

# My Manager Sucks!

by Yakov Fain, Farata Systems



Пап, а почему я такой  
смелый?

А потому, что  
у тебя нет  
менеджера,  
сынок!



# Farata Systems and SuranceBay



**FARATA THE EXPERT CONSULTANCY**

Technologies supported:

- iOS
- Java
- ADOBE AIR
- open source
- android
- apache flex
- HTML5
- YUI

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**Enterprise Development with Flex**

**Java Programming 24-Hour Trainer**

**Java 2 Enterprise Edition 1st Edition Bible**

**ADOBE FLEX & JAVA**

**Enterprise Development with Flex**

**Java Programming for the real world**

**Программирование на JAVA**

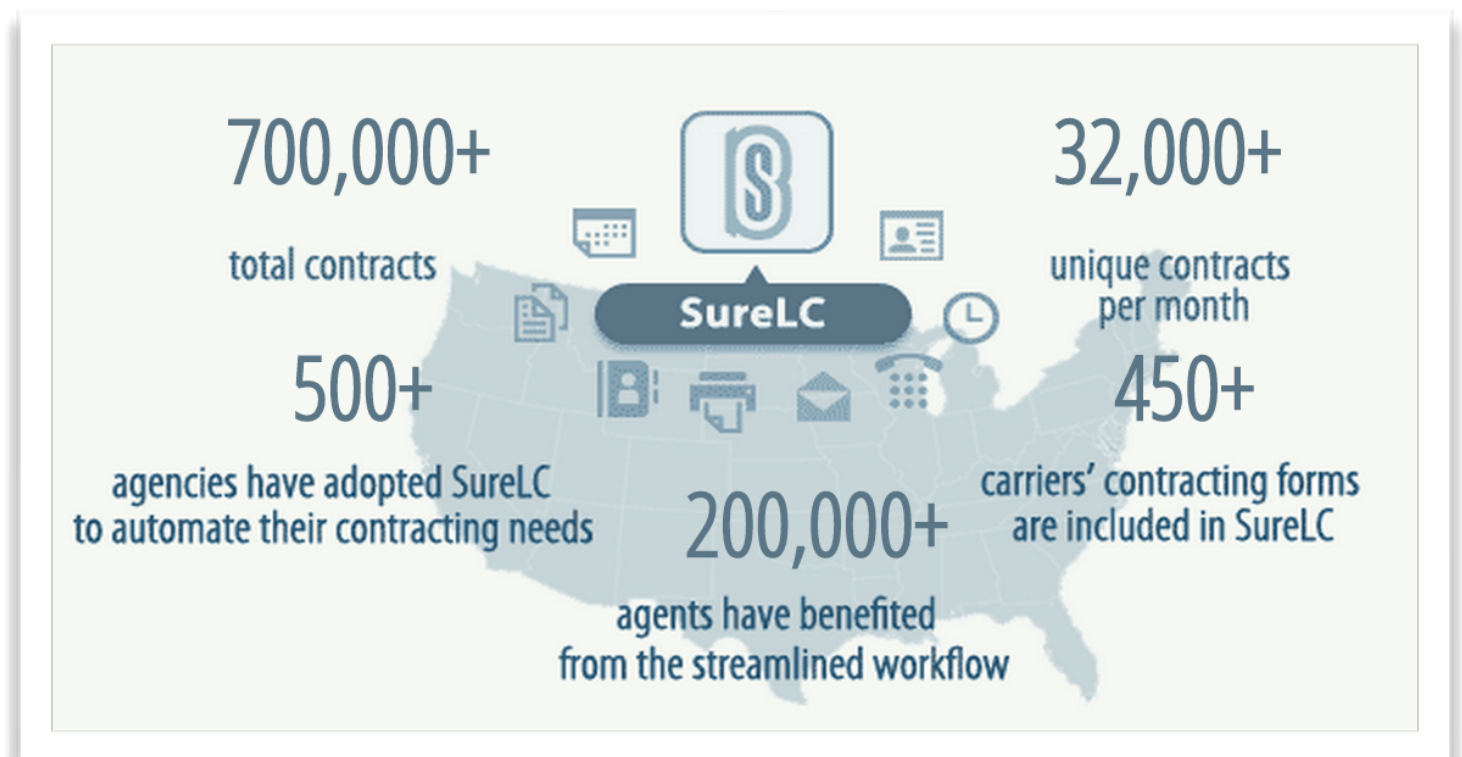
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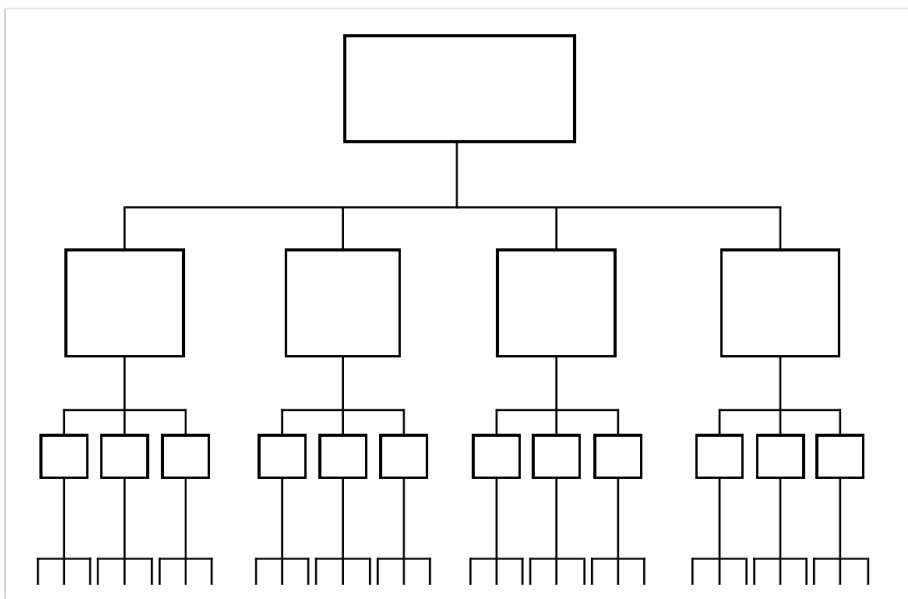
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# Train-Wreck Management



