

***CODING***  
***CULTURE***



**@svenpet**

THE FOLLOWING **PRESENTATION** HAS BEEN APPROVED FOR  
**OPEN AUDIENCES ONLY**  
BY THE PRESENTATION ASSOCIATION OF MY IMAGINATION

<b>P</b>	<b>PROFANITY</b>	
	Hypersensitivity to occasional profanity requires covering ears.	
<b>OCCASIONAL PROFANITY (SORRY MOM!)</b>		

***WHAT IS***

***CULTURE?***



***SO, WHAT IS CULTURE?***

# START UP



# A GREAT IDEA



# WORK HARD



# ATTRACT PASSIONATE PEOPLE





# *PRODUCT GROWS*



*CASH OUT*



Tim  
Sales

Liz  
Marketing

David  
Operations

# ***FOSTERING CULTURE ?***



***TALK ABOUT FOSTERING***

***CULTURE***



***DESTRUCTIVE***

***CULTURE***

***EXAMPLES***

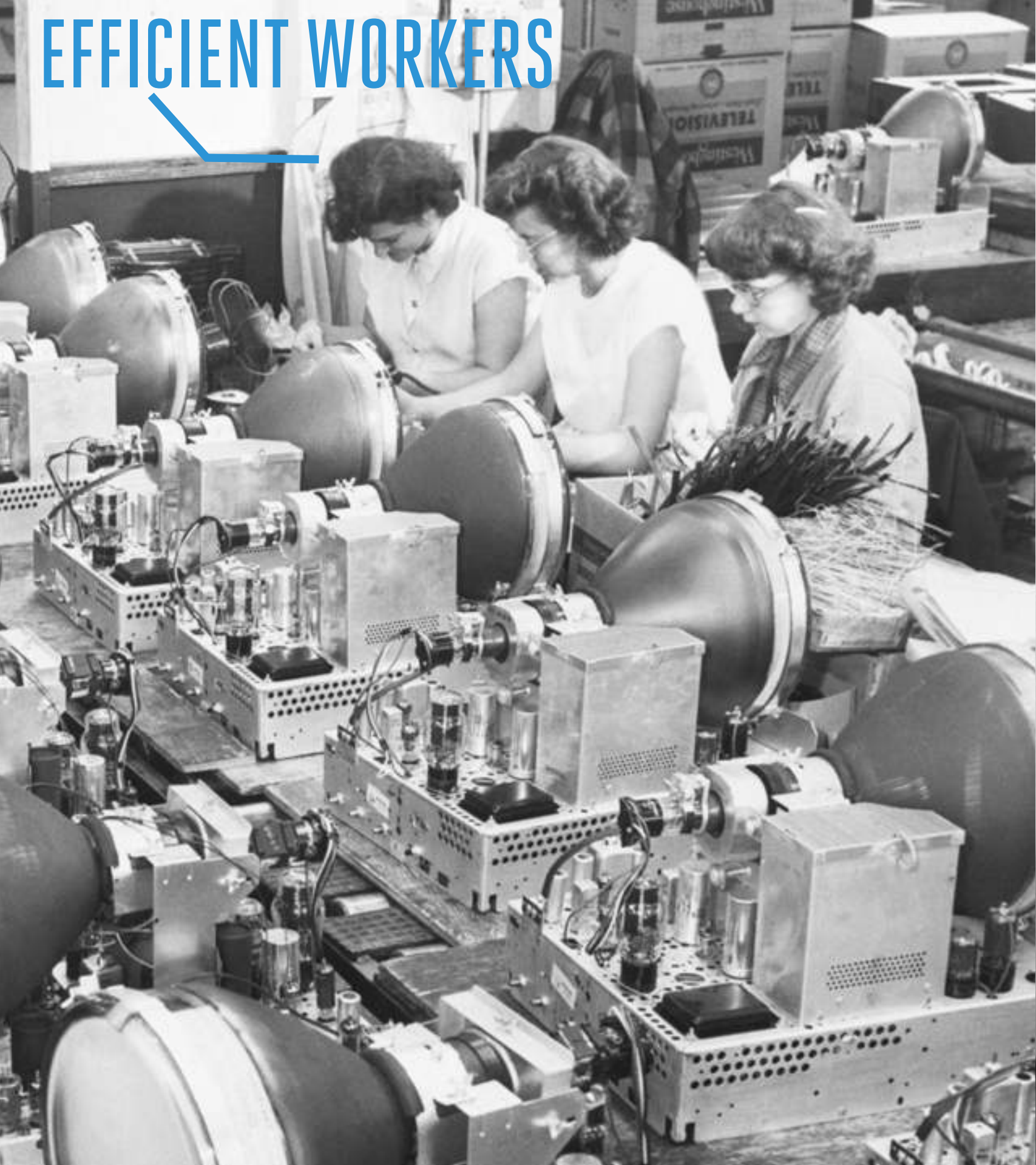
***WHY ARE COMPANIES DOING THAT?***

***IT'S HIS FAULT!***

***FREDERICK WINSLOW TAYLOR***



**EFFICIENT WORKERS**



**THINKING MANAGERS**





***TIMES HAVE CHANGED!***

***WORK HAS CHANGED!***

***PEOPLE HAVE CHANGED!***

***COMPANIES... CHANGE SLOWLY***

***PAST***



***NOW***



**Sven Peters**  
*Atlassian Evangelist*

  
**Jfokus 2012**

*[svenpet.com](http://svenpet.com)*

 *[@svenpet](https://twitter.com/svenpet)*



 **Atlassian**





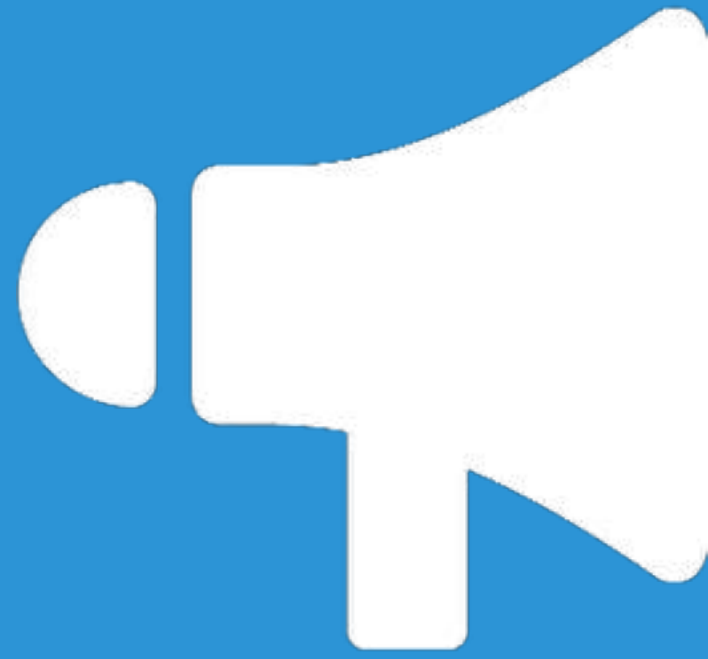
1

***CULTURE***

***OF***

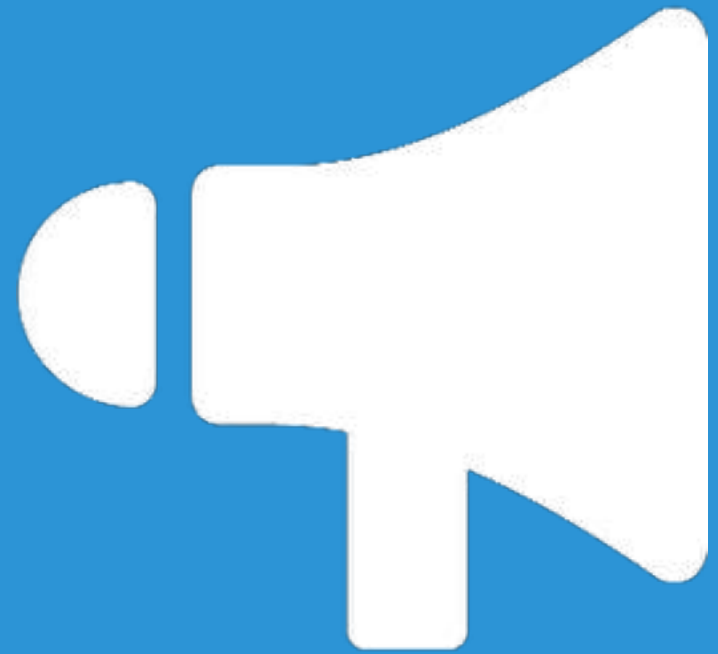
***INNOVATION***

***INNOVATE OR DIE***



***GO & INNOVATE***





***\$ FOR GOOD IDEAS!***



# *HOW TO MOTIVATE PEOPLE TO INNOVATE ?*



*GIVE THEM **TIME TO TRY***

***THEIR OWN IDEAS***

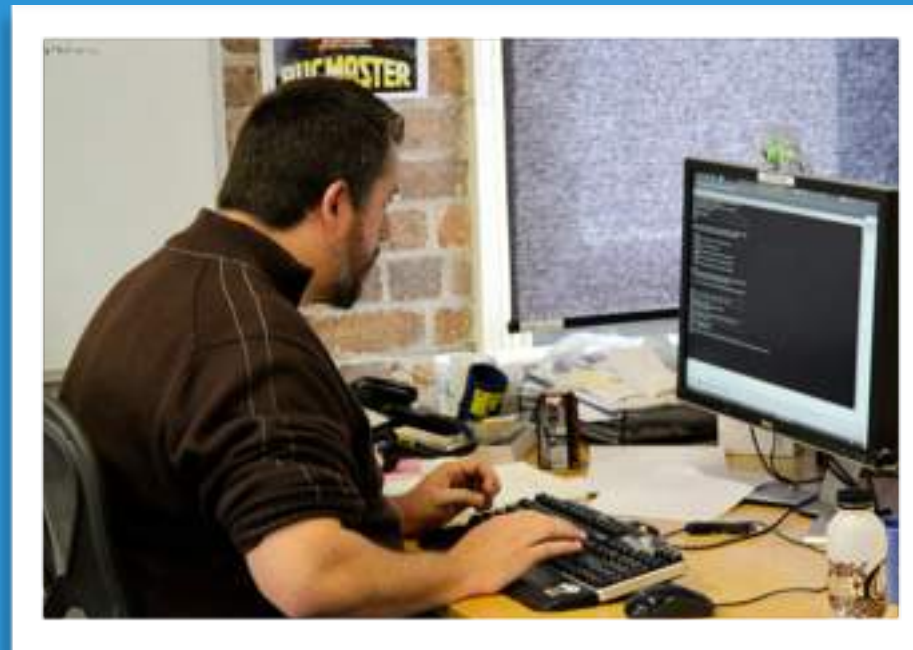


# ***SHIP IT DAY***

***THE WHOLE COMPANY EVERY QUARTER***



***BRAINSTORM***



***HACK 24 HOURS***



***SHOW & WIN***

Welcome! You joined the room

Jakub Nowak joined the room. 3:04 PM

Amanda Silva joined the room. 3:04 PM

Linh Nguyen joined the room. 3:04 PM

Bruce LeShark @AmandaSilva, I think we have a problem with the server. 3:06 PM

Amanda Silva What is the problem, @BruceLeShark? EN PT 3:07 PM

Bruce LeShark The server is not responding 3:07 PM

Amanda Silva This is not good. We ask @JakubNowak to check it out. I would ask @LinhNguyen, but it's 3 am in Vietnam. EN PT 3:08 PM

Bruce LeShark Hey @JakubNowak, are you awake? 3:09 PM

Jakub Nowak I was not. 😊 EN PL 3:09 PM

What's going on? EN PL

Oh man, everything is fucked up. Did you see the logs? There are serious problems. EN PL

Bruce LeShark Understatement of the century, @JakubNowak. Could you try fixing it please? We need them fixed before London wakes up. 3:11 PM

Jakub Nowak I would rather escalate it @LinhNguyen, I'd rather not break our production servers. EN PL 3:11 PM

Send



Bruce LeShark Hej @JakubNowak, nie śpisz? PL EN 3:09 PM

Jakub Nowak Nie byłem. 3:09 PM

Jakub Nowak 😊 3:10 PM

Jakub Nowak Co się dzieje? 3:10 PM

Jakub Nowak O człowieku, wszystko jest popieprzone. Widziałeś dzienniki? Istnieją poważne problemy. 3:10 PM

Bruce LeShark Niedopowiedzenie stulecia @JakubNowak. Możesz spróbować go naprawić proszę? Potrzebujemy ich na czas przed Londyn obudzi. PL EN 3:11 PM

Jakub Nowak Wolałbym eskalować to @LinhNguyen, ja 3:11 PM

Send

Jakub Nowak Eu não estava. 😊 PT PL 3:09 PM

O que está acontecendo? PT PL

Oh homem, tudo é fodido. Você viu os logs? Há problemas sérios. PT PL

