

Verteilt arbeiten - aber wie?!

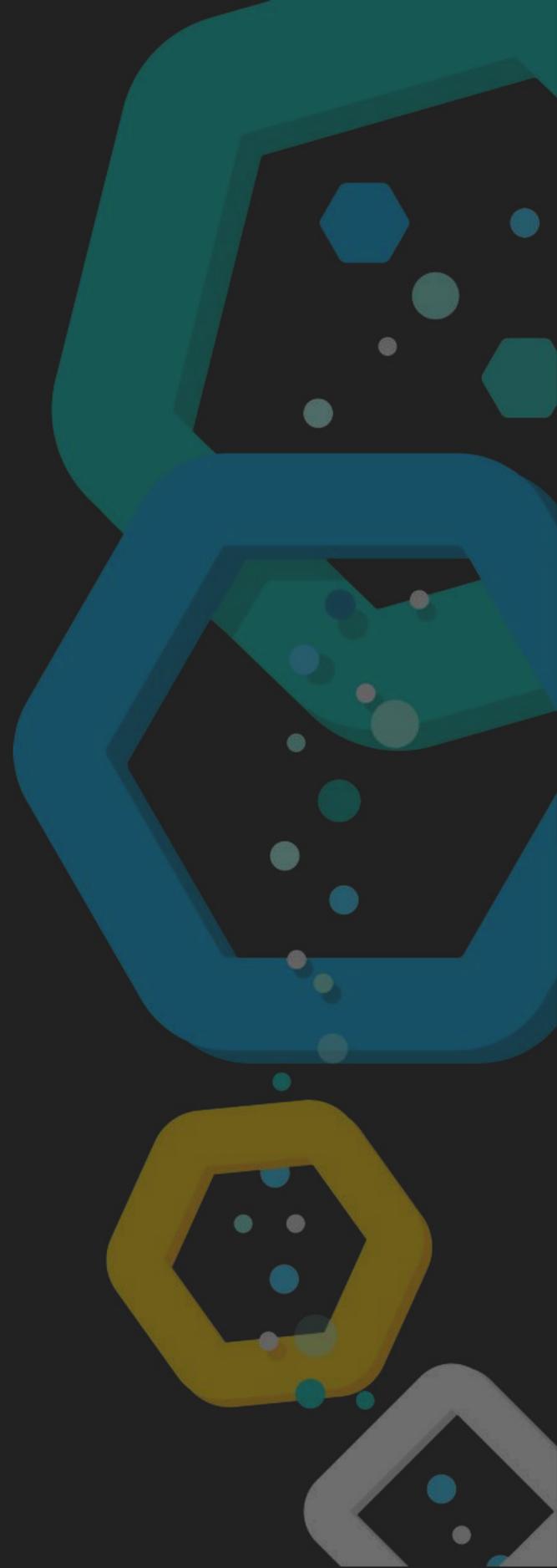
Alexander Reelsen
alex@elastic.co
@spinscale



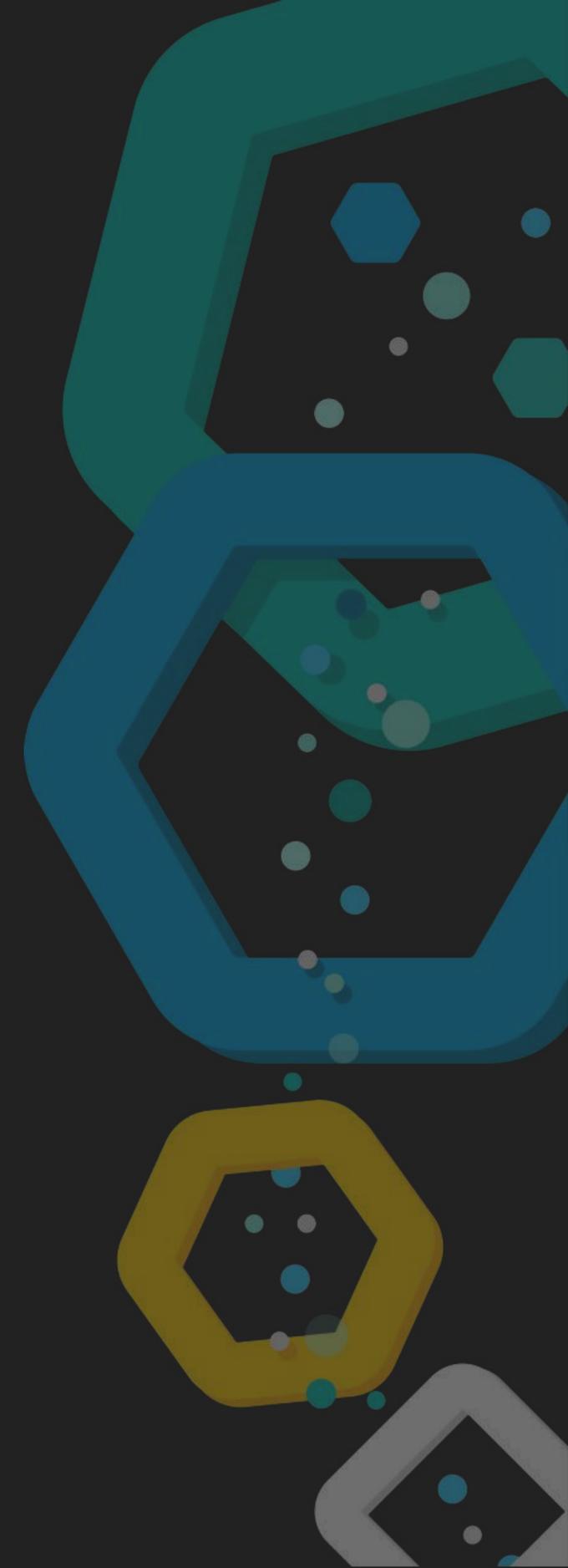
Office?



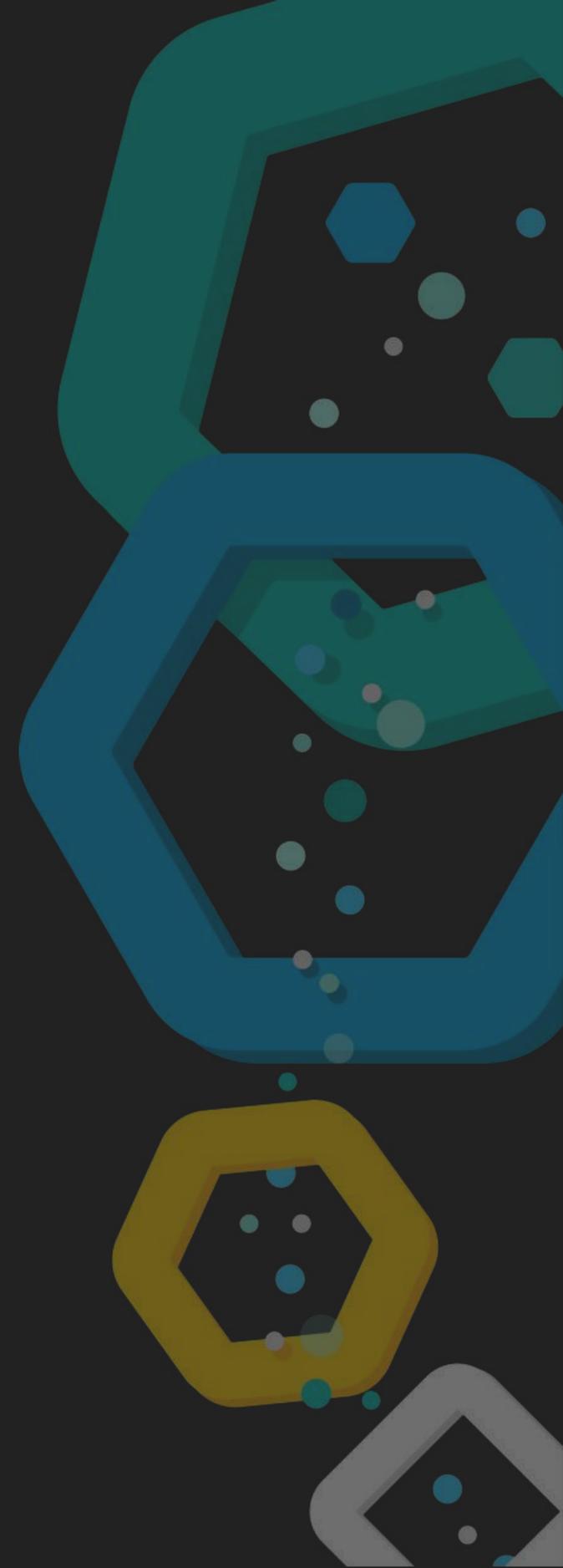
Open Plan Office?



Co-Working?



Home-Office?



