



CULTURE BOOK 2022





Hi, we're **EL Passion**
and we want to say hello



In passion (among other things) we trust

You know what they say — **when you're working with good people, it brings good things out in you.** This is what we're about at EL Passion. We see one another as independent experts, capable of making our own decisions, and being accountable for what we do. We value independence in thought & action, but we do embrace collective effort and teamwork.

As a team, we believe in efficiency both inside & out: delivering business value and providing expertise, teaching & mentoring one another, with respect, kindness, and - you guessed it - a bit of passion.





What working at
EL Passion means?

Agile & SCRUM

We're an Agile company and we work according to SCRUM on a daily basis - internally and with our clients on projects.

Self-managing teams

Our developers work in self-managing teams to ensure their independence, faster decision-making process, and individual & teams' development and satisfaction.

We develop new features

90% of the work we do focuses on creating new products or enhancing the already existing ones, not maintenance.

Feedback culture

We hold feedback sessions every 3 months so you can discuss your progress and Career Path directly with your Team Lead or Manager.





Knowledge sharing

We catch up on weekly & bi-weekly internal meetings to exchange ideas and share what we've learnt.

Choose your tech

You can choose the technology you want to get proficient in to develop your projects. We always support you on the road to become a full-stack developer.

Integration budget

Working in a hybrid model doesn't mean we don't meet up. Every team can use their integration budget to their liking.

OKRs

We grow in a transparent way. Everyone at the company has insight into what we're doing, why we're doing it, and can track the ongoing changes.

EL
Passion

EL
Passion

Our Values

Mission Statement

EL Passion's mission is to **use expert knowledge to support companies and entrepreneurs in building successful digital products.**

Our clients aim at changing the way their industries work. We help them succeed.



EL Manifesto

At EL Passion we know **The Agile Manifesto** by heart...

...We use it as a foundation and want to build on it. That's why we brought forth **what we value and what makes our way of working unique.**



Delivering business value over spending hours on tasks.

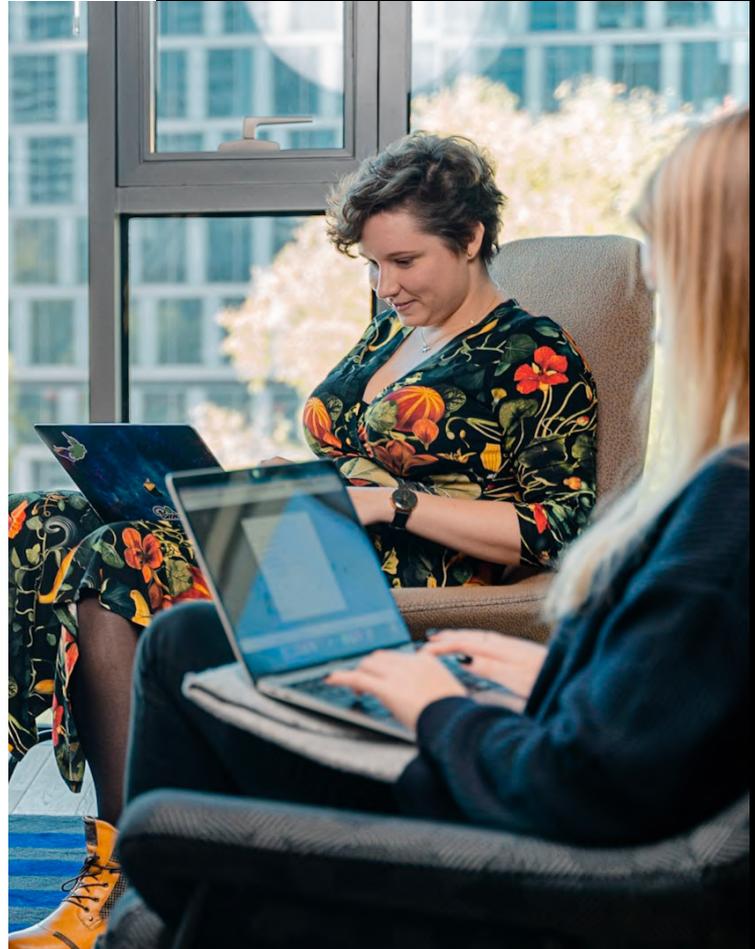
Clients hire us to get stuff done. They expect us to deliver. This means sometimes we need to be the ones to guard their business goals from too many good ideas and perfecting every little thing.

