

# FROM DEVELOPER TO MANAGER

Sean O'Connor  
October 2nd, 2015





[bit.ly/1FE1P8m](http://bit.ly/1FE1P8m)

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**bitly** THE POWER *of* THE LINK.



[seanoc.co/1tSGpAB](http://seanoc.co/1tSGpAB)

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[bit.ly/1iETJHZ](http://bit.ly/1iETJHZ)

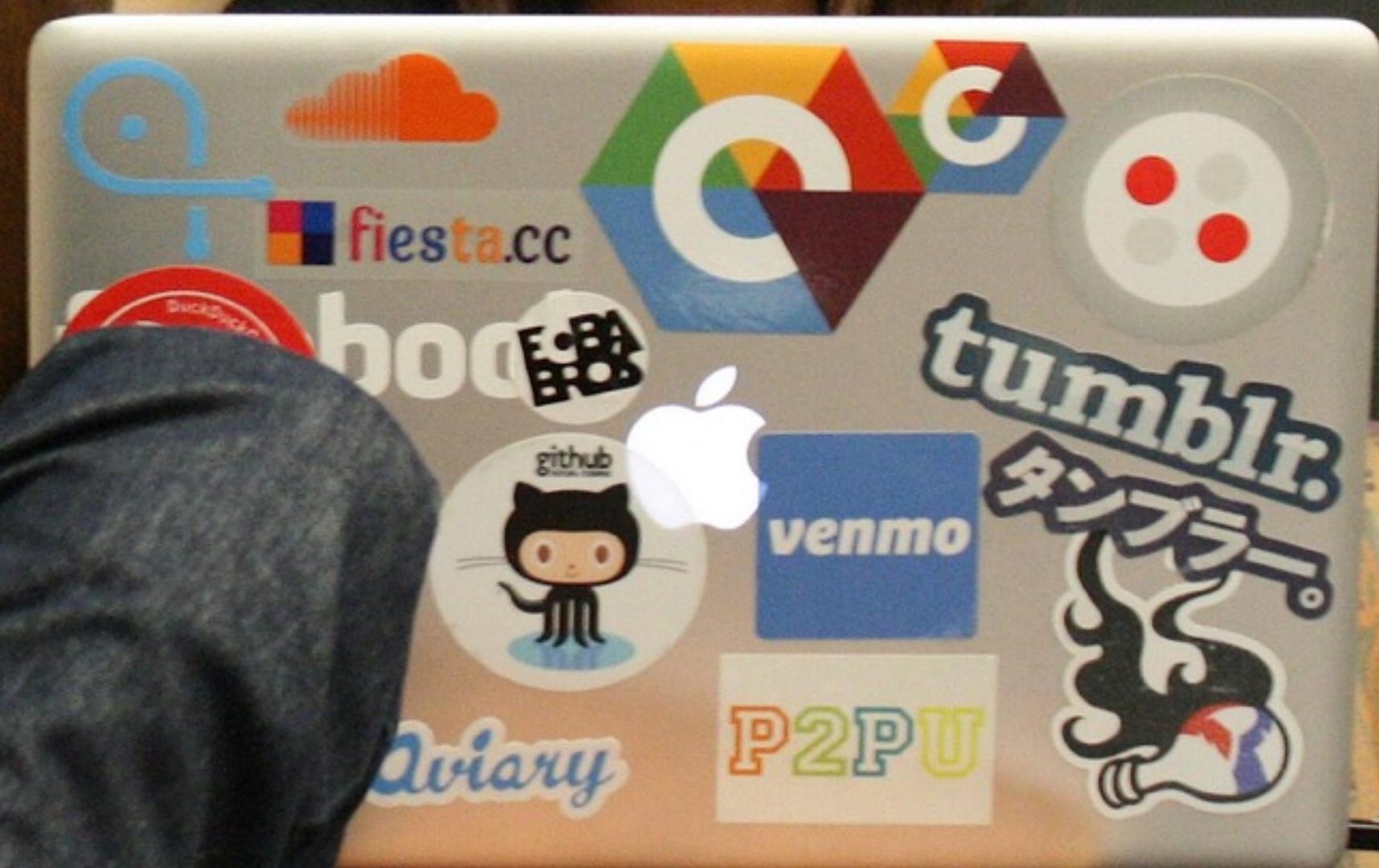
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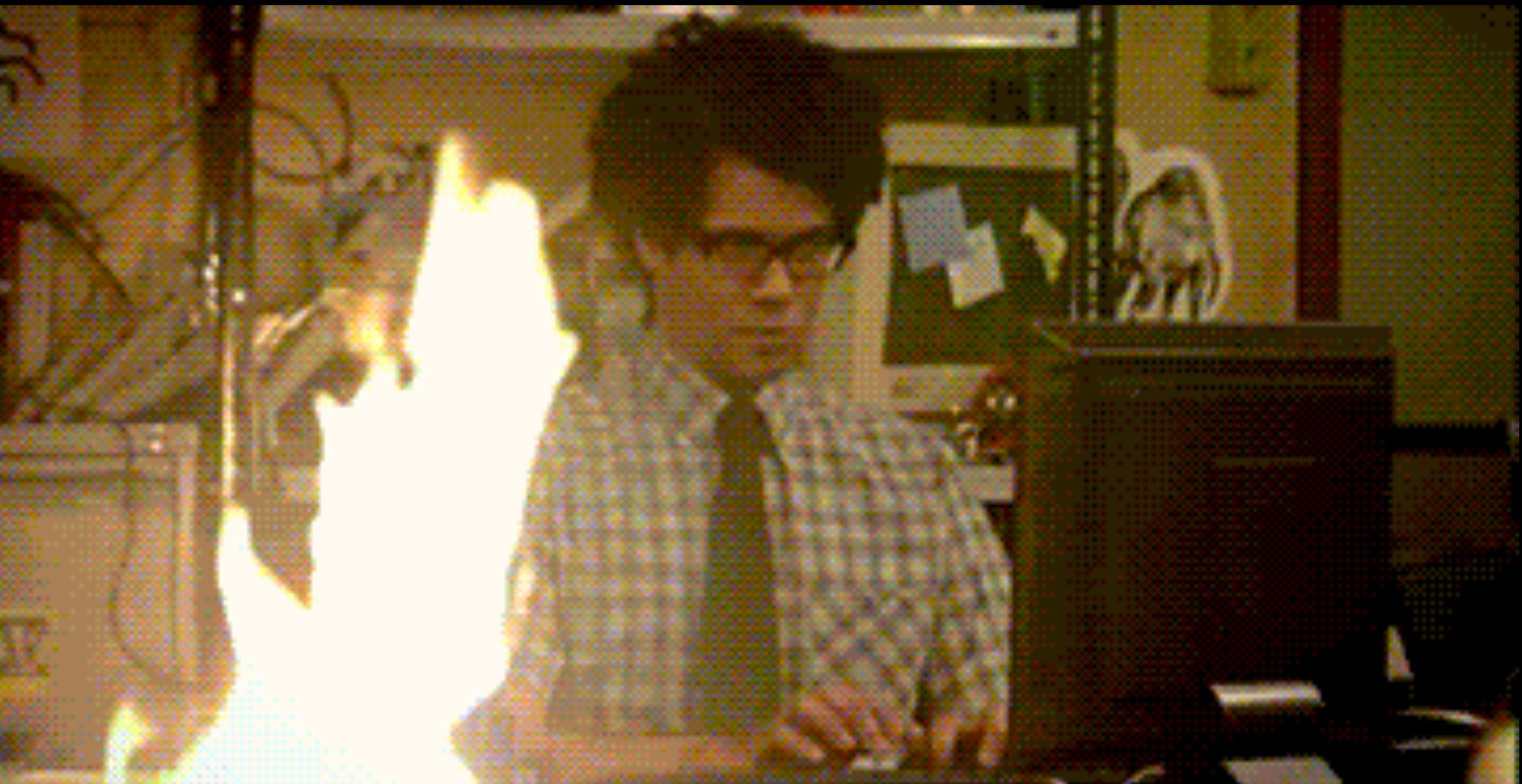


