




No managers, no meetings, no problems

Or almost



 Sofia Lescano Carroll
 @soflesc
 Senior Software Engineer



**Is there any
manager in the
room ?**



Have you ever heard or said 'I have too many meetings' ?



**Have you been in a at least one non-useful meeting
this month ?**



You probably know the feeling



Let me tell you a story ...



A few years ago I walked out of a meeting ...



Is the norm the most effective ?



**What if there
was an
alternative ?**



Your health partner that prevents,
insures and supports you every day



10 years

Since 2016



700+

Alaners to drive the mission

Active in
4 countries

160

Engineers

34

Designers

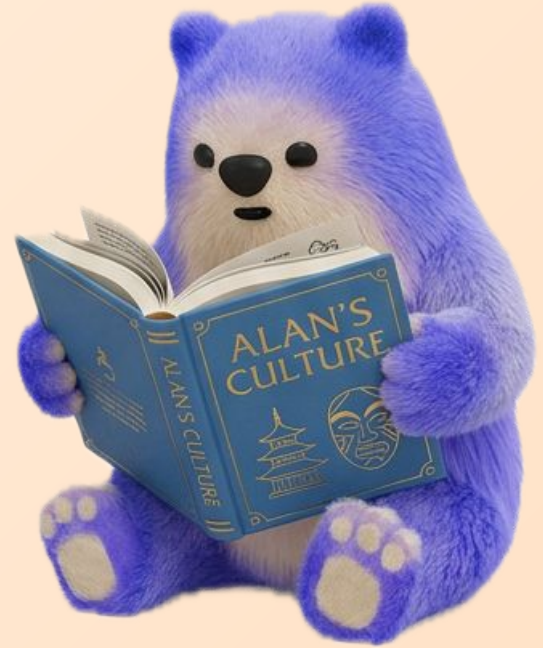
36

Product Managers

Alan's culture

Ambition, Transparency & Ownership

TRUST

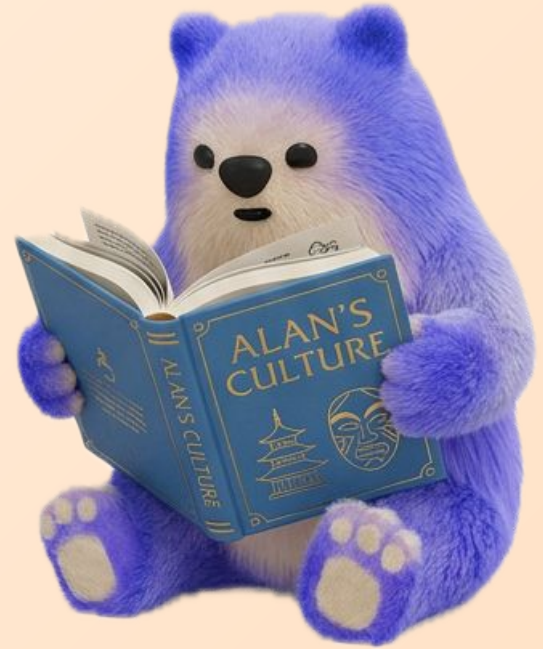


Alan's culture

Ambition, Transparency & Ownership

 **Asynchronous written communication**

 **Radical transparency**



Alan's culture : Radical transparency

O

Private channels



Alan's culture : Radical transparency

94%

Co-founders messages are public



Alan's culture : Radical transparency

crew_payment_processing

Messages Add canvas Crew Projects

sofia.lescano-carroll 12:33 PM
BE Reimbursements ↴
4 replies Last reply 27 days ago

sofia.lescano-carroll 12:54 PM
Crew work visibility ↴
2 repli

engineering

Messages Asking @user 's questions ... Files


21 replies | Wednesday, March 11th

sofia.lescano-carroll 9:06 AM
Everyone can build ↴
4 replies Last reply 1 month ago

coffee ☕

Messages Sans titre Files Pins +

sofia.lescano-carroll 9:27 AM
Life is tough with 2 cats 🐾
WhatsApp Image 2025-12-05 at 09.26.28.jpeg



16 🐾 17 ❤️ 8 🧑 2 😊

furry_friends All animal friends are welcome here.

There is a channel for everything



Alan's culture : Radical transparency

alan Company Overview

- +61%** ARR YoY
- €693M** Signed ARR
- 973,000+** Signed members
- 676** Alanners to drive the mission
- Active in 4 countries**
- +163%** Increase in shop orders following the launch of Alan Play
- 25%** Customer support AI automation rate

The dashboard also features a mobile app interface on the left and a polar bear mascot on the right.

alan Careers at Alan

Compensation

Shining a light on what Alan offers to Alanners in terms of compensation package and employee value offer.

Equity and Salary

At Alan we offer an attractive Equity package on top of an annual base salary. The grids below are the latest as of today. Please note that potential final hiring offer will be binding.



Private channels

Alan's culture

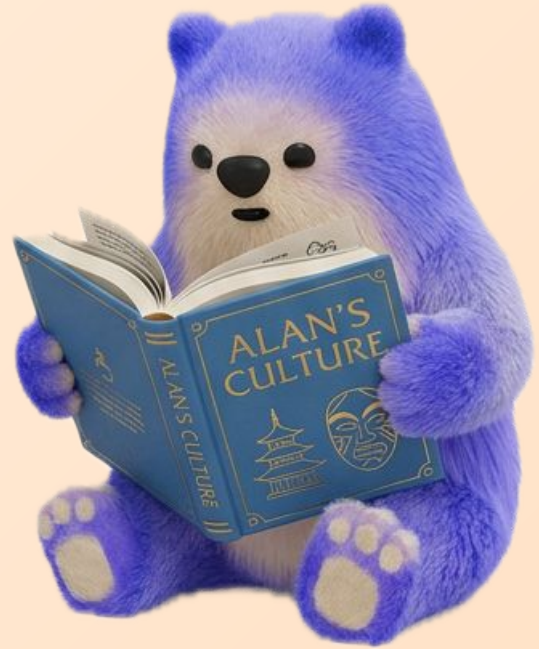
Ambition, Transparency & Ownership

 **Asynchronous written communication**

 **Radical transparency**

 **Distributed ownership**

 **Flexible work**





**“No
managers”**



**No traditional
managers**

But why ?



No traditional managers



- ⚡ **Slows down decision making**
- ⚡ **Radical transparency & Distributed ownership**
- ⚡ **Bias to action**

**What are the
responsibilities of a
manager ?**

In a tech company, a manager's responsibilities generally fall into three main buckets: People, Product, and Process.

- Gemini -



People Management

- Mentorship & Growth
- Performance Reviews
- Hiring & Onboarding
- Psychological Safety
- Holidays approval



Product & Technical Strategy

- Translating business to technical requirements
- Technical Oversight
- Resource Allocation
- Managing Technical Debt



Process & Execution

- Agile/Scrum Oversight
- Unblocking
- Cross-functional Collaboration
- Crisis Management

