Decoding: The Connection Between CS Education & Industry

# James Whelton

#### Overview

- Introduction
- CoderDojo & My Journey
- Coding: Improving, Processes & Mental Models
- Q&A, Discussion

#### Who Am I

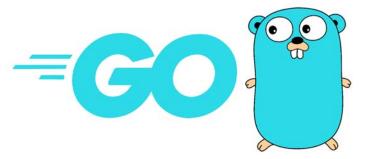
- From Cork, Ireland
- Technology background, grew into strategy, operations, growth: "full-stack entrepreneur"
- Built & scaled several tech start ups, worked in private equity:
   Europe, US, Asia & Middle East
- Many hats: partner/shareholder, advisor & (small) investor
- Autodidact
- Ashoka Fellow, Forbes 30u30, Social Entrepreneurs Ireland Impact Award Winner, ILA 30u30, IIA Person of the Year, Eircom Spiders Internet Hero
- Enjoy hiking, D&D, playing music, adventuring



#### Technical Credentials

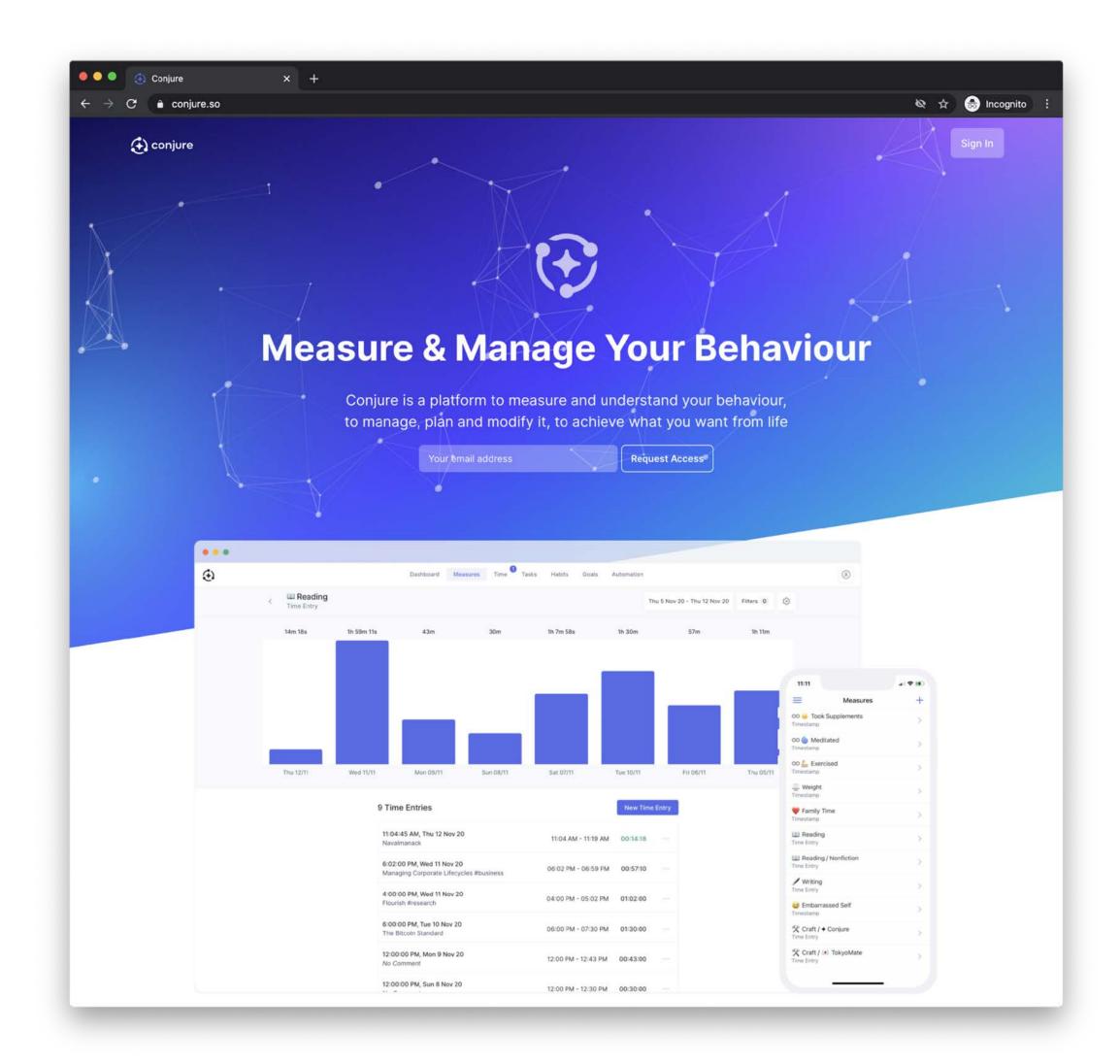
- Numerous languages, frameworks & technologies
- Fullstack: Frontend, Backend, Mobile
- E-commerce, Software As A Service
- AppStore: Top 10 Apps, Featured App
- 1 Million+ Registered Users, 1 Million Unique Visitors P/A
- > \$1,000,000 revenue per month
- 10,000 concurrent requests
- Audited services that handling 2 million data points per second
- Protected against hackers (been one myself)
- Large scale system migrations
- High availability & fault tolerant systems: 99.9% SLA (8 Hours P/A)
- Screwed up many times ••







- Platform to measure, build and maintain behaviors conducive to well-being and life satisfaction
- Researching, experimenting, exploring & (re)building for ~2 years
- Patterns I saw in e-commerce & social media, along with performance management
- Use data, automation, guidance and systems to drive positive behavior
- Allow subject matter experts build on top of
- Early, current invite only







# What is CoderDojo?

A global, volunteer-led movement of free, not-forprofit coding clubs (Dojos) for young people aged 7 to 17. The movement places a strong emphasis on openness and on showing how coding can be a force for positive change in the world.

#### Dojos are:

- Set up and run by volunteers
- Clubs, not classes
- Free for young people to join and attend
- Focused on project-based learning
- Environments for peer mentoring
- Fun, friendly, and informal
- Inclusive and social



>2300 active clubs in >110 counties

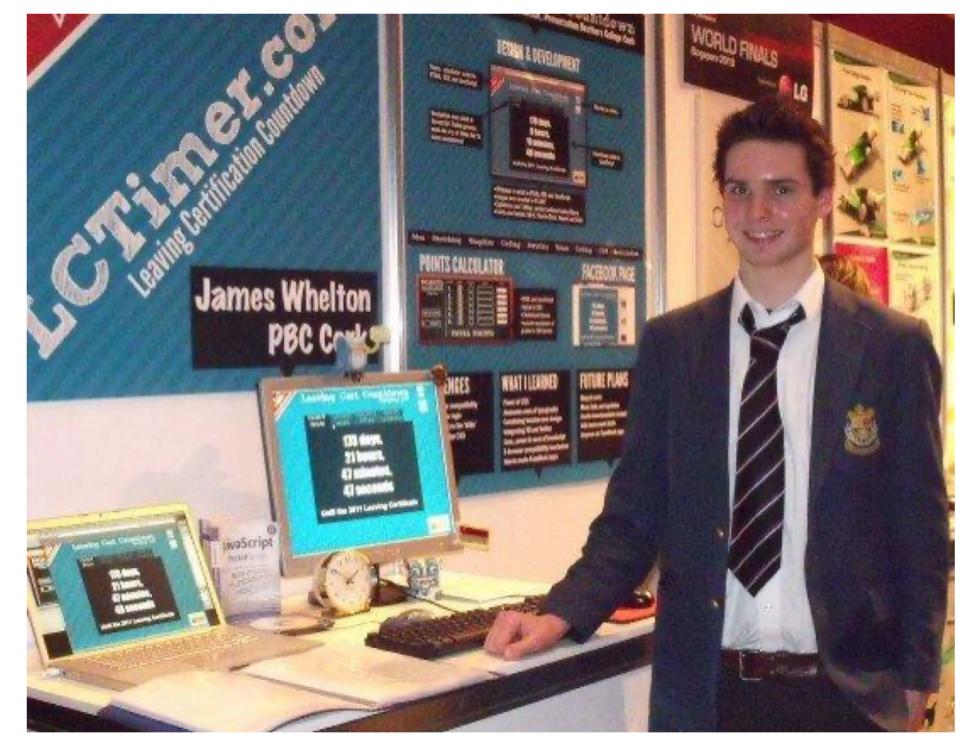
58,000 young people & 12,000 volunteers

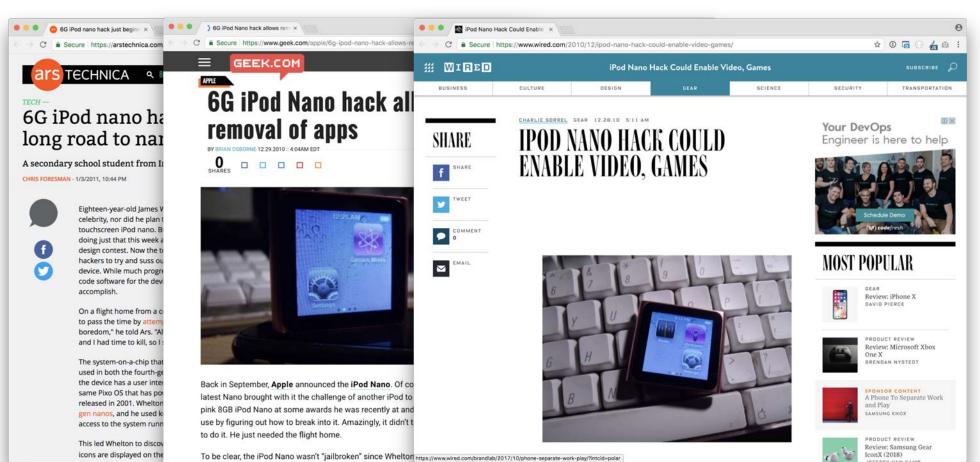
# Growing Up



- Made first web site age 9 to show animations & fell in love
- Self taught from books, largely self directed
- Academically poor, learning difficulties
- Was sad
  - Nowhere to learn
  - Show what I created, no recognition in school or home (dad opposed broadband until was 16)
  - Make friends with same passion
- Continued to self teach. Explored various areas:
   C/Objective-C, design, security, blogs, forum boards, IRC,

## Club 0





- Won design category in Eircom junior spiders
- Won a iPod Nano at that event & first find exploit
- Fanboys went wild, had my 15 mins of internet fame
- People in my school heard, asked how to learn
- Started a computer club, twice a week after school teaching 40 students
- Different environment from classroom
- Soon students from other schools wanted to attend

# Meeting Bill

#### Teen who was first to hack iPod to address web summit

A CORK teenager who was

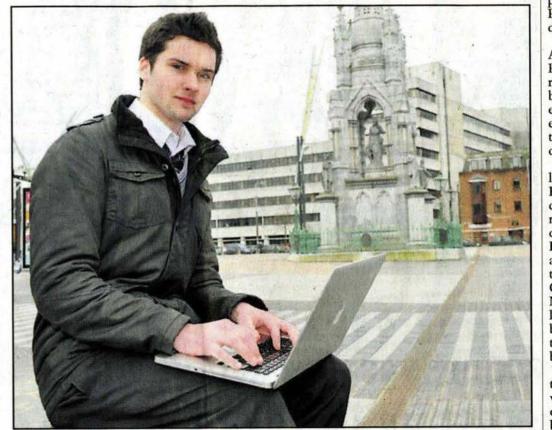
from Bishopstown, will be on phone apps for Leaving

to hack it, I posted the ing director, Dan Cobley,

in school, the Christmas about where he sees the the first person in the world holidays ended and I to hack the latest iPod nano couldn't give as much time,

in the Chartered Accoun-

do with it. After I managed Google's European market- already or thinking of startdetails online and a lot who will speak about inno- huge opportunity for the



James Whelton, a sixth-year pupil at Presentation Brothers College, Cork, who is speaking on hacking and online social media at the Dublin Web Summit. Picture: Dan Linehan



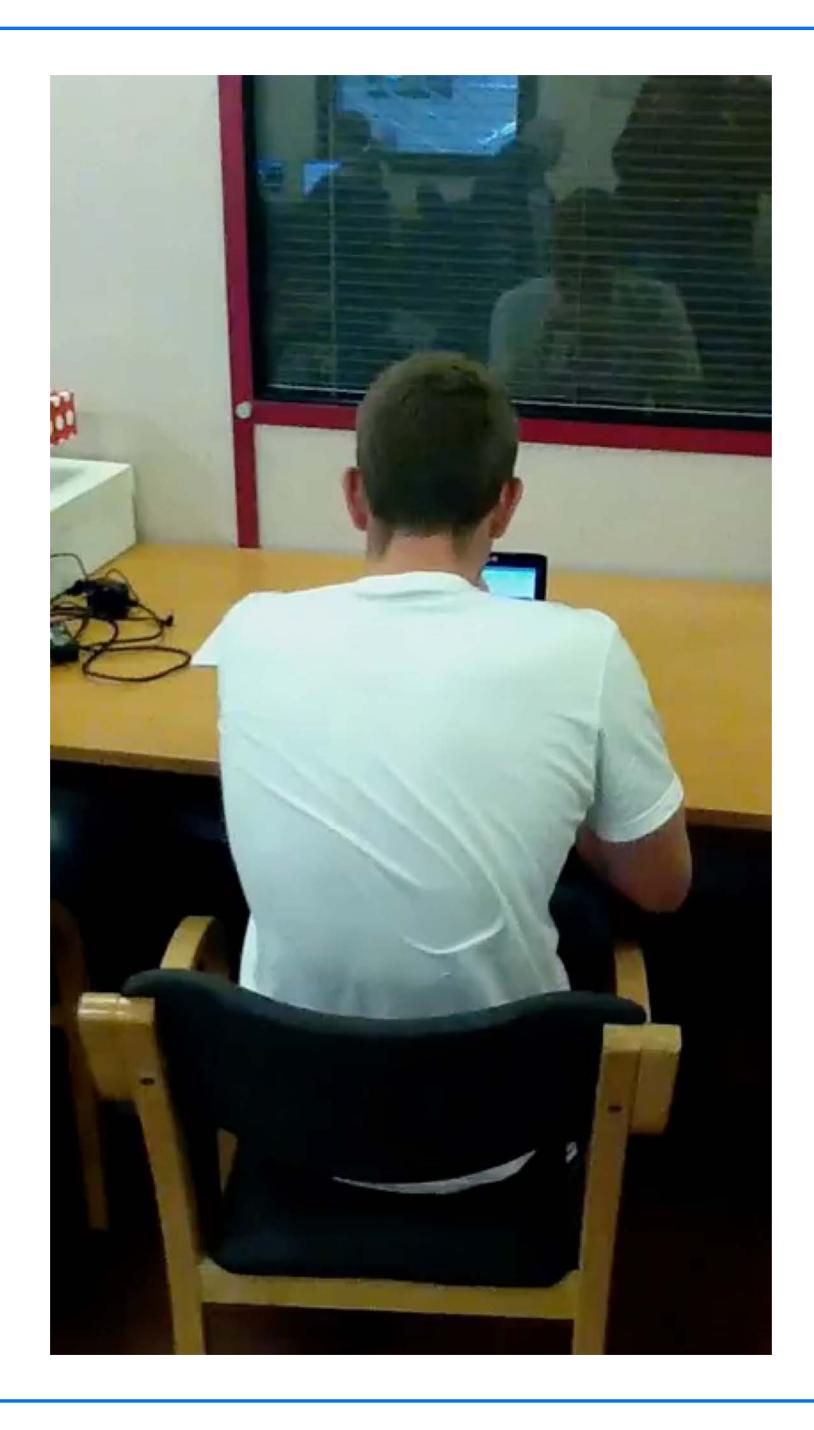
- Spoke about hacking the iPod Nano and my story, including the computer club I started in my School
- Was convinced I'd stay in Cork, someone introduced me to an entrepreneur based there
- I met Bill briefly for 5 minutes and we agreed to meet up again in Cork



#### Asthma Attacks & Coffee



- Met Bill at a cafe in a train station
- Spoke mostly about the joy of coding
- I was very passionate about the art of coding, Bill saw the economic need and opportunity for coders
- My school club was full. Lots of students from other schools still asking to attend. Students were worried as I'd leave soon
- Bill and I agreed to start something



- "Lets just do it and see what happens"
- Got an empty office space
- Contacted anyone who ever contacted me
- Set the date
- First session actually began with an artist doing a painting demo to kill time, we didn't know if people showed up
- People showed up
- In 2 hours, made first web pages and first games with a tool like Scratch
- Attendees said "See you next weekend"



