

Craft in the Time of Agents

Annie Vella

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Software Engineering As a Craft

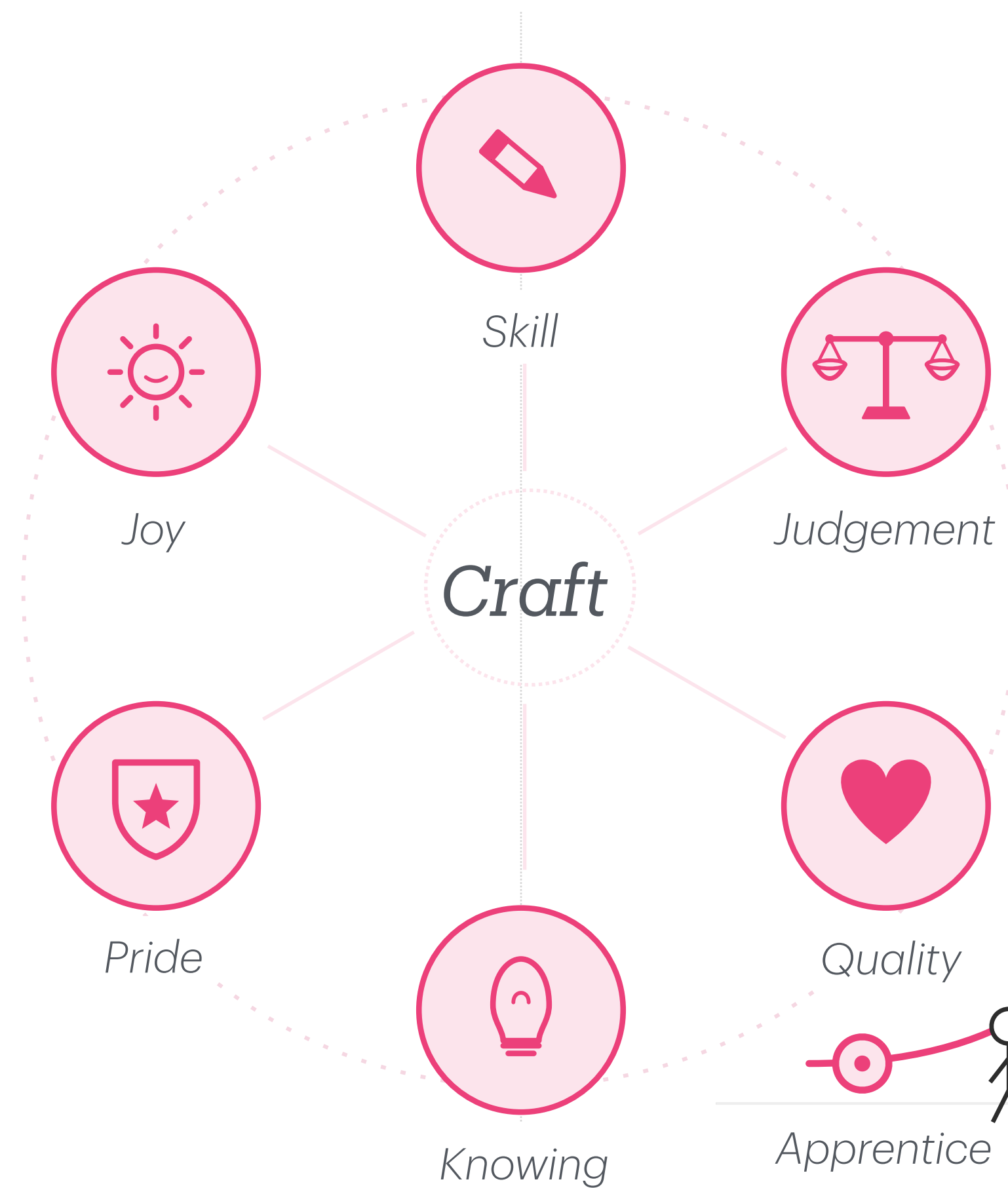
“

We may say most aptly, that the Analytical Engine weaves algebraical patterns just as the Jacquard-loom weaves flowers and leaves.

