Next Generation Architects for a Harsh Business World
Just in case you **wonder** ...

Curutchet House
Built by Arch. Le Corbusier, btwn 1949 and 1953
La Plata, Buenos Aires, Argentina (the city I live in)
Who is **this guy** in front of you?

How, why, when did he came into this **(weird) ideas**?
Let’s **BEGIN** with …
The Traditional Architect
The Drugstore Clerk and Amateur Guitar Player Turned **Best-Paid Guru**
The Factory Worker Turned Premier

Technical Authority
The Frustrated Engineer Turned Most Sought-After Architect in the Market
How could these people ever enter the software engineering market?
Chapter 2

A Story of Necessity
Just a few samples, from what one can read in daily newspapers …
El país necesita el triple de expertos en informática

Hay más demanda laboral que nuevos egresados

Por: Leo González Pérez

“Our country needs the triple of IT professionals”

“Demand outreaches newly graduates”

Market Conditions Melting Entry- Barriers to Technical Positions
Los jóvenes argentinos no escapan al flagelo

Alejandro Rebossio
LA NACION

Domingo 17 de abril de 2011 | Publicado en edición impresa

Los jóvenes argentinos que no estudian ni trabajan no están liderando revoluciones en el mundo árabe. No protestan por las calles como en Europa. En general, tampoco se movilizaron en el funeral de Néstor Kirchner. Son los que están frustrados de repartir cuadra o no conseguir empleo. Son los que están cuidando a sus bebes y debieron dejar la secundaria. Son los que toman cerveza en la esquina. O paco. Algunos delinquen. La mayoría, no.

La Organización Internacional del Trabajo (OIT) hizo un informe sobre los jóvenes que ni estudian ni trabajan, los ni-ni, en América Latina, aunque usó los datos de la Argentina basados en estadísticas oficiales de este país de 2006, antes de la creación de la Asignación Universal por Hijo (AUH), cuando el desempleo era más alto. El informe advierte que el 19,7% de los argentinos de 15 a 24 años se encuentra en esta situación, justo en el promedio regional (mejor que el 21% de México, pero peor que el 17,9% de Brasil). Serían 1.390.000 argentinos.

"19,7% argentineans between 15 and 24 years old does not study and does not have a job"
Some people, **resign**

Some others, **don’t**
... and some others are eager to take a chance on the second group!
Chapter 3

Non Traditional Skills and Personality Traits … Through a Lens
What’s **so special** about these people that makes them unconventional stars?
Ruthless Commitment to **Overcoming Limitations**
Crude **Understanding** of Business and Social Reality
Respectful Disrespect for Established Practice
Stubborn Ownership of Work
Humble Acceptance of Constructive Criticism
Grateful Will to Engaging Apprentices
How many of the architects you know exhibit these traits?
How better would they be if they just did?
Final Chapter

Where to go from now?
Less recipes … more questions to ask ourselves!
Reviewing **Talent Sources** and Recruiting Processes

- Which are our current sources of recruiting?
- Which non-technical or managerial aspects do we value?
- What prevents us from recruiting from somewhere else?
- What prejudices do we have upon recruiting sources and profiles?
- Are we discarding candidates for non technical / managerial reasons?
- Do we care about “tradition” when hiring?
- Are we preventing non-traditional talent from even entering the process?
How many additional talented people could we have if we challenged some traditional rules?
Reviewing **Career Plans** and Software Architect Curricula

How are we helping our architects becoming more resilient to frustration?
How are we teaching technical talent to defy accepted practice?
How are we coaching technical people to learn from constructive criticism?
How is our architects’ true level of ownership and commitment?
How are we promoting apprenticeship among technical senior staff?
How many technical failures can you attribute to negative personal traits?
How many times people personal traits were key to technical success?
How better would our traditional architects be if we helped them develop these personal traits?
To me, the **answer** is ...
Much More

Much Much Better
Thank You Very Much!

Walter Ariel Risi
wrisi@pragmaconsultores.com
Blog: www.walterarielrisi.com
Twitter: wrisi

www.pragmaconsultores.com