A stage with two spotlights shining down on a three-tiered podium. The background is dark blue with light blue spotlights and a glowing podium.

The DBA and the Long Game

Seeing (and moving) into the Future

Ziaul Mannan / Mike Donovan

Database Architect/ Service Delivery Manager
Yale New Haven [Health Services](#) / [Dbvisit Software](#)



@ZiaulM



@Ziaul Mannan

Hello....

Ziaul
Mannan

- Database Architect at Yale New Haven Health Services
- Oracle DBA for 18 years. Also, SQL Server, MySQL, Sybase DBA
- Epic certified Clarity and Data Warehouse Administrator
- 18+ Years Healthcare IT Experience
- Actively involved in charities aimed to provide quality education and healthcare to underprivileged children in developing countries
- Board member at Southern CT Science and Engineering Foundation (scsef.org) and Fair Director for Statewide Science Fair where High School students compete with their research work.
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Hello...

Mike Donovan

- Service & Online Delivery Manager for Dbvisit Software
- @dbvisitmike
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Makers of Oracle replication technologies:

Dbvisit Standby (physical)

Dbvisit Replicate (logical)



Past Experience:

- Programmer
- Technical Support Analyst
- Oracle DBA





The DBA over time



May come to feel:

- Totally complacent
- No need for a change in work patterns or skill sets
- Peculiar about the career as they get older
- The need to move up to the next level of responsibility

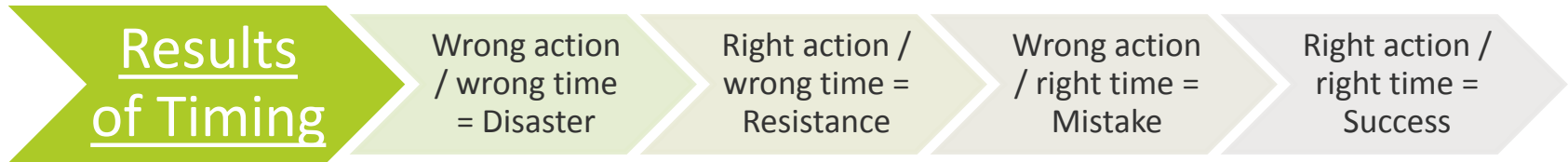
Roles to which a DBA can switch

IT Disciplines:

- Data Governance
- Office of Information Security (OIS)
- Big Data
- Project Management Office (PMO)
- Internet of Things (IOT)
- Independent Consulting
- Jump the Ship..

DBAs are Natural Leaders

Laws of Leadership



“One of the costs of leadership are your own rights.

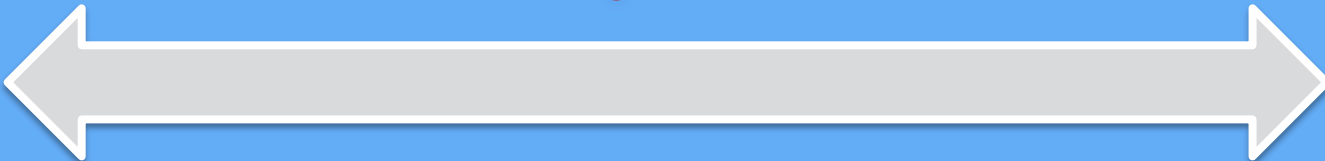
As responsibility grows, you lose the right to think about yourself.”

DBAs are Natural Leaders



Who is the Boss?

- Stress
- Burnout
- Crisis Management
- Putting out Fires



DBAs are Natural Leaders



Who is a Leader?

- Honesty
- Ability to Delegate
- Communication
- Humility
- Confidence
- Commitment
- Positive Attitude
- Creativity
- Intuition
- Inspire/Set Vision

