Career.You
Build the career you want

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Thanks For Listening

Dear JAOO 2010 Attendee

Thank you for taking your valuable time to attend my talk. These slides were originally intended as informal notes for my talk but at the request of JAOO Conference I'm happy to provide them as a PDF. I've added a few of the references I've mentioned as well a couple of notes I skipped due to time.

I wish you the best in Career.You. You can contact me at any time at dave@bedarra.com

Best Wishes

Dave

Career Emergence

Careers – Some Assembly Required

A random walk along Career.Me

How am you doing today?

Meet the Product Owner

Where do I want to go?

How can I move in the direction I want to go?

Summary

Q & A

Careers – Some Assembly Required

Careers seldom just happen…

- They are **enabled by knowledge**
- **Shaped** by colleagues and mentors
- **Constrained** by personal circumstance
- Broadened and deepened by **experience**
- Enhanced through **hard work**
- Helped by a **little luck**

Career.Me – A Passion for Building Software

1. Loved chemistry in High School – **Hated it** in Uni so EE was backup plan

2. But in summer jobs I learned **computing** and **research using models** using decision tables, Simscript II, non-linear optimization ...

3. **$$$** for college from automating economics assignments

4. Uni Scientific Support Group – Married and **decided to live near grandparents**

5. **Taught** engineers and business students.

6. **Regress..**, Simul8...PDP11, APLGRAF tools for research and teaching

7. Joined **Xerox Exchange Computer User** group, learned about **languages, compilers, simulation, databases;** worked on compilers for FORTRAN, SNOBOL, PASCAL, LISP, APL, chip testing.

Career.Me – A Passion for Building Software

8. Thesis **integrity checking** and **high performance refactoring** of network databases ....

9. Accepted a faculty position in **Business School**, developed 2 IS programs; taught COBOL, Systems Analysis, APL; helped for the School of **Computer Science.**

10. **Consulted to** retail stores, Xerox, Honeywell, Nortel and Start-ups

11. Research in EUP and OA which lead to **data flow, programming by example and actors, then Smalltalk**, built prototypes in Lisp, APL

12. **Micro computers happened ...** sabbatical at DY-4 designed a Tex dvi laser printer, a distributed network operating system (net appliance), used OO DOODLE based on OOPC;

13. **Returned to CS** at Uni, decided on ST, formed the OO Lab and Actra project, ... OOPLSA/ECOOP/AOP

Career.Me - A Passion for Software

14. Formed **OTI, an embedded Smalltalk** company Digitalk 32-bit Smalltalk, Embedded Smalltalk for **Tektronix, Just in Time Software, ENVY/Developer**, Actra, HP NA, Momenta Pen computer, Sony Qualcomm phone, Siemens PBX, **IBM Smalltalk and VisualAge** K8 VM

15. Enter Java...sold OTI to IBM, built VisualAge Java (UVM) and Eclipse, IBM Pervasive Computing J9 VM

16. Explored eLearning

17. Adjunct Professors in Canada and Australia

18. OpenAugment

19. **XP 2001** ...Object Mentor **Agile In The Large** ... Agile 2010

20. Bedarra Corp – angel investment, virtual executives

21. Bedarra Research Labs – **Collaborative Analytics** and tools for **scientific computing**

Career.Me – Technical Experiences that changed the way I think

Laplace Transforms	From DEs to S plane
Optimization and Multivariate Stats	Geometric Perspective, Missing Data….
Simscript and Simula	Computational = a model of the system, time, events, entities and attributes
Decision Tables and State Tables	Simple expression of complex behavior
Entity Relationship Modeling	Simple expression of data model, network and relational data bases
Contour Model	Scopes and Computation in Pictures
Augment/NLS, Fine Grained Version	The 1968Demo says it all – mouse, windows, browser, chat …. ENVY.Developer…
APL	Procedural array programming, no stinking loops, exploratory programming, programming environments
Structure Analysis and Design	Data Flow, Process
Text Processing	SNOBOL, Tex, Omnimark, pattern matching, transformational programming, the power of associative lists, streaming computation
Data Flow and Constraint Programming	Simple concurrency, visual programming, bidirectional computation, reactive systems, signal processing
The Lambda Papers - Scheme/Lisp	Procedural Programming to Symbolic Functional Programming, Pattern Matching, Meta Circular Interpreters, Programs as Data, Closures, Continuations, Computational Reflection, AI Programming Techniques, programming environments – blackboards, expert systems, daemons, frames
Logic Programming	Prolog, unification, data structures and code as logic axioms
Actors and Anthropomorphic Programming	Workflow and concurrent real-time – Harmony, Actra …, HW and Software for Embedded Systsm
OOPC/Smalltalk/ VisualAge, Eclipse, J9 …Agile…	Objects, Messages, Classes, MetaClasses, Inheritance, Frameworks, Components, DSLs, IDEs, VMs, Computational Reflection
Pervasive (JS +SVG), CARE (functional vector)	Current journey to a place unknown
????	….

Career.You

How is your career today?

Anti-Patterns

Refactoring

myCareer := Career.You new

Satisfaction Diagnostic

Why – Vision
I see the vision and it excites me

Autonomy
I have control of my own work

Mastery
I am learning in one or more directions

Community
I have other good people to work with, learn from...

Career Anti-patterns

Trapped with Friends/First Employer?

What new thing did I learn/improve this year?

Who can I learn from next?

Golden Handcuffs?

Insufficient recognition/compensation?

