

smart and gets things done joel spolsky

****Smart and Gets Things Done: The Joel Spolsky Approach to Productivity and Software Development****

smart and gets things done joel spolsky – these words perfectly capture the essence of Joel Spolsky, a renowned figure in the software development world. Known for his pragmatic approach to project management, software engineering, and building effective teams, Spolsky's philosophy centers around being both intelligent and action-oriented. His insights have influenced countless developers, product managers, and entrepreneurs who strive to be productive while maintaining high standards of quality.

In this article, we'll delve into what makes Joel Spolsky a symbol of getting things done smartly, explore his key principles, and uncover lessons that can help anyone looking to amplify their efficiency in tech or beyond.

The Joel Spolsky Philosophy: Smartness Meets Execution

Joel Spolsky's reputation as someone "smart and gets things done" isn't just about raw intelligence; it's about applying knowledge in practical ways. He emphasizes the importance of balancing thoughtful planning with decisive action. This combination is crucial in software development, where complexity and deadlines can easily derail projects.

Spolsky's background as a software engineer, product manager, and entrepreneur gives him a unique perspective on how teams and individuals can operate more effectively. His famous blog, Joel on Software, and his co-founding of Stack Overflow and Trello highlight his ability to create tools and frameworks that help people work smarter.

Understanding the Balance: Planning vs. Doing

One of Spolsky's core teachings is the necessity of finding a middle ground between over-planning and reckless execution. He warns against "analysis paralysis," where teams get stuck in endless debates and designs, never shipping a product. Conversely, rushing into coding without a clear vision can lead to messy codebases and frustrated users.

His advice? Spend enough time to understand the problem and design a solid architecture, but keep cycles short and iterate quickly. This approach allows teams to gather feedback early and refine the product, ensuring smarter

decisions are backed by real-world data.

Key Principles from Joel Spolsky's Playbook

Joel Spolsky's work can be distilled into several actionable principles that reflect his "smart and gets things done" mindset. These principles are valuable not only for software developers but for anyone seeking to improve productivity and project outcomes.

1. Write Code That Writes Code

Spolsky advocates for automation and reusable code. Writing code that helps generate other code or automates repetitive tasks is a hallmark of smart development. This philosophy reduces manual errors, speeds up workflows, and frees up developers to focus on more complex problems.

2. Don't Ignore the User Experience

Getting things done isn't just about building features; it's about delivering value to users. Spolsky stresses the importance of understanding what users need and ensuring the product is intuitive. A smart approach incorporates usability testing and customer feedback loops early in the development cycle.

3. Hire the Best Developers

In his writings, Spolsky often emphasizes the value of hiring smart, passionate developers who can solve problems efficiently. He believes great engineers not only produce quality code but also improve the team's overall productivity by sharing knowledge and mentoring others.

4. Use Simple Tools to Get Complex Work Done

Sometimes the smartest solution is the simplest. Spolsky's creation of tools like Trello showcases his preference for straightforward, user-friendly software that helps teams organize tasks and collaborate effectively. Complexity should be managed, not magnified.

Lessons in Productivity from Joel Spolsky

Beyond software craftsmanship, Joel Spolsky's philosophy teaches valuable lessons in personal productivity and team dynamics.

Embrace Iterative Development

Instead of aiming for perfection on the first go, Spolsky encourages releasing early versions and improving iteratively. This strategy aligns with agile methodologies and helps teams respond to change without losing momentum.

Focus on Clear Communication

Effective communication is a recurring theme in Spolsky's advice. Whether it's through documentation, code comments, or regular meetings, keeping everyone aligned reduces misunderstandings and accelerates problem-solving.

Leverage Writing as a Tool for Clarity

Joel himself is known for his clear, engaging writing style that breaks down complex technical concepts. He believes writing helps clarify thinking and can be a powerful tool for sharing knowledge within teams and communities.

How Joel Spolsky's Ideas Influence Modern Tech Workflows

The impact of Joel Spolsky's "smart and gets things done" ethos extends beyond his own projects. Many modern development practices and tools echo his ideas.

Stack Overflow: Democratizing Knowledge Sharing

Co-founding Stack Overflow, Spolsky helped create a platform that empowers developers globally to solve problems efficiently. The site embodies the principle that smart work involves leveraging collective intelligence and sharing expertise openly.