## Six Principles of Administration

1. A proper division of responsibilities.
2. Sufficient power conferred to enable the same to be fully carried out, that such responsibilities may be real in their character (that is, authority to be commensurate with responsibility).
3. The means of knowing whether such responsibilities are faithfully executed.
4. Great promptness in the report of all derelictions of duty, that evils may be at once corrected.
5. Such information, to be obtained through a system of daily reports and checks, that will not embarrass principal officers nor lessen their influence with their subordinates.
6. The adoption of a system, as a whole, which will not only enable the General Superintendent to detect errors immediately, but will also point out the delinquent. (See Chandler, 1977.)



Programmers and managers  
think different

# What Java Developers Talk About?

- Need to learn Scala
- Game programming
- My manager is an idiot
- How to pick up women/men
- Time to relocate to another country (Eurasia-specific)



# What Managers Talk About?

- Money for the company
- Money for the company
- Money for the company
- How to pick up women/men
- Irresponsible developers





# Does an IT manager need to know programming?



# A Manager-Programmer

Has been recently promoted

# A Manager-Programmer

Has no managerial experience



# A Manager-Programmer

Still wants to code

# A Manager-Programmer

Tries to avoid managerial responsibilities

A manager has to know how to  
build the right team and run it



Do you even need a manager?

Почему они делают хорошие айфоны?





# А я и сама могу!





# Why did this project fail?

resolution: 1480x1080  
frame # 100334 / type: B





# What's wrong with these managers?





What's this?