Crew structure



Designer

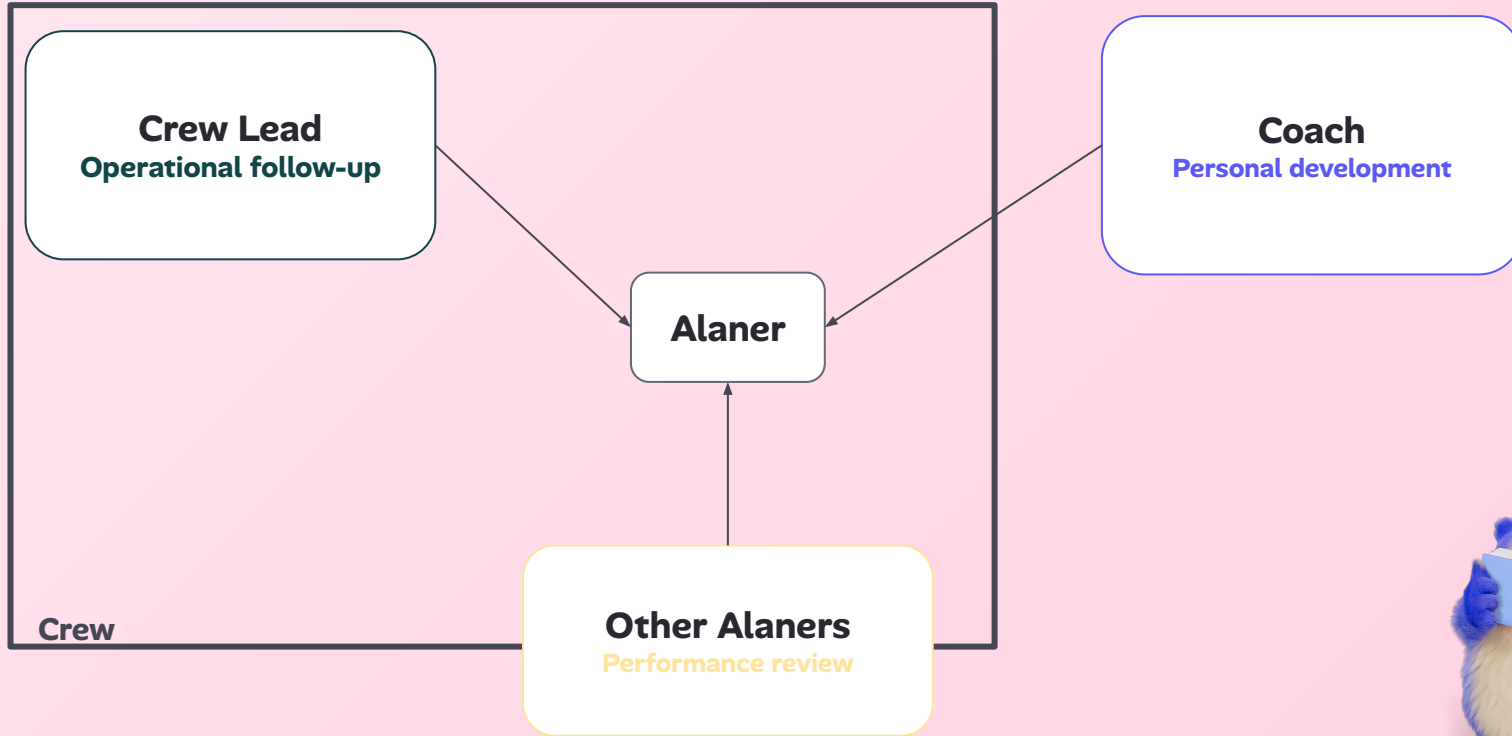


Product Manager



3-5 Engineers (with a crew lead)

Manager: a distributed role



Every alaner



- ⚡ **Individual contributor**
- ⚡ **Teach lead**
- ⚡ **Continuous feedback on peers & processes**
- ⚡ **Performance and level impact review**

Every alaner sets its own objectives every week

Sun / Fires / A+



December 9th



0 comment



👤 Engineering | Product Platform area > Service Hub | #area_product_platform | @crew_service-hub

🔥 78 🗨️ 1,07M 🕒 20 👤 36,4k

🌟 Highlights

- ✅ Planned Christmas Holidays 🌲 29dec - 4jan
- [PSP Integration ownership](#)
 - Presented [\[redacted\] analysis](#) to the team. Waiting for review from stakeholders
 - [First steps with Revolut sandbox](#) : successful authentication and payout 💰
- Payment Gateway:
 - Building foundations with [@frederic.bonnet](#): integrating payouts with Legal entities. Thank you for pairing, I learned a lot !
- Crafting 2 subjects for conferences
 - Everyone can build -> Submitted to Codemotion & Mixit 🙌
 - Ways we work - working async
- Great conversations came from my fresh eyes report. Thank you for taking the time [@alexandre.gerlic](#) [@julien.femia](#)
 - Reminded me how important feedback is as other people have had similar experiences during onboarding

🔥 Fires

- Escalated [\[redacted\] ticket](#) and couldn't have a satisfactory response : hopefully we will get some progress during tomorrow's sync with [\[redacted\]](#)
- I have concerns (? maybe is too early) we might reach a bottleneck and need to find the right way to collaborate Payment gateway <-> Claims cc [@benoit.prioux](#)

👤 A+ Next week

P1: [\[redacted\]](#) exploration and integration with Payment Gateway

P1: 2.5 months review

P2: Unblock [\[redacted\]](#) TopUps error testing (follow up on ticket 06178563)

Crew lead

Operational follow-up



- ⚡ **Individual contributor**
- ⚡ **Vision and context**
- ⚡ **Plans & Organises**
- ⚡ **Accountable for outcomes**
- ⚡ **A role everyone can take or leave**

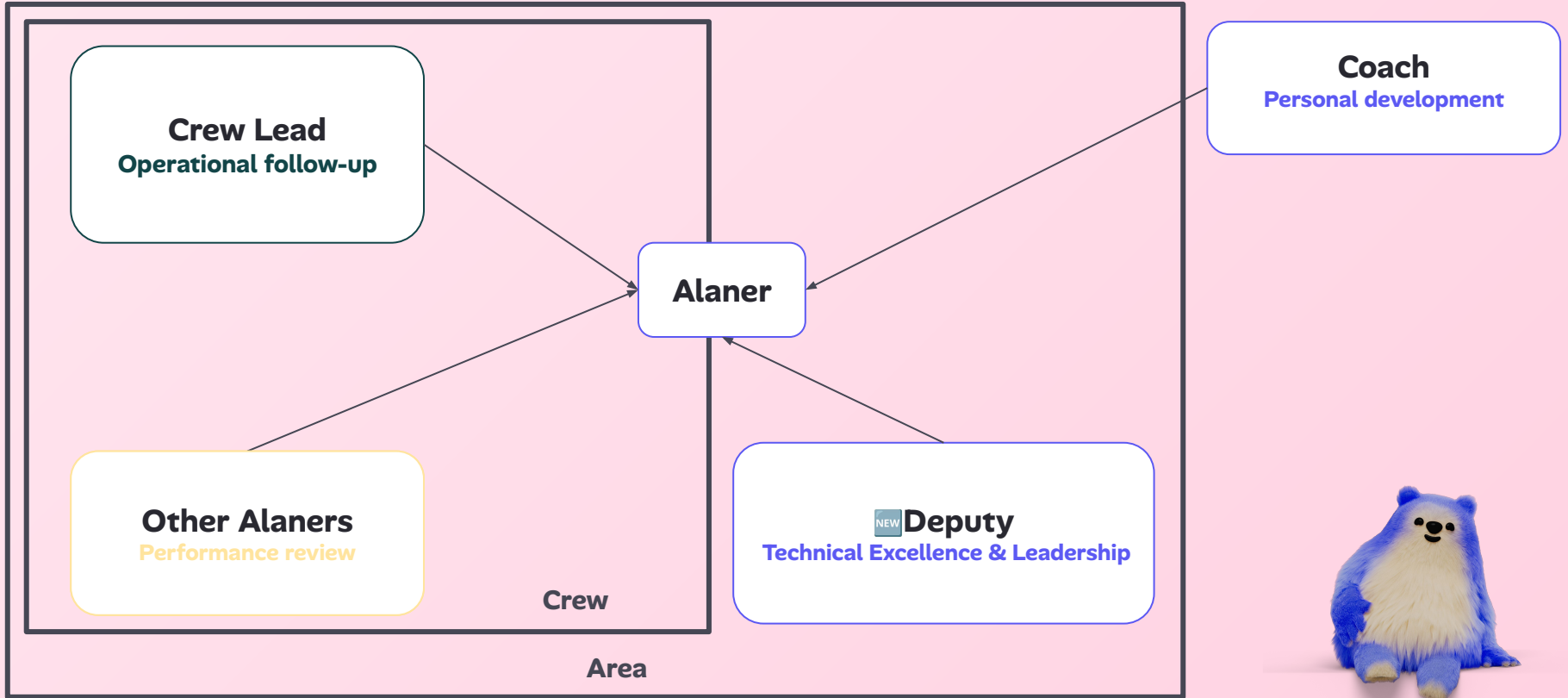
Coach

Personal development



- ⚡ **Individual contributor**
- ⚡ **A vehicle for culture**
- ⚡ **Personal growth**
- ⚡ **Coach level > coachee level**
- ⚡ **No hierarchy coach - coachee**
- ⚡ **A role everyone can take or leave**

Manager: a distributed role that evolves



Area deputy

Technical excellence and leadership



- ⚡ **Individual contributor**
- ⚡ **[Area] Technical Vision**
- ⚡ **[Area] Hiring & Talent Density**
- ⚡ **Performance tracking & HR point of contact**

**People leave managers
and not companies**

Choosing my coach

A key differentiator



- ⚡ **Understand what you need**
- ⚡ **A role model**
- ⚡ **An external point of view**
- ⚡ **Coaches are changed over time**

**We hire people not
roles**



**Career progression is based on
impact**



“No meetings”
- By default

**Meetings have a cost that
we usually oversee**



Information is shared asynchronously



- ⚡ **Dailies**
- ⚡ **SFA : Sun / Fires / A+**
- ⚡ **Quarterly retrospective**
- ⚡ **Company pulse**
- ⚡ **Engineering gazette**

Information is shared asynchronously



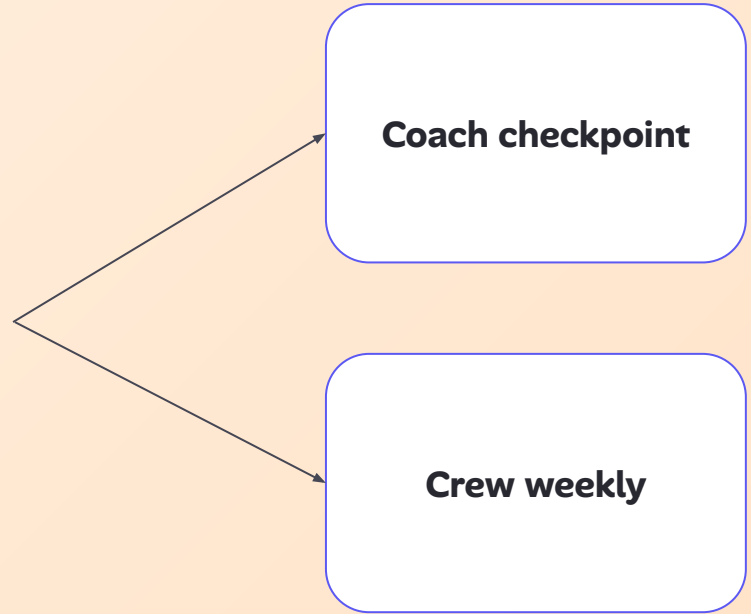
Daily standup WORKFLOW 8:00 AM

Payment Processing Standup

☀️ Good morning [@crew-payment-processing](#)!
Please fill the standup template below in the thread!