Providing expertise over providing bodies.

Clients don't hire us to tell us what to do. They hire us so we will tell and show them how to get where they want to be with their project.

Internal collaboration over doing things on your own.

The point of having a team is to play like a team. We choose reliable team players over showoffs.





Self-managed teams over central planning.

We believe that good standards will be adopted and implemented best by the people who will be using them.

Self-growth through teaching others over knowing it all in silence.

The “passion” expressed in the name of our company is important to us. And it has to be passed on others through the joy of sharing the knowledge, challenges and experience.

Our Initiatives



Agile Unlocked Meetup

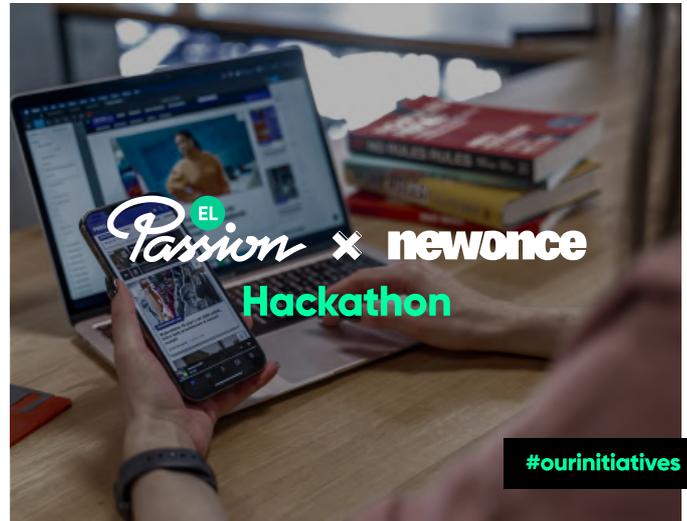
Agile Unlocked

The main objective of our Agile Unlocked meetup? To create a space where you can deepen your knowledge, exchange experiences, and gain skills about Agile from both, Agile mentors and practitioners. Three successful virtual editions in 2021 & almost 600 group members on Meetup.com, and we're just getting started.

Hack4Music&Data

After 23 internal hackathons we decided to up our game! In November 2021, we organized a Hack4music&data hackathon together with newonce, a Polish lifestyle powerhouse uniting music, journalism, and podcasts all in one.

More than 100 candidates enrolled, and around 60 participants created some very inspiring solutions for newonce to develop further. Products and friendships were made, and it's definitely not our last open hackathon!



#ourinitiatives



EL Digest

One of many tech newsletters out there, but in EL Digest, apart from being informative, we try to make you laugh while we're at it. Besides the most interesting tech news, we share our know-how, from design, through development, up to Agile tips. Everyone at EL Passion can make contribution to the newsletter, and write about the topic they think needs recognition.

Daft Academy

Daft Academy is a DaftCode initiative to help students gain valuable and practical knowledge in innovation and technology. The Daft Academy's course: Product Design 4 Beginners is made and tutored by EL Passion Product and UX Designers for 4 years now, and counting!





Christmas Charity

At EL Passion we like to share. At least once a year we hold an auction where we raise money for charity of our collective choice.

Dare IT

Dare IT is a mentoring program aiming at mending the gender gap in the IT industry. Every year, women at EL Passion unite to guide their mentees to their first IT job. As many as 6 past Dare IT mentees are EL Passion designers and developers now!

We are very connected to Dare IT, because of their mission, but also because the idea was born at EL Passion, where Aleksandra Bis & Natalie Pilling initially met. The first Dare IT edition was made solely of EL Passioners.



The background image shows a group of four people sitting around a round table in a modern lounge or office setting. They are engaged in a discussion, with one person pointing at a document. The room has large windows overlooking a cityscape. The text 'Meet the Team' is overlaid in the center in a bright teal color.

