DevOps'ing Recruitment

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What's the Ideal?

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#squad(TALK)goals

- Share insight
- Start conversations
- Laughter/Fun
- Actionable steps

- ALWAYS #1 Goal →

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What is DevOps?

- CAMS
- Job Title
- Tools
- Buzzword
- $$$$

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Organizational Effectiveness

- Examines team dynamics
- Negotiates trade offs for successful outcomes
- Strategizes for buy-in
- Facilitates building structure, process and people

Obligatory REALLY random picture →

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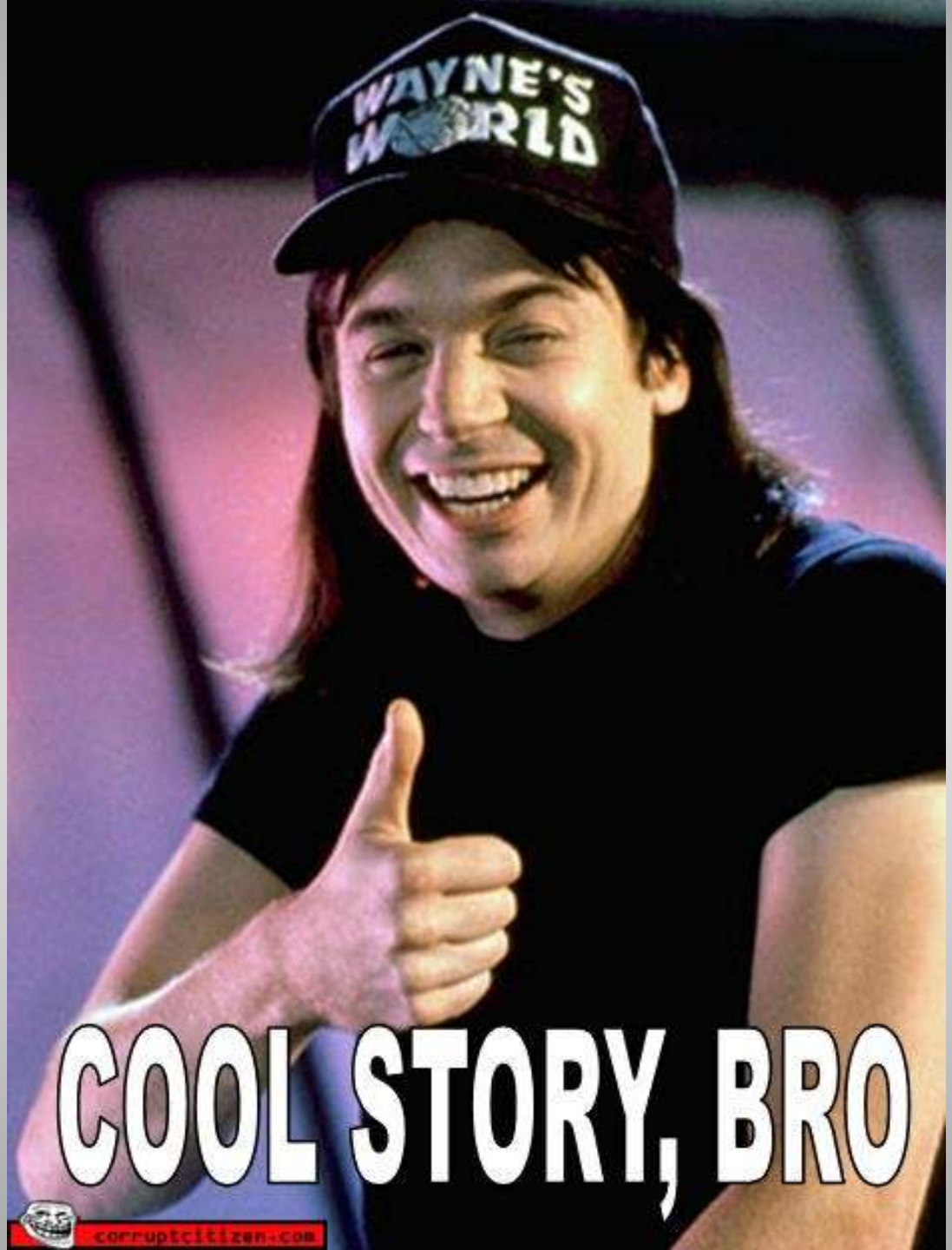
Keys to Effective Teams

