

# MANAGING A SOFTWARE ENGINEERING TEAM

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# Code

```
1 var obj = {  
2  
3   doIt: function(){},  
4  
5   handle: function(){  
6     document.addEventListener('click',  
7       (e) => this.doIt());  
8   }  
9 }
```





Developer

Engineer

Programmer

Developer

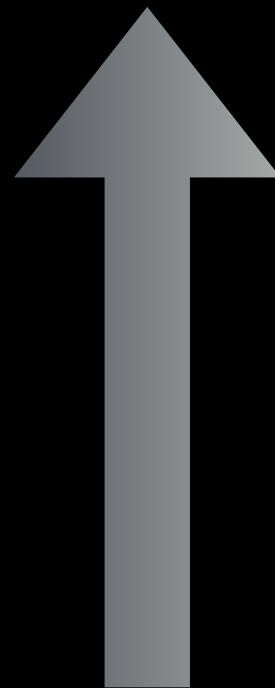
Engineer

# Individual Contributor

Programmer



# Manager



IC

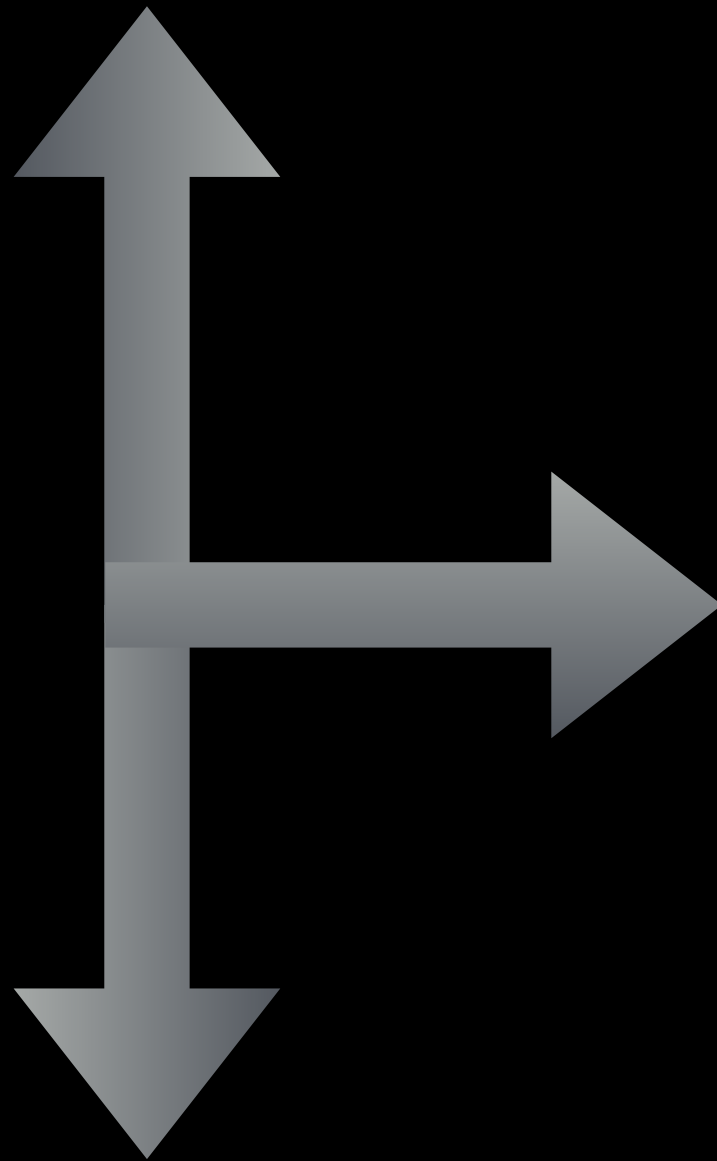


Director

You

Manager

IC

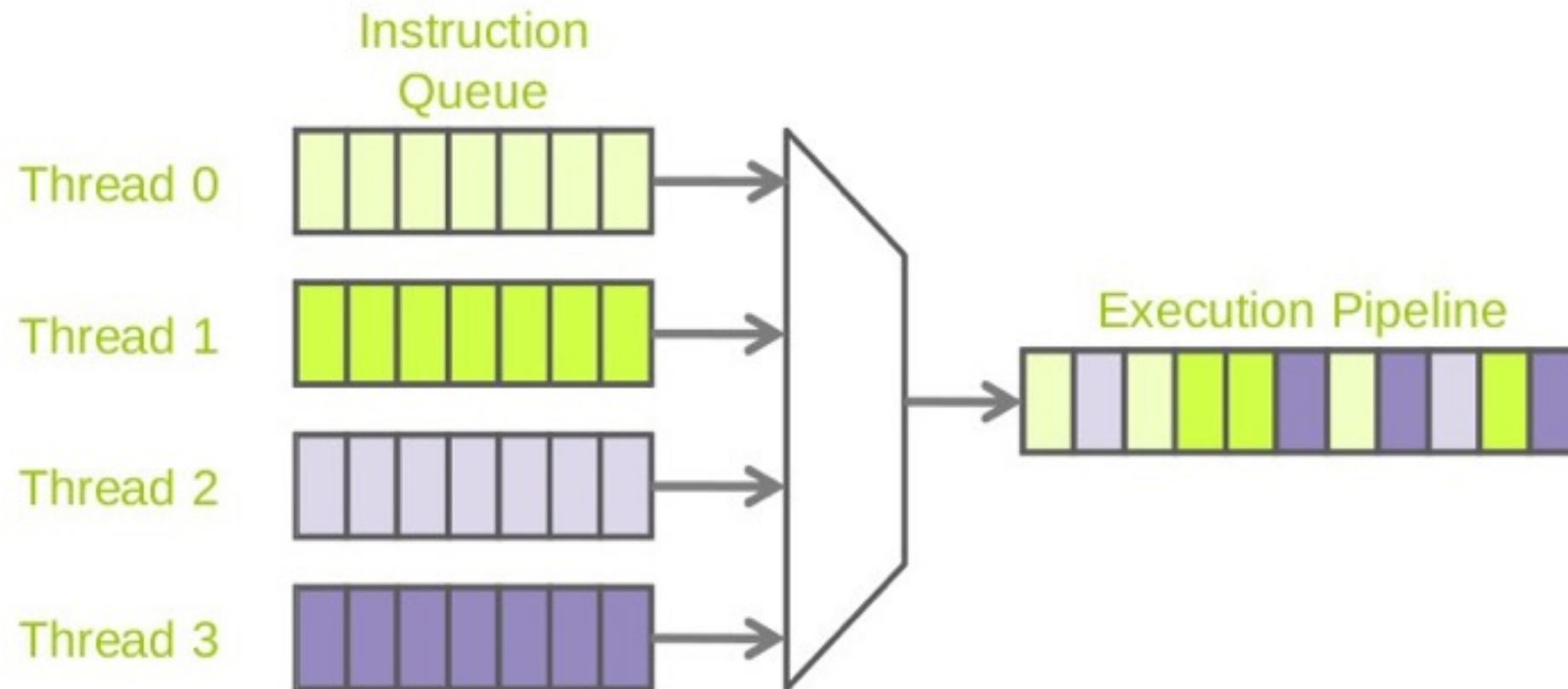




What does it  
change?

# Meetings overflow





[http://electronicdesign.com/site-files/electronicdesign.com/files/archive/electronicdesign.com/content/content/62770/62770\\_fig2.jpg](http://electronicdesign.com/site-files/electronicdesign.com/files/archive/electronicdesign.com/content/content/62770/62770_fig2.jpg)