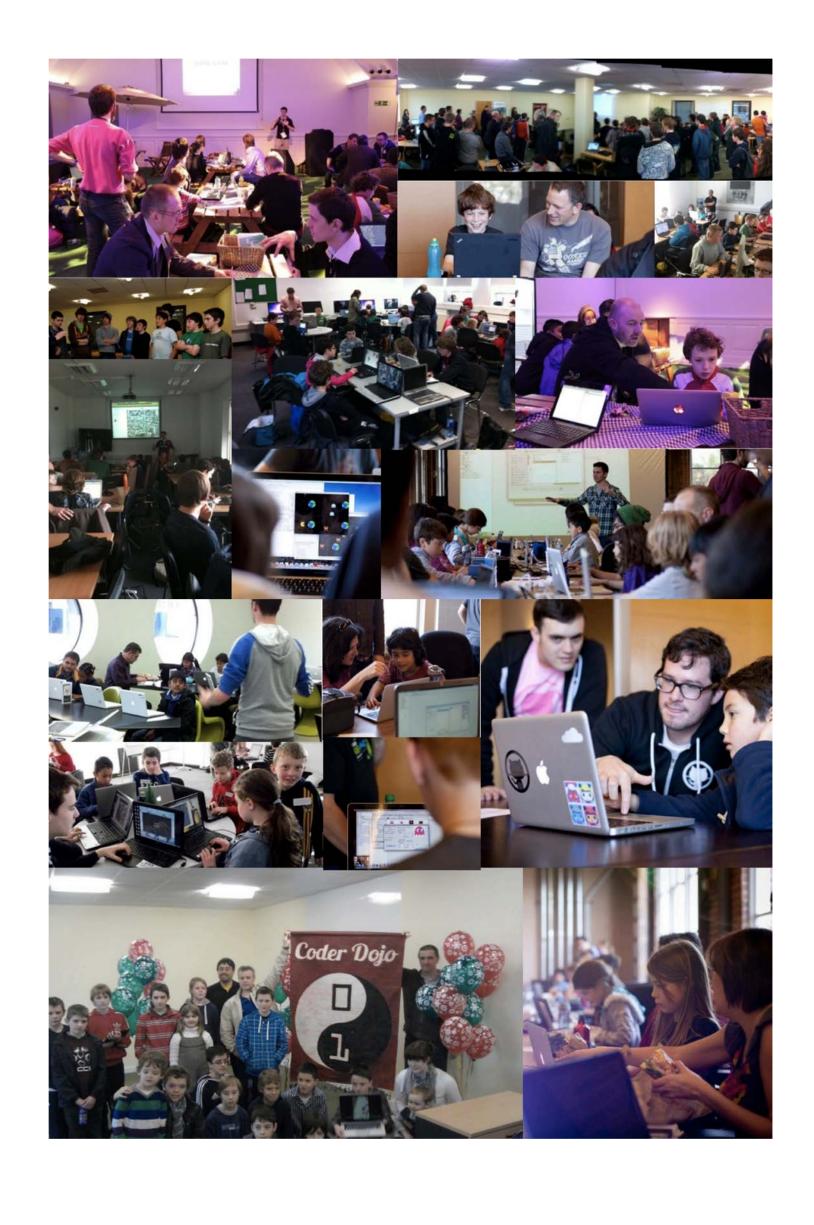
bal CoderDojo movement was founded hire on 23rd July 2011 by Zames Uthaiton and Biff Liso

urin the support and backing of CorkEIC and the NSC

Tois plaque uni ested by
Minister Simon Covaney T.D
on December 13th 2013
Feature all Its young people coross the wo

Dojo 0 Still Runs Every Week

#### The Vision



- Learn not just coding:
  - Team work
  - Presenting
  - Social skills
- Self led learning & Peer learning
- Build things that attendees cared about
- Inclusive & accessible
- Open Source approach
- Find out if they hated coding
- Make not just coders, but change makers

## Beyond Cork

#### First Coder Dojo Dublin

24 August 2011 · by Whelton

The first Dublin Coder Dojo session will kick

#### First Limerick Coder Dojo!

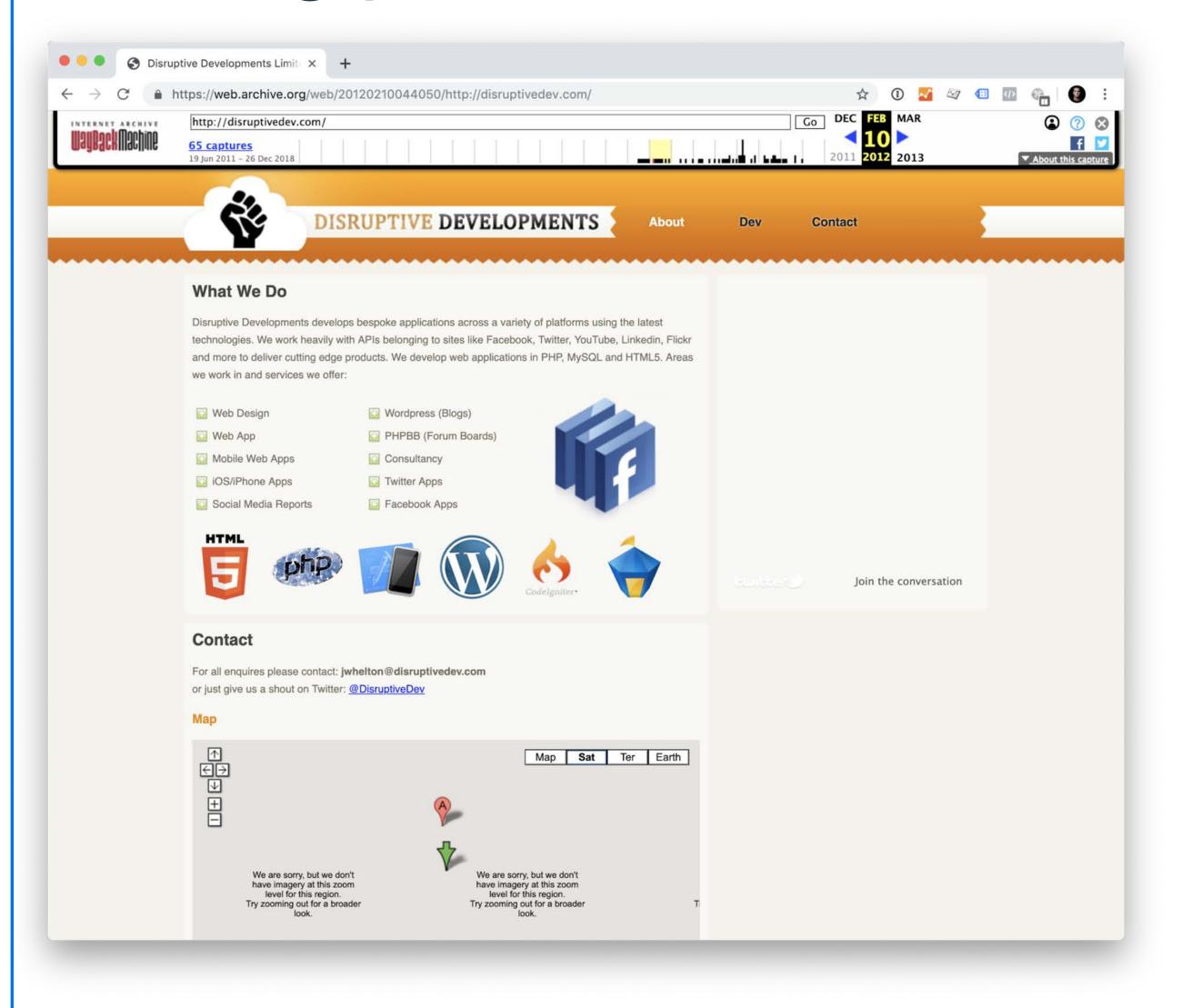
1 September 2011 · by Whelton

After the success in Cork and Dublin, Coder Do



- Soon people started traveling from Dublin to attend (3 hours away)
- We created guides, resources,
   videos and more on running a Dojo
- I had moved out of home week after Secondary School, started going around country to open Dojos
- Soon moved to Dublin, lived on couches and floors for several months
- Decided not to go to college and continue working on CoderDojo

# Picking paths



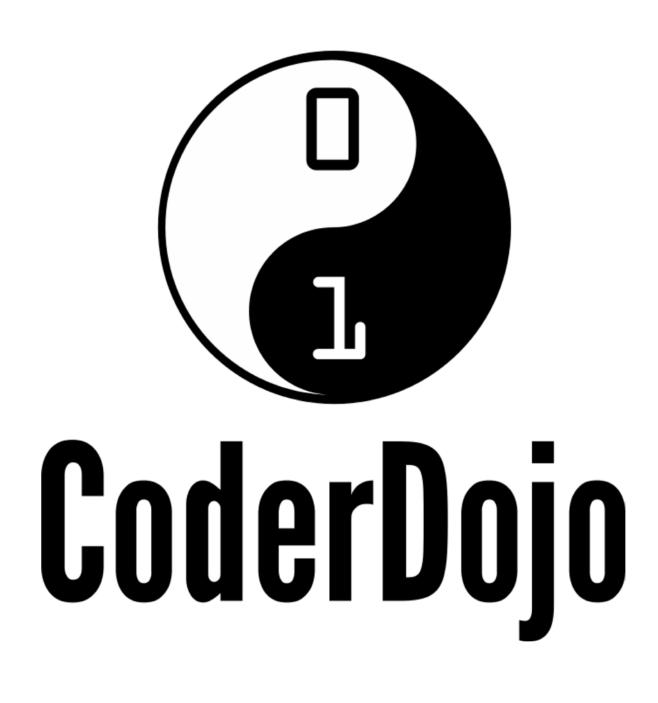
- Also had a start up
- Built a social media monitoring platform
- Received €10k pre-seed, alongside with €10k EI feasibility study grant
- Two employees
- Got offered €100k seed
- Turned down to focus on CoderDojo

#### Growth



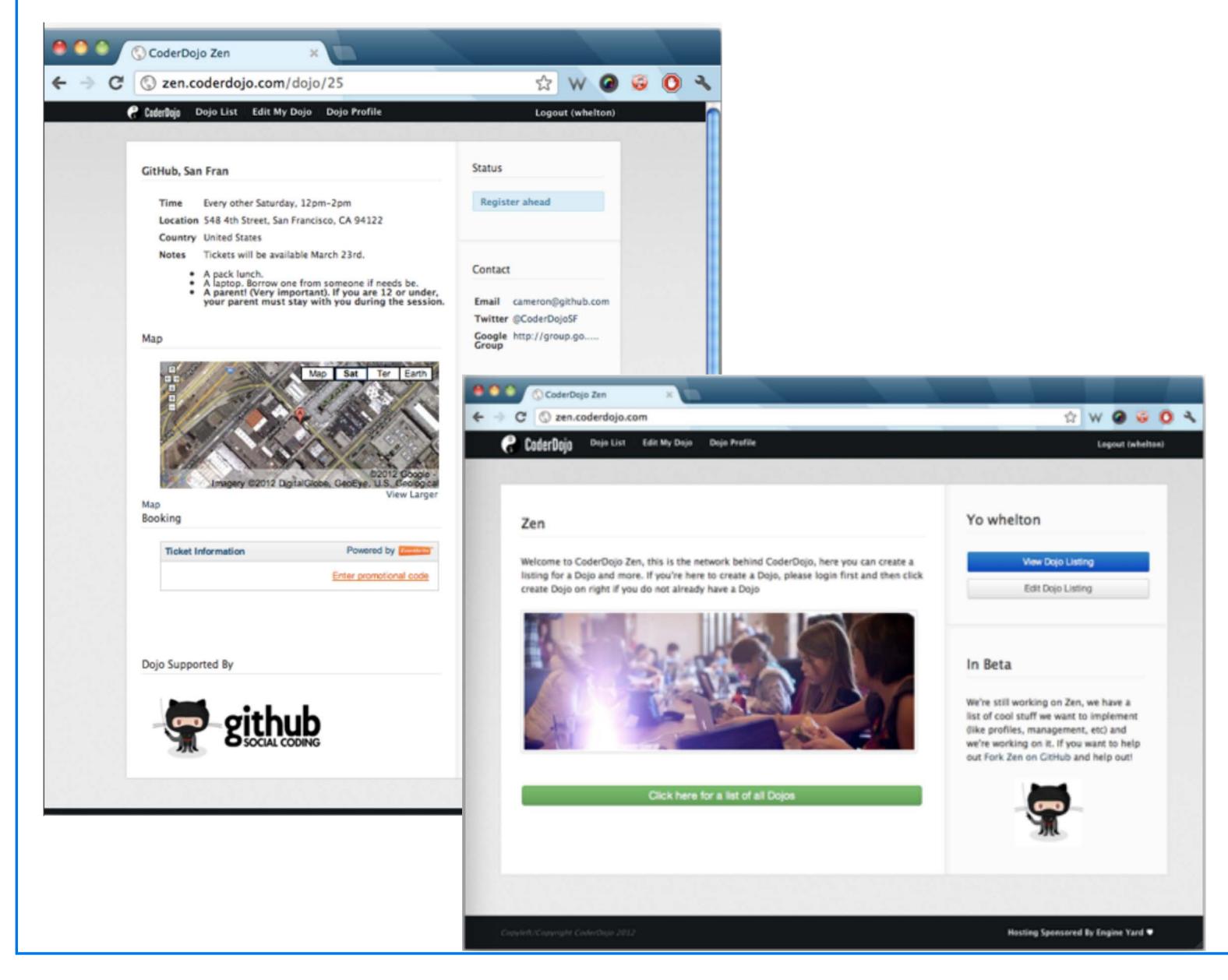
- Articulated the vision and value set as much as possible. People could identify with it and buy in.
- Lots of content illustrating the club, how to get started, where to find help. Made 'onboarding' as easy as possible
- Made it low commitment and barrier to entry, just run one session
- Reduced the overhead as much as possible, regards space, mentors and resources
- Aligned with industry leaders as best possible

## The Name



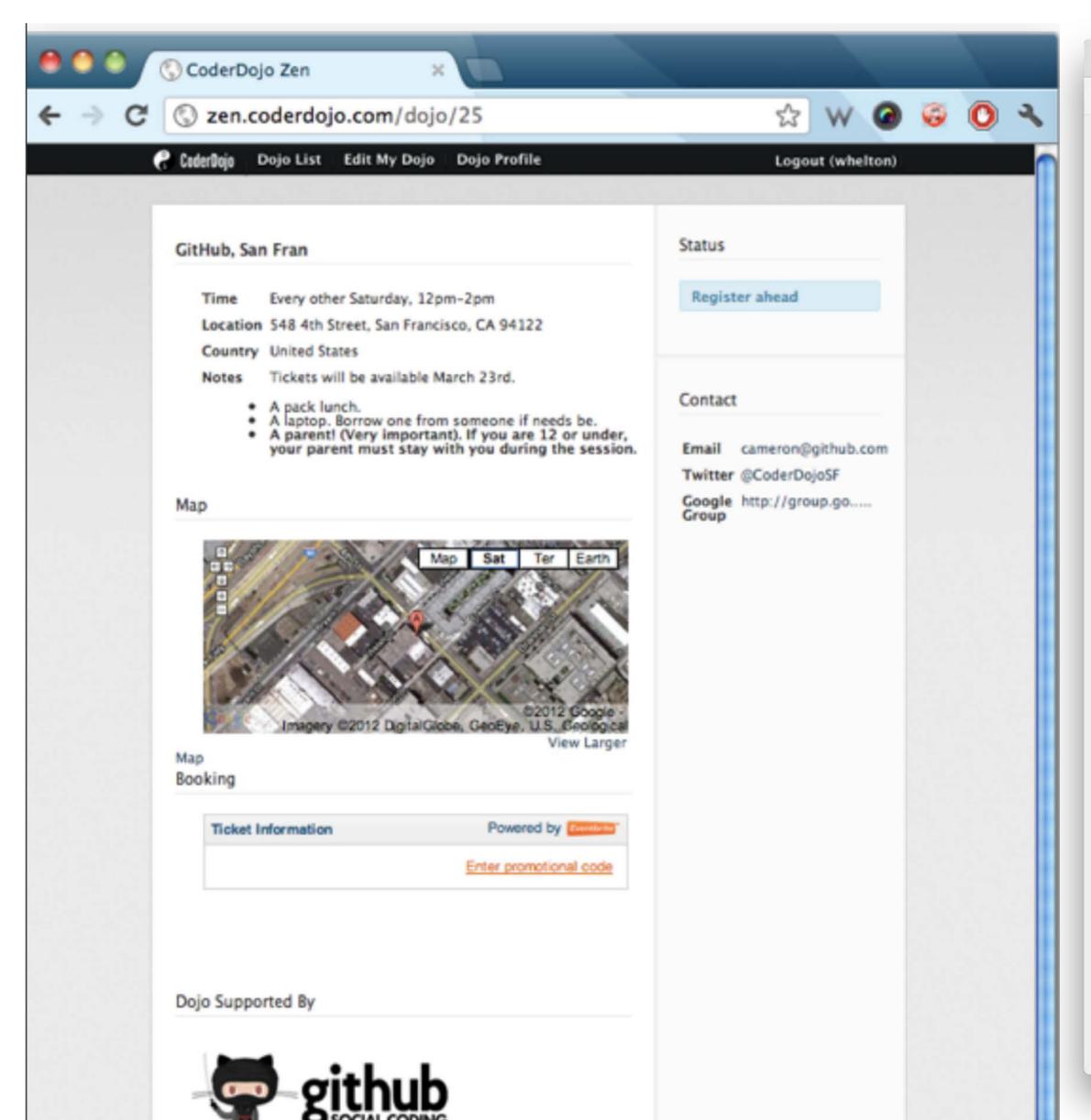
- Bill & I studied martial arts
- A Dojo, to us, was a place to:
  - Learn & Train
  - Show off skills
  - Be recognized
  - Teach Others
  - Socialize
- Dojos were the environment we wanted to create
- The domain name and twitter handle were available