- ☕ Anything you'd like to share?
- 💣 How's your **pressure**? X/5
- ✅ What you achieved since last standup
- 🎯 Your daily top problem
- What you **plan** to achieve until next standup
- 🛑 Any **blockers**? Questions? Need help? Worries on ETA?

2 main recurring meetings



Other meetings



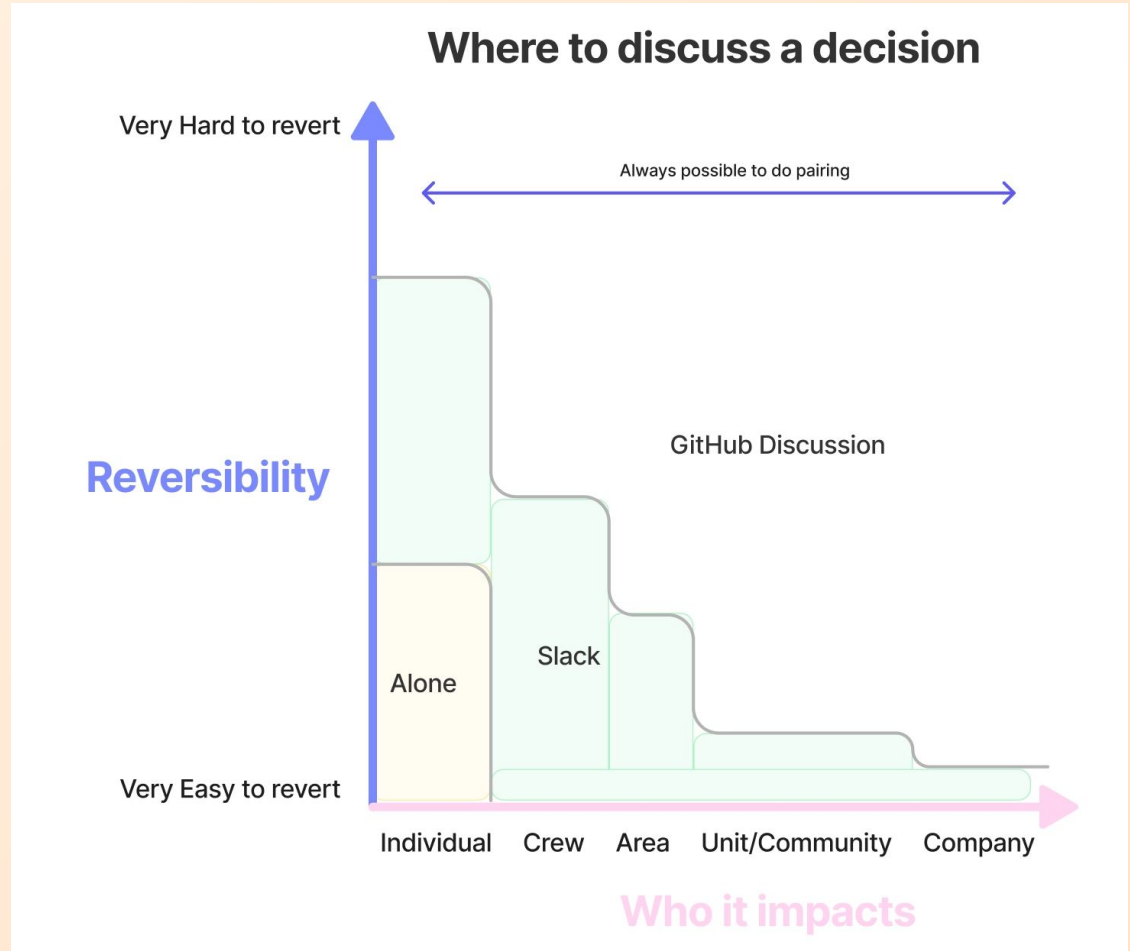
**Decisions : write it or
it didn't happen**

Decisions are written




- ⚡ **Remote & flexible work inclusive**
- ⚡ **Ideas win on merit not on loudness**
- ⚡ **History of decisions made**
- ⚡ **Searchable in the age of AI**



Decisions are written



A discussion can start in slack and the be moved to Github

 **sofia.lescano-carroll** Feb 13th at 3:19 PM
Conferences Guidelines ↴

10 replies

 **sofia.lescano-carroll** Feb 13th at 3:23 PM
Hi 

I'd like to know if there is a clear guideline for speakers at conferences and/or if we could write one (revamping the conferences page has been in my radar for a while but haven't taken the time 😞).

Here are some ideas / questions:



- Is alan giving us the (usually 2) days of the conference
- can we expect to take some of our work time to prepare the conference
- is there anyone that needs to 'validate' the slides /speech as this is public

Things that might be obvious as this is a 2 way street

- bring your alan swag to the conference
- I peronally planned on getting some marmots to make them be won to the best question for example

thank you

An I am thinking on the speaker side, but I believe we should define better the attendee side aswell

  Feb 13th at 5:15 PM

My opinion:

Is alan giving us the (usually 2) days of the conference

In theory, yes. Like everything, we trust you to assess if this is the best way for you to have an impact at Alan (by representing the brand, learning, etc...)

Can we expect to take some of our work time to prepare the conference

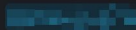
I don't see why not, given that you are representing Alan during these days.

is there anyone that needs to 'validate' the slides /speech as this is public

As soon as you start talking about Alan, I would ask for a quick validation. I'm just not sure if it's in [#thought-leadership](#) or somewhere else.

Things that might be obvious as this is a 2 way street

I would add writing a quick blog on the gazette to share your learnings with the rest of the community.

 might have an opinion as well as he's been speaking publicly at Alan for a little while.

Let's move this to a Github discussion when you have some time, so we crossed our Ts and dot our Is 😊

Making decisions in Github

Scope

The goal of this discussion is ...
This discussion is ****NOT**** about ...

Why I'm opening this Discussion

Timeline

LOCI

Lead & Owner:

Consulted:

Informed: Likely to be tagged at the end of the issue or in a slack announcement

Context & Materials

Proposal

Questions

Threads

Please use threads

Do not use threads

Keeping costs in mind





alan-bot

on Dec 2, 2025

Maintainer



The estimated discussion cost is 236 € with different time allocations: Owner(s) (): 5 hours [Learn more about discussion costs](#)

💡 If you have any feedback on this cost calculator, please ping 



0 replies

Write a reply



[Engineering] Show & tell: new format #31452

Closed

Answered by dedalusium asked this question in Discussions

on Dec 2, 2025 Maintainer

edited

Scope

- The goal of this issue is to define the new format of show & tell in the engineering community
- This issue is **NOT** about replacing lightning talks

Why I'm opening this Discussion

- 6 month ago we reached the limits of the current show & tell format. While it was successful, it appeared to be too long and intense. It is time to make them evolve to bring them to the next level.

Timeline

- I'd like to close the discussion by the end of year on Fri the 19th of December

LOCI

- Lead & Owner:
- Consulted: [@sofia-lescano-carroll](#)
- Informed:

Context & Materials

We [brainstorm](#) this topic last month as a starting point of this discussion.

Current state:

- Lightning Talks (5-10 min) run successfully for 3+ years
- All-hands Show & Tell sessions grew to 2 hours with 10+ consecutive short talks

Making decisions in Github Show & Tell example

💡 Proposal

Option 1: Afternoon Show & Tell

Duration: 4 hours (2:00 PM - 6:00 PM)

Structure:

```
2:00-2:50 PM Talk 1 (50 min)
2:50-3:00 PM Break (10 min)
3:00-3:50 PM Talk 2 (50 min)
3:50-4:00 PM Break (10 min)
4:00-4:50 PM Talk 3 (50 min)
4:50-5:00 PM Break (10 min)
5:00-5:20 PM Quickie 1 (15-20 min)
5:30-5:50 PM Quickie 2 (15-20 min)
6:00 PM Closing
```

Key features:

- **3 main talks (50 min):** Deep technical dives, project retrospectives, architecture decisions
- **2 quickies (15-20 min):** Quick wins, tools, emerging topics
- **Regular breaks:** Snacks provided, time to process and discuss
- **Single track:** Everyone sees everything, shared experience

Benefits:

- Extended slots for deep talks
- Varied pacing prevents fatigue
- Builds conference speaking skills

Option 2: Full day Show & Tell

Duration: 4 hours (2:00 PM - 6:00 PM)

Structure:

Structure:

```
10:00-10:50 AM Talk 1 (50 min)
10:50-11:00 AM Break (10 min)
11:00-11:50 AM Talk 2 (50 min)
12:00-2:00 PM Lunch break
2:00-6:00 PM [Main afternoon format as above]
```



Benefits:

- We cover 2 more topics
- We have a full dedicated day

Logistics

- **Recordings:** All sessions recorded/transcribed for future reference
- **Speaker support:** Optional practice sessions for first-time speakers
- **Location:** We dedicate a full space at Valmy (8th floor?)

