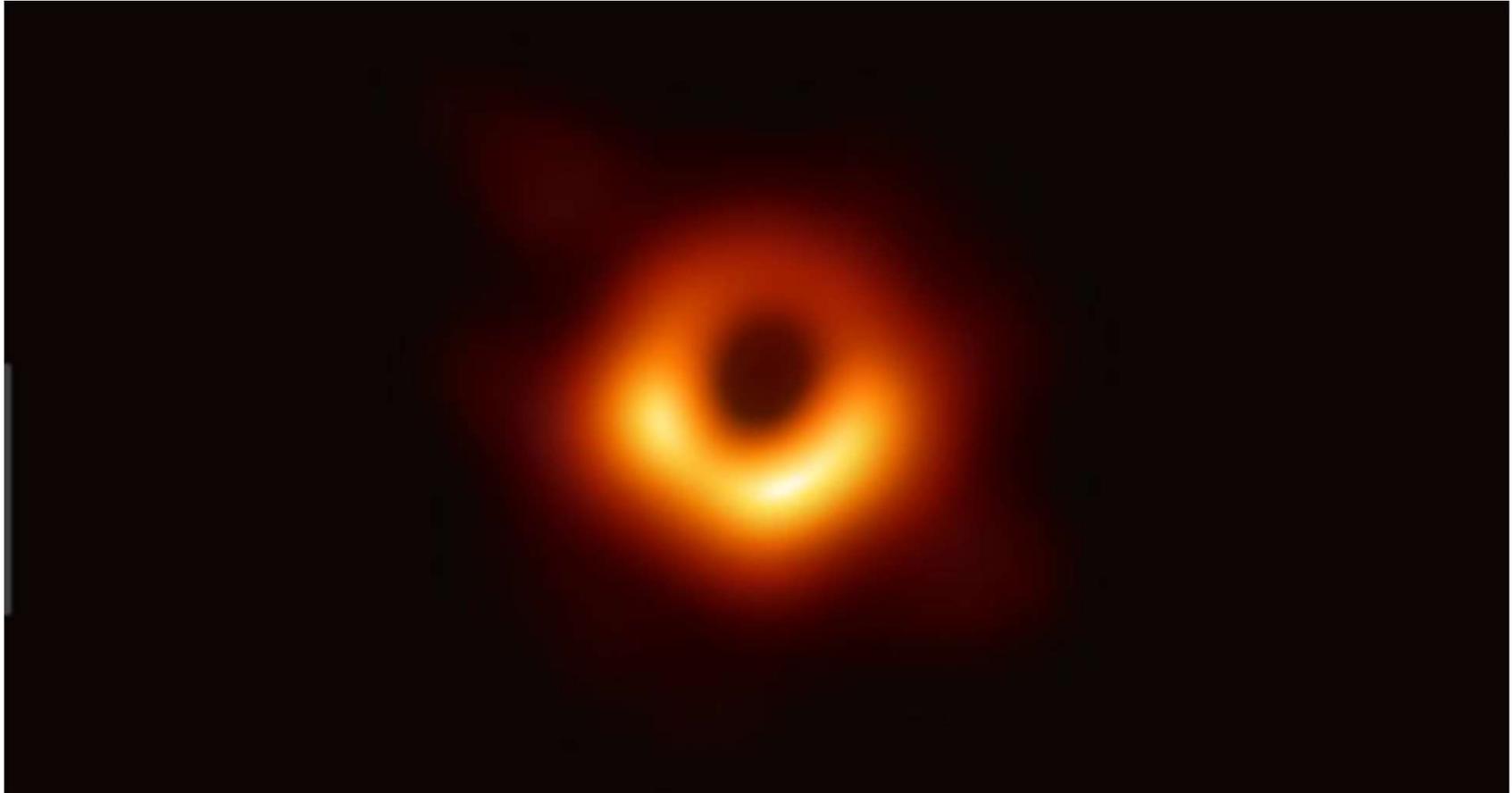


# Tech Today



# Tech @ Work Today



Row	Description	Segment
6583	<b>CLASSIC TAX - TAX LIABILITY</b>	
6584		
6585	CLASSIC LIFE - U.S. RESERVES PRUDENTIAL	
6586	TAX RESERVE SOURCE SUMMARY	
6587		
6588	TAX LIABILITY - SYSTEM - PP PERM	TOTAL SEGMENT
6589	TAX LIABILITY - SYSTEM - PP TERM	TOTAL SEGMENT
6590	TAX LIABILITY - SYSTEM - NPP	TOTAL SEGMENT
6591	TAX LIABILITY - SYSTEM - SUPP BENEFITS	TOTAL SEGMENT
6592	TAX LIABILITY - SYSTEM - TOTAL	TOTAL SEGMENT
6593		
6594		
6595	TAX LIABILITY - EXTERNAL - RESERVE w/NO PRODUCT	TOTAL SEGMENT
6596	TAX LIABILITY - EXTERNAL - LARGE PRD CASE-REDUCTION	TOTAL SEGMENT
6597	TAX LIABILITY - EXTERNAL - AOS/VAL RECONCILIATION	TOTAL SEGMENT
6598	TAX LIABILITY - EXTERNAL - VMF ERRORS	TOTAL SEGMENT
6599	TAX LIABILITY - EXTERNAL - NON AOS PRODUCTS	TOTAL SEGMENT
6600	TAX LIABILITY - EXTERNAL - PUA on SRPU	TOTAL SEGMENT
6601	TAX LIABILITY - EXTERNAL - LIFE BUILDER EXCESS INTEREST	TOTAL SEGMENT
6602	TAX LIABILITY - EXTERNAL - DPU CHILD/SPOUSE RIDER	TOTAL SEGMENT
6603	TAX LIABILITY - EXTERNAL - POST OPAI XI ADJ \ LM SUBS	TOTAL SEGMENT
6604	TAX LIABILITY - EXTERNAL - GRP CONV PGL SYS REDUCTION	TOTAL SEGMENT
6605	TAX LIABILITY - EXTERNAL - FATAL S PP	TOTAL SEGMENT
6606	TAX LIABILITY - EXTERNAL - FATAL S DIS-ACTIVE	TOTAL SEGMENT
6607	TAX LIABILITY - EXTERNAL - EVP	TOTAL SEGMENT
6608	TAX LIABILITY - EXTERNAL - WHOLESALE & PBT	TOTAL SEGMENT
6609	TAX LIABILITY - EXTERNAL - DEFICIENCY	TOTAL SEGMENT
6610	TAX LIABILITY - EXTERNAL - ASSET ADEQUACY	TOTAL SEGMENT
6611	TAX LIABILITY - EXTERNAL - DIS-DIS IBNR+CO S+FATAL	TOTAL SEGMENT
6612	TAX LIABILITY - EXTERNAL - ERROR IMPACT (correct too late)	TOTAL SEGMENT
6613	TAX LIABILITY - EXTERNAL - REIN ASSUMED-DEF PREM ASSET	TOTAL SEGMENT AS-BS
6614	TAX LIABILITY - EXTERNAL - REIN CEDED SLD (ING)	TOTAL SEGMENT AS-BS
6615	TAX LIABILITY - EXTERNAL - REIN CEDED RGA/SWISS	TOTAL SEGMENT AS-BS
6616	TAX LIABILITY - EXTERNAL - REIN CEDED YRT	TOTAL SEGMENT AS-BS
6617	TAX LIABILITY - EXTERNAL - 2003 TAX ADJUSTMENT	TOTAL SEGMENT AS-BS
6618	TAX LIABILITY - EXTERNAL - TOTAL	TOTAL SEGMENT AS-BS
6619		
6620		
6621	TAX LIABILITY ADJUSTMENT - IBNR	TOTAL SEGMENT AS-BS
6622		
6623	TOTAL TAX LIABILITY - IBNR (excl CA IWP/DIV ACMS)	TOTAL SEGMENT AS-BS
6624		
6625		
6626		

```
MSG10 WELCOME TO SECURE WAY TN3270 PROCESSING DTNPS7A4
10/14/19 - 10:04:24
IPADDR = 48.123.24.18

Eastern Regional Service Center

*** WARNING ***

This computer system is PRIVATE and may be accessed only by AUTHORIZED
Data and programs in this system are CONFIDENTIAL and Proprietary to
system owner and may not be accessed without AUTHORIZATION.
UNAUTHORIZED users or users who exceed their authorized level of access
subject to DISCIPLINARY action, up to and including TERMINATION and
subject to PROSECUTION under STATE or FEDERAL LAW.
Activity on this computer will be logged.

Worthy of Trust -- Customer Focused -- Respect for Each Other -- Win

For assistance contact the CTS Help Desk - (888) 778 - 7789

Press the SPACE BAR then press the ENTER key to begin
```

