

Happy Paths

for Business



Two programs, one objective: a better engineering experience

Consulting

Deep dive into the engineering organisation

Understanding of engineers day-to-day

Building a plan to better the engineers' experience

Mentoring

One on one sessions for engineers & managers

Personal & career development

Health signals for organisations



Consulting

Who is it for ?

For organisations that recognise that their engineers are not the happiest they can be.

Attrition is high, retention is low.

You want to act on creating **a better environment** for your engineers but you don't know where to start.

You are ready to **make potential big changes** in your engineering organisation. Changes to rebuild trust, healthy communication and relationship with your teams.

You are committed to your teams and to the future of your organisation. You are dedicating time and effort towards building a better, more attractive, inclusive, performant and happy organisation.

First, Deep Dive

(2-4 weeks)

Extensive interviews with management and teams with one focus: better the engineering experience

- Understanding the day-to-day of **all engineering teams**
- Deep understanding of team dynamics, leadership, management, project planning, developer tooling, platform
- Isolating pain-points and recurring problems
- Identifying systematic issues:
 - Communication & Leadership
 - Engineering excellence
 - Developer experience
 - Career path and growth potential
 - Inclusion and diversity
 - Autonomy and empowerment

Then, plan for better

(1-2 weeks)

Building a plan of action with the leadership teams

(re)Build accountability and trust with engineers towards improvement

- Presentation and analysis of the Deep Dive to engineering leadership
- Identification of priorities to solve
- Roadmap building to better the engineering organisation, made together with leadership
- Presentation by leadership to the engineering organisation to close the effort
 - Sharing results and takeaways
 - Commitment to improve the situation
 - Implementation roadmap for improvement
- Setting accountability with engineers to track progress there



Mentoring

Who is it for ?

Your engineering organisation has been growing and performing well. However you see signs or hear of engineers feeling like they're stagnating in their career.

Some health signals show that unhappiness is on the rise, retention is lower than you want it to be.

You want to help engineers **develop themselves better** on a personal level. Have them set out **ambitious goals** for their career and grow in the best environment possible.

Your engineering management can use a helping hand in career development of their teammates.

Personal & career mentoring sessions

Offered bi-weekly/monthly to engineering organisations

- Set number of mentoring slots opened to anyone in the engineering organisation
- Covered by L&D budget
- Individuals benefit from external perspective on their career complementary to the manager's
- Freedom to discuss about anything they'd like, **anonymously**
 - Career development
 - Project management
 - Company-wide matter
 - Communication problems
 - Issues in the workplace
 - Mental Health

Takeaways

What does that bring to my organisation?

- Emphasis on **personal ownership of career development**
- Push for communication and resolution of discomfort in the workplace
- Leadership benefits from anonymised report, containing **health signals** gathered from interviews, with potential call-to-actions if need be.
- Able to dedicate help to team members needing a **more intensive following**
 - career change
 - new role and responsibility
 - performance improvement plan
- Mental Health matters communicated alongside HR when detecting onset of **fatigue/burnouts**.





Get a quote for your business

Send an email to stefan@mikolajczyk.fr with the chosen program (Mentoring or Consulting), the size of your engineering organisation, number of teams, and ideal date to start.

Contact

Reach out to me for further information on [LinkedIn](#) or via [email](#)

