SM
4y @ Allegro
peer feedback
engagement
plan

1. Why?
2. How?
3. Tweaks.
4. How did I know we would succeed?
5. Lessons learned.
6. The best of the best.
bonus system

- extra week
- by management opinion
- bonus always expected
- no soft side considered
- no special effort
- by peer feedback
- bonus unexpected
- collaboration + soft side
your cards:
your cards: company’s performance
100% weekly bonus!
your cards:
your cards:
+50% weekly bonus

100% + 50% bonus on the table
the experiment

- 3 teams, 16 people
- 4 months
- fail-safe
tweaks - cards

Krzysztof Czajka (Ptoszek)

Issue date: 12/17/2013
https://wiki.office/display/SMM/MeritMoneyExperiment
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tweaks – bonus amount

- financial results
- successful releases
- PO opinions
tweaks - currency
visible proof of my contribution
easy, physical mean of appreciation
catalyst
immediate
nice moment of appreciation
motivation now and after
possibility to get a sweet prize
- small cost for a lot of positive energy
- discover your own value
- what is valued by peers

LAUNCH IT!
- 233 participants
- 4 locations
- part of company’s culture
simple yet powerful
start small
soft introduction, optionality
motivated leader
Because you asked 1 important question, !@$# important one

Because of the lunch when I didn’t have mine.

Because you said “although the truth is painful to me”

Because you are the true leader!

To encourage you!!! As early as 8:48 – good job.

Because you are Simon.
THE
BEST
OF
By your great bravery in pissing off every team member you saved our asses from an inevitable disaster. You acted like the Captain Bomb during the battle of W*oreinox.

It doesn't matter what's in your heart Andrew, the important thing is what you give a sh*t about. And you give a sh*t about bugs in our... Ok, you don't, I f**ked it up.

GOOD JOB!