



Ce que j'ai appris après 1 an dans une startup en forte croissance

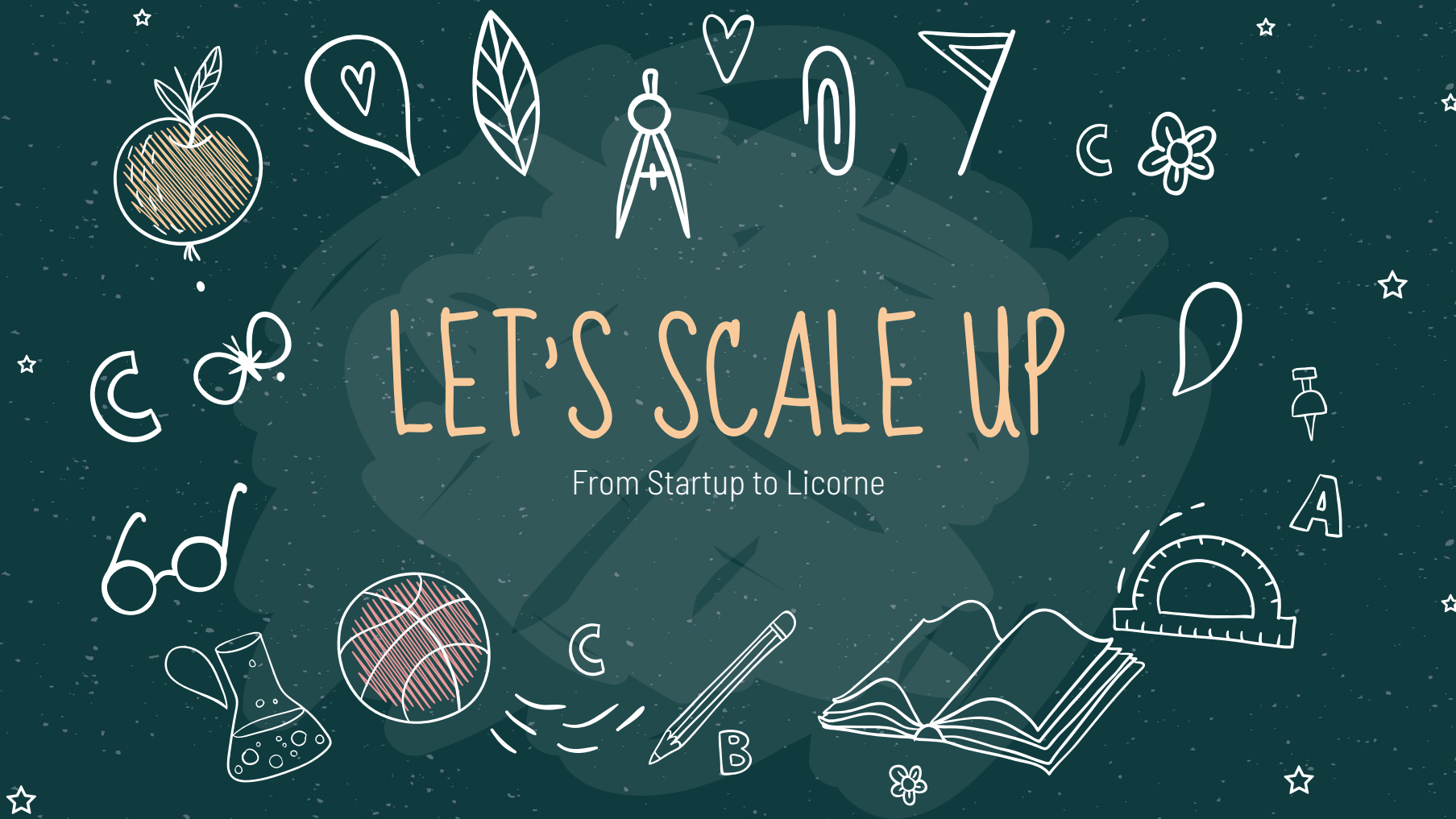
Orateur

Salle
Horaire



LET'S SCALE UP

From Startup to Licorne



Nos sponsors



ALLEN



20,000

Startup

500,000

employees

80%

5 years failures



11,57 billions €

raised (2021)