Forbes Top 10 Qualities of a leader

The Asch Conformity Experiment



The Emerging 'New World Order'



www.sethgodin.com



measuring value, valuing contribution

Linchpin qualities

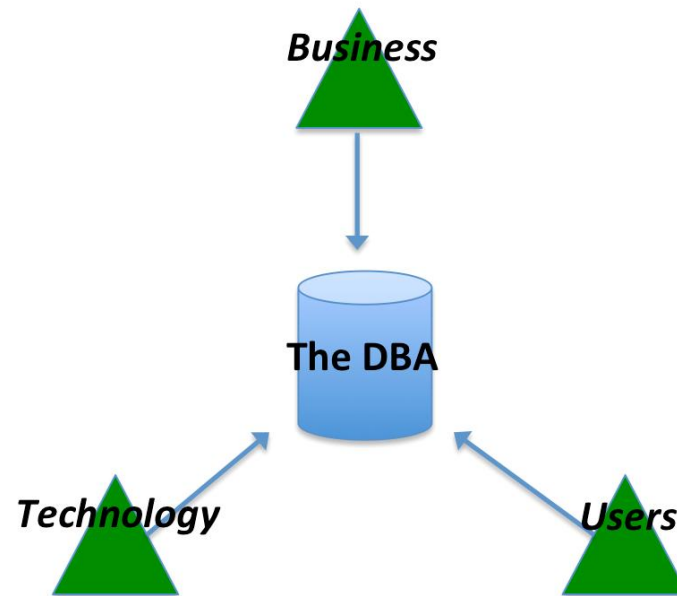
“Linchpins are the essential building blocks of great organizations. Like the small piece of hardware that keeps a wheel from falling off its axle, they may not be famous but they're indispensable.” (Seth Godin – Linchpin)

- **exert emotional labor** to produce interactions that organizations and people care deeply about
- **invent, lead** (regardless of title), **connect** others, make things **happen**, and **create** order out of chaos
- figure out what to do when there's **no rule book**
- **delight** and **challenge** their customers and peers
- **love their work**, pour their best selves into it, and turn each day into a kind of art

Challenge: the demands on a DBA

- Technology
 - Storage & networks
 - Virtualization
 - Cloud
- People
 - More users & interactions
 - Administrator
- Business
 - Conflicting demands – both guardian and gatekeeper of data!
 - Cost cutting - more with less

Latent Leadership Potential of the DBA



Leading out - a better response from the DBA

The solution – seeing the role in a different light:

- The DBA role as a craft
- Database Administration an art, its practitioners, Artisans.

Core skills + communicativeness + creativity + resourcefulness

Getting Practical - Leadership is Influence

Some practical suggestions:

- 1. Speak
- 2. Write
- 3. Know your Business

Speak and Write

What do you really know until you share it.

Speak:

- Take a course
- Host a webinar for your company
- Regional Oracle user groups
- Local meetups – can't find one, start one!

At the very least, network.

Speak and Write

Write:

- Run your company Wiki/FAQ
- Start your own blog (tips and tricks)
- Answer forum questions

The payoff:

- Sharing of knowledge
- Feeling connected
- Seizing opportunities

Know your Business

All about seeing the bigger picture

Tune your contribution:

- Take a business course
- Put dollar values on improving efficiencies
- Organize tech Q&A sessions - e.g. “Ask the DBA Thursday”

Setting up a win/win situation

Payback

Benefits of this new vision of the role of the DBA:

- Future-proofing outlook
- Exposure to a cross section of business units & functions
- Ability to exert influence & lead out beyond the role

A Mentor's Influence

Influence a child - influence a life

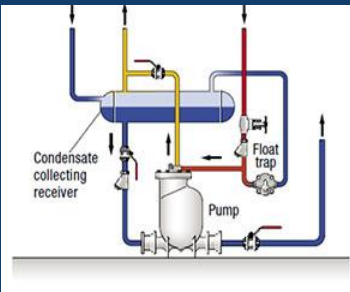


Influence a parent - influence a family

Influence an employee - influence a company

Influence a leader - influence all that they lead

The Change Recipe: Four Ideas



Manage the
Capacity Trap



Beat Pluralistic
Ignorance



Beware of the
"Curse of
Knowledge"



Escalate
Commitment to
Positive
Outcomes

IOUG Have Spoken before...

Rich Niemiec

Exceptional Leadership: Be the Uncommon Leader! *IOUG 2005*

Move your Career from Tech Leader to CIO, CFO or CEO.
Collaborate 2013

Steve Lemme

Started to float an idea about DBAs evolving role *in 2003-2005*, calling it **DIA** - Database Infrastructure Architect

IOUG Have Spoken before...

Maria Anderson

Valuable *Collaborate 2013* presentation entitled
“Leadership: not just for managers”

Michael S. Abbey

Helpful *Collaborate 2012* presentation "Measuring
Seniority
by Years in the Business (I think not!)"