- Communication
- Flexibility
- Collaboration
- Learning
- Trust



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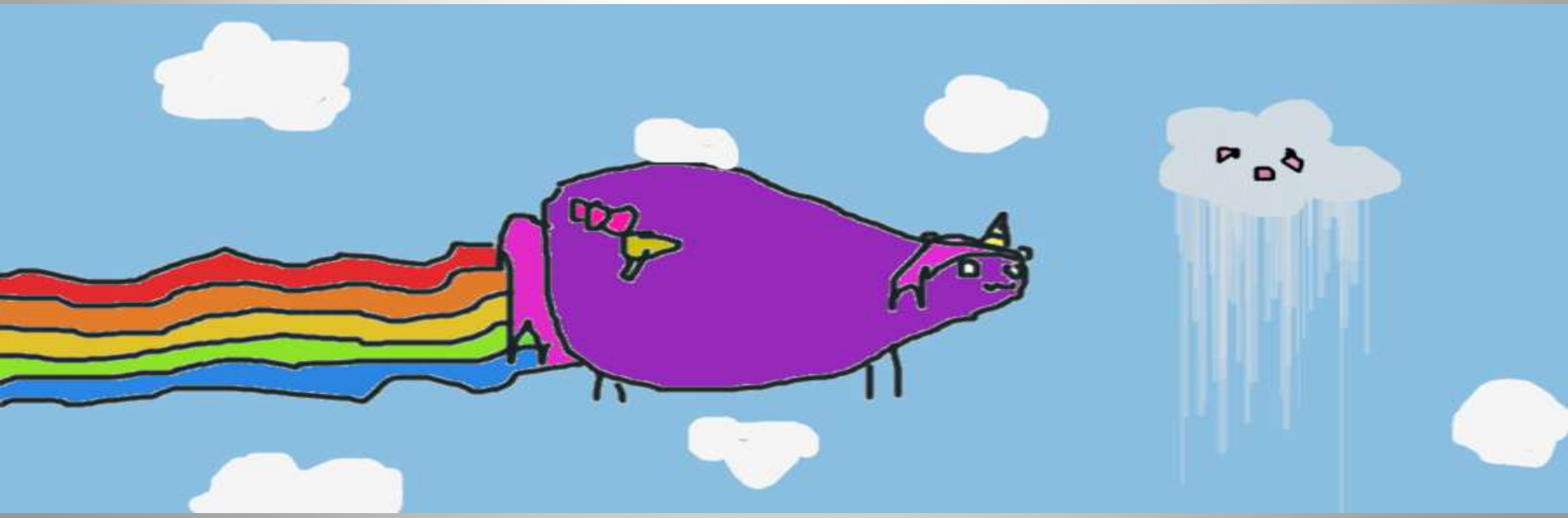
How to OE Your Team

