

DTA | Modern Data Warehousing OpenHack | Virtual
15-17 September

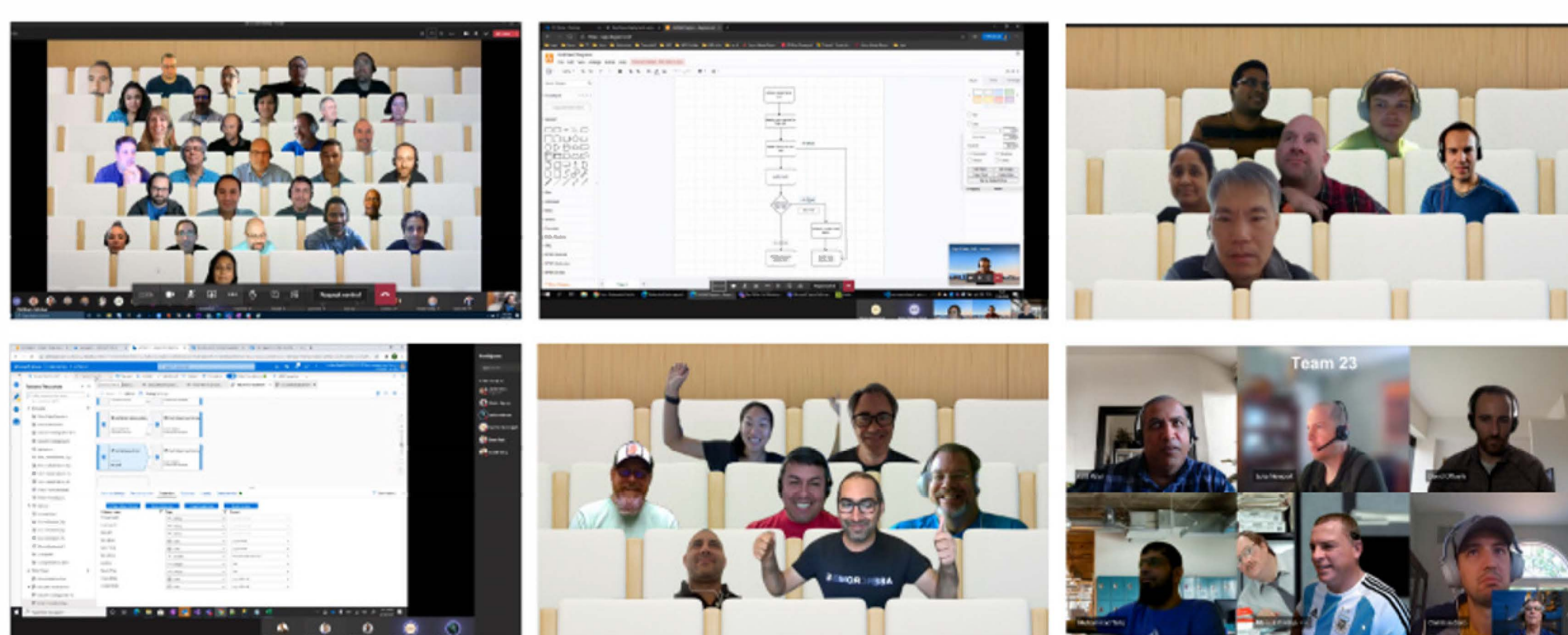
Summary	Highlights & Insights	By the Numbers	Artifacts	Thank You
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DTA | Modern Data Warehousing OpenHack | Virtual | Event Report

Summary

The DTA Modern Data Warehousing 3 day OpenHack kicked off on 15th September with 123 participants split into 27 teams. Each team was assigned a dedicated Coach. All participants were remotely based and joined the OpenHack virtually using Microsoft Teams.

Day one started with a warm welcome from Nancy Webb (PM) and Jason Virtue (Tech Lead). After the welcome session all 27 teams broke off into their dedicated teams channel to start hacking. There was a real mix of experience amongst the teams.