Trello: Visualizing Work to Enhance Productivity

Trello's kanban-style boards provide a simple yet powerful way to visualize tasks, prioritize work, and track progress. This aligns with Spolsky's belief in clear organization and minimizing friction in workflows.

Agile and Lean Influences

Spolsky's emphasis on iterative progress, small releases, and user feedback dovetails with agile and lean methodologies that dominate software development today. His writings have helped popularize these concepts by presenting them in practical, relatable terms.

Applying the “Smart and Gets Things Done Joel Spolsky” Approach in Your Work

You don't need to be a software developer to benefit from Joel Spolsky's approach. His blend of intelligence and action can transform how you tackle projects and challenges in any field.

Prioritize High-Impact Tasks

Identify the most important tasks that will move your projects forward and focus your energy there. Avoid getting bogged down by less critical details early on.

Build Feedback Loops

Regularly check in with stakeholders or users to ensure you're aligned with their needs. Use their input to adapt and improve your work continuously.

Keep Learning and Sharing

Like Spolsky, cultivate a habit of learning new skills and sharing your knowledge. This creates a positive cycle of growth and teamwork.

Use Tools to Simplify Complex Processes

Explore tools that help you organize tasks, collaborate with others, and automate routine work. The right tools can dramatically increase your productivity.

Being smart isn't just about knowing the right answers—it's about applying that knowledge effectively to produce meaningful results. Joel Spolsky's legacy as someone who's smart and gets things done offers timeless wisdom for anyone looking to excel in today's fast-paced, tech-driven world. Whether you're coding the next big app or managing projects in a non-technical field, embracing these principles can help you work smarter and achieve more.

Frequently Asked Questions

Who is Joel Spolsky and what is his book 'Smart and Gets Things Done' about?

Joel Spolsky is a software engineer, writer, and entrepreneur known for his influential blog and work in software development. 'Smart and Gets Things Done' is a book in which Spolsky shares insights on hiring great software developers and building effective engineering teams.

What are the key traits Joel Spolsky identifies in 'Smart and Gets Things Done' for hiring good programmers?

Joel Spolsky emphasizes that good programmers are not only smart but also productive. Key traits include problem-solving ability, communication skills, passion for coding, and the ability to get things done efficiently without just being intellectually brilliant.

How does Joel Spolsky suggest companies improve their hiring process in 'Smart and Gets Things Done'?

Spolsky suggests focusing on practical coding tests, real-world problem-solving scenarios, and behavioral interviews that assess both technical skills and cultural fit. He advocates for avoiding overly academic or theoretical questions and instead prioritizing candidates who demonstrate practical productivity.

What is the main message behind the title 'Smart and

Gets Things Done'?

The main message is that intelligence alone is not enough in software development; successful engineers must also be able to execute, deliver results, and complete projects effectively. Being smart must be paired with the ability to get things done.

How has 'Smart and Gets Things Done' influenced software hiring practices?

The book has influenced many tech companies to rethink their hiring criteria, focusing more on practical skills, teamwork, and productivity rather than solely on educational background or raw intelligence. It has popularized a more holistic and pragmatic approach to evaluating developers.

What role does communication play according to Joel Spolsky in 'Smart and Gets Things Done'?

Communication is highlighted as a crucial skill for developers. Joel Spolsky argues that being able to clearly explain ideas, collaborate with team members, and understand project requirements is as important as technical ability in ensuring projects are completed successfully.

Can 'Smart and Gets Things Done' be applied beyond software development?

Yes, the principles in the book about hiring smart, productive individuals and valuing execution over just intelligence can be applied in various industries. The focus on practical results, teamwork, and effective communication is universally valuable in building successful teams.

Additional Resources

Smart and Gets Things Done Joel Spolsky: An In-Depth Look at a Tech Luminary's Impact

smart and gets things done joel spolsky is a phrase that encapsulates the reputation of one of the most influential figures in the software development and tech entrepreneurship space. Joel Spolsky, a software engineer, writer, and founder, is renowned not only for his technical prowess but also for his pragmatic approach to building successful products and teams. His work, ranging from insightful blogs to founding influential companies like Fog Creek Software and Stack Overflow, offers a blueprint for efficiency, intelligence, and execution in the tech industry.

Understanding Joel Spolsky's methodology requires a closer examination of his philosophies on productivity, software development, and management practices.