Bruce LeShark Eufemismo do século, @JakubNowak. Você poderia tentar corrigi-lo, por favor? Precisamos deles fixado antes Londres acorda. PT EN 3:11 PM

Jakub Nowak Eu preferia escalar-lo @LinhNguyen, eu prefiro não quebrar os nossos servidores de produção. PT PL 3:11 PM

Send



# *SHIP IT DAY*



*REASON WHY WE DECIDED TO BE DEVELOPERS*



*WORKING PROTOTYPE*



*HAPPY DEVELOPERS*

# ***INNOVATION FOR THE MASSES***





***IDEAS CAN HAPPEN TO ANYONE ANYTIME***

***INNOVATION HAPPEN***

***GIVE IT A POSSIBILITY TO GROW***



2

***CULTURE***

***OF***

***HAPPINESS***

# FUN WITH CO-WORKERS

EOFY PARTY  
(GAMES OF CODE)

FAMILY & FRIENDS DAY

TEAM BUILDING



# ***FUN WITH CO-WORKERS***

BUILDS RELATIONSHIPS

LEARN ABOUT STRENGTH & WEAKNESSES











***LIFE MOVES PRETTY FAST***

***IF YOU DON'T STOP AND LOOK AROUND ONCE IN A WHILE, YOU COULD MISS IT***

# ***STOP*** & CELEBRATE THE ***TEAM*** WINS!



# SERVICE TEAM VALUES

**Love what we do.**  
**Have fun**  
Be excited about each new challenge

**Look forward to each customer**  
Not wait for someone else to fix the problem

**Take responsibility**  
Do things and do them well  
Follow through

**Challenge Ourselves and Each Other**  
Question our habits and assumptions  
Keep learning  
Work through problems while they're small

**We need to...**

**FIX the damn thing**  
Keep the next customer from wasting time with the same problem  
Look for the root cause...

**Make the customer awesome.**

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THEY BECAME BLURRY  
ON A DAY TO DAY BASES



***STOP*** & CELEBRATE THE ***CULTURE*** ROCKSTARS!





# ***STOP*** & CELEBRATES ***SMALL & BIG*** WINS

HELPS US TO FOCUS

MAKES US HAPPIER





***HOW HAPPY ARE YOU?***





***AND YOUR TEAM?***

# Employee Engagement and Satisfaction Survey

Fill in each circle completely using a DARK BLUE or BLACK PEN, not a pencil. Do not use "x" or "/" marks. To ensure your anonymity, mail your completed survey in the postage-paid envelope provided. Upon receipt of your survey, your answers and comments will be added to those of your fellow workers and summarized as a group. The number in the right hand corner of this document is for data processing only and cannot be tracked to any individual's survey responses. If you have any questions or comments contact Best Companies Group at support@bestcompaniesgroup.com.

Disagree Strongly  Disagree Somewhat  Neutral  Agree Somewhat  Agree Strongly  Not Applicable

1. Overall, I am very satisfied with my employer.....

How do you feel about each of the following specific matters? (Fill in a single response for each statement below)

2. This organization's leadership and planning:

Disagree Strongly  Disagree Somewhat  Neutral  Agree Somewhat  Agree Strongly  Not Applicable

- I understand the long-term strategy of this organization.....
- I have confidence in the leadership of this organization.....
- The leaders of this organization care about their employees' well being.....
- Senior leaders live the core values of the organization.....
- There is adequate planning of departmental objectives.....
- There is adequate follow-through of departmental objectives.....
- The leaders of this organization are open to input from employees.....

