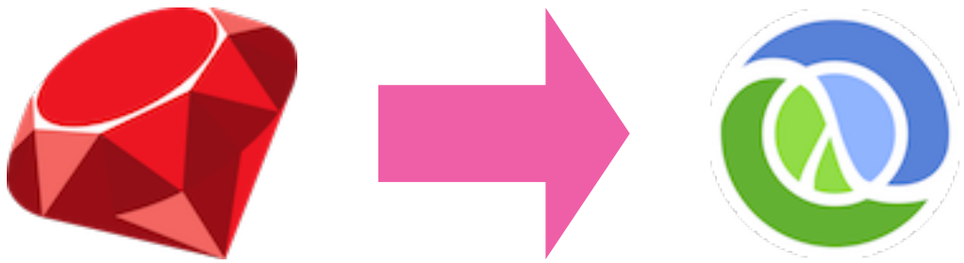
Introducing Change

(from Ruby to Clojure)



@jellismymind

Microsoft®

Windows® xp

Professional

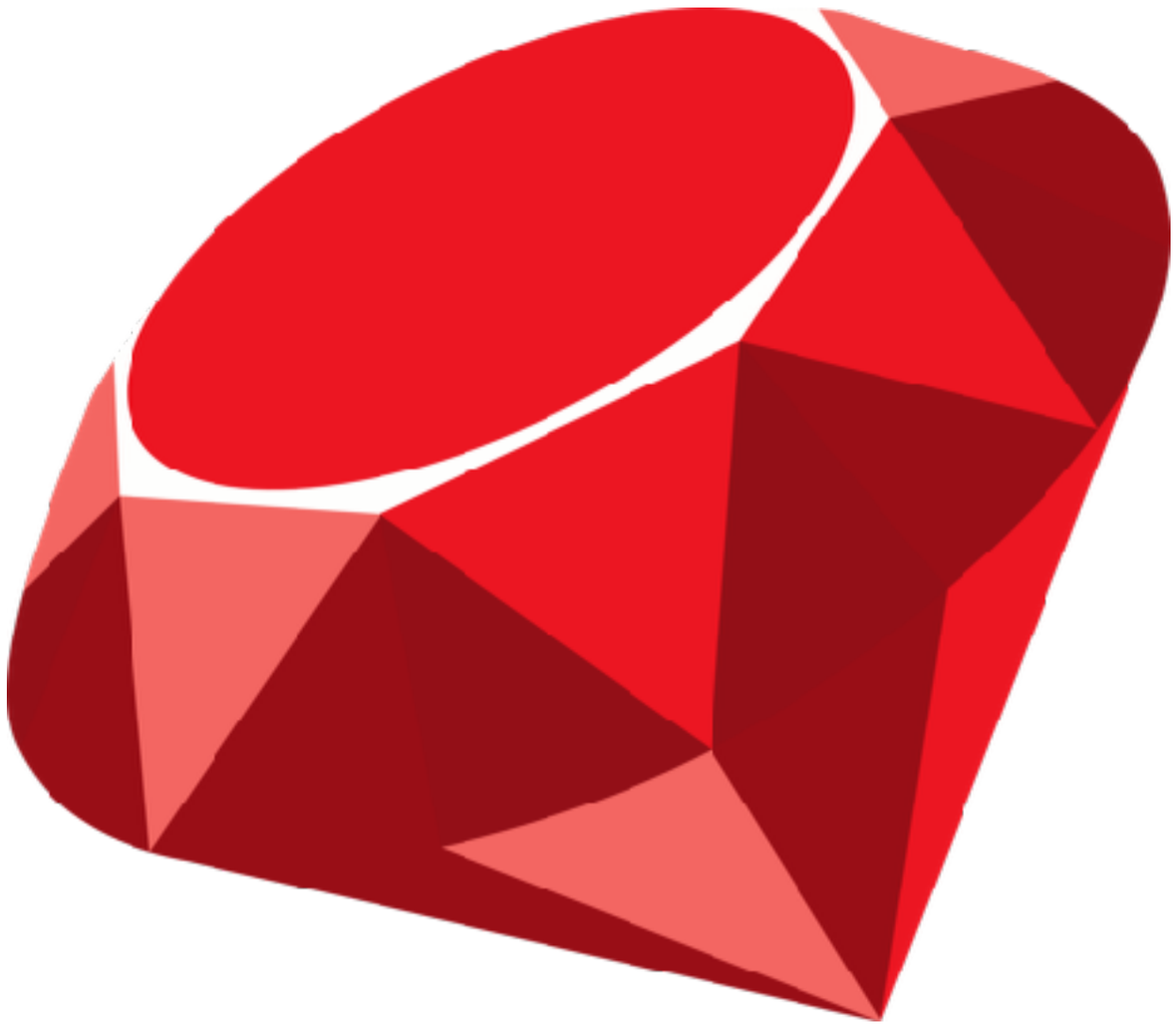
Copyright © 1985-2001
Microsoft Corporation

