



# Building a great Drupal team in the face of talent starvation

What would Maslow do?

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Drupal dev since 2007 (D5)

Software dev since 1998

Trainer since 1990

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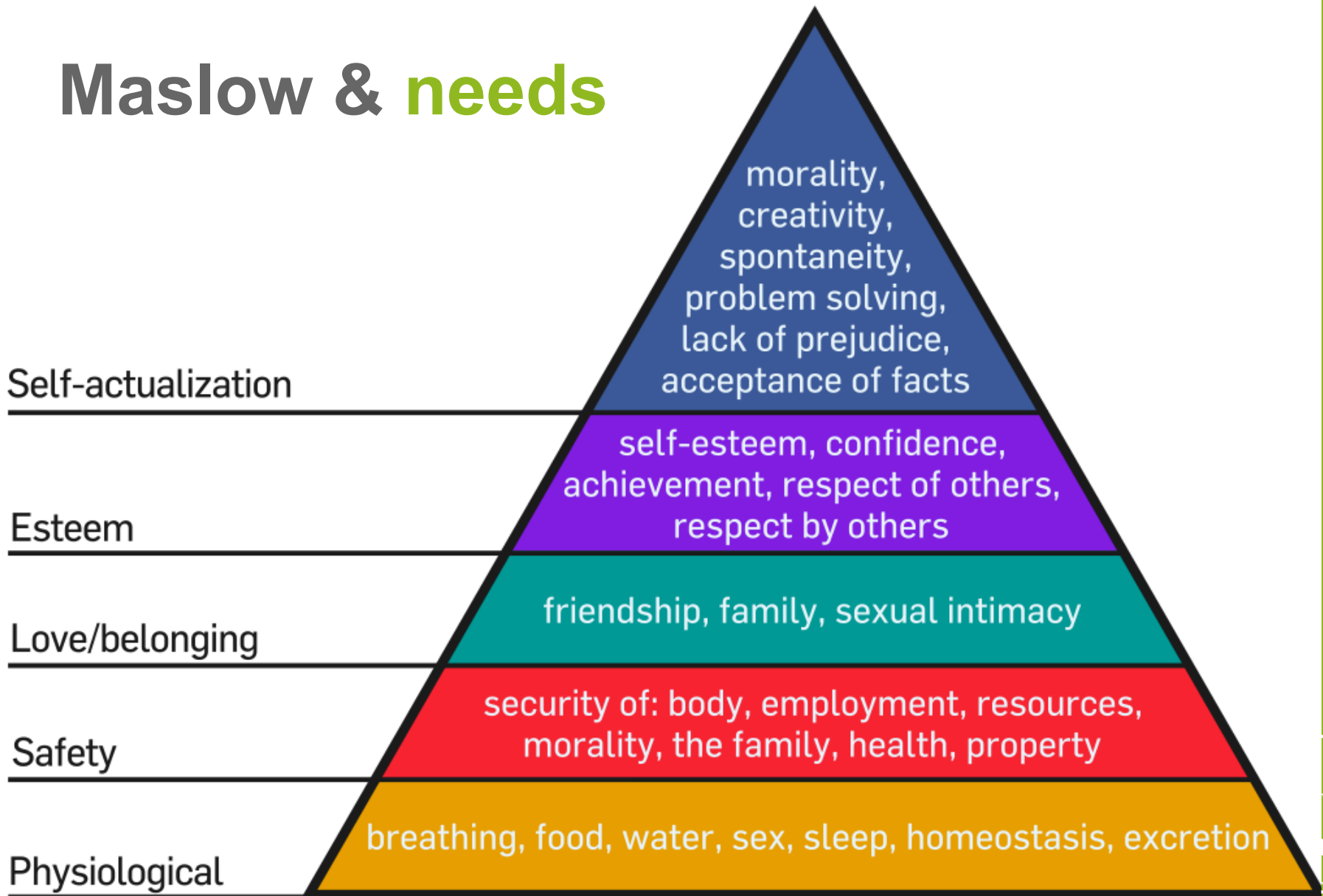
Drupal since 2010 (D6)