IOUG Have Spoken before...



Sample Model - DBA Career Ladder

Position	IT Background (Suggested)	Usual Background Career Trend
DBA Intern	Studying in any IT discipline or completed Tertiary Education in an IT discipline	N/A
DBA-Tech	2 yrs. as DBA Intern or worked in any branch of IT. Completed Tertiary Education in an IT discipline	Help Desk, Desktop Support, Network/Storage/Server Tech
Database Administrator I	3-5 yrs. as Programmer, Analyst, min. 2 yrs. As DBA-Tech	DBA-Tech, DSS Developer, SQL Programmer.
Database Administrator II	2-4 yrs. as DBA I or 4-6 yrs. as DBA Tech	DBAs
Senior Database Administrator	4 yrs. as DBA II or 6-8 yrs. as DBA Tech.	DBAs
Database Architect	10+ yrs. as DBA	DBAs
Principal Database Architect	10+ yrs. as DBA, 2 yrs. as Database Architect.	DBAs
Manager of Database Administration and Infrastructure Services	10+ yrs. as DBA, 2 yrs. as Database Architect. Completed Post- Graduate studies in an IT discipline. Community involvement in Science and Technology. Affiliation with leading Technical/Engineering Organization(s).	DBA
Director, Database Administration and Infrastructure Services	15 yrs. as DBA, 2yrs. as Manager of Database/3 yrs. as Principal/Database Architect. Completed Graduate studies in an IT discipline. Community involvement in Science and Technology. OR 15 yrs. as DBA, 2 yrs. as Database Architect. Graduate studies in an IT discipline. Executive Education in 'Management and Leadership' discipline. Community involvement in Science and Technology. Affiliation with leading Technical/Engineering/Project Management Organization(s).	DBA

Sample Model - DBA Career Ladder

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DBA Intern	Studying in any IT discipline or completed Tertiary Education in an IT discipline	N/A
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Database Administrator I	3-5 yrs. as Programmer, Analyst, min. 2 yrs. As DBA-Tech	DBA-Tech, DSS Developer, SQL Programmer.
Database Administrator II	2-4 yrs. as DBA I or 4-6 yrs. as DBA Tech	DBAs

Sample Model - DBA Career Ladder

Position	IT Background (Suggested)	Usual Background/ Career Trend
Senior Database Administrator	4 yrs. as DBA II or 6-8 yrs. as DBA Tech.	DBAs
Database Architect	10+ yrs. as DBA	DBAs
Principal Database Architect	10+ yrs. as DBA, 2 yrs. as Database Architect.	DBAs

Sample Model - DBA Career Ladder

Position	IT Background (Suggested)	Usual Background/ Career Trend
Manager of Database Administration and Infrastructure Services	10+ yrs. as DBA, 2 yrs. as Database Architect. Completed Post- Graduate studies in an IT discipline. Community involvement in Science and Technology. Affiliation with leading Technical/Engineering Organization(s).	DBA
Director, Database Administration and Infrastructure Services	<p>15 yrs. as DBA, 2 yrs. as Manager of Database/2 yrs. as Principal Database Architect. Completed Graduate studies in an IT discipline. Community involvement in Science and Technology.</p> <p>OR</p> <p>15 yrs. as DBA, 3 yrs. as Database Architect. Graduate studies in an IT discipline. Executive Education in 'Management and Leadership' discipline. Community involvement in Science and Technology. Affiliation with leading Technical/Engineering/Project Management Organization(s).</p>	DBA

Where to From Here?



References

- The invisible gorilla – Christopher Chabris and Daniel Simons
- Asch conformity experiments - Solomon Asch 1962
- How You show up: Making and Propagating Change – Nelson P Repenning, Associate Professor, MIT Sloan
- Exceptional Leadership- Be the Uncommon Leader! - Rich Niemiec, ROLTA TUSC
- Identifying and Developing Leaders - Lions Clubs International, Oak Brook, IL 60523-8842
- The Laws of Leadership - John Maxwell
- Mentoring - Bobb Biehl
- The making of a leader - Frank Damazio
- [Linchpin Manifesto from Seth Godin](#)
- <http://www.sethgodin.com/sg/>



Thank you.

Please complete the session evaluation

We appreciate your feedback and insight