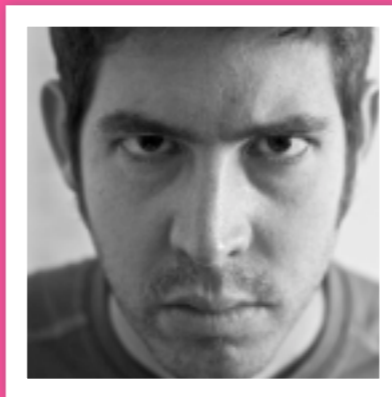




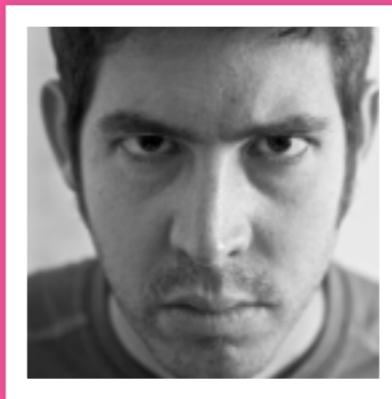
HOW
GITHUB
WORKS

THE
STORY
BEGINS
WITH

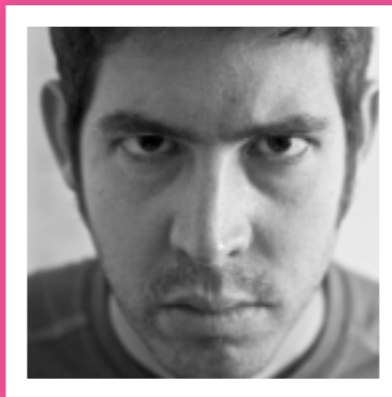
4 FOUNDERS IN A COFFEE SHOP



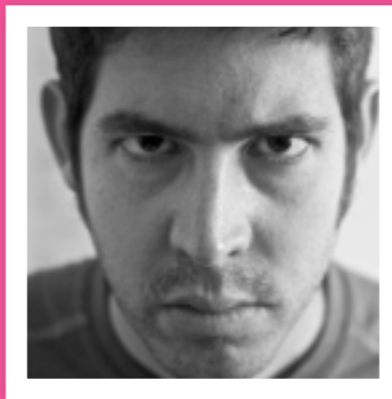
4 FOUNDERS IN A BAR



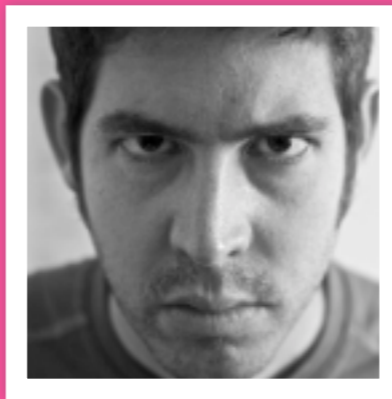
4 FOUNDERS IN A RESTAURANT



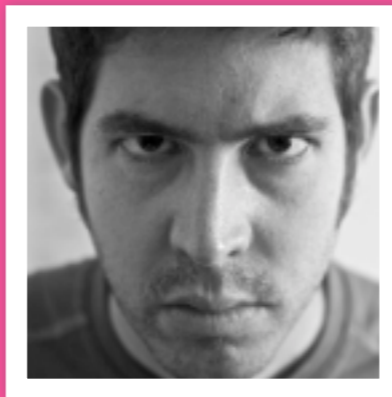
4 FOUNDERS IN A PLANE

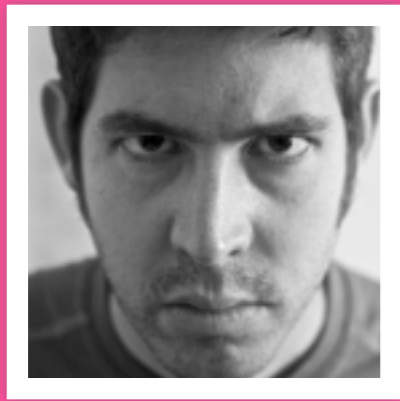


4 FOUNDERS IN A JAIL CELL

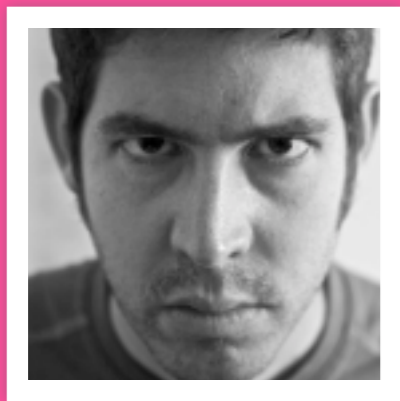


4 FOUNDERS IN A SOMEWHERE





NO OFFICE



HAD OTHER JOBS



THIS WAS THE START OF **github**

GITHUB WAS FORCED TO BE

DISTRIBUTED

FLEXIBLE

HAPPY

**TURNS OUT,
GREAT WAY TO WORK**

THIS TALK

IS KIND OF ABOUT

GITHUB

BUT IT'S REALLY ABOUT
IMPROVING YOUR COMPANY

@HOLMAN







HOW **GITHUB**
WORKS

[ZACHHOLMAN.COM/POSTS/HOW-GITHUB-WORKS](https://zachholman.com/posts/how-github-works)



