



[Remote Work Life](#) Podcast Interview With: Alina Vandenberghe, CPO [Chili Piper](#)

hello everybody this is Alex once again from the remote work like podcast today I'm here with a really special guest actually really happy to have with me a Lena Vandenberg who is co-founder and CEO of Chile Piper and also co-founder of gipsy BOTS so you heard right she's a she's a she's running two separate businesses and you haven't heard it all yet we were going to talk a lot more about and leader superpowers I guess in terms of how she's running her her life as well as she's willing to businesses and in doing that and Chile Piper is a very interesting SAS startup have you ever been in a situation where you been to a website you filled out a form and the form comes up with another page another page comes up which says

somebody will be in touch with you soon you you're left wondering when is somebody going to be in touch and who's going to be in touch with me well Chile Piper has come up with a solution a concierge solutions that means that when you fill out a form when your your prospects fill out a form they can they'll know who and possibly when somebody will contact them so it kind of takes that problem away completely and I want to get Alena just to introduce Chile Piper in a bit more detail in a moment but Elena's going to say thank you so much for joining me thank you thanks for having me very exciting to talk to you today excellent well I'm sure you gonna do it a lot better job of introducing Chile Piper than I did so tell us a bit more about Chile Piper first and foremost and just give us a bite history of how you came to be partially Piper Chile Piper has you described it very well we solve a very simple problem companies that need to have a form to qualify their prospects before they talk to them and we enable that we make sure that people that are qualified to talk to that business are talking to

sales rep or to an account manager or to a customer success person immediately so that there's no wait time there's a better experience for that particular person who comes into the website and the salesperson or the customer success person doesn't have to chase them to get to to talk to them which is kind of silly so even though it sounds like a simple simple problem to solve it's actually quite complex when you have businesses that have you know more than 10 sales reps or more than one way of qualifying the prospect and we hold that for them we have some other products as well but this is the main this is the main claim to fame I think if I can say that it's one of those things where you think to yourself gosh that's such a good idea why didn't I think of that because at the end of the day it's a it's a problem that you know it's it's all about it's a product that solves a problem a human problem which is the whole problem of communication and managing people's expectations in many ways and the last thing you want when somebody comes to your website and fills out a form you the last thing you want is is uncertainty isn't it so I think Chitti pipe was great in that in that respect yeah you'd think that somebody would have salted by now



masseur prized as as you were surprised and now companies like Twilio and Airbnb and Intuit and many other companies are being enabled with with Chile Piper and we're solving some other problems in that connection touch point it's it's a lot of fun it see I'm surprised every day of the complexity around it but it's it's it's it's getting a more seamless process for sure for both parties I really trusted in your story is well Elina because you have you come from a technical background yourself and you've you know you've worked in computer science roles you've done your you've done your I suppose you've worked at the coalface in terms of doing those sorts of things

in fact I I heard as well you you were you were bought a computer at quite a young age is that

sparked your interest in in in tech my dad is a nerd like me in that he likes to tinker with anything that comes out that's new and exciting he has an entire wood Shack full of tools and every time he sees something that he has not seen before he buys it and tries it out and he instilled that kind of same type of curiosity and excitement for new things in me as well as soon as he could afford it was not easy for him as soon as he could afford to buy me a computer he did and she was very hands-off and said you know you can discover it you can figure out how this thing works I did a lot of silly things at the beginning I don't know if you remember that we had a hard time with storage or computers early days and I figured out that I'm gonna clean the space this for my computer and delete it all the configuration files Wow completely wiped out your computer on the first day yeah and I suppose there's a few people who here here who are listening who and watching you may not have may not have handled a floppy disk but that's that's going back a few years ago that's a con was the last time I don't think my computer even has a definite doesn't have a disk drive I know that for certain

no cd-rom either so that's that's it's going back away but I think that it sounds like that is what really piqued your interest in in in tech and it's kind of tell me how you've built from from there to becoming chief product officer then of Chile Piper how does that all come about so I have this interest in technology from my dad and then I have a very polar opposite from my mom which is an interesting in art and interesting in visuals and

