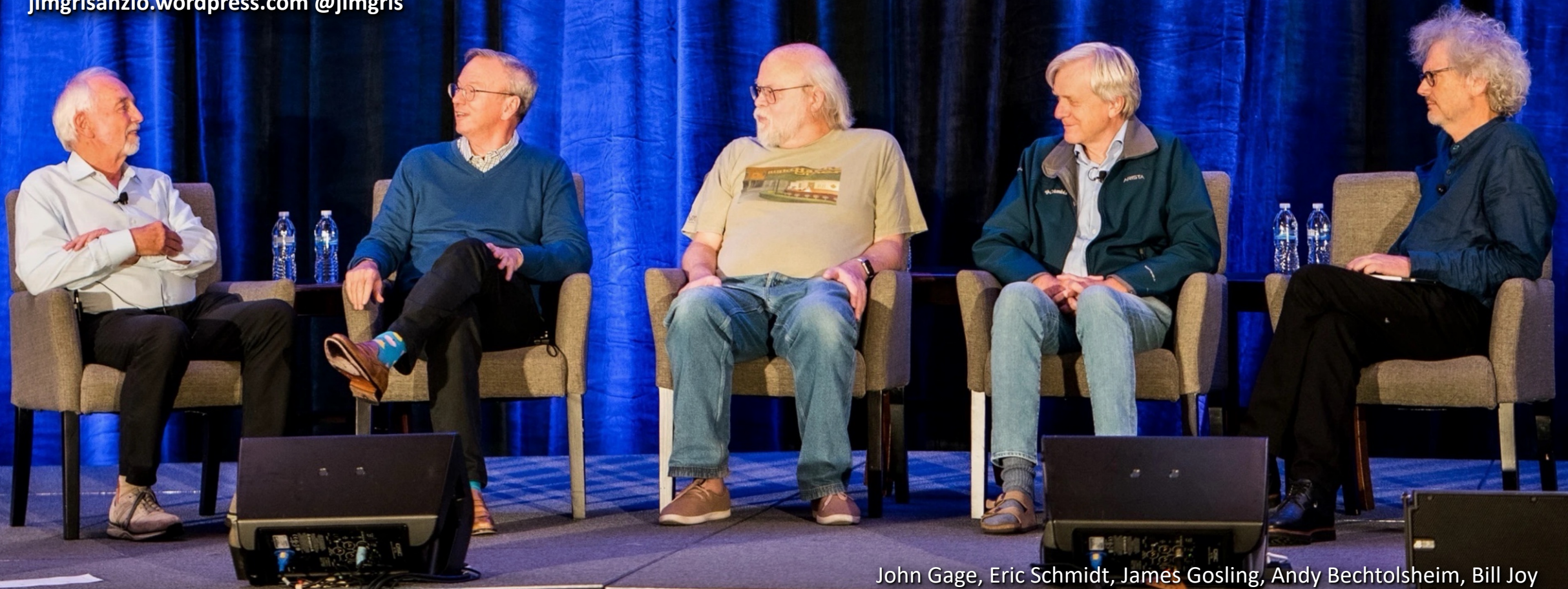# Developers — Build your Career Now!

Lessons learned from profiling hundreds of developers who have acquired deep mastery, contributed to open communities, and built robust networks.

Jim Grisanzio
Software Program Manager
jimgrisanzio.wordpress.com @jimgris

John Gage, Eric Schmidt, James Gosling, Andy Bechtolsheim, Bill Joy
Sun Reunion, Silicon Valley 2019

About

I manage projects. I build communities.

Business, MSPCA/Angell, MIT Tech Review, Tufts, Network World, 3Com, Sun, Oracle

Realtor, excavator, mechanic, trucker, writer, editor, publicist, podcaster, video/photographer

15 jobs — Construction, Government, Education, Publishing, Biotech, Software

Major crashes, economic disruptions, multiple life threatening situations

Constant re-starting, constant learning

Lucky to be alive, thankful to be walking

Full Background — Jim Grisanzio

DevRel

Java Developer Relations Team @ Oracle

Developer Advocates
Community Development
Product Management
Launches, Conferences, Customers

Websites, Tools, Contributions
Java User Groups, Java Champions
Podcasts, Photos, Videos, Articles
AR/PR, Education, Social

Inside.java, Dev.java
Java DevRel, Java Platform Group
The Java Playground, Contribute Content, Contribute OpenJDK

Developer

My Perspective

Building a thriving career is a long term construction project. It's complex. It's hard. It's personal.