..... HOURS ARE
BULLSHIT

WORKING

9.....TO.....5

DOES NOT WORK

CRAFTING CODE IS A
HUGELY CREATIVE ENDEAVOR

**YOU CAN'T FORCE
CREATIVITY TO HAPPEN
BETWEEN 9 AND 5.**

THE BEST SOLUTIONS HAPPEN WHEN
YOU'RE IN THE ZONE

OUR OFFICE

EARLY BIRDS
NIGHT OWLS
NINE-TO-FIVERS
INTERNATIONAL EMPLOYEES
TRAVELING EMPLOYEES

EMBRACE FLEXIBILITY



**WORKING LONG HOURS
ISN'T A BADGE OF HONOR**

**...IT'S A BADGE
OF FOOLISHNESS**

ALL-NIGHTERS ARE A RECIPE FOR
REDOING EVERYTHING AGAIN LATER

MARATHON CODE SESSIONS

DRAIN YOU MENTALLY
LEAD TO POOR CODE QUALITY
IMPACT FUTURE CODE

WE LET GITHUBBERS WORK

WHEREVER AND WHENEVER

THEY WANT TO WORK

WE WANT TO GET

THE BEST WORK

FROM OUR EMPLOYEES

THAT HAPPENS WHEN THEY ARE

HAPPY, FRESH, AND CREATIVE

FAMILIES



github



@MADDOX
NEW DAD, MAY 26



@MOJOMBO
NEW DAD, **SOON**



@XPAULBETTSX
NEW DAD LATE 2012



@BETHNEWLAND
NEW MOM 2012ISH



GITHUB
FAMILY

BE A FAMILY COMPANY

**BEING LESS HOUR-CENTRIC =
MORE FAMILY-FRIENDLY**

HAPPY FAMILIES,
HAPPY COWORKERS

HAPPY COWORKERS,
PRODUCTIVE COMPANIES

TRUST
YOUR EMPLOYEES

YOU HIRED THEM, AFTER ALL

TRUST EMPLOYEES,
HELP THEM OUT,
THEN **VERIFY** THEY'RE DOING THE WORK.

THIS REQUIRES COMMUNICATION

ARE THEY COMMITTING?

ARE THEY PARTICIPATING?

WHAT'S THEIR CODE LOOK LIKE?

HOURS ARE BULLSHIT

WORRY ABOUT GOOD WORK



BE

ASYNCHRONOUS

ASYNCHRONOUS

A DISTRIBUTED WAY OF GETTING THINGS DONE



GEOGRAPHICALLY-DISTRIBUTED



ATTENTION-AWARE



TEAM-ORIENTED



MINIMAL PROCESS



★ SAN FRANCISCO

GITHUBHQ



Turns out,
the world is larger than
just **San Francisco.**



WE WANT TO HIRE THE BEST



DISTRIBUTED WORK
NEEDS TO BE A PRIORITY FOR US



FLEXIBLE HOURS
HELP WITH **FLEXIBLE LOCATION** 

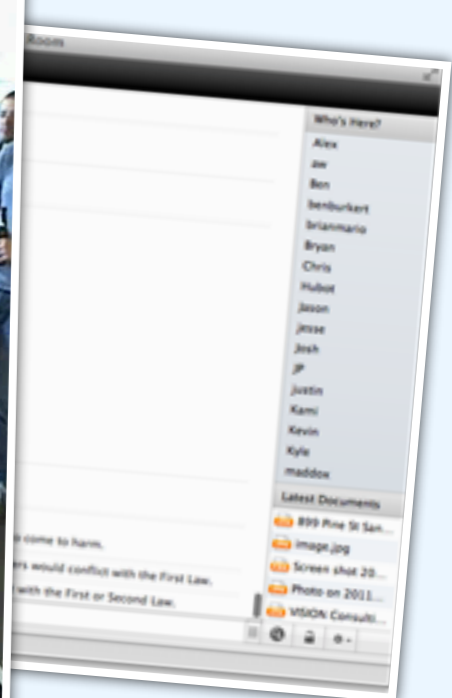
LIMIT REQUIRED IN-PERSON CONTACT



FACETIME



BEER:30



CHAT



RECORDED TALKS

SUMMIT 2010



SUMMIT 2011



GITHUB SUMMIT 2012



GET PEOPLE
MEETING IN
REAL-LIFE!

