



Leadership  
Or  
Landmines

Michael Dowden

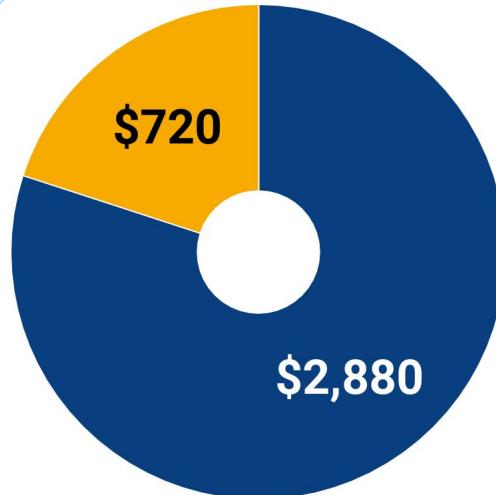
@mrdowden #leadership

Leadership or Landmines



```
<?xml version="1.0"?>
<xsl:stylesheet version="1.0"
xmlns:xsl="http://www.w3.org/1999/X
SL/Transform">
  <xsl:template match="p">Hello
World!<.xsl:template>
</xsl:stylesheet>
```





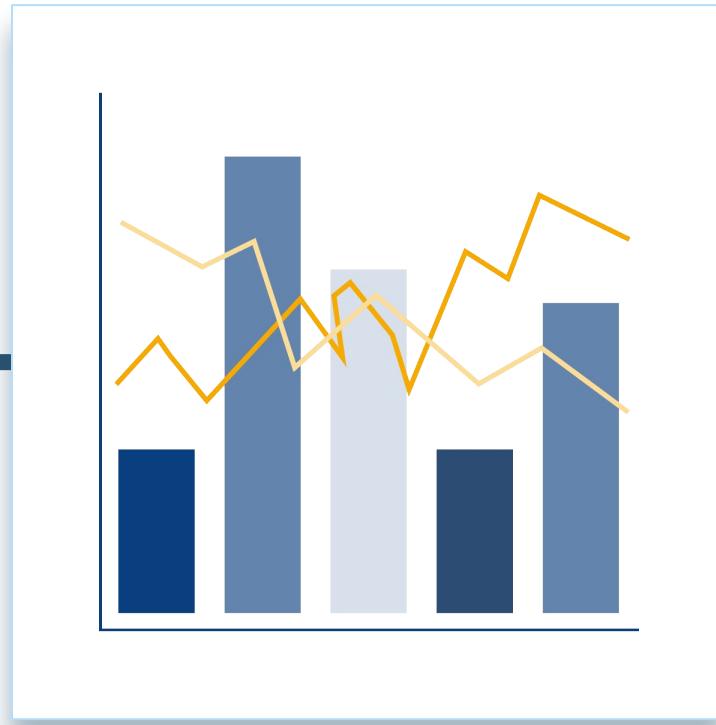
## Global IT Budget (2015)

<http://gartner.com/technology/research/it-spending-forecast/>

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Leadership or Landmines





## Cost & Profit Centers



(CC BY-NC 2.0) <https://flic.kr/p/grJYr>



## 40% of IT Spend (2017)

<https://www.zdnet.com/article/it-budgets-2017-18-what-the-surveys-tell-us/>

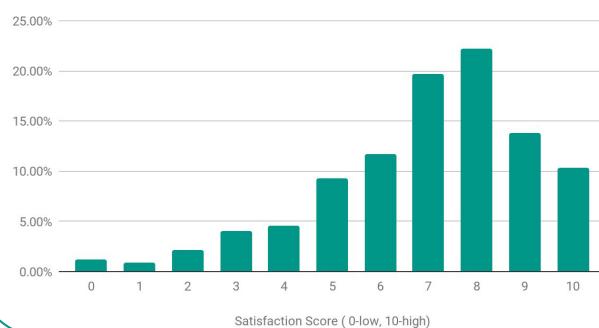
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# Developers by the Numbers

