职业规划与微软的企业文化

曾南山
微软亚洲搜索技术中心高级研发经理
2009.6.29

Agenda

- Career Growth
- Microsoft Culture
- Q/A

Career Growth

My Background

- 北大人
  - BS, 1985-1989
  - MS, 1989-1992
- From China to US
  - PhD Candidate, 1994 - 1997, Vanderbilt, USA
  - 1997 - 2006, Microsoft, USA
- From US to China
  - 2006 - present, STC-A, Microsoft China

My Microsoft Experience

- Projects
  - Internet Explore
  - XML (eXtensible Markup Language)
  - SQL Server
  - HPC (High Performance Computing)
  - Bing (Internet Search) and cloud infrastructure

My Microsoft Experience (cont.)

- Career path
  - IC (Individual Contributor)
    - Software Design Engineer
    - Senior Software Design Engineer
    - Senior Technical Lead
  - Manager
    - Development Lead
    - Development Manager

Some Thoughts

- Being a good engineer
  - Technical skills
  - Soft skills
- Being a good manager
  - Vision
  - Strategy
  - Management
    - Resources and relationships
    - Projects/schedules
    - Risks

Microsoft Culture

Microsoft Company Values

- Integrity and Honesty

- Open and Respectful

- Big Challenges

- Passion

- Accountable

- Self-Critical

A Startup Culture

- To change the world
- Pursue entrepreneurship within the company
  - Xbox, SQL, Bing
  - MSRA, ATC, STCA

Talent Management

- Two-tier career paths
- Personal interest and motivation
- Explore new opportunities
- A clear career roadmap

Q/A

Thank You!