

Swiss capital on Polish ground

... or how to fully embrace the Polish workforce

Paweł Jan Czochański

Who



Symmetra

The Symmetra logo is displayed within a white rounded rectangle. It features a red stylized 'S' with a circular arrow around it, followed by the word 'ymmetra' in a grey sans-serif font.



COMLAB
radio frequency technology

The COMLAB logo is displayed within a white rounded rectangle. It features a red heartbeat line above the word 'COMLAB' in a bold blue sans-serif font, with 'radio frequency technology' in a smaller blue font below it.



**HS HAAG-STREIT
GROUP**

The HAAG-STREIT GROUP logo is displayed within a white rounded rectangle. It features a blue 'HS' logo followed by 'HAAG-STREIT' and 'GROUP' in a blue sans-serif font.

Where

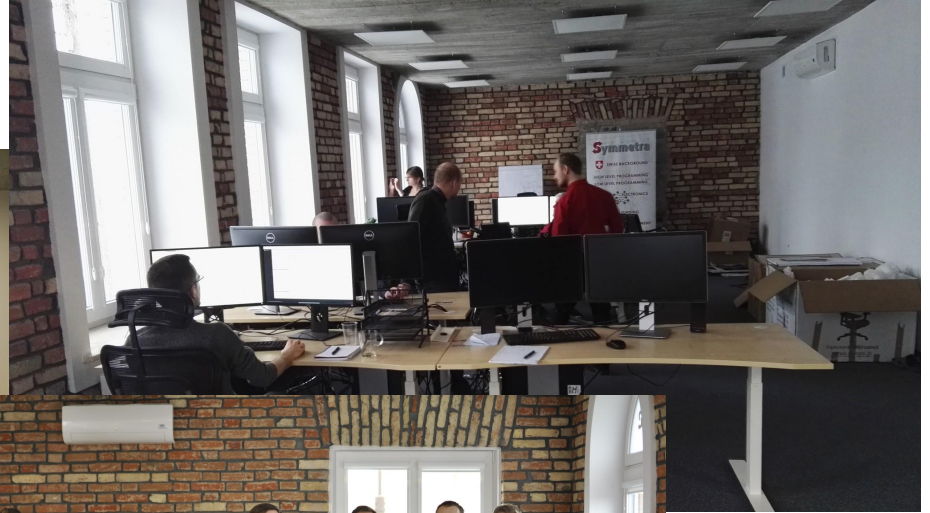


When: 12.11.2015

— — —



Today



What



Some of our products



Our experience

How to maintain a **healthy** cooperation between
Polish and Swiss based companies.

Healthy relationship

flow of good ideas, mutual admiration and trust,
understanding, growth, enthusiasm, positive attitude,
good past experience, common aspirations and goals,
sense of security, team play, completing each other,
respect, comprehension of flaws and weaknesses,
positive mutual influence, work-enjoyment...



Healthy $\stackrel{?}{=}$ Productive

Healthy ~ Productive

Correlated, but correlation is not causation:

a **productive** relationship usually **is healthy**,
a healthy relationship **may or may not** be productive

What makes a cooperation productive?

Workforce productivity

Workforce productivity is the amount of goods and services that a worker produces in a given amount of time.

