**Failing Upward – Randy Kinne, Intuit Mailchimp**

Adaptability is a skill

Hardest problems haven’t been purely technical, but rather people & technology

Things that aren’t usually taught as a leader

* Self Management
* Running projects & planning
* Leadership skills
* Growing people
* Cost management
* Relationship building

Failure should always be an option

* Nobody is born with the skills to be an engineer

**“A senior engineer has failed more than a junior engineer has tried”**

How often do you intentionally put yourself in a position to fail?