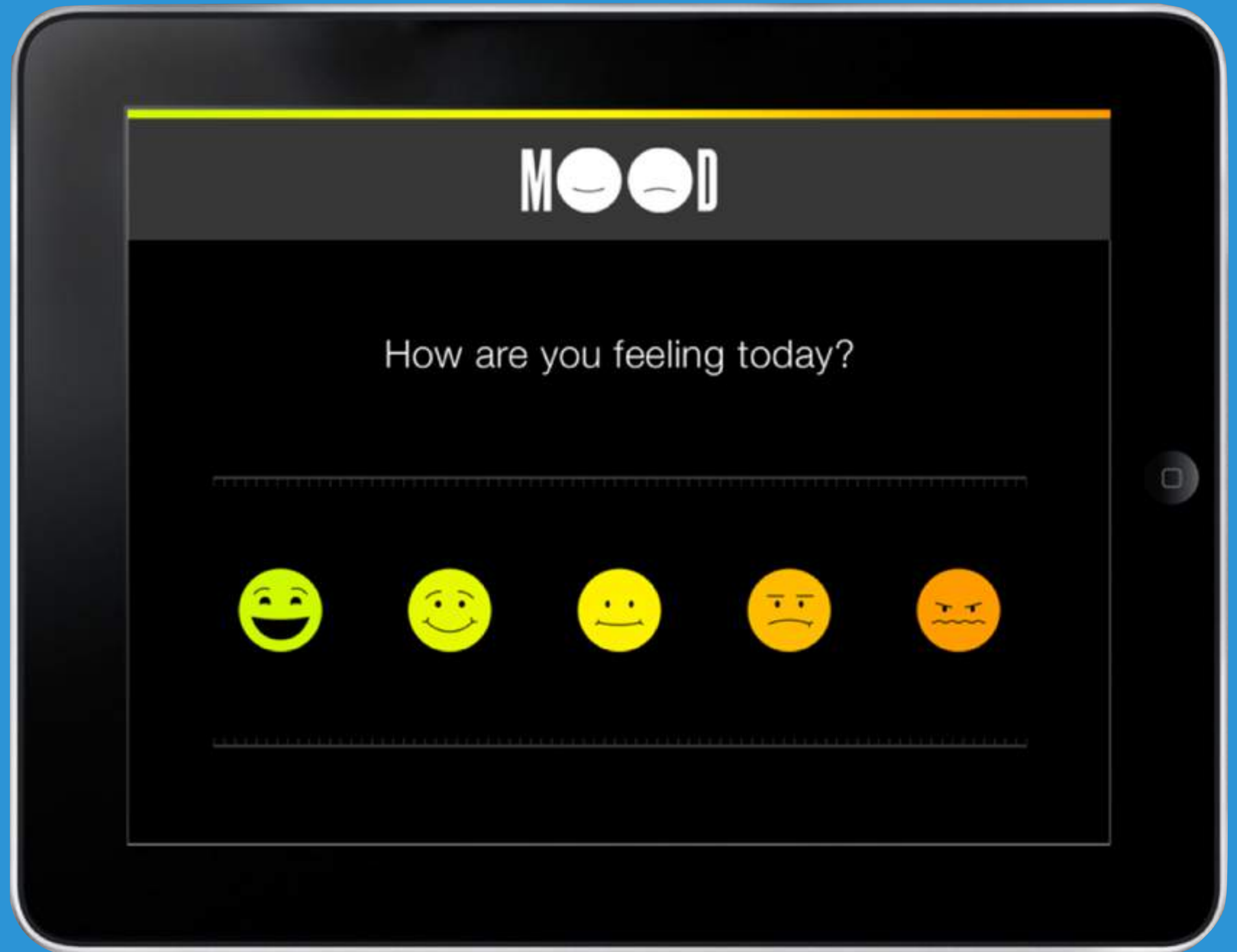
3. The organization's corporate culture and communications:

Disagree Strongly  Disagree Somewhat  Neutral  Agree Somewhat  Agree Strongly  Not Applicable

- This organization's corporate communications are frequent enough.....
- This organization's corporate communications are detailed enough.....
- I have a good understanding of how this organization is doing financially.....
- I can trust what this organization tells me.....
- This organization treats me like a person, not a number.....
- This organization gives me enough recognition for work that is well done.....
- Staffing levels are adequate to provide quality products/services.....
- Quality is a top priority with this organization.....
- Safety is a top priority with this organization.....
- I believe there is a spirit of cooperation within this organization.....
- My employer enables a culture of diversity.....
- I like the people I work with at this organization.....
- At this organization, employees have fun at work.....
- I feel I can express my honest opinions without fear of negative consequences.....
- Changes that may affect me are communicated to me prior to implementation.....

# SUCKS & SLOW

**LEARN**



# MEASURE



*AFTER OUR COMPANY PARTY*

**ADOPT**



[http://atlss.in/mood\\_app](http://atlss.in/mood_app)

***ADOPT***



***91% HAPPY!***



***TALKED TO UNHAPPY PEOPLE***



***94% HAPPY!***

rch Linux 3.6.11-1-ARCH (tty1)

rchiso login: root (automatic login)

```
9.298977] ata1.00: exception 0x0 action 0x0
9.299067] ata1.00: BMDMA s
9.299084] ata1.00: failed
9.299104] ata1.00: cmd 25/00:00:00/00/e0 tag 0 dma 4096 in
9.299104]          res 51/40:00:2f:00:00/00 Emask 0x9 (media error)
9.299155] ata1.00: status: { DRDY }
9.299170] ata1.00: error: { UNC }
9.317915] end_request: I/O error, dev sda, sector 798717984
9.317964] Buffer I/O error on device sda9, logical block 4
root@archiso ~ # [ 11.391098] ata1.00: exception 0x0 SAct 0x0 SErr 0x0 action 0x0
11.391152] ata1.00: BMDMA s
11.391177] ata1.00: failed
11.391210] ata1.00: cmd 25/00:00:00/00/e0 tag 0 dma 4096 in
11.391210]          res 51/40:00:2f:00:00/00 Emask 0x9 (media error)
11.391294] ata1.00: status: { DRDY }
11.391319] ata1.00: error: { UNC }
11.404030] end_request: I/O error, dev sda, sector 798717984
11.404071] Buffer I/O error on device sda9, logical block 4
```





# *SHARE THE PAIN*



SERIOUSLY



NO FINGER POINTING



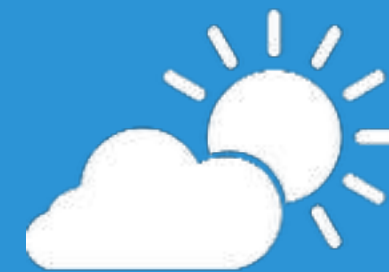
INFORM & UPDATE



# *SHARE THE PAIN*

WIN AS A TEAM  
& LOSE AS A TEAM





***MAKES US STRONGER***



3

***CULTURE***

***OF***

***BALANCE PASSION***

# *WHY DO WE CODE?*



**CODING / CREATING GREAT SOFTWARE MAKES US HAPPY**



***THE BEST TOOLS YOU CAN BUY***

***SUPPORT FROM MANAGEMENT***

***PASSIONATE DEVELOPERS***

***GREAT CULTURE WITH RESPECT & TRUST***

***INGREDIENTS FOR GREAT SOFTWARE***



***THE BEST TOOLS YOU CAN BUY***

***SUPPORT FROM MANAGEMENT***

***TALENTED, PASSIONATE DEVELOPERS***

***GREAT CULTURE WITH RESPECT & TRUST***

***INGREDIENTS FOR GREAT SOFTWARE***

# *WHY DO WE CODE?*

GREAT SOFTWARE MAKES THE CUSTOMER HAPPY



CODING / CREATING MAKES US HAPPY



***DON'T FORGET YOUR CUSTOMER***



# ***DON'T FORGET YOUR CUSTOMER***

**WILLIAM**



**EMMA**

# ***DON'T FORGET YOUR CUSTOMER***



EMMA

**FAKE**

WILLIAM



*WE USE*  
*PERSONAS*



# WE STICK THOSE ON THE WALL

 Atlassian User Personas

## Emma *the* Eager



"I want to learn as much as I can as quickly as possible."