His ability to combine smart strategies with concrete results has made him a respected voice among developers, project managers, and startup founders alike.

Joel Spolsky's Philosophy: Smart Work Meets Effective Execution

Joel Spolsky's approach to software development and business is deeply rooted in the belief that being smart isn't enough; what truly matters is the ability to get things done. This dual emphasis on intelligence and execution resonates through his writings, talks, and entrepreneurial ventures. He advocates for clear communication, practical problem-solving, and avoiding unnecessary complexity – principles that have shaped his success and the success of the projects he's been involved with.

His blog, "Joel on Software," has been a cornerstone resource for developers worldwide, providing in-depth analysis on coding practices, project management, and team dynamics. The blog's influence lies in its ability to distill complex concepts into actionable advice, making it a valuable reference for anyone seeking to improve their software development workflows.

The Role of Pragmatism in Software Development

One of the defining traits of Joel Spolsky's strategy is pragmatism. He emphasizes the importance of shipping products rather than endlessly chasing perfection. In the context of software development, this translates to releasing minimum viable products (MVPs), iterating based on user feedback, and prioritizing features that deliver the most value.

This philosophy contrasts with more idealistic or perfection-driven approaches that can lead to delays and wasted resources. By focusing on what works and what can be accomplished within constraints, Joel demonstrates how smart planning and decisive action can accelerate project timelines and improve outcomes.

Building Strong Developer Communities

Joel Spolsky's "smart and gets things done" reputation also extends to his role in creating thriving developer communities. His co-founding of Stack Overflow in 2008 revolutionized the way programmers collaborate and solve problems. Stack Overflow's user-driven Q&A model embodies the principle of harnessing collective intelligence to get things done efficiently.

This platform not only provides immediate solutions but also fosters learning

and continuous improvement among developers. The success of Stack Overflow highlights Joel's understanding of the power of community and the importance of building tools that enable smart, collaborative problem-solving on a massive scale.

Analyzing Joel Spolsky's Impact on Project Management

Beyond software development, Joel Spolsky has contributed significantly to project management discourse. His insights into team dynamics, hiring practices, and workflow optimization have influenced many startups and established tech companies.

Smart Hiring and Team Building Principles

Joel's approach to hiring focuses on finding candidates who are both intelligent and capable of executing tasks effectively. This balance is crucial because technical skill alone does not guarantee project success if the individual lacks the drive or ability to deliver.

In his writing, Joel advocates for rigorous interviewing processes that evaluate problem-solving skills, communication, and cultural fit. By assembling teams that embody both smart thinking and a strong work ethic, organizations can enhance productivity and innovation.

Tools and Techniques for Getting Things Done

Joel Spolsky's entrepreneurial ventures have also produced tools aimed at improving productivity. For instance, FogBugz, a project management and bug tracking software developed by Fog Creek Software, was designed with simplicity and efficiency in mind. It helps teams prioritize tasks, track progress, and maintain focus on deliverables.

His emphasis on minimizing friction in workflows aligns with the "smart and gets things done" ethos, demonstrating that effective tools can empower teams to achieve their goals without unnecessary overhead.

Comparing Joel Spolsky's Approach to Other Tech Thought Leaders

When placed alongside other prominent figures in technology, Joel's blend of

intellect and pragmatism stands out. Whereas some leaders prioritize visionary innovation or disruptive technology without a clear path to execution, Joel's work is grounded in practical realities.

For example, compared to Elon Musk's ambitious, moonshot projects, Joel's influence is more focused on sustainable, incremental progress and building robust foundations. His approach is often more accessible and applicable to everyday developers and managers, making it a valuable model for a broad audience.

Pros and Cons of Joel Spolsky's Methodology

- **Pros:** Emphasizes actionable intelligence, promotes iterative development, fosters strong communities, encourages effective team building, and supports pragmatic project management.
- **Cons:** Some may argue the focus on pragmatism could limit visionary breakthroughs or that his methods favor established processes over radical innovation.

Despite potential critiques, the widespread adoption of his principles across the software industry underscores their effectiveness.

The Lasting Legacy of Joel Spolsky in Tech

Joel Spolsky's impact extends beyond his own projects; it has shaped how modern software development and management are approached globally. His writings continue to educate new generations of developers, and the platforms he helped build remain integral tools for professionals worldwide.