I don't have a strong opinion, I would favour the proposal that minimize the preparation time. That being said, it could also be a good opportunity to unlock having Alaners preparing for external conferences.

? Questions

- What proposal do you prefer?
- Should we introduce a second track ?
- Should we include a 2hours workshop on a dedicated track? or in the morning?
- Do we have the logistics to run such an internal conference?

Threads

- Please use threads
- Do not use threads



sofia-lescano-carroll on Dec 2, 2025 Maintainer

Thank you [redacted] for opening this discussion.

I think this is a fantastic opportunity to share knowledge, gather and practice public spe (workshops / long conference / quickie). Recording it is a must for me aswell.

Most of what I had in mind has already being said:

- I agree with [redacted], a quickie after lunch helps bringing back attention af
- I agree with [redacted] it is important to have bigger breaks. Usually in conference afternoon ~16h for coffee / sweet treat, at this point you are already quite tired of th
- I tend to prefer 30 to 40 min talks + 5/10 min for questions -> 50min seems a bit lon
- I like the idea of having a full day
 - gives the opportunity to go through more subjects
 - makes everyone concentrated on this through the day -> Only an afternoon, you business of the morning.
 - We can take this opportunity to introduce workshops in the morning 👍
- I personally appreciate the only one track. It means everyone can see everything, th the speakers get the full audience attention. It can be very hard to predict how peop workshops are usually with less participants, I am ok with having several in parallel.

Consider having an MC (Maitre de Ceremonie) to introduce the speakers/subjects and r facts of Alan to regain engagement.



Write a reply



on Dec 23, 2025 Maintainer Author

edited

Conclusion

General Structure

- Full day event.
- One single track
- MC to introduce topics & speakers
- Support provided to speakers
- We do 3 fun quizzes to catch the attention: 1 in the morning, 2 in the afternoon (at first and in the middle)
- All talks are recorded

Time split

Breakfast: 30 minutes before the first talk.

Talk: 45 minutes total (presentation + Q&A).

Quickies: 15 minutes total

Breaks: 15 minutes each.

Workshop: 2 hours.

Open space: 2 hours.

Both **Workshop** and **Open space** happen, in parallel, at the same time in different rooms.

Updated Timeline

9:30 – 10:00 AM Breakfast
10:00 – 10:45 AM Talk 1
10:45 – 11:00 AM Break
11:00 – 11:15 AM Quizz 1
11:15 – 12:00 PM Talk 2
12:00 – 2:00 PM Lunch break (2h)
2:00 – 4:00 PM Workshop (Room 1) OR Open space (Room2)
4:00 – 4:15 PM Break
4:15 – 4:30 PM Quizz 2



A variety of decisions

[Spain] Paternity leave 2026 #31932

Closed Unanswered yoannartus asked this question in Discussions

on Jan 23 Maintainer edited by

Scope

- The goal of this discussion is to align on my paternity leave timeline in 2026, provide strategic guidance, and validate ownership distribution across all Spain business verticals during my absence.

[Workplace] Madrid office - Current situation on #29780

Closed Answered by asked this question in Guided Discussions

on Jun 3, 2025 Maintainer

Scope

- The goal of this discussion is to centralize the ongoing discussion regarding Madrid's office, and decide our next steps with Aticco's proposal and negotiation, i.e. gather our office options.
- This discussion is NOT about handling an office change or move considering the tight timeline before September, and the limited Workplace's bandwidth in H1 already budgeted on other coworking spaces.

Why I'm opening this discussion

- raised a need for Workplace's support regarding the office set-up in Madrid very expensive - / month for 2 offices (one of 10, another one for 12) + a big meeting (according to May's invoice), while facing a very low occupancy.
- is regularly in touch with Aticco's coworking team to find the most adapted solution.
- At Aticco still, we could have another space available at / month starting June 2025.

Timeline

I want to close this discussion by July 1st, to leave enough time to centralize our progress on the facilities front.

LOCI

[Eng] 2026 Hiring challenge #31287

Closed Answered by asked this question in Discussions

on Dec 22, 2025 Maintainer

Scope

The goal of this discussion is to collectively understand our 2026 hiring needs and define concrete actions (quick wins & big rocks) to accelerate our hiring process.

This discussion is NOT about:

- Debating whether we should hire more people
- Challenging the existing hiring process
- Discussing specific hiring needs

Why I'm opening this discussion

We have decided to hire more people.

Over the past weeks, I've been hearing from various stakeholders about the need to hire more people.

- Understanding the current hiring process
- Impact on roadmap
- Increased awareness and feedback about sustainability

The reality: To hit our 2026 hiring goals, we need to be more sustainable.

Timeline

[Payment Platform] 2026 Roadmap proposal #31287

Closed Answered by asked this question in Guided Discussions

on Nov 12, 2025 Maintainer

Scope

- The goal of this discussion is to validate the Payment Domain Roadmap 2025-2026 and align on priorities, timeline, and scope for the Payment Processing crew.
- This discussion is NOT about:
 - Day-to-day operational decisions
 - Individual engineering implementation details
 - Budget or headcount discussions

Why I'm opening this discussion

[Brand x Field Marketing] Goodies for H2 #30245

Closed Answered by asked this question in Guided Discussions

on Jul 17, 2025 Maintainer

Scope

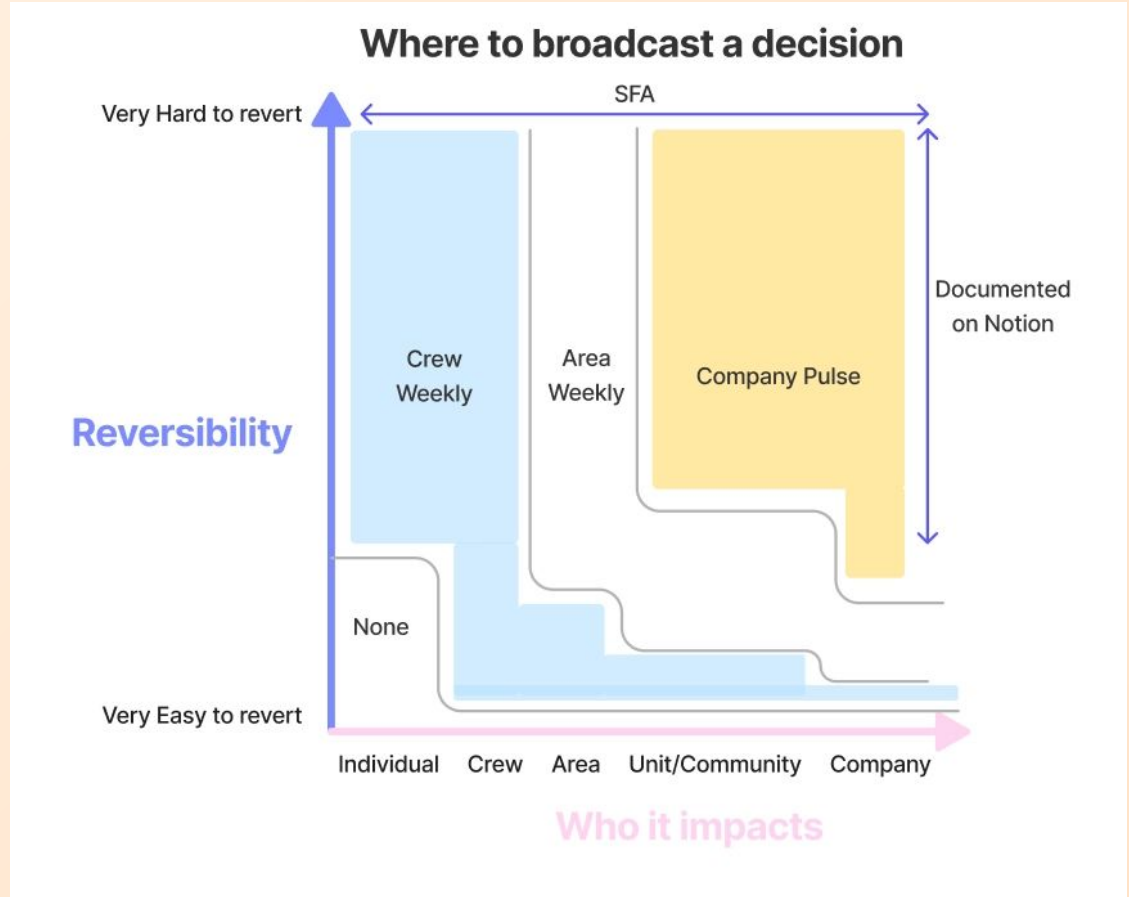
- The goal of this discussion is to define:
 - What kind of goodies we want to produce to enhance evergreen Field Marketing efforts
 - How to streamline their distribution to remain smartly frugal
 - How to allocate the budget efficiently between Workplace, Brand, and Field Marketing.