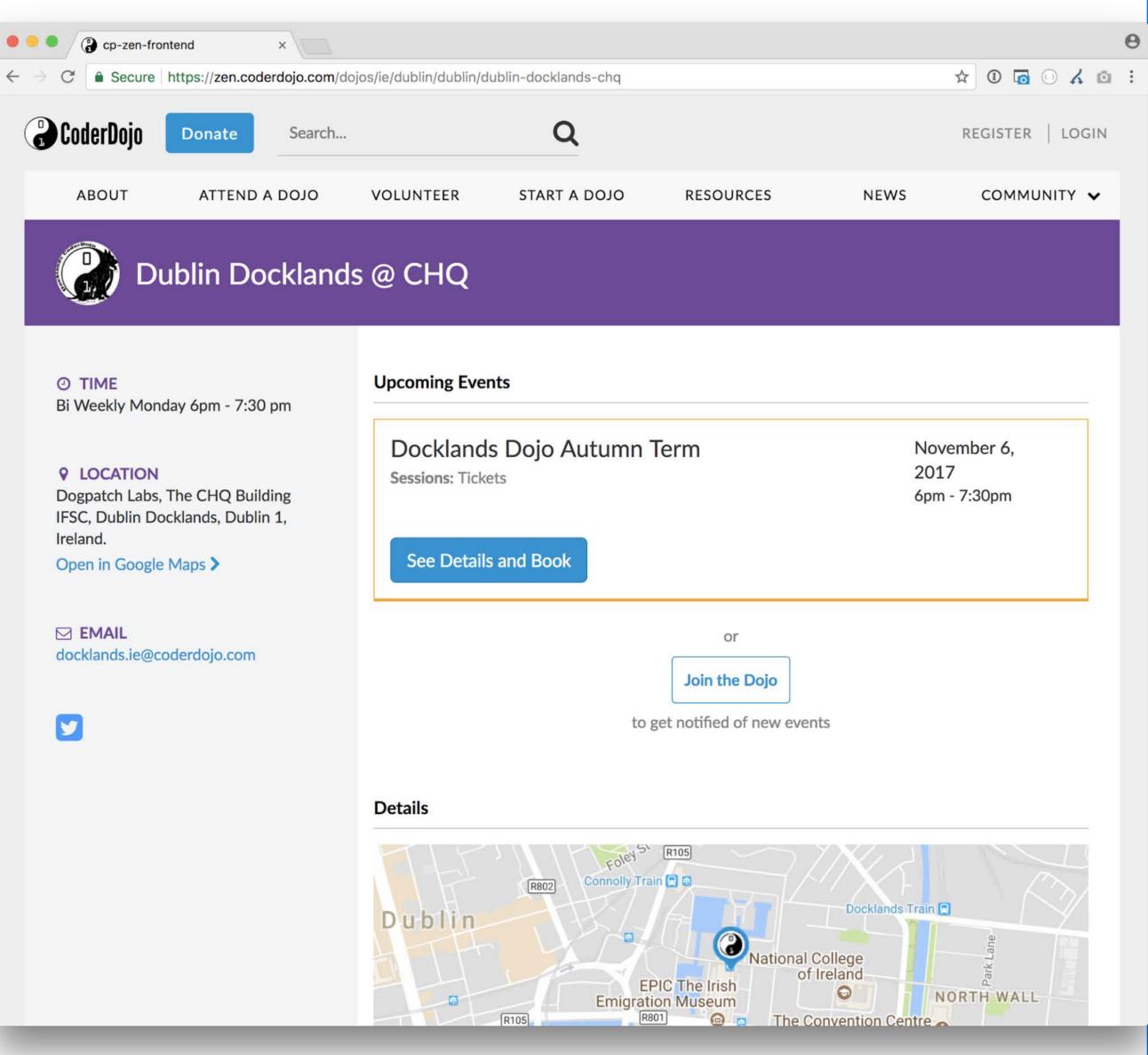
#### Zen



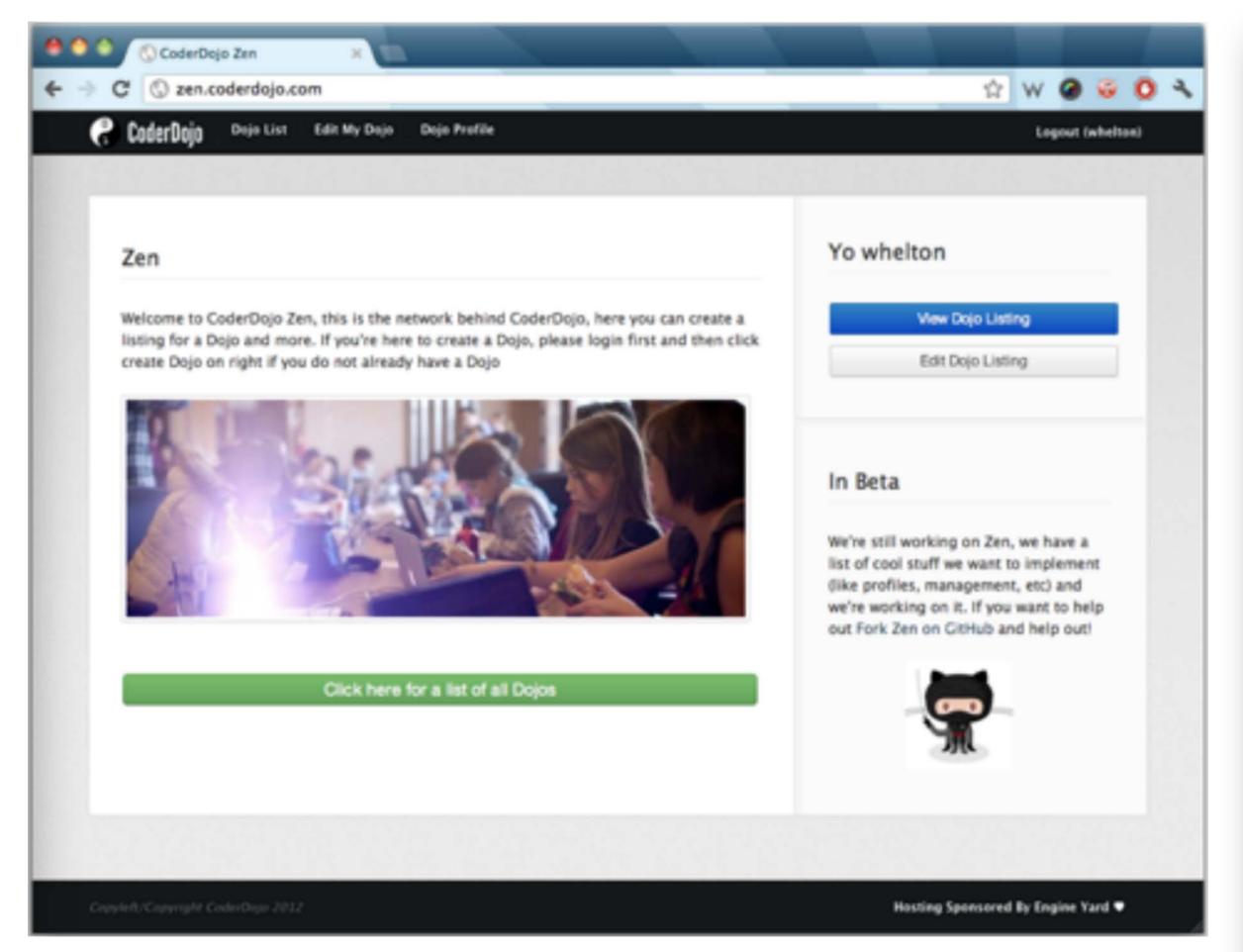
- Tool for managing Dojos
- Launched & Open Sourced
   9th March 2012
- I wrote on flight to open first American CoderDojo
- Previously was manually managing Dojo listings through Wordpress
- Enabler for scaling, verification, etc

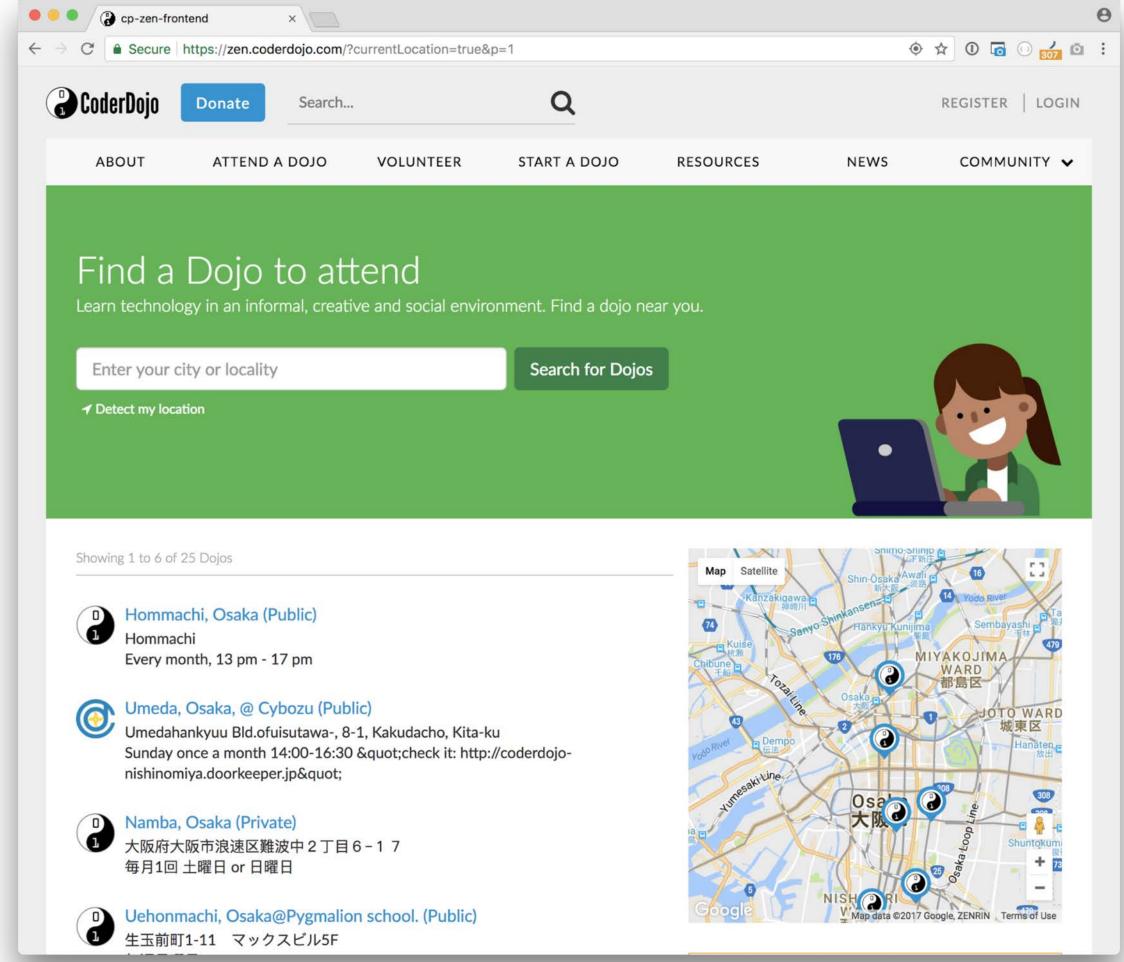
#### Zen



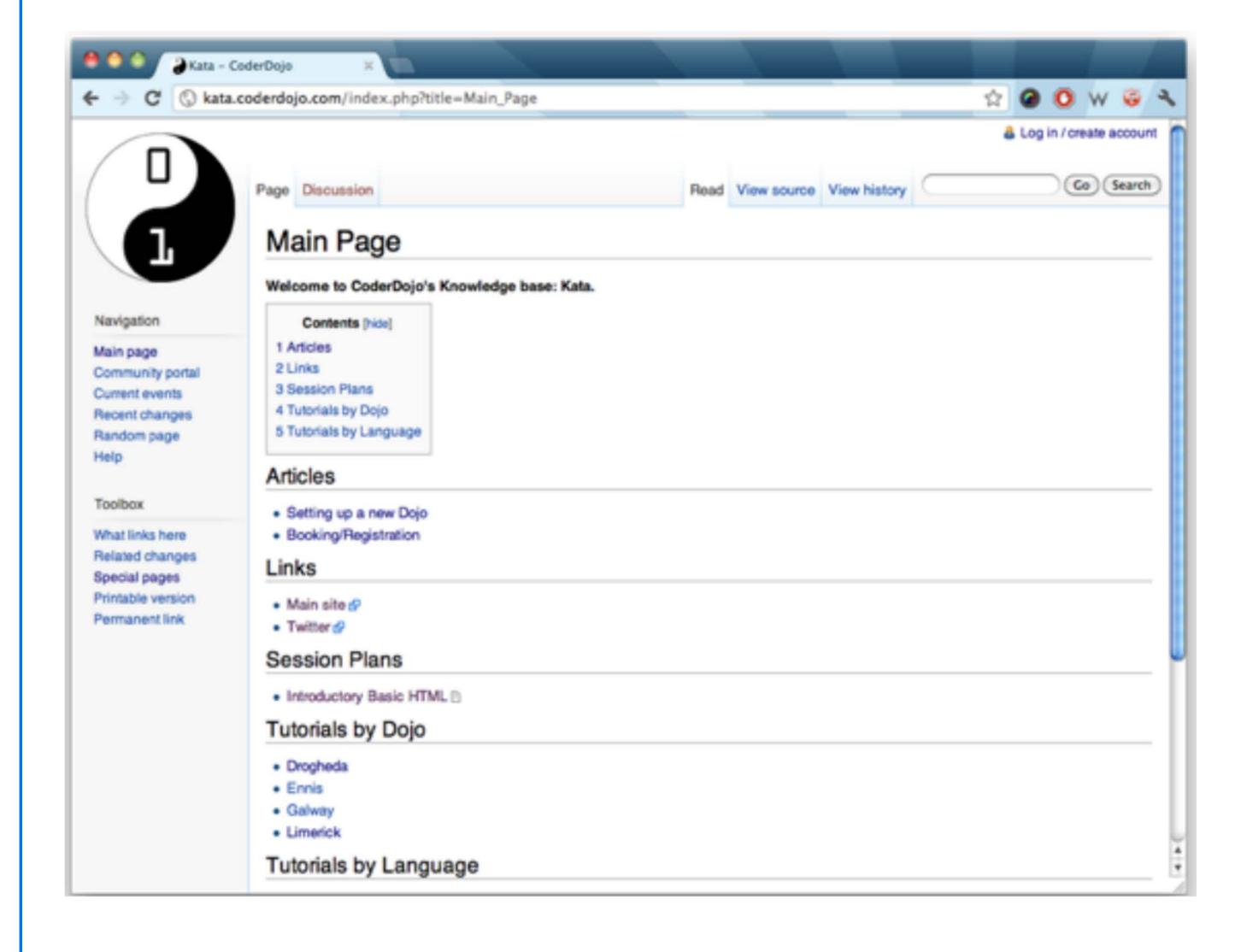


## Zen



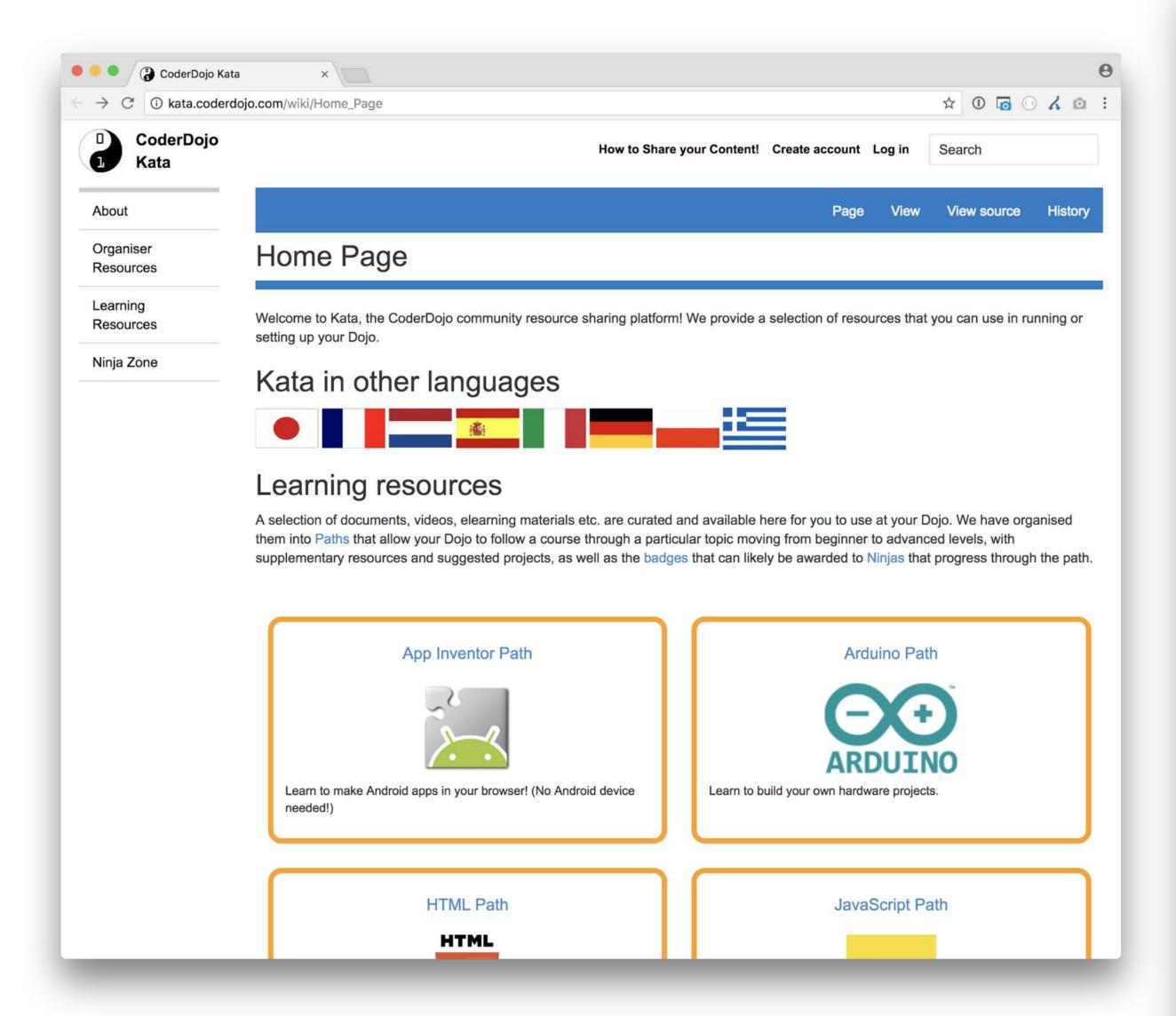


#### Kata



- Wiki for sharing resources
- Launched in 2012
- Dojos actively started sharing session plans, guides, etc
- Since then there has been translation of content and new concepts created such as Sushi Cards