Too Many Requests

You've submitted too many requests.

Please wait 100 seconds and try again.

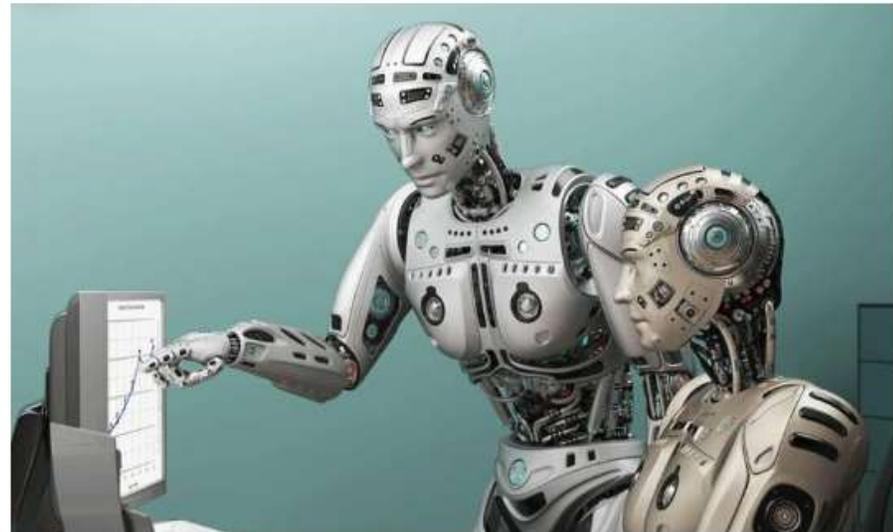
[Go Back to the Previous Page](#)

Confidential



## How to prevent the 'robot apocalypse' from ending labor as we know it

by Thomas Kochan And Elisabeth Reynolds, The Conversation



# Tech @ Work Tomorrow → Alternative View



# Tech @ Work Tomorrow → View for you



**Double down  
on human  
element**



**Radically shift  
how you use  
technology**

1996

Work > Home

2019

Work << Home

**Future?**

**Work ↔ Home**

How?