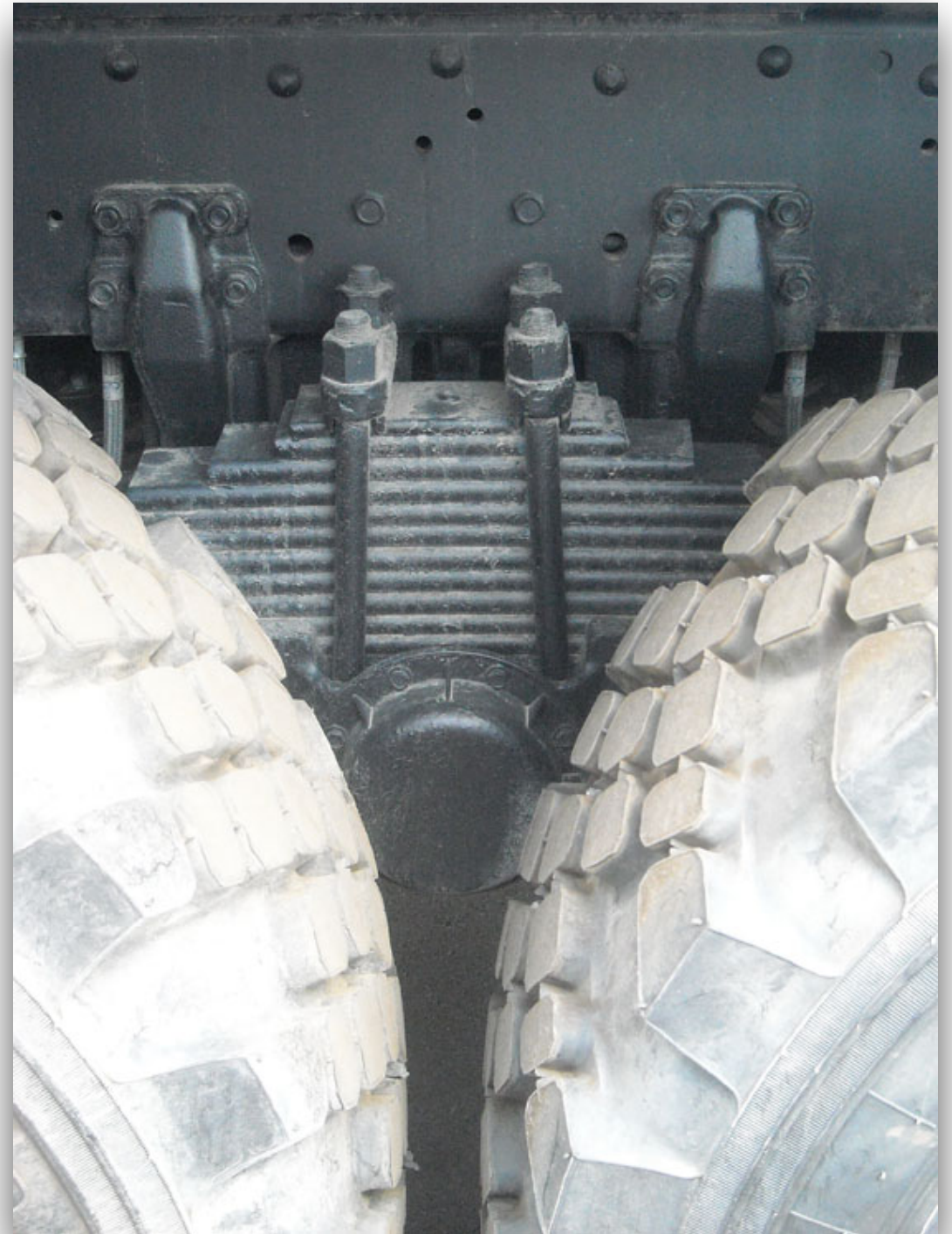




Good manager



Good manager



Bad manager

# Overtime Work

За каждым подвигом  
стоит чья-то ошибка,  
халатность или  
некомпетентность



# И в наше время есть место подвигу





# И в наше время есть место подвигу





# Why Programmers Work Overtime

Someone made a mistake in project estimates



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Someone made a mistake in project estimates

**Agile project. Ain't no need your project estimates**

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Someone made a mistake in project estimates