$$P = \frac{W}{T * n}$$

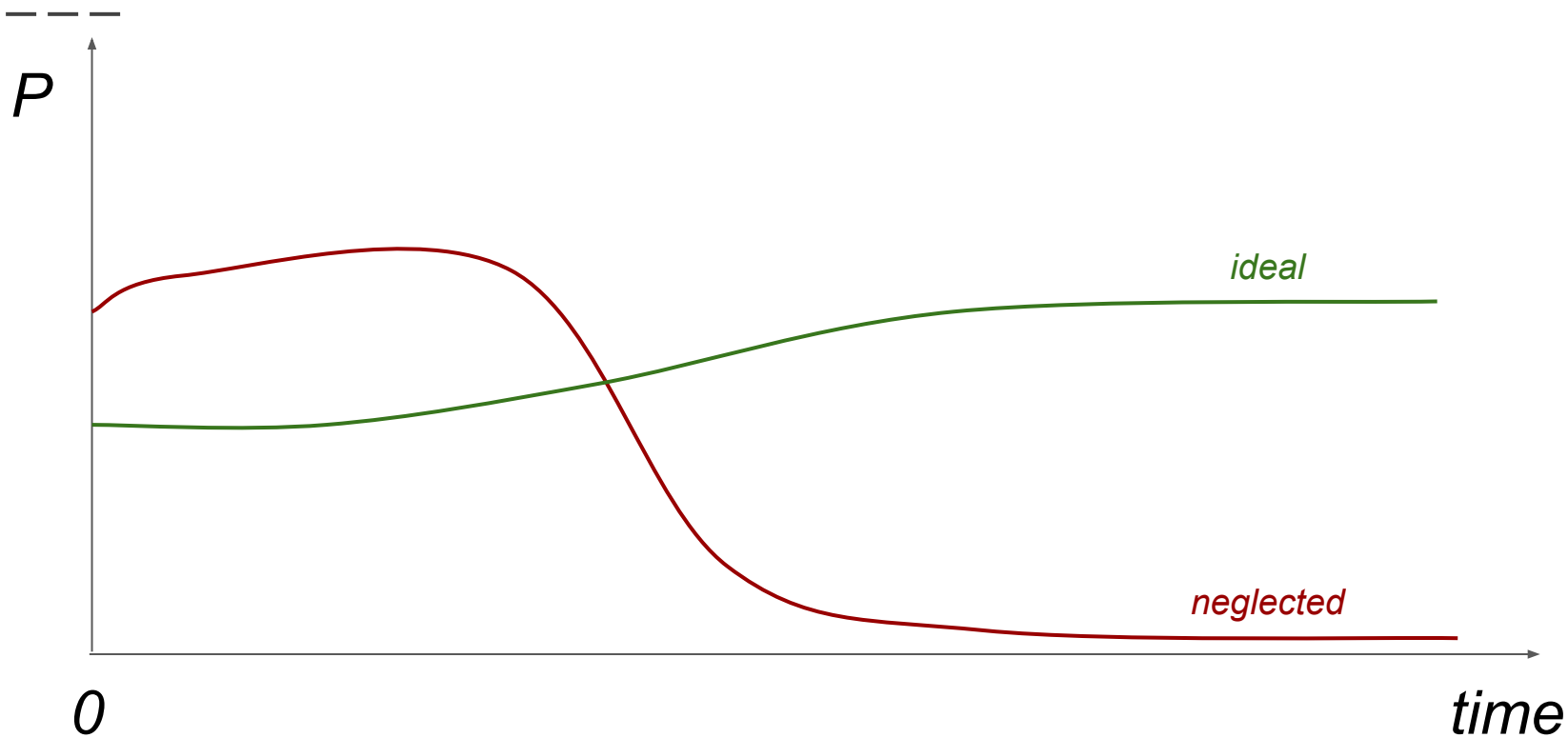
wikipedia.en

W - work, T - time, n - team size

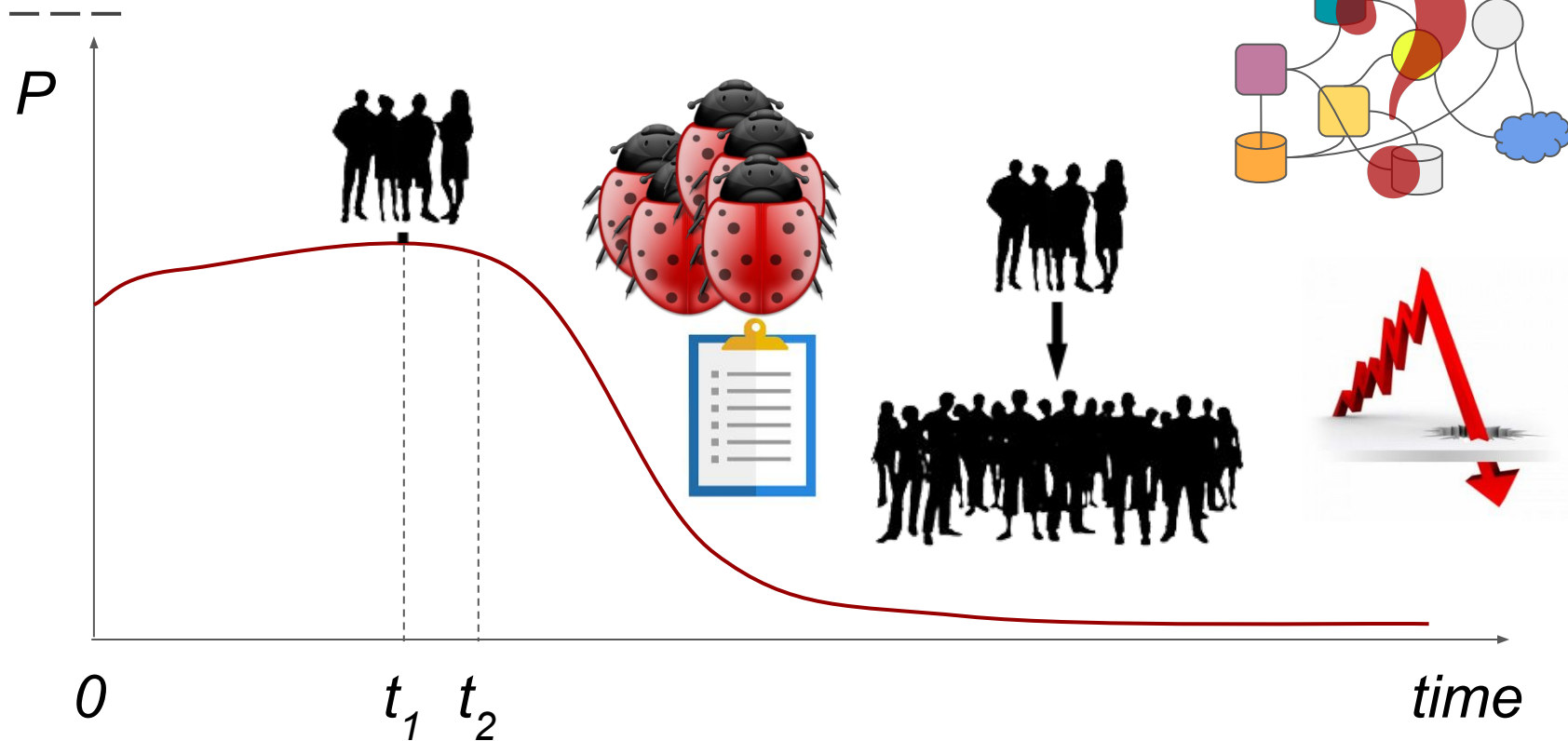
In layman's terms

Workforce productivity is the speed with which a team can provide **high quality** functionality.

Productivity plot



Neglected productivity



Productivity drop cause #3

No technical documentation

- ★ Building a product without a project is like a building a house without one
- ★ Refactoring = zero productivity

