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Open Salaries

from employees to managing partners

Alexey Voronin / ScrumTrek

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About me

- Managing Partner / Agile Trainer & Coach at **ScrumTrek**
- Producer of Agile Days & Agile Business Conference
- Certified ICAgile Trainer (Agility in the Enterprise, ICAgile Professional, Agile Project Management ...)

ag;)e days

Agile Business Conference 2018

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What is ScrumTrek?

—Established in 2007

—Largest Agile consulting company in Russia

—40+ employees

octoberry

work & play

RocketSiebel
The New Way Of Enterprise CRM Development

"Вы не обязаны меняться. Внедрение - дело добровольное."
Э.Деминг
ScrumTrek
I'm agile
@HOLI_ART

Райффайзен БАНК
БОРЛАС
Яндекс Трекер
Deutsche Bank
ГАЗПРОМ
SIEMENS
ivi
qiwi
КОЛО МПА
ag,je
dags

ag;le
days

Our clients

SBERBANK

Avito

GAZPROM
NEFT

Severstal

BMW
Financial Services

SOKOLOV
JEWELRY

Volkswagen Financial Services

KASPERSKY lab

Yandex

VTB

semrush

Alfa-Bank

Beeline™

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But three years ago…

—We were a small company of 6 people

—We started to grow rapidly - 12 people over 3 month

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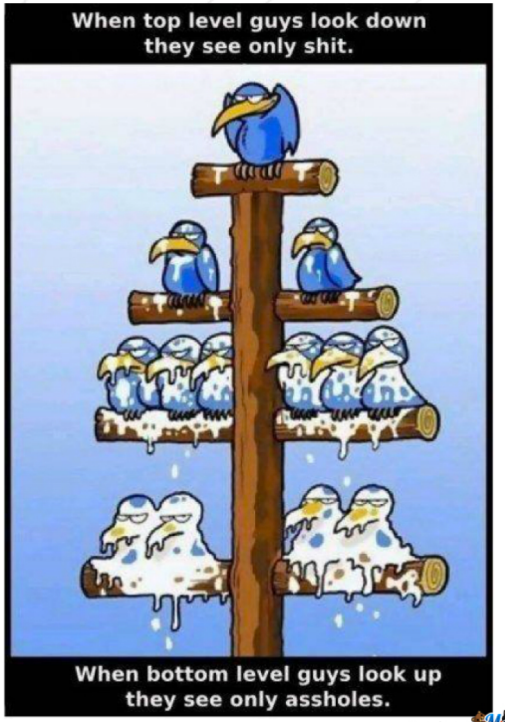
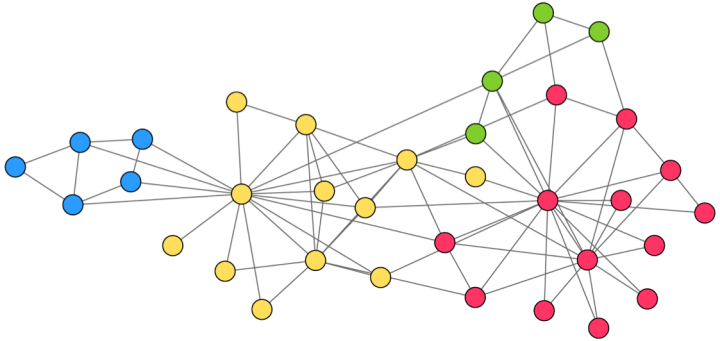
What could a solution be?



Or



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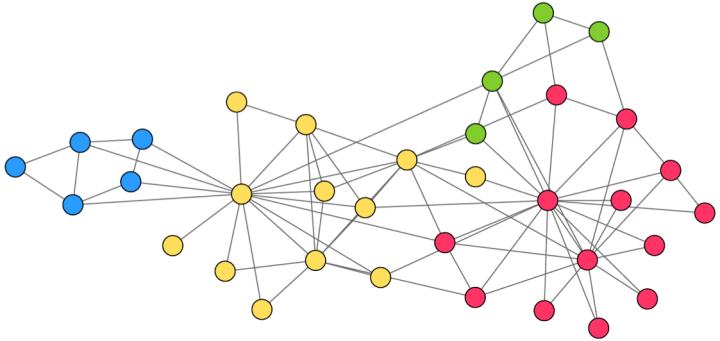
We decided to…

—Decentralize management function

—Empower employees



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We thought that …

- To manage you need an information about what you want to manage
- Therefore, if we want to empower our people to manage our company we will need…
- To open all information (including financial) to all employees in our company
- But the most dangerous is to open … salaries to all ;)

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Suppose you opened salaries. What will the result be?

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How we could prevent this?