Meet the Team

Asia Łuczak

Software Developer

EL Passion is my very first company where I work as a software developer and I couldn't do better. I had realized quite quickly that I managed to find my own way (of ninja) and I became a part of an amazing team of interesting (and a little bit nutso) people with huge hearts. Looking back, I have no idea when I've made such a huge progress in terms of both: the tech stack and developing my soft skills. A while ago, I mentioned the idea of spending winter in Bali to my leader. Instead of suggesting that I'm out of my mind, she asked "when are we going?". Isn't that beautiful?



I became a part of an amazing team of interesting (and a little bit nutso) people with huge hearts.



Michał Warda

Chief Technology Officer



I never imagined that I would find a job where I could trust everyone. EL Passion culture is a perfect example that it's possible to work in an efficient and professional way without being constantly supervised by others. Great freedom, diversity, equality and a sense of responsibility allow us to create an atmosphere favorable for building amazing things. Thanks to this, we can take the initiative, learn from each other every day and always count on our colleagues at difficult times. Clients also benefit from this because they work with a team of dedicated professionals who strive for perfection on a daily basis. It's hard for me to imagine a better place to work. That's why I feel proud to say that I've been playing a part in creating this company for 7 years :).



Huge freedom, diversity, equality, and a sense of responsibility.



Patrycja Górką

Product Designer



When I first joined EL Passion as a Junior Product Designer, everyone was telling me that I'd be working with experienced experts, who not only excel at their job but are equally good at teaching it to others. This was a very important point for me personally. Since then I became a Mid Product Designer and my first impression hasn't changed, it evolved. It turns out that my gut feeling was right, and my opinion on EL Passion is even better now. The thing I value the most is that, from the very beginning, I felt like an important team player. Together we solve problems, celebrate successes, and support each other.



Together we solve problems, celebrate successes, and support each other.



Karol Sarnacki

Principal Software Engineer



EL Passion is like a kitchen full of surprises, someone pours the flour, someone else adds craft milk, somebody else mixes it all together and throws it in the toaster.

In the end, something great will come out. If it's pizza — then it's layered with Nutella. If it's a cake — then it can't be nothing else but a sevenstorey brittle cake embellished with sturgeon caviar.

The uniqueness of our cakes lies not only in the use of the highest quality ingredients. The secret lies, above all, in the fact that we put our heart and passion in everything we do and that we have set strict health and safety standards.



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Ania Elwart

Chief Executive Officer



When I joined EL Passion the team was already formed. They had their rituals, internal jokes, and certain expectations about what work means in their lives. Once you join EL Passion you can't just be "average" at what you do. You are among people who call themselves experts and passionates. You can't settle on less.

It was a great journey to discover the fabric of EL Passion's culture. Let me tell you: it is made of open-mindedness, the need to grow and develop in your area of expertise, and to help others, both inside and outside of the company.

Just after I joined, I had the pleasure to talk with every single member of the EL Passion team, and, from their stories I had a clear picture of what they thought makes our team special. We share knowledge: on meetups and hackathons we organize, but also on a daily basis. And we encourage ourselves, our partners, and clients to build accessible & well-coded digital products.



You are among people who call themselves experts and passionates. You can't settle on less.



Michał Rybak

Product Designer



Freedom in creating projects, experimenting with solutions, and boundless trust in the implementation of assumptions - this is our approach. We believe that openness, freedom, and support allow you to broaden your horizons.

EL Passion is about people. No one here is a free atom solving problems on their own. Help, understanding, and mutual improvement are key characteristics of this company. EL Passion allows you to be yourself and grow in your own way, while creating a friendly atmosphere. It doesn't matter if you are an outsider, a hippie or an iron warrior. EL Passion means openness, passion, and professionalism. The company grows because of the people and the relationship they build with one another. This is a really strong team, not afraid of challenges or trying a new unconventional approach.



A hero can be anyone. Even a person doing something as simple and reassuring as putting a coat around a young boy's shoulders to let us know that the world hadn't ended. - Batman



Ania Robaczewska-Arendt

Head of Marketing

What I like the most about EL Passion is the fact that we treat each other like adults. There is no obsessive control or micromanagement but plenty of honest feedback and creative cooperation. It's a work environment that truly helps you grow. People not only take initiative but also ownership of their tasks. There is always room for voicing your opinions and testing new ideas.



