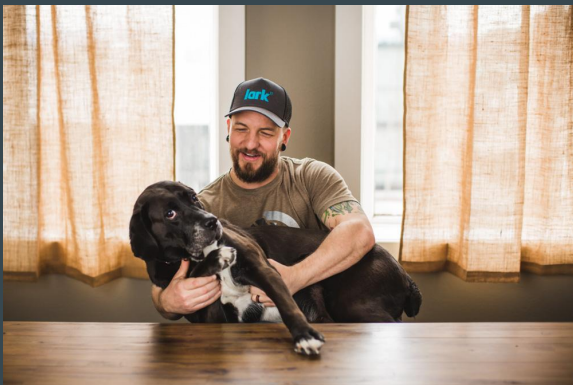


Beyond Senior

...

Advancing in technical leadership



A byte about me . . .

- Former science teacher
- Transitioned to development in 2014
- Started to specialize in iOS mobile and Swift in 2015
- Some jobs and stuff
- Currently the senior iOS engineer at TrueCoach

Engineer I / Jr.

Engineer II / Mid.

Engineer III / Senior

???

- Team Lead
- Development Mgr.
- VP Engineering
- C Level Manager?

Engineer I / Jr.

Engineer II / Mid.

Engineer III / Senior

**Staff /
Tech Lead**

- Team Lead
- Development Mgr.
- VP Engineering
- C level manager?

Individual Contributors

Writes code on a regular
basis

Guides technical
implementation choices

Involved in team ceremonies,
sprint work, etc.

tl;dr creator

vs.

Product Facilitators

Rarely writes code, if
ever

vs.

Guides higher level
roadmapping and planning

vs.

