



2018 Piter

Максим Юзва

EPAM Systems

Мерцание технологий,
или Инжиниринг
21-го века



PROLOGUE

BURNOUT

STRAWBERRY OR STARTUP

**«WHO I WANT
TO BE, WHEN I BE
50 YEARS OLD?»»**

**«WHO AM I GOING TO BE
IF I KEEP DOING WHAT
I'M DOING TODAY?»»**

A STARTUP FOUNDER

DRIVE OWN BUSINESS

GET A HIGH POSITION

WORK IN GOOGLE

**BUILD YET ANOTHER
SITE, USING YET
ANOTHER FRAMEWORK?**

WHAT THE PLAN?

FLASHING



FLASHING IN JAVA



FLASHING IN JS

INFLUENCE

100.000.000.000.000.000 + 8

= ???

100.000.000.000.000.000 + 8

= 100.000.000.000.000.000

100.000.000.000.000.000 + 9

= ???

100.000.000.000.000.000 + 9

= 100.000.000.000.000.020

TYPICAL INTERVIEWING QUESTIONS

[illegible]

LEARN, LEARN, LEARN

WHAT FOR?

THE PROBLEM

A close-up of Yoda from Star Wars, looking directly at the camera with a serious expression. He is wearing his characteristic brown robe and is positioned in a dark, dense forest with large trees and foliage in the background. The lighting is dramatic, highlighting his green skin and the texture of his robe.

SOFT SKILLS

**SKILLS THAT ARE NOT
MANDATORY IN YOUR
PROFESSION BUT HELP
YOU BE MORE EFFECTIVE**

**"MODERN ENGINEERS ARE PEOPLE WITH A BROAD VIEW
OF THE WORLD, DEEPLY VERSED IN THEIR FIELD AND
HAVE OUTSTANDING COMMUNICATION SKILL"**

— HARVARD

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**"UNFORTUNATELY, THE MINDS OF THE WORLD'S BEST
PROGRAMMERS ARE LOCKED IN THE MOST
UNCOMMUNICATIVE BODIES"**

— UNKNOWN PROGRAMMER OBSERVER

TEAM

A cinematic scene featuring a team of characters in a dark, industrial setting. The word "TEAM" is overlaid in large yellow letters. The characters include a man with a prosthetic arm, a woman in a scarf, a man with long hair and a red chest plate, and others in tactical gear.

**TURN ON YOUR
IMAGINATION**



TESLA WITH AUTOPILOT



AUTOPILOT IN JS



AUTOPILOT BY YOUR TEAM



TRUST

**IT DEPENDS ON
REPEAT INTERACTIONS**

**IT DEPENDS ON
POSSIBLE WIN-WINS**

**"IN THE SHORT RUN, THE GAME DEFINES THE PLAYERS.
BUT IN THE LONG RUN, IT'S US PLAYERS WHO DEFINE
THE GAME"**

— THE EVOLUTION OF TRUST

LEARNT HELPLESSNESS

**TEACH
HEAL
KILL**

TEACH

HEAL

KILL

TEACH
HEAL
KILL

TEACH
HEAL
KILL

OBJECTIONS

**IF EVERYONE THINKS THE
SAME, THEN SOMEONE
DOESN'T THINK AT ALL**

PARTIAL AGREEMENT WITH THE OBJECTION

+ "&" +

YOUR NEW DEFINITION

- **WE NEED A STATIC CODE ANALYZER.**
- **UH, MAN, IT WILL TAKE UP TO 10% LONGER TO WRITE CODE ACCORDING TO A LINTER RULES**
- **HAH, INFINITY INCREASED BY 10% IS STILL INFINITY!**

- **WE NEED A STATIC CODE ANALYZER.**
- **UH, MAN, IT WILL TAKE UP TO 10% LONGER TO WRITE CODE ACCORDING TO A LINTER RULES**
- **YEAP, IT MAY TAKE UP TO 10% LONGER, AND IT WON'T SLOW DOWN GOOD ENGINEERS**

