

An aerial photograph of a vast, winding glacier flowing through a mountainous landscape. The mountains are rugged and covered in patches of snow and ice. The sky is a clear, pale blue. The overall scene is majestic and serene.

Let them learn!

How to nurture great software engineers

@ClareSudbery



@ClareSudbery



Why would these Pringles be on this plate?

@ClareSudbery



@ClareSudbery

Pringles on a plate



@ClareSudbery



@ClareSudbery



Teaching makes me happy

tinyurl.com/csudbery-bootcamp

@ClareSudbery



@ClareSudbery

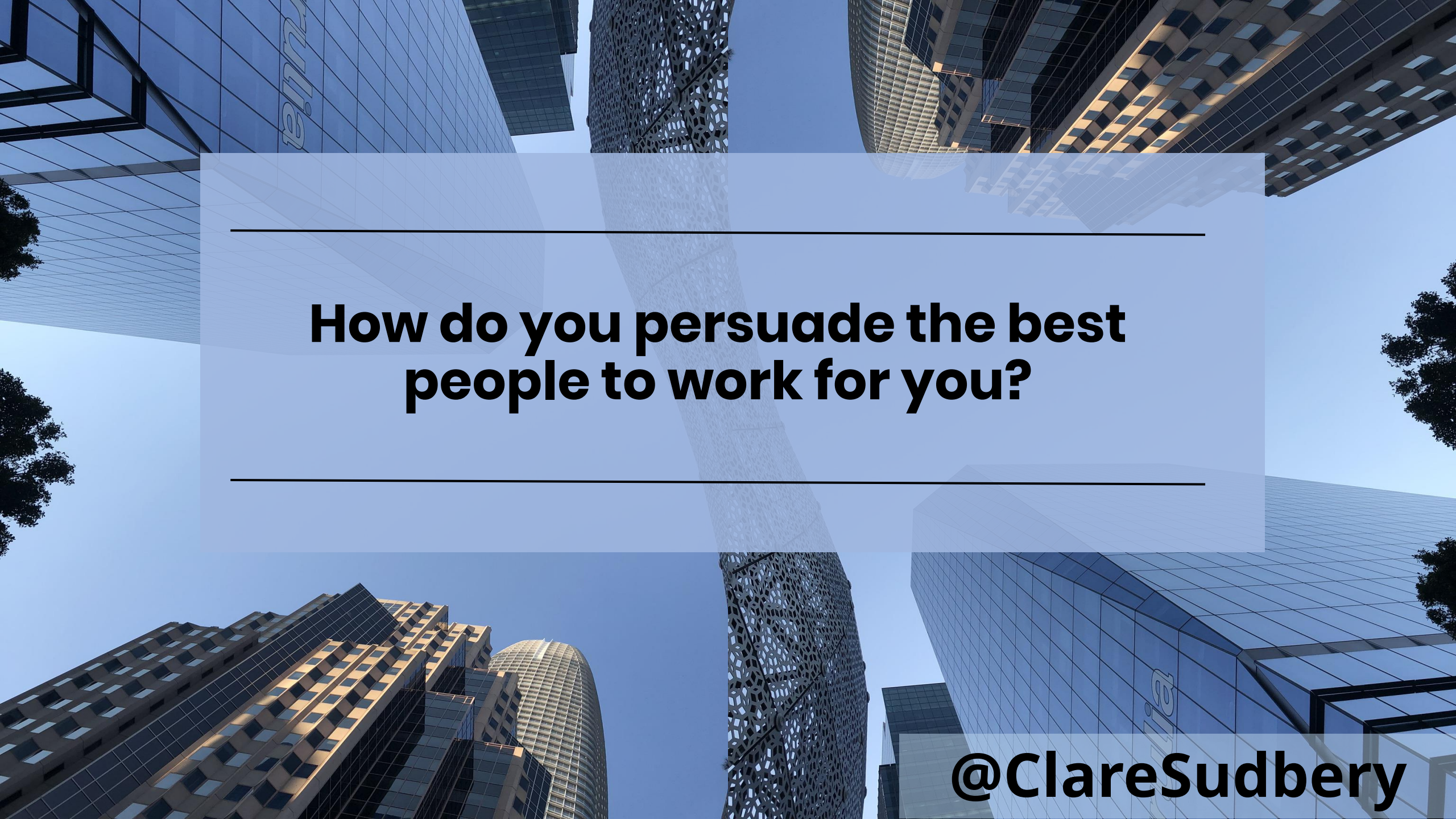


The Made Tech Academy

@ClareSudbery



@ClareSudbery



**How do you persuade the best
people to work for you?**

@ClareSudbery



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Use learning as a recruitment incentive



Photo: @RachelColless

@FelixFoggCircus

@ClareSudbery



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**How do you avoid hiring people
who are not going to succeed in
your organisation?**

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It's up to you whether they succeed



Photo: @Karol_Jurga

@FelixFoggCircus

@ClareSudbery



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**How do you make sure your hires
have the skills and experience that
match your technology stack?**

