Practical Management

Poll can give a quick glance

Use it to position itself

Be the last one to give opinion

Aim to achieve consensus

One give feedback

Always listen to out of the box solutions, that is where innovation come from. Maybe if it's not kept in the end, keep a part of the idea maybe to slightly change the final solutions

Influence choice

Interviews

Annual performance review

Positivs

Setbacks

Providing feedback : Situation Behavior Impact

Describe the problem you have observed

Explain why it concerns you

Ask for reasons

Identify possible solutions

Agree on specific actions

Set a specific follow-up date

Cost of recruiting an engineer :

20-40k€