- **OUR CODEBASE NEEDS TO BE REFACTORED**
- **IT'S NOT TIME YET, OUR NEXT RELEASE IS NUMBER ONE PRIORITY.**
- **SO WE WILL DELIVER A TRUCK OF CRUTCHES, BUT NOT A PRODUCT.**

- **OUR CODEBASE NEEDS TO BE REFACTORED**
- **IT'S NOT TIME YET, OUR NEXT RELEASE IS NUMBER ONE PRIORITY.**
- **YES WE NEED TO DELIVER A NEW RELEASE, AND FUTURE RELEASES TOO, AND THEY WON'T BE STABLE AND MAINTAINABLE WITHOUT THE REFACTORING NOW**

MOTIVATION

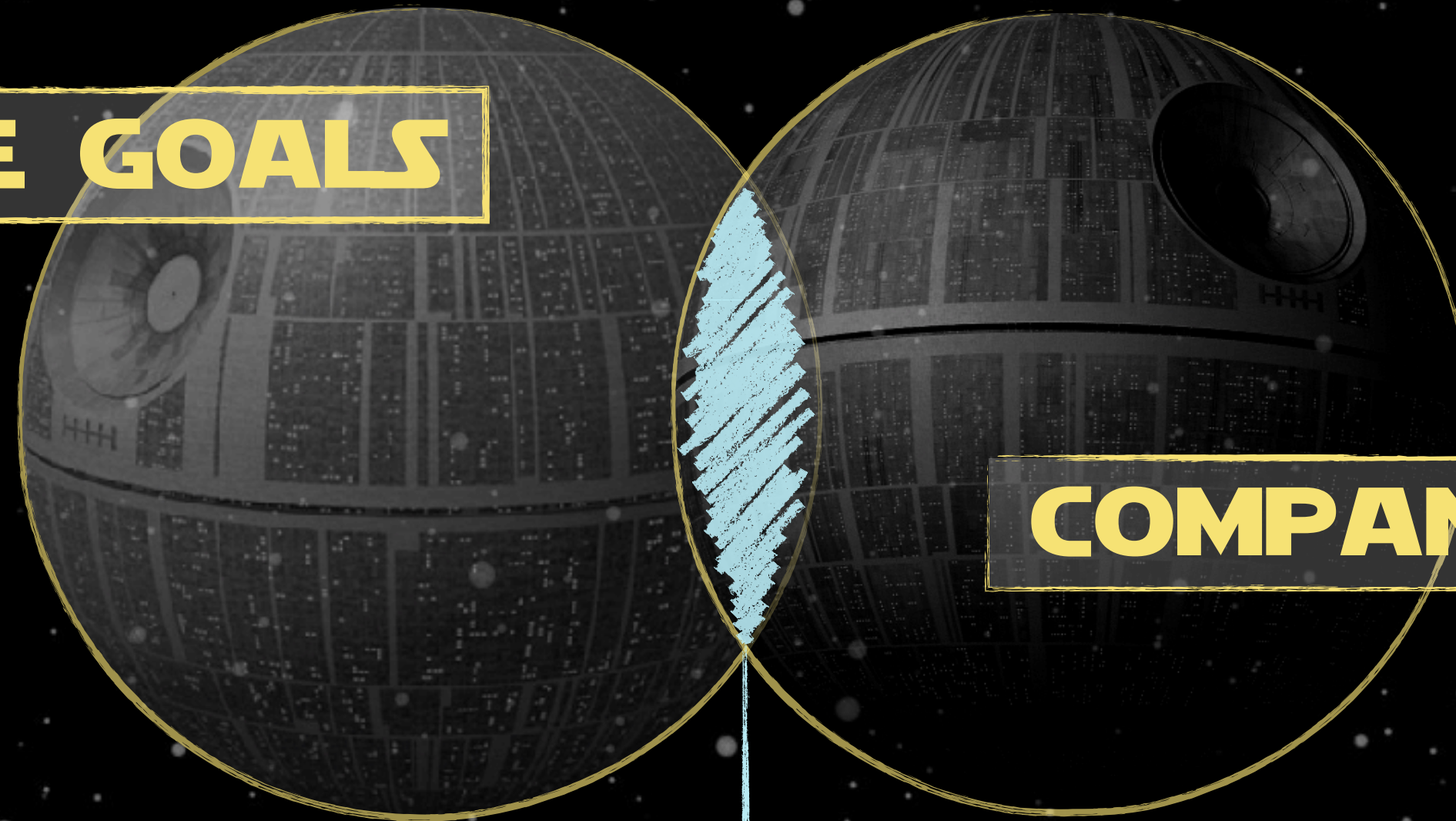


**IS A REASON
WHY SOMEONE
SHOULD DO SOMETHING**

EMPLOYEE GOALS

COMPANY GOALS

MOTIVATORS



COSMETIC FACTORS

**VALUES, WHICH PRESENCE
IS NOT NOTICED, BUT THE
ABSENCE OF WHICH CAUSES
DEMOTIVATION**

FREE PARKING

COMFORTABLE OFFICE

FRUITS AND COOKIES



PICTURE OF THE WORLD



MILITARY BROKER

10.000\$

50.000\$

VS

30.000\$

100.000\$



STEAVE JOBS

5.000.000 USERS

365 DAYS

10 SECONDS

300.000.000 HOURS/YEAR

100 LIVES

ASK QUESTIONS

OPEN QUESTIONS

— BEST FOR PICTURE OF THE WORLD UNDERSTANDING

«WHAT DID YOU DO YESTERDAY?»

CLOSED QUESTIONS

— BEST FOR CONTROL

**«HOW MANY BUGS YOU FIXED
TODAY?»**

ALTERNATIVE QUESTIONS

— BEST FOR MANIPULATIONS

**«NEW PROJECT!
YOU WILL BE CHOOSING THE
FRAMEWORK.
WHICH YOU LIKE MORE
BACKBONE OR KNOCKOUT?»»**