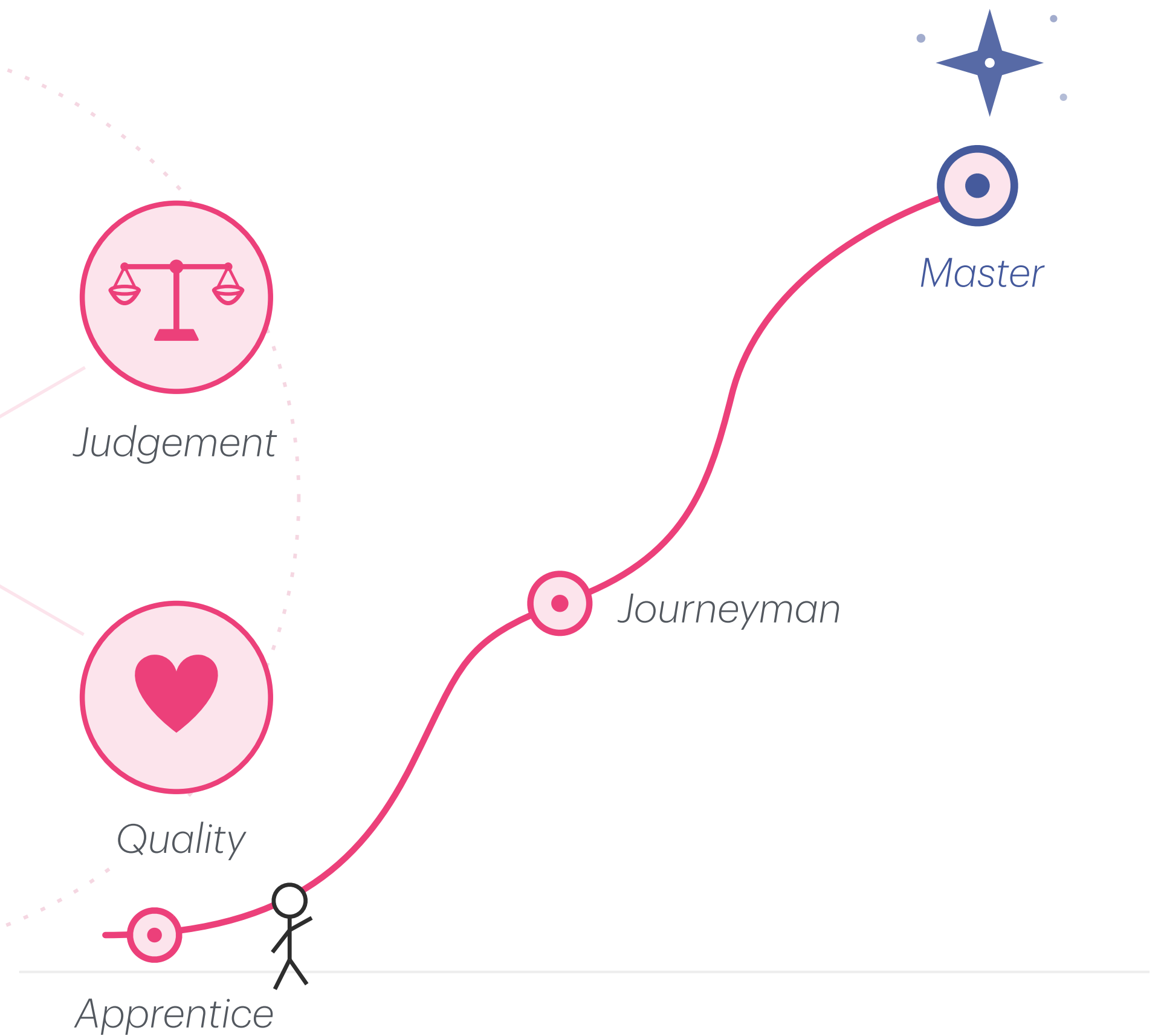
Ada Lovelace · Sketch of the Analytical Engine · 1843

What We Mean By 'Craft'