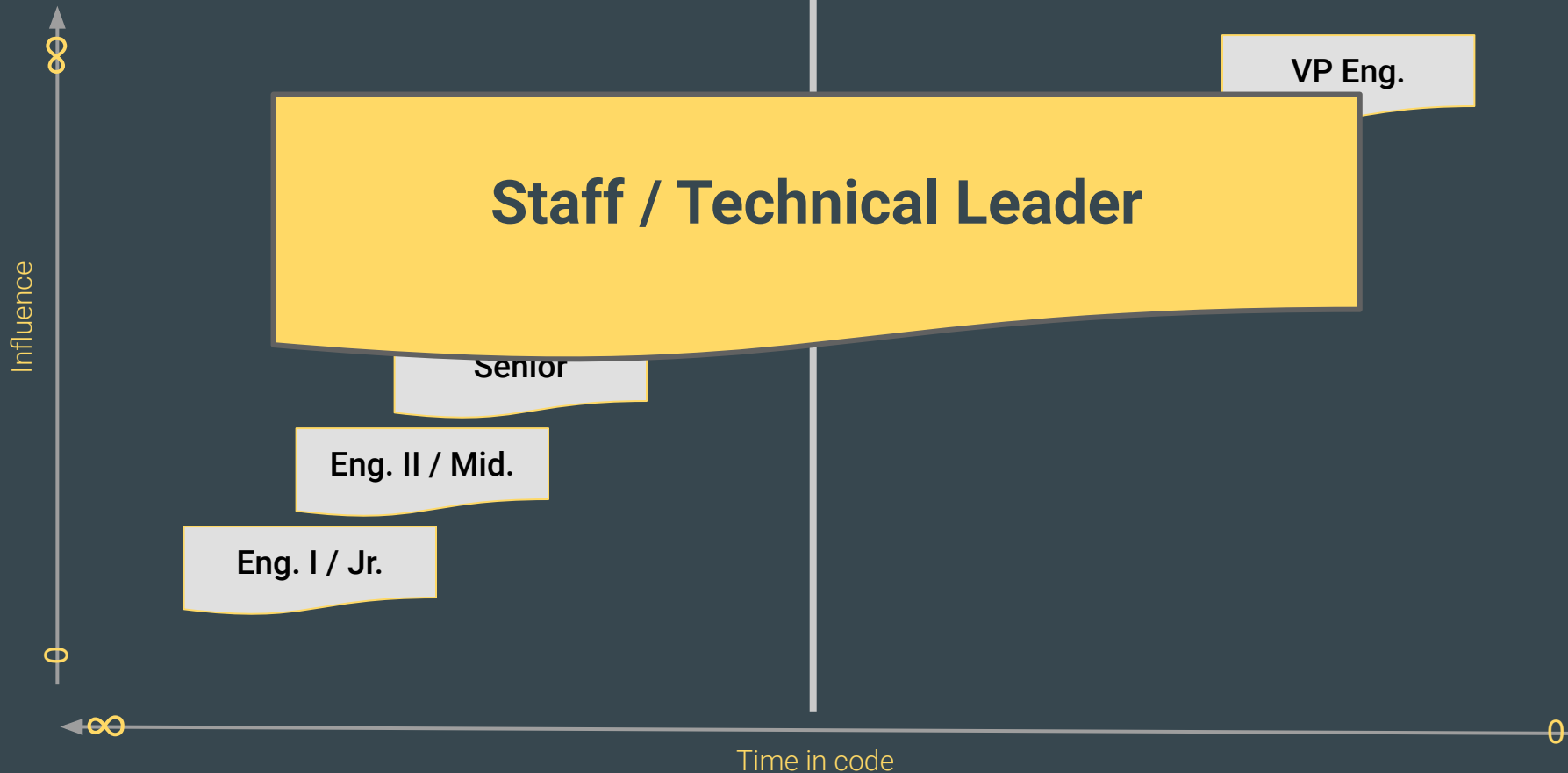
Facilitates engineering or
org. efforts

vs.

tl;dr orchestrator

Individual Contributor

Product Facilitators



The Archetypes of Staff

The Tech Lead

The Architect

The Solver

The Right Hand



**GUIDES
ARCHITECTURE**

**OWNS
COMPONENTS**

**INFLUENCES
LEADERSHIP**

**FACILITATES
ENGINEER
GROWTH**

**OVERSEES
HIGH RISK
EFFORTS**

**SOLVES SUPER
HARD
PROBLEMS**

PROTOTYPES

**PRESENTS
TECHNICAL
EFFORTS AND
IDEAS**

**DIRECTS LONG
DURATION
ENGINEERING
PROJECTS**

**MENTORS
TEAMS & TEAM
MEMBERS**

**SAVES
HUMANKIND**

**DEVELOPS
TECHNICAL
PROPOSALS**

**SPONSORS
TEAMMATES**

Staff in Practice

...

Developing an engineering vision and strategy

Strategy & Vision

STRATEGY

- How do we build software & approach problems?

VISION

- What do we want to accomplish in the next 2+ years?
- What is our strategy to empower, unblock, and build towards?

POSSIBLE OUTCOME

ARCH.md

Creating a standard of excellence

Guiding Best Practices

DEVELOPMENT & CRAFT

- Defining org / team best practices & then guide alignment to them

POSSIBLE OUTCOME

PATTERNS.md

TEAM PRACTICE & PROTOCOLS

- Guiding team's process
 - How do you plan and execute?

POSSIBLE OUTCOME

Team Agreements

Servant Leadership

Success Management

PROJECT OWNERSHIP

- Put developers into positions of success
- Distribute responsibility

RESCUE EFFORTS & RETARGETING

- Evaluate efforts that might be off the rails
- Bring value back to misguided efforts

POSSIBLE OUTCOME

OWNING THE DEVELOPMENT LIFECYCLE

TL;DR

“Frequently when a group of Staff-plus engineers sit down to chat, they’ll spend time commiserating about the industry’s broken technical leadership track. It’s true, it is broken. What isn’t true is that this is inevitable. The industry’s views on technical leadership are the summation of the collective daily actions taken by each person operating in, aspiring towards, or managing a Staff-plus engineering role. By changing our habits and approach, we will change the industry.”

Will Larson, 2021

Reading list and sources

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Questions, Comments, Cash Bribes

LinkedIn & GitHub

coreyd303

Shameless plug:

TrueCoach & Xplor are hiring,

hit me up and let's chat!