## Mindsets

Humility

Curiosity

One size does not  
fit all

## North Stars

Code

Content

Agile

# Humility



Personal  
Relative  
Technology  
Fluency



*Birth*

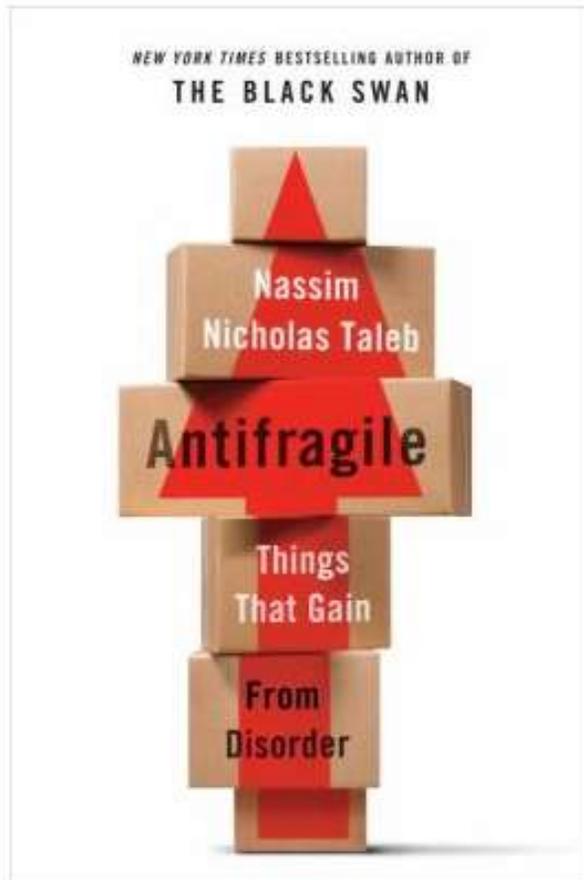
Time

*Present*





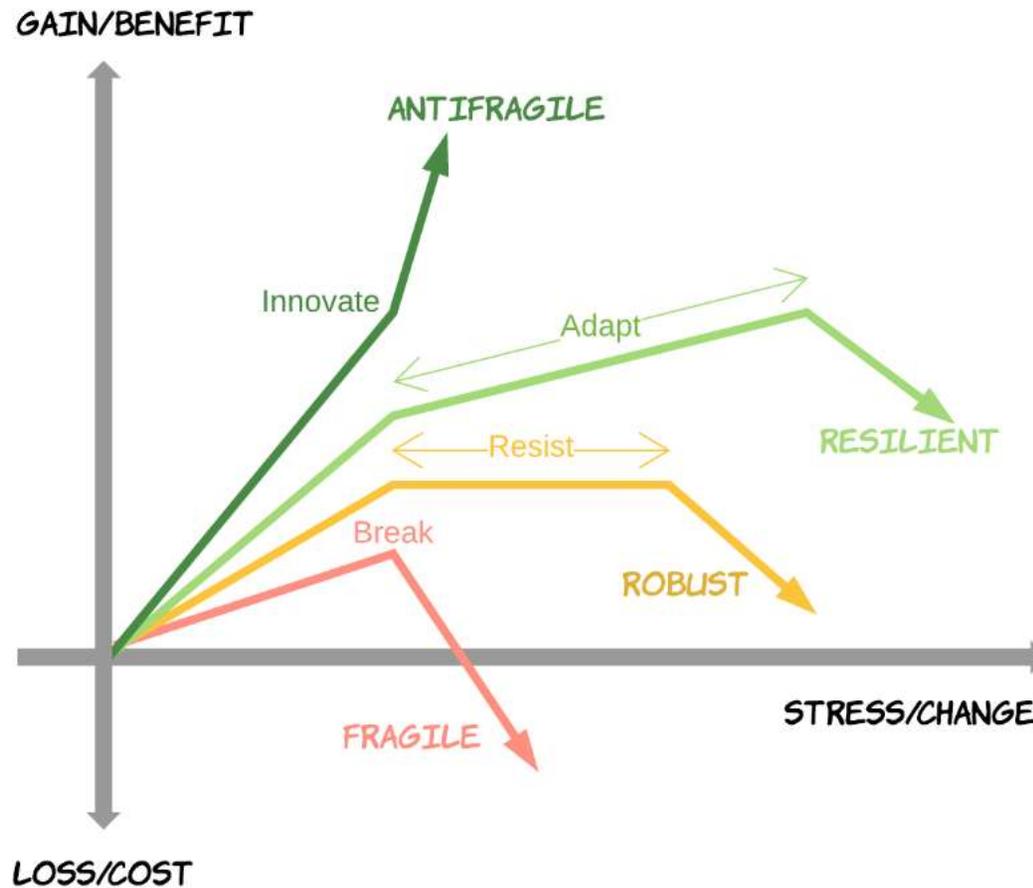




“Curiosity is Antifragile”

- Taleb

# Curiosity Imperative



<https://developers.redhat.com/blog/2016/07/20/from-fragile-to-antifragile-software/>

# Curiosity Enablers

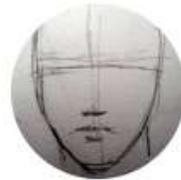


**One Size Does Not Fit All**



**#LearnToCode**

# One Size Does Not Fit All



**Naval**  
@naval

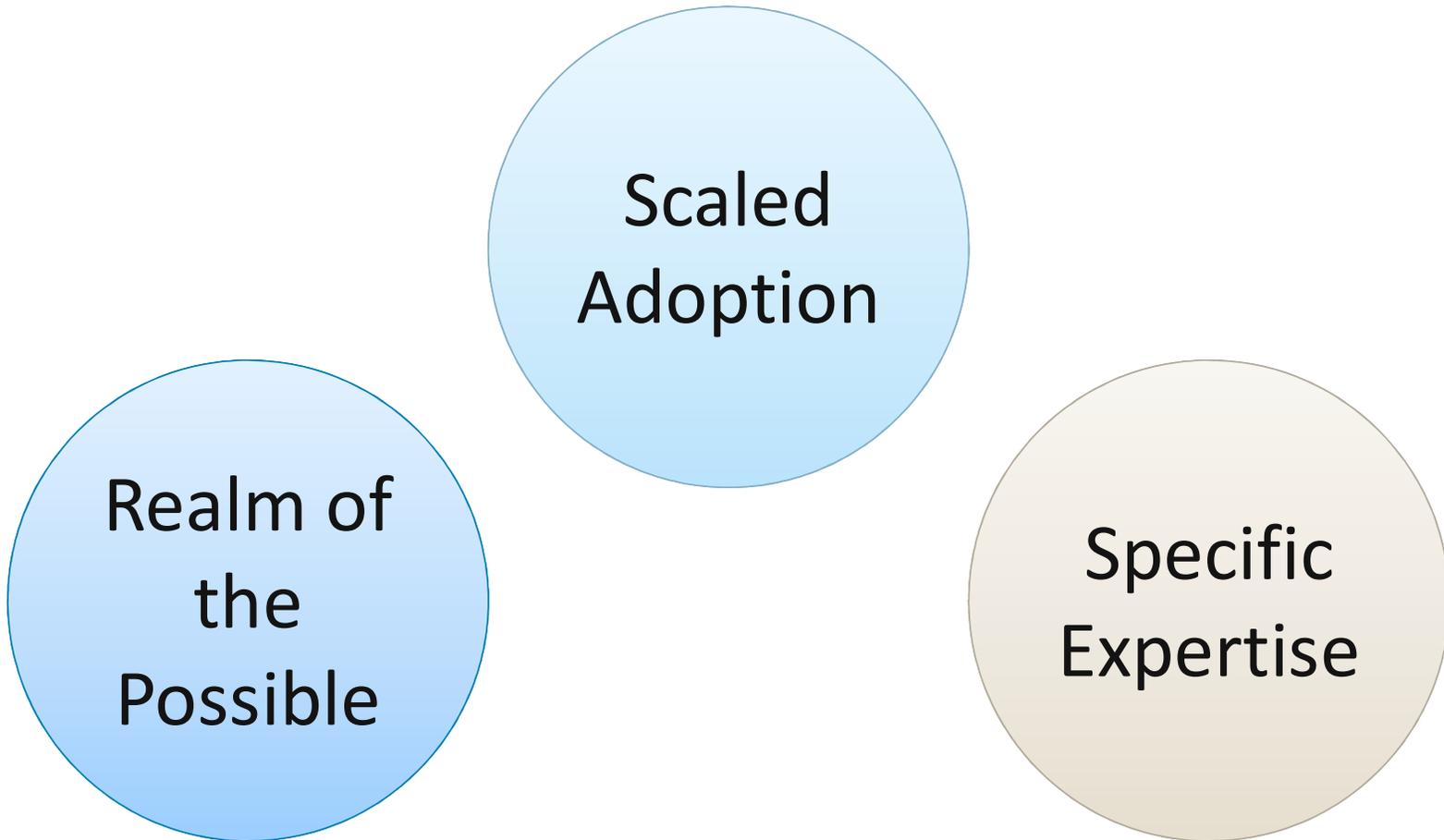


If you can't code, write books and blogs, record videos and podcasts.