Dimensions

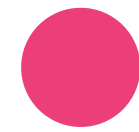


The Journey



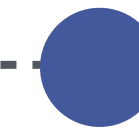
Two Kinds of Joy

Results-oriented



Joy from the outcome

Journey-oriented



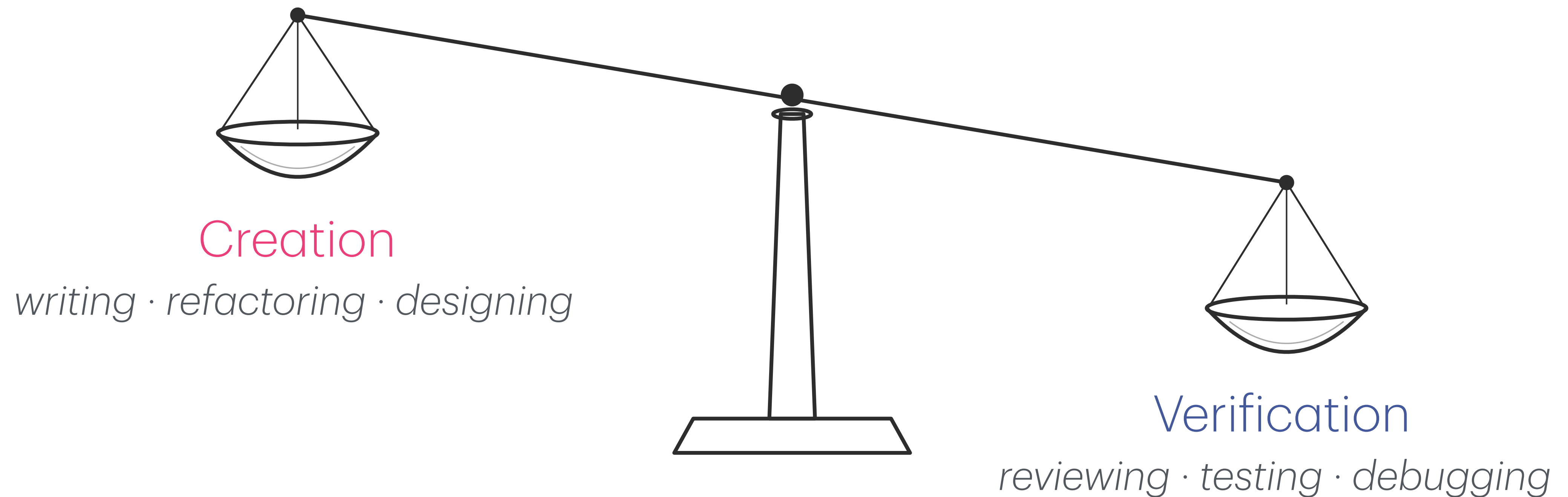
Joy from the figuring-out



The Impact of AI on Software Engineering

*Evolution or
Revolution?*

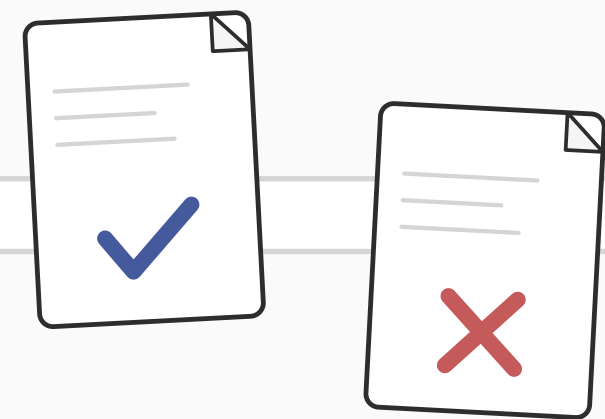
Creation to Verification Shift



We saw a shift from creation-focused tasks to verification-focused tasks during the study period