Productivity drop cause #2

Testing shortcomings

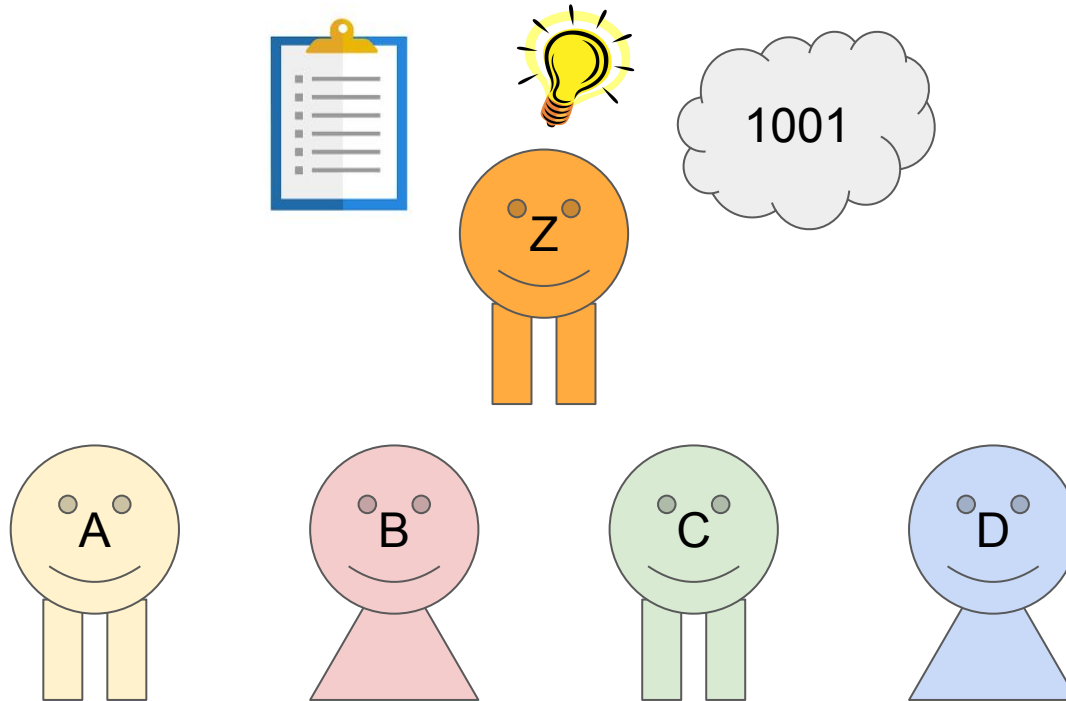
- ★ Bugfixing = drop in productivity
- ★ Tests cost money and time, their lack costs a lot more

Productivity drop cause #1

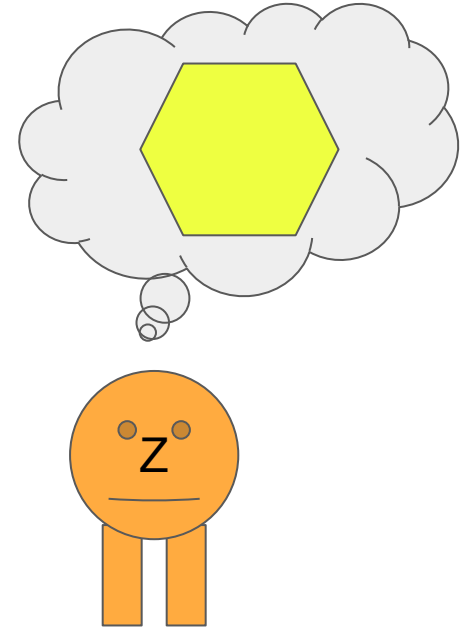
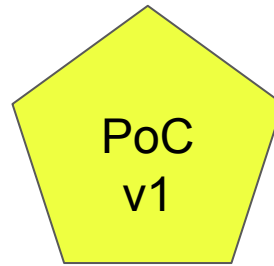
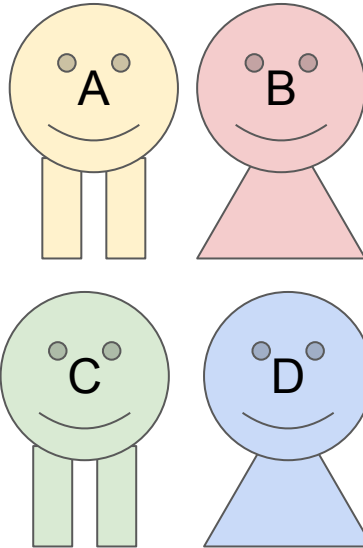
Poor work organization

