

Scaling Distributed Teams

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elastic

Developer



+2000
Elasticians

+37 Countries
+30 Languages
+19 Time Zones

Trusted Adults

Result > Time

Async > Sync

Write > Tell

Communicate
Intentionally

Onboarding

X-School

In-Person Global **All** Hands

Meeting



Meeting



Meeting



Meeting

100

Manager (Bi) Weekly, Quarterly

Manager

5 – 10 People

Development Constitution

[https://github.com/elastic/engineering/blob/master/
development_constitution.md](https://github.com/elastic/engineering/blob/master/development_constitution.md)

Leads

Team Tech Product

Responsibility



Release



Constant



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