

12 juin 2008



Paris  
JUG

[www.parisjug.org](http://www.parisjug.org)

[www.parisjug.org](http://www.parisjug.org)



Xebia

aneo  
the other solution

valtech

BK Consulting

OceaneConsulting  
Prestation Java





*12 juin 2008*

# Meilleurs Développeurs

John Rizzo

Fondateur

JavaBlackBelt.com



[www.parisjug.org](http://www.parisjug.org)

**« Les ITs. Ces êtres étranges venus d'une autre planète. Leur destination : Paris. Leur but : en faire leur univers... »**

***David Vincent***

« This presentation is in Français... »

*un Belge*

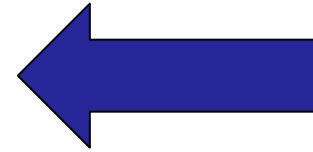
# Intervenant

- **John Rizzo**

- Bio: [www.javablackbelt.com/JohnRizzo](http://www.javablackbelt.com/JohnRizzo)
- Learned Programming on Atari, Amiga, Turbo Pascal,...
- Learned IT at Université Libre de Bruxelles
- Learned OS at IBM
- Learned entrepreneurship at Solvay
- Learned teaching at JavaBlackBelt

# Sommaire

- **Top Professionals**
- **Detect Skills**
- **Grow Skills**
- **Career**



# Technology

- **10 dying technologies**

- <http://www.computerworld.com/action/article.do?command=printArticleBasic&articleId=9020942>
- Cobol, non relational DBMS, non IP networks, cc:Mail, ColdFusion, C programming, PowerBuilder, certified NetWare engineers, PC network administrators, OS/2.

# General – Top professionals

## ▪ Skills Most Sought After by Employers

▪ [http://www.quintcareers.com/job\\_skills\\_values.html](http://www.quintcareers.com/job_skills_values.html)

- Communications Skills (listening, verbal, written).
- Analytical/Research Skills.
- Computer/Technical Literacy.
- Flexibility/Adaptability/Managing Multiple Priorities.
- Interpersonal Abilities.
- Leadership/Management Skills.
- Multicultural Sensitivity/Awareness.
- Planning/Organizing
- Problem-Solving/Reasoning/Creativity.
- Teamwork.



# General – Top professionals

## ▪ Personal Values Employers Seek in Employees

▪ [http://www.quintcareers.com/job\\_skills\\_values.html](http://www.quintcareers.com/job_skills_values.html)

- Honesty/Integrity/Morality.
- Adaptability/Flexibility.
- Dedication/Hard-Working/Work Ethic/Tenacity.
- Dependability/Reliability/Responsibility.
- Loyalty.
- Positive Attitude/Motivation/Energy/Passion.
- Professionalism.
- Self-Confidence.
- Self-Motivated/Ability to Work With Little or No Supervision.
- Willingness to Learn.

# Top Engineers

- **Kent Beck – QCon 2008 Keynotes**
  - Social skills
    - listening,
    - teamwork & team building,
    - appreciative attitude,
    - emotional intelligence,
    - integrity
  - Technical skills
    - progressive design,
    - test,
    - self-education

# Top Engineers

- **Bruce Eckel – 6 hiring points**

- <http://www.artima.com/weblogs/viewpost.jsp?thread=228097>
- 1. Technical Knowledge.  
*short term only, less important than 5 others*
- 2. Critical Thinking.
- 3. Can You Solve Problems?
- 4. Can You Learn?
- 5. Can You Change Based on Environment and Evidence?
- 6. Are You Toxic?

# Top Engineers

- **My Favourites for engineers**
  - Smart
  - Get things done
  - (Willingness and) ability to **learn** (fast)

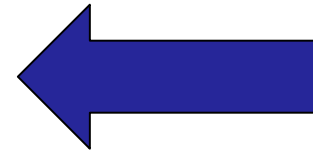
# Top Engineers

## ▪ Your favourites ?

- Sur qui on peut compter.
- Curieux, aimer l'échange
- Autonome
- Créatif
- Pragmatique
- Qui transmet ses connaissances
- Qui applique à lui même ses principes
- Qui se connaît, qui est clair avec lui même

# Sommaire

- **Top Professionals**
- **Detect Skills**
- **Grow Skills**
- **Career**



# The Camel has 2 humps

1. Read the following statements and tick the correct answer in the front column.

```
int a = 10;  
int b = 20;  
  
a = b;
```

The new values of a and b are:

- |                          |   |        |
|--------------------------|---|--------|
| <input type="checkbox"/> | a = 30  | b = 0  |
| <input type="checkbox"/> | a = 30  | b = 20 |
| <input type="checkbox"/> | a = 20  | b = 0  |
| <input type="checkbox"/> | a = 20  | b = 20 |
| <input type="checkbox"/> | a = 10  | b = 10 |
| <input type="checkbox"/> | a = 10  | b = 20 |
| <input type="checkbox"/> | a = 20  | b = 10 |
| <input type="checkbox"/> | a = 0   | b = 10 |
| <input type="checkbox"/> | If none, give the correct values:<br>a =      b = |        |