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@ClareSudbery

Don't fetishize experience



Photo: @anna.lena.krause

@FelixFoggCircus

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**How do you stop slower learners
from dragging down faster
learners?**

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Let people learn by teaching and researching



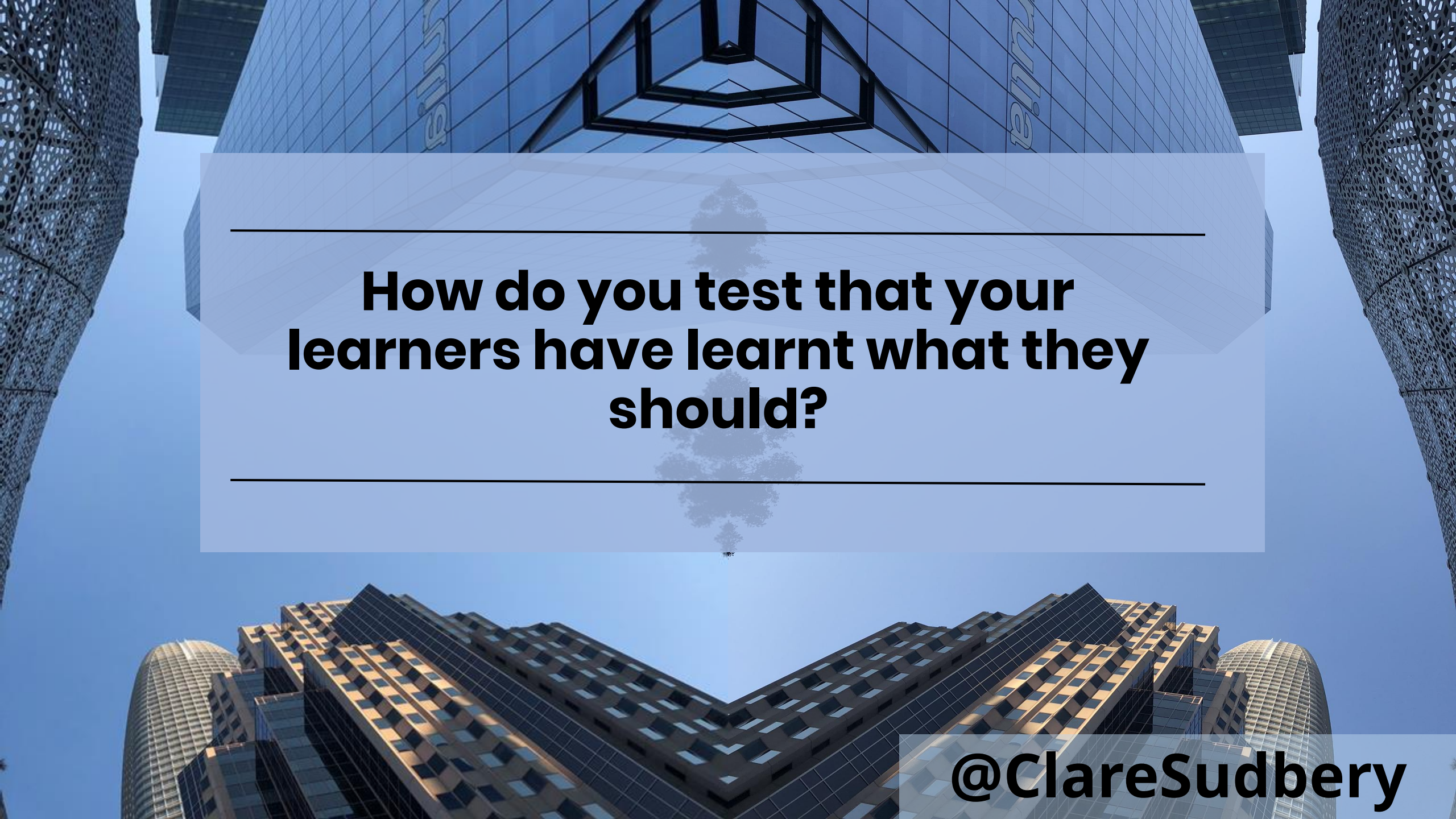
Photo: @anna.lena.krause

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**How do you test that your
learners have learnt what they
should?**

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Focus on the *ability* to learn



Photo: @charlottehadden

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**How do you deliver training
without taking up the time of
existing staff?**

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Get the whole company involved



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Why would these Pringles be on this plate?



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Try making new things



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Try making new things



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Try making new things



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Try making new things



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Try making new things



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Let them learn

Use learning as a recruitment incentive

Make people great, don't recruit great people

Don't fetishize experience

Set people up for a lifetime of learning

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Let them learn

Let people learn by teaching and researching

Focus on the *ability* to learn

Get the whole company involved

Try making new things

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I hosted a podcast...



tinyurl.com/making-tech-better

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Delivering keynotes and workshops

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