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Next Generation Architects for a Harsh Business World

Just in case you **wonder** ...



Curutchet House
Built by Arch. Le Corbusier , btwn 1949 and 1953
La Plata, Buenos Aires, Argentina (the city I live in)

Who is **this guy** in front of you?

How, why, when did he came into
this **(weird) ideas**?

Let's **BEGIN** with ...

Chapter

1

A Story of
Architects

The image features a dark brown background with a central, semi-transparent rectangular area. Within this area, the silhouettes of several graduates in academic regalia are visible against a lighter, blue-tinted sky. To the left, the silhouette of a grand, classical building with columns and a pediment is partially visible. The overall mood is academic and traditional.

The **Traditional** Architect

The Drugstore Clerk and Amateur Guitar Player Turned **Best-Paid Guru**



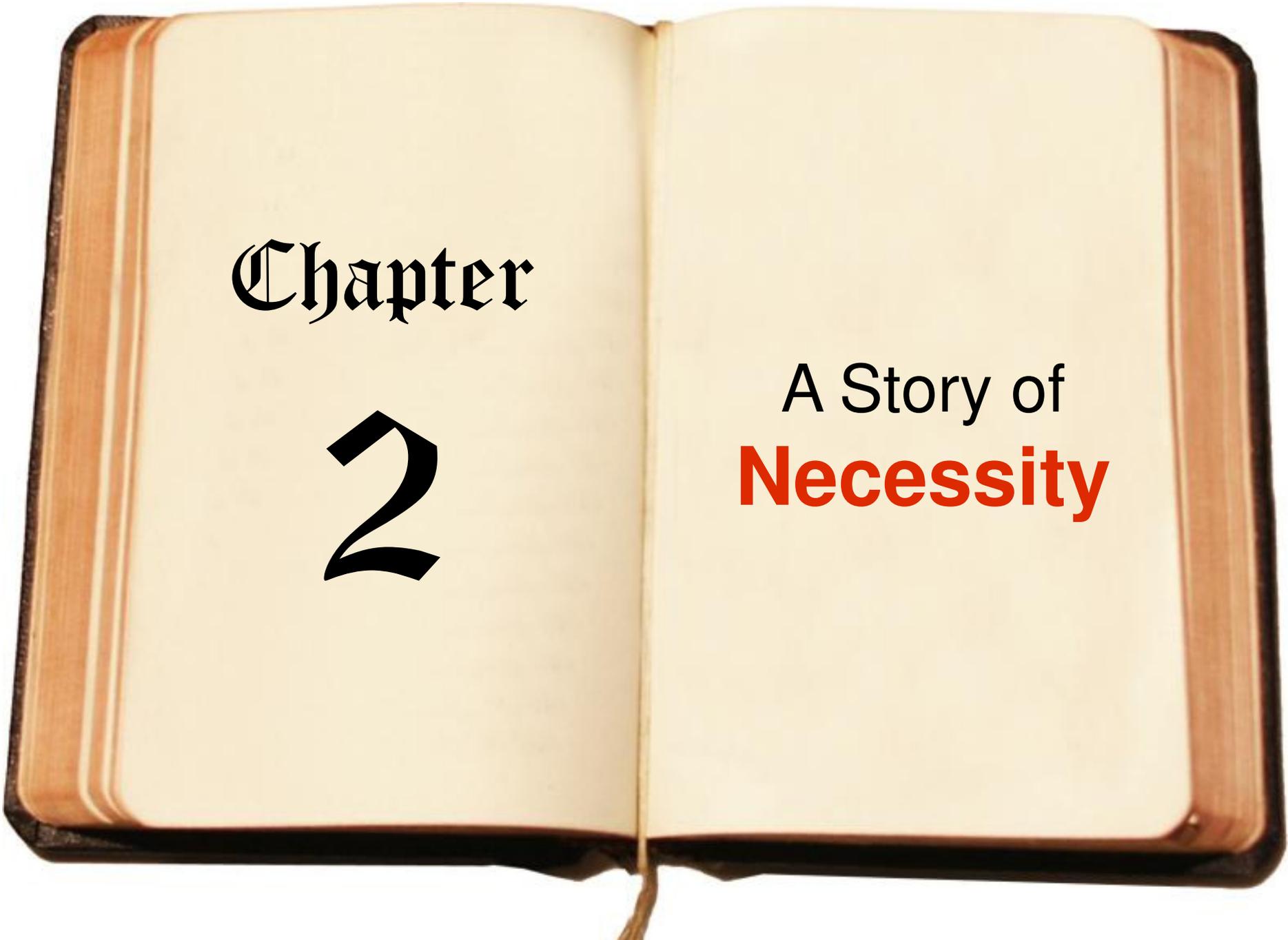


The Factory Worker Turned Premier
Technical Authority

The Frustrated Engineer Turned **Most Sought-After Architect** in the Market



How could these people
ever enter the software
engineering market?