It's always great to work with a bunch of top-notch professionals but at EL Passion we have a lot of fun doing it. I sometimes find myself laughing hysterically thanks to some Slack conversations. I know that I work with engaged people that truly care about what they do. Thanks to this solid team spirit I feel safe trying out new strategies and I know that I'll find support to do so. Every employee's idea has a chance to make a positive impact on the company and EL Passion is the most open-minded workplace I had the pleasure to work at.



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Arek Kowalski

Business Development Representative



Organizational culture is one of the key criteria for me when choosing a workplace. The culture at EL Passion convinced me to join the team and after nearly a year of working here, I'm sure that I made the right choice. How would I describe it? In three words: Inclusive, Fun, Professional.

From day one I felt like a part of the team. The onboarding was very well planned and everyone I met wanted to help me get up to speed. I immediately felt like a valued team member that can contribute to the company's success. By saying EL Passion's company

culture is inclusive I also mean transparent – the management is straightforward about their decisions, and all EL Passioners are included in the decision process whenever possible.

EL Passion is fun. It may sound cheesy, but there is no other way to put it. There are many job adverts saying that you are going to work in a young and dynamic team which generally means lack of experience and heavy rotation. This is not the case at EL Passion - our team is relatively young (at least in spirit 😊) – our internal meetings always bring a good dose of laughter and set a positive mood for the rest of the day. We even have a competition where we select a person who landed the best flat joke of the week. There are plenty of opportunities to meet after work (online and offline), making EL Passion a fun place to work at.

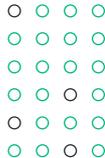


Every EL Passioner is an experienced professional and expert in their field, giving an amazing opportunity for personal and professional growth.



Natalia Paczuska

Marketing Specialist



The features I had been looking for in the companies I wanted to apply to were, above all: a friendly working environment, professional development possibilities and open, tight-knit people. At EL Passion I found all of the above-mentioned advantages, which makes our company an amazing place to work. I am proud and happy that I can work with wonderful people with passion who pass it on to others and create great things!



Friendly working environment, development possibilities, and open, tight-knit people.



Arek Oleksy

Tech Team Lead



If I had to define what EL Passion culture is for me, I would certainly say — first of all — the people. People full of passion, who can teach you a lot every day. People who create the family atmosphere of this place. EL Passion is also continuous development — I have never learned as much as I have while working here. Last but by no means least, transparency and the ability of every single team member to have an impact on the company.



I have never learned as much as I have while working here.



Ula Kowalska

Tech Team Lead



I joined EL Passion at the end of 2015 and it was the very beginning of my career as a developer. I took part in an internship led by Karol Sarnacki and... I stayed. The employees are definitely the biggest advantage of this company. I met a lot of awesome people that are easy to talk to (not only about coding) and cool to hang out with (outside the company, too). When you come to the office, you don't feel like you need to go through the motions 8 hours a day just like in a typical corporate environment.

With us, you will feel like a member of a big (and slightly pathological 🤪) family that consists of people with a fantastic sense of humor.

Every day you create something new and gain opportunities for continuous growth. When it comes to the daily life of a programmer, apart from professional jokers and trolls, we've got a large group of experts in various areas. Each of them is oh-so-patient and eager to help. I don't think I've ever had to cope with a serious problem all by myself. This is my first "real job" and I can honestly say that I couldn't have had better luck. EL Passion FTW!



You create something new and you have it on the market development.



Czarek Karaś

Software Developer

To create a good song, the knowledge of notes or the ability to play on this or that instrument is not enough. The team has to look in the same direction, enjoy the creative process, feel good and understand each other well. Let's add the talent of individual musicians and intuition suggesting what to do to make the product even better. With all these components, the band will always release a hit. EL Passion is this very band, and their every song — a hit.



EL Passion is like this really good band. And each of their song – a hit.



Klaudia Bęczkowska

Software Developer

The culture at a company is created by the people who work there. At EL Passion, these people are passionate, humorous, open-minded, and high-level professionals. So it's no wonder that the atmosphere is conducive to rapid growth at all levels, inspiring us to deliver the highest quality products, and encouraging us to take on new challenges. It's the kind of place where you start work on a Monday morning with a smile on your face.