interesting in colors and shapes and and which goes very well with product because you have to when you build software in general you have to have a sensitivity for the

velvet and for the way the product is visually represented to the user so that the true combination kind of went very well together I didn't know at that time in school that product is even a thing I don't think that the kids in school are taught that is even a career path still no no it's a very abstract thing I don't even know how to I don't know how I would explain to a ten-year-old what product is but now that they get to experience their iPhones with snapchat



and tic toc they understand there's somebody behind that product and then listen as somebody makes decisions on how that product behaves and what features go so it becomes a little bit more tangible and understand okay maybe I can be the decision maker for this product as well and maybe I can I can do it it's again it's abstract but it's a it's more tangible now that they have phones in their hands oh yeah definitely I think even because I obviously I've got children my own and my my oldest is she's choosing her subjects now and she's thinking about University and even to this day I mean as much as they the school say that they they try I think they're way behind in terms of

introducing children to technical aspects or even you know joining the dots between the artistic side of things and the technical side of things is there still a long way to go in that respect but it sounds like you you were able to connect the dots yourself and it's it's built into a wonderful career but I also get the feeling as well that's you you you had a burning desire to to be your own boss that rather than be being managed or at least be in a workplace that you know somebody was actually telling you what to do I think I always get the feeling that you you wanted to be that the person who was calling the shots is that it am i right in saying that it's an interesting topic the leadership and then the the

Entrepreneurship that gets built in me and my sister we have the same education say

type of parenting same schoolteachers same everything and yet from very early on I had a very strong independent personality I would not want to hold my mom's hand I wanted to explore things I wanted to be on my own and try things I definitely have a very riskier type of personality I am okay with risking things I'm okay with losing anything everything I'm okay with going to a certain extent that many of my friends probably are not comfortable with and I don't know if I was just born like that or something just clicked and I just became I had this entrepreneurs bugging me but I can definitely see sign across the across the way that I was interested in starting things on my own I always was and I had the million jobs odd jobs as a kid that would live like that and you you even were before your high school you were you know you had your fingers in entrepreneurship that you you actually engrossed in entrepreneurship was it a lipstick business I think you mentioned yes I had 40 year cells reps that I was managing for yeah for

cosmetics and I also managed the bills for water and heat in my in my building I was also teaching math classes I was training some IT classes I was so many odd things very very early on I think I must might have started around I don't know seven eight something like that very early on well I think that I mean I like that I mean I again when it comes to my children I try to get them to immerse themselves in as many things as possible because that's that's the only way that you can really understand what you like and what you you don't like I think I don't know I was I was driven for sure by economic issues at the time because we were in communist Romania and my



were workers in factories and the the means were definitely a problem and that would that sparked my my interest in in starting things that would give me independence it's very hard to get kids to be part of the same kind of

environment because usually these days you they are surrounded by comfort they have the food in the fridge they have heating the house and all of that sometimes I was missing essentials and and that's what drove me to do things out of the box but it's it's it's definitely an interesting topic how to get kids to have more initiatives even if they're in in they're comfortable yeah it is a tricky one and I hear what you're saying there because it there's so many I think lots of things nowadays there they've got everything they need I guess don't they to thrive they don't necessarily want for for that much I'm speaking quite in quite general terms but if you compare to what your

situation was and you know I suppose in society that we are now in Western society especially I guess there's there's very little in terms of wants and needs but for many kids but okay so you've you've you know gone into you had your entrepreneurs streak at a young age you've done your you've had your team of 40 it's a very young age as well how did how did chili Piper come about how did that spark you obviously you're a co-founder as well how did that