Poor work organization

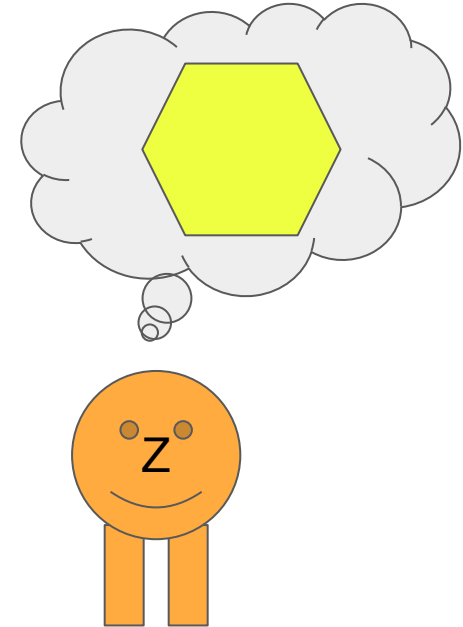
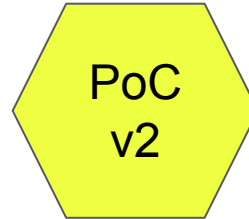
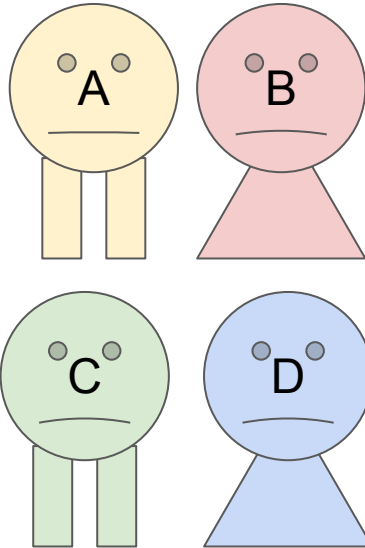
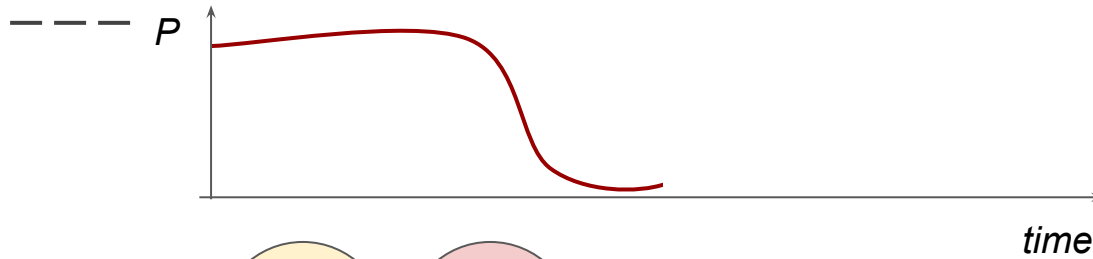
— — —