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[gph.is/HvwInh](http://gph.is/HvwInh)

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[gph.is/1bxZ2FG](http://gph.is/1bxZ2FG)

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[bit.ly/1FE2F5d](http://bit.ly/1FE2F5d)

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# Becoming a manager is a CHOICE





[bit.ly/1JhA1Hh](http://bit.ly/1JhA1Hh)

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# NO, IT OK



[gph.is/VwEphf](http://gph.is/VwEphf)

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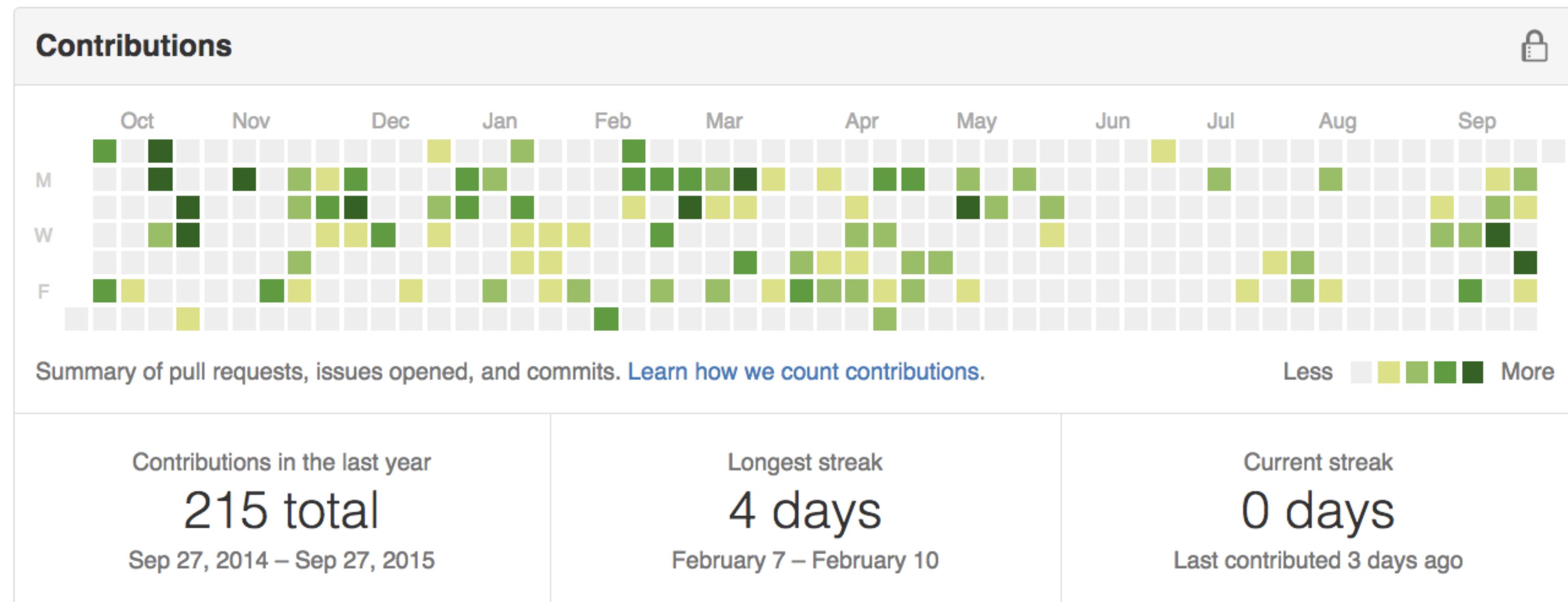
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bitly





