From hiring to production
Stories from a different point of view
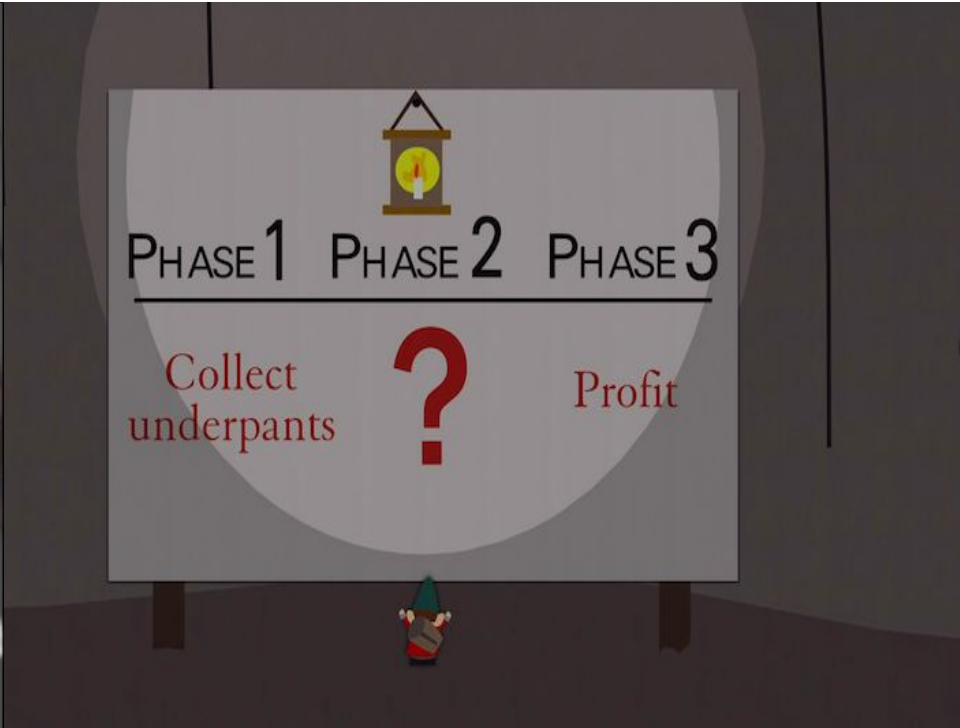

Beatriz Martínez
IBMer, insatiable learner, passionate about technology and innovation #AI #Cloud #devOps #CrossFit
@beatrizmrg

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Underpants Gnomes (Jeff Patton)

Introduction

1.   Recruitment process
2.   Onboarding into the company
3.   Join the team
4.   Full productive

1- Recruitment process

Looking for aspects

Different profiles

Expectations management

The real world

1.1
Looking for aspects

The first step into finding a new team member

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1.1 What are we looking for?
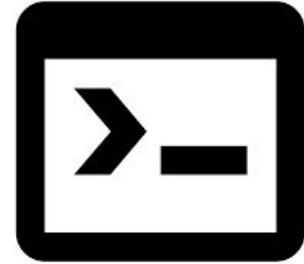
The first step into finding a new team member

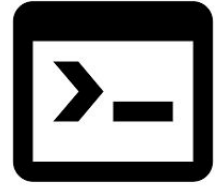**Technical Skills**

Fit within the team

Soft Skills

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1.1.1 Technical Skills

Docker

Kubernetes

CI/CD

ansible

C~~assandr~~a

Saltstack

git

Spark

Hadoop

helm

~~swarm~~

MongoDB

- ■ Technical aptitude test
- ■ Scenarios
- ■ Technology details

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1.1.2 Soft Skills

Resolutive

Think out of the box

Communication

leadership

Critical thinking

Decision making

Problem solving

Confident

1.1.3 Fit within the team

Outgoing   Enthusiastic

Dynamic

Beyond work

Team player

Personal projects

Trust your instincts

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1.2
Different profiles

From interns to seniors

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1.2 Every profile is valuable

TALENT vs EXPERIENCE

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1.3
Expectations management
First step into fulfillness