25-30

Licornes


OLIVIER ROUHAUD



17 Years of XP

01

05

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 olivier.rouhaud@gmail.com

Agile Coach
Scrum Master
Manager

02

04

People, Product & Tech

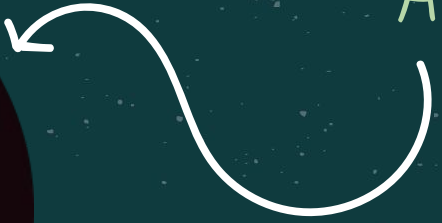
03

Super sympa 🥳

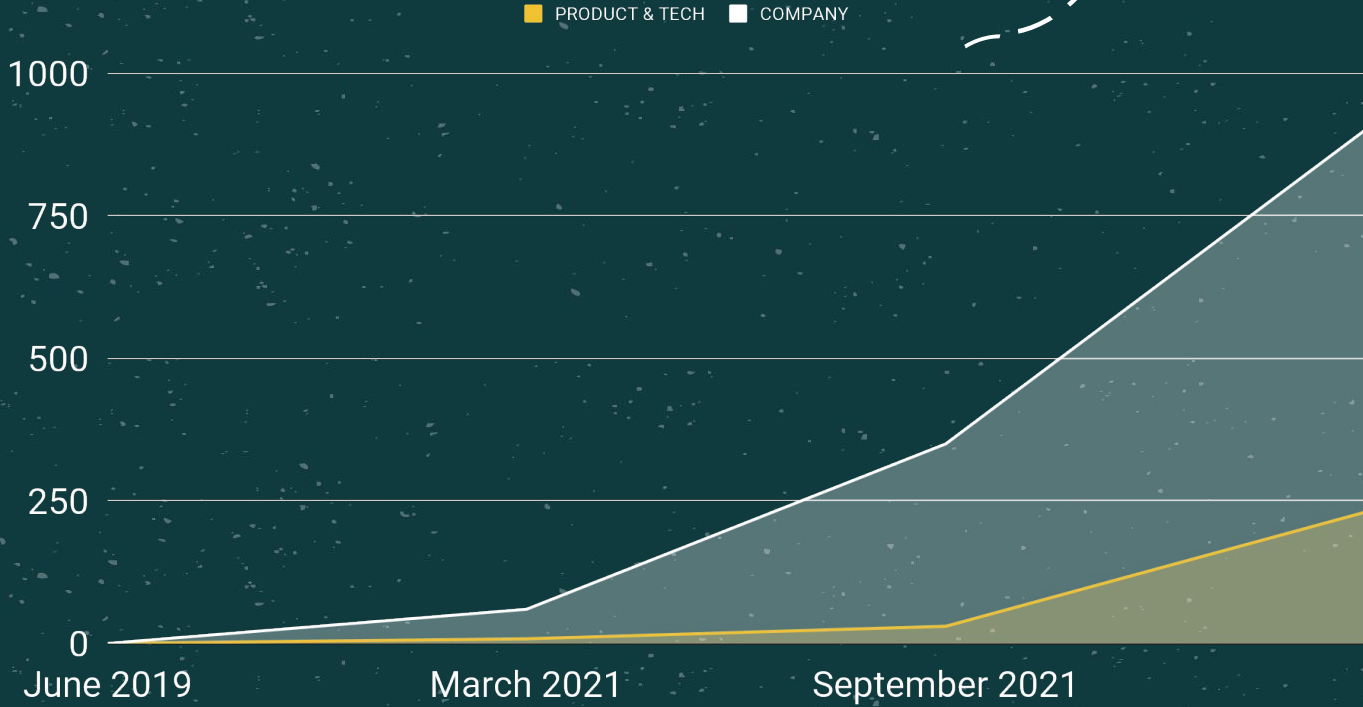




ANKORSTORE B2B
MARKETPLACE



ANKORSTORE SCALE!





