

Leading through Influence

Being a Tech Lead without the Title

Write/Speak/Code
August 2017

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usebutton.com

Overview

- 1) 7 Types of Power
- 2) Fears
- 3) What didn't work well
- 4) What worked well



7 Types of Power & Their Counters

Legitimate Power

Title - i.e. the CEO title

Power that someone else
has granted you



Can be taken away

Can be abused

Even with the title
sometimes people can see
you as “overrated”

Being too
Junior

“I don’t have the right
title for this task”

Coercive Power

Leads through Fear

Leads through
Threats/Force

“The Prince” By Machiavelli

Not likely to win respect or
loyalty

Short term

“Too Aggressive”

Even if you are not “bullying” often women leaders can fall into the trope of being seen as too aggressive

Expert Power

Drawing leadership from expertise and knowledge

Expert knowledge goes a long way especially in tech

Ex: Teammate may have 10+ years of experience in engineering but the tech you are working with has only existed for 2+ years and you are actually the expert here

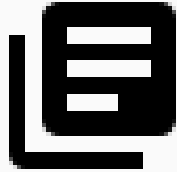
Imposter Syndrome



FAKE IT
'TIL
YOU MAKE IT.

Informational Power

Holds crucial information



Keeping secrets from the team

Short-Term Power

Not Sure What Information is Powerful

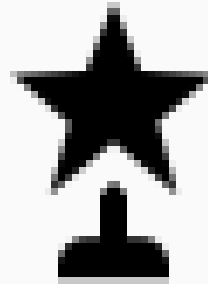
“I didn’t know I had
information that others
didn’t”

Or

“I didn’t know I had
information that could have
helped the team”

Reward Power

Offering Raises or
Promotions or Awards



Too Junior to
hand out
Rewards

“I don’t have the
ability to hand out
rewards”

Connection Power

Acquaintance with a
Powerful person

Networking

Not really leveraging your
own influence/power but
rather borrowing someone
else's.



Not
Connected
Enough with
Powerful
People



Charisma or Influence

The most effective form of power

Can influence those who admire/respect

Positive values - charisma, integrity

Hard to come by

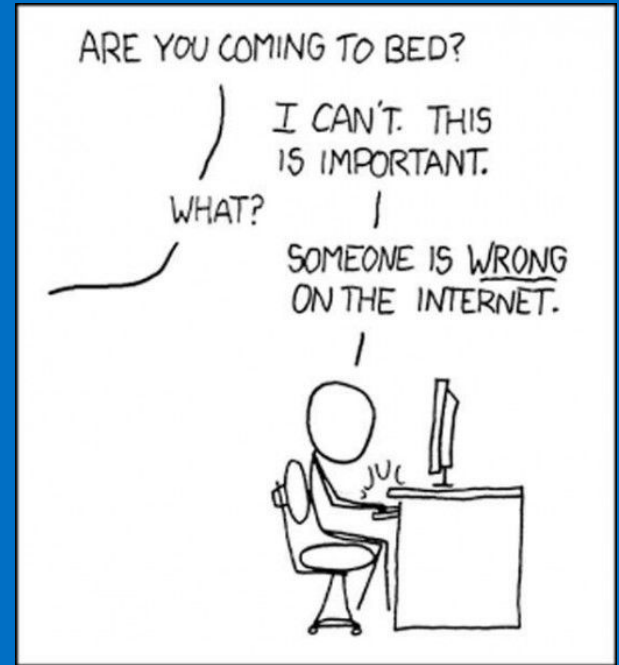


Too
Introverted

I'D RATHER
HAVE A LIFE
WITH PURPOSE
THAN BE
THE LIFE OF THE
PARTY

Fears

Fear of Being Wrong



Fear of Being Unlikeable

"I WANT EVERY
LITTLE GIRL WHO'S
TOLD SHE'S BOSSY,
TO BE TOLD INSTEAD
SHE HAS
LEADERSHIP
SKILLS"

