Leadership Book Ideas:

Diversity Equity and inclusion

* Thought leadership
  + Cultures
  + Sexes
  + Socio-economic background

Women in technology

* Historical context
  + White male
  + Ego
* Giving women a voice
  + Avoiding unconscious bias of peers
* Untapped resources for the right leaders
* Community engagement to find the talent

Leader vs Boss

* Evolution of technical leaders
  + Don’t try to be the most technical person in the room
  + Understand the business
    - Grow your talent by relating technical outcomes to business outcomes
* Separation of duties
* Best ideas win

Hiring

* Recognize the environment
  + Create partnerships with finance and HR
    - Negotiate up front
* Simplify the process
* Identify Bias early
* Don’t hire for a “position”

1:1s

* Identify individual goals
  + Life
  + Finances
  + Future
  + End goals (management/IC)
* Connect the dots
  + Relate Company, Organization and Team goals to individuals personal goals
* Don’t be that Guy
  + Annual/semi-annual reviews are useless without the proper context. ICs and managers should never be surprised by a review. Everything should be related to 1:1s

Recognize generational differences

* Gen X
* Millenials
* Gen Z is coming
* What is important to them
* How do you keep them interested/engaged
* How do you attract them

Employee opinions/surveys

Mentorship and growth

* Continuous learning/enablement