An open book with a dark cover and light-colored pages. The text is overlaid on the pages. The left page contains the word 'Chapter' in a black, gothic-style font, followed by a large black number '2'. The right page contains the text 'A Story of' in a black, sans-serif font, followed by the word 'Necessity' in a bold, red, sans-serif font.

Chapter

2

A Story of
Necessity

Just a **few samples**,
from what one can read in
daily newspapers ...

EDUCACION Y EMPLEO

El país necesita el triple de expertos en informática

Hay más demanda laboral que nuevos egresados

Por: Leo González Pérez

“Our country needs the triple of IT professionals”
“Demand outreaches newly graduates”

Market Conditions Melting Entry-
Barriers to Technical Positions



Ingresar
Ayuda

Inicio Últimas noticias Edición impresa Opinión Política Economía Inf. general Deportes Espect

Los jóvenes argentinos no escapan al flagelo

Alejandro Rebossio
LA NACION

Domingo 17 de abril de 2011 | Publicado en edición impresa

Comentá (3) Tweet Compartir Me gusta 43

Los jóvenes argentinos que no estudian ni trabajan no están liderando revoluciones como en el mundo árabe. No protestan por las calles como en Europa. En general, tampoco se movilizaron en el funeral de Néstor Kirchner. Son los que están frustrados de repartir culpas por no conseguir empleo. Son las que están cuidando a sus bebés y debieron dejar la secundaria. Son los que toman cerveza en la esquina. O paco. Algunos delinquen. La mayoría, no

La Organización Internacional del Trabajo (OIT) hizo un informe sobre los jóvenes que ni estudian ni trabajan, los ni-ni, en América latina, aunque usó los datos de la Argentina basados en encuestas oficiales de este país de 2006, antes de la creación de la Asignación Universal por Hijo (AUH), cuando el desempleo era más alto. El informe advierte que el 19,7% de los argentinos de 15 a 24 años se encuentra en esta situación, justo en el promedio regional (mejor que el 21% de México, pero peor que el 17,9% de Brasil). Serían 1.390.000 argentinos.

*“19,7% argentinos
between 15 and 24 years
old does not study and
does not have a job”*

Social Conditions Creating Outstanding
Commitment to Self-Development

Some people, **resign**

Some others, **don't**

... and some others are
eager to take a chance
on the second group!

Chapter

3

Non Traditional
Skills and
Personality
Traits ...

**Through a
Lens**

What's **so special** about
these people that makes
them unconventional stars?

