

Leadership for a mixed team of junior and senior developers

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Abstract—Leadership is done by humans, not tools.

I. TASK

In this assignment you are required to write an essay to demonstrate your understanding of the leadership role in software projects and ability to apply it in the given situation. Detailed requirements follow.

Imagine yourself as a project manager of a group of eight developers. From these eight, four developers are experienced and mature, while four are young university graduates who have been just recruited.

Describe the effects of imbalance in the experience on the dynamics of team behaviour, and your role as the leader in addressing this challenge.

II. IDEAS

The project manager has a fulltime job. Situational leadership. Create value as perceived by followers. Power changes from seller to buyers - Kickstarter/Indiegogo. Technology is getting borders closer. What can be done will be done, sooner or later, if not by you, by some one else. Real leaders believe in change. Behavioural sciences deal with probabilities. Managers do things right. Leaders do right things. Performance starts from bottom-up, with the one-to-one relationships. Are leaders born or made? Diagnose, adapt and communicate. Plan, organize, motivate and control. Understand, predict and change behaviour. Control means manipulation and viceversa, depending on the point of view and the expected outcome. :) uuf, I am so relieved. A hammer won't always do the job. If you want to change your behaviour, you have to practice. Reading/learning will give you just a conceptual view. :) At last, someone agrees with me.

[1]

“When a situation requires a new way of looking at things, the acquisition of new techniques, or even new vocabularies, the old seem stereotyped and rigid...But when a situation requires a store of past knowledge then the old find their advantage over the young.s”

— Harvey Lehman, 1953

[2]

III. JUNIORS

IV. SENIORS

V. CONCLUSION

ACKNOWLEDGMENT

The author would like to thank to his teachers.

REFERENCES

- [1] Paul Hersey, Kenneth H. Blanchard and Dewey E. Johnson, *Management of Organizational Behavior: Leading Human Resources*
- [2] *Harvey Lehman, 1953*