[gph.is/15zB6vf](http://gph.is/15zB6vf)

4GIFS.com

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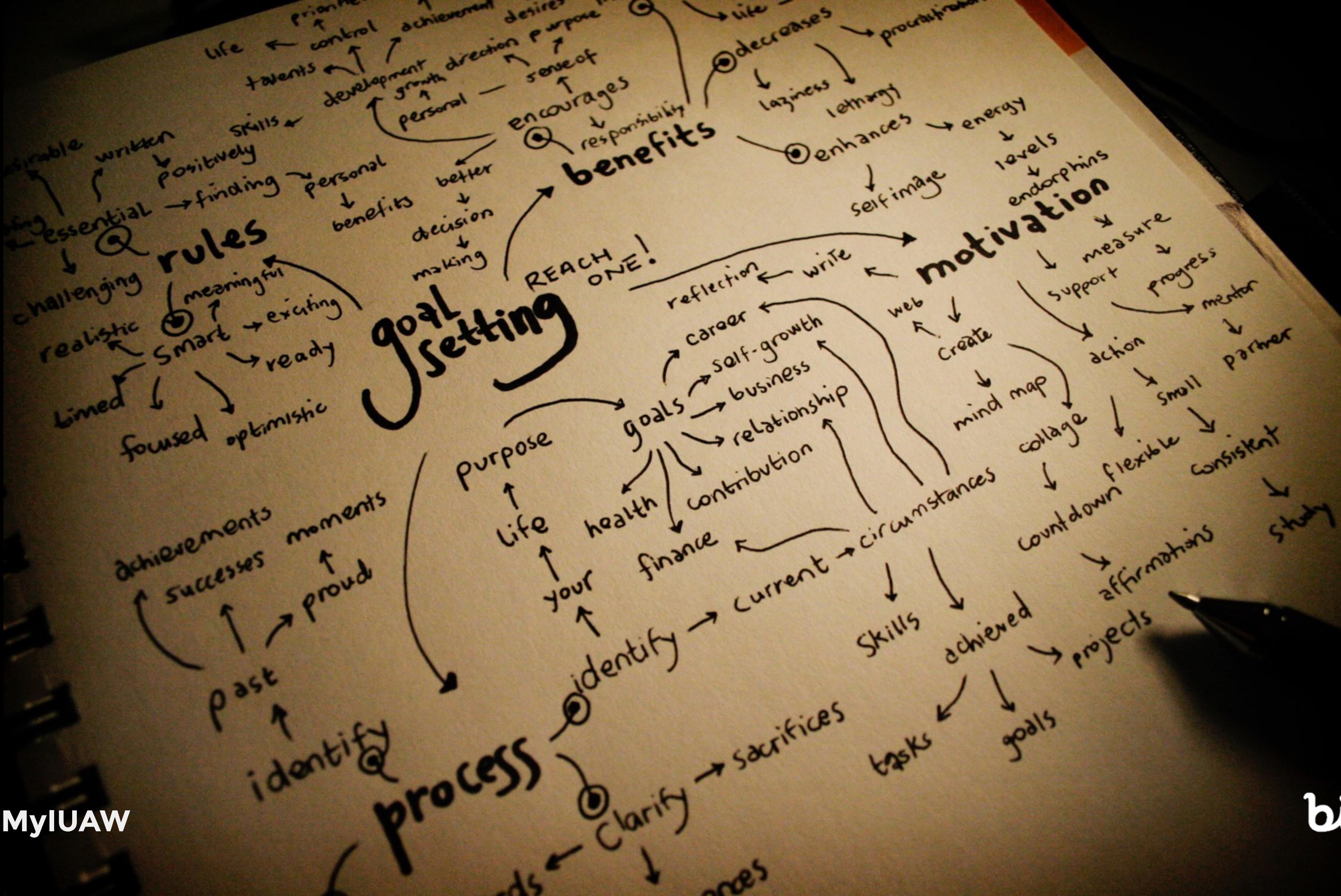
豆腐達人

Bean curd person of high skill



[bit.ly/1MyIE54](http://bit.ly/1MyIE54)

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[gph.is/1J5kHRI](http://gph.is/1J5kHRI)

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[bit.ly/1Rk0Vbw](http://bit.ly/1Rk0Vbw)

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[gph.is/Qe4dis](http://gph.is/Qe4dis)

bitly



LET ME LOVE YOU!