#### Kata





Since these are the Advanced JavaScript cards, you'll find the explanations are a bit

# Industry Engagement







facebook sales force

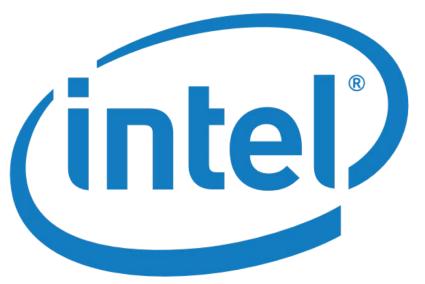


accenture

mozilla allazull



GitHub



# DojoCon





- First DojoCon in 2012
- Created by community
- Now around the world







# Coolest Projects Awards



- First in 2013, runs every year
- Created by community
- Grown from 20 projects entered to 1000+
- Now spreading around the world







## Foundation



Giustina Mizzoni Executive Director



Pete O'Shea Community Lead



Ross O'Neill Community Lead



Rosa Langhammer Reporting Lead



Philip Harney Content Lead



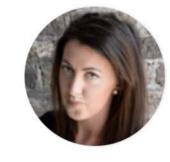
Guillaume Feliciano Senior Software Engineer



Daniel Brierton Senior Software Engineer



Nuala McHale Engagement



Rachel Schoene Enablement



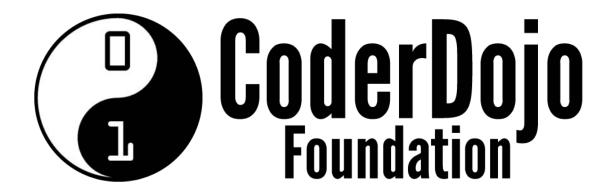
Graham Bartley Software Engineering Intern



Suzanne Campbell
Software Engineering Intern

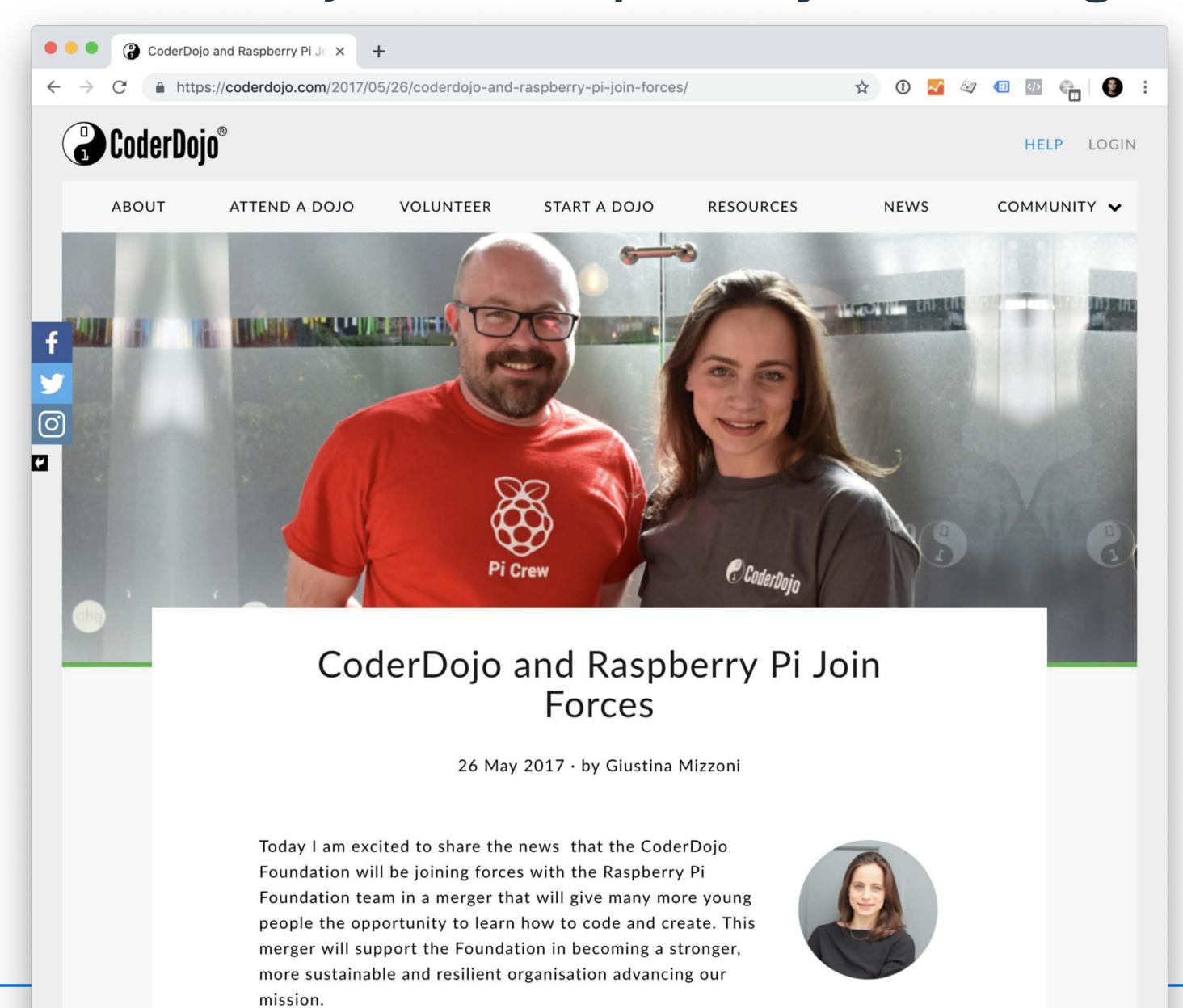


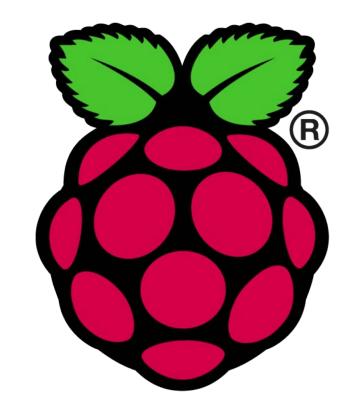
Ciara McHugh Educational Content Intern



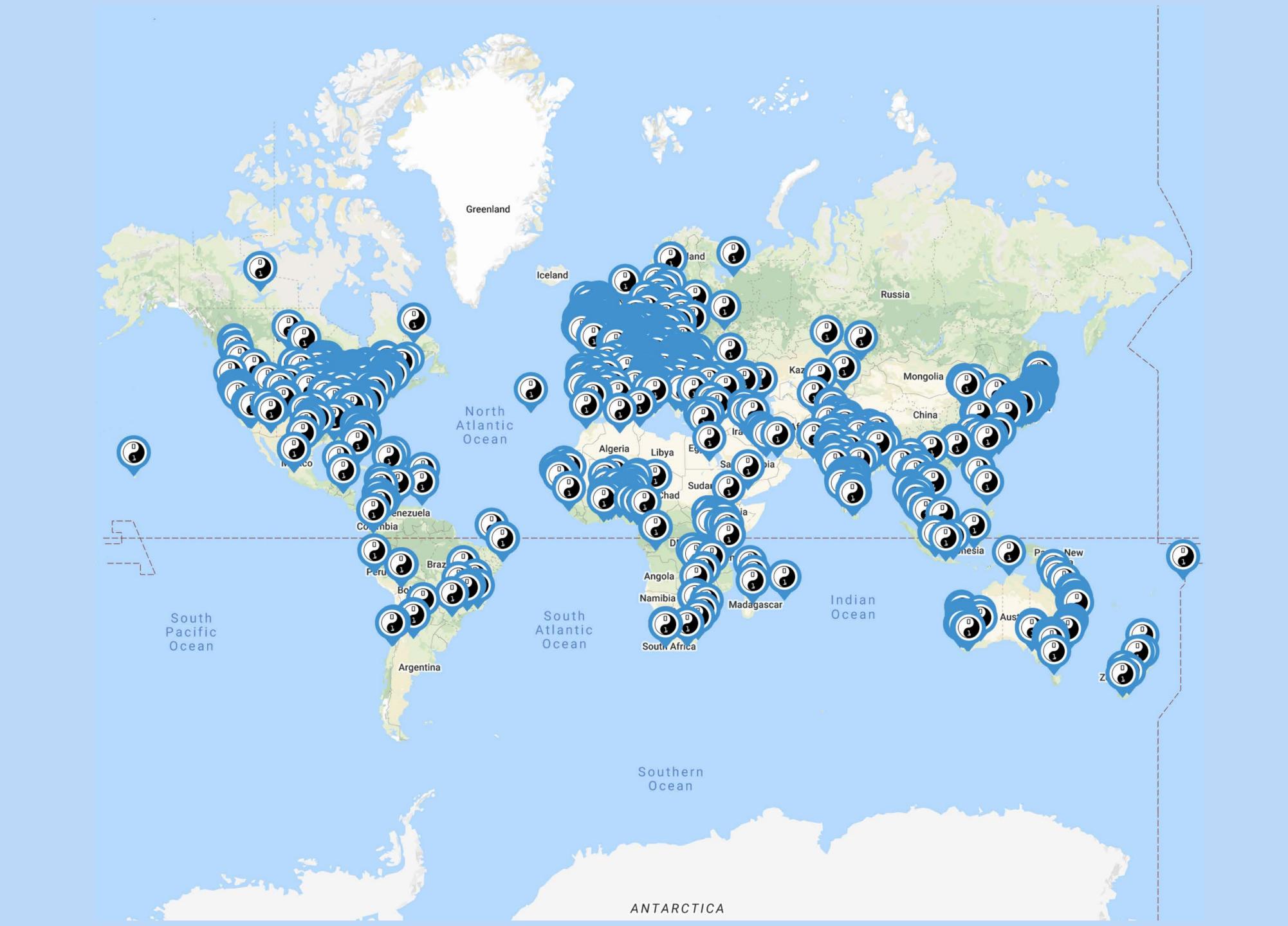
- I created the foundation in 2013 to deal with the increased demand
- Since 2013 the team has grown and provides more services around
  - Resources
  - Scaling
  - Awareness
  - & more

# CoderDojo & Raspberry Pi Merger



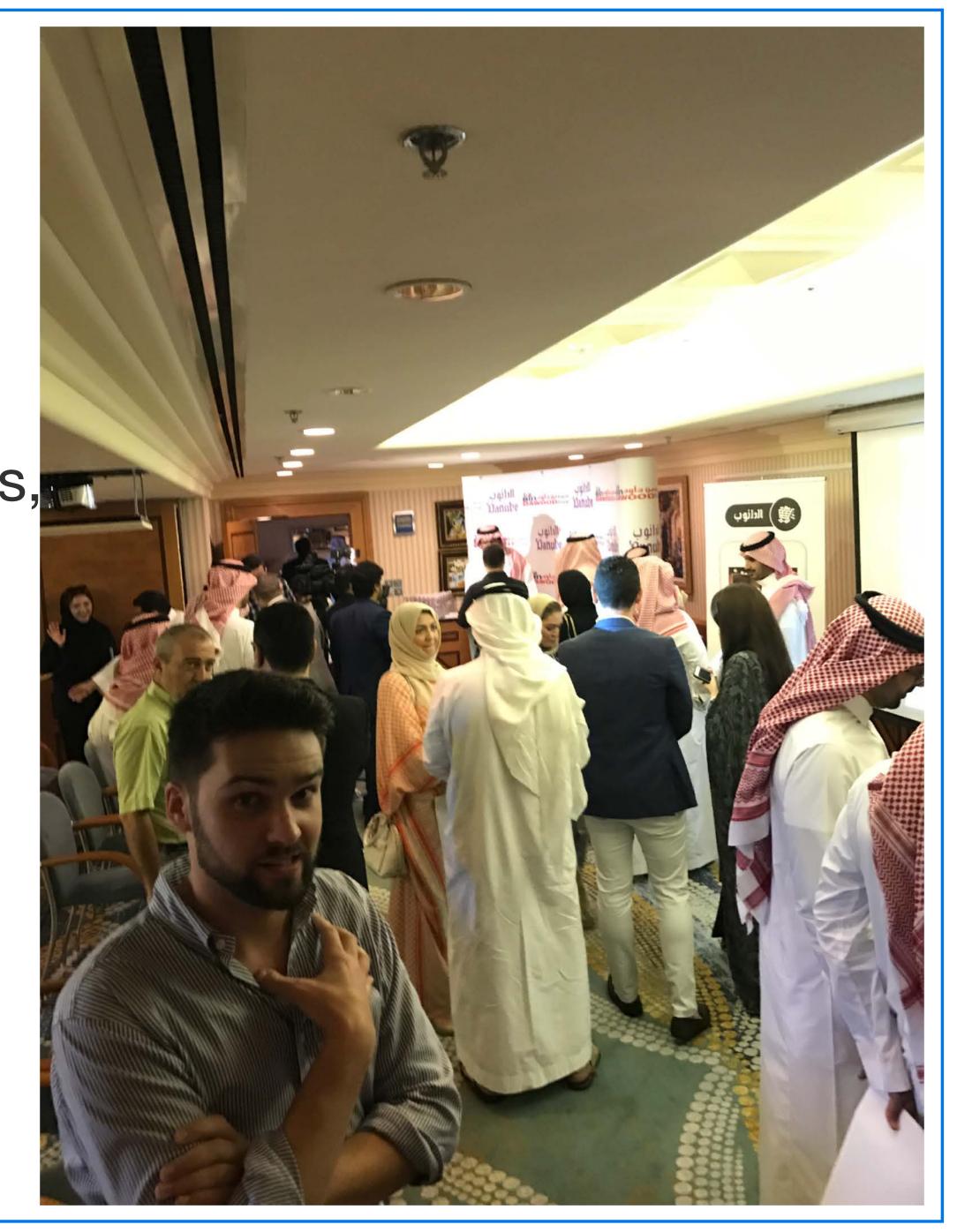


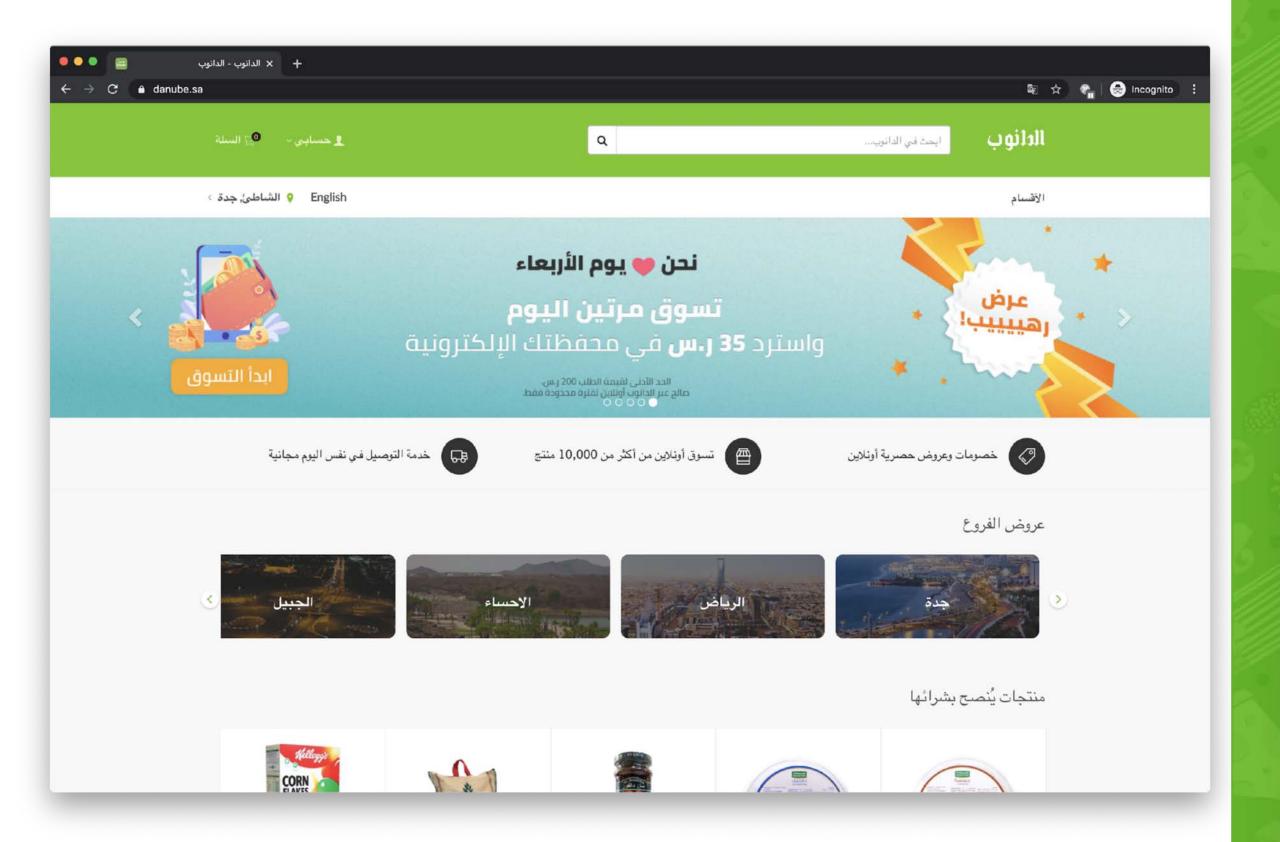


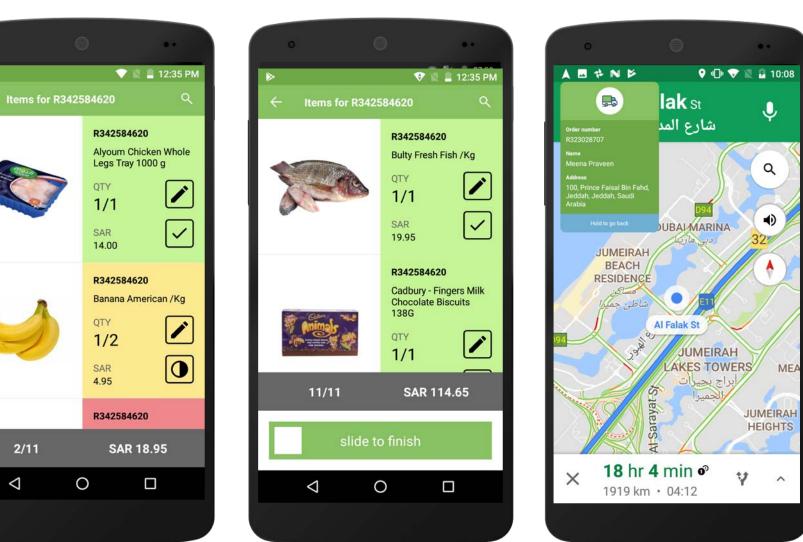


#### Afterwards

- Boston: EiR with Polaris Partners
- Dubai: CTO Cobone
  - Largest daily deals site in MENA
- Dubai: Explore opportunities (pillows, flowers,
- Dubai & Jeddah: CTO Danube Online
  - Largest online supermarket in MENA
  - Arabic, RTL, 16,000 SKUs
  - 1000 deliveries p/d, own operations
- Cork & Abroad: Gap Year
- Tokyo & SF: Private Equity
- Cork & Dublin: Covid