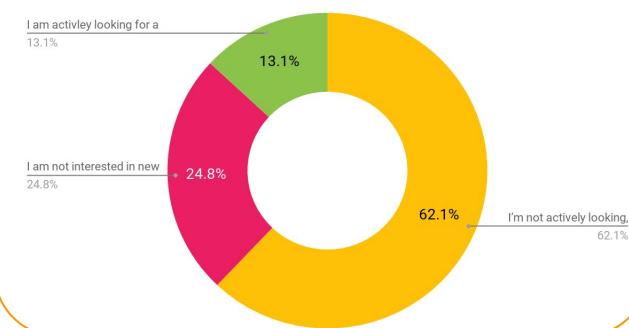
Job Satisfaction



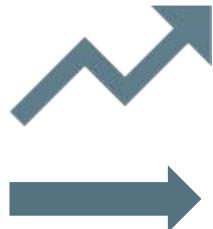
Cost to replace  
a developer

Up to  
\$460,000

% of Developers looking for a job



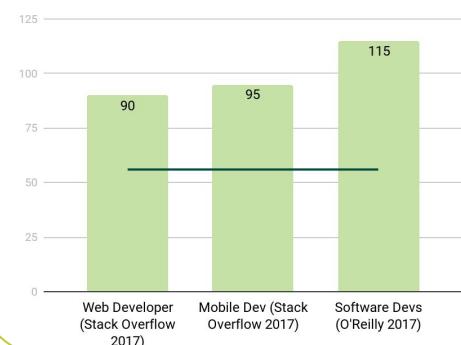
Employee Engagement



30%

30k/year

Median Salary

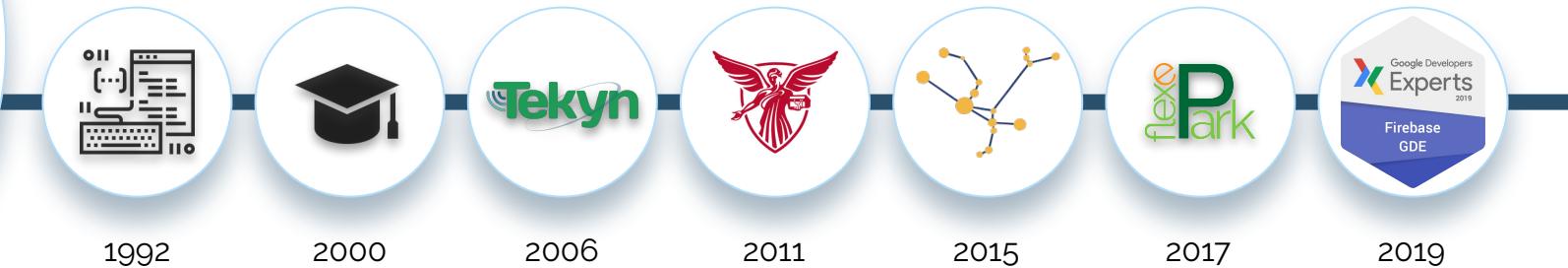


Switch Jobs



# Michael Dowden

he/him

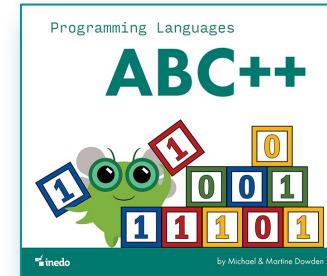
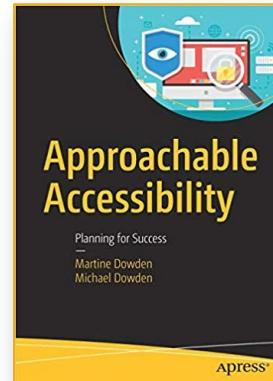