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Grzesiek Kemski

Project Leader



For me, one of the most important traits of EL Passion culture is the constant work on developing and improving oneself, one's skills and work environment. This is visible at every step, both among the people who work here, as well as in the processes and actions at the company level.

There is a great deal of freedom in implementing various initiatives. You can always count on feedback and support. It's a great feeling, even if the price to be paid is the need to complete yet another survey. Most importantly, I am proud that with the huge changes that have taken place in the past few years, we were able to maintain a family atmosphere and a unique work climate



At EL Passion there is freedom in carrying out various initiatives.



Patrycja Paterska

Content Specialist



If I had to describe EL Passion in one word (and no, I wouldn't say passion, that's way too obvious), it would be collaboration. If they let me add a few more, I'd say that it's the collaboration with the right people. It's working with people who truly understand the power of collective effort, the importance of support, and honest feedback along the way. And they continue to be a cool bunch you just want to be around. Seeing the progress we've made as a company and I've made as a person, I can honestly say: it works - with good people, you can really go a long way.



It's working with people who truly understand the power of collective effort, the importance of support, and honest feedback along the way.



Kuba Dziedzic

Design Team Lead



The atmosphere and work culture at EL Passion is what you expect from your workplace. Obsessive control, working under massive time constraints? Forget about it. As one of us, you get full trust placed in you and you are treated as an expert in your profession. I've learned a lot here in a very short time, often trying new things. EL Passion puts a great emphasis on its employees' growth, providing necessary tools and conditions, thanks to which you can grow at lightning speed. Even though there are many pieces making up this puzzle, the most important one is: people. Highly skilled professionals who do not compromise their standards and always put quality first, while remaining open-minded and friendly, created a work environment that makes you want to come to work with a smile on your face, ready for your next challenge.



As one of us, you get full trust and you are treated as an expert in your profession.



Zuzia Kowalska

HR People Partner

When I joined EL Passion, the most surprising thing for me was the atmosphere that is truly friendly and laid back. Relaxed conversations in the office, creative workshops, beer after work, team and company integration events, as well as trips - all of this allows us to build strong relationships and to make valuable friendships.

At EL Passion you will certainly not come across any micromanagement. We highly value the independence of our employees and we encourage them to make their own decisions and organize their work on their own. However, this does not mean that our Team Leaders do not help their team members - whenever you need advice or simply want to hear somebody else's opinion, you can confidently approach not only the manager, but also your colleagues, C-level members or People Partners.

I think that for Developers and Designers, a huge advantage of working at EL Passion is the transparency of their salary rates. At the stage of offering a job, we provide the candidate not only with the starting rate, but also we show the perspective of their future rates at EL Passion. This process is very predictable as your pay rise is discussed every six months at scheduled evaluation meetings.

I also appreciate the flexibility of working at EL Passion. You want to work from the Canary Islands for a while? No problem. Sometimes you feel like starting work at 7 am, and other times you can't get out of bed until 11 am? We don't mind. We will support you in whatever lifestyle you lead.



We highly value the independence of our employees. We encourage them to make their own decisions and organize their work on their own.



Mariusz Heyda

Software Developer

For me, the following things are important when it comes to EL Passion culture: freedom, transparency and challenges that we often set ourselves thanks to the company. Other important features of our company are the harmony, trust and family atmosphere that prevails here. Working at EL Passion means, above all, pleasure, flexible working hours and the lack of corporate climate. However, the cherry on top is the people themselves – the way we work, share knowledge and experience and meet after work. 😊



Freedom, transparency, and challenges.



Michał Mazur

Design Team Lead



First and foremost, EL Passion is all about being humane towards... other people, both employees and customers. EL Passion offers mutual respect and a vast area for development. You can be yourself here and how you want to develop is up to you.

EL Passion culture is also about being transparent — employees can easily get information on how the company's performing, what goals are being achieved and what the future holds for us.. Anyone can attend any meeting as we all have access to all the calendars. There's no weird atmosphere of secrecy and distrust. EL Passion is also about being active — employees do all sorts of stuff, the company itself is developing different projects and it really encourages us to take initiative and act. There's nothing worse than sitting around with no projects going on and waiting for things to happen. EL Passion is a good place created by good people :)



You can be yourself here and how you want to develop is up to you.