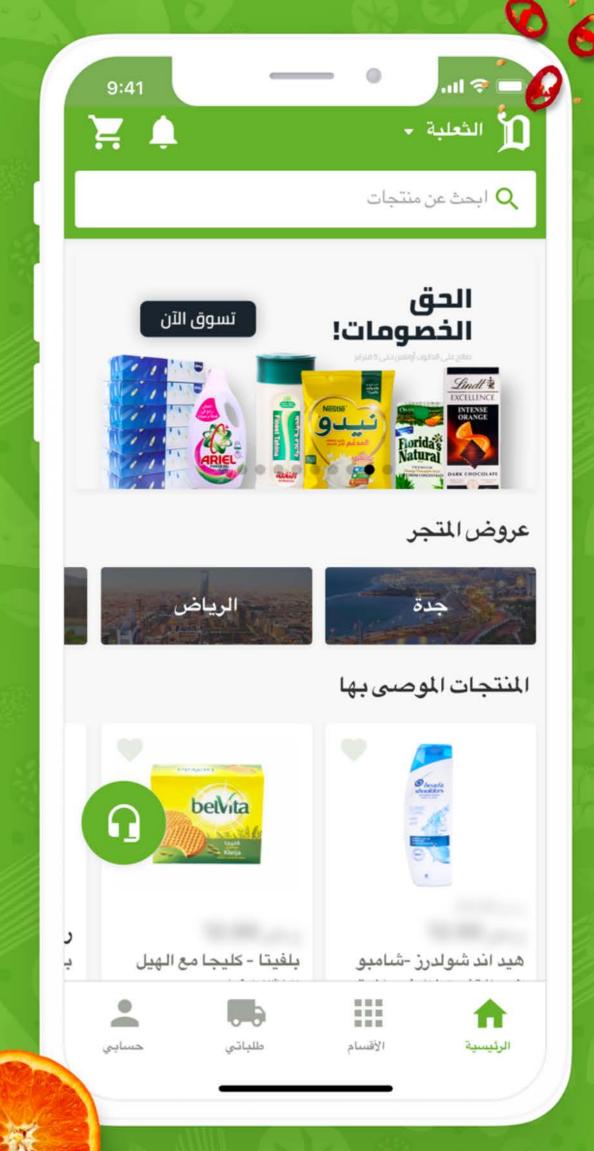




#### إستلام من الفرع أو توصيل للمنزل











- Private Equity focused on SaaS
- M&A, Technology
- More data points
  - Acquisitions
  - Technology
  - Legals
  - Marketing
  - Strategy

#### Current



















#### Historical







Acquired by



Scaleworks





















cludes investments made prior to Xenon Partners.





pipedrive

# Coding: Improving, Processes & Mental Models

#### Disclaimers

- My experience is that of self taught individual, with no formal education and a lot of luck
- Experiences perhaps colored by selection bias in CoderDojo attendees

# How do most people get good/learn?

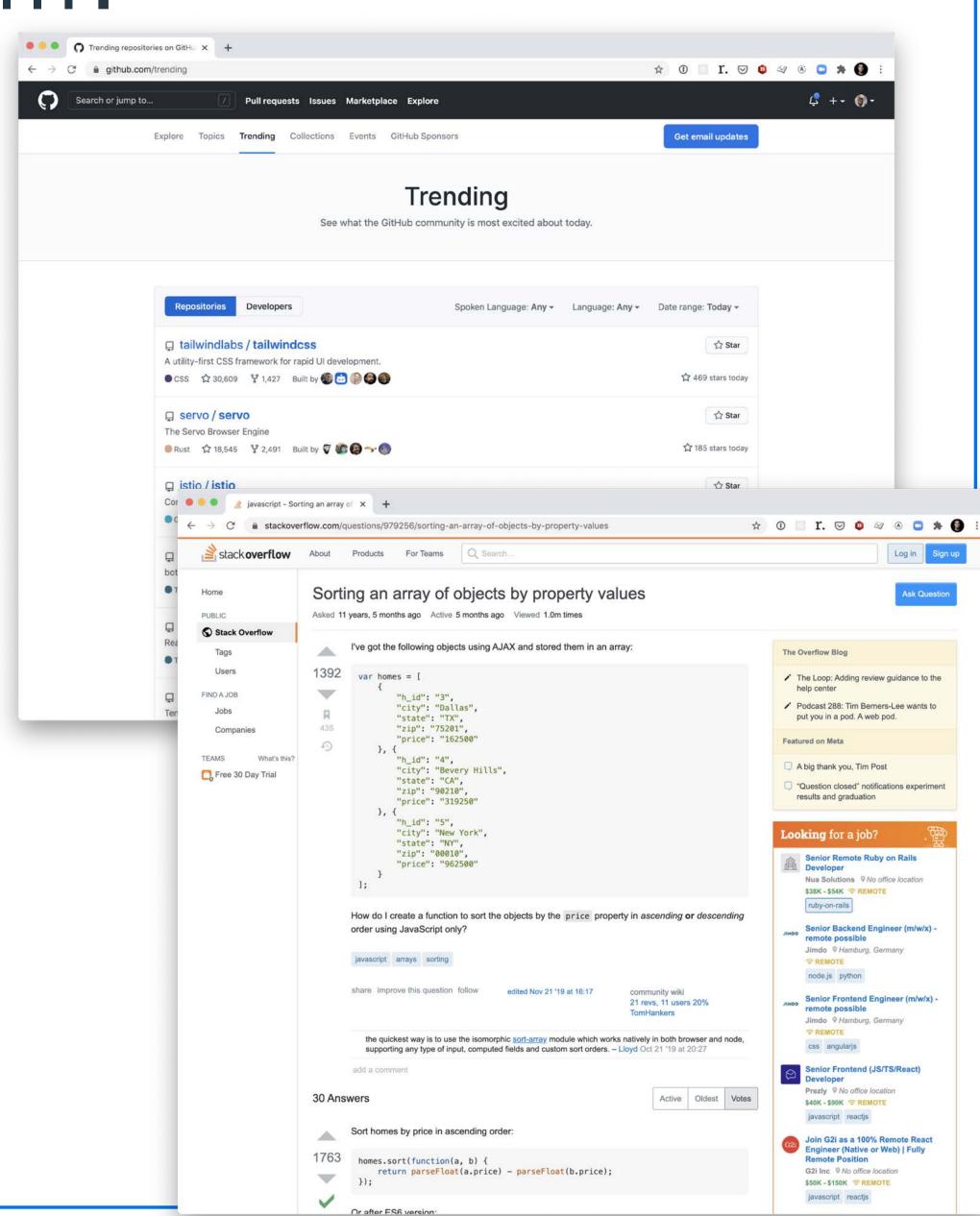
Courses: 3rd Level, Bootcamps & Online

#### Self Taught

- Be project orientated "means to an end"
- Follow tutorials, see patterns & commonality
- Look at code on GitHub
- Googling, lots and lots of googling
- Can have gaps, solve/learn as encounter
- Curiosity driven, enjoy flow state, can stagnate

#### Workplace Experience

- Work with others, mentors
- Code reviews



# Can't know everything

- Know fundamentals
  - Which thing is which
  - Certain depth, beyond which is diminishing point of returns
  - So many ways to skin a cat
- Know how to Google the rest
  - Modern software development is based off this
  - RTFM or "Ask 3 then me"
- · So many different approaches, libraries, tools, etc
  - Students will jump ahead, find new ways
  - Coding is closer art, given variance and creativity
- Be a facilitator, create conditions for success



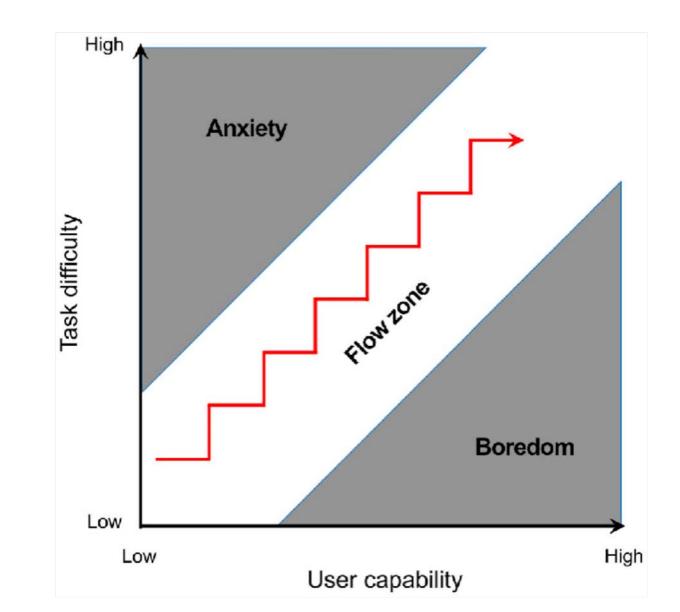
if you ever code something that "feels like a hack but it works," just remember that a CPU is literally a rock that we tricked into thinking

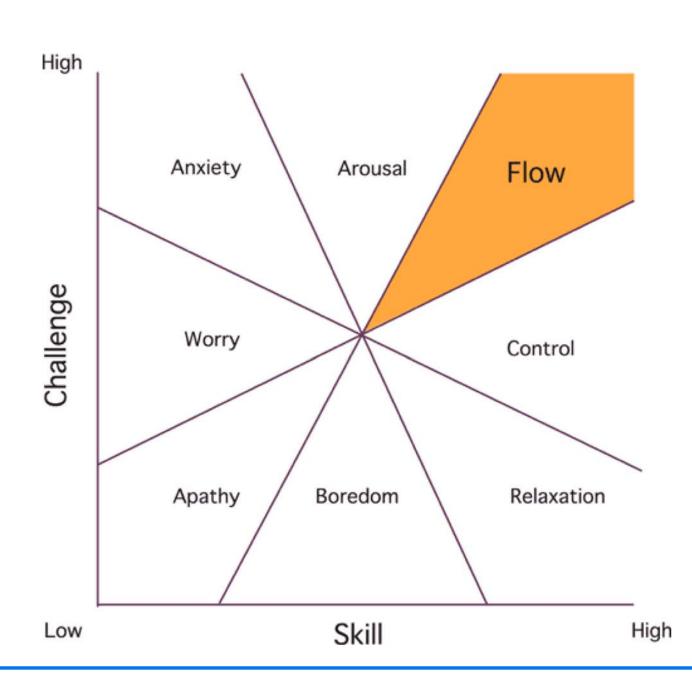
9:03 AM · Mar 15, 2017 · Twitter Web Client

15K Retweets 25.6K Likes

# Mental Model: Debugging Confusion

- Confusion can be crippling
  - Creates mental barrier
  - Like maths, can't do large sums in head, write it down and break it apart
  - Many people just shut down, instead of breaking it down
  - Don't be overwhelmed, cross that bridge when you come to it
  - Step through code, use breakpoints or logging
  - Save versions of work so can spot differences
- Time to digest
  - 95 percent of brain activity is subconscious
  - Take several passes at it, explore the landscape of an idea

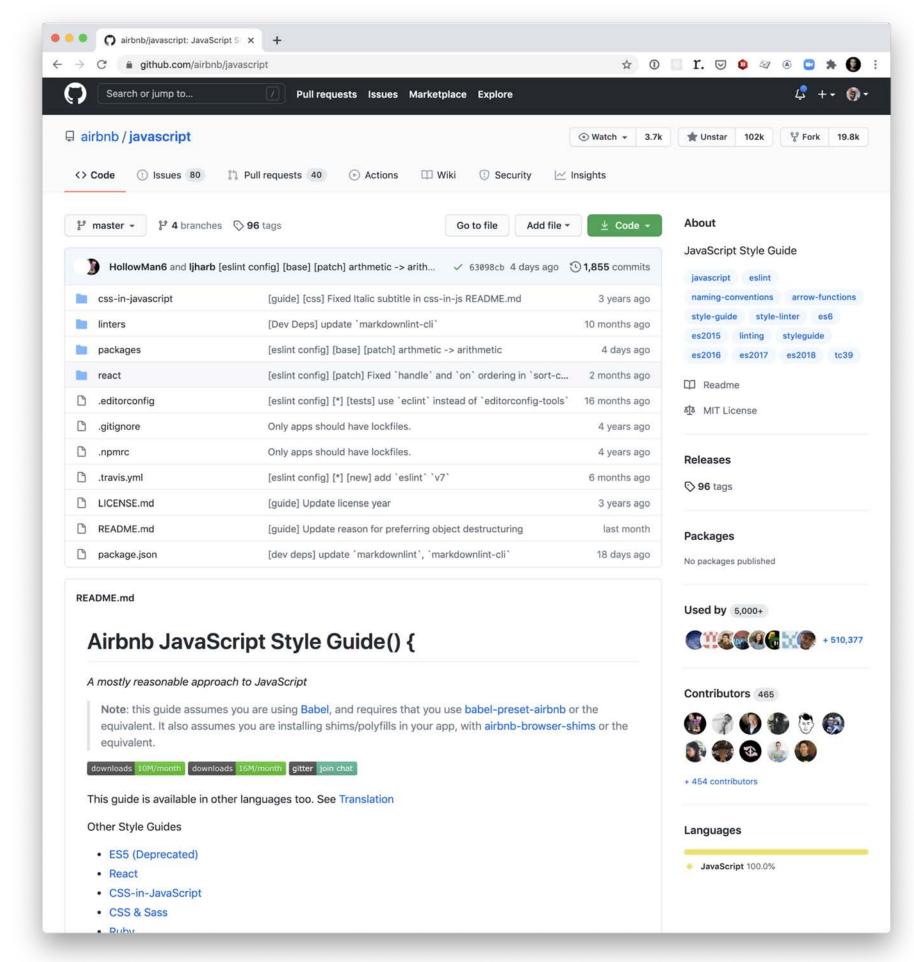




Flow State

## Code Quality != Value

- Best code is most understandable
  - Naming conventions & comments
  - Be modular, units of logic
  - Leave mind reading to the psychics
  - Avoid future confusion, will forget
- Teams strive for all code to look like written by one person
- Whats more satisfying than writing code is deleting code
- Messy code = fast to deliver & slow to change/debug
- Considered code = slow to deliver & fast to change/debug
- End of day, quality code doesn't matter if doesn't deliver value within timeframe
- Building confident > quality code

