



Appsilon



Fostering Excellence: **What It Takes to Build a World-Class** **Team of R and Shiny Developers**

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PHUSE EU Connect

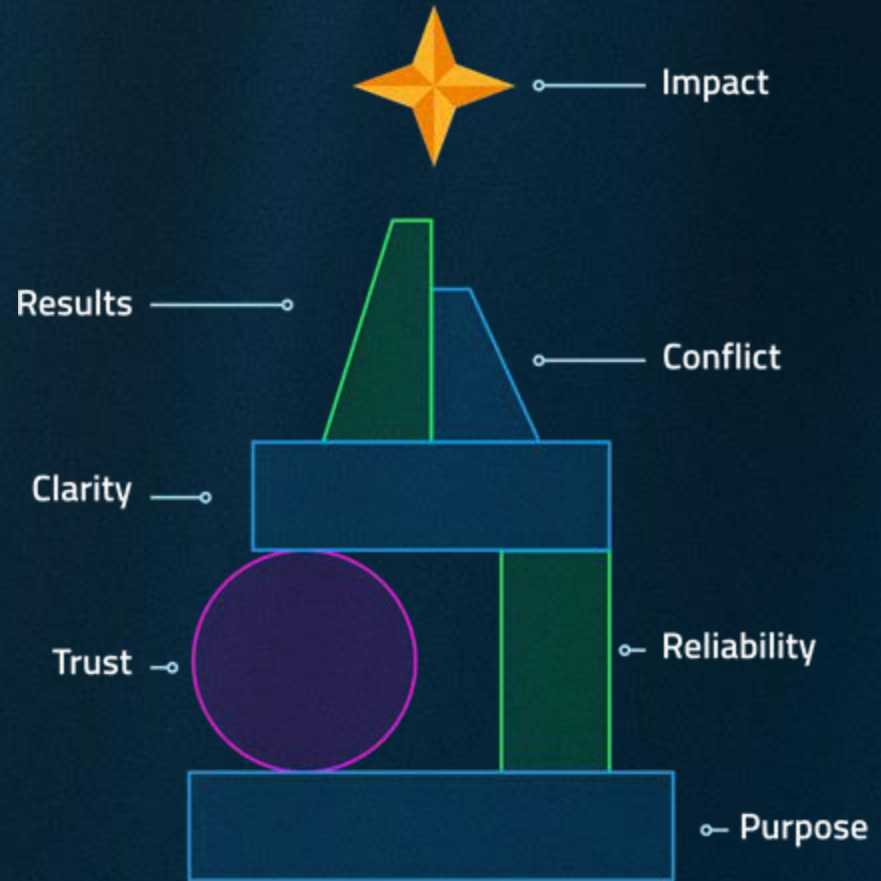
Strasbourg, November 2024



The foundation of success

Team Agreement

- Set the stage
- Agree on the 'why' behind our collaboration
- What we value as a group and how we work together
- Establish a shared understanding
- Make it a mutual commitment