The phrase "smart and gets things done joel spolsky" aptly captures the essence of his contribution – a testament to the enduring value of combining intellectual rigor with practical execution. As the tech landscape evolves, Joel's insights remain a relevant guide for those striving to innovate while maintaining focus and discipline.

Through his unique blend of thought leadership, entrepreneurship, and community building, Joel Spolsky exemplifies how intelligence paired with the ability to deliver tangible results can transform the software industry.

Smart And Gets Things Done Joel Spolsky

smart and gets things done joel spolsky: Smart and Gets Things Done Avram Joel Spolsky, 2007-10-17 A guide to attracting, recruiting, interviewing, and hiring the best technical talent. A comprehensive system for hiring top-notch technical employees Packed with useful information and specific advice written in a breezy, humorous style Learn how to find great people—and get them to work for you—in an afternoon! The top software developers are ten times more productive than average developers. Ten times. You can't afford not to hire them. But if you haven't been reading Joel Spolsky's books or blog, you probably don't know how to find them and make them want to work for you. In this brief book, Joel reveals all his secrets—from his years at Microsoft, and as the co-founder of Fog Creek Software—for recruiting the best developers in the world. If you've ever wondered what you should be looking for in a resume, if you've ever struggled to decide whether to hire someone at the end of an interview, or if you're wondering why you can't find great programmers, stop everything and read this book.

smart and gets things done joel spolsky: Smart and Gets Things Done Joel Spolsky, 2007-05-31 A noted blogger and author of Joel on Software explains how companies can find and hire the best programmers available, offers practical suggestions and tips on how to identify great developers, sort resumes, interview candidates effectively, and more. (All Users)

smart and gets things done joel spolsky: SUMMARY - Smart And Gets Things Done: Joel Spolsky's Concise Guide To Finding The Best Technical Talent By Avram Joel Spolsky Shortcut Edition, 2021-06-18 * Our summary is short, simple and pragmatic. It allows you to have the essential ideas of a big book in less than 30 minutes. By reading this summary, you will discover how to recruit the best programmers for a Tech company. You will also discover that : in the IT industry, it is essential to have a quality workforce; a CV is no way to determine a candidate's worth; it is up to you to solicit the best profiles rather than waiting for them to come to you; interviews are central to the hiring process; to be successful, you need to create an attractive work environment and empower your employees. Finding talented employees is a major challenge for many companies. Their recruiters face a major challenge because their task depends on what the company has to offer, which is beyond their control. This is why managers and executives must reappropriate this activity, putting it truly at the heart of their strategy. Your employees are the source of your success: pamper them from the first contact and throughout your collaboration! *Buy now the summary of this book for the modest price of a cup of coffee!

smart and gets things done joel spolsky: SUMMARY Edition Shortcut (author), 1901

smart and gets things done joel spolsky: Pro Web 2.0 Mashups Raymond Yee, 2008-04-25 How many times have you seen a web site and said, "This would be exactly what I wanted— if only . . . " If only you could combine the statistics here with data from your company's earnings projections. If only you could take the addresses for those restaurants and plot them on one map. How often have you entered the date of a concert into your calendar with a single click instead of retyping? How often do you wish that you could make all the different parts of your digital world—your e-mail, your word processor documents, your photos, your search results, your maps, your presentations—work together more seamlessly? After all, it's all digital and malleable information—shouldn't it all just fit together? In fact, below the surface, all the data, web sites, and applications you use could fit together. This book teaches you how to forge those latent connections—to make the Web your own—by remixing information to create your own mashups. A mashup, in the words of the Wikipedia, is a web site or web application "that seamlessly combines content from more than one source 1 into an integrated experience. " Learning how to draw content from the Web together into new integrated interfaces and applications, whether for yourself or for other others, is the central concern of this book.