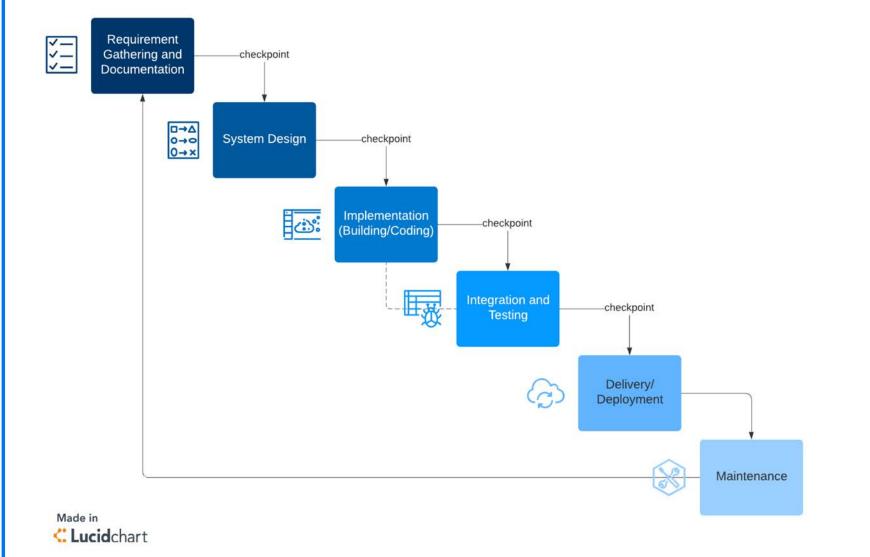


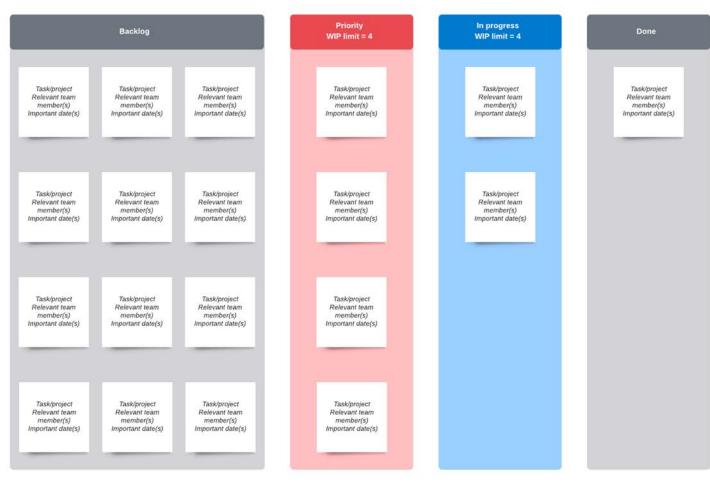


#### Other Mental Models

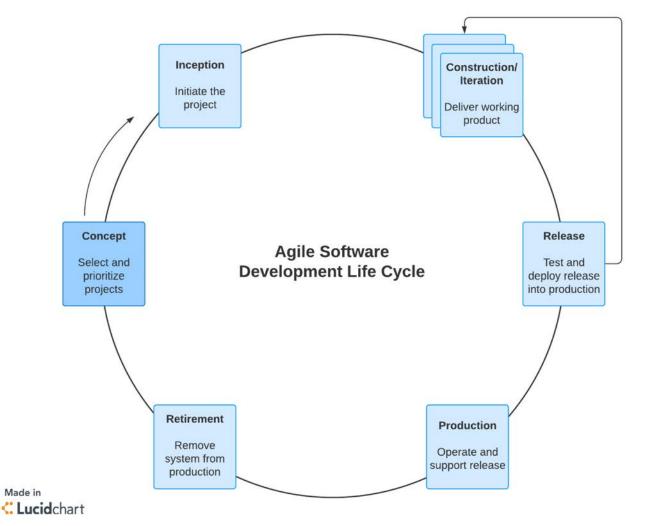
- DRY: Don't Repeat Yourself
  - Avoid Copy-Paste coding
- Modularity
  - Implement the code, break it into chunks/modules either when
    - Clear it will be reused
    - Make logical grouping for reading/finding
- Death by Abstraction
  - Solve problem first, optimize when working
- Premature optimization is root of all evil
  - Do the simplest thing first, address when (looks to start) breaking
- Heuristic, it should feel natural or obvious, its cheaper to revisit than get stuck for ages
  - Hardcode variables, get other bits working before revisiting
  - Deterministic testing

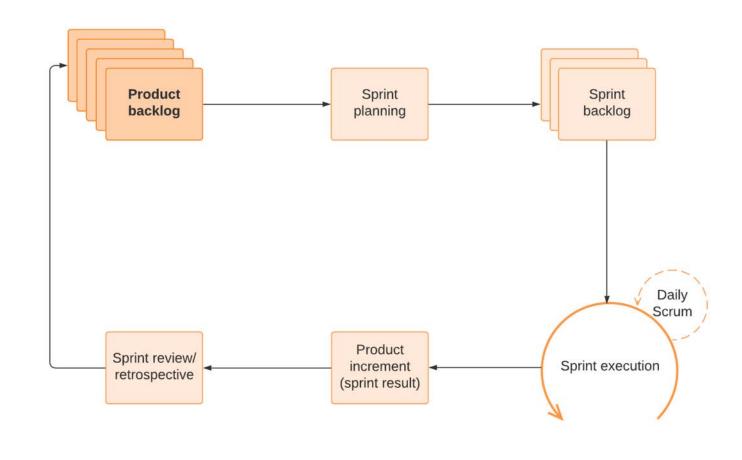
#### Methodology: Kanban vs SCRUM vs Agile vs Waterfall





- Case by case basis:
  - Stakeholders, change management
  - Validation: Feedback/learning loops
  - Rebuilding



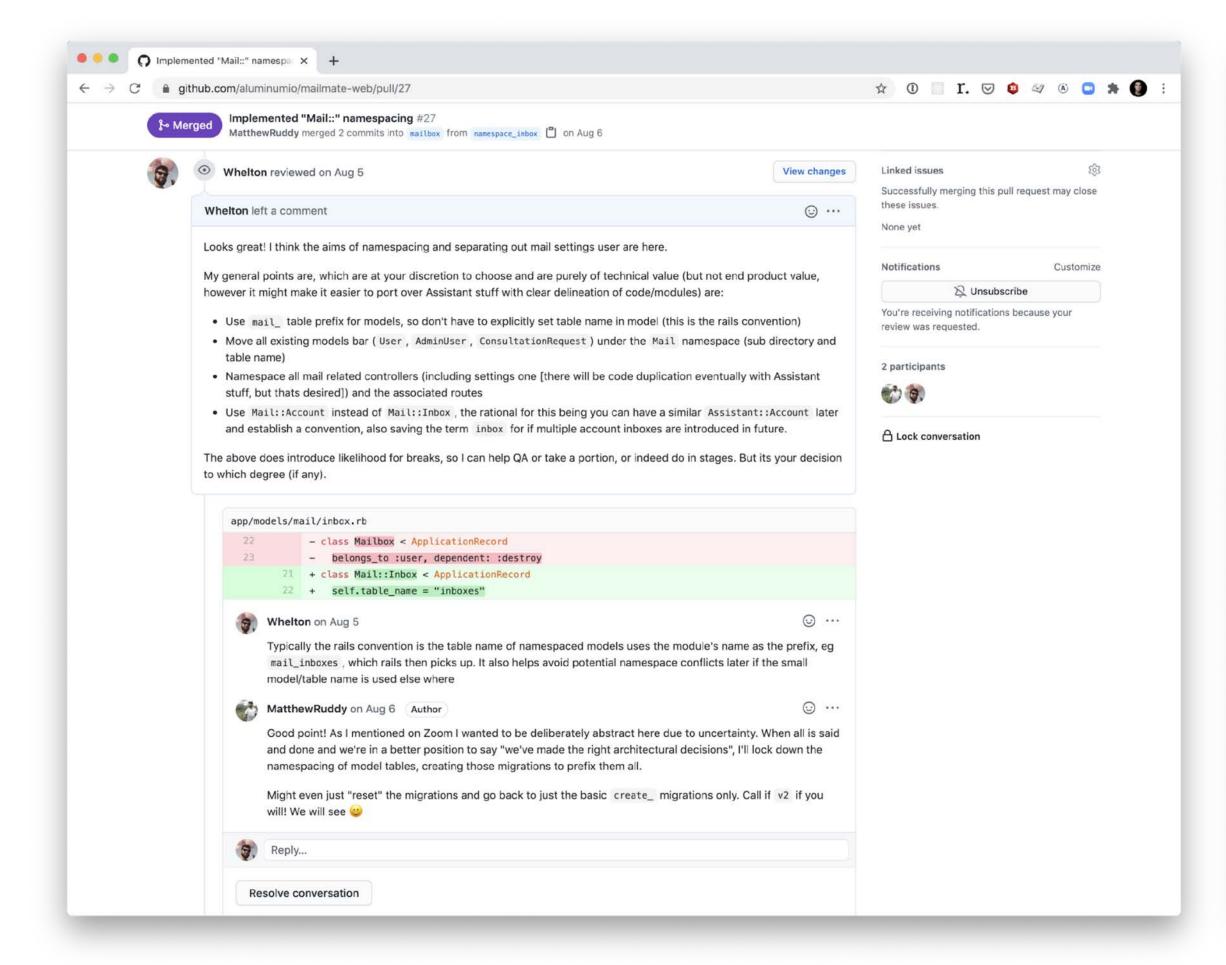


Made in

Lucidchart

- Blended approach:
  - Sprints within Waterfall
  - Start with Waterfall move to Kanban
  - SCRUM with 20% of time Kanban

#### Code Reviews



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                      Mail Forwarding #41
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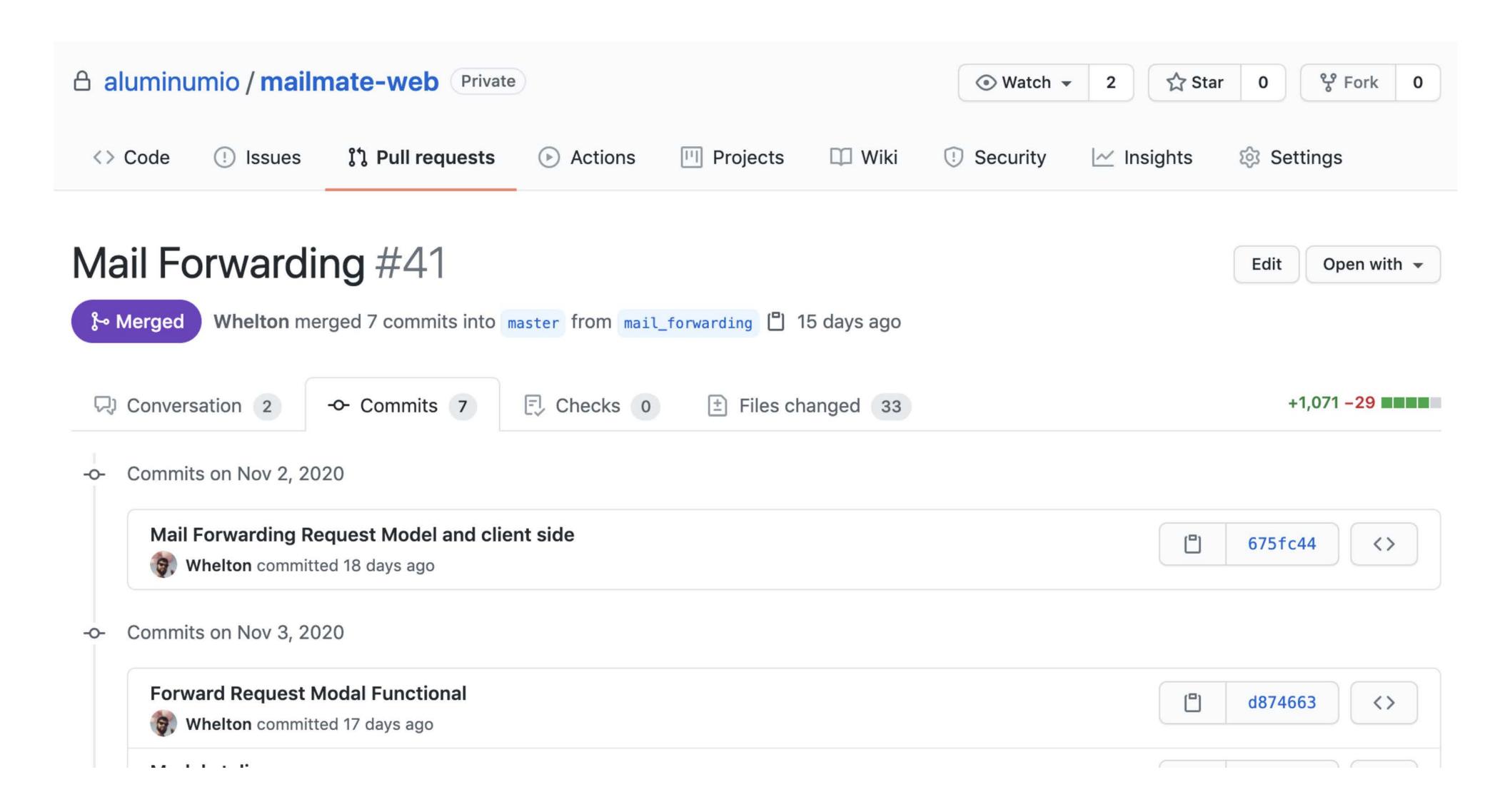
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□
                                                                                                                                                  ☐ Viewed · · ·
           ... @@ -1,11 +1,17 @@
            1 // Dependencies
                     - import * as React from 'react'
                      - import { ApolloProvider, gql } from '@apollo/client'
                    + import React from 'react'
                    3 + import { gql } from '@apollo/client'
                       import { client } from '../../src/apollo'
                       import Loader from '../loader'
                        import MailItems from '../mail_items'
                        import MailNotes from '../mail_notes'
            8     import PayBillButton from '../pay_bill_button'
                   9 + import { DateTime } from 'luxon'
                    ./omport MailForwardRequestModal from './components/mail_forward_request_modal'
                  + import { Fragments } from '../../src/graphql/fragments'
                  + import { IPostalMail } from '../../src/graphql/types'
                  + import IconForward from '-!react-svg-loader!./assets/icon-forward.svg'
                  14 + import { Tooltip } from 'react-tippy'
                 16 // Props
                       interface MailInboxItemProps {
                      @@ -15,7 +21,8 @@ interface MailInboxItemProps {
                        interface MailInboxItemState {
                         item: object,

