

**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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A white speech bubble with a dark brown outline is centered on a brown, textured background. Inside the bubble, the word "WHAT" is written in a bold, red, sans-serif font.

**WHAT**

what

why

how

*“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

what

why

how

# TECH PEOPLE



Feel Improvement



what

why

how

# TECH PEOPLE



Feel Improvement



Have Challenges

what

why

how

# TECH PEOPLE



Feel Improvement



Have Challenges



New Problems

what

why

how

# TECH PEOPLE



Feel Improvement



Have Challenges



New Problems



New Tools



what

why

how

# TECH PEOPLE from 8pm to 2am



Feel Improvement



Have Challenges



New Problems



New Tools

what

why

how

# 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



Open source work



Have Challenges



Books



New Problems



New Tools

what

why

how

# TECH PEOPLE from 8pm to 2am



Feel Improvement



Open source work



Have Challenges



Books



New Problems



Conference stuff



New Tools

what

why

how

# TECH PEOPLE from 8pm to 2am



Feel Improvement



Open source work



Have Challenges



Books



New Problems



Conference stuff



New Tools



Pet projects



what

why

how

# TECH COMPANIES

what

why

how

**TECH COMPANIES**

**HIRE PEOPLE FOR ABILITIES**

what

why

how

**TECH COMPANIES**

**DEMAND MORE ABILITIES**

what

why

how

# TECH COMPANIES OFFER SNACKS AND XBOX

what

why

how

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



what

why

how

How about some **TIME?**

what

why

how

**WORKING** time

**NOT FREE** time

Give them **TIME TO TRAIN**



Have **BETTER PEOPLE**

A white speech bubble with a dark brown outline is centered on a brown, textured background. Inside the bubble, the word "WHY" is written in a bold, red, sans-serif font.

**WHY**







what

why

how

WHY

what

why

how

WHY

PERSON

what

why

how

**WHY**

**PERSON**

**CLIENTS**

what

why

how

**WHY**

**PERSON**

**CLIENTS**

**COMPANY**



what

why

how

WHY

PERSON

CLIENTS

COMPANY

what

why

how

**Let's ensure we remember all the reasons**

what

why

how

# INCREASES YOUR VALUE

what

why

how

**INCREASES  
YOUR  
VALUE**

**Spoiler! To your  
current employer!**

what

why

how

**INCREASES  
YOUR  
VALUE**

**To the  
whole market**

what

why

how

**INCREASES  
YOUR  
VALUE**

**Keeps you curious  
and collaborative**



what

why

how

**INCREASES  
YOUR  
VALUE**

**What do you want  
to do in 10 years?**

what

why

how

**10 YEARS  
FROM  
NOW**

what

why

how

10 YEARS  
FROM  
NOW

Writer?

what

why

how

10 YEARS  
FROM  
NOW

Writer? Lead Dev?

