

Building DISTRIBUTED SYSTEMS *in* DISTRIBUTED TEAMS

Philipp Krenn

@xerac

Who is working from
HOME?

Who is working from a
COWORKING SPACE?

Who is working from an
OFFICE?



Fraser Speirs

@fraserspeirs

Follow



“You merely adopted the open-plan office! I was born in it.”



CNET  @CNET

Would you wear this muzzle around the office for private calling?

cnet.co/2LjzwX0

8:08 AM - 23 May 2018 from **Edinburgh, Scotland**



Who can work from home for
1 DAY / WEEK?



DEVELOPER 🥑





CLUSTER



UNSTRUCTURED, DISTRIBUTED, DIVERSE

+1400 ELASTICIANS

+37 COUNTRIES
+30 LANGUAGES
+19 TIME ZONES
16 OFFICES

*Distributed By
Design*



DISTRIBUTED
NOT REMOTE

X-SCHOOL



ALWAYS ON

(CROSS) TEAM TIME
BUGPOOL, FIXITFRIDAY, OFFICE HOURS,...

RELEASE PARTY



PROCESS PER TEAM

COMPANY **ALL HANDS**
ENGINEERING **ALL HANDS**



Values

ELASTICSEARCH TEAM DEVELOPMENT CONSTITUTION

https://github.com/elastic/engineering/blob/master/development_constitution.md

TECH
PROGRESS OVER PERFECTION

TECH

DESIGN FOR TODAY! USE
ABSTRACTIONS WITH CARE

TECH
REMOVE FIRST, FIX LATER

PEOPLE
BE KIND

PEOPLE
EMPATHY FOR PASSION

PEOPLE
REPORT ABUSIVE COMMENTS

MY EXPERIENCE

**DO THE
RIGHT THING**

YOU
VOLUNTEER



SOMETIMES YOU ARE
VOLUNTOLD

COMMUNICATION IS
OPEN & PUBLIC

| | | | | | | |
|-------|--|---------------------------|---|---|---|---|
| | | | | | | |
| 13:00 | 13:00 – 13:50 SRE MMA - metrics/monitoring/alar | | 13:30 – 14:15 SRE Team meeting | | | |
| 14:00 | | | | | | |
| | | | | | | |
| 15:00 | 15:00 – 16:30 Product: APM Agent discussion https://elastic.zoom.us/j/59 | | 15:00 – 16:00 Cloud/Beats sync https://elastic.zoom.us/ | 15:00 - ES ! | 15:00 - GCP GA Plannir | 15:00 – 16:00 FixItFriday https://elastic.zoom.us/j/67 |
| 16:00 | | 15:30 - Project: Elasti | 16:00 – 17:00 APM all-ha https://elastic | 16:00 - Kibana Visualiza | 15:30 – 16:30 Beats team https://el | 16:00 – 17:00 The Bugpool https://elastic.zoom.us/j/52 |
| | 16:30 ML te https:// | 16:30 - Clients & I | 16:00 - Clou 16:30 - Dist | | 16:00 – Weekly https://elastic | |
| 17:00 | 17:00 Kibana https://ela | 17:00 - S 17:15 | 17:00 Extr https:// | 17:00 - Core Infrastr 17:15 - QA | 17:00 - 17:00 - windo 17:15 - | 17:15 - QA Daily Standu |
| 18:00 | 18:00 – 18:50 Curriculum Dev sprint planning | | 18:00 - Ded 18:30 - Kibana Operatio | 18:00 - Kibana Discover 18:30 - Infra 18:30 - Kibana | 17:30 – 18:30 Product - Support https://elastic.zoom.us/j/29 | |
| 19:00 | 19:00 – 20:00 SA / Consulting / PM https://elasticsearch.zoom | 19:00 - 6. 19:00 - Sha | | 19:30 – 20:30 6.0 Enablement: https://elastic.zoom.us/j/60 | 19:00 - Query Bar Desig 19:30 - Kibana Managei | |
| 20:00 | 20:00 - Monitoring Func | 20:00 - Canvas: Office h | | | | |
| | | | | | | |
| 21:00 | 21:00 – 22:00 Logging Solution https://elastic.zoom.us/j/82 | 21:00 - Kibana Platform | 21:00 – 22:00 Developer Training: https://elastic.zoom.us/j/55 | | 21:30 – 22:30 Product Feedback: https://elastic.zoom.us/j/74 | |
| 22:00 | | | 22:00 – 23:00 Cloud Team Meetin | | | |

Downsides

SHARE THE PAIN OF TIMEZONES

**COMMUNICATION CAN
FAIL**

CULTURES ARE
DIFFERENT

**DECISIONS CAN
DRAG**

Day

CRAZY

FLEXIBLE

TRADITIONAL

Tools

SYNC



ASYNC



The following filters are applied to all incoming mail:

| | | | |
|--------------------------|---|----------------------|------------------------|
| <input type="checkbox"/> | Matches: to:(meetups@elastic.co) -{(to:me OR cc:me)} Do this: Skip Inbox, Apply label "Meetups" | edit | delete |
| <input type="checkbox"/> | Matches: to:{sightings@elastic.co,sightings@elasticsearch.org,sightings@elasticsearch.com} -{(to:me OR cc:me)} Do this: Skip Inbox, Apply label "Sightings" | edit | delete |
| <input type="checkbox"/> | Matches: to:(conferences@elastic.co) -{(to:me OR cc:me)} Do this: Skip Inbox, Apply label "Conferences" | edit | delete |
| <input type="checkbox"/> | Matches: to:(notesfromfield@elastic.co) -{(to:me OR cc:me)} Do this: Skip Inbox, Apply label "Sightings" | edit | delete |
| <input type="checkbox"/> | Matches: from:(noreply@softlayer.com) to:(ibm-cloud@elastic.co) -{(to:me OR cc:me)} Do this: Skip Inbox, Mark as read, Apply label "Development" | edit | delete |
| <input type="checkbox"/> | Matches: subject:(***New PM Engagement DSR Alert***) (to:pm@elastic.co OR cc:pm@elastic.co) -{(to:me OR cc:me)} Do this: Skip Inbox, Mark as read, Apply label "Misc" | edit | delete |
| <input type="checkbox"/> | Matches: (to:pm@elastic.co OR cc:pm@elastic.co) -{(to:me OR cc:me)} Do this: Skip Inbox, Apply label "Misc" | edit | delete |
| <input type="checkbox"/> | Matches: to:({dev+build-x-pack-elasticsearch@elastic.co,dev+build-elasticsearch@elastic.co}) -{(to:me OR cc:me)} Do this: Skip Inbox, Mark as read, Apply label "Build" | edit | delete |
| <input type="checkbox"/> | Matches: from:({build@elasticsearch.com,build@elastic.co}) -{(to:me OR cc:me)} Do this: Skip Inbox, Mark as read, Apply label "Build" | edit | delete |
| <input type="checkbox"/> | Matches: from:(autonotification@concursolutions.com) Do this: Skip Inbox, Apply label "Expenses" | edit | delete |
| <input type="checkbox"/> | Matches: from:({nick@elastic.co,nick.white@elastic.co,espen.finsrud@elastic.co}) subject:(Payment Notification) Do this: Skip Inbox, Apply label "Expenses/Payment" | edit | delete |
| <input type="checkbox"/> | Matches: from:(infra@elastic.co) to:(downloads@elastic.co) -{(to:me OR cc:me)} | edit | delete |

Hiring

OH: It's not "hard" skills vs "soft" skills
– its "technical" vs "professional" skills.

– <https://twitter.com/freakboy3742/status/907032201497255942>

**AGE, GENDER, LOCATION, RACE,... IS JUST AN
ATTRIBUTE**

+30,000 CV
PER QUARTER

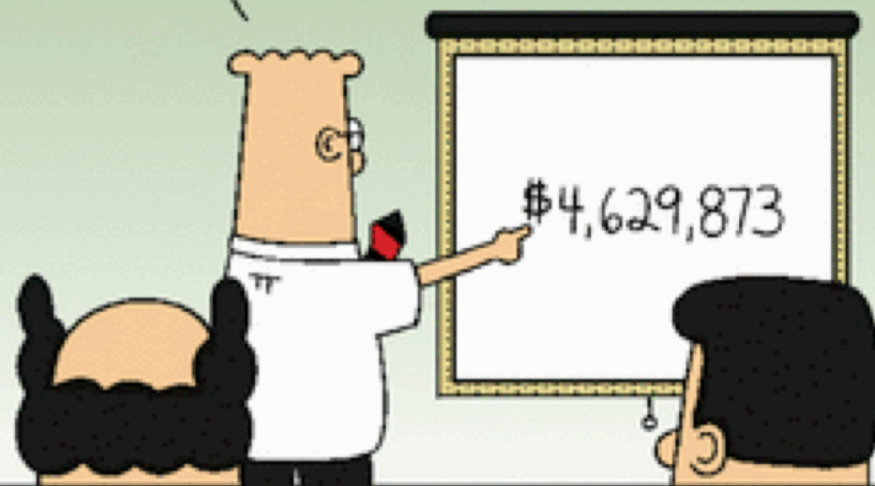
500 TO 600: 5M

600 TO 700: 3M

700 TO 800: 2M

Numbers

I DIDN'T HAVE ANY
ACCURATE NUMBERS
SO I JUST MADE UP
THIS ONE.



scottadams@aol.com

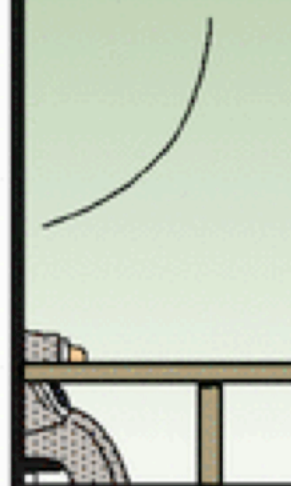
www.dilbert.com

STUDIES HAVE SHOWN
THAT ACCURATE
NUMBERS AREN'T ANY
MORE USEFUL THAN THE
ONES YOU MAKE UP.



5-8-08 © 2008 Scott Adams, Inc./Dist. by UFS, Inc.

HOW
MANY
STUDIES
SHOWED
THAT?



EIGHTY-
SEVEN.



INDICATOR

ARRIVALS: 130

DEPARTURES: 9

Conclusion

Who wants to work from
AN OFFICE?

Who wants to work from
HOME?

NO GOING BACK

QUESTIONS?

Philipp Krenn

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