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1.3 Expectations management

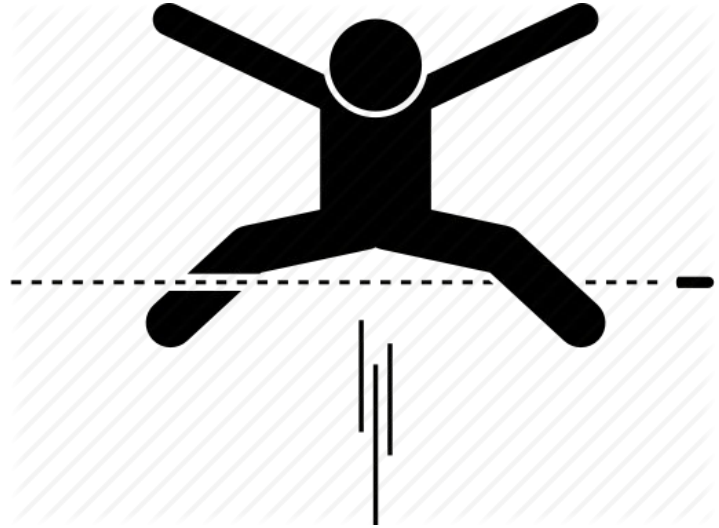The first step into fulfillness
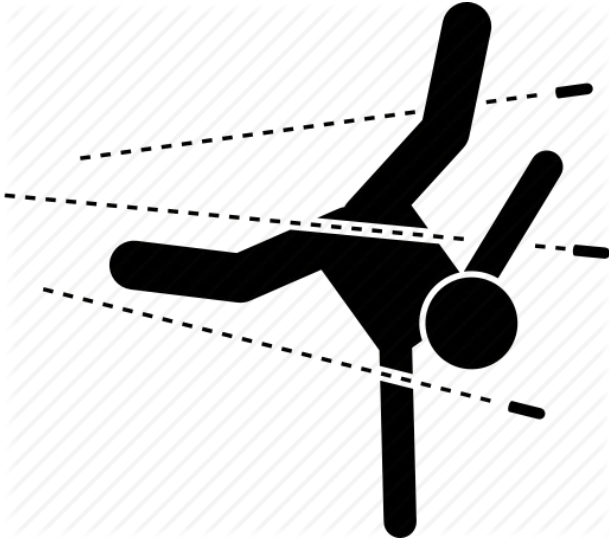

Why must you cheat my feelings until like this?

1.4
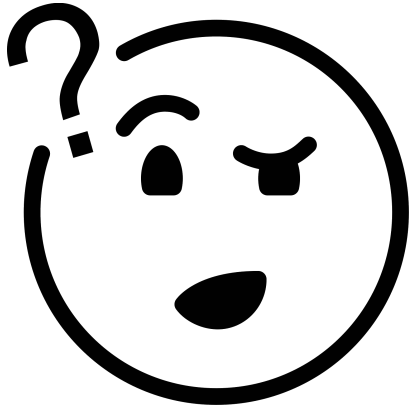# The Real World

Curious and fun real examples

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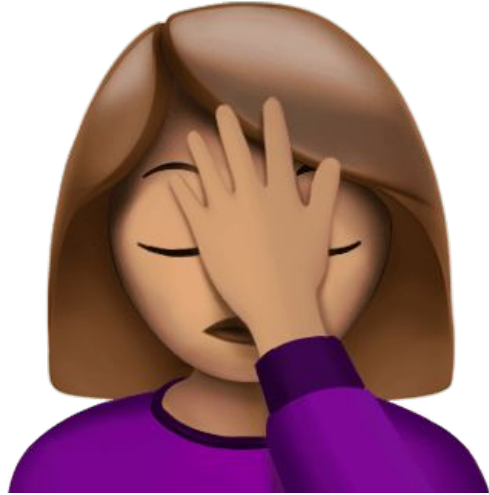# 1.4.1 Avoiding answer a question

1.4.2 Yeap...., you got me! I lied.

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1.4.3 Am I supposed to start laughing now?

1.4.4 Am I that bad at this?

2 - Onboarding into the company

Day one expectations
Day a day tooling
Roles by your side
Onboarding process relevance
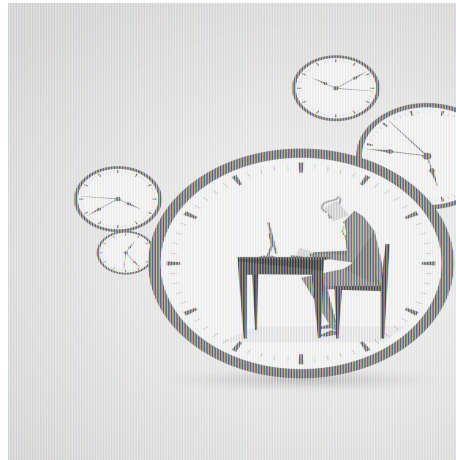Social activities

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2.1
Day one expectations

Our first day is here, how we usually behave

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2.1 Day one expectations

How we usually behave in our first day

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2.2
Day a day tooling

First day, and we meet the tools we are going to use in our day a day

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2.2.1 Day a day tooling: HW

From the first day, we met the tools we are going to use in our day a day

Good equipment

VS

Permissions

OS and development software

 1-2 Days

2.2.2 Day a day tooling: SW

From the first day, we met the tools we are going to use in our day a day

- calendar
- mail
- internal communication
- vacation planner
- rooms booking
- reporting
- .....

2.3
Roles by your side

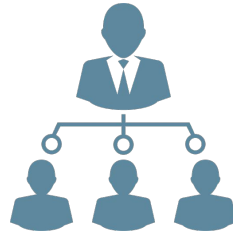What to learn from each one

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2.3 Roles by your side

buddy

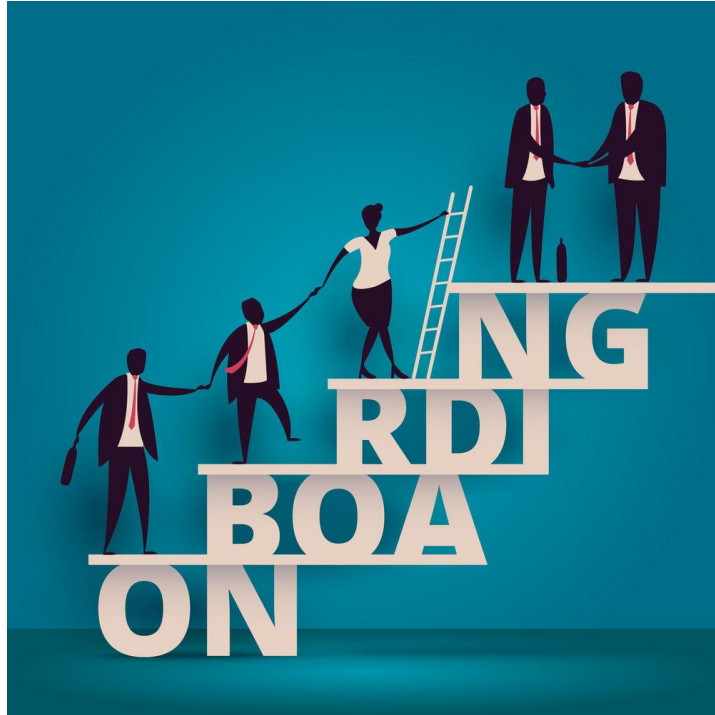manager

mentor

shadowing

2.4
Onboarding process relevance
Company onboarding process

2.4.1 Onboarding

- 22% of staff **turnover** occurs within first 45 days
- 91% of the first-year workers are **retained** by companies with an efficient onboarding process
- 69% more likely for new hires to **remain in a company for 3 years** if there is a well-structured onboarding program

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2.4.2 Onboarding: Company

- improve job performance
- better retention
- increase employee satisfaction
- aligned

- get the most out of the company
- integration, social side
- immersion, role play
- independence

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2.5
Social activities

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2.5 Social activities

3 - Join the team

Team developing stages
Team roles

3.1
Team developing stages

3.1 Modelo Tuckman (1965)

1. Coordination
2. Cooperation
3. Collaboration
4. High Performing

3.2
Team roles

What kind of roles? Where do we fit?

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3.2.1 Coherer

- Cooperative
- Diplomatice
- He listens
- Can avoid confrontations
- Can be indecisive

3.2.2 Coordinator

- Mature, confident, identifies talent. Clarify the goals.
- Delegate effectively.
- Can be manipulative.
- Can delegate excessively and leave himself little work to do.

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3.2.3 Resource investigator

- Extroverted, enthusiastic, communicative. Look for opportunities and develop contacts.
- He may be too optimistic and may lose interest once the initial enthusiasm has disappeared.
- He can forget about following up initiatives.

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3.2.4 Implementer

- Practical, trustworthy, efficient.
- Transforms ideas in actions.
- It can be inflexible to some extent and slow to respond to new possibilities.

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3.2.5 Promoter

- Challenger, dynamic, works well under pressure. Impulsive. He has initiative and courage to overcome obstacles.
- It can be prone to provoke and can sometimes offend people's feelings.
- He can become aggressive and moody in his eagerness to get things done.

