

APPLICATION FORM

PART ONE: CONTACT INFORMATION

Name: Hamish Watson
Pronouns: He/him

[Redacted]

LinkedIn profile link if available:

<https://www.linkedin.com/in/hamishwatson8/>

Years of experience with Microsoft data platform technologies:

22

PART TWO: PROFESSIONAL BACKGROUND

1. Describe your employer's business:

My business is a consultancy dedicated to Databases, Azure and DevOps.

We help clients to optimise their on-premises SQL Server instance and/or embrace the Azure platform as a method to scale and standardise their data platform. From fine tuning indexes in enterprise corporations to leading a start-up team through how Kanban can accelerate the delivery of value to their clients – my business is about helping clients improve their business processes. Our clients are found in countries across the globe in the US, Canada, Australia, Singapore, U.K, Belgium, Germany and New Zealand.

2. Describe your primary job responsibilities:

As owner of the company – I am responsible right across the spectrum.

My primary job responsibilities are to manage and grow my business, to help companies realise their true potential – both technically and from a business improvement perspective, and to support and lead my staff where required.

When I set up my business one of my two company pillars were:

- Be billable for 10 months and
- spend 2 months giving back to the community.

My other core responsibility within my company is to promote collaboration and learning within my community.. Having this as a core responsibility of my company means that I *could* travel the world helping people become better people and embrace the concept of community. Since March 2020 I have pivoted this and now do a lot more community activities virtually.

3. Do you or your company have any known relevant financial relationships with any current companies represented on the PASS Board of Directors? Current companies are outlined on pages 4 of the Application Guidance Document. If yes, details may be requested.

Yes, my company is the only New Zealand Redgate Software partner.

PART THREE: STATEMENT OF INTENTIONS

4. How can PASS better serve the Microsoft data platform community?
Over the past year – just before joining the board and after joining the board I have made a point of asking the global community how PASS can better serve the community.

A resounding common theme has been *communication* and *engagement*. Over the past year I have ensured that I have fed back as much as I can within my regional community – as at times we do feel quite remote in Australasia.

There is a fine line between not enough communication and too much communication and this means that we need **effective** communication with our global community. Engagement means working **with** the community and not dictating the community. This means we need to engage with our community leaders – this is a two way street – we need our leaders to be supportive of PASS initiatives. To have that engagement we need to communicate effectively.

PASS is a unique platform for the community and we need to continue to leverage our special relationship with Microsoft – to be the chosen third party vendor for Microsoft to deliver content to the community. We need to continue building on this relationship as well as accentuating our delivery mechanisms to our globally diverse community. Ensuring we communicate and engage with our community will ensure that we do deliver content on behalf of Microsoft and grow both our base membership and subsequently our revenue streams outside of PASS Summit.

PART FOUR: LEADERSHIP AND MANAGEMENT

5. Please describe your management and leadership background.

In a corporate sense – I was a leader of ten Operation Consultants for 16 years. When I first took the team over they were known as a team that said “no”. Within 3 years I took them from being the hurdle in a delivery process to enablers. From 2004 until 2017 none of my staff ever said “no”, they collaborated with the requester to look at options, to see what the best fit was, it might mean they said “I need time to discuss this with..” but my proudest moment of “management” (because I was not a manager – I was a captain of a team of brilliant people) was being able to create a culture of delivery.

In terms of leadership within the community – I ran a local User Group that under my tutelage grew from 250 member to 937 – I wrote an article here about how I not only grew my User group but more importantly became a more inclusive leader in my local community:

<https://techcommunity.microsoft.com/t5/Diversity-and-Tech-Blog/Guest-Blog-How-MVPs-can-be-champions-for-diversity-and-inclusion/ba-p/824013>

Growing locally is good but growing globally is fantastic and I have mentored a number of SQLSaturdays (Sri Lanka, Perth, Brisbane) to help make a difference in their communities.

I do (on average) 2 community activities per week – globally.

If I look back at my life – I was a peer support person at High School, I worked with disadvantaged Māori kids to help them realise their (unseen) potential. This moved on into university where I was a tutor and mentor to new students. I am now a (unpaid) lecturer at a local university – my life has been dedicated to educating others and helping them step up, to look beyond their self-imposed hurdles.

I lead because I wish I had met me 20 years ago.

6. List any professional Boards on which you have served.
- PASS Board of Director-at-Large
 - PASS User Group Leader
 - PASS SQLSaturday Organizer
 - I served on the MS Communities Board in New Zealand.

7. Please describe your background/experience in dealing with organizational finances, including the size of the organization and budgets involved.

Analyzed and approved the budget for the global PASS organization.

Historically serving on the MS Communities board in New Zealand gave me experience with financing community initiatives.

In a corporate sense I was in charge of \$5.7M p.a worth of managed services consultancy.