relationship start as well it didn't start immediately I didn't understand that there was an entrepreneur I did not understand that I was passionate about building something on my own I started as a in a corporate job like like most of us and starting understanding how corporation function and I was part of health a big health care company a big education company big media a big finance company as well and I was bull in a china town in that I didn't fully understand how politics within different corporations work I knew that I wanted to be at the top but I didn't quite understand at the beginning how that whole process works I obviously had to learn the hard way but I've learned some good politician like I guess skills in how things can be managed and how you get things to happen and now you get things to move and the more I explore that corporate path and the more I was climbing the corporate ladder the more I understood that I was becoming more of a politician as opposed to more of a doer which is the part that I liked the most and I just didn't like who I was

becoming I talked differently I behave differently to different actions and what what I would normally take and I'd say I hated it I hated it to the point where I just couldn't go to work anymore I was like faithful and I was making more money that I could ever imagine I'd never met her that I could I could earn that much and I was not but I was not happy so when you were at that point where you're not happy what what kind of steps were you taking to to to kind of get yourself out of that situation because I mean I've been in a similar situation to that myself but I felt that why this is going back a few years ago around but I don't know if you felt the same way I



felt as though you know I was I was wondering who or who could I speak to you in terms of you know how can I get myself out of the situation or how can I stop feeling like this what we what the steps that you took to sort of remedy that I looked around me and I looked at the kind of people that were successful in the corporations that I was at and who was the CEO in that company who was the chief technology officer or the CIO path which I was in I obviously even aimed for being a CEO of a large enterprise and if the founder is not the CEO but somebody hired

that company in many cases at least where I was the passion for building something was gone the more the drive was more for stock for let's make this share worth more let's make sure that the revenues are of a certain size it was not about building something that was interesting it was much more about shareholders value and I had a hard time making that my main mission whether the cash cash cash making my making is my main mission is really hard to being driven by that and it was that was hard for me I said I I cannot become that person I cannot be that person yeah and I think you've touched on a great point there because I mean there are people where that you know money is their main driver but I think if you can't figure out or you're in a situation where you know your values are not quite aligned with the people that you're working with or the business that you're working and that's the point at which you're unhappy that's that's a trigger in itself that you should that you should do something and and you did you you you were able to identify what was what was passionate you know what your mission was what was important to you I guess deep down inside and take those steps to to then be where you are now I guess but I'm I'm sure it wasn't all that easy I'm sure did you have to go through sort of different stages of understanding actually I like this but I don't like that and sort of crossing things off your list before you got to where you are now yes I definitely had to be a lot of layers of to understanding who what I really liked what I was really

passionate about who what I was really good at and what I was struggling with and after a lot of self self-reflection I found that my thing that I like the most is is building software and I like to come up with interfaces that simplify complex processes that's my talent and I should put it to work I should not let it dormant and

in a closet and dust it off and it's interesting because this talent of building software that is easy to use even though it's also complex problems is not frequent it's it's it's a rare talent I'm currently hiring for product managers and product designers that can join our team and it's not easy we have hundreds and hundreds of candidates and I have a little test that I give them too and very few pass my tests like very very very few I would say one out of two hundred barely goes to the next stage and it's interesting that I didn't realize this car city of it of this particular talent and it goes back to what you said is that it's very hard to teach it in school it's a it's a hard to understand talent but it's it's needed because our Stour society depends on technology quite a lot and it's going to become even more dependent on technology to solve complex problems