    isLoading: boolean

                   24 + isLoading: boolean,
                 25 + forwardModalIsOpen: boolean
            21 28 const POSTAL_MAIL = gql'
                      @@ -48,9 +55,13 @@ const POSTAL_MAIL = gql`
                                changeCardUrl
                              forwardRequest {
                             ...MailForwardRequestFields
```

#### Code Reviews

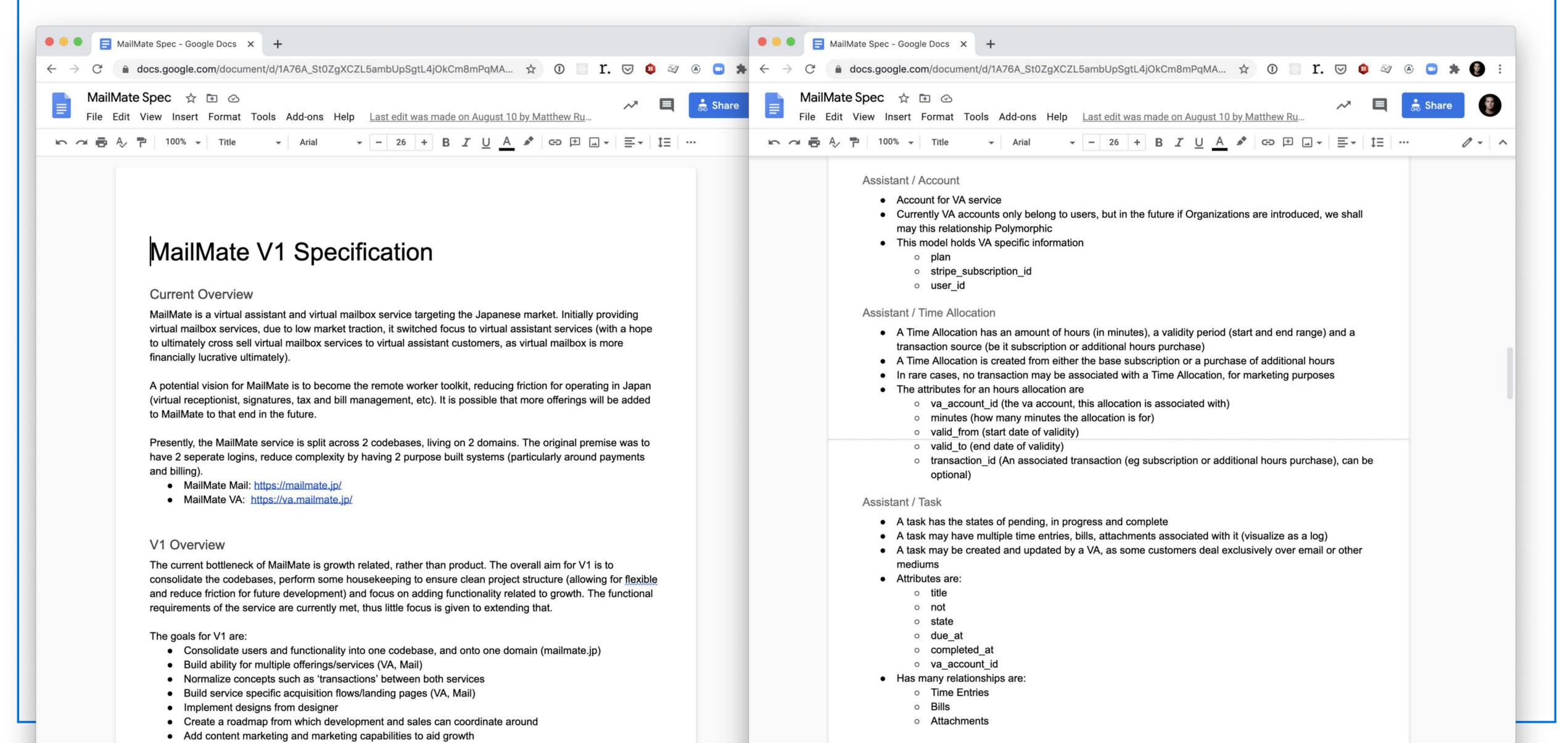


## Product Management

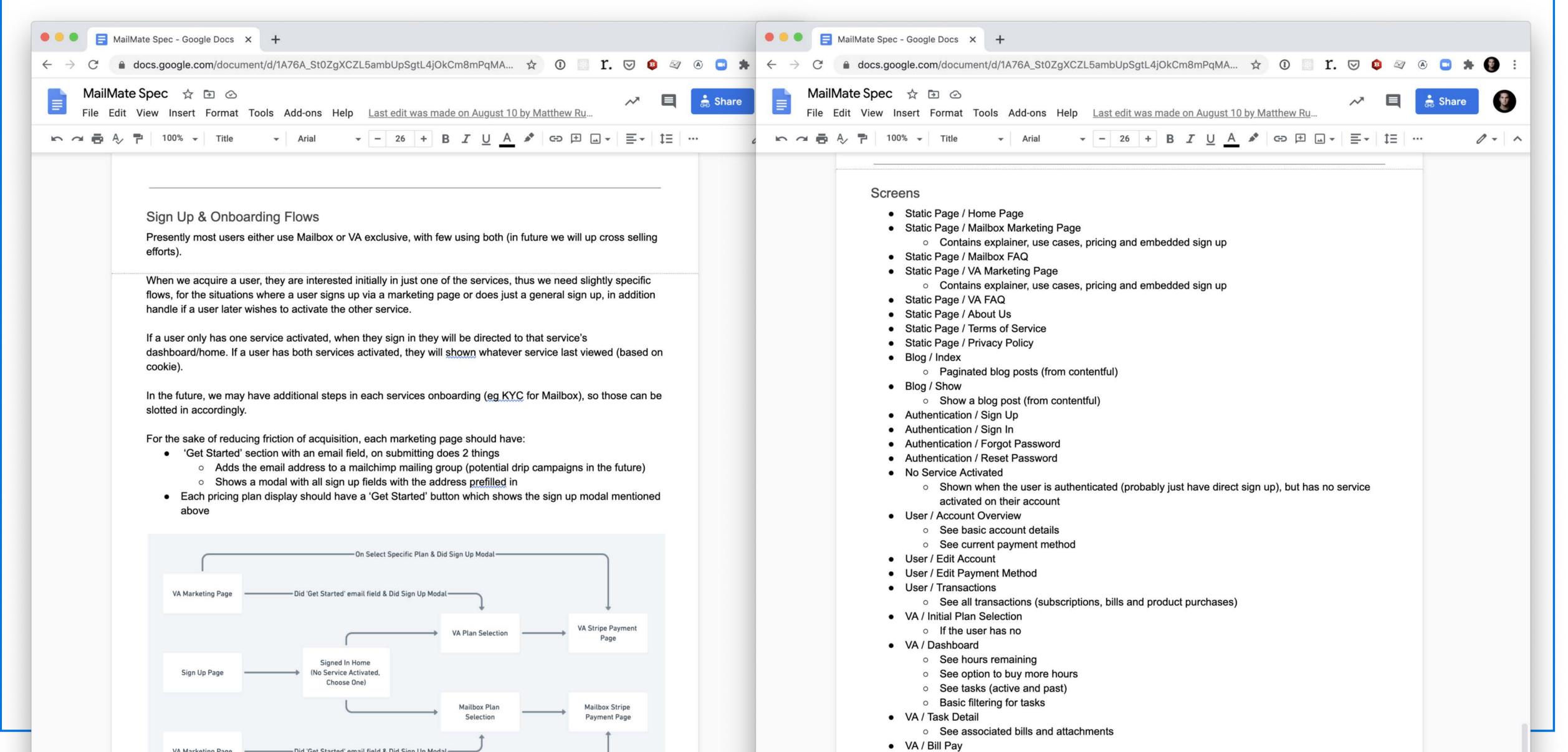
- **Discovery** (understand personas, targets, goals, etc)
- Requirement Gathering (from all stakeholders)
- Specification
- Wireframes
- Mock Ups
- Implementation

- Sign off at each stage
- User stories
   "As a user I want to do X when I see Y"
- Minimize thinking and interpretation
- Estimate, spot issues ahead of time
- Alignment

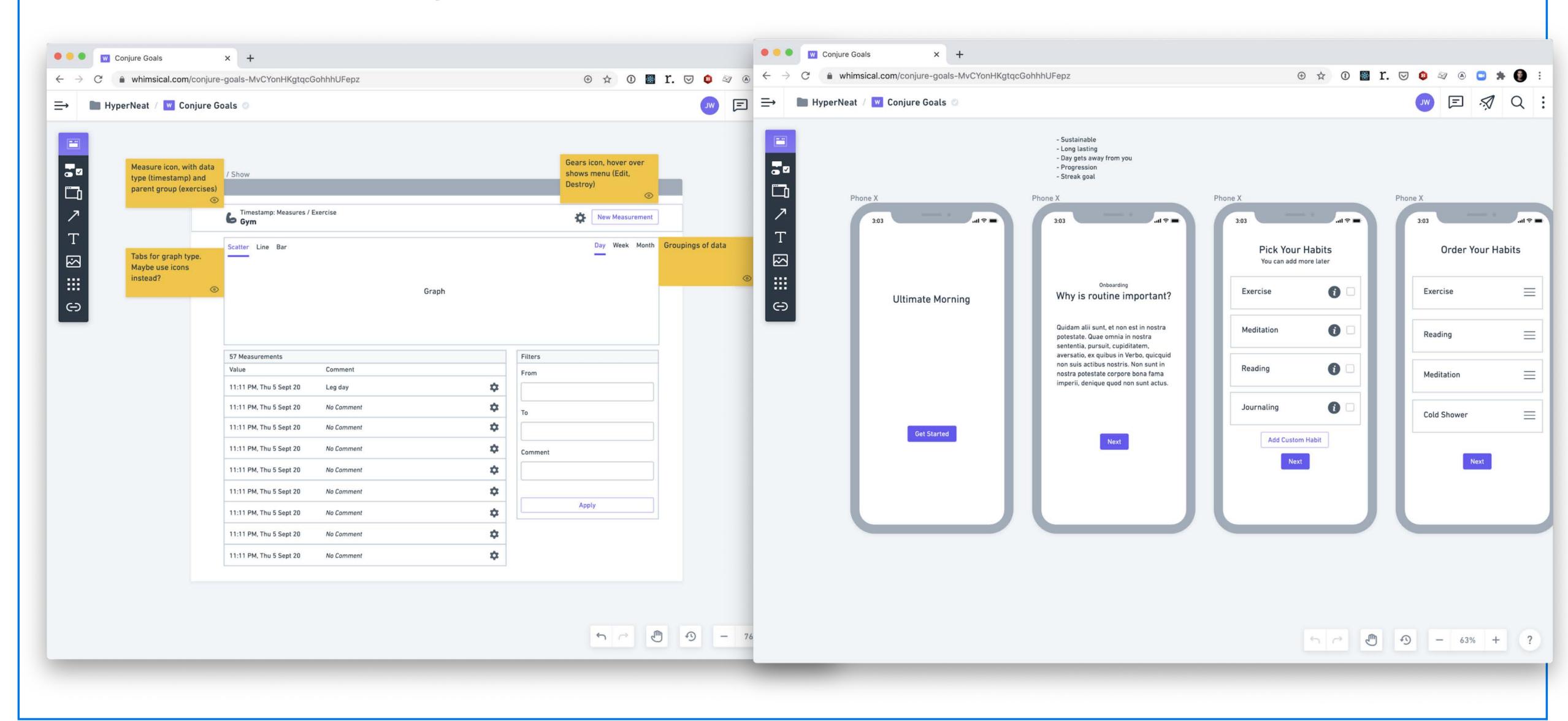
# Product Management: Specification



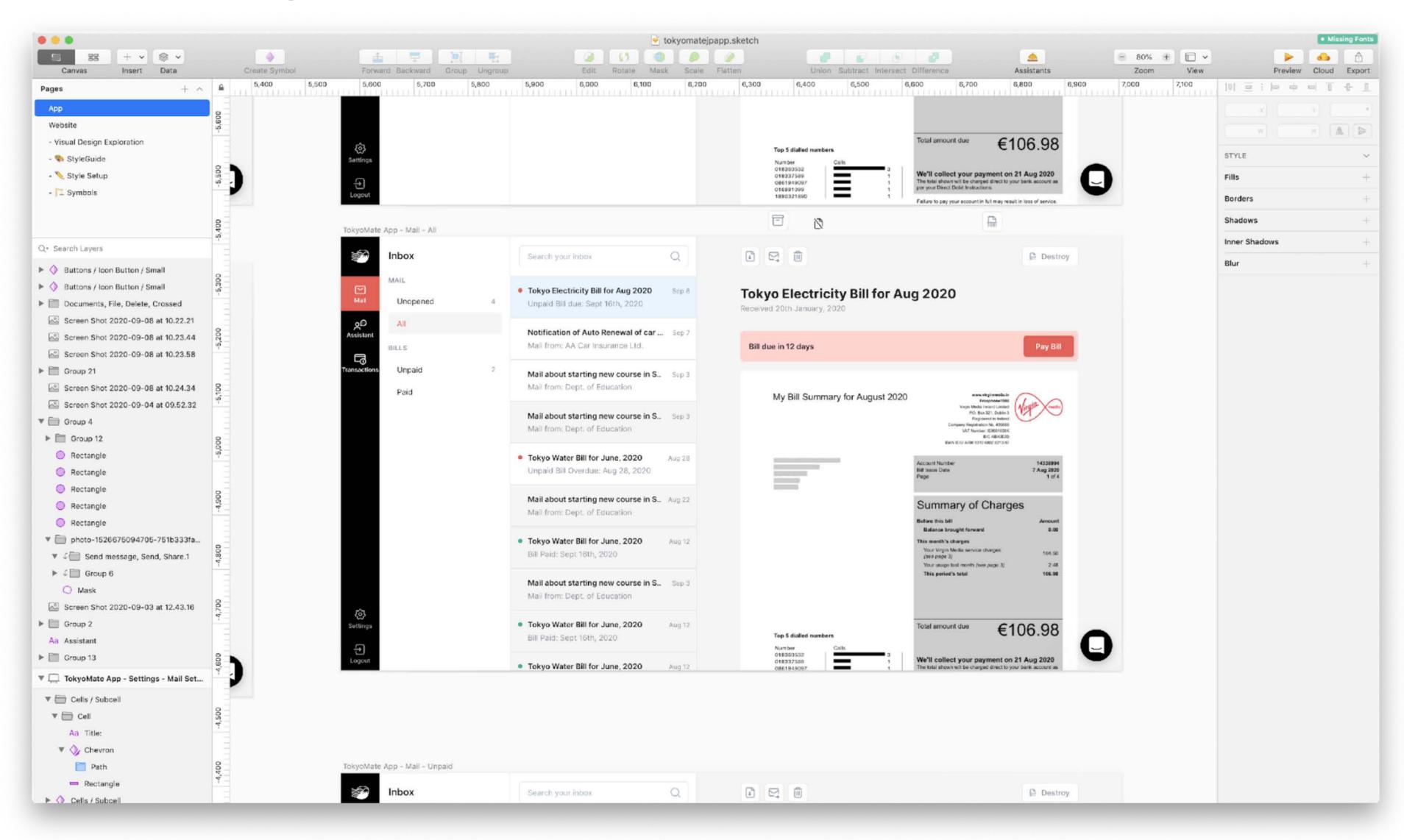
# Product Management: Specification



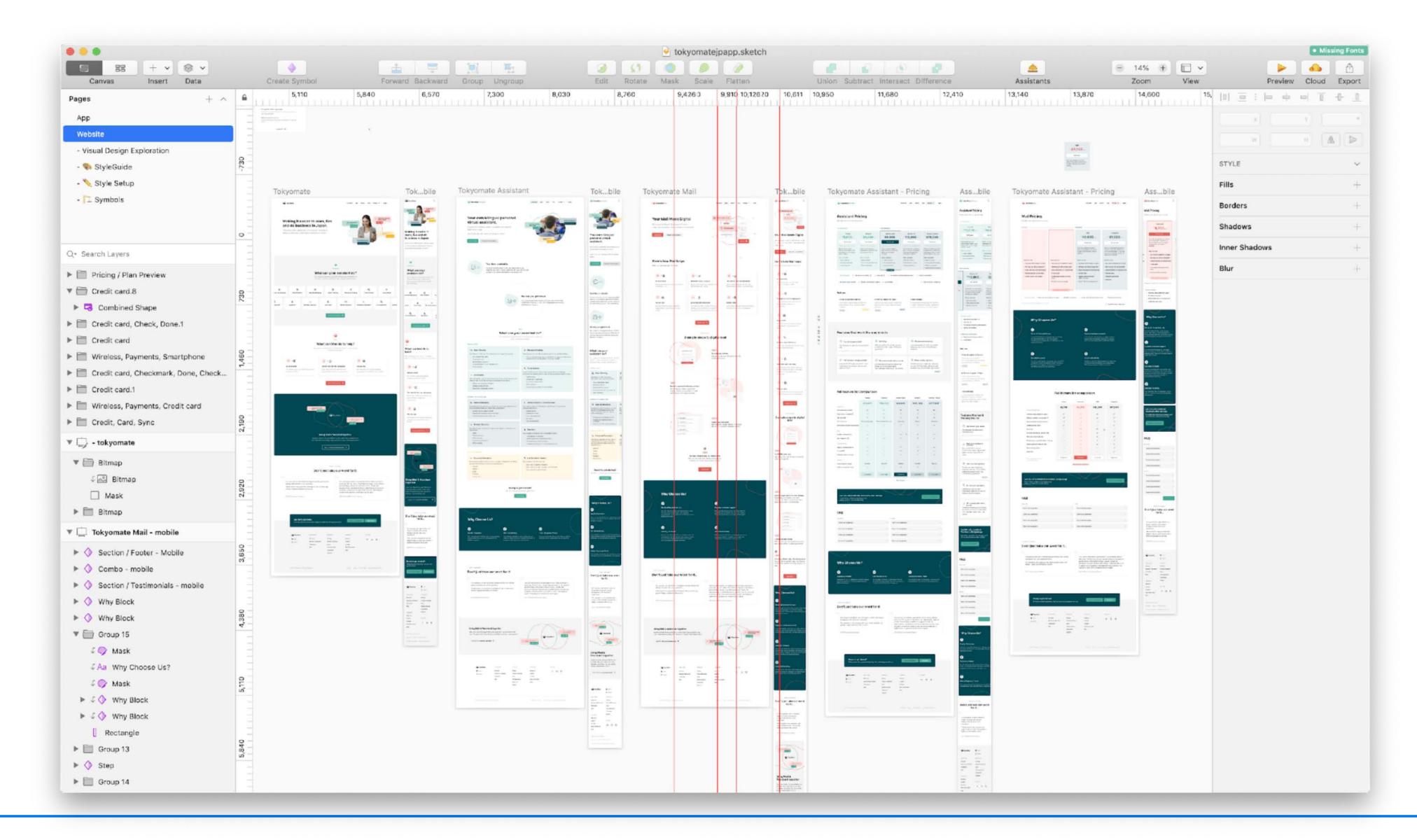
## Product Management: Wireframes



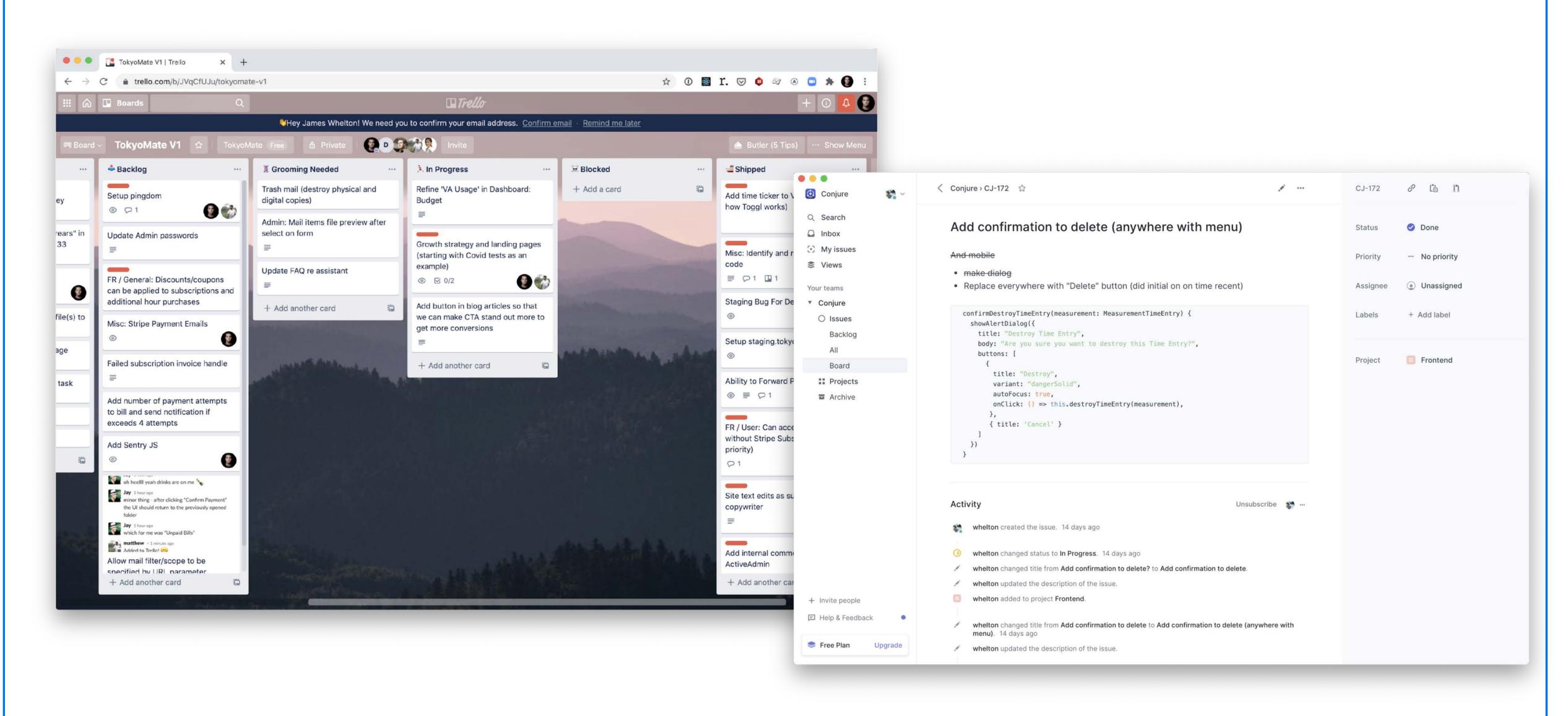
## Product Management: Mock Ups

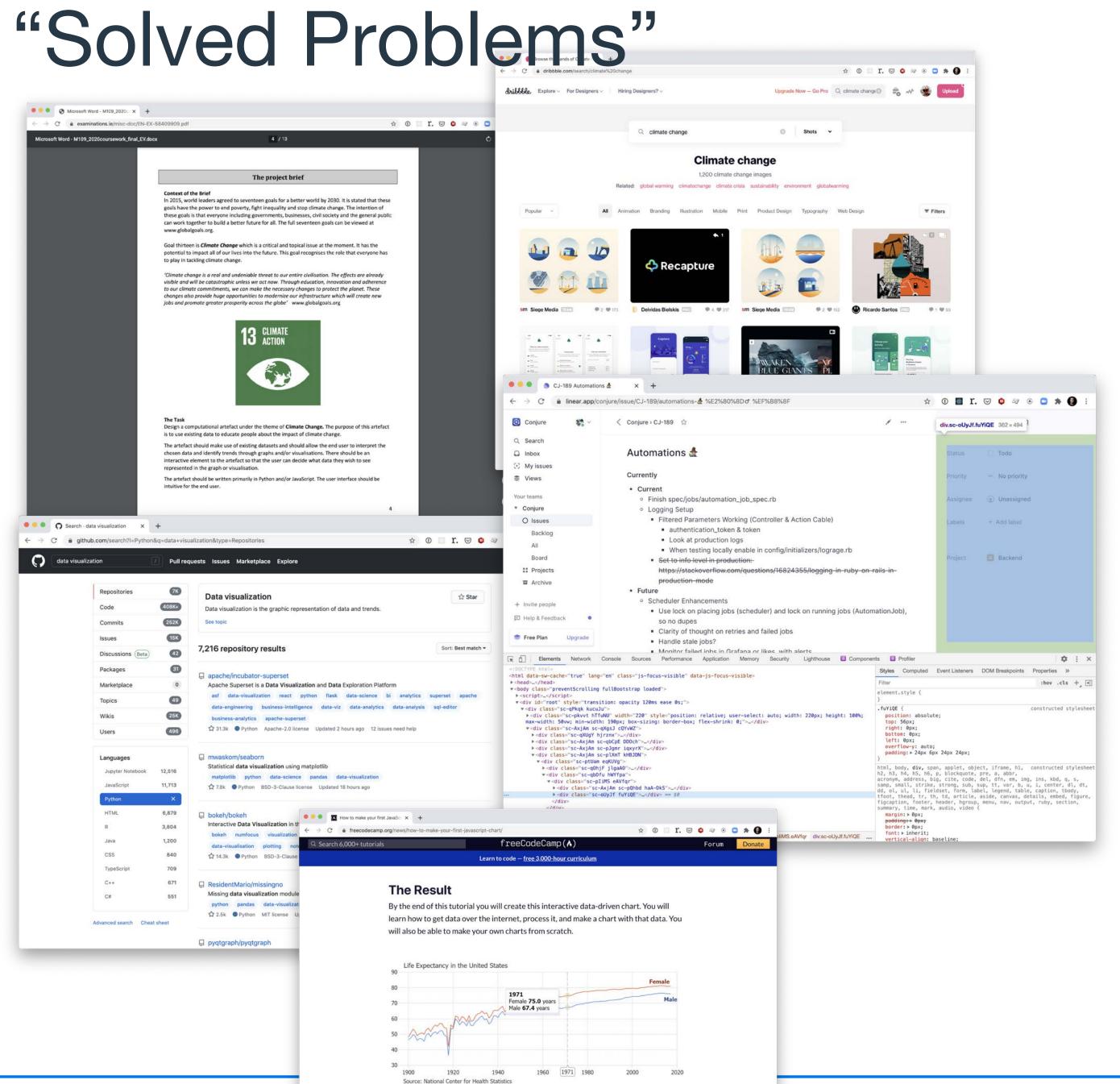


# Product Management: Mock Ups



## Product Management: Implementation





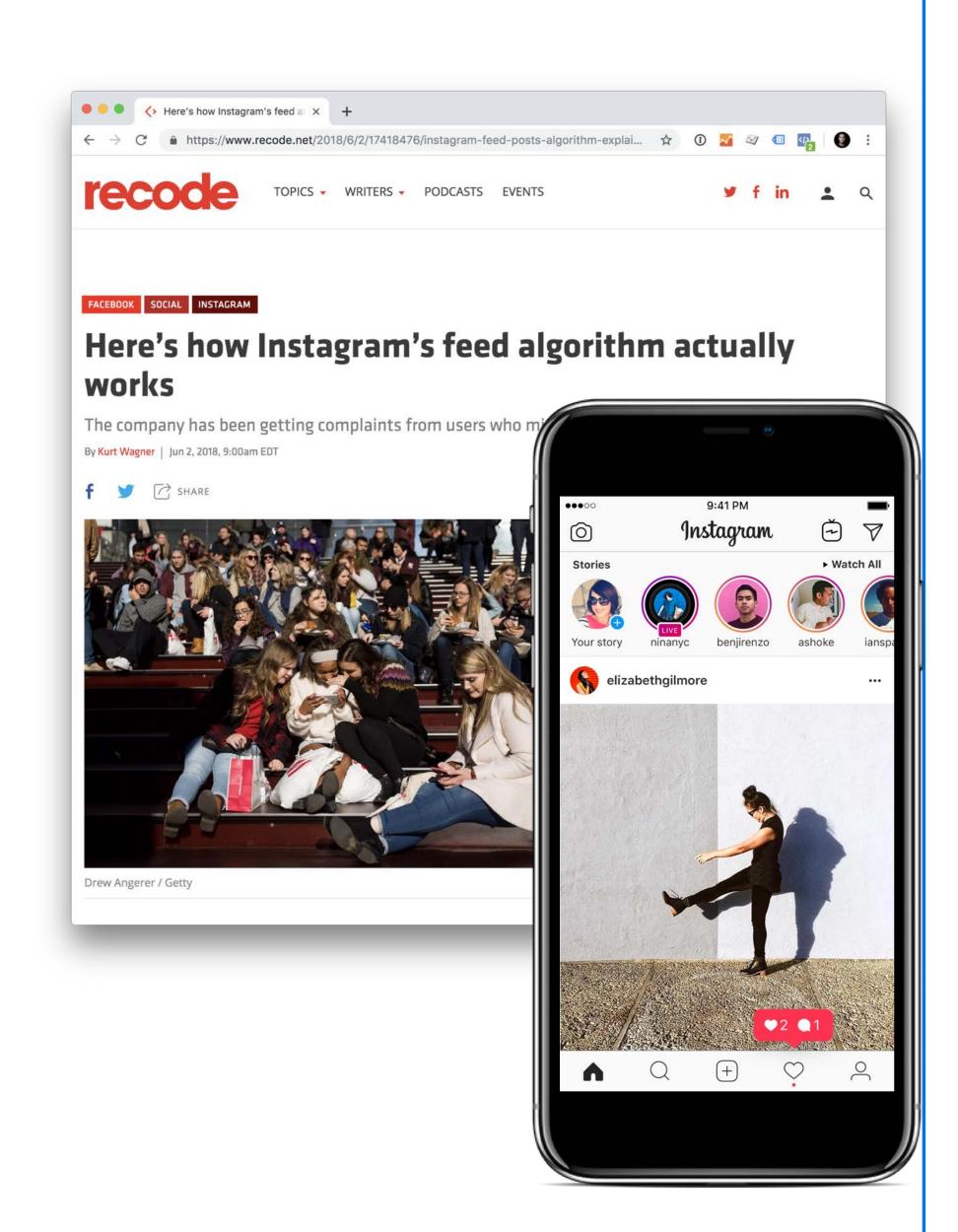
- Most problems have been solved and thought through by others
- Leverage this by looking at web site/app designs, layout, content, features, etc (inspiration, moodboard)