Developer and trainer

Educator since 2009



# Maslow & needs

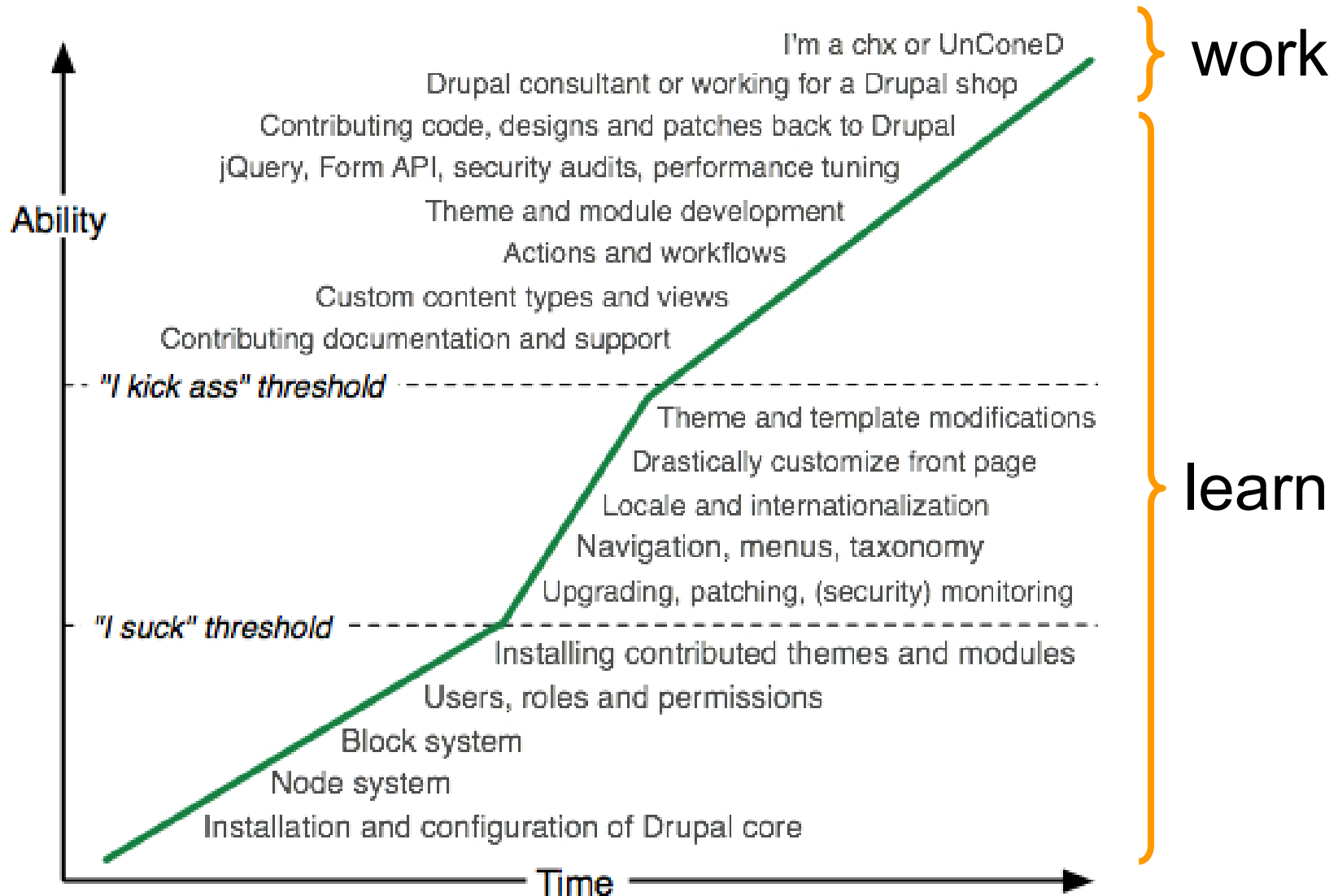


# Infrastructure & **needs**

Drupal as LAMP stack project

Drupal as **framework**

