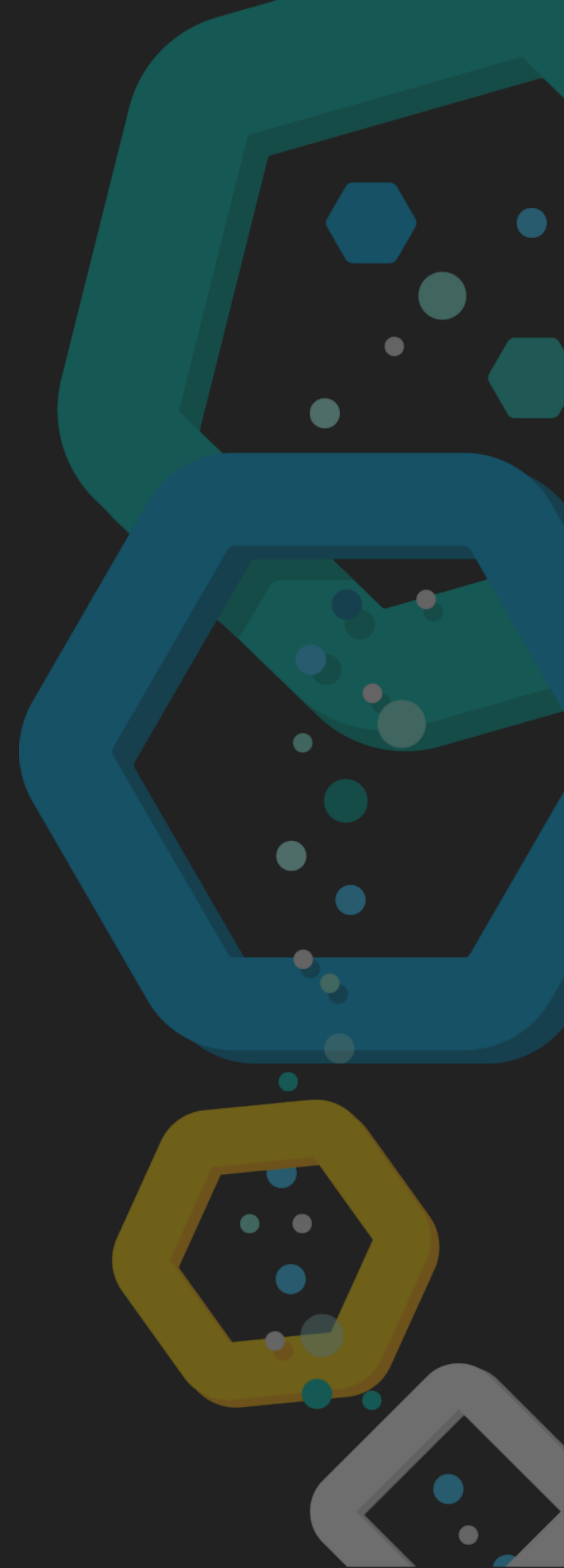


bi-yearly in person meetings

conferences



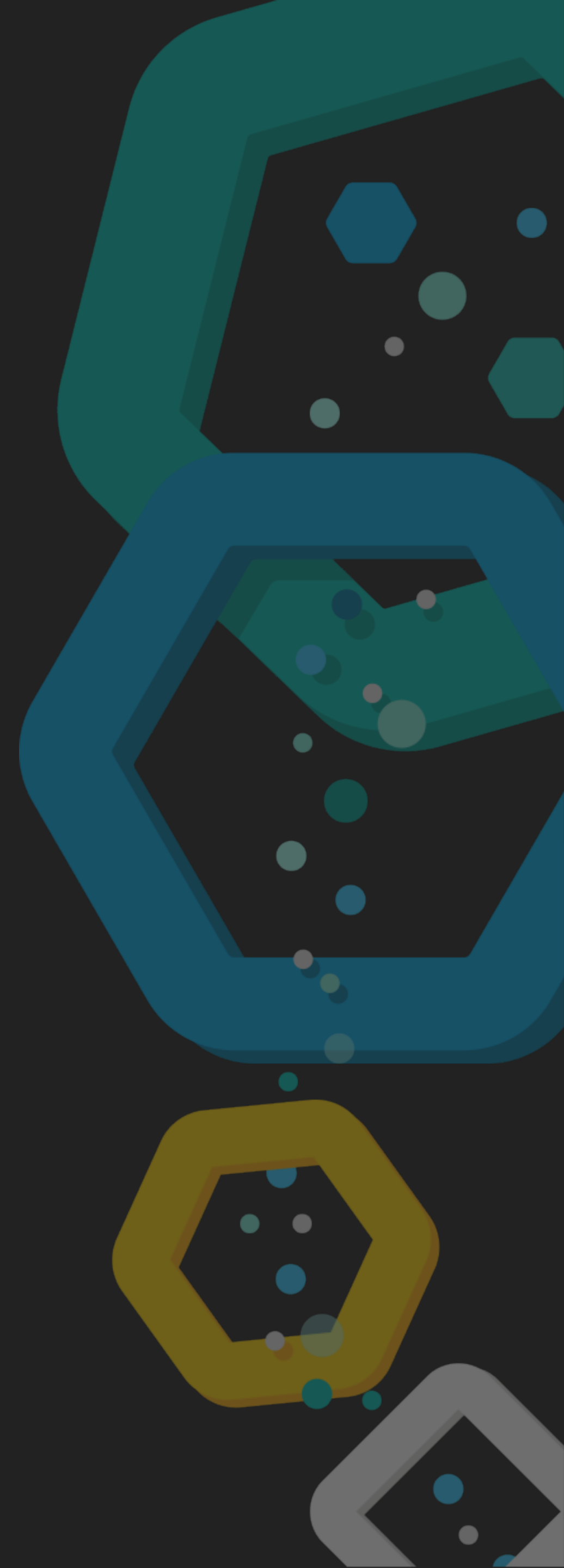
trainings



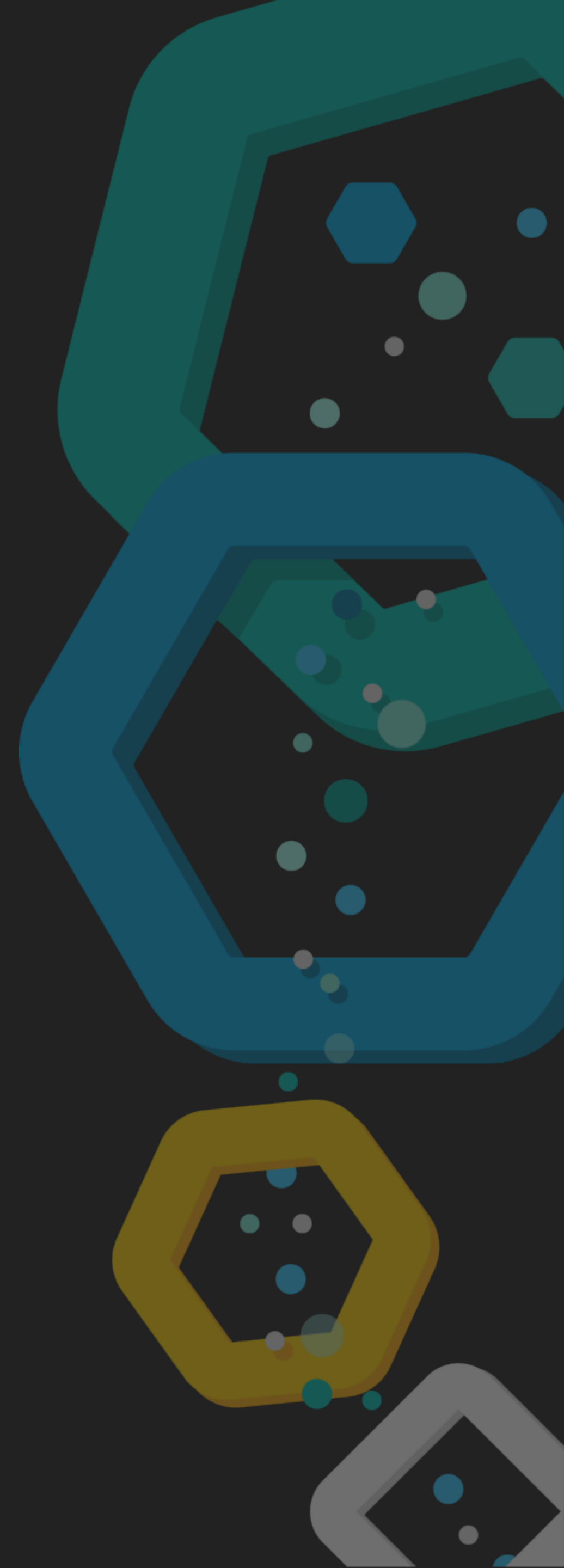
Development process



