



Apprenticeship

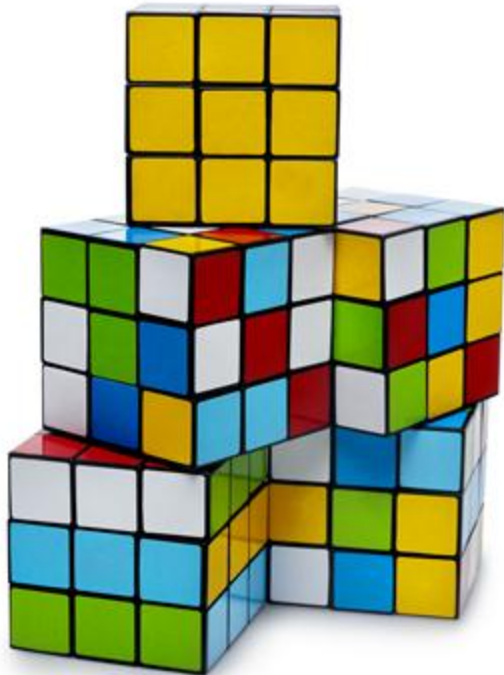
Sposób na skuteczny rozwój
zawodowy

Łukasz Szydło

Tieto,
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”



Community of practice in practice

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- Code Retreat



Community of practice in practice

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



**Knowledge.
Passion.
Results.**