

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

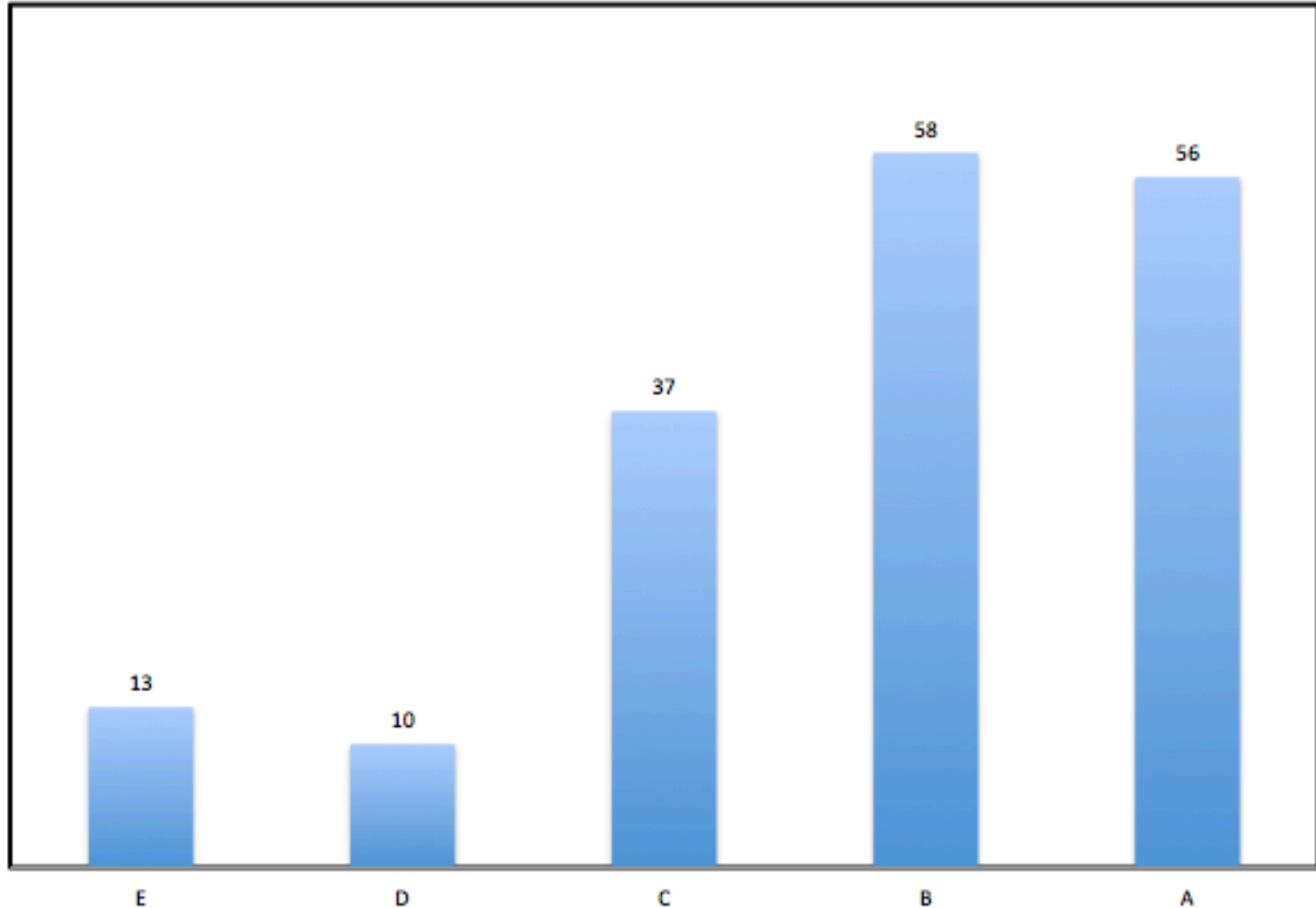


1. Announcements and Calendar

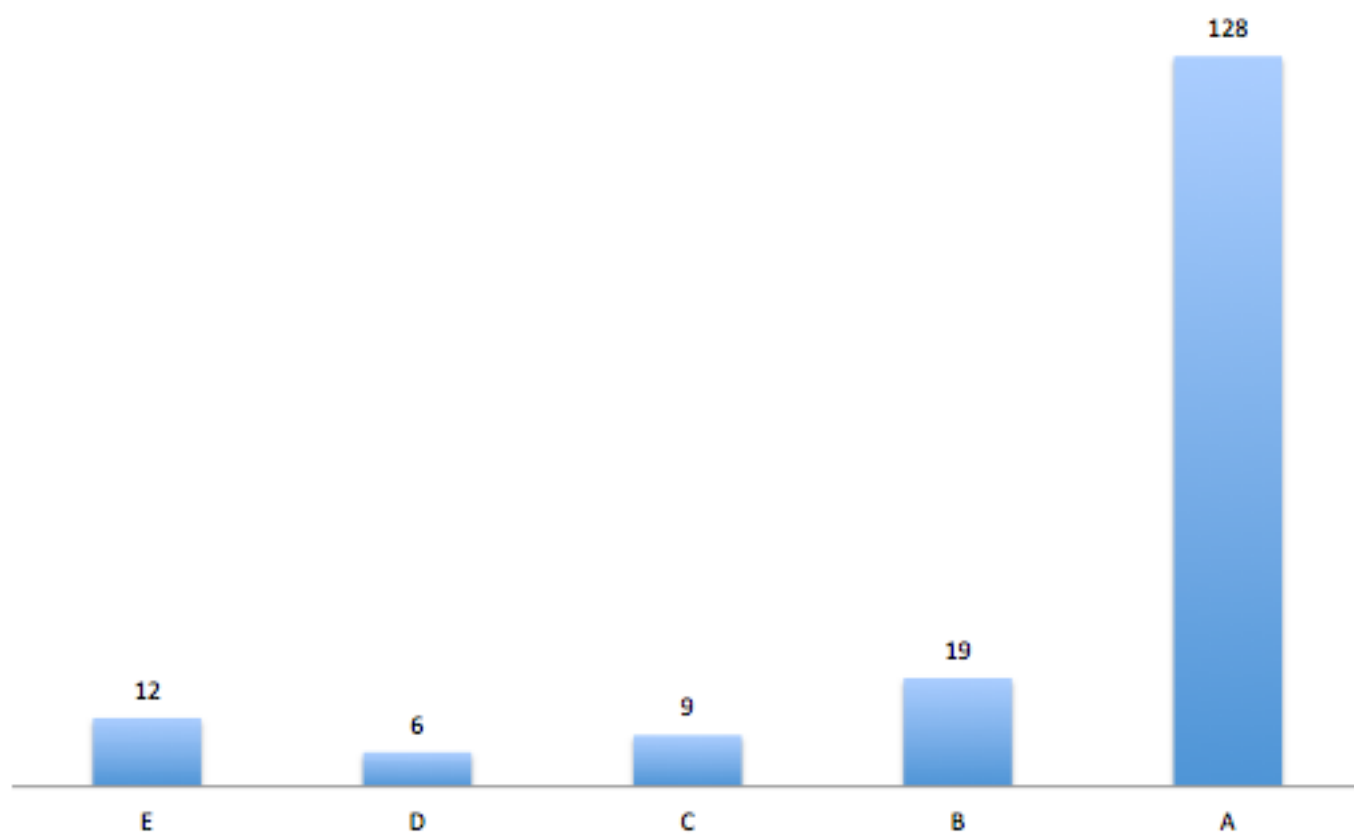
- HW4 Milestone 1:
 - Due tonight by midnight!
- Office hours this week
 - As scheduled

2. Quiz and Midterm Grades

Quiz 1 Grade Histogram



Midterm Grades: Histogram



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!