ENCOURAGE
STRUCTURED TEAM BUILDING



GEOGRAPHICALLY-DISTRIBUTED



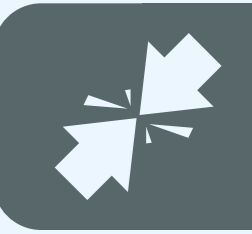
ATTENTION-AWARE



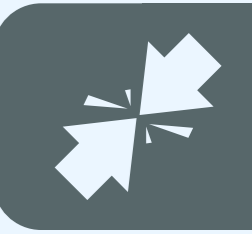
TEAM-ORIENTED



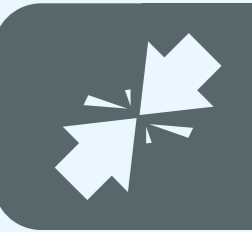
MINIMAL PROCESS



WE WANT DEVELOPERS
IN THE ZONE™

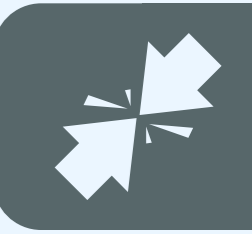


MINIMIZE DISTRACTIONS
THE ZONE IS DIFFICULT TO RE-ENTER

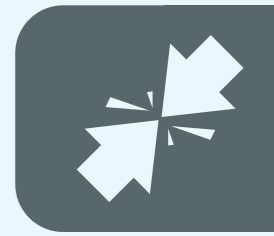


NO TECHNICAL MEETINGS

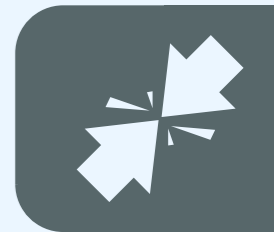
NO STANDUP, DAILY, OR PLANNING MEETINGS



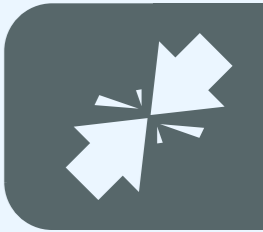
NO IN-PERSON DISTRACTIONS
INSTEAD, PING OVER CHAT



NO MANAGERS
THEY JUST DISTRACT



WE CAN WORK THIS WAY BECAUSE:



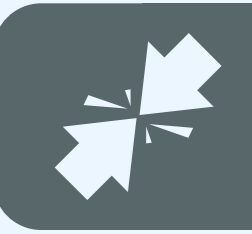
PRODUCT
COMPANY

DOGFOOD

FULL
OWNERSHIP

PROFITABLE

github



EACH COMPANY IS DIFFERENT
FIND OUT WHAT WORKS BEST FOR YOURS



GEOGRAPHICALLY-DISTRIBUTED



ATTENTION-AWARE



TEAM-ORIENTED



MINIMAL PROCESS



github

TEAMS

github:mac

github:help

github:shop

github:enterprise

github:gist

github:[redacted]

github:[redacted]

github:pages



SMALL TEAMS LET YOU MOVE
QUICKLY & INDEPENDENTLY



30 ≠ ROOMS:

THE DANGER ROOM
THE SERIOUS ROOM
THE ENTERPRISE ROOM
THE DESIGN ROOM
THE SUPPORT ROOM
THE INTERNAL ROOM
THE NATIVE ROOM
THE (REDACTED) ROOM
THE MOBILE ROOM
THE OPS ROOM
THE NOTICES ROOM
THE (REDACTED) RO