Caricature by @natelovett



@mrdowden

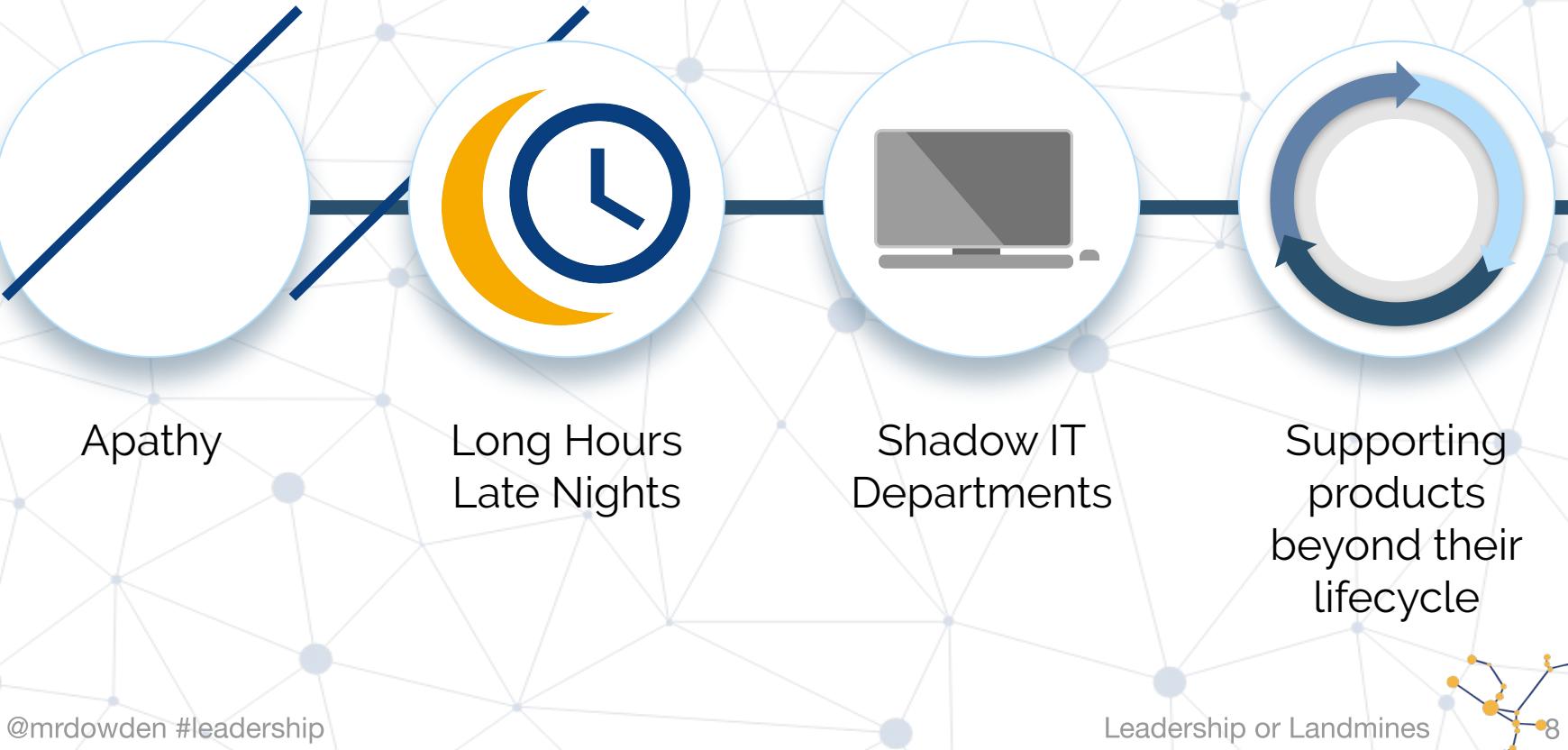
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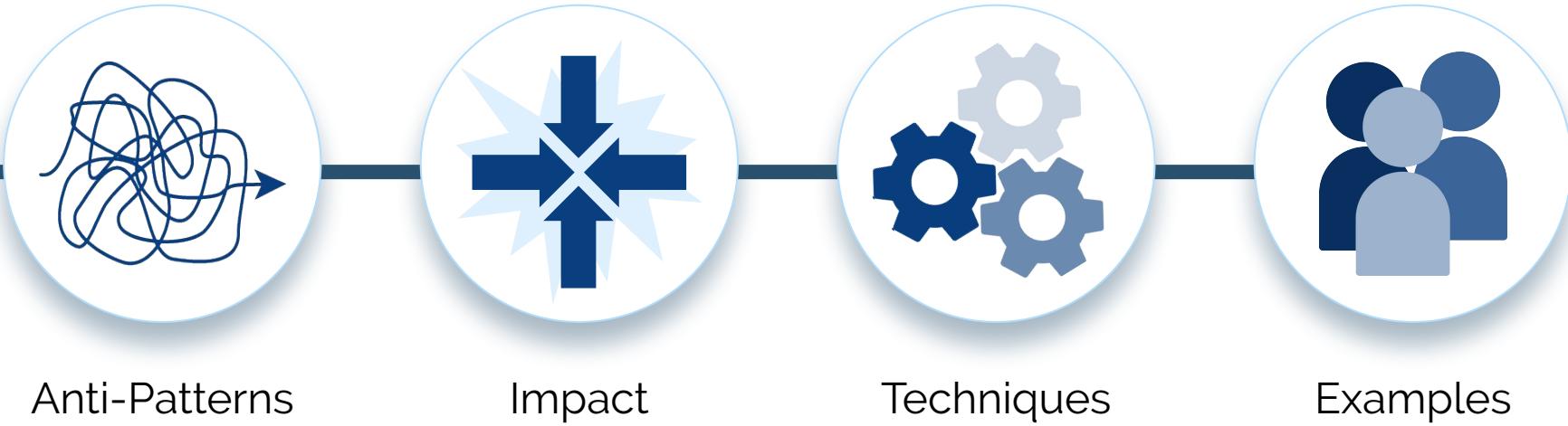
Leadership or Landmines