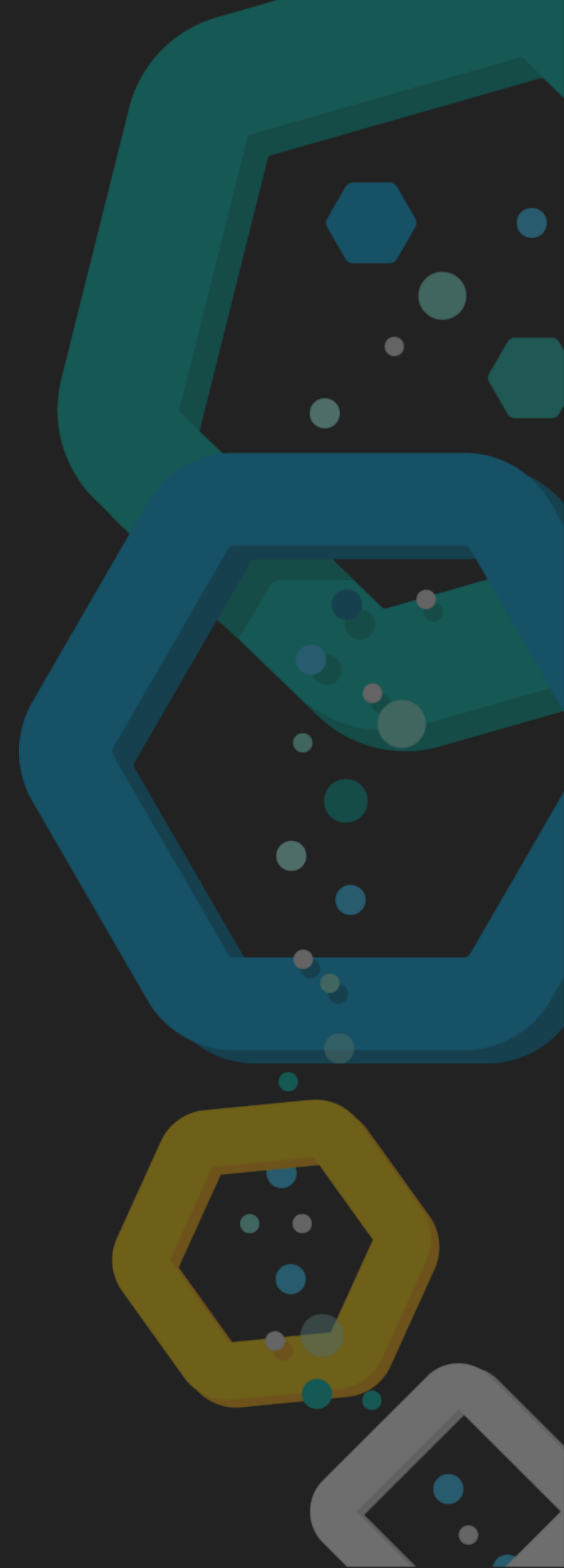
no scrum



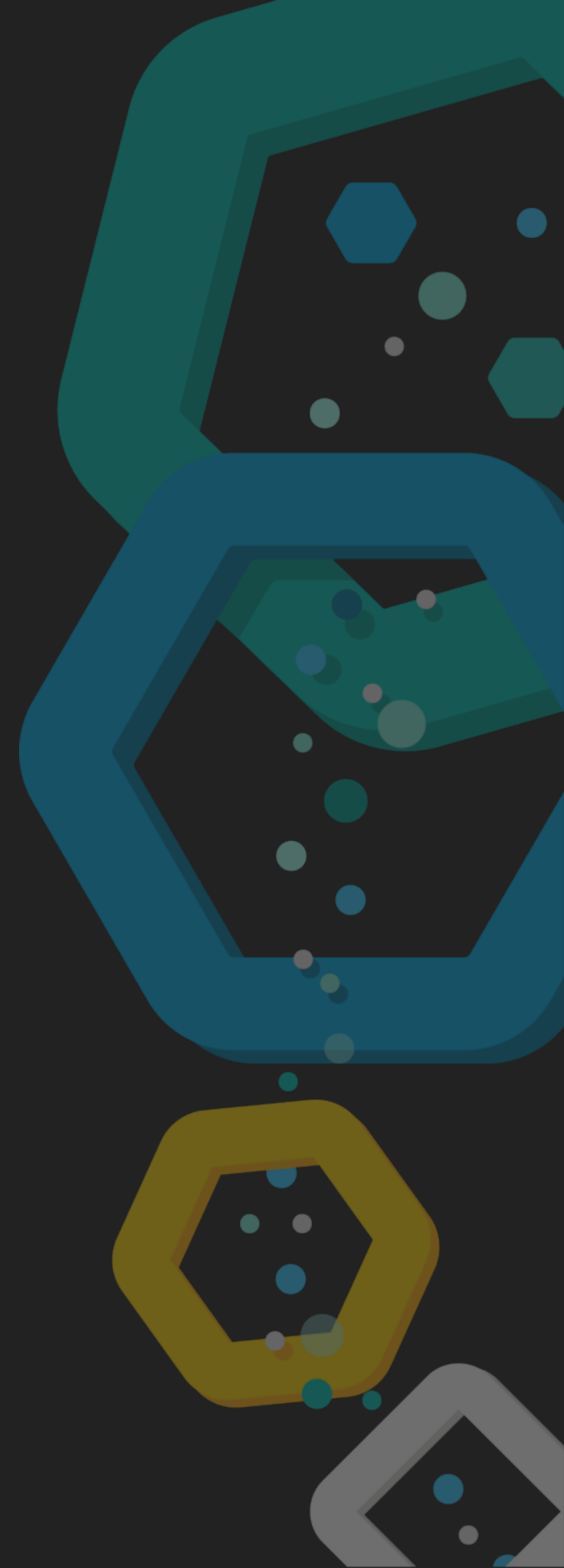
no kanban



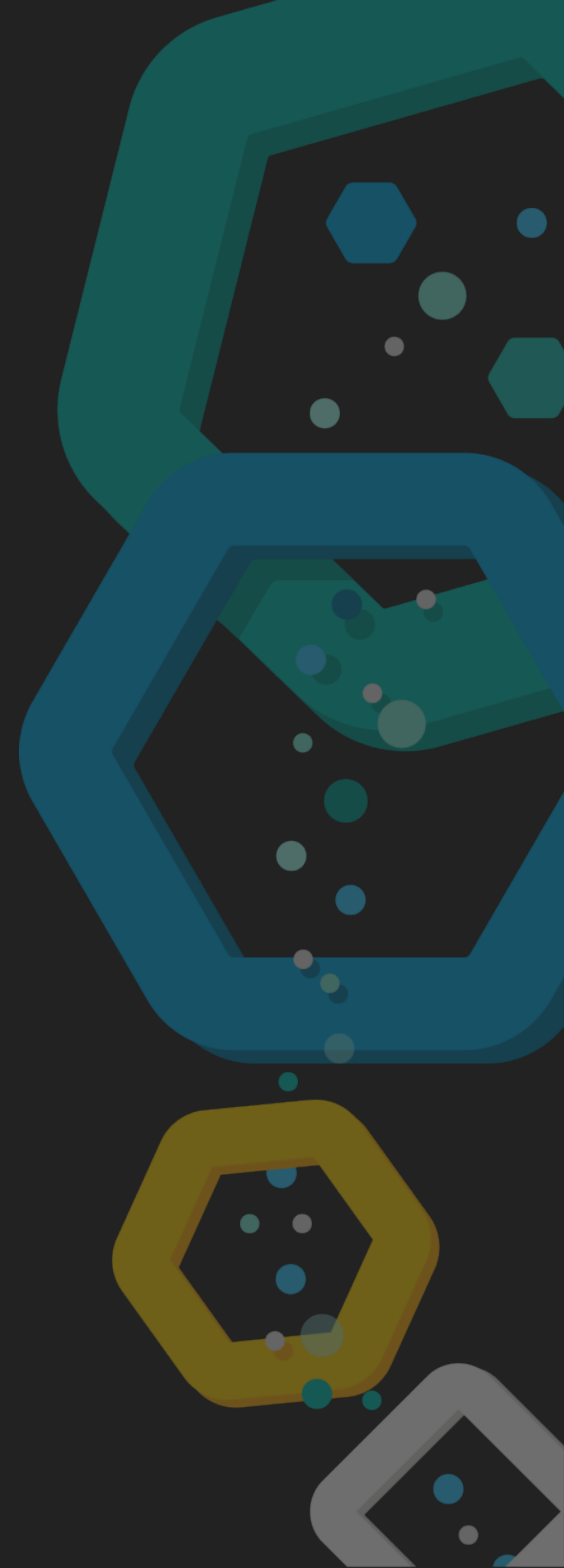
no waterfall



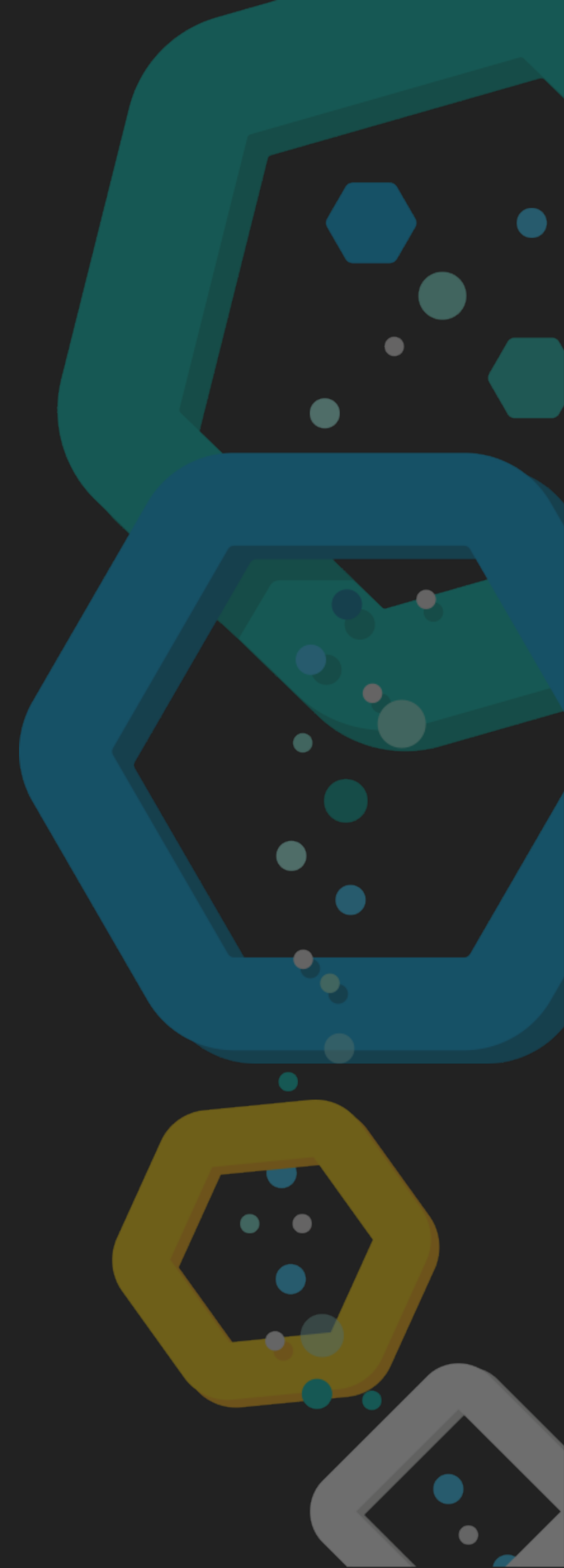