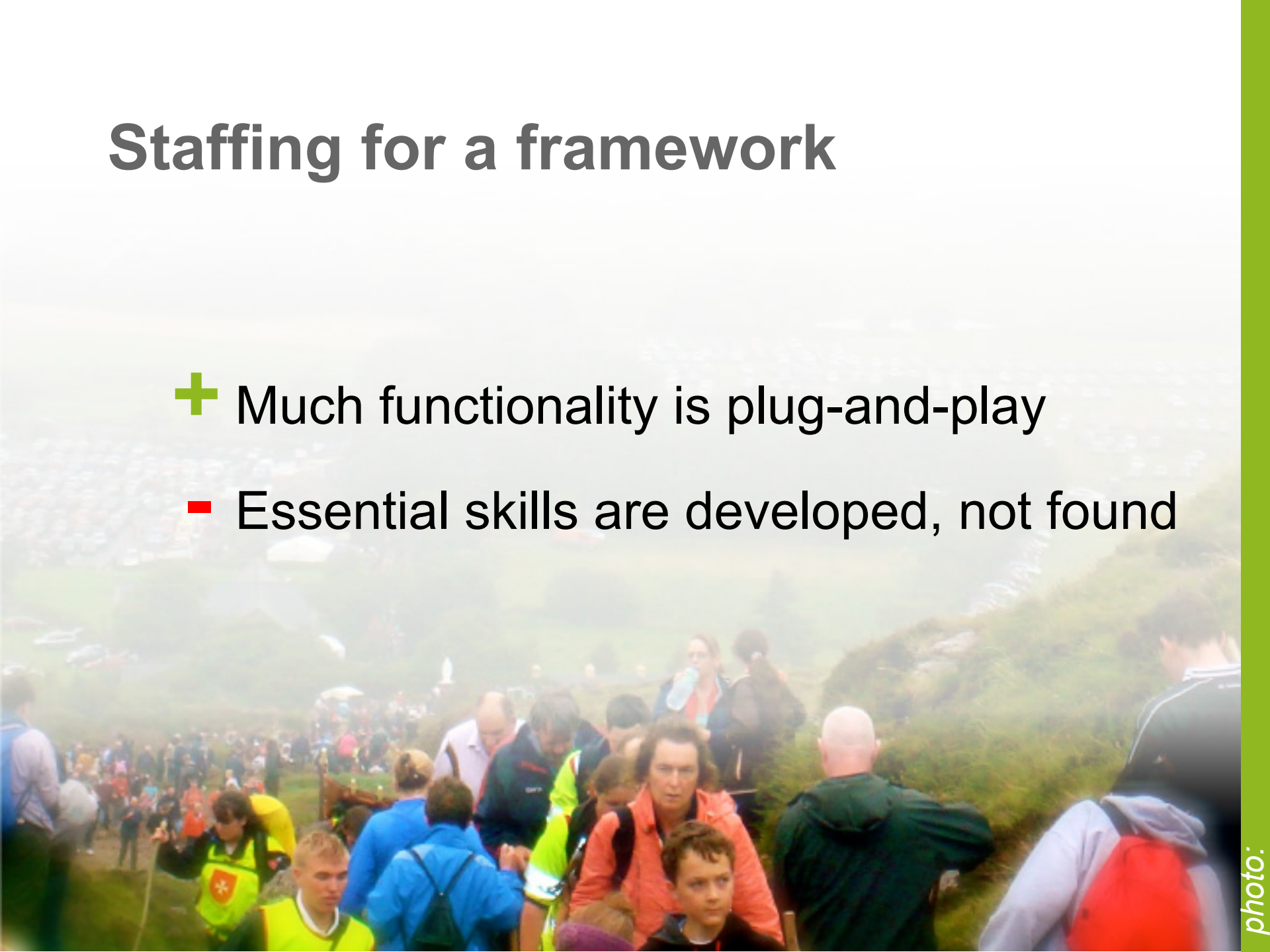
# 2007 Drupal learning curve





# Staffing for a framework

- + Much functionality is plug-and-play
- Essential skills are developed, not found