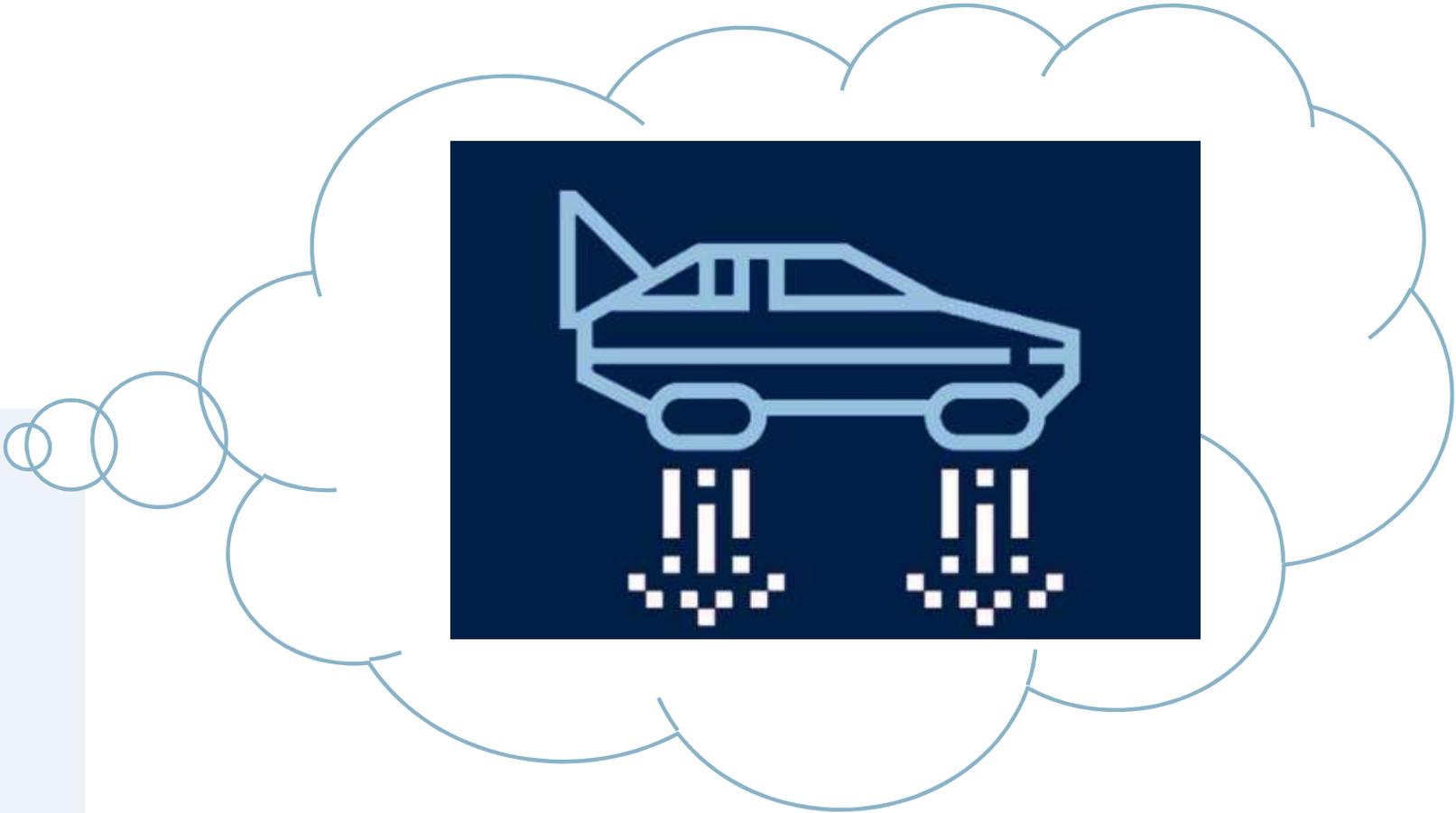
4:39 AM · 5/31/18 · [Twitter Web Client](#)