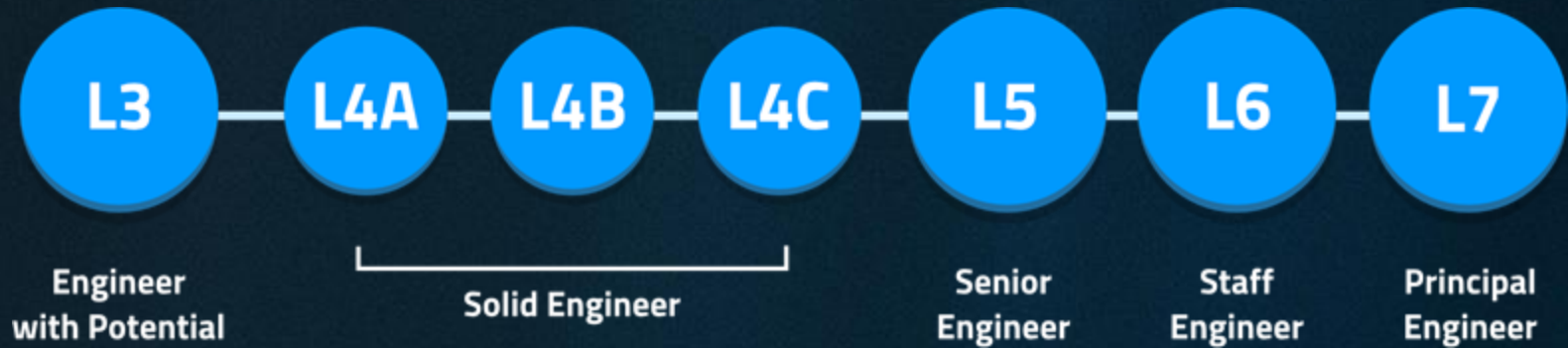
The foundation of success

Career Pathway Document

- Roadmap for growth
- Ensures that each person has a **clear vision** of how they can evolve
- Lays out the **skills they need to master**, potential career trajectories and the milestones they should aim for
- Includes skills related to tech, process, team work, communication, learning, initiative and reliability



Individual Contributor (Tech Leadership Path)



Individual Contributor (Tech Leadership Path)

Skills	Skills	Example achievements	Example antagoals
Dev	Writes code, tests and documentation according to Definition of Done. Participates in software design for features and bug fixes under direct supervision.	Has examples of pull requests with code written according to the project Definition of Done	Does not write unit tests on a regular basis. Does not fulfill a DoD when merging a PR.
CI/CD	Understands development workflow in a team. Effectively uses git in single person projects and learns gitflow workflow for larger projects. Has a general understanding of the tools used in the Continuous Integration and Continuous Deployment process.	Contributed to projects using gitflow workflow with feature branches, pull requests and continuous integration configured by more experienced developers.	Merges changes without asking colleagues for code review / pull request. Resolves git problems using bad practices (e.g. pushing with force option).
Agile	Has a general understanding of agile software development principles. Develops understanding of the whole cycle how we deliver value to customers. Is able to look at what we are building from the end user's perspective.	You've asked questions whenever a backlog item is unclear. You have helped the team write better backlog items. You actively shared your concerns and ideas on retrospective meetings (internal and with the client).	Avoids going beyond developing only. Does not act (speak up/ challenge) when they see that something doesn't make sense, - develops it anyway. Avoids meetings intentionally. Doesn't want to be involved in scrum meetings, think of them as a waste of time.
Reliability	Delivers on time. Effectively communicates overload or too many contexts. Makes steady progress on tasks. Knows when to ask for help in order to get themselves unblocked.	Example of situation when they communicated overload or blockage to their team and manager early. Has found an effective technique to get out of the blockage or overload. Example of situation they had to ask for removing one context, and thanks to this they delivered more important priority on time.	Spends many days on getting out of the problematic situation on their own. Overpromises (underestimate) results to the client. Frequent delays and no idea how to improve it. Explaining root cause as "too much work" that is thrown on them.

The foundation of success

Individual Development Plan (IDP)

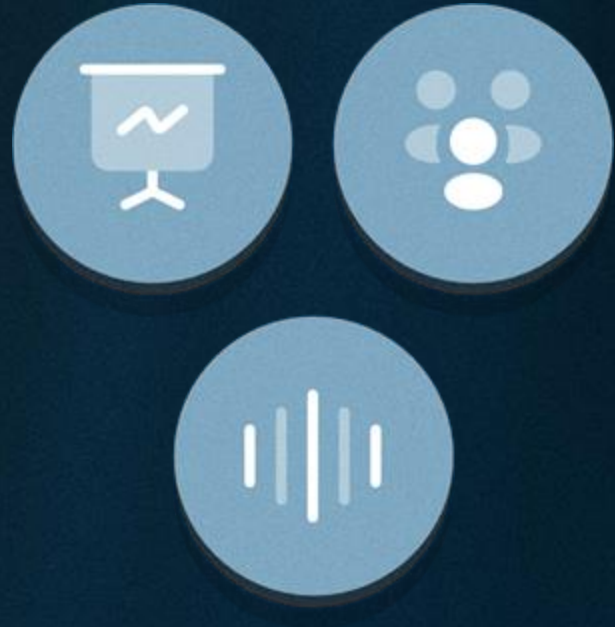
- A tailored plan **focused on personal growth**
- Includes areas, new technical skills and long-term career aspirations
- Ensures that **personal goals are aligned** with the company's objectives



