

Refactor Your Software Career

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Agile And Beyond

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Overview

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- What Wasn't Working in My Career
- What I Wanted
- A New Approach - Transformative Networking
- Some Examples
- Why it's not Easy
- Meanwhile, Improve your Current Situation?
- Summary
- Q & A / Your Experiences

The Context(s)

Primary: Personal / Developers

Secondary: Companies / Industry

Stuck on this Side of a Gap

- Limited exposure to many programming languages, tools, practices
- Using dated tools, technologies
- Employer not invested in me learning
- Almost no actual agile *experience*

Felt almost hopeless

What I Wanted In a Job

- Agile Development Practices
- Best Tool for the Problem
(not: “We’re a Java / .Net / Ruby shop)
- Continuous Learning
- More Need for my Under-Utilized “People Skills”

Things I'd Already Tried

- Help-wanted ads
- Sites like Monster.com, Dice.com, LinkedIn
- (e)mailing out massive numbers of resumes

Traditional Ways of Networking Weren't Working Either

- Attending job fairs
- Meeting people at users groups
- Asking Friends and Family
- Collecting business cards

A Simple Truth

Networking is what happens to you
while you're busy making other plans.

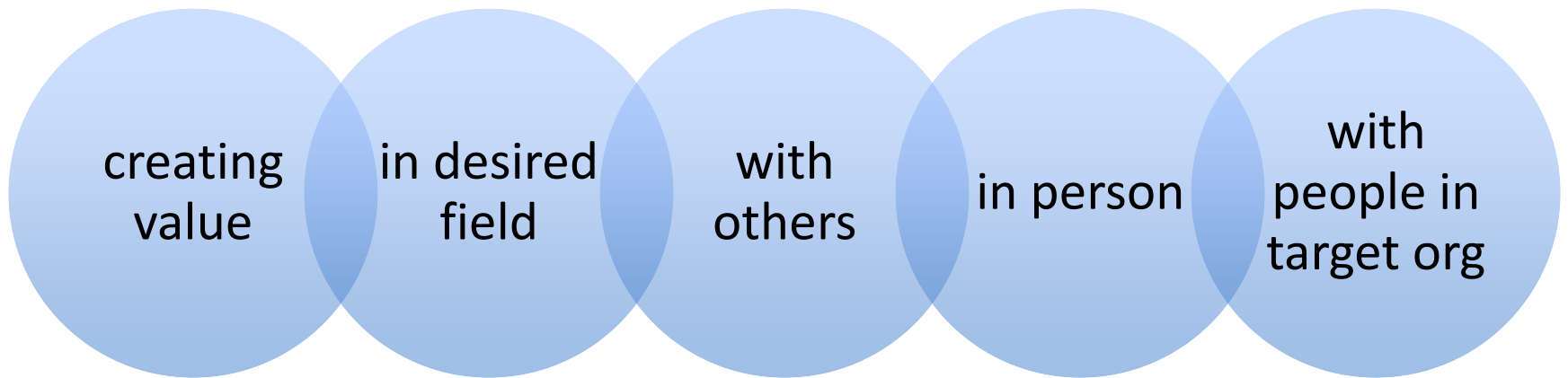
(apologies to John Lennon)