authorize.php

catalog\_request.php

CHANGELOG.txt

COPYRIGHT.txt

cron.php

includes

index.php

INSTALL.mysql.txt

INSTALL.pgsql.txt

install.php

INSTALL.sqlite.txt

INSTALL.txt

LICENSE.txt

MAINTAINERS.txt

menu\_block\_fixed.inc.php

misc

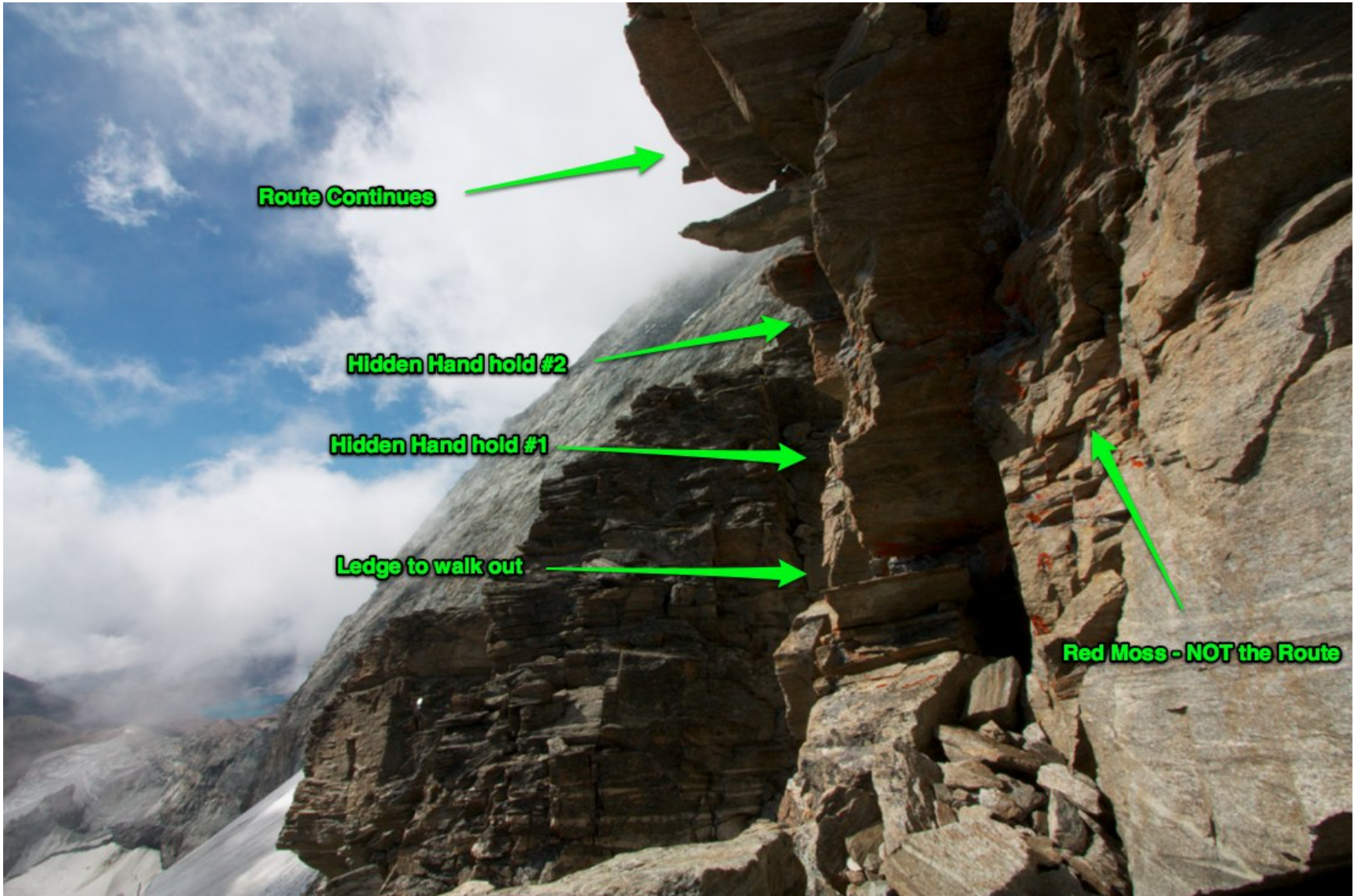
modules

profiles

README.txt



# How (not) to learn by doing





# Learning modes

- Instructions on expected challenges (explanation with some practice, possibly in a classroom)
- Simple tasks (get into the flow)
- Tasks that require research
- Code review

# A sample learning path

extend Drupal to reuse content (views, feeds, etc.), build subthemes

*leverage contrib modules and themes*

code reliability, upgradeability, support resources, pace of innovation

*leverage the community for future-proofness*

content, navigation, people, appearance

*configure fundamental site components with admin ui*

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This week, *From the Top* comes to you from Hosmer Concert Hall at the Crane School of Music at



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THE PROGRAM

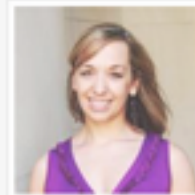
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**Aaron Pacheco**  
The One and Only



@ericaligeski

@susantran It was so fun to watch the dogs jump! Its today too 11-6pm Red Dog rocks!

About 2 months ago



@ericaligeski

@susantran dock dog day at red dog spa on southampton st! Come down!

About 2 months ago



@ericaligeski

#drupal just discover themekey module thanks to mustardseed. So cool!

About 3 weeks ago

# A few typical roles

- Site builder
- Basic themer (html/css)
- Site architect
- Advanced themer (php & javascript)
- Module developer

innovation

sys ops, high traffic, integrations

*existing APIs, LSD working group*

pre-process functions and alter hooks

*'alter' coding*

leverage contrib modules and themes

leverage the community for future-proofness

configure fundamental site components with admin ui

# Hiring for Drupal

- Pinpoint project needs
- Identify mentors
- Leverage junior roles
- Find opportunities for mutual support in the broader community



# Project characteristics

- clearly defined engineering tasks
- learner initially not part of velocity
- team member

# Learner characteristics

- cultural fit
- self-directed learners
- ask for help when they hit blockers
- respond to coaching

# Mentor/learner pairing

## Mentor's role

- set attainable tasks
- set challenges
- offer avenues of discovery
- review work

## Learner's role

- push for learning velocity
- set personal goals
- try things
- ask questions

# Learner community resources

## Best practice lectures

- conferences
- meetups

## Issue queue mentorship

- sprints
- [drupalladder.org](http://drupalladder.org)
- [drupal.org/core-mentoring](http://drupal.org/core-mentoring)
- [d.o/community-initiatives/drupal-core](http://d.o/community-initiatives/drupal-core)



# What did you think?

Locate this session on the  
DrupalCon Munich website:

[onso.us/maslow](https://onso.us/maslow)

# Thank you!