and as a result I I said that you know what I'm just gonna focus on that I'm gonna focus on this talent that I have and the fact that I went in Enterprise is what surprising for me at first I thought I'm going to probably go to healthcare or to education where I thought that I'm much easier to find the mission to may be cure disease or in hell in health care where you educate kids I'm still very passionate about education so the the path of enterprise was a bit unexpected but I understood that because of the scarcity of talent in solving complex problems very few even fewer people go to enterprise software much more people are much more if they have this talent are much more likely to go to consumers products that they're more they have an affinity for so it was interesting path I was exposed to enterprise software because of the roles that I had and I always saw that there were clunky and hard to use and we're not solving my problems I'm not making my job easier and I said you know there has to be somebody to have to make these jobs easier there has to be somebody to solve make people happier when they go to work and make their jobs easier and I can I can be that person I have the right exposure to to solving their problems and I think you've highlighted a great point as another great point because I mean I've interviewed Nick Francis of helps care I've interviewed something some great leaders of not not just tech leaders but people who who really talk about understanding your yourself understanding what problem is you're trying to solve first before you then talk about the skills you use or the schools that you want to use in order to solve that that problem because a lot of people go about it the wrong way like you've just alluded to they they talk about all the skills that they have and all the new projects that they've worked on but they don't be quick they don't listen they haven't necessarily gone through the path that you've gone through you know actually using those products and or at least understanding what the problems are and then picking a problem to solve and maybe even I suppose when you think about Health Care Health Care's and Abdi you know there's obvious problems that people can see in health care but it Enterprise I guess doesn't there aren't obvious problems unless you sort of elevate those

problems so I love that and this is this is a valuable lesson if anybody's going to be applying to any of Alana's roles don't think about your put your product skills or your tech skills first think about the problem that you want to solve and if you if you're not yet at the stage where you can apply to Elena's roles go and work in tech and understand those problem understand those products more and understand the problems behind those those those products he can then present yourself as it as a candidate who can can solve them and help a leaner out so yeah I love that I love that that's a particular area and going back to Alina so you've you've identified yourself and now that these are problems I want to solve I'm going to fast forward quite quite far because I know it's a post of yours on LinkedIn to the right was around about two 2015/2016 where you talked about quitting your job right and that's put a pretty big milestone I guess and building a startup tell me about that it was not easy because you go from

a lot of income to zero income and at that time I did not have savings so it was not it was not an easy jump but I could not do it anymore I just could not continue that path and at the same time



my husband who is a serial entrepreneur kept insisting that I should join him that I should join him that I should join him because we have such

complimentary skills I said you know what I'll give it a try I'll give it a try at least one year and and I'll give it everything that I have so that I don't regret it and I've not looked back I have not looked back ever since so you would go back into corporate life now no I would rather live in a trailer and I would not go back well it sounds like I mean you wanna you wanna look for trajectory with the business anyway so it doesn't sound like you need to look back it sounds like it's going in the right direction it's a lot of fun it's a lot of fun and and I think that the reason why I like it so much is not so much it's not because I'm not no longer part of a machinery that the corporate system can feel like it's because I have the opportunity to instill in our company the kind of values that I find important when working with others in that process we don't have much

hierarchy at chili-pepper we probably have to we'll have to have some sort of hierarchy as we're hiring more people but there's there's we have like a very flat process right now and it feels like you're working with a lot of smart people and you're influencing each other in the right way when you're building things and diversity is important for me and kindness is important for me and ownership is important for me so that everybody can feel like they're they're contributing a hundred percent not just a cog in the wheel and that's what makes things even more interesting no I think so values as well it's it's it's just what makes me me tick you you know it's what kind of it makes anybody take if that's what I think most of the best businesses when they're hiring that what really draws people in and gets them to really fall in love with their business and really understand the co then they look at the I mean I think that's that's that's my my feeling anyway and I think your values are front and center on your website you talk about help helping your your team members reach their full potential you know innovating and and having fun who knew you could have fun at work I mean it's it's I still I'd I still don't think that people can get not people in general but I mean when I was when I was working it wasn't funny it just felt like I was there to sort of learn something and go home and go back the next day and it just like you said I have to hamster wheel on and on and on but for you it sounds like you're trying to that's that's kind of baked in that whole aspect of fun and innovation is baked into to what you do and help him on another tell me more about that it's one of the values that comes from my co-founder the fun part and that's because ever since I met him he always puts a large smile on my face from the time I wake up until the time I goes to bed he's very funny and he always manages to find the most in the most obscure situation the a positive way to look at it and comes up with way in which we can find entertainment in in the most unusual circumstances so that the fun value definitely comes from him we think that you're spending so much time at work right it's like almost our whole me especially for me especially smile would I wake wake day it's a shame to make it sad yeah it's safe to do not make the most out of it and find beauty in the things that we were we