Emma just graduated from computer science at University. She's in her first job and is keen to take things on. Emma wants to absorb everything about her job and tinkers with her own projects on the side. She aspires to know as much as William the Wise and wants to be an awesome technical guru. Emma knows she has a long way to go and brings a high level of enthusiasm to anything asked of her. She frequently experiments with tools and techniques. Emma loves the theory of Agile but needs more practice. She grew up with the internet and can't imagine life without it. She's ambitious, social and loves the latest tech gadgets.

# REMINDS US WHO WE BUILD THE SOFTWARE FOR



## Her Company

TEAM SIZE	4
COMPANY SIZE	200
WORKS REMOTELY	No
PURCHASING POWER	End User

## Skills

TECH PROFICIENCY	★ ★ ★ ★ ★
DESIGN	★ ★ ★ ★ ★
PROGRAMMING	★ ★ ★ ★ ★
SECURITY	★ ★ ★ ★ ★
SUPPORT	★ ★ ★ ★ ★
TESTING	★ ★ ★ ★ ★
PROCESS EFFICIENCY	★ ★ ★ ★ ★
ANALYTICS	★ ★ ★ ★ ★
MANAGEMENT	★ ★ ★ ★ ★
MARKETING	★ ★ ★ ★ ★
DEV OPS	★ ★ ★ ★ ★
NEW PRODUCT LOVE	★ ★ ★ ★ ★

## Her Career

"I want to learn as much as possible so that I can ultimately become a team lead."

## Loves

- Beautiful software
- Challenges
- Organising social events with her colleagues
- Curating art online
- Quick wins

## Hates

- Hitting road blocks
- Clunky and enterprise software
- Legacy code
- Colleagues with no patience

## Software & Languages

- Trello
- Javascript
- JIRA
- CSS
- Confluence
- HTML
- Python
- C++
- Eclipse
- GitHub

## Hang Out Places

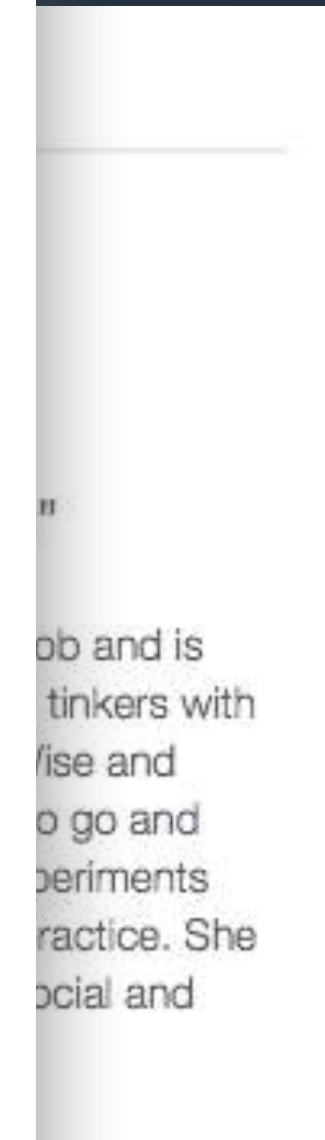
- Pinterest
- Boing Boing
- Girl Geeks
- Facebook
- World of Warcraft

## She Thinks Atlassian Is...



### An Old Dog

Loyal, wants to help but often naps.



WE CAN'T ESCAPE





# Vernon *the* Voyeuristic



"I like to stare at people going to the bathroom."

If found, please escort this persona out of the building.

*BE*  
**PASSIONATE**  
*ABOUT YOUR SOFTWARE*

YOU SPEND 8 HRS A DAY ON IT



YOUR PRODUCT



YOUR CODE



***HAVE***

***ENGINEERING VALUES***

```
public boolean isTrue(boolean value) {  
    if (value == true) {  
        return true;  
    } else {  
        return false;  
    }  
}
```

***SAY 'NO'***



**IF YOU FEEL IT WILL HARM THE CODE**



***DON'T WRITE CRAPPY CODE***



```
for(int i=0;i< names.length;i++){  
    if (zipFile.getEntry(name[i])!=null){  
        return true;  
    }  
}  
return false;
```

```
return Arrays.stream(names).anyMatch  
    (name -> zipFile.getEntry(name) != null);
```



SCROLL BAR IS A SOLUTION...



***TRY AND FIND BETTER WAYS***

***PRIMADONNA***



## Bugfix/TIS-57 buttons need to be red

2 Reviewers  [Overview](#) [Diff](#) [Commits](#)[auplugin / src / main / resources / css / atlassian / dialog.css](#) MODIFIED[Chat](#) [Code](#) [More](#)

```
182 182 .mui-dialog .dialog-button-panel button.button-panel-button:active {
183 -   background: #f2f2f2;
183 +   background: red;
```

**Emmet Paris**

Shouldn't this be crimson also? The design guidelines say the hover and active states should be the same.

[Reply](#) · [Edit](#) · 06 Sep 2013**Mitch Davis**

No, we need to make an exception here

[Reply](#) · 4 mins ago**Emmet Paris**

Why? We should always follow the guidelines

[Reply](#) · [Edit](#) · 3 mins ago**Mitch Davis**

Not this time, really do you want to change the guidelines for such a small thing?

[Reply](#) · 2 mins ago**Emmet Paris**

Change the guidelines or change it back!

