Exercise: Clarifying Your Managerial Role

Instruction: Below is a table with three key prompts. Reflect on each and fill them in with as much detail as possible.

Aspects to Reflect On

Responsibilities & Key Goals/Objectives: Detail your primary responsibilities and the specific objectives they serve. Think about the 'what' and the 'why' of your daily activities. List your top three goals and the metrics that will be used to evaluate your performance

1. **Goal:** [Your Goal]
   - **Performance Metric:** [Related Performance Metric]
2. **Goal:** [Your Goal]
   - **Performance Metric:** [Related Performance Metric]
3. **Goal:** [Your Goal]
   - **Performance Metric:** [Related Performance Metric]

Authorities as a Manager: Consider the areas where you have the autonomy to make decisions. Reflect on the extent of your decision-making powers and how you can use them to influence outcomes.

Resources Available: Identify the resources you have at your disposal. This includes your team, budget, tools, and any other assets that can assist you in fulfilling your responsibilities.

An example:

Responsibilities & Key Goals/Objectives:

- **Team Management:** Oversee the daily activities of a team of 5 developers, ensuring alignment with project goals and deadlines.
- **Project Delivery:** Ensure timely delivery of projects while maintaining quality standards.

1. **Goal:** Improve Code Quality
   - **Performance Metric:** Reduce the number of bugs reported per release by 20% within the next 6 months.
2. **Goal:** Increase Development Speed
   - **Performance Metric:** Decrease the average time taken to complete a feature by 15% over the next 3 months.
3. **Goal:** Drive Product Innovation
   - **Performance Metric:** Successfully launch 4 new features per quarter.

Authorities as a Manager:

- Hiring: Authority to interview and select candidates for junior developer positions.
- Resource Allocation: Ability to allocate budget for team needs, such as software tools and training programs, up to $10,000 without prior approval.
- Process Improvement: Implement new workflows or processes to improve team efficiency and productivity.

Resources Available:

- Team: A team of 5 developers, including 2 senior and 3 junior developers.
- Budget: $100,000 allocated for project development and operational costs for the next quarter.
- Tools: Access to GitHub for version control, JIRA for project management, and Slack for team communication.