Microsoft®

macromedia®

FLASH® Professional 8

Ruby!



You don’t even have to write parenthesis!!

SRC

SCOTTISH RUBY CONFERENCE

2011

Should checkout that COOL NEW LANGUAGE

2015

5 developers

3 Ruby apps in production

Just hired our first UX designer

Tons of new features planned

NOT HAPPY!

Slow tests

Braided flow, state and view logic

Designer blocked by devs!

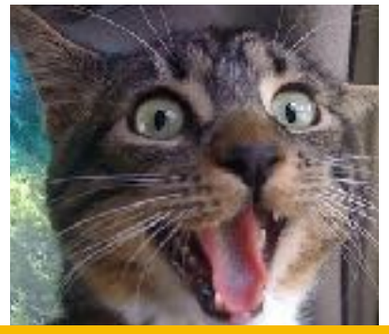
Something needed to change

?

Better language semantics (equality, truthiness, scoping…)
Namespaces
Dead-code elimination
Big standard library (Google Closure)
Seamless JavaScript interop
Static name resolution

YES!!

How did people react???

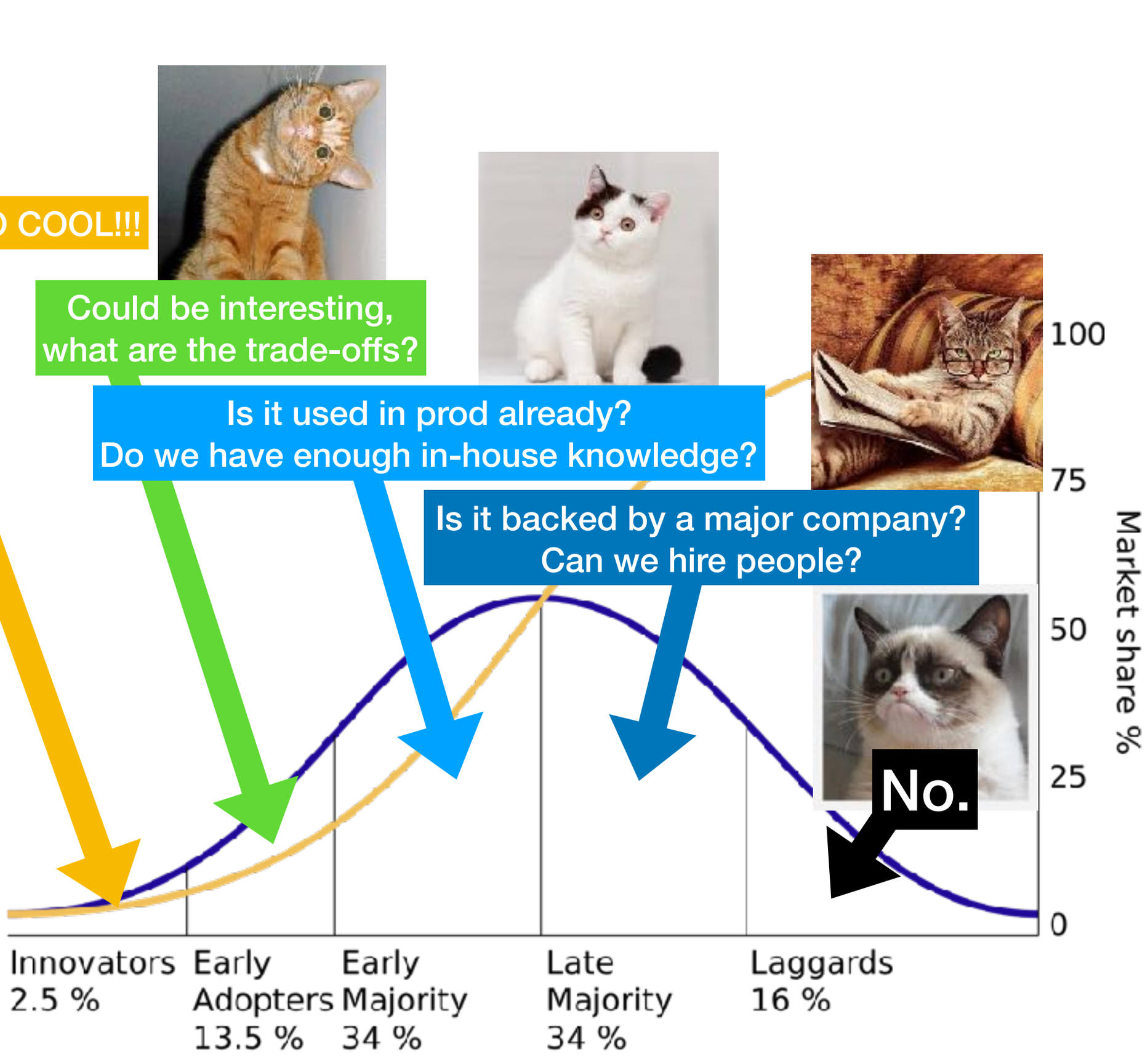


THIS NEW STUFF IS SO COOL!!!

Could be interesting,
what are the trade-offs?

Is it used in prod already?
Do we have enough in-house knowledge?

Is it backed by a major company?
Can we hire people?



Based on Rogers, E. (1962) Diffusion of innovations. Free Press, London, NY, USA.

Interest vs Position

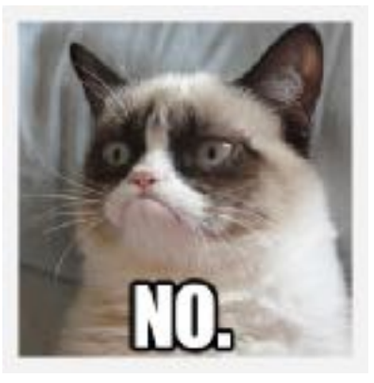
a.k.a don’t come with solutions before understanding the motivation

Provide SAFETY
for those who fear change

prototype

trial periods

fallback solutions



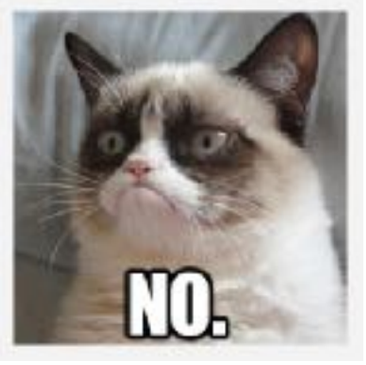
Do not fear feedback!

Embrace the SKEPTICS

champion skeptic?