- This discussion is NOT about producing goodies for a specific campaign, such as the Fall campaign.

Why I'm opening this discussion

- Goodies are valuable assets for Field Marketers during events and for nurturing
- Stocks are running low (cf remaining items below), and we need to address immediate needs for upcoming events in September.

Sharing decisions



WISE MARMOTS



See No Evil, Hear No Evil, Speak No Evil

No problems ?



**Things we learned
along the way**



And it's ok ;)

Learnings



- ⚡ **Challenging onboarding**
- ⚡ **Navigating ambiguity**
- ⚡ **Demanding written culture**
- ⚡ **Lack of social interactions**

Learnings



⚡ Information overload

⚡ Direct feedback

⚡ Finding a coach

⚡ Crew lead needed

**Our way of working is
very tight with our
values**

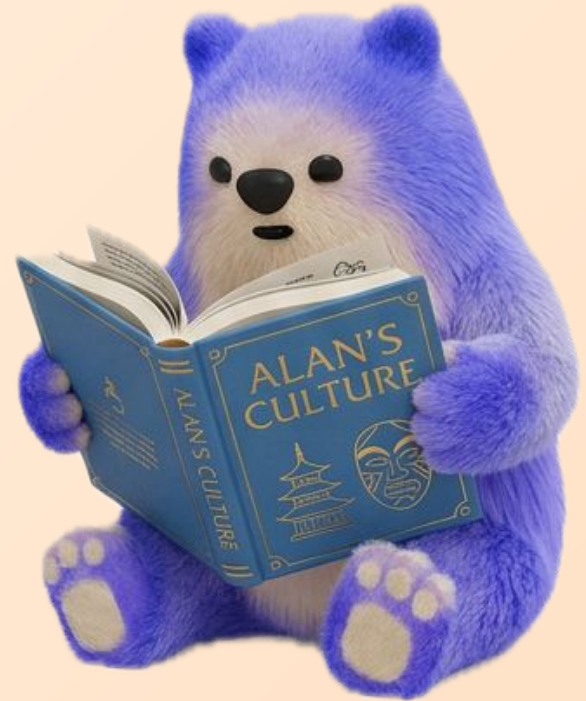
Alan's culture: four ideas to go home with

 **Replace a meeting by a document**

 **Information is power (AI !)**

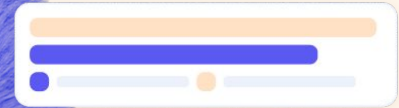
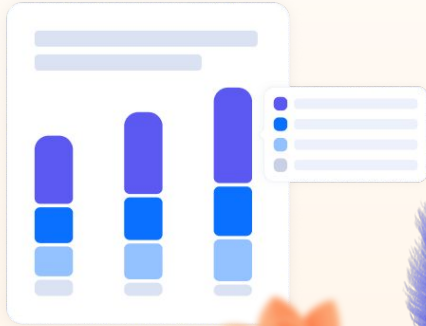
 **Separate operational from individual development**

 **Trust your employees to organise their time**





Thank you
We are hiring 😊



No managers, no meetings, no problem

Or almost






 Sofia Lescano Carroll
 @soflesc
 Senior Software Engineer

Table of content

- [Classification labels](#)
- [Templates showcase \(layouts\)](#)
- [Visual guidelines](#)
- [Brand Visual Assets](#)



Classification labels

- We use classification labels to explicitly convey the intended audience of documents.
- When creating a presentation in Google Slides remember to select one of the following classification labels to be used in the cover thumbnail.
- For more info about data label management click [here](#)

Labels

Public

Internal

Confidential

Restricted

Use case

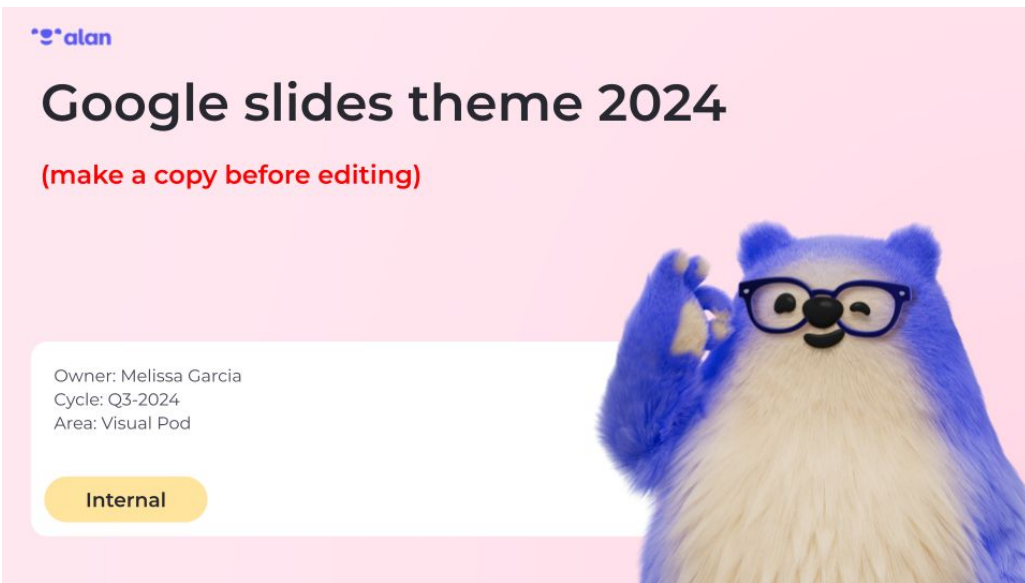
Meant for general sharing outside Alan


Not meant for sharing outside Alan by default, companywide sharing under radical transparency

Sharing based on need to know

Very sensitive: sharing based on need to know and specific additional precautions required

Example of use






Google slides theme 2024

(make a copy before editing)

Owner: Melissa Garcia
Cycle: Q3-2024
Area: Visual Pod

Internal





Slides showcase starts from here

[Return to the table of contents](#)



Engineering Deputy

Manager Hands-on (50% IC / 50% People)



Leadership technique transversal

Décisions stratégiques (build vs buy, architecture)

Assurer qualité, fiabilité et sécurité à travers l'Area

Continue à contribuer techniquement et à coder en production



Talent & Performance

Densité de talent de l'Area (recrutement, performance)

Construire des équipes performantes à travers plusieurs crews



Excellence opérationnelle

Gérer les processus on-call et la fiabilité opérationnelle

Optimiser les processus et l'efficacité



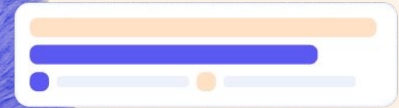
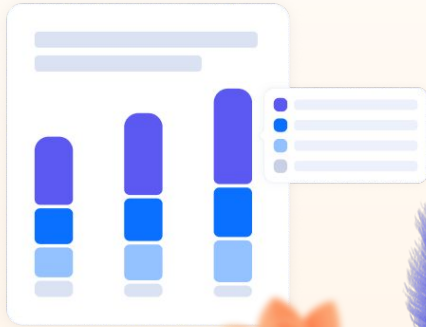
Support et coordination inter-crews

Créer des synergies et casser les silos entre crews

Faciliter le partage de connaissances

Supporter les Crew Leads

This is a cover slide for clients.
Click here to edit the content.





Your title goes here

Subtitle goes here





**This is a section
divider (your title
goes here)**



**This is a section
divider (your title
goes here)**



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goes here)**



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divider (your title
goes here)**

Your title goes here

Subtitle goes here

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Subtitle goes here

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X%

Your title goes here

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Ut tincidunt tempor est, id feugiat augue congue vel.

X%

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X%

Des équipes jeunes

Subtitle goes here

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2.2x

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Ut tincidunt tempor est, id feugiat augue congue vel.



10.8x

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Ut tincidunt tempor est, id feugiat augue congue vel.

3.5x

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Your title goes here

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consectetur adipiscing elit.