time based releases



product roadmap

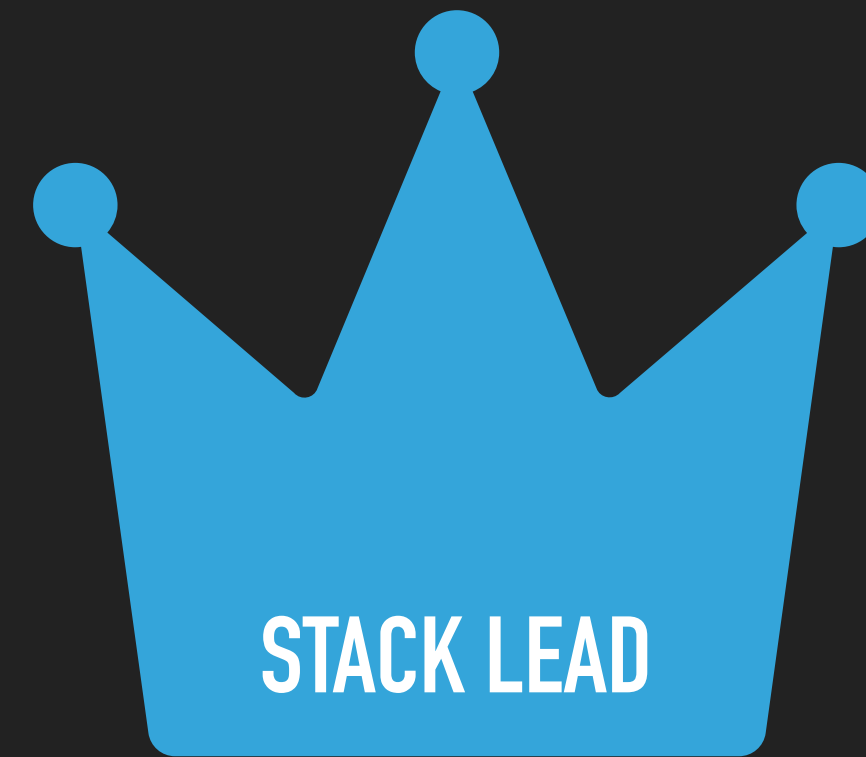


team per product



Elasticsearch Team

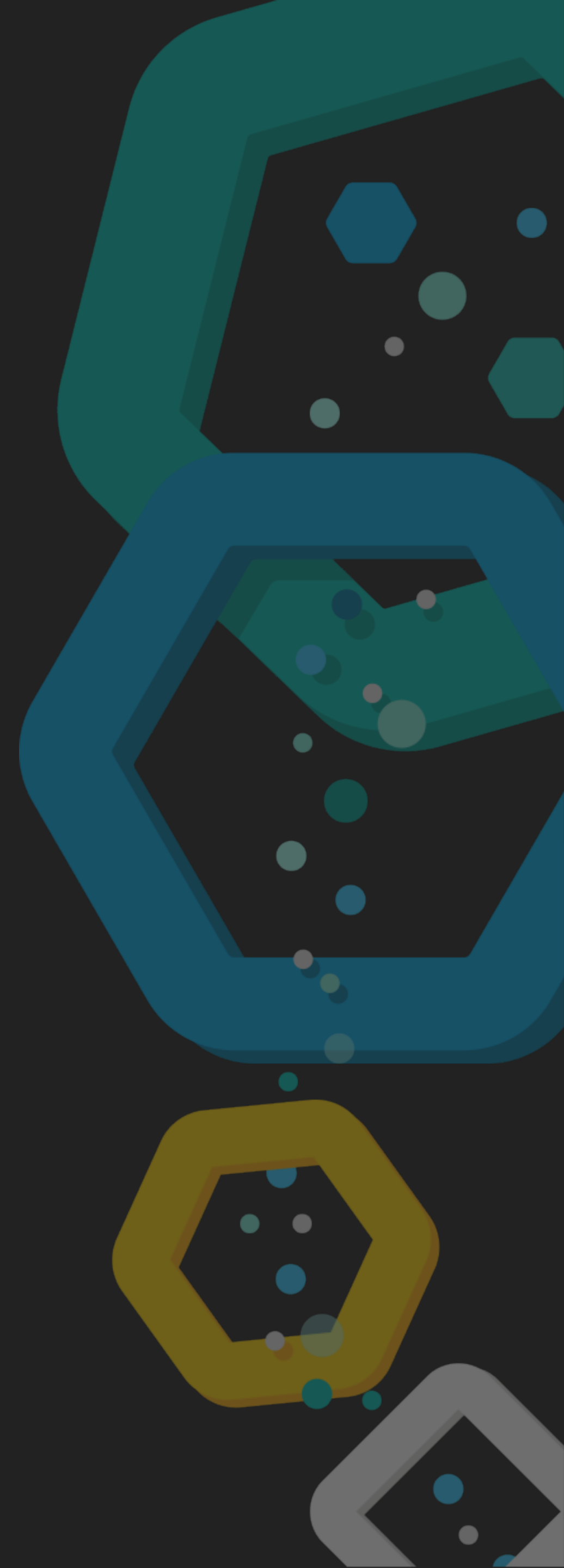




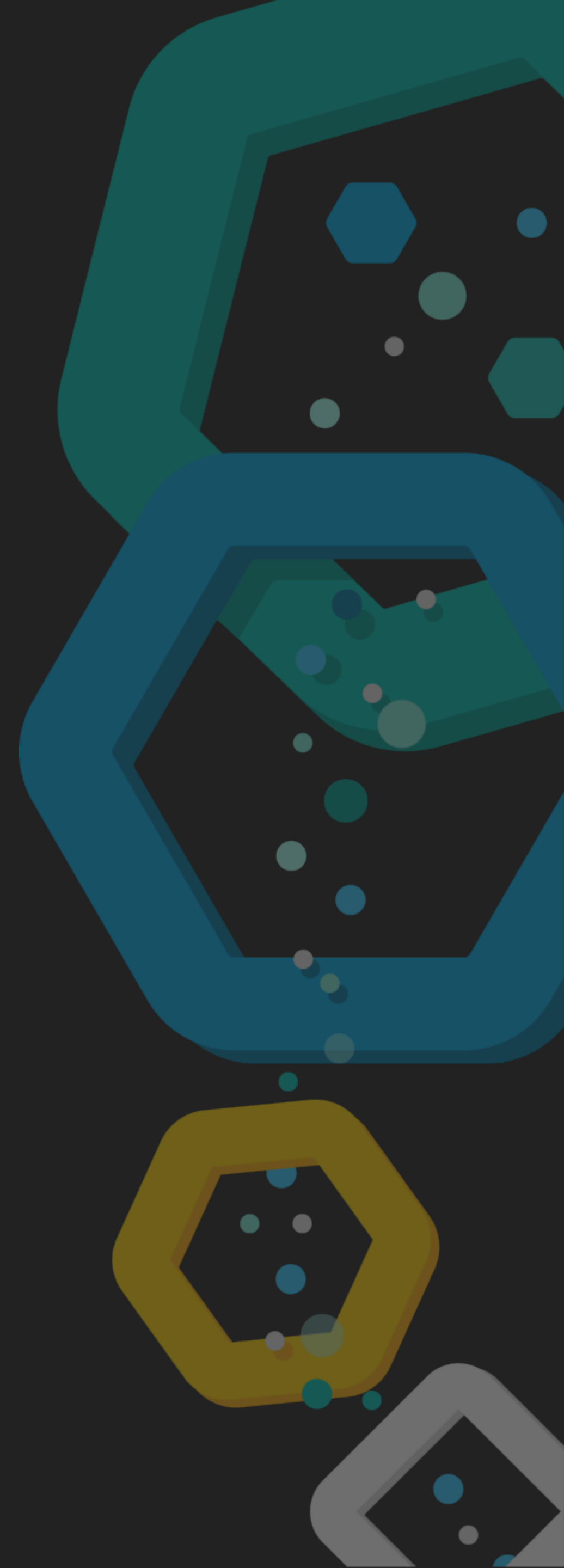
...