[gph.is/1eNHTHf](http://gph.is/1eNHTHf)

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# Becoming a manager is a CHOICE





[gph.is/VxaJAE](https://gph.is/VxaJAE)

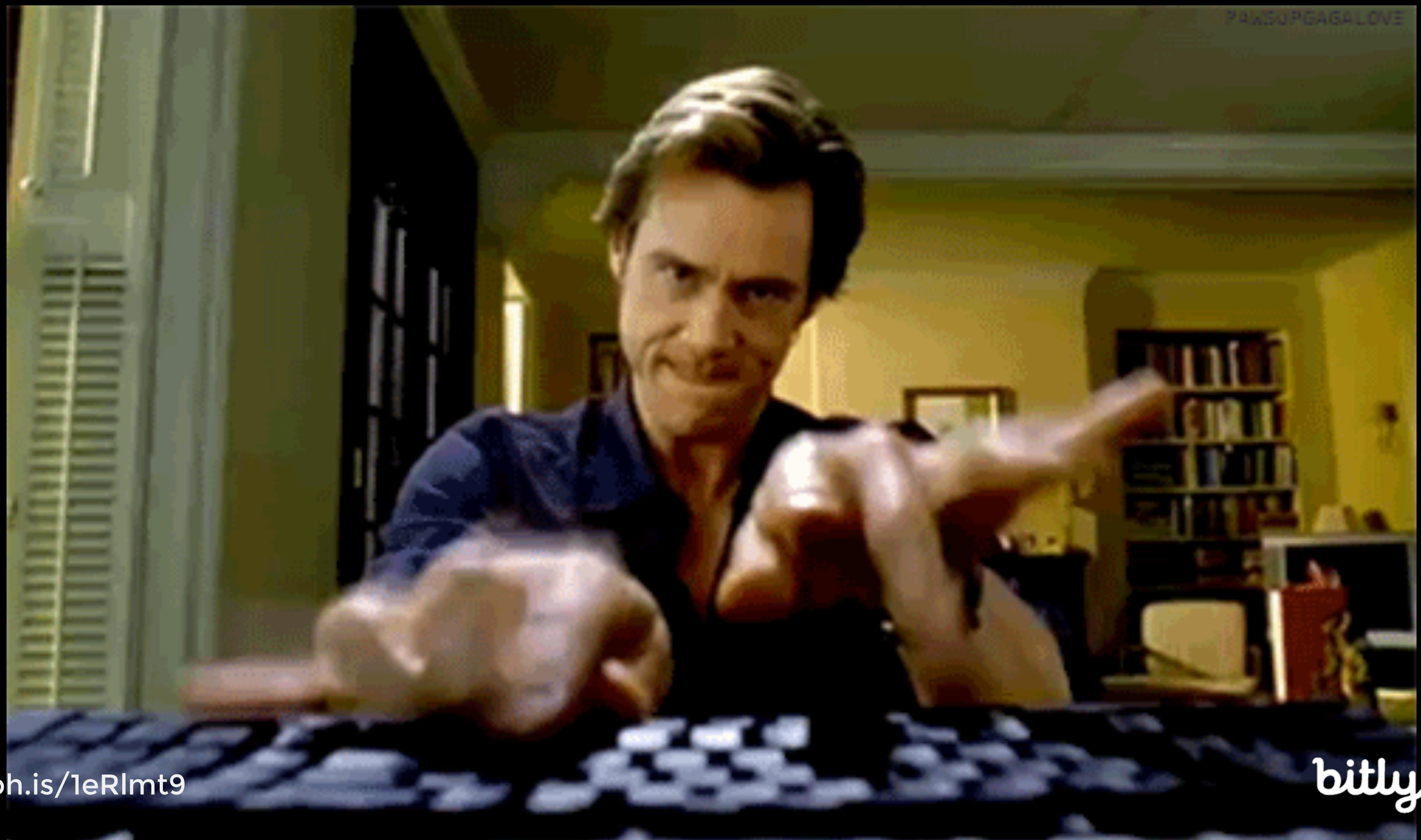
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P4WSUPGAGALONE



[gph.is/1eRlmt9](http://gph.is/1eRlmt9)

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[gph.is/YZPBkR](http://gph.is/YZPBkR)

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[gph.is/1stTySJ](http://gph.is/1stTySJ)