This is where I learned hard core merit — out in the field in all types of weather wrestling with highly skilled, competitive, innovative, and brutal craftsmen. Hackers, makers, and artists at heart — **just like you!**

Doc Searls @ Sun in 2004 on construction and Open Source. Talked about exactly my experience in construction and my observations about FOSS developers — language, tools, source, standards, merit. **Craft!**

The New Vernacular — Doc Searls

Principles

Ayana Yokota, Takashi Ito
JavaOne San Francisco 2017

21 Bits For Discussion

Contributions
Open Source
Communities
Networks
Meritocracy
Mentorship
Leadership
Performance
Productivity
Opportunities
Assert
Models

Platforms
Change
Learning
Deep
Mastery
Possibilities
Bold
Health
Freedom

Contributions

Sai Penumuru
AIOUG OCYatra in Hyderabad 2019

Code
Presentations
User Groups
Legal
Licensing
Courses
Help
Translations
Podcasts

Videos
Photos
Evangelism
Blogs
Bug Reports
Books
Governance
Docs
DevRel

Most important!
This is how you get attention!

Your contribution is your signal!
Send it to cut through the noise!

What's your goal? Must plan, must produce. Focus!

Open Source

Simon Phipps, Bruno Souza, Tim O'Reilly, Eric Raymond, Brian Behlendorf
OSCON Portland in 2004

Open Source Program Offices
OSI — Open Source Initiative

Many development models
Many community models

Pool of mentors, mentees
Culture of contributions, merit

Communities

Construction   Java   Linux   JXTA   T2P0   Tokyo BarCamp   Oracle Hackfests
OpenSolaris   NetBeans   OpenOffice   MySQL   AIOUG   Tokyo Hackerspace   OReilly Maker Fare

Networks

There are distinctions between communities and networks.
Build your own personal network by contributing to the larger community.

Meritocracy

Communities thrive when people are encouraged to participate, form trust relationships, contribute, and earn their way based on merit.

Look for these qualities before you engage.

Eg: Construction, Solaris, Java, Linux.

UnVoxxed Hawaii (LavaOne), February 2020

Mentorship

Find one! Be one!
Necessary
Pay attention
Reputation
Guidance
Connections
Politics
Rare

Lessons learned
As many as possible
Time limited
Rocks, Anchors

A personal, face to face relationship is best. But if that's not possible then try studying people who have excelled in your area. Read about them. Research them. Observe them.

Then do what they've done!

Community Leadership Summit, Austin 2009
Danese Cooper, Open Source Diva

Leadership

Leadership is demonstrated via action — not position. Anyone can act, so anyone can lead. No one is stopping you! That's opportunity!

Remember, those who do the work get the say.

Community Leadership Summit, Portland 2018

Performance

James Gosling, Founder of Java
Sun Tech Days, Tokyo 2008

Performance vs Success

Performance is about you and it drives success — but only up to a point. Performance is **bounded**!