smart and gets things done joel spolsky: Resume 101 Quentin J. Schultze, 2012-03-27 Minimal job experience? No problem! You've just graduated and are ready to land your first real job

after college or high school. But how do you write the first résumé and cover letter of your career if you don't have any previous jobs to list? How do you stand out above the other applicants—including people with more experience who are out of work—with your summer job at the diner, internship at the local paper, or spot on the Ultimate Frisbee team? Dr. Q to the rescue! For two decades, communication professor Quentin Schultze has been teaching résumé-writing to college students and recent graduates, helping them identify their strengths and transferable skills from their unique life experiences—from extracurriculars to part-time jobs to internships to volunteering. With *Résumé 101*, you'll discover the secrets to composing strong, impressive resumes and cover letters, such as: What to include when you lack professional experience How to get great references and recommendations Why to use a summary rather than objective statement When to include hobbies, travel, and technology skills What to do if your GPA isn't sky-high Which designs and basic formats work the best Where to find the perfect verbs and adjectives for a specific job With Dr. Q's help, you'll soon have a résumé and cover letter that will show hiring managers who you really are, why you're perfect for your dream job, and why they should choose you.

smart and gets things done joel spolsky: Painless Project Management with FogBugz

Michael Gunderloy, 2007-10-20 Project management is the bane of the team approach to programming. Many programs out there purport to help a development team manage a project; the only trouble is, most of them aren't very good. World-renowned software guru Joel Spolsky's company, Fog Creek Software, has created a tool called FogBugz that incorporates all of Joel's insight into what works and what doesn't work in project management. FogBugz is based on keeping track of a database of cases. At any given time, every case is assigned to one person who must resolve it or forward it to someone else. Cases can be prioritized, documented, sorted, discussed, edited, assigned, estimated, searched, and tracked. Because FogBugz is web-based, everyone on the team always sees the whole picture. Everything from customer feature requests to high-level design discussions to tiny bug fix details is instantly searchable and trackable. *Painless Project Management with FogBugz*, Second Edition, written with the guidance of the whole FogBugz team, completely describes the ins and outs of version 6 of FogBugz.

smart and gets things done joel spolsky: Power to the Startup People: How To Grow Your

Startup Career When You're Not The Founder Sarah E. Brown, 2021-05-21 I'm lounging in the living room of a vacation home located in the high country of Colorado with a handful of close friends from Boulder. We each work for startups of various sizes and maturity. We've rented the home for the weekend to relax in the nearby hot springs and hike local mountain trails, as well as set aside time from our harried schedules to discuss our hopes, dreams—and startup careers. As the sun sets and the dry mountain air cools, we bundle up with blankets and take turns sharing life updates, which, especially this particular weekend, offer a snapshot into the variety and complexity of startup life.

smart and gets things done joel spolsky: IT Manager's Handbook: The Business Edition Bill

Holtsnider, Brian D. Jaffe, 2009-11-09 *IT Manager's Handbook: The Business Edition* is a MUST-HAVE guide for the advancing technology professional who is looking to move up into a supervisory role, and is ideal for newly-promoted IT managers who needs to quickly understand their positions. It uses IT-related examples to discuss business topics and recognizes the ever-changing and growing demands of IT in today's world as well as how these demands impact those who work in the field. Specific attention is paid to the latest issues, including the challenges of dealing with a mobile and virtual workforce, managing Gen-X/Yers, and running an IT organization in a troubled economy. Rich with external references and written in easy-to-read sections, *IT Manager's Handbook: The Business Edition* is the definitive manual to managing an IT department in today's corporate environment. - Focuses on Web 2.0 ideas and how they impact and play into today's organizations, so you can keep up on social networking, YouTube, web conferencing, instant messaging, Twitter, RSS Feeds, and other collaboration tools - Provides strategies on how to get employees to focus in the 24/7 data word - Discusses key IT topics in 'layman's terms' for business personnel who need to understand IT topics

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technology leader at a small software company, you need to focus on people, products, processes, and technology as you bring your software to market, while doing your best to put out fires and minimize headaches. *Growing Software* is your guide to juggling the day-to-day challenges of running a software company while managing those long-term problems and making sure that your business continues to grow. With practical, hands-on advice, *Growing Software* will teach you how to build and lead an effective team, define and sell your products, work with everyone from customers to CEOs, and ensure high-quality results. Instead of learning by trial and error, you'll benefit from author Louis Testa's 20+ years of management experience. Testa combines big-picture advice, specific solutions, and real-life anecdotes to teach you how to: -Work effectively with your CEO and executive team -Improve development team efficiency and enthusiasm -Evaluate your software methodology to improve effectiveness and safeguard against failure -Use product prototypes to bridge the gap between marketing and engineering -Defuse technology time bombs Whether you're new to managing software or newly lost, *Growing Software* will help you and your growing company thrive.