Supervisory Engineering Work

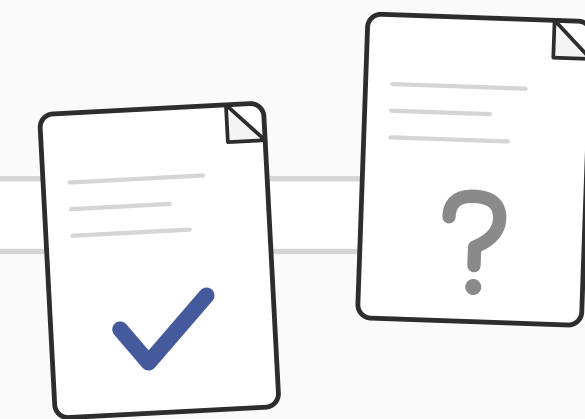
Middle Loop - Supervisory Engineering Work



Outer Loop - Inspection & Delivery



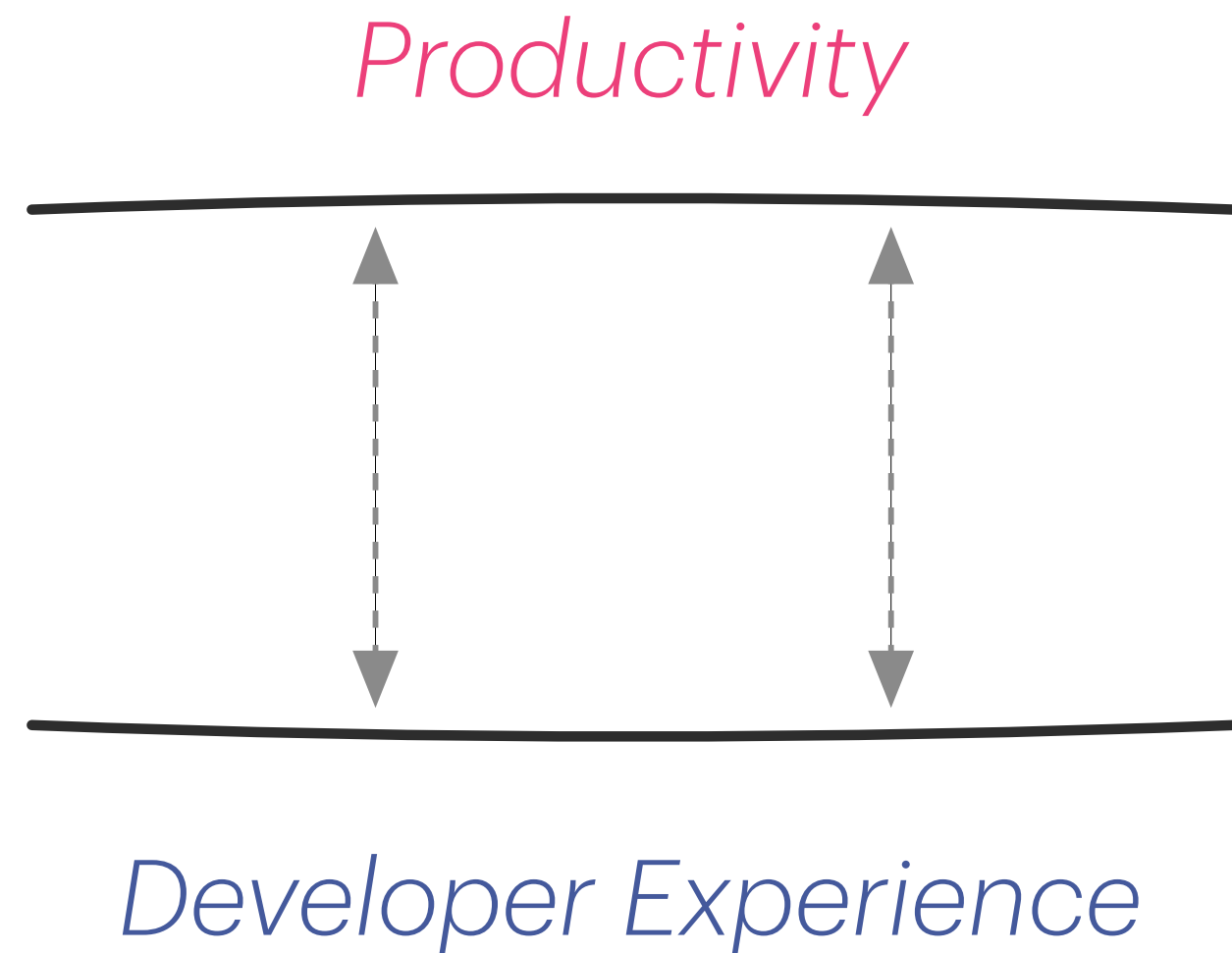
Inner Loop - Automated by AI



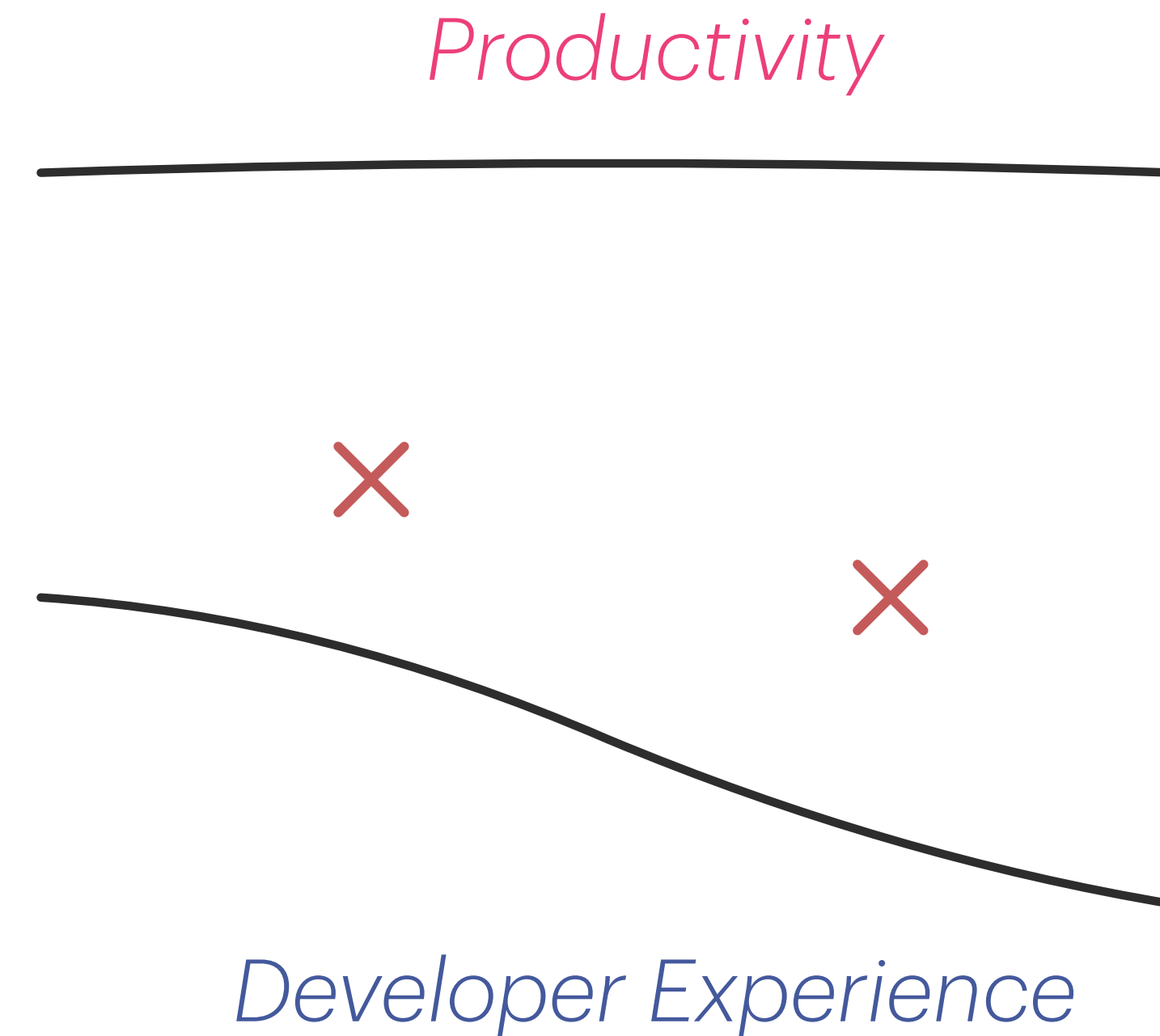