SMALL TEAMS LET YOU
FOCUS



GEOGRAPHICALLY-DISTRIBUTED



ATTENTION-AWARE



TEAM-ORIENTED

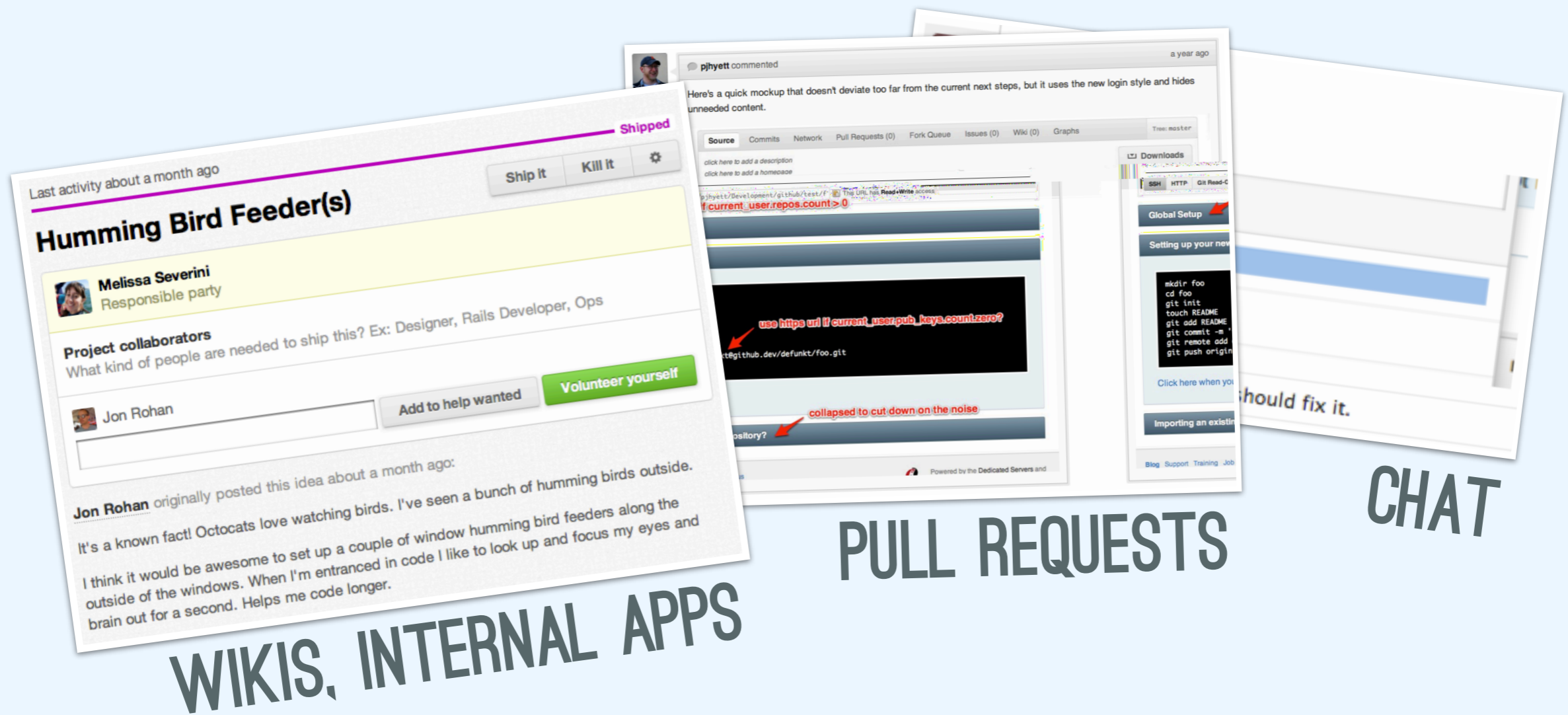


MINIMAL PROCESS

HOW DO WE ACTUALLY DO ALL THIS?