- Search for open source projects, look at sample code
- Follow tutorials of vaguely similar projects (similar concepts, eg CRUD, charts, etc)
- Reach out to people, ask how did something!
- Apply growth mindset, enough effort/time can figure it out

## Philosophy

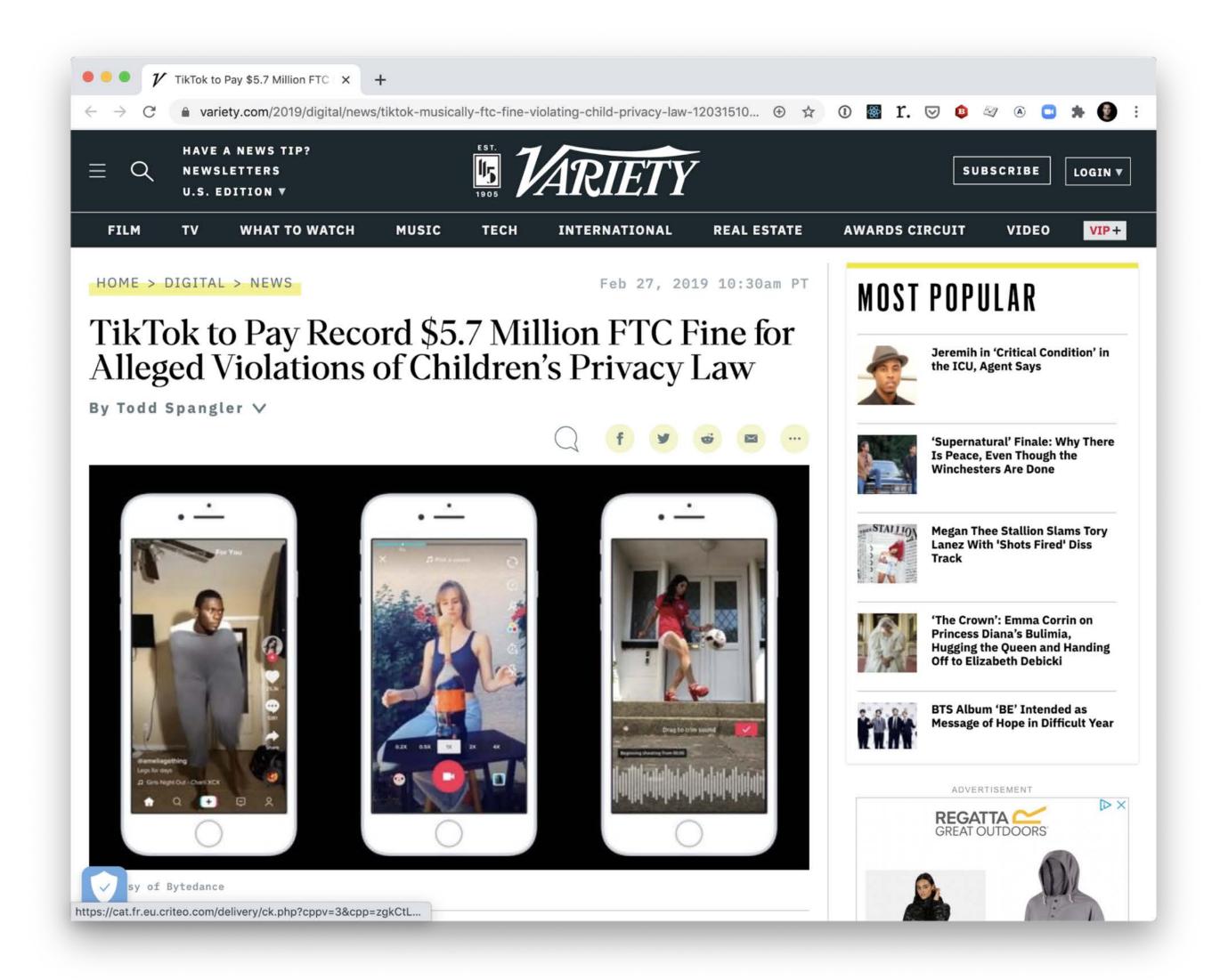
- Young people are back to being consumers
- Young people need to understand how they are being influenced by technology, the same way we learn of dangers of substances in Science
- Companies' whose revenue model is based on ads and valuation is based on continual user engagement, use an arsenal of tactics to keep users hooked, oft without consideration of wellbeing of user
- Everything is being monitoring and iterated on, to drive desired behaviour or 'conversion'
- Couple ability to code/make with their desired field

#### Wellbeing In A Technological World

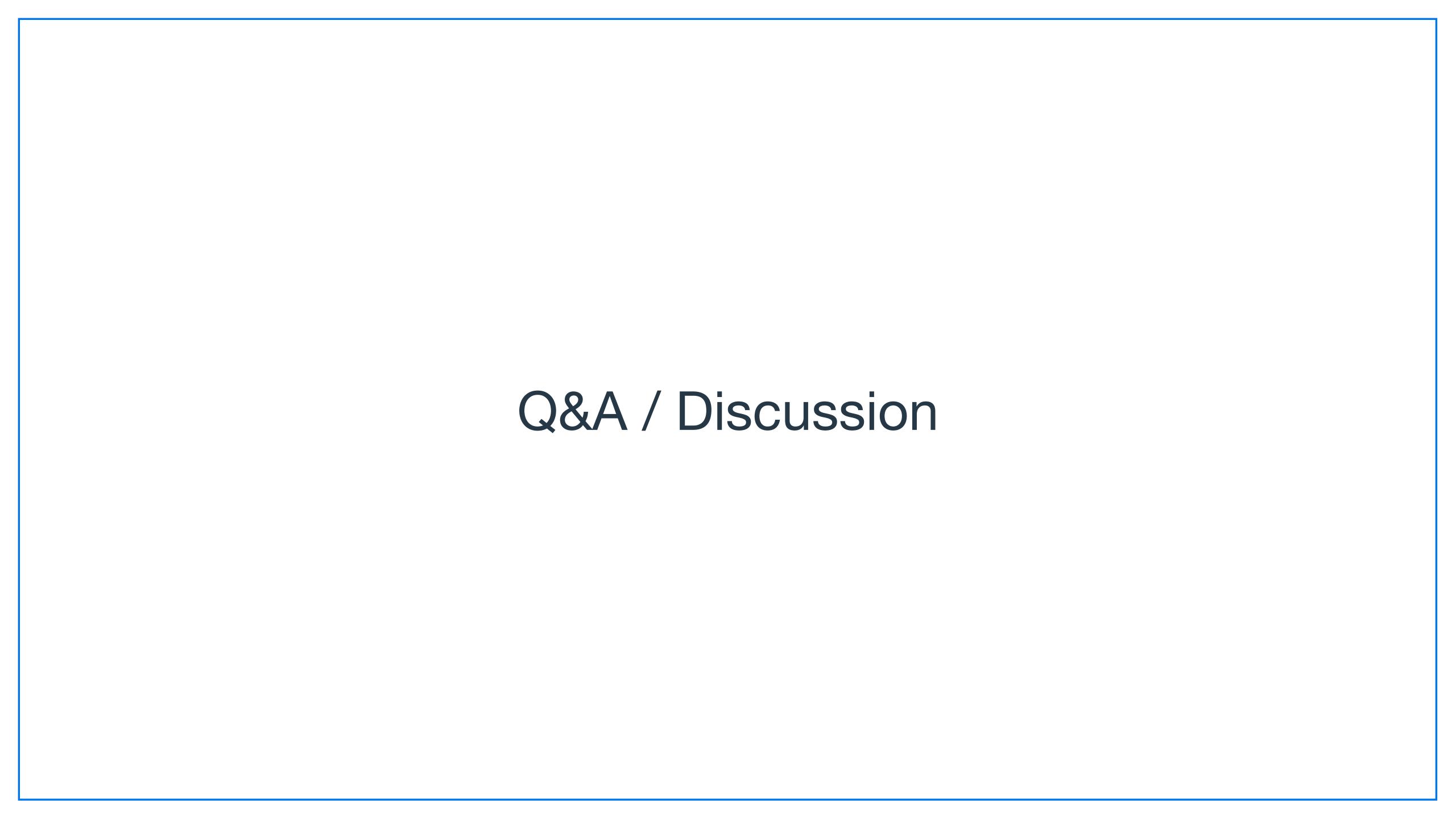
- Example Instagram changing feed from Chronological order to Algorithmic order
  - Show what you're most likely to engage with (Like, Comment, Share)
  - Better content you see upfront, more likely to increase time on app, thus see more ads
  - Individuals already only upload their best photos
  - When you get the best of the best prioritized, creates distorted world view, increases feelings of loneliness, anxiety, depression
  - Understanding these mechanics and attributing appropriate importance is vital for wellbeing



#### Wellbeing In A Technological World







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