Taking my work problems home?

Don't Feel Competent in my job?

Bored to Death?

Too much travel?

Embroiled in politics ... Revolutionary?

Need professional development?

Difficult personal relationships?

Career Refactoring – Enhancements

Professional development is first and foremost your problem

- **Smile** and say **thank you**
- **Understand the power of humility and a sincere apology**
- **Give constructive and useable feedback**
- **Listen to your feedback and always ask for it in writing**
- **Set concrete measureable and reachable goals**
- **Do what you are good at, but also what you must**
- **Enhance your experience and knowledge**
- **Clearly state your needs and where you want to go to your employer**
- **Maintain and expand your networks**
- **Maintain your brand – share your knowledge and experience**
- **If it is important, do it on your own time and dime**

Meet the Product Owner!

YOU!

and

your stakeholders
(partner & children,
parents, friends…)

Make sure you understand basic Peopleware

de Bono Hats http://en.wikipedia.org/wiki/Six_Thinking_Hats

Myers-Briggs http://en.wikipedia.org/wiki/Myers-Briggs_Type_Indicator

http://en.wikipedia.org/wiki/The_Seven_Habits_of_Highly_Effective_People

Body Language http://en.wikipedia.org/wiki/Body_language

Who Moved My Cheese http://www.whomovedmycheese.com/

Crucial Conversations: Tools for Talking When Stakes Are

High Kerry Patterson (Author), JosephGrenny (Author), Ron McMillan (Author), Al Switzler (Author)

Drive - http://www.danpink.com/drive

http://www.amazon.ca/Death-Meeting-Leadership-Fable-About-Business/dp/0787968056

http://www.amazon.ca/Overcoming-Five-Dysfunctions-Team-Facilitators/dp/0787976377/ref=pd_sim_b_6

Personal Branding.You

Maintain your **brand**, it doesn't need to be in their face but you need to have a face!

Write and **Speak** publicly

Use **LinkedIn**, **Blog**, Twitter, Facebook/MySpace

Keep a **resume/CV** of some form **online** so you can provide it on demand

Get **written references** from **employers** and **colleagues** for past work

Attend user groups, conferences, etc.

Career Mentors – Pairing for Success

Other than you, your **mentors** are often the most important **success** factor!

Parent, Relative, Teacher, Employer, Colleague...

Who is your mentor and how **often** do you **talk** to them?

Unfortunately Who you know still matters!

Your family and relatives

Your social network friends, sports, community …

Your education network

Your employment network

Your professional network – associations, suppliers, customers (referrals)

Don't be proud, if you have a way to get introduced to a person/employer use it! It won't get you a good job but it will increase your odds of being noticed

It always pays to know the person in charge

Young people get discipline from their parents and wisdom from the grandparents, uncles, aunts.

Young employees get the same from their immediate boss and his peer or more senior person in another department

Your boss and your colleagues are responding to direction and guidance from your/their managers

Every employee should know the person 2 levels above their manager even if it is only to speak in the hallway or have coffee once a year

Goals and Constraints

What is on my really like/want to do list?

What is on my really don't like/want to do list?

Do these match your partner's?

Location   **$$$$**
Family   **Fame**
Stability   **Risk**

Personal Interest and Happiness

Services versus Product Development?

Services (Consulting/Training)

- variety of work and experience

- travel

- good compensation

- some isolation from corporate community

- experience determines level of satisfaction

Product Development

- focused product development

- the pain and joy of shipping and supporting

- close technical teams

- compensation function of product success

- new product development exciting

LargeCompany ... MyCompany

Large Co > 2000

SME 120 - 2000

Small Company 20 - 120

Developer Ideal Company = Team (7 +- 1)

Company Me/We 1 – 3

Cultural Congruence

You will need to fit your new employers culture

Leadership Culture

- **Most great companies have leaders with strong and consistent values**

Developer Culture

- **Every successful company has a strong culture which you must understand and subscribe to... Don't assume that you can change it when you arrive!**

- **Aside - It is often easier for the employer and better for the employee if 2 – 3 team members move to the same new employer as this allows you to level set each other with respect to the new environment and co-adjust to it**

Breadth versus Depth

Do I want to be an industry | technology expert e.g. Telecom or do I want to gain experience in another industry | technology?

Do I want to expand my business | people skills or remain technical?

• If you want to stay technical make sure the company as   a strong technical ladder – Senior Member Technical Staff ..Principal Engineer ..Distinguished Engineer .. CTO

• If you want breadth look at companies that provide training and mentoring which matches your needs

CEO.ME?

What is the difference between a Founder and an Entrepreneur? Answer: The Entrepreneur can sell

If you can't sell it before you build it, why will you be able to sell it after I loan/invest $1M?

The best sales are based on relationships which in term are based trust and perceived value not on hard sell.

When you're product isn't ready sell your expertise

Business isn't complicated
>   1. You need to be able to build it
>   2. You need to be able to sell it
>   3. You need to be able to get along

http://en.wikipedia.org/wiki/Lean_Startup

Follow Your Heart

If you are **not good at something** and/or **don't enjoy it**
Don't do it!!

If you **really like X (perhaps your hobby)** then
why not do it as a **career?**

If you need additional **experience or education**
make the **investment!**

If you have life style **needs** find a career which
best **accommodates** them!

Don't be afraid to dream
http://www.fourhourworkweek.com/
http://www.amazon.com/Rework-Jason-Fried/dp/0307463745
(for motivation not how to goods)