what

why

how

**10 YEARS  
FROM  
NOW**

**Writer? Lead Dev?  
Business owner?**

what

why

how

**10 YEARS  
FROM  
NOW**

**Writer? Lead Dev?  
Business owner?  
CTO?**



what

why

how

**10 YEARS  
FROM  
NOW**

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

what

why

how

**GIVES YOU  
MORE  
TIME**

what

why

how

GIVES YOU  
MORE  
TIME

Deep learning

what

why

how

**GIVES YOU  
MORE  
TIME**

**Not a quick-to-read  
blog post**

what

why

how

**GIVES YOU  
MORE  
TIME**

**Fresh mind instead  
of nightly studies**

what

why

how

# PROFESSIONAL PROFILE

what

why

how

# PROFESSIONAL PROFILE

Technical  
blog posts

what

why

how

# PROFESSIONAL PROFILE

Conference  
talks! ;D



what

why

how

# PERSONAL PROJECTS

what

why

how

# PERSONAL PROJECTS

**Can become a  
real business!**

what

why

how

**MOAR  
SKILLZ!!**

what

why

how

**MOAR  
SKILLZ!!**

**Reinforce  
existent skills**

what

why

how

**MOAR  
SKILLZ!!**

**Something  
completely unrelated**

what

why

how

**MOAR  
SKILLZ!!**

**Chance to  
push yourself**

what

why

how

**MOAR  
SKILLZ!!**

**Work on your  
Impostor Syndrome**



what

why

how

WHY

PERSON

CLIENTS

COMPANY

what

why

how

WHY

PERSON

CLIENTS

COMPANY

what

why

how

# BETTER PROFESSIONALS

what

why

how

**BETTER**

**PROFESSIONALS**

**Working for them**

what

why

how

**CHEAPER**

what

why

how

**CHEAPER**

**Raise prices takes time**  
**Abilities come immediately**

what

why

how

WHY

PERSON

CLIENTS

COMPANY

what

why

how

WHY

PERSON

CLIENTS

COMPANY



what

why

how

**MOAR**

**MONEY \$\$\$\$**

what

why

how

**MOAR**

**MONEY \$\$\$**

**You got to actually  
raise your prices!**

what

why

how

# BUSINESS OPPORTUNITIES

what

why

how

# BUSINESS OPPORTUNITIES

**What if your employee ideas  
can make it to production?**

what

why

how

# HAPPIER EMPLOYEES

what

why

how

# HAPPIER EMPLOYEES

More  
Performance

what

why

how

# HAPPIER EMPLOYEES

More  
Productivity

what

why

how

# HAVING EXPERTS IS AWESOME



what

why

how

# HAVING EXPERTS IS AWESOME

**Makes the company  
looks good and brings clients**

what

why

how

**ATTRACTS WHO WANT  
SELF-IMPROVEMENT**

what

why

how

**ATTRACTS WHO WANT  
SELF-IMPROVEMENT**

**Easier to hire  
future great employees**

what

why

how

**WHO IS  
DOING THIS?**

what

why

how

# WHO IS DOING THIS?

**WyeWorks**

what

why

how

# WHO IS DOING THIS?

**WyeWorks ThoughtBot**

what

why

how

# WHO IS DOING THIS?

**WyeWorks ThoughtBot**  
**UK Government Digital Serv**

what

why

how

# WHO IS DOING THIS?

WyeWorks ThoughtBot  
UK Government Digital Serv  
Happy Bear Software :D



Give them **INCENTIVE**



Have **BETTER PEOPLE**





**HOW**





what

why

how

**YAY!**

what

why

how

**YAY! My employer  
watched this talk**

what

why

how

**YAY! My company is  
this much awesome**

what

why

how

**YAY! I have time to  
work on my skills**

what

why

how

**YAY! I really want  
to make it worth!**



what

why

how

**YAY!**

what

why

how

**YAY...**

what

why

how

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



**I GOT YOU COVERED!**

what

why

how

**COACH, MENTOR,  
TEACH SOMEONE**

what

why

how

# COACH, MENTOR, TEACH SOMEONE

To teach is the  
best way to learn

what

why

how

# PERSONAL PROJECTS

what

why

how

# PERSONAL PROJECTS

**Have your company's  
support to make it a product**



what

why

how

# STUDY COMPLEX SUBJECTS

what

why

how

# STUDY COMPLEX SUBJECTS

Prefer the  
basics over the new

what

why

how

**STUDY**

**COMPLEX SUBJECTS**

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

what

why

how

**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



what

why

how

# OPEN SOURCE <3

what

why

how

# OPEN SOURCE <3

**Read other people's code**

what

why

how

# OPEN SOURCE <3

## Collaborate

what

why

how

# OPEN SOURCE <3

**Build credibility**

what

why

how

# OPEN SOURCE <3

Know your tools

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

what

why

how

# NON-TECHNICAL SUBJECTS

what

why

how

# NON-TECHNICAL SUBJECTS

**Study some human behavior  
and have better relationships**

what

why

how

# CONFERENCE TALKS! :D



what

why

how

# 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

what

why

how

# WRITING ARTICLES

what

why

how

# WRITING ARTICLES

Again improves  
your communication

what

why

how

# WRITING ARTICLES

**Makes you research  
and learn by doing it**

A scene from a martial arts film. A man in a white tank top and red pants is performing a high kick, reaching towards a wooden post. Another man in a white shirt and dark pants stands to the right, watching. The setting is a courtyard with trees, potted plants, and a wooden post. The text "Give them SUPPORT" is overlaid at the top.

Give them **SUPPORT**

Have **BETTER PEOPLE**



A white speech bubble with a dark brown outline is centered on a brown, textured background. Inside the bubble, the word "RECAP" is written in a bold, red, sans-serif font.

**RECAP**



# CURRENT SITUATION

A man and a young girl are practicing Tai Chi with bamboo poles at night. The man, on the right, is wearing a light-colored shirt and dark pants, and the girl, on the left, is wearing a purple shirt and dark pants. They are both holding the poles with both hands, and their shadows are cast on the wall behind them. The background is a dark, textured wall with a small light fixture.

Let's focus on improvement

A man and a young girl are practicing Tai Chi with long bamboo poles at night. They are in a courtyard with a brick wall and a wooden door in the background. The man is wearing a light-colored shirt and dark pants, and the girl is wearing a purple shirt and dark pants. They are both holding the poles with both hands, and their shadows are cast on the wall behind them. The scene is lit with warm, low-key lighting, creating a dramatic and intimate atmosphere.

# WHY

Because it's good for everyone



A man and a young girl are practicing Tai Chi with long bamboo poles at night. They are in a courtyard with a brick wall and a wooden door in the background. The man is on the right, wearing a light-colored shirt and dark pants, and the girl is on the left, wearing a purple shirt and dark pants. They are both holding the poles with both hands, and their shadows are cast on the wall behind them. The scene is lit with warm, low-key lighting.

# 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**