		2024	January	February	March
Category	Group	Skills			
Projects	Technical expertise	AWS		AWS Course Online	
		OOP in R			
	Project management	Backlog Management	Prioritization matrix		
		Conducting effective meetings	Prepare agenda for every meeting		
Internal activities	Pitch	Gathering Ideas	Prepare dashboard		
		Veryfing Ideas			
	Planning	Creating Roadmaps		Plan Roadmap	

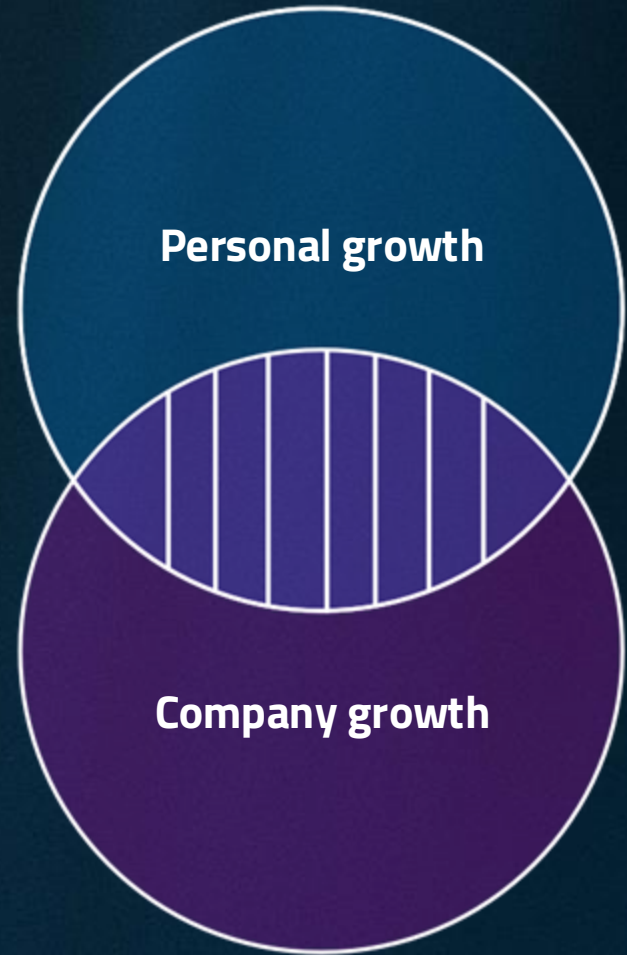
The foundation of success

- Team Agreement
- Career Pathway Document
- Individual Development Plan



Balancing personal and organizational goals

- Align individual, team and organizational goals
- Drive intrinsic motivation
- Provide organizational support
- Balance short-term vs. long-term goals
- Develop culture of feedback and adaptation





shiny.react



shiny.semantic



data.validator



sematic.dashboard



shiny.gosling



box.linters



shiny.benchmark



shiny.info



rhino



shiny.blueprint



shiny.router



shiny.emptystate



reactable.extras



shiny.fluent



shiny.telemetry



tapyr

Sustainable success

- Balance drives **long-term success**
- **Flexibility** is the key
- It supports **well-being**
- **Leadership** sets the tone



Fostering collaboration and innovation

- **Cross-functional teams** bring diverse perspectives.
- Team members that are encouraged to **continuously develop new skills** and explore new technologies, bring fresh ideas and approaches to their work.
- Innovation often comes from **experimentation** and being willing to take risks.
- **The right tools and infrastructure** are essential for seamless collaboration.
- Diverse teams are more innovative because they bring **different experiences** and ways of thinking to the table.

Success



Talent

**Nurturing
environment**

**Alignment
between goals**

**Clear growth
paths**

**Culture of
collaboration**

Leadership

"Shoot for the Moon. Even if you miss, you'll land among the stars"

Norman Vincent Peale



Thank you!

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