Our project is agile. Ain't no need your project estimates

**A manager didn't have a choice**

# Why Programmers Work Overtime

Someone made a mistake in project estimates

Our project is agile. Ain't no need your project estimates

A manager didn't have a choice

**The salesman overpromised**

# Why Programmers Work Overtime

Someone made a mistake in project estimates

Our project is agile. Ain't no need your project estimates

A manager didn't have a choice

A salesman's overpromised

**Our team started programmng in JavaScript**

# Overtime Work

- Paid vs not paid
- A startup setup
- Firefighting
- Continuous overtime is a war

# Estimates and Budget

If the budget is smaller than the estimate a manager should:

- Lower the scope
- Reject the job
- Still get the job and let the team suffer

# Why Some Managers are Aggressive

## 1. Feel insecure about their own job

Scared of project failures

## 2. Building career is their top priority

Won't support you, but are first to report if you succeed

## 3. Treat developers as easily replaceable resources

My manager is a fool because

He doesn't let me program in Scala



# My manager is a fool because

Progressing mankind uses JavaScript and AngularJS, but he wants us to write for Flash Player

# My manager is a fool because

He doesn't understand that our app needs  
messaging

# Your Manager is a fool if

Допустит то, что произошло с Knight  
Capital Group

Source: <http://bit.ly/1HXik5t>

# Your Manager is a fool if

Сделал ставку на лояльность разработчика(ов).

Люди уходят. Всегда нужен Plan B.

# People join companies and leave managers

Eric P. Bloom

People join companies and  
leave **with** managers

Yakov Fain



Опытные Разработчики

# Why are you programming?

1. It's a step in my career
2. I like it
3. It's a well paid job



# Time Estimates Rules

Меньше, чем за 2 часа ничего сделать нельзя

# Time Estimates Rules

Занизив эстимейт ты сделаешь менеджера хэппи на минуту.

# Time Estimates Rules

Завысив эстимейт, но выполнив досрочно станешь героем

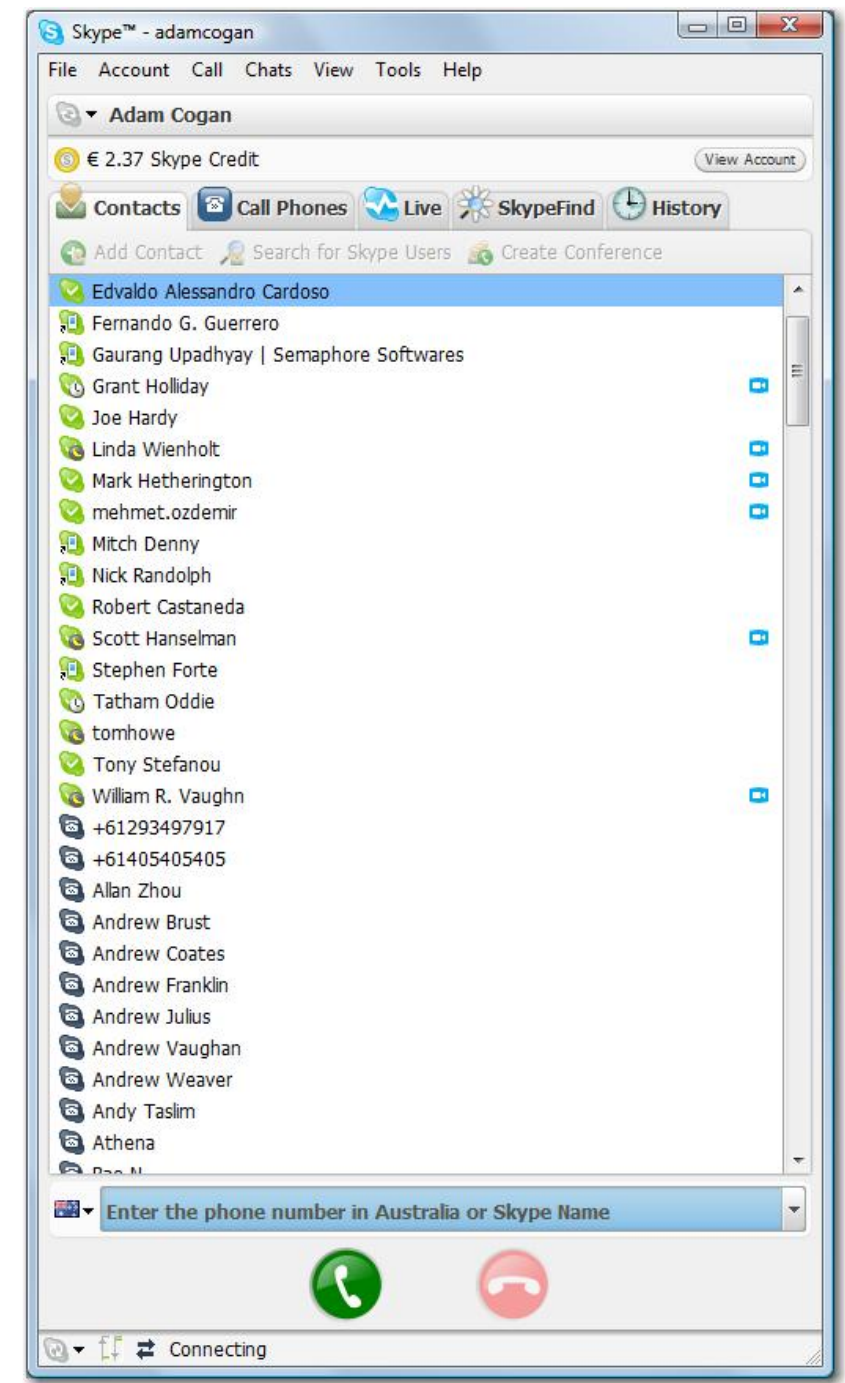
- Дедушка, наточи пилу, может легче будет.
- Нет времени детки, мне еще 3 ствола распилить надо.



