

THE PROS AND CONS OF 10% TIME

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what is 10% time?

**research and
development.**

**learning and
development.**

definition....

An opportunity for the team to spend 10% of their time working on something different

"We encourage our employees, in addition to their regular projects, to spend 20% of their time working on what they think will most benefit Google"



"This empowers them to be more creative and innovative. Many of our significant advances have happened in this manner."



project lounge.

definition....

Project Lounge is a day where you choose what you want to work on. The only parameters are that it will either support you in your development or that it will benefit the business (now or in the future).

hack day.



pros.

**individual
development.**

innovation.

efficiency.

collaboration.

self organising.

engagement.

attraction.

retainment.

bug fixing.

tech debt.

pros.

“Now i’ve had the time I don’t know how I ever coped without it. It’s a chance to catch up, keep up to date and innovate.”

~~cons.~~

challenges.

**not sure what to
work on.**

**too many things to
work on.**

no end product.

measuring the value.

others not
understanding.

cancellation?!

**taking the time for
granted.**

testers can't do it.

guilt.

“Sorry! I know today is 10% time, but I wondered if someone would mind taking a look at something for me, it’s a small piece of work and could be worth ££££”

getting buy in.

10% isn't enough.



~~cons.~~

challenges.

making the most
of 10% time.

**reduce barrier to
entry.**

support the 'non-
technical' team.

**help people feel
wanted.**

**encourage
collaboration.**

**understand those who
don't want to do it.**

**involve others
teams.**

**make the value
obvious.**

**balance the business
and individual need.**

be honest.

summary.

risk.

worth it.

**it's ok if you don't
take part.**

THANK YOU.

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