**1,279** Retweets **7,505** Likes

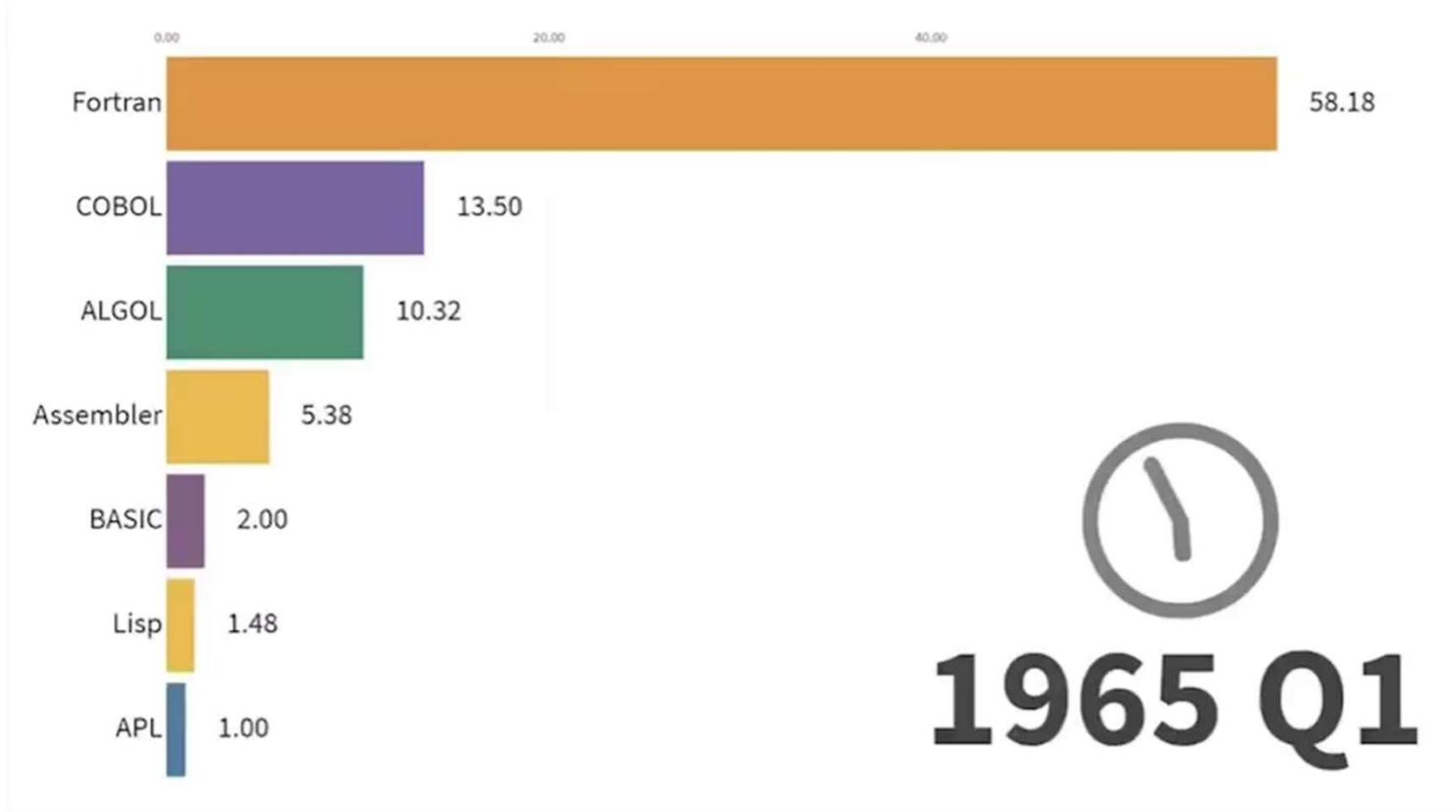
# One Size Does Not Fit All



# Mindsets → Actions?



# Where we're going, we don't need roads



@darshan\_h\_sheth

## North Stars → Setting our aim

### Code



Basics  
Usability  
Advantage

### Content



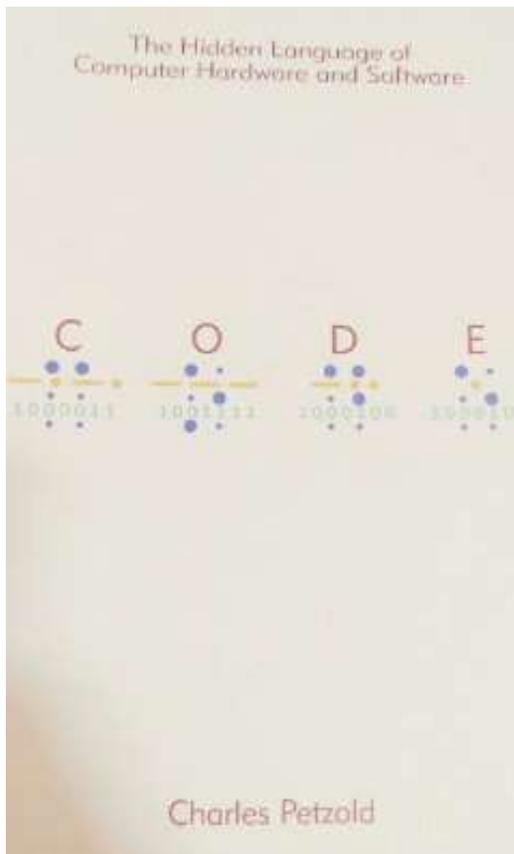
Search  
Breadth  
Engagement

### Collaboration



Values  
Principles  
Stories

# Code Basics



## Bloomberg Businessweek

SPECIAL DOUBLE ISSUE June 15 - June 25, 2015 | bloomberg.com

```
import datetime

class Issue():
    """TODO write docs here"""
    def __init__(self, **kwargs):
        # TODO: Validate input
        self._dict__update(kwargs)

    def publish(self):
        return ('This is the {0.pubdate:%B %d, %Y} issue of {0.title}. ' +
                'It is {0.pages:} pages long, and ' +
                'costs ${0.price:.5}. ' +
                'It is about {0.subject}.'.format(self))

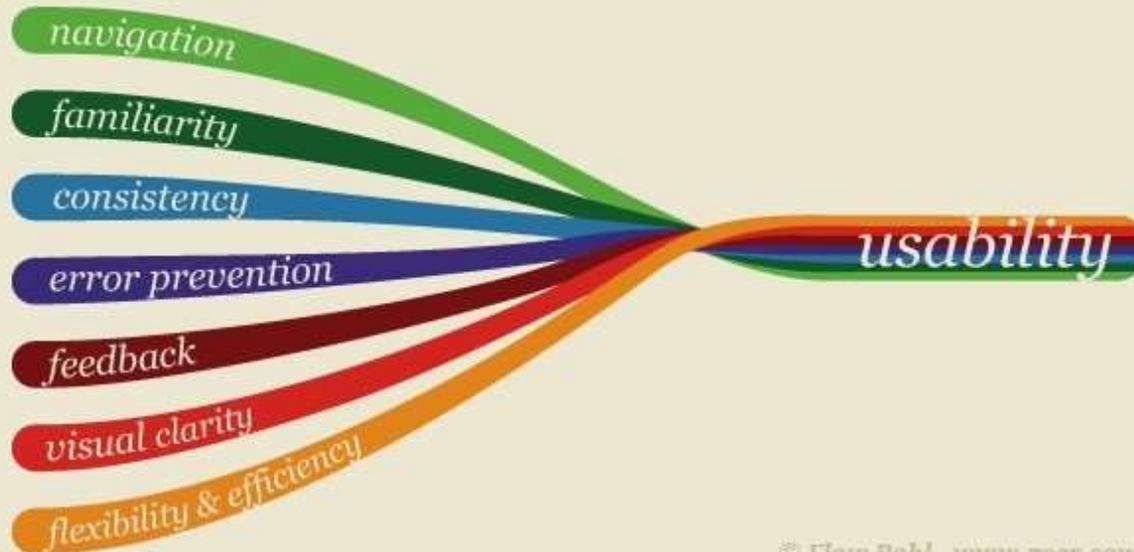
if __name__ == '__main__':
    bbw = Issue(title='Bloomberg Businessweek',
               price=5.99,
               # That price is only USD:
               # TODO figure out international pricing/currencies
               pages=112,
               pubdate=datetime.datetime(2015, 6, 15),
               subject="code")
    print(bbw.publish())
```

If You Can't Read That, You'd Better Read This  
Code: An Essay p.13

# Code Usability

“The extent to which a product can be used by specified users to achieve specified goals, with effectiveness, efficiency and satisfaction in a specified context of use. ”

– ISO 9241 Ergonomics of Human System Interaction

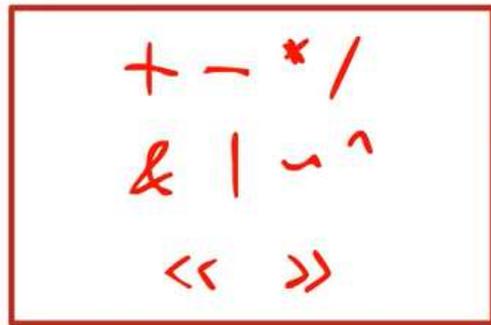


© Flow Bohl - [www.79er.com](http://www.79er.com)

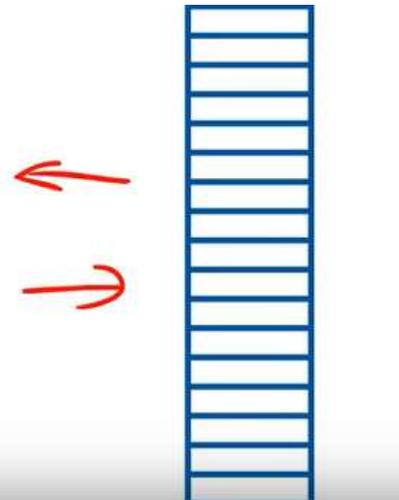
<https://www.interaction-design.org/literature/article/an-introduction-to-usability>

# Code Comparative Advantage

Computers can do  
two things...



