



# Apprenticeship

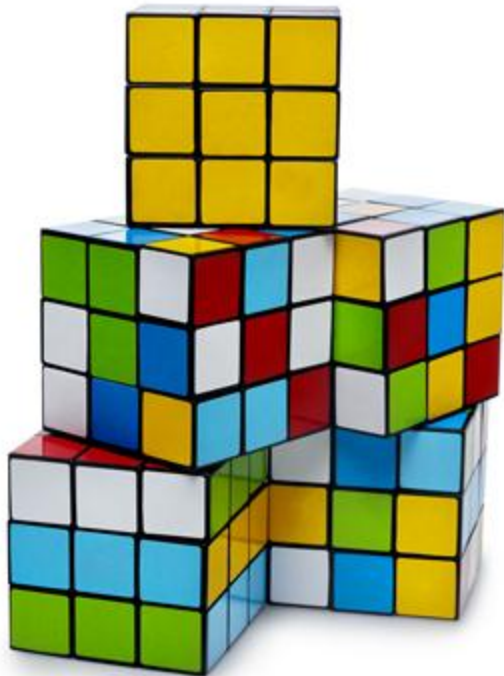
Sposób na skuteczny rozwój  
zawodowy

Łukasz Szydło

Tieto,  
[lukasz.szydlo@tieto.com](mailto:lukasz.szydlo@tieto.com)

# How good are You?

1. Not very good?
2. Average?
3. Very good?



# Dreyfus model of skill acquisition

- Novice
  - Explicit rules
- Advanced beginner
  - Rules and context
- Competent
  - Bends rules
- Proficient
  - Rules in context
- Expert
  - Intuition



# Four stages of competence

- Unconscious Incompetence
- Conscious Incompetence
- Conscious Competence
- Unconscious Competence



# Agile Skills Project

- Technical Excellence
- Confidence
- Self Improvement
- Supportive Culture
- Business Value
- Product



# Most Important Skills

- Learn how to learn
- Learn how to solve problems



# Technical skills



- Simple Design
  - KISS
  - Design Patterns
  - Craftsmanship
- Code Smells
- Refactoring
  - SOLID
- Testing
  - TDD
  - Unit testing
  - Test automation
- Non-functional requirements

# Deliberate/Reflective Practice

- Retrospective
- Feedback
- Motivation





# Apprenticeship ...or what?

- Learning by
  - Observation
  - Repetition
  - Practice
  - In work environment
- Greek model
  - Listening
  - Exams
  - Certificates
  - Artificial environment





Learning is a social activity

# Community of practice in practice

- Kunstzt



# Community of practice in practice

- Kunstzt
- Study group



# Community of practice in practice

- Kunszt
- Study group
- „Urania”



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# Community of practice in practice

- Kunszt
- Study group
- „Urania”
- Code Retreat
- Innovation camp



**Knowledge.  
Passion.  
Results.**