

how github works

4 founders

- without office
- coffee shops
- restaurants

hours are bullshit

- crafting code is endheavour
- you can't force creativity
- best solutions where you are in the zone
- embrace flexibility

trust employees

- trust and verify
- are the committing ?
- are they participating

team

- encourage structured team building
- get people meeting in real-life

in the zone

- avoid standup daily or planned meeting
- difficult to reenter
- instead ping over chat
- no managers : disruptive
- specific rooms
 - danger
 - serious room
 - design room...
 - 30+ rooms
- minimal process
- OK to say no

growing

- avoid distractions
- now 60 employees
- 0 employees has left
- it takes a long time to bring smby to be productive
- great attention to people
- building community
 - internal apps
 - hardware hacking
 - share side projects
- meet people
- shared culture
- ex online dj app

Zak Holman

- improving your company
- working distributed

no long hours

- leads to poor code qualit
- happy fresh and creative
- family is important

be asynchronous

- geographically distributed to hire the best
- flexible hours help flexible location
- limit required in person contact
 - facetime
 - beer
 - chat
 - recorded talks

quality

- a lot of discussions around pull requests
- graph everything
- to production
 - deploy
 - check exceptions
 - check performance
 - merge into master
 - celebrate
- commit steps
 - push branch
 - code changes
 - pull request
 - modifying taking feedbacks
 - merge
- custom dashboards

specific to github

- warning : this works because github is a product company
- find the way for your company