[Reply](#) · [Edit](#) · 2 mins ago**Mitch Davis**

I won't change it back and won't change the guidelines! basta

[Reply](#) · 1 min ago**Emmet Paris**

You will, or I need to change the release date

[Reply](#) · [Edit](#) · 1 min ago



***TURN YOUR PASSION INTO PRODUCTS***

```
myWebFramework.init();
```

— WILL BE DONE END OF 2015



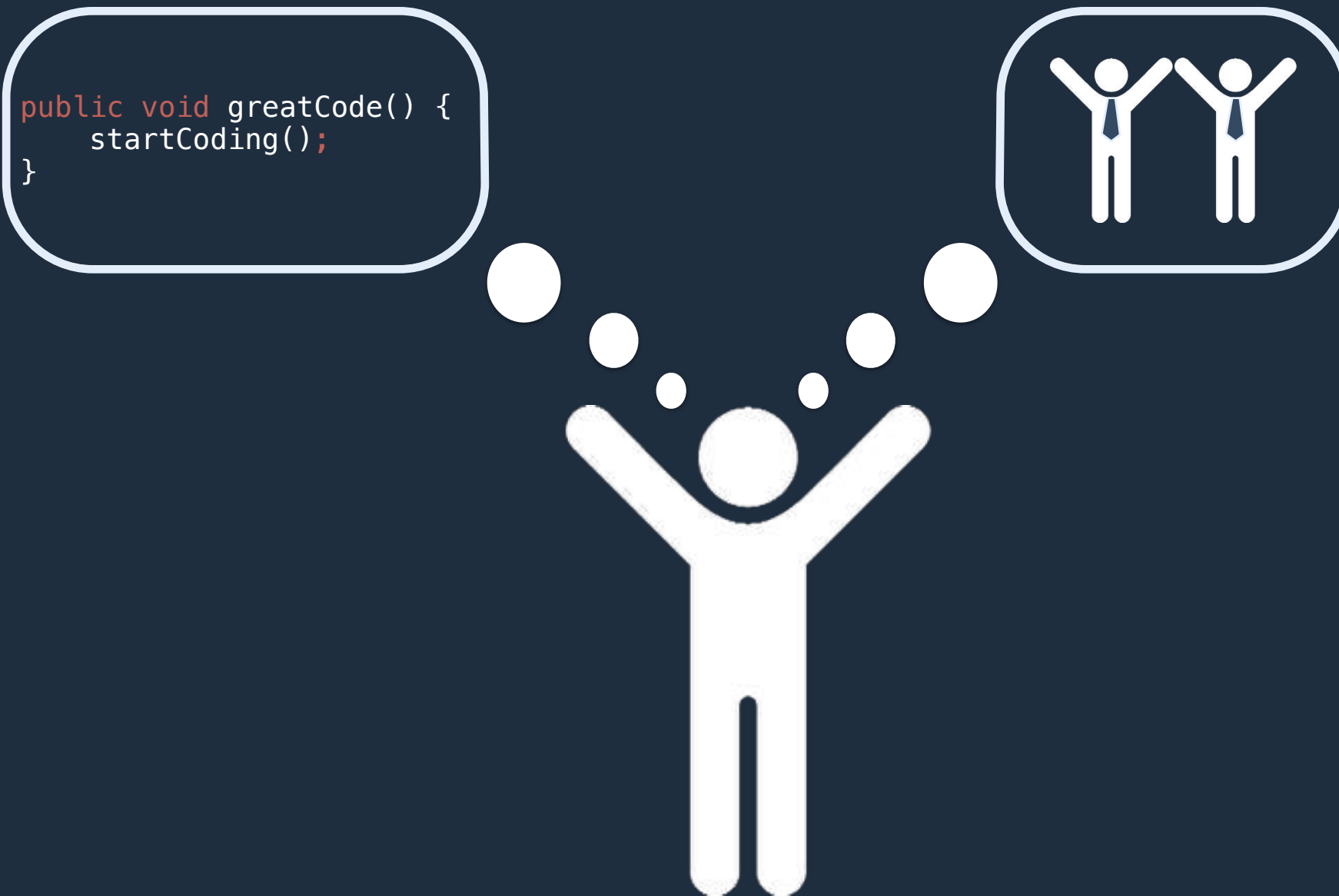


***BALANCE ARCHITECTURE WITH GTD***

*WRITE DOWN YOUR*  
***ENGINEERING VALUES***



SO YOU CAN REFER TO THEM



***BALANCE YOUR PASSION***

4

***CULTURE***

***OF***

***BEING ONE TEAM***

***12***

**12**

**NATURAL TEAM SIZE**

***150***

***150***

**DUNBAR'S NUMBER**



***150***



**MAINTAIN STABLE RELATIONSHIP**

**150+**

**ANONYMOUS WORK PLACES**



# ***SILLO PROBLEM***

# ***SILO PROBLEM***



***LEGAL***



***DEVELOPER***

***BRING PEOPLE → ← TOGETHER***



***LEGAL***

***DEVELOPER***





- 
- 
- 
- 
- 

Blog / 2013 / May / 21

# G'day. I'm Benjamin Humphrey :)

Watch Share Tools

10 Added by Benjamin Humphrey, last edited by Benjamin Humphrey on May 22, 2013 (view change) show comment

Some photos first, because everyone likes photos:

**INTRODUCE YOURSELF**



Me in San Francisco last year.





This is my car - 1976 fully restored Mini 1000. Unfortunately I had to leave it in New Zealand 😞




## SOME PERSONAL STUFF

As an extra treat, that's me playing some guitar with my friend [Kate Butson](#) - she's a great singer/songwriter.

I'll start with a little story from my first day. While I was waiting for Jade, this other chap sat down beside me, also a new recruit. The conversation between us went something like:



 **Justus Pendleton**  
Jesus, just imagine what he's like **after** he's had coffee 😊. Welcome to JIRA New Markets!  
Reply • Like • 4 people like this • May 21, 2013


 **Garret Heaton**  
Welcome aboard! Good luck with the apartment search. 😊  
Reply • Like • May 21, 2013


 **Steve Cross**  
Great! Welcome.  
Are you B1 or B2?  
Reply • Like • May 21, 2013

 **Benjamin Humphrey** **AUTHOR**  
I'm not sure that will ever be resolved.  
Reply • Like • Steve Cross likes this • May 22, 2013

 **Emily Posner**  
Welcome aboard, fellow designer! Great blog.  
Reply • Like • May 21, 2013

 **Denise Romero**  
Welcome to Atlassian! 😊  
Reply • Like • May 21, 2013

 **Eduardo Garcia**  
Welcome! And you're right, everyone loves photos 😊  
Reply • Like • May 21, 2013

 **Paul Slade**  
Sounds like its going to be one of those new starter lunches where they do all the talking - love it!!

START CONVERSATIONS

# *TRANSPARENCY*



*WINS*



*FAILS*



*DECISIONS*



*QUESTIONS*

# We won a design for experience award

Created and last modified by Jurgen Spangl yesterday at 11:35 PM



WIN!

Congratulations Atlassians. We just won our first [design award](#). What makes me especially proud is that we won in the category "Promoting Empathy for Users" and that it was a true cross-functional team achievement of Design, PM, Engineering, QA, Marketing, Support, Talent, ... . It's awesome to get the external recognition from the design community:

The judges were impressed with their enthusiasm for customers and, on a more granular level, their devotion to helping developers understand customers better. They also did a good job of providing examples of these things in action.

You can read the full article in the [UX Magazine – Announcing Winners in the International Design for Experience Awards](#) and our detailed submission at the [awards site](#).



# Why 20% is Broken and How we can Fix it

# FAIL!

Created by Nick Menere, last modified on Apr 04, 2013

This is a long post but I believe an important one. 20% is an emotion filled topic and one that raises its head every year or so. This blog post is an attempt to drill down into the real issues around 20% and even offer a possible solution. If you have opinions about 20%, either good or bad, please read.

First up - This is not a rebuttal of [Daz's excellent thought provoking blog post](#) from the other day. He raised some excellent points, but I am not sure it got to the bottom of why 20% is currently broken. 20% reluctantly given is not a long term solution to the problem.

## What is 20%

Lets throw "website" and "eac" definitions of "20% time" out the window and define what the real reasons for 20% are:

- **Crowd Sourced Ideas** - We got lots of big/creative brains. Lets use them. As we know, great ideas can come from anywhere. Not only for features but products as a whole.
- **Motivated/Happy Devs** - Devs will feel empowered, devs will take ownership, devs will be happier all round. It is also meant to bring variety into your work. This one is not hard to understand.
- **Marketing** - Let's be honest. As a company we LOVE saying that we give devs 20% time. And it has been a great marketing tool. Nearly all the devs that apply for Atlassian are aware of it, it is on our website, it is mentioned in tech write ups....
- **Investment** - For Atlassian, 20% time is a strategic investment. They are investing 20% of their employee's time hoping to get more than 20% of the employee's value out of them. Whether it is in the form of new ideas or more motivated/efficient use of time, if Atlassian is not getting at least 20% of its value from 20%, it is a bad investment.

## What 20% is NOT

- **Your time** - 20% Time is not "your time". It is still Atlassian's time and you should be working to add the most value to Atlassian that you can. You are still accountable to Atlassian, and in the future, share holders for this time.
- **Mandatory** - 20% should not be mandatory. If you believe you will be adding more value to Atlassian by doing roadmap work, you should be doing that.

## My History with 20%

I have been a keen observer and participant of 20% from the very first day it was introduced. I have been both a developer and a manager and I understand the frustrations on both sides. As a developer I have had many successful projects and even more unsuccessful ones. As a manager I overseen many devs completing successful projects and even more unsuccessful ones. I have seen all types of 20% time succeed and fail - "one day a week", "one week out of five", 20% weeks, Innovation Weeks, Innovation Teams, Incubators, ... I have been responsible for 3 overhauls in JIRA's 20% time with each showing initial improvements but then tapering off. I am now running the [JIRA Incubator](#) designed to help devs during innovation. I have interviewed devs, Team Leads, Product Managers & managers regarding 20% time and

# Technical Refactoring Proposals

Created by Shihab Hamid, last modified on Apr 12, 2012

These are just proposals for the time being. Feel free to add comments on pros/cons/disagreements or edit the page directly.

SUBJECT TO BE DISCUSSED

## Domain Model

Peggy has written up a good spec of our domain model and has recommended changes on [Rethinking Domain Model](#)

**Proposal:** model changes, including:

- Drop "deletable" on WorkItems
- Drop "description" on WorkItems
- Drop "statusText" on WorkItems
- Keep "notificationId" as WorkItems and Notifications may be linked
- Allow "pinned" flag for Notifications

## Internationalisation

Currently we are performing internationalisation on the client side.

- This isn't inherently bad, but it means that if we have more than one client (eg. a mobile view, mini view, mobile app, custom integration, etc) each client would need the i18n resource bundles and be responsible for message construction.