Zuzia Syrocka

HR People Partner



What is EL Passion's culture like? Above all, it's everything that makes up an absolutely amazing team, full of committed, smart, and open-minded people. It is a place full of kindness and support. I've never had the pleasure of working with people who have such a high sense of desire to grow, to improve our workplace, who are helpful, and also have an amazing sense of humour (Król Sucharów!). What I really love about EL Passion is that it's a very transparent place, where everyone can have a real impact on how our company looks and functions. Maybe something could be improved? Sure, let's do it! We have a culture of open communication and constant feedback, so we don't stand still and become a better company every day.



EL Passion is a very transparent place, where everyone can have a real impact on how our company looks and functions.



Tomek Czarnik

Head of Business Development



For me the culture at EL Passion is the culture of acceptance, openness, respect and a sense of community.

To give a point of reference – during my very first days here, I felt so welcome that I had the impression as if I had been working at the company for a very, very long time. It might be a small thing, but for me personally, it was quite an unusual experience compared to my previous workplaces. After 4 years at EL Passion I can tell that the culture got even stronger and we all get to enjoy it every day.

P.S. EL Passion is the only place that I know of where you can get awarded for telling the best (worst?) flat joke ever. Just as I did and got to wear our beautiful YOLO prize-hat.



After 4 years at EL Passion I can tell that the culture got even stronger and we all get to enjoy it every day.



Passion ^{EL}

Day at the office

Our Happy Clients (Among Many)

femtasy

"I recommend EL Passion because of their agile way of working and focus on achieving top-notch quality of the product. Communication in the project was clear and effective."



Julie Lepique

CEO and Founder at Femtasy

Docplanner

"It's great that EL Passion takes care of the quality of the code as well as the product. EL Passion prepared some changes to our designs, which made conversions much higher."



Mateusz Mikulski

Head of Mobile Development at Docplanner

VARNER

"Thanks to the AI based engine developed by EL Passion, we managed to grow our sale on old products with more than 4.5M EUR during one seasonal sale alone. The solution will continue to have a huge impact on Varner's long term margins."



Andres Gallefoss

Product Manager at Varner

Lifeness

"EL Passion is professional and adaptable and meets customer goals through close dialogue and smooth workflow. After the kick-off meeting, they quickly found out what we were aiming for and delivered what we wanted in time."



Solvor Øverlien Magi

CEO and Founder at Lifeness

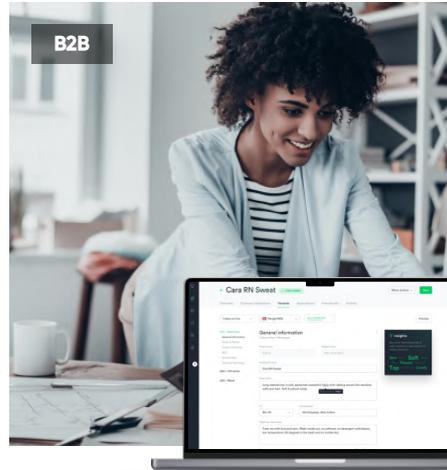
Our Case Studies



newonce.net

Web & Mobile

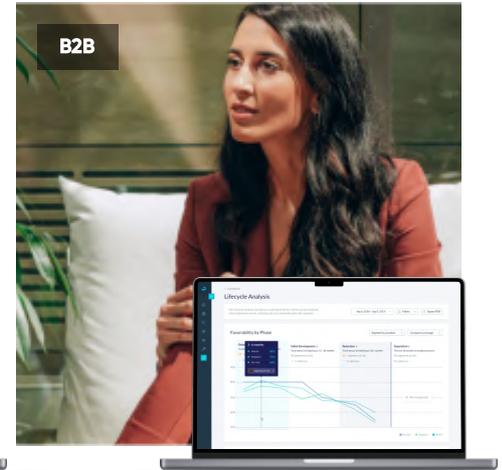
We redesigned and unified the newonce experience to help the team on their mission to reinvent content consumption across all media channels.



Varner

Web

We were able to build a stable application that, just in a few months, increased Varner's revenue by 4.5 M EUR, demonstrating a proven impact on the sales and campaign optimization.



Betterworks

UX Design & UI Design

We have rebuilt the UX and UI of a complex employee engagement analytics platform.