Fear of Conflict

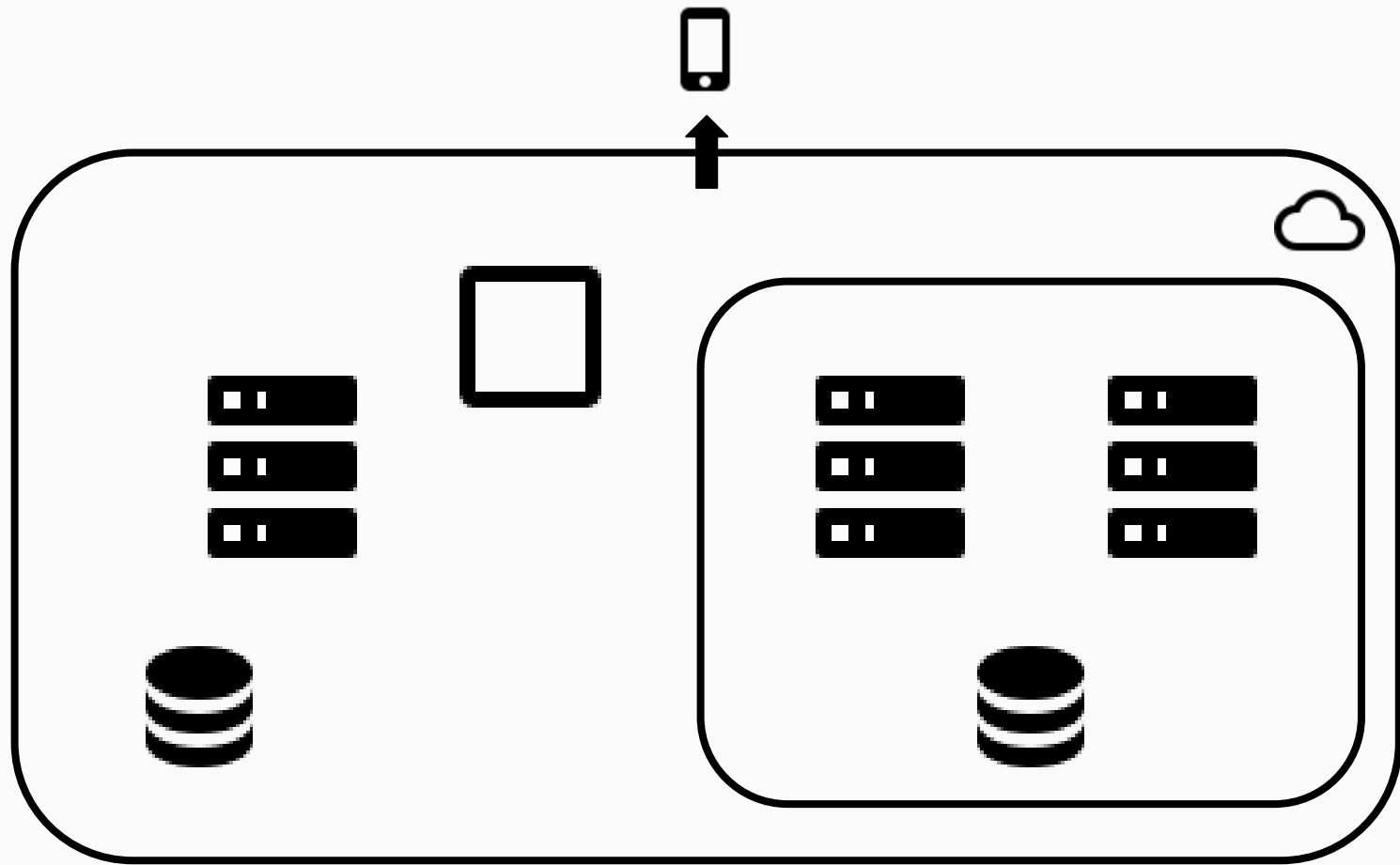
FEAR NOT THOSE WHO
ARGUE
BUT THOSE WHO
DODGE

DALE CARNEGIE



DALE CARNEGIE®

What is a Tech Lead Anyway?



<> Code

① Issues 1

🔗 Pull requests 4

📁 Projects 0

⚡ Pulse

📊 Graphs

⚙ Settings

Open a pull request

Create a new pull request by comparing changes across two branches. If you need to, you can also [compare across forks](#).



base: update-readme ▾

...

compare: modifications-to-143v ▾

✓ Able to merge. These branches can be automatically merged.

Please review the [guidelines for contributing](#) to this repository.



Modifications to 143v

Write

Preview

AA ▾ B i “ < > 🔗 ⋮ ⋮ ⋮ ↶ @ 📌

Leave a comment

Attach files by dragging & dropping, [selecting them](#), or pasting from the clipboard.

📄 Styling with Markdown is supported

Create pull request

Reviewers

No reviews— request one

Assignees

No one—assign yourself

Labels

None yet

Milestone

No milestone

↶ 3 commits

📄 2 files changed

💬 0 commit comments

👤 2 contributors



Commits on Aug 06, 2015



👤 bernars

Merge pull request #1 from octo-org/update-readme ...

1509fa5



Commits on Nov 04, 2015



👤 jleaver

Adds Branch 1 document

dbae914



👤 jleaver

Branch 2 test

a97b678

Tech Lead

Someone who inspires the team

Someone who influences what technologies we use

Someone who signs off on the architecture

Someone who challenges others to learn and grow

Someone who gives credit as opposed to take credit



What didn't work well

Not speaking up or waiting too long to speak up

Giving up on a position too early

Leveraging other people's power to fight your battles aka Connection Power

What worked well

Revisiting topics - No such thing as a final final decision

Being a good listener

Leaving work at the office

“A ship in port is safe; but that is not
what ships are built for”

- Admiral Grace Murray Hopper

You can do it!



References

Lipkin, Nicole A. What Keeps Leaders up at Night: Recognizing and Resolving Your Most Troubling Management Issues

DeMaio, Steven. Leading When You Don't Have Formal Authority. Harvard Business Review. 27 May 2009

Thanks!

Contact me:

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Find me at Women Who Code
NYC events!