we do beauty in that positiveness and and a learning opportunity in which we may be a client has a bad day and and screams at us for instance and then we can learn that you know we can take that and make his day a bit better with something we can come up with with a way to to entertain him as well and it's important for us to to make things fun first is one of the things that we did and I don't have a sample here it with this little chilli sauce because it's a play on our company name and it says light a fire under your sass sass sucker the service but you can also provide a letter is in a different way so we use all the opportunities to have fun for sure yeah I mean I'm looking at your website as well now I can see there's some some pictures in it you know you guys look like you are having fun I think you should bring that out more because I you know that that to me is the kind of vibe and the kind of that's kind of atmosphere I want when I go to work it's like I said I when I I mean I've been working now for the last 120 years and half of that has been working for other people and it wasn't fun and you know they tried as much their cat they could to kind of introduce the things like the perk the pool table and the you know the free breakfast and it all seemed very sort of contrived but you guys it's it's natural so that's definitely one of you that's the USP that you that is difficult to it's really difficult to demonstrate but you guys are doing it really well so it's it's interesting because we remote so we cannot have those perks that you're talking about right I cannot we all work from wherever we want to if you find a tennis court and you bring it on and then you play that's the part of your time management but within the meetings that we have within the call that we have for when we meet in person for sure we make the most out of it and it becomes a bit more intense like that when you're meeting your colleagues less often it's you you make sure that you make

most of the time in person that you have definitely and you mentioned remote work and I think that in itself

it just changes the game where work is concerned because again I've worked in a co-located scenarios I'm not saying you can't have fun in those situations but each to their own and I mean I've had most of my phone working

on a remote basis and that doesn't mean I'm be nice isolating myself by any means but it's still very much a team ethic there but I think the remote work is a gift that that helps in so many different ways in it it's helping your team to grow as well tell me more about you or your decision behind going remote it was a very very easy decision and that I definitely am passionate about discovering new places and traveling and learning about people's cultures and diversity and understanding how

different motivations work on different parts of the planet and different problems different people face and a as soon as you become emerged in cultures that are different than yours your mind kind of opens up and you understand issues in a global sense in a way that you wouldn't have I can take a typical person who doesn't have princess in u.s.



that doesn't have a US passport that hasn't traveled across outside of the US borders it's hard for them to understand climate change it's it's it's harder for them to understand why an issue that comes from a political driven campaign for something to happen in in in Iran or Afghanistan all these things are very abstract yes they're like they're their headlines in a newspaper but they don't affect you so they become completely irrelevant to your life whereas when you travel and you've been to some of these places you've been to Egypt in the pinned up in the center you've been to Turkey to Istanbul you've been to to China you those stories they become meaningful you understand how these people get affected and that

not only you your borders that are affecting how you live and because of that diversity I feel like I'm a more I'm a better person and I would love if I can share that kind of growth that I've experienced by traveling to many other people it's not so much about it's not so much about culture but it's it's more of understanding how issues affect us or when we're doing something how everybody gets affected and I love to share that and I'm really grateful that we're quite diverse right now we are from so many countries and so many cities and as a result I feel like we're all learning from each other so much so much and you've grown so quickly as well I mean I was speaking to it to Nikolas yesterday Nikolas is the co-founder of Pfizer and he was I was saying that I was reading an article it was dated 2018 and at that time we had 30 28 people and right now you have 42 and would you say that working on a remote remote basis has enable you to grow as it has enabled that growth well we have bigger goals in that 40s is just the beginning I would love to get employees in every country right and then get to know how that can culture can work but for sure it's easier to find talent when you're not restricted by boundaries especially now I live in New York and New York is super competitive I there's Google there's Amazon this Facebook fighting for tech talent and a kid out of school here who has finished computer science can get upwards of \$100,000 in salaries and for a startup is very hard to compete with that

with tech giants like that whereas us we were not restricted we can hire anywhere we can hire anywhere