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smart and gets things done joel spolsky: *The Practice of System and Network Administration* Thomas A. Limoncelli, Christina J. Hogan, Strata R. Chalup, 2016-10-25 With 28 new chapters, the third edition of *The Practice of System and Network Administration* innovates yet again! Revised with thousands of updates and clarifications based on reader feedback, this new edition also incorporates DevOps strategies even for non-DevOps environments. Whether you use Linux, Unix, or Windows, this new edition describes the essential practices previously handed down only from mentor to protégé. This wonderfully lucid, often funny cornucopia of information introduces beginners to advanced frameworks valuable for their entire career, yet is structured to help even experts through difficult projects. Other books tell you what commands to type. This book teaches you the cross-platform strategies that are timeless! DevOps techniques: Apply DevOps principles to enterprise IT infrastructure, even in environments without developers Game-changing strategies: New ways to deliver results faster with less stress Fleet management: A comprehensive guide to managing your fleet of desktops, laptops, servers and mobile devices Service management: How to design, launch, upgrade and migrate services Measurable improvement: Assess your operational effectiveness; a forty-page, pain-free assessment system you can start using today to raise the quality of all services Design guides: Best practices for networks, data centers, email, storage, monitoring, backups and more Management skills: Organization design, communication, negotiation, ethics, hiring and firing, and more Have you ever had any of these problems? Have you been surprised to discover your backup tapes are blank? Ever spent a year launching a new service only to be told the users hate it? Do you have more incoming support requests than you can handle? Do you spend more time fixing problems than building the next awesome thing? Have you suffered from a botched migration of thousands of users to a new service? Does your company rely on a computer that, if it died, can't be rebuilt? Is your network a fragile mess that breaks any time you try to improve it? Is there a periodic "hell month" that happens twice a year? Twelve times a year? Do you find out about problems when your users call you to complain? Does your corporate "Change Review Board" terrify you? Does each division of your company have their own broken way of doing things? Do you fear that automation will replace you, or break more than it fixes? Are you underpaid and overworked? No vague "management speak" or empty platitudes. This comprehensive guide provides real solutions that prevent these problems and more!

smart and gets things done joel spolsky: Joel on Software Avram Joel Spolsky, 2004-08-12 Joel Spolsky began his legendary web log, www.joelonsoftware.com, in March 2000, in order to offer insights for improving the world of programming. Spolsky based these observations on years of personal experience. The result just a handful of years later? Spolsky's technical knowledge, caustic wit, and extraordinary writing skills have earned him status as a programming guru! His blog has become renowned throughout the programming world now linked to more than 600 websites and

translated into over 30 languages. Joel on Software covers every conceivable aspect of software programming—from the best way to write code, to the best way to design an office in which to write code! All programmers, all people who want to enhance their knowledge of programming, and all who are trying to manage programmers will surely relate to Joel's musings.

smart and gets things done joel spolsky: I Was Taking Notes Charlie Mitchell, 2018-10-13
Work advice based on 30 years of taking notes on business, life, and truth collected from great mentors and bad examples. They did not teach this stuff in school. While many people hope for better paying jobs to fall into their laps, others figure out how to make themselves more valuable. This book gives you some tools to do just that. Chapters include: 2 You Must Constantly Train 4 Seven Habits 5 Five Dysfunctions 6 Speed of Trust 8 One Minute Management 9 Checklists 10 Getting Things Done 11 Hyperproductivity and Pomodoros 12 Muda, Mura, Muri 13 I Could Care Less (sic) 14 Subject: Check This Out 16 Eats, Shoots, and Leaves 17 Made to Stick 18 Commander's Intent 24 Management Quotes 25 Being a Better Manager 26 Hardest Thing in Business 27 Avoiding Dumb Things 33 Real Project Management 35 Change Orders and Contingency 37 Negotiating 38 Oral Presentations 42 Four Hiring Principles 45 Getting Fired 47 Systems Integration Business Model

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Running a law practice today is tough. Economic worries, technological innovations, and traditional marketing are turning legal services upside down. Learn how to take control of this tumultuous environment with *The Law Firm of Tomorrow*, available for the first time as a single, consolidated volume. Compiled by the creators of Rocket Matter, the leading online legal software in the cloud, *The Law Firm of Tomorrow* taps into knowledge gained by helping thousands of attorneys run their practices. Marketing, Technology, Business Practices, and Billing are all explored with insight, wit, and simplicity. *The Law Firm of Tomorrow* will put your firm on the path of increased efficiency and bigger profits in a difficult environment.