Your title goes here

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Subtitle goes here

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Your title goes here

Subtitle goes here

Déjà plus de
126 000 salariés
couverts



Simplicité & Rapidité

Un arrêt de travail est déclaré en 3 clics, un document est traité en moins d'une journée



Transparence

Suivi de dossier en temps réel pour vous et vos salariés, pédagogie sur les méthodes de calcul



Confiance

Alan prend en main les échanges avec les salariés, 90% des conversations sont notées + de 4/5



Prix compétitif

Des tarifs exclusifs négociés avec notre partenaire CNP

Your title goes here

Subtitle goes here



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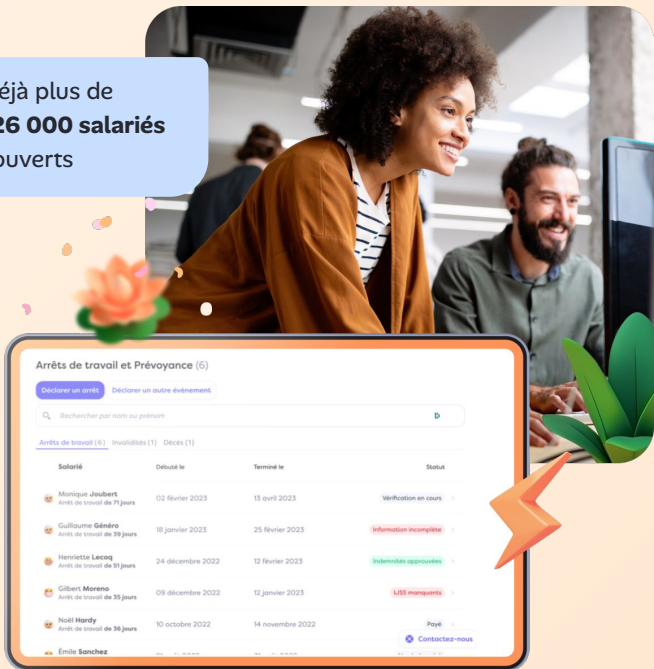
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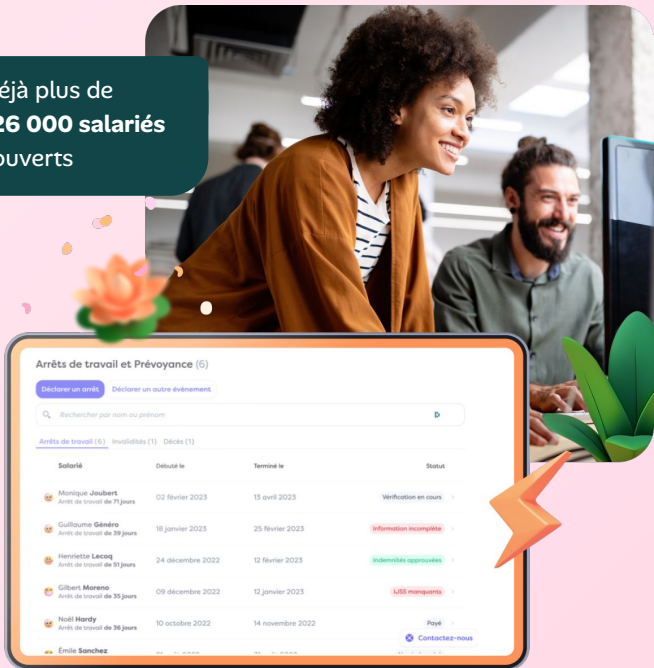
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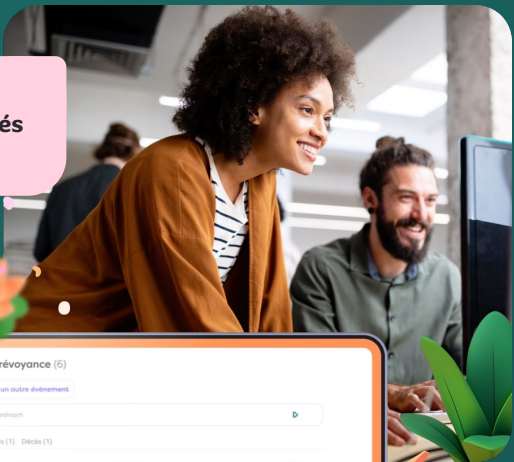
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Lorem ipsum dolor sit amet, consectetur adipiscing elit. Ut tincidunt tempor est, id feugiat augue congue vel.

Your title goes here

Subtitle goes here

Déjà plus de
126 000 salariés
couverts



Arrêts de travail et Prévoyance (6)

Déclarer un arrêt Déclarer un autre événement

Rechercher par nom ou prénom

Salarité	Débuté le	Terminé le	Status
Monique Joubert Arrêt de travail de 70 jours	02 février 2023	13 avril 2023	Verification en cours
Guillaume Génard Arrêt de travail de 38 jours	18 janvier 2023	25 février 2023	Information incomplète
Henriette Lecocq Arrêt de travail de 38 jours	24 décembre 2022	12 février 2023	Indemnités approuvées
Gilbert Moreno Arrêt de travail de 38 jours	09 décembre 2022	12 janvier 2023	LIS manquants
Noël Hardy Arrêt de travail de 38 jours	10 octobre 2022	14 novembre 2022	Paié
Émilie Sanchez			Contactez-nous



Simplicité & Rapidité

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Des tarifs exclusifs négociés avec notre partenaire CNP

Your title goes here

Subtitle goes here



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Your title goes here

Subtitle goes here

DÉCRYPTAGE

Dérapiage en vue des dépenses de santé 📉

Les dépenses faites par les Français pour se soigner « en ville » ont galopé depuis janvier. La facture des remboursements de ces soins risque de dérapage de plus d'1 milliard d'euros d'ici à la fin de l'année, alertent des experts alors que les comptes de la Sécurité sociale sont déjà très dégradés.

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DÉCRYPTAGE

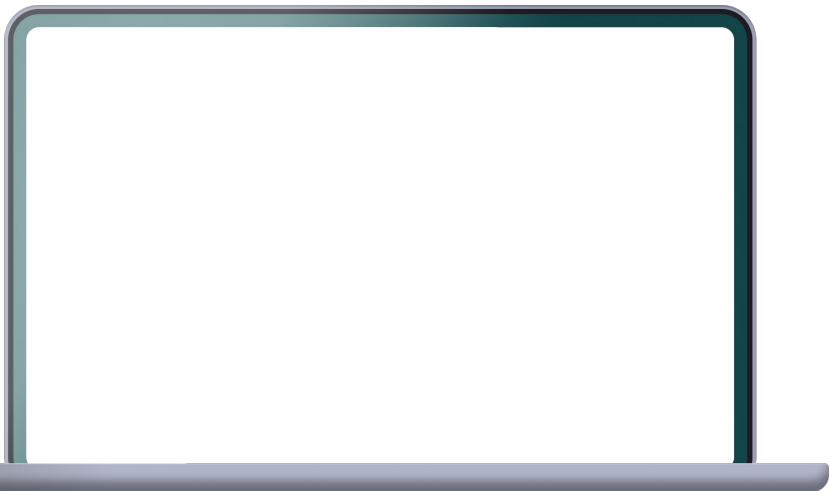
Dérapiage en vue des dépenses de santé 📉


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Your title goes here


Subtitle goes here


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 **Simplicité & Rapidité**
Un arrêt de travail est déclaré en 3 clics, un document est traité en moins d'une journée


 **Simplicité & Rapidité**
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Your title goes here

Subtitle goes here



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Lorem ipsum dolor sit amet,
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Your title goes here

Subtitle goes here

Lorem ipsum dolor sit amet

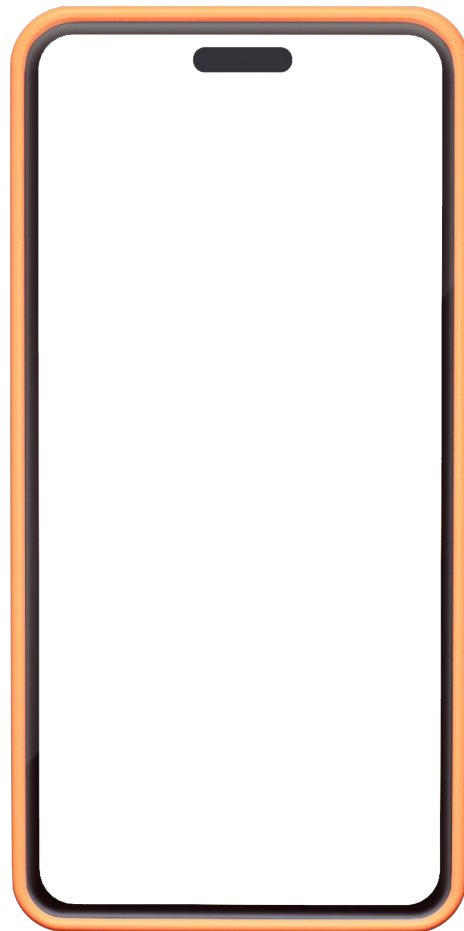
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Vivamus id tincidunt elit, vitae dapibus tellus. Nulla consectetur sapien et dui bibendum tempor. Donec facilisis neque eu finibus sodales.



Your title goes here

“

La prochaine fois que je commence à avoir mal, plutôt que de prendre rendez-vous directement chez l'ostéopathe, j'essaierai de faire quelques exercices du programme qui me soulagent. Les exercices pourraient aider à espacer les visites en cabinet dans le temps.

Name

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Name



“

La prochaine fois que je commence à avoir mal, plutôt que de prendre rendez-vous directement chez.

Name

“

La prochaine fois que je commence à avoir mal, plutôt que de prendre rendez-vous directement chez.

Name



Your title goes here

“

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Ut tincidunt tempor est, id feugiat augue congue vel.