A New Approach

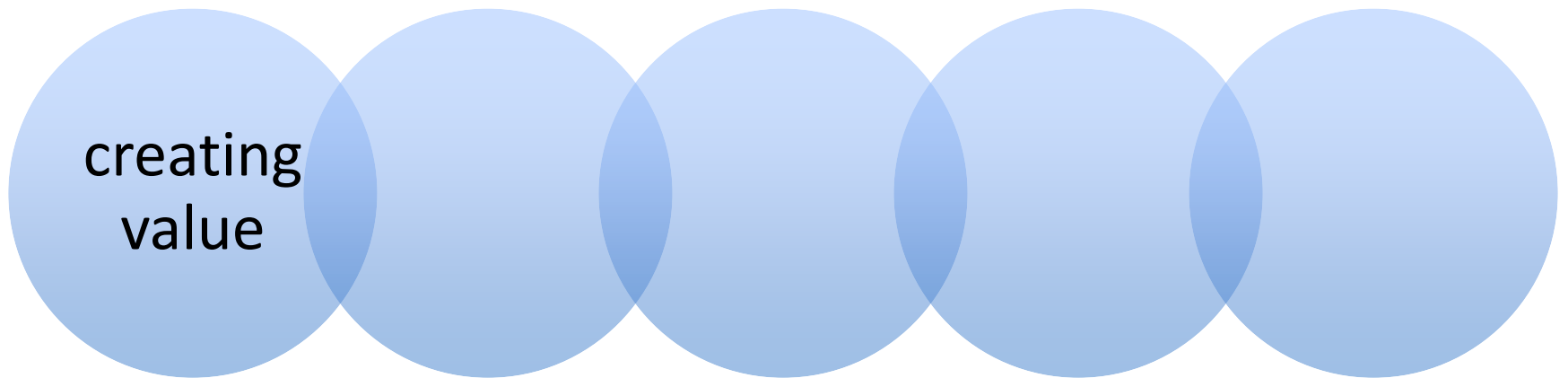
Transformative Networking:

“Creating value, while doing something in your desired field, *with others*, preferably in person, and particularly with people in your target field, profession, organization, or company.”