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ForGIFS.com

NAC CHAMPIONS  
1998 1999 2001

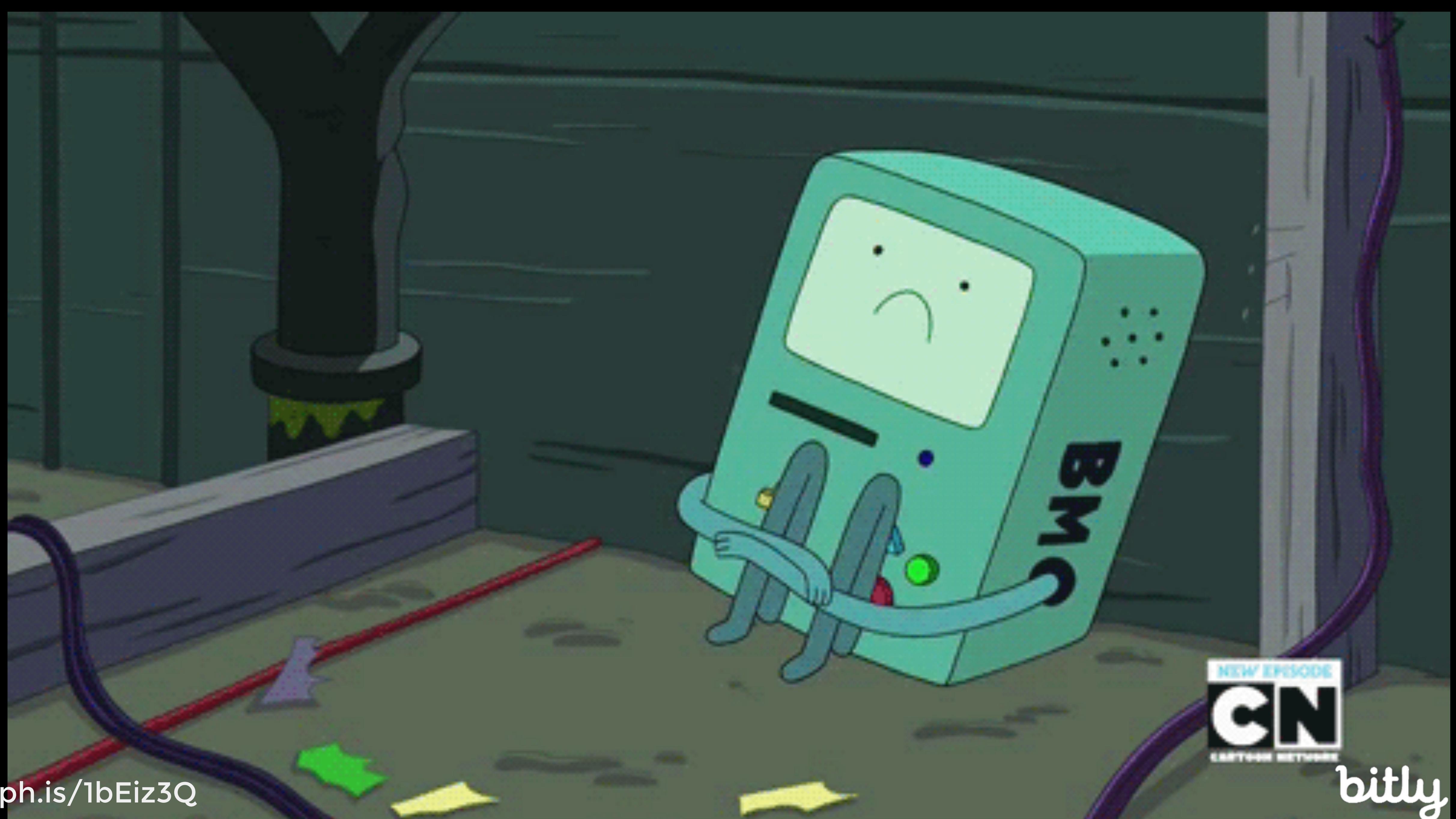
NAC CHAMPIONS  
1998 1999 2001

NAC CHAMPIONS  
1998 1999 2001



[gph.is/XJylUU](http://gph.is/XJylUU)

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[gph.is/1bEiz3Q](http://gph.is/1bEiz3Q)

NEW EPISODES  
**CN**  
Cartoon Network

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# Management is a learnable SKILL



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COLLECT  
EXPERIENCES  
NOT  
THINGS

[bit.ly/1iGk1ZK](http://bit.ly/1iGk1ZK)



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**fire bases**



[bit.ly/1iGkWJl](http://bit.ly/1iGkWJl)

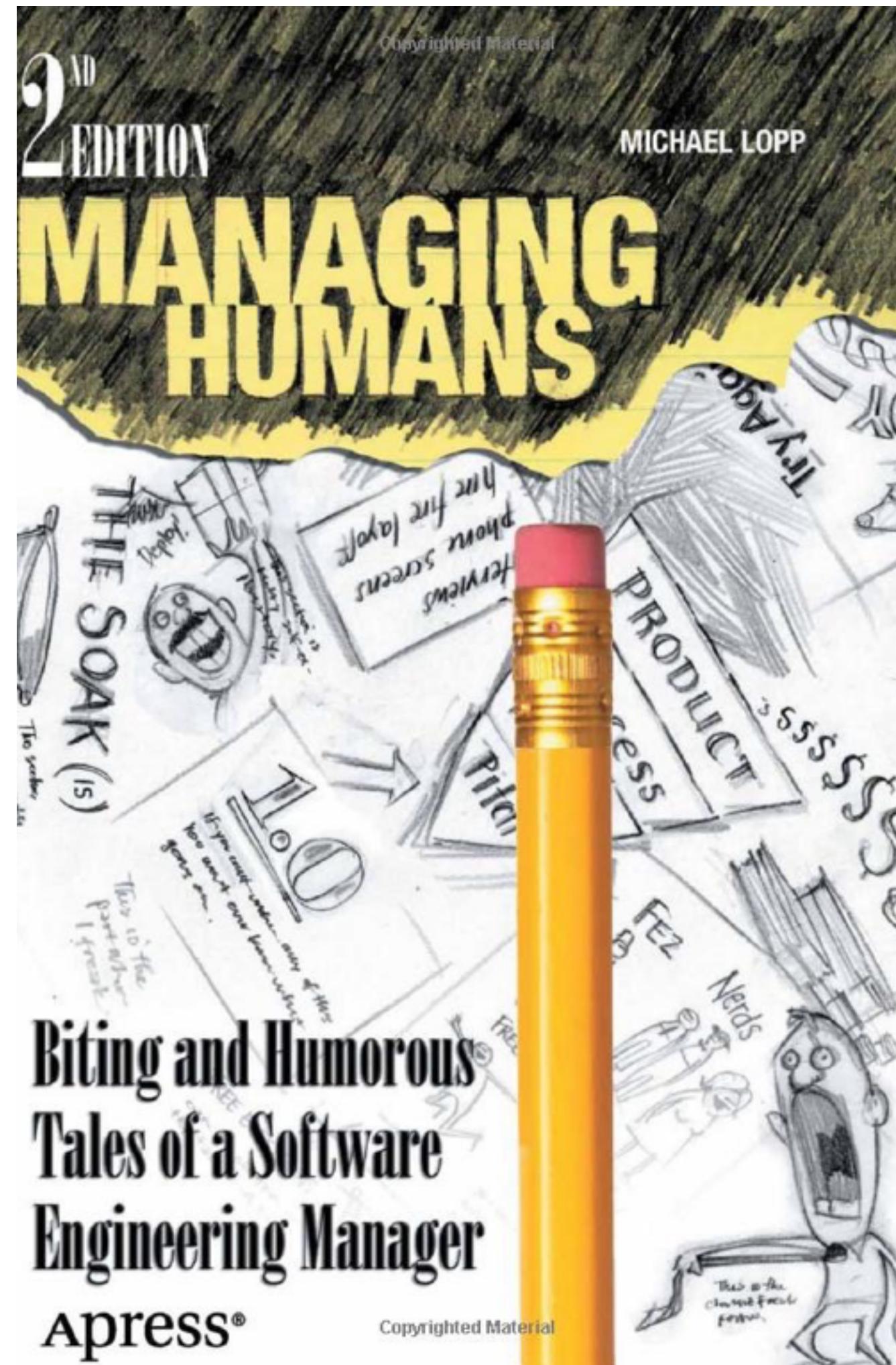
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[gph.is/1hTREPu](http://gph.is/1hTREPu)