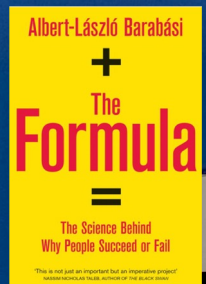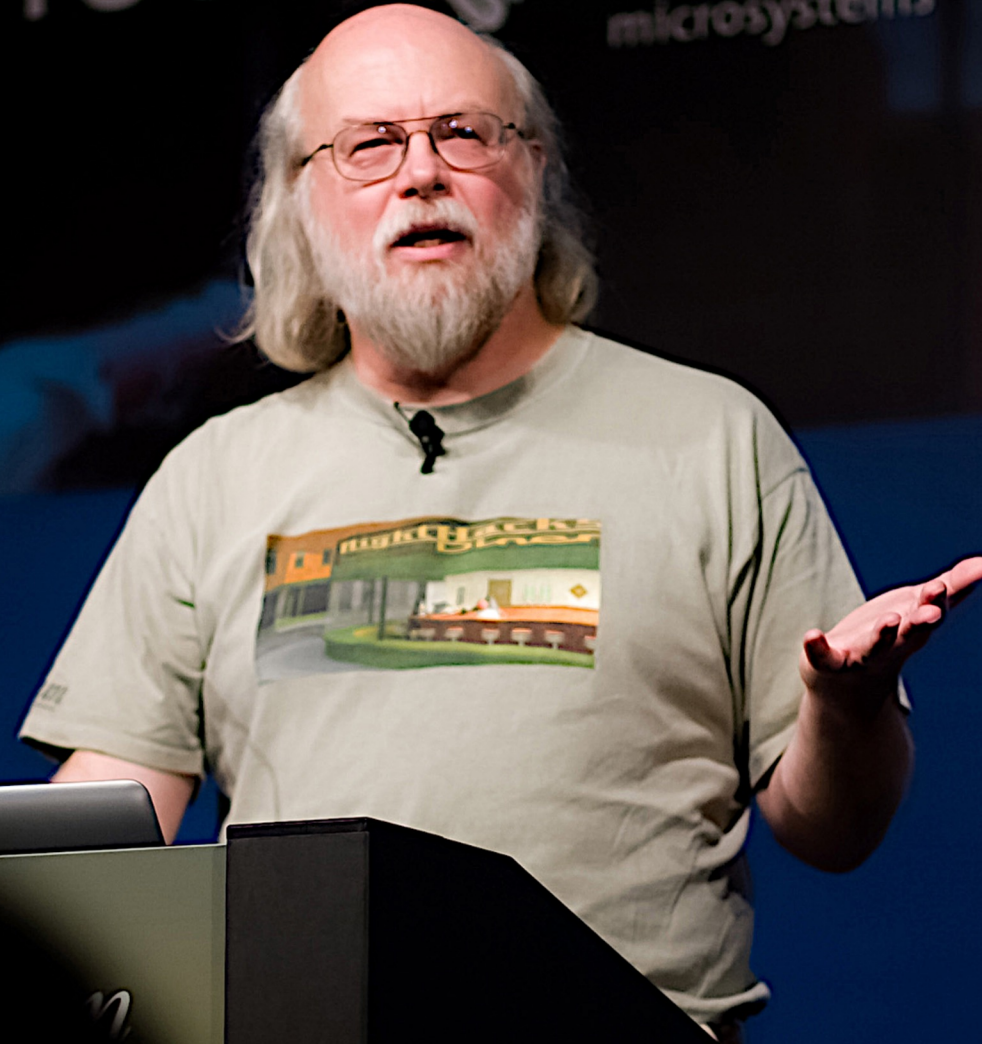Success is about us — the community. Success is **unbounded**!

Understand the distinction and your limits.

Mitigate by contributing to a community, building your own community, and leveraging the community as it scales.

This is why we should all build personal networks and/or contribute to communities to support our careers.

It's a **dependency** for unbounded success!

The Formula: The Universal Laws of Success — Albert-László Barabási

Productivity

Sai Pradeep Vattem, Sai Penumuru, Connor McDonald, Kiran
Tailor, Basheer Khan, Tony Chen, Sandesh Rao
Oracle Code One San Francisco in 2019

Productivity vs Innovation

The young more **innovative?**
No!
But they are more **productive!**

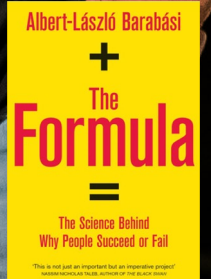Silicon Valley Startups — age 50!
Einstein — Top paper at age 54!
John Fenn — Nobel Prize after a
forced retirement at Yale at 70!

100 years of data, all scientists, all
papers. More production, more
likely to get something to stick! It's
not about age.

Stay healthy! Keep Producing!

The Formula: The Universal Laws of Success — Albert-László Barabási

Albert-László Barabási
+
The
Formula
=
The Science Behind
Why People Succeed or Fail

Opportunities

Atul Chitnis
FOSS.IN Bangalore 2007

My 1st OpenSolaris session at a real FOSS conference!

You need help. Look for people who will give you that shot!

No? Move on. Keep looking. Don't waste your time. Your time is too valuable.

Opportunities are flying around all over the place. The key is to focus on them — look for them! This is a mindfulness and perception issue.

Atul Chitnis: Opportunities — Jim Grisanzio

Assert

Rita Zhang, Fiona Duan
OpenSolaris Engineering Summit 2008

Stand up!
Practice your pitch!
Get feedback!
Focus your attention!
Push your own agenda!

This is the only way to know
your value in real time!

Do the unexpected! Standing together at the OpenSolaris Engineering Summit — and getting noticed in a positive way!

Models

"开源软件的仓

Open Source Software and

单位 Organizer:

FOSS Business Models
FOSS Development Models

Must invest in planning.
Must make decisions.
Must act.