- Treat employees like humans
- Encourage communities
- Facilitate growth



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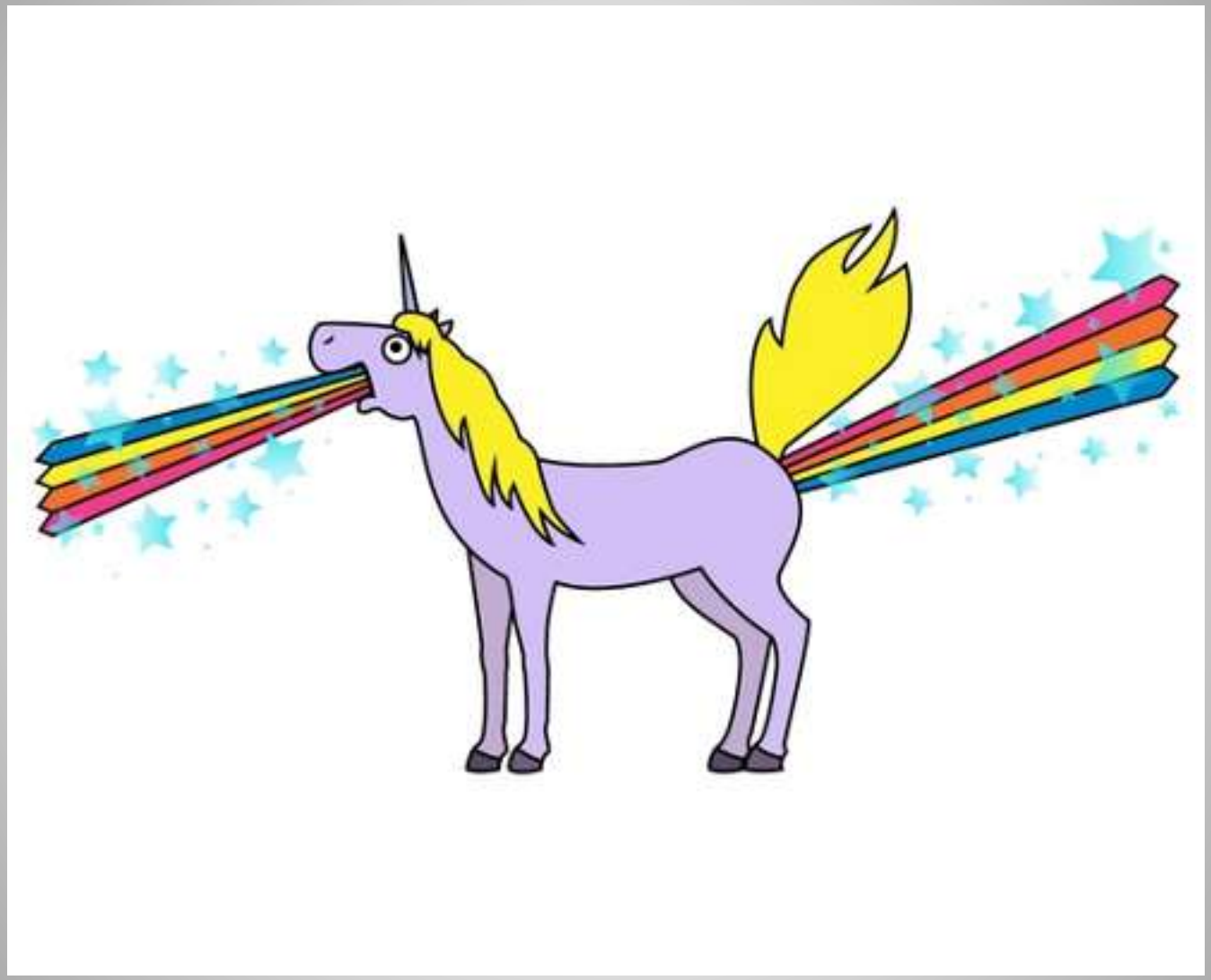

