

# First Time Manager - Gold Tips







# Yo!

## I'm Conrad

Dev Ecosystem & Product Engineering.  
No longer love sushi (*ate too much*)!

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THE  
FIRST-TIME  
MANAGER



SEVENTH EDITION

LOREN B. BELKER  
JIM McCORMICK  
GARY S. TOPCHIK

**1. Management is not for everyone!**

**2. Don't overuse your new authority!**

### **3. Don't lose the personal touch**

## **4. Structure (design) your architecture**

**5. Don't require perfectionism just because you're the manager now**



## **6. Speak less, listen more**

**7. Don't require perfectionism just because you're the manager now**

## **8. Get to really know your peers!**



## **9. Choose a managerial style of your own**

# **10. Build team dynamics**

# **11. Recognize and reward**



**12. Never make it personal and  
eliminate misunderstanding**

**13. The more secrets you have the less partnership there is**

# **14. You're the coach here**



**15. Younger doesn't mean less  
experienced**

# **16. Be an authentic leader**

# **17. Prioritize, prioritize, prioritize**



**18. Don't overuse  
delegation!**

# **19. Don't schedule unnecessary meetings**

## **20. Have work-life balance**