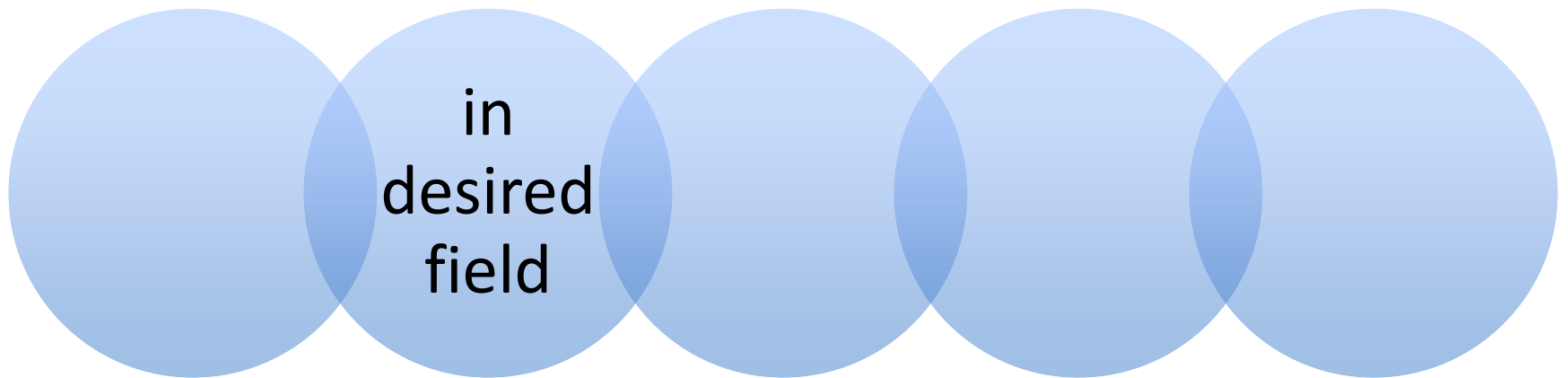
The Chain of Transformative Networking



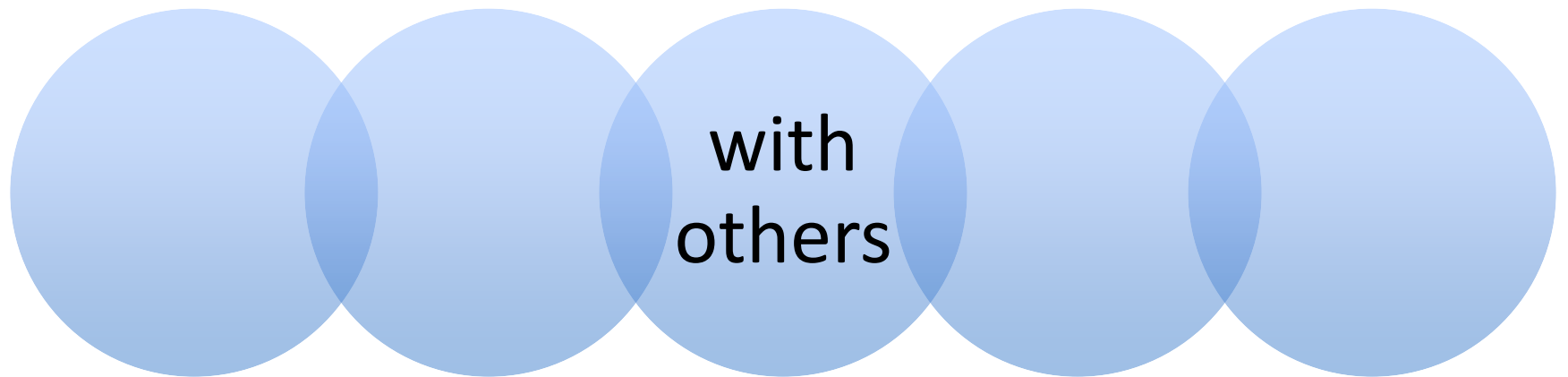
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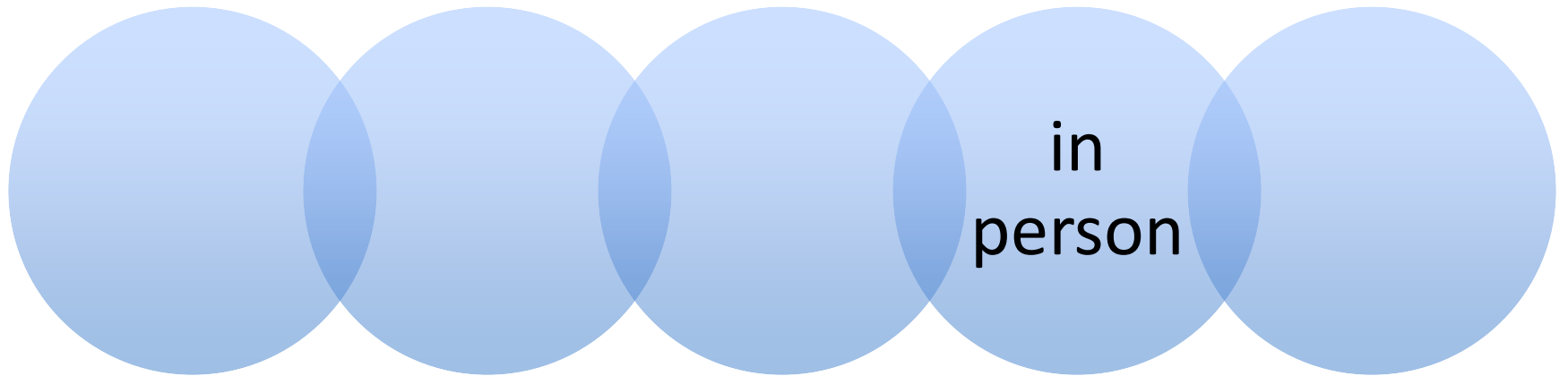