Companies have business and development models, right?
Well, what's yours? What's your dev plan? Marketing? Brand?

Secure a better job? Promotion? Raise? Bonus? Engineering?
Management? Executive? Future independent contractor? Startup?
Single source of income? Multiple streams?

Projects and Products— Stephen Walli 2019

There is STILL NO Open Source Business Model — Stephen Walli 2018

Platforms

Platforms to Leverage

Substack	Podcasting
Patreon	Mailing lists
YouTube	Newsletters
Twitch	Websites
Twitter	Social
Flickr	AI

Study hackers, makers, and craftspeople in all fields to see how they leverage their skills via physical and digital platforms:

Fishermen, Photographers, Mechanics, Musicians, Artists, Engineers, Athletes, Contractors, Physicians, Hunters, Farmers, Soldiers, Scientists — all trades!

Embrace the financial realities of your unique situation. Think first in terms of creating value, not in just "making money."

Entrepreneurs!
Merchandise!
Monetize!

Change

**Everything Changes,
Every Moment**

Construction Business

Tokyo Communities

OpenSolaris & Sun

O'Reilly OSCON

Maker Fare

AIOUG

Java

Communities can grow and thrive. But they can also die. You must
keep building! Keep moving!
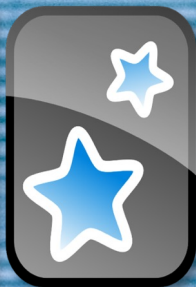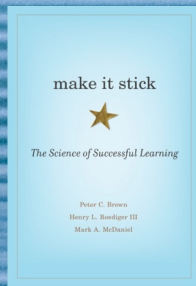Embrace chaos. Master change. **No other choice!**

Follow culture, psychology, economics, geopolitics, monetary/fiscal policies.
Look for trends and disruptions — these can be opportunities!

AIOUG Sangam, Hyderabad 2019

Anil Nair, Debra Lilley, Basheer
Khan, Bob Thome, Michel
Schildmeijer, Kuassi Mensah,
Alex Nuijten, Roel Hartman,
Peter Jausovec, Sai Penumuru,
Troy Anthony, Sandesh Rao

Learning

Hackerspaces
Maker Faires
Entrepreneurs
OpenSolaris
Raspberry Pi
T2P0, Linux
Learning
BarCamp
Twitter
Fearless!

Innovative Learning Techniques

Known for decades in the scientific literature but not taught in school

Anti Intuitive
Active Recall
Spaced, Interleaved, Varied
Apply, Test, Teach
Determination
Mastery vs Familiarity

This is hard! It's supposed to be!

The striving changes your brain as you build neural connections!

make it stick
★
The Science of Successful Learning

Peter C. Brown
Henry L. Roediger III
Mark A. McDaniel

Anki App — Spaced Repetition Flashcards
Make it Stick: The Science of Successful Learning — Peter Brown, Henry Roediger, Mark McDaniel
Teaching the Science of Learning — Yana Weinstein, Christophe Madan, Megan Sumeracki

Deep

Deep Work vs Shallow Work

DW: Focusing without distraction on a cognitively demanding task.

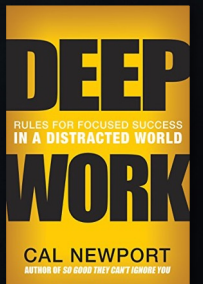Skill is becoming increasing valuable because it's becoming increasing rare.

This is hard. Practice every day.
1 hour to start, work up to 4 hours!

Need to master hard things to produce at an elite level. **This is how you get promoted!**

Don't multi-task, task switch, or thought switch! Ruins concentration of DW.

SW is needed. But for visibility and operations. **Won't get you promoted!**

Neuroplasticity "By focusing intensely on a specific skill, you're forcing the relevant circuit to fire in isolation. This repetitive use of a specific circuit triggers cells called oligodendrocytes to begin wrapping layers of myelin around the neurons in the circuits — effectively cementing the skill." — Cal Newport

DEEP
RULES FOR FOCUSED SUCCESS
IN A DISTRACTED WORLD
WORK
CAL NEWPORT
AUTHOR OF SO GOOD THEY CAN'T IGNORE YOU

Deep Work: Rules for Focused Success in a Distracted World — Cal Newport

Mastery

Details! Details! Details!

