



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



Prvi na odgovorni
učestvovati
Budućnost: Dalo
Doprinositi
3D Down

Scrumrek
Im agije



Planning Form





ag;e
days



Our clients

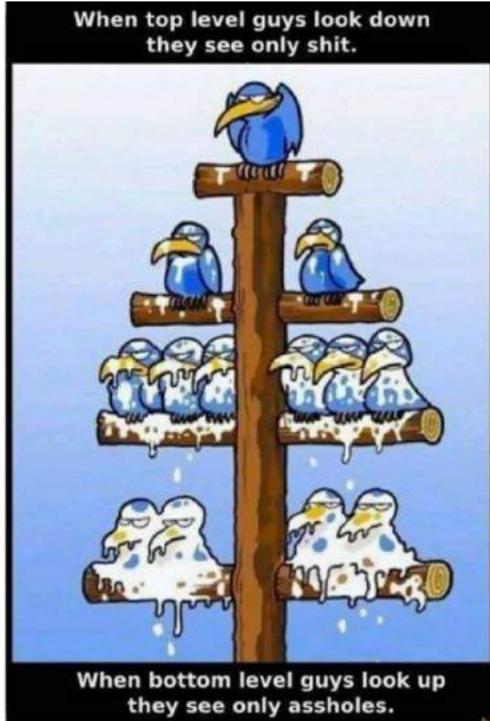




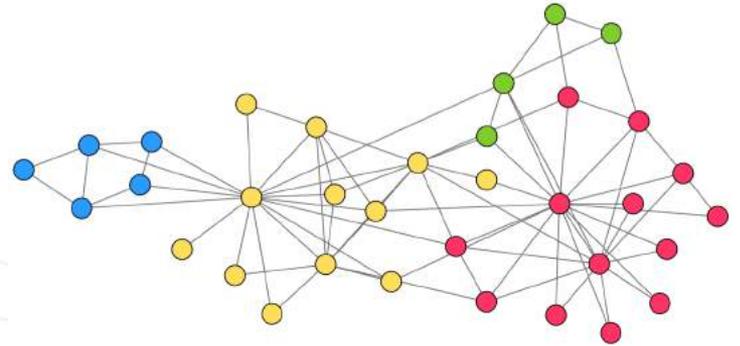
But three years ago...

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

What could a solution be?

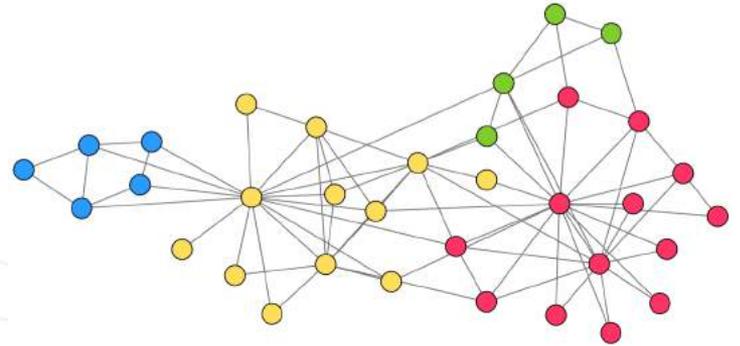


Or



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

OpenSalaries@scrumtrek

Персональная

Приватная



Правила

readme

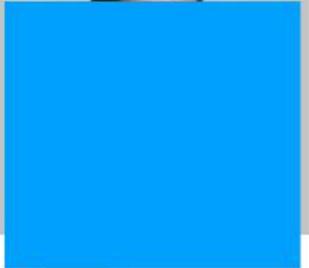
Правила повышения ЗП



Роли ScrumTrek

Бизнесовый Coach

Кандидаты

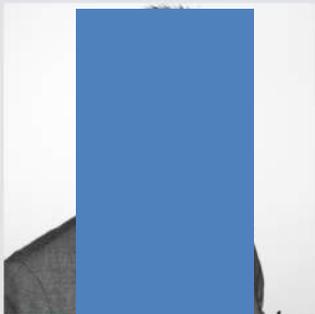


25 апр 6 1

Salary



Испытательный Срок



Игорь С

16 ию

Salary:



Сотрудники

Екатерина Воронина

Salary



+ Добавить еще одну карточку

Управляющие партнеры

Уразбаев

Salary



Цыбденова

Salary



Воронин

Salary



Пименов

Salary



Коротков

Salary



Баранов

Повышение

+ Добавить карточку

Employee Card

Roles

Процесный Coach

Эксперт уникальной области

Бизнесовый Coach

Продюссер конференций

PreSale спец

Voronin Alexey

👁️ ☰ 💬 73 📧 1

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-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		

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/>

 a.voronin@scrumtrek.ru

 agileinjection