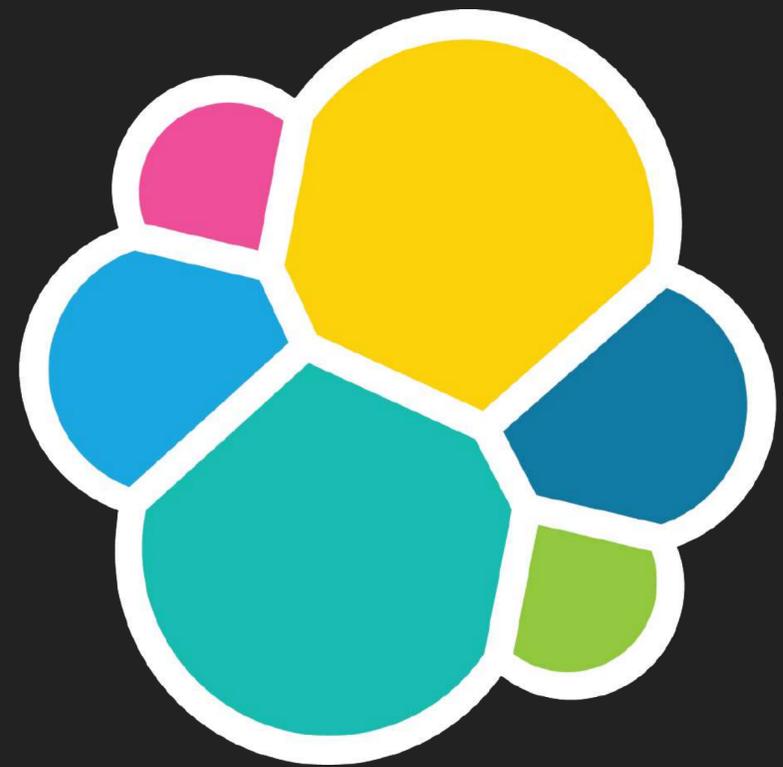
Home Office once per week?

Company w/ single location?

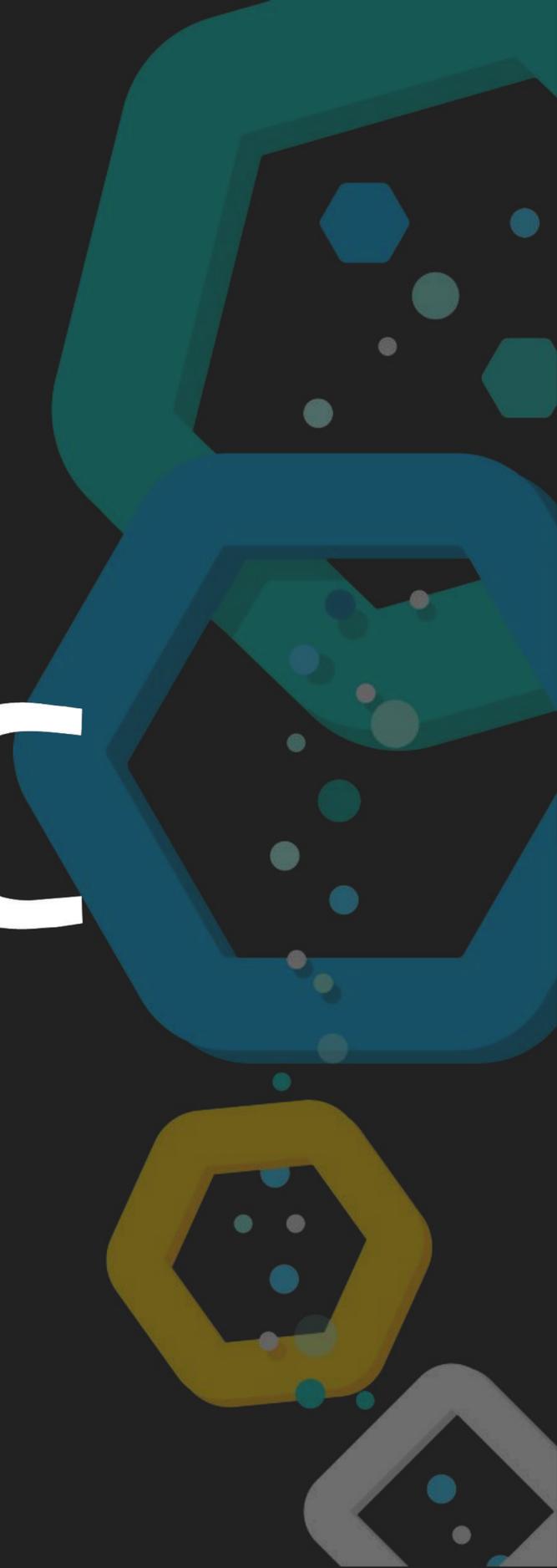
Company w/ several locations?

Company across timezones?

How much time do you spent
commuting?



elastic



open source



elasticsearch



kibana



logstash



beats



Wikipedia



Github



Docker



NASA



Slack



Autoscout24



Xing



Stories from Users Like You

Get insight into how various organizations are using our products to tackle a growing number of use cases.

Sprint



BUSINESS ANALYTICS

Powering the Search for Retail Operations Insight

Driving mission-critical business decisions by analyzing over 200 dashboards covering 3 billion events a day

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COS (Center for Open Science)

Improving worldwide scientific research and collaboration

[Learn More](#)



Quizlet

Empowering students worldwide

[Learn More](#)



MercadoLibre

Powering Latin America's premier online marketplace

[Learn More](#)



Yatego

Bringing the local shopping mall experience online

[Learn More](#)