Math



Read & Write  
to Memory

...and ultimately, just  
one way



## General Choices

Actuarial vendor?

Object oriented?

Development  
environment?

No code?

## Specific Choices

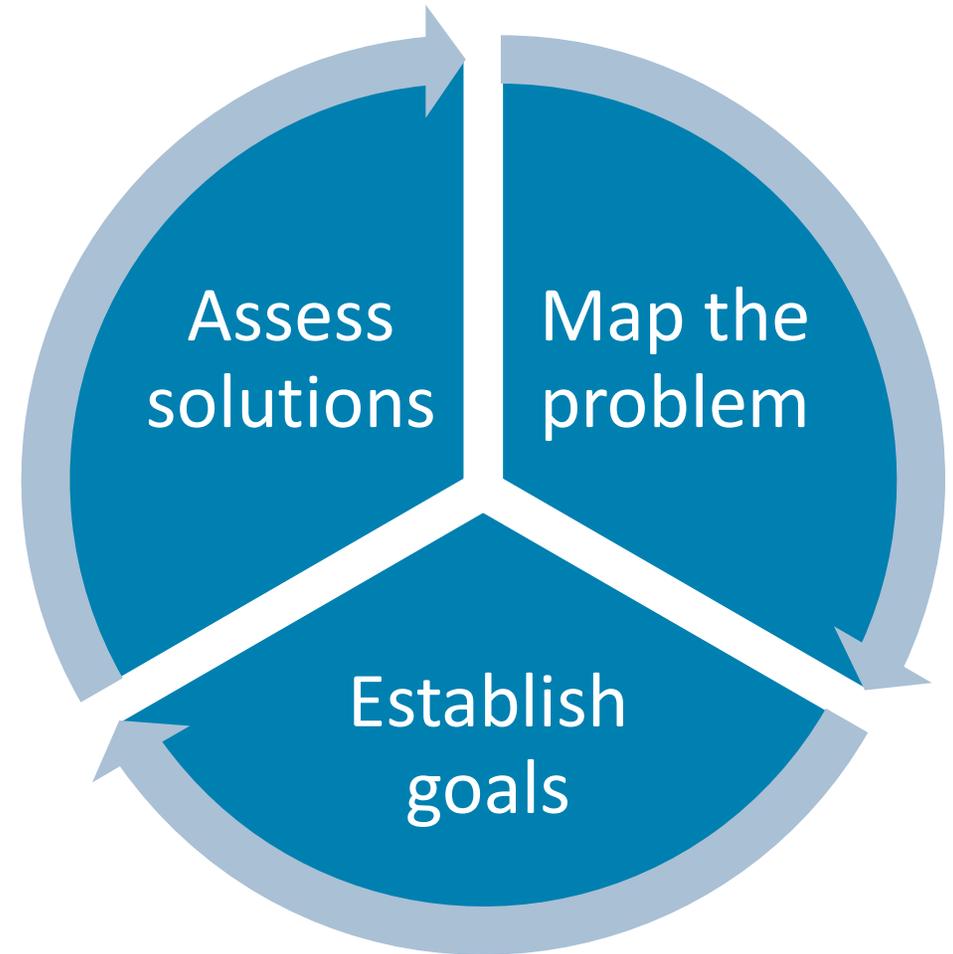


Ready

**Fire!**

Aim

vs.



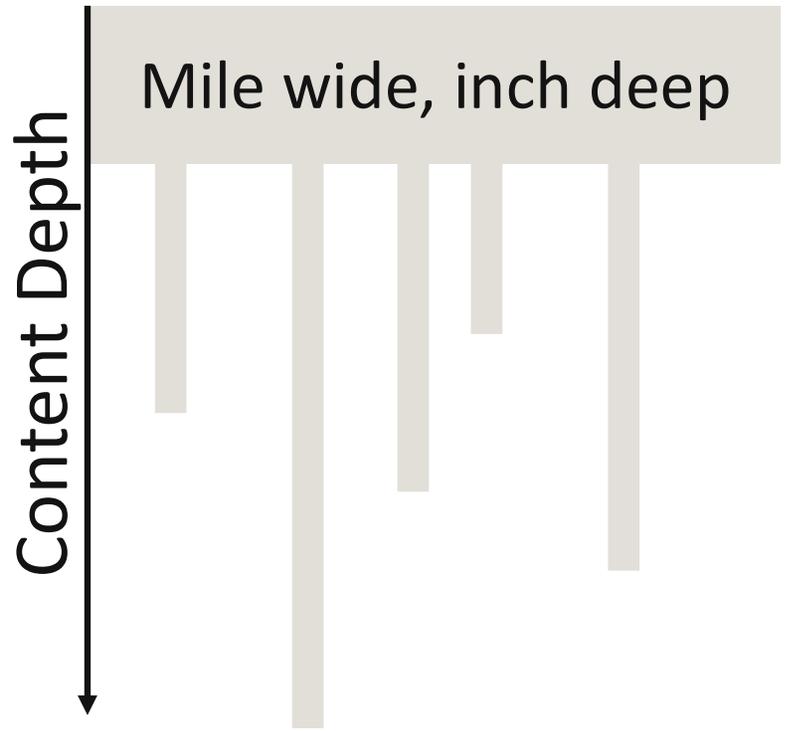
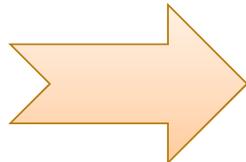
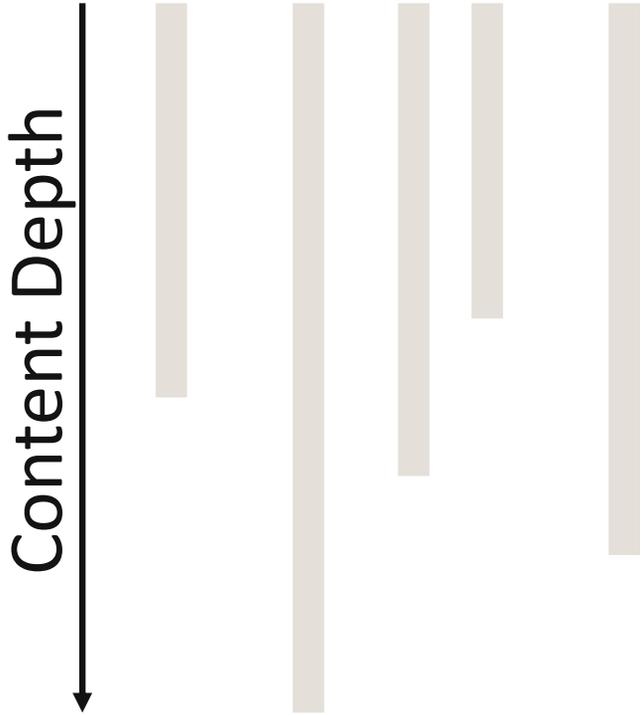
# Content Search