Name



“

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Ut tincidunt tempor est, id feugiat augue congue vel.

Name



“

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Ut tincidunt tempor est, id feugiat augue congue vel.

Name

“

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Ut tincidunt tempor est, id feugiat augue congue vel.

Name

Your title goes here

Subtitle goes here



Footer

⚡ Lorem ipsum dolor sit amet

Vivamus id tincidunt elit, vitae dapibus tellus. Nulla consectetur sapien et dui bibendum tempor. Donec facilisis neque eu finibus sodales.

⚡ Lorem ipsum dolor sit amet

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Vivamus id tincidunt elit, vitae dapibus tellus. Nulla consectetur sapien et dui bibendum tempor. Donec facilisis neque eu finibus sodales.

Your title goes here

Subtitle goes here

 **500 000**

membres

 **82%**

Des membres considérant se rendre aux urgences ont déclaré avoir évité le déplacement grâce à la Clinique

 **600+ salariés**

dont 40% dédiés à l'innovation

 **370 000**

consultations par chat et visio

 **En France, Belgique, en Espagne, au Canada**

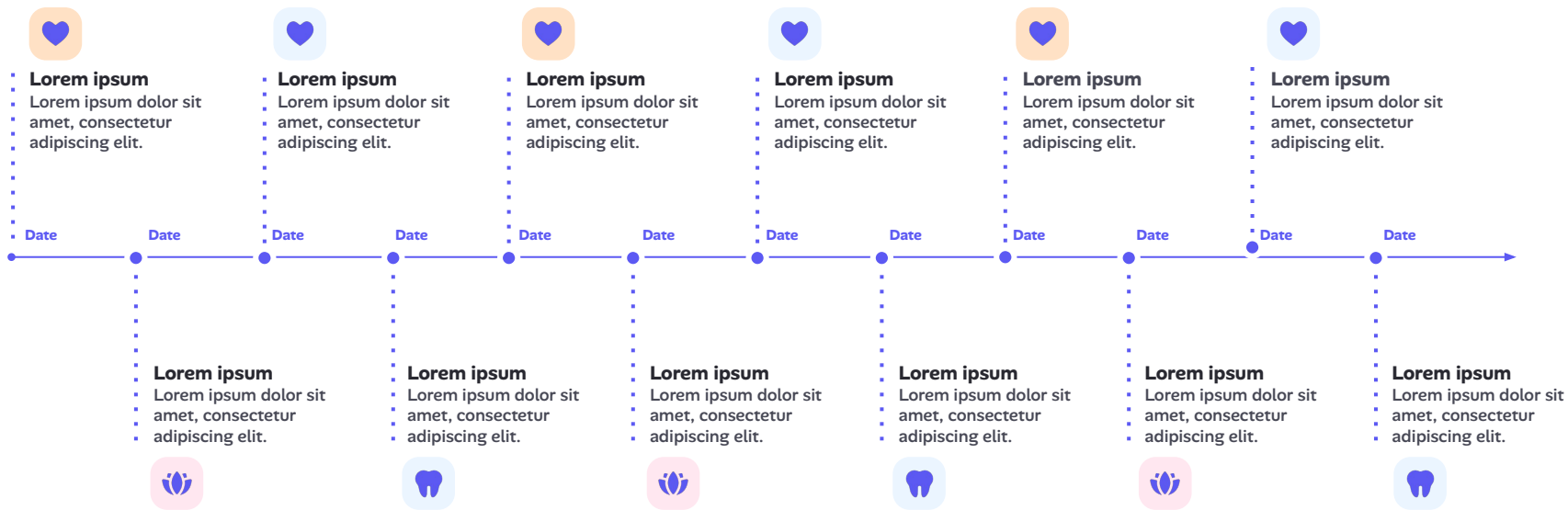
 **46,8 millions**

de remboursements depuis 2016




Your title goes here, and this is an example of a timeline

Subtitle goes here



Your title goes here, and this is an example of a table

This is a subtitle, and you can simply edit the content

		Assureur actuel	Difference
Subtitle Lorem ipsum dolor sit amet, consectetur adipiscing elit.	xx€	xx€	xx€
Subtitle Lorem ipsum dolor sit amet, consectetur adipiscing elit.	xx€	xx€	xx€
Subtitle Lorem ipsum dolor sit amet, consectetur adipiscing elit.	xx€	xx€	xx€
Subtitle Lorem ipsum dolor sit amet, consectetur adipiscing elit.	xx€	xx€	xx€



This is the exit slide





Visual guidelines and assets

[Return to the table of contents](#)

Typography

- The official font to be used is Alan Sans. It is Alan's proprietary typeface and the only font to be used in Google slides, it is part of the theme and it's also available in the fonts library tab in Google Slides
- In Google Slides ee only use Alan Sans normal and bold

Montserrat normal

Montserrat bold

Typography - Scale

Color	Font size	Example
#282830	24pt	This is a large title
#282830	18pt	This is a medium title
#282830	14pt	This is a large subtitle
#282830	12pt	This is a medium subtitle
#282830	11pt	This is a small subtitle
#464754	11pt	This is a large paragraph
#464754	10pt	This is a medium paragraph
#464754	9pt	This is a extra small text for footers

Typography - Pairing

- The following are examples of how to pair different sizes of text. Depending on the goal of communication you may want to give more hierarchy to one message or another.
 - The examples below showcase the common use
-

This is a large title

This is a large subtitle

This is a large paragraph. Lorem ipsum dolor sit amet, consectetur adipiscing elit. Proin dictum magna diam, vitae ullamcorper lacus mollis at. Cras suscipit quam urna. In purus augue, tristique a accumsan ac, ultrices nec elit. Morbi ipsum elit, porta id consectetur at, ullamcorper vitae elit.

This is a very small text for footers.

This is a medium title

This is a medium subtitle

This is a medium paragraph. Lorem ipsum dolor sit amet, consectetur adipiscing elit. Proin dictum magna diam, vitae ullamcorper lacus mollis at. Cras suscipit quam urna. In purus augue, tristique a accumsan ac, ultrices nec elit. Morbi ipsum elit, porta id consectetur at, ullamcorper vitae elit.

This is a very small text for footers.

Typography - Highlights

- If you need to highlight a phrase or a word in you text, we recommend using the light version of our [accent colors](#)
 - To highlight your text simply go to the “highlight color” tab and select the color you want
 - Use this style of highlighting with color exclusively for titles
 - In the case you need to highlight a word or phrase within a body of text, use the semibold weight, like so
 - **Don't highlight text using the Indigo color**
-

This is a highlighted phrase

This is a highlighted phrase

This is a highlighted phrase

This is a highlighted phrase

Color

The colors presented below is our main brand color palette, and we use it across all communication channels

- 1) **The Indigo** is our core brand color, it's present in our beloved mascot and logo. We use it exclusively for call to actions such as links, buttons or any clickable element.
- 2) **White** color is the default background color, always leverage this color.
- 3) Complementary to our Indigo blue, our accent colors helps us widen the expression of our personality. You can use them for: backgrounds and labels.

1) Brand and action color

Indigo
Brand & action color

#5C59F3

2) Default background color

White
Default background color

#FFFFFF

3) Accents colors

Cream
Accent color

#FFFCF5

Light pink
Accent color

#FFE7F0

Pink
Accent color

#FFD1E1

Light blue
Accent color

#EBF5FF

Blue
Accent color

#C7DEFF

Light orange
Accent color

#FFE1C5

Orange
Accent color

#FFBD7A

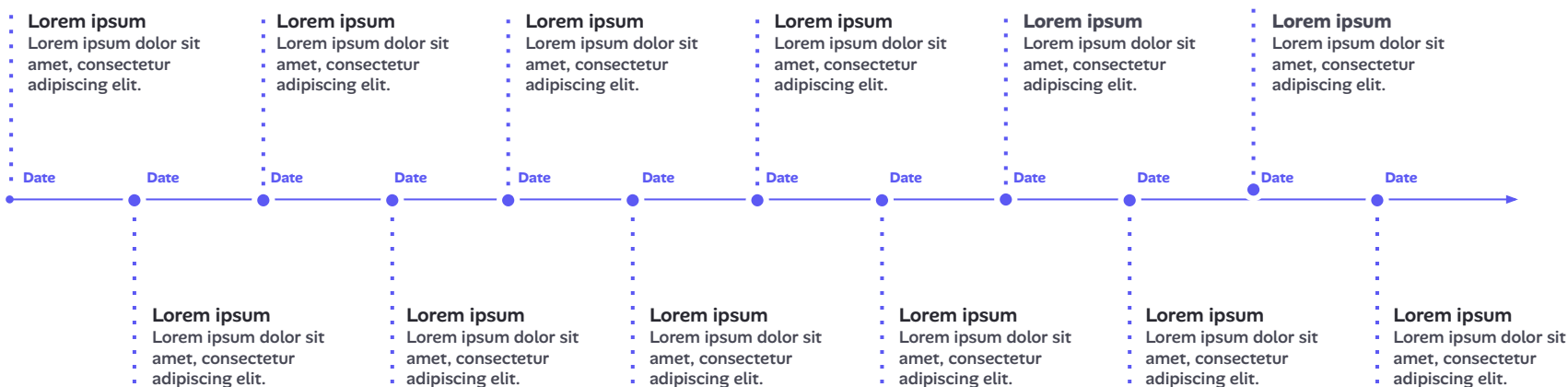
Teal
Accent color

#124548

Timeline

- Use the following design to showcase a timeline of actions or events

Exemple de plan d'action 2025



Callouts

- Use this labels when you want to highlight important messages in your presentation
- Try to use only one callout per slide to avoid cluttering or distracting your viewers attention
- Use small and concrete phrases, min. 30 and max. 60 characters
- Try to wrap the text evenly on both sides of the label shape without leaving too much space at the end
- **Do not use the Indigo color for the text or to fill the label**

✔ Correct use

💡 x% liés aux facteurs externes du marché

💡 x% liés aux facteurs externes du marché

💡 x% liés aux facteurs externes du marché

❗ Wrong use

💡 x% liés aux facteurs externes du marché

💡 x% liés aux facteurs externes du marché

💡 x% liés aux facteurs externes du marché. Lorem ipsum dolor sit amet, consectetur adipiscing elit. Aliquam erat volutpat. Nunc laoreet volutpat lacus ac fermentum.