Ruthless Commitment to **Overcoming** **Limitations**





Unprejudiced Predisposition to **Listening**
and Learning

Crude **Understanding** of Business and Social Reality





Respectful Disrespect for
Established Practice

Stubborn **Ownership** of Work



Humble Acceptance of **Constructive Criticism**

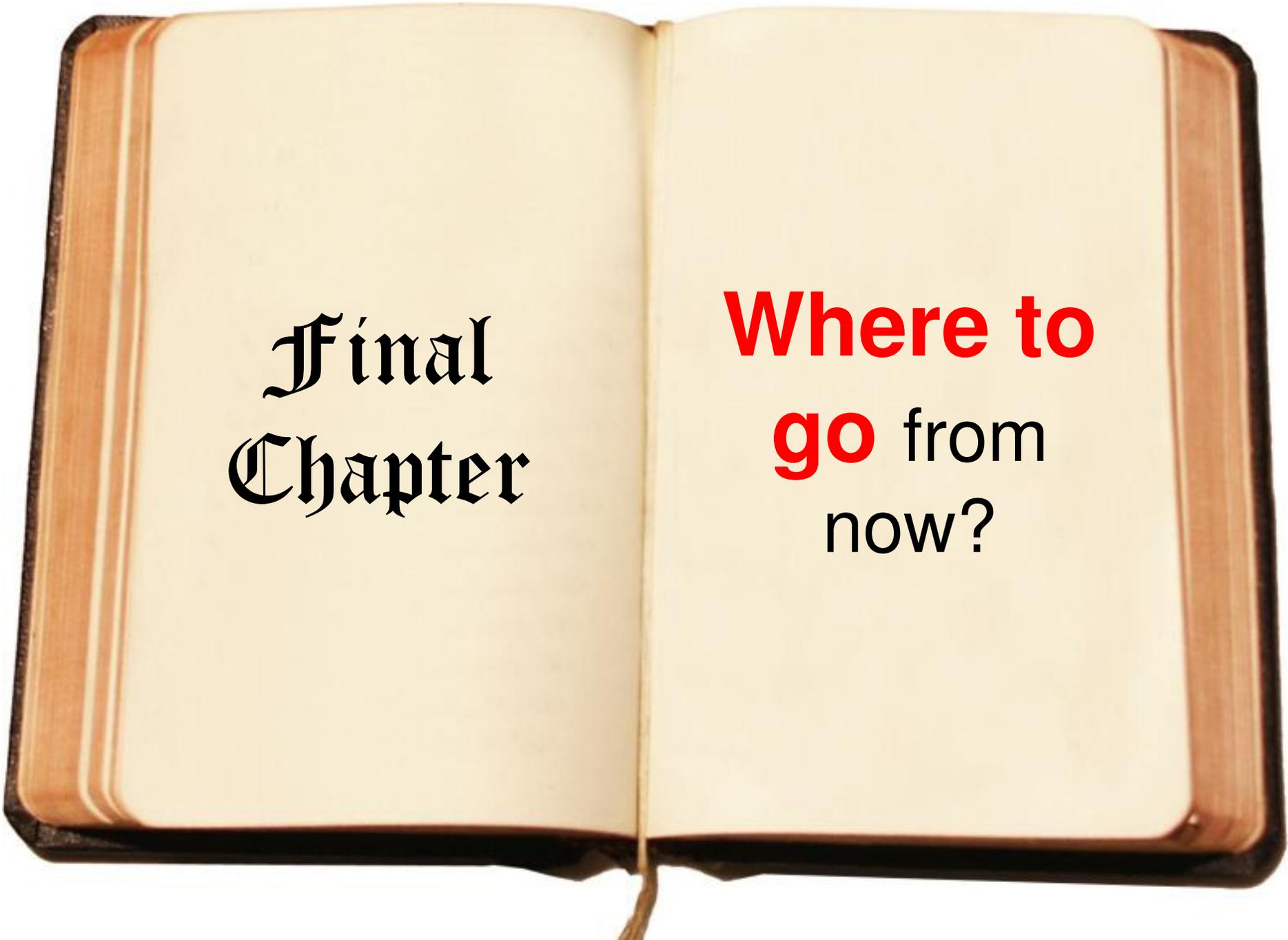




Grateful Will to **Engaging Apprentices**

How many of the
architects you know exhibit
these traits?

How better would
they be if they just did?

An open notebook with a dark cover and light-colored pages. The left page has the text 'Final Chapter' in a black, gothic-style font. The right page has the text 'Where to go from now?' in a red, sans-serif font, with 'Where to' on the top line, 'go' on the second line, and 'from now?' on the third line.

Final
Chapter

Where to
go from
now?

Less recipes ... **more**
questions to ask
ourselves!

Reviewing **Talent Sources** and **Recruiting Processes**

Which are our current sources of recruiting?

Which non-technical or managerial aspects do we value?

What prevents us from recruiting from somewhere else?

What prejudices do we have upon recruiting sources and profiles?

Are we discarding candidates for non technical / managerial reasons?

Do we care about “tradition” when hiring?

Are we preventing non-traditional talent from even entering the process?

How many **additional talented people** could we have if we challenged some traditional rules?

Reviewing **Career Plans** and Software **Architect Curricula**

How are we helping our architects becoming more resilient to frustration?

How are we teaching technical talent to defy accepted practice?

How are we coaching technical people to learn from constructive criticism?

How is our architects' true level of ownership and commitment?

How are we promoting apprenticeship among technical senior staff?

How many technical failures can you attribute to negative personal traits?

How many times people personal traits were key to technical success?

How better would our traditional architects be if we helped them develop these personal traits?

To me, the **answer** is ...

Much More

Much Better

Thank You Very Much!

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