CS 100

Tuesday
27 October 2015
Today’s Agenda

0. Mr. Chris Etesse
   Chief Executive Officer (CEO), Flat World Education

1. Announcements and Calendar

2. Quiz 1 and Midterm

3. Homework 4 Q&A

4. Team Geek Ch. 4: Dealing with Poisonous People

5. Group Meetings
0. Mr. Chris Etesse

- Chief Executive Officer
  Flat World Education
- MS, University of Kentucky
  Computer Science
- BA, University of Kentucky
  American History, Pre law
1. Announcements and Calendar

- HW4 Milestone 1:
  - Due tonight by midnight!
- Office hours this week
  - As scheduled
2. Quiz and Midterm Grades

Quiz 1 Grade Histogram

- E: 13
- D: 10
- C: 37
- B: 58
- A: 56
Midterm Grades: Histogram

- E: 12
- D: 6
- C: 9
- B: 19
- A: 128
3. HW4 (Group Project) Q&A

• What if we’re short a person (or two)? (people drop, don’t show up, etc.)
• How do we
  – Edit a video?
  – Upload something to YouTube?
  – Make a web page?
  – …
• What if Billy and Suzy are “poisonous people”? 
• What if I cut my hand with scissors?
3. HW4 Q&A

• Process
  – Mission
  – Culture
  – Humility, Respect, Trust
• Be(come) Systematic
• Be(come) Professional
• Own Your Work
• Document Your Involvement and your progress
4. Reading from “Team Geek”

Chapter 4: Dealing with Poisonous People
The Hardest Part of Team Projects

• People
• People
• People
Looking Outward

• Protecting your team
  – Create a strong, positive culture
    • Kindness
    • Professional courtesy
    • Benefit of the doubt
    • Accepting responsibility
  – Respect the PROCESS
    • Document your history of work: design, code, decisions
    • Follow your agreed-upon etiquette and protocol for communication
Process

• Document your changes
• Use version control
  – Rollbacks do happen
  – People forget the decision paths for design/launch
• Establish procedures for critical roles
  – Fixits, edits, shoots, design reviews, ...
• Establish Team Entry/Exit pathways
Threat Identification (Poison)

• Most bad behavior is just the lack of HRT
• Intentional bad behavior (trolls) can usually be avoided through just ignoring it and moving on
• Threat Signals
  – Respect people’s time
  – Ego
  – (over)Entitlement
Threat Signals

- Immaturity / Confusion in Communication
- Paranoia
- Perfectionism
- Passive/Aggressive Behavior
- Eroding HRT on Team
Threat Response

• Redirected energy
• Use the Silent Treatment
• Avoid Emotional (unthinking) Responses
• Find Facts
• Continue to be nice (even when kindness is clearly undeserved): Graciousness
• Look for Diminishing Returns (Know when to quit)
• Take the Long Term View
Take Aways

• People = Challenges!
• Concentrate on Process, based on HRT
• Stay Professional
  – Kindness
  – Avoid emotional over-reaction
  – Build that positive, creative, exciting culture
  – Remember that success comes from INTENTIONALITY
5. Group Meetings

• Connect with your group
• Get work done!
  – Action plan: each role should have action steps. What does your role *mean*?
  – Communication plan: you should have an agreed way to communicate project info with each other
  – Time line: you need deadlines!