# Landmines



# Leadership



# Definition: Anti-Pattern

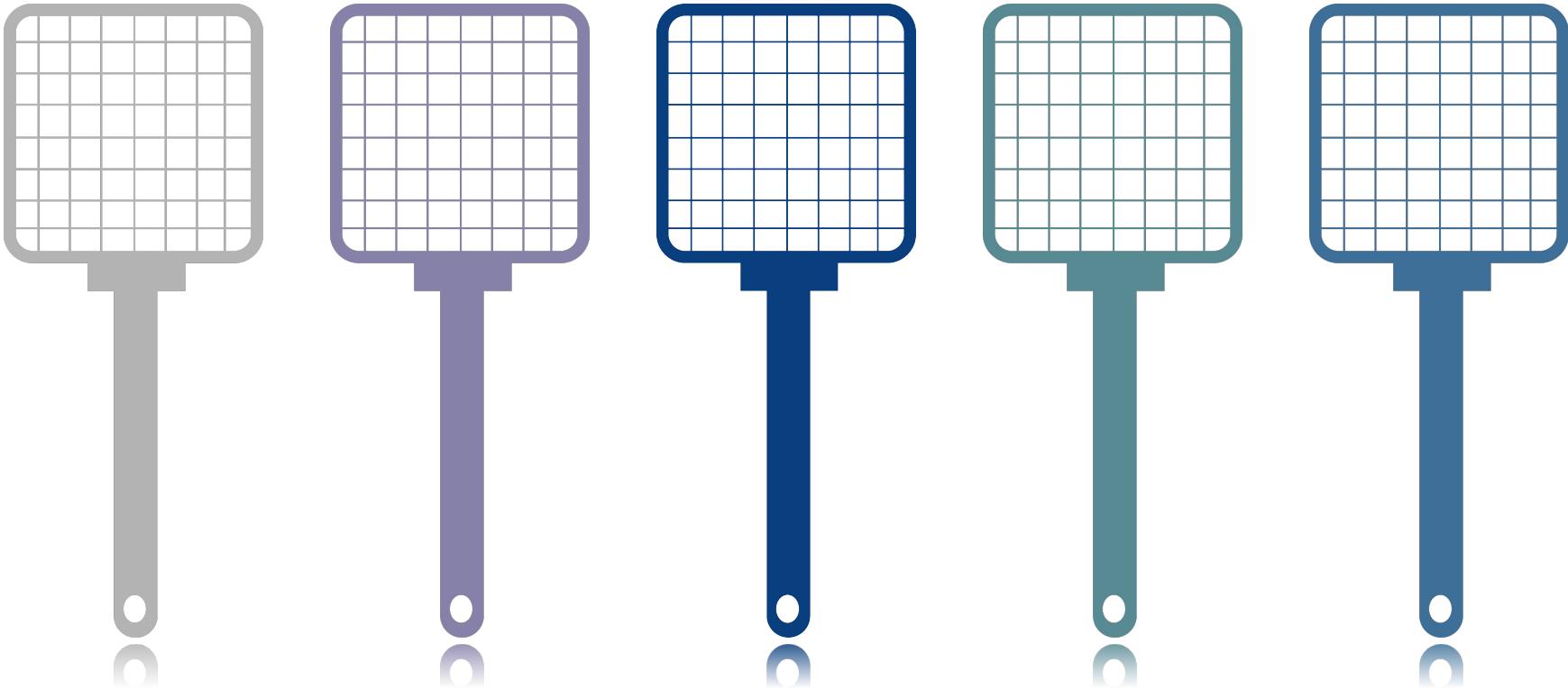
AntiPatterns (1998)

- It is a repeated pattern of action, process, or structure that is put into place to be beneficial, yet ultimately is more harmful than beneficial
- A documented, proven, and repeatable solution exists



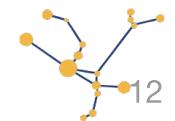
# Technical Debt

(Development Anti-Patterns)



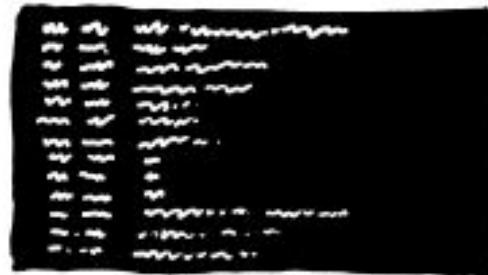
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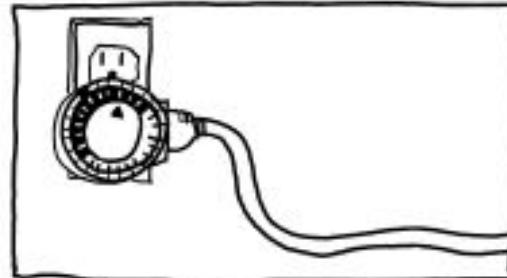
12

FIGURING OUT WHY MY HOME  
SERVER KEEPS RUNNING OUT  
OF SWAP SPACE AND CRASHING:



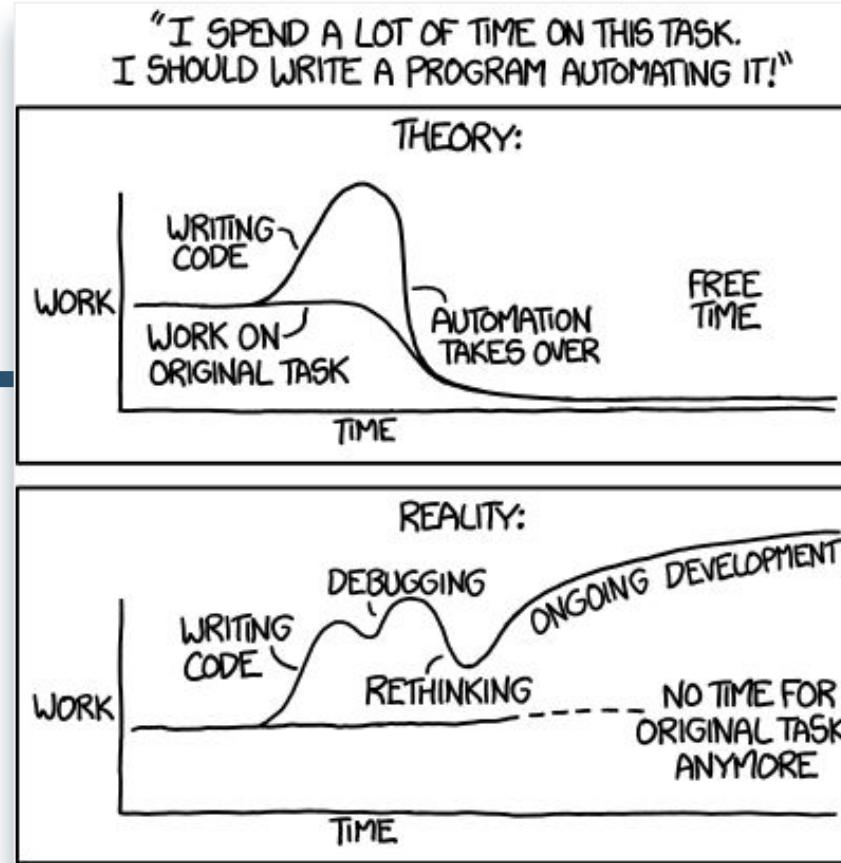
1-10 HOURS

PLUGGING IT INTO A LIGHT TIMER  
SO IT REBOOTS EVERY 24 HOURS:



5 MINUTES

WHY EVERYTHING I HAVE IS BROKEN



# Technical Debt



Over-Automation

# Technical Debt



OverEngineering

# Technical Debt



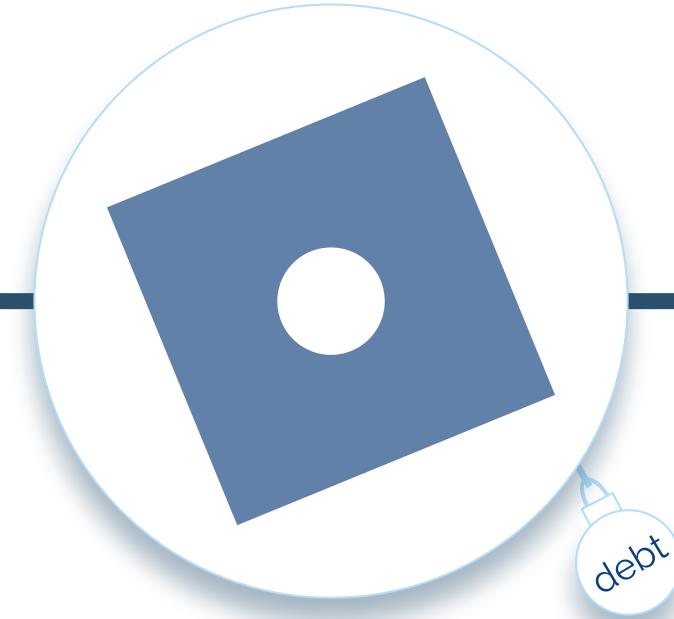
Golden Hammer  
Silver Bullet

# Technical Debt



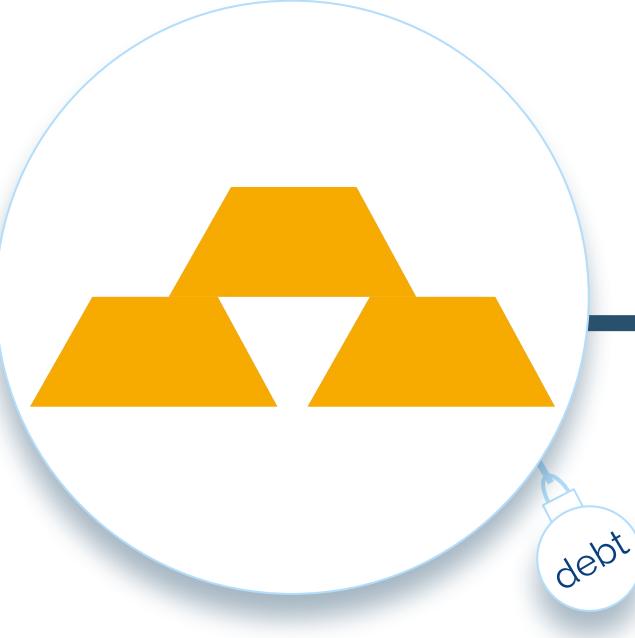
Not Invented Here

# Technical Debt



Reinventing the [Square] Wheel

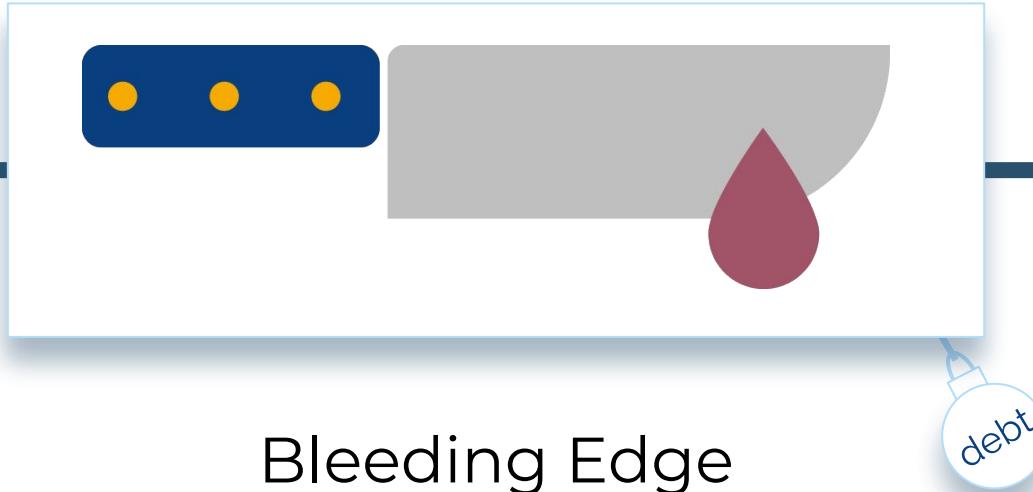
# Technical Debt



## Gold Plating



# Technical Debt



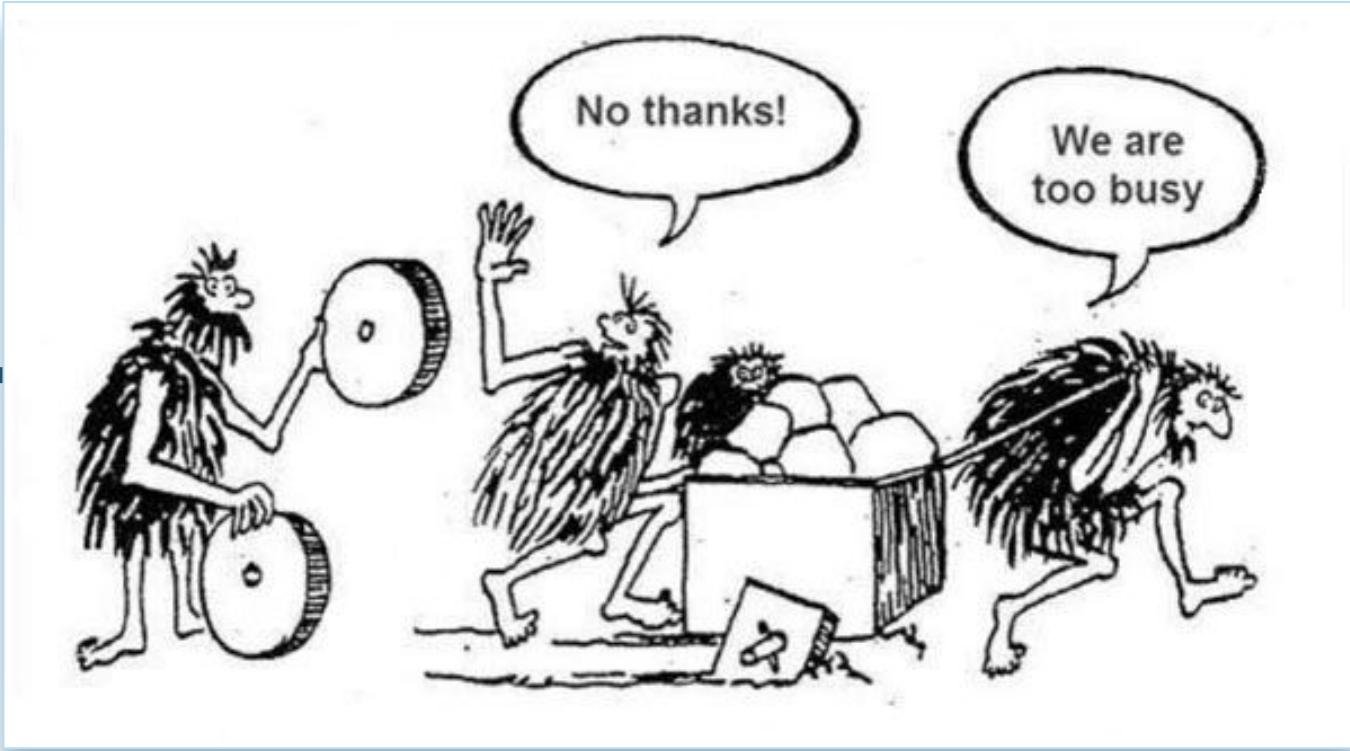
## Don't be afraid to...

- Build only what you *need*
- Use code from other developers
- Embrace simple, straightforward solutions