Figure 1: A sample test question

<http://www.cs.mdx.ac.uk/research/PhDArea/saeed/paper1.pdf>

# The Camel has 2 humps

Table 1: Anticipated mental models of assignment

1. Value moves from right to left ( $a := b; b := 0$  – third line in figure 1).
2. Value copied from right to left ( $a := b$  – fourth line of figure 1, and the ‘correct’ answer).
3. Value moves from left to right ( $b := a; a := 0$  – eighth line of figure 1).
4. Value copied from left to right ( $b := a$  – fifth line of figure 1, and a reversed version of the ‘correct’ answer).
5. Right-hand value added to left ( $a := a+b$  – second line of figure 1).
6. Right-hand value extracted and added to left ( $a := a+b; b := 0$  – first line of figure 1).
7. Left-hand value added to right ( $b := a+b$  – omitted in error).
8. Left-hand value extracted and added to right ( $b := a+b; a:=0$  – omitted in error).
9. Nothing happens (sixth line of figure 1).
10. A test of equality: nothing happens (fourth and fifth lines of figure 1).
11. Variables swap values (seventh line in figure 1).



# Programming Aptitude Test

- For IT infected people
- Not bound to any language
- Kinds of questions
  - IT culture
  - Matrix
  - Execute code
  - Write code
  - Analysis
- Demo

# Unknown Language Test

- Give an unknown strange IDE, language and reference manual.
- Wrong results if they prepare.

# Interview

- **Phone Interview**

- ✂ 10 minutes
- ✂ Don't talk about the CV and previous employers
- ✂ 3 programming aptitude questions

- **1h Interview**

- Lead by a technician
- Non-IT (manager, recruiter) does not need to understand the questions/answers to make his opinion.

# Speed of tests

- **Fast usually = smart**
- **Brown belts on JavaBlackBelt.com**

# On the Job

- **First few weeks are crucial.**
- **Target for the first 4 weeks ?**
- **Don't hesitate to fire (and tell everybody why).**



# Soft Skills

✂ My question to Kent Beck

**How to you test these soft skills ?**

✂ Reply

**You need to be good at what you test.**

✂ My question

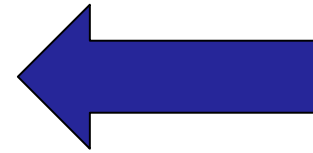
**Are soft skills improvable for developers ?**

✂ Reply

**Check if the soft-skill-impaired candidate agrees that good soft skills are important.**

# Sommaire

- **Top Professionals**
- **Detect Skills**
- **Grow Skills**
- **Career**



# Classroom Training

- ✂ **Who does that ?**
- ✂ **How ? (registration, budget,...)**
- ✂ **Good/bad experiences ?**



# Other Training - How

- **Look examples on the job**
- **Mentoring / Coaching**
- **Books & internet resources**
- **Develop a project**

# Training - Motivation

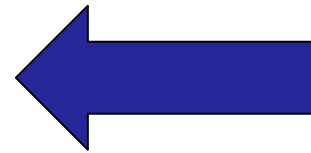
- Exams / targets
- Ability to work on current project
- Gift / Money
- Recognition

# Training Strategies

- **Keys for successful IT education plans for working professionals**
  - Objectives first
    - Courses = mean
  - Empower learner
    - ✂ Tell when and ask what & how (freedom)
    - ✂ Get commitment from learner
  - ✂ Mix ways of learning
  - ✂ For some learners: don't leave them too long alone

# Sommaire

- **Top Professionals**
- **Detect Skills**
- **Grow Skills**
- **Career**



# Top developers careers

- **About cryptic developers**
- **Your coworkers: help them to improve**
- **Your management:**
  - Get things done.
  - Tell the truth (that things will not be ready on time)
  - Don't tell bad things about coworkers and ... Let coworkers tell good things about you.
  - Clearly tell what you want.

# What do you learn?

- **Would it be useful in another context?**
  - Does not have to be standard technology to be useful in another context.
- **Are you learning something that will push you in a role you like?**
  - programmer, release coordinator, analyst, team leader, architect,...

# Top developers careers

- ✂ **Are you teammates smarter than you ?**
- ✂ **How do you search/select a new job ?**

# Top developers

- **A developer can improve, but stone does magically not change into gold.**

✂ Where to find good developers ?

→ *see 2<sup>nd</sup> presentation*





# *Questions / Réponses*

[www.parisjug.org](http://www.parisjug.org)



Copyright © 2008 ParisJug. Licence CC – Creative Commons 2.0 France – Paternité – Pas d'Utilisation Commerciale – Partage des Conditions Initiales à l'Identique



# Conculsion

- **If you have to remember one thing:  
Order of importance =**
  - 1. Soft skills
  - 2. Programming aptitude
  - 3. Technology Knowledge

# Conculsion

- **Room for one more things ?**
  - Education plans:
    - set the clear, detailed objective, achievable goals first,
    - and give freedom for the means.

# Sponsors



# ***Merci de votre attention!***



[www.parisjug.org](http://www.parisjug.org)



Xebia

aneo  
the other solution

valtech

BK Consulting

OceaneConsulting  
Prestation Java



# Licence



Paternité-Pas d'Utilisation Commerciale-Partage des Conditions Initiales à l'Identique  
2.0 France

<http://creativecommons.org/licenses/by-nc-sa/2.0/fr/>