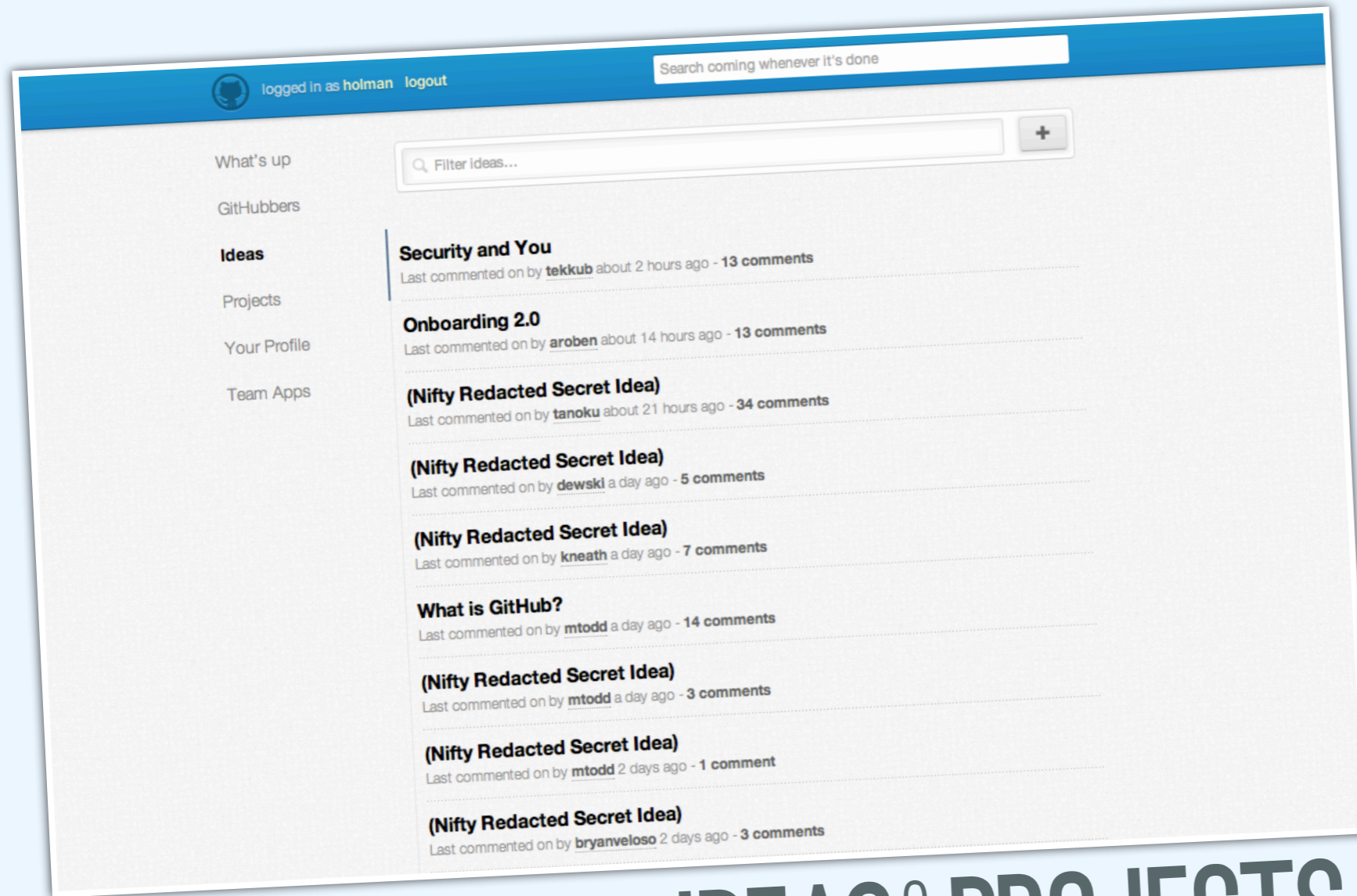
PLAN - BUILD - SHIP

SHOW IT AS SOON AS POSSIBLE

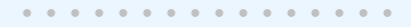


MAKE IT OKAY TO SAY "NO"