we find talented people that are that are willing to learn and get get on a path of rocketship yeah and that it's a great it's a fast-moving it's a fast pace you've got there why is the makeup of your your your team right now do you have a I know you said you're quite flat in your structure but I have used sort of segmented it into different

departments as yet we have the engineers like everybody with the engineers that I have squirms with every day we have the sales team that is rapidly growing we just hire the CMO and the CMO is hiring the the marketing engine so far we function without marketing I don't know



how how we did that it's interesting because we put this job post and we advertise them on website like we work remotely and things like that and I try to advertise on female-only

distribution channels as well but we still get a majority of applicants are male I really want to get more female candidates I try to spread as much as I can the the the job post on on this website so that we can get much more female representation it's for sure in we're diverse in in culture but we're not yet diverse in in female versus male and I am I'm fighting to change that yeah I mean I don't know if you are you read the website but that's one thing that's that I'm passionate about also because obviously there's a disparity where that's concerned isn't there and I I think there's a I mean there's so many different theories that you know a pipeline issue is it's quite blind for us yeah such a small percentage of email it really is such a small percentage and it's hiring itself is is difficult enough without trying to find a needle in a haystack isn't it so it's it's it's one of those things that I'm really passionate about and you know if you are looking for a new role I'd urge you to go and have a look at the Chili Piper's website and speak to speak to Elena and I'll share this out as far as I can as well to hopefully drum up some some support your way as well that's be awesome

I I have a very interesting recruiting process that I don't think anybody else has I don't look at resumes I do not look at schools I don't even care if they went to school I don't care how long they've been working they could work ten years or a month I don't care what I really care about that they do well on my test and my test is very hard as I was telling you and it's

interesting I don't even look at their name so I don't even know what country they come I don't even know their gender I don't know anything I just looked at the test is well done I'm really tempted to ask you what's on that test I'm sure you're not gonna you're not gonna drive all day are you you're not gonna you're not going to say what that is very only you I mean there are aspects of that that I kind of becoming more free or using out so for example no resumes and you know a blind interview essentially but it's blind blind completely but I think the experience factor is is quite unusual especially in remote because a lot of people I spoke to like the CEOs I've spoken to hiring managers say that they ideally want people who have you know have some experience of whatever it is that they're going to be doing because they don't necessarily want to be holding their hand or having to sort of guide them through certain steps but yeah that is unusual but I mean I'm intrigued Alena really treat well well it's it's the skills when you start to work it's having the right skills to do the job really well and those skills are not reflected in the resume or in anything else but your your work

so that's part that I'm testing with with it and it's a time to test so that is has some super



right questions and some super hard things within a super restricted time so you have to be super greedy and super motivated and multitasking at the same time so I think that's the reason why why it's harder than the normal

recruiting process so other than we were remotely live a plug therefore we were remotely what other places are you advertising your roles and how are you trying to how you track ting people to the chili paper we have a network of recruiters as well in some countries we have some websites where we post we also get a lot of applicants from LinkedIn we are quite active on LinkedIn not as not as an outbound Channel but more because our sales people post whenever they see something interesting and then somebody else's sees their post and they see oh these people these people are having fun versus our Account Executives like I don't know how they managed to find each other but they love skiing and

snowboarding so they often post videos and pictures of them snowboarding and people wonder well we where do you work it's an unusual post for a salesperson and similarly we have our customer success team just decided to move to to Colombia

so they post a lot of pictures in like super cool places and and and the carnival so people are interested and they say oh these people are not do not have your typical 9 to 5 to 5 jobs I want to be part of it I think that's a big hook and you know tax jar as well tax Joe calm day they're going the same route in terms of they focus on their values as well and they focus on what they do outside of work because at the end of the day you can get a million people that's that have got like a product manager CV or a marketing manager or marketing director CV but at the end of day if what really hooks people in I guess it is the things like the travel is the things like cooking or things like the things that they share the things that they have in common right that's what draws people in definitely there's an aspect of