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[randsinrepose.com/dont-skip-this/](http://randsinrepose.com/dont-skip-this/)



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**SHOULDERS BACK,  
LEMON.**



[gph.is/1h64mN0](http://gph.is/1h64mN0)

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# Management is a learnable SKILL



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[gph.is/16H7eiU](http://gph.is/16H7eiU)

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# Management is about Relationships



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Trust pound!

[gph.is/VwHJZN](http://gph.is/VwHJZN)

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[gph.is/VwHJZN](http://gph.is/VwHJZN)

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[bit.ly/1QHJjSo](http://bit.ly/1QHJjSo)

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[bit.ly/1iGm8g5](http://bit.ly/1iGm8g5)

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Loading Empathy...





[gph.is/XIGxF1](http://gph.is/XIGxF1)

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# Management is about Relationships



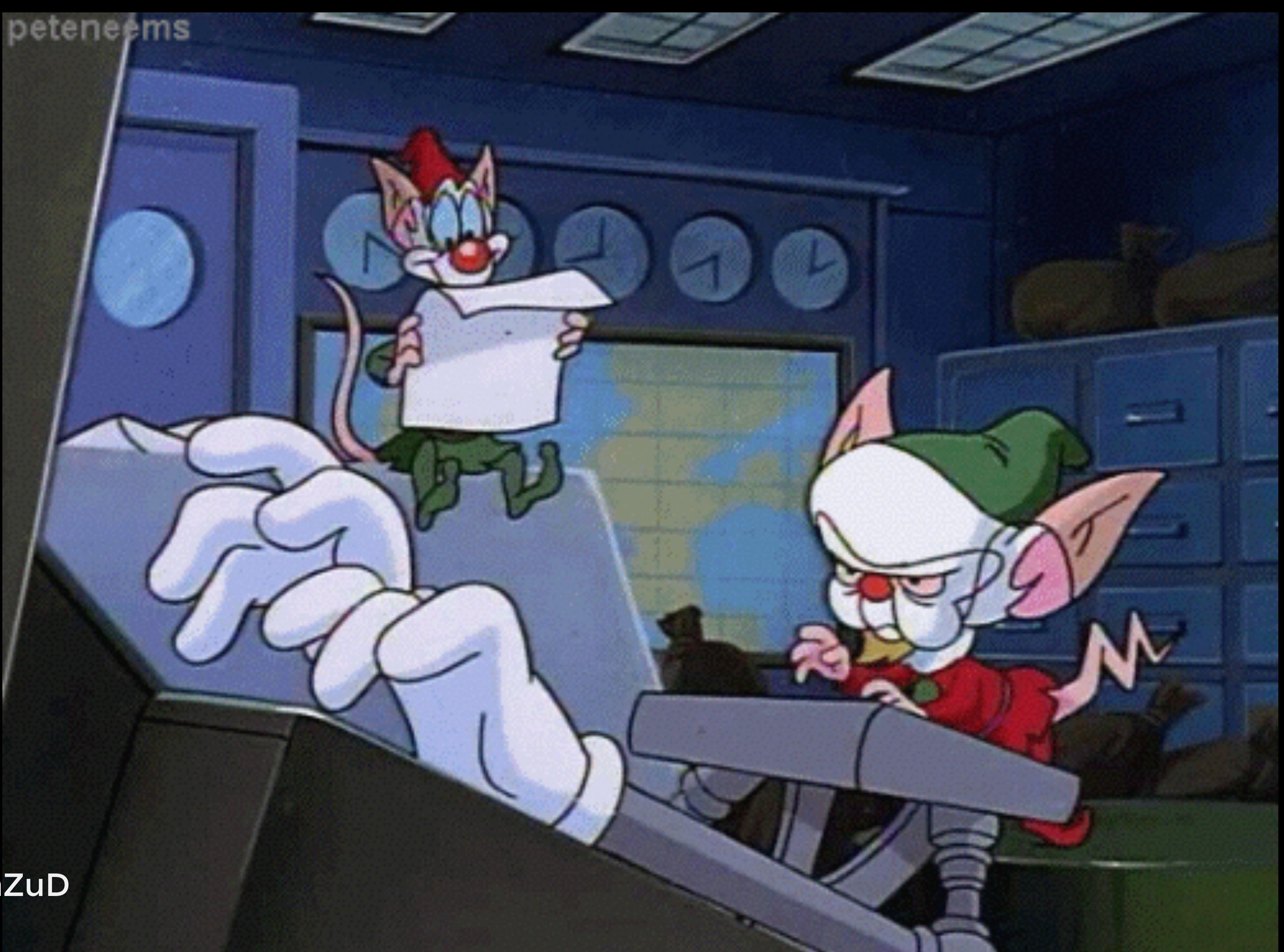
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[gph.is/VwzMUr](https://gph.is/VwzMUr)