EL
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After hours

EL
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Our Activities and Passions



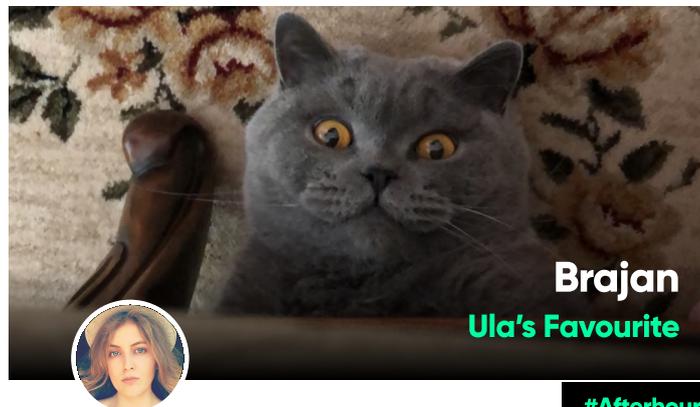
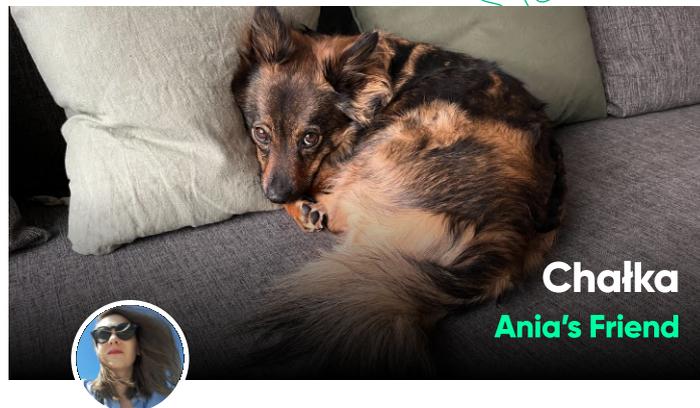
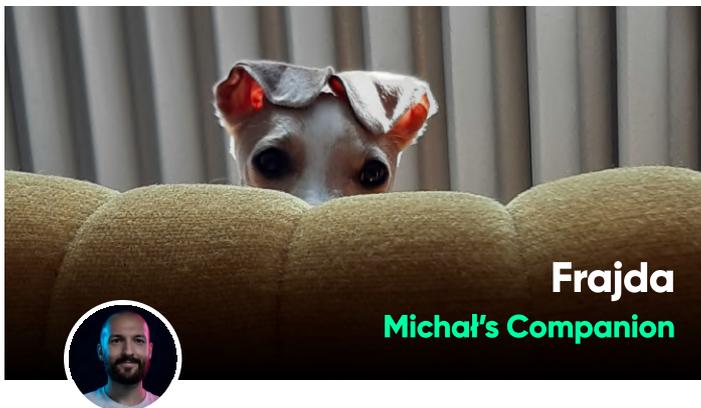