Management — core competency
The art of questioning, listening
Diving deeply into complex issues
Rapid, real-time iteration
Agendas, Notes, Actions, Tracking, Timing
Multi discipline, everyone unique
Balance of work, life

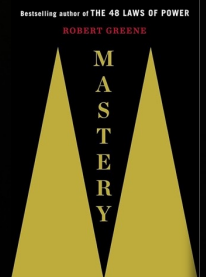Team discussions on list. We work as a team!
High Expectations — Fully Documented!

Best engineering manager, best engineering project
OpenSolaris @ Sun

"She never drops a mail." — Stephen Lau

Learning from Good Managers — Jim Grisanzio   Mastery — Robert Greene

Possibilities

Photographer
MIT Media Lab
Digital Garage
Community Builder
Venture Capitalist
Creative Commons

Multiple countries, Multilingual
University President
Hacker, PhD

Always observe closely,
ask questions, and think
of what can be done in
any situation.

What's possible?

Joi Ito, Tokyo, 2007

Bold

World's Largest Raspberry Pi Cluster
Chris Bensen on Building a Really Big Pi

Chris Bensen: Inspiring Developers to Build Real Things
Jim Grisanzio interviews Chris Bensen

Chris Bensen with a Massive Raspberry Pi Cluster
Chris Bensen on Updating the Raspberry Pi Cluster for JavaOne 2022

Engaging Communities of Makers — People who Build with their Bare Hands
Jim Grisanzio interviews Chris Bensen and Dale Dougherty from Make Magazine and Maker Fares

Health

Heli Helskyaho, Laura Ramsey
JavaOne San Francisco October 2017

Nutrition
Exercise
Family
Friends
Nature
Hobbies
Culture
Vacations
Meditation

Sleep! Sleep! Sleep!

Research "Glymphatic System" to see why sleep is uniquely critical to your brain.

Also, memory consolidation occurs during sleep. Must sleep to learn.

Without your health you have no career! Work smart, not hard. Focus. Relax. Seek flow, not stress. Pro athletes take care of themselves, right? Model healthy people.

"Comments from the Community"

Sharat Chander
JavaOne Las Vegas 2022

"Community to me is the most important pillar to this JavaOne and the entire Java storyline."
— Sharat Chander, Sr. Director, Java Product Management

"Writing code and seeing it evolve is therapeutic."

— Venkat Subramaniam, Ph.D., Agile Developer, Java Champion

Agile Developer — Venkat Subramaniam

"Ideas are expressed in code.
The implementation <u>is</u> the idea."

— Bryan Cantrill, Kernel Engineer, OpenSolaris, Sun Microsystems

"Having your voice listened to is a privilege that's earned in proportion to the contribution level, not the volume level."

— Alan Burlison, Kernel Engineer, OpenSolaris, Sun Microsystems

"In an open source community, it doesn't really matter how loud your voice is — code is king, and the people who write it get to make the decisions."

— Simon Phipps, Director of Standards, Open Source Initiative

Jeff Bonwick, Dan Price, Stephen Hahn, Bart Smaalders, Jim Hughes
CommunityOne San Francisco 2008

"You're always interviewing."

— Stephen Hahn, Ph.D., Kernel Engineer, OpenSolaris, Sun Microsystems

Stephen Chin
Monterey Bay, California 2019

"You learn by doing."
— Stephen Chin, Java Champion

"Oh! I'm sorry!"

— Linus Torvalds, Linux

My conversation with Linus Torvalds when I explained how I accidentally spammed the LKML with OpenSolaris and also how I eventually lost my entire platform with the sudden collapse of Sun and the death of OpenSolaris.

Linus Torvalds
Open Source Summit, Tokyo 2018

And Finally ...