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3.2.6 Brain

- Creative, imaginative, freethinker Generate ideas and solve difficult problems.
- He can be clueless, abstracted or forgetful.

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3.2.7 Evaluator

- Serious, insightful, and strategist. It perceives all options and judges accurately.
- He may lack initiative.
- It can be excessively critical.
- It can be slow when making decisions.

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3.2.8 Specialist

- Delivered, independent, limited interest.
- It provides specific qualities and knowledge.
- You can contribute only in very limited areas and expand on technicalities.
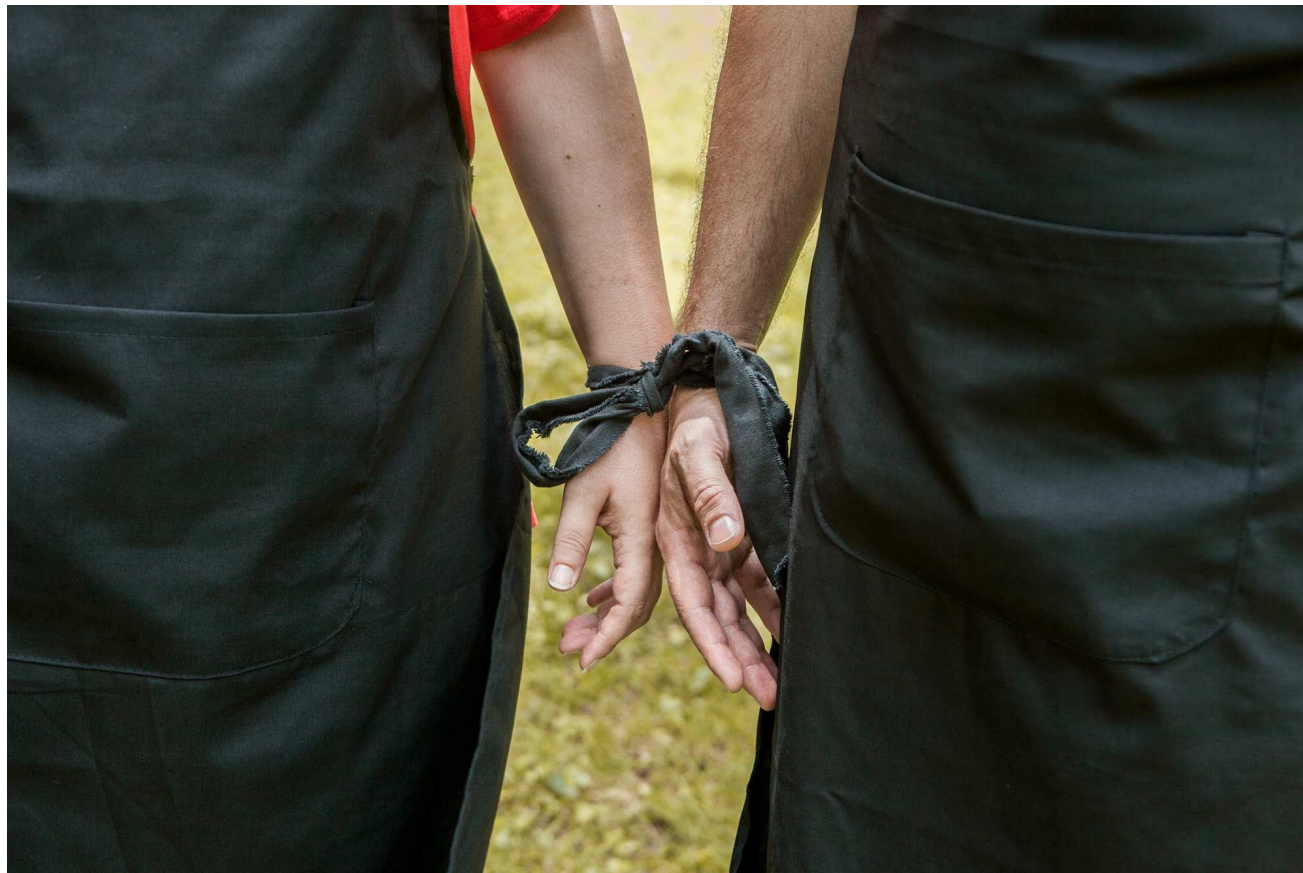- It can saturate you with a lot of information.

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3.2.9 Finisher

- Careful, conscientious, anxious.
- Look for the errors. Polish and perfect.
- He can be accused of taking his perfectionism to the extreme.

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4 - Full productive

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From hiring to production
Q&A

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