#Afterhours



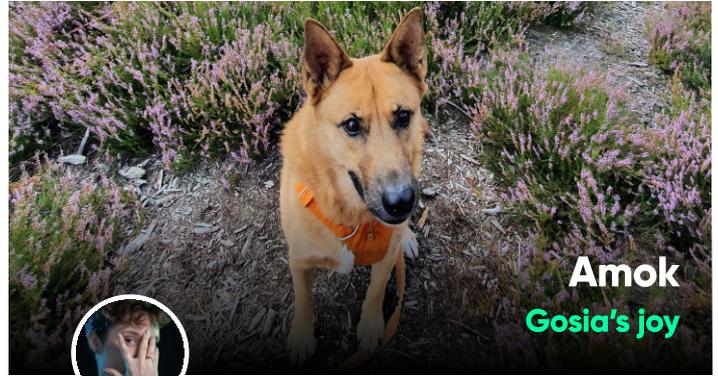
#Afterhours

Animals of ELP





Andzia
Zuzia's Love



Amok
Gosia's joy



Panda
Natalia's Pupil



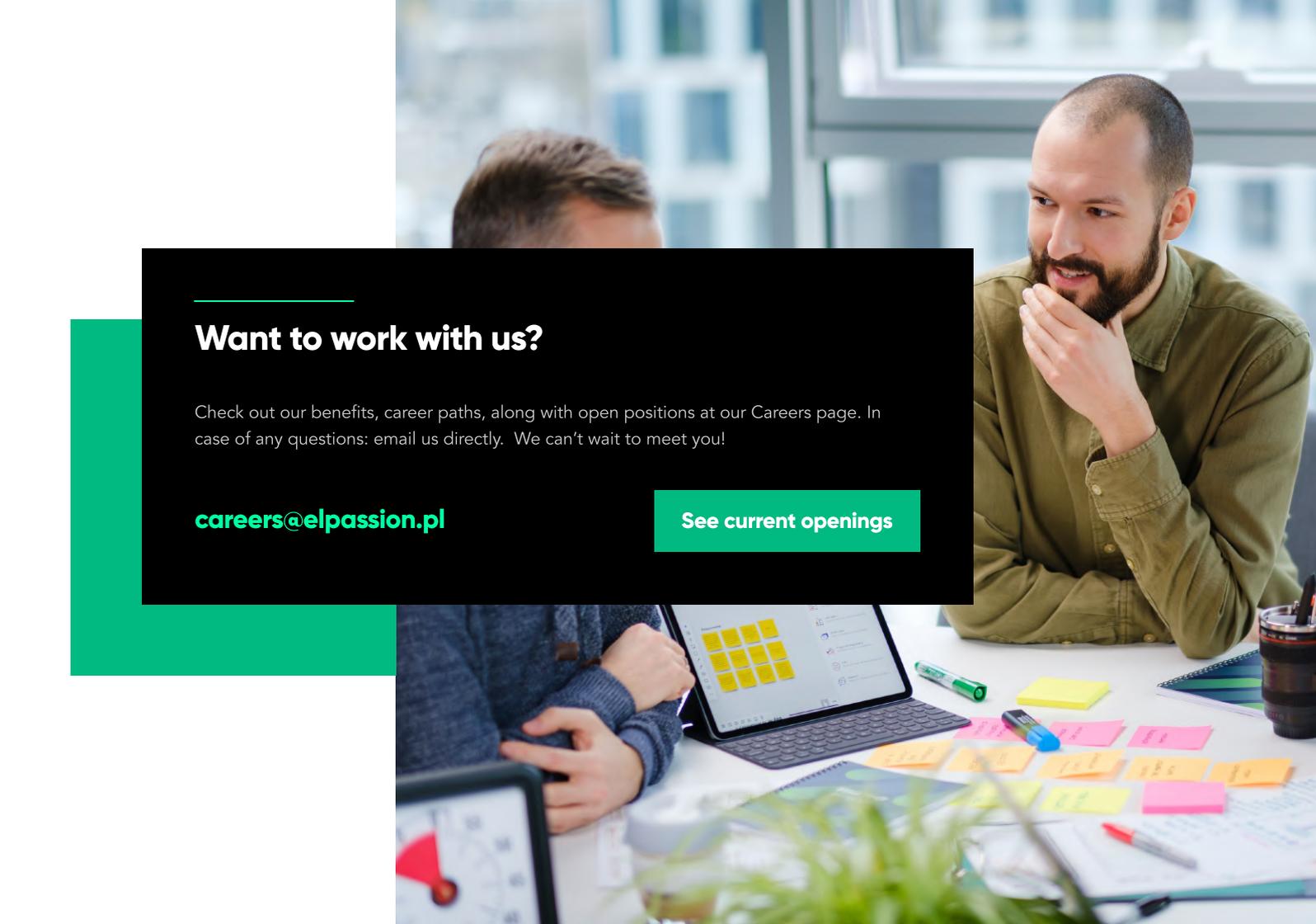
Szyszka
Zuzia's Happiness





Careers





Want to work with us?

Check out our benefits, career paths, along with open positions at our Careers page. In case of any questions: email us directly. We can't wait to meet you!

careers@elpassion.pl

[See current openings](#)

D E V E L O P M E N T
E L **E** C A R E E R **L** E
S E L L **P** J O I N U S
I A **A** F U N P **S** A R T
G R O W T H L E A D I
N N E E D **S** E **I** W I N
S **O** P R O D U C T **N** G