Cards for comments

- Use this cards for comments to **highlight paragraphs of information**, and grab the attention of your viewer
- Stick to the correct use of color proposed in the cards below
- **Never use the Indigo color to fill a card**
- **Never use the Indigo color for the text**

✓ Correct use

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Sed egestas diam non tortor viverra, et maximus sapiens vehicula. Aliquam erat volutpat.

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Sed egestas diam non tortor viverra, et maximus sapiens vehicula. Aliquam erat volutpat.

✓ Acceptable use

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Lorem ipsum dolor sit amet, consectetur adipiscing elit. Sed egestas diam non tortor viverra, et maximus sapiens vehicula. Aliquam erat volutpat.

! Wrong use

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Sed egestas diam non tortor viverra, et maximus sapiens vehicula.

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Sed egestas diam non tortor viverra, et maximus sapiens vehicula.

Cards for comments

- This is a use case to exemplify the use of cards to highlight comments
- Use only one card per slide to avoid clutter and distracting the attention of your viewer


Example of a use case

This is a medium title

This is a medium subtitle

This is a medium paragraph. Lorem ipsum dolor sit amet, consectetur adipiscing elit. Proin dictum magna diam, vitae ullamcorper lacus mollis at. Cras suscipit quam urna. In purus augue, tristique a accumsan ac, ultrices nec elit. Morbi ipsum elit, porta id consectetur at, ullamcorper vitae elit.

This is a very small text for footers.



Lorem ipsum dolor sit amet, consectetur adipiscing elit. Sed egestas diam non tortor viverra, et maximus sapiens vehicula. Aliquam erat volutpat.

Testimonial cards

- We recommend using this cards to visualize a testimonial made either by a member or a company
- The sizes are flexible and you may adjust depending on your needs. However, below you will find some size presets



“Lorem ipsum dolor sit amet, consectetur adipiscing elit. Phasellus eget felis facilisis, cursus ligula vitae, sodales magna. Proin vel mattis magna, nec interdum lacus. In sed porttitor justo, at tempus libero.”

Author

Quick description (e.g. role)



“Lorem ipsum dolor sit amet, consectetur adipiscing elit. Phasellus eget felis facilisis, cursus ligula vitae, sodales magna. Proin vel mattis magna, nec interdum lacus. In sed porttitor justo, at tempus libero.”



Author

Quick description (e.g. role)

Testimonial cards

- We recommend using this cards to visualize a testimonial made either by a member or a company
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“

“La prochaine fois que je commence à avoir mal, plutôt que de prendre rendez-vous directement chez l'ostéopathe, j'essaierai de faire quelques exercices du programme qui me soulagent. Les exercices pourraient aider à espacer les visites en cabinet dans le temps.”

Valentin

Membre Alan chez Terra Incognita

“

“La prochaine fois que je commence à avoir mal, plutôt que de prendre rendez-vous directement chez l'ostéopathe, j'essaierai de faire quelques exercices du programme qui me soulagent. Les exercices pourraient aider à espacer les visites en cabinet dans le temps.”

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Valentin

Membre Alan chez Terra Incognita

Quotes

- Use this cards to contain quotes from our members, clients or any other person
- Exceptionally, we use a lighter version of our Orange brand color. This is the only color you should use to fill the cards of quotes.

Orange-100

Accent color

#FFF3E5

1. Simple quote



“Lorem ipsum dolor sit amet, consectetur adipiscing elit. Nam maximus quam sed nunc pulvinar, eget vehicula ante ultrices. Sed mollis vulputate lorem, vitae euismod nisl faucibus at. Integer metus sem, tempor nec sapien eu, tempor euismod nibh.”

Name

Job @ Company name

#FTEs - Industry

2. Quote with photo



“Lorem ipsum dolor sit amet, consectetur adipiscing elit. Nam maximus quam sed nunc pulvinar, eget vehicula ante ultrices. Sed mollis vulputate lorem, vitae euismod nisl faucibus at. Integer metus sem, tempor nec sapien eu, tempor euismod nibh.”



Name

Job @ Company name

#FTEs - Industry

Quotes

3. Quote with logo

“

“Lorem ipsum dolor sit amet, consectetur adipiscing elit. Nam maximus quam sed nunc pulvinar, eget vehicula ante ultrices. Sed mollis vulputate lorem, vitae euismod nisl faucibus at. Integer metus sem, tempor nec sapien eu, tempor euismod nibh.”

Name

Job @ Company name
#FTEs - Industry

Logo

Note

Respect this area to
place your logo

4. Example

“

“Lorem ipsum dolor sit amet, consectetur adipiscing elit. Nam maximus quam sed nunc pulvinar, eget vehicula ante ultrices. Sed mollis vulputate lorem, vitae euismod nisl faucibus at. Integer metus sem, tempor nec sapien eu, tempor euismod nibh.”

Name

Job @ Company name
#FTEs - Industry

celio*

Note

Respect this area to
place your logo

Cards

- **Use cards to contain text and create visual groups** to help to organize your information when needed
- The size is flexible and you can adjust according to your needs. Below are some size presets

Lorem ipsum

Lorem ipsum dolor sit amet, consectetur adipiscing elit.

Lorem ipsum

Lorem ipsum dolor sit amet, consectetur adipiscing elit.

Lorem ipsum

Lorem ipsum dolor sit amet, consectetur adipiscing elit.

Lorem ipsum

Lorem ipsum dolor sit amet, consectetur adipiscing elit.

Lorem ipsum

Lorem ipsum dolor sit amet, consectetur adipiscing elit.

Labels

- Use labels to categorize information or to add a label that stands out
- There are two sizes available, but you can resize the width according to your needs
- **Do not use the Indigo color to fill the label**

Tag - large

Tag name

Tag name

Tag name

Tag name

Tag name

Tag name

Tag - small

Tag name

Tag name

Tag name

Tag name

Tag name

Tag name



Correct use

Available!

Lorem ipsum dolor sit amet, consectetur adipiscing elit.

Members

Lorem ipsum dolor sit amet, consectetur adipiscing elit.

Coming soon

Lorem ipsum dolor sit amet, consectetur adipiscing elit.



Wrong use

Available!

Lorem ipsum dolor sit amet, consectetur adipiscing elit.

New!

Lorem ipsum dolor sit amet, consectetur adipiscing elit.

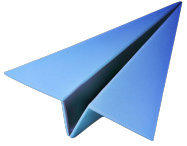
Coming soon

Lorem ipsum dolor sit amet, consectetur adipiscing elit.

Illustration



A pair of orange-rimmed glasses.	A pink, four-pointed star.	A white, fluffy cloud.	A red and blue dumbbell.	A stack of pink papers with a pen and a pencil.	A blue bear sitting on a green shield.	A green plant in a blue and white pot.
A pair of blue-rimmed glasses.	A yellow, four-pointed star.	A pink, fluffy cloud.	A green and orange card.		A blue bear holding a green umbrella.	An orange lotus flower.
A pair of green-rimmed glasses.	An orange, four-pointed star.	A flame.	A pile of gold coins.		A blue bear sitting at a desk with a laptop.	



Mascot

- You can find all of the 3D mascot assets in the following [Google Drive link](#)
- Below are some of the most recent designs





Icons

- **This is non thorough** selection of some of our icons by category
- To see all of the icons available, visit [this Figma File](#). There you will find a simple step-by-step to explore, choose and export any icon

People



Medical chat



Objects



Objects



Care events



Actions



Brand visual assets

You can access via Google Drive to the following assets:

- [Mascot](#)
- [Illustrations](#)
- People Photography
 - [Member Lifestyle \(ML\)](#)
 - [Clients & Prospects \(CP\)](#)
 - [Health & Insurance \(HI\)](#)
- [Icons](#)
- [Phone mockups](#)





Thank you :)

[Return to the table of contents](#)