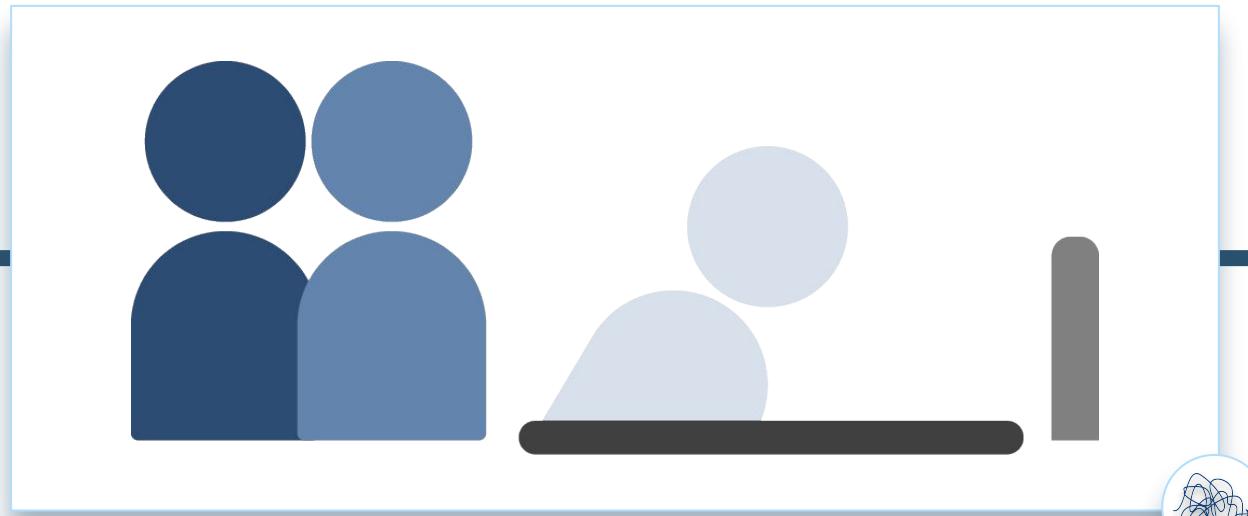


# Project

## Anti-Patterns



# Project Anti-Patterns



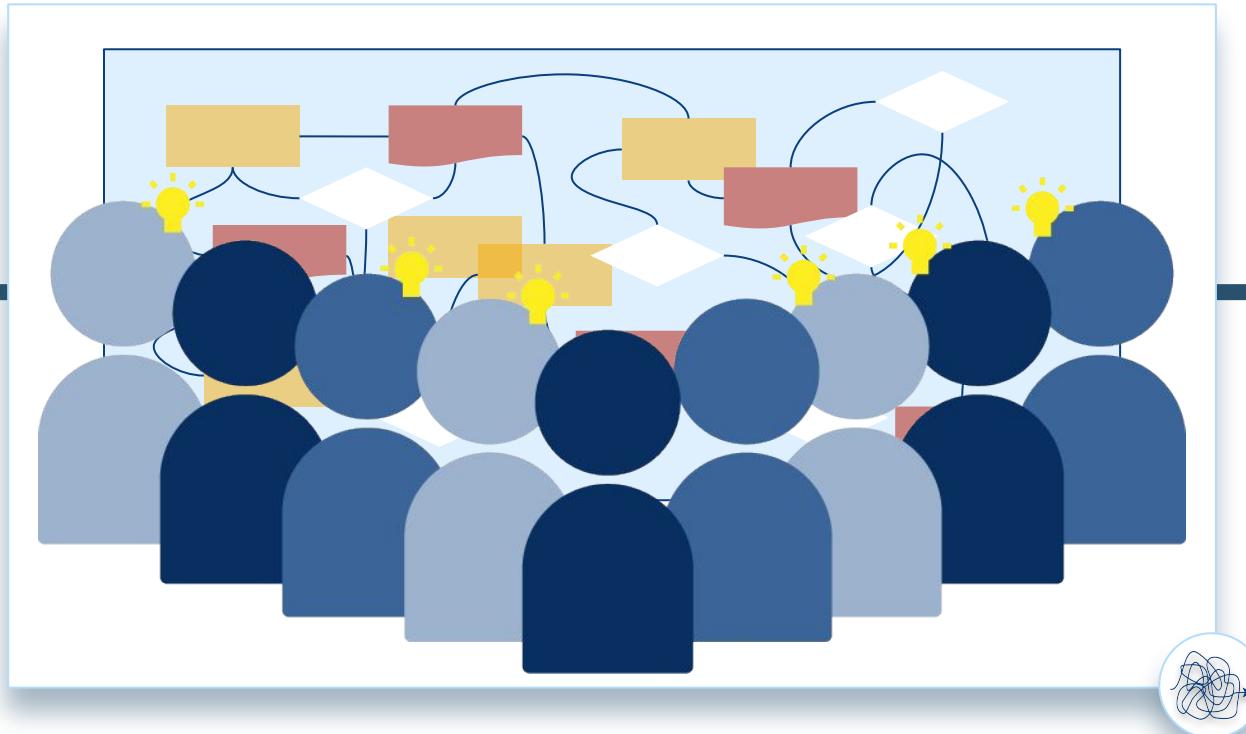
Death March

# Project Anti-Patterns



Scope Creep

# Project Anti-Patterns



Design by Committee

# **Project** Anti-Patterns



Analysis Paralysis

# **Project** Anti-Patterns



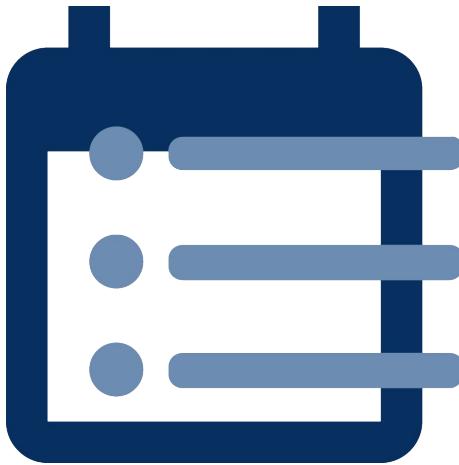
## Escalation of Commitment

## Be proactive about...

- Communicating expectations
- Calling attention to problems
- Setting hard personal limits