I was on the Senior Management Team so was also involved with how my department could contribute to \$50M revenue. This meant I had to make hard decisions and communicate those decision both to a Board of Directors and also my staff. What this meant is having conversations where I could only say so much, because a lot of what I was involved with was confidential and was about the bigger picture. I did this well with no occurrences of disingenuous exchanges, Being a leader means that you describe relevant messages to the “community”, in my example it was my corporate community, and I have had to do the same within my local community as well. Messages sometimes have to be phrased or based around the greater good rather than what people want to hear.

PART FIVE: VOLUNTEER EXPERIENCE

8. Please outline your volunteer history with PASS. Include the following information:
- Committees on which you have served
 - Projects you worked on and the PASS organization has benefited
 - PASS community participation within your region that outlines your contribution, the location, reach, and goals

PASS Working Groups:

Content Working Group

Research and Engagement Working Group

Community Working Group

Communication Working Group

I have run a Local User Group – SQL Server & Data Management User Group in Christchurch with PASS.

I have run a Virtual Group – PASS DevOps Virtual Group.

I have run a SQLSaturday event in Christchurch since 2015.

My SQLSaturday had the highest WiT speakers in Australasia.

I have also mentored other SQLSaturday events in Australia and New Zealand – specifically where the SQLSaturday events are new (Perth/Wellington).

I have regularly contributed to PASS Summit, 24HOP and other PASS Marathons (Developer, DevOps)

I reviewed the PASS Board Bylaws in March 2019 – because it is important to me that the community have a constructive say in how things are run on the board. My main contribution was making the gender language more inclusive within the ByLaws.

I ran the Speaker Idol event at PASS Summit 2019.

Basically anytime PASS approached me to help – I’ve always said “yip” – even in my capacity as a board member where activities have required me to assist operationally – I have.

PART SIX: ACTIVITIES

9. What have you done in the past 24 months to prepare to serve on the PASS Board?

Being a member on the current PASS Board has helped greatly – seeing the inner workings and the hurdles that we need to address. 2020 has been a year of challenges for the board and I have contributed to the decision making we have had to undertake.

I decided in November 2018 that running for the Board was something I wanted to do, I spent time talking to Board Members at that time and in March 2019 and since. I also talked to past Board Members to see (1) why they didn’t continue, (2) their great success story, (3) what they had to offer as advice. When the March 15th shootings in Christchurch occurred I contacted the Canterbury Muslim Community Trust board to offer myself as a volunteer for them. They were swamped with what was occurring (and in some situations lost family/friends) and I helped guide them towards what was best for their community in what was a terrible time. This meant that I was an advisor to their board – purely around what they needed to do in terms of managing volunteers/donations/technology. I am not a Muslim – but I am a community focused person – to me it was imperative that I helped their community – which became OUR community.

10. Tell us about your involvement and accomplishments within any other volunteer organizations.

I sit on a local university education committee “Ara Department of Enterprise and Digital Innovation Advisory Committee”.

I have been a NZ Red Cross Volunteer since 2009

11. What key learnings have you taken away from your volunteer experiences?
12. It has been very rewarding to help others learn, to help them get over hurdles both technically and self imposed. My tag line from 2014 was *"I want to inspire one person in the crowd to make a positive difference in their lives"*.

My other experiences have been empathising with other groups of people – as volunteering by travelling to India/Sri Lanka/North America (for example) to speak has grown my understanding of their cultures and allowed me to become a more inclusive focused person.

It has made me realise that I can make a difference – in peoples lives – both from a work stand point and a better work/life balance. This is twofold as I believe that it has made myself a better person too.

I have met wonderful people – people who epitomise the #sqlfamily tag, this also has allowed me to grow and then pay it forward by helping others grow.

13. Have you read the current PASS Bylaws?

Yes

I reviewed them in 2019 and have referred to them during my time on the board

14. Have you read the PASS Board meeting minutes from past year?

Yes

PART SEVEN: ACKNOWLEDGEMENTS

15. Please provide links to any relevant public social media accounts.

@theHybridDBA

<https://www.linkedin.com/in/hamishwatson8/>

<https://hybridbabblog.com>

Facebook: Hamish Watson

PART EIGHT - REFERENCES AND BACKGROUND CHECK

You are required to include statements of support from individuals who endorse your candidacy.

You **must** provide three references illustrating the range of your network and how it relates to leadership experience. This can include references from other Boards you are currently sitting on or have sat on in the past. At least one reference must be from a PASS volunteer. References from current PASS members are valued above other references.

