

# *Building* DISTRIBUTED SYSTEMS *in* DISTRIBUTED TEAMS

*Philipp Krenn*

*@xeraa*

*Who is working from*  
**HOME?**

*Who is working from the*  
**OFFICE?**

*Who is returning to the*  
**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](https://cnet.co/2LjzwX0)

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



**Teacher:** what do your parents do?

**Kid:** they work remotely.

**Teacher:** what does that mean?

**Kid:** they hang around the house, talking to their computer and drinking coffee.

<https://twitter.com/rdutel/status/1187334022013300736>



**DEVELOPER** 🥑



**+2,700 ELASTICIANS**

**+40 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**

# Source Code

[HTTPS://WWW.ELASTIC.CO/ABOUT/OUR-SOURCE-CODE](https://www.elastic.co/about/our-source-code)

# Home, Dinner

There is no such thing as work-life balance. We are successful if we find balance in life. Elastic empowers you with the flexibility to do so. Be home for dinner, go for a run midday, care for a sick child, or visit a parent.

Finding balance means being more innovative and efficient at work. Which makes for a better Elastic.







# Space, Time

It's easy to get stuck in a day-to-day work pattern. Allowing for the space and time to dream requires conscious effort. Embracing a high failure rate does, too.

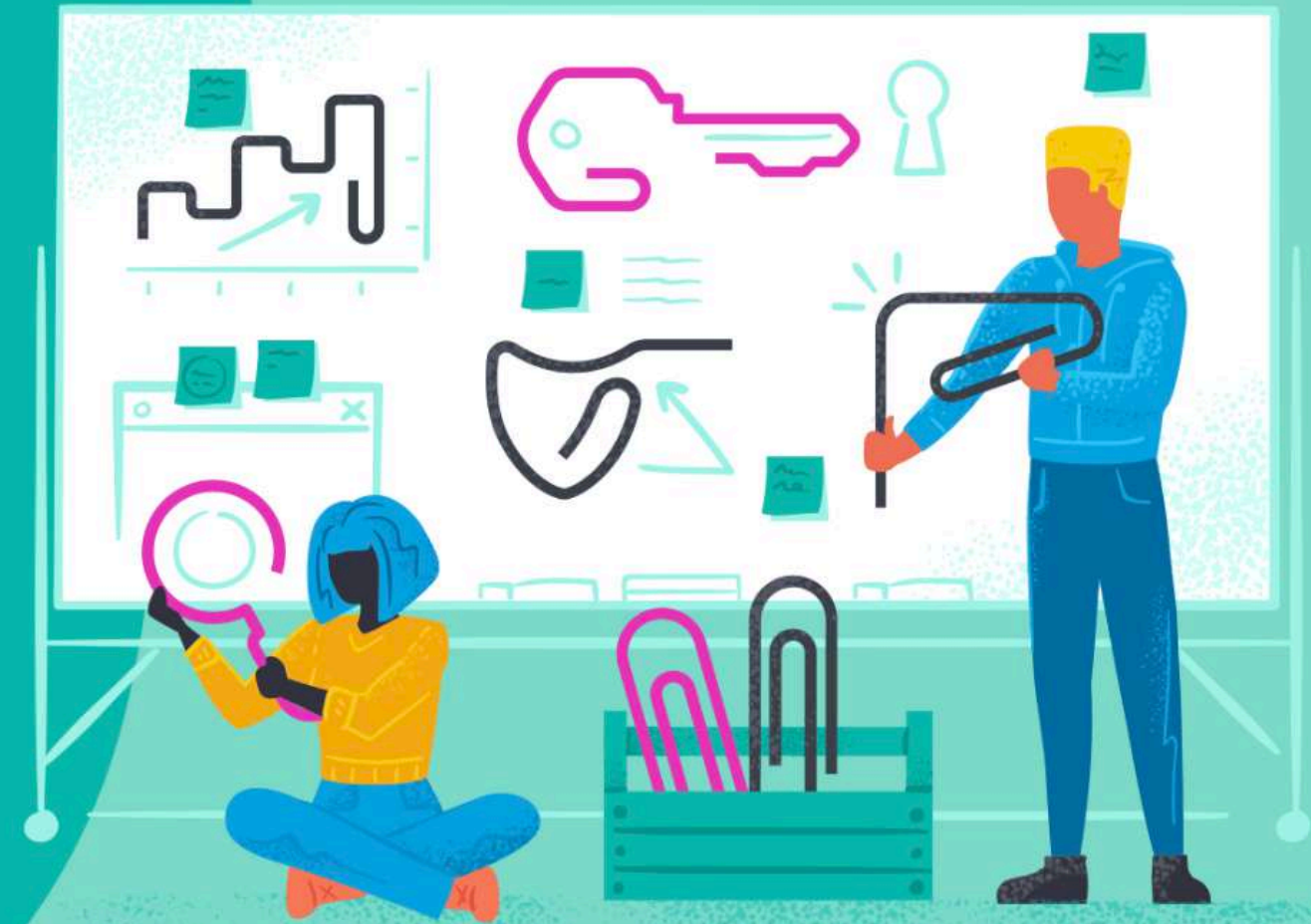
Fulfillment comes from doing the obvious and dreaming up the un-obvious. Both are foundations of Elastic.



