Jacket ON
Stop WORKING!
Jacket OFF
Start TRAINING!

To train

To practice

To study

To improve

“Continuous learning refers to the ability to continually develop and improve one’s skills and knowledge in order to perform effectively and adapt to changes in the workplace.”

- Big Fancy Definition

BE BETTER

I know kung fu.

WHAT is Training?

WHY to Train?

HOW to Train?

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WHAT

“the process of learning the skills you need to do a particular job or activity”

- Cambridge Dictionary

what why how

TECH PEOPLE

what why how

TECH PEOPLE

TECH PEOPLE

Feel Improvement

TECH PEOPLE

Feel Improvement

Have Challenges

TECH PEOPLE

Feel Improvement

Have Challenges

New Problems

TECH PEOPLE

Feel Improvement

Have Challenges

New Problems

New Tools

TECH PEOPLE from 8pm to 2am

Feel Improvement

Have Challenges

New Problems

New Tools

TECH PEOPLE from 8pm to 2am

Feel Improvement

Open source work

Have Challenges

New Problems

New Tools

what why how

TECH PEOPLE from 8pm to 2am

Feel Improvement

Have Challenges

New Problems

New Tools

Open source work

Books

what why how

TECH PEOPLE from 8pm to 2am

Feel Improvement

Have Challenges

New Problems

New Tools

Open source work

Books

Conference stuff

what why how

TECH PEOPLE from 8pm to 2am

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Open source work

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Conference stuff

Pet projects

TECH COMPANIES

TECH COMPANIES
HIRE PEOPLE FOR ABILITIES

TECH COMPANIES
DEMAND MORE ABILITIES

TECH COMPANIES
OFFER SNACKS AND XBOX

Snacks, XBox and ping-pong tables are great, but...

How about some TIME?

WORKING time
NOT FREE time

Give them TIME TO TRAIN

Have BETTER PEOPLE

WHY

WHY

WHY

PERSON

WHY

PERSON CLIENTS

WHY

PERSON CLIENTS COMPANY

WHY

PERSON CLIENTS COMPANY

Let’s ensure we remember all the reasons

INCREASES YOUR VALUE

INCREASES YOUR VALUE

Spoiler! To your current employer!

what why how

INCREASES YOUR VALUE

To the whole market

INCREASES YOUR VALUE

Keeps you curious and collaborative

INCREASES YOUR VALUE

What do you want to do in 10 years?

10 YEARS FROM NOW

10 YEARS FROM NOW

Writer?

10 YEARS FROM NOW

Writer? Lead Dev?

10 YEARS FROM NOW

Writer? Lead Dev?
Business owner?

10 YEARS FROM NOW

Writer? Lead Dev?
Business owner?
CTO?

10 YEARS FROM NOW

Writer? Lead Dev?
Business owner?
CTO? Leave tech?

GIVES YOU MORE TIME

GIVES YOU MORE TIME

Deep learning

GIVES YOU MORE TIME

Not a quick-to-read blog post

GIVES YOU MORE TIME

Fresh mind instead of nightly studies

PROFESSIONAL PROFILE

what why how

PROFESSIONAL PROFILE

Technical blog posts

what why how

PROFESSIONAL PROFILE

Conference talks! ;D

PERSONAL PROJECTS

PERSONAL PROJECTS

Can become a real business!

MOAR SKILLZ!!

MOAR SKILLZ!!

Reinforce existent skills

MOAR SKILLZ!!

Something completely unrelated

MOAR SKILLZ!!

Chance to push yourself

what why how

MOAR SKILLZ!!

Work on your Impostor Syndrome

WHY

PERSON CLIENTS COMPANY

WHY

PERSON CLIENTS COMPANY

BETTER PROFESSIONALS

what why how

BETTER PROFESSIONALS

Working for them

CHEAPER

CHEAPER

Raise prices takes time
Abilities come immediately

WHY

PERSON CLIENTS COMPANY

WHY

PERSON CLIENTS COMPANY

MOAR MONEY $$$

MOAR MONEY $$$

You got to actually raise your prices!

BUSINESS OPPORTUNITIES

BUSINESS OPPORTUNITIES

What if your employee ideas can make it to production?

HAPPIER EMPLOYEES

what why how

HAPPIER EMPLOYEES

More Performance

what why how

HAPPIER EMPLOYEES

More Productivity

HAVING EXPERTS IS AWESOME

HAVING EXPERTS IS AWESOME

Makes the company looks good and brings clients

ATTRACTS WHO WANT SELF-IMPROVEMENT

ATTRACTS WHO WANT SELF-IMPROVEMENT

Easier to hire
future great employees

WHO IS DOING THIS?

WHO IS DOING THIS?

WyeWorks

WHO IS DOING THIS?

WyeWorks ThoughtBot

WHO IS DOING THIS?

WyeWorks ThoughtBot

UK Government Digital Serv

WHO IS DOING THIS?

WyeWorks ThoughtBot
UK Government Digital Serv
Happy Bear Software :D

Give them INCENTIVE
Have BETTER PEOPLE

HOW

YAY!

YAY! My employer watched this talk

YAY! My company is this much awesome

YAY! I have time to work on my skills

YAY! I really want to make it worth!

YAY!

YAY...

YAY... I have no idea how to use the time

I GOT YOU COVERED!

COACH, MENTOR, TEACH SOMEONE

COACH, MENTOR, TEACH SOMEONE

To teach is the best way to learn

PERSONAL PROJECTS

PERSONAL PROJECTS

Have your company's support to make it a product

STUDY COMPLEX SUBJECTS

what why how

STUDY COMPLEX SUBJECTS

Prefer the basics over the new

STUDY COMPLEX SUBJECTS

Dive into the subject with docs, papers, books...

TRY WHAT YOU KNOW NOTHING ABOUT

what why how

TRY WHAT YOU KNOW NOTHING ABOUT

Operating systems

what why how

TRY WHAT YOU KNOW NOTHING ABOUT

Security

what why how

TRY WHAT YOU KNOW NOTHING ABOUT

Database basics

what why how

TRY WHAT YOU KNOW NOTHING ABOUT

Cryptography

OPEN SOURCE <3

OPEN SOURCE <3

Read other people's code

what why how

OPEN SOURCE <3

Collaborate

OPEN SOURCE <3

Build credibility

OPEN SOURCE <3

Know your tools

Ruby, Rails, Git, Vim, Python...

NON-TECHNICAL SUBJECTS

NON-TECHNICAL SUBJECTS

Study some human behavior and have better relationships

CONFERENCE TALKS! :D

CONFERENCE TALKS! :D

Improves your communication skills

what why how

CONFERENCE TALKS! :D

Requires you to study

what why how

CONFERENCE TALKS! :D

Develop your power to condense ideas

WRITING ARTICLES

WRITING ARTICLES

Again improves your communication

WRITING ARTICLES

Makes you research and learn by doing it

Give them SUPPORT
Have BETTER PEOPLE

RECAP

CURRENT SITUATION
Let’s focus on improvement

WHY
Because it’s good for everyone

HOW
Pretty much any way you want

THE RESULT

software industry-wise

BETTER PEOPLE

BETTER PEOPLE

Building better APIs for us to work with

BETTER PEOPLE

Bringing knowledge to the community

BETTER PEOPLE

Spreading & improving the concept of training time

BETTER PEOPLE

Delivering higher quality software

BETTER PEOPLE

Increasing the
whole industry quality!

Give us IMPROVEMENT
Have MASTERS

Jacket ON
Danke!
Obrigado!
Thank you!
Jacket OFF
miguelgraz.com