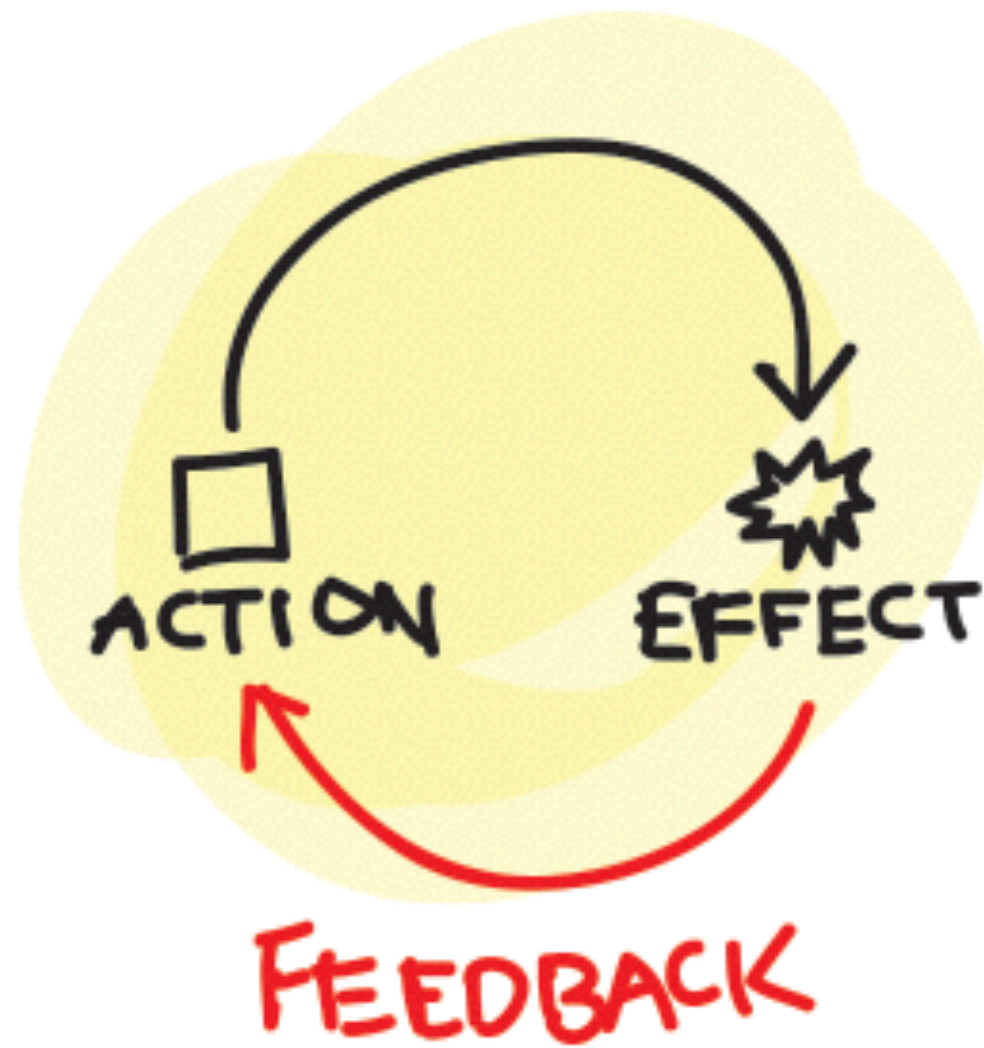
# "Async" conversations



# Uncertainty







NOT immediate

# It's all about people



# Activities

Hiring





Let people go



1:1

1:1

Priorities



1:1

Priorities

Career Development

1:1

Priorities

Career Development

Feedback



# Performance & Compensation review

Employee engagement





Officevibe



Chapter Lead



<http://heeyfashion.com/wp-content/uploads/2015/06/hats-for-different-face-shape.png>

<http://cdn2.hubspot.net/hub/147545/file-985442257-png/Blog/GrowthvFixed.png?t=1462458574708&width=382&height=277>



## **Growth Mindset**

**Believe that they can learn anything if they put in the work, practice, and effort to learn it.**

**VS**



## **Fixed Mindset**

**Think that they cannot increase their skill and knowledge in a particular area.**



# Motivation 3.0

# Motivation 3.0

**Mastery**

# Motivation 3.0

Mastery

Autonomy

# Motivation 3.0

Mastery

Autonomy

Purpose



# Tech Steps

*“A path for career development  
within engineering and not  
management”*

When are you a  
GOOD manager ?

# Time management



# Empathy



<http://www.scarymommy.com/wp-content/uploads/2014/06/empathy.jpg>





Attracting people



# Decision maker



# Decision enabler



<http://rack.2.mshcdn.com/media/ZgkyMDE0LzA4LzA1L2Q0L2J1c2luZXNzYnVzLmQ3MjJhLmpwZWpwCXRodW1iCTk1MHg1MzQjCmUJanBn/346eb962/c0f/businessbusy.jpg>



“Busy is a BUG,  
not a feature”



# Tactical thinker



<http://mariaelner.com/wp-content/uploads/2014/08/strategy.jpg>

# Strategical thinker



# Leadership

When are you a  
BAD manager ?



Micro – managing

Coding more than  
50% of your time

Stressed

SPOF

(Single Point Of Failure)

Unhealthy life







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