A portrait of Luke Skywalker from Star Wars, wearing a black high-collared robe and a black belt. He has brown hair and is looking directly at the camera with a serious expression. The background is a dark, solid color.

CAREER

**WHAT IS ACTUALLY
TEAM LEADER ROLE?**

60-90% ENGINEERING

60-99% MANAGEMENT

**A TEAM OF SENIOR
ENGINEERS WITHOUT
JUNIORS IT'S JUST A
TEAM OF ENGINEERS**

SENIORS



JUNIORS



UNIT 1



UNIT 2



UNIT 1



UNIT 2



UNIT 1



UNIT 2



**TEACH
HEAL
KILL**



DELEGATION

TWO QUESTIONS

**WOULD I DRINK TWO
BEERS WITH THIS GUY?**

**WOULD I LEAVE
MY PORC TO THIS GUY?**



**DELEGATE
EVERYTHING**



**DELEGATE ROUTINE
AND HARD WORK**



**DELEGATE
PEOPLE WORK**



**DO NOT
DELEGATE**

DELEGATION RULES

- 🌀 **NEVER DELEGATE MONEY, STRATEGY, SMTH URGENT**
- 🌀 **ENSURE THE TASK WAS UNDERSTOOD IN A RIGHT WAY**
- 🌀 **TASK SHOULD DEVELOP**
- 🌀 **PROVIDE WITH RESOURCES**

The background of the image shows two silhouetted figures in a dark, blue-toned environment. They are facing each other, and a bright, glowing blue energy or light effect is visible between them, resembling a clash of forces or a powerful interaction. The overall mood is dramatic and intense.

MEET YOUR MANAGER

STRUCTURE

 **ACHIEVEMENTS**

 **PERSONAL DEVELOPMENT PLAN**

 **PROJECT BUSINESS**

 **NEW OPPORTUNITIES**

 **SALARY**



SALARY

AFTER WORDS

THANK YOU!

MAKS YUZVA

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