# Organizational Anti-Patterns



## Date Management



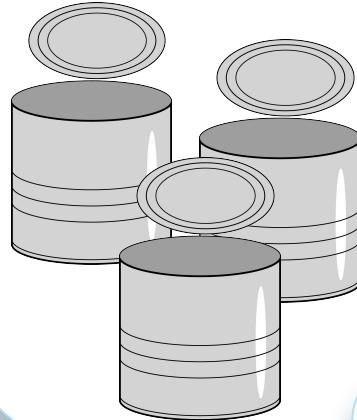
**BEATINGS  
WILL  
CONTINUE UNTIL  
MORALE  
IMPROVES**

# Organizational Anti-Patterns



## Micromanagement

# Organizational Anti-Patterns



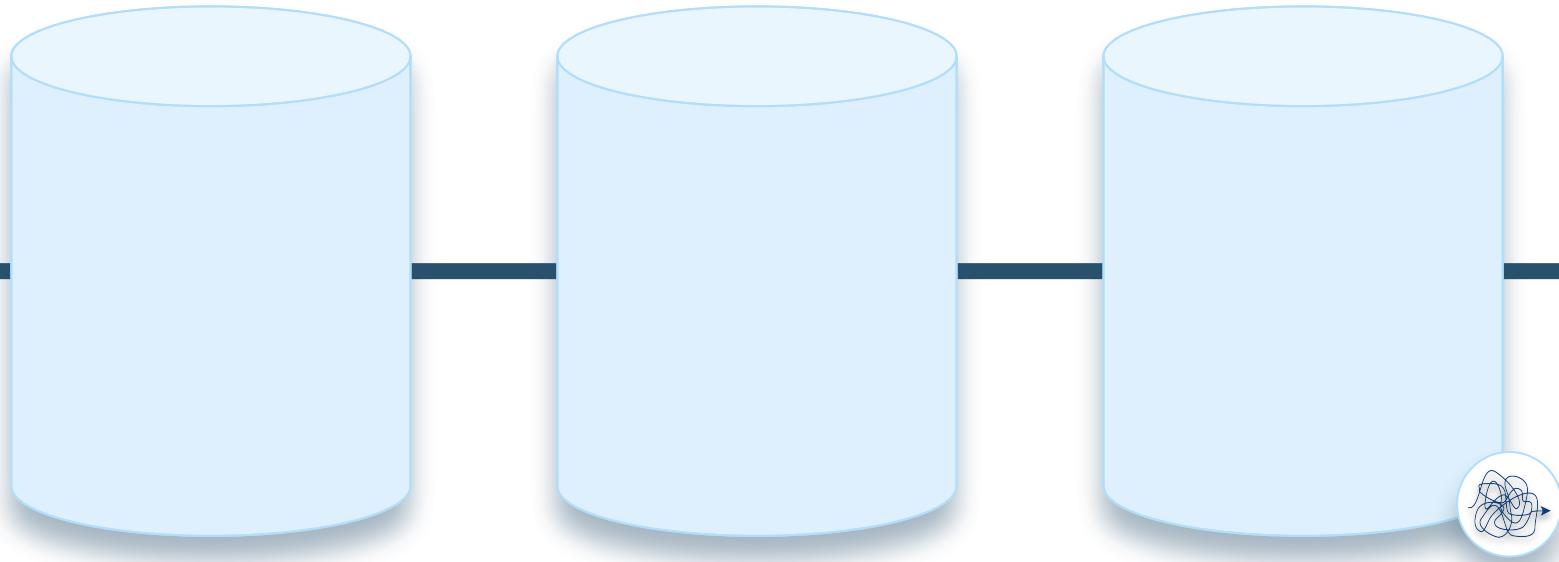
Commoditization

# Organizational Anti-Patterns



Moral Hazard

# Organizational Anti-Patterns



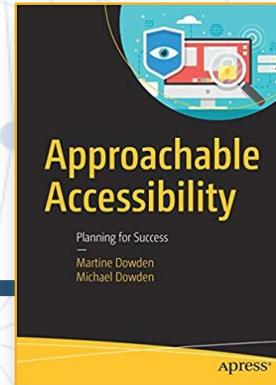
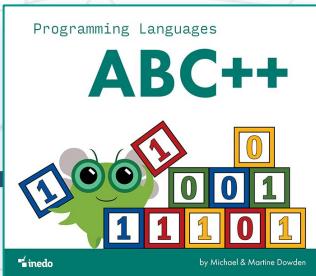
Silos

## Reward those who...

- Prevent Problems
- Contribute value in 40 hours
- Say "Yes" less



# Michael Dowden



## Hire Me:

- ❖ Coaching & Training
- ❖ Accessibility Implementation
- ❖ Software Product Development

@mr dowden #leadership



@mr dowden



/in/mr dowden



[andromeda16.com](http://andromeda16.com)

Leadership or Landmines



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