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peteneems

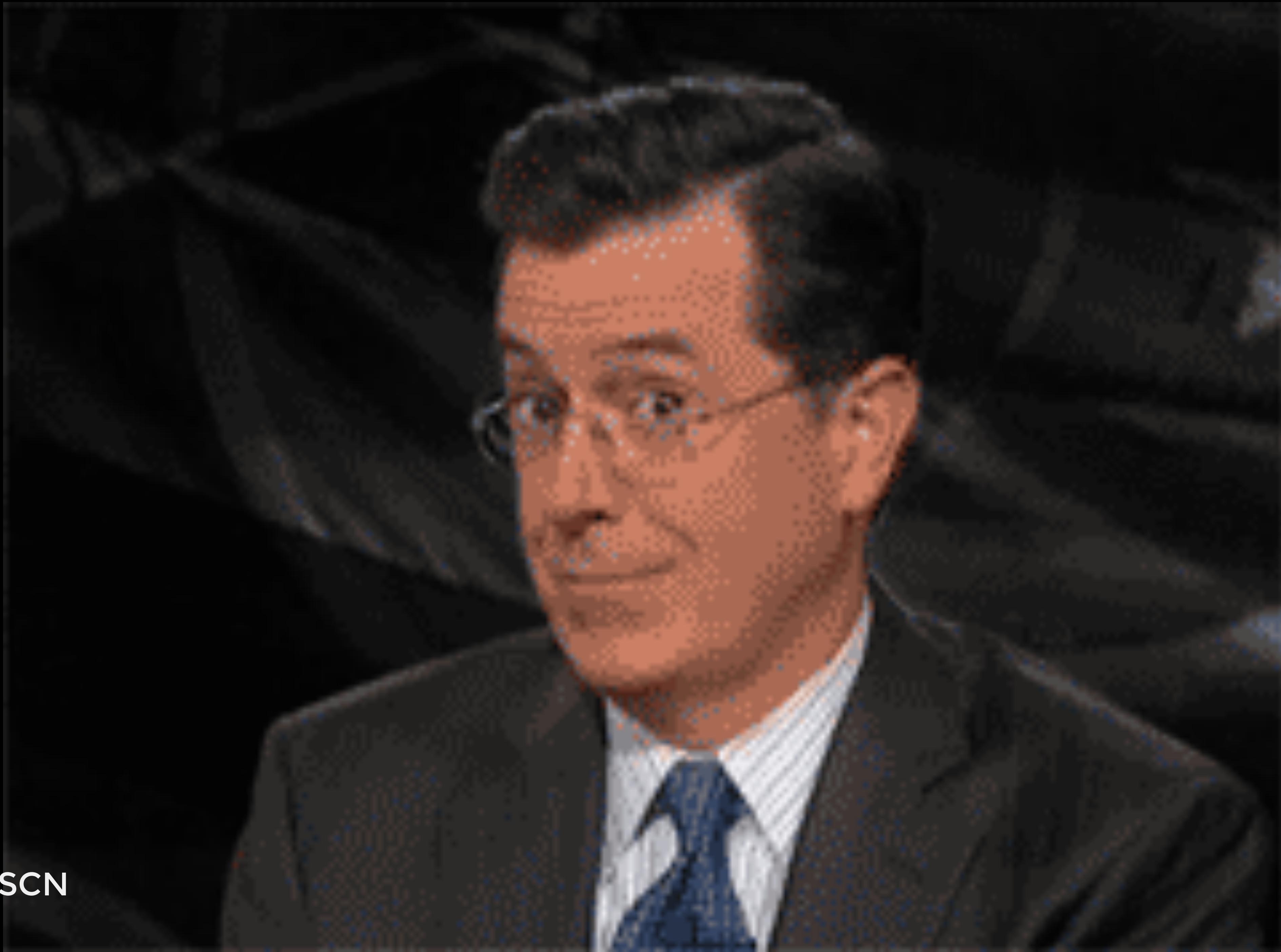


[gph.is/1H4aZuD](http://gph.is/1H4aZuD)

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**Management is about  
NOT DOING THE WORK**





[gph.is/1m92SCN](http://gph.is/1m92SCN)

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# Management is about SETTING THE TONE



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[gph.is/VwzMUr](https://gph.is/VwzMUr)

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[gph.is/1H4aZuD](http://gph.is/1H4aZuD)

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[gph.is/XMQmli](http://gph.is/XMQmli)

NEW EPISODES  
**CN** bitly  
Cartoon Network  
detenta

#FALLONTONIGHT



[gph.is/1evcMTc](http://gph.is/1evcMTc)

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A woman with long dark hair, wearing a brown dress, looks up at a man in a military uniform. The man is wearing a cap with a plume and a jacket with two gold buttons. The scene is set in a dimly lit room.