Highlights & Insights

- Good Collaboration.** Teams were well engaged and collaboration was strong throughout the event.
- Ratio of Virtual Coaches.** We had a dedicated Coach per team (1:5 participants, some teams had 6 participants). We also had 6 co-teach groups (2 coaches per team), due to lower student attendance numbers.
- Remote Participation.** All learners were remote and using Microsoft Teams. We mandated that everyone's camera and audio was always on (some participants needed constant reminding) Coaches would encourage each team member to take it in turn to lead a challenge and use the screen sharing functionality. This allowed the other teams members to collaborate and contribute to ensure we had active engagement.
- Coach Feedback.** This was my first experience coaching an OH and I felt the team of coaches, support team and tech leads made it such a great experience coming in. It's made me want to coach other OH's and is my favorite training I've ever had within Microsoft. The OH program is one of the best things we've got going.
- Strong Engagement.** Engagement is great. One team had one person driving whilst the rest are backseat but this is rotated so everyone gets a chance to drive. Highly suggest OH's for new hires.
- Coach Recommendation.** Having a real blast, team of 5 CSA's and all very capable. Was really impressed with the fact that they have 2 camps – Spark world and Azure data factory world and both were willing to compromise. All 5 recommended as coaches.
- Quote Of the Day.** The overall moto of OH is 'there is no one right technology for each challenge'
- Coach Feedback.** My team are all fully engaged and three people being recommended as coaches, who have been great with the new starter in the team. 'So proud of this team, awesome'.
- Time Zone.** One team member from China so we tried to keep him in the driver's seat in the first part of the day.
- Knowledge sharing.** Everyone working well together with the divide and conquer approach. Coming together and comparing notes at the end of the day and exporting their work to use later on. Everyone's engaged.
- Badges.** There were issues with claiming badges.

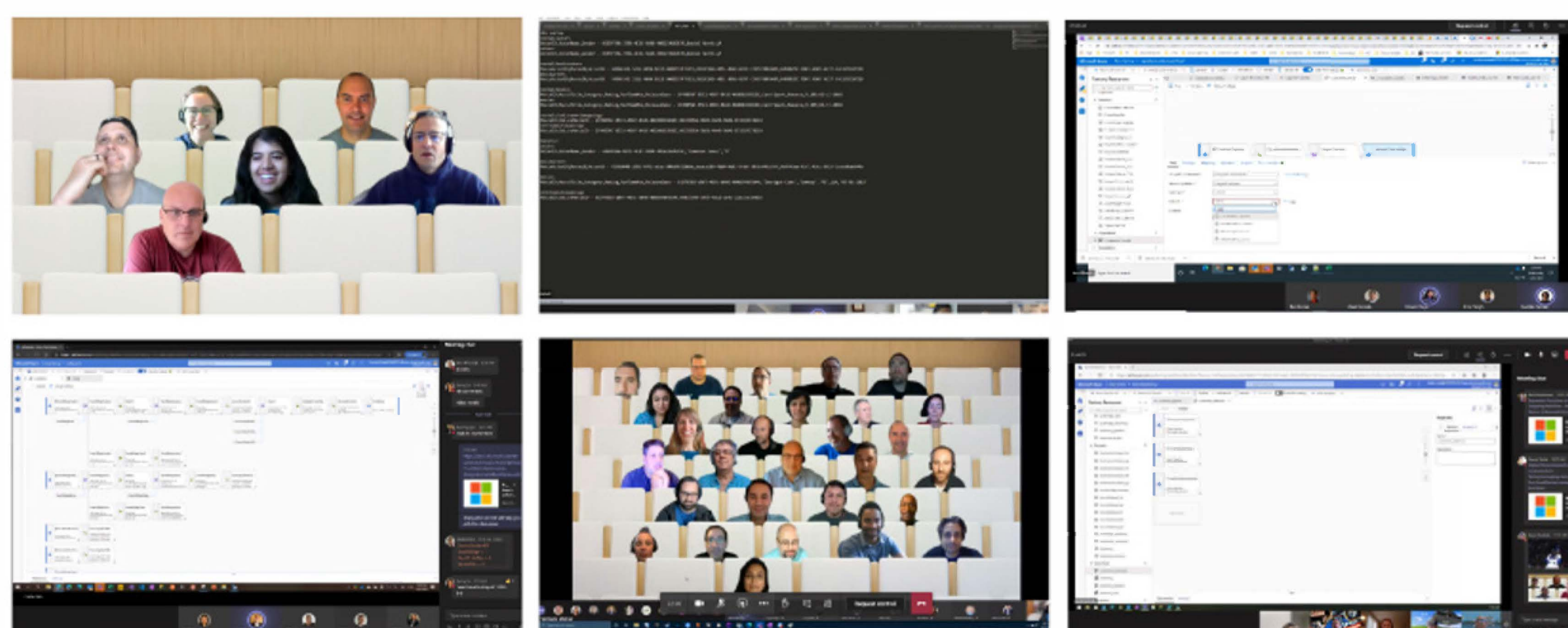
By the Numbers

Below is a comprehensive view of overall reach and impact.