**Proposal:** Move internationalisation to the server.

- Store both Confluence and JIRA specific strings in the plugin - if there is a demand for it, we can later (after 1.0) think about the possibility of registering i18n bundles dynamically.
- Get rid of v1 and v2 bundles, v1 can degrade to title/description provided in the notification.
- Locale used for i18n should match how Confluence handles locale (eg. user pref).

## Read/unread State

Currently we store a marker to denote the last read notification.

- This means that we cannot interleave a list of read and unread notifications, which is something we want to be able to do in the near future.

**Proposal:** Store the read/unread state on each notification and use this in our clients.

- The actual product decision when to mark things as read and unread will be decided upon soon, but for now keep the existing behaviour of marking all items as read after the miniview has been closed.

What do you want to know? Ask question

QUESTION FOR THE WHOLE COMPANY!

Questions Topics Experts

What can we do to stop the culture of coming to work sick? Watch Share

Mike Fuller

66



As we get another email that someone has gone home with a serious respiratory infection. What can we do to stop people from thinking of coming to work sick? I return home to my pregnant wife and soon to be baby I'm sure there are plenty of people in the same boat as me and just don't want to think of the very serious consequences. I think team leads/managers should be aware of anyone in their teams that are showing flu symptoms and work to have them stay at home. Either to work from home or rest. If people won't make the decision to stay home themselves lets direct them out the door when they get here.

Source:

office sickness culture

Add comment • yesterday at 8:27 AM

Specifically on Whooping Cough – adults who associate with small children should get a booster vaccination. – Tom Davies • about 6 hours ago

7 answers

Eric Dalglish

24



The biggest A small change with a large effect that we could make is to not require a doctor's certificate if people are ill for more than 2 days. This is discussed further at Re: Australia - Leave Policy and Public Holidays.

Add comment • yesterday at 8:30 AM

RELATED QUESTIONS

Is there a definitive list of Atlassian office locations somewhere?

Can we make Jay Simons move upstairs for summer

Dang, it's hot. Can we get some big ass fans?

How to turn off alarm on 7th floor?

What made Atlassian an amazing place to work in 2013?

# ***TRANSPARENCY ENEMIES***





# ***TRANSPARENCY ENEMIES***



***CONNECT WITH THE TEAM***

***TEAM CHAT ROOMS***



# ***RECONNECT WITH THE TEAM***

***CHAT ROOM HISTORY***



# *CONNECT YOUR SYSTEMS*

*INTEGRATIONS & BOTS*



***CONNECT THE WHOLE  
ORGANIZATION***





Lobby

## ROOMS

- Ambassadors
- Getting Git Right Product Room
- Summit 2014 - Team Collaboration Spe...
- Portfolio Marketing

Football

## PEOPLE

- Sven Peters
- Ken Olofsen
- Ben Naftzger
- Jerome Bouchon
- Jens Schumacher
- Paul Blackwell
- Nicola Paolucci
- Stefan Saasen
- Samuel Le Berrigaud [Atlassian]
- Feico Mol
- Jose Morales
- Vivien Leong
- Matthew Coughlan
- Rudy Geronimo



## Football

This is real football - you know the kind where you use your feet. <https://extranet.atlassian.com/x/PwDgJ>

Ian Dick	I'd be up for a kick	Juni-30 01:48	<span style="color: green;">●</span> Ashley Valent
Ashley Valent	same	Juni-30 01:48	<span style="color: green;">●</span> Graeme Smith
Graeme Smith	If we find enough players we can have a muck around game. Probably need at least 8	Juni-30 01:48	<span style="color: green;">●</span> Ian Dick
Graeme Smith	I'd be up for a kick	Juni-30 01:48	<span style="color: green;">●</span> Shihab Hamid
Reed Johnson	ya, id bee keen	Juni-30 01:48	<span style="color: green;">●</span> Sven Peters
Vincent Kok [At...]	I'm in as well	Juni-30 01:48	<span style="color: orange;">●</span> Brenden Bain 4h 35m
Diego Berrueta	in	Juni-30 01:48	<span style="color: orange;">●</span> Diego Berrueta 14m
Eero Kaukonen	when is it?	Juni-30 01:50	<span style="color: orange;">●</span> Eero Kaukonen 3h 12m
Graeme Smith	11:30am	Juni-30 01:50	<span style="color: orange;">●</span> Jed Wesley-Smith 53m
Eero Kaukonen	hmm, we have our game at 1:30, so in practice it would mean no work today	Juni-30 01:51	<span style="color: orange;">●</span> Mauro Badii 2h 5m
Eero Kaukonen	I might be skipping it	Juni-30 01:51	<span style="color: orange;">●</span> Michael Minns 2h 40m
Michael Minns	I'd be in ,need to try and get some fitness back.	Juni-30 01:52	
Graeme Smith	ok, by my count we have 7 so far	Juni-30 01:52	
Xavier Sanchez	If you need 1 more to play, let me know and I'll play. If not I'm out...	Juni-30 01:53	
Sten Pittet	Keen too	Juni-30 01:54	
Graeme Smith	ok, Sten makes 8, so Xavi you don't have to come (even though we'd like you to 😊 )	Juni-30 01:55	
Xavier Sanchez	Let me know if in the end you are 9...	Juni-30 01:56	
Graeme Smith	Will do	Juni-30 01:58	

***TRANSPARENCY***

***BRING PEOPLE → ← TOGETHER***

# *TRANSPARENCY*

*REMOTE* → ← *OFFICE*

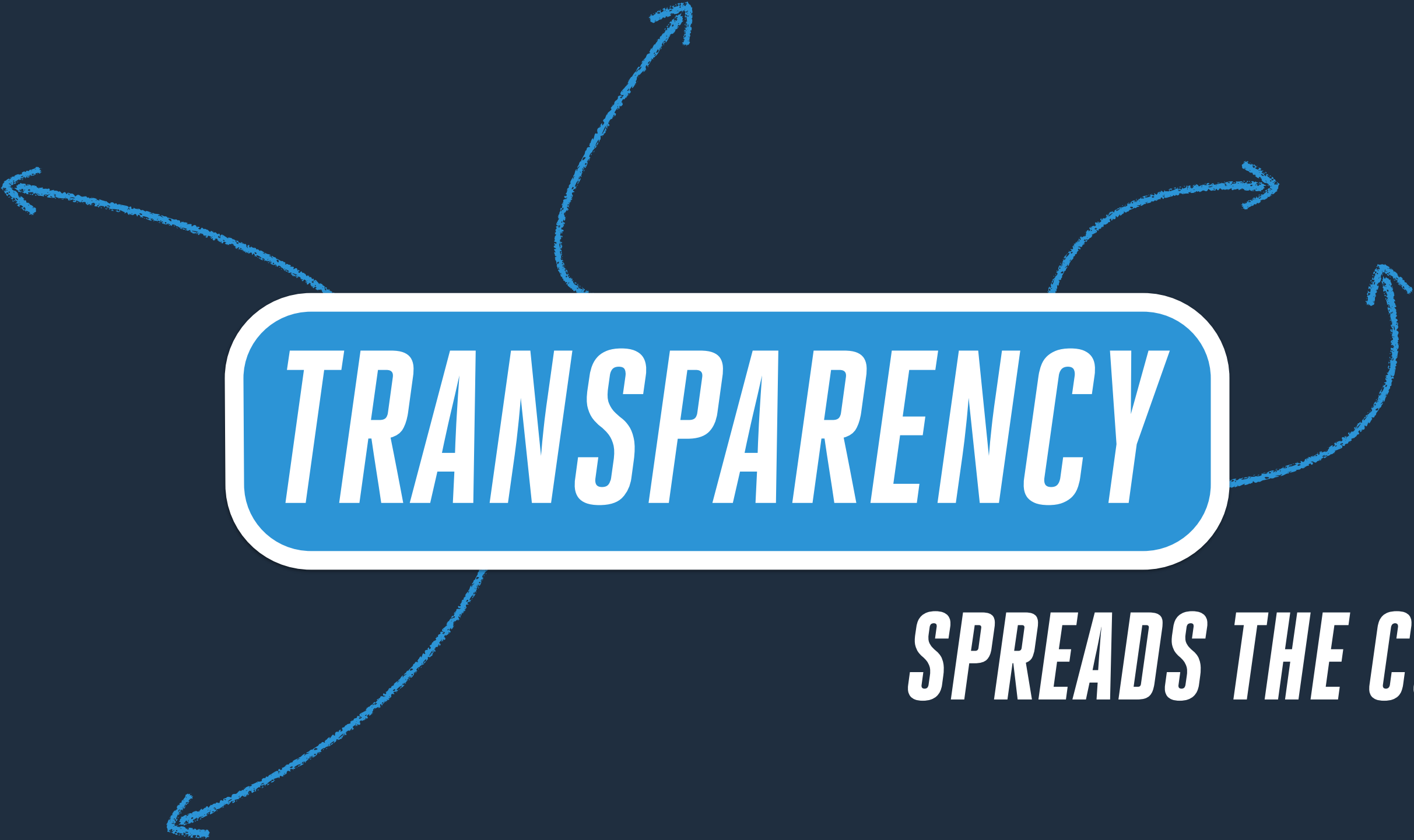


# *TRANSPARENCY*

*P*<sub>ACIFIC</sub> *S*<sub>TANDARD</sub> *T*<sub>IME</sub> → ← *C*<sub>ENTRAL</sub> *E*<sub>UROPEAN</sub> *T*<sub>IME</sub>

