**Session 2: Working as a Web-Developer in a company**

Objectives:

* Consider the range of company types and associated organizational structures within which Web-Developers are employed.
* Consider the varying role of a Web-Developer within different company structures.
* Raise awareness of the varying relationships with management, co-workers and clients associated with different organizational structures.
* Reflect on the role of communication in the development of successful, productive relationships with management, co-workers and clients.
* Focus on giving and receiving feedback as a key example of communication.
* Establish a working framework of do’s and don’ts for giving and receiving feedback as a component of success in operating within company/organizational structures.

Time:

* 2 hours

Materials:

* Powerpoint Presentation: PPD2 Working in a company as a web-developer
* ***Slides: Company Structures*** (from the presentation “***Working in a company as a web-developer***”)
* Worksheet 1: PPD2 Reflective Follow-Up Activity

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| **Section** | **Timing** | **Details** |
| General Intro. | 5 mins | Welcome students and explain that the objective of the session is to give them an introduction to the range of different company/organizational structures that they might find themselves in as a Web-Developer and some key elements of communication for surviving and thriving within them. |
| Intro 1: Reflection on previous company structures and relationships | 20 mins | Ask students about the previous jobs they had and the companies they worked in.  Refer students to ***Slide:*** ***Introduction*** (from the presentation “***Working in a company as a web-developer***”)  Ask students to work with a partner and explain the organizational structure they worked in in a previous job sketching it out as they do so, detailing:   * Who they reported to * Who reported to them * Who their colleagues/co-workers were * Whether they worked on a team or in a department with people with different/complementary roles and tasks * Relationship with clients (who was the client, internal or external?) * Productive/Unproductive relationships and the reasons why   When they have finished, ask students to report back to the full class on what they found about some of the differences between the company structures and the good/bad relationships and the reasons why.  Discuss briefly as a class. |
| Analysis 1: Variety of company structures | 30 mins | Refer to ***Slides: Company Structures*** (from the presentation “***Working in a company as a web-developer***”), describe the different company structures illustrating:   * Hierarchical structures * Flat-structures * The position of aWeb-Developer in a department in a large company * The position of a Web-developer situated in a team in a small dev-shop   Talk through the structures and the reporting lines.  Give each student a copy of ***Slides: Company Structures*** (from the presentation “***Working in a company as a web-developer***”)  Refer students to ***Slide: Company Structures and the Developer’s Role*** (from the presentation “***Working in a company as a web-developer***”)  Ask students to work in pairs or small groups to think about what the similarities and differences are in the role of a web-developer in the different structures/environments.  In considering the question “*What’s the difference in the role of a Line Manager and a Project Manager?”*, make sure the following are reviewed:  A Project Manager:   * Directing and influencing what people do, but has no stake in their livelihood * Doesn’t have a hand in the code or QA * Brings people together to make it right * Getting people to understand what the product is * Make sure project is delivered on time, to budget, at the right quality * Adjust the timeline, deal with the people asking for the actual task   What a PM Expects from Developers   * You need to interact as a developer to be part as the big picture * You need to be a part of that team * Never be afraid to speak up * We need to have the best ideas, so speak up * Don’t worry about making mistakes * Needs to be able to get them to communicate in the right fashion * Come with concerns or problems ASAP, don’t be a hero * Get them to be a constructive team member |
| Analysis 2: Being a constructive & productive team-member: Building relationships through interaction with Management, Co-workers and clients | 30 mins | Refer to ***Slide: The Successful Developer…*** (from the presentation “***Working in a company as a web-developer***”)  Review the questions on the slide and discuss as a group  Make the point that in all environments:   * The web-developer needs to understand how what they are developing fits into a bigger whole * The Web-developer needs to be a constructive and productive team-member   Ask students what they think are the key communication issues in “*Being a constructive & productive team-member*”. Discuss briefly making sure the following are included:   * Be open and communicative * Admit mistakes (Don’t worry about making mistakes, learn from failure) * Never be afraid to speak up   Discuss the importance of communication. Elicit a few ideas from students about who they need to communicate with and what makes good/bad communicators.  Ensure that the following are included in the discussion:   * Think about how to give feedback * Think about how to respond to feedback |
| Action: Giving and receiving Feedback | 35 mins | Refer students to ***Slide: Giving and Receiving Feedback*** (from the presentation “***Working in a company as a web-developer***”)  Ask students to work in pairs or small groups to discuss the questions on the slide.  When they have finished, discuss their answeres and conclusions as a group. Ensure the following are included:   * They are giving and receiving feedback all the time (it becomes part of how they interact with other people). |

**Worksheet 1: Reflective Follow-up Activity**

Consider and answer the following questions as a basis for your weekly blog entry:

* Receiving Feedback:
  + Who have you received feedback from recently at Rockit Bootcamp?
  + What was that feedback related to? Did you request the feedback or not?
  + How was that feedback given? Was it well delivered?
  + What was the effect of the feedback you received?
  + How could it have been improved?
  + Did you receive the feedback well? How could you have received it differently/better?
* Giving Feedback
  + Who have you give feedback to recently at Rockit Bootcamp?
  + What was that feedback related to? Was the feedback requested or not?
  + How was that feedback given? Was it well delivered?
  + What was the effect of the feedback you gave on the recipient?
  + How could it have been improved?
  + Did the recipient receive the feedback well? How could he/she have received it differently/better?