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We decided to …

—Align salary expectations

—Remove unfairness in salaries

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Preparation Stage

ID	Surname	Name	I know that they earn that amount of money	I think that they need to earn that amount of money	Comme
1		Сергей			
2		Марина			
3		Алексей			
4		Алексей			
5		Иван			
6		Алексей			
7		Анна			
8		Анатолий			
9		Сергей			
10		Анастасия			
11		Анна			
12		Алексей			
13		Сергей			
14		Дарья			
15		Василий			

Rules and Roles

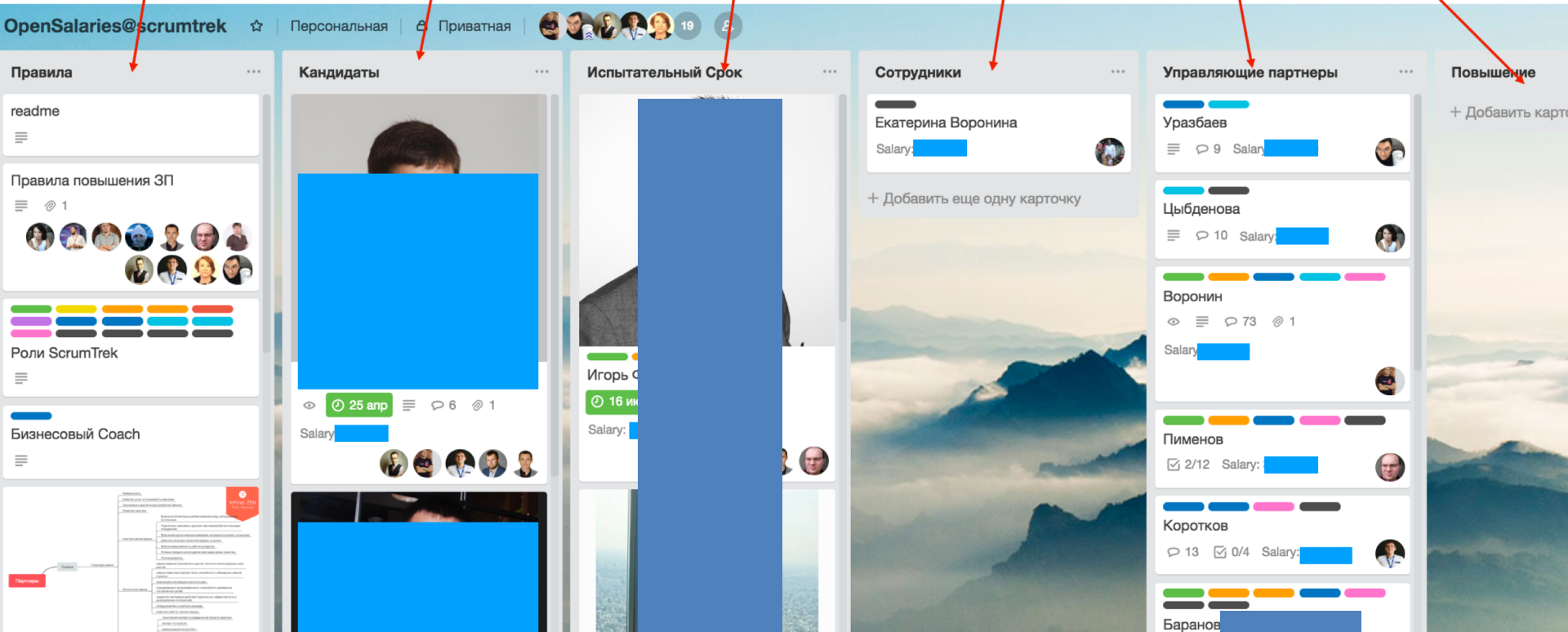
Candidates for hiring

Trial period

Employees

Managing Partners (profit sharing)