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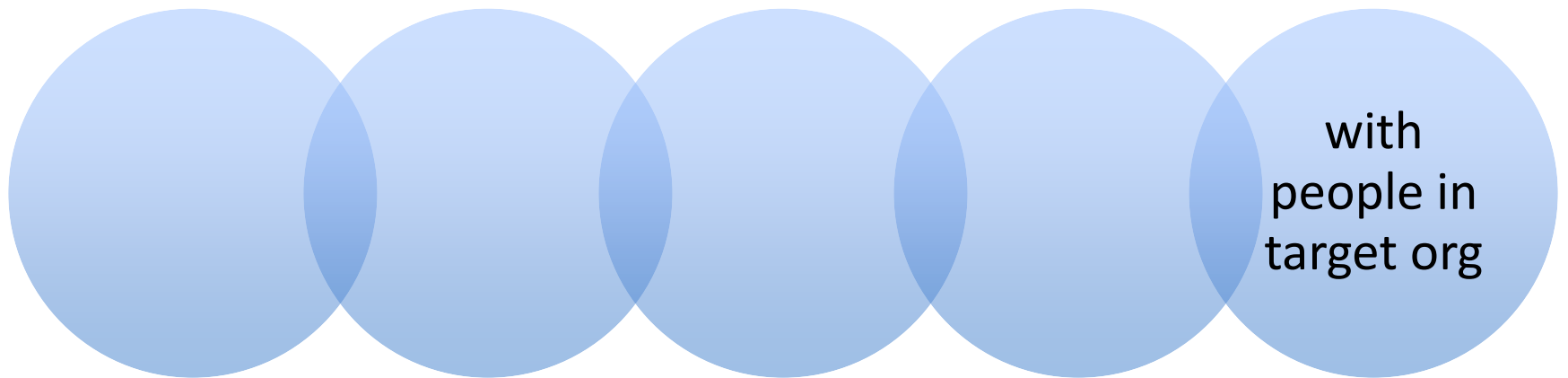
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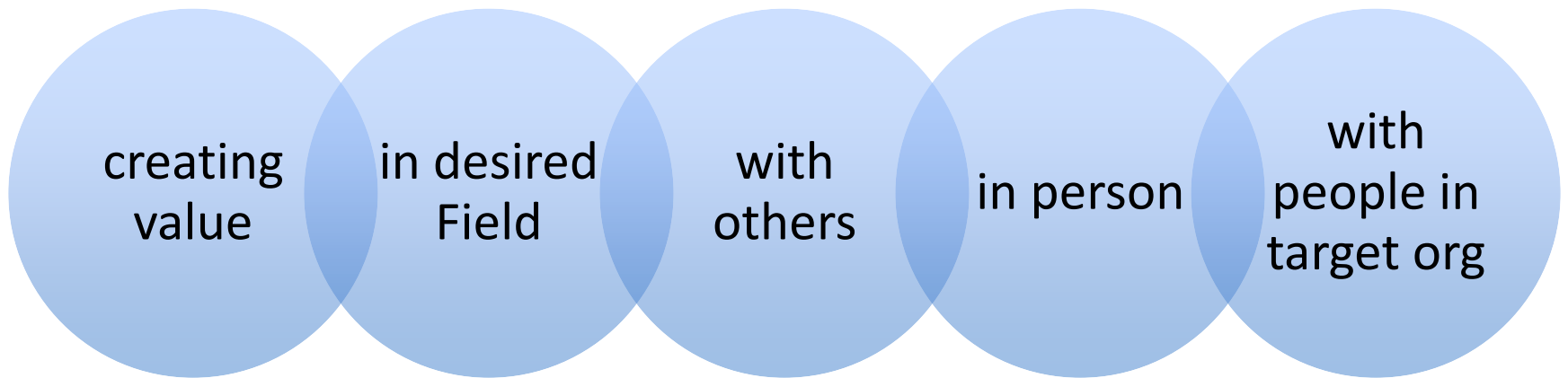
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Examples of Transformative Networking