Name	Date modified	Type
Ad-Hoc Requests	1/27/2015 4:42 PM	File folder
Analytics Team	3/3/2019 10:44 AM	File folder
Attribution	8/7/2018 3:32 PM	File folder
Capital	8/6/2019 11:52 AM	File folder
Cash Flow Reports	11/21/2016 9:19 AM	File folder
Climate	6/16/2017 8:16 AM	File folder
Consolidation Deliverables	7/29/2019 11:27 AM	File folder
FANIP - PRT - SS Synergy Analysis	6/26/2019 8:55 AM	File folder
Forecast	9/9/2019 4:51 PM	File folder
Lag Pricing	2/16/2017 11:19 AM	File folder
Longevity	2/16/2017 11:19 AM	File folder
Project RAMP	6/24/2019 2:44 PM	File folder
Risk Committees	3/3/2019 10:27 AM	File folder
Spread Assumptions	3/14/2016 3:11 PM	File folder
Stable Value	6/24/2019 2:43 PM	File folder
Strategy & Priorities	5/14/2019 12:17 PM	File folder
Synergy Pricing	2/16/2017 11:21 AM	File folder
TOMona	7/19/2018 1:58 PM	File folder
Wilcox 2014-2015	3/3/2019 10:14 AM	File folder



# Content Breadth



# Medium



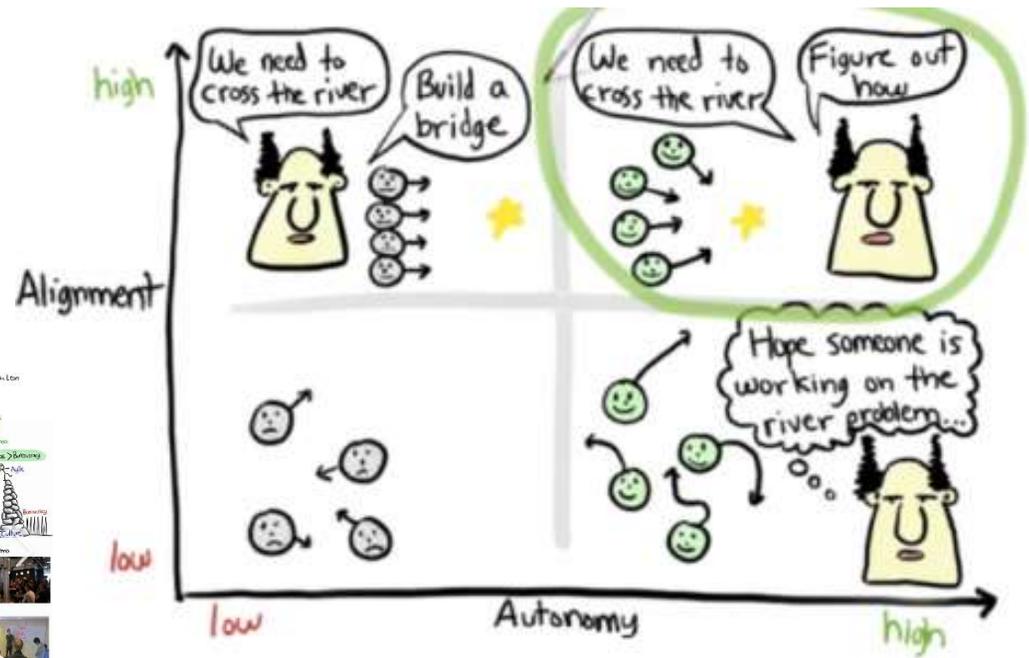
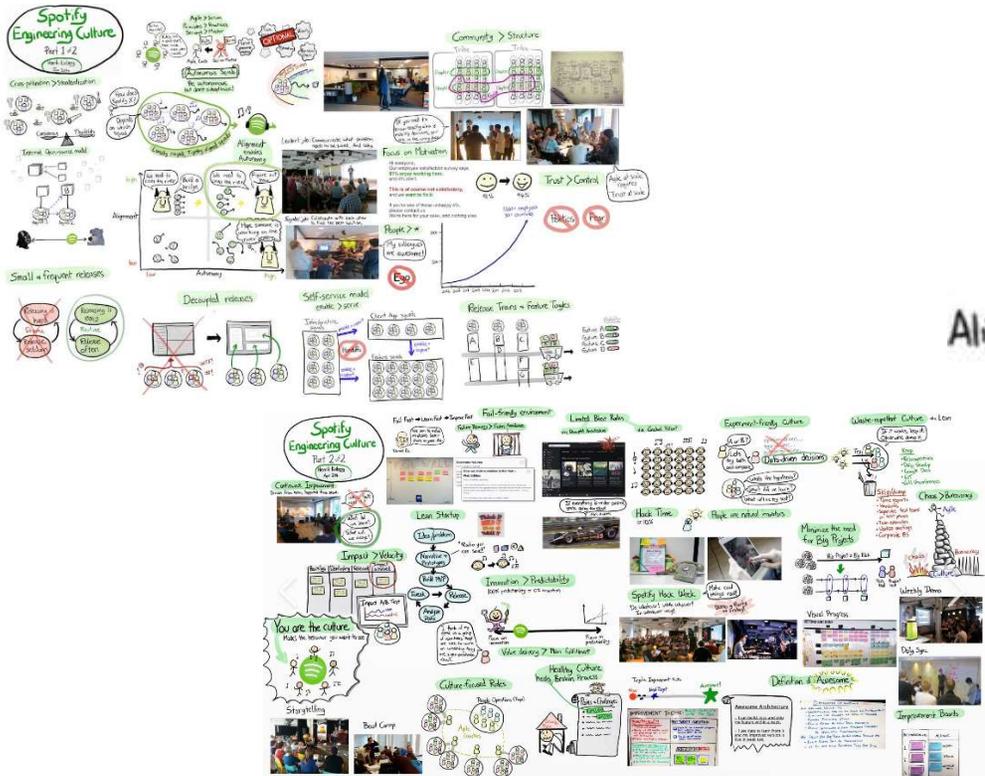
# Message