# IT, Depends

It's pretty complicated to make some things simple, and even more complicated to make other things possible. We embrace and value the knowledge required to do both.

When a question is asked, buckle up. Sh\*t is about to get real. Your journey will likely start with "it depends."



# As YOU, Are

We all come in different shapes with different interests and skills. We all have an accent. Celebrate it. Just come as you are.

No need to invest neurons trying to fit an arbitrary mold. We'd rather you put them to work shaping Elastic.



# Downsides

# SHARE THE PAIN OF TIMEZONES

**COMMUNICATION CAN  
FAIL**

**CULTURES ARE  
DIFFERENT**

**DECISIONS CAN  
DRAG**

**YOU CAN'T REPLACE  
IN-PERSON**



*Day*

# CRAZY

# FLEXIBLE

# TRADITIONAL

# Tools

# SYNC



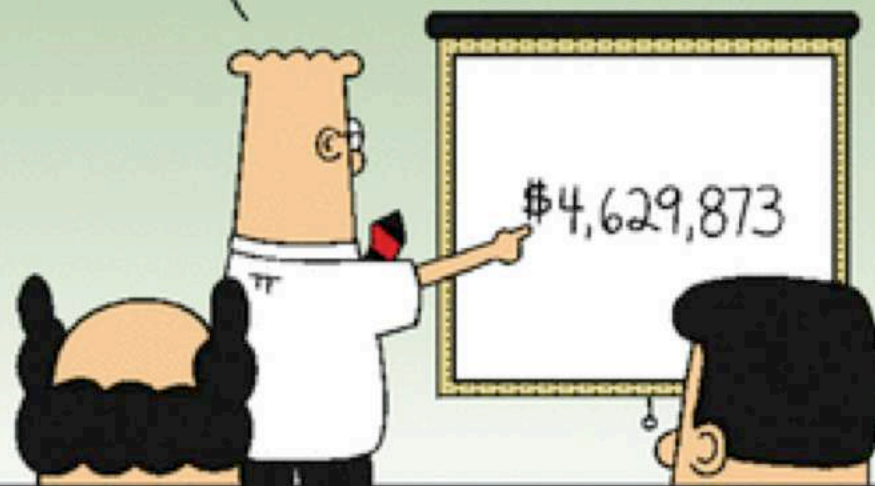
# ASYNC



# Numbers



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



scottadams@aol.com

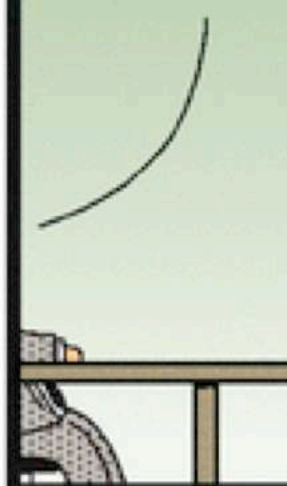
www.dilbert.com

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.



# Conclusion

*Who wants to work from*  
**AN OFFICE?**

*Who wants to work from*  
**HOME?**

# QUESTIONS?

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