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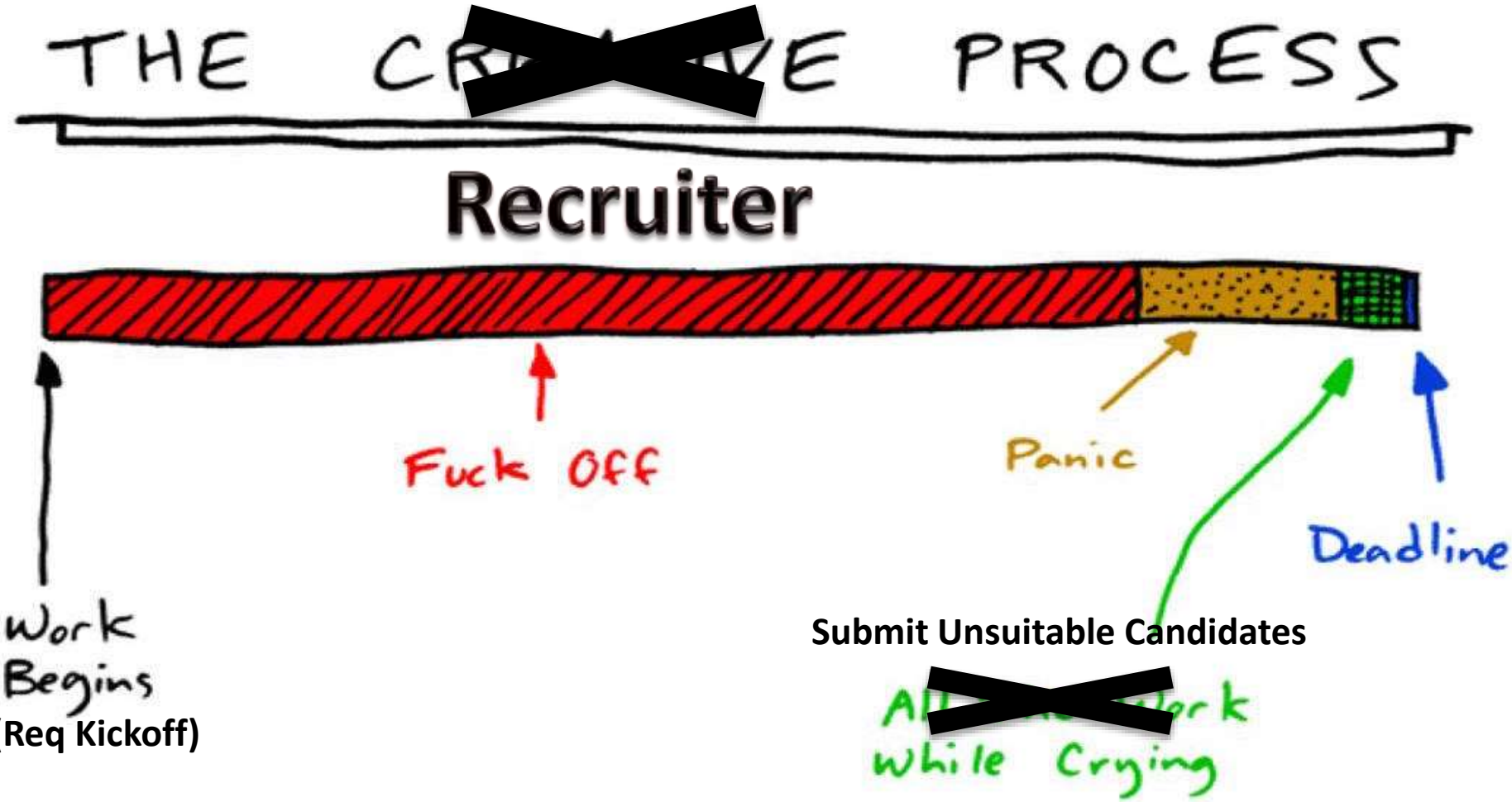
Perception



Toothpaste For Dinner.com

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Game Break
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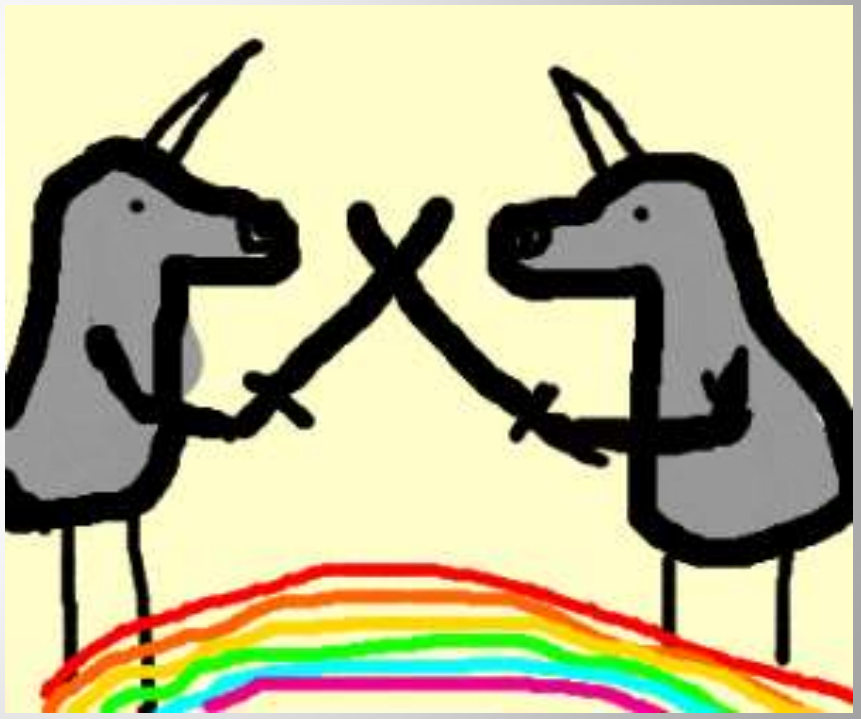
Recruiter or Engineer?