**Мораль.** Подними голову, заточи тулзы и скилы.  
Работай эффективно!

# Working remotely

Хорошего удаленного  
разработчика легко  
найти





# Working remotely



Дисциплинирован(а)



# Working remotely



Предупреждает о проблемах заранее

# Если Скучно на Проэкте



- Аутсорс
- Дебажим
- Все уже умею

# Если Скучно на Проэкте

—

- Аутсорс
- Дебажим
- Все уже умею

+

- Улучшаем инглиш и коммюникэйшн
- Развиваем аналитическое мышление
- Есть свободное время (трохи для себе)

# A Real Pro

[Questions](#)[Tags](#)[Users](#)[Badges](#)[Unanswered](#)[Ask Question](#)

Bill the Lizard Moderator [less info](#)

[meta user](#)[network profile](#)

167,042  
reputation

● 110 ● 395 ● 680

*bio* website [BillTheLizard.com](#)  
location Charlotte, NC  
age 40

*visits* member for 6 years, 7 months  
seen 2 hours ago

*stats* profile views 112,279

[Big Ball of Mud](#) maintainer (mostly Java, C++, and SQL - Perl, Python, and JavaScript as necessary) currently living in Charlotte, NC. I also tutor Java, Python, and JavaScript part-time at [Franklin University](#).

I blog about programming, math, learning, and technology at [BillTheLizard.com](#).

You can follow me on Twitter, [@lizardbill](#). (If I recognize you from SO or meta, I'll probably follow you back.) You can also find me on [Google+](#) and on [GitHub](#).  
(Questions about moderator actions on Stack Overflow should still be posted on [Meta Stack Overflow](#).)

I also wrote [@BountyBot](#), a Twitter bot that posts new and interesting bounty questions from Stack Overflow. You can [view the source on GitHub](#).

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1,609 [Answers](#)

[votes](#)[activity](#)[newest](#)

167,042 [Reputation](#)

top 0.05% overall

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stackoverflow

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Moderator ♦ less info

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Charlotte, NC

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Профессиональные разработчики  
умеют слушать и слышать других





# Первый тост для Whiskey Party:

## To managable managers!



# Thank You!

- Farata Systems: [faratasystems.com](http://faratasystems.com)
- Twitter: @yfain
- Personal blog: [yakovfain.com](http://yakovfain.com)
- Мой подкаст об Америке: [americhka.us](http://americhka.us)