smart and gets things done joel spolsky: *The Effective Hiring Manager* Mark Horstman, 2019-09-24
Essential hiring and team-building lessons from the #1 Podcaster in the world *The Effective Hiring Manager* offers an essential guide for managers, team leaders, and HR professionals in organizations large or small. The author's step-by-step approach makes the strategies easy to implement and help to ensure ongoing success. Hiring effectively is the single greatest long-term contribution to your organization. The only thing worse than having an open position is filling it with the wrong person. *The Effective Hiring Manager* offers a proven process for solving these problems and helping teams and organizations thrive. The fundamental principles of hiring and interviewing
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Written by Mark Horstman, co-founder of Manager Tools and an expert in training managers, *The Effective Hiring Manager* is an A to Z handbook to the successful hiring process. The book explores, in helpful detail, what it takes to hire the right person, for the right job, and the right team.

smart and gets things done joel spolsky: More Joel on Software Avram Joel Spolsky, 2008-09-27
Joel, Apress, Blogs, and Blook ...I was learning the hard way about how to be a publisher and probably spending way too much time looking at web sites and programming than I should have in response to that. Anyway, one day I came across this web site called , which was run by a guy with strong opinions and an unusual, clever writing style, along with a willingness to take on the conventional wisdom. In particular, he was writing this ongoing series about how bad most user interfaces were—mostly because programmers by and large knew, as Joel and I would say, using the same Yiddish-derived NYC vernacular that we both share, “bupkis” about what users really want. And I, like many, was hooked both by the series and the occasional random essay that Joel wrote. And then I had this epiphany: I'm a publisher, I like reading his stuff, why not turn it into a book?... Read the complete Foreword — Gary Cornell, Cofounder, Apress Since the release of the

bestselling title Joel on Software in 2004, requests for a sequel have been relentless. So, we went back to the famed JoelOnSoftware.com archives and pulled out a new batch of favorites, many of which have been downloaded over one million times. With Joel's newest book, More Joel on Software, you'll get an even better (not to mention updated) feast of Joel's opinions and impressions on software development, software design, running a software business, and so much more. This is a new selection of essays from the author's web site, <http://www.joelonsoftware.com>. Joel Spolsky started his weblog in March 2000 in order to offer his insights, based on years of experience, on how to improve the world of programming. This weblog has become infamous among the programming world, and is linked to more than 600 other web sites and translated into 30+ languages! Spolsky's extraordinary writing skills, technical knowledge, and caustic wit have made him a programming guru. With the success of Joel on Software, there has been a strong demand for additional gems and advice, and this book is the answer to those requests. Containing a collection of all-new articles from the original, More Joel on Software has even more of an edge than the original, and the tips for running a business or managing people have far broader application than the software industry. We feel it is safe to say that this is the most useful book you will buy this year.

smart and gets things done joel spolsky: *Managing Your Outsourced IT Services Provider* Venkatesh Upadrista, 2014-12-19 *Managing Your Outsourced IT Services Provider* teaches executives and managers of organizations how to unleash the full potential of their outsourced IT services workforce and IT-enabled business processes safely and profitably. Drawing on two decades of experience managing client relationships for global IT services companies, Venkatesh Upadrista guides outsourcing organizations around the hazards of geographic distance, linguistic miscommunication, organizational mismatch, and functional disparity between receiver requirements and provider capabilities. The first half of the book describes what an outsourcing organization needs to know about the IT services providers industry in general to deal intelligently with specific providers: namely, the industry's organizational types, strategic drivers, competitive labor market constraints, and tactics for hitting P&L targets. The second half of the book teaches outsourcers how to evaluate prospective providers, craft service level agreements, formalize best practices, and manage the full gamut of receiver-provider relationships to optimize outcome in terms of cost, timeliness, and quality of services received. The descriptions and prescriptions in *Managing Your Outsourced IT Services Provider* apply equally to onshore and offshore outsourcing, but examples and case studies focus on offshoring. In addition, Upadrista analyzes the advantages, disadvantages, and special considerations and caveats of single provider outsourcing and captive centers.

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