<p>Attendance 125 Confirmed Registrations 123 Actual Participants 98% Completion Rate</p>	<p>Event Satisfaction 71% Very Satisfied 26% Satisfied 3% Neutral</p>	<p>Team Challenge Breakdown All 27 Teams completed challenge #5 2 Teams completed through challenge #6 6 Teams completed through challenge #7</p>
<p>Satisfaction 77% Agreed OH format is an effective way to upskill on new technologies.</p>	<p>99% Will apply what they've learned during OpenHack on a customer engagement.</p>	<p>91% Very satisfied or satisfied with the virtual content delivery.</p>

Artifacts

What did you enjoy most about the OpenHack?			
<p><i>Learning a completely new skill, outside of my Infrastructure CSA role.</i> DTA Delegate</p>	<p><i>The slow challenge build that gives you enough time to figure out which tech to use.</i> DTA Delegate</p>	<p><i>I always love learning from my peers. It's amazing to see how different people solve the same problems differently.</i> DTA Delegate</p>	
<p><i>I am not a Data and AI person so this was a stretch challenge for me. I learned a lot of new technologies and my team and coaches were great.</i> DTA Delegate</p>	<p><i>The real world format and team focus (here's a problem... solve it). Problem solving (and sometimes failing) is the most efficient way of learning for me.</i> DTA Delegate</p>	<p><i>The collaboration aspect! I really enjoyed that everyone was included during the hack, by sharing their screens and asking for everyone's input.</i> DTA Delegate</p>	
How can we improve this OpenHack?			
<p><i>A bit more direction on the beginning so we can spend more time on the analytics portion of it.</i> DTA Delegate</p>	<p><i>Challenge 5 in MDW is too much as a whole. Perhaps break it into smaller multiple challenges.</i> DTA Delegate</p>	<p><i>No suggestions, I think in person would improve things, but that's out of everyone's control.</i> DTA Delegate</p>	
<p><i>The labs quickly fall into deep expertise. Better to spend the first 4 labs showing an overview of our offerings in this space and how they work, then make the deep stuff a stretch goal.</i> DTA Delegate</p>	<p><i>Please provide github for the source code and data so that participants can practice.</i> DTA Delegate</p>	<p><i>Some team members are very new to the technologies, send them prep materials ahead of the time.</i> DTA Delegate</p>	
How can we improve the virtual OpenHack experience?			
<p><i>The virtual OpenHack exceeded my expectations!</i> DTA Delegate</p>	<p><i>Rabbit holes = 30 minutes. Beyond will demoralize.</i> DTA Delegate</p>	<p><i>Make a summary of all challenges available @ start.</i> DTA Delegate</p>	<p><i>Solve the global pandemic so we can be in person.</i> DTA Delegate</p>
<p><i>Everything was seamless and coaches were AMAZING!</i> DTA Delegate</p>	<p><i>Introduce more breaks, include a host that can entertain/keep us focused for the long-haul, give some incentive for learners to stay engaged.</i> DTA Delegate</p>		



Thank You

Special thanks to:

- Americas Operations Program Manager: [Jeannette Masso](#)
- Tech Leads: [Jason D Virtue](#), [David Winegar](#), [William Weber](#)
- Project Lead: [Nancy Webb](#), [Lindsay Douglas](#) (Fast Lane)
- Coaches: [James Serra](#), [Subhransu Sahoo](#), [Howard Ginsburg](#), [Alex Karasek](#), [Barkha Herman](#), [Tonio Lora](#), [Ishan Jain](#), [Nithesh Krishnappa](#), [Dee Kumar](#), [Sana Khan](#), [Brian Hitney](#), [Diana Phillips](#), [Puneet Jeyasingh](#), [Kalyan Maddali](#), [Annie Xu](#), [Ted Malone](#), [Phillip Novak](#), [David Levy](#), [Anthony Martin](#), [Dave Wentzel](#), [Malek el Khazen](#), [Omer Ahmad](#), [Rowland Gosling](#), [Ahmed Sherif](#), [Hope Foley](#), [Bob Cheatham](#), [Aruna Ranganathan](#), [David O'Keefe](#), [Troy Ault](#), [Adam Paternostro](#), [Barry Gervin](#), [Daren Child](#), [Jeff Barnes](#), [Sudhir Rawat](#)

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