Directing · Evaluating · Correcting

The Productivity-Experience Paradox

Before AI



With AI

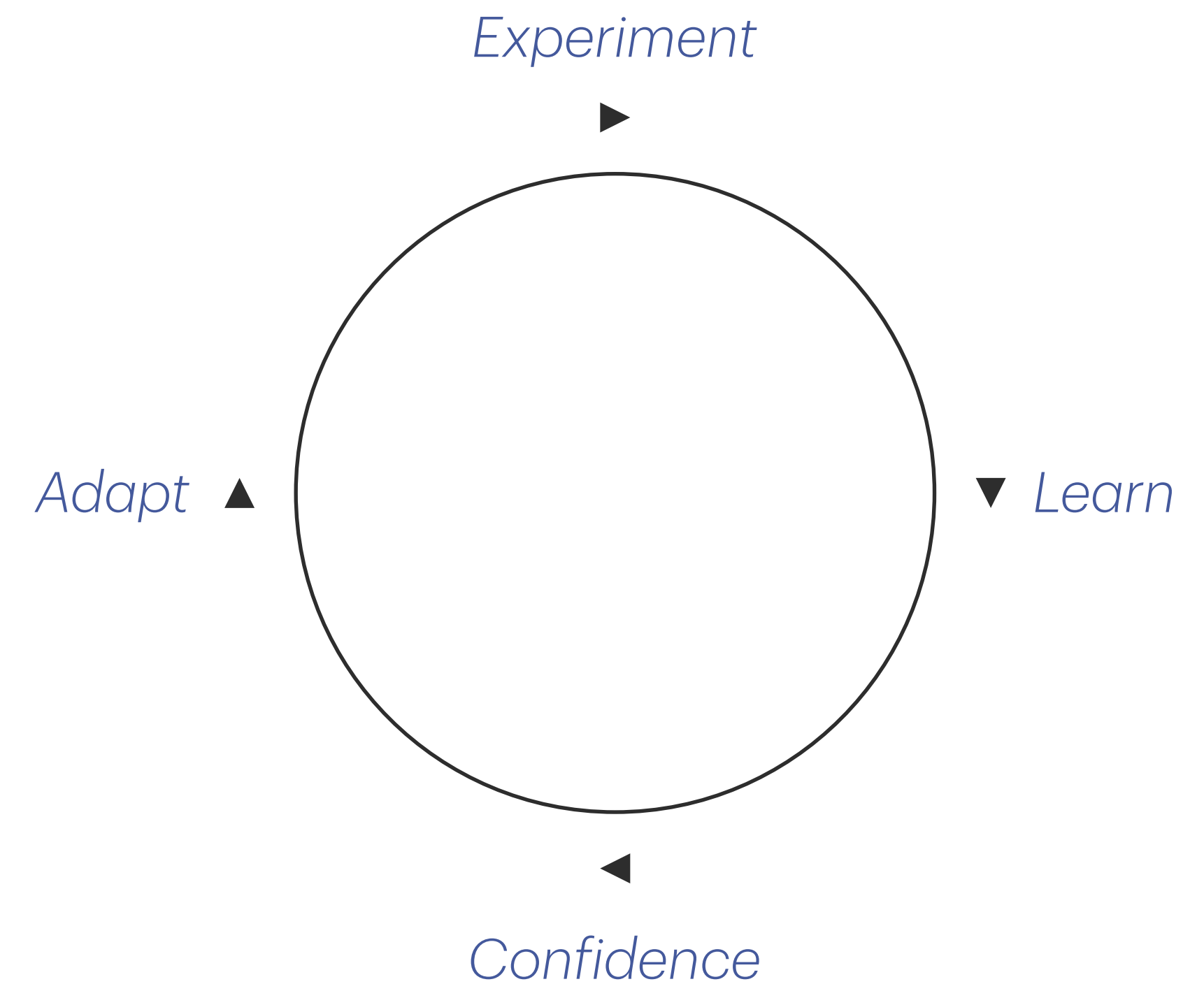


Mindset Over Circumstance

Self-efficacy as the dominant predictor

Not gender, seniority, company size or tools

