



Open Salaries

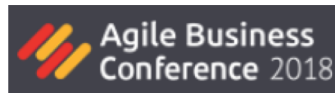
from employees to managing partners

Alexey Voronin / ScrumTrek

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 ...)





What is ScrumTrek?

- Established in 2007
- Largest Agile consulting company in Russia
- 40+ employees



octoberberry



RocketSiebel
The New Way Of Enterprise CRM Development



Вм не обзаны
испытать
Вот такое, даю
допрощение.
А. Дениз

ScrumTrek
1'm agile



Planning Poker





ag;e
days



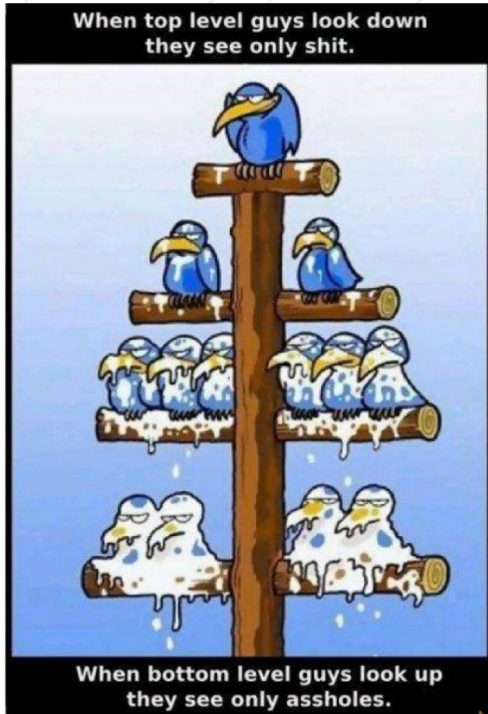
Our clients



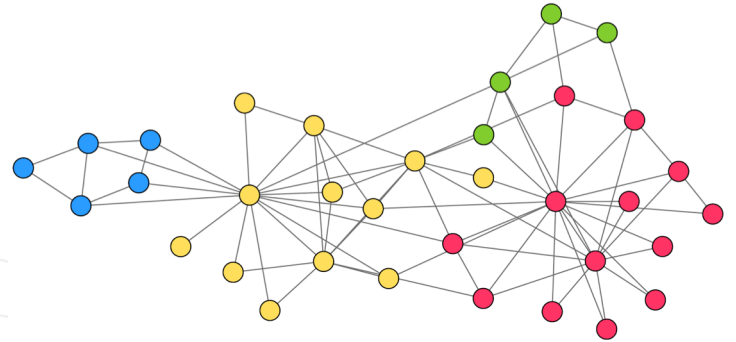
But three years ago...

- We were a small company of 6 people
- We started to grow rapidly - 12 people over 3 month

What could a solution be?

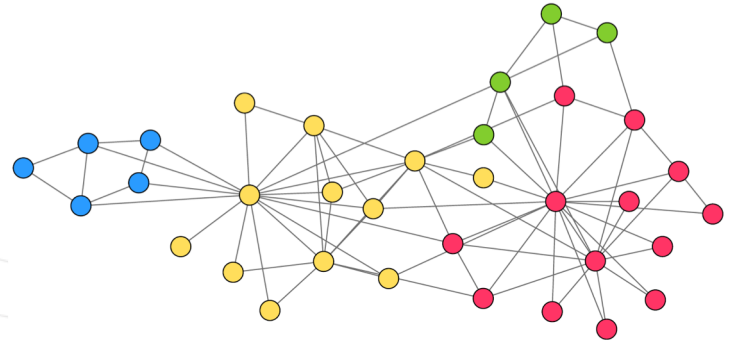


Or



We decided to...

- Decentralize management function
- Empower employees



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 ;)

**Suppose you opened salaries.
What will the result be?**



How we could prevent this?

We decided to ...

- Align salary expectations
- Remove unfairness in salaries

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			

Candidates for hiring

Rules and Roles

Trial period

Managing Partners (profit sharing)

Employees

Salary increase requests

The screenshot shows the OpenSalaries@scrumtrek application interface. At the top, there is a navigation bar with the text "OpenSalaries@scrumtrek" and a star icon, followed by "Персональная" and "Приватная" tabs. Below the navigation bar, there are several panels:

- Правила (Rules):** Contains a "readme" section and "Правила повышения ЗП" (Salary Increase Rules) with a list of 10 profile icons.
- Роли ScrumTrek (Roles):** A section with a list of colored bars representing different roles.
- Бизнесовый Coach (Business Coach):** A section with a list of profile icons.
- Кандидаты (Candidates):** A panel showing a list of candidates. The first candidate is partially visible with a blue redaction box. Below the name, there is a green badge with "25 апр", a list of 6 profile icons, and a "Salary" field with a blue redaction box.
- Испытательный Срок (Trial Period):** A panel showing a list of candidates. The first candidate is partially visible with a blue redaction box. Below the name, there is a green badge with "16 ию", a list of 1 profile icon, and a "Salary" field with a blue redaction box.
- Сотрудники (Employees):** A panel showing a list of employees. The first employee is "Екатерина Воронина" with a "Salary" field and a blue redaction box. Below the name, there is a "+ Добавить еще одну карточку" (Add another card) button.
- Управляющие партнеры (Managing Partners):** A panel showing a list of managing partners. The first partner is "Уразбаев" with a "Salary" field and a blue redaction box. Below the name, there is a "+ Добавить еще одну карточку" (Add another card) button.
- Повышение (Salary Increase):** A panel showing a list of salary increase requests. The first request is partially visible with a blue redaction box. Below the name, there is a "+ Добавить карточку" (Add card) button.

Red arrows point from the text labels above to the corresponding sections in the application interface.

Employee Card

Roles

Процессный Coach

Эксперт уникальной области

Бизнесовый Coach

Продюссер конференций

PreSale спец

Voronin Alexey

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Salary: 

**Hot discussions
about the salary ;)**

Salary Level



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

What we did next?

Opened financial information

Финансы		Контракты		Коучи	Выручка	Движение \$	Открытые мероприятия					
Тренер	Choose a value...			ЗАГРУЗКА								
ST?	Choose a value...			ВЫРУЧКА								
Направление	Choose a value...			ВЫРУЧКА (ТАБЛ)								
Контракт	Choose a value...			ОКУПАЕМОСТЬ								
Тип работ	Choose a value...			QUALITY TIME								
Год	Choose a value...			КТО СВОБОДЕН?								
Месяц	Choose a value...											
Выручка:	14	0.0										
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-неуго	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					

And next?

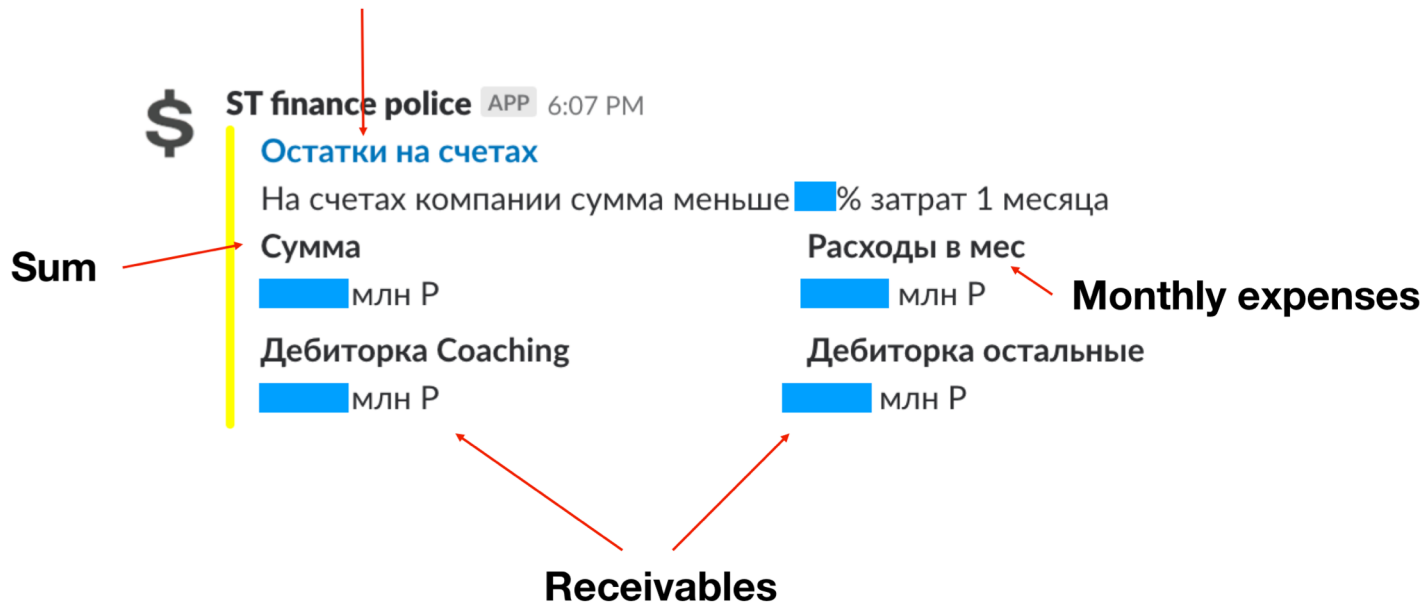
Advice Process

- 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



Automated financial informing

Account balances



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



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

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 agileinjection