

Daniel Work Operating System

Disclaimer: despite my best efforts, this document is most probably biased. Please take it as a basis for discussion and tell me if it does not represent reality.

Who am I

A proud father and husband → I have an incredible 3-year-old daughter and a wife. I take my role as a father very seriously, and spending time every day interacting with my daughter is important. I also support my wife in her professional life, and we try to spend quality time together as much as possible.

A nerd → my childhood friends were books and computers. I have kept a voracious reading habit and like to get very deep when a topic interests me.

A multicultural → I am a French national of Lebanese descent, born and raised in Guadeloupe. I've travelled to over 50 countries and worked with many cultures, including five years at an American company. English is my preferred language for work.

A hard worker → One of the values my parents taught me was hard work. I am a recovered workaholic who strives to have a balanced life.

How to work with me

Asynchronous by default → I like to write and take time to think about problems. I prefer asynchronous, written communication instead of meetings and talks.

Time management → I am very focused on managing my time wisely. I like to start meetings on time and finish them swiftly (ideally under 30 minutes); otherwise, my attention span decreases. I avoid meetings in the morning to have productive deep work sessions.

Analytical decision making → I use mental models and frameworks to make decisions. When it's not possible, I default back to intuition.

Argumentation → I tend to have "strong opinions loosely held". I can sometimes passionately argue an opinion opposite to mine just to check its foundations.

Risk-taking → I tend to be overly optimistic about the future, and I like to take risks that can bring high rewards.

Competitiveness → I like to set myself challenging objectives and reach them.

What I expect from people I work with

Value generation → It's not about how much you work but how much value you can generate. I believe it's possible to generate asymmetric value.

Time management → I expect you to manage your time efficiently and productively, including time for yourself and your family. I firmly believe that a happy and balanced life improves professional performance.

Growth mindset → I work best with people who are open about learning new things and getting out of their comfort zone.

What you can expect from me

Efficiency → Speed is paramount. I will always go for the most efficient decision instead of spending time making the "best" decision.

Radical candour → I will always give you candid feedback and hope to get the same in return.

Challenges → A lot of my feeling of accomplishment comes from helping others become a better version of themselves. I sometimes put you in situations outside your comfort zone to achieve that.

Open mind → I'm always open to new ideas, especially those contrary to mine. I'm also quick to recognise mistakes.

Autonomy → I believe that intelligent people don't need to be told what to do. I prefer instead to fix output and KPIs in advance and check regularly.