# *TRANSPARENCY*

*CFO* → ← *CODER*



***TRANSPARENCY***

***SPREADS THE CULTURE***



# *MEETINGS*



A large, empty conference room with a long, polished table and rows of chairs. The room is dimly lit, with light coming from windows on the right. In the background, a few people are standing near a presentation screen. The text "LESS PEOPLE" is overlaid in large, bold, blue letters across the center of the image.

***LESS PEOPLE***

# 2014-04-11 Persona Refresh kick-off meeting

Created by Shirley Zhuo, last modified on Apr 29, 2014

## Date

Apr 11, 2014 (Part 1)

April 29, 2014 (Part 2)

## Attendees

- @Ben Crothers
- @Tash Keuneman
- @Jay Rogers
- @Shirley Zhuo
- @Nat Jones
- @Ross Chaldecott

## Goals

- Determine scope of Persona Refresh project (up til end of May 2014).
- Set actionable steps and goals.
- Determine roles and responsibilities.

## Discussion items

Time	Item	Who	Notes
10 mins	Background and surfacing up knowledge: <b>"What's the problem and why are we refreshing the personas?"</b>  <b>What's the GOAL of this project?</b>		<i>Why are we refreshing the personas?</i>  The current Personas need to reflect more values, needs and goals: <ul style="list-style-type: none"> <li>• More well-rounded.</li> <li>• Simplify the behaviour to almost nothing then augment them with roles - Jay</li> </ul>

*SHARE RESULTS*

*IN A LIVING DOCUMENT*



# ***MAKER'S SCHEDULE***



# ***MANAGER'S SCHEDULE***





***INFORMAL MEETING SCHEDULE***

5

***CULTURE***

***THAT***

***SCALES***

***12***

***6-8***

**6-8**

**PROGRAMMING TEAM SIZE**



**DESIGNER**



**DESIGNER**



**DEVELOPER WITH  
DESIGN SKILLS**







**6-8**

**6-8**

**6-8**

***ONE PRODUCT***



***FRONT END***

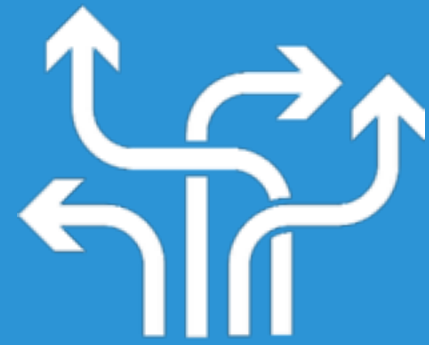


***PERFORMANCE***



***DATABASE***

***ONE PRODUCT***



***COORDINATION PROBLEMS***



***MISSING CUSTOMER RELATION***



~~**FRONT END**~~



~~**PERFORMANCE**~~



~~**DATABASE**~~

**6-8**

***EASY START***



**6-8**

***ENTERPRISE***



**6-8**

***DEVELOPER TEAMS***



**6-8**

**6-8**

**6-8**

DON'T USE A TOOL

USE TOOL X

**6-8**

DAILY MEETINGS

**6-8**

MEET WHEN NECESSARY

**6-8**

**6-8**

**6-8**

**6-8**

***AUTONOMY***



6-8

6-8

6-8



NEED SUPPORT



**CAN WE GET SUPPORT  
FROM YOUR TEAM?**

EXPERT  
↓

**YOU HAVE TO WAIT 2 SPRINTS  
WE HAVE DIFFERENT PRIORITIES**



**6-8**

**6-8**

**6-8**

JUST DO IT



*DOMOCRACY*

# *DOMOCRACY*

*AUTONOMY*

*TRUST*

# *DOMOCRACY*

*AUTONOMY*

*TRANSPARENCY*

*TRUST*



# Confluence Page Layouts Spec

Created by Sherif Mansour, last modified on Jan 28, 2014

## Goal

The main problems we want to solve are:


1. Make it intuitive for users to create basic page layouts
2. Make it easy to create and modify basic page layouts
3. Eliminate the need for {section} and {column} for basic page layouts

## Background & Strategic Fit

Whilst the section/column experience has improved in Confluence 4.0, it still isn't as WYSIWYG as we would like it to be. Page layouts takes us a step further in this direction, helping us differentiate the editing experience in Confluence from our competitors. In addition, page layouts will also make our lives easier in the future when we tackle the "in-position" editing use case (see "Other Notes" below).

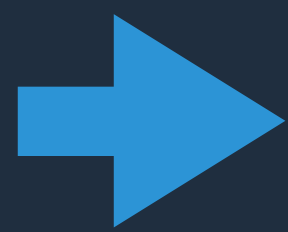
## Assumptions

- Most of this spec is driven off [@Agnes Ro](#)'s FedEx project.
- Some use cases for basic page layouts:
  - "Team Landing Pages"
  - "Project Home Pages"
  - "Default Space Homepage"
- Examples of existing page layouts:

Customer	Examples
Optus	<p>Here are some screenshots from the <a href="#">internal Optus Wiki</a> with some of their "team/project" landing pages. Some of these become more complex with nested layouts, some are basic:</p> <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;">  <p>3 Column Layout + No layout up the top and bottom</p> </div> <div style="text-align: center;">  <p>3 Column layout, different width</p> </div> <div style="text-align: center;">  <p>Two column layout + Four column nested layout (slightly more complex)</p> </div> </div>

# *CHANGING* ***OTHER PEOPLE'S CODE?***

THERE IS NOT SUCH THING



## ***CODE REVIEWS***

WHO'S THE BEST TO CHECK IT?



## Create Pull Request

### Source

STASH / stash

STASHDEV-5102-uppercas...

Charles O'Farrell committed [9a613ae](#) 4 days ago  
STASHDEV-5102 Add missing upgrade.xml

### Destination

STASH / stash

master

Xu-Heng Tjhin committed [944e2de](#) 2 days ago  
Merge pull request #2344 in STASH/stash from STASHDEV-5061-copybranch-noflash-fallback to master \* commit '5fdd21b88072911ee4ebacc3de29c40b44e...'

### Pull request details

Title

Description

\* STASHDEV-5102 Uppercase indexed JIRA keys for performance  
\* STASHDEV-5102 Use Locale US when converting to uppercase  
\* STASHDEV-5102 Add missing upgrade.xml

Reviewers

Michael Heemskerk

Suggestions: Charles O'Farrell, Bryan Turner, Pierre Etienne-Poirot, [Michael Studman](#)

Previously contributed to files that were modified.