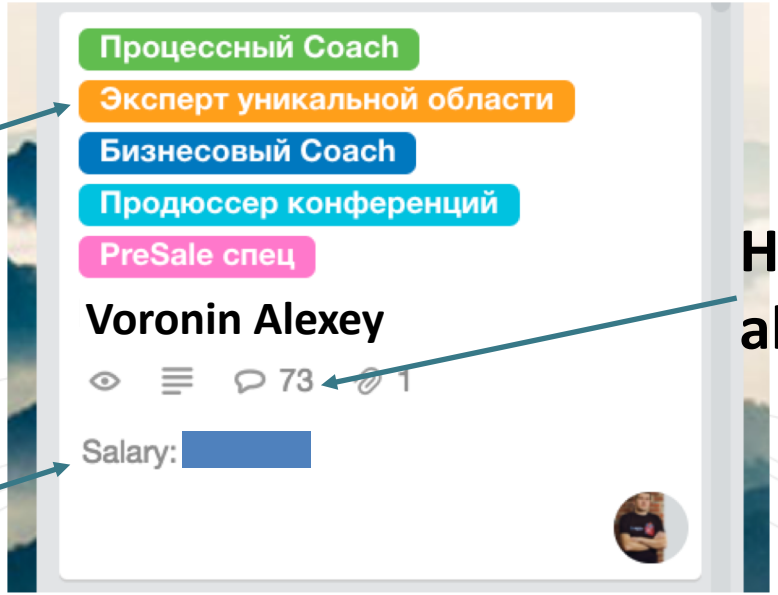
Salary increase requests



Employee Card

Roles

Salary Level



Hot discussions about the salary ;)

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Salary increase process

—Everyone can request a salary increase for anybody

—Requester must provide a salary increase explanation

—Everyone can give a feedback about the salary increase

—The increase will be done if more than 50% of people voted for and nobody voted against

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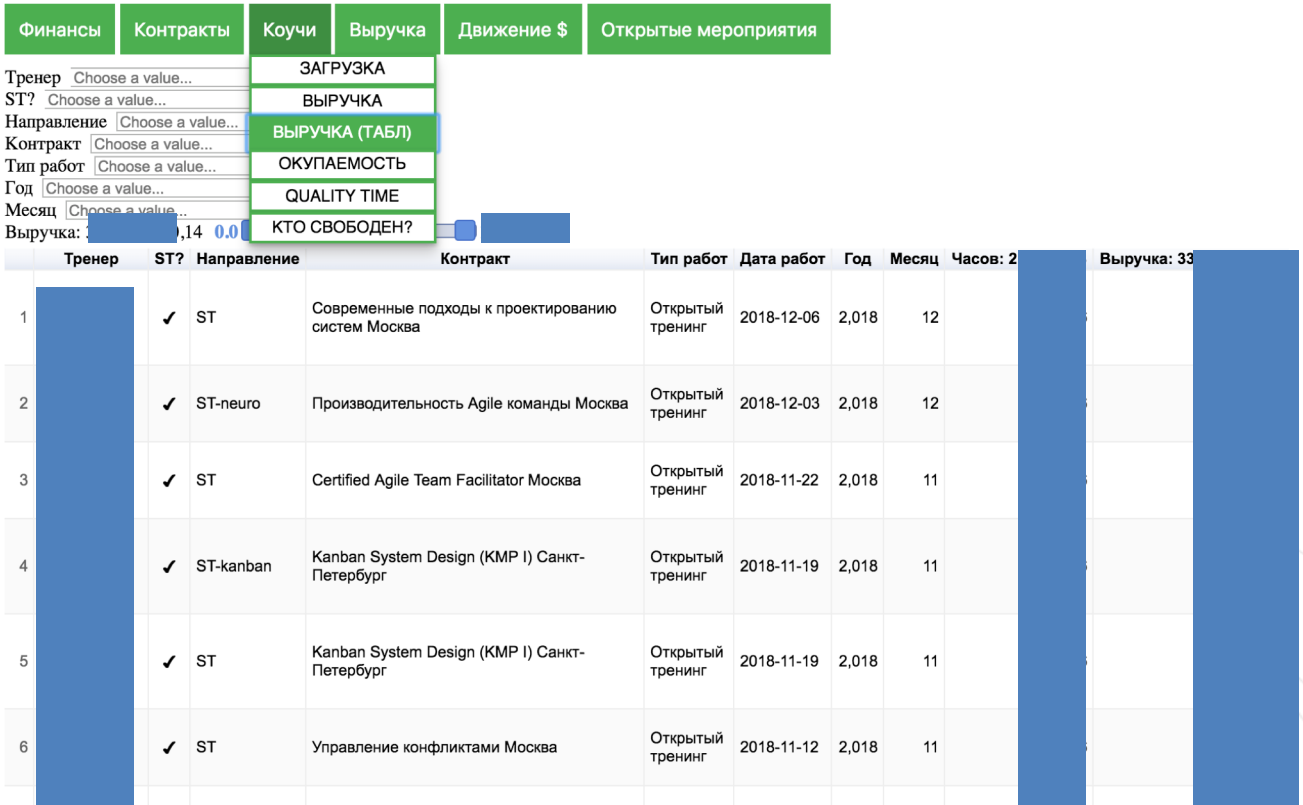
What we did next?