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

Open Source \neq business model

**WE BELIEVE IN OPEN SOURCE. AS A
DISTRIBUTION MODEL. AS A WAY TO BUILD A
BUSINESS. AND AS OUR FUTURE AS A COMPANY.**

Shay Banon, Elasticsearch Creator, Elastic CEO

commercial features

Infrastructure UI

Monitoring

CCR

Canvas

Centralized config mgmt

Upgrade Assistant

Security

Machine Learning

APM UI

Logs UI

Alerting

Rollups

SQL

Reporting

Graph



solutions

 app search

 site search

 enterprise search

 logging

 uptime

 apm

Elastic Stack as a Service



elastic cloud

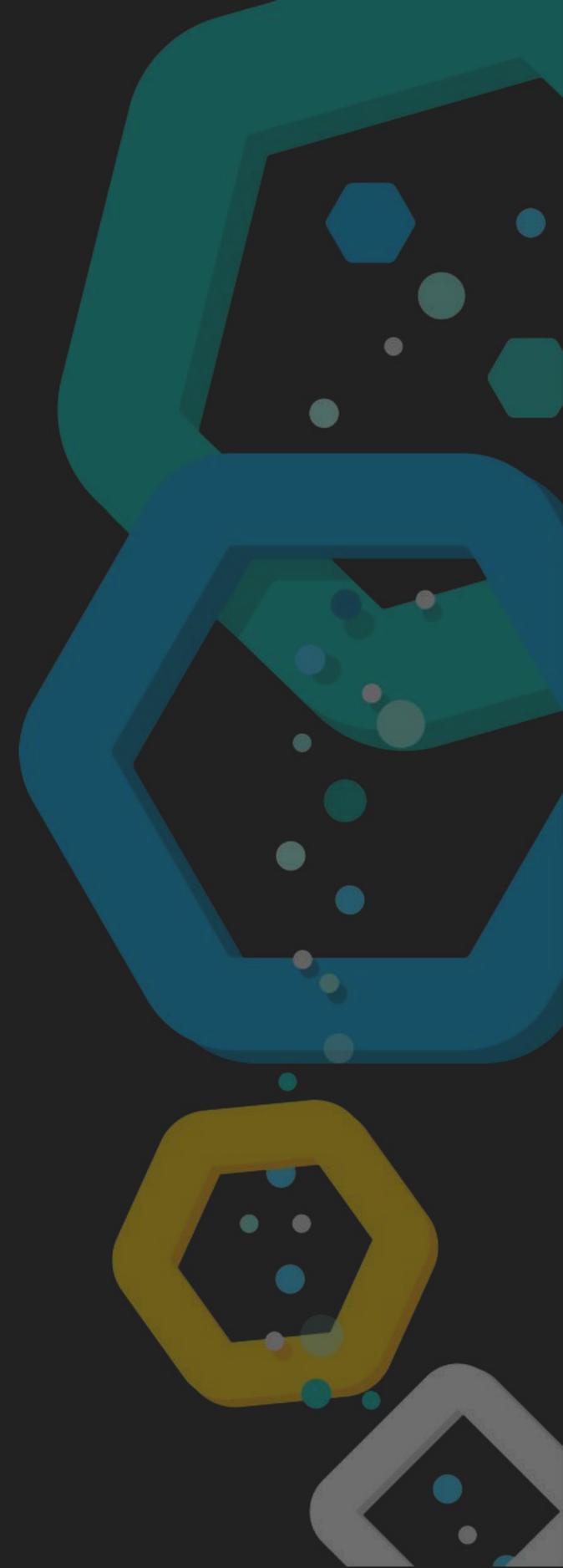


elastic cloud
enterprise

support



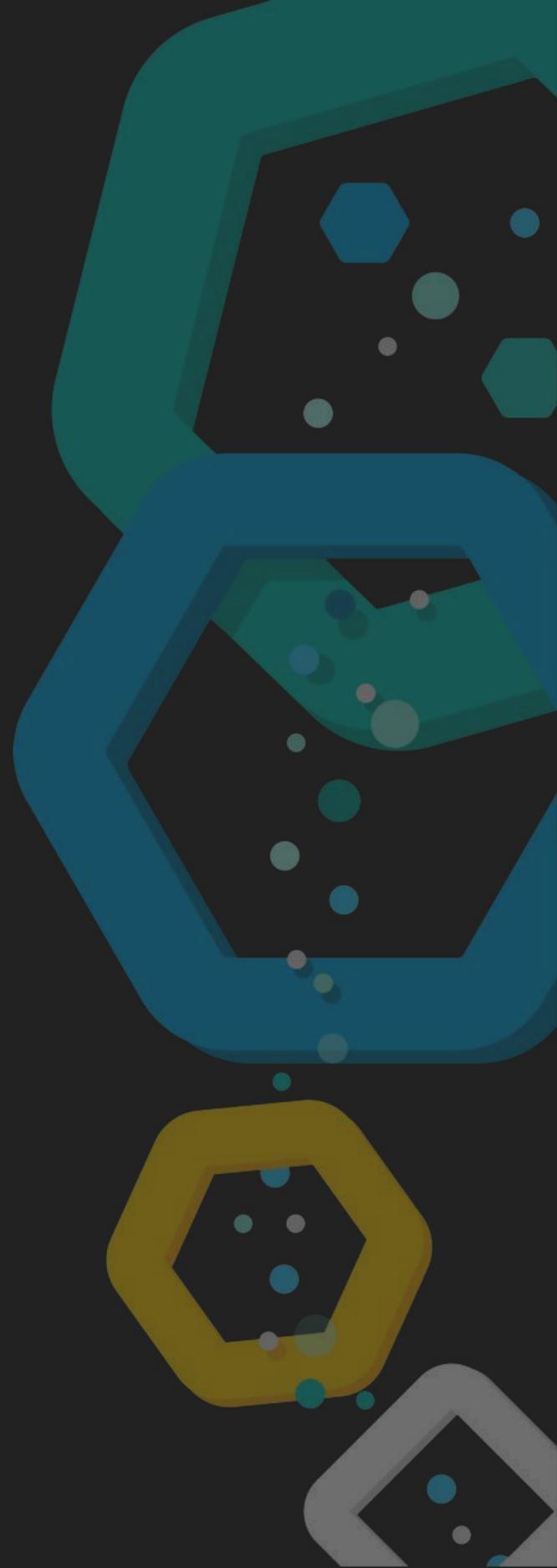
consulting

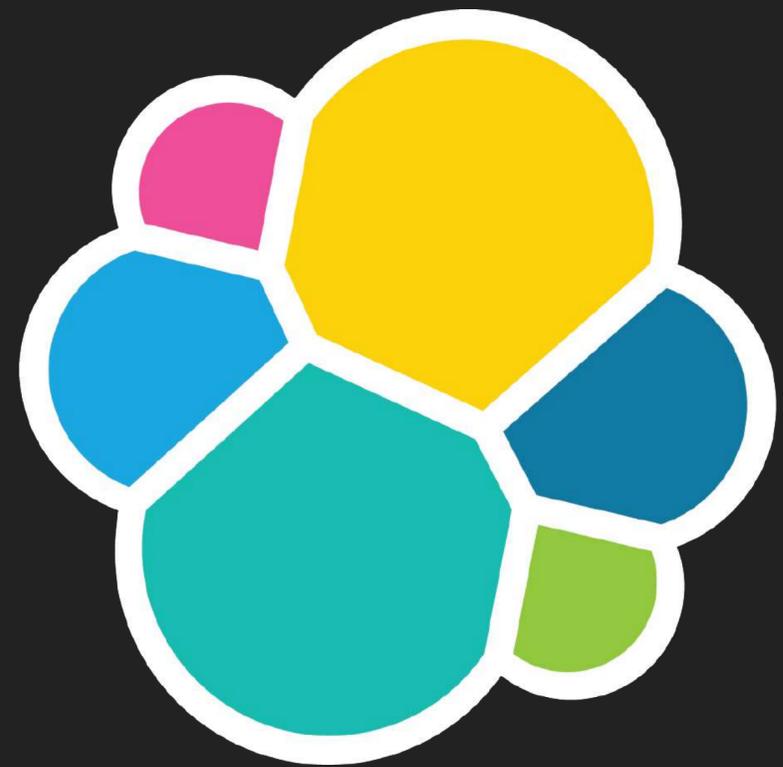


training

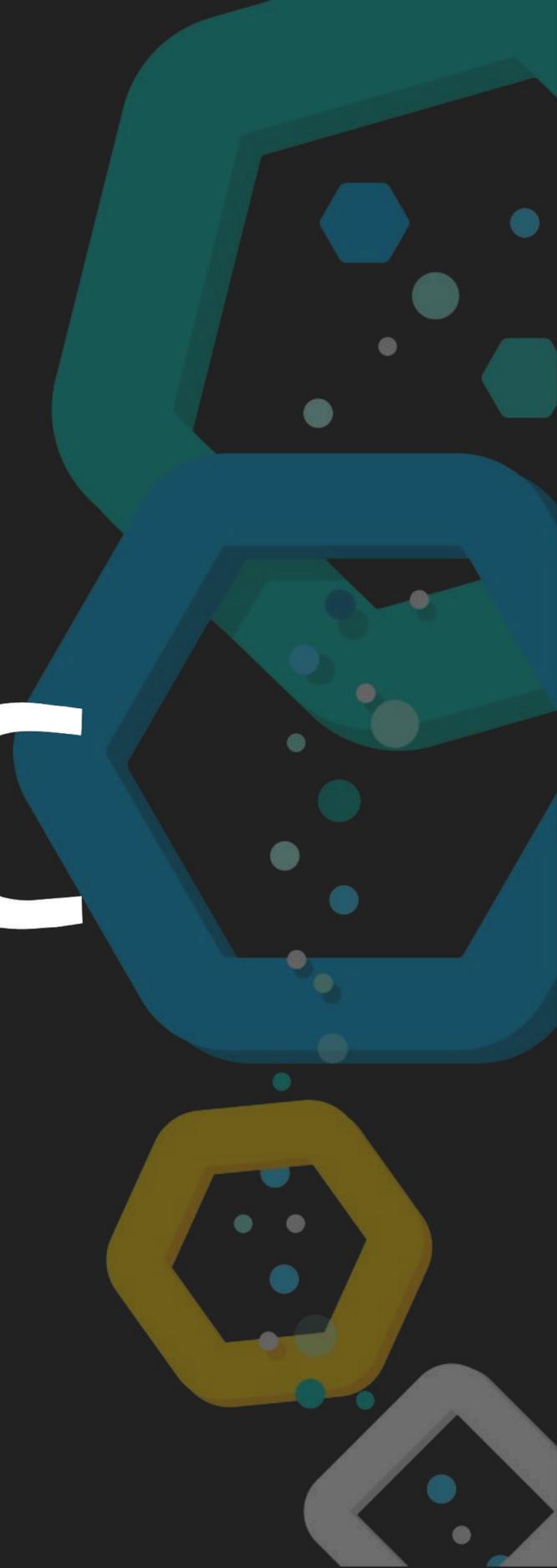


certification





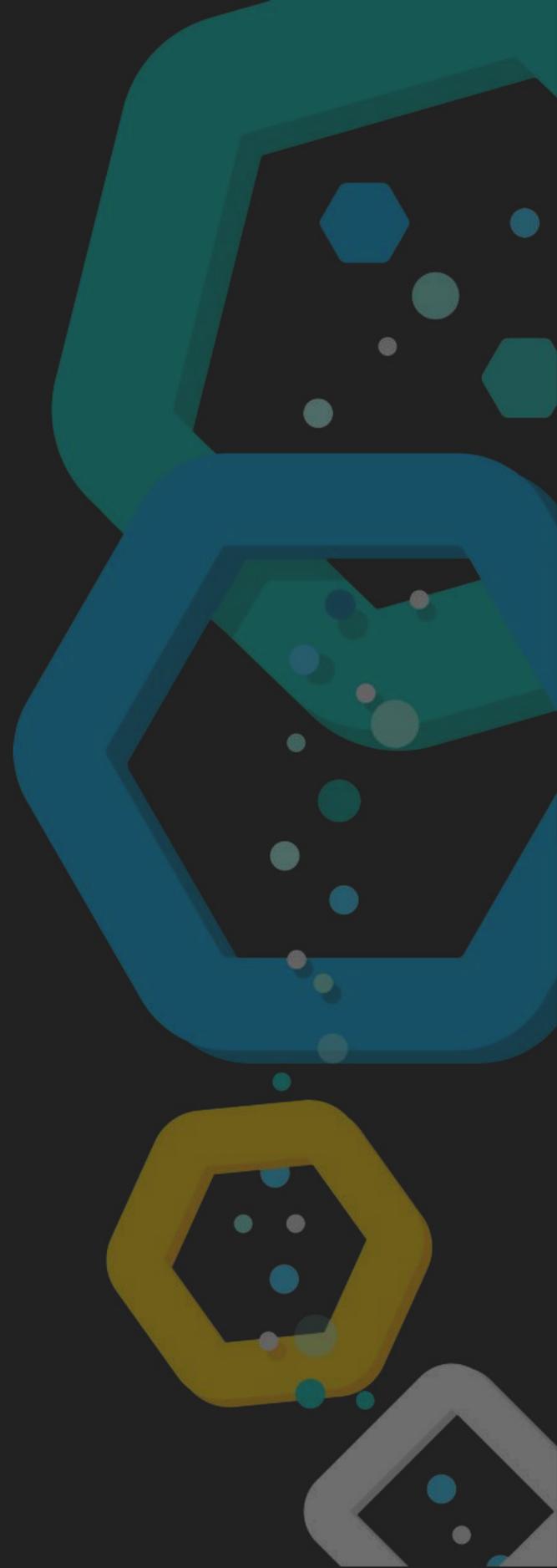
elastic



2012



> 1200 employees



19 offices



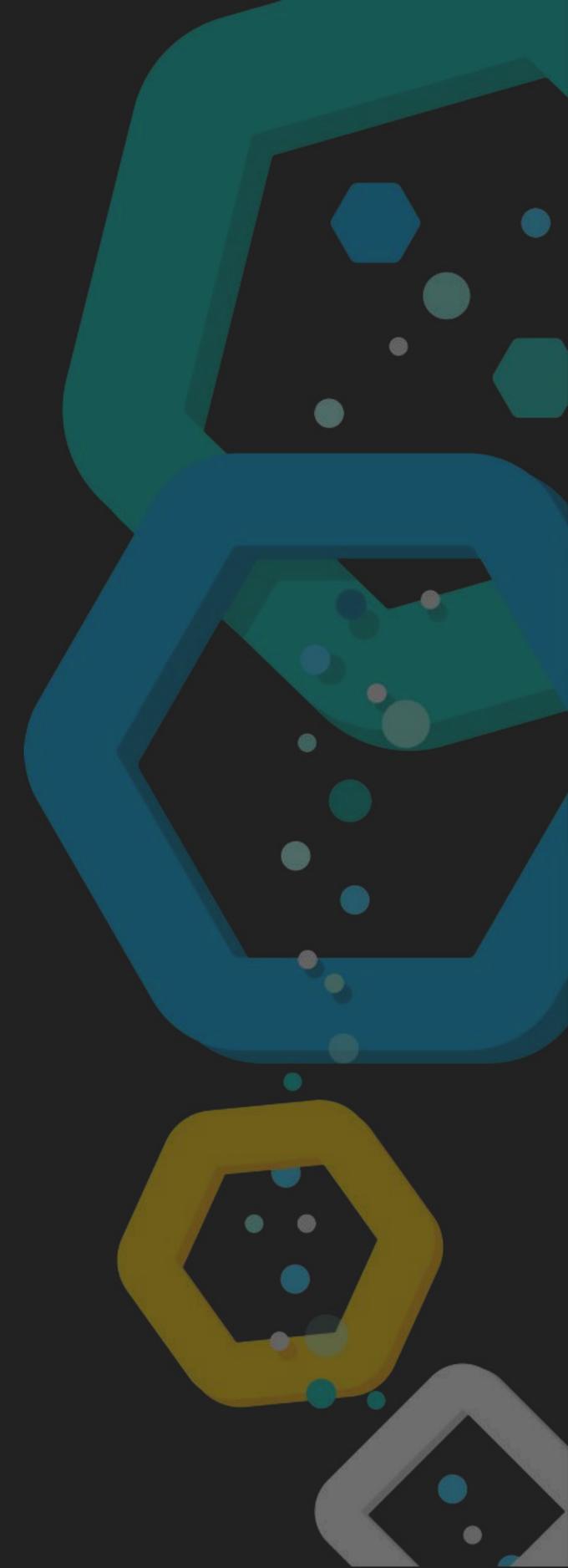
> 35 countries



> 30 languages



> 19 timezones



distributed



scalable



scalable



How do you work together?

