

## WHEN AN EMPLOYEE LEAVES

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[Nominally, the employee is named Frank.]

What confuses me about the discussion Frank brought up about our demos and software is that folks are talking about our company as if it were a single elementary object that can be positively identified.

Frank introduced his departure comments by offering reasons for his change of status. The reasons are based on his perceptions of the company.

Another employee replied that Frank's perceptions were somehow incorrect.

At least those are my perceptions about the discussion.

We are all entitled to our perceptions (as was pointed out), without censorship or criticism. So far as I can see, the company supports them all. And I love that folks post their perceptions. I agree with Frank and I agree with the other employee and I see no inherent contradiction.

What of truth?

The foundational judgment is whether or not I am acting in harmony with my perceptions.

Frank is "correct" in that his actions (change of status) are consonant with his perceptions. The other employee is also, since his actions (4+ years of devoted service) support his statement of perceptions.

The Company is a process, not an object. What we are is what we do. So I assume Frank was telling us about what he does and the other employee was doing likewise. (Thus, Frank is the existence proof of his own observations.)

WARNING FRANK: The latest book by one of my favorite authors, Gerald Weinberg, is THE SECRETS OF CONSULTING. The thesis is that clients don't want consultants to help, that's why they hire them. "Cultivate a paradoxical frame of mind."

During our recent Celebration of Evaluation (I think I may have missed most of it, out to lunch I guess), the questionnaire also tried to concretize our activities. So, to concretize my gist:

THE META-DEMO OPINION POLL:

Is this company a demo?

That is, are the comments that Frank, et al. made about the quality of *code* true of the quality of *our daily environment*?

THE SECOND LAW OF EDUCATION:

Always answer your own questions.

(FOOTNOTE: The first law is: Never ask a question you already know the answer to. Thanks Postman and Weingartner)

So here's the first vote:

(Yes, the previous observations apply. Precede all sentences with "William perceives:". Then: Omit all phrases common to every sentence.)

Losp, although reputed to be non-shallow, is a demo when seen as the company.

SUBTLE POINT: Losp, as a mathematics, as a philosophy and as bug-free software, is *not* a demo but is very "real". Losp, so far as it is a corporately supported activity, is a demo. It is supported by IR&D about .1 time, which is enough to answer the mail. It is incorporated in no software packages. Only I am selling it to clients. I am the demo. I am the walrus. Goo, goo, ga, joob.

My proposal work and consulting are demos. I am the demo (refrain).

The pieces of code I have written are all high-quality, carefully constructed, sophisticated, bug-free demos.