The engineers who thrived *believed* they could



Where The Work Is Going



Artisanal

rare

Orchestrator

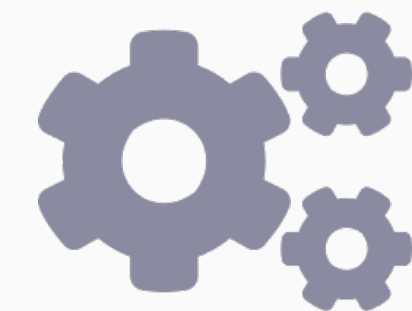
the centre of gravity

Domain

closer to the problem

Harness

closer to the platform



Clerical

avoid

Looking Forward

Engineers

Be curious. Experiment.

Take control of your craft.

Leaders

Name what's possible.

Create the pathways.

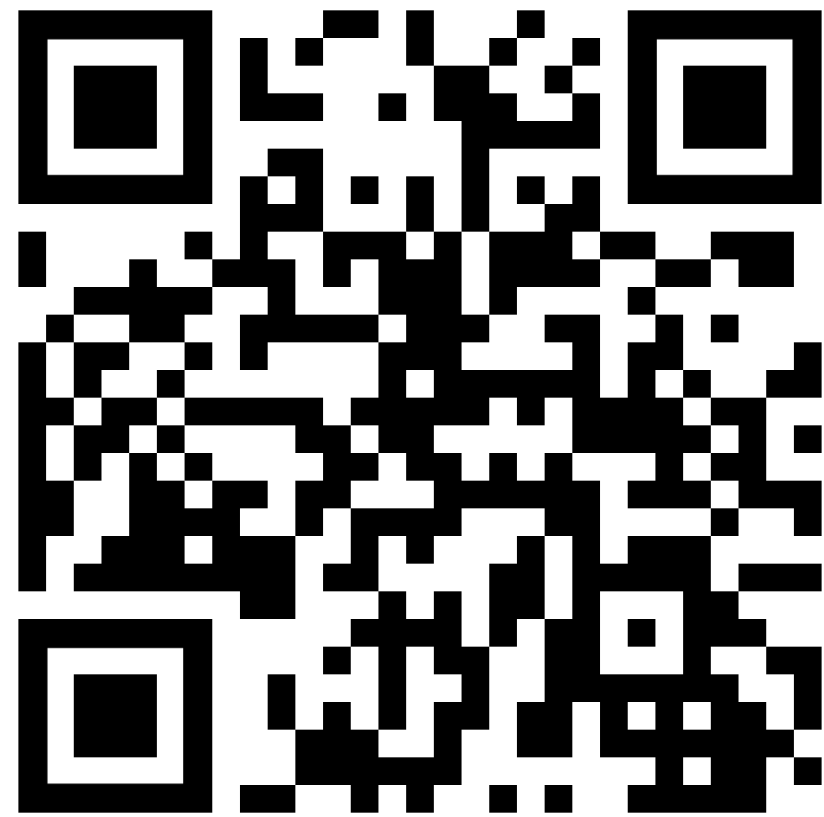
Nobody has this all figured out yet.

We've always designed for the future.