... culture, tools, processes



culture



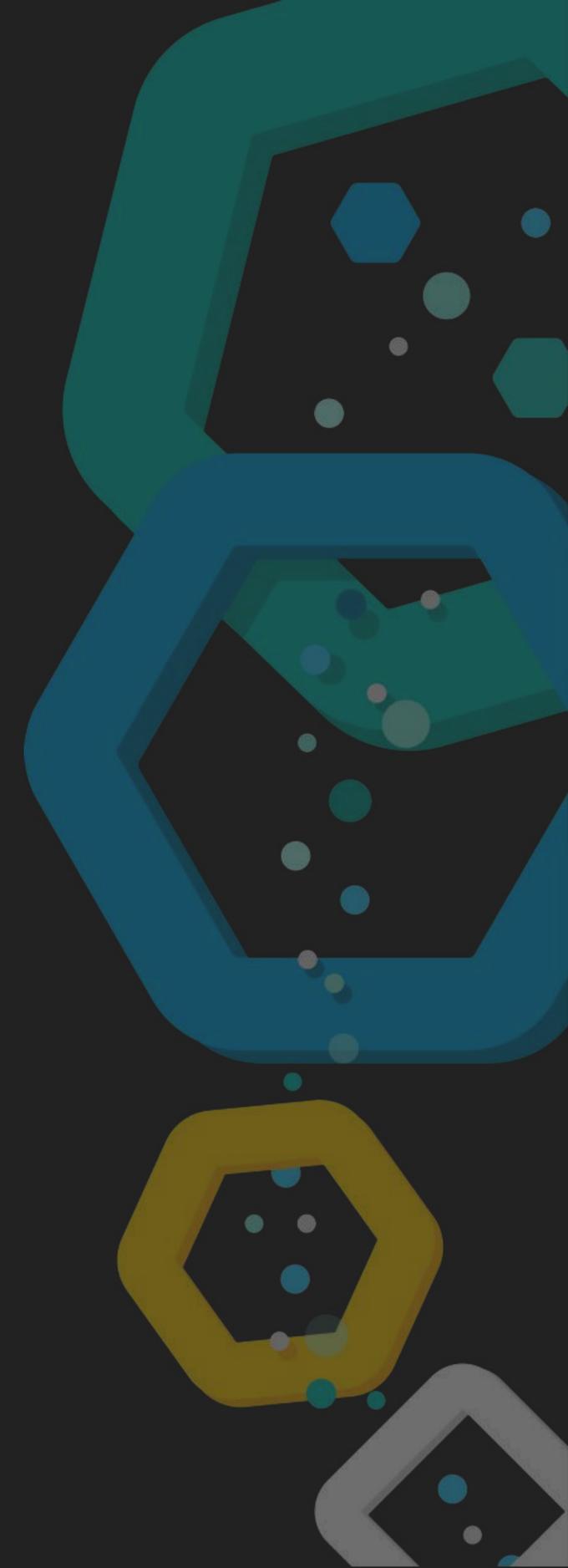
trust



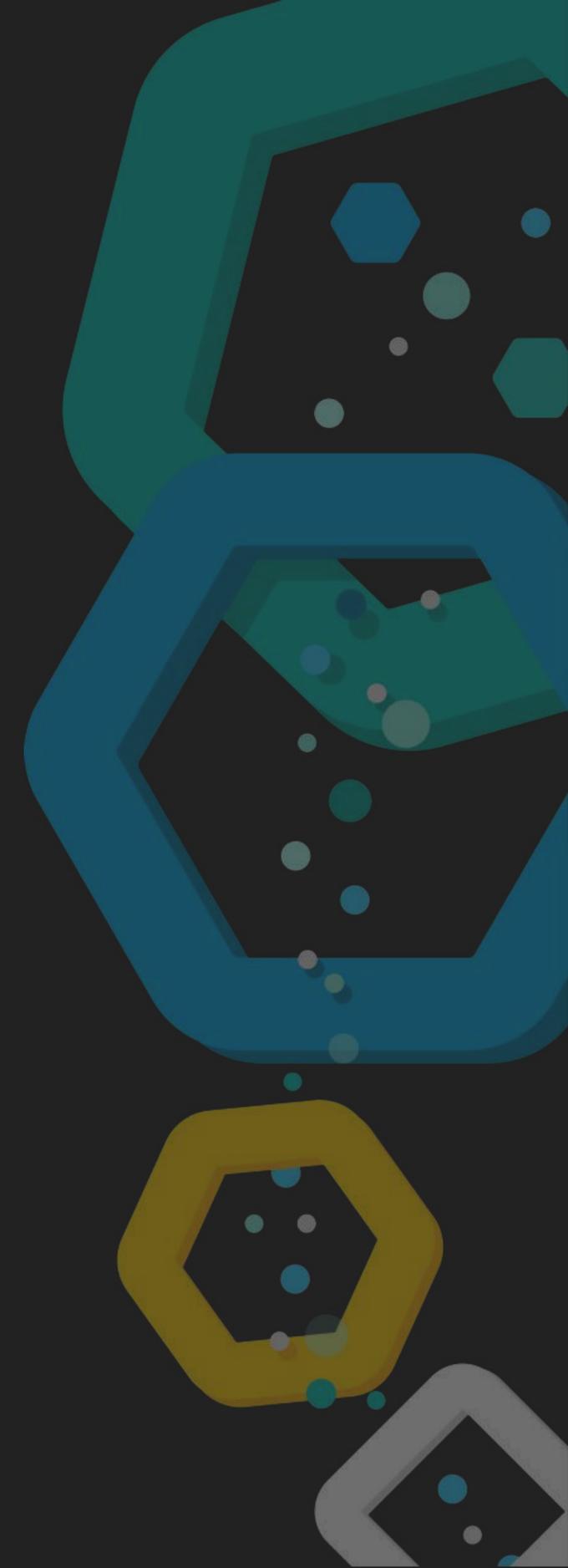
intrinsic motivation



extrinsic help



equipment



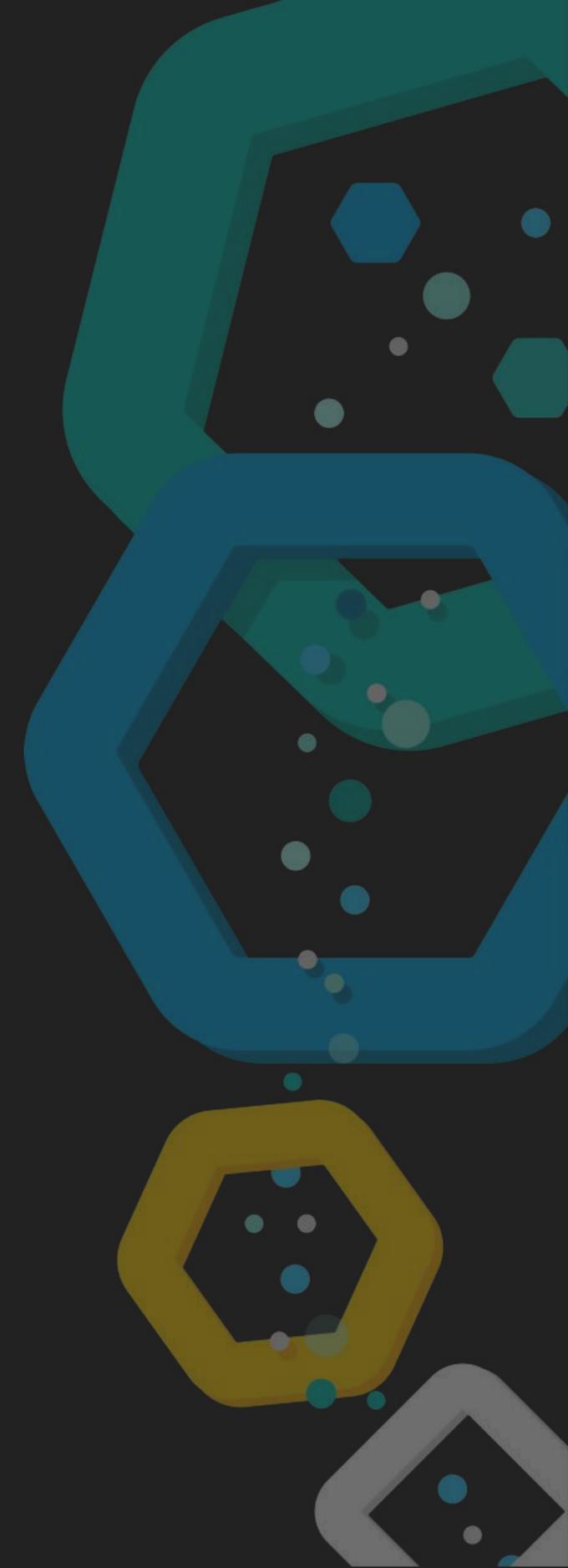
16 weeks paid parental leave

timezones