Opened financial information



	Тренер	ST?	Направление	Контракт	Тип работ	Дата работ	Год	Месяц	Часов: 2	Выручка: 33
1		✓	ST	Современные подходы к проектированию систем Москва	Открытый тренинг	2018-12-06	2,018	12		
2		✓	ST-neuro	Производительность Agile команды Москва	Открытый тренинг	2018-12-03	2,018	12		
3		✓	ST	Certified Agile Team Facilitator Москва	Открытый тренинг	2018-11-22	2,018	11		
4		✓	ST-kanban	Kanban System Design (KMP I) Санкт-Петербург	Открытый тренинг	2018-11-19	2,018	11		
5		✓	ST	Kanban System Design (KMP I) Санкт-Петербург	Открытый тренинг	2018-11-19	2,018	11		
6		✓	ST	Управление конфликтами Москва	Открытый тренинг	2018-11-12	2,018	11		

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And next?

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Advice Process

- Everyone can create and implement any initiative in the company (hire somebody, attend a conference, spend their time developing a new product …)
- Nobody (except CFO) can block your decision
- But!!!! You need to ask for a feedback from several people in the company and do it transparently on special board

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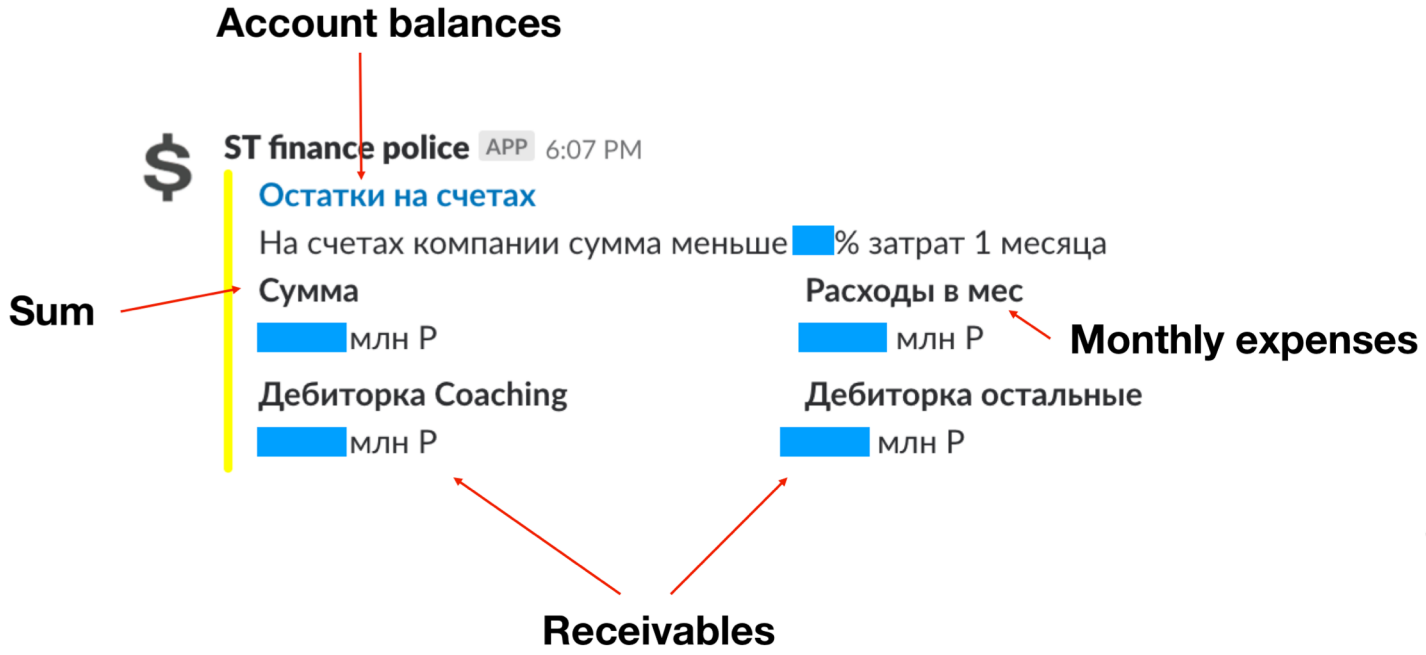
Automated financial informing



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What do we have in results?

—We have 40+ employees and no managers - that’s very cheap by the way ;)

—Only 1 man left ScrumTrek during 3 years

—We have developed more 40 new customer products (trainings, digital-services, conferences etc) over 2 years

—And some of them are conceptually new products for our market (okademy.ru, scrumtrek.online, pimpmy.team, …)

—Now we see ScrumTrek as a platform for creative people to create something amazing

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https://blog.lunarlogic.io/2015/open-salaries-how/

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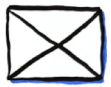

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agileinjection