FIRING PEOPLE
How a business treats you when you want to go tells you everything you need to know about them.
Fired

So I got fired from GitHub two weeks ago.

This is the tweet I wrote afterwards while walking to lunch:

Zach Holman
@holman

The last half-decade meant everything to me. Was a hell of a gig.
dammit that said nothing, holman
“fire fast!”
everybody has stories
parallels with quitting
YOU
EMPLOYER
COWORKER
GitHub
2010-2015
this talk’s about
my story
burnout
sabbatical

“My preference would be for you to stay at GitHub"
sabbatical

“ When you came back would be totally up to you"
sabbatical

“Before agreeing to your return [...] we need to chat through some things”
YOU

read the clues
YOU

“ha, yeah that’s when they started to fire you
conversation
with my manager
conversation
with my manager
uh, plus someone in hr
conversation immediately became confrontational
filed formal
hr complaint
YOU
YOU

avoid hr
hr exists to protect the company, not you
EMPLOYER

avoid surprises
flew to sf
to meet that friday
“you’re not going to be happy here
YOU

chill.
tall poppy syndrome
EMPLOYER

lockdown
EMPLOYER

download creds
and automate it
understand implications
EMPLOYER understand (real-world) implications
I have fired people. It is brutal. I have been fired. It's worse. So managers, please: Never solicit sympathy for the pain of firing people.
determine the rationale
COWORKER gossip
EMPLOYER

be truthful
internally
EMPLOYER

“mutually agreed”
EMPLOYER

lying poisons the well
EMPLOYER

group firing
AFTER
The last half-decade meant everything to me. Was a hell of a gig.

Thanks, GitHub.
“The weird part is how much this is about me. This is happening to me right now. I didn't really expect it to feel so intimate, a kind of whoa, this is my experience right now and nobody else's."
LOOSE ENDS
it takes an awful amount of work to stop work
immediate logistics
healthcare
(for loser americans)
90 day window
28 hours
YOU

g et things in writing
YOU

stay on-the-record
YOU

know a good:

lawyer • accountant • financial advisor
LIFE AFTER
friends
friends
don’t last
it's cool to stay in touch
it's also kinda on you
COWORKER gossip is tedious
alumni
alumni continue the culture
alumni
continue the culture
Team @Parselt reunited last night to reminisce and celebrate. Great teams are great. ❤
alumni continue the culture

RIP Parse, 2011-2016 + hopefully live on in open source perpetuity. either way, *great cake*. 

15 RETWEETS 46 LIKES
12:02 AM - 25 Feb 2016
EMPLOYER

cultivate your alumni
EMPLOYER
have a direct point of communication
former employees as recruiters