asynchronous discussions

communication



slack



github



email



salesforce



discourse

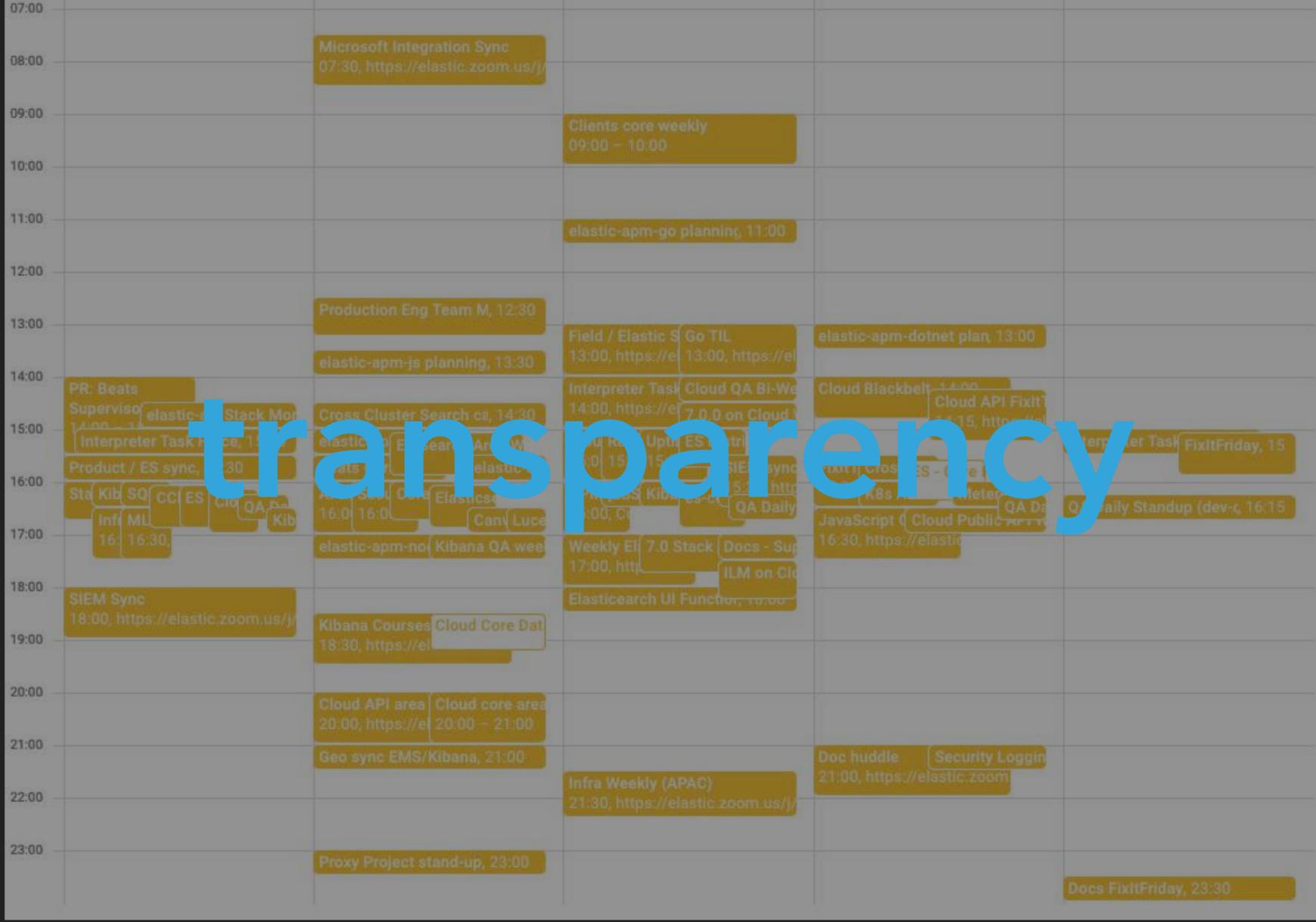


zoom

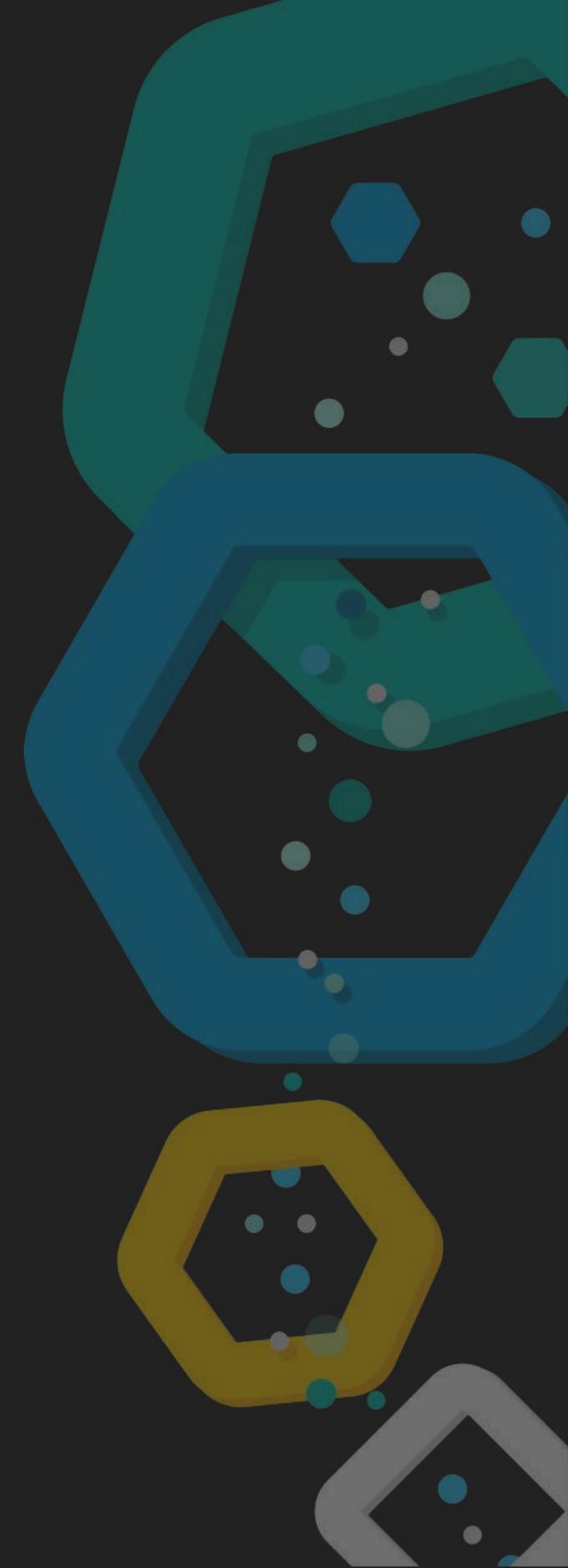


transparency





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



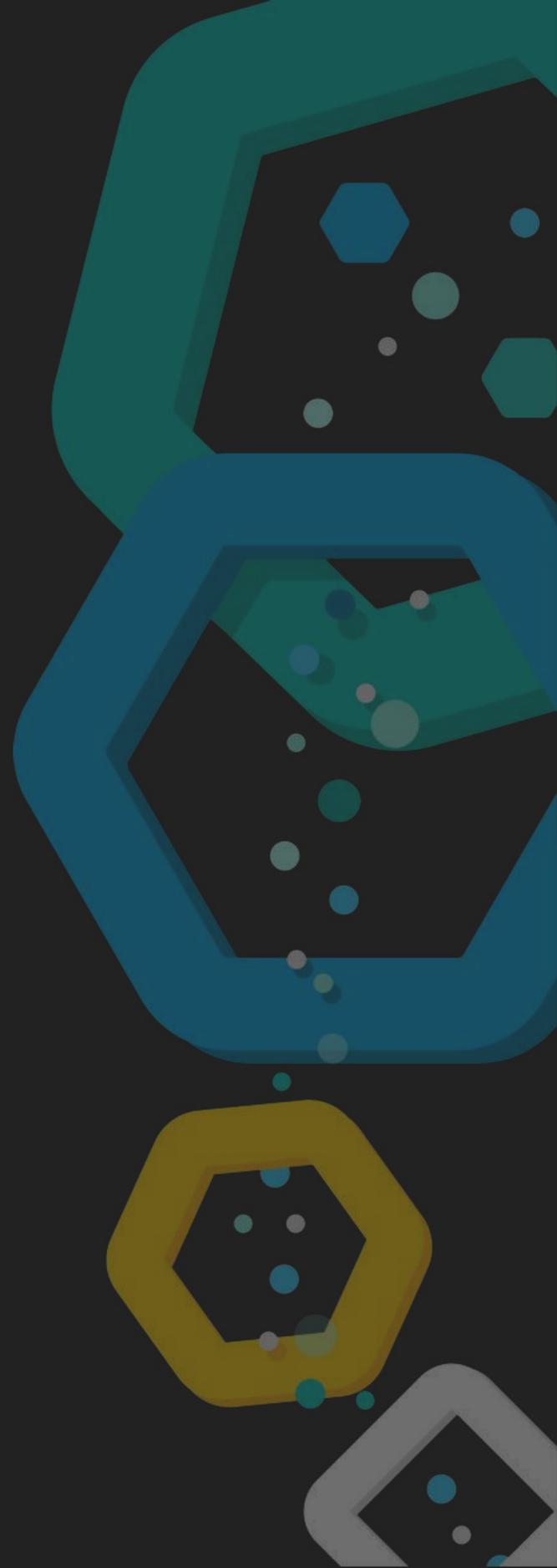