similarity in hobbies and passions and obviously the the community is very important for every one of us and being part of that community not on that business that you work timetable but on your own timetable so that I don't know if you have a kid and you want to pick them up at a certain time from school there's no restriction on that and if you want to cycle at 2:00 p.m. because that's when their look knows that that's when there's no traffic it's it

definitely creates a different rhythm in people's life and space for them to be passionate about things that they would not be passionate about otherwise it's like I said before it's it's a gift when you've worked in a scenario like I said remote what doesn't suit everybody but when you worked in a scenario that doesn't suit you when you then move to a scenario that that suits you whether it be remote or not but especially for a remote for me it's a gift because like Alena said you can do the things that you perhaps couldn't do if you were I don't know in a job that demanded that you work late for example and you know those sorts of things and didn't have a balance so and



you managed to strike a balance yourself haven't you Elena in terms of running two businesses and you have you've had you've had a little new arrival to your family quite recently as well I had a baby which has changed a lot of things for sure back to back to your observation that remote work is not for everyone it's indeed the case we observe that not everybody can resist within this framework because you definitely need to be a bit more

self-disciplined and a little bit more self-aware and it it we had employees that got isolated and then they decided not to be part of community office or or do things outside of that staying at home and working and that can burn you out as well so he it's definitely not for everybody you have to be much very much aware of how you spend your time and how you get to interact with with the world the part from me that's that clicked is that I'm I have to work on things that are more creative I guess that then your typical role and ideas don't come to me when I sit at my desk ideas come to me when I walk ideas come to me when I bike when I exercise and I sometimes get stuck on on something and I cannot proceed and I I go and I do something that's a bit more unusual move an idea comes to me so for me it's it's just me very well I also don't like to do things that normally people like to do I don't like to cook unfortunately I like to eat but I don't like to cook I don't like to go shopping so as a result I I am really attached to the work that I do I really like software and building software and that's what I think about in the evening that's what I think about in the weekends so it's definitely it definitely suits me well now that I have a baby and a child as well I'm much more intentional about my time sure in that I am very aware if I do something that's not beneficial for me or for him in his education like scrolling mindlessly on social media or I don't know staring at at articles that are not going to make me a better person

it has changed things a bit yeah yeah and that intent is yeah it doesn't see everybody else we've said that intent is important I think I I did a podcast the other day about looking after your you're not just your mental health cause mental health is getting a lot of coverage right now but I think

especially as somebody who works

remotely because sometimes he there's a habit we sit down quite a lot I guess unless you have a sit-stand desk for example you have to look after your physical health as well physical

the physical side of things and

especially like you said now you have a child Elena I've got my children you have to be mentally and physically equipped to sort will do with all those different scenarios so you have to have know yourself like Alena says you have to know what you want to do but then you have to have the discipline to to actually do those things don't just say you're gonna go and exercise or go and ride your bike we'll go for a walk do do it and really find out what those passions are for you how has it been with you with with your with your with your baby how do you how you balancing



everything I think I don't I am lucky because I have my mom around and she's very good with my baby so as a result I don't have that in the back of my mind that that it gives me some the kind of peace of mind that I don't think any other organization would I know that he's in good hands and my mom loves him and he loves her so I'm lucky and very lucky in that regard and I'm very aware of it and and whenever I I do spend time with him is I make sure that it's hyper quality time that we enjoy we don't look at screens we do I I don't even have a TV at a TV service at home so at that there's no risk of that we're doing a lot of outdoor activities we make sure that we get a lot of air and vitamin D vitamin D is this oh yeah there's definitely I'm still trying to figure it all out how to best be a human and how to be good at this new game for me the parenting part I'm reading a lot of books I'm becoming very passionate about learning everything there is to know and all the scientific scientific literature on on on the subject but it's a fun path yeah is nothing you learn as you go along I think it

one of those one of those roles that you can't you can there's no job description for it and there's no sort of like you know list of things to do now and this is what you should do at this scenario you learn on the on the job and that whole thing of balance I think that that would balance I suppose it does put you it puts people under pressure doesn't it because it makes you think that