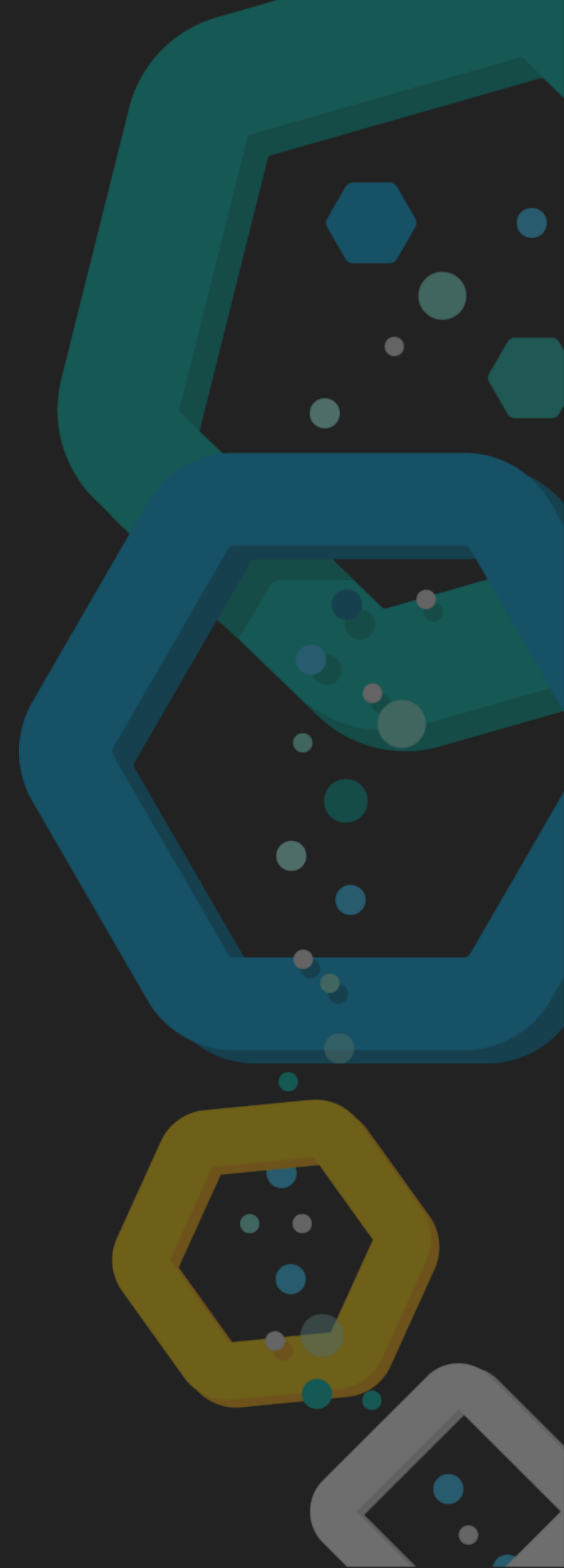
(cross) team work



test triage

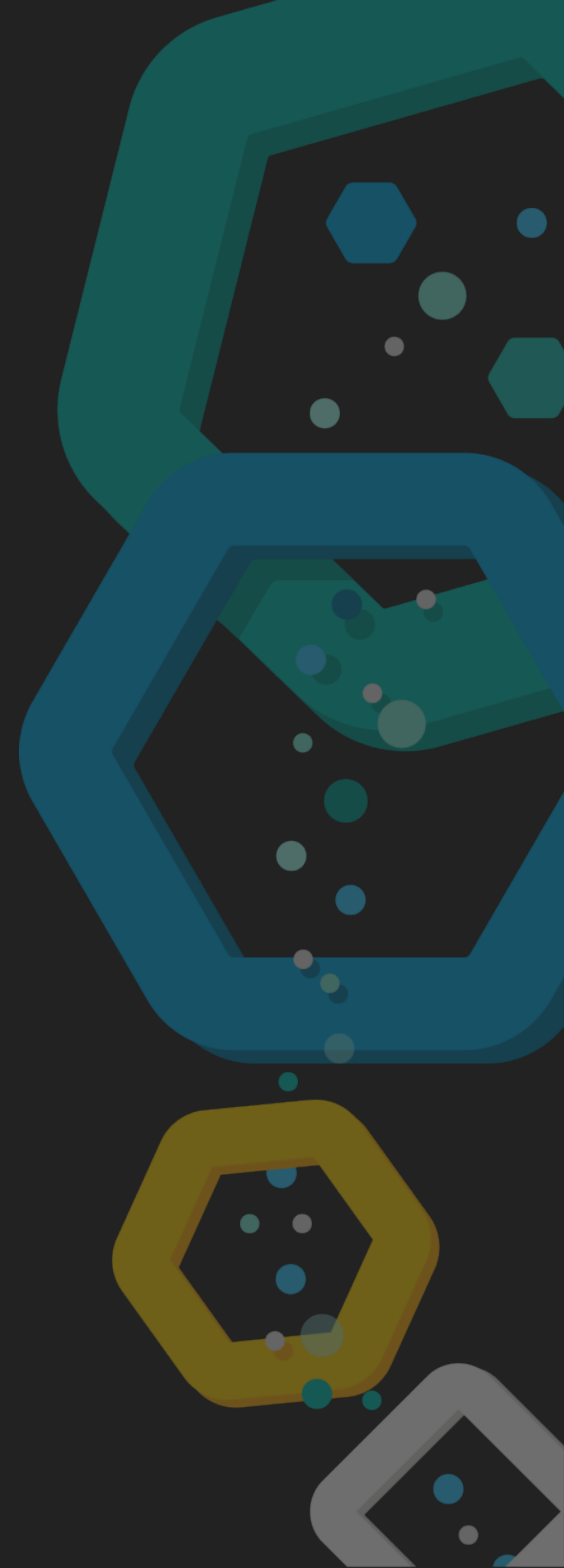


fixit friday

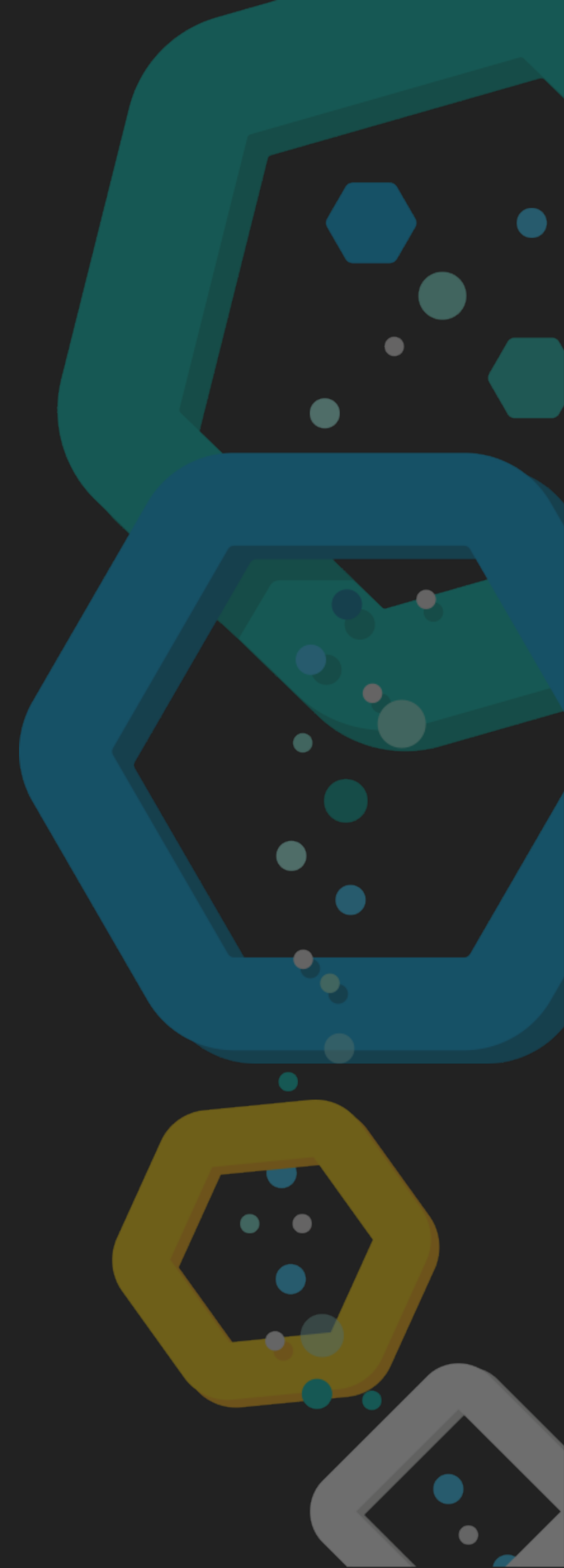


weekly release status

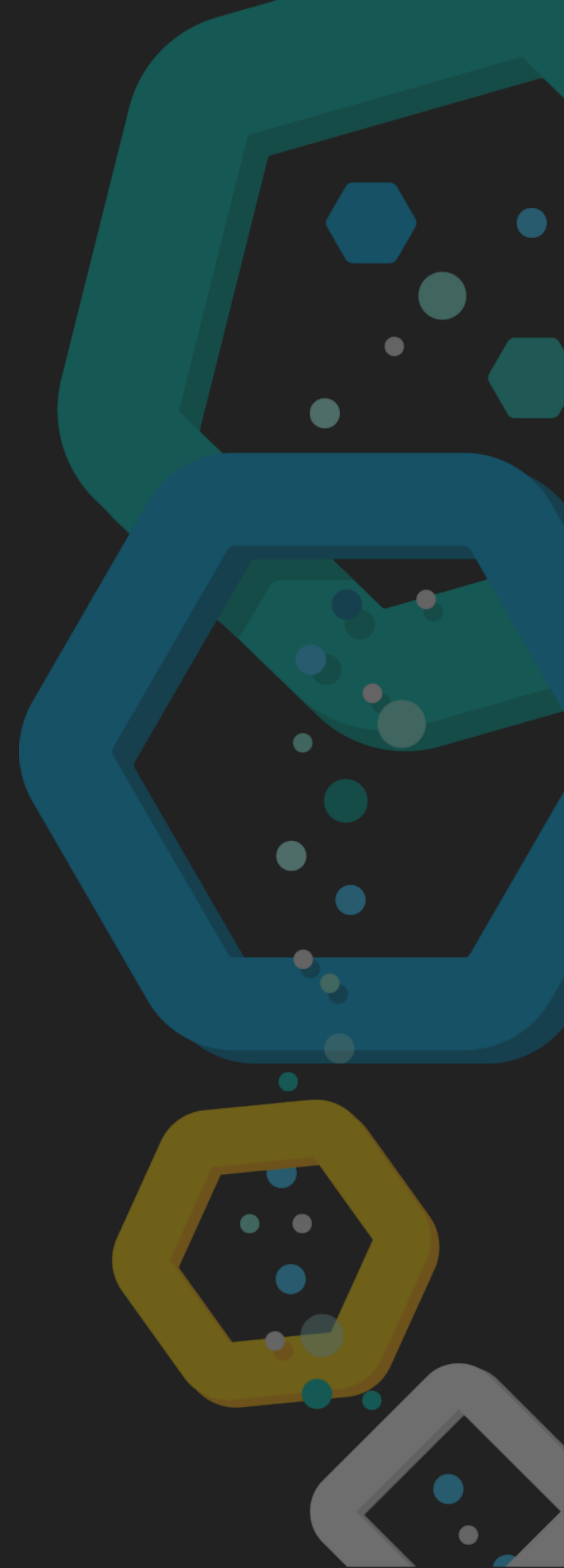
bugpool



support dev ramp



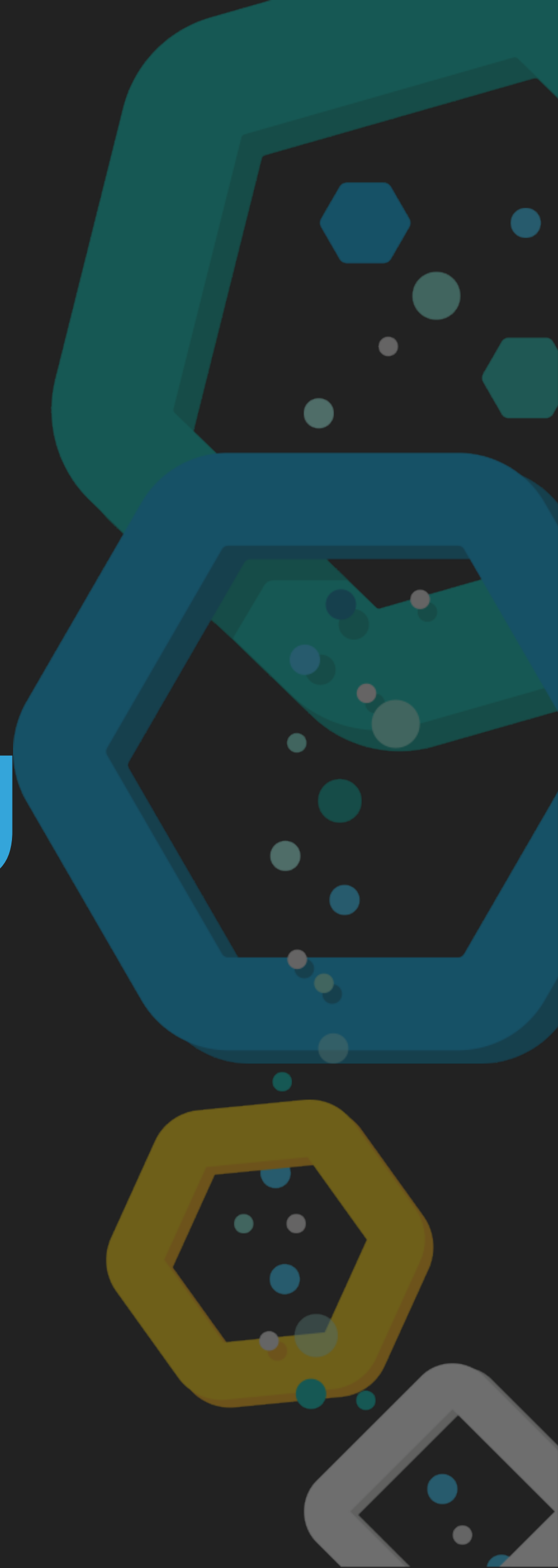
support dev help



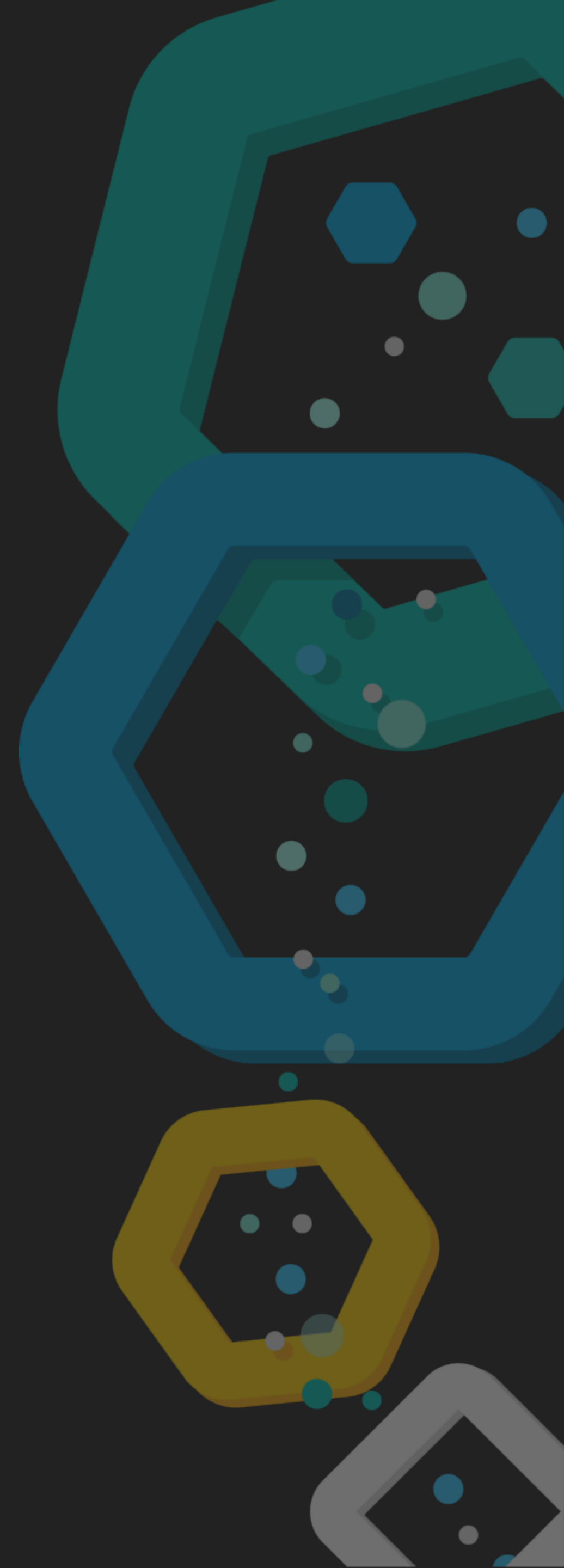
Personal tidbits