no kanban



no waterfall



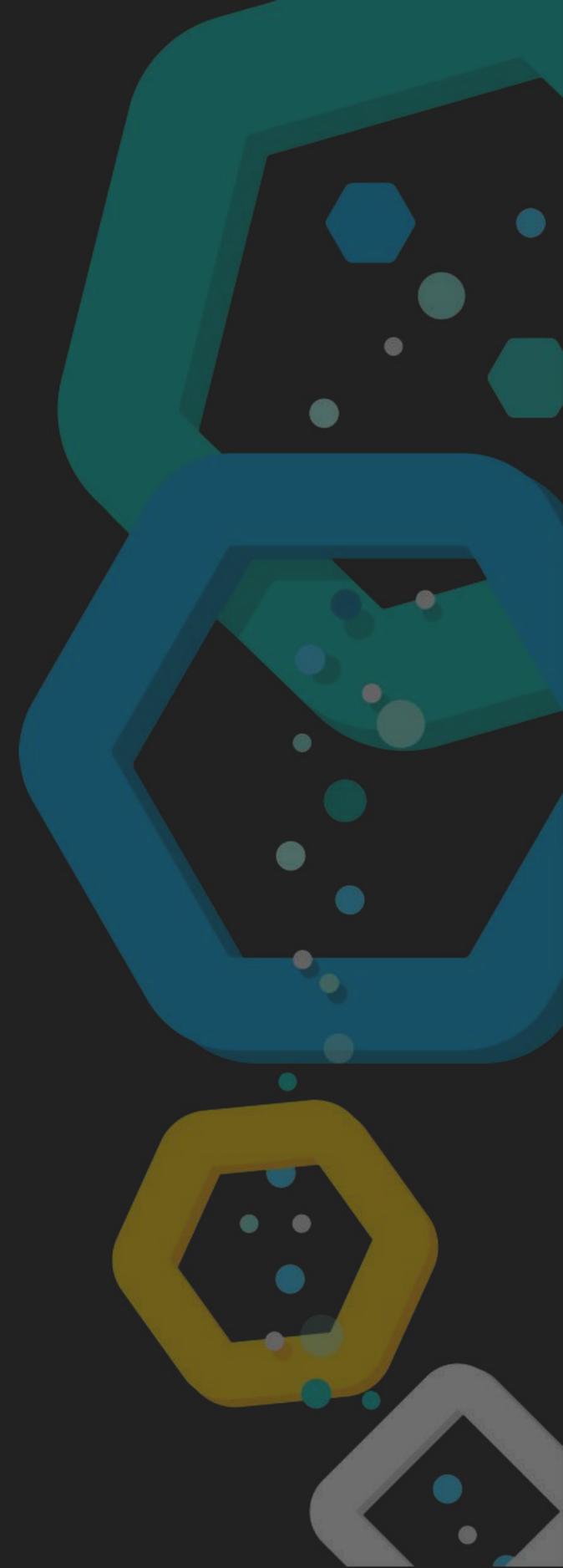
time based releases



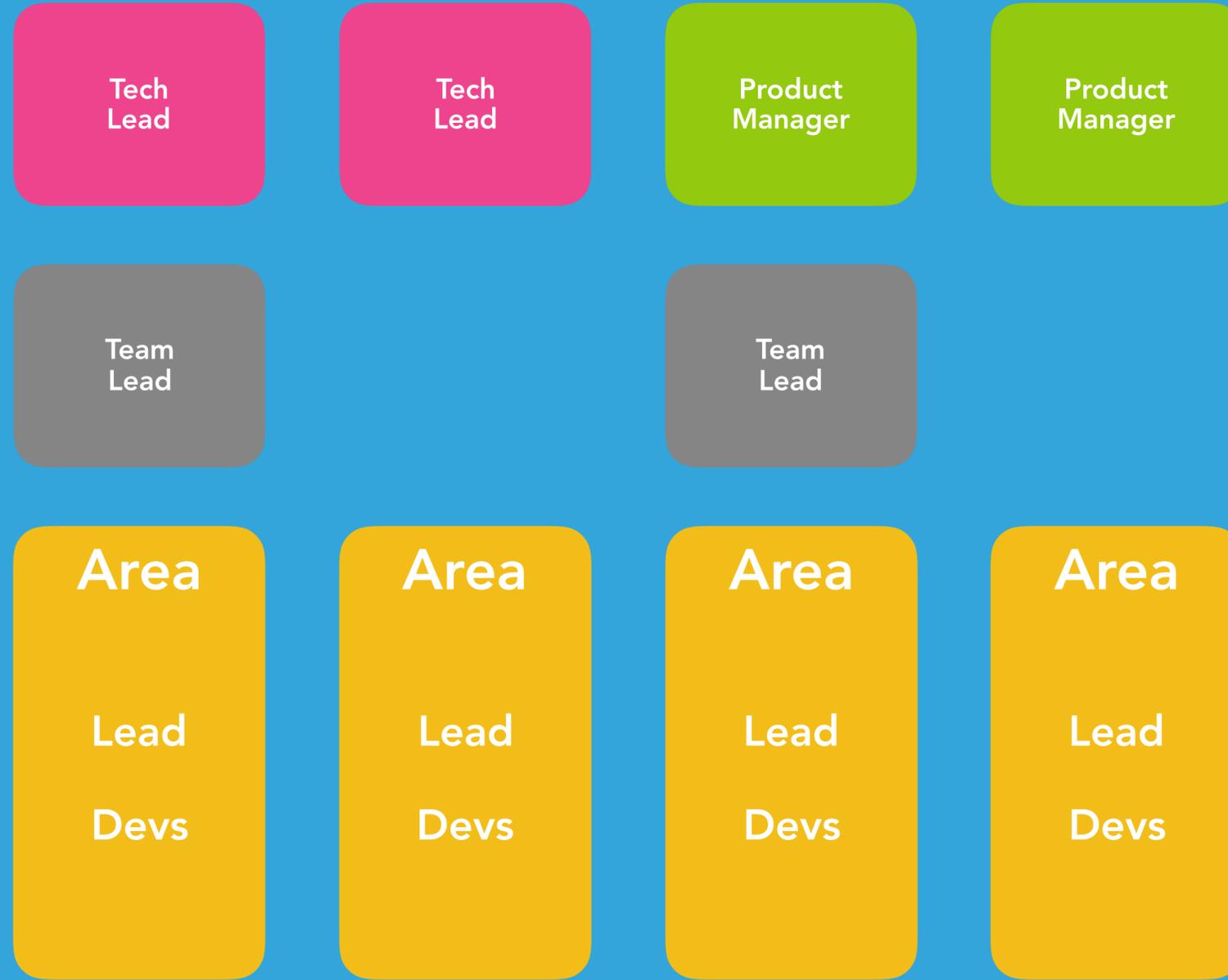
product roadmap

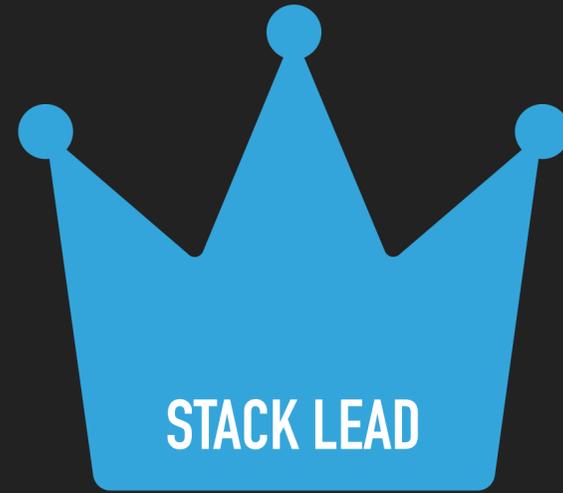


team per product



Elasticsearch Team





Elasticsearch

Ingest

...