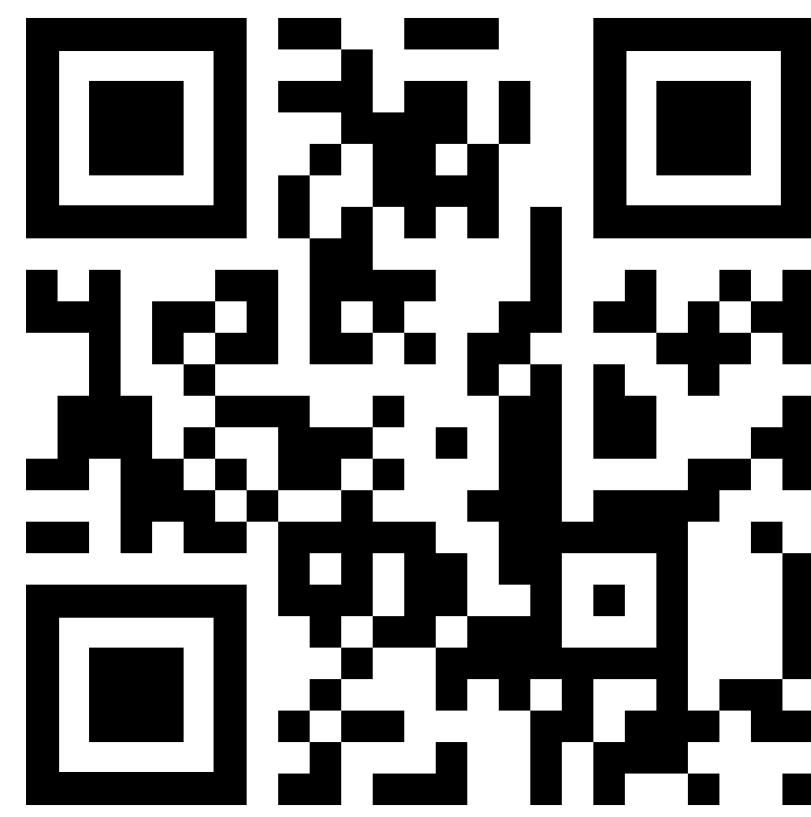
Now we get to design our own future.

Thank you

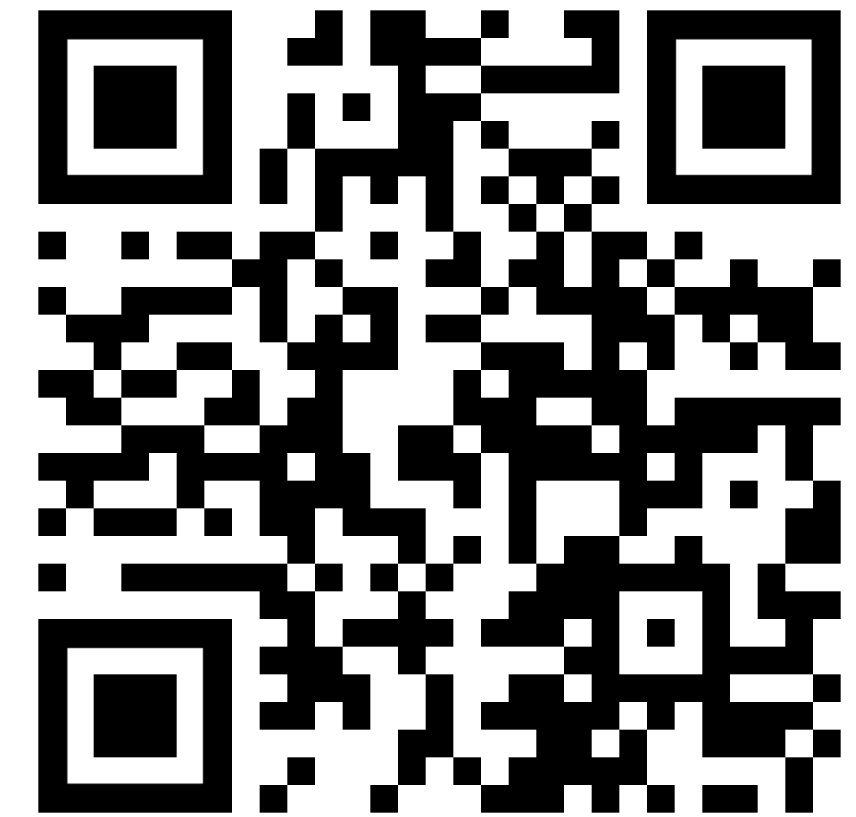
Annie Vella



LinkedIn



annievella.com



Longitudinal Study