



## DEVELOPERS AND MAINTAINERS



There tends to be two distinct type of people – the developers and the maintainers.

### Developers

- Like the challenge of something new
- Get bored easily
- Always thinking of the next thing
- Greater risk tolerance
- Not easily satisfied and detest the mundane
- Always have to be climbing some mountain with their eye on the next summit
- Once something is developed they don't like managing it
- Frustrate the maintainers

### Maintainers

- Enjoy routine and dislike change
- More likely to traverse known terrain
- Systems and process oriented
- More moderately paced
- Like the idea of *watching* mountain climbers but would hate to be on the mountain with them
- More content in their work

The challenge for developers when they arrive at the top of the mountain ie. when they have achieved a major goal they had set for themselves, is to consolidate their past gains. This is extremely necessary but left on the plateau of management for too long they get edgy. The key is to identify a maintainer to manage the previous gains and for the developer to find a new summit to scale. The worst thing a developer can do is to continue developing on the front end without having maintainers on the back end to bring order and consolidation.

Maintainers on the other hand are simply great at managing. They don't like to be stretched too far and dislike re-active and ever changing environments. They enjoy stability and bringing a solidity to growth. They don't mind a challenge as long as it is within their strengths and personal capacity.

The challenge is not to treat everyone the same. Management and owners need to be astute enough to recognise who is suited to growing their business and creating front end growth and those who are excellent at consolidation, structuring and bringing order to the developers productivity. A near perfect situation is where you have chaos and order being created and managed by skilled and talented people. Both growth and order working simultaneously.

**Developers** - create, grow, stretch and ensure you have maintainers around you, communicating and listening to them constantly.

**Maintainers** – manage your lot well and keep in close contact with the developer. Ensure you advise them of the potential downsides and challenges that you foresee.

Appreciate that different people bring different contributions to business and organisational life and when we harness individual traits and strengths the better off everyone will be. Good luck!

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