Reference Information	Reference Type
<p>Name: Melody Zacharias</p> <p>[Redacted]</p> <p>Statement of Support:</p> <p>It is without hesitation that I give a reference to Hamish Watson for the board of directors. I have had the pleasure of knowing Hamish since his first Summit in 2015. He came to the community as he does with everything in life, "full on" he gives his all, to everything that he does, and his time on the board has been no exception. Behind the scenes he supports HQ staff with quips of encouragement and board members with calls and emails at all hours of the day and night to talk through the issues of the moment.</p> <p>I am sure when Hamish came to our community, he did not intent to become a board member but he never does anything half way. He saw the need we had and stepped up, because he knew we needed help and the expertise in a way only he could fill. The last year has proven that Hamish is not only an expertise in DevOps but PeopleOps. He often has a perspective related to groups of the community that no one else on the board either has, can see or can articulate and it has been greatly appreciated by all and noted by many.</p> <p>Hamish's current term on the board has him well versed in the complexities and challenges that</p>	<p><input checked="" type="checkbox"/> Volunteer</p> <p><input type="checkbox"/> General</p> <p><input checked="" type="checkbox"/> Personal</p> <p><input type="checkbox"/> Work</p>

<p>PASS will face in the coming years. We will all need to use all our best skills to move forward.</p> <p>The 3 + years Hamish has successfully been running an international consulting firm has increased his extensive business acumen, accounting and negotiation savviness when you add this to his already boisterous personality, the combination is a cogency that will greatly benefit the board in our bid to rebuild PASS.</p>	
<p>Name: Chris Yates</p> <p>[Redacted]</p> <p>Statement of Support: <i>It is my pleasure to strongly recommend Hamish Watson for a Director at Large position for the PASS Board.</i></p> <p><i>I am Chris Yates, Vice President of Marketing at PASS and a Vice President, Director of Data and Architecture at Republic Bank. I have 20 years of experience working in the SQL industry and 9-10 years of experience in various forms of volunteering for PASS. I have seen many professionals come and go. Hamish Watson is one individual I have worked with who uniquely stands out.</i></p> <p><i>During our time together, Hamish has displayed great talents in serving as a Director at Large for PASS this past year, such as helping to navigate our first Virtual PASS Summit, building trust in our community, providing a global insight, and several other key initiatives. When we first met, I was immediately impressed with Hamish and his ability to relate to others since day one, but during the time worked together, his</i></p>	<p><input checked="" type="checkbox"/> Volunteer</p> <p><input type="checkbox"/> General</p> <p><input checked="" type="checkbox"/> Personal</p> <p><input type="checkbox"/> Work</p>

<p><i>understanding of how to accomplish things for the community has grown exponentially.</i></p> <p><i>It's not just his leadership skills that impress me, however. Hamish was a joy to work with because of his amazingly positive attitude and his passion for this community. His can-do attitude and team-building skills were also necessary and valued not just by me, but by his peers.</i></p> <p><i>I am confident that Hamish would be a great fit for continued service on the PASS Board of Directors. Not only will he bring the kind of skills and experiences you're looking for in an applicant, but he will also remain an asset and help PASS grow in any way he can.</i></p> <p><i>If you need more information or specific examples, please do not hesitate to contact me. As a recommendation letter likely only provides a snapshot of his talents and achievements, I would be happy to further elaborate on my time working with him.</i></p>	
<p>Name: Rob Farley</p> <p>[Redacted]</p> <p>Statement of Support:</p> <p>To the PASS board, Nominations Committee, and the wider PASS community,</p> <p>I wrote something similar about Hamish a year ago. I wrote about his passion for the data community, which turned into his receiving the PASSion Award for 2019. I wrote about how he punches above his weight and that his reach is remarkable. I wrote about the fact that, probably more than anyone else I know, he fits with the PASS values of "Connect, Share, Learn".</p>	<p><input checked="" type="checkbox"/> Volunteer</p> <p><input type="checkbox"/> General</p> <p><input checked="" type="checkbox"/> Personal</p> <p><input type="checkbox"/> Work</p>

<p>Everything I wrote last year is true. And I was stoked to have him appointed to a position on the board following the election.</p> <p>I see that Hamish has grown significantly in 2020, and that he has adopted a leadership role in the community that exceeds what he's had before. His big heart is an asset to the community that belongs on the PASS board.</p> <p>I am confident that Hamish in 2021-22 will be an even greater force for good, especially given the headaches that the world faces.</p>	
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Background Check/Time and Travel Commitments

- 16. I agree to the estimated time and travel commitments required for this office, as outlined on Page 2 of the Application Guidance Document: **YES** .
- 17. I have my employer’s support regarding the time and travel commitments required for this office as outlined on Page 2 of the Application Guidance Document: **YES** .

You may be asked to provide a background check.

PART NINE – SIGNATURE

- 18. “I, Hamish Watson, hereby certify, on this date, 8th October 2020 , that all information I have provided or will provide in this document is true, and I agree to abide by all the terms and conditions of the PASS election process.

I agree to be considered a candidate for the position of Director-at-Large for PASS. I understand that my email address may be made available to select PASS bloggers - screened and approved by PASS - during the campaigning period for the purpose of blogger interviews with candidates. I am aware that the term for which I am applying begins January 1, 2021 and ends December 31, 2022. If elected, I agree to fulfil the duties and obligations of the elected position to the best of my ability.” *(Please answer yes or no to all of the above):* **yes** .

By adding your name to this contract, you signify that you understand and agree to all the terms of the above as written. This acts as your transcribed signature.