Kibana

Clients

(cross) team work



test triage



fixit friday



weekly release status

bugpool



support dev help



Personal tidbits



home office is a drug



less sick days



holidays are sacred



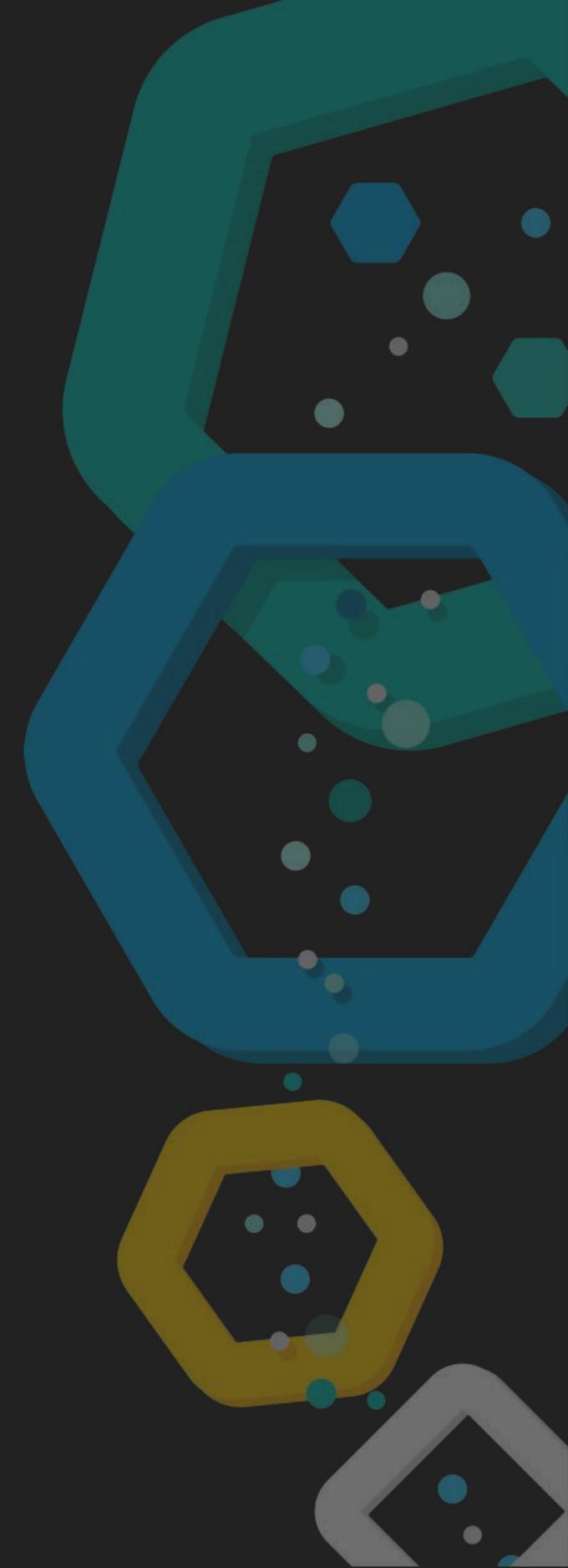
un-bus-factor



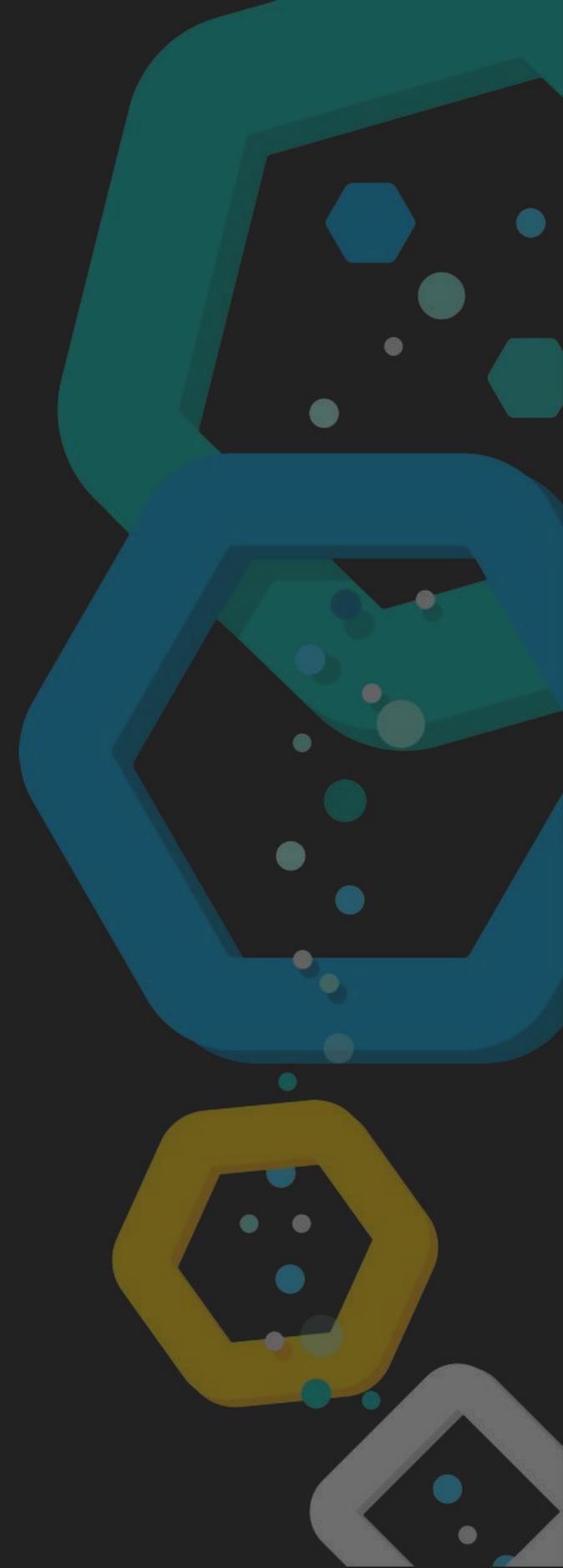
video first



flexibility



hobbies



Summary



it's all about the infrastructure

hiring pool



commuting



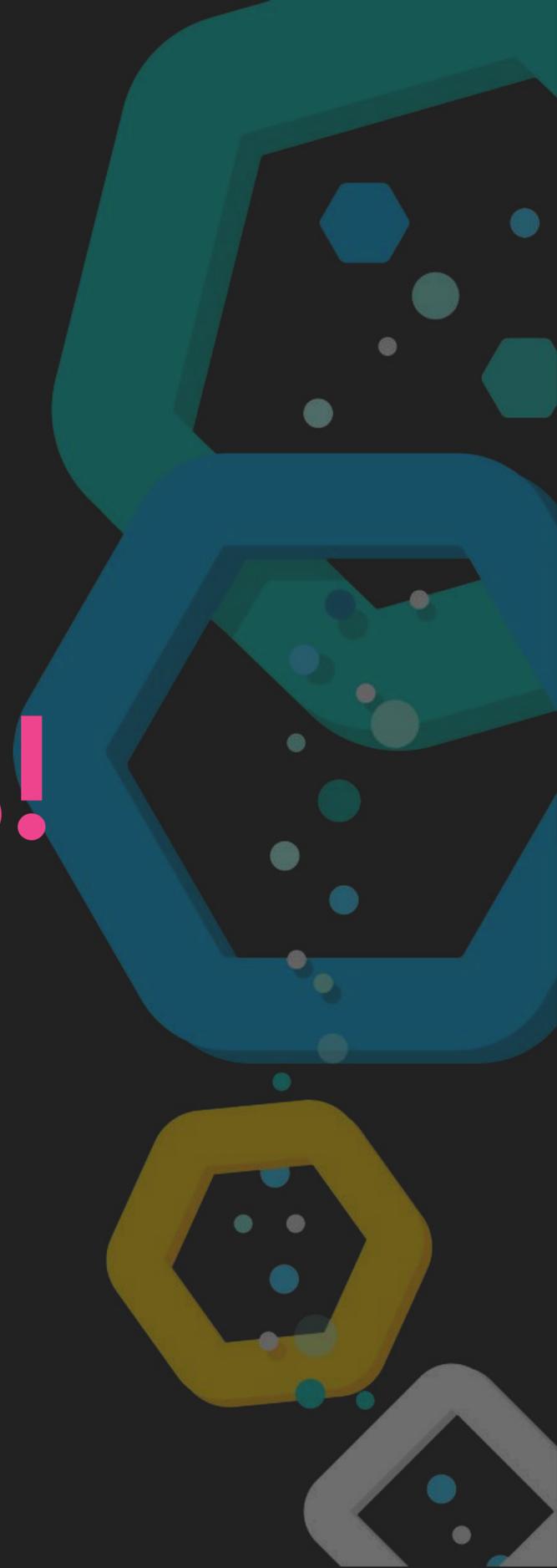
experience



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.



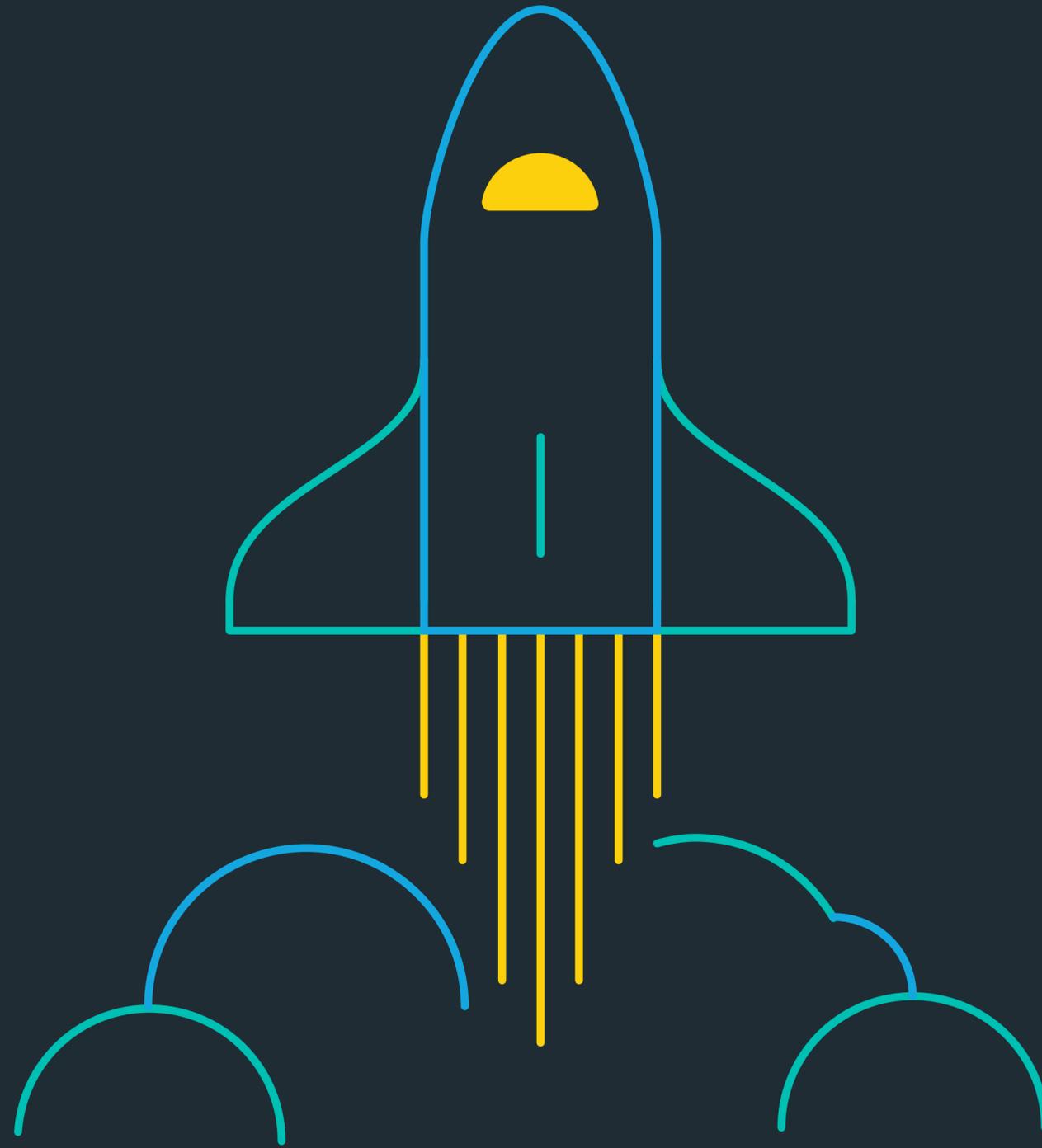
Speed, Scale, **Relevance**

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!

have fun at VillageCon!



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

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