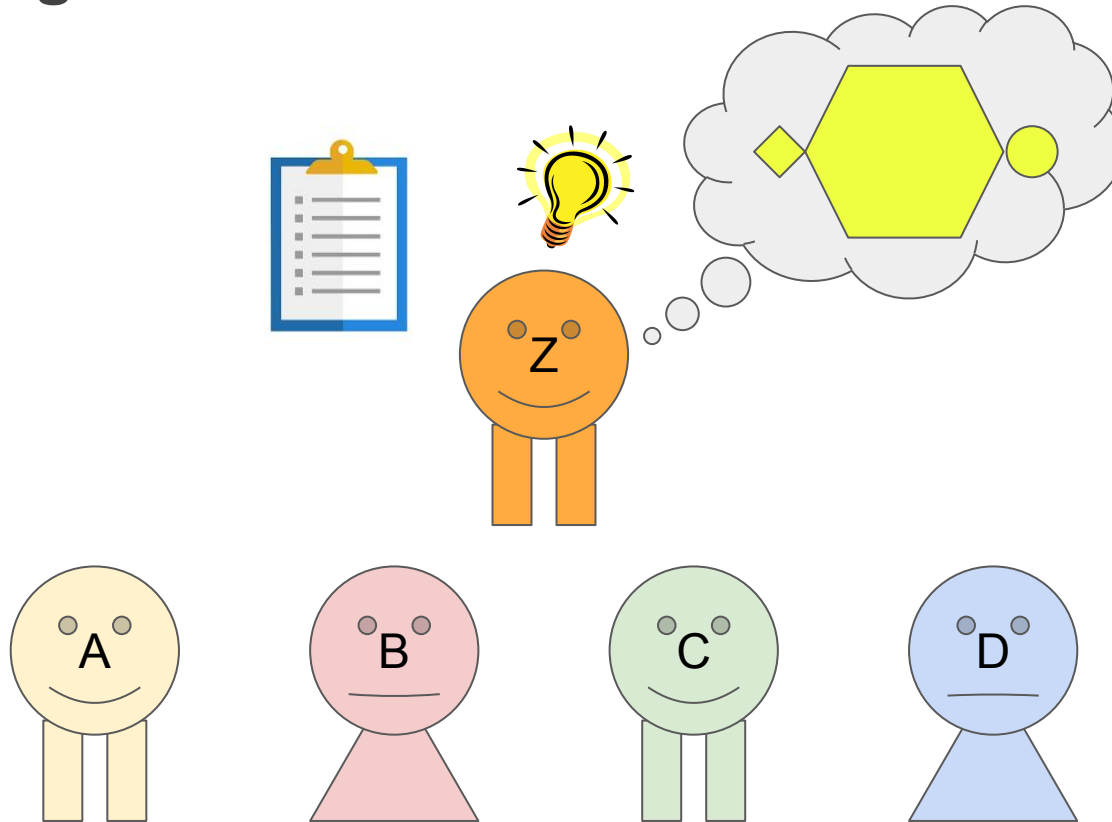
Poor work organization



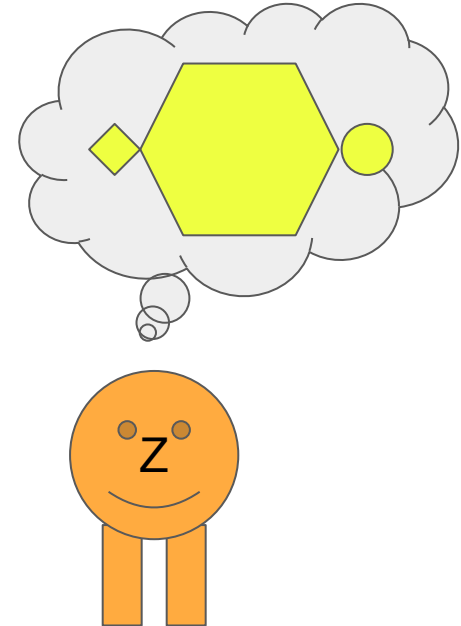
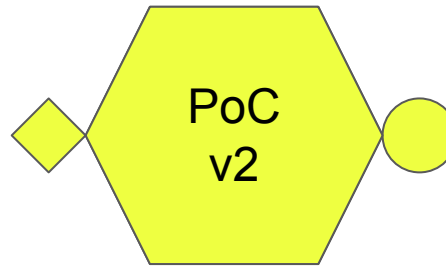
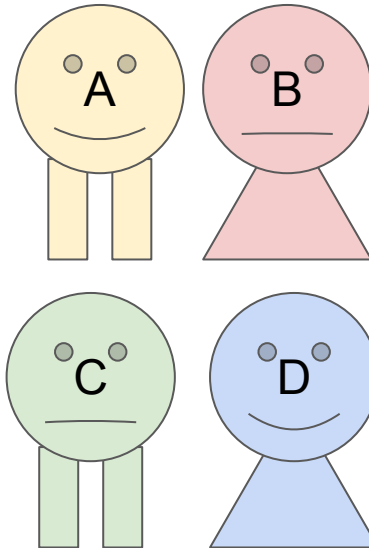
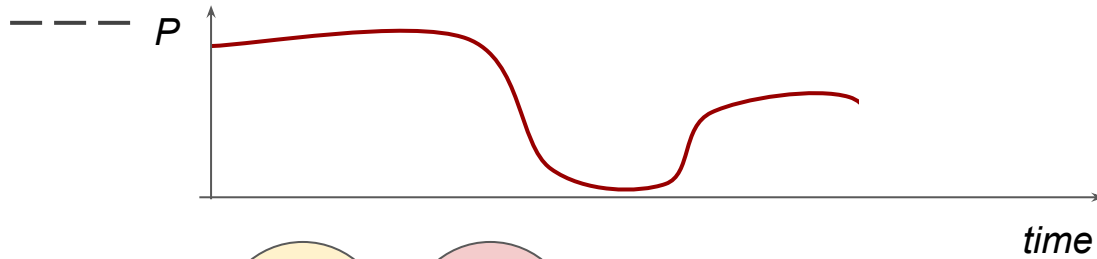
Poor work organization