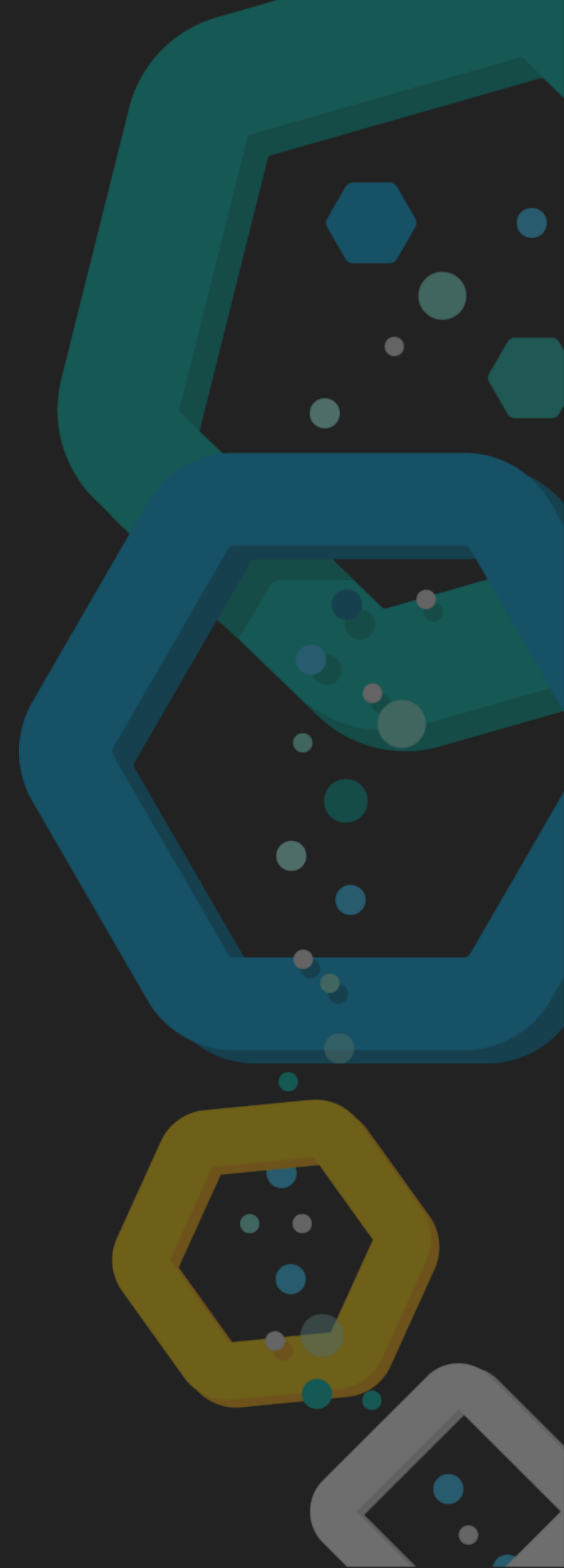
home office is a drug



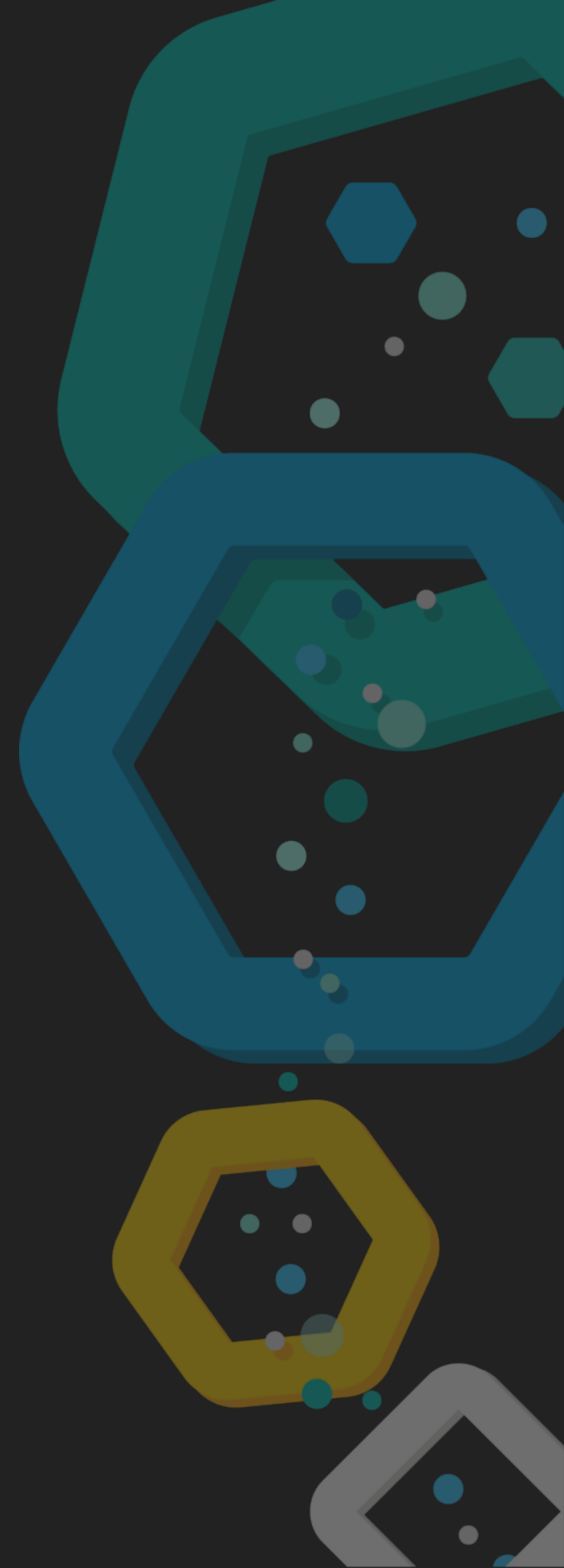
less sick days



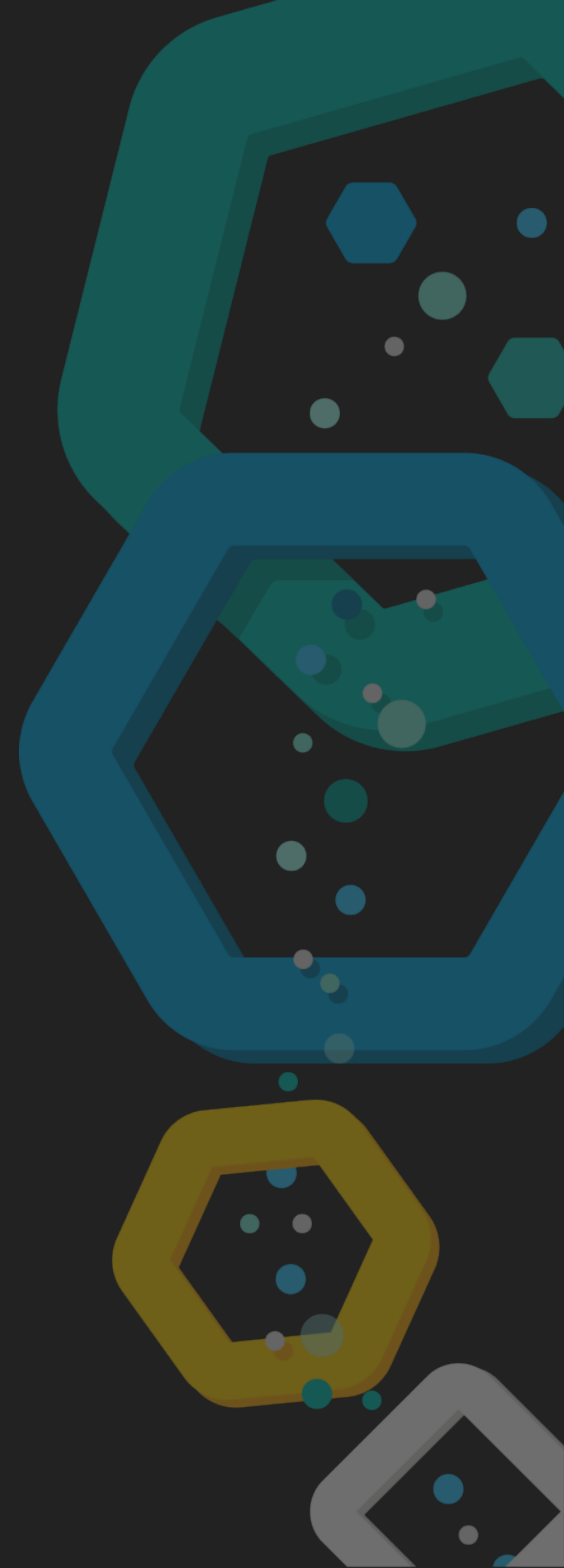
holidays are sacred



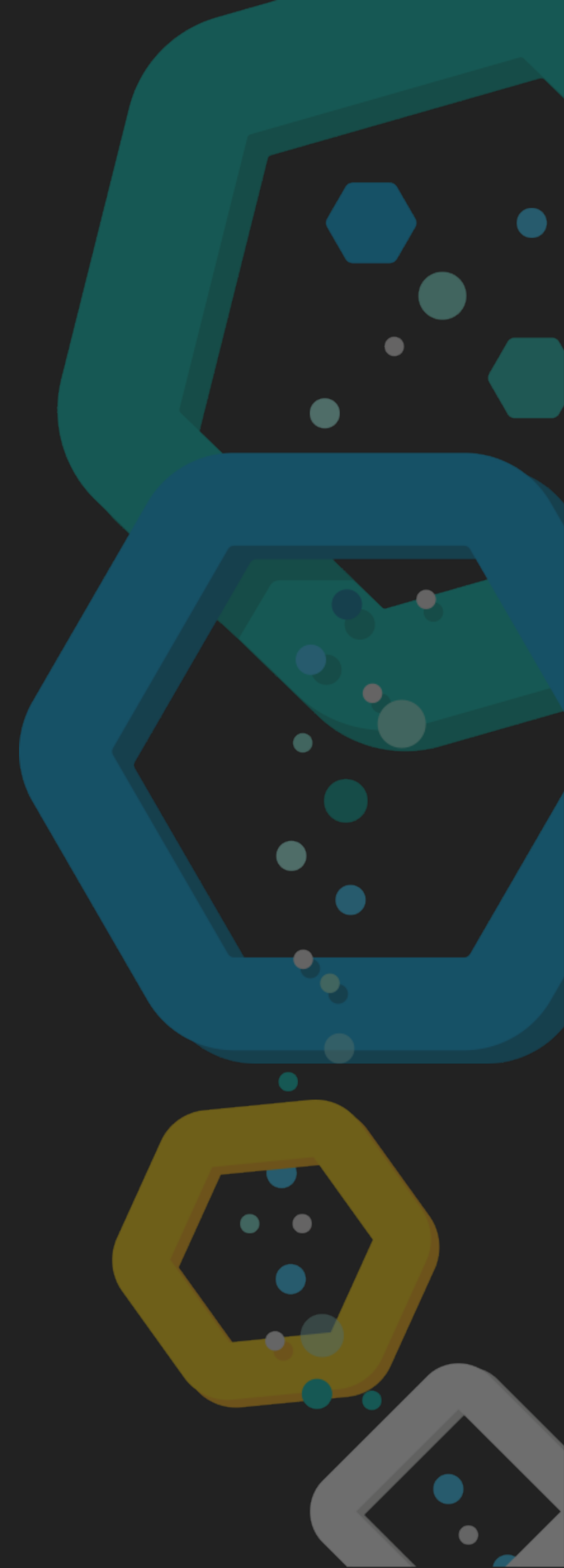
un-bus-factor



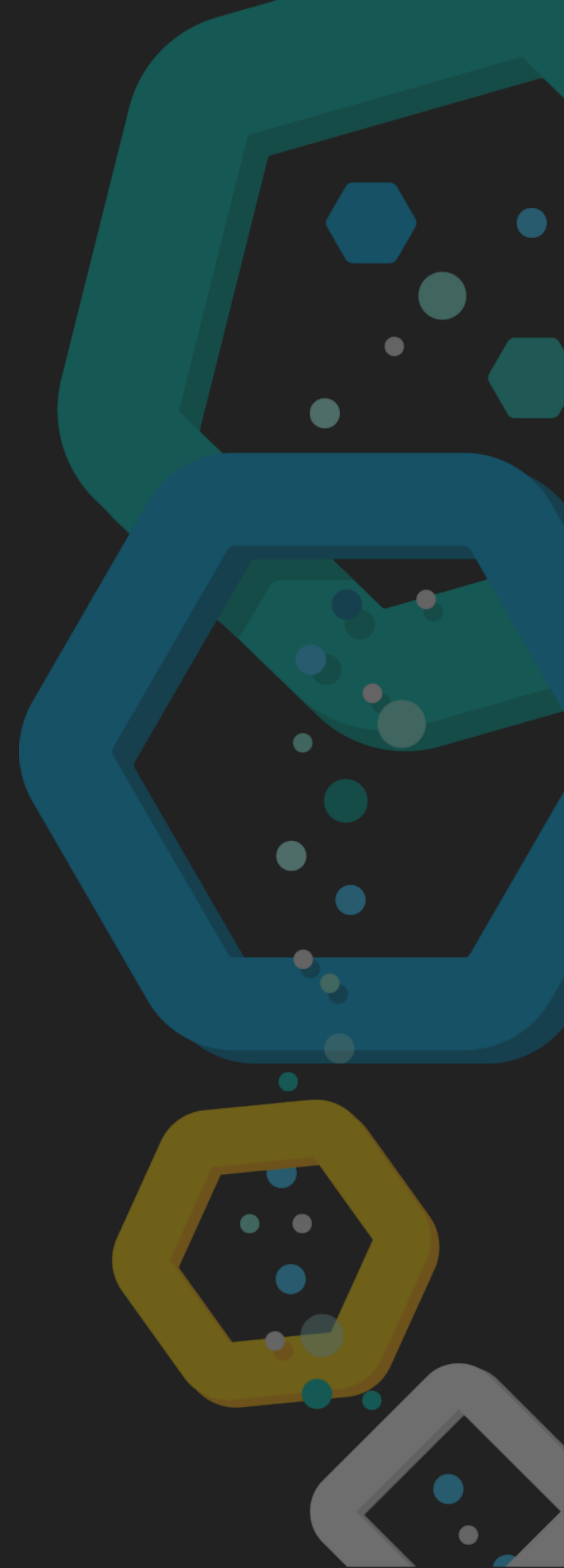
video first



flexibility



hobbies

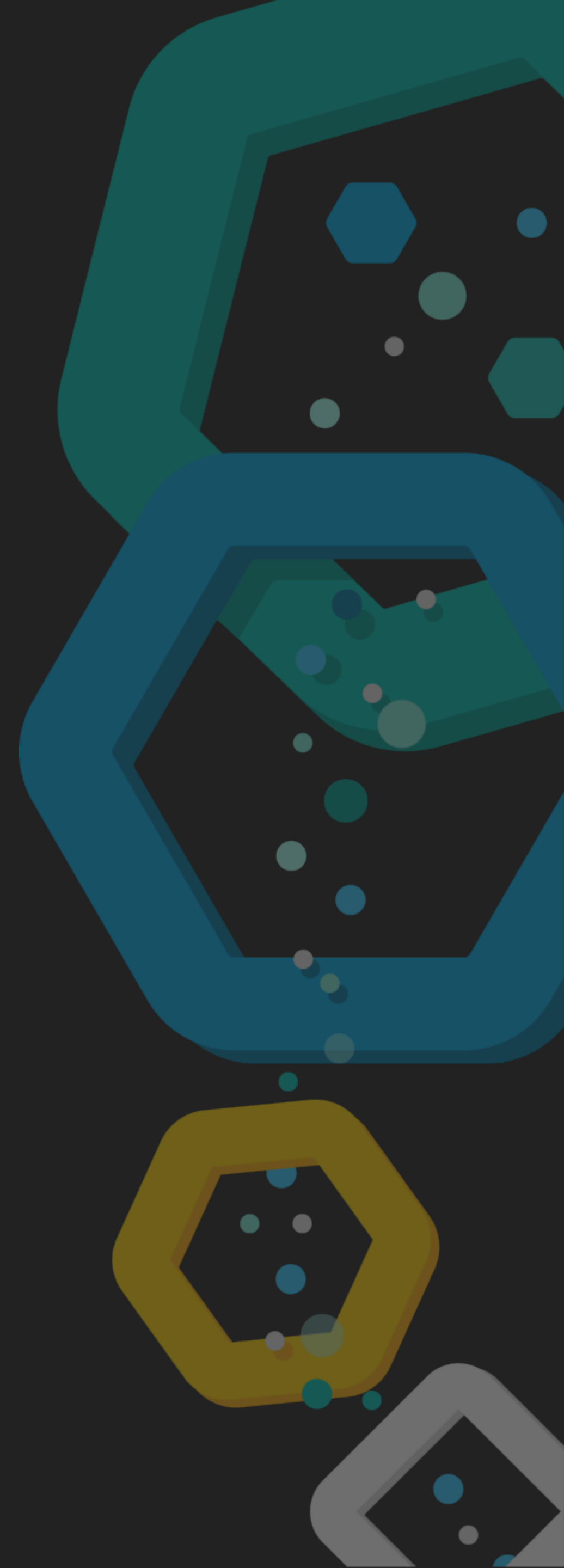


Summary

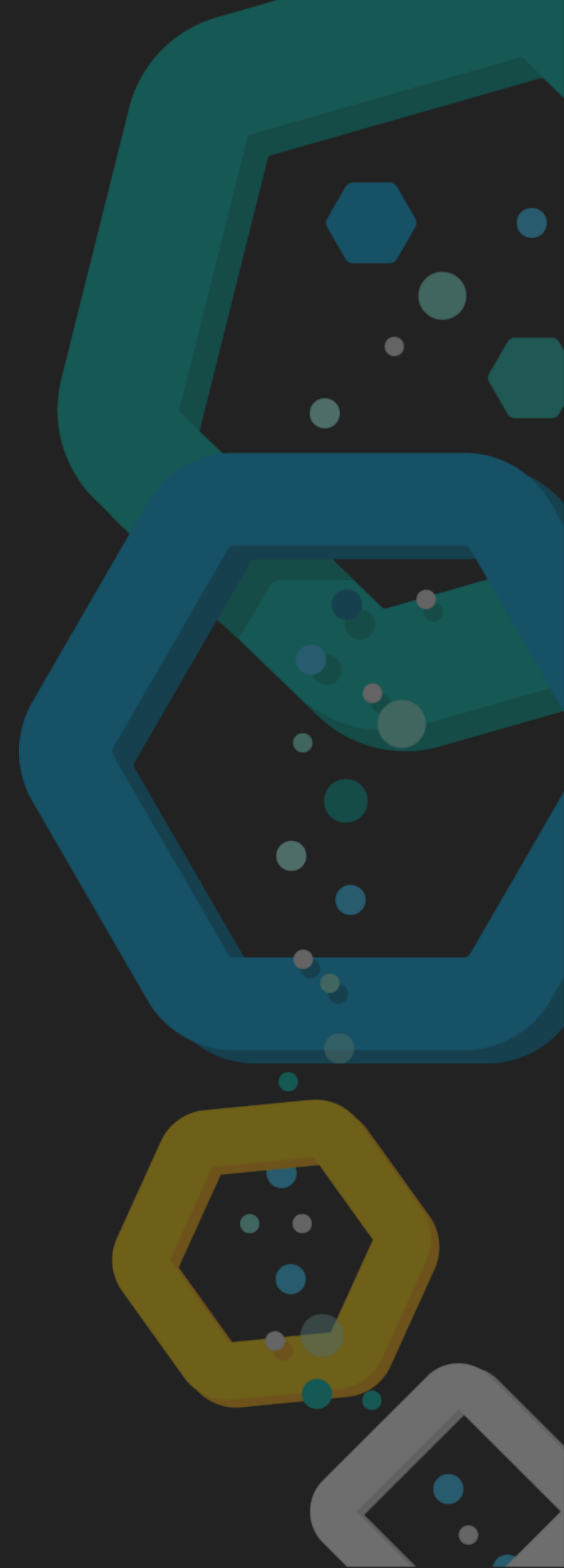