Empower People & Ask for help

help people get more independent



gather opinions

spread knowledge

Struggles

Impostor Syndrome

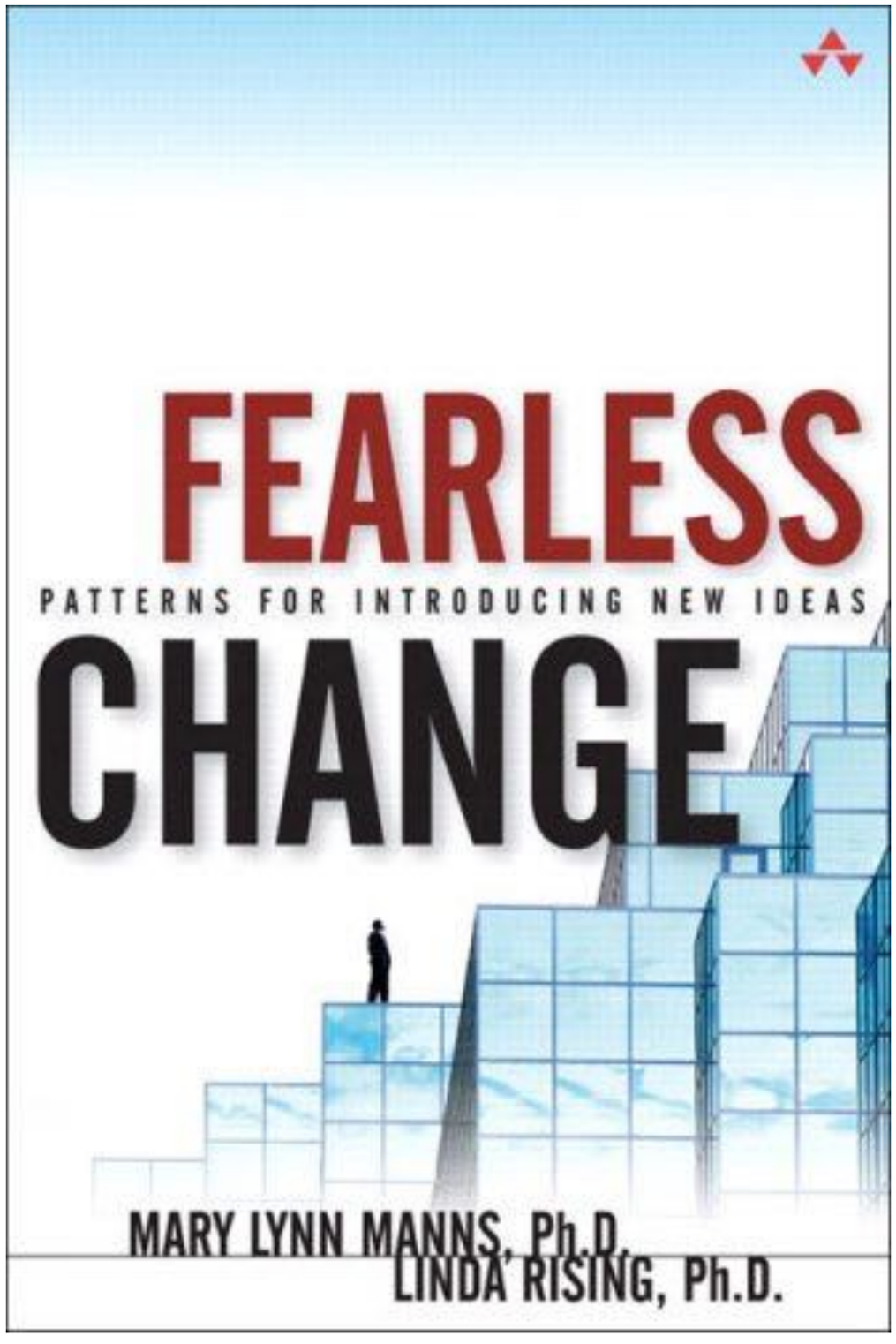
it’s good means you’re mindful

Pressure

allocate energy carefuly

ask for help

Linda Rising



Thanks!

Questions!