

# **Thanks For Listening**

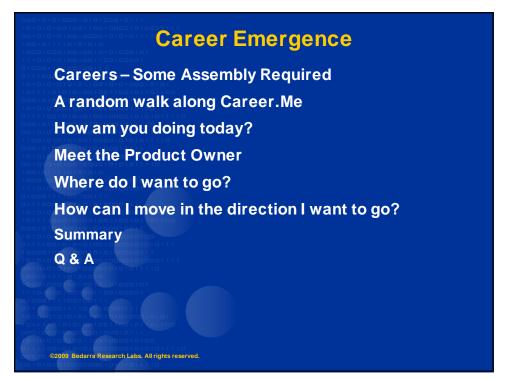
### Dear JAOO 2010 Attendee

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 <u>dave@bedarra.com</u>

**Best Wishes** 

Dave

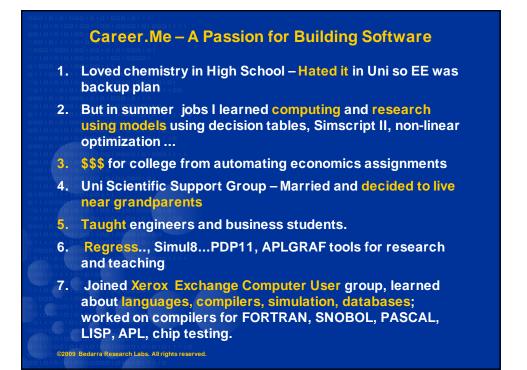


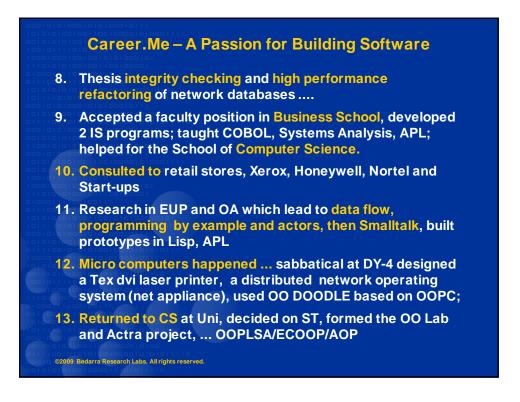
# **Careers – Some Assembly Required**

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

2009 Bedarra Research Labs. All rights reserved

2





## **Career.Me - A Passion for Software**

- 14. Formed OTI, an embedded Smalltalk company Digitalk 32bit 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, Al 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
????	



# **Satisfaction Diagnostic**

Why – Vision I see the vision and it excites me

Autonomy I have control of my own work

2009 Bedarra Research Labs. All rights reserved

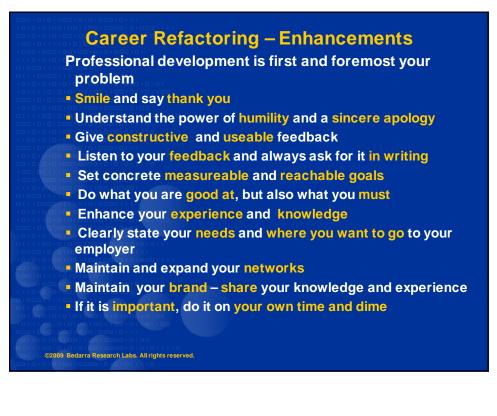
Mastery I am learning in one or more directions

**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?

Research Labs, All rights reserve





# Make sure you understand basic Peopleware

de Bono Hats http://en.wikipedia.org/wiki/Six Thinking Hats

- Myers-Briggs <u>http://en.wikipedia.org/wiki/Myers-</u> Briggs\_Type\_Indicator
- http://en.wikipedia.org/wiki/The Seven Habits of Highly Effective Pe ople

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 <u>Kerry Patterson</u> (Author), <u>JosephGrenny</u> (Author), <u>Ron</u> <u>McMillan</u> (Author), <u>Al Switzler</u> (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



# **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?

darra Research Labs. All rights reser

# Unfortunately Who you know still matters! Your family and relatives Your social network friends, sports, community ... Your education network Your employment network Sour 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.

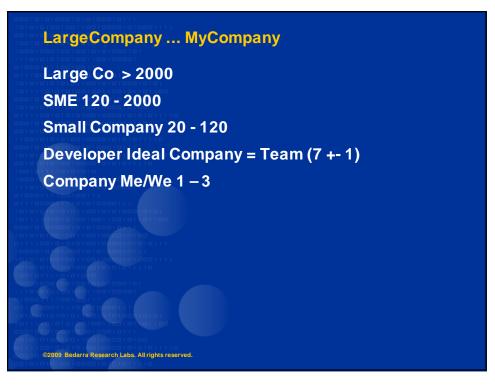
Young employees get the same from their immediate boss and his peer or more senior person in another department

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







# **Cultural Congruence**

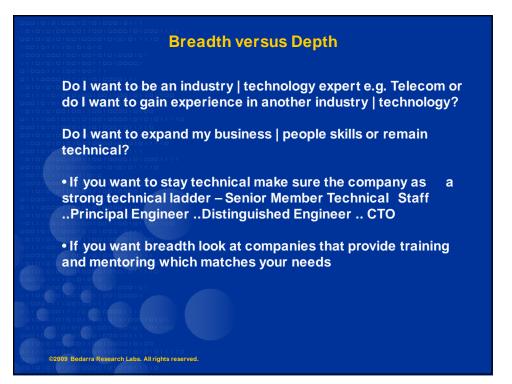
# You will need to fit your new employers culture

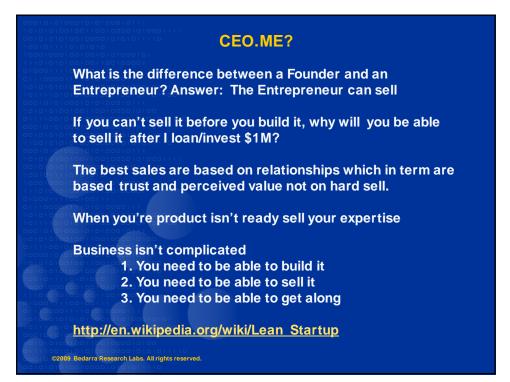
# **Leadership Culture**

• 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





# 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.fourhourworkweek.com/ htp://www.fourhourworkweek.com/ htp://www.fourhourworkweek.com/