YOU NEED A PLAN!



Engineering Principles
Structure & Organisation
Roles & Career Growth
Hiring process
Teams Protocols
Evaluations

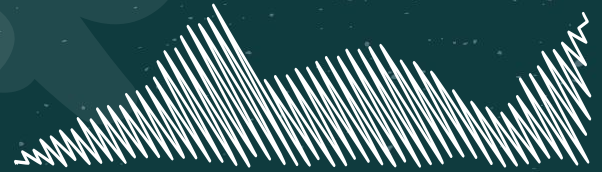




$\sqrt{123}$



HIRING



+ x ÷



MAKE ONBOARDING GREAT AGAIN!

1

A BUDDY FOR
LIFE



2

DOCUMENTATION
& VIDEOS HELP



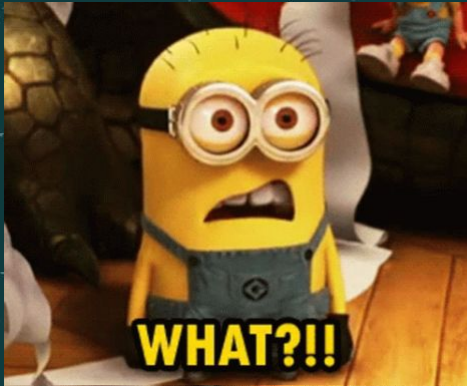
3

USE DISCOVERY
REPORTS





MANAGEMENT & COACHING



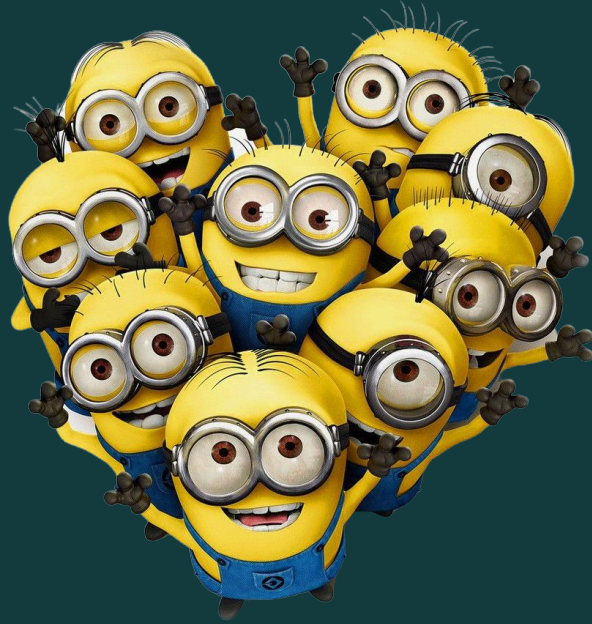
YOU'RE NOT A
TECH LEAD

WORK ON GROWTH

OWN YOUR MISTAKES



IT'S HARDER FOR
THE FIRST
EMPLOYEES!



CAREFUL WITH CONTROL



WORK ON TRUST &
SKILLS



PROCESSES ARE FOR
PEOPLE EFFICIENCY

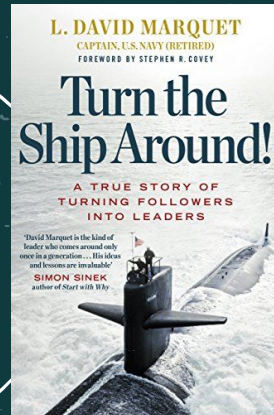


DEFINE PROTOCOLS

REINFORCE THE CULTURE

Aim for excellence

01



03

It's all about the founders!

**NO RULES
RULES**
Netflix and the Culture
of Reinvention

**REED
HASTINGS**
Netflix co-founder & CEO

**ERIN
MEYER**
INSEAD Business School

BUSINESS
BOOK OF THE
YEAR 2019
SHORTLISTED

04

Can't be for everyone...

Values + behaviors

02





THANKS!

Any questions?



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<https://roti.express/r/sw8wks>

**Vos retours sont
précieux !**