it's all about the infrastructure

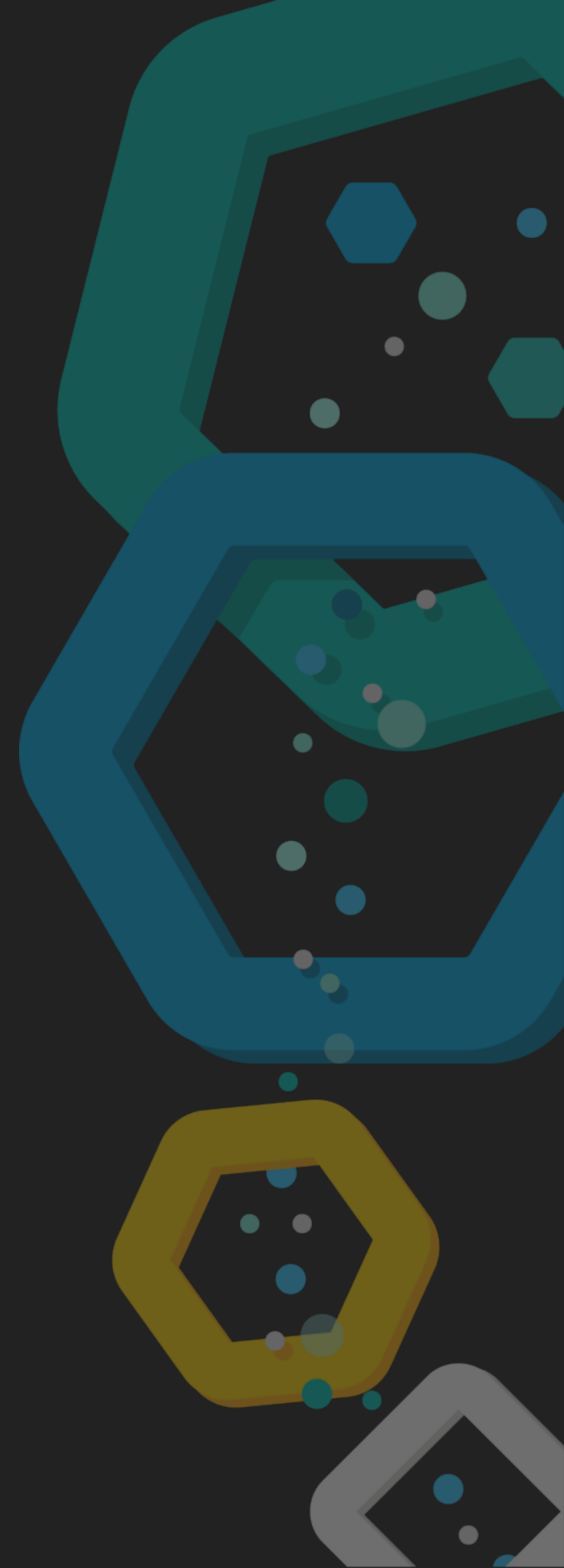
hiring pool



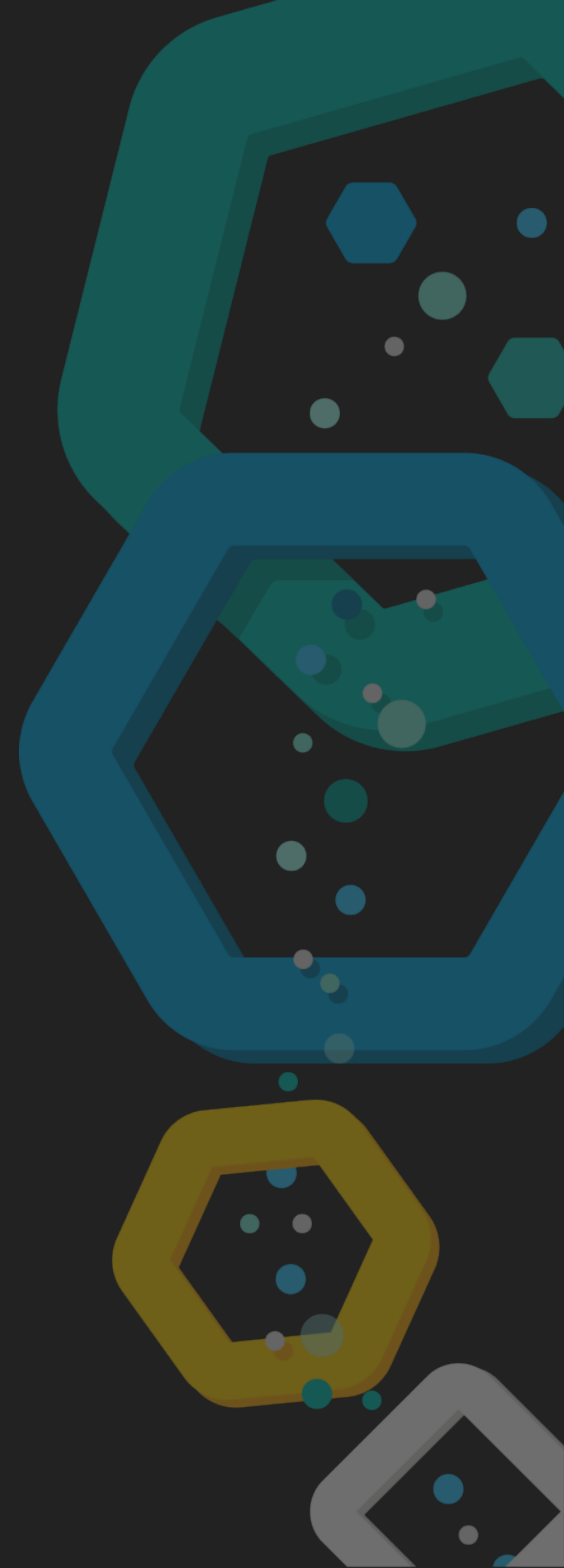
commuting



experience



satellite employees



employees are adults!

management must lead

OUR SOURCE CODE

These are some of the things that make Elastic, Elastic.

They are a set of ideas rather than a statement of values. Some are accurate to who we are while others are aspirational.