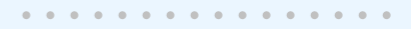
PLAN



EVERYONE CONTRIBUTES



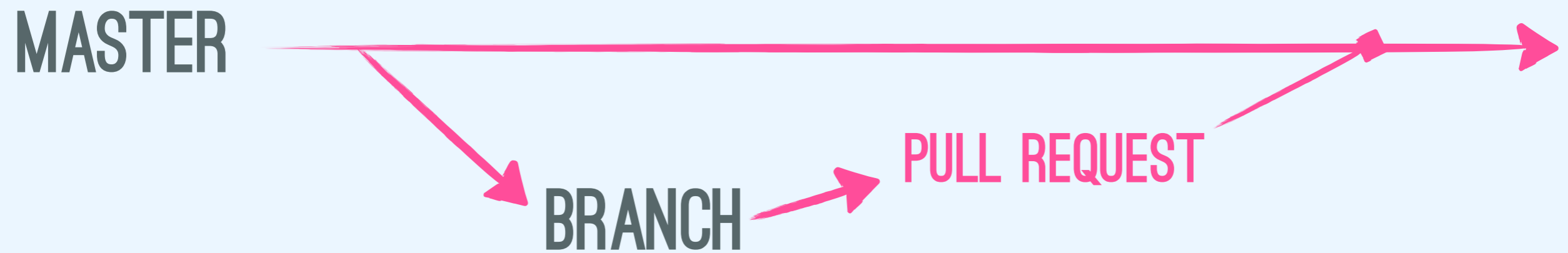
SEE STATUS UPDATES



AVOID ABANDONMENT

IDEAS&PROJECTS

SIMPLE BRANCHING



SIMPLE BRANCHING

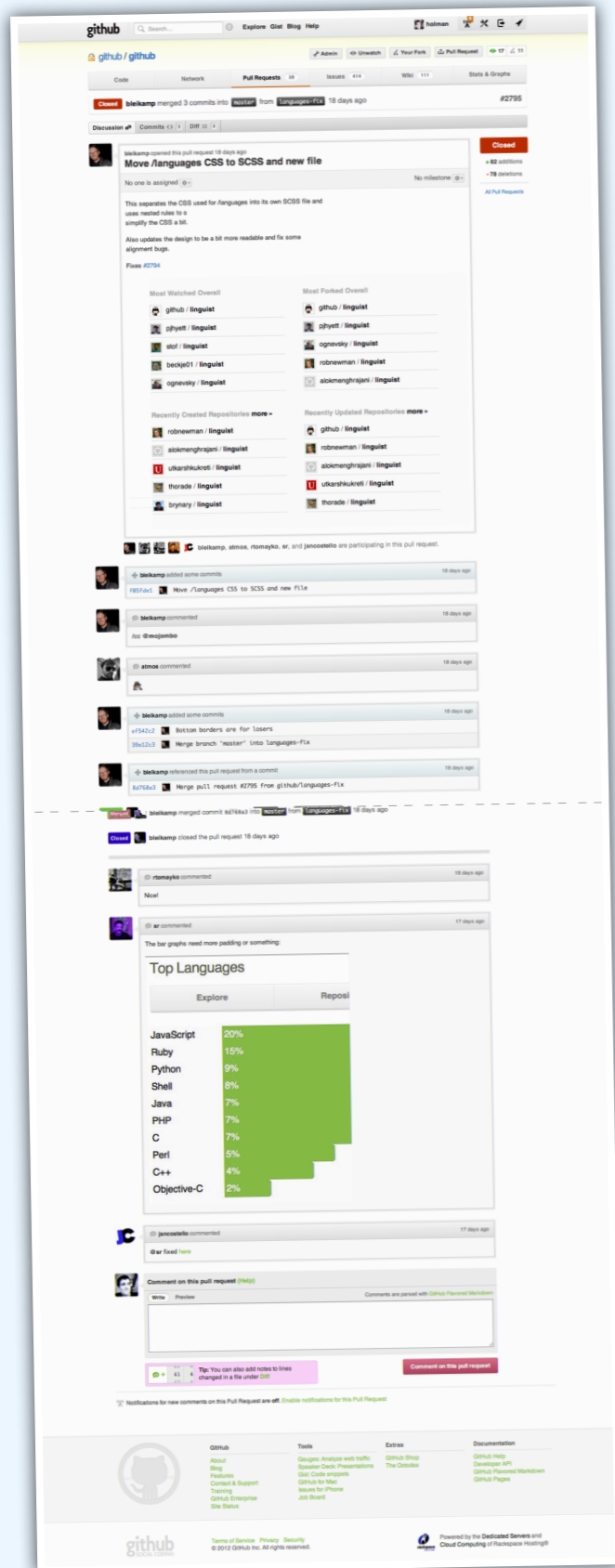
DESIGNER FRIENDLY
("NON-TECHNICAL")