# TLDR

“The medium is the message”  
- Marshall McLuhan, 1964

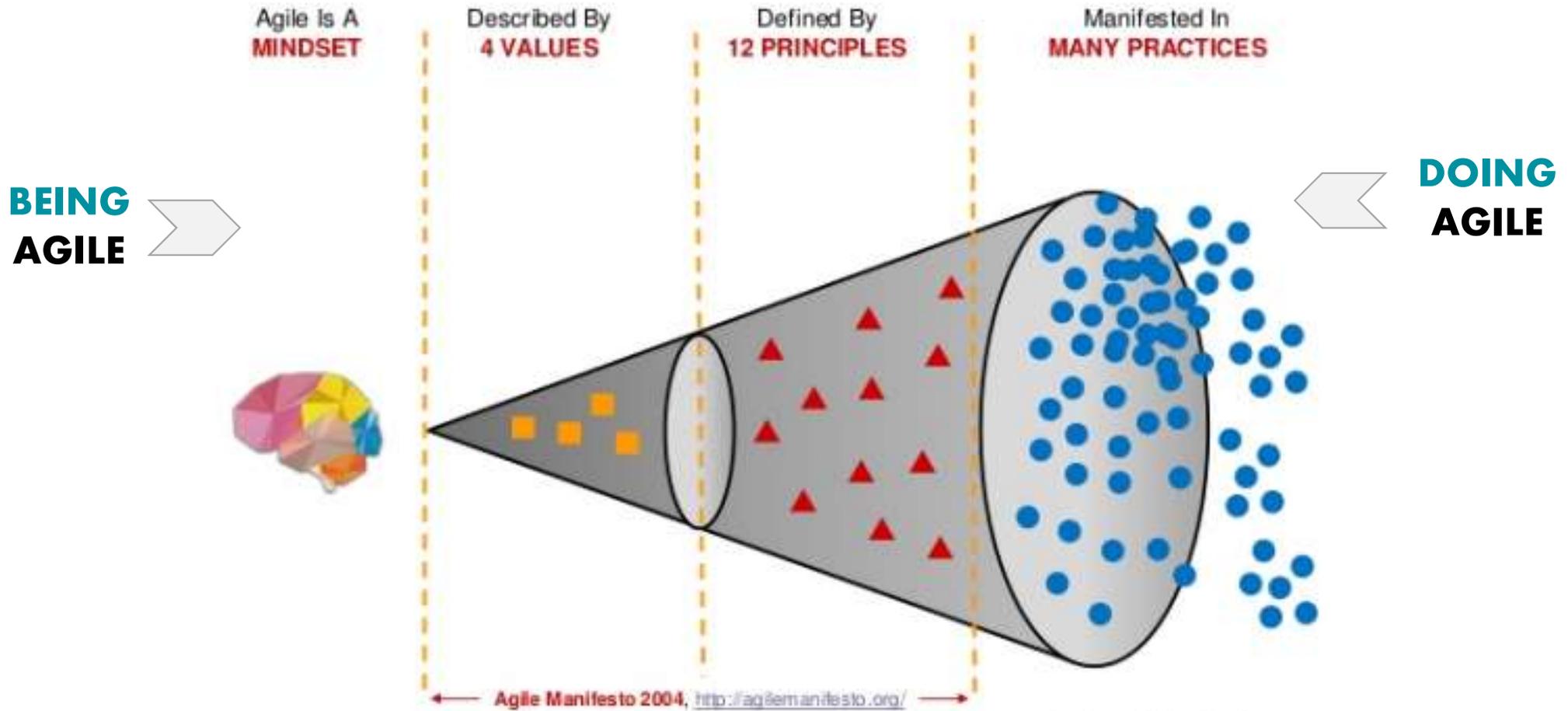


# Me & Agile



<https://labs.spotify.com/2014/03/27/spotify-engineering-culture-part-1/>  
<https://labs.spotify.com/2014/03/27/spotify-engineering-culture-part-2/>

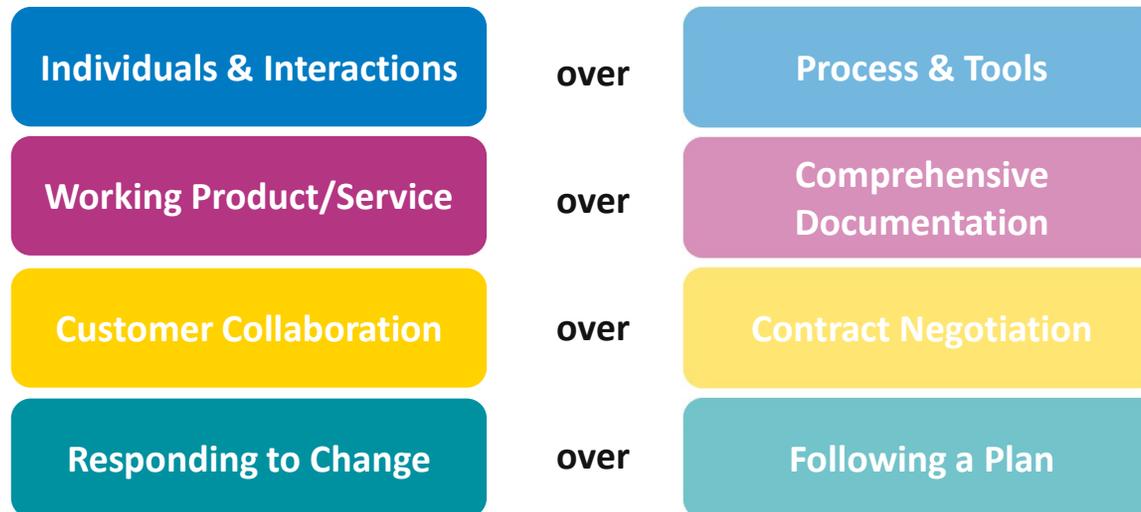
# agile to Agile



Dr. Ahmed Sidky, Riot Games

## The 4 Core Values

*We are uncovering better ways of developing products by doing it and helping others do it. Through this work we have come to value:*



*That is, while there is value in the items on the right, we value the items on the LEFT MORE.*

# Agile Manifesto → 12 Principles



Satisfy  
The Customer



Welcome Changing  
Requirements



Deliver Working  
Software Frequently



Collaborate  
Daily



Motivated  
Individuals



Face-to-face  
Conversation



Measure Of Progress  
Through Working Product



Promote Sustainable  
Development



Continuous Attention To  
Technical Excellence



Simplicity  
Is Essential



Self-organizing  
Teams



Regularity Reflect On  
Continuously Improving

# Agile Practice → User Stories



As a \_\_\_\_\_ ,  
(user, customer, persona)

## Story →

I want to \_\_\_\_\_  
(some functionality)

I need \_\_\_\_\_  
(what)

So that \_\_\_\_\_  
(business value)

\_\_\_\_\_  
(because)

## Steps →

# Converse, Clarify, Confirm

# How might we create that better future?



## Mindsets

Humility

Curiosity

One size does not  
fit all

## North Stars

Code

Content

Agile

## Curiosity (one more time)



“I had no idea what he was talking about, but when I left that meeting I knew this is something I wanted to work on.”

- Katie Bouman, describing the first meeting with Event Horizon leadership