CodeRetreat



A multi-national movement where developers meet in groups for a day-long, intensive practice event and focus on the fundamentals of software development and design, away from the pressures of 'getting things done'.

Coding in the Clink



About 10 mostly Pillar developers spend a day in a medium-security prison, pair programming with the inmates, CodeRetreat-style.



GiveCamp



...a weekend-long event (think sleep-over) where technology professionals from designers, developers and database administrators to marketers and web strategists donate their time to provide solutions for non-profit organizations



Scala Koans

Dianne Marsh, co-founder of SRT Solutions here in Ann Arbor, and one of the authors of the book “Atomic Scala”, held “Six Weeks of Scala” at her office in 2010. It started as a meetup for people interested in the Scala programming language. It became a group of sessions where several of us learned Scala by writing koans, in the style of Ruby Koans. Dianne went on to finish koans for the whole language and present Scala Koans at a session at CodeMash.

Agile Philanthropy Dev Lab

... participate in a real agile project for a not-for-profit

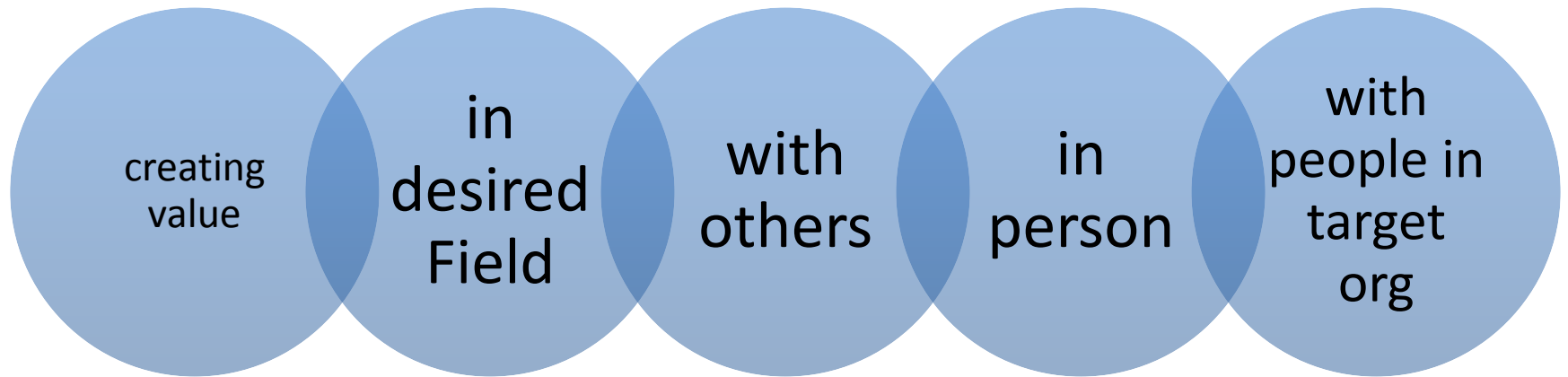
... lab staffed with experienced mentors

- Donate Time by participating for 10 minutes or a Day
- Observe an Agile Project in Action
- Donate money to help the cause

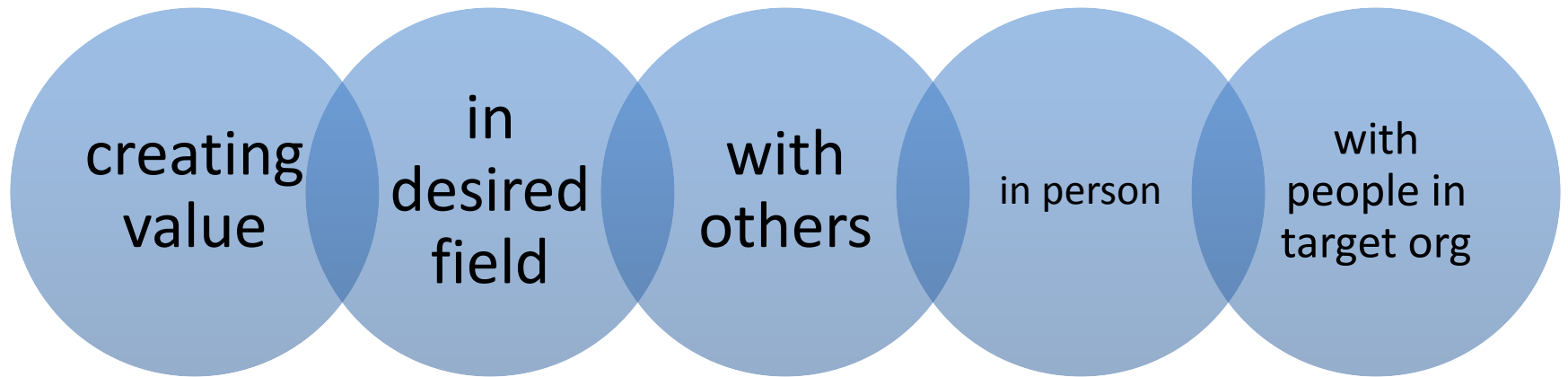
Agile Skills Project

... to establish a common baseline of the skills an Agile developer needs to have, including a shared vocabulary and understanding of fundamental practices.