everything should be sort of sort of like perfectly aligned but for me what I've learned is that the balance is is is that everything is as happy as it can be everything is sort of ticking along as it can be that balance does change you know but it kind of you work it out you work it out eventually

so that's great and I I admire you for what you're doing Elaine in terms of growing your business you know and and your families and traveling and remote work yet for me you've got you've got you've got everything sorted out as far as I'm concerned so I really admire what you're doing so what is in there I don't take up too much of time I could ask you so many more questions but I don't take up too much of your time but I wanted you to ask you what's in what's on the horizon for the chili Piper what what your plans for the open coming months next year or so well first of all I want to just step back for a second and just pinpoint something in that you are definitely a positive person and showing a lot of gratitude and I think that's a super important it's a very important value we often forget that gratitude is should be part of our everyday routine it changes a lot of things and it allows us to use things in a new light with that said I I think that as the as I'm looking at the future of chili pepper and our company keeping that particular value is very important to me at scale making sure that people are don't forget to be kind to one another that we don't forget to

be grateful of the things and I'm seeing positive in us in in our interactions is going to be interesting to manage at scale keeping a self-starting



orientation in everybody to have that kind of ownership where everybody can affect everything and there's no

organizational structure is gonna be interesting as scale as well so there's definitely a lot of thinking that we'll have to go through in terms of

operations as we're scaling and how to keep that same fun attitude that that we we have towards work at the same time we in order to sustain ourselves and in order to sustain our employees we have to grow revenue as well of course and that is important in everything that we do we have to become sustainable and then be economically viable so we're going to look at how that can change things as well our products right now are all available to enterprise setup so you have to talk to a rep to set you up because they're quite complex but we're currently exploring ways in which we can make them available for self-service so that people can come in and just set themselves up it's not it's not entirely easy but for search and search use cases it is if the company is smaller and so that's what personally I'm focusing on right now from from a product

perspective as well and as a result I'm hiring super smart designers and product managers so if you have anyone who's listening to the podcast who wants to work from Hawaii and to work from New Zealand website and apply don't get scared of a test but yeah those are the things that I'm thinking about a lot on top of my mind well guys I did try to get as much as I could out overlain about the test I wasn't fortunate to do that so what I will ask her though what I'll ask you Alena is how can somebody make themselves an attractive potential hire to your business outside of their well yes I'll just leave the floor open to you it's not only to the paper I think it's any organization anybody who's trying to grow and then be a better suitable candidate is exposure to as many diverse things as possible it's very important that we get skills that are complementary to each other but also quite diverse in that if you're for instance an engineer you should

definitely look into design you should definitely look into interaction design you should definitely understand product management as well because that makes you a better engineer similarly if your product manager you should definitely understand a bit of JavaScript a bit of Java a bit of a bit of all these

languages because then you can talk better to the engineer and understand their problems and understand where they're coming from and it's the same for every role as soon as you can expose yourself and be curious to speak curious about different areas of expertise you just become better so I think that's a general thing that can apply to not only not only Chile Piper but for any any other job that one can apply for is is arm yourself with diverse skill set absolutely



and yeah I will agree with you because that's that what you've just said is reflected by many of the other people who are hiring and many of the CEOs that is just that diversity of skills of thought of you know all that's all thinking yeah yeah yeah well Alena it's been absolutely wonderful speaking to you as I said I've got lots more

questions I'd like to ask for I know you're busy

anybody who is curious about Chile Piper and their jobs please go to Chile Piper calmness CH by L I Piper dot-com and have a look at their jobs pages and check them out and I recommend having a look and see what you can see but Elina thank you so much for joining me on the remote where life podcast

I'll certainly be keeping an eye on what chief Pope is doing and what you and Nikolas are doing so all the best with it for the future

thank you a lot of fun and let me know when the the episode is up so that I can share it I certainly will Thank You Lina bye