AUTO  
SUGGEST  
REVIEWERS

PREVIOUSLY  
CHANGED  
FILES

# *DOMINOCRACY*

GIVES LIGHT WEIGHT CONTROL

*AUTONOMY*

*TRANSPARENCY*

*TRUST*

# *DOMOCRACY*

*SCALES BY KEEPING DEVELOPMENT SPEED*

*MAKE SURE **NEW** PEOPLE*

***FIT** INTO YOUR **CULTURE***

***BE PICKY!***

INSPECT CANDIDATES CAREFULLY





- ✓ PROGRAMMING
  - ✓ EXPERIENCE
  - ✓ PASSION
- BEER TEST
-



- ✓ PROGRAMMING
  - ✓ EXPERIENCE
  - ✓ PASSION
  - ✗ PAVEMENT TEST
- 

NO HIRE



✓ PROGRAMMING

✗ EXPERIENCE

✓ PASSION

✓ PAVEMENT TEST

---

HIRE



*HARD TO GET INTO A STRONG* **CULTURE**



A photograph of two children on a grassy field. One child is standing with their back to the camera, wearing a dark t-shirt with the number '7' on the back and dark pants. The other child is kneeling on the grass, wearing a dark t-shirt and dark pants, looking down. The background is a bright, overexposed outdoor setting.

***HAVING A  
BUDDY***

NEW ATLISSIAN

*BEER*  
**BIKE**

BEER



# ***THE FIRST DAY AT WORK***



**NOW DO SOMETHING  
AWESOME!**



BUT WE CAN HELP  
SPEED IT UP A BIT

***LEARNING FROM  
MAKING MISTAKES***



# *BOOTCAMP*

LOADING....



FIRST WEEKS



LESSONS BY  
EMPLOYEES

Class	Presenter	Target Audience	Details	Materials
AUI	<a href="#">@Ben Wong</a>	Engineering	ADG, AUI and how to develop for AUI. Suitable for developers who will be contributing to AUI or developing with AUI.	<a href="#">See links on class page</a>
Build System Overview	<a href="#">@Peter Leschev</a> <a href="#">@Cintia Calvo</a>	Engineering	Bamboo and Continuous integration overview. How we build stuff in Atlassian. How to get help with your builds. Problems with and improvements to the build system.	<a href="#">Bootcamp - Build System Overview</a>
Building with Heart and Balance: The Atlassian Community	<a href="#">@Robyn Dunn</a>	Everyone	Atlassian foundation and the social side of Atlassian.	
Concurrency 101	<a href="#">@Jed</a>	Engineering	Concurrency and parallelism: what is it, why does it matter and how to make it work in Java. The class consists of a 90 minute presentation, followed by a 30 minute practical.	<a href="#">Bootcamp - Concurrency 101 notes</a>
Dev Cycle for Confluence	TBA	Engineering	An introduction to the development cycle for Confluence. Useful if you're joining the Confluence team or you want to commit code to Confluence.	<a href="#">Dev Cycle for Confluence</a>
Intro to FishEye and optimal code reviews	<a href="#">@Geoff Crain</a>	Engineering	Showing off some of the more powerful features of FishEye, and an overview of what makes a good code review. Useful if you have never (really) used FishEye, or if you want to get the most out of your code review process (learning, teaching, producing your best code).	<a href="#">FishEye &amp; Crucible</a>
Dev Cycle for JIRA	<a href="#">@Andreas Knecht</a> <a href="#">@Marty Henderson</a>	Engineering	An introduction to the development cycle for JIRA. Useful if you're joining the JIRA team or you want to commit code to JIRA.	<a href="#">jiradevprocess.pdf</a> <a href="#">JIRA Development Handbook</a>
Dev Cycle and Architectural Overview for Atlassian OnDemand	<a href="#">@Robin Fernandes</a>	Engineering	An introduction to the development cycle for OnDemand. Useful if you're joining the OnDemand team or you want to commit code to an OnDemand service. Also useful for other developers who want to consider OnDemand while developing for their product (which is you).	<a href="#">OnDemand Bootcamp Presentation (keynote)</a>
Experience Canvas	<a href="#">@Karen Cross</a>	Everyone	The experience canvas is both an activity and an asset that ensures our work is user-centered, business-focused, and technically sound. It ensures that all of the activities you need to complete to reach quality standards and build great things are covered by the team.	<a href="#">Experience Canvas (SF)</a>

*HAVE THE CUSTOMER IN MIND*

*BE ONE TEAM*

*TRANSPARENCY*



# ***CULTURE***

*BALANCE YOUR PASSION*

*AUTONOMY & TRUST*





***CULTURE IS FLUFFY***

***BUT ALIVE***

*HAVE THE CUSTOMER IN MIND*

*BE ONE TEAM*

*TRANSPARENCY*



# ***CULTURE***

*BALANCE YOUR PASSION*

*AUTONOMY & TRUST*

*HAVE THE CUSTOMER IN MIND*

*BE ONE TEAM*



*OPEN COMPANY,  
NO BULLSHIT*

 **Atlassian**

# ***CULTURE***

*BALANCE YOUR PASSION*

*AUTONOMY & TRUST*

*HAVE THE CUSTOMER IN MIND*

*BE ONE TEAM*



*OPEN COMPANY,  
NO BULLSHIT*

# *CULTURE*

*BALANCE YOUR PASSION*



*BE THE CHANGE  
YOU SEEK*

*HAVE THE CUSTOMER IN MIND*



*PLAY, AS A TEAM*



# *CULTURE*



*OPEN COMPANY,  
NO BULLSHIT*

*BALANCE YOUR PASSION*



*BE THE CHANGE  
YOU SEEK*

*HAVE THE CUSTOMER IN MIND*



*PLAY, AS A TEAM*

 **Atlassian**

# ***CULTURE***



*OPEN COMPANY,  
NO BULLSHIT*



*BUILD WITH HEART & BALANCE*



*BE THE CHANGE  
YOU SEEK*



*DON'T #@!% THE CUSTOMER*



*PLAY, AS A TEAM*



# *CULTURE*



*OPEN COMPANY,  
NO BULLSHIT*



*BUILD WITH HEART & BALANCE*



*BE THE CHANGE  
YOU SEEK*



*DON'T #@!% THE CUSTOMER*



*PLAY, AS A TEAM*

 **Atlassian**



*OPEN COMPANY,  
NO BULLSHIT*

# VALUES



*BUILD WITH HEART & BALANCE*



*BE THE CHANGE  
YOU SEEK*



***VALUES***

***GIVES YOUR CULTURE STABILITY***



**REMININD PEOPLE**

***ONE MORE THING***

***PRODUCTS COME & GO***

**Ping**

**A social network for music**



***PRODUCTS COME & GO***

***CULTURE STAYS***



***THANKS***

**PARTY ONE**

*TONIGHT - GET YOUR TICKET*

*FIND SLIDES HERE*

*[svenpet.com/talks](https://svenpet.com/talks)*

 *[@svenpet](https://twitter.com/svenpet)*



***PICTURES***

<http://www.flickr.com/photos/38190880@N06/5736623377>  
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<http://www.flickr.com/photos/73491156@N00/2739212947/>  
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**MORE  
PICTURES**

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<https://www.flickr.com/photos/neilmoralee/7997543466/>  
<https://www.flickr.com/photos/neilmoralee/6924161862/>  
<https://www.flickr.com/photos/sangudo/11223036166>





***ICONS***

Arrows designed by Juan Pablo Bravo from the Noun Project  
Unlink designed by Bri Piccari from the Noun Project  
Money designed by Laurent Canivet from the Noun Project  
Happy designed by Tina Abi Hachem from the Noun Project  
Poop designed by Isabel Foo from the Noun Project  
Map designed by Mister Pixel from the Noun Project  
Ying Yang designed by Mister Pixel from the Noun Project  
Handle With Care designed by MarkieAnn Packer from the Noun Project  
Running designed by Kevin Laity from the Noun Project  
Winner designed by Juan Pablo Bravo from the Noun Project  
Skull designed by Tim Piper from the Noun Project



# ***MORE ICONS***

Speech Bubble designed by Erin Standley from the Noun Project  
Pointer designed by Evan MacDonald from the Noun Project  
Heartbreak designed by Luis Prado from the Noun Project  
Friends designed by Luis Prado from the Noun Project  
Graduate Cap designed by Diego Naive from the Noun Project  
Calendar designed by Laurent Patain from the Noun Project  
House designed by Lil Squid from the Noun Project  
Exercise designed by Ilya Melichenko from the Noun Project  
Teacher designed by visualiaBCN from the Noun Project  
Megaphone designed by Bram van Rijen from the Noun Project  
Google Car designed by Guillaume Berry from the Noun Project  
Robot designed by Rutmer Zijlstra from the Noun Project