**Use your words.**

BEST I TUMBLR

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[gph.is/1bDpudF](http://gph.is/1bDpudF)



[gph.is/1EeErCx](https://gph.is/1EeErCx)

bitly



[bit.ly/1PgfcG4](http://bit.ly/1PgfcG4)

*Fork in the Road* 

**Issues cannot be left  
UNRESOLVED**



**bitly**



[gph.is/1GhN7Eg](http://gph.is/1GhN7Eg)

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[gph.is/1OfeTbU](http://gph.is/1OfeTbU)

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geekfeminism.wikia.com

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[opensourcebridge.org](https://opensourcebridge.org)



[joinfundclub.com](https://joinfundclub.com)



# Learn about and be **INCLUSIVE**



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You're on the front line of  
**MENTAL HEALTH**



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[mhprompt.org](http://mhprompt.org)

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[mentalhealthfirstaid.org](https://www.mentalhealthfirstaid.org)

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You're on the front line of  
**MENTAL HEALTH**



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ecutive Tools

First Principles

Trinity

Manging Others

Assume Positive Intent

Performance

Disaster Recovery

Retention

How to Handle Body Odor

ision Planning

Managers and Confidentiality

Hiring

Managers and Governmental Politics

Management

Managing Cultural Diversity – The Wendii Curve

Meetings

Managing Through a Personal Crisis

Presentations

One Kind Thing

ommunication

Results and Retention – 10th Anniversary

Relationships

Sending a Direct to an Industry Conference

Transitions

Team Building 101

nzational Tools

Assign Work & Reporting

Project Guests

Difficult Directs

Performance Reviews

Communication

Assume Positive Intent

Matrix Organizations

Disaster Recovery

Remote/Virtual Teams

Fighting The Downturn Silence

Results

Horstman's Law Of Uncertainty

Managing Your Admin

How To Go On Vacation

Managing With DISC

How to Have An Open Door Policy

Change Leadership

Insist on Behavior When Assisting

Conflict

Introducing Managerial Change

New Direct

Managerial Communications

Skips

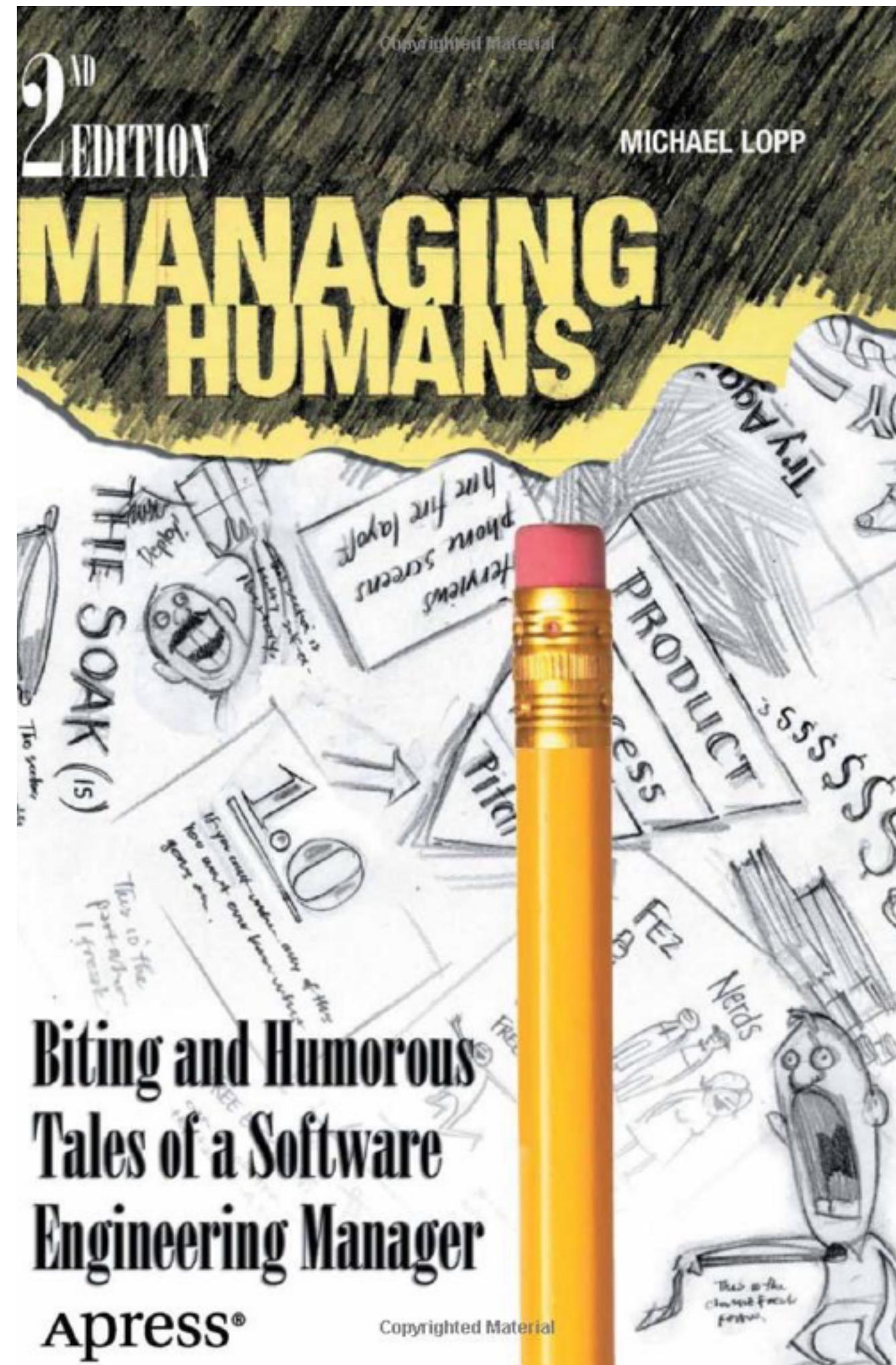
Managers Are Communicated THROUGH

Relationship Errors Chapter 1 – They're Not Like You

manager-tools.com

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[randsinrepose.com/dont-skip-this/](http://randsinrepose.com/dont-skip-this/)



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**bit.ly/rands-slack**



# THANK YOU

Sean O'Connor  
Director of Application Engineering  
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