SIMPLE BRANCHING

SIMPLE ROLLBACK

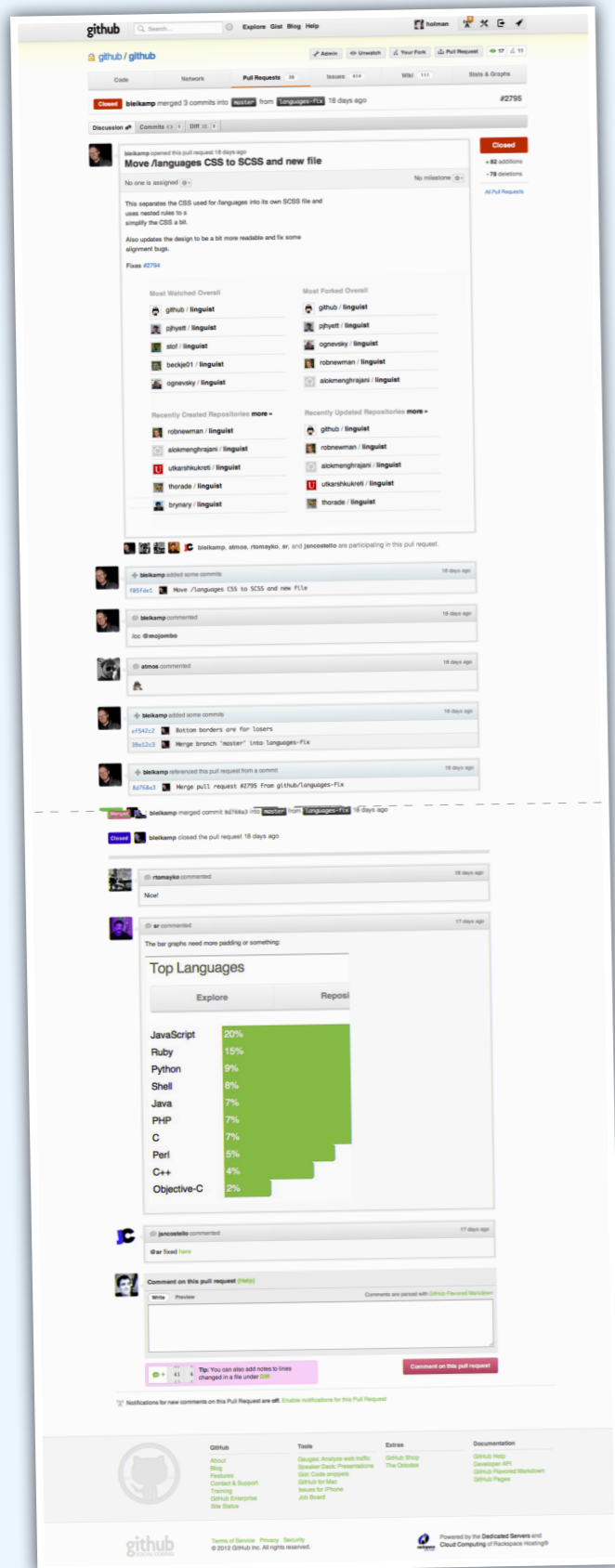
PARTIAL DEPLOYS

- STAFF-ONLY
- SPECIFIC SERVERS
- SPECIFIC PROCESSES



PULL REQUESTS ARE
DISCUSSIONS

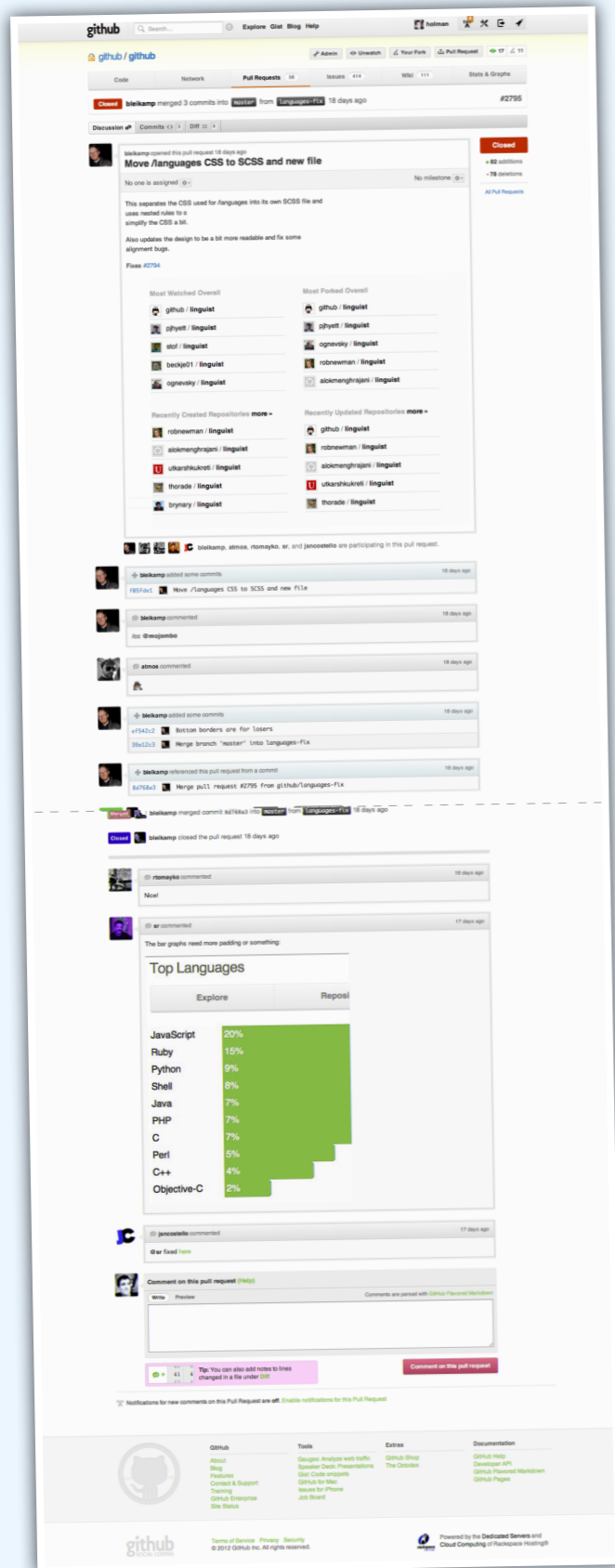
THAT IMPROVE
CODE QUALITY



PUSH BRANCH
 GET FEEDBACK
 MAKE IMPROVEMENTS
 MERGE BRANCH

BUILD

31



ASYNCHRONOUS, NON-INVASIVE
EXTREMELY VISIBLE FOR YOUR ORG
ONE-CLICK MERGE BUTTON
REPLACES TRADITIONAL CODE REVIEW

SHIP



SUPER**FAST**TESTS



14000 ASSERTIONS IN
200 **SECONDS**

(STILL NOT FAST ENOUGH)