They are reminders that keep us steadfast because we're not perfect, we're human.



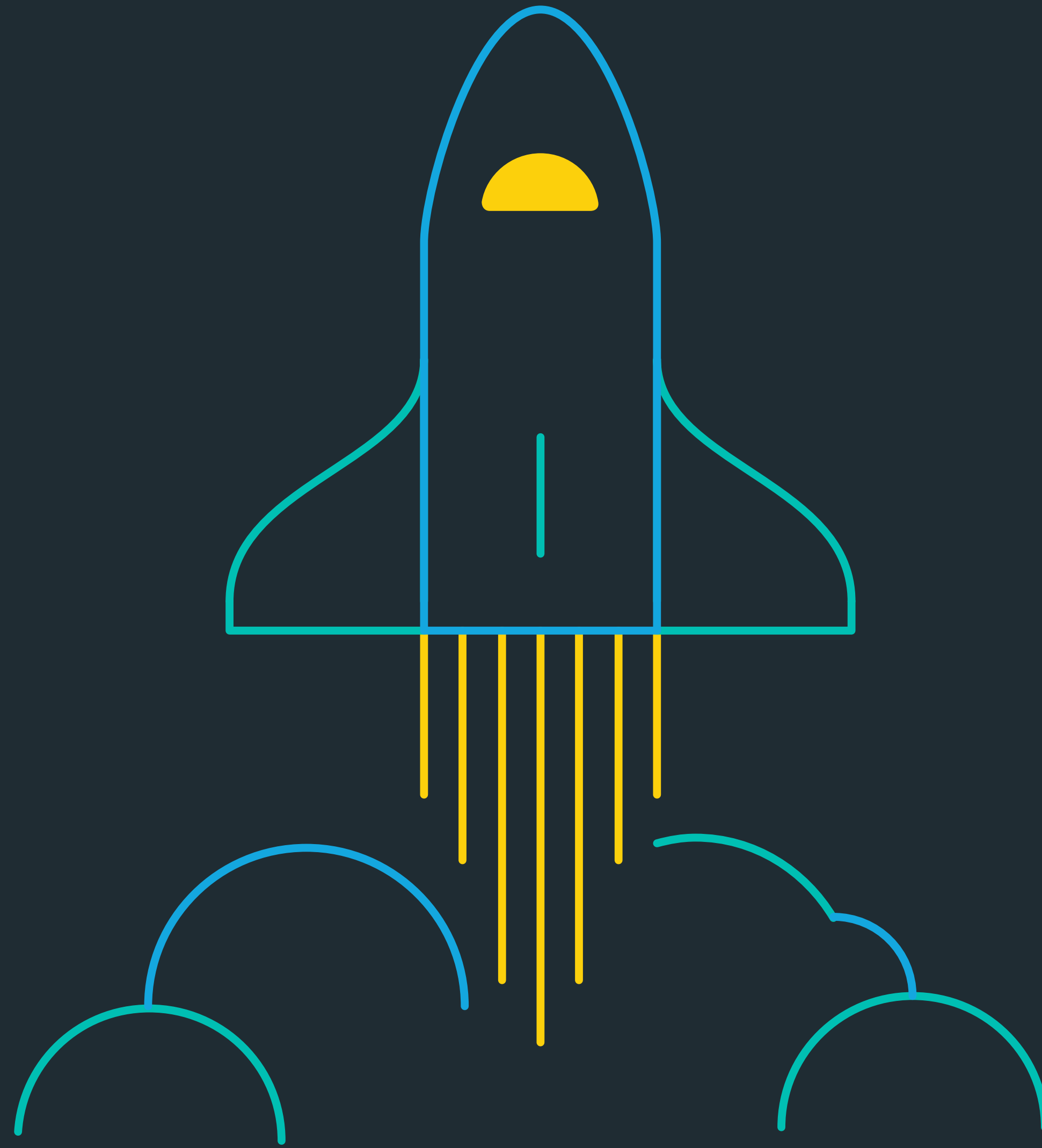


Speed, Scale, **Relevance**

Elastic is a search company. We focus on value to users by producing fast results that operate at scale and are relevant. This is our DNA. We believe search is an experience. It is what defines us, binds us, and makes us unique.