Attending Affordable Conferences



GitHub Repos & Open Source Projects



A Tougher (at first) Example

Asking People to Pair Program with Me

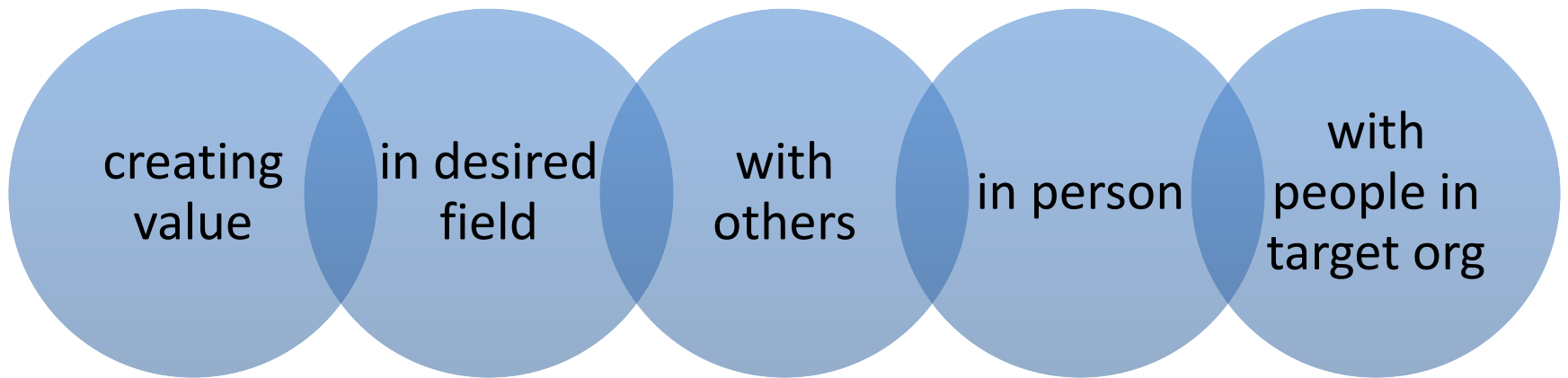
It's Not Always Easy

- *“I should know ... “ or “I should be ...”*
- Am I the only one?
- Asking for help
- Getting in front of people
- Being OK with who/where I am
- Taking the time
- What if my current employer finds out?

Meanwhile, Improve Your Current Situation?

- Craftsmanship Days
- Brown Bag Sessions:
 - Tech Book Club
 - Craftsmanship videos
 - Uncle Bob's "Clean Code"
 - Destroy All Software
 - Randori

Summary



Q & A

And what are your experiences?

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<http://stackoverflow.com/users/73826/jeffh>

Resources:

Creating Value

- GiveCamp.org
- Coding in the Clink
- AgileSkillsProject.org

Increasing your Skills – With People

- CodeRetreat.org
- [@CraftsmanGuild](#)
- meetup.com/CoffeeHouseCoders/
- Search Meetup for technology, language you're interested in, or start one

Increasing your Skills - Solo

- [StackOverflow](#)
- Koans - for many languages now
- [RailsForZombies.org](#)
- [GitImmersion.com](#)
- [GitHub.com](#)
- [cleancoders.com](#)
- [destroyallsoftware.com](#)
- [pillartechnology.com/content/webinarbrowse](#)

Affordable Regional Conferences:

- CodeMash.org
- Grand Rapids Dev Day: grdevday.org
- 1DevDayDetroit.com
- DetroitDevDays.com

Affordable Conferences Further Away:

- agilecoachcamp.us
- codestock.org
- devlink.net
- madexpo.us
- codepalousa.com
- stirtrek.com
- heartlanddc.com
- thestrangeloop.com
- thatconference.com
- madisonruby.org