Abdelfettah SGHIOUAR
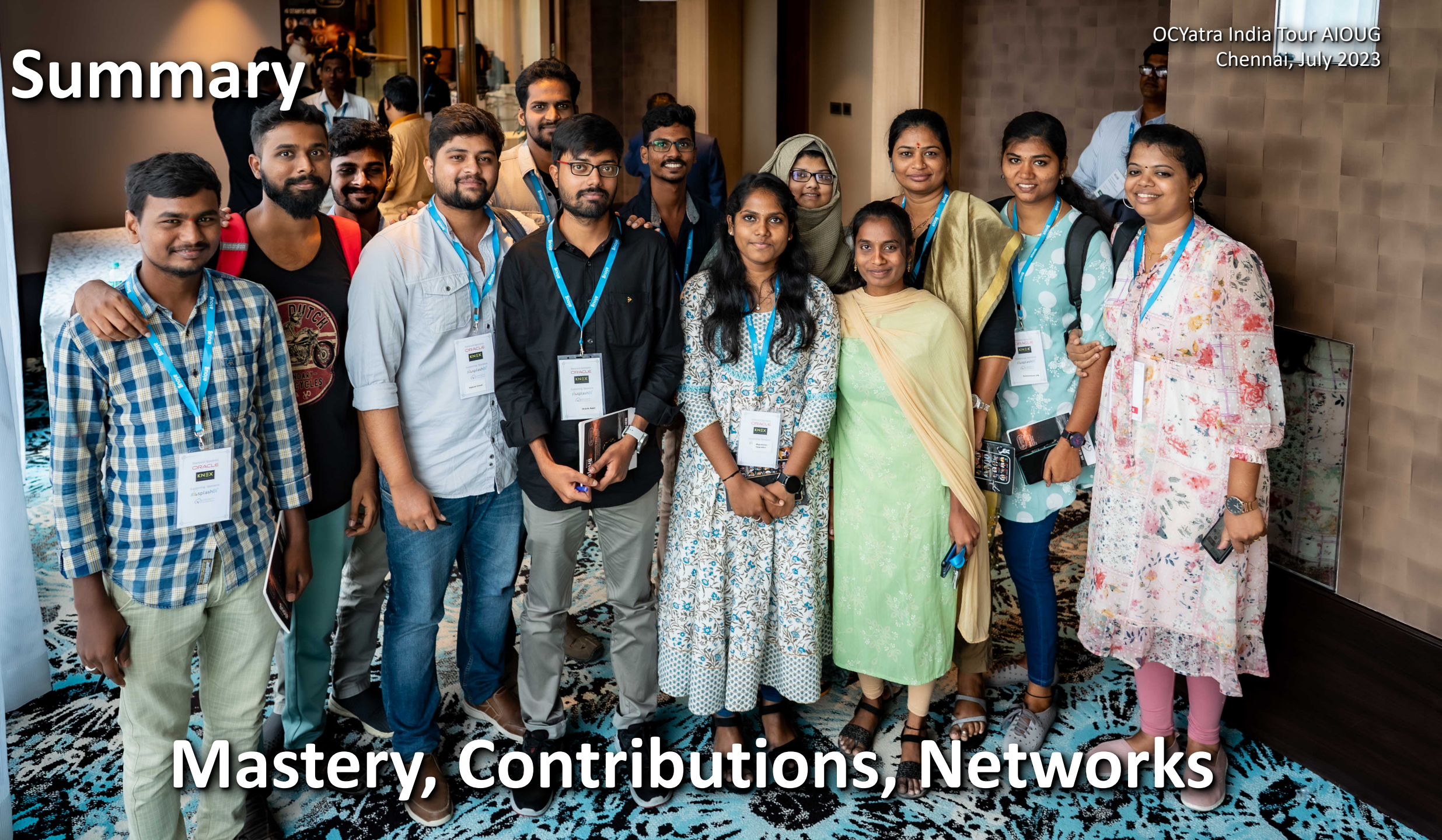Jfokus Stockholm 2022

Freedom

Java Developers, UnVoxxed Hawaii (LavaOne) January 2019

Mattias Karlsson
Jfokus Stockholm 2022

Congratulations!

Summary

Mastery, Contributions, Networks

Resources

FOSS, Contributing, Leadership, Careers

Building Communities — Jim Grisanzio

Oracle's FOSS Projects — Oracle Engineering

Oracle ACE Program — Oracle Database

Developer Career Masterplan — Heather VanCura, Bruno Souza

Building your Java Career — Bruno Souza, Jim Grisanzio

The Magnitude 9.1 Meltdown at Fukushima —Nickolas Means, Monktoberfest 2023

Devnexus Atlanta 2022

Resources
Career Building

Java Champions — Oracle Java DevRel
Java User Groups — Oracle Java DevRel

Try The Java Playground — Oracle Java DevRel
Contributing to Dev.java & OpenJDK — Oracle Java DevRel

JavaOne Las Vegas 2022

Resources

Duke's Corner Podcast

400 Profiles — Technology, Community, Career

Podcast Audio | Podcast Video | Oracle Devs Archive Video | Dev.java | Podcast Guests

ORACLE

Duke's Corner

That's it!

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