Discussion

... ask all the things!



<https://speakerdeck.com/spinscale/working-distributed-but-how>

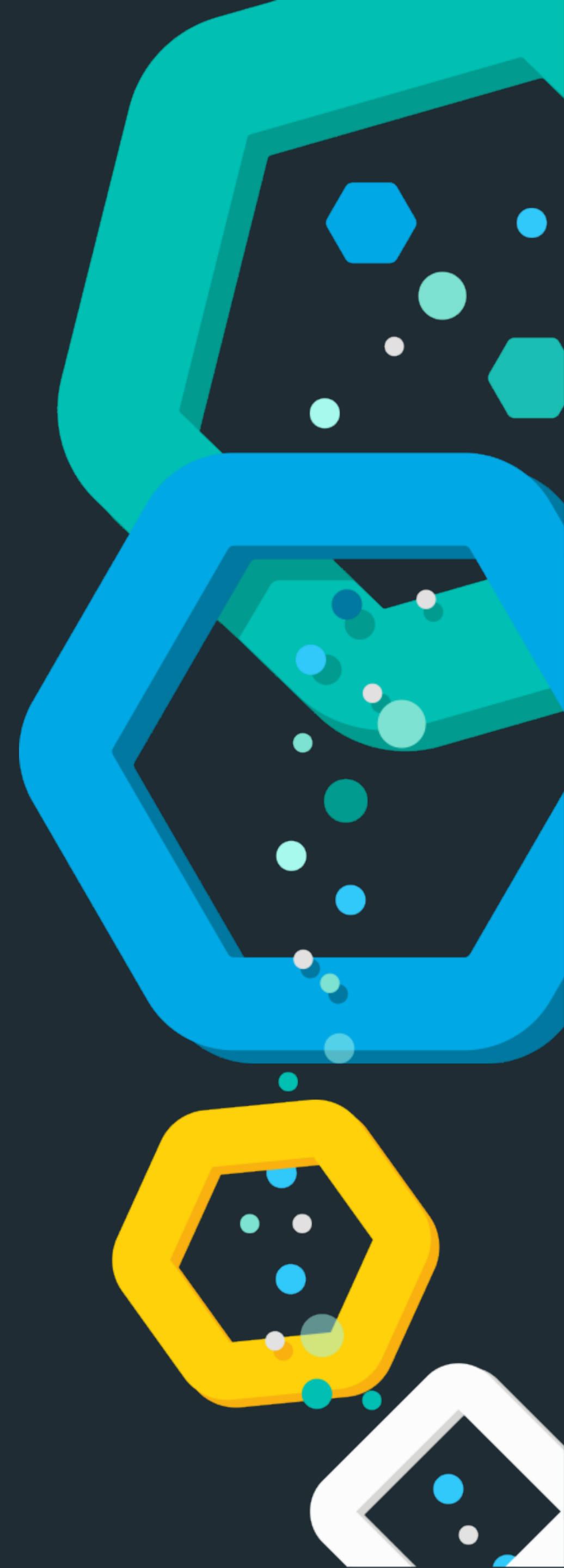
Links

<https://www.elastic.co/community/all-things-code>

<https://www.elastic.co/about/our-source-code>

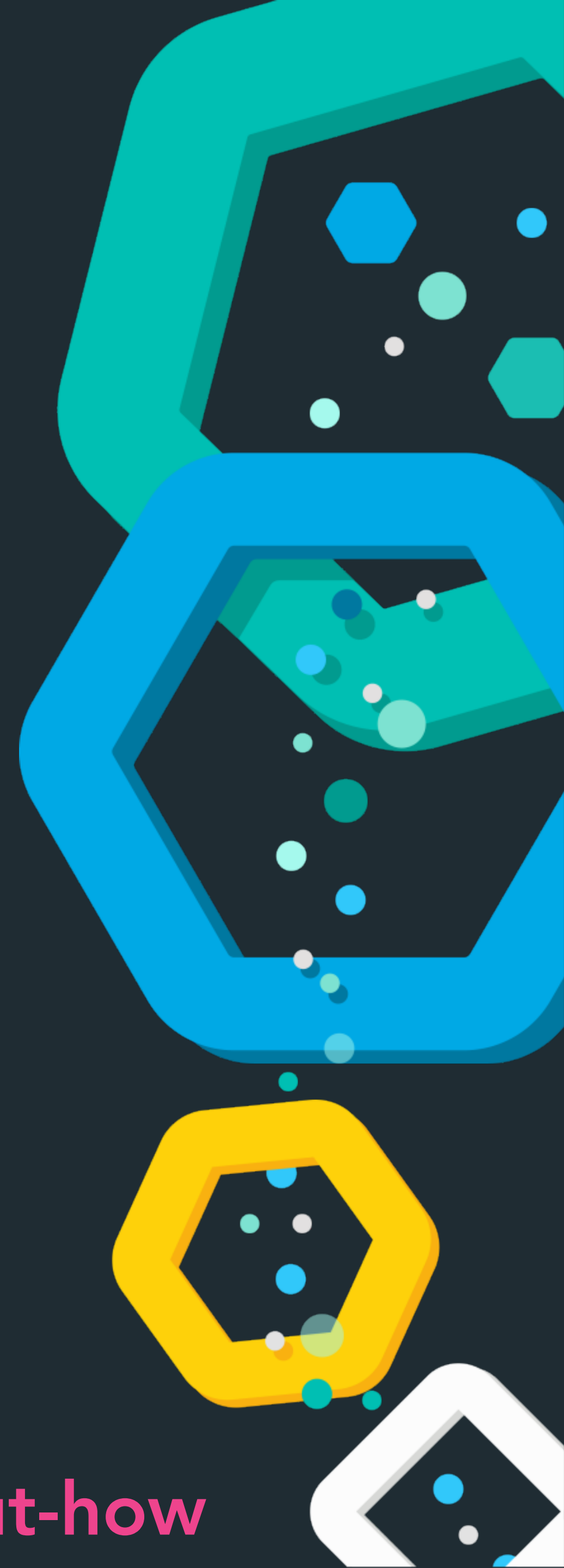
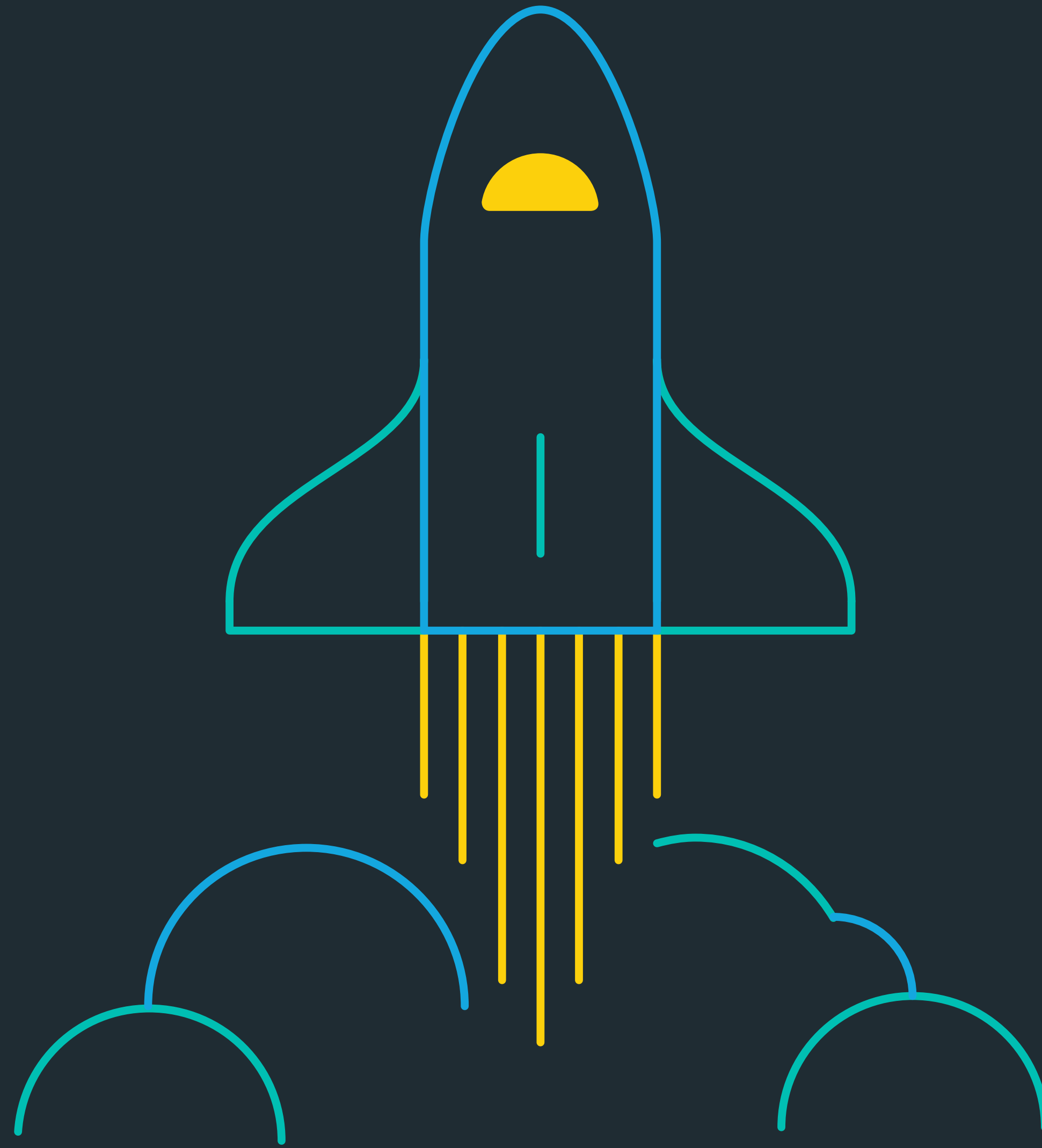
<https://www.elastic.co/products/x-pack/open>

<https://spinscale.de/posts/2018-05-08-five-years-homeoffice.html>



Discussion

... ask all the things!



<https://speakerdeck.com/spinscale/working-distributed-but-how>