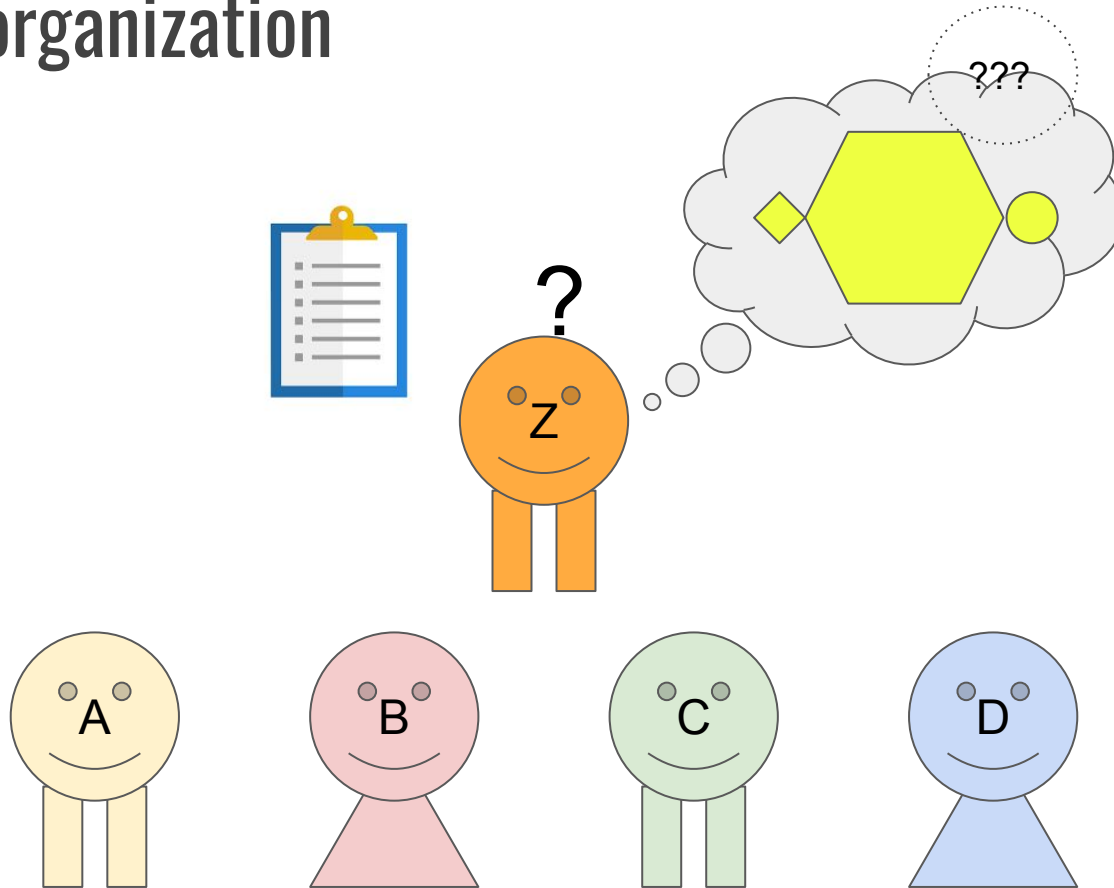
Poor work organization



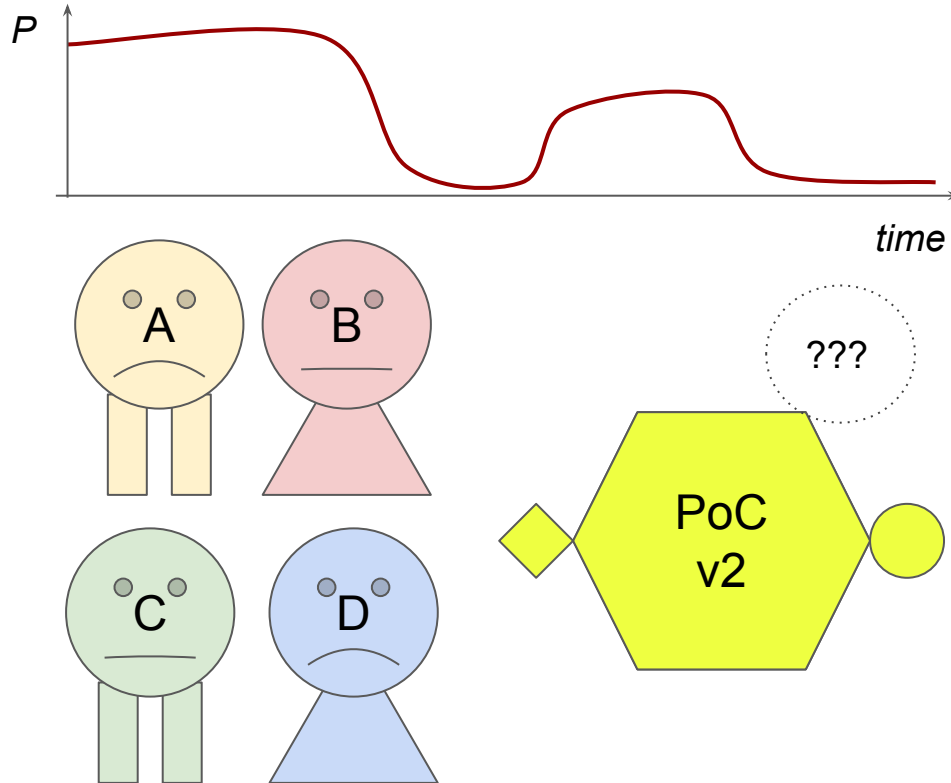
Poor work organization



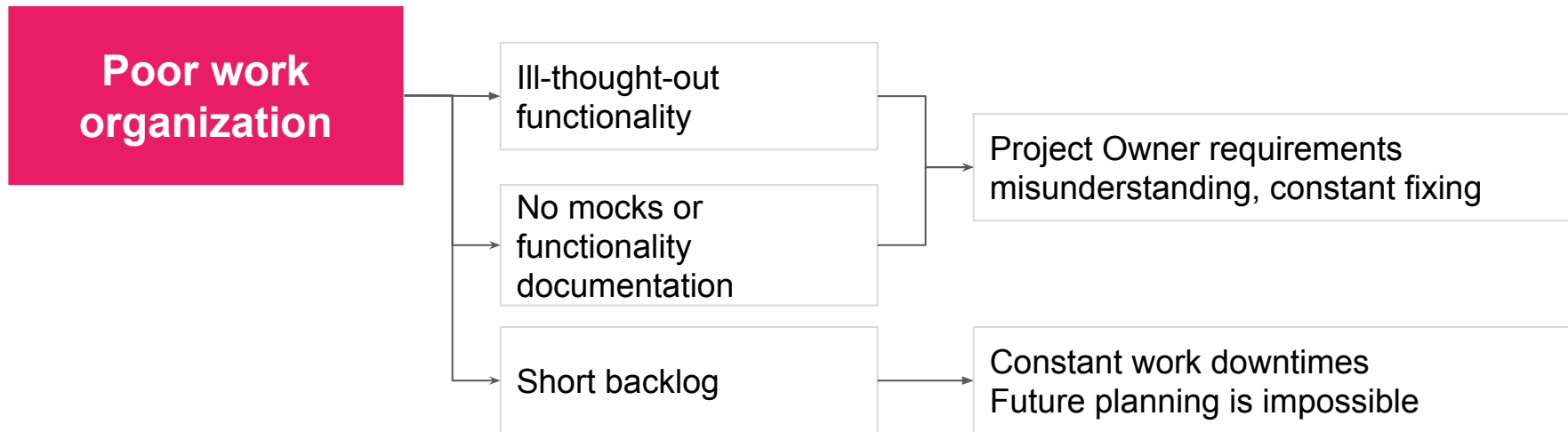
Poor work organization



Poor work organization



Poor work organization



Merci vielmal

Bibliography

— — —

- en.wikipedia.org
- “Jak podnieść produktywność pracy programistów” by Andrzej Rusewicz