A SLOW TEST IS
A REGRESSION

YOU DON'T NEED DISTRACTIONS

**YOU DON'T NEED TO BE
IN THE SAME COUNTRY**

**YOU REALLY DON'T
NEED A LOT OF
PROCESS**



OPTIMIZE FOR
HAPPINESS

EMPLOYEES

83

EMPLOYEES WHO HAVE LEFT

0

github

THIS REQUIRES

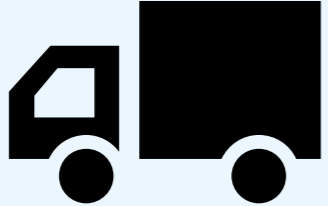
A HAPPINESS-ORIENTED WORKPLACE

EMPLOYEE BURNOUT

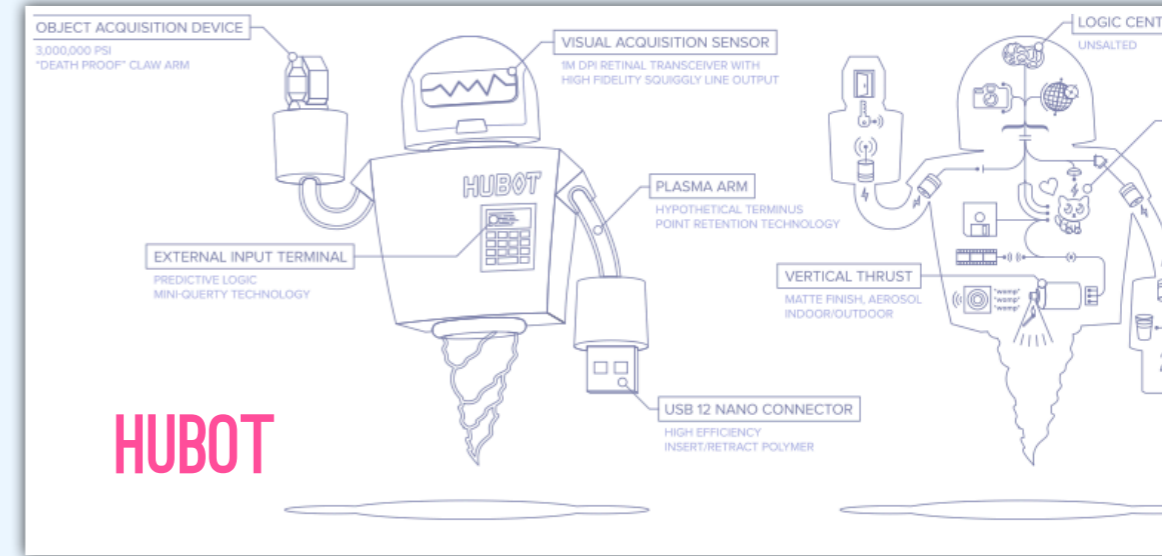
LEADS TO UNHAPPINESS AND TO LEAVING

EXPLORATION 

FREEDOM 

 SELF-DIRECTION

EXPLORATION



SHARED SIDE PROJECTS

INTERNAL APPS

PLAY



EXPLORATION 

KEEP EVERYONE LEARNING

KINDLES&EBOOKS

ARDUINO LESSONS

SPANISH TUTORING

EXPLORATION 

NETWORKING

ACCEPTED TO SPEAK AT A CONFERENCE?
GITHUB PAYS FOR YOU AND A TRAVEL BUDDY

MARKETING FOR GITHUB

DRINKUPS, YOUR TALK

MEET PEOPLE

POTENTIAL HIRES, SOCIALIZING IS FUN

EXPLORATION 

BURNOUT HAPPENS WHEN YOU'RE NOT
PERSONALLY GROWING

FREEDOM 

NO SET HOURS

FREEDOM 

NO MANAGERS

FREEDOM 

NO MEETINGS

FREEDOM 

NO NEED TO BE IN OFFICE

NO VACATION TRACKING

 SELF-DIRECTION

WORK ON
THINGS THAT INTEREST YOU

SELF-DIRECTION

WE HAVE TEAMS, BUT TEAMS SHOULD BE
EASY TO MOVE BETWEEN

KEEP YOUR EMPLOYEES

REALLY
REALLY
REALLY
HAPPY



**BE
FLEXIBLE**



BUILD A COMPANY
YOU WANT TO WORK FOR



PUSH FOR
HAPPINESS



THANKS.



ZACHHOLMAN

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