

Idols > Rockstars

PyOhio ⚡ Talk

July 2018

- Now: QA Specialist, DjangoCon US ⚡ Talk Chair
- Then: Accountant & uni instructor w/ an MBA
- https://github.com/kojoidrissa/pyohio_2018

The Issue

- Companies seek rock stars because they don't **REALLY** know what they want/need. They **hope** the rock star will "make it work".
- They **ALSO** hope the rock star will appear at the right time

The Issue

- Rock stars tend towards expensive & individualism. Software is built in teams.
- Your company has limited \$\$\$. You can't compete with Apple/Facebook/GE/BigCorp.

The Solution: Idols

- “Idol”: a term to describe Korean and Japanese popular entertainers
- Idols are trained by their companies to fill specific, well-defined roles on a team

Real World Idols

- One company has produced ~500 idols in the past decade
 - Google “AKB48 group”
- Trainees & a training system support business continuity

Software Idols

- Define what roles and skills you need
 - THIS is the often overlooked part
- Find trainees: people to fill those roles and acquire those skills

We're Not Teachers!!

1. Define what roles and skills you need
2. Pick an external training resource
 1. O'Reilly's Safari, other tech publishers
 2. MOOCs

Where do we find them?

- Clear definitions makes finding people easier
- Get involved in your local community
- Seek them online, like you do the rock stars

This sounds like nonsense Kojo...

- Really? You run a “business”, but...
- You haven’t defined what your team needs...
- You’re **hoping** the “right person” appears...

Questions/Comments?

- @Transition on Twitter
- kojoidrissa.com
- https://github.com/kojoidrissa/pyohio_2018