- Always assumes they are the dumbest one in the room
- Sometimes awkward around new people they are trying to impress
- Gets blamed a lot
- Puts duct tape on situations when timelines are short and expectations are high
- Feels misunderstood



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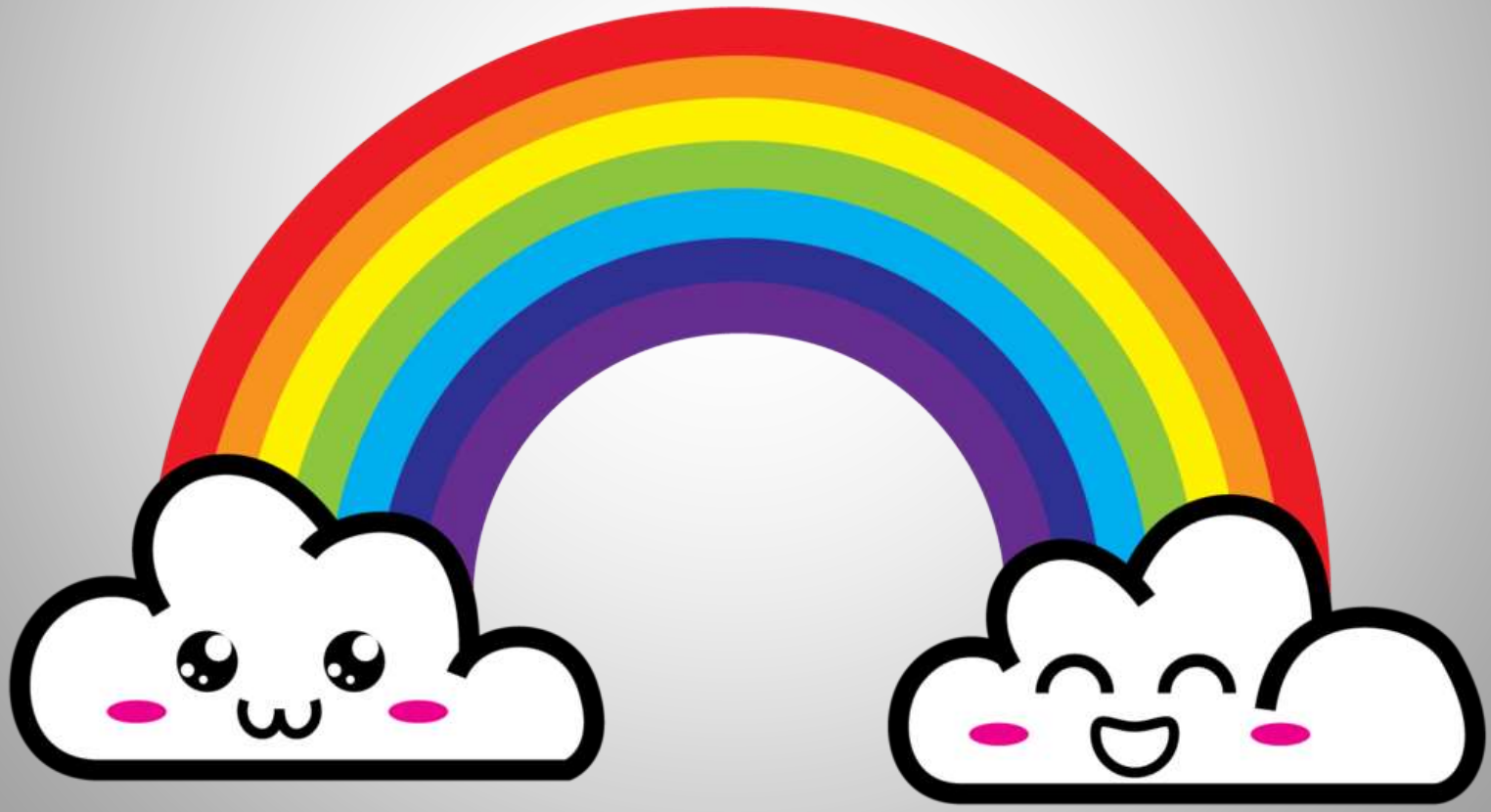
Empathy and understanding are KEY in building positive relationships



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What's Broken?

- Communication
- Flexibility
- Collaboration
- Learning
- Trust

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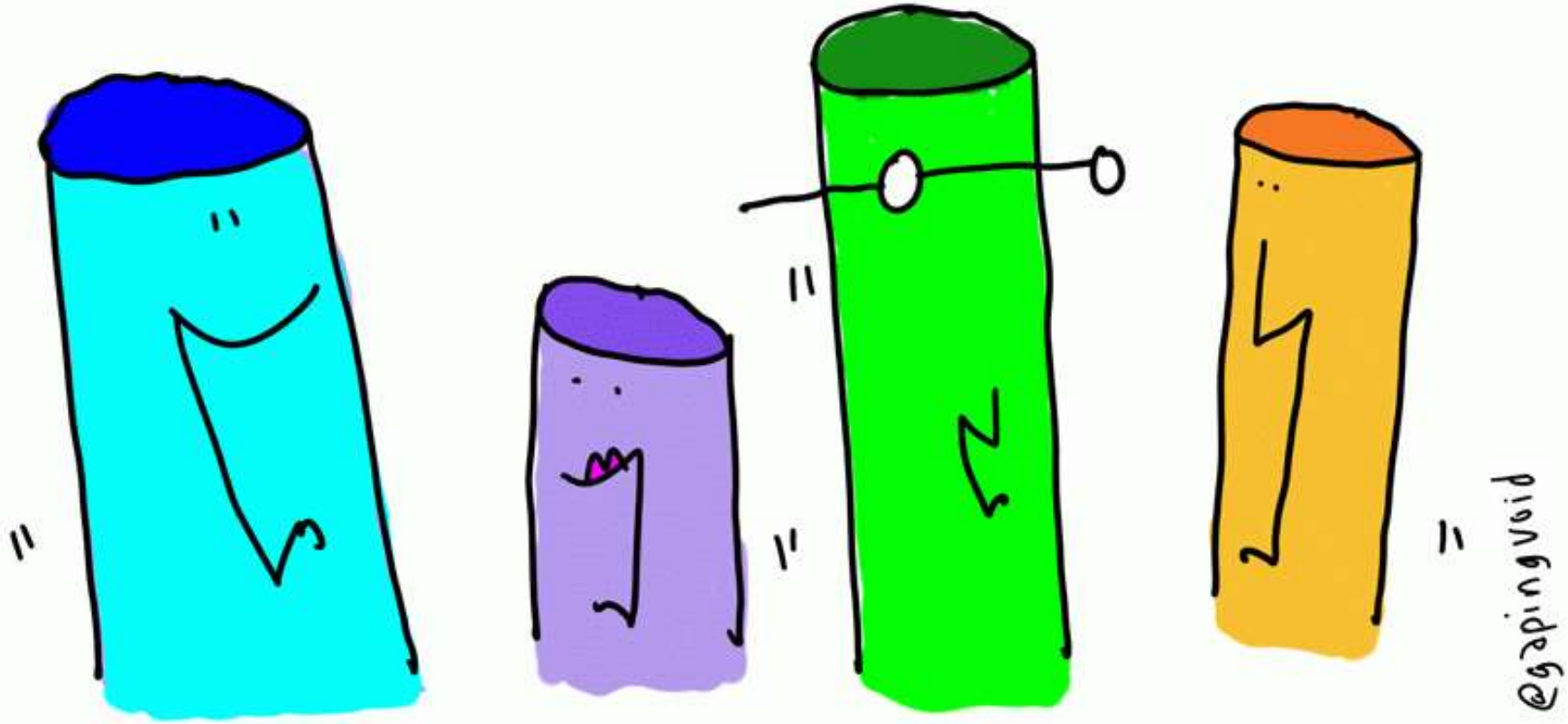
getting all the silos to talk to each other...



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How To Work Effectively With Recruiting

